



Number of entries in this questionnaire	345					
Total number of entries in the questionnaire	345					
Percentage of total:	100,00%					
Summary of the field for gender						
Gender:						
Answer	No					
Female (F)	169	48,99%				
Male (M)	176	51,01%				
No answer	0					
Summary of the field OJ						
Name of the faculty/ academy where you are hired:	ns					
Answer	Number	Percentage				
Academy of Fine Arts	13	5,44%				
Production and Management Faculty	11	4,60%				
Faculty of Medicine	15	6,28%				
Faculty of Orthodox Theology	4	1,67%				
Faculty of Electrical Engineering	11	4,60%				
Faculty of Agriculture	16	6,69%				
Faculty of Mechanical Engineering	11	4,60%				
Academy of Music	34	14,23%				
Faculty of Philosophy	14	5,86%				
Faculty of Law	9	3,77%				
Faculty of Economics Pale	5	2,09%				
Faculty of Physical Education and Sports	2	0,84%				
Faculty of Technology	20	8,37%				
Faculty of Business and Economics	11	4,60%				
Faculty of Pedagogy	31	12,97%				
Faculty of Economics Brčko	16	6,69%				
Faculty of Transport and Traffic Engineering	14	5,86%				
Rectorate	2	0,84%				
No answer	0	0,00%				
Summary of the field for title						
Your scientific-teaching/artistic-teaching title at the faculty/academy of the University of East Sarajevo/working position:				Number of surveyed researcher per gained diploma:		
Answer	No	Percentage				
Full professor	24	6,96%	Doctor of sciences	121	35,07%	
Associated professor	40	11,59%	Master of sciences	175	50,72%	
Assistant professor	57	16,52%	Graduates	49	14,20%	
Senior assisting teacher	68	19,71%				
Senior artistic associate	1	0,29%		345		
Teaching assistant	34	9,86%				
Artistic associate	2	0,58%				
Lecturer/Teacher/Associate	4	1,16%				
Administrative staff	9	2,61%				
Doctoral candidate	106	30,72%				
Summary of the field Z1						
Are you employed?	dr					
Answer	No	Percentage				
Yes, contract of unspecified duration	71	66,98%				
Yes, contract of specified duration	27	25,47%				

Project number: 561586-EPP-1-2015-1-RS-EPPKA2-CBHE-JP

"This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein"

No, I am not employed	3	2,83%			
No answer	5	4,72%			
Summary of the field Z2					
Enter the name of organization where you are employed					
Answer	98	100,00%			
No answer	0	0,00%			
<b>ID</b>					
<b>Answer</b>					
1	University of East Sarajevo				
2	University of East Sarajevo				
4	Faculty of Philosophy				
5	Medical School Doboj				
6	School				
8	Community Health Center Zavidovići				
9	Faculty of Physical Education and Sport				
10	Hodigetria				
11	DU PREF-om				
12	Faculty of Agriculture				
13	University of East Sarajevo, Faculty of Mechanical Engineering				
15	NUBRS				
16	RUCZ RS				
17	Faculty of Law				
21	Phoenix Pharma DD				
24	Tax Administration Doboj				
25	Elementary School				
26	Faculty of Transport and Traffic Engineering				
27	Ministry of transport and communication BiH				
28	Armed Forces BiH				
29	College for tourism and hotel management				
31	Ministry of transport and communication BiH, regulatory board for railways				
32	Ministry of Interior Affairs ZE and DO Canton				
33	University of Montenegro, Metallurgical-Technological Faculty				
34	General Library Maglaj				
35	Faculty of Agriculture East Sarajevo				
36	Faculty of Agriculture				
38	MH ERS "Mine and Thermal Power plant" a.d. Ugljevik				
39	Prometej College				
40	Audit Office				
83	Faculty of Medicine Foča				
42	Project a.d. Banja Luka				
44	University of East Sarajevo				
45	Faculty of Pedagogy				
46	Faculty of Technology Zvornik				
47	šoso "Kosovski božur"				
48	Cazin Municipality				
49	University of Bihać, Biotechnical Faculty				
50	Ministry of Defense BiH, Armed Forces				
51	National and University Library of the Republic of Srpska				
52	Association Center for Ecology and Energy				
53	University of East Sarajevo, Faculty of Philosophy Pale				
54	Faculty of Technology Zvornik				
55	Medical school, Musical school				

