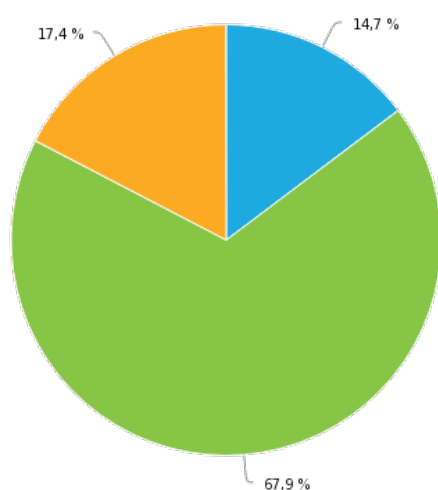


## Questionnaire survey 2021

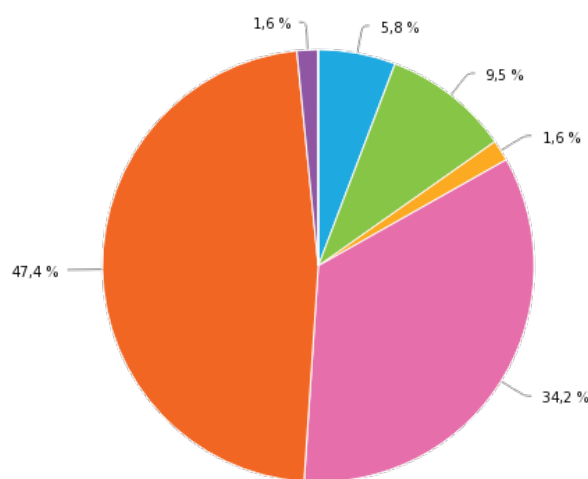
A questionnaire survey within the interim evaluation process for the HR Award was prepared in the first quarter of 2021 by the Center for Community Work (CpKP) of Western Bohemia. 193 respondents took part in the questionnaire survey. 13.8% of them were women, 85.1% were men and 1.1% were of the alternative sex. 14.7% of respondents were younger than 30 years, 67.9% were aged 31 to 50 years and 17.4% were older than 51 years. 47.4% of respondents stated as their job position an Academic staff, 34.2% a Researcher, 9.5% a Doctoral student, 5.8% an Administrative Worker, 1.6% a postdoctoral fellow and 1.6% of respondents stated that their job position is different. 43.6% of respondents stated that they have a fixed-term contract.

**Age of respondents**



- 30 years and less
- 31 to 50 years
- 51 years and more

**Job position of respondents**



- Administrative Worker
- Doctoral student
- Postdoctoral fellow
- Researcher
- Academic staff
- Another position

The results of the questionnaire survey confirmed the growing interest of employees in ethical standards of R&D activities, the possibility of influencing events in the workplace, transparent evaluation of work performance and possible discrimination in the workplace. The number of respondents to the 2021 questionnaire almost doubled compared to the questionnaire in 2018 (from 25.4% of the 2018 respondents to 45.7% in 2021). Compared to the previous questionnaire, the possibility of an open answer was added to most questions, which significantly increased the comments, suggestions and critical views on the above mentioned areas (the Agency's report contains a total of 44 pages of text, including pie charts).

70.9% of respondents feel that they have or rather have sufficient opportunities to influence events in the workplace and in a broader institutional context (191 respondents have answered the question). Negative answers (23.3% rather no and 5.8% no) can be summarized into the following areas:

- R&D workers are not sufficiently represented in decision-making bodies (8 answers)
- There is no discussion about the direction of the faculty, feedback, information or no interest in my opinion (13 answers)
- Others (18 answers)

71.9% of respondents have or rather feel that the evaluation of work performance at their workplace is sufficiently transparent and clear (191 respondents have answered the question). Negative answers (18% rather no and 10.1% no) can be summarized into the following areas:

- Rules and criteria are missing or evaluation is formal (15 answers)
- Insufficient evaluation other than by financial means (4 answers)
- Inadequate and non-transparent determination of the amount of rewards (9 answers)
- Others (6 answers)

11.6% of respondents encountered discrimination in the workplace, citing:

- Gender and age (7 answers)
- Unequal approach to Researchers (3 answers)
- Discrimination based on education or title (4 answers)
- Others (8 answers)

86.6% of respondents answered that they have sufficient opportunities to complain about possible unfair behavior in the workplace (186 respondents have answered the question). Negative answers (11.3% rather no and 4% no) can be arranged:

- There is no place to complain (5 answers)
- Others (15 answers)

Respondents are best acquainted with regulations and standards related to Safety and Health at Work and Research and Development. Together with the Code of Ethics, these regulations are also best available to respondents.

