

## **Meetings of the Working Group (WG) and Steering Committee (SC)**

### **The 4th meeting, September 24<sup>th</sup>, 2021**

**WG discussed the progress of revision of Strategy, AP and implementation, and other modifications**

**1) Other modifications, high-value activities should be identified in order to fully adhere to the Charter**

WG will provide information on high-value activities, including the motivation of scientists to publish in highly prestigious journals and to apply for scientific projects

Responsibility: members of SC

**2) Other modifications, more attention to working conditions and diversity in general**

WG will ensure that career paths and contracts will be the priority, including working conditions and diversity in general.

Responsibility: members of SC

**3) Other modifications, HRS4R, should be included in the strategic documents of IBP**

The WG will ensure that HRS4R will be included in the strategic documents of IBP. A strategic document and an advanced conception of IBP will be published and translated into English.

Responsibility: Eva Bártová (O13).

**4) Other modifications, IBP deserves to be commented on its ambition, actions, good practice, and implementation process.**

The WG will provide a commentary supporting the above desire. For example, the Lead-Assessor recommended establishing the HR Office or Legal office, but IBP is too small, with a limited budget, so it is not possible to establish such office, all demands and actions organized in a frame of HRS4R must be guaranteed by SC.

Next, the installation of photovoltaic panels is not an activity of HRS4R, but according to the employee demands, the IBP management should support the green energy strategy, but due to criticism of the Lead-Assessor, this activity was deleted from the Action Plan and Implementation process.

We also, we will strengthen equality between not only men and women but also young and older researchers, employees with kinds and without, citizens and foreigners. It will be solved on the level of the social fund, in which all employees contribute by 1% of their salary. It works on the solidarity level, so all social activities, support of children, and education courses will be covered from this fund equally. According to the GA questionnaire, employees do not feel discriminated on all levels.

Responsibility: Members of WG and SC