

TEMPLATE 3: INTERNAL REVIEW

Name Organisation under review/

INSTITUTE FOR POPULATION AND HUMAN STUDIES - BAS

Organisation's contact details/

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Web-link to published version of organisation's HR Strategy and Action Plan/: <http://www.iphs.eu/n/nachalo/hr-logo.html>

Web-link to organisational recruitment policy (OTM-R principles)/:⁴⁵ http://www.iphs.eu/n/images/stories/venera/VP_AUAD_DLAG.pdf

SUBMISSION DATE TO THE EUROPEAN COMMISSION/: 14TH MAY 2018

1. ORGANISATIONAL INFORMATION/

*Please provide an update of the key figures for your organisation. Figures marked * are compulsory.*

STAFF & STUDENTS/	FTE
<i>Total researchers = staff, fellowship holders, bursary holders, PhD. students either full-time or part-time involved in research/</i>	<i>42+14 PhD students</i>
<i>Of whom are international (i.e. foreign nationality)/</i>	<i>0</i>
<i>Of whom are externally funded (i.e. for whom the organisation is host organisation)/</i>	<i>*</i>
<i>Of whom are women/</i>	<i>34 +14 PhD students</i>
<i>Of whom are stage R3 or R4¹ = Researchers with a large degree of autonomy, typically holding the status of Principal Investigator or Professor./</i>	<i>17</i>

¹ http://ec.europa.eu/euroxess/pdf/research_policies/Towards_a_European_Framework_for_Research_Careers_final.pdf

<i>Of whom are stage R2 = in most organisations corresponding with postdoctoral level/</i>	14
<i>Of whom are stage R1 = in most organisations corresponding with doctoral level/</i>	6+14 PhD students
<i>Total number of students (if relevant)/</i>	
<i>Total number of staff (including management, administrative, teaching and research staff)/</i>	55
RESEARCH FUNDING (figures for most recent fiscal year)/	€
<i>Total annual organisational budget/</i>	701 891,26
<i>Annual organisational direct government funding (block funding, used for teaching, research, infrastructure,...)/</i>	0
<i>Annual competitive government-sourced funding (designated for research, obtained in competition with other organisations – including EU funding)/</i>	77 799,19
<i>Annual funding from private, non-government sources, designated for research/</i>	13 124,86
ORGANISATIONAL PROFILE (a very brief description of your organisation, max. 100 words)	
<i>The Institute for Population and Human Studies (IPHS) is an academic centre for theoretical and applied research in different fields of demography and psychology.</i>	
<i>The mission of IPHS is to carry out demographic and psychological research aimed at studying regularities and determinants of population and individual development. Analyses of reproduction processes and psychological mechanisms for regulation of behaviour with the purpose of assisting institutions in the implementation of strategies and policies for social and personal growth in the process of European integration and world globalization.</i>	
<i>IPHS' key research areas are as follows:</i>	
<ul style="list-style-type: none"> • <i>Structural changes in population due to falling birth rates, ageing, migration, destabilisation of the family institution, morbidity and other demographic</i> 	

challenges;

- *Demographic behaviour changes: Theories, methodological research and empirical analyses in conditions of economic and demographic crisis;*
- *Integration processes and national identity in the context of ethnic, religious, etc. diversity, increased population mobility and globalization;*
- *Changes in personal potential for development and lifelong learning and creating practical approaches for improving the quality of life;*
- *Motives and reasons for aggressive behavior among students at school; Strategies for dealing with the problem;*
- *Psychological aspects of road safety – cognitive functioning and psycho-social characteristics of risky drivers; Strategies for prevention of risky driving;*
- *Health and behavior in school-aged children – psycho-social aspects in international comparative perspective;*
- *Developmental foundations of early emotional cognition and dynamics of transitions in this area; Emotion processing by children with ADHD;*
- *Screening for risk of developmental problems in preschool-aged children;*
- *Inclusive education practices in mainstream kindergartens.*

2. NARRATIVE (MAX. 2 PAGES)/

HRS4R at Institute for Population and Human Studies, Bulgarian Academy of Sciences: May 2016-May 2018

The Institute for Population and Human Studies (IPHS) at Bulgarian Academy of Sciences was the second academic institution in Bulgaria, which was awarded the HR Excellence in Research logo in May 2016. Since then, IPHS has continued to build HR facilities in order to promote high quality research, to support researchers in their careers through training and development, to develop better employment conditions and to maintain high quality professional standards and ethical principles. The HR strategy plan was published on the website http://www.iphs.eu/n/images/design/sabitia/HR_Project_2015/HR_Strategy-IPHS.pdf as well as the Action plan October 2015- October 2017. (http://www.iphs.eu/n/images/design/sabitia/HR_Project_2015/Plan_N_2015_2017.pdf). As the HR logo was received in May 2016 the implementation of activities in the Action plan 2015-2017 was prolonged up to May 2018. This postponement was negotiated in communication with the European Commission in October 2017.

