



Institute of Geophysics
Polish Academy of Sciences

*Appendix to the Order No. 11/2025 of the Director of the
Institute of Geophysics, Polish Academy of Sciences*



HR EXCELLENCE IN RESEARCH

**HR Strategy for Researchers
of the Institute of Geophysics, Polish Academy of Sciences
(HRS4R)
for 2025-2030**

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1. Introduction

The Institute of Geophysics, Polish Academy of Sciences (IG PAS) is a scientific unit representing the mainstream of Polish fundamental research in Earth and environmental sciences. It is the only institution in Poland that conducts monitoring of geophysical fields in the areas of seismology, geomagnetism and selected fields of atmospheric physics.

In 2023, as a result of the evaluation of scientific activities, the IG PAS received the scientific category A awarded by the Minister of Education and Science.

Since the early 1990s, the Institute has been operating in a building located at Księcia Janusza St. 64 in Warsaw. The headquarters of the Department of Seismology of the IG PAS is located in Kraków. Modern, well-equipped laboratories, as well as renovated office and social rooms provide the Institute's scientific staff at all stages of their career with comfortable working conditions and high-quality research. More information about the Institute, its goals and achievements can be found on the website: <https://www.igf.edu.pl/home.php>.

1.1 Mission of the IG PAS

According to the *Statute*, the mission of the Institute is:

- Research on geophysical processes in order to better understand the mechanisms controlling the Earth system and risk management,
- Work for the benefit of society and economic development,
- Development and maintenance of strategic research infrastructure,
- Geophysical monitoring,
- Training of future leaders of the scientific community.

1.2 Statutory tasks

The main statutory tasks of the Institute include scientific research, development, monitoring and educational activities as well as the dissemination of research results and their implementation in the economy.

An important goal of the activity is to support people starting their scientific careers and to educate and develop researchers and specialists with special skills in the field of geophysical sciences, as well as to predict threats, conduct risk assessment and manage crisis situations.

The Institute conducts extensive cooperation with universities, research institutes and scientific societies, especially in the field of research and development. It also ensures the constant development of international scientific cooperation by creating research consortia and conducting joint research projects with foreign partners.

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1.3 Organizational structure

The governing bodies of the IG PAS are the Director and the Scientific Council. These bodies create scientific policy, supervise and stimulate the Institute's activities in order to maintain the highest possible standards, both in the scientific and organizational context. The basis for the Institute's activities is the *Statute of the Institute of Geophysics, Polish Academy of Sciences*, which defines the organizational structure of the unit, its functioning and scope of responsibilities.

The detailed scope of tasks and dependencies of the Research Departments and individual Departments of the Institute are specified in the *Organizational Regulations of the Institute of Geophysics, Polish Academy of Sciences*.

In the IG PAS, scientific activity is conducted by 8 departments:

- Department of Theoretical Geophysics,
- Department of Atmospheric Physics,
- Department of Hydrology and Hydrodynamics,
- Department of Magnetism,
- Department of Seismology,
- Department of Lithospheric Research,
- Department of Geophysical Imaging,
- Department of Polar and Marine Research.

The Institute also supervises five geophysical observatories in: Belsk, Hel, Racibórz, Książ, Świdar, as well as two polar stations: the Stanisław Siedlecki Polish Polar Station Hornsund and the A. B. Dobrowolski Polish Antarctic Station.

Scientists receive support in the administrative and technical aspects of their work thanks to dedicated units such as: Project Management Department, Procurement Department, Financial and Accounting Department, Administration Department, Technical Support Department, HR Department, Scientific Information and Publishers Department and Research Office.

The Institute's research staff actively and successfully obtain public funds for research projects, as well as implement commercial activities within the framework of R&D. The Institute undertakes numerous activities aimed at disseminating and promoting knowledge among the public.

The main sources of public funding for research projects conducted by the IG PAS come from the state budget (subsidy, grants from Polish financing institutions: Ministry of Science and Higher Education (MNiSW), National Centre for Research and Development (NCBiR), National Science Centre (NCN), Information Processing Centre - State Research Institute (OPI PIB)) and European Union funds (both structural funds and EU framework programmes).

The IG PAS co-creates two doctoral schools: [the International Environmental Doctoral School](#) (leader: University of Silesia) and [the GeoPlanet Doctoral School](#) (leader: Nicolaus Copernicus Astronomical Centre of the Polish Academy of Sciences).

1.4 Employment structure

As of 31st December 2024, the IG PAS employed 183 staff members (including 84 researchers) and had 17 PhD students. The structure of the IG PAS in terms of positions held is presented in Figures 1 and 2.

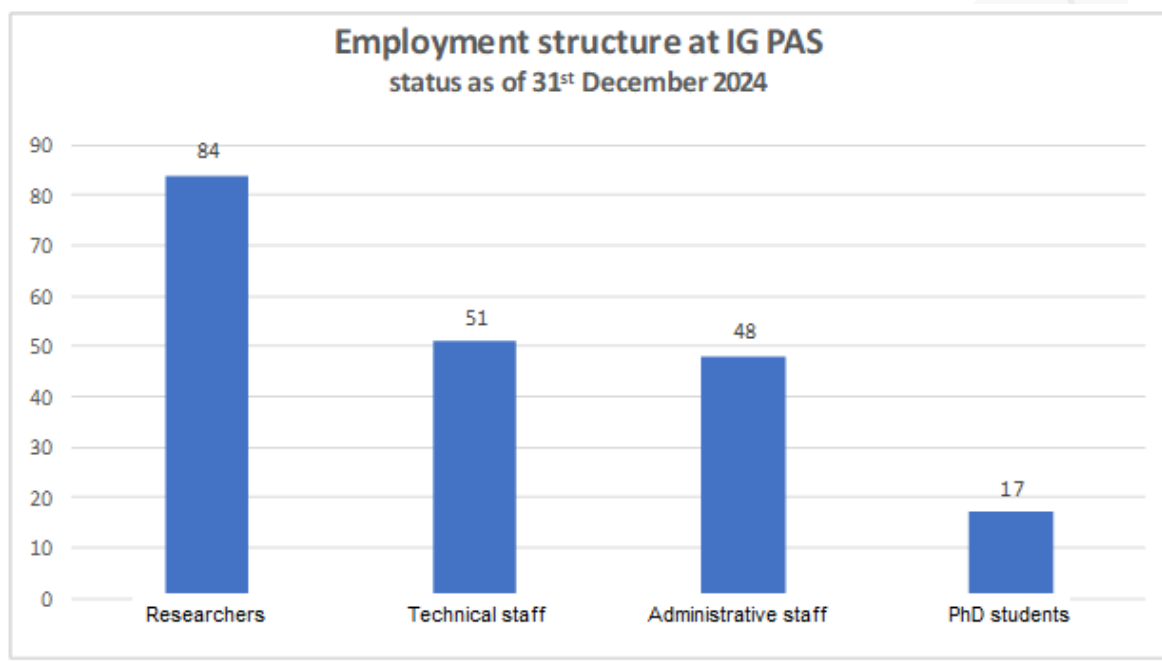


Chart No. 1. Structure of the IG PAS in terms of the position held

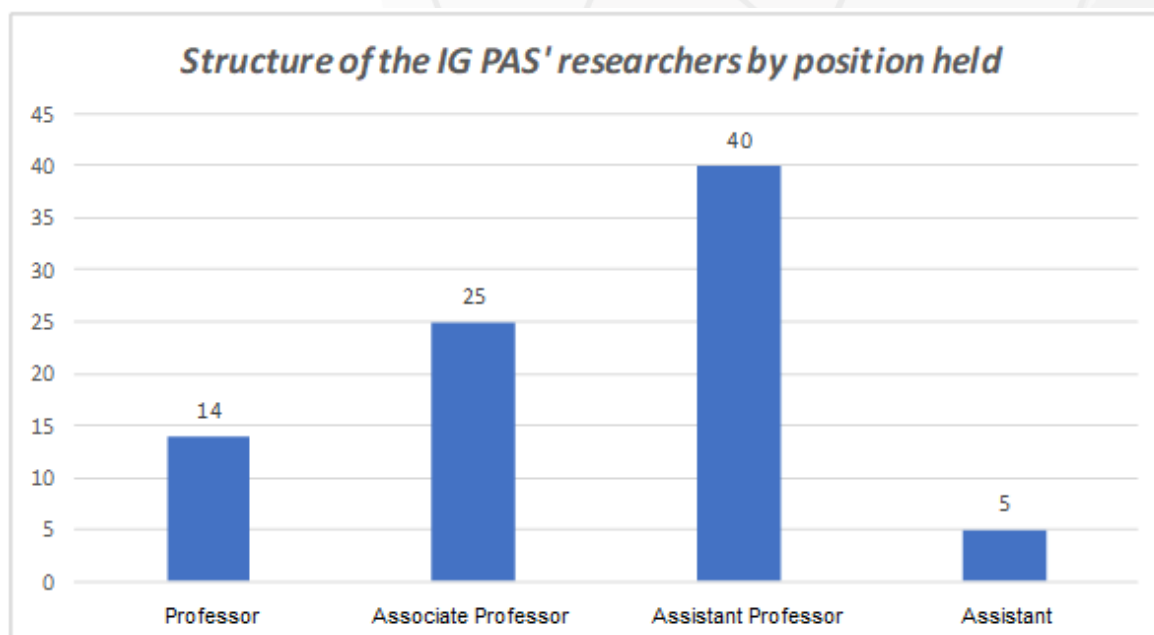


Chart No. 2. Structure of the IG PAS' researchers by position held

Compared to the analysis of the employment structure of researchers presented in the HR Strategy in 2016 and 2021, in 2024 the number of researchers increased, while the number of PhD students decreased (see Table 1 below).

Table 1. Number of the IG PAS' researchers and PhD students in 2016, 2021, 2024 (status as of December of a given year)

	2016	2021	2024
Number of researchers	73 , including: 21 women 52 men	75 , including: 24 women 51 men	84 , including: 30 women 54 men
Number of PhD students	22 , including: 8 women 14 men	23 , including: 11 women 12 men	17 , including: 6 women 11 men

A detailed analysis of the gender employment structure at the Institute can be found in the [*Gender Equality Plan of the Institute of Geophysics, Polish Academy of Sciences for 2025-2030*](#).

2. Stages of implementation of the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*

❖ April 2016

- Endorsement Letter - submission of a declaration of support for the principles resulting from the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*; initiation of activities at the IG PAS to obtain the HR Logo;
- Appointment of a Working Group for the implementation of the principles and recommendations of the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers* at the IG PAS;
- Conducting a survey among the IG PAS' employees and PhD students; analysis of survey results; consultations with scientists;

❖ April-May 2016

Preparation of the the IG PAS' HR Strategy, including Gap Analysis and Initial Action Plan;

❖ May 2016

Sending a declaration of support and other required documents to the European Commission;

❖ June 2016

Granting the IG PAS the right to use the HR Excellence in Research distinction (HR Logo) by the European Commission;

❖ **June 2018**

Submission of the Internal Review document to the European Commission;

❖ **January 2019**

Interim assessment conducted by the European Commission – Consensus Report;

❖ **May-July 2019**

SWOT analysis at the department and organisational level conducted by an external company;

❖ **October 2019**

Preparation and implementation of the Action Plan for 2019-2021;

❖ **June 2021**

Audit of the process and course of recruitment for research positions at the IG PAS conducted by the Internal Auditor;

❖ **July-August 2021**

Inspection of the HR Logo implementation process at the IG PAS conducted by the Internal Auditor;

❖ **October-December 2021**

Appointment of a Commission to develop the Gender Equality Plan for the Institute of Geophysics, Polish Academy of Sciences;

❖ **November 2021**

Preparation and dissemination of the OTM-R Policy among the IG PAS' employees;

❖ **November-December 2021**

- Conducting a survey among the IG PAS' employees and PhD students; analysis of survey results;
- Updating HRS4R, preparation of the Action Plan for 2022-2024;

❖ **December 2022**

Visit of the assessors from the European Commission at the IG PAS' headquarters in Warsaw;

❖ **January 2023**

Positive Report of the assessors from the European Commission, extension of HR Logo distinction, recommendations;

❖ **January 2023-December 2024**

Adoption and monitoring of the implementation of the HRS4R Strategy for 2022-2024;

❖ **November-December 2024**

- Conducting a survey among the IG PAS' employees and PhD students regarding the implementation of the principles of the *New European Charter for Researchers*; analysis of survey results;
- Updating HRS4R, preparation of the Action Plan for 2025-2027.

3. Updates to the HR Strategy for Researchers of the IG PAS (HRS4R)

HRS4R preparation for the IG PAS in 2016

The key role in the HRS4R process at the IG PAS was played by the Working Group for the implementation of the principles and recommendations of the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*, established in 2016. In 2018, the so-called Interim Assessment took place at the IG PAS as part of HRS4R. At that time, the implementation of the Strategy and the level of its compliance with the principles of the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers* (C&C) were evaluated. The required documents were sent to the European Commission in June 2018. The assessment of the EC assessors indicated a high level of involvement of the IG PAS in the HRS4R process. Nevertheless, the weak points of the process and areas/tasks that should be verified were also outlined, including the lack of new actions undertaken by the Institute, actions that were too general, unmeasurable indicators, or the lack of involvement of researchers in the HRS4R procedure.

HRS4R update for the IG PAS in 2021

Before the third stage (renewal phase), the HRS4R Implementation and Monitoring Working Group was established. The aforementioned Group consisted of representatives of all employee groups (with particular emphasis on researchers) and PhD students. The main task of the HR Logo Working Group was a preparation of the Internal Review document. Given the high percentage of researchers and PhD students who took part in the survey conducted in 2016, it was agreed during the discussion that the document in question in the HR Logo renewal phase would be prepared based on the same methodology. Additionally, feedback on working conditions and other issues related to the C&C principles was collected from the IG PAS' community during scientific seminars and other informal meetings.

The questionnaire, like the previous one, was based on all 40 C&C principles, which allowed for easy comparison of the results with those obtained in 2016. The aim of the new survey was to determine the current state of implementation of the principles and to identify new areas for implementation.

In order to diagnose the current state, i.e. to determine the extent to which the principles of the *Charter and Code* are implemented at the IG PAS and to what extent they are important for researchers, an anonymous survey consisting of 40 issues was conducted on 10th-21st November 2021, similarly to the initial phase. Each question was assessed on a scale of 1 to 5 in terms of significance (whether the question is important to the respondent) and the degree of implementation (i.e. to what extent the solutions presented in a given question are implemented at the Institute in the opinion of the respondent). The questionnaire was addressed to researchers and PhD students, and participation in the study was voluntary. Despite the fact that completing the survey was not obligatory, the percentage of people who decided to participate in the study was high, i.e. 56 people, which constituted almost 53% of eligible persons.

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HRS4R update for the IG PAS in 2024

The essence of the European HR policy - *HR Strategy for Researchers* are the principles of the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*. Since January 2024, the *Charter and Code* have been replaced by an updated document entitled the *European Charter for Researchers*, the content of which has been adapted to the provisions of current challenges, the changing scientific environment and scientific careers.

The current *European Charter for Researchers* consists of 20 principles focused on 4 pillars:

Pillar 1: Ethics, Integrity, Gender And Open Science,

Pillar 2: Researchers Assessment, Recruitment And Progression,

Pillar 3: Working Conditions And Practices,

Pillar 4: Research Careers And Talent Development.

4. Survey results

A survey was conducted between 29th October and 24th November 2024 among researchers, technical staff and PhD students. The survey questionnaire included questions related to the 20 principles of the *European Charter for Researchers*. A detailed statistical analysis of the HR Logo survey results can be found in the Appendix 1 to the Strategy.

