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Evropské strukturální a investiční fondy
Operační program Výzkum, vývoj a vzdělávání



UNIVERZITA
PARDUBICE

Report

**on the results of a questionnaire survey of the HR Development Strategy
of the University of Pardubice project,**

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1 Assignment, goals and methodology

Assignment and goals of the questionnaire

As part of the HR Development Strategy of the University of Pardubice project, the project's professional team conducted a comprehensive questionnaire survey, aiming to obtain data for internal analysis and an action plan aimed at achieving HR Awards. In particular, the perception of compliance or non-compliance from the perspective of staff with the 40 principles set out in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, published in the Commission Recommendation of 11 March 2005.

In order to obtain answers to the above topics, the questions of the questionnaire were divided into seven groups related to the above principles. These were the areas:

Science and research

Working conditions

Management and relationships with managers

Atmosphere in the workplace

Personal and career growth

University strategy

The questionnaire also provided space for more detailed comments on issues of development of conditions and working environment at the UPa and to identify strengths/weaknesses and opportunities within the organisation, also in the form of comments from respondents to some questions of the questionnaire.

The main principles respected in the preparation of the questionnaire were:

Voluntariness: by completing the questionnaire, a free interest was expressed to contribute to the development of personnel management and to the development of management of a research organisation applied in the environment of the University of Pardubice. It was possible to state that you do not wish to answer the questionnaire and the non-completion of the questionnaire did not and does not have any impact on the respondents.

Protection against possible misuse: the data provided in the questionnaire are very strongly protected against possible misuse. The processing of the questionnaire was pseudonymous and after the data collection was completed, the data were anonymised.

Purpose: the aim of the questionnaire is to contribute to the analysis of the current state of personnel management of the organisation, the identification of development opportunities and the support of activities leading to the acquisition of the "HR AWARD". This form is one of the most cost-effective ways to provide feedback on the topic and has been used to obtain this feedback by other universities in the Czech Republic that have received or are working to receive this award.



Methodology

The questionnaire was prepared during the first months of 2020, and from the beginning of April, members of the University Executive Board and executive boards of individual faculties were acquainted with its first version. Their comments were incorporated and a modified version was sent for weekly testing on 14 April. Two groups in the following composition participated in the testing.

The first group

prof. Ing. Petr Kalenda, CSc., doc. Ing. Jana Holá, Ph.D., prof. Ing. Petr Němec, Ph.D., doc. Ing. Libor Švadlenka, Ph.D., doc. Mgr. Jiří Kubeš, Ph.D., prof. Ing. Jan Stejskal, Ph.D., Mgr. BcA. Radomír Slovík

The second group

Komárková, Ph.D., Ing. Pavla Lejsková, Ph.D., Ing. Iveta Němcová, Bc. Pavla Nováková, Ing. Markéta Prokešová, Ing. Marie Sixlová, Ing. Hana Theer Vítková, Ing. Petr Urbanec, Mgr. Drahomíra Ciberová, Ing. Renata Dvořáková, Mgr. Kateřina Engelmajerová, Ing. Veronika Fričová, doc. Mgr. Tomáš Hejduk, Ph.D. Ing. Iveta Moravcová, Ing. Olga Klápšťová, Ing. Monika Vejchodová, Ing. Blanka Jankovská, Mgr. Martina Macková, Ing. Ondřej Prusek, Ph.D.

Testing started on 14 April and all comments received in the feedback form were collected on Friday, 15 April.

The University Executive Board expressed support for this survey and the importance of this survey was communicated in a timely and sufficient manner.

The questionnaire was distributed in Czech and English to employees of all faculties and organisational units of the University who had a university e-mail address and who were in the main employment in the organisation or were PhD students as of the date of sending the questionnaire.

The questionnaire survey was open to respondents from 18 May by 8 June 2020, when the survey was closed.

The questionnaire was accessed by a unique individual code, sent to each of the respondents to their e-mail addresses. After the end of the three-week questionnaire survey on 9 June 2020, the database containing the links between e-mail addresses and access codes was cancelled, thus completely anonymizing the obtained data.

As part of a comprehensive questionnaire survey, respondents were given the opportunity to express themselves verbally on several questions asked. Specifically, there were 28 questions where it was possible to add a verbal comment. Respondents were free to express themselves in any way.

As the above applies, it was necessary to proceed to the classification of verbal comments into the defined areas that resulted directly from the answers. In some cases, the respondent's answer was classified into several areas. This means that if the respondent answered one question by mentioning more than one area, his/her answer was taken into account in both areas.

Each answer was evaluated and included in the relevant areas that best characterised the described issues.



2 General Principles and Requirements applicable to Researchers

2.1 Research Freedom

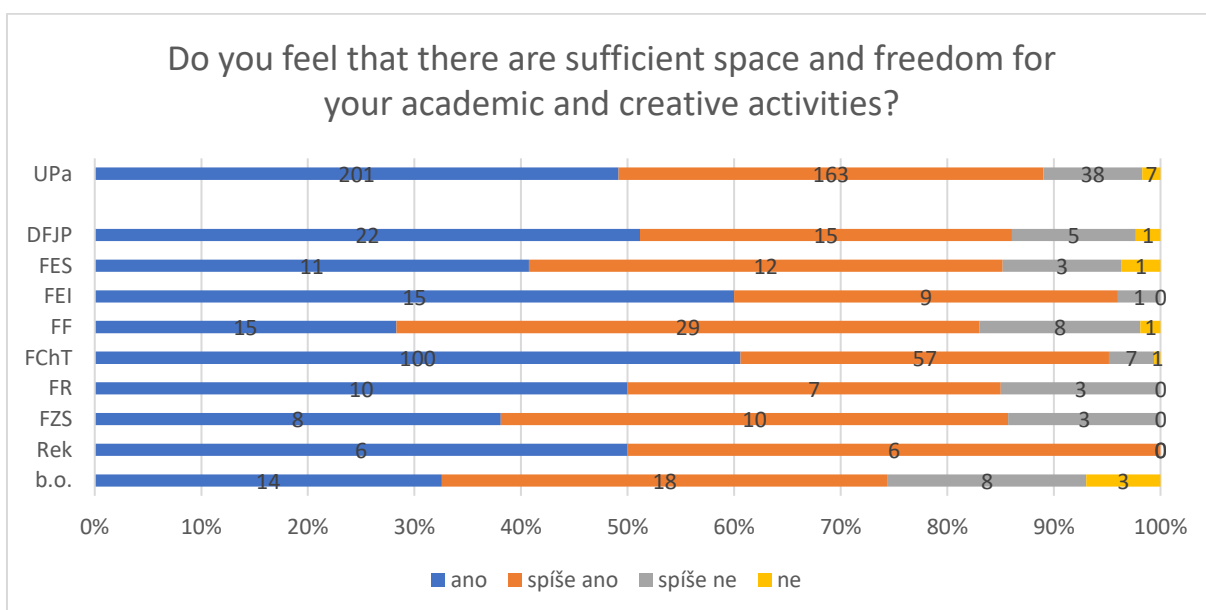
Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.

Question:

2.1.1 Do you feel that there are sufficient space and freedom for your academic and creative activities?

This question was addressed to academics, researchers and PhD students (416), 7 of whom did not answer (1.7%). Of those who answered, 364 (89.0%) respondents feel sufficient space and 45 (11.0%) do not feel sufficient space.

Answer	Count	Percent
Yes	201	49,1 %
Rather yes	163	39,9 %
Rather no	38	9,3 %
No	7	1,7 %
Sum	409	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University



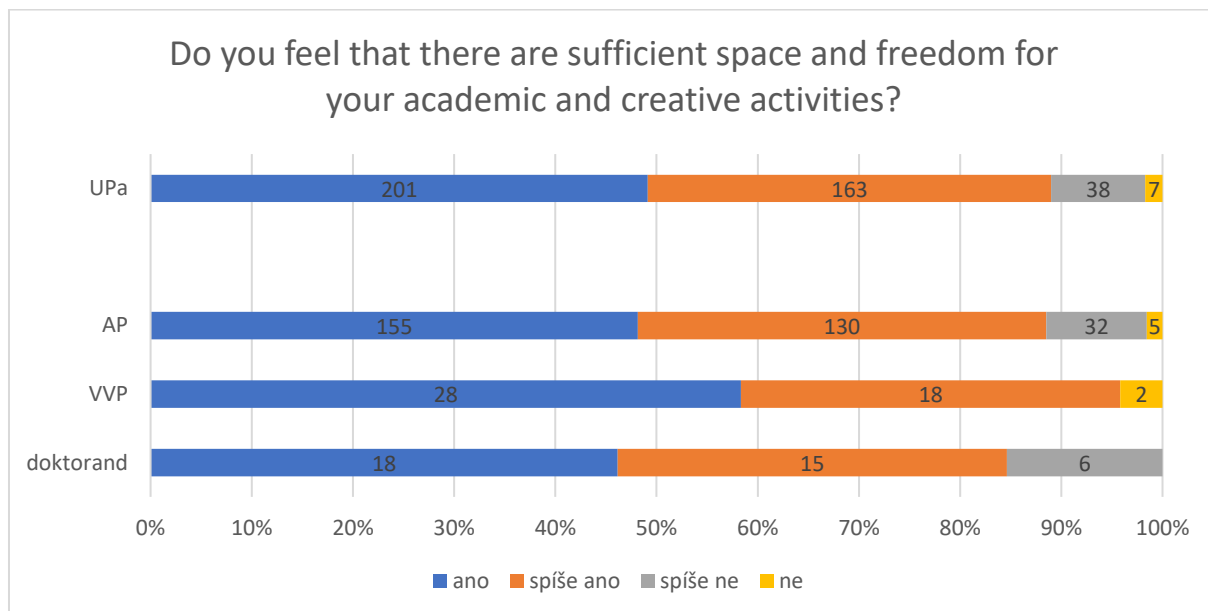
Legend

UPa - University of Pardubice
DFJP - Faculty of Transport Engineering
FES - Faculty of Economics and Administration
FEI - Faculty of Electrical Engineering and Informatics
FF - Faculty of Arts and Philosophy
FChT - Faculty of Chemical Technology
FR - Faculty of Restoration
FZS - Faculty of Health Studies
Rek - Rectorate and central university units

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	155	48,1%	28	58,3%	18	46,2%
Rather yes	130	40,4%	18	37,5%	15	38,5%
Rather no	32	9,9%		0,0%	6	15,4%
No	5	1,6%	2	4,2%		0,0%
Sum	322	100,0%	48	100,0%	39	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

Verbal comments

A verbal comment was added by a total of 68 respondents. In their comments, they most often dealt with the time-consuming nature of scientific activity, the frequent conflict between scheduled teaching and time for scientific research. The second most mentioned area is funding for science and the possibilities of obtaining it.

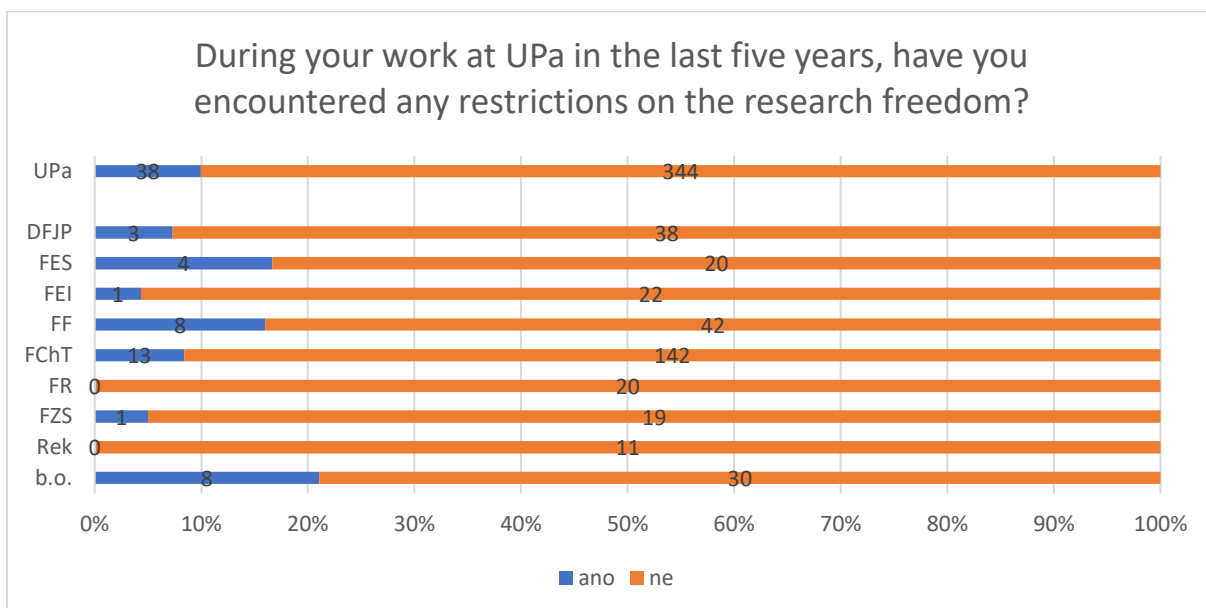


Question:

2.1.2 During your work at UPa in the last five years, have you encountered any restrictions on the research freedom?

This question was addressed to academics, researchers and PhD students (416), 34 of whom did not answer (8.2%). Of those who answered, 38 (9.9%) encountered restrictions on research freedom and 344 (90.1%) did not.

Answer	Count	Percent
Yes	38	9,9 %
No	344	90,1 %
Sum	382	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

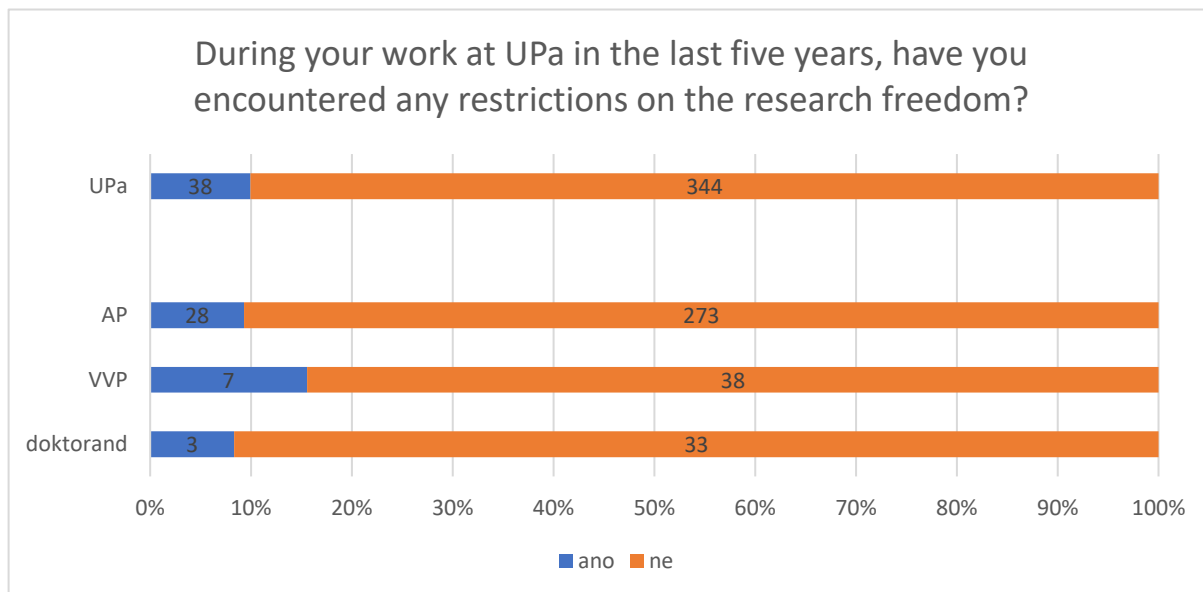
Legend

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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- ne - no

Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	28	9,3%	7	15,6%	3	8,3%
No	273	90,7%	38	84,4%	33	91,7%
Sum	301	100,0%	45	100,0%	36	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students

Legend

ano - yes
ne - no

Verbal comments

A total of 30 respondents commented on this question. Among the restrictions on the freedom of research, they mentioned the method of evaluating science, allocating funds and a possible lack thereof.

2.2 Ethical principles

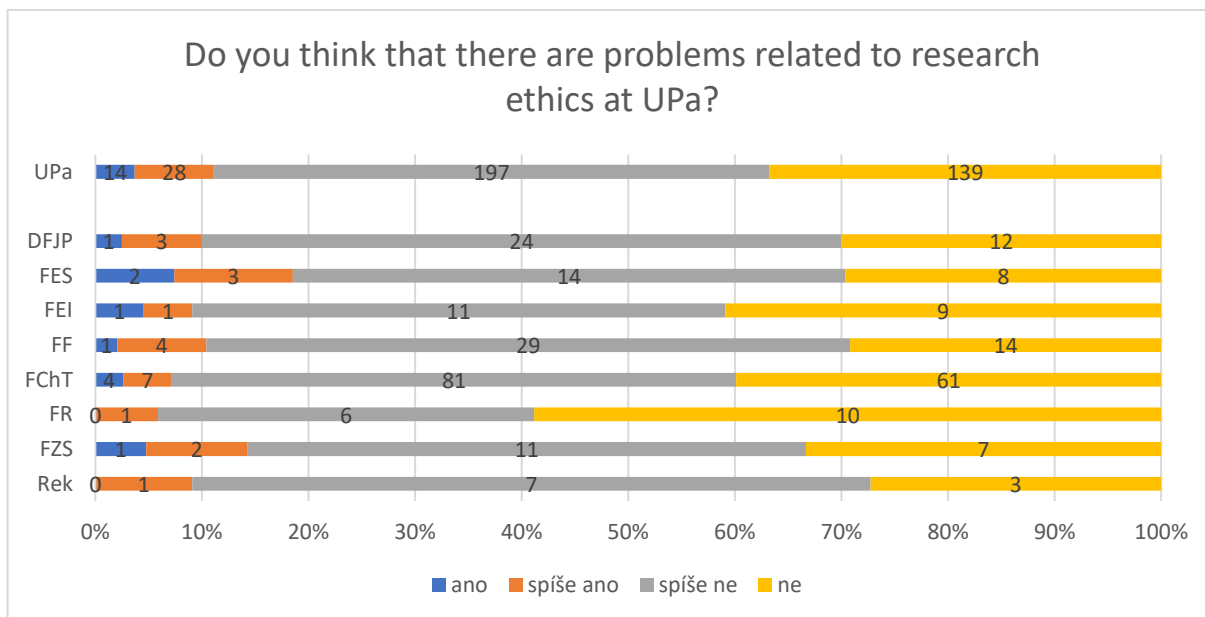
Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.

Question:

2.2.1 Do you think that there are problems related to research ethics at UPa?

This question was addressed to academics, researchers and PhD students (416), 38 of whom did not answer (9.1%). Of those who answered, 42 (11.1%) respondents believe that the UPa has problems related to research ethics, while 336 (88.9%) respondents do not think so.

Answer	Count	Percent
Yes	14	3,7 %
Rather yes	28	7,4 %
Rather no	197	52,1 %
No	139	36,8 %
Sum	378	100,0 %



N/A (no answer) = respondents who did not state affiliation with a part of the University

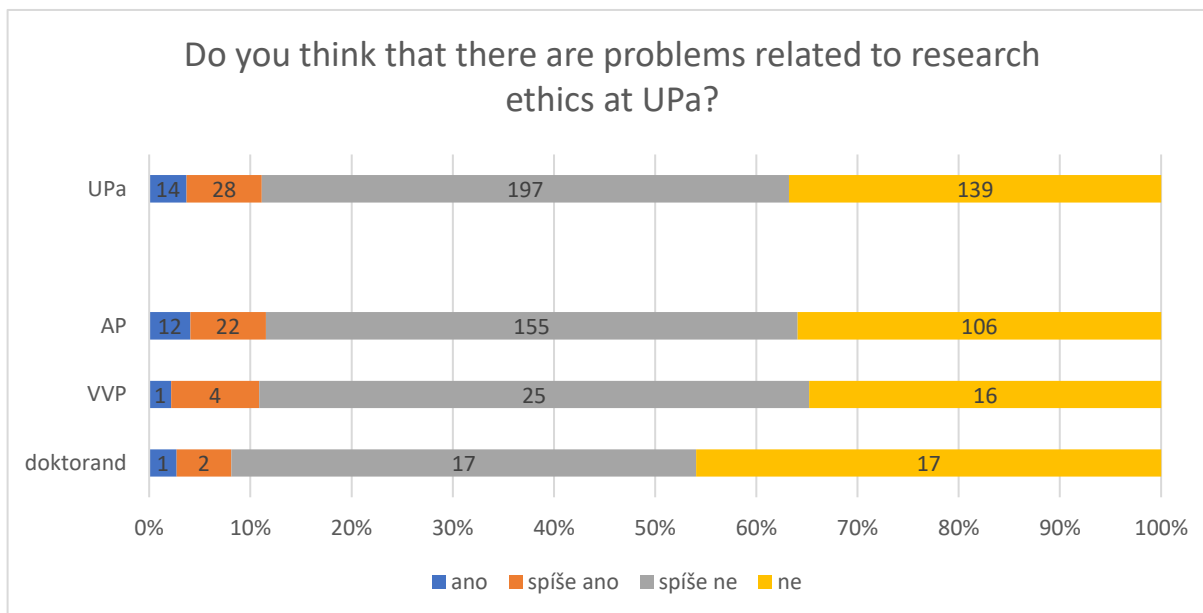
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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- ne - no

Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	12	4,1%	1	2,2%	1	2,7%
Rather yes	22	7,5%	4	8,7%	2	5,4%
Rather no	155	52,5%	25	54,3%	17	45,9%
No	106	35,9%	16	34,8%	17	45,9%
Sum	295	100,0%	46	100,0%	37	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

Verbal comments

A total of 26 respondents commented on the question, most often mentioning the issue of plagiarism and co-authorship.

2.3 Professional responsibility

Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.

Question:

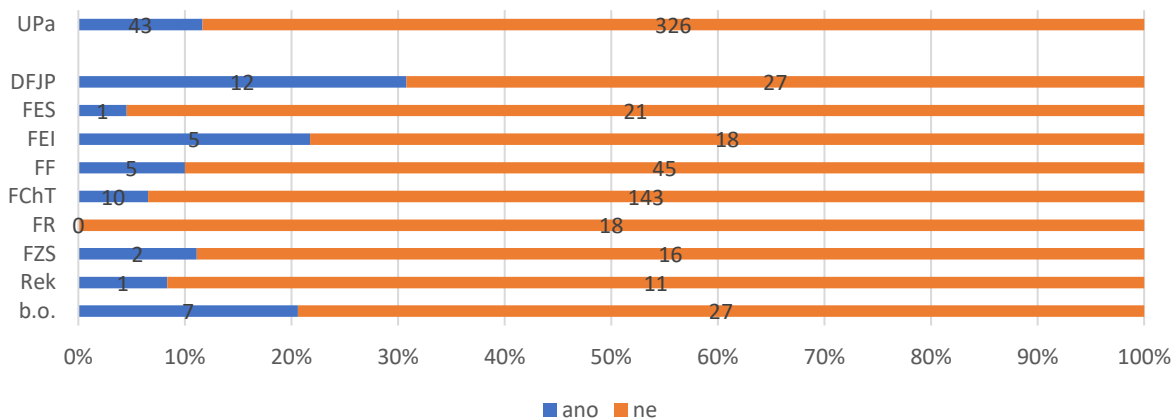
2.3.1 In the case of UPa employees, have you encountered any form of copyright or intellectual property infringement in the last five years?

This question was addressed to academics, researchers and PhD students (416), 47 of whom did not answer (11.3%). Of those who answered, 43 (11.7%) encountered copyright infringement and 326 (88.3%) did not.

Answer	Count	Percent
Yes	43	11,7 %
No	326	88,3 %
Sum	369	100,0 %



In the case of UPa employees, have you encountered any form of copyright or intellectual property infringement in the last five years?



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

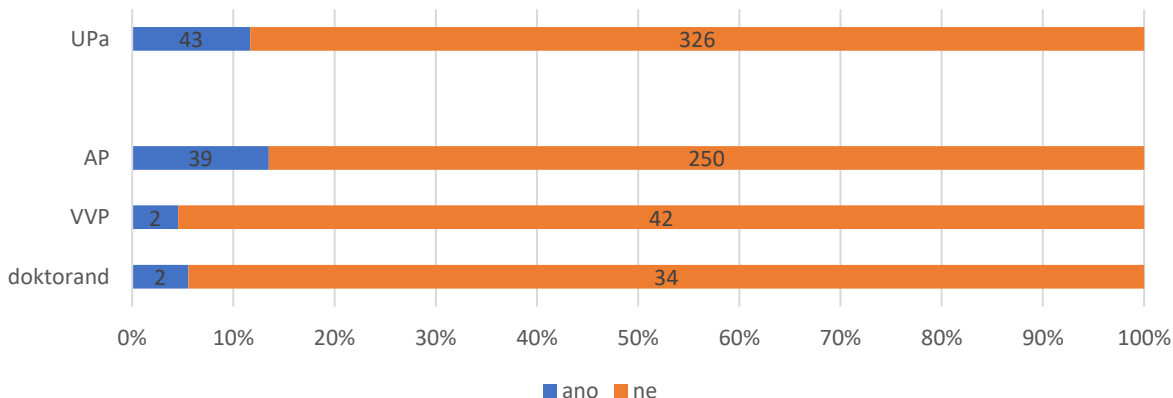
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- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- ne - no

Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	39	13,0%	2	4,4%	2	5,6%
No	250	83,1%	42	93,3%	34	94,4%
Sum	289	96,0%	44	97,8%	36	100,0%

In the case of UPa employees, have you encountered any form of copyright or intellectual property infringement in the last five years?





Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students

Legend

ano - yes
ne - no

Verbal comments

30 respondents verbally answered this question, who clearly mentioned plagiarism.

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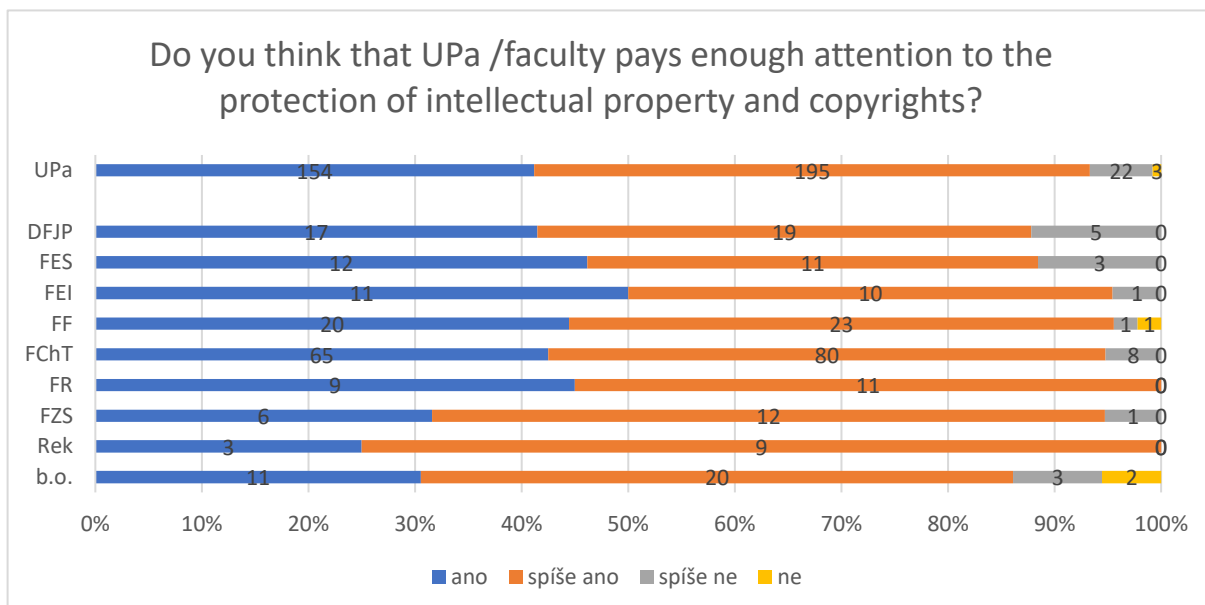
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Question:

2.3.2 Do you think that UPa /faculty pays enough attention to the protection of intellectual property and copyrights?

This question was addressed to academics, researchers and PhD students (416), 42 of whom did not answer (10.1%). Of those who answered, 349 (93.3%) respondents believe that the UPa/faculty pays sufficient attention to the protection of intellectual property, while 25 (6.7%) respondents do not think so.

Answer	Count	Percent
Yes	154	41,2 %
Rather yes	195	52,1 %
Rather no	22	5,9 %
No	3	0,8 %
Sum	374	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

UPa - University of Pardubice
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FEI - Faculty of Electrical Engineering and Informatics

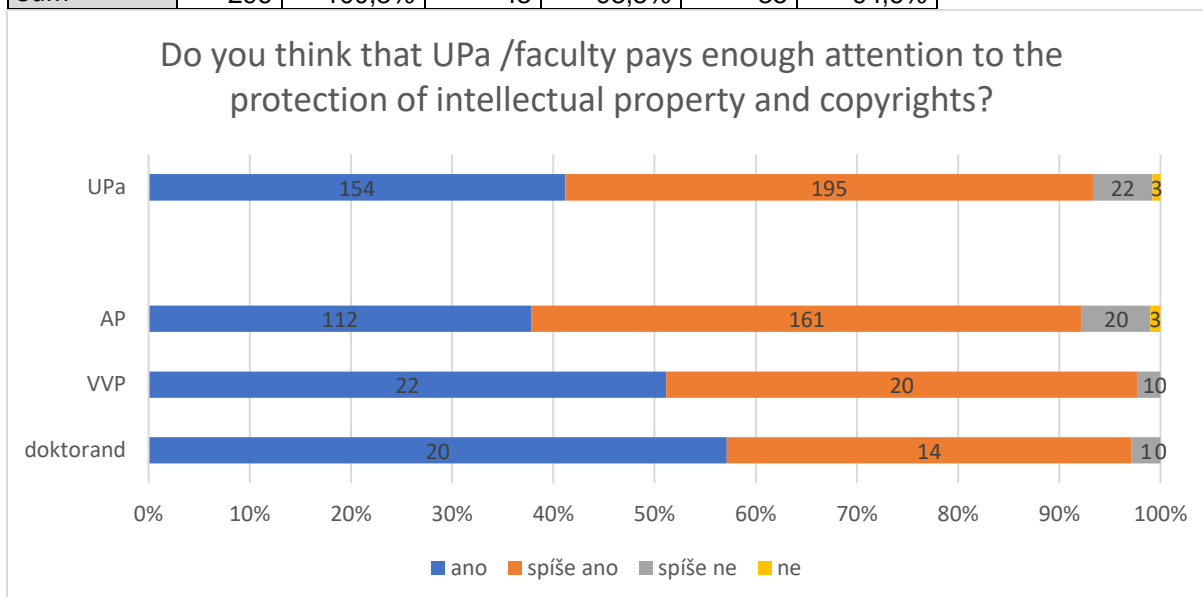
Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no



- FF - Faculty of Arts and Philosophy
FChT - Faculty of Chemical Technology
FR - Faculty of Restoration
FZS - Faculty of Health Studies
Rek - Rectorate and central university units

Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	112	38,0%	22	47,8%	20	54,1%
Rather yes	161	54,6%	20	43,5%	14	37,8%
Rather no	20	6,8%	1	2,2%	1	2,7%
No	3	1,0%	0	0,0%	0	0,0%
Sum	296	100,3%	43	93,5%	35	94,6%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

Verbal comments

43 respondents verbally commented on this question, while the largest share of them commented on the question that they cannot assess or evaluate the given issue as they did not encounter it.

Continue to Chyba! Nenalezen zdroj odkazů.

Continue to Chyba! Nenalezen zdroj odkazů.

2.4 Professional attitude

Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.

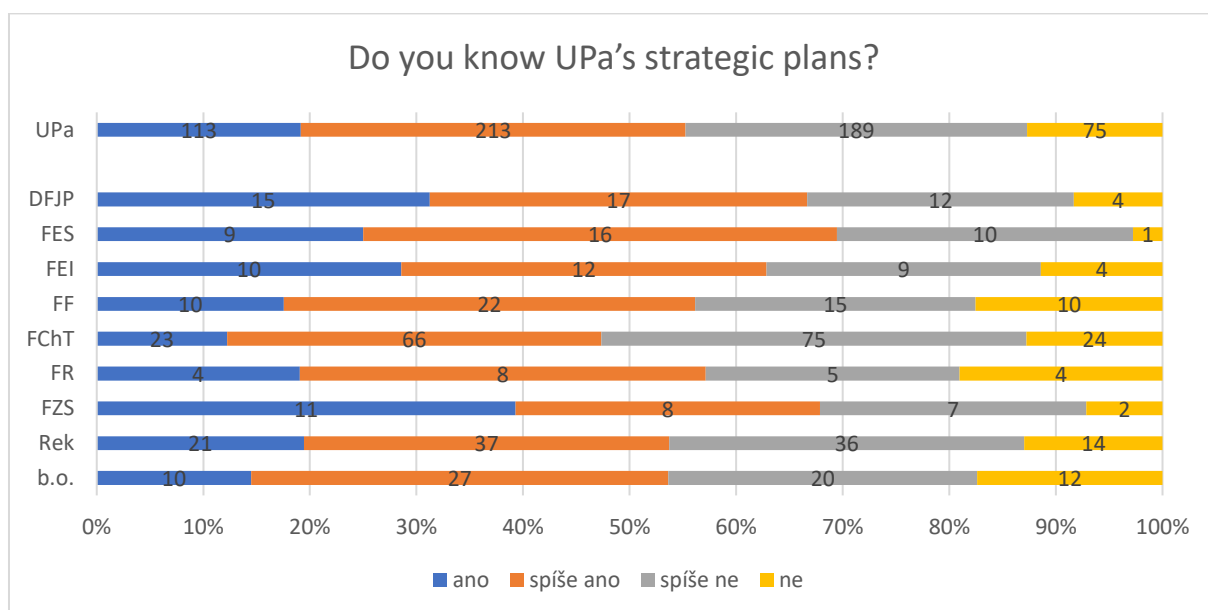


Question:

2.4.1 Do you know UPa's strategic plans?

This question was addressed to all respondents (642), 52 of whom did not answer (8.1%). Of those who answered, 326 (55.3%) respondents know the strategic plans of UP, 264 (44.7%) do not know them.