In Template 3 we present a detailed overview of the main IPHS' activities as well as the status of the indicators as stated in the Action Plan 2015- 2017 (May 2018). The internal review is based on the information collected from the research personnel and the administrative staff. The self-evaluation report as well as the updated Action Plan 2018-2020 are created by the members of the Steering Committee responsible for the HR logo. The draft versions of the two documents have been discussed at the IPHS' General Assembly meeting on 8th May 2018 (Minutes N 3). In the updated Action Plan (May 2018-May 2020) the priority N 1 is removed because it is fully completed and priority N5 related to increasing opportunities for early career researchers is included. The last versions of the self-evaluation report, updated Action Plan (2018-2020) and OTM-R system have been uploaded on the IPHS' website.

Key achievements 2015- May 2018

The IPHS' activities related to **the ethical and professional aspects** of research are embedded in the institute HRS4R. The planned actions are implemented within the framework of the five priorities mentioned in the IPHS' HRS4R.

Under **Priority N 1** *“To create opportunities for conducting scientific research at a high level by involving more researchers from IPHS in international projects and research networks”* the three indicators mentioned have been completely implemented. The IPHS' research agenda covers research priorities at national and European level. The detailed information about the conducted projects is on the IPHS' site (<http://www.iphs.eu/n/en/proekti-2/2013-04-30-15-45-48.html> and <http://www.iphs.eu/n/en/proekti-2/2013-04-30-15-46-28.html>)

More than half of the IPHS' academic staff including senior and junior researchers took part in different activities organized within the framework of 15 established international research networks. The participation at the international scientific forums and projects provide opportunities for postdocs and junior researchers to improve their skills in research methodology and argumentation and to sharpen their presentation skills in foreign language. Doing research as part of international networks' projects enhances as well the senior researchers' opportunities to present and discuss their own work in multicultural environment and to exchange ideas and results with their colleagues from different countries.

Under **Priority N 2** *“To construct plans for increasing researchers' competences needed for their career development and for their continuing professional development”* the formal indicator for raising the awareness of researchers on national legislation and the rules for the recognition of qualifications was partly completed because the planned seminar was not organized. The staff obtained some information on legislation through emails.

In terms of acquiring new research competences for continuing professional development we include a new indicator “participation of junior researchers in scientific forums”. In 2016-2017 Department of Psychology at the IPHS organizes two national schools for young researchers in psychology. Participation of PhD students and postdocs stimulate their research skills and boost juniors’ professional development.

Under **Priority N 4** “*To create opportunities for researchers’ active public engagement while preserving their degree of independence*” the two indicators mentioned have been fully implemented. The Institute has signed 7 agreements for collaboration with state agencies, NGOs and business organizations. The IPHS’ research staff took part in 10 meetings/forums with representatives of business, civil and state authorities. The IPHS is very active in presenting researchers’ work in public - at press conferences and in the media. During 2016-2018 more than 120 media presentations are realised by 10 members of the IPHS’ research staff, among them the most active in the media are two of the researchers, including IPHS’ Director.

The IPHS’ activities related to **working conditions and social security** are included in the institute HRS4R as well. The planned actions are implemented within the framework of the priority N 7 mentioned in the IPHS’ HRS4R.

Under **Priority N 7** “*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*”. All three indicators under priority N 7 have been completed. Internal regulation related to the law on protection against discrimination was approved in September 2016 at the IPHS’ General meeting and was uploaded on the website (<http://www.iphs.eu/n/images/stories/venera/Diskriminacia.pdf>)

According to the IPHS’ internal regulations (http://www.iphs.eu/n/images/normative-docs/Pravilnik_IINCH_18.02.2015.pdf) research staff has a flexible working time (12 obligatory office hours for senior researchers, 18 hours – for junior researchers and 24 hours for technical staff and specialists) in order to provide better working-family balance and better working regime.

