



UNIVERSITY OF KRAGUJEVAC
SERBIA

Human Resources Strategy for Researchers
*(Incorporating the European Charter for Researchers and
the Code of Conduct for the Recruitment of Researchers)*

ACTION PLAN FOR IMPLEMENTATION

KRAGUJEVAC
December, 2023
(revised)

ETICAL AND PROFESSIONAL ASPECTS

1. RESEARCH FREEDOM

Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<p><i>"Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices.</i></p>	<p>1.1 Conducting periodic analysis of the conditions and controlling if the legal and ethical norms and standards of research work at the University, faculties, and institute are respected.</p>	<p>Professional Ethics Committee Vice-rector for Science, Secretary general, Council for Ethics, Deans, Vice-director at the Institute for information technologies (IIT), Researchers</p>	<p>From the school year 2016/17 and onwards</p>
<p><i>Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision /guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere."</i></p>	<p>1.3 Organizing of annually lectures, at the University or faculties, on topics "Code of Ethics and European Charter & Code" and on the prevention of conflicts of interest.</p>	<p>Professional Ethics Committee, Vice-rector for Science, Deans, Director of the IIT, Vice-deans for Scientific research, Faculties and institute teaching and scientific councils.</p>	<p>From academic year 2020/2021</p>

2. ETHICAL PRINCIPLES			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics."</i>	2.1 (together with activity 1.1) Conducting periodic analysis of the present state and controlling if legal and ethical norms and standards of research work are respected.	University's Professional Ethics Committee, Commission for Quality Assessment at the University, Vice-rector for Science, Vice-deans for Scientific research, Vice-director at IIT, Faculties and institute teaching and scientific councils, Researchers	From the school year 2016/17 and onwards

4. PROFESSIONAL ATTITUDE			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason."</i>	4.2 Continuous work on improvement of project management activities especially in part related to coordination of activities and informing of responsible persons and bodies at the University and faculties and institute. Project managers should be warned of the importance of respecting agreed deadlines for activities implementation and reminded of the necessity for proper reporting on project results.	University Projects office, University Office for International Cooperation, Vice-rector for Science, Vice-deans for Scientific Research, Vice-director at IIT	From the school year 2016/17 and onwards

5. CONTRACTUAL AND LEGAL OBLIGATIONS

Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and conditions of the contract or equivalent document."</i>	5.1 Introduce researchers with national legislation and University rules. Encourage researchers to familiarize themselves with these topics through workshops, seminars, meetings, etc.	Secretary general, Knowledge transfer center, University Projects office, Vice-deans for Scientific Research, Vice-director at IIT, Faculty and University's Legal affairs offices	From school year 2017/18 and onwards

7. GOOD PRACTICE IN RESEARCH

Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should</i>	7.1 (together with activities 5.1 and 6.1) Introduce researchers to national legislation, rules of the University and faculties and institute related to safety and health at work, environmental protection, and security of data and information.	Vice-deans for Scientific research, Vice-director at IIT, Faculty and University's Legal affairs offices	December 2021

<p><i>also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times."</i></p>	<p>7.2 Strengthening and/or improvement of IT system and education of users on topics related to security and protection of data and information.</p>	<p>University IT center, Vice-deans for Scientific research, Vice-director at IIT, Faculties and institute IT centers</p>	<p>December 2021</p>
	<p>7.3 Conduct training on information security and protection of personal data and safety at work and environmental protection.</p>	<p>Deans, Vice-deans for Scientific research, Vice-director at IIT, IT services of the faculties</p>	<p>From the school year 2021/2022 onwards in continuity</p>
	<p>7.4 Organizing workshops where researchers would talk about their experiences on international and national projects and potentially forming the portal for the communication of researchers.</p>	<p>Vice rector for science, Vice deans for science. Vice-director of IIT, Projects Office, University IT center, faculties' IT centers, IIT IT centre</p>	<p>End of 2024</p>

8. DISSEMINATION, EXPLOITATION OF RESULTS			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<p><i>"All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises."</i></p>	<p>8.2 Continuous promotion of importance for dissemination of research results. Publishing of completed project results at the University and faculties and institute's web pages (to the extent allowed by confidentiality limitations).</p>	<p>University IT center, University library, Vice-deans for Scientific research, Faculties IT centers, Vice-director at IIT, Researchers</p>	<p>From the school year 2017/18 and onwards (continuously)</p>
	<p>8.4 Realization of training and full implementation of the system of research results commercialization</p>	<p>Vice-rector for Science, Vice-rector for Innovations, Knowledge Transfer Center, Vice Deans for Scientific Research, Legal Services of Faculties and institute and</p>	<p>From 2021, continuously</p>

