

UAB-HRS4R

Updated Action Plan (2024-2026)

and monitoring of the Human Resources Strategy for
Researchers (HRS4R) implementation

The European Charter for Researchers and the Code of Conduct for the
Recruitment of Researchers



HR EXCELLENCE IN RESEARCH

Universitat Autònoma de Barcelona, December 2023

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UAB-HRS4R Action Plan 2024-2026

This document describes:

- a) the implementation of measures and the identified gaps since receiving the acknowledgement from Euraxess.
- b) the integration of the C&C principles in the UAB strategy
- c) the planned actions to improve policies and processes in the next three years (2024-2026)

<https://www.uab.cat/eng/euraxess>

1 Introduction

The Universitat Autònoma de Barcelona (UAB) was founded in 1968, with four principles of autonomy: freedom to select teaching staff, admission available to all students, freedom to create its own study plans and freedom to administrate the University's capital. It is therefore a relatively young university, but in its short history it has moved forward at a rapid pace. According to the international rankings, it is among the best universities in Spain, and it is occupying an outstanding position at European and international level in terms of quality of teaching and research,

The UAB is an institution that demonstrates its commitment to society by contributing to two main areas: knowledge and innovation. The UAB aims to prepare professionals with the profiles needed by society and contribute to society through its scientific research. To achieve these objectives, the institution offers a wide range of courses, with 109 undergraduate courses, 68 doctoral programmes, 278 master postgraduate programmes and 314 specialisation courses. The University has over 40,000 students, (3,900 foreign students) and 3.751 permanent researchers and teaching staff, (data from 2022-23).

The UAB is one of the major public universities of Spain. It coordinates a potent scientific and technological campus (*Esfera UAB* - UAB Sphere), which comprises all the departments, science and technology services, research centres, institutes and university hospitals that are members of the UAB. The University is therefore a breeding ground for quality researchers and a centre for the dissemination of knowledge and technologies, and it plays a leading role in scientific research. Its main areas of investigation include Biotechnology and Biomedicine (including the vital contribution made through the clinical research carried out at associate hospitals),

Animal Health, Food Technology and Safety, Environmental Sciences and Technology, Nanotechnology, Microelectronics, Material Science and Engineering, Computer Vision, Artificial Intelligence, Experimental Sciences, Social Sciences, and research in Humanities. This wide range of disciplines integrated into a single area helps to promote multidisciplinary research.

Regarding UAB’s research activity, the following data of 2022 stand out: 7.801 articles (Clarivate Analytics WoS), 623 research agreements; 262 research national projects; 92 international projects and 16 patents claimed.

Key figures of the UAB (2023)

Total researchers of the UAB (contracted by the UAB): 2513

Categories	researchers	women	men	foreign
R1	578	300	278	168
R2	429	189	240	167
R3- R4	1506	610	896	90
Total	2513	1099 (44%)	1414 (56%)	425 (17%)

Doctoral researchers (R1) externally funded, not contracted by the UAB: 4015

Administrative & Technical Staff: 2287

Teaching (only) staff: 2254

Total researchers: 6528

Yearly average number of defended Doctoral Thesis: 700

Total Staff including teaching staff: 7054.

The UAB is committed to improve its Human Resources policies in line with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. In January 2012, the UAB [endorsed the C&C](#) and in October 2012 joined the 4th Cohort of the HRS4R initiative.

During 2013 and 2014, the Internal Analysis of the UAB was conducted by an interdisciplinary team, including meetings with members of the Governing Board, the Management Board, and researchers from different fields of knowledge.

The result of this task was the “UAB Gap Analysis and Action Plan”. **In December 2014, the UAB was awarded the distinction “HR Excellence in Research”**. Since then, the UAB have been monitoring and implementing the successive action plans. This reflects our commitment to continuously improve our human resources strategies in line with the European Charter for Researchers and the Code of Conduct for the

Recruitment of Researchers, and our commitment to guarantee a supportive research environment implementing these principles into UAB policies.

2 Implementation of the HRS4R Action Plans

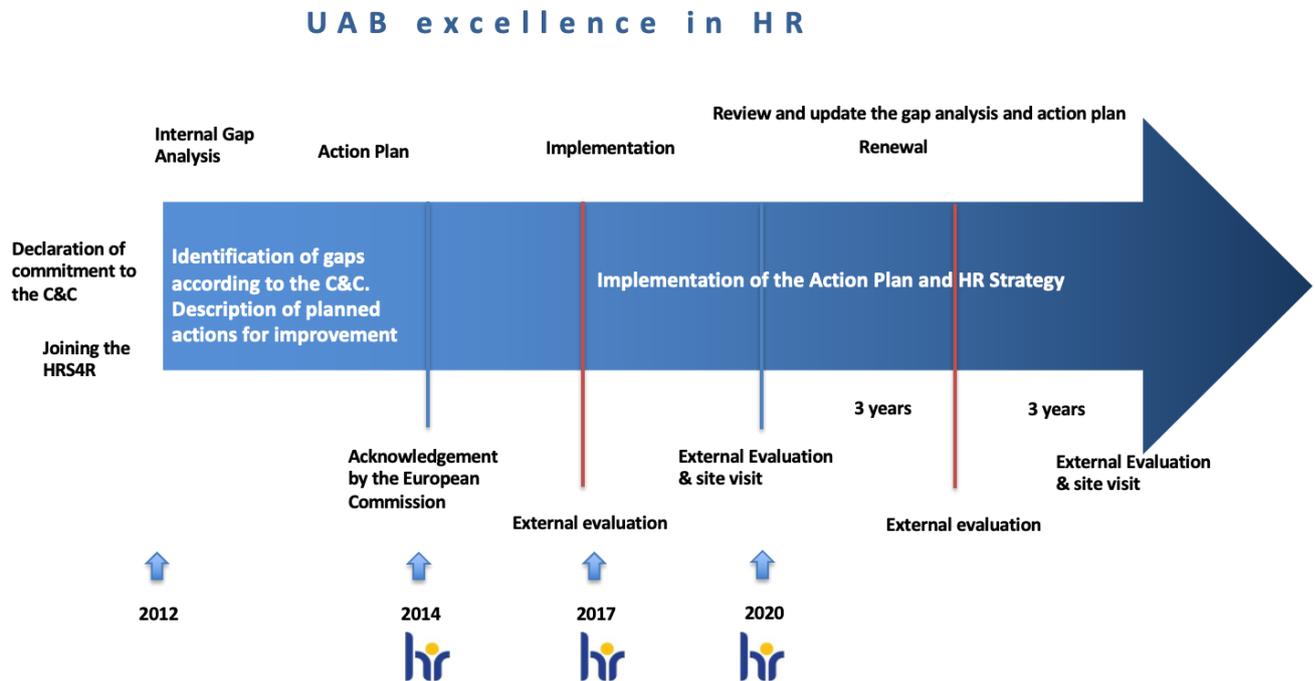
As result of the first Gap Analysis in 2014, several areas of improvement were identified and subsequently described in the **First Action Plan**. In January 2015 started the implementation of such measures.

Three sectorial workings groups - coordinated by the responsible appointed by the Supervisory Board- carried out the relevant actions, assessed and revised implementation plans and schedules to elaborate the UAB-HRS4R Updated Action Plan for the next three years (2017-2019).

Most of the actions initially proposed for 2015-2016 had been either fully implemented, or were being implemented, as they are mid-term or long-term measures affecting strategic aspects of the institution. The implementation of the C&C generated an intense debate, especially in those aspects related with “selection and recruitment” (OTM-R). The self-assessment to update the HRS4R Action Plan was approved by the Supervisory Board in December 2016.

After the assessment in December 2016, the **Second Action Plan** (Revised Action Plan 2017-2019) started being implemented in January 2017. Taking as reference our initial Gap Analysis, several areas of improvement were identified and subsequently described in the Revised Action Plan, including the measures to be taken in next years. Using the OTM-R checklist and the step-by-step guide (toolkit) as a self-assessment tool, a list of questions was considered to determine the degree to which the institutional practices were OTM-R compliant and to identify where improvements could be made. The conclusions of this analysis resulted in a new UAB policy for recruitment and selection.

In December 2020, during the COVID-19 crisis and one year later than planned, the HR award was renewed, and the **Third Action Plan 2020-2023** (Improved Action Plan) entered into force. This Third Action Plan has currently finished and in this document, the main results of the process have been reported. The COVID and post-COVID scenario have considerably modified the planned actions, introducing new elements and, undoubtedly, accelerating the digitalisation of many internal procedures, implementing new ways of working, and opening to new ways of teaching.



During these years the initial three sectorial workings groups were merged for practical reasons. Currently there’s only a general HRS4R working group including representatives of different strategic areas. OTM-R aspects are a recurring topic tackled in most of the group meetings.

To monitor the progress in the implementation of C&C principles, a **detailed revision of the initial Gap Analysis** has been carried out and it is included in this assessment. In the next section, the implementation of each principle is analysed and there are suggestions for improvement or actions to be undertaken.

During the implementation of the Action Plan 2020-2023 and in collaboration with representatives of the researchers’ community (focus groups), the UAB-HRS4R team has identified some points of improvement to deal with in the next years.

Changes in the legal framework affecting the HRS4R implementation

The Spanish labour reform ([Royal Decree Law -32/2021](#)) eliminated temporary contracts for a specific project of service. At the UAB, this directive mainly affected contracts with dedicated funding (for researchers and technical research staff), which were transformed into indefinite ones. Only some kind of short-term contracts have been maintained (i. e. substitution contracts).

In April 2022, the Council of Ministers approved the [Royal Decree-Law 8/2022](#), which facilitates indefinite contracts in the Public Science System. Specifically, the Royal Decree Law introduces a permanent contract modality linked to the development of scientific-technical activities for all types of research personnel within the framework of strategic lines of research. The Ministry of Science and Innovation and the Ministry of Universities promoted this measure with the aim of providing greater stability to professional careers in public institutions in the field of R&D&I, such as universities, research centres, foundations and consortiums.

This contractual figure, which includes the singularities of the R+D+I system, is not subject to the limits of the public employment offer or to the replacement rates.

In addition, these contracts of indefinite duration in the public system do not require prior authorization if their financing is external or comes from calls on competitive basis. In the event that the research group continues with funding, the contracts may be extended without the need for a new contract.

[A new law on the university system](#) (Law 2/2023, LOSU) has been approved in Spain and entered in force in April 2023. This new regulation is well aligned with the C&C and proposes numerous measures so researchers' academic career can be stable, predictable and with decent working conditions.

- to guarantee the quality of university studies and teaching staff;
- to reduce the temporality of professors, from 40% in the previous legislation to 8%;
- to improve the conditions and status of associate professors;
- to create the figure of substitute professor;
- to commit for a minimum expenditure of 1 % of GDP at the University;
- to establish a maximum in university fees. The Autonomous Communities shall set the amount in accordance with the general principle of progressively containing or lowering prices;
- to promote lifelong learning;
- to improve the lengths of times of the academic career for teaching and research staff to encourage their stabilisation;
- to develop new qualitative and quantitative professor assessments;
- to increase the transparency in all public processes for professor positions where the organising university will be in the minority and the members will be chosen by lot;

- to promote the internationalisation of the university system, partnerships and joint degrees;
- to create the figure of Distinguished Professorship to attract professors of academic and research prestige, both national and foreign;
- to guarantee an equal and inclusive university;
- to promote of student participation.

In short, LOSU marks the horizons towards which Spanish universities must go, increasing their autonomy and giving them the necessary tools to face the challenges that are taking place in society. These changes will be gradually implemented by our institution during the coming years.

On 18 December 2023, the European Commission has published a Council Recommendation ([C/2023/1640](#)) “on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe”. The proposal covers a comprehensive set of measures targeted at strengthening the ERA and making it more resilient, appealing, and competitive. The set of measures includes:

- a proposal for a Council Recommendation that establishes a new European framework for research careers;
- a new Charter for Researchers, replacing the 2005 Charter and Code for Researchers with new and revised principles;
- the European Competence Framework for Researchers ([ResearchComp](#)), to support inter-sectoral mobility of researchers

The proposal includes a new Charter for Researchers, an evolution of the previous C&C and updating the Charter's principles and streamlining its structure. Consequently, during the 2023 we have decreased some initiatives (related to dissemination and awareness) in view of these changes and to start adapting the strategy to the new framework.

Main points to keep on working on during the period 2024-2026

- Integration of Open Science principles (according to the EU's open science policy, including Ethics and Citizen Science initiatives) in academy as a strategy of engagement with society and to increase the awareness of citizens towards science and research.

