

Institute for Anthropological Research
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***The European Charter for Researchers and
the Code of Conduct for the Recruitment of
Researchers***

***“A Human Resources Strategy for
Researchers incorporating the Charter and
Code”***

ACTION PLAN

Drafting process for Action Plan for the Institute for Anthropological Research

Action Plan for A Human Resources Strategy for Researchers incorporating the Charter and Code, can be very useful for our Institute, informing the researchers about important aspects of their work and carrier: Ethical and professional aspects, Recruitment, Working conditions and social security, Training. Well informed researchers can be more efficient.

Self-evaluation Table was sent by e-mail to all members of the Scientific Council at the end of April 2011. After all comments of the Scientific Council members were acknowledged, the final version of the document was written and translated into English.

The Scientific Council formed a working group consisting of three members responsible for making of the Action Plan Summary and (in collaboration with a Legal Department) the Human Resources Strategy for Researchers. This working group met on three occasions, consecutively in May and June 2011. Specific tasks were assigned during first meeting and the draft of the Action Plan Summary was presented and agreed upon during the second meeting. The draft was sent to all members of the Scientific Council by e-mail.

On July, 6th, 2011 during the regular Scientific Council meeting, the draft was discussed and some suggestions were proposed. The working group met for the third time on October 31st, 2011 to discuss and agree on the received remarks.

In spite of the fact that we already have the drafts of the strategies required for certain interventions of the Action plan, we have to be careful in considering the details that must be predicted in advance, in specific aspects of our interventions. That's the reason why we want to have enough time for some interventions that could be formal defined immediately. However, we'll try to perform all planned actions as soon as possible (ahead of the schedule), because of potentially very useful results for our Institute.

The Action Plan Summary

The main principle of our Action plan is having in mind specifics of the Institute for Anthropological Research (INANTRO) and its researches, cooperation, practical application of the results of researches, etc.

1. Ethical and professional aspects		
Actions Required	Who/ Responsibility	When/ Implementation
1.1. Construction of informational package for researchers containing basic information on relevant legislative and institutional rules regarding scientific research, employment and research rights and obligations.	Scientific Council Legal Department Head of Institute	31 of December 2012
1.2. Drafting the strategy of continuous informing of researchers about all important events related to the work on the INANTRO.	Scientific Council Head of Institute	31 of December 2012
1.3. Creating Code of Ethics, congruent with existing INANTRO's regulations	Legal Department Ethics Committee Scientific Council	31 of December 2012
1.4. Creating the Mentoring Regulations, with the goal of defining mentor responsibilities and rights, congruent with existing INANTRO's regulations	Scientific Council Legal Department	31 of December 2012
1.5. Creating Rules for Ethics Committee, congruent with existing INANTRO's regulations (as a sub-document of a Code of Ethics)	Legal Department Ethics Committee Scientific Council	31 of December 2012
1.6. The summaries of the results of current projects will be presented on the INANTRO's website, as same as in Croatian Scientific Bibliography. The contents presented on the website have to reflect practical implications of the projects' results, as same as the importance of these results for the society at all.	Project Leaders	31 of December 2012
1.7. Inventing plan for a general strategy for promoting INANTRO's work and importance in national and international contexts, with an accent on establishing relations with economy (practical importance of researches) and in the international projects' network.	Scientific Council Head of Institute	31 of December 2012

2. Recruitment		
Actions Required	Who/ Responsibility	When/ Implementation
2.1. Drafting Code of Conduct for the Recruitment of Researchers, as a sub-document. The sense of this document is more precise definition the priorities for the	Scientific Council Legal Department Selection Committee for Employment	1st of July 2013

selection of new researchers.		
2.2. Drafting Code of Conduct for the Recognition of Researchers, as a sub-document. The sense of this document is more precise definition of the criteria for the priorities for selection into scientific position, according to INANTRO's Development Strategy, and general propositions for the Recognition of Researchers	Scientific Council Legal Department Selection Committee for Scientific positions Head of Institute	1st of July 2013
2.3. Scientific Council has to initiate informing about the aspects of recognition foreign education qualifications.	Scientific Council	1st of July 2013
2.4. The training about the recognition of foreign education qualifications should be organized, in cooperation with National Academic Recognition Information Centers and European Network of Information Centers.	Scientific Council Legal Department	1st of July 2013

3. Working conditions and social security		
Actions Required	Who/ Responsibility	When/ Implementation
3.1. Scientific Council will discuss about cooperation in Media Anthropology Network, Medical Anthropology Network (European Association of Social Anthropologists), Network of Concerned Anthropologists (NCA), European Virtual Anthropology Network – Society, and other anthropological associations	Scientific Council	31 of December 2012
3.2. Drafting Protection of Intellectual Property Ordinance.	Scientific Council Legal Department Head of Institute	31 of December 2012
3.3. Drafting Rules of Good Academic Practice for Scientific Research, with an accent on both ethical and scientific criteria.	Scientific Council Legal Department Head of Institute	31 of December 2012
3.4. Drafting Ordinance on good experimental practice, with an accent on security during researching.	Legal Department Scientific Council Head of Institute	31 of December 2012

4. Training		
Actions Required	Who/ Responsibility	When/ Implementation
4.1. Striving to intensify the involvement in European scientific programs and projects, as same as in researches in cooperation with international researchers. Simultaneously, we have to make indicators for evaluating cooperation with international cooperators.	Scientific Council Head of Institute	1st of July 2013