Answer	Count	Percent
Yes	113	19,2 %
Rather yes	213	36,1 %
Rather no	189	32,0 %
No	75	12,7 %
Sum	590	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

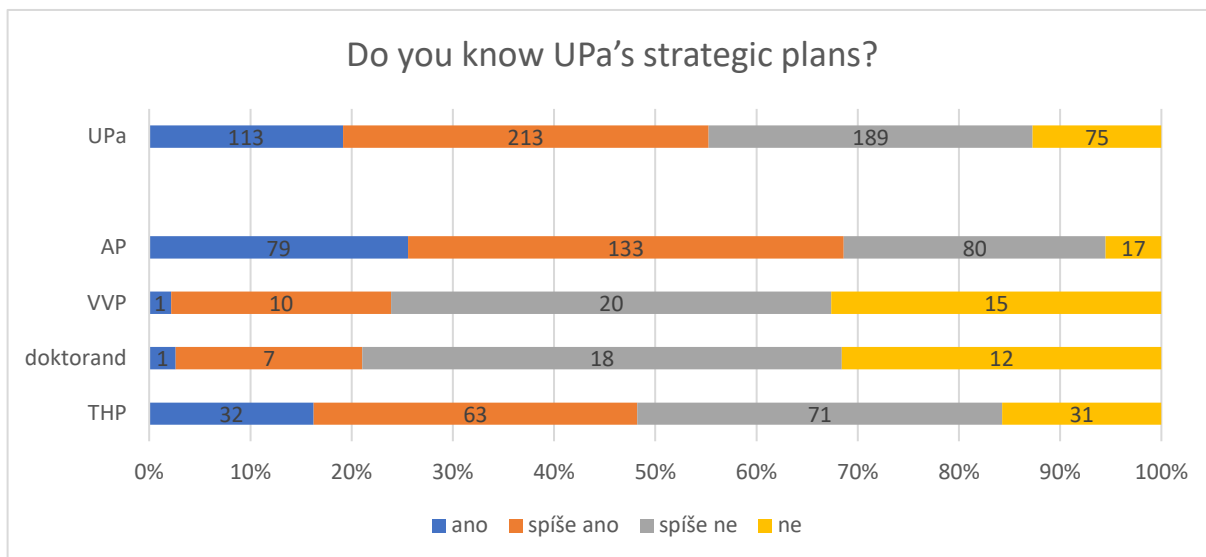
Legend

- UPa - University of Pardubice
- DFJP - Faculty of Transport Engineering
- FES - Faculty of Economics and Administration
- FEI - Faculty of Electrical Engineering and Informatics
- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	79	25,6%	1	2,2%	1	2,6%	32	16,2%
Rather yes	133	43,0%	10	21,7%	7	18,4%	63	32,0%
Rather no	80	25,9%	20	43,5%	18	47,4%	71	36,0%
No	17	5,5%	15	32,6%	12	31,6%	31	15,7%
Sum	309	100,0%	46	100,0%	38	100,0%	197	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

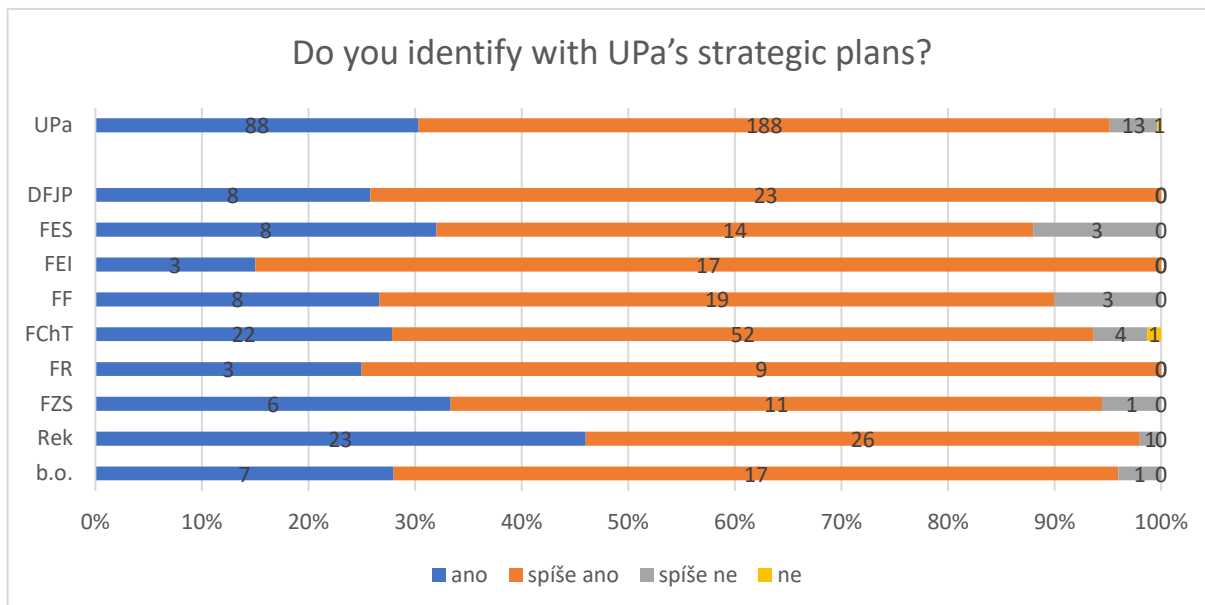
ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Question:

2.4.2 Do you identify with UPa's strategic plans?

This question was intended only for those respondents who answered yes or rather yes to the question whether they know the UPa's strategic plans (326). Of these, 36 did not answer (11.0%). Of those who answered, 276 (95.2%) respondents identify with the UPa's strategic plans, while 14 (4.8%) do not identify with them.

Answer	Count	Percent
Yes	88	30,3 %
Rather yes	188	64,8 %
Rather no	13	4,5 %
No	1	0,3 %
Sum	290	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

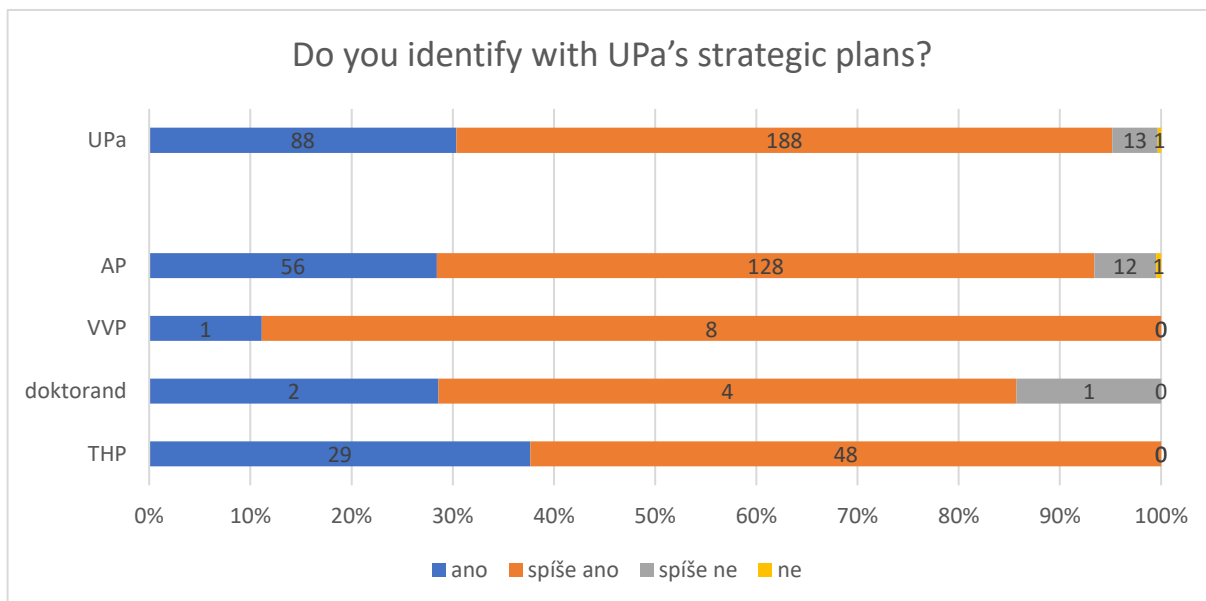
Legend

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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	56	28,4%	1	11,1%	2	28,6%	29	37,7%
Rather yes	128	65,0%	8	88,9%	4	57,1%	48	62,3%
Rather no	12	6,1%	0	0,0%	1	14,3%	0	0,0%
No	1	0,5%	0	0,0%	0	0,0%	0	0,0%
Sum	197	100,0%	9	100,0%	7	100,0%	77	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students
THP - Technical and administration staff

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

2.5 Contractual and legal obligations

Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and conditions of the contract or equivalent document.

Question:

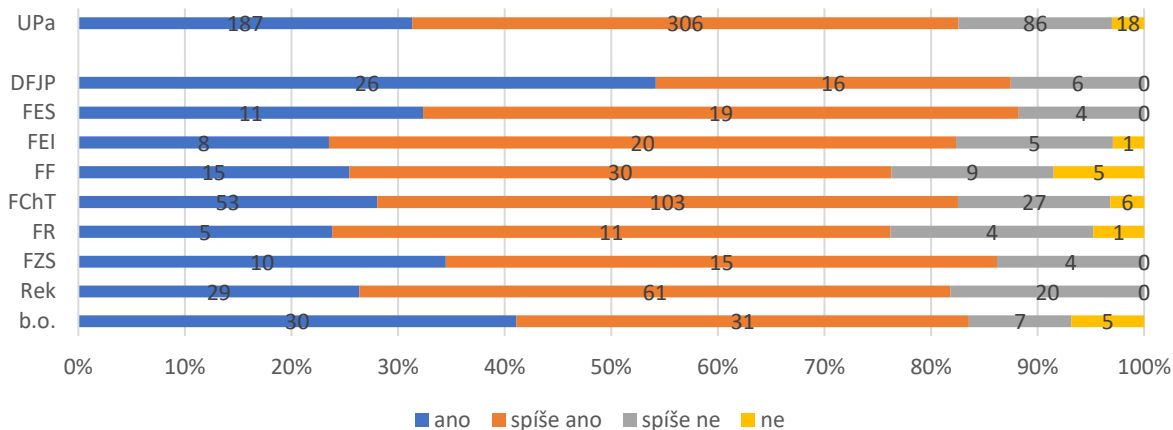
2.5.1 Do you know your rights and obligations enshrined (in addition to the generally valid legislation, such as the Labour Code, the University Act, etc.) also in UPa's internal regulations and norms?

This question was addressed to all respondents (642), 45 of whom did not answer (7.0%). Of those who answered, 493 (82.6%) respondents know their rights and obligations, 104 (17.4%) do not know them.

Answer	Count	Percent
Yes	187	31,3 %
Rather yes	306	51,3 %
Rather no	86	14,4 %
No	18	3,0 %
Sum	597	100,0 %



Do you know your rights and obligations enshrined (in addition to the generally valid legislation, such as the Labour Code, the University Act, etc.) also in UPa's internal regulations and norms?



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

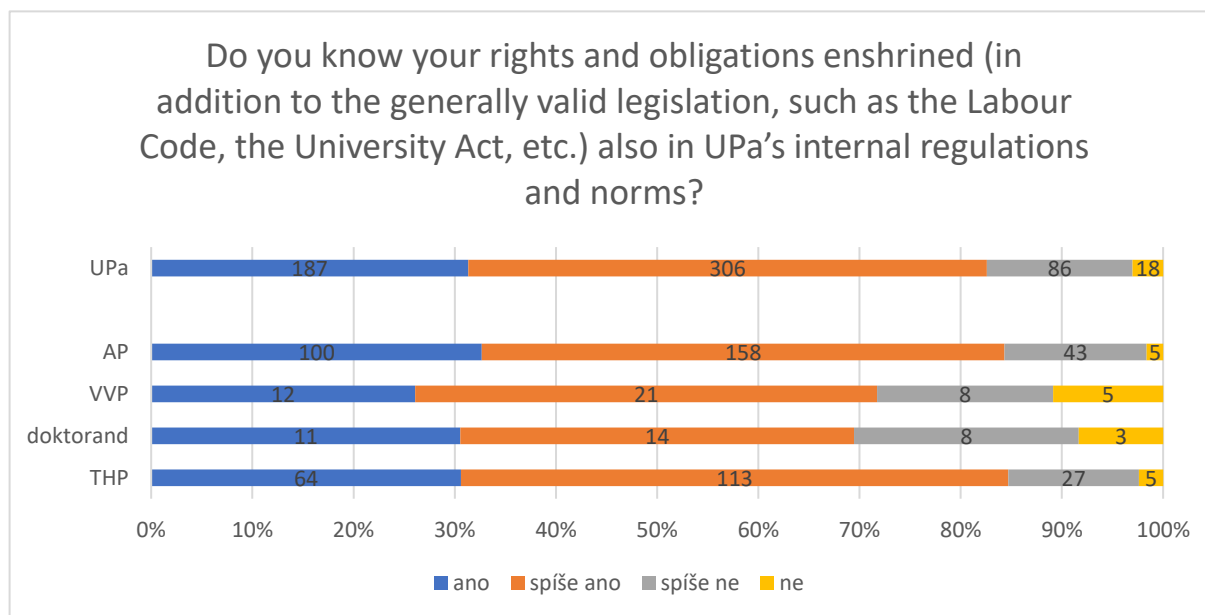
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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	100	32,7%	12	26,1%	11	30,6%	64	30,6%
Rather yes	158	51,6%	21	45,7%	14	38,9%	113	54,1%
Rather no	43	14,1%	8	17,4%	8	22,2%	27	12,9%
No	5	1,6%	5	10,9%	3	8,3%	5	2,4%
Sum	306	100,0%	46	100,0%	36	100,0%	209	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Continue to Chyba! Nenalezen zdroj odkazů.

2.6 Accountability

Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees. Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.

2.7 Good practice in research

Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.

Question:

2.7.1 Do you know your rights and obligations enshrined (in addition to the generally valid legislation, such as the Labour Code, the University Act, etc.) also in UPa's internal regulations and norms?

Continue to Chyba! Nenalezen zdroj odkazů.



2.8 Dissemination, exploitation of results

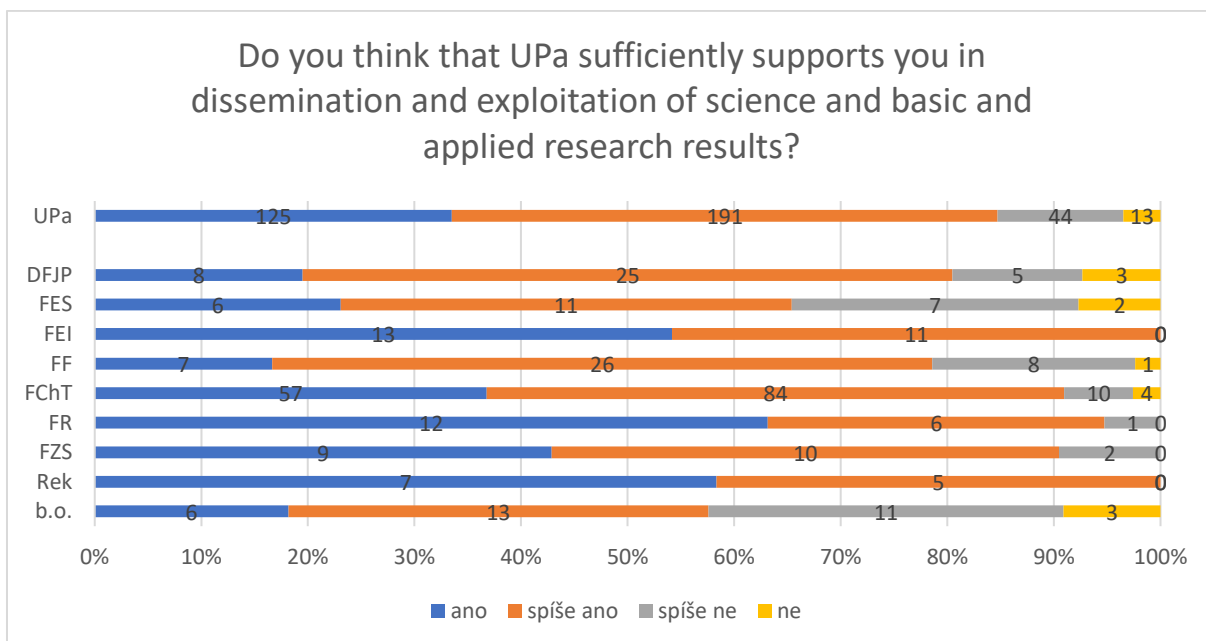
All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.

Question:

2.8.1 Do you think that UPa sufficiently supports you in dissemination and exploitation of science and basic and applied research results?

This question was addressed to academics, researchers and PhD students (416), 43 of whom did not answer (10.3%). Of those who answered, 316 (84.7%) respondents believe that the UPa sufficiently supports them in disseminating and using the results of science and research, while 57 (15.3%) respondents do not think so.

Answer	Count	Percent
Yes	125	33,5 %
Rather yes	191	51,2 %
Rather no	44	11,8 %
No	13	3,5 %
Sum	373	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

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FEI	- Faculty of Electrical Engineering and Informatics
FF	- Faculty of Arts and Philosophy
FChT	- Faculty of Chemical Technology
FR	- Faculty of Restoration
FZS	- Faculty of Health Studies

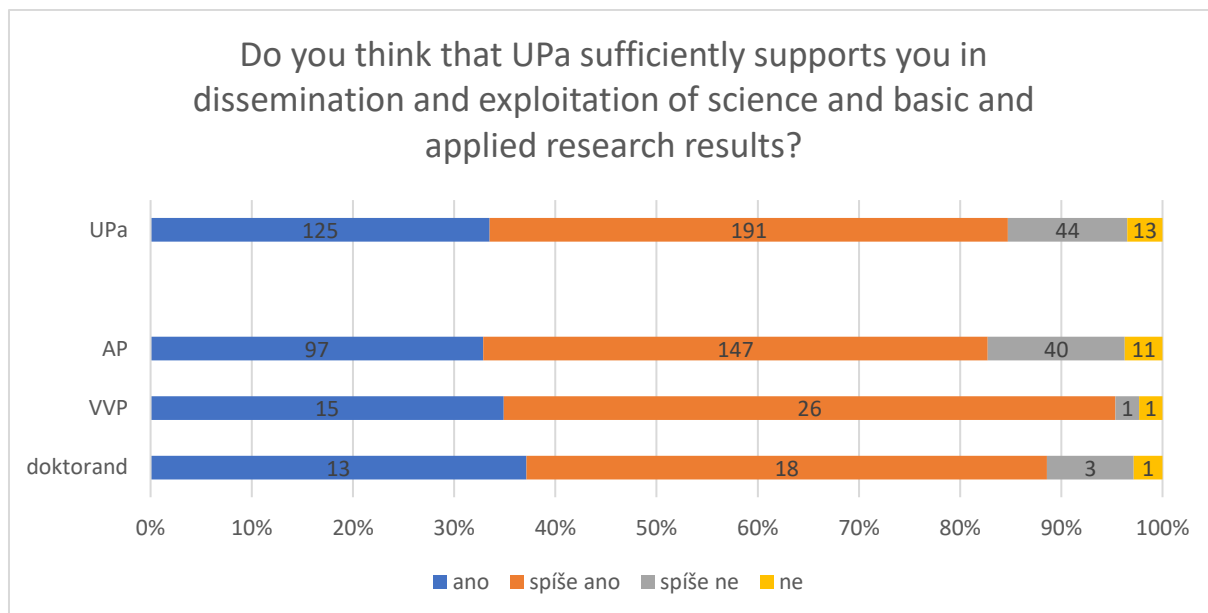
Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no



Rek - Rectorate and central university units

Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	97	32,9%	15	34,9%	13	37,1%
Rather yes	147	49,8%	26	60,5%	18	51,4%
Rather no	40	13,6%	1	2,3%	3	8,6%
No	11	3,7%	1	2,3%	1	2,9%
Sum	295	100,0%	43	100,0%	35	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

Verbal comments

A total of 42 respondents commented, whose answers were rather diverse. It can be said that the most frequently commented topic is finance and financial support.

2.9 Public engagement

Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.

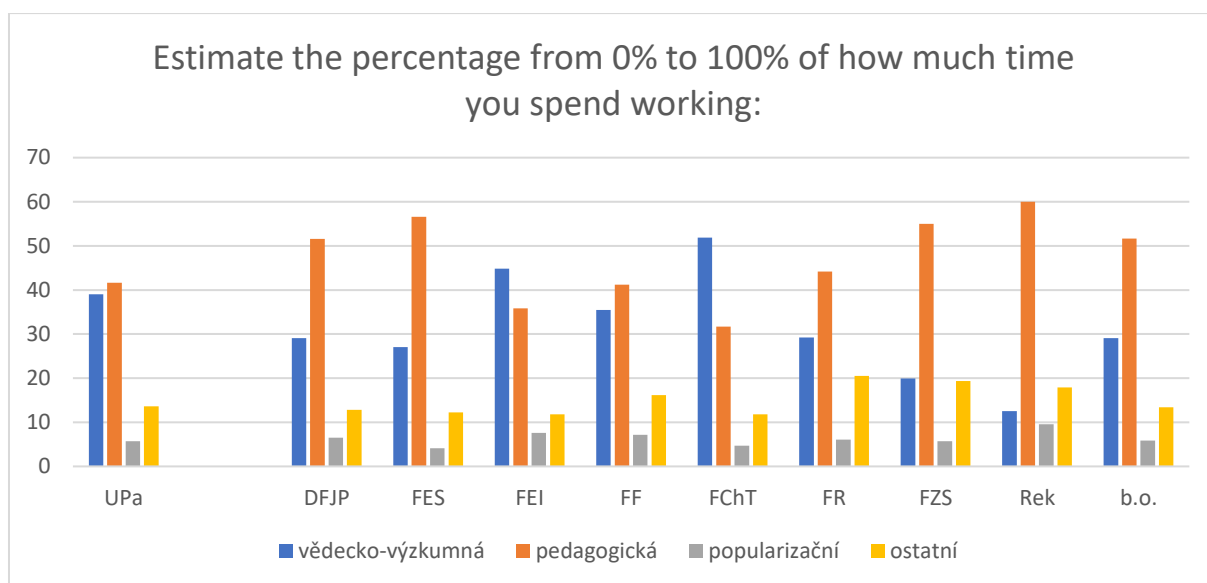
Question:

**2.9.1 Estimate the percentage from 0% to 100% of how much time you spend working:
Research, pedagogical activities, popularization, other**



This question was addressed to academics, researchers and PhD students (416), 9 of whom did not answer (2.2%). Those who answered engage in popularisation activities in 5.7% of their time on average (the standard deviation is 6.9).

Activity	Average	the standard deviation
Research	39,1 %	25,5
Pedagogical activities	41,6 %	23,6
Popularization	5,7 %	6,9
Other	13,6 %	14,4
Sum	100,0 %	



b. o. - N/A (no answer) = respondents who did not state their educational attainment

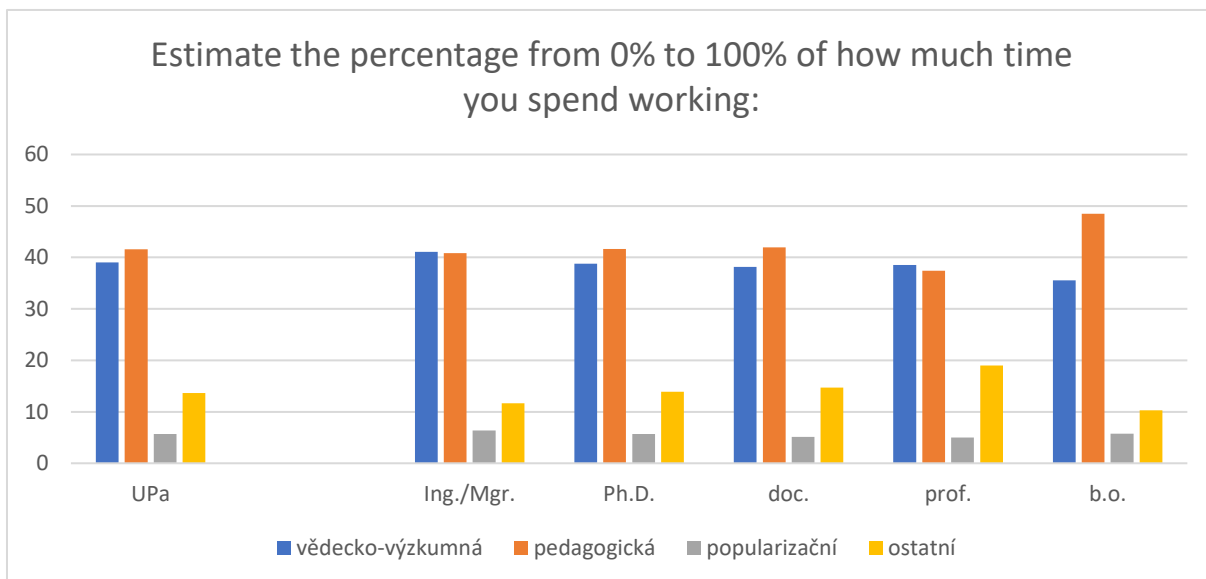
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Rek - Rectorate and central university units

Legend

vědecko-výzkumná - Research
pedagogická - Pedagogical activities
popularizační - Popularization
ostatní - Other

Activity	Ing./Mgr.	Ph.D.	doc.	prof.	no answer
Research	41,1	38,7	38,2	38,6	35,5
Pedagogical activities	40,8	41,6	41,9	37,4	48,5
Popularization	6,4	5,7	5,1	5,0	5,7
Other	11,7	13,9	14,7	19,0	10,3

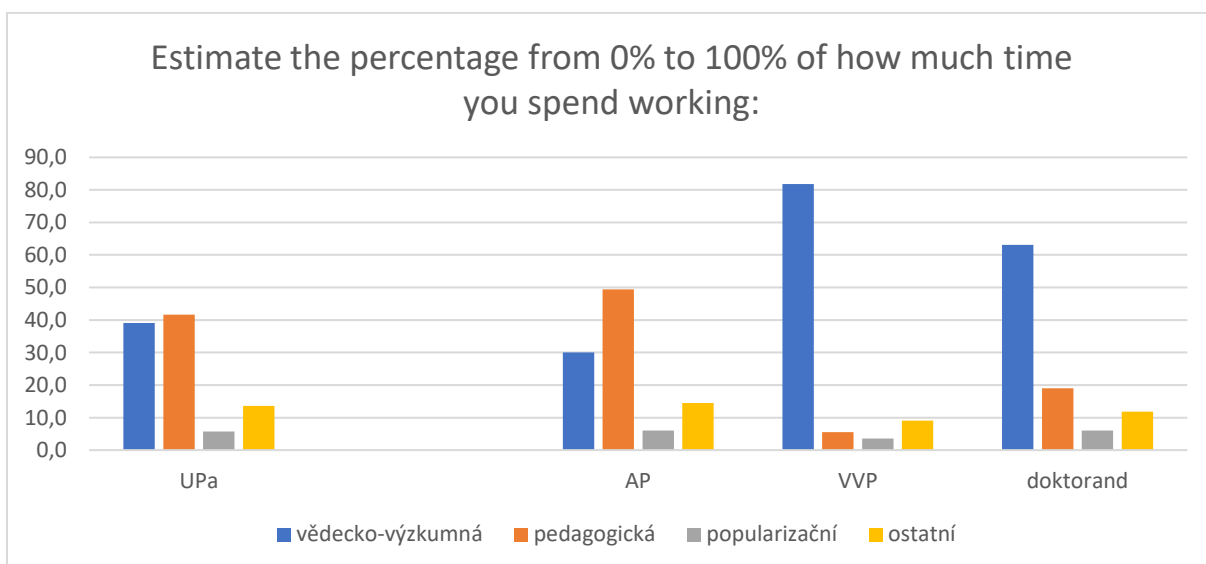


b.o. - N/A (no answer) = respondents who did not state their educational attainment

Legend

vědecko-výzkumná - Research
pedagogická - Pedagogical activities
popularizační - Popularization
ostatní - Other

Activity	Academic staff	Research staff	PhD students
Research	30,1	81,8	63,1
Pedagogical	49,4	5,6	19,0
Popularize activities	6,0	3,6	6,1
Other	14,5	9,0	11,9
Sum	100,0	100,0	100,0



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students
vědecko-výzkumná - Research
pedagogická - Pedagogical
popularizační - Popularize activities
ostatní - Other



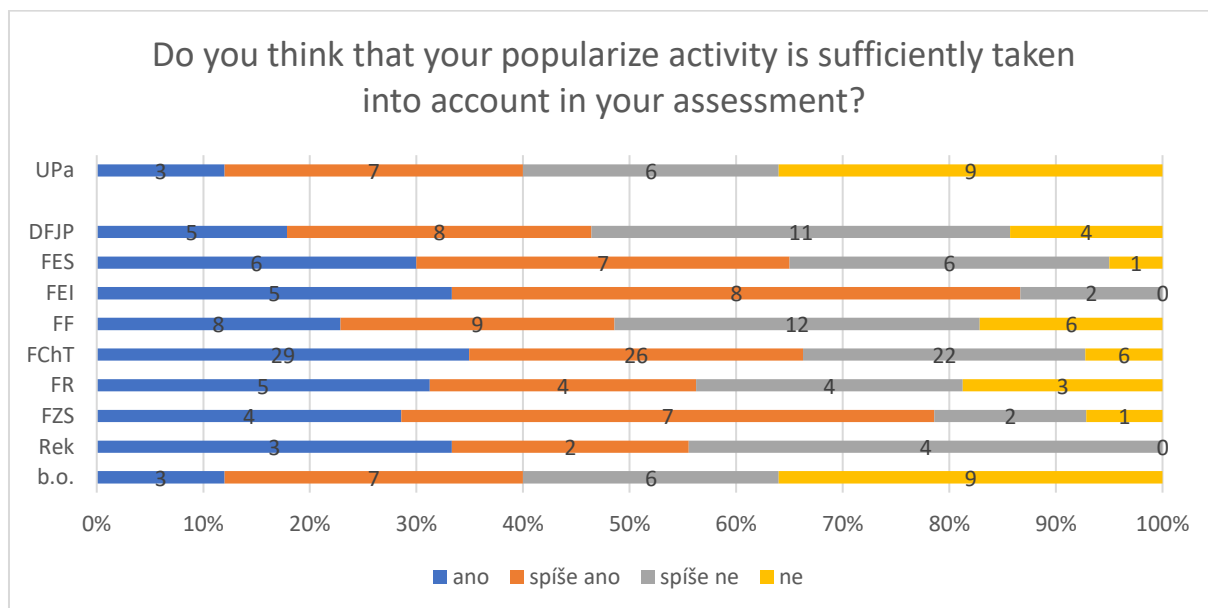
Continue to Chyba! Nenalezen zdroj odkazů.

Question:

2.9.2 Do you think that your popularize activity is sufficiently taken into account in your assessment?

This question was addressed to academics, researchers and PhD students (416), 93 of whom did not answer (22.4%) and another 78 (18.8%) do not engage in popularisation activities. Of those who answered and are engaged in popularisation activities, 146 (59.6%) respondents believe that their popularisation activities are sufficiently taken into account in their evaluation, while 99 (40.4%) respondents do not think so.

Answer	Count	Percent
Yes	68	27,8 %
Rather yes	78	31,8 %
Rather no	69	28,2 %
No	30	12,2 %
Sum	245	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

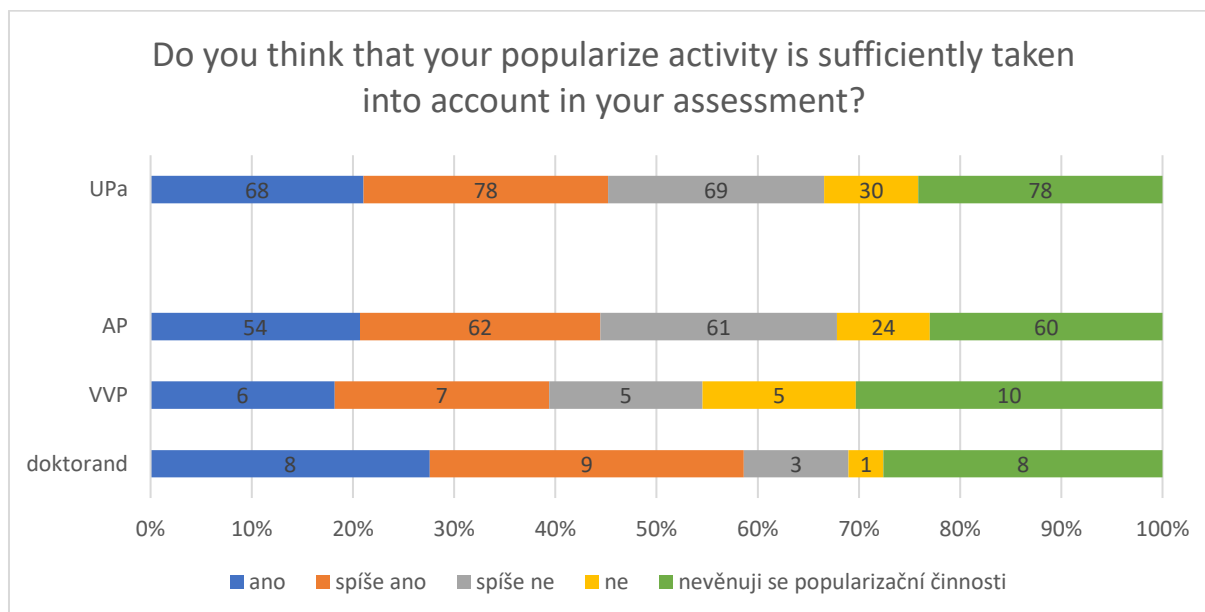
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- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no



Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	54	20,7%	6	18,2%	8	27,6%
Rather yes	62	23,8%	7	21,2%	9	31,0%
Rather no	61	23,4%	5	15,2%	3	10,3%
No	24	9,2%	5	15,2%	1	3,4%
I am not engaged in the popularize activity	60	23,0%	10	30,3%	8	27,6%
Sum	261	100,0%	33	100,0%	29	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
nevěnuji se popularizační činnosti - I am not engaged in the popularization

Continue to Chyba! Nenalezen zdroj odkazů.

2.10 Relation with supervisors

Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

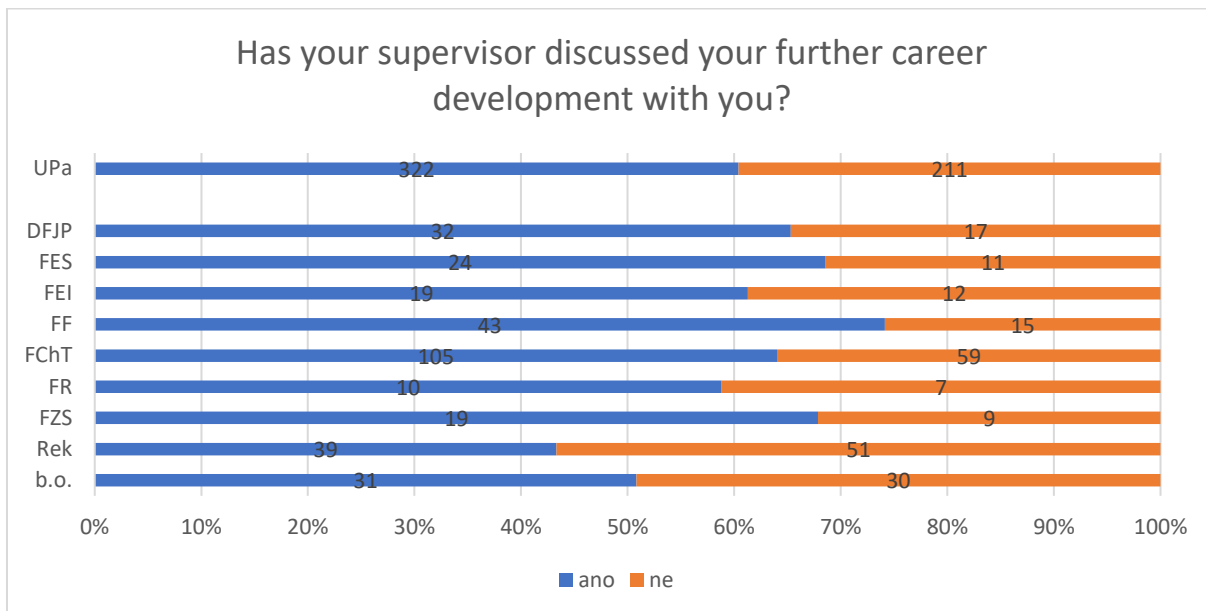
Question:

2.10.1 Has your supervisor discussed your further career development with you?

This question was addressed to all respondents (642), 109 of whom did not answer (17.0%). Of those who answered, career development was discussed with 322 (60.4%) by their superior, it was not discussed with 211 (39.6%).



