

# GAP ANALYSIS

## TEMPLATE 2



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**Universidad de Valladolid**

**HUMAN RESOURCE STRATEGY FOR RESEARCHERS**

# GAP ANALYSIS – ANALYSIS (Charter and Code Checklist)

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

**Case number:** 2018ES317987

**Name Organisation under review:** Universidad de Valladolid

**Organisation’s contact details:** Vice-Rector of Research, Innovation and Transfer, Spain.

**Email:** [vicerectorado.investigacion@uva.es](mailto:vicerectorado.investigacion@uva.es); opeuiva

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## GAP Analysis overview

PRINCIPLE	STATUS	ACTUAL GAP Free text 300 words maximum	INITIATIVES AND STRENGTHS Free text 200 words maximum
<b>European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: GAP analysis overview</b>			
Status: to what extent does this organisation meet the following principles?	+ = <b>fully</b> implemented +/- = <b>almost but not fully</b> implemented -/+ = <b>partially</b> implemented - = <b>insufficiently</b> implemented	In case of -, -/+, or +/-, please <b>indicate the actual "gap"</b> between the principle and the current practice in your organisation. If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation	<b>Initiatives already undertaken</b>
<b>Ethical and professional aspects</b>			
<b>1. Research freedom</b>	+ = <b>fully</b> implemented	This principle got the best score in the survey conducted among researchers. Despite of this, there is a GAP in Article 118.2 of the Statutes UVA could be limiting or misunderstand its participation on some research calls related to research projects for military purposes or contribute to direct development of weapon systems. The UVA Statutes is not flexible and it should be updated. <a href="http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/documentos/estatutos-de-la-universidad-de-valladolid.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/documentos/estatutos-de-la-universidad-de-valladolid.pdf</a>	+ <b>Initiatives undertaken.</b> At this time, the WG-HRS4R is working to identify articles of Statutes of UVA that could be made more flexible. The WG-HRS4R works in connection with the Constitutional Reform Commission to adapt the statutes to the Charter & Code.  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.20.actualizacionyreforma/">http://www.uva.es/export/sites/uva/1.lauva/1.20.actualizacionyreforma/</a>

		<p>118.2. University of Valladolid, assuming commitments for sustainable human development and peace set out in the Preliminary Title of this Statute, consider the environmental impact of projects and will not participate in research projects for military purposes or contribute to direct development of weapon systems.</p>	<p><b>+ New proposals:</b> Work Package 1) Identification of points to modify in the Statutes of the UVa to comply with the principles of the C&amp;C.</p>
<p><b>2. Ethical principles</b></p>	<p>+/- = almost but not fully implemented</p>	<p>The "Code of Good Practice in Research (BCIP)" approved by the Governing Council on 31 January 2013. Since that date has not been updated or has been publicized correctly. The survey is high the number of those who do not know him.</p> <p>Lack of knowledge by researchers of the role of the various ethics committees UVA and services.</p> <p>Deficiency in the access to web information About ethical practices.</p> <p>Most of the information on ethical issues is not in English.</p> <p>The Research Ethics Committee of the UVA (CEI), is not easily located on the UVA website. There was no record of its operation since its creation, it has been successfully reactivated in 2019.</p>	<p><b>+ Initiatives undertaken:</b></p> <p>It is promoting and strengthening the various Ethic Committee of the UVA. In addition, it will create a new Bioethical Committee to regulate aspects of biomedical research at UVA.</p> <p>Ethics committee Experimentation and Animal Welfare (CEEBA) UVA: <a href="http://www.uva.es/export/sites/uva/3.investigacion/3.14.serviciosdeapoyo/3.14.02.serviciodeinvestigacionybienestaranimal/3.08.04.comiteetico/index.html">http://www.uva.es/export/sites/uva/3.investigacion/3.14.serviciosdeapoyo/3.14.02.serviciodeinvestigacionybienestaranimal/3.08.04.comiteetico/index.html</a></p> <p>Body responsible for Animal Welfare (OEBA) in accordance with the provisions of Royal Decree 53/2013, of February 1, laying down basic rules for the protection of animals used for experimental and other scientific purposes are established, including teaching.</p> <p>Ethics Committee for Clinical Research - Universidad de Valladolid <a href="http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestionproyectos/3.01.07.normativa/.content/documentos/COMITE-ETICO-DE-INVESTIGACION-CLINICA.pdf">http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestionproyectos/3.01.07.normativa/.content/documentos/COMITE-ETICO-DE-INVESTIGACION-CLINICA.pdf</a></p> <p>The Research Ethics Committee of the UVA (CEI) <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.-21.-Comite-Etico-de-la-Investigacion-de-la-UVa.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.-21.-Comite-Etico-de-la-Investigacion-de-la-UVa.pdf</a></p> <p>Doctoral School UVA (ESDUVA) makes sign a document directors / as and doctoral students in order to meet the CBPI and good practice guide for supervision of doctoral theses.</p>

			<p><b>+ National legislation:</b>  Law 7/2007, Statute of Public Officials  Law 14/2011, of 1 June, of the Science, Technology and Innovation. Article 10. Art.15 to). Disposal 8th</p> <p><b>+ Internal Rules:</b>  "Code of Good Practice in Research"  <a href="http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion_proyectos/_documentos/codigo_buenas_practicas_investigacion_UVa.pdf">http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion_proyectos/_documentos/codigo_buenas_practicas_investigacion_UVa.pdf</a></p> <p>Code of Ethics UVA Library  <a href="http://biblioteca.uva.es/export/sites/biblioteca/_documentos/CO_DIGO-ETICO.Rev.1-2017-version-aprobada-por-Comision-Genral-de-Biblioteca-de-14-de-junio-de-2017.pdf">http://biblioteca.uva.es/export/sites/biblioteca/_documentos/CO_DIGO-ETICO.Rev.1-2017-version-aprobada-por-Comision-Genral-de-Biblioteca-de-14-de-junio-de-2017.pdf</a></p> <p>Statutes of the University of Valladolid (Agreement 104/2003, of 10 July) support and urge comply with the principle of ethical and professional aspects. Freedom of research (in Articles 3, 101.148, 177)  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/_documentos/estatutos-de-la-universidad-de-valladolid.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/_documentos/estatutos-de-la-universidad-de-valladolid.pdf</a></p> <p><b>+ New proposals:</b>  WP 1) Identification of points to modify in the Statutes of the UVa to comply with the principles of the C&amp;C  Action 1- Identification of points to modify in the Statutes of the UVa to comply with the principles of the C&amp;C  WP 2) Promotion and dynamization of the Ethical Committees in UVa Research  Action 2- Creation of a new Committee on Biosafety in Experimentation (CBE)  Action 3- Single Window with Ethical Implications in Research (TFMs, TFGs, projects and theses) and to improve the procedure on</p>
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			<p>the acceptance and compliance of ethical aspects in UVa research and the creation/adhesion of different codes of ethics by areas</p> <p>Action 4- Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI).</p> <p>WP3) Elaboration of the Strategic Lines of the UVa in the medium and long term</p> <p>Action 5- Elaboration of the medium-term Research Strategy Policy in line with the Annual Strategy of the Universidad de Valladolid.</p> <p>WP5) Guide to Management in Research</p> <p>Action 10- Researcher's Guide including all the applicable regulations</p>
<p><b>3. Professional responsibility</b></p>	<p>+/- = almost but not fully implemented</p>	<p>UVa does not have a technology watch protocol to avoid duplication in scientific production generated by researchers at the University.</p> <p>In the "Code of Practice" are not reflected aspects of the benefit to society, guarantee of no duplication in research and avoid plagiarism. It is not explicitly referred to the "professional responsibility" and relevant legislation is included in the annex to the code</p>	<p><b>+ Initiatives undertaken</b></p> <p>It is promoting and strengthening the various Ethic Committee of the UVa. In addition, it will create a new Bioethical Committee to regulate aspects of biomedical research at UVa.</p> <p>Ethics committee Experimentation and Animal Welfare (CEEBA) UVa:  <a href="http://www.uva.es/export/sites/uva/3.investigacion/3.14.serviciosdeapoyo/3.14.02.serviciodeinvestigacionybienestaranimal/3.08.04.comiteetico/index.html">http://www.uva.es/export/sites/uva/3.investigacion/3.14.serviciosdeapoyo/3.14.02.serviciodeinvestigacionybienestaranimal/3.08.04.comiteetico/index.html</a></p> <p>Body responsible for Animal Welfare (OEBA) in accordance with the provisions of Royal Decree 53/2013, of February 1, laying down basic rules for the protection of animals used for experimental and other scientific purposes are established, including teaching.</p> <p>Ethics Committee for Clinical Research - University of Valladolid  <a href="http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestionproyectos/3.01.07.normativa/.content/documentos/COMITE-ETICO-DE-INVESTIGACION-CLINICA.pdf">http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestionproyectos/3.01.07.normativa/.content/documentos/COMITE-ETICO-DE-INVESTIGACION-CLINICA.pdf</a></p>

			<p>The Research Ethics Committee of the UVa (CEI)  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.-21.-Comite-Etico-de-la-Investigacion-de-la-UVa.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.-21.-Comite-Etico-de-la-Investigacion-de-la-UVa.pdf</a></p> <p>Doctoral School UVa (ESDUVa) makes sign a document directors / as and doctoral students in order to meet the CBPI and good practice guide for supervision of doctoral theses.</p> <p><b>+ National legislation:</b>  Law 7/2007, Statute of Public Officials  Law 14/2011, of 1 June, of the Science, Technology and Innovation. Article 10. Art.15 to). Disposal 8<sup>th</sup></p> <p><b>+ Internal Rules:</b>  UVa has anti-plagiarism software for doctoral theses, and so master degree and work, TURNITIN  <a href="https://campusvirtual.uva.es/blocks/adminprofesorado/manuales/ManualProfesoresTurnitin.pdf">https://campusvirtual.uva.es/blocks/adminprofesorado/manuales/ManualProfesoresTurnitin.pdf</a></p> <p>Regulation inventions and other results of research by faculty and researcher at the University of Valladolid (council government. 2013)  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.3.-Reglamento-sobre-invenciones-y-demas-resultados-de-la-investigacion-realizada-for-the-PDI.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.3.-Reglamento-sobre-invenciones-y-demas-resultados-de-la-investigacion-realizada-for-the-PDI.pdf</a></p> <p>Law 14/2011, of 1 June, of the Science, Technology and Innovation. Art. 15  Law 11/1986 of 20 March, Research and utility models Patent. Art 15-17-19.  Royal legislative decree 1 of 1 April 1996 approving the revised text of the Intellectual Property Act</p> <p>"Code of Good Practice in Research"</p>
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			<p>WP7) Identification of improvements in the different services related to R+D+i</p> <p>Action 18. Meetings between R&amp;D&amp;I management support services (SAI/FUNGE/PCUVa) and the international relations service to optimize the Welcome Point for researchers.</p> <p>Action 19. Elaborate a welcome guide for new researchers that includes all the aspects related to the regulations that apply both internal and national, regional or European, general services in the UVa, as well as leisure and sports activities, of living in the 4 UVa campuses.</p> <p>WP8) Transparency and Openness in Internal/External Communication related to research</p> <p>Action 20. Improved accessibility of documentation and information on the UVa website. Strategic documentation in the UVa Repository with permanent links and keyword search properties. Heading and agreements.</p> <p>WP9) Open Science and IPR</p> <p>Action 23. Intensify the use of the anti-plagiarism e- tool in the UVa and how to facilitate its used on the research community at UVa by Campus Virtual UVa (MOODLE).</p>
<p><b>4. Professional attitude</b></p>	<p>+/- = <b>almost but not fully</b> implemented</p>	<p>Nowadays, the University does not have a strategic R &amp; D + I Plan, and related information that is not easily found on the web. UVa has now the strategic lines from the rector and vice-chancellors.</p> <p>Unawareness of the research community of the strategic goals of teaching and research policy at the University of Valladolid due to lack of visibility on the Web and poor communication campaign.</p>	<p><b>+ Initiatives undertaken:</b></p> <p>Project Management Guide. Basic principles to implement projects.</p> <p><a href="http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion_proyectos/3.01.03.principiosbasicosejecutarproyectos/">http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion_proyectos/3.01.03.principiosbasicosejecutarproyectos/</a></p> <p>Transparency portal UVa  <a href="http://portaldetransparencia.uva.es/1.Informacion_Institucional/">http://portaldetransparencia.uva.es/1.Informacion_Institucional/</a></p>

