

Analysis of the implementation level of principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers at the University of Maribor in 2022

We repeatedly conducted a gap analysis at faculties of the University of Maribor in December 2021 and January 2022 regarding the principles laid down in the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (hereinafter: Charter & Code) and the level of implementation of these principles at the University of Maribor.

Faculties were given a questionnaire and asked to indicate the level to which respective principles are applied/implemented in their operations or report the progress since the last analysis conducted in February and March 2020. Faculties were instructed to ask representatives responsible for researchers' career development on all levels, as well as members of the management and employees responsible for HR management at their faculty, to complete the questionnaire.

The structure of respondents was as follows:

- Doctoral students (particularly young researchers; employed on the project, Marie Skłodowska-Curie (MSCA) fellows)
- **R1** – First stage Researchers until the obtained PhD degree
- **R2** – Recognised Researchers who have not yet established a significant level of independence in their scientific research work
- **R3** – Established Researchers who have developed a certain level of independence in their research work
- **R4** – Leading Researchers leading their research area or field
- Members of faculty Management
- Members of support/administrative staff responsible for recruitment, monitoring and HR development at faculty

The following is a presentation of the main findings arising from the analysis and of the responses of respective faculties.

Summary of responses of 17 UM faculties regarding the level of implementation of the Charter & Code principles

Principle	-	-/+	+/-	+
1. Research freedom		1		16
2. Ethical principles			1	16
3. Professional responsibility			1	16
4. Professional attitude			1	16
5. Contractual and legal obligations				17
6. Accountability				17
7. Good practice in research			1	16
8. Dissemination, exploitation of results			1	16
9. Public engagement			1	16
10. Non-discrimination				17
11. Evaluation and appraisal systems		1	1	15
12. Recruitment				17
13. Recruitment (Code)	1	1	1	14
14. Selection (Code)				17
15. Transparency (Code)			1	16
16. Judging merit (Code)				17
17. Variations in the chronological order of CVs (Code)				17
18. Recognition of mobility experience (Code)		1		16
19. Recognition of qualifications (Code)				17
20. Seniority (Code)				17
21. Postdoctoral appointments (Code)	3			14
22. Recognition of the profession			1	16
23. Research environment		2	3	12
24. Working conditions			4	13
25. Stability and permanence of employment		2	2	13
26. Funding and salaries	3	1	2	11
27. Gender balance				17
28. Career development			3	14
29. Value of mobility			1	16
30. Access to career advice		1		16
31. Intellectual Property Rights				17
32. Co-authorship				17
33. Teaching			2	15
34. Complaints / appeals				17
35. Participation in decision-making bodies				17
36. Relations with supervisors				17
37. Supervision and managerial duties				17
38. Continuing Professional Development			1	16

39. Access to research training and continuous development		1	1	15
40. Supervision and managerial duties				17

Implementation indicators:

- (insufficiently implemented)
- /+ (partially implemented)
- +/- (almost fully implemented)
- + (fully implemented)

Fully implemented principles

The analysis shows that the University of Maribor strongly observes principles laid down in the Charter & Code. Full implementation can be established in the implementation of 16 principles: **contractual and legal obligations, accountability, non-discrimination, recruitment, selection (Code), judging merit (Code), variations in the order of Cvs (Code), recognition of qualifications (Code), seniority (Code), gender balance, intellectual property rights, co-authorship, complaints / appeals, participation in decision-making bodies, relations with supervisors, supervision and managerial duties**. Regarding these principles, all 17 faculties reported that the principle is implemented in full. Now, two principles also implemented in full are **complaints / appeals and relations with supervisors**. According to the analysis conducted in February and March 2020, 14 principles were fully implemented.

Partially implemented principles

The **research environment** principle, describing the social environment where researchers perform their work, is partially implemented at two faculties. It follows from the principle that employers and/or funders must provide researchers a research environment or environment for research training that is as stimulative as possible. This also includes adequate equipment, facilities and opportunities including remote collaboration through research networks and compliance with national or sectoral regulations regarding health and safety in research. Funders must ensure that adequate resources are provided in support of the agreed work programme.

