<table>
<thead>
<tr>
<th>Number of entries in this questionnaire</th>
<th>345</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of entries in the questionnaire</td>
<td>345</td>
</tr>
<tr>
<td>Percentage of total:</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

### Summary of the field for gender

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female (F)</td>
<td>169 (48.99%)</td>
</tr>
<tr>
<td>Male (M)</td>
<td>176 (51.01%)</td>
</tr>
<tr>
<td>No answer</td>
<td>0</td>
</tr>
</tbody>
</table>

### Summary of the field OJ

<table>
<thead>
<tr>
<th>Name of the faculty/academy where you are hired:</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academy of Fine Arts</td>
<td>13</td>
<td>5.44%</td>
</tr>
<tr>
<td>Production and Management Faculty</td>
<td>11</td>
<td>4.60%</td>
</tr>
<tr>
<td>Faculty of Medicine</td>
<td>15</td>
<td>6.28%</td>
</tr>
<tr>
<td>Faculty of Orthodox Theology</td>
<td>4</td>
<td>1.67%</td>
</tr>
<tr>
<td>Faculty of Electrical Engineering</td>
<td>11</td>
<td>4.60%</td>
</tr>
<tr>
<td>Faculty of Agriculture</td>
<td>16</td>
<td>6.69%</td>
</tr>
<tr>
<td>Faculty of Mechanical Engineering</td>
<td>11</td>
<td>4.60%</td>
</tr>
<tr>
<td>Academy of Music</td>
<td>34</td>
<td>14.23%</td>
</tr>
<tr>
<td>Faculty of Philosophy</td>
<td>14</td>
<td>5.86%</td>
</tr>
<tr>
<td>Faculty of Law</td>
<td>9</td>
<td>3.77%</td>
</tr>
<tr>
<td>Faculty of Economics Pale</td>
<td>5</td>
<td>2.09%</td>
</tr>
<tr>
<td>Faculty of Physical Education and Sports</td>
<td>2</td>
<td>0.84%</td>
</tr>
<tr>
<td>Faculty of Technology</td>
<td>20</td>
<td>8.37%</td>
</tr>
<tr>
<td>Faculty of Business and Economics</td>
<td>11</td>
<td>4.60%</td>
</tr>
<tr>
<td>Faculty of Pedagogy</td>
<td>31</td>
<td>12.97%</td>
</tr>
<tr>
<td>Faculty of Economics Brčko</td>
<td>16</td>
<td>6.69%</td>
</tr>
<tr>
<td>Faculty of Transport and Traffic Engineering</td>
<td>14</td>
<td>5.86%</td>
</tr>
<tr>
<td>Hectorate</td>
<td>2</td>
<td>0.84%</td>
</tr>
<tr>
<td>No answer</td>
<td>0</td>
<td>0.00%</td>
</tr>
</tbody>
</table>

### Summary of the field for title

<table>
<thead>
<tr>
<th>Your scientific-teaching/artistic-teaching title at the faculty/academy of the University of East Sarajevo/working position:</th>
<th>Number of surveyed researcher per gained diploma:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Answer</td>
<td>No</td>
</tr>
<tr>
<td>Associated professor</td>
<td>40</td>
</tr>
<tr>
<td>Assistant professor</td>
<td>57</td>
</tr>
<tr>
<td>Senior assisting teacher</td>
<td>68</td>
</tr>
<tr>
<td>Senior artistic associate</td>
<td>4</td>
</tr>
<tr>
<td>Teaching assistant</td>
<td>34</td>
</tr>
<tr>
<td>Artistic associate</td>
<td>2</td>
</tr>
<tr>
<td>Lecturer/Teacher/Associate</td>
<td>4</td>
</tr>
<tr>
<td>Administrative staff</td>
<td>9</td>
</tr>
<tr>
<td>Doctoral candidate</td>
<td>106</td>
</tr>
</tbody>
</table>

### Summary of the field Z1

<table>
<thead>
<tr>
<th>Are you employed?</th>
<th>dr</th>
</tr>
</thead>
<tbody>
<tr>
<td>Answer</td>
<td>No</td>
</tr>
<tr>
<td>Yes, contract of unspecified duration</td>
<td>27</td>
</tr>
<tr>
<td>No.</td>
<td>I am not employed</td>
</tr>
<tr>
<td>-----</td>
<td>------------------</td>
</tr>
<tr>
<td></td>
<td>No answer</td>
</tr>
</tbody>
</table>

