

Important message to institutions:

Site Visits: All HRS4R in-house audits planned for 2021 and the foreseeable future in 2022 will be conducted remotely with the consent of the host institution. Should your institution be at renewal stage, once you submit your self-assessment online via the e-tool, the EC will be in contact with you to set a date for the remote visit together with a panel of independent experts. Should the institution prefer a classic on-site visit, the audit will be postponed. Meanwhile, institutions involved in the process can continue using the HR Excellence in research award.

GAP Analysis (Charter and Code Checklist)

Case number: 2020HR562344

Name Organisation under review: Juraj Dobriša University of Pula

Organisation's contact details: Zagrebačka 30, Pula, 52100

Date endorsement charter and code: 12/10/2020

GAP Analysis overview

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. 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 this 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

Status**1. Research freedom**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP: There is no practice of signing the Declaration of Honour when researchers sign the Contract of employment. There are no periodical analyses of current state and evaluations of relevant legislation and The Code of Ethics regarding the research freedom. IMPLEMENTATION IMPEDIMENTS The Constitution of the Republic of Croatia (revised text: Official Gazette of the Republic of Croatia (OG) No. 85/2010.) (hereinafter: The Constitution) - Article 69. Paragraphs 1. and 4. The Scientific Activity and Higher Education Act (hereinafter: SAHEA) - Article 2. Paragraph 2. point 1. and 7. and Article 4., Paragraph 3. (OG No. 123/03, 198/03, 105/04, 174/04 and 46/07, 45/09, 63/11, 94/13, 139/13, 101/14, 60/15, 131/17)	INITIATIVES UNDERTAKEN The Statute of the Juraj Dobrila University of Pula (revised text - hereinafter: The Statute; Class 003-05/13-01/02-01, Number: 380-01-01-18-27 from 9th November 2018) - Article 7. point 3. "basic principles of activity" The Code of Ethics of Juraj Dobrila University of Pula (Class: 003-08/08-02/88-01; Number: 380/08-01/-1) - point 1. and 4. - "academic freedom" Juraj Dobrila University of Pula Research Strategy 2016-2020 - "Academic freedom is the biggest value and the base of any research" NEW PROPOSALS Introduce the practice of signing the Declaration of Honour when starting the contract and handing the Code of Ethics along with the Charter and Code of the EURAXESS program. Design and conduct periodical analyses of the current state and evaluations of relevant legislation and The Code of Ethics regarding the research freedom.

2. Ethical principles

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
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Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP In the conducted research among university researchers 29,68 % of all respondents answered "they do not know / cannot estimate" if the University introduces the Code of Ethics to all academic members. 46% of respondents "mostly" or "full" agree that the Code is well introduced. The Code of Ethics is not enough visible on the University official communication channel - website nor in the University facilities. The Code of Ethics is only in Croatian language and not understandable to foreign researchers. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 2., Paragraph 2., Point 2. (Ethics of scientists), and Article 37. Paragraph 3. - (The scientific title may be revoked in cases of serious violations of the Code of Ethics.) and Article 112. (Ethics Committee, Code of Ethics and Commissions on Ethics)	INITIATIVES UNDERTAKEN University Ethics Committee takes care of the implementation of the Code, its compliance, and its interpretation and carries out the procedure of determining the violation of the Code of Ethics. The research ethics assessment committee was also found and acts in its area. University Statute in Article 7. point.2. (mutuality and partnership of all academic members); Article 89. endorses this principle. Ordinance on the evaluation of research ethics of the Juraj Dobrila University of Pula (Class: 003-05/18-01/01; Number: 380-01-18-1 from 28th February 2018) was introduced. Code of Ethics - Articles 11,12 and 13 endorse this principle. Juraj Dobrila University of Pula Development strategy 2016-2021 places among the principle values "Responsibility - Special efforts are made in the professional development of students and everyone employees, and in promoting a humane, positive and ethical culture of relationships at the University". NEW PROPOSALS Place the Code of Ethics in the central part of the University official website www.unipu.hr dedicated to researchers - in the area "Science And Research" as well as in the web area dedicated to the EURAXESS program. Hang the Code of Ethics at the visible places university facilities. Translate the Code of Ethics in the English language.

Status**3. Professional responsibility**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP Foreign researchers may not be informed about the intellectual property principles nor join data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 37., Paragraph 2., point 2. (The scientific works on the basis of which the applicant has been elected to a scientific title are plagiarisms or that they have been based on falsified research) and Article 82., Paragraph 3; Article 104 on disciplinary liability for violations of work and other obligations from work and related teachers and associates Act of Copyright and Related Rights (OG 167/03, 79/07, 80/11, 125/11, 141/13, 127/14, 62/17, 96/18) Patent Act (OG 16/20) Trademark Act (OG 14/2019)	INITIATIVE UNDERTAKEN Statute - Article 75. Point 1. (deprivation of an academic or professional title or degree) Article 97. point. 3. (University and all its employees are obliged to respect the intellectual rights of the third) Code of Ethics - Article 12 mentions this principle Use of the authenticity verification software "PlagScan" in order to check the eventual violation of intellectual property rights. NEW PROPOSALS Promote "A Foreign Researcher's Guide to Croatia" prepared by EURAXESS national Croatia Center and Agency for Mobility and EU programs. The guide offers lots of practical information about everyday life and guidelines for dealing with the formalities of employment and work in Croatia. Create and adopt a Rulebook on the disciplinary procedures regarding defining the procedures in situations of violation of the Code of Ethics

4. Professional attitude

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Conducted research among university researchers showed that the statement "Researchers at the University are well familiar with the goals of their research environment and funding mechanisms" showed the highest level of importance (50% of total	INITIATIVE UNDERTAKEN University Statute - in Article 99 (mentioning foundations, donations, and sponsorships), Article 101 (financing and university budget) Ordinance on financial operations (Class: 003-05/13-01/04-01; Number: 380-01-01-19-8 from 8th July

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
	answers) and among the lowest level of agreement (25% do not agree, and 27% do not know/ cannot estimate. Therefore, this is placed on one of three priority activities within the dimension "Ethical and Professional Aspects". IMPLEMENTATION IMPEDIMENTS Civil Obligations Act of Republic of Croatia (revised text OG 35/05, 41/08, 125/11, 78/15, 29/18) SAHEA - Article 28 (Collaborative scientific programs); Article 107. Sources of financing; Article 108. - budget proposal and distribution; Article 111. measures for fostering research& development Ordinance on state aid for research and development projects (OG 9/2019) Collective Agreement for Science and higher education (OG 9/2019) Law on Foundations (OG 106/18, 98/19 from 1st March 2019) Author's consolidated text of the Law on the Croatian Science Foundation (OG 117/2001, 46/2009, 92/10 and 78/2012) Regarding the funding of R&D activities in Croatia, in 2019, In CROATIA, (on the 9th November 2020, the exchange rate is 1 EUR= 7,544460 HRK, by https://www.hnb.hr/) HRK 4.5 billion was spent on research and development (R&D) in 2019, which is 19.7 percent more than in the previous year, and the total number of R&D employees was 23,859, which is 12.4 percent more compared to the year before, the data are from the Central Bureau of Statistics (CBS). The most were spent on R&D in the business sector - 49 percent or HRK 2.18 billion. It is followed by higher education with 32 percent or HRK 1.44 billion, while the least was spent in the public and private non-profit sector - 19 percent and HRK 832 million, respectively. The largest part of R&D expenditures relates to labor	2019) Instructions on internal evaluation of the international project and obtaining approval (Class: 003-05/15-01/42, Number: 380-01-01-15-1 from 29th December 2015) - the university has developed and implemented obligatory procedure when applying for EU projects' funds In the University Development Strategy 2021-2026 as one of the important possible threat from the environment was defined the government funding. Program funding by the Ministry of Education and Science is based on static planning taking into account inequalities in the distribution of funds and personnel at the time of the founding of the university. University has organized and implemented serious of workshops in the area of EU funding, but only on a basic level. NEW PROPOSALS Strengthen the culture of applying for EU projects' funds in order to attract financial resources for the research & development activities. Promote the exchange of experience among researchers who have already participated/are currently participating in the R&D projects. Organize networking events. Put stronger efforts in informing the researchers about the available funding options: - publish more information regarding funding on the official university website www.unipu.hr - distribute more information regarding funding through the university intranet - promote funding opportunities through the university departments' ECTS coordinators - promote funding opportunities at the official University social media pages (Facebook) - organize "Open Days" for researchers in order to promote national and international funding opportunities as well as possibilities of the EURAXESS network - organize

