



EPA	RU	RZI	TR
4,04	3,58	3,77	3,87

4,29	EPA	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.
4,28	EPA	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.
4,22	EPA	Ethical Principles	Researches 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.
4,2	EPA	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.
4,19	RZI	Postdoctoral engagement	Engaging postdoctoral researchers provides additional opportunities for professional development.
4,15	TR	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.
4,11	EPA	Accountability	Researches 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.
4,1	RZI	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.
4,08	EPA	Public engagement	Researches are contributing to the improvement of the community's and general public's understanding of their research activities and results.
4,07	RZI	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.
4,06	RZI	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.
4,06	RZI	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.
4,03	RU	Co-authoring	When assessing staff, home institution positively evaluated the co-authorship and protects the joint authorship rights of researchers.
4,02	EPA	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.
4,02	RU	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.
4	TR	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.
3,99	RU	Funding and salaries	Researches 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.
3,97	EPA	Professional Responsibility	Researches are carrying the original research, respecting intellectual property of others.
3,95	EPA	Good practice in research	Researches are familiar with the current national and institutional legal requirements regarding data and confidentiality protection.
3,87	RZI	Selection	Institution ensures that the full potential of researchers / candidates applying for the competition, their creativity and level of independence, is properly considered by the Election Commission.
3,86	RZI	Selection	Election Commission for admission of researchers / candidates are made to include members from other countries.
3,83	EPA	Contractual and legal obligations	Researches 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.
3,82	TR	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.
3,81	RU	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.).
3,81	TR	Continuous professional development	Researches are continuously improving, through upgrading and expanding, their skills and competences through formal training / training courses, workshops, conferences and e-learning methods.
3,8	RU	Intellectual property rights	The institution is responsible for promoting the intellectual property rights of researchers and legal protection.
3,79	RZI	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.
3,78	EPA	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.
3,75	RZI	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.
3,74	EPA	Evaluation/appraisal systems	Institution uses evaluation/appraisal systems for assessing researches' professional performances on a regular (annual) basis in a transparent manner.
3,71	RZI	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.
3,67	RZI	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.
3,65	RU	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.
3,64	RU	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.
3,64	RZI	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.
3,6	RU	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.
3,58	RZI	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.
3,58	RU	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.
3,57	TR	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.
3,55	RU	Stability and permanence of employment	The home institution ensures and enhances the stability of employment of researchers.
3,54	RU	Teaching	The institution organizes teaching obligations that are not excessive and that do not prevent researchers in carrying out their research and engagement activities.
3,5	RU	Teaching	The institution has provided researchers that their teaching duties are properly rewarded.
3,4	RU	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.
3,39	RU	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.
3,23	RU	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.
3,21	RU	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.
3,17	RZI	Selection	Election Commission for admission of researchers / candidates are made to include members outside the university system (private companies, public research institutions, etc.).
3,06	RZI	Selection	Election Commission for admission of researchers / candidates are always balanced by gender.
2,92	RU	Complaints/appeals	The institution has provided the ombudsman service for researchers.

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"