

Warsaw, 3rd December 2024

Statistical analysis of survey results Logo HR



HR EXCELLENCE IN RESEARCH

Prepared by:

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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.



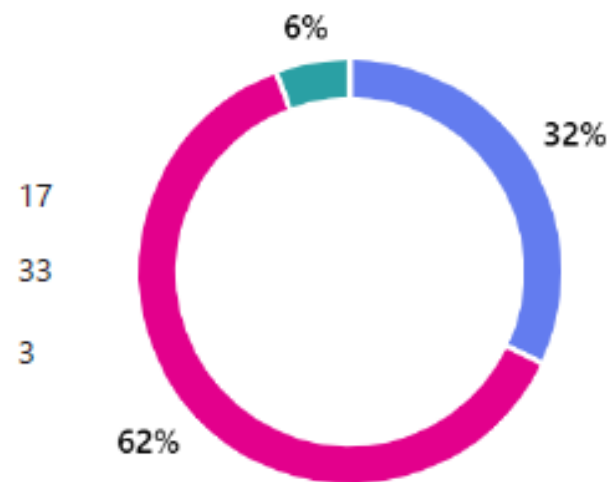
Institute of Geophysics
Polish Academy of Sciences

- gender

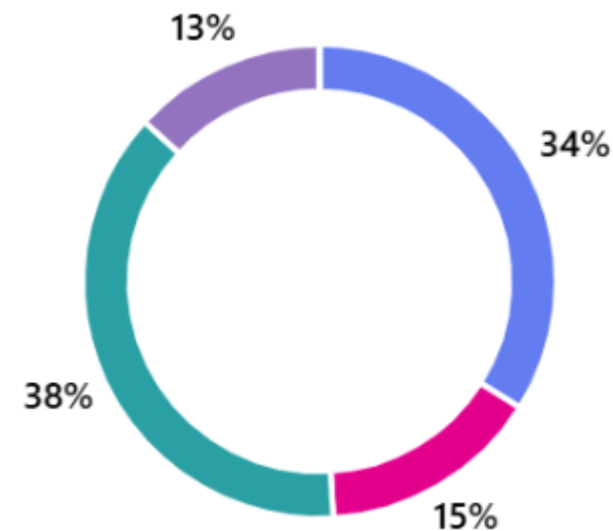
● Kobieta / *Female*

● Mężczyzna / *Male*

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



- work experience at the Institute



RESPONDENTS PROFILE

- position

● Profesor / *Full Professor*

● Profesor Instytutu / *Associate Professor*

● Adiunkt / *Assistant Professor*

● Asystent / *Assistant*

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

● Doktorant / *PhD student*

3

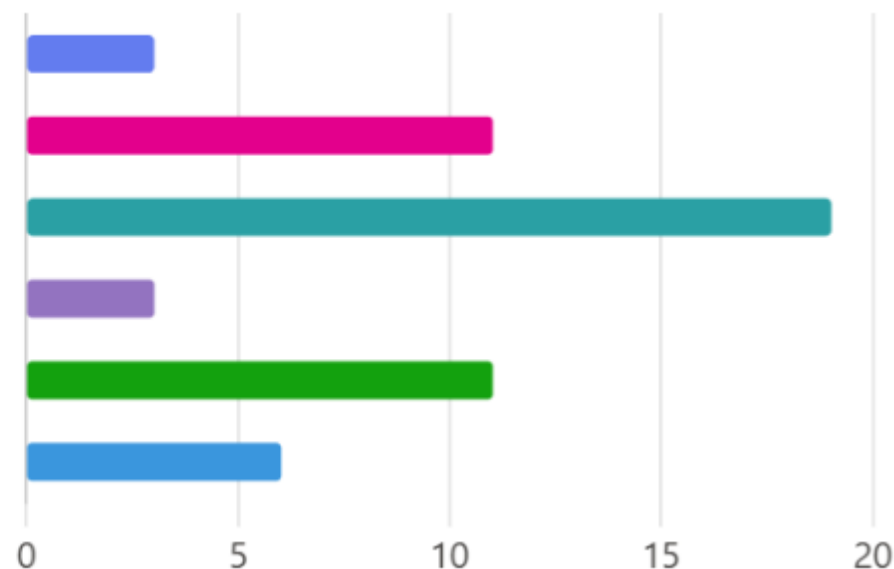
11

19

3

11

6



● 0-5 lat / *0-5 years* 18

● 6-10 lat / *6-10 years* 8

● 11-20 lat / *11-20 years* 20

● > 20 lat / *> 20 years* 7

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

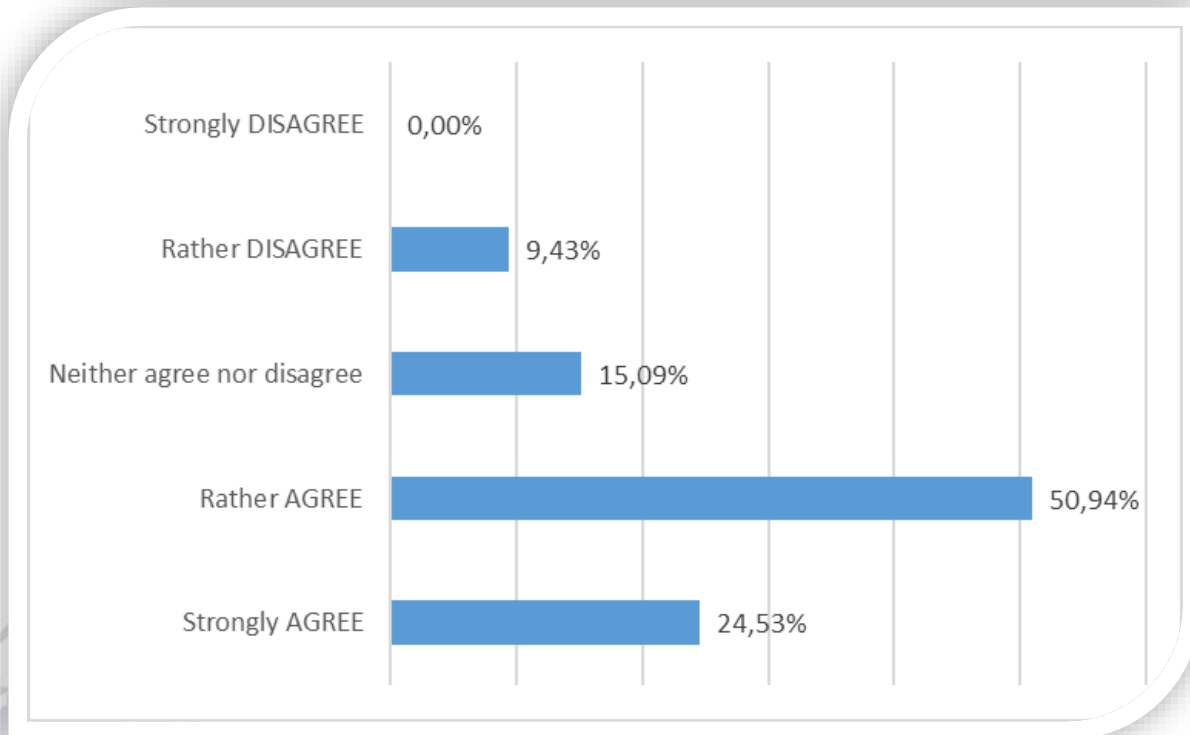
1. WORKING CONDITIONS, FUNDING AND SALARIES
2. STABILITY OF EMPLOYMENT
3. CONTRACTUAL AND LEGAL OBLIGATIONS
4. DISSEMINATION AND EXPLOITATION OF RESULTS

