

## **Human Resources and Social Policy**

The Seven-year plan of the development of JINR for 2017–2023 is aimed at providing effective organization of work of the Institute's personnel, improvement of the system of assessment and remuneration of labour of the scientific researchers and other categories of the JINR staff, attraction of young scientific, engineering, and administrative personnel, and social protection of the staff. The Plan includes the following activities:

### **I. Human resources**

1. Active involvement of scientists, heads and experts from the Member States of JINR for broader participation in work of JINR scientific, administrative and engineering sectors.

2. Creation of conditions for the attraction of high-potential scientists and experts from a broad range of countries including those that are not Member States of JINR for work at JINR on a competitive basis.

3. Realization of a package of measures for the attraction of young people, their training and permanent recruitment in the JINR staff on the basis of further development of the system of material and social support of youth, of the education system, of the creation of conditions for professional growth, increase of motivation to scientific and technical, and organizational and administrative activities.

4. Formation of a personnel reserve for vacancy filling of superior positions in the scientific, administrative and engineering sectors of JINR.

5. Creation of an effective system of professional development of the JINR staff.

6. Improvement of the regulatory framework for the management of human resources including an update of the Regulation for the JINR staff and other standard documents currently in force as well as development of new documents in view of the dynamics of JINR development.

7. Implementation of a complex of measures providing a special status of JINR executive officers in the host country of JINR in accordance with "Agreement between the Government of the Russian Federation and JINR on the Location and Terms of Activity of JINR in the Russian Federation".

### **II. Efficiency of work, improvement of the management system**

1. Regular assessments of work of staff members on the basis of relevant provisions of the JINR regulations for the assessment of personnel' work, rules for the assessment of individual efficiency of work of scientific researchers and other standard documents with the use of the PIN personal information system.

Monitoring of the performance of JINR subdivisions taking into account the international experience and the system of assessment of the organizations of public sector of science operating in the territory of the host country of JINR.

2. Optimization of the structure and number of the personnel and adaptation of the JINR schedule of positions and salaries to the changing conditions.

3. Optimization of the management system of JINR providing efficiency of management processes and management expenses at increased requirements to the professional level and executive discipline of the personnel.

4. Improvement of competitive procedures in vacancy filling at JINR.

5. Organization of a system of electronic document flow providing efficiency and transparency of the administrative services offered to the JINR staff.

6. Implementation of the JINR policy concerning the protection and use of intellectual property created by employees of the Institute.

**Personnel forecast by categories**

	2017	2018	2019	2020	2021	2022	2023
Staff members, including:	3 450	3 370	3 250	3 150	3 070	3 100	3 150
– Researchers	1 100	1 050	1 030	1 000	960	980	1 000
– Others	2 350	2 320	2 220	2 150	2 110	2 120	2 150
Invited researchers	20	35	60	90	170	260	340
<b>Total</b>	<b>3 470</b>	<b>3 405</b>	<b>3 310</b>	<b>3 240</b>	<b>3 240</b>	<b>3 360</b>	<b>3 490</b>

**Personnel forecast by countries**

	2017	2018	2019	2020	2021	2022	2023
Russian Federation	3 020	2 915	2 800	2 690	2 640	2 710	2 800
Other Member States	415	430	445	460	485	510	530
Non-Member States	35	55	65	90	115	140	160
<b>Total</b>	<b>3 470</b>	<b>3 400</b>	<b>3 310</b>	<b>3 240</b>	<b>3 240</b>	<b>3 360</b>	<b>3 490</b>

**III. Salary, social policy**

1. Achievement, by the end of 2018, a level of average salary for the scientific researchers twice higher than the average salary in the host region of JINR.
2. Improvement of the remuneration system for all the categories of the JINR staff taking into account the international experience and the changes in legislation of the host country of JINR, aiming at transparency and efficiency of this system. Implementation of salary scales for all the categories of personnel with subdivision on sub-categories, aiming at growth of personnel motivation.
3. Reduction of disproportions in salaries of employees from different Member States, also by reducing levels of additional remunerations.
4. Modernization of workplaces of the JINR personnel at modern material and technical level.
5. Implementation of effective management of operation, granting and accounting of the JINR housing stock.
6. Effective use of the system of compulsory and voluntary medical insurance, rational interaction with healthcare institutions for granting high-quality medical services to the JINR personnel.
7. Improvement of the system of the accounting of work, including in hazardous and harmful and working conditions, and of the procedure for the preparation of documents confirming the right of staff members for labor pensions in the Member States of JINR.  
Use of the system of non-state pension provision in the host country of JINR depending on the level of its development and stability.
8. Extension of the material and social support of JINR veterans.

#### **IV. Young Staff at JINR**

A special programme entitled “Young Staff at JINR” was approved within the efforts to attract, train and recruit young scientists for the Institute. Financial and social support system for young people, their education and training, development of the environment for professional growth, promotion of their motivation towards scientific research or administrative work will be further developed in within this programme. The programme envisions preservation of the current successful projects implemented under the previous seven-year plan at the same time.

Implementation of the previous Seven-year plan has confirmed the effectiveness of realization and further development of grants for young staff and annual youth awards. The proportion of young people in the structure of the JINR staff is growing and the number of new young employees increases, which confirms the well-tuned recruitment system. On the other hand, the trend of outflow of staff with small work experience has remained — mainly because of unresolved housing conditions, which need special attention in the near future. Measures for the selection and increase of education and professional level of young staff are at the same level of importance for the further dynamic development of JINR as an international research organization.

The following are the main activities in the frame of the action plan for additional efforts to attract, train and recruit young scientists and specialists at JINR:

1. Creation and development of the JINR basic facilities in accordance with international status and advanced research worldwide.
2. Further development of a strong educational platform on the basis of the JINR UC including the Engineering Centre.
3. Promotion of the Institute and its activities through conferences, schools, seminars and public lectures, scientific excursions and presentations for the specialists and the public.
4. Further implementation and development of the young staff grants system and annual youth awards.
5. Implementation of the career road map, which indicates opportunities for young staff, creation of the youth talent pool at JINR divisions.
6. Further development of the financial and social support system for young staff aimed to improve the quality of life and work conditions.
7. Increasing and improving the quality of special housing fund, ordering rent payment of young staff.
8. The housing programme on favorable terms — loans and subsidies for the accommodations, opportunity of beneficial purchase of special housing fund with payment by installments.

The time scale for the implementation of the planned actions for this section of the Seven-year plan, and determination of specific objectives and stages in 2017–2023 will depend on the general conditions of the JINR development and changing external factors influencing the personnel and social policy.