

GAP Analysis (Charter and Code Checklist) – upgraded 26.04.2023

Case number: [2021PL693599](#)

Name Organisation under review: the University of Agriculture in Krakow

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Date endorsement charter and code: O c t o b e r 6 , 2 0 2 1

GAP Analysis overview

The Charter and Code provide 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. In order to help the organisation's recruitment strategy, a specific self-assessment checklist is provided for Open, Transparent and Merit-Based Recruitment.

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

- **Status:** to what extent does the organisation meet the following principles?
- **Implementation** (++, +/- , -/+, --):
 - ++ fully implemented
 - +/- almost but not fully implemented
 - -/+ partially implemented
 - insufficiently implemented
- **GAP:** In case of --, -/+, or +/-, please **indicate the actual “gap”** between the principle and the current practice in your organisation.
- **Implementation impediments:** If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation

- **Initiatives undertaken/new proposals:** If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

Status				
	Ethical and Professional Aspects	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
1	Research freedom	++	<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 freedom.</p> <p>Identified gap: Although no actual gaps have been identified on the base of the performed survey, some improvements have been proposed.</p>	<p>The initiative already undertaken:</p> <ol style="list-style-type: none"> 1. conduct regular training courses, for all employees from R1-R4 groups, on the policy of open access to scientific publications along with research data obtained in research entities of the University of Agriculture in Krakow (UAK).
2	Ethical principles	+/-	<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 ethical principles. However, some institutional regulations are missing.</p> <p>Identified gap: The questionnaire responses obtained from R1-R4 groups indicate that this principle has been almost but not fully implemented. However, they indicate the need to fully implement the UAK Code of Ethics and to introduce into the Work Regulations a provision on the obligation to know the UAK Code of Ethics.</p>	<p>The initiative already undertaken:</p> <ol style="list-style-type: none"> 1. work has been undertaken to prepare the Rector's ordinance on the introduction of the Code of Ethics for Researchers of the UAK and the introduction to the Work Regulations of the provision on the obligation to familiarize all employees from groups R1-R4 with this Code.
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</p>	<p>No initiatives necessary.</p>

			<p>concerning professional responsibility.</p> <p>The analysis of the respondents' answers and legal acts shows that this principle has been fully implemented.</p>	
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. However, some institutional regulations are missing.</p> <p>Identified gap: The questionnaire responses (obtained especially from R1 and R2 groups) indicate that this principle has been almost but not fully implemented. However, a lack of uniform principles and mechanisms for research funding at UAK has been identified.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. review of the existing rules and mechanisms for financing research at the UAK and conducting training/information campaigns at the UAK for all employees from R1-R4, especially taking into account those from R1 and R2 groups.
5	Contractual and legal obligations	++	<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 contractual and legal obligations.</p> <p>Identified gap: Although no actual gaps have been identified on the base of the performed survey, some improvements have been proposed.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. conducting a series of training for all researchers from R1-R4 groups in the field of copyright, related rights, and industrial property rights management as well as the principles of commercialization.
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.</p> <p>The analysis of the respondents' answers and legal</p>	<p>No initiatives necessary.</p>

			acts shows that this principle has been fully implemented.	
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>Identified gap: The questionnaire responses indicate the implementation of this principle to a large extent, however, the responses to question 10 of the questionnaire regarding the implementation of the backup strategy by the University in the event of data loss due to ICT failure, mean low effectiveness of the implementation of this solution.</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. annual review of the documents functioning at the University and supplementing any identified procedural shortcomings, in particular in the field of IT data protection and recovery; 2. introducing the principles of performing occupational risk assessment at workplaces and signing by all employees from groups R1-R4 and other employees of UAK information on getting acquainted with occupational risk; 3. amendment to the ordinance on personal protective equipment, clothing, and footwear for work and study stations, as well as the expected periods of their use (introduced by Rector's ordinance no 101/2022 of 14th December 2022); 4. introducing the rules for conducting periodic inspections and tests of installations, utility, and safety devices that are part of building facilities.
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, and exploitation of results.</p> <p>Identified gap:</p>	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> 1. a systematic modernization of the UAK website and the updating of information on this website (including the websites of the Faculties) have been introduced; 2. the process of modernizing and updating information on English-

