



UNIVERSITAT^{DE}
BARCELONA

MONITORING REPORT 2024

Implementation of the Human Resources Strategy for Researchers (HRS4R) Award at the University Barcelona



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Implementation of the Human Resources Strategy for Researchers (HRS4R) Award at the University of Barcelona

Monitoring report 2024

Reported at the Governing Council meeting of 5 March 2025

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HR EXCELLENCE IN RESEARCH



IMPLEMENTATION OF THE HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R) AWARD AT THE UNIVERSITY OF BARCELONA

MONITORING REPORT 2024

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1. The HRS4R Award at the University of Barcelona

Context

The University of Barcelona was awarded the European Commission's [Human Resources Strategy for Researchers \(HRS4R\)](#) Award in 2015. The award serves as a quality guarantee for the recruitment and career management of researchers in the institutions to which it is awarded, based on the principles set out in the [European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers](#). The awarding of the award entails a commitment to these principles, which is implemented through the execution of multi-year action plans that may be revised following monitoring and continuous improvement efforts.

As part of the requirements to maintain the award, institutions undergo regular assessments by [EURAXESS](#), the European Commission body responsible for the initiative. In these assessments, the institutions report on the implementation of the action plans they have committed to and propose new actions where appropriate.

Since 2024, responsibility for coordinating the implementation of the HRS4R Award at the University of Barcelona has fallen to the Office of the Vice-Rector for Quality Policy, with the support of a senior officer acting as the HRS4R administrator. This change in coordination was accompanied by an update to the composition of the University of Barcelona's [HRS4R Steering Committee](#).

The process of renewing the HRS4R Award at the University of Barcelona

In 2024, the UB had to apply for renewal of the HRS4R Award. Following an in-depth analysis of previous action plans and [good practices in the selection and recruitment of research staff](#) in effect at the time, which were in line with OTM-R (Open, Transparent and Merit-based Recruitment) principles, the University of Barcelona designed its HRS4R Action Plan 2024–27. In the development of this plan, various vice-rector's offices and heads of cross-cutting units were involved in gathering information on the processes implemented. The plan resulted from an analysis of the degree of achievement of actions initiated under previous action plans and the status of ongoing initiatives. It also took into account identified needs of various groups with respect to human resources strategy and the application of OTM-R principles. It should be noted that the Action Plan was designed in accordance with the version of the [European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers](#) that was in force at the time. Last year, EURAXESS published an updated and streamlined version of these principles, reducing them from forty to twenty, as outlined in the new [European Charter for Researchers](#). Institutions holding the HRS4R Award are expected to gradually adopt this updated version over the coming years.

In July 2024, the [UB HRS4R Action Plan 2024–27](#) was submitted to EURAXESS, along with the other documentation required to renew the HRS4R Award.

In addition, a number of actions completed under previous action plans were identified. Although already implemented, these actions remain relevant and will continue to be monitored, as they are expected to contribute to the development of time series indicators that effectively demonstrate the progress of key activities within the HRS4R framework. These actions were compiled in a supplementary document ([Actions completed and continuously monitored 2015–23](#)) accompanying the 2024–27 Action Plan.



Annual monitoring of actions related to the HRS4R Award

The main objective of this document is to report on the monitoring of the implementation and degree of achievement of the actions set out in the [UB HRS4R Action Plan 2024–27](#) and to present the indicator values and results obtained for the actions initiated during 2024. Where quantitative indicators are calculated using data for 2023, this is duly noted. Indicator values for the actions included in the document [Actions completed and continuously monitored 2015–23](#) are also reported. Following the monitoring exercise, certain actions and their associated indicators have been reformulated or in some cases removed due to their limited current relevance in the context of the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. In order to ensure traceability of the changes made, all modifications to the actions and indicators are recorded in the table in section 4.

This monitoring report is accompanied by annexes that show the evolution over time of some of the indicators used to monitor the actions.

2. Monitoring of the UB HRS4R Action Plan 2024–27

PILLAR I. Ethical and Professional aspects

LEAD RESPONSIBLE	ACTION	PERIOD	INDICATOR	VALUE 2024	START-ED	COMPLET-ED	DEGREE OF ACHIEVEMENT	COMMENTS
Vice-Rector for Doctoral Studies, Trainee Research Staff and Talent Attraction	HR1VDOC02 - To improve the institutional structure responsible for scientific dissemination	2024-S1 2025-S2	Increase in the personnel of the UCC+I (wrt 2023) (target: +1)	1		x	100%	A specialist was hired under the Investigo programme.
	HR1VDOC03 - To promote the creation of commissions responsible for coordinating science dissemination activities in faculties and research institutes	2024-S1 2026-S1	Percentage of Faculties and Research Institutes with commissions whose functions include coordination of dissemination activities (target: > 75 %)		x		25%	Dissemination committees are in the consolidation phase in some faculties and research institutes.
Vice-Rector assigned to the Rector and for Teaching and Research Staff	HR1VPDI02 - To carry out an internal evaluation of R2 lecturers	2024-S1 2025-S1	Document with the criteria for evaluation of R2 lecturers	1		x	100 %	web.ub.edu/web/pdi-nou/normativa
			% of lecturers with a positive evaluation (target: > 90 %)	0				Not started
	HR1VPDI03 - To carry out an internal evaluation of R2 researchers with a commitment to stabilization	2024-S1 2025-S1	Document with the criteria for evaluation of R2 researchers with a commitment to stabilization	0				Not started
			% of Ramon y Cajal researchers with a positive evaluation (target: > 90 %)	0				Not started
Vice-Rector for Digitalization Policy	HR1VDIG01 - To continuously improve staff training on cybersecurity strategies	2022-S2 2027-S2	Improve cybersecurity test (by ethical phishing test) % of participants (target: > 80 %)	100 %		x	100 %	To be repeated annually
			Phishing accidental issue (empirical) (target: < 5 %)	5.7%		x	100 %	To be repeated annually An ethical phishing campaign was conducted across 100% of UB staff. The response rate to the simulated phishing attempt was 5.7%.
			Introductory cybersecurity course for academic and research staff. No. of participants (target: > 70 %)	20.3%		x	75 %	To be repeated annually 2,202 staff were invited; 447 participated (20.3%).
			Pilot test of introductory cybersecurity course for academic and research staff. No. of participants (target: >150)	145		x	100 %	To be repeated annually 345 staff were invited; 145 participated (42%).



