

**The European Charter for Researchers
The Code of Conduct for the Recruitment of Researchers
“A Human Resources Strategy for Researchers incorporating the Charter and Code“**

I Ethical and professional aspects

1. Research Freedom

Researcher should focus their research for the good of humankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.

Relevant Legislation (permitting or impeding the implementation of this principle)	Existing Institutional Rules	Existing Institutional Practices	Actions Required	When/Who	
<p>The Science and Higher Education Act (SHEA in text) – Article 2. Paragraph 2. Point 1. and 7. and Article 4. Paragraph 3. The Constitution of the Republic of Croatia (The Constitution in text) – Article 68 Paragraphs 1 and 4</p>	<p>Code of Ethics of the University of Rijeka (Article 4.3. – Academic Freedom) The Statute of the University of Rijeka (Article 3. – Fundamental principles of conduct at the University) and University of Rijeka faculties’ statutes</p>	<p>No practice of declaration of honour signing when entering the contract with the employer. Dependence of researchers until the assistant professor level (can not serve as the project leaders), seniority culture limits the scientific freedom of young researchers.</p>	<p>Periodic analysis of present state and evaluation of relevant legislation and Code of Ethics when research freedom in question. Continuous susceptibility to the principles of research freedom, responsibility, ethics and professionalism (public presentations, workshops, round tables). Introduction of statement signing when starting the contract with handing of the University of Rijeka Code of Ethics, The Charter and the Code. Stimulating young researchers’ independence by annual monitoring and frequent success evaluations (attenuating seniority-based culture while accentuating junior scientists’ research achievements).</p>	<p>- Ethical Committees at the Faculties - Council of Honor</p>	<p>2010 – 2014 (continuous reports and evaluation each year)</p>

2. Ethical principles

Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 2. Paragraph 2. Point 2. and Article 37. Paragraph 3. (Detraction of the scientific status in case of severe violation of the Code of Ethics) Furthermore, for promoting the ethical principles in science by SHEA, Committee for Ethics, Code of Ethics and Commissions on Ethics are established (Article 112.)	Code of Ethics of the University of Rijeka (Point 6.3. – Ethics in the scientific research) The Statute of the University of Rijeka (Article 3. – Fundamental principles of conduct at the University) and the statutes of the faculties at the University of Rijeka	Commissions on Ethics at the faculties monitor adoration of ethical norms on every research project.	Periodic analysis of the current state and evaluation of adoration regarding the relevant legislation and the Code of Ethics. Sensibilization to adoration of ethical rules, and regular adjustments in advancing of the Code of Ethics (public presentations, workshops, etc.).	- Ethical Committees at the Faculties - Council of Honor	2010 – 2014 (continuous reports and evaluation each year)

3. Professional responsibility

Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions required	When/Who	
SHEA – Article 37. Paragraph 2. Point 2. and Article 82. Paragraph 3.	Code of Ethics at the University of Rijeka (Point 6.5. – authorship of the scientific work and other documents) The Statute of the University of Rijeka (Article 3. - Fundamental principles of conduct at the University) and the statutes of the faculties at the University of Rijeka Rulebook on studies of the University of Rijeka (Article 75. – detraction of PhD. title if scientific work is proven copied or fabricated)	Plagiarism occurrence (PhD. thesis as well as articles in home journals because of the lack of criticism of evaluation groups and reviewers).	<ol style="list-style-type: none"> All researchers have to be introduced to the relevant legislation and institutional rules – <i>information package for researchers.</i> Enable access to the leading scientific journals and on-line bases. Adoption of the rulebook on disciplinary procedure in order to define the conduct in cases of violation of rules in Code of Ethics (including plagiarism and other forms of academic dishonesty) priorly identified by Ethical Committees and/or Council of Honor. 	- Council of Science - Committee of Secretaries - Ethical Committees at the Faculties - Council of Honor	1. 2010. 2-3. 2010 – 2014 (continuous reports and evaluation each year)

4. Professional attitude

Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before commencing their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
Civil Obligations Act of the Republic of Croatia	The Statute of the University of Rijeka (Article 132. – scientific-research, artistic activities and expert and professional projects) University of Rijeka Strategy 2007-2013. National programmes, policies and strategies and institutional and organizational acts ensuring resources for scientific, research and other projects within the scientific system (MSES, NSF, Higher Education and Technology Development of Republic of Croatia, “Unity through Knowledge Fund” Business-Innovation center of Croatia – BICRO, University of Rijeka Foundation etc.) regulating allocation and use of resources.	The University of Rijeka has a strategy with defined strategic goals of scientific research. Regular projects funded by the MSES, NSF and EU prescribe strict conditions of conduct and subsequent reporting on results and finances. Commercial project and other sources of financing (sponsorships, donation, etc) enable non-defined expenditures and deadline omissions.	Defining the clear rules of conduct in cases of industry or economy in general or 'a la carte' projects (research conduct permit should be issued by scientific and professional organizations and associations based on researchers' and their associates' CVs; foundation of reviewer's groups for respective scientific area and field).	- Council of Science - Committee of Secretaries	2010.