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

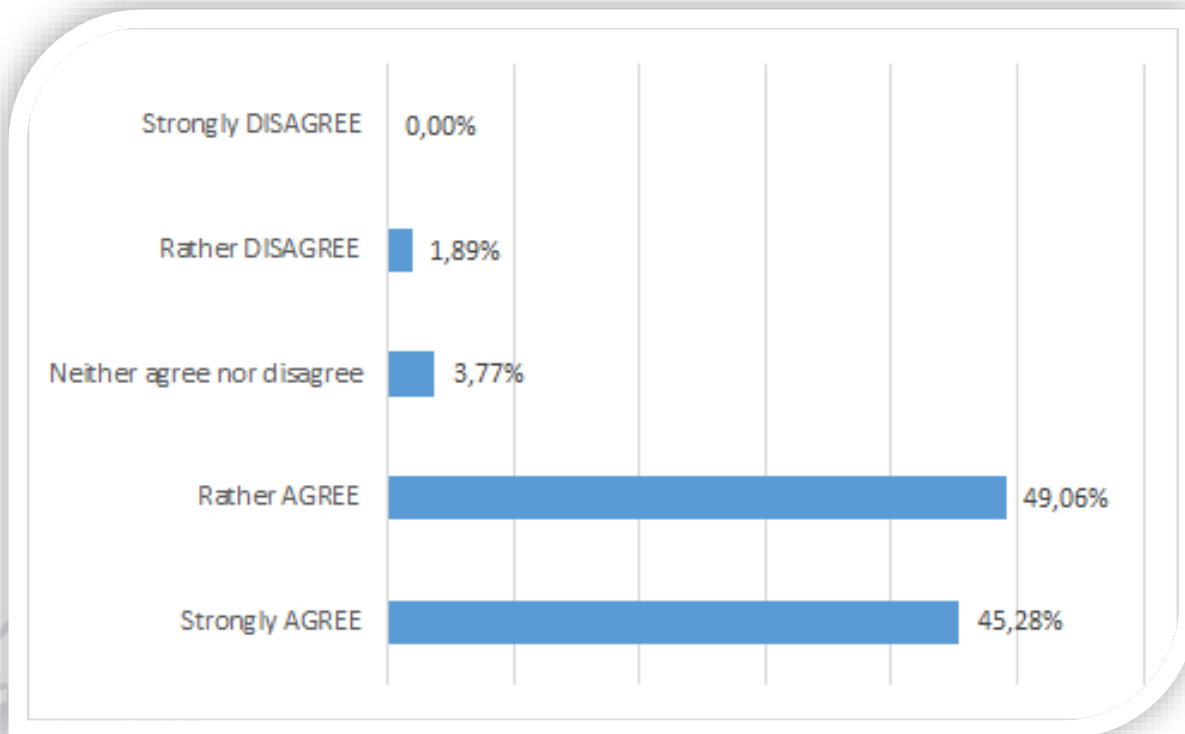
1. ETHICS AND RESEARCH INTEGRITY



	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

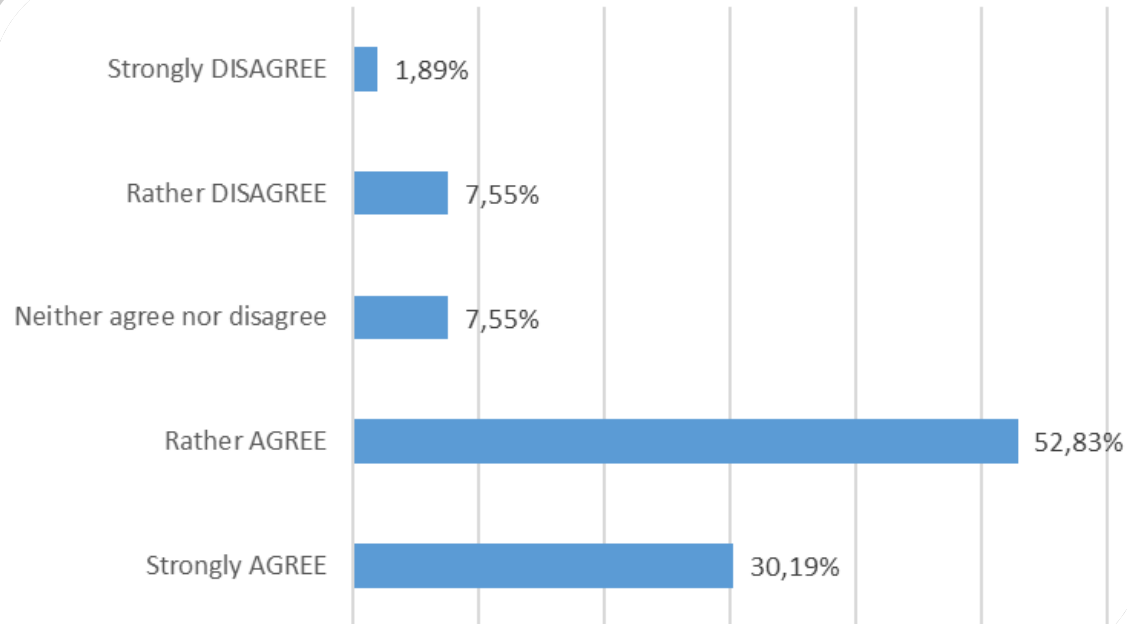
2. FREEDOM OF SCIENTIFIC RESEARCH



	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

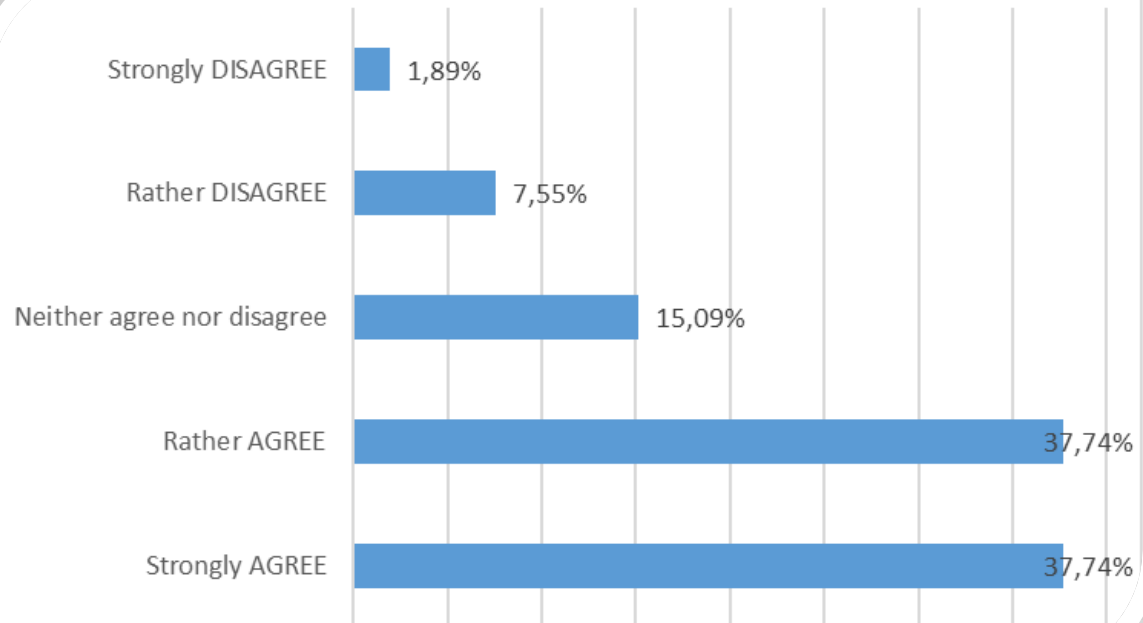
3. OPEN SCIENCE



	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

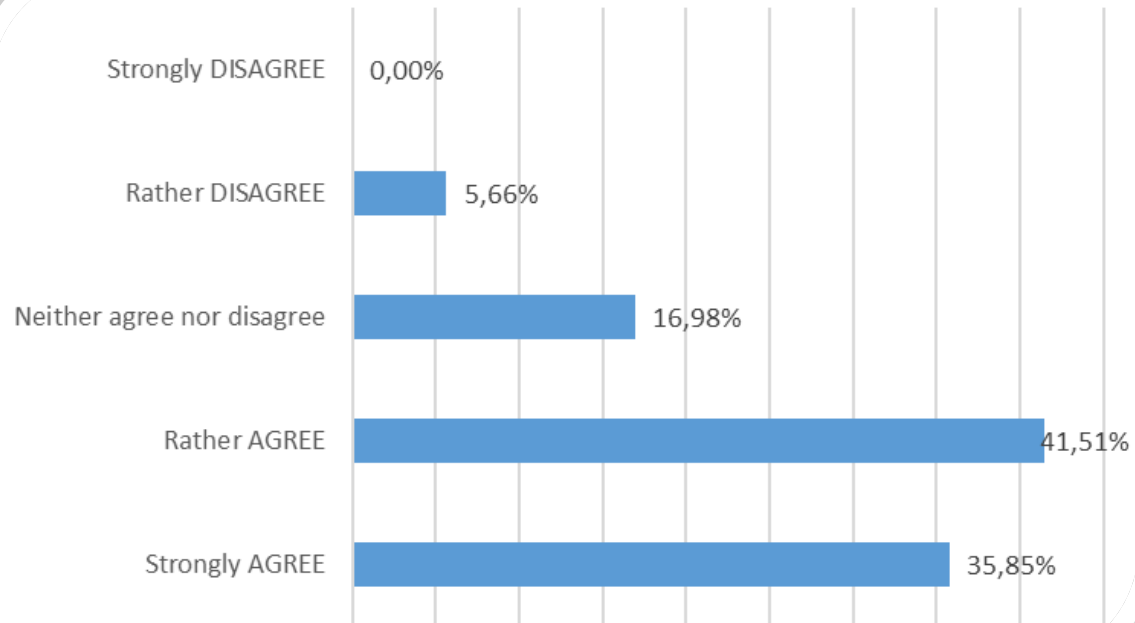
4. GENDER EQUALITY



	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

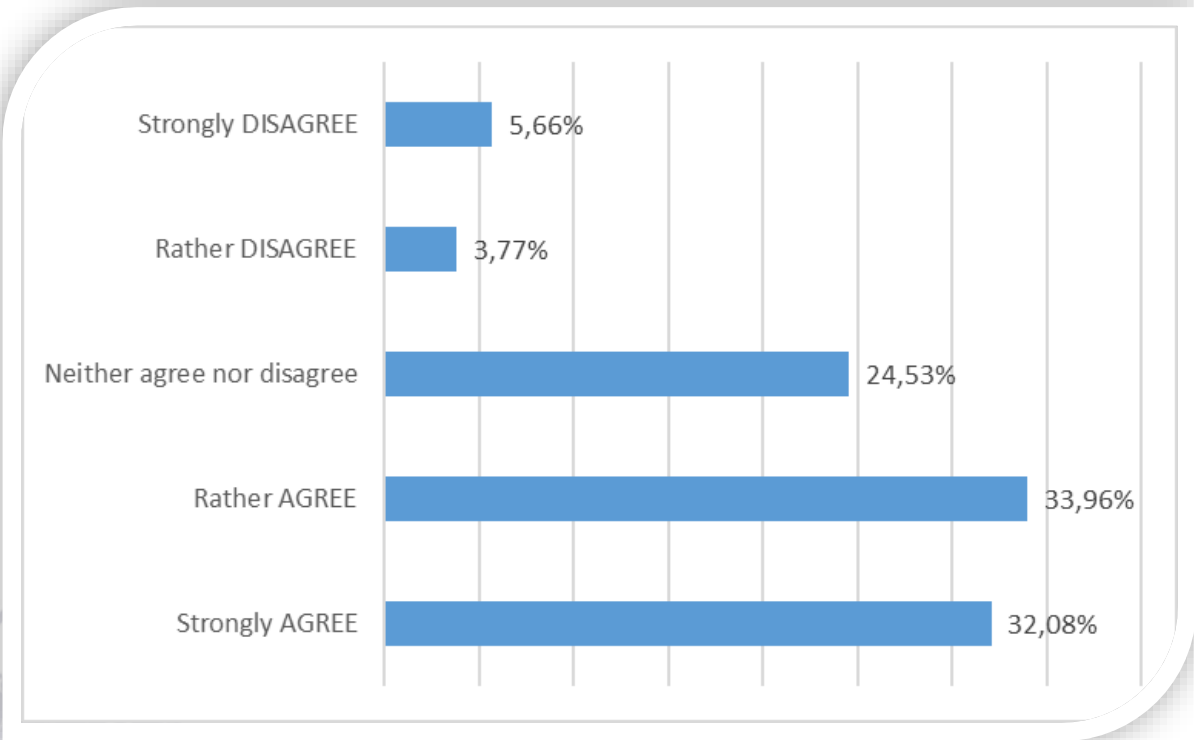
4. GENDER EQUALITY



	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

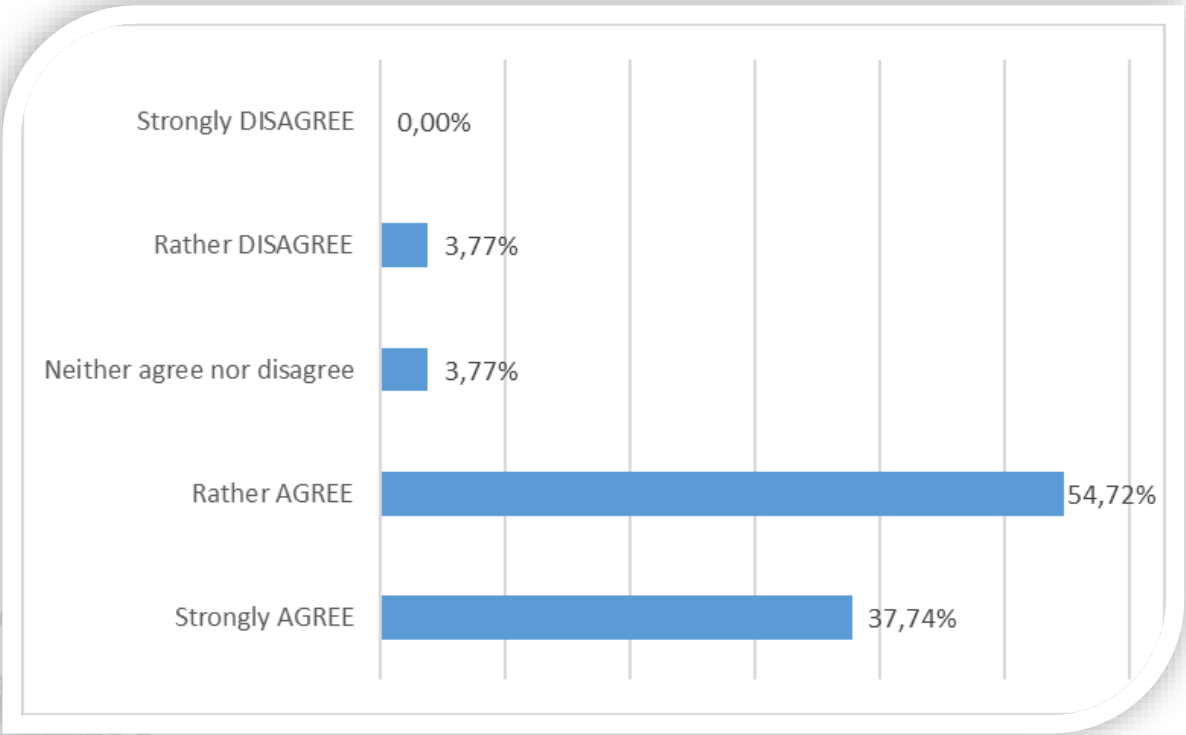


	IG PAS follows the principle of taking into account diversity, including gender, race or ethnic origin, religion or belief, social diversity, disability, age, sexual orientation; all forms of discrimination are effectively combated.	%
Strongly AGREE	17	32,08%
Rather AGREE	18	33,96%
Neither agree nor 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