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
	costs and employee benefits - HRK 2.88 billion or 65 percent. Other current expenses account for 26 percent of total expenditures, or HRK 1.14 billion, and only nine percent, or HRK 418 million, related to capital expenditures. Looking at the sources of funding for R&D for the sectors as a whole, the largest part was financed with own funds - 42 percent or HRK 1.87 billion, followed by state and local government with 36.6 percent and HRK 1.63 billion, respectively. The analysis by sector shows that companies mostly (72 percent) finance R&D with their own funds, while the state and private non-profit sector and higher education (70 percent each) are mostly financed by state and local government.	practical workshops regarding how to write a Horizon Europe - MSCA or ERC proposal Strengthen the collaboration with the business environment in order to attract capital through ALUMNI networks, offering innovations to the business community and popularization of science. Development Strategy 2021-2026 clearly brings the strategic goals governing research environment and funding mechanisms and was promoted in several occasion to all researchers; was opened to public consultations and therefore serves as the source / action plan. Research and Development Strategy 2021-2026 underlines the importance of stronger participation in EU and international funded project.

5. Contractual and legal obligations

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
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Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Conducted research among university researchers showed that over 38% of researchers can not estimate/do not know if they are well familiar with the legislation on working conditions. Furthermore, 33.82% of the researchers was indecisive regarding the importance of this principle. This shows that researchers are insufficiently informed regarding this important matter. IMPLEMENTATION IMPEDIMENTS Civil Obligations Act of Republic of Croatia (revised text OG 35/05, 41/08, 125/11, 78/15, 29/18) Labour Act (revised text OG 93/14, 127/17, 98/19 from 1st January 2020 - Head II - 1 Employment and 12. Inventions and technical improvements of workers Collective Agreement for Science and higher education (OG 9/2019)	INITIATIVES UNDERTAKEN Statute - Article 96. Research and Creativity; Article 97. rights and obligations based on research activities; Article 102 publicity of work Code of Ethics - Article 10. professional rights and responsibilities Ordinance on publishing activities Ordinance on a sabbatical year Ordinance on the evaluation of research ethics of the Juraj Dobrila University of Pula (Class: 003-05/18-01/01; Number: 380-01-18-1 from 28th February 2018) was introduced Ordinance on the process of election to titles and the appropriate working places at the University Ordinance on the process of reelection at the University Ordinance on the evaluation of the work of the assistants, mentors, and postdoctoral students NEW PROPOSALS Design and publish "Handbook for researchers" that includes national legislation and institutional rules, with special focus on working conditions in the area of intellectual property rights as well as requirements and conditions of all providers of financial resources. Disseminate it through the intranet and the university website in the area reserved for researchers/employers. Organize thematic lectures and workshops in the area of working conditions and financing in order to increase the knowledge regarding this matter.

Status**6. Accountability**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Researchers are focused on core research activities and have less knowledge and time for administrative activities. Practice has shown they need assistance when providing documentation for (research) audits. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 109. Financing of higher education institutions; Article 111.a - 111.f. Measures for fostering research and development Ordinance on state support for research and development projects 8OG 9/2019) Ordinance on the budget accounting and calculation plan (OG 1126/2019) Revision Act (OG 127/17)	INITIATIVES UNDERTAKEN Statute - Article 101. (financing and university budget), Article 100. Quality Assurance The Code of Ethics - Article 5. (professional attitude) Ordinance on financial operations (Class: 003-05/13-01/04-01, Number 380-01-01-19-8 from 18th July 2019 Activities of the internal Office for internal revision Activities of the internal Office for strategic planning and quality assurance NEW PROPOSALS Strengthen capacities of the university offices that provide consultation, financial and administrative support to researchers. Office for partnership and projects and Office for Science and Research need to strengthen the human resources in terms of the number of employees and their quality. Organize thematic workshops led by Office for partnership and projects and Office for Science and Research regarding this matter.

7. Good practice in research

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
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Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Conducted research at university showed that within dimension "Ethical and Professional Aspects" this principle has ranked as the third-highest level of agreement, for the statement "Researchers are well familiar with all national legal obligations regarding data protection and confidentiality protection". 34,19% of researchers "mostly agree" and 23.87 % of researchers "fully agree" with this statement. Additional workshops in this thematic area can be organized in order to achieve even more levels of awareness. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 20. Paragraph 1. (Scientific work will not be subject to any limitations nor formal requirements except those resulting from the respect for scientific and research ethics, protection of human rights, and personal and general safety at the workplace.) Collective Agreement for Science and Higher Education - Article 45. (Leaving the workplace caused by danger; duty of each employee to take care of personal safety, health as well as other employees and persons affected by his/her procedures during work(..) Protection at Work Act (OG 71/14, 118/14, 154/14, 94/18, 96/18 from 1st November 2018) Personal Data Protection Act (OG 106/2012) Act on the implementation of the General regulation of data protection (OG 42/2018)	INITIATIVES UNDERTAKEN The Code of Ethics - Article 5. (professional behavior), Article 14. data confidentiality protection Ordinance on personal data processing and protection Well established the University Computing and Information Center established as a department, which offers expertise in information support, development of information systems, managing of the computing network, supervision of information security, technological support to teaching as well as e-education, teaching organization as well as mutual computing resources organization. Organized workshops for administrative university staff by University Computing and Information center regarding data management, IT tools, and use of internal communication system - intranet. NEW PROPOSALS Organize additional workshops for university researchers regarding data management, IT tools, and use of internal communication systems - intranet. Strengthen the researchers' knowledge regarding procedures of data safety and national legal obligations regarding data protection by participation in various workshops. Create PPT including basic information regarding data protection and GDPR and publish it on the university official website in the area reserved for researchers.

8. Dissemination, exploitation of results

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
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Status	GAP The conducted research has shown that is the third priority principle (in the	INITIATIVES UNDERTAKEN University has included this principle in the Statute (principle activities Article 5. and Article 6..; Article 97.
Implementation	GAP - Implementation impediments aspects) field that needs efficient activities to be undertaken in order to improve the current situation at university. Almost 58% of researchers have "agreed" and "fully agreed" on the level of importance of this principle, but yet almost 38% of them claimed "don't know or "can not estimate" if this principle is currently implemented at the university. Less than 5% have claimed disagreement with this statement New employments are related to the government decision on funding (Ministry of education and science). Development Strategy 2021-2026 in the SWOT analyses defines as weaknesses: Insufficient public recognition, non-existence of branding strategy and clear vision of how to position itself in the region and beyond. In the conducted focus groups, majority of researchers agreed that their work is not visible enough in the community, and that the majority of work is led by the individuals such as through the dissemination of projects, publishing on the University's website, social networks, in the media, organizing international conferences, summer schools. UNIPU communication needs to be integrated and led from one office. University pages are not completely translated in English. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 2. Paragraph 2. Point 3. (publicity of work) Act of Copyright and Related Rights (OG 167/03, 79/07, 80/11, 125/11, 141/13, 127/14,	Initiatives undertaken on new proposals activities point 1. and point 3. (public data presentation and intellectual property rights); publicity of work Articles 102. and 103. This principle is also included and supported by the university following acts: 1. Code of Ethics 2. Ordinance on publishing activities 3. Ordinance on postgraduate university studies 4. Ordinance on postgraduate specialist studies 5. Ordinance on the processing and protection of personal data Furthermore, the obligation of public disclosure of results is determined by scientific and educational advancement conditions. The commercialization of scientific results practice is not established. The University does not have an established Office for public relations / communication, so the communication comes through separate departments and is left to individuals. They often send information to be published on the University website (managed by the University Computing and Information Center). There are several official social media platforms such as LinkedIn, Facebook, and Youtube where these activities are promoted. Office for Partnership and Projects translated all (office related) content in English, including the HRS4R process & EURAXESS web reserved area. NEW PROPOSALS The new Development strategy in the strategic area I, within goal 5 - "branding of the university" - defines: - founding one office for strategic communication in collaboration of legal & HR offices - adoption of communication and promotion strategy - founding Board for strategic branding - research on the UNIPU perception - adoption of branding strategy - becoming member of EUPRIO - European Association of Communication Professionals in Higher Education - increasing visibility of all departments on social media and UNIPU web pages as well as local, regional and national media - complete webpage content available in English language However, new employments are related to the government decision on funding (Ministry of education and science). Researchers need to connect more strongly in teams in order to foster and encourage researching projects and activities. The

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
	62/17, 96/18 from 8th November 2018) Law on the Right of Access to Information - revised text (OG 5/13, 85/15 from 9th August 2015) The decision on the prohibition of new employment of officials and employees in public services (OG 70/16, 50/17, 37/18, 71/18, 91/18, 33/20 from July 2016) Development Strategy 2021-2026	established Board for science and artwork needs to strengthen dissemination activities. Researchers need to connect to the business sector in order to better communicate their research results and commercialize them. Workshops with university ALUMNI associations can be organized. The database of scientists and artists should be regularly updated and published on the university website.