56	University of East Sarajevo, Faculty of Philosophy				
57	Municipal Museum of the Cultural Center of Vrbas				
58	The Diocese of Zahumlje - Herzegovina				
59	Faculty of Philosophy				
60	Faculty of Economics				
61	Faculty of Medicine Foča				
64	Faculty of Pedagogy				
65	Faculty of Political Sciences of the University of Banja Luka				
66	University of East Sarajevo				
67	Faculty of Medicine Foča				
68	Elementary School "Jovan Jovanović Zmaj"				
69	Faculty of Philosophy, University of East Sarajevo				
70	Ministry of Sport				
71	University of East Sarajevo				
72	Ministry of Science and Technology				
73	Zemun Gymnasium				
74	Faculty of Philosophy				
128	Mixed Secondary School Živinice				
76	University of East Sarajevo				
77	University Hospital Foča				
85	College for Applied Professional Studies Vranje, Serbia				
79	UKC Sarajevo				
80	Faculty of Medicine Foča				
88	Brčko District Government				
89	Faculty of Medicine Foča				
90	Faculty of Orthodox Theology of the University of Belgrade				
91	Clinical Center of Montenegro				
92	Faculty of Medicine University of East Sarajevo				
93	Faculty of Medicine Foča				
94	SPC and MO BiH				
95	Statistics Agency BiH				
96	Faculty of Philosophy				
126	Regulator in the field of electronic communication				
99	Centre for Cosmetic Surgery "Naša Mala Klinika"				
100	Faculty of Economics of the University of East Sarajevo				
102	Second Elementary School Brčko				
129	Community Health Centre				
105	University of East Sarajevo				
106	Faculty of Transport and Traffic Engineering				
110	Faculty of Economics				
109	Community Health Centre Banja Luka				
111	School				
112	High School				
114	UKCRS				
116	Faculty of Medicine Foča				
117	University Hospital Foča				
119	University				
120	Faculty of Transport and Traffic Engineering				
121	Faculty of Medicine Foča				
122	Production and Management Faculty				
123	Agricultural and Medical School				
124	University of East Sarajevo				
130	Legal-Administrative College Niš				
132	Faculty of Electrical Engineering				

Summary of the field Z3						
Enter the position of employment						
Answer	97	98,98%				
No Answer	1	1,02%				
<b>ID</b>	<b>Answer</b>					
	1 Coordinator for International Cooperation					
	2 Quality Assurance Coordinator					
	4 Teaching Assistant					
	5 Professor of Serbian Language					
	6 Professor of Serbian Language					
	8 Psychologist					
	9 Full time Professor					
	10 CEO					
	11 CEO for investments					
	12 Teaching Assistant					
	13 Teaching Assistant					
	15 Librarian					
	16 CEO Assistant for Legal Issues					
	17 Teaching Assistant					
	21 Sales Analyst					
	24 Auditor					
	25 Teacher of Serbian Language					
	26 Assistant					
	27 Expert Consultant					
	28 Chief of Sector					
	29 Lecturer					
	31 Chief of Sector					
	32 Chief of Police Inspectorate					
	33 Expert Associate					
	34 CEO					
	35 Teaching Assistant					
	36 Assistant					
	38 CEO Assistant for financial and economic issues					
	39 College Professor					
	40 Auditor for Students' Audits					
	83 Teaching Assistant					
	42 Responsible Designer and Planner					
	44 Teaching Assistant					
	45 Teaching Assistant					
	46 Teaching Assistant					
	47 Teacher of Serbian Language					
	48 Chief of Audit Service					
	49 Teaching Assistant					
	50 Officer for Material Management					
	51 Senior Documentarian at the Department of Memorial Libraries and Legacy					
	52 CEO					
	53 Teaching Assistant					
	54 Professor of English Language					
	55 School Pedagogue					
	56 Teaching Assistant					
	57 Curator-historian					



Research Freedom				Researches in the research process have a complete freedom of thought, expression, and the freedom to apply methods by which problems are solved.			
Answer	No	Percentage					
1 (1)	3	0,87%					
2 (2)	4	1,16%					
3 (3)	48	13,91%					
4 (4)	116	33,62%					
5 (5)	174	50,43%					
Sum (Answers)	345	1					
Number of cases	345						
Without answer	0						
Arithmetic mean	4,29						
Standard deviation	0,81						
Summary of the field EPA2							
Ethical Principles				Researchers adhere to the recognized 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.			
Answer	No	Percentage					
1 (1)	3	0,87%					
2 (2)	10	2,90%					
3 (3)	60	17,39%					
4 (4)	115	33,33%					
5 (5)	157	45,51%					
Sum (Answers)	345	1					
Number of cases	345						
Without answer	0						
Arithmetic mean	4,22						
Standard deviation	0,89						
Summary of the field EPA3							
Professional Responsibility				Researches are carrying the original research, respecting intellectual property of others			
Answer	No	Percentage					
1 (1)	8	2,32%					
2 (2)	26	7,54%					
3 (3)	74	21,45%					
4 (4)	111	32,17%					
5 (5)	125	36,23%					
Sum (Answers)	344	1,00					
Number of cases	345						
Without answer	1						
Arithmetic mean	3,97						
Standard deviation	1,03						
Summary of the field EPA4							
Professional attitude				Researches are familiar with strategic goals governing their research environment, funding mechanisms, and means of reporting on the progress of their research project to the relevant bodies at the home institution/or to the founders.			
Answer	No	Percentage					
1 (1)	17	4,93%					
2 (2)	30	8,70%					
3 (3)	76	22,03%					
4 (4)	127	36,81%					