- Adoption of the new Spanish legal framework and its integration in the UAB institutional policies, which is particularly relevant for those affecting OTM-R and working conditions.
- To analyse and promote the use of new indicators in the assessment of the research careers, including those for monitoring social impact of research.
- Supervision of R1-R2. This is usually an overlooked issue, but it is crucial for the professional careers of early-stage researchers and postdocs. A programme to support supervisors in this task: Train the trainers.
- Researchers Wellbeing & Mental Health. There are an increasing number of evidence that this is becoming a serious problem, as has been reflected in our focus groups and surveys (and it has been stated by EURODOC as a Pan European problem). Consequently, the UAB will start a programme to evaluate the current situation and to propose solutions.
- Adoption of the EU Council Recommendation on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe, including the new Charter for Researchers and the European Competence Framework for Researchers (Research Comp)

3 Updated Gap Analysis - 2023

C&C principle	Implementation	Existing national/regional legislation or institutional regulation	Initiatives already undertaken and/or suggestions for improvement
Ethical and Professional Aspects			
1. Research freedom	fully implemented	<p>Implementation of this principle is supported by:</p> <ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • Spanish Law (14/2011) of Science, Technology and Innovation • Code of Good Practice in Research (Governing Council, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council, 30/01/2013) 	<p>In addition to the national legislation, the UAB has the Code of Good Practice in Research and the Code of Good Practice of the Doctoral School, which guarantee freedom with the obvious limitations due to the ethical principles and practices related to the UAB statutes, the current legislation and international agreements.</p>
2. Ethical principles	fully implemented	<ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • Spanish Law (14/2011) of Science, Technology and Innovation • Spanish Law 14/2007, research on Biomedicine • Spanish Law 15/1999 on personal data protection • Regulation (EU) 2016/679 of the European Parliament • Spanish Royal Decree 1201/2005, Animal protection in experimentation 	<p>2015-2016 In addition to the national legislation, the UAB has the <i>Code of Good Practice in Research</i> and the <i>Code of Good Practice of the Doctoral School</i>, which guarantee that researchers follow the legislation and rules on ethical principles.</p> <p>The procedures of the <i>UAB Ethics Committee on Animal and Human Experimentation (CEEAH)</i> needed to be revised to facilitate their access online.</p> <p>2017-2019 A new website including necessary documents and links in English was launched in September 2017: https://www.uab.cat/web/ethics-</p>

		<ul style="list-style-type: none"> • Code of Good Practice in Research (Governing Council, 30/01/2013) • UAB Ethics Committee on Animal and Human Experimentation (CEEAH), established in 1994. • Code of Good Practice of the UAB Doctoral School (Governing Council, 30/01/2013) 	<p>committee-on-animal-and-human-experimentation-1345735628829.html</p> <p>At the same time, seminars on ethics in research have been organized yearly:</p> <p>Postdocs: 15/02/2018 and 20/09/2018 Predocs: 28/01/2016, 01/02/2018 and 31/01/2019</p> <p>2020-2023</p> <p>During this period, the Doctoral School integrated a new similarity detection software (Turnitin) to avoid plagiarism in doctoral theses. Some pilots were carried out for two years affecting specific doctoral programmes.</p> <p>Several seminars on ethics in research have been regularly delivered for researchers:</p> <p>Predocs:</p> <ul style="list-style-type: none"> • <i>Responsible PhD: Integrating Responsible Research and Innovation (RRI) in PhD Research</i> (November 2020, March 2021, November 2021, May 2022) • <i>Good Research Practice</i> (January 2021, January 2022) • In November 2022 a self-learning course entitled <i>Good Research Practices and Research Integrity at UAB</i> was engaged by compiling materials from the Embassy of Good Science and the Leiden University Centre for Innovation. Since then, it has become a permanent activity for first stage researchers during the academic years 22-23 and 23-24. • The foreseen course <i>The ethics of scientific communication</i> was not delivered in the end but it was replaced by all the above mentioned activities. Furthermore, a small talk about science and ethics by the president of the UAB Ethics Committee is included every year in the welcome session of the Doctoral School.
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			<p>Postdocs:</p> <ul style="list-style-type: none"> • <i>Ethics in Research at Doctoral Programmes</i> (May 2021, October 2022). Addressed to PhD coordinators. • <i>Incorporating Ethical Responsibility in Teaching at UAB Faculties</i> (November 2021, April 2022) • <i>Incorporating Ethical Responsibility</i> (May 2022) • <i>Good Practices to Reduce Severity of Procedures on Animal Experimentation</i> (March, June, November 2021, November 2022, February, March, November 2023) • <i>Support for Ethical Reflection: Identification and Resolution of Ethical Dilemmas</i> (April 2023) • <i>Introduction to the Code of Good Research Practice at UAB</i> (June 2022, May 2023) <p>Future Actions Starting from 2024, it will be mandatory for all PhD candidates to use the similarity detection software Turnitin before depositing their thesis. On the other hand, the debate about research, ethics and AI is becoming more and more relevant these days. That's why a conference and round tables facing these issues will be organised. Regarding regulations, a new law on the university system has been approved in Spain during 2023. Fostered by this law, the UAB is working on new statutes that will be approved in a maximum period of two years. These statutes will continue ensuring compliance with ethical principles and academic integrity.</p>
3. Professional responsibility	fully implemented	<ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • Code of Good Practice in Research (Governing Council, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council, 30/01/2013) 	<p>2015-2016 Guidelines for good practices in research are available online to all the academic staff of the UAB.</p> <p>2017-2019 As a UAB policy, from the academic year 2016/2017 these documents (including the C&C) are provided to pre-doctoral researchers.</p>

			<p>An institutional effort has been made during this period to embed the RRI framework within the research community by training researchers (mainly R1+R2) in RRI and open science, highlighting the impact of research in the society.</p> <p>2020-2023 Apart from all the courses mentioned in the ethics principle, a new self-learning course was launched in 2020 for all PhD candidates including information on C&C, Euraxess and ERA. Since then, it has become a permanent activity for first stage researchers during the academic years 22-23 and 23-24.</p> <p>Future Actions The abovementioned course will have to be updated due to the recent changes in the Charter and Code and the new European Competence Framework for Researchers.</p> <p>Regarding regulations, a new law on the university system has been approved in Spain during 2023. Fostered by this law, the UAB is working on new statutes that will be approved in a maximum period of two years. These statutes will continue ensuring compliance with ethical principles and academic integrity.</p>
4. Professional attitude	fully implemented	<ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • Code of Good Practice in Research (Governing Council, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council, 30/01/2013) 	<p>2015-2016 Guidelines for good practices in research are available online to all the academic staff of the UAB.</p> <p>2017-2019 As a UAB policy, from the academic year 2016/2017 these documents (including the C&C) are supplied to pre-doctoral researchers.</p> <p>2020-2023 Apart from all the courses mentioned in the ethics principle, a new self-learning course was launched in 2020 for all PhD candidates</p>

			<p>including information on C&C, Euraxess and ERA. Since then, it has become a permanent activity for first stage researchers during the academic years 22-23 and 23-24.</p> <p>Future Actions The abovementioned course will have to be updated due to the recent changes in the Charter and Code and the new European Competence Framework for Researchers.</p> <p>Regarding regulations, a new law on the university system has been approved in Spain during 2023. Fostered by this law, the UAB is working on new statutes that will be approved in a maximum period of two years. These statutes will continue ensuring compliance with ethical principles and academic integrity.</p>
5. Contractual and legal obligations	fully implemented	<ul style="list-style-type: none"> • Spanish Royal Decree-Law 8/2022, urgent measures adopted in the field of labour contracting of the Spanish System of Science, Technology, and Innovation • Spanish Royal Decree-Law 32/2021 on urgent measures for labour reform, the guarantee of employment stability and the transformation of the labour market (see its key points in English) • Spanish Law 4/2007 • Specific requirements for EC funded projects (as Marie S.Curie) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) • UAB guidelines for contracting temporary researchers and technical staff 	<p>2015-2016 There are some guidelines and a specific space on the intranet where laws and regulations are compiled.</p> <p>2017-2019 As an improvement (2018-19), key documents related to the procedures for contracting researchers are on the extranet and available in English. For international researchers, the "International Support Service of the UAB" provides information and support regarding immigration issues and visa processing. There is also a "welcome pack" with practical information so that newcomers can integrate smoothly at UAB community.</p> <p>2020-2023 The Spanish labour reform in 2022 eliminated temporary contracts for a specific project of service. At the UAB, this directive mainly affected contracts with dedicated funding (for researchers and technical research staff), which were transformed into indefinite ones. Only some kind of short-term contracts have been maintained (i. e. substitution contracts).</p>

			<p>During this period, the UAB Human Resources Department worked on an English version of contracts, available on demand from January 2023.</p> <p>The International Support Service has been working to improve its webpage and has extended the information regarding work and residence permits and visas, specially focusing on researchers' needs. https://www.uab.cat/web/mobility-international-exchange/international-support-service/international-teachers-and-researchers-1345819419941.html</p> <p>They are also offering support on job seeking visas and helping researchers' families with residence permits.</p> <p>Future actions Our Human Resources Department is working on an internal tool to prepare calls together with the PI to simplify the process.</p>
6. Accountability	fully implemented	<ul style="list-style-type: none"> • Code of Good Practice in Research (Governing Council, 30/01/2013) 	<p>2015-2016 There are some guidelines and a specific space on the intranet where laws and regulations are compiled. Furthermore, specific support and advice is given, mainly for ethical and administrative accountability.</p> <p>2017-2019 The UAB has launched a new webpage with information on Transparency & Accountability (https://seuelectronica.uab.cat/es/transparencia-de-datos, only available in Catalan and Spanish) and a webpage on Social Responsibility (https://www.uab.cat/rsu/, only available in Catalan).</p>

<p>7. Good practice in research</p>	<p>fully implemented</p>	<ul style="list-style-type: none"> • Code of Good Practice in Research (Governing Council, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council, 30/01/2013) 	<p>2015-2016 Guidelines for good practices in research are available online to all the academic staff of the UAB. In 2015, a website with the information for data protection and confidentiality protection requirements was launched: https://www.uab.cat/web/research/open-access-uab/about/what-is-it-1345692532376.html</p> <p>2017-2019 As a UAB policy, from the academic year 2016/2017 these documents (including the C&C) are supplied to pre-doctoral researchers. Since 2017, new PhD candidates must sign their commitment with these principles at the beginning of their research career.</p> <p>The UAB has a new Health and Safety Plan (http://www.uab.cat/web/about-the-uab/itineraries/campus-sis/health-plan-1345668880624.html). When hired, all researchers have an introductory course about health and safety in the workplace. For those working in labs, there is a mandatory course on safety. All the procedures to be followed can be found on the following link: https://www.uab.cat/web/coneix-la-uab/itineraris/prevencio/normes-als-laboratoris-1345685348074.html</p> <p>Also, from 2018, the Doctoral School is offering a course to manage risks in the laboratory.</p> <p>2020-2023 Since the academic year 22-23, a self-learning course about health and safety in the workplace entitled <i>Chemical risks in the laboratory</i> is available in Spanish, Catalan, and English. This is a mandatory course for all the staff working in a lab. The UAB Training Unit is offering it to the UAB technical staff and researchers with contract whereas the Doctoral School is offering it to its PhD candidates.</p>
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<p>8. Dissemination, exploitation of results</p>	<p>fully implemented</p>	<ul style="list-style-type: none"> • Spanish Law (14/2011) of Science, Technology and Innovation • Code of Good Practice in Research (Governing Council, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council, 30/01/2013) 	<p>2015-2016 The principles concerning dissemination and valorisation of research results are described in the <i>Codes of Good Practice in Research</i> and others specific documents. There is a Publishing Service (for scientific books and magazines) and the Research Valorisation and Patent Office for results exploitation and commercialisation. In addition, there is an Institutional Strategy for the use of Open Data, according to the EC recommendations, and a free accessible Digital Documents Repository (http://ddd.uab.es/?ln=en).</p> <p>In 2015, promoted by the UAB_HRS4R strategy, the Intellectual Property and Open Access Website was launched (https://www.uab.cat/web/research/open-access-uab/about/what-is-it-1345692532376.html) to provide information and procedures on intellectual property and open access, with the aim to support research activities at the university.</p> <p>2017-2019 Training in technology-based intellectual property as well as in dissemination of science tools is yearly offered to researchers.</p> <p>2020-2023 Several seminars on dissemination, valorisation, patents, and open access have been regularly delivered for researchers.</p> <p>Since 2018, the UAB Research Park, together with other Catalan universities, is organising the programme <i>From Science to the Marketplace</i> to promote technology and knowledge transfer from university to society.</p> <p>In the last 13 years, the <i>Ideas Generation programme</i>, also organised by the UAB Research Park, has been seeking innovative solutions to face local challenges. These two initiatives are also helping to strengthen interaction between academia and non-academic sectors.</p>
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			<p>In 2023 the first edition of the <i>Science Train Coach</i> has been launched. This initiative consists of devoting one of the coaches of the local train (in the route to the UAB) to a specific scientific topic. Periodically, an expert will be available to answer all the questions citizens have related to his/her field of expertise. Thus, the train becomes a meeting space where science and citizenship converge while promoting Citizen Science.</p> <p>https://www.uab.cat/ca/cultura-cientifica/vago-de-la-ciencia</p> <p>Finally, the UAB is highly committed with the dissemination of science and organises a high number of activities to promote scientific culture: https://www.uab.cat/ca/cultura-cientifica/llicitat-activitats</p> <p>The Open Research Thermometer has been developed to monitor the implementation of Open Research and the use of the Open Institutional Digital Repository (DDD) (https://www.uab.cat/web/research/open-access-uab/open-research-thermometer-1345882136499.html)</p>
9. Public engagement	fully implemented	<ul style="list-style-type: none"> • Spanish Law (14/2011) of Science, Technology and Innovation • Code of Good Practice in Research (Governing Council, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council, 30/01/2013) 	<p>2015-2016</p> <p>As a public university, the UAB is especially concerned about the public engagement of research. The website UABdivulga (https://www.uab.cat/web/uabdivulga-1345468981740.html) is focused on spreading science to the society, and there are other initiatives described in https://www.uab.cat/web/research/popular-science-and-news-1345688534241.html</p> <p>2017-2019</p> <p>Apart from the initiatives mentioned in the previous period, specific courses on dissemination of science, RRI and Public Engagement are offered to researchers as part of their training. Also, the UAB is</p>

		<p>currently participating in several Horizon2020 projects (PERFORM, HEIRRI, ORION, SeeRRI), focused on RRI and public engagement.</p> <p>The UAB has also participated in the Bibliolab ISC2 initiative, which links the university with the public libraries of the municipalities surrounding the Campus. It aims to promote scientific vocations and digital education amongst youngsters by turning libraries into spaces to foster learning, science, innovation and technology. https://www.uab.cat/web/research/itineraries/uab-research/bibliolab/the-isc2-bibliolab-project-1345790340795.html</p> <p>2020-2023</p> <p>Apart from the courses mentioned in the dissemination principle, the Doctoral School has also been fostering public engagement with initiatives such as:</p> <ul style="list-style-type: none"> • Citizen science training course (June 2021, February 2023) • Thesis in 4 minutes competition, where PhD candidates are challenged to explain their research in a maximum of 4 minutes, in simple, easily understandable language for a general audience. • Participation in the Spanish competition #HiloTesis, where theses are explained in 20 tweets by using attractive visual content. <p>In March 2022 the UAB also hosted its first TEDx event.</p> <p>The UAB Open labs are another of the initiatives oriented to foster public engagement. They are open innovation ecosystems where the UAB community can solve challenges of the territory. They are five spaces at different campus locations: https://www.uab.cat/web/uab-open-labs-1345823387910.html</p> <p>Future Actions</p>
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			<p>The UAB is promoting the Hub B30 platform (www.hubb30.cat/en) as the framework to connect the quadruple helix in the local ecosystem.</p> <p>The UAB Citizen Science hub, piloted within the Horizon2020 Incentive project(www.incentive-project.eu) will promote and support the development of citizen science initiatives at the UAB and it will be fully implemented in 2024.</p> <p>In February 2024 will start the HorizonEurope project <i>Kaleidos</i>, which will explore new methods to valorise the research with the direct participation of the societal stakeholders (quadruple helix).</p>
10. Non discrimination	fully implemented	<ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • UAB fourth Action Plan for the Equality (quadrennial 2019-2023) UAB Observatory for Equality 	<p>2015-2016</p> <p>The UAB is strongly committed against any form of discrimination. In this regard, the UAB Observatory for Equality was created in 2005. The Observatory has elaborated quadrennial plans on gender equality and aimed at people with disabilities. All these plans have been introduced to and assessed by the Executive Governing Body, the Observatory’s Advisory Council and social partners, and eventually, passed by the Governing Council.</p> <p>The new website was launched in 2015. The website (https://www.uab.cat/web/observatory-for-equality-uab-1345697907214.html) provides information about gender and non-discrimination issues, including a tool for “Gender Sensitive Research” in research projects.</p> <p>The main items of the Gender Sensitive Research are:</p> <ul style="list-style-type: none"> • Gender equality in the composition of research teams. • Gender as a relevant dimension in all the stages of research: design, theoretical framework, methodology and techniques, data analysis, and dissemination of results • Consider the interest and impact of the research on the individuals conceived as research subjects. • Give voice to the experiences of women and minoritized social sectors, to facilitate social empowerment.

