

TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: 2022PL778539

Name Organisation under review: *The Franciszek Górski* Institute of Plant Physiology Polish Academy of Sciences (IPP PAS)

Organisation's contact details: Niezapominajek 21, 30-239 Kraków, Poland

<https://en.ifr-pan.edu.pl>

e-mail: sekretariat@ifr-pan.edu.pl

SUBMISSION DATE:

DATE ENDORSEMENT CHARTER AND CODE: 25 April 2022

GAP ANALYSIS

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview

Status: to what extent does this organisation meet the following principles?	Implementation : ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented	In case of --, -/+, or +/-, please indicate the actual “gap” between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation Free text 300 words maximum	Initiatives undertaken and/or suggestions for improvement: Free text 200 words maximum
Ethical and Professional Aspects			
1. Research freedom	++	The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning research freedom. Survey results and other feedback indicate that researchers in the IPP PAS have full freedom to pursue their research, within possible ethical and funding constraints. Researchers influence the choice of research areas to be explored by identifying new scientific problems and the choice of research methods.	No initiatives necessary.
2. Ethical principles	++	The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning ethical principles. However, some institutional regulations are missing. The IPP PAS fully complies with EU and national legislation on ethical practices in research and transparent management of public funds. Staff adhere to generally accepted ethical principles related to the scientific disciplines they work in. The ethical aspects of research freedom in the IPP PAS are controlled by the Disciplinary Spokesperson of the IPP PAS Scientific Council for Ethical and Responsible Conduct of Research.	No initiatives necessary.

		<p>Researchers at the IPP PAS have access to the general information on Ethics for a Researcher (PL and ENG languages). In addition, The Code of Ethics is available in PL language available (https://en.ifr-pan.edu.pl/ethics-in-science).</p>	
3. Professional responsibility	++	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning professional responsibility.</p> <p>The analysis of responses to the questionnaire in relation to legal acts shows that this principle has been fully implemented. Researchers strive to ensure that their research is relevant to society and take care not to duplicate previous research. They avoid plagiarism and respect the principle of intellectual property rights and joint data ownership when collaborating with supervisors and other researchers.</p>	No initiatives necessary.
4. Professional attitude	++	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning professional attitude.</p> <p>The IPP PAS employees know the strategic objectives of their research environment and the mechanisms for funding research. They are also familiar with information on current research trends and available sources of research funding. Amendments to the Statute (Director's Decision No. D-021-10/2023 of 31 July 2023) and Strategy for Research, Development and Innovation in <i>The Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) (2023 - 2030).</p>	No initiatives necessary.
5. Contractual and legal obligations	++	<p>The analysis of the documents showed that neither national/regional legislation nor organisational rules hinder the implementation of the principles of the European Charter for Researchers concerning contractual and legal obligations.</p> <p>Employees comply with the binding rules on working and training conditions contained in the Labour Code, the Work Rules or the Organisational Rules of the IPP PAS.</p> <p>The rules for the implementation of national and international projects are defined in the agreements with the respective funding institutions.</p>	No initiatives necessary.

6. Accountability	++	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning accountability. The employees are aware that they are accountable for sound, transparent and efficient financial management and allocation of the funding granted for the execution of research works, which is regulated by Code of Ethics for a Researcher.</p>	No initiatives necessary.
7. Good practice in research	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning good practice in research.</p> <p>According to the questionnaire, 35% of R1-R2 researchers are not familiar with national data protection and privacy laws.</p> <p><i>Identified gap:</i> Insufficient R1-R2 researcher familiarity with international and national data protection and privacy laws.</p> <p>On the basis of:</p> <p>The Act of 19 November 2015 Regulations for the management of copyright, related and industrial property rights and the principles of commercialization of the scientific research results and development works at <i>The Franciszek Górski</i> Institute of Plant Physiology of Polish Academy of Sciences in Kraków</p> <p>The Act of 20 July 2018 The Law on Higher Education and Science with Amendments of 10 March 2023 (Dz. U. z 2023 r. poz. 742, 1088, 1234; Polish version only)</p> <p>The Act of 30 April 2010 The Principles of Financing Science (Dz. U. 2020 r. poz. 1869 as amended)</p> <p>The Code of the National Science Centre (NSC) on Research Integrity and Application for Research Funding, adopted by Resolution No. 39/2016 of the Council of the NSC</p>	<p><i>Initiatives undertaken:</i> The IPP PAS has analysed the survey, e.g. regarding awareness of good research practice (when the researcher's work is carried out in accordance with the Code of Ethics).</p> <p>The IPP PAS has updated the website with general information on ethics for a researcher and has created a special section on ethical issues on the website: Ethics in Science with uploaded documents such as The Code of Ethics of an Employee of the Polish Academy of Sciences as a supplementary document and recommended for use in good practices in scientific research, as well as requirements regarding ethical issues of research funding institutions (available for all employees).</p> <p>In addition, the IPP PAS has created a special folder on the internal LM server dedicated to the institutional rules on ethics.</p> <p>The IPP PAS provides links to information on the Central Anti-Corruption Bureau (CBA) service, which operates an anti-corruption portal on corruption risks (e.g. to know how to avoid conflicts of interest in science in peer review). In addition, the IPP PAS conducted regular training</p>

		<p>This Code of Ethics for Researchers has been developed by the Commission for Scientific Ethics (Commission for Research Integrity) and adopted by the General Assembly of the Polish Academy of Sciences on 25 June 2020</p> <p>The Act of 4 February 1994 on Copyright and Related Rights (Dz. U. z 2022 r. poz. 2509 as amended; Polish text: https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=wdu19940240083 accessed on: 26.04.2023)</p> <p>The Decree of the Director of IPP PAS of 3 January 2022 on the introduction of the Code of Ethics for Employees of IPP PAS</p>	<p>sessions on cybersecurity and the use of IT tools in scientific work, including national data protection and privacy laws (especially for R1-R2).</p> <p><i>Initiatives planned:</i> Send emails with information about good research practice.</p>
8. Dissemination , exploitation of results	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning the dissemination, exploitation of results.</p> <p>Although the IPP PAS has developed policies (Internal Regulation Form 2015) that aim to promote industry engagement, internships, technology transfer and commercialisation throughout the institution, the contribution of scientists to the industry sector (through 5 types of collaborations including: licensing/patenting, collaborative research, academic entrepreneurship, contract research and consulting) is very low. The IPP PAS supported the scientists in the field of business and technology transfer by creating special meetings and activities according to the promotion strategy, e.g. by collecting information from the Centre for Technology Transfer or by preparing the brochure dedicated to the Polish Science Contact Agency PoSCA, which would support the participation of IPP PAS research groups science in the European Research Area. The IPP PAS representative - HE Navigator - informs scientists about possible cooperation with innovative companies in the framework of Horizon Europe.</p> <p>Despite the high level of implementation of this principle, many respondents indicated that the results of their research are not applied commercially (43% of R1-R2, 27% of R3-R4 and 50% of non-researchers answered NO or DON'T KNOW to question 19).</p>	<p><i>Initiatives undertaken:</i> Due to the low participation of scientists in industry, the IPP PAS has made efforts to engage scientists in responsible and better implemented research, with an emphasis on collaboration with industry and society (especially targeted at R3-R4).</p> <p><i>Initiatives planned:</i> The meetings and motivational activities are planned for researchers to apply for R&D projects (aiming at R3-R4). The increasing pressure to commercialise IPP PAS research has emerged as a major challenge and emerging issue, e.g. in collaborative research, EU and NCBR proposals, patent applications.</p>

		<p><i>Identified gap:</i> Difficulties in disseminating and exploiting results.</p> <p>On the basis of:</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only)</p> <p>The Act of 19 November 2015 Regulations for the management of copyright, related and industrial property rights and the principles of commercialization of the scientific research results and development works at The <i>Franciszek Górski</i> Institute of Plant Physiology of Polish Academy of Sciences in Kraków</p>	
9. Public engagement	++	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning public engagement.</p> <p>Researchers share their knowledge with society through local or national media and by supporting educational institutions through participation in projects and events that promote science (e.g. science festivals or demonstrations in schools and kindergartens).</p> <p>25% of respondents from R1-R2 answered NO or DON'T KNOW if they try to increase the level of understanding of science by presenting the scientific activities undertaken to the general public in a way that is understandable to non-experts. Some improvements were therefore suggested.</p> <p><i>Identified gap:</i> Inadequate R1-R2 awareness of how to get involved and how to participate in public engagement</p>	<p><i>Initiatives proposal:</i> Intensify activities related to the dissemination and promotion of science and the achievements of scientists at events promoting science, such as science festivals, Scientists' Night, etc.</p> <p>Involvement of R1-R2 researchers in the preparation of lectures, workshops, presentations, tours, shows, etc., which could be organised in a hybrid/online/published formula, e.g. by preparing material that will appear on the IPP PAS thematic YouTube channel.</p> <p>The IPP PAS will value the quality and unique nature of the engagement with PhD students on social media, e.g. Facebook (FB).</p>
10. Non discrimination	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning non-discrimination.</p>	<p><i>Initiatives undertaken:</i> Intensifying activities related to the role of interpersonal communication at the IPP PAS.</p>

