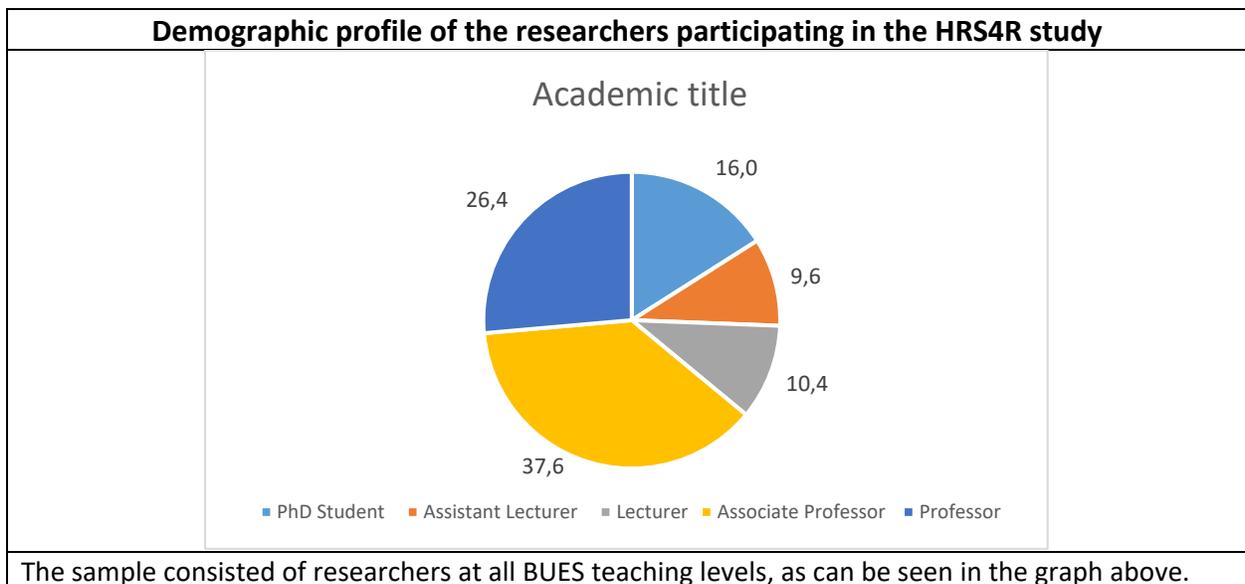
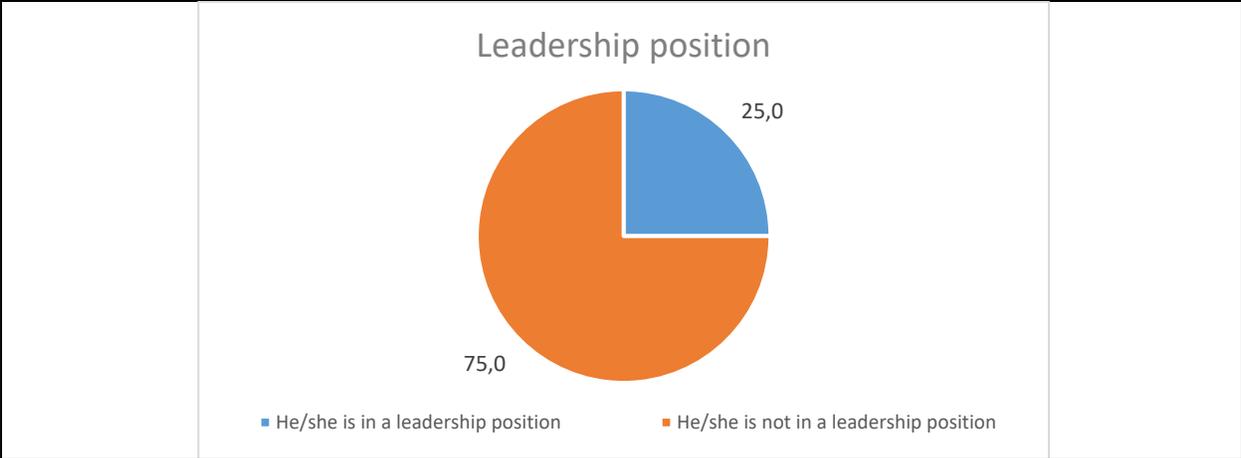


Analysis of HRS4R questionnaire data

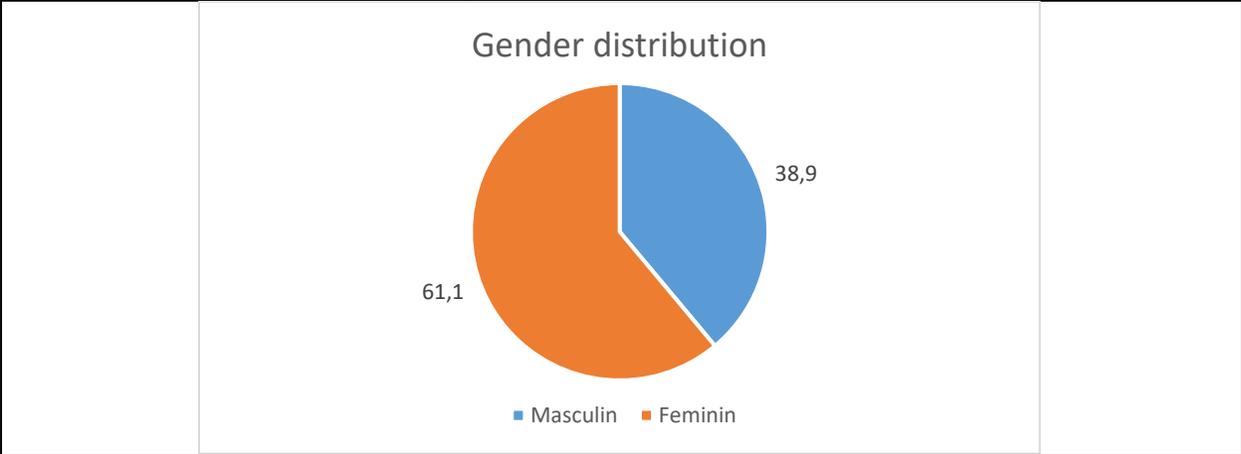
Bucharest University of Economic Studies (BUES) conducted a survey on the main issues analysed and disseminated in The European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers. The questionnaire was constructed along the four dimensions: ethical and professional aspect, recruitment and selection, working conditions and social security, training and development. For each dimension, items were constructed so as to meet the 40 principles of the Charter and the Code for obtaining the label "Human Resources Excellence in Research". To compare and analyse the disparities between the principles, the 40 items were measured using a Likert scale with 5 response values: "total agreement", "agreement", "neither agreement, nor disagreement", "disagreement" and "total disagreement." In addition to the 40 specific items of the HRS4R Charter and Code, specific questions were constructed to analyse the profile of the researchers who participated in the study.

The questionnaire was distributed among the researchers from the BUES, who voluntarily completed the instrument and confidentially expressed their opinions in relation to the dimensions explored. As we can see below, the questionnaire reached among all categories of researchers in BUES, both among researchers who have leadership attributions, we have an age and gender distribution in sample, similar to the distribution of all research staff from BUES. We used a type of non- probability sampling, based of selection of the most available respondents.

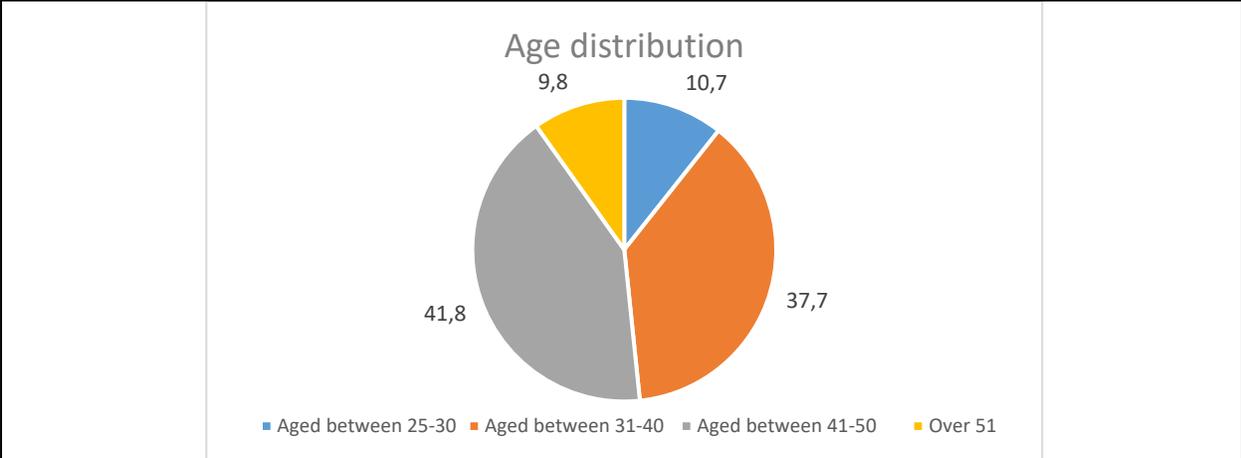




Regarding the distribution of the sample according to decision-makers in management entities, we can see that 25% of the respondents occupy a management position, compared to 75% of the respondents who do not hold a management function.

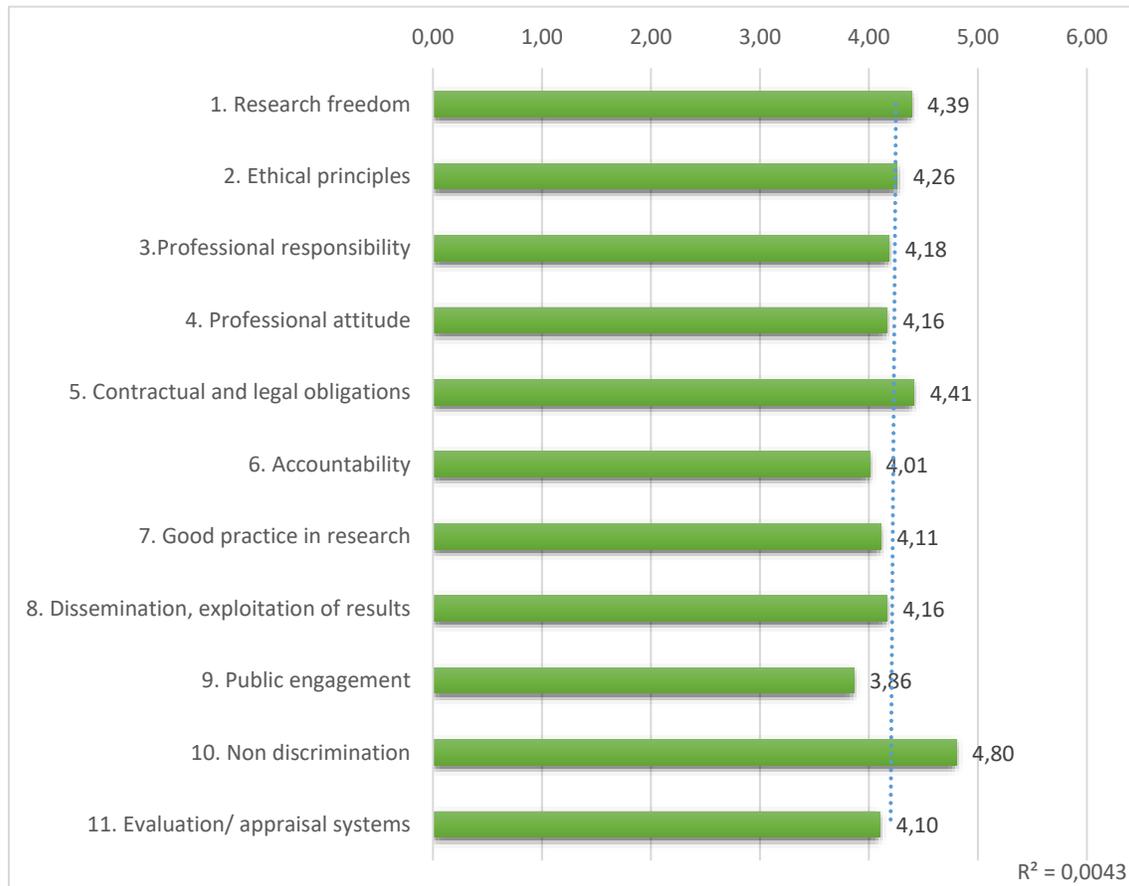


Gender distribution of the research respondents who answered the questionnaire prepared by the analysis and implementation team of the HRS4R label, is according to the graph above, 61% female researchers, and 39% male researchers.