5. Objectives of the HR Strategy for Researchers of the IG PAS (HRS4R)

The HR Strategy for Researchers of the IG PAS is a long-term concept of human resources management, defining directions, goals and principles of managing employee resources in such a way as to support the implementation of the Institute's strategy. The strategy assumes matching the potential of employees to the achievement of the goals that the unit is to achieve in the future. It sets standards and patterns of conduct, among others, in the scope of:

- employment planning,
- determining sources of employee acquisition,
- developing appropriate selection procedures,
- the method of introducing a new employee to the company,
- preparation of a development policy and methods of obtaining information about the needs of employees in terms of development,
- preparation and implementing a formalized assessment system, as well as a coherent remuneration system.

The aim of the strategy is to contribute to:

- **increasing employee engagement** (developing an action plan in line with employee needs and expectations),

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- **developing an organizational culture** (shaping a positive, inclusive, and value-coherent organizational culture),
- **increasing work efficiency** (planning activities such as proper resource allocation, talent management, planning payroll and development strategies).

The Institute of Geophysics, Polish Academy of Sciences has standardized recruitment processes. The procedures are specified in the [*Rules for Holding Competitions for Research Positions at the IG PAS*](#) adopted by the Scientific Council of the IG PAS. Additionally, the [*OTM-R Policy*](#) of open, transparent and merit-based recruitment for researchers is implemented, the principles of which are regularly evaluated.

Employment planning is the task of heads of research departments and is linked to the research topics being implemented, as well as the financial capabilities of the Institute. The vast majority of recruitments are made for research projects financed from sources other than the IG PAS' subsidy.

Working conditions and remuneration are determined by national regulations and internal regulations of the IG PAS.

The researchers' evaluation system is the task of the Scientific Council of the IG PAS and is defined in detail in the *Rules for the evaluation of the scientific activity of researchers of the Institute of Geophysics, Polish Academy of Sciences*.

The IG PAS, using the HR Excellence in Research distinction (HR Logo), has been actively working to continuously improve working conditions since 2016.

The implementation of the general objectives of this Strategy will be performed based on the prepared detailed Action Plan for the Strategy for 2025-2030. This plan will take into account the results of the survey conducted on the basis of the *European Charter for Researchers*.

6. Summary

Since its establishment, i.e. for over 70 years, the IG PAS has been constantly striving for excellence. Despite numerous changes that have occurred over the years, the ambition and mission of the Institute have remained unchanged: conducting high-quality research on geophysical processes to understand the mechanisms controlling the Earth system and risk management.

Over the decades, the IG PAS has managed to attract and retain both novice and experienced scientists from Poland and abroad. The openness of the IG PAS and its employees has contributed to many international contacts and research cooperation with institutions and scientists around the world, resulting in joint projects and publications.

Warsaw, 3rd December 2024

Appendix No. 1 to the HR Strategy
for Researchers of the Institute
of Geophysics, Polish Academy
of Sciences (HRS4R) for 2025-2030

Statistical analysis of survey results

Logo HR



HR EXCELLENCE IN RESEARCH

Prepared by:

Roksana Chmielowska

Anna Cygan



**Institute of Geophysics
Polish Academy of Sciences**

BASIC INFORMATION

- The survey was conducted between 29th October and 24th November 2024, among scientific and technical staff and PhD students;
- 53 people took part in the survey, i.e. approximately 36% of those eligible;
- The questionnaire was based on the updated [European Charter for Researchers](#);
- The respondents' task was to agree or disagree with the statements representing each Charter's principle (a 5-point scale was adopted);
- The main aim of the study was to define new goals and plan activities for the years 2025-2030.



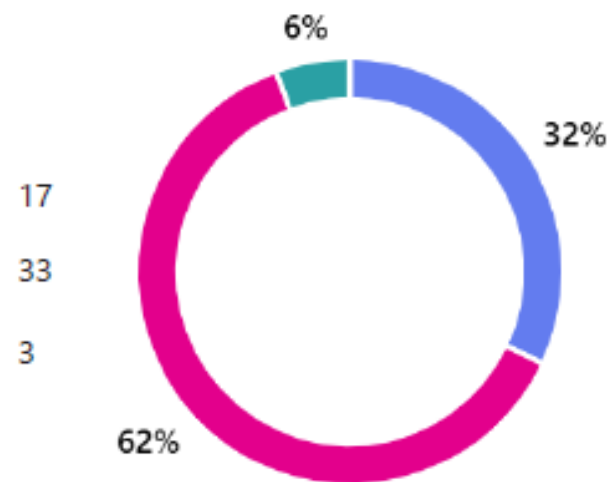
Institute of Geophysics
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- gender

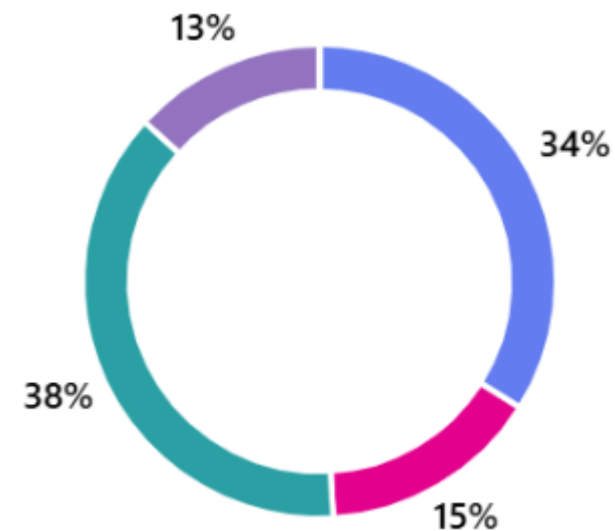
● Kobieta / *Female*

● Mężczyzna / *Male*

● Inna / Nie chcę podawać / *Other / I don't want to reveal it*



- work experience at the Institute



- position

● Profesor / *Full Professor*

● Profesor Instytutu / *Associate Professor*

● Adiunkt / *Assistant Professor*

● Asystent / *Assistant*

● Pracownik inżynieryjno-techniczny /
badawczo-techniczny / *Engineering-...*

● Doktorant / *PhD student*

3

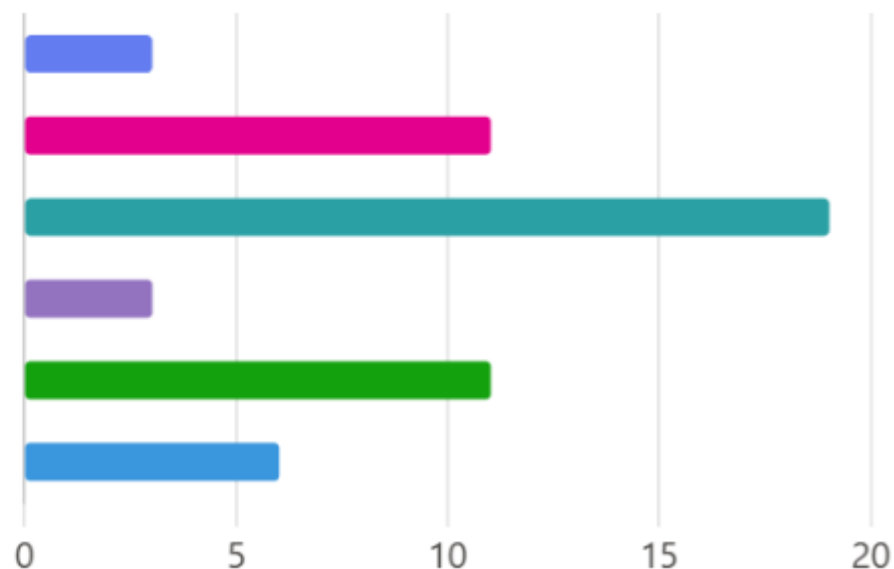
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6



RESPONDENTS PROFILE

AREAS RAISED IN THE SURVEY

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

1. ETHICS AND RESEARCH INTEGRITY
2. FREEDOM OF SCIENTIFIC RESEARCH
3. OPEN SCIENCE
4. GENDER EQUALITY
5. EMBRACING DIVERSITY
6. THE RESEARCHER
7. FREE CIRCULATION OF RESEARCHERS
8. SUSTAINABILITY OF RESEARCH

PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

1. RESEARCHERS' ASSESSMENT
2. RECRUITMENT
3. SELECTION
4. CAREER PROGRESSION

PILLAR 3 – WORKING CONDITIONS AND PRACTICES

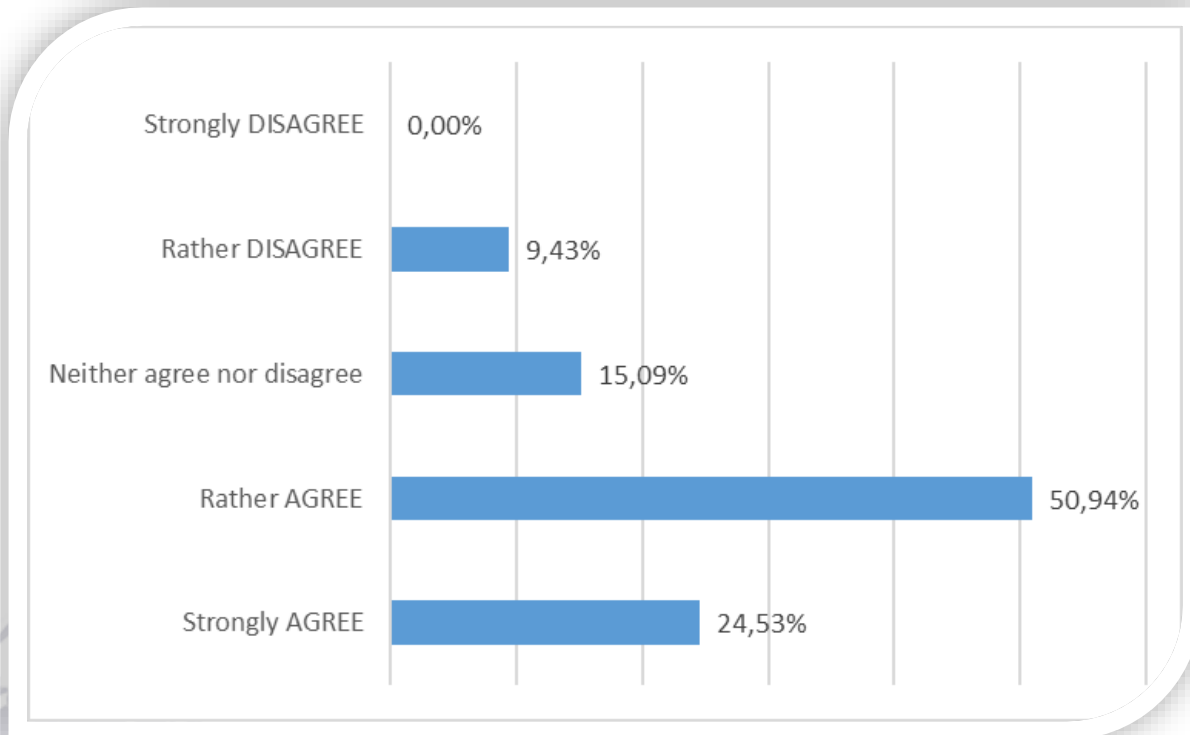
1. WORKING CONDITIONS, FUNDING AND SALARIES
2. STABILITY OF EMPLOYMENT
3. CONTRACTUAL AND LEGAL OBLIGATIONS
4. DISSEMINATION AND EXPLOITATION OF RESULTS

PILLAR 4 – RESEARCH CAREERS AND TALENT DEVELOPMENT

1. VALUING DIVERSE RESEARCH CAREERS
2. CAREER DEVELOPMENT AND ADVICE
3. CONTINUOUS PROFESSIONAL DEVELOPMENT
4. SUPERVISION AND MENTORING

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

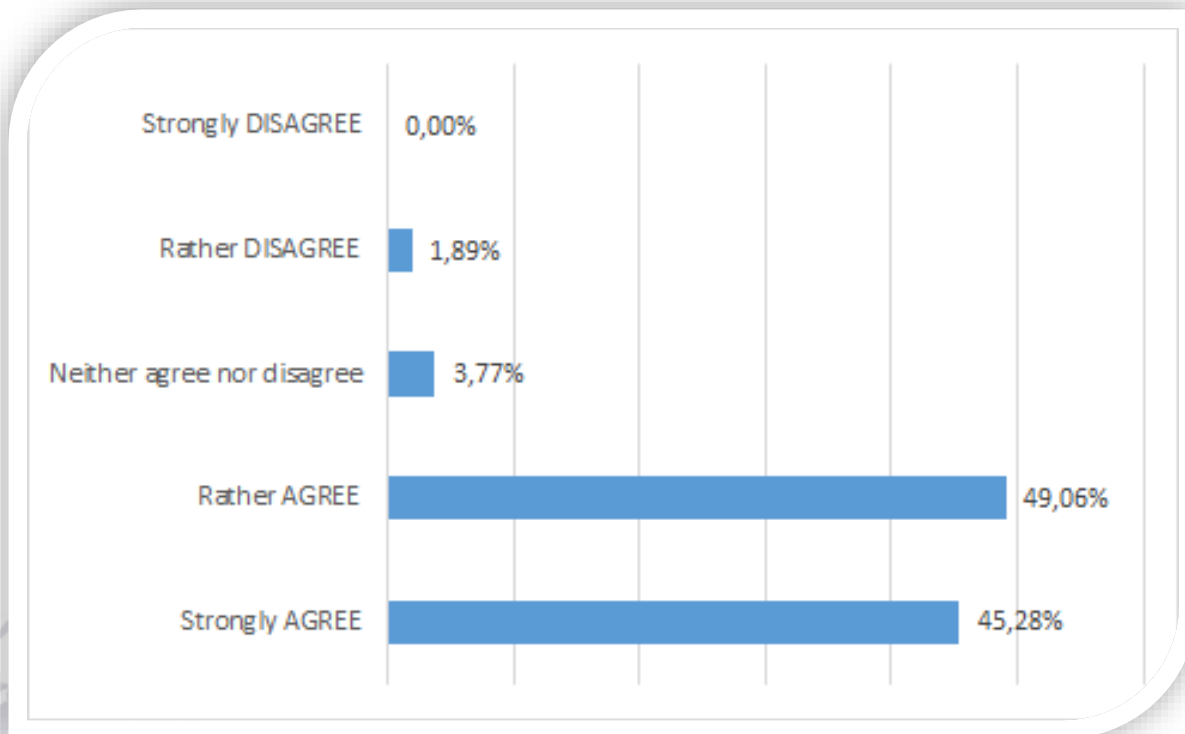
1. ETHICS AND RESEARCH INTEGRITY



	IG PAS respects fundamental ethical norms, principles and practices.	%
Strongly AGREE	13	24,53%
Rather AGREE	27	50,94%
Neither agree nor disagree	8	15,09%
Rather DISAGREE	5	9,43%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