9. Public engagement

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Research has shown that this principle is still very important to researchers - ranks among the top 15 priority indexes of the principles. 64% of researchers have graded this statement with "mostly agree" and "fully agree" for the	INITIATIVES UNDERTAKEN This principle is covered by the University Statute - Article 6., Point 2. (university assignments); Articles 102. and 103. (publicity of work and business secret) Code of Ethics - articles 11. and 12. (publishing and introducing the data to the public) University has participated as a project partner in the implementation of EU funded project "European Researchers' Night, grant agreement number 818748 (Horizon 2020 program), led by the Croatian Ministry of Education and Science. It is a long-standing initiative of the European Commission in the field of science with an emphasis on popularizing science, raising public awareness of the importance of "science in society and for society", the importance of scientists and researchers, European and national policies in science. New ERN 2022-2023 project "Reconnect science with the blue society" - BLUE CONNECT was approved for financing, where UNIPU is partner. Project promotes research and science in an understandable way and encourage the involvement of the general public and young people in science in order to work together on the relevant issues facing the Mediterranean. Activities during the Researchers' Night will enable the public and young

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
	importance level. One-quarter of the researchers "do not know" / "can not estimate" if this principle is well implemented at the university. Almost 80% of researchers "mostly agree" or "fully agree" that university is well connected to the local and regional community, and 74% "mostly agree" or "fully agree" that this connection is important. The conclusion is that there is room for improvement. IMPLEMENTATION IMPEDIMENTS SAHEA Article 2. Paragraph 2. Point 3. (scientific activity is based on	people to participate in experiments that will help them understand research and scientists that will help them understand research and science. UNIPU actively participates in Festival of Science (Faculty of Natural Sciences) and regularly promotes activities to pre-school and school population. University has established the Institute for Science and Technology VISIO is 2008 aiming at developing science and professional work, analyses, expertise, and research & development projects, as well raise a new generation of potential scientists and researchers. The Center for European Research at Juraj Dobrila University of Pula (CERPU) has been formally established in December 2014 with the objective of promoting academic debate on EU issues within a multidisciplinary, network-based research center, and disseminating research results to a wider audience through public events, publishing activities under the auspices of the Juraj Dobrila University of Pula (UNIPU) and social media outlets. Centre for advanced empirical research and trends (CASTER') was founded at the Faculty of Economics and Tourism "Dr. Mijo Mirković". Faculty's scientific staff, in addition to surveys dealing with problems in the immediate environment, has an interest in exploring processes in a wider social environment (not just Croatia). It is precisely this that results from the mission of the Center, spreading research beyond narrow geographic boundaries through the use of modern empirical methods (econometrics, system dynamics, spectral analysis) to establish strong research links with Centers and researchers from the international environment. Through these established centers university is ensuring public engagement. University has strongly put efforts into developing STEM areas by founding the Faculty of Medicine, Department for Technical Studies, Department of Natural and Health Science, and Department of informatics. In this way, it is promoting to the general public. NEW PROPOSALS Several priority activities need to be undertaken: 1. Strengthen efforts to popularize science through university constituents (departments and its researchers and other staff) 2. Engage in more EU funded projects and develop partnerships through various networks 3. Engage in national and international researchers networks and use their dissemination platforms, channels and audiences 4. Established centers (VISO, CERPU, CASTER) need to widen their activities to more target groups: children, young population, pupils, and students and offer interesting content; mathematics workshops, robotics workshops, computing workshops and raise interest in science in early-

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
	the publicity of work) and Article 3. Points 2. and 10. (higher education is based on the openness of higher education institutions towards the public, citizens, and local community; and interactions with the social community and the obligations of the universities, polytechnics, colleges, and public scientific institutes to develop social responsibility of students and other members of the academic and scientific community) Law on the Right of Access to Information -	stage). This would help in adjusting the scientific themes to the non-scientific community. 5. Strengthen collaboration with the local, regional, and international authorities and community (participation in fairs, round-tables, creation of policy papers, conferences, thematic events) 6. In terms of UNIPU branding proposed activities are: - founding one office for strategic communication in collaboration of legal & HR offices - adoption of communication and promotion strategy - founding Board for strategic branding - research on the UNIPU perception - adoption of branding strategy - becoming member of EUPRIO - European Association of Communication Professionals in Higher Education - increasing visibility of all departments on social media and UNIPU web pages as well as local, regional and national media if the legislation changes, this should definitely be an efficient activity. Give the best effort in promotion and dissemination activities. 7. New development strategy 2021-2026 proposes: - establishing start-up campuses (STEAM and tourism area) and Center for Applied Entrepreneurship which will make its scientific equipment available for local economy in order to increase the capacities of small and medium enterprises through development - by forming a technological park, as a part of the new university campus, university will position itself as an integrative factor between local government and self-government, community and ICT sector of Istria.

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
	revised text (OG 5/13, 85/15 from 9th August 2015)	

10. Non discrimination

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Regarding the structure of the sample by gender, 59.68 % are female (74) and 40.32% are male (50). In terms of age structure: 25-30 years: 4.03% (5) 31-35 years 8.87% (11) 36-40 years 20.97 % (26) 41-45 years 29.03 % (36) 46-50 years 12.90 % (16) 51-55 years 10.48 % (13) 56-60 years 5.65% (7) 61 and more 8.06% (10) Conducted research shows that this statement has ranked second, regarding the level of agreement of the researchers (75% "mostly" or "fully agree") regarding the implementation of this principle at the university; and 71% of researchers "mostly" or "fully agree" that it is important. However, 15% of researchers have answered they "do not know/ cannot estimate" the level of importance and agreement for this statement, so there is also room for improvement. There is a problem with employment of foreigners: the lack of knowledge of the Croatian language for foreign employees, which is regulated by the legislation of the Republic of Croatia. Researchers and universities are open to the employment of foreigners, but the existing Croatian legal framework requires knowledge of the Croatian language in employment, and there are very few suitable staff on the international market. University still does not offer study programs in English language. UNIPU still does not have Gender Equality Plan developed. IMPLEMENTATION IMPEDIMENTS The Constitution - Articles 14. and 15. Labour Act - Articles 7. Point 4. (direct or indirect discrimination in the field of work and working conditions is prohibited); Article 134. Point 10. (protection of the dignity of the workers) Act on Gender Equality (OG 82/08, 69/17 from 22nd July 2017) Act on the prohibition of discrimination (OG 85/08, 112/12)	INITIATIVES UNDERTAKEN This principle is included in the Statute - Article 7. Point 3. - "university respects the constitutional principle of the inadmissibility of discrimination" It is also part of the Rules of Work Procedure - Article 1. (protection from discrimination), Articles 68. and 69. (protection of the dignity of the workers and protection from discrimination) The Code of Ethics - Article 7. (equality and justice) Rules on the internal procedure of reporting irregularities and appointment of the confidential person at Juraj Dobrila University of Pula refer to this as well. When posting invitations for job positions, the rules of non-discrimination are also included. UNIPU is working on the internationalization and attracting new foreign scientists - one MSCA project is waiting for the project results and one ERC proposal as well. NEW PROPOSALS University and Ethical Board need to strengthen the working atmosphere of transparency, justice, non-discrimination, and open communication. Encourage hiring foreign researchers through applying for EU funds through MSCA actions, Horizon Europe and ERC.