5. Contractual and legal obligations

Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and conditions of the contract or equivalent document.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	

<p>Civil Obligations Act of the Republic of Croatia Labor Act (especially chapter XI. Inventions and technical improvements of workers)</p>	<p>The Statute of the University of Rijeka (Article 143. – public transparency of work) University of Rijeka Code of Ethics (Point 4.5. – obeying the law and legal procedures) University of Rijeka rulebook on managing Intellectual Property (drafting phase) University of Rijeka policy on management of Intellectual Property (drafting phase) National programmes, policies, strategies, and actst of institutions and organizations which ensure means for scientific, research and other projects within the science system (MSES, NSF, Higher Education and Technology Development of Republic of Croatia, “Unity through Knowledge Fund” Business-Inovation center of Croatia – BICRO, University of Rijeka Foundation etc) regulating allocation and use of resources. Rulebook on studies (Article 72. – PhD. Thesis with delayed publishing)</p>	<p>Lack of information on relevant legislation and institutional rules. Lack of motivation and sensibility on obligations which arise from contractual and legal obligations.</p>	<ol style="list-style-type: none"> All researchers have to be introduced to the relevant legislation and institutional rules – <i>information package for researchers.</i> Sensibilize and encourage the researchers to learn about the regulations through workshops, round tables, etc. Development of the ‘right rule culture’ (applying the regulations and obeying the contractual obligations of all parties involved: researchers, institutions and the state). 	<ul style="list-style-type: none"> - Council of Science - Committee of Secretaries - Ethical Committees at the Faculties - Council of Honor 	<ol style="list-style-type: none"> 2010. 2-3. 2010 – 2014 (continuous reports and evaluation each year)
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6. Accountability

Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees.

Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 109., 111., 111. a.,	University of Rijeka Statute (Article	Regular projects funded by MSES,	Encouraging the correct, transparent and and	- Ethical Committees	2010 – 2014 (continuous

until 111.f	3. - fundamental principles of conduct) and statutes of the faculties Code of Ethics at the University of Rijeka (Point 4.4. – professional conduct)	NSF and EU prescribe strict conditions of conduct and reporting on results and finances. Commercial project and other sources of financing (sponsorships, donation, etc) enable non-defined expenditures and deadline omissions.	efficient financial management through public presentations, round tables and workshops. Encourage researchers to be informed about the regulations systematically, and insist on their application. Precise the rules of the Code of Ethics and draft the specific rules of financial management.	at the Faculties - Council of Honor	reports and evaluation each year)
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7. Good practice in research

Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 20. Paragraph 1. („Scientific work shall not be subject to any limitations or formal requirements except those arising from (...) human rights protection and general safety at work“). Collective agreement for science and higher education (Article 47. – Abandonment of the work place due to safety reasons; duty of every employee is to take care of his/her safety and health, as well as co-workers', and every person affected by his decisions while working (...) Act on Safety and Health Protection at the Workplace Personal Data Protection Act	University of Rijeka Code of Ethics (Point 6.3. – Ethics in scientific research; Point 6.8. – Transparency and confidentiality) University Rulebook on Intellectual Property Management (in the process of drafting) University of Rijeka Policy on Intellectual Property (in the process of drafting)	Mentoring ensures safe working processes. Unprotected data and insufficient systematic education on data protection.	<ol style="list-style-type: none"> All researchers have to be introduced to the relevant legislation and institutional rules –<i>information package for researchers</i>. Ensure the data protection, as well as research tools and instruments (questionnaires, interviews). Empowerment of the ICT system and education of the end users. 	- Council of Science - Committee of Secretaries	<ol style="list-style-type: none"> 2010. 2010 – 2014 (continuous reports and evaluation each year)

8. Dissemination, exploitation of results

All researchers should ensure, in compliance with their contractual agreements, that the results of their research are disseminated and exploited, e.g. conveyed, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is prolific and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 2. Paragraph 2. Point 3.	<p>University of Rijeka Statute (Article 3. - fundamental principles of the University conduct) and the statutes of the faculties at the University of Rijeka</p> <p>Code of Ethics at the University of Rijeka (Point 6.9. – public activity)</p> <p>Rulebook on studies (Article 68. – Article 72. – policies on publicity of PhD. thesis)</p> <p>University of Rijeka rulebook on Intellectual Property Management (drafting)</p> <p>University of Rijeka Policy on Intellectual Property Management (drafting)</p>	<p>Obligation to publish the results of scientific work determined by the conditions of scientific advancement.</p> <p>Mentoring young researchers as a tool of control and encouragement.</p> <p>Commercialization of scientific results is at its beginnings; there is ongoing legal regulation of the institutional establishment of the respective service.</p>	<p>Insurance of the financial means for scientific journals and other publications.</p> <p>Better professional organization of scientific community – establishment and active duty of professional and scientific organizations.</p> <p>Further development of legal and institutional mechanisms for commercialization of research results in order to return means in research process.</p>	<ul style="list-style-type: none"> - Council of Science - Committee of Secretaries - Science and Technology Park - Tecnology Transfer Office 	2010 – 2014 (continuous reports and evaluation each year)