Two faculties stated that the **stability and permanence of employment** principle is only partially implemented at their faculty. Employers and/or funders must ensure that non-permanent employment contracts do not undermine the work of researchers and therefore, as much as possible, strive to improve the stability of employment conditions for researchers upon enforcement and compliance with the principles and conditions provided for under the EU Directive on Fixed-term Work. For each of the following principles one member stated its partial implementation: **research freedom, evaluation and appraisal systems, recruitment (Code), recognition of mobility experience (Code), funding and salaries, access to career advice, access to research training and continuous development**.

Insufficiently implemented principles

Insufficiently implemented (3 Faculties) is the principle **postdoctoral appointments** according to which institutions appointing postdoctoral researchers must establish clear rules and precise guidelines for recruitment and appointment of such researchers including the maximum duration and objectives of such appointments. These guidelines must take into account the time a candidate has spent in previous postdoctoral employments in other institutions, considering the fact that the postdoctoral status must be transitional and the primary purpose must be to provide additional opportunities for professional development in a research career in terms of long-term career expectations.

Some issues (3 Faculties) are also arising regarding the implementation of the **funding and salaries** principle, according to which employers and/or funders should provide researchers fair and attractive conditions for funding and/or salaries with adequate and fair social security benefits (including sick leave, parental benefits, pension rights and unemployment allowance) in line with the existent national law and national or sectoral collective agreements. These conditions must apply to researchers at all career stages, including the beginners, in proportion to their legal status, work and level of competence and/or responsibility.

The respondents also expressed some dissatisfaction (1 Faculty) regarding the possibility of implementing the principle **recruitment (Code)**, in accordance with which employers and/or funders must introduce recruitment procedures that will be open, effective, transparent, supporting and internationally comparable as well as adapted to the type of the position stated in the job advertisement. All available instruments, particularly international or globally accessible online sources, such as the Trans-European Researchers' Mobility Portal: <http://ec.europa.eu/euraxess/>. Advertisements must provide a broad description of required knowledge and competencies and should not be composed in a way that would discourage suitable applicants. In the advertisements, employers must also include the description of working conditions and rights, including the advancement opportunities. In addition, the period of time from the publication of the job advertisement until the deadline for submission of applications by candidates must be adequately long.

Declined implementation of the principle

The analysis of the implementation level of principles arising from the Charter & Code has also shown that at the Faculty of Energy Technology and at the Faculty of Logistics, the implementation of the **Funding and salaries** principle has declined (comparison of the analysis conducted in February and March 2020). The Faculty of Energy Technology mentions national legislation: systemic financing is not provided for all research organisations. They have applied to a public call for a research programme, however, due to an insufficient quota of funds they were not successful. The Faculty of Logistics mentions national legislation and rules (obtaining a programme group), changes in salary brackets for performers of the pedagogical process at Faculty level, precisely-defined criteria for advancement and too much influence of individuals on advancements.

Other members have stated: The Faculty of Agriculture and Life Sciences provided its opinion that funding conditions mainly depend on salaries in the public sector and are often unattractive for young people as well as that the faculty funding is insufficient and non-systemic. At the Faculty of Organizational Sciences, the main restriction from this field is the national legislation determining salaries. The Faculty of Tourism does not have a stable source of funding, which is an issue already since its establishment. The Faculty of Law stated the reason lies in Slovene legislation. It adequately regulates the social security rights for researchers in an employment relationship (sickness pay, unemployment allowance, etc.), however, less adequately the level of remuneration for the work. The

Public Sector Salary System Act that determines the salary level for all civil servants in the Republic of Slovenia inadequately evaluates the work of researchers.

To summarize, we can conclude that the level of implementation of principles of the Charter & Code at UM is high, however, there is still much to be done. Proposals on improvements are laid down in the Action Plan.

Legend:

	The implementation level of the principle is higher compared to the analysis conducted in February and March 2020.
	The implementation level of the principle is unchanged compared to the analysis conducted in February and March 2020.
	The implementation level of the principle is lower compared to the analysis conducted in February and March 2020.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter & Code): gap analysis between principles of the Charter & Code and state of affairs at the University of Maribor