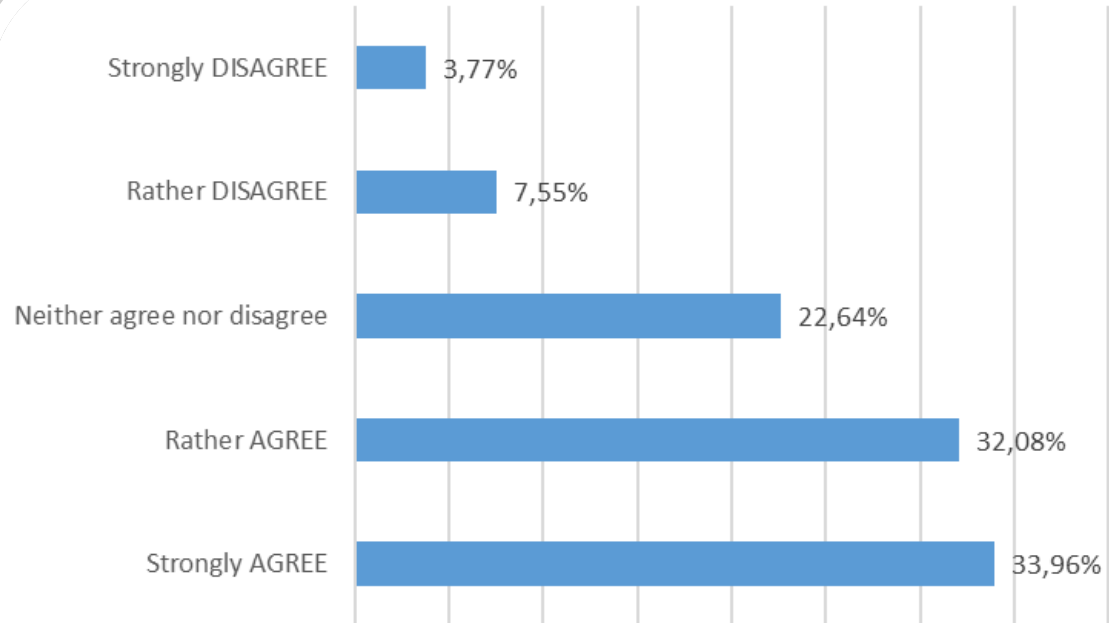
Researchers should make every effort to ensure that their research is relevant to society by enabling a better understanding of the world, and by not unnecessarily duplicating research previously carried out elsewhere.



