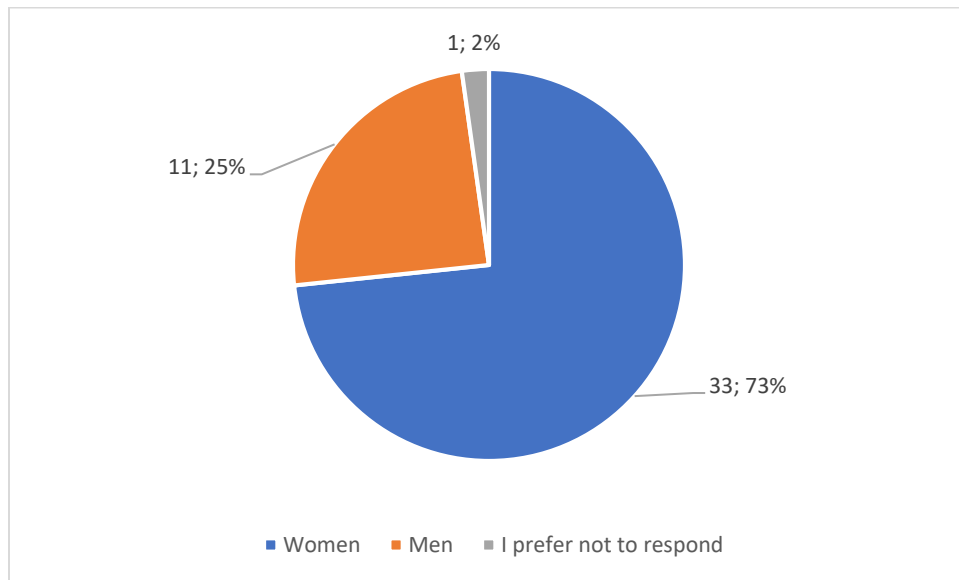
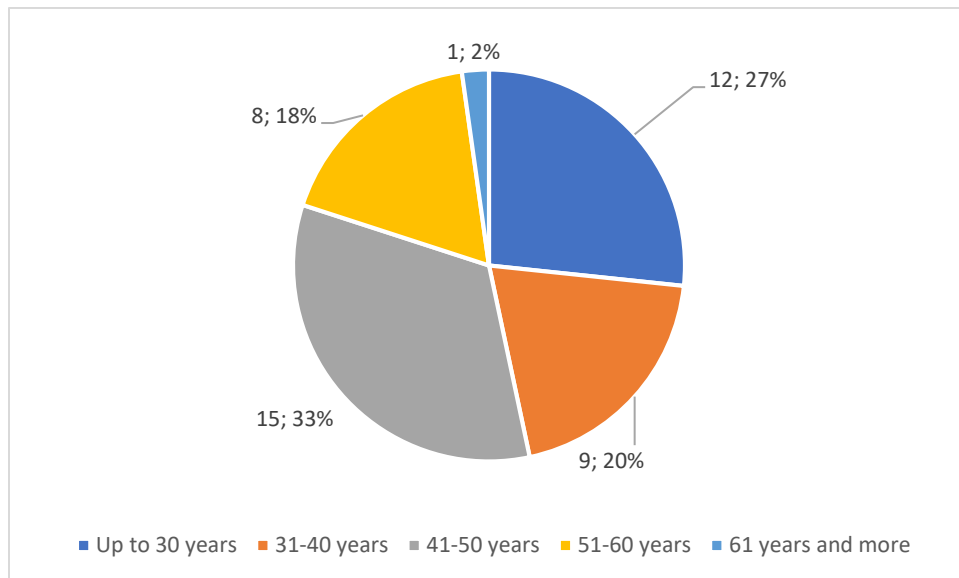


Question no. 1: You are?



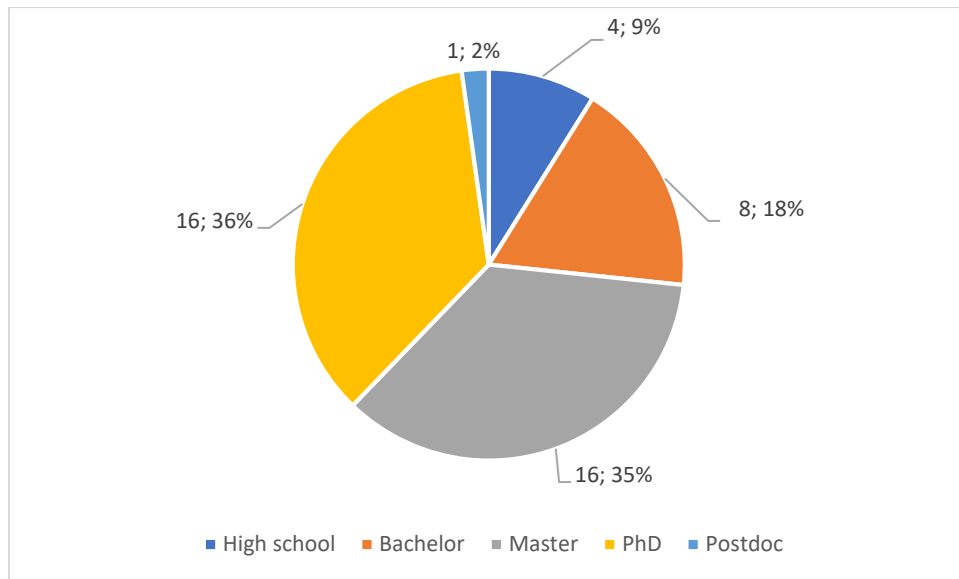
According to the chart, the largest share—73%—consists of women, representing 33 individuals in absolute numbers. Men account for 25%, representing 11 individuals in absolute numbers. Additionally, there is one person who preferred not to answer this question.

Question no. 2: Which of the following age groups do you fall into?



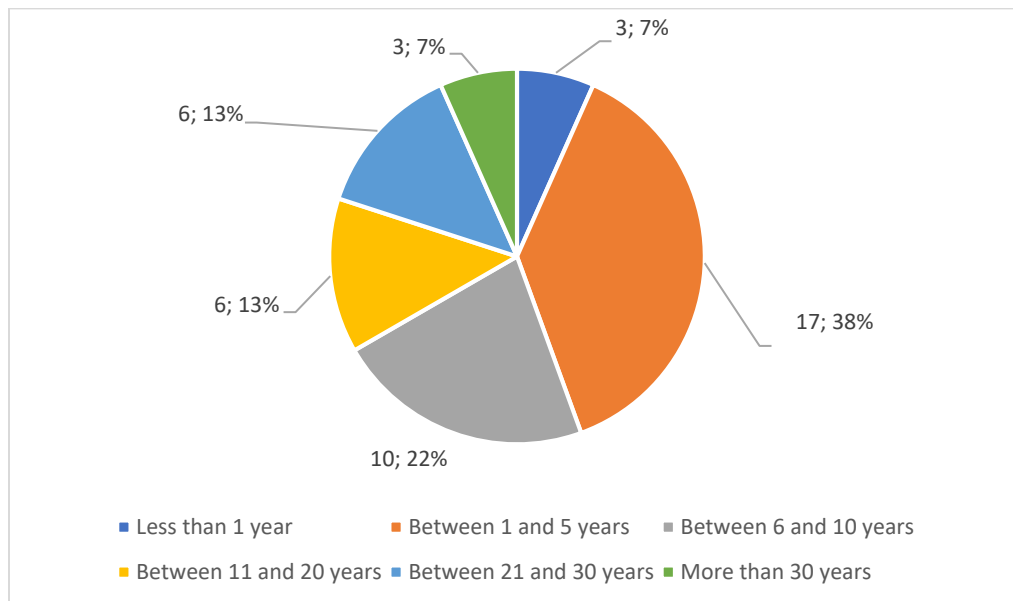
The largest group of respondents falls into the 41–50 age category, comprising 15 individuals (33% of the total). Those aged 30 or younger account for 27% of the total; the 31–40 age group includes 9 individuals, the 51–60 group has 8, and only one respondent falls into the 61-and-over category.

Question no. 3: Highest level of education completed?



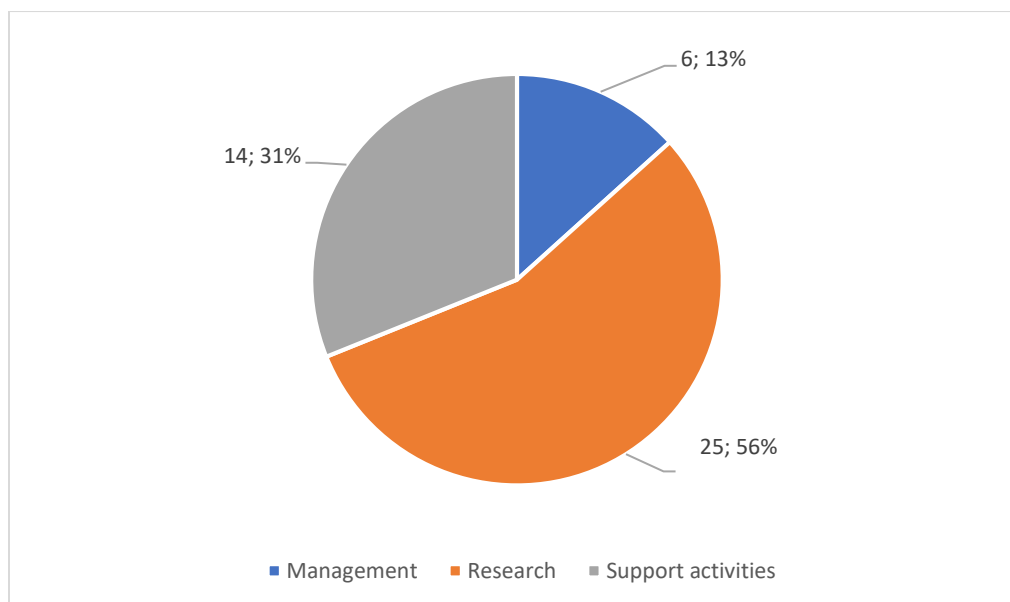
Regarding education, we note that 35% of the questionnaire respondents hold a master's degree, and another 35% hold a doctorate. Only 9% of the total respondents (4 individuals) are high school graduates.

Question no. 4: How long have you been at your current job?



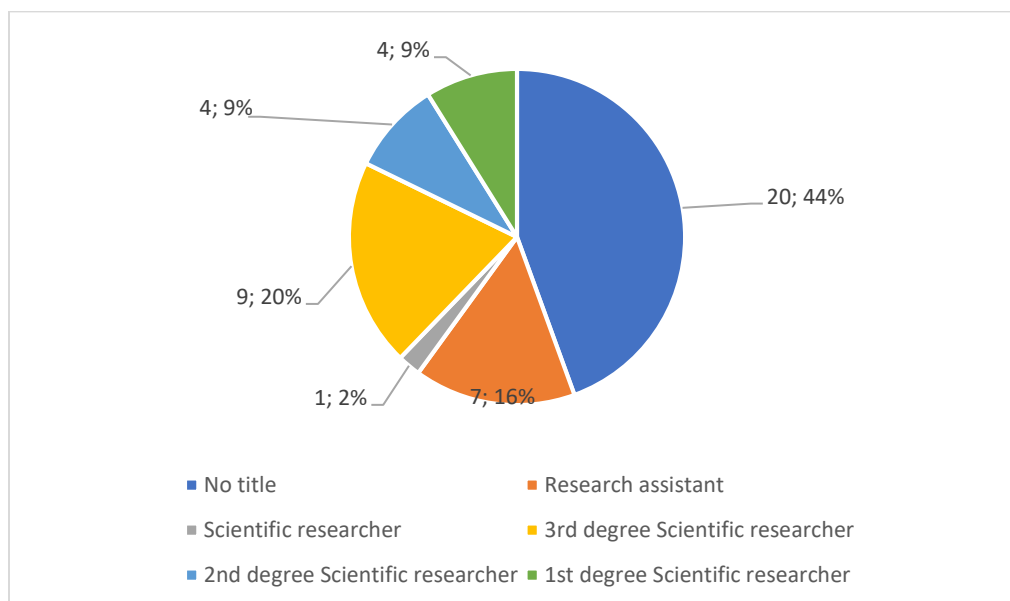
It is worth noting that individuals with 1 to 5 years of employment account for the largest share of the analysed sample (38%, or 17 people), followed by 10 respondents who have been in their current job for 6 to 10 years. A figure of 7% (3 people) represents those with less than one year of employment in their current position, while only 3 individuals have been in the same job for over 30 years.

Question no. 5. Is your job in management, research, or support activities?



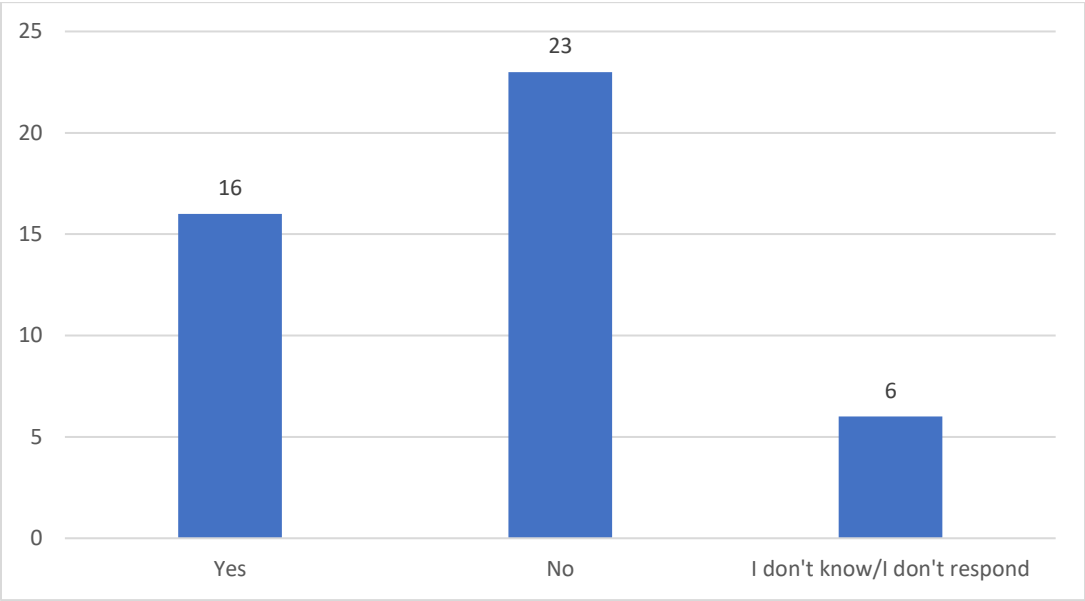
The majority of respondents—specifically 25 individuals—work in research laboratories and departments. 13% of the respondents hold management positions, while 31% carry out support activities.

Question no. 6: What academic title do you currently hold?



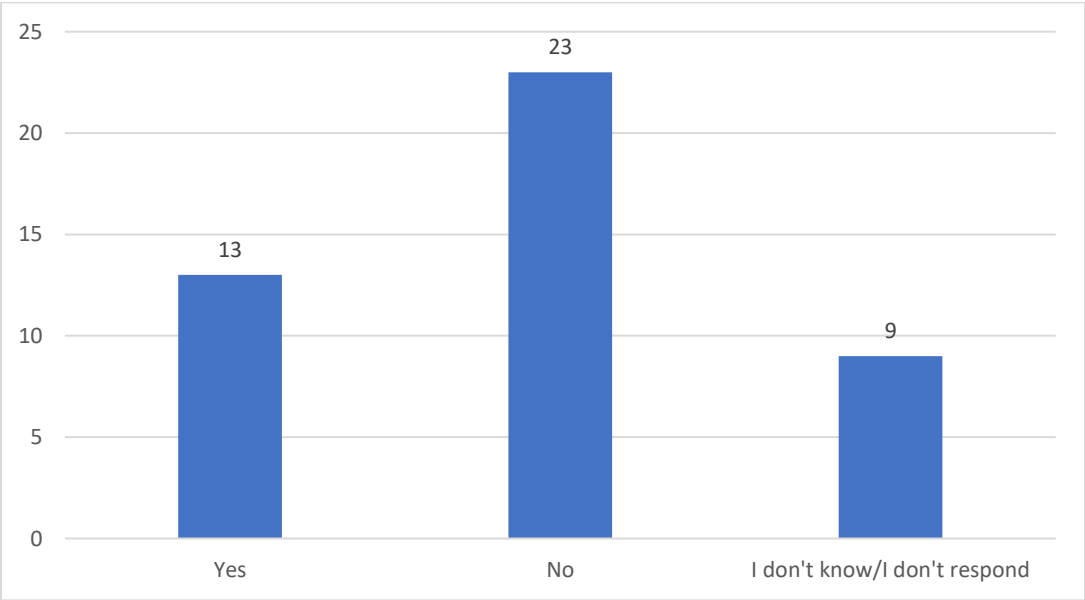
The title of Scientific Researcher Grade III accounts for 20% of the total, representing 8 individuals holding this title. A further 16% of respondents—7 individuals—hold the title of Research Assistant. The title of Scientific Researcher or Technological Development Engineer Grade II is held by 4 individuals, as is the title of Scientific Researcher Grade I. The majority of respondents—specifically 20 individuals—do not hold a scientific title.

Question no. 7: Are you aware that INCĐ ECOIND obtained the "HR Excellence in Research" logo on August 30, 2024?



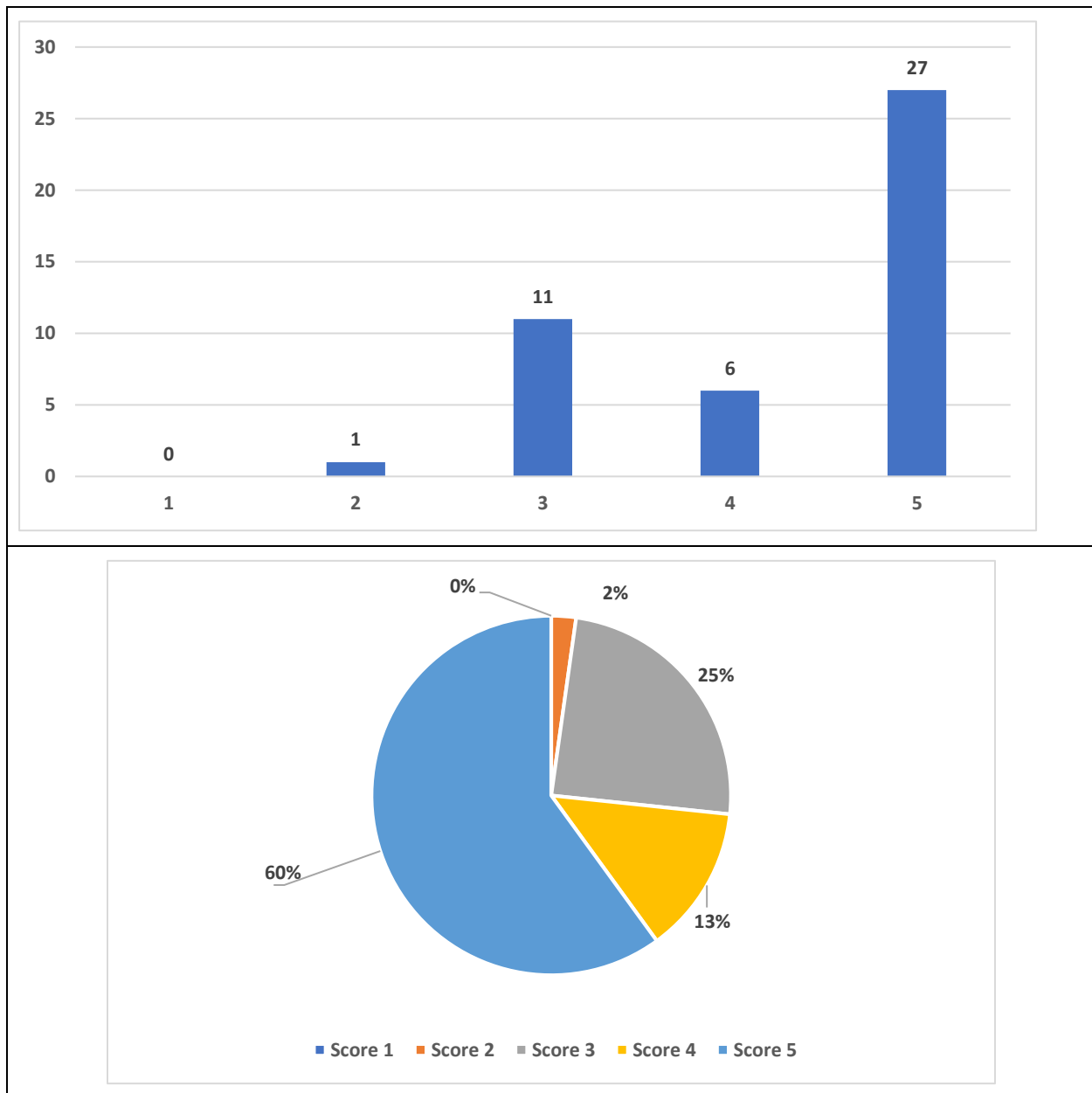
More than half of the respondents do not know or do not provide a response. Only 36% of the respondents are aware of the attainment of the "HR Excellence in Research" logo.

Question no. 8: Have you accessed/consulted the initial HR Excellence in Research action plan?



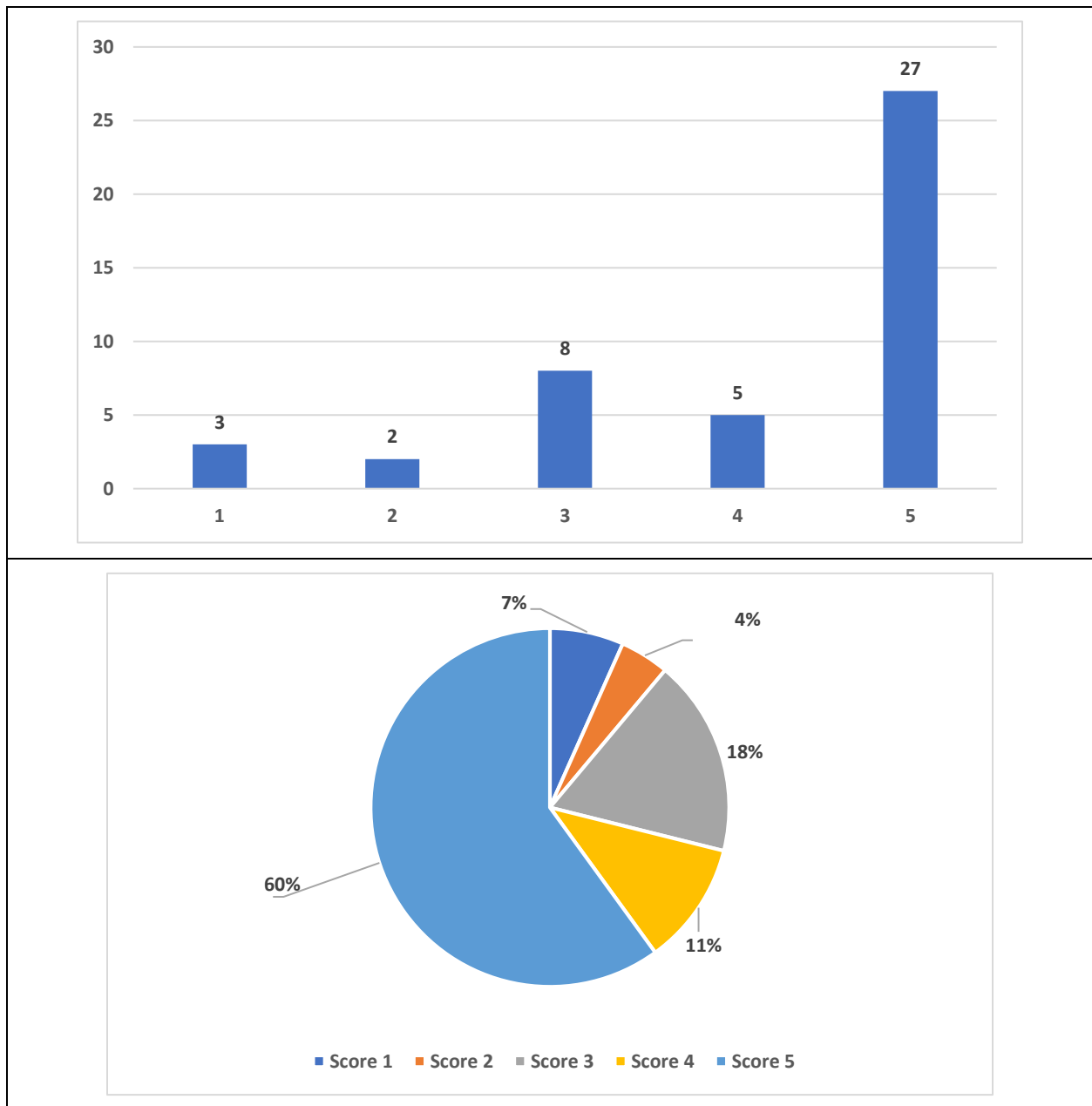
Of the total respondents, only 29% consulted the initial action plan within the first six months of obtaining the "HR Excellence in Research" logo, even though the information had been disseminated and posted on the institute's website.