**Summary of the field Z2**

Enter the name of organization where you are employed

<table>
<thead>
<tr>
<th>ID</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>University of East Sarajevo</td>
</tr>
<tr>
<td>2</td>
<td>University of East Sarajevo</td>
</tr>
<tr>
<td>3</td>
<td>Faculty of Philosophy</td>
</tr>
<tr>
<td>4</td>
<td>Medical School Doboj</td>
</tr>
<tr>
<td>5</td>
<td>School</td>
</tr>
<tr>
<td>6</td>
<td>Community Health Center Zavidovići</td>
</tr>
<tr>
<td>7</td>
<td>Faculty of Physical Education and Sport</td>
</tr>
<tr>
<td>8</td>
<td>Hodgetria</td>
</tr>
<tr>
<td>9</td>
<td>DU PREP-om</td>
</tr>
<tr>
<td>10</td>
<td>Faculty of Agriculture</td>
</tr>
<tr>
<td>11</td>
<td>University of East Sarajevo, Faculty of Mechanical Engineering</td>
</tr>
<tr>
<td>12</td>
<td>NUBRS</td>
</tr>
<tr>
<td>13</td>
<td>RUCZ RS</td>
</tr>
<tr>
<td>14</td>
<td>Faculty of Law</td>
</tr>
<tr>
<td>15</td>
<td>Phoenix Pharma DD</td>
</tr>
<tr>
<td>16</td>
<td>Tax Administration Doboj</td>
</tr>
<tr>
<td>17</td>
<td>Elementary School</td>
</tr>
<tr>
<td>18</td>
<td>Faculty of Transport and Traffic Engineering</td>
</tr>
<tr>
<td>19</td>
<td>Ministry of transport and communication BiH</td>
</tr>
<tr>
<td>20</td>
<td>Armed Forces BiH</td>
</tr>
<tr>
<td>21</td>
<td>College for tourism and hotel management</td>
</tr>
<tr>
<td>22</td>
<td>Ministry of transport and communication BiH, regulatory board for railways</td>
</tr>
<tr>
<td>23</td>
<td>Ministry of Interior Affairs ZE and DO Canton</td>
</tr>
<tr>
<td>24</td>
<td>University of Montenegro, Metallurgical-Technological Faculty</td>
</tr>
<tr>
<td>25</td>
<td>General Library Maglaj</td>
</tr>
<tr>
<td>26</td>
<td>Faculty of Agriculture East Sarajevo</td>
</tr>
<tr>
<td>27</td>
<td>Faculty of Agriculture</td>
</tr>
<tr>
<td>28</td>
<td>MH ERS “Mine and Thermal Power plant” a.d. Ugljevik</td>
</tr>
<tr>
<td>29</td>
<td>Prometej College</td>
</tr>
<tr>
<td>30</td>
<td>Audit Office</td>
</tr>
<tr>
<td>31</td>
<td>Faculty of Medicine Foća</td>
</tr>
<tr>
<td>32</td>
<td>Project a.d. Banja Luka</td>
</tr>
<tr>
<td>33</td>
<td>University of East Sarajevo</td>
</tr>
<tr>
<td>34</td>
<td>Faculty of Pedagogy</td>
</tr>
<tr>
<td>35</td>
<td>Faculty of Technology Žvornik</td>
</tr>
<tr>
<td>36</td>
<td>ijoso “Kosovski božur”</td>
</tr>
<tr>
<td>37</td>
<td>Cazin Municipality</td>
</tr>
<tr>
<td>38</td>
<td>University of Bihać, Biotechnical Faculty</td>
</tr>
<tr>
<td>39</td>
<td>Ministry of Defense BiH, Armed Forces</td>
</tr>
<tr>
<td>40</td>
<td>National and University Library of the Republic of Srpska</td>
</tr>
<tr>
<td>41</td>
<td>Association Center for Ecology and Energy</td>
</tr>
<tr>
<td>42</td>
<td>University of East Sarajevo, Faculty of Philosophy Pale</td>
</tr>
<tr>
<td>43</td>
<td>Faculty of Technology Žvornik</td>
</tr>
<tr>
<td>44</td>
<td>Medical school, Medical school</td>
</tr>
<tr>
<td></td>
<td>University of East Sarajevo, Faculty of Philosophy</td>
</tr>
<tr>
<td>---</td>
<td>----------------------------------------------------------</td>
</tr>
<tr>
<td>56</td>
<td>Municipal Museum of the Cultural Center of Vrbas</td>
</tr>
<tr>
<td>57</td>
<td>The Diocese of Zahumije - Herzegovina</td>
</tr>
<tr>
<td>58</td>
<td>Faculty of Philosophy</td>
</tr>
<tr>
<td>59</td>
<td>Faculty of Economics</td>
</tr>
<tr>
<td>60</td>
<td>Faculty of Medicine Foča</td>
</tr>
<tr>
<td>61</td>
<td>Faculty of Pedagogy</td>
</tr>
<tr>
<td>62</td>
<td>Faculty of Political Sciences of the University of Banja Luka</td>
</tr>
<tr>
<td>63</td>
<td>University of East Sarajevo</td>
</tr>
<tr>
<td>64</td>
<td>Faculty of Medicine Foča</td>
</tr>
<tr>
<td>65</td>
<td>Elementary School &quot;Jovan Jovanović Zmaj&quot;</td>
</tr>
<tr>
<td>66</td>
<td>Faculty of Philosophy, University of East Sarajevo</td>
</tr>
<tr>
<td>67</td>
<td>Ministry of Sport</td>
</tr>
<tr>
<td>68</td>
<td>University of East Sarajevo</td>
</tr>
<tr>
<td>69</td>
<td>Faculty of Medicine Foča</td>
</tr>
<tr>
<td>70</td>
<td>Faculty of Science and Technology</td>
</tr>
<tr>
<td>71</td>
<td>Zemun Gymnasium</td>
</tr>
<tr>
<td>72</td>
<td>Faculty of Philosophy</td>
</tr>
<tr>
<td>73</td>
<td>University of East Sarajevo</td>
</tr>
<tr>
<td>74</td>
<td>Mixed Secondary School Živinice</td>
</tr>
<tr>
<td>75</td>
<td>University of East Sarajevo</td>
</tr>
<tr>
<td>76</td>
<td>University Hospital Foča</td>
</tr>
<tr>
<td>77</td>
<td>College for Applied Professional Studies Vranje, Serbia</td>
</tr>
<tr>
<td>78</td>
<td>UKC Sarajevo</td>
</tr>
<tr>
<td>79</td>
<td>Faculty of Medicine Foča</td>
</tr>
<tr>
<td>80</td>
<td>Brčko District Government</td>
</tr>
<tr>
<td>81</td>
<td>Faculty of Medicine Foča</td>
</tr>
<tr>
<td>82</td>
<td>Faculty of Orthodox Theology of the University of Belgrade</td>
</tr>
<tr>
<td>83</td>
<td>Clinical Center of Montenegro</td>
</tr>
<tr>
<td>84</td>
<td>Faculty of Medicine University of East Sarajevo</td>
</tr>
<tr>
<td>85</td>
