

The AIFORS Workshop on European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and Gender Analysis in Research

Date: **Thursday, July 4, 2024**

Venue: **University of Zagreb, Faculty of Electrical Engineering and Computing (UNIZG-FER)**
Grey Hall, Unska 3, 10000 Zagreb, Croatia

Agenda

09:00 – 09:15	Vedran Bilas , <i>UNIZG-FER, Dean</i> Ivan Petrović , <i>UNIZG-FER, AIFORS coordinator</i> Fabio Bonsignorio , <i>UNIZG-FER, AIFORS ERA Chair holder</i> Welcome address and opening of the workshop
Morning session: European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers	
09:15 – 09:45	Fabio Bonsignorio , <i>UNIZG-FER, AIFORS ERA Chair holder</i> Building a fully functional European Research Area – The cornerstone of the Renaissance 2.0, from Europe
09:45 – 10:15	Miroslav Rajter , <i>University of Zagreb, Head of the Research Office</i> Development of university academic potential using HRS4R
10:15 – 10:45	Coffee break
10:45 – 11:15	Nada Čikeš , <i>University of Zagreb, School of Medicine</i> Strategic multilateral development of HR excellence in research - the case of Alliance4Life
11:15 – 12:00	Pannel discussion , <i>moderated by Fabio Bonsignorio</i> <i>Panelists: Miroslav Rajter, Nada Čikeš, Ivan Petrović</i>
12:00 – 13:00	Lunch
Afternoon session: Gender Analysis in Research	
13:00 – 13:45	Brigita Miloš , <i>University of Rijeka, Faculty of Humanities and Social Sciences</i> Gender Analysis in Scientific Research
13:45 – 14:30	Ksenija Klasnić , <i>University of Zagreb, Faculty of Humanities and Social Sciences</i> Overcoming the Gender Gap: Insights and Actions in Research and Academia
14:30 – 15:00	Coffee break
15:00 – 15:30	Anamari Nakić , <i>UNIZG-FER, Chair of the Committee for Ensuring Equal Opportunities</i> Diversity and inclusion plan of UNIZG-FER for the period 2024-2028
15:30 – 16:15	Pannel discussion , <i>moderated by Anamari Nakić</i> <i>Panelists: Ivana Podnar Žarko, Ana Sović Kržić, Mirna Gržanić Antić, Fabio Bonsignorio</i>
16:15 – 16:20	Wrap up of the workshop

Brief info about speakers and their talks

Fabio Bonsignorio is ERA Chair in AI for Robotics at FER, University of Zagreb, Croatia. He is Founder and CEO of Heron Robots (advanced robotics solutions), see www.heronrobots.com. He has been visiting professor at the Biorobotic Institute of the Scuola Superiore Sant'Anna in Pisa from 2014 to 2019. He has been a professor in the Department of System Engineering and Automation at the University Carlos III of Madrid until 2014. In 2009 he got the Santander Chair of Excellence in Robotics at the same university. He has been working for some 20 years in the high tech industry before joining the research community. He coordinates the ShanghAI Lectures (www.shanghailectures.org), initiated by famous University of Zurich Prof. em. Rolf Pfeifer in 2009, since 2013. He initiated the AIFORS Colloquia series (<https://sites.google.com/view/aifors-colloquium-2024/home>) in 2024. He is developing radical new approaches to design novel deeply biomimicking robots addressing foundational issues in Physical AI. He is a pioneer and has introduced the topic of Reproducibility of results in Robotics and AI. He is a pioneer in the application of blockchain to robotics and IA (smart cities, smart land, smart logistics, circular economy). He coordinates Topic Group of EU Robotics about Experiment Replication, Benchmarking, Challenges and Competitions. He is co-chair IEEE Robotics & Automation Society (RAS) Technical Committee, TC-PEBRAS (Performance and Benchmarking of Robotics and Autonomous Systems). He is a Distinguished Lecturer for IEEE Robotics and Automation Society. Senior Member of IEEE and member of the Order of the Engineers of Genoa, Italy. He coordinated the task force robotics, in the G2net, an EU network studying the application of Machine Learning and Deep Learning to Gravitational wave research, Geophysics and Robotics. He has given invited seminars and talks in many places: MIT Media Lab, Max Planck Institute, Imperial College, Politecnico di Milano in Shenzhen, London, Madrid, Warsaw, San Petersburg, Seoul, Rio Grande do Sul.