		<p>The IPP PAS does not accept any form of mobbing, discrimination and physical or psychological violence on the part of supervisors as well as coworkers and takes each and every effort to ensure harassment-free working environment. The IPP PAS created the 'Gender Equality Plan of the – The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences for Years 2023-2027' https://ifr-pan.edu.pl/plan-rownosci-plci; Polish version only) with special links to Directive Commission Regulation (EC) relevant legislation.</p> <p>The survey results revealed the poor awareness of discrimination definition and meaning in group of R1-R2 researchers, because 20% of them could not say if they encountered any form of discrimination and 15 % of respondents from that group declared that was discriminated based on age, digital exclusion or social status, views and even in terms of the subject of research.</p> <p><i>Identified gap:</i> Insufficient R1-R2 researcher's familiarization with the discrimination definition and meaning.</p> <p>On the basis of:</p> <p>The Labour Code (Dz. U. z 2023 r. poz. 641) as amended (PL version only: https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20230000641) and relevant secondary legislation</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only)</p> <p>Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (Dz. U. UE. L. 2006.204.23; PL version available in https://eur-lex.europa.eu/legal-content/PL/ALL/?uri=celex%3A32006L0054)</p>	<p>In June 2023, the IPP PAS organised workshops entitled "Effective Communication in a Scientific Organisation" for all employees of the Institute, led by a specialist trainer from a renowned training company in Poland, VR Training. In addition, the IPP PAS prepared an anonymous survey among all employees on the impact of communication on the functioning of the Institute (aimed at R1-R4). Query results comminution in attachment.</p> <p><i>Initiatives proposal:</i> It is planned to establish an anti-mobbing/anti-discrimination procedure. The procedure will establish the rules to prevent the practice of bullying and discrimination in the IPP PAS as well as the anti-bullying procedures.</p> <p><i>Initiatives planned:</i> - Introduction of awareness training on the special needs of staff and PhD students, including disabilities (for all staff, with a particular focus on the R1-R2 group). - As willingness and eagerness to consider new information, new viewpoints, new ideas and new possibilities is essential, IPP PAS plans to establish 'Director Office Open Door Day' to support positive relationships among IPP PAS employees (one hour on the first day of each month; aimed at all employees with special focus on R1-R2 group).</p>
--	--	--	---

<p>11. Evaluation/ appraisal systems</p>	<p>-/+</p>	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning evaluation/appraisal systems.</p> <p>The employees of the IPP PAS are not obliged to teach didactics. Some of them may have voluntary teaching responsibilities in other institutions. However, it should not be forgotten that the time spent on training young scientists is also part of the dissemination of knowledge.</p> <p>60% of respondents from group R1-R2 and 73% from group R3-R4 marked NO or DON'T KNOW for questions 22-23. Similarly, 63% from the group of non-researchers had the same opinion as R1-R2. According to the respondents, the evaluation system does not take into account the creativity, mobility or popularisation activities of researchers.</p> <p><i>Identified gap:</i> Imperfect system of periodic staff evaluation/appraisal systems for R1-R4 researchers.</p> <p>On the basis of:</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only)</p> <p>The Regulations, of 29 October 2019, for the periodic evaluation of scientists at IPP PAS. To this Appendix 1: Rules for evaluation of research and organizational activity of scientists at IPP PAS, acted of 19 February, 2010</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with Amendments of 25 July, 2023</p> <p>Principles of hiring and promoting of scientists at IPP PAS acted of 13 December, 2017</p>	<p><i>Initiatives undertaken:</i> The IPP PAS updated:</p> <ul style="list-style-type: none"> •the IPP PAS Statute - Amendment Act 2023; was approved by the President of the Polish Academy of Sciences on 25 July 2023) •New: Regulations on Renumeration (2023; consulted with the Independent Self-governing Trade Union 'Solidarity') •New: Regulations on Premiums (2023; consulted with The Independent Self-governing Trade Union 'Solidarity') <p><i>Initiatives proposal:</i> The IPP PAS actually updates the internal rules on the evaluation of scientists and researchers. (The Commission and the Scientific Council meetings and final decisions in October 2023) - Evaluation of scientists - e.g. introduction of evaluation/appraisal systems to assess their professional performance on a regular basis and in a transparent manner by an independent committee. Such procedures should take due account of their overall research creativity and research outputs, e.g. publications, patents, research management, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative tasks, outreach activities and mobility (2023; target R1-R4).</p> <p><i>Initiatives planned:</i></p> <ul style="list-style-type: none"> •- New: The Regulations for the periodic evaluation of scientists at IPP PAS. To this New <i>Appendix 1</i>: Survey for evaluation of research and organizational activity of scientists at IPP PAS and New <i>Appendix 2</i>: Rules for evaluation of research and organizational activity of scientists at IPP PAS (2023; aimed at R1-R4).
--	------------	--	--

		<p>The Decree of Director of IPP PAS of 1st January 2018 - concerning the Remuneration Regulations for Employees at IPP PAS with Amendments of 14th July 2023</p> <p>The Decree of Director of IPP PAS of 1st January 2018 - concerning the Premiums Regulations for Employees at IPP PAS with Amendments of 14th July 2023</p>	
Recruitment and Selection			
12. Recruitment	++	<p>The analysis of the documents showed that neither national/regional legislation nor organizational regulations impede the implementation of the principles of the European Charter for Researchers concerning recruitment.</p> <p>The procedures and conditions for hiring researchers are regulated by the IPP PAS Statute, the Rules for Hiring and Promotion of Researchers (available on the IPP PAS website and internal 'LM' server) and the recently published Policy of OTM-R (available on the IPP PAS website; PL and ENG versions).</p> <p>According to the above documents, researchers are recruited on the basis of an open competition. The decision to employ a researcher is based on the fulfilment of the criteria listed in the competition notice, which are in line with the above-mentioned regulations. Candidates for research positions in the IPP PAS will be treated equally, regardless of any gaps in their professional careers.</p> <p>On the basis of:</p> <p>Principles of hiring and promoting of scientists at IPP PAS acted of 13 December, 2017</p> <p>The Decree of Director of IPP PAS of 23rd May 2023 - concerning the The OTM-R Policy for the IPP PAS</p>	No initiatives necessary.
13. Recruitment (Code)	++	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the Code of Conduct for Recruitment.</p>	<p><i>Initiatives undertaken:</i> The IPP PAS prepared a template for job advertisements (both for the IPP website and EURAXESS) and informed the members of the</p>

		<p>The recruitment and selection process at the IPP PAS follows the recently published policy of the OTM-R. The vacancies for scientists are published on the national websites: of the Institute and of the Law on Higher Education and Science and on international portals: EURAXESS and LinkedIn. The advertisements contain information about the vacancy (PL and ENG languages) and where to go if more information is needed. The IPP PAS is available on the website and distributed to all staff.</p> <p>However, 23% of R1-R2 researchers said they didn't know whether the IPP PAS was realistic about the time between the publication of the vacancy and the deadline for submitting applications.</p> <p>On the basis of:</p> <p>Principles of hiring and promoting of scientists at IPP PAS acted of 13 December, 2017</p> <p>The Decree of Director of IPP PAS of 23rd May 2023 - concerning the The OTM-R Policy for the IPP PAS</p>	<p>Collegium about it. In fact, two advertisements (in two departments) have been prepared under the new requirements in accordance with the OTM-R policy for the IPP PAS (October 2023; specifically targeting R3-R4).</p> <p><i>Initiatives proposal:</i> Provide information about the OTM-R policy at IPP PAS on the Institute's website and send emails with this information to all staff, with a particular focus on R1-R2 researchers.</p> <p><i>Initiatives planned:</i> Sending emails with information about a new vacancy in the IPP PAS to all staff (aimed at R1-R4), with a special focus on R1-R2 researchers including PhDs (through an extra posting on the IPP PAS LinkedIn and FB profiles, where the dates introduced refer to the start date of a vacancy, the deadline for submission of applications and the start date of the vacancy).</p>
14. Selection (Code)	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the Code of Conduct for Recruitment.</p> <p>The IPP PAS has registered as a member of EURAXESS - European Union Portal or LinkedIn in order to be able to post job vacancies - scientific positions at the IPP PAS (the Deputy Director is responsible for the posting).</p> <p>The selection committee is appointed according to national regulations and internal principles, e.g. according to the OTM-R guidelines for the IPP PAS (2023). However, there is no training for the selection committee. Furthermore, the gender balance is not always maintained due to the specific gender balance in the institute (feminisation). The results of the survey showed that many respondents (45% R1-R2, 9% R3-R4 and 13% non-research staff) do not know how the selection committee is</p>	<p><i>Initiatives undertaken:</i> The IPP PAS informed the members of the Collegium about the new selection requirements in accordance with the OTM-R policy for the IPP PAS (October 2023; specifically targeting R3-R4).</p> <p><i>Initiatives proposal:</i> Sending emails with information about the OTM-R policy for the IPP PAS (availability of the IPP PAS website and its description as a strategy to implement the transparent way of nominating the Election Committee (2023; specifically targeting R1-R4).</p> <p><i>Initiatives planned:</i></p>