Question no. 9: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the development of a section on the institute's website dedicated to providing information regarding freedoms, limitations, and opportunities in research.



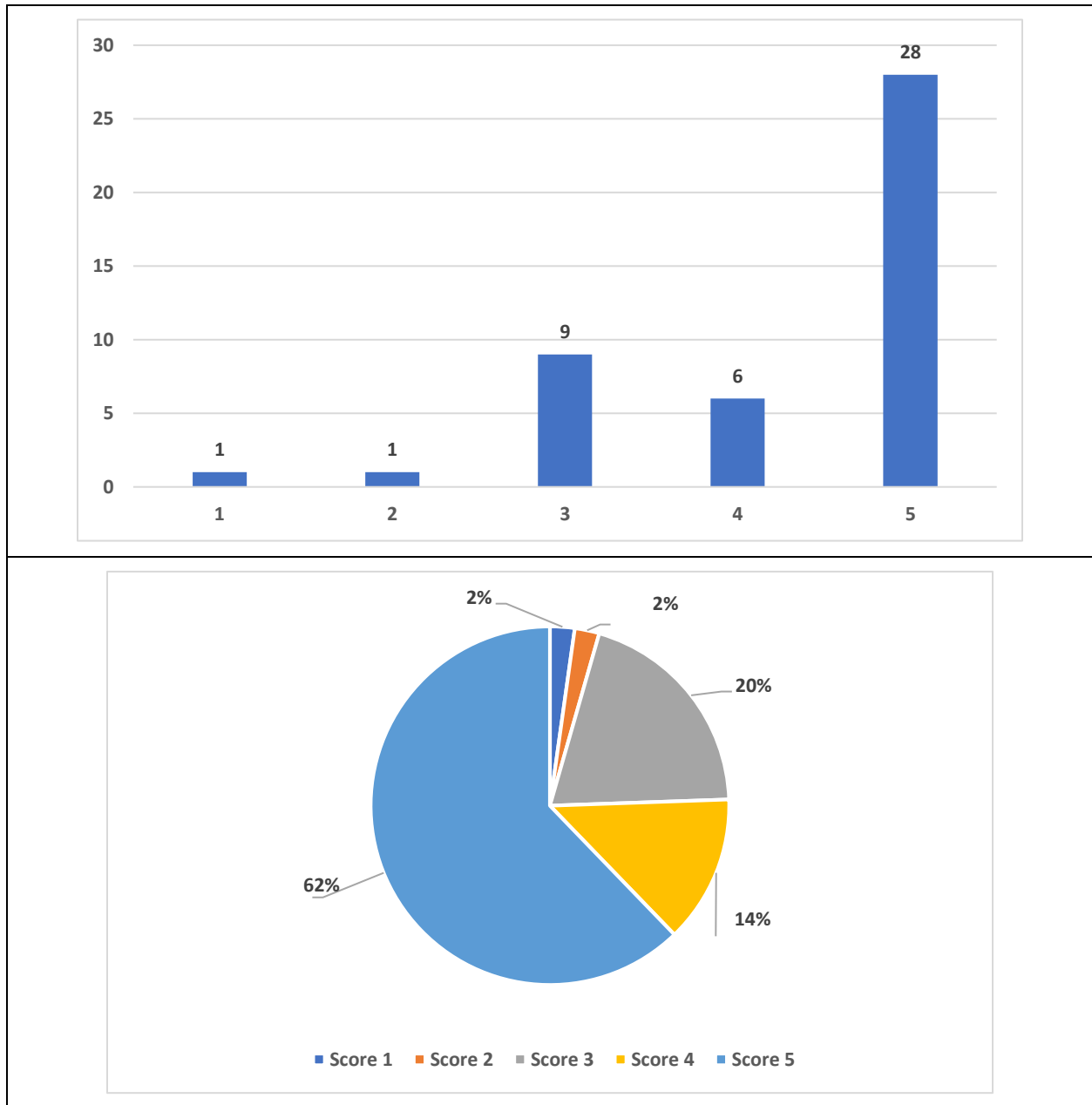
60% of the total respondents—specifically 27 individuals—fully agree with the statement above. A score of 4 was given by 6 people (13%), while a score of 3 was given by 11 people (25% of respondents). 2% of respondents (1 person) gave a score of 2, and no one gave a score of 1.

Question no 10: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the extent to which researchers are encouraged to conduct research activities in fields complementary to their specific department.



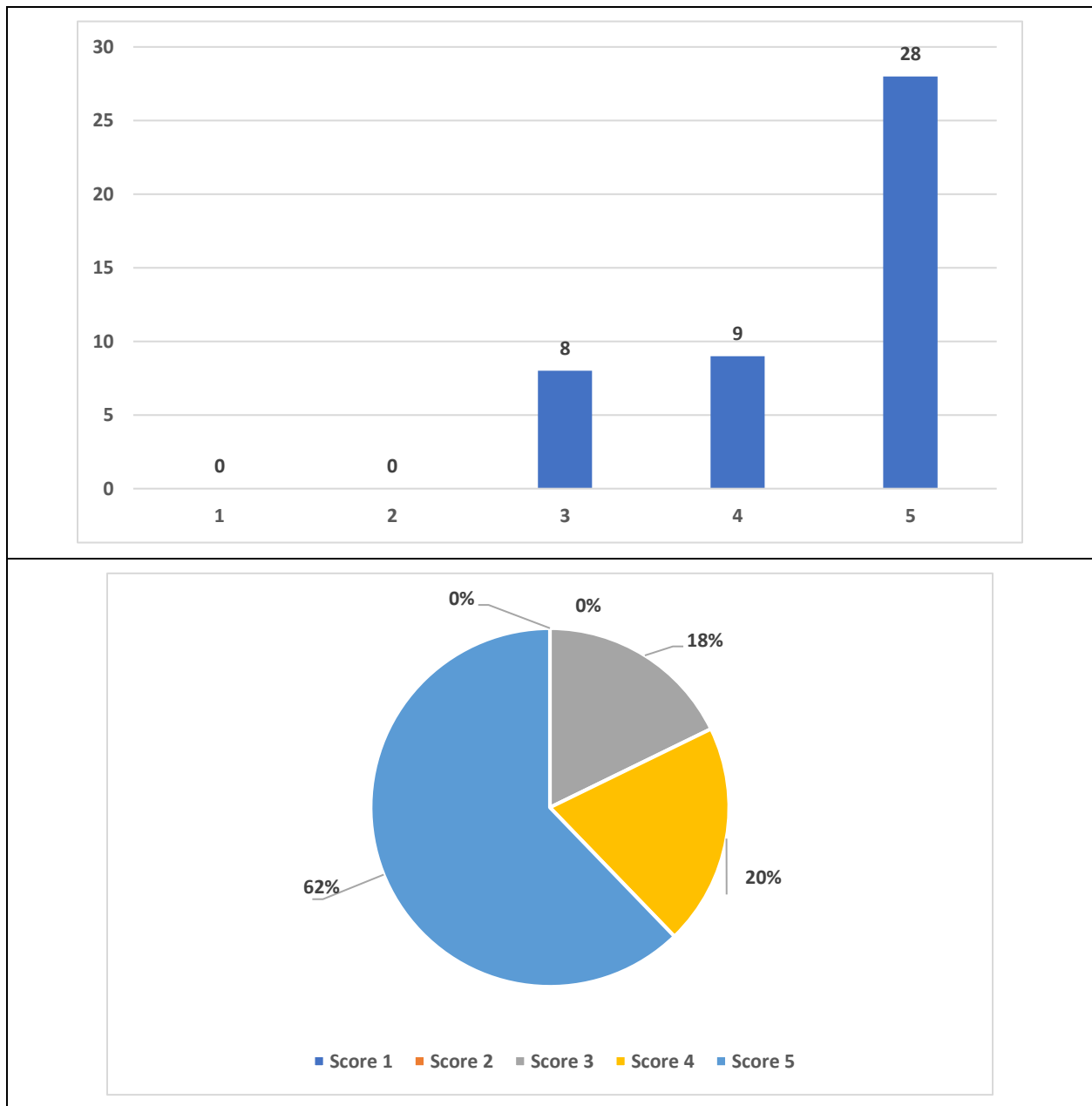
60% of the total respondents—specifically 27 individuals—fully agree with the statement above. A score of 4 was given by 5 people (11%), while a score of 3 was given by 8 people (18% of respondents). 4% of respondents (2 people) gave a score of 2, and 7% (3 people) gave a score of 1.

Question no 11: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the update to the section of the institute's website dedicated to providing information on the application of ethical principles and the activities of the Ethics Commission.



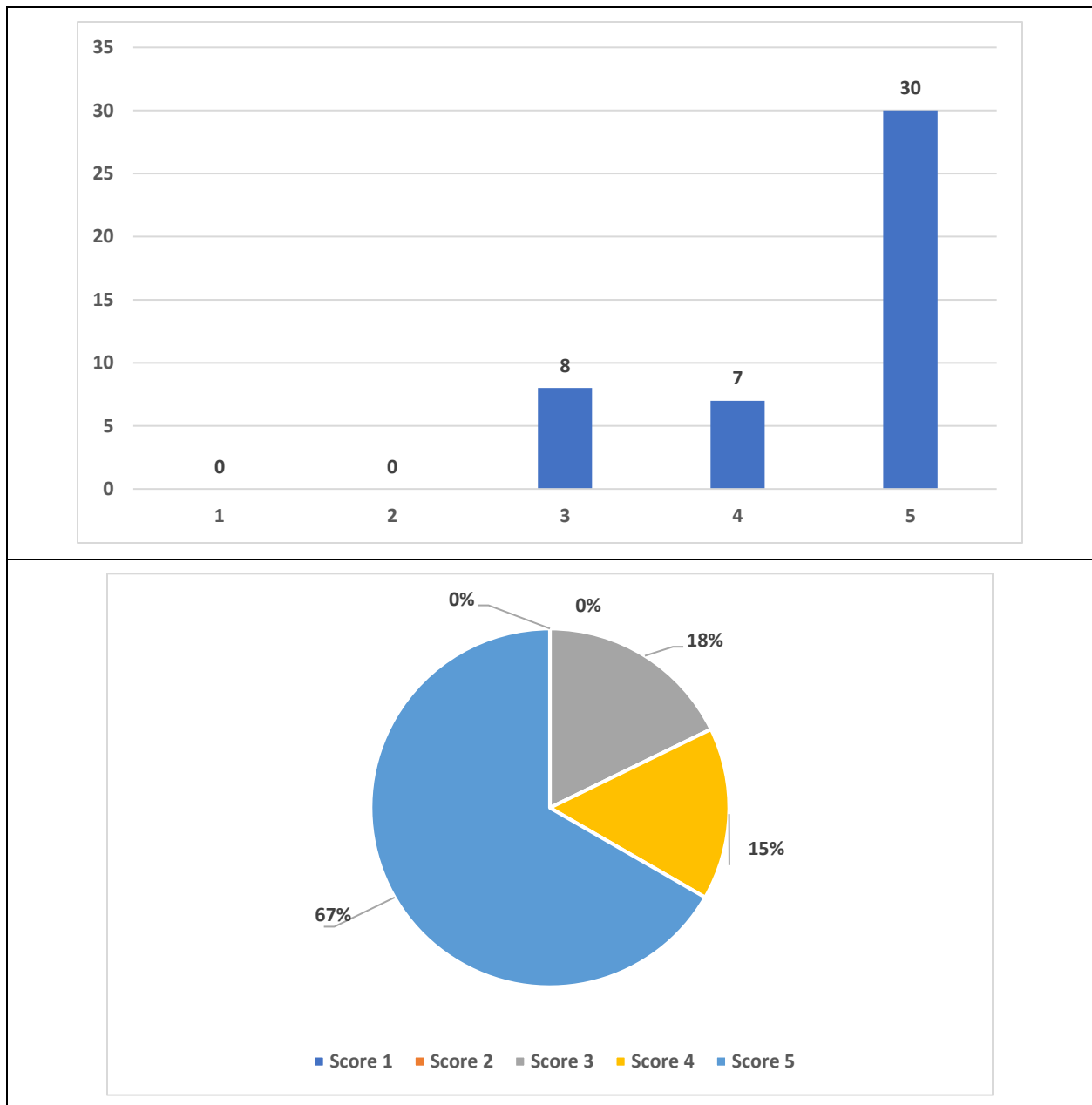
62% of the total respondents—representing 28 individuals—fully agree with the statement above. A score of 4 was given by 6 people (14%), while a score of 3 was given by 9 people (20% of respondents). 2% of respondents (1 person) gave a score of 2, and 2% (1 person) gave a score of 1.

Question no. 12: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—regarding the maintenance and development of the ECOLIB institutional repository for open-access research results and data.



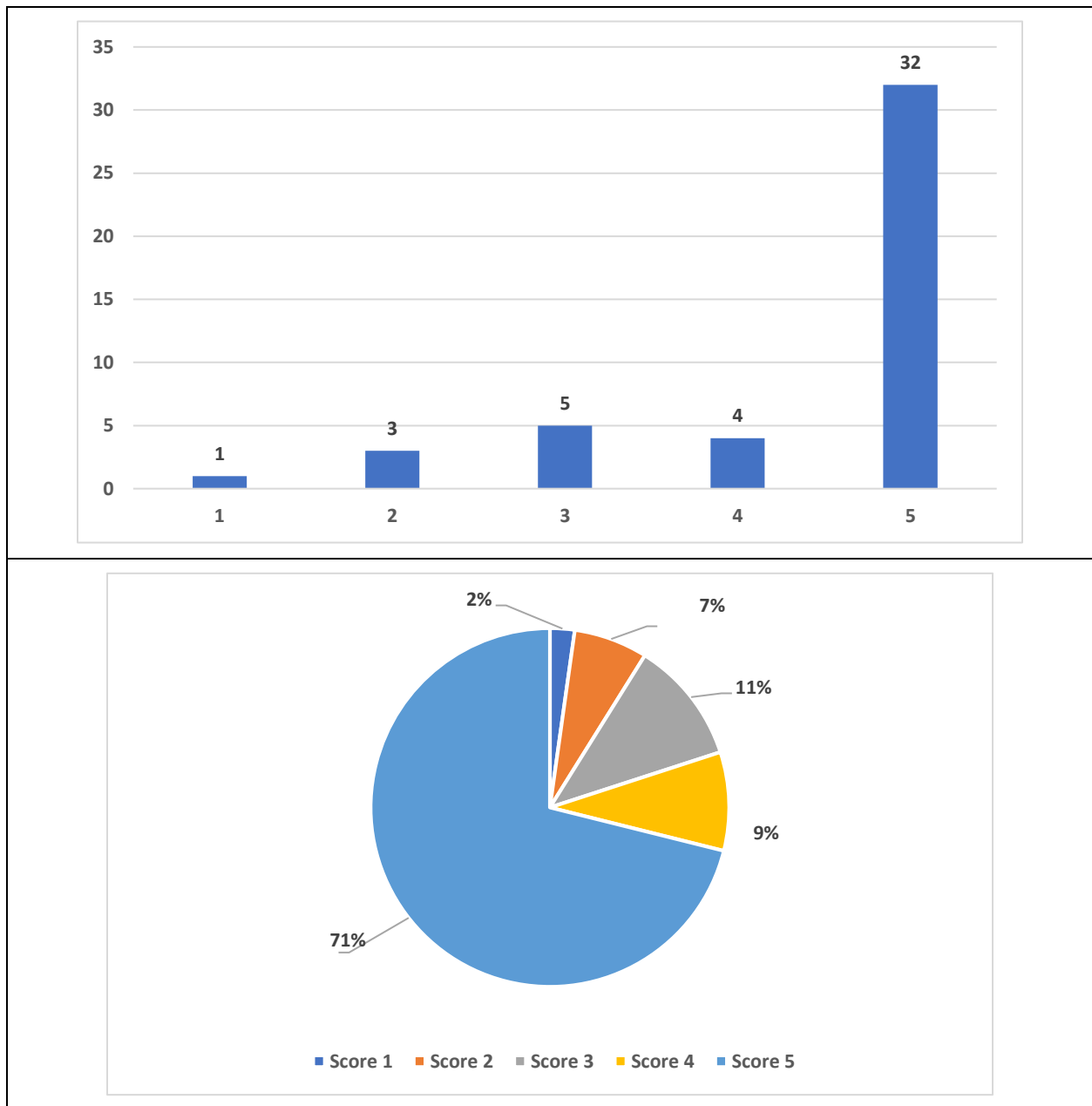
62% of the total respondents—representing 28 individuals—fully agree with the statement above. A score of 4 was given by 9 individuals (20%), while a score of 3 was given by 8 individuals (18%). No respondent assigned a score of 1 or 2.

Question no. 13: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the development of a guide on professional responsibility, focusing on new trends regarding open data and open science.



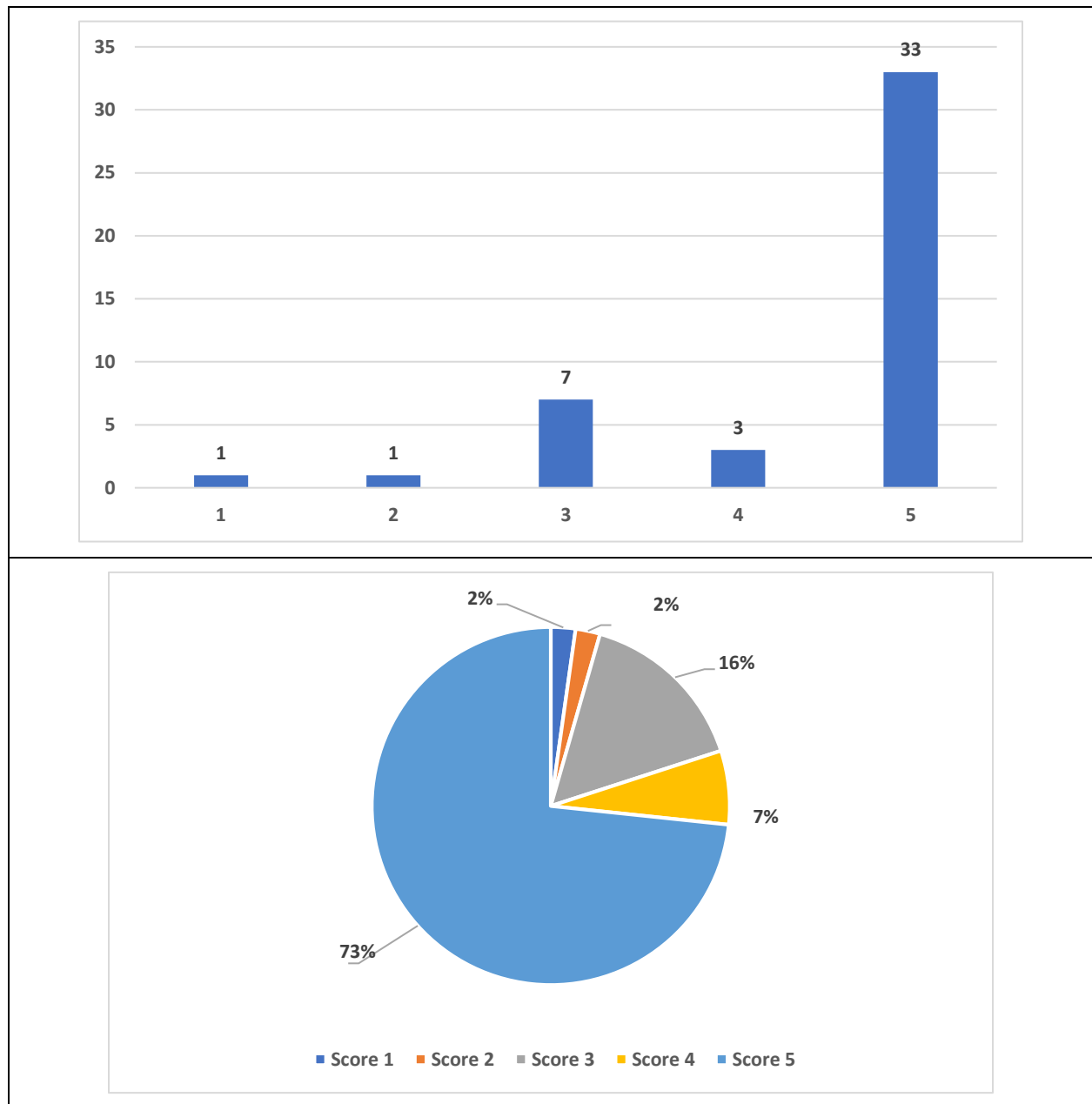
67% of the total respondents—representing 30 individuals—fully agree with the statement above. A score of 4 was given by 7 people (15%), while a score of 3 was given by 8 people (18% of respondents). No respondent assigned a score of 1 or 2.

Question no. 14: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—your participation in training courses and support for young researchers regarding applications for project competitions, particularly international ones.



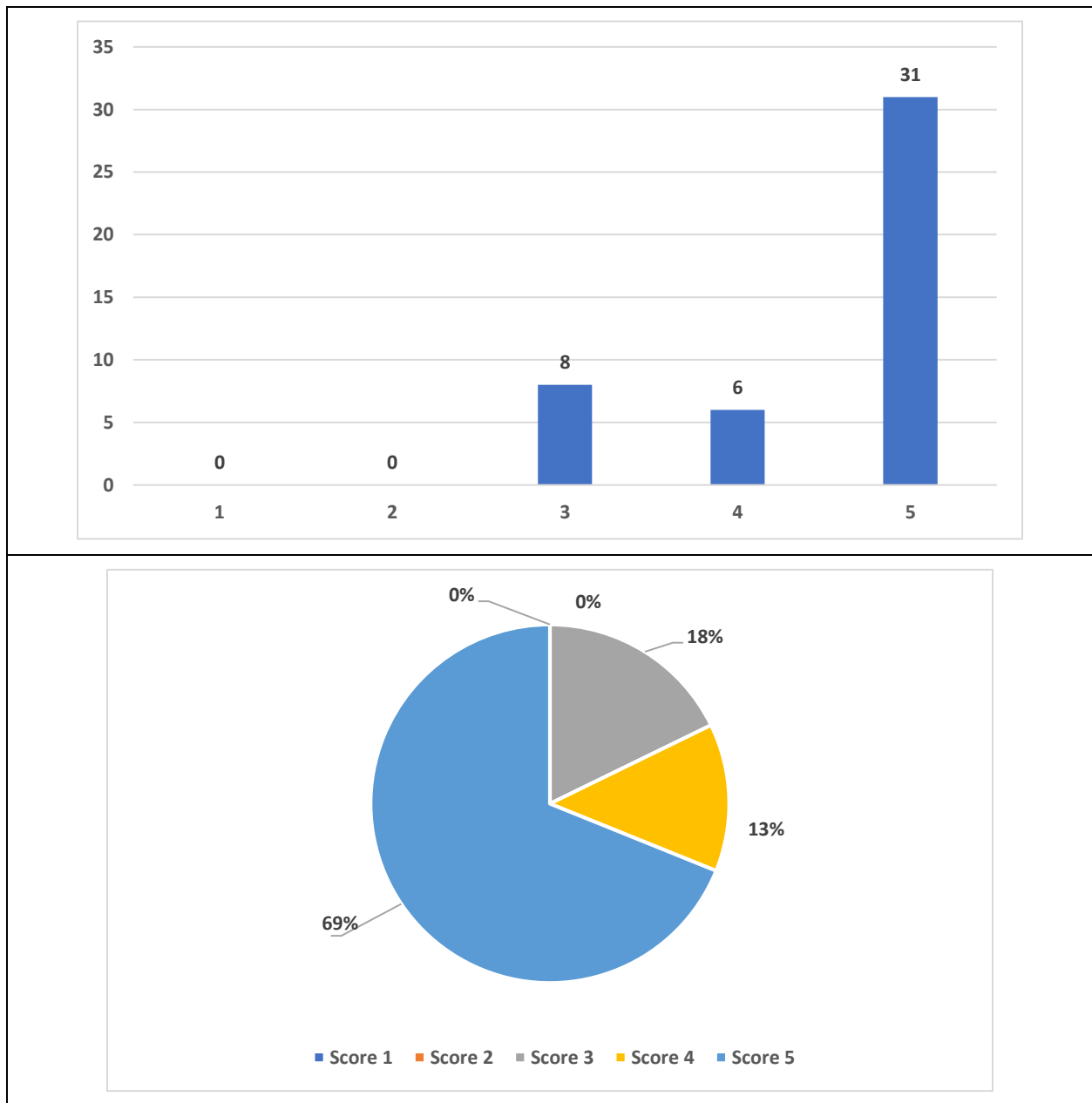
71% of the total respondents (32 individuals) fully agree with the statement above. A score of 4 was given by 4 individuals (9%), while a score of 3 was given by 5 individuals (11% of respondents). 7% of respondents (3 individuals) gave a score of 2, and 2% (1 individual) gave a score of 1.