			<p>Despite the high degree of implementation of this principle, all group (R1-R4) respondents' doubts are raised by the existence of an effective support system for research workers in the field of cooperation with the economy and dissemination of research results. Moreover, some problems with updating information on the University website have been found.</p>	<p>language websites has been started.</p> <p>New proposal:</p> <ol style="list-style-type: none"> 1. appointing a team for ranking and building the academic image.
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>Identified gap:</p> <p>The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> 1. systematic updating of information on the UAK website, as well as in the media about the achievements of research workers has been started. 2. the process of modernization and updating of information on English-language websites has begun. <p>New proposal:</p> <ol style="list-style-type: none"> 1. intensifying activities related to the dissemination and promotion of science and scientists' achievements.
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>Identified gap:</p> <p>The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced. Moreover, less than half of the respondents are convinced that the UAK has procedures to counteract inequality or discrimination events.</p>	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> 1. the "Gender Equality Plan" has been developed and implemented 2. the Rector's Plenipotentiary for Equality and Rector's Plenipotentiary for People with Disabilities has been appointed. <p>New proposals:</p> <ol style="list-style-type: none"> 1. provide information on the issues of identification and counteracting mobbing, discrimination, and corruption and their effects on the UAK website (implemented by Rector's ordinance no 90/2022);

				<ol style="list-style-type: none"> 2. introducing awareness training for employees of R1-R4 and other employees of UAK about the special needs of employees, students, and doctoral students, including disabilities; 3. amending the internal policy on the prevention of bullying, discrimination and corruption.
11	Evaluation/ appraisal systems	+/-	<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>Identified gap: Despite the satisfactory implementation of the principle concerning evaluation/appraisal systems of R1-R4 researchers, it was noted that the periodic appraisal of employees did not take into account teaching activities and scientific supervision, dissemination activities, as well as mobility and national and international cooperation.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. inclusion in the evaluation criteria for academic staff of R1-R4 groups on teaching activities and scientific supervision for students and doctoral students, dissemination activities, as well as mobility and national and international cooperation.
<p>Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles.</p>				
12	Recruitment	+/-	<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 recruitment.</p> <p>Identified gap: Although the present UAK recruitment procedures are consistent with the national regulations, not all</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. introduction of the OTM-R principles (implemented by Rector's ordinance no 9/2023); 2. development of a template for the recruitment advertisement (implemented by the Rector's ordinance no 16/2023); 3. updating the Rector's ordinances in the context of the provisions of the

			<p>principles specified in the Code have been implemented. The questionnaire responses of researchers from R1-R4 groups indicated that the principle has not been fully implemented. In addition, the OTM-R checklist prepared in 2022 showed the lack of an OTM-R policy, recruitment advertisement template, and electronic recruitment system.</p>	<p>new Statute of the URK and the Organizational Regulations of the URK;</p> <p>4. launching an electronic recruitment system.</p>
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>Identified gap: Although the present UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. The OTM-R checklist prepared in 2022 (preparation phase) showed a lack of legal regulations containing the characteristics of R1-R4 positions, clear procedures for the committee on conducting the recruitment process for academic staff positions (groups R1-R4) and a model employment announcement containing the necessary provisions of the Code.</p>	<p>New proposal:</p> <p>1. introduction of OTM-R principles (implemented by Rector's ordinance no 9/2023), including the development of guidelines for the recruitment board on conducting the recruitment of R1-R4 researchers processes for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.</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>Identified gap: Although the UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented.</p>	<p>New proposal:</p> <p>1. introduction of OTM-R principles (implemented by Rector's ordinance no 9/2023), including the development of guidelines for the recruitment board on conducting the recruitment process of R1-R4 researchers for the positions of academic teachers in compliance with the Code of Conduct for</p>