<td>Faculty of Medicine Foča</td>
</tr>
<tr>
<td>86</td>
<td>SPC and MO BiH</td>
</tr>
<tr>
<td>87</td>
<td>Statistics Agency BiH</td>
</tr>
<tr>
<td>88</td>
<td>Faculty of Philosophy</td>
</tr>
<tr>
<td>89</td>
<td>University of East Sarajevo</td>
</tr>
<tr>
<td>90</td>
<td>Regulator in the field of electronic communication</td>
</tr>
<tr>
<td>91</td>
<td>Centre for Cosmetic Surgery &quot;Nasta Mala Klinika&quot;</td>
</tr>
<tr>
<td>92</td>
<td>Faculty of Economics</td>
</tr>
<tr>
<td>93</td>
<td>Faculty of Economics</td>
</tr>
<tr>
<td>94</td>
<td>Faculty of Medicine Foča</td>
</tr>
<tr>
<td>95</td>
<td>Faculty of Medicine Foča</td>
</tr>
<tr>
<td>96</td>
<td>Faculty of Medicine Foča</td>
</tr>
<tr>
<td>97</td>
<td>Faculty of Transport and Traffic Engineering</td>
</tr>
<tr>
<td>98</td>
<td>Faculty of Economics</td>
</tr>
<tr>
<td>99</td>
<td>Faculty of Education</td>
</tr>
<tr>
<td>100</td>
<td>Faculty of Medical School of the University of Sarajevo</td>
</tr>
<tr>
<td>101</td>
<td>Faculty of Economics</td>
</tr>
<tr>
<td>102</td>
<td>Second Elementary School Brčko</td>
</tr>
<tr>
<td>103</td>
<td>Community Health Centre</td>
</tr>
<tr>
<td>104</td>
<td>University of East Sarajevo</td>
</tr>
<tr>
<td>105</td>
<td>Faculty of Transport and Traffic Engineering</td>
</tr>
<tr>
<td>106</td>
<td>Community Health Centre Banja Luka</td>
</tr>
<tr>
<td>107</td>
<td>School</td>
</tr>
<tr>
<td>108</td>
<td>High School</td>
</tr>
<tr>
<td>109</td>
<td>University Hospital Foča</td>
</tr>
<tr>
<td>110</td>
<td>University of East Sarajevo</td>
</tr>
<tr>
<td>111</td>
<td>Faculty of Medicine Foča</td>
</tr>
<tr>
<td>112</td>
<td>Faculty of Electrical Engineering</td>
</tr>
<tr>
<td>113</td>
<td>Production and Management Faculty</td>
</tr>
<tr>
<td>114</td>
<td>Agricultural and Medical School</td>
</tr>
<tr>
<td>115</td>
<td>University of East Sarajevo</td>
</tr>
<tr>
<td>116</td>
<td>Legal-Administrative College Niš</td>
</tr>
<tr>
<td>117</td>
<td>Faculty of Electrical Engineering</td>
</tr>
<tr>
<td>118</td>
<td>Faculty of Economics</td>
</tr>
<tr>
<td>119</td>
<td>Faculty of Electrical Engineering</td>
</tr>
<tr>
<td>120</td>
<td>Faculty of Medicine Foča</td>
</tr>
<tr>
<td>121</td>
<td>Faculty of Electrical Engineering</td>
</tr>
<tr>
<td>ID</td>
<td>Answer</td>
</tr>
<tr>
<td>----</td>
<td>---------------------------------------------</td>
</tr>
<tr>
<td>1</td>
<td>Coordinator for International Cooperation</td>
</tr>
<tr>
<td>2</td>
<td>Quality Assurance Coordinator</td>
</tr>
<tr>
<td>4</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>5</td>
<td>Professor of Serbian Language</td>
</tr>
<tr>
<td>6</td>
<td>Professor of Serbian Language</td>
</tr>
<tr>
<td>8</td>
<td>Psychologist</td>
</tr>
<tr>
<td>9</td>
<td>Full time Professor</td>
</tr>
<tr>
<td>10</td>
<td>CEO</td>
</tr>
<tr>
<td>11</td>
<td>CEO for investments</td>
</tr>
<tr>
<td>12</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>13</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>15</td>
<td>Librarian</td>
</tr>
<tr>
<td>16</td>
<td>CEO Assistant for Legal issues</td>
</tr>
<tr>
<td>17</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>21</td>
<td>Sales Analyst</td>
</tr>
<tr>
<td>24</td>
<td>Auditor</td>
</tr>
<tr>
<td>25</td>
<td>Teacher of Serbian Language</td>
</tr>
<tr>
<td>26</td>
<td>Assistant</td>
</tr>
<tr>
<td>27</td>
<td>Expert Consultant</td>
</tr>
<tr>
<td>28</td>
<td>Chief of Sector</td>
</tr>
<tr>
<td>29</td>
<td>Lecturer</td>
</tr>
<tr>
<td>31</td>
<td>Chief of Sector</td>
</tr>
<tr>
<td>32</td>
<td>Chief of Police Inspectorate</td>
</tr>
<tr>
<td>33</td>
<td>Expert Associate</td>
</tr>
<tr>
<td>34</td>
<td>CEO</td>
</tr>
<tr>
<td>35</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>36</td>
<td>Assistant</td>
</tr>
<tr>
<td>38</td>
<td>CEO Assistant for financial and economic issues</td>
</tr>
<tr>
<td>39</td>
<td>College Professor</td>
</tr>
<tr>
<td>40</td>
<td>Auditor for Students' Audits</td>
</tr>
<tr>
<td>43</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>42</td>
<td>Responsible Designer and Planner</td>
</tr>
<tr>
<td>44</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>45</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>46</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>47</td>
<td>Teacher of Serbian Language</td>
</tr>
<tr>
<td>48</td>
<td>Chief of Audit Service</td>
</tr>
<tr>
<td>49</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>50</td>
<td>Officer for Material Management</td>
</tr>
<tr>
<td>51</td>
<td>Senior Documentarian at the Department of Memonal Libraries and Legacy</td>
</tr>
<tr>
<td>52</td>
<td>CEO</td>
</tr>
<tr>
<td>53</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>54</td>
<td>Professor of English Language</td>
</tr>
<tr>
<td>55</td>
<td>School Pedagogue</td>
</tr>
<tr>
<td>56</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>57</td>
<td>Curator-historian</td>
</tr>
</tbody>
</table>