		<p>set up and how the recruitment process is carried out, or even answered "NO" to questions 28-29 (10% R1-R2, 14% R3-R4 and 25% non-research staff).</p> <p><i>Identified gap:</i> Imperfect system of the selection committee nomination in the recruitment process.</p> <p>On the basis of:</p> <p>The Labour Code (Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; Polish version only) and relevant secondary legislation</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; Polish version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with Amendments of 25 July, 2023</p> <p>The Decree of Director of IPP PAS of 23rd May 2023 - concerning the The OTM-R Policy for the IPP PAS</p> <p>The Regulations for the Rules for hiring and promoting of scientists in IPP PAS in Kraków (2019; PL version only)</p>	<ul style="list-style-type: none"> - Sending emails to all staff with information about a new vacancy in the IPP PAS, introducing information about the nomination of the selection committee (aimed at R1-R4 and PhD). - The IPP PAS plans to update the internal regulations for the evaluation of scientists, researchers and PhD students according to the criteria of the Competition Committee Principles in accordance with the OTM-R principles (2023-2024). - New: Rules of the competition procedure applied for the employment of a researcher at IPP PAS in Kraków (including detailed criteria and procedure for the selection of the Competition Committee Board, Polish version only). - Opinion of the Board of the Competition Committee at IPP PAS on the recruitment procedure in accordance with the rules set out in the document.
15. Transparency (Code)	--	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the Code of Conduct for Recruitment.</p> <p>However, until now there was no template for a job advertisement (for a scientific position) available on the IPP PAS.</p> <p>In fact, the good preparation of job offers for researchers is implemented in the IPP PAS. However, feedback to all applicants is not in practice (29% of respondents answered "NO" and 54% "DON'T KNOW").</p>	<p><i>Initiatives undertaken:</i> The IPP PAS prepared a job advertisement template with a clause about the feedback to chosen applicants (both for the IPP website and EURAXESS) and informed about this transparency requirement members of the Collegium (October 2023; especially aimed at R3-R4).</p> <p><i>Initiatives proposal:</i></p>

		<p><i>Identified gap:</i> Imperfect system of providing feedback to the unsuccessful candidates in the recruitment process.</p> <p>No quality control system for OTM-R</p> <p>On the basis of:</p> <p>The Labour Code (Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; PL version only) and relevant secondary legislation</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with Amendments of 25 July, 2023</p> <p>The Decree of Director of IPP PAS of 23rd May 2023 - concerning the The OTM-R Policy for the IPP PAS</p> <p>The Regulations for the Rules for hiring and promoting of scientists in The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (2019; PL version only)</p> <p>The Regulations for defining and conducting competitions for scientific positions at The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (The Act of 29 October, 2019; PL version only)</p>	<p>The IPP PAS is planning to update internal regulations (2023-2024) to the selection: the feedback to all applicants about the strengths and weaknesses of their application and to post the results of the competition on the website.</p> <p><i>Initiatives planned:</i></p> <ul style="list-style-type: none"> - Updating, in job vacancy advertisement template, a clause that the IPP PAS feedback will be to all applicants; - Sending emails with the feedback to all applicants - New employment regulations on the detailed organization, procedure and conditions for conducting a competition procedure when hiring for scientific positions: Rules of the Competitive Procedure for the Employment of a Researcher at IPP PAS in Kraków (Polish version only; 2023; especially aimed at R1-R4). - New Recruitment and selection guide for the Competition Committee Board Members - New Implementation of a quality control system for OTM-R.
16. Judging merit (Code)	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the Code of Conduct for Recruitment.</p> <p>The selection process at the IPP PAS takes into consideration the whole range of experience of the candidates. While focusing on the achievements and</p>	<p><i>Initiatives undertaken:</i></p> <ul style="list-style-type: none"> - The OTM-R principles posted on the Institute website (2023; PL version is available on https://ifr-pan.edu.pl/polityka-otm-r; especially aimed at R1-R4).

	<p>merits of researchers, concepts such as creativity, capacity for teamwork, and problem-solving skills are assessed with in-person interviews. Bibliometric indexes are not as relevant for early-stage researchers as for principal investigators. Although, the survey results revealed that 40% of respondents do not know if importance of bibliometric indexes are balanced with other evaluation criteria.</p> <p><i>Identified gap:</i> Insufficient R1-R4 researcher's familiarization with The OTM-R principles and meaning in case of merit principle of evaluation criteria in the recruitment process.</p> <p>On the basis of:</p> <p>The Labour Code (Journal of Law Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; Polish version only) and relevant secondary legislation</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Journal of Law Dz. U. 2020 poz. 1796; Polish version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with Amendments of 25 July, 2023</p> <p>The Decree of Director of IPP PAS of 23rd May 2023 - concerning the The OTM-R Policy for the IPP PAS</p> <p>The Regulations for the Rules for hiring and promoting of scientists in The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (2019; Polish version only)</p> <p>The Regulations for defining and conducting competitions for scientific positions at The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (The Act of 29 October, 2019; Polish version only)</p>	<p>- The IPP PAS familiarized members of the Collegium with the strategy of OTM-R (October 2023; especially aimed at R3-R4).</p> <p><i>Initiatives proposal:</i> The all employees (R1-R4) and PhD will be familiarized with strategy of OTM-R. This means that merit will be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. For candidates from an industrial background, particular attention will be paid to any contributions to patents, development or inventions.</p> <p><i>Initiatives planned:</i> New employment regulations on the detailed organization, procedure and conditions for conducting a competition procedure when hiring for scientific positions: 'Rules of the competition procedure applied for the employment of a researcher at The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków'</p>
--	---	---

<p>17. Variations in the chronological order of CVs (Code)</p>	<p>--</p>	<p>The analysis of the documents showed that neither national/regional legislation nor organizational regulations impede the implementation of the principles of the Code of Conduct for Recruitment.</p> <p>During the selection process at IPP PAS, the career breaks or variations in the chronological order of CVs have not a negative impact on the candidate scientist position assessment. However, we have no existing HR practices to assess variations in the chronological order of CVs. Therefore, the survey results revealed that 46% of respondents do not know about it and 21% were convinced that such career breaks have a negative impact on application.</p> <p><i>Identified gap:</i> Insufficient R1-R4 researcher's familiarization with The OTM-R principles and meaning in case of merit principle of evaluation criteria in the recruitment process.</p> <p>On the basis of:</p> <p>The Labour Code (Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; Polish version only) and relevant secondary legislation</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with Amendments of 25 July, 2023</p> <p>The Decree of Director of IPP PAS of 23rd May 2023 - concerning the The OTM-R Policy for the IPP PAS</p> <p>The Regulations for the Rules for hiring and promoting of scientists in The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (2019; PL version only)</p>	<p><i>Initiatives undertaken:</i></p> <ul style="list-style-type: none"> - The OTM-R principles posted on the Institute website (2023; PL version: https://ifr-pan.edu.pl/polityka-otm-r; aimed at R1-R4). - The IPP PAS familiarized members of the Collegium with the strategy of OTM-R and pointed out that variations in the chronological order of CVs are not significant (October 2023; aimed at R3-R4). <p><i>Initiatives proposal:</i> The all employees will be familiarized with strategy of OTM-R. This means that career breaks or variations in the chronological order of CVs will 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.</p> <p><i>Initiatives planned:</i></p> <ul style="list-style-type: none"> - New employment regulations on the detailed organization, procedure and conditions for conducting a competition procedure when hiring for scientific positions: 'Rules of the competition procedure applied for the employment of a researcher at IPP PAS in Kraków' - the development of a new guidelines on the conduct of employment for scientists and technical positions, including the use of various criteria for assessing the achievements and scientific achievements of candidates, recognizing the value of mobility, as well as informing candidates about the strengths and weaknesses of their applications
--	-----------	--	--

		The Regulations for defining and conducting competitions for scientific positions at The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (The Act of 29 October, 2019; PL version only)	
18. Recognition of mobility experience (Code)	++	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the Code of Conduct for Recruitment.</p> <p>The internal IPP PAS regulations (the Rules for hiring and promoting scientists) concerning the criteria of recruitment to research positions recognize candidates' experience gained as a result of their professional mobility.</p> <p>On the basis of:</p> <p>The Labour Code (Journal of Law Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; Polish version only) and relevant secondary legislation</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Journal of Law Dz. U. 2020 poz. 1796; Polish version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with Amendments of 25 July, 2023</p> <p>The Decree of Director of IPP PAS of 23rd May 2023 - concerning the The OTM-R Policy for the IPP PAS</p> <p>The Regulations for the Rules for hiring and promoting of scientists in The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (2019; Polish version only)</p> <p>The Regulations for defining and conducting competitions for scientific positions at The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (The Act of 29 October, 2019; Polish version only)</p>	<p><i>Initiatives undertaken:</i></p> <p>- The OTM-R principles posted on the Institute website (2023; PL version is available on https://ifr-pan.edu.pl/polityka-otm-r; especially aimed at R1-R4).</p> <p>- The IPP PAS familiarized members of the Collegium with the strategy of OTM-R and pointed out that variations in the chronological order of CVs are not significant (October 2023; especially aimed at R3-R4).</p>