9. Public engagement

Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology as well as providing them with an overview of the public's concerns.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 2. Paragraph 2. Point 3. and Paragraph 3. Points 2. and 10.	The Statute of the University of Rijeka (Article 3. - fundamental principles of the University conduct and Article 143.- publicity of activity) and the statutes of the faculties at the University of Rijeka Code of Ethics at the University of Rijeka (Point 6.9. – public activity)	<p>Popularization of science - Festival of Science.</p> <p>University and local community government projects.</p> <p>Media presentations of the University.</p>	<p>Organize a larger number of public lectures and thematic round tables in order to inform public about the scientific achievements of the institution.</p> <p>Presentation of scientific results in public, covered by media.</p> <p>Expand the cooperation at the level of the local community.</p> <p>Develop a clear strategy of presenting the</p>	<ul style="list-style-type: none"> - University of Rijeka Foundation, -Public Relations Service 	2010 – 2014 (continuous reports and evaluation each year)

			achievements of the University and timely informing the public.		
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10. Non discrimination
Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
The Constitution – Article 14. and 15. Labor Act – Article 2. Act on Prohibition of Discrimination (Official Gazette 85/09) Act on Gender Equality (Official Gazette 82/89)	Code of Ethics at the University of Rijeka (Point 4.2. – Equality and Justice and Point 5.1. - Discrimination)	Evaluation questionnaire C&C shows great consensus on adoration of this point.	Further strengthening among employees, employers and means providers.	- Ethical Committees at the Faculties - Council of Honor	2010 – 2014 (continuous reports and evaluation each year)

11. Evaluation/appraisal systems
Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions required	When/Who	
SHEA – Article 32. Paragraph 5. and Article 37.	Code of Ethics at the University of Rijeka (Point 6.4. – professional advancement) University of Rijeka rulebook on rewards and recognition	Complete scientific work is subject to review and evaluation during the process of advancing in scientific ranks. No practice as yet of international committees during the process of election to a higher scientific status. Teacher is assessed only upon advancing in titles, not periodically, and rarely based on international evaluation.	Explore and accept the criteria of evaluation performed at successful scientific institutions. Criteria and procedure of assessment should be transparent; introduce peer-review system in titles election of responsible persons. Assessment and rank of scientific efficiency of the faculties within the science areas and branches (and its institutional parts: departments, chairs etc.) within the University, and at the national level.	- Council of Science - Committee of Secretaries	2010.

II. Recruitment

12. Recruitment

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning of their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
The Constitution (Articles 44. and 54.) SHEA – Article 31. – 45. Rulebook on conditions for election in scientific titles	Rulebook on election procedure for titles and available positions of teachers, scientists and associates at the University of Rijeka	The practice of recruiting researchers among the best students is predominant. Developmental positions for researchers at the beginning of their career. The employment of researchers from abroad on the developmental positions is hindered by the national legislation. Involvement of PhD. students in scientific-teaching titles system.	Suggestions and initiatives to MSES for it to issue adequate policies on the national level regarding employing foreign researchers and basing institutional rules on policies in question. Developing an advertising system in order to attract quality research workforce from other institutions, as well as ones returning to their scientific career. Ensuring living conditions for researchers coming from another town. Assess existing and define standards for employing in the framework of different professions. Define the status of postdocs and their roles at the scientific-teaching institutions at the University of Rijeka.	- Rector - Council of Science - Committee of Secretaries	2010 – 2014 (continuous reports and evaluation each year)

13. Recruitment (Code)

Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and benefits, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
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SHEA – Articles 35.and 36. (deadlines, election in titles) Furthermore, Article 40. and 41. (election on positions)	University of Rijeka Code of Ethics (Point 6.4. – Professional conduct and Point 6.8. – Transparency and Confidentiality) Rulebook on election procedure for titles and available positions of teachers, scientists and associates at the University of Rijeka	Evaluation questionnaire for C&C: high consolidation in attitude aiming at adequate advertising of available positions. Lack of description of advancement possibilities.	Advertising improvement, especially in defining conditions of titles election, desription of work conditions and advancement possibilities.	- Council of Science - Committee of Secretaries	2010 – 2014 (continous reports and evaluation each year)
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14. Selection (Code)

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained should be realistic.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 35. Paragraph 2. (constitution of the expert commision)	Rulebook on election procedure for titles and available positions of teachers, scientists and associates at the University of Rijeka	Often, there is no external assessment of the candidates (peer-review process as well as external expert committee evaluation). Private sector members or foreign countries residents are not part of the selection procedure.	Introduction of advisory bodies made up of respectable researchers and professionals of different competencies from Croatia and abroad (according to scientific areas and fields). Introduction of a wider span of selecion procedures. Adequate advertising of available positions advancement in our country.	- Council of Science - Committee of Secretaries	2010.