All respondents except one who answered (15 yes, 5 rather yes) assessed the determination of the requirements for the post / doctoral position for which they applied as adequate and fair, as well as the requirements announced and required in the selection procedure at the UWB. The course of the selection procedure at the UWB was assessed by all respondents as sufficiently clear and fair (16 yes, 4 rather yes).

98.9% of respondents evaluate their research activities at the UWB as sufficiently or rather sufficiently free (178 respondents have answered the question).

78.8% of respondents agree that the ethical standards of research and the relevant codes of ethics are beneficial or rather beneficial for the work (175 respondents have answered the question). The contribution of ethical research standards was positively commented by 70 respondents. Negative statements on the importance of ethical standards can be summarized into the following areas:

- No need to codify these things (5 answers)
- Not observed (4 answers)
- They do not affect or complicate my work (10 answers)
- Other comments (9 answers)

83.2% of respondents stated that there are no problems at FAS related to research ethics and publication of results (173 respondents have answered the question). Negative answers (16.8%) can be summarized into the areas of:

- Attribution of authors, mutual citations, predatory journals (11 answers)
- General suspicion (6 answers)
- Others (9 answers)

73.5% of respondents perceive that sufficient or rather sufficient activity is being developed at FAS for the application of scientific outputs in practice (177 respondents have answered the question). Negative answers (21.5% rather no and 5% no) can be summarized into the following areas:

- Insufficient support for the commercialization of results, unprofessional approach, the relevant department of the UWB rather complicates matters (25 answers)

The majority of respondents (77.8%) think that the results of the research are sufficiently or rather sufficiently presented to the public (176 respondents have answered the question). Negative answers (16.5% rather no and 5.7% no) can be summarized into the following areas:

- Our research is difficult to present to the general public (7 answers)
- Marketing is a weakness of FAS (10 answers)
- Others (10 answers)

93.8% of respondents think that the FAS sufficiently or rather sufficiently supports mobility to foreign institutions (175 respondents have answered the question). Negative answers (5.1% rather no and 1.1% no) see reserves or inefficient use of mobility.

78.2% of respondents evaluate the possibilities for developing research activities at the same time as providing teaching as sufficient or rather sufficient (170 respondents have answered the question). Negative answers (18.8% rather no and 2.9% no) can be summarized as follows:

- Insufficient evaluation of teaching, problems with online teaching (18 answers)
- Others (7 answers)

31.8% of respondents from those who have a fixed-term contract are unsatisfied with it (85 respondents have answered the question) and stated the following reasons:

- Problems in obtaining a mortgage and uncertainty when going on parental leave (10 answers)
- Uncertainty and distrust of the UWB (11 answers)

97.9% of respondents perceive working conditions as adequate or rather adequate (188 respondents have answered the question).

93% of respondents think that their working conditions allow or rather allow the reconciliation of work and family life (187 respondents have answered the question). Problems in reconciling scientific careers and family life were mentioned by 9 respondents.

The most used employee benefits of the UWB include flexible working hours, a meal allowance, and the possibility of a home office. On the contrary, the least used are the possibility of recreation at the chateau in Nečtiny, a service apartment and the possibility to apply for a social support in case of a difficult social, life or financial situation. The most frequently mentioned missing benefits include supplementary pension insurance, a year-round store on the UWB campus and the possibility of short-term babysitting directly on the UWB campus.

For six questions, there was a better evaluation in the current survey than in the 2018 survey. This shift was on issues related to the possibility of influencing events in the workplace and in a broader institutional context; cases of discrimination in the workplace; adequacy of postdoctoral requirements; evaluation of requirements announced and required in UWB competitions; presentation of public research results and support for mobility to foreign institutions.

At the request of the FAS, the agency performed a cross-evaluation according to the job position of the respondents. The main goal was to find out whether the answers of academic and scientific researchers (R&D) differ from each other. The biggest negative differences in the answers of researchers compared to the overall sample were detected for the questions: the possibility of influencing events in the workplace in a broader institutional context and the clarity and transparency of performance evaluation.

The management of the faculty will further analyze the suggestions and critical comments from the questionnaire in order to discuss them with individual departments and together contribute to the further improvement of the situation at FAS. The first discussion of suggestions from the questionnaire took place at the Dean's meeting with faculty staff on FAS Day, which was held on 25 June 2021. The suggestions received were incorporated into the updated Faculty Action Plan, which was sent to EURAXESS in August 2021 as part of the first Interim Assessment Report. The idea of the faculty management is to continue the questionnaire survey in the coming years as an important source of suggestions for improving the quality of the faculty's activities.