

**Application for acknowledgement of Human Resources Excellence in Research  
incorporating the Principles of**

**“The European Charter of Researchers”**

**and**

**“The Code of Conduct for the Recruitment of Researchers”**

**May 2015**

**Action Plan 2016-2019**  
**Centre d'Estudis Demogràfics**

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## 1. About the Center for Demographic Studies (Barcelona)

The Center for Demographic Studies (Barcelona) was established in 1984 as a joint initiative between the *Generalitat de Catalunya* (Catalan Government) and the Autonomous University of Barcelona. In 1985, it was consolidated as a research institute with its own legal identity in the form of a consortium between the two founding institutions. CED's main goals include research, training, and dissemination of demographic knowledge.

Research activities at CED are organized along five main topics: historical demography; fertility and family dynamics; ageing, work and health; international migrations; and housing and mobility. In the early years, CED's research mainly focused on Catalonia and Spain, but in the last decade, our areas of study have become more international, including a fair amount of cross-national research at the European and global scale.

Regarding training, the CED offers a wide range of educational and training activities. Together with the Autonomous University of Barcelona, it organizes an one year master program on Population Studies and the Doctoral program in Demography, which is today the only doctoral program of its kind in Spain. Furthermore, CED is an active member of the European Doctoral School of Demography.

Finally, dissemination of knowledge at CED encompasses a wide range of activities, including publications, conference presentations and organization, media appearances, transfer of knowledge activities, applied research, and the publication of a population bulletin for a general audience.

CED's factsheet:

- The CED is located at the campus of the Autonomous University of Barcelona and it occupies a 1200 m<sup>2</sup> building.
- It runs an annual budget of 1.6 million euros, of which 40% is the economic contribution of the Government of Catalonia, 10% the Autonomous University of Barcelona, and the remaining 50% comes from competitive calls and contracts with public and private administrations.
- It hosts over 70 people, including senior researchers (7), affiliated university professors (5), research assistants, post-docs, pre-doctoral students, visiting scholars and staff.
- It ranks among the top 5 demographic research centres in Europe. The CED is a founding member of the Population Europe Network 2.0 and active member of the European Doctoral School of Demography.
- Its funding ID includes three prestigious grants from the European Research Council, two Starting Grants and one Advanced Grant. This is complemented by more than 15 participations in various 6<sup>th</sup> and 7<sup>th</sup> EU framework programme and 45 research projects from the Spanish Ministry of Science.
- Since 2006, the CED's co-organizes the Master Program of Population Studies with the Geography Department of the Autonomous University of Barcelona.
- CED's doctoral program was created in 1994 and has been awarded with the highest quality distinction by the Spanish Ministry of Science. Since its establishment, CED's doctoral program has awarded 44 research doctorate degrees.
- Over the last five years, CED's scientific production exceeded 125 publications in peer-reviewed journals and 460 presentations in international conferences.
- CED boasts a specialized library with over 10.500 registers in Demography and 82 journal collections.

## 2. Steps to achieve the "Human Resources Excellence in Research" acknowledgement.

### 2.1. Reasons to achieve the qualification "Human Resources Excellence in Research"

- International visibility of the CED, particularly as a provider of an attractive workplace for researchers
- Opportunity to establish a comprehensive and coherent Human Resources strategy adopting international best practices and high standards
- Impact on the EU funding landscape, particularly on Horizon 2020.

### 2.2. Actions taken prior to the implementation of the HRS4R strategy

Before the implementation of the HRS4R strategy, the Center for Demographic Studies has already taken actions on issues regarding the management of human resources. The summary of our achievements are as follows:

- 2003: obtained ISO 9001-2000 certificate in the management of CED training in Demography
- 2004: obtained an honorable mention on the quality of the doctoral program in Demography, in collaboration with the Department of geography of the Autonomous University of Barcelona (MEE2011-0430)
- 2004: implemented the recommendations of the Catalan Research Agency (CERCA) through yearly Program Contracts.
- 2012: implemented a quality system for all CED activities based on ISO 9001-2000 training in Demography
- 2013: CED's international research audit coordinated by CERCA
- 2014: endorsed the European Charter and Code (03/07/2014)
- 2015: became a member of the EURAXESS Network (16/06/2015)