	<p>No Committee / Procedure for prior permits and calls for application for funding R &amp; D + I.</p> <p>Lack of support services research. (High percentage of blank responses in the survey).</p> <p>National and international dissemination of R1 and R2 researchers is not systematized.</p> <p>High percentage on the perception of researcher regarding lack of information on funding mechanisms.</p>	<p><b>+ National Law:</b>  Law 38/2003 of Grant Management of 17 November. Article 20. Article 30. Article 32. Article 46.  Law 14/2011 of the Science, Technology and Innovation, of 1 June, Article 21. Article 28. 3. Chapter II. Article 45.  Law 11/1986 of 20 March, Research and utility models Patent. Article 15. Article 17. Article 19.</p> <p><b>+ Internal Rules:</b>  Rectoral Strategic Plan: 2018-2019 Strategic Lines   Strategic lines 2018-2019  <a href="http://portaldetransparencia.uva.es/documentos/lineas-estrategicas-2018-2019.pdf">http://portaldetransparencia.uva.es/documentos/lineas-estrategicas-2018-2019.pdf</a></p> <p>"Institutional Policy Open Access to scientific and academic production" (Government 14 Council in December 2016). "The teacher and researcher at the UVa deposit the full text of their publications [...] when publications are the result of projects funded calls public whose regulatory bases this requirement is established"  <a href="http://uvadoc.blogs.uva.es/files/2017/01/PoliticaAccesoAbierto.pdf">http://uvadoc.blogs.uva.es/files/2017/01/PoliticaAccesoAbierto.pdf</a></p> <p>Instruction on the procedure to normalize the scientific production generated in research projects (Office of Research and Science Policy at the University of Valladolid, November 16, 2016)  <a href="http://uvadoc.blogs.uva.es/files/2016/11/instruccion%20de%20normalizacion%20de%20la%20produccion%20cientifica.pdf">http://uvadoc.blogs.uva.es/files/2016/11/instruccion%20de%20normalizacion%20de%20la%20produccion%20cientifica.pdf</a></p> <p><b>+ New proposals:</b>  WP 2) Promotion and dynamization of the Ethical Committees in UVa Research  Action 3. Single Window with Ethical Implications in Research (TFMs, TFGs, projects and theses) and to improve the procedure on the acceptance and compliance of ethical aspects in</p>
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			<p>UVa research and the creation/adhesion of different codes of ethics by areas.</p> <p>Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI)</p> <p>WP3) Elaboration of the Strategic Lines of the UVa in the medium and long term</p> <p>Action 5. Elaboration of the medium-term Research Strategy Policy in line with the Annual Strategy of the Universidad de Valladolid.</p> <p>WP5) Guide to Management in Research</p> <p>Action 10. Researcher's Guide including all the applicable regulations.</p> <p>WP7) Identification of improvements in the different services related to R+D+i</p> <p>Action 16. Improved communication for information on R&amp;D&amp;I funding opportunities. Elaboration of Guides on how to participate in the main R&amp;D&amp;I funding programmes (H2020, LIFE, INTERREG, etc.).</p> <p>Action 17. Progress in implementation Sigma Research.</p> <p>Action 18. Meetings between R&amp;D&amp;I management support services (SAI/FUNGE/PCUVa) and the international relations service to optimize the Welcome Point for researchers.</p> <p>WP8) Transparency and Openness in Internal/External Communication related to research</p> <p>Action 20. Improved accessibility of documentation and information on the UVa website. Strategic documentation in the UVa Repository with permanent links and keyword search properties. Heading and agreements.</p>
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<p><b>5. Contractual and legal obligations</b></p>	<p>+/- = <b>almost but not fully</b> implemented</p>	<p>New researchers are not efficiently informed about national regulations, European, regional and domestic institutional level. The responsibility lies with the principal / tutor / Principal Investigator.</p> <p>"Institutional policy of open access UVa" is not known.</p> <p>Disaggregated information about research services at UVa and mostly in Spanish (not translated to English).</p> <p>The practice and rules of the research management services of the three main agents: UVA, FUNGE and PCUVa is not the same.</p>	<p><b>+ Initiatives undertaken/Procedures / Practices</b> Collection ALL RULES AND REGULATIONS UVa in UVaDOC with permanent link.</p> <p><b>+ Internal Rules:</b> Regulations Governing Council UVa. <a href="http://www.uva.es/export/sites/uva/1.lauva/1.06.consejodegobierno/1.06.01.competencias/index.html">http://www.uva.es/export/sites/uva/1.lauva/1.06.consejodegobierno/1.06.01.competencias/index.html</a></p> <p>Rules of the Universidad de Valladolid included in the web: <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/1.19.04.pdi/index.html">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/1.19.04.pdi/index.html</a></p> <p>Support services research: <a href="http://www.uva.es/export/sites/uva/3.investigacion/">http://www.uva.es/export/sites/uva/3.investigacion/</a></p> <ul style="list-style-type: none"> <li>. Laboratory Instrumental Techniques</li> <li>. Research and Animal Welfare</li> <li>. Prevention Information</li> <li>. The research library</li> </ul> <p>Regulations of the Doctoral School (EsDUVa). <a href="http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/index.html?lang=es">http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/index.html?lang=es</a></p> <p>It applies the provisions of Royal Decree 99/2011 of 28 January, by which official doctoral regulated. Library joint work procedure / service third cycle for inclusion in open doctoral theses. procedure for theses confidential content is contemplated.</p> <p>Law 14/2011 of Science, Technology and Innovation applies. Research Service, the Library serves and collaborate to improve the process of standardizing scientific production in research projects.</p> <p><b>+new proposals:</b> WP2) Promotion and dynamization of the Ethical Committees in UVa Research</p>
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			<p>Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI)</p> <p>WP5) Guide to Management in Research Action 10. Researcher's Guide including all the applicable regulations.</p> <p>WP7) Identification of improvements in the different services related to R+D+i Action 18. Meetings between R&amp;D&amp;I management support services (SAI/FUNGE/PCUVa) and the international relations service to optimize the Welcome Point for researchers. Action 19. Elaborate a welcome guide for new researchers that includes all the aspects related to the regulations that apply both internal and national, regional or European, general services in the UVa, as well as leisure and sports activities, of living in the 4 UVa campuses. Action 21. Identify the gaps in the Institutional Strategy for Communication, Dissemination specific in the research activities and propose actions.</p>
<p><b>6. Accountability</b></p>	<p>+/- = <b>almost but not fully</b> implemented</p>	<p>Access to web financial and management information about projects is not centralised nor easy.</p> <p>Lack of a combined protocol for the management of European projects between UVa and FUNGE on the third-party formula.</p>	<p><b>+ Initiatives undertaken/ Procedurs / Practices:</b> It has implemented an application for researchers to see their service fees.</p> <p>An application is being designed for researchers report accounting projects through SIGMA RESEARCH <a href="https://investigacion.uva.es/">https://investigacion.uva.es/</a></p> <p>In UVaDOC there is metadata included in all types of documents of scientific production: "dc.description.proyect" (sponsor / funder) to reflect the funder of the project.</p>

			<p><b>+ National Law:</b>          Law 38/2003 of Grant Management of 17 November. Article 20. Article 30. Article 32. Article 46.          Law 14/2011 of the Science, Technology and Innovation, of 1 June, Article 21. Article 28. 3. Chapter II. Article 45.</p> <p><b>+ Internal Rules:</b>          Specialized management in the framework of research processes. The procedures for proper accountability by Researchers in Their field of research are established Clearly.</p> <p>There are no regulations on management and accountability to agencies that employers, funders or other related public or private bodies.</p> <p>Project Management Guide. Basic principles to implement projects.  <a href="http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion_proyectos/3.01.03.principiosbasicosejecutarproyectos/">http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion_proyectos/3.01.03.principiosbasicosejecutarproyectos/</a></p> <p>"Code of Good Practice research" does not refer to update no compulsory dissemination of scientific production from funding. "  <a href="http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion_proyectos/documentos/codigo_buenas_practicas_investigacion_UVa.pdf">http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion_proyectos/documentos/codigo_buenas_practicas_investigacion_UVa.pdf</a></p> <p>Regulations of the Doctoral School (EsDUVa)  <a href="http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/index.html?lang=es">http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/index.html?lang=es</a></p> <p>"Institutional Policy Open Access to scientific and academic production" (Government 14 Council in December 2016). "The teacher and researcher at the UVa deposit the full text of their publications [...] when publications are the result of projects funded calls public whose regulatory bases this requirement is established."          "</p>
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			<p><a href="http://uvadoc.blogs.uva.es/files/2017/01/PoliticaAccesoAbierto.pdf">http://uvadoc.blogs.uva.es/files/2017/01/PoliticaAccesoAbierto.pdf</a></p> <p>Regulation inventions and other results of research by faculty and researcher at the University of Valladolid (council government. 2013)</p> <p><a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.3.-Reglamento-sobre-invenciones-y-demas-resultados-de-la-investigacion-realizada-for-the-PDI.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.3.-Reglamento-sobre-invenciones-y-demas-resultados-de-la-investigacion-realizada-for-the-PDI.pdf</a></p> <p><b>+new proposals:</b></p> <p>WP2) Promotion and dynamization of the Ethical Committees in UVa Research</p> <p>    Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI)</p> <p>WP5) Guide to Management in Research</p> <p>    Action 10. Researcher's Guide including all the applicable regulations</p> <p>WP7) Identification of improvements in the different services related to R+D+i</p> <p>    Action 18. Meetings between R&amp;D&amp;I management support services (SAI/FUNGE/PCUVa) and the international relations service to optimise the Welcome Point for researchers.</p>
<p><b>7. Good practice in research</b></p>	<p>+/- = almost but not fully implemented</p>	<p>No data backup policy at UVa.</p> <p>There is no official policy of confidentiality and protection of the research results of R+D+i.</p> <p>Researchers do not always know the copyright policy of the editors of journals where they publish.</p>	<p><b>+ Initiatives undertaken/Procedures / Practices:</b></p> <p>UVa has concerts with software companies and different tools such as institutional OneDrive, but researchers do not know their existence or how to make backups.</p> <p>To comply with data protection and confidentiality and take steps to fulfill them at all times measures, UVaDOC has implemented editorial policy information regarding self-file open. This enables the researcher to know which version of their publications can upload to the repository.</p>

