

QUESTIONNAIRE RENEWAL PHASE

2025



NUMBER OF RESPONSES 724

1.

NAME OF YOUR INSTITUTE/CENTER AT THE SLOVAK ACADEMY OF SCIENCES (SAS)

*Required Question



OPENING questions

100 %

- ☐ Representatives from all 45 institutes of SAS participated in the questionnaire.

The questionnaire
participation rate 20 %

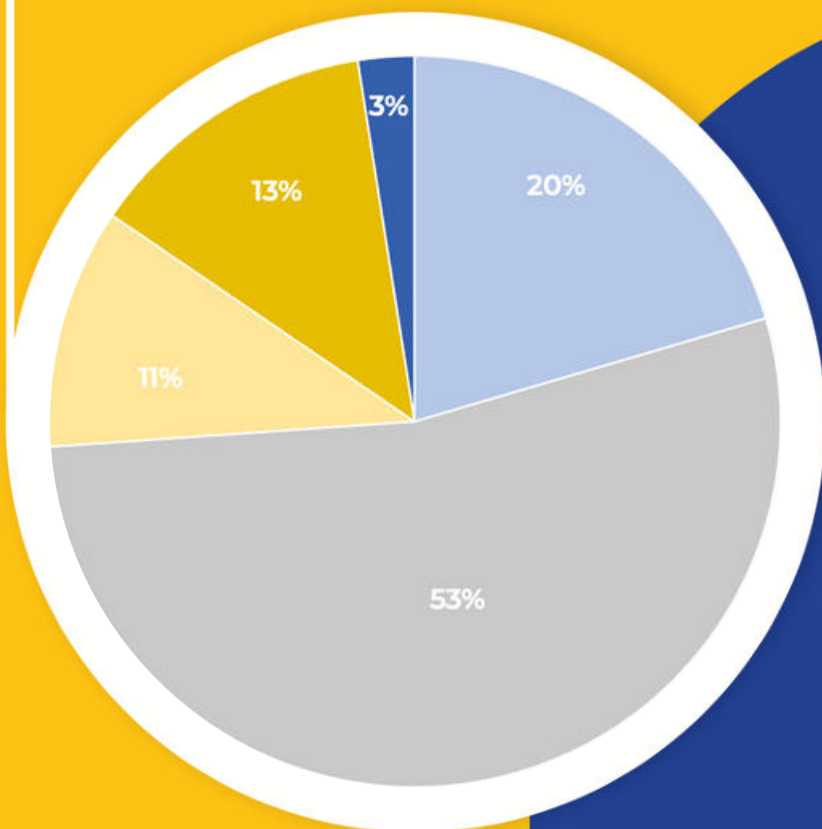
2.

WHAT IS YOUR POSITION AT THE INSTITUTE OR CENTER OF SAS?



OPENING questions

*Required Question



- ☐ I am at managerial position/ I am manager (head of a research group, department, or the entire institute or center), or a member of the scientific board equivalent to R3; R4
- ☐ I am a researcher / staff member / equivalent to R2
- ☐ I am a PhD student / equivalent to R1
- ☐ I am an administrative or other non-research employee
- ☐ I prefer not to answer

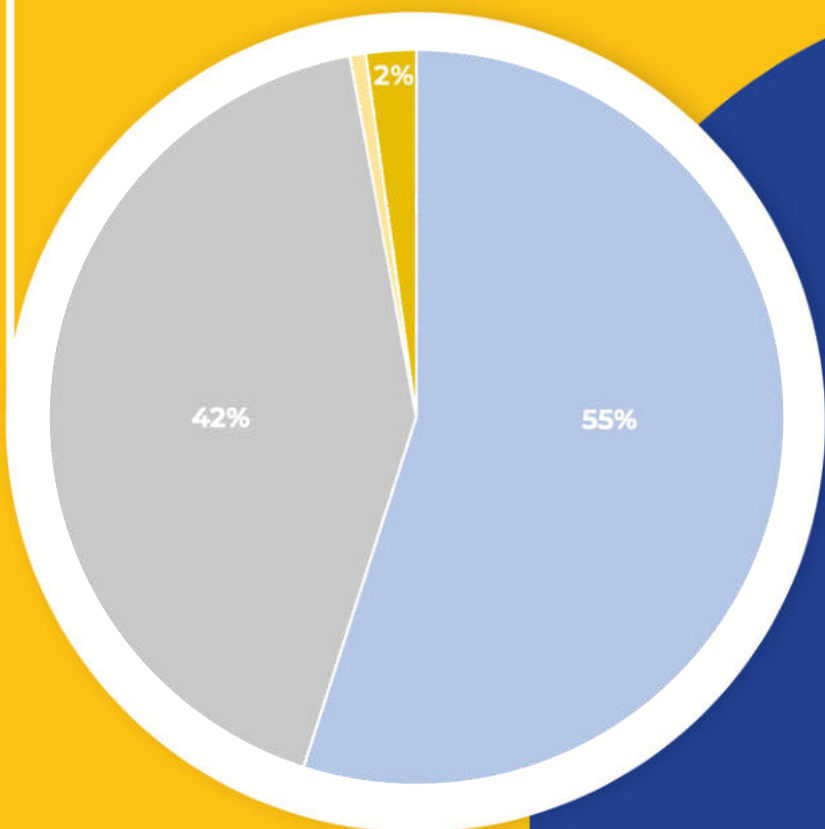
3.

WHAT IS YOUR GENDER?



OPENING questions

*Required Question



- ☐ Female
- ☐ Male
- ☐ Other
- ☐ Prefer not to answer

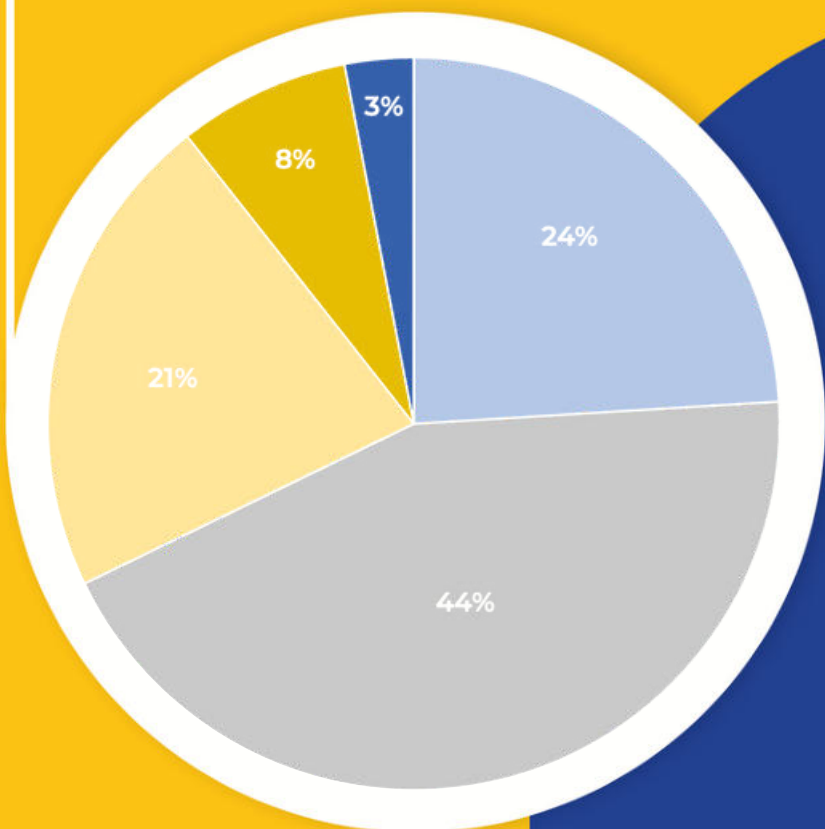
4.

WHAT IS YOUR AGE GROUP?



OPENING questions

*Required Question

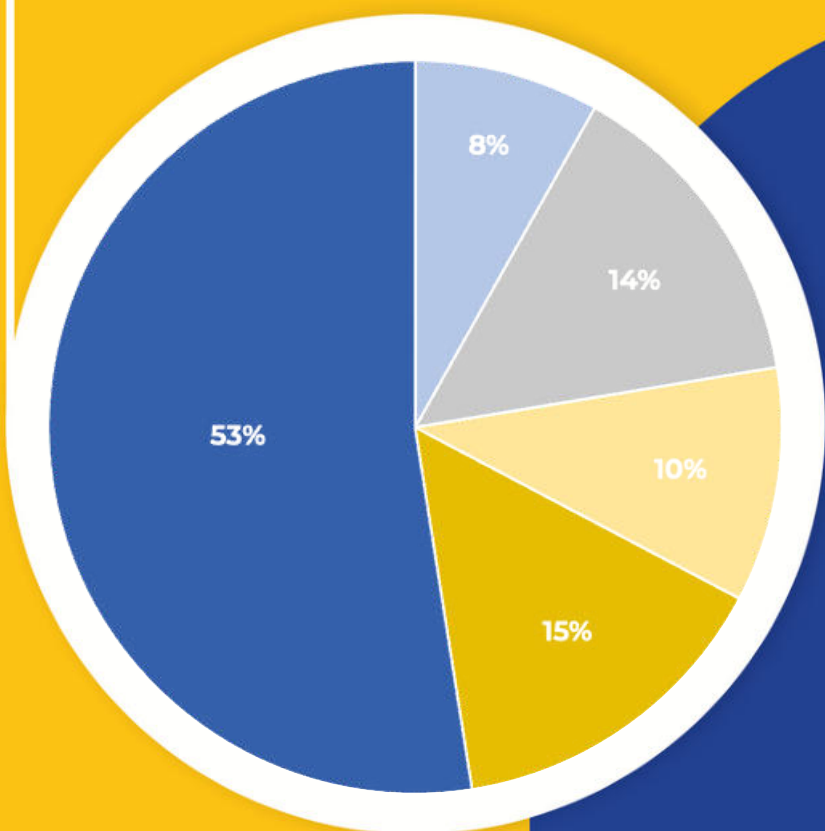


- ☐ 20-35 years
- ☐ 36-50 years
- ☐ 51-65 years
- ☐ 66 years and above
- ☐ I prefer not to answer

5.

HOW LONG HAVE YOU BEEN WORKING FOR SAS?

*Required Question



- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ 3-5 years
- ☐ 5-10 years
- ☐ More than 10 years



OPENING questions



MAIN QUESTIONS

HRS4R – GENERAL

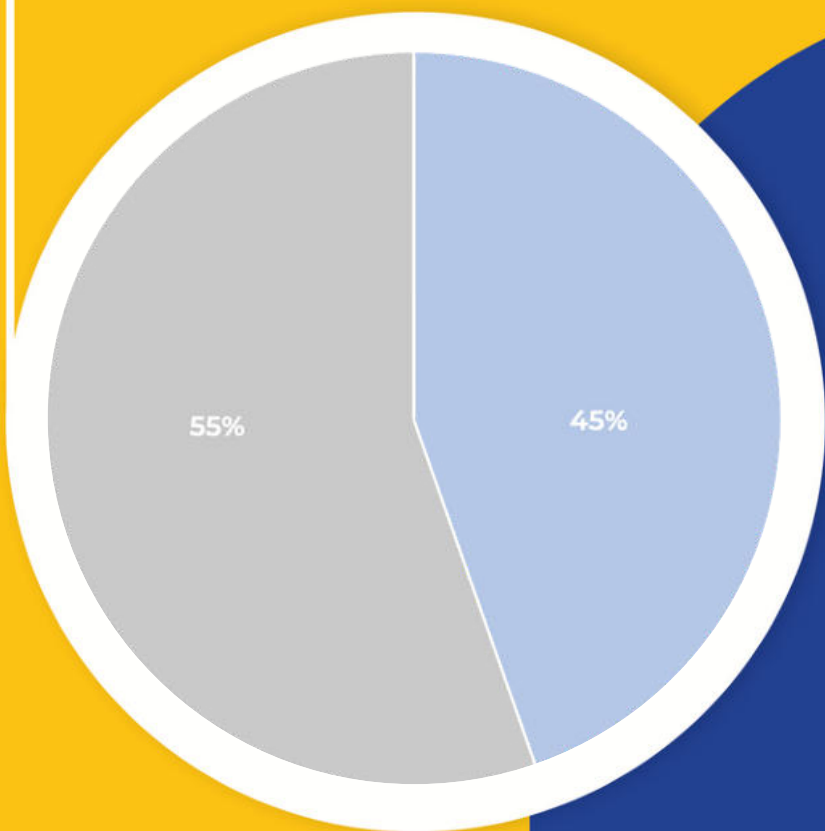
The HR Award, officially titled “HR Excellence in Research Award,” granted to research organizations across Europe, is considered an international quality standard in the management and development of human resources in science and research. The shared European objective is to introduce the concept of strategic human resource management into the research environment, promote the use of modern HR practices in research, and consistently apply current principles of human resource development within the scientific community.

6.

HAVE YOU HEARD ABOUT THE HRS4R STRATEGY?

(Please continue with the questionnaire even if you have no information about the HRS4R strategy, thank you).