### 2.3. Working group and meetings held to elaborate the 'Action Plan'

In 15<sup>th</sup> of July 2014, the Center for Demographic Studies, under the coordination of its general manager, Ms. Hermínia Pujol, established a working group to develop the 'Action Plan' for the Human Resources Excellence in Research. The gender-balanced working group includes representatives from all professional categories at CED. The members of the group are:

- Senior Researchers: Albert Esteve (from January 2015, replaced by Amand Blanes)
- Postdoctoral Researchers: Antonio David Cámara (from January 2015, replaced by Iñaki Permanyer).
- PhD Students: Chia Liu (from January 2015, also Juan Galeano)
- Technical and administrative Staff: Socorro Sancho and Sergio Montes
- Coordination: Hermínia Pujol (General manager's CED)

Since its establishment, the group has held several meetings. The following is the list of meetings and the actions taken to communicate results within the research institute:

15/07/2014 Joint meeting HRS4R working group

30/09/2014 Subgroup HRS4R meeting

13/11/2014 Joint meeting HRS4R working group

16/12/2014 Subgroup HRS4R meeting  
09/01/2015 Meeting of technical working subgroup  
12/01/2015 Meeting with the director to agree on the first draft of the Plan of action  
29/01/2015 Meeting of technical working subgroup  
05/02/2015 Meeting with the management team  
09/03/2015 Presentation of the proposed Plan of action to the staff of the CED (top-down)  
21/04/2015 Open meeting to receive suggestions for improvement (bottom-up)  
14/05/2015 Presentation to the European Commission and request for HR Excellence Logo

### **3. Internal gap analysis**

Prior to the development of the Action Plan, an internal gap analysis was needed (see final document). To make such analysis, the working group used the following strategy:

- a) Design a survey on the 40 principles of the Charter and its application in the CED, taking into account:
  - The relevance of each of the principles to the structure, dimensions, and implementation capacity of CED.
  - The current implementation of each principle in the CED.
  - The organization of each principle according to low, medium or high priority in response to the greater or lesser need for improvement or inclusion in the plan of action.
- b) The survey was filled out by each member of the working group, comprised of a representative from different branches of CED (researchers and administrative staff) who participated in the survey. Each representative used a “focus group” approach to gather the information from their colleagues (find attached the results of the survey). Table 1 (in appendix) shows the degree of implementation score given to each item (1 lowest, 5 highest) and the priority of action score (1 lowest, 5 highest).
- c) The working group produce an inventory of the relevant external and internal regulation regarding the principles of the Charter and Code of Conduct (table 2 in appendix)
- d) Based on the results of the survey and on the inventory of external and CED regulations, an internal gap analysis based on the legal and internal regulations was developed. It was focused on the current status of implementation, the priority give to each principle and the actions required. Regarding the status, the following items were distinguished:
  - Existing CED’s regulation
  - Adopting UAB’s regulations
  - In process
  - Not developed
- e) To prepare the action plan for the coming years we mainly followed the recommendations arisen from the internal gap analysis and the results of the survey to CED’s personnel. The results of the survey and the gap analysis were in most cases consistent but there were some areas of discrepancy. For instance, CED’s personnel were satisfied by the gender and family conciliation policies at CED and, thus, gender

issues were ranked low priority. However, the gender gap analysis shows that there is no a formal-written plan on gender equality. In this regard, CED's directors decided to include the gender equality plan as a priority to formalize the current *de facto* policies and other ones like to foster incorporation and promotion of female senior researchers.