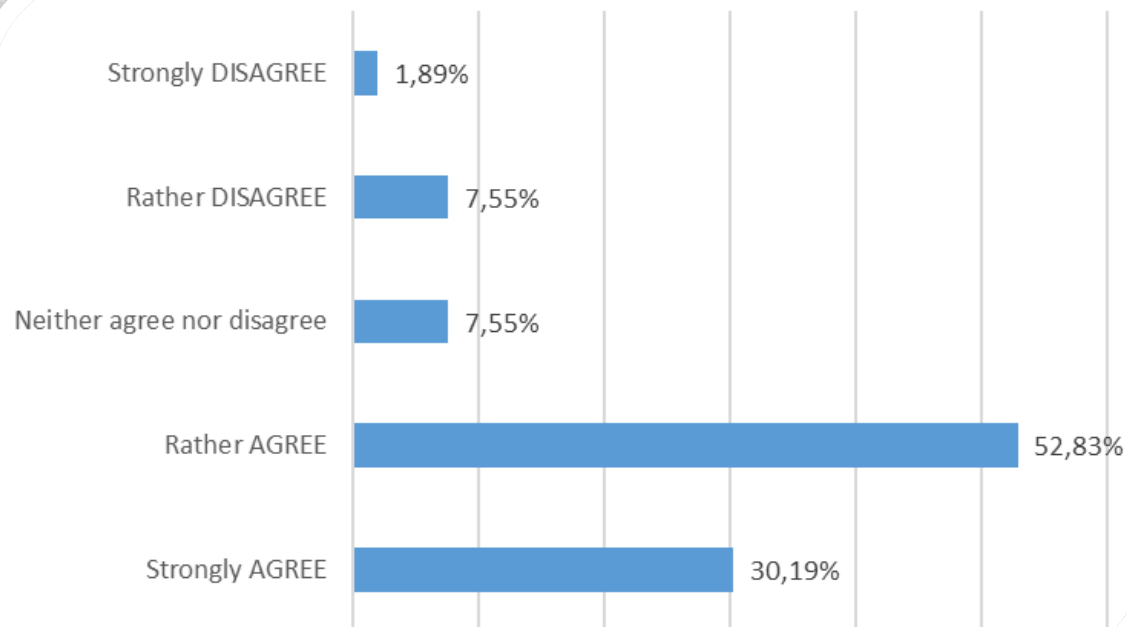
2. FREEDOM OF SCIENTIFIC RESEARCH



	As a researcher/PhD student at IG PAS, I can independently decide on the choice of research problem and research methods and I have the right to disseminate and publish the results of my research (recognizing the limitations of these freedoms resulting from intellectual property law, budget or infrastructure).	%
Strongly AGREE	24	45,28%
Rather AGREE	26	49,06%
Neither agree nor disagree	2	3,77%
Rather DISAGREE	1	1,89%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

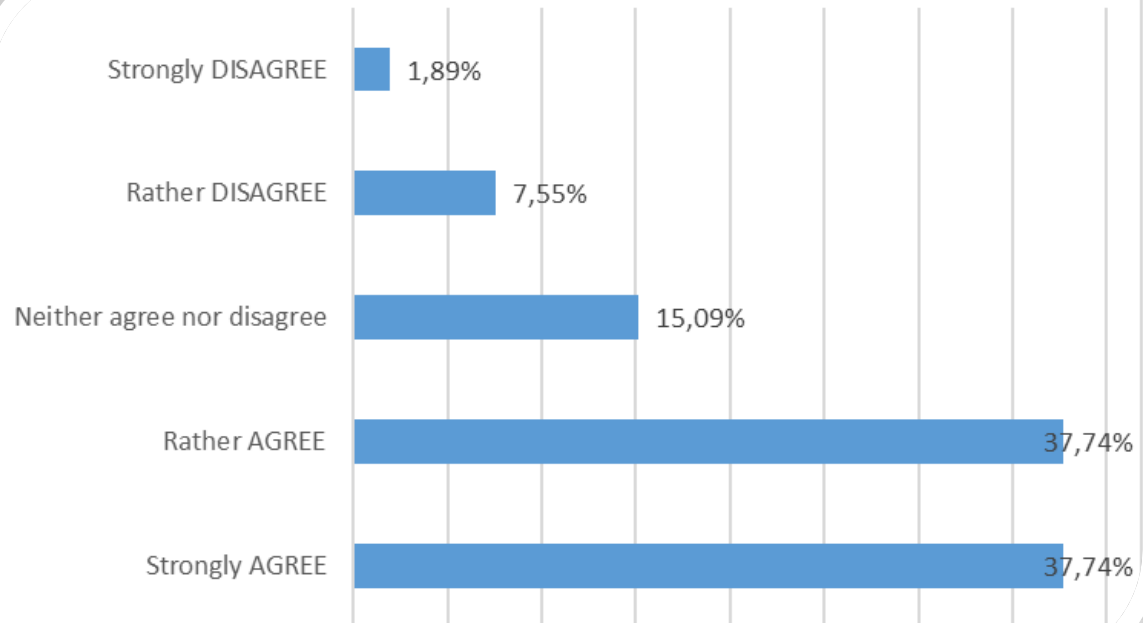
3. OPEN SCIENCE



	IG PAS supports the culture of open science, including the dissemination of open access to scientific publications, research data and other scientific research results, and provides the necessary tools and infrastructure in this regard.	%
Strongly AGREE	16	30,19%
Rather AGREE	28	52,83%
Neither agree nor disagree	4	7,55%
Rather DISAGREE	4	7,55%
Strongly DISAGREE	1	1,89%
SUM	53	100,00%

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

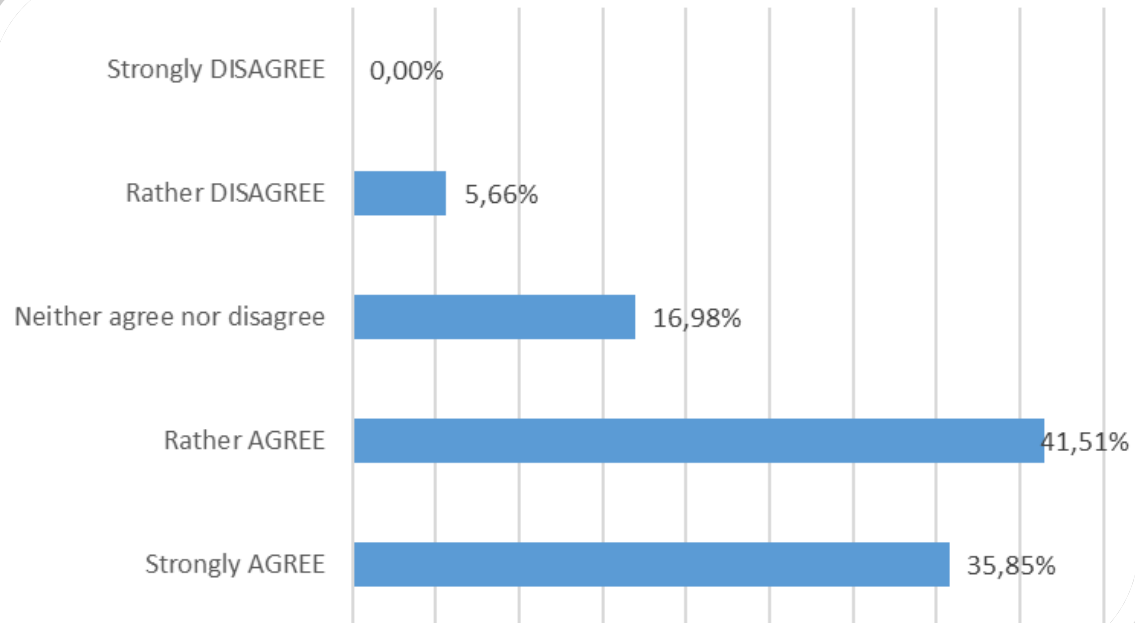
4. GENDER EQUALITY



	IG PAS supports gender equality and representative gender balance in research teams, management and decision-making bodies, recruitment committees and advisory groups.	%
Strongly AGREE	20	37,74%
Rather AGREE	20	37,74%
Neither agree nor disagree	8	15,09%
Rather DISAGREE	4	7,55%
Strongly DISAGREE	1	1,89%
SUM	53	100,00%

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

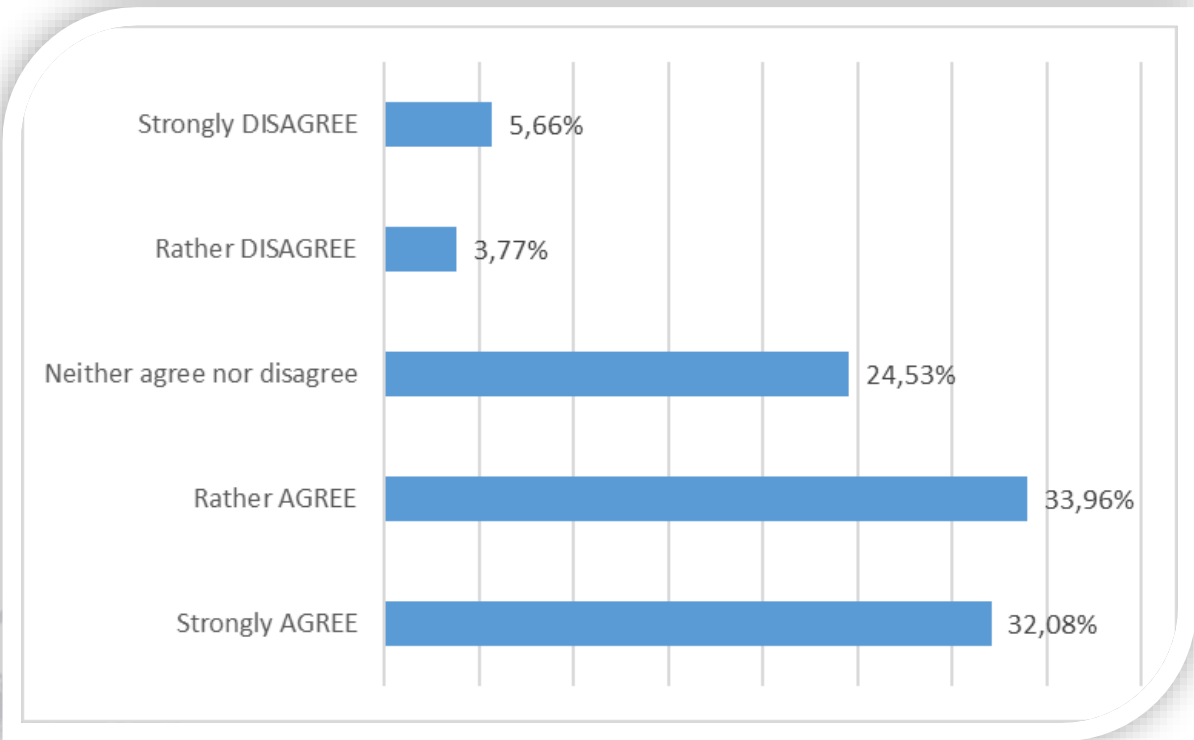
4. GENDER EQUALITY



	IG PAS ensures appropriate procedures for preventing and combating gender-based violence, including sexual harassment.	%
Strongly AGREE	19	35,85%
Rather AGREE	22	41,51%
Neither agree nor disagree	9	16,98%
Rather DISAGREE	3	5,66%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

5. EMBRACING DIVERSITY

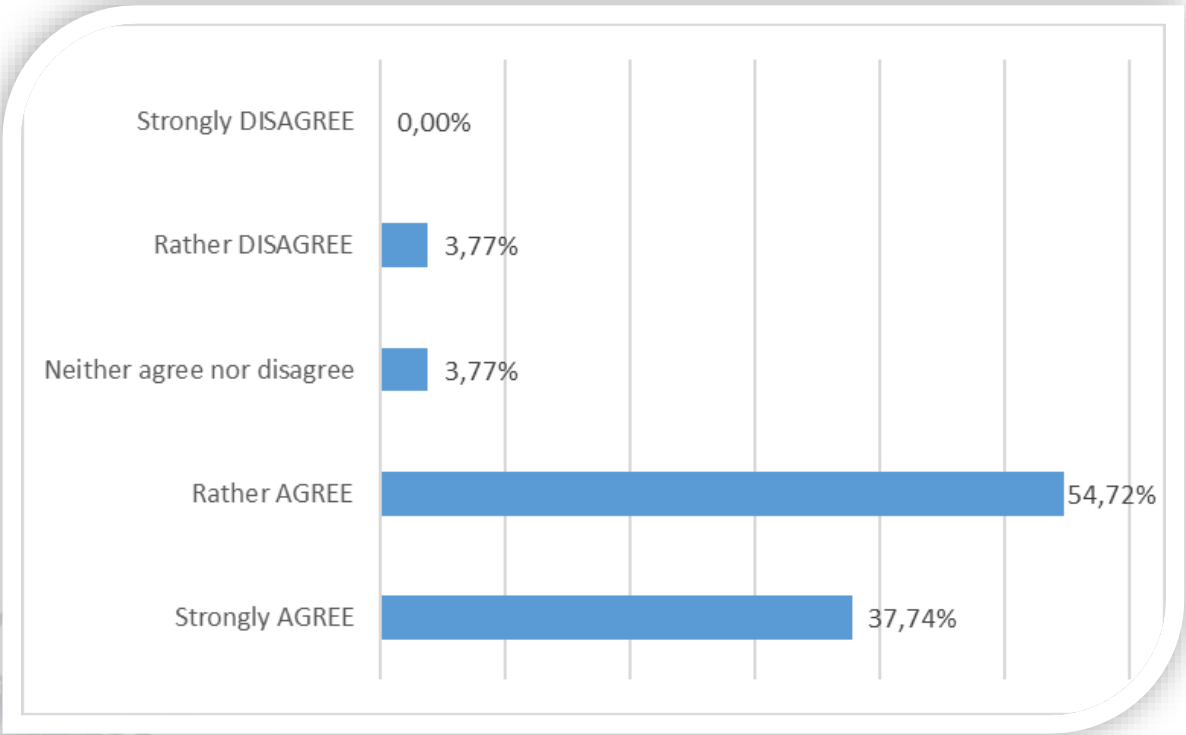


	IG PAS follows the principle of taking into account diversity, including gender, race or ethnic origin, religion or belief, social diversity, disability, age, sexual orientation; all forms of discrimination are effectively combated.	%
Strongly AGREE	17	32,08%
Rather AGREE	18	33,96%
Neither agree nor disagree	13	24,53%
Rather DISAGREE	2	3,77%
Strongly DISAGREE	3	5,66%
SUM	53	100,00%

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

6. THE RESEARCHER

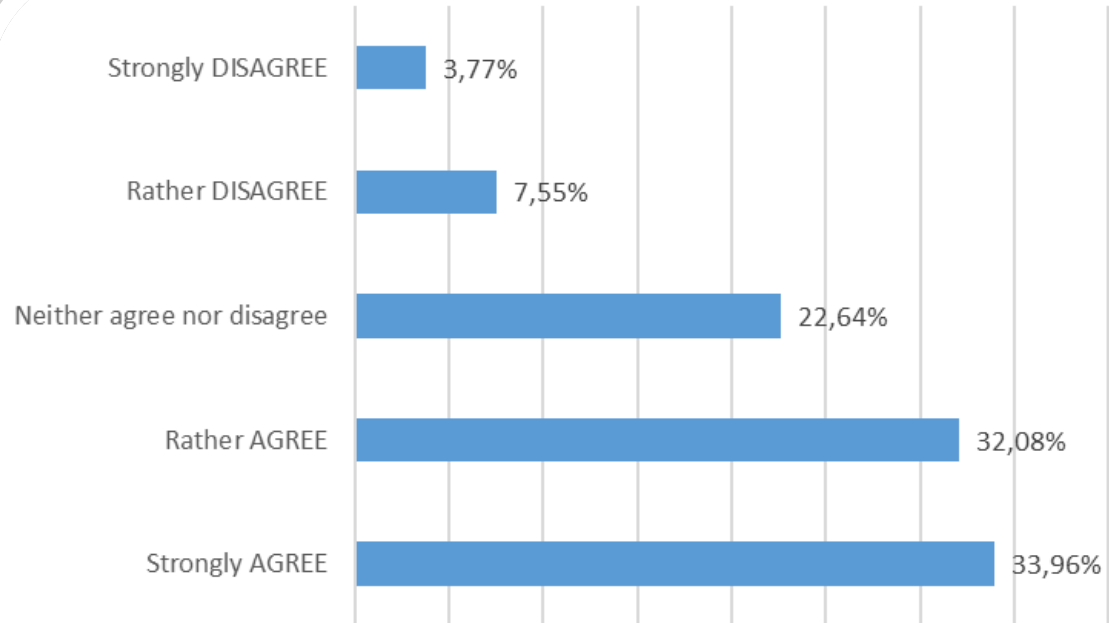
Researchers should make every effort to ensure that their research is relevant to society by enabling a better understanding of the world, and by not unnecessarily duplicating research previously carried out elsewhere.



