



UB HRS4R ACTION PLANS 2015-23 Completed actions

v2. April, 2025

This version includes the changes resulting from the [annual monitoring report](#).

Action Plans 2015-23 – Completed actions

| PILLAR I. Ethical and Professional Aspects | | | | |
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| ACTION | PRINCIPLES C&C | TIMING | RESPONSIBLE | INDICATOR/EVIDENCE |
| HR1OSSM01 - To make available to all UB researchers information on occupational risk prevention plans | 7. Good practices 24. Working conditions | 2015-S1 to 2015-S2 | Head of Health and Safety area of the OSSMA | Publication of the Occupational risk prevention plan (CAT/CAST/ENG) Percentage of PDI accessing to OSSMA Prevention Plan (target value: > 25%) |
| 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 |



| ACTION | PRINCIPLES C&C | TIMING | RESPONSIBLE | INDICATOR/EVIDENCE |
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| HR1DCOB02 - To foster citizen science activities led and coordinated by UB researchers. | 8. Dissemination and exploitation of results 9. Public engagement | 2019-S1 to 2020-S2 | Rector's Delegate for Scientific Journals and Open Science | New UB web section on citizen science |
| HR1DCOB03 - To ensure the implementation of the institutional policy for management, preservation, protect privacy and exchange of research data. | 7. Good practices 31. Intellectual property rights | 2019-S1 to 2021-S2 | Rector's Delegate for Scientific Journals and Open Science | Publication of the Research Data Management Policy at the University of Barcelona |
| HR1DCOB06 - To create and update open access institutional research repositories | 8. Dissemination, exploitation of results | 2021-S1 to 2022-S1 | Rector's Delegate for Scientific Journals and Open Science | Existence of the UB institutional repository for publications Existence of an institutional repository for research data |
| HR1DCOB07 - To adopt of International declarations and statements on open science | 8. Dissemination, exploitation of results | 2021-S1 to 2024-S1 | Rector's Delegate for Scientific Journals and Open Science | Adoption of the Sorbonne Declaration on research data rights (February 2020). Signature of the Barcelona Declaration on Open Research Information. |
| 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 |
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| 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 |
| HR1DINS01 - To give support to improve external recognition and accreditation of research institutes | 11. Evaluation & appraisal 26. Funding and salaries | 2019-S1 to 2020-S2 | Rector's Delegate for Coordination with Research Institutes | Percentage of UB research institutes awarded with the Maria de Maeztu distinction (target: > 20%) |
| HR1SEGN01 - To develop and disseminate codes of ethics on integrity in research | 1. Research Freedom 2. Ethical principles 4. Professional attitude | 2018-S1 to 2020-S1 | Secretary-General | Existence and public access to the Code of Ethics on Integrity and Best Practices, approved by the Governing Council (October 2018) Existence and public access to the Code of Integrity in Research from the University of Barcelona (Codi d'integritat en la recerca), approved by the Governing Council (May 2020) |
| HR1VIIG01 - To guarantee, through the full implementation of the UB Equality Plan, that researchers are not discriminated against for any reason | 10. Non-discrimination 24. Working conditions | 2019-S1 to 2022-S2 | Vice-Rector for Equal Opportunities, Inclusion and Gender | Existence of the Equality Unit, responsible for the III Equality Plan |



PILLAR II. Recruitment and Selection

| ACTION | PRINCIPLES C&C | TIMING | RESPONSIBLE | INDICATOR/EVIDENCE |
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| 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 |
| HR2VPDI03 - To publish at the EURAXESS portal all those UB job offers intended for researcher staff | 13. Recruitment (Code) | 2018-S1 to 2020-S2 | Vice-Rector Assistant to the Rector and for Teaching and Research Staff | The UB job offers intended for researcher staff are published at the EURAXESS |
| HR2VREC01 - To update, complete and add the English version of the information at the webpage of the UB, especially related to job offers. | 13. Recruitment (Code) | 2018-S1 to 2019-S1 | Vice-Rector for Research | Update of the English version of the webpages with job offer |
| HR2VDOC01 - To publish calls for pre-doctoral positions with information on the candidate requirements, the criteria to evaluate candidate merits and the procedure for the publication of the evaluation process, in order to fulfill all the OTM-R requirements | 14. Selection (Code) | 2019-S1 to 2020-S1 | Vice-Rector for Doctorate, Research Staff in Training and Talent Recruitment | Publication of the bases for R1 contracts |
| HR2VDOC02 - To improve the protocols regarding the award of UB pre-doctoral contracts, with clearer and more transparent criteria. | 5. Contractual and legal obligations 12. Recruitment 13. Recruitment (code) 14. Selection (code) 15. Transparency (code) | 2021-S1 to 2022-S1 | Vice-Rector for Doctorate, Research Staff in Training and Talent Recruitment | Publication of UB PREDOCS calls |



PILLAR III. Working Conditions and Social Security

| ACTION | PRINCIPLES C&C | TIMING | RESPONSIBLE | INDICATOR/EVIDENCE |
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| 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) |
| HR3GTRT01 - To carry out a first survey addressed to R1, R2, R3 and R4 researchers to gather satisfaction information on the human resources strategy | 23. Research environment | 2018-S2 to 2019-S1 | Head of Technical Bureau at the Rector's Office (GTR) | Percentage of participation (target value: > 10%) Results of the survey (with individual rates of the answers to the questions) |
| 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 |