

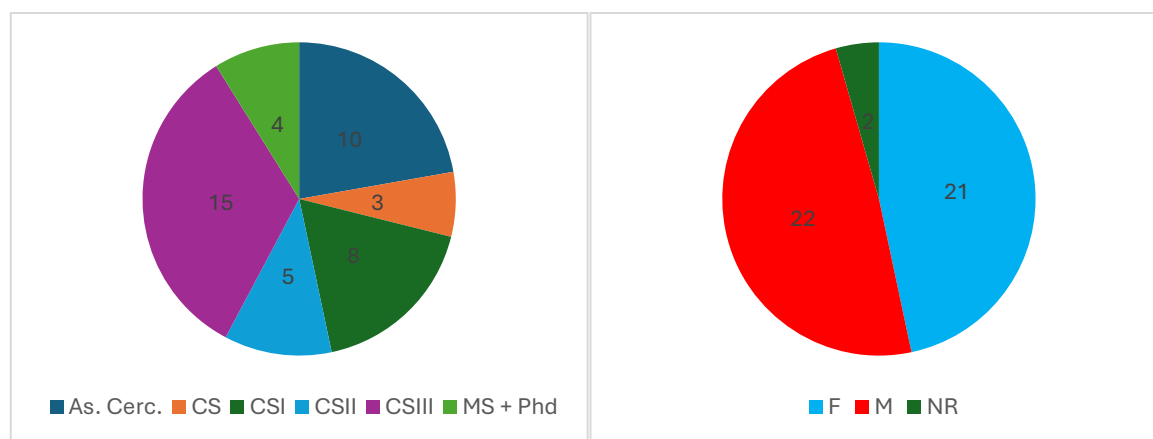
# Report

**on the results of the anonymous questionnaire for internal analysis addressed to staff involved in research activities within ICOSCDN**

**on the application of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers**

The analysis is based on the results of the anonymous questionnaire addressed to research staff within ICOSCDN, aimed at assessing the degree of implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The questionnaire was completed by 45 respondents, belonging to different professional categories, from young researchers (master's and doctoral students) to senior scientific researchers (CS I–III), which allows a relevant comparative analysis according to the stage of the academic career (**Figure 1**).



**Figure 1. Distribution of respondents by gender and position held**

The distribution of respondents by position indicates a balanced representation of the main professional levels in the institution, with a higher share of third-degree scientific researchers, a category in a career consolidation stage. In terms of gender, the sample includes both male and female respondents, reflecting the diversity of human resources involved in research work within ICOSCDN. This batch structure provides an appropriate framework for interpreting differences in perception according to function and level of professional experience.

**Table 1** shows the distribution of respondents by job position and gender. To ensure transparency of the analysis, the category 'Non-response' has been explicitly introduced, reflecting situations where respondents chose not to provide gender information. These non-responses occur in particular among Grade III scientific researchers and do not affect the inclusion of those respondents in the general analyses of the questionnaire. The distinct treatment of missing values respects the anonymity of the instrument and good methodological practices in social research.

Function	Number of respondents (n)	Male	Female	Non-Response
Research Assistant	10	8	2	0
Scientific Researcher (CS)/R1	3	1	2	0
Scientific Researcher Grade III (CS III)/R2	15	2	11	2

Function	Number of respondents (n)	Male	Female	Non-Response
Scientific Researcher Grade II (CS II)/R3	5	1	4	0
Scientific Researcher Grade I (CS I)/R4	8	8	0	0
Ms + Phd	4	2	2	0
<b>Total</b>	<b>45</b>	<b>22</b>	<b>21</b>	<b>2</b>

**Table 1.** Distribution of respondents by gender and position held

In the data analysis process, incomplete responses to the gender variable were treated as missing values. These non-responses were not imputed and were not artificially redistributed in the existing categories, in order to avoid introducing distortions in the sample structure. Thus, the total number of respondents (N) on each function reflects all valid questionnaires; The gender distribution (male/female) is calculated only on the basis of valid answers to this question; the difference between N and the sum of male and female respondents indicates the existence of gender non-responses, among the CSIII category. This approach is in line with good methodological practices in social research and the principles of transparent statistical reporting, ensuring compliance with the anonymous nature of the questionnaire and the respondents' choice not to provide sensitive socio-demographic information.