			<p>It has implemented the option of embargoed publications in the institutional repository, in order to meet the data protection policies of publications.</p> <p><b>+ National legislation:</b>  The University of Valladolid has an active policy of protection of personal data in accordance with the provisions of the Organic Law 3/2018, of Personal Data Protection and guarantee of digital rights and Regulation (EU) 2016/679 General Protection Regulations data (RGPD).</p> <p>"Implementation of Royal Decree RD 99/2011 of 28 January, by which official doctoral regulated. The grape has a specific procedure to respect the confidentiality of doctoral theses which for various reasons should not be open.</p> <p>Spanish Constitution. Article 40.2. The powers Ensure public safety and health at work.  Law 31/1995, of November 8 Prevention of occupational hazards. Article 38.  Law 14/2011, of 1 June, of the Science, Technology and Innovation. Article 10.  Law 15/1999, of 13 December, Protection of Personal Data.</p> <p><b>+ Internal Rules:</b>  Data Protection GRAPES:  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/1.04.08.proteccion_datos/">http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/1.04.08.proteccion_datos/</a></p> <p>Security Policy at the University of Valladolid in accordance with the national security scheme. (Approved by the Governing Council at its meeting of July 15, 2016, BOCyL No. 144 of July 27).  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/documentos/II.14.-Politica-Seguridad-UVa.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/documentos/II.14.-Politica-Seguridad-UVa.pdf</a></p>
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			<p>Regulation on the protection of personal data. (Approved by Board of Governors of July 24, 2001, BOCyL No. 179 of 13 September).  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/documentos/ii.6.reglamento-sobre-proteccion-de-datos-de-caracter-personal.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/documentos/ii.6.reglamento-sobre-proteccion-de-datos-de-caracter-personal.pdf</a></p> <p><b>+new proposals:</b>          WP8) Transparency and Openness in Internal/External Communication related to research          Action 21. Identify the gaps in the Institutional Strategy for Communication, Dissemination specific in the research activities and propose actions.</p>
<p><b>8. Dissemination, exploitation of results</b></p>	<p>+/- = almost but not fully implemented</p>	<p>Lack of a UVa policy of dissemination of scientific production.</p> <p>There is no UVa policy of Open Science.</p> <p>Although there are services, Processes and procedures of exploitation and dissemination of research results, these are not sufficiently known mechanisms by researchers. Badly valued in the survey.</p> <p>Institutional Open Access Policy at UVa is not known nor copyright policy publishers of magazines where they publish are known.</p>	<p><b>+ Initiatives undertaken/Procedures / Practices:</b>          The UVa has an area of services specialized in providing advice to Researchers on valuation and transfer, treats including issues related to the protection of results and exploitation rights.  <a href="https://innovacion.funge.uva.es/">https://innovacion.funge.uva.es/</a></p> <p>UVa has a service Scientific Disclosure: UVadivulga newly established: Scientific Culture Unit (UCC) of grapes, intended to inform and publicize the activities and scientific and technical knowledge in order to expose the role of science and technology in today's society, promote critical and rational thinking, and promote scientific vocations. <a href="http://ucc.uva.es/">http://ucc.uva.es/</a></p> <p>UVaInnova initiative of the Vice Chancellor for Research initiative funded by the General Foundation to assist in the transfer of knowledge and research companies. The goal is to train future professionals, generating knowledge through research and contribute to economic and social development of Castilla y León. It facilitates UVa researchers access to new funding sources through partnerships with companies and organizations and participation in national and international programs.  <a href="http://innova.uva.es/">http://innova.uva.es/</a> <a href="http://innovacion.funge.uva.es/">http://innovacion.funge.uva.es/</a></p>

			<p>Service Research Support (SAI) and the Library collaborate to improve the process of standardizing scientific production in research projects</p> <p>It is working on the procedure for the inclusion of doctoral theses in the repository uva UVaDOC. Third Cycle Service and Library work together - All these are published in the institutional repository of the UVa under Royal Decree 99/2011 of 28 January; Doctoral theses are included in the database of the Ministry of Culture: Theseus.</p> <p>UVa, through its General Foundation (serves) has the PROMETHEUS program for the development of market-oriented prototypes of R1 and R2  <a href="https://innovacion.funge.uva.es/prometeo">https://innovacion.funge.uva.es/prometeo</a></p> <p>Publications Service (UVa editions) and the Library work together to include the journals published by the UVa in UVaDOC (<a href="https://uvadoc.uva.es/">https://uvadoc.uva.es/</a>)</p> <p>Support services research: "The Research Library with" for normalization of authorship: ORCID, ResearcherID and AUTHORID Scopus  <a href="http://biblioteca.uva.es/export/sites/biblioteca/3.servicios/3.09.1.abibliotecaconlainvestigacion/3.09.02.escribirypublicar/3.09.02.03.normalizaciondenombredeautor/index.html">http://biblioteca.uva.es/export/sites/biblioteca/3.servicios/3.09.1.abibliotecaconlainvestigacion/3.09.02.escribirypublicar/3.09.02.03.normalizaciondenombredeautor/index.html</a></p> <p>Doctoral School (ESDUVa) organizes the 3MT competition at the University of Valladolid. Three Minute Thesis (3MT®) communication is a competition for researchers from all areas of knowledge, initiated in 2008 by the University of Queensland in Australia.  <a href="http://escueladoctorado.uva.es/export/sites/doctorado/concurso3MT/index.html">http://escueladoctorado.uva.es/export/sites/doctorado/concurso3MT/index.html</a></p>
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			<p><b>+ National Law:</b>  Law 14/2011, of 1 June, Science, Technology and Innovation. Article 37. Broadcasting open access.  <a href="https://www.boe.es/buscar/pdf/2011/BOE-A-2011-9617-consolidado.pdf">https://www.boe.es/buscar/pdf/2011/BOE-A-2011-9617-consolidado.pdf</a></p> <p>Royal Decree 99/2011 of 28 January, by which official doctoral regulated. <a href="https://www.boe.es/boe/dias/2011/02/10/pdfs/BOE-A-2011-2541.pdf">https://www.boe.es/boe/dias/2011/02/10/pdfs/BOE-A-2011-2541.pdf</a></p> <p>Article 14.5, "Upon approval of the doctoral thesis, the University will address your file electronically open in an institutional repository and transmit it electronically, a copy of it as well as any additional information that may be necessary to Ministry Education for appropriate action".</p> <p><b>+ Internal Rules:</b>  Policy Institutional Open Access to Scientific and Academic Production.  <a href="http://uvadoc.blogs.uva.es/files/2017/01/PoliticaAccesoAbierto.pdf">http://uvadoc.blogs.uva.es/files/2017/01/PoliticaAccesoAbierto.pdf</a></p> <p>Instruction Office of Research and Science Policy at the University of Valladolid on procedure to normalize the scientific production projects research- 16/11/2016  <a href="http://uvadoc.blogs.uva.es/files/2016/11/instruccion%20de%20normalizacion%20de%20la%20produccion%20de%20proyectos%20de%20investigacion%20cientifica.pdf">http://uvadoc.blogs.uva.es/files/2016/11/instruccion%20de%20normalizacion%20de%20la%20produccion%20de%20proyectos%20de%20investigacion%20cientifica.pdf</a></p> <p>Normalization of institutional affiliation, Chancellor resolution of 8 April 2013 on standardization of institutional affiliation in all types of publications by staff linked to the UVA.  <a href="http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion%20de%20proyectos/3.01.07.normativa/.content/documentos/RR-Normalizacion-de-la-afiliacion-institucional.pdf">http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion%20de%20proyectos/3.01.07.normativa/.content/documentos/RR-Normalizacion-de-la-afiliacion-institucional.pdf</a></p>
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			<p>Rules for the presentation and defence of the doctoral thesis at the UVa (resolution of 8 June 2016, the Chancellor UVa) Article 3.</p> <p>Code of Ethics stated in page 13: "Researchers should be aware of politics at the University of Valladolid regarding the protection of intellectual property and to promote recovery and commercialization of research results.</p> <p>Curriculum vitae promotion (CVN) at UVa through a Curriculum Vitae Normalized UVa Guide (User Manual) 1.5. (2014).</p> <p>Tool designed by the FECYT for the same curriculum is used for various calls, databases, systems etc. and enables updating without having to rewrite it several times.  <a href="http://evaluacion.uva.es/docencia/files/GuiaCVN.pdf">http://evaluacion.uva.es/docencia/files/GuiaCVN.pdf</a></p> <p><b>+ new proposals:</b></p> <p>WP2) Promotion and dynamization of the Ethical Committees in UVa Research  Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI)</p> <p>WP4) OTMR Policy Creation at UVa  Action 7. Dissemination of OTMR practices and training of commissions</p> <p>WP5) Guide to Management in Research  Action 10. Researcher's Guide including all the applicable regulations.</p> <p>WP7) Identification of improvements in the different services related to R+D+i  Action 18. Meetings between R&amp;D&amp;I management support services (SAI/FUNGE/PCUVa) and the international relations service to optimise the Welcome Point for researchers.</p>
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			<p>Action 19. Elaborate a welcome guide for new researchers that includes all the aspects related to the regulations that apply both internal and national, regional or European, general services in the UVa, as well as leisure and sports activities, of living in the 4 UVa campuses.</p> <p>Action 21. Identify the gaps in the Institutional Strategy for Communication, Dissemination specific in the research activities and propose actions.</p> <p>WP9) Open Science and IPR</p> <p>Action 22. Open Science at UVa: Updating of the "Procedure to normalize the scientific production generated in research projects" in the UVa. Joint Commission Library, SAI, FUNGE Institutional affiliation and author profiles: (ORCID, ResearcherID, Scopus, AuthorID). Open Access at UVa in the research projects. To make researchers aware of the importance and obligatory of Open Access. Initial Phase to identify the requirements to adequate the UVa infrastructure of Access Data.</p>
9. <b>Public engagement</b>	+ = fully implemented	No GAP.	It is conducting a very active institutional campaign in scientific disclosure in all media.
10. <b>Non discrimination</b>	+ = fully implemented	No GAP. Well evaluated in the survey.	<p><b>+ Internal Rules:</b> UVa statutes. Article 3. 133</p> <p><b>+ Initiatives undertaken:</b> UVa has the Equality Unit of the University <a href="http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/6.05.01.fundamentos/index.html">http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/6.05.01.fundamentos/index.html</a></p> <p>The Equal Opportunity Plan approved by the Governing Council on 14 March 2012. Diagnosis Plan for Equal Opportunities between Women and Men of the UVa 2016-2020</p>

			<p><a href="http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/_documentos/DIAGNOSTICO-2015.pdf">http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/_documentos/DIAGNOSTICO-2015.pdf</a></p> <p>UVa has an Information Point on equality.  <a href="http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/6.05.03.informacion/index.html">http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/6.05.03.informacion/index.html</a></p>
<b>11. Evaluation/appraisal systems</b>	+ = fully implemented	No GAP.	<p><b>+ National legislation:</b></p> <p>Law 38/2003 of 17 November, of General Grants Regulation (art. 22).          Royal Decree 887/2006, of 21 July, approving the Regulation of the Law 38/2003 of November 17, General Grants Regulation. Title I (Art.60).          Law 7/2007 of 12 April, on the Basic Statute of Public Employees. Chapter II. Article 20          Law 14/2011, of 1 June, of the Science, Technology and Innovation (art. 5.16 and 25.5 and disp. Trans. 5th.          Organic law of Universities 6/2001 of 21 of Dec., LOU Art. 56 to 58. Law of Modification of LOU Art. TITLE V, Art. 40, Art. 41, Art. 50, Art. 52, Art. 57</p> <p><b>+ Internal Rules:</b></p> <p>Teaching and Research Staff (R3 and R4): five-year periods, six-year periods and accreditation of academic career.</p> <p>R2 funded by public programs of HR, assessment in phase of incorporation.</p> <p>The assessment is Conducted in the framework of the scientific career progress Throughout; In This regard the evaluation of R2 (public programs), R3 and R4 is Carried out ACCORDING TO national, and regional regulations.</p> <p>Evaluation of teaching and research activities in the UVA</p>