Title: Building a fully functional European Research Area – The cornerstone of the Renaissance 2.0, from Europe

Abstract: Free circulation of many diverse kinds of researchers, scientists, scholars, professors, intellectuals and artists coming from different countries, native languages, religions and cultures is a many centuries old tradition in the western Asian peninsula that we call Europe. It was in the ancient Greek, roman and ellenistic world, too. Despite some recent, hopefully temporary turbulences, it is also a distinctive point of our current global society. It is customary to regard the almost thousand years old University of Bologna (Alma Mater Studiorum: from 1088, conventionally considered the year in which the Studium of Bologna was founded) the original 'template' of modern European universities. However, all public universities in Europe, in the US and in the rest of the world follow the nineteenth century Humboldtian model, perfected in Germany by the end of that century and then adopted first by the US universities and then in India, then the 'British Raj', Japan, China and all over the world. Despite the common origins almost every country in Europe has slightly but significantly different bureaucratic organizational processes of research and higher education, many times too much? embedded in a local 'national filter bubble'. This situation (together with the fragmentation of labor markets and related regulations) makes it difficult for the free circulation of researchers and professors. Moreover, the exchange of personnel between industry and academia is on the one hand extremely fruitful when it happens, on the other hand extremely difficult to put in practice, due to the sometimes too rigid 'certification' processes of public research and higher education organizations and other issues. The European Charter of Researchers aims to overcome the current limitations by unifying the hiring and career progression processes in RTOs and HE institutions across Europe at the highest level. This is much needed to revive the free circulation of the ideas that is from centuries the real strength of Europe. We outline its main features and briefly discuss the challenges and opportunities of its implementation. The rewards for our success in doing that will be great.



Miroslav Rajter Associate prof. Miroslav Rajter is working as a head of Research office of the University of Zagreb for the last 10 years. His duties involve analysis of scientific outputs and strategic planning of science policies. He is an active researcher in psychology and social work with a focus on precarious work and parental stress. Prior to his work in the university, he was working as an HR consultant and HR director in the private sector. He is involved in the HR strategy in research for the last 10 years and is an active member of EURAXESS network in Croatia.

Title: Development of university academic potential using HRS4R

Abstract: The primary strategic product of a university is always some form of intellectual output. This implies that the key resource of a university is its people, and the management of these people is directly related to the recruitment, retention, and quality of the workforce within the institution. As a highly competitive field, scientific institutions must balance the need for high outputs and results with the development of a culture that promotes excellent working conditions, adherence to employee rights, and the development of staff potential.

In this lecture, we will present the key factors involved in the human resources strategy for researchers and how these factors translate into the practices of human resource management and the everyday work of researchers. A special focus will be given to the recruitment and retention of scientists, as well as the protection of scientists from discrimination and mobbing, within the context of the movement for the protection of the mental health of researchers

Nada Čikeš is Professor Emerita and she was the head of the Division of Clinical Immunology and Rheumatology, University Hospital Centre Zagreb (1990-2015), dean of the School of Medicine (2004-2009). As president of the Conference of Deans of Croatian Schools of Medicine, she led the implementation of the Bologna process in medicine and the harmonisation of medical education with European standards in the accession to the EU, also as president of the National Committee for Specialty Training in Croatia (2007-2016). She was the president of the European Board of Rheumatology & Section of Rheumatology of the European Union of Medical Specialists – UEMS (2013-2017) and UEMS Vice President (2020-2023). She is now Chair of the UEMS European Training Requirements Review Committee, which recommends the standards of medical postgraduate training in Europe. Prof. Čikeš was a member of the Steering Committee and leader of Work Package Careers in Science and Beyond in the H2020 project Alliance for Life Sciences: From Strategies to Actions in Central and Eastern Europe. She was responsible for delivering policy-influencing documents on closing the gap between CEE and Western EU countries in careers in biomedical sciences and academic medicine (2021-2024).

Title: Strategic multilateral development of HR excellence in research - the case of Alliance4Life

Abstract: Research organizations in Europe launched their transformation towards the model of modern human resources (HR) management driven by the launch of the HR Excellence in Research Award after the European Commission published the European Charter for Researchers and Code of Conduct (Charter and Code) for the Recruitment of Researchers in 2005. The dynamics in individual EU countries is different; missing systems and internal expertise are still one of the gaps dividing research organizations in Central and Eastern Europe from research employers in Western Europe. Thus, Alliance4Life members (twelve partner institutions in the Alliance for Life Sciences: From Strategies to Actions in Central and Eastern Europe Project) opened debate on modern HR management with the definition of HR-related indicators and identification of barriers at institutional, national and EU level. Nine areas of interest in research career systems have been identified (HR



Award as priority), with varying degrees of development as well as existing good practices in some institutions. The partners were invited to individually and internally discuss how to use best practices to improve their HR management and their scientific performance. At the University of Zagreb School of Medicine (UZSM) we adopted an action plan by which we decided to follow best practices measures in two Alliance4Life institutions evaluated as "advanced" in the system of the HR Award implementation along with two other selected topics. UZSM has officially declared the Endorsement of and Commitment to the Charter and Code to the European Commission and we are now working on the next steps. At the same time the Alliance4Life_ACTIONS project was completed, so UZSM, as the leader of the Project's Work Package Careers in Science and Beyond, will collate feedback on the impact of new or innovated career systems on institutional performance and submit a final report to the European Commission.