	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

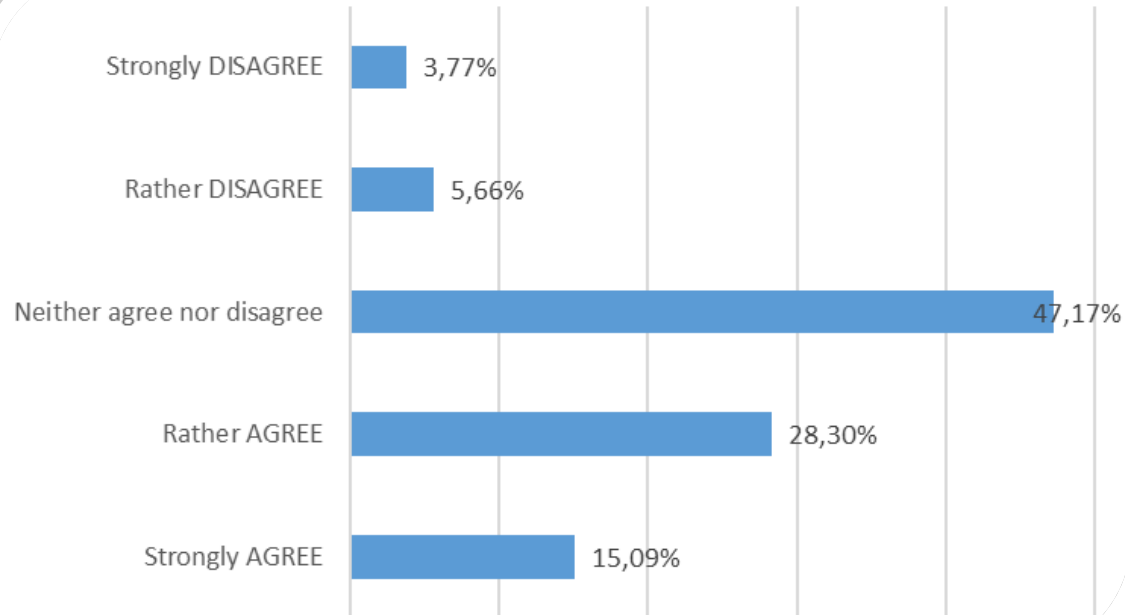
7. FREE CIRCULATION OF RESEARCHERS



	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

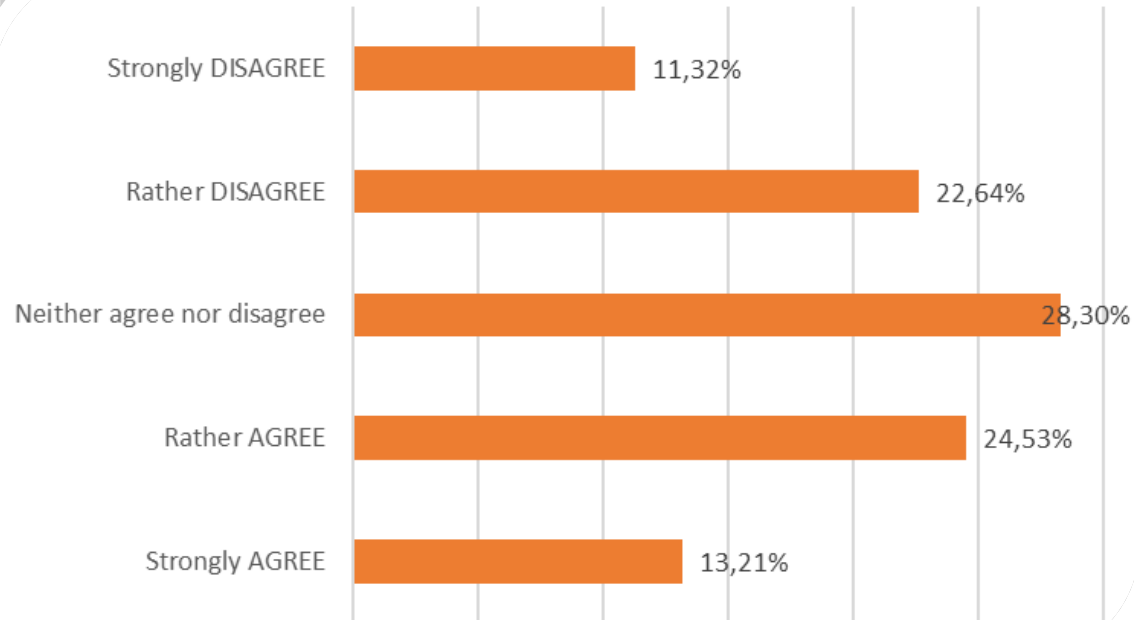
8. SUSTAINABILITY OF RESEARCH



	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

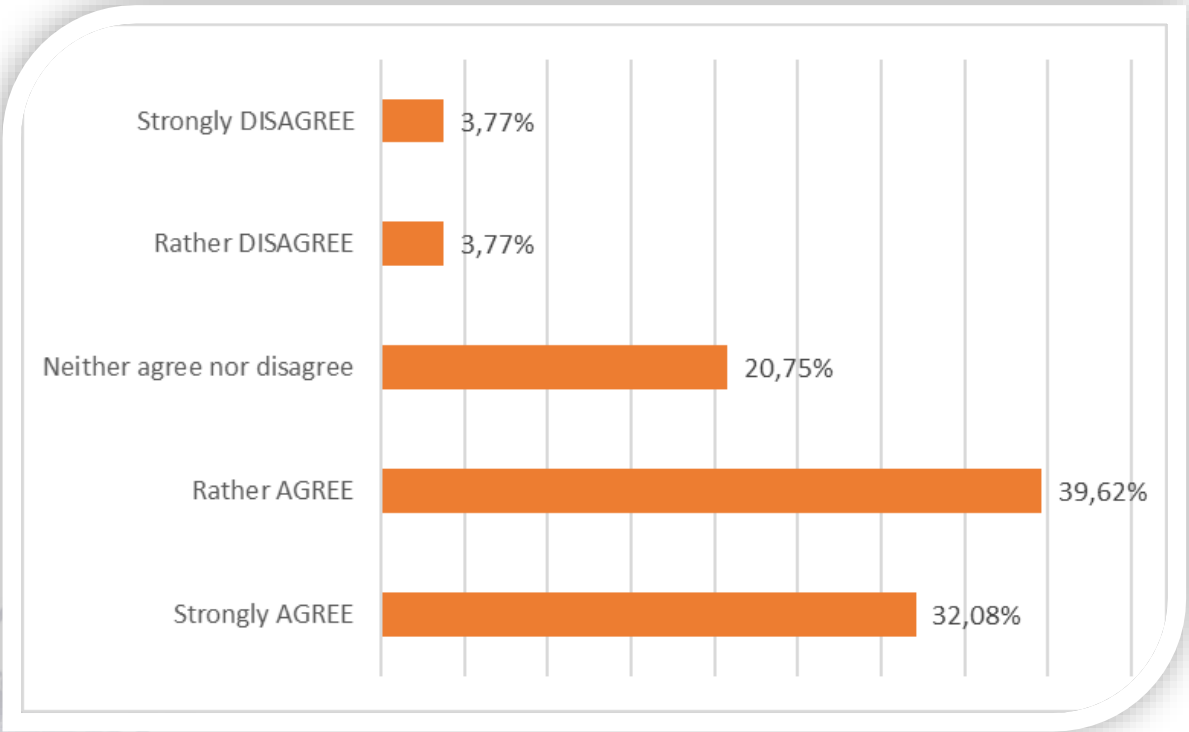
1. RESEARCHERS' ASSESSMENT



	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

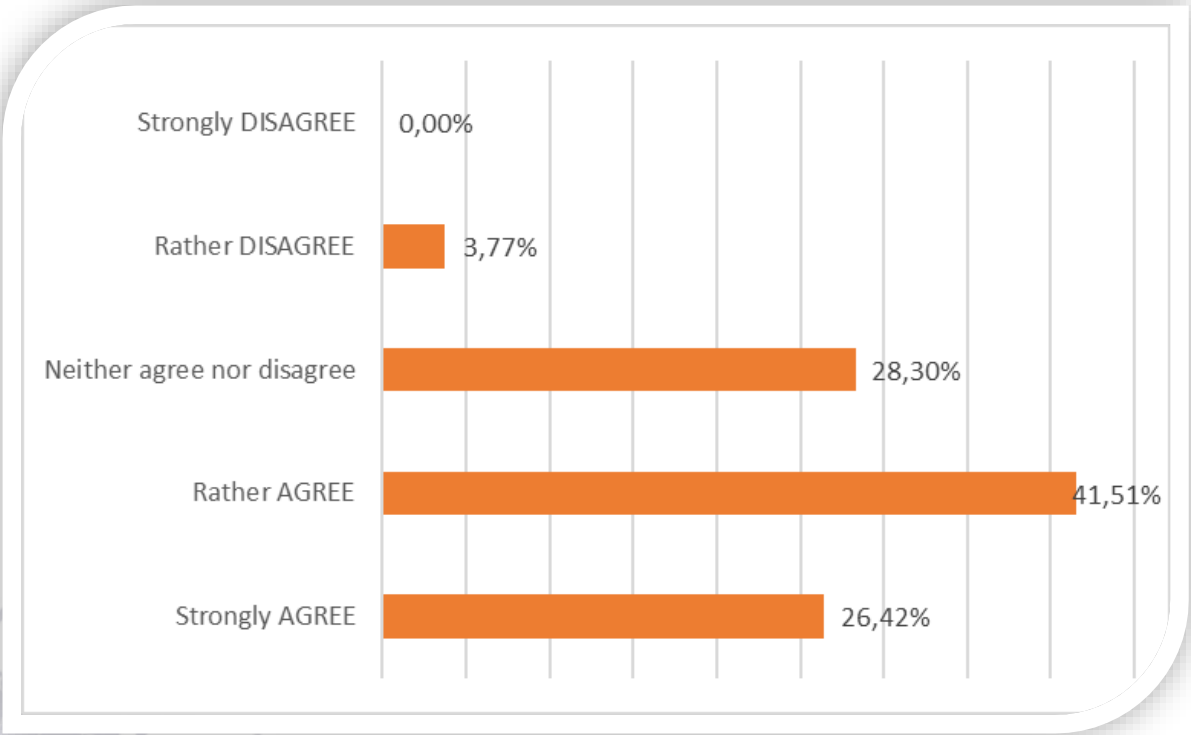
2. RECRUITMENT



	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

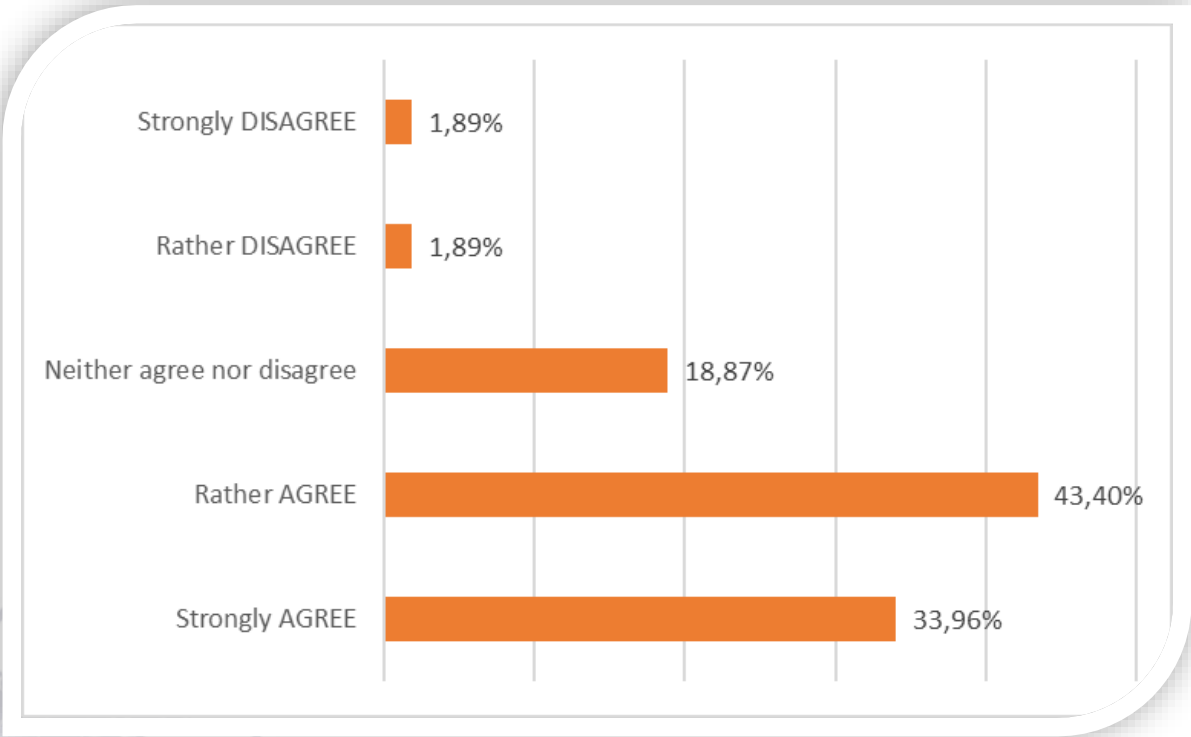
3. SELECTION



	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

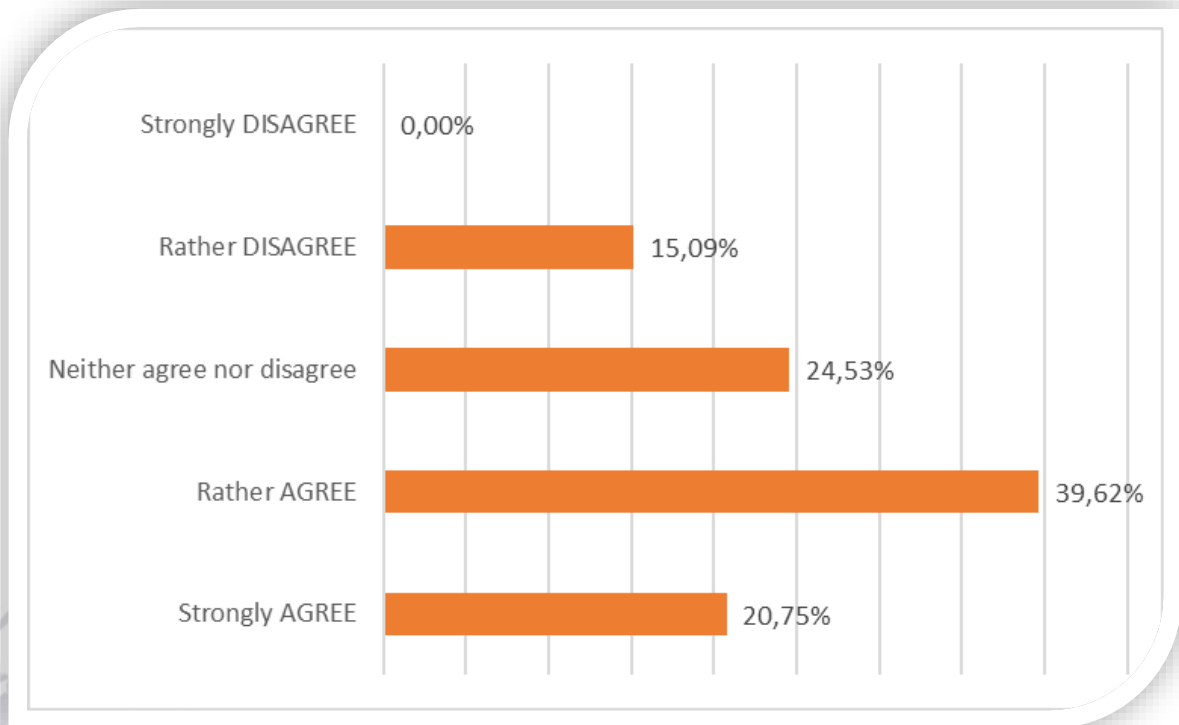
3. SELECTION



	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