*Required Question



☒ Yes

☐ No



HRS4R - general



SAS was awarded this quality label on July 13, 2020, placing it among prestigious research institutions in Europe that actively adhere to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

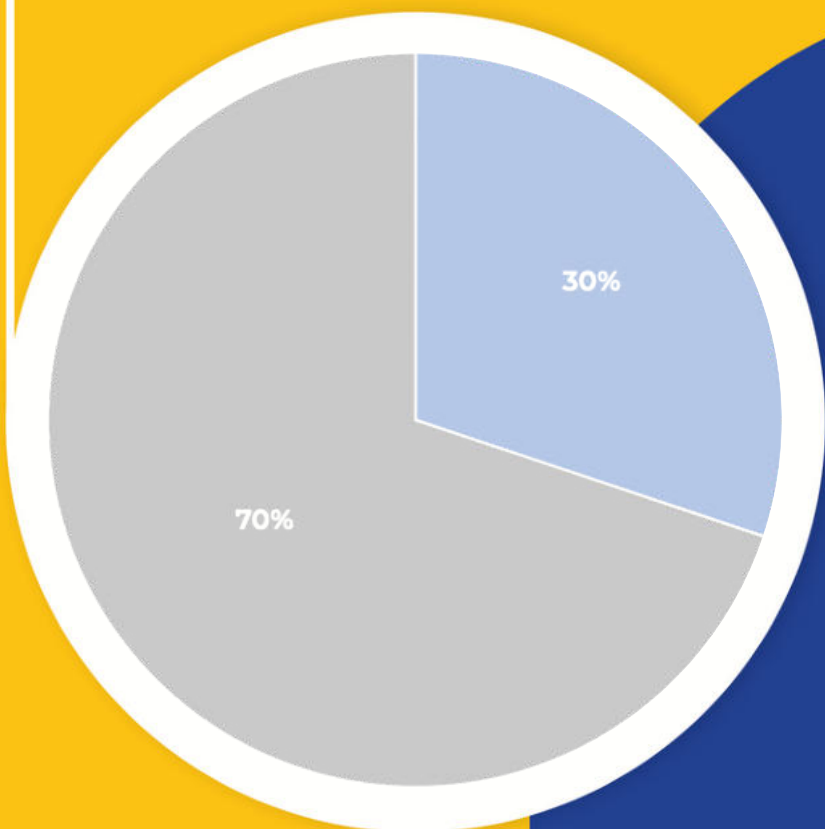
7.

**HAVE YOU EVER VISITED THE HRS4R
SAS WEBSITE, WHERE INFORMATION
ABOUT THE PRINCIPLES AND
ACTIVITIES OF SAS WITHIN THIS
STRATEGY IS AVAILABLE?**

***Required Question**



HRS4R - general



☒ Yes

☐ No



Several individual institutes of SAS, currently, 33 institutes and centers are involved in the strategy, have also been awarded the HR Excellence in Research. By receiving this recognition, they have committed to implementing specific steps from the HRS4R SAS Action Plan with the aim of improving conditions for researchers and promoting human resource management in the scientific environment.

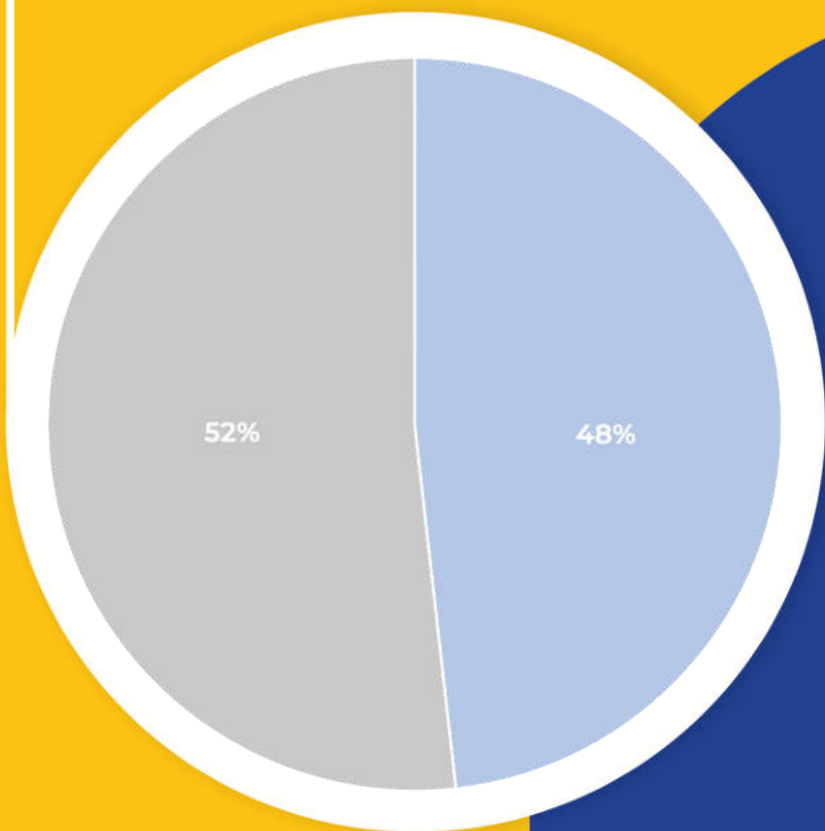
8.

HAVE YOU NOTICED THE HRS4R LOGO ON YOUR INSTITUTE 'S WEBSITE?



*Required Question

HRS4R - general



☐ Yes

☐ No

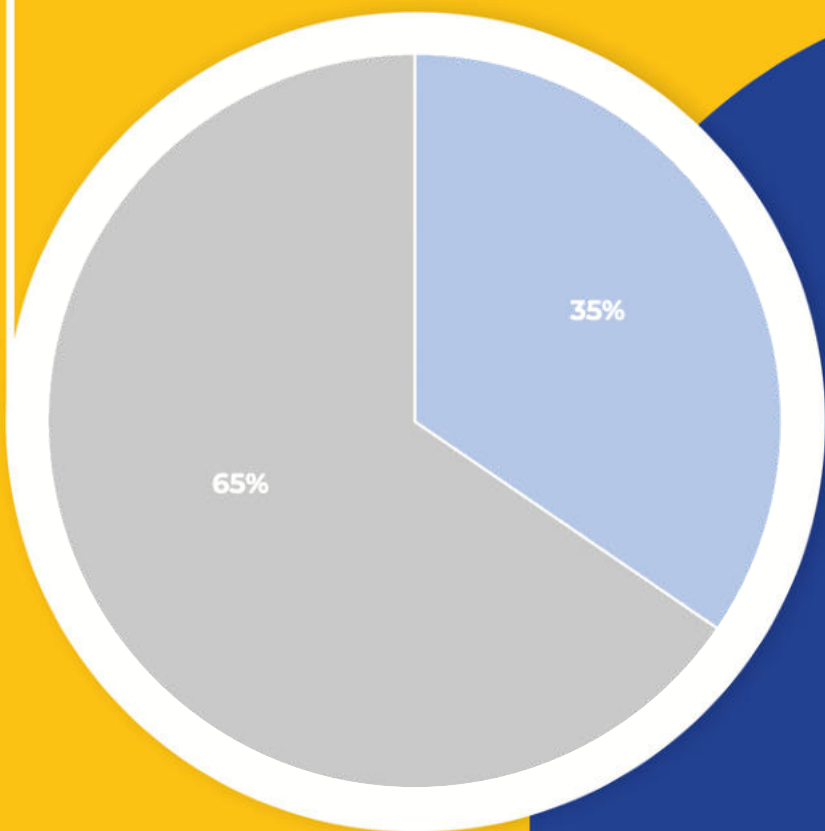
9.

**ARE YOU AWARE THAT
YOUR INSTITUTE/CENTER IS
PART OF THE HRS4R SAS
STRATEGY?**

*Required Question



HRS4R - general



☐ Yes

☐ No



MAIN QUESTIONS

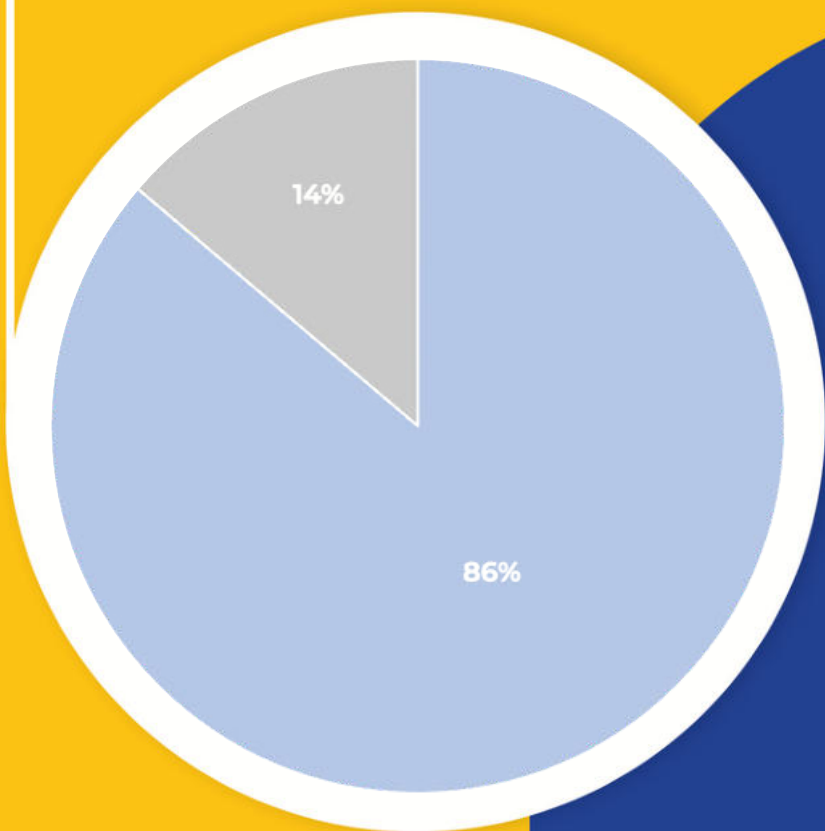
ETHICAL ISSUES AND RESEARCH INTEGRITY

The Ethics Committee of SAS is an advisory and supervisory body that oversees compliance with ethical principles in scientific research activities within SAS. It was established in 2006, and its work is based on the SAS Code of Ethics, which draws from international documents such as the European Charter for Researchers, the ALLEA Code, and the Singapore Statement on Research Integrity.

10.

**ARE YOU FAMILIAR WITH THE RULES
AND PRINCIPLES OF THE SAS CODE OF
ETHICS AND THE ETHICAL STANDARDS
THAT FORM THE FOUNDATION OF
SCIENTIFIC WORK?**

***Required Question**



☐ Yes

☐ No



**Ethical Issues and
Research Integrity**

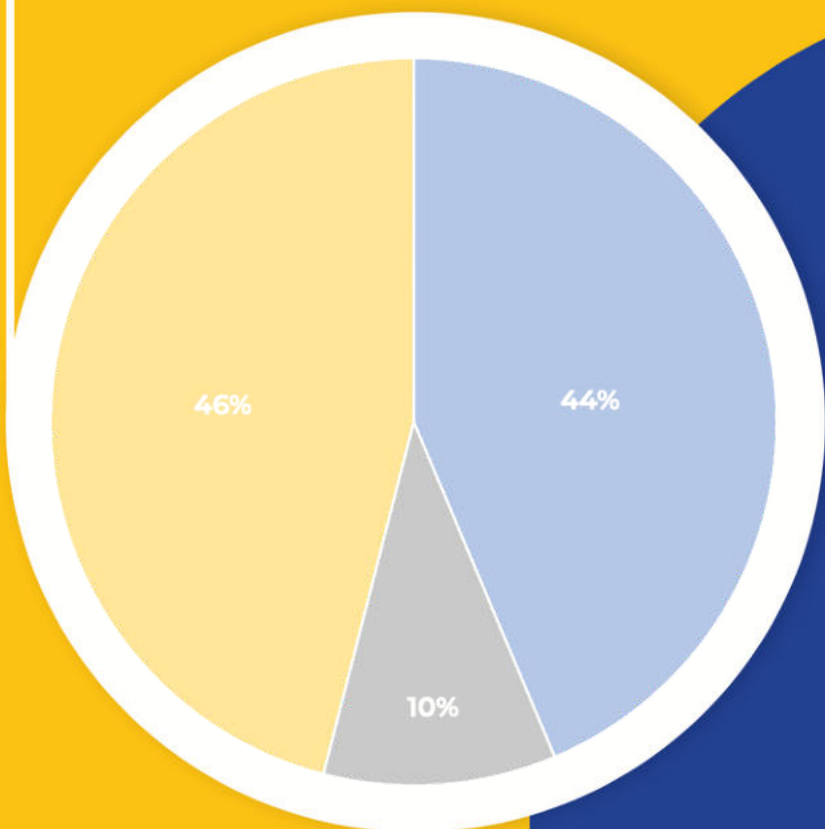
11.

DOES YOUR INSTITUTE/CENTER HAVE INTERNAL PROCEDURES IN PLACE FOR INVESTIGATING ETHICAL CONCERNS AND APPEALS?