			<p>2017-2019 The fourth Action Plan for the Equality was launched and approved by the governing bodies of the UAB Since 2017, the Observatory is organizing courses specially addressed to researchers with the title "Gender perspective and dimension in our research" and "How to include gender perspective in teaching".</p> <p>2020-2023 The new law on the university system guarantees an equal and inclusive university. In December 2022, the UAB Protocol against sexual harassment and harassment on grounds of sex, sexual orientation, gender identity or gender expression was amended. Several seminars on gender in research have been regularly delivered for researchers.</p> <p>Future actions The Doctoral School has foreseen to offer a course on intersectionality in research during 2024. Furthermore, the UAB Observatory for Equality will have to design new gender and disability action plans starting from 2024.</p>
11. Evaluation/ appraisal systems	fully implemented	<ul style="list-style-type: none"> • Spanish Law 63/2006 • Spanish Order CIN/2657/2008 • Spanish Royal Decree 1052/2002 • Guidelines for the evaluation of the academic activity of the Universitat Autònoma de Barcelona. (Approved by the Government Council (23/03/2017) Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) 	<p>2015-2016 There are national and regional systems of evaluation for permanent and contracted researchers (R2,R3,R4), and a guide to evaluate the academic activity. Also, there is an indicator-based system to monitor research performance at the UAB, from faculties to individual researchers.</p> <p>R1 researchers are yearly evaluated by a Doctoral Programme's Academic Committee, in which a committee of three senior researchers evaluates the progress of their research plan.</p> <p>Future actions The UAB it is truly committed to find methodologies and new strategies for research assessment. In this regard, the institution signed its adherence to COARA coalition (www.coara.eu) , and it is</p>

			involved in different national and international COARA working groups to support and advance on these new assessment criteria, to include the social impact of the activity of researchers, the open publishing and linguistic diversity. These changes will be gradually implemented during the coming years.
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<p>• Recruitment and Selection – please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-Based Recruitment included below, which focuses on the operationalization of these principles.</p>			
12. Recruitment	Fully implemented	<ul style="list-style-type: none"> - Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) - Royal Decree Law 8/2022 that facilitates permanent contracts in the Public Science System - Royal Decree-Law 32/2021, of 28 December, on urgent measures for Labour Reform, the guarantee of job stability and the transformation of the labour market - Spanish Royal Decree (1312/2007) - Spanish Royal Decree (1313/2007) - UAB guidelines for contracting temporary researchers and technical staff 	<p>2015-2016 There are national and regional recruitment systems (for permanent researchers and tenure-track positions) with strict rules and procedures established by law.</p> <p>For temporary researchers, there are UAB guidelines describing all the procedures to be followed.</p> <p>2017-2019 The guidelines for contracting temporary researchers have been updated and improved to ensure that practices are carried out according to the C&C.</p> <p>The UAB is implementing the use of <i>e-tools</i> to facilitate the application and the selection process. After a previous e-tool checked during 2017-2018 (Nexus), a new trilingual e-tool has been implemented in 2019 (<i>Convocatòries UPAC</i>). https://seleccio.uab.cat/convocatoriesupac/login/auth</p>

			<p>2020-2023</p> <p>During these years, the UAB Human Resources Department was working on new improvements for the e-recruitment tool. However, due to internal issues, those improvements have not been implemented yet and have been postponed for the next period.</p> <p>Future actions</p> <p>It is expected that the selection e-tool will be improved so candidates will receive automatic notifications along the recruitment process. The HR Department is also working on an internal tool so the process of opening a new call becomes easier for PIs.</p> <p>A new law on the university system has been approved in Spain during 2023. This new regulation proposes numerous measures so researchers 'academic career can be stable, predictable and with decent working conditions. Some of the measures are to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract professors of academic and research prestige. These changes will be gradually implemented during the coming years.</p>
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<p>13. Recruitment (Code)</p>	<p>Partially implemented</p>	<ul style="list-style-type: none"> - Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) - Royal Decree Law 8/2022 that facilitates permanent contracts in the Public Science System - Royal Decree-Law 32/2021, of 28 December, on urgent measures for Labour Reform, the guarantee of job stability and the transformation of the labour market - Spanish Royal Decree (1312/2007) - Spanish Royal Decree (1313/2007) - UAB guidelines for contracting temporary researchers and technical staff 	<p>2015-2016 There are national and regional recruitment systems (for permanent researchers and tenure-track positions) with strict rules and procedures established by law.</p> <p>For temporary researchers, there are UAB guidelines describing all the procedures to be followed.</p> <p>2017-2019 The guidelines for contracting temporary researchers have been updated and improved to ensure that practices are carried out according to the C&C.</p> <p>The UAB is implementing the use of <i>e-tools</i> to facilitate the application and the selection process. After a previous e-tool checked during 2017-2018 (Nexus), a new trilingual e-tool has been implemented in 2019 (<i>Convocatòries UPAC</i>). https://seleccio.uab.cat/convocatoriesupac/login/auth</p> <p>2020-2023 During these years, the UAB Human Resources Department was working on new improvements for the e-recruitment tool. However, due to internal issues, those improvements have not been implemented yet and have been postponed for the next period.</p> <p>Future actions It is expected that the selection e-tool will be improved so candidates will receive automatic notifications along the recruitment process. Our HR Department is also working on an internal tool so the process of opening a new call becomes easier for PIs.</p> <p>A new law on the university system has been approved in Spain during 2023. This new regulation proposes numerous measures so researchers'</p>
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			<p>academic career can be stable, predictable and with decent working conditions. Some of the measures are to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract professors of academic and research prestige. These changes will be gradually implemented during the coming years.</p>
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<p>14. Selection (Code)</p>	<p>Fully implemented</p>	<ul style="list-style-type: none"> - Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) - Royal Decree Law 8/2022 that facilitates permanent contracts in the Public Science System - Royal Decree-Law 32/2021, of 28 December, on urgent measures for Labour Reform, the guarantee of job stability and the transformation of the labour market - Spanish Royal Decree (1312/2007) - Spanish Royal Decree (1313/2007) - UAB guidelines for contracting temporary researchers and technical staff - Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) 	<p>2015-2016 There are national and regional recruitment systems (for permanent researchers and tenure-track positions) with strict rules and procedures established by law.</p> <p>For temporary researchers, there are UAB guidelines describing all the procedures to be followed.</p> <p>2017-2019 To ensure that selection practices are carried out according to the Charter&Code, some procedures have been modified. The new policy on selection includes specific rules to define functions and composition of selection committees (they are to be composed of three members: a researcher from the hosting group, a member of RRHH office and a representative of the Work Council – Trade Union</p> <p>A “commitment letter” must be signed by the person responsible for the job offer, ensuring the process will fulfil the requirements of C&C. The UAB is implementing the use of <i>e-tools</i> to facilitate the application and the selection process. After a previous e-tool checked during 2017-2018 (Nexus), a new trilingual e-tool has been implemented in 2019 (<i>Convocatòries UPAC</i>). https://seleccio.uab.cat/convocatoriesupac/login/auth</p> <p>2020-2023 During these years, the UAB Human Resources Department was working on new improvements for the e-recruitment tool. However, due to internal issues, those improvements have not been implemented yet and have been postponed for the next period.</p> <p>The commitment letter, that was only available in Catalan, has been added some English comments to serve as a guidance for foreign IPs.</p> <p>The selection processes have also been improved by reducing their length</p>
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			<p>from 30 to 26 days while keeping the same excellence standards, thus speeding up the process which is particularly relevant when contracting personnel for research projects.</p> <p>Future actions</p> <p>It is expected that the selection e-tool will be improved so candidates will receive automatic notifications along the recruitment process. The HR Department is also working on an internal tool so the process of opening a new call becomes easier for PIs.</p> <p>A new law on the university system has been approved in Spain during 2023. This new regulation proposes numerous measures so researchers' academic career can be stable, predictable and with decent working conditions. Some of the measures are to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract professors of academic and research prestige. These changes will be gradually implementing during the coming years.</p>
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<p>15. Transparency (Code)</p>	<p>Fully implemented</p>	<ul style="list-style-type: none"> - Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) - Royal Decree Law 8/2022 that facilitates permanent contracts in the Public Science System - Royal Decree-Law 32/2021, of 28 December, on urgent measures for Labour Reform, the guarantee of job stability and the transformation of the labour market - Spanish Royal Decree (1312/2007) - Spanish Royal Decree (1313/2007) - UAB guidelines for contracting temporary researchers and technical staff - Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) 	<p>2015-2016 There are national and regional recruitment systems (for permanent researchers and tenure-track positions) with strict rules and procedures established by law.</p> <p>For temporary researchers there are UAB guidelines describing all the procedures to be followed.</p> <p>2017-2019 To ensure that selection practices are carried out according to the Charter&Code, some procedures have been modified. The new policy on selection includes specific rules to define functions and composition of selection committees (they are to be composed of three members: a researcher from the hosting group, a member of RRHH office and a representative of the Work Council- Trade Union.</p> <p>A “commitment document” must be signed by the person responsible for the job offer, ensuring the process will fulfil the requirements of C&C. The UAB is implementing the use of <i>e-tools</i> to facilitate the application and the selection process. After a previous e-tool checked during 2017-2018 (Nexus), a new trilingual e-tool has been implemented in 2019 (<i>Convocatòries UPAC</i>). https://seleccio.uab.cat/convocatoriesupac/login/auth</p> <p>Future actions</p> <p>The new law on the university system approved in Spain during 2023 proposes numerous measures so researchers’ academic career can be stable, predictable and with decent working conditions, and includes to increase the transparency in all public processes for competitive job positions.</p>
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<p>16. Judging merit (Code)</p>	<p>Fully implemented</p>	<ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • Spanish Royal Decree (1312/2007) • Spanish Royal Decree (1313/2007) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) • UAB guidelines for contracting temporary researchers and technical staff 	<p>2015-2016 There are national and regional selection and recruitment systems (for permanent researchers and tenure-track positions), clearly describing and establishing the criteria for academic positions.</p> <p>2017-2019 For temporary researchers, there are UAB guidelines describing all the procedures to be followed including regulations and recommendations to judge the whole range of achievements, competences, and experience of the candidates.</p> <p>2020-2023 During these years, the UAB Human Resources Department was working on new improvements for the e-recruitment tool. However, due to internal issues, those improvements have not been implemented yet and have been postponed for the next period.</p> <p>Future actions The UAB it is truly committed to find methodologies and new strategies for research assessment. In this regard, the institution signed its adherence to COARA coalition (www.coara.eu), and it is involved in different national and international COARA working groups to support and advance on these new assessment criteria, to include the social impact of the activity of researchers, the open publishing and linguistic diversity. These changes will be gradually implemented during the coming years.</p>
<p>17. Variations in the chronological order of CVs (Code)</p>	<p>fully implemented</p>	<ul style="list-style-type: none"> • Spanish Royal Decree (1312/2007) • Spanish Royal Decree (1313/2007) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) • UAB guidelines for contracting temporary researchers and technical staff 	<p>2015-2016 There are national and regional selection and recruitment systems (for permanent researchers), clearly describing and establishing the criteria of selection for academic positions. For temporary researchers, there are UAB guidelines. In this context, career breaks are not penalised.</p>

<p>18. Recognition of mobility experience (Code)</p>	<p>fully implemented</p>	<ul style="list-style-type: none"> • Spanish Royal Decree (1312/2007) • Spanish Royal Decree (1313/2007) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) • UAB guidelines for contracting temporary researchers and technical staff 	<p>2015-2016</p> <p>There are national and regional selection and recruitment systems (for permanent researchers), clearly describing and establishing the criteria of selection for academic positions. For temporary researchers, there are UAB guidelines.</p> <p>In the UAB's offers of employment for researchers, mobility is not only recognized, but it is mandatory (for postdoctoral positions a minimum of two years of international mobility is required).</p>
<p>19. Recognition of qualifications (Code)</p>	<p>fully implemented</p>	<ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • Spanish Royal Decree (1312/2007) • Spanish Royal Decree (1313/2007) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) • UAB guidelines for contracting temporary researchers and technical staff 	<p>2015-2016</p> <p>There are national and regional selection and recruitment systems (for permanent researchers and tenure track positions), clearly describing and establishing the criteria of selection for academic positions. For temporary researchers, there are UAB guidelines. Members of the selection committee are appointed according to their capacity to assess the qualifications of the applicants. If there is any doubt about the recognition of qualifications, the "Office of Academic Affairs" and the "Secretary of the Doctoral School" are responsible for examining these qualifications through all the available channels.</p>
<p>20. Seniority (Code)</p>	<p>fully implemented</p>	<ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • Spanish Royal Decree (1312/2007) • Spanish Royal Decree (1313/2007) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) • UAB guidelines for contracting temporary researchers and technical staff 	<p>2015-2016</p> <p>There are national and regional selection and recruitment systems (for permanent researchers), clearly describing and establishing the criteria of selection for academic positions.</p> <p>For temporary researchers, there is UAB guidelines. In no case seniority per se is considered, nor for or against. Which is judged is the lifelong professional development.</p>
<p>21. Postdoctoral appointments (Code)</p>	<p>fully implemented</p>	<ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • Spanish Royal Decree (1312/2007) • Spanish Royal Decree (1313/2007) 	<p>2015-2016</p> <p>There are national and regional selection and recruitment systems for postdoctoral positions clearly describing and establishing the criteria of selection.</p>

