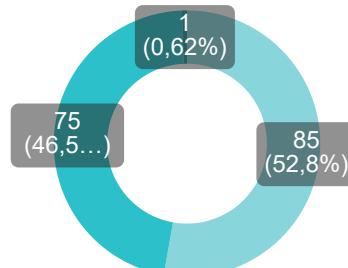


RESPONDENT

Gender

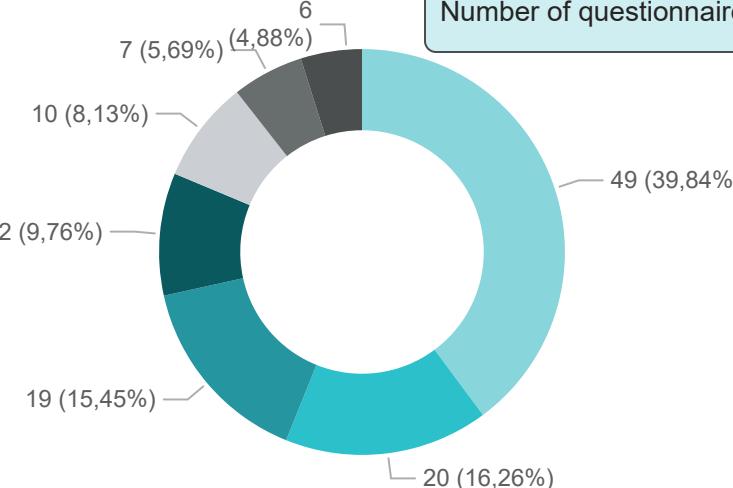
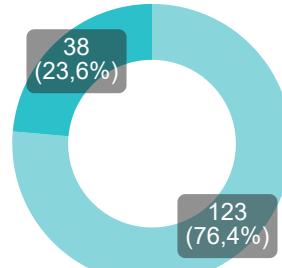
● Female ● Male ● Other



HR AWARD SURVEY RESULTS: BIG PICTURE

Employment classification

● University-educated research unit employee ● Other



Total number of employees as of 30.9.2024 (k 30.9.2024): 248

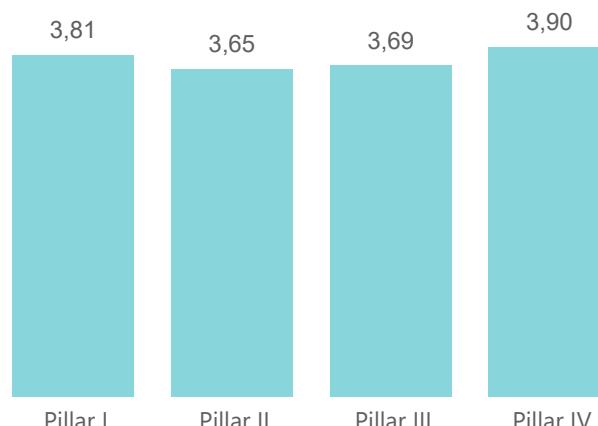
Total number of respondents: 167

Number of questionnaires analyzed: 161

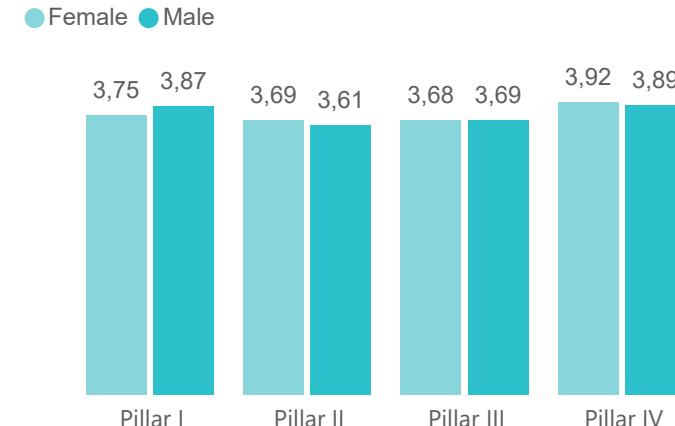
- V5 Researcher
- V6 Leading researcher
- V2 Graduate student
- V1a Professional worker
- V4 Research assistant
- V3 Postdoctoral fellow
- V1b Professional specialist