Ethical Issues and Research Integrity

*Required Question



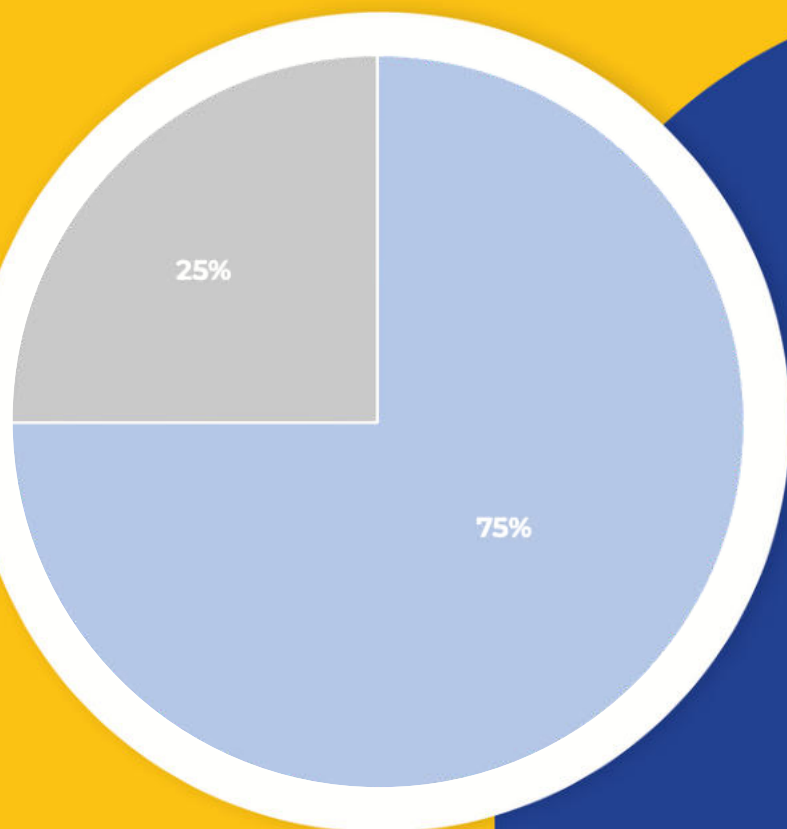
- ☐ Yes
- ☐ No, in case of a concern we contact the SAS Ethics Committee
- ☐ I don't know

12.

IF YOU WERE IN A SITUATION THAT COULD CONSTITUTE A VIOLATION OF THE SAS CODE OF ETHICS, WOULD YOU KNOW WHOM (WHICH PERSON) TO CONTACT FOR HELP OR CONSULTATION WITHIN YOUR INSTITUTE/CENTER?

***Required Question**

**Ethical Issues and
Research Integrity**



☒ Yes

☐ No





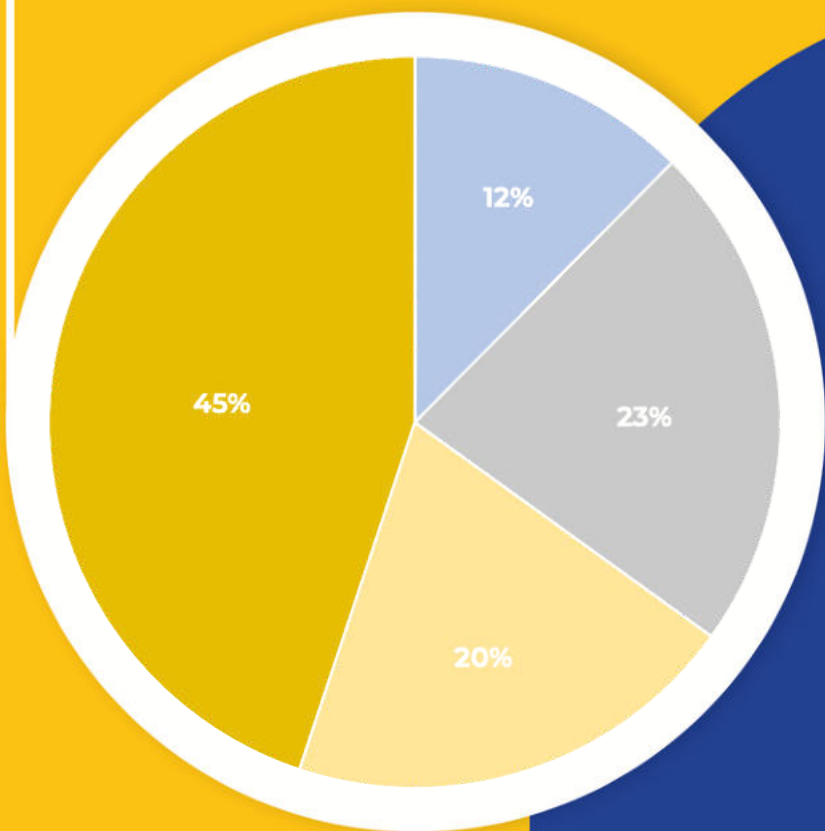
The SAS Ethics Committee regularly organizes training sessions focused on ethical principles in scientific work, research integrity, and good scientific practice. These trainings are intended for all PhD students at SAS who are involved in research.

13.

HAVE YOU PARTICIPATED IN AN ETHICS TRAINING ORGANIZED BY THE SAS ETHICS COMMITTEE?

*Required Question

Ethical Issues and
Research Integrity



- ☐ Yes, I have attended the training
- ☐ No, I have not attended, but I plan to
- ☐ No, because I have not received any information about SAS ethics training sessions
- ☐ No



MAIN QUESTIONS

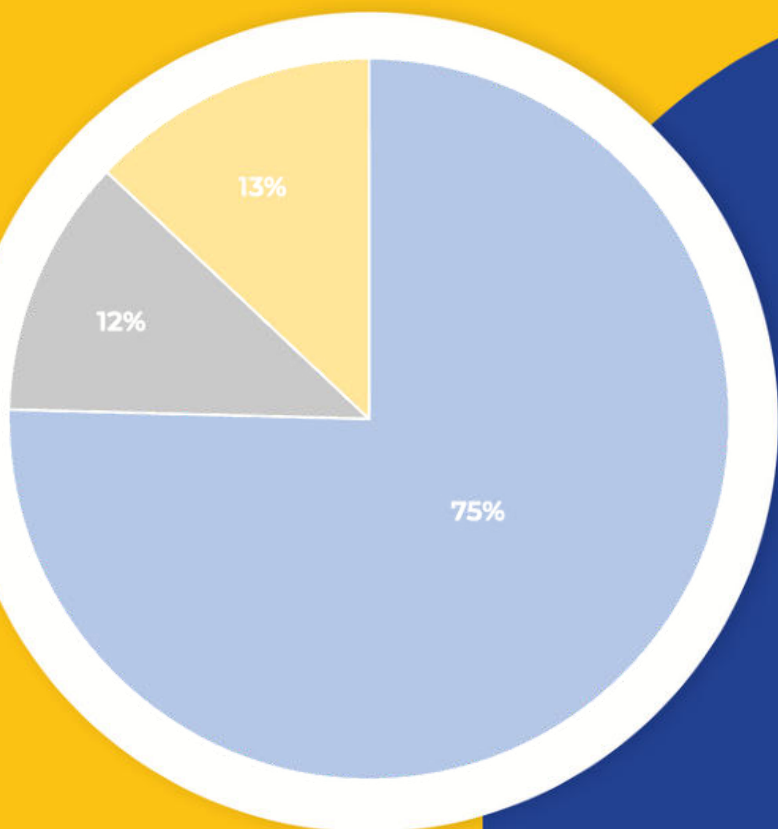
RESEARCHERS' ASSESSMENT, RECRUITMENT AND PROGRESSION

On March 12, 2025, the Presidium of SAS approved the document "Principles of Recruitment and Selection of Employees in the Public Research Institution of the Slovak Academy of Sciences." Its aim is to ensure open, transparent, and fair recruitment of researchers – OTM-R (Open, Transparent and Merit-based Recruitment). This principle is a key pillar of the HRS4R strategy and contributes to improving quality, equal opportunities, and the international attractiveness of the research environment.

14.

DID YOU HAVE A JOB INTERVIEW FOR YOUR CURRENT POSITION?

*Required Question



☐ Yes

☐ No

☐ I don't remember



Researchers' Assessment,
Recruitment and Progression

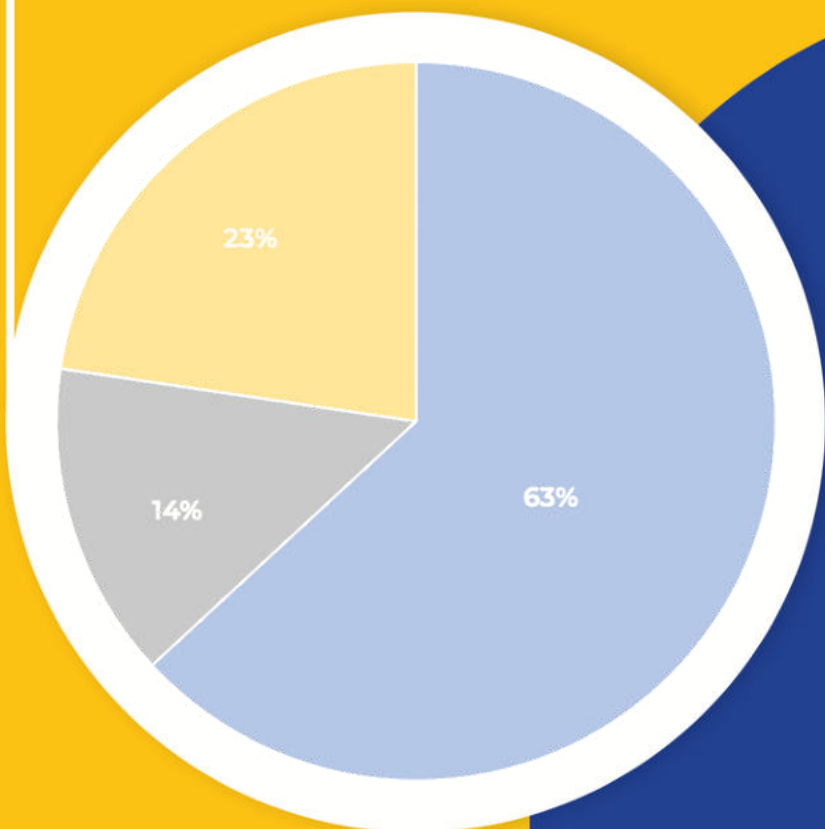
15.

DO YOU HAVE ACCESS TO INFORMATION ABOUT CURRENTLY OPEN POSITIONS AND SELECTION PROCEDURES AT YOUR INSTITUTE?



**Researchers' Assessment,
Recruitment and Progression**

***Required Question**



☒ Yes

☐ No

☐ I don't know

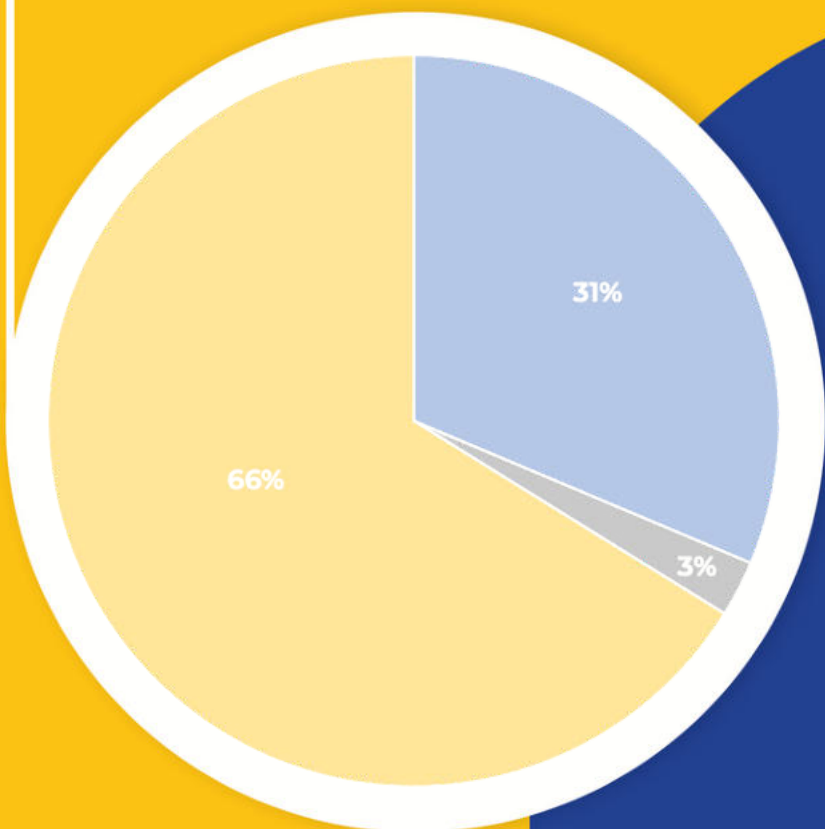
16.

**DO YOU CONSIDER THE OTM-R
PRINCIPLES BENEFICIAL FOR THE
QUALITY AND FAIRNESS OF
SELECTION PROCEDURES IN THE
RESEARCH ENVIRONMENT?**

***Required Question**



**Researchers' Assessment,
Recruitment and Progression**



- ☐ Yes, definitely
- ☐ No
- ☐ I cannot assess



MAIN QUESTIONS

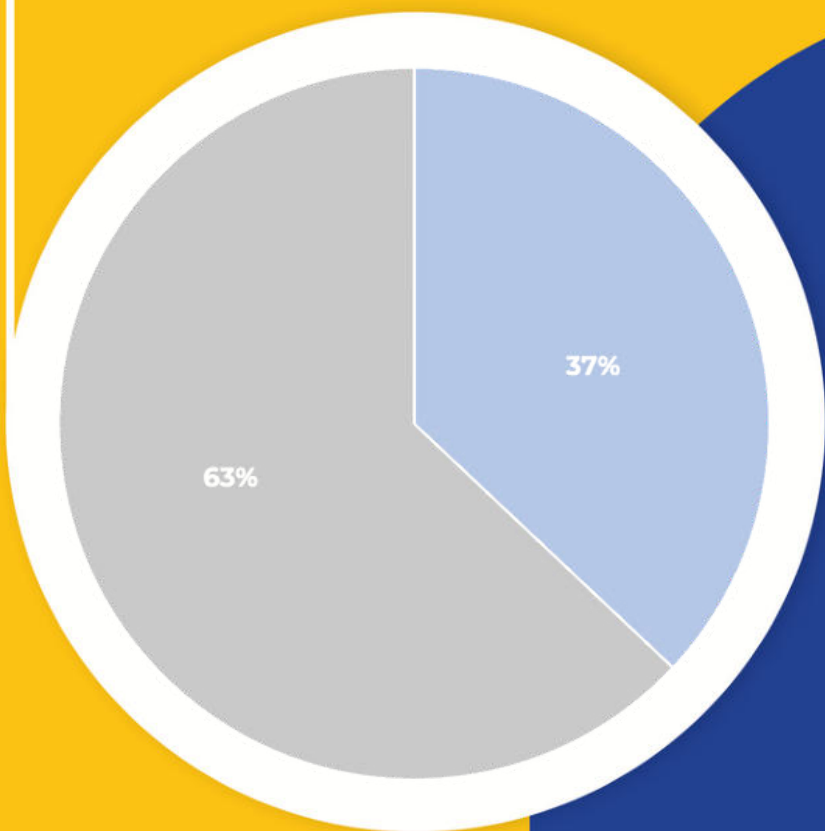
RESEARCH CAREERS AND TALENT DEVELOPMENT

As part of its support for researchers and the development of the scientific environment, the Slovak Academy of Sciences (SAS) has introduced several project schemes. These initiatives target various areas – from supporting young scientists (Doktograd, PostdokGrant, Štefan Schwarz Support Fund), return after parental leave (Return Project Scheme), to the advancement of excellent research (SAS Fellowship, SASPRO, SASPRO 2, IMPULZ).