			<p><a href="http://www.uva.es/export/sites/uva/7.comunidaduniversitaria/7.01.pdi/7.01.08.gestionpdi/7.01.08.03.evaluacionactividaddocente/index.html">http://www.uva.es/export/sites/uva/7.comunidaduniversitaria/7.01.pdi/7.01.08.gestionpdi/7.01.08.03.evaluacionactividaddocente/index.html</a></p> <p>Evaluation of official titles  <a href="http://www.uva.es/export/sites/uva/7.comunidaduniversitaria/7.01.pdi/7.01.01.evaluaciontitulosoficiales/index.html">http://www.uva.es/export/sites/uva/7.comunidaduniversitaria/7.01.pdi/7.01.01.evaluaciontitulosoficiales/index.html</a></p> <p><b>Procedures / Practices:</b>          Service Information about the latest news and calls for the agencies involved in the processes of accreditation and recognition of presidential terms through the library to research (BCI).  <a href="http://biblioteca.uva.es/export/sites/biblioteca/3.servicios/3.09.1.abibliotecaconlainvestigacion/3.09.01.acreditacionysexenios/3.09.01.01.agenciasdeevaluacion/index.html">http://biblioteca.uva.es/export/sites/biblioteca/3.servicios/3.09.1.abibliotecaconlainvestigacion/3.09.01.acreditacionysexenios/3.09.01.01.agenciasdeevaluacion/index.html</a></p> <p>Guide for monitoring and accreditation of official doctoral degrees.  <a href="http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/documentos/Guia_Eval_Seguimiento_y_Acreditacion_Doctorado_Ed.1_sept2016.pdf">http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/documentos/Guia_Eval_Seguimiento_y_Acreditacion_Doctorado_Ed.1_sept2016.pdf</a></p>
<b>Recruitment and Selection.</b>			
<p><b>12. Recruitment</b></p>	<p>- =  <b>insufficiently</b>          implemented</p>	<p>There is not a specific department of Human Resources at UVa.</p> <p>There is no formal internal recruitment procedure at UVa beyond the national, regional and European legislation that is applicable to each hiring process.</p> <p>UVa does not provide a guide of merit assessment criteria for hiring research staff beyond compliance with labour laws that apply.</p>	<p><b>+ Initiatives undertaken/Procedures / Practices:</b>          The recruitment and selection Processes are structured and systemized, need to be improved in terms of attracting international talent.</p> <p>The research staff Financed through R + D projects or activities at the Contracts Were Announced UVA web. And contracts financed by European funds in Euraxess (H2020). The format of the call depends on ITS bases.</p> <p><b>+ Internal Rules:</b></p>

	<p>No established code of conduct for recruiting researchers.</p> <p>The dissemination processes at international level for the recruitment of PhD and Postdoctoral Researchers are not systematized.</p> <p>Access to information: information regarding the selection process of investigators is distributed in different sections of the web, which can make it difficult to find for people not familiar with its use or with the organization of the UVa</p> <p>Language barriers: UVa website can be translated into English using bots, but all the downloadable files, regulations or calls for hiring researchers are in Spanish.</p> <p>Evident differences among researchers hired by the UVa and its third-party acts and PCUVa. Currently the researchers hired by the acts / PCUVa are not included in the UVa research staff and therefore cannot teach and do not have access to certain services and facilities.</p> <p><b>National regulation:</b> Legislation that limits us:</p> <p>Law 14/2011, of 1 June, Science, Technology and Innovation. 16. Article)  <a href="https://www.boe.es/buscar/pdf/2011/BOE-A-2011-9617-consolidado.pdf">https://www.boe.es/buscar/pdf/2011/BOE-A-2011-9617-consolidado.pdf</a></p> <p>Law 38/2003 of 17 November, General Grant  <a href="https://www.boe.es/buscar/pdf/2003/BOE-A-2003-20977-consolidado.pdf">https://www.boe.es/buscar/pdf/2003/BOE-A-2003-20977-consolidado.pdf</a></p>	<p>Access to doctoral programs (R1):  <a href="http://escueladoctorado.uva.es/export/sites/doctorado/futuros_alumnos/acceso_y_admision/index.html">http://escueladoctorado.uva.es/export/sites/doctorado/futuros_alumnos/acceso_y_admision/index.html</a></p> <p>Rules for hiring staff researcher and staff, partner in research, funded under way finalist projects, contracts, agreements or research. (Approved by the Governing Council meeting of January 31, 2013, BOCyL # 92 of 16 May 2013).  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/documentos/VIII.-19.-Reglamento-para-la-contratacion-de-personal-investigador-y-colaborador-en-tasks-de-investigacion.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/documentos/VIII.-19.-Reglamento-para-la-contratacion-de-personal-investigador-y-colaborador-en-tasks-de-investigacion.pdf</a></p> <p>Teaching and Research Staff (R3 and R4):          Process of Recruitment of Teaching and Research Staff. It is done the ACCORDING TO "Regulations for the competition of access to university teaching bodies as public officials" in compliance with national regulations and internal practices.</p> <p><b>+ new proposals:</b></p> <p>WP2) Promotion and dynamization of the Ethical Committees in UVa Research          Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI)</p> <p>WP4) OTMR Policy Creation at UVa          Action 6. OTRM procedures and practices for all types work contracts for new research positions.          Action 8. Boost the Practice for the international dissemination of selection processes by EURAXESS          Action 9. Strengthening and updating of the measures of equal opportunities for researchers on diversities, such as language. Translation of the most relevant documentation for research (web, rules, good practices in research)</p> <p>WP5) Guide to Management in Research          Action 10. Researcher's Guide including all the applicable regulations</p>
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		<p>Royal Decree 5/2015 of 30 October, approving the revised text of the Basic Statute Employee is approved. Art. 55.2 and art. 61  <a href="https://www.boe.es/buscar/act.php?id=BOE-A-2015-11719">https://www.boe.es/buscar/act.php?id=BOE-A-2015-11719</a></p> <p><b>Internal Rules:</b>          Provisional Ruling Council Calls for agreement on access to contests Teachers College Bodies spaces and general and applicable to objective criteria Selection Committees.  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.13.acuerdo-del-consejo-de-gobierno-provisional-sobre-convocatorias-de-los-access-contests-a-seat-of-body-teachers-universitarios.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.13.acuerdo-del-consejo-de-gobierno-provisional-sobre-convocatorias-de-los-access-contests-a-seat-of-body-teachers-universitarios.pdf</a></p> <p>II Collective Agreement of the PDI of public universities in Castilla y León. BOCYL n.13 January 18, 2007          Organic Law of Universities 6/2001, of 21 of December, LOU Art. 56 to 58.          Modification of LOU Law of Art. 48, Art. 57, Art. 62, Art. 64 to 67, Art. 75, DA11, DA24</p>	<p>WP7) Identification of improvements in the different services related to R+D+i          Action 18. Meetings between R&amp;D&amp;I management support services (SAI/FUNGE/PCUVa) and the international relations service to optimise the Welcome Point for researchers.</p>
<p><b>13. Recruitment (Code)</b></p>	<p>- =  <b>insufficiently implemented</b></p>	<p>There is not a specific department of Human Resources at UVa.</p> <p>There is no formal internal recruitment procedure at UVa beyond the national, regional and European legislation that is applicable to each hiring process.</p> <p>UVa does not provide a guide of merit assessment criteria for hiring research staff beyond compliance with labour laws that apply.</p>	<p><b>+Initiatives undertaken/ Procedures / Practices:</b>          The recruitment and selection Processes are structured and systemized, need to be improved in terms of attracting international talent.</p> <p>The research staff Financed through R + D projects or activities at the Contracts Were Announced UVA web. And contracts financed by European funds in Euraxess (H2020). The format of the call depends on ITS bases.</p>

	<p>No established code of conduct for recruiting researchers.</p> <p>The dissemination processes at international level for the recruitment of PhD and Postdoctoral Researchers are not systematized.</p> <p>Access to information: information regarding the selection process of investigators is distributed in different sections of the web, which can make it difficult to find for people not familiar with its use or with the organization of the UVa</p> <p>Language barriers: UVa website can be translated into English using bots, but all the downloadable files, regulations or calls for hiring researchers are in Spanish.</p> <p>Evident differences among researchers hired by the UVa and its third-party acts and PCUVa. Currently the researchers hired by the acts / PCUVa are not included in the UVa research staff and therefore cannot teach and do not have access to certain services and facilities.</p> <p><b>National regulation:</b> Legislation that limits us:</p> <p>Law 14/2011, of 1 June, Science, Technology and Innovation. 16. Article)  <a href="https://www.boe.es/buscar/pdf/2011/BOE-A-2011-9617-consolidado.pdf">https://www.boe.es/buscar/pdf/2011/BOE-A-2011-9617-consolidado.pdf</a></p> <p>Law 38/2003 of 17 November, General Grant  <a href="https://www.boe.es/buscar/pdf/2003/BOE-A-2003-20977-consolidado.pdf">https://www.boe.es/buscar/pdf/2003/BOE-A-2003-20977-consolidado.pdf</a></p>	<p><b>+ Internal Rules:</b>          Access to doctoral programs (R1):  <a href="http://escueladoctorado.uva.es/export/sites/doctorado/futuros_alumnos/acceso_y_admision/index.html">http://escueladoctorado.uva.es/export/sites/doctorado/futuros_alumnos/acceso_y_admision/index.html</a></p> <p>Rules for hiring staff researcher and staff, partner in research, funded under way finalist projects, contracts, agreements or research. (Approved by the Governing Council meeting of January 31, 2013, BOCyL # 92 of 16 May 2013).  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/documentos/VIII.-19.-Reglamento-para-la-contratacion-de-personal-investigador-y-colaborador-en-tasks-de-investigacion.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/documentos/VIII.-19.-Reglamento-para-la-contratacion-de-personal-investigador-y-colaborador-en-tasks-de-investigacion.pdf</a></p> <p>Teaching and Research Staff (R3 and R4):          Process of Recruitment of Teaching and Research Staff. It is done the ACCORDING TO "Regulations for the competition of access to university teaching bodies as public officials" in compliance with national regulations and internal practices.</p> <p><b>+ new proposals:</b>          WP2) Promotion and dynamization of the Ethical Committees in UVa Research              Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI)</p> <p>WP4) OTMR Policy Creation at UVa              Action 6. OTRM procedures and practices for all types work contracts for new research positions.              Action 8. Boost the Practice for the international dissemination of selection processes by EURAXESS              Action 9. Strengthening and updating of the measures of equal opportunities for researchers on diversities, such as language. Translation of the most relevant documentation for research (web, rules, good practices in research)</p> <p>WP5) Guide to Management in Research</p>
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14. Selection (Code)	- = <b>insufficiently</b> implemented	<p>Need for Improvement of procedures for hiring non-permanent Teaching and Research Staff at UVa.</p> <p>Need to improve the composition of selection committees at UVa. They are currently formed by the UVa own people untrained in HRS4R, not international committees are contemplated.</p> <p>No training for members of the selection committees regarding HRS4R.</p>	<p><b>+ Initiatives undertaken/ Procedures / Practices</b> Although there is no protocol regulated recruitment process, management units and give appropriate advice adhoc guidelines for recruitment based on OTMR at UVa.</p> <p><b>+ National legislation:</b> Law 7/2007, Statute of Public Officials. Tit IV CAP I Art 55.2 b), Art 61. Organic Law 6/2001, of University Art 40 et seq. Law of Modification of LOU Art. 62</p>

	<p>In the process of selection of research staff, no knowledge of the general rules is required.</p> <p>The selection of candidates is done only on merit, in most cases. Other selection means such as psycho-tests or personal interviews are not normally used.</p> <p>It is necessary to improve the information on the selection processes: public calls for the recruitment of researchers by projects have significant gaps in information, advertising, international broadcasting ...</p> <p>Documents are normally in Spanish (not in English).</p> <p>Lack Regulation of Teaching and Research to collect the set of internal rules, without prejudice to the provisions of applicable regulations, develop materials of Chapter II of Title IV of these Statutes and directly affect teachers and researcher. As they indicated Statutes UVa (Agreement 104/2003, dated 10 July, of the Castilla and Leon, BOCYL No. 136, 16 July).</p>	<p>Royal Decree 2/2015 of 23 October, approving the revised text of the Law of the Workers' Statute is approved. ART. 11,26.3, 37  <a href="https://www.boe.es/eli/es/rdlg/2015/10/23/2/con">https://www.boe.es/eli/es/rdlg/2015/10/23/2/con</a></p> <p>Law 14/2011, of 1 June, of the Science, Technology and Innovation. Section 2. Article 20. Types of contract. Art. 56 to 58</p> <p><b>+ Internal Rules:</b>          internal regulation Teaching and research (PDI):  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/1.19.04.pdi/index.html">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/1.19.04.pdi/index.html</a></p> <p>Teacher internal regulation at UVa:  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.03.vicerrectorados/1.03.03.profesorado/1.03.03.04.normativa/index.html">http://www.uva.es/export/sites/uva/1.lauva/1.03.vicerrectorados/1.03.03.profesorado/1.03.03.04.normativa/index.html</a></p> <p>Transparency portal:  <a href="http://portaldetransparencia.uva.es/">http://portaldetransparencia.uva.es/</a></p> <p><b>+ new proposals:</b>          WP2) Promotion and dynamization of the Ethical Committees in UVa Research              Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI)</p> <p>WP4) OTMR Policy Creation at UVa              Action 6. OTRM procedures and practices for all types work contracts for new research positions.              Action 7. Dissemination of OTMR practices and training of commissions              Action 8. Boost the Practice for the international dissemination of selection processes by EURAXESS              Action 9. Strengthening and updating of the measures of equal opportunities for researchers on diversities, such as language.</p>
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<p><b>15. Transparency (Code)</b></p>	<p>-/+ = <b>partially</b> implemented</p>	<p>The main areas of improvement about transparency connect with GAPS Those Indicated in Section 12 With respect to the information provided to candidates</p> <p>Access to information: information regarding the selection process of investigators is distributed in different sections of the web, which can make it difficult to find for people not familiar with its use or with the organization of the UVa</p> <p>Language barriers: Although the UVa website can be translated into English, but not all the downloadable files, regulations or calls for hiring researchers are usually in Spanish.</p> <p>Information to applicants on the results of the process: Discarded candidates discarded are not provided with evaluative information on their participation in the selection process.</p>	<p><b>+ Internal Procedures:</b> Acceptance or rejection of candidates is published on the website of the UVa / acts / PCUVa.</p> <p>The information given in the offer is broad application and informs all potential candidates in the selection process, criteria, number of posts and merit assessment.</p> <p>II.13. Agreement by the Governing Council which takes place in the field of the University of Valladolid, for organizational purposes, the state and regional legislation on the right of access to public information and reuse it.</p> <p><b>+ new proposals:</b> WP2) Promotion and dynamization of the Ethical Committees in UVa Research Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI)</p> <p>WP4) OTMR Policy Creation at UVa Action 7. Dissemination of OTMR practices and training of commissions</p>