LEAD RESPONSIBLE	ACTION	PERIOD	INDICATOR	VALUE 2024	START- ED	COMPLET- ED	DEGREE OF ACHIEVEMENT	COMMENTS
Vice-Rector for Digitalization Policy	HR1VDIG01 - To continuously improve staff training on cybersecurity strategies	2022-S2 2027-S2	Pilot test of introductory cybersecurity course for academic and research staff. Satisfaction (survey) (target: > 90 %)	96 %		x	100 %	
	HR1VDIG02 - To update and better structure the UB webpage aiming at a better search experience in accessing legal regulations, welcome information and job offers	2024-S2 2026-S1	Access to regulatory provisions making specific reference to "Research and Transfer".	1		x	100 %	seu.ub.edu/normativaMilloradaAnunciPublic/categories?text=&tipusId=&materialId=301307&vigencia=qualsevol&dataAprovacioInici=&dataAprovacioFi=&dataEntradaVigorInici=&dataEntradaVigorFi=
			Existence of the Transparency Portal: Research and Regulation	1		x	100 %	web.ub.edu/web/transparencia/reerca-i-transferencia
			Existence of the UB Electronic Office (Seu Electrònica)	1		x	100 %	seu.ub.edu/
			Improvement of the web search engine of the Transparency Portal and Electronic Office: time spent on site (target: > 2 min)	2.5 min.		x	100 %	
			Improvement of the web search engine of the Transparency Portal and Electronic Office: Bounce rate (target: < 40 %)	39 %		x	100 %	
Vice-Rector for Equality, Inclusion and Gender	HR1VIIG03 - To carry out the ex-post assessment of the current Equality Plan, paying special attention to mechanisms regarding reporting discrimination and diversity challenges regarding researchers and the research environment	2024-S1 2025-S1	Ex-post assessment report of the III Equality Plan	1		x	100 %	Closing report of the University of Barcelona's Third Equality Plan, approved by the negotiating committee on 5 November 2024: ub.edu/portal/web/igualta/memoria-de-tancament
Vice-Rector for Research	HR1VREC03 - To prepare a welcome document and to organize a Welcome Day for R2, R3 and R4 researchers to inform about relevant legislation and the institutional context	2024-S2 2027-S2	% participants in Welcome Days wrt invited (target: > 20 %)	26.3%		x	100 %	
			Satisfaction with Welcome Days	0				Not started
	HR1VREC04 - To improve coordination, and if necessary, restructure the composition of different UB Committees, to ensure Research Integrity	2024-S1 2026-S1	Creation of the UB Research Integrity Committee	1		x	100 %	The Animal Experimentation Ethics Committee and the Bioethics Committee have been updated. A new Biosafety Committee has been established, and a new role has been created: head of support for research committees, responsible for coordinating all committees related to research. A specific Research Integrity Committee will not be created.
	HR1VREC05 - To assess the risk of (international) research collaborations	2024-S1 2026-S2	Appointment of a commission of experts to assess the risk of international research collaborations	1		x	100 %	A group reporting to the Bioethics Committee has been set up, consisting of the vice-rector for Research, the vice-rector for Internationalization, two lecturers with expertise in dual-use, export control and foreign interference, and two members with a technical profile.



PILLAR II: Recruitment and Selection

LEAD RESPONSIBLE	ACTION	PERIOD	INDICATOR	VALUE 2024	START-ED	COMPLET-ED	DEGREE OF ACHIEVE-MENT	COMMENTS
Vice-Rector assigned to the Rector and for Teaching and Research Staff	HR2VPDI07 - To optimize the publication circuit of job positions in order to avoid overlaps or lack of information	2024-S2 2025-S2	Publication of job positions in EURAXESS, with links to the UB Electronic Office in CAT/CAST/ENG		x		25 %	
			Existence of a standardized circuit for the publication of job positions		x		75 %	
	HR2PDI08 - To take advantage of postdoctoral funding programmes to recruit and retain postdoctoral researchers of exceptional quality	2024-S1 2027-S2	Increase in the number of postdoc researcher positions (ratio wrt 2020) (target: > 1.05)	1,095		x	100 %	
			% of Ramon y Cajal researchers accessing permanent positions (target: > 90 %)	95 %		x	100 %	
Vice-Rector for Quality Policy	HR2VPQU01 - To update and periodically review the OTM-R Institutional Strategy	2024-S1 2024-S2	Elaboration and publication of the OTM-R strategy	1		x	100 %	CA: Bones pràctiques OTM-R a la UB: 2024 ES: Buenas prácticas OTM-R en la UB: 2024 EN: UB Good Practices OTM-R: 2024
Vice-Rector for Research	HR2VREC03 - To increasingly adapt recruitment procedures and criteria to international good practices recommending the inclusion of quality-over-quantity criteria and to create a UB-CoARA working group to take steps to implement the commitments of the Agreement on Reforming Research Assessment	2024-S1 2027-S2	Calls and selection processes following DORA principles		x		50 %	
			Follow-up of KPI related to the UB CoARA Action Plan		x		50 %	



PILLAR III: Working Conditions and Social Security

LEAD RESPONSIBLE	ACTION	PERIOD	INDICATOR	VALUE 2024	START-ED	COMPLET-ED	DEGREE OF ACHIEVE-MENT	COMMENTS
Vice-Rector assigned to the Rector and for Teaching and Research Staff	HR3VPDI02 - To establish objective criteria for the distribution of the teaching load, with significant recognition of research and scientific dissemination activities in the academic staff dedication plan (PDA)	2022-S1 2025-S1	New Academic Dedication Plan (Pla de Dedicació Acadèmica, PDA) for UB PDI	0	x		50 %	
	HR3VPDI03 - To include the recognition of interruptions in the scientific career (pregnancy; parenting; illness) and non-conventional scientific trajectories when exercising the activities of a PDI	2024-S1 2025-S1	Criteria for allocation of dedication due to scientific activities in the PDA for UB staff	0	x		25 %	
	HR3VPDI04 - To create a guide document related to the academic career	2024-S1 2025-S2	Existence of the document	0	x		25 %	
Vice-Rector for Digitalization Policy	HR3VDIG03 - To create the Data Office to contribute to the management, preservation, privacy and exchange of institutional data	2024-S2 2025-S2	Creation of the Data Office	1		x	100 %	
Vice-Rector for Doctoral Studies, Trainee Research Staff and Talent Attraction	HR3VDOC01 - To take into account the SDGs (especially those related to gender equality), in addition to other research indicators, in the hiring and assignment of jobs related to R1 and R2 personnel	2025-S1 2027-S2	Publication of the PREDOCS-UB calls incorporating gender equality criteria	0				
Vice-Rector for Doctoral Studies, Trainee Research Staff and Talent Attraction	HR3VDOC02 - To promote mobility actions and their follow up and register, especially for R1 personnel	2024-S2 2026-S2	% of doctoral theses with the international doctoral certification (target: > 10 %)	24,0 %		x	100 %	Source: web.ub.edu/web/escola-doctorat/comandament
			Increase in R1 staff that have participated in a mobility action (wrt 2021) (target: 1.05)	1,6		x	100 %	* 2023 data Time series: Annex I
Vice-Rector for Entrepreneurship, Innovation and Transfer	HR3VTRN02 - To acknowledge those UB personnel hired with a FBG contract with the same duties, rights, access conditions and resource use as UB staff	2024-S1 2025-S2	Publication of recruitment regulations for trainee pre-doctoral and postdoctoral research staff in charge of funding projects or research contracts	1		x	100 %	Regulations for predoctoral staff: seu.ub.edu/seupro/documentPublic/download/552207 Regulations for postdoctoral staff: seu.ub.edu/seupro/documentPublic/download/612707
Vice-Rector for Quality Policy	HR3VPQU01 - To monitor and evaluate the implementation of the HRS4R Action Plan itself using project management techniques and software	2024-S1 2027-S2	Annual follow-up reports	1		x	100 %	Monitoring report 2024: web.ub.edu/web/hr/implementacio