During 2015-May 2018 the IPHS totally change its technical equipment and office furniture thus providing better working conditions.

Priority N 8 “*To provide better conditions for adequate remuneration and judging individual merits*” includes activities that match 4 criteria. Members from the research staff regularly take part in information seminars organized by the national office of the EC, Ministries and state agencies, the central office of the Bulgarian Academy of Sciences, NGOs, etc. At regular IPHS’ General meeting sessions information about projects, initiatives, activities, etc. is disseminated. There is still room left for more active participation of all the members from the research staff esp. to mobilize those who are engaged only in national funded projects. These activities are relevant to the first two criteria.

During 2015-May 2018 the research staff initiated and completed 23 research projects funded by the government, ministries, national research fund, NGOs, etc.

The last indicator “Accomplished differentiated payment” is partly completed. Remuneration is differentiated according to academic position but still there is a need to implement more precise system of payment according to individual achievements as stated in the attestation form. The main problem in low payment stems from research underfinancing from the state budget.

3. ACTIONS/

Please consult the list of all actions you have submitted as part of your HR strategy. Please add to the overview the current status of these actions as well as the status of the indicators. If any actions have been altered, omitted or added, please provide a commentary for each action.

Examples:

<i>Title action/</i>	<i>Timing</i>	<i>Responsible Unit/</i>	<i>Indicator(s) / Target</i>	<i>Current status</i>
Priority N 1 To create opportunities for conducting scientific research at a high level by involving more researchers from IPHS in international projects and research networks.	Started in July 2010 until October 2017	Director, Scientific Secretary Heads of departments, Heads of research units	<p>- Established research networks</p> <p>Participation of the research staff (50%) in 15 established international research networks</p> <ol style="list-style-type: none"> 1. FRESSCO, http://ec.europa.eu/social/main.jsp?langId=en&catId=1098 , Prof Katja Vladimirova 2. Emigration and Immigration on the Balkans in the focus of Political Psychology, http://www.migrationbalkans.com/ , Prof. Antoaneta Russinova-Hristova 3. Demobalk, http://www.demobalk.org/?LANG=en , Assoc. Professor Elitsa Dimitrova; 4. European Association of Population Studies http://www.eaps.nl/ , Assoc. Professor Elitsa Dimitrova; 5. European Health Psychology Society, http://www.ehps.net/content/about-ehps , Assoc. Prof. Elitsa Dimitrova, Professor Tatyana Kotzeva, Assist. Prof. Anna Alexandrova –Karamanova 6. Health Behaviour in School-aged Children – HBSC, www.hbsc.org Assoc. Prof. Lidiya Vassileva, Assist. Prof. Anna Alexandrova –Karamanova, Assist. Prof. Bogdana Alexandrova, Assist. Prof. Evelina Bogdanova, Professor Tatyana Kotzeva, Assoc. Professor Elitsa Dimitrova 6. Health Behaviour in School-aged Children – HBSC, www.hbsc.org Assoc. Prof. Lidiya Vassileva 7. AWSS-L@H-NET.MSU.EDU, Association of Women in Slavic Studies, http://www.awsshome.org/ , Professor Ilona Tomova; 8. H-Nationalism, https://networks.h-net.org/h-nationalism , Professor Ilona Tomova; 9. Romani Studies Network, Professor Ilona Tomova; 10. PRIVMORT, Professor Ilona Tomova; 	Completed/