	As an IG PAS researcher, I am familiar with the strategic goals of my research community and the research financing mechanisms, and I am also aware of my responsibility towards my employer, funders, other public or private bodies, as well as towards the general public.	%
Strongly AGREE	20	37,74%
Rather AGREE	29	54,72%
Neither agree nor disagree	2	3,77%
Rather DISAGREE	2	3,77%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

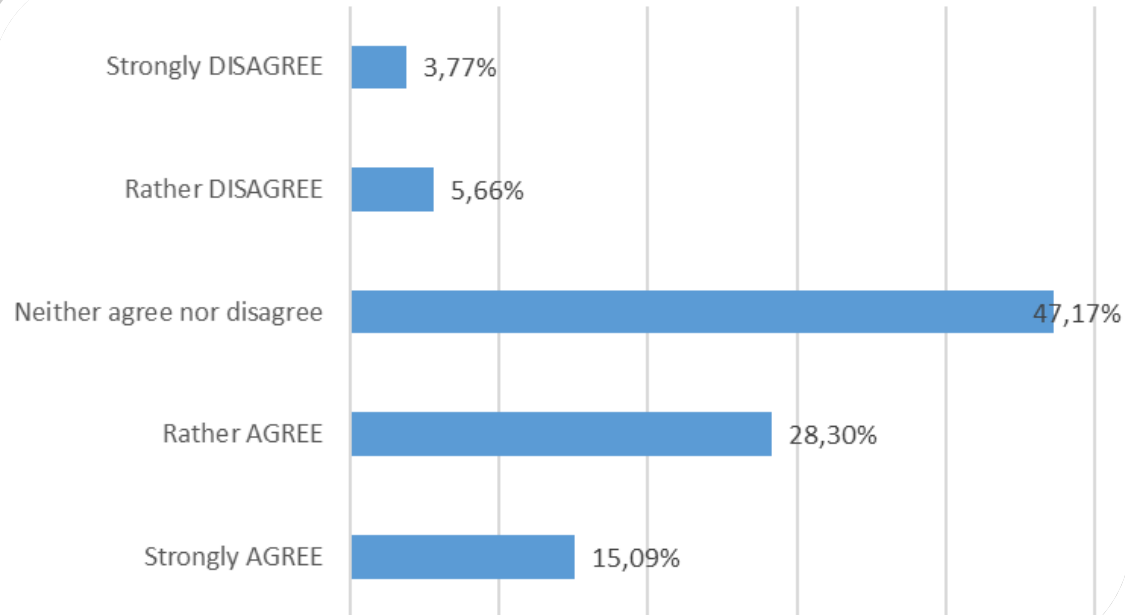
7. FREE CIRCULATION OF RESEARCHERS



	IG PAS promotes the free circulation of researchers, knowledge, and scientific technology, while attracting talents and avoiding potential talent drain.	%
Strongly AGREE	18	33,96%
Rather AGREE	17	32,08%
Neither agree nor disagree	12	22,64%
Rather DISAGREE	4	7,55%
Strongly DISAGREE	2	3,77%
SUM	53	100,00%

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

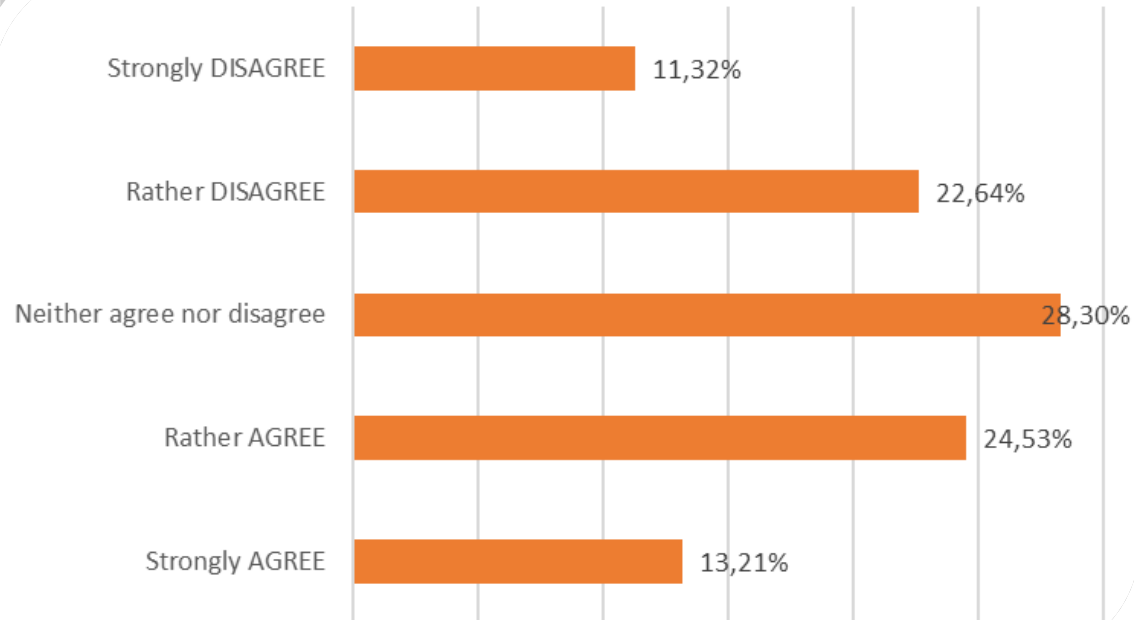
8. SUSTAINABILITY OF RESEARCH



	IG PAS promotes the sustainable implementation of research activities in line with current and future political initiatives adopted for social progress, such as the European Green Deal, Agenda 2030 and the UN Sustainable Development Goals.	%
Strongly AGREE	8	15,09%
Rather AGREE	15	28,30%
Neither agree nor disagree	25	47,17%
Rather DISAGREE	3	5,66%
Strongly DISAGREE	2	3,77%
SUM	53	100,00%

PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

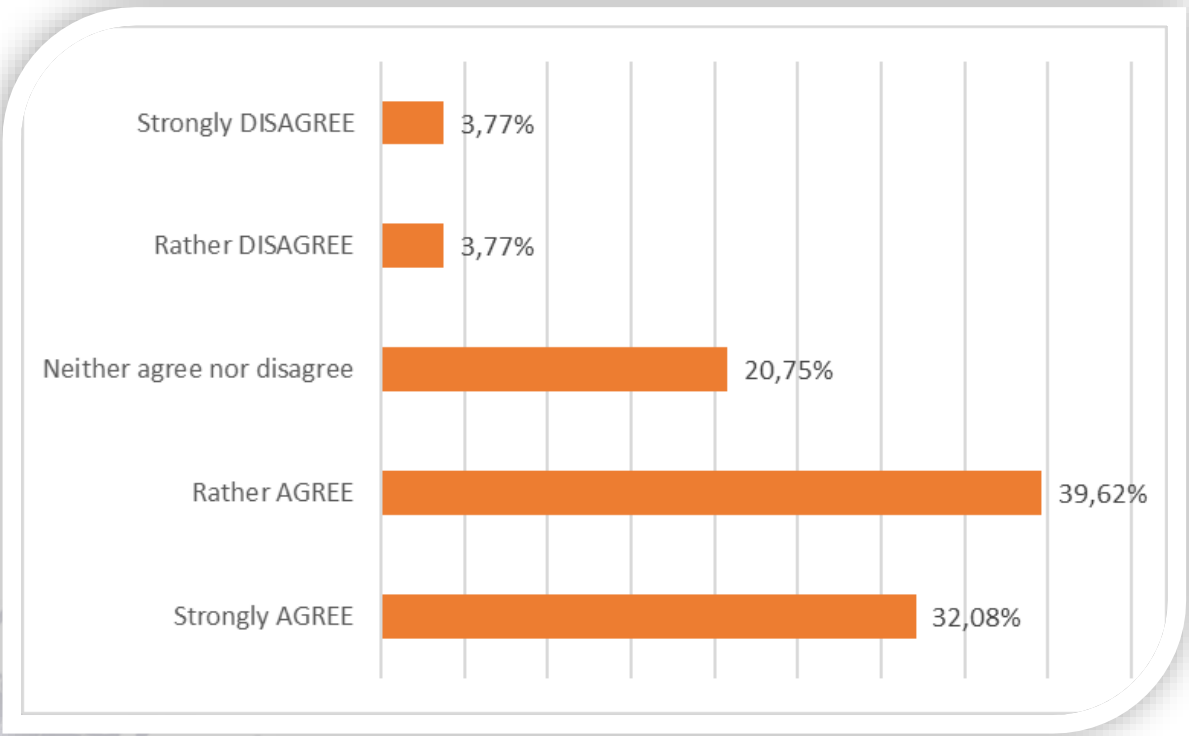
1. RESEARCHERS' ASSESSMENT



	The criteria used in IG PAS for the periodic evaluation of researchers are appropriate and enable a reliable assessment.	
		%
Strongly AGREE	7	13,21%
Rather AGREE	13	24,53%
Neither agree nor disagree	15	28,30%
Rather DISAGREE	12	22,64%
Strongly DISAGREE	6	11,32%
SUM	53	100,00%

PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

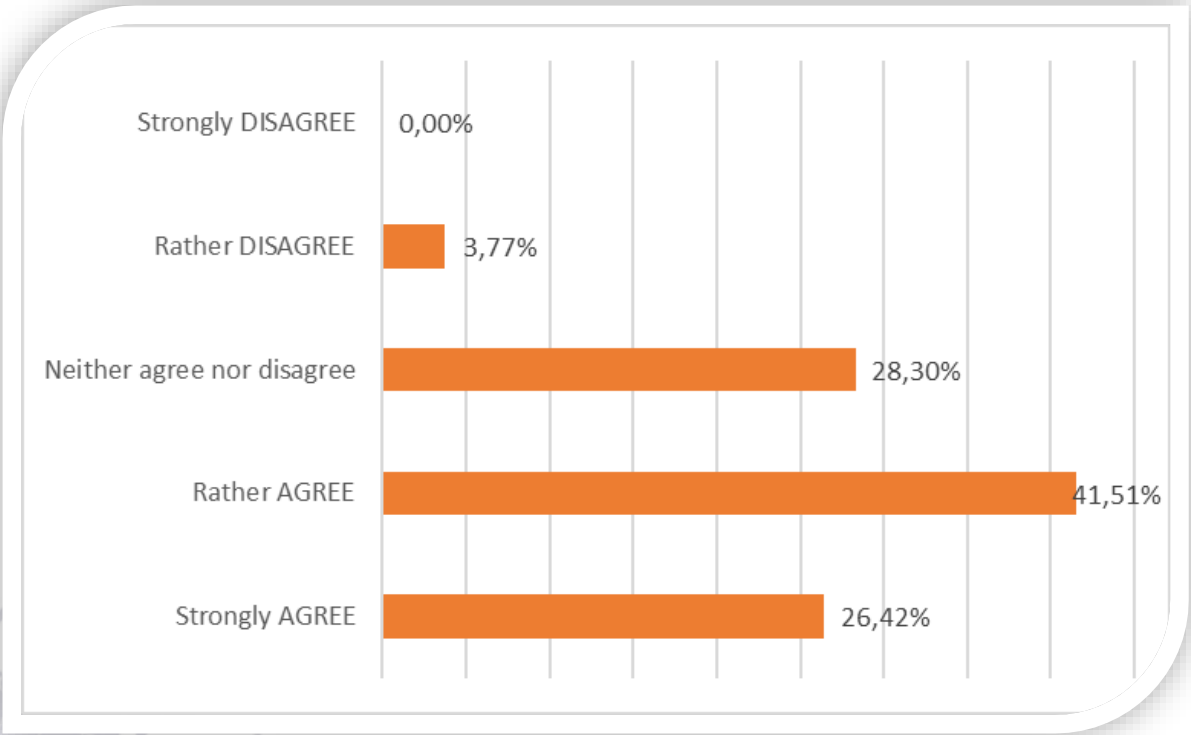
2. RECRUITMENT



	IG PAS has clearly defined, open, transparent and effective recruitment procedures tailored to the position offered.	%
Strongly AGREE	17	32,08%
Rather AGREE	21	39,62%
Neither agree nor disagree	11	20,75%
Rather DISAGREE	2	3,77%
Strongly DISAGREE	2	3,77%
SUM	53	100,00%

PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

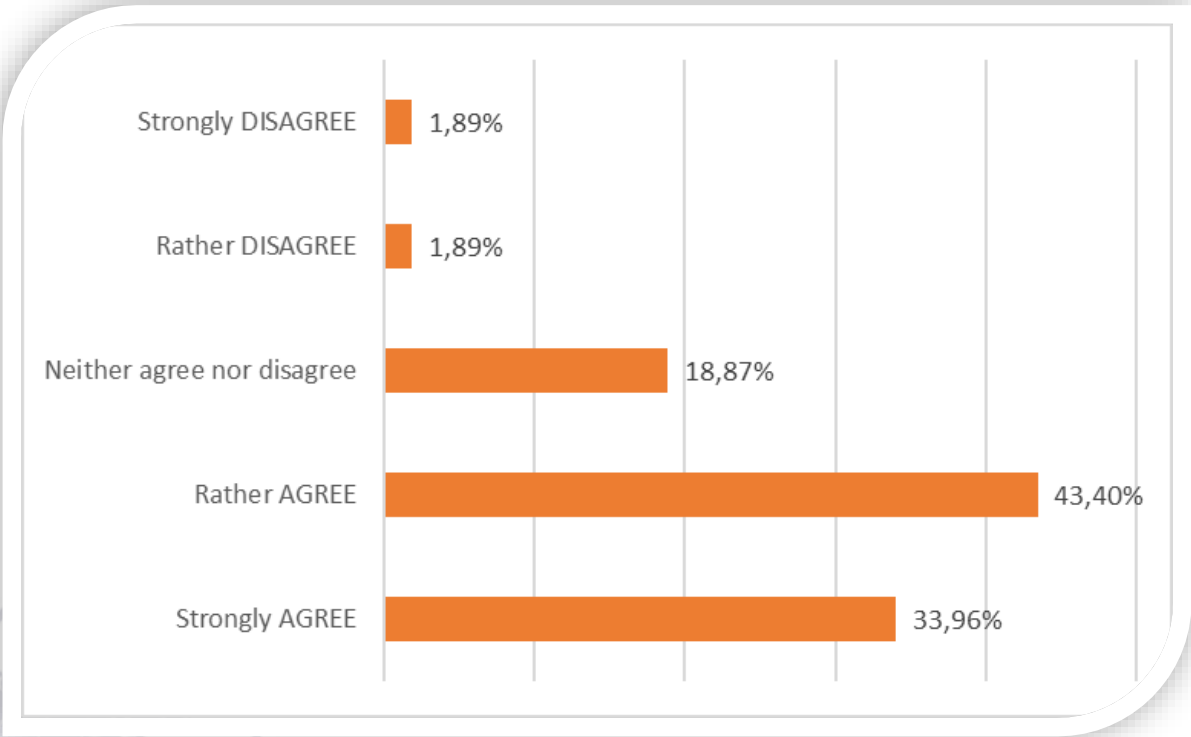
3. SELECTION



	At IG PAS, the recruitment committees appointed represent a variety of specialist knowledge, competences and experiences relevant to the assessment of the candidate and are appropriately gender- balanced.	%
Strongly AGREE	14	26,42%
Rather AGREE	22	41,51%
Neither agree nor disagree	15	28,30%
Rather DISAGREE	2	3,77%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