11. Evaluation/ appraisal systems

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP The conducted research has ranked this principle as a second priority area that needs concrete actions in order to make improvements within the dimension "Ethical and professional aspects". Almost 60% of researchers claimed they "mostly" or "fully agree" with the importance of this principle. 18% of total researchers claimed they do not agree that this principle is implemented at the university, while almost 25% "do not know / cannot estimate" if it is well implemented. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 32. Paragraph 5. (The National Council for Science shall, by the regulations published in the Official Gazette, prescribe in detail conditions for the election to the scientific titles (type and number of the scientific papers, evaluation - revision of the papers, etc) in accordance with points 4.-4. of this Article, which is a base for the evaluation committees and commissions of the total researchers' work, taking into consideration of the special features of particular scientific and art areas and particular scientific fields and interdisciplinary areas Ordinance on the conditions for the election to scientific titles (OG 28/2017) Ordinance on the conditions for the election to art-teaching titles (OG 86/2010) The decision about necessary conditions for the assessment of teaching and research activities in the electoral procedure in scientific- teaching positions (OG 122/2017) The decision about necessary conditions for the assessment of teaching and research activities in the electoral procedure in art - teaching and teaching positions in the area of art (OG 61/2017) The decision on the necessary conditions for the assessment of teaching and professional activities in the process of election to teaching positions (OG 13/2012)	INITIATIVES UNDERTAKEN This Principle is covered in: the Statute - Articles 96. and 97. the Code of Ethics - Article 5. (professional behavior) Ordinance on the procedure for election to titles and appropriate positions at the University Ordinance on the procedure of re-election at the university Ordinance on the evaluation of the work of assistants, mentors, postdoctoral fellows Ordinance on the employee remuneration The scientific activity is subject to review and evaluation during the process of advancing/promotion in scientific ranks. The scientist is assessed only upon advancing in titles, not periodically, and rarely based on the international evaluation. International experts outside the institution or coming from the private sector are not involved in the Committees for the evaluation NEW PROPOSALS Explore and adopt evaluation criteria and ranking of the research efficiency within scientific areas and fields on the national level.

Status

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.

12. Recruitment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP There is a lack of foreign researchers at the university. There is a problem with employment of foreigners: the lack of knowledge of the Croatian language for foreign employees, which is regulated by the legislation of the Republic of Croatia. Researchers and universities are open to the employment of foreigners, but the existing Croatian legal framework requires knowledge of the Croatian language in employment, and there are very few suitable staff on the international market. IMPLEMENTATION IMENDIMENTS The Constitution - Articles 44. and 55. SAHEA - Articles 31.-35. Ordinance on the conditions for the election to the scientific position (OG 28/2017) Ordinance on the conditions for the election to the art-teaching positions (OG 86/2010) Ordinance on the necessary conditions for evaluation of the teaching and research activities in the election process to scientific - research positions (122/2017) Ordinance on the necessary conditions for evaluation of the teaching and professional activities in the election process to art - teaching positions and teaching positions in the area of art (OG 13/2012) Human Resource Strategy 2021-2026	INITIATIVES UNDERTAKEN This principle is covered in the Statute Ordinance on the procedure for election to titles and appropriate positions at the University Ordinance on the re-elections at the university Promotion of the EURAXESS program at the university NEW PROPOSALS Creation of Recruitment and Selection procedure in accordance with the recommended principles (transparent, supportive, and internationally comparable). Continue to promote the EURAXESS program through all communication platforms. Include in Horizon Europe program, MSCA Actions and ERC more intensively - Promote more information to university researchers in order to network with foreign researchers. Encourage hiring foreign researchers through applying for these EU funds.

13. Recruitment (Code)

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP The conducted research has ranked this principle first, in terms of the priority areas within dimension "Recruitment", meaning that urgent activities need to be defined in order to improve the situation. More than 58% of researchers have claimed "mostly" or "fully" agreement with the importance of this principle. 22% of the researchers "do not agree" or "partly disagree" that this principle is well implemented at the university, and almost 22% of them "do not know / cannot estimate" if this principle is well implemented at the university. , There are no information regarding the career development prospects. IMPLEMENTATION IMPEDIMENTS The Constitution - Articles 44. and 55. SAHEA - Articles 35. and 36. (election procedure and deadlines in the procedures along with the consequences of exceeding them; Articles 40., 41., 43. (procedure of election to the work positions and scientific work positions and associate profession and positions) Collective Agreement for Science and Higher Education - Article 23. (obligation of public announcements of job positions) and Article 25. (obligations of institutions in conducting public tenders) Ordinance on the conditions for the election to the scientific position (OG 28/2017) Ordinance on the conditions for the election to the art-teaching positions (OG 86/2010) Ordinance on the necessary conditions for evaluation of the teaching and research activities in the election process to scientific - research positions (122/2017) Ordinance on the necessary conditions for evaluation of the teaching and professional activities in the election process to art - teaching positions and teaching positions in the area of art (OG 13/2012) Human Resource Strategy 2021-2026	INITIATIVES UNDERTAKEN This principle is covered in the Statute The Code of Ethics - Article 5. (professional behavior) Ordinance on the procedure for election to titles and appropriate positions at the University Ordinance on the re-elections at the university All the open working positions are always published on the university official website, Official Gazzette, platforms of Croatian Employment Service as well as at EURAXESS official website. Best students are often employed as assistants (R1 researchers level). Advertisements give a broad description of the knowledge and competencies required. The time allowed between the advertisement of the vacancy or the call for applications and the deadline for a reply is realistic. NEW PROPOSALS Promote the University openness to foreign researchers through various communication channels. Create PPT and publish it in the English language on the university website regarding the recruitment process at the university along with basic national legislation following these procedures. Creation of Recruitment and Selection procedure in accordance with the recommended principles (transparent, supportive, and internationally comparable). In February 2022 Human Resource Strategy was adopted stating in Goal 1 - Establish clear career paths and opportunities for advancement, initially for specific business priority areas and then on all key careers and advancements at the University

Status**14. Selection (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP The conducted research has shown that this principle is well implemented at the university, by the opinion of the researchers. 67% of the researchers "mostly" or "fully agree" that the principle is well implemented at the university. They have ranked the principle as the second, in terms of importance - more than 64% of them claim "mostly" or "fully" agree on the level of importance of this principle, within the "Recruitment" dimension. Foreign experts are not included in the selection committees. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 35. Paragraph 2. (election procedure; appointment of an expert commission and deadlines); Article 40. Paragraph 2. (public tender is announced in "Official Gazzette, daily press and at the official website of the scientific organization); Article 95. (election procedure to the scientific - teaching and art-teaching positions) Human Resource Strategy 2021-2026	INITIATIVES UNDERTAKEN This principle is included: - in the Ordinance in the procedure of election to appropriate positions at the university - in the Ordinance on the re-election procedure at the university Interviews for job positions are conducted "face-to-face" with expert committees that bring together diverse expertise and competencies and are adequately gender-balanced. NEW PROPOSALS Conduct interviews in accordance with the Charter and Code principles. I

Status**15. Transparency (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Job positions do not contain the possibilities of career development prospects. At the "face-to-face" interview candidates are interviewed based on their CV and application. The committee communicates to them some concerns, if any, regarding their application and expertise and the requirements of the job position. However, the final decision that is delivered to them, if they are not selected for the job position, contains only the name of the chosen candidate and the application documentation is returned by post to the candidate. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 40. Paragraph 4. (scientific organization shall inform all the applicants about the results of the election within 15 days from the date of making the decision on the election) Collective Agreement for Science and Higher Education - Articles 23. and 25. (the obligation of a public tender and informing about the results of the competition) Human Resource Strategy 2021-2026	INITIATIVES UNDERTAKEN This principle is included: - in the Code of Ethics - in the ordinance on the procedure of election to the appropriate positions at the university - in the Ordinance on the re-election procedure at the university NEW PROPOSALS Ideally, job position adverts should contain the possibilities of career development prospects. "Best effort" will be given here in order to communicate this to the University Human Resources Office. Rejected candidates need to be informed more about the weaknesses of their application and the reasons why another candidate was chosen.

