BULGARIAN ACADEMY OF SCIENCES

INSTITUTE FOR POPULATION AND HUMAN STUDIES

ИНСТИТУТ ЗА ИЗСЛЕДВАНЕ НА НАСЕЛЕНИЕТО И ЧОВЕКА ИИНЧ

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Internal Review

Revised after EC Consensus Report Recommendations as of 27/11/2023

Approved by the Scientific Council of IPHS with Protocol No 1 as of 18 January 2024

Team Group for HRS4R in the IPHS -BAS 25/01/2024
Case number: 2022BG837787
Name Organisation under review: Institute for Population and Human Studies - Bulgarian Academy of Sciences
Organisation's contact details: Acad. Georgi Bonchev str. Bl. 6 Fl. 5-6, 1113 Sofia, Bulgaria

All submitted information must be in English.

1. Organisational Information

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

STAFF & STUDENTS - Note: Updated as of January, 2024.

	FTE
Total researchers = staff, fellowship holders, bursary holders, PhD. students either full-time or part-time involved in research *	52
Of whom are international (i.e. foreign nationality) *	0
Of whom are externally funded (i.e. for whom the organisation is host organisation) *	0

STAFF & STUDENTS - Note: Updated as of January, 2024.	**FTE**
Of whom are women *	36
Of whom are stage R3 or R4 = Researchers with a large degree of autonomy, typically holding the status of Principal Investigator or Professor. *	21
Of whom are stage R2 = in most organisations corresponding with postdoctoral level *	20
Of whom are stage R1 = in most organisations corresponding with doctoral level *	11
Total number of students (if relevant) *	0
Total number of staff (including management, administrative, teaching and research staff) *	64

RESEARCH FUNDING (figures for most recent fiscal year)	**€**
Total annual organisational budget	731430
Annual organisational direct government funding (designated for research)	562639
Annual competitive government-sourced funding (designated for research, obtained in competition with other organisations – including EU funding)	92068
Annual funding from private, non-government sources, designated for research	76723

ORGANISATIONAL PROFILE (a very brief description of your organisation, max. 100 words)

The Institute for Population and Human Studies (IPHS) is an academic centre for theoretical and applied research in different fields of demography and psychology. 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 globalization.

2. Strengths and weaknesses of the current practice

Please review the strengths and weaknesses under the 4 thematic areas of the Charter and Code, as provided by your organisation in the initial assessment phase. When doing so, you should do not only look back, but also consider new priorities, strategic decisions, etc. which may further influence the action plan. Please also provide a brief commentary in the "Remarks" column if major changes have occurred versus the initial plan.

Note: Click on the name of each of the four thematic headings of the Charter & Code to open the editor and provide your answers in the Internal Review for Interim Assessment dedicated section.

Ethical and professional aspects *

Strengths and Weaknesses (Award Renewal, max 500 words)
Strengths:

- There is substantial advancement compared to the initial period. The IPHS' research agenda covers research priorities at the national and European levels. 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. Doing research as part of international networks' projects enhances the researchers' opportunities to present and discuss their own work in a multicultural environment and to exchange ideas and results with their colleagues from different countries.
- The IPHS research staff is actively engaged in the public dissemination of the scientific results providing expertise for experts in state administration, civil sector, and business as well as for policymakers and presenting researchers' work at press conferences and in the media.
- Strict compliance with the principles and norms of the Code of Ethics in scientific work has been implemented and controlled by the Commission of Ethics and the decision-making bodies at the IPHS. It is also consistent with the Code of Ethics of the employees of BAS, the Code of Ethics of the Society of Psychologists in Bulgaria and the Code of Ethics of the Society of Sociologists in Bulgaria. The procedures of ethical approval of the empirical studies conducted in the Institute have been revised as well as the requested documentation.
- All young scientists are included as members in teams on national and international scientific projects.

Weaknesses

- Publication activity of the research staff in journals indexed in Web of Science and SCOPUS, and other internationally recognized publication databases is still unsatisfactory.
- The international projects are not enough, despite the active participation of scientists in competitions.
- The researchers need to be informed about the requirements of the Ethical Committee on how to apply for ethical approval of empirical studies as well as about the procedure of cases that require an evaluation for the Ethical Committee, such as plagiarism and violation of authorship rights, discrimination, unequal treatment, conflict of interests, violation of good scientific practice, etc.

Remarks (max 500 words)

In spite of the increase of the research staff publications in journals indexed in WC, SCOPUS, ERIH+ for the last 3 years, the publication activity of the research staff in journals with IF remains insufficient. The same trend is observed for the citations in journals indexed in internationally recognized bases in spite of the fact that the number of citations has increased – from 44 (2019) to 87 (2021). Taking into account that most of the studies and the relevant publications concern nationally specific topics, in which the researchers in IPHS are experts and they develop specific aspects of social knowledge such as demographic crisis, national identity, etc., the number of all publications and citations are quite high in Bulgarian scientific publications. BAS and its institutes are responsible to explore topics that are very important for Bulgarian society and the scientific analyses, studies and publications that the researchers conduct are in this direction.

Recruitment and selection *

Strengths and Weaknesses (Award Renewal, max 500 words)

Strengths

- There is substantial advancement compared to the initial period. In IPHS there are clear rules for the occupation of academic positions "assistant professor", "associate professor" and "professor". The rules are regulated by the Law on the Development of the Academic Staff in the Republic of Bulgaria and the Rules for the terms and conditions for holding academic positions in IPHS at BAS, updated in June 2020 and September 2021. They include additional scientific indicators and selection criteria for the occupation of an academic position. In the update of the legislation the exam for the position "Chief assistant professor" is removed. The contracts with researchers are regulated in the Law of BAS and the Labor Code of the Republic of Bulgaria.

- Stimulation of doctoral students who have graduated from the Institute and who are interested in contunuation of their research activities, to participate in competitions for assistant professor position and to continue to work in IPHS.

- The Institute participates in the National Program "Young Scientists and Postdoctoral Students" funded by the Ministry of Education and Science, which is a good practice for attracting and supporting the career development of young scientists and postdoctoral students. This program is open to young researchers from the Institute and other organizations.

- IPHS participated also in the National Scientific Program "Peter Beron and We", through which it employed a doctoral student from Jacobs University Bremen (Germany).

Weaknesses

- There is no participation of established foreign researchers in the scientific juries.

- Insufficient mobility of the researchers from the Institute, further hampered by the pandemic situation.

Remarks (max 500 words)

- Updated Regulations for the terms and conditions for occupying academic positions in IPHS - September 2021.

- Updated Rules for the work of scientific juries under procedures for occupying academic positions in IPHS - September 2021.

- The national program "Young Scientists and Post-Doctorall Students" in two modules "Young Scientists" and "Post-Doctoral students".

- Participation in the National Scientific Program "Peter Beron and We".

Working conditions *

Strengths and Weaknesses (Award Renewal, max 500 words)

Strengths

- There is substantial advancement compared to the initial period. The opportunities for flexible working hours and part time work have increased in recent years in IPHS. The opportunity to work remotely is increasingly practiced in the meetings of the Scientific Council and other administrative and scientific events. It is needed to have more precise regulations of distant employment in crisis situations such as the COVID pandemic.

- One of the strengths in the current phase relates also to the equal opportunities of female and male researchers and work-life balance. IPHS adopted an Action Plan to Promote Equality between Women and Men in the Bulgarian Academy of Sciences (https://www.iphs.eu/n/images/normative-docs/Plan_ravenstvo_BAS__2022.pdf). However, the feminization of social sciences and disproportionate gender balance between the employees in IPHS is a challenge that needs to be addressed in the next years.

- All researchers with doctorate at IPHS work on a permanent contract. One of the strengths is that in recent years temporary contracts (usually, for one year) have also been used in order to help researchers who are at a pre-defense stage to finish their dissertations and to prepare for the next stage in their professional career in IPHS.

- The teaching courses and the teaching activities of researchers from IPHS in national universities and in the Doctoral School of BAS increased. This practice helps the researchers to spread their research results and experience by teaching and to attract graduate students to enroll in the PhD programs of the Institute.

