

# UNIVERSITAT ROVIRA I VIRGILI



## 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.



HR EXCELLENCE IN RESEARCH

# Human Resources Strategy for Researchers- URV Action Plan 2021-23

## 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 de new-approved Action Plan
- Receive the Assessors for the Site Visit

# Human Resources Strategy for Researchers- URV Action Plan 2021-23

## 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/>

# Human Resources Strategy for Researchers- URV Action Plan 2021-23

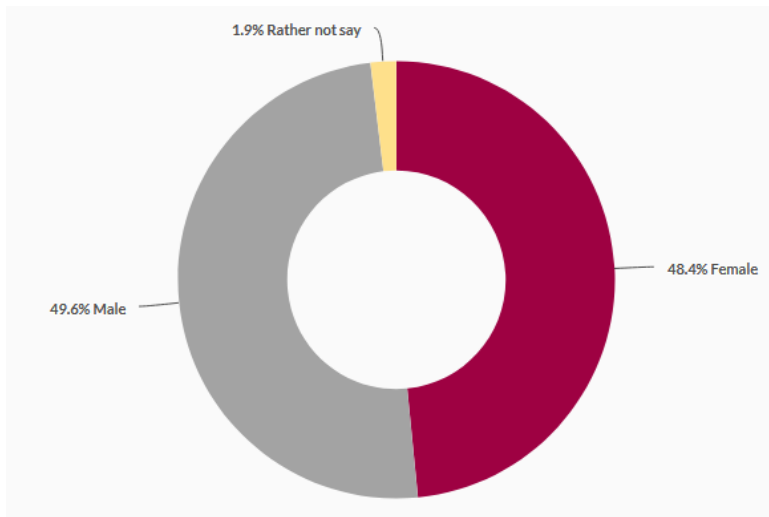
## Survey Results

- ▶ 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).

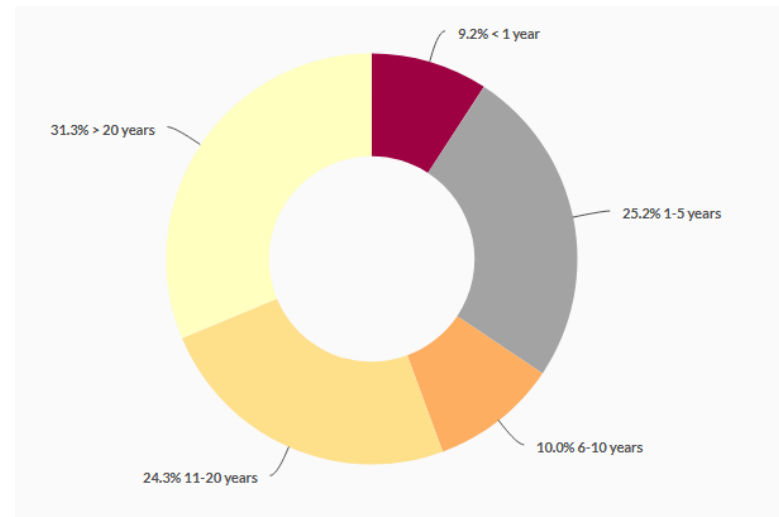
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## Survey Results

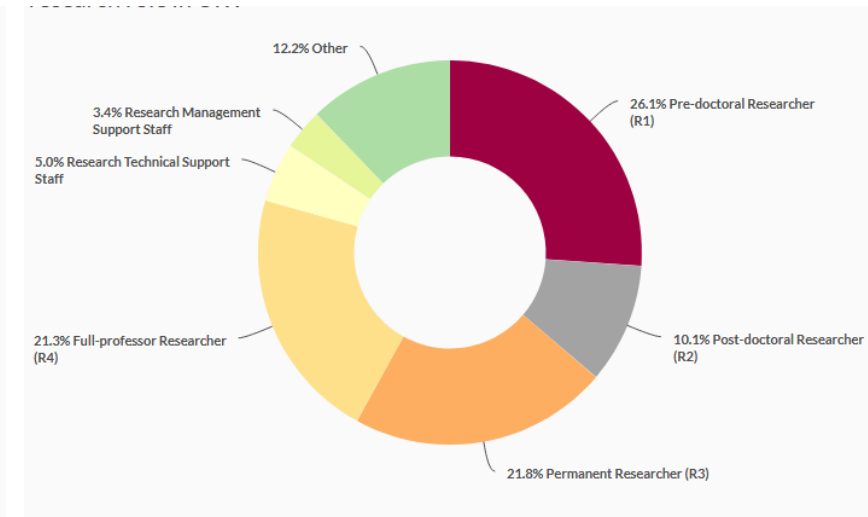
- ▶ The profile of the answers obtained gives us a balanced sampling in three key dimensions



Profile by gender



Profile by seniority



Profile by professional category

# Human Resources Strategy for Researchers- URV Action Plan 2021-23

## Internal Review

- ▶ 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 Committee via Internal Review Report.

Group	A	B
Members	Jordi Salas Mercedes Teruel Matías Carlos Ginieis Elena Castarlenas	Carme Oriol Marina Colom Carlos Moruno
Technical support	Sara Gimeno	Ignasi Salvadó
HRS4R principles	I. Ethical and professional aspects II. Recruitment	III. Working conditions and social security IV. Training



# Human Resources Strategy for Researchers- URV Action Plan 2021-2

## Internal Review: Strengths and Weaknesses

	<b>STRENGTHS</b>	<b>WEAKNESSES</b>
<b>Ethical and professional aspects</b>	<p>Great effort to comply with the Ethical and Professional principles.</p> <p>Evaluation system for all professional categories, due by an external body and with transparent criteria.</p>	<p>Lack of knowledge about career development.</p>
<b>Selection and recruitment</b>	<p>Job positions are properly published with enough information. Use of internationally validated platforms (Euraxess Jobs).</p>	<p>Necessary make effort to avoid the unconscious bias in staff selection processes.</p> <p>Lack of knowledge about the mechanisms and procedures for appealing</p>
<b>Working conditions</b>	<p>Support and supervision of researchers in training and the dedication to this task by supervisors.</p>	<p>Low satisfaction in some aspects of the working conditions, such as salary or job stability, which do not meet expectations (mainly R2).</p>
<b>Training and development</b>	<p>Training and information received at the R1 stage.</p> <p>Attitude and clear desire for updating and continuous improvement among the research staff.</p>	<p>Lack of clear identification of a reference person which to turn on (mainly R2).</p>



# Human Resources Strategy for Researchers- URV Action Plan 2021-2

## Action Plan 2021-23

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

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