### **Section I – Ethical and professional aspects (average score 9.89)**

Section I of the questionnaire aims to assess the researchers' perceptions regarding the observance of ethical and professional principles in the research activity carried out within ICOSCDN. This section includes items related to: freedom of research and academic autonomy; knowledge and application of ethical principles and relevant national legislation; the social relevance of the research and the avoidance of duplication of results; respect for intellectual property rights and plagiarism prevention; delegation of responsibilities according to competences; understanding of funding conditions and contractual responsibilities; transparency in the management of financial resources and cooperation with audit structures; compliance with occupational health and safety rules; data protection and information privacy; dissemination of research results to the scientific community and the general public; as well as equal opportunities, non-discrimination and transparency in the evaluation of professional performance. Through this structure, the section provides a comprehensive picture of how the fundamental principles of integrity, accountability, and research ethics are perceived and applied at the institutional level.

The results of Section I indicate a high level of agreement of respondents with the statements regarding ethics and professionalism in the research activity carried out within ICOSCDN. The scores obtained are, in most cases, close to the maximum value of the scale, reflecting a positive and coherent perception of respect for academic freedom, application of ethical principles, compliance with national legislation and internal regulations, as well as assumption of professional and financial responsibilities.

Respondents also indicate a high degree of awareness of the obligations regarding research integrity, protection of intellectual property, avoidance of plagiarism, transparent management of financial resources and dissemination of research results. The perceived absence of discrimination, both at institutional level and on the part of funders, as well as the existence of transparent professional evaluation mechanisms, reinforces the image of a research environment based on equity, responsibility and good ethical practices.

Although the scores are overall high, slight variations are observed for certain items, without them indicating major malfunctions. The slightly lower values are mainly associated with aspects related to:

- the practical application of administrative and financial procedures;
- communication and management of operational situations (e.g. delays or changes in the implementation of projects caused by factors independent of ICOS - financial or legislative constraints);
- the degree of visibility and dissemination of the research results to the general public.

These variations can be interpreted as reflecting differences in experience and professional responsibility between respondents, especially between young researchers and those in positions with administrative or coordinating tasks. They suggest the need for a continuous strengthening of institutional

communication and operational support, rather than the existence of structural problems related to the ethics or integrity of research.

Overall, Section I confirms the existence of a robust and well-functioning ethical framework within the ICOSCDN, aligned with the principles of the European Charter for Researchers. The small differences in evaluation observed at the level of some items can be considered opportunities for punctual improvement and refinement of existing practices, without affecting the overall extremely positive evaluation of the ethical and professional environment.

## **Section II – Recruitment and Hiring (average score 9.88)**

Section II of the questionnaire aims to assess researchers' perceptions of the recruitment and employment procedures within the ICOSCDN, in relation to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. The items included in this section concern the existence of clear procedures in accordance with the legislation in force, the open, transparent and internationally comparable nature of recruitment processes, the balanced composition and competence of the competition commissions, as well as candidates' access to relevant information on available positions, selection criteria and career development prospects.

It also examines issues related to holistic assessment of researchers, which takes into account both quantitative and qualitative criteria (training, mentoring, teamwork, knowledge transfer, research management and innovation), recognition of the diversity of career paths, including career breaks, valuing academic and cross-sectoral mobility, adequate recognition of formal and non-formal qualifications, and clarity of rules on postdoctoral competitions and their correlation with long-term career experience and prospects.

The results of Section II indicate a high level of agreement of respondents on the fairness, transparency and fairness of the recruitment and employment procedures within the ICOSCDN. The scores obtained suggest a generalized perception of the existence of well-defined institutional mechanisms, aligned with the principles of Open, Transparent and Merit-based Recruitment (OTM-R), which ensure equal opportunities for all candidates and promote excellence in research.

Respondents particularly appreciate the fact that recruitment processes are not based solely on quantitative indicators, such as the number of publications, but take into account the entire career path and complementary skills of researchers. At the same time, professional mobility and diversity of experiences are perceived as positively valued elements, contributing to career development and increasing the quality of research activity.

Although the evaluations are overall extremely positive, there are slight variations in scores for specific aspects, in particular in terms of career path predictability and clarity of long-term career prospects, especially for early or mid-career positions.