		<ul style="list-style-type: none"> • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) • UAB guidelines for contracting temporary researchers and technical staff 	<p>2020-2023</p> <p>The Spanish and Catalan governments offered some funding so postdocs can continue in the university career:</p> <ul style="list-style-type: none"> • Margarita Salas, María Zambrano and Funding for requalification of research staff. https://www.universidades.gob.es/subvenciones-a-universidades-publicas-para-la-recualificacion-del-sistema-universitario-espanol-2023/ • Beatriz Galindo, Beatriu de Pinós, Juan de la Cierva, Ramón y Cajal <p>During 2023, a call was directly open by the UAB: Talent 2023 to capture and retain research talent to promote research activities in the different areas of knowledge of the UAB.</p>
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		Working Conditions and Social Security	
22. Recognition of the profession	fully implemented	<ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • Spanish Law (14/2011) of Science, Technology and Innovation • UAB statutes • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) 	<p>2015-2016</p> <p>All research staff have equal terms and conditions regardless of the level and length of their contract. In the UAB, the concept of "research staff" is used in a global sense, and there are different working/contracting schemes.</p> <ul style="list-style-type: none"> - Permanent positions: held both by civil servants and hired researchers - Tenure-track equivalent: hired researchers - Postdoctoral and predoctoral positions: hired researchers <p>Future actions</p> <p>A new law on the university system has been approved in Spain during 2023. This new regulation proposes numerous measures so researchers' academic career can be stable, predictable and with decent working conditions. Some of the measures are to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to</p>

			increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract professors of academic and research prestige. These changes will be gradually implemented during the coming years.
23. Research environment	fully implemented	<ul style="list-style-type: none"> • Code of Good Practice in Research (Governing Council, 30/01/2013) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) 	<p>2015-2016 Departments and Research Institutes ensure that researchers have the appropriate environment and equipment. The office of Health and Safety, in cooperation with the Environmental Office, provides information and a regulatory framework on how to keep a safe working environment (there is a mandatory seminar for the UAB newcomers). In addition, there is a Biosecurity Committee (established in 2003) as a response to the need to regulate and improve the management of biological risk at the UAB.</p> <p>2017-2019 The UAB has a new Health and Safety Plan (http://www.uab.cat/web/about-the-uab/itineraries/campus-sis/health-plan-1345668880624.html). When hired, all researchers have an introductory course about health and safety in the workplace. For those working in labs, there is a mandatory course on safety. All the specific regulation to work at UAB labs is compiled on the following webpage: https://www.uab.cat/web/coneix-la-uab/itineraris/prevencio/normes-als-laboratoris-1345685348074.html</p> <p>2020-2023 Implementation of a CRIS tool (Current Research Information System) called EGRETA. https://www.uab.cat/web/research/itineraries/tools-and-resources/egreta-environment-of-research-and-transfer-management-1345831017218.html As a one-stop-shop for storing all the information related to the institutional research activity, CRIS systems play a key role in the area of research administration. Among many others, this involves aspects such as:</p>

			<ul style="list-style-type: none"> • Research impact and its analysis • Research collaborations across institutions and with Industry • Preparation of project proposals and subsequent management of awarded grants • Knowledge Exchange
24. Working conditions	fully implemented	<ul style="list-style-type: none"> • Spanish Royal Decree-Law 32/2021 on urgent measures for labour reform, the guarantee of employment stability and the transformation of the labour market (see its key points in English) • Spanish Royal Decree-Law 28/2020 • Spanish Royal Decree (70/2000) • Spanish Law (14/2011) of Science, Technology and Innovation • Spanish Law (7/2007) • Catalonian Law DOGC 4821 • Catalonian Law (1/2003) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) 	<p>2015-2016 There is a strict legal framework. Working conditions are regulated by different labour laws and collective labour agreements, applied to all employees regardless of their nationality. This legislation is for employee protection and guarantees equal treatment. In addition, Unions are very strict following up these issues. Maternity, paternity, and sick leave are fully paid by legislation.</p> <p>2020-2023 The COVID pandemics led to a new working environment where home office became of particular importance. The Spanish government regulated working conditions on this regard. In 2022, an agreement was signed by the UAB to guarantee the application of this new regulation.</p> <p>The Spanish labour reform in 2022 also eliminated temporary contracts for a specific project of service. Regarding research personnel in training (PIF), in 2023 the UAB agreed to extend contracts from 3 to 4 years, which is an important improvement for first stage researchers.</p> <p>Finally, mental health and wellbeing issues have been addressed in many ways by our institution. A compilation of all the resources offered by the UAB can be found on this link: https://www.uab.cat/web/studies/phds/wellbeing-and-development-1345885280575.html</p>

			<p>Since mid-2020, the Doctoral School has been offering a four-session course (<i>Research Yourself</i>) based on coaching techniques and mindfulness practices with the aim of combating the anxiety, fears and frustrations that may arise during doctoral studies. Another activity, called <i>The Third Half</i> and starting during the academic year 21-22, has been regularly offered to improve the emotional well-being and psychosocial support of doctoral candidates. The activity is directed by doctoral candidates specialised in psychoeducation and health promotion who act as mentors.</p> <p>Finally, the UAB has been awarded the 6-year Cofund <i>Towards the next generation of excellent young doctoral researchers on mental health by developing an intersectoral & transdisciplinary approach</i> that will start in 2024.</p> <p>Future actions The academic year 23-24 is devoted to mental health and a variety of activities will be held throughout the year.</p> <p>The cofund will help to increase the number of researchers in areas related to wellbeing and mental health.</p>
25. Stability and permanence of employment	fully implemented	<ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • Spanish Royal Decree (70/2000) • Spanish Law (14/2011) of Science, Technology and Innovation • Spanish Law (7/2007) • Catalonian Law DOGC 4821 • Catalonian Law (1/2003) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) 	<p>2015-2016 There is a strict legal framework. Working conditions are regulated by different labour laws and collective labour agreements, applied to all employees regardless of their nationality. This legislation is for employee protection and guarantees equal treatment. In addition, Unions are very strict following up these aspects.</p> <p>2020-2023 The Spanish labour reform in 2022 eliminated temporary contracts for a specific project of service. At the UAB, this directive mainly affected contracts with dedicated funding (for researchers and technical research staff), which were transformed into indefinite ones. Only some kind of short-term contracts have been maintained (i. e. substitution contracts).</p>

			<p>Future actions</p> <p>A new law on the university system has been approved in Spain during 2023. This new regulation proposes numerous measures so researchers' academic career can be stable, predictable and with decent working conditions. Some of the measures are: to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract professors of academic and research prestige. These changes will be gradually implemented during the coming years.</p>
26. Funding and salaries	fully implemented	<ul style="list-style-type: none"> • Spanish Royal Decree (70/2000) • Spanish Law (14/2011) of Science, Technology and Innovation • Spanish Law (7/2007) • Catalonian Law DOGC 4821 • Catalonian Law (1/2003) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) 	<p>2015-2016</p> <p>There is a strict legal framework. Working conditions are regulated by different labour laws and collective labour agreements, applied to all employees regardless of their nationality. This legislation is for employee protection and guarantees equal treatment. In addition, Unions are very strict following up these aspects.</p>
27. Gender balance	fully implemented	<ul style="list-style-type: none"> • UAB Fourth Action Plan for the Equality (quadrennial 2019-2023) • UAB Observatory for Equality • UAB Social Responsibility 	<p>2015-2016</p> <p>The UAB is strongly committed against any form of discrimination. In this regard, the UAB Observatory for Equality was created in 2005. The Observatory has elaborated quadrennial plans on gender equality and aimed at people with disabilities. All these plans have been introduced to and assessed by the Executive Governing Body, the Observatory's Advisory Council and social partners, and eventually, passed by the Governing Council.</p> <p>A new website was launched in 2015. The website (https://www.uab.cat/web/observatory-for-equality-uab-</p>

		<p>1345697907214.html) provides information about gender and non-discrimination issues, including a tool for “Gender Sensitive Research” in research projects.</p> <p>The main items of the Gender Sensitive Research are:</p> <ul style="list-style-type: none"> • Gender equality in the composition of research teams. • Gender as a relevant dimension in all the stages of research: design, theoretical framework, methodology and techniques, data analysis, and dissemination of results • Consider the interest and impact of the research on the individuals conceived as research subjects. • Give voice to the experiences of women and minoritized social sectors, to facilitate social empowerment. <p>2017-2019 The Fourth Gender Equality Action Plan has been launched. Since 2017, the Observatory is organizing courses specially addressed to researchers with the title “Gender perspective and dimension in our research” and “How to include gender perspective in teaching”.</p> <p>2020-2023 The new law on the university system guarantees an equal and inclusive university. In December 2022, the UAB Protocol against sexual harassment and harassment on grounds of sex, sexual orientation, gender identity or gender expression was amended. Several seminars on gender in research have been regularly delivered for researchers.</p> <p>Future actions The Doctoral School has foreseen to offer a course on intersectionality in research during 2024. Furthermore, the UAB Observatory for Equality will have to design new gender and disability action plans starting from 2024.</p>
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<p>28. Career development</p>	<p>Fully implemented</p>	<ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English) • Code of Good Practice in Research (Governing Council, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council, 30/01/2013) 	<p>2015-2016 Career development is well addressed in PhD programmes. All of them include transferable skills training (optional) and specific training related to each field (compulsory) chosen under the recommendation of their supervisors.</p> <p>During this period, different focus groups were called to better understand the need of researchers. These focus groups included PhD researchers, companies, start-ups and other stakeholders.</p> <p>2017-2019 During the academic year 2017/2018, the programme on Researchers Professional Development (RPD) was launched, involving researchers from all stages, from R1 to R4. The programme includes courses, seminars and conferences.</p> <p>The website of the RPD (https://www.uab.cat/web/research/itineraries/uab-research/professional-development-1345756616379.html) has a section called “online tools” where different documents and software to plan the career plan are offered.</p> <p>2020-2023 The training programme for researchers has been growing year after year. More training in English has been included. Currently, the Doctoral School oversees training in transferable skills for predocs whereas the UAB Training Unit offers courses for postdocs and research staff.</p> <p>Future actions</p> <p>The current Professional Competence Model for UAB Researchers will be adapted to the European Competence Framework for researchers. According to the Council recommendations, efforts should be made to create a structure to provide support and guidance to researchers on career opportunities.</p>
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			A new law on the university system has been approved in Spain during 2023. This new regulation proposes numerous measures so researchers' academic career can be stable, predictable and with decent working conditions. Some of the measures are: to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract professors of academic and research prestige. These changes will be gradually implementing during the coming years.
29. Value of mobility	fully implemented	Code of Good Practice in Research (Governing Council, 30/01/2013)	<p>2015-2016 UAB researchers are encouraged to participate in mobility, facilitating all the academic (teaching obligations) and administrative burden, and providing travel grants and funds. There is an office to promote mobility of researchers (International Support Service).</p> <p>2020-2023 UAB is a member of the ECIU university, a European Alliance initiative (https://www.eciu.eu/). There is a special programme in ECIU to promote cooperation and mobility within ECIU members, and this represent an extraordinary opportunity for researchers to participate.</p> <p>Future actions Within ECIU university, the “seed programme” that will be launch in the 2024 or 2025, will reinforce international mobility and promote joint project, and it is especially focused on R1 and R2 to support their professional careers.</p>
30. Access to career advice	partially implemented	<ul style="list-style-type: none"> • Code of Good Practice in Research (Governing Council, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council, 30/01/2013) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last 	<p>2015-2016 As permanent positions are very limited in the UAB academic community, it is recognized that not all the researchers will obtain such positions. In this sense, the UAB should be supportive and assist those researchers, by running a programme to analyse the career progression and development and facilitating career advice.</p>

		<p>modification approved by the Government Council - 13/03/2019)</p>	<p>2017-2019 Yearly sessions have been offered to pre-doctoral researchers to advise them on the employment options once their PhD has finished. Postdoctoral researchers have also been informed on how to apply for a Marie Curie IF. However, this aspect is still partially implemented.</p> <p>2020-2023 In addition to the previously described activities, new ones such as <i>Research Yourself</i> and <i>The Third Half</i> have been offered to help researchers to improve their work-life balance. The portal of research grants has been improved so the information can be found easily.</p> <p>Future actions The training offered to doctoral supervisors and coordinators, includes topics regarding professional careers, and consequently it will give them tools to improve the advice and support they can provide to doctoral candidates.</p>
31. Intellectual Property Rights	fully implemented	<ul style="list-style-type: none"> • Code of Good Practice in Research (Governing Council of the UAB, 30/01/2013) • UAB Open Access • Research Valorisation & Patents 	<p>2015-2016 As part of the UAB_HRS4R strategy, a website was launched (05/10/2015) on intellectual property and open access, with the aim to support research activities at the university.</p> <p>In the same vein, the Office for Research Valorisation and Patents provides personalised guidance and counselling on IPR, know-how protection and research valorisation.</p> <p>2017-2019 The following courses on intellectual property rights and patents are yearly offered to researchers: -“Technology-Based Intellectual property: A practical approach to the use of patents, know-how and utility models” -“Intellectual Property in the Thesis”</p>