- As in the previous phase, all researchers at IPHS receive remuneration and are insured for all risks. Remuneration is based on the budget subsidy of BAS. Researchers working on projects with external entities receive additional remuneration on the basis of the contractual relationship with the external entities. The information on the scientific activities of the researchers is regularly uploaded to the Sonix database of BAS and then entered into the general report of BAS. New principles have been adopted at the level of the BAS for distributing bonuses under the so-called Component K2, which depends on the fulfillment of given criteria by each scientist in terms of publications, citations, supervision of doctoral students, expertise for the benefit of different institutions, funds secured through scientific projects. Thus, publication activity is encouraged, as well as other important aspects of everyone's research activities.

- With respect to stability and permanence of employment and career development, the Law on the Development of the Academic Staff in the Republic of Bulgaria and the Rules on Terms and Conditions for the Acquisition of Scientific Degrees and Occupying Scientific Positions in BAS have been updated. The introduced changes include minimal national criteria for acquisition of a scientific degree, which put a stronger emphasis on international peer-reviewed publications, citations in the international scientific databases (Scopus and Web of Science) and participation in research projects.

Weaknesses

- Limited funds for subscription, translation and proofreading is a challenge for the fulfillment of the new evaluation criteria.

- Mobility in IPHS is strongly encouraged in the context of human resources policy and evaluation of researchers. BAS is part of the Bulgarian network of contact persons for the mobility of researchers, which is part of the European network (EURAXESS Services). Every scientist at IPHS can take advantage of the Bulgarian Network of Research Mobility Centres. One of the weaknesses in this respect relates to the necessity to improve mobility of the internal staff as well as to attract foreign researchers in IPHS.

Remarks (max 500 words)

- The increasing distant work and digitalization of work and research process in the recent years of the COVID pandemic posits new challenges that require an update of the normative documents of IPHS in order to provide better professional opportunities for the employees. However, this also depends on the Rules of work and employment of the Bulgarian Academy of Sciences and the national legislation.
- From the beginning of 2022, the monthly salary of the young scientists and the stipend of doctoral students have been substantially increased.

Training and development *

Strengths and Weaknesses (Award Renewal, max 500 words)
Strengths

- There is substantial advancement compared to the initial period. Thorough and timely information about career development opportunities that is ongoing at every step of the professional career. Creating opportunities and active encouragement for professional growth and lifelong learning of the researchers in IPHS.
- Graduate doctoral students in IPHS are usually invited to continue their professional path as "assistant professors" in the Institute. They are strongly encouraged to sign up for the national competition for this position and are provided the necessary administrative information and cooperation.
- Open, constructive and supporting relationships between senior and young researchers. As part of the Institute's culture, senior researchers are engaged in helping PhD students to improve their professional skills, to complete their dissertations and to work together in projects.
- Exercising permanent control by the scientific supervisor, the head of the research unit and the head of the Department at all stages of the doctoral thesis.
- Active involvement of doctoral students in projects carried out in the Institute in order to enhance their research and professional skills.
- Fully open opportunities for publication of doctoral students' articles in the journals 'Psychological Research' and 'Population Review' which are published by IPHS. Their publications are also included in a Special Issues of these journals.
- It is a priority to include doctoral students and young researchers in scientific projects conducted in IPHS.
- The young scientists are actively included in the Programme for the Support of Young Scientists and Postdoctoral Students, financed by the Ministry of Education and Science. Through this Programme, new researchers as well as researchers returning from abroad, postdoctoral students with the prospect of advancing their scientific career at IPHS through the newly announced job positions have the opportunity to work in the institute**.**

Weaknesses

- There are limited funds for participation in educational courses, scientific networking and events. This is partly compensated by participation in research projects.
- Financial barriers for publications in journals with IF.

Remarks (max 500 words)

- A new rule has been adopted and voted by the National Assembly, that a significant manuscript, which will be submitted for a scientific journal with an IF referenced in WoS or Scopus, can receive financial support. This facilitates individual or collective papers to be published in a peer-reviewed journal with IF.

Have any of the priorities for the short- and medium term changed? (max 500 words)

The update of the Law on the Development of The Academic Staff in The Republic of Bulgaria and the Rules on Terms and Conditions for the Acquisition of Science Degrees and Occupying Scientific Positions in BAS introduced changes and new rules, which are based on minimal national criteria for acquisition of a scientific degree. The process is monitored and the information for all researchers is registered in the National Center for Information and Documentation. The new rules put a strong emphasis on international peer-reviewed publications, citations in international scientific databases such as Scopus and Web of Science and participation in research projects. These changes have been adopted by all research institutions in the country, incl. BAS and IPHS. However, the limited funds for subscription, translation and proofreading are a challenge for adoption of the new research evaluation criteria.

Have any of the circumstances in which your organisation operates, changed and as such have had an impact on your HR strategy? (max 500 words)

The flexible working hours and part time work have increased in the last two years. In the times of the COVID pandemic, IPHS adopted new rules of distant work. The opportunity to work remotely is still practiced in the meetings of the Scientific Council and other scientific and administrative events. However, remote work needs to be more explicitly regulated in the normative documentation of BAS and IPHS.

Are any strategic decisions under way that may influence the action plan? (max 500 words)

One of the strategic decisions that may influence the implementation of the HR Strategy and the Action Plan is the Covid pandemic which brings about the shift to distant work and online communication. This may have an influence on the actions related to working conditions and can facilitate the establishment of more flexible forms of work, communication and research activities in IPHS.

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 or omitted, please provide a commentary for each action. You can also add new objectives.

Note: Choose one or more of the principles automatically retrieved from the GAP Analysis with their implementation ratings.

Proposed ACTIONS

Note: Use "Add another row" button to add a new "proposed action".

Priorities	Measures /Actions	GAP Principle(s)	Timing (at least by year's quarter/ semester)	Responsible Unit	Indicator(s) / Target(s)	Current Status NEW, IN PROGRESS, COMPLETED, EXTENDED	Remarks

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.	1. Synchronization of IPHS-BAS' research priorities with current scientific research priorities at national, European, and international levels.	4. Professional Attitude; 8. Dissemination, exploitation of results 9. Public Engagement	Permanent	Director, Scientific secretary, Heads of departments, Heads of research units Researchers Principal Investigators of national and international projects	Number of initiated cross-team collaborative projects of researchers from IPHS in cooperation with universities, NGOs, and other organizations at national level	In progress	IPHS efforts on this action are ongoing and can be considered "permanent" beyond the time frame of this evaluation report. For the period of evaluation, researchers from the Institute proactively worked on projects of significant national and European importance. These include, but are not limited to: 1. "Research on the psychological effects of COVID19 and measures to support the population" (https://cov19resilience.social/); 2. "The processes of political polarization in Bulgaria and Europe, their roots, and implications" (https://www.iphs.eu/n/images/normative-docs/Otcheten_doklad_IPHS_2021.pdf); 3. "Health behaviours in School-aged Children" (https://iphs.eu/международни-проекти/)
	2. Organizing seminars for scientific research priorities, scientific achievements, and best practices in Europe and worldwide.	3. Professional Responsibility 4. Professional Attitude	Permanent	Director, Scientific secretary, Heads of departments, Heads of research units, Researchers	-Initiated the Annual open forum for young scientists and Ph.D. students across different scientific fields. -Organized regular round-	Extended	IPHS researchers actively continued participating in national and international forums for knowledge sharing and in trainings with external providers. The National School for Doctoral Students and Young Researchers in Social Sciences that is organized by IPHS every year provides an opportunity for the young researchers to present and publish their scientific work. (https://iphs.eu/??s=Национална+школа+за+докторанти+и+млади+изследователи&lang=bg). Selected papers are published afterwards in a Special Issue of the journals Psychological Research and Population Review (both journals are