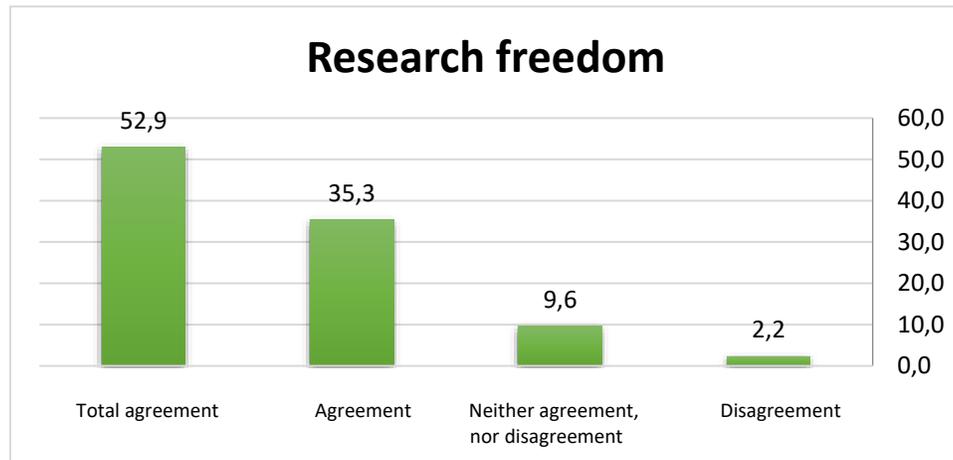
The age distribution of the research respondents indicates a distribution similar to the population of researchers in the BUES. This distribution offers a validation of the involvement of researchers from all age categories. Age is a good indicator also for experience in the university education system and in research.

Ethical and Professional Aspects – item average



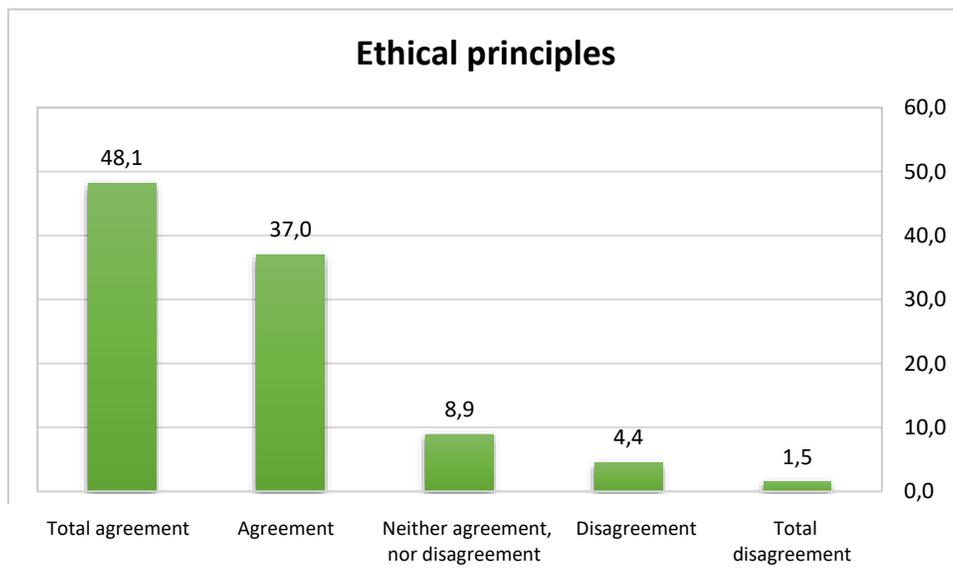
The first specific items from the 40 items of the HRS4R Charter and Code are disseminated on the Ethical and Professional Aspects dimension, regarding the activity of the researchers from BUES. For a better image of the differences and disparities between the items used to measure the Ethical and Professional Aspects dimension, it was used the average for each item compared to the other items. As we can see in the graph above, the researchers' opinion is that there are no forms of discrimination in the BUES, and they had no experience discrimination. With an average of 4.39, the researchers believe that the research carried out in the BUES is focused on the public and the extension of the frontiers of knowledge, having freedom of thought and expression. The item with the lowest average, compared to the items of the same size, refers to "public engagement", the researchers considering that the involvement of the general public and the dissemination of research results should be improved. Next we will show the frequencies for each item measured and analysed, as those were used in the questionnaire.

Ethical and Professional Aspects - Research freedom



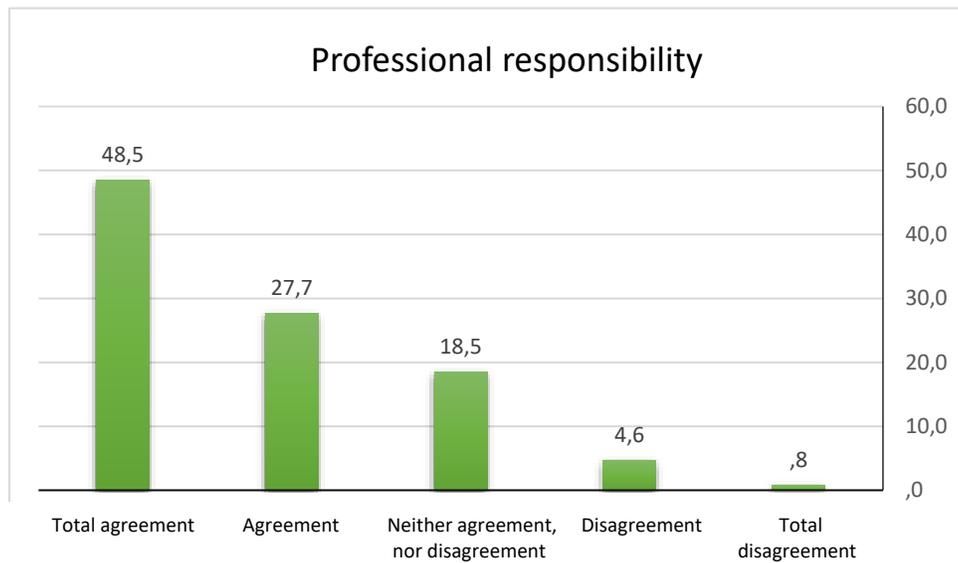
In BUES, researchers make sure their research is focused on topics of interest and on expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression.

Ethical and Professional Aspects - Ethical principles



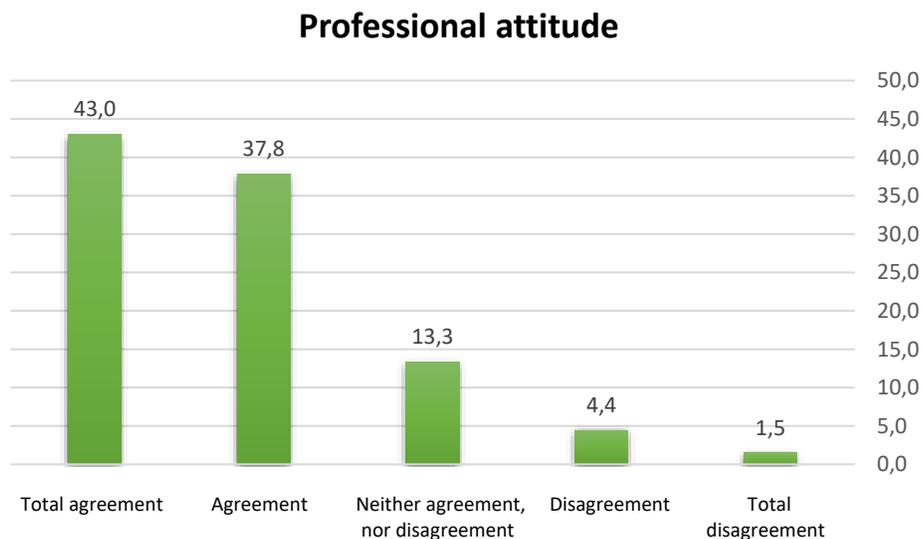
BUES research staff is aware of the ethical principles and the code of ethics of the.

Ethical and Professional Aspects – Professional responsibility



BUES researchers make sure their research is relevant to society and does not duplicate previous research.

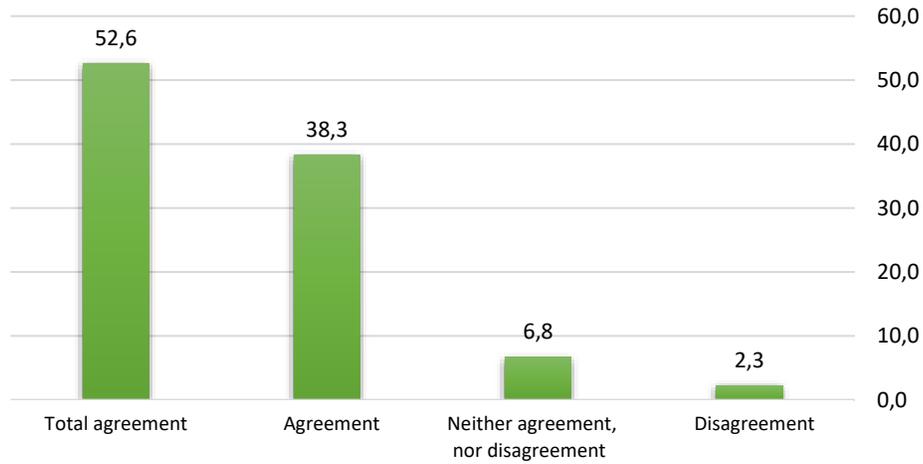
Ethical and Professional Aspects – Professional attitude



BUES staff is aware of the regulations, procedures and legal principles that regulate the achievement and reporting of progress in scientific research in BUES.

Ethical and Professional Aspects- Contractual and legal obligations

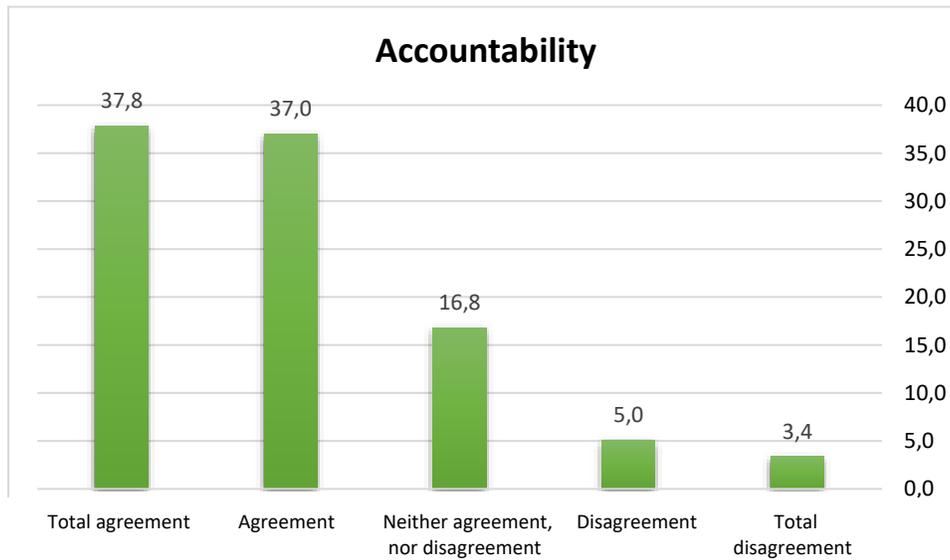
Contractual and legal obligations



BUES staff has knowledge about contractual provisions, legal obligations, laws and regulations regarding working conditions.