## 4. Action Plan

GOALS	CHARTER AND CODE PRINCIPLES COVERED BY THE ACTION	TYPE OF ACTION	WHO?	WHEN?
Dissemination Plan	Area I. Ethical and professional aspects # 1, 2, 3, 5, 8, 9 Area III. Working conditions and social security # 31	Regulation publications and conference procedures	Publications manager and deputy director	First semester 2016
<p><b>MESURES</b></p> <p><b>Implemented:</b></p> <ul style="list-style-type: none"> <li>- CED has a policy to foster participation in national and international conferences and seminars for both senior and junior researchers, including pre and post-doctoral fellows. In this regard, the CED:</li> <li>- Provides funds to participate in conferences and seminars.</li> <li>- Offers advice to publish in peer-reviewed journals and to disseminate research results.</li> <li>- Adopted a regulation on Intellectual and Industrial Property since July 2012, which can be checked through its web page at <a href="http://www.ced.uab.es">www.ced.uab.es</a></li> <li>- Provides access of the Catalonia's population historical database to the research community.</li> </ul> <p><b>To be implemented:</b></p> <ul style="list-style-type: none"> <li>- Write and approve the final plan for dissemination policy.</li> <li>- Promote open access publications (from January 2016, the CED will have a research specialist to coordinate the scientific dissemination of its results through open access publications and outreach)</li> </ul>				
GOALS	CHARTER AND CODE PRINCIPLES COVERED BY THE ACTION	TYPE OF ACTION	WHO?	WHEN?
Knowledge Transfer Plan	Area I. Ethical and professional aspects # 8, 9	Managing knowledge transfer plan	IT Manager and Knowledge transfer specialist	Second semester 2016
<p><b>MESURES</b></p> <p><b>Implemented:</b></p> <ul style="list-style-type: none"> <li>-CED has a regulation on Intellectual and Industrial property since July 2012 that can be checked online at <a href="http://www.ced.uab.es">www.ced.uab.es</a>.</li> <li>- CED offers information and advice to all pre- and post-doctoral researchers regarding administrative matters related to visas, accommodation and other issues.</li> <li>- CED's researchers offer training courses to representatives of public local administrations.</li> </ul>				

<p><b>To be implemented:</b></p> <ul style="list-style-type: none"> <li>- Train CED's researchers about Intellectual and Industrial property rights.</li> <li>- Write the final plan of knowledge transfer and explain it to CED's researchers.</li> <li>- Prepare a 'Welcome' document aimed to those researchers that visit temporally or want join permanently CED.</li> <li>-Include knowledge transfer activities in all projects.</li> </ul>				
GOALS	CHARTER AND CODE PRINCIPLES COVERED BY THE ACTION	TYPE OF ACTION	WHO?	WHEN?
CED Action Plan for the Equality	Area I. Ethical and professional aspects # 10 Area II. Recruitment #12, 16, 17, 21 Area III. Working conditions and social security # 24, 27, 28	Promote Gender Equality	General Manager and specific commission	First semester 2017
<p><b>MESURES</b></p> <p><b>Implemented:</b></p> <ul style="list-style-type: none"> <li>-Preparatory meetings of CERCA institutions</li> </ul> <p><b>To be implemented:</b></p> <ul style="list-style-type: none"> <li>-Develop and 'Equality plan' at CED</li> <li>-Develop guideline against work place sexual harassment</li> </ul>				
GOALS	CHARTER AND CODE PRINCIPLES COVERED BY THE ACTION	TYPE OF ACTION	WHO?	WHEN?
Code of Good Practices of Research	Area I. Ethical and professional aspects # 1, 2, 3, 4, 5, 9 Area III. Working conditions and social security # 34, 35 Area IV. Training # 36, 37	Promote the rights and duties of researchers	Master and Doctoral Program coordinator and General Manager	Second semester 2017
<p><b>MESURES</b></p> <p><b>Implemented:</b></p> <ul style="list-style-type: none"> <li>-CED director and the principal investigators of the main research groups gather regularly to oversee the general progress of the insititution and of its research projects.</li> </ul>				



- CED adopt the code of the Universitat Autònoma de Barcelona regarding the rights and obligations of pre-doctoral students.
- CED has developed its own protocols regarding the administration of research projects.
- CED uses the quality indicators set in the 'Programme-contract' with the Generalitat de Catalunya to measure its progress.

**To be implemented:**

- Elaborate the 'Good practices' code of CED.
- Increase the participation of CED's researchers in the achievement of CED's quality indicators

GOALS	CHARTER AND CODE PRINCIPLES COVERED BY THE ACTION	TYPE OF ACTION	WHO?	WHEN?
Human Resources management Plan	Area II. Recruitment # 13, 14, 15, 16 Area III. Working conditions and social security # 22, 25, 28,	Regulate the management of human resources	General Manager and Master and Doctoral Program coordinator	First semester 2018

**MESURES**

**Implemented:**

- CED uses the public national, regional and international calls to recruit its pre and post- doctoral personnel.
- CED has an internal policy to train its own researchers through several courses to improve their communication and technical skills.
- CED fosters international mobility and exchange among its researchers, particularly among the junior pre- and post-doctoral researchers.