15. Transparency (Code)

Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions required	When/Who	
SHEA – Article 40.Paragraph. 4. Collective agreement for science and higher education (Article 7.a. – public bidding obligation, informing	University of Rijeka Code of Ethics (Point 6.4. – Professional conduct and Point 6.8. – Transparency and Confidentiality)	Candidates are not well enough or at all informed about the election procedure or selection criteria, as well as good/bad aspects of their	Defining the rulebook on election procedure, employment, and selection criteria at the level of the faculties.	- Council of Science - Committee of Secretaries	2010.

about the results of competition	Rulebook on election procedure for titles and available positions of teachers, scientists and associates at the University of Rijeka	applications.	Candidates should be thoroughly informed on selection procedure, as well as the results in the form of the written exposition.		
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16. Judgeing merit (Code)

The selection process should take into consideration the whole range of experience 15 of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, and knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions r Required	When/Who	
No limits for application of the principle	University of Rijeka Code of Ethics (Article 5.4. – Objectivity and independence, activity evaluation criteria, and professional competence). Rulebook on election procedure for titles and available positions of teachers, scientists and associates at the University of Rijeka	Professional committees assess everything already mentioned above. For more quality assessment an independent evaluation should be introduced.	Establish independent advisory bodies with a peer-review role. Need to ensure the procedures in which the election committees could justly and appropriately explore candidate's whole potential (independence, creativity, ect.)	- Council of Science - Committee of Secretaries	2010.

17. Variations in the chronological order of CVs (Code)

Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
No limits for application of the principle.	No limits for application of the principle.	Variations in CVs chronological order, namely pauses in career, are not the principal problem when selecting the candidate; Nevertheless, mandatory selection often requires advancement in prescribed timeline, so the pauses are therefore penalized.	Define clear instructions on pause treatment in career, or variations in CVs chronological order. Encourage changes in legislation prone to terminate the obligation of advancement through titles election.	- Council of Science - Committee of Secretaries	2010.

		not elaborated.		
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20. Seniority (Code)
 The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
No limits for application of the principle.	No limits for application of the principle.	Candidate achievements are assessed through two aspects: in scientific and professional sense they are assessed by evaluation of scientific and professional work, and teaching achievements are assessed by student questionnaires. Evaluation includes qualifications acquired in the early phases of career.	Informing and awareness rising about the importance of the lifelong professional development, introduction of good practice abroad (informational packages, round tables, workshops, etc.)	- Council of Science - Committee of Secretaries - Life Long Learning Centre	2010 – 2014 (continuous reports and evaluation each year)

21. Postdoctoral appointments (Code)
 Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
No limits for application of the principle.	Strategy of the University of Rijeka (2007.-2013.)– Task 4. – to develop organizational framework and financial tools in order to establish independent research career of postdocs; to include at least 10 % of postdocs until 2013. Task 10. –to establish institutional system for postdocs career development based on competencies, University	All institutions at the University of Rijeka are teaching-scientific; therefore postdocs are in title of senior assistants (which defines their employment conditions). Postdoc/senior assistant title can be obtained if person did the PhD.thesis within 6 years.	Develop an initiative towards national legislation regarding the definition of status and financing of postdocs' employment.	- Rector - Council of Science - Committee of Secretaries	2010 – 2014 (continuous reports and evaluation each year)

	and faculties' strategic focuses, and installation grants until 2010.	There is no clear definition of status or rules and conditions of posdocs financing at the national level.			
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III. Working conditions and social security

22. Recognition of the profession

All researchers engaged in a research career should be recognized as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 21. – who is conducting and who is participating in scientific work) and Article 23. Paragraph 2. – The register of scientists)	University of Rijeka Code of Ethics (Point 4.1. – Human rights, integrity adoration)	Faculties at the University act accordingly to this principle.	Further encouragement of University of Rijeka Code of Ethics, The Charter and the Code principles for conduct through document informing, public lectures, workshops, etc.	- Ethical Committees at the Faculties - Council of Honor	2010 – 2014 (continuous reports and evaluation each year)