Ethical and Professional Aspects- Accountability

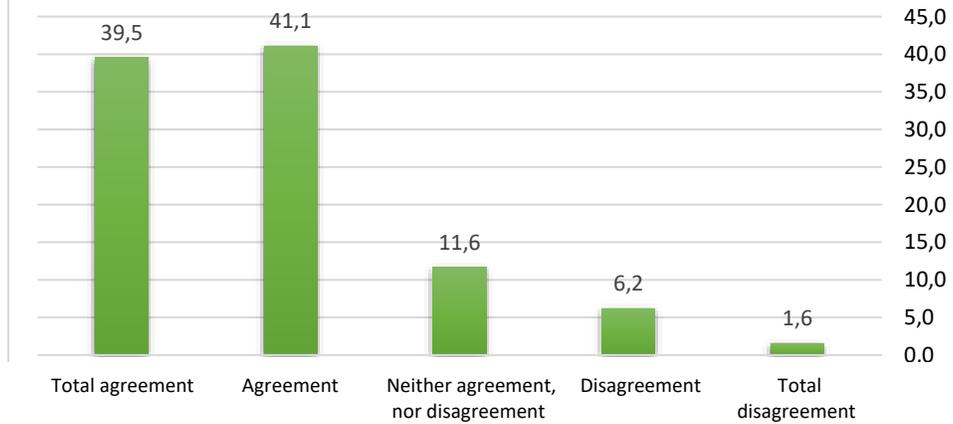
Accountability



BUES ensures an adequate level of the computer system security, especially in the field of data protection and recovery in case of damage, theft or sabotage.

Ethical and Professional Aspects- Good practice in research

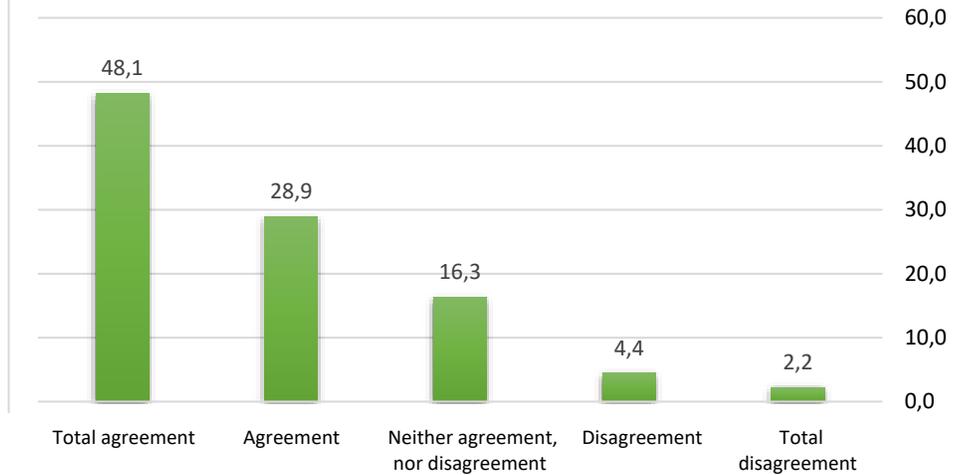
Good practice in research



BUES staff has knowledge about the promotion, practical application and commercialization of the research results, as well as the recognition of the research results throughout BUES.

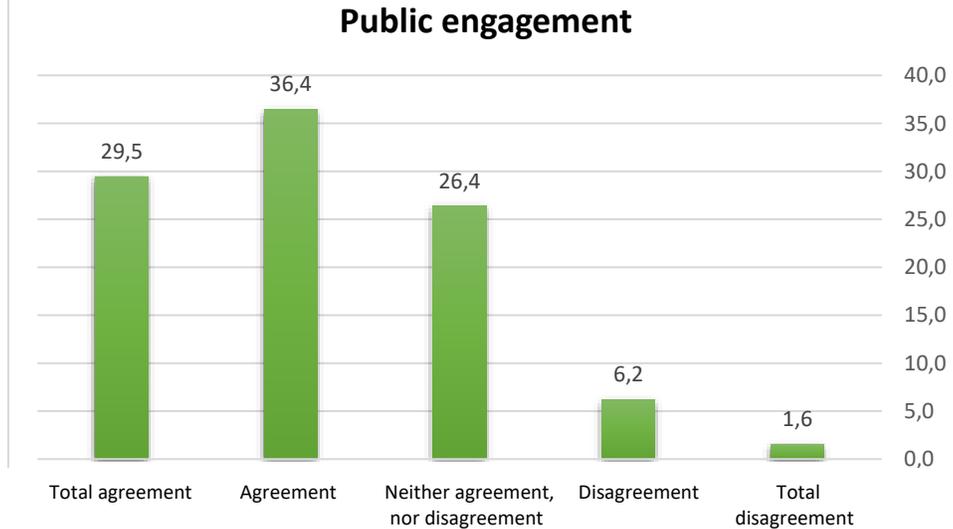
Ethical and Professional Aspects- Dissemination, exploitation of results

Dissemination, exploitation of results



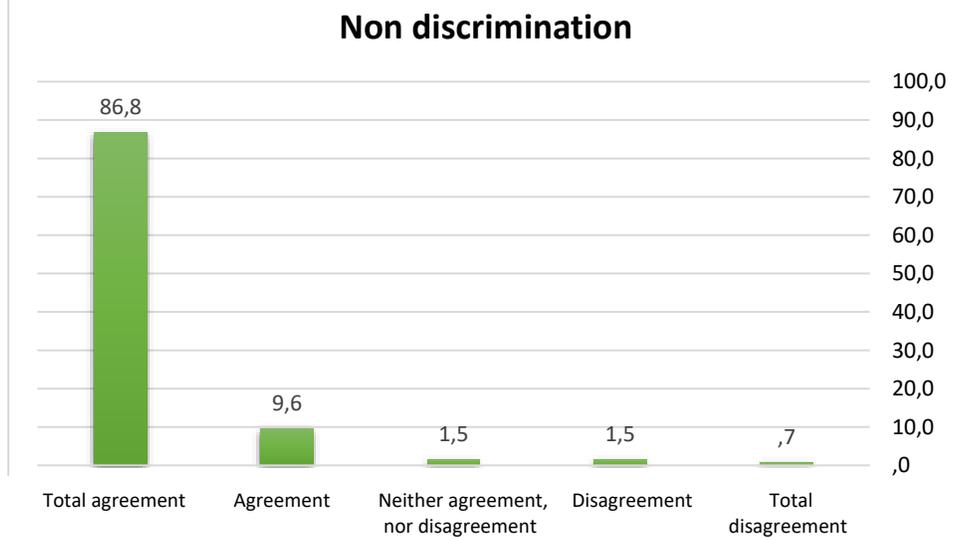
The results of my research are disseminated outside the scientific environment, and my scientific activity is properly encouraged by BUES.

Ethical and Professional Aspects- Public engagement



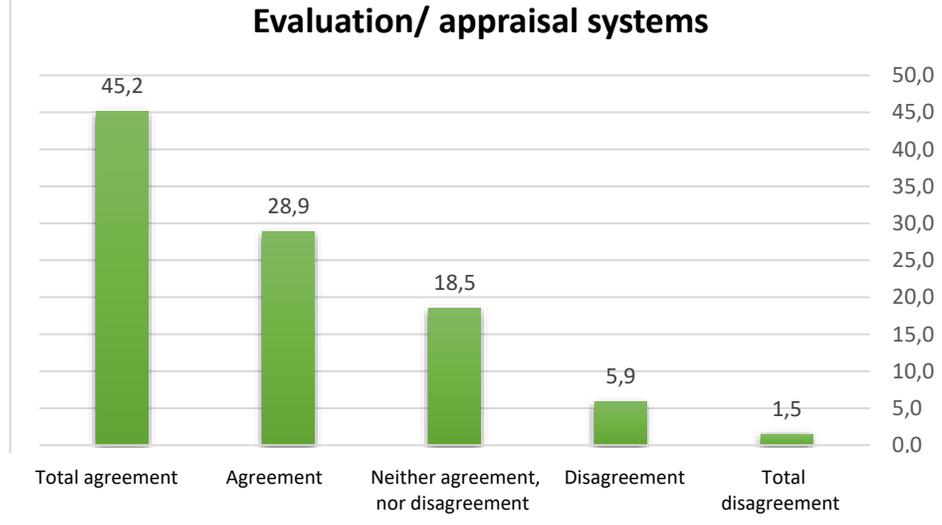
BUES researchers make sure that their research activities are known by society in general, thus improving the public's understanding of science.

Ethical and Professional Aspects- Non discrimination



I am not discriminated against at the workplace on the basis of ethnicity, age, gender, social environment, language, disability, sexual orientation, political opinions or my social or material situation.

Ethical and Professional Aspects- Evaluation/ appraisal systems



BUES has adequate evaluation systems for analysing the professional activities of researchers on a regular and transparent basis.

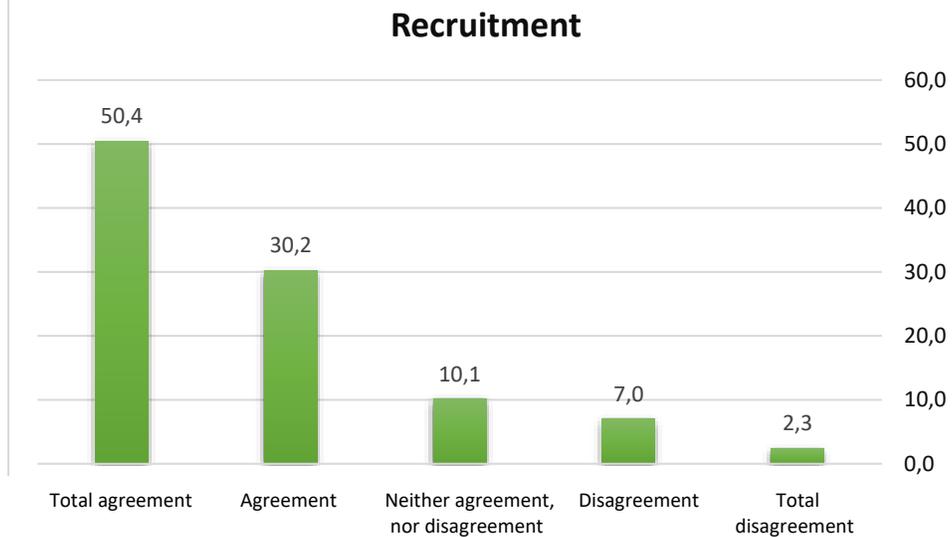
Recruitment and Selection – item average



The second dimension of the HRS4R Charter and Code, refers to Recruitment and Selection, were analysed aspects related to principles in the recruitment and selection process at the BUES level. And for this dimension, the same model of analysis was used, comparing the averages for each item, to capture the possible disparities and which are the areas that the university must improve. For most of the analysed items we have scores above 4, meaning that most of the researchers were "totally agree", or "agree" with the evaluated items, and we see in graph that, researchers agree that the BUES are informed regarding the selection criteria, being a transparent process. They agree that mobility experiences (average 4.25) are recognized and valued by the university, respondents agree that the university has clear rules and guidelines regarding postdoctoral researchers (average 4.26). Also they agree that the recruitment and selection process is based on clear, transparent, efficient and internationally comparable procedures. We have a single item that has an average below 4, respectively 3.71, "Variations in the chronological order of CVs". The researchers from BUES being reserved, with the fact that the university considers a potential for professional development, the chronological variations in the CV of a researcher.