**To be implemented:**

- To develop a protocol that regulates the selection of new personnel (researchers, administrative staff). This protocol should regulate the following issues:
  - Rights and obligations of CED's personnel
  - Detail about the budget of the different services that CED provides
  - Mobility plan for senior, post- and pre-doctoral researchers
  - Internal mobility policy
  - Training plan for research and administrative staff
  - Evaluation plan for the researchers
  - Plan to promote research careers within CED

GOALS	CHARTER AND CODE PRINCIPLES COVERED BY THE ACTION	TYPE OF ACTION	WHO?	WHEN?
Research career Plan	Area II. Recruitment # 13, 15, 16 Area III. Working conditions and social security # 22, 28	Establish a Research career in the CED	Director, General Manager and Master and Doctoral Program coordinator	Second semester 2018
<p><b>MESURES Implemented:</b></p> <ul style="list-style-type: none"> <li>- There is a quality system regarding to the stays of external pre-doctoral fellows a CED.</li> <li>- CED's job offers are published on its web pages and disseminated through international channels (such as professional organizations)</li> </ul> <p><b>To be implemented:</b></p> <ul style="list-style-type: none"> <li>-Develop a plan to promote the research career at CED</li> <li>-Develop a 'Welcome' document aimed at all researchers that want to visit or join permanently CED.</li> <li>- Improve communication regarding the description of the job offers and selection criteria</li> <li>- Establish internal evaluation controls to improve the quality of scientific and administrative management</li> <li>-Evaluate the success in achieving CED's goals</li> </ul>				
GOALS	CHARTER AND CODE PRINCIPLES COVERED BY THE ACTION	TYPE OF ACTION	WHO?	WHEN?
Researchers and Postdoctoral Evaluation Plan	Area I. Ethical and professional aspects #11 Area II. Recruitment # 19	Evaluation of research excellence at CED	Director, General Manager and Master and Doctoral Program coordinator	First semester 2019
<p><b>MESURES Implemented:</b></p> <ul style="list-style-type: none"> <li>- There is an audit system that evaluates CED's activities every three years. These audits are carried out at the demand of CERCA (Catalan Research Agency). The audits evaluate CED's scientific progress of the last three years.</li> <li>- The goals set in the 'Contrato Programa' with the Catalan government are evaluated and revised every year.</li> <li>- There are national and regional systems to evaluate the scientific productivity of pre and post-doctoral researchers (e.g. Regulation of the Doctoral school 99/2011; ANECA evaluation system of the quality of the doctoral programs).</li> <li>- There is a projects coordinator that provides administrative advice to all researchers.</li> </ul> <p><b>To be implemented:</b></p> <ul style="list-style-type: none"> <li>- Elaborate an plan and guide to evaluate the research activity of senior and post-doctoral researchers.</li> <li>-Disseminate the evaluation criteria to senior researchers and post-docs.</li> </ul>				



## 5. CHECK GOALS

The CED HRS4R Working Group will meet after the last two weeks of each semester and check whether the proposed actions have been implemented. At the end of each year, from 2016 to 2019, a feedback survey will be conducted to measure the degree of satisfaction of researchers.

GOALS	CHECKING	RESPONSIBLE	PRINCIPLES	CHECK ACTION
Dissemination Plan	S1 2016	HRS4R Workgroup	1, 2, 3, 5, 8, 9, 31	Revision and implementation
Knowledge Transfer Plan	S2 2016	HRS4R Workgroup	8, 9	Revision and implementation Feedback poll
CED Action Plan for the Equality	S1 2017	HRS4R Workgroup	10, 12, 16, 17, 21, 24, 27, 28	Revision and implementation
Code of Good Practices of Research	S2 2017	HRS4R Workgroup	1, 2, 3, 4, 5, 9, 34, 35, 36, 37	Revision and implementation Feedback poll
Human Resources management Plan	S1 2018	HRS4R Workgroup	13, 14, 15, 16, 22, 25, 28	Revision and implementation
Research career Plan	S2 2018	HRS4R Workgroup	13, 15, 16, 22, 28	Revision and implementation Feedback poll
Researchers and Postdoctoral Evaluation Plan	S1 2019	HRS4R Workgroup	11, 19	Revision and implementation
Global Plan of Action Evaluation	S2 2019	HRS4R Workgroup	Global Program	Revision and implementation Feedback poll