Question no. 15: Please rate from 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the usefulness of a section on the institute's website dedicated to the steps involved in the research process and research project management.



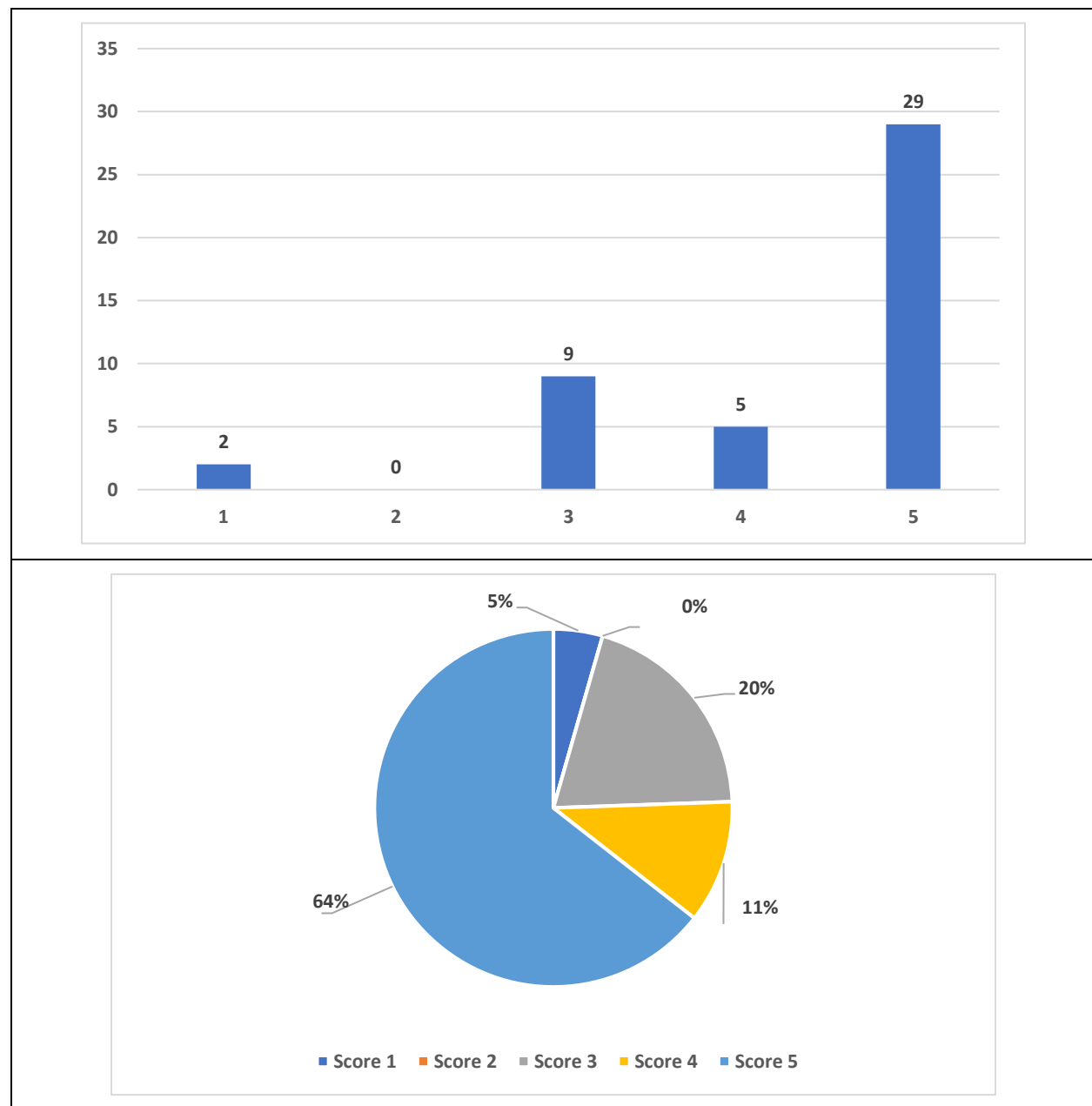
73% of the total respondents—representing 33 individuals—fully agree with the statement above. A score of 4 was given by 3 people (7%), while a score of 3 was given by 7 people (16% of respondents). 2% of respondents (1 person) gave a score of 2, and 2% (1 person) gave a score of 1.

Question no. 16: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the usefulness of a section on the institute's website dedicated to outlining the contractual and legal obligations related to research activities.



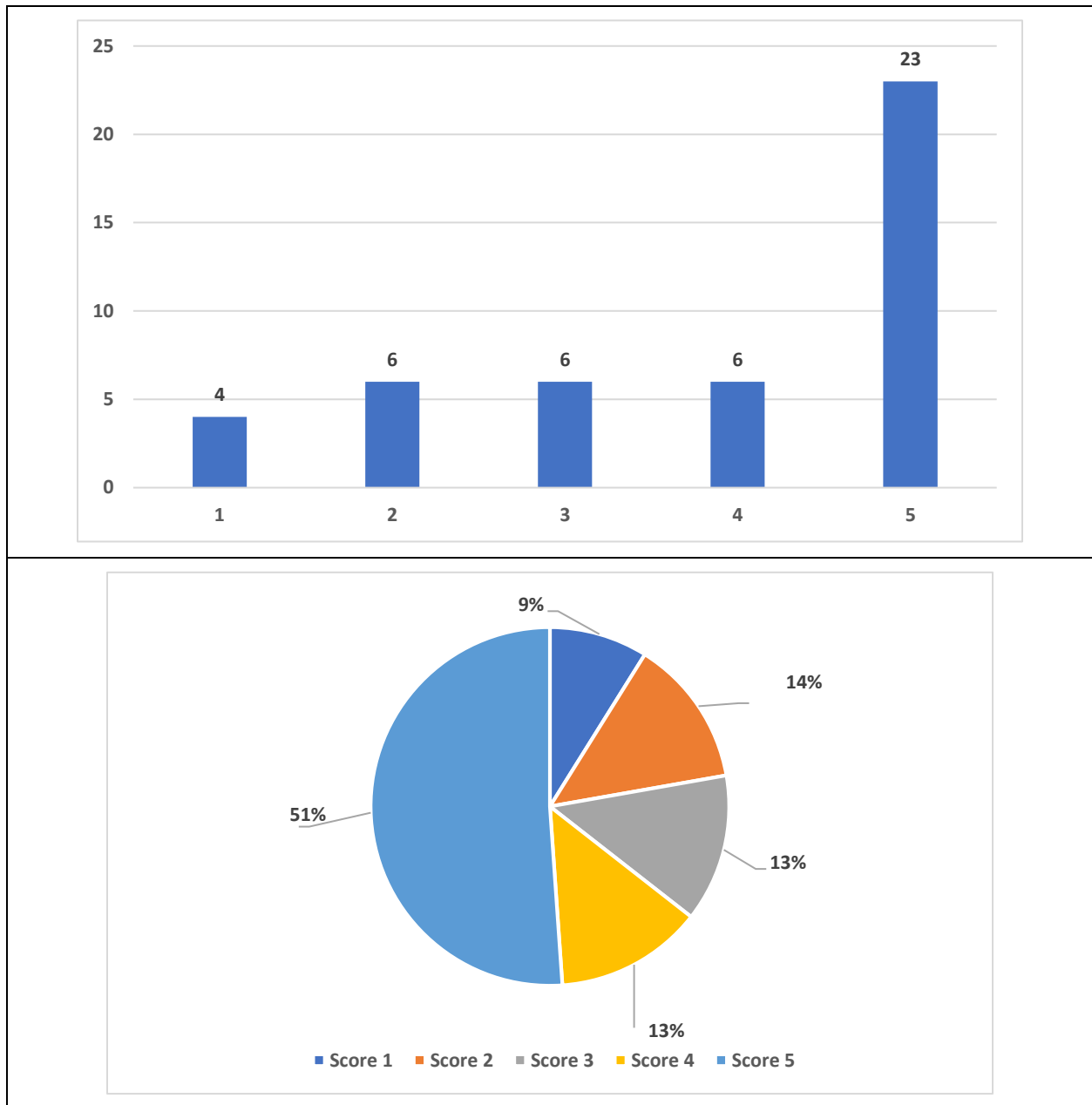
69% of the total respondents—representing 31 individuals—fully agree with the statement above. A score of 4 was given by 6 people (13%), while a score of 3 was given by 8 people (18% of respondents). No respondent gave a score of 1 or 2.

Question no. 17: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the usefulness of organizing annual training sessions on contractual and legal obligations in research activities.



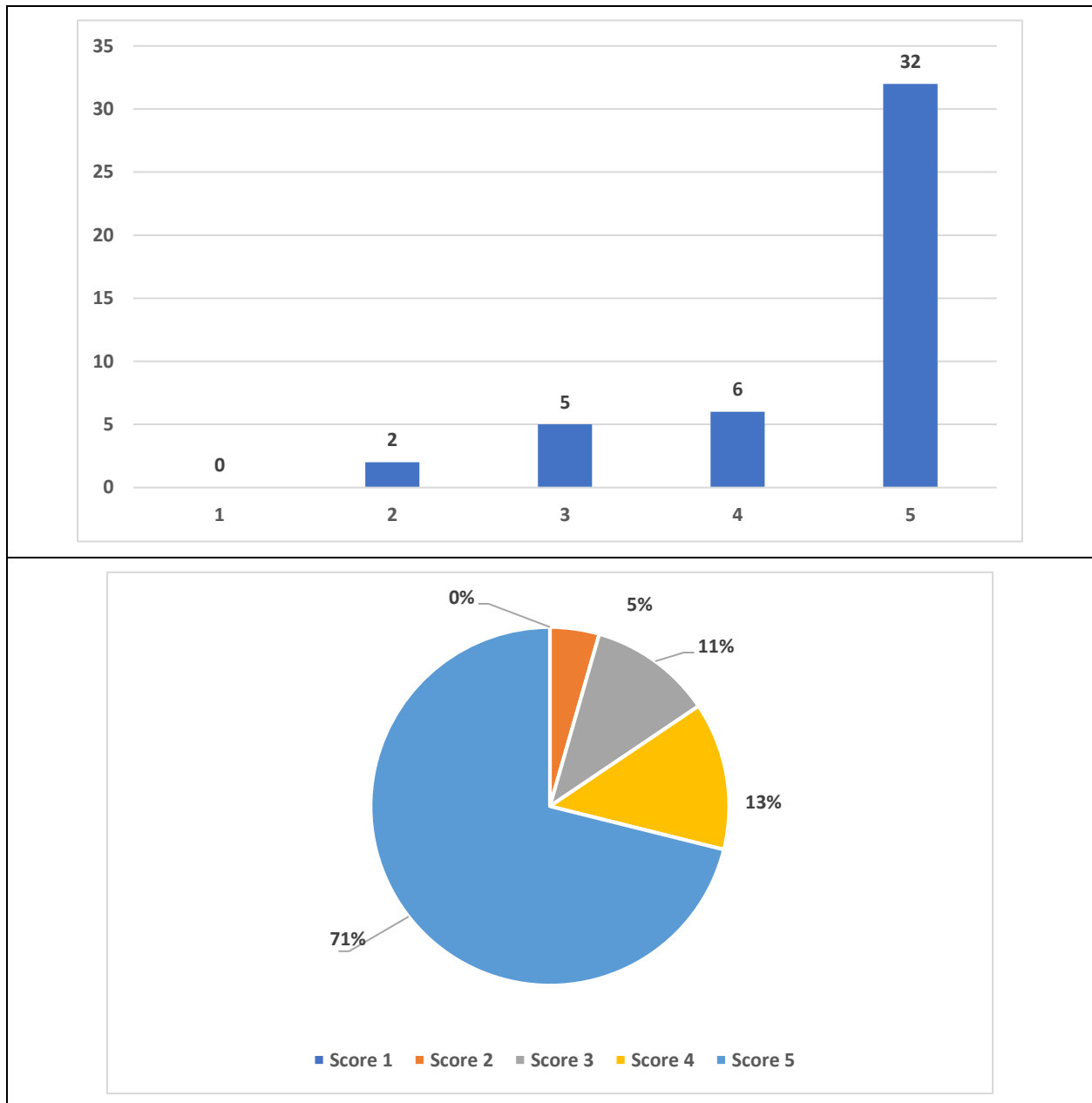
64% of the total respondents—representing 29 individuals—fully agree with the statement above. A score of 4 was given by 5 people (11%), while a score of 3 was given by 9 people (20% of respondents). No respondent gave a score of 2, and a score of 1 was given by 5% of respondents (2 people).

Question no. 18: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the need to maintain and develop the integrated Microsoft Dynamics NAV IT platform.



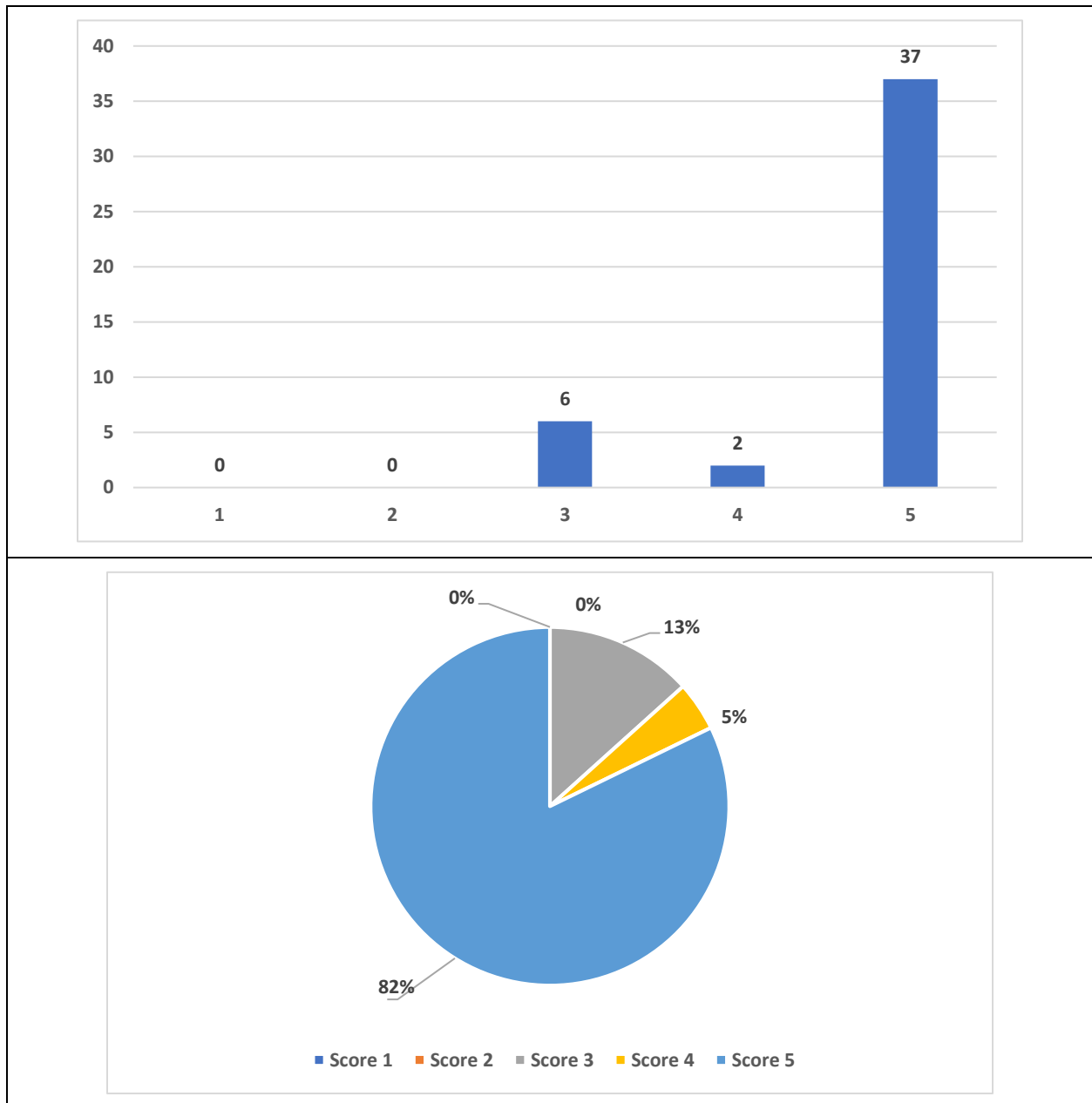
51% of the total respondents—representing 23 individuals—fully agree with the statement above. A score of 4 was given by 6 people (13%), while a score of 3 was given by another 6 people (13%). 14% of respondents (6 people) gave a score of 2, and 9% (4 people) gave a score of 1.

Question no. 19: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the need to organize training sessions on social responsibility.



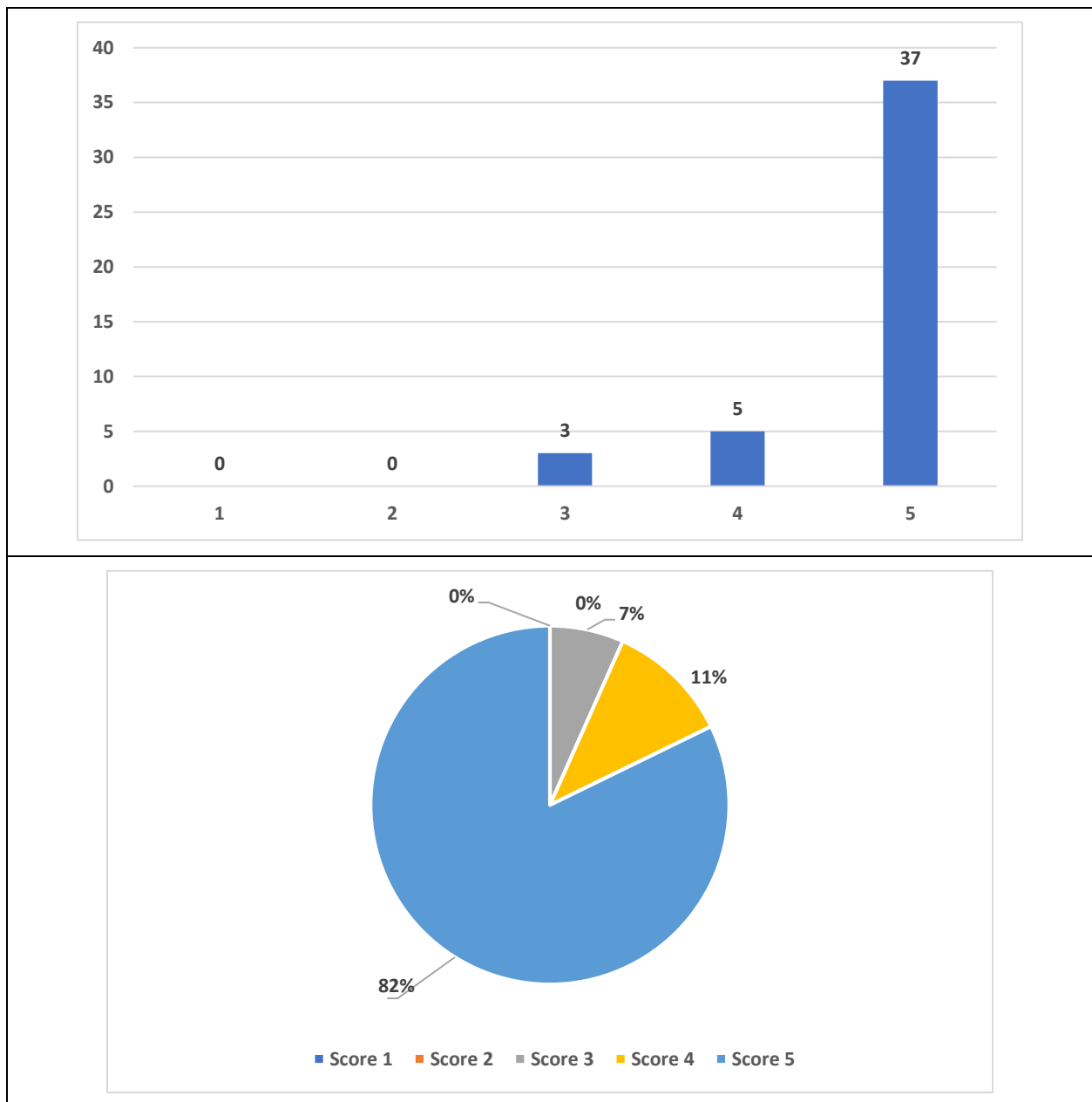
71% of the total respondents (32 individuals) fully agree with the statement above. A score of 4 was given by 6 individuals (13%), while a score of 3 was given by 5 individuals (11%). 5% of respondents (2 individuals) gave a score of 2, and no respondent gave a score of 1.

Question no. 20: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the usefulness of a guide regarding the procurement process in research projects.



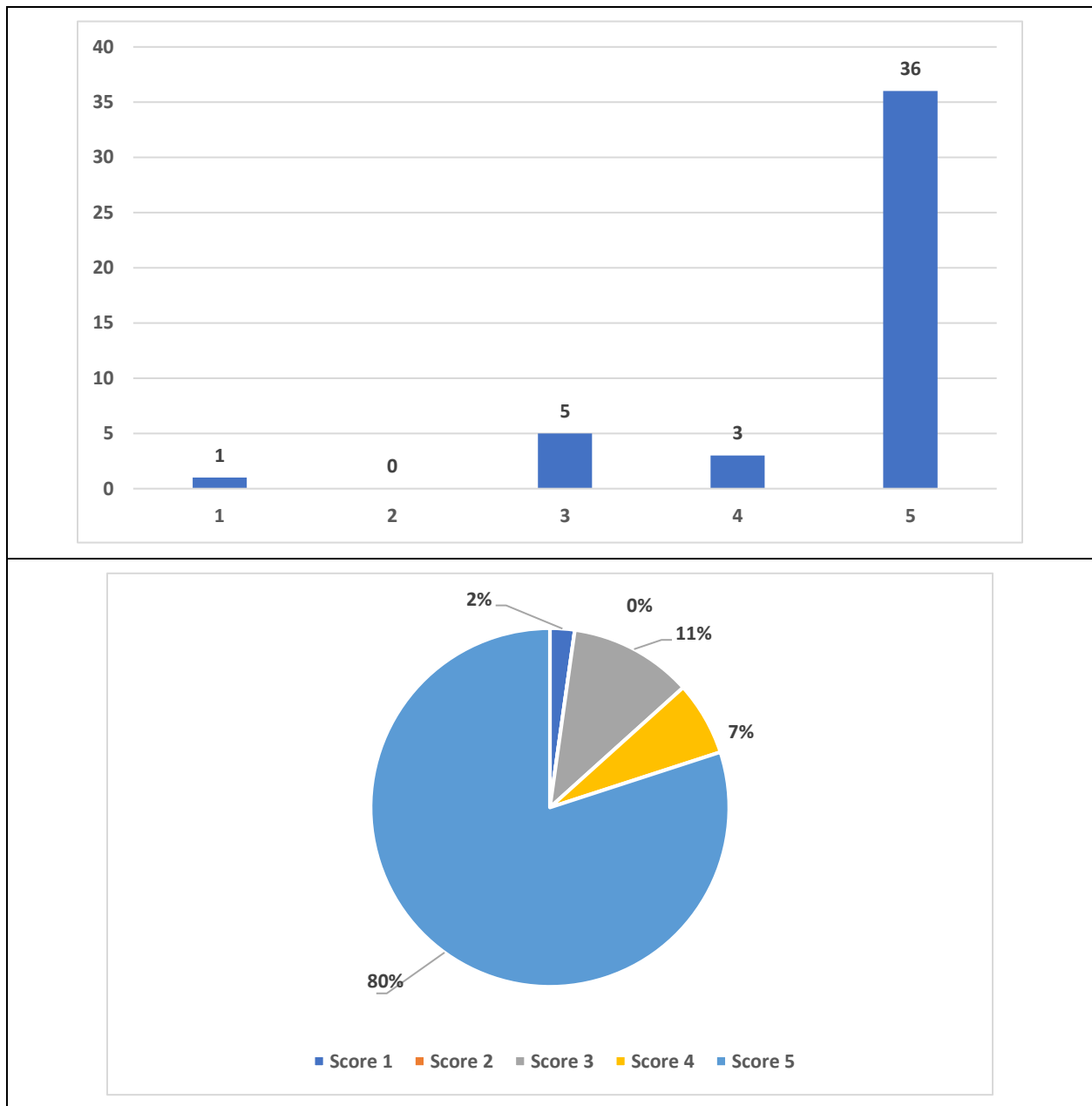
A significant 82% of all respondents—representing 37 individuals—fully agree with the statement above. A score of 4 was given by 2 individuals (5%), while a score of 3 was given by 6 individuals (13% of respondents). No respondent gave a score of 1 or 2.