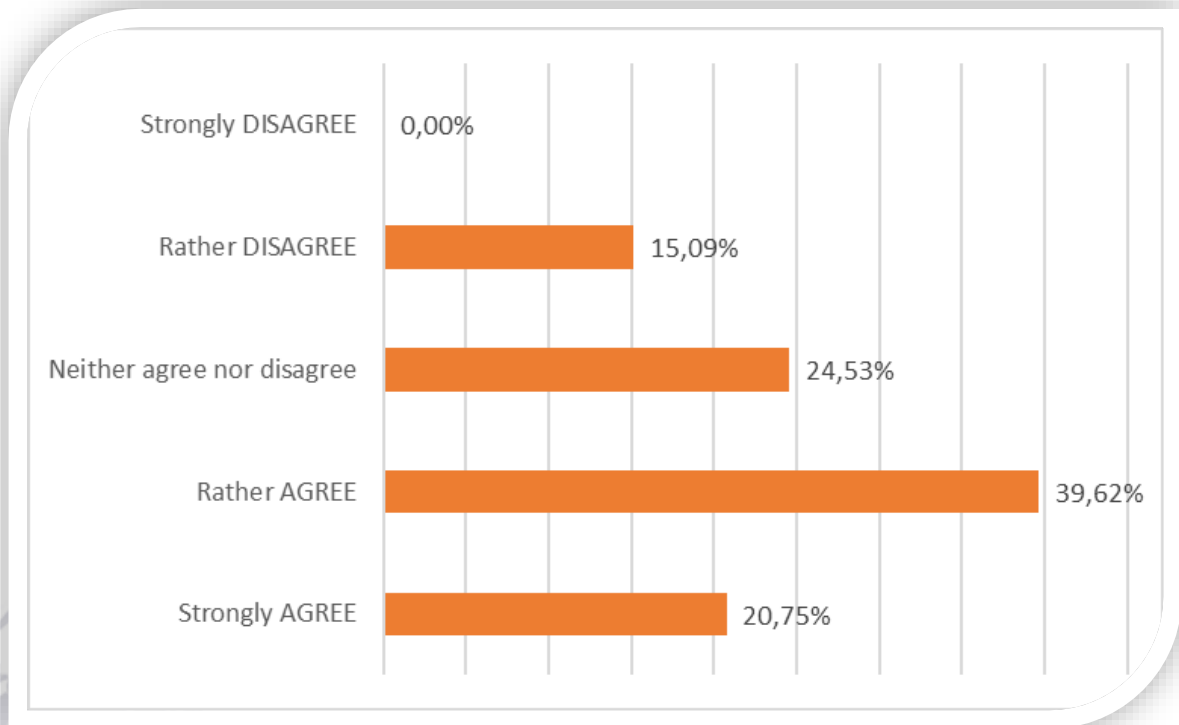
3. SELECTION



	In the selection of staff, IG PAS does not show any discrimination on the basis of gender, age, ethnic, national or social origin, religion or denomination, sexual orientation, language, disability, political beliefs and social or financial status.	
		%
Strongly AGREE	18	33,96%
Rather AGREE	23	43,40%
Neither agree nor disagree	10	18,87%
Rather DISAGREE	1	1,89%
Strongly DISAGREE	1	1,89%
SUM	53	100,00%

PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

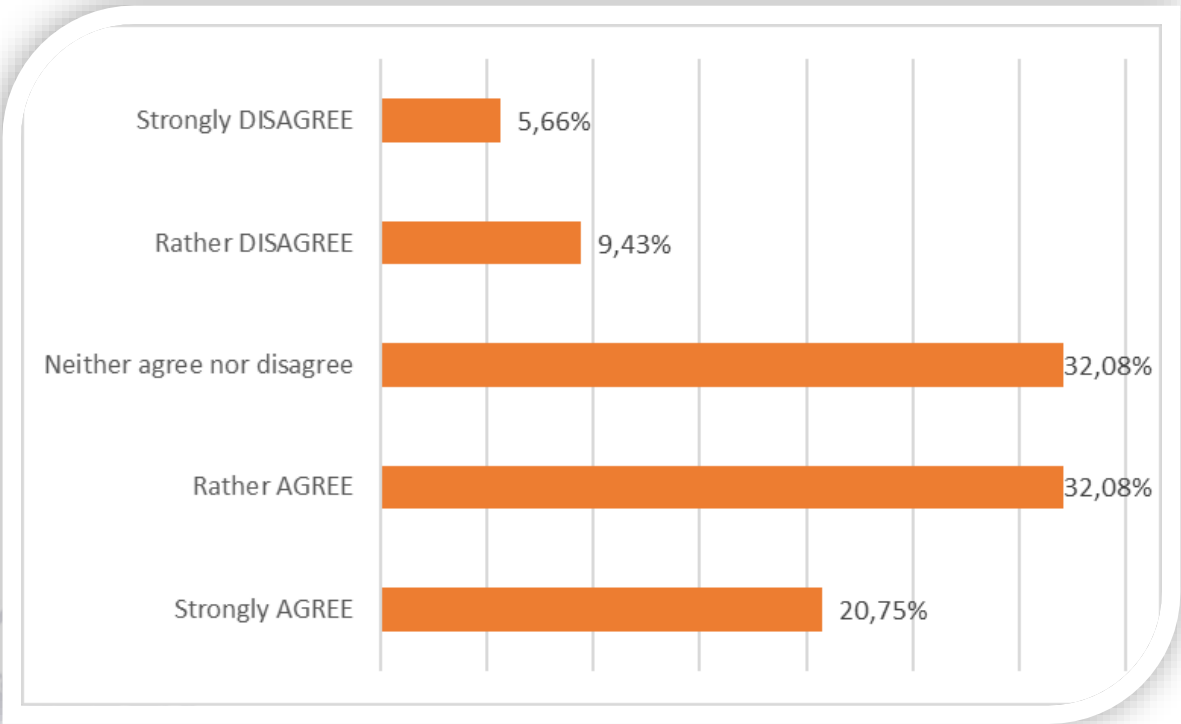
4. CAREER PROGRESSION



	IG PAS uses a transparent, structured, inclusive and gender-equal system of professional advancement and career progression.	%
Strongly AGREE	11	20,75%
Rather AGREE	21	39,62%
Neither agree nor disagree	13	24,53%
Rather DISAGREE	8	15,09%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

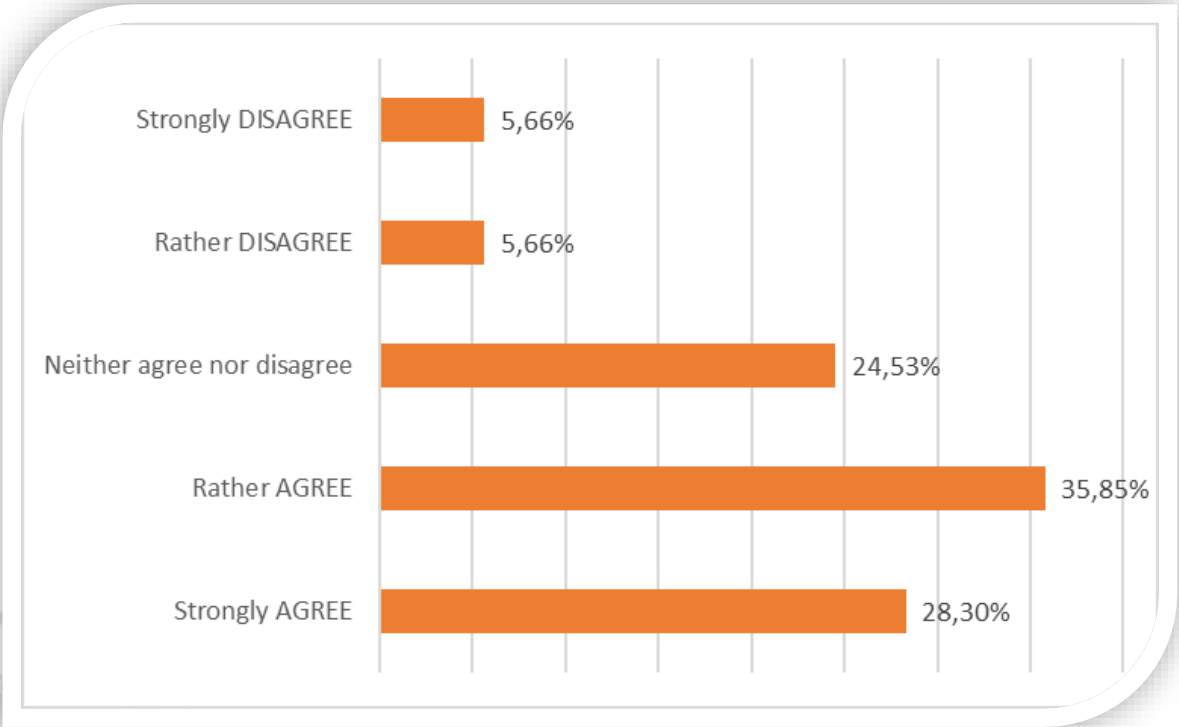
4. CAREER PROGRESSION



	IG PAS has procedures in place to provide researchers, particularly those at the initial stage of their careers, with the adequate recognition of their contribution as co-authors of works, independently of their supervisors.	%
Strongly AGREE	11	20,75%
Rather AGREE	17	32,08%
Neither agree nor disagree	17	32,08%
Rather DISAGREE	5	9,43%
Strongly DISAGREE	3	5,66%
SUM	53	100,00%

PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

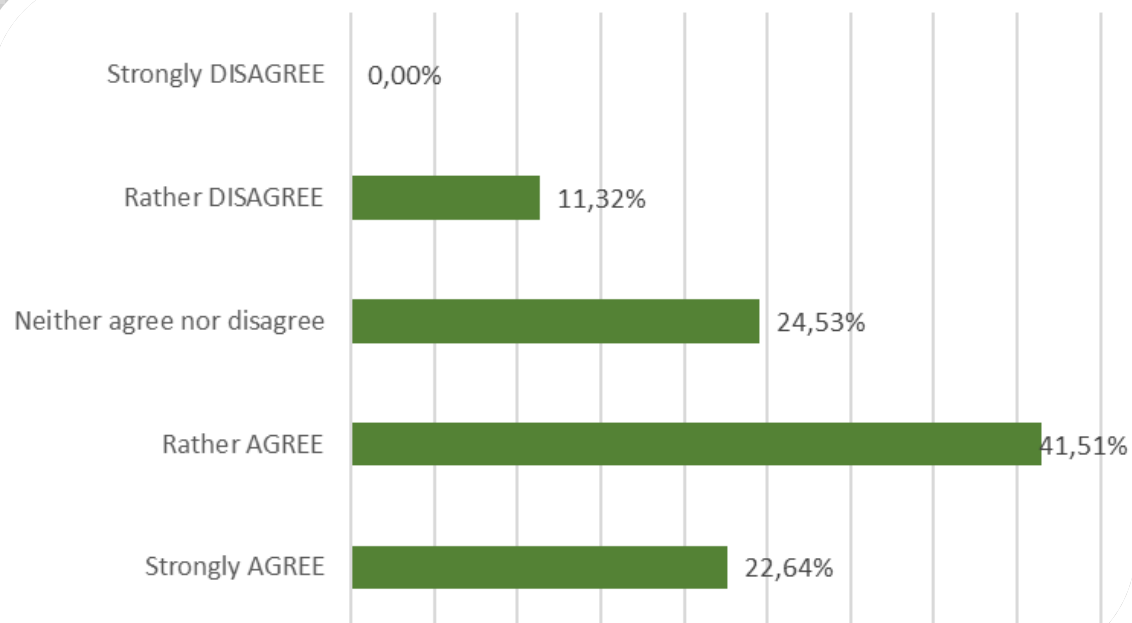
4. CAREER PROGRESSION



	At IG PAS, the value of diverse mobility (geographical, intersectoral, interdisciplinary, interinstitute) is appropriately appreciated and emphasised as an important way of expanding scientific knowledge and supporting the professional development of researchers at every stage of their careers.	%
Strongly AGREE	15	28,30%
Rather AGREE	19	35,85%
Neither agree nor disagree	13	24,53%
Rather DISAGREE	3	5,66%
Strongly DISAGREE	3	5,66%
SUM	53	100,00%

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

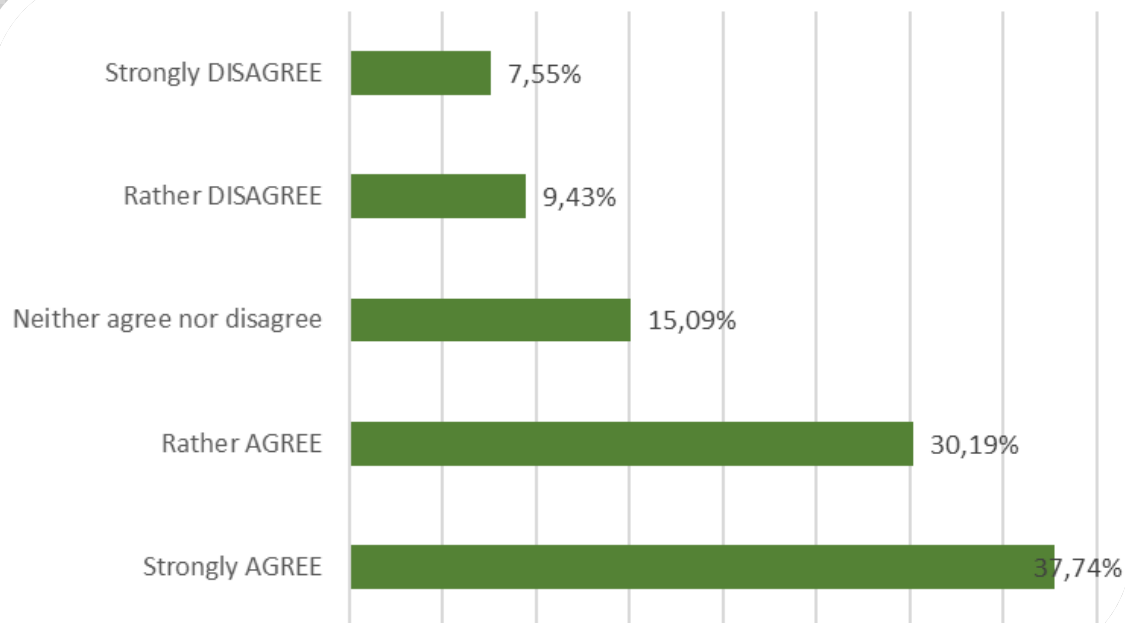
1. WORKING CONDITIONS, FUNDING AND SALARIES



	IG PAS provides appropriate infrastructure for conducting scientific research.	%
Strongly AGREE	12	22,64%
Rather AGREE	22	41,51%
Neither agree nor disagree	13	24,53%
Rather DISAGREE	6	11,32%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