			<p>11. ISCH COST Action IS1402 Ageism - a multi-national, interdisciplinary perspective: http://www.cost.eu/COST_Actions/isch/IS1402?management , Assist. Prof. Kamelia Lilova;</p> <p>12. ISCH COST Action IS1409 Gender and health impacts of policies extending working life in western countries: http://www.cost.eu/COST_Actions/isch/IS1409?management , Assist. Prof. Kamelia Lilova;</p> <p>13. HMM WG - Health, Morbidity and Mortality Working Group, https://eaps.nl/scientific-activities/working-groups/ , Assist. Prof. Kamelia Lilova ;</p> <p>14. EAST - Central and Eastern European Ageing Societies https://www.ageing.ox.ac.uk/research/regions/east/ ; https://www.ageing.ox.ac.uk/research/regions/east/publications , Assist. Prof. Kamelia Lilova;</p> <p>15. European Alliance Against Depression, www.eaad.net , Assist. Prof. Anna Alexandrova – Karamanova</p> <p>16. European Society for Research on Internet Interventions (ESRII), http://esrii.org/ , Assist. Prof. Anna Alexandrova –Karamanova</p> <p>- International projects Almost 50% of the research staff, including senior and junior researchers and 3 PhD students took part in international projects. The list of the completed and ongoing projects:</p> <p>1. "Analysis of teachers' attitudes and evaluation of the quality of the learning environment as baseline information for the assessment of the impact of a joint initiative of Ministry of Education and Science and UNICEF aiming to promote inclusive education in kindergartens. " http://www.iphs.eu/n/proekti.html UNICEF-BG funded project. Principal investigator: Assoc. Prof. Maria Trifonova</p> <p>2. "Vision for family policy in support of children and families in Bulgaria". EEA grant. National network for children, IPHS, Child and Space Association. PI: Prof. Tatyana Kotzeva - http://www.iphs.eu/n/proekti/2013-04-30-15-45-48.html</p> <p>3." The dynamic nature of interethnic attitudes in Bulgaria: A social psychological perspective (2013-2016)". Financed by Bulgaria-Swiss Research Programme. http://www.iphs.eu/n/proekti/2013-04-30-15-45-48.html , PI: Prof. Yolanda Zografova & Prof. Antoaneta Russinova-Hristova</p> <p>4. " Values and belief in a just world (2013-2016)". With partnership agreement with University of Paraiba, Brazil http://www.iphs.eu/n/proekti/2013-04-30-15-45-48.html , PI: Assoc. Prof. Ergyul Tair</p> <p>5. „Gender and health impacts of policies extending working life in Western countries". Sponsored by COST Action IS1409 http://www.iphs.eu/n/proekti/2013-04-30-15-45-48.html . Round table with 9 IPHS' researchers, including 1 podtdoc and 2 PhD student</p> <p>6. "Migration and mobility – migrating individual in prespective of media representation" Agreement between IPHS and Center for Slavic and East European Studies, Ohio State Univesrity, USA http://www.iphs.eu/n/proekti/2013-04-30-15-45-48.html PI: Prof. Romyana Bozhinova</p> <p>7. " Health behavior among school aged children – Bulgaria, wave 2014. Sponsored by UNICEF-</p>	
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			<p>Bulgaria. http://www.iphs.eu/n/2013-04-30-15-57-09.html PI: Assoc. Prof. Lidiya Vassileva</p> <p>8. Framework 7 Project PRIVMORT (Relationship between Mass Privatization and Mortality in Post-Communist Eastern Europe – Focus on Russia and Belarus 2016-2017) Prof. Ilona Tomova</p> <p>- Seminars</p> <p>1. Working seminar between delegation from Georgia and Department of Demography at IPHS with support of UNFPA http://www.iphs.eu/n/sabitiya/2013-05-08-11-34-54.html?start=18</p> <p>2. Local Policy Workshop (round table) „Gender effects of the extended working life in Bulgaria and related policies: health and economic well-being” (Sofia, Bulgaria, 21.04.2016): http://genderewl.com/publications/ http://www.iphs.eu/n/sabitiya/2013-05-08-11-34-54/161-2016-04-15-14-14-16.html</p> <p>3. 7th international symbolic interactionism conference: Integration of interactionist traditions: building theoretical, methodological and disciplinary bridges in everyday research http://www.iphs.eu/n/sabitiya/2013-05-08-11-34-54.html?start=6</p> <p>4. Round table „Partnerships for better school aged children’s health: problems, challenges and decisions”, organized by UNICEF-Bulgaria, WHO-Bulgaria and IPHS http://www.iphs.eu/n/sabitiya-2/2013-05-08-11-34-54/174-2017-02-03-16-19-37.html https://www.unicef.bg/bg/article/Poveche-investitsii-v-zdraveto-na-yunoshite/1167</p>	
<p><i>Priority N 2</i></p> <p><i>To construct plans for increasing researchers’ competences needed for their career development and for their continuing professional development</i></p>	<p><i>Start in November 2015</i></p>	<p><i>Director Scientific Secretary, Secretary -Information provision</i></p>	<p>- Performed internal seminars</p> <p>Regular dissemination of information on changes in legislation is provided by email to the IPHS’ staff. Legislation changes were discussed at two meetings of the IPHS General Assembly (Minutes of 19.012017; Minutes of 29.03.2018). Seminars on changes in legislation and competences needed for career development were not organized during 2015-2018.</p> <p>We include an additional criterion:</p> <p>-Participation of junior researchers in scientific forums</p> <p>-9th National school for PhD students and junior researchers in the area of psychology and social sciences. The school topic is ‘Interpersonal and intergroup interactions in everyday life’. The school was held 4-8 July 2016, Topola, Bulgaria. 24 PhD students from Bulgaria, 6 of them from IPHS took part. http://www.iphs.eu/n/sabitiya/2013-05-08-11-34-54/159-2016.html . The school’ papers were published in Psychological Studies, 2017, vol. 1</p> <p>-10th National school for PhD students and junior researchers. The school topic is: ‘Approaches and methods in social sciences – empirical illustrations’. The school was held 29-31 May 2017 in Sofia. http://www.iphs.eu/n/sabitiya/2013-05-08-11-34-54/185-</p>	<p>Continued Action extended by introducing a new mentoring programme for PhD supervisors, based on the PhD students’ feedback.</p>

