

Pursuant to Article 303.b of the Statute of the University of Maribor (Official Gazette of the Republic of Slovenia, No. 100/23 – UPB 14 (official consolidated text No.14), 31/24 and 110/24) and the sixth indent of Article 6 of Contract No. C3360-25-453044 on the financing of study activities and student interest activities for the period 2025–2028 of 4 April 2025, the Rector of the University of Maribor, Prof. dr. Zdravko Kačič, adopted on 12 September 2025 the following

ACTIVE HUMAN RESOURCES POLICY PLAN AT THE UNIVERSITY OF MARIBOR

Preliminary observations

The University of Maribor (UM), in the Strategy of the University of Maribor 2021–2030, pursues a set of strategic objectives aimed at ensuring a stimulating working environment. These include: “An open, transparent, and merit-based recruitment approach, which will strengthen UM’s reputation as an employer in both the national and international environment,” “Strengthening employee training and support for their career development,” and “Ensuring an appropriate work–life balance, strengthening health, social security, and employment stability.” Recognizing the key importance of human resources, in June 2009 UM actively began implementing the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, which were replaced in December 2023 by the European Charter for Researchers. UM was the first university in Slovenia to receive recognition from the European Commission for the alignment of its Human Resources Strategy for Researchers (HRS4R) with the aforementioned Charter and Code. In doing so, UM contributes to the efforts of the European Commission in shaping a common research area, a unified labour market for researchers, mobility within it, the attractiveness of research careers, more attractive working conditions, the development of a wide range of researchers’ skills and competences, and the highest possible level of social security. The most recent external evaluation conducted by a group of experts from the European Commission, i.e. EURAXESS, took place at UM in 2022. The evaluation report indicates that UM is making appropriate progress through the implementation of high-quality measures set out in the Action Plan of the Human Resources Strategy for Researchers and demonstrates that HRS4R is being properly implemented.

The Contract on the financing of study activities and student interest activities for the period 2025–2028 stipulates in Article 6 the obligation of the university to “prepare and submit, by September 2025, an active human resources policy plan aimed at attracting young higher education teachers and associates to employment, with the objective of reducing the need for additional pedagogical workload (one new employment position for every three existing full additional pedagogical workloads).”

Objectives of the Active Human Resources Policy of UM for the period 2025–2028:

- Increasing the attractiveness of UM as the first-choice employer for young graduates and doctoral candidates;

- Rejuvenating the personnel structure of UM employees;
- Reducing the volume of additional weekly pedagogical workload.

Measures for achieving the objectives:

1. Implementation and annual evaluation of the measures set out in the Action Plan of the Human Resources Strategy for Researchers, aimed at implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, as well as the Recommendations on open, transparent, and merit-based recruitment of researchers (adopted on 2 July 2024 at the 13th regular session of the UM Senate).

Responsible: UM Quality Assessment Committee, UM Senate.

Deadline: End of calendar years 2026 and 2028.

2. Review of the implementation of the Guidelines on Employment at the University of Maribor at UM member institutions, to ensure recruitment procedures that are open, efficient, transparent, supportive, and internationally comparable, and, in the case of recruiting researchers, internationally published on the EURAXESS portal.

Responsible: Professional services of the UM Rectorate.

Deadline: End of calendar years 2026 and 2028.

3. Implementation and annual evaluation of the measures set out in the UM Gender Equality Action Plan, which commits UM to sustainable structural and cultural changes to promote gender equality and eliminate barriers faced by women, particularly at key stages of career development and advancement.

Responsible: UM Quality Assessment Committee, UM Senate.

Deadline: Annual activity, by the end of each calendar year.

4. Preparation of an analysis of the personnel structure of UM member institutions by positions, including data on additional weekly pedagogical workload as of 30 September 2025 and 30 September 2028.

Responsible: Leaderships of UM member institutions.

Deadline: October 2025 and October 2028.

5. Regulation of the procedure for planning the implementation of the pedagogical process:
 - a. A call to UM member institutions to prepare their annual work plans (pedagogical process plans) in a way that pursues the objective of reducing the need for additional weekly pedagogical workload;
 - b. Member institutions must timely enter their annual work plans (pedagogical process plans) into the academic subsystem AIPS in accordance with UM internal acts;

- c. Review of the implementation of annual work plans (pedagogical process plans) at the UM level in line with the objective of reducing the need for additional weekly pedagogical workload;
- d. Submission of a report to the Rector on the scope of additional weekly pedagogical workload and activities undertaken to reduce the need for additional pedagogical workload by member institutions at the end of the academic year.

Responsible: Leaderships of UM member institutions.

Deadline: Annual activity, in accordance with specified timelines.

- 6. Encouraging and identifying potential new lecturers for individual courses by providing exemption from the costs of the appointment procedure to pedagogical and research titles at UM.

Responsible: Leaderships of UM member institutions.

Deadline: Ongoing activity.

- 7. Promotion of the employment of early-stage researchers, assistants, and higher education teachers, including the publication of vacancies for early-stage researchers and assistants.

Responsible: Leaderships of UM member institutions, professional services of the UM Rectorate.

Deadline: Annual activity.

Prior to adoption by the Rector of the University of Maribor, the Active Human Resources Policy Plan at UM was presented and approved at the meeting of the Deans of UM member institutions on 4 September 2025.

Rector of the University of Maribor
prof. dr. Zdravko Kačič