Question no. 21: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the usefulness of a guide on good practices in research activities.



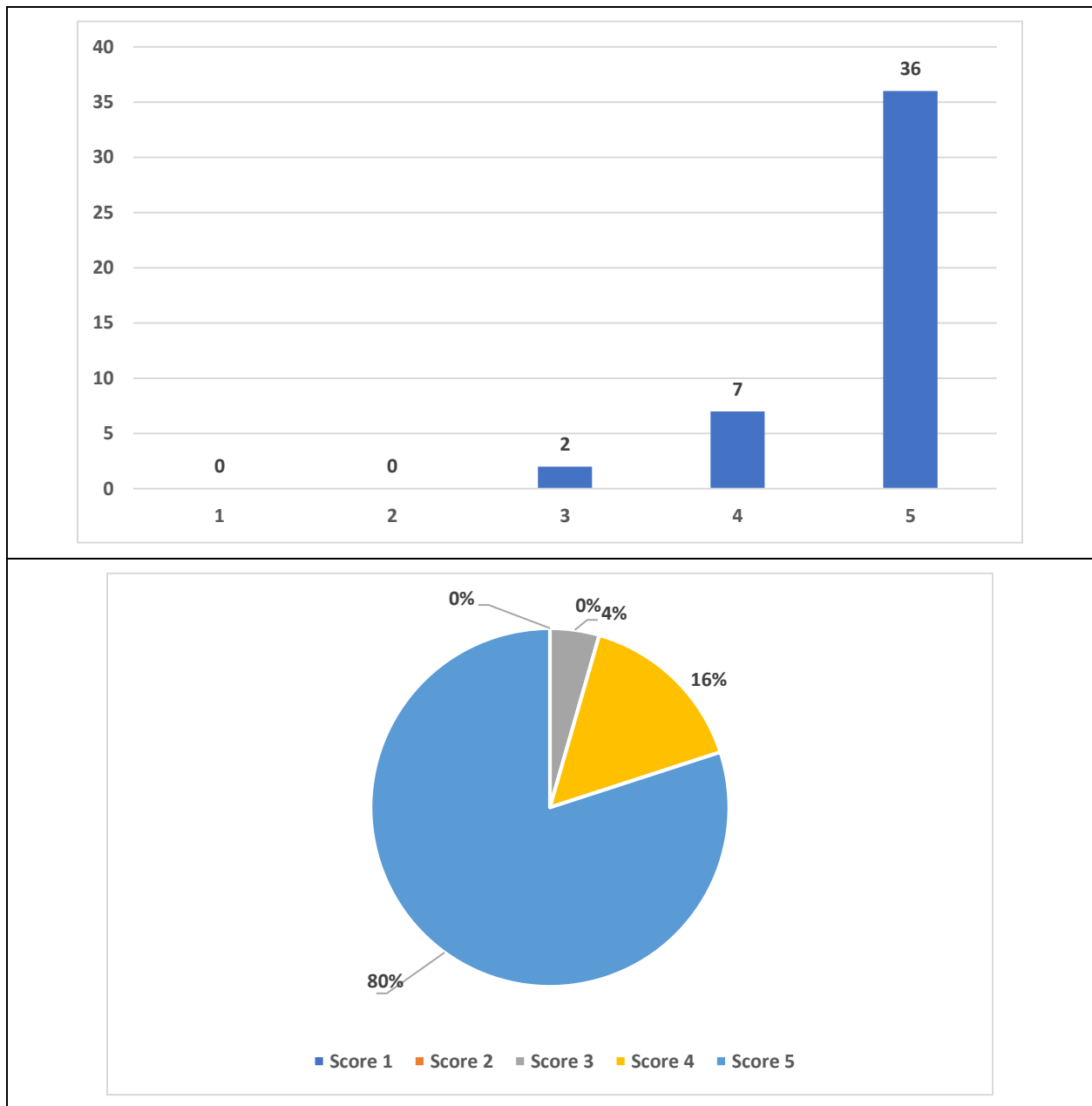
A score of 5 was given by 82% of respondents—specifically, 37 individuals who fully agreed on the usefulness of a guide on best practices in the research process. The 11% figure represents the 5 individuals who gave a score of 4, while 7% reflects the 3 individuals who chose a score of 3.

Question no. 22: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the usefulness of a specific methodology/procedure regarding personal data protection (GDPR).



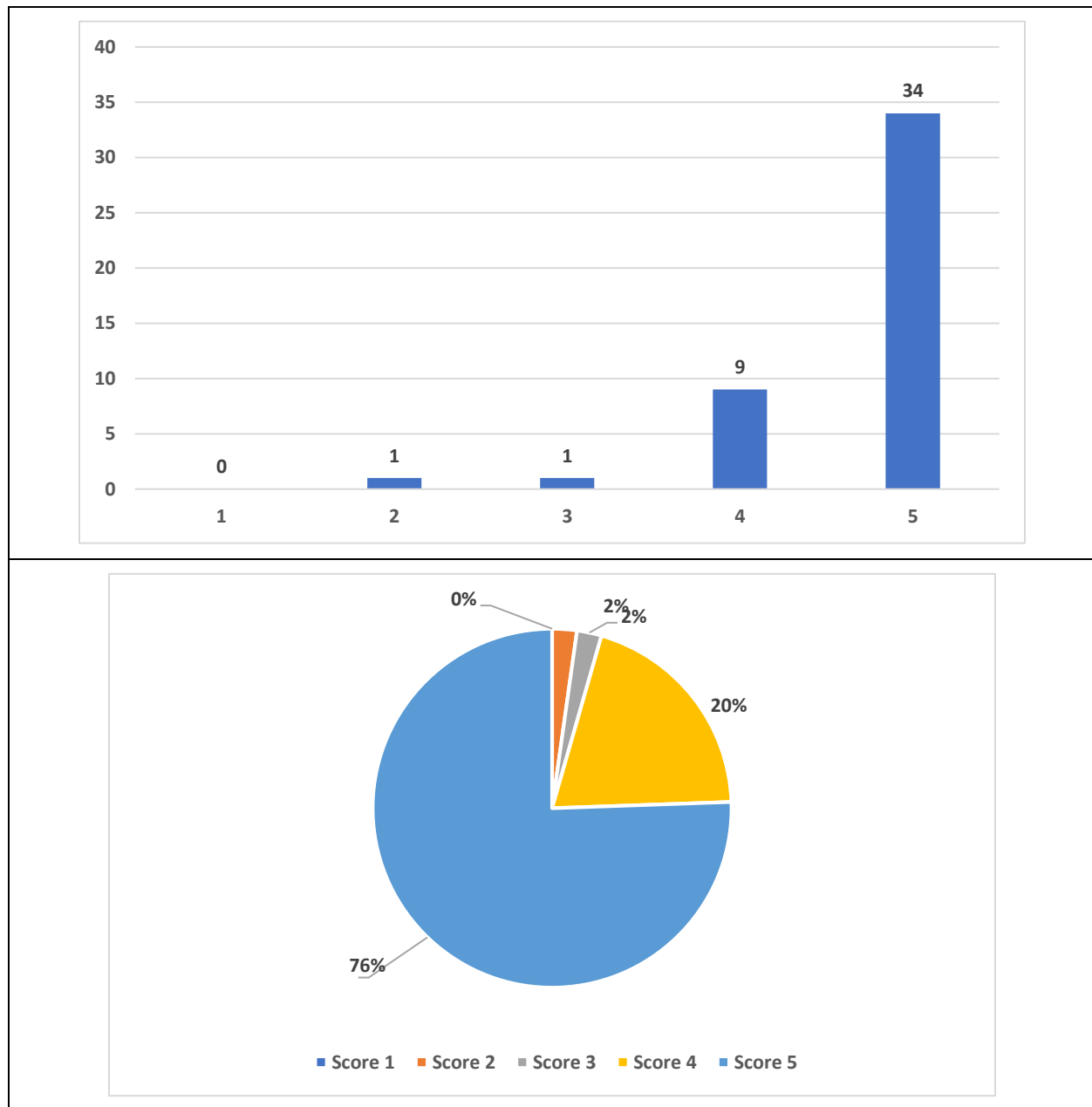
The 80% figure corresponds to the 36 respondents who selected a score of 5, indicating total agreement with the statement above. A score of 4 was given by 3 individuals (7% of the total), while a score of 3—representing 11%—was chosen by 5 people. Total disagreement with the statement is represented by a score of 1, which accounted for 2% of responses, corresponding to exactly one person.

Question no. 23: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the usefulness/importance of the training sessions on disaster response, workplace safety, and the prevention of existing risks.



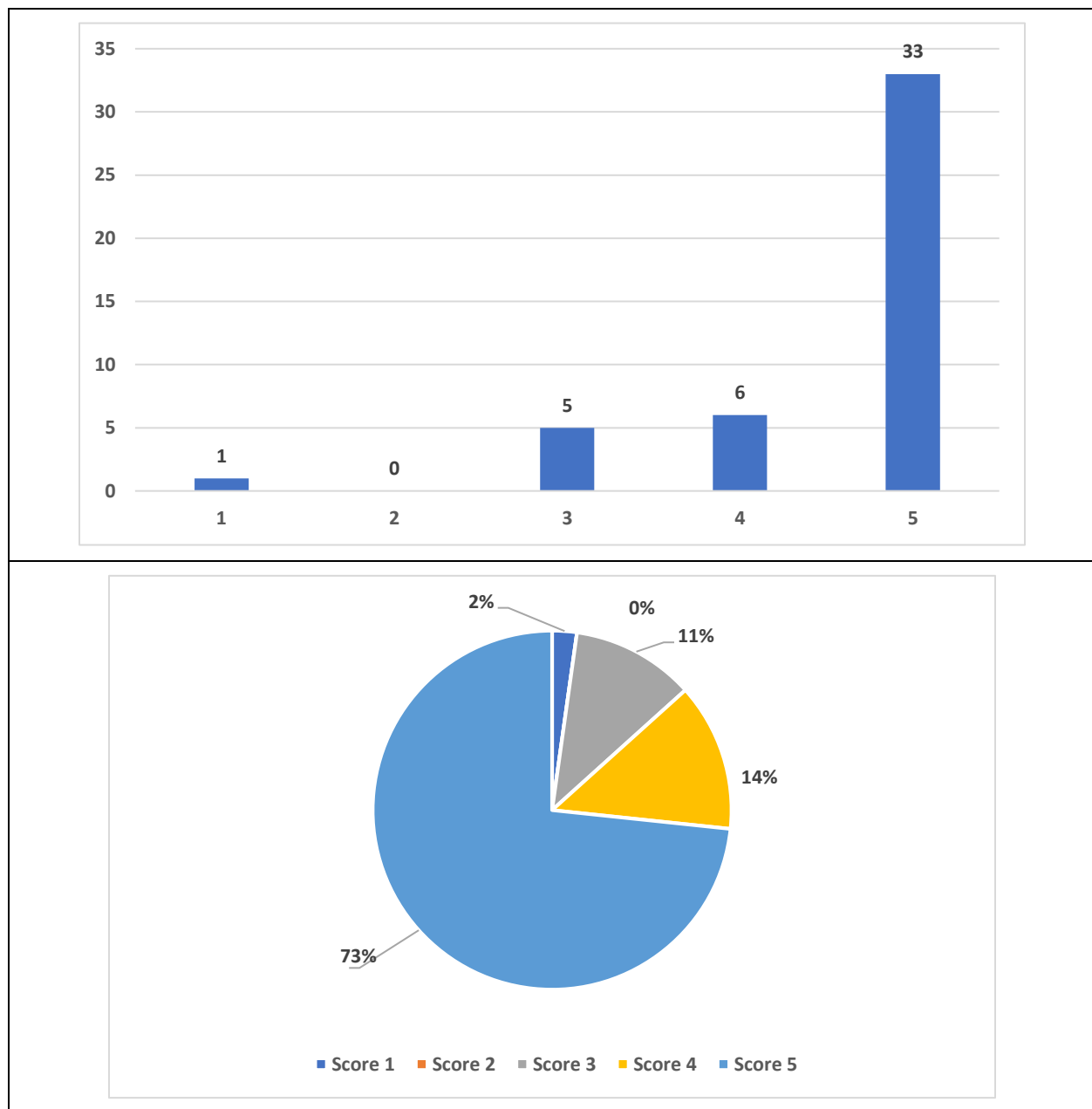
A score of 5 accounts for 80% of the responses—specifically, 36 people—while a score of 4 was chosen by 7 respondents, and a score of 3 was given by 2 people.

Question no. 24: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the importance of participating in training sessions on introducing new technologies, products, or services to the market based on research results.



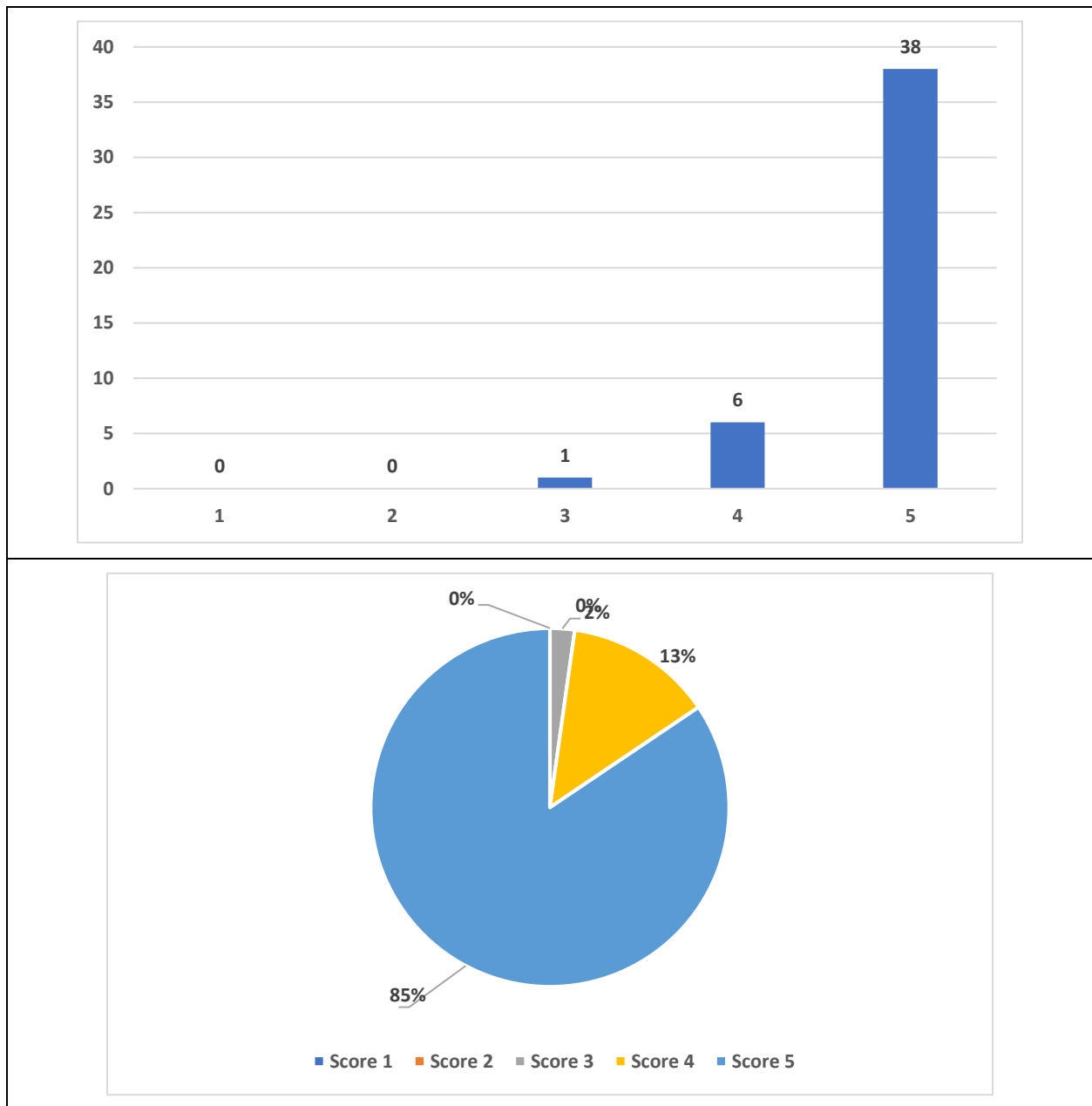
Of the total respondents, 76%—specifically 34 individuals—expressed complete agreement regarding the information provided on the importance of participating in training sessions focused on introducing new technologies, products, or services to the market based on research findings. A score of 4 indicates agreement with the statement and was selected by 9 respondents, while a score of 3 was chosen by 1 respondent. Only one person (2%) expressed disagreement with the statement.

Question no. 25: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the need to develop a section on the CTT-ECOIND website dedicated to supporting the commercialization of a research result and fostering public engagement.



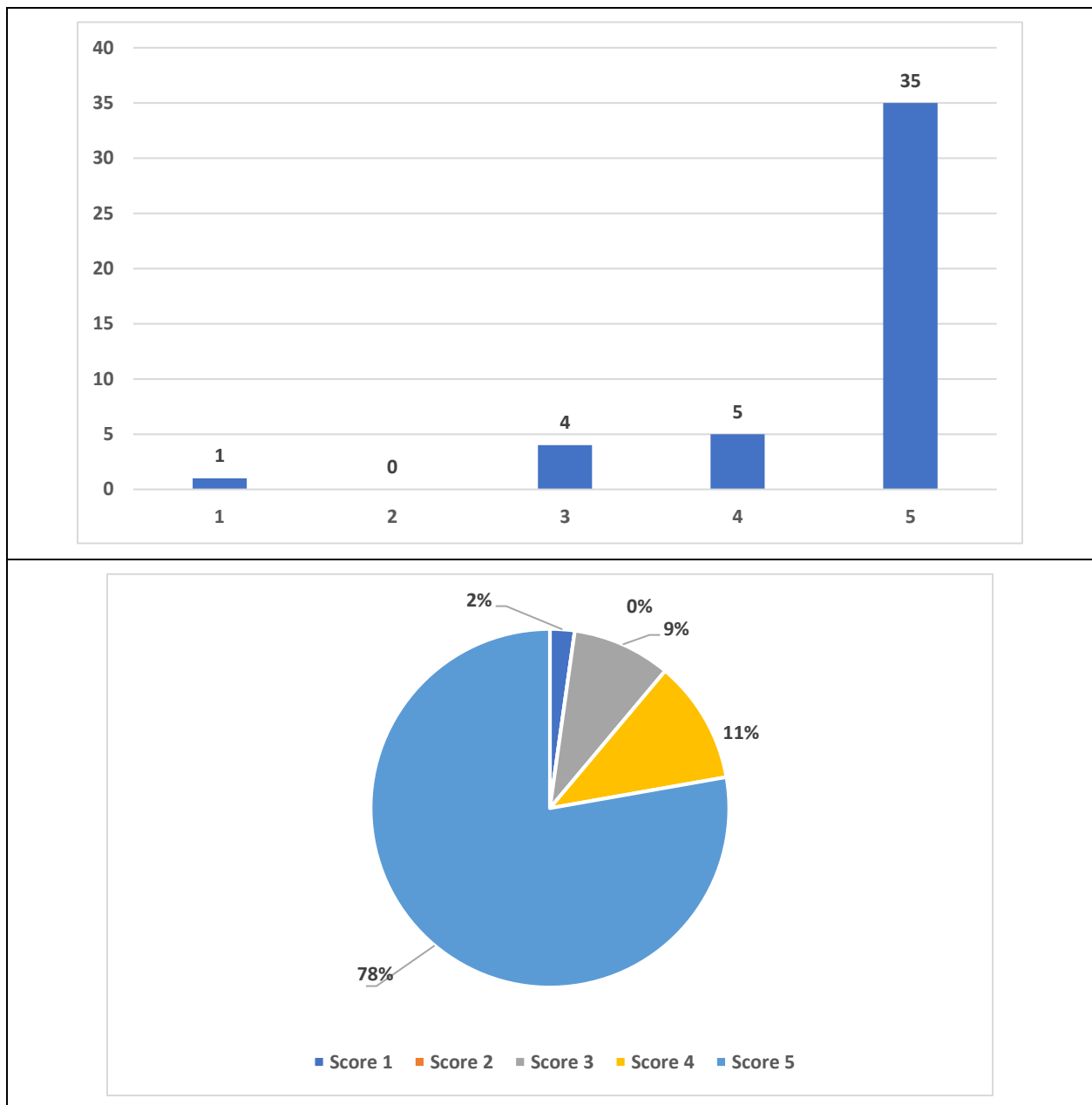
The highest recorded figure is 73%—representing 33 individuals—who express total agreement regarding the need to develop a section on the CTT-ECOIND website dedicated to supporting the commercialization of a research outcome and fostering public engagement. Regarding disagreement with the statement, only one person assigned a score of 1, thereby indicating total disagreement.

Question no. 26: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the importance of implementing a specific procedure for reporting potential discrimination, regardless of the type.



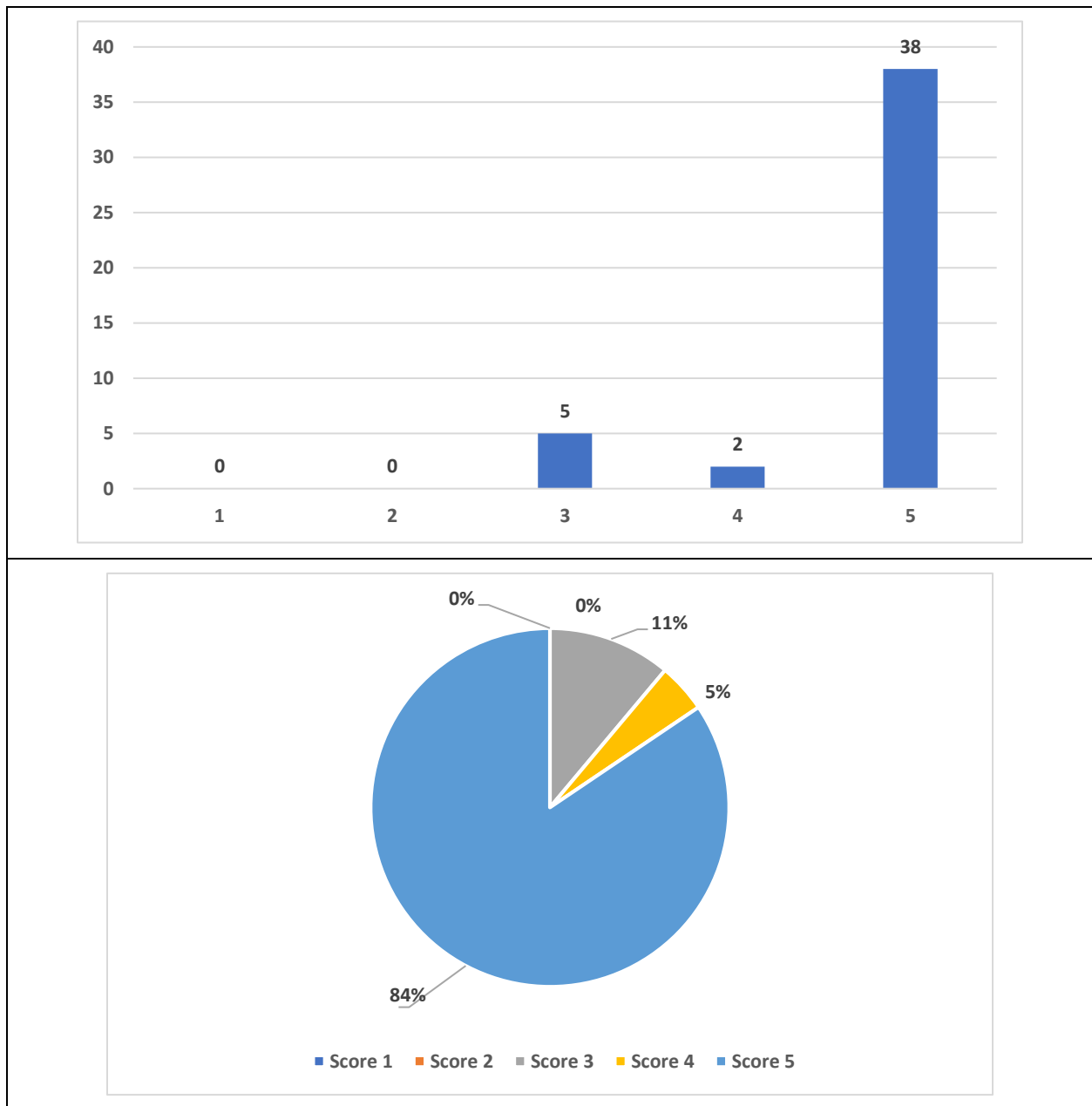
A significant 85% of all respondents—representing 38 individuals—fully agree with the statement above. A score of 4 was given by 6 people (13%), while a score of 3 was given by 1 person (2%). No respondent assigned a score of 1 or 2.

