



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:

Title action	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
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



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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)
Building the Institute's gender equity plan	Spring 2022	Director of Administrative Affairs and the Equity Plan Task Force	Creation of the Institute's gender equity plan (number of plans created); involvement of the institute's Administrative Director and the Gender Equity Plan Task Force at the first phase; then, involvement of the institute's employees (including administrative staff) as well as the members of the scientific council at the second phase of building the document to provide its final version.
Building up the mid-term development strategy of the journal "Village & Agriculture"	Spring 2022	Director for Scientific Affairs, Editor-in-Chief	Creation of the mid-term development strategy of the Institute's journal "Village & Agriculture" (number of strategies created); involvement of the institute's Director for Scientific Affairs and the journal's Editor-in-Chief; involvement of members of the editorial board and the journal's scientific council to approve the document.
Updating the Institute's development strategy	September 2022	Principal Director of the Institute	Creation of the Institute's development strategy (number of strategies created); involvement of the institute's managing board (with the Principal Director as a leader), the institute's employees (including administrative staff) as well as the members of the



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			scientific council as the first reviewers of the document.
Increasing Institute's website/digital accessibility for people with disabilities	Spring 2023	Director for Administrative Affairs	Increase of the website accessibility for disabled people (improvement of the accessibility indicators - number of access, readability, etc.); involvement of the Accessibility Coordinator, the IT support, and the Director for Administrative Affairs.
Training on the Open Data initiative	Summer 2022	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: All the employees of the Institute are planning to trained in this regard.
Building the Institute's internationalisation strategy	Autumn 2022	Deputy Director of the Institute (Director for Scientific Affairs)	Creation of the internationalisation strategy (number of strategies created); involvement of the institute's employees as well as the members of the scientific council as the first reviewers of the document.

Dark grey field – action continued

Light grey field – action “in progress”

White field – new action