



**BULGARIAN ACADEMY OF SCIENCES**  
**INSTITUTE FOR POPULATION AND HUMAN STUDIES**

## **Action plan**

**October 2015 – October 2017**

Approved by the scientific council of the IHPS with Minutes No 10 as of 25 September 2015

<b>Priorities</b> <b>(as expressed in the</b> <b>IPHS' HRS4R)</b>	<b>Measures /Actions</b>	<b>Persons responsible</b>	<b>Timing</b>	<b>Indicators/Expected results</b>
<b>Priority N 1</b> <b>To create opportunities for conducting scientific research at a high level by involving more researchers from IPHS in international projects</b>	<p>1. Synchronization of IPHS-BAS' research priorities with current scientific research priorities at national, European and international level.</p> <p>2. Organizing seminars for scientific research priorities, scientific achievements and</p>	<p>Director, Scientific Secretary Heads of departments, Heads of research units</p>	<p>Started in July 2010 until October 2017</p>	<ul style="list-style-type: none"> <li>- Established research networks</li> <li>- International projects</li> <li>- Seminars</li> </ul>

<p><b>and research networks.</b></p>	<p>best practices in Europe and worldwide.</p> <p>3. Building network of scientific and research cooperation at national and international level, incl. from a distance</p>			
<p><b>Priority N 2</b></p> <p><b>To construct plans for increasing researchers' competences needed for their career development and for their continuing professional development</b></p>	<p>1. Raising the awareness of researchers in IPHS on national legislation and the rules for the recognition of qualifications acquired in various forms of training (formal or informal).</p>	<p>Director</p> <p>Scientific Secretary,</p> <p>Secretary - Information provision</p>	<p>Start in November 2015</p>	<p>- Performed internal seminars</p>
<p><b>Priority N 4</b></p> <p><b>To create opportunities for researchers' active public engagement while preserving their degree of independence</b></p>	<p>1. Activating researchers in collaboration with business, local and state authorities, civil sector.</p> <p>2. Continuation of regular practices of IPHS in promotion of scientific results in press conferences and various formats of social media;</p>	<p>Director</p> <p>Scientific Secretary,</p> <p>Heads of departments</p> <p>Heads of research units</p> <p>Researchers</p>	<p>October 2015 - October 2016</p>	<p>- Meetings with representatives of business, local and state authorities;</p> <p>- Signed Agreements for collaboration</p> <p>- Accomplished press conferences presenting research results</p> <p>- Media appearances</p>

<p><b>Priority N 7</b></p> <p><b>To provide better working environment in terms of: compliance with ethical principles, gender balance, non-discriminatory working environment, better work-family balance, better technical facilities</b></p>	<ol style="list-style-type: none"> <li>1. Updating the regulatory framework of IPHS so that it reflects the legislation related to the issue of non-discrimination.</li> <li>2. Preparation of rules implementing the law on protection against discrimination IPHS.</li> <li>3. Improve possibilities for flexible working hours in order to motivate researchers</li> <li>4. Creating a better balance between work and family life</li> <li>5. Improvement of institutional research base</li> </ol>	<p>Director, Heads of Departments, Heads of research units Assistant Human Resources</p>	<p>January 2016 – December 2016</p>	<ul style="list-style-type: none"> <li>- Prepared Regulation for implementing the law on protection against discrimination in IPHS.</li> <li>- Precise visiting hours and opportunity for individual planning of the activity</li> <li>- Renewal of office furniture and equipment and the condition of the working premises</li> </ul>
<p><b>Priority N 8</b></p> <p><b>To provide better conditions for adequate remuneration and judging individual merits</b></p>	<ol style="list-style-type: none"> <li>1. Wider informing of the researchers about funding opportunities.</li> <li>2. Encouraging researchers to participate in national and EU projects;</li> <li>3. Establishing a more differentiated system of remunerations taking into account the results of the individual attestation;</li> </ol>	<p>Director, Scientific Secretary, Heads of departments Heads of research units Secretary - Information provision</p>	<p>Started in October 2015 until October 2017</p>	<ul style="list-style-type: none"> <li>- Participation in information seminars on national and European programs;</li> <li>- Presentation of information on the General Assembly of IPHS;</li> <li>- Submitted and/or approved projects</li> <li>- Accomplished differentiated payment</li> </ul>