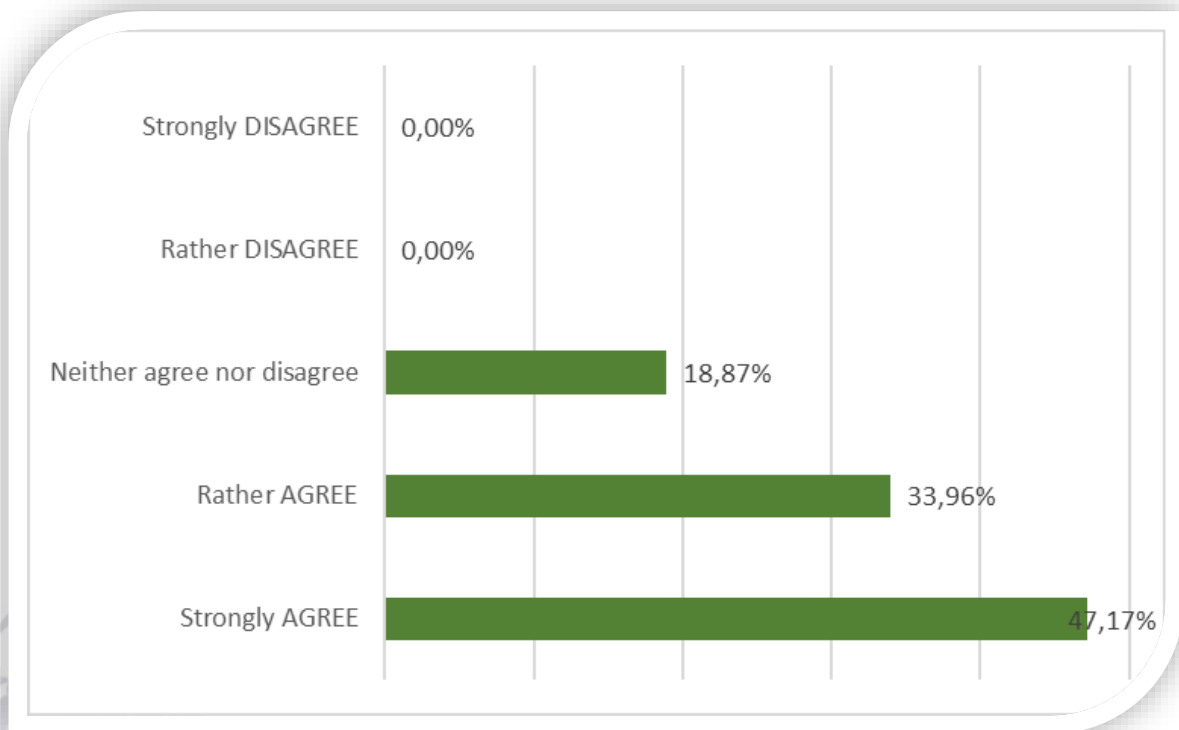
1. WORKING CONDITIONS, FUNDING AND SALARIES



	IG PAS provides working conditions that enable combining personal life, family, care, health and safety, as well as the general well-being of researchers/PhD students, without affecting their scientific career (including flexible working hours, remote work, sabbatical leave, etc.).	%
Strongly AGREE	20	37,74%
Rather AGREE	16	30,19%
Neither agree nor disagree	8	15,09%
Rather DISAGREE	5	9,43%
Strongly DISAGREE	4	7,55%
SUM	53	100,00%

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

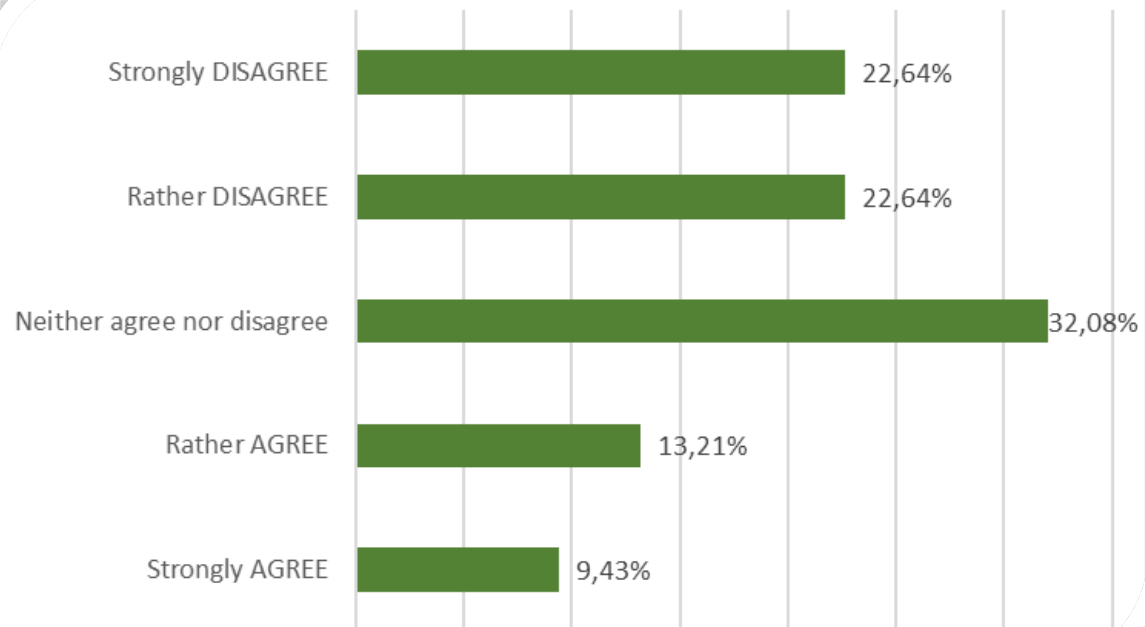
1. WORKING CONDITIONS, FUNDING AND SALARIES



	Researchers and PhD students at IG PAS are guaranteed the right to have their representatives present in various collegial and decision-making bodies, teams and committees.	%
Strongly AGREE	25	47,17%
Rather AGREE	18	33,96%
Neither agree nor disagree	10	18,87%
Rather DISAGREE	0	0,00%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

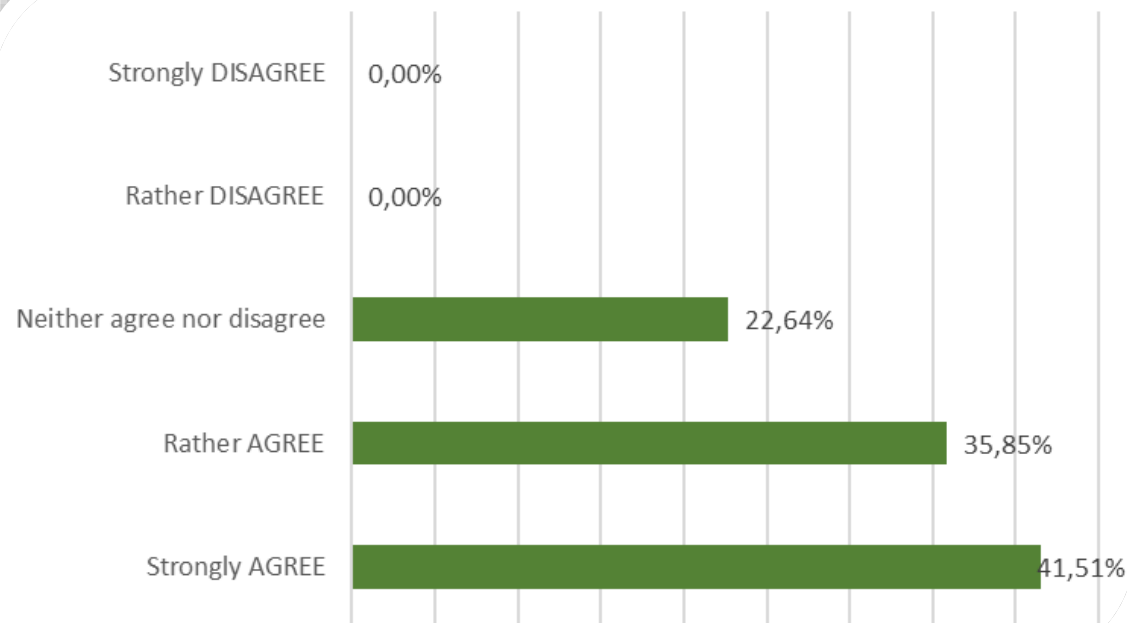
1. WORKING CONDITIONS, FUNDING AND SALARIES



	IG PAS provides attractive salaries for researchers, proportional to their legal status, level of qualifications, achievements, competences and scope of responsibilities.	
		%
Strongly AGREE	5	9,43%
Rather AGREE	7	13,21%
Neither agree nor disagree	17	32,08%
Rather DISAGREE	12	22,64%
Strongly DISAGREE	12	22,64%
SUM	53	100,00%

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

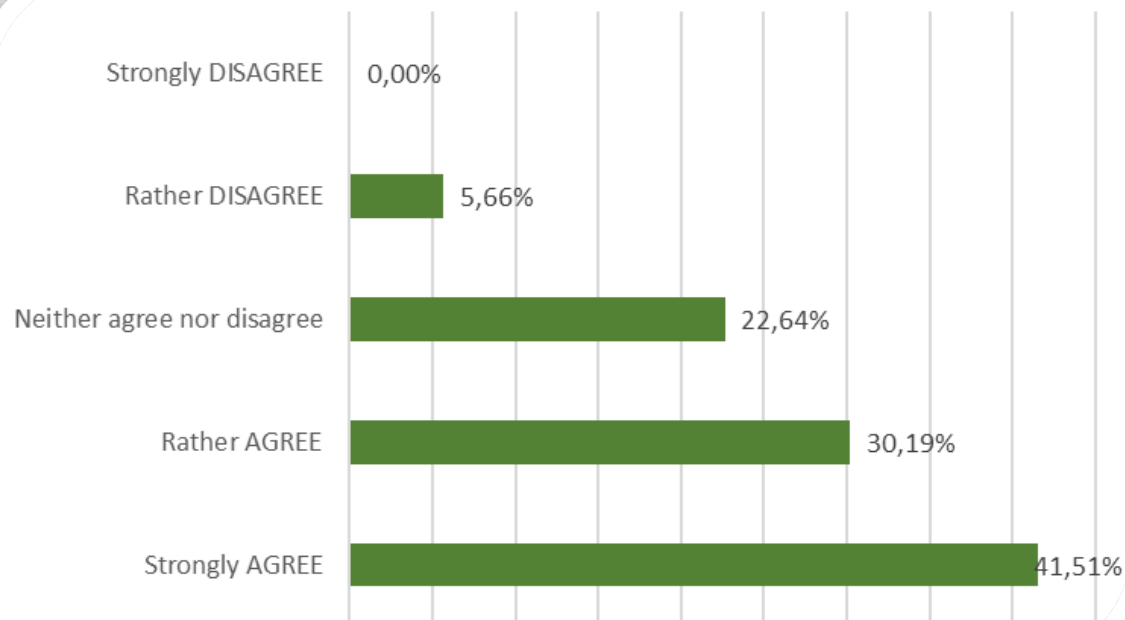
1. WORKING CONDITIONS, FUNDING AND SALARIES



	IG PAS provides appropriate social security benefits, including sickness and family benefits, pension rights and benefits under the Employee Benefits Fund (ZFS) in accordance with applicable regulations.	%
Strongly AGREE	22	41,51%
Rather AGREE	19	35,85%
Neither agree nor disagree	12	22,64%
Rather DISAGREE	0	0,00%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

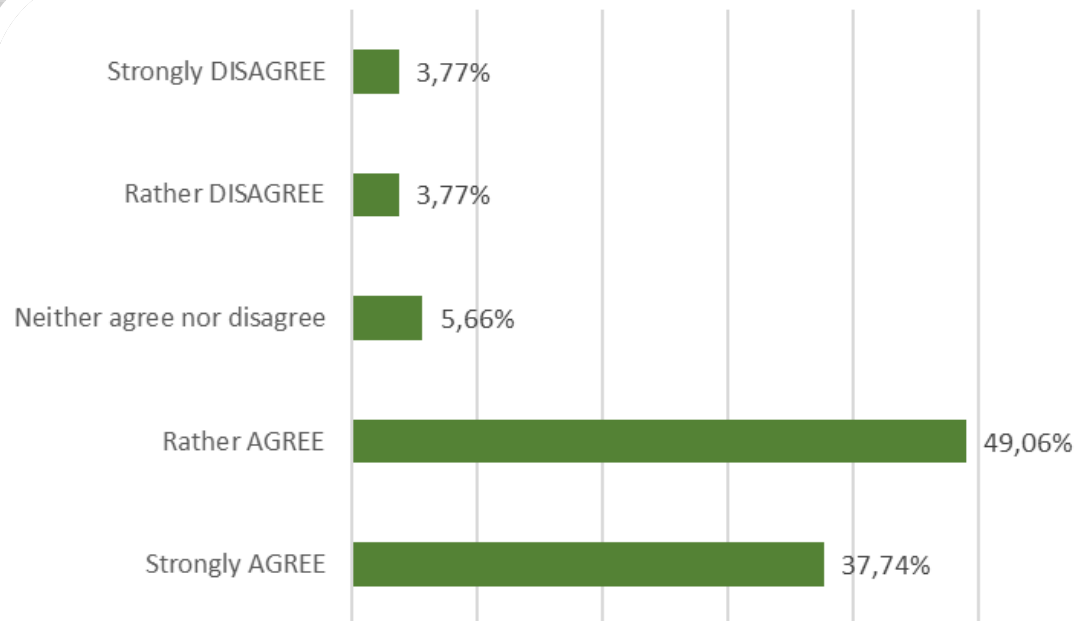
2. STABILITY OF EMPLOYMENT



	IG PAS ensures stable employment conditions for researchers, following the principles of fixed-term employment in accordance with applicable regulations.	%
Strongly AGREE	22	41,51%
Rather AGREE	16	30,19%
Neither agree nor disagree	12	22,64%
Rather DISAGREE	3	5,66%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

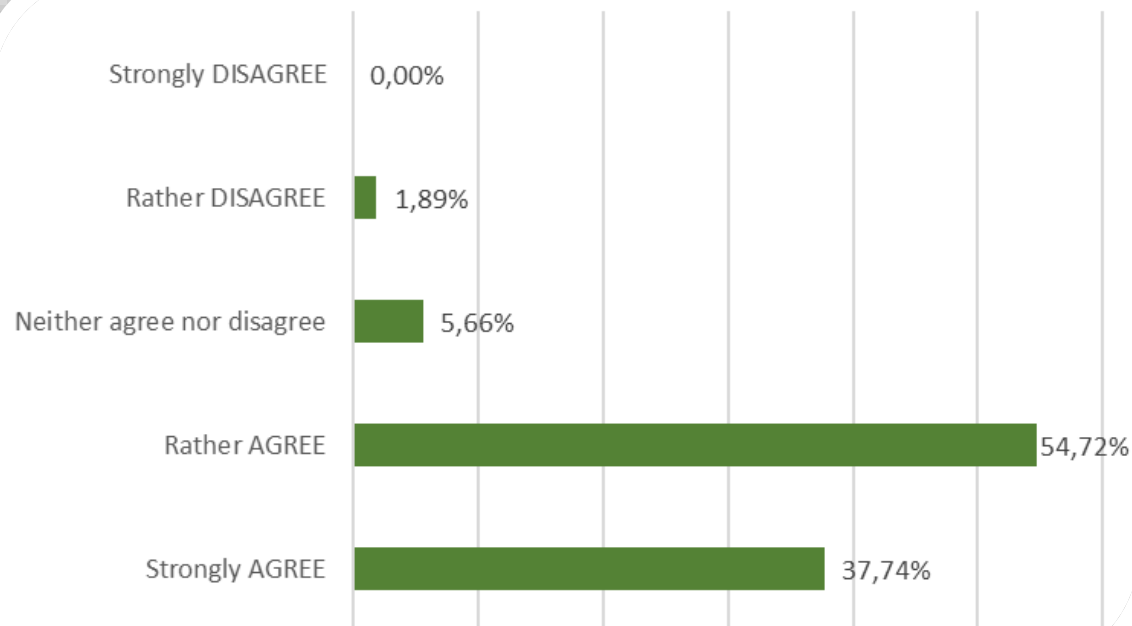
3. CONTRACTUAL AND LEGAL OBLIGATIONS



	Working at IG PAS, I am familiar with the legal regulations and procedures resulting from them concerning the professional advancement of a researcher (doctorate, habilitation, professorship) and I comply with them.	%
Strongly AGREE	20	37,74%
Rather AGREE	26	49,06%
Neither agree nor disagree	3	5,66%
Rather DISAGREE	2	3,77%
Strongly DISAGREE	2	3,77%
SUM	53	100,00%