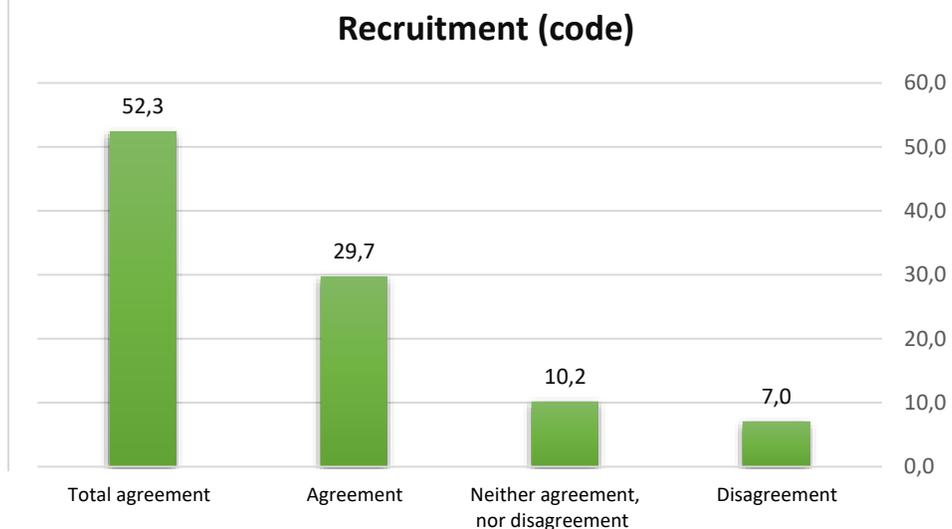
Below we will show the frequencies for each item measured and analysed, together with the question in the questionnaire.

Recruitment and Selection- Recruitment



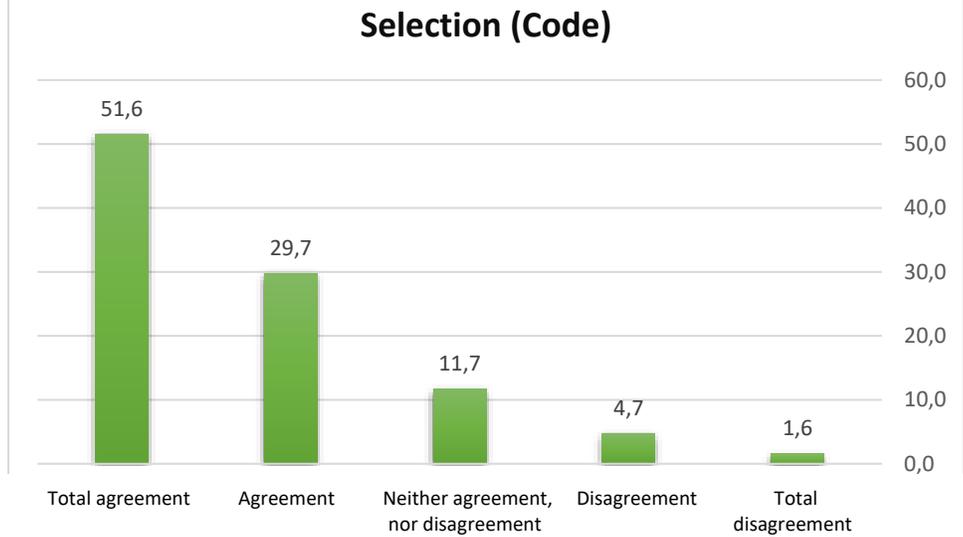
The recruitment procedures are open, efficient, transparent and internationally comparable, as well as adapted to the type of position published.

Recruitment and Selection- Recruitment (Code)



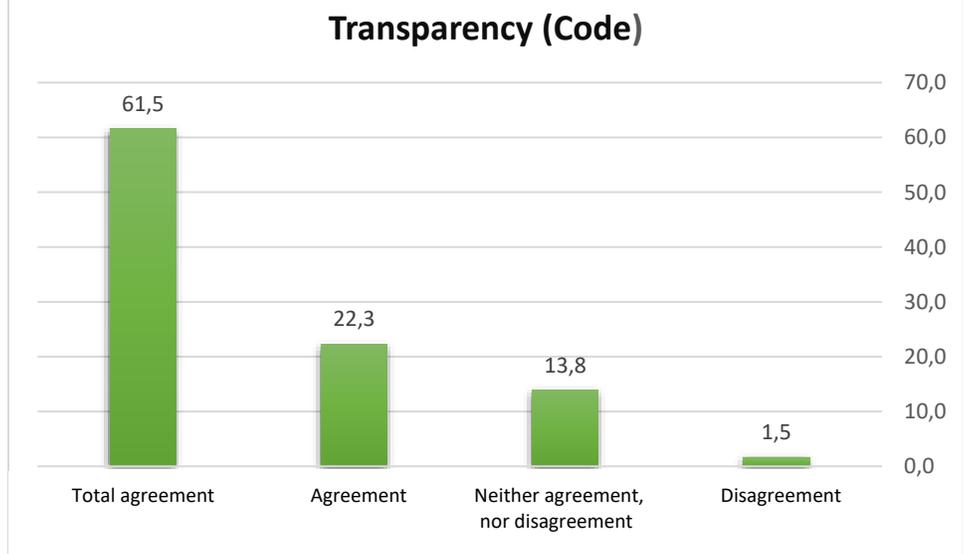
The researchers selection committees bring together various expertise and competences, are balanced from the gender perspective and with relevant experience for the evaluation of the candidate.

Recruitment and Selection- Selection (Code)



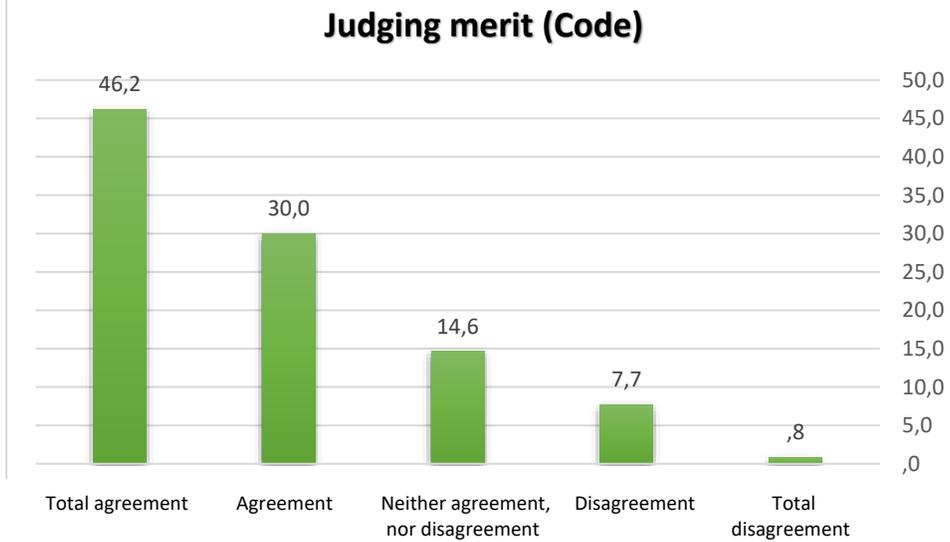
During the selection process, a wide range of selection practices are used, such as expert evaluation and face-to-face interviews.

Recruitment and selection- Transparency (Code)



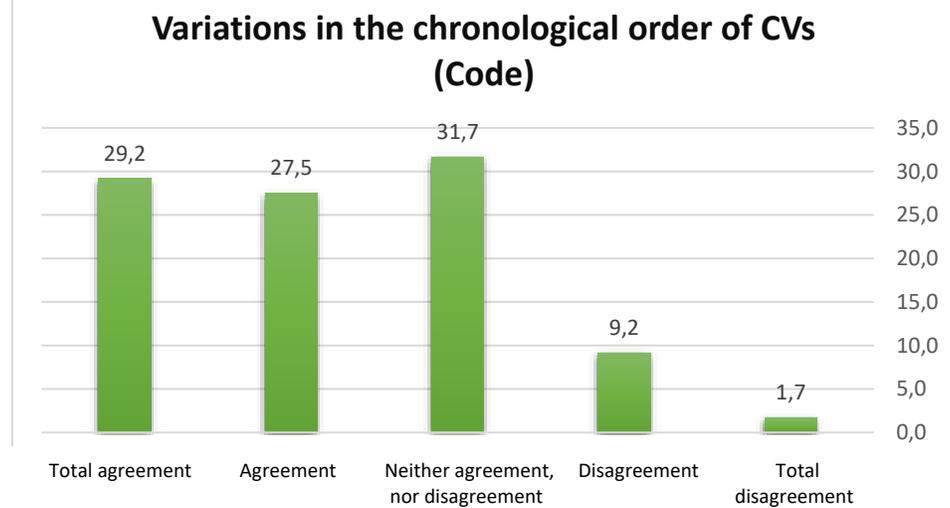
Candidates are informed, prior to the selection, about the recruitment process, the selection criteria, the number of available positions and the career development prospects.

Recruitment and Selection- Judging merit (Code)



The selection process in BUES takes into account the entire experience of the candidates. The recognition of merits focuses on outstanding results and career diversity, not only on the number of publications.

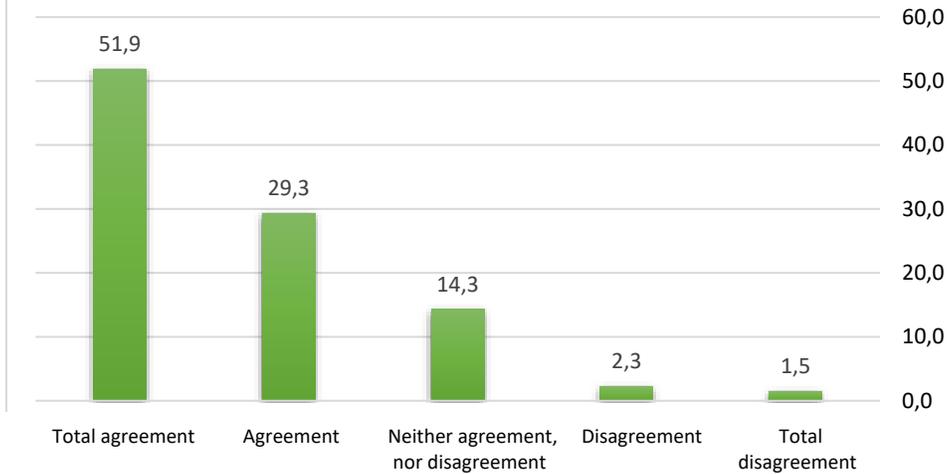
Recruitment and Selection- Variations in the chronological order of CVs (Code)



Career breaks or chronological variations in CVs are considered as a professional development potential for researchers towards a multidimensional career.

Recruitment and Selection- Recognition of mobility experience (Code)

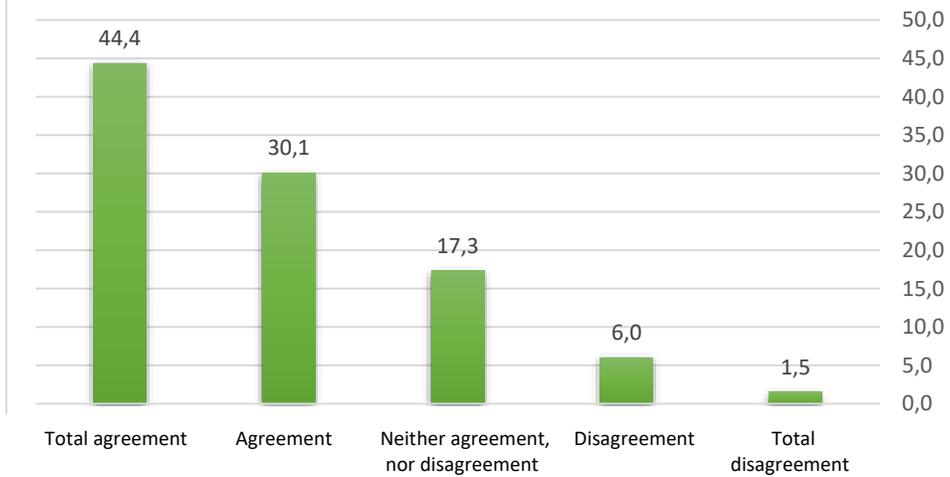
Recognition of mobility experience (Code)



Mobility experiences are considered by BUES to be a valuable contribution to the professional development of a researcher.