17.

HAVE YOU EVER APPLIED FOR A PROJECT SCHEME ORGANIZED BY SAS?

***Required Question**



☒ Yes

☐ No

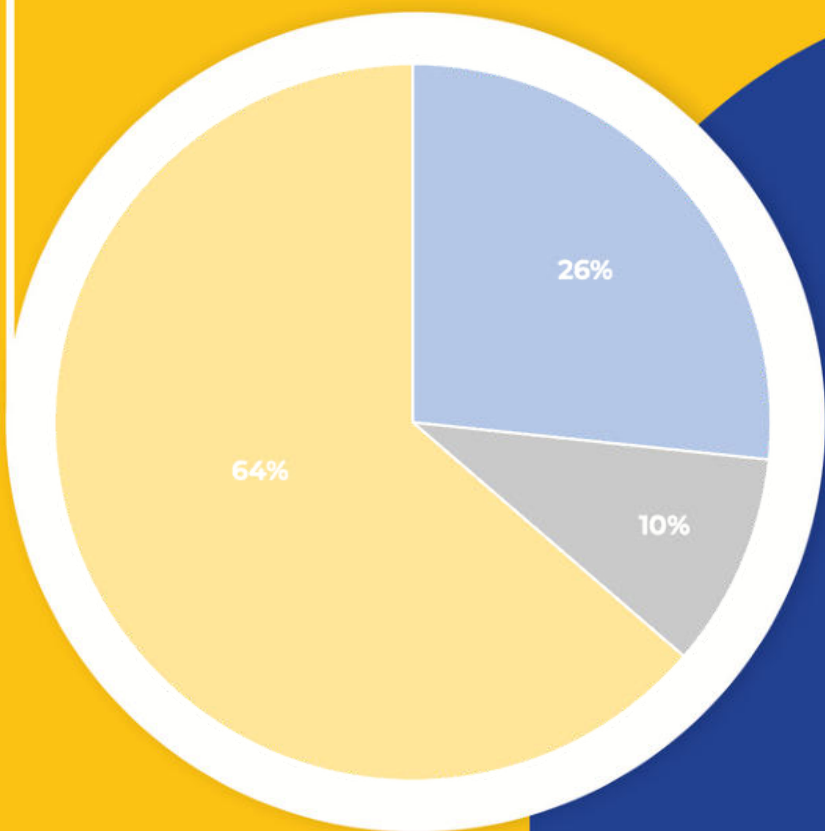


**Research careers and
talent development**

18.

IF YOU APPLIED, WERE YOU SUCCESSFUL WITHIN THE PROJECT SCHEME?

*Required Question



☐ Yes

☐ No

☐ I did not apply

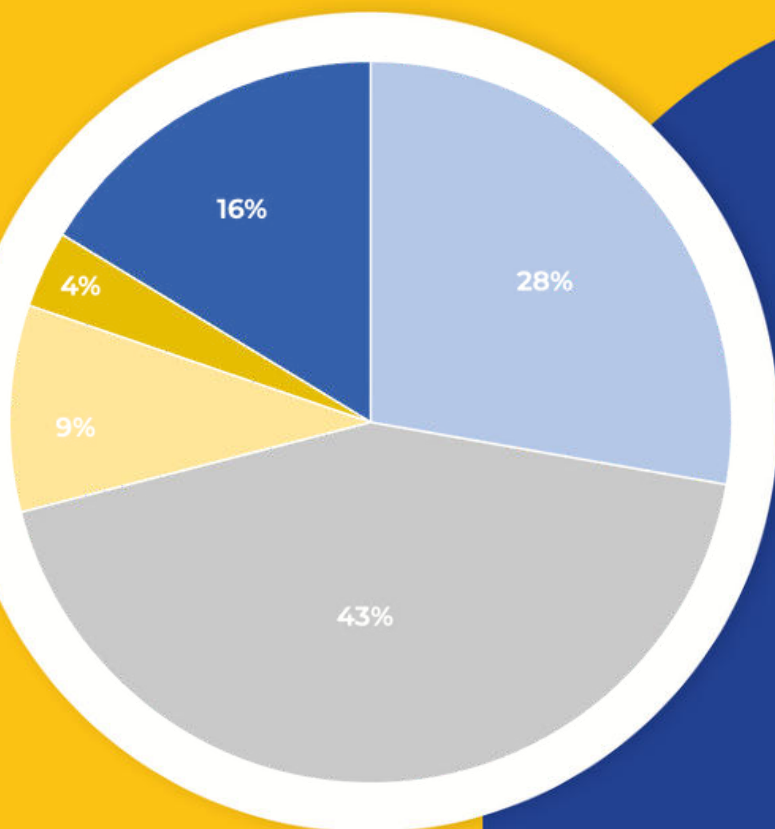


Research careers and
talent development

19.

HOW WOULD YOU RATE THE AVAILABILITY OF INFORMATION ABOUT OPEN CALLS, PROJECT OPPORTUNITIES, AND CAREER DEVELOPMENT OPTIONS AT YOUR INSTITUTE/CENTRE?

*Required Question



- ☐ Very good – information is regularly updated and easily accessible
- ☐ Good – information is available, but not always clearly organized
- ☐ Rather poor – information is incomplete or difficult to find
- ☐ Insufficient – information is not provided systematically
- ☐ I don't know / I have no experience

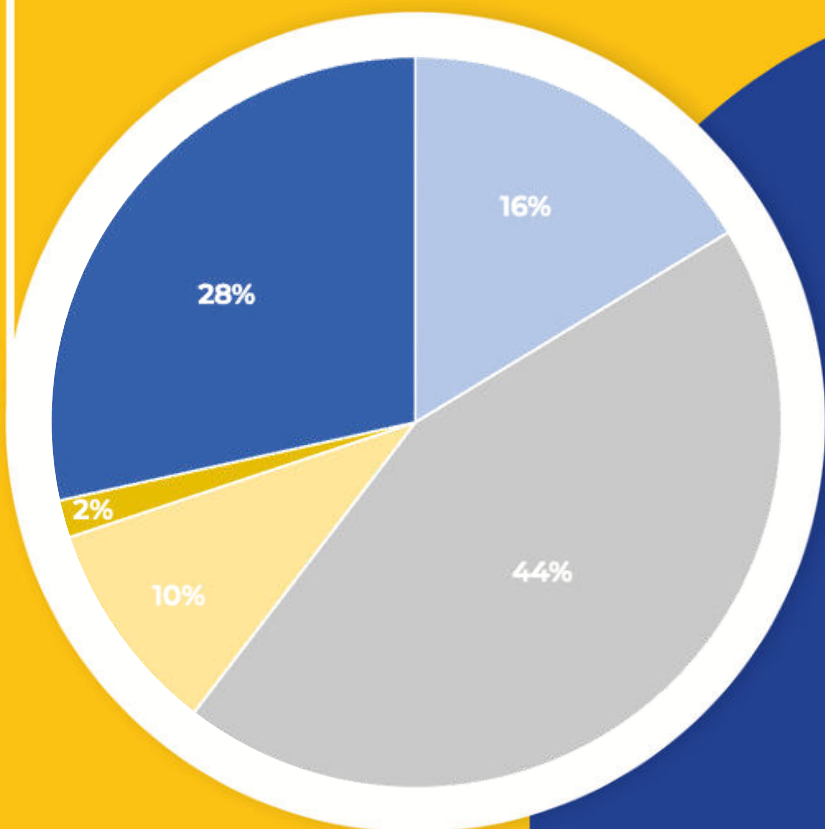


Research careers and
talent development

20.

**HOW WOULD YOU RATE THE
MANAGEMENT AND ADMINISTRATIVE
SUPPORT OF SAS PROJECT SCHEMES
(E.G., COMMUNICATION, TRANSPARENCY,
AVAILABILITY OF INFORMATION)?**

***Required Question**



- ☐ Very positive
- ☐ Mostly positive
- ☐ Mostly negative
- ☐ Very negative
- ☐ I don't know / I have no experience



**Research careers and
talent development**



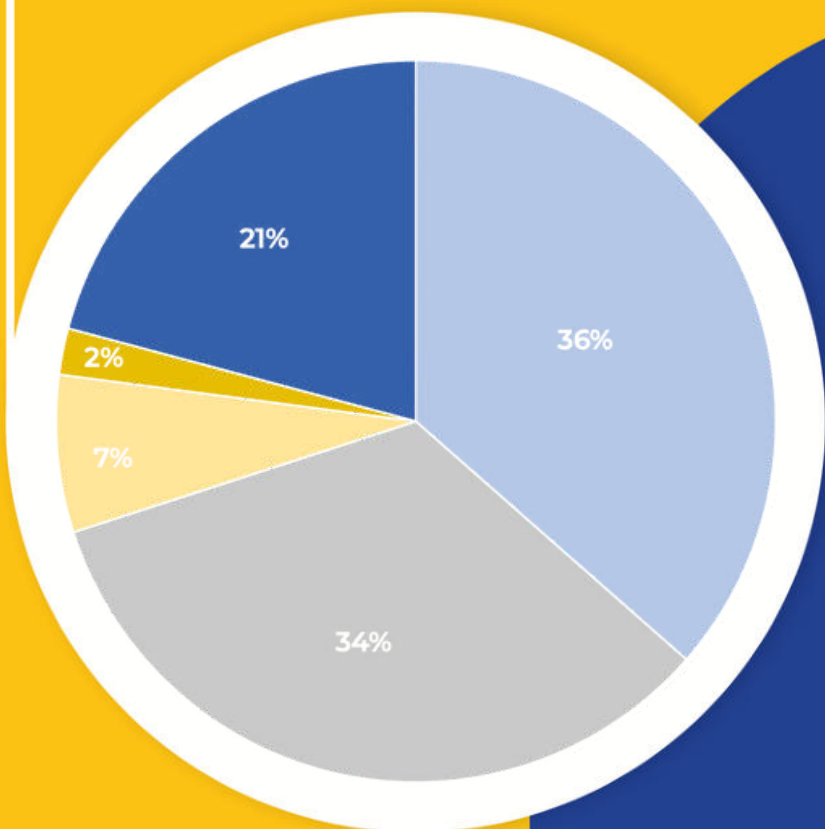
International mobility at SAS is strategically supported through various programs (Department of International Cooperation at SAS), aimed at strengthening international collaboration, exchanging experience, and involving Slovak researchers in global research projects.

21.

HOW WOULD YOU RATE THE CONDITIONS CREATED BY YOUR INSTITUTE TO SUPPORT INTERNATIONAL MOBILITY OF RESEARCHERS?

*Required Question

Research careers and
talent development



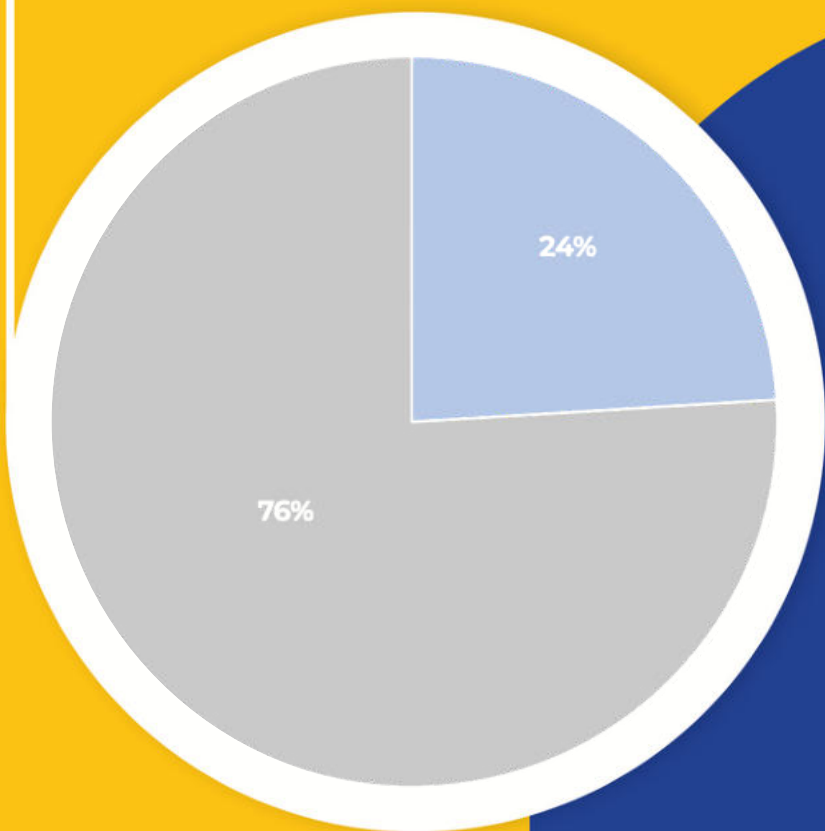
- ☐ Very good – the institute actively supports mobility and provides high-quality conditions
- ☐ Rather good – support exists, but could be more systematic
- ☐ Rather poor – mobility opportunities are limited or poorly promoted
- ☐ Very poor – the institute provides no significant support in this area
- ☐ I don't know / I have no experience



22.