16. Judging merit (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
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Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Although experts committees evaluate candidates taking into consideration the whole range of experience of the candidates, the applications are most often evaluated based on the number of publications and other facts defined as conditions of the election. University has an Office for Human Resources, with only two employees. Due to all efforts, and the volume of daily commitments, they can not replace a professional HR specialist who would assist expert committees to manage the whole process with appropriate quality. IMPLEMENTATION IMPEDIMENTS Croatian legislative does not prescribe a provision that allows nor forbids the implementation of this principle. Human Resource Strategy 2021-2026	INITIATIVES UNDERTAKEN This principle is included in: - the Code of Ethics - in the Ordinance on the procedure of election to the appropriate positions at the university - in the Ordinance on the re-election procedure at the university The selection process takes into consideration the whole range of the experience of the candidates. NEW PROPOSALS Instead of just focusing on the quantitative number of the publications, expert committees need to also consider the overall potential of the researchers, their creativity, and their level of independence. More concrete, they should also consider the qualitative aspects. Ideally, the university would hire a specialist in HR to actively participate in the management of the human resources of the researchers. Due to the prohibition of employment in the public sector, in Croatia, dating from 2016, this is still unreachable. However, the new systematization of workplace at the University that should be implemented by the end of 2022 defines one new HR Manager that would improve this sector at the University. "Best effort" needs to be given in terms of endorsing all the Code and Charter principles also when new employments are made.

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

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP The conducted research has shown that 52% of the researchers agree that this principle is well implemented at the university. 38,71% of the researchers claim "they do not know/ cannot estimate" if it is well implemented. Almost one-third of the researchers (27,21%) can not estimate if this principle is relevant /important to them. However, the time variations in the chronological order of CVs can be a crucial factor when researchers need to be promoted to a higher title(s). IMPLEMENTATION IMPEDIMENTS Croatian legislative does not prescribe a provision that allows nor forbids the implementation of this principle. Human Resource Strategy 2021-2026	INITIATIVES UNDERTAKEN This principle is included partially in: - the Ordinance on the conditions for the election to the scientific position (OG 28/2017) - the Ordinance on the conditions for the election to the art-teaching positions (OG 86/2010) NEW PROPOSALS Urgently define clear instructions on the treatment of "breaks" in the careers of researchers or variations in the chronological order of CVs.

18. Recognition of mobility experience (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
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Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP This principle has ranked as the second priority area within dimension "Recruitment". It has shown a high level of importance for the researchers - almost 64%. Within Erasmus+ program of mobility, researchers receive "confirmation of stay" from the receiving institution. However, this certificate is not taken into consideration when researchers need to be promoted to a higher title(s). Some findings of the conducted focus groups were that there is a lack of mobility experience due to the teaching workload of the researchers. Some conditions for career advancements are multi-month research & stay on a foreign institution abroad, but in that case researcher would need to find a replacement at a home institution which is, as the focus group concludes, almost impossible. Lack of researchers mobility between sectors (public and example private). IMPLEMENTATION IMPEDIMENTS Ordinance on the necessary conditions for evaluation of the teaching and research activities in the election process to scientific - research positions (122/2017) Ordinance on the necessary conditions for evaluation of the teaching and professional activities in the election process to art - teaching positions and teaching positions in the area of art (OG 13/2012) Human Resource Strategy 2021-2026	INITIATIVES UNDERTAKEN This principle is included in the Ordinance on international mobility - Articles 24. and 25. (staff mobility and types of mobility) Office for partnership and projects creates statistics reports on staff mobility within Erasmus and CEEPUS program by years (academic and calendar), departments, and projects. It issues certificates for incoming researchers/staff from foreign universities. Office also aims on fostering international collaboration between institutions by the promotion of the EURAXESS program. NEW PROPOSALS Create an environment and open discussion at the university on finding ways of Recognition of mobility experience (Office for Research, Art, and projects). Encourage the international mobility of researchers and motivate them to international professional career development. Create institutional support and ensure the possibility of researchers' absence from the home university.

19. Recognition of qualifications (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
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Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Lack of recognition of non-formal qualifications Lank of recognition of the international and professional mobilities. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 85. - recognition of foreign diplomas and professional qualifications Law on the recognition of the foreign educational qualifications (revised text; OG 158/03, 198/03, 138/06, 45/11) Law on regulated professions and recognition of foreign professional qualifications (OG 124/09, 45/11) Human Resource Strategy 2021-2026	INITIATIVES UNDERTAKEN Office for recognition of foreign higher education qualifications (IVK) and study periods was found in accordance with the Law on the recognition of foreign educational qualifications (Official Gazette 158/03, 198/03, 138/06 and 45/11), Article 77 of the Statute of the University of Juraj Dobrila in Pula and the Ordinance on the academic recognition of foreign higher education qualifications and periods of study at the University of Juraj Dobrila in Pula. Rulebook on the academic recognition of the foreign higher education qualifications and period of studying was also created and adopted. Academic evaluation of foreign higher education qualifications is performed in accordance with the Criteria for the evaluation of foreign higher education qualifications of the Agency for Science and Higher Education. In the process of recognizing the period of study, a certificate or transcript of grades of the higher education institution is taken into account, confirming that the "student" has successfully met the prescribed requirements for that period of study if there is prior agreement between the University and the higher education institution. This principle is also included in: - Statute - Article 68.b. joint studies and cross-border cooperation; 68.c. life-long learning; article 77. recognition of foreign diplomas and professional qualifications - Ordinance on the acquisition of pedagogical competencies - Ordinance on international mobility NEW PROPOSALS Create an environment and open discussion at the university on finding ways of Recognition of mobility experience (Office for Research, Art, and projects). Create institutional support and ensure the possibility of recognition of the non-formal qualifications.

Status**20. Seniority (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Levels of qualifications required for a job position are sometimes a barrier to entry. IMPLEMENTATION IMPEDIMENTS Regulation on job titles and job complexity coefficients in public services (OG 50/20) Human Resource Strategy 2021-2026	INITIATIVES UNDERTAKEN This principle is included in the Ordinance on the structure and organization of jobs. Candidate achievements are evaluated within two categories: science and teaching. The first one is assessed through the evaluation of scientific and expert papers and the second through student surveys and other conditions achieved in the teaching process. NEW PROPOSALS Human Resource Strategy 2021-2026 Put stronger efforts in judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. Put stronger efforts in promoting the concept of lifelong learning among the university researchers. (brochures, web, social media, conferences)

Status**21. Postdoctoral appointments (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP Only 51% of the researchers have claimed in the conducted research that they agree that this principle is well implemented at the university. Almost 30% of the researchers "do not know - can not estimate" the implementation of this principle. Almost 64% of the researchers have marked a high level of importance of this principle. Therefore, this is also one of the priority areas that need to be addressed with concrete actions in order to improve the current situation. Status and terms of financing post-doctoral candidates at the national level is not clearly defined. IMPLEMENTATION IMPEDIMENTS Croatian legislative does not prescribe a provision that allows nor forbids the implementation of this principle.	INITIATIVES UNDERTAKEN The practice of encouraging employment of the best students NEW PROPOSALS Propose activities for further work on the initiative towards national legislation in order to define the status and financing of post-doctoral employment. Encourage the procedure of promoting post-doctoral students to assistants, through the procedure of election to titles.

Working Conditions and Social Security

Status**22. Recognition of the profession**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Researchers may be unaware of the importance of this principle. There might be a personal hierarchical resistance to this principle. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 21. (scientific work) and Article 23. Point 2. (Register of Scientists)	INITIATIVES UNDERTAKEN This principle is included in Statute - Article 89. (code of ethics) The Code of Ethics - Article 4. point 2. and Article 6. point 10. NEW PROPOSALS Further promotion of the Code of Ethics, making it more visible and reachable to researchers. Translating it into the English language. Further promotion of the Charter and the Code. (web, social media, intranet, brochures, events - roundtables) Including young researchers in university research & development projects and initiatives from the start of their careers - providing opportunities from the start.

