

Attachment 1

HR Strategy Action Plan for Researchers for Purposes of Implementing the Principles of the European Charter of Researchers and Code of Conduct for the Recruitment of Researchers, and Recommendations on Open, Transparent and Merit-based Recruitment Practices for the Period 2025-2028

| | Subject | Measure | Indicator | Due date | Officer/body responsible for implementation |
|----|--|--|---|----------------|--|
| 1. | Ensuring open, transparent and merit-based recruitment | <ul style="list-style-type: none"> - Following the implementation of the Instructions on Recruitment at the University of Maribor or recruitment procedures so that they will be open, effective, transparent, supporting and internationally comparable as well as adapted to the type of job position. - Publishing vacancies with a broad description of required knowledge and competencies that attract suitable candidates. Adequately long job posting time: 2 months on the EURAXESS portal - in case of looking for the best researchers on international market. - Vacancy advertisements, in case of looking for the best researchers on international market, ALL faculties additionally post vacancies on the EURAXESS portal in English. | <ul style="list-style-type: none"> - An analysis of measures at UM faculties for open and transparent recruitment is carried out every 3 years. - Number of faculties that publish job vacancies for researchers on the EURAXESS portal (the University of Maribor is an open and transparent employer). - Number of published job vacancies for researchers on the EURAXESS portal (cumulative for UM). | Permanent task | <ul style="list-style-type: none"> - UM General Secretary - HR departments at UM faculties - Department of Legal, HR and General Affairs - Department of Development and Student Affairs |
| 2. | Funding and salaries | <ul style="list-style-type: none"> - Ensuring fair and attractive conditions of funding researchers with adequate and equitable social security benefits (sick leave, parental benefits, pension rights and unemployment allowance). These conditions apply to researchers at all career stages, including the beginners, in proportion to their legal status. | <ul style="list-style-type: none"> - Guaranteed attractive funding conditions for researchers, or comparable remuneration for researchers in the public sector and the industry | December 2025 | <ul style="list-style-type: none"> - General Secretary of the UM - UM Members' Secretaries |

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| | | - Negotiations with the Ministry to ensure comparable remuneration for researchers in the public sector and the industry | | | |
| 3. | Research environment | - Ensuring a stimulating research environment and modern research equipment, premises, compliance with regulations regarding health and safety in research | - Financial resources are provided for a stimulating research environment (modern research equipment and premises) - Realization of the planned renovations and new constructions of the infrastructure to ensure modern work spaces and laboratories | December 2028 | - UM leadership - UM bodies - UM Members' leaderships |
| 4. | Systemic funding to cover open access costs from stable funding for scientific research activity | - Strengthening systemic support for financing open access in line with the Scientific Research and Innovation Activities Act (ZZrID) and national regulations. - Researchers carry out scientific research responsibly, in accordance with the principles of open science and the University of Maribor Open Science Policy. - Researchers make their results publicly available for shared use through open, accessible and reusable (FAIR) data, open-access publications, open-source software and open-source models. | - Financial resources to cover open access publication costs. - Share of scientific publications of the University of Maribor published in open access, and implementation of other open science practices defined by the University of Maribor Open Science Policy (UM OS Policy). | December 2027 | - UM General Secretary - UM leadership - UKM |
| 5. | Systemic funding to cover the costs of acquiring international scientific literature and | - Establishment of systemic funding to cover the costs of acquiring international scientific literature and access to serial publications and databases. - Researchers require access to international scientific literature, serial publications and various databases in order to carry out scientific research. | - Financial resources to cover the costs of acquiring international scientific literature and access to serial publications and databases. | December 2026 | - UM General Secretary - UM leadership - UKM |

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| | access to serial publications and databases from stable funding for scientific research activity | | | | |
| 6. | Working conditions | <ul style="list-style-type: none"> - Ensuring flexible working conditions to enable the reconciliation of private life, family responsibilities, health, safety and overall well-being, without adversely affecting research careers. Promoting work-life balance. - Flexible working hours, part-time work, remote working and study leave. - Working conditions for researchers, including researchers with disabilities, ensure flexibility and accessibility necessary for the successful conduct of research. - Support for researchers in their roles as parents and caregivers. - Administrative relief of researchers. | <ul style="list-style-type: none"> - Researchers make use of flexible working arrangements. - Proportion of researchers who consider that working conditions enable them to effectively balance professional and private life. - Reduction of administrative workload. | December 2028 | <ul style="list-style-type: none"> - UM General Secretary - UM leadership - UM Members' Secretaries |
| 7. | Non-discrimination | <ul style="list-style-type: none"> - Embracing diversity, including gender, race or ethnicity, social diversity, disability, age and sexual orientation, and combating all forms of discrimination. - Establishing mechanisms to ensure that senior researchers manage their staff in a fair and non-discriminatory manner, free from bias, such as biases based on religion, sexual orientation, racial or ethnic | <ul style="list-style-type: none"> - The University ensures an inclusive and non-discriminatory working environment. - Balanced gender representation in senior research positions. - Number of trainings conducted on diversity and non-discrimination. | December 2028 | <ul style="list-style-type: none"> - UM leadership - UM General Secretary - Department of Development |

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| | | background, and foster productive collaboration with their professional colleagues. | | | and Student Affairs - Department for Research and Arts |
| 8. | Rejuvenating the personnel structure at the University of Maribor | Promotion of the employment of early-stage researchers, assistants, and higher education teachers, including the publication of vacancies for early-stage researchers and assistants in accordance with the Active Human Resources Policy Plan at the University of Maribor. | Number of new employments of early-stage researchers, assistants and higher education teachers. | Permanent task | - UM Members' leaderships |
| 9. | Career counselling for researchers | - Establishment of a career counselling system for researchers. - Annual career discussions for early-stage researchers with their supervisors/mentors. | - Number of researchers who have used career counselling services and their level of satisfaction with them. - Number of researchers who consider that they have adequate support for career development. | December 2028 | - UM Career Centre - Heads and mentors at UM members |
| 10. | Trainings on open, transparent and merit-based employment at UM | Organizing trainings with regard to the Instructions on Open, Transparent, Merit-Based Recruitment of Researchers as well as the Instructions on Employment at the University of Maribor (Deans and Secretaries of the Faculties, Assistant Secretaries, Heads of HR Departments). | - Number of implemented trainings and participants (Deans and Secretaries of the Faculties, Assistant Secretaries, Heads of HR Departments). - Improvement regarding the implementation level of principles of the European Charter and Code of Conduct. | Permanent task | Department of Development and Student Affairs |

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| 11. | Training programme for researchers | <ul style="list-style-type: none"> - Continuous implementation of trainings for researchers (also in English). - Preparation of trainings in cooperation with the industry. - Preparation and implementation of a specialised training programme for the comprehensive development of researchers' transferable skills. | <ul style="list-style-type: none"> - Number of implemented trainings and participants (researchers). - Number of implemented trainings in English and in cooperation with industry. | Permanent task | <ul style="list-style-type: none"> - Department for Research and Arts - Knowledge and Technology Transfer Office - Department of Development and Student Affairs |

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