5 (5)	91	26,38%			
Sum (Answers)	341	0,99			
Number of cases	345				
Without answer	4				
Arithmetic mean	3,78				
Standard deviation	1,08				
Summary of the field EPA5					
Contractual and legal obligations Researchers are familiar with the contractual and legal regulations (national, entity, or institutional) governing their research, training and/or working conditions including Intellectual Property Rights regulations, and the requirements and the conditions of any sponsor or funders.					
Answer	No	Percentage			
1 (1)	11	3,19%			
2 (2)	36	10,43%			
3 (3)	69	20,00%			
4 (4)	119	34,49%			
5 (5)	106	30,72%			
Sum (Answers)	341	0,99			
Number of cases	345				
Without answer	4				
Arithmetic mean	3,83				
Standard deviation	1,08				
Summary of the field EPA6					
Accountability Researchers are accountable towards their home institution, funders, other related public or private bodies, and society as a whole. (This accountability is reflected in rational spending of funds intended for research, especially if researchers are funded by public funds (use of taxpayers' money), in correct management of their research data, and readiness for any form internal or external audits of research projects.					
Answer	No	Percentage			
1 (1)	5	1,45%			
2 (2)	19	5,51%			
3 (3)	70	20,29%			
4 (4)	100	28,99%			
5 (5)	147	42,61%			
Sum (Answers)	341	0,99			
Number of cases	345				
Without answer	4				
Arithmetic mean	4,11				
Standard deviation	0,95				
Summary of the field EPA7					
Good practice in research Researches are adopting safe working practices, in line with existing national and institutional legislations, including taking the necessary precautions for personal and coworkers' health and safety.					
Answer	No	Percentage			
1 (1)	4	1,16%			
2 (2)	7	2,03%			
3 (3)	43	12,46%			
4 (4)	132	38,26%			
5 (5)	160	46,38%			
Sum (Answers)	341	0,99			
Number of cases	345				
Without answer	4				

Arithmetic mean		4,28				
Standard deviation		0,81				
Summary of the field EPA8						
Good practice in research Researches are familiar with the current national and institutional legal requirements regarding data and confidentiality protection.						
Answer	No	Percentage				
1 (1)		7	2,03%			
2 (2)		26	7,54%			
3 (3)		68	19,71%			
4 (4)		124	35,94%			
5 (5)		116	33,62%			
Sum (Answers)		341	0,99			
Number of cases		345				
Without answer		4				
Arithmetic mean		3,95				
Standard deviation		0,99				
Summary of the field EPA9						
Dissemination and exploitation of results/publishing of research results Researches are publishing results of their research so it is available to the public whenever it is necessary, and if appropriate commercialize it.						
Answer	No	Percentage				
1 (1)		6	1,74%			
2 (2)		12	3,48%			
3 (3)		64	18,55%			
4 (4)		144	41,74%			
5 (5)		115	33,33%			
Sum (Answers)		341	0,99			
Number of cases		345				
Without answer		4				
Arithmetic mean		4,02				
Standard deviation		0,9				
Summary of the field EPA10						
Public engagement Researches are contributing to the improvement of the community's and general public's understanding of their research activities and results.						
Answer	No	Percentage				
1 (1)		4	1,16%			
2 (2)		19	5,51%			
3 (3)		58	16,81%			
4 (4)		139	40,29%			
5 (5)		121	35,07%			
Sum (Answers)		341	0,99			
Number of cases		345				
Without answer		4				
Arithmetic mean		4,08				
Standard deviation		0,88				
Summary of the field EPA11						
Non-discrimination Institution pays enough attention to avoiding discrimination against researches 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.						