23. Research environment

Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
Collective agreement for science and higher education (Article 30. – working conditions)	The Statute of the University of Rijeka (Article 2 - Tasks)	Lack of financial means for adherence to this principle. No clear and elaborated principle (financial) of supporting new group leaders.	Encouraging allocation for science at the national level (campaigns, public lectures, etc.) and cooperation with industry in mutual projects. Creation of funds at the level of the faculties/ University intended to finance the initial phase of work of newly established group leaders along with definition of clear allocation criteria. Encouraging the use of EU funds through education and informing.	- Rector - Council of Science - Committee of Secretaries	2010 – 2014 (continuous reports and evaluation each year)

24. Working conditions

Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, *inter alia*, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who
<p>Constitution of the Republic of Croatia (Article 57. and 62.) Labor Act (Article 5. Paragraph 3, Article 33.) Collective agreement for science and higher education (Article 30. and 43.) SHEA – Article 45. (election deadlines hold) Professional rehabilitation and employment of impaired persons Act (Official Gazette, No. 143/02, 33/05)</p>	<p>The Statute of the University of Rijeka (Article 89.) Rulebooks on work</p>	<p>Institutional rules regulate only sabbatical use, everything else is not regulated and researchers are overloaded and bound by their teaching obligations.</p> <p>Lack of financial means for adherence to this principle.</p> <p>Flexibility of working hours exists at most of the faculties, but it is not covered by definition of monitoring criteria in achieving the results.</p>	<p>Encouraging allocation for science at the national level (campaigns, public lectures, etc.)</p> <p>Encouraging flexibility in every aspect with efficient control of the use of working hours by introducing the periodic and independent evaluation of persons' scientific and professional work.</p> <p>Initiatives aiming at defining and advancement of national legislation.</p> <p>Ensuring adequate health and retirement insurance (including coverage for sick-leave, and parental benefits) in accordance with the existing legislation.</p>	<p>- Rector - Council of Science - Committee of Secretaries</p> <p>2010 – 2014 (continuous reports and evaluation each year)</p>

25. Stability and permanence of employment

Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit them as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the *EU Directive on Fixed-Term Work*.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who

<p>Labor Act (Articles 10. and 11. – temporary contracts and working conditions based on temporary contract work) SHEA – Article 42. – working contract</p>	<p>Existing institutional rules: Rulebooks on work</p>	<p>In existing practice researchers and teachers are permanently employed with the condition of election in titles prescribed at the national level.</p> <p>All scientific-teaching titles are subject to re-election procedure.</p>	<p>Launch an initiative for national legislative change – abolition of advancement obligation in scientific-teaching titles and allow the possibility of remaining at the obtained level, along with more severe criteria for the title election.</p> <p>Launch an initiative for establishing financial and other tools and instruments by which the selection and encouragement of the most successful researchers is done.</p> <p>Launch an initiative for a change in advancement criteria at the national level in a way for it to be more qualitative, less quantitative, and regulate the assistants' status (temporary contract presents a problem in financial matters-e.g. bank loan).</p>	<p>- Rector - Council of Science - Committee of Secretaries</p>	<p>2010 – 2014 (continuous reports and evaluation each year)</p>
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26. Funding and salaries

Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who
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<p>Constitution of the Republic of Croatia (Article 55. and 56.) Labor Act (Article 48.) Collective agreement for science and higher education (Chapter I. wages and material rights) Regulation on the name of jobs and coefficients of job complexity in public services General legislation on social insurance and social care (health insurance, pension insurance...)</p>	<p>Existing institutional rules: Rulebooks on work</p>	<p>The existing practice is in line with the legal principles.</p> <p>In existing practice the evaluation scale of work at the institutions is not adequate to the degree of education and complexity of work scientific-teaching staff conducts.</p> <p>At the national legislation level there is no clear difference between obligations and financing of teaching and scientific work; which is the common problem of scientific-teaching institutions.</p>	<p>Launch an initiative at the national level in order to ensure those researchers' salaries do not lag compared to the industry's salaries; better differentiate and increase the personal incomes of scientific-teaching personnel with clear difference between science and teaching obligations.</p> <p>Introduce the possibility to increase the share of science or teaching in the overall norm and according to the research needs, employee attitudes and needs of the institution.</p> <p>Establish a procedure of evaluation which will enable the successful group leaders and researchers to be rewarded and obtain the larger part of the budget for further research.</p> <p>Encourage the increase in the financial means by using the EU funds and partnership with industry projects.</p> <p>Encourage the just and attractive conditions warranty as well as income at all levels of the career regardless of contract type.</p>	<p>- Rector - Council of Science - Committee of Secretaries</p>	<p>2010 – 2014 (continuous reports and evaluation each year)</p>
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27. Gender balance