Answer	Count	Percent
Yes	322	60,4 %
No	211	39,6 %
Sum	533	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

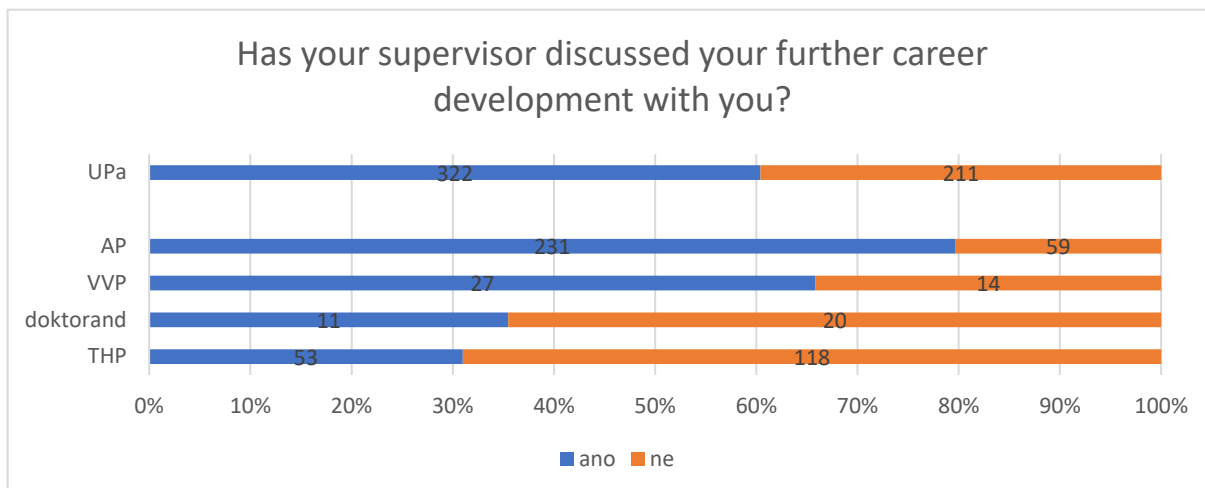
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- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	231	79,7%	27	65,9%	11	35,5%	53	31,0%
No	59	20,3%	14	34,1%	20	64,5%	118	69,0%
Sum	290	100,0%	41	100,0%	31	100,0%	171	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students
THP - Technical and administration staff

Legend

ano - yes
ne - no

Verbal comments

39 respondents added a comment, most often noting that career advancement options were only formally discussed with them.

Continue to Chyba! Nenalezen zdroj odkazů.

Continue to Chyba! Nenalezen zdroj odkazů.

2.11 Supervision and managerial duties

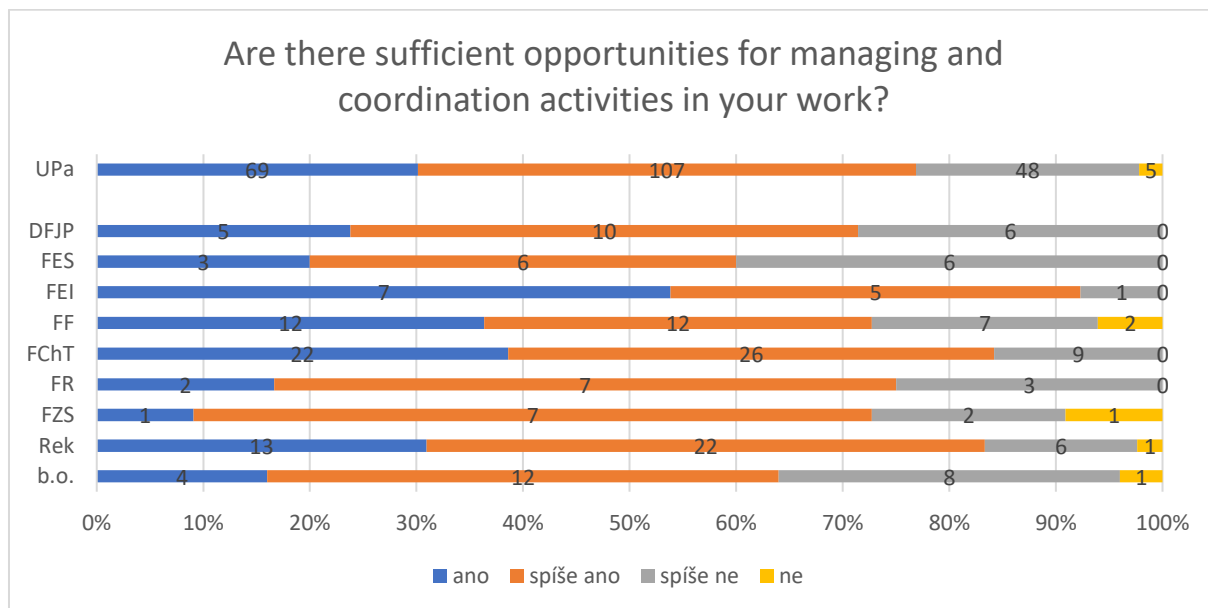
Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.

Question:

2.11.1 Are there sufficient opportunities for managing and coordination activities in your work?

This question was intended for all respondents (642), 132 of whom did not answer (20.6%) and another 281 (43.8%) do not hold a managerial post. Of those who answered and hold a managerial post, 176 (76.9%) respondents have sufficient opportunities to engage in management and coordination activities, while 53 (23.1%) respondents do not have sufficient opportunities.

Answer	Count	Percent
Yes	69	30,1 %
Rather yes	107	46,7 %
Rather no	48	21,0 %
No	5	2,2 %
Sum	229	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

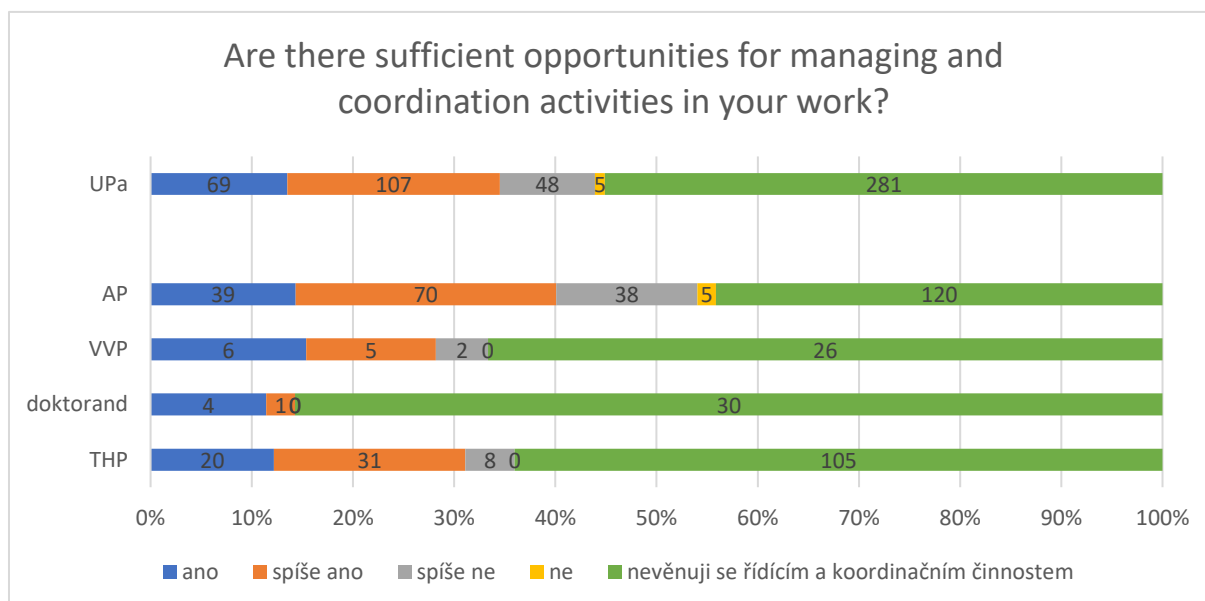
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- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	39	14,3%	6	15,4%	4	11,4%	20	12,2%
Rather yes	70	25,7%	5	12,8%	1	2,9%	31	18,9%
Rather no	38	14,0%	2	5,1%	0	0,0%	8	4,9%
No	5	1,8%	0	0,0%	0	0,0%	0	0,0%
I am not engaged in managing and coordination activities	120	44,1%	26	66,7%	30	85,7%	105	64,0%
Sum	272	100,0%	39	100,0%	35	100,0%	164	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students
THP - Technical and administration staff

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no
nevěnuji se řídicím a koordinačním činnostem – I am not engaged in managing and coordination activities

Verbal comments

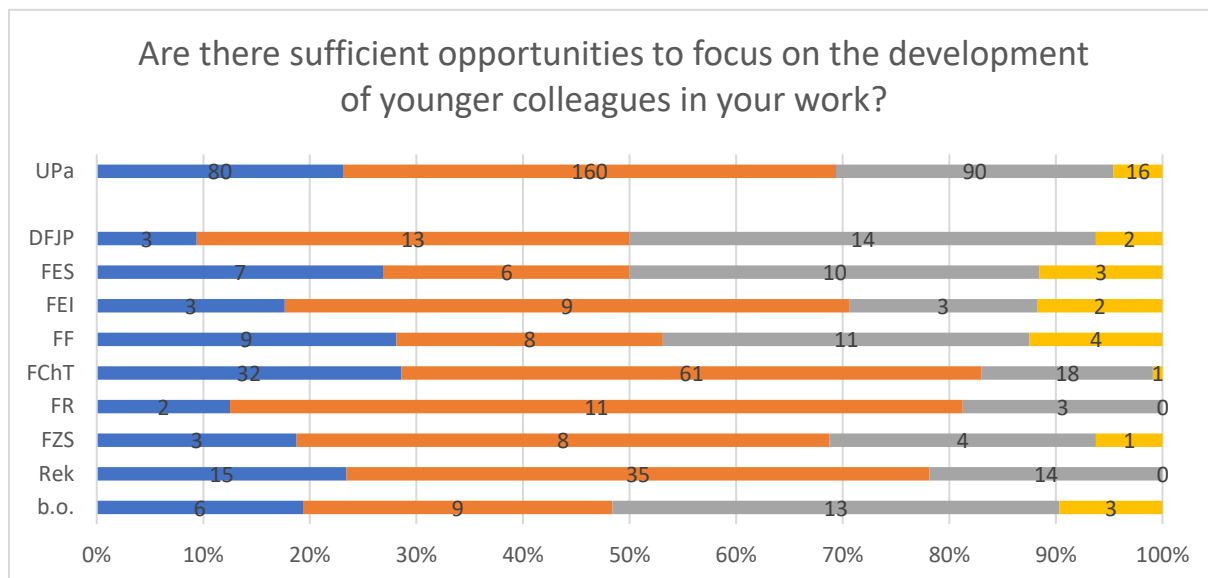
48 respondents answered verbally. Overtime and work at the expense of other activities were discussed the most. The second area discussed was non-motivational evaluation.

Question:

2.11.2 Are there sufficient opportunities to focus on the development of younger colleagues in your work?

This question was intended for all respondents (642), 73 of whom did not answer (11.4%) and another 223 (34.7%) are not engaged in the development of junior colleagues. Of those who answered and are engaged in the development of junior colleagues, 240 (69.4%) respondents have sufficient opportunities to engage in the development of junior colleagues, while 106 (30.6%) respondents do not have sufficient opportunities.

Answer	Count	Percent
Yes	80	23,1 %
Rather yes	160	46,3 %
Rather no	90	26,0 %
No	16	4,6 %
Sum	346	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

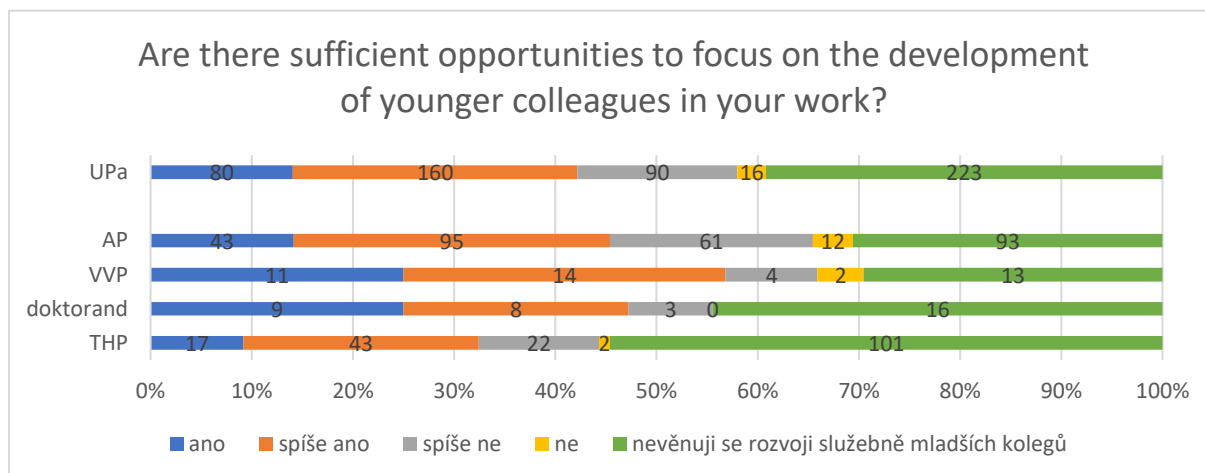
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- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	43	14,1%	11	25,0%	9	25,0%	17	9,2%
Rather yes	95	31,3%	14	31,8%	8	22,2%	43	23,2%
Rather no	61	20,1%	4	9,1%	3	8,3%	22	11,9%
No	12	3,9%	2	4,5%	0	0,0%	2	1,1%
I am not engaged in the development of younger colleagues	93	30,6%	13	29,5%	16	44,4%	101	54,6%
Sum	304	100,0%	44	100,0%	36	100,0%	185	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no
nevěnuji se rozvoji služebně mladších kolegů	- I am not engaged in the development of younger colleagues

Verbal comments

Commented on by 49 respondents, who to a greater extent verbally added that they did, that they have opportunities. Another larger group stated that it is time consuming for them to engage in the development of junior colleagues.

Continue to Chyba! Nenalezen zdroj odkazů.

Continue to Chyba! Nenalezen zdroj odkazů.

Continue to Chyba! Nenalezen zdroj odkazů.

Question:

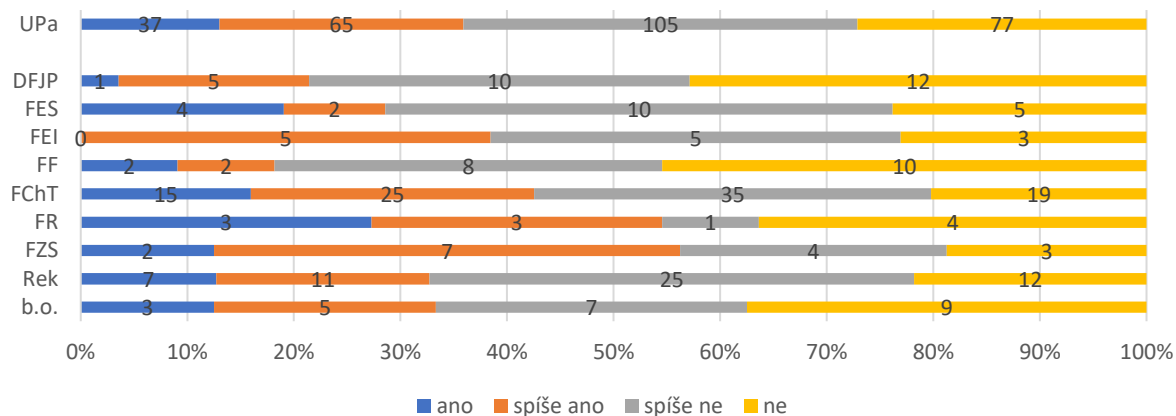
2.11.3 Do you think that this activity (development of younger colleagues) is sufficiently taken into account in your assessment?

This question was intended for all respondents (642), 136 of whom did not answer (21.2%) and another 222 (34.6%) do not focus on the development of junior colleagues. Of those who answered and engage in the development of junior colleagues, 102 (35.9%) believe that the development of junior colleagues is sufficiently taken into account in their evaluation, while 182 (64.1%) respondents do not think so.

Answer	Count	Percent
Yes	37	13,0 %
Rather yes	65	22,9 %
Rather no	105	37,0 %
No	77	27,1 %
Sum	284	100,0 %



Do you think that this activity (development of younger colleagues) is sufficiently taken into account in your assessment?



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

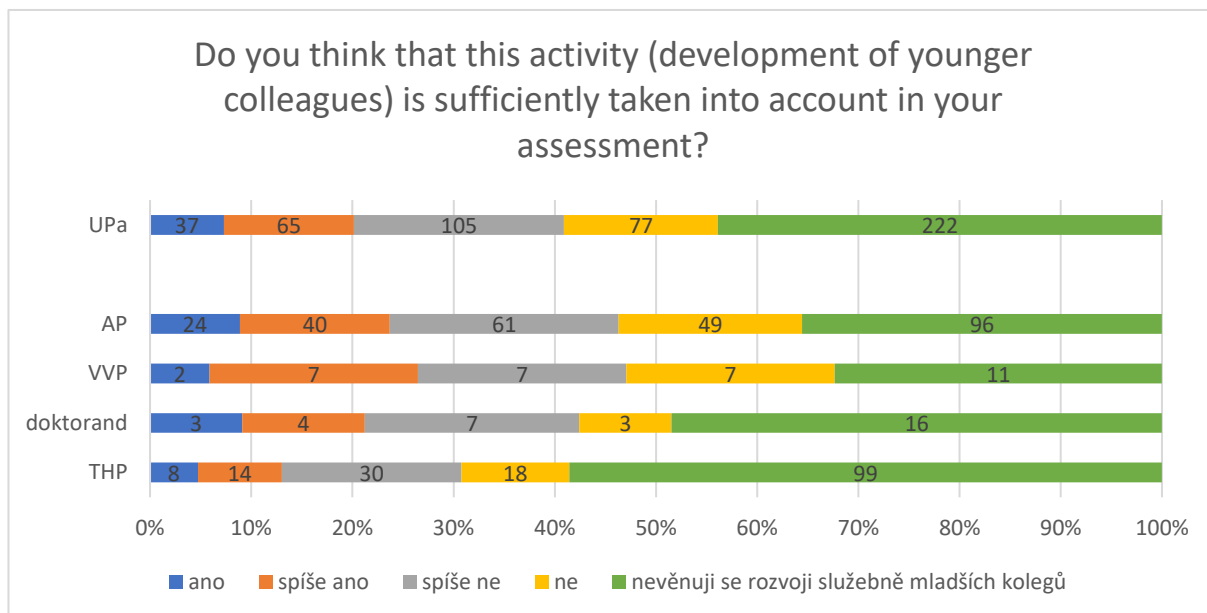
Legend

- UPa - University of Pardubice
- DFJP - Faculty of Transport Engineering
- FES - Faculty of Economics and Administration
- FEI - Faculty of Electrical Engineering and Informatics
- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	24	8,9%	2	5,9%	3	9,1%	8	4,7%
Rather yes	40	14,8%	7	20,6%	4	12,1%	14	8,3%
Rather no	61	22,6%	7	20,6%	7	21,2%	30	17,8%
No	49	18,1%	7	20,6%	3	9,1%	18	10,7%
I am not engaged in the development of younger colleagues	96	35,6%	11	32,4%	16	48,5%	99	58,6%
Sum	270	100,0%	34	100,0%	33	100,0%	169	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no
nevěnuji se rozvoji služebně mladších kolegů	- I am not engaged in the development of younger colleagues

Continue to Chyba! Nenalezen zdroj odkazů.

Continue to Chyba! Nenalezen zdroj odkazů.

Continue to Chyba! Nenalezen zdroj odkazů.

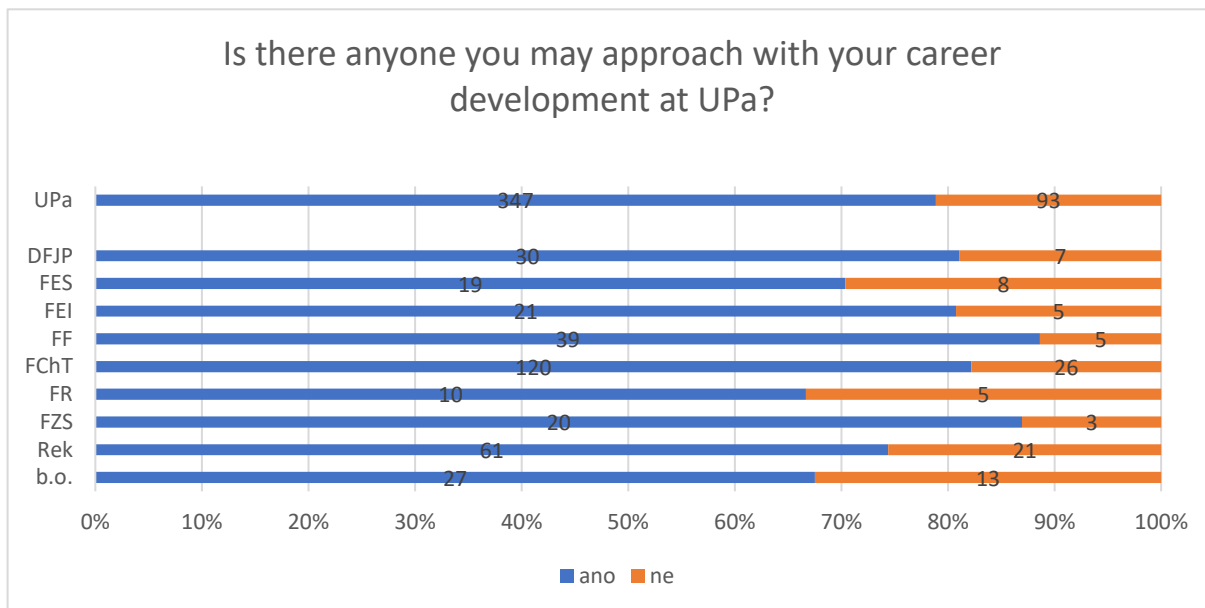
Continue to Chyba! Nenalezen zdroj odkazů.

Question:

2.11.4 Is there anyone you may approach with your career development at UPa?

This question was addressed to all respondents (642), 202 of whom did not answer (31.5%). Of those who answered, 347 (78.9%) have someone to turn to, while 93 (21.1%) do not.

Answer	Count	Percent
Yes	347	78,9 %
No	93	21,1 %
Sum	440	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

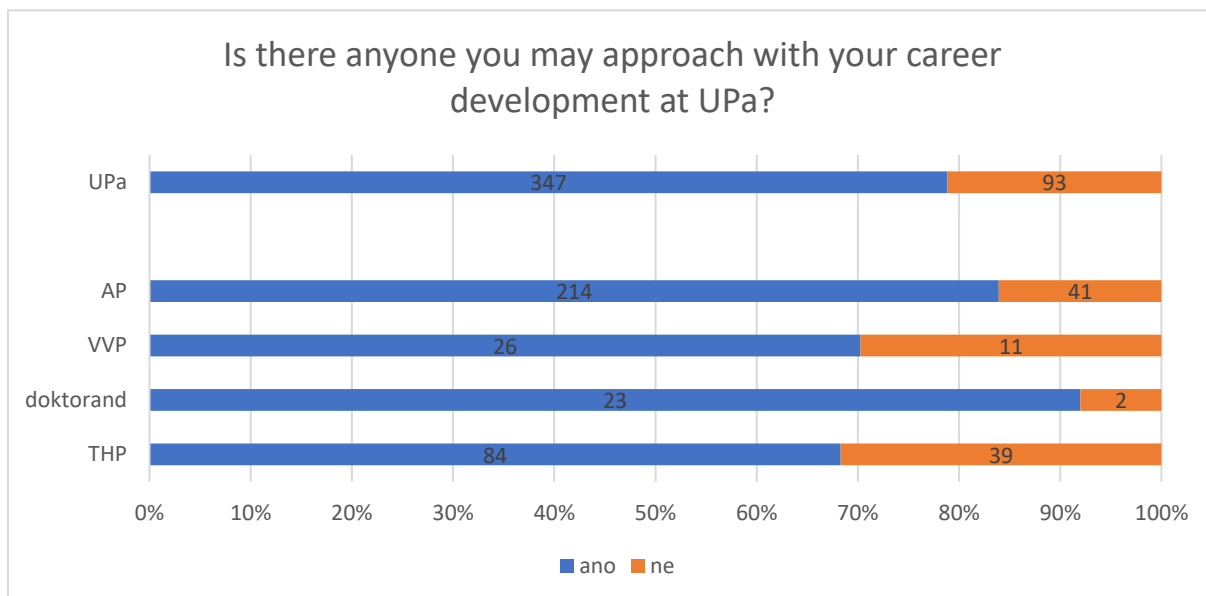
Legend

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- FEI - Faculty of Electrical Engineering and Informatics
- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	214	83,9%	26	70,3%	23	92,0%	84	68,3%
No	41	16,1%	11	29,7%	2	8,0%	39	31,7%
Sum	255	100,0%	37	100,0%	25	100,0%	123	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students
THP - Technical and administration staff

Legend

ano - yes
ne - no

Verbal comments

Commented on by 162 respondents, with the vast majority answering that they can turn to their superiors or colleagues.

Continue to Chyba! Nenalezen zdroj odkazů.

Continue to Chyba! Nenalezen zdroj odkazů.

Continue to Chyba! Nenalezen zdroj odkazů.

2.12 Continuing Professional Development

Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.

Question:

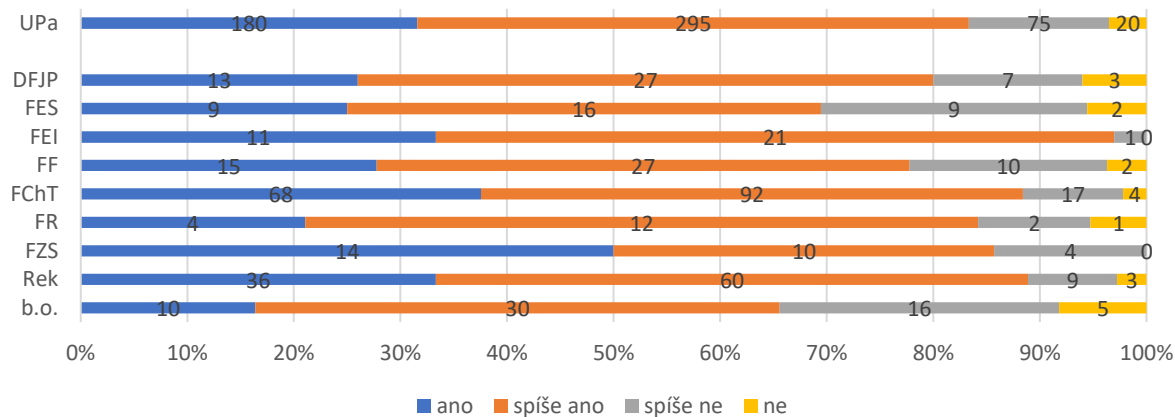
2.12.1 Do you think that UPa / faculty provides sufficient opportunities for your further education and professional development?

This question was addressed to all respondents (642), 72 of whom did not answer (11.2%). Of those who answered, 475 (83.3%) believe that they have sufficient opportunities for their further education and development, while 95 (16.7%) respondents do not think so.

Answer	Count	Percent
Yes	180	31,6 %
Rather yes	295	51,7 %
Rather no	75	13,2 %
No	20	3,5 %
Sum	570	100,0 %



Do you think that UPa / faculty provides sufficient opportunities for your further education and professional development?



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

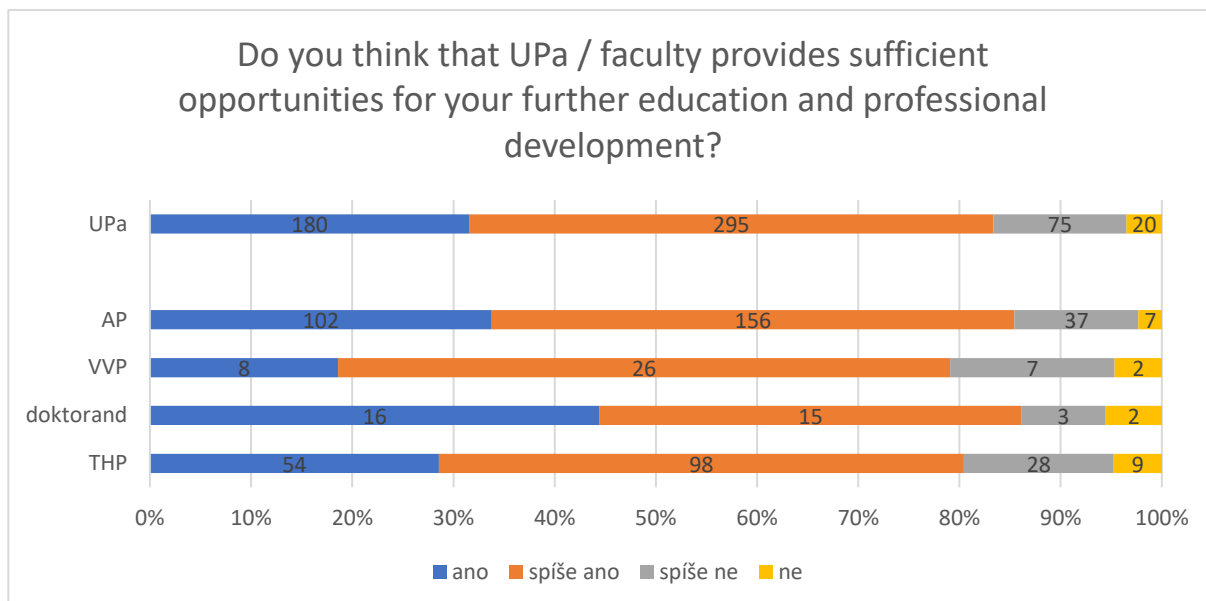
Legend

UPa - University of Pardubice
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FF - Faculty of Arts and Philosophy
FChT - Faculty of Chemical Technology
FR - Faculty of Restoration
FZS - Faculty of Health Studies
Rek - Rectorate and central university units

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	102	33,8%	8	18,6%	16	44,4%	54	28,6%
Rather yes	156	51,7%	26	60,5%	15	41,7%	98	51,9%
Rather no	37	12,3%	7	16,3%	3	8,3%	28	14,8%
No	7	2,3%	2	4,7%	2	5,6%	9	4,8%
Sum	302	100,0%	43	100,0%	36	100,0%	189	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Verbal comments

Verbally completed by 53 respondents. They most often mentioned the issue of the education system at the UPa, insufficient time and financial resources.

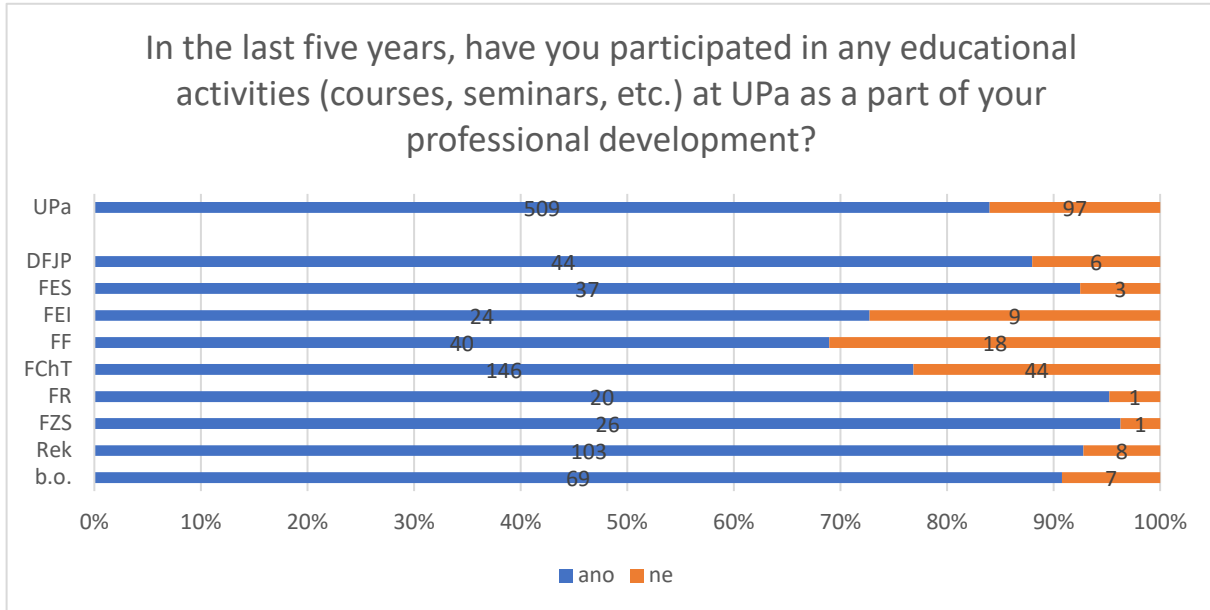
Continue to Chyba! Nenalezen zdroj odkazů.

Question:

2.12.2 In the last five years, have you participated in any educational activities (courses, seminars, etc.) at UPa as a part of your professional development?

This question was addressed to all respondents (642), 36 of whom did not answer (5.6%). Of those who answered, 509 (84.0%) participated in an educational activity, while 97 (16.0%) did not.

Answer	Count	Percent
Yes	509	84,0 %
No	97	16,0 %
Sum	606	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

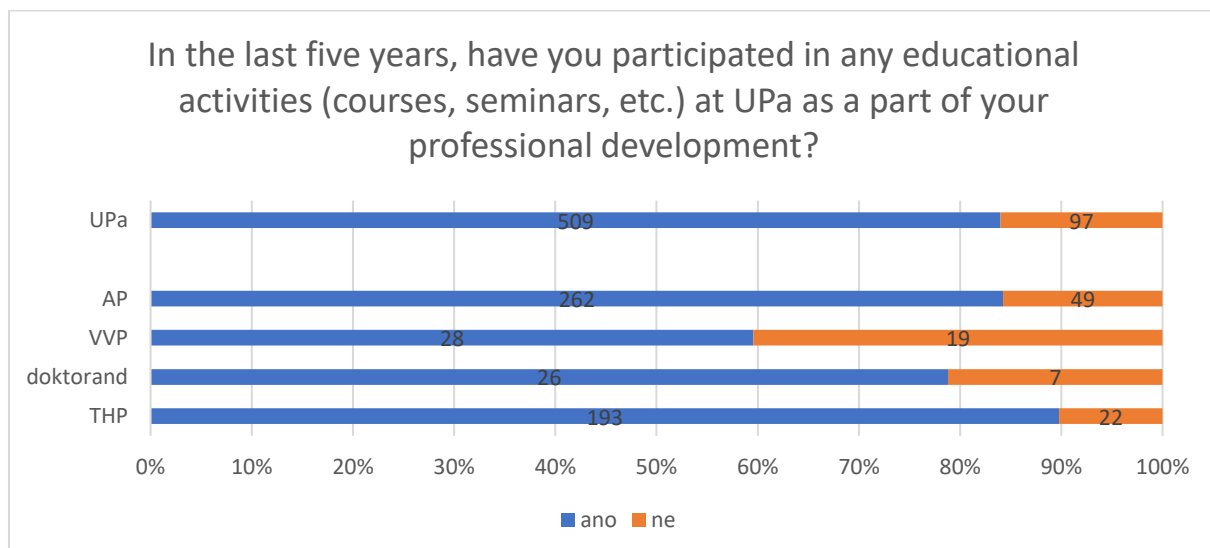
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- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	262	84,2%	28	59,6%	26	78,8%	193	89,8%
No	49	15,8%	19	40,4%	7	21,2%	22	10,2%
Sum	311	100,0%	47	100,0%	33	100,0%	215	100,0%





Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
ne	- no

Verbal comments

The question of what other educational activities you would welcome at UPa, 115 respondents answered verbally, with the most often mentioned activities being language, IT and personal development.

Continue to Chyba! Nenalezen zdroj odkazů.