These slightly lower scores may reflect different expectations depending on professional status, as well as the objective constraints of the legislative and financial framework governing research engagement. They do not indicate systemic shortcomings, but rather highlight the need for continuous communication on career development opportunities and career progression criteria.

Section II highlights the existence of recruitment and hiring procedures perceived as fair, transparent and aligned with European standards, which support both research excellence and diversity of career paths. The small variations identified at the level of some items represent opportunities for punctual improvement and to strengthen the clarity of information on career development, without affecting the extremely favourable overall assessment.

## **Section III – Working conditions and social security (average score 9.88)**

Section III of the questionnaire aims to assess researchers' perceptions of working conditions, job stability and social security offered by ICOSCDN, in line with the principles of the European Charter for Researchers. The items analysed include aspects related to the recognition of researchers as professionals

throughout their careers, the existence of a work environment that stimulates research activity, respecting occupational health and safety norms, as well as ensuring inclusive working conditions, adapted to various personal and professional needs.

This section also addresses topics such as the stability of employment contracts, regardless of their type (fixed-term or indefinite), the salary conditions and social protection associated with the different stages of the career (including rights related to sick leave, childcare, unemployment and pension), the promotion of gender equality, the reduction of uncertainty in career development, the recognition and enhancement of professional mobility, access to career counselling, the protection of intellectual property rights, the recognition of co-authorship, mentoring and training activities, as well as the existence of institutional mechanisms for resolving labor conflicts and representing researchers in decision-making structures.

The results obtained for Section III indicate a high level of satisfaction of respondents with the working conditions and social security framework offered by ICOSCDN. The high scores suggest that researchers feel recognized and valued as professionals and perceive the institutional environment as favourable for carrying out research activities, both from the perspective of infrastructure and the organizational climate.

Respondents appreciate the stability of labour relations, the correlation of salary conditions with the position and level of qualification, as well as the institutional concern for ensuring equal opportunities and a work-life balance. At the same time, the results indicate the existence of policies and practices that support professional mobility, interdisciplinary collaboration and the involvement of researchers in decision-making structures, contributing to the creation of a participatory and inclusive work environment.

Despite the favourable assessments, slight variations in the scores can be identified for the items aimed at the predictability of long-term career development and the degree of clarity of institutional strategies dedicated to reducing occupational uncertainty, especially for researchers at the beginning or middle of their careers.

These slightly lower scores may reflect external and legislative constraints specific to the field of research, as well as reliance on competitive funding rather than internal limitations of the institution. They point to opportunities to improve strategic communication and strengthen career counselling mechanisms, without affecting the overall positive assessment of working conditions and the institutional climate.

Section III confirms the existence of a stable, inclusive and performance-friendly working environment that respects the principles of the European Charter for Researchers with regard to working conditions and social security. The small differences in perception identified at the level of some items can be considered directions of continuous improvement, meant to strengthen the sustainability of the research career within ICOSCDN.

#### **Section IV – Training and professional development (average score 9.88)**

Section IV of the questionnaire aims to assess researchers' perceptions of training, mentoring and skills development within ICOSCDN, in line with the principles of the European Charter for Researchers on career development. The items included in this section aim at the existence of organizational structures that support the training of young researchers, the possibility of working under the direct guidance of experienced researchers, as well as providing constant feedback on the activities carried out.

Also, the role of senior researchers as mentors, coordinators or supervisors, the individual interest in continuous professional development, access to training and improvement opportunities, the evaluation of the impact of these activities, as well as the existence of designated persons at institutional level who can provide support to young researchers in fulfilling professional responsibilities are analyzed.

The results of Section IV indicate a high level of agreement of respondents regarding the support provided by ICOSCDN for the training and professional development of researchers. The scores obtained reflect the perception of the existence of an institutional framework favourable to the transfer of knowledge, mentoring and strengthening of the skills necessary to carry out the research activity at high standards.

Respondents particularly appreciate the involvement of senior researchers in mentoring those at the beginning of their careers, as well as access to continuing education opportunities, including through participation in courses, scientific events and professional development activities. These results suggest that

ICOSCDN actively supports the development of human capital and the professional advancement of its researchers.

Although the evaluations are overall extremely positive, there are slight variations in the scores in terms of accessibility and practical applicability of some training opportunities, especially in the context of financial constraints or limited availability of resources.