32. Co-authorship	fully implemented	Code of Good Practice in Research (Governing Council of the UAB, 30/01/2013)	<p>2015-2016</p> <p>This information is available to all the academic staff of the UAB. As a UAB policy, from the academic year 2016/2017 these documents (including the C&C) are supplied to pre-doctoral researchers during the “welcome sessions”.</p>
33. Teaching	fully implemented	<ul style="list-style-type: none"> • Spanish Law (14/2011) of Science, Technology and Innovation • Spanish Law (6/2001) • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) 	<p>2015-2016</p> <p>Teaching activities are strictly regulated by law and there is an Individual Teaching Plan for the academic staff. Early-stage researchers (R1) and post-docs (R2) are encouraged to have teaching experience as <i>Teaching Assistants</i>.</p> <p>2017-2019</p> <p>There is a specific programme of training for teaching in Higher Education https://www.uab.cat/web/personal-uab/personal-uab/personal-academic-i-investigador/formacio-i-innovacio-docent/programa-fdes/estructura-1345703511726.html</p> <p>Future action</p> <p>Training in challenge-based methodologies. As part of the institutional strategy to increase the social impact of the university, the UAB is adopting the Challenge-based Approach for education and research, and this includes a training programme for teachers.</p>
34. Complains/ appeals	fully implemented	Regulatory framework of the Ombudsman (approved by the General Assembly of the UAB on 20 December 2011)	<p>2015-2016</p> <p>The Ombuds Officer of the UAB receives the complaints and observations made on the functioning of the university, guaranteeing the abidance of all that which is laid down in the UAB Statutes, and presenting non-binding resolution proposals to the competent bodies on issues submitted by the members of the university community. Personal data and all other information will be treated with strict confidentiality.</p> <p>The activity of the Ombudsman is yearly reported to the UAB community. (http://www.uab.cat/web/about-the-uab/governing-and-representative-bodies/ombuds-officer-1345667138422.html)</p>

35. Participation in decision-making bodies	fully implemented	<ul style="list-style-type: none"> • UAB Statutes • Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council - 13/03/2019) 	<p>2015-2016</p> <p>Researchers are represented in the relevant bodies (information, consultation and decision-making bodies) of the institution:</p> <ul style="list-style-type: none"> • Senate • Governing Council • Departmental Bodies (Faculty/School Board, Department Board) • Social Council.
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Training and Development			
36. Relation with supervisors	fully implemented	<p>Code of Good Practice of the UAB Doctoral School (approved by the Governing Council of the UAB, 30/01/2013)</p>	<p>2015-2016</p> <p>Early-Stage Researchers' supervisors have the obligation to plan regular meetings and to be able to accredit the frequency of the meetings (written reports, messages, minutes, handwritten papers, etc.). They must advise the trainees on research in general and on the performance of their project in particular and facilitate participation in the specific and transferrable training activities.</p> <p>In the case of PhD, each academic year the doctoral programme's academic committee organises a review, in which a committee of three PhD holders evaluates the progress of their research plan and activities document, and a report from their thesis supervisor (including a report on whether they have, at least, kept to the agreed number of meetings with their supervisor and whether they have carried out the study activities scheduled for that academic year).</p>

37. Supervision and managerial duties	Fully implemented	<ul style="list-style-type: none"> • Spanish Royal Decree 99/2011 • Code of Good Practice in Research (Governing Council of the UAB, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council of the UAB, 30/01/2013) 	<p>2015-2016 Assuming the multifaceted role of senior researchers in the university, the UAB is implementing a “Researchers Development Programme” to provide the skills and competencies required for these activities.</p> <p>2020-2023 The training of supervisors has been a key element during this period:</p> <ul style="list-style-type: none"> • <i>The supervision of doctoral theses. How to avoid and face problems and incidents</i> (June 2022, June 2023). • <i>Good practices in doctoral supervision</i> (November 2023) <p>Future actions Advanced training for supervisors will be offered in the upcoming period. Furthermore, focus group will be organised to detect their needs and compile their suggestions.</p>
38. Continuing Professional Development	Fully implemented	<ul style="list-style-type: none"> • Code of Good Practice in Research (Governing Council of the UAB, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council of the UAB, 30/01/2013) 	<p>2015-2016 Career development is well addressed in PhD programmes. All of them include transferable skills training (optional) and specific training related to each field (compulsory) chosen under the recommendation of their supervisors.</p> <p>During this period, different focus groups were called to better understand the need of researchers. These focus groups included PhD researchers, companies, start-ups and other stakeholders.</p> <p>2017-2019 During the academic year 2017/2018, the programme on Researchers Professional Development (RPD) was launched, involving researchers from all stages, from R1 to R4. The programme includes courses, seminars and conferences.</p> <p>The website of the RPD (https://www.uab.cat/web/research/itineraries/uab-research/professional-development-1345756616379.html) has a section</p>

			<p>called “online tools” where different documents and software to plan the career plan are offered.</p> <p>2020-2023 The training programme for researchers has been growing year after year. More training in English has been included. Currently, the Doctoral School oversees training in transferable skills for predocs whereas the UAB Training Unit offers courses for postdocs and research staff.</p> <p>Future actions</p> <p>The current Professional Competence Model for UAB Researchers will be adapted to the European Competence Framework for researchers. According to the Council recommendations, efforts should be made to provide support and guidance to researchers on career opportunities. A new law on the university system has been approved in Spain during 2023. This new regulation proposes numerous measures so researchers’ academic career can be stable, predictable and with decent working conditions. Some of the measures are: to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract professors of academic and research prestige. These changes will be gradually implementing during the coming years.</p>
39. Access to research training and continuous development	Fully implemented	<ul style="list-style-type: none"> • Code of Good Practice in Research (Governing Council of the UAB, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council of the UAB, 30/01/2013) 	<p>2015-2016 Researchers must be equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment. A lot of the 'professional development' involve research activities, but it is also important to think about other areas beyond the research itself, as teaching experience, management skills, communication skills, leadership, etc.</p> <p>2017-2019</p>

			<p>During the academic year 2017/2018, the programme on Researchers Professional Development (RPD) was launched, involving researchers from all stages, from R1 to R4. The programme includes courses, seminars and conferences.</p> <p>The website of the RPD (https://www.uab.cat/web/research/itineraries/uab-research/professional-development-1345756616379.html) has a section called “online tools” where different documents and software to plan the career plan are offered.</p> <p>2019-2023 The training programme for researchers has been increasing year after year. More training in English has been included. The Doctoral School oversees training in transferable skills for predocs whereas the UAB Training Unit offers courses for postdocs and research staff.</p> <p>Future actions</p> <p>The current Professional Competence Model for UAB Researchers will be adapted to the European Competence Framework for researchers. According to the Council recommendations, efforts should be made to provide support and guidance to researchers on career opportunities. A new law on the university system has been approved in Spain during 2023. This new regulation proposes numerous measures so researchers’ academic career can be stable, predictable and with decent working conditions. Some of the measures are: to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract professors of academic and research prestige. These changes will be gradually implementing during the coming years.</p>
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<p>40. Supervision</p>	<p>Partially implemented</p>	<ul style="list-style-type: none"> • Spanish Royal Decree 99/2011 • Code of Good Practice in Research (Governing Council of the UAB, 30/01/2013) • Code of Good Practice of the UAB Doctoral School (Governing Council of the UAB, 30/01/2013) 	<p>2015-2016 A qualified and experienced researcher is appointed by each Department to supervise the research activities of Early-Stage Researchers. However, and assuming not all researchers have the adequate competencies, the UAB is implementing a “Researchers Development Programme” to provide the skills and competencies required for these activities.</p> <p>Future Actions A specific “Train the Trainers” programme is being implemented during the course 2019/2020.</p> <p>2020-2023 The training of supervisors has been a key element during this period:</p> <ul style="list-style-type: none"> • <i>The supervision of doctoral theses. How to avoid and face problems and incidents</i> (June 2022, June 2023). • <i>Good practices in doctoral supervision</i> (November 2023) <p>Future actions Advanced training for supervisors will be offered in the upcoming period. Furthermore, focus groups will be organised to detect their needs and compile their suggestions.</p>
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Annex: Open, Transparent and Merit-based Recruitment Checklist (updated 2023)

OTM-R checklist for organisations

	Open	Trans- parent	Merit- based	Answer: ++ Yes, <i>completely</i> +/- Yes, <i>substantially</i> -/+ Yes, <i>partially</i> -- No	Suggested indicators (or form of measurement)
OTM-R system					
1. Have we published a version of our OTM-R policy online (in the national language and in English)?	x	x	X	<i>+/-Yes, completely</i>	<p>2015-2016 The UAB-HRS4R website (https://www.uab.cat/eng/euraxess) is available to the UAB community. This website gathers information about OTM-R, Charter and Code, and all kind of information related to the career development for researchers. It Includes Intranet links with the information about recruitment (Open and Transparent). At that time, the guidelines were in national language, not in English. A working group was organized to review the current UAB recruitment system and to design the new OTM-R policy applicable to all kind of job vacancies offered in UAB.</p> <p>2017-2019 The UAB-HRS4R website has been continuously updated during this period. A big effort has been done during these years to have all important documents and guidelines translated into English.</p>
2. Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions?	x	x	x	<i>+/-Yes, completely</i>	<p>2015-2016 There are clear procedures only for permanent researchers. For temporary researchers, there are guidelines with the procedures to be followed.</p> <p>2017-2019</p>

					<p>During this period, the OTM-R working group has been working to release a clear guide of publication, recruitment, and selection of candidates.</p> <p>2020-2023 All the information is now available in English at “OTM-R” section of the UAB-HRS4R website. This section includes all the procedures to be followed by candidates and recruiters at UAB.</p>
3. Is everyone involved in the process sufficiently trained in the area of OTM-R?	x	x	x	<i>-/+ Yes, substantially</i>	<p>2015-2016 Specific informative sessions about Euraxess and OTM-R were conducted in 2016 with key actors.</p> <p>2017-2019 Specific training sessions about OTM-R procedures have been carried out during 2017-2019 after the implementation of new procedures of selection and recruitment (UAB guidelines for contracting temporary researchers and technical staff). They were addressed to all the staff involved in the recruitment process. Also, awareness sessions on Euraxess have been offered to administrative staff and project managers along this period.</p>
4. Do we make (sufficient) use of e-recruitment tools?	x	x	x	<i>+/-Yes, substantially</i>	<p>2015-2016 There was a pilot experience thanks to a COFUND project (P-SPHERE project, http://www.uab.cat/psphere/) developing an e-recruitment and e-selection tool. However, an institutional platform (Nexus) was adapted to this end.</p> <p>2017-2019 The UAB has been implementing the use of e-tools to facilitate the application of candidates and the selection process. After a previous e-tool (NEXUS) checked during 2017-2018, a new e-tool has been implemented in 2019 (Convocatòries UPAC).</p>

					https://seleccio.uab.cat/convocatoriesupac/login/auth 2020-2023 During these years, the UAB Human Resources Department has been working on new improvements for the e-recruitment tool. However, some of these improvements have not been implemented yet and have been postponed for the next period.
5. Do we have a quality control system for OTM-R in place?	x			-/+ Yes, completely	The HRS4R Working Group, includes OTM-R as one of the main issues, with the representatives for the Recruitment Office, who oversee monitoring and control the OTM-R process in place. The Working Group periodically meets to evaluate the progress of the OTM-R implementation.
6. Does our current OTM-R policy encourage external candidates to apply?	x	x	x	+/- Yes, substantially	2015-2016 There is a large increase in international advertisement of vacancies. 2017-2019 During this period, a big effort has been made to embed the importance of the international publication of offers through Euraxess jobs and, nowadays, Euraxess is the reference portal. To encourage and facilitate the international dissemination of offers the following actions have been carried out: <ul style="list-style-type: none"> - Tutorial of how to publish in Euraxess jobs - Specific training for research managers - Support material/documents in English describing tasks, categories, etc. of different research profiles

7. Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x	++ Yes, completely	The new policies on selection and recruitment and the new trilingual e-tools are in line with the strategy to attract researchers from abroad.
8. Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x	++ Yes, completely	This is clearly stated in the UAB Statutes: the University and the community members should prevent any kind of discrimination and promote in particular the integration of people with disabilities. This is also aligned with the objectives of the UAB's Observatory for Equality (https://www.uab.cat/web/the-observatory-/disability-1345697879886.html), and their Gender Equality Action Plans and Disability Action Plans.
9. Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?	x	x	x	++ Yes, completely	The institutional policies are in line with the objective to provide attractive working conditions for researchers. In this sense, a new law on the university system has been approved in Spain during 2023. This new regulation proposes numerous measures so researchers' academic career can be stable, predictable and with decent working conditions. Some of the measures are: to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract professors of academic and research prestige
10. Do we have means to monitor whether the most suitable researchers apply?				+/-Yes, substantially	National and international advertisement of vacancies (specific tools other than Euraxess Jobs), ensure the application of the most suitable researchers. One indicator is that there are not unfilled vacancies in the research positions offered.
Advertising and application phase					

11. Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x		++Yes, completely	<p>2015-2016 There are clear guidelines only for permanent vacancies established by national rules. The HHRR office works on different templates and guidelines for the advertisement of different positions in Spanish and English.</p> <p>2017-2019 During this period, a big effort has been made to embed the importance of the international publication of offers through Euraxess jobs and, nowadays, Euraxess is the reference portal. The HR office has elaborated the following templates and guidelines for the advertisement of different positions in Catalan and English:</p> <ul style="list-style-type: none"> - Tutorial of how to publish in <i>Convocatòries UPAC</i> - Tutorial of how to publish in Euraxess jobs - Template to publish offers in Euraxess jobs - Support material/documents in English describing tasks, categories, etc. of different research profiles
12. Do we include in the job advertisement references/links to all the elements foreseen in the relevant section of the toolkit?	x	x		++Yes, completely	Most of the sections suggested by OTM-R are included in the job advertisement
13. Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x		++ Yes, completely	The share of job adverts posted on EURAXESS is rather stable or increasing (but this is also dependent of the financial resources and the external funding)
14. Do we make use of other job advertising tools?	x	x		++ Yes, completely	Yes. Other job advertising platforms are used depending on the field of knowledge and needs, for positions with a very specific experience or qualification
15. Do we keep the administrative burden to a minimum for the candidate?	x			++Yes, completely	<p>2015-2017 New e-recruitment & selection tools are expected to facilitate this point.</p> <p>2017-2019 The new e-tool developed in 2019 allows an easy application. The UAB requirements are based on providing the minimum documents for a proper evaluation and all</p>

					processes can be done online. Once candidates are selected, they have to provide further information supporting their CV's.
Selection and evaluation phase					
16. Do we have clear rules governing the appointment of selection committees?		x	x	++Yes, completely	<p>2015-2017 There are clear guidelines only for permanent vacancies established by national rules. The new UAB - OTM-R policy is expected to include detailed rules for the appointment of selection committees.</p> <p>2017-2019 Clear guidelines for the selection committees have been established for temporary researchers. All the information can be found at https://www.uab.cat/doc/AcordNouIngresCapVI</p> <p>2020-2023 A new national law on the university system clearly determines the appointment of selection committees, especially in postdoctoral and permanent positions.</p> <ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English)
17. Do we have clear rules concerning the composition of selection committees?		x	x	++ Yes, completely	<p>2015-2017 There are clear guidelines only for permanent vacancies and civil servants, established by national rules. The new UAB - OTM-R policy is expected to include detailed rules for the appointment of selection committees.</p> <p>2017-2019 Clear guidelines for the selection committees have been established for researchers with external funding. All the information can be found at: https://www.uab.cat/doc/TemporaryStaff https://www.uab.cat/doc/AcordNouIngresCapVI</p>

