

SUMMARY RESULTS

Professional and ethical aspects of research work

Working conditions

Training and development

Recruitment



EVROPSKÁ UNIE
Evropské strukturální a investiční fondy
Operační program Výzkum, vývoj a vzdělávání



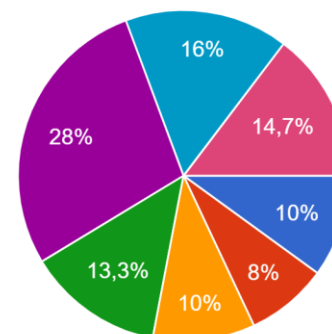
MINISTERSTVO ŠKOLSTVÍ,
MLÁDEŽE A TĚLOVÝCHOVY

Professional and ethical aspects of research work

- Questionnaire (January 2023)
 - 150 respondents in total
 - 85 male, 56 female, 9 not stated
 - 138 Czech citizens, 12 foreigners (3 outside EU)

Profesní zařazení (Your career level)

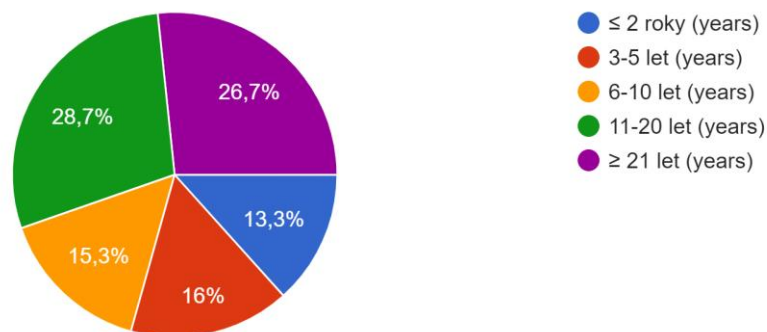
150 odpovědí



- V1 - odborná pracovnice/odborný pracovník VaV (research assistant)
- V2 - doktorandka/doktorand (graduate student)
- V3 - postdoktorandka/postdoktorand (postdoctoral fellow)
- V4 - vědecká asistentka/vědecký asistent (research assistant)
- V5 - vědecká pracovnice/vědecký pracovník (researcher)
- V6 - vedoucí vědecká pracovnice/vědecký pracovník (senior researcher)
- Jiné profesní zařazení ve FLÚ (other career levels)

Délka působnosti ve FLÚ (Duration of work at the FLÚ)

150 odpovědí



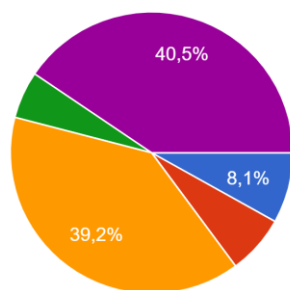
- ≤ 2 roky (years)
- 3-5 let (years)
- 6-10 let (years)
- 11-20 let (years)
- ≥ 21 let (years)

Code of Ethics

- The Code of Ethics for Researchers of the CAS was rather not used by the respondents of the questionnaire, only 12 respondents had ever dealt with the situation with its use and 10 of them at least considered it
- More than 2/3 of the respondents were at least partially familiar with the text of the Code of Ethics of the Institute of Philosophy
- A large proportion of respondents see a significant benefit in creating their own Code of Ethics of the Institute of Philosophy

1. Řešil/a jste v posledních dvou letech situaci, při níž by bylo žádoucí využít Etického kodexu výzkumných pracovníků Akademie věd ČR? (In the...he Academy of Sciences of the Czech Republic?)