				Principal Investigators of national and international projects.	tables on specific research topics.		published by IPHS). The reports from the last four schools (since 2019) are published in the scientific publication proceeding series "COLLECTED PAPERS of the National School for Doctoral Students and Young Researchers in Social Sciences" - electronic and open-access edition, registered in the National Reference List of recent Bulgarian scientific publications with peer-review. (E.g.: https://www.iphs.eu/n/images/journals/Papers-2.pdf) Papers that are submitted in full text and have received a positive review are published. In the last two schools in 2022 and 2023, the registered participants are 62 and 53, including those who registered without presentation. From 2022, the school is held in a hybrid format (on-site and virtual). Two scientific seminars were organized in the period of the evaluation. The scientific seminars are part of the annual activities of IPHS.
	3. Building a network of scientific and research cooperation at the national and international level, incl. from a distance	1. Research Freedom 7. Good practice in research 9. Public engagement	Permanent	Director, Scientific secretary, Heads of departments, Heads of research units, Researchers Principal Investigators of national	Participation in and initiated scientific and L&D projects with national and international collaborators	In progress	IPHS has been working closely with the largest and most renowned universities in Bulgaria (e.g. St. Kliment Ohridski Sofia University) on several joint projects and networking initiatives. In parallel, the institute developed connections with European institutions such as the Italian University in Bologna to develop a joint database library of scientific publications, questionnaire and psychological scales and methods. IHPS also update the brochure of the Institute and published it on the website: https://iphs.eu/2021/07/15/представяне-на-иинч-2021/

				and international projects.			IPHS provided remote working opportunities for the staff during the pandemic and organized regular online round tables and events to encourage collaboration and team cohesion. The number of the seminars organized in 2022 is 15 and 8 in 2023.
	4. Encouraging researchers to participate in national and EU projects.	4. Professional attitude 29. Value of mobility 38. Continuing Professional Development 39. Access to research training and continuous development	Annually	Director, Attestation Commission Scientific Council, Scientific Secretary, Heads of Departments, Director, Researchers	Submitted and/or approved projects	In progress	***Conducted and on-going projects providing additional payment for academic and non-academic staff:*** 1. 'Measures to cope with the demographic crisis in Bulgaria' financed by the Bulgarian government https://iphs.eu/en/proietsts/measures-to-overcome-the-demographic-crisis-in-the-republic-of-bulgaria-2017-2018/ 2. 'Statistical information for educational, social-economic, health status and dwelling of Roma population in Bulgaria' sponsored by the Bulgarian government; 3. 'Increasing road safety by development of new methods to study drivers' psychological capabilities' sponsored by Ministry of transport, information technologies and communication https://iphs.eu/en/proietsts/driving-styles-and-risky-driving-behaviour/ 4. 'Study of aggression and violence in school – forms, factors and motivation'. Sponsored by the Ministry of Education and Science. https://iphs.eu/en/proietsts/approbation-of-the-

							program-for-the-prevention-and-intervention-of-school-aggression/ 5. 'National strategy in the area of energetics' financed by National Energetics Holding. 6. 'Study on tendencies of health and risky attitudes and behaviors of school aged children in Bulgaria' financed by the Ministry of Education and Science 7. 'A key toward school without fear'. Sponsored by Animus Foundation http://bezstrah.org/2017/08/04/research/ 8. 'An integrative model of activities with vulnerable groups'. Sponsored by Velux Foundation and KnowHow fund at NBU. 9. 'Goals, priorities and policies to realize National Strategy for Demographic Development' financed by the Ministry of Labour and Social Policy. https://iphs.eu/en/proietsts/project-goals-priorities-and-policies-for-the-implementation-of-the-updated-national-strategy-for-demographic-development-of-the-republic-of-bulgaria-2012-2030/ 10. 'Migration experience and changes in attitudes toward labor, education, gender and family relation of the Bulgarian Roma' financed by the Program in support of junior researches at BAS

							2016-2017 https://iphs.eu/en/proietsts/migrant-experience-and-change-in-the-attitudes-towards-labour-education-gender-and-family-relationships-of-bulgarian-roma/ 11. 'Search, catalog processing of sources on marriage and marital relations in the archives of the National Library 'St Cyril and Methodi', 2016-2017'. Funden by the Program in support of junior researches at BAS https://iphs.eu/en/proietsts/searching-cataloging-and-processing-of-sources-on-marriage-and-marital-relations-stored-in-the-funds-of-the-national-library-st-st-cyril-and-methodius/ 12. 'Style of driving as a predictor of risky behavior on road'. Funded by the Program in support of junior researches at BAS 2016-2017: https://iphs.eu/en/proietsts/driving-styles-and-risky-driving-behaviour/ 13. 'Inventing a tool for studying social presentations toward public leaders'. Funded by the Program in support of junior researches at BAS 2016-2017 https://iphs.eu/en/proietsts/development-of-methodology-for-exploring-social-representations-towards-civil-leaders/

							14. 'Complex integrative multifaceted model for studying dyslexia'. Funded by the National Research Fund. http://www.iphs.eu/n/napravleniya/departament-psihologiya/psihologiya-na-razvitieto-i-zdraveto.html 15. 'Vision to demographic problem in Bulgaria after 1990. Pronatalism and social policy'. https://iphs.eu/en/proietsts/visions-of-the-demographic-problem-in-bulgaria-after-1990-pronatalism-and-social-policy/ 16. 'Child care in early years. National study on social, health and educational system on childcare in early years (0-7). Funded by 'For Our Children' Foundation. https://iphs.eu/en/proietsts/care-at-an-early-age-national-study-on-the-impact-of-health-social-and-educational-systems-on-the-care-of-children-at-an-early-age-0-7-years-2016-2017/ 17. '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'. https://iphs.eu/en/proietsts/analysis-of-teachers-attitudes-and-assessment-of-the-quality-of-the-educational-environment-as-baseline-information-

							for-the-evaluation-of-the-impact-of-unicef-and-mo-interventions-for-promotion-of/ 18. 'Vision for family policy in support of families and children'. Funded by EEA grants. https://iphs.eu/2014/12/17/проект-визия-за-семейна-политика-в-под/ 19. 'The dynamic nature of interethnic attitudes in Bulgaria: a social psychological perspective' Funded by Bulgarian-Swiss Research Program. https://iphs.eu/en/proietsts/the-dynamic-nature-of-interethnic-attitudes-in-bulgaria-a-social-psychological-perspective-2013-2016/ 20. 'Values and belief in a just world'. In partnership with the state University in Paraiba, Brazil https://iphs.eu/en/proietsts/values-and-belief-in-a-just-world-2013-2016/ 21. 'Gender and health impacts of policies extending working life in Western countries: COST http://www.iphs.eu/n/proekti/2013-04-30-15-45-48.html 22. 'Migration and mobility – migrating individual in perspective of media representation'. In partnership with the Center for Slavic and East European Studies at Ohio State Univ.

							http://www.iphs.eu/n/proekti/2013-04-30-15-45-48.html 23. 'Financing Bulgarian Periodical. Funded by the National Research Fund. https://iphs.eu/en/journals/ 24. 'Assessment of the Republic of Bulgaria Progress on the Roma Social Inclusion'. Contract with Council of Ministers of Republic of Bulgaria MC-50/09.08.2017 https://www.iphs.eu/n/proekti.html 25. Project "Let there be light - a chance for development for every child", Funded by 'For Our Children' Foundation.: https://iphs.eu/en/proietsts/let-there-be-light-a-chance-for-development-of-every-child-2018-2019/ 26. "Deep dive analysis of the current state and dimensions of child poverty and social exclusion in Bulgaria as well as the policies, programs, services, budgets and mechanisms for dealing with it". Funded by UNICEf -Bulgaria: https://iphs.eu/en/proietsts/un-equal-childhood-deep-dive-in-child-poverty-and-social-exclusion-in-bulgaria-unicef-europe-and-central-asia-regional-office-ecaro-and-unicef-bulgaria-2021-2022-2/

							27. “Adolescent health and well-being in the context of the COVID-19 pandemic: effects on mental health, health behaviors, social interactions, and academic motivation and achievement moderated by personality characteristics”. Funded by the National Science Fund: https://iphs.eu/en/proietsts/adolescent-health-and-well-being-in-the-context-of-the-covid-19-pandemic-effects-on-mental-health-health-behaviour-social-interactions-and-academic-motivation-and-achievement-moderated-by-persona/ 28. “Health and well-being among Bulgarian adolescents: analysis of trends in the HBSC survey 2006-2018 in a national and international comparative perspective”. IPHS-BAS: https://iphs.eu/en/proietsts/health-and-well-being-of-bulgarian-adolescents-analysis-of-trends-in-the-hbsc-study-2006-2018-in-a-national-and-international-comparative-perspective-2019-2022/ 29. “Program for prevention and intervention of aggression and violence in school” financed by the Ministry of Education and Science: https://iphs.eu/en/proietsts/project-program-for-prevention-and-intervention-of-aggression-and-violence-at-school-2019%e2%80%902020/ 30. “Training of trainers on the Program for