LEAD RESPONSIBLE	ACTION	PERIOD	INDICATOR	VALUE 2024	START-ED	COMPLET-ED	DEGREE OF ACHIEVE-MENT	COMMENTS
Vice-Rector for Quality Policy	HR3VPQU02 - To carry out an internal marketing campaign to make UB HRS4R visible to staff	2024-S2 2025-S2	Increase in visits to the UB HRS4R website following the launch of an internal marketing campaign (target: (wrt 2024): >15 %)	0				Internal marketing campaign pending
			Visualizations of audiovisual material (target: >150/year)	0				Internal marketing campaign pending
	HR3VPQU03 - To continuously update the UB HRS4R webpage to better disseminate the HRS4R programme	2024-S2 2025-S2	SEO metrics: Bounce rate (target: 25 % to 40 %)	34,9 %		x	100 %	Monitoring metrics for the UB HRS4R website: web.ub.edu/web/hr
			SEO metrics: Time spent on site (target: > 2 min)	2 min		x	100 %	Monitoring metrics for the UB HRS4R website: web.ub.edu/web/hr
			Update of the UB HRS4R webpage		x		50%	Content updated: 15 July 2024 Redesign pending
	HR3VPQU04 - To carry out a second survey addressed to R1, R2, R3 and R4 researchers to gather satisfaction information on the human resources strategy	2024-S2 2025-S1	% of participation (target: > 20 %)	0				Not started
			Results of the survey (with individual response rates for questions)	0				Not started
Vice-Rector for Research	HR3VREC04 - To promote the creation of transversal and multidisciplinary research structures to meet the challenges of society	2024-S1 2027-S2	% Multidisciplinary funding wrt total funding (target: > 15 %)	26 %		x	100 %	Source: Research Management Office * 2023 data
			Mean % of Faculties represented in HUBs (target: > 15 %)	61,7 %		x	100 %	Global Sustainability HUB: 16 faculties (94.1%) Hub for Alternative Methods to Animal Testing: 5 faculties (29.4%)
	HR3VREC05 - To create the Research Support and Service Area (Espai d'Atenció i Servei a la Investigació; EASI)	2024-S2 2027-S1	Creation of the EASI	1		x	100 %	Research Support and Service Unit (EASI): physical consolidation of the Research Management Office, the International Research Projects Office, the Bosch i Gimpera Foundation, and technical support staff for research support committees (CEEA, Bioethics Committee, and coordination of committees). The creation of the EASI was reported under item 8 of the Management Report included in the Rector's Team Report to the Governing Council at its session on 9 October 2024 .



PILLAR IV: Training and Development

LEAD RESPONSIBLE	ACTION	PERIOD	INDICATOR	VALUE 2024	START-ED	COMPLET-ED	DEGREE OF ACHIEVE-MENT	COMMENTS
Vice-Rector for Doctoral Studies, Trainee Research Staff and Talent Attraction	HR4VDOC03 - To update the regulations of the Doctoral School of the University of Barcelona according to internal and external requirements	2023-S2 2025-S1	Update of the Doctoral School regulations	0	x		50 %	
	HR4VDOC04 - To create guidelines to facilitate more structured doctoral supervision	2024-S1 2024-S2	Publication of the Guide to good practice in doctoral thesis supervision and tutoring	1		x	100 %	Guide to good practice in doctoral thesis supervision and tutoring



3. Monitoring of previously completed actions (2015–23)

PILLAR I. Ethical and Professional aspects

LEAD RESPONSIBLE	ACTION	INDICATOR	VALUE 2024	COMMENTS
Delegate of the Rector for Scientific Journals and Open Science	HR1DCOB02 - To foster citizen science activities led and coordinated by UB researchers	Citizen science activities led by UB research groups	9	web.ub.edu/web/ciencia-ciutadana/
		No. of citizen science groups led by UB PDI (target: > 2)	8	web.ub.edu/web/ciencia-ciutadana/
	HR1DCOB04 - To facilitate open access publication for researchers	Number of agreements with publishers (target: >15)	23	crai.ub.edu/serveis-i-recursos/assessorament-drets-autor-propietat-intellectual-acces-obert/acces-obert-ub/ajuts
		No. of institutional scientific journals with Diamond Open Access indexed or acknowledged (target: > 25)	43	doaj.org/
	HR1DCOB05 - To foster a culture of open science among UB collectives	% of publications with open access (target: > 60 %)	80.9%	Articles, reviews, books and book chapters have been included. Data sourced from OpenAlex: openalex.org * 2023 data
	HR1DCOB07 - To adopt international declarations and statements on open science	Signing of the Barcelona Declaration on Open Research Information	1	web.ub.edu/web/actualitat/w/declaracio-barcelona barcelona-declaration.org/signatories
Vice-Rector for Doctoral Studies, Trainee Research Staff and Talent Attraction	HR1VDOC01 - To prepare a welcome document and to organize a Welcome Day for R1 researchers, including the description of the institutional context and training on how to communicate the results of research activities	No. of participants in Welcome Days	207	Time series: Annex II
		Satisfaction with Welcome Days	0	Not started
Head of the Technical Unit of the Occupational Risk Prevention Service	HR1OSSM02 - To ensure that researchers acquire adequate training in safety measures and procedures for work in experimental laboratories	Participation in training courses on safety offered by OSSMA (target: >40 %)	77%	Percentage of participants among contracted teaching and research staff (TRS) Time series: Annex II



PILLAR II: Recruitment and Selection

LEAD RESPONSIBLE	ACTION	INDICATOR	VALUE 2024	COMMENTS
Vice-Rector assigned to the Rector and for Teaching and Research Staff	HR2VPDI04 - To publish calls for R2, R3 and R4 positions with information on the candidate requirements, the criteria to evaluate candidate merits and the procedure for the publication of the assessment process, in order to fulfil all OTM-R requirements	Publication of the terms and conditions of the call for applications, including all the relevant sections to ensure that the selection process is open, transparent and merit-based	1	<p>María Goyri programme: seu.ub.edu/ofertaPublicaCategoriaPublic/listPublicacionsAmbCategoria?categoria.id=620514</p> <p>Permanent positions (R3): seu.ub.edu/ofertaPublicaCategoriaPublic/listPublicacionsAmbCategoria?categoria.id=600283</p> <p>Full professor positions: seu.ub.edu/ofertaPublicaCategoriaPublic/listPublicacionsAmbCategoria?categoria.id=604031</p>
	HR2VPDI05 - To increase the recognition of mobility during the research career, especially in the assessment of the merits of teaching and research staff (R2 and R3) in public tenders and in stability and promotion processes	Academic disengagement as a merit and/or a requirement to opt for accreditation by the evaluation agencies	1	<p>The accreditation criteria of AQU (aqu.cat/ca/Coneix-AQU/Que-fem/Actualitat/noticies/AQU-Catalunya-publica-els-nous-criteris-per-a-l-acreditacio-del-professorat-universitari-contractat) and ANECA require mobility. The UB's call for R3 positions already indirectly recognizes mobility.</p> <p>The 2024 Serra Hünter Programme also requires mobility.</p>
	HR2VPDI06 - To simplify recruitment processes	Updated regulations for calls approved by the UB Governing Body and published	1	The different phases of the recruitment process (application submission, evaluation by committees, and appointment) are currently being digitized.