23. Research environment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP This principle is ranked as the highest total priority by the researchers in the conducted research. It was graded as the most important principle and has the highest level of disagreement that it is well implemented at the	INITIATIVES UNDERTAKEN This principle is included: in the Statute - Article 89. (The Code of Ethics), Article 94. (sabbatical year), Article 98. proposing of programs, projects, analyses, and expertise in The Code of Ethics - Article 4. (academic freedom), Article 5. (professional behavior), Article 7. (equality and justice); Article 8. (discrimination), Article 9. (harassment) in the Ordinance on labor - Articles 10. and 11. (protection of life, health, and privacy) University has started the "Campus Construction project" five years ago. Student Residence Hall was opened in October 2015, and a new residence hall (two pavilions) is under construction. Funds were ensured through the European Regional Development Fund. This increase in

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
	university. Not enough financial resources are directed to R&D activities. Limitations of State Budget and financial resources for science at the national level. Researchers are not enough included in the applications for EU funding. There is a serious lack of space for teaching processes at this moment for the university departments. IMPLEMENTATION IMPEDIMENTS Collective Agreement for science and higher education (OG 9/2019) - Article 26. (working conditions) Labour Act - Articles 28., 29., 33., 36., 89. paragraph 3. point 6. (possibility of a different organization of working time with an act, or collective agreement; Article 134. (protection of the dignity of the workers) Law on Safety at Work (OG 71/14, 118/14,	accommodation capacities is ensured for students but also researchers, domestic and foreign. Laboratories for research in STEM area and ICT center is also under construction, to be finished soon. Also, ex. "Naval Hospital" in Pula will be reconstructed, adapted, and repurposed - and finally present a modern new student campus. University departments from the STEM area will perform the teaching processes there. New research offices and capacities for the VISIO institute are also ensured from project funds. Former "Naval Hospital" is being reconstructing with EU funds, lots of effort is put in expansion of teaching & researching facilities. Office for Partnership and Projects grew rapidly in the past few years in terms of international projects. Efforts are put in informing the researchers about EU funding opportunities through various funding programs, with a special accent on Horizon 2020 Program as well as the new Horizon Europe 2021-2027 program. EURAXESS network and the program are also strongly promoted through university communication channels - web, intranet for researchers, social media, and Erasmus coordinators. Actual Calls for proposals for EU funding are regularly communicated to university researchers. University has established an Office for students with disabilities in 2020 aiming at equalizing the study opportunities of all students who due to illness, disability or disorder have permanent, temporary, or occasional difficulties in the realization of everyday academic obligations. NEW PROPOSALS Continue efforts in applying for EU funding in order to modernize university capacities in terms of space, equipment, contents, and ensure a stimulative environment for research work and life. Address the need to increase the financial resources for science on a national level (through campaigns, roundtables, University Board activities) Encourage the researchers to apply for EU project funding through the more intense promotion of available funds and opportunities; communicate strongly the support provided by the University Office for Partnership and Project and Office for Research, Art and Projects (intranet, emails, web, social media, Erasmus coordinators) Expand the activities, services and ingerence of Office for students with disabilities to staff/researchers as well.

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
	154/14, 94/18, 96/18) from 1st November 2018 Law on personal data protection (OG 106/2012)	

24. Working conditions

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP This principle has ranked as a second priority within the dimension "Working Conditions and Social Security". More than 65% of researchers have stated "mostly" or "fully agree" with the importance of this principle (second highest agreement of importance within this dimension). However, researchers mainly do not agree it is implemented well at the university. Lack of financial and human resources for the complete implementation of this principle. Rare use of the sabbatical year. IMPLEMENTATION IMPEDIMENTS The Constitution - Article 57. (social security, insurance, rights regarding delivery, maternity, and child care) and Article 62. Collective Agreement for science and higher education (OG 9/2019) - Article 26. (working conditions) Labor Act - Articles 28., 29., 33., 36., 89. paragraph 3. point 6. (possibility of a different organization of working time with an act, or collective agreement; Article 134. (protection of the dignity of the workers) Law on Safety at Work (OG 71/14, 118/14, 154/14, 94/18, 96/18) from 1st November 2018 Law on personal data protection (OG 106/2012) SAHEA - Article 45. (maternity leave), Article 103. (extension of the work contract, sabbatical year) Law on Professional Rehabilitation and Employment of Persons with Disabilities (OG 32/20 from March 2020)	INITIATIVES UNDERTAKEN This principle is included: - in the Statute - Article 89. (The Code of Ethics), Article 94. (sabbatical year), Article 98. proposing of programs, projects, analyses, and expertise - in The Code of Ethics - Article 4. (academic freedom), Article 5. (professional behavior), Article 7. (equality and justice); Article 8. (discrimination), Article 9. (harassment) - in the Ordinance on labor - Articles 10. and 11. (protection of life, health, and privacy) The pandemic situation with the "COVID-19" crisis has proven well flexibility of working time and work organization in virtual shape. Besides this specific situation, there is flexibility in working time for researchers also. There is in practice the Decision of financial rewarding the researchers for additional work on the projects. NEW PROPOSALS Encourage more often sage of the sabbatical year among researchers. Address the need to increase the financial resources for science on a national level (through campaigns, roundtables, University Board activities). Development Strategy 2021-2026 has strongly defined resolute direction towards continuation of building the university campus with EU funds. The main points of development in the coming period include the further development of spatial capacity and campus (Navy Hospital space, Student Dormitory and former hospital facilities which are now owned by the University and in the process of applying for EU financing and co-financing. With this funds, University plans to finance appropriate equipment, facilities and capabilities, including opportunities for remote collaboration via research, teaching and professional networks.

Status**25. Stability and permanence of employment**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Researchers and teachers are often facing difficulties and challenges when trying to reconcile commitments for election to higher titles (promotion) and teaching obligations. Regarding the employing of doctoral students, it is a temporary, full-time position (The Croatian Science Foundation open calls). Permanence of employment in higher education sector is related to advancement in research career and promotions to titles - which is connected with one's scientific activity. Focus group findings have shown that researchers claim that teaching overload reduces their research creativity and activity. There is very little time for scientific work, scientific activity is slow because there is a very large teaching load, there are obligations with mentoring and leading final papers (which can be over 10 per mentor and per year), and this work is not valorized. It is difficult to strike a balance between teaching and research. It is demanding to participate in larger projects without suffering teaching activity. This is a direct threat to permanence of employment. IMPLEMENTATION IMPEDIMENTS Labour Act - Article 8., 18. (founding of work relation) SAHEA - Article 47. Point 2. (work contract)	INITIATIVES UNDERTAKEN This principle is included: - in the Ordinance on labor - in the Ordinance on the process of election to title and appropriate working positions at the university - in the Ordinance on re-election process at the university Young researchers are in general employed for six years and in that time they need to Researchers and teachers are in general practice employed for a permanent, full-time position with the condition of fulfilling the conditions for election to higher titles (promotion) prescribed on the national level. There is in practice the Decision of rewarding the researchers for additional work on the projects (in financial terms). NEW PROPOSALS Propose to Departments to rearrange the overburdens in teaching norms and reallocate it to research/science activities. Support could be provided from the University Office for Quality Management. Head of Departments can revise curricula and reduce the workload of overburden professors.

Status**26. Funding and salaries**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Salaries for young researchers (R1, R2) are lag behind the private sector salaries. Low level of researchers inclusion in EU funded research projects. IMPLEMENTATION IMPEDIMENTS The Constitution - Articles 55. and 56. Labour Act - Article 65. (overtime work), Articles 90.-95. (salary and salary compensation) Collective Agreement for science and higher education (OG 9/2019) Regulation on job titles and job complexity coefficients in public services Law on compulsory health insurance (OG 80/2013) Law on pension insurance (OG 102/129 from January 2019)	INITIATIVES UNDERTAKEN This principle is included in the Ordinance on work. The decision on rewarding additional work on projects There is a possibility to financially reward researchers for work results (once a year, up to 5.000 HRK = equals 660,00 EUR, free of tax burden) or for additional work on projects, in accordance with EU program rules, national legislative as well as University internal rules and procedures. NEW PROPOSALS Communicate the necessity of increasing the salaries of young researchers on the national level (through forums, roundtables, policy papers, University Board activities) Encourage the researchers to apply for EU project funding through the more intense promotion of available funds and opportunities; such as Horizon Europe, MSCA, ERC, COST actions. Furthermore, communicate strongly the support provided by the University Office for Partnership and Project and Office for Research, Art and Projects (intranet, emails, web, social media, Erasmus coordinators) for these activities.