<p>19. Recognition of qualifications (Code)</p>	<p>+/-</p>	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the Code of Conduct for Recruitment. The results of the survey show that 25% of respondents from R1-R2 researchers do not know if recruitment committees take into account professional mobility and qualifications in the recruitment selection.</p> <p><i>Identified gap:</i> Insufficient R1-R2 researcher's familiarization with The OTM-R principles and meaning in case of merit principle of evaluation criteria in the recruitment process.</p> <p>On the basis of:</p> <p>The Labour Code (Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; Polish version only) and relevant secondary legislation</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with Amendments of 25 July, 2023</p> <p>The Decree of Director of IPP PAS of 23rd May 2023 - concerning the The OTM-R Policy for the IPP PAS</p> <p>The Regulations for the Rules for hiring and promoting of scientists in The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (2019; PL version only)</p> <p>The Regulations for defining and conducting competitions for scientific positions at The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (The Act of 29 October, 2019; PL version only)</p>	<p><i>Initiatives undertaken:</i></p> <ul style="list-style-type: none"> - The OTM-R principles posted on the Institute website (2023; PL version is available on https://ifr-pan.edu.pl/polityka-otm-r; especially aimed at R1-R4). - The IPP PAS familiarized members of the Collegium with the strategy of OTM-R and pointed out that variations in the chronological order of CVs are not significant (October 2023; especially aimed at R3-R4). <p><i>Initiatives proposal:</i></p> <ul style="list-style-type: none"> - The sending information about the introduction of OTM-R principles in IPP PAS to all employees with specially focus on R1-R2 researchers. - The development of guidelines for the recruitment committees on conducting the recruitment process for the positions of researchers in compliance with the Code of Conduct for Recruitment of Researchers. - Recruitment and selection guide for the Competition Committee Board Members
---	------------	---	---

<p>20. Seniority (Code)</p>	<p>+/-</p>	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the Code of Conduct for Recruitment.</p> <p>At IPP PAS each candidate is evaluated on an individual basis within the context of the requirements related to the research position the candidate applies for. Although, 26% of respondents from all groups do not know if it is taken into consideration during recruitment process.</p> <p><i>Identified gap:</i> Insufficient R1-R2 researcher's familiarization with The OTM-R principles and meaning in case of merit principle of evaluation criteria in the recruitment process.</p> <p>On the basis of:</p> <p>The Labour Code (Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; Polish version only) and relevant secondary legislation</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with Amendments of 25 July, 2023</p> <p>The Decree of Director of IPP PAS of 23rd May 2023 - concerning the The OTM-R Policy for the IPP PAS</p> <p>The Regulations for the Rules for hiring and promoting of scientists in The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (2019; PL version only)</p> <p>The Regulations for defining and conducting competitions for scientific positions at The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (The Act of 29 October, 2019; PL version only)</p>	<p><i>Initiatives undertaken:</i></p> <ul style="list-style-type: none"> - The OTM-R principles posted on the Institute website (2023; PL version is available on https://ifr-pan.edu.pl/polityka-otm-r; especially aimed at R1-R4). - The IPP PAS familiarized members of the Collegium with the strategy of OTM-R and pointed out that variations in the chronological order of CVs are not significant (October 2023; especially aimed at R3-R4). <p><i>Initiatives proposal:</i> All employees will be familiarized with The OTM-R Policy. This means that the levels of qualifications required will be in line with the needs of the position and not be set as a barrier to entry.</p> <p><i>Initiatives planned:</i></p> <ul style="list-style-type: none"> - Sending emails to all R1-R4 with the strategy of OTM-R and pointed out that seniority is not taken into consideration during recruitment process (especially aimed at R1-R4 and PhD). - Recruitment and selection guide for the Competition Committee Board Members
-----------------------------	------------	---	---

<p>21. Postdoctoral appointments (Code)</p>	<p>-/+</p>	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the Code of Conduct for Recruitment.</p> <p>A postdoctoral appointment is a temporary one designed to give individuals an opportunity to conduct research under the guidance of a faculty mentor and to prepare for individual careers</p> <p>At IPP PAS there is no transparent regulation concerning the maximum length of the period after hiring at the given position (11% of respondents answered "NO" and 40% "DO NOT KNOW" if such regulation exist at IPP PAS).</p> <p>Identified gap: Imperfect a postdoctoral appointment system (any person responsible for providing all the necessary paperwork; permanent positions and salary payment).</p> <p>On the basis of:</p> <p>The Act of 13 January 2023 on The amending the Act - Law on Higher Education and Science and some other acts (Dz.U. z 2023 r. poz. 212; PL version only)</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with Amendments of 25 July, 2023</p> <p>The Regulations for the Rules for hiring and promoting of scientists in The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (2019; Polish version only)</p> <p>The Regulations for defining and conducting competitions for scientific positions at The <i>Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (The Act of 29 October, 2019; PL version only) Regulations on the procedure for the conferment of the post-doctoral degree of doctor habilitated at The <i>Franciszek Górski</i> Institute of Plant Physiology</p>	<p><i>Initiatives undertaken:</i></p> <ul style="list-style-type: none"> - The detailed description of R1-R4 position requirements for the qualitative recruitment selection process dedicated to scientists with PhD titles was posted in OTM-R on the Institute website (aimed at R2-R3); - The IPP PAS is actually updating internal regulations regarding the assessment of scientists and researchers, and transparent regulation concerning the maximum length of the period after hiring at the given position (The Collegium, The Commission, and The Scientific Council meetings and final decisions in October 2023) <p><i>Initiatives proposal:</i></p> <ul style="list-style-type: none"> - The modification of internal regulation concerning the different positions available at IPP PAS including postdoctoral stages, resulted in increasing the number of Postdocs. <p><i>Initiatives planned:</i></p> <ul style="list-style-type: none"> - New: The Regulations for the periodic evaluation of scientists at IPP PAS. To this New <i>Appendix 1</i>: Survey for evaluation of research and organizational activity of scientists at IPP PAS and New <i>Appendix 2</i>: Rules for evaluation of research and organizational activity of scientists at IPP PAS (2023; especially aimed at R1-R4). - Designate a principal investigator for postdocs who will be able to provide all the necessary research direction and paperwork. Aimed specifically at R2.
---	------------	--	---

		Polish Academy of Sciences (IPP PAS) in Kraków (The Act of 22 December, 2022; PL version only)	
Working Conditions and Social Security			
22. Recognition of the profession	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning recognition of the profession.</p> <p>The recognition of the profession is quite ensured at IPP PAS. Although there was some comments that non scientific workers do not appreciate the value of researchers work. 30% of R1-R2 claimed that scientists are not treated like professionals, adequate for their job position. Also 9% of respondents from R3-R4 had the same opinion.</p> <p><i>Identified gap:</i></p> <ul style="list-style-type: none"> - Imperfect recognition of the profession (especially aimed at R1-R2). - Any programme for the evaluation of R1 & R2 researchers. <p>On the basis of:</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act on the Rules Governing Recognition of Professional Qualifications Acquired in EU Member States (Directive 2005/36/EC on recognition of professional qualifications)</p> <p>The Act of 13 January 2023 on The amending the Act - Law on Higher Education and Science and some other acts (Dz.U. z 2023 r. poz. 212; Polish version only)</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) and relevant secondary legislation</p> <p>The Act of 10 March 2023 on The amending the Act - Law on Higher Education and Science and some other acts (Dz. U. z 2023 r. poz. 742, 1088, 1234; PL version only)</p>	<p><i>Initiatives undertaken:</i></p> <p>The IPP PAS updated:</p> <ul style="list-style-type: none"> •New: Remuneration Regulations (2023; consulted with The Independent Self-governing Trade Union 'Solidarity') •New: Premiums Regulations (2023; consulted with The Independent Self-governing Trade Union 'Solidarity') <p><i>Initiatives proposal:</i></p> <p>The IPP PAS is planning updating internal regulations, HRS4R campaign on the recognition of profession (The Collegium, The Commission, and The Scientific Council meetings and final decisions in October 2023):</p> <ul style="list-style-type: none"> • Assessment of scientists - Introducing e.g. evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent committee. Such evaluation and appraisal procedures should take due account of their overall research creativity and research results, e.g. publications, patents, management of research, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative duties, public awareness activities and mobility (2023; especially aimed at R1-R4). <p><i>Initiatives planned:</i></p> <ul style="list-style-type: none"> - New: The Regulations for the periodic evaluation of scientists at IPP PAS. To this New