3 General Principles and Requirements applicable to Employers and Funders

3.1 Recognition of the profession

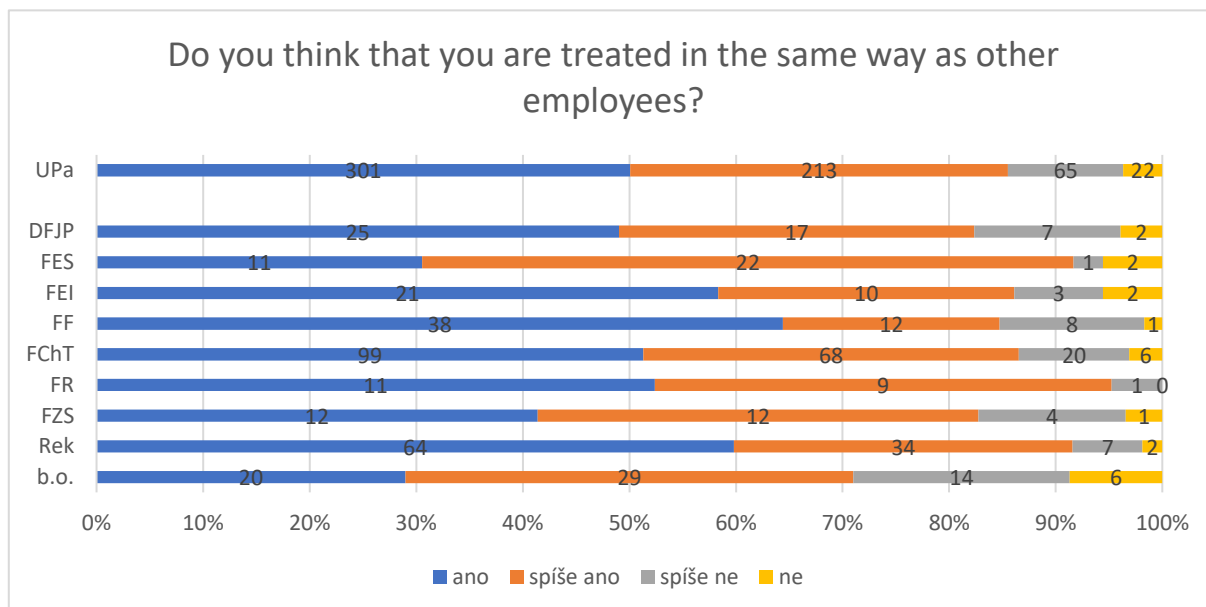
All researchers engaged in a research career should be recognised as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

Question:

3.1.1 Do you think that you are treated in the same way as other employees?

This question was addressed to all respondents (642), 41 of whom did not answer (6.4%). Of those who answered, 514 (85.5%) believe that they are treated in the same way as other employees, while 87 (14.5%) respondents do not think so.

Answer	Count	Percent
Yes	301	50,1 %
Rather yes	213	35,4 %
Rather no	65	10,8 %
No	22	3,7 %
Sum	601	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

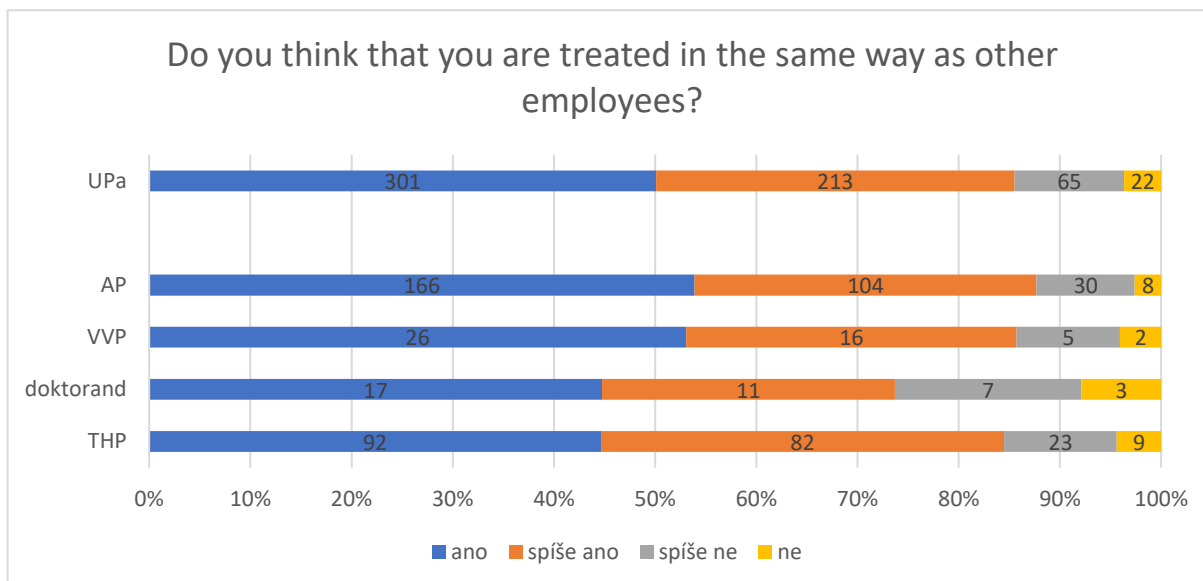
Legend

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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	166	53,9%	26	53,1%	17	44,7%	92	44,7%
Rather yes	104	33,8%	16	32,7%	11	28,9%	82	39,8%
Rather no	30	9,7%	5	10,2%	7	18,4%	23	11,2%
No	8	2,6%	2	4,1%	3	7,9%	9	4,4%
Sum	308	100,0%	49	100,0%	38	100,0%	206	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Verbal comments

48 respondents answered verbally. The comments show that the above depends primarily on the management's approach to a particular individual and their popularity.

Continue to Chyba! Nenalezen zdroj odkazů.

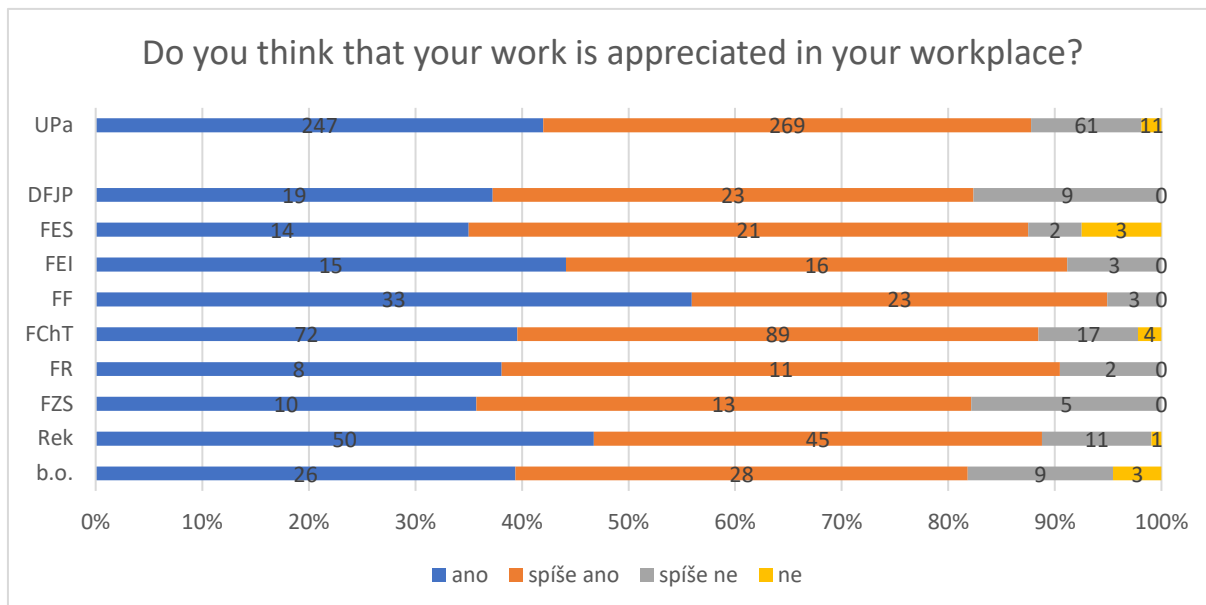
Continue to Chyba! Nenalezen zdroj odkazů.

Question:

3.1.2 Do you think that your work is appreciated in your workplace?

This question was addressed to all respondents (642), 54 of whom did not answer (8.4%). Of those who answered, 516 (87.8%) believe that their work is appreciated in the workplace, while 72 (12.2%) respondents do not think so.

Answer	Count	Percent
Yes	247	42,0 %
Rather yes	269	45,7 %
Rather no	61	10,4 %
No	11	1,9 %
Sum	588	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

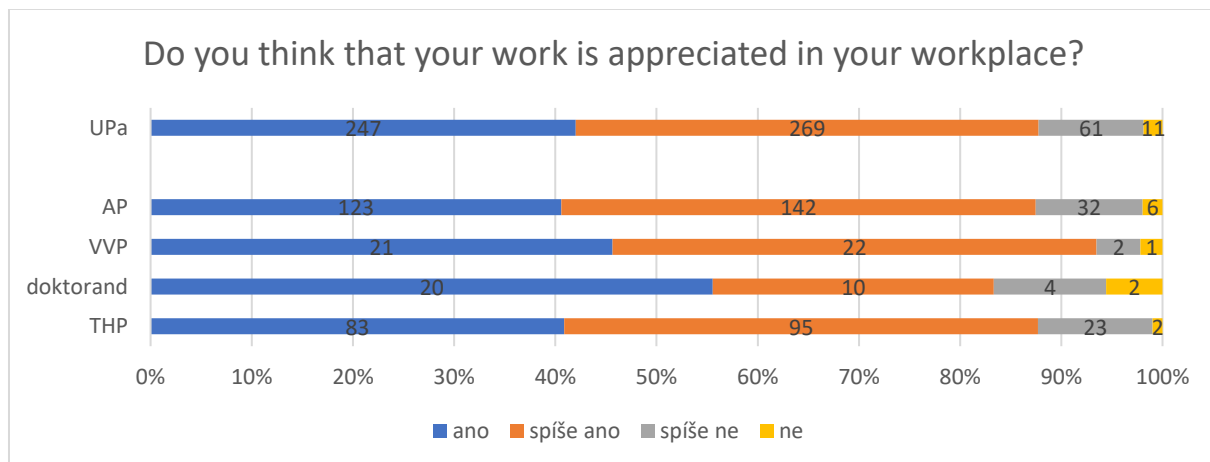
Legend

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- FChT - Faculty of Chemical Technology
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- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	123	40,6%	21	45,7%	20	55,6%	83	40,9%
Rather yes	142	46,9%	22	47,8%	10	27,8%	95	46,8%
Rather no	32	10,6%	2	4,3%	4	11,1%	23	11,3%
No	6	2,0%	1	2,2%	2	5,6%	2	1,0%
Sum	303	100,0%	46	100,0%	36	100,0%	203	100,0%





Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Verbal comments

38 respondents commented verbally on this question, most often answering that their work in the workplace is only partially appreciated, and especially by a narrower circle of people in their workplace.

3.2 Non-discrimination

Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

Question:

3.2.1 Do you think that you are treated in the same way as other employees?

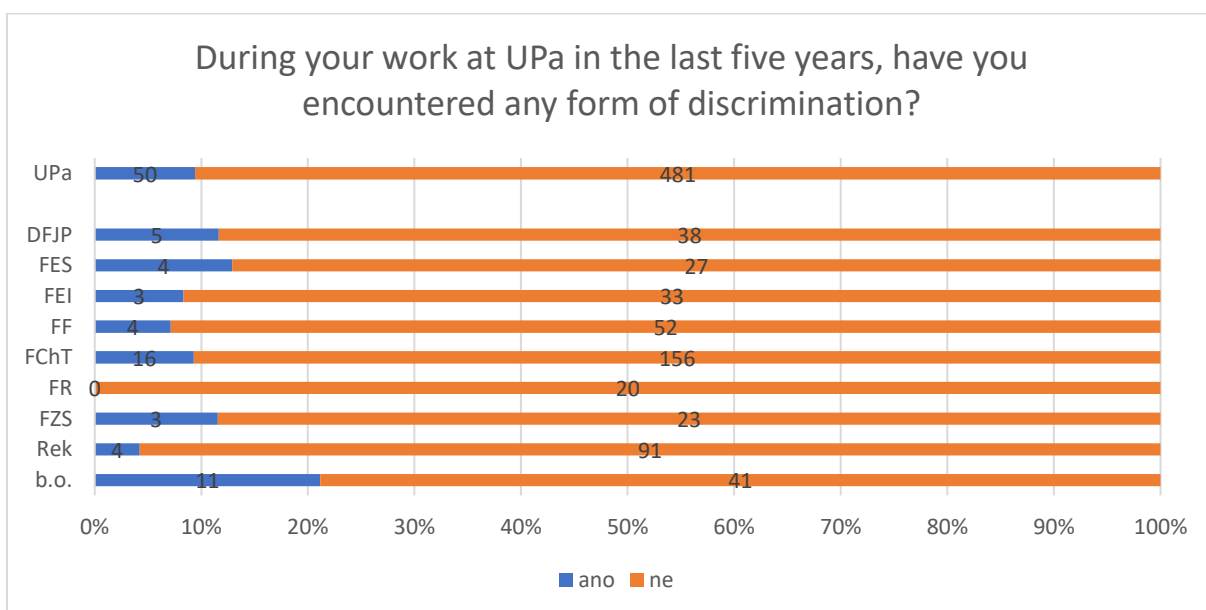
See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.2.2 During your work at UPa in the last five years, have you encountered any form of discrimination?

This question was addressed to all respondents (642), 111 of whom did not answer (17.3%). Of those who answered, 50 (9.4%) respondents encountered some form of discrimination, while 481 (90.6%) respondents did not encounter any discrimination.

Answer	Count	Percent
Yes	50	9,4 %
No	481	90,6 %
Sum	531	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University



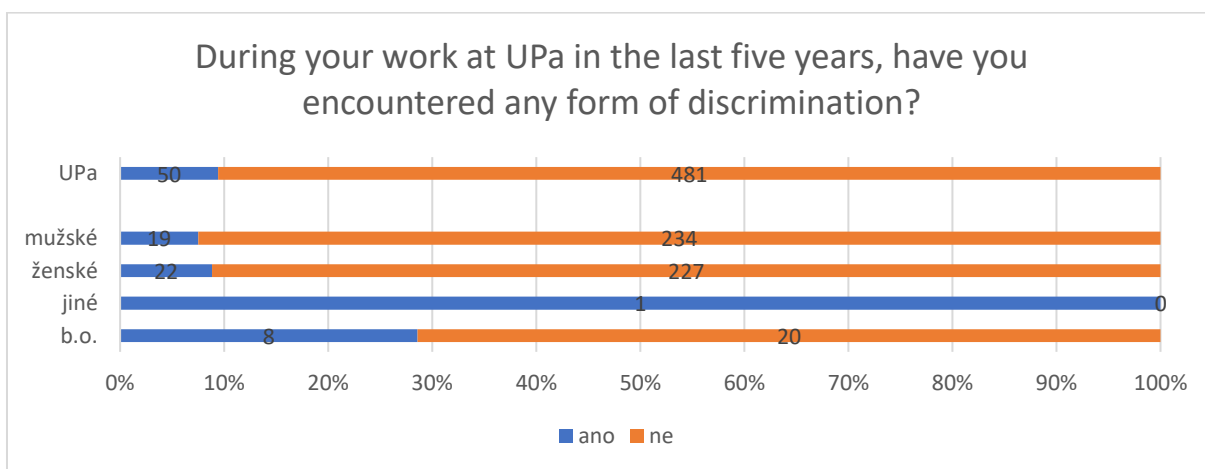
Legend

- UPa - University of Pardubice
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- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Male	Female	Other	No answer
Yes	19	22	1	8
No	234	227	0	20



b. o. - N/A (no answer) = respondents who did not state their gender

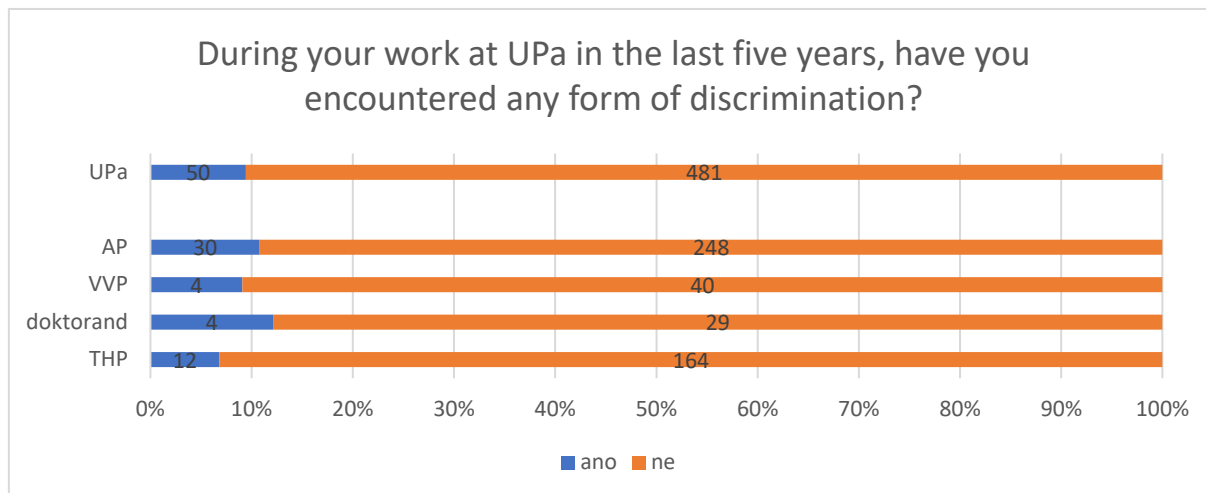
Legend

- UPa - University of Pardubice
- Mužské - Male
- Ženské - Female
- Jiné - Other

Legend

- ano - yes
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	30	10,8%	4	9,1%	4	12,1%	12	6,8%
No	248	89,2%	40	90,9%	29	87,9%	164	93,2%
Sum	278	100,0%	44	100,0%	33	100,0%	176	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
ne	- no

Continue to Chyba! Nenalezen zdroj odkazů.

Question:

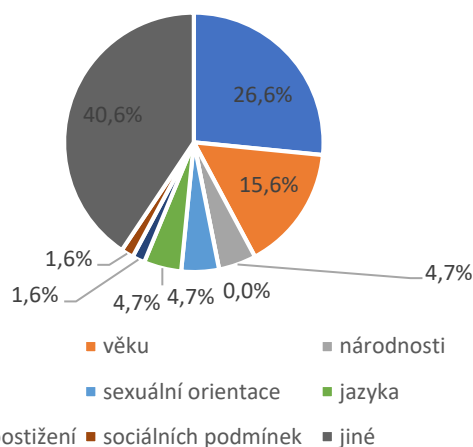
3.2.3 The discrimination you have encountered was based on:

This question was addressed only to those respondents who answered yes to the question of whether they encountered any form of discrimination (50). For this question, it was possible to choose more options from the menu.

Answer	Count	Percent
Gender	17	26,6 %
Age	10	15,6 %
Nationality	3	4,7 %
Religion	0	0,0 %
Sexual orientation	3	4,7 %
Language	3	4,7 %
Disability	1	1,6 %
Social conditions	1	1,6 %
Other	26	40,6 %
Sum	64	100,0 %



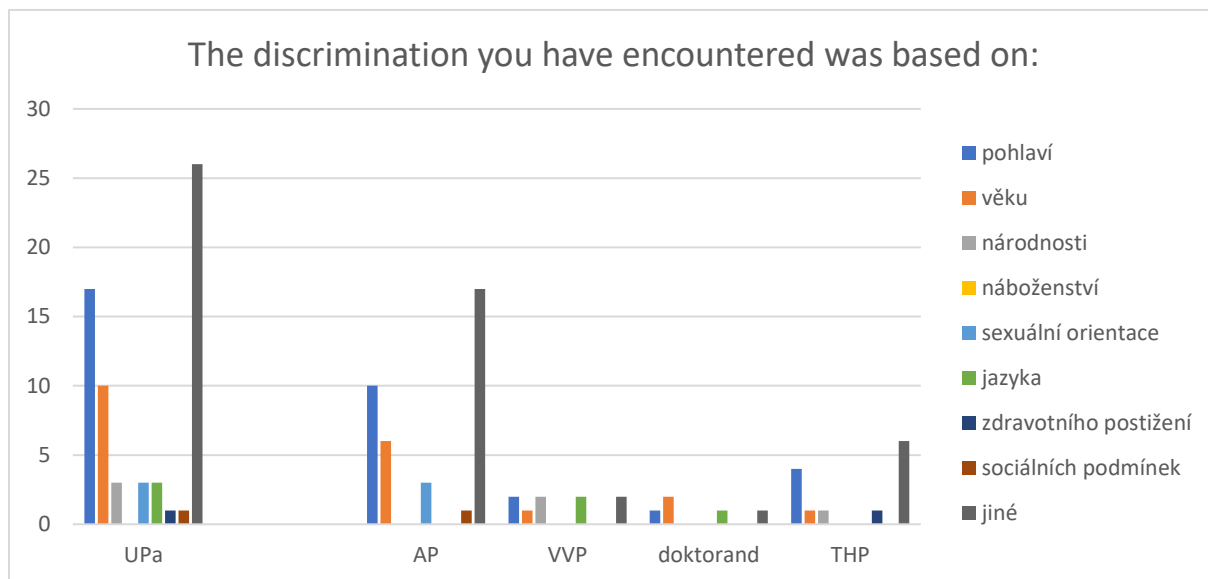
The discrimination you have encountered was based on:



Legend

Pohlaví	- Gender
Věk	- Age
Národnost	- Nationality
Náboženství	- Religion
Sexuální orientace	- Sexual orientation
Jazyk	- Language
Zdravotní postižení	- Disability
Sociální podmínky	- Social conditions
Jiné	- Other

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Gender	10	27,0%	2	22,2%	1	20,0%	4	30,8%
Age	6	16,2%	1	11,1%	2	40,0%	1	7,7%
Nationality	0	0,0%	2	22,2%	0	0,0%	1	7,7%
Religion	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Sexual orientation	3	8,1%	0	0,0%	0	0,0%	0	0,0%
Language	0	0,0%	2	22,2%	1	20,0%	0	0,0%
Disability	0	0,0%	0	0,0%	0	0,0%	1	7,7%
Social conditions	1	2,7%	0	0,0%	0	0,0%	0	0,0%
Other	17	45,9%	2	22,2%	1	20,0%	6	46,2%
Sum	37	100,0%	9	100,0%	5	100,0%	13	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

Pohlaví	- Gender
Věk	- Age
Národnost	- Nationality
Náboženství	- Religion
Sexuální orientace	- Sexual orientation
Jazyk	- Language
Zdravotní postižení	- Disability
Sociální podmínky	- Social conditions
Jiné	- Other

Verbal comments of the options in the answer "other"

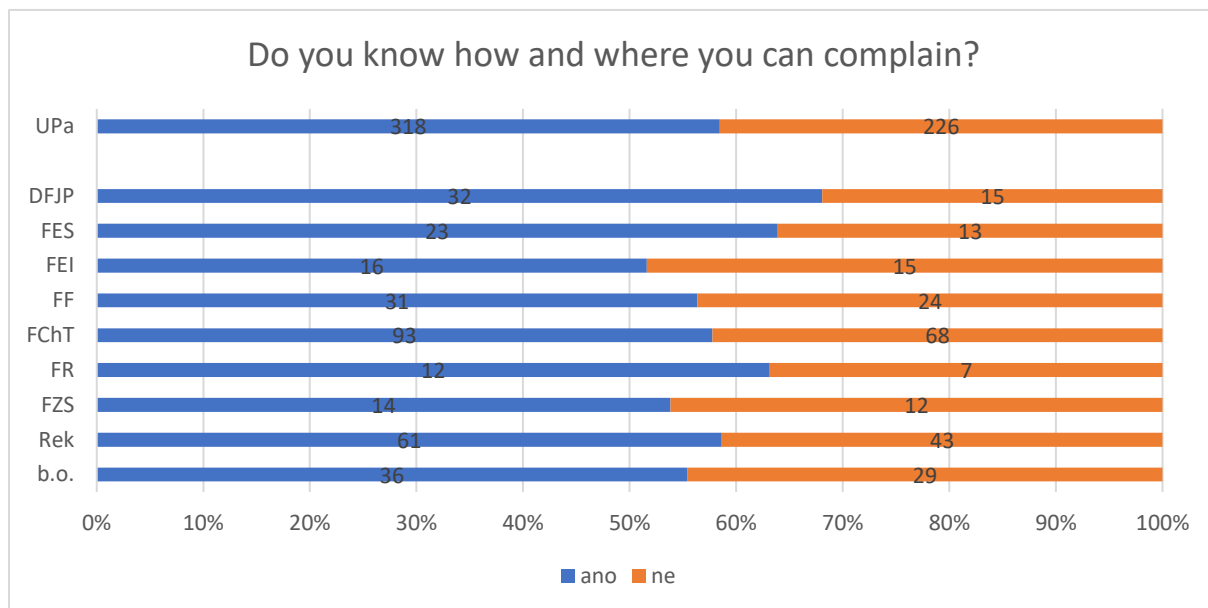
In the case of the other option, a total of 25 respondents commented, and the most often mentioned were personal sympathies and antipathies, and a certain discrimination resulting therefrom.

Question:

3.2.4 Do you know how and where you can complain?

This question was addressed to all respondents (642), 98 of whom did not answer (15.3%). Of those who answered, 318 (58.5%) respondents know how and where to file a complaint, while 226 (41.5%) respondents do not.

Answer	Count	Percent
Yes	318	58,5 %
No	226	41,5 %
Sum	544	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

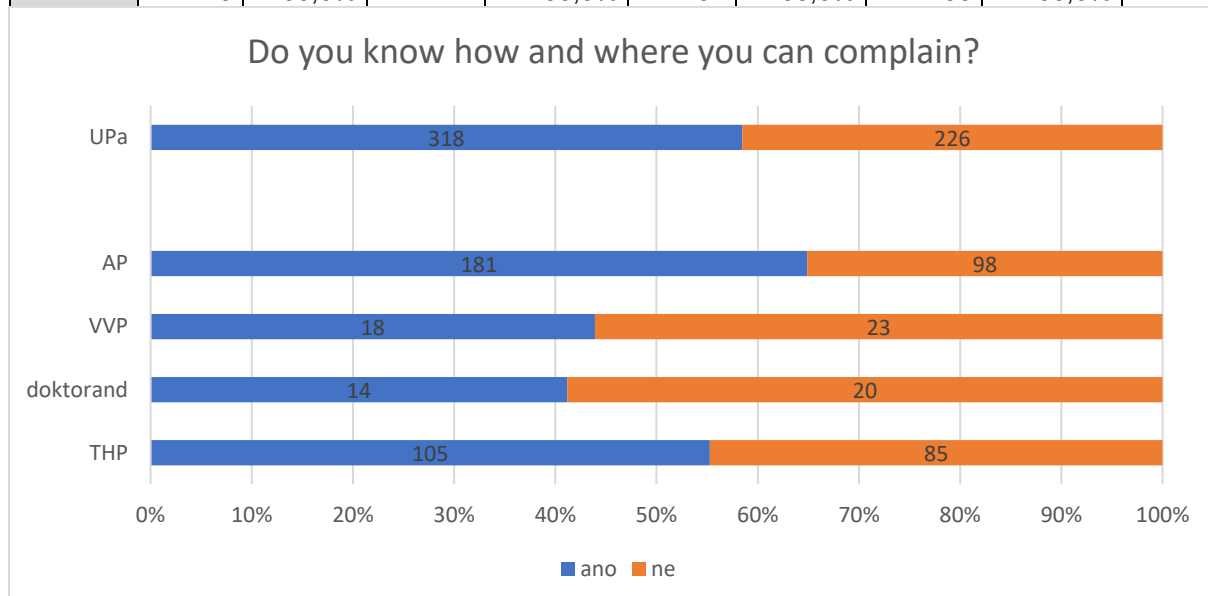
Legend

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- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	181	64,9%	18	43,9%	14	41,2%	105	55,3%
No	98	35,1%	23	56,1%	20	58,8%	85	44,7%
Sum	279	100,0%	41	100,0%	34	100,0%	190	100,0%





Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
ne	- no

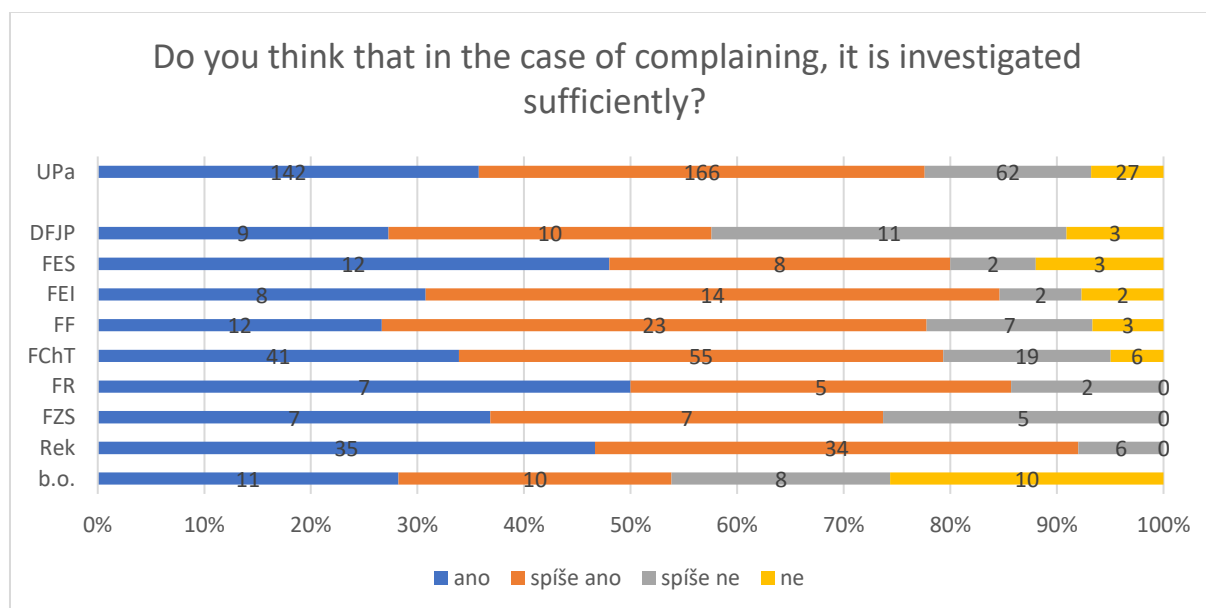
Continue to Chyba! Nenalezen zdroj odkazů.

Question:

3.2.5 Do you think that in the case of complaining, it is investigated sufficiently?

This question was addressed to all respondents (642), 74 of whom did not answer (11.5%) and 171 (26.6%) answered "I don't know". Of those who answered and decided to assess the investigation of a possible complaint, 308 (77.6%) believe that the complaint will be sufficiently investigated, while 89 (22.4%) respondents do not think so.

Answer	Count	Percent
Yes	142	35,8 %
Rather yes	166	41,8 %
Rather no	62	15,6 %
No	27	6,8 %
Sum	397	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

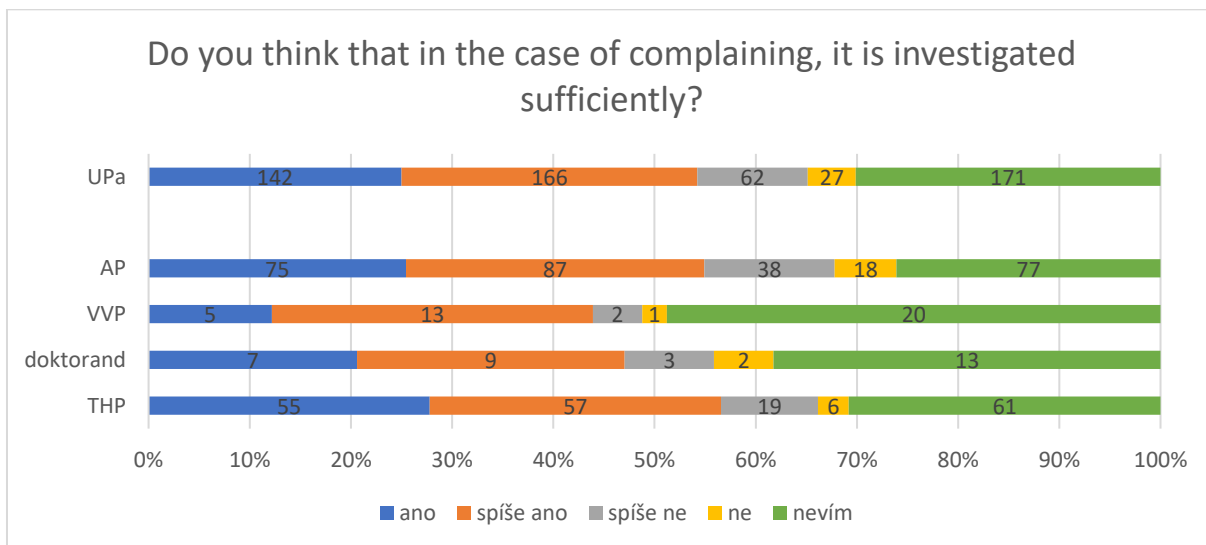
UPa	- University of Pardubice
DFJP	- Faculty of Transport Engineering
FES	- Faculty of Economics and Administration
FEI	- Faculty of Electrical Engineering and Informatics
FF	- Faculty of Arts and Philosophy
FChT	- Faculty of Chemical Technology
FR	- Faculty of Restoration
FZS	- Faculty of Health Studies
Rek	- Rectorate and central university units

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no



Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	75	25,4%	5	12,2%	7	20,6%	55	27,8%
Rather yes	87	29,5%	13	31,7%	9	26,5%	57	28,8%
Rather no	38	12,9%	2	4,9%	3	8,8%	19	9,6%
No	18	6,1%	1	2,4%	2	5,9%	6	3,0%
I don't know	77	26,1%	20	48,8%	13	38,2%	61	30,8%
Sum	295	100,0%	41	100,0%	34	100,0%	198	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students
THP - Technical and administration staff

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no
nevím - I do not know

Continue to Chyba! Nenalezen zdroj odkazů.

3.3 Research environment

Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.

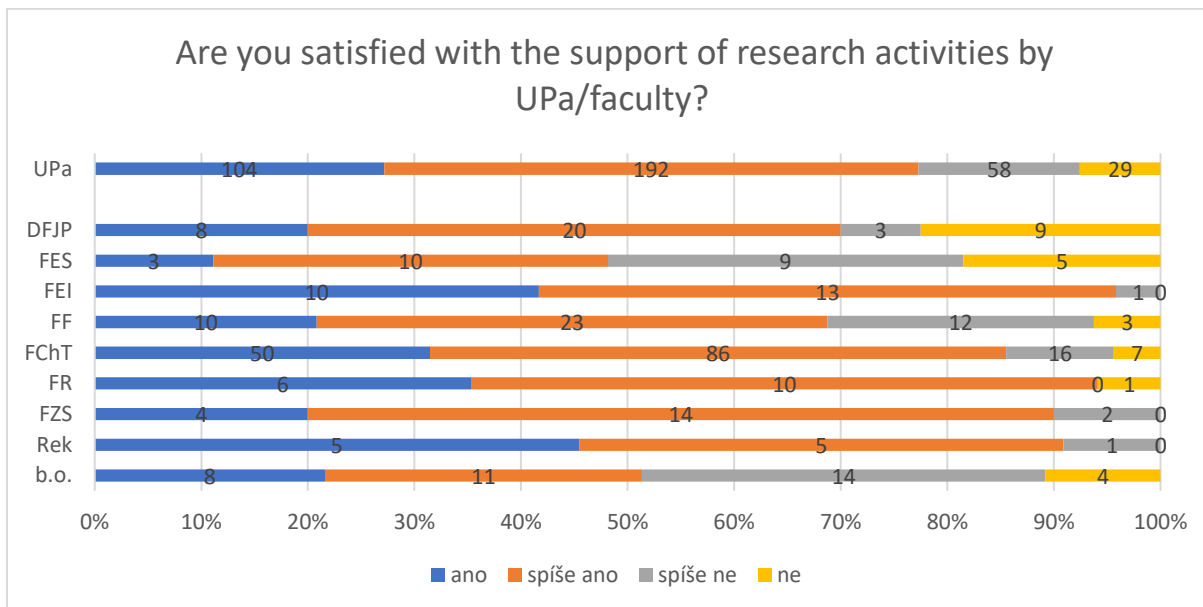
Question:

3.3.1 Are you satisfied with the support of research activities by UPa/faculty?

This question was addressed to academics, researchers and PhD students (416), 33 of whom did not answer (7.9%). Of those who answered, 296 (77.3%) respondents are satisfied and 87 (22.7%) are dissatisfied.