							Prevention and Intervention of Aggression and Violence at School" financed by the Ministry of Education and Science: https://iphs.eu/en/proietsts/approbation-of-the-program-for-the-prevention-and-intervention-of-school-aggression/ 31. "Development of policies aimed at Bulgarians abroad" financed by the Council of Ministers of the Republic of Bulgaria: financed by the Ministry of Education and Science: https://iphs.eu/en/proietsts/development-of-policies-directed-to-bulgarians-abroad-2019-2020/ 32. "Stress and dealing with it in conditions of a spreading Covid infection – IPHS at BAS" financed by the Ministry of Education and Science: https://iphs.eu/en/proietsts/socio-psychological-%d0%b5ffects-of-the-crisis-caused-by-covid-19-perceived-stress-and-dynamics-of-experiences/ 33. "Psychological determinants of attitudes towards emigration and life planning among young people, in the context of demographic challenges in Bulgaria" financed by the National Science Fund: financed by the Ministry of Education and Science: https://iphs.eu/en/proietsts/%e2%84%96-%d0%ba%d0%bf-06-%d0%bd35-4-psychological-determinants-of-young-peoples-attitudes-to-emigration-and-life-planning-in-the-context-of-

							demographic-challenges-in-bulgaria-dec/
	5. Promotion in Open Science policy and practice of the scholarly journals published by IPHS	11. Evaluation/ appraisal systems 16. Judging merit (Code) 38. Continuing Professional Development;	Annually	Researchers Attestation Commissio, Scientific Council, Heads of Departments	Number of open access publications of the journals of IPHS and in journals following Open Science policy	New	Transition to open access publications of the journals of IPHS and encouraging researchers to publish in journals following Open Science policy. The journal Psychological Research (in the Balkans) has already transitioned to open access: https://journalofpsychology.org/index.php/1 . The journal Naselenie (Population Review) is in progress to switch to open access.
Priority N 2 To construct plans for increasing researchers' competences needed for their career development and for their continuing professional development	1. Informing researchers at every stage of their professional development for the opportunities for career development.	12. Recruitment 13. Recruitment (Code) 15. Transparency (Code) 38. Continuing professional development 39. Access to research training and continuous	Permament/ Annually	Director, Scientific secretary, Heads of departments, Heads of research units, Researchers, Principal Investigators of national and international projects. Administrativ	-Provided regular information on career prospects to Ph.D. students and the staff of IPHS; -Organized workshops on career in science at BAS level; -Organized knowledge-sharing sessions with young	In progess	This effort and all initiatives are ongoing. Periodically, researchers are informed about the opportunities for career development in accordance with their professional interests. In 2023 an internal group for searching and collecting information about international applications has been created in IPHS. The group monitors open calls and explores opportunities for application fir projects. It regularly informs all researchers about the available calls and opportunities to apply for different international projects and collaborations. Two seminars were organized aiming to inform the staff of IPHS about the opportunities and the principles for application in Horizon 2020 programme of EC, etc.

				e personnel	scientists and Ph.D. students on career progression; -Shared regularly information about opportunities for projects, funding, and experience abroad		
	2. Encouraging and supporting researchers at every stage of their professional development for career growth and lifelong learning.	38. Continuing professional development 39. Access to research training and continuous development	Permanent	Director, Scientific secretary, Heads of departments, Heads of research units, Researchers, Principal Investigators of national and international projects.	-Provided funding for participation in international conferences and forums; -Participation in funded projects	Extended	This effort and all initiatives are ongoing. Periodically, researchers are informed on meetings and seminars about the opportunities for for career growth and lifelong learning. The institute organized two trainings for the use of software for qualitative data analysis (3 sessions) and also for statistical analyses and research methods (15 sessions).

	3. Encouraging researchers at all levels to participate in conferences, workshops, seminars, training courses, etc. to improve their professional skills.	38. Continuing professional development	Permanent	Director, Scientific secretary, Heads of departments, Heads of research units, Researchers, Principal Investigators of national and international projects.	-Informed all staff of available training/ workshops/ learning opportunities - Encouraged young scientists to participate in L&D initiatives in and outside their immediate sphere of research	In progress	To date, there is an increase of the the trainings and seminars (face-to-face and more recently online) provided by external as well as internal specialists that include IT courses, courses on academic writing, public speaking and presenting, statistics, etc. These efforts are ongoing. In addition, the institute organized two trainings for the use of software for qualitative data analysis (3 sessions) and also for statistical analyses and research methods (15 sessions).
	4. Encouraging researchers to spread their research results and experience by teaching at Universities and publication of teaching materials.	33. Teaching	Permanent	Director, Scientific secretary, Heads of departments, Heads of research units, Researchers, Principal	-Number of researchers teaching in universities; -Number of researchers who publish teaching materials	Completed	2/3 of the current staff at the IPHS teaches in universities (e.g. the New Bulgarian University (NBU), “Neofit Rilski” Southwest University and “St. Kliment Ohridsky” Sofia University, the Military Academy and others). The researchers spread their knowledge by giving lectures and training courses within organizations from the public and private sectors. They prepare teaching materials and publications accordingly.

				Investigators of national and international projects.			
	5. Encouraging researchers to publish in journals with IF, indexed in WEB OF SCIENCE, SCOPUS, ERIH+ after a procedure of the evaluation of the request by the Head of the Research Unit and the Director of IPHS for allocation of financial resources for the review process	7. Good practice in research 8. Dissemination, exploitation of results	Annualy	Director Scientific Secretary, Heads of departments, Heads of research units, Secretary - Information provision	- Number of researchers who received funding from the Institute, the National Scientific Fund or other projects to cover publications costs in journals with IF	New	- Number of publications and citations in journals with IF, indexed in Web of Science, SCOPUS, ERIH+. All publications from the period 2018-2022 are 453. Publications in SCOPUS, WoS and ERIH+ for the period 2018-2022 are 111. Publications in SCOPUS and WoS 2018-2022 are 55. All citations for the period 2018-2022 are 1425. Citations in SCOPUS and WoS for the period 2018-2022 are 466. In other scientific publications – 959.
Priority N 4. To create opportunities for researchers' active public engagement while	1. Activating researchers in collaboration with business, local and state authorities, civil sector.	1. Research freedom 7. Good practice in research 9. Public engagement 38. Continuing Professional	Permanent	Director Scientific Secretary, Heads of departments Heads of research units Researchers	- Meetings with representatives of business, local and state authorities; - Signed Agreements	Completed	1. Realized focus groups with business organizations' representatives in the framework of the project "Measures to cope with demographic crisis"; 2. Annual meetings with the Secretary of the National Council for Cooperation on Ethnic and Integration Issues, Council of Ministers;

preserving their degree of independence		Development			for collaboration - Accomplished press conferences presenting research results - Media presentations		2. Annual meetings with the Secretary of the National Council for Cooperation on Ethnic and Integration Issues, Council of Ministers; 3. Annual meetings and preparation of Internal reports with the working group on demographic issues, incomes and living standards under the Minister of Labor and Social Policy: https://www.strategy.bg/StrategicDocuments/View.aspx?lang=bg-BG&Id=778 4. Since 2020 Annual meetings with The National Council on Social Inclusion to the Council of Ministers - Reports on scientific research, educational and financial activities of IPHS: https://iphs.eu/документи/ 5. Participation in two research projects coordinated by the NGOs – Reports on scientific research, educational and financial activities of IPHS: https://iphs.eu/документи/ 6. Two research projects financed by the Council of Ministers – "Measures to overcome the demographic crisis in Republic of Bulgaria" and "Preparation of a national strategy in the field of energy / Projections of the demographic development of Bulgaria in the period 2015-2040": Reports on scientific research, educational and financial activities of IPHS https://iphs.eu/документи/