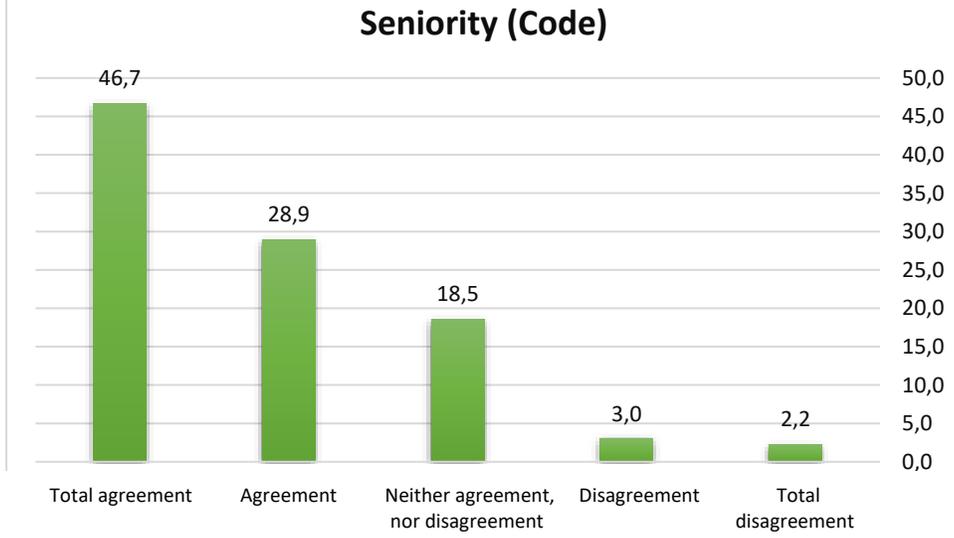
Recruitment and Selection- Recognition of qualifications (Code)

Recognition of qualifications (Code)



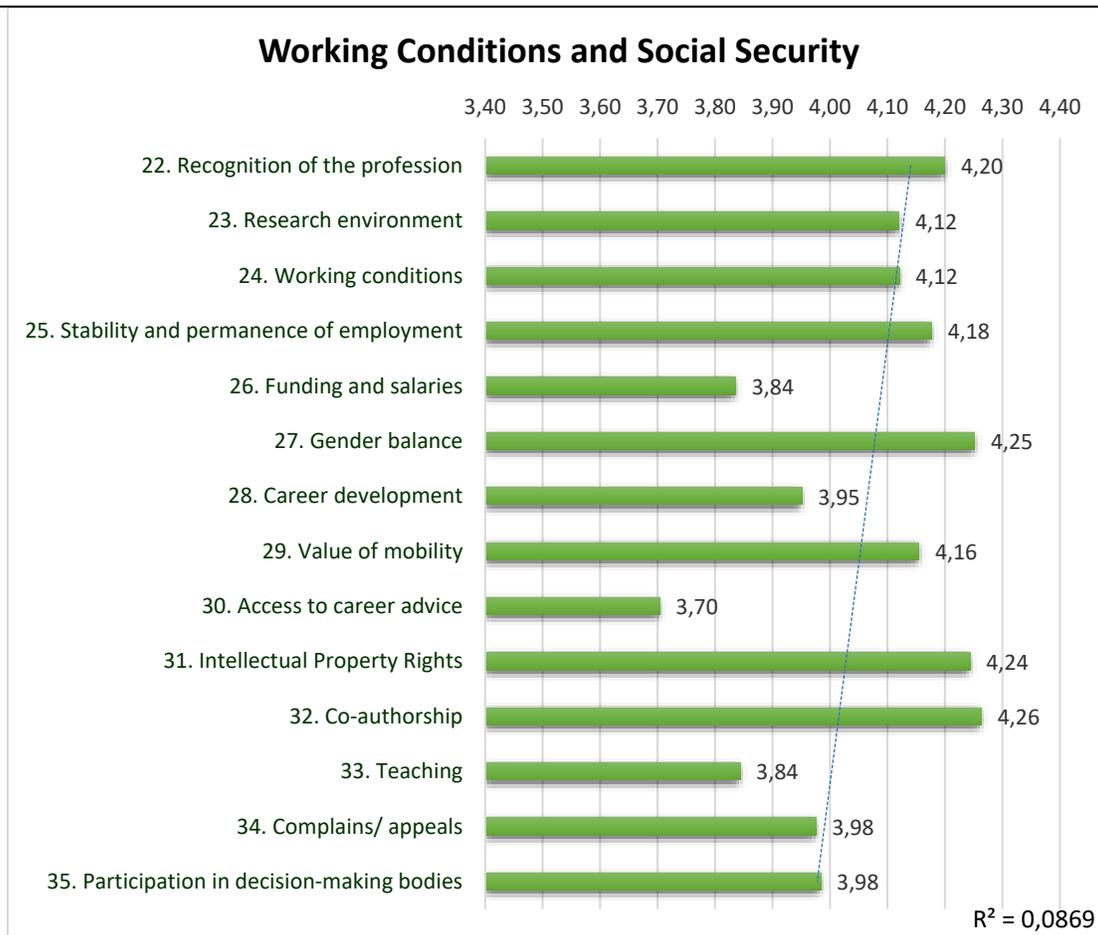
BUES provides an adequate assessment of qualifications and informs me about changes in procedures and standards in this regard.

Recruitment and Selection- Seniority (Code)



Promotion to a higher position is related to higher qualifications, and the main criterion is based on professional achievements.

Working Conditions and Social Security – item average

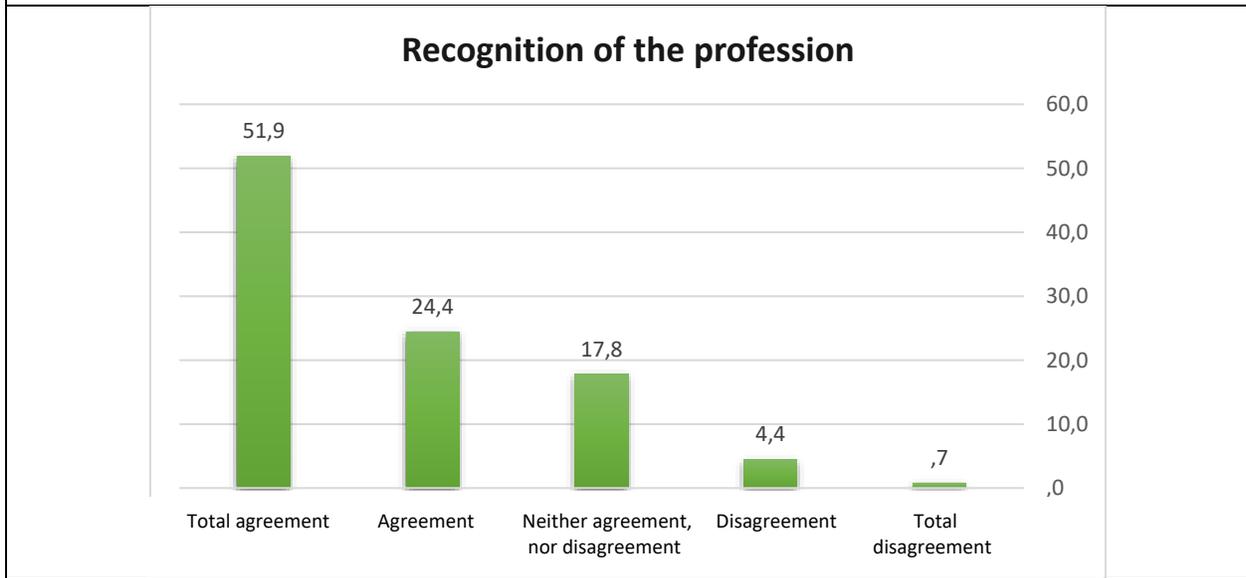


The third dimension of the HRS4R Charter and Code is "Working Conditions and Social Security", where most of the researcher items either completely agree, or agree with the resumption of the principles of this dimension within the BUES. The analysis followed the same structure, and we can see that, researchers agree with the way they are treated as researchers, agree that they have access to the scientific networks and tools needed for research, have working conditions appropriate to their needs.

Researchers are more reserved about the incomes and rewards obtained, as well as aspects related to career development, as can be seen in the graphs with frequency on items, career development, neither agree or disagree, the media being 3.95 on this item. The same type of answer is found in the case of the item, access to career counselling, where the average is 3.70.

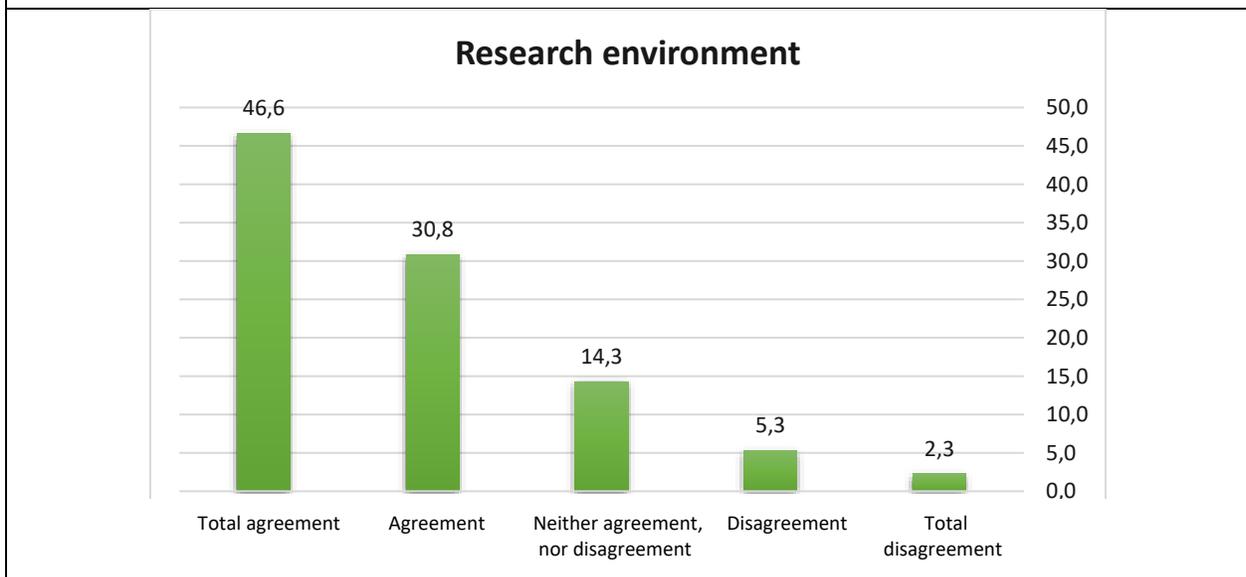
Below we will show the frequencies for each item measured and analysed, together with the question in the questionnaire.