Answer	No	Percentage			
1 (1)	16	6,53%			
2 (2)	12	4,90%			
3 (3)	39	15,92%			
4 (4)	98	40,00%			
5 (5)	176	71,84%			
Sum (Answers)	241	0,98			
Number of cases	245				
Without answer	4				
Arithmetic mean	4,20				
Standard deviation	1,08				
Summary of the field EPA12					
Evaluation/appraisal systems Institution uses evaluation/appraisal systems for assessing researches' professional performances on a regular (annual) basis in a transparent manner.					
Answer	No	Percentage			
1 (1)	30	8,70%			
2 (2)	30	8,70%			
3 (3)	68	19,71%			
4 (4)	103	29,86%			
5 (5)	110	31,88%			
Sum (Answers)	341	0,99			
Number of cases	345				
Without answer	4				
Arithmetic mean	3,74				
Standard deviation	1,21				
Summary of the field EPA13					
Enter a free comment to this set of questions (if you have one):					
Answer	5				
No answer	101				
<b>ID</b>					
	1	Researches are not quite familiar with legal framework. Base for research is cooperation with mentor and personal commitment.			
	50	Regarding commercialization of the results, I think that there should be added a part of sentence about searching their (researches) approval for commercialization, transfer or exploitation of their (research) results.			
	69	Researches in this society do not have a bare minimum of necessary conditions for even remotely successful work.			
	121	No comment			
	123	No comment			
Summary of the field RZ11					
Recruitment Institution ensures that the entry and admission standards for researchers are clearly specified, and do not discourage access for disadvantaged groups or for researchers returning to a research career.					
Answer	No	Percentage			
1 (1)	10	3,06%			
2 (2)	13	3,98%			
3 (3)	52	15,90%			
4 (4)	110	33,64%			
5 (5)	142	43,43%			
Sum (Answers)	327	1,00			

Number of cases		327				
Without answer		0				
Arithmetic mean		4,10				
Standard deviation		1,01				
Summary of the field RZI2						
Recruitment (Code) Vacancies for entry and admission of researches are transparent and available to the public, while requested competences do not discourage application of potential candidates.						
Answer	No	Percentage				
1 (1)		7	2,14%			
2 (2)		20	6,12%			
3 (3)		54	16,51%			
4 (4)		94	28,75%			
5 (5)		152	46,48%			
Sum (Answers)		327	1,00			
Number of cases		327				
Without answer		0				
Arithmetic mean		4,07				
Standard deviation		1,04				
Summary of the field RZI3						
Recruitment (Code) Vacancies for any level of research carrier are publicly advertised and open for reasonable amount of time for application of potential candidates, and they are adequately published in the media at the entity/national level.						
Answer	No	Percentage				
1 (1)		9	2,75%			
2 (2)		17	5,20%			
3 (3)		53	16,21%			
4 (4)		95	29,05%			
5 (5)		153	46,79%			
Sum (Answers)		327	1,00			
Number of cases		327				
Without answer		0				
Arithmetic mean		4,06				
Standard deviation		1,05				
Summary of the field RZI4						
Selection Institution ensures that the full potential researches / candidates applying for the competition, their creativity and level of independence, is properly considered by the Election Commission.						
Answer	No	Percentage				
1 (1)		15	4,59%			
2 (2)		25	7,65%			
3 (3)		65	19,88%			
4 (4)		100	30,58%			
5 (5)		122	37,31%			
Sum (Answers)		327	1,00			
Number of cases		327				
Without answer		0				
Arithmetic mean		3,87				
Standard deviation		1,15				
Summary of the field RZI5						

Selection Election Commission for admission of researchers / candidates are made to include members from other countries.						
Answer	No	Percentage				
1 (1)	14	4,28%				
2 (2)	19	5,81%				
3 (3)	80	24,46%				
4 (4)	102	31,19%				
5 (5)	112	34,25%				
Sum (Answers)	327	1,00				
Number of cases	327					
Without answer	0					
Arithmetic mean	3,86					
Standard deviation	1,07					
Summary of the field RZI6						
Selection Election Commission for admission of researchers / candidates are made to include members outside the university system (private companies, public research institutions, etc.).						
Answer	No	Percentage				
1 (1)	51	15,60%				
2 (2)	53	16,21%				
3 (3)	89	27,22%				
4 (4)	70	21,41%				
5 (5)	64	19,57%				
Sum (Answers)	327	1,00				
Number of cases	327					
Without answer	0					
Arithmetic mean	3,17					
Standard deviation	1,33					
Summary of the field RZI7						
Selection Election Commission for admission of researchers / candidates are always balanced by gender.						
Answer	No	Percentage				
1 (1)	44	13,46%				
2 (2)	55	16,82%				
3 (3)	100	30,58%				
4 (4)	79	24,16%				
5 (5)	49	14,98%				
Sum (Answers)	327	1,00				
Number of cases	327					
Without answer	0					
Arithmetic mean	3,06					
Standard deviation	1,23					
Summary of the field RZI8						
Transparency Potential candidates who apply for the competition are always adequately informed by the Electoral Commission at the end of the selection process of the strengths and weaknesses of their applications.						
Answer	No	Percentage				
1 (1)	17	5,20%				
2 (2)	27	8,26%				
3 (3)	98	29,97%				
4 (4)	81	24,77%				
5 (5)	103	31,50%				
Sum (Answers)	326	1,00				