### Summary of the field Z3

Enter the position of employment

<table>
<thead>
<tr>
<th>Answer</th>
<th>97</th>
<th>98.98%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Answer</td>
<td>1</td>
<td>1.02%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td></td>
</tr>
<tr>
<td>58</td>
<td>Priest</td>
<td></td>
</tr>
<tr>
<td>59</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>60</td>
<td>Assistant</td>
<td></td>
</tr>
<tr>
<td>61</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>62</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>63</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>64</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>65</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>66</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>67</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>68</td>
<td>Teacher of Physical Education</td>
<td></td>
</tr>
<tr>
<td>69</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>70</td>
<td>Higher Expert Associate</td>
<td></td>
</tr>
<tr>
<td>71</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>72</td>
<td>Minister Assistant</td>
<td></td>
</tr>
<tr>
<td>73</td>
<td>Professor of Serbian Language</td>
<td></td>
</tr>
<tr>
<td>74</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>75</td>
<td>Professor of Informatics</td>
<td></td>
</tr>
<tr>
<td>76</td>
<td>Assistant</td>
<td></td>
</tr>
<tr>
<td>77</td>
<td>Pediatrician specialist</td>
<td></td>
</tr>
<tr>
<td>78</td>
<td>Lecturer</td>
<td></td>
</tr>
<tr>
<td>79</td>
<td>Pediatrician Ponologist</td>
<td></td>
</tr>
<tr>
<td>80</td>
<td>Teaching Associate</td>
<td></td>
</tr>
<tr>
<td>81</td>
<td>Chief of Department for Economic Development</td>
<td></td>
</tr>
<tr>
<td>82</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>83</td>
<td>Assistant</td>
<td></td>
</tr>
<tr>
<td>84</td>
<td>Chief of Department for Pacemakers and Heart Electrophysiology</td>
<td></td>
</tr>
<tr>
<td>85</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>86</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>87</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>88</td>
<td>Chief of Department for Fixed and Mobile Service</td>
<td></td>
</tr>
<tr>
<td>89</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>90</td>
<td>Assistant</td>
<td></td>
</tr>
<tr>
<td>91</td>
<td>Chief of Department for Pacemakers and Heart Electrophysiology</td>
<td></td>
</tr>
<tr>
<td>92</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>93</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>94</td>
<td>The Priest in KP OS BiH</td>
<td></td>
</tr>
<tr>
<td>95</td>
<td>Deputy CEO</td>
<td></td>
</tr>
<tr>
<td>96</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>97</td>
<td>Head of Department for Fixed and Mobile Service</td>
<td></td>
</tr>
<tr>
<td>98</td>
<td>Surgeon</td>
<td></td>
</tr>
<tr>
<td>99</td>
<td>School Principal</td>
<td></td>
</tr>
<tr>
<td>100</td>
<td>Doctor</td>
<td></td>
</tr>
<tr>
<td>101</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>102</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>103</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>104</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>105</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>106</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>107</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>108</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>109</td>
<td>Specialist in Family Medicine</td>
<td></td>
</tr>
<tr>
<td>110</td>
<td>Professor</td>
<td></td>
</tr>
<tr>
<td>111</td>
<td>Professor</td>
<td></td>
</tr>
<tr>
<td>112</td>
<td>Professor</td>
<td></td>
</tr>
<tr>
<td>113</td>
<td>Doctor of Medicine</td>
<td></td>
</tr>
<tr>
<td>114</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>115</td>
<td>Cardiologist</td>
<td></td>
</tr>
<tr>
<td>116</td>
<td>Assistant</td>
<td></td>
</tr>
<tr>
<td>117</td>
<td>Assistant</td>
<td></td>
</tr>
<tr>
<td>118</td>
<td>Assistant</td>
<td></td>
</tr>
<tr>
<td>119</td>
<td>Assistant</td>
<td></td>
</tr>
<tr>
<td>120</td>
<td>Assistant</td>
<td></td>
</tr>
<tr>
<td>121</td>
<td>Assistant for Preclinical Sciences (Pathological Physiology)</td>
<td></td>
</tr>
<tr>
<td>122</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>123</td>
<td>Professor</td>
<td></td>
</tr>
<tr>
<td>124</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>125</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>126</td>
<td>Professor of Serbian Language</td>
<td></td>
</tr>
<tr>
<td>127</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>128</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>129</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>130</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>131</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
<tr>
<td>132</td>
<td>Teaching Assistant</td>
<td></td>
</tr>
</tbody>
</table>

Summary of the field EPA1
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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>3</td>
<td>0,87%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>4</td>
<td>1,16%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>48</td>
<td>13,91%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>116</td>
<td>33,62%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>174</td>
<td>50,43%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>345</td>
<td>1</td>
</tr>
<tr>
<td>Number of cases</td>
<td>345</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>4,29</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>0,81</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>3</td>
<td>0,87%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>10</td>
<td>2,90%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>60</td>
<td>17,39%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>115</td>
<td>33,33%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>157</td>
<td>45,51%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>345</td>
<td>1</td>
</tr>
<tr>
<td>Number of cases</td>
<td>345</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>4,22</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>0,89</td>
<td></td>
</tr>
</tbody>
</table>

Summary of the field EPA3
Professional Responsibility  Researches are carrying the original research, respecting intellectual property of others

