



## Section A: Personal information

### A1. Please indicate your research role in the Institute

*This classification is not based on the qualification grades of the Institute of Thermomechanism of the CAS (V1 to V6), but on the classification of the Euraxess network (R1 to R4). When classifying yourself according to the R1-R4 scale, please follow the definitions given.*

First Stage Researcher, up to the point of Ph.D., typically researchers classified as V1 and V2 (R1 according to the EU classification) ☐

Recognized Researcher, Ph.D. holders or equivalent who are not yet fully independent, typically postdoc researchers classified as V3 and V4 who still require supervision (R2 according to the EU classification) ☐

Established Researcher, Researchers who have developed a level of independence, typically researchers classified as V5 or researchers classified as V4 who do not require supervision (R3 according to the EU classification) ☐

Leading Researcher, Researchers leading their research area or field, typically researchers classified as V5/V6 and emeritus workers (R4 according to the EU classification) ☐

### A2. Please indicate your gender

Female ☐

Male ☐

Non-binary ☐

### A3. Please indicate your age

Under 35 years ☐

35 - 45 years ☐

46 - 65 years ☐

More than 65 years ☐

### A4. Please indicate your proficiency in the Czech language

I can communicate in Czech effectively in everyday work situations. ☐

I cannot communicate in Czech effectively in everyday work situations. ☐

### A5. Please indicate the length of your service in the Institute

0 to 3 years ☐

more than 3 but less than 10 years ☐

more than 10 years ☐

### A6. Do you participate in the decision making processes of the Institute?

*Choose Yes if you are one of these: department head, deputy or vice director, member of the Institute Board, member of the Supervisory Board.*

*Otherwise, choose No.*

Yes ☐

No ☐



## Section B: Ethical and Professional Aspects

**B1. I am familiar with the Code of Ethics of the Czech Academy of Sciences.**

Strongly agree ☐

Agree ☐

Disagree ☐

Strongly disagree ☐

I don't know ☐

**B2. Please indicate all subjects you are NOT very familiar with, i.e. you need more information to feel comfortable in dealing with the subjects.**

General ethical principles for research in my field (plagiarism, avoidance of duplication, principles of authorship, use of scientific methods, reproducibility of experiment, integrity etc.) ☐

Definition and limitations of the research freedom ☐

Principles of non-discrimination (by gender, age, ethnicity, social origin, religion, sexual orientation, etc.) ☐

Intellectual property rights/regulations, copyright to research results, joint data ownership etc. ☐

Research funding mechanisms and opportunities (grant rules, open calls, etc.) ☐

Strategic goals of my department/Institute/research area ☐

Employee evaluation system of the Institute ☐

Management of data, data back-up tools and strategies ☐

Dissemination and exploitation of research results (communication, knowledge transfer, commercialization) ☐

Social networking platforms and bibliographic databases for researchers such as Web of Knowledge, Scopus, ResearchGate, etc. ☐

Internal regulations and guidelines of the Institute ☐

Other ☐

**B3. Please, specify:**

**B4. In which form the information about general ethical principles for research in my field (plagiarism, avoidance of duplication, principles of authorship, use of scientific methods, reproducibility of experiment, integrity etc.) should be provided?**

Written documents accessible from the Institute web pages ☐



Online training ☐

In-person training ☐

Other ☐

Other

**B5. In which form the information about definition and limitations of the research freedom should be provided?**

Written documents accessible from the Institute web pages ☐

Online training ☐

In-person training ☐

Other ☐

Other

**B6. In which form the information about principles of non-discrimination (by gender, age, ethnicity, social origin, religion, sexual orientation, etc.) should be provided?**

Written documents accessible from the Institute web pages ☐

Online training ☐

In-person training ☐

Other ☐

Other

**B7. In which form the information about intellectual property rights/regulations, copyright to research results, joint data ownership etc. should be provided?**

Written documents accessible from the Institute web pages ☐

Online training ☐



In-person training ☐

Other ☐

Other

**B8. In which form the information about research funding mechanisms and oportunities (grant rules, open calls, etc.) should be provided?**

Written documents accessible from the Institute web pages ☐

Online training ☐

In-person training ☐

Other ☐

Other

**B9. In which form the information about strategic goals of my department/Institute/research area should be provided?**

Written documents accessible from the Institute web pages ☐

Online training ☐

In-person training ☐

Other ☐

Other

**B10. In which form the information about employee evaluation system of the Institute should be provided?**

Written documents accessible from the Institute web pages ☐

Online training ☐

In-person training ☐



Other

☐

Other

**B11. In which form the information about management of data, data back-up tools and strategies should be provided?**

Written documents accessible from the Institute web pages

☐

Online training

☐

In-person training

☐

Other

☐

Other

**B12. In which form the information about dissemination and exploitation of research results (communication, knowledge transfer, commercialization) should be provided?**

Written documents accessible from the Institute web pages

☐

Online training

☐

In-person training

☐

Other

☐

Other

**B13. In which form the information about social networking platforms and bibliographic databases for researchers such as Web of Knowledge, Scopus, ResearchGate, etc. should be provided?**

Written documents accessible from the Institute web pages

☐

Online training

☐

In-person training

☐



Other

☐

Other

**B14. In which form the information about internal regulations and guidelines of the Institute should be provided?**

Written documents accessible from the Institute web pages

☐

Online training

☐

In-person training

☐

Other

☐

Other

**B15. In which form the information about other (what you specify) should be provided?**

Written documents accessible from the Institute web pages

☐

Online training

☐

In-person training

☐

Other

☐

Other

**B16. I am aware of my career position status at the Institute and the required criteria and process to achieve a higher career status (for example, to get promoted from V4 to V5).**