Status**27. Gender balance**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP The conducted research has shown that 27% of researchers "do not know- can not estimate" If his principle is well implemented at the university. University still does not have Gender Equality Plan. IMPLEMENTATION IMPEDIMENTS The Constitution - Article 3. (equality and gender balance) Labor Act - Article 91. (equality of salaries for women and men) Gender equality Act (OG 69/17 from July 2017)	INITIATIVES UNDERTAKEN This principle is included in Ordinance on work - Article 68. (protection of the dignity of workers and protection from discrimination) It is also included in the Code of Ethics - Article 7. (equality and justice) and Article 8. (discrimination) In practice, this principle is well implemented at the university. Within this research, 59.68 % (74) of participants were female and 40.32% (50) were male. NEW PROPOSALS Continuous effort in raising awareness of gender equality issues (discussions, roundtables) Create Gender Equality Plan and adopt it by University Senate.

28. Career development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP The conducted research has shown that this is the second-highest priority within the dimension "Working conditions and social security". Only 46% of the researchers "Agree" or "fully agree" that this principle is well implemented at the university. Almost 32% "do not know / cannot estimate" if it is well implemented. At the university, Human Resource Office sends each year a list of researchers that need to be promoted to the Ministry of Education and Science (followed by request for the increase of the salary coefficient). This is send both with the researchers retirement plan, so the Ministry decides on how to redistribute or distribute new coefficients to the university. This list is initially prepared by the Office for Science which tracks record on the career development of the scientists. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 59. (University Senate within its jurisdiction decides on development and research plans) The Croatian Science Foundation announces tenders for Young researchers' career development. The goal of the "Young Researchers' Career Development Project" is to develop an integral and stable program of funding young researchers at the doctoral and post-doctoral levels. This Programme finances the development of scientific careers of young researchers, striving toward continuous education and exchange of knowledge with the ultimate aim of creating a network of scientists whose skills can compete in the international scientific community.	INITIATIVES UNDERTAKEN University Research Strategy 2016-2020 has been adopted and valid until the end of the year. The strategy for the following period is under development. This principle is also partially included in: - the Statute - Article 90. (titles at the university) - the Code of Ethics - Article 5. (professional behavior) NEW PROPOSALS Create career development strategies for researchers at departments Create development Action Plans for departments as a base for systematic and realistic planning of human resources development as well as appropriate working positions Open discussion at the university on the possibilities of establishing "Career Center for Researchers". New Human Resource Strategy 2021-2026 enhances positioning a new HR position - expert who will take care on the researchers careers development.

29. Value of mobility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
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Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Research mobility between Croatian and foreign institutions is insufficient. Lack of knowledge on the researchers' mobility programs (MSCA; HORIZON, ERC program) Lack of inter-sectoral, inter-and transdisciplinary mobility. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 53. Point 1. (promotion of the international, especially European collaboration in higher education and science and art activities; point 2. (..University ensures internal and external mobility of students and teachers,..); Article 85. (recognition of foreign diplomas and professional qualifications) Law on the recognition of foreign educational qualifications (OG 45/11) Aliens Act (OG 7/13) Law on nationals of the Member States of the European Economic Area and members of their families (OG 66/19) Law on obligatory health insurance Ordinance on the conditions of the election to scientific titles (OG 28/17) Action Plan for the mobility of researchers 2017-2020 The Croatian Science Foundation offers support to researchers for applying to European research council programs. This Program supports Croatian researchers in setting up a collaboration with Principal Investigators of the European Research Council (ERC) program with the aim of gaining experience and preparing their own proposal for ERC calls. The Program funds research visits to ERC Principal Investigators in the duration of 1 to 6 months. Four calls have been published within this Program (ERC-2017-05, ERC-2017-11, ERC-2018-05, ERC-2019-10) and six young scientists were given the opportunity to visit respected European scientists.	INITIATIVES UNDERTAKEN This principle is partially included in: - the Statute - Article 29. paragraph 1. point. 16. (guidelines for international cooperation; Article 77. (recognition of foreign diplomas and professional qualifications) - the Ordinance on the academic recognition of foreign higher education qualifications and period of study - Ordinance on postgraduate university studies (doctoral studies) at the Juraj Dobrila University in Pula - (..university ensures quality and fosters doctoral students' mobility) Office for partnership and projects implements Erasmus + program also for researchers (Teaching and Training activities) Scientific mobility including changes of the research area is regulated by the election rules for title position within the conditions of required mobility experience. Virtual mobilities are introduced and implemented more often now due to pandemic situations with COVID- 19. NEW PROPOSALS Encourage inter-sectoral, inter-and transdisciplinary mobility (information on the open possibilities through the website, social media, intranet, and Erasmus coordinators). Open discussion on the necessity of recognizing the value of mobility as an important means of enhancing scientific knowledge and professional development. (at University board, departments)

Status**30. Access to career advice**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP The conducted research has shown that 36% of the researcher "mostly" or "fully" disagree that they are provided with career counseling at all stages of their careers. 32% "do not know/ cannot estimate". On the other hand, only 45% of the researchers "mostly" or "fully" agree that this is important to them. There is not established Centar for the development of researchers' careers offering career counseling. IMPLEMENTATION IMPEDIMENTS Croatian legislative does not prescribe a provision that allows nor forbids the implementation of this principle.	INITIATIVES UNDERTAKEN Mentors are advising young researchers. NEW PROPOSALS Open discussion at the university on the possibilities of establishing "Career Center for Researchers". Initiative needs to be lead and monitored by the new HR expert for researchers.

31. Intellectual Property Rights

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
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Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP Only 39% of the researchers "mostly" or "fully" agree that this principle is well implemented at the university. 43% of them "do not know/ cannot estimate" if it is well implemented. Only half of them have marked this principle as "mostly" or "fully" important. IMPLEMENTATION IMPEDIMENTS Labor Act - Article 98.-100. (inventions and technical improvements) SAHEA - Article 30. (tax reliefs and other benefits for science and technology parks) Act of Copyright and Related Rights (OG 96/18) from 8th November 2018 Trademark Act (OG 14/2019) Patent Act (OG 16/20) Law on the National Foundation for Science, Higher Education, and Technological Development of Republic of Croatia (OG 78/12)	INITIATIVES UNDERTAKEN This principle is partially included in: - the Act on publishing activity - the Code of Ethics - Article 16. - Ordinance on the process of the election to titles and appropriate positions at the university Within Erasmus+ K2 projects there have been few intellectual property rights initiatives for the produced project results. NEW PROPOSALS Continuous work on the preservation and protection of the intellectual rights of the researchers. Promote "A Foreign Researcher's Guide to Croatia" prepared and published by EURAXESS Service Centre of the Agency for mobility and EU programmes. The aim of the Guide is to help researchers from all over the world with relevant information on s national legislation and institutional rules, with special focus on working conditions in the area of intellectual property rights as well as requirements and conditions of all providers of financial resources. Disseminate it through the intranet and the university website in the area reserved for researchers/employers.

Status**32. Co-authorship**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP There is a need to increase research and publishing activity at the university. IMPLEMENTATION IMPEDIMENTS Patent Act (OG 16/20) - Article 14. (joint right to protection) Act of Copyright and Related Rights (OG 96/18) from 8th November 2018 - Article 11. (co-author)	INITIATIVES UNDERTAKEN This principle is partially included in: - the Act on publishing activity - the Code of Ethics - Article 12. - Ordinance on the process of the election to titles and appropriate positions at the university University is successfully managing two journals: Economic Research Journal (https://fet.unipu.hr/fet/en/research_and_expertise/journals/economic_research) and Review of Innovation and Competitiveness (https://fet.unipu.hr/ric) The home researchers also publish in these journals. Existing co-authorship practice is positive regarding this principle. NEW PROPOSALS Encourage co-authorship among researchers through research networks (EURAXESS, Horizon Europe - MSCA and ERC activities), networking events - conferences, and university communication platforms.