These slightly lower scores may reflect differences in respondents' individual experience or variations between departments, rather than structural weaknesses in the training system. They indicate the need for continuous monitoring of training needs and flexible adaptation of existing offers, in order to respond as effectively as possible to the diversity of career paths.

Section IV highlights the existence of a coherent system of training and professional development within the ICOSCDN, which consistently supports the progress of researchers throughout their careers. The small differences in perception identified at the level of some items can be interpreted as opportunities to optimize the access and relevance of training activities, without affecting the favourable overall assessment of this field.

## **CONCLUSIONS**

The results indicate high levels of agreement for almost all items in the questionnaire. The averages are predominantly between 9.8 and 10, reflecting an extremely positive perception of researchers on how ICOSCDN applies the principles of the European Charter for Researchers and the Code of Conduct for Recruitment.

This response profile suggests a strong and coherent alignment with European standards on ethics, recruitment, working conditions and training.

The analysis of the distribution of scores at the item level highlights that all statements were evaluated positively, with average values close to the upper limit of the scale. However, a few items can be identified that score slightly lower than the rest, representing points of nuance and potential directions for improvement.

### **1. Predictability and stability of the career path**

Items concerning:

- reducing uncertainty in career development,
- the existence of a clear career strategy communicated to researchers,
- long-term professional stability,

show slightly lower scores, especially among early or mid-career researchers (MS+PhD, CS III).

These results reflect the general characteristics of research careers, dependent on competitive funding and legislative frameworks, rather than specific institutional shortcomings. Perceptions differ depending on the professional stage, being more cautious among the categories in transition.

### **2. Accessibility and applicability of training opportunities**

Items related to:

- effective access to continuing education programmes,
  - assessing the impact of training activities,
  - correlation of training offers with individual needs,
- scores slightly lower than the average of the training section.

Differences may reflect variations between departments, financial constraints, or differences in awareness of existing opportunities rather than lack thereof.

### **3. Visibility of research dissemination to the general public**

Items concerning:

- communicating the research results to the non-specialist public,
- activities to popularize science,

tend to have slightly lower scores than those related to academic dissemination.

This trend is common in research institutions and indicates the need to strengthen open science and public communication mechanisms, not a lack of ethical or professional compliance.

#### **4. Clarity and efficiency of administrative procedures**

Certain items relating to:

- reporting changes in the progress of projects,
- administrative and financial procedures,
- interaction with audit mechanisms,

shows slightly lower scores, especially among researchers with coordination responsibilities.

These scores reflect the inherent complexity of administrative processes and may indicate the need for procedural simplification or additional administrative support.

The items with relatively lower scores are concentrated around aspects related to career predictability, accessibility of training, dissemination of research results to the general public and certain administrative procedures. These results do not indicate structural weaknesses, but highlight areas where existing practices can be strengthened and institutional communication intensified and will be interpreted as **opportunities to optimize** institutional communication, administrative support and career counselling mechanisms, thus strengthening the alignment of ICOSCDN with the principles of the European Charter for Researchers.

#### **Overall conclusion**

The analysis of the questionnaire results reveals a high degree of satisfaction and perceived compliance by researchers with the principles of the European Charter for Researchers and the Code of Conduct for Recruitment. ICOSCDN is perceived as providing an ethical, transparent, stable and conducive environment for research career development, with solid practices in the field of recruitment, working conditions and training.

The analysis of the results of the questionnaire on the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers highlights a high level of perceived compliance within ICOSCDN, at the level of all dimensions investigated. The scores obtained indicate a widely shared perception of the existence of an institutional environment characterized by professional ethics and integrity, transparency in recruitment, favorable working conditions and constant support for training and research career development.

The results confirm that ICOSCDN provides a research framework aligned with European standards, in which academic freedom, professional responsibility and fairness are principles assumed and applied in a coherent manner. Recruitment procedures are perceived as fair, transparent and merit-based, and working conditions and social security are valued as stable and inclusive, supporting long-term professional performance.

The analysis of items with relatively lower scores (min 9.80) does not indicate structural deficiencies, but highlights variations that can be explained by differences in stage in the research career, distinct professional responsibilities or external constraints of the research system (financial, legislative). These nuances are concentrated in particular around the aspects related to the predictability of the career path, the accessibility of training opportunities, the dissemination of research results to the general public and the complexity of some administrative procedures.

