Human Resources Strategy for Researchers
URV Action Plan 2021-23
April, 2021
Human Resources Strategy for Researchers- URV Action Plan 2021-23

Human Resources Strategy for Researchers Incorporating the Charter & Code (HRS4R) is a procedure designed by the European Commission (EC) to assist research institutions in the implementation of the Charter and Code of Conduct for the Recruitment of Researchers (C&CC).

Up to now, 583 European institutions have received the acknowledgement and can use the HRS4R logo.
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Implementation process

2019-20
- Official creation of a Steering Committee with R1 to R4 (CdG 05/2020)
- OTM-Recruitment Policy approval and publication (09/2020)
- Running of the 40 principles

2020-21
- HRS4R survey launched (12/2020)
- Prepare an Interim Assessment and prepare a new action plan 2021-23 to be approved by the steering committee, Commissions and the Governing Council
- Ask for the HRS4R renewal (to do on 04/2021)

2021-22
- Implement the new-approved Action Plan
- Receive the Assessors for the Site Visit
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Survey

► **Content** based on the 4 basic pillars of HRS4R:
  - Ethical and professional aspects
  - Selection of research staff (Open, Transparent and Merit-based Recruitment, OTM-R)
  - Working conditions
  - Training and development of research staff

► **Dissemination** campaign on the HR Excellence distinction enjoyed by the URV and on the survey of research staff. Video presentation on the website and intranet.
  - Launch: email
  - Period: from December 23, 2020 to January 31, 2021
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Survey Results

- **Overall results**
  
  [https://enquestes.urv.cat/r/90016013_6018fdd1bb25e7.03260930](https://enquestes.urv.cat/r/90016013_6018fdd1bb25e7.03260930)

- **Gender segmentation**
  
  Female results: [https://enquestes.urv.cat/r/90016013_60224db93186b1.04066333](https://enquestes.urv.cat/r/90016013_60224db93186b1.04066333)
  Male results: [https://enquestes.urv.cat/r/90016013_60224f55665aa6.14324392](https://enquestes.urv.cat/r/90016013_60224f55665aa6.14324392)

- All the public information about HRS4R could be found in the URV web page:
  [http://www.urv.cat/ca/recerca/estrategia/hr-excellence/](http://www.urv.cat/ca/recerca/estrategia/hr-excellence/)
The **objective** was to collect the opinion of the staff working in research at the URV, on compliance with the principles of the European Charter for Researchers and the Code of Conduct for the recruitment of Researchers at the URV.

**Participation:** 3,841 surveys submitted. 644 people (16.8%) took the survey.

417 complete replies received (11%)

**Main results:**
- High level of compliance with the principles of the Charter and Code at the URV
- No significant differences in valuation were detected in the segmentation of male / female results
- Some differences in valuation are detected in the segmentation by stage of professional career (R1-R4). Especially in the block of working conditions (see strengths and weaknesses).
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Survey Results

- The profile of the answers obtained gives us a balanced sampling in three key dimensions:

1. **Profile by gender**
   - 49.6% Male
   - 50.4% Female
   - 0.8% Rather not say

2. **Profile by seniority**
   - 24.3% 1-5 years
   - 25.2% 5-10 years
   - 31.3% 10-20 years
   - 9.2% < 1 year

3. **Profile by professional category**
   - 21.8% Full professor (R4)
   - 21.9% Full professor (R3)
   - 14.1% Post-doctoral Researcher (R2)
   - 26.2% Pre-doctoral Researcher (R1)
   - 12.2% Other

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Two working groups were settled up and the 40 principles were distributed for evaluation between them. Each group had worked separately and the preliminary evaluation is shared within the complete HRS4R Steering Committe via Internal Review Report.

<table>
<thead>
<tr>
<th>Group</th>
<th>A</th>
<th>B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td>Jordi Salas</td>
<td>Carme Oriol</td>
</tr>
<tr>
<td></td>
<td>Mercedes Teruel</td>
<td>Marina Colom</td>
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<tr>
<td></td>
<td>Matías Carlos Ginieis</td>
<td>Carlos Moruno</td>
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<td></td>
<td>Elena Castarlenas</td>
<td></td>
</tr>
<tr>
<td>Technical support</td>
<td>Sara Gimeno</td>
<td>Ignasi Salvadó</td>
</tr>
<tr>
<td>HRS4R principles</td>
<td>I. Ethical and professional aspects</td>
<td>III. Working conditions and social security</td>
</tr>
<tr>
<td></td>
<td>II. Recruitment</td>
<td>IV. Training</td>
</tr>
<tr>
<td>Ethical and professional aspects</td>
<td><strong>STRENGTHS</strong></td>
<td><strong>WEAKNESSES</strong></td>
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<tr>
<td>Evaluation system for all professional categories, due by an external body and with transparent criteria.</td>
<td>Great effort to comply with the Ethical and Professional principles.</td>
<td>Lack of knowledge about career development.</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Selection and recruitment</th>
<th><strong>STRENGTHS</strong></th>
<th><strong>WEAKNESSES</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Job positions are properly published with enough information. Use of internationally validated platforms (Euraxess Jobs).</td>
<td></td>
<td>Necessary make effort to avoid the unconscious bias in staff selection processes.</td>
</tr>
<tr>
<td>Support and supervision of researchers in training and the dedication to this task by supervisors.</td>
<td></td>
<td>Lack of knowledge about the mechanisms and procedures for appealing</td>
</tr>
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<table>
<thead>
<tr>
<th>Working conditions</th>
<th><strong>STRENGTHS</strong></th>
<th><strong>WEAKNESSES</strong></th>
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<tbody>
<tr>
<td>Training and development</td>
<td>Training and information received at the R1 stage.</td>
<td>Lack of clear identification of a reference person which to turn on (mainly R2).</td>
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<td></td>
<td>Attitude and clear desire for updating and continuous improvement among the research staff.</td>
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## Human Resources Strategy for Researchers - URV Action Plan 2021-23

### Action Plan 2021-23

<table>
<thead>
<tr>
<th>What: Action</th>
<th>Who: Person responsible</th>
<th>When: Dead-line</th>
<th>Indicators/Evidences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Action 1. Train our researchers on research career and job opportunities</td>
<td>Vice-Rector for Research and Scientific Planning</td>
<td>December 2023</td>
<td>Number of training sessions Number of attendees</td>
</tr>
<tr>
<td>Action 2. Inform and raise awareness in the community to avoid the “unconscious bias” in the selection processes</td>
<td>Vice-Rector for Research and Scientific Planning</td>
<td>December 2023</td>
<td>Number of information sessions</td>
</tr>
<tr>
<td>Action 3. Formally congratulate the PhD supervisors for the relationship/follow-up with their fellows/PhD students.</td>
<td>Vice-rector for doctoral training</td>
<td>December 2021</td>
<td>Evidences of the formal congratulation through the Doctoral School</td>
</tr>
<tr>
<td>Action 4. Improve the perception of R2 on working conditions.</td>
<td>Vice-Rector for Research and Scientific Planning</td>
<td>December 2023</td>
<td>Evidences of the development and conclusions of the new survey or the focus groups.</td>
</tr>
<tr>
<td>Action 5. Inform the community about complaints and appeals procedures at the URV</td>
<td>URV Ombudsman</td>
<td>December 2021</td>
<td>Number of training sessions Number of attendees. Ombudsman web in English operative</td>
</tr>
</tbody>
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