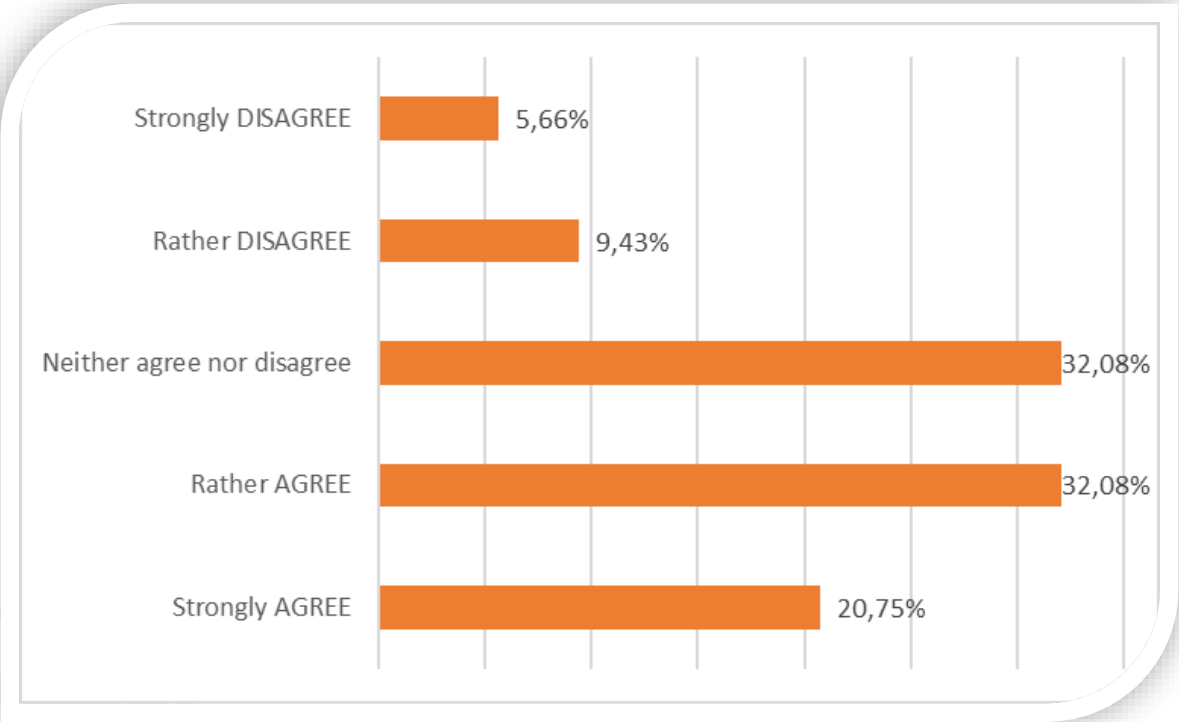
4. CAREER PROGRESSION



	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

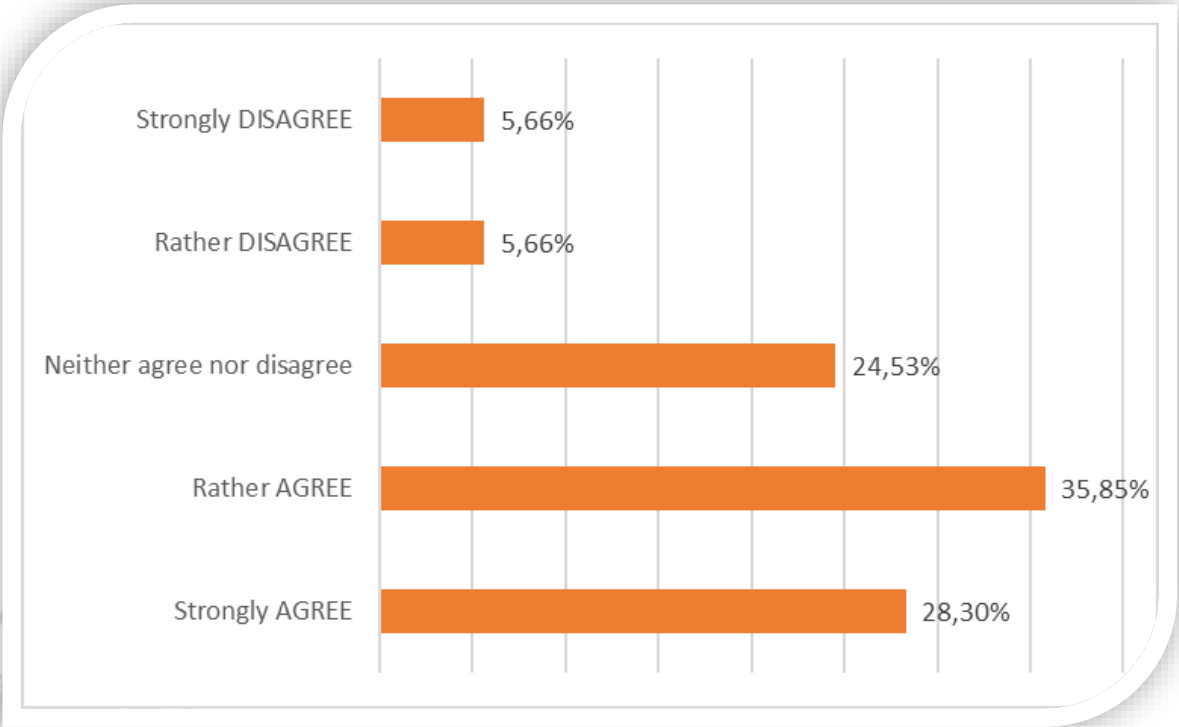
4. CAREER PROGRESSION



	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

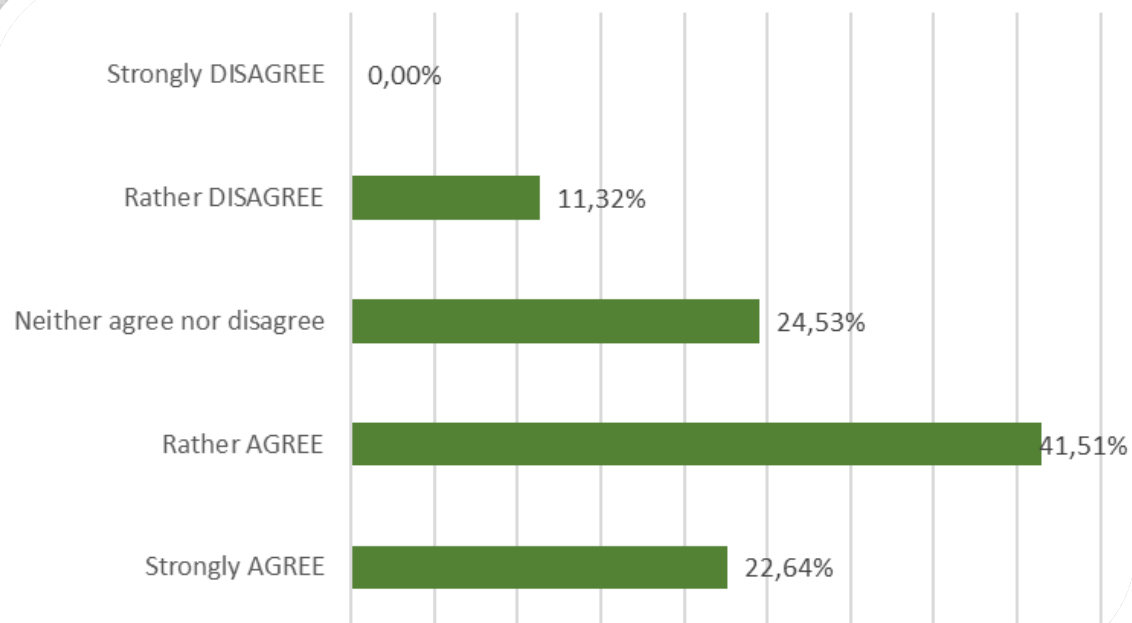
4. CAREER PROGRESSION



	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

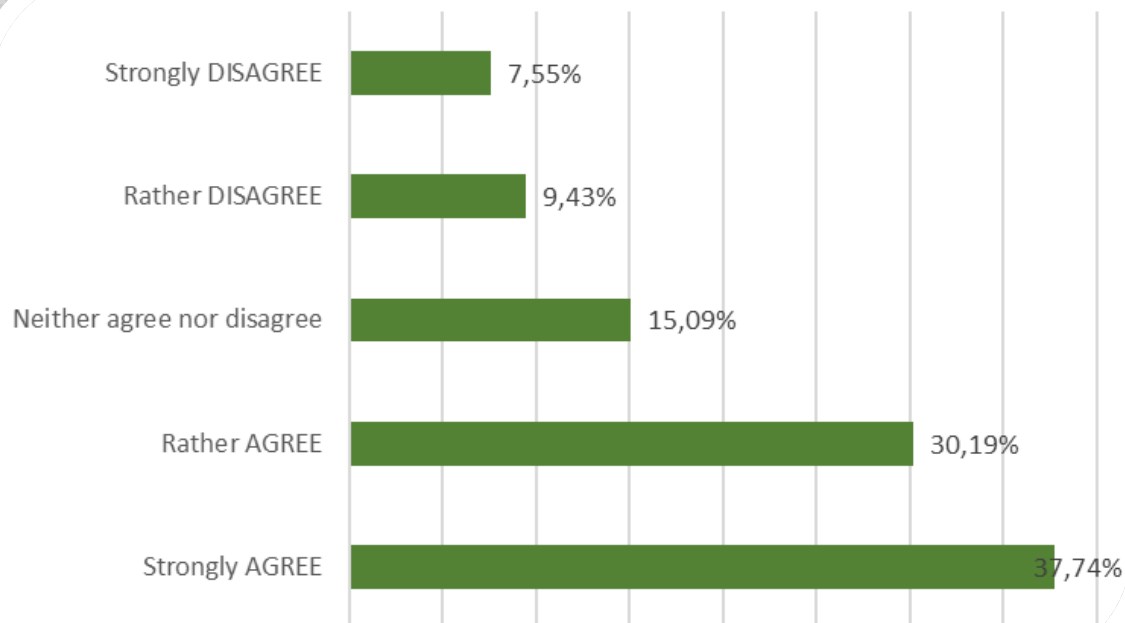
1. WORKING CONDITIONS, FUNDING AND SALARIES



	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

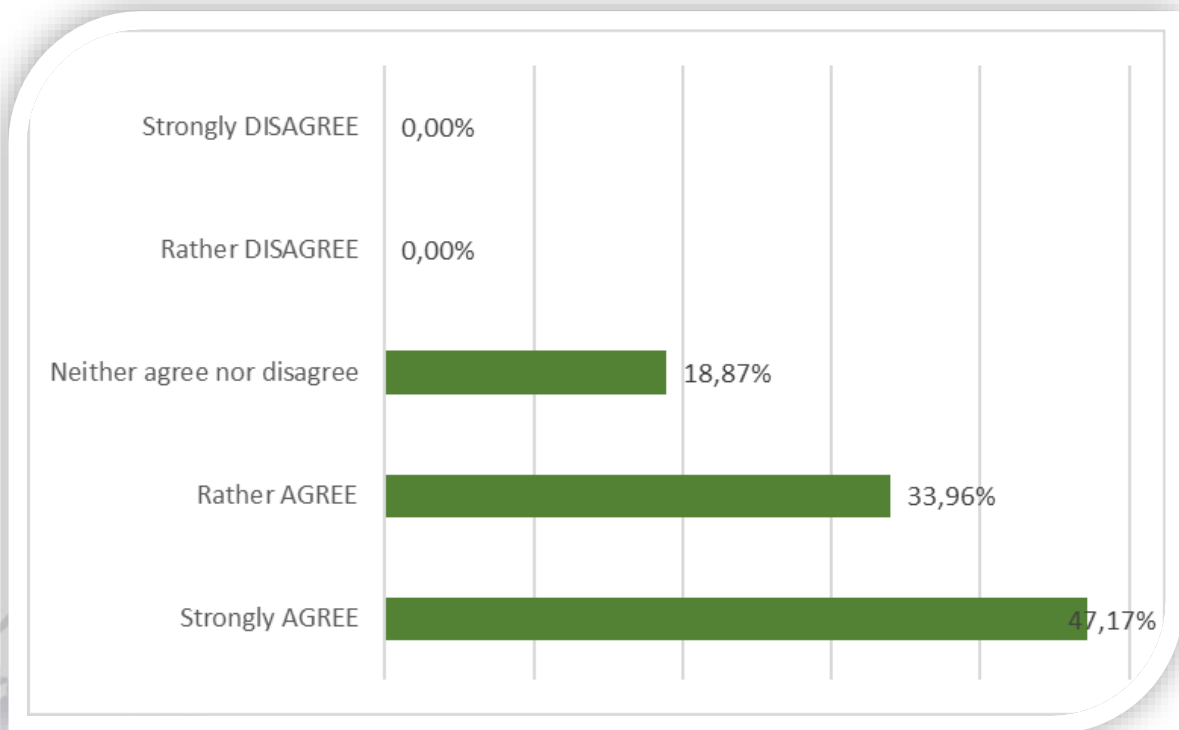
1. WORKING CONDITIONS, FUNDING AND SALARIES



	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

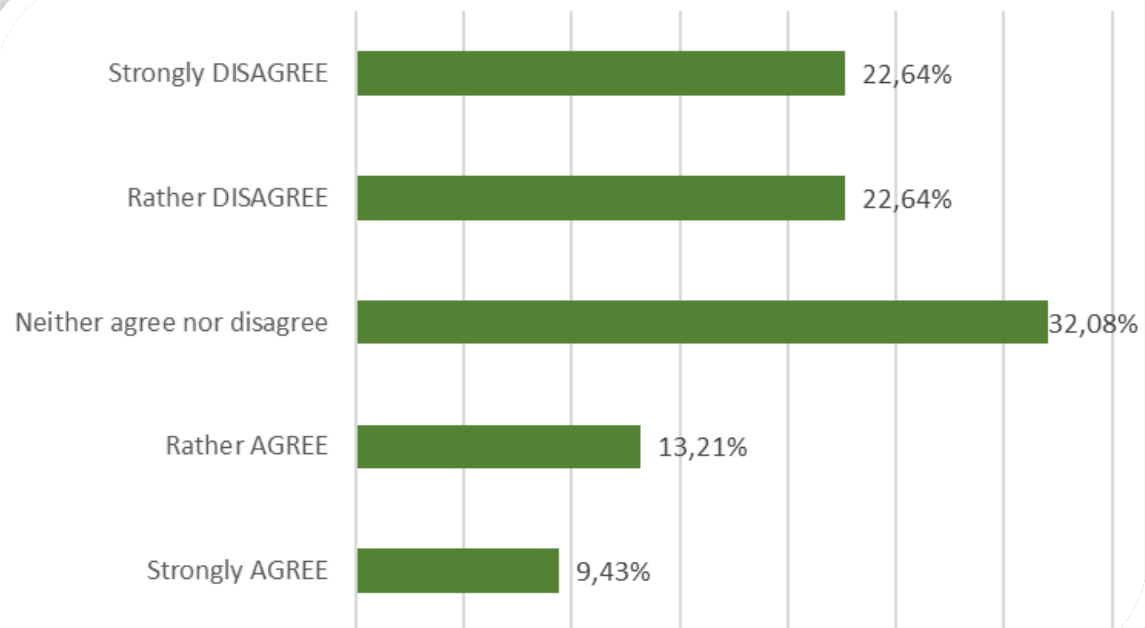
1. WORKING CONDITIONS, FUNDING AND SALARIES