**HAVE YOU TAKEN ADVANTAGE OF
A RESEARCH STAY OR MOBILITY
OPPORTUNITY WITHIN YOUR
POSITION IN THE PAST 5 YEARS?**

***Required Question**



☐ Yes

☐ No

**Research careers and
talent development**





MAIN QUESTIONS

SCIENCE POPULARIZATION

Science popularization is one of the key missions of SAS. Its goal is to make scientific knowledge accessible to the general public, foster interest in research, and strengthen public trust in science. SAS actively participates in various outreach events, lectures, media appearances, and collaborations with schools and public institutions.

This is why the “[Open Academy](#)” initiative was launched by SAS, focusing on science popularization, critical thinking, and public communication of research. Its aim is to make scientific knowledge widely accessible, dispel myths and conspiracy theories, and promote trust in science as a tool for understanding and societal development.

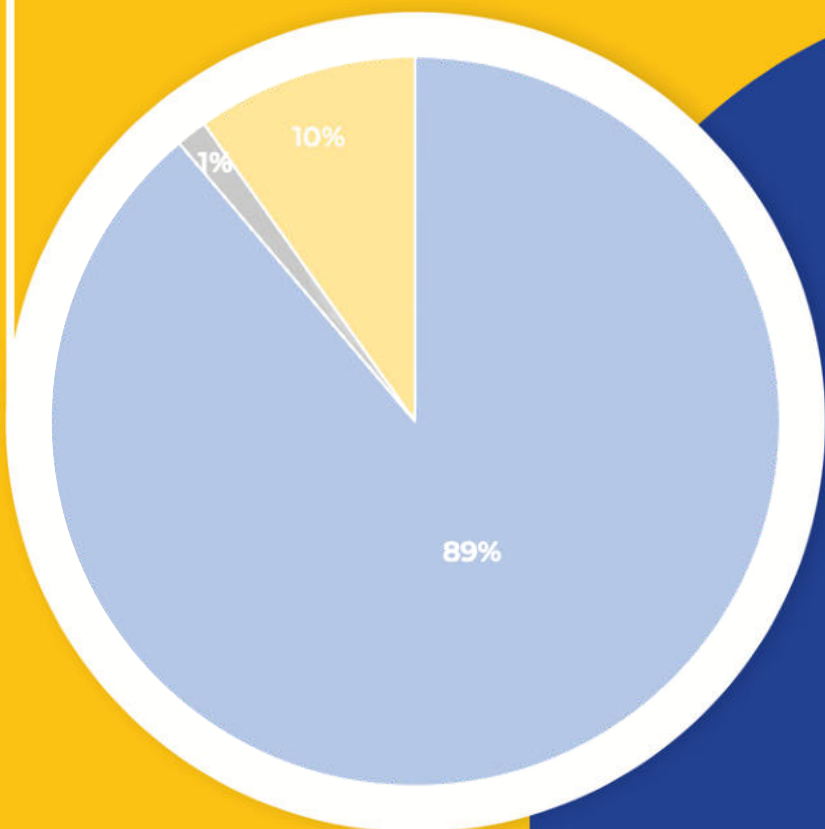
23.

DOES YOUR INSTITUTE/CENTER PARTICIPATE IN SCIENCE POPULARIZATION ACTIVITIES ORGANIZED BY THE SAS, OR DO YOU ORGANIZE SUCH ACTIVITIES INDEPENDENTLY?



Science Popularization

*Required Question



- ☐ Yes, we organize popularization activities or participate in those organized by SAS
- ☐ No, we do not participate in popularization activities
- ☐ I don't know / I have no information

24.

**WHAT TYPES OF SCIENCE
POPULARIZATION ACTIVITIES HAS
YOUR INSTITUTE/CENTER ORGANIZED
OR PARTICIPATED IN OVER THE PAST
3 YEARS? PLEASE LIST:**

***Required Question**

Science Popularization

100 %

- ☐ Night of Science
- Summer Schools
- Experience Science with SAS
- STARMUS
- Science Academy for Teenagers (VAT)
- Experiment
- We Are SAS
- Week of Science and Technology



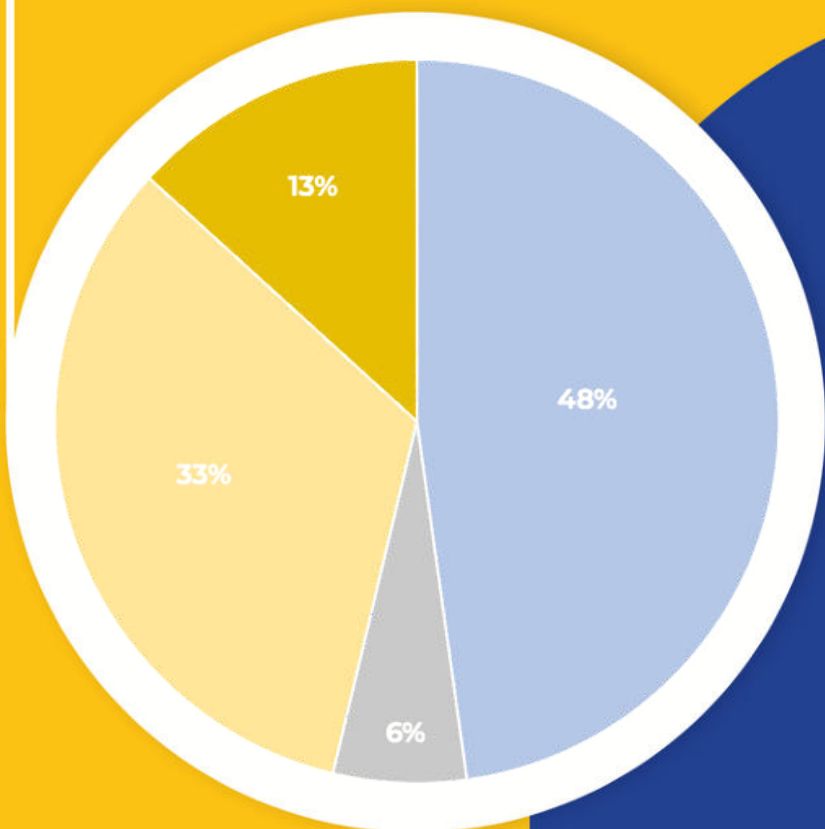
25.

HAS YOUR INSTITUTE/CENTER EVER PARTICIPATED IN THE EVENT “WE ARE SAS” HELD AT HVIEZDOSLAV SQUARE OR NEAR EUROVEA IN BRATISLAVA? IF YES, HOW WOULD YOU EVALUATE THIS FORMAT IN TERMS OF ITS SUCCESS AND CONTRIBUTION TO SCIENCE POPULARIZATION?



Science Popularization

*Required Question



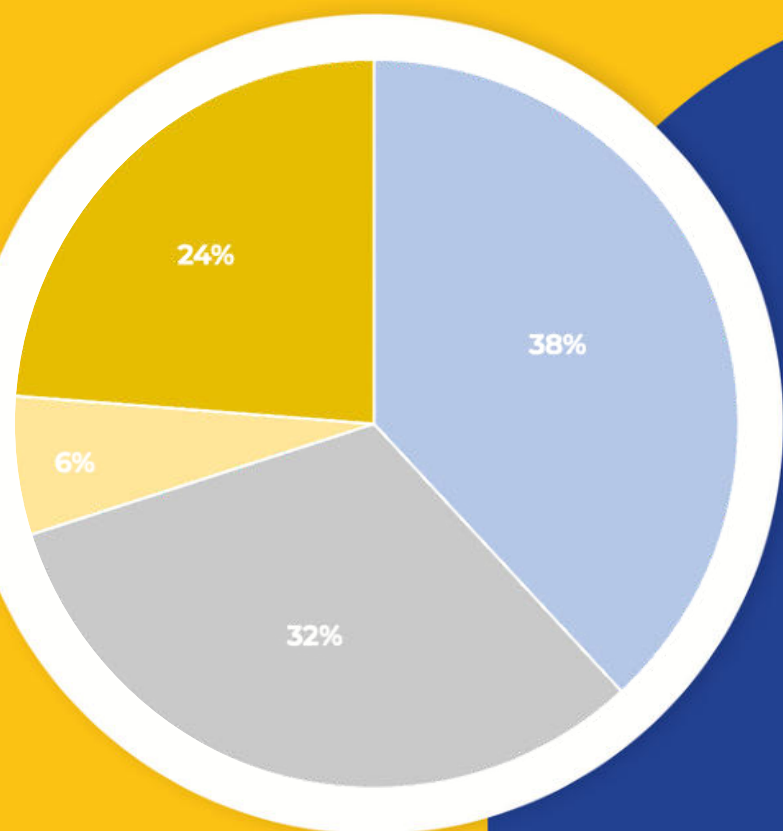
- ☐ Yes, I participated and consider it very successful
- ☐ Yes, I participated, but the format did not appeal to me
- ☐ No, I did not participate, but I am familiar with the event
- ☐ No, I did not participate and I am not familiar with the event

26.

DOES YOUR INSTITUTE/CENTER HAVE A DESIGNATED SCIENCE COMMUNICATOR WHO IS RESPONSIBLE FOR PUBLIC OUTREACH AND SCIENCE COMMUNICATION?

***Required Question**

Science Popularization



- ☐ Yes, we have a designated science communicator
- ☐ Yes, several staff members are involved in science outreach
- ☐ No, we do not have a designated person
- ☐ I don't know / I have no information



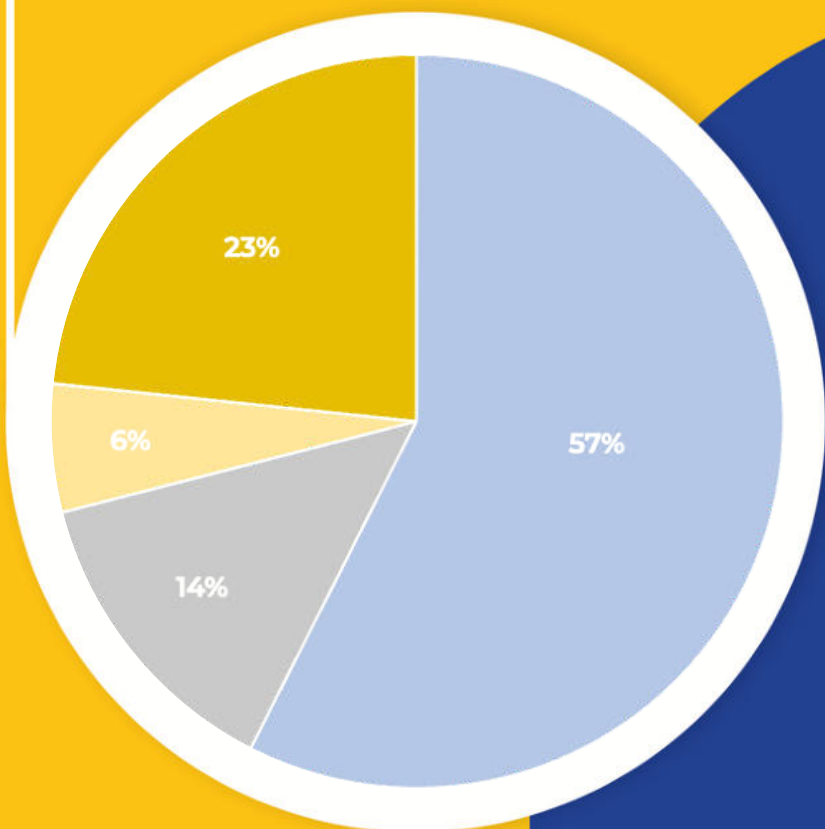
27.

DO YOU CONSIDER THAT THE SCIENCE POPULARIZATION ACTIVITIES CARRIED OUT BY YOUR INSTITUTE/CENTER HAVE A REAL IMPACT ON THE PUBLIC AND CONTRIBUTE TO RAISING THE VISIBILITY OF SCIENCE?



Science Popularization

*Required Question



- ☒ Yes, they have a significant impact
- ☐ Rather not, the activities are limited
- ☐ No, I don't see any impact
- ☐ I don't know / I have no opinion



MAIN QUESTIONS

EQUAL OPPORTUNITIES AND INCLUSION

Promoting equality in science and research—especially gender equality—is one of the key tools for further developing human potential, not only in terms of quantity but also the quality of researchers. Given that SAS encompasses a wide range of disciplines and has a diverse character, it provides a suitable environment for examining the causes and consequences of horizontal gender segregation in science. It is the role of the SAS Equality Committee to systematically address these issues.