		Statute of the IPP PAS acted of 9 March, 2011 with Amendments of 25 July, 2023	<p><i>Appendix 1:</i> Survey for evaluation of research and organizational activity of scientists at IPP PAS and New <i>Appendix 2:</i> Rules for evaluation of research and organizational activity of scientists at IPP PAS (2023; especially aimed at R1-R4).</p> <p>- Programme for the evaluation of R1 & R2 researchers.</p>
23. Research environment	-/+	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning research environment.</p> <p>In recent years, the budget cuts to research institutions by the Ministry of Education and Science have resulted in reduced investment in research infrastructure. The main source of funding for infrastructure improvements is internal projects. As a result, only 35% of R1-R2 and 64% of R3-R4 respondents indicated that research facilities at IPP PAS (infrastructure, workshops) stimulate them to decide on new research directions, initiate national and international cooperation.</p> <p>The IPP PAS supported scientists in the field of promotion by preparing the multi-beneficiary booklet together with the Polish Science Contact Agency PolSCA of the Polish Academy of Sciences.</p> <p><i>Identified gap:</i> - Imperfect principles of access to the research infrastructure (aimed at R1-R4).</p> <p>On the basis of:</p> <p>The Labour Code (Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; PL version only) and relevant secondary legislation</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act of 13 January 2023 on The amending the Act - Law on Higher Education and Science and some other acts (Dz.U. z 2023 r. poz. 212; PL version only)</p>	<p><i>Initiatives undertaken:</i> The IPP PAS applies for infrastructure every year in frame of actual programs of the Ministry of Education and Science.</p> <p><i>Initiatives proposal:</i> Raising awareness of employees about the opportunities offered by EU projects in order to find budgets for capacity building at the IPP PAS (development projects, EU structural funds).</p> <p><i>Initiatives planned:</i> - Change the principles of access to research infrastructures.</p> <p>-- Annual review of technical and scientific facilities and preparation of an annual report on their condition.</p>

		<p>The Act of 20 July 2018 on the Law on Higher Education and Science and some other acts (Dz.U. z 2018 r. poz. 1668; PLversion only)</p> <p>Amendments to the Act on the Principles of Financing Science and other acts; The Act of 13 January 2021 (Dz.U. z 2021 r. poz. 156)</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) and relevant secondary legislation</p>	
24. Working conditions	++	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning working conditions.</p> <p>The working conditions of the researchers are regulated by the IPP PAS Work Regulations in accordance with the Labor Code of 26.06.1974 with the amendment to the Labor Code of March 9, 2023.</p> <p>IPP PAS ensures:</p> <ul style="list-style-type: none"> - Flexible working hours (employees with a 40-hour work week can start work in the 7-9 a.m. time slot and finish work after eight hours in the 3-5 p.m. time slot); - Time off from work to attend to urgent personal matters during office hours. <p>Employees are also entitled to parental benefits guaranteed by the provisions of the Labor Code to reconcile family, work, children and career, such as maternity and paternity leave or reduced working hours.</p>	No initiatives necessary.
25. Stability and permanence of employment	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning stability and permanence of employment.</p> <p>At IPP PAS, employees are offered permanent employment after the second agreement. In addition, temporary employees have access to training and most fringe benefits to the same extent as permanent employees.</p>	<p><i>Initiatives undertaken:</i></p> <p>The IPP PAS updated:</p> <ul style="list-style-type: none"> •New: Remuneration Regulations (2023; consulted with The Independent Self-governing Trade Union 'Solidarity') •New: Premiums Regulations (2023; consulted with The Independent Self-governing Trade Union 'Solidarity')

		<p>Nevertheless, 40% of respondents from R1-R2 group, 18% from R3-R4 group and 50% of non-researchers stated that working in IPP PAS does not give them a feeling of professional stability.</p> <p><i>Identified gap:</i> - Inadequate terms and conditions of employment in relation to the lack of a strategy of the monitoring career development (particularly in relation to R1-R2).</p> <p>On the basis of:</p> <p>The Labour Code (Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; PL version only) and relevant secondary legislation</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act of 20 July 2018 on the Law on Higher Education and Science and some other acts (Dz.U. z 2018 r. poz. 1668; PL version only) with subsequent Amendments acted of 10 March, 2023 (Dz. U. z 2023 r. poz. 742, 1088, 1234; PL version only)</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Journal of Law Dz. U. 2020 poz. 1796; Polish version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with subsequent Amendments acted of 25 July, 2023</p> <p>The Regulations for the Rules for hiring and promoting of scientists in <i>The Franciszek Górski Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków</i> (2019; Polish version only)</p>	<p><i>Initiatives proposal:</i> Improvement of the evaluation system (including new criteria for assessing researchers and awarding premiums).</p> <p>The IPP PAS is planning updating internal regulations (October 2023):</p> <ul style="list-style-type: none"> •Assessment of scientists - Introducing e.g. evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent committee. Such evaluation and appraisal procedures should take due account of their overall research creativity and research results, e.g. publications, patents, management of research, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative duties, public awareness activities and mobility (2023; aimed at R1-R4). <p><i>Initiatives planned:</i></p> <ul style="list-style-type: none"> - Increase the number of permanent contracts by defining the rules for permanent appointments of researchers; - New: Regulations for the periodic evaluation of scientists at IPP PAS. New <i>Appendix 1: Survey for Evaluation of Research and Organisational Activities of Scientists at IPP PAS</i> and New <i>Appendix 2: Rules for evaluation of research and organisational activity of scientists at IPP PAS</i> (2023; aimed at R1-R4).
26. Funding and salaries	-/+	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning funding and salaries.</p>	<p><i>Initiatives undertaken:</i> The IPP PAS has updated its internal rules on funding and salaries for researchers:</p>

		<p>The IPP PAS pays its own employees in accordance with national legislation, pays all social and health insurance contributions for its employees - the salaries of researchers are based on Art. 137(1) of the Law on Higher Education and Science.</p> <p>PhD funding regulates Doctoral School.</p> <p><i>Identified gap:</i></p> <ul style="list-style-type: none"> - Inadequate internal regulations regarding the funding and salaries of researchers (particularly in relation to R1-R4). <p>Despite this, only 48% of respondents believe that the IPP PAS ensures fair and attractive pay conditions for employees at every stage of their careers.</p> <p>On the basis of:</p> <p>The Labour Code (Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; PL version only) and relevant secondary legislation</p> <p>The Act of 20 July 2018 on the Law on Higher Education and Science and some other acts (Journal of Law Dz.U. z 2023 r. poz. 16; PL version only) with Amendments of 10 March, 2023 (Dz. U. z 2023 r. poz. 742, 1088, 1234; PL version only)</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Journal of Law Dz. U. 2020 poz. 1796; Polish version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with subsequent Amendments acted of 25 July, 2023</p> <p>The Decree of Director of IPP PAS of 14th July 2023 - concerning The Remuneration Regulations at <i>The F. Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS)</p>	<ul style="list-style-type: none"> - New: Remuneration Regulations (2023; consulted with the independent self-governing trade union 'Solidarity') - New: Remuneration Regulations (2023; consulted with The Independent Self-governing Trade Union 'Solidarity') Specifically aimed at R1-R4. <p><i>Initiatives proposal:</i></p> <p>Improve the funding and salary system (including the awarding of bonuses). Where possible, increase salaries to show appreciation and recognise the efforts of staff (particularly R1-R4).</p>
--	--	---	---

		The Decree of Director of IPP PAS of 14th July 2023 - concerning the Employee Premium Regulations at <i>The F. Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS)	
27. Gender balance	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning gender balance.</p> <p>IPP PAS adheres to a policy of equal opportunities for men and women, starting with the recruitment and selection process and continuing through all subsequent stages of career development, without compromising the criteria of quality and qualifications.</p> <p>The IPP PAS is firmly committed to equal pay for equal work and to the promotion of women in science.</p> <p>The IPP PAS has prepared A Gender Equality Plan is a document that outlines a set of actions designed to promote gender equality in organisations involved in research and innovation.</p> <p>Female researchers make up 66% of the IPP PAS staff. The existing equal opportunities plan aims to ensure gender balance at all staff levels. Reasons for choosing this profession Women currently perceive it as a reliable, safe and permanent source of income.</p> <p><i>Identified gap:</i> - Feminisation at all levels of the staff (especially in relation to R1 - R4).</p> <p>On the basis of:</p> <p>The Labour Code (Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; PL version only) and relevant secondary legislation</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Journal of Law Dz. U. 2020 poz. 1796; Polish version only) and relevant secondary legislation</p>	<p><i>Initiatives undertaken:</i> IPP PAS developed Gender Equality Plans (GEPs).</p> <p><i>Initiatives proposal:</i> The IPP PAS is planning improving the visibility of information on favourable working conditions on the website of the Institute with the aim of increasing the attractiveness of IPP PAS as a 'research-friendly' institution.</p> <p><i>Initiatives planned:</i> - More visible posting of attractive vacancies on the IPP PAS to all EU scientists (portals: EURAXESS, LinkedIn, FB).</p>