	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

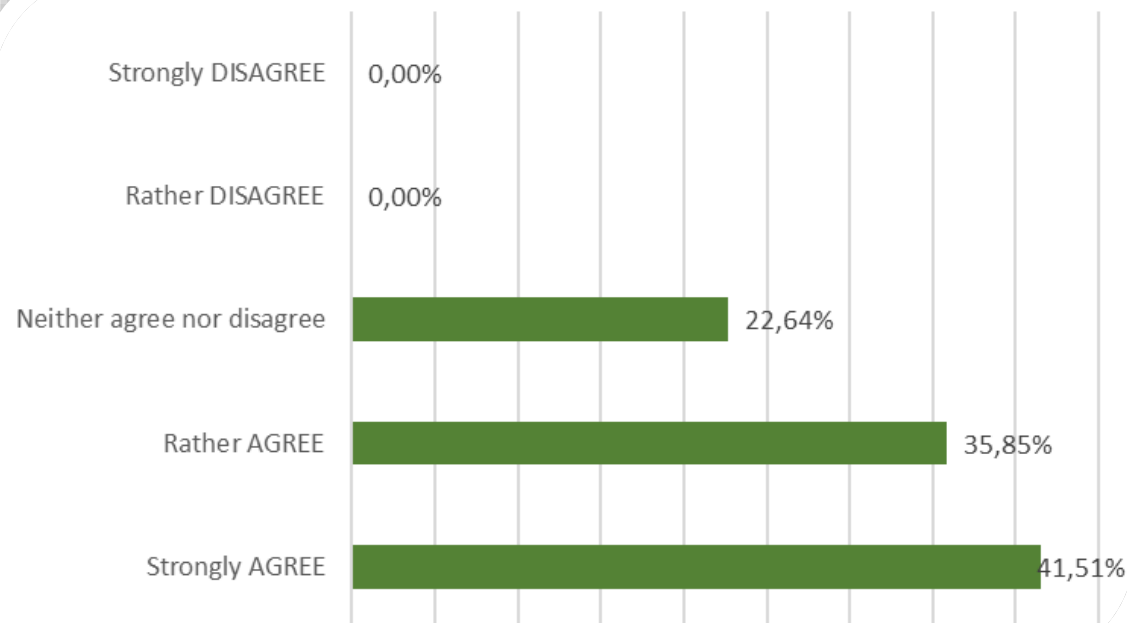
1. WORKING CONDITIONS, FUNDING AND SALARIES



	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

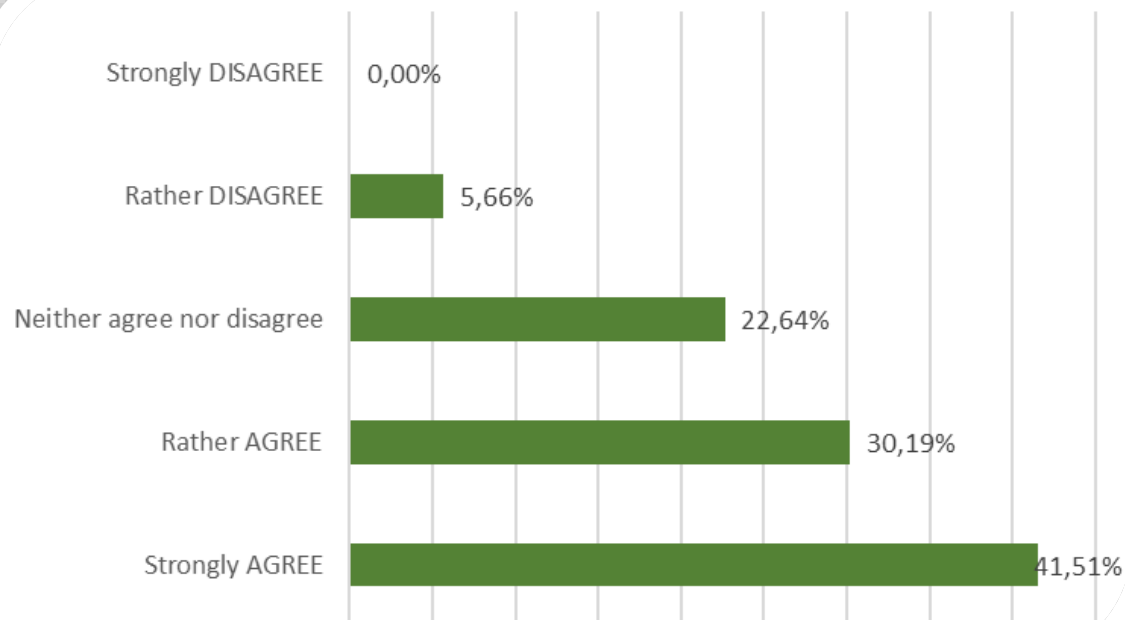
1. WORKING CONDITIONS, FUNDING AND SALARIES



