4.29 **EPA** Research Freedom Researchers in the research process have a complete freedom of thought, expression, and the freedom to apply methods by which problems are solved.

4.30 **EPA** Good practice in research. Researchers are adopting safe working practices, in line with existing national and institutional legislations, including the international and national organizations of Ethics.

4.42 **EPA** 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.

4.42 **EPA** Non-discrimination. Institutions pays enough attention to avoiding discrimination against researchers 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 **RZI** 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. Researchers are accountable towards their home institution, funders, other related public or private bodies, and society as a whole. (This accountability is reflected in national 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. Researchers 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 researchers are transparent and available to the public, while requested competence do not discourage application of potential candidates.

4.06 **RZI** Recruitment (Code). Vacancies for any level of research career are publicised and open for reasonable amount of time for application of potential candidates, and are adequately published in the media at 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 **RZI** 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. Researchers are publishing results of their research so it is available to the public wherever it is necessary, and if appropriate commercialize it.

4.02 **RZI** 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 competences criteria.

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

4.39 **RZI** 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.

4.37 **RZI** Professional Responsibility. Researchers are carrying the original research, respecting intellectual property of others.

4.35 **EPA** Good practice in research. Researchers are familiar with the current national and institutional legal requirements regarding data and confidentiality protection.

4.37 **RZI** Zonal 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.

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

4.33 **EPA** Contractual and legal obligations. Researchers are familiar with the contractual and legal requirements (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.

4.32 **TR** Monitoring. Institutions awarding 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.

4.31 **RZI** Recruitment of the profession. All researchers engaged in a research career are recognised as professionals and treated by home institutions appropriately from the beginning of their careers, starting with post-grad level onwards (whether it is a Master of Science, PhD candidate, etc.).

4.31 **RZI** 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.

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

4.37 **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.

4.37 **EPA** Funding and salaries. Researchers 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 funders.

4.35 **RZI** Seniority / Competences 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.

4.35 **RZI** Evaluation/appraisal systems. Institution use evaluation/appraisal systems (e.g. peer review, self-assessment, performance appraisal) that are regularly reviewed or updated in line with national, sectoral or institutional Codes of Ethics.

4.31 **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 spend 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.

4.37 **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.

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

4.35 **RZI** 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.

4.34 **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.

4.35 **RZI** 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.

4.35 **RZI** Method of assessing. During the process of admission of new potential candidates, 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 candidates had, not only on the number of publications and so on.

4.35 **RZI** 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.

4.36 **RZI** 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 continuous development of skills and competences.

4.35 **RZI** 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 continuous development of skills and competences.

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

4.35 **RZI** Teaching. The Institution organises teaching obligations that are not excessive and that do not prevent researchers in carrying out their research and engagement activities.

4.35 **RZI** Teaching. The Institution has provided researchers that their teaching duties are properly rewarded.

4.35 **RZI** Access to career advice. 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.

4.35 **RZI** Funding and salaries. Appropriate conditions and incentives, in terms of salary and autonomy, are guaranteed to researchers at all stages of their careers, regardless of the type of contract.

4.35 **RZI** Working conditions. The home institution has provided favorable conditions for the work of researchers including: adequate working hours, part-time work, paid leave, as well as the necessary financial and administrative rules governing such arrangements.

4.21 **RZI** Research Environment. The Institution provides a stimulating research environment that has the appropriate infrastructure, equipment, instruments, laboratories, libraries, 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 **RZI** Complaints/appeals. The Institution has provided theombudsman service for researchers.


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