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>8</td>
<td>2,32%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>26</td>
<td>7,54%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>74</td>
<td>21,45%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>111</td>
<td>32,17%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>125</td>
<td>36,23%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>344</td>
<td>1,00</td>
</tr>
<tr>
<td>Number of cases</td>
<td>345</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>3,97</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>1,03</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>17</td>
<td>4,93%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>30</td>
<td>8,70%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>76</td>
<td>22,03%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>127</td>
<td>36,81%</td>
</tr>
</tbody>
</table>
### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>11</td>
<td>3.19%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>36</td>
<td>10.43%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>69</td>
<td>20.00%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>119</td>
<td>34.49%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>106</td>
<td>30.72%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>341</td>
<td>0.99</td>
</tr>
</tbody>
</table>

| Number of cases | 345 |
| Without answer  | 4   |
| Arithmetic mean | 3.78|
| 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>5</td>
<td>1.45%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>19</td>
<td>5.51%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>70</td>
<td>20.29%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>100</td>
<td>28.99%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>147</td>
<td>42.61%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>341</td>
<td>0.99</td>
</tr>
</tbody>
</table>

| 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>4</td>
<td>1.16%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>7</td>
<td>2.03%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>43</td>
<td>12.46%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>132</td>
<td>38.26%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>160</td>
<td>46.38%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>341</td>
<td>0.99</td>
</tr>
</tbody>
</table>

| Number of cases | 345 |
| Without answer  | 4   |
### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>7</td>
<td>2.03%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>26</td>
<td>7.54%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>65</td>
<td>19.71%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>124</td>
<td>35.94%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>118</td>
<td>33.82%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>341</td>
<td>0.99</td>
</tr>
<tr>
<td>Number of cases</td>
<td>345</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>3.95</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>0.99</td>
<td></td>
</tr>
</tbody>
</table>

### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>6</td>
<td>1.74%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>12</td>
<td>3.48%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>64</td>
<td>18.55%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>144</td>
<td>41.74%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>115</td>
<td>33.33%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>341</td>
<td>0.99</td>
</tr>
<tr>
<td>Number of cases</td>
<td>345</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>4.02</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>0.9</td>
<td></td>
</tr>
</tbody>
</table>

### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>4</td>
<td>1.16%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>19</td>
<td>5.51%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>58</td>
<td>16.81%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>139</td>
<td>40.29%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>121</td>
<td>35.07%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>341</td>
<td>0.99</td>
</tr>
<tr>
<td>Number of cases</td>
<td>345</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>4.08</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>0.88</td>
<td></td>
</tr>
</tbody>
</table>

### 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.
### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>16</td>
<td>6.53%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>12</td>
<td>4.90%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>39</td>
<td>15.92%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>56</td>
<td>20.00%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>176</td>
<td>71.84%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>241</td>
<td>0.98</td>
</tr>
<tr>
<td>Without answer</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>4.20</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>1.08</td>
<td></td>
</tr>
</tbody>
</table>

### Summary of the field EPA13

Enter a free comment to this set of questions (if you have one):

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>30</td>
<td>8.70%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>30</td>
<td>8.70%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>68</td>
<td>19.71%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>103</td>
<td>29.86%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>110</td>
<td>31.88%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>341</td>
<td>0.99</td>
</tr>
<tr>
<td>Without answer</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>3.74</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>1.21</td>
<td></td>
</tr>
</tbody>
</table>

### Summary of the field RZI1

**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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>10</td>
<td>3.06%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>13</td>
<td>3.98%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>52</td>
<td>15.90%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>110</td>
<td>33.94%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>142</td>
<td>43.43%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>327</td>
<td>1.00</td>
</tr>
<tr>
<td>Summary of the field RZI2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Answer</td>
<td>No</td>
<td>Percentage</td>
</tr>
<tr>
<td>1 (1)</td>
<td>7</td>
<td>2.14%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>20</td>
<td>6.12%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>54</td>
<td>16.51%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>94</td>
<td>28.75%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>152</td>
<td>46.48%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>327</td>
<td>1.00</td>
</tr>
<tr>
<td>Number of cases</td>
<td>327</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>4.10</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>1.01</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summary of the field RZI3</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
</tr>
<tr>
<td>Answer</td>
</tr>
<tr>
<td>1 (1)</td>
</tr>
<tr>
<td>2 (2)</td>
</tr>
<tr>
<td>3 (3)</td>
</tr>
<tr>
<td>4 (4)</td>
</tr>
<tr>
<td>5 (5)</td>
</tr>
<tr>
<td>Sum (Answers)</td>
</tr>
<tr>
<td>Number of cases</td>
</tr>
<tr>
<td>Without answer</td>
</tr>
<tr>
<td>Arithmetic mean</td>
</tr>
<tr>
<td>Standard deviation</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summary of the field RZI4</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
</tr>
<tr>
<td>Answer</td>
</tr>
<tr>
<td>1 (1)</td>
</tr>
<tr>
<td>2 (2)</td>
</tr>
<tr>
<td>3 (3)</td>
</tr>
<tr>
<td>4 (4)</td>
</tr>
<tr>
<td>5 (5)</td>
</tr>
<tr>
<td>Sum (Answers)</td>
</tr>
<tr>
<td>Number of cases</td>
</tr>
<tr>
<td>Without answer</td>
</tr>
<tr>
<td>Arithmetic mean</td>
</tr>
<tr>
<td>Standard deviation</td>
</tr>
</tbody>
</table>

| Summary of the field RZI5 |
### Summary of the field RZI6

**Selection**  Election Commission for admission of researchers / candidates are made to include members from other countries.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>14</td>
<td>4.28%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>19</td>
<td>5.81%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>80</td>
<td>24.46%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>102</td>
<td>31.19%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>112</td>
<td>34.25%</td>
</tr>
</tbody>
</table>