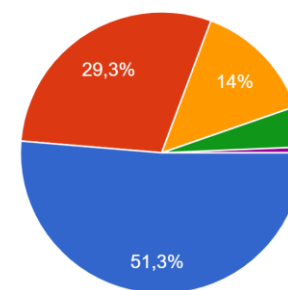
148 odpovědí



- Řešil/a jsem situaci s využitím Etického kodexu. (I have dealt with the situation using the Code of Ethics)
- Řešil/a jsem situaci, při které jsem zvažoval/a využít Etický kodex. (I have dealt with a situation where I considered using the Code of Ethics)
- Až budu příště řešit nějakou situaci, zvažím při ní využití Etického kodexu... (When I deal with a situation next time, I will consider using the Code of Ethics...)
- Řešil/a jsem nějakou situaci, ale Etický kodex jsem nevyužil/a a pravděpodobně bych ho nevyužil/a. (I dealt with a situation, but I did not use the Code of Ethics and I probably would not use it)
- Nenapadá mě situace, při které bych Etický kodex využil/a. (I cannot think of a situation where I would use the Code of Ethics)

2. Znáte znění nového Etického kodexu FLÚ (rozesílaný vedením FLÚ na konci září 2022)? (Do you know the text of the new Code of Ethics for the...t of the Institute at the end of September 2022?)

150 odpovědí



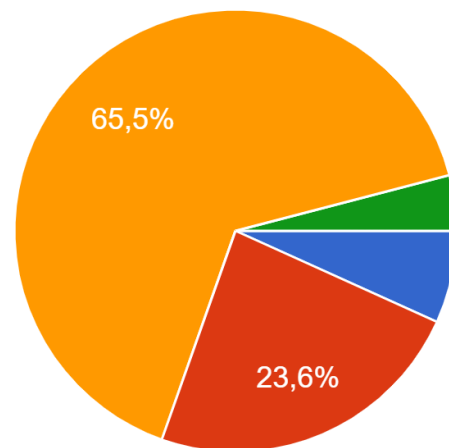
- Znáám znění Etického kodexu FLÚ. (I know the text of the Code of Ethics for the Institute of Philosophy.)
- Znáám jen něco. (I only know a little.)
- Ještě jsem se s Etickým kodexem FLÚ neseznámil/a, ale mám to v plánu. (I have not yet become familiar with the Code of Ethics for the Institute of Philosophy, but I plan to)
- Neznám znění Etického kodexu FLÚ. (I do not know the text of the Code of Ethics for the Institute of Philosophy)
- Nevím o existenci Etického kodexu FLÚ. (I am not aware of the existence of the...)

Awareness

- Obvious benefits in the implementation of an economic information system (Verso, IFIS, EGJE)
 - Faster administration; reduction of errors; the possibility of remote approval; a more environmentally friendly option (compared to the classic "paperwork"); everything in one place; clarity and traceability of the necessary documents...
- Over 70% of respondents (106 to be precise) see improvements in internal communication over the last two years
 - Email communication > Slack
- A large proportion of respondents (97 out of 150) find it sufficient to receive all information from service departments via email, 35 respondents (out of 150) also find it useful to have meetings between management and service department representatives with individual departments

6. Pro získání informací ze servisních oddělení Vám přijde užitečnější: (For getting information from service units you find more useful:)

148 odpovědí



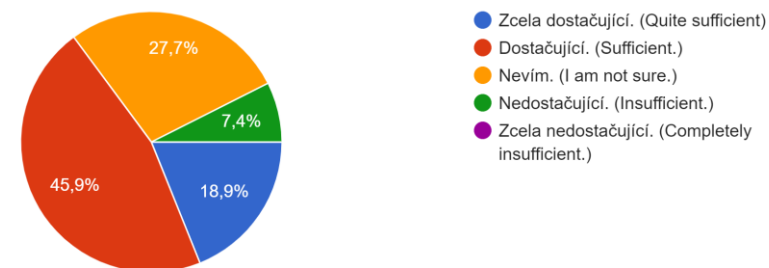
- Informační den konaný jednou/dvakrát ročně. (An information day held once/twice a year.)
- Setkání vedení a zástupců servisních oddělení s jednotlivými odděleními. (Meetings between management and...)
- Stačí mi informace prostřednictvím mailu. (All I need is information via e-...)
- Stačí mi informace předané od vedoucího oddělení. (I just need the informati...)