<p>Status:</p> <p>To what extent does your faculty meet the following principles?</p> <p>Apply ONE of the following implementation indicators:</p> <p>+ (fully implemented)</p> <p>+/- (almost fully implemented)</p> <p>-/+ (partially implemented)</p> <p>- (insufficiently implemented)</p>	<p>If you selected -, -/+, or +/-, please provide an estimate of the actual gap between principles of the Charter & Code and state of affairs at your faculty. What is the factor preventing the implementation?</p> <p>Is it the:</p> <ul style="list-style-type: none"> - National legislation (indicate name/type of law or regulation); - University rules (indicate name/type of rules); - Organizational culture at the University (briefly describe the characteristics of organizational culture preventing the implementation of the principle). 	<p>What has your faculty contributed to improving this area and when?</p>
ETHICAL AND PROFESSIONAL ASPECT (applicable to researchers)		
1. Research freedom		
Faculty of Economics and Business	+	
Faculty of Energy Technology	+	
Faculty of Electrical Engineering and Computer Science	+	
Faculty of Arts	+	
Faculty of Civil engineering, Transportation	+	

Engineering and Architecture			
Faculty of Agriculture and Life Sciences	-/+	Operating limitations, e.g., for budgetary reasons	Stimulating a larger number of call applications – in the last year. Even distribution of teaching and research at the faculty among the teaching staff. Activities are performed for 3 years.
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		<p>Although in 2017, the Faculty of Law defined priority research fields, researchers do not perceive this as a limitation of research freedom, but as an aspiration to link the faculty with modern and important research challenges in the domestic and international environment.</p> <p>In recent years, the faculty has done much in this regard with a (small) staff expansion, which increased the research capacities and at the same time at least partly relieved already employed researchers, so that they could dedicate themselves mainly to research. It is also worth mentioning that in recent years the faculty has refined the remote access to research material with the best global databases, which significantly contributed to easier research and better quality results.</p>

			Due to all this, the implementation of this principle can be evaluated as positive.
2. Ethical principles			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+	Research at the Faculty is conducted at high ethical level, in line with the UM Code of Ethical Conduct.	
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		

Faculty of Health Sciences	+		At the very beginnings of its operation, the Faculty of Health Sciences has established an Ethics Committee which ensures that the recognised ethical practices and basic ethical principles are observed when conducting research. All research within research projects is also addressed by the mentioned Committee.
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	<p>The Faculty of Law is aware that its professional field of operation is the one that has to ensure high ethical standards in society and that this is why the faculty staff must be a model of respect for ethical principles with their work and conduct.</p> <p>Therefore, in teaching and research activities of its employees and students of all study cycles, the Faculty of Law has committed itself to ethical standards that ensure the integrity of scientific work and pedagogical process.</p> <p>The principle cannot be yet evaluated as fully implemented because of certain deviations.</p> <p>We also point out that this is a wider issue on the state and society level, therefore stronger emphasis should be placed on ethical conduct on all levels of society.</p>	<p>The Committee for Ethical Research at the Faculty of Law (http://www.pf.um.si/raziskovanje/etika-pri-raziskovalnem-delu/komisija-za-eticnost-raziskovanja-pravne-fakultete-univerze-v-mariboru/) is responsible for the implementation of the Code of Ethics and dealing with concrete cases.</p> <p>At UM level, the Code of Ethical Conduct of the University of Maribor was adopted in July 2021, which is applicable to all UM employees.</p>

3. Professional responsibility

Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and	+		

Chemical Engineering			
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+	<p>Researchers are committed to ethical standards arising from the applicable UM Code of Professional and Research Ethics.</p>	<p>At the Faculty of Criminal Justice and Security, we have adopted special rules of communication that refer to strengthening the provision of non-hostile working environment.</p>
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	<p>The Faculty of Law is aware that its mission is to work for the good of society, that it respects and teaches to respect fairness, justice, respect for intellectual property. Researchers are committed to achieve a high level of knowledge in fields crucial for the further development of society. The mission of the Faculty of Law is to educate new lawyers who will pursue their profession responsibly and fairly. At the Faculty of Law, the principle is implemented to a large extent. The question of professional responsibility of researchers is a wider social problem, influenced by several factors that are out of faculties' range. An example in this regard are habilitation criteria pushing into a hyperproduction of articles which can contribute to replication of research (autoplagerism).</p>	<p>The work of all bodies of the Faculty of Law is based on the assessment and promotion of the professional responsibility of employees.</p> <p>The Faculty emphasises the importance of good research practices and respect for intellectual property rights.</p>
4. Professional attitude			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		

Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The Faculty of Law has established methods of communication with employees; the faculty's management is striving to set up a permanent dialogue with individuals and convey a sense of belonging to the faculty as well as to its research and teaching objectives.	Researchers have support and access to all Faculty's technical services regarding funding or logistical aspects of project implementation.