		University	
	8.7 Education of young researchers on the principles of open science.	University Library	From the school year 2020/2021 onwards in continuity
	8.8 Support to researchers with regards to activities on e-science portal	University library, deans, IT center	End of 2024
	8.9 Support in the establishment of start-ups and commercialization of results through the Innovation Incubator (project selected for funding by the Ministry)	Vice rector for Innovation, deans, director for IIT	End of 2025

9. PUBLIC ENGAGEMENT			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
	9.2 Develop a presentation strategy of University achievements and organize more public lectures and thematic round tables to inform the public about the scientific developments within the University. Define special approaches and contents for the promotion of scientific achievements, depending on the audience (schools, SMEs, industry, public utility companies, health care institutions, ...)	Vice-rector for Science, Deans, Director of IIT, Faculties and institute's PR offices and managers, Vice-deans for Scientific research, Vice-director at IIT, Researchers	From the school year 2017/18 and onwards (continuously)

10. NON-DISCRIMINATION			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline

<p><i>"Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition."</i></p>	<p>10.1 Further strengthening of awareness among employees and employers on the problem of discrimination of any type.</p>	<p>University and Faculty's's Legal affairs offices, Faculties and institute, Quality Assurance committees at faculties and the institute, Education and Scientific councils at faculties and the institute, Researchers</p>	<p>From the school year 2016/17 and onwards (continuously)</p>
	<p>10.2 Defining questionnaires, conducting tests, and monitoring employees and employers related to the potential problems of discrimination (annually).</p>	<p>HR department at the University, HR departments at faculties and the institute, Quality assurance committees at faculties and institute, Education and Scientific councils at faculties and institute</p>	<p>From the school year 2016/17 annually</p>
	<p>10.3 Continuous work on stimulating and raising of number of projects applied and coordinated by female and young researchers.</p>	<p>Vice-rector for Science, International project office, Secretary General, Vice-deans for Scientific research, Vice-director at IIT, Researchers</p>	<p>From the school year 2017/18 annually</p>

11. EVALUATION/ APPRAISAL SYSTEMS			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<p><i>"Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the</i></p>	<p>11.2 Promote and encourage the introduction of an open and clear definition of conditions within the selection/re-election procedure of researchers in research</p>	<p>Vice-deans for Scientific research, Vice-director at IIT, Faculties and institute Educational and scientific councils, Researchers</p>	<p>From the school year 2017/18 onward (continuously)</p>

<p>case of senior researchers, preferably international) committee.</p> <p>Such evaluation and appraisal procedures should take due account of their overall research creativity and research results, e.g. publications, patents, management of research, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative duties, public awareness activities and mobility, and should be taken into consideration in the context of career progression."</p>	positions.		
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RECRUITMENT

12. RECRUITMENT OF RESEARCHERS

Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<p>"Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning of their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including professors (of any level) returning to a research career.</p> <p>Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers."</p>	<p>12.1 Defining of proposal/ initiative addressed to relevant Ministry in order to inspire the defining of appropriate regulations and bylaws, at the national level, which should define, more precisely, various issues related to the employment of foreign researchers (to be performed in collaboration with other higher education institutions)</p>	<p>Rector, KONUS, Vice-rector for Education, Vice-rector for Science, Deans, Vice-deans for Education, Vice-deans for Scientific research, Vice-director at IIT, Researchers</p>	<p>31.12.2021</p>

13. RECRUITMENT (THE CODE OF CONDUCT)

Principle of the Code of Conduct for the Recruitment of Researchers	Activities	Responsible institutions, bodies or individuals	Deadline

<p><i>"Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic."</i></p>	<p>13.2 Introduction of obligation for advertising all vacancies on the EURAXESS web portal.</p>	<p>Deans, Vice-deans for Scientific research, Vice-director at IIT</p>	<p>From the school year 2020/2021 onwards in continuity</p>
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14. SELECTION (THE CODE OF CONDUCT)			
Principle of the Code of Conduct for the Recruitment of Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<p><i>"Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained."</i></p>	<p>14.1 Continuous evaluation(annually) of the selection and election process of candidates and defining measures aimed at its further improvement.</p>	<p>Vice-rector for Science, Vice-deans for Scientific research, Vice-director at IIT, Faculties and institute Educational and Scientific councils, Quality Assurance Committee at faculties and institutes</p>	<p>From the school year 2016/17 and onwards (continuously)</p>
	<p>14.2 Possibility and justification analysis for introducing mandatory member from abroad (with appropriate competencies) to election commissions for the position of full professor.</p>	<p>Vice-rector for Education, Vice-rector for Science, Vice-deans for Education, Vice-deans for Scientific research, Vice-director at IIT</p>	<p>31.12.2021</p>