Number of cases	327				
Without answer	1				
Arithmetic mean	3,64				
Standard deviation	1,16				
Summary of the field RZI9					
Method of assessing During the process of admission of new potential candidates, a wide range of experience of the candidate is taken into account by focusing on the overall potential taking into account the qualitative and quantitative evaluation, focusing on outstanding results within a variety of career candidate had, not only on the number of publications and so on.					
Answer	No	Percentage			
1 (1)	20	6,12%			
2 (2)	25	7,65%			
3 (3)	97	29,66%			
4 (4)	102	31,19%			
5 (5)	82	25,08%			
Sum (Answers)	326	1,00			
Number of cases	327				
Without answer	1				
Arithmetic mean	3,58				
Standard deviation	1,12				
Summary of the field RZI10					
Variations in the chronological order of CVs During the election procedure of new candidates variation in the chronology of his/her career is not sanctioned, but are considered as a potential contribution to the professional development of researchers towards multidisciplinary career.					
Answer	No	Percentage			
1 (1)	7	2,14%			
2 (2)	18	5,50%			
3 (3)	119	36,39%			
4 (4)	107	32,72%			
5 (5)	75	22,94%			
Sum (Answers)	326	1,00			
Number of cases	327				
Without answer	1				
Arithmetic mean	3,67				
Standard deviation	0,96				
Summary of the field RZI11					
Recognition of mobility experience The experiences of the researchers regarding mobility (study in another country, the region, the other institutions, changes in the sector, etc.) are seen positively, as a contribution to the professional development of researchers.					
Answer	No	Percentage			
1 (1)	12	3,67%			
2 (2)	15	4,59%			
3 (3)	47	14,37%			
4 (4)	119	36,39%			
5 (5)	133	40,67%			
Sum (Answers)	326	1,00			
Number of cases	327				
Without answer	1				
Arithmetic mean	4,06				
Standard deviation	1,03				

Summary of the field RZ112						
Recognition of qualifications The institution evaluates the academic and professional qualifications of researchers including their informal qualifications, particularly in the context of international and professional mobility.						
Answer	No	Percentage				
1 (1)	15	4,59%				
2 (2)	22	6,73%				
3 (3)	80	24,46%				
4 (4)	113	34,56%				
5 (5)	96	29,36%				
Sum (Answers)	326	1,00				
Number of cases	327					
Without answer	1					
Arithmetic mean	3,79					
Standard deviation	1,09					
Summary of the field RZ113						
Seniority / Competencies Selection of potential candidates / researchers is based on similarities to the appropriate position and is valued at the achievement of the individual and not to the reputation of the institution where the potential candidate gained qualification.						
Answer	No	Percentage				
1 (1)	15	4,59%				
2 (2)	21	6,42%				
3 (3)	80	24,46%				
4 (4)	118	36,09%				
5 (5)	91	27,83%				
Sum (Answers)	326	1,00				
Number of cases	327					
Without answer	1					
Arithmetic mean	3,75					
Standard deviation	1,08					
Summary of the field RZ114						
Postdoctoral engagement (If the institution engages postdoctoral researchers) Institution applies clear rules and explicit guidelines for the recruitment of postdoctoral researchers, including the maximum duration and the objectives of such engagement, during which time spent in prior postdoctoral appointments at other institutions is taken into account, and 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.						
Answer	No	Percentage				
1 (1)	16	4,89%				
2 (2)	11	3,36%				
3 (3)	117	35,78%				
4 (4)	98	29,97%				
5 (5)	84	25,69%				
Sum (Answers)	326	1,00				
Number of cases	327					
Without answer	1					
Arithmetic mean	3,71					
Standard deviation	1,26					
Summary of the field RZ115						