PILLAR III: Working Conditions and Social Security

LEAD RESPONSIBLE	ACTION	INDICATOR	VALUE 2024	COMMENTS
Vice-Rector assigned to the Rector and for Teaching and Research Staff	HR3VPDI01 - To take into account gender equality in the hiring and promotion of R3 and R4 staff	% of women promoted to full professor positions wrt total promotions (target: > 50 %)	53%	
Vice-Rector for Digitalization Policy	HR3VDIG01 - To offer grants to access supercomputing services	No. of annual applications (target: > 4 year)	7	Seven research groups with subsidized funding for four years
Vice-Rector for Entrepreneurship, Innovation and Transfer	HR3VTRN01 - To facilitate contact with the Bosch i Gimpera Foundation (FBG) for guidance in establishing contracts with companies, knowledge transfer actions and creation of spin-offs	Increase in transfer contracts (wrt 2020) (target: > 1.1)	0.86	Data available since 2020 * 2023 data Time series: Annex II
Vice-Rector for Internationalization Policy	HR3VINT01 - To promote mobility actions to improve the training of UB staff.	Increase in the annual budget allocated for mobility grants (wrt 2018) (target: > 1.05)	1.3	Financial summary of the Erasmus programme and supplementary mobility grants * 2023 data Time series: Annex II
		Increase in PDI annually participating in mobility actions (wrt 2018) (target: > 1.02)	0.8	Financial summary of the Erasmus programme and supplementary mobility grants * 2023 data Time series: Annex II
Vice-Rector for Research	HR3VREC01 - To give greater visibility to UB programmes to support research activities	Increase in the overall of budget allocated to the Contract Programme for Research (CPR) for faculties (wrt 2018) (target: >1.05)	1.11	Time series not available
		Increase in the overall of budget allocated to the Contract Programme for Research (CPR) for UB research institutes (wrt 2018) (target: >1.05)	1.09	Time series not available
Head of the International Research Projects Office	HR3OPIR01- To attract excellent researchers	Increase in ERC and MSCA grants (wrt 2018) (target: >1.1)	1.0	Time series: Annex II
		Increase in research funds secured through European calls (wrt:2019) (target: >1.1)	0.6	We are at an inflection point in the Horizon Europe programme, which typically entails a reduction in both the number of projects and the volume of funding. This has been further compounded by delays in the negotiation of projects awarded during 2024, as a result of which the corresponding grant agreements have not yet been signed. Time series: Annex II



PILLAR IV: Training and Development

LEAD RESPONSIBLE	ACTION	INDICATOR	VALUE 2024	COMMENTS
Vice-Rector for Doctoral Studies, Trainee Research Staff and Talent Attraction	HR4VDOC01 - To evaluate the suitability of training courses for R1 personnel	Annual participation of R1 personnel in training courses (target: > 10 %)	44%	Data available since 2022 Time series: Annex II
		Overall satisfaction with respect to needs of researchers (target: > 7 over 10)	7.8	Data available since 2022 Time series: Annex II
	HR4VDOC02 - To create mechanisms to gather information about the overall satisfaction of doctoral students with doctoral programmes, including their satisfaction with the supervisory role of senior researchers	Satisfaction of doctoral students supervision (target: > 8 over 10)	8.3	Satisfaction survey of doctoral students at the University of Barcelona * 2023 data Time series: Annex II
Head of the International Research Projects Office	HR4OPIR01- To improve mentoring programmes offered by the UB's International Research Projects Office (OPIR) to researchers interested in applying for an MSCA or an ERC Grant	Increase in ERC projects submitted (wrt 2019) (target: > 10 %)	16%	Time series: Annex II
		Increase in MSCA projects submitted (wrt 2019) (target: > 10 %)	7%	MSCA projects in which UB is an associated partner are not counted. Time series: Annex II
		ERC mentoring (mock-interview) (target: >3/year)	4	Since 2020, three expert advisers have been engaged to conduct mock interviews with each researcher applying for an ERC grant who advances to the second stage. In the preceding three years, one annual session was held as part of a pilot programme. Time series: Annex II
		MSCA mentoring (target: >3/year)	0	An MSCA fellow who has joined the UB mentors researchers applying for MSCA grants. The mentor's role is to provide training to applicants while also advancing their own development by engaging in tasks they will be expected to carry out in their professional career. In 2024, no suitable mentoring pairs could be formed. Time series: Annex II
		Seminars about ERC, MSCA and the research career (target: >5/year)	19	The incorporation of three activity coordinators has made it possible to devote more time to organizing seminars – both general and topic-specific – aimed at different target groups. Time series: Annex II



4. Summary of changes made to actions under plans related to the HRS4R Award

This table documents the changes made to actions under plans related to the HRS4R Award, specifically to the UB HRS4R Action Plan 2024–27 and the section “Actions completed and continuously monitored”, as a result of monitoring of implementation process.

ACTION MODIFIED	INDICATOR MODIFIED	MODIFICATION
HR1OSSM01 – To make available to all UB researchers information on occupational risk prevention plans		Monitoring of the action discontinued
HR1DDIV01 - To improve the institutional structure for scientific dissemination		Change of lead responsible New code: HR1VDOC02
HR1DDIV02 - To promote the creation of commissions responsible for coordinating science dissemination activities in faculties and research institutes		Change of lead responsible New code: HR1VDOC03
HR1DCOB02 - To foster citizen science activities led and coordinated by UB researchers	New UB web section on citizen science	Monitoring of the indicator discontinued web.ub.edu/web/ciencia-ciudadana
HR1DCOB02 - To foster citizen science activities led and coordinated by UB researchers	Training courses (target: > 1/year)	Indicator removed
HR1DCOB03 – To ensure the implementation of the institutional policy for management, preservation, privacy and exchange of research data	Publication of the Research Data Management Policy at the University of Barcelona	Monitoring of the action discontinued diposit.ub.edu/dspace/handle/2445/142043
HR1DCOB04 - To facilitate open access publication for researchers	Number of agreements with publishers (target: >15)	Indicator reformulated
HR1DCOB04 - To facilitate open access publication for researchers	No. of open-access transformative agreements (target: > 90)	Indicator removed
HR1DCOB04 - To facilitate open access publication for researchers	No. of journals with Diamond Open Access indexed or acknowledged (target: > 25)	Indicator reformulated
HR1DCOB06 - To create and update open access institutional research repositories	Existence of an institutional repository for research data	Monitoring of the action discontinued Since 2020, data has been published in the Cora.RDR (Research Data Repository): dataverse.csuc.cat/dataverse/UB . CSUC (University Services Consortium of Catalonia) repository: csuc.cat/en .
HR1DCOB08 - To ensure the accessibility, security and functionalities of repositories for processing and storing research data, and compliance with FAIR principles in research data management		Action removed



