



**УНИВЕРЗИТЕТ У БАЊОЈ ЛУЦИ**  
**UNIVERSITY OF BANJA LUKA**

## **Action Plan**

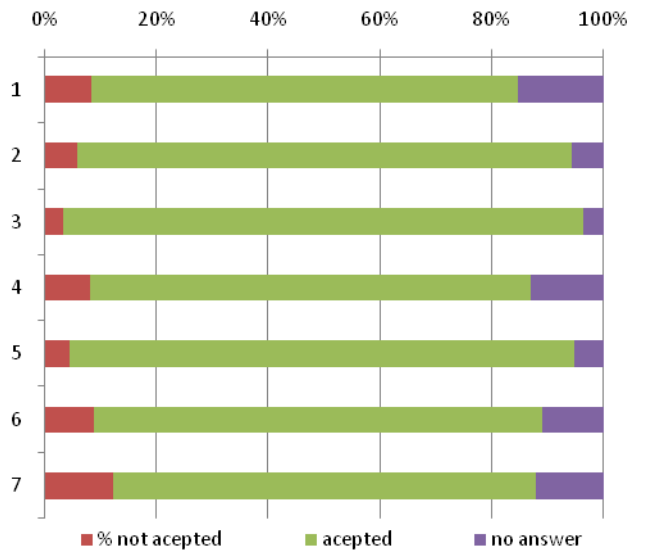
**based on the survey of the European Charter and Code of researchers at the University of Banja Luka**

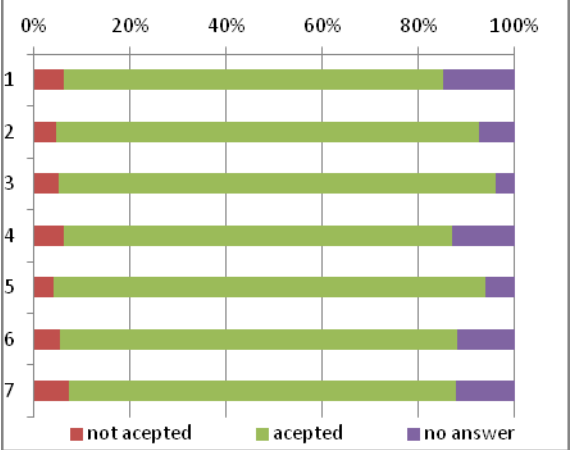
The survey was conducted from February to May 2014, where he interviewed 380 of 811 researchers at the University of Banja Luka, or 46.86%.

**Office for science, research and development**  
**June 2014.**

### 1 Research freedom

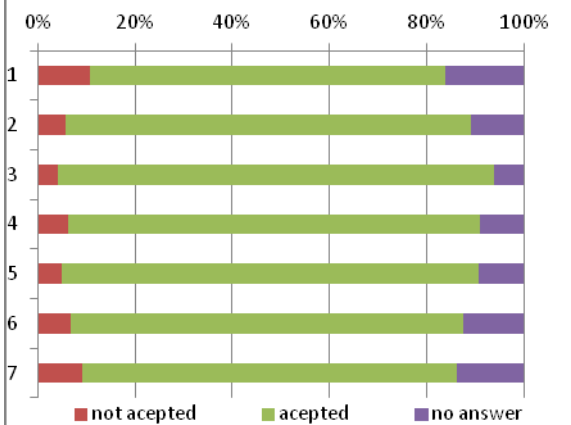
Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>1-Labor Law of the Republic of Srpska                  2-The Law on Higher Education of the Republic of Srpska                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6-Regulations on the procedure and conditions for selection of teachers and associates</p>	<p>Mining Act of the Republic of Srpska (Official Gazette of the Republic of Srpska - number 59/12) abolish the right to development of project documentation to educational and research institutions.</p>	<p>Government of Republic of Srpska                  National Assembly of Republic of Srpska</p> <p>2017. fourth quarter of the year</p>

7.Regulations on standards for implementation and financing programs		
<p><b>2. Ethical principles</b></p> <p>Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.</p>		
Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who?
 <p>1-Labor Law of the RS  2-The Law on Higher Education of the RS  3-Law on Scientific and technological development activities RS  4-The Law on Copyright and Related Rights BiH  5-Statute of the University of Banja Luka  6- Regulations of Procedure and conditions for selection of teachers and associates  7-Regulations of standards for implementation and financing programs</p>	<p>Enter the existing legal framework, through amendments to the provisions on the principle of ethics in the work of the academic staff.  Prevent the correspondence author who did not participate in the creation of scientific work.  Change the code of researchers of the University.</p>	<p>Senate of the University of Banja Luka</p> <p>2015. fourth quarter of the year</p>

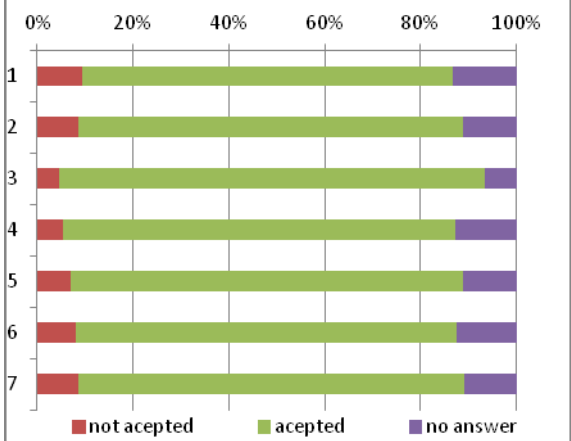
### 3. Professional responsibility

Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	<p>Adopt the Regulations on copyright and responsibility at the University level. Amend the Higher Education Act and the Regulations on the procedure for selection of teachers and associates in order to introduce sanctions against those who are found to have participated in plagiarism.                  During the election committee of the Faculty of Education should confirm the absence of plagiarism in the enclosed papers of candidates in the form of a statement. At the university level to provide software to monitor possible plagiarism of scientific papers.</p>	<p>Senate of the University of Banja Luka                  Steering board of the University                    2017.fourth quarter of the year</p>