Support of publication

- The activities of the publishing house FILOSOFIE and the editorial department OIKOYMENH were generally evaluated positively by the respondents to the questionnaire.
- The technical support provided in the field of publishing was considered (completely) sufficient by 96 respondents (out of 150), while 11 respondents considered the support provided insufficient.
- A total of 35 respondents (out of 150) have already drawn on the fund for proofreading English texts and another 45 respondents plan to do so.

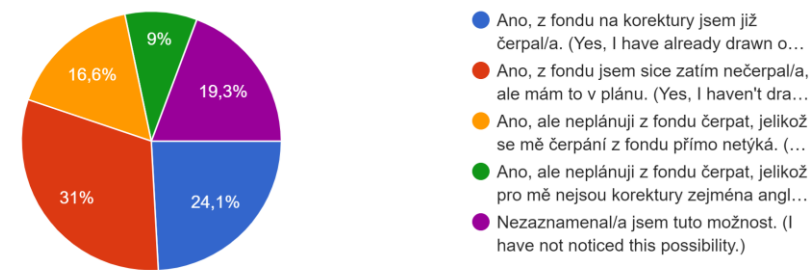
7. Jak hodnotíte poskytovanou technickou podporu (např. dostupnost informací o publikačních a finančních možnostech, o fondu na korektury aj.) v...of publishing in journals and publishing houses?)

148 odpovědí



8. Zaznamenal/a jste možnost čerpání z fondu na korektury anglických textů? (Have you noticed the possibility of the fund being used for proofreading of English texts?)

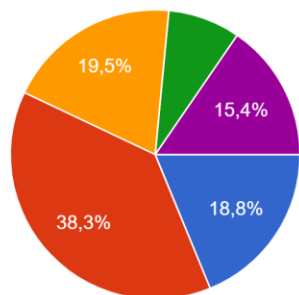
145 odpovědí



Open Access

10. Znáte znění dokumentu Strategie Otevřené vědy ve FLÚ? Dokument lze nalézt na intranetu FLÚ v sekci Projekt OP VVV: Rozvoj FLÚ. (Do you ...sophy in the section Projekt OP VVV: Rozvoj FLÚ.)

149 odpovědí

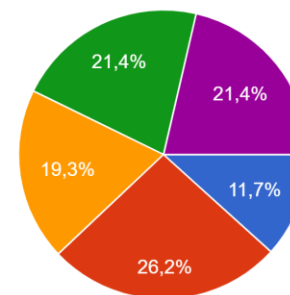


- Ano, znám jeho znění. (Yes, I know the text of this document.)
- Ano, ale dokument jsem si pouze letmo přečetl/a. (Yes, but I have only briefly read it.)
- Vím, že dokument existuje, ale nevím, co obsahuje. (I know the document exists, but I don't know what it contains.)
- Neplánuji se seznámit se zněním tohoto dokumentu, protože publikování v rámci FLÚ je zatím v plánu. (I don't plan to get acquainted with the text of this document, because publishing in the framework of FLU is still in the plan.)
- Nejsem si vědom/a existence takového dokumentu. (I am not aware of the existence of such a document.)

A total of 85 respondents (out of 150) were at least partially familiar with the text of the Open Science Strategy at FLU.

11. Využil/a jste v posledních dvou letech možnost vzdělávání se (formou online školení, nebo osobního setkání se specialistkou na OA) v oblasti Open Science? (Did you use the opportunity for training (in the form of online training, or a personal meeting with an OA specialist) in the field of Open Science?)

145 odpovědí



- Ano, využil/a jsem obojí. (Yes, I have used both options.)
- Ano, ale využil/a jsem pouze jednu z možností. (Yes, but I only used one of the options.)
- Nevím, zda se mě některá z možností týká. (I don't know if any of the options apply to me.)
- Ne, ale plánuji ještě některou z možností využít. (No, but I plan to use one of the options.)
- Ne a ani to nemám v plánu. (No, and I don't plan to.)

A total of 55 respondents (out of 150) had used at least one of the Open Science learning opportunities.