			<p>http://niopp.eu/news/unitcef-provede-kragla-masa-podgotovka-i-podkrepa-za-uchitelite-za-priobshavashto-obrazovanie-33.html http://niopp.eu/news/unitcef-provede-kragla-masa-podgotovka-i-podkrepa-za-uchitelite-za-priobshavashto-obrazovanie-33.html http://niopp.eu/news/unitcef-provede-kragla-masa-podgotovka-i-podkrepa-za-uchitelite-za-priobshavashto-obrazovanie-33.html</p> <p>9. Conference „Industry 4.0 challenges in front of health – German experience, practice and pilot decisions“. Organized by Bulgarian Economic Chamber in partnership with Conrad Adenauer Foundation _ Bulgaria., https://www.bia-bg.com/event/view/23238/</p> <p>10. Round table „Gender and health impacts of policies extending working life in Western countries". Sponsored by COST Action IS1 409 http://www.iphs.eu/n/proekti/2013-04-30-15-45-48.html</p> <p>- Signed Agreements for collaboration:</p> <p>7 agreements with the following institutions:</p> <ul style="list-style-type: none"> - Institute for Policy Analyses - Institute of Psychology at Interior Ministry - National Statistical Institute - State Agency for refugees - Foundation 'Animus Association' - National Network for Children - Children and Space Association <p>–Presentations in media, including press conferences presenting research results</p> <p>The IPHS' research staff is very active in dissemination of surveys' results in the national TV and broadcasting media: BNT, bTV, NOVA TV, TV Europe, TV SKAT, Bloomberg TV Bulgaria, BNR, etc. Papers from the IPHS staff appear in national newspapers: 24 chasa, Trud, Capital, 168 chasa, and on online news sites.</p> <p>List of IPHS' research staff and number of media presentations</p> <p>Prof. Antoaneta Russinova-Hristova - 49 presentations</p> <p>Assoc. Prof. Elitsa Dimitrova – 22 presentations</p> <p>Prof. Ilona Tomova – 11 presentations</p>	
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<p><i>Priority N 7</i> <i>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</i></p>	<p><i>January 2016 – December 2016</i></p>	<p><i>Director, Heads of Departments, Heads of research units Assistant Human Resources</i></p>	<p>- Prepared Regulation for implementing the law on protection against discrimination at the IPHS.</p> <p>The IPHS' Regulation on gender equality, equal opportunities and protection against discrimination was developed. The internal rules are based on the Law on protection against discrimination. The internal regulation was approved by the Scientific Council, minutes № 14 of 20.09.2016 taking into consideration all comments made earlier by the Institute staff. The rules are uploaded on the IPHS' site http://www.iphs.eu/n/images/stories/venera/Diskriminacia.pdf</p> <p>- Precise visiting hours and opportunity for individual planning of the activity</p> <p>In article 102a of the IPHS' internal regulation on working regime and activities 12 hours per week for senior research staff, 18 hours for junior research staff and 24 hours for non-academic staff per week is stated. This working regime provides more flexible working time for doing field research, library search and for better opportunities to reconcile work and family engagements. http://www.iphs.eu/n/images/normative-docs/Pravilnik_IINCH_18.02.2015.pdf</p> <p>- Renewal of office furniture and equipment and the condition of the working premises</p> <ol style="list-style-type: none"> 1. New joinery in all rooms and corridors. 2. New laminate in 10 rooms. 3. New office furniture in 6 rooms. 4. Basic repairment of sanitary rooms. 5. 5 new computers 6. 5 new laptops. 7. 2 new printers. 	<p><i>Continued</i></p>
<p><i>Priority N 8</i> <i>To provide better conditions for adequate remuneration and judging individual merits</i></p>	<p><i>Started in October 2015 until October</i></p>	<p><i>Director, Scientific Secretary, Heads of departments Heads of research units</i></p>	<p>- Participation in information seminars of national and European programs;</p> <p>Participation in Information Day on presenting 'Horizon 2020' EC Program Launching Conference on 'Horizon 2020' Program</p>	<p><i>Continued</i></p>