**Sum (Answers)**  327  1.00

**Without answer**  0

**Arithmetic mean**  3.36

**Standard deviation**  1.07

### Summary of the field RZI7

**Selection**  Election Commission for admission of researchers / candidates are always balanced by gender.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>51</td>
<td>15.60%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>53</td>
<td>16.21%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>89</td>
<td>27.22%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>70</td>
<td>21.41%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>64</td>
<td>19.57%</td>
</tr>
</tbody>
</table>

**Sum (Answers)**  327  1.00

**Without answer**  0

**Arithmetic mean**  3.17

**Standard deviation**  1.33

### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>17</td>
<td>5.20%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>27</td>
<td>8.26%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>98</td>
<td>29.97%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>81</td>
<td>24.77%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>103</td>
<td>31.50%</td>
</tr>
</tbody>
</table>

**Sum (Answers)**  325  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.

<table>
<thead>
<tr>
<th><strong>Answer</strong></th>
<th><strong>No</strong></th>
<th><strong>Percentage</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>20</td>
<td>6.12%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>25</td>
<td>7.65%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>97</td>
<td>29.66%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>102</td>
<td>31.19%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>82</td>
<td>25.08%</td>
</tr>
<tr>
<td><strong>Sum (Answers)</strong></td>
<td>326</td>
<td>1.00</td>
</tr>
<tr>
<td><strong>Number of cases</strong></td>
<td>327</td>
<td></td>
</tr>
<tr>
<td><strong>Without answer</strong></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Arithmetic mean</strong></td>
<td>3.58</td>
<td></td>
</tr>
<tr>
<td><strong>Standard deviation</strong></td>
<td>1.12</td>
<td></td>
</tr>
</tbody>
</table>

**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 multidisciplinarity career.

<table>
<thead>
<tr>
<th><strong>Answer</strong></th>
<th><strong>No</strong></th>
<th><strong>Percentage</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>7</td>
<td>2.14%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>16</td>
<td>5.00%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>119</td>
<td>36.93%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>107</td>
<td>32.72%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>75</td>
<td>22.94%</td>
</tr>
<tr>
<td><strong>Sum (Answers)</strong></td>
<td>326</td>
<td>1.00</td>
</tr>
<tr>
<td><strong>Number of cases</strong></td>
<td>327</td>
<td></td>
</tr>
<tr>
<td><strong>Without answer</strong></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Arithmetic mean</strong></td>
<td>3.67</td>
<td></td>
</tr>
<tr>
<td><strong>Standard deviation</strong></td>
<td>0.96</td>
<td></td>
</tr>
</tbody>
</table>

**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.

<table>
<thead>
<tr>
<th><strong>Answer</strong></th>
<th><strong>No</strong></th>
<th><strong>Percentage</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>12</td>
<td>3.67%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>15</td>
<td>4.59%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>47</td>
<td>14.37%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>119</td>
<td>36.39%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>133</td>
<td>40.67%</td>
</tr>
<tr>
<td><strong>Sum (Answers)</strong></td>
<td>326</td>
<td>1.00</td>
</tr>
<tr>
<td><strong>Number of cases</strong></td>
<td>327</td>
<td></td>
</tr>
<tr>
<td><strong>Without answer</strong></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Arithmetic mean</strong></td>
<td>4.06</td>
<td></td>
</tr>
<tr>
<td><strong>Standard deviation</strong></td>
<td>1.03</td>
<td></td>
</tr>
</tbody>
</table>
### Summary of the field RZI12

**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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>15</td>
<td>4.59%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>22</td>
<td>6.73%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>80</td>
<td>24.46%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>113</td>
<td>34.56%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>96</td>
<td>29.36%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>326</td>
<td>1.00</td>
</tr>
<tr>
<td>Number of cases</td>
<td>327</td>
<td></td>
</tr>
</tbody>
</table>

Without answer: 1
Arithmetic mean: 3.79
Standard deviation: 1.09

---

### Summary of the field RZI13

**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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>15</td>
<td>4.59%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>21</td>
<td>6.42%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>80</td>
<td>24.46%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>118</td>
<td>36.09%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>91</td>
<td>27.83%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>326</td>
<td>1.00</td>
</tr>
<tr>
<td>Number of cases</td>
<td>327</td>
<td></td>
</tr>
</tbody>
</table>

Without answer: 1
Arithmetic mean: 3.75
Standard deviation: 1.08

---

### Summary of the field RZI14

**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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>16</td>
<td>4.89%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>11</td>
<td>3.36%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>117</td>
<td>35.78%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>88</td>
<td>29.97%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>84</td>
<td>25.69%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>326</td>
<td>1.00</td>
</tr>
<tr>
<td>Number of cases</td>
<td>327</td>
<td></td>
</tr>
</tbody>
</table>

Without answer: 1
Arithmetic mean: 3.71
Standard deviation: 1.26

---

### Summary of the field RZI15
Postdoctoral engagement  Engaging postdoctoral researchers provides additional opportunities for professional development.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>10</td>
<td>3.06%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>7</td>
<td>2.14%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>56</td>
<td>17.13%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>103</td>
<td>31.50%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>150</td>
<td>45.87%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>236</td>
<td>0.72</td>
</tr>
</tbody>
</table>

Number of cases 327
Without answer 1
Arithmetic mean 4.19
Standard deviation 1

Summary of the field RZ16
Enter a free comment to this set of questions (if you have one):

**Answers**

**Without answer** 97

**ID**

1  Currently we do not have post-doctoral programs
2  Everything needed to register as a candidate for work in a specified 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 postgraduate level onwards (whether it is a Master of Science, PhD candidate, PhD, a civil servant etc.).