					<p>2020-2023</p> <p>A new national law on the university system clearly determines the composition of selection committees, especially in postdoctoral and permanent positions.</p> <ul style="list-style-type: none"> • Spanish Organic Law (02/2023) on the University System (LOSU) (see its key points in English)
18. Are the committees sufficiently gender-balanced?		x	x	++ Yes, completely	This is clearly stated in the fourth Action Plan for the Equality . All these plans have been introduced to and assessed by the Executive Governing Body, the Observatory's Advisory Council, and social partners, and eventually, passed by the Governing Council.
19. Do we have clear guidelines for selection committees which help to judge 'merit' in a way that leads to the best candidate being selected?			x	++ Yes, completely	There are clear guidelines only for permanent vacancies established by national rules. The new UAB - OTM-R policy also include detailed rules on how to judge merits.
Appointment phase					
20. Do we inform all applicants at the end of the selection process?		x		++ Yes, completely	The result of the selection process is communicated to the applicants and the names of the selected ones are published in the e-bulletin board
21. Do we provide adequate feedback to interviewees?		x		+/-Yes, substantially	There are clear guidelines for permanent positions established by national rules. In the externally funded positions, the applicant receives the result of the process, and they can ask for more detailed information.
22. Do we have an appropriate complaints mechanism in place?		x		++ Yes, completely	There are clear guidelines for permanent positions established by national rules. For temporary positions, there is a UAB rule, giving to the applicant ten working days for complaints.
Overall assessment					

<p>23. Do we have a system in place to assess whether OTM-R delivers on its objectives?</p>				<p><i>++ Yes, completely</i></p>	<p>In the period 2019-2020, a working group analysed the UAB recruitment system and contributed to design a new OTM-R policy applicable to all kind of job vacancies offer in UAB. Currently, the UAB Human Resources Department monitors the performance of the process.</p>
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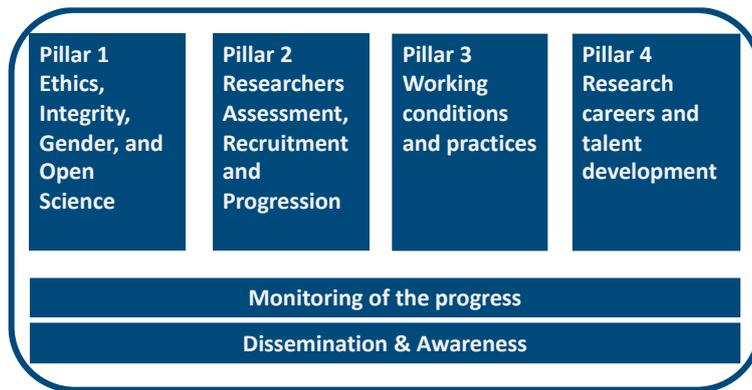
4 Monitoring and Action Plan (2024-2026)

This document compiles all the improvements implemented during the period 2020-2023 corresponding to the Improved Action Plan (2020-2023), as well as the new Action Plan for the period 2024-2026.

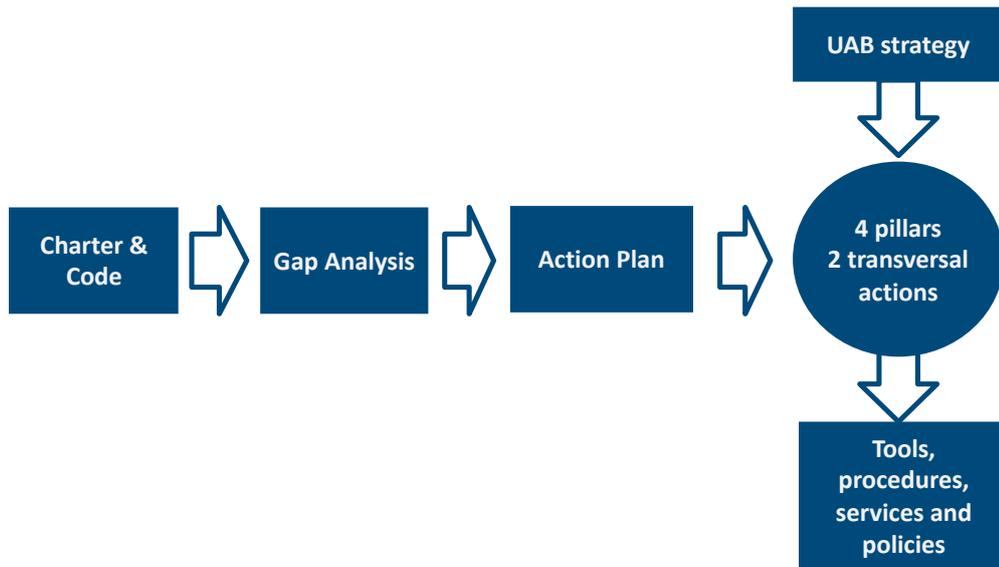
The Action plans for the previous periods were focused on 6 improvement areas.

- Area 1: Monitoring
- Area 2: Access to key information
- Area 3: C&C Dissemination
- Area 4: Recruitment and Selection
- Area 5: Support and Welcome
- Area 6: Training & Career Development

However, in the current action plan, we are reorganising all the actions by considering the **four pillars of the new Charter and Code**. Starting from these pillars, we have revised the past actions and set the new ones. Those actions considered transversal have been included in a specific section.



The actions to address these pillars must be embedded in the framework of the institutional strategy. On November 2022 the UAB HR strategy was presented to the governing board of the university, to guarantee its alignment with the UAB strategy. In this sense, the main points to keep on working in the period 2024-2026 in the context of the HR strategy are also identified as key issues in the overall strategy and agreed with the governing board. The steering committee ensures that this alignment is satisfactorily progressing.



Pillar 1 Ethics, Integrity, Gender, and Open Science

Description of the progress (2020-2023)

Ethics and research

During this period, there have been many initiatives to train researchers at all levels (from R1 to R4) in aspects related to ethics and integrity. In addition, the Doctoral School integrated a new similarity detection software (Turnitin) to avoid plagiarism in doctoral theses. Some pilots were carried out for two years affecting specific doctoral programmes.

Open Science

Open Science has gained more and more importance in research and special attention was given at our institution to training. Our Libraries Service extended the number of courses on this topic and added new ones to adapt to this new global setting. ([UAB Open Access and Open Science](#))

Citizen Science and participatory research is a key issue in the UAB's strategy ([UAB citizen science](#)). In July 2023 the UAB Citizen Science Hub has been launched, as a platform to promote citizen science approach and engage society in research. During the first semester of 2024 will be disseminated among the UAB researchers.

A new Open Science portal has been developed during the 2023 and it is expected that it will be launched at the beginning of the 2024.

Gender Equality and Diversity

The new law on the university system guarantees an equal and inclusive university.

In December 2022, the UAB [Protocol against sexual harassment and harassment on grounds of sex, sexual orientation, gender identity or gender expression](#) was amended and entered into force.

Several seminars on gender in research have been regularly delivered for researchers.

The UAB Observatory for Equality ([UAB Observatory](#)) is mainly engaged in the analysis of inequalities in higher education, and more specifically in the study and diagnosis of sexism and inequalities by disability, from an intersectional perspective. One of the tasks entrusted to the Observatory is to elaborate proposals for action plans, gender action plan, and disability action plan. They are a compilation of measures and actions to be implemented from a diagnostic study, a revision of the legal framework and other national, European, and international action plans. These measures are intended to improve the situation of people discriminated by reason of sex or disability and are classified according to the objectives or scope. Both are coming to an end in 2023, so there will be new action plans for the next period.

Indicators 2020-2023

- Number of seminars on ethics in research offered to predocs:

- *Responsible PhD: Integrating Responsible Research and Innovation (RRI) in PhD Research* (November 2020, March 2021, November 2021, May 2022)
- *Good Research Practice* (January 2021, January 2022)
- In November 2022 a self-learning course entitled *Good Research Practices and Research Integrity at UAB* was engaged by compiling materials from the Embassy of Good Science and the Leiden University Centre for Innovation. Since then, it has become a permanent activity for first stage researchers during the academic years 22-23 and 23-24.
- The foreseen course *The ethics of scientific communication* was not delivered in the end, but it was replaced by all the above-mentioned activities. Furthermore, a small talk about science and ethics by the

president of the UAB Ethics Committee is included every year in the welcome session of the Doctoral School.

- Number of seminars on ethics in research offered to R2-R4:

- *Ethics in Research at Doctoral Programmes* (May 2021, October 2022). Addressed to PhD coordinators/supervisors.
- *Incorporating Ethical Responsibility in Teaching at UAB Faculties* (November 2021, April 2022)
- *Incorporating Ethical Responsibility* (May 2022)
- *Good Practices to Reduce Severity of Procedures on Animal Experimentation* (March, June, November 2021, November 2022, February, March, November 2023)
- *Support for Ethical Reflection: Identification and Resolution of Ethical Dilemmas* (April 2023)
- *Introduction to the Code of Good Research Practice at UAB* (June 2022, May 2023)

- Number of theses revised by Turnitin between 2021 and 2023: **302**

- Number of seminars on open access offered to predocs:

- *Open Access Publishing* (April 2020, April 2021, April 2022)
- *Intellectual Property in the Thesis* (April 2020, March 2021, March 2022, March 2023)
- *Open Access Publishing for Research Data* (May 2020, May 2021, May 2022)
- *Open Access Publishing and Funding at UAB* (April 2023)
- *Research Data: Open Access Publishing and Data Management Plan* (May 2023, November 2023)
- *From idea to prototype: a short design thinking session* (May & November 2020, April & November 2021, April & November 2022)
- Furthermore, a small talk about open access by the UAB Libraries Service is included every year in the welcome session of the Doctoral School.

- Number of seminars on open access offered to R2-R4:

- *Intellectual Property in Teaching and Research* (December 2021, December 2022)
- *Open Science and Funding at UAB* (November 2022, December 2023)
- *The Authors and their Scientific Production* (November 2022, December 2023)
- *Publishing Research Data in CORA and Data Management Plan* (April 2023)
- *Research Data: Data Management Plan and Open Access Publishing* (June 2022)

- Number of seminars on gender in research offered to predocs

- *Gender perspective in research* (May & December 2020, May 2021, March, May & December 2022, May & December 2023)

- Number of seminars on gender in research offered to R2-R4:

- *Intervention Strategies to Promote Sexual and Gender Diversity and to Fight against LGTBPhobia* (April 2021, February 2022, March 2023)
- *Gender Equality and LGTBI Policies at UAB* (December 2023)
- *Gender Perspective in the field of Health* (May 2022)
- *Communication with a Gender Perspective and non-Sexist Language* (July 2020, March and July 2021, March and July 2022, March, and December 2023)
- *Basic Concepts on Gender, Regulatory Framework and Equality Plans in Universities* (July 2021)
- *Introduction of Gender Perspective in Research and Research Innovation* (October 2022, November 2023)
- *Prevention And Detection of Sexual Violence, Harassment and Gender or Orientation Discrimination* (June & July 2020, April & June 2021, January, June & December 2022, March, June, & November 2023)
- *Attention to University Students with Specific Educational Needs* (March 2023, June 2023)

Actions (2024-2026)

- 1- Analyse the 100% of doctoral theses with the Turnitin software before depositing them.
- 2- Organise training and awareness activities to promote inclusivity in research (intersectionality, gender perspective...), to promote Open Science, and reflection *Research, Ethics and Artificial Intelligence*
- 3- Launch a new Open Science Portal on the website.
- 4- Publish new gender and disability action plans, starting from 2024.

Timeline	Department / Unit in charge						
<p>Action 1. Analyse the 100% of doctoral theses with the Turnitin software before defense.</p> <table border="1" data-bbox="352 831 767 949"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #004a7c; color: white;">█</td> <td style="background-color: #004a7c; color: white;">█</td> <td style="background-color: #004a7c; color: white;">█</td> </tr> </tbody> </table>	2024	2025	2026	█	█	█	<p>Doctoral School</p>
2024	2025	2026					
█	█	█					
<p>Action 2. Training and awareness activities to promote inclusivity in research (intersectionality, gender perspective...), to promote Open Science and reflection about <i>Research, Ethics and Artificial Intelligence</i>.</p> <table border="1" data-bbox="352 1151 767 1270"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #004a7c; color: white;">█</td> <td style="background-color: #004a7c; color: white;">█</td> <td style="background-color: #004a7c; color: white;">█</td> </tr> </tbody> </table>	2024	2025	2026	█	█	█	<p>Researchers' Professional Development Programme</p>
2024	2025	2026					
█	█	█					
<p>Action 3 Launch a new Open Science Portal on the website.</p> <table border="1" data-bbox="352 1326 767 1444"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #004a7c; color: white;">█</td> <td style="background-color: #004a7c; color: white;">█</td> <td style="background-color: #004a7c; color: white;">█</td> </tr> </tbody> </table>	2024	2025	2026	█	█	█	<p>Institutional Projects Office</p>
2024	2025	2026					
█	█	█					
<p>Action 4. Elaborate new gender and disability action plans starting from 2024.</p> <table border="1" data-bbox="352 1572 767 1691"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #004a7c; color: white;">█</td> <td style="background-color: #004a7c; color: white;">█</td> <td style="background-color: #004a7c; color: white;">█</td> </tr> </tbody> </table>	2024	2025	2026	█	█	█	<p>Observatory for Equality</p>
2024	2025	2026					
█	█	█					

New indicators to be measured 2024-2026

- Number of theses analysed by Turnitin
- Number of activities facing AI ethical concerns
- Number of training activities to promote inclusivity in research (intersectionality, gender in research...) and Open Science
- Open Science Portal (launched y/n, nr of visitors)

Pillar 2 Researchers Assessment, Recruitment and Progression

Description of the progress (2020-2023)

During the previous periods, the work on this area was very active. Important improvements were made in job advertising (where the international publication of offers through the Euraxess portal was embedded in the institutional procedures) and in our institutional e-recruitment tool, that was improved and translated into English. An effort was also made in translating into English the guidelines for contracting temporary researchers and research staff: <https://www.uab.cat/doc/TemporaryStaff>

During 2020-2023, the UAB kept on working on this pillar, starting to adapt its procedures to the new Spanish labour law.