ACTION MODIFIED	INDICATOR MODIFIED	MODIFICATION
HR1VDOC01 - To prepare a welcome document and to organize a Welcome Day for R1 researchers, including the description of the institutional context and training on how communicate the results of research activities	Welcome document available in the UB intranet (in CAT / ESP / ENG)	Indicator removed
HR1VREC01 - To make available to all researchers the Code of Good Research Practices at the University of Barcelona		Monitoring of the action discontinued Current version: UB Code of Conduct for Research Integrity, approved on 15 May 2020: diposit.ub.edu/dspace/bitstream/2445/166917/3/11636_497723_3145_.pdf
HR1VREC02 - To ensure that researchers acquire adequate training in safety measures and procedures for work in experimental laboratories		Change of lead responsible New code: HR1OSSM02
HR1VREC03 - To prepare a welcome document and to organize a Welcome Day for R2, R3 and R4 researchers to inform about relevant legislation and the institutional context	Existence of welcome and support programme for teaching and research staff at the University of Barcelona (Programa d'acollida i seguiment del personal docent i investigador)	The action has been incorporated into the HRS4R Action Plan 2024–27. Implementation period and definition of the action modified Indicator removed
HR1VREC03 - To prepare a welcome document and to organize a Welcome Day for R2, R3 and R4 researchers to inform about relevant legislation and the institutional context	% participants in Welcome Days (wrt: invited)	The action has been incorporated into the HRS4R Action Plan 2024–27. Implementation period and definition of the action modified Indicator reformulated
HR1VDIG01 - To continuously improve staff training on cybersecurity strategies	Introductory cybersecurity course for academic and research staff: Satisfaction (survey) (target: > 90 %)	Indicator removed
HR1VDIG02 - To update and better structure the UB webpage aiming at a better search experience in accessing legal regulations, welcome information and job offers	Improvement of the web search engine of the Transparency Portal and Electronic Office: Bounce rate (target: < 20 %)	Indicator reformulated
HR1DINS01 – To give support to improve external recognition and accreditation of research institutes		Monitoring of the action discontinued
HR1SEGN01 – To develop and disseminate codes of ethics on integrity in research		Monitoring of the action discontinued
HR1VIIG01 – To guarantee, through the full implementation of the UB Equality Plan, that researchers are not discriminated against for any reason		Monitoring of the action discontinued
HR2VPDI01 - To ensure the adequacy of the assessment committees depending on the type of position offered		Action removed
HR2VPDI03 – To publish in the EURAXESS portal all UB job offers for research staff		Monitoring of the action discontinued
HR2VPDI04 - To publish calls for R2, R3 and R4 positions with information on candidate requirements, the criteria to evaluate candidate merits and the procedure for the publication of the assessment process, in order to fulfil all OTM-R requirements	Definition and publication of the OTM-R strategy	Indicator removed



ACTION MODIFIED	INDICATOR MODIFIED	MODIFICATION
HR2VDOC01 - To publish calls for pre-doctoral positions with information on candidate requirements, the criteria to evaluate candidate merits and the procedure for the publication of the assessment process, in order to fulfil all OTM-R requirements	Definition and publication of the OTM-R strategy	Monitoring of the action discontinued Indicator removed
HR2VDOC01 - To publish calls for pre-doctoral positions with information on candidate requirements, the criteria to evaluate candidate merits and the procedure for the publication of the assessment process, in order to fulfil all OTM-R requirements	Publication of the terms and conditions for R1 contracts	Monitoring of the action discontinued FI SDUR UB: Calls published in Catalan. Information published since 2022 is compiled on the website: ub.edu/beques/3rcicle/FI-SDUR/convocatoria.html . FI Joan Oró: Calls published in Catalan. Information published since 2022 is compiled on the website: ub.edu/beques/3rcicle/FI/convocatoria.html . PREDOCS UB: Calls published in Catalan, Spanish and English. Information published since 2018 (APIF + PREDOCS UB) is compiled on the website: ub.edu/beques/3rcicle/PREDOCSUB/convocatoria.html . Source: Third-cycle grants, ub.edu/beques/3rcicle/index.html
HR2VDOC02 - To improve the protocols for the award of UB pre-doctoral contracts, with clearer and more transparent criteria		Monitoring of the action discontinued
HR2VREC01 - To update, complete and add the English version of the relevant information on the UB webpage, in particular with regard to job offers		Monitoring of the action discontinued
HR2VREC02 - To take advantage of postdoctoral funding programmes to recruit and retain postdoctoral researchers of exceptional quality	Increase in the number of postdoc researcher positions (ratio wrt 2020) (target: > 1.05)	The action has been incorporated into the HRS4R Action Plan 2024–27. Change of lead responsible New code: HR2PDI08 Change in implementation period Indicator reformulated
HR2VREC02 - To take advantage of postdoctoral funding programmes to recruit and retain postdoctoral researchers of exceptional quality	% Ramon y Cajal researchers accessing permanent positions (target: > 90 %)	The action has been incorporated into the HRS4R Action Plan 2024–27. Change of lead responsible New code: HR2PDI08 Change in implementation period Proposed new indicator
HR3GTRT01 - To carry out a first survey addressed to R1, R2, R3 and R4 researchers to gather satisfaction information on the human resources strategy		Monitoring of the action discontinued



ACTION MODIFIED	INDICATOR MODIFIED	MODIFICATION
HR3VPDI01 - To take into account gender equality in the hiring and promotion of R3 and R4 staff	Agreement of the Governing Council	Action reformulated Indicator removed
HR3VDIG02 - To update computer and electronic platforms to enhance connectivity and information sharing for UB groups	Set-up and update of computer and electronic platforms	Action removed
HR3VDOC01 - To take into account the SDGs (especially those related to gender equality), in addition to other research indicators, in the hiring and assignment of jobs related to R1 and R2 personnel	Publication of the PREDOCS-UB evaluation and prioritization criteria	The action has been incorporated into the HRS4R Action Plan 2024–27. Indicator reformulated Change in implementation period
HR3VTRN01 - To facilitate contact with the Bosch i Gimpera Foundation (FBG) for guidance in establishing contracts with companies, knowledge transfer actions and creation of spin-offs	Data on participation in Welcome Days	Indicator removed
HR3VTRN01 - To facilitate contact with the Fundació Bosch i Gimpera (FBG) for guidance in establishing contracts with companies, knowledge transfer actions and creation of spin-offs	Increase in transfer contracts (wrt 2018) (target: > 1.1)	Indicator reformulated
HR3VINT02 - To increase awareness of existing opportunities for mobility of R1 personnel, through the International Mobility and Programmes office and the Student Grants and Financial Aid office	Increase in the number of visits to the website (ratio wrt 2018) (target: > 1.1)	Action removed
HR3VINT03 - To promote mobility actions and their follow-up and register, especially for R1 personnel	Increase in R1 staff with doctoral scholarships that have participated in a mobility action (wrt 2021) (target: 1.05)	Change of lead responsible New code: HR3VDOC02 Indicator reformulated
HR3VINT03 - To promote mobility actions and their follow-up and register, especially for R1 personnel	Increase in the number of applications to UB R1 mobility calls (wrt 2022) (target: > 10 %)	Change of lead responsible New code: HR3VDOC02 Indicator removed
HR3GTRT02 - To carry out a second survey addressed to R1, R2, R3 and R4 researchers to gather satisfaction information on the human resources strategy		Change of lead responsible New code: HR3VPQU04
HR3VPQU02 - To carry out an internal marketing campaign to make UB HRS4R visible to staff	Increase in visits to the UB HRS4R website (target: (wrt 2024): >15 %)	Indicator reformulated
HR3VPQU03 - To continuously update the UB HRS4R webpage to better disseminate the HRS4R programme	SEO metrics: Exit page (target: Electronic Office website, OSSMA website, Transparency Portal website or .pdf files in HRS4R website)	Indicator removed
HR3VPQU03 - To continuously update the UB HRS4R webpage to better disseminate the HRS4R programme	SEO metrics: General audience, geographical (target: 3 continents, working hours)	Indicator removed
HR3VPQU03 - To continuously update the UB HRS4R webpage to better disseminate the HRS4R programme	SEO metrics: Staff audience, geographical (target: Barcelona, working hours)	Indicator removed