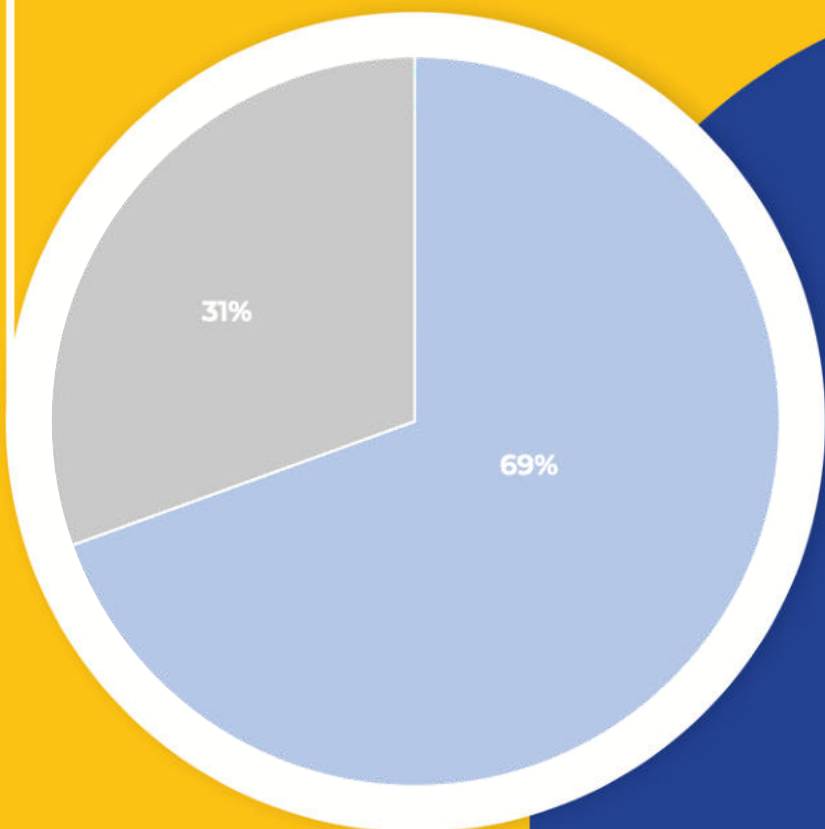
28.

**ARE YOU AWARE THAT SAS
HAS ESTABLISHED A
COMMISSION FOR EQUALITY?**



**Equal Opportunities
and Inclusion**

*Required Question



☒ Yes

☐ No

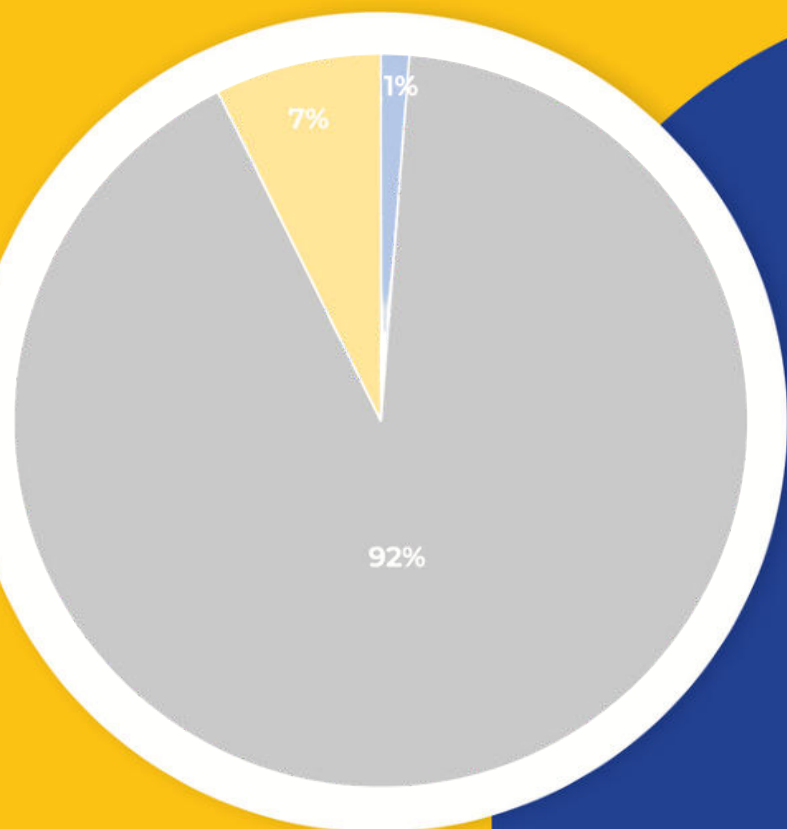
29.

HAVE YOU EVER DEALT WITH A CASE OF SEXUAL HARASSMENT IN THE WORKPLACE THAT WAS CONSULTED WITH THE SAS EQUALITY COMMITTEE?



**Equal Opportunities
and Inclusion**

***Required Question**



☐ Yes

☐ No

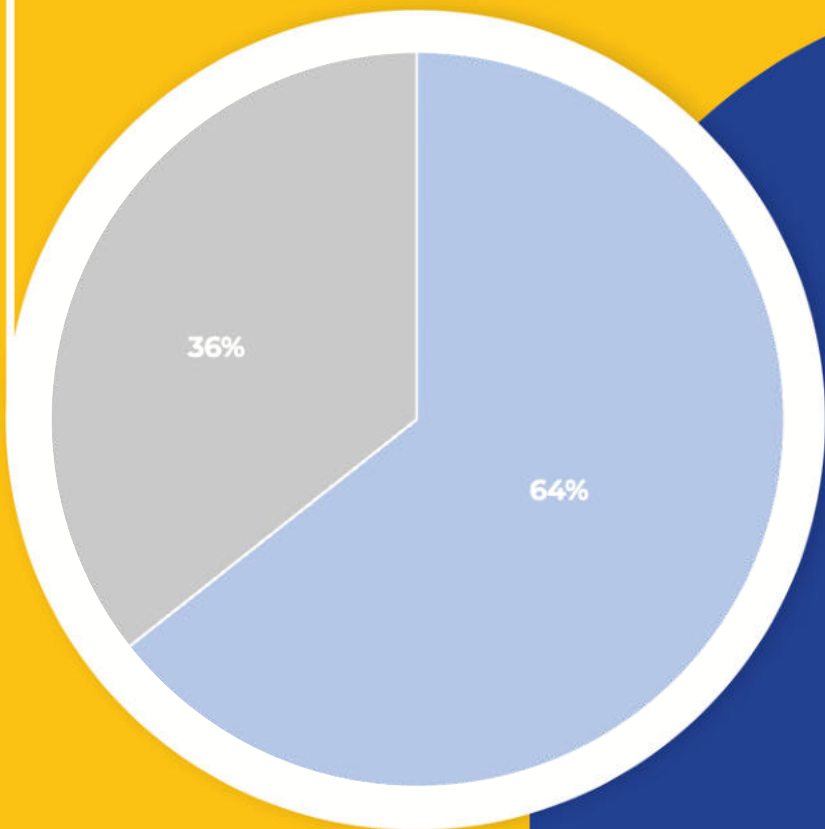
☐ I am not aware of this option

30.

**ARE YOU AWARE OF WHOM YOU
CAN CONTACT WITHIN YOUR
INSTITUTE/CENTER AT SAS IF YOU
EXPERIENCE OR WITNESS SEXUAL
HARASSMENT?**

***Required Question**

**Equal Opportunities
and Inclusion**



☒ Yes

☐ No

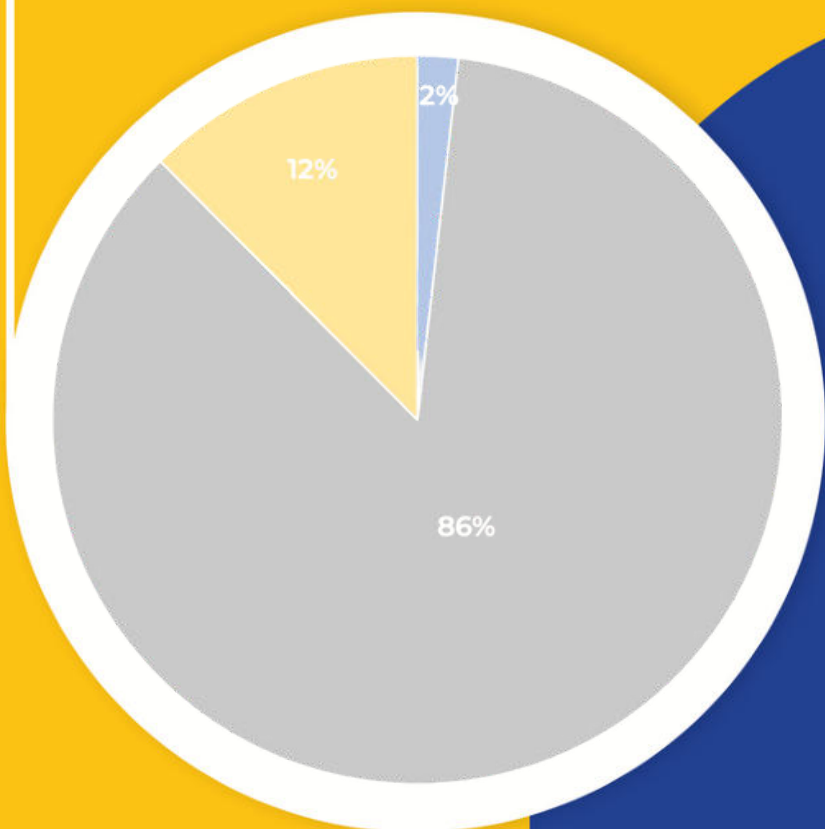
31.

HAVE YOU EVER DEALT WITH A CASE OF WORKPLACE DISCRIMINATION THAT WAS CONSULTED WITH THE SAS EQUALITY COMMITTEE?



Equal Opportunities and Inclusion

***Required Question**



☐ Yes

☐ No

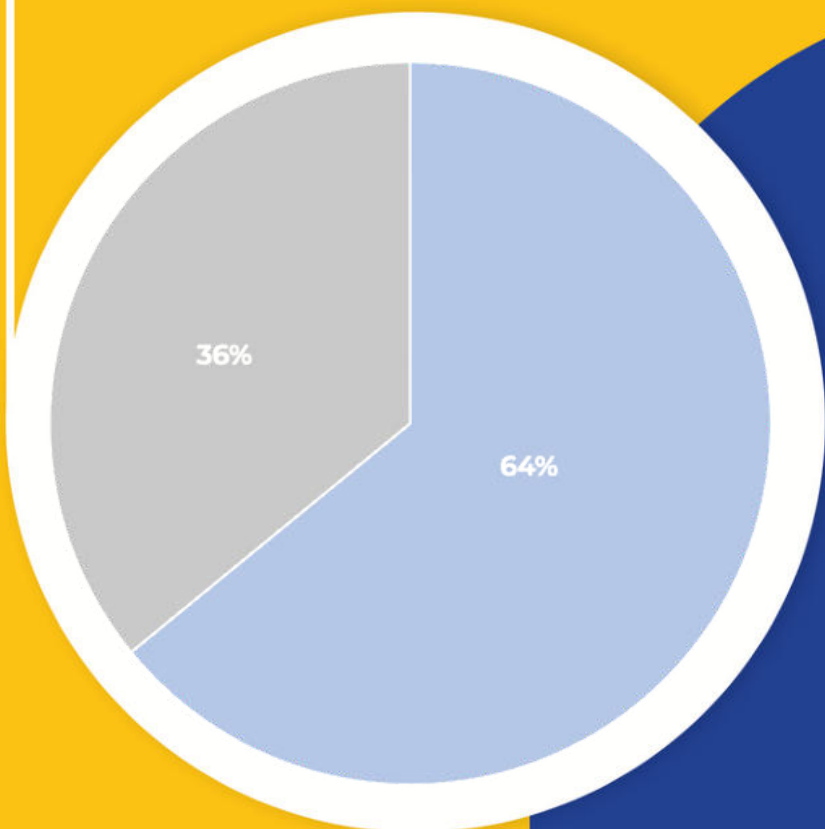
☐ I am not aware of this option

32.

**ARE YOU AWARE OF WHOM YOU CAN
CONTACT WITHIN YOUR
INSTITUTE/CENTRE SAS IF YOU
EXPERIENCE OR WITNESS
DISCRIMINATION?**

***Required Question**

**Equal Opportunities
and Inclusion**



☒ Yes

☐ No



In 2021, SAS introduced the “[SAS Return Project Scheme for Parents returning to work after Maternity and/or Parental Leave](#).” The aim of this grant initiative is to support researchers returning from maternity or parental leave and to facilitate their reintegration into the research environment. Through this scheme, it is possible to obtain financial support for the implementation of an individual scientific project.

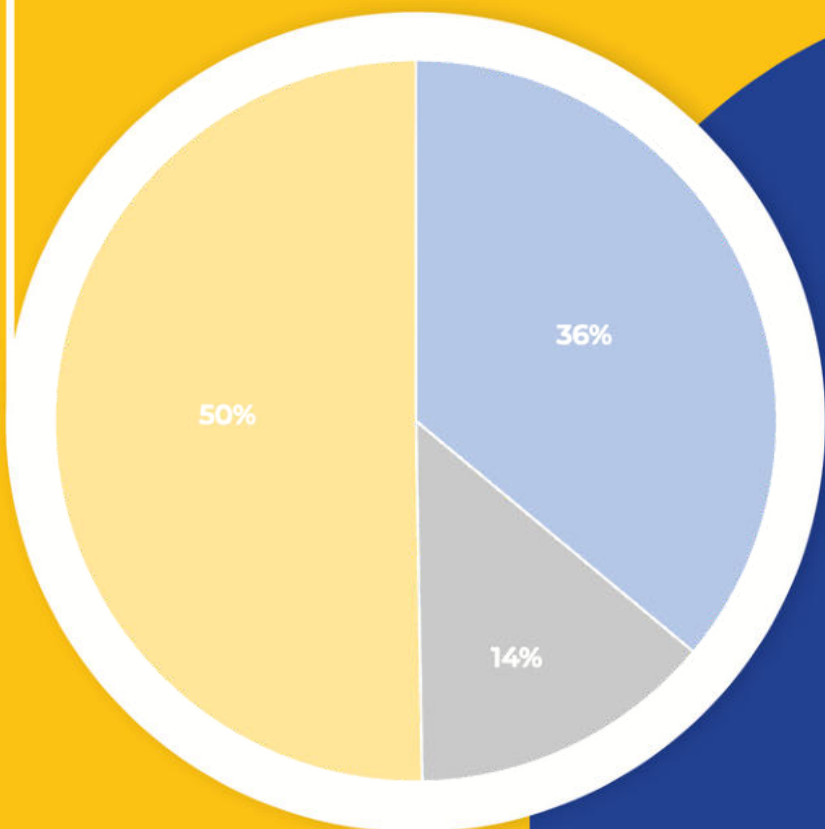
33.