				Recruitment of Researchers.
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>Identified gap: Although the present UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. The questionnaire responses indicated that the principle has not been fully implemented, particularly because there is a lack of complete information on the prospects of professional and scientific development at the University. Moreover, the OTM-R checklist showed the lack of an OTM-R policy, recruitment advertisement template and electronic recruitment system</p>	<p>New proposal:</p> <ol style="list-style-type: none"> introduction of OTM-R principles (implemented by Rector's ordinance no 9/2023), including the development of guidelines for the recruitment board on conducting the recruitment process of R1-R4 researchers for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.
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>Identified gap: Although the present UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Most of the respondents to the survey indicate that this principle is implemented at the UAK, however, additional efforts have been taken to take into account the judging merit in the recruitment process.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> introduction of OTM-R principles (implemented by Rector's ordinance no 9/2023), including the development of guidelines for the recruitment board on conducting the recruitment process of R1-R4 researchers for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.
17	Variations in the chronological order of CVs (Code)	-/+	<p>The analysis of the documents showed that neither national/regional legislation nor organisational regulations impede the implementation of the</p>	<p>New proposal:</p> <ol style="list-style-type: none"> introduction of OTM-R principles (implemented by Rector's ordinance

			<p>principles of the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Some limitations in the process of recruiting employees at UAK are indicated by responses regarding the level of implementation of this principle. The respondents point to the insufficient consideration of additional achievements as well as scientific and professional qualifications of the candidates, presented in the form of additional documents attached to the application, in the recruitment process.</p>	<p>no 9/2023), including the development of guidelines for the recruitment board on conducting the recruitment process of R1-R4 researchers for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.</p>
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>Identified gap: The analysis of the answers given by the respondents shows that this principle is insufficiently implemented in the recruitment process. According to the respondents, the reason for this is insufficient consideration by the selection committee of the contribution to the professional development of the researcher, internships in an institution from the economic environment and experience in the field of virtual mobility, and the failure to take into account the change of discipline or sector in the course of a research career. A significant percentage of the responses "It is difficult to say unequivocally" and "I have no opinion" may indicate that a large number of respondents did not</p>	<p>New proposal:</p> <ol style="list-style-type: none"> introduction of OTM-R principles (implemented by Rector's ordinance no 9/2023), including the development of guidelines for the recruitment board on conducting the recruitment process of R1-R4 researchers for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.

			pass the recruitment process in the analyzed period and do not have detailed knowledge about its course.	
19	Recognition of qualifications (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>Identified gap: Respondents believe that the recruitment committee does not sufficiently take into account the teaching experience and other outstanding achievements in its assessment, especially experience in the field of tutoring, which negatively affected the overall assessment of the implementation of the recognition principle.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> introduction of OTM-R principles (implemented by Rector's ordinance no 9/2023), including the development of guidelines for the recruitment board on conducting the recruitment process of R1-R4 researchers for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.
20	Seniority (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>Identified gap: Although the present UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Most of the respondents indicate that this principle is implemented at the UAK, however, additional efforts should be undertaken to better implement this principle in the recruitment procedure.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> introduction of OTM-R principles (implemented by Rector's ordinance no 9/2023), including the development of guidelines for the recruitment board on conducting the recruitment process of R1-R4 researchers for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.
21	Postdoctoral appointments (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>Identified gap:</p>	<p>New proposals:</p> <ol style="list-style-type: none"> introduction of the OTM-R principles (implemented by Rector's ordinance no 9/2023); information trainings for newly recruited scientists with a doctoral

			The respondents from all groups (i.e. R1-R) pointed out that the recruitment committee did not appreciate the stay in a different research environment (e.g. a post-doc internship) as a valuable contribution to the professional development of a researcher.	degree, concerning their career development and development requirements.
	Working Conditions and Social Security	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
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 the recognition of the profession.</p> <p>Identified gap: Although the present UAK recruitment procedures are consistent with the national regulations, not all principles specified in the Code have been implemented. The questionnaire responses obtained from R1-R4 researchers indicated that the principle has not been fully implemented.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. appointment of a board of mentors as an advisory body for researchers, composed of the best UAK's academic teachers (mainly from the R4 group).
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 the research environment.</p> <p>Identified gap: Although the present UAK recruitment procedures are consistent with the national regulations, not all principles specified in the Charter have been implemented. The answers given in the questionnaire by respondents from groups R1-R4 indicated that the principle was not fully implemented.</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. annual inspections of research and technical facilities and equipment, preparation of annual reports on the condition thereof; 2. verification of the regulations for using the University's research infrastructure.
24	Working conditions	++	The analysis of the documents showed that neither	New proposal:

			<p>national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning working conditions.</p> <p>Identified gap: Although no actual gaps have been identified on the base of the performed survey, some improvements have been proposed.</p>	<p>1. review of the documents defining the rules for granting paid holidays and teleworking for R1-R4 researchers in the context of planned amendments to the Labour Code.</p>
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>Identified gap: Although no actual gaps have been identified on the base of the performed survey, some improvements have been proposed.</p>	<p>New proposal:</p> <p>1. review and update the promotion procedure (mainly for researchers from R1-R3 groups).</p>
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>Identified gap: Despite the significant implementation of the financing and remuneration principle, only a quarter of R1-R4 respondents believe that the University ensures fair and attractive remuneration conditions for employees at every stage of their careers. The support of persons conducting scientific research in the process of applying for funds for the implementation of this research, as well as support in the correct spending of funds and organization of</p>	<p>New proposal:</p> <p>1. wider promotion of activities supporting scientists from all groups (R1-R4) by the administration of the UAK, the Science Office (SO), the Technology Transfer Center (TTC) and the Center for Administrative Support for Projects (CASP) - information meetings, newsletters, etc.</p>

			work related to the implementation of scientific projects, was considered insufficient.	
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>Identified gap: The questionnaire responses of all groups of researchers (R1-R4) indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. implementation of activities specified in the UAK Gender Equality Plan in the field of disseminating the principles of equality among employees from all groups (R1-R4).
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>Identified gap: The results of the questionnaire survey indicate insufficient implementation of the principle of career development. The respondents from all groups (R1-R4) expressed doubts as to the existence at the University of a strategy for the development of employees at various stages of professional and scientific careers, an effective system of staff exchange, and a system of support for the professional and scientific development of people with disabilities. However, it should be emphasized that the responses "It is difficult to say unequivocally" and "I have no opinion" may indicate the lack of interest of the respondents in these issues or their insufficient knowledge in this regard.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. development of guidelines defining and supporting the professional development of scientists at the URK by experienced and outstanding researchers (mainly from R2-R4 groups).

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 the value of mobility.</p> <p>Identified gap: The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. promotion of activities concerning national and international mobility (especially among researchers from R1-R3 groups) in order to strengthen interdisciplinary cooperation and the implementation of joint research and application projects.
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>Identified gap: Only one-fifth of positive answers to the question means failure to implement this principle. However, it should be noted that the responses "It is difficult to say unequivocally" and "I do not have an opinion" together accounted for more than half of the responses, which suggests that employees with permanent employment at the University do not feel the need to take advantage of career counselling and therefore do not show interest in these issues. Alternatively, they do not have sufficient knowledge about the University's offer in the above-mentioned scope.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. the organization of training in the field of career counselling for scientists (career building, promotion and scientific promotion), especially for researchers of R1-R3 groups.
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>Identified gap:</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. adoption of the internal Code of Ethics of the UAK and introduction into the Workplace Rules of an obligation to become acquainted with the Code by all employees from groups R1-R4;

			The questionnaire responses of R1-R4 researchers indicated partial implementation of the principle, hence certain improvements have to be introduced.	<ol style="list-style-type: none"> 2. update of guidelines for cooperation contracts/agreements concluded by the UAK concerning regulations on intellectual property rights; 3. delivering a series of training to all researchers of R1-R4 groups on intellectual property rights.
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>Identified gap: The questionnaire responses of respondents from R1-R4 groups indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. adoption of the internal Code of Ethics of the UAK and introduction in the Workplace Rules of an obligation to become acquainted with the Code by all employees from R1-R4 groups.
33	Teaching	-/+	<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 teaching.</p> <p>Identified gap: In the opinion of the respondents, too little appreciation (remuneration and taking into account in periodic evaluation procedures) of the teaching duties of the University's research workers resulted in the insufficient level of implementation of this principle. An additional confirmation is the comments expressed in the form of free expression (especially by respondents from the R1 and R2 groups).</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. update of internal regulations enabling the internationalization of the commission appointed to recruit researchers (implemented: change of the provision in the Statute of the UAK in §111 point 4); 2. updating of the periodical employee evaluation system, taking into account scientific research management and supervising early-stage researchers; initiatives aimed at raising scientific awareness of the general public and mobility (from R1 and R2 groups) (implemented: Rector's ordinance no 121/2022),
34	Complains/ appeals	-/+	The analysis of the documents showed that neither	New proposal:

			<p>national/regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning complaints/ appeals.</p> <p>Identified gap: The results of the survey indicate an unsatisfactory implementation of this principle, however, as in the case of several other questions, a significant share of responses “Was difficult to say” and “I have no opinion”. This may be the result of little knowledge of the procedures for dealing with complaints/appeals of researchers, including issues related to conflicts between independent researchers (from R3 and R4 groups) and beginning researchers (from R1 and R2 groups), or the lack of encounter in their professional work with problems that require the use of such procedures.</p>	<p>1. appointing a Conflict Resolution Board at the UAK.</p>
35	Participation in decision-making bodies	+/-	<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 participation in decision-making bodies.</p> <p>Identified gap: The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	<p>New proposal:</p> <p>1. activation of research workers to act in the decision-making bodies of the University (organization of information meetings)</p>
	Training and Development	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
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 relations with supervisors.</p> <p>Identified gap:</p>	<p>New proposals:</p> <p>1. adoption of the Code of Ethics of the UAK and introduction in the Workplace Rules of an obligation of all researchers from R1-R4 groups to become acquainted with the Code; 2. appointment of the Board of Mentors</p>

			The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.	<p>as an advisory body for researchers, composed of the best UAK academic teachers (from R3 and R4);</p> <p>3. development of guidelines for the UAK's advisory bodies (faculty boards, rector and senate committees) on the principles for giving opinions on candidates for managerial positions at the UAK based on professional qualifications;</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>Identified gap: The responses provided by all groups (R1-R4) indicate that the principle was not fully implemented. According to the respondents, the system of supporting the professional and scientific development of doctoral students and young scientists is aimed at providing young scientists (R1 and R2 groups) with appropriate conditions for scientific development by managers at various levels of the University and supporting scientists by the University in improving their professional qualifications at every stage of their career, is still insufficient.</p>	<p>New proposal:</p> <p>1. development of guidelines for the UAK's advisory bodies (faculty boards, rector and senate committees) on the principles for giving opinions on candidates for managerial positions at the UAK based on professional qualifications;</p>
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>Identified gap:</p>	<p>New proposals:</p> <p>1. application in programmes financed from external funds, aimed at enhancing the professional skills of university employees (from R1-R4 groups), such as UAK's Innovative Strategic Development Programme;</p>

			<p>The responses provided indicate that the principle was not fully implemented. According to the respondents (especially from R1 and R2 groups), the system of supporting the professional and scientific development of doctoral students and young scientists is aimed at providing young scientists with appropriate conditions for scientific development by managers at various levels of the University and supporting scientists by the University in improving their professional qualifications at every stage of their career, is still insufficient. Such opinions are partially confirmed by comments expressed in the open question.</p>	<ol style="list-style-type: none"> 2. application in programmes financed from external resources, such as co-financing of foreign and domestic science and research fellowships for academic teachers, especially from groups R1-R3; 3. propagation of information on available programmes, training and funding opportunities for employees from all groups (R1-R4).
39	Access to research training and continuous 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 access to research training and continuous development.</p> <p>Identified gap: The conviction about the existence of clear criteria for delegating employees to events (initiatives) aimed at improving professional or scientific qualifications (courses, pieces of training, conferences, internships, etc.) was expressed by slightly less than half of the respondents, therefore the implementation of the principle should be considered not fully satisfactory.</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. application in programmes financed from external sources, aimed at enhancing the professional skills of university employees (from R1-R4 groups), such as UAK's Innovative Strategic Development Programme; 2. application in programmes financed from external resources, such as co-financing of foreign and domestic science and research fellowships for academic teachers, especially from R1-R3 groups; 3. propagation of information on available programmes, training and funding opportunities, among researchers from all groups (R1-R4).
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>New proposal:</p> <ol style="list-style-type: none"> 1. appointment – apart from a direct superior and the UAK's Academic Ombudsman – in every faculty, or for each scientific discipline a person (mainly from the R3 and R4 groups)

			Identified gap: The questionnaire responses obtained especially from the R1 and R2 groups indicated partial implementation of the principle, hence certain improvements have to be introduced.	to whom doctoral students and researchers at the beginning of their career can refer in matters concerning the performance of their professional duties.
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