Answer	Count	Percent
Yes	201	49,1 %
Rather yes	163	39,9 %
Rather no	38	9,3 %
No	7	1,7 %
Sum	409	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

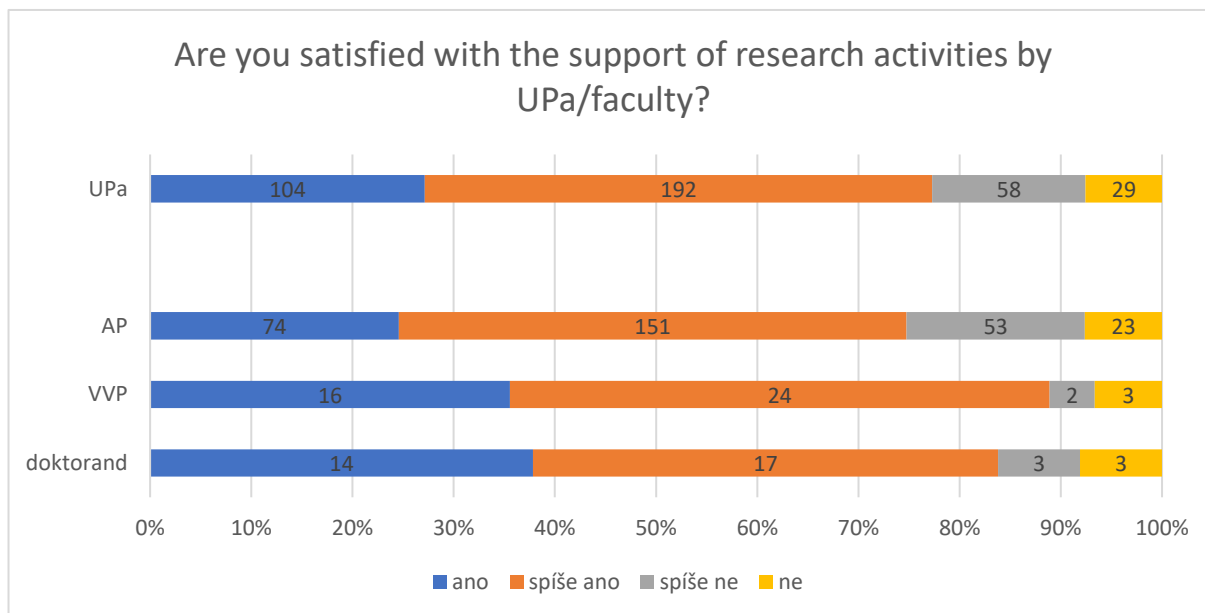
Legend

- UPa - University of Pardubice
- DFJP - Faculty of Transport Engineering
- FES - Faculty of Economics and Administration
- FEI - Faculty of Electrical Engineering and Informatics
- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	74	24,6%	16	35,6%	14	37,8%
Rather yes	151	50,2%	24	53,3%	17	45,9%
Rather no	53	17,6%	2	4,4%	3	8,1%
No	23	7,6%	3	6,7%	3	8,1%
Sum	301	100,0%	45	100,0%	37	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

Verbal comments

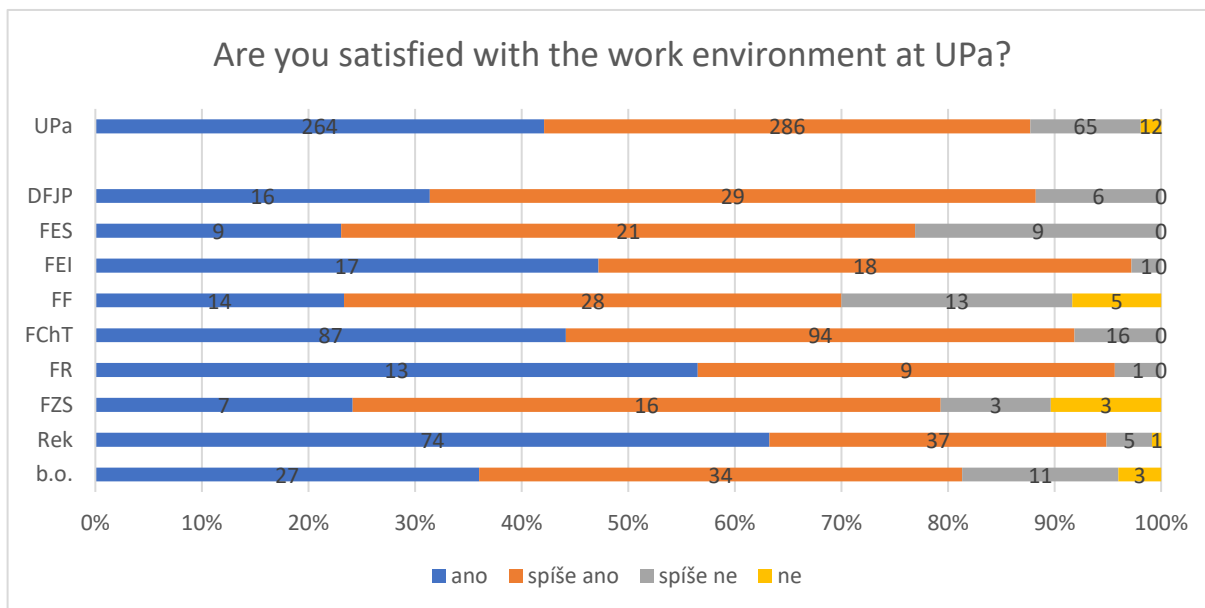
The question of where you see the largest space for improvement in the area of support for scientific research at the UPa/faculty was verbally commented on by 150 respondents, who most often stated the lack of financial resources, insufficient motivation and administrative burden associated with R&D.

Question:

3.3.2 Are you satisfied with the work environment at UPa?

This question was addressed to all respondents (642), 15 of whom did not answer (2.3%). Of those who answered, 550 (87.7%) are satisfied, while 77 (12.3%) are not.

Answer	Count	Percent
Yes	264	42,1 %
Rather yes	286	45,6 %
Rather no	65	10,4 %
No	12	1,9 %
Sum	627	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

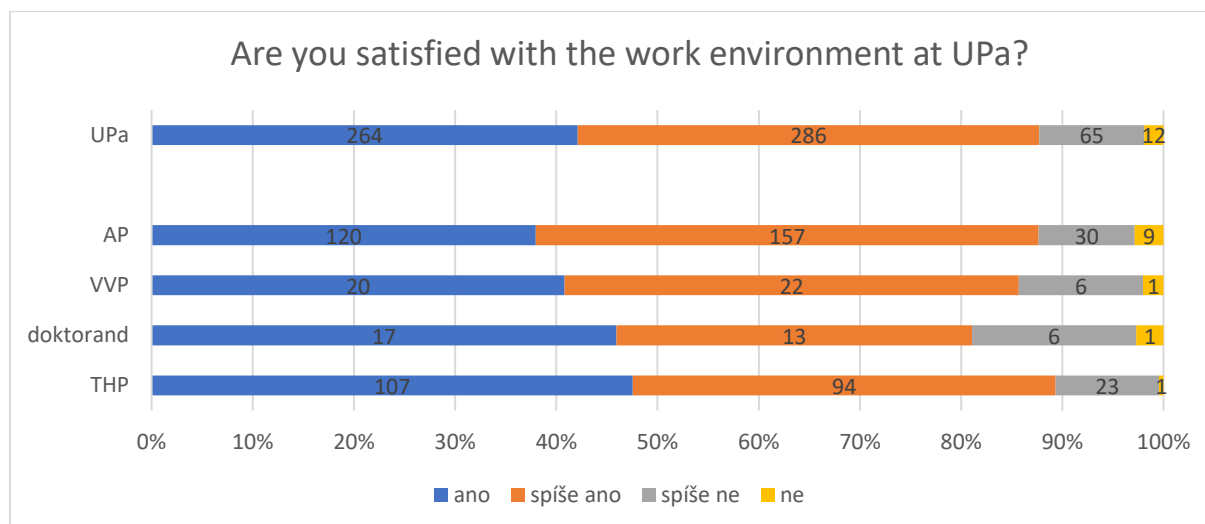
Legend

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- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	120	38,0%	20	40,8%	17	45,9%	107	47,6%
Rather yes	157	49,7%	22	44,9%	13	35,1%	94	41,8%
Rather no	30	9,5%	6	12,2%	6	16,2%	23	10,2%
No	9	2,8%	1	2,0%	1	2,7%	1	0,4%
Sum	316	100,0%	49	100,0%	37	100,0%	225	100,0%





Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Verbal comments

110 respondents added a comment. Relationships between colleagues, old, unsightly equipment (in some workplaces) and technical equipment are most often mentioned as reasons for satisfaction/dissatisfaction.

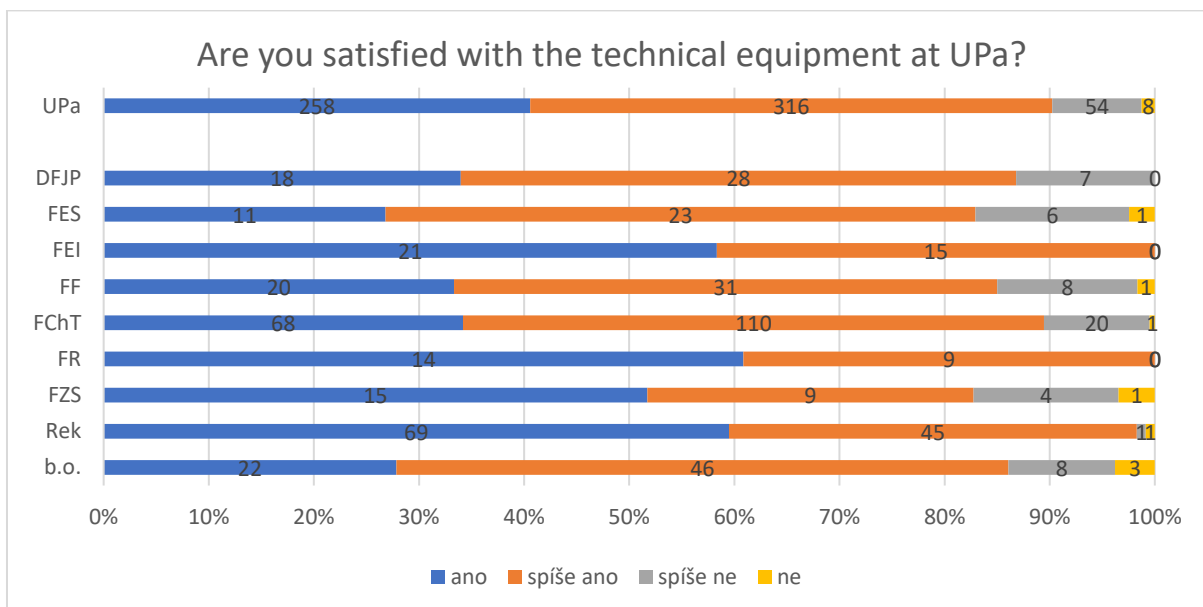
Continue to Chyba! Nenalezen zdroj odkazů.

Question:

3.3.3 Are you satisfied with the technical equipment at UPa?

This question was addressed to all respondents (642), 6 of whom did not answer (0.9%). Of those who answered, 574 (90.3%) are satisfied, while 62 (9.7%) are not.

Answer	Count	Percent
Yes	258	40,6 %
Rather yes	316	49,7 %
Rather no	54	8,5 %
No	8	1,2 %
Sum	636	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

UPa	- University of Pardubice
DFJP	- Faculty of Transport Engineering
FES	- Faculty of Economics and Administration
FEI	- Faculty of Electrical Engineering and Informatics
FF	- Faculty of Arts and Philosophy
FChT	- Faculty of Chemical Technology

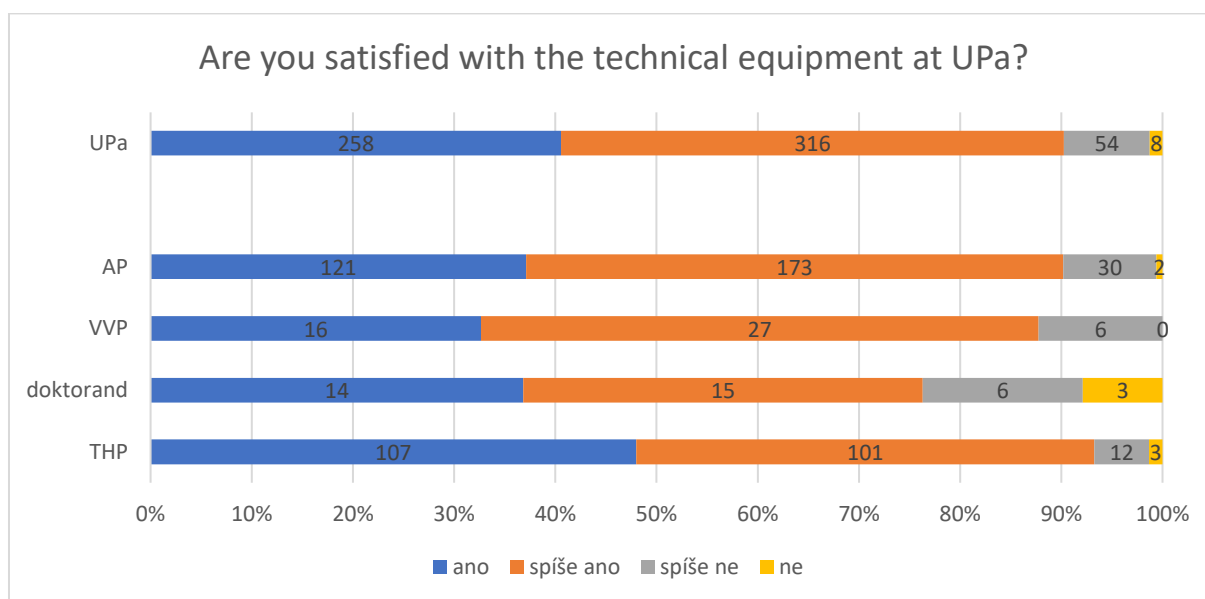
Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no



FR - Faculty of Restoration
FZS - Faculty of Health Studies
Rek - Rectorate and central university units

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	121	37,1%	16	32,7%	14	36,8%	107	48,0%
Rather yes	173	53,1%	27	55,1%	15	39,5%	101	45,3%
Rather no	30	9,2%	6	12,2%	6	15,8%	12	5,4%
No	2	0,6%	0	0,0%	3	7,9%	3	1,3%
Sum	326	100,0%	49	100,0%	38	100,0%	223	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students
THP - Technical and administration staff

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

Verbal comments

71 respondents added comments, 43 of which added a positive evaluation. The most discussed area is the possibility/impossibility to share equipment across faculties/universities and the related coordination of equipment purchase. In the case of a negative evaluation, the most problematic is the computer technology and equipment of laboratories and classrooms.

Continue to Chyba! Nenalezen zdroj odkazů.

3.4 Working conditions

Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention



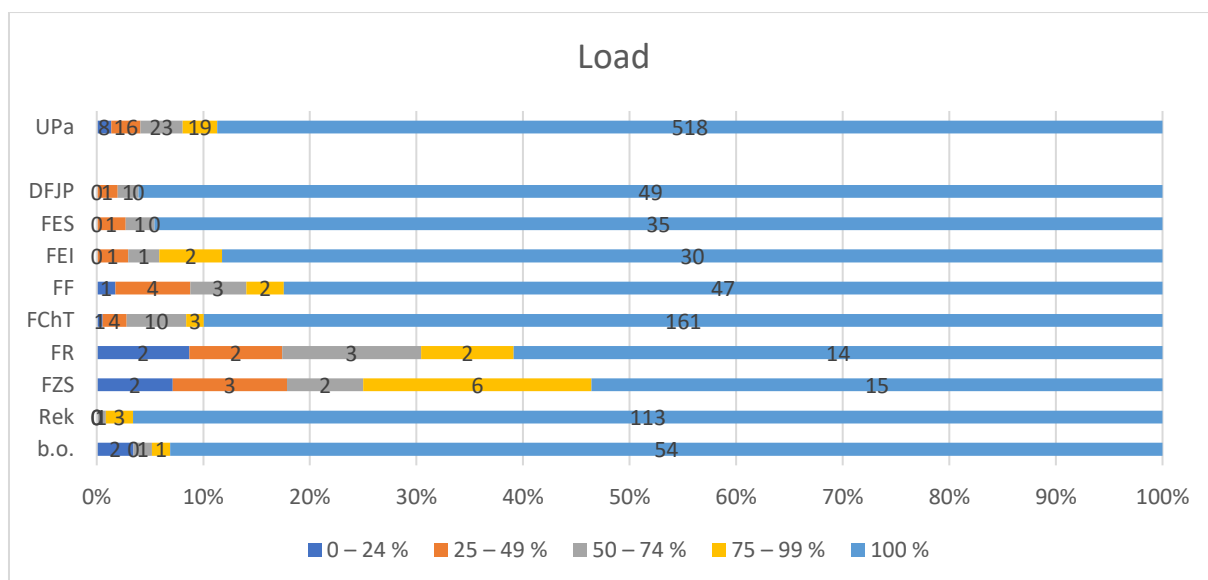
should be paid, inter alia, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

Question:

3.4.1 Type of contract at UPa

This question was addressed to all respondents (642), 58 of whom did not answer (9.0%). Of those who answered, 518 (88.7%) respondents have a full-time job, 66 (11.3%) have a part-time job. 88,7% of respondents have 100% permanent contract load.

Answer	Count	Percent
0 – 24 %	8	1,4 %
25 – 49 %	16	2,7 %
50 – 74 %	23	3,9 %
75 – 99 %	19	3,3 %
100 %	518	88,7 %
Sum	636	100,0 %



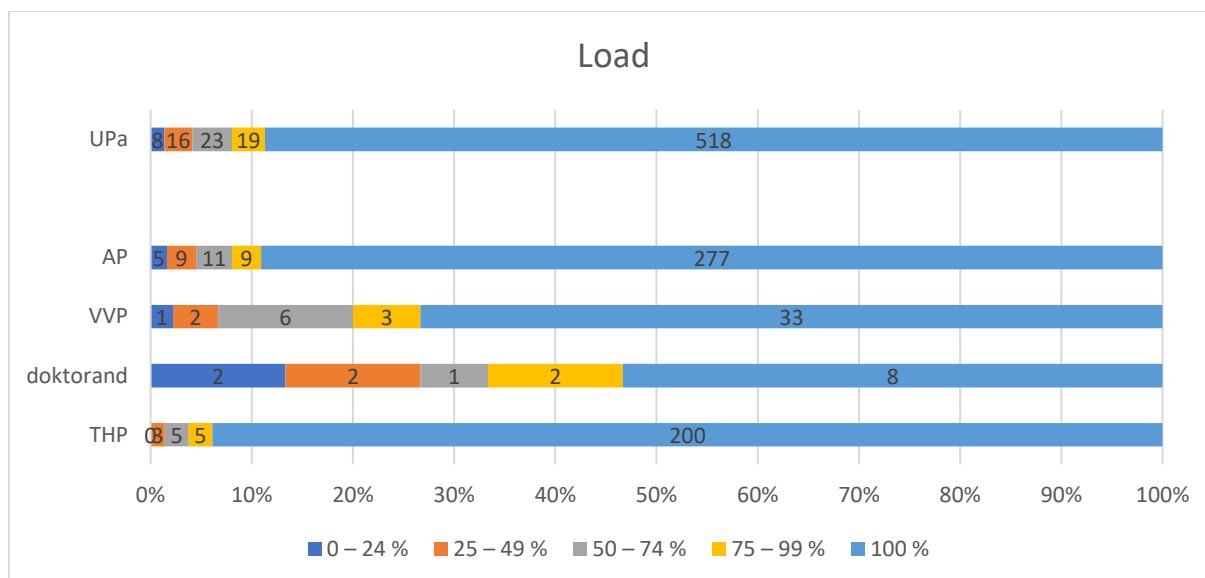
b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

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- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units



Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
0 – 24 %	5	1,6%	1	2,2%	2	13,3%	0	0,0%
25 – 49 %	9	2,9%	2	4,4%	2	13,3%	3	1,4%
50 – 74 %	11	3,5%	6	13,3%	1	6,7%	5	2,3%
75 – 99 %	9	2,9%	3	6,7%	2	13,3%	5	2,3%
100 %	277	89,1%	33	73,3%	8	53,3%	200	93,9%
Sum	311	100,0%	45	100,0%	15	100,0%	213	100,0%



Legend

- UPa - University of Pardubice
- AP - Academic staff
- VVP - Research staff
- Doktorand - PhD students
- THP - Technical and administration staff

Question:

3.4.2 Are you satisfied with the work environment at UPa?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.4.3 Are you satisfied with the technical equipment at UPa?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

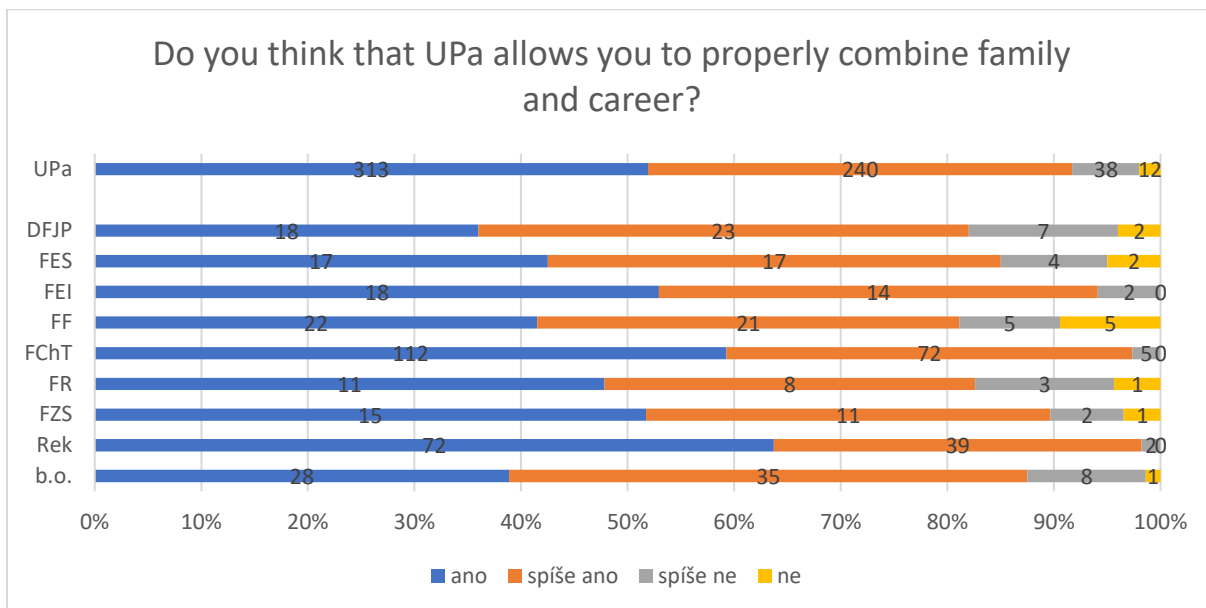
3.4.4 Do you think that UPa allows you to properly combine family and career?

This question was addressed to all respondents (642), 39 of whom did not answer (6.1%). Of those who answered, 553 (91.7%) believe that the UPa allows for a proper reconciliation of professional and family life, while 50 (8.3%) respondents do not think so.

Answer	Count	Percent
Yes	313	51,9 %
Rather yes	240	39,8 %
Rather no	38	6,3 %



No	12	2,0 %
Sum	603	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

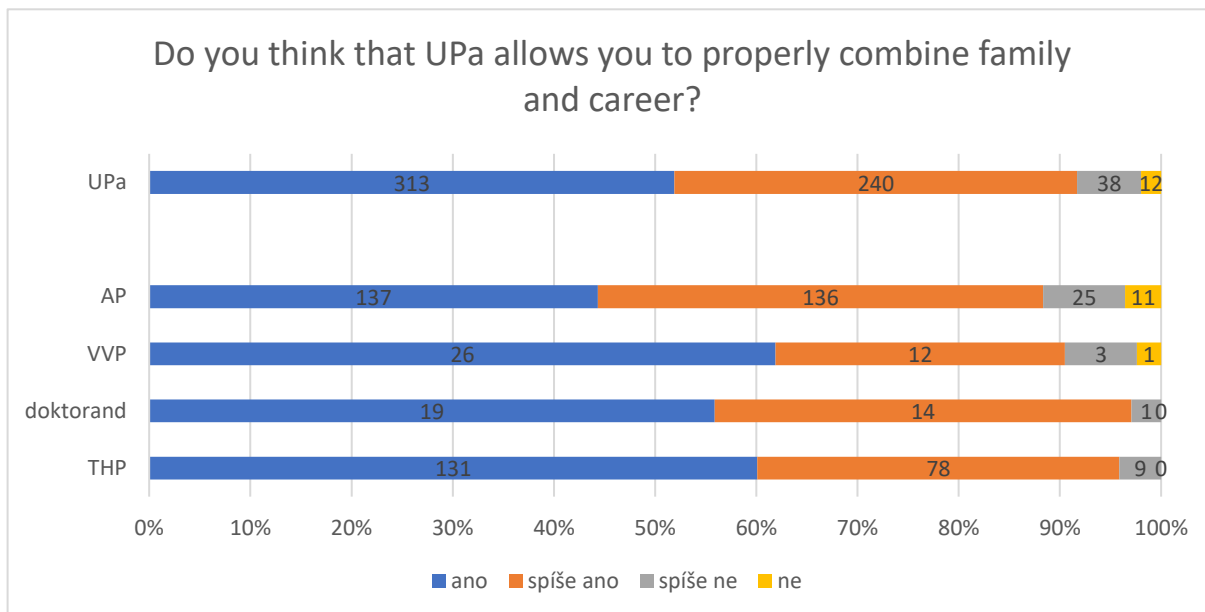
Legend

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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
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Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	137	44,3%	26	61,9%	19	55,9%	131	60,1%
Rather yes	136	44,0%	12	28,6%	14	41,2%	78	35,8%
Rather no	25	8,1%	3	7,1%	1	2,9%	9	4,1%
No	11	3,6%	1	2,4%	0	0,0%	0	0,0%
Sum	309	100,0%	42	100,0%	34	100,0%	218	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Verbal comments

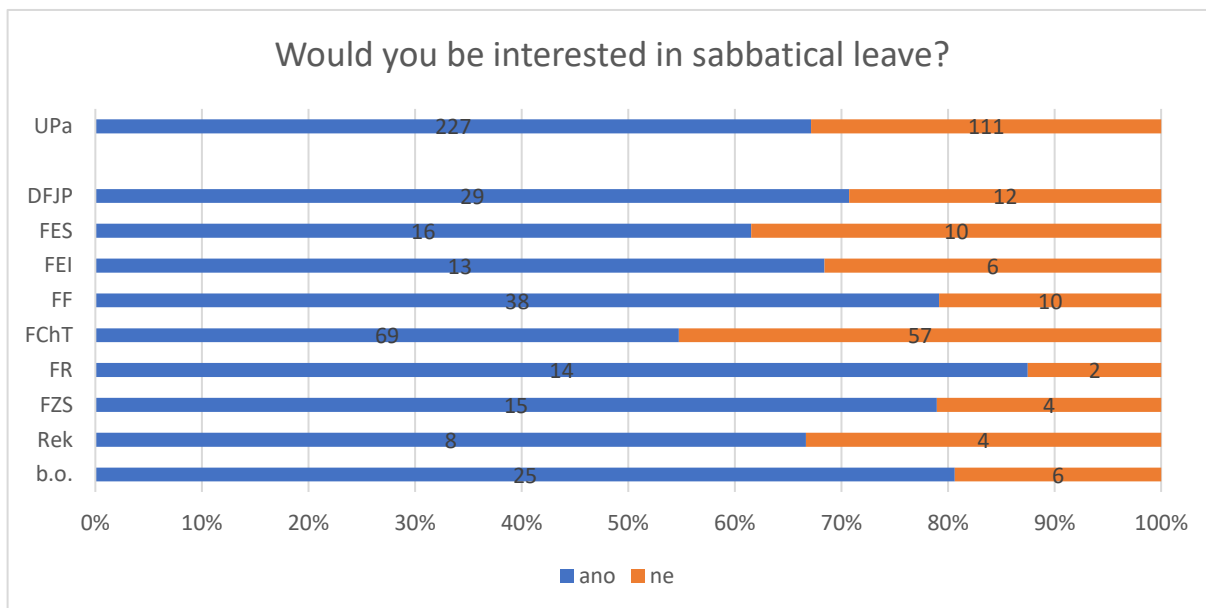
A comment was added by 67 respondents, who in the case of reconciling work and family life most often mentioned the time-consuming nature of employment. Another larger group stated that the UPa allows them to do so and this is one of the reasons they work at the University of Pardubice.

Question:

3.4.5 Would you be interested in sabbatical leave?

This question was addressed to academics, researchers and PhD students (416), 78 of whom did not answer (18.8%). Of those who answered, 227 (67.2%) respondents showed interest in sabbatical leave and 111 (32.8%) did not.

Answer	Count	Percent
Yes	227	67,2 %
No	111	32,8 %
Sum	338	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

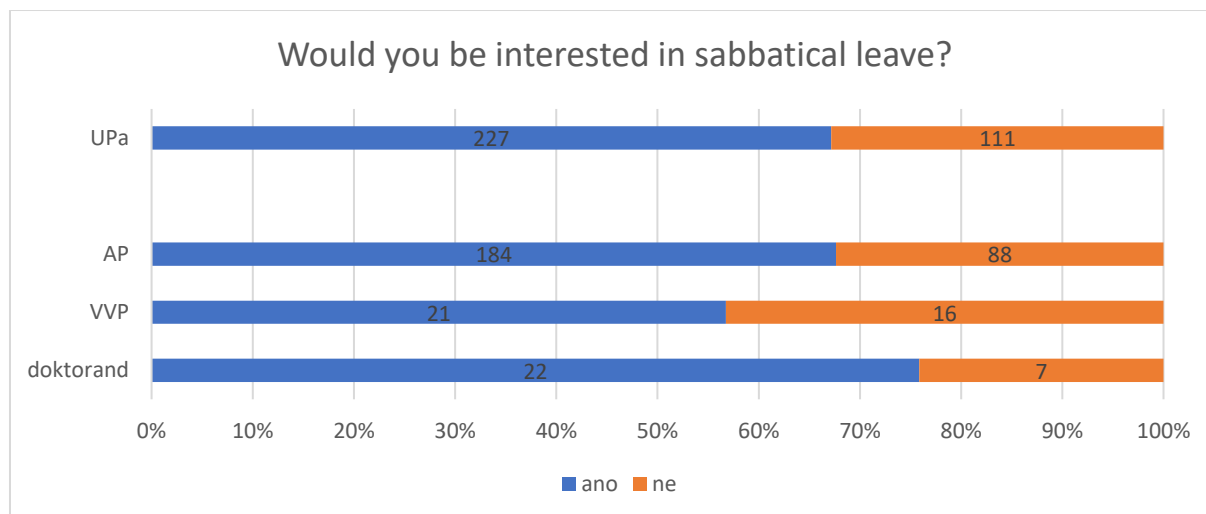
Legend

- UPa - University of Pardubice
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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- ne - no

Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	184	67,6%	21	56,8%	22	75,9%
No	88	32,4%	16	43,2%	7	24,1%
Sum	272	100,0%	37	100,0%	29	100,0%





Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students

Legend

ano	- yes
ne	- no

Verbal comments

Commented verbally by 55 respondents, who confirmed that they would be interested in sabbatical, however, a significant number also mentioned that it is not relevant for them at the moment, or that for time reasons it is not feasible for them.

3.5 Stability and permanence of employment

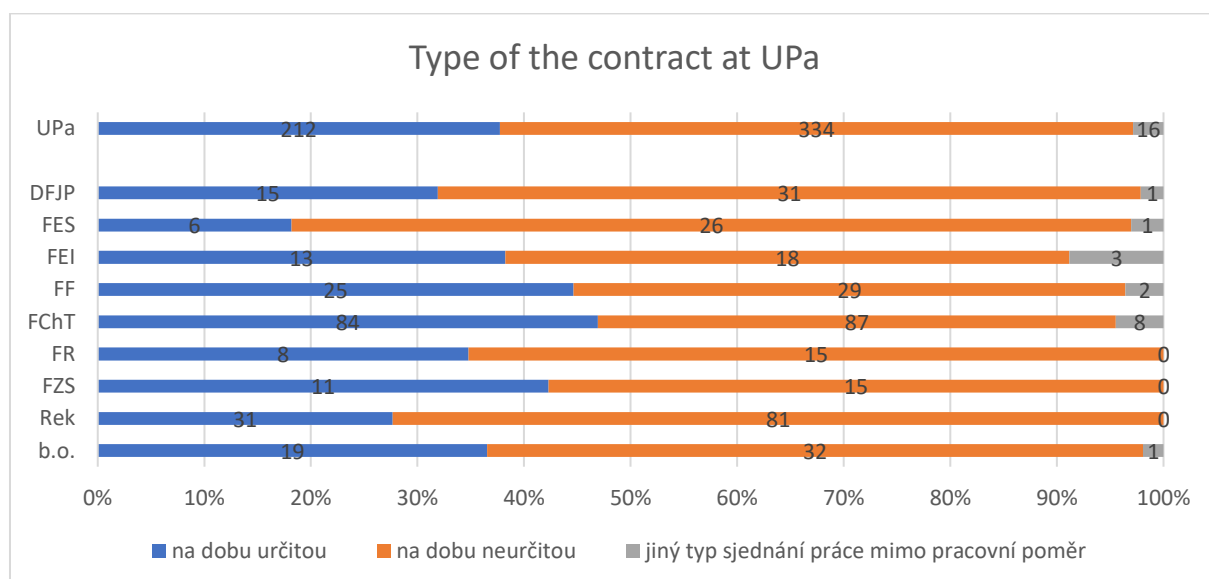
Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work.

Question:

3.5.1 Type of the contract at UPa

This question was addressed to all respondents (642), 80 of whom did not answer (12.5%). Of those who answered, 212 (37.7%) respondents have a fixed-term contract, 334 (59.4%) have a permanent contract and 16 (2.9%) have another type of non-employment contract.