DO YOU CONSIDER THE SUPPORT FOR PARENTS RETURNING TO WORK AFTER MATERNITY AND/OR PARENTAL LEAVE AT SAS TO BE SUFFICIENT?



**Equal Opportunities
and Inclusion**

***Required Question**



☐ Yes

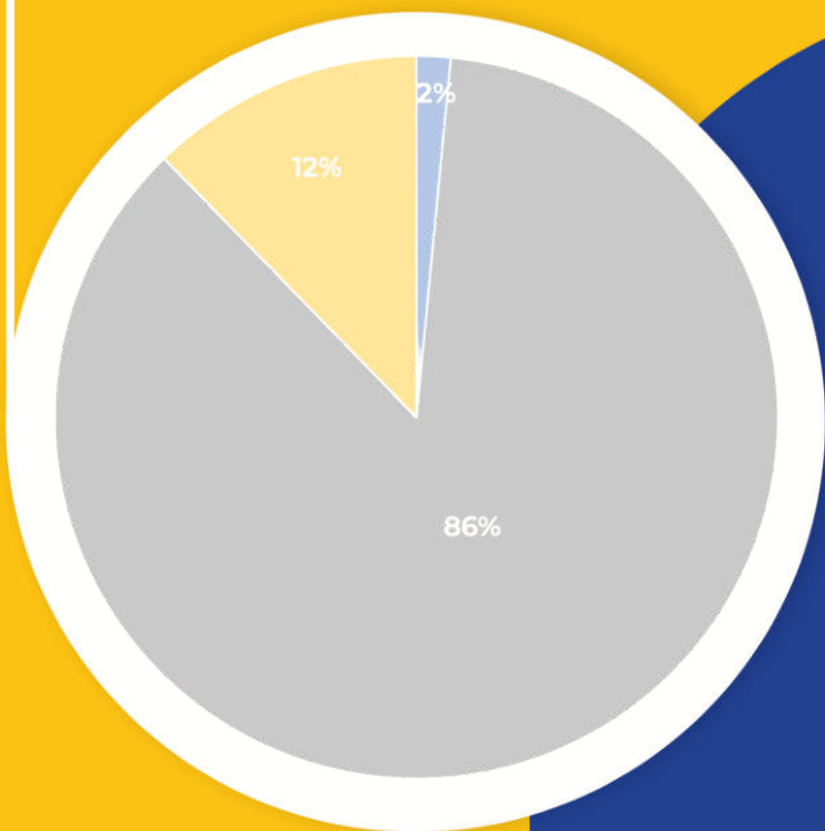
☐ No

☐ I have no opinion

34.

DO YOU USE THE FACEBOOK PAGE „PARENTS AT SAS“ AS A SOURCE OF INFORMATION OR SUPPORT?

*Required Question



- ☐ Yes
- ☐ No
- ☐ I have no opinion



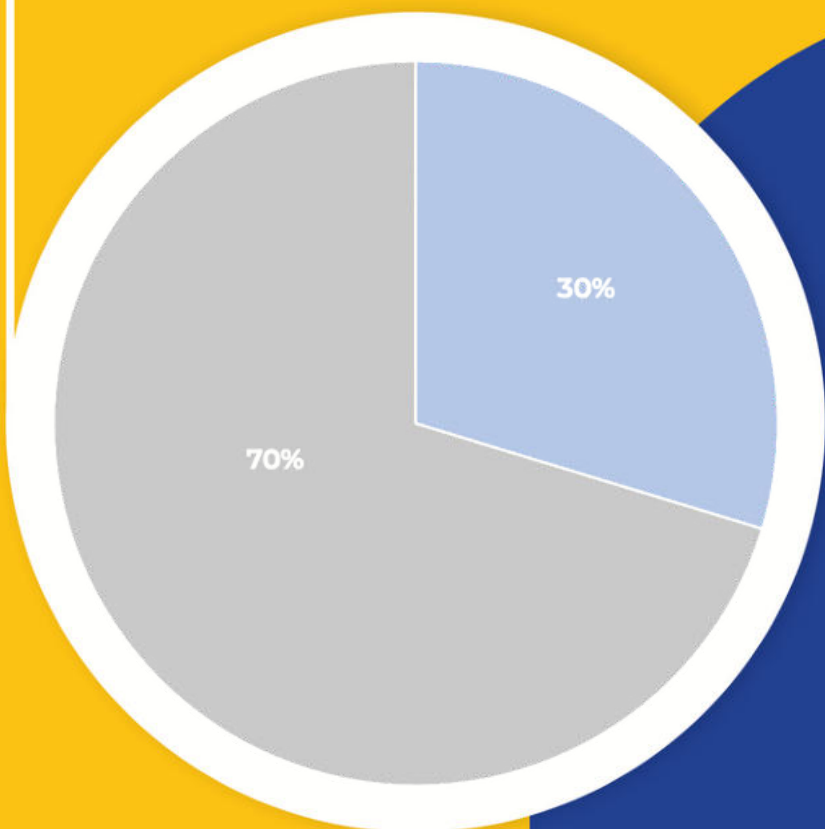
Equal Opportunities
and Inclusion

35.

ARE YOU AWARE THAT SAS IS A SIGNATORY OF THE DIVERSITY CHARTER SLOVAKIA, WHICH PROMOTES THE PRINCIPLES OF EQUALITY, INCLUSION, AND RESPECT IN THE WORKPLACE?

***Required Question**

**Equal Opportunities
and Inclusion**



☐ Yes

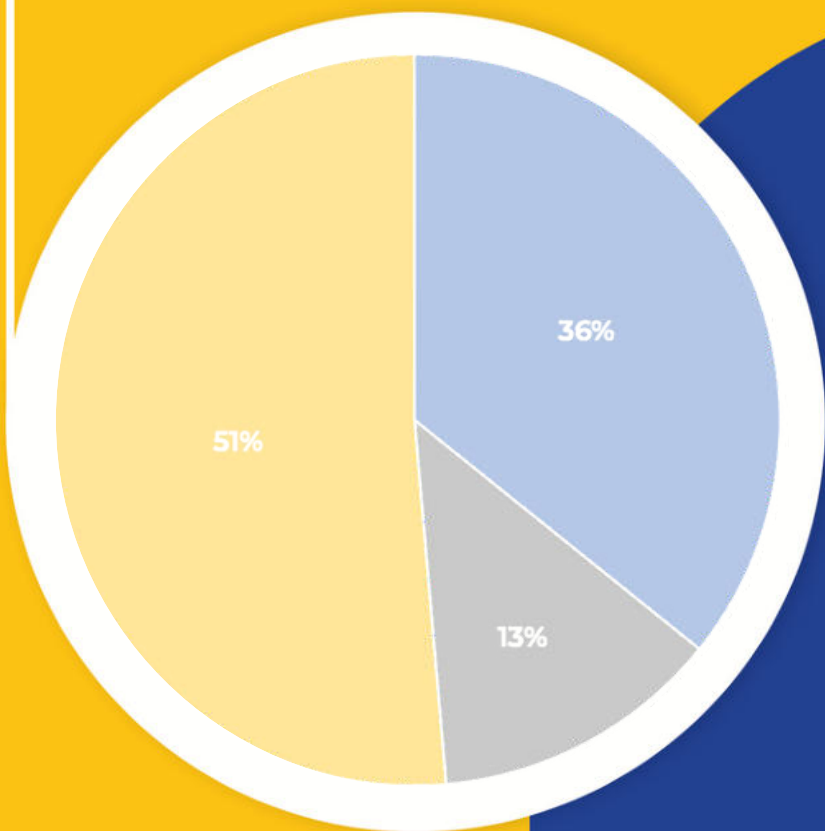
☐ No

36.

DOES YOUR INSTITUTE/CENTER PAY SPECIAL ATTENTION TO THE REPRESENTATION OF WOMEN IN GOVERNING BODIES AND MANAGEMENT?

***Required Question**

**Equal Opportunities
and Inclusion**



- ☐ Gender equality is a priority for our institute. We have adopted a gender equality strategy
- ☐ We are aware of shortcomings in this area, but have not yet taken any steps
- ☐ The representation of women in the governing bodies and management of the institute is sufficient. A specific strategy is not needed for this purpose



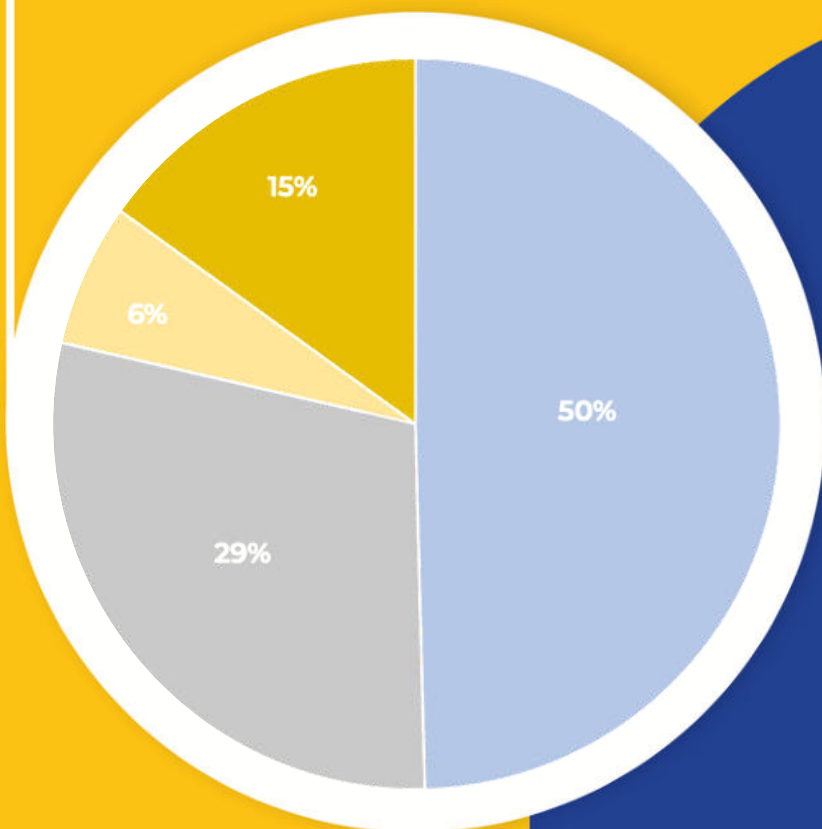
37.

HOW WOULD YOU ASSESS EQUAL OPPORTUNITIES AT YOUR INSTITUTE REGARDLESS OF GENDER IDENTITY, AGE, NATIONALITY, OR DISABILITY?



Equal Opportunities and Inclusion

*Required Question

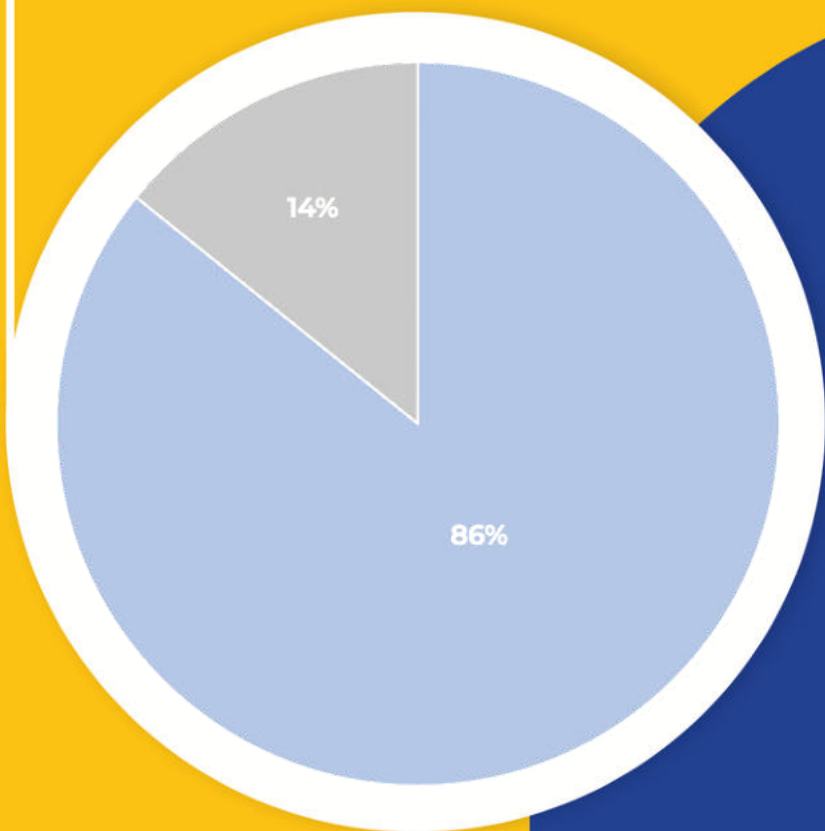


- ☐ Equal opportunities are ensured and respected
- ☐ In general, equal opportunities are upheld
- ☐ Equal opportunities are not systematically addressed
- ☐ I don't know / I don't have enough information to assess

38.

