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Zadar, 6<sup>th</sup> June 2014

## The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

### “A Human Resources Strategy for Researchers incorporating the Charter and Code”

#### Self-evaluation 2014

In April 2010 University of Zadar accepted the initiative of the European Commission and by signed the Declaration of Commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers accept the obligation to contribute to the employment of highly skilled researchers and contribute to establishing a motivating work environment for researchers.

The working group was established with representatives from the Board of the University, representatives of the post-doctoral students and representatives of some offices of the University. Process of development of internal analysis was carried out without major difficulties due to the fact that we are integrated university.

Human Resources Strategy for Researchers (HRS4R) is composed of internal analysis and action plan for the period from 2011 to 2015. In March 2011 The University has received recognition from the European Commission on compliance with the recommendations and principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. European Commission praised the very clearly identified and presented areas that need to be fixed and planned actions to be implemented.

The plan defined in 2010 predicted the opening of new offices and creating new jobs as at that time is disabled to the Government ban. Unfortunately due to the ban and because of changes in the priorities of the work of the University some planned activities have not been able to implement.

Following a series of events that occurred after the recognition, such as re-accreditation, changes in the organization, changes of the Management Board of the University and lack of qualified staff for systematic monitoring of defined actions achievement, University were forced to move planned self-assessment activities. This was resulted the temporary absence of the University from the list of institutions that have signed the Declaration on Accession to the European Charter for Researchers and the Code of Conduct for the Recruitment published on the website of the European Commission.

In May 2014 Science office is designated as responsible unit for the coordination of self-evaluation and for all future activities related to monitoring the achievement of defined objectives and activities in the Action Plan of the Strategy.

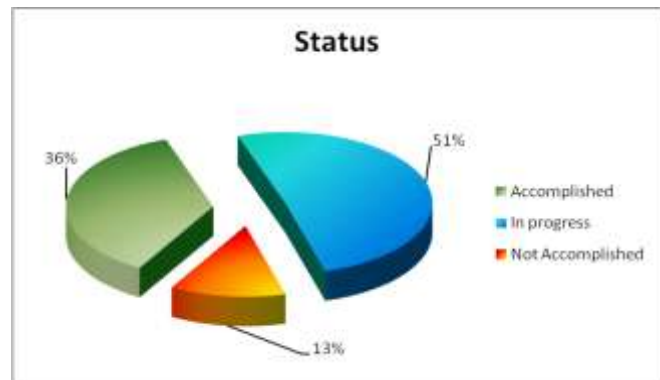


Self-evaluation was carried out 3 to 4 June 2014 by a working group designated by the Board, which included representatives from all offices at the University. Departments have not been included in the working group.

All activities from the Action Plan are evaluated and determined by one of status. Accomplished, In progress or Not Accomplished.

The Action Plan has a total of 118 requests, and after three years of implementation, the following results were achieved:

	Status	Percentage
Accomplished:	43	36 %
In progress:	60	51 %
Not Accomplished:	15	13 %
Tottal:	118	100%



Some of the activities (13%) are no longer applicable because of changes in legislation (3) and / or changes in the priorities of the University (9) and the inability to implement (3). Therefore, the further applications of these requirements are dropped. Because of these changes, the action plan should be revised to fit the real situation. The plan for 2014 is to adopt action plan and send it to the Senate for approval.

The largest percentage of the activity has a status of "in progress", 51% or 60 tasks, which is to be expected because the strategy was planned for the five-year period, and some activities are continuously performed. At the University, 36% of the planned activities accomplished.

List of activities that were not accomplished or need to be changed:

	Area	Actions required	When	Comments
6	Accountability	6.3. Define precisely the rules of the Code of Ethics and draft the specific rules of financial management	2011. - 2015.	Not applicable in this form.
9	Public engagement	9.6. Establishing a Career Office which should promote cooperation between the University and the community (introducing partners from the economy sector, civil society, organizing voluntary activities of the University's employers and students etc.).	2011. - 2015.	Priorities of operation at the University have changed



12	Recruitment	12.1.	Suggestions and initiatives to MSES to issue adequate policies on the national level regarding employing foreign researchers.	2011. - 2015.	Priorities of operation at the University have changed
		12.3.	Ensuring living conditions for researchers coming from towns other than Zadar	2011. - 2015.	Priorities of operation at the University have changed
23	Research environment	23.2.	Establishing a Career Office with an aim of connecting with industry and wider community in mutual projects.	2011. - 2015.	Priorities of operation at the University have changed
24	Working conditions	24.1.	Encouraging allocation for science at the national level (campaigns, public lectures, etc.)	2011. - 2015.	no longer under the jurisdiction of the University
26	Funding and salaries	26.2.	Introduce the possibility to increase the share of science or teaching in the overall norm and according to the research needs, employee attitudes and needs of the institution.	2011. - 2015.	The inability of implementation due to legal restrictions.
29	Value of mobility	29.4.	Covering progress in mobility improvement and its stimulation through reward system on the basis of introduction of personal data collection.	2011. - 2015.	Because of changes in the method and volume of financing of the University, it cannot be implemented.
30	Access to career advice	30.1.	Establishing the Career Office – with an aim of advising and career managing for students and scientists and/or the Service for Planning and Development of Human Resources.	2011.	Priorities of operation at the University have changed
		30.2.	Creating a detailed institutional regulation for mentoring, along with financial instruments.	2011.	Priorities of operation at the University have changed
		30.3.	Acquiring knowledge on international institutions of the kind through EU funded projects.	2011.	Priorities of operation at the University have changed
34	Complaints/appeals	34.1.	Establishing the Career Office with an aim of advisory and research career leading service, and/or service for planning and development of human resources.	2011.	Priorities of operation at the University have changed



35	Participation in decision-making bodies	35.2. Elaborating evaluation system (financial and other kinds) for participation in relevant bodies at the constituents, university, and national level institutions	2011. - 2015.	Not applicable. Participation in the activities of administrative bodies is a regular activity that does not involve financial and other rewards.
38	Continuing Professional Development	38.5. Establishing the Career Office with an aim of advisory and career leading service for scientists.	2011. - 2012.	Priorities of operation at the University have changed
40	Supervision	40.1. Supervisors should be relieved of a share of teaching work in order to devote themselves to the activities related to education and monitoring of PhD students' work.	2011.- 2015.	The inability of implementation due to legal restrictions.

Detailed report is available at Science office

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