Recruitment and selection

The international publication of vacancies on the Euraxess platform has been highly recommended during this period (and compulsory for projects funded by European funds). More than 100 offers are published now each year.

It should also be highlighted that a new Research Calls Portal has been designed and recently launched (October 2023), and its performance will be assessed and monitored in the next period. (<https://portalajuts.uab.cat/>),

Candidates can receive feedback on their selection processes by following the steps defined by national regulations regarding recruitment of civil servants which include strict procedures established by law.

During these years, the UAB Human Resources Department has been working on new improvements for the [e-recruitment tool](#) (automatic notifications to be sent to candidates along the recruitment process). In the same sense, there is a work-in-process to provide an internal tool so the process of opening a new call becomes easier for PIs. However, due to technical issues, those improvements have not been implemented yet and have been postponed for the next period.

A big effort has also been made in the translation into English of contracts, available on demand from January 2023. The commitment letter, that was only available in Catalan, has been added some English

comments to serve as a guidance for foreign IPs.

The selection processes have also been improved by reducing their length from 30 to 26 days while keeping the same excellence standards, thus resulting in a simplification and speeding up the process, which is an important issue when contracting personnel for research projects.

As described in section 2 (Changes in the legal framework affecting the HRS4R implementation) several new laws are affecting the Spanish research System, and particularly universities, and these changes will be gradually adopted in the next future.

Support and Welcome

During these four years, the International Support Service (ISS) has been working to improve its webpage and has extended the information regarding work and resident permits and visas, specially focusing on researchers' needs. A new handbook for researchers was published to cover the specific needs of this group. This meant an important change compared to the previous period, where the support was almost exclusively focused on students.

<https://www.uab.cat/web/mobility-international-exchange/international-support-service/international-teachers-and-researchers-1345819419941.html>

The ISS is also offering support in job seeking visa procedures, as well as in helping researchers' families with their residence permits.

Regarding welcome procedures, some actions have been carried out. The ISS annually offers a session to welcome foreign PhD candidates. The Doctoral School prepared a [trilingual infographic](#) with practical information for new candidates and some departments have been designing their own welcome guides to ensure that newcomers are appropriately received.

The UAB also published a [guide of good practices for the administrative units](#) that highlights the need of schools and faculties to design their own welcome protocol and suggests some possible key points. In this sense, a template has been published so departments can use it as an example of good practices:

<https://www.uab.cat/web/research/hr-excellence-in-research/welcome-at-departments-1345831004109.html>

Career progression

The new law on the university system approved in Spain during 2023 proposes numerous measures so researchers' academic career can be stable, predictable and with decent working conditions. Some of the measures are: to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract professors of academic and research prestige. As previously stated, these changes will be gradually implemented.

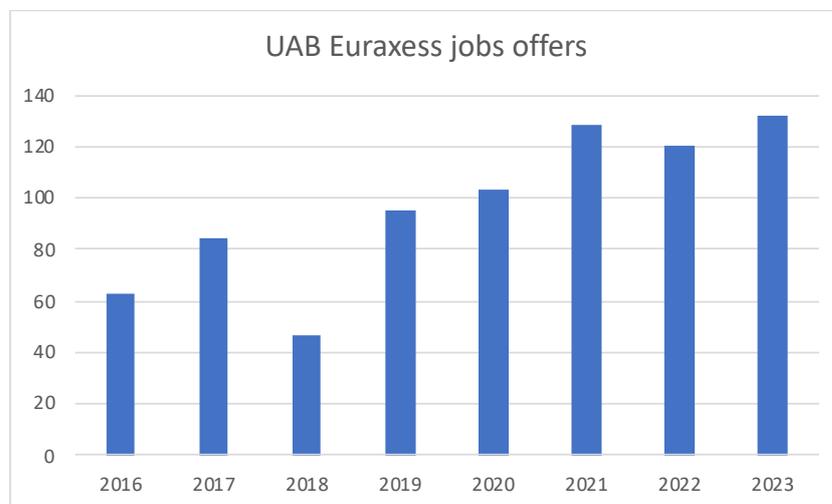
Furthermore, the Spanish and Catalan governments are offering some funding so postdocs can continue in the university career:

- Margarita Salas, María Zambrano, and Funding for requalification of research staff. <https://www.universidades.gob.es/subvenciones-a-universidades-publicas-para-la-recualificacion-del-sistema-universitario-espanol-2023/>
- [Beatriz Galindo](#), [Beatriu de Pinós](#), [Juan de la Cierva](#), [Ramón y Cajal](#)

During 2023, a call was directly open by the UAB: [Talent 2023](#) to capture and retain research talent to promote research activities in the different areas of knowledge of the UAB.

Indicators 2020-2023

- Number of job offers published on the Euraxess Portal:



- Percentage of indefinite contracts: 94% for research support technicians and 38% for postdoctoral researchers

- Training sessions for technical and research staff

- *Equal opportunities and non-discrimination in the selection processes (November 2022)*

- Meetings with department managers to share all the updates in procedures affecting the research area: These meetings are taking place approx. bi-monthly.

- OTM-R working group meetings. The OTM-R as part of the Euraxess working group has been meeting during these years. Issues related to selection and recruitment have been regularly faced: 19/02/2020, 23/07/2020, 06/10/2020, 21/04/2022, 18/07/2022, 15/12/2022, 01/06/2023, 27/11/2023.

Current weaknesses
Regarding the onboarding, a standard model of welcoming process should be implemented for all the departments and institutes.

Actions (2024-2026)
<ul style="list-style-type: none"> 5- New qualitative and quantitative assessments will be developed to focus on the social impact of the activity of researchers, the open publishing and linguistic diversity. These changes will be gradually implemented during the coming years. 6- Implement the different parameters specified in the new regulation on the university system (Spanish University System Law) connected to the different sections specified in the new C&C. 7- Design and implement a model for welcoming newcomers to the departments and institutes. 8- Implement the platform for Research Funding Calls.

Timeline	Department / Unit in charge						
<p>Action 5. New qualitative and quantitative assessments.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #1a3d4d;"></td> <td style="background-color: #1a3d4d;"></td> <td style="background-color: #1a3d4d;"></td> </tr> </tbody> </table>	2024	2025	2026				<p>Institutional Projects Office Vice-Rector for Research</p>
2024	2025	2026					
<p>Action 6 Implement the different parameters specified in the new regulation on the university system.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #1a3d4d;"></td> <td style="background-color: #1a3d4d;"></td> <td></td> </tr> </tbody> </table>	2024	2025	2026				<p>Institutional Projects Office Vice-Rector for Organisation</p>
2024	2025	2026					
<p>Action 7 Design and implement a model for the welcoming process to the departments and institutes.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #1a3d4d;"></td> <td style="background-color: #1a3d4d;"></td> <td style="background-color: #1a3d4d;"></td> </tr> </tbody> </table>	2024	2025	2026				<p>Institutional Projects Office Vice-Rector for Organisation</p>
2024	2025	2026					
<p>Action 8 Implement the platform for Research Funding Calls.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #1a3d4d;"></td> <td></td> <td></td> </tr> </tbody> </table>	2024	2025	2026				<p>Deputy Executive Administrator for Research</p>
2024	2025	2026					

**Indicators to be measured
2024-2026**

- Number of jobs offers published on the Euraxess platform
- Number of visitors to the Research Calls Portal
- Training sessions for administrative, technical and research staff
- New evaluation criteria for research assessment
- Implementation of the welcoming process

Pillar 3 Working conditions and practices

Description of the progress (2020-2023)

Working conditions, funding, and salaries

The COVID pandemics led to a new working environment where home office became of particular importance. The Spanish government regulated working conditions on this regard. In 2022, an agreement was signed by the UAB to guarantee the application of this new regulation.

The Spanish labour reform in 2022 also eliminated temporary contracts for a specific project of service.

Regarding R1 contracted with UAB funds, in 2023 the UAB agreed to extend contracts from 3 to 4 years, which is an important improvement for first stage researchers.

Finally, mental health and wellbeing issues have been addressed in many ways by our institution. A compilation of all the resources offered by the UAB can be found on this link:

<https://www.uab.cat/web/studies/phds/wellbeing-and-development-1345885280575.html>

Since mid-2020, the Doctoral School has been offering a four-session course (*Research Yourself*) based on coaching techniques and mindfulness practices with the aim of combating the anxiety, fears and frustrations that may arise during doctoral studies. Another activity, called *The Third Half* and starting during the academic year 21-22, has been regularly offered to improve the emotional well-being and psychosocial support of doctoral candidates. The activity is directed by doctoral candidates specialised in psychoeducation and health promotion who act as mentors.

Given that, one of our Researchers, Dr. Anna Muro, is the ambassador of the Researchers Mental Health Observatory (REMO) <https://projects.tib.eu/remo/>, several initiatives were carried out to assess the mental health of our community.

- The UAB collaborated with the Inter-university Council of Catalonia (CIC), in a survey to assess mental health at Catalan Universities
- The Spanish Ministry of Universities also assessed, during 2023, mental health at Spanish Universities.

In the UAB, a survey was carried out (May 2021) with 3457 respondents, comprising 2489 students (including R1), 497 researchers (R2,R3,R4) and 471 administrative and technical staff.

- [Assessment of mental health in university community in pandemic time. Campus SiS UAB - Webinar: How do we cope with psychosocial impact of the pandemic? February 2021 \(researchgate.net\)](#),
- [Mental Health and well-being after the COVID-19 pandemic: graduate and postgraduate students' crisis \(researchgate.net\)](#)

The main conclusions obtained were:

- Women are more affected than men
- In the case of doctoral candidates, those more affected are 1st year and last year.
- Types of suffering most reported: anxiety/stress, OCD, suicidal ideation, attention difficulties and unwanted loneliness.

These results are fundamental to design trainings in mental health and wellbeing issues.

In parallel, the UAB has been awarded the 6-year Cofund (Marie S. Curie Actions) *Towards the next generation of excellent young doctoral researchers on mental health by developing an intersectoral & transdisciplinary approach* that will start in 2024, and which will be an extraordinary opportunity to attract international talent in the field of Mental Health.

Stability of Employment

The new law on the university system has been approved in Spain during 2023. This new regulation proposes numerous measures so researchers' academic career can be stable, predictable and with decent working conditions. Some of the measures are: to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract professors of academic and research prestige. These changes will be gradually implemented by our institution during the coming years.

Apart from that regulation, the Spanish labour reform in 2022 eliminated temporary contracts for a specific project of service. At the UAB, this directive mainly affected contracts with dedicated funding (for researchers and technical research staff), which were transformed into indefinite ones. Only some kind of short-term contracts have been maintained (i. e. substitution contracts).

Engagement with society, dissemination and exploitation of results

Training on dissemination, valorisation, patents, and open access has been regularly delivered for researchers.

Since 2018, the UAB Research Park, together with other Catalan universities, is organising the programme *From Science to the Marketplace* to promote technology and knowledge transfer from university to society.

In the last 13 years, the *Ideas Generation programme*, also organised by the UAB Research Park, has been seeking innovative solutions to face local challenges.

Apart from the courses, the UAB has also been fostering public engagement with initiatives, specially focused on predocs research, to increase the social impact. The *UAB Citizen Science hub*, will promote and support the development of citizen science initiatives at the UAB and it will be fully implemented in 2024.

Finally, the UAB is highly committed, providing the dissemination of science and organises a high number of activities to promote scientific culture: <https://www.uab.cat/ca/cultura-cientifica/llicitat-activitats>.

Indicators 2020-2023

- Number of training activities in dissemination, valorisation, patents, and open access:

Predocs:

- *Communicating Science* (January, June & November 2020, June & December 2021, June 2022, January & June 2023)
- *Presenting Research* (April & October 2020, April & October 2021, February, April & October 2022, April, May & October 2023)
- *Research Papers* (May & December 2020, April & December 2021, April & December 2022, February, April & December 2023)
- *Elevator Pitch* (December 2021, December 2022, December 2023)
- *Social Media for Researchers. Increase the impact of your research by using digital media* (February 2020)
- *How to communicate your research on social media* (May & June 2021, March 2022, March 2023)
- *Technology-Based Intellectual property: A practical approach to the use of patents, know-how and utility models* (self-learning course offered from 2020 onwards)
- *Open Access Publishing* (April 2020, April 2021, April 2022)
- *Intellectual Property in the Thesis* (April 2020, March 2021, March 2022, March 2023)
- *Open Access Publishing for Research Data* (May 2020, May 2021, May 2022)
- *Open Access Publishing and Funding at UAB* (April 2023)
- *Research Data: Open Access Publishing and Data Management Plan* (May 2023, November 2023)
- *From idea to prototype: a short design thinking session* (May & November 2020, April & November 2021, April & November 2022)
- *How to transform science into products or services for the society* (June 2020)
- *How to validate your research* (April-July 2021, April-July 2022, April-July 202)
- Furthermore, a small talk about open access by the UAB Libraries Service is included every year in the welcome session of the Doctoral School.