Postdoctoral engagement Engaging postdoctoral researchers provides additional opportunities for professional development.			
Answer	No	Percentage	
1 (1)	10	3,06%	
2 (2)	7	2,14%	
3 (3)	56	17,13%	
4 (4)	103	31,50%	
5 (5)	150	45,87%	
Sum (Answers)	236	0,72	
Number of cases	327		
Without answer	1		
Arithmetic mean	4,19		
Standard deviation	1		
Summary of the field RZ116			
Enter a free comment to this set of questions (if you have one):			
Answers	6		
Without answer	97		
ID Answer			
1	Currently we do not have post-doctoral programs		
2	Everything needed to register as a candidate for work in specified in the competition so that additional skills of a candidate may not be treated as a positive.		
16	In the last two questions the chosen option is 3 because I'm not familiar with postdoctoral engagements		
51	Taking into account the balance on any issue (sexual, national, political) reduces rather than increases the potential of scientific research.		
106	Some of the questions are not well formulated so that those answers do not reflect an adequate response to them.		
123	no comments		
Summary of the field RU1			
Recognition of the profession All researchers engaged in a research career are recognized as professionals and treated by home institutions appropriately from the beginning of their careers, starting with post-graduate level onwards (whether it is a Master of Science, PhD candidate, PhD, a civil servant etc.).			
Answer	No	Percentage	
1 (1)	15	4,69%	
2 (2)	24	7,50%	
3 (3)	71	22,19%	
4 (4)	98	30,63%	
5 (5)	111	34,69%	
Sum (Answers)	319	1,00	
Number of cases	320		
Without answers	1		
Arithmetic mean	3,81		
Standard deviation	1,14		
Summary of the field RU2			
Research environment The institution provides a stimulating research environment that has the appropriate infrastructure, equipment, instruments, laboratories, literature, cooperation over research networks, including compliance with regulations pertaining to health and safety research.			
Answer	No	Percentage	
1 (1)	36	11,25%	
2 (2)	55	17,19%	
3 (3)	86	26,88%	

4 (4)		90	28,13%			
5 (5)		52	16,25%			
Sum (Answers)		319	1,00			
Number of cases		320				
Without answer		1				
Arithmetic mean		3,21				
Standard deviation		1,22				
Summary of the field RU3						
Working conditions The home institution has provided favorable conditions for the work of researchers including requirements for disabled researchers, during which the flexibility to successfully carry out the research was provided, such as flexible working hours, part-time work, paid leave, as well as the necessary financial and administrative rules governing such arrangements.						
Answer	No	Percentage				
1 (1)		40	12,50%			
2 (2)		48	15,00%			
3 (3)		94	29,38%			
4 (4)		77	24,06%			
5 (5)		60	18,75%			
Sum (Answers)		319	1,00			
Number of cases		320				
Without answer		1				
Arithmetic mean		3,23				
Standard deviation		1,25				
Summary of the filed RU4						
Stability and permanence of employment The home institution ensures and enhances the stability of employment of researchers.						
Answer	No	Percentage				
1 (1)		21	6,56%			
2 (2)		40	12,50%			
3 (3)		86	26,88%			
4 (4)		86	26,88%			
5 (5)		86	26,88%			
Sum (Answers)		319	1,00			
Number of cases		320				
Without answer		1				
Arithmetic mean		3,55				
Standard deviation		1,2				
Summary of the field RU5						
Funding and salaries Appropriate conditions and incentives, in terms of salaries, are guaranteed to researchers at all stages of their careers, regardless of the type of contract.						
Answer	No	Percentage				
1 (1)		34	10,63%			
2 (2)		38	11,88%			
3 (3)		80	25,00%			
4 (4)		88	27,50%			
5 (5)		79	24,69%			
Sum (Answers)		319	1,00			
Number of cases		320				
Without answer		1				
Arithmetic mean		3,39				
Standard deviation		1,27				

Summary of the field RU6						
Funding and salaries Researchers have an adequate social security, including cases of illness, parental rights, pensions and unemployment benefits in accordance with existing national legislation and national or sectoral collective agreements.						
Answer	No	Percentage				
1 (1)	12	3,75%				
2 (2)	15	4,69%				
3 (3)	56	17,50%				
4 (4)	90	28,13%				
5 (5)	146	45,63%				
Sum (Answers)	319	1,00				
Number of cases	320					
Without answer	1					
Arithmetic mean	3,99					
Standard deviation	1,07					
Summary of the field RU7						
Gender balance The institution strives for a representative gender balance at all levels, taking into account the policy of equal opportunities in employment, but that gender equality does not give precedence over quality and competence criteria.						
Answer	No	Percentage				
1 (1)	13	4,06%				
2 (2)	15	4,69%				
3 (3)	54	16,88%				
4 (4)	96	30,00%				
5 (5)	141	44,06%				
Sum (Answers)	319	1,00				
Number of cases	320					
Without answer	1					
Arithmetic mean	4,02					
Standard deviation	1,1					
Summary of the field RU8						
Career development The institution provides to every researcher a career development planning and strategy in line with his/her development, scientific and other preferences, regardless of the contractual situation or the needs of the institutions, providing them with access to mentors who provide support and guidance for the personal and professional development of researchers.						
Answer	No	Percentage				
1 (1)	20	6,25%				
2 (2)	30	9,38%				
3 (3)	80	25,00%				
4 (4)	103	32,19%				
5 (5)	96	30,00%				
Sum (Answers)	319	1,00				
Number of cases	320					
Without answer	1					
Arithmetic mean	3,64					
Standard deviation	1,16					
Summary of the filed RU9						



Value of mobility The institution recognizes the geographical, intersectoral, interdisciplinary, virtual and other types of mobility of researchers as an important tool for improving scientific knowledge and professional development at any stage of a researcher's career.