Question no. 27: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the creation of an online platform for completing self-assessment forms.



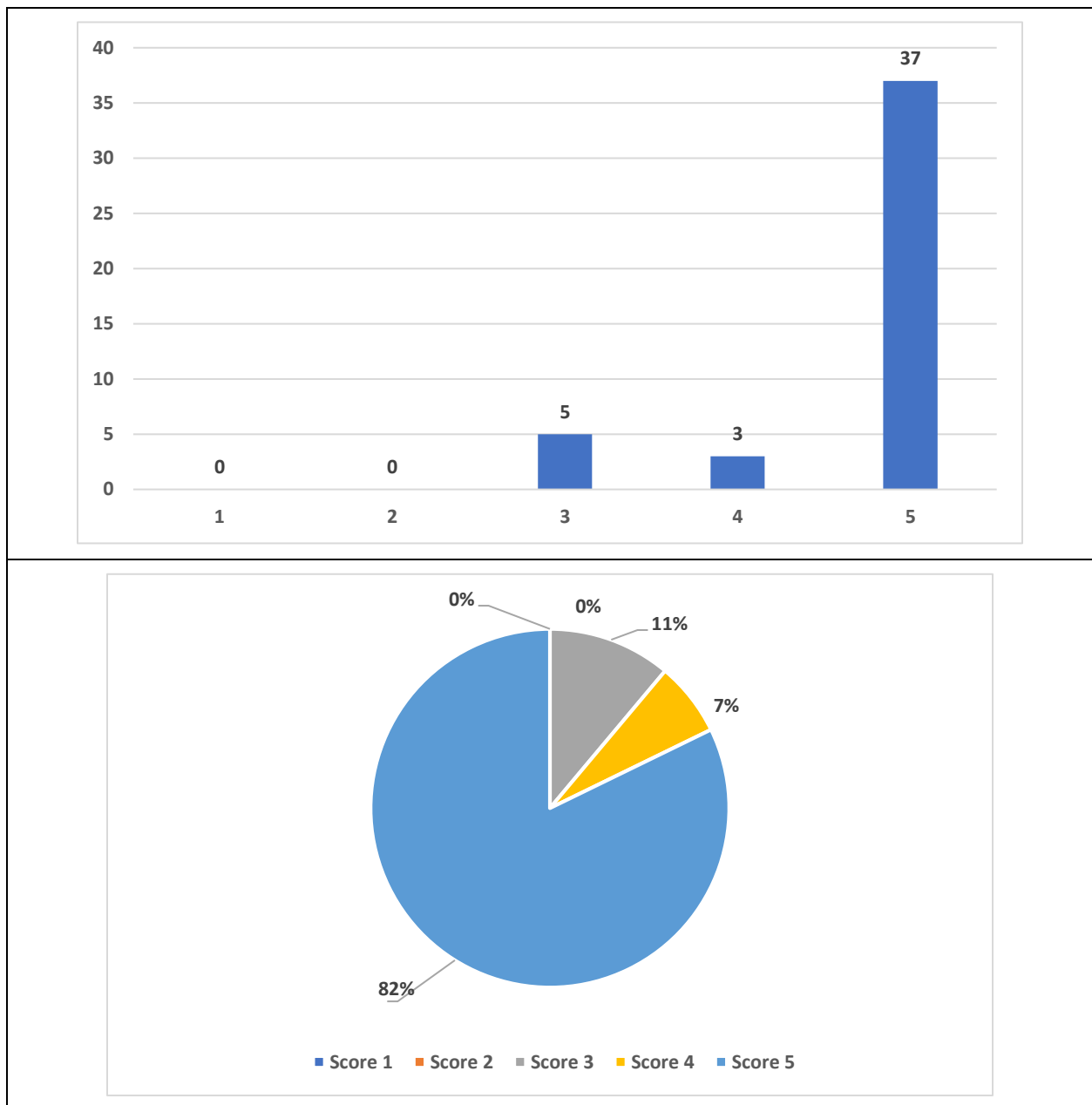
78% of the total respondents—representing 35 individuals—fully agree with the statement above. A score of 4 was given by 5 individuals (11%), while a score of 3 was given by 4 individuals (9%). Only one respondent—representing 2% of the total responses—expressed complete disagreement with the statement.

Question no. 28: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the importance of developing an open, transparent, and merit-based staff recruitment and selection policy (OTM-R policy).



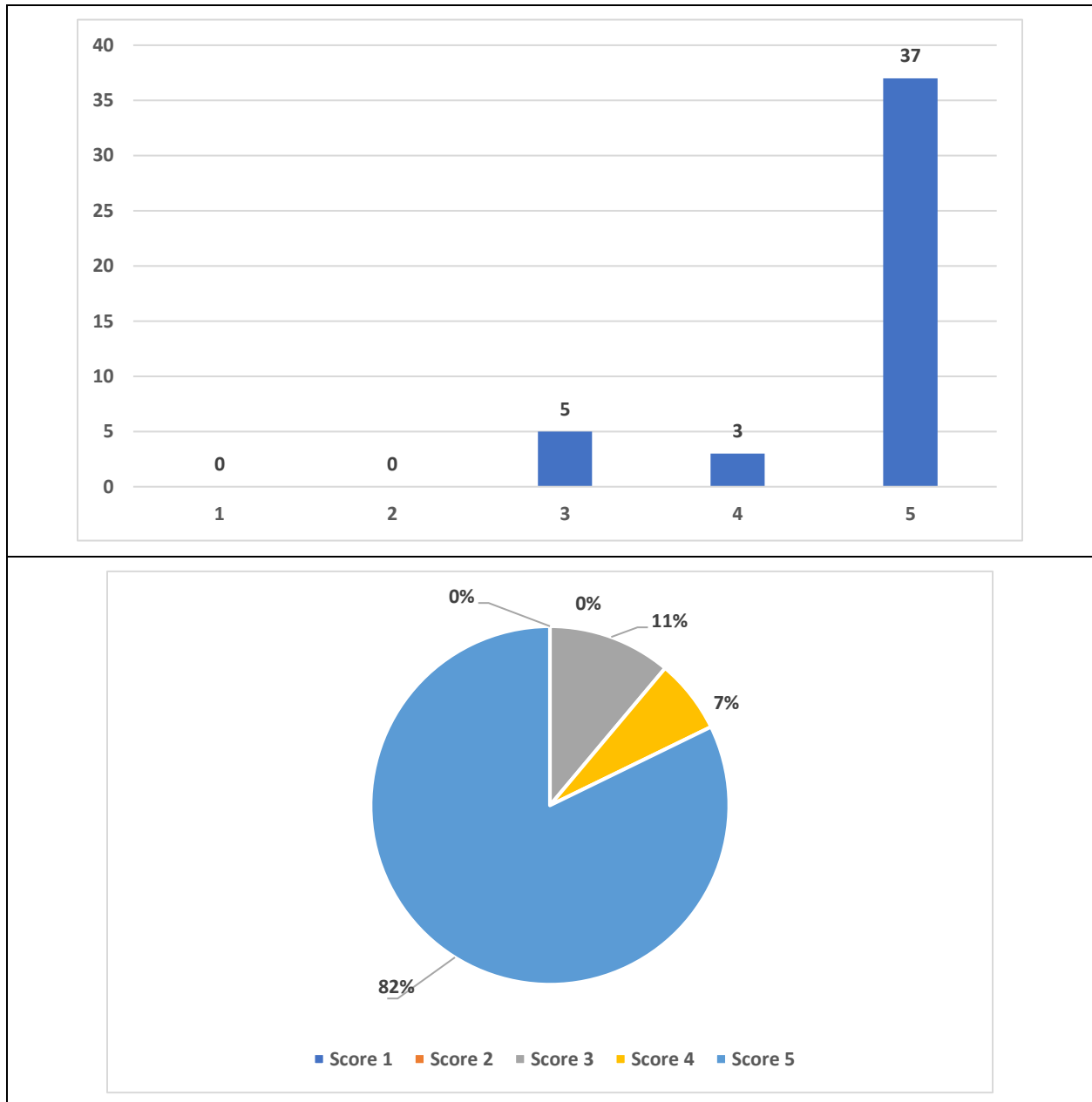
The statement above shows that 84% of respondents gave the highest rating (representing 38 individuals who fully agreed), while 5% gave a rating of 4 (representing 2 individuals who agreed). A rating of 3 accounted for 11% of responses (representing 5 individuals who gave a neutral answer). No respondent gave a rating of 1 or 2.

Question no. 29: Please rate from 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the current use of <https://euraxess.ec.europa.eu/> for all job vacancy announcements.



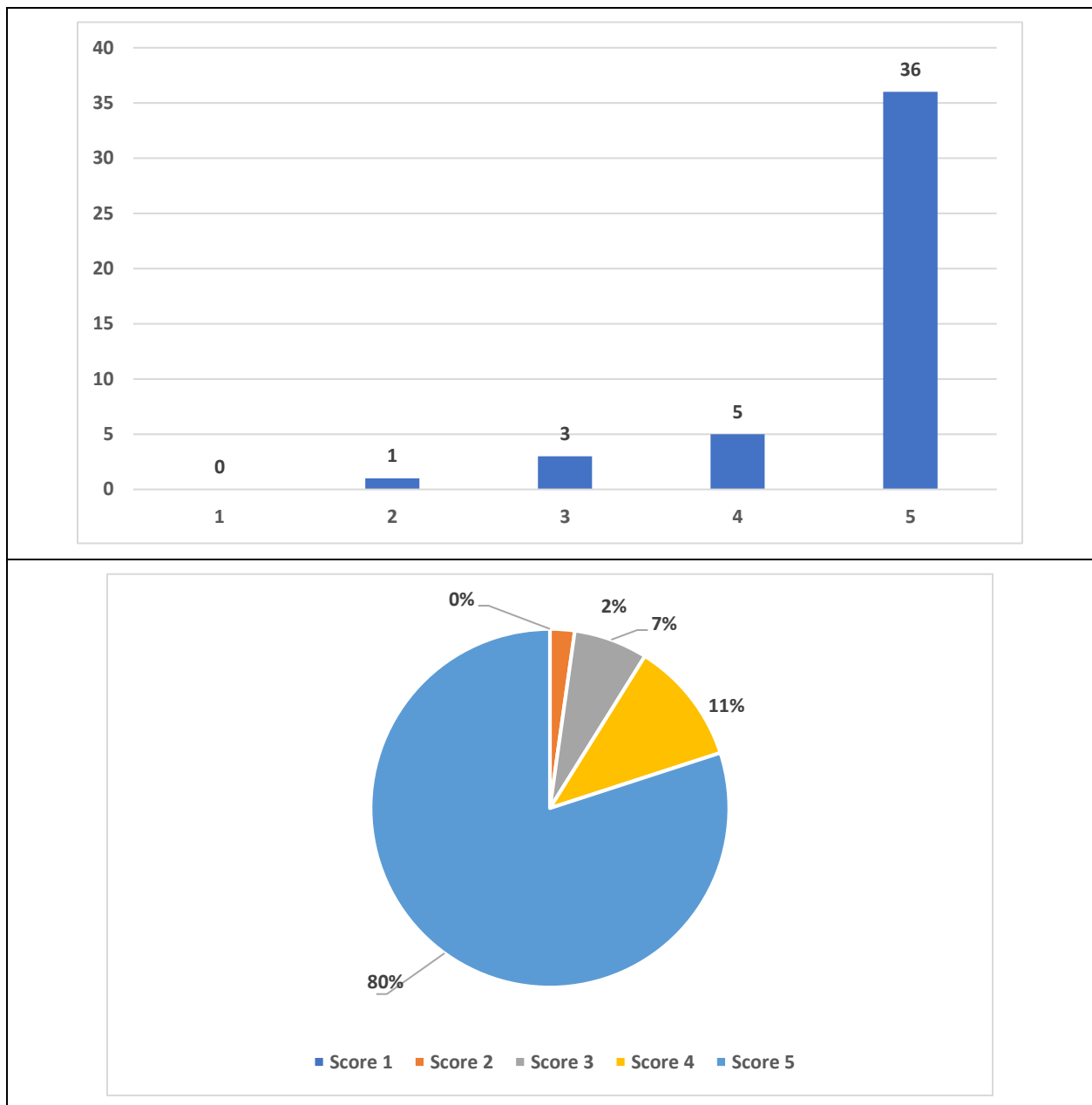
The majority of respondents fully agreed with the statement above; the 82% share represents 37 individuals who selected a rating of 5. A rating of 4 accounts for 7% (3 individuals who expressed agreement), while a rating of 3 was given by 5 individuals who responded neutrally. No respondent gave a rating of 1 or 2.

Question no. 30: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the revision of internal human resources and recruitment procedures, as well as HR-related administrative duties, to incorporate OTM-R (Open, Transparent, and Merit-based Recruitment) requirements.



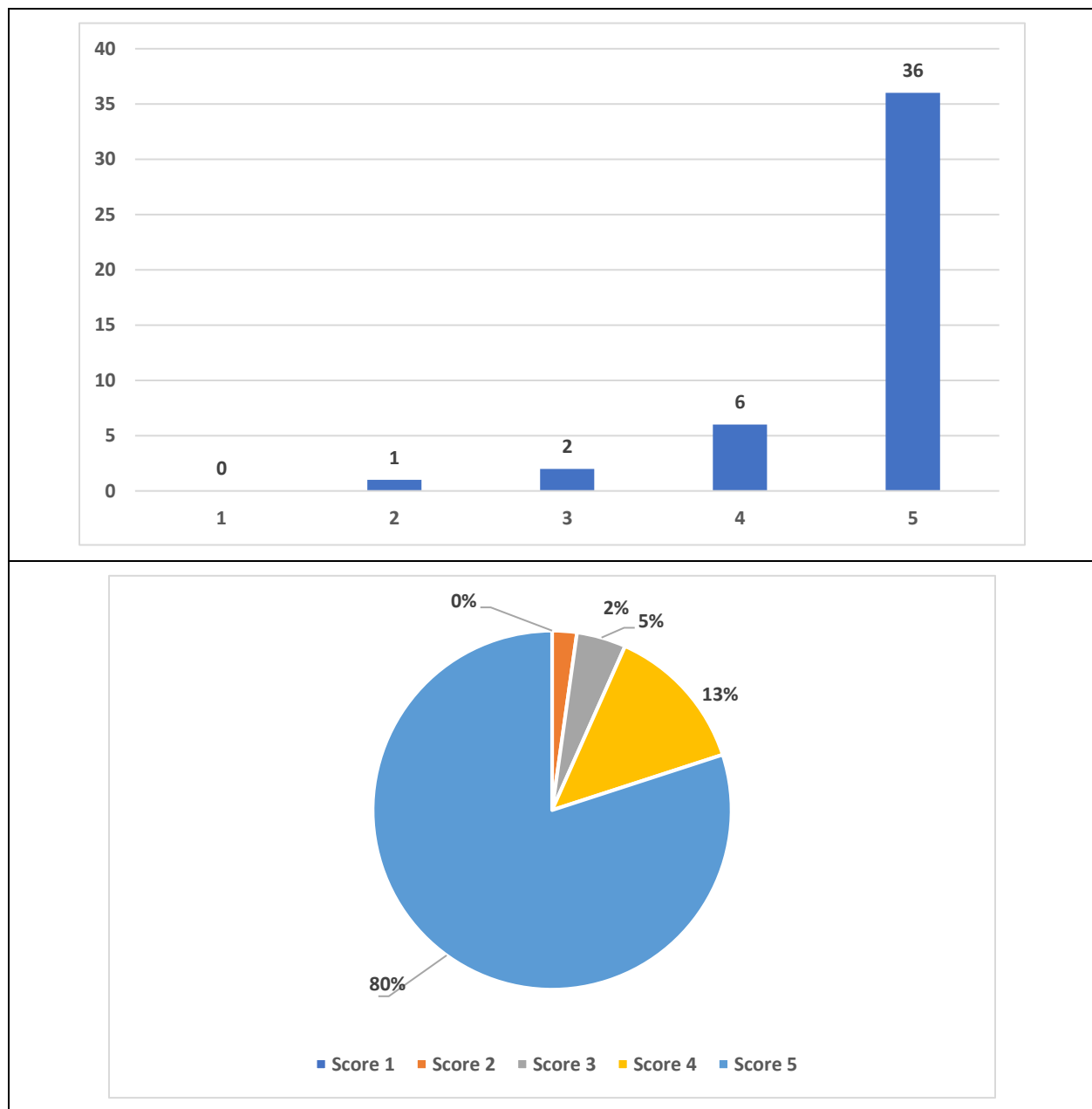
The statement above received total agreement from 82% of respondents (37 people who gave a rating of 5), while a 7% share—representing 3 people who selected a rating of 4—indicated agreement. A rating of 3 was given by 5 respondents, and no negative responses were recorded regarding this statement.

Question no. 31: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the need to develop assessment skills for members of selection committees.



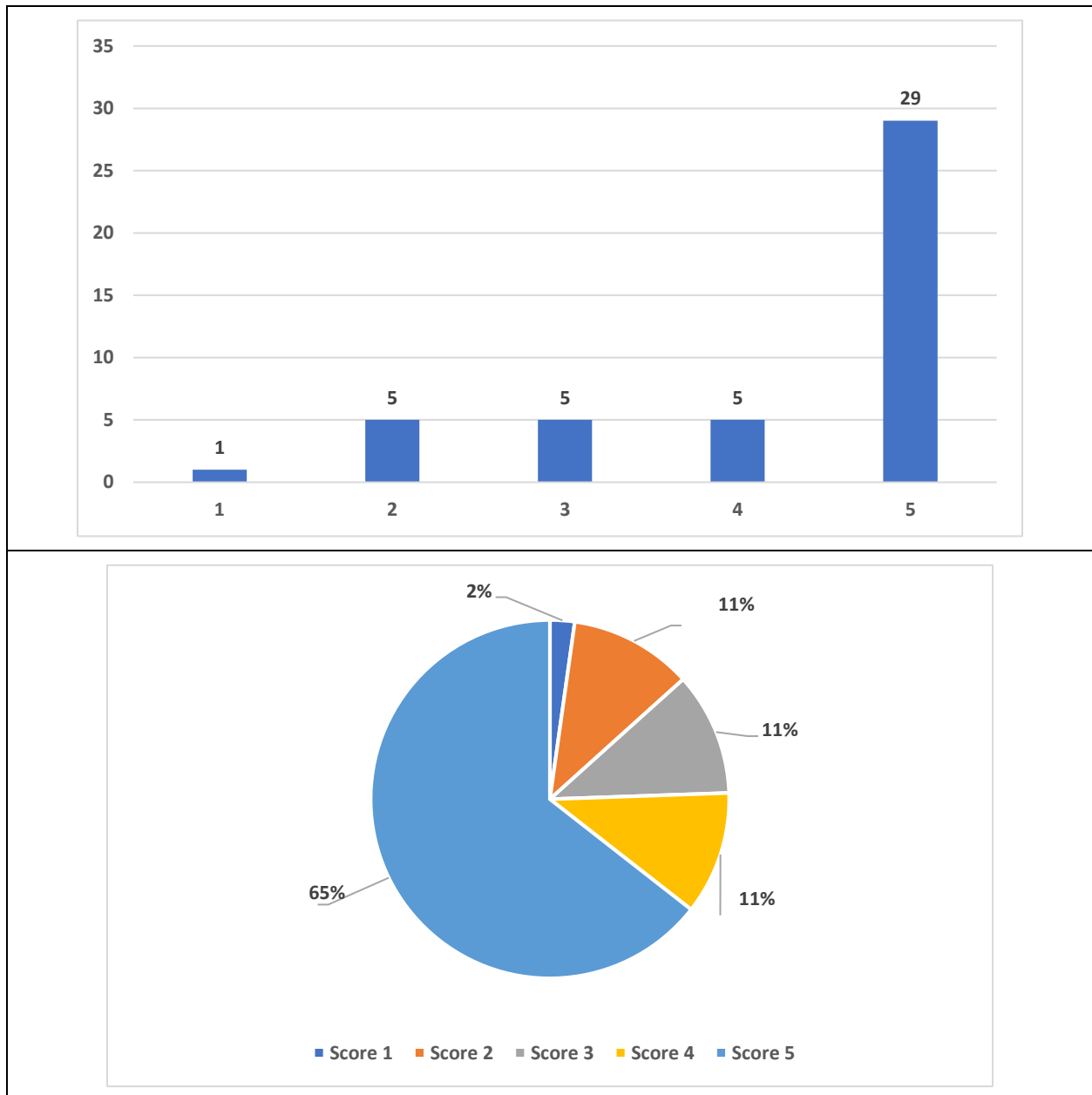
80% of respondents—specifically 36 people—opt for a score of 5, indicating total agreement, while 11% (5 people) opt for a score of 4. A score of 3 is given by 7% of respondents (3 people), and one person expresses disagreement by choosing a score of 2.

Question no. 32: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the development of a section on the institute's website dedicated to mobility opportunities.



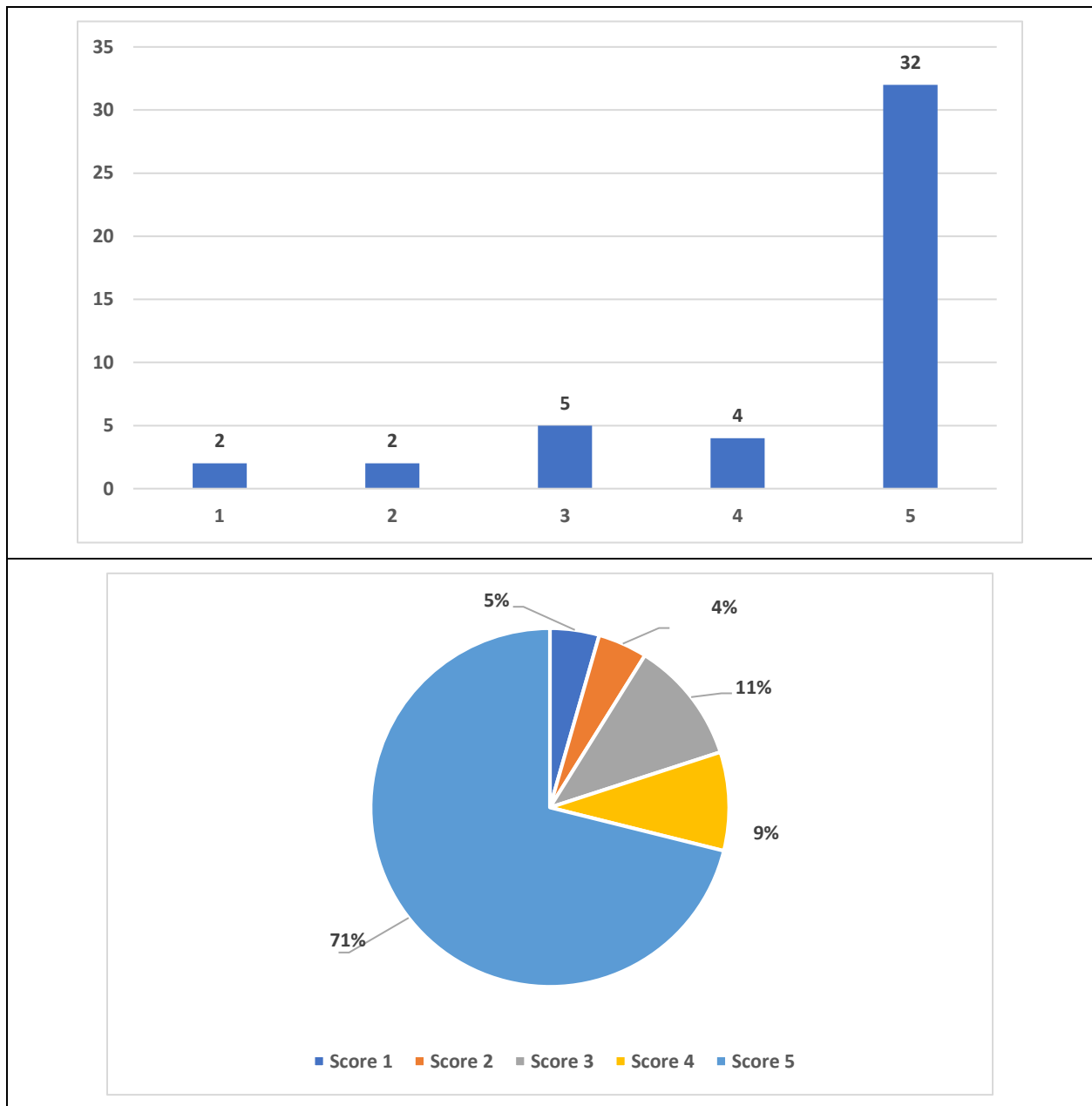
It is worth noting that the highest proportion—80%—corresponds to a score of 5, representing 36 individuals who fully agree with the statement above; this is followed by a 13% share for a score of 4, indicating 6 individuals who agree with the statement. The 5% share recorded for a score of 3 reflects neither agreement nor disagreement, with 2 individuals providing a neutral response, while a score of 2 was selected by a single person.