							Signed Agreements for collaboration – permanent and project based activities: 7 agreements with the following institutions: - 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 - Foundation 'For our children'
	2. Continuation of regular practices of IPHS in promotion of scientific results in press conferences and various formats of social media	3. Professional responsibility 8. Dissemination, exploitation of results 9. Public engagement	Permanent	Director Scientific Secretary, Heads of departments Heads of research units Researchers	Conferences and seminars; Accomplished press - conferences presenting research results - Media presentations	Completed	1. IPHS organizes Annual National School for Doctoral Students and Young Researchers in Social Sciences, where the doctoral students of the Institute have the opportunity to present their studies. https://iphs.eu/??s=Национална+школа+за+докторанти+и+млади+изследователи&lang=bg 2. IPHS organized Scientific forum with international participation "Demographic challenges and policies", 14-15.11.2018 3. IPHS was a co-host of Discussion round table "Demographic changes and their impact on the labor market, economic development and security in Bulgaria and Europe" – 27.02.2020 г. 4. Dissemination and application through training at the national level of pedagogical specialists, school psychologists and teachers to apply the

							Program for Prevention and Intervention of Aggression and Violence at School, funded by the Ministry of Education and Science. 5. Presentations in media, including press conferences presenting research results. 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, 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. - Reports on scientific research, educational and financial activities of IPHS https://iphs.eu/документи/ 6. Update of the Information brochure of IPHS in Bulgarian and in English: https://iphs.eu/en/latest/
	3. Establishing regular practices for spreading of research results among stakeholders such as governmental institutions (ministries, agencies), companies, civil organizations	3. Professional responsibility 8. Dissemination, exploitation of results 9. Public engagement	Permanent	Director Scientific Secretary, Heads of departments Heads of research units Researchers	Meetings and seminars with governmental institutions (ministries, agencies), companies, civil organizations	Completed	1. Realized focus groups with business organizations' representatives in the framework of the project "Measures to cope with demographic crisis" 2. Annual meetings with the Secretary of the National Council for Cooperation on Ethnic and Integration Issues, Council of Ministers; 3. Annual meetings with the Secretary of the National Council for Cooperation on Ethnic and Integration Issues, Council of Ministers; 4. Annual meetings and preparation of Internal reports for the Working group on demography,

							incomes and living standards under the Minister of Labor and Social Policy: https://www.strategy.bg/StrategicDocuments/View.aspx?lang=bg-BG&Id=778 5. IPHS was a co-host of Discussion round table "Demographic changes and their impact on the labor market, economic development and security in Bulgaria and Europe" – 27.02.2020
Priority N 5. To provide autonomy and creativity of researchers with a special focus on opportunities for early stage researchers and for postdoctoral students	1. Encouraging graduate doctoral students in IPHS who are interested in research activities to participate in competitions for "assistant professor" and to remain part of the team of the Institute.	12. Recruitment; 28. Career development	Permanent	Director, Scientific Secretary Scientific supervisors of PhD students, Mentors of postdoctoral researchers, Heads of research units, Secretary – Information	- Number of accepted PhD students per year - Number of defended PhD theses - Number of graduate doctoral students who participated in competitions for "assistant professor" - Number of graduate doctoral students who started working in the institute	In progress	IPHS efforts on this action are ongoing and can be considered “in progress” beyond the time frame of this evaluation report. For the evaluation period more than 5 early stage and young researchers were newly hired in the institute, which is a substantial increase: - Reports on scientific research, educational and financial activities of IPHS: https://iphs.eu/en/latest/

	2.Strengthening of constructive and supporting relationships between senior and young researchers to enhance their professional skills and career development through participation in joint research projects, etc.	23. Research environment; 36. Relation with supervisors	Permanent	Director, Scientific Secretary Scientific supervisors of PhD students, Mentors of postdoctoral researchers, Heads of research units, Secretary – Information	- Number of early stage researchers involved in national and international projects - Number of certificates for participation at national scientific forums including National School for Doctoral Students and Young Researchers in Social Sciences - Number of certificates for participation at international scientific forums - Number of publications of early stage researchers	In progress	Open, constructive and supporting relationships between senior and young researchers have been established. As part of the Institute's culture, senior researchers are engaged in helping early stage researchers and postdoc students to improve their professional skills and to work together in joint projects. The research staff, including early stage researchers, took part in multiple projects carried out at the Institute. All early stage scientists are included as members in teams on national and international scientific projects. Detailed information about the conducted projects and participants is on the IPHS' site (https://iphs.eu/en/projects-2023/ and https://iphs.eu/en/latest/) The early stage scientists have been actively included in the National Research Programme "Young scientists and postdoctoral students", financed by the Ministry of Education and Science. Through this Programme, researchers from IPHS receive funding to carry out an autonomous research while having the support and guidance of a senior scientist as a mentor. The Programme also gives opportunity to hire new early stage researchers and postdoc students to work on project basis in the Institute and thus, one postdoc student was newly hired. https://web.mon.bg/bg/101140 . In the period of the evaluation five early carrer researchers and postdocs participated in the National Research Programme "Young scientists and postdoctoral students", financed by the Ministry of Education

							and Science in Bulgaria. The research staff, including early stage researchers, actively participated in national and international forums. For example, IPHS organizes annually the event “The National School of PhD students and Young Researchers in Social Sciences”, which provides early stage researchers with the opportunity to present and discuss their scientific work. Selected papers are published afterwards in a Special Issue of the journals Psychological Research and Population Review (published by IPHS). The National School for Doctoral Students and Young Researchers in Social Sciences is organized every year. Each year approximately 30 PhD students and early career researchers participate in it. https://iphs.eu/??s=Национална+школа+за+докторанти+и+млади+изследователи&lang=bg The research staff, including early stage researchers, took part in different activities organized within the framework of international research networks. Doing research as part of international networks’ projects enhances the researchers’ opportunities to present and discuss their own work in a multicultural environment and to exchange ideas and results with their colleagues from different countries. IPHS organizes regular events and seminars in which information about career development opportunities is presented. Information of

							scientific events, funding opportunities, call for papers and other scientific activities is disseminated through the mailing list of the Institute.
	3. Exercising permanent control by the scientific supervisor, head of the research unit and the department on the stages of the doctoral development.	37. Supervision and managerial duties 38. Continuing Professional Development; 40. Supervision	Permanent	Director, Scientific Secretary Scientific supervisors of PhD students, Mentors of postdoctoral researchers, Heads of research units, Secretary – Information	- Number of accepted PhD students per year - Number of defended PhD theses - Number of certificates for participation at national scientific forums including National School for Doctoral Students and Young Researchers in Social Sciences	In progress	IPHS has a clear policy of support and supervision of PhD students. The PhD students meet on a regular basis with the scientific supervisor to discuss their research and the development of their professional skills. Every three months the PhD students provide the Head of the research unit with a report, which is discussed with the academic members of the unit. They are given clear research and methodological guidelines. IPHS organizes regular internal seminar to encourage collaboration, team cohesion, exchange of ideas and results. On these events doctoral students present and discuss their scientific work with academic staff from the whole department.

					- Number of publications of PhD students		
	4. Active involvement of doctoral students in projects carried out at the Institute in order to enhance their research skills.	23. Research environment; 39. Access to research training and continuous development	Permanent	Director, Scientific Secretary Scientific supervisors of PhD students, Mentors of postdoctoral researchers, Heads of research units, Secretary – Information	- Number of accepted PhD students per year - Number of defended PhD theses - Number of certificates for participation at national scientific forums including national school for PhD students and young researchers - Number of certificates for participation at international scientific	Completed	Multiple PhD students took part in projects carried out at the Institute. Detailed information about the conducted projects and participants is on the IPHS' site. (https://iphs.eu/en/projects-2023/) PhD students actively participated in academic forums. For example, IPHS organizes annually the event "National School for Doctoral Students and Young Researchers in Social Sciences", which provides PhD students with the opportunity to present and discuss their scientific work. Selected papers are published afterwards in a Special Issue of the journals Psychological Research and Population Review (both journals are published by IPHS). The reports from the last four schools (since 2019) are published in the scientific publication proceeding series "COLLECTED PAPERS of the National School for Doctoral Students and Young Researchers in Social Sciences" - electronic and open-access edition, registered in the National Reference List of recent Bulgarian scientific publications with peer-review. (E.g.: https://www.iphs.eu/n/images/journals/Papers-2.pdf) Papers that are submitted in full text and have received a positive review are published. In