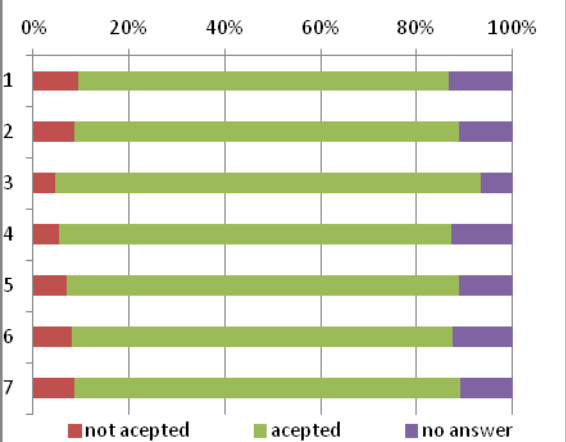
#### 4. Professional attitude

Research should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who																																
 <table border="1"> <caption>Survey Results Data</caption> <thead> <tr> <th>Item</th> <th>not accepted (%)</th> <th>accepted (%)</th> <th>no answer (%)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>10</td> <td>75</td> <td>15</td> </tr> <tr> <td>2</td> <td>10</td> <td>75</td> <td>15</td> </tr> <tr> <td>3</td> <td>5</td> <td>85</td> <td>10</td> </tr> <tr> <td>4</td> <td>10</td> <td>75</td> <td>15</td> </tr> <tr> <td>5</td> <td>10</td> <td>75</td> <td>15</td> </tr> <tr> <td>6</td> <td>10</td> <td>75</td> <td>15</td> </tr> <tr> <td>7</td> <td>10</td> <td>75</td> <td>15</td> </tr> </tbody> </table> <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	Item	not accepted (%)	accepted (%)	no answer (%)	1	10	75	15	2	10	75	15	3	5	85	10	4	10	75	15	5	10	75	15	6	10	75	15	7	10	75	15	<p>Adopt the Regulations related to the implementation of projects within the organizational units of the University.</p>	<p>Senate of the University of Banja Luka                   2015.fourth quarter of the year</p>
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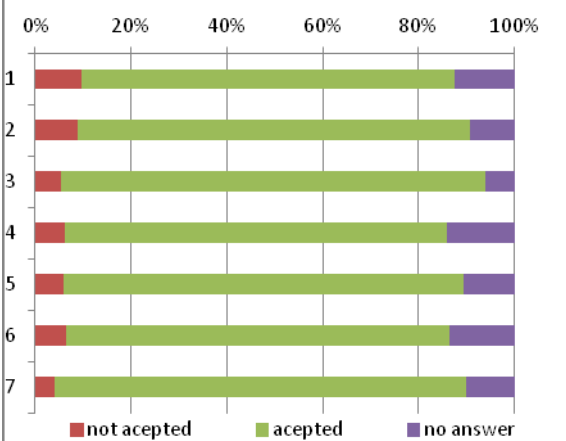
### 5. Contractual and legal obligations

Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and conditions of the contract or equivalent document.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	<p>It is necessary to increase the mobility of information among all employees of the University.</p>	<p>Senate of the University of Banja Luka-expanded collegium</p> <p>2015.third quarter of the year</p>

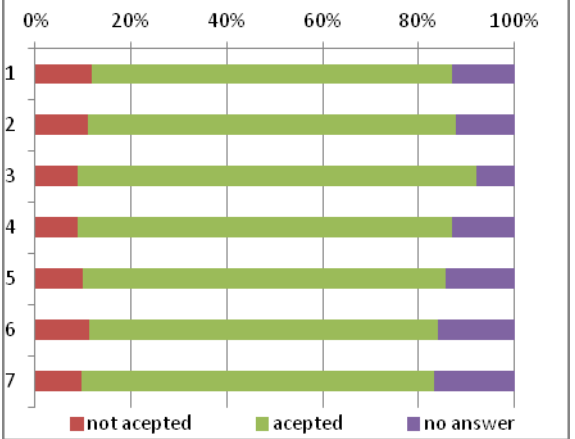
## 6. Accountability

Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees. Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
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## 7. Good practice in research

Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.

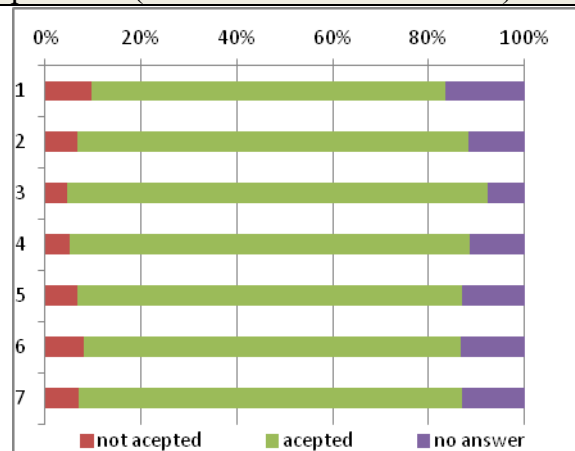
Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
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## 8. Dissemination, exploitation of results

All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)



- 1-Labor Law of the RS
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Actions required

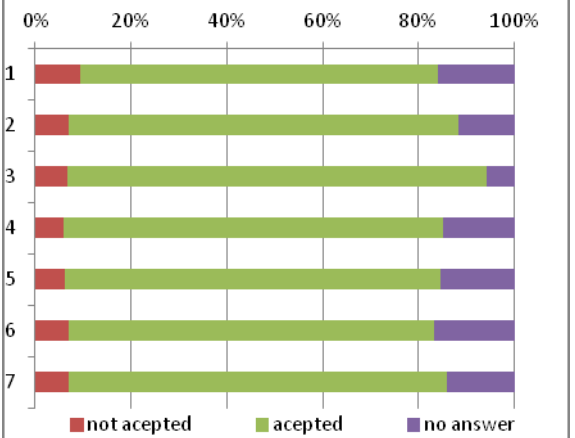
Everything works, biographies and reports on the progress of all the teachers and staff make publicly available via the website of the Faculty and the University. Establish cooperation with companies in the area from which the research project is being implemented.

When/Who

Senate of the University of Banja Luka  
Rectorate/Faculties  
2016. second quarter of the year

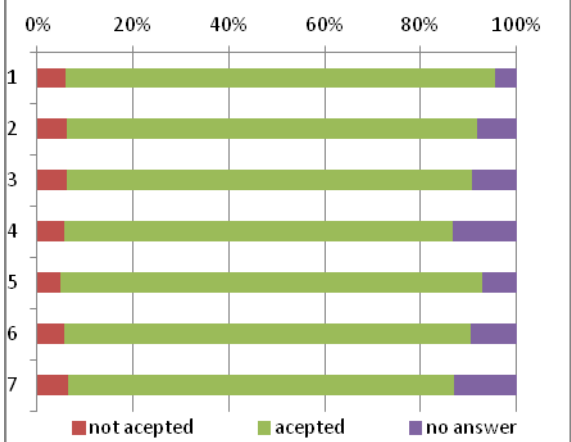
## 9. Public engagement

Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	<p>Opening the internet portals and internet use existing data on citations researchers.</p> <p>To ensure greater availability of information on scientific work to the public by organizing public events and providing greater financial support.</p> <p>Establish cooperation of the media, for example. participation in the programs in which they will inform the public about scientific-research projects and scientific-research work in general.</p>	<p>Senate of the University of Banja Luka</p> <p>2017. first quarter of the year</p>

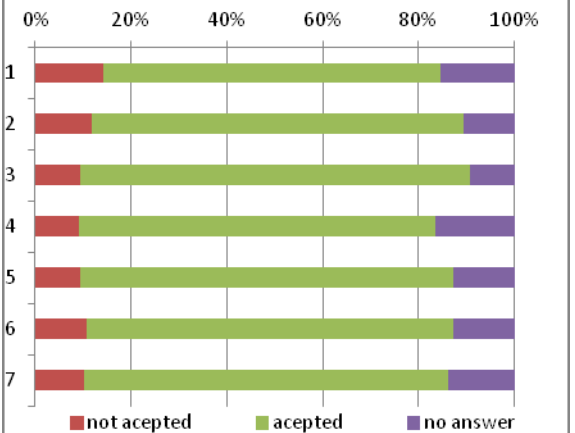
### 10. Non discrimination

Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	No suggestions for necessary actions	When/Who
 <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>		-