Overall, the results obtained outline a coherent and mature organizational culture, oriented towards compliance with European good practices and continuous improvement of the research environment. The conclusions of this report provide a solid basis for maintaining and consolidating existing practices and can support the formulation of specific actions aimed at responding to the identified needs, thus contributing to the sustainable development of the research career within ICOSCDN.

#### **Limitations**

The interpretation of the results of this report should be made in the context of certain methodological limitations. First, the high and homogeneous levels of scores recorded for most of the items may indicate the presence of a possible *ceiling effect*, specific to assessment tools based on Likert scales with a narrow range. This effect may reduce the ability of quantitative analysis to capture fine differences between respondents' perceptions or subtle variations between different dimensions assessed.

Secondly, the quantitative nature of the questionnaire, while appropriate for a general assessment of compliance with the principles of the European Charter for Researchers, may limit the identification of more nuanced aspects or specific individual experiences. In this regard, it is recommended to complement the analysis with qualitative methods, such as semi-structured interviews or focus groups, which would allow the in-depth exploration of researchers' perceptions and contribute to a more detailed understanding of the institutional context.

These limitations do not affect the overall validity of the results obtained, but provide an appropriate framework for interpretation and indicate methodological directions for future analyses.

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**QUESTIONNAIRE FOR INTERNAL ANALYSIS**  
**on the application of the principles**  
**European Charter for Researchers and Code of Conduct for the Recruitment of**  
**Researchers to ICOS**

In order to carry out the internal analysis on the implementation in ICOS of the Charter and Code of the European Researcher (2005/251/EC), we invite you to answer some questions related to the research environment within ICOS. The questionnaire is anonymous.

"Researcher" means ICOS personnel involved in research activities: research assistants, CS researchers, CS III researchers, CS II researchers, CS I researchers, PhD students and post-doctoral students

\* = mandatory question.

Analyzing your activity in ICOS, please state to what extent you agree with the above statement, on a scale from 1 to 10, where 1 means strongly disagree and 10 total agreement. Circle the figure corresponding to your answer.

**Section I. Ethical and professional aspects**

**1.1.** I have freedom of research (including freedom to think, express, choose and use research methodologies), with the exception of limitations arising from specific circumstances, such as situational (supervision/leadership/management) or operational (financial, infrastructure).\*

1	2	3	4	5	6	7	8	9	10
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**2.1.** I recognize and apply the basic ethical practices and principles in the field of research in which I am involved, in accordance with the national ethical legislation and in accordance with the ICOS Code of Ethics.\*

1	2	3	4	5	6	7	8	9	10
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**3.1.** I ensure that my research activity is as relevant and topical to society as possible and that I do not repeat activities or reproduce results already achieved in other studies/programs.\*

1	2	3	4	5	6	7	8	9	10
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**3.2.** I respect the principles of intellectual property and avoid any form of plagiarism in my work.\*

1	2	3	4	5	6	7	8	9	10
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**3.3.** I make sure that my replacements, to whom I delegate specific responsibilities, have the competence to perform them.\*

1	2	3	4	5	6	7	8	9	10
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**4.1.** I understand the requirements and conditions for the funding of my research and I will seek all the necessary approvals before I start my research or before I access the resources.\*

1	2	3	4	5	6	7	8	9	10
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**4.2.** I notify ICOS and the funder of project submissions in regard with certain situations such as delays in activities, changes occurring in the development of project, suspensions/termination of related funding contracts.\*

1	2	3	4	5	6	7	8	9	10
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**5.1.** I am familiar with the national, sectoral (including those of the Romanian Academy) and ICOS regulations concerning training and/or working conditions (this includes intellectual property rights and the conditions of any sponsors or funders) and I adhere to such regulations when elaborating related documents or results (thesis, publications, patents, etc.), as set out in the terms and conditions of the contract of equivalent documents.\*

1	2	3	4	5	6	7	8	9	10
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**6.1.** I understand that I am accountable to the ICOS/financier regarding the efficient use of financial resources, with particular attention to the payment of the imposed taxes, while applying transparent financial management and cooperating with any authorized audits undertaken by ICOS/funders of ethics committees.\*