					forums - Number of PhD students involved in national and international projects - Number of publications of PhD students		the last two schools in 2022 and 2023, the registered participants are 62 and 53, including those who registered without presentation. From 2022, the school is held in a hybrid format (on-site and virtual). IPHS organizes regular events and seminars in which information about career development opportunities is presented. Information of scientific events, funding opportunities, call for papers and other scientific activities is disseminated through the mailing list of the institute.
Priority N 7. To provide a better working environment in terms of: compliance with ethical principles, gender balance, non-discriminatory working environment, better work-family balance, better	1. Strict compliance with the principles and norms of the Code of Ethics in scientific work.	2. Ethical principles 7. Good practice in research	Annually	Director, Head of the Ethical Commission, Scientific Secretary, Heads of Departments	- Report of the Chair of the Ethical Commission; - Number of claims; - Number of cases of violation of ethical norms	Extended	The Ethical Commission at IPHS identifies and monitors the main ethical principles and ethical standards of scientific research according to the IPHS Code of Ethics. Still, there is a need for more strict and overall control and monitoring of plagiarism and research ethics not only for PhD theses and publications of the research staff in case of applying for a higher academic position. Currently (July 2022) IPHS gained access through software provided by the Ministry of Education and Science to control plagiarism when necessary. For this purpose, an employee with access to the program, trained to work when performing a check, has been appointed. This will provide easier and more effective control, as well as protection of IPHS scientists against plagiarism from external entities.

technical facilities	2. Promotion of equal gender opportunities policy in the recruitment of researchers.	10. Non discrimination 24. Working conditions; 27. Gender balance; 35. Participation in decision-making bodies	Annually	Director, Heads of Departments, Chair of the General Assembly, Human Resources Officer	- Gender ratio in IPHS' decision-making bodies - Gender ratio in academic positions and opportunities for career mobility - Number of claims related to discrimination based on gender - Number of research studies with a focus on gender (structures, values, inequalities, etc)	In progress	The IPHS adopted Internal Rules on equality, equal opportunities and protection against discrimination in 2016. In 2022 BAS adopted Plan to promote equality between men and women. The IPHS applies an internal Plan on gender equality with a focus on providing better work-family balance for the research staff by introducing the transition to flexible working hours and distant work: https://iphs.eu/документи/ The recent increase of the PHD stipends attracts more male PhD. In 2023 five men were enrolled in the doctoral programmes of the institute.
	3. Setting up an organization for safe working conditions.	24. Working conditions;	Permanently, once in 4 months according to COVId-19 situation in the country/city	Director, Human Resources Officer	-Temporary rules on working conditions according to COVID situation issued by the	In progress	In terms of COVID situation and care for healthy working conditions, there is a need to update the Internal Rules for working conditions and to include distant work, including online meetings, seminars, etc as a legitimized type of work in accordance with BAS' rules and the national legislation.

					IPHS Director - Flexible working regime and precise visiting hours and opportunities for individual planning of the research activity		
	4. Preventing potential conflicts, complaints and appeals through workshops and discussion of the problems as well as improvement the psychological climate in the Institute, through teambuilding and joint events.	24. Working conditions; 25. Stability and permanence of employment	Annually	Director, Heads of Departments, Heads of research units Human Resources Officer	Annual teambuilding seminar	Extended	The organizing of annual teambuilding seminars is highly evaluated by the IPHS staff. This practice was interrupted during 2020-2022 due to the COVID pandemic. If conditions allow, it will be continued in the next period. All researchers with a doctorate work at IPHS on a permanent contract with an indefinite duration. The newly appointed young scientists are initially on temporary contracts, and then with proven high professional qualities and motivation to work in the IPHS, the contracts become permanent with a decision of the Scientific Council and the Director.

	5. Improvement of institutional research base	24. Working conditions;	Annually	Director, Heads of Departments, Chief Accountant, Facilities Manager	- Renewal of office furniture and equipment and the condition of the working premises	Completed	During the period of 2015-May 2018 IPHS changed all technical equipment and office furniture. This continues in the next period and is done if necessary to change technique or office furniture.
	6. Regulation and optimization of remote work and online communication in crisis situations as well as for better work life balance of the IPHS staff	24. Working conditions	Annualy	Director, Human Resources Officer, General Assembly	Updated internal rules for working conditions including regulation of remote work	New	In post COVID situation and care for healthy working conditions, there is a need to update the Internal Rules for working conditions and the Internal Regulations of the Scientific Council and to include distant work, including online meetings, seminars, etc. as a legitimized type of work in accordance with BAS' rules and the national legislation.
Priority N 8. To provide better conditions for adequate remuneration and judging individual merits	1. Wider informing of the researchers about funding opportunities.	4. Professional attitude 8. Dissemination, exploitation of results 38. Continuing Professional Development 39. Access to research training and continuous development	Permanent	Director, Attestation Commission Scientific Council, Scientific Secretary, Heads of Departments, Researchers	- Participation at information seminars related to national and European programs; - Presentation of information at the IPHS' General Assembly;	Completed	***- Participation in information seminars of national and European programs;*** Participation in Information Days on presenting 'Horizon 2020' EC Program Launching Conference on 'Horizon 2020' Program organized by BAS" ~~http://www.iphs.eu/n/proekti.html~~ Dissemination of information on conferences and seminars and opportunities to apply for projects in the internal mailing list of IPHS.

							Dissemination on meetings of information about the possibility of additional funding and renumeration under the K2 component for researchers with high publication activity and citations (applies to the remuneration under the K2 criteria).
	2. Encouraging researchers to participate in national and EU projects.	4. Professional attitude 29. Value of mobility 38. Continuing Professional Development 39. Access to research training and continuous development	Permanent	Director, Attestation Commission Scientific Council, Scientific Secretary, Heads of Departments, Researchers	- Submitted and/or approved projects	In progress	***- Conducted and on-going projects providing additional payment for academic and non-academic staff*** 1. 'Measures to cope with demographic crisis in Bulgaria' financed by the Bulgarian government https://iphs.eu/en/proietsts/measures-to-overcome-the-demographic-crisis-in-the-republic-of-bulgaria-2017-2018/ 2. 'Statistical information for educational, social-economic, health status and dwelling of Roma population in Bulgaria' Sponsored by the Bulgarian government; 3. 'Increasing road safety by development of new methods to study drivers' psychological capabilities',sponsored by Ministry of transport, information technologies and communication https://iphs.eu/en/proietsts/increasing-the-level-of-road-safety-by-developing-new-methods-for-researching-the-psychological-readyness-of-motor-vehicle-drivers/ 4. 'Study of aggression and violence in school – forms, factors and motivation'. Sponsored by the Ministry of Education and Science.

							https://iphs.eu/en/proietsts/approbation-of-the-program-for-the-prevention-and-intervention-of-school-aggression/ 5. 'National strategy in the area of energetics' financed by National Energetics Holding. 6. 'Study on tendencies of health and risky attitudes and behaviors of school aged children in Bulgaria' financed by the Ministry of Education and Science 7. 'A key toward school without fear'. Sponsored by Animus Foundation http://bezstrah.org/2017/08/04/research/ 8. 'An integrative model of activities with vulnerable groups'. Sponsored by Velux Foundation and KnowHow fund at NBU. 9. 'Goals, priorities and policies to realize National Strategy for Demographic Development' financed by the Ministry of Labour and Social Policy. https://iphs.eu/en/proietsts/project-goals-priorities-and-policies-for-the-implementation-of-the-updated-national-strategy-for-demographic-development-of-the-republic-of-bulgaria-2012-2030/ 10. 'Migration experience and changes in attitudes toward labor, education, gender and family relation of the Bulgarian Roma' financed by the

							Program in support of junior researches at BAS 2016-2017 https://iphs.eu/en/proietsts/migrant-experience-and-change-in-the-attitudes-towards-labour-education-gender-and-family-relationships-of-bulgarian-roma/ 11. 'Search, catalog processing of sources on marriage and marital relations in the archives of the National Library 'St Cyril and Methodi', 2016-2017'. Funden by the Program in support of junior researches at BAS https://iphs.eu/en/proietsts/searching-cataloging-and-processing-of-sources-on-marriage-and-marital-relations-stored-in-the-funds-of-the-national-library-st-st-cyril-and-methodius/ 12. 'Style of driving as a predictor of risky behavior on road'. Funded by the Program in support of junior researches at BAS 2016-2017: https://iphs.eu/en/proietsts/driving-styles-and-risky-driving-behaviour/ 13. 'Inventing a tool for studying social presentations toward public leaders'. Funded by the Program in support of junior researches at BAS 2016-2017 https://iphs.eu/en/proietsts/development-of-methodology-for-exploring-social-representations-towards-civil-leaders/