	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

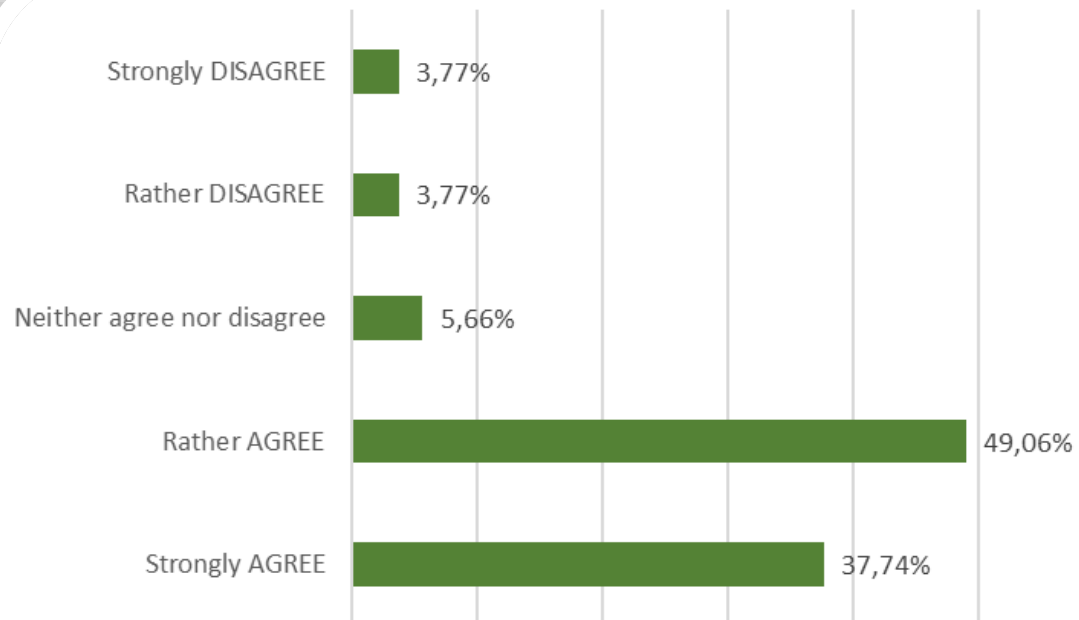
2. STABILITY OF EMPLOYMENT



	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

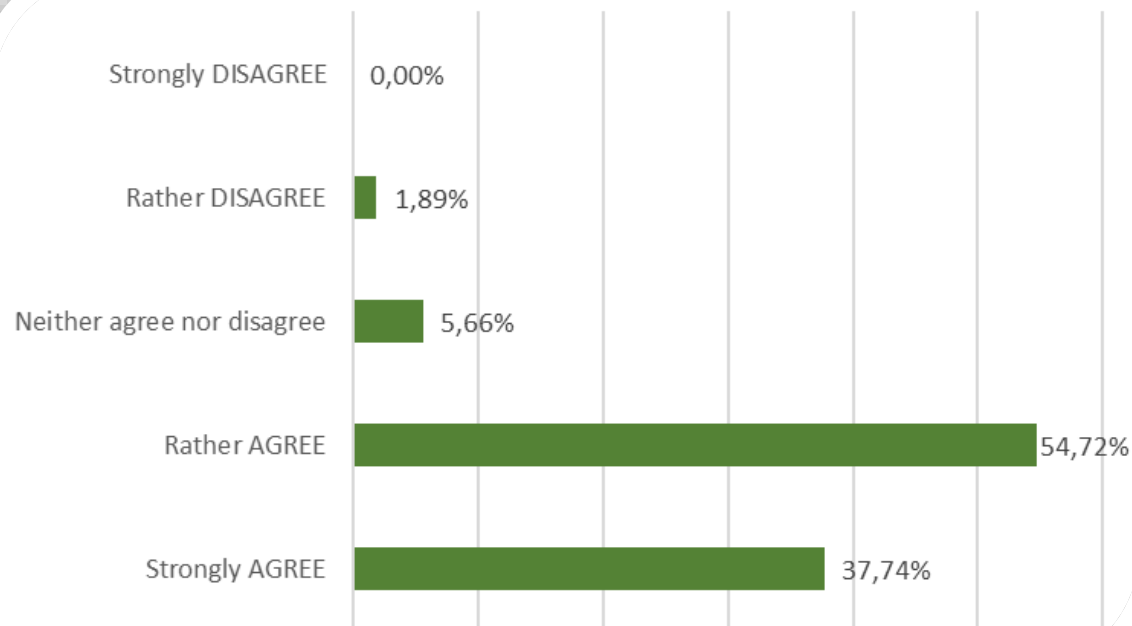
3. CONTRACTUAL AND LEGAL OBLIGATIONS



	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

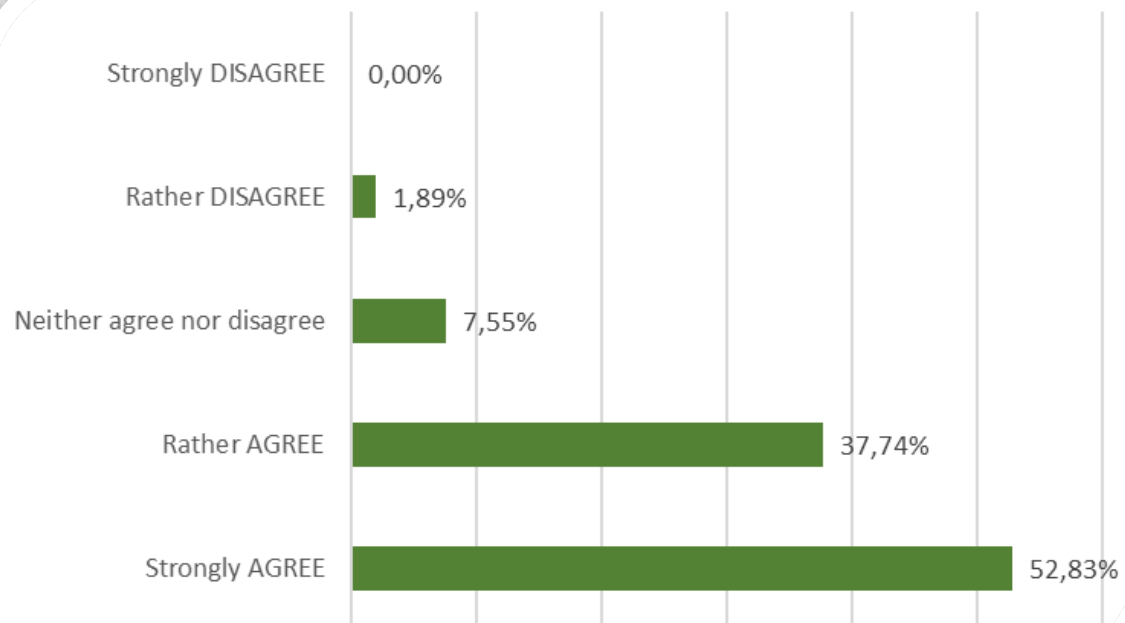
3. CONTRACTUAL AND LEGAL OBLIGATIONS



	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

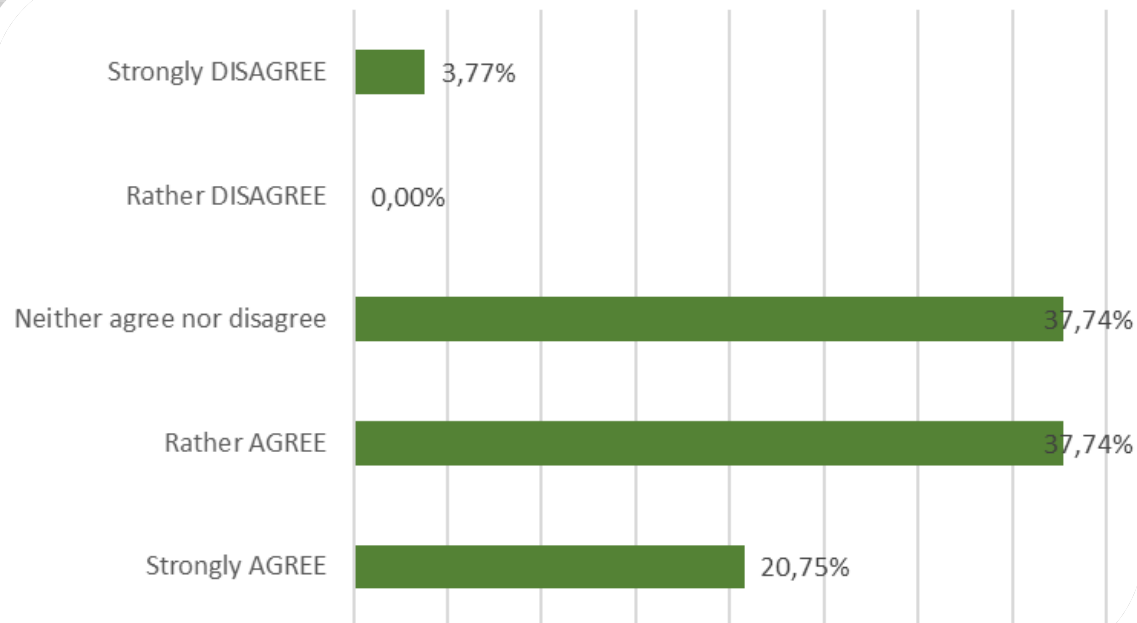
4. DISSEMINATION AND EXPLOITATION OF RESULTS



	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

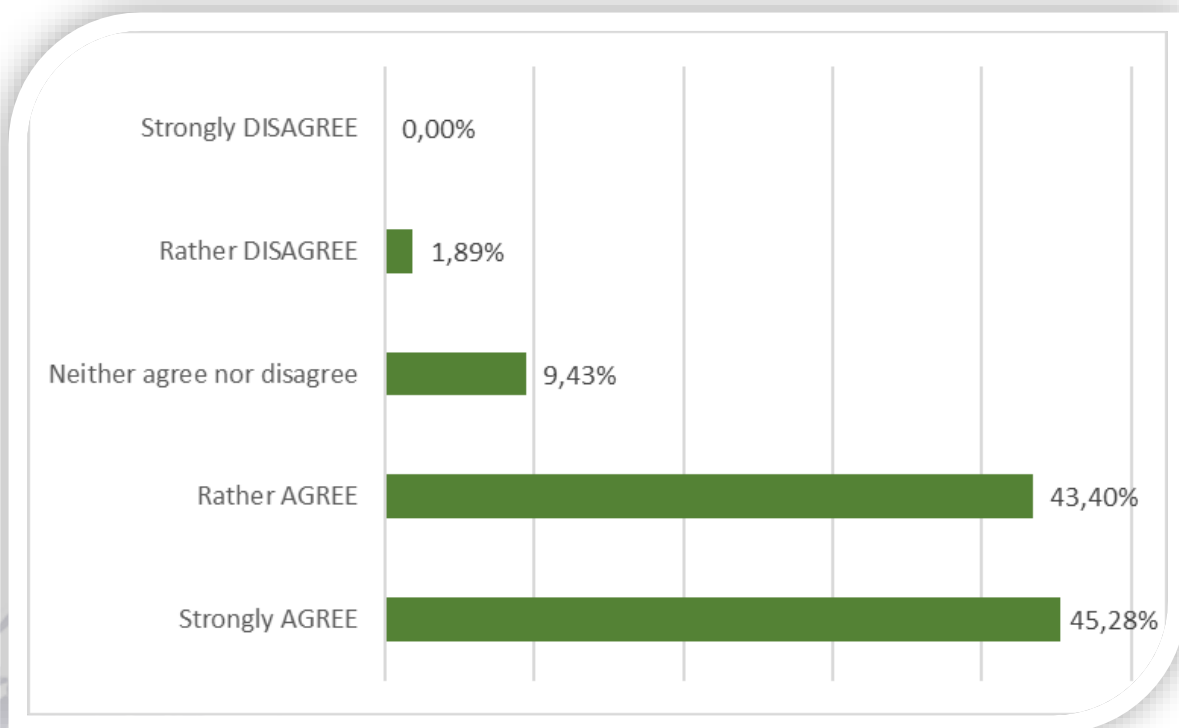
4. DISSEMINATION AND EXPLOITATION OF RESULTS



	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

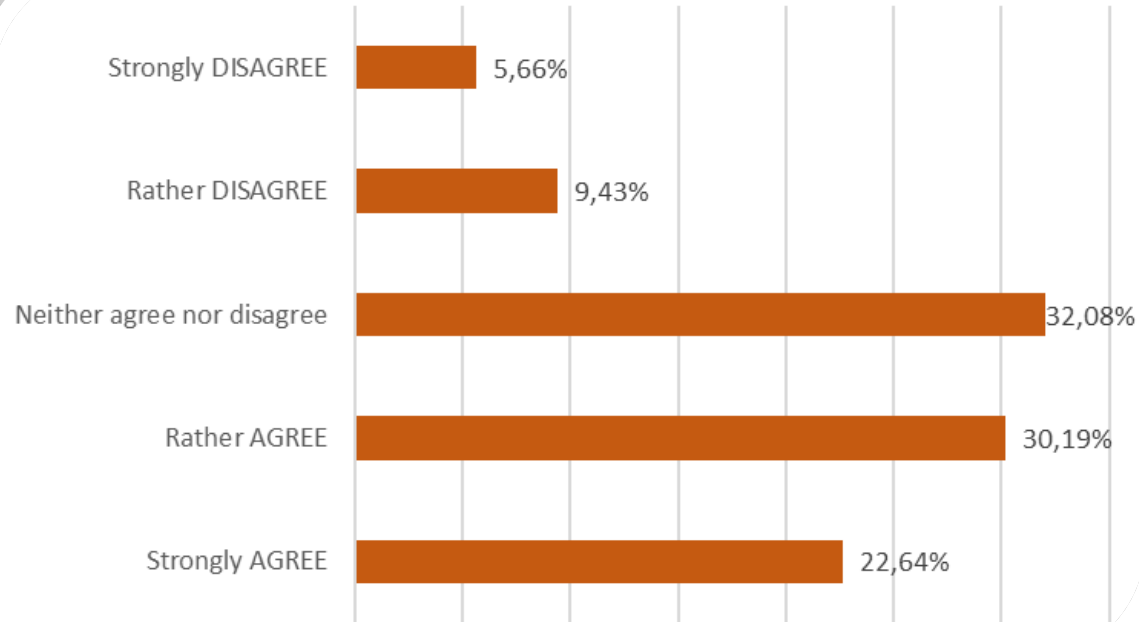
4. DISSEMINATION AND EXPLOITATION OF RESULTS