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
<p>Constitution of the Republic of Croatia (Article 3.) Law on Gender Equality Labor Act (Article 5. – fundamental obligations and rights from contract; prohibition of discrimination)</p>	<p>University of Rijeka Code of Ethics (Point 5.1. - Discrimination and Point 6.4. – Professional advancement and, underrepresented gender groups).</p>	<p>Evaluation questionnaire C&C: practice is satisfactory, adoration of Point, although the survey conducted in 2007 at the University shows that men are significantly more often leaders of scientific projects. (220 men, 95 women).</p>	<p>Further strengthening of awareness among employees, employers and means providers (public lectures, research, and workshops).</p> <p>Encourage employment in science on part-time (50%) basis.</p>	<p>- Ethical Committees at the Faculties - Council of Honor</p>	<p>2010 – 2014 (continuous reports and evaluation each year)</p>

28. Career development

Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 59. Paragraph 3. Point 3. (jurisdiction of the senate – decides on developmental and research plans)	University of Rijeka Code of Ethics (Point 4.1. – Human rights, adoration of integrity and personal dignity and Point 6.2. – obligation of continuous training) Rulebook on establishing the collection of personal data at the University of Rijeka University of Rijeka strategy 2007.-2013. (portfolio of the employees)	Priority – evaluation questionnaire for C&C: Often miss the clear strategy of human resources management (university strategy of advancement and financing of researchers) and plans for development of individual institution/faculties. Career development is not always correlated to the real success of the candidates. Launched initiative of starting the collection of data for every employee which will enable monitoring of achievements and creating the basis for objective evaluation of advancement at the national level.	Develop strategies of advancement for researchers at the faculties. Encourage and accelerate the introduction of personal data collection. Make clear plans for development of individual institutions with strategic points to build their competitiveness upon, which is a pre-condition for clear human resource and positions planning.	- Council of Science - Committee of Secretaries	2010.

29. Value of mobility

Employers and/or funders must recognize the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 53. Paragraph 2. (...ensures internal and external	Instruction on mobility for the faculties, ERASMUS coordinators	Mobility among institutions in the Republic of Croatia, and domestic	Creation of conditions and encouragement of Postdocs mobility.	- Council of Science	2010.

<p>mobility of students and teachers...“) Law on recognition of foreign educational qualifications („Official Gazette“ No.158/03, 138/06) Law on regulated professions and recognition of foreign professional qualifications Rulebook on how to determine the conditions for granting temporary residence to foreigners for the purpose of scientific research (Official Gazette, No. 42/08) and Law on Foreigners (Official Gazette No.j 79/07 i 36/09)</p>	<p>and students at the University of Rijeka Rulebook on studies (Article 61. – Exemption from course attendance and examination)</p> <p>Practice : EURAXESS</p>	<p>and foreign institutions, is insufficient.</p> <p>Encouragement of PhD mobility is included in the Rulebook on studies.</p> <p>Institutional rules regulate only Sabbatical use.</p> <p>Scientific mobility, in the means of stay in another research area, is evaluated and regulated by the election in titles criteria which require the mobility experience.</p> <p>Because of the teaching work-load, in practice senior researchers often cannot attend the professional and scientific trainings.</p> <p>Lack of financial means which would enable and encourage mobility.</p>	<p>Encouragement of professional training and other means of mobility of all the researchers through the creation of possibilities of absence, which requires, above all, adequate national and institutional regulation, but also financial monitoring.</p> <p>Initiative for introducing encouraging national framework (quotes, defining the obligations in teaching which enable mobility).</p> <p>Ensuring financial means from the EU funds and industry partnership projects.</p> <p>Simplifying the contractual employment and increase in transparency of calls for foreign residents.</p>	<p>- Committee of Secretaries</p>	
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30. Access to career advice

Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
<p>No limits for application of the principle.</p>	<p>University of Rijeka strategy 2007.- 2013. (strategic goal 2; strategy for development of research careers).</p>	<p>Priority - evaluation questionnaire C&C: There is no advisory service in practice that would provide advices to researchers during their career. All counselling sums up to mentorship or leader of the project. Career Office established, but concentrated on student population.</p>	<p>Expansion of the Career Office – by the advisory and scientific career managing service – service for planning and development of human resources: -create detailed institutional regulation for mentoring, along with financial instruments - acquire knowledge on international institutions of a kind – EU funded projects.</p>	<p>- Council of Science - Committee of Secretaries</p>	<p>2010.</p>