ACTION MODIFIED	INDICATOR MODIFIED	MODIFICATION
HR3VPQU03 - To continuously update the UB HRS4R webpage to better disseminate the HRS4R programme	SEO metrics: No. of visits (target: >30 monthly)	Indicator removed
HR3VPQU03 - To continuously update the UB HRS4R webpage to better disseminate the HRS4R programme	SEO metrics: SERP visibility (target: position 1 to 4 in search results)	Indicator removed
HR3VPQU03 - To continuously update the UB HRS4R webpage to better disseminate the HRS4R programme	SEO metrics: Time spent on site (target: > 3 min)	Indicator reformulated
HR3VINT01 - To promote mobility actions to improve the training of UB staff	Increase in the annual budget allocated for mobility grants (wrt 2016) (target: > 15 %)	Target value modified Reference value modified
HR3VINT01 - To promote mobility actions to improve the training of UB staff	Percentage of PDI annually participating in mobility actions (wrt 2016) (target > 1.2)	Indicator reformulated Target value modified Reference value modified
HR3VREC02 - To attract excellent researchers with financial support and/or actions to facilitate their dedication to research upon their arrival at the UB	Increase in ERC and MSCA grants (ratio wrt 2018) (target: >1.1)	Action and indicator reformulated Change of lead responsible New code: HR3OPIR01
HR3VREC03 - To promote transversal and multidisciplinary research initiatives	Mean number of research groups in consortia applying for the replacement of obsolete equipment (target: >3)	Action removed
HR3VREC04 - To promote the creation of transversal and multidisciplinary research structures to meet the challenges of society	% of multidisciplinary funding wrt total funding (target: > xx %)	New indicator
HR3VREC04 - To promote the creation of transversal and multidisciplinary research structures to meet the challenges of society	Mean of the number of knowledge areas represented in Research Institutes (target: >3)	Indicator removed
HR3VREC04 - To promote the creation of transversal and multidisciplinary research structures to meet the challenges of society	Mean of the number of knowledge areas represented in HUBs (target: >5)	Indicator removed
HR3VREC04 - To promote the creation of transversal and multidisciplinary research structures to meet the challenges of society	Mean of the number of Faculties represented in Research Institutes (target: > 10 %)	Indicator removed
HR3OPIR01 - To attract excellent researchers with financial support and/or actions to facilitate their dedication to research upon their arrival at the UB	Increase in research funds secured through European calls (wrt:2019) (target: >1.1)	New indicator
HR4VDOC03 - To update the regulations of the Doctoral School of the University of Barcelona according to internal and external requirements	Continuous update of doctoral regulations on the EDUB website	Indicator reformulated
HR4VREC01 - To improve mentoring programs offered by the UB International Research Projects Office (OPIR) to researchers willing to apply for a MSCA or an ERC Grant	Existence of International Research Advisers (target: 3 advisers)	Change of lead responsible New code: HR4OPIR01 Indicator removed



ACTION MODIFIED	INDICATOR MODIFIED	MODIFICATION
HR4VREC01 - To improve mentoring programs offered by the UB International Research Projects Office (OPIR) to researchers interested in applying for an MSCA or an ERC Grant	Organization of International Research Days	Change of lead responsible New code: HR4OPIR01 Indicator removed

5. Concluding remarks

The monitoring of actions related to the HRS4R Award has enabled analysis and improvement of the plans currently in place. In particular, the UB HRS4R Action Plan 2024–27, submitted to EURAXESS in July 2024, should not be seen as a static and fixed document, but rather as a dynamic and evolving plan that will be improved each year following the monitoring exercise. The plan is intended to serve as a key reference for future assessments of the implementation of the HRS4R Award, both internally and externally. The monitoring process has helped to establish and optimize a communication circuit not only among the vice-rector's offices responsible for the actions, but also with the heads of the administrative units that manage the proposed actions and indicators.

Over the past year, the document [Good practices in the selection and recruitment of research staff at the University of Barcelona](#), which ensures that recruitment calls for research staff are open, transparent and merit-based, has been updated in accordance with OTM-R principles. However, it was noted that improvements were needed in the organization of the process for publishing recruitment offers (particularly with respect to the communication channels used) and in ensuring that job calls are published in Catalan, Spanish and English. A working group has been established to optimize the procedure. It should also be noted that new criteria for assessing the work of research staff are gradually being introduced at different career stages, in line with the University of Barcelona's commitment to the CoARA (Coalition for Advancing Research Assessment) Agreement. In addition, commitments to stabilize R2 staff are being implemented; training and professional development of research staff is being actively supported; and ensuring research integrity has become a central element of the research policies of the competent vice-rector's office.

It has been observed that welcome days for newly appointed research staff at various levels (particularly R1 and R2) are now a well-established activity. In future editions, it is expected that feedback will be collected on participants' satisfaction with the sessions. It was also noted that the University of Barcelona's Third Equality Plan has had a significant impact on the entire university community, and that promotion criteria that include a gender perspective have been introduced.

The monitoring of actions related to the HRS4R Award has underscored the strategic importance of dissemination activities at the University of Barcelona. Responsibility for these activities was recently transferred to the Office of the Vice-Rector for Doctoral Studies, Trainee Research Staff, Talent Attraction and Dissemination. Citizen science initiatives involving the University's research groups have also been analyzed. Ongoing efforts to improve technology platforms and provide cybersecurity training for UB staff are also worth noting.