## 11. Evaluation/ appraisal systems

Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>0% 20% 40% 60% 80% 100%</p> <p>1 2 3 4 5 6 7</p> <p>not accepted    accepted    no answer</p> <p>1-Labor Law of the RS 2-The Law on Higher Education of the RS 3-Law on Scientific and technological development activities RS 4-The Law on Copyright and Related Rights BiH 5-Statute of the University of Banja Luka 6- The Regulations of Procedure and conditions for selection of teachers and associates 7- The Regulations of standards for implementation and financing programs</p>	<p>Evaluation system exists, but the criteria for advancement low. Amend the Law on Higher Education of the RS and the Regulations on the procedure for selection of teachers and associates. Establish a formal system of impartial appraisal that will that will have the primary objective of not sanctioning more rewarding successful. Adopt Ordinance on the evaluation of scientific research results of researchers, which would include quantitative criteria according to international standards. It is necessary to ensure that the University (planned and implemented) greater financial resources for co-funding of scientific research through the creation of a fund for this purpose. It must regularly conducting the evaluation for the purpose of efficiency of explorers.</p>	<p>Senate of the University of Banja Luka Government of Republic of Srpska National Assembly of Republic of Srpska</p> <p>2017. first quarter of the year</p>

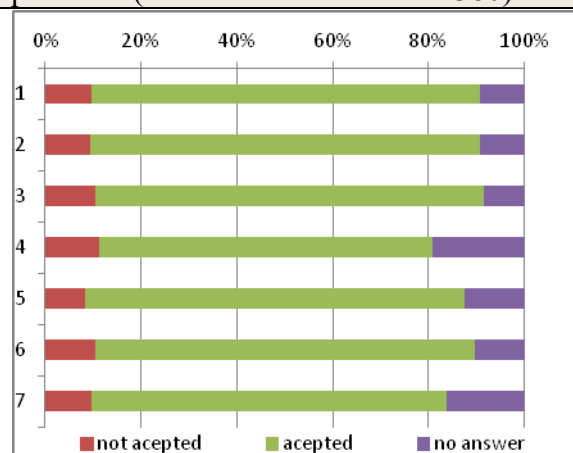
## 12. Recruitment

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning of their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)

No suggestions for necessary actions

When/Who



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2-The Law on Higher Education of the RS

3-Law on Scientific and technological development activities RS

4-The Law on Copyright and Related Rights BiH

5-Statute of the University of Banja Luka

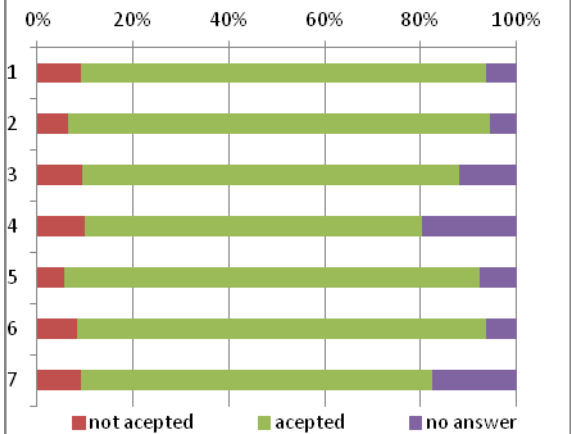
6- The Regulations of Procedure and conditions for selection of teachers and associates

7- The Regulations of standards for implementation and financing programs

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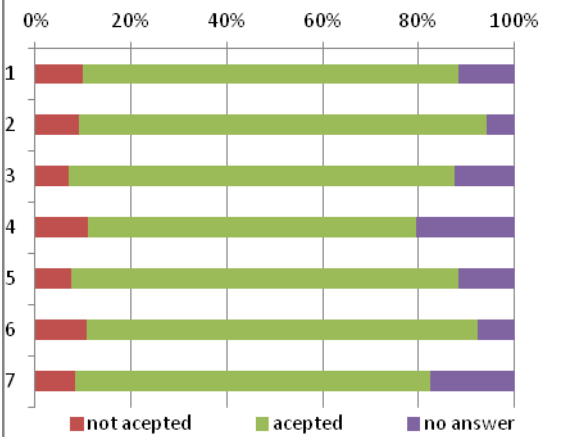
### 13. Recruitment (Code)

Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
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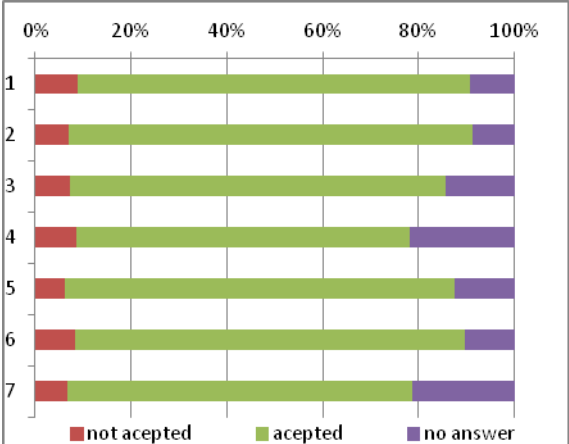
#### 14. Selection (Code)

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained should be realistic.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
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### 15. Transparency (Code)

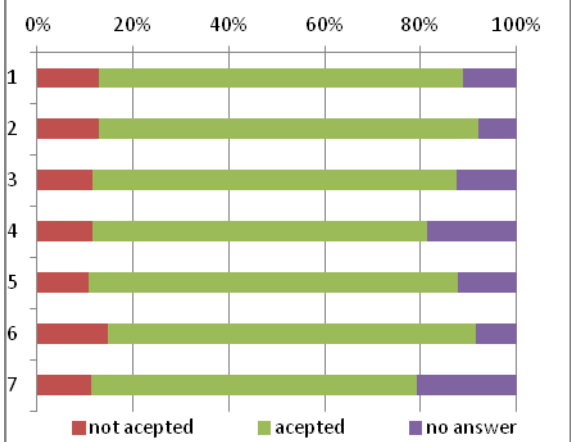
Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who																																
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7- The Regulations of standards for implementation and financing programs	10	80	10																															



### 16. Judging merit (Code)

The selection process should take into consideration the whole range of experience 15 of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
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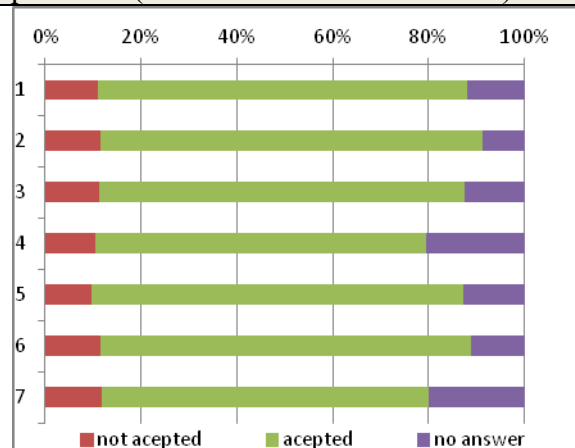
### 17. Variations in the chronological order of CVs (Code)

Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)

Actions required

When/Who



The regulations are very rigid, does not suffer a break in his career, it is expected that the researcher is continuously working for 20 years (4 + 5 + 5 + 6) to the status of an assistant entered the status of full professor and while it is always employed for a certain time, which creates additional pressure in any attempt to broaden fields of interests.