Answer	No	Percentage			
1 (1)	13	4,06%			
2 (2)	31	9,69%			
3 (3)	89	27,81%			
4 (4)	106	33,13%			
5 (5)	80	25,00%			
Sum (Answers)	319	1,00			
Number of cases	320				
Without answer	1				
Arithmetic mean	3,65				
Standard deviation	1,09				
Summary of the field RU10					

Access to career advices The institution is responsible for career development counseling and job search assistance in various institutions or through collaboration with other structures, which is offered to researchers at all stages of their careers regardless of the contractual situation.

Answer	No	Percentage			
1 (1)	25	7,81%			
2 (2)	31	9,69%			
3 (3)	111	34,69%			
4 (4)	94	29,38%			
5 (5)	58	18,13%			
Sum (Answers)	319	1,00			
Number of cases	320				
Without answer	1				
Arithmetic mean	3,4				
Standard deviation	1,13				
Summary of the field RU11					

Intellectual property rights The institution is responsible for promoting the intellectual property rights of researchers and legal protection..

Answer	No	Percentage			
1 (1)	15	4,69%			
2 (2)	22	6,88%			
3 (3)	78	24,38%			
4 (4)	103	32,19%			
5 (5)	101	31,56%			
Sum (Answers)	319	1,00			
Number of cases	320				
Without answer	1				
Arithmetic mean	3,8				
Standard deviation	1,1				
Summary of the filed RU12					

Co-authoring When assessing staff, home institution positively evaluated the co-authorship and protects the joint authorship rights of researchers.

Answer	No	Percentage			
1 (1)	6	1,88%			
2 (2)	13	4,06%			
3 (3)	69	21,56%			
4 (4)	110	34,38%			

5 (5)		121	37,81%			
Sum (Answers)		319	1,00			
Number of cases		320				
Without answer		1				
Arithmetic mean		4,03				
Standard deviation		0,96				
Summary of the field RU13						
Teaching The institution has provided researchers that their teaching duties are properly rewarded.						
Answer	No	Percentage				
1 (1)		32	10,00%			
2 (2)		33	10,31%			
3 (3)		82	25,63%			
4 (4)		95	29,69%			
5 (5)		77	24,06%			
Sum (Answers)		319	1,00			
Number of cases		320				
Without answer		1				
Arithmetic mean		3,5				
Standard deviation		1,2				
Summary of the field RU14						
Teaching The institution organizes teaching obligations that are not excessive and that do not prevent researchers in carrying out their research and engagement activities.						
Answer	No	Percentage				
1 (1)		31	9,69%			
2 (2)		30	9,38%			
3 (3)		77	24,06%			
4 (4)		101	31,56%			
5 (5)		80	25,00%			
Sum (Answers)		319	1,00			
Number of cases		320				
Without answer		1				
Arithmetic mean		3,54				
Standard deviation		1,23				
Summary of the field RU15						
Complaints/appeals The institution has provided and implemented procedures that enable their researchers confidential and informal assistance in resolving conflicts related to work, disputes and appeals, in order to promote fair and equal treatment within the institution and improving the overall quality of the working environment.						
Answers	No	Percentage				
1 (1)		24	7,50%			
2 (2)		20	6,25%			
3 (3)		102	31,88%			
4 (4)		92	28,75%			
5 (5)		81	25,31%			
Sum (Answers)		319	1,00			
Number of cases		320				
Without answer		1				
Arithmetic mean		3,58				
Standard deviation		1,15				