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

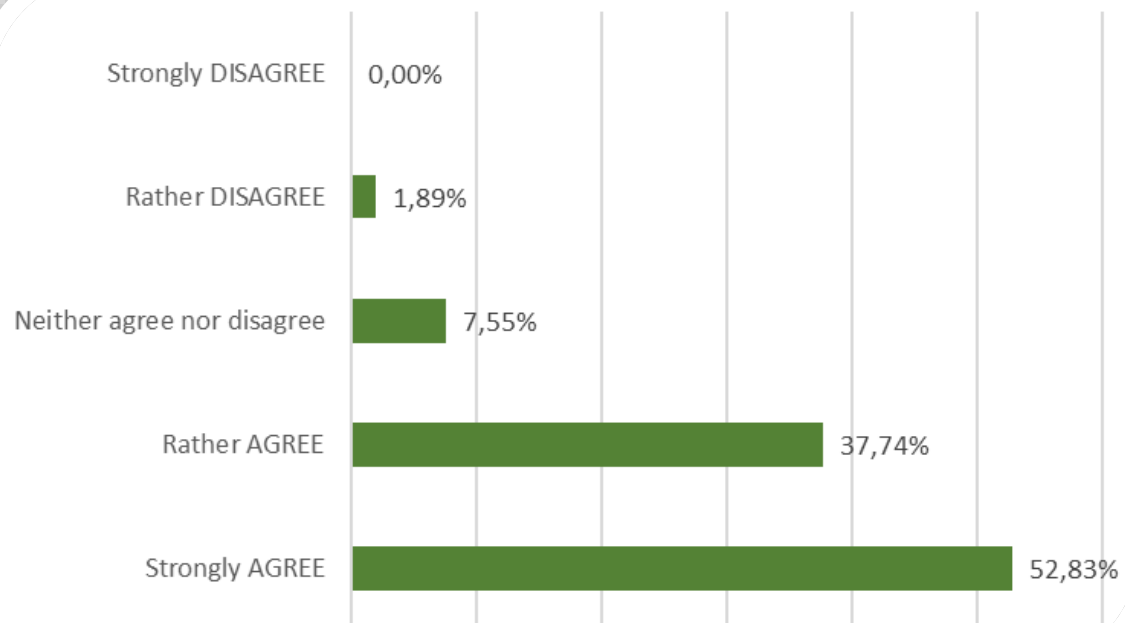
3. CONTRACTUAL AND LEGAL OBLIGATIONS



	Working at IG PAS, I am familiar with the applicable national and EU laws regarding data protection and confidentiality requirements; I take the necessary steps to comply with these provisions at all times.	%
Strongly AGREE	20	37,74%
Rather AGREE	29	54,72%
Neither agree nor disagree	3	5,66%
Rather DISAGREE	1	1,89%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

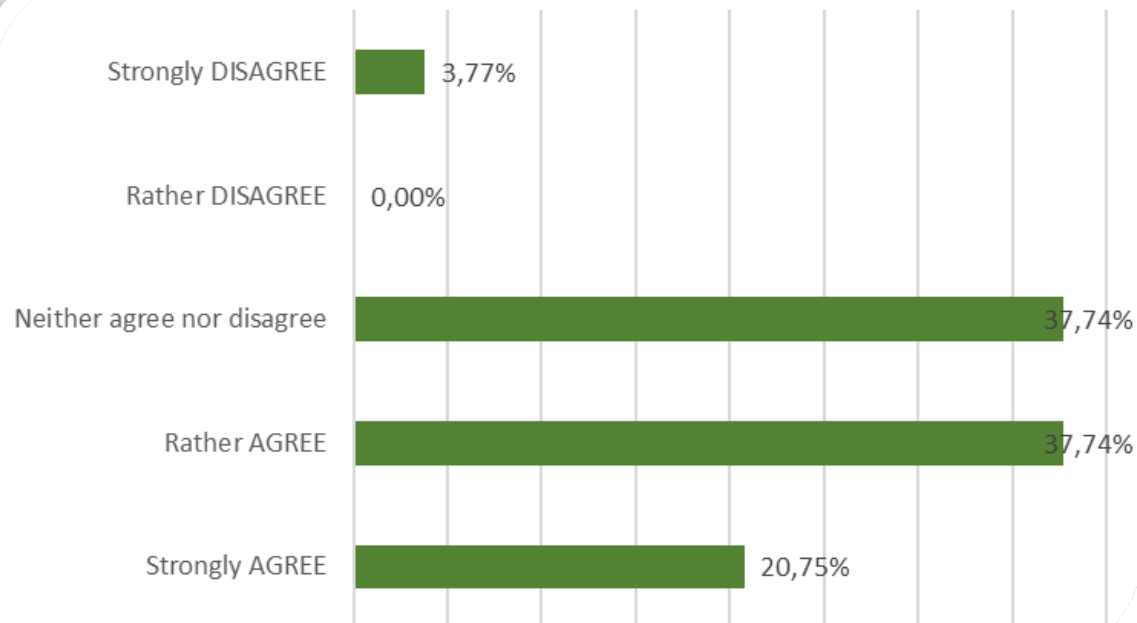
4. DISSEMINATION AND EXPLOITATION OF RESULTS



	As a researcher/PhD student at IG PAS, I pursue the principles of open science and take measures to disseminate and use the results of my research.	%
Strongly AGREE	28	52,83%
Rather AGREE	20	37,74%
Neither agree nor disagree	4	7,55%
Rather DISAGREE	1	1,89%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

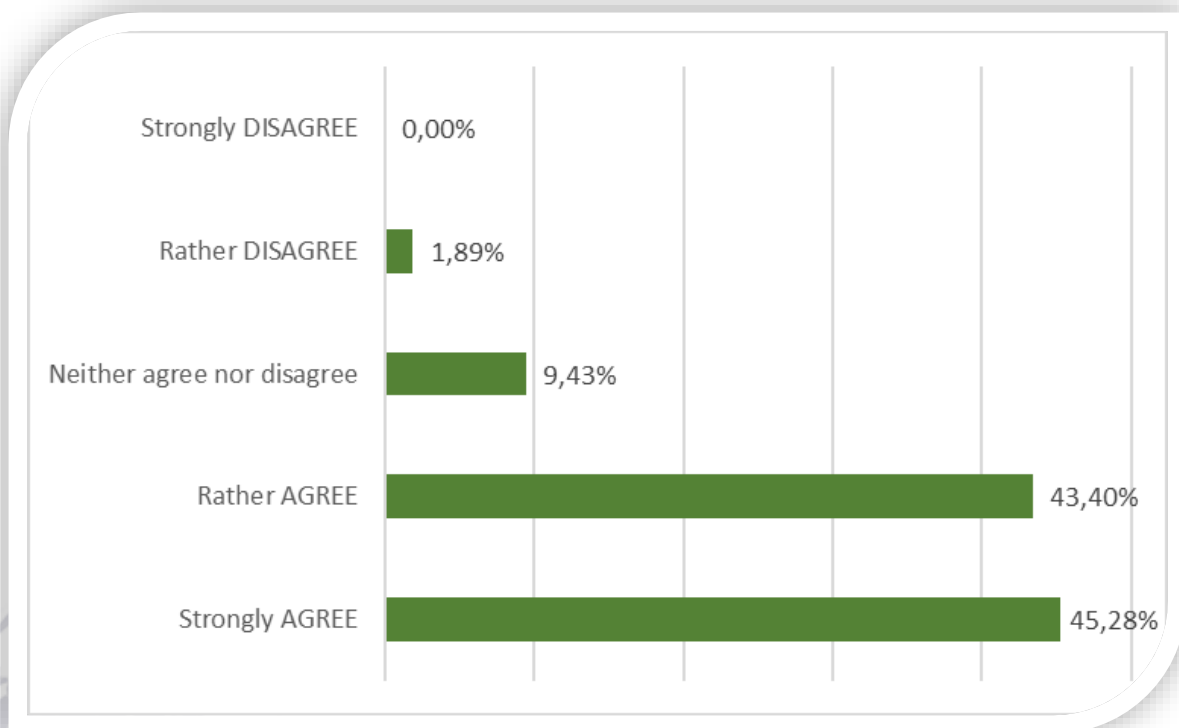
4. DISSEMINATION AND EXPLOITATION OF RESULTS



	IG PAS provides researchers and PhD students with legal protection of their research and its results, particularly in the area of protection of intellectual property rights and copyrights.	%
Strongly AGREE	11	20,75%
Rather AGREE	20	37,74%
Neither agree nor disagree	20	37,74%
Rather DISAGREE	0	0,00%
Strongly DISAGREE	2	3,77%
SUM	53	100,00%

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

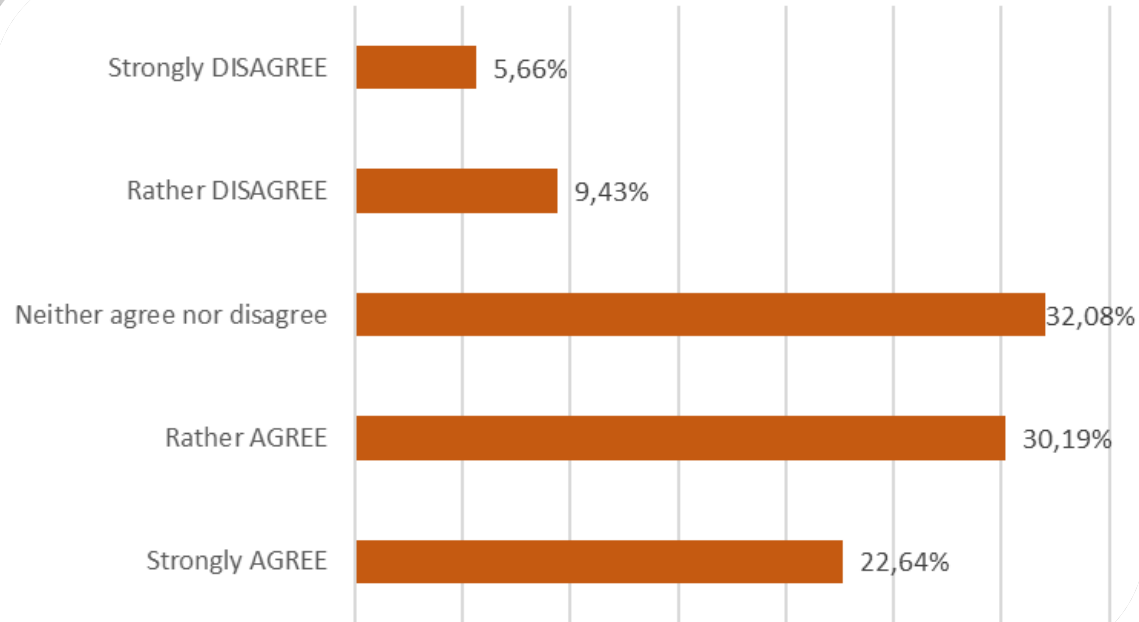
4. DISSEMINATION AND EXPLOITATION OF RESULTS



	As a researcher/PhD student at IG PAS, I undertake activities to popularize science among society.	%
Strongly AGREE	24	45,28%
Rather AGREE	23	43,40%
Neither agree nor disagree	5	9,43%
Rather DISAGREE	1	1,89%
Strongly DISAGREE	0	0,00%
SUM	53	100,00%

PILLAR 4 -RESEARCH CAREERS AND TALENT DEVELOPMENT

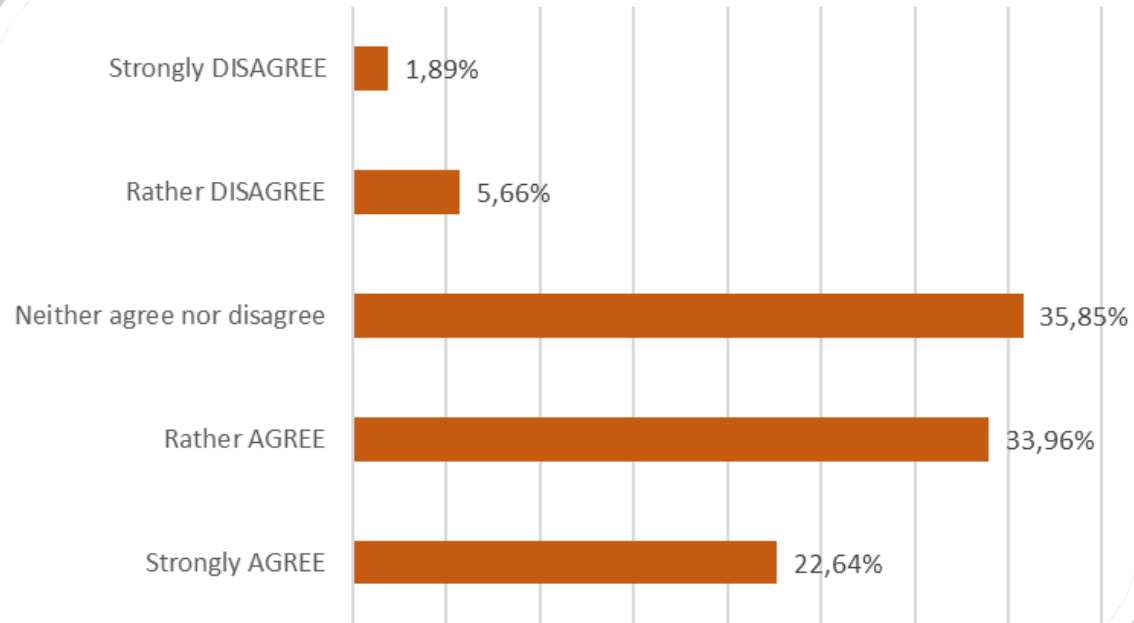
1. VALUING DIVERSE RESEARCH CAREERS



	IG PAS as an employer supports various individual career development paths for researchers and PhD students.	%
Strongly AGREE	12	22,64%
Rather AGREE	16	30,19%
Neither agree nor disagree	17	32,08%
Rather DISAGREE	5	9,43%
Strongly DISAGREE	3	5,66%
SUM	53	100,00%