		The principle is mostly implemented. However, some individuals are unfortunately still not reacting as part of the work collective; favouring individual work and understanding academic freedom as the right to individualism, that is to act without following any rules (also in project applications).	
5. Contractual and legal obligations			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal	+		

Justice and Security			
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
6. Accountability			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		

Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
7. Good practice in research			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		

Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The principle is almost fully implemented. Since the last analysis, the faculty improved the field of data recovery in case of ICT failure. However, the field of protection of personal data is not yet fully covered, also due to ambiguities in national legislation. Safety and health in research in the field of law is not very problematic.	The Faculty respects the relevant national legislation and takes care that employees familiarise themselves with current changes and new developments in the field of GDPR. The Faculty regularly conducts trainings for health and safety at work.
8. Dissemination, exploitation of results			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		

Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+/-	Given the increased activity of applying to various calls, there is a positive trend of the dissemination and exploitation of results. The employees have also an increased funding opportunity.	In 2021 as well, funding for articles and monographs was received.
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
9. Public engagement			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		

Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+/-	We organized several round tables referring to particular professional subjects. The problem lies in attracting interest of the public.	The realised round tables, publications on the website, implementation of conferences, round tables, etc.
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		Researchers regularly show up in media, where with their expert knowledge and experience they take part above all in professional debates on current legal and social questions (e.g. European legislation, changes to the national legislation, current actual cases from the field of enforcement procedures, EU law, medical law, public administration, etc.). The Faculty encourages such collaboration with the media and the public and provides information in this regard on its website and FB profile.
10. Non-discrimination			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		

Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
11. Evaluation and appraisal systems			

Faculty of Economics and Business	+		
Faculty of Energy Technology	+/-	This is verified through habilitation procedures every 5 years. There are University rules, individual Faculties are only preparing the appointment criteria.	Annual evaluations of employees (annual performance evaluation) are implemented.
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	-/+	Criteria for the evaluation of research staff are partly adapted, since in the majority of cases this is the teaching staff also conducting research and due to the substantive connection, it is impossible to draw a clear line between the one and the other.	In 2019, guidelines for the evaluation of work performance and the annual work performance for promotion were adopted, which are partly adapted to researchers.
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		Researchers as well are included in the system of annual interviews with the Faculty management and regular evaluation (every 6 months), which represents the basis for career advancement. Every year, the Faculty of Health Sciences confers

			awards for the best researcher based on the achieved research results according to the SICRIS classification.
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
RECRUITMENT – recruitment and selection of staff			
12. Recruitment			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		

Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		Recruitment of young researchers after the conclusion of doctoral studies. So far, we have employed 3 young researchers.
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
13. Recruitment (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	-/+	<p>The current practice is not yet established. So far, we had a foreign citizen from BiH, a doctor of economic sciences, who successfully applied for an early-stage researcher and became part of one of the faculty's programme groups. There were a lot of administrative hurdles, such as obtaining the so-called single residence and work permit, the incomparable system of entering bibliographic units that had to be subsequently entered into Cobiss, quick appointment to the lowest research title was a condition in order to take up the work of a researcher within a programme group.</p> <p>Similarly – more issues and administrative work – it was in the case of a female researcher, doctor of psychology, who took part in a project in the USA and is intending to take up employment at the Faculty of Arts.</p>	The mentioned cases present a good experience of how administratively demanding these procedures can be. The positive thing resulting from this is an approximate orientation on how to proceed in similar cases.
Faculty of Civil engineering, Transportation Engineering and Architecture	+	At the Faculty, we conduct recruitment procedures in accordance with the UM Instructions on Recruitment.	
Faculty of Agriculture	+/-	The announcements of employment possibilities do not include international or globally accessible online sources.	

and Life Sciences			
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	-	<p>We are not able to recruit by the principle of obtaining the best foreign experts, because proficiency in Slovene is required in order to teach in Slovene.</p> <p>Article 8 of ZViS</p> <p>Regarding research of the best experts from third countries (now also Great Britain!) we are facing a severe problem – the Republic of Slovenia leaves out any possibility to employ a foreigner from a third country, if he/she should not work in the Republic of Slovenia (without a residence permit), which makes it practically impossible to expand our teams with experts outside EU.</p>	
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		Advertisements for vacancies pertaining to research are also published on the Euraxess portal.
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
14. Selection (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		

Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		We follow the UM Instructions.
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
15. Transparency (Code)			

Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		

Faculty of Education	+		
Faculty of Law	+/-	The principle is mainly implemented, because candidates are acquainted with the recruitment procedure, the number of job posts and career prospects already on the basis of legislation. There is less transparency in the evaluation of applications of unselected candidates (their advantages and disadvantages), where there is still room for improvement.	In each recruitment procedure the Faculty prepares evaluation criteria for the assessment of candidates (selection criteria). The Faculty is following the UM Strategy (2021-2023) in the field of human resources in research.
16. Judging merit (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		

Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
17. Variations in the chronological order of CVs (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		

Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+	At the Faculty of Criminal Justice and Security, we have not yet encountered a case of a variation in the chronological order in a CV, therefore, we cannot provide an evaluation on the implementation of this principle in the past, however, we adhere to this principle.	
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
18. Recognition of mobility experience (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	-/+	Proven reference and experience with mobility of the candidates for research positions is taken into account as a positive reference in recruitment. However, according to regulations regarding the transition to the public sector, researchers coming from the private sector with many years of work experience are classified to the starting salary grade. Moreover, according to the legislation, recognition of service in the private sector is not possible in promotion processes.	
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and	+		

Chemical Engineering			
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
19. Recognition of qualifications (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture	+		

and Life Sciences			
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		We follow the UM Instructions.
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
20. Seniority (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering	+		

and Architecture			
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
21. Postdoctoral appointments (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	-	Unfortunately, the Faculty of Electrical Engineering and Computer Science has no funding sources to directly cover postdoctoral education. However, by obtaining large-scale, mainly international research projects, for the duration of a project, the Faculty is trying to employ	



		researchers with as much experience as possible who already hold the title Doctor of Science.	
Faculty of Arts	-	We had no successful candidacies for postdoctoral students for several years. Due to low quotas in social sciences and humanities, the success rate of applications is still negligible.	At the Faculty of Arts, we are encouraging, even more than in previous years, young doctors of science to apply for postdoctoral projects. In the previous year (2020) and this year (2021), some have tried to apply for postdoctoral projects abroad and we are trying to transfer their experience to other potential candidates.
Faculty of Civil engineering, Transportation Engineering and Architecture	-		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
WORKING CONDITIONS AND SOCIAL SECURITY			

22. Recognition of the profession

Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		

Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The professional integrity is being recognised to all researchers, however, due to the nature of pedagogical and research work there are deviations in the allocation of obligations to early-stage researchers and established researchers.	The management and bodies of the Faculty are always available for dealing with individual cases.
23. Research environment			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+/-	An encouraging research environment is connected to spatial (not enough teacher rooms at the Faculty) and financial restrictions (the Faculty has a record of all necessary equipment prepared by departments, however, it cannot realize the purchase due to financial limits). At the same time, the dilapidation of the building on Koroška cesta 160 is quite evident.	The Faculty is applying to relevant calls, taking place at UM level. It allocates a certain minimum share of funds to departments, from which they can purchase smaller items of equipment. It constantly improves the network infrastructure throughout the entire building and occasionally plans a larger joint public procurement for necessary equipment from project revenues. The Faculty of Arts rightly expect the beginning of construction of a new building.
Faculty of Civil engineering, Transportation Engineering and Architecture	+/-	The raise of funding is guaranteed by law in accordance with the Scientific Research and Innovation Activities Act, which will need to be implemented in practice. We expect funding for RIUM 2. INOVUM, etc.	Every year, the Faculty financially rewards the most successful younger researchers (call). We also financially reward the publications of researchers in Scopus and WoS.
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	-/+	Outdated research equipment.	Application to the RIUM call.