		<p>The survey a normal mark, but R2 to R4 researchers indicate the lowest punctuation (and they are normally the ones that hire the R1, R2)</p>	<p>Action 8. Boost the Practice for the international dissemination of selection processes by EURAXESS</p> <p>Action 9. Strengthening and updating of the measures of equal opportunities for researchers on diversities, such as language. Translation of the most relevant documentation for research (web, rules, good practices in research)</p> <p>WP5) Guide to Management in Research</p> <p>Action 10. Researcher's Guide including all the applicable regulations</p> <p>WP7) Identification of improvements in the different services related to R+D+i</p> <p>Action 18. Meetings between R&amp;D&amp;I management support services (SAI/FUNGE/PCUVa) and the international relations service to optimise the Welcome Point for researchers.</p>
<p>16. Judging merit (Code)</p>	<p>+/- = almost but not fully implemented</p>	<p>There is no regulation of criteria to evaluate, in addition to the number of publications, broader issues related to teaching, homework supervision, teamwork, knowledge transfer, management of research, training, creativity and progression of future of research career.</p>	<p><b>+ Initiatives undertaken/ Practices:</b></p> <p>Regulatory Compliance: The Processes are Conducted in Accordance With the rules and Including the merits cited in the C &amp; C. (There is a system already defined to ASSESS the merits and experience, seniority or mobility Including).</p> <p><b>+ National Laws:</b></p> <p>Article 44.2 Spanish Constitution 1978. Article 149. 1. 15th.          Law 14/2011, of 1 June, of the Science, Technology and Innovation. Article 22. Article 26          Law 38/2003 of November 17, General Grant. Article 23. 2l. Article 24.3.b.          Royal Decree 887/2006 of 21 July, approving the regulations of the Law 38/2003 of November 17, General Grant Management. Article 60 1.          Organic Law 3/2007 on the March 22 for the Equality Between Women and Men. Art. 53</p>

			<p><b>+ Internal Rules:</b> Agreement Governing Council amending various aspects concerning competitions for access to University Teachers art developing bodies are determined. 7 RD. 1313-1307, of 5 October. <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.14.acuerdo-del-consejo-de-gobierno-por-el-que-se-determinan-various-aspects-on-the-contests-for-access-to-the-body-docentes.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.14.acuerdo-del-consejo-de-gobierno-por-el-que-se-determinan-various-aspects-on-the-contests-for-access-to-the-body-docentes.pdf</a></p> <p><b>+ new proposals:</b> WP4) OTMR Policy Creation at UVa Action 7. Dissemination of OTMR practices and training of commissions.</p>
17. Variations in the chronological order of CVs (Code)	+ = fully implemented	No GAP.	<p><b>+ Initiatives undertaken/Practices:</b> Regulatory Compliance: The Processes are Conducted in Accordance With the rules and Including the merits cited in the C &amp; C. (There is a system already defined to ASSESS the merits and experience, seniority or mobility Including)</p> <p>Stop the clock for maternity policies Were Considered in the evaluation But This policy could be improved.</p> <p>The overall concern is if a scientist That Develops an extra activity for a period academic, he / she is penalized at an academic level Both and at subsequent evaluations.</p> <p>There are special contracts used to be That Could Retain interesting scientific profiles, for example, Associate researcher.</p> <p><b>+ National Law:</b> Law 14/2011, of 1 June, of the Science, Technology and Innovation. Article 22. Article 26 Royal Decree 2/2015 of 23 October, approving the revised text of the Law of the Workers' Statute is approved. ART. 11,26.3, 37 <a href="https://www.boe.es/eli/es/rdlg/2015/10/23/2/con">https://www.boe.es/eli/es/rdlg/2015/10/23/2/con</a></p>

			Organic Law 3/2007 on the March 22 for the Equality Between Women and Men. Art. 53
18. Recognition of mobility experience (Code)	+/- = almost but not fully implemented	<p>There is no recognition of experience in other sectors or disciplines that you choose to compete, by selection committees.</p> <p>Impediment: is not taken into account in the scale mobility for access to the figure of "Contratado Doctor" at UVa. <a href="https://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/documentos/iv.16.baremo-para-el-acceso-a-la-figura-de-contratado-doctor.pdf">https://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/documentos/iv.16.baremo-para-el-acceso-a-la-figura-de-contratado-doctor.pdf</a></p>	<p><b>+ Initiatives undertaken/ Practices:</b> In the lines of action on internationalization INT-3-research internationalization of teaching: enhance the exchange of researchers using tools telecollaboration to promote internationalization at UVa.</p> <p>The University offers grants of mobility for both doctoral students to seniors and includes the possibility of mobility to private and non-academic environments. However, applications for the mobility of non-academic or private schools are low. In the case of travel bags for doctoral students is generic and not specifically listed stays for private R &amp; D / nonacademic. <a href="http://www.uva.es/export/sites/uva/3.investigacion/3.10.convocatorias/3.10.01.ayudasalainvestigacion/index.html">http://www.uva.es/export/sites/uva/3.investigacion/3.10.convocatorias/3.10.01.ayudasalainvestigacion/index.html</a></p> <p>Ease researchers R3-R4 can take a sabbatical year to investigate.</p> <p><b>+ National Law:</b> Law 14/2011, of 1 June, of the Science, Technology and Innovation. Art.16. Art. 17. Article 37, Paragraph 3. Legislative Decree 1/1995 of 24 March, the revised text of the Law of the Statute of workers. Articles 12 and 15. Organic Law 6/2001, of University Art 40 and 41, Article 76 B 2, Art 88.3.</p> <p><b>+ Internal Rules:</b> Agreement Governing Council of 24 July 2008 laying down various aspects of competitions for access to university teaching bodies in application of Article 7 of the Royal Decree of 5 October 1313 to 1307 (Approved by the determined government of July 24, 2008) <a href="https://www.boe.es/diario_boe/txt.php?id=BOE-A-2017-9392">https://www.boe.es/diario_boe/txt.php?id=BOE-A-2017-9392</a></p>



			<p>Scale for access to the figure of Contracted Doctor.  <a href="https://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_d ocumentos/iv.16.baremo-para-el-acceso-a-la-figura-de-contratado-doctor.pdf">https://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_d ocumentos/iv.16.baremo-para-el-acceso-a-la-figura-de-contratado-doctor.pdf</a></p> <p><b>+New proposals:</b>          WP6) Research Career Development          Action 11. UVa Research Career Development Plan Pilot Program: based on the VITAE method, early research career identification, coaching &amp; mentoring, and monitoring          Action 13. Monitoring of internationalization of researchers: The UVa should strengthen international mobility programs.</p>
<b>19. Recognition of qualifications (Code)</b>	+ = fully implemented	no GAP	<p><b>+ Initiatives undertaken/Practices:</b>          UVa is a public entity which receives and engages researchers funded through competitive programs.          In the process for recruitment of Researchers, the scales guarantee the recognition of qualifications, mobility, merit and seniority assessment (qualification levels coincide with the needs of the position).</p> <p><b>+ National Law:</b>          Royal Decree 56/2005, regulating official university postgraduate studies.          Royal Decree 1393/2007 Regulation of Official University Studies.          Royal Decree 1837/2008, of November 8 by Which are incorporated into Spanish law the Directive 2005/36 / EC of the European Parliament and the Council, of 7 September 2005 and Directive 2006/100 / EC, Council of November 20 of 2006, on the recognition of professional qualifications.          Organic Law 3/2007 on the March 22 for the Equality Between Women and Men. Art. 57</p>
<b>20. Seniority (Code)</b>	+ = fully implemented	no GAP	<p><b>+ National Law:</b>          Royal Decree 56/2005, regulating official university postgraduate studies.</p>

			<p>Royal Decree 1393/2007 Regulation of Official University Studies.          Royal Decree 1837/2008, of November 8 by Which are incorporated into Spanish law the Directive 2005/36 / EC of the European Parliament and the Council, of 7 September 2005 and Directive 2006/100 / EC, Council of November 20 of 2006, on the recognition of professional qualifications.          Organic Law 3/2007 on the March 22 for the Equality Between Women and Men. Art. 57          Law 55/2003, of December 16 Statute for established staff of health services. Art. 17.1          Royal Decree-Law 14/2012 also introduces the concept of "live" six years, by which every teacher who does not have an active research section, you can see their teaching load increased to a maximum of 32 ECTS credits.          Sexenio Transfer and Innovation (BOE 26/11/2018)  <a href="https://www.boe.es/boe/dias/2018/11/26/pdfs/BOE-A-2018-16138.pdf">https://www.boe.es/boe/dias/2018/11/26/pdfs/BOE-A-2018-16138.pdf</a></p>
<p><b>21. Postdoctoral appointments (Code)</b></p>	<p>- = <b>insufficiently</b> implemented</p>	<p>Depending on the type of call or project, the contract for postdocs exhibit different rights:</p> <ul style="list-style-type: none"> <li>• Some contracts do not have access to teaching.</li> <li>• They cannot sign Art. 83 (contracts collaboration with companies)</li> <li>• The postdoc contract is temporary; they are not allowed to request national projects as main investigators (and these projects might be the possibility for continuation of their careers).</li> <li>• Contracts managed by the UVa, FUNGE and PCUVa not have the same regulatory funds and management.</li> </ul> <p>The non-permanent Postdoctoral not have a research career in the context of long-term career prospects.</p>	<p><b>+Initiatives undertaken/Practices:</b></p> <p>Calls on the Challenges and National Plan Excellence, the UVa supports and enables them to apply for projects such as IP. If you are ultimately funded, the UVa keeps them his contract.</p> <p>The recruitment of postdoc includes the following Processes Researchers:</p> <ul style="list-style-type: none"> <li>- Researchers hired by public funded programs of HR Promoted by national and international agencies (eg Postdoctoral Programs like Ramón y Cajal.). The selection Processes and procedures are Those of the funding body (Junta de Castilla y León, Ministry, etc.).</li> </ul> <p>Researchers hired by projects for carrying out R &amp; D activities. It is done to the rules of ACCORDING UVa the "Regulations for the Recruitment of Researchers in charge of R &amp; D activities" in compliance with national regulations.</p>