31. Intellectual Property Rights

Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through

appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
<p>Labor Act (Chapter XI. Inventions and technical improvements) SHEA – Article 16. Paragraph 2. Point 7. and Article 30. Paragraph 3. (special tax credits for science and technology parks) Law on Copyright and Related Rights („Official Gazette“, No. 167/2003, 79/2007) – Article 13. (content of the right) Patent Law („Official Gazette“ No. 173/2003, 87/2005, 76/2007, 30/2009) – Article 2. Law on National Foundation for Science, Higher education and Technological Development of the Republic of Croatia („Official Gazette“, No. 117/2001, 45/2009) - Article 16. Paragraph 2. („Under the other income it is considered 1% share in profits from the commercialization of scientific or technological discoveries financed by the Republic of Croatia or institution established by the Republic of Croatia. In case when the Foundation funded the research, the percentage share of future profits from intellectual property arising from scientific and technological discoveries, is determined by a special agreement concluded between the holder of the project and the Foundation.)</p>	<p>University of Rijeka Code of Ethics (Point 6.5. – authorship of scientific papers and other documents) Rulebook on studies (Article 72. – PhD. thesis with delayed publishing) Rule book on Intellectual Property Rights</p>	<p>There is no defined model of Intellectual Property and income allocation at the University of Rijeka. Policy on Intellectual Property management (drafting) Science and Technology Park at the University of Rijeka founded. Technology Transfer Office at the University of Rijeka established.</p>	<p>Continue the regulation development for protection and Intellectual Property income allocation. Develop mechanisms of informing and education on regulation application.</p>	<p>- Council of Science - Committee of Secretaries</p>	<p>2010.</p>

32. Co-authorship

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc, or to publish their own research results independently from their supervisor(s).

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
Patent Law – Article 12. Paragraph 2. („If an invention is created by joint work of two or more inventors, inventors or their legal successors share a common right to patent. “) Law on Copyright and Related Rights – 11. (co-authors).	The Statute of the University of Rijeka (Article 3. – Basic principles of conduct) University of Rijeka Code of Ethics (Article 6.5. – authorship of scientific papers and other documents)	Insufficiently developed model of co-authorship in the field of social sciences and humanities. Occasional disrespect of the co-authorship in the sense of adding an author who did not participate in writing. Collection of personal data which will enable the practice of co-authorship monitoring, is in the pilot stage.	Clearer definition of co-authorship citing criteria according to the role in research within the institutional rules. Accelerate the implementation of personal data collection establishment at the University of Rijeka. Define criteria for advancement that would emphasise the quality of papers, as opposed to the quantity i.e. the number of papers. Encourage the cooperation and co-authorship with foreign research groups. Encourage the co-authorship practice in the field of social sciences and humanities.	- Council of Science - Committee of Secretaries	2010.

33. Teaching

Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	

<p>SHEA – Article 4. Paragraph 3. (freedom of teaching) Collective agreement on science and higher education (Article 12. – Construction of employees in the academic profession)</p>	<p>The Statute of the University of Rijeka (Article 2. - Tasks) University of Rijeka Code of Ethics (Point 6.1. – principles of teaching)</p>	<p>There is a precisely defined standard only for teaching, but scientific and other professional work is not defined in those terms.</p> <p>Teaching/training of young researchers, supervising during PhD thesis and successful scientific work are not evaluated through working hours.</p> <p>Collection of personal data which will enable the monitoring of teaching and scientific work share in overall work load, is in its pilot stage.</p>	<ol style="list-style-type: none"> 1. Encourage and accelerate the making of the personal data collection, which will enable monitoring of teaching, science and mentoring share in overall work load. 2. Especially regulate the share of teaching in the overall work load of young researchers to avoid the disturbance of scientific research; young researchers are not allowed to teach at other universities. 3. Introduction of possibility of increased share of teaching or science in overall load, according to research needs, employee attitudes, and requirements of the institution. 4. Encourage changes in Collective agreement on science and higher education. 5. Education of young researchers in obtaining teaching skills. 	<p>- Council of Science - Committee of Secretaries</p>	<p>1-2. 2010.</p> <p>3-5. 2010 – 2014 (continuous reports and evaluation each year)</p>
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34. Complains/appeals

Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who
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Constitution of the Republic of Croatia (Article 18. and 46.) Labor Act	University of Rijeka Code of Ethics (Point 4.5. – adoration of law and legal procedures)	Procedure is partially elaborated through the practice of Committees on ethics and the Council of Honor. There is no ombudsman for researchers in practice.	Expanding Career Office by establishing a advisory and research career leading service, and/or service for planning and development of human resources. Creation of plan or strategy of development for young researchers' careers which defines in detail the roles of mentor and relations to young researchers. Encouragement of Ethical Committees on further improvement of advisory function in possible disputes.	- Council of Science - Committee of Secretaries	2010.
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35. Participation in decision-making bodies

