

The summary of a survey conducted by the HRS4R Internal Audit Team at IUNG-PIB in 2025.

The survey, which aimed to assess the situation of academic staff and gather opinions on working conditions, career development and the organisational environment, was conducted among employees of the Institute of Soil Science and Plant Cultivation – State Research Institute. The survey covered the following areas:

Scientific career development and research.

- Good practice at work;
- Financial matters;
- Discrimination, bullying, and irregularities;
- Recruitment, career counselling, evaluations and requirements;
- Young researchers.

The survey was sent to IUNG-PIB employees by email. All Institute employees received a link to complete the survey. The survey was active for one month and votes were collected completely anonymously.

A total of 82 people took part in the survey, representing 27.61% of employees on 31 January 2025. Of those employed in research positions, 53.52% voted. Among those attending the Doctoral School and employees with open doctoral programmes, only one vote was cast in total, representing 11.11% of the group. Despite the low overall turnout, it cannot be ignored that half of the research staff considered the survey important.

The problematic areas identified by respondents were:

- Finances and working conditions;
- Mobbing/discrimination;
- The assessment and promotion/reclassification system.

Unfortunately, a key finding was that most employees were unfamiliar with the European Charter for Researchers.

The internal audit team analysed the results and forwarded them to the HRS4R and OTM-R teams. Both teams are discussing the data, which will inform the development of a new HR strategy at IUNG-PIB.