Strongly agree

☐

Agree

☐

Disagree

☐

Strongly disagree

☐



**B17. The current evaluation system gives me valuable feedback and helps me to advance my profesional career.**

Strongly agree ☐

Agree ☐

Disagree ☐

Strongly disagree ☐

I don't know ☐

**B18. What frequency of the researcher performance evaluation would you prefer?**

Every year ☐

Every 2 years ☐

Every 3 years ☐

Every 4 years ☐

Every 5 years (the maximum period set by the Career Development Rules for Czech Academy of Sciences Employees with a University Degree) ☐

I don't know ☐

**B19. Do you think the department heads should be selected by the director (current practice) OR selected in an open and merit-based selection process?**

Selected by the director of the Institute ☐

Selected in an open internal selection process ☐

Selected in an open external selection process ☐

I don't know ☐

**B20. Please provide additional comments/proposals concerning the managementof ethical and professional aspects of research in the Institute.**



## Section C: Working Conditions

**C1. The Institute and my supervisor/manager treat me fairly and with respect.**

Strongly agree	<input type="checkbox"/>
Agree	<input type="checkbox"/>
Disagree	<input type="checkbox"/>
Strongly disagree	<input type="checkbox"/>
I don't know	<input type="checkbox"/>

**C2. I would appreciate to have an independent person (ombudsman) to whom I can turn to resolve issues related to working conditions and fair treatment.**

Strongly agree	<input type="checkbox"/>
Agree	<input type="checkbox"/>
Disagree	<input type="checkbox"/>
Strongly disagree	<input type="checkbox"/>
I don't know	<input type="checkbox"/>

**C3. Please indicate how satisfying are the following existing employment benefits of the Institute (1 is very satisfying, 5 is not satisfying at all).**

	1 - very satisfying	2	3	4	5 - not satisfying at all	I don't know
Flexible working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5 days of paid sick leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5 weeks of annual leave (holidays)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Food vouchers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recreational facility Mariánská	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contribution to supplementary pension insurance for employees with a permanent contract	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Language courses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**C4. Please choose the 3 most relevant potential benefits from the list.**

*Use the "Other" checkbox to propose a benefit not shown in the list (maximum one benefit).*

Support for commuting expenses	<input type="checkbox"/>
Prepaid leisure vouchers	<input type="checkbox"/>

Home office	
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9

Office break rooms with coffee station, seating etc.	
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5

Financial contribution to recreation

7

Relaxation space (e.g. small gym, table tennis, yoga mats)	
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Increase the value of the food voucher

7

Team building

7

Other



Other

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**C5. I have the necessary resources to conduct my research:**

	Strongly agree	Agree	Disagree	Strongly disagree	I don't know
Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Material	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Office space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**C6. I receive adequate support to be able to access research funding for my work:**

	Strongly agree	Agree	Disagree	Strongly disagree	I don't know
I can apply for research grants.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can apply for mobility projects.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can apply for the institute internal pilot projects.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**C7. There is a working system in place to ensure:**

[illegible]



**C8. I am part of a collaborative research team that shares a common goal and works well together.**

Strongly agree ☐

Agree ☐

Disagree ☐

Strongly disagree ☐

I don't know ☐

I do not work in a team. ☐

**C9. I am recognised for my contribution to the research team (my laboratory/department).**

Strongly agree ☐

Agree ☐

Disagree ☐

Strongly disagree ☐

I don't know ☐

**C10. The Institute DOES NOT discriminate researchers on the basis of ...**

	Strongly agree	Agree	Disagree	Strongly disagree	I don't know
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National or social origin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Political opinion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**C11. Have you experienced or witnessed discrimination in the Institute?**

Yes ☐

No ☐

I don't know ☐



**C12. Please, indicate the reason.**

**C13. There is an adequate gender balance at all levels of staff including the supervisory and managerial level considering my field of research.**

Strongly agree ☐

Agree ☐

Disagree ☐

Strongly disagree ☐

I don't know ☐

**C14. Please, provide additional comments/proposals concerning the working conditions in the Institute.**

## Section D: Supervision and Professional Development

**D1. Please indicate in what profesional skill development would you be interested in:**

Language skills ☐

Presentation skills ☐

Management and supervision skills ☐

Scientific writing ☐

I do recognize the importance of my continuous development but I do not intend to engage in it. ☐

None ☐

Other ☐

Other



**D2. The Institute and the Czech Academy of Sciences offer adequate training and development opportunities for my professional growth and development (presentation, communication, teamwork, team management skills).**

Strongly agree ☐

Agree ☐

Disagree ☐

Strongly disagree ☐

I don't know ☐

**D3. I receive constructive feedback regarding my professional growth and development from my supervisor/manager.**

Strongly agree ☐

Agree ☐

Disagree ☐

Strongly disagree ☐

I don't know ☐

**D4. Do you intend to go for a longer (3 months or more) scientific stay/internship abroad in the next 3 years?**

*Please answer as you would before the COVID-19 pandemic situation.*

Yes, I do. ☐

No, because of personal reasons. ☐

No, because of a language barrier. ☐

No, because of my working duties in the Institute. ☐

No, because it is not important for my research career. ☐

No because I am not aware of any suitable opportunity. ☐

No, because the budget is insufficient for the opportunities I have. ☐

No, but I would be interested in a shorter stay. ☐

Other ☐

Other



**D5. Please provide additional comments/proposals concerning the supervision and professional development of the research staff in the Institute.**

**Thank you for taking time to complete this questionnaire! After the survey has been completed we will share the results with you in the Career section of the Institute web site.**

**You can now close this browser window.**