	2017	Secretary -Information provision	<p>http://www.iphs.eu/n/proekti.html</p> <p>- Conducted and on-going projects providing additional payment for academic and non-academic staff</p> <p>1. 'Measures to cope with demographic crisis in Bulgaria ' Sponsored by the Bulgarian government http://www.iphs.eu/n/proekti/%D0%BC%D0%B5%D1%80%D0%BA%D0%B8-%D0%B7%D0%B0-%D0%BF%D1%80%D0%B5%D0%BE%D0%B4%D0%BE%D0%BB%D1%8F%D0%B2%D0%B0%D0%BD%D0%B5-%D0%BD%D0%B0-%D0%B4%D0%B5%D0%BC%D0%BE%D0%B3%D1%80%D0%B0%D1%84%D1%81%D0%BA%D0%B0%D1%82%D0%B0-%D0%BA%D1%80%D0%B8%D0%B7%D0%B0-%D0%B2-%D0%B1%D1%8A%D0%BB%D0%B3%D0%B0%D1%80%D0%B8%D1%8F/175-2017-02-07-13-30-13.html</p> <p>2. 'Statistical information for educational, social-economic, health status and dwelling of Roma population in Bulgaria' Sponsored by the Bulgarian government;</p> <p>3. 'Increasing road safety by development of new methods to study drivers' psychological capabilities', sponsored by Ministry of transport, information technologies and communication http://www.iphs.eu/n/proekti/%D0%BF%D0%BE%D0%B2%D0%B8%D1%88%D0%B0%D0%B2%D0%B0%D0%BD%D0%B5-%D0%BD%D0%B8%D0%B2%D0%BE%D1%82%D0%BE-%D0%BD%D0%B0-%D0%BF%D1%8A%D1%82%D0%BD%D0%B0%D1%82%D0%B0-%D0%B1%D0%B5%D0%B7%D0%BE%D0%BF%D0%B0%D1%81%D0%BD%D0%BE%D1%81%D1%82.html https://www.mtitc.government.bg/pk/sites/default/files/documents/313/690/dogovord14pkrp.pdf</p> <p>4. 'Study of aggression and violence in school – forms, factors and motivation'. Sponsored by the Ministry of Education and Science.. http://www.iphs.eu/n/sabitiva/2013-05-08-11-34-54.html</p> <p>5. 'National strategy in the area of energetics' Sponsored by National Energetics Holding</p> <p>6. 'Study on tendencies of health and risky attitudes and behaviors of school aged children in Bulgaria'. Sponsored by the Ministry of Education and Science</p> <p>7. 'A key toward school without fear'. Sponsored by Animus Foundation http://www.iphs.eu/n/napravleniya/departament-psihologiya/psihologiya-na-lichnostta-i-metodologiya-na-psihologichnoto-izmervane.html http://bezstrah.org/2017/08/04/research/</p> <p>8. 'An integrative model of activities with vulnerable groups'. Sponsored by Velux Foundation and KnowHow fund at NBU. http://www.iphs.eu/n/napravleniya/departament-demografiya/vazproizvodstveni-protzesi-i-strukturi-na-naselenieto.html</p> <p>9. 'Goals, priorities and policies to realize National Strategy for Demographic Development'. Sponsored by the Ministry of Labour and Social Policy.</p>	
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As the establishment of an Open Recruitment Policy is a key element in the HRS4R strategy, please also indicate how your organisation is working towards / has developed an Open, Transparent and Merit-Based Recruitment Policy. Although there may be some overlap with a range of actions listed above, please provide a short commentary demonstrating this implementation.

In case your organisation has entered the HRS4R process prior to the publication of the OTM-R toolkit and recommendations by the European Commission (2015), please fill out the OTM-R checklist⁴⁵, attach it to this self-evaluation form, and provide a commentary on how you will (continue to) address these principles in the years to come.