Working Conditions and Social Security- Recognition of the profession



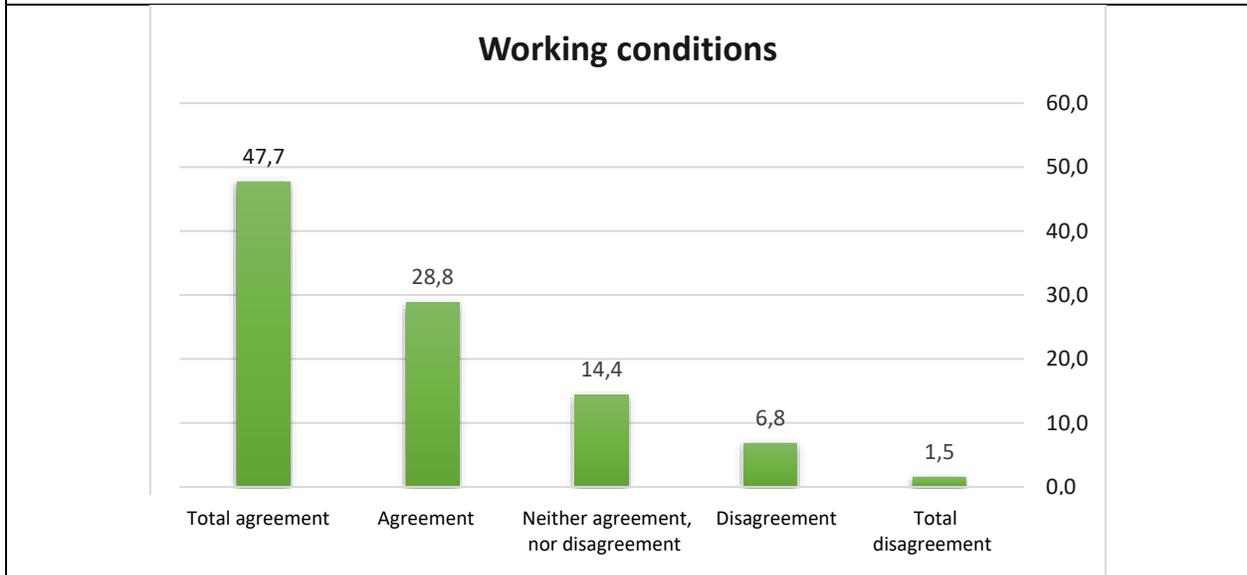
Regardless of the stage of their career, BUES researchers are recognized as professionals and treated accordingly.

Working Conditions and Social Security- Research environment



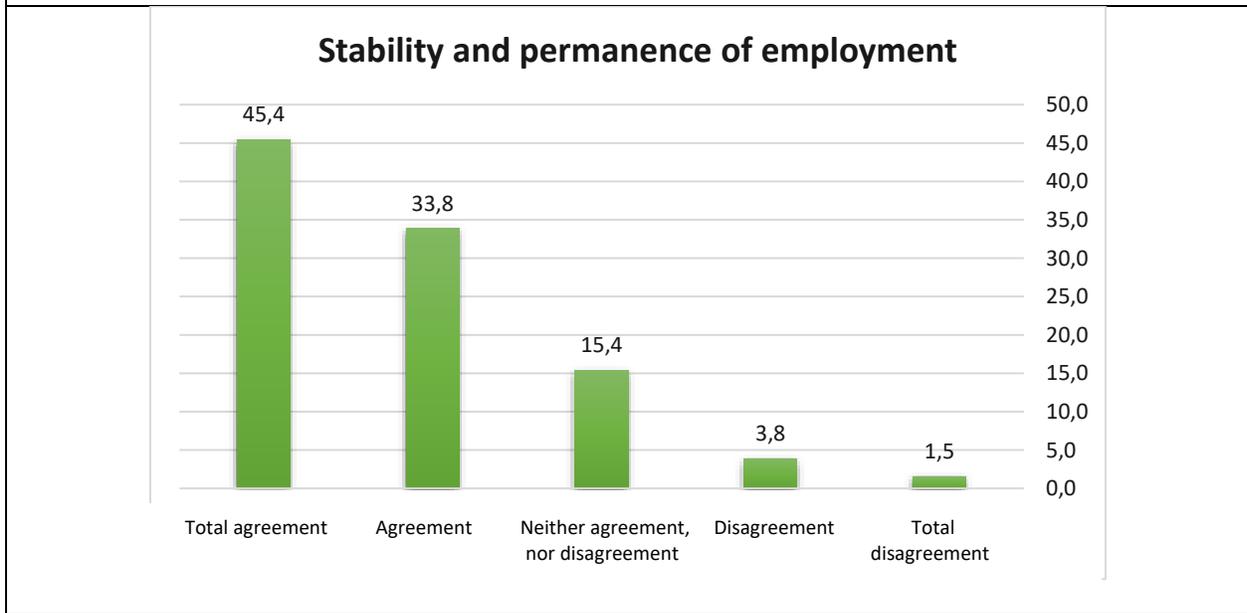
As a BUES employee, I have access to tools that enrich my work environment and allow remote collaboration in scientific networks.

Working Conditions and Social Security-Working conditions



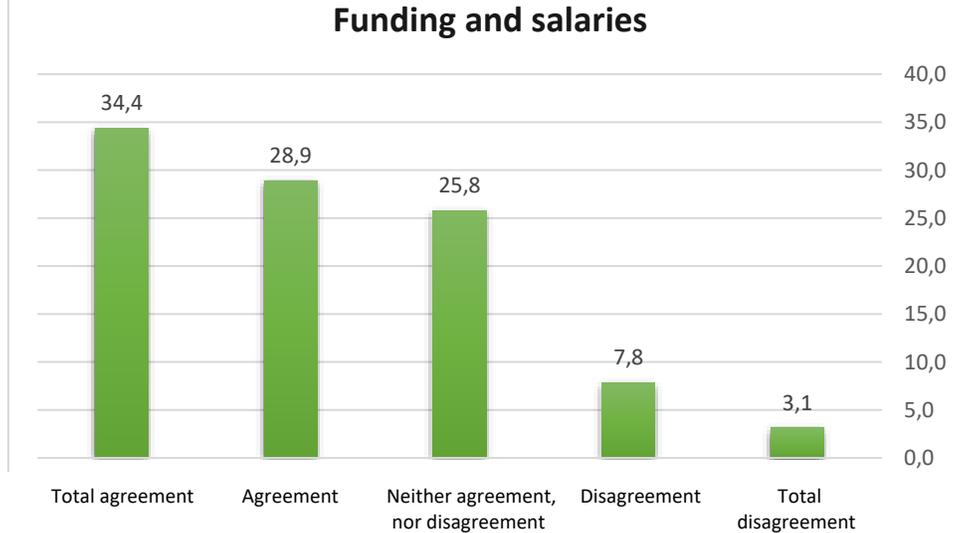
BUES provides me with working conditions that allow me to strike a balance between professional life and personal life.

Working Conditions and Social Security- Stability and permanence of employment



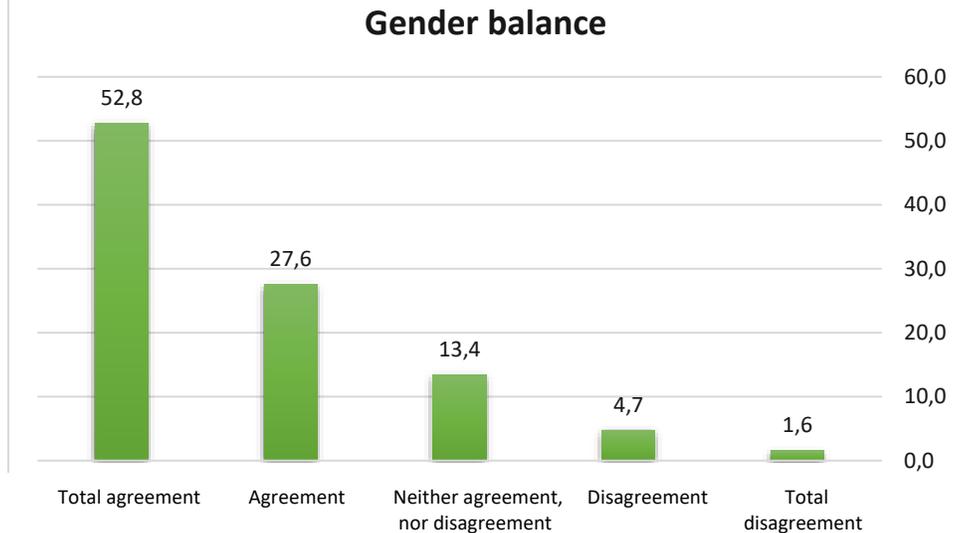
The working conditions for the BUES research staff are invariable and constant.

Working Conditions and Social Security-Funding and salaries



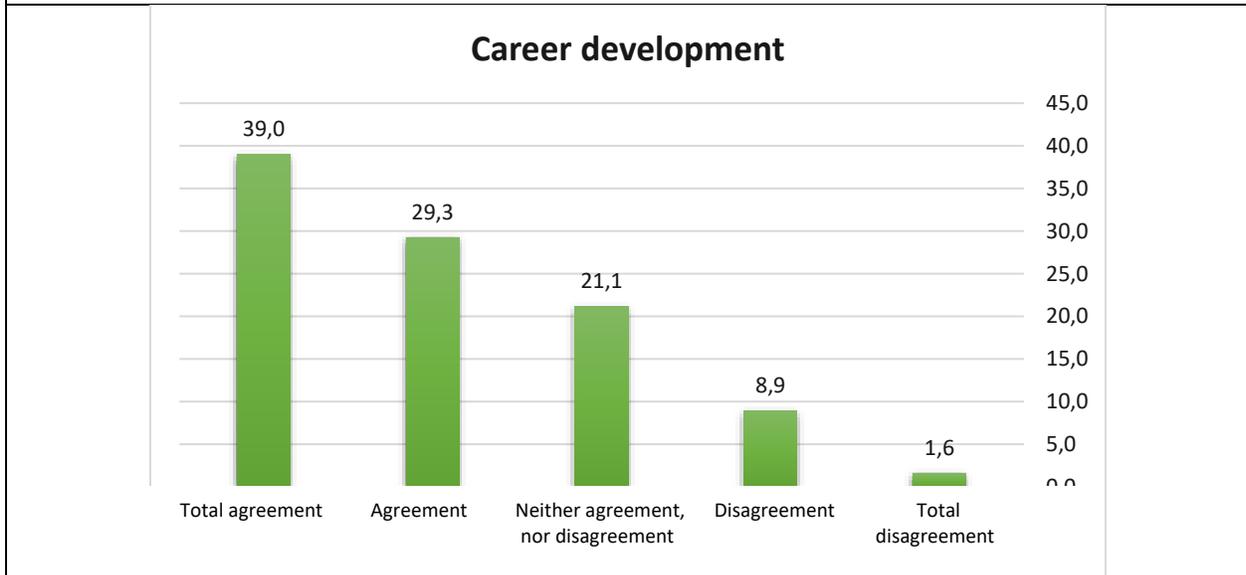
BUES offers its staff an attractive salary, comparable to that offered by similar institutions in Romania.

Working Conditions and Social Security -Gender balance



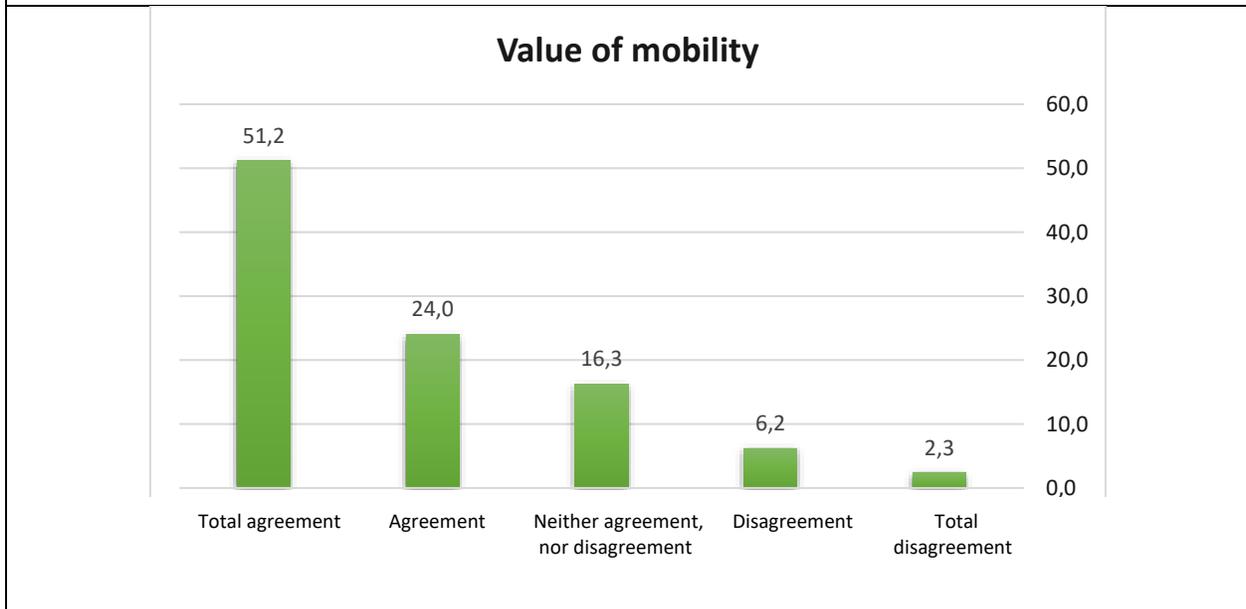
BUES ensures equal gender representation at all levels of staff, including management, based on a policy of equal opportunities for recruitment and in the later stages of the career.