Faculty of Organizational Sciences	-/+	The biggest shortcoming refers to the equipment and funds for its purchase.	We are still facing legislative constraints due to the location that according to our headquarters is not within the same cohesion region as the University of Maribor. Because of the legal personality of the University of Maribor as a whole, we are not able to stand as a candidate within our cohesion region and thus, we are not able to obtain funding for example for equipment. We expect some commitment of the University towards the legislator to remedy the situation.
Faculty of Mechanical Engineering	+/-	National legislation and rules Organizational culture at the University (facilities are mostly deteriorated – windows, installations, etc., spatial restrictions, limited funds for investments in facilities and equipment)	Due to the lack of funds for regular infrastructure maintenance at the Faculty of Mechanical Engineering, partial upgrading of infrastructure (new windows, plumbing and electrical wiring, etc.) is performed at the level of laboratories with funds, obtained within projects. Thus, from the very beginning, the Faculty is taking an active part in the preparation of the Innovum project, within which the demolition of dilapidated buildings and the construction of a completely new and modern infrastructure is planned. A significant gain is the RI obtained within the RIUM project. This upgrade of equipment and premises will significantly improve the environment for research training and enhance the possibility for achieving top results for researchers.
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
24. Working conditions			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		

Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+/-	There is not enough research equipment available or it is outdated. The financial situation of the Faculty is currently the main reason that the research equipment is not upgraded.	
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+/-	Some researchers have, mostly due to lack of space, inadequate working conditions.	Preparing the documentation regarding the extension.
Faculty of Organizational Sciences	+	According to the given proposals, adequate working conditions are being arranged.	
Faculty of Mechanical Engineering	+/-	University rules Organizational culture at the University (spatial limits, due to deterioration, facilities are in many places not suitable for researchers with disabilities)	Due to the deterioration of facilities and lack of funds, only the essential upgrades and adaptations for researchers with disabilities were carried out (the main entrance on Smetanova ulica was renovated that enables students with disabilities easier access to the technical faculties' facilities). Preparing and implementing the Innovum project at UM will facilitate the construction and establishment of an advanced RI, which will provide adequate working spaces for all employees. Flexible working time and work from home, where possible due to the nature of work, was well received by researchers, therefore, we will make efforts that similar possibilities of planning and implementing the work process for researchers are maintained to some extent in the future as well.
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		The Faculty of Criminal Justice and Security is in the phase of renovation/construction of new premises, where optimal working conditions are planned for all employees and students.
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		

Faculty of Law	+/-	The principle is mainly implemented, however not yet fully. The reasons are out of the Faculty's range. On the one hand, this is the habilitation condition of a three-month leave which puts female researchers – mothers in a more difficult position. There are also objective problems; the Faculty, for instance, cannot schedule hours for teaching in a way that would prevent occasional time burdens, which, however, comes with the nature of this work.	The Faculty makes sustained efforts to ensure employees adequate working conditions – adequate office equipment and stationery, promoting the purchase of specialised literature, etc. The working time of researchers is flexible, which is in line with the nature of their work (e.g. uneven scheduling of teaching obligations, urgent deadlines for project applications, etc.). During the emergency period due to the epidemic, the Faculty of Law as well introduced work from home (also for professional associates), which enabled better balance between work and family life.
25. Stability and permanence of employment			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	-/+	Researchers are mainly employed for the duration of a specified project, which does not provide them with the same stability as teaching staff employed for an indefinite period of time. Such procedure for the recruitment of researchers for the duration of projects is laid down in the national legislation. However, we are trying to ensure that project work employments have a duration of several years. What is more, in recent years, quite a few researchers have already taken up employment for an indefinite period of time. For researchers with fixed-term employment for the duration of projects, we are trying to obtain new sources of funding before the expiry of the employment agreement.	
Faculty of Arts	+/-	Particularly acute is the situation of young researchers who, after concluding their training, struggle to get permanent employment. Due to financial restrictions and the demand of not employing new workers, their employment can be extended only for the period of research within a possible project. A positive and pleasing fact is that at the end of 2021 two programme groups (out of four in total that operate within the UM Faculty of Arts) have been extended for the next six years, unfortunately without any changes in funding. Generally, all four programme groups – despite very good results – in comparison to comparable groups in Slovenia are inadequately in disproportionately very “undernourished”.	Here, systemic solutions cannot be predicted. The Faculty adopted the practice that new employments are possible only on projects, therefore it is encouraging more experienced researchers with adequate reference to apply as much as possible as this is the only possibility for staff reinforcement in departments. In the last two years (2020-2021), colleagues are being even more intensively encouraged to prepare national and European projects. In the last two years, the number of applications at the Faculty to ARRS calls has significantly increased, within the last call (2021) we have thus won three new projects. The same applies to the increased number of applications to European calls for research projects. Last year (2020), one of the Professors at the UM Faculty of Arts was the supervisor to a foreign student within the Marie Skłodowska-Curie call and our Faculty was the so-called host institution, this year (2021), we had two such cases; this year (2021), we have also submitted the application of a larger ERC project; this year (2021), a younger colleague has again submitted a Marie Skłodowska-Curie project at a foreign (renowned) university (we are still waiting for the results regarding all of these applications). We are