## 6. APPENDIX

Table 1 Results of survey

	Predoctoral Level (Coord. Sancho/Liu/Galeano)		Postdoctoral Level (Coord. Càmarà)		Senior Research Level (Coord. Esteve)		Technician Level (Coord. Pujo/Montes)	
	IMPLEMENTATION	PRIORITY	IMPLEMENTATION	PRIORITY	IMPLEMENTATION	PRIORITY	IMPLEMENTATION	PRIORITY
<b>Ethical and professional aspects</b>								
1. Research freedom	3	2	4	1	3	2	5	1
2. Ethical principles	3	2	4	1	5	1	5	1
3. Professional responsibility	5	1	4	1	5	1	5	1
4. Professional attitude	2	4	2	4	5	1	5	1
5. Contractual and legal obligations	2	3	2	3	5	1	5	1
6. Accountability	4	1	5	1	5	1	2	4
7. Good practice in research	2	4	4	1	4	3	4	2
8. Dissemination, exploitation of results	4	2	3	5	3	3	5	3
9. Public engagement	3	3	2	5	3	3	3	3
10. Non discrimination	2	4	5	1	5	1	5	1
11. Evaluation/ appraisal systems	3	3	2	3	3	3	4	3
<b>Recruitment</b>								
12. Recruitment	3	3	1	5	3	4	3	4
13. Recruitment (Code)	2	4	1	5	2	4	3	4
14. Selection (Code)	2	4	1	5	2	4	NA	NA
15. Transparency (Code)	3	3	1	5	3	4	3	4
16. Judging merit (Code)	2	4	1	5	2	4	4	4
17. Variations in the chronological order of CVs (Code)			1	5	NA	NA	5	1
18. Recognition of mobility experience (Code)	2	4	1	5	3	4	4	4
19. Recognition of qualifications (Code)	2	4	1	5	4	3	4	4
20. Seniority (Code)	2	4	1	5	5	2	4	4
21. Postdoctoral appointments (Code)	2	4	1	5	3	3	4	4
<b>Working conditions and social security</b>								
22. Recognition of the profession	3	3	4	1	5	4	5	1
23. Research environment	4	2	5	1	5	1	5	1
24. Working conditions	3	3	4	3	4	1	5	4
25. Stability and permanence of employment	4	2	2	5	3	3	3	5
26. Funding and salaries	4	3	3	3	2	4	3	5
27. Gender balance	2	4	5	1	5	1	4	1
28. Career development	4	2	4	1	4	1	4	3
29. Value of mobility	4	2	4	1	4	2	4	4
30. Access to career advice	3	3	4	1	4	3	5	2
31. Intellectual Property Rights	2	3	NA	NA	3	3	4	1
32. Co-authorship	3	2	4	1	5	4	4	5
33. Teaching	3	3	4	1	3	1	4	4
34. Complaints/ appeals	1	3	2	4	—	—	2	4
35. Participation in decision-making bodies	1	4	2	4	—	—	3	4
<b>Training</b>								
36. Relation with supervisors	2	4	4	1	4	2	5	1
37. Supervision and managerial duties	3	3	4	1	4	2	5	1
38. Continuing Professional Development	3	4	5	1	4	3	4	1
39. Access to research training and continuous development	3	3	5	1	5	3	4	2
40. Supervision	3	3	4	1	4	3	5	1

Table 2 Inventory of external and internal regulations.