Working Conditions and Social Security- Career development



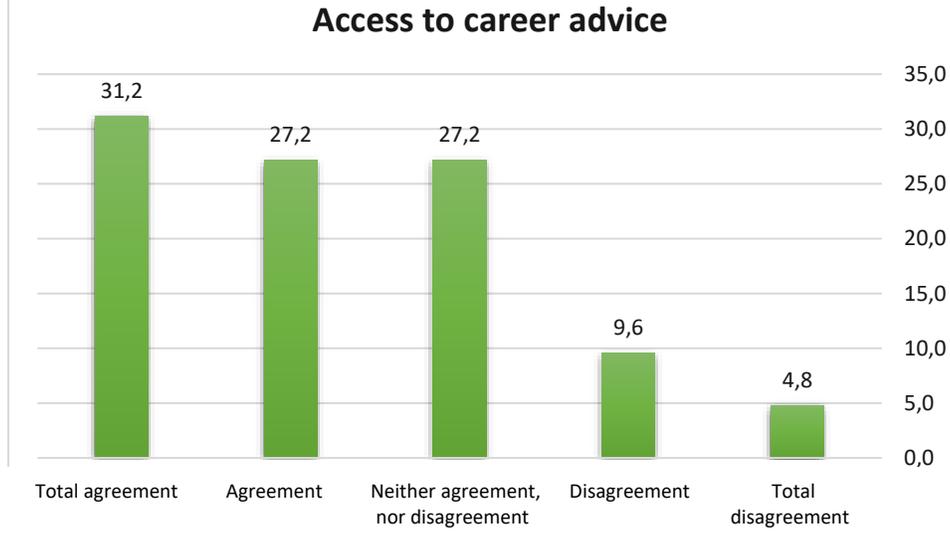
BUES provides a specific career development strategy for researchers at all stages of the career.

Working Conditions and Social Security- Value of mobility



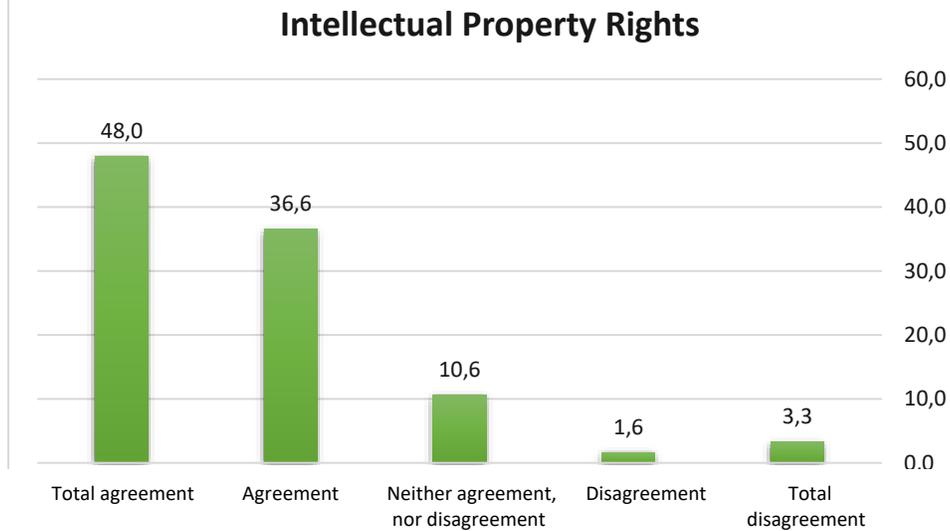
The University acknowledges the value of mobility in career development and recognizes any mobility experience within the evaluation system.

Working Conditions and Social Security-Access to career advice



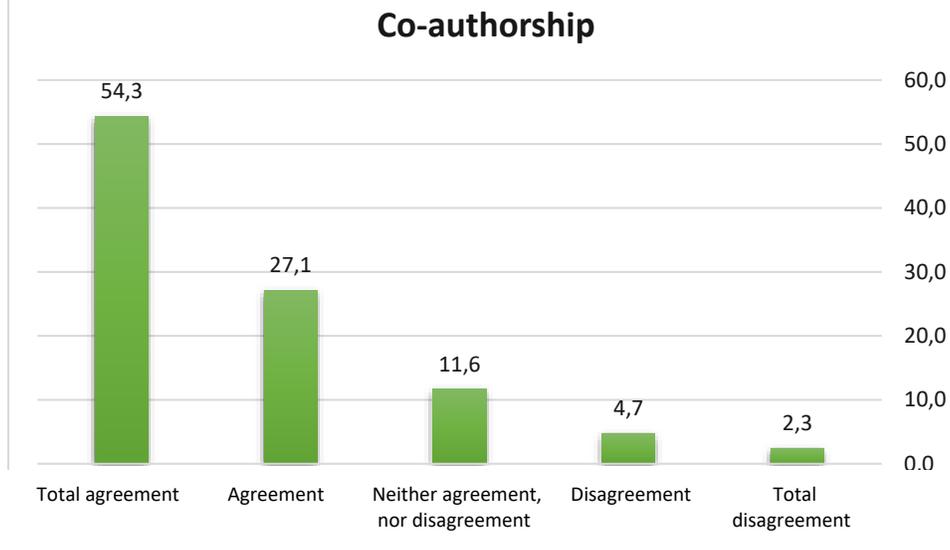
Career counselling is provided to researchers at all stages of their careers, regardless of their contractual situation.

Working Conditions and Social Security -Intellectual Property Rights



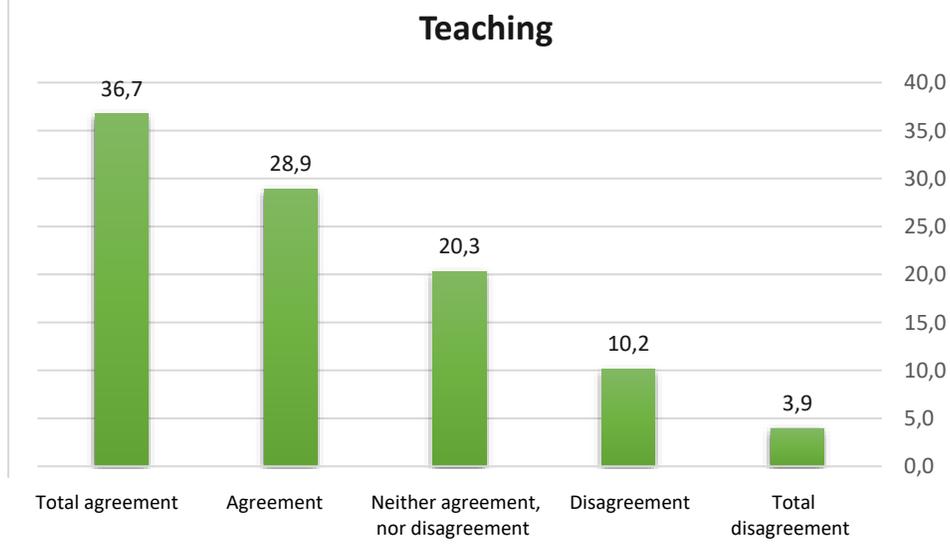
BUES ensures the protection of intellectual property rights, including copyright for publications, reports and patents.

Working Conditions and Social Security -Co-authorship



Co-authorship is regarded positively in the evaluation of the researchers, and it is considered a proof of a constructive approach in conducting the research.

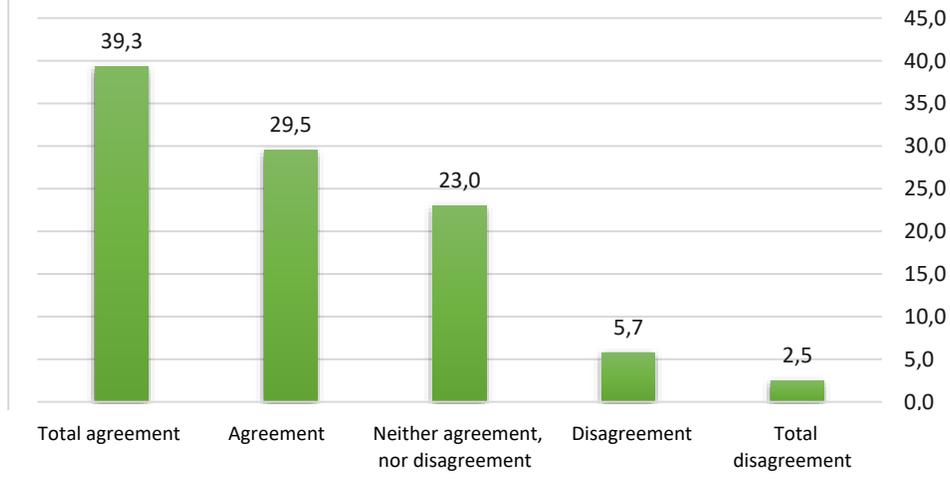
Working Conditions and Social Security-Teaching



BUES offers adequate training for teaching and coaching activities as part of the professional development of the researchers.

Working Conditions and Social Security- Complains/ appeals

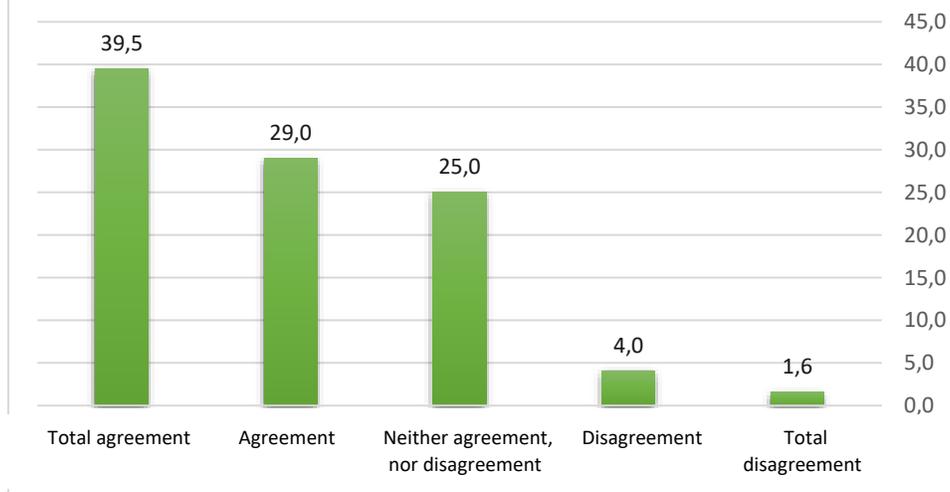
Complains/ appeals



The University has adequate procedures to deal with the complaints / appeals of the researchers. These procedures provide researchers with confidential and informal assistance in resolving work-related conflicts, disputes and discontentment.