Public Relations

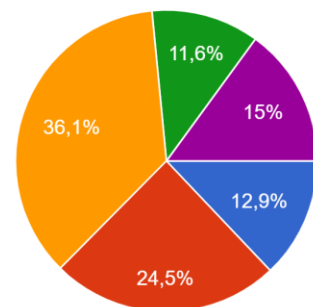
- The activities of the PR coordinator were generally rated very positively in the questionnaire, as a significant contribution to the FLU
- The most frequent use of the PR coordinator's support is within:
 - Publication of information on the FLU website (75 respondents)
 - Sharing content on social media (53 respondents)
 - Organizational support for upcoming events (47 respondents)
 - Facilitating contacts (32 respondents)
- 135 respondents (out of 150) read the monthly newsletter at least occasionally and thus consider the information in it important
- More than 2/3 of respondents have been involved or plan to be involved in some way in the preparation of wider FLU popularisation events

Other professional aspects

- Improvements have been observed in the use of bilingual versions of internal documents and email correspondence
- 89 respondents (out of 150) are at least partially aware of the Equal Opportunities Plan 2022-2024, but 17 respondents are not aware of its existence
- In the past two years, 43 respondents (out of 150) have at some point taken the opportunity to travel abroad or invite a foreign researcher to FLU; 37 respondents plan to take one of the two opportunities

19. Využil/a jste někdy webových stránek grantového oddělení? (Have you ever used the website of the grant office?)

147 odpovědí



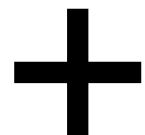
- Ano, webové stránky využívám. (Yes, I do use the website.)
- Ano, webové stránky jsem již někdy využil/a. (Yes, I have used the website...)
- Ne, ale předpokládám, že je ve své práci někdy využiji. (No, but I assume...)
- Webové stránky grantového oddělení nejsou pro moji práci relevantní. (The...)
- Nevím o existenci webových stránek grantového oddělení. (I am not aware...)

HR department

- The support of the HR department is most often used within:
 - Benefits - social fund (83 respondents)
 - Employment documents (65 respondents)
 - Payroll (39 respondents)
 - Regular medical examinations (39 respondents)
 - Employment agenda for foreign researchers (30 respondents)
 - Language courses (30 respondents)

Working conditions I

*Focus groups (CZ, EN)
January 2023*



- Language courses (especially for foreign researchers)
- Improving the ecological footprint at the workplace microsite level
- Benefits
- Verso (implementation of an economic information system)
- Awareness from service departments and internal communication
- Standardisation of tariff rates of pay across all tariff groups
- Awareness of publishing opportunities

Working conditions II

Problem areas as goals for the next 3 years:

Establish steps to increase employment stability - salary policy, transparency in wage setting

Introduction of rules for determining the amount of personal remuneration

Increasing transparency in approaches to the redistribution of grant funding

Lack of small meeting rooms - suggestion to allocate an office on each floor

Adaptation process - developing a short set of suggestions and tips for junior staff on how to balance work and personal life and how to organize their time; possible training for scientific and service staff

New web pages of the Institute of Philosophy

Open Access – increased popularisation and information

Foreign researchers:

- Information manual with information on publishing
- Intranet
- Information from service departments also in English

Training and development

*Individual meetings
February 2023*

Trying out new approaches and possibilities

Welcoming the continuity

Hybrid form of training preferred

Training for new scientific and non-scientific staff

Trainings that could be regular and are evaluated as beneficial for the work of scientific (and service) staff:

- IT skills
- Language skills
- Publishing opportunities and tools necessary for scientific work

Recruitment

Individual meetings

- Lack of knowledge of recruitment documents (available on the intranet), too many of them, simplification necessary
- A revision of responsibilities in the recruitment process is needed
- Employing foreign researchers - organisation + finding solutions
- Transfer of information between assistants - heads of department/projects
 - HR department → need to establish clear responsibilities and increase mutual awareness
- Adaptation process