Comment on the implementation of Open, Transparent, Merit-Based Recruitment principles/:

The IPHS' procedures on academic staff recruitment are stated in the Law on development of academic staff in Bulgaria (<https://www.lex.bg/laws/ldoc/2135680028>) and in the IPHS' Regulation on principles of academic staff recruitment (http://www.iphs.eu/n/images/stories/venera/VP_AUAD_DLAG.pdf), published on the IPHS' site in the section "For us/ Documents". Academic positions are appointed on a competitive base. Vacancies are announced in the State Gazette (<http://dv.parliament.bg/DVWeb/index.faces;jsessionid=A54A01EF2E8E17B427610FEFFB7E7EE4>) and uploaded on the IPHS' site in the section "Competition" <http://www.iphs.eu/n/konkursi/2013-05-07-08-51-53.html> . The documentation related to each procedure is collected in the section "Archive". <http://www.iphs.eu/n/en/2013-05-07-14-16-36/2013-05-07-14-23-06.html> The IPHS' Scientific Council take decision about opening of each new procedure for academic position. The IPHS' Director and/or Heads of both Departments send written argumentation about the start of a new procedure to Scientific Council Chair. Applicants collect their documents according to the IPHS' Regulation and send their documents in a due deadline.

The requirements for academic positions are universal for all applicants and differ according to academic position (Assistant Professor, Associate Professor, Professor).

4. IMPLEMENTATION (MAX. 1 PAGE)/

Please provide an overview of the expected implementation process. You can use the following questions as a guideline in your description:

- How have you prepared the internal review? How have you involved the research community, your main stakeholders, in the implementation process?

The internal analysis was prepared according to the Action Plan 2015- 2017 (May 2018) and the indicators included. The research staff at both junior and senior level as well as non-academic staff, including specialists and administrative staff sent information to the team (Steering Committee) who is responsible for preparing the final version of the internal analysis. The team includes: Professor Antoaneta Russinova-Hristova (Director of IPHS), Professor Tatyana Kotzeva (Senior Researcher from the Department of Demography, HR Logo Contact Person), Assoc. Professor Ergyul Tair (Senior Researcher from the Department of Psychology), Venera Rousseva (Human Resources Employee), Assis. Professor Stanislava Moraliiska (Junior Researcher from the Department of Demography), Assist. Prof. Ekaterina Dimitrova (junior Researcher from the Department of Psychology), Lubomir Draganov (Ph D

student), Elena Yotsova (Chief Accountant). The preliminary version of the internal analysis was sent by email to all employees. The final version was discussed and approved at the meeting of the IPHS' General Assembly on 8th of May 2018.

- Do you have an implementation committee and/or steering group regularly overseeing progress?

Yes, there is a steering group responsible for control of implementation of activities. The steering group comprises of one member from each level of academic and non-academic staff: Assoc. Professor Ergul Tair from the senior research staff, Assist. Professor Stanislava Moraliiska-Nikolova from junior research staff, Lyubomir Draganov, PhD student and Venera Russeva, Human Resources Employee.

- Is there any alignment of organisational policies with the HRS4R? For example, is the HRS4R recognized in the organisation's research strategy, overarching HR policy?

Yes, completely. The IPHS' research and organizational policies are embedded in the IPHS' HRS4R and the Action Plan 2015- 2017 (May 2018) and in the new composed Action Plan 2018-2020.

- How do you involve the research community, your main stakeholders, in the implementation process?

Implementation of all activities embedded in the Action Plan 2015- 2017 (May 2018) has been realized by the academic and non-academic staff through discussions, seminars and regular meetings of the IPHS' Scientific Council (one-two times per months), of the IPHS' General Assembly (4-5 times per year) as well as by regular email correspondence.

- How is your organisation ensuring that the proposed actions are also being implemented?

All activities are very well planned according to the capacities of the research and administrative staff and we do some updates.

- How are you monitoring progress?

At the beginning of each year at the meeting of the IPHS' General Assembly the steering committee for implementation of the Action Plan activities disseminates information about the completed activities and prepared updates

- How do you expect to prepare for the external review?

Our preliminary plan to prepare for external review includes the following steps:

1. Provide the last internal review
2. Make some updates in the Action Plan 2018-2020 and in the IPHS' HRS4R;
3. Prepare all documentation;
4. Organize and prepare researchers and stakeholders for meetings with external reviewers;
5. Organize meetings with external review team.

Please note that the revised HR strategy and Action Plan must also be published upon completion of the internal assessment./