33. Teaching

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
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Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP The conducted research has shown that 44% of researchers "mostly" or "fully" disagree that this principle is well implemented at the university. Only 36% of the researchers agree that the principle is well implemented. Most of the researchers believe that teaching obligations hinder them from research activities. Focus groups findings were that the teaching overload reduces their research productivity. Participants claimed It is difficult to strike a balance between teaching and research; it is demanding to participate in larger projects without suffering teaching activity. They claimed It would be good if research work was more valued and gave more freedom to researchers because the challenge is to maintain continuity in teaching and achieve mobility over several months at the same time. Artistic titles have additional difficulties because they need to prepare for the performance with students, and preparations are not included in the teaching norm, and progress is required in artistic work that is missed due to the obligation to teach. Teachers who teach general subjects also have large groups, so this requires more work because there are more students involved. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 4. point 3. (academic community and freedoms) The collective agreement for science and higher education - Article 61. (teaching activities), Article 65. (jobs and ways of norming the activities of teaching positions)	INITIATIVES UNDERTAKEN This principle is included partially: - in the University Statute - Article 5. (activities of the university) - the Code of Ethics - Article 10. (professional responsibility) - Ordinance of work The new collective agreement for science and higher education defines in Article 67. standard norm for a full-time position as a compound of teaching norm (45% of working hours), scientific norm (45% of working hours), and contribution to the institution (10% of teaching hours). There is a possibility to use a flexible norms system, and rearrange this hour ratio. The Office for Quality management tracks the norms of all the teachers at the university. Overtime work is paid in accordance with the law. . There is an active Centar for pedagogical competences at the university. NEW PROPOSALS Put stronger efforts in the supervision of the norm, in order not to overburden the researcher with teaching norm (Office for Quality Management). Rearrange the overburdens in the teaching norm in benefit to research norm/contribution to university norm.

Status**34. Complains/ appeals**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP The conducted research has shown that almost 53% of the researchers "do not know" or "can not estimate" if there is an established system for the complaints/appeals. Only 29% of them are familiar with the procedures. At the same time, nearly 42% of the researchers have marked this as important. IMPLEMENTATION IMPEDIMENTS Constitution - Article 18. (right to complain) and Article 46. (everyone has the right to complain) Labor Act (OG 98/19) Law on civil procedure (OG 70/19) General legal procedure act (OG 47/2009) Law on administrative disputes (OG 29/17)	INITIATIVES UNDERTAKEN This principle is partially included: - in the Code of Ethical (eventual irregularities are the responsibility of the Ethics Committee) - in the Ordinance on the internal reporting of irregularities and the appointment of a confidential person (complaints can be reported anonymously) With the entry into force of the Act on the Protection of whistleblowers (July 1st, 2019) and the Ordinance on the protection of whistleblowers at the Juraj Dobrila University of Pula (December 2019 published on the University website), university was obliged to appoint a confidential person for internal reporting of irregularities. A confidential person for internal reporting of irregularities is nominated by at least 20% of the employees of the employer (University). NEW PROPOSALS Communicate the necessity of introducing a researcher ombudsman role at the university. Encourage Ethics Committee to work on the improvement of the implementation of The Code of Ethics. Communicate to the researchers of the procedures established for the eventual complaints / appeals.

Status**35. Participation in decision-making bodies**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Participations in the boards are not valued enough in the financial terms. IMPLEMENTATION IMPEDIMENTS Collective Agreement for science and higher education - Article 55. (representatives of the employees in the managerial bodies of the institution)	INITIATIVES UNDERTAKEN This principle is included in the Statute - Head II (university bodies). Researchers and teachers are directly included in the work of the bodies of the institution, and other employees through their representatives. NEW PROPOSALS Create a system of tracking the participation of the researchers in the different institutional bodies. An open discussion at the university regarding the system of financial rewarding of this participation.

Training and Development**36. Relation with supervisors**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
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Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	GAP The conducted research has ranked this area as the number one priority within the dimension "Training and Development". This area needs concrete activities in order to make improvements. Only 51% of the researchers "mostly" or "fully" agree that this principle is well implemented at the university. Almost 30% of the researchers "do not know" or "can not estimate" if it is well implemented. On the other hand, over 55% of the researchers have stated this principle as important. Almost 24% of the researchers "do not know" or "can not estimate" if this principle is important. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 43. (evaluation of work of the assistants, postdoctoral students, and mentors) Collective Agreement for science and higher education.	INITIATIVES UNDERTAKEN This principle is included in the Statute - Article 90. point 2. (mentors are appointed to young researchers - assistants. The election of the mentors and evaluation of the assistants' work is determined by the special university acts.; Article 97. (evaluation of the work of the assistants, postdoctoral students, and mentors) NEW PROPOSALS Introduce clear rules on the evaluation of the doctoral students' work on their thesis and performance of the mentors as well. Analyze the relationship between mentors and doctoral students through anonymous questionnaires. An open discussion at the university on the necessity of founding the Center for the development of careers of the researchers.

Status**37. Supervision and managerial duties**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Only 51% of the researchers "mostly" or "fully" agree that this principle is well implemented at the university. Almost 30% of the researchers "do not know" or "can not estimate" if it is well implemented. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 43. point 5. (mentors), Article 87. point 2 as well as Article 97. a (evaluation of the work of the assistants, postdoctoral students, and mentors)	INITIATIVES UNDERTAKEN This principle is included in the Statute - Article 90. point 2. (mentors are appointed to young researchers - assistants. The election of the mentors and evaluation of the assistants' work is determined by the special university acts.; Article 97. (evaluation of the work of the assistants, postdoctoral students, and mentors) NEW PROPOSALS Analyze the relationship between mentors and doctoral students through anonymous questionnaires. An open discussion at the university on the necessity of founding the Center for the development of careers of the researchers. This needs to be lead by the new HR expert appointed at the university.

38. Continuing Professional Development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP There is no formal obligation of continuous professional development other than when election to titles. IMPLEMENTATION IMPEDIMENTS There are no legal obstacles to this principle.	INITIATIVES UNDERTAKEN This principle is partially included: - in the Statute - Article 6. (tasks of the university) - in the Code of Ethics - Article 5. (professional behavior) NEW PROPOSALS An open discussion at the university on the necessity of founding the Center for the development of careers of the researchers. Continuous efforts into communication on the importance of the lifelong learning concept. Encourage international career professional development through international geographical, inter-sectoral, and interdisciplinary mobilities.

Status**39. Access to research training and continuous development**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP Only 54% of the researchers "mostly" or "fully" agree that this principle is well implemented at the university. Almost 24% "do not know/ cannot estimate" if this principle is well implemented at the university. Lack of financial resources for the inclusion of all researchers in different professional development activities. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 6. point 1. (National council for science, higher education, and technological development..takes care of the development and quality of the whole science community); Article 13 (...it suggest the measures and conducts activities for the affirmation and enhancement of the scientific and teaching offspring) Labor Act - Article 86. point 4. (worker has the right to a paid leave during education or professional development) Collective Agreement for science and higher education. - Article 40. - Article 43. (leaves)	INITIATIVES UNDERTAKEN This principle is partially included in: - the Statute - Article 6. (tasks of the university) - the Code of Ethics - Article 5. (professional behavior - the Ordinance on work - Articles 45.-47 NEW PROPOSALS Address the necessity of additional funding of the continuous national and international education of the researchers on a national level (university board and department leaders). An open discussion at the university on the necessity of founding the Center for the development of careers of the researchers.

Status**40. Supervision**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	GAP 36% of the researchers "mostly" or "fully" agree that this principle is well implemented at the university. Almost 34% of the researchers "do not know/ cannot estimate" if this principle is well implemented at the university. IMPLEMENTATION IMPEDIMENTS SAHEA - Article 43 (associate titles and working positions and evaluation of the work of the assistants, postdoctoral students, and mentors) Collective Agreement for science and higher education	INITIATIVES UNDERTAKEN This principle is partially included in the Statute - Article 90. point 2. (mentors are appointed to young researchers). The election of the mentor as well as the assistants' work is regulated by the special acts of the university. NEW PROPOSALS An open discussion at the university on the necessity of founding the Center for the development of careers of the researchers. Introduce clear rules on the evaluation of the doctoral students' work on their thesis and performance of the mentors as well. Analyze the relationship between mentors and doctoral students through anonymous questionnaires.