



# UB HRS4R

## ACTION PLANS 2015-23

### Completed actions

July, 2024

#### Action Plans 2015-23 – Completed actions

#### PILLAR I. Ethical and Professional Aspects

ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR1DCOB01 - To adopt, develop, implement and update of institutional policies dealing with open science	8. Dissemination, exploitation of results	2019-S1 to 2019-S2	Rector's Delegate for Scientific Journals and Open Science	Update of the Institutional Open Access policy in 2019
HR1VPDI01 - To elaborate and distribute a document to researchers signing up a contract with UB with information at legislation and institutional levels on their rights and (accountability) duties: time dedicated to the institution, accountability of the expenses of their research budgets, and expected return to the society.	5. Contractual and legal obligations 6. Accountability	2015-S1 to 2016-S2	Vice-Rector Assistant to the Rector and for Teaching and Research Staff	Welcome documents published in the intranet





ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR1VIIG02 - To disseminate among researchers the norms for ethical codes, coexistence rules, conflict resolution mechanisms and professional responsibility	2. Ethical principles 3. Professional responsibility 24. Working conditions 34. Complaints/appeals	2020-S1 to 2023-S2	Vice-Rector for Equal Opportunities, Inclusion and Gender	Publication of the Regulation of the rules of coexistence as well as of the mechanisms of conflict resolution
HR1VREC01 - To make available to all researchers the Code of Good Research Practices at the University of Barcelona	7. Good practices	2015-S1 to 2015-S2	Vice-Rector for Research	Code of Good Research Practices at the University of Barcelona available in CAT/CAST/ENG

## PILLAR II. Recruitment and Selection

ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR2VPDI02 - To design a new job portal, where all relevant information about recruitment, and job opportunities area easily accessible	12. Recruitment 13. Recruitment (code) 14. Selection (Code) 15. Transparency (Code)	2018-S1 to 2018-S2	Vice-Rector Assistant to the Rector and for Teaching and Research Staff	Existence and access to the Job Portal





PILLAR III. Working Conditions and Social Security

ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR3OSSM01 - To make publicly available OSSMA documents related to the procedures that protect particularly sensitive workers and women during pregnancy.	7. Good practices 24-Working conditions	2018-S1 to 2018-S2	Head of Health and Safety area of the OSSMA	Information on OSSMA procedures relating to especially sensitive personnel (specifically for pregnancy and breastfeeding)
HR3VIIG01 - To ensure and facilitate the reduction of the work time due to maternity or paternity and to foster actions addressing family reconciliation	24. Working conditions	2020-S1 to 2023-S1	Vice-Rector for Equal Opportunities, Inclusion and Gender	Elaboration and publication of "Care, conciliation and time management guide for the university community"
HR3VRLL01 - To elaborate and disseminate the new UB statute of teaching and research staff, in agreement with the new Organic Law of the University System (Ley Orgánica del Sistema Universitario, LOSU).	5. Contractual and legal obligations 22. Recognition of the profession 28. Career development	2022-S1 to 2023-S2	Vice-Rector for Labour Relations	Statute of the teaching and research staff of the University of Barcelona