Question no 33: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the need to increase the number of researchers.



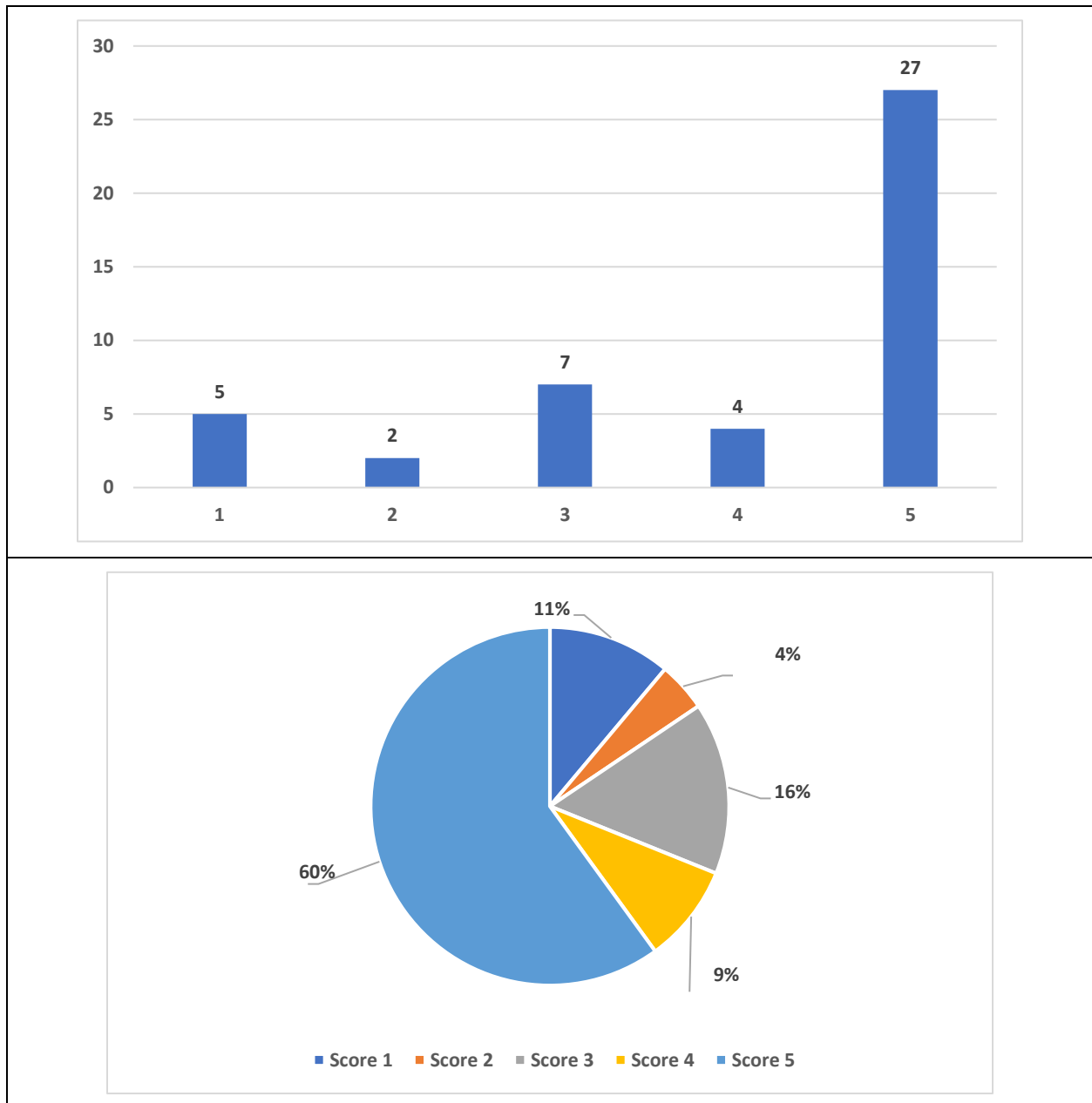
The majority of respondents express total agreement, with 65% (29 individuals) selecting the highest rating. Ratings of 2, 3, and 4 each account for 11% of responses (5 individuals per category). A rating of 1 represents a single response indicating total disagreement.

Question no. 34: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the need for internal regulations regarding remote work conditions for research activities.



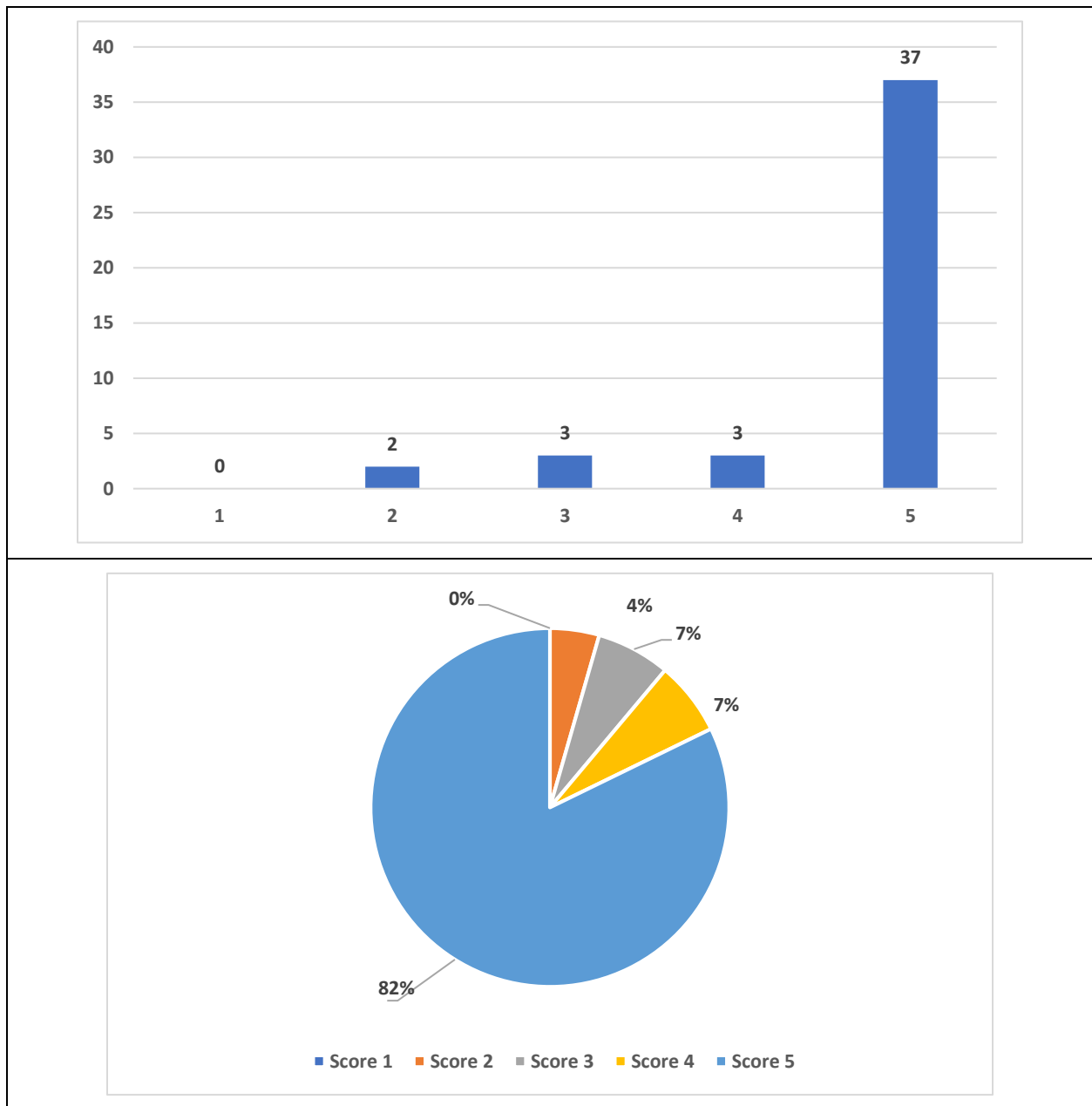
Total agreement with the statement above is expressed by 71% of respondents—specifically 32 individuals—while total disagreement is expressed by 2 people, representing 5% of the total. A score of 4 was recorded for 9% of responses, reflecting the agreement of 4 individuals, while the share recorded for a score of 3 represents the neutral responses of 5 people.

Question no. 35: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the need for an internal regulation regarding the granting of sabbatical leave.



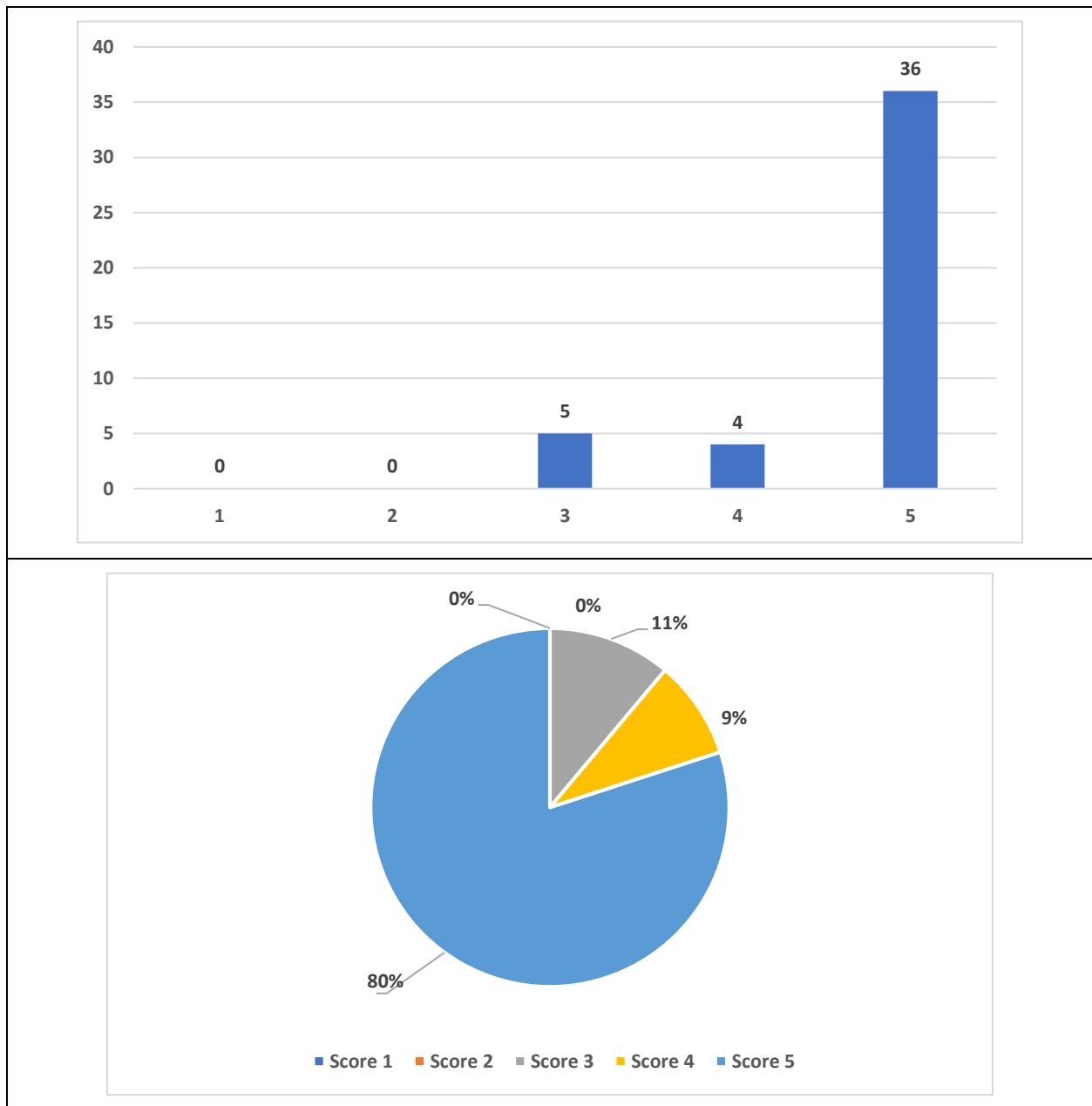
60% of respondents fully agree, meaning that 27 individuals selected the highest possible rating. Total disagreement is expressed by choosing a score of 1, which accounts for 11% of the total—representing the 5 individuals who selected this option.

Question no. 36: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the development of a guide regarding career development opportunities for researchers at ECOIND.



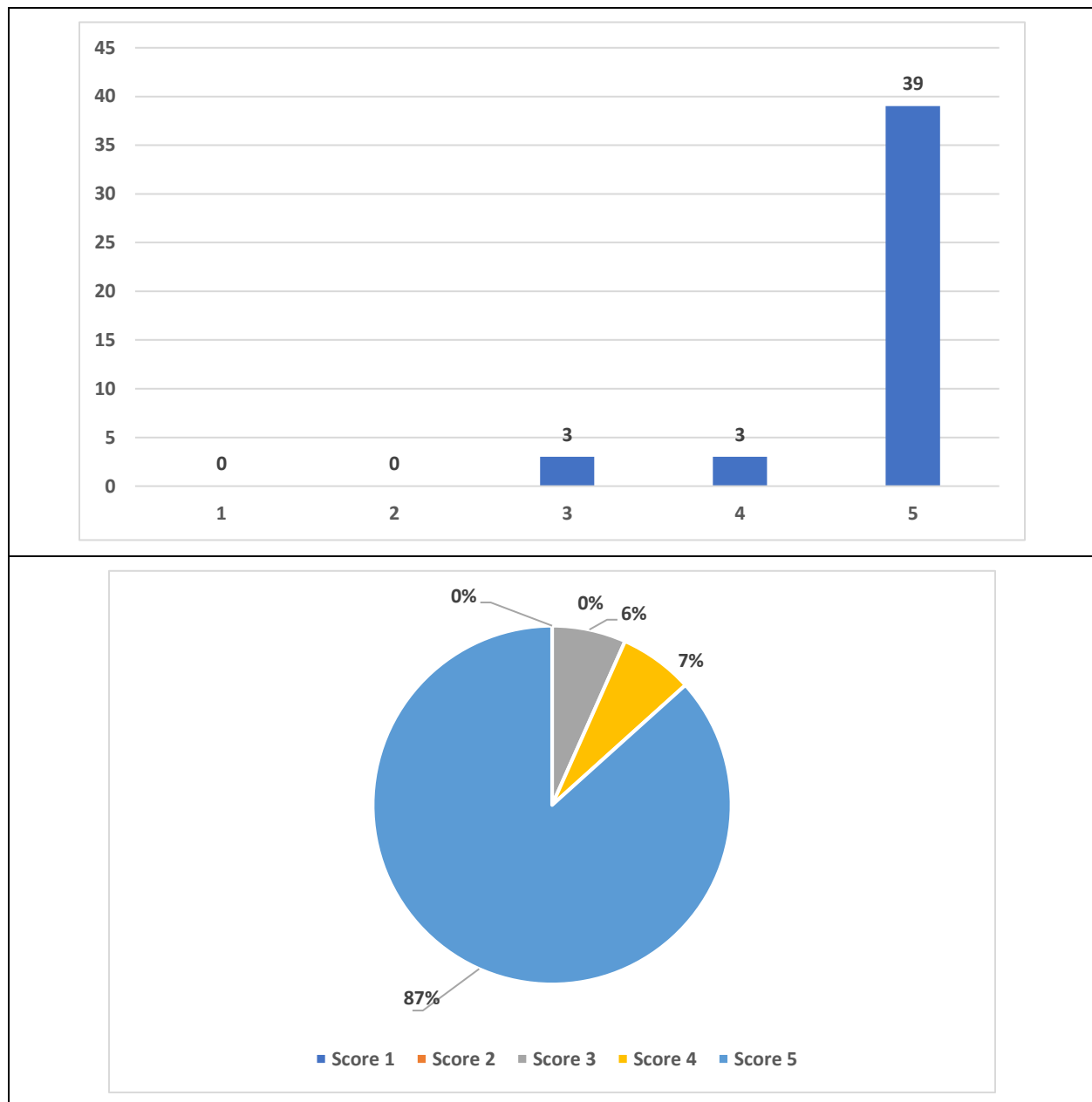
82% of the total respondents—representing 37 individuals—fully agree with the statement above. A score of 4 was given by 3 people (7%), while a score of 3 was given by another 3 people (also 7%). Only 2 respondents—representing 4% of the total—expressed disagreement with this statement.

Question no. 37: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the importance of periodically negotiating employment contracts to offset the negative effects of inflation and/or provide financial incentives for researchers.



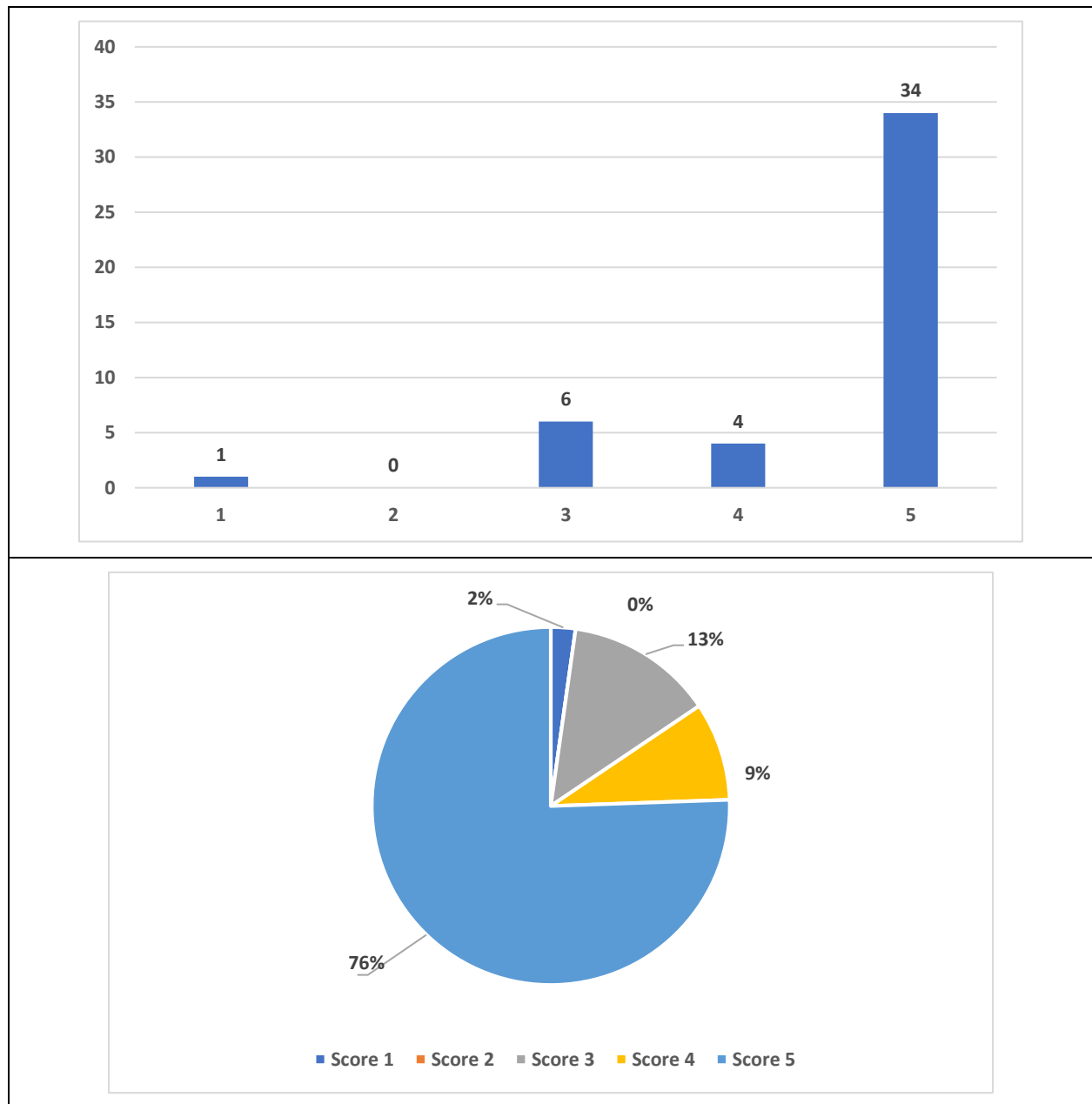
80% of the total respondents—representing 36 individuals—fully agree with the statement above. A score of 4 was given by 4 individuals (9%), while a score of 3 was given by 5 individuals (11% of respondents). No negative responses regarding this statement were recorded.

Question no. 38: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the development of a research career development policy.



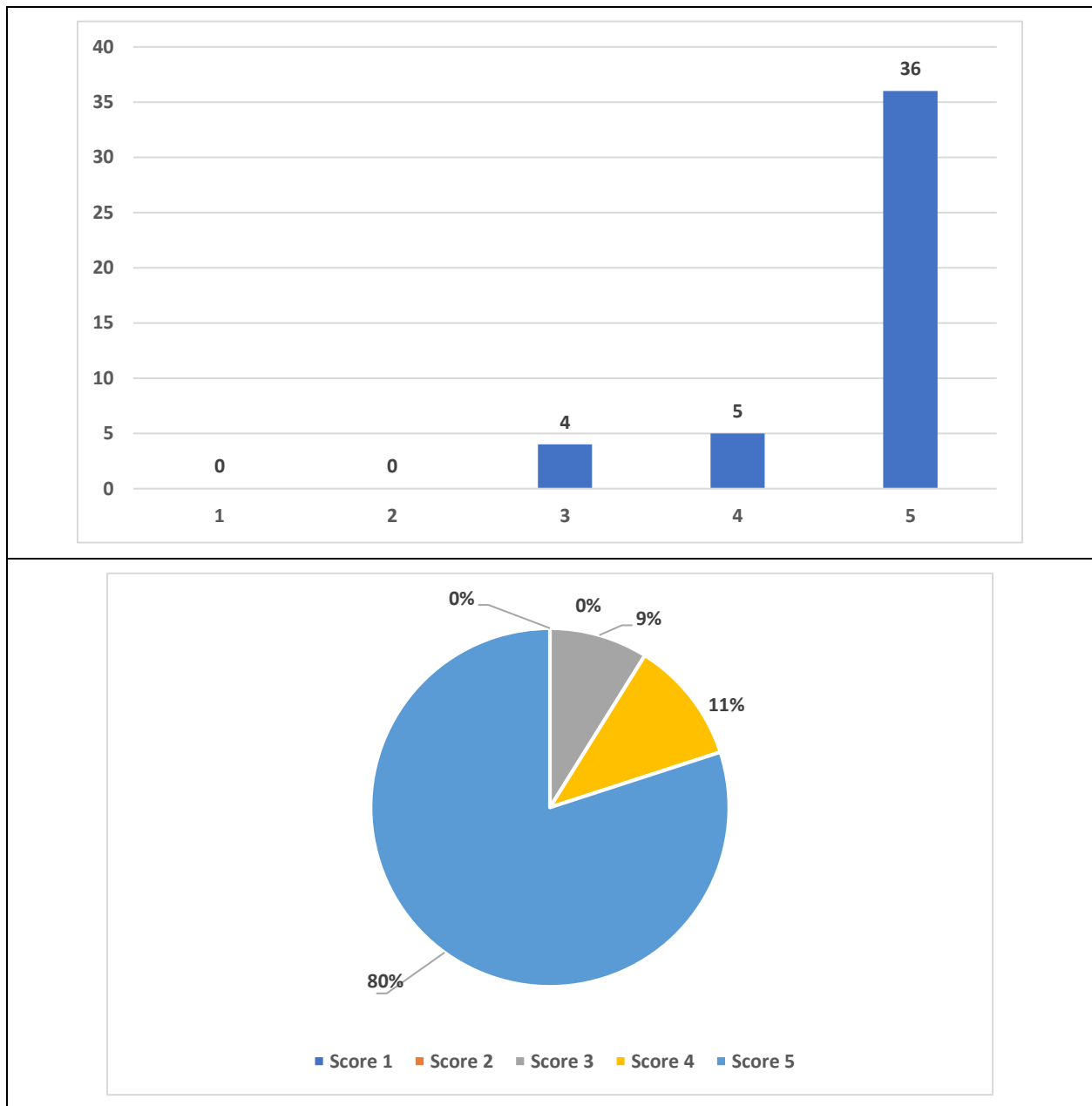
A score of 5 accounts for the largest share, representing the responses of 39 individuals who fully agree with the statement above, while a score of 4—indicating agreement—accounts for 7% of responses, corresponding to 3 individuals in absolute terms. A share of 6% is represented by 3 respondents who opted for a neutral response, whereas no responses indicating disagreement or strong disagreement were recorded.