		<p>The Act of 10 March 2023 on The amending the Act - Law on Higher Education and Science and some other acts Dz. U. z 2023 r. poz. 742, 1088, 1234; PL version only)</p> <p>The Regulations for the Gender equality plan 2023 to 2027 for <i>The Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (2023; available on the website)</p>	
28. Career development	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning career development.</p> <p>The IPP PAS organised seminars for researchers to provide information on (1) the career development status (R1-R4) according to the European Research Career Framework, (2) the preparation of professional and actual research profiles.</p> <p>According to the new rules of the Doctoral School, all doctoral candidates prepare their Personal Development Plans, which are evaluated on a regular basis. In addition, early-stage researchers (R1-R2) have the opportunity to have mentors who proactively support them in their career development.</p> <p>The IPP PAS does not have an existing career development plan and the motivation system needs to be improved according to the respondents ('NO' or 'DON'T KNOW' marked 42% of R1-R2, 36% of R3-R4 and 50% of non-research staff).</p> <p><i>Identified gap:</i> - Lack of a Career Development Plan (especially in relation to R1 – R3).</p> <p>On the basis of:</p> <p>The Code of Conduct for the Recruitment of the Researchers</p>	<p><i>Initiatives proposal:</i> - The IPP PAS is generating a career development plan, which will include mechanisms for providing career advice and support.</p> <p>- The Board of the Scientific Council's IPP PAS Scientific Staff Development Committee will discuss the results of the survey on the R1-R4 principles of career development and access to career advice and consider possible improvements.</p> <p><i>Initiatives planned:</i> Define career development paths for all researcher positions (R1-R4) by developing a career development plan and organising an initiative such as 'A Research Staff Development Day'.</p>

		<p>The Act on the Rules Governing Recognition of Professional Qualifications Acquired in EU Member States (Directive 2005/36/EC on recognition of professional qualifications)</p> <p>The Act of 13 January 2023 on The amending the Act - Law on Higher Education and Science and some other acts (Dz.U. z 2023 r. poz. 212; PL version only)</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Journal of Law Dz. U. 2020 poz. 1796; Polish version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with subsequent Amendments acted of 25 July, 2023</p> <p>The Regulations for the Rules for hiring and promoting of scientists in <i>The Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (2019; Polish version only)</p>	
29. Value of mobility	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning value of mobility.</p> <p>The IPP PAS recognises that both geographical and interdisciplinary mobility enhances scientific knowledge and professional development. Our new strategic plan focus on international mobility, both outgoing and incoming. IPP PAS employees involved in research projects have the opportunity to actively participate in international conferences and establish contacts with representatives of foreign research institutions.</p> <p>The exchange of experience between researchers from different countries in the framework of research projects and international conferences ensures the continuous improvement of professional qualifications and constitutes an essential asset for advancement in the research career.</p> <p>According to the respondents (25% of R1-R2, 27% of R3-R4 and 25% of non-researchers), IPP PAS do not sufficiently appreciate and emphasise the value of</p>	<p><i>Initiatives undertaken:</i> IPP PAS has employed a project manager to help researchers with their research proposals for different types of mobility (October 2023).</p> <p><i>Initiatives proposal:</i></p> <ul style="list-style-type: none"> - The IPP PAS plans to continue the practice of regularly disseminating information on mobility opportunities e.g by PAS (bilateral proposals; study visits), NAWA, NCN-Weave-Unisono; NCN-UPUS+LAP/ Weave, EURAXESS, LinkedIn). - The IPP PAS plans to continue the practice of regular emails and seminars on mobility programmes and their benefits for all researchers and PhD students. - Include recognition of mobility in transparent assessment criteria.

		<p>different types of mobility and do not support the professional development of researchers at all career stages.</p> <p><i>Identified gap:</i></p> <ul style="list-style-type: none"> - Lack of formal mechanisms to promote the mobility of researchers (especially in relation to R1 – R4). <p>On the basis of:</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act of 10 March 2023 on The amending the Act - Law on Higher Education and Science and some other acts (Dz.U. z 2023 r. poz. 742; PL version only)</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with subsequent Amendments acted of 25 July, 2023</p> <p>The Regulations for the Rules for hiring and promoting of scientists in <i>The Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (2019; PL version only)</p>	<ul style="list-style-type: none"> - The IPP PAS plans to update internal regulations: New: The Regulations for the periodic evaluation of scientists at IPP PAS. To this New Appendix 1: Survey for evaluation of research and organizational activity of scientists at IPP PAS and New Appendix 2: Rules for evaluation of research and organizational activity of scientists at IPP PAS (2023). <p>Especially aimed at R1-R4.</p>
30. Access to career advice	-/+	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning access to career advice.</p> <p>The IPP PAS does not provide career advice and job placement assistance. However, the Board of Directors and the Senior Researchers provide advice on grants and funding programmes for early-stage researchers (R1-R2) to further develop their careers.</p> <p>Although, according to 40% of R1-R2 respondents, there is no support for the career development of young researchers and PhD students by experienced academic mentors in IPP PAS, or 15% do not know about such support.</p>	<p><i>Initiatives undertaken:</i></p> <p>IPP PAS has provided mentoring support for the R1 assistant.</p> <p><i>Initiatives proposal:</i></p> <ul style="list-style-type: none"> - The IPP PAS plans to better define career development paths, including opportunities for research funding and skills development, academic mobility, career transitions, and breaks in research careers (especially aimed at R1). - The IPP PAS plans to improve the dissemination of information about webinars announced on https://researchinpoland.org/news/discover-

		<p><i>Identified gap:</i></p> <ul style="list-style-type: none"> - Lack of effective process for providing career guidance and job placement assistance (especially in relation to R1 - R2) <p>On the basis of:</p> <p>The Code of Conduct for the Recruitment of the Researchers</p> <p>The Act of 10 March 2023 on The amending the Act - Law on Higher Education and Science and some other acts (Dz.U. z 2023 r. poz. 742; Polish version only)</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Journal of Law Dz. U. 2020 poz. 1796; Polish version only) and relevant secondary legislation</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with subsequent Amendments acted of 25 July, 2023</p> <p>The Regulations for the Rules for hiring and promoting of scientists in <i>The Franciszek Górski</i> Institute of Plant Physiology Polish Academy of Sciences (IPP PAS) in Kraków (2019; Polish version only)</p>	<p>how-to-boost-your-research-career-with-polish-grants/ e.g. BOOST YOUR RESEARCH CAREER WITH POLISH GRANTS!</p> <p><i>Initiatives planned:</i></p> <ul style="list-style-type: none"> - Define career development paths for all researcher positions (especially aimed at R1) by developing a career development plan and organising an initiative such as 'A Research Staff Development Day'. - Sending emails about webinars focusing on access to careers advice. - The IPP PAS plans to update internal regulations: New: The Regulations on the Duties and Responsibilities of Scientific Staff.
31. Intellectual Property Rights	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning intellectual property rights.</p> <p>As almost all intellectual capital is generated within an externally funded project, the intellectual property rights are part of the grant agreements signed with the funding organisation.</p> <p>The IPP PAS has created a special section on its website and a special folder on the internal 'LM' server dedicated to ethical issues: Ethics in Science with uploaded documents such as the Code of Ethics of an Employee of the Polish Academy of Sciences as a supplementary document and recommended for use in good practices in scientific research.</p>	<p><i>Initiatives undertaken:</i></p> <p>IPP PAS has made available on its website both general information about the Code and the Code of Ethics for Researchers (PL https://ifr-pan.edu.pl/kodeks-etyki-pracownika-naukowego; ENG https://en.ifr-pan.edu.pl/code-of-ethics-for-researchers)</p> <p><i>Initiatives proposal:</i></p> <ul style="list-style-type: none"> - The IPP PAS plans to organise more consultations with the specialist (an attorney) in obtaining patents and acting in all matters and procedures related to patent law and practice.

		<p>According to the respondents (5% R1-R2, 9% R3-R4), the IPP PAS rules and practices regarding intellectual property rights are not clearly defined or the respondents (35% R1-R2, 18% R3-R4) have no knowledge of this matter.</p> <p><i>Identified gap:</i></p> <ul style="list-style-type: none"> - Inadequate dissemination of information on the rules governing the intellectual property rights of researchers in IPP PAS (R1-R4). <p>On the basis of:</p> <p>The ACT of 19 November 2015 Regulations for the management of copyright, related and industrial property rights and the principles of commercialization of the scientific research results and development works at IPP PAS in Kraków</p> <p>The ACT of 20 July 2018 The Law on Higher Education and Science</p> <p>The Code of Ethics for Researchers developed by the Science Ethics Commission and adopted by the General Assembly of the Polish Academy of Sciences on 25 June 2020</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) and relevant secondary legislation</p> <p>The Decree of Director of IPP PAS of 3 January 2022-concerning the Introduce the Code of Ethics for Employees at IPP PAS</p>	<p>- The IPP PAS plans to provide better information via emails on websites that focus on intellectual property (IP) issues, including e.g. WIPO; The World Intellectual Property Organization is the global forum for intellectual property policy, services, information and cooperation; https://www.wipo.int/portal/en/index.html</p> <p>Especially aimed at R1-R4</p> <p><i>Initiatives planned:</i></p> <ul style="list-style-type: none"> - Sending temporary emails with free access to IP legal information from around the world (especially aimed at R1-R4).
32. Co-authorship	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning co-authorship.</p> <p>The IPP PAS strives to ensure that credit for research is given to the person who deserves it. Guest authorship or ghostwriting practices are dishonest and unacceptable..</p> <p>The IPP PAS has implemented on the website documents about Co-authorship rights.</p>	<p><i>Initiatives undertaken:</i></p> <p>IPP PAS has made available on its website both general information about the Code and the Code of Ethics for Researchers, including information focusing on good practice in authorship (PL https://ifr-pan.edu.pl/kodeks-etyki-pracownika-naukowego; ENG https://en.ifr-pan.edu.pl/code-of-ethics-for-researchers)</p> <p><i>Initiatives proposal:</i></p>

