Dear Madam/ Dear Sir,

University of Łódź is applying for a Logo HR (HR Badge), which is awarded to the institutions applying and implementing the recommendations of the European Commission as defined in *The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.* One of the steps in the procedure of obtaining the badge is an internal gap analysis in order to compare the rules and practices at the University of Łódź with the rules defined in the *Charter* and the *Code*. Not only the analysis of the existing documents matter, but also the opinions of academic staff and PhD candidates concerning the working conditions at the University of Łódź. Therefore, we would like to ask you for filling the questionnaire below. In most of the cases, we ask for checking one answer only. While responding to the questions, please consider your closest working environment. Please answer all the questions even if they do not relate directly to your situation.

Your responses are confidential and will be used exclusively for the purpose of aggregate statistical analysis.

We ask you kindly to take part in this survey!

**Data of the person filling in the questionnaire:**

**- Professor (Profesor)**

**- Assistant profesor/ Post-doc (Adiunkt)**

**- Researcher/ teaching assistant (Asystent)**

**- PhD candidate/ doctoral student (Doktorant)**

**Please check one answer in the table below:**

**1 – YES**

**2 – NO**

**3 – NO OPINION**

|  |  |  |  |
| --- | --- | --- | --- |
| **I RECRUITMENT** | 1 | 2 | 3 |
| 1. Do you think that advertisements of the vacancies for the scientific staff at various stages of career and the information on the deadlines at the University of Łódź are properly disseminated in Poland? |  |  |  |
| 1. Do you think that advertisements of the vacancies for the scientific staff at various stages of career together with the information on the deadlines at the University of Łódź are properly disseminated abroad? |  |  |  |
| 1. Do you think that advertisements of the vacancies for the scientific staff at the University of Łódź contain sufficient information about knowledge, competencies and skills required, selection criteria, working conditions, entitlements and career development prospects? |  |  |  |
| 1. Do you know that selection committees in course of recruitment process consider any mobility experience, (e.g. a stay in another country, in another research setting or a change from one discipline or sector to another etc.) academic and professional competences qualifications? |  |  |  |
| 1. Do you think that after the selection process candidates are informed by the selection committees about the strengths and the weaknesses of their applications? |  |  |  |
| **II WORKING CONDITIONS AND SOCIAL SECURITY** | 1 | 2 | 3 |
| 1. Do you agree that at the University of Łódź, there is no discrimination against researchers, including doctoral candidates on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition? |  |  |  |
| 1. Do you agree that independence and creativity of all the researchers including those at the beginnings on their research careers, are/ is actively supported? |  |  |  |
| 1. Are you aware that researchers and doctoral candidates have rights to be represented in various bodies/ commissions/ committees including the decision-making, consultative, information and opinion-forming? |  |  |  |
| 1. Do you know that complaints of researchers and doctoral candidates and the conflicts between them are fairly, appropriately and effectively handled? |  |  |  |
| 1. Do you think that University of Łódź ensures the working conditions for both, women and men researchers, that allow combining family and work, children and career development (part-time working, flexible working hours)? |  |  |  |
| 1. Do you know that University of Łódź ensures that researchers enjoy adequate social security provisions, including sickness and parental benefits, pension rights and provisions from the Employer’s Social Benefits Fund in accordance with the existing national legislation? |  |  |  |
| 1. Do you think that University of Łódź ensures that researchers enjoy fair and appropriate conditions of funding and/or salaries commensurate with their legal status, performance and level of qualifications and/or responsibilities? |  |  |  |
| 1. Do you know that University of Łódź ensures safe working practices in accordance with the national regulations concerning health and safety? |  |  |  |
| **III TRAINING AND DEVELOPMENT** | 1 | 2 | 3 |
| 1. Do you know that there is a motivational incentive scheme of expanding skills and competencies for researchers at all stages of their career at the University of Łódź? |  |  |  |
| 1. Do you know that University of Łódź ensures researchers, including doctoral candidates, with an opportunities for continual improvement by regular updating and expanding their skills and competencies by a variety of means including formal training, workshops, conferences and e-learning. |  |  |  |
| 1. Do you think that at the University of Łódź senior researchers provide early-stage researchers with support in performance of their professional duties and guidance for their professional development? |  |  |  |
| **IV ETHICAL ASPECTS** | 1 | 2 | 3 |
| 1. Do you think that at the University of Łódź, all researchers engaged in a research career (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow) are recognized as professionals and are treated accordingly? |  |  |  |
| 1. Do you think that at the University of Łódź, all researchers and doctoral candidates enjoy the freedom of thought and expression, and the freedom to identify methods by which problems are solved, recognising the limitations to this freedom that could arise as a result of particular research circumstances, for budgetary or infrastructural reasons or for reasons of intellectual property protection? |  |  |  |
| 1. Do you think that at the University of Łódź, all researchers and doctoral candidates adhere to the fundamental ethical principles as documented in the different institutional Codes of Ethics? |  |  |  |
| 1. Are you aware that at the University of Łódź, there are certain policies regulating Intellectual Property Rights? |  |  |  |
| 1. Do you think that the University of Łódź prompts researchers to disseminate, exploit and, if appropriate, commercialise the results of their research? |  |  |  |
|  |  |  |  |
| If you have any comments or suggestions concerning the aforementioned regulations of recruitment, working conditions and/ or career development for researchers at the University of Łódź, please write below. | | | |
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