	<p>The UVa does not have a specific service for postdoctoral affairs.</p> <p>Limitation: The experience is not well evaluated in the positions for postdocs. <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/IV.21.-II-Convenio-Colectivo-PDI-Laboral-CyL.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/IV.21.-II-Convenio-Colectivo-PDI-Laboral-CyL.pdf</a></p>	<p><a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.5.-Reglamento-de-contratacion-del-PDI-colaborador-en-tareas-de-investigacion.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.5.-Reglamento-de-contratacion-del-PDI-colaborador-en-tareas-de-investigacion.pdf</a></p> <p>- Associate Professor, recruitment process of teaching and research staff. It is done the ACCORDING TO "Regulations for the competition of access to university teaching bodies as public officials" in compliance with national regulations. <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.16.baremo-para-el-acceso-a-la-figura-de-contratado-doctor.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.16.baremo-para-el-acceso-a-la-figura-de-contratado-doctor.pdf</a></p> <p>The calls for post-doctoral positions are Announced by the Office of Research. In These calls, and in the recruitment of research staff Financed through R &amp; D projects or activities and clear rules are provided.</p> <p><b>+ National Law:</b> Law 14/2011, of 1 June, of the Science, Technology and Innovation (Art.20, 21 and 22). Organic Law 3/2007 on the March 22 for the Equality Between Women and Men. Art. 16</p> <p><b>+New proposals:</b> WP6) Research Career Development Action 11. UVa Research Career Development Plan Pilot Program: based on the VITAE method, early research career identification, coaching &amp; mentoring, and monitoring.</p>
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## Working Conditions and Social Security

<p><b>22. Recognition of the profession</b></p>	<p>- = <b>insufficiently</b> implemented</p>	<p>UVa has its own recruitment program for postdocs, selecting the best doctors. However, UVa currently does not plan subsequent retention program.</p> <p>There is no recognition of seniority or "equivalent Sexenios" for the postdoc positions.</p> <p>PDI collective agreement limiting CyL- Public Universities. <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/documentos/IV.21.-II-Convencio-Colectivo-PDI-Laboral-CyL.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/documentos/IV.21.-II-Convencio-Colectivo-PDI-Laboral-CyL.pdf</a></p> <p>There is no institutional support services for the design of the research career of each researcher in the UVa (R1-R4). Lies in the corresponding tutors/supervisors.</p> <p>There is very limited in time and number program to attract talented postdoc. From the UVa the perception it is that there is not a program for attracting talent.</p> <p>Limitation Law: Organic law of Universities 6/2001 of 21 of December, LOU Art. 56 to 58. Law of Modification of LOU Art. 2. Art. 40. Art. 68 Law 14/2011, of 1 June, Science, and Technology. Innovation. (Art. 13 and 14)</p>	<p><b>+ Initiatives undertaken/Practices:</b> UVa is betting on predoctoral and postdoctoral based on the Law of Science and Technology versus assistants based on LOU.</p> <p>Encouraging participation in competitive programs of R &amp; D + i to postdoctoral at UVa.</p> <p><b>+ National Law:</b> RD 103/2019 of 1 March, the new Statute of predoctoral training research personnel is approved. <a href="https://www.boe.es/boe/dias/2019/03/15/pdfs/BOE-A-2019-3700.pdf">https://www.boe.es/boe/dias/2019/03/15/pdfs/BOE-A-2019-3700.pdf</a></p> <p>Regulatory Compliance: recognition of the professions based on a set of principles That are Already in the Law of Science. This Allows a clear regulation of the position of the researcher and of General Aspects of Their Work (eg occupational Risks Regarding regulation, access to training, recruitment regulations, etc ...).</p> <p><b>+New proposals:</b> WP6) Research Career Development Action 11. UVa Research Career Development Plan Pilot Program: based on the VITAE method, early research career identification, coaching &amp; mentoring, and monitoring Action 14. Talent attraction and retention Policy at UVa: - Own Call for Pre-doc; - Proprietary Post-Doc; - Call for Senior Researchers; - Strategy for the attraction/retention of researchers I3 - Strategy for attracting potential ERCs.</p>
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<p><b>23. Research environment</b></p>	<p>+/- = almost but not fully implemented</p>	<p>The information provided by the UVa on risk prevention is not easily accessible at UVa website.</p> <p>There is no control and / or limitation of access in most laboratories.</p> <p>There is no proactive planning an annual review in laboratories at the institutional level. reviews for the laboratories according to the demand of the laboratory are performed. There are few pilot programs.</p> <p>UVa does not have a protocol of shared / collaborative use of equipment.</p> <p>The Statutes of the UVa does not establish a clear responsible for the powers of the provision and use of research infrastructures.</p> <p>No rationalized use of available space.</p> <p>There is no collection program for obsolete or damaged items in laboratories inside the inventory.</p> <p>According the survey and improved of the local conditions is required according to the results of the survey.</p> <p>Low evaluation on the survey.</p>	<p><b>+ Initiatives undertaken/Practices:</b></p> <p>UVa participates and promotes the GIR, institutes and departments apply for grants to improve the scientific equipment. (Call for the purchase of scientific equipment shared INFRARED) <a href="https://www.educa.jcyl.es/universidad/es/servicio-investigacion-cientifica/ayudas-subvenciones-investigacion/convocatoria-adquisicion-equipamiento-cientifico-compartido">https://www.educa.jcyl.es/universidad/es/servicio-investigacion-cientifica/ayudas-subvenciones-investigacion/convocatoria-adquisicion-equipamiento-cientifico-compartido</a></p> <p>UVa has a Cabinet risk prevention. <a href="http://www.uva.es/export/sites/uva/7.comunidaduniversitaria/7.08.riesgoslaborales/7.08.01.planprevencion/index.html">http://www.uva.es/export/sites/uva/7.comunidaduniversitaria/7.08.riesgoslaborales/7.08.01.planprevencion/index.html</a></p> <p>The cabinet periodically reviews risk prevention facilities UVa, upon request of the laboratory. Information is prepared on Emergency Plans <a href="https://www.youtube.com/watch?v=z61EC1XaUOY">https://www.youtube.com/watch?v=z61EC1XaUOY</a></p> <p>Risk Prevention Plan Weekdays approved by the Governing Council in June 2005. <a href="http://www.uva.es/export/sites/uva/7.comunidaduniversitaria/7.08.riesgoslaborales/7.08.01.planprevencion/index.html">http://www.uva.es/export/sites/uva/7.comunidaduniversitaria/7.08.riesgoslaborales/7.08.01.planprevencion/index.html</a></p> <p>UVa has:</p> <ul style="list-style-type: none"> <li>- Prevention jobs</li> <li>- Emergency plans</li> <li>- Application citation medical examinations</li> <li>- Accident at work</li> <li>- Preventative Tips</li> <li>- Risk Communications, suggestions and complaints</li> </ul> <p>UVa is modifying its statutes and is contemplated to establish a clear responsible for the powers of the provision and use of research infrastructure.</p> <p>Classroom courses are organized regularly on risk prevention.</p> <p>UVa has the Office of Environmental Quality and Sustainability, vertebral element of Environmental Quality Plan of the University of Valladolid.</p>
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			<p>And in the Red Rectors Conference Spanish Universities (CRUE) I plus all international, national and regional network of interest.</p> <p><b>+ National Law:</b> Art. 24 of the Law on Prevention of Occupational Risks and its further development by Royal Decree 171/2004.</p>
<p><b>24. Working conditions</b></p>	<p>+/- = <b>almost but not fully</b> implemented</p>	<p>Difficulty in accessing information on the UVA website.</p> <p>Teleworking is not regulated at UVA.</p> <p>No perception of regulation of work-life balance at UVA, according to survey results.</p> <p>The positions for people with special capacities (disabled) are not always covered (2% reserved vacancies).</p> <p>There is no institutional policy to attract talent led to the inclusion of people with difficulties: battered, refugees or vulnerable, etc.</p> <p>No protocol for mental health or psychological service acting on the recruitment procedure and make a psychological follow-up of researchers at UVA.</p> <p>Different rights of the researchers recruited from UVA, FUNGE or PCUVA.</p>	<p><b>+ Internal Rules:</b> PDI regulations related to working conditions. <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/1.19.04.pdi/index.html">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/1.19.04.pdi/index.html</a></p> <p>-Regulation of sabbaticals <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.7.reglamento-permisos-sabaticos.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.7.reglamento-permisos-sabaticos.pdf</a></p> <p>- voluntary early retirement program Teacher of UVA belonging to university teaching bodies. <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.18.programa-de-jubilaciones-voluntarias-anticipadas-del-profesorado-de-la-uva-perteneciente-a-los-cuerpos-docentes-universitarios.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.18.programa-de-jubilaciones-voluntarias-anticipadas-del-profesorado-de-la-uva-perteneciente-a-los-cuerpos-docentes-universitarios.pdf</a></p> <p>Protocol approved by the Governing Council May 7, 2019, item 7. <a href="https://sede.uva.es/opencms/opencms/es/...de.../Acuerdos_CG_07-05-2019.pdf">https://sede.uva.es/opencms/opencms/es/...de.../Acuerdos_CG_07-05-2019.pdf</a></p> <p>Agreement Governing Council of 26 September 2018. Improving the quality of public employment and working conditions of public employees UVA.</p>

			<p>Resolution of 8 May 2019, the Chancellor of the grape, by the publication of the scheme development of institutional policy against different forms of harassment at the University of Valladolid is ordered.</p> <p><a href="http://bocyl.jcyl.es/boletines/2019/05/16/pdf/BOCYL-D-16052019-21.pdf">http://bocyl.jcyl.es/boletines/2019/05/16/pdf/BOCYL-D-16052019-21.pdf</a></p> <p><b>+New proposals:</b></p> <p>WP7) Identification of improvements in the different services related to R+D+i</p> <p>    Action 18. Meetings between R&amp;D&amp;I management support services (SAI/FUNGE/PCUVa) and the international relations service to optimise the Welcome Point for researchers.</p> <p>WP8) Transparency and Openness in Internal/External Communication related to research</p> <p>    Action 20. Improved accessibility of documentation and information on the UVa website. Strategic documentation in the UVa Repository with permanent links and keyword search properties. Heading and agreements.</p>
<p>25. <b>Stability and permanence of employment</b></p>	<p>- = <b>insufficiently</b> implemented</p>	<p>Limitation Law: Law of Budgetary Stability and Financial Sustainability (Law 2/2012).</p> <p>Legislation is not favourable to employment stability as in the case of research projects funded staff only unrelated to the entity. The Law on State Budget establishes the replacement rate effective. (Evidence. Q69 is very suspended 2.78 - Q70 is very suspended 2.45).</p>	<p><b>+ National Law:</b> Law 14/2011, of Science, Technology and Innovation (Sec II. Art 20, Art 25)</p> <p>Directive 1999/70 / EC concerning the framework agreement ETUC, UNICE and CEEP on fixed-term work, adopted on 28 June 1999.</p>