18. RECOGNITION OF MOBILITY EXPERIENCE (THE CODE OF CONDUCT)

Principle of the Code of Conduct for the Recruitment of Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<p><i>"Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher."</i></p>	<p>18.1 Encouraging mobility of Ph.D. students and stimulating the development of post-doctoral students, at home and abroad, through the promotion of programs and projects that provide mobility funding, organizing workshops for application in relevant projects, etc.</p>	<p>Vice-rector for Science, University Office for International Cooperation, Center for Career Development and Student Counseling, Vice-deans for Scientific research, Vice-director at IIT, Researchers</p>	<p>From the school year 2017/18 and onwards (continuously)</p>
	<p>18.3 Making the influence at the national level to include and quantitatively evaluate mobility of researchers, post-doc and other in the criteria for the selection</p>	<p>Rector, KONUS, Vice rector for science, Director IIT, deans</p>	<p>End of 2025</p>

20. SENIORITY (THE CODE OF CONDUCT)

Principle of the Code of Conduct for the Recruitment of Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised."</i>	20.1 Informing and raising awareness about the importance of lifelong learning and professional development.	Center for Career Development and Student Counseling, University Lifelong Learning Center	June 2017, and onwards (continuously)

21. POSTDOCTORAL APPOINTMENTS (THE CODE OF CONDUCT)

Principle of the Code of Conduct for the Recruitment of Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines</i>	21.2 Establishing a training program in skills related to the preparation and writing of proposals for EU-funded projects.	Vice-rector for Science, International project office, Vice-deans for Science, Vice-director at IIT, Researchers	30.06.2017

<i>should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects."</i>	21.3 Introduction of post-doctoral study programs at the University	Rector, vice rector for sciences, deans, director IIT	End of 2026
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WORKING CONDITIONS AND SOCIAL SECURITY

22. RECOGNITIONS OF THE PROFESSION			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"All researchers engaged in a research career should be recognised as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants)."</i>	22.1 Continuous promotion of the scientific research profession, which needs to be adequately recognized and protected at the national level, regardless of the level and status of researchers (from Ph.D. students through researchers to professors' titles and positions within research institutions).	Rector, Vice-rector for Science, Deans, Vice-deans for Scientific research, Vice-director at IIT, Faculties and institute's PR offices and managers, all employees	From the school year 2017/18 and onwards (continuously)
	22.2 Encouraging the establishment of researchers' associations/organizations as well as regular meetings/forums to evaluate and assess situations in the research profession.	Secretary general, Quality Assurance Committee at faculties and institute, Faculties and institute Educational and Scientific councils, Researchers	From the school year 2017/18 and onwards (continuously)

23. RESEARCH ENVIRONMENT			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme."</i>	23.1 Encouraging funds allocation for science at the national level (campaigns, public lectures, open meetings, round tables, etc.) and connections with the industry and wider community related to the realization of joint projects, which are of mutual interest.	Vice-rector for Science, Vice-rector for Innovations, Rector, Deans, Faculties' and University's Legal affairs offices	From the school year 2017/18 and onwards (continuously)
	23.2 Encouraging of application and use of EU funds for the improvement of research infrastructure, procurement of modern equipment, etc.	Vice-deans for Scientific research, Vice-director at IIT, Vice-rector for Science, Vice-rector for Innovation, University International projects office, Deans	From school year 2016/17 and onwards (continuously)
	23.3 Encouraging institutional cooperation with other domestic universities in order to ensure more rational use of available research infrastructure and equipment.	Vice-deans for Scientific research, Vice-director at IIT, Vice-rector for Science, Knowledge transfer center	From the school year 2017/18 and onwards (continuously)

24. WORKING CONDITIONS			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career 9. Particular attention should be paid, inter alia, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements."</i>	24.1 (together with activity 23.1) Encouraging funds allocation for science at the national level (campaigns, public lectures, open meetings, round tables, etc.)	Vice-rector for Science, Rector, Deans, University and faculties/institute Legal affairs offices	Since the school year 2020/2021 and onwards

26. FUNDING AND SALARIES			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities."</i>	26.2 Defining and establishing methodology for evaluation and rewarding of successful coordinators of research groups and/or independent researchers.	Rector, Vice-rector for Science, Deans, Faculties and institute Educational and Scientific councils, Researchers	31.12.2020.