							14. 'Complex integrative multifaceted model for studying dyslexia'. Funded by the National Research Fund. http://www.iphs.eu/n/napravleniya/departament-psihologiya/psihologiya-na-razvitieto-i-zdraveto.html 15. 'Vision to demographic problem in Bulgaria after 1990. Pronatalism and social policy'. https://iphs.eu/en/proietsts/visions-of-the-demographic-problem-in-bulgaria-after-1990-pronatalism-and-social-policy/ 16. 'Child care in early years. National study on social, health and educational system on childcare in early years (0-7). Funded by 'For Our Children' Foundation. https://iphs.eu/en/proietsts/care-at-an-early-age-national-study-on-the-impact-of-health-social-and-educational-systems-on-the-care-of-children-at-an-early-age-0-7-years-2016-2017/ 17. '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'. https://iphs.eu/en/proietsts/analysis-of-teachers-attitudes-and-assessment-of-the-quality-of-the-

							educational-environment-as-baseline-information-for-the-evaluation-of-the-impact-of-unicef-and-mo-interventions-for-promotion-of/ 18. 'Vision for family policy in support of families and children'. Funded by EEA grants. https://iphs.eu/2014/12/17/проект-визия-за-семейна-политика-в-под/ 19. 'The dynamic nature of interethnic attitudes in Bulgaria: a social psychological perspective' Funded by Bulgarian-Swiss Research Program. https://iphs.eu/en/proietsts/the-dynamic-nature-of-interethnic-attitudes-in-bulgaria-a-social-psychological-perspective-2013-2016/ 20. 'Values and belief in a just world'. In partnership with the state University in Paraiba, Brazil https://iphs.eu/en/proietsts/values-and-belief-in-a-just-world-2013-2016/ 21. 'Gender and health impacts of policies extending working life in Western countries: COST http://www.iphs.eu/n/proekti/2013-04-30-15-45-48.html 22. 'Migration and mobility – migrating individual in perspective of media representation'. In partnership with the Center for Slavic and East

							European Studies at Ohio State Univ. http://www.iphs.eu/n/proekti/2013-04-30-15-45-48.html 23. 'Financing Bulgarian Periodical. Funded by the National Research Fund. https://iphs.eu/en/journals/ 24. 'Assessment of the Republic of Bulgaria Progress on the Roma Social Inclusion'. Contract with Council of Ministers of Republic of Bulgaria MC-50/09.08.2017 https://www.iphs.eu/n/proekti.html 25. Project "Let there be light - a chance for development for every child", Funded by 'For Our Children' Foundation.: https://iphs.eu/en/proietsts/let-there-be-light-a-chance-for-development-of-every-child-2018-2019/ 26. "Deep dive analysis of the current state and dimensions of child poverty and social exclusion in Bulgaria as well as the policies, programs, services, budgets and mechanisms for dealing with it". Funded by UNICEf -Bulgaria: https://iphs.eu/en/proietsts/un-equal-childhood-deep-dive-in-child-poverty-and-social-exclusion-in-bulgaria-unicef-europe-and-central-asia-regional-office-ecaro-and-unicef-bulgaria-2021-2022-2/

							27. “Adolescent health and well-being in the context of the COVID-19 pandemic: effects on mental health, health behaviors, social interactions, and academic motivation and achievement moderated by personality characteristics”. Funded by the National Science Fund: https://iphs.eu/en/proietsts/adolescent-health-and-well-being-in-the-context-of-the-covid-19-pandemic-effects-on-mental-health-health-behaviour-social-interactions-and-academic-motivation-and-achievement-moderated-by-persona/ 28. “Health and well-being among Bulgarian adolescents: analysis of trends in the HBSC survey 2006-2018 in a national and international comparative perspective”. IPHS-BAS: https://iphs.eu/en/proietsts/health-and-well-being-of-bulgarian-adolescents-analysis-of-trends-in-the-hbsc-study-2006-2018-in-a-national-and-international-comparative-perspective-2019-2022/ 29. “Program for prevention and intervention of aggression and violence in school” financed by the Ministry of Education and Science: https://iphs.eu/en/proietsts/project-program-for-prevention-and-intervention-of-aggression-and-violence-at-school-2019%e2%80%902020/

							30. “Training of trainers on the Program for Prevention and Intervention of Aggression and Violence at School” financed by the Ministry of Education and Science: https://iphs.eu/en/proietsts/approbation-of-the-program-for-the-prevention-and-intervention-of-school-aggression/ 31. “Development of policies aimed at Bulgarians abroad” financed by the Council of Ministers of the Republic of Bulgaria: financed by the Ministry of Education and Science: https://iphs.eu/en/proietsts/development-of-policies-directed-to-bulgarians-abroad-2019-2020/ 32. “Stress and dealing with it in conditions of a spreading Covid infection – IPHS at BAS” financed by the Ministry of Education and Science: https://iphs.eu/en/proietsts/socio-psychological-%d0%b5ffects-of-the-crisis-caused-by-covid-19-perceived-stress-and-dynamics-of-experiences/ 33. “Psychological determinants of attitudes towards emigration and life planning among young people, in the context of demographic challenges in Bulgaria” financed by the National Science Fund: financed by the Ministry of Education and Science: https://iphs.eu/en/proietsts/%e2%84%96-%d0%ba%d0%bf-06-%d0%bd35-4-psychological-determinants-of-young-peoples-attitudes-to-

							emigration-and-life-planning-in-the-context-of-demographic-challenges-in-bulgaria-dec/
	3. Establishing a more differentiated system of remunerations taking into account the results of the individual attestation.	11. Evaluation/ appraisal systems 16. Judging merit (Code) 18. Recognition of mobility experience (Code) 19. Recognition of qualifications (Code) 26. Funding and salaries	Permanent	Director, Attestation Commissio, Scientific Council, Scientific Secretary, Heads of Departments, Director, Researchers	- Revised evaluation form for individual attestation - Accomplished system of differentiated payment	In progress	Remuneration at IPHS is differentiated according to academic position and holding a PhD degree. In every 3 years individual attestation is exercised according to criteria. Specially appointed commission evaluates each employee. The scores obtained for every employee may influence his/her remuneration. The IPHS' research staff iparticipating in the projects with external funding receive additional payment according to each member's activity in the project. Extra payment is given for work in case of additional activities. Additional payment was introduced related to the criteria of number of publications, publications with an impact factor and citations under the component K2 of the budget of IPHS. Additional financial support was introduced from doctoral students who are evaluated at the end of the year for their work and fulfilment of assigned taks. The decisions are taken after discussion by a special attestation committee that evakuates the work of doctoral students.
	4. Informing the academic staff of IPHS about the additional financial support provided	38. Continuing Professional Development	Annually	Director, Scientific Council, Attestation Commission	Number of publications and citations indexed in WS, Scopus, ERIH+	New	Additional payment was introduced related to the criteria of number of publications, publications with an impact factor and citations under the component K2 of the budget of IPHS. In the period of the evaluation two researchers received funding

	under K2 Component of BAS for high publication activity in journals with IF, indexed in WEB OF SCIENCE, SCOPUS, ERIH+				in realtion to the overall publications per year		to publish their papers in journals with IF. The finding was provided under the component K2 of the budget of IPHS.

Unselected principles:
5. Contractual and legal obligations 6. Accountability 14. Selection (Code) 17. Variations in the chronological order of CVs (Code) 20. Seniority (Code) 21. Postdoctoral appointments (Code) 22. Recognition of the profession 30. Access to career advice 31. Intellectual Property Rights 32. Co-authorship 34. Complains/ appeals

The extended version of the reviewed HR Strategy for your organisation for the next 3 years, including the OTM-R policy must be published on your organisation's website.