Answer	Count	Percent
Fixed-term contract	212	37,7 %
Permanent contract	334	59,4 %
Another type of non-employment arrangement	16	2,9 %
Sum	562	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

UPa	- University of Pardubice
DFJP	- Faculty of Transport Engineering
FES	- Faculty of Economics and Administration

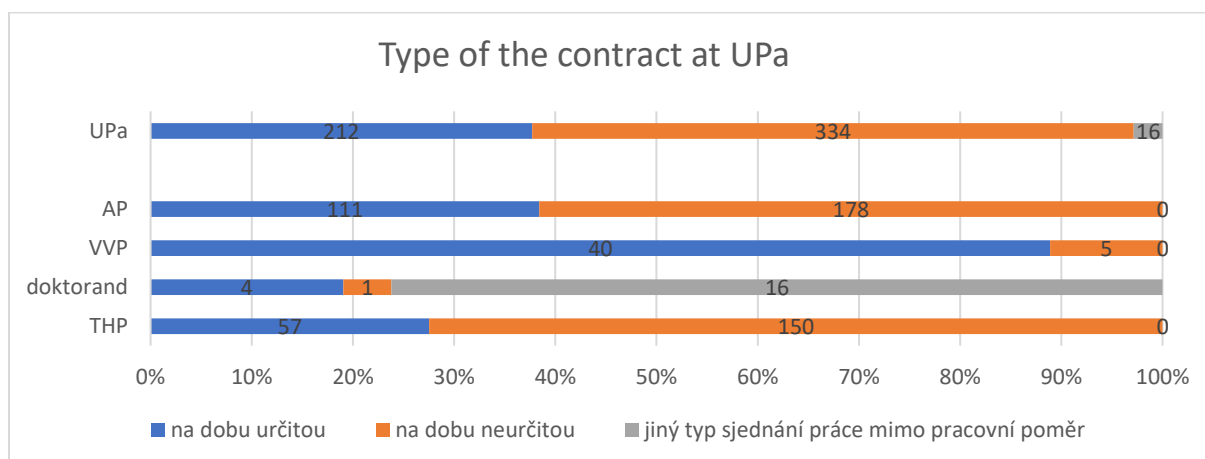
Legend

na dobu určitou	- Fixed-term contract
na dobu neurčitou	- Permanent contract
jiný typ sjednání práce mimo pracovní poměr	-



- FEI - Faculty of Electrical Engineering and Informatics Another type of non-employment arrangement
FF - Faculty of Arts and Philosophy
FChT - Faculty of Chemical Technology
FR - Faculty of Restoration
FZS - Faculty of Health Studies
Rek - Rectorate and central university units

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Fixed-term contract	111	38,4%	40	88,9%	4	19,0%	57	27,5%
Permanent contract	178	61,6%	5	11,1%	1	4,8%	150	72,5%
Another type of non-employment arrangement	0	0,0%	0	0,0%	16	76,2%	0	0,0%
Sum	289	100,0%	45	100,0%	21	100,0%	207	100,0%



Legend

- UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students
THP - Technical and administration staff

Legend

- na dobu určitou - Fixed-term contract
na dobu neurčitou - Permanent contract
jiný typ sjednání práce mimo pracovní poměr - Another type of non-employment arrangement

3.6 Funding and salaries

Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

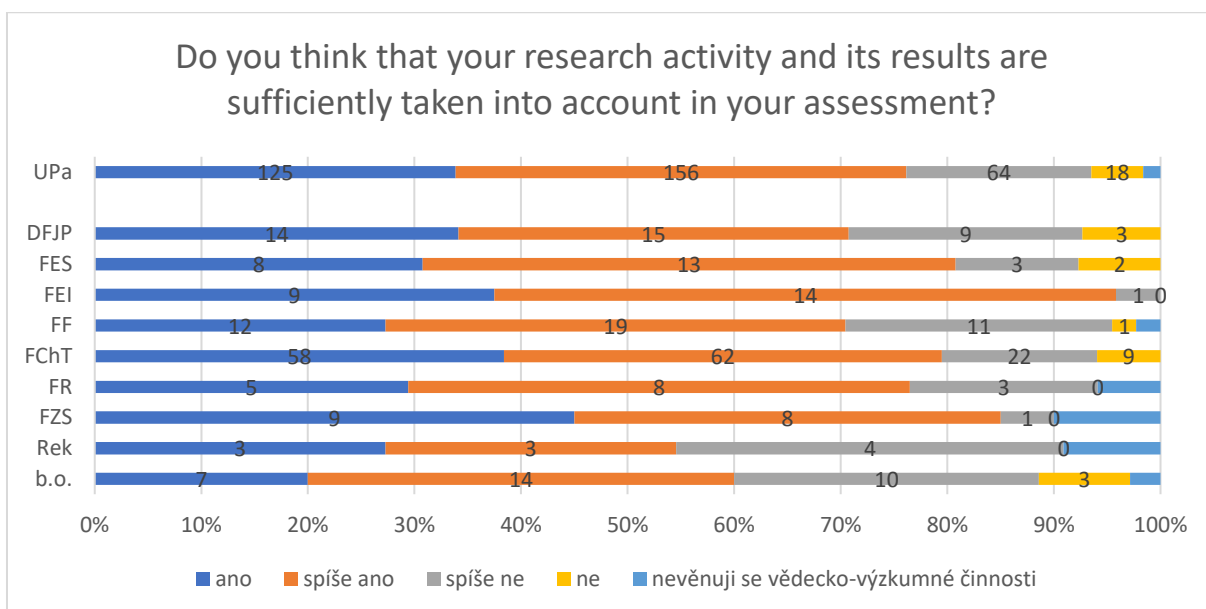


Question:

3.6.1 Do you think that your research activity and its results are sufficiently taken into account in your assessment?

This question was addressed to academics, researchers and PhD students (416), 47 of whom did not answer (11.3%) and 6 stated that they were not engaged in scientific research activities (1.4%). Of those who answered and engage in research activities, 281 (77.4%) respondents believe that scientific research activities are sufficiently taken into account in their evaluation, while 82 (22.6%) respondents do not think so.

Answer	Count	Percent
Yes	125	34,4 %
Rather yes	156	43,0 %
Rather no	64	17,6 %
No	18	5,0 %
Sum	363	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

- UPa - University of Pardubice
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- FES - Faculty of Economics and Administration
- FEI - Faculty of Electrical Engineering and Informatics
- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

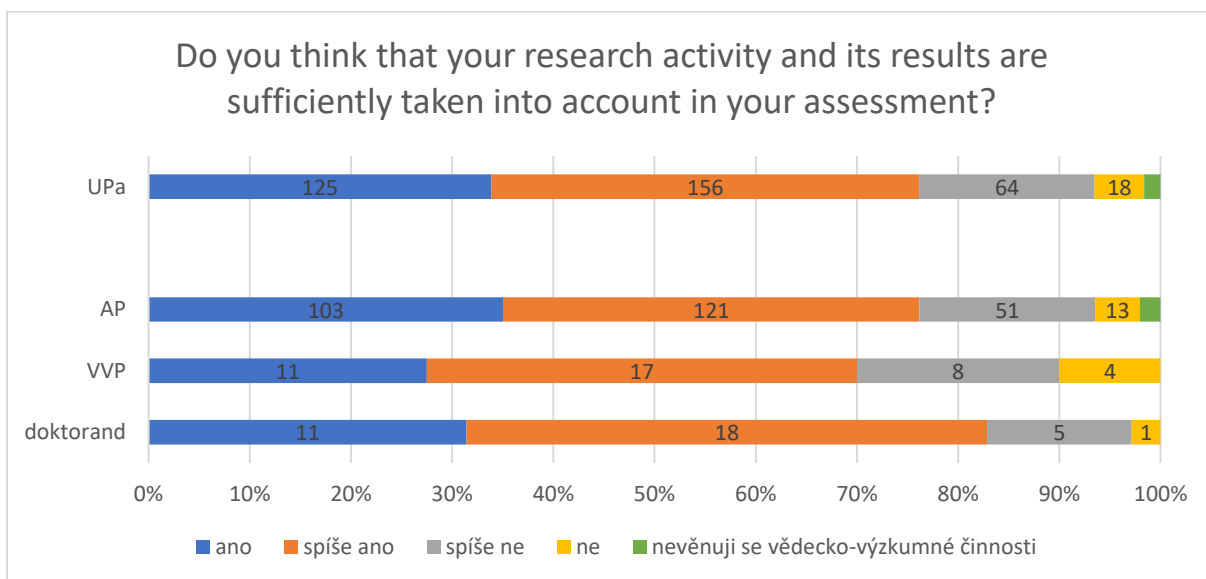
Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no
- nevěnuji se vědecko-výzkumné činnosti - I am not engaged in the research activity

Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	103	35,0%	11	27,5%	11	31,4%
Rather yes	121	41,2%	17	42,5%	18	51,4%
Rather no	51	17,3%	8	20,0%	5	14,3%



No	13	4,4%	4	10,0%	1	2,9%
I am not engaged in the research activity	6	2,0%	0	0,0%	0	0,0%
Sum	294	100,0%	40	100,0%	35	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no
nevěnuji se vědecko-výzkumné činnosti - I am not engaged in the research activity

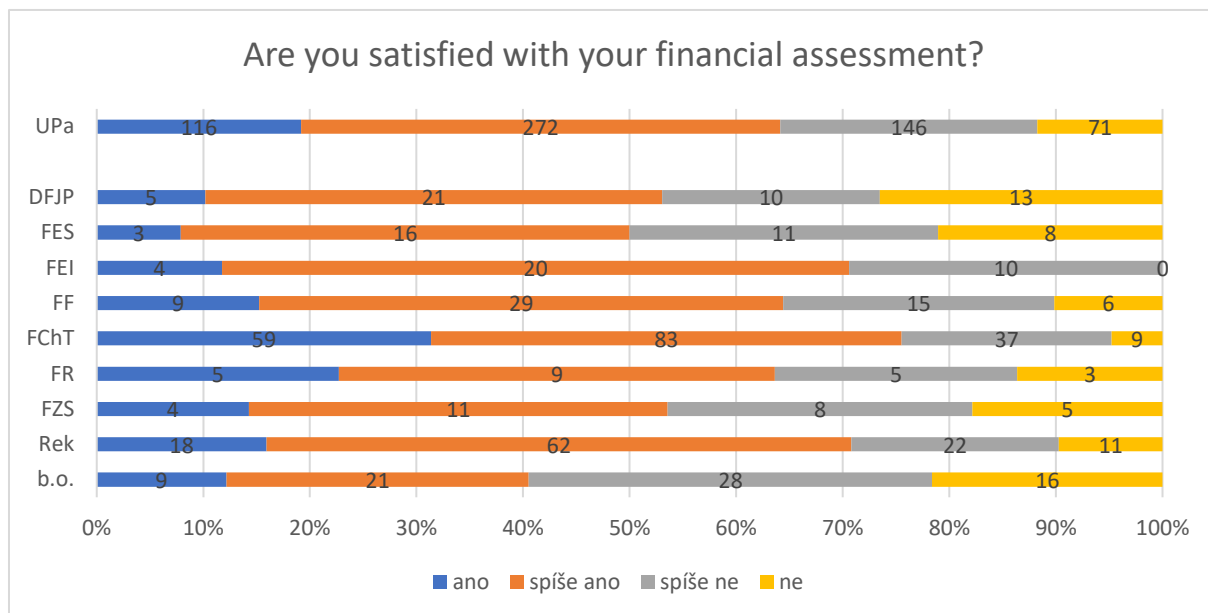
Continue to *Chyba! Nenalezen zdroj odkazů.*

Question:

3.6.2 Are you satisfied with your financial assessment?

This question was addressed to all respondents (642), 37 of whom did not answer (5.8%). Of those who answered, 388 (64.1%) respondents are satisfied, while 217 (35.9%) are not.

Answer	Count	Percent
Yes	116	19,2 %
Rather yes	272	45,0 %
Rather no	146	24,1 %
No	71	11,7 %
Sum	605	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

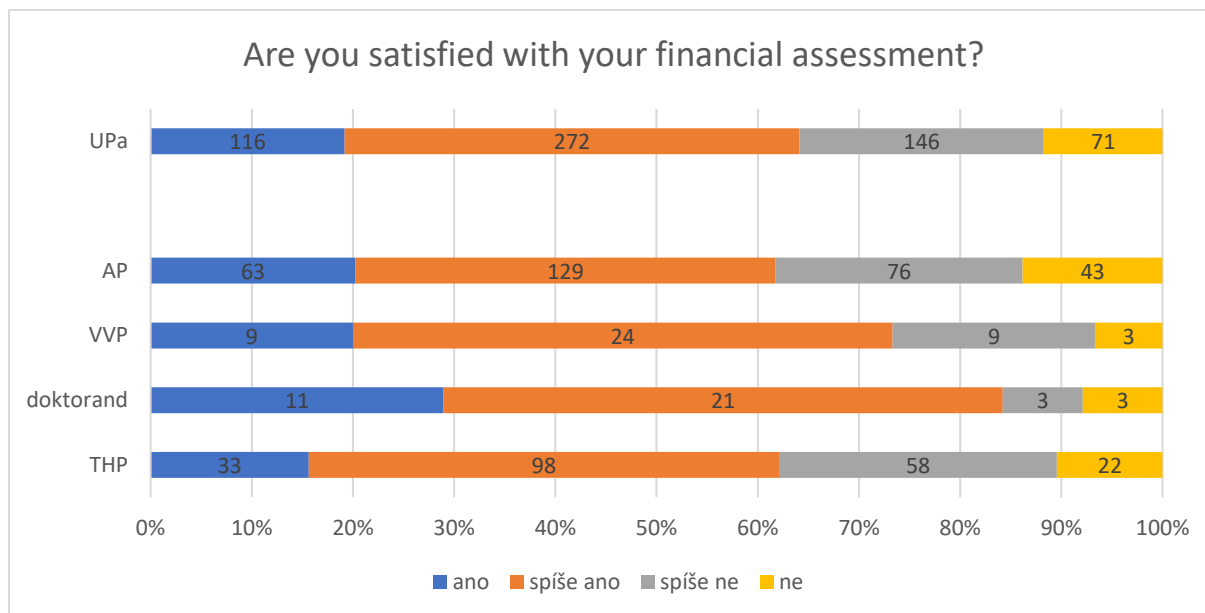
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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	63	20,9%	9	20,0%	11	29,7%	33	15,6%
Rather yes	129	42,9%	24	53,3%	21	56,8%	98	46,4%
Rather no	76	25,2%	9	20,0%	3	8,1%	58	27,5%
No	43	14,3%	3	6,7%	3	8,1%	22	10,4%
Sum	311	103,3%	45	100,0%		0,0%	211	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Question:

3.6.3 By what percentage should your financial assessment increase so that you are satisfied with it?

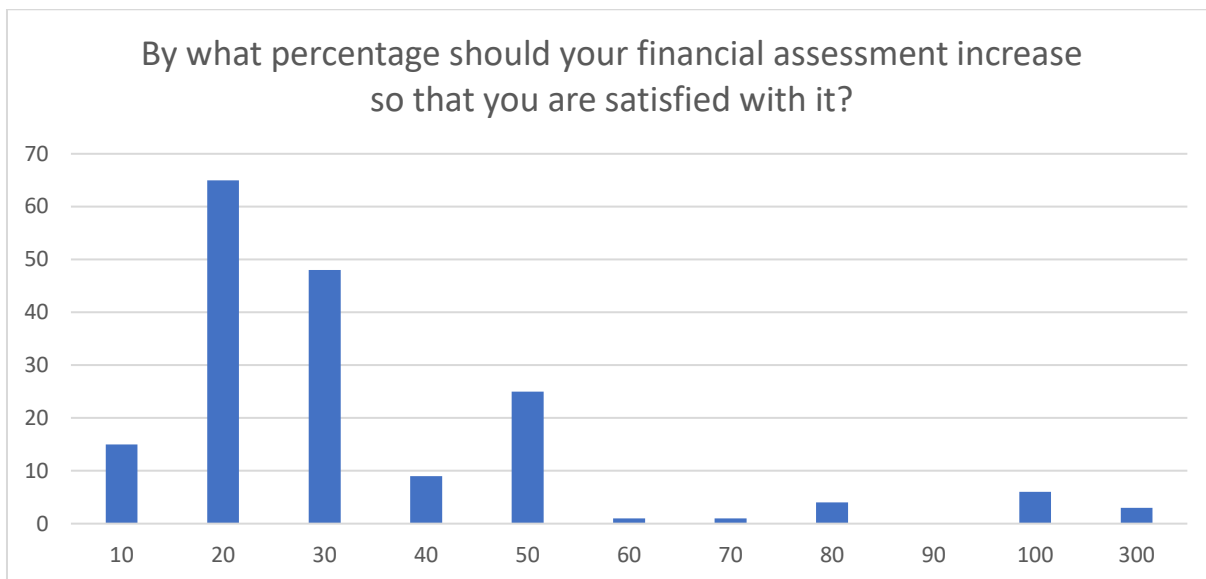
This question was intended only for those respondents who answered no or rather no to the question of whether they were satisfied with their financial evaluation (217). Of these, 31 did not answer (14.3%) and another 9 erroneous answers had to be excluded (4.1%). Those who answered correctly would be satisfied on average with an increase of 33.8% (the sampling standard deviation is 32.3).

Answer	Count	Percent
1 – 10 %	15	8,5 %
11 – 20 %	65	36,7 %
21 – 30 %	48	27,1 %
31 – 40 %	9	5,1 %
41 – 50 %	25	14,1 %
51 – 60 %	1	0,6 %
61 – 70 %	1	0,6 %
71 – 80 %	4	2,3 %
81 – 90 %	0	0,0 %
91 – 100 %	6	3,4 %
101 – 300 %	3	1,7 %
Sum	177	100,0 %

Average	33,8
the standard deviation	32,3
Minimum	7
Maximum	300

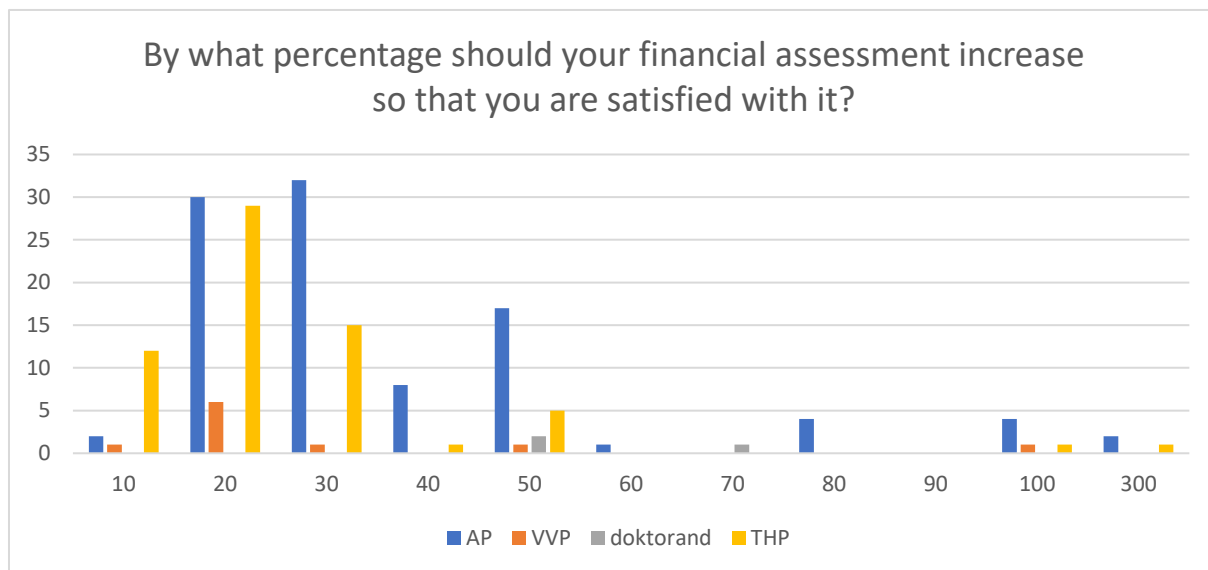


Modus	20
Median	25



Answer	Academic staff	Research staff	PhD students	Technical and administration staff
1 – 10 %	2	1	0	12
11 – 20 %	30	6	0	29
21 – 30 %	32	1	0	15
31 – 40 %	8	0	0	1
41 – 50 %	17	1	2	5
51 – 60 %	1	0	0	0
61 – 70 %	0	0	1	0
71 – 80 %	4	0	0	0
81 – 90 %	0	0	0	0
91 – 100 %	4	1	0	1
101 – 300 %	2	0	0	1
Sum	100	10	3	64

	Academic staff	Research staff	PhD students	Technical and administration staff
Average	39,3	28,8	56,7	25,1
the standard deviation	36,8	27,2	11,5	22,9
Minimum	10	7	50	8
Maximum	300	100	70	165
Modus	20	15	50	20
Median	30	20	50	20



Legend

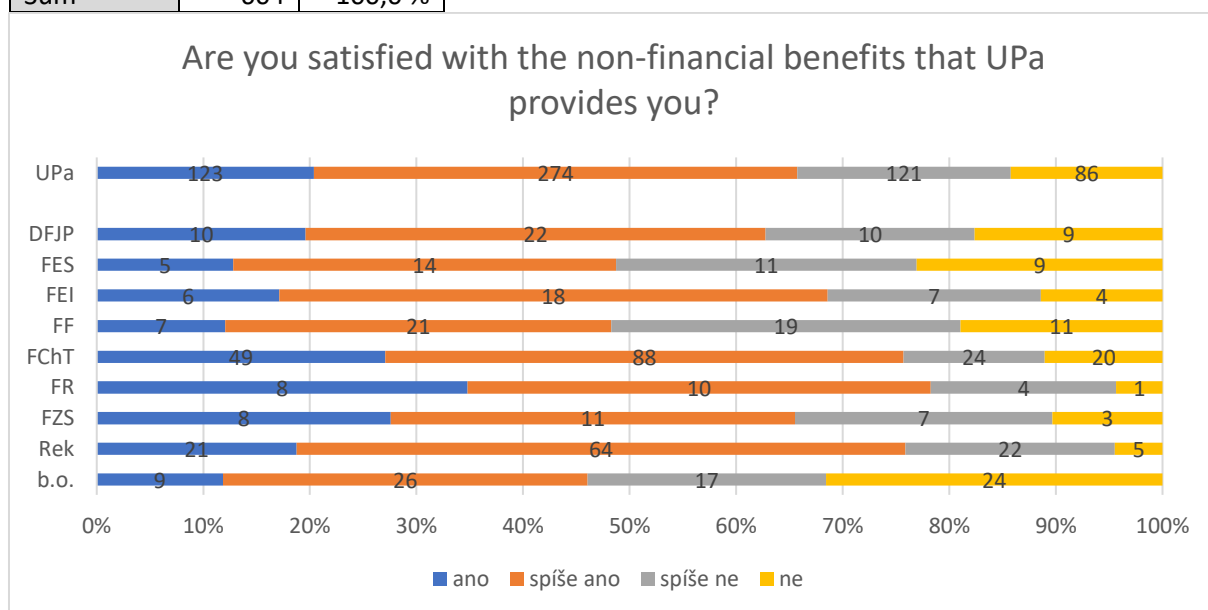
- AP - Academic staff
- VVP - Research staff
- Doktorand - PhD students
- THP - Technical and administration

Question:

3.6.4 Are you satisfied with the non-financial benefits that UPa provides you?

This question was addressed to all respondents (642), 38 of whom did not answer (5.9%). Of those who answered, 397 (65.7%) respondents are satisfied, while 207 (34.3%) are not.

Answer	Count	Percent
Yes	123	20,4 %
Rather yes	274	45,4 %
Rather no	121	20,0 %
No	86	14,2 %
Sum	604	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University



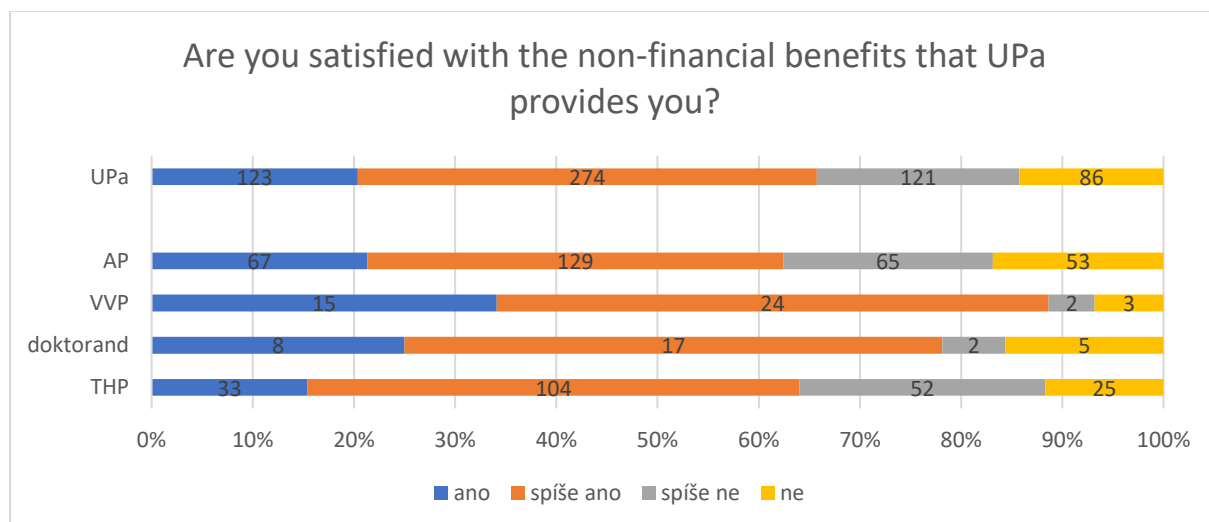
Legend

UPa	- University of Pardubice
DFJP	- Faculty of Transport Engineering
FES	- Faculty of Economics and Administration
FEI	- Faculty of Electrical Engineering and Informatics
FF	- Faculty of Arts and Philosophy
FChT	- Faculty of Chemical Technology
FR	- Faculty of Restoration
FZS	- Faculty of Health Studies
Rek	- Rectorate and central university units

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	67	21,3%	15	34,1%	8	25,0%	33	15,4%
Rather yes	129	41,1%	24	54,5%	17	53,1%	104	48,6%
Rather no	65	20,7%	2	4,5%	2	6,3%	52	24,3%
No	53	16,9%	3	6,8%	5	15,6%	25	11,7%
Sum	314	100,0%	44	100,0%	32	100,0%	214	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Verbal comments

258 respondents commented verbally on this question. Supplementary pension insurance was mentioned most often, followed by a benefit for sports, culture and relaxation, and last but not least, meal allowance and food in general.

3.7 Gender balance

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality



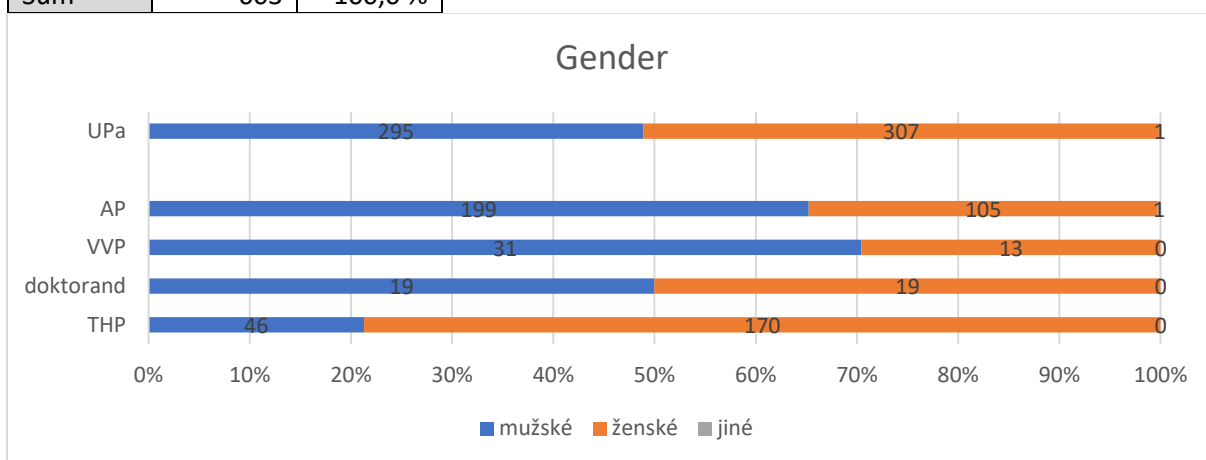
and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.

Question:

3.7.1 Gender

This question was addressed to all respondents (642), 39 of whom did not answer (6.1%). Of those who answered, 295 (48.9%) were male respondents, 307 (50.9%) were female respondents and one (0.2%) respondent chose the option "other".

Answer	Count	Percent
Male	295	48,9 %
Female	307	50,9 %
Other	1	0,2 %
Sum	603	100,0 %

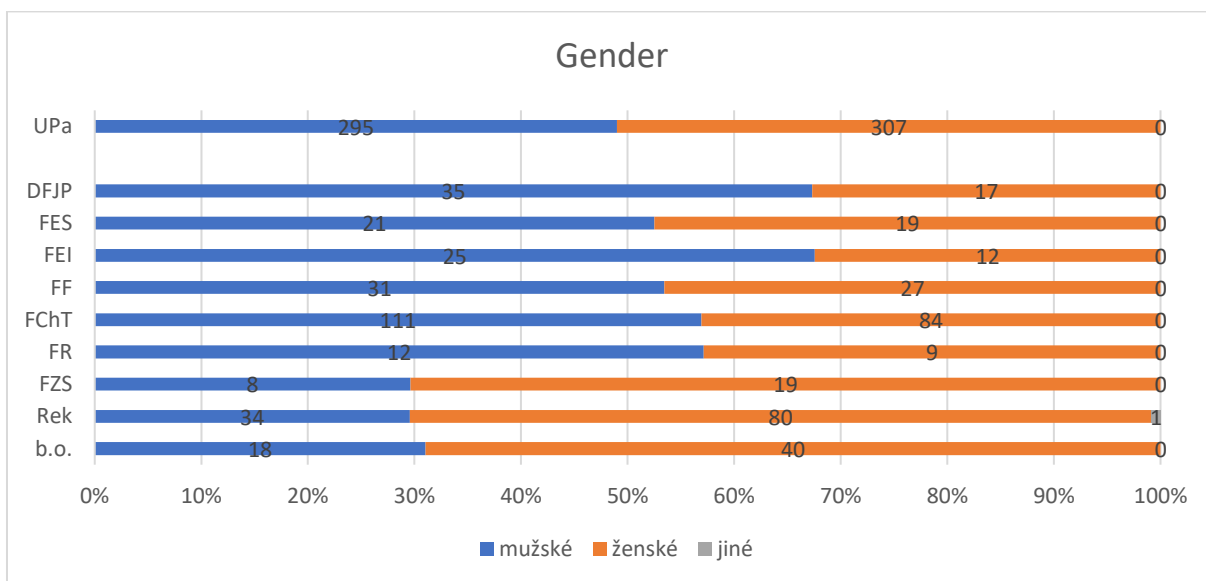


Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students
THP - Technical and administration staff

Legend

mužské - male
ženské - female
jiné - other



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University



Legend

UPa	- University of Pardubice
DFJP	- Faculty of Transport Engineering
FES	- Faculty of Economics and Administration
FEI	- Faculty of Electrical Engineering and Informatics
FF	- Faculty of Arts and Philosophy
FChT	- Faculty of Chemical Technology
FR	- Faculty of Restoration
FZS	- Faculty of Health Studies
Rek	- Rectorate and central university units

Legend

mužské	- male
ženské	- female
jiné	- other

Question:

3.7.2 Do you think that you are treated in the same way as other employees?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.7.3 During your work at UPa in the last five years, have you encountered any form of discrimination?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.7.4 The discrimination you have encountered was based on:

See 3.2.3 for details

3.8 Career development

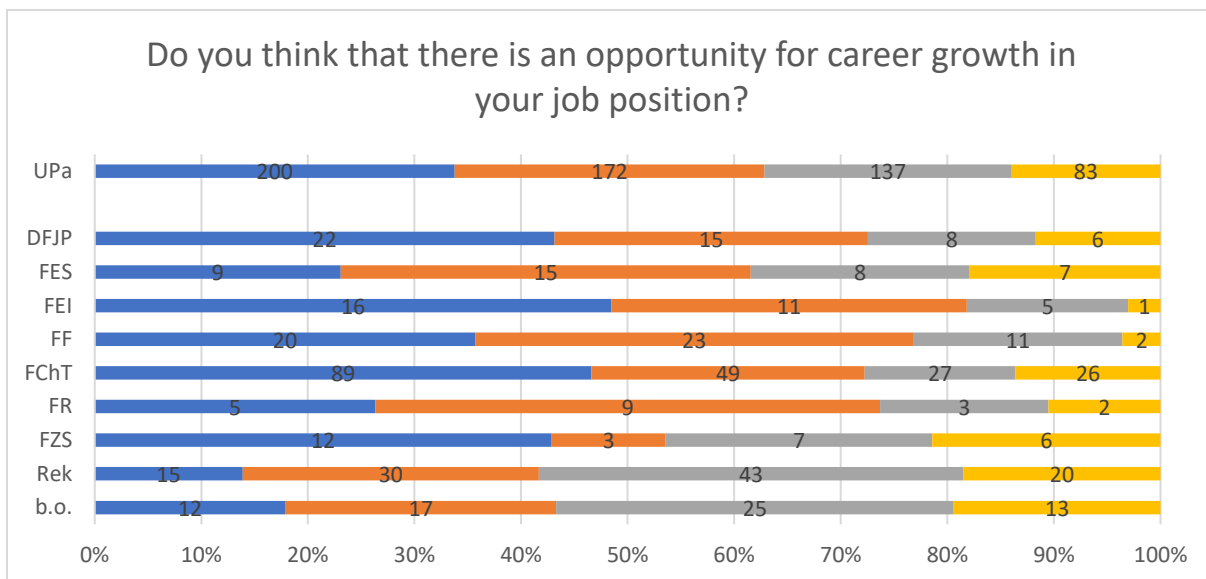
Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

Question:

3.8.1 Do you think that there is an opportunity for career growth in your job position?

This question was addressed to all respondents (642), 50 of whom did not answer (7.8%). Of those who answered, 372 (62.8%) respondents believe that they have the opportunity for career growth, while 220 (37.2%) respondents do not think so.

Answer	Count	Percent
Yes	200	33,8 %
Rather yes	172	29,1 %
Rather no	137	23,1 %
No	83	14,0 %
Sum	592	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

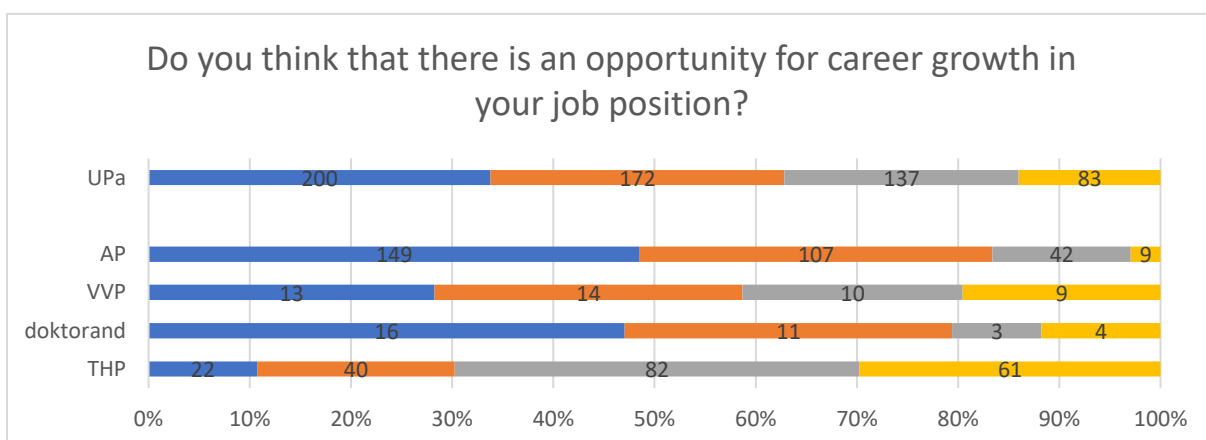
Legend

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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	149	48,5%	13	28,3%	16	47,1%	22	10,7%
Rather yes	107	34,9%	14	30,4%	11	32,4%	40	19,5%
Rather no	42	13,7%	10	21,7%	3	8,8%	82	40,0%
No	9	2,9%	9	19,6%	4	11,8%	61	29,8%
Sum	307	100,0%	46	100,0%	34	100,0%	205	100,0%



Legend

- UPa - University of Pardubice
- AP - Academic staff

Legend

- ano - yes
- spíše ano - rather yes



VVP	- Research staff	spíše ne	- rather no
Doktorand	- PhD students	ne	- no
THP	- Technical and administration staff		

Verbal comments

58 respondents answered verbally. It is most often discussed that career growth is associated with some conditions. The other most common answers concerned the maximum career growth already achieved, or insufficient time.

Question:

3.8.2 Has your supervisor discussed your further career development with you?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.8.3 Is there anyone you may approach with your career development at UPa?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.8.4 Are there sufficient opportunities to focus on the development of younger colleagues in your work?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.8.5 Do you think that this activity (development of younger colleagues) is sufficiently taken into account in your assessment?

See Chyba! Nenalezen zdroj odkazů. for details

3.9 Value of mobility

Employers and/or funders must recognise the value of geographical, intersectoral, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put

in place to allow the portability of both grants and social security provisions, in accordance with national legislation.