I. ETHICAL AND PROFESSIONAL ASPECTS					
CHARTER AND CODE PRINCIPLES	RELEVANT LEGAL REGULATIONS	INTERNAL CED REGULATIONS	CURRENT STATUS	PRIORITY	ACTIONS REQUIRED
I.1. Research Freedom	Spanish Law (14/2011) of Science, Technology and Innovation  Spanish Constitution, art. 20.1.b and 44.2  Organic law of Universities 6/2001 of 21 of December, LOU. Art. 56 to 58. Law of Modification of LOU. Art. 39 to 40  Catalonian Law of the Universities 1/2003 (February 19, LUC, Introduction).  International pact of the Social Economic Rights and Cultural, UN, 1966 Universal Statement of the Human Rights, UN, 1948	Code of Good Practices of the UAB Doctoral School (Governing Council, 30/01/2013).  Code of Good Practices of Researchers  Regulation of Intellectual property of the CED of October 29, 2012.	Adopting UAB's regulations  Not developed  Existing CED's regulations	Low  High  Low	NO  YES  NO
I.2. Ethical principles	Spanish Law (14/2011) of Science, Technology and Innovation. Art.10 Art.15 to). Disposal 8th  UNESCO deontological coedes of conduct (ICOM)	Regulation of Intellectual property of the CED of October 29, 2012.  Code of Good Practices of Researchers  Code of Good Practices of the UAB Doctoral School (Governing Council, 30/01/2013).	Existing CED's regulations  Not developed  Adopting UAB's regulations	Low  High  Low	NO  YES  NO
I.3. Professional responsibility	Spanish Law (14/2011) of Science, Technology and Innovation. Art.15.  Royal legislative decree 1 of 1 April 1996 approving the revised text of the Intellectual Property Act  Catalonian Law of the Universities 1/2003 (February 19, LUC, Introduction).	Regulation of Intellectual property of the CED of October 29, 2012.  Code of Good Practices of Researchers  Code of Good Practices of the UAB Doctoral School (Governing Council, 30/01/2013).	Existing CED's regulations  Not developed  Adopting UAB's regulations	Low  High  Low	NO  YES  NO
I.4. Professional attitude	Spanish Law (14/2011) of Science, Technology and Innovation Art.6.	Code of Good Practices of the UAB Doctoral School (Governing Council, 30/01/2013).  Code of Good Practices of Researchers.	Adopting UAB's regulations  Not developed	Low  High	NO  YES
I.5. Contractual and legal obligations	Spanish Law (14/2011) of Science, Technology and Innovation Art.21	Regulation of Intellectual property of the CED of October 29, 2012.  Code of Good Practices of Researchers.	Existing CED's regulations  Not developed	Low  High	NO  YES
I.6. Accountability	Spanish Workers' Statute (ET)	Code of Good Practices of the UAB Doctoral School (Governing Council, 30/01/2013).	Adopting UAB's regulations	Low	NO
I.7.- Good practice in research	Spanish Health and Safety Law 31/1995	P09_IT Management  P03.3_Database Protection  P10_Prevention Management System	Existing CED's regulations	Low	NO