Question no. 39: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the importance of developing an internal procedure or regulation focused on mentoring activities at each stage of a research career.



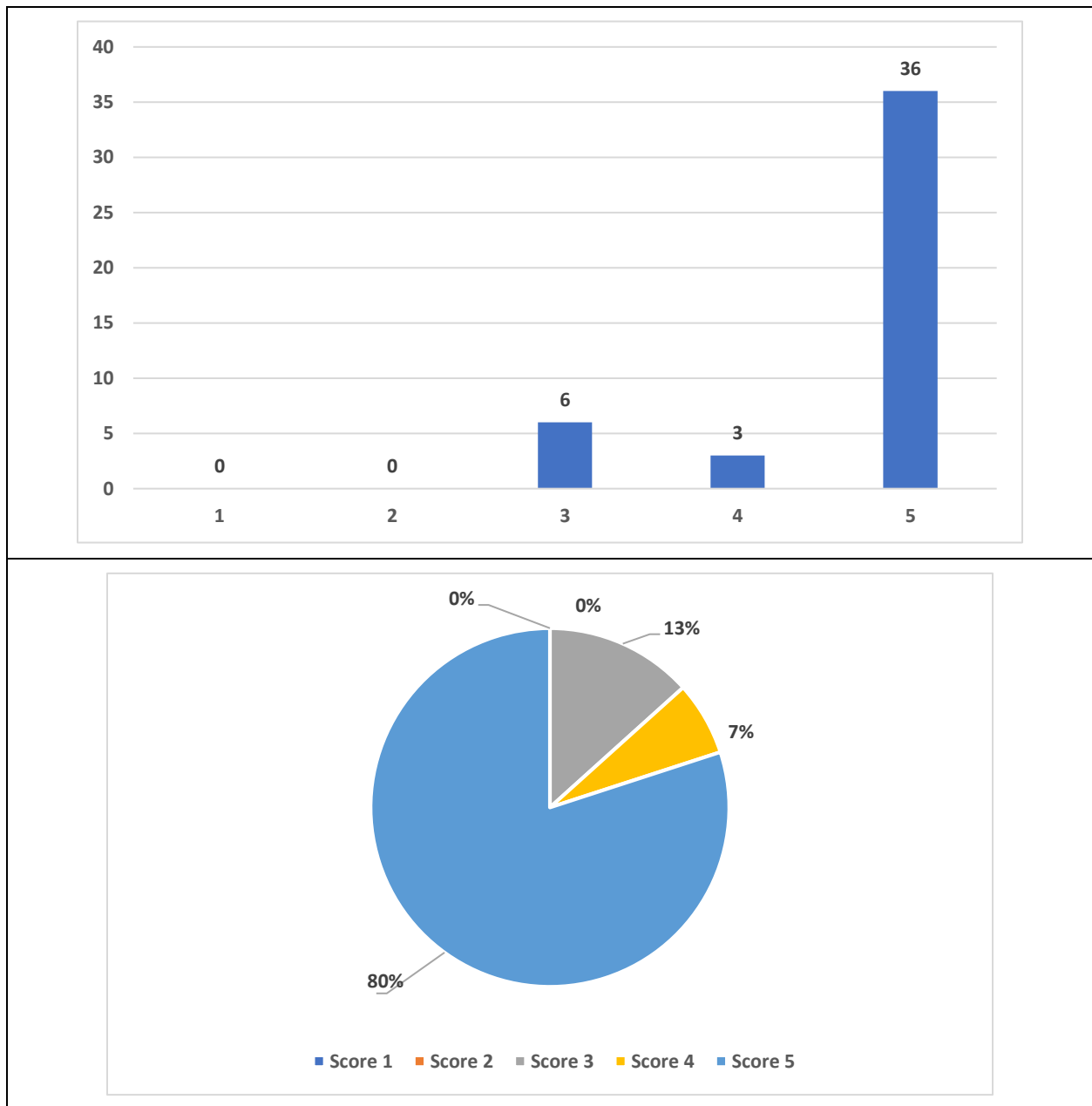
The statement above received a score of 5 from 76% of respondents, meaning that 34 of them expressed total agreement. A score of 4 accounted for 9% of responses (4 respondents) indicating agreement, while a score of 3 represented 13% (6 respondents) who gave a neutral response. Total disagreement was selected by one respondent.

Question no. 40: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the importance of attending training courses on research methodologies, research project planning, and ethical aspects of research projects.



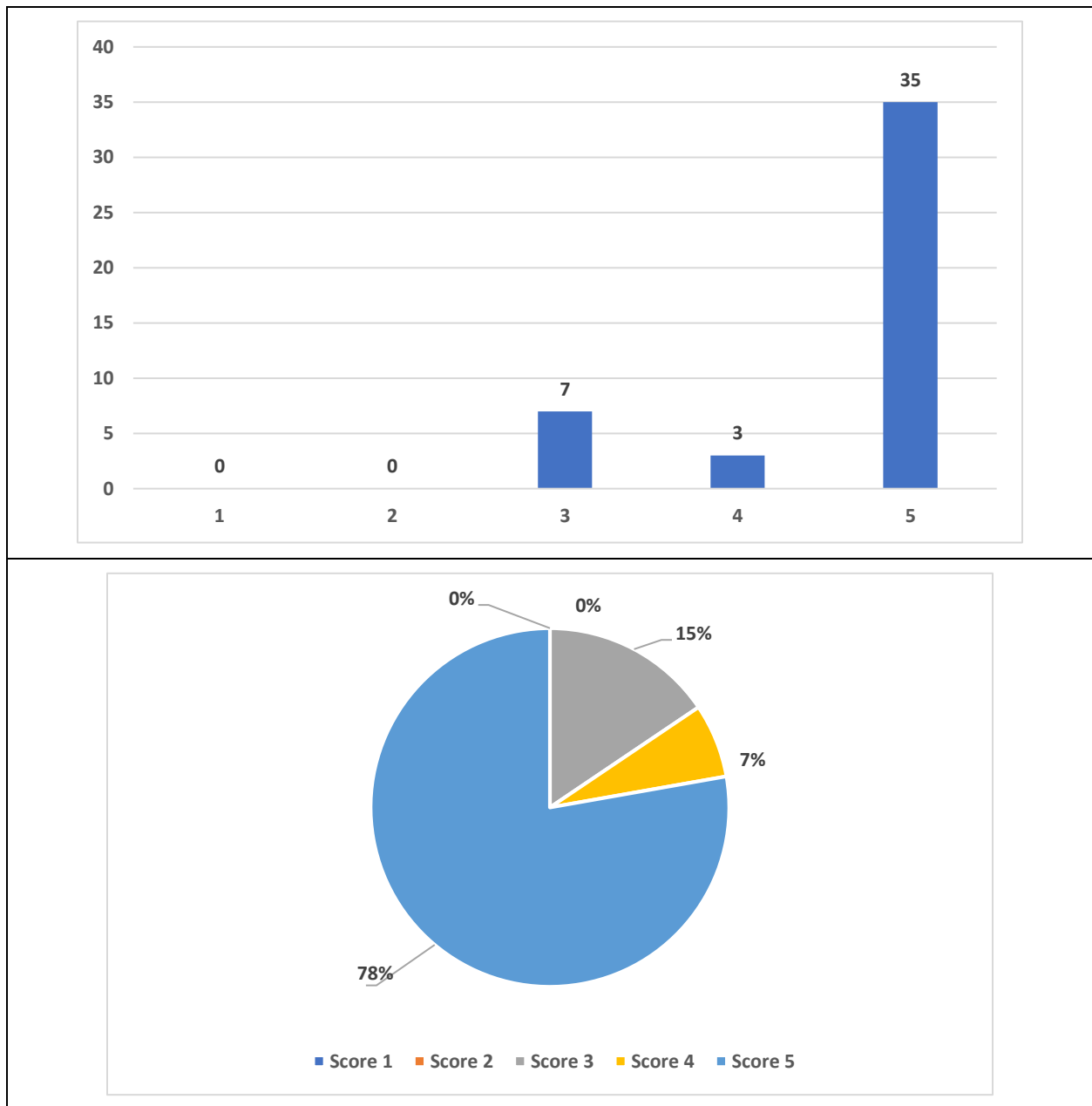
According to the chart, 11% of respondents (5 individuals) express agreement, while 80% (36 individuals) express total agreement with the statement above. It is noted that 9% of responses fall into the "3" category, with 4 individuals providing a neutral response.

Question no. 41: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the development of a documented policy regarding the protection and leveraging of intellectual property rights at ECOIND.



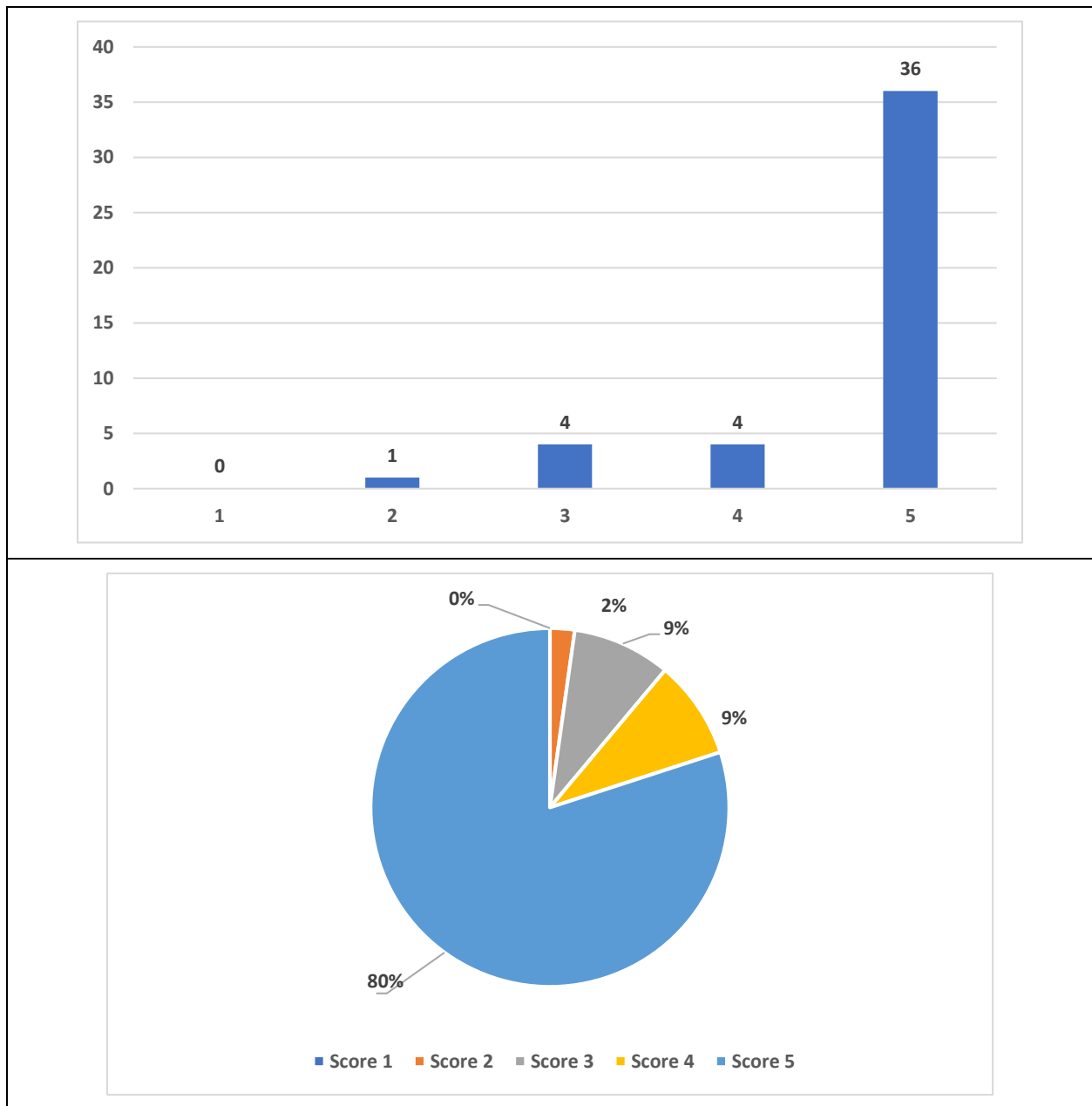
The majority of respondents opted for the highest rating, with 36 expressing total agreement with the statement above. A rating of 4 was recorded by 7% of respondents (3 individuals), while a rating of 3 was recorded by 13% (6 individuals). No negative responses were recorded.

Question no. 42: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the importance of training early-career researchers in the protection and exploitation of intellectual property rights.



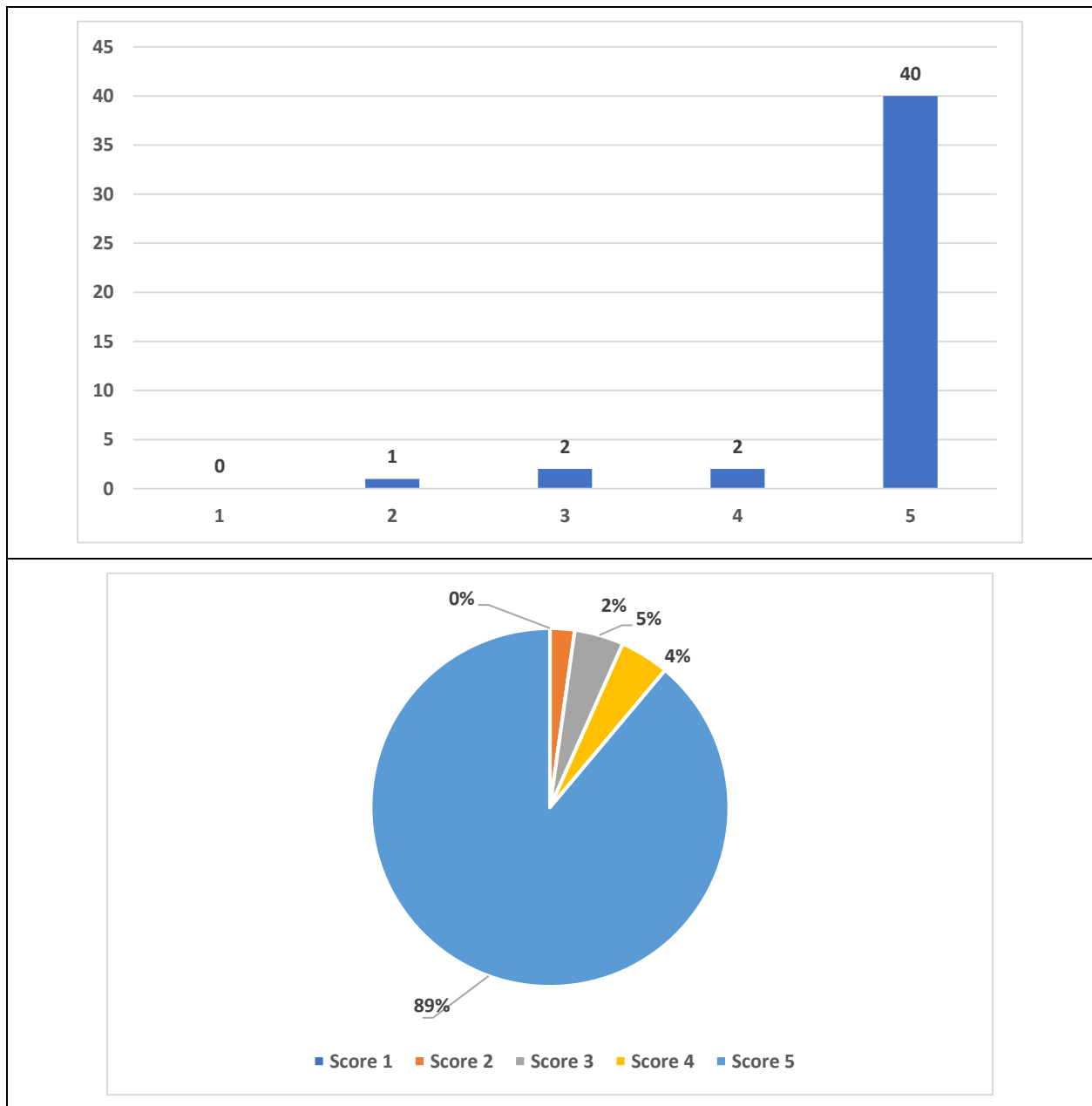
The majority of respondents opted for the highest rating, with 35 expressing total agreement with the statement above. A rating of 4 was selected by 7% of respondents (3 individuals), while a rating of 3 was chosen by 15% (7 individuals). No negative responses were recorded.

Question no. 43: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the development of a procedure regarding co-authorship at ECOIND, including the training of research staff.



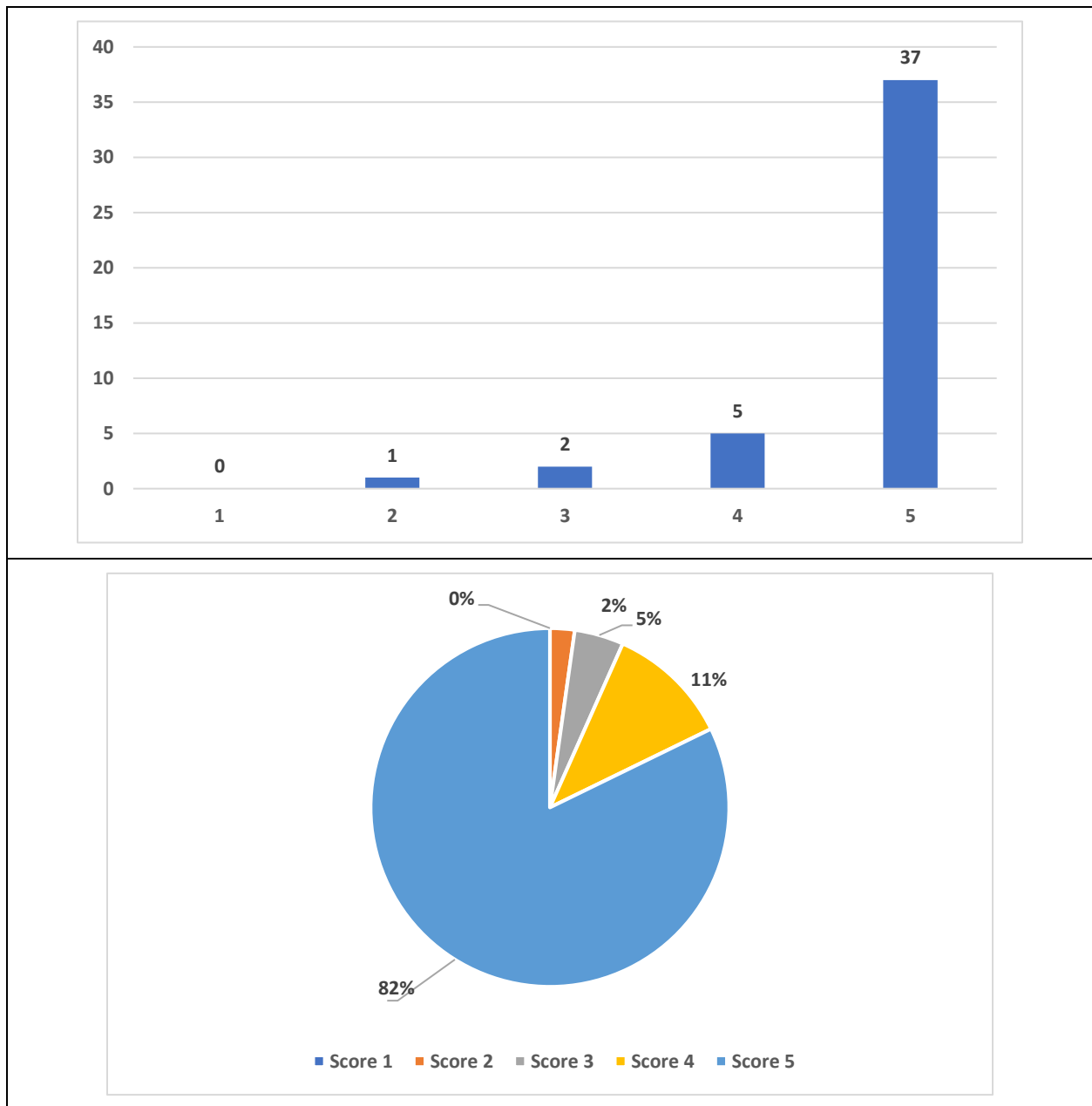
Responses indicating "strongly agree" account for 80% of the total, with 36 respondents selecting a score of 5. Scores of 3 and 4 each represent 9%, corresponding to 4 responses apiece. Disagreement is represented by a score of 2, accounting for 2% of the responses.

Question no. 44: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the development of professional training programs and course packages tailored to each career level.



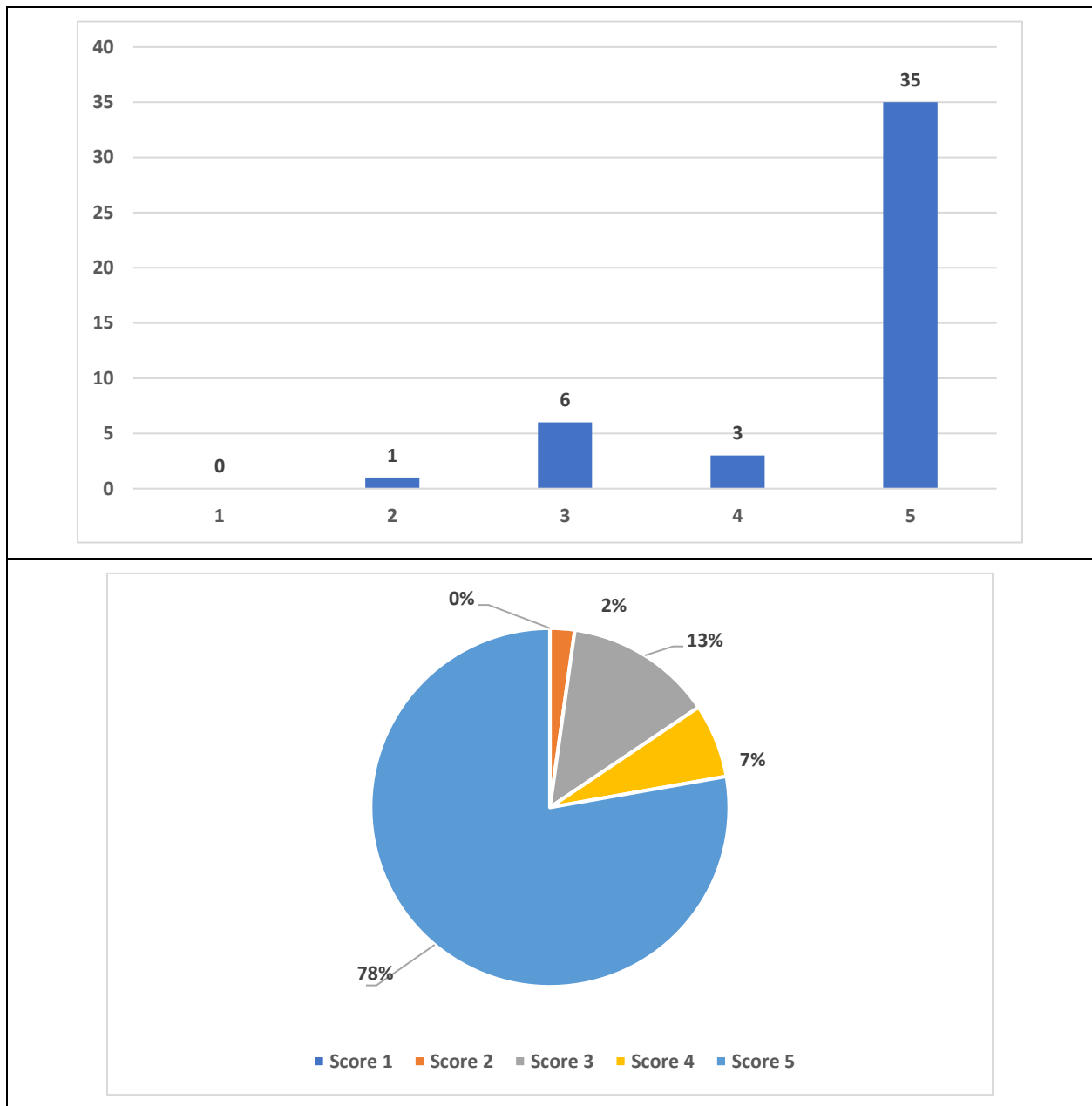
Responses indicating "strongly agree" account for 89% of the total, with 40 respondents selecting a score of 5. Scores of 3 and 4 each received two responses. Disagreement is represented by a score of 2, accounting for 2% of the responses.