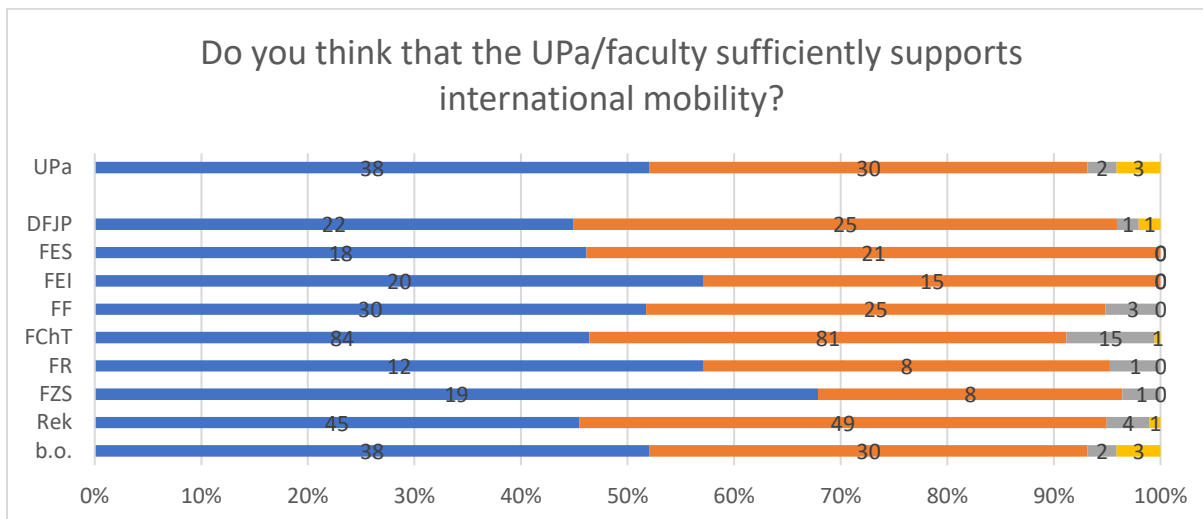
Question:

3.9.1 Do you think that the UPa/faculty sufficiently supports international mobility?

This question was addressed to all respondents (642), 59 of which did not answer (9.2%). Of those who answered, 550 (94.3%) respondents believe that the UPa/faculty sufficiently supports foreign mobility, while 33 (5.7%) respondents do not think so.



Answer	Count	Percent
Yes	288	49,4 %
Rather yes	262	44,9 %
Rather no	27	4,7 %
No	6	1,0 %
Sum	583	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

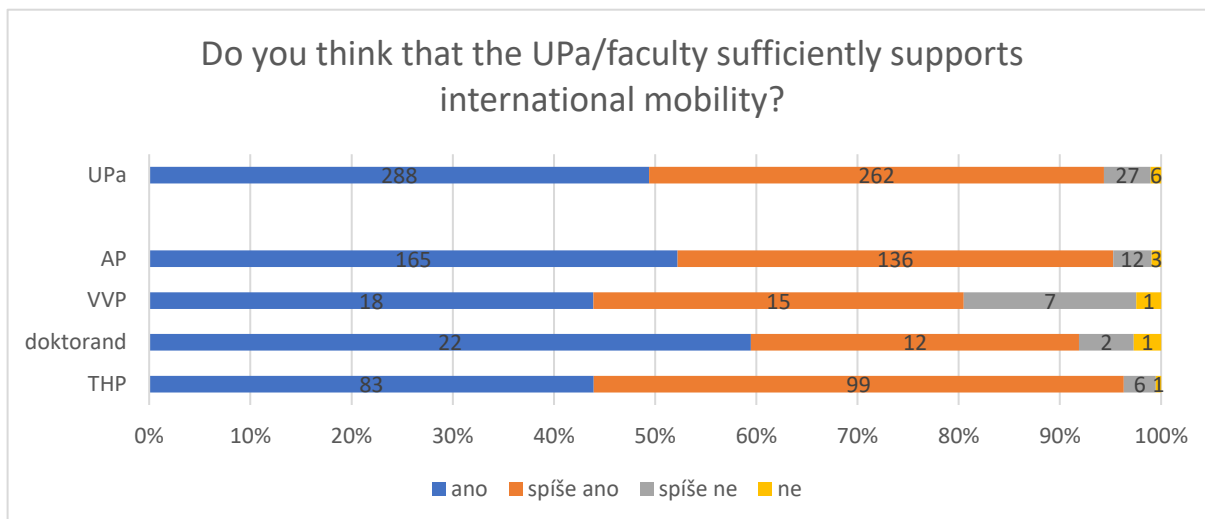
Legend

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- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	165	52,2%	18	43,9%	22	59,5%	83	43,9%
Rather yes	136	43,0%	15	36,6%	12	32,4%	99	52,4%
Rather no	12	3,8%	7	17,1%	2	5,4%	6	3,2%
No	3	0,9%	1	2,4%	1	2,7%	1	0,5%
Sum	316	100,0%	41	100,0%	37	100,0%	189	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

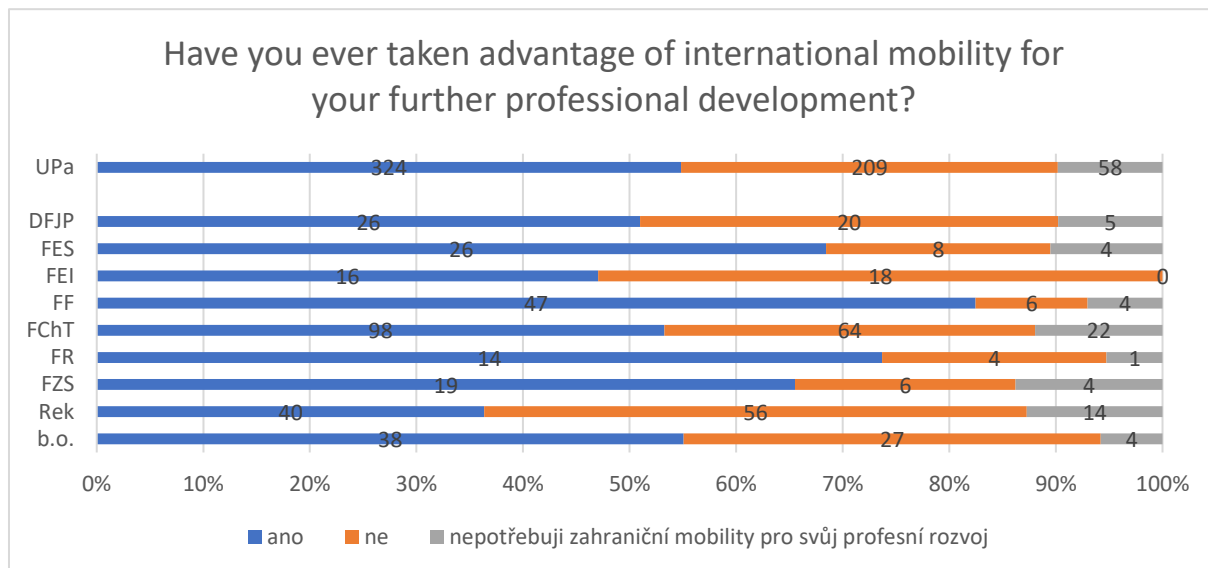
ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Question:

3.9.2 Have you ever taken advantage of international mobility for your further professional development?

This question was addressed to all respondents (642), 51 of whom did not answer (7.9%). Of those who answered, 324 (54.8%) respondents have used the mobility, 209 (35.4%) have not used it and 58 (9.8%) do not need it for their professional development.

Answer	Count	Percent
Yes	324	54,8 %
No	209	35,4 %
I do not need international mobility for my further professional development	58	9,8 %
Sum	591	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

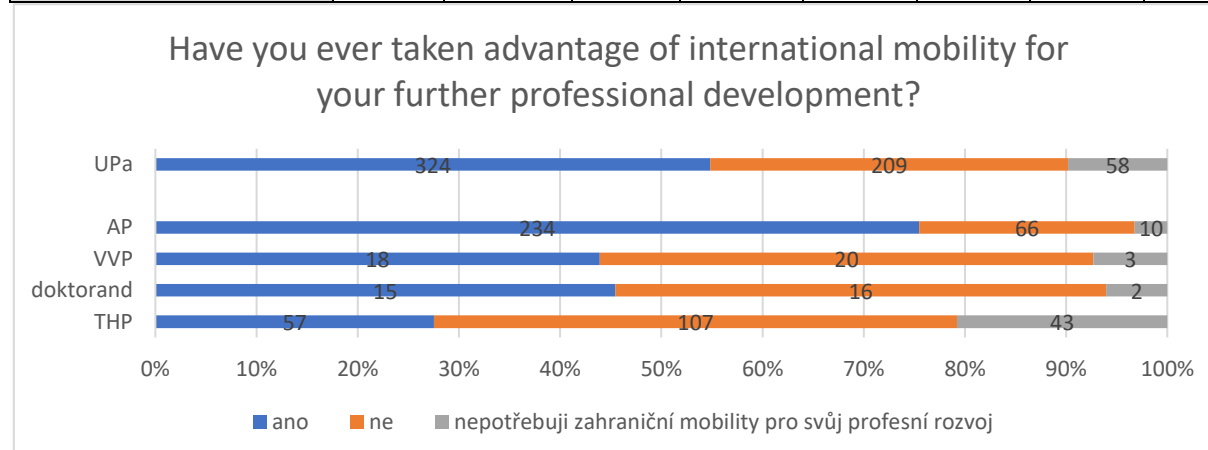
Legend

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- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- ne - no
- nepotřebuji zahraniční mobility pro svůj profesní rozvoj - I do not need international mobility for my further professional development

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	234	75,5%	18	43,9%	15	45,5%	57	27,5%
No	66	21,3%	20	48,8%	16	48,5%	107	51,7%
I do not need international mobility for my further professional development	10	3,2%	3	7,3%	2	6,1%	43	20,8%
Sum	310	100,0%	41	100,0%	33	100,0%	207	100,0%





Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
ne	- no
nepotřebuji zahraniční mobility pro svůj profesní rozvoj -	I do not need international mobility for my further professional development

Verbal comments

A total of 62 respondents commented on this question verbally, with the most comments being that they have used this opportunity repeatedly and recommend this for further professional development.

3.10 Access to research training and continuous development

Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, takeup and effectiveness in improving competencies, skills and employability.

Question:

3.10.1 Do you think that there is an opportunity for career growth in your job position?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.10.2 Has your supervisor discussed your further career development with you?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.10.3 Do you think that UPa / faculty provides sufficient opportunities for your further education and professional development?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.10.4 In the last five years, have you participated in any educational activities (courses, seminars, etc.) at UPa as a part of your professional development?

See Chyba! Nenalezen zdroj odkazů. for details

3.11 Access to career advice

Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.



Question:

3.11.1 Are there sufficient opportunities to focus on the development of younger colleagues in your work?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.11.2 Do you think that this activity (development of younger colleagues) is sufficiently taken into account in your assessment?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.11.3 Is there anyone you may approach with your career development at UPa?

See Chyba! Nenalezen zdroj odkazů. for details

3.12 Intellectual Property

Rights Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.

Question:

3.12.1 In the case of UPa employees, have you encountered any form of copyright or intellectual property infringement in the last five years?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.12.2 Do you think that UPa /faculty pays enough attention to the protection of intellectual property and copyrights?

See Chyba! Nenalezen zdroj odkazů. for details

3.13 Co-authorship

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc, or to publish their own research results independently from their supervisor(s).

Question:

3.13.1 In the case of UPa employees, have you encountered any form of copyright or intellectual property infringement in the last five years?

See Chyba! Nenalezen zdroj odkazů. for details



Question:

3.13.2 Do you think that UPa /faculty pays enough attention to the protection of intellectual property and copyrights?

See Chyba! Nenalezen zdroj odkazů. for details

3.14 Supervision

Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.

Question:

3.14.1 Are there sufficient opportunities to focus on the development of younger colleagues in your work?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.14.2 Are there sufficient opportunities to focus on the development of younger colleagues in your work?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.14.3 Is there anyone you may approach with your career development at UPa?

See Chyba! Nenalezen zdroj odkazů. for details

3.15 Teaching

Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

Question:

3.15.1 Estimate the percentage from 0% to 100% of how much time you spend working:

Research, pedagogical activities, popularization, other

See Chyba! Nenalezen zdroj odkazů. for details

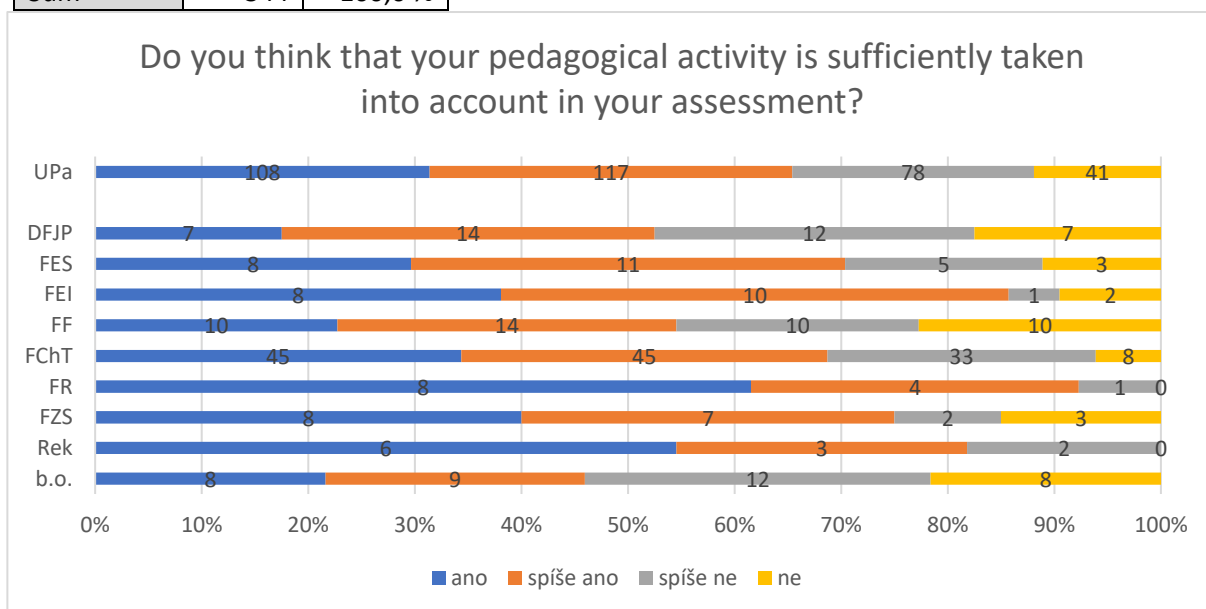


Question:

3.15.2 Do you think that your pedagogical activity is sufficiently taken into account in your assessment?

This question was intended for academics, researchers and PhD students (416), 45 of whom did not answer (10.8%) and another 27 (6.5%) do not engage in pedagogical activities. Of those who answered and engage in pedagogical activities, 225 (65.4%) respondents believe that their pedagogical activity is sufficiently taken into account in their evaluation, while 119 (34.6%) respondents do not think so.

Answer	Count	Percent
Yes	108	31,4 %
Rather yes	117	34,0 %
Rather no	78	22,7 %
No	41	11,9 %
Sum	344	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

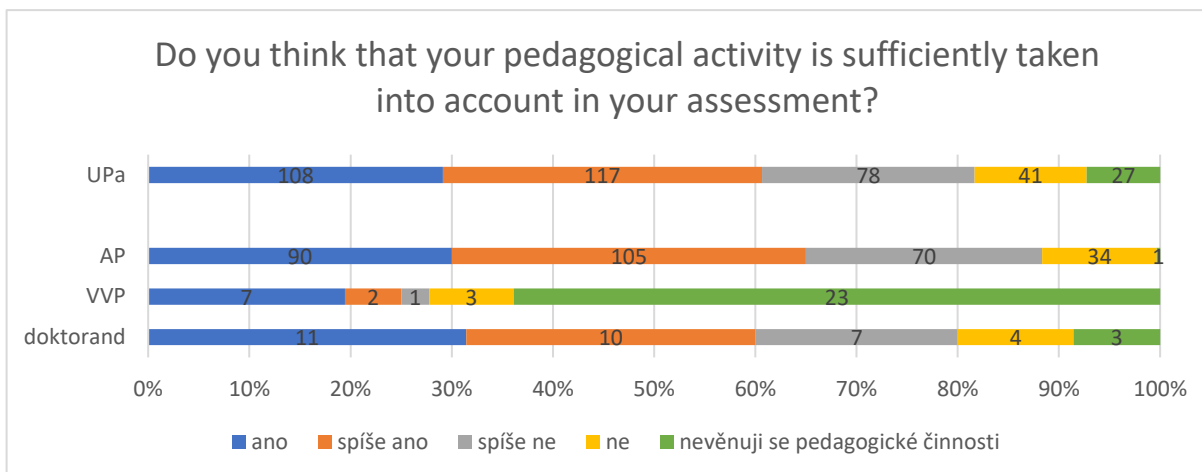
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- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no



Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	90	30,0%	7	19,4%	11	31,4%
Rather yes	105	35,0%	2	5,6%	10	28,6%
Rather no	70	23,3%	1	2,8%	7	20,0%
No	34	11,3%	3	8,3%	4	11,4%
I am not engaged in the pedagogical activity	1	0,3%	23	63,9%	3	8,6%
Sum	300	100,0%	36	100,0%	35	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff

Legend

ano - yes
spíše ano - rather yes

VVP - Research staff
Doktorand - PhD students

spíše ne - rather no
ne - no
Nevěnuji se pedagogické činnosti –
I am not engaged in the pedagogical activity

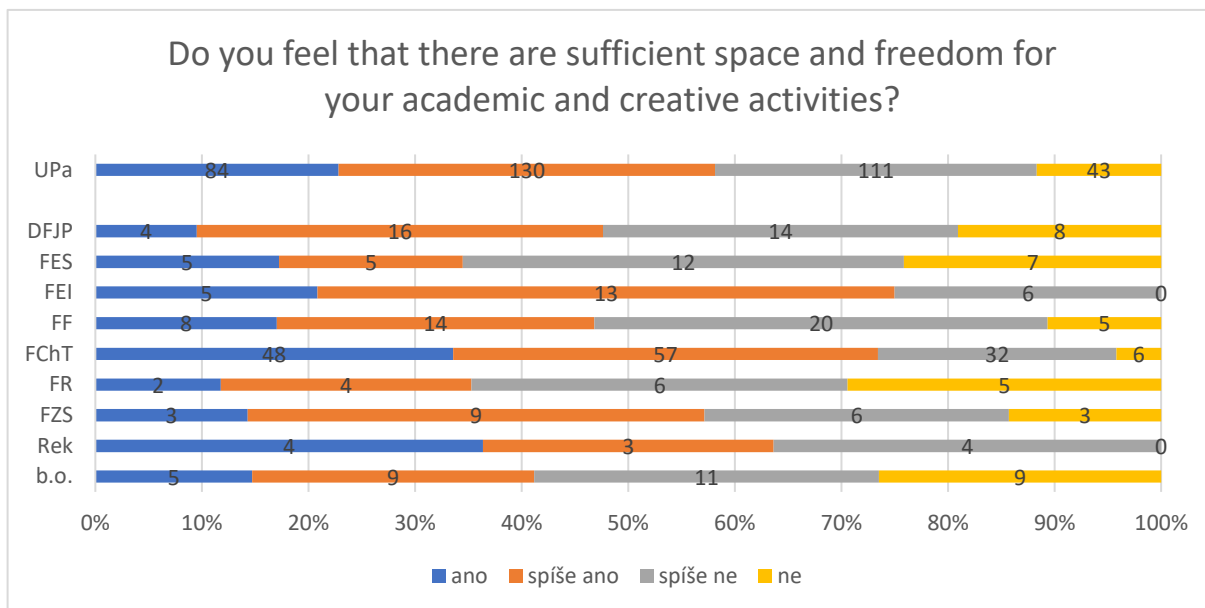
Continue to Chyba! Nenalezen zdroj odkazů.

Question:

3.15.3 Do you feel that there are sufficient space and freedom for your academic and creative activities?

This question was addressed to academics, researchers and PhD students (416), 48 of whom did not answer (11.5%). Of those who answered, 214 (58.2%) respondents have sufficient time to engage in science and research, while 154 (41.8%) respondents do not have sufficient time.

Answer	Count	Percent
Yes	84	22,8 %
Rather yes	130	35,3 %
Rather no	111	30,2 %
No	43	11,7 %
Sum	368	100,0 %



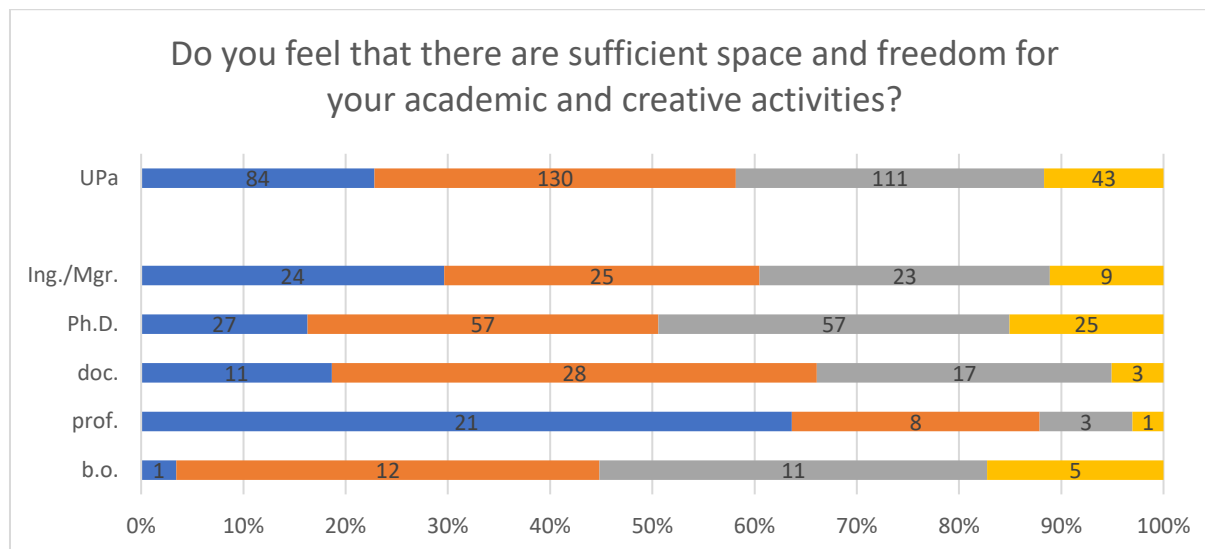
b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

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- Rek - Rectorate and central university units

Legend

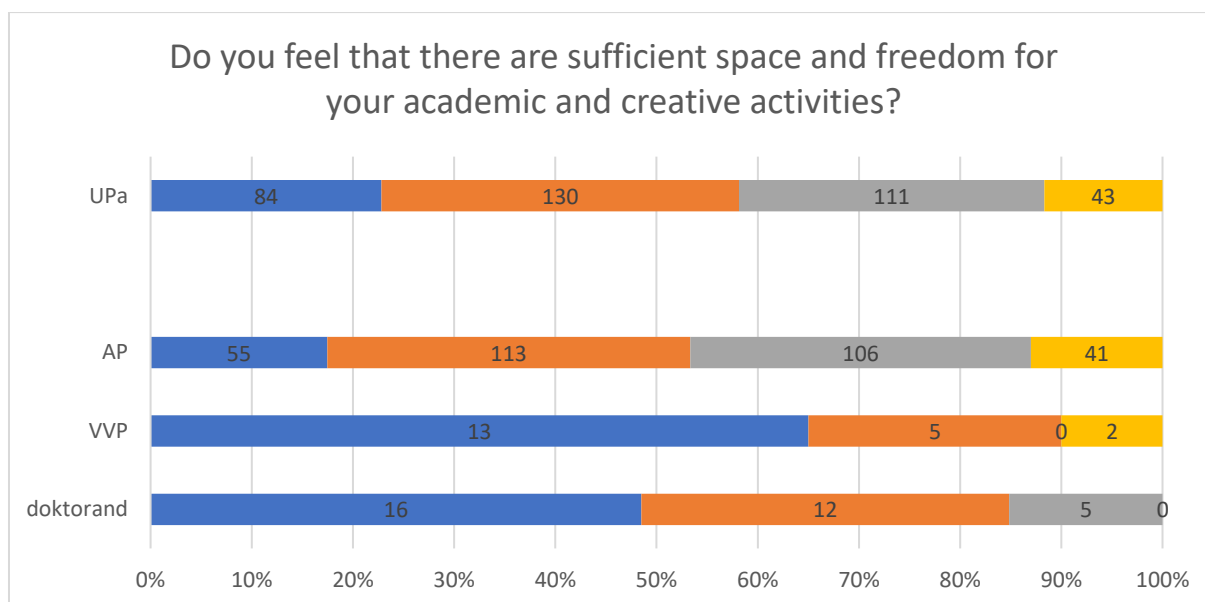
- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no



Answer	Academic staff		Research staff		PhD students	
	Count	Percent	Count	Percent	Count	Percent
Yes	55	17,5%	13	65,0%	16	48,5%
Rather yes	113	35,9%	5	25,0%	12	36,4%



Rather no	106	33,7%	0	0,0%	5	15,2%
No	41	13,0%	2	10,0%	0	0,0%
Sum	315	100,0%	20	100,0%	33	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

Verbal comments

Verbally commented by 73 respondents. Most respondents answered that providing education is the biggest problem that limits their time to engage in science and research. The second problem is the amount of paperwork.

3.16 Evaluation/appraisal systems

Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee. Such evaluation and appraisal procedures should take due account of their overall research creativity and research results, e.g. publications, patents, management of research, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative duties, public awareness activities and mobility, and should be taken into consideration in the context of career progression.

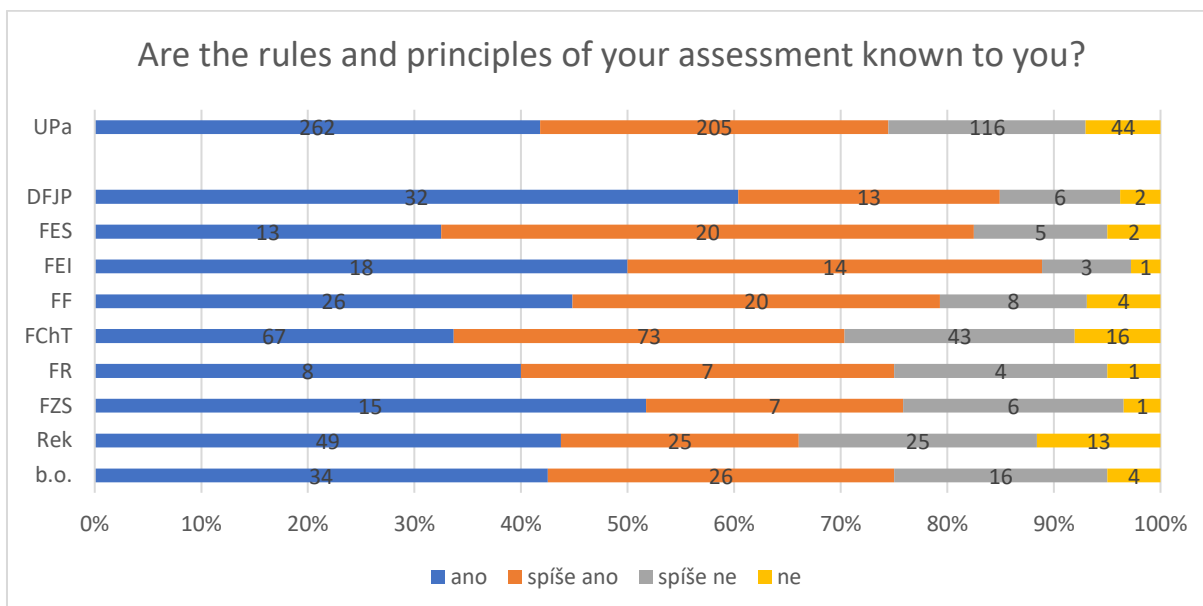
Question:

3.16.1 Are the rules and principles of your assessment known to you?

This question was addressed to all respondents (642), 15 of whom did not answer (2.3%). Of those who answered, 467 (74.5%) respondents know the rules and principles of their evaluation, while 95 (16.7%) respondents do not know them.



Answer	Count	Percent
Yes	262	41,8 %
Rather yes	205	32,7 %
Rather no	116	18,5 %
No	44	7,0 %
Sum	627	100,0 %



b. o. - N/A (no answer) = respondents who did not state their educational attainment

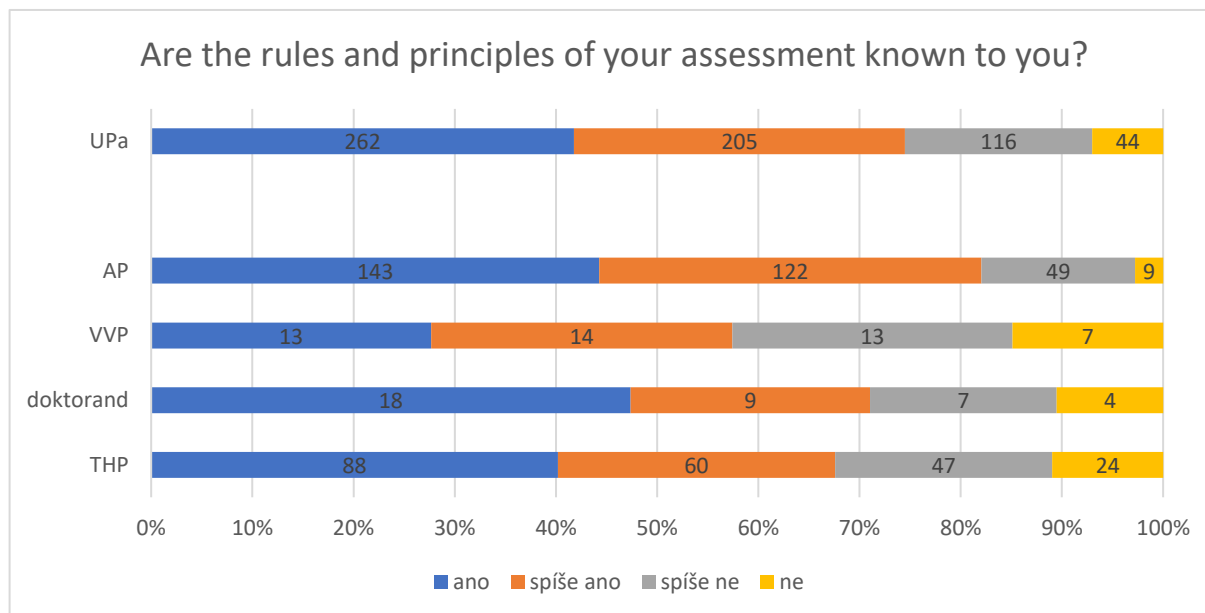
Legend

- UPa - University of Pardubice
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- FES - Faculty of Economics and Administration
- FEI - Faculty of Electrical Engineering and Informatics
- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	143	44,3%	13	27,7%	18	47,4%	88	40,2%
Rather yes	122	37,8%	14	29,8%	9	23,7%	60	27,4%
Rather no	49	15,2%	13	27,7%	7	18,4%	47	21,5%
No	9	2,8%	7	14,9%	4	10,5%	24	11,0%
Sum	323	100,0%	47	100,0%	38	100,0%	219	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

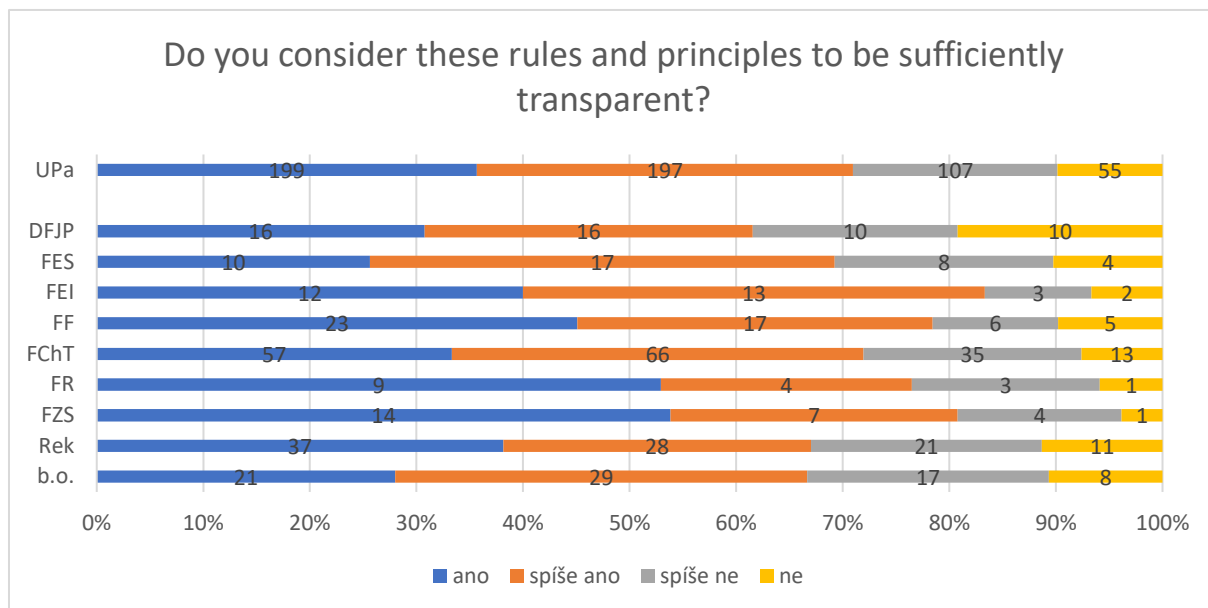
ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Question:

3.16.2 Do you consider these rules and principles to be sufficiently transparent?

This question was addressed to all respondents (642), 84 of whom did not answer (13.1%). Of those who answered, 396 (71.0%) respondents consider these rules and principles to be sufficiently transparent, while 162 (29.0%) respondents do not know them.

Answer	Count	Percent
Yes	199	35,7 %
Rather yes	197	35,3 %
Rather no	107	19,2 %
No	55	9,8 %
Sum	558	100,0 %



b. o. - N/A (no answer) = respondents who did not state their educational attainment

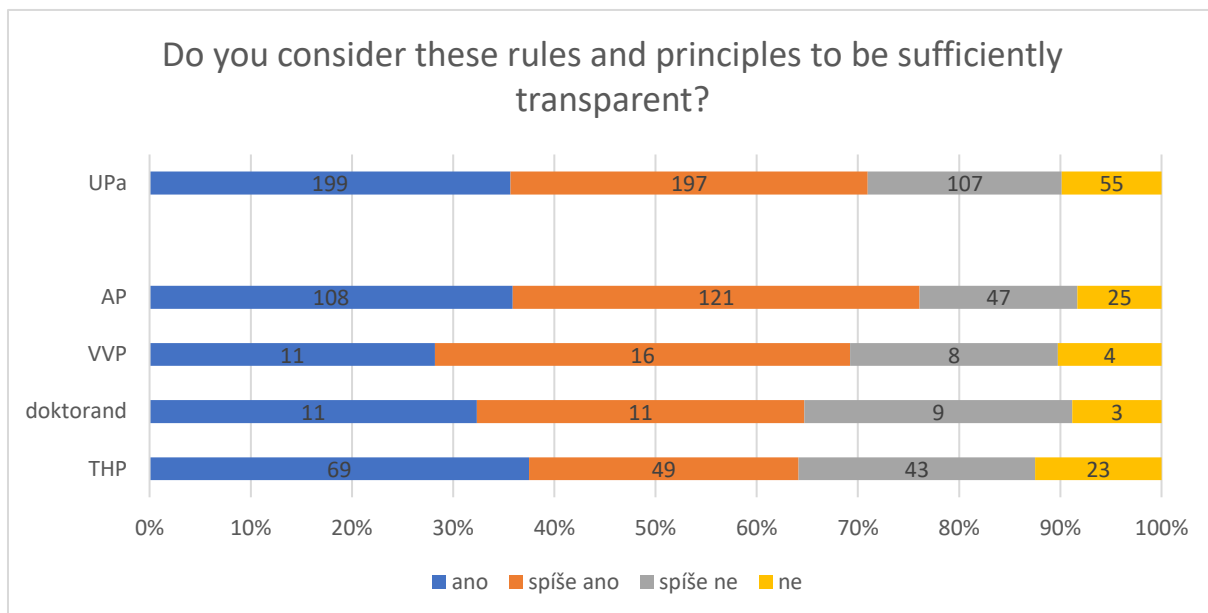
Legend

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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	108	35,9%	11	28,2%	11	32,4%	69	37,5%
Rather yes	121	40,2%	16	41,0%	11	32,4%	49	26,6%
Rather no	47	15,6%	8	20,5%	9	26,5%	43	23,4%
No	25	8,3%	4	10,3%	3	8,8%	23	12,5%
Sum	301	100,0%	39	100,0%	34	100,0%	184	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Verbal comments

62 respondents added a verbal comment. It was most often stated that according to them, there are basically no rules and principles, or they are not motivating. Comments relating to one of the faculties show that they consider the rules and principles to be transparent.