1	2	3	4	5	6	7	8	9	10
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**6.2.** Methods of data collections and analysis, research results and financial data should be available for review by internal or external auditors, whenever requested.\*

1	2	3	4	5	6	7	8	9	10
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**7.1.** I am well informed about the good practices and national legislation regarding safe working practices in my field of research and I apply the necessary precautions set out in ICOS while preparing alternative solutions in order to avoid risks.\*

1	2	3	4	5	6	7	8	9	10
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**7.2.** I am familiar with the current national legal requirement regarding data and confidentiality protection and undertake the necessary measures to fulfill them.\*

1	2	3	4	5	6	7	8	9	10
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**8.1.** I make sure that the results of my research are disseminated in accordance with the contractual agreement, and, when appropriate, through commercial exploitations or disseminated to the public.\*

1	2	3	4	5	6	7	8	9	10
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**9.1.** Knowing the public's interests for science/technology, I make sure that my research activities are made known to the general public, in a way that is understandable by non-specialists.\*

1	2	3	4	5	6	7	8	9	10
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**10.1.** ICOS has never discriminated against me on any grounds (gender, age, social origin, ethnic origin, religion, etc).\*

1	2	3	4	5	6	7	8	9	10
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**10.2.** There has never been any form of discrimination on the part of the funders, on any grounds (gender, age, social origin, ethnic origin, religion, etc.)\*

1	2	3	4	5	6	7	8	9	10
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**11.1.** ICOS assesses the professional performance of all researchers in a transparent manner by an independent committee.\*

1	2	3	4	5	6	7	8	9	10
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## Section II. Recruitment/Employment

**12.** ICOS has established clear recruitment procedures based on professional categories, in accordance with the legal provisions.\*

1	2	3	4	5	6	7	8	9	10
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**13.** Within ICOS, there are open, efficient, transparent, clear, internationally comparable recruitment procedures, adapted to each type of advertised position.\*

1	2	3	4	5	6	7	8	9	10
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**14.** ICOS has competition commissions, balanced with regard to gender distribution, composed of competent and knowledgeable people from within and/or from outside the institution, in accordance with the national law.\*

1	2	3	4	5	6	7	8	9	10
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**15.** Prior to the selections, informations regarding the number and type of available positions, the selection criteria, the recruitment process and the career development prospects, are available to the candidates.\*

1	2	3	4	5	6	7	8	9	10
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**16.** The ICOS hiring competition focuses not only on the number of publications, but also on excellence and on the researcher's entire field of expertise and activity (training, mentoring, teamwork, knowledge transfer, research management, innovation), using both quantitative and qualitative criteria.\*

1	2	3	4	5	6	7	8	9	10
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**17.** In the ICOS recruitment competitions, interruptions in activity and variations in the CV are not penalized, but are considered, where appropriate, as career progression and professional growth.\*

1	2	3	4	5	6	7	8	9	10
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**18.** In ICOS recruitment competitions mobility (internships in other countries/regions, in other public or private sectors, interdisciplinary, etc.) is viewed positively and as a valuable contribution to professional development.\*

1	2	3	4	5	6	7	8	9	10
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**19.** In ICOS employment competitions, both academic and professional qualifications, formal and/or non-formal, are recognized and evaluated adequately.\*

1	2	3	4	5	6	7	8	9	10
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**20.** In ICOS recruitment competitions the level of required qualification corresponds to the requirements of the position, within the framework of the current legislation, and is not an obstacle.\*

1	2	3	4	5	6	7	8	9	10
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**21.** ICOS has clear and explicit rules for postdoctoral competitions, and the duration and objectives of postdoctoral positions take into account previous experience and training and long-term career prospects.\*

1	2	3	4	5	6	7	8	9	10
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### **Section III. Working conditions and social security**

**22.** From the beginning of their careers to the present day, all ICOS researchers are recognised as professionals and valued accordingly.\*

1	2	3	4	5	6	7	8	9	10
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**23.** The environment within ICOS allows/stimulates professional training and the research activity, while respecting the conditions of safety at work (appropriate equipment and facilities, including for remote collaboration through research networks).\*

1	2	3	4	5	6	7	8	9	10
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**24.** The working conditions in ICOS enable research performance, including for people with disabilities. Particular attention is paid to flexible hours, part-time activity, days off and annual leave, parental leave, unpaid leave, as well as financial and administrative needs, appropriate to each of the situations mentioned. \*