		<p>According to the respondents (15% R1-R2, 9% R3-R4), the IPP PAS rules and practices regarding the right to be recognised as a co-author are not properly respected or the respondents (20% R1-R2, 18% R3-R4) are not aware of this matter.</p> <p><i>Identified gap:</i> - Inadequate dissemination of information on good practices regarding the right of co-authorship of researchers in IPP PAS (especially in relation to R1-R4).</p> <p>On the basis of:</p> <p>The ACT of 19 November 2015 Regulations for the management of copyright, related and industrial property rights and the principles of commercialization of the scientific research results and development works at IPP PAS in Kraków</p> <p>The ACT of 20 July 2018 The Law on Higher Education and Science</p> <p>The Code of Ethics for Researchers developed by the Science Ethics Commission and adopted by the General Assembly of the Polish Academy of Sciences on 25 June 2020</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; Polish version only) and relevant secondary legislation</p> <p>The Act of 4 February 1994 on Copyright and Related Rights, consolidated text: Polish Journal of Laws Dz. U. z 2022 r. poz. 2509 as amended (26.04.2023)</p> <p>The Decree of Director of IPP PAS of 3 January 2022-concerning the Introduce the Code of Ethics for Employees at IPP PAS</p>	<p>- The IPP PAS plans to provide better information <i>via</i> emails on websites that focus on authorship issues and publishing practices</p> <p>Especially aimed at R1-R4</p> <p><i>Initiatives planned:</i> - Send temporary emails about websites that focus on authorship and contributorship policies (e.g. https://publicationethics.org/; especially aimed at R1-R4).</p>
33. Teaching	--	<p>The analysis of the documents showed that neither organisational regulations impede implementation of the principles of the European Charter for Researchers concerning teaching.</p> <p>The IPP PAS staff are fully dedicated to research. Some of them may have teaching responsibilities in other institutions on a voluntary basis. However, it should not be forgotten that the time spent on training young scientists is also</p>	<p><i>Initiatives undertaken:</i> IPP PAS made Amendments to the Statute of the IPP PAS (July, 2023)</p> <p><i>Initiatives proposal:</i></p>

		<p>part of the dissemination of knowledge. Although the scientists of the Institute are not obliged to teach, they have the possibility to teach in the 'Doctoral School of Natural and Agricultural Sciences' conducted at the W. Szafer Institute of Botany of Polish Academy of Sciences (IB PAS).</p> <p>Therefore, 48% of respondents do not know whether the time spent in the IPP PAS on training early career researchers (e.g. PhD students) is considered to be involved in the process of knowledge dissemination.</p> <p><i>Identified gap:</i></p> <ul style="list-style-type: none"> - Low awareness among researchers of the importance of teaching as a principle in the C&C Code (especially in relation to R1-R4). <p>On the basis of:</p> <p>The ACT of 20 July 2018 The Law on Higher Education and Science with subsequent amendments</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; Polish version only) with subsequent amendments and relevant secondary legislation.</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with subsequent Amendments acted of 25 July, 2023</p>	<ul style="list-style-type: none"> - The IPP PAS is actually updating internal regulations regarding the assessment of scientists and researchers (The Collegium, The Commission, and The Scientific Council meetings and final decisions in October 2023) - The meetings and motivation activities are planned for researchers to apply for R + D projects in frame of e.g. Calls for proposals for national and regional research infrastructure in the European Funds: for supporting the education system (info on the website: https://programy.nauka.gov.pl/nauka-dla-spoleczenstwa). - The IPP PAS plans to update internal regulations: <ul style="list-style-type: none"> New: The Regulations for the periodic evaluation of scientists at IPP PAS. To this New Appendix 1: Survey for evaluation of research and organizational activity of scientists at IPP PAS and New Appendix 2: Rules for evaluation of research and organizational activity of scientists at IPP PAS (2023). <p>Especially aimed at R2-R4.</p>
34. Complains/appeals	--	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning complains/appeals.</p> <p>In the IPP PAS, both the Disciplinary Officer (Disciplinary Spokesperson of the Scientific Council of the IPP; https://ifr-pan.edu.pl/komisje) and the Committee act in accordance with the legislation.</p>	<p><i>Initiatives undertaken:</i></p> <p>IPP PAS has made available on its website information about the Disciplinary Officer (Disciplinary Spokesperson of the Scientific Council of the IPP; PL https://ifr-pan.edu.pl/komisje, ENG https://en.ifr-pan.edu.pl/institute-committees)</p> <p><i>Initiatives proposal:</i></p>

		<p>IPP PAS have mechanisms to deal with complaints/appeals from researchers, including those concerning ethical conflicts between supervisor(s) and early-stage researchers. However, 54% of respondents do not know if such mechanisms exist.</p> <p><i>Identified gap:</i></p> <ul style="list-style-type: none"> - Low awareness among researchers of the procedures for handling complaints/appeals in the IPP PAS (especially in relation to R1-R4). <p>On the basis of:</p> <p>The Code of Ethics for Researchers developed by the Science Ethics Commission (Commission for Research Integrity) and adopted by the General Assembly of the Polish Academy of Sciences on 25 June 2020</p> <p>The Act of 20 July 2018 The Law on Higher Education and Science with subsequent amendments</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) with subsequent amendments and relevant secondary legislation.</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with subsequent Amendments acted of 25 July, 2023</p> <p>The ACT of 12 June 2012 of the Regulations of the scientific council at <i>The Franciszek Górski</i> Institute of Plant Physiology of Polish Academy of Sciences in Kraków</p> <p>The Decree of Director of IPP PAS of 3 January 2022-concerning the Introduce the Code of Ethics for Employees at IPP PAS</p>	<ul style="list-style-type: none"> - The IPP PAS plans to raise awareness among employees by organising seminars and training on existing mechanisms for handling complaints, appeals and conflict management (offered to managers and supervisors). <p><i>Initiatives planned:</i></p> <ul style="list-style-type: none"> - To update the internal regulations: New: The Dissemination of information on the legal regulations for complaints and appeals by researchers/PhD students; - To develop procedures for resolving conflicts. A special internal commission has been set up: <ul style="list-style-type: none"> • New Conflict Resolution Strategy for IPP PAS – introducing of solutions e.g. improvement of communication skills; support from specialists with good communication skills: mediator/negotiator, psychological consultation. <p>Especially aimed at R1-R4.</p>
35. Participation in decision-making bodies	++	The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning participation in decision-making bodies.	No initiatives necessary.

		The IPP PAS Scientific Council, which is a decision-making, opinion-forming and advisory body on statutory activities and research staff development, is composed of researchers at all levels. The composition of the committees is always chosen to include representatives from all research groups.	
Training and Development			
36. Relation with supervisors	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning relation with supervisors.</p> <p>Although the relationship between researchers in training and their supervisors is fluid and regular, it is not structured by any internal policy or practice. PhD students are supported by the scientific community, the 'Doctoral School of Natural and Agricultural Sciences' conducted at the W. Szafer Institute of Botany of Polish Academy of Sciences (IB PAS).</p> <p>Furthermore, the IPP PAS does not offer a committee to monitor the interaction between young researchers and their supervisors.</p> <p><i>Identified gap:</i> - Low awareness among researchers of the professional relationship with the supervisor (especially in relation to R3-R4).</p> <p>On the basis of:</p> <p>The Code of Ethics for Researchers developed by the Science Ethics Commission (Commission for Research Integrity) and adopted by the General Assembly of the Polish Academy of Sciences on 25 June 2020</p> <p>The Act of 20 July 2018 The Law on Higher Education and Science with subsequent amendments</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) with subsequent amendments and relevant secondary legislation</p>	<p><i>Initiatives undertaken:</i> Intensifying activities related to the role of interpersonal communication at the IPP PAS (workshop organised in June 2023).</p> <p><i>Initiatives proposal:</i> - The IPP PAS is planning to organise formal training and systematic support for new supervisors in the context of the 'Doctoral School of Natural and Agricultural Sciences' in order to cultivate supervisor competence.</p> <p>- The IPP PAS plans to raise among researchers' awareness about professional webinars tailored for supervisors and PhD students (e.g. available on YouTube webinars; https://www.youtube.com/watch?v=2p_qiklmg_n0)</p> <p>Especially aimed at R3-R4.</p> <p><i>Initiatives planned:</i> - To inform by email about webinars available on YouTube on effective practices in supervising doctoral students at a distance (e.g. send link to webinars focus on effective practices in supervising PhD candidates at a distance)</p>