27. GENDER BALANCE			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<p><i>"Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance."</i></p>	<p>27.1 Further strengthening of awareness on the gender balance at faculties/institute. Special attention should be given to faculties/institute with below average number of female researchers and professors. (43% of female researchers is average on the national level in Serbia)</p>	<p>University Senate, Legal affairs offices at University, HR department at the University, Legal affairs offices at faculties and institute, HR departments at faculties and the institute, Quality assurance committees at faculties and institute, Educational and Scientific councils, Faculties and institute Councils, Reserchers</p>	<p>From the school year 2016/17 and onwards (continuously)</p>

28. CAREER DEVELOPMENT			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements."</i>	28.1 Development and implementation of various training and personal development courses, as a mandatory part of researchers' education (career management, communication and negotiation skills, creation and evaluation capabilities, project management, innovation, etc.).	Vice-rector for Science, Vice-rector for Innovations, University Lifelong Learning Center, International Project office at the University, Vice- deans for Science, Vice -director, University Lifelong Learning Center, Researchers	31.12.2017 and onwards

29. VALUE OF MOBILITY			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Employers and/or funders must recognise the value of geographical, intersectoral, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation."</i>	29.3 Encourage the return of researchers from abroad to Serbia, and emphasize the need to adopt a national framework for ensuring conditions for employment of returning researchers, their further development, and improvement.	Rector, KONUS, Vice-rector for Education, Vice-rector for Science, Deans, Researchers	From school 2017/2018 and onwards (continuously)
	29.4 Forming joint master and PhD study programs	Vice rector for education, vice deans for education, vice director from IIT	End of 2026

30. ACCESS TO CAREER ADVICE			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation."</i>	30.1 More intensive involvement of the Centre for Career Development and Student Counseling with the aim of better and more quality counseling and career guidance of graduate students, especially PhD students and post-doctoral students.	Center for Career Development and Student Counseling, Deans, Researchers	31.01.2017 and onwards

33. TEACHING			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers."</i>	33.2 Develop a system of training and education of young researchers (assistants, researchers, and associate researchers) for lecturing and teaching.	Vice-rector for Education, Vice-deans for Education, Faculties and institute Educational and scientific councils, Mentors/Supervisors, Researchers	From the school year 2017/18 and onwards (continuously)

34. COMPLAINTS/APEALS			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/ appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment."</i>	34.2 Justification analysis for introduction of the Ombudsman in order to protect the rights of researchers at the University which would be an independent body of the Ethics Committee and who would mediate in resolving problems in relations researcher-research coordinator, PhD student-mentor, researcher/ professor/institution, etc.	Rector, Secretary general, University Legal affairs offices, University's Professional Ethics Committee	30.9.2021.

35. PARTICIPATION IN DECISION-MAKING BODIES			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<i>"Employers and/or funders of researchers should recognise it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution"</i>	35.1 Promotion of change in regulations that would allow participation of researchers in various faculty bodies (Educational-scientific Council, Faculty Council, Study Programs Committee, etc.).	Secretary general, Deans, Vice-deans for Scientific research, Vice-director at IIT, Legal affairs offices at faculties and institute, Researchers	Since the school year 2020/2021 and onwards

EMPOWERMENT

38. CONTINUING PROFESSIONAL DEVELOPMENT			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<p><i>"Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning."</i></p>	<p>38.2 Encouraging the introduction of new and use of existing programs for lifelong learning.</p>	<p>University IT center, Center for Career Development and Student Counseling, Knowledge transfer center Faculties and institute IT centers</p>	<p>From the school year 2017/18 onwards</p>
	<p>38.3 Encouraging education and training of professors for teaching at the faculties and institute/University.</p>	<p>Vice-rector for Education, Vice-rector for Science, Knowledge transfer center Vice deans for Education, Faculties and institute IT center</p>	<p>From the school year 2017/18 onwards</p>

39. ACCESS TO RESEARCH TRAINING AND CONTINUOUS DEVELOPMENT			
Principle of the Charter for Researchers	Activities	Responsible institutions, bodies or individuals	Deadline
<p><i>"Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take-up and effectiveness in improving competencies, skills and employability."</i></p>	<p>39.1 (together with activities 38.1 and 38.2) Encouraging continuous training of researchers through an improved system of theory and practice at faculties and institutes, Universities, and industry.</p>	<p>Vice rector for Science, Vice rector for Innovations, Knowledge transfer center, Vice-deans for Scientific research, Vice-director at IIT, Faculties and institute departments, mentors/supervisors, Researchers</p>	<p>From the school year 2017/18 onwards</p>
	<p>39.2 Taking steps to introduce changes in national regulations related to the engagement of researchers in the teaching process</p>	<p>Vice rector for education, vice deans for education, vice director from IIT</p>	<p>End of 2026</p>