Senate of the University of Banja Luka

2016. fourth quarter of the year

- 1-Labor Law of the RS
- 2-The Law on Higher Education of the RS
- 3-Law on Scientific and technological development activities RS
- 4-The Law on Copyright and Related Rights BiH
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- 6- The Regulations of Procedure and conditions for selection of teachers and associates
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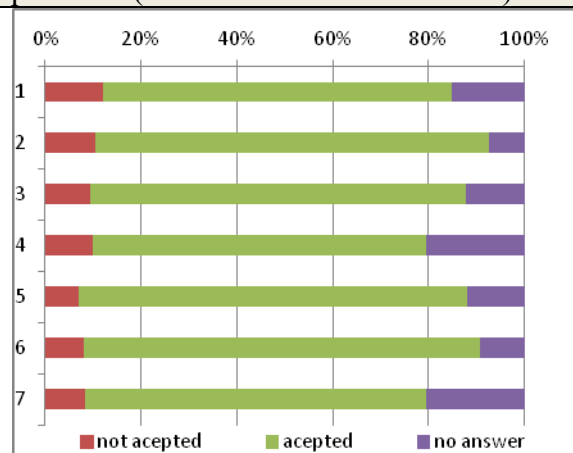
### 18. Recognition of mobility experience (Code)

Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)

Actions required

When/Who



Law on Higher Education, the Statutes of the University of Banja Luka and the Regulations of Procedure and conditions for selection of teachers and staff in the higher ranks it is necessary to give greater guarantees for evaluation and recognition of mobility experience of teaching staff and researchers. Evaluate and stimulate study abroad.

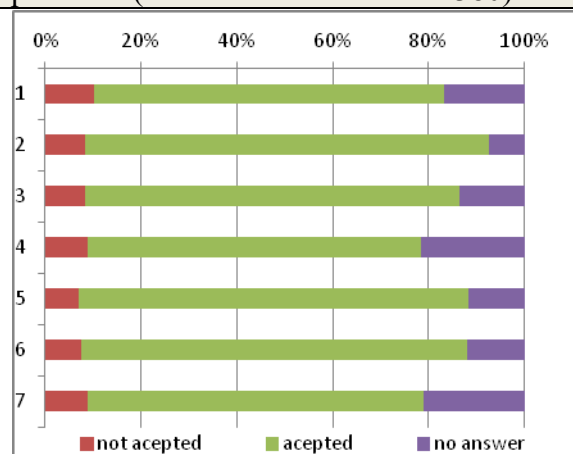
Senate of the University of Banja Luka  
 Government of Republic of Srpska  
 National Assembly of Republic of Srpska  
 2017. first quarter of the year

- 1-Labor Law of the RS
- 2-The Law on Higher Education of the RS
- 3-Law on Scientific and technological development activities RS
- 4-The Law on Copyright and Related Rights BiH
- 5-Statute of the University of Banja Luka
- 6- The Regulations of Procedure and conditions for selection of teachers and associates
- 7- The Regulations of standards for implementation and financing programs

### 19. Recognition of qualifications (Code)

Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)



- 1-Labor Law of the RS
- 2-The Law on Higher Education of the RS
- 3-Law on Scientific and technological development activities RS
- 4-The Law on Copyright and Related Rights BiH
- 5-Statute of the University of Banja Luka
- 6- The Regulations of Procedure and conditions for selection of teachers and associates
- 7- The Regulations of standards for implementation and financing programs

Actions required

It is necessary to make the publication (sufficient and only in electronic form), where the teachers and staff at one site had a quick and complete information on this issue. It is necessary to introduce a special procedure for the recognition of foreign doctoral degrees, which would engage experts in the group of countries from where the vast majority of candidates.

When/Who

Senate of the University of Banja Luka  
2016. third quarter of the year

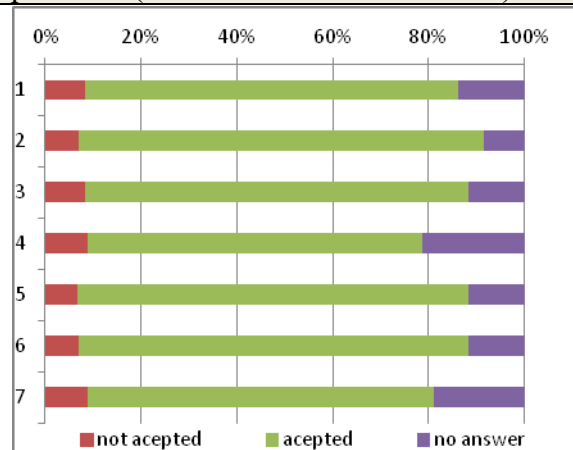
## 20. Seniority (Code)

The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)

No suggestions for necessary actions

When/Who

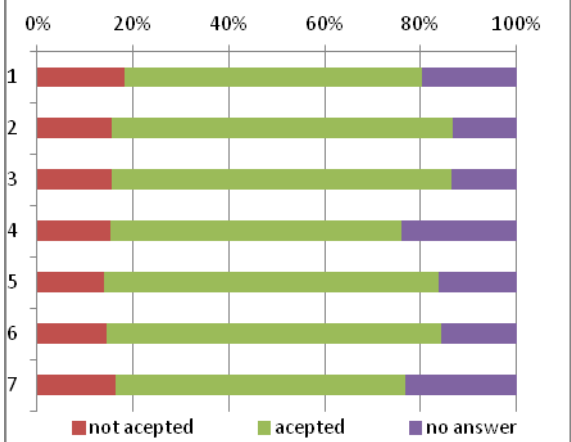


- 1-Labor Law of the RS
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- 4-The Law on Copyright and Related Rights BiH
- 5-Statute of the University of Banja Luka
- 6- The Regulations of Procedure and conditions for selection of teachers and associates
- 7- The Regulations of standards for implementation and financing programs

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## 21. Postdoctoral appointments (Code)

Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who																																
 <table border="1"> <caption>Survey Results Data</caption> <thead> <tr> <th>Category</th> <th>not accepted (%)</th> <th>accepted (%)</th> <th>no answer (%)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>15</td> <td>65</td> <td>20</td> </tr> <tr> <td>2</td> <td>15</td> <td>70</td> <td>15</td> </tr> <tr> <td>3</td> <td>15</td> <td>70</td> <td>15</td> </tr> <tr> <td>4</td> <td>15</td> <td>65</td> <td>20</td> </tr> <tr> <td>5</td> <td>15</td> <td>65</td> <td>20</td> </tr> <tr> <td>6</td> <td>15</td> <td>70</td> <td>15</td> </tr> <tr> <td>7</td> <td>15</td> <td>65</td> <td>20</td> </tr> </tbody> </table> <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	Category	not accepted (%)	accepted (%)	no answer (%)	1	15	65	20	2	15	70	15	3	15	70	15	4	15	65	20	5	15	65	20	6	15	70	15	7	15	65	20	<p>In the existing regulations include the manner of appointment and employment of post - doctoral students.</p>	<p>Senate of the University of Banja Luka</p> <p>2016. fourth quarter of the year</p>
Category	not accepted (%)	accepted (%)	no answer (%)																															
1	15	65	20																															
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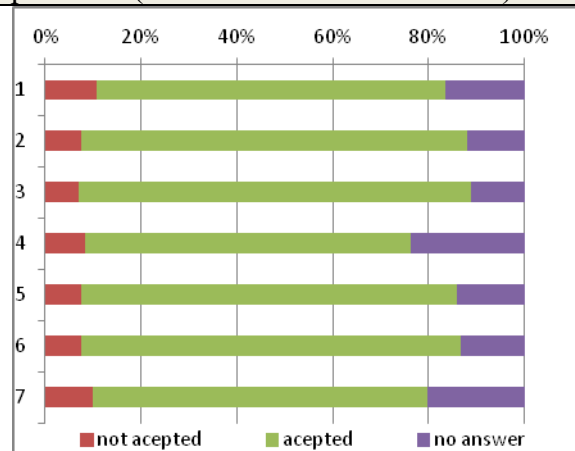
## 22. Recognition of the profession

All researchers engaged in a research career should be recognized as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)

No suggestions for necessary actions

When/Who



- 1-Labor Law of the RS
- 2-The Law on Higher Education of the RS
- 3-Law on Scientific and technological development activities RS
- 4-The Law on Copyright and Related Rights BiH
- 5-Statute of the University of Banja Luka
- 6- The Regulations of Procedure and conditions for selection of teachers and associates
- 7- The Regulations of standards for implementation and financing programs

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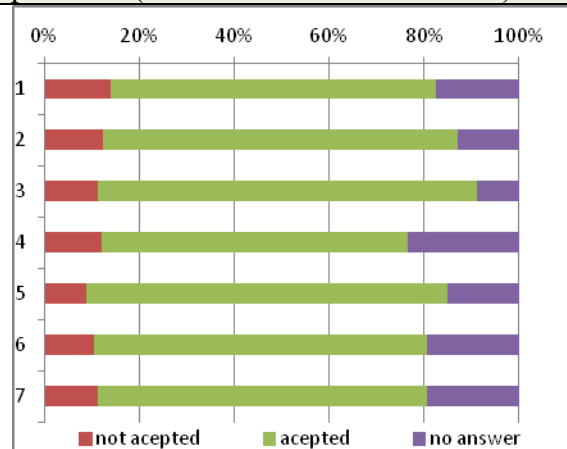
### 23. Research environment

Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)

Actions required

When/Who



Provide greater material and technical support from the Ministry of Science and Technology and the University.

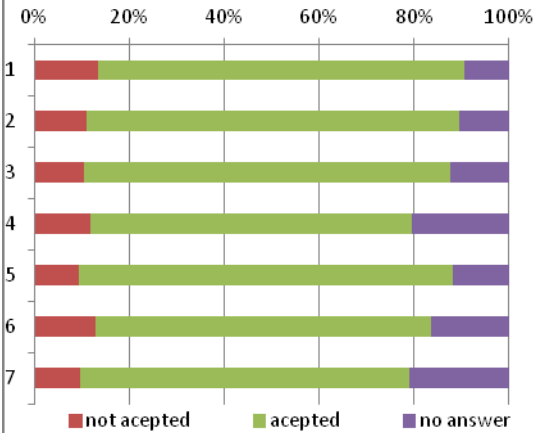
Government of Republic of Srpska  
2015. fourth quarter of the year

- 1-Labor Law of the RS
- 2-The Law on Higher Education of the RS
- 3-Law on Scientific and technological development activities RS
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## 24. Working conditions

Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, *inter alia*, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>0% 20% 40% 60% 80% 100%</p> <p>1 2 3 4 5 6 7</p> <p>not accepted    accepted    no answer</p> <p>1-Labor Law of the RS 2-The Law on Higher Education of the RS 3-Law on Scientific and technological development activities RS 4-The Law on Copyright and Related Rights BiH 5-Statute of the University of Banja Luka 6- The Regulations of Procedure and conditions for selection of teachers and associates 7- The Regulations of standards for implementation and financing programs</p>	<p>Our positive legislation, nor the by-laws do not recognize this principle.</p>	<p>Senate of the University of Banja Luka</p> <p>2018. fourth quarter of the year</p>

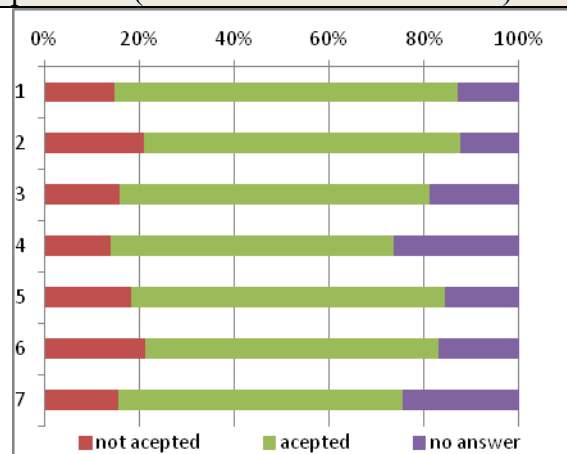
## 25. Stability and permanence of employment

Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the *EU Directive on Fixed-Term Work*.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)

No suggestions for necessary actions

When/Who

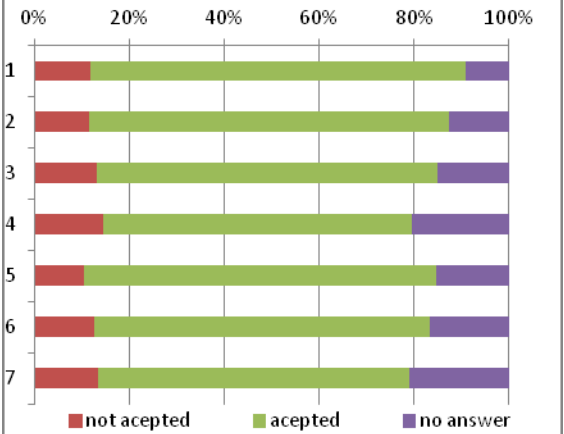


- 1-Labor Law of the RS
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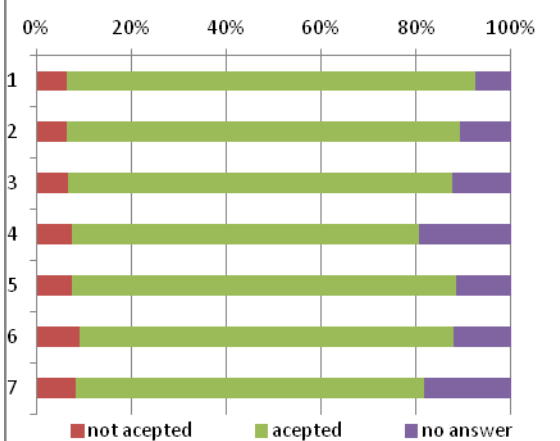
## 26. Funding and salaries

Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	<p>To stimulate and reward researchers who go out to perform part of doctoral studies instead of the current salary reductions. Annul the decision of the Governing Board of the University on the limitation of stay of researchers abroad.</p>	<p>Senate of the University of Banja Luka                  Steering board of the University                  2015. fourth quarter of the year</p>

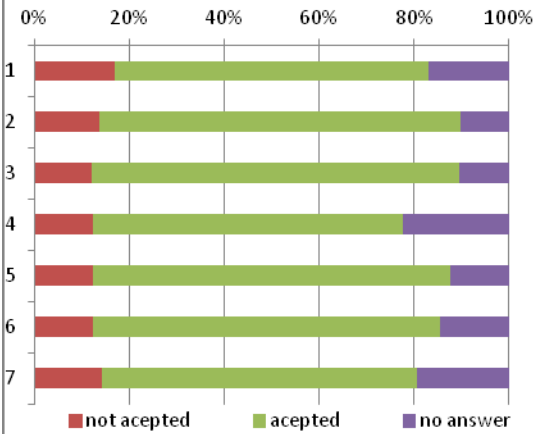
## 27. Gender balance

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who																																
 <table border="1"> <caption>Survey Results Data</caption> <thead> <tr> <th>Category</th> <th>not accepted (%)</th> <th>accepted (%)</th> <th>no answer (%)</th> </tr> </thead> <tbody> <tr> <td>1-Labor Law of the RS</td> <td>10</td> <td>85</td> <td>5</td> </tr> <tr> <td>2-The Law on Higher Education of the RS</td> <td>10</td> <td>85</td> <td>5</td> </tr> <tr> <td>3-Law on Scientific and technological development activities RS</td> <td>10</td> <td>85</td> <td>5</td> </tr> <tr> <td>4-The Law on Copyright and Related Rights BiH</td> <td>10</td> <td>85</td> <td>5</td> </tr> <tr> <td>5-Statute of the University of Banja Luka</td> <td>10</td> <td>85</td> <td>5</td> </tr> <tr> <td>6- The Regulations of Procedure and conditions for selection of teachers and associates</td> <td>10</td> <td>85</td> <td>5</td> </tr> <tr> <td>7- The Regulations of standards for implementation and financing programs</td> <td>10</td> <td>85</td> <td>5</td> </tr> </tbody> </table> <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	Category	not accepted (%)	accepted (%)	no answer (%)	1-Labor Law of the RS	10	85	5	2-The Law on Higher Education of the RS	10	85	5	3-Law on Scientific and technological development activities RS	10	85	5	4-The Law on Copyright and Related Rights BiH	10	85	5	5-Statute of the University of Banja Luka	10	85	5	6- The Regulations of Procedure and conditions for selection of teachers and associates	10	85	5	7- The Regulations of standards for implementation and financing programs	10	85	5	<p>"Gender" provisions are not included in our existing legislation that regulates the field of scientific research, which should work on correcting this omission.</p>	<p>Senate of the University of Banja Luka</p> <p>2018. fourth quarter of the year</p>
Category	not accepted (%)	accepted (%)	no answer (%)																															
1-Labor Law of the RS	10	85	5																															
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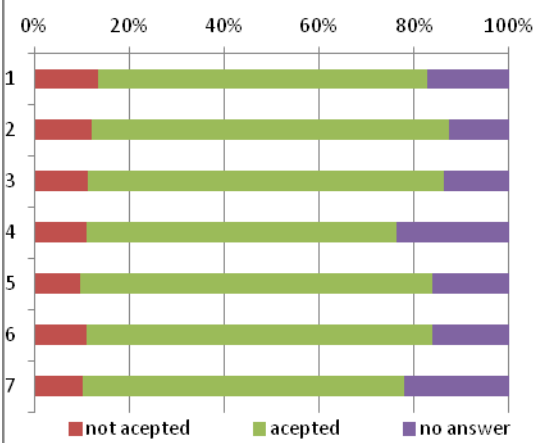
## 28. Career development

Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	<p>The Regulations on remuneration and promotion ensure the realization of this principle. Introduce, given the specificity of employment and status, specific measures to valorize the work and success of employees (incentives, awards, titles, etc.).</p>	<p>Senate of the University of Banja Luka                  2016. third quarter of the year</p>

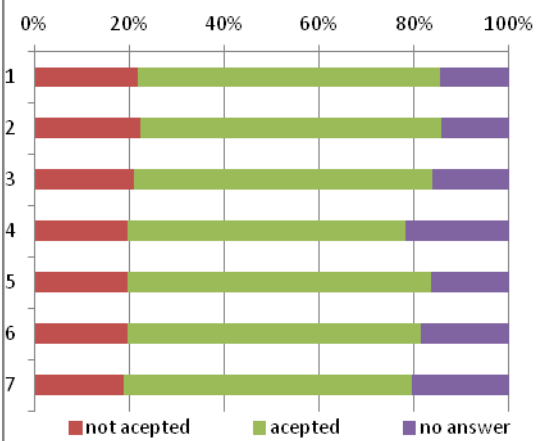
## 29. Value of mobility

Employers and/or funders must recognize the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who																																
 <table border="1"> <caption>Survey Results Data</caption> <thead> <tr> <th>Item</th> <th>not accepted (%)</th> <th>accepted (%)</th> <th>no answer (%)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>10</td> <td>70</td> <td>20</td> </tr> <tr> <td>2</td> <td>10</td> <td>70</td> <td>20</td> </tr> <tr> <td>3</td> <td>10</td> <td>70</td> <td>20</td> </tr> <tr> <td>4</td> <td>10</td> <td>70</td> <td>20</td> </tr> <tr> <td>5</td> <td>10</td> <td>70</td> <td>20</td> </tr> <tr> <td>6</td> <td>10</td> <td>70</td> <td>20</td> </tr> <tr> <td>7</td> <td>10</td> <td>70</td> <td>20</td> </tr> </tbody> </table> <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	Item	not accepted (%)	accepted (%)	no answer (%)	1	10	70	20	2	10	70	20	3	10	70	20	4	10	70	20	5	10	70	20	6	10	70	20	7	10	70	20	<p>Paid leave from a few months to go to the specialization in foreign countries where wages decrease by 30 % it is very discouraging procedure that does not allow young researchers to go abroad and to educate, and have the right only once in five years to take paid absence ...                  Make decisions about providing resources and support for mobility of researchers .</p>	<p>Senate of the University of Banja Luka                  Steering board of the University                  2016. second quarter of the year</p>
Item	not accepted (%)	accepted (%)	no answer (%)																															
1	10	70	20																															
2	10	70	20																															
3	10	70	20																															
4	10	70	20																															
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6	10	70	20																															
7	10	70	20																															