Summary of the field RU16						
Complaints/appeals The institution has provided the ombudsman service for researchers.						
Answer	No	Percentage				
1 (1)	76	23,75%				
2 (2)	51	15,94%				
3 (3)	82	25,63%				
4 (4)	62	19,38%				
5 (5)	48	15,00%				
Sum (Answers)	319	1,00				
Number of cases	320					
Without answer	1					
Arithmetic mean	2,92					
Standard deviation	1,34					
Summary of the field RU17						
Participation in managerial bodies / decision-making bodies The institution involves researchers in decision-making processes in various bodies and committees to protect or promote their personal and collective interests, and also contributing to the work of the institution.						
Answer	No	Percentage				
1 (1)	23	7,19%				
2 (2)	29	9,06%				
3 (3)	85	26,56%				
4 (4)	107	33,44%				
5 (5)	75	23,44%				
Sum (Answers)	319	1,00				
Number of cases	320					
Without answer	1					
Arithmetic mean	3,6					
Standard deviation	1,16					
Summary of the field RU18						
Enter a free comment to this set of questions (if you have one):						
Answer	5					
Without answer	97					
<b>ID</b>						
	<b>Answer</b>					
	1	researcher and teacher are the same person in our system				
	45	There is no need to insist on gender equality,.Of course, it should not be neglected, but the professional/scientific quality of the candidate is much more important.				
	69	Research activity in all countries of this part of the world is at a low level. Can we talk about the successful research of young researchers when they do not have access to the academic network, do not have adequately equipped libraries, they do not have funds to support adequate research in the country and abroad. They have a large number of classes over the standards, which are not paid, have a handful of administrative obligations seriously obstructing research process				
	129	Researchers/candidates themselves usually have to "fight" for their rights and everything that belongs to them by law; institution "gives" very little to the candidates ... it all comes down mainly to self-assertion and persistence of researcher/applicant (unfortunately)				
	123	No comment				
Summary of the field TR1						

Relationship with supervisors/mentors Researchers in their early stages, regularly report to their mentors/supervisors and other competent authorities of the institution on the results of their research, promotions, research findings, etc.

Answer	No	Percentage			
1 (1)	8	2,55%			
2 (2)	14	4,46%			
3 (3)	51	16,24%			
4 (4)	114	36,31%			
5 (5)	127	40,45%			
Sum (Answers)	314	1,00			
Number of cases	314				
Without answer	0				
Arithmetic mean	4,15				
Standard deviation	0,9				

Summary of the field TR2

Supervision and managerial duties Senior researchers as mentors, supervisors and consultants provide career guidance to younger researchers in terms of transfer of knowledge and career development by building a positive relationship with them.

Answer	No	Percentage			
1 (1)	11	3,50%			
2 (2)	26	8,28%			
3 (3)	51	16,24%			
4 (4)	99	31,53%			
5 (5)	127	40,45%			
Sum (Answers)	314	1,00			
Number of cases	314				
Without answer	0				
Arithmetic mean	4				
Standard deviation	1,07				

Summary of the field TR3

Continuous professional development Researchers are continuously improving, through upgrading and expanding, their skills and competences through formal training / training courses, workshops, conferences and e-learning methods.

Answer	No	Percentage			
1 (1)	12	3,82%			
2 (2)	29	9,24%			
3 (3)	74	23,57%			
4 (4)	107	34,08%			
5 (5)	92	29,30%			
Sum (Answers)	314	1,00			
Number of cases	314				
Without answer	0				
Arithmetic mean	3,81				
Standard deviation	1,06				

Summary of the field TR4

Access to research training and continuous improvement The institution provides researchers, regardless of their contractual situation, the possibility for professional development and improvement of employment through access to measures for the continuing development of skills and competencies.

Answer	No	Percentage			
1 (1)	22	7,01%			

2 (2)		38	12,10%			
3 (3)		80	25,48%			
4 (4)		97	30,89%			
5 (5)		77	24,52%			
Sum (Answers)		314	1,00			
Number of cases		314				
Without answer		0				
Arithmetic mean		3,57				
Standard deviation		1,18				
Summary of the field TR5						
Monitoring Institution awarded to young researchers mentor or supervisor, where the proposed supervisors have enough experience in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer adequate support to researchers trainees and provide the necessary progress and review procedures, as well as the necessary feedback mechanisms.						
Answer	No	Percentage				
1 (1)		23	7,32%			
2 (2)		21	6,69%			
3 (3)		68	21,66%			
4 (4)		100	31,85%			
5 (5)		102	32,48%			
Sum (Answers)		314	1,00			
Number of cases		314				
Without answer		0				
Arithmetic mean		3,82				
Standard deviation		1,15				
Summary of the field TR6						
Enter a free comment to this set of questions (if you have one):						
Answers		3				
Without answer		99				
ID						
	Answer					
	8	As a doctoral student, researcher, I express great satisfaction and gratitude regarding all positive experiences I have had during my work with the mentor and the entire organization of doctoral studies at the Faculty of Philosophy.				
	52	Comment on the overall survey: Dear Sirs, I'm working on my PhD thesis at your University but I am not familiar with all the details about how university works. That is why I have answered certain questions according to my opinion, because I'm not very familiar with all details. Thank you for giving me the opportunity to participate in this process.				
	123	No comments				