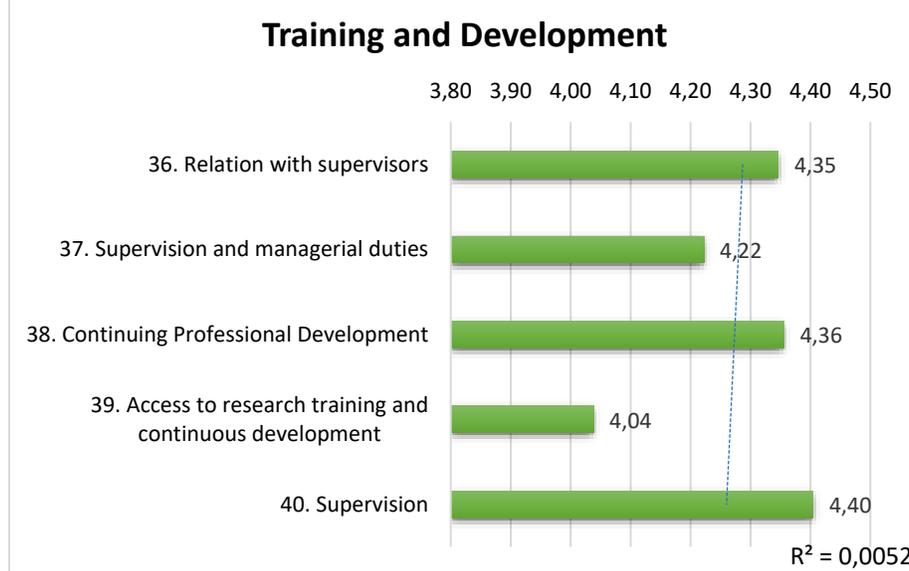
Working Conditions and Social Security- Participation in decision-making bodies

Participation in decision-making bodies



Researchers are represented in the relevant information, consultation and decision-making bodies of the university.

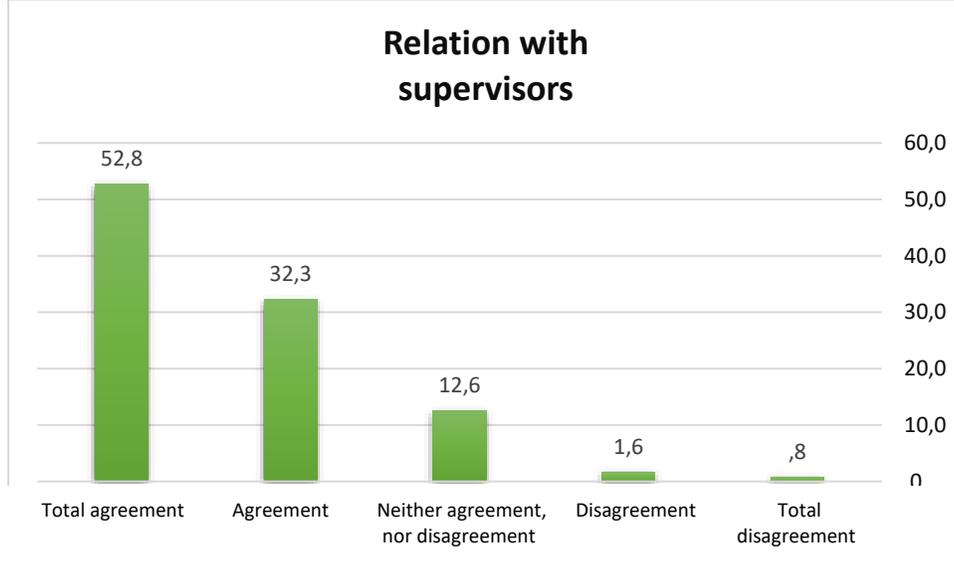
Training and Development – item average



The last dimension of the HRS4R Charter and Code is "Training and Development", to which several researchers replied that they are "totally agreement" or "agreement", with the return of the principles measured by this dimension in the BUES. The average for all items is over 4, the best score being the "Supervision" principle, referring to the supervision of research in the case of young researchers by an experienced mentor or researcher. Researchers appreciate the relationships between supervisors and young researchers as being productive and structured. Respondents are of the opinion that they are continually improving by periodically updating and extending their research skills and knowledge to the field of interest.

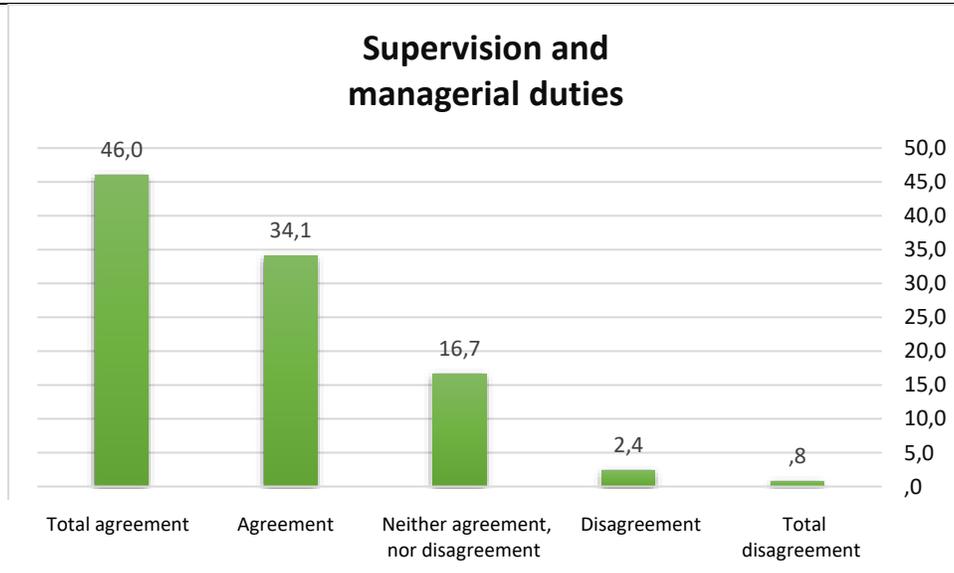
Next we will show the frequencies for each item measured and analysed, together with the related question in the questionnaire.

Training and Development- Relation with supervisors



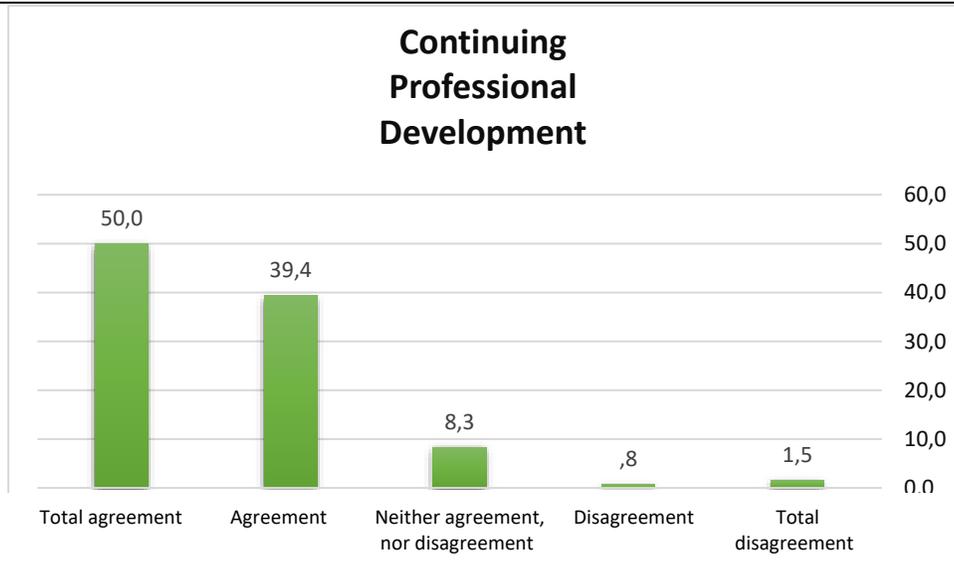
PhD students establish a structured and productive relationship with their supervisor.

Training and Development- Supervision and managerial duties



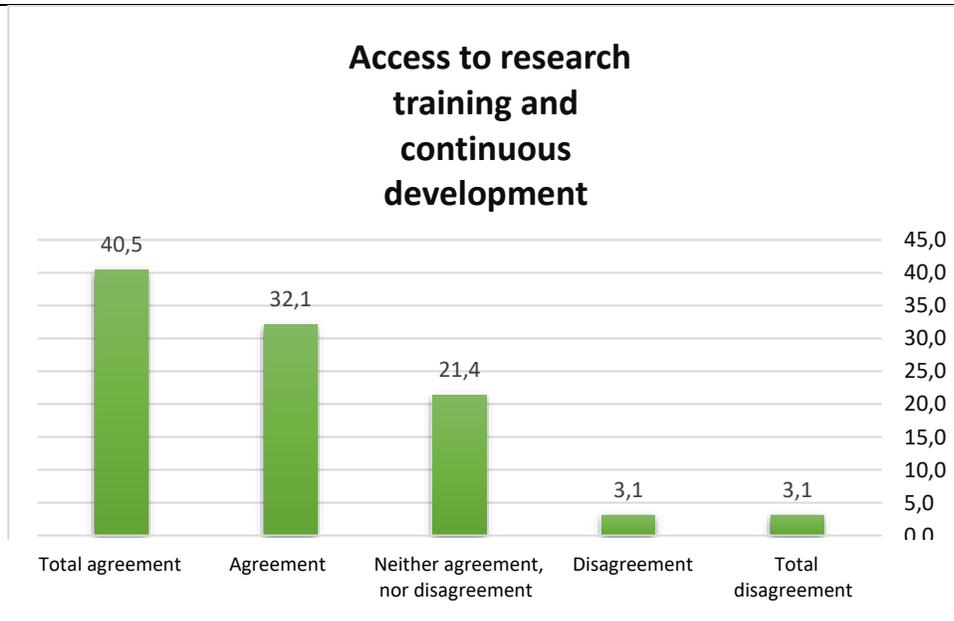
Senior researchers pay particular attention to their role, e.g. supervisors, mentors, leaders or project coordinators, to establish the conditions for the efficient knowledge transfer and for the successful further development of young researchers' careers.

Training and Development-Continuing Professional Development



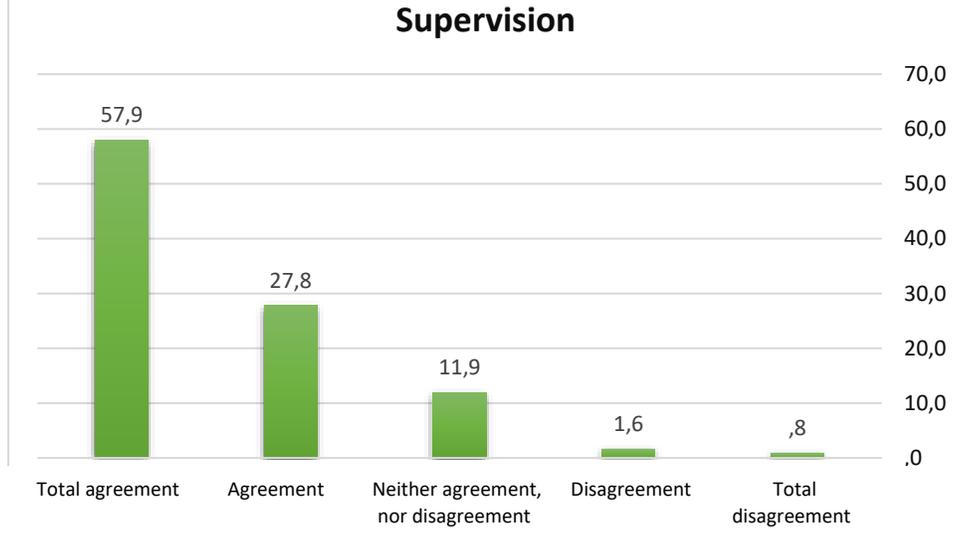
Researchers are constantly trying to improve themselves by regularly updating and extending their skills and competences.

Training and Development- Access to research training and continuous development



Researchers are offered the possibility of professional development and improvement of employment.

Training and Development- Supervision



PhD students have a supervisor to whom they can turn and who is an expert in research supervision to provide the appropriate support.