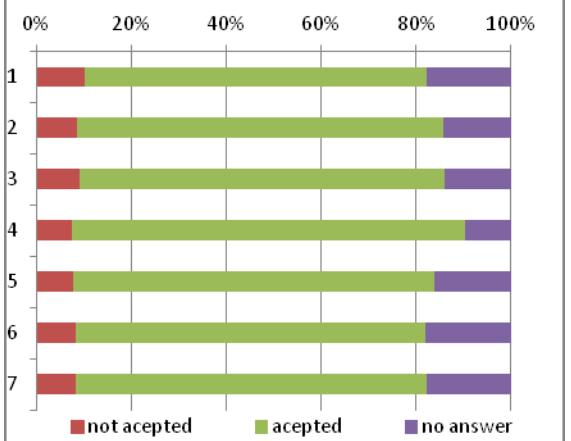
### 30. Access to career advice

Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	<p>Establishment of appropriate units for consultation on the national, local and community level academic.</p>	<p>Senate of the University of Banja Luka                  Government of the Republic of Srpska</p> <p>2017. third quarter of the year</p>

### 31. Intellectual Property Rights

Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	<p>The provisions of the copyright laws of researchers are in the Law on Copyright and Related Rights Act, however, there are no effective mechanisms for their implementation. Therefore, it is necessary not only to bring the provisions on the prohibition of infringement of copyright and related rights, but to find and adopt effective mechanisms for their implementation.</p>	<p>Government of the Republic of Srpska                  Senate of the University of Banja Luka                  National Assembly of Republic of Srpska</p> <p>2017. third quarter of the year</p>



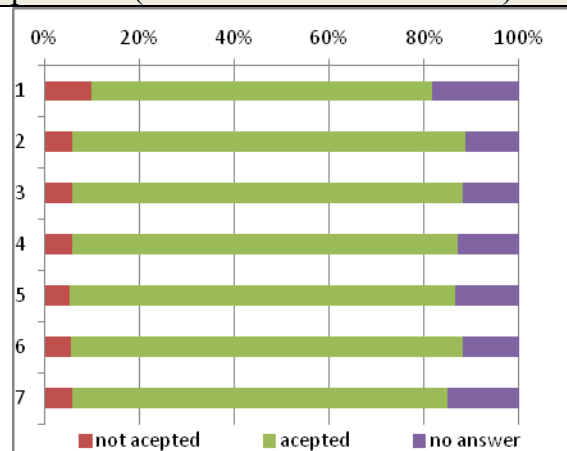
### 32. Co-authorship

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc, or to publish their own research results independently from their supervisor(s)

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)

No suggestions for necessary actions

When/Who

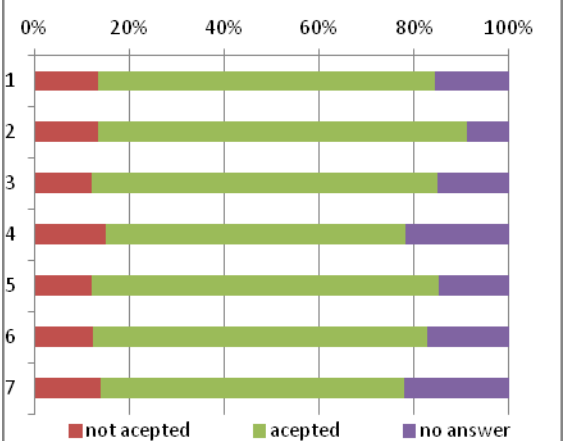


- 1-Labor Law of the RS
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- 5-Statute of the University of Banja Luka
- 6- The Regulations of Procedure and conditions for selection of teachers and associates
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### 33. Teaching

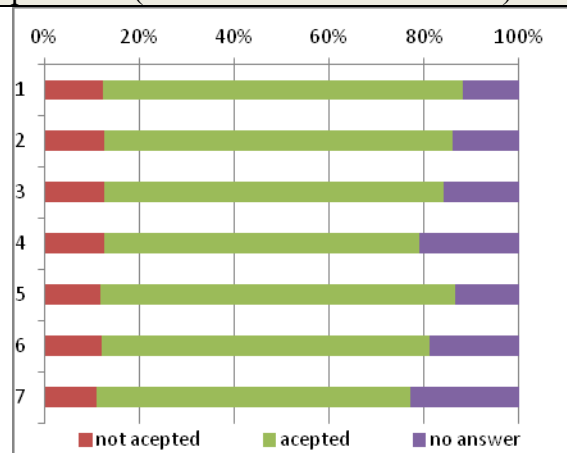
Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	<p>Obligations of teaching are exaggerated. Amendments to the Law on Scientific Research Activity RS particular provide provisions on professional development of young researchers. Reduce the burden on teaching staff by hiring young researchers who will participate in teaching. Evaluate scientific research. (The problem is that our salaries whose assessment only courses). It is important to increase the quality of teaching but also reduce the number of hours Changing the regulations on standards and norms for public funding of higher education institutions.. That time devoted by senior members of staff to the training of young researchers in the form of recognition of a certain number of hours of instruction.</p>	<p>Government of the Republic of Srpska                  Senate of the University of Banja Luka</p> <p>2017. third quarter of the year</p>

### 34. Complains/ appeals

Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)



- 1-Labor Law of the RS
- 2-The Law on Higher Education of the RS
- 3-Law on Scientific and technological development activities RS
- 4-The Law on Copyright and Related Rights BiH
- 5-Statute of the University of Banja Luka
- 6- The Regulations of Procedure and conditions for selection of teachers and associates
- 7- The Regulations of standards for implementation and financing programs

Actions required

Help in processing complaints is not present, need to enable this form of assistance to researchers.

When/Who

Senate of the University of Banja Luka  
2016. fourth quarter of the year

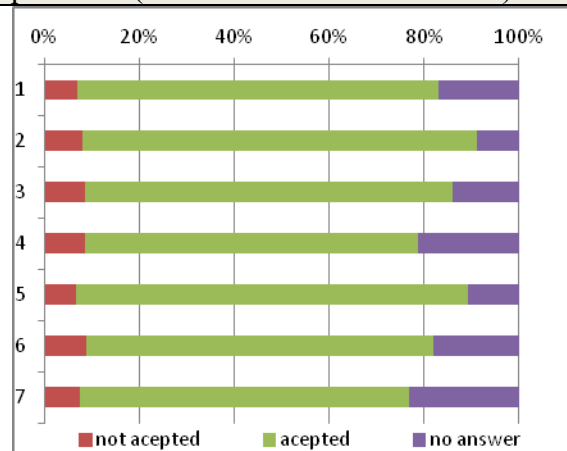
### 35. Participation in decision-making bodies

Employers and/or funders of researchers should recognize it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)

Actions required

When/Who



It takes this principle is integrated into the existing legal framework that regulates the research activity, given that it is absolutely unknown to our current legal regulations.