PILLAR 4 -RESEARCH CAREERS AND TALENT DEVELOPMENT

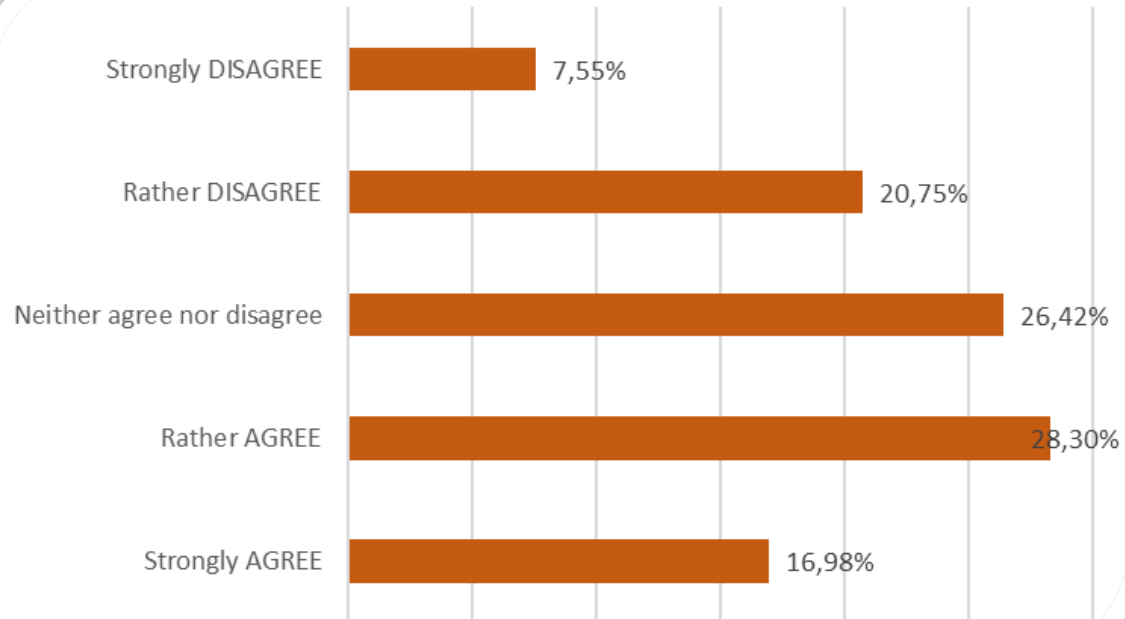
2. CAREER DEVELOPMENT AND ADVICE



	There are clear rules for promotion to higher scientific positions at IG PAS.	
		%
Strongly AGREE	12	22,64%
Rather AGREE	18	33,96%
Neither agree nor disagree	19	35,85%
Rather DISAGREE	3	5,66%
Strongly DISAGREE	1	1,89%
SUM	53	100,00%

PILLAR 4 -RESEARCH CAREERS AND TALENT DEVELOPMENT

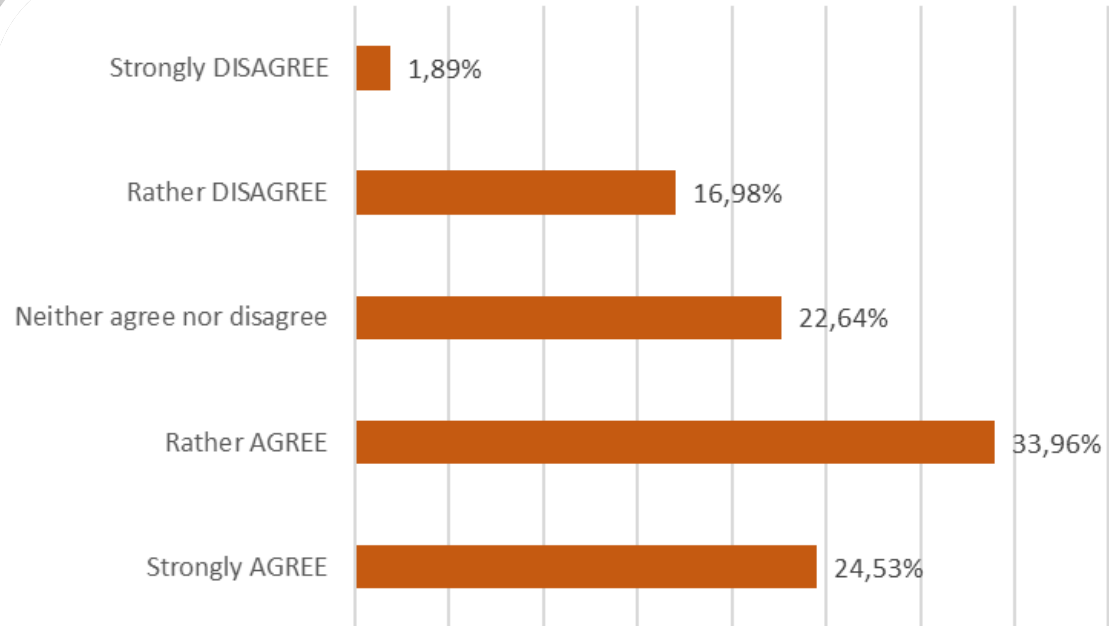
2. CAREER DEVELOPMENT AND ADVICE



	At IG PAS, early-stage researchers are provided with support for their professional development (including social protection, working conditions, promoting involvement in research teams, mobility, mentoring, and career counseling).	%
Strongly AGREE	9	16,98%
Rather AGREE	15	28,30%
Neither agree nor disagree	14	26,42%
Rather DISAGREE	11	20,75%
Strongly DISAGREE	4	7,55%
SUM	53	100,00%

PILLAR 4 -RESEARCH CAREERS AND TALENT DEVELOPMENT

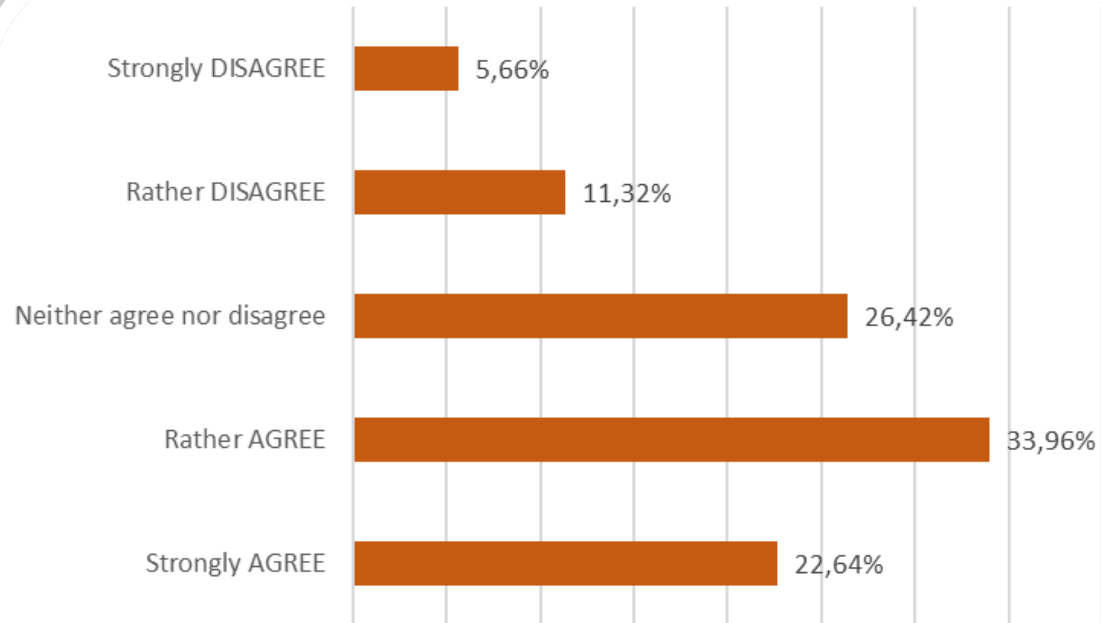
3. CONTINUOUS PROFESSIONAL DEVELOPMENT



	IG PAS provides researchers (regardless of their contract and career stage) and PhD students with access to resources enabling the continuous development of skills and qualifications, including participation in training, conferences, and online courses.	%
Strongly AGREE	13	24,53%
Rather AGREE	18	33,96%
Neither agree nor disagree	12	22,64%
Rather DISAGREE	9	16,98%
Strongly DISAGREE	1	1,89%
SUM	53	100,00%

PILLAR 4 -RESEARCH CAREERS AND TALENT DEVELOPMENT

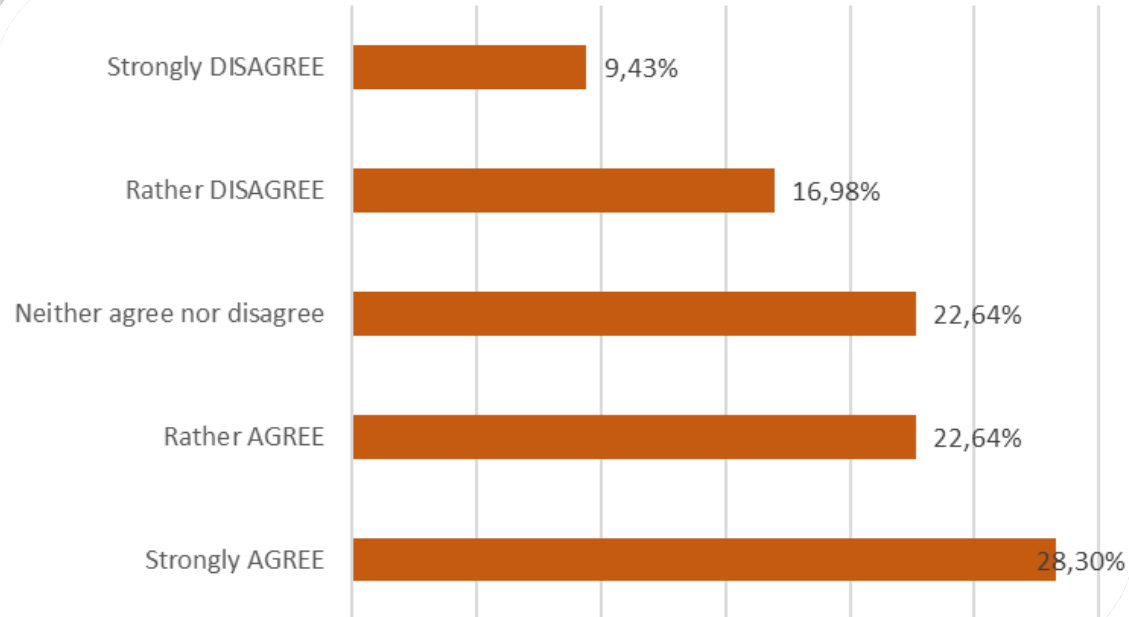
3. CONTINUOUS PROFESSIONAL DEVELOPMENT



	IG PAS supports and recognizes the involvement of researchers in teaching, with particular emphasis on researchers at the beginning of their careers.	%
Strongly AGREE	12	22,64%
Rather AGREE	18	33,96%
Neither agree nor disagree	14	26,42%
Rather DISAGREE	6	11,32%
Strongly DISAGREE	3	5,66%
SUM	53	100,00%

PILLAR 4 -RESEARCH CAREERS AND TALENT DEVELOPMENT

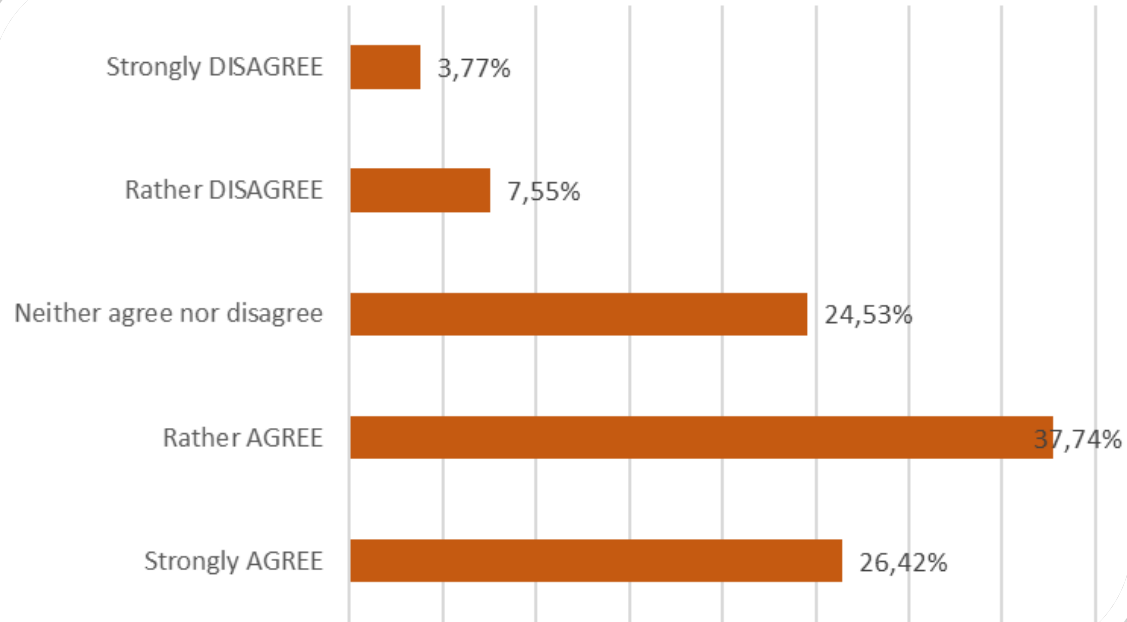
4. SUPERVISION AND MENTORING



	At IG PAS, heads of research departments provide the necessary support to researchers at an early stage of their professional careers and have the competences and experience to ensure substantive support and monitoring of their work progress (e.g. through reports, seminars, work according to a specific schedule).	%
Strongly AGREE	15	28,30%
Rather AGREE	12	22,64%
Neither agree nor disagree	12	22,64%
Rather DISAGREE	9	16,98%
Strongly DISAGREE	5	9,43%
SUM	53	100,00%

PILLAR 4 -RESEARCH CAREERS AND TALENT DEVELOPMENT

4. SUPERVISION AND MENTORING



	Experienced IG PAS research staff provide support to early-stage researchers in their current duties and professional development.	%
Strongly AGREE	14	26,42%
Rather AGREE	20	37,74%
Neither agree nor disagree	13	24,53%
Rather DISAGREE	4	7,55%
Strongly DISAGREE	2	3,77%
SUM	53	100,00%

Remarks, comments

- ❖ As a non Polish speaking person at the institute, I have no chance in understanding the major regulations and practices at IGF, since the documents describing them are in Polish. It would be better to give an English translation as well. The regulations sent by mail cannot be translated by myself as it is a scanned copy and it is not possible for most of the websites to translate.
- ❖ The survey concerns only researchers, all employees participate in the vote, and the questions are directed only at researchers. I am afraid the Institute will not function well if there is turnover in non-academic positions. Different answers would be given when the questions were not asked only to researchers, e.g. about clear criteria for promotion in individual positions, etc.
- ❖ Periodic evaluation of researchers creates "average scientists" who are relatively good at a little bit of everything. It excludes those who, for example, publish outstandingly but lack social skills, do not teach PhD students and do not win grants. The approach to the issue of remote work and work flexibility depends much more on the department in which one works than on the actual scientific results of a given person.
- ❖ I am a PhD student at IG PAS for past 7 months. I have been fortunate that my team has been very supportive and everyone in my department is accessible (whenever I am need of any help). The admisitration has also been helpful towards various requirements.
- ❖ At IG PAS, there are no known rules for professional promotion for researchers starting their careers, there is no employment stability, and the pay conditions are poor. Many young people with great scientific potential, mostly men, leave for other professions due to poor funding and the lack of long-term contracts. Working at the IG PAS allows to maintain a family-work balance, even if you have children.
- ❖ I have recently joined (~ 1 month), the responses here are best of my understanding.