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>15</td>
<td>4.69%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>24</td>
<td>7.50%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>71</td>
<td>22.19%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>88</td>
<td>30.63%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>111</td>
<td>34.69%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>319</td>
<td>1.00</td>
</tr>
</tbody>
</table>

Number of cases 320
Without answer 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>36</td>
<td>11.25%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>55</td>
<td>17.19%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>86</td>
<td>26.88%</td>
</tr>
</tbody>
</table>
### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>40</td>
<td>12.50%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>48</td>
<td>15.00%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>94</td>
<td>29.38%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>77</td>
<td>24.06%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>60</td>
<td>18.75%</td>
</tr>
</tbody>
</table>

**Sum (Answers)**: 319
**Number of cases**: 320
**Without answer**: 1
**Arithmetic mean**: 3.21
**Standard deviation**: 1.22

### Summary of the field RU4

**Stability and permanence of employment.** The home institution ensures and enhances the stability of employment of researchers.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>21</td>
<td>6.56%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>40</td>
<td>12.50%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>86</td>
<td>26.88%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>86</td>
<td>26.88%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>86</td>
<td>26.88%</td>
</tr>
</tbody>
</table>

**Sum (Answers)**: 319
**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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>34</td>
<td>10.63%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>38</td>
<td>11.88%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>80</td>
<td>25.00%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>88</td>
<td>27.50%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>79</td>
<td>24.69%</td>
</tr>
</tbody>
</table>

**Sum (Answers)**: 319
**Number of cases**: 320
**Without answer**: 1
**Arithmetic mean**: 3.39
**Standard deviation**: 1.27
<table>
<thead>
<tr>
<th>Summary of the field RU8</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Funding and salaries</td>
<td>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.</td>
<td></td>
</tr>
<tr>
<td>Answer</td>
<td>No</td>
<td>Percentage</td>
</tr>
<tr>
<td>1 (1)</td>
<td>12</td>
<td>3.75%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>15</td>
<td>4.69%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>56</td>
<td>17.50%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>90</td>
<td>28.13%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>146</td>
<td>45.63%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>319</td>
<td>1.00</td>
</tr>
<tr>
<td>Number of cases</td>
<td>320</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>3.99</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>1.07</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summary of the field RU7</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender balance</td>
<td>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.</td>
<td></td>
</tr>
<tr>
<td>Answer</td>
<td>No</td>
<td>Percentage</td>
</tr>
<tr>
<td>1 (1)</td>
<td>13</td>
<td>4.06%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>15</td>
<td>4.69%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>54</td>
<td>16.88%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>96</td>
<td>30.00%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>141</td>
<td>44.06%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>319</td>
<td>1.00</td>
</tr>
<tr>
<td>Number of cases</td>
<td>320</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>4.02</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>1.1</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summary of the field RU8</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Career development</td>
<td>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.</td>
<td></td>
</tr>
<tr>
<td>Answer</td>
<td>No</td>
<td>Percentage</td>
</tr>
<tr>
<td>1 (1)</td>
<td>20</td>
<td>6.25%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>30</td>
<td>9.38%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>80</td>
<td>25.00%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>103</td>
<td>32.19%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>96</td>
<td>30.00%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>319</td>
<td>1.00</td>
</tr>
<tr>
<td>Number of cases</td>
<td>320</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>3.64</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>1.16</td>
<td></td>
</tr>
</tbody>
</table>
### Summary of the field RU10

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

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>13</td>
<td>4.06%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>31</td>
<td>9.69%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>89</td>
<td>27.81%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>106</td>
<td>33.13%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>80</td>
<td>25.00%</td>
</tr>
<tr>
<td><strong>Sum (Answers)</strong></td>
<td><strong>319</strong></td>
<td><strong>1.00</strong></td>
</tr>
<tr>
<td><strong>Number of cases</strong></td>
<td><strong>320</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Without answer</strong></td>
<td><strong>1</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Arithmetic mean</strong></td>
<td><strong>3.65</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Standard deviation</strong></td>
<td><strong>1.09</strong></td>
<td></td>
</tr>
</tbody>
</table>

### Summary of the field RU11

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

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>25</td>
<td>7.81%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>31</td>
<td>9.69%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>111</td>
<td>34.69%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>94</td>
<td>29.38%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>58</td>
<td>18.13%</td>
</tr>
<tr>
<td><strong>Sum (Answers)</strong></td>
<td><strong>319</strong></td>
<td><strong>1.00</strong></td>
</tr>
<tr>
<td><strong>Number of cases</strong></td>
<td><strong>320</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Without answer</strong></td>
<td><strong>1</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Arithmetic mean</strong></td>
<td><strong>3.4</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Standard deviation</strong></td>
<td><strong>1.13</strong></td>
<td></td>
</tr>
</tbody>
</table>

### Summary of the field RU12

**Purpose**
Co-authoring. When assessing staff, the institution positively evaluates the co-authorship and protects the joint authorship rights of researchers.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>6</td>
<td>1.88%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>13</td>
<td>4.06%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>69</td>
<td>21.56%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>110</td>
<td>34.38%</td>
</tr>
</tbody>
</table>

### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>15</td>
<td>4.69%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>22</td>
<td>6.88%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>76</td>
<td>23.88%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>103</td>
<td>32.19%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>101</td>
<td>31.56%</td>
</tr>
<tr>
<td><strong>Sum (Answers)</strong></td>
<td><strong>319</strong></td>
<td><strong>1.00</strong></td>
</tr>
<tr>
<td><strong>Number of cases</strong></td>
<td><strong>320</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Without answer</strong></td>
<td><strong>1</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Arithmetic mean</strong></td>
<td><strong>3.8</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Standard deviation</strong></td>
<td><strong>1.1</strong></td>
<td></td>
</tr>
</tbody>
</table>

### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>13</td>
<td>4.06%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>31</td>
<td>9.69%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>89</td>
<td>27.81%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>106</td>
<td>33.13%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>80</td>
<td>25.00%</td>
</tr>
<tr>
<td><strong>Sum (Answers)</strong></td>
<td><strong>319</strong></td>
<td><strong>1.00</strong></td>
</tr>
<tr>
<td><strong>Number of cases</strong></td>
<td><strong>320</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Without answer</strong></td>
<td><strong>1</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Arithmetic mean</strong></td>
<td><strong>3.65</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Standard deviation</strong></td>
<td><strong>1.09</strong></td>
<td></td>
</tr>
</tbody>
</table>
### Summary of the field RU13

**Teaching** The institution has provided researchers that their teaching duties are properly rewarded.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>32</td>
<td>10,00%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>33</td>
<td>10,31%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>82</td>
<td>25,63%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>95</td>
<td>29,69%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>77</td>
<td>24,06%</td>
</tr>
</tbody>
</table>

| 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>31</td>
<td>9,69%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>30</td>
<td>9,38%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>77</td>
<td>24,06%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>101</td>
<td>31,56%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>80</td>
<td>25,00%</td>
</tr>
</tbody>
</table>

| 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.