R2-R4

- *Intellectual Property in Teaching and Research* (December 2021, December 2022)
- *How to Write a Scientific Article* (June 2022, May 2023)
- *Open Science and Funding at UAB* (November 2022, December 2023)
- *The Authors and their Scientific Production* (November 2022, December 2023)
- *Publishing Research Data in CORA and Data Management Plan* (April 2023)
- *Research Data: Data Management Plan and Open Access Publishing* (June 2022)

- Public engagement initiatives:

- Citizen science training course for predocs (June 2021, February 2023)
- Citizen science training for librarians (November 2022)
- [Thesis in 4 minutes competition](#), where PhD candidates are challenged to explain their research in a maximum of 4 minutes, in simple, easily understandable language for a general audience.
- Participation in the Spanish competition #HiloTesis, where theses are explained in 20 tweets by using attractive visual content.
- In March 2022 the UAB also hosted [its first TEDx event](#).
- 5 [UAB Open Labs](#) have been created in this period. They are open innovation ecosystems where the UAB

- community can solve challenges of the territory.
 - Creation of the UAB Citizen Science Hub (October 2023)
- Surveys to assess mental health at campus: 4

Current weaknesses

Actions (2024-2026)

9 Create a mental health and wellbeing service for the UAB community.
10 Training in societal engagement activities and valorisation of research

Timeline	Department / Unit in charge						
Action 9. Create a mental health service addressed to the UAB community. <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #004a7c;"></td> <td style="background-color: #004a7c;"></td> <td style="background-color: #004a7c;"></td> </tr> </tbody> </table>	2024	2025	2026				General Manager Vice-rector for Organisation
2024	2025	2026					
Action 10. Training in dissemination activities and valorisation of research. <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #004a7c;"></td> <td style="background-color: #004a7c;"></td> <td style="background-color: #004a7c;"></td> </tr> </tbody> </table>	2024	2025	2026				Doctoral School
2024	2025	2026					

Indicators to be measured 2024-2026

- Number of activities to improve mental health amongst researchers
- Number of training activities in dissemination activities and valorisation of research

Pillar 4 Research careers and talent development

Description of the progress (2020-2023)

Continuous professional Development

During 2015-2017, a conceptual framework for researchers training was developed: [the Research Development Programme](#). This programme was implemented during 2017-2019 and has keep on growing in the 2020-2023 period. More training in English has been included. The Doctoral School oversees training in transferable skills for predocs whereas the UAB Training Unit offers courses for postdocs and research staff.

<https://www.uab.cat/web/studies/phds/former-activities-and-final-reports-1345813787389.html>

Special sessions (“What can I do after my PhD?”) have been carried out periodically during the period, including talks by different PhD who have followed different career paths, in and out the academy.

The activities of UAB Professional Development Programme for Researchers are based on the Professional Competence Model for UAB Researchers (<https://www.uab.cat/web/research/professional-development/professional-competence-model-for-uab-researchers-1345704297585.html>). In 2023, the European Commission has presented the European Competence Framework for Researchers (ResearchComp) a new model that differentiates 7 competence areas and 38 competences for which they define 4 levels (basic, intermediate, advanced and expert). To align both models, the UAB competence model will progressively adapt to this new classification.

Career development and advice

The Spanish and Catalan governments offered some funding so postdocs can continue in the university career, and this is an excellent opportunity to start a tenure track process to finally get a permanent position:

- Margarita Salas, María Zambrano, and Funding for requalification of research staff. <https://www.universidades.gob.es/subvenciones-a-universidades-publicas-para-la-recualificacion-del-sistema-universitario-espanol-2023/>
- [Beatriz Galindo](#), [Beatriu de Pinós](#), [Juan de la Cierva](#), [Ramón y Cajal](#)

During 2023, a call was directly open by the UAB: [Talent 2023](#) to capture and retain research talent to promote research activities in the different areas of knowledge of the UAB.

The new [Spanish Organic Law \(02/2023\) on the University System](#) proposes numerous measures so researchers’ academic career can be stable, predictable and with decent working conditions. Some of the measures are: to reduce the temporality of professors, to improve the conditions and status of associate professors, to create the figure of substitute professor, to increase the transparency in all public processes for professor positions and to create the figure of Distinguished Professorship to attract

professors of academic and research prestige. These changes will be gradually implemented during the coming years.

Supervision and mentoring

Supervision has been a main aspect to work on during this period. Some training has been organised and very well received. Many supervisors showed their interest in participating even though the attendance was lower than expected. There is a strong commitment on continuing working with this group. Activities addressed to supervisors are thought to be a mean to engage R2-R4 researchers in the HR strategy. The training offered to doctoral supervisors and coordinators, includes topics regarding professional careers, and consequently it will give them tools to improve the advice and support they can provide to doctoral candidates

Indicators 2020-2023

- Number of training activities offered to predocs and number of participants:

- Academic Year 2019-2020: 42 activities, 971 participants
- Academic Year 2020-2021: 44 activities, 1563 participants
- Academic Year 2021-2022: 50 activities, 1265 participants
- Academic Year 2022-2023: 53 activities, 1594 participants

- Number of training activities offered to R2-R4 and number of participants:

- 2020: 36 activities, 1640 participants
- 2021: 73 activities, 2259 participants
- 2022: 87 activities, 1790 participants
- 2023: 87 activities, 1483 participants

- Number of courses on doctoral supervision:

- June 2022 - *The supervision of doctoral theses. How to avoid and face problems and incidents*: 16 participants
- June 2023 - *The supervision of doctoral theses. How to avoid and face problems and incidents*: 14 participants
- November 2023 - *Good practices in doctoral supervision*: 27 participants

Current weaknesses

There is still a gap on offering institutional specialized career advice for R1 and R2. The advanced training of supervisors should contribute to improve this point.

Actions (2024-2026)

11 Adapt the current Professional Competence Model for UAB Researchers to the European Competence Framework for researchers.

12 Organise advanced training and focus group with doctoral supervisors.

Timeline

Department / Unit in charge

<p>Action 11 Adapt the current Professional Competence Model for UAB Researchers to the European Competence Framework for researchers.</p> <table border="1" data-bbox="391 342 802 463"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #003366;"></td> <td></td> <td></td> </tr> </tbody> </table>	2024	2025	2026				<p>Doctoral School</p>
2024	2025	2026					
<p>Action 12 Organise advanced training and a focus group with doctoral supervisors.</p> <table border="1" data-bbox="391 577 802 698"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td style="background-color: #003366;"></td> <td style="background-color: #003366;"></td> <td style="background-color: #003366;"></td> </tr> </tbody> </table>	2024	2025	2026				<p>Doctoral School</p>
2024	2025	2026					

<p>Indicators to be measured 2024-2026</p> <ul style="list-style-type: none"> - Number of training activities offered to predocs and number of participants. - Number of training activities offered to R2-R4 and number of participants. - Number of activities on doctoral supervision.

As stated at the beginning of this section, apart from the actions that can be included in the four pillars, there are also three transversal issues that need to be addressed.

Transversal issues - Monitoring of the progress

<p>Description of the progress (2015-2023)</p> <p>To follow-up the implementation of the Action Plan, two functional structures were defined:</p> <p>a) The <i>Supervisory Committee</i>, composed by:</p> <ul style="list-style-type: none"> Vice-Rector for Research Vice-Rector for Organisation Vice-Rector for Academic Staff Deputy Executive Administrator for Research <p>The Supervisory Committee appointed a technical team to oversee the implementation of the Action Plan</p> <p>b) <i>Technical team</i>, composed by:</p> <ul style="list-style-type: none"> Dr. Xavier Ariño

Dr. Begoña Miñarro
Ms. Marta López

In addition to the coordination of the planned actions, specific working groups were appointed to address aspects such as recruitment, training, international welcome or C&C dissemination. However, in the last reporting period, these groups have merged into one, so all its members can be informed on the improvements made by the different areas involved.

The working group are composed by representatives of the following units:
Institutional Projects Office, Human Resources Unit, Research Management Unit, Doctoral School, Ethics Committee, Faculty/School Administration, Organization and Planning Area, Researchers (R4-R3-R2) and Early Stage Researchers (R1)

Indicators 2020-2023

- Number of Supervisory Committee meetings: 5/10/2021, 28/11/2022, 27/11/2023.
- Number of general Working Group meetings: 19/02/2020, 23/07/2020, 06/10/2020, 21/04/2022, 18/07/2022, 15/12/2022, 01/06/2023, 27/11/2023.

Actions (2024-2026)

No specific actions are required.

Indicators to be measured 2024-2026

- Number of Supervisory Committee meetings
- Number of general Working Group meetings

Transversal issues - C & C Dissemination & Consultation

Description of the progress (2020-2023)

This four-year period has been marked by the intention of making the Euraxess initiative more familiar to the university community. As in many other cases, the COVID has had important consequences on the development of this action. However, many activities were organised during this period including courses, meetings, and other actions.

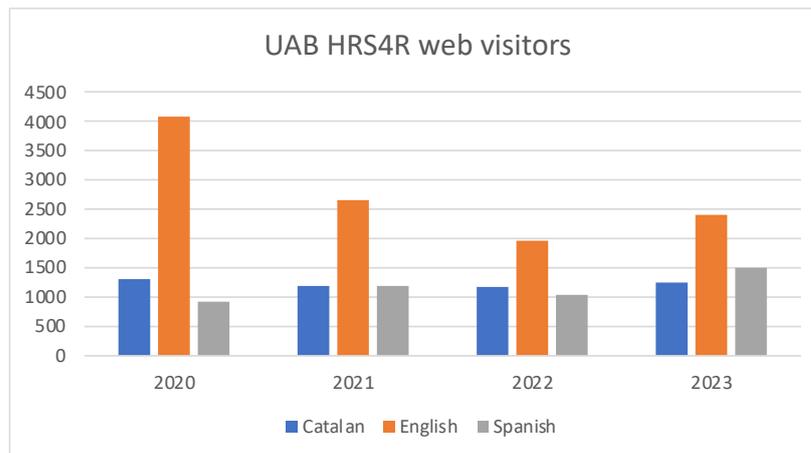
Indicators 2020-2023

- Number of C&C dissemination activities:
 - HRS4R update to the Top Management Team of the UAB (06/07/2023), 60 participants.

- Focus groups with PhD researchers (28/10/2020, 01/02/2023), 21 participants.
- Focus group with R3-R4 researchers focused on Research Assessment (20/09/2023) 8 participants
- Seminar HRS4R – Governing Team of the Institute Gutmann (Institute attached to the UAB) (15/09/2022) 9 participants
- Doctoral School welcome sessions (20/02/2020, 01/03/2021, 29/11/2021, 09/03/2022, 29/11/2022, 23/02/2023, 28/11/2023), 526 participants.
- The self-learning course “All you need to know to be a researcher in Europe” has been addressed to R1 since 2020. It includes key information about the European Research Area, the C&C, the HRS4R, Euraxess portal, etc., 194 participants.
- A poster about Euraxess (Researching in Europe) was made to be shown in all the information video walls distributed in faculties and schools, including a QR code linking to the Euraxess website.



- Number of unique web visitors to Euraxess website:



The link that is usually provided in any document and dissemination is the English one (<http://www.uab.cat/eng/euraxess>). During 2022 the structure of the institutional website was redesigned, and by mistake, the former direct link was changed, and it could have consequences in the number of visitors.

In addition, it must be considered that the University website was out of service from October 11 to December 16, 2021 due to a cyber-attack. In 2023, the numbers are increasing.

Updated Actions Planned (2024 -2026)

13 Systematically support the publication on the institutional website of all relevant information in Catalan, Spanish and English and, if possible, open and public access. (extended action from previous Action Plans)

14 Revision of institutional webpages/sites, to ensure they fulfil the quality and accessibility requirements. (extended action from previous Action Plans)

15 Updating the course “How to be a researcher in Europe” to align it with the new Charter and Code.

Timeline	Responsible						
<p>Action 13 Support the publication on the institutional website of all relevant information in Catalan, Spanish and English and, if possible, open and public access.</p> <table border="1" data-bbox="384 931 788 1039"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td>█</td> <td>█</td> <td>█</td> </tr> </tbody> </table>	2024	2025	2026	█	█	█	<p>Institutional Projects Office</p>
2024	2025	2026					
█	█	█					
<p>Action 14. Revision of institutional webpages/sites, to ensure they fulfil the quality and accessibility requirements.</p> <table border="1" data-bbox="384 1144 788 1252"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td>█</td> <td>█</td> <td>█</td> </tr> </tbody> </table>	2024	2025	2026	█	█	█	<p>Institutional Projects Office Communication Area</p>
2024	2025	2026					
█	█	█					
<p>Action 15. Updating the course “How to be a researcher in Europe” to align it with the new Charter and Code.</p> <table border="1" data-bbox="384 1379 788 1487"> <thead> <tr> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td>█</td> <td>█</td> <td>█</td> </tr> </tbody> </table>	2024	2025	2026	█	█	█	<p>Doctoral School</p>
2024	2025	2026					
█	█	█					

Indicators to be measured

- Activities of dissemination and awareness and number of participants

Summary of the Updated Action Plan 2024-2026

- 1- Analyse the 100% of doctoral theses with the Turnitin software before defense to detect plagiarism.
- 2- Training and awareness activities to promote inclusivity in research (intersectionality, gender perspective...), to promote Open Science and reflection about *Research, Ethics and Artificial Intelligence*
- 3- Launch a new Open Science Portal on the website.
- 4- Publish new gender and disability action plans starting from 2024.
- 5- New qualitative and quantitative assessments will be developed to focus on the social impact of the activity of researchers, the open publishing and linguistic diversity.
- 6- Implement the different parameters specified in the new regulation on the university system (Spanish University System Law) connected to the different sections specified in the new C&C.
- 7- Design and implement a model for welcoming newcomers to the departments and institutes ([extended action from previous Action Plans](#))
- 8- Adopt the Platform of Research Calls and funding opportunities
- 9- Create a mental health and wellbeing service for the UAB community (as [consequence of action 12 and 13 of previous Action Plans](#))
- 10- Training in societal engagement activities and valorisation of research
- 11- Adapt the current Professional Competence Model for UAB Researchers to the European Competence Framework for researchers.
- 12- Organise advanced training and focus groups with doctoral supervisors.
- 13- support the publication on the institutional website of all relevant information in Catalan, Spanish and English and, if possible, open and public access ([extended action from previous Action Plans](#))
- 14- Revision of institutional webpages/sites, to ensure they fulfil the quality and accessibility requirements ([extended action from previous Action Plans](#))
- 15- Updating the course “How to be a researcher in Europe” to align it with the new Charter and Code.

This self-assessment report to update the HRS4R Action Plan has been approved by the Supervisory Committee in December 2023.