Brigita Miloš is an assistant professor at the Department of Cultural Studies at the Faculty of Humanities and Social Sciences in Rijeka. She is the coordinator of the Centre for Women's Studies in Rijeka. Miloš has participated in numerous projects and activities related to gender mainstreaming in the academic environment. Her teaching and research focus on gender and feminist issues.

Title: Gender Analysis in Research

Abstract: The lecture "Gender Analysis in Scientific Research" deals with the importance and methods of including gender perspective in research processes. The lecture offers a definition of gender analysis and introduces the importance of this analysis in scientific research. The terminological distinction between the basic operational concepts (gender, sex) will be presented and from a methodological perspective the steps and procedures for integrating gender analysis into research designs will be outlined. In addition, available methodological tools and techniques are presented that help to integrate the gender dimension into the research design and process. Several case studies will also be presented in which gender analysis has led to better research outcomes. Finally, the presentation will address common obstacles to incorporating the gender dimension into research and ways to overcome them. The presentation will conclude with a discussion and a short questionnaire to evaluate the presentation.

Ksenija Klasnić is an Associate Professor at the Department of Sociology, Faculty of Humanities and Social Sciences, University of Zagreb, and Head of the Department of Methodology. She is an expert in sociological methodology, gender studies, and research on social and gender inequalities. She has conducted numerous research projects on gender studies, family, social and gender inequalities, violence against women, social position of minorities, sociology of religion, socio-cultural identity, social activism, information sciences, and medicine. She is skilled in designing and conducting social research, constructing measurement instruments, and statistical data analysis.

Title: Overcoming the Gender Gap: Insights and Actions in Research and Academia

Abstract: Despite progress, gender equality remains elusive in many fields, including engineering and computing. This presentation explores persistent disparities and proposes solutions for achieving equity. We examine the current state of gender representation in Croatia, highlighting statistics on women's participation in education, politics, and the workforce. The data will show an unequal burden of unpaid domestic labor on women, hindering their careers compared to men. Childbirth and childcare responsibilities will also be discussed as factors impacting career advancement for women. The presentation will delve into specific barriers faced by women, including implicit biases, stereotyping, and the lack of strong mentorship networks. We'll emphasize that these challenges are



systemic, requiring a collective effort for change. From a theoretical perspective, this approach is rooted in conflict theory, particularly feminist theory, which posits that fundamental differences in interests exist between social groups. We will explain that gender inequalities stem from differential and unequal treatment of women and men, reinforced by economic, social, and political institutions. These structural inequalities typically place women at a disadvantage relative to men, who generally have greater access to power and opportunities. Practical guidelines will be provided on incorporating gender analysis into research and professional practices within engineering and computing. We will introduce the Gender Analysis Toolkit, designed to guide data collection for project-level gender analysis. The main domains analyzed by the toolkit include access to resources, beliefs and perceptions, practices and participation, and institutions, laws, and policies. We will explain why it is important to include the gender dimension in almost any research or tool development and give some examples. By raising awareness and encouraging actionable steps, we aim to foster a more inclusive and equitable environment in research and academia, ultimately benefiting everyone.

Anamari Nakić is an associate professor at the Department of Applied Mathematics of the Faculty of Electrical Engineering and Computer Science, University of Zagreb. She is the head of the Laboratory for modelling, discrete structures and applications. In 2018 she received the national science award for the popularization of science. She is an editor of *Journal of Combinatorial Designs*. She regularly participates in research projects, publishes papers in international scientific journals and participates in international scientific conferences in the field of combinatorial and discrete mathematics. She was the principal investigator of the H2020 project "The CALIPER project: Linking research and innovation for gender equality" and a member of the steering committee of the COST project "European Network for Gender Balance in Informatics". She serves as the president of newly established Equal opportunities committee of the UNIZG-FER.

Title: Diversity and inclusion plan of UNIZG-FER for the period 2024-2028

Abstract: The Faculty of Electrical Engineering and Computing of the University of Zagreb recently adopted its first Diversity and inclusion plan with the aim of strengthening the principles of equality and inclusiveness in all areas of the faculty activity. In this talk we will present a policy that aims to ensure equal opportunities for professional and personal development for all students and employees. In a broad dialogue with students, researchers and external stakeholders, we strive to ensure an inclusive environment at UNIZG-FER that promotes fairness and diversity and responds to the needs of the wider community. The implementation of the Diversity and inclusion plan represents the efforts of the institution to contribute to the solution of humanistic, technological, democratic, environmental and other societal challenges.