<p><b>26. Funding and salaries</b></p>	<p>+/- = almost but not fully implemented</p>	<p>Limitation:          II Collective Agreement PDI hired in labour regime of public Universities of Castilla y León.          art. 11: All PDI referred to in categories 8 to 10 will be implementing this agreement for all that is not regulated in the legislation, program, call or help bring cause of the contract. In any case, they must not be selective application system, career, working hours, holiday arrangements and remuneration established in this agreement, but those that are established in each university following negotiations with the works council.  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/IV.21.-II-Convencio-Colectivo-PDI-Laboral-CyL.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/IV.21.-II-Convencio-Colectivo-PDI-Laboral-CyL.pdf</a></p> <p>In the survey was one with the lowest mark out of all, with very few blank answers (therefore most of the researchers answered).</p> <p>The new instructions for implementing the State Plan projects do not support the bonus. Execution instructions and justification PROJECTS R &amp; D Excellency 2017 Convocation.  <a href="http://www.ciencia.gob.es/stfls/MICINN/Ayudas/PE_2013_2016/PE_Fomento_Investigacion_Cientifica_y_Tecnica_Excelencia/FICHEROS/SE_Generacion_Conocimiento/Proyectos/Instrucciones_Ejecucion_y_Justificacion_Proyectos_Excelencia_2017.pdf">http://www.ciencia.gob.es/stfls/MICINN/Ayudas/PE_2013_2016/PE_Fomento_Investigacion_Cientifica_y_Tecnica_Excelencia/FICHEROS/SE_Generacion_Conocimiento/Proyectos/Instrucciones_Ejecucion_y_Justificacion_Proyectos_Excelencia_2017.pdf</a></p> <p>There is no effective enforcement of wage and hour ratio contracted.</p>	<p><b>+ National Law:</b>          Law 14/2011 of Science, Technology and Innovation (Article 6, 12, 13, 14 and 25).           Law 7/2007 Statute of Public Officials Cap II.           Organic Law of Universities 6/2001, of 21 of December, LOU Art. 58 56th.          Law of Modification of LOU Art. 33. Art. 40 to 42. Art. 76 and 76bis, DA14.           Organic Law 3/2007 for Effective Equality Between Women and Men. Art 4           Royal Decree 2/2015 of 23 October, approving the revised text of the Law of the Workers' Statute is approved. ART. 11,26.3, 37  <a href="https://www.boe.es/eli/es/rdlg/2015/10/23/2/con">https://www.boe.es/eli/es/rdlg/2015/10/23/2/con</a>           Safety Act Social. R / D 1/1994. Art. 24 cap. IVa TIT.III art.205 and 206.          Royal Decree 8/2015 of 30 October, approving the revised text of the General Social Security Act approved  <a href="https://www.boe.es/eli/es/rdlg/2015/10/30/8/con">https://www.boe.es/eli/es/rdlg/2015/10/30/8/con</a></p> <p><b>+ Internal Rules:</b>          UVa rules for the PDI:  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/1.19.04.pdi/index.html">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/1.19.04.pdi/index.html</a>           General Convention serves, February 2008. Art. 9, 10, 15, 16 ...  <a href="https://funge.uva.es/wp-content/uploads/2015/12/CONVENIO-COLECTIVO.pdf">https://funge.uva.es/wp-content/uploads/2015/12/CONVENIO-COLECTIVO.pdf</a></p>
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<p><b>27. Gender balance</b></p>	<p>+/- = <b>almost but not fully</b> implemented</p>	<p>There is no indication at UVa on gender balance in recruitment processes.</p>	<p><b>+ National Law:</b> Organic Law 3/2007 for Effective Equality Between Women and Men. Art 4</p> <p><b>+ Internal Rules:</b> It included the gender balance in the Code of Ethics.</p> <p>UVa statutes. Article 3. 133</p> <p>UVa has the Equality Unit of the University <a href="http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/6.05.01.fundamentos/index.html">http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/6.05.01.fundamentos/index.html</a></p> <p>The Equal Opportunity Plan approved by the Governing Council on 14 March 2012. Diagnosis Plan for Equal Opportunities between Women and Men of the UVa 2016-2020 <a href="http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/_documentos/DIAGNOSTICO-2015.pdf">http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/_documentos/DIAGNOSTICO-2015.pdf</a></p> <p>UVa has an Information Point on equality. <a href="http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/6.05.03.informacion/index.html">http://www.uva.es/export/sites/uva/6.vidauniversitaria/6.05.unidadigualdad/6.05.03.informacion/index.html</a></p>
<p><b>28. Career development</b></p>	<p>-/+ = <b>partially</b> implemented</p>	<p>There are no institutional support services for the design of the research career by each researcher in the UVa (R1-R4). It lies in the corresponding tutors/supervisors.</p> <p>There is not a design procedure for career development of researchers.</p> <p>There is not a dedicated Human Resources department.</p>	<p><b>+ Initiatives undertaken/ Practices:</b> Guidance and training for employment. Career Guidance Program develops actions that aim to facilitate the employment of students and graduates. <a href="https://funge.uva.es/empleo/orientacion-y-formacion-para-el-empleo/">https://funge.uva.es/empleo/orientacion-y-formacion-para-el-empleo/</a></p> <p>In the case of R1 transversal skills training it is regulated and certified by the Doctoral School (ESDUVA)</p> <p>There are actions identified in some areas of designing career UVa researchers and track and update it, but it is not widespread.</p>

		<p>There is no continuous training program for investigators. Although there is a wide range of training, these actions are not linked to any development plan individual or collective research category research experience.</p> <p>No strategy to publish in journals of high impact to access higher research excellence.</p> <p>The mentoring figure is confusing. It is also clear from the survey.</p> <p>Lack of internationalization in doctoral programs at UVa.</p>	<p><b>+ National Law:</b>          Royal Decree 2/2015 of 23 October, approving the revised text of the Law of the Workers' Statute is approved. This makes it impossible to offer permanent contracts RD researchers:  <a href="https://www.boe.es/eli/es/rdlg/2015/10/23/2/con">https://www.boe.es/eli/es/rdlg/2015/10/23/2/con</a></p> <p><b>+Internal Law:</b>          There is no regulation of criteria to evaluate aspects related to training, creativity and progression of future research career.</p> <p>Agreement Governing Council amending various aspects concerning competitions for access to University Teachers art developing bodies are determined. 7 RD. 1313-1307, of 5 October  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.14.acuerdo-del-consejo-de-gobierno-por-el-que-se-determinan-various-aspects-on-the-contests-for-access-to-the-body-docentes.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/iv.14.acuerdo-del-consejo-de-gobierno-por-el-que-se-determinan-various-aspects-on-the-contests-for-access-to-the-body-docentes.pdf</a></p> <p><b>+New proposals:</b>          WP6) Research Career Development          Action 11. UVa Research Career Development Plan Pilot Program: based on the VITAE method, early research career identification, coaching &amp; mentoring, and monitoring          Action 15. Training Program for researchers adapted to all stages of career development. Including on-line training and transfer skills, such as RRI, IPR, Open-Data, Open Access, Ethical issues, data protection.</p>
<p><b>29. Value of mobility</b></p>	<p>+/- = <b>almost but not fully</b> implemented</p>	<p>NO GAP.           It is not encouraged at UVa intersectoral mobility between the University of Valladolid and a business.</p>	<p><b>+ National Law:</b>          Law 14/2011, of Science, Technology and Innovation. Article 17 Statutes of the University of Valladolid. Art. 6, 102, 112.</p>

		<p>At UVa does not take into account the value of mobility between public and private entities in their own calls.</p> <p>It is well evaluated in the survey</p>	<p><b>+Practices:</b></p> <p>In the lines of action on internationalization INT-3-research internationalization of teaching: enhance the exchange of researchers using tools telecollaboration to promote internationalization at UVa.</p> <p>The University offers grants of mobility for both doctoral students to seniors and includes the possibility of mobility to private and non-academic environments. However, applications for the mobility of non-academic or private schools are low.</p> <p>In the case of travel bags for doctoral students is generic and not specifically listed stays for private R &amp; D / non-academic.  <a href="http://www.uva.es/export/sites/uva/3.investigacion/">http://www.uva.es/export/sites/uva/3.investigacion/</a></p> <p>RESEARCHERS MOBILITY. TRAVEL BAGS AID FOR INTERVENTION at scientific conferences, co-financed by the Call BANCO SANTANDER 2019 From 02/15/19 To 11/03/19 Open</p> <p>RESEARCHERS MOBILITY. MOBILITY AID PLAN financed by Banco Santander. Call 2019 From 02.15.19 To 03.11.19 Open</p> <p>MOBILITY doctoral students. ASSISTANCE GRANTS FOR COURSES, CONFERENCES AND WORKSHOPS RELEVANT TO THE DEVELOPMENT OF THESIS. Call 2019 From 02.15.19 To 03.11.19 Open</p> <p>MOBILITY doctoral students. AID FOR STAYS IN BRIEF IN DEVELOPING THESIS. Call 2019 From 02.15.19 To 03.11.19 Open</p> <p>AID FOR STAY OF RESEARCHERS OF OTHER INSTITUTIONS FOR THE CONDUCT OF ACTIVITIES doctoral training. only call for the 2018-2019 course</p> <p>Institutional travel fund for researchers UVa (acts)  <a href="https://funge.uva.es/innovacion/fondo-institucional-para-viajes/">https://funge.uva.es/innovacion/fondo-institucional-para-viajes/</a></p> <p>The doctoral mobility is recognized in the International Doctorate.</p> <p><b>+New proposals:</b></p> <p>WP6) Research Career Development</p> <p>Action 13. Monitoring of internationalization of researchers: The UVa should strengthen international mobility programs</p>
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30. Access to career advice	+/- = almost but not fully implemented	There is not a dedicated postdoc service for orientation. In contrast, there are services for PhD students (like the School of Doctorate, ESDUVa) that is also used by postdocs	<p><b>+ Initiatives undertaken/Practices:</b>  In the bylaws of ESDUVa (1/23/2017) takes training and advice to researchers. In practice focus only on the PhD students.</p> <p>Employment counseling service at UVa through acts. Geared towards the labor market but not support aimed at developing a research career is given.  <a href="https://funge.uva.es/empleo/orientacion-y-formacion-para-el-empleo/">https://funge.uva.es/empleo/orientacion-y-formacion-para-el-empleo/</a></p> <p><b>+ National Law:</b>  Law 14/2011 of Science, Technology and Innovation (Article 6, 12, 13, 14 and 25).</p> <p><b>+ Internal Rules:</b>  <a href="http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/escueladoctorado.html">http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/escueladoctorado.html</a>  <a href="http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/documentos/ReglamentoEscuelaDoctorado.pdf">http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/documentos/ReglamentoEscuelaDoctorado.pdf</a>  <a href="http://bocyl.jcyl.es/boletines/2017/01/31/pdf/BOCYL-D-31012017-2.pdf">http://bocyl.jcyl.es/boletines/2017/01/31/pdf/BOCYL-D-31012017-2.pdf</a>  <a href="http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/documentos/BOCYL-D-18042017-15.pdf">http://escueladoctorado.uva.es/export/sites/doctorado/laescuela/normativa/documentos/BOCYL-D-18042017-15.pdf</a></p> <p><b>+New proposals:</b>  WP6) Research Career Development  Action 11. UVa Research Career Development Plan Pilot Program: based on the VITAE method, early research career identification, coaching &amp; mentoring, and monitoring.</p>