Question no. 45: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the organization of training sessions regarding committees/structures and internal regulations for handling reports/complaints.



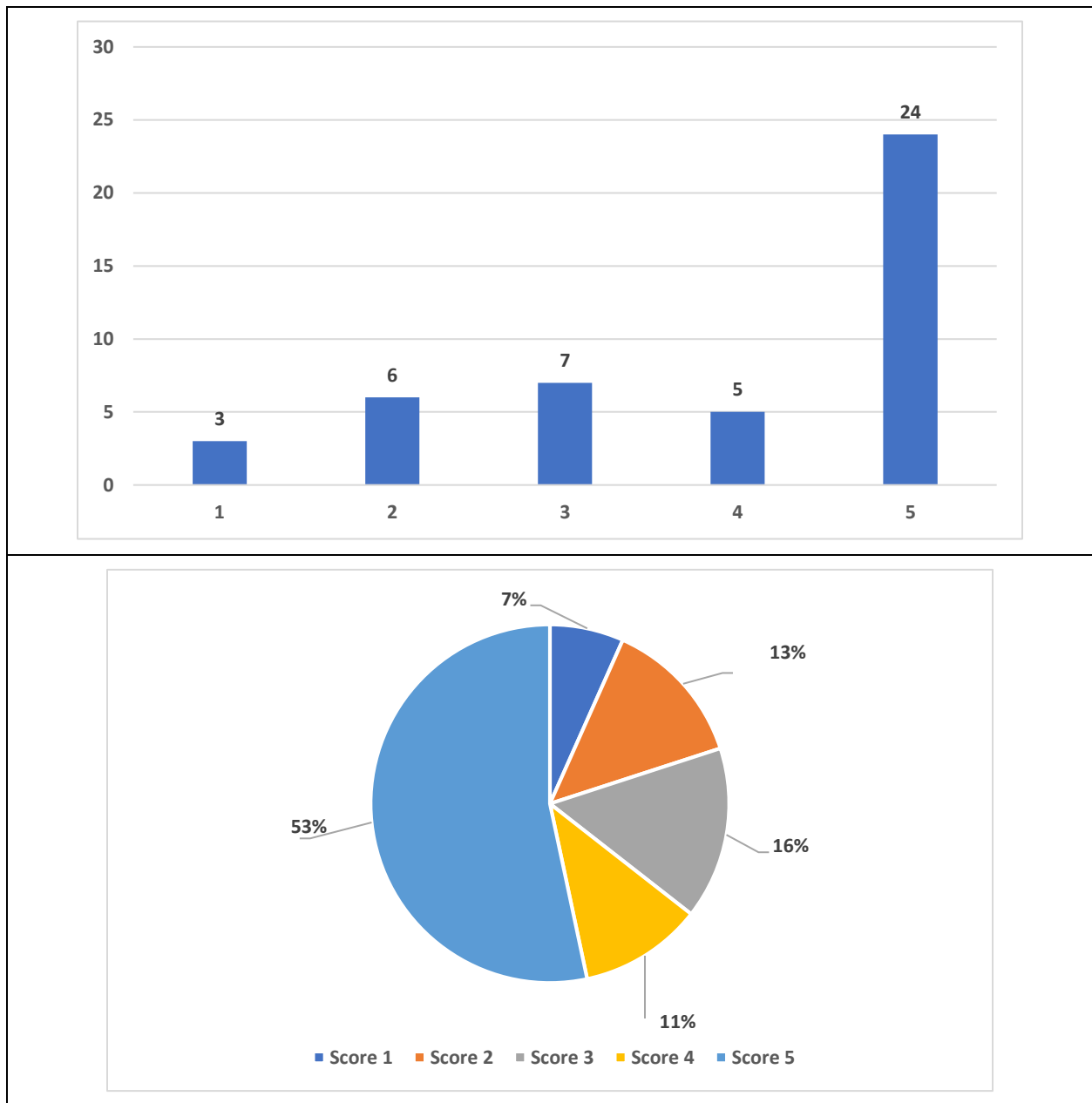
The 82% share reflects 37 responses recorded for a score of 5, while the 11% share corresponds to a score of 4, representing 5 responses. Disagreement with the statement accounts for 2% of the responses.

Question no. 46: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the organization of periodic information sessions regarding the results of the activities of information, consultation, and decision-making bodies.



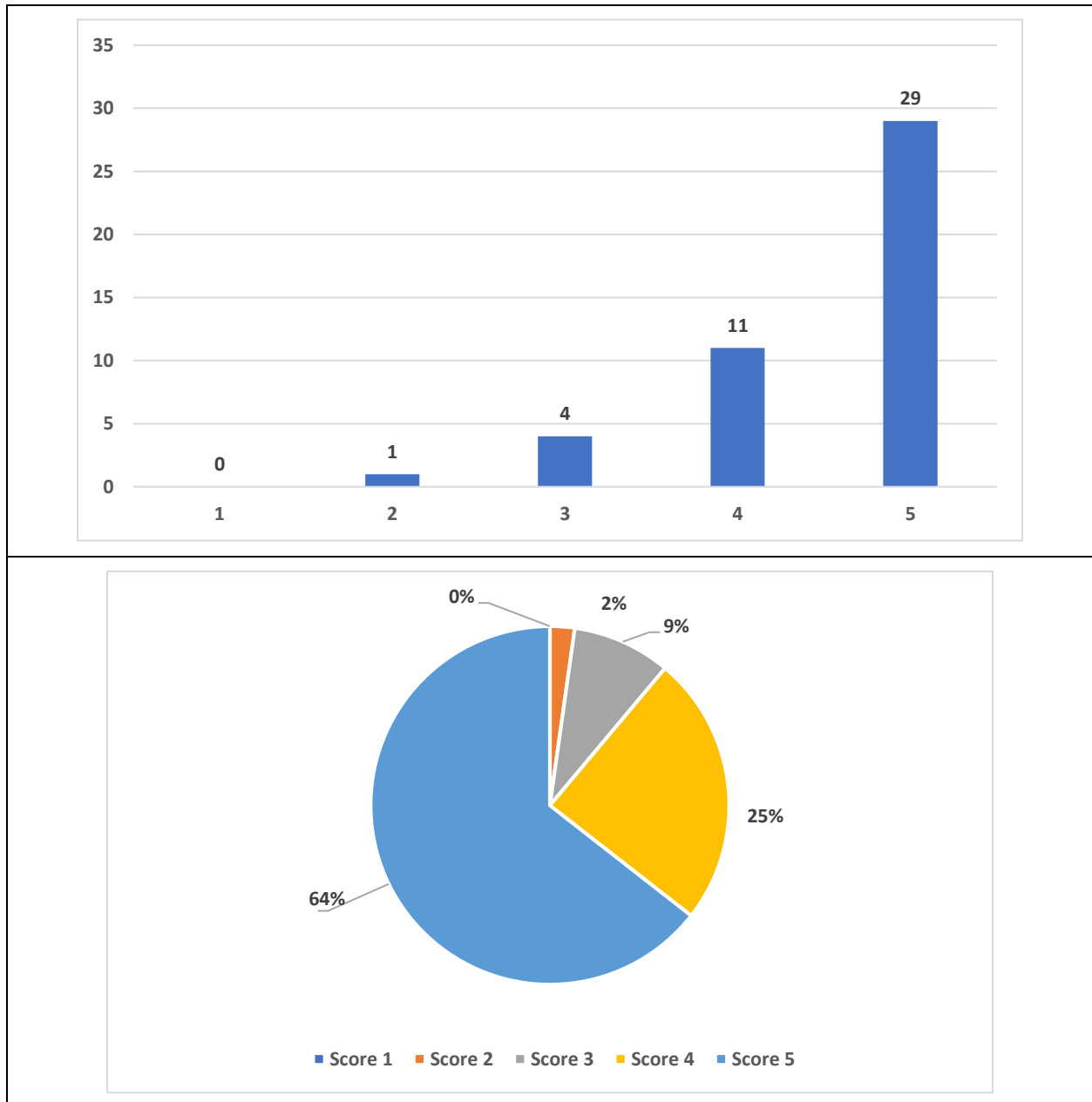
The highest rating accounts for 78% of the responses, meaning that 35 people fully agree with the statement above, while a rating of 4 represents 7% of the total, corresponding to 3 responses. A rating of 2 accounts for 2% of the responses, representing one person who disagrees with the statement above.

Question no. 47: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—regarding the establishment and operationalization of an institutional Ombudsperson (external actor).



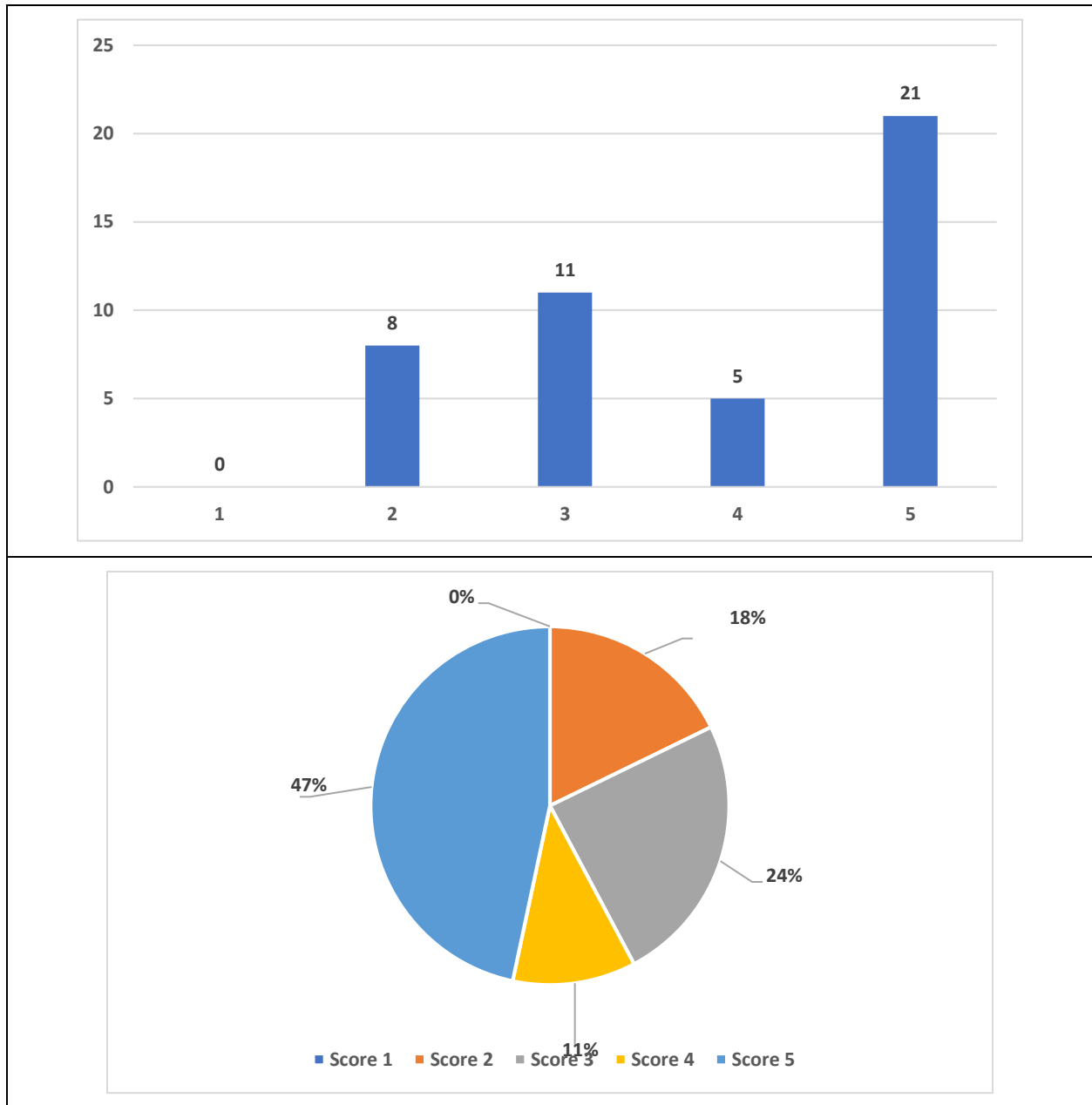
As shown in the graph, 53% of responses correspond to a score of 5, with 24 respondents fully agreeing with the statement presented, while 11% of responses correspond to a score of 4, chosen by 5 individuals. We observe that 7% of respondents express total disagreement by selecting a score of 1, and a score of 2 was chosen by 13% of respondents.

Question no. 48: Please rate on a scale of 1 to 5—where 1 = strongly disagree and 5 = strongly agree—the revision and improvement of the existing HR policy and performance evaluation system to incorporate a talent management function, as well as the development of a framework and tools for attracting, developing, and retaining researchers from abroad.



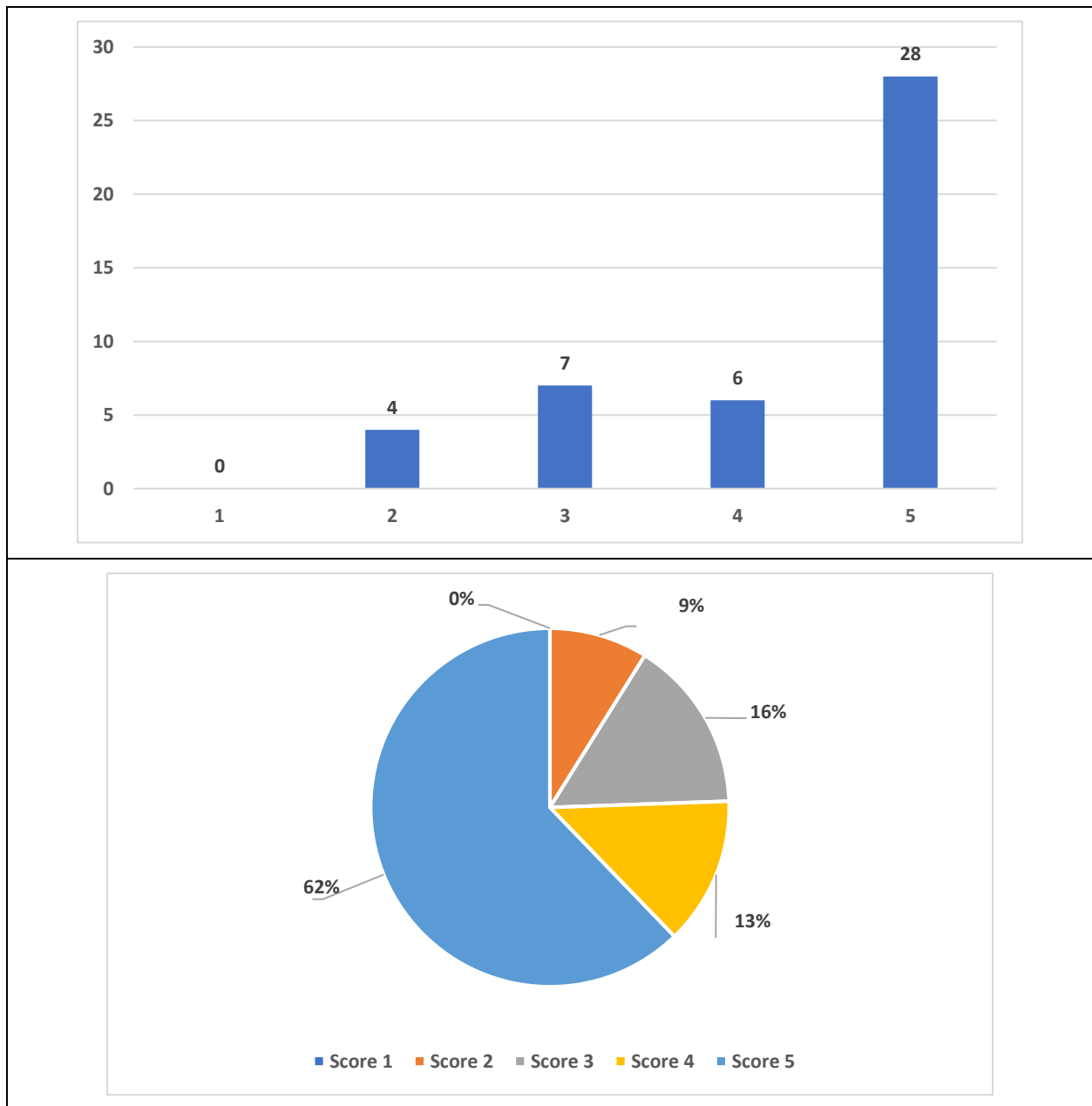
A 64% share of the responses corresponds to a score of 5, with 29 responses indicating total agreement, while a 25% share corresponds to a score of 4, with 11 responses recorded. A score of 2 indicates disagreement and accounts for 2% of the responses—specifically, one person selected this option—whereas no responses were recorded for a score of 1.

Question no. 49: Please rate the following statement on a scale of 1 to 5, where 1 = strongly disagree and 5 = strongly agree: INCD ECOIND provides a stimulating research environment by offering equipment, facilities, and opportunities, including for remote collaboration within research networks.



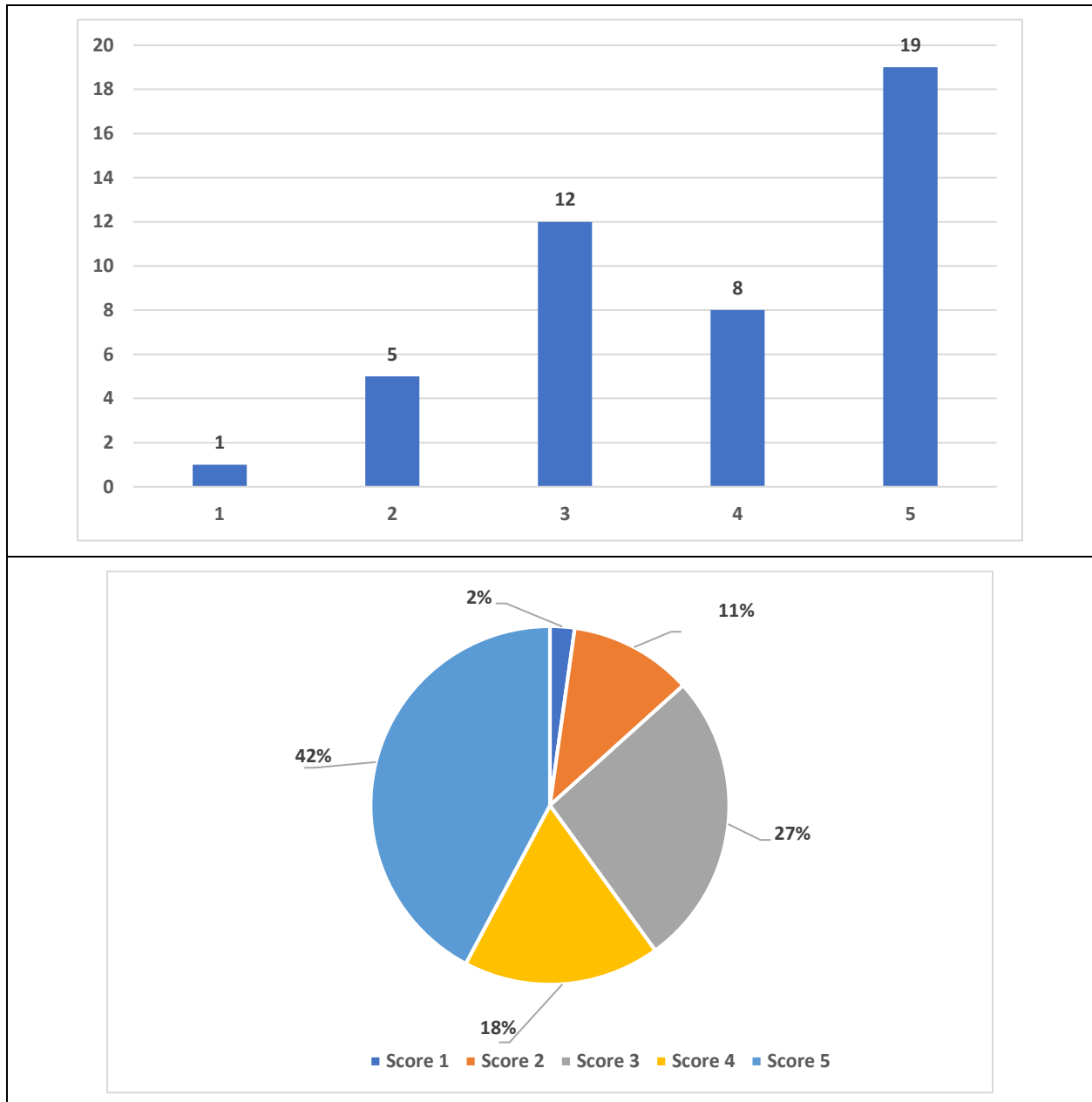
The data indicate that 47% of respondents fully agree with the statement presented above, with 21 respondents giving the highest rating. A score of 4 was given by 11% of respondents—representing 5 individuals in absolute terms—while a score of 3 was given by 24%, or 11 individuals. The 18% share represents 8 individuals who expressed disagreement with the statement.

Question no. 50: Please rate the following statement on a scale of 1 to 5, where 1 = strongly disagree and 5 = strongly agree: INCD ECOIND ensures compliance with health and safety regulations in its research activities.



The data indicate that 62% of respondents fully agree with the statement presented above, with 28 respondents giving the highest rating. A score of 4 was given by 13% of respondents—representing 6 people in absolute terms—while a score of 3 was given by 18%, or exactly 7 people. The 9% share represents 4 people who expressed disagreement with the statement.

Question no. 51: Please rate the following statement on a scale of 1 to 5, where 1 = strongly disagree and 5 = strongly agree: INCD ECOIND ensures appropriate working conditions for researchers and offers flexibility for high-performance research, in accordance with existing legislation and the provisions of the collective labour agreement.



42% of respondents state that they fully agree with the statement presented above, with 19 respondents giving the highest rating. A score of 4 was given by 18% of respondents—representing 8 people in absolute terms—while a score of 3 was given by 27%, or exactly 12 people. The 11% share represents 5 people who expressed disagreement with the statement. Total disagreement was expressed by 1 respondent.

Question no. 52: If you had the opportunity to change something at INCD ECOIND, what would it be?

The responses received are presented below:

- Institutional support for researchers to enhance the quality of research and services
- Water dispensers, a dining area, an open recreation space, beverage and snack vending machines, salary increases, transport reimbursement or provision, and team-building activities
- Support for young researchers to complete their studies
- Better pay; development of a superior system for the interdepartmental flow of information, data, and achievements; development of dedicated software to streamline tasks; reduction in the number of forms required for various procedures; and flexible working hours
- Management empathy toward employees; open expression of concerns and issues, along with their resolution; and an urgent need to hire more staff
- More days off and a higher salary
- The priority should be hiring sufficient, qualified staff to ensure all activities are completed successfully and on time
- I believe it is necessary to organize personal development training sessions to improve communication, collaboration, and emotional intelligence within the team. These would complement the current focus on professional development and help foster greater cohesion and a sense of organizational belonging.
- Given that the hazard bonus (for working in a toxic environment) is only 60 lei, I would much prefer receiving extra days off, considering the toxic working conditions and the lack of seniority-based pay increments
- More time for research and a salary structure based on actual workload
- Granting salary increases or other incentives to researchers who show dedication and strive for professional development.
- Annual indexation of all salaries by at least the previous year's inflation rate; filling departmental leadership positions via competitive selection; granting a loyalty bonus of at least 5% to employees with at least 25 years of uninterrupted service at the institute.
- Transparent salary scales based on research ranks. Adjusting salaries for inflation for all employees, without discrimination.
- Professional training focused on research activities.
- Aligning job descriptions with the actual activities performed by employees.
- Greater transparency, more active communication, and knowledge sharing between departments.
- Coffee and beverage vending machine at the building entrance.
- Improving the sorting and recycling processes for all categories of waste.
- Replacing the toxicity bonus with additional time off.
- The ratio of researchers to administrative staff.