1	2	3	4	5	6	7	8	9	10
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**25.** Both in the case of a fixed-term contract, as well as in the case of an open-ended contract, ICOS offers me stability of the employment contract, achieving thus job stability for researchers, in accordance with the current national legislation.\*

1	2	3	4	5	6	7	8	9	10
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**26.** In ICOS, in accordance with specific national legislation and individual employment contracts, there are salary conditions related to the position held, degree of research, level of qualification, including for sickness, childcare, unemployment and pension rights.\*

1	2	3	4	5	6	7	8	9	10
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**27.** ICOS aims to achieve a balanced representation of men and women at all levels of the organization, including management, by means of several measures in order to ensure equal opportunities for researchers, without ignoring quality and competence criteria. \*

1	2	3	4	5	6	7	8	9	10
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**28.** ICOS aims to reduce the uncertainty in career development for researchers, regardless of the stage of their career, and the type of employment, through the development and implementation of a specific strategy that is made aware to the researchers.\*

1	2	3	4	5	6	7	8	9	10
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**29.** ICOS recognizes the importance of all types of mobility in professional development and has developed tools to promote and value geographic, intersectoral (including public-private), inter- and trans-disciplinary mobility, remote collaboration through electronic networks.\*

1	2	3	4	5	6	7	8	9	10
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**30.** ICOS offers consultancy regarding career development and employment assistance, regardless of the stage of career development or contractual situation. \*

1	2	3	4	5	6	7	8	9	10
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**31.** In accordance with the current legislation, in ICOS there are practices regarding the protection of intellectual property rights.\*

1	2	3	4	5	6	7	8	9	10
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**32.** ICOS values co-authorship as a constructive way of conducting research and has developed policies, practices and procedures to ensure that the contributions of all authors are recognised.\*

1	2	3	4	5	6	7	8	9	10
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**33.** ICOS carries out mentoring/training/teaching programs/activities and ensures that, on the one hand, they do not impede research activities, especially for young researchers by being too extensive, and, on the other hand, they are taken into account in professional evaluations and receive adequate remuneration.\*

1	2	3	4	5	6	7	8	9	10
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**34.** In order to promote fair and equitable treatment within the institution, ICOS has procedures for analyzing and resolving labor conflicts, disputes and grievances in accordance with applicable legislation.\*

1	2	3	4	5	6	7	8	9	10
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**35.** Within ICOS there is a representation of researchers by means of decision-making structures, such as scientific council or various committees.\*

1	2	3	4	5	6	7	8	9	10
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#### Section IV. Training

**36.** ICOS has set up an organizational structures enabling young researchers to work under the direct guidance of supervisors (more experienced colleagues and department coordinators), receiving constant feedback on the activities they have performed.\*

1	2	3	4	5	6	7	8	9	10
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**37.** Senior researchers from each department act as supervisors, mentors or project coordinators, developing constructive relationships with junior researchers to transfer knowledge and facilitate professional development.\*

1	2	3	4	5	6	7	8	9	10
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**38.** I'm particularly interested in continuous professional development through regular updating and development of skills and competences (consulting literature, learning and applying new techniques, and training through courses and participation in scientific/informational events organized by ICOS or other organizations).\*

1	2	3	4	5	6	7	8	9	10
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**39.** ICOS provides opportunities for continuous research and professional development, with regular evaluation of their accessibility, applicability and impact, within the limits of the financial resources available.\*

1	2	3	4	5	6	7	8	9	10
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**40.** ICOS has designated individuals to whom young researchers can turn for help in carrying out their professional duties (supervising experts with the necessary time, knowledge, expertise and commitment).\*

1	2	3	4	5	6	7	8	9	10
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Socio-demographic data

**41.** What is your current department?? \*

Answer: .....

**42.** What is your current position at ICOS? \*

PhD student

Postdoctoral student

Research assistant

Scientific researcher

Scientific researcher degree III

Scientific researcher degree II Scientific researcher

degree I Others:.....

**43.** What is your seniority in ICOS in completed years?

Answer: .....

**44.** How old are you?

Answer: .....

**45.** What is your gender?

Masculine Feminine

**Thank you for your time!**