I.8. Dissemination, exploitation of results	Spanish Law (14/2011) of Science, Technology and Innovation. Art.15	P04.1_Managing knowledge transfer P03.1_Dissemination	In process Not developed	Medium High	YES YES
I.9. Public engagement	Spanish Law (14/2011) of Science, Technology and Innovation Art.15	P04.1_Managing knowledge transfer Code of Good Practices of Researchers. P03.1_Dissemination Code of Good Practices of the UAB Doctoral School (Governing Council, 30/01/2013).	In process Not developed Not developed Adopting UAB's regulations	Medium High High Low	YES YES YES NO
I.10. Non discrimination	Spanish Law (14/2011) of Science, Technology and Innovation Art.14 d. Catalonian Law of the Universities 1/2003 (February 19, LUC. Art. 37 b). Law 3/2007 of 22 March for equality between women and men. Art. 10, Art. 63.3.	Action Plan for the Equality of the CED (draft copy)	Not developed	High	YES
I.11. Evaluation/appraisal systems	Organic Spanish Law of Universities 6/2001 on December, 21, LOU. Art. 56 to 58. Spanish Workers' Statute Law of Modification of LOU. Art. TITLE V, Art. 40, Art. 41, Art. 50, Art. 52, Art. 57.. Catalonian Law of the Universities 1/2003 (February 19, LUC. Art. 4, Art. 19, Art. 119, Art. 140, Art. 146.	Evaluation Plan of research staff. Agreement Programs 2007-2012.	In process	Medium	YES
<b>II. RECRUITMENT</b>					
<b>CHARTER AND CODE PRINCIPLES</b>	<b>RELEVANT LEGAL REGULATIONS</b>	<b>INTERNAL CED REGULATIONS</b>	<b>CURRENT STATUS</b>	<b>PRIORITY</b>	<b>ACTIONS REQUIRED</b>
II.12. Recruitment	Spanish Law (14/2011) of Science, Technology and Innovation . Art.16 Organic Spanish Law of Universities 6/2001 on December, 21, LOU. Art. 56 to 58. Llei de Modificació de la LOU. Art. Art. 48, Art. 57, Art. 62, Art. 64, Art. 65, Art. 66, Art. 67, Art. 75, DA 11, DA 24, Catalonian Law of the Universities 1/2003 (February 19, LUC. Art. 29, Art. 42, Art. 51, Art. 47, Art. 49, Art. 59, Art. 61, Art. 62, Chapter IV, DA 10, Organic Spanish Law (3/2007) on the March, 22) for the Equality for equality between women and men. Art. 5, Art. 69.2.	Action Plan for the Equality of the CED (draft copy)	Not developed	High	YES
II.13. Recruitment (code)	Spanish Law (14/2011) of Science, Technology and Innovation . Art. 56 to 58. Llei de Modificació de la LOU. Art. 62. Spanish Workers' Statute	P01.Management HR system Predoctoral research career CED Manual for contracting temporary staff for projects and research agreements	In process In process Not developed	Medium Medium High	YES YES YES
II.14. Selection (code)	Spanish Law (14/2011) of Science, Technology and Innovation . Art.16 Organic Spanish Law (3/2007) on the March, 22) for the Equality for the Equality for equality between women and men. Art. 5, Art. 69.2.	P01.Management HR system P06_Management predoctoral training Action Plan for the Equality of the CED (draft copy)	In process Existing CED's regulations Not developed	Medium Low High	YES NO YES
II.15. Transparency (Code)	Spanish Law (14/2011) of Science, Technology and Innovation . Art.16 2.b. Organic Spanish Law of Universities 6/2001 on December, 21, LOU. Art. 56 a 58. Law of Modification of LOU. All the articulate. Catalonian Law of the Universities 1/2003 (February 19, LUC All the articulate.	P01.Management HR system P06_Management predoctoral training	In process Existing CED's regulations	Medium Low	YES NO
II.16. Judging merit (code)	Spanish Law (14/2011) of Science, Technology and Innovation Art. 22, 3,4	P01.Management HR system	In process	Medium	YES
II.17. Variations in the chronological order of CVs (Code)	Organic Spanish Law (3/2007) on the March, 22) for the Equality for the Equality for equality between women and men. Art. 53	Action Plan for the Equality of the CED (draft copy)	Not developed	High	YES
II.18. Recognition of mobility experience (Code)	Spanish Law (14/2011) of Science, Technology and Innovation Art.17	Already developed and implemented during the term of CP 2007-12	Existing CED's regulations	Low	NO
II.19. Recognition of qualifications	Organic Spanish Law (3/2007) on the March, 22) for the Equality for equality between women and men . Art. 57.	Periodical evaluation/appraisal system. Already developed and implemented during the term of CP 2007-12.	Existing CED's regulations	Low	NO
II.20. Seniority	Catalonian Law of the Universities 1/2003 (February 19, LUC Art. 61	No Applic.	No Applic.	No Applic.	No Applic.
II.21. Postdoctoral appointments (Code)	Organic Spanish Law (3/2007) on the March, 22) for the Equality, for equality between women and men Art. 16.	Action Plan for the Equality of the CED (draft copy)	Not developed	High	YES
<b>III. WORKING CONDITIONS AND SOCIAL SECURITY</b>					
<b>CHARTER AND CODE PRINCIPLES</b>	<b>RELEVANT LEGAL REGULATIONS</b>	<b>INTERNAL CED REGULATIONS</b>	<b>CURRENT STATUS</b>	<b>PRIORITY</b>	<b>ACTIONS REQUIRED</b>
III.22. Recognition of the profession	Spanish Law (14/2011) of Science, Technology and Innovation. Art.14 Organic Spanish Law of Universities 6/2001 on December, 21, LOU. Art. 56 to 58. Law of Modification of LOU. Art. 2, Art. 40, Art. 68, Catalan Law of Universities 1/2003 of 19 of February, LUC. All the articulate.	P01.Management HR system	In process	Medium	YES
III.23. Research environment	Spanish Law (14/2011) of Science, Technology and Innovation. Art.14	P10_Prevention Management System Quality Manual CED12_2_14Revision2 P03.2_Database Management P09_IT Management	Existing CED's regulations	Low	NO
III.24. Working conditions	Spanish Law (14/2011) of Science, Technology and Innovation Art.14	Action Plan for the Equality of the CED (draft copy)	Not developed	High	YES
III.25. Stability and permanence of employment	Catalonian Law of the Universities 1/2003 (February 19, LUC. Additional disposal 11.				
III.26. Funding and salaries					