		<p>The Act of 28 March 2023 on the Terms and Conditions of The Doctoral School of Natural and Agricultural Sciences (Eng version available on the website of the W. Szafer Institute of Botany of Polish Academy of Sciences (IB PAS); https://botany.pl/index.php/en/teaching-en/doctoral-school-en/about-the-doctoral-school-en)</p>	
37. Supervision and managerial duties	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning supervision and managerial duties.</p> <p>In the IPP PAS, staff who act as research supervisors or project coordinators develop constructive and positive relationships with early-stage researchers. There is no formal policy on this issue, the principles are traditionally derived from common practice.</p> <p>The experienced scientists in the IPP PAS support early-stage researchers in their current tasks and career development, according to the respondents (75% R1-R2, 91% R3-R4 and 50% of non-research staff).</p> <p><i>Identified gap:</i> - Insufficient awareness among researchers of management responsibilities (especially in relation to R3-R4).</p> <p>On the basis of:</p> <p>The Act of 20 July 2018 The Law on Higher Education and Science with subsequent amendments</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Journal of Law Dz. U. 2020 poz. 1796; Polish version only) with subsequent amendments and relevant secondary legislation</p> <p>The Act of 28 March 2023 on the Terms and Conditions of The Doctoral School of Natural and Agricultural Sciences (Eng version available on the website of the W. Szafer Institute of Botany of Polish Academy of Sciences (IB PAS):</p>	<p><i>Initiatives undertaken:</i> - IPP PAS has provided mentoring support for the R1 assistant. - Intensifying activities related to the role of interpersonal communication at the IPP PAS (workshop organised in June 2023).</p> <p><i>Initiatives proposal:</i> - The IPP PAS is planning to organise formal training and systematic support for new supervisors in the context of the ‘Doctoral School of Natural and Agricultural Sciences’ in order to cultivate supervisor competence.</p> <p>- The IPP PAS plans to raise awareness among researchers about professional webinars tailored for supervisors and doctoral students to acquire the skills of a good supervisor (Excellent communication; Conflict management; Critical thinking; Time management. Sense of priority).</p> <p>Especially aimed at R3-R4.</p> <p><i>Initiatives planned:</i> - To inform by email about professional webinars available on YouTube on effective management in supervising doctoral students (e.g. send link to webinars focus on effective management in supervising PhD candidates; e.g.</p>

		https://botany.pl/index.php/en/teaching-en/doctoral-school-en/about-the-doctoral-school-en	https://www.youtube.com/watch?v=nIDHyV6qlvi
38. Continuing Professional Development	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning continuing professional development.</p> <p>According to the respondents (75% R1-R2, 82% R3-R4 and 50% non-researchers), they take advantage of the opportunity for continuous learning by updating and extending the scope of their skills and qualifications by attending courses, training, workshops. If the answer was 'NO', the financial issue was indicated as a barrier.</p> <p><i>Identified gap:</i> - Insufficient funds for professional development (courses/training; especially in relation to R1-R4).</p> <p>On the basis of:</p> <p>The Code of Ethics for Researchers developed by the Science Ethics Commission (Commission for Research Integrity) and adopted by the General Assembly of the Polish Academy of Sciences on 25 June 2020</p> <p>The Act of 20 July 2018 The Law on Higher Education and Science with subsequent amendments (ENG text available for downloading at: https://www.gov.pl/web/science/constitution-for-science)</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; PL version only) with subsequent amendments and relevant secondary legislation.</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with subsequent Amendments acted of 25 July, 2023</p> <p>The Decree of Director of IPP PAS of 14th July 2023 - concerning the Premiums Regulations for Employees at IPP PAS</p>	<p><i>Initiatives undertaken:</i> - The IPP PAS updated internal regulations regarding the awarding of employee prizes for scientific achievements: • New: Premiums Regulations (July 2023)</p> <p><i>Initiatives proposal:</i> - The IPP PAS plans to continue the practice of regularly disseminating information on professional development, e.g. through seminars.</p> <p><i>Initiatives planned:</i> - The IPP PAS plans to update internal regulations:</p> <p>New: The Regulations for the periodic evaluation of scientists at IPP PAS. To this New Appendix 1: Survey for evaluation of research and organizational activity of scientists at IPP PAS and New Appendix 2: Rules for evaluation of research and organizational activity of scientists at IPP PAS (2023).</p>

<p>39. Access to research training and continuous development</p>	<p>+/-</p>	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning access to research training and continuous development.</p> <p>While the IPP PAS provides training tailored to the needs of employees (general, inter-disciplinary, specialist, soft skills), training opportunities could be further expanded. The only barrier to career development is financial.</p> <p>PhD students are supported in accessing research training at the Doctoral School of Natural and Agricultural Sciences at the <i>W. Szafer</i> Institute of Botany, Polish Academy of Sciences (IB PAS).</p> <p>68% of respondents indicated that IPP PAS provide opportunities for researchers and PhD students to continuously develop their skills and qualifications by attending training courses, conferences and online courses. However, according to 30% of R1-R2 respondents, IPP PAS do not provide such opportunities.</p> <p><i>Identified gap:</i> - Inadequate access to research training and to the continuous development of the R1-R2 level.</p> <p>On the basis of:</p> <p>The Labour Code (Dz. U. z 2023 r. poz. 641) as amended (28.04.2023; PL version only) and relevant secondary legislation</p> <p>The Code of Ethics for Researchers developed by the Science Ethics Commission (Commission for Research Integrity) and adopted by the General Assembly of the Polish Academy of Sciences on 25 June 2020</p> <p>The Act of 20 July 2018 The Law on Higher Education and Science with subsequent amendments (ENG text available for downloading at: https://www.gov.pl/web/science/constitution-for-science)</p>	<p><i>Initiatives undertaken:</i></p> <ul style="list-style-type: none"> - The IPP PAS updated internal regulations regarding the awarding of employee prizes for scientific achievements: <ul style="list-style-type: none"> • New: Premiums Regulations (July 2023) <p><i>Initiatives proposal:</i></p> <ul style="list-style-type: none"> - The IPP PAS plans to continue the practice of regular dissemination of information on research training opportunities and grants, e.g. through emails, seminars organised by the Management Committee and dedicated to staff (mainly for R1-R2), in order to provide scientific advice and mentoring to improve the professional development of researchers. (info about webinars and grant in practice from EURAXESS website: postdoctoral individual fellowships MSCA and ERC grants; https://euraxess.ec.europa.eu/worldwide). - The IPP PAS plans to encourage students and early-stage researchers (R1-R2) to participate in emerging online training (e.g. https://alison.com/) using social networking sites or to visit websites such as the European Open Science Cloud, known as EOSC (https://eosc.eu/).
---	------------	--	--

		<p>The Act of 30 April 2010 on the Polish Academy of Sciences (Journal of Law Dz. U. 2020 poz. 1796; PL version only) with subsequent amendments and relevant secondary legislation.</p> <p>Statute of the IPP PAS acted of 9 March, 2011 with subsequent Amendments acted of 25 July, 2023</p>	
40. Supervision	+/-	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning supervision.</p> <p>Department heads or project managers are responsible for the supervision of their team members. They initiate regular team meetings to discuss professional responsibilities.</p> <p>The IPP PAS holds annual meetings with all staff in each of the Institute's departments to discuss individual research development issues and identify those in need of substantive support.</p> <p>Early-stage researchers have the possibility to communicate with heads of departments to discuss matters related to their professional duties, but according to the survey results, only 60% of R1-R2 are aware of this possibility, while 38% of them were not aware of it.</p> <p><i>Identified gap:</i> - Low awareness among researchers of the professional supervision (especially in relation to R3-R4).</p> <p>On the basis of:</p> <p>The Act of 20 July 2018 The Law on Higher Education and Science with subsequent amendments (ENG text available for downloading at: https://www.gov.pl/web/science/constitution-for-science)</p> <p>The Act of 30 April 2010 on the Polish Academy of Sciences (Dz. U. 2020 poz. 1796; Polish version only) with subsequent amendments and relevant secondary legislation.</p>	<p><i>Initiatives undertaken:</i></p> <ul style="list-style-type: none"> - The IPP PAS updated internal regulations regarding the awarding of employee prizes for scientific achievements: <ul style="list-style-type: none"> • New: Premiums Regulations (July 2023) <p><i>Initiatives proposal:</i></p> <ul style="list-style-type: none"> - The IPP PAS is planning to organise formal training and systematic support for new supervisors in the context of the 'Doctoral School of Natural and Agricultural Sciences' in order to cultivate supervisor competence. - The IPP PAS plans to raise among researchers' awareness about professional webinars tailored for supervisors and PhD students (e.g. available on YouTube webinars; https://www.youtube.com/watch?v=2p_qiklmg_n0) <p>Especially aimed at R3-R4.</p> <p><i>Initiatives planned:</i></p> <ul style="list-style-type: none"> - Inform by email about webinars available on YouTube on effective practices in supervising doctoral students at a distance (e.g. send link to webinars focus on effective practices in supervising PhD candidates at a distance)

		<p>Statute of the IPP PAS acted of 9 March, 2011 with subsequent Amendments acted of 25 July, 2023</p> <p>The Decree of Director of IPP PAS of 14th July 2023 - concerning the Premiums Regulations for Employees at IPP PAS</p>	<p>- Organise training for department heads, management committee and senior management.</p> <p>Especially aimed at R3-R4.</p> <p>- Update internal regulations:</p> <p>New: The Regulations for the periodic evaluation of scientists at IPP PAS. To this New Appendix 1: Survey for evaluation of research and organizational activity of scientists at IPP PAS and New Appendix 2: Rules for evaluation of research and organizational activity of scientists at IPP PAS (2023; especially aimed at R1-R4).</p>
--	--	--	--