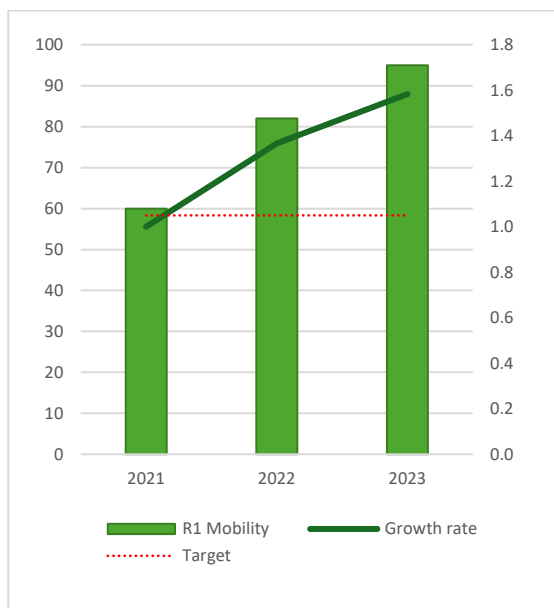
Monitoring has confirmed the strong international dimension of research conducted at the University of Barcelona, as reflected in indicators relating to researcher mobility, doctoral theses with international mention, and contracts and funding awarded through the MSCA and ERC programmes. The support provided to researchers during the application phase of these programmes should also be highlighted.

Internal communication activities are planned for the near future to ensure that all researchers at the University of Barcelona are aware of the purpose of the HRS4R Award and the principles behind it. These actions will include updating the University's HRS4R website and increasing its visibility both internally and externally.

ANNEX I. Time series of the UB HRS4R Action Plan 2024–27

PILLAR III: Working Conditions and Social Security

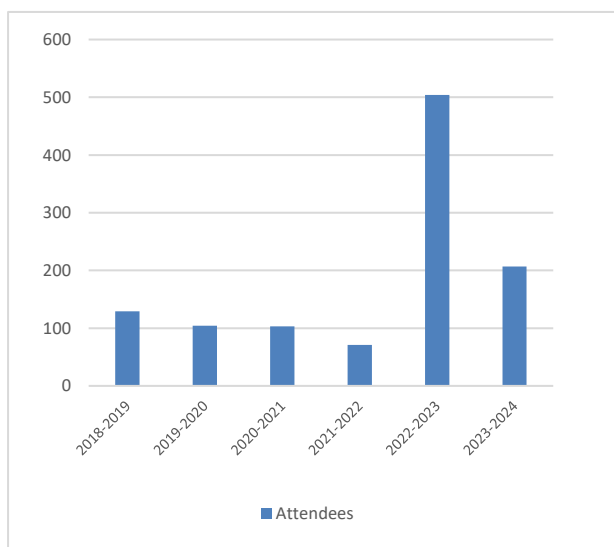
HR3VDOC02 - Increase in R1 staff that have participated in a mobility action (wrt 2021) (target: 1.05)



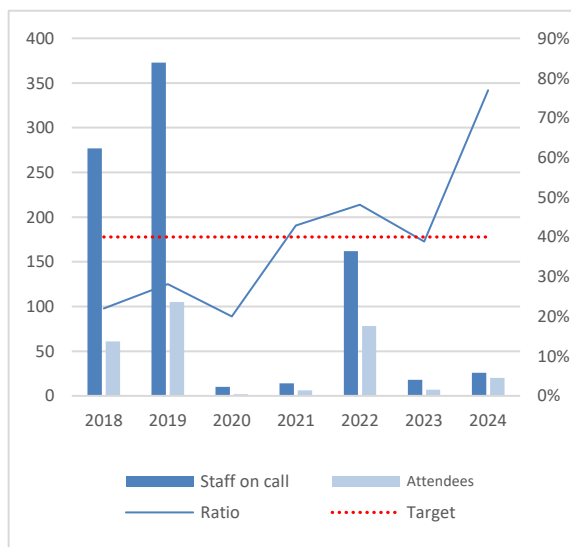
ANNEX II. Time series of previously completed actions with monitoring (2015–23)

PILLAR I: Ethical and Professional aspects

HR1VDOC01 - No. of participants in Welcome Days



HR1OSSM02 - Participation in training courses on safety offered by OSSMA (target: >40 %)

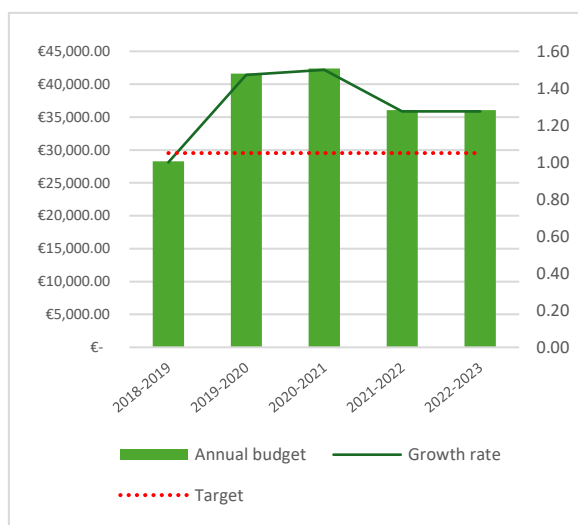


PILLAR III: Working Conditions and Social Security

HR3VTRN01 - Increase in transfer contracts (wrt 2020) (target: > 1.1)

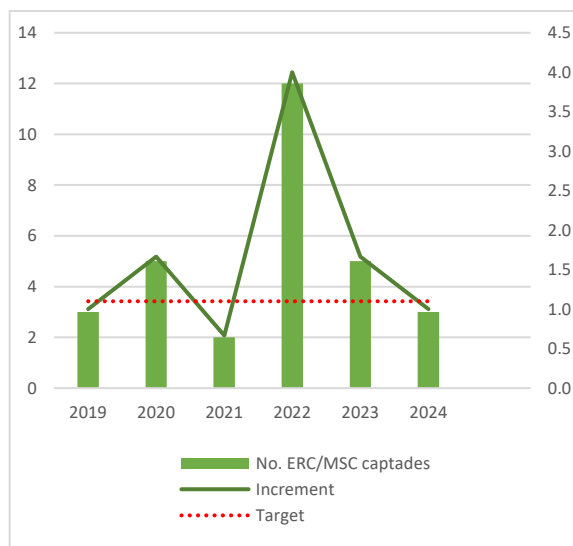


HR3VINT01 - Increase in the annual budget allocated for mobility grants (wrt 2018) (target: > 1.05)

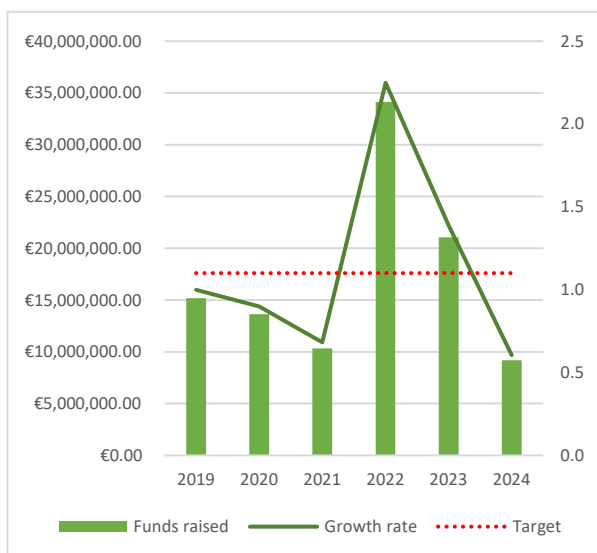


HR3VINT01 - Increase in PDI participating in mobility actions by academic year (wrt 2018) (target: > 1.02)

