

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	- 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.	- 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	- 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	- 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.	- Guaranteed attractive funding conditions for researchers, or comparable remuneration for researchers in the public sector and the industry	December 2025	- General Secretary of the UM - UM Members' Secretaries

	Subject	Measure	Indicator	Due date	Officer/body responsible for implementation
		- 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

	Subject	Measure	Indicator	Due date	Officer/body responsible for implementation
	access to serial publications and databases from stable funding for scientific research activity				
6.	Working conditions	- 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.	- 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	- UM General Secretary - UM leadership - UM Members' Secretaries
7.	Non-discrimination	- 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	- 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	- UM leadership - UM General Secretary - Department of Development

	Subject	Measure	Indicator	Due date	Officer/body responsible for implementation
		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

	Subject	Measure	Indicator	Due date	Officer/body responsible for implementation
11.	Training programme for researchers	- 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.	- Number of implemented trainings and participants (researchers). - Number of implemented trainings in English and in cooperation with industry.	Permanent task	- Department for Research and Arts - Knowledge and Technology Transfer Office - Department of Development and Student Affairs

Activities from the previous action plan that have not yet been implemented:

12.	Subject	Measure	Indicator	Due date	Officer/body responsible for implementation	Activities and status
	Employment stability (Stability and permanence)	- Ensuring that non-permanent employment contracts do not undermine the work of researchers and striving to improve the stability of employment conditions for researchers upon enforcement	- Number of researchers with permanent contracts. - Systemic regulation of researchers' funding.	Permanent task	- UM General Secretary - Committee for University Quality Assessment	The action is currently being implemented, and progress is being made towards increasing the proportion of researchers employed under contracts of at least five years or on a permanent basis. This has been supported by legislative changes that provide public research organisations with a seven-year funding agreement for basic research programmes. Fixed-term employment

	of employment)	and compliance with the principles and conditions provided for under the EU Directive on Fixed-term Work. - Strengthening the stability of researchers' employment through long-term contracts, funding and clear career pathways. - Enabling transitions between projects or departments without interruption of employment.	- The trend in growth of the share of researchers with an employment contract for at least five years or for an indefinite period.		- Department for Legal Affairs, Human Resources and General Affairs	contracts for researchers remain primarily linked to situations where researchers are funded exclusively through a single research project with a defined duration. Nevertheless, the University of Maribor makes continuous efforts to ensure the continuity of funding sources, enabling researchers to move directly from a completed project to a new one without interruption of their employment relationship.
13.	Enhancing the mobility of teaching and non-teaching staff (Recognition of mobility experience (Code))	Examining the share of researchers (R1-R4) and other employees that is being involved in international mobility and what are the reasons that this share is not greater.	Number of long-term mobilities, ratio between long- and short-term mobilities; objective: 350 mobilities of academic staff for the purpose of teaching or training, at least 80 mobilities of non-teaching staff.	Permanent task	- UM leadership -Mobility coordinators at Faculties	We recognise staff mobility as an important element of our internationalisation strategy and as a key mechanism for strengthening research excellence, international cooperation, knowledge exchange, and career development opportunities for researchers and employees. In recent years, we have recorded continuous growth in participation in international mobility activities. In the academic year 2021/2022, a total of 204 employees participated in mobility activities, followed by 231 employees in 2022/2023, 246 employees in 2023/2024, and 257 employees in 2024/2025. These positive trends demonstrate the increasing international engagement of our academic and professional staff and the growing importance of mobility within our institutional environment.

Rector of the University of Maribor
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