	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

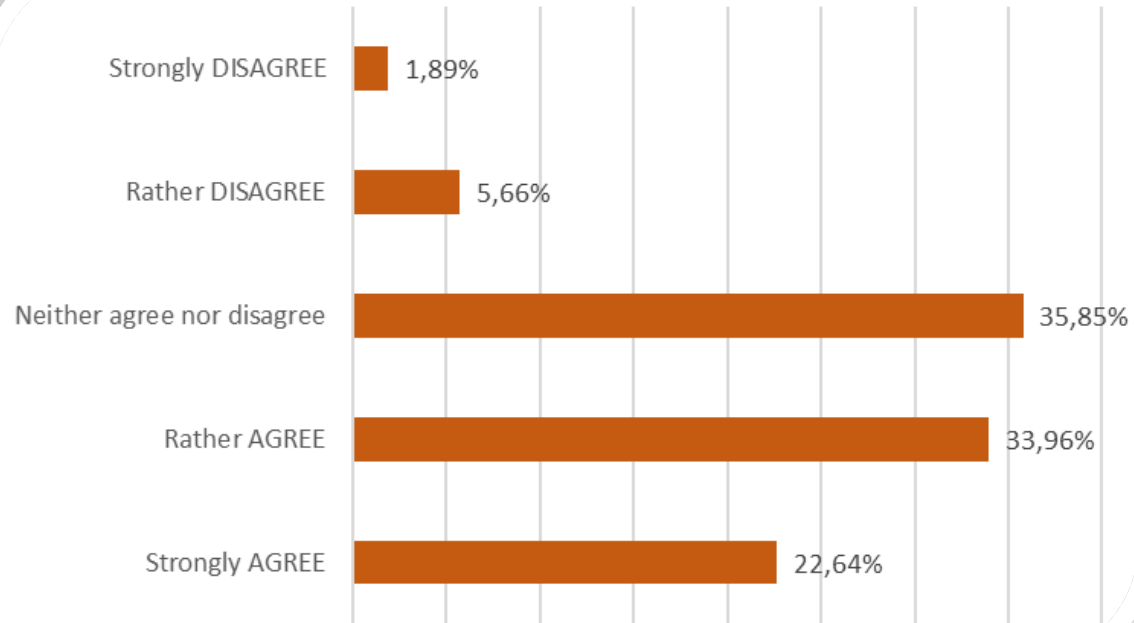
1. VALUING DIVERSE RESEARCH CAREERS



	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

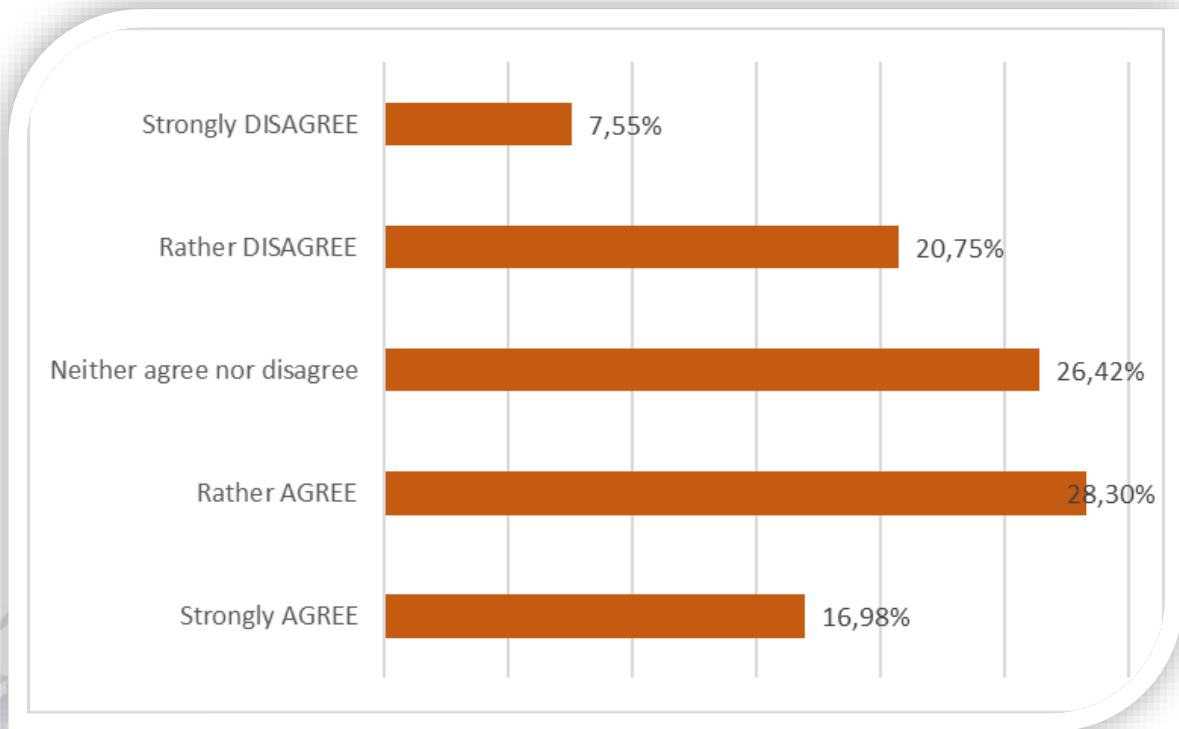
2. CAREER DEVELOPMENT AND ADVICE



	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

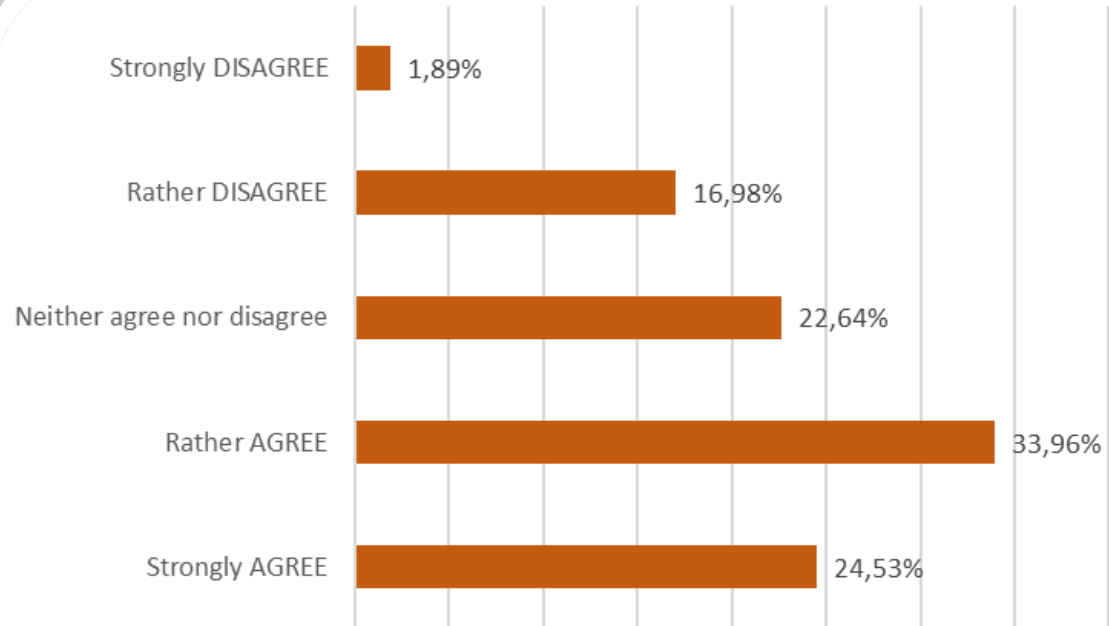
2. CAREER DEVELOPMENT AND ADVICE



	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

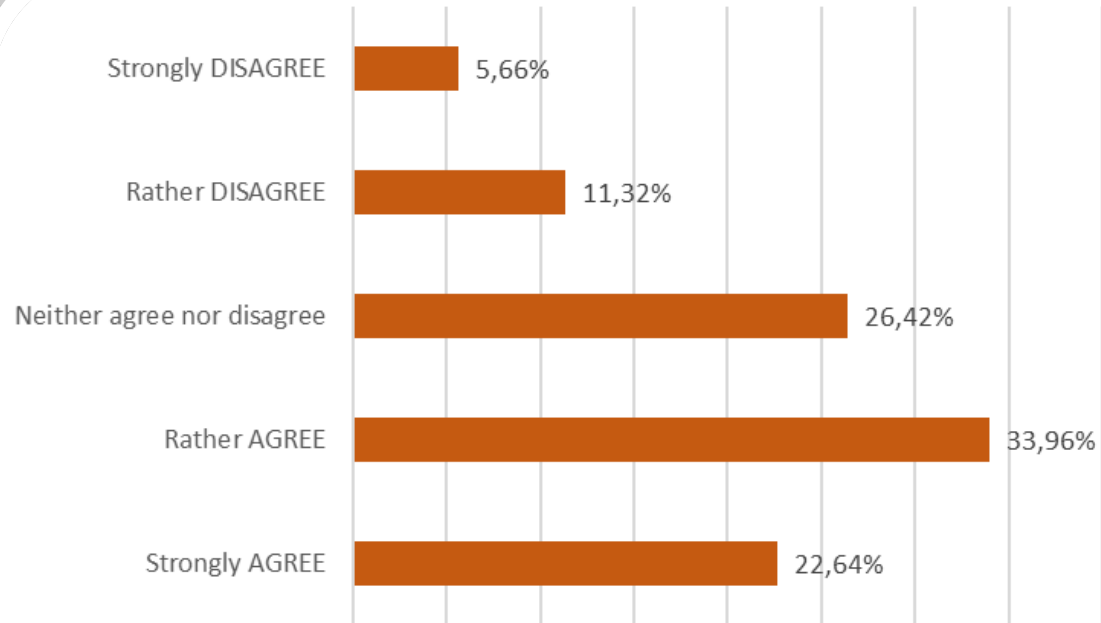
3. CONTINUOUS PROFESSIONAL DEVELOPMENT



	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

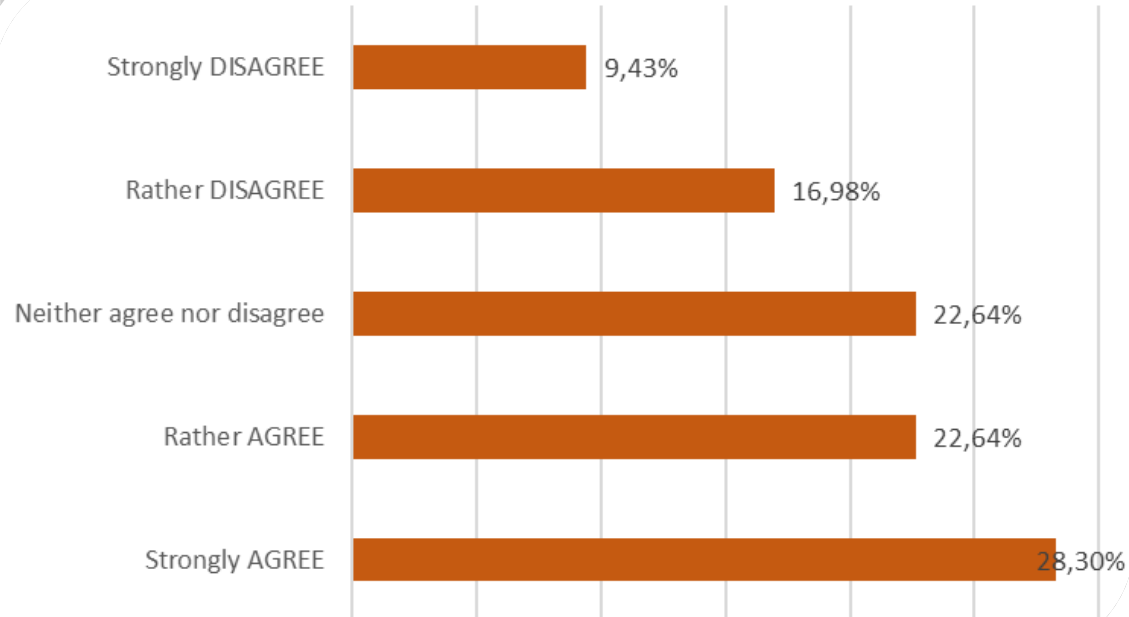
3. CONTINUOUS PROFESSIONAL DEVELOPMENT



	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

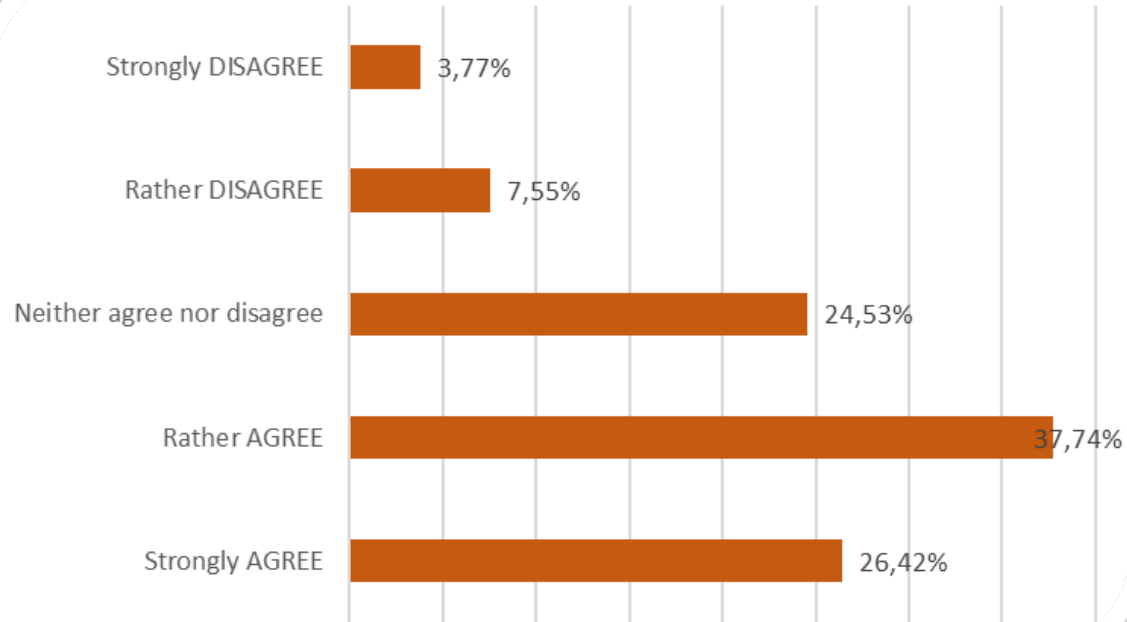
4. SUPERVISION AND MENTORING



	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.