ARE YOU AWARE OF THE EVALUATION RULES FOR RESEARCH STAFF AT YOUR INSTITUTE/CENTER ?

***Required Question**



- ☐ Yes, the institute follows them
- ☐ No, I am not aware of them



Working Conditions and Practices

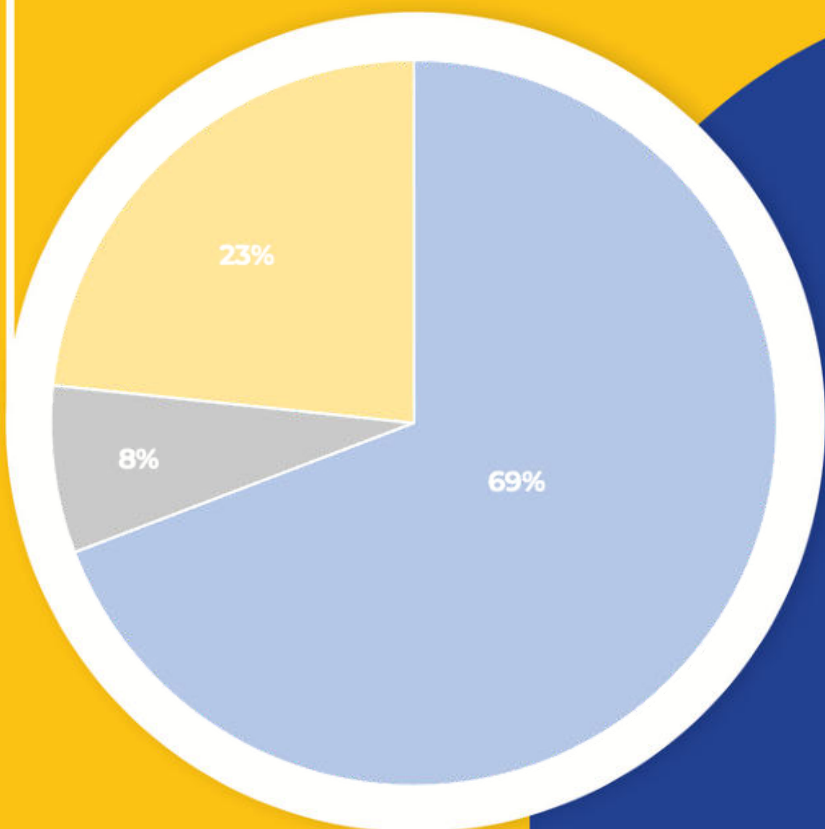
39.

**DOES YOUR INSTITUTE/CENTER
POSITIVELY RECOGNIZE PHD
SUPERVISION IN THE ANNUAL
EVALUATION OF RESEARCHERS?**



Working Conditions and Practices

***Required Question**



- ☐ Yes, teaching is positively evaluated and earns additional points
- ☐ No, teaching is not specifically considered in the evaluation
- ☐ Other: I don't know, etc.

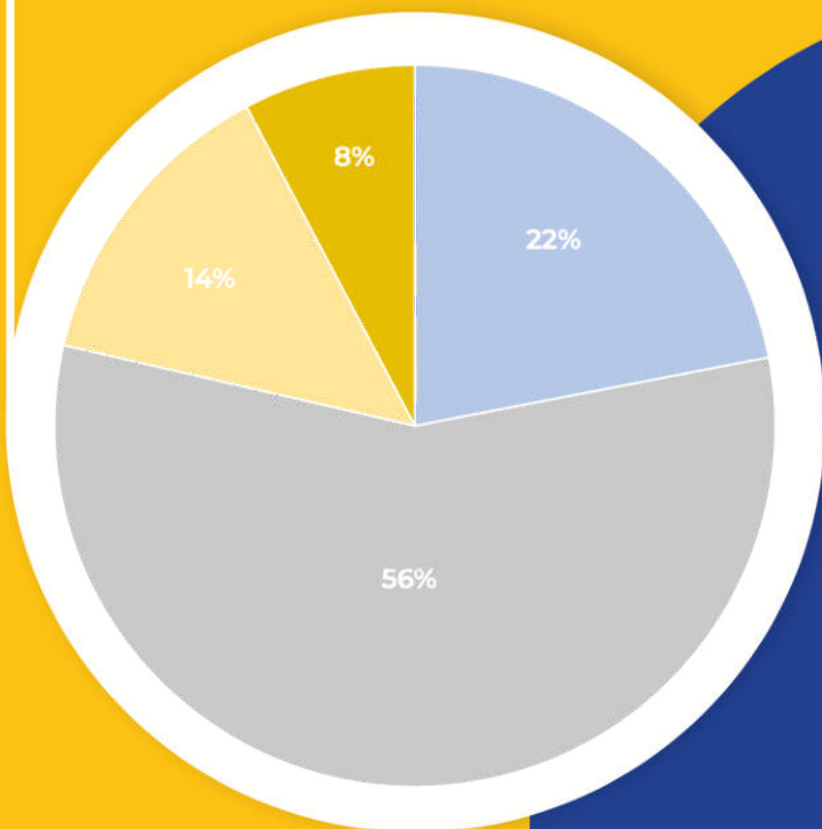
40.

HOW WOULD YOU RATE THE AVAILABILITY OF TECHNICAL EQUIPMENT AND THE QUALITY OF RESEARCH INFRASTRUCTURE AT YOUR INSTITUTE?

*Required Question



Working Conditions and Practices



- Excellent – equipment is modern, accessible, and fully meets research needs
- Good – most equipment is functional and sufficient, though specialized tools are occasionally lacking
- Insufficient – equipment is outdated or limited in availability, which complicates research
- I don't know / I don't have enough information to assess



The SAS Technology Transfer Office (KTT SAV) plays a key role in the protection and commercialization of intellectual property generated within SAS research organizations. In line with the directive on technology transfer, KTT SAV regularly organizes professional training focused on identifying the commercial potential of research outputs, protecting industrial property, and collaborating with the application sector.

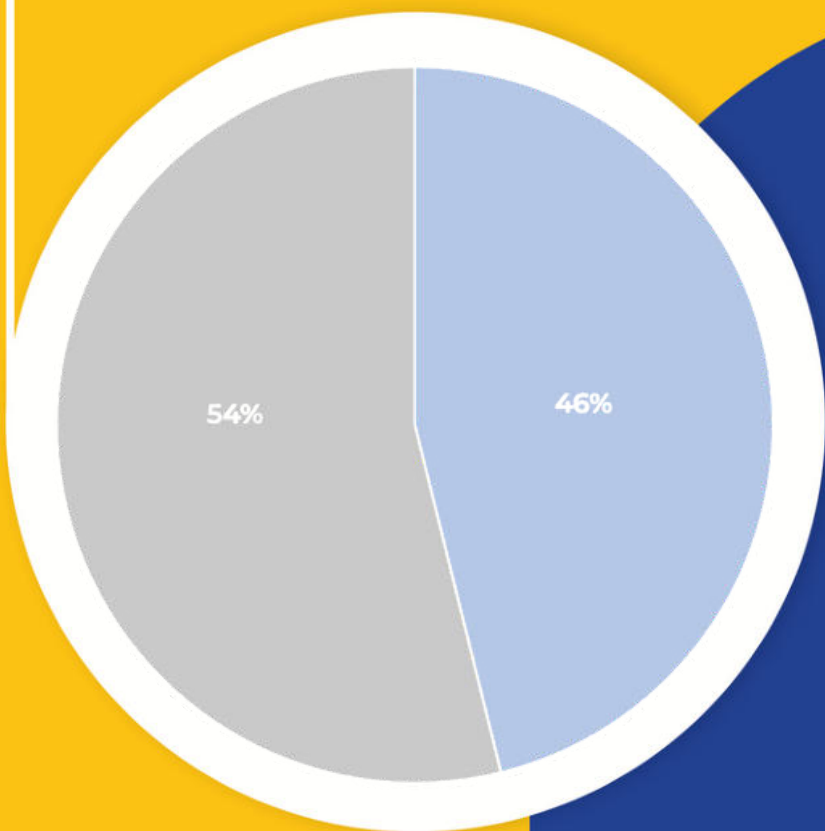
41.

ARE YOU AWARE THAT SAS HAS ADOPTED THE DIRECTIVE “SAS PRINCIPLES FOR THE APPLICATION, PROTECTION, AND USE OF INDUSTRIAL PROPERTY RIGHTS OF ORGANIZATIONS ESTABLISHED BY THE SLOVAK ACADEMY OF SCIENCES”?

*Required Question



Working Conditions and Practices



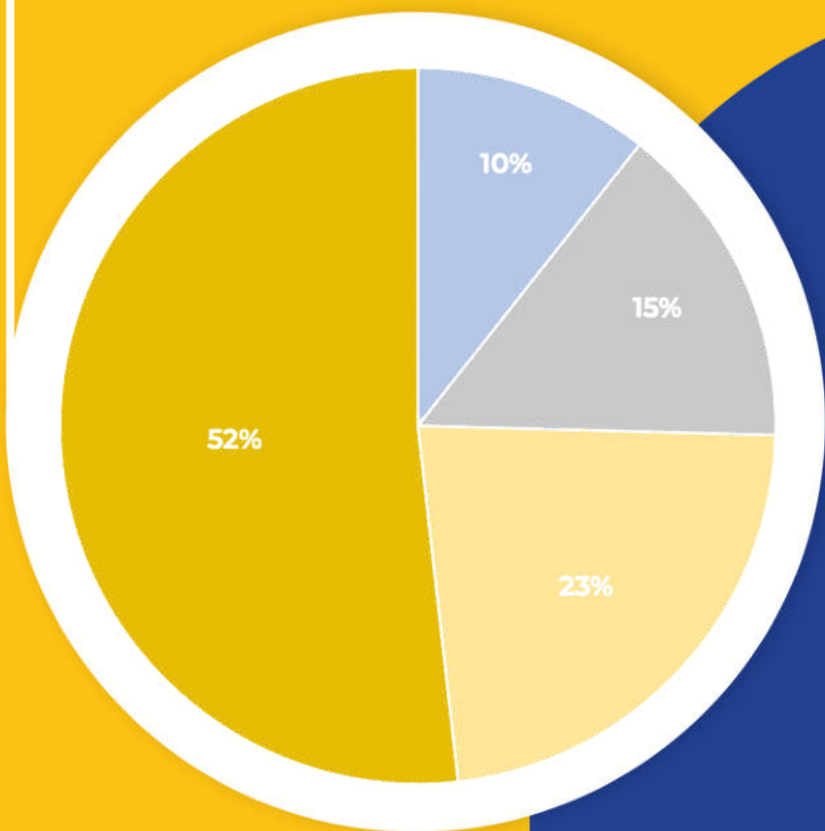
☒ Yes

☐ No

42.

HAVE YOU EVER CONTACTED THE SAS TECHNOLOGY TRANSFER OFFICE REGARDING THE PROTECTION OR COMMERCIALIZATION OF RESEARCH RESULTS?

***Required Question**



- ☐ Yes
- ☐ No, but I plan to in the future
- ☐ I was not aware of this option
- ☐ No



Working Conditions and Practices

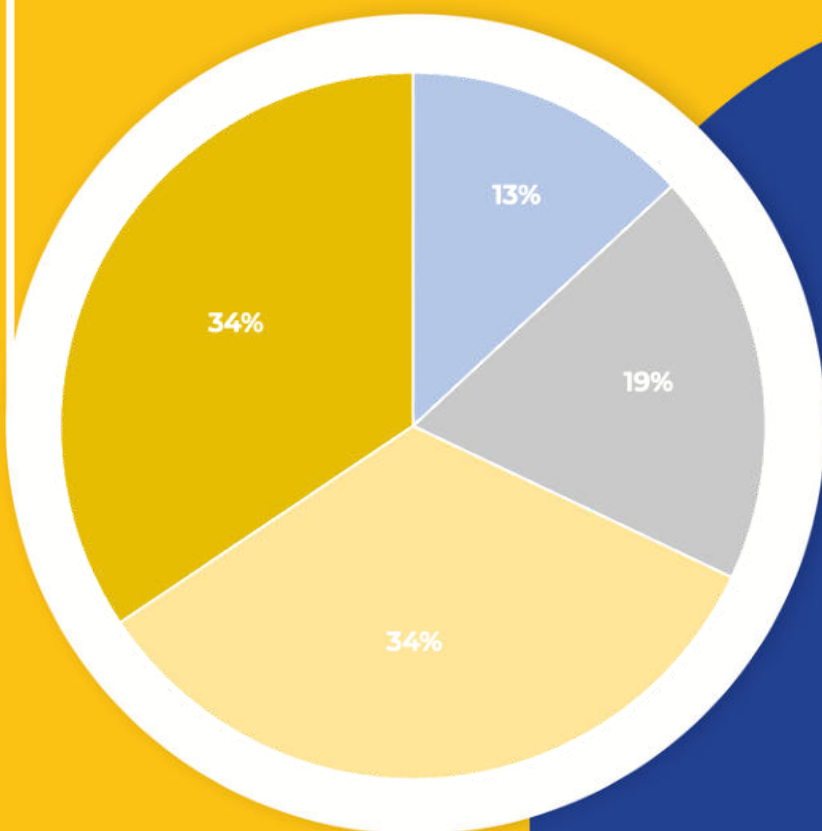
43.

HAVE YOU EVER ATTENDED A TRAINING ORGANIZED BY THE SAS TECHNOLOGY TRANSFER OFFICE?



Working Conditions and Practices

*Required Question



- ☐ Yes
- ☐ No, but I am interested
- ☐ No, I am not interested
- ☐ I was not aware that such training is offered