HR3OPIR01 - Increase in ERC and MSCA grants (wrt 2018) (target: >1.1)

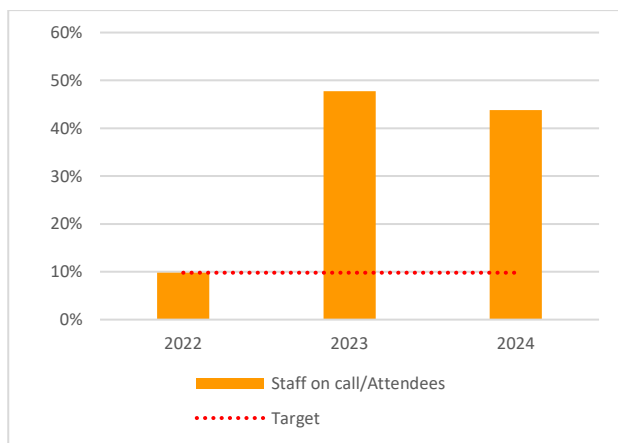


HR3OPIR01 - Increase in funds raised through European calls to fund research projects (wrt:2019)
(target: >1.1)

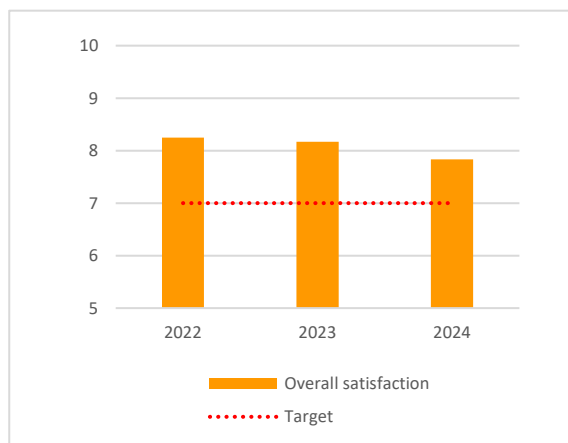


PILLAR IV: Training and Development

HR4VDOC01 - Annual participation of R1 personnel in training courses (target: > 10 %)



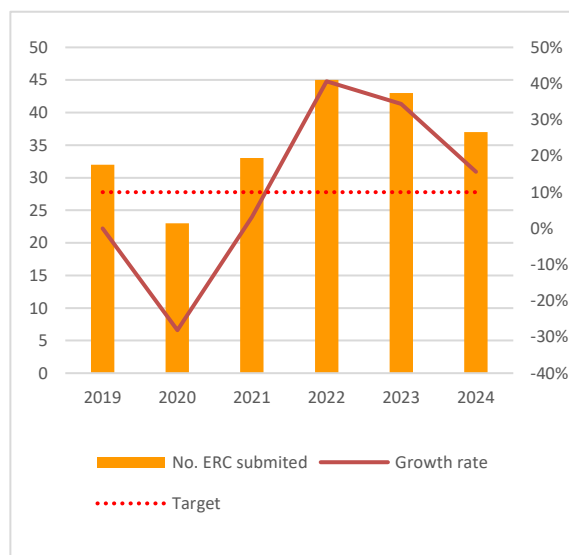
HR4VDOC01 - Overall satisfaction with respect to needs of researchers (target: > 7 over 10)



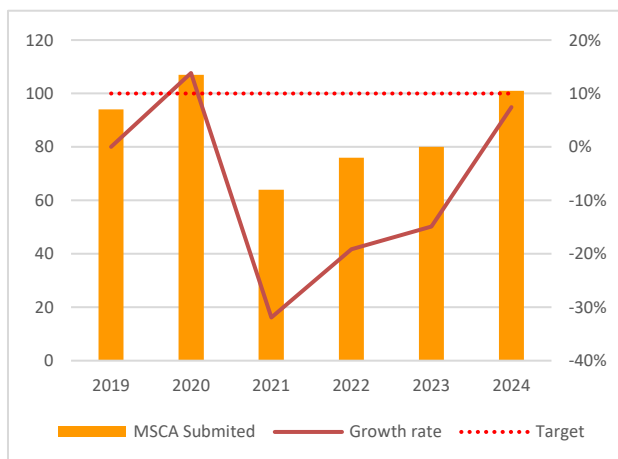
HR4VDOC02 - Satisfaction of doctoral students with supervision (target: > 8 over 10)



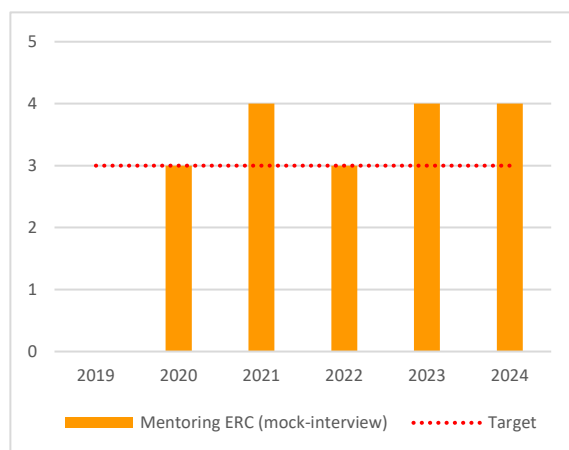
HR4OPIR01 - Increase in ERC projects submitted (wrt 2019) (target: > 10 %)



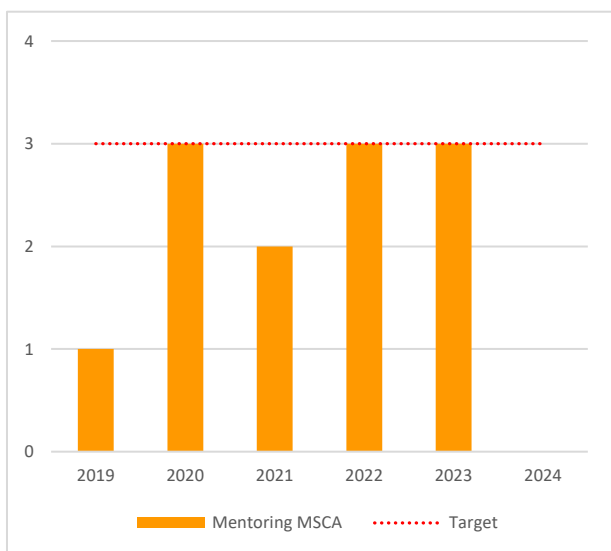
HR4OPIR01- Increase in MSCA projects submitted
(wrt 2019) (target: > 10 %)



HR4OPIR01- ERC mentoring (mock-interview)
(target: >3/year)



HR4OPIR01- MSCA mentoring (target: >3/year)



HR4OPIR01 - Seminars about ERC, MSCA and the research career target: >5/year)