Question:

3.16.3 Do you think that your research activity and its results are sufficiently taken into account in your assessment?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.16.4 Do you think that your pedagogical activity is sufficiently taken into account in your assessment?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.16.5 Do you think that your popularize activity is sufficiently taken into account in your assessment?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.16.6 Are there sufficient opportunities to focus on the development of younger colleagues in your work?

See Chyba! Nenalezen zdroj odkazů. for details



3.17 Complaints/appeals

Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

Question:

3.17.1 Do you know how and where you can complain?

See Chyba! Nenalezen zdroj odkazů. for details

Question:

3.17.2 Do you think that in the case of complaining, it is investigated sufficiently?

See Chyba! Nenalezen zdroj odkazů. for details

3.18 Participation in decision-making bodies

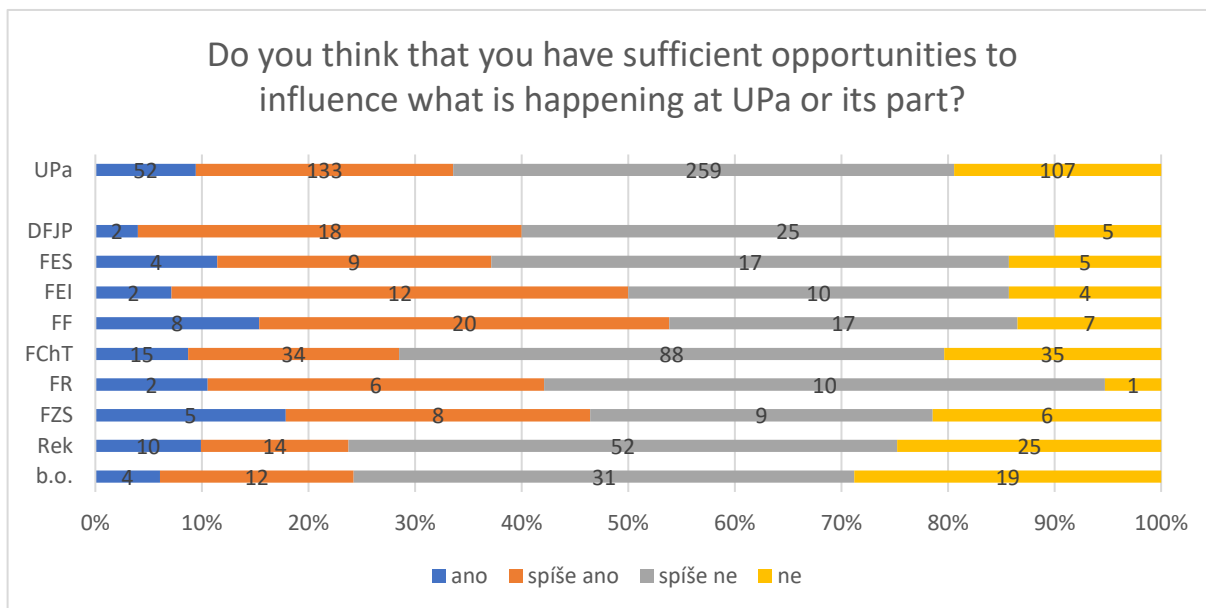
Employers and/or funders of researchers should recognise it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.

Question:

3.18.1 Do you think that you have sufficient opportunities to influence what is happening at UPa or its part?

This question was addressed to all respondents (642), 91 of whom did not answer (14.2%). Of those who answered, 185 (33.6%) respondents believe that they have sufficient opportunities to shape affairs at the UPa or its components, while 366 (66.4%) respondents do not think so.

Answer	Count	Percent
Yes	52	9,5 %
Rather yes	133	24,1 %
Rather no	259	47,0 %
No	107	19,4 %
Sum	551	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

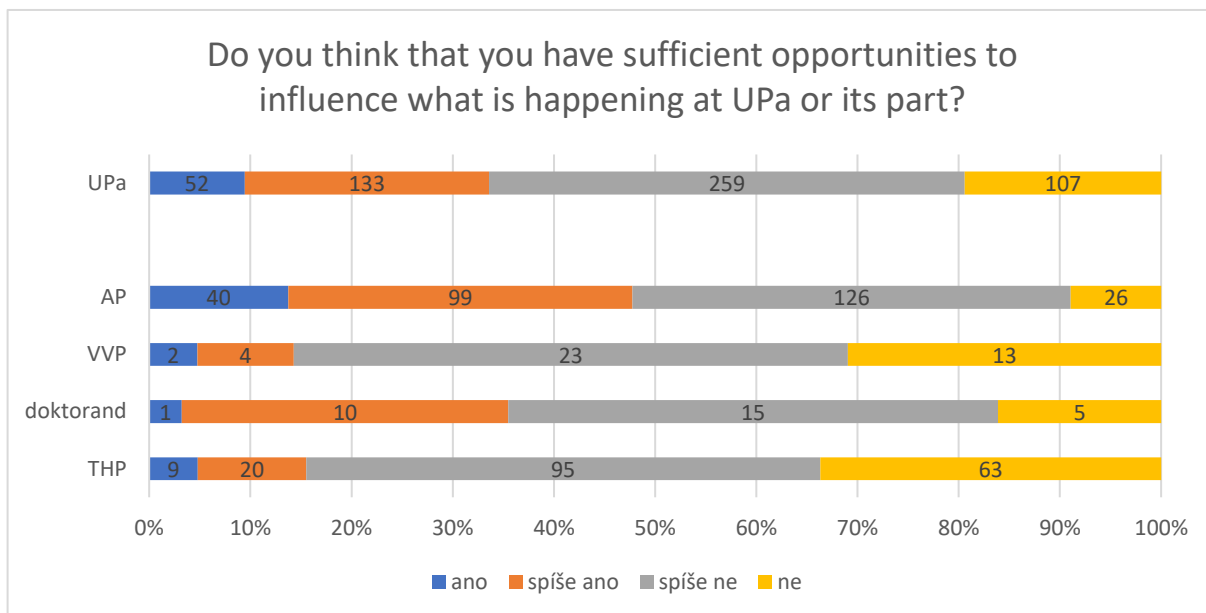
Legend

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- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	40	13,7%	2	4,8%	1	3,2%	9	4,8%
Rather yes	99	34,0%	4	9,5%	10	32,3%	20	10,7%
Rather no	126	43,3%	23	54,8%	15	48,4%	95	50,8%
No	26	8,9%	13	31,0%	5	16,1%	63	33,7%
Sum	291	100,0%	42	100,0%	31	100,0%	187	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Verbal comments

A verbal comment was added by a total of 52 respondents, who most often mention the possibility of shaping affairs at the faculty, not the UPa. They also comment on the possibilities of shaping affairs through the senate.

3.19 Recruitment

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning at their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

Question:

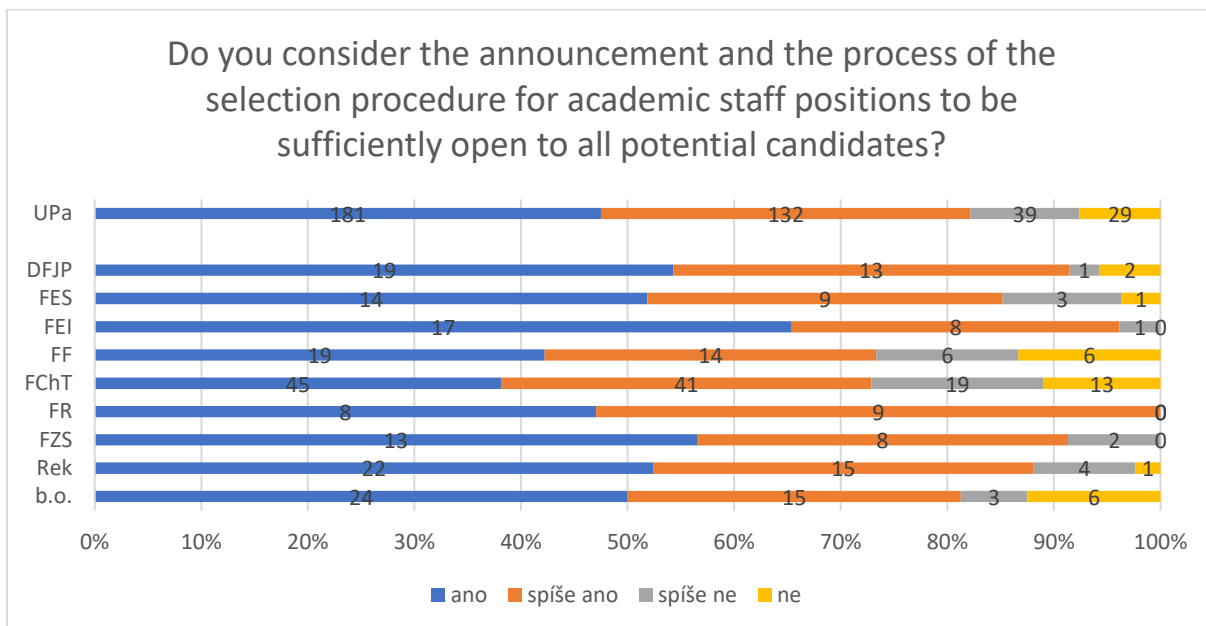
3.19.1 Do you consider the announcement and the process of the selection procedure for academic staff positions to be sufficiently open to all potential candidates?

This question was intended for all respondents (642), 45 of whom did not answer (7.0%) and another 216 are unable to assess the matter (33.6%). Of those who answered and are able to assess the matter, 313 (82.2%) respondents consider the announcement and the course of the selection procedure to be sufficiently open, while 68 (17.8%) respondents do not.

Answer	Count	Percent
Yes	181	47,5 %
Rather yes	132	34,7 %
Rather no	39	10,2 %



No	29	7,6 %
Sum	381	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

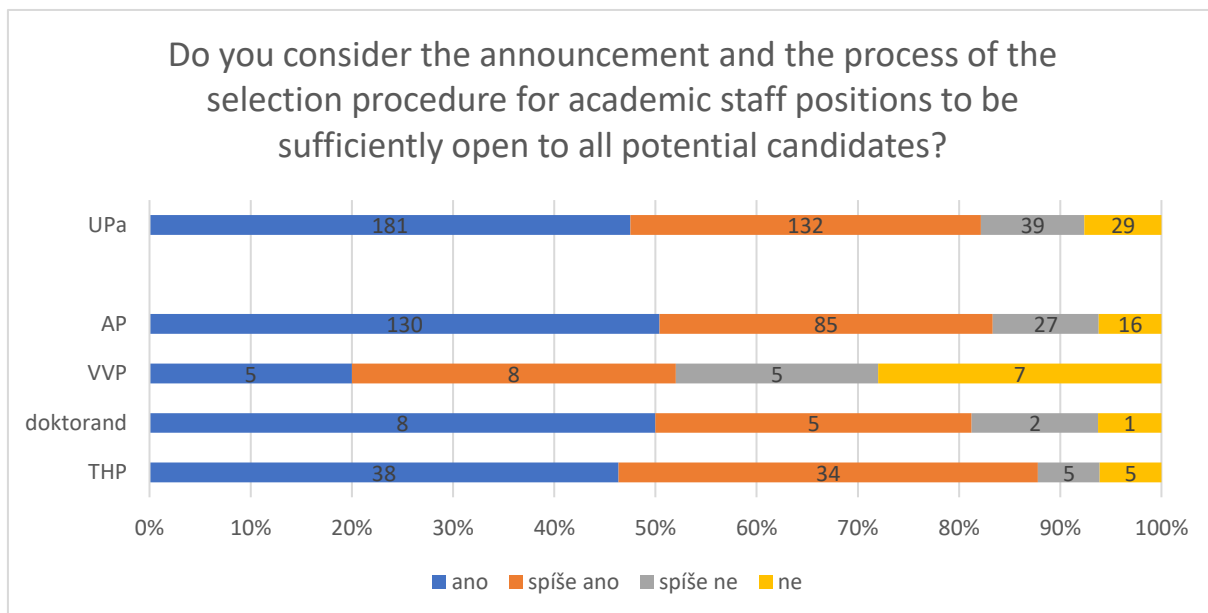
Legend

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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	130	50,4%	5	20,0%	8	50,0%	38	46,3%
Rather yes	85	32,9%	8	32,0%	5	31,3%	34	41,5%
Rather no	27	10,5%	5	20,0%	2	12,5%	5	6,1%
No	16	6,2%	7	28,0%	1	6,3%	5	6,1%
Sum	258	100,0%	25	100,0%	16	100,0%	82	100,0%



Legend

UPa	- University of Pardubice
AP	- Academic staff
VVP	- Research staff
Doktorand	- PhD students
THP	- Technical and administration staff

Legend

ano	- yes
spíše ano	- rather yes
spíše ne	- rather no
ne	- no

Continue to Chyba! Nenalezen zdroj odkazů.

Continue to Chyba! Nenalezen zdroj odkazů.

4 The Code of Conduct for the Recruitment of Researchers

4.1 Recruitment

Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised.

Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

Question:

4.1.1 Do you consider the announcement and the process of the selection procedure for academic staff positions to be sufficiently open to all potential candidates?

See Chyba! Nenalezen zdroj odkazů. for details

4.2 Selection

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be



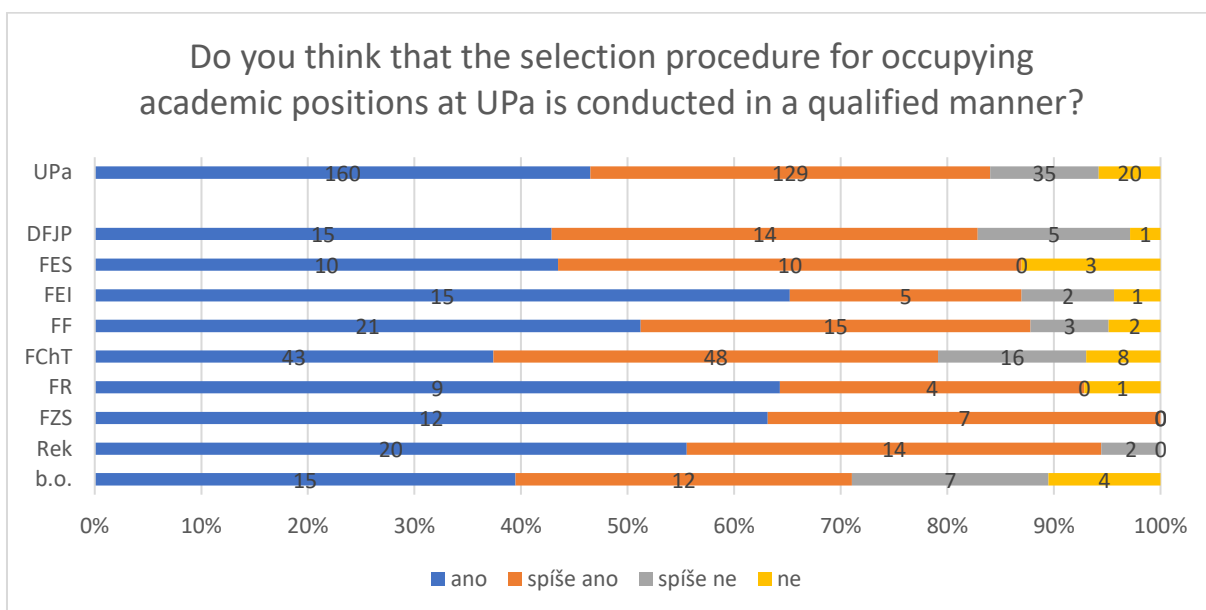
used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.

Question:

4.2.1 Do you think that the selection procedure for occupying academic positions at UPa is conducted in a qualified manner?

This question was addressed to all respondents (642), 47 of whom did not answer (7.3%) and another 251 are unable to assess the matter (39.1%). Of those who answered and are able to assess the matter, 289 (84.0%) respondents consider the procedure regarding the recruitment and selection of new staff to be well-founded, while 55 (16.0%) respondents do not.

Answer	Count	Percent
Yes	160	46,5 %
Rather yes	129	37,5 %
Rather no	35	10,2 %
No	20	5,8 %
Sum	344	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

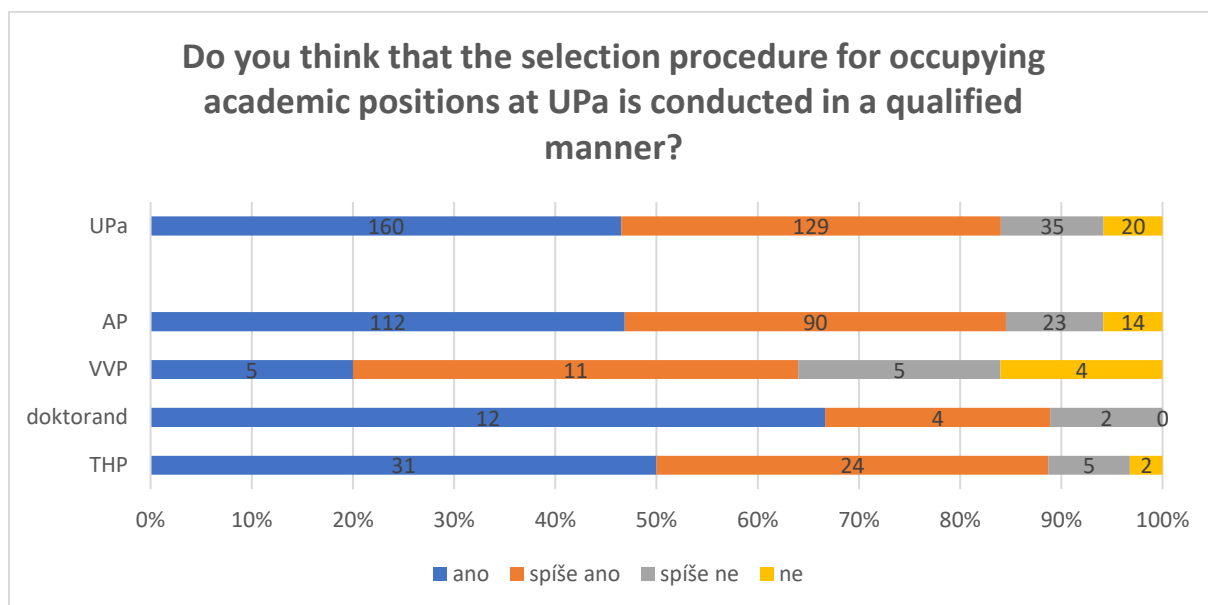
- UPa - University of Pardubice
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- FF - Faculty of Arts and Philosophy
- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration
- FZS - Faculty of Health Studies
- Rek - Rectorate and central university units

Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no



Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	112	46,9%	5	20,0%	12	66,7%	31	50,0%
Rather yes	90	37,7%	11	44,0%	4	22,2%	24	38,7%
Rather no	23	9,6%	5	20,0%	2	11,1%	5	8,1%
No	14	5,9%	4	16,0%	0	0,0%	2	3,2%
Sum	239	100,0%	25	100,0%	18	100,0%	62	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students
THP - Technical and administration staff

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

4.3 Transparency

Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.

Question:

4.3.1 Do you consider the announcement and the process of the selection procedure for academic staff positions to be sufficiently open to all potential candidates?

See Chyba! Nenalezen zdroj odkazů. for details

4.4 Judging merit

The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered.



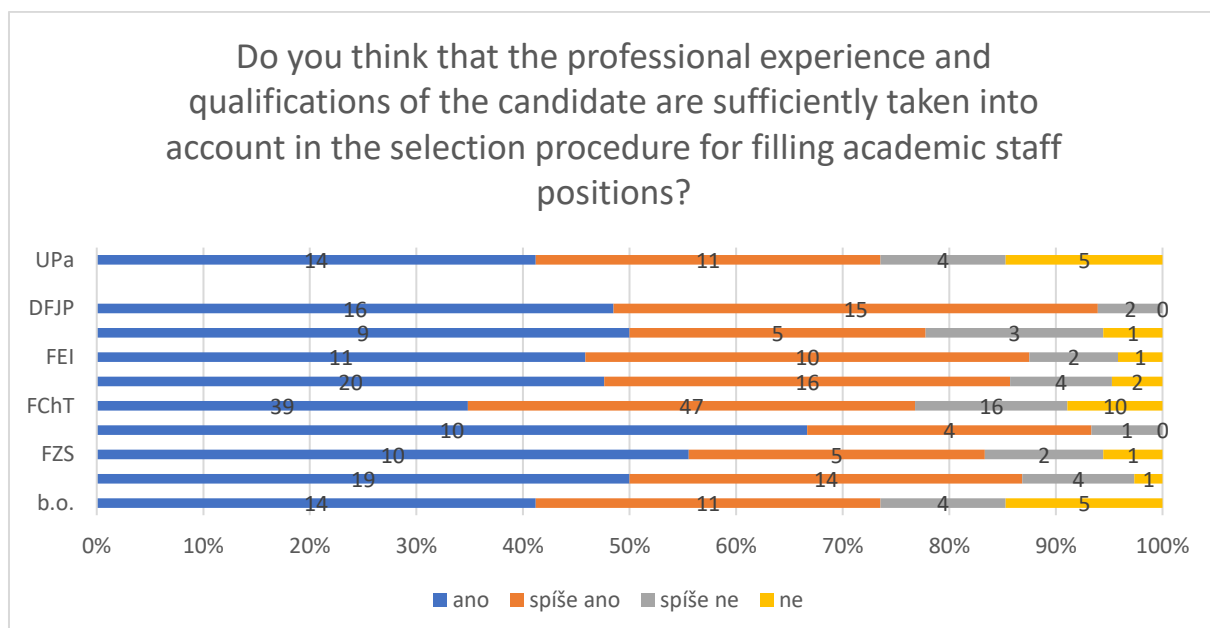
This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.

Question:

4.4.1 Do you think that the professional experience and qualifications of the candidate are sufficiently taken into account in the selection procedure for filling academic staff positions?

This question was addressed to all respondents (642), 47 of whom did not answer (7.3%) and another 261 are unable to assess the matter (40.7%). Of those who answered and are able to assess the matter, 275 (82.3%) respondents believe that the professional experience and qualifications of the candidate are sufficiently taken into account in the selection procedure, while 59 (17.7%) respondents do not think so.

Answer	Count	Percent
Yes	148	44,3 %
Rather yes	127	38,0 %
Rather no	38	11,4 %
No	21	6,3 %
Sum	334	100,0 %



b.o. = N/A (no answer) = respondents who did not state affiliation with a part of the University

Legend

- UPa - University of Pardubice
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- FChT - Faculty of Chemical Technology
- FR - Faculty of Restoration

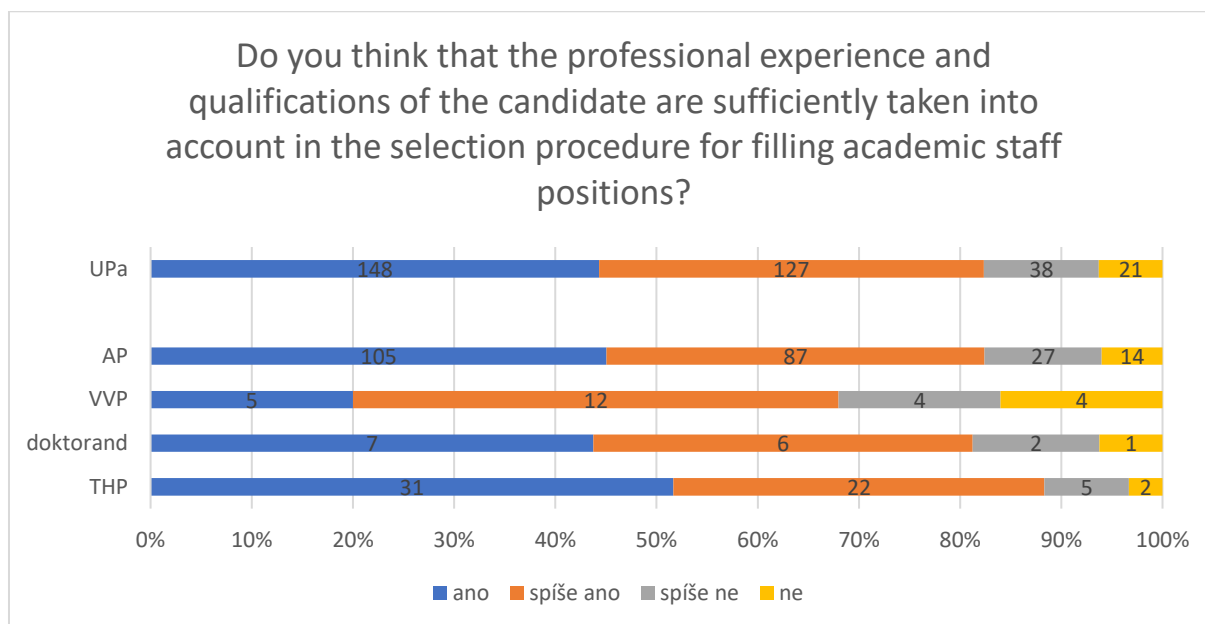
Legend

- ano - yes
- spíše ano - rather yes
- spíše ne - rather no
- ne - no



FZS - Faculty of Health Studies

Answer	Academic staff		Research staff		PhD students		Technical and administration staff	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Yes	105	45,1%	5	20,0%	7	43,8%	31	51,7%
Rather yes	87	37,3%	12	48,0%	6	37,5%	22	36,7%
Rather no	27	11,6%	4	16,0%	2	12,5%	5	8,3%
No	14	6,0%	4	16,0%	1	6,3%	2	3,3%
Sum	233	100,0%	25	100,0%	16	100,0%	60	100,0%



Legend

UPa - University of Pardubice
AP - Academic staff
VVP - Research staff
Doktorand - PhD students
THP - Technical and administration staff

Legend

ano - yes
spíše ano - rather yes
spíše ne - rather no
ne - no

Verbal comments

Verbally answered by 50 respondents, who mostly believe that connections play a role in the selection procedure for filling AS vacancies; they also consider it problematic that few qualified candidates apply for vacancies.

Continue to Chyba! Nenalezen zdroj odkazů.

Continue to Chyba! Nenalezen zdroj odkazů.

4.5 Variations in the chronological order of CVs

Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.



4.6 Recognition of mobility experience

Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

4.7 Recognition of qualifications

Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.

Question:

4.7.1 Do you think that the professional experience and qualifications of the candidate are sufficiently taken into account in the selection procedure for filling academic staff positions?

See Chyba! Nenalezen zdroj odkazů. for details

4.8 Seniority

The levels of qualifications required should be inline with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.

Question:

4.8.1 Do you think that the professional experience and qualifications of the candidate are sufficiently taken into account in the selection procedure for filling academic staff positions?

See Chyba! Nenalezen zdroj odkazů. for details

4.9 Postdoctoral appointments

Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.



5 FINAL COMMENTS ON THE ENTIRE QUESTIONNAIRE SURVEY

A total of 130 respondents added a final verbal comment. The respondents most often mentioned the system of employee evaluation and the related motivation, or incentive rewards linked to, for example, assigned tasks. Another often commented area was the large amount of paperwork that employees have to handle. The respondents also addressed the issue of the working environment and comfort at individual workplaces. Last but not least, thanks were given for the opportunity to give opinions in the questionnaire, where some expressed the expectation of changes this feedback may bring about.



6 Annex: Questionnaire Survey

Entrance questions

1. Are you interested in telling us your opinion?

Please choose only one of the following:

yes, I am

no, I am not

Since the questionnaire differs for some questions depending on the position, choose one of the following options:

2. Your position

Please choose only one of the following

academic staff

research staff

PhD students

Technical and administration staff or other workers

Science and research

3. Do you feel that there are sufficient space and freedom for your academic and creative activities?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

4. Your additional comment

5. During your work at UPa in the last five years, have you encountered any restrictions on the research freedom?

Please choose only one of the following:

yes

no

no answer

6. What restriction on research freedom have you encountered?

7. Do you think that there are problems related to research ethics at UPa?

Please choose only one of the following:

yes

rather yes

rather no



no

no answer

8. What problems related to research ethics are there at UPa?

9. In the case of UPa employees, have you encountered any form of copyright or intellectual property infringement in the last five years?

Please choose only one of the following:

yes

no

no answer

10. What form of copyright or intellectual property infringement have you encountered?

11. Do you think that UPa /faculty pays enough attention to the protection of intellectual property and copyrights?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

12. Your additional comment

13. Do you think that UPa sufficiently supports you in dissemination and exploitation of science and basic and applied research results?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

14. Your additional comment

15. Do you have enough time to devote to science and research when providing teaching?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer



16. Your additional comment

17. Are you satisfied with the support of research activities by UPa/faculty?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

18. Where do you perceive the largest space for improvement in the field of support for research activities at UPa/faculty?

Working conditions

19. Are you satisfied with your financial assessment?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

20. By what percentage should your financial assessment increase so that you are satisfied with it?

Only an integer value may be entered in this field.

21. Are you satisfied with the non-financial benefits that UPa provides you?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

(food allowance/meals in the university canteen, language and educational courses, preferential tariff, Office 368, KB service package, accommodation at the halls of residence, library, sports grounds rental, sports activities, stays)

22. What other non-financial benefits would you appreciate at UPa?

23. Estimate the percentage from 0% to 100% of how much time you spend working:

The sum must be at most 100

Only integer values may be entered in these fields.

research

pedagogical

popularize activities

other



24. Are you satisfied with the work environment at UPa?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

25. Your additional comment

26. Are you satisfied with the technical equipment at UPa?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

27. Your additional comment

28. Do you think that UPa allows you to properly combine family and career?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

29. Your additional comment

Management and relations with senior executive

30. Are the rules and principles of your assessment known to you?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

31. Do you consider these rules and principles to be sufficiently transparent?

Please choose only one of the following:

yes

rather yes

rather no

no



no answer

32. Your additional comment

33. Do you think that your research activity and its results are sufficiently taken into account in your assessment?

Please choose only one of the following:

- yes
- rather yes
- rather no
- no
- I am not engaged in the research activity
- no answer

34. Do you think that your pedagogical activity is sufficiently taken into account in your assessment?

Please choose only one of the following:

- yes
- rather yes
- rather no
- no
- I am not engaged in the pedagogical activity
- no answer

35. Do you think that your popularize activity is sufficiently taken into account in your assessment?

Please choose only one of the following:

- yes
- rather yes
- rather no
- no
- I am not engaged in the popularize activity
- no answer

36. Are there sufficient opportunities for managing and coordination activities in your work?

Please choose only one of the following:

- yes
- rather yes
- rather no
- no
- I am not engaged in managing and coordination activities
- no answer

37. Your additional comment

38. Are there sufficient opportunities to focus on the development of younger colleagues in your work?

Please choose only one of the following:

- yes
- rather yes
- rather no



no

I am not engaged in the development of younger colleagues
no answer

39. Your additional comment

40. Do you think that this activity (development of younger colleagues) is sufficiently taken into account in your assessment?

Please choose only one of the following:

yes

rather yes

rather no

no

I am not engaged in the development of younger colleagues

no answer

Workplace atmosphere

41. Do you think that you are treated in the same way as other employees?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

42. Your additional comment

43. Do you think that your work is appreciated in your workplace?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

44. Your additional comment

45. During your work at UPa in the last five years, have you encountered any form of discrimination?

Please choose only one of the following:

yes

no

no answer



46. The discrimination you have encountered was based on:

Please choose all that apply:

gender
age
nationality
religion
sexual orientation
language
disability
social conditions

other:

47. Do you know how and where you can complain?

Please choose only one of the following:

yes
no
no answer

48. Do you think that in the case of complaining, it is investigated sufficiently?

Please choose only one of the following:

yes
rather yes
rather no
no
I do not know
no answer

49. Do you know your rights and obligations enshrined (in addition to the generally valid legislation, such as the Labour Code, the University Act, etc.) also in UPa's internal regulations and norms?

Please choose only one of the following:

yes
rather yes
rather no
no
no answer

Personal and career growth

50. Do you think that there is an opportunity for career growth in your job position?

Please choose only one of the following:

yes
rather yes
rather no
no
no answer

51. Your additional comment



52. Has your supervisor discussed your further career development with you?

Please choose only one of the following:

yes

no

no answer

53. Your additional comment

54. Is there anyone you may approach with your career development at UPa?

Please choose only one of the following:

yes

no

no answer

55. Who can you approach with your career development?

56. Do you think that UPa / faculty provides sufficient opportunities for your further education and professional development?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

57. Your additional comment

58. In the last five years, have you participated in any educational activities (courses, seminars, etc.) at UPa as a part of your professional development?

Please choose only one of the following:

yes

no

no answer

59. What other educational activities would you appreciate at UPa?

60. Do you think that the UPa/faculty sufficiently supports international mobility?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

61. Have you ever taken advantage of international mobility for your further professional development?



Please choose only one of the following:

yes

no

I do not need international mobility for my further professional development

no answer

62. Your additional comment

63. Would you be interested in sabbatical leave?

Please choose only one of the following:

yes

no

no answer

64. Your additional comment

UPa's strategy

65. Do you know UPa's strategic plans?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

66. Do you identify with UPa's strategic plans?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

67. Do you think that you have sufficient opportunities to influence what is happening at UPa or its part?

Please choose only one of the following:

yes

rather yes

rather no

no

no answer

68. Your additional comment



Academic staff recruitment

69. Do you consider the announcement and the process of the selection procedure for academic staff positions to be sufficiently open to all potential candidates?

Please choose only one of the following:

- yes
- rather yes
- rather no
- no
- unable to answer
- no answer

70. Do you think that the selection procedure for occupying academic positions at UPa is conducted in a qualified manner?

Please choose only one of the following:

- yes
- rather yes
- rather no
- no
- unable to answer
- no answer

71. Do you think that the professional experience and qualifications of the candidate are sufficiently taken into account in the selection procedure for filling academic staff positions?

Please choose only one of the following:

- yes
- rather yes
- rather no
- no
- unable to answer
- no answer

72. Your additional comment

Demographic questions

73. Gender

Choose one of the following answers

- male
- female
- other
- no answer

74. Age

It is possible to insert only a whole number. You may skip this question, as well as the other questions.



75. Indicate your length in service at UPa?

It is possible to insert only a whole number. You may skip this question, as well as the other questions.

76. Completed education/qualification

Please choose only one of the following:

No degree Bc. (and equivalent)

Ing./Mgr. (and equivalent)

Ph.D. (and equivalent) doc. (and equivalent)

prof. (and equivalent)

no answer

77. Indicate your affiliation at the university

Please choose only one of the following:

Faculty of Transport Engineering

Faculty of Economics and Administration

Faculty of Electrical Engineering and Informatics

Faculty of Chemical Technology

Faculty of Arts and Philosophy

Faculty of Restoration

Faculty of Health Studies

General administration building/central university units/ Halls of Residence and Catering Service

no answer

78. Type of the contract at UPa

Please choose only one of the following:

fixed-term contract

permanent contract

another type of non-employment arrangement

no answer

79. Load

Please choose only one of the following:

0 – 24 %

25 – 49 %

50 – 74 %

75 – 99 %

100 %

no answer

Your comments

80. Here you can add comments, opinions, remarks or suggestions for improvement. You can state what other areas of work environment improvement we should pay more attention to, what you missed in the questionnaire, etc.