Employers and/or funders of researchers should recognize it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
Collective agreement on science and higher education (Article 55. – representatives of employees in management or supervising boards)	The Statute of the University of Rijeka (Article 72. Paragraph 2.) Rulebook on establishment of the personal data collection at the University of Rijeka Employees portfolio	Scientific-teaching employees are directly involved in bodies of the institution, and other employees by their representatives. Work in the institutional bodies is not sufficiently evaluated. Personal data collection, which will enable monitoring of researchers' participation in relevant institutional bodies, is in the pilot phase.	<ol style="list-style-type: none"> 1. Encourage and accelerate the making of the personal data collection, which will enable monitoring of participation in relevant bodies (in overall work load). 2. Elaborate evaluation system for participation in relevant bodies at the faculties, university, and national level institutions. 3. Launch initiative for introduction of new principle and rulebooks on advancement at the national level. 	- Council of Science - Committee of Secretaries	1-2. 2010. 3. 2010 – 2014 (continuous reports and evaluation each year)

IV. Training

36. Relation with supervisors

Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 43. Paragraph 5. Collective agreement on science and higher education (Article 39. – Evaluation and dismissal, reporting on the work of research assistant)	Rulebook on studies (Article 58. - Mentor)	Practice varies from neglecting to adoration of this principle. Although the obligation of yearly report on young researchers exists, criteria which have to be fulfilled by PhD students are not clear. There is no continuous monitoring of cooperation success between the student and the mentor.	Internal analysis of practice at the faculties and quality improvement of results where needed. Establish efficient means of horizontal and vertical communication. Establish a contractual relationship between the mentor and the student. Introduce clear rules on student work evaluation during the writing of PhD thesis, as well as success of the mentor.	- Council of Science - Committee of Secretaries	2010.

37. Supervision and managerial duties

Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 43. Paragraph 4.	The Statute of the University of Rijeka (Article 2. – Tasks; scientific and artistic education of youth)	Practice varies from adoration to neglect of the principle. Mentoring and supervision of the scientific work are often subject to personal traits, competencies and success of senior researchers as well as personality of the researcher at the beginning of the career.	Sharpen the criteria of excellence and teacher advancement (senior researchers) in order to select the best, able to lead the group and conduct all the duties.	- Council of Science - Committee of Secretaries	2010.

38. Continuing Professional Development

Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
No limits for application of the principle.	The Statute of the University of Rijeka (Article 3. – basic principles of conduct; the concept of lifelong education) University of Rijeka Code of Ethics (Point 4.4. – Professional conduct, obligation of continuous training and Point 6.2. – obligation of continuous improvement)	Although institutions promote continuous professional development, there is no formally binding rule to participate in such education. Informing, as well as the programme offering formal and informal ways of skills and competencies development is not detailed and elaborated. Researchers' overload in research and teaching obligations disable or demotivate the additional activities.	Encouragement of researchers' education at the eminent foreign institutions, as well as at the University of Rijeka. Creation of financial instruments to encourage the development of skills and competencies. Stimulate the education of teachers in e-learning at the level of the University.	- Council of Science - Committee of Secretaries	2010 – 2014 (continuous reports and evaluation each year)

39. Access to research training and continuous development

Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take up and effectiveness in improving competencies, skills and employability.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
SHEA – Article 8. Paragraph 4. (National Council for science and National Council for higher education – common task of measure suggestion and activities for affirmation and advancement of youth) Labor Act (Article 65. Paragraph 4. – paid leave during education or training) Collective agreement for science and higher education (Article 41. –	The Statute of the University of Rijeka (Article 3. – basic principles of conduct; Lifelong education concept and Article 89. – paid study year- sabbatical) University of Rijeka Code of Ethics (Point 6.4. – Professional advancement, insurance of equal advancement terms	There is increased availability of different types of education in practice, although it should be more intense.	Stimulate continuous improvement through regulations at the faculties and at the University. Encourage the continuous improvement of researchers through rules and practices at the faculties and at the University. Create financial instruments for encouraging the development of skills and competencies. Develop monitoring criteria and evaluation of	- Council of Science - Committee of Secretaries	2010 – 2014 (continuous reports and evaluation each year)

44. – study leave)			continuous improvement (personal data collection).		
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40. Supervision
Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules	Existing Institutional practices	Actions Required	When/Who	
No limits for application of the principle.	University of Rijeka Code of Ethics (Point 6.4. – Professional advancement, concern about rejuvenating the scientific and teaching community)	<p>Every young researcher has a supervisor, although obligations and relationship are not well defined and often depend on subjective traits. The young researcher's work needs to be continuously monitored through institutional supervision of a researcher, as well as his/her supervisor.</p> <p>Every researcher who holds a lower title is able to address the researchers in higher titles within the same department/chair, although there are no firm institutional rules to cover that relationship.</p>	<p>Supervisors should be relieved of a share of teaching work in order to devote themselves to the activities related to education and monitoring of PhD students' work.</p> <p>Initiatives towards line ministry for opening new positions in the educational process, enabling creation of space for more intense scientific research.</p> <p>Elaborate regulations for young researchers' monitoring, as well as the monitoring of mentor's success.</p>	<ul style="list-style-type: none"> - Council of Science - Committee of Secretaries 	2010 – 2014 (continuous reports and evaluation each year)