<table>
<thead>
<tr>
<th>Answers</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>24</td>
<td>7,50%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>20</td>
<td>6,25%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>102</td>
<td>31,88%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>92</td>
<td>28,75%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>81</td>
<td>25,31%</td>
</tr>
</tbody>
</table>

| 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.

<table>
<thead>
<tr>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
</tr>
<tr>
<td>2 (2)</td>
</tr>
<tr>
<td>3 (3)</td>
</tr>
<tr>
<td>4 (4)</td>
</tr>
<tr>
<td>5 (5)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>319</td>
</tr>
</tbody>
</table>

**Without answer**

<table>
<thead>
<tr>
<th>Number of cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
</tr>
</tbody>
</table>

**Arithmetic mean**

<table>
<thead>
<tr>
<th>Number of cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.92</td>
</tr>
</tbody>
</table>

**Standard deviation**

<table>
<thead>
<tr>
<th>Number of cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.34</td>
</tr>
</tbody>
</table>

### 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.

<table>
<thead>
<tr>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
</tr>
<tr>
<td>2 (2)</td>
</tr>
<tr>
<td>3 (3)</td>
</tr>
<tr>
<td>4 (4)</td>
</tr>
<tr>
<td>5 (5)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>319</td>
</tr>
</tbody>
</table>

**Without answer**

<table>
<thead>
<tr>
<th>Number of cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
</tr>
</tbody>
</table>

**Arithmetic mean**

<table>
<thead>
<tr>
<th>Number of cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.6</td>
</tr>
</tbody>
</table>

**Standard deviation**

<table>
<thead>
<tr>
<th>Number of cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.16</td>
</tr>
</tbody>
</table>

### Summary of the field RU18

**Enter a free comment to this set of questions (if you have one):**

<table>
<thead>
<tr>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Without answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>97</td>
</tr>
</tbody>
</table>

### ID

<table>
<thead>
<tr>
<th>ID</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>researcher and teacher are the same person in our system</td>
</tr>
<tr>
<td>45</td>
<td>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.</td>
</tr>
<tr>
<td>69</td>
<td>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 the research process.</td>
</tr>
<tr>
<td>129</td>
<td>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)</td>
</tr>
</tbody>
</table>

### Summary of the field TR1

**The institution has 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.

**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 the research process.

**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).**
### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>8</td>
<td>2.55%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>14</td>
<td>4.46%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>51</td>
<td>16.24%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>114</td>
<td>36.31%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>127</td>
<td>40.45%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>314</td>
<td>1.00</td>
</tr>
<tr>
<td>Number of cases</td>
<td>314</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>4.15</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>0.9</td>
<td></td>
</tr>
</tbody>
</table>

### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>11</td>
<td>3.50%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>26</td>
<td>8.28%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>51</td>
<td>16.24%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>99</td>
<td>31.53%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>127</td>
<td>40.45%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>314</td>
<td>1.00</td>
</tr>
<tr>
<td>Number of cases</td>
<td>314</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>1.07</td>
<td></td>
</tr>
</tbody>
</table>

### Summery 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>12</td>
<td>3.82%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>29</td>
<td>9.24%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>74</td>
<td>23.57%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>107</td>
<td>34.08%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>92</td>
<td>29.30%</td>
</tr>
<tr>
<td>Sum (Answers)</td>
<td>314</td>
<td>1.00</td>
</tr>
<tr>
<td>Number of cases</td>
<td>314</td>
<td></td>
</tr>
<tr>
<td>Without answer</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Arithmetic mean</td>
<td>3.81</td>
<td></td>
</tr>
<tr>
<td>Standard deviation</td>
<td>1.06</td>
<td></td>
</tr>
</tbody>
</table>

### 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.

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>22</td>
<td>7.01%</td>
</tr>
<tr>
<td>ID</td>
<td>Answer</td>
<td></td>
</tr>
<tr>
<td>----</td>
<td>--------</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>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.</td>
<td></td>
</tr>
<tr>
<td>52</td>
<td>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.</td>
<td></td>
</tr>
</tbody>
</table>

**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.**

<table>
<thead>
<tr>
<th>Answer</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1)</td>
<td>23</td>
<td>7.32%</td>
</tr>
<tr>
<td>2 (2)</td>
<td>21</td>
<td>6.69%</td>
</tr>
<tr>
<td>3 (3)</td>
<td>68</td>
<td>21.86%</td>
</tr>
<tr>
<td>4 (4)</td>
<td>100</td>
<td>31.85%</td>
</tr>
<tr>
<td>5 (5)</td>
<td>102</td>
<td>32.48%</td>
</tr>
</tbody>
</table>

Number of cases: 314
Without answer: 0
Arithmetic mean: 3.82
Standard deviation: 1.15

**Summary of the field TR5**

<table>
<thead>
<tr>
<th>Number of cases</th>
<th>314</th>
</tr>
</thead>
<tbody>
<tr>
<td>Without answer</td>
<td>0</td>
</tr>
<tr>
<td>Arithemetic mean</td>
<td>3.57</td>
</tr>
<tr>
<td>Standard deviation</td>
<td>1.18</td>
</tr>
</tbody>
</table>