III.27. Gender balance	Spanish Law (14/2011) of Science, Technology and Innovation. Art. 14. Catalonian Law of the Universities 1/2003 (February 19, LUC. Art. 72. Organic Spanish Law (3/2007) on the March, 22) for the Equality, for equality between women and men Art. 5, Art. 27, Art. 41, Art. 50, Art. 51, Art. 60	Action Plan for the Equality of the CED (draft copy)	Not developed	High	YES
III.28. Career development	Spanish Law (14/2011) of Science, Technology and Innovation. Art.25 Organic Spanish Law of Universities 6/2001 on December, 21, LOU Art. 56 to 58.Law of Modification of LOU. Art. 33, Art. 40, Art. 41, Art. 42, Art. 76 and 76bis, DA 14, Catalonian Law of the Universities 1/2003 (February 19, LUC Preamble academic Career. Organic Spanish Law (3/2007) on the March, 22) for the Equality, for equality between women and men . Art.46	P01.Management HR system Action Plan for the Equality of the CED (draft copy)	In process Not developed	Medium High	YES YES
III.29. Value of mobility	Spanish Law (14/2011) of Science, Technology and Innovation. Art.17 Catalonian Law of the Universities 1/2003 (February 19, LUC. Art. 30, Art. 111.	Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council or the UAB-05/03/2014). Code Good Practices of the UAB Doctoral School (Governing Council, 30/01/2013).	Adopting UAB's regulations	Low	NO
III.30. Access to career advice	Organic Spanish Law (3/2007) on the March, 22) for the Equality, for equality between women and men . Art. 51 a., c.	P05_Managing internal training.	Existing CED's regulations	Low	NO
III.31. Intellectual Property Rights		Regulation of Intellectual property of the CED of October 29, 2012.	Existing CED's regulations	Low	NO
III.32. Co-authorship	Spanish Law (14/2011) of Science, Technology and Innovation. Art.14 Catalonian Law of the Universities 1/2003 (February 19, LUC. Art. 67.	Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council or the UAB-05/03/2014). Code Good Practices of the UAB Doctoral School (Governing Council, 30/01/2013).	Adopting AUB's regulations	Low	NO
III.33. Teaching	Spanish Law 21 of 26 November 1987 regarding incompatibilities of personnel at the service of the Administration of the Government of Catalonia	Periodical evaluation/appraisal system .Already developed and implemented during the term of CP 2007-12. Code Good Practices of the UAB Doctoral School (Governing Council, 30/01/2013).	Existing CED's regulations Adopting UAB's regulations	Low Low	NO NO
III.34. Complaints/ appeals	Organic Spanish Law of Universities 6/2001 on December, 21, LOU. Art. 56 a 58.Law of Modification of LOU. Art. 66.	Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council or the UAB-05/03/2014). Code of Good Practices of Researchers.	Adopting UAB's regulations	Low	NO
III.35. Participation in decision-making bodies			Not developed	High	YES
<b>IV. TRAINING</b>					
<b>CHARTER AND CODE PRINCIPLES</b>	<b>RELEVANT LEGAL REGULATIONS</b>	<b>INTERNAL CED REGULATIONS</b>	<b>CURRENT STATUS</b>	<b>PRIORITY</b>	<b>ACTIONS REQUIRED</b>
IV.36. Relation with supervisors	Royal Decree 99 of 28 January 2011 for the regulation of PhD teaching	Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council or the UAB-05/03/2014). Code of Good Practices of Researchers. Code Good Practices of the UAB Doctoral School (Governing Council, 30/01/2013).	Adopting UAB's regulations Not developed Adopting UAB's regulations	Low High Low	NO YES NO
IV.37. Supervision and managerial duties		Regulatory Framework for the Academic Staff of the Universitat Autònoma de Barcelona (last modification approved by the Government Council or the UAB-05/03/2014). Code of Good Practices of Researchers. Code Good Practices of the UAB Doctoral School (Governing Council, 30/01/2013).	Adopting UAB's regulations Not developed Adopting UAB's regulations	Low High Low	NO YES NO
IV.38. Continuing Professional Development	Basic Public Employee Statute	P05_Managing internal training.	Existing CED's regulations	Low	NO
IV.39. Access to research training and continuous development	Spanish Workers' Statute	P05_Managing internal training.	Existing CED's regulations	Low	NO
IV.40. Supervision	Art. 11, Art. 12 and Art. 13 of the Royal Decree 99 of 28 January 2011 for the regulation of PhD teaching	Internal Regulations of the UAB Doctoral School Internal Regulations of the CED	Adopting UAB's regulations Adopting UAB's regulations	Low Low	NO NO