



**Revised HR Strategy and Action Plan for researchers for purposes of implementing the principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers, and recommendations on Open, Transparent and Merit-based recruitment practices (OTM-R) for the period 2021-2023**

Actions addressing the implementation of European Charter for Researchers and Code of Conduct for the Recruitment of Researchers:

<b>Title action</b>	<b>Timing (at least by year's quarter/semester)</b>	<b>Responsible Unit</b>	<b>Indicator(s) / Target(s)</b>
Continuation of "Making the publications of researchers employed in IRWiR PAN available online"	On regular basis	Individual researchers and Organisational Department	Increase in the number of publications available online, better / more effective dissemination of the results of research. Number of the Institute's researchers trained and supported in this regard
Continuation of "Internal training on issues related to acquiring scientific grants and publishing research results in prestigious journals"	Few times a year	Deputy Director of the Institute (Director for Scientific Affairs)	Increase in the number of articles submitted to highly-ranked international, peer-review journals, increase in the number of applications for funding; increase in the number of successful research grants. Indicator – number of pieces of training; number of trained people; number of articles published and number of grants obtained
Continuation of "Training on Intellectual Property Rights and legal methods of dissemination of results"	Once a year (depending on the new regulations)	Director of the Institute	Increased awareness of the issues connected with Intellectual Property Rights. Indicator – number of researchers trained.
Continuation of the "Internal training on the contents of the Charter & Code and on OTM-R Policy"	Once a year (for newly employed researchers)	HR steering committee	Increased awareness of the content of the Charter & Code and on OTM-R Policy. Indicator – number of researchers trained



## HR EXCELLENCE IN RESEARCH

Continuation of "Introducing a new online reporting system for researchers to reduce the burdensome bureaucracy for researchers"	Once a year (for newly employed researchers)	Deputy Director of the Institute (Director for Scientific Affairs)	Number of researchers trained
Continuation of "Cooperation with external bodies to enable our researchers to participate in transferrable skills training"	On a regular basis	Deputy Director of the Institute (Director for Scientific Affairs), Research Projects Desk	Number of employees trained (incl. administrative staff)
Training on the Open Data initiative	Autumn 2021	Deputy Director of the Institute (Director for Scientific Affairs)	Increased awareness of the new/existing regulations; increased involvement of the Institute's employees in this initiative by sharing the project/research data obtained by using the public funding; number researchers trained in this regard.

Light grey field – action continued

White field – new action