Please provide the link to the dedicated webpage(s) on your organisation's web site *:

URL *:
http://www.yoursite.com

https://iphs.eu/en/hr-logo/

If your organisation has already filled in the OTM-R checklist in the Initial Phase, 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 in the action plan (as emerged from the Gap Analysis), please provide a short commentary demonstrating the progress of the implementation versus the initial phase.

Comments on the implementation of the OTM-R principles (Internal Review for Award Renewal)

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://iphs.eu/wp-content/uploads/2013/04/Pravilnik_IPHS_09.11.2022.pdf), published on the website of the Institute 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" https://iphs.eu/академични-длъжности-2/ . The documentation related to each procedure is collected in the section "Completed competitions ": https://iphs.eu/академични-длъжности-2/ . The IPHS' Scientific Council takes 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).

The Law on the Development of The Academic Staff in the Republic of Bulgaria was updated during the period of Interim Assessment. In particular, the update of the Law on the Development of The Academic Staff in the Republic of Bulgaria and the Rules on terms and conditions for the acquisition of science degrees and occupying scientific positions in BAS introduced changes and new rules for acquisition of science degrees, which are based on minimal national criteria. The process is monitored and the information for every researcher is register in the National Center for Information and Documention. The new rules put strong emphasis on the international peer previewed publications, citations in international scientific databases such as Scopus and Web of Science and participation in research projects. These changes have been adopted by all research institutions in the country, incl. the Bulgarian Academy of Sciences and IPHS.

Ideally, the extended version of the reviewed OTM-R policy and actions should be published on your organisation's website.

Please provide the web link to the OTM-R dedicated webpage(s) if it is different than the one where the reviewed HR Strategy is located.

URL:

http://www.yoursite.com

https://iphs.eu/en/hr-logo/

4. Implementation

General overview of the implementation process: (max. 1000 words)

IPHS implemented the principles of the HR Strategy and the Action Plan in several directions and activities. The update of the Law on the Development of the Academic Staff in the Republic of Bulgaria and the Rules on Terms and Conditions for Acquisition of Science Degrees and Occupying Scientific Positions in BAS introduced minimal national criteria for acquisition of a scientific degree. The process is monitored and the information for all researchers is registered in the National Center for Information and Documentation. The new rules put strong emphasis on the international peer previewed publications, citations in the international scientific databases such as Scopus and Web of Science and participation in research projects. These changes have been adopted by all research institutions in the country, incl. the Bulgarian Academy of Sciences and IPHS.

IPHS stimulates higher mobility of young researchers, especially PhD students and post-doctoral researchers through their involvement in research projects, and participation in national and international forums. The National School for Doctoral Students and Young Researchers in Social Sciences is organized annually by IPHS and a book with conference proceedings is published afterward. The National Program „Young Scientists and Postdoctoral Researchers" launched by the Council of Ministers in 2018, provides additional funding for early career researchers and extends their research opportunities. All public funds spent by the beneficiaries of this program are regularly reported before the Scientific Council and the financial department at the IPHS. In order to provide a transparent vision of a PhD student's contractual and legal obligations, a four-step road map is published including enrollment, education, defense and professional realization.

IPHS adopted an Action Plan to Promote Equality between Women and Men in the Bulgarian Academy of Sciences. However, feminization of social sciences and disproportionate gender balance between the employees in IPHS is a challenge that needs to be addressed in the next years.

Mobility in IPHS is strongly encouraged in the context of human resources policy and evaluation of researchers. BAS is part of the Bulgarian network of contact persons for the mobility of researchers, which is part of the European network (EURAXESS Services). Every scientist at IPHS can take advantage of the Bulgarian Network of Research Mobility Centres. One of the weaknesses in this respect relates to the necessity to improve mobility of the internal staff as well as to attract foreign researchers in the Institute.

Additional payment was introduced related to the criteria of number of publications, publications with an impact factor and citations under the component K2 of the budget of IPHS. Additional financial support was introduced also from doctoral students who are evaluated at the end of each year for their work and fulfilment of assigned taks. The decisions on the financial support are taken by a special attestation committee that evaluates the work of the doctoral students.

Teaching is not obligatory for researchers but is required for professional development. It is a mandatory component for holding higher academic positions. Researchers from IPHS teach in several universities in the country and also in the Doctoral School of BAS. IPHS works to establish stronger links with the universities.

The increasing distant work and digitalization of work and research process in the recent years of the COVID pandemic posits new challenges that require an update of the normative documents of the Institute in order to regulate better this practice and to provide better professional opportunities of the employees. New regulations were introduced with the aim to ensure safety and opportunity of the researchers to continue their work remotely in the period of the pandemic.

IPHS organizes also regular events and seminars in which the thorough and timely information about career development opportunities of the staff is presented. Information of scientific events, funding opportunities, call for papers and other scientific activities is regularly disseminated through the mailing list of the Institute.

Recently, the Instutute started also to change its publication policy with the aim to introduce to open access of its journals. One of the journals (Psychological Research) has already prepared a website for this purpose: https://journalofpsychology.org/index.php/1 . This is in line with the Open Science policy of the Institute.

The principles of IPHS' HRS4R are included directly in the activities on the development of the staff, the professional career development and mobility of the researchers. The HRS4R principles have immanently and gradually been incorporated in the overall strategy of IPHS and the priorities of the institute, as well as in the individual goals, professional career development and mobility of each researcher.

Make sure you also cover all the aspects highlighted in the checklist, which you will need to describe in detail:

Note: Click on each question of the checklist to open the editor.

How have you prepared the internal review? *

The Internal analysis was prepared according to the Action Plan 2015-2017 (May 2018) and the indicators included in it. The research staff at both junior and senior level as well as non-academic staff, including an HR specialist sent information to the team (Steering Committee) who is responsible for preparing the final version of the Internal analysis. The team includes: Prof. Antoaneta Hristova (Director of IPHS) since 2022, Prof. Yolanda Zografova (Senior Researcher from the Department of Psychology, former Director of the institute and and head of the team), Prof.Tatyana Kotzeva (Senior Researcher from the

Department of Demography), Assoc. Prof. Elitsa Dimitrova (Senior Researcher from the Department of Demography, HR Award Logo Contact Person), Venera Rousseva (Human Resources Employee), Assist. Prof. Dr. Polimira Miteva (Junior Researcher from the Department of Psychology), Assis. Prof. Dr. Emanuela Markova (Junior Researcher from the Department of Psychology), Valentina Dolmova (PhD student), Elena Yotsova (Chief Accountant). The preliminary version of the Internal analysis was discussed and prepared in the group that represents different staff members of the Institute.

How have you involved 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.

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

Yes, there is a Steering group responsible for control of the implementation of activities. The Steering group comprises of one member from each level of academic and non-academic staff: Prof. Antoaneta Hristova (Director of IPHS) since 2022, Prof. Yolanda Zografova (Senior Researcher from the Department of Psychology, former Director of the institute and and head of the team), Prof.Tatyana Kotzeva (Senior Researcher from the Department of Demography), Assoc. Prof. Elitsa Dimitrova (Senior Researcher from the Department of Demography, HR Award Logo Contact Person), Venera Rousseva (Human Resources Employee), Assist. Prof. Dr. Polimira Miteva (Junior Researcher from the Department of Psychology), Assis. Prof. Dr. Emanuela Markova (Junior Researcher from the Department of Psychology), Valentina Dolmova (PhD student), Elena Yotsova (Chief Accountant).

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 updated Action Plan.

How has your organisation ensured that the proposed actions would be also implemented? *

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

How are you monitoring progress (timeline)? *

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 will you measure progress (indicators) in view of the next assessment? *

The progress will be measured based on the Reports on scientific research, educational and financial activities of IPHS (https://iphs.eu документи/), the normative and organizational documentation of IPHS and the Bulgarian Academy of Sciences, the research dabase SONIX (https://sonix.bas.bg/bg) in which all information on publications, projects and other academic activities of the staff of IPHS are included and other relevant legislative and organizational documentation. We will conduct an annual survey with the research and administrative staff on their demands for work and career development and to collect feedback regarding the 40 principles of the C&C. We will aslo present and discuss the results on meetings of the General Assambly of IPHS.

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 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.

Additional remarks/comments about the proposed implementation process: (max. 1000 words)