			aware that successful application of projects is a long-term achievement, therefore, encouraging or motivating and advising is all the more important in the given situation and also in the future. For this purpose, in autumn 2021 (before that there were restrictions due to the so-called covid situation), the Faculty's leadership also began with systematic interviewing of individual departments.
Faculty of Civil engineering, Transportation Engineering and Architecture	+	The stability and permanence of employment of successful researchers is enabled for a period of 3-5 years.	
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	-/+	National legislation and rules University rules (researchers are employed for a fixed-term and their employments are linked to the duration of the projects, there is no stability in the employment of researchers due to the project type work and the absence of a bridging funding system at UM for researchers who currently have no funding)	With researchers who have guaranteed funding from projects for a longer period, the employment contracts are concluded for the duration of a particular project. We expect significant improvement of the situation in this field on the basis of the new ZZRID.
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+/-	Upon the enforcement of the new legislation in the field of research, we hope that in the future the field of funding researchers will be systemically regulated at the University as well.	Contracts are drawn up in a way that work obligations regarding teaching and research are complemented. If an employment is pertaining to research and after the end of a research project funding cannot be obtained, such employment is terminated. However, the Faculty of Criminal Justice and Security does everything it can in order the employment relationship with the researcher who gained organization and work specific competencies at the Faculty is continued, if possible.
Faculty of Health Sciences	+		

Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
26. Funding and salaries			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+/-	National legislation: Systemic funding is not provided for all research institutions.	We have applied to a public call for a research programme, however, due to an insufficient quota of funds we were unfortunately not successful.
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+/-	For the most part, the funding conditions depend on the public sector salaries and are often unattractive for young staff. Insufficient and non-systemic Faculty funding.	
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	-	National legislation and rules (obtaining a programme group) Changes in salary brackets for performers of the pedagogical process at Faculty level Precisely defined criteria for advancement. Too much of an influence of individuals on advancement.	
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	-	The main restriction in this regard is the national legislation which regulates the salaries.	
Faculty of Mechanical Engineering	+		

Faculty of Tourism	-	The Faculty does not have a stable source of funding, which is an issue already since its establishment.	We are trying to obtain independent funding sources, such as projects and part-time students, however, this does not ensure a stable source and causes issues especially regarding stable recruitment of researchers and at the same time the excessive workload of the teaching staff. We are having high hopes regarding the new Scientific Research and Innovation Activities Act that should provide stable funding to younger Faculties as well and at least partially solve this problem.
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	-/+	The principle is only partially implemented. The reason lies in Slovene legislation. It adequately regulates the social security rights for researchers in an employment relationship (sickness pay, unemployment allowance, etc.), however, less adequately the level of remuneration for the work. The Public Sector Salary System Act that determines the salary level for all civil servants in the Republic of Slovenia inadequately evaluates the work of researchers.	Within legislative frameworks, the Faculty regularly ensures adequate funding and salaries. Because the evaluation of research work is a systemic problem, the Faculty is not in a position to act.
27. Gender balance			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture	+		

and Life Sciences			
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		All employees equally and with comparable success engage in research work, irrespective of gender.
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
28. Career development			
Faculty of Economics and Business	+/-	- At UM level it is legally and formally regulated, however, in practice the internal rule related to financial assets is implemented.	- There are some discrepancies between the elected title and the job post of some employees at the Faculty of Economics and Business, which we have partially solved in 2021 with the so-called dual contracts. With employees with a detected discrepancy and who are elected the title assistant professor, associate professor or full professor dual contracts were concluded that take into account the actual work performance of a higher education teacher or higher education associate in line with the planned implementation of pedagogical work for the current academic year. - Encouraging employees to a more active involvement of researchers of the UM Faculty of Economics and Business in UM activities regarding career counselling for employees.
Faculty of Energy Technology	+		

Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+/-	More dialogue between an individual and the Faculty is needed regarding career development. Individuals are on their own when it comes to career development. The faculty would need a youth development strategy.	
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+	Based on the substantive connection of teaching and scientific research, there are possibilities for career development.	
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The principle is mainly implemented, since the Faculty is largely employing on a permanent basis, which enables career stability. The Faculty is also striving for the development of their career by providing adequate supervision.	The Faculty provides professional coverage of individual study fields and their coverage with a sufficient (within the legal and financial capacity) number of staff.