OUTPUTS: Average ratings of individual pillars

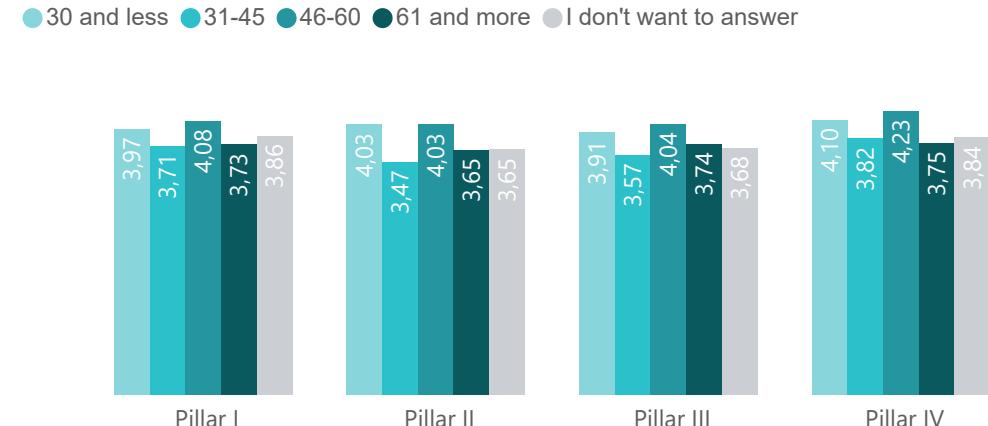
1) For all respondents



2) By gender

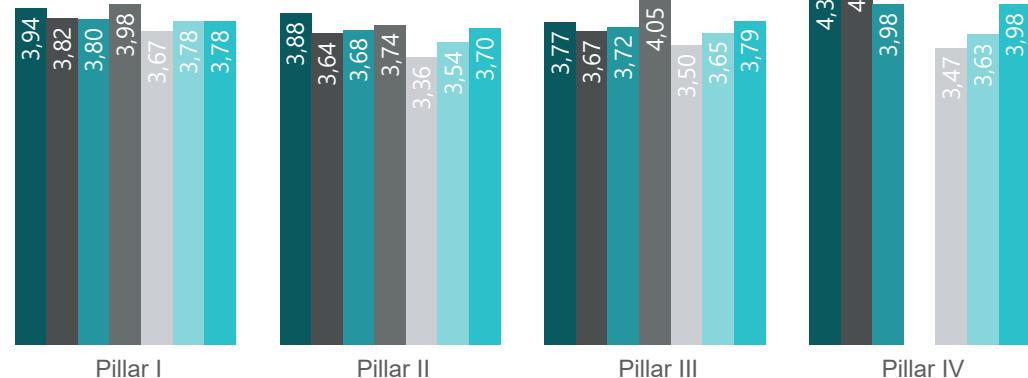


3) By age



4) By salary tariff class V1 - V6

- V1a Professional worker
- V1b Professional specialist
- V2 Graduate student
- V3 Postdoctoral fellow
- V4 Research assistant
- V5 Researcher
- V6 Leading researcher



Pillars of the European Charter for Researchers

Pillar I - Ethics, Integrity, and Open Science
Pillar II - Evaluation, Recruitment, and Career Progression of Researchers
Pillar III - Working Conditions and Procedures
Pillar IV - Research Careers and Talent Development

Explanation: Average rating

The number represents the average number of points assigned.

Respondents assign **5 points** if they **strongly agree** with a positive statement, or **1 point** if they **strongly disagree**.