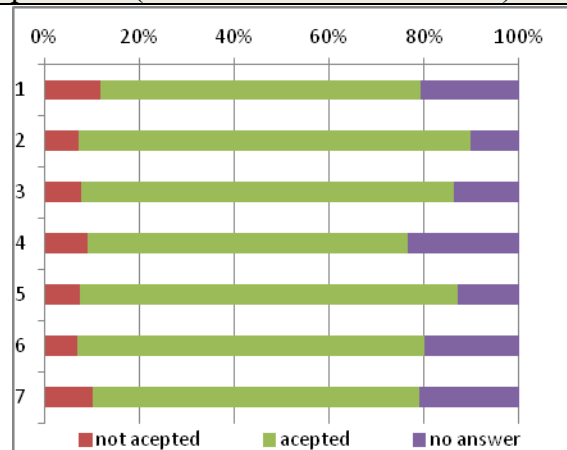
Senate of the University of Banja Luka  
2018. fourth quarter of the year

- 1-Labor Law of the RS
- 2-The Law on Higher Education of the RS
- 3-Law on Scientific and technological development activities RS
- 4-The Law on Copyright and Related Rights BiH
- 5-Statute of the University of Banja Luka
- 6- The Regulations of Procedure and conditions for selection of teachers and associates
- 7- The Regulations of standards for implementation and financing programs

### 36. Relation with supervisors

Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)



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Actions required

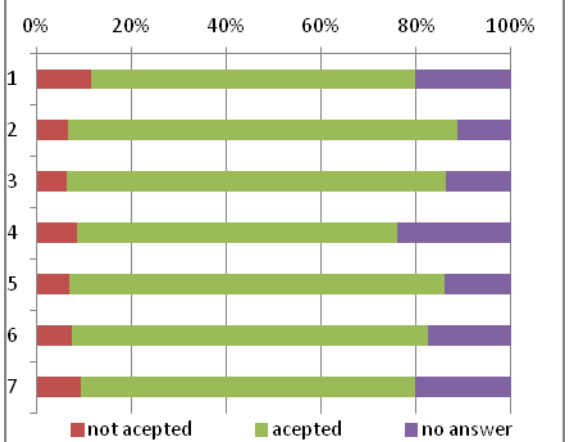
More prescribe procedures for monitoring the work of researchers. The legislation does not recognize explicitly that the provisions governing this principle. Legal certainty, researchers, and mentors, it is expressly provided for this principle in the legislation dealing with scientific-research activities. Mentoring is not adequately defined, nor the regulations provided such a relationship mentors and researchers. It is necessary to introduce public access to mentoring. In regulations recognize mentoring and research as a separate category.

When/Who

Government of the Republic of Srpska  
Senate of the University of Banja Luka  
National Assembly of Republic of Srpska  
  
2017. third quarter of the year

### 37. Supervision and managerial duties

Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	<p>Further evaluated mentoring. For the legal security of researchers, but also as a mentor, it is expressly provided for this principle in the legislation dealing with scientific-research activities.</p> <p>It is necessary to enable the evaluation of the mentoring work with the candidates - students, first, second and third cycle studies through norm-hour during the week, to officially partly evidenced during which sanctify work with candidates.</p>	<p>Government of the Republic of Srpska                  Senate of the University of Banja Luka                  National Assembly of Republic of Srpska</p> <p>2017. third quarter of the year</p>

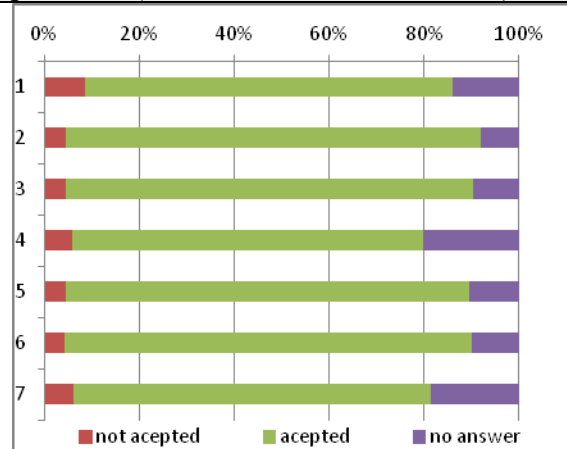
### 38. Continuing Professional Development

Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)

Actions required

When/Who



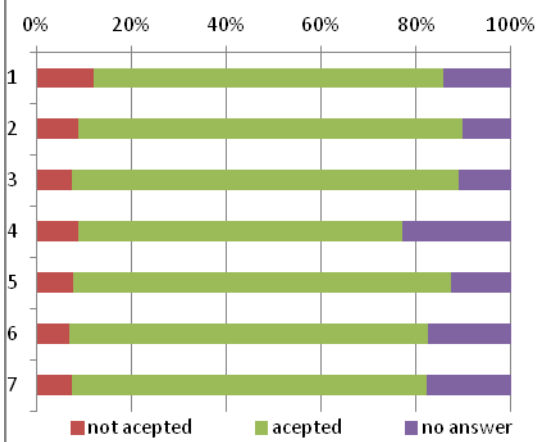
Mandate the presence of at least one international conference for all researchers in the course of a calendar year. The proposal is to introduce two types of full professors: professor and full professor in a constant position. Full Professor would also like everyone else, had to give a report on its work at certain time intervals.

Senate of the University of Banja Luka  
2016. fourth quarter of the year

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### 39. Access to research training and continuous development

Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take up and effectiveness in improving competencies, skills and employability.

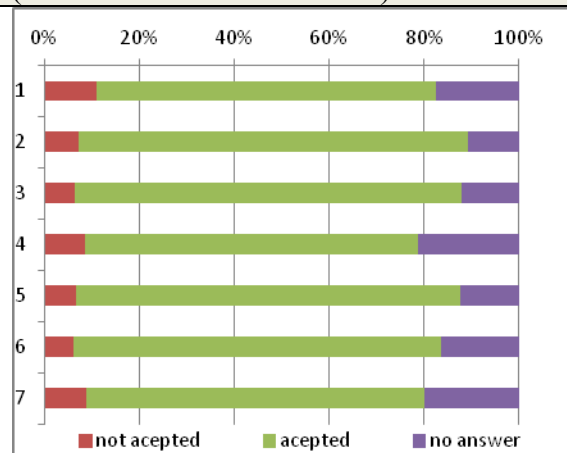
Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)	Actions required	When/Who
 <p>1-Labor Law of the RS                  2-The Law on Higher Education of the RS                  3-Law on Scientific and technological development activities RS                  4-The Law on Copyright and Related Rights BiH                  5-Statute of the University of Banja Luka                  6- The Regulations of Procedure and conditions for selection of teachers and associates                  7- The Regulations of standards for implementation and financing programs</p>	<p>It is necessary that the University and the Ministry of Science and Technology RS , each institution individually, provide much greater resources for training and development. It is necessary, in cooperation with the Government of the Republic of Srpska that the University establish a fund for this purpose.</p>	<p>Government of the Republic of Srpska                  Senate of the University of Banja Luka                   2017. first quarter of the year</p>



#### 40. Supervision

Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms

Survey results: Relevant legislation and existing institutional policies and / or practices (researchers interviewed 380)



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Actions required

Relevant legislation allows for mentoring, but obligations of mentors are not sufficiently regulated. The obligation to mentor should be more precise binding, but also clearer recognition for a job well done, especially in younger mentors. Define the Regulations, and then on the website of the institution to publish the names of mentors and their field, with clearly defined incentives for their work.

When/Who

Senate of the University of Banja Luka  
2016. fourth quarter of the year

**Form completed by:**

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**Date: 04.12.2014.**

**Signature:**