29. Value of mobility			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		

Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	<p>The principle is implemented in the actual conduct of the Faculty's management which counts the mobility of researchers as an advantage. According to EU law, bilateral agreements and Slovene legislation, researchers are also granted rights in the social security system acquired in other countries. However, this principle is not systemically considered in the transition of a researcher from the private into the public sector (in determining the salary level or advancement). What is more, habilitation criteria are not adequately evaluating mobility (e.g. the fact that before employment at the Faculty, a researcher was employed in the private sector).</p> <p>University habilitation criteria do not give enough weight to the participation in international projects (not only of project managers but also other participants).</p>	<p>The Faculty strongly promotes the mobility of researchers through various and always new forms of international cooperation (projects, exchanges, also as part of the visiting programmes) as well as cooperation in practice (e.g. cooperation of external experts in the pedagogical process and research activities and vice versa, cooperation of researchers with various institutions from the public and private sector).</p>
30. Access to career advice			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	-/+	<p>Career advice as a form of help for researchers has not yet reached its potential. Maybe we have insufficient knowledge regarding the possibilities and opportunities offered by the UM Career Centre.</p>	<p>It would be necessary to strengthen contacts with the UM Career Centre and invite them to the Faculty for presenting their work and areas of possible mutual cooperation to the employees.</p>
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		

Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+	Within the development strategy, advice related to the organization is also guaranteed.	
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
31. Intellectual Property Rights			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		

Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
32. Co-authorship			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		

Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		Many scientific works at the Faculty of Criminal Justice and Security are created in co-authorship. The Faculty encourages the enhancement of such collaboration.
Faculty of Health Sciences	+		The importance of co-authorship of articles is promoted throughout the entire duration of studies. Each year, we additionally organize lectures by a renowned professor who is at the same time the editor-in-chief of one of the most recognized journals from the field of nursing care, where beside the basics of publishing emphasis is also placed on the co-authorship in research.
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
33. Teaching			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering	+		

and Computer Science			
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+/-	The salaries of the youngest researchers, at the start of their career, are too low. The salaries of researchers should be re-evaluated.	
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The principle is mainly implemented, since the Faculty is striving to adequately schedule teaching hours and the research obligation of researchers. The obstacle for a full implementation of the principle is the fact that due to the insufficient number of researchers, these are teaching various subjects, which means greater workload. Researchers who are overburdened with teaching, this fact is taken into account in their	Recently, there were some staff reinforcements which improves the situation regarding teaching. However, the shortage in teaching staff at the Faculty has not been fully remedied yet.



		salary. Numerous trainings for researchers are implemented at UM level for teaching.	
34. Complaints / appeals			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+	In case of a received complaint, we would act appropriately.	
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		

Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+	The Slovene labour law adequately regulates the question of labour disputes settlement, at UM level as well.	At UM level, the field of integrity is adequately regulated. In practice, we are not detecting any problems in this regard.
35. Participation in decision-making bodies			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		

Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
TRAINING AND DEVELOPMENT			
36. Relations with supervisors			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		

Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
37. Supervision and managerial duties			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		

Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
38. Continuing Professional Development			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+/-	National legislation and rules: Due to insufficient funding, the continuing professional development cannot be fully ensured.	Researchers can attend trainings, workshops, conferences and other forms of professional development within financial possibilities.
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		

Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
39. Access to research training and continuous development			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+/-	National legislation and rules: Due to insufficient funding, research training and continuous development cannot be fully ensured.	Researchers have access to research training and continuous development within financial possibilities.
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		

Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	-/+	The Faculty has a remote location and the access to certain educational contents is more difficult. What is more, due to insufficient funding, we do not have enough sources for training and continuous (career) development.	
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
40. Supervision			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		

Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		



Analysis of the implementation level of principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers at the University of Maribor was adopted on 25 January 2022, at the 27th regular session of the Senate of the University of Maribor.

Rector of the University of Maribor

prof. dr. Zdravko Kačič