<p><b>31. Intellectual Property Rights</b></p>	<p>+/- = <b>almost but not fully</b> implemented</p>	<p>The survey clearly shows that researchers are not familiar with IPR.</p> <p>Researchers should have a better understanding of conflict resolution mechanisms.</p> <p>The survey indicated that not all researchers know the Ethical Code and how to protect the scientific data, but the ones that know it gave a good mark</p>	<p><b>+ National Law:</b>          New Law: Law 2/2019, of March 1, by which the revised text of the Intellectual Property Act, approved by Royal Legislative Decree 1/1996 of 12 April, and which are incorporated into the modified Spanish law Directive 2014/26 / EU of the European Parliament and of the Council of 26 February 2014 and Directive (EU) 2017/1564 of the European Parliament and of the Council of 13 September 2017.  <a href="https://www.boe.es/boe/dias/2019/03/02/pdfs/BOE-A-2019-2974.pdf">https://www.boe.es/boe/dias/2019/03/02/pdfs/BOE-A-2019-2974.pdf</a></p> <p>At UVa is a Transfer Office of Research Results (OTRI), with over 20 years of experience, including a Valorization Unit R &amp; D results, in addition to a patent office. These tasks are entrusted to the General Foundation.  <a href="https://funge.uva.es/innovacion/unidad-de-patentes/">https://funge.uva.es/innovacion/unidad-de-patentes/</a>  <a href="https://innovacion.funge.uva.es/">https://innovacion.funge.uva.es/</a></p> <p>While business creation, is in its Science Park.  <a href="http://www.parquecientificouva.es/">http://www.parquecientificouva.es/</a></p> <p>TCUE program of the Ministry of Education through the acts manages the 11th edition of the Prometheus Awards facilitating patent inventions of researchers.  <a href="http://innovacion.funge.uva.es/prometeo">http://innovacion.funge.uva.es/prometeo</a></p> <p>Nursery contest          Promoters University Business Incubator - Tcue</p> <p>University protects the rights of intellectual property: the institutional policy of open access UVa, covers issues related to IPR for scientific production UVa researcher.  <a href="http://uvadoc.blogs.uva.es/files/2017/01/PoliticaAccesoAbierto.pdf">http://uvadoc.blogs.uva.es/files/2017/01/PoliticaAccesoAbierto.pdf</a></p>
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			<p>Explorer program (formerly Yuzz) allows to develop business ideas and contact entrepreneurs.  <a href="https://explorerbyx.org/programa-de-emprendedores/">https://explorerbyx.org/programa-de-emprendedores/</a></p> <p>Training for researchers at UVa, with special attention to young researchers in the field of IPR. It is recommended to be mandatory.</p> <p><b>+ Internal Rules:</b>  Regulation inventions and other results of research conducted by the Teaching and Research at the University of Valladolid, No. BOCYL. 207, of October 25, 2013).  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.3.-Reglamento-sobre-invenciones-y-demas-resultados-de-la-investigacion-realizada-for-the-PDI.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/_documentos/VIII.3.-Reglamento-sobre-invenciones-y-demas-resultados-de-la-investigacion-realizada-for-the-PDI.pdf</a></p> <p>"Statute of the Universidad de Valladolid (Agreement 104/2003) Articles 126, 133, 175"  Code of good practice in research. Sections intellectual property.  <a href="http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion-proyectos/_documentos/codigo_buenas_practicas_investigacion_UVa.pdf">http://www.uva.es/export/sites/uva/3.investigacion/3.01.gestion-proyectos/_documentos/codigo_buenas_practicas_investigacion_UVa.pdf</a></p> <p>The internal procedure Library / Doctoral School for the confidentiality of doctoral theses that have confidential information.  "Library to research (BCI) deals with issues related  · Copyright and Intellectual Property  · Copyright and open access. UVaDoc  · Plagiarism and academic honesty  <a href="http://biblioteca.uva.es/export/sites/biblioteca/3.servicios/3.09.la_biblioteca_con_la_investigacion/3.09.02.escribir_y_publicar/3.09.02.05.propiedad_intelectual_y_derechos_de_autor/index.html">http://biblioteca.uva.es/export/sites/biblioteca/3.servicios/3.09.la_biblioteca_con_la_investigacion/3.09.02.escribir_y_publicar/3.09.02.05.propiedad_intelectual_y_derechos_de_autor/index.html</a></p> <p><b>+ new proposals:</b></p>
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			<p>WP2) Promotion and dynamization of the Ethical Committees in UVa Research          Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI)</p> <p>WP5) Guide to Management in Research          Action 10. Researcher's Guide including all the applicable regulations.</p> <p>WP6) Research Career Development          Action 11. UVa Research Career Development Plan Pilot Program: based on the VITAE method, early research career identification, coaching &amp; mentoring, and monitoring          Action 15. Training Program for researchers adapted to all stages of career development. Including on-line training and transfer skills, such as RRI, IPR, Open-Data, Open Access, Ethical issues, data protection...</p>
<p><b>32. Co-authorship</b></p>	<p>- =  <b>insufficiently</b>          implemented</p>	<p>Co-authorship is not included in the Ethical Code UVa.</p> <p>In the framework of internal regulations, each research group operates autonomously with respect to practices of signature. In the most hierarchized groups, early-stage researchers can be disadvantaged.</p> <p>Researchers should have a better understanding of conflict resolution mechanisms</p>	<p><b>+ National Laws:</b>          Law 14/2011, of 1 June, Science, Technology and Innovation. Article. 14 (to be recognized and protected in the authorship or co-authorship of scientific works in which it participates)</p> <p><b>+ new proposals:</b>          WP2) Promotion and dynamization of the Ethical Committees in UVa Research          Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI).</p> <p>WP5) Guide to Management in Research          Action 10. Researcher's Guide including all the applicable regulations</p>



<b>33. Teaching</b>	+/- = <b>almost but not fully</b> implemented	<p>The internal rules at UVa do not include teaching for the contracts from FUNGE or PCUVa.  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.03.vicerrectorados/1.03.11.ordenacion/documentos/IV.20.-Documento-de-Plantilla-de-la-Universidad-de-Valladolid.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.03.vicerrectorados/1.03.11.ordenacion/documentos/IV.20.-Documento-de-Plantilla-de-la-Universidad-de-Valladolid.pdf</a></p> <p>The survey indicated that supervising a doctoral thesis is not well considered as a merit, and that is difficult to balance between teaching and researching</p>	<p><b>+ National Laws:</b></p> <p>Law 14/2011, of Science, Technology and Innovation Art 31. Postdoctoral Researchers from regional and national programs (Juan de la Cierva, Ramon y Cajal, ...) May collaborate in teaching, with a maximum number of hours fixed by Their type of contract, and the department has eleven authorized Their collaboration. Their teaching activity is Recognized and certified as for other professors and Researchers.</p> <p>Statute predoctoral research staff in training (BOE "no. 64 of March 15, 2019).  <a href="https://www.boe.es/eli/es/rd/2019/03/01/103">https://www.boe.es/eli/es/rd/2019/03/01/103</a></p> <p><b>+ Internal Rules:</b></p> <p>Academic Regulations at UVa:  Academic Regulations (R.O.A. Old)  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/documentos/VII.4.Reglamento-de-Ordenacion-Academica-Antiguo.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/documentos/VII.4.Reglamento-de-Ordenacion-Academica-Antiguo.pdf</a>  Academic Regulations (R.O.A. New)  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/documentos/VII.4.Reglamento-de-Ordenacion-Academica.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/documentos/VII.4.Reglamento-de-Ordenacion-Academica.pdf</a></p> <p>Document Template UVa. It includes the possibility of teaching assignments for some hired researchers. It is included in the POD.  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/documentos/IV.20.-Documento-de-Plantilla-de-la-Universidad-de-Valladolid.pdf">http://www.uva.es/export/sites/uva/1.lauva/1.19.normativa/documentos/IV.20.-Documento-de-Plantilla-de-la-Universidad-de-Valladolid.pdf</a></p> <p>There is an area of Lifelong Learning and Teaching Innovation Strategic Plan that offers continuous training, manages the annual calls for Teaching Innovation Projects (PID) and organizes Innovation Days.</p>
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<b>34. Complains/ appeals</b>	+/- = <b>almost but not fully</b> implemented	There is no specific figure that collect complaints and appeals of researchers. Very low evaluated in the survey.	<p><b>+ Internal Rules:</b> Regulation of Defender of the University Community</p> <p>Code of good practice in research.</p>
<b>35. Participation in decision-making bodies</b>	+/- = <b>almost but not fully</b> implemented	<p>The level of information about the mechanisms for participation in decision-making is not enough.</p> <p>PhD students are underrepresented in government bodies.</p> <p>UVa Statutes do not include research groups and institutes in the composition of the governing bodies, this is also clear from the survey.</p> <p>"UVa Statutes Article 78. Currently, the Senate is composed of: 51%, 153 claustrales, officials' doctors are university faculty. 11%, 33 claustrales, belong to the faculty of officials and not doctors and teachers recruited researcher. 28%, 84 claustrales, belong to the student sector. 10%, 30 claustrales will be representatives of the administration and services. "</p> <p>The survey also clarifies that the perception on concrete and annual performance guidance lines is good but a clear R&amp;D strategical policy from the governing bodies is very low.</p>	<p><b>+ National Laws:</b> Law 14/2011 of Science, Technology and Innovation (Article 8, 9, 10);</p> <p>Organic law of Universities 6/2001 of 21 of December, LOU Art. 56 to 58. Law of Modification of LOU Art. 66.</p> <p><b>+ Internal Rules:</b> Statutes of the Universidad de Valladolid</p> <p><b>+ New proposals:</b> WP 1) Identification of points to modify in the Statutes of the UVa to comply with the principles of the C&amp;C Action 1- Identification of points to modify in the Statutes of the UVa to comply with the principles of the C&amp;C</p> <p>WP2) Promotion and dynamization of the Ethical Committees in UVa Research Action 2. Creation of a new Committee on Biosafety in Experimentation (CBE) Action 3. Single Window with Ethical Implications in Research (TFMs, TFGs, projects and theses) and to improve the procedure on the acceptance and compliance of ethical aspects in UVa research and the creation/adhesion of different codes of ethics by areas.</p>

Training and Development		
<p><b>36. Relation with supervisors</b></p>	<p>-/+ = partially implemented</p>	<p>There is no structured internal regulation that encourages interdepartmental communication among departmental representatives and deans of Faculties / School Directors (as well as the Chancellor) and the researchers.</p> <p>There is not a regular Joint Welcoming to UVa researchers.</p> <p>There is no institutional protocol preservation of data and information generated in the activities of researchers at UVa. They are not centralized in any set data service. By contrast Dropbox, Google Drive, individual PC, portable drives, etc. is used the responsibility lies on the GIRS / Dept. / Institutes / researchers.</p> <p>Obligations and the actual functions among the Tutor / Mentor / Supervisor of the thesis is unclear.</p> <p><b>+ Initiatives undertaken/Procedures:</b>  The International Welcome Point at UVa provides support and information to guests from foreign institutions conducting an academic stay unregulated at UVa: practice, research, teaching, professional visit  <a href="http://relint.uva.es/internacional/international-welcome-point/">http://relint.uva.es/internacional/international-welcome-point/</a></p> <p>For R2 at UVa deliverables are reports according to the bases of funding they have. R1 for the Doctoral Committee must submit a report under the new regulations to justify the progress of the investigation.</p> <p>There is a code of good practices supervising doctoral theses in EsDUVa.</p> <p>Good practice guide in the direction of doctoral theses</p> <p>UVa is regional node in the European network Euraxess-Spain advice to researchers throughout Castile and Leon.  <a href="https://euraxess.ec.europa.eu/information/centres/universidad-de-valladolid">https://euraxess.ec.europa.eu/information/centres/universidad-de-valladolid</a></p> <p><b>+ National Law:</b>  Royal Decree 99/2011 for the Regulation of PhD teaching  <a href="https://www.boe.es/buscar/pdf/2011/BOE-A-2011-2541-consolidado.pdf">https://www.boe.es/buscar/pdf/2011/BOE-A-2011-2541-consolidado.pdf</a></p> <p>Organic Law 3/2018, of 5 December on Personal Data Protection and guarantee of digital rights.  <a href="https://www.boe.es/boe/dias/2018/12/06/pdfs/BOE-A-2018-16673.pdf">https://www.boe.es/boe/dias/2018/12/06/pdfs/BOE-A-2018-16673.pdf</a></p>

			<p><b>+ Internal Rules:</b>  Protocol Data Protection LOPD at UVa.  <a href="http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/1.04.08.proteccion_datos/index.html">http://www.uva.es/export/sites/uva/1.lauva/1.04.secretariageneral/1.04.08.proteccion_datos/index.html</a></p> <p>Research Plan and Student Activity Documents predoc Sigma PhD. It is reviewed by supervisors and / guardians, as well as by the head of the doctoral program.  <a href="http://escueladoctorado.uva.es/export/sites/doctorado/doctorandos/plan_de_investigacion.html?lang=es">http://escueladoctorado.uva.es/export/sites/doctorado/doctorandos/plan_de_investigacion.html?lang=es</a></p> <p><b>+ new proposals:</b>  WP2) Promotion and dynamization of the Ethical Committees in UVa Research  Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI).</p> <p>WP5) Guide to Management in Research  Action 10. Researcher's Guide including all the applicable regulations.</p> <p>WP6) Research Career Development  Action 11. UVa Research Career Development Plan Pilot Program: based on the VITAE method, early research career identification, coaching &amp; mentoring, and monitoring.</p> <p>WP7) Identification of improvements in the different services related to R+D+i  Action 18. Meetings between R&amp;D&amp;I management support services (SAI/FUNGE/PCUVa) and the international relations service to optimise the Welcome Point for researchers.  Action 19. Elaborate a welcome guide for new researchers that includes all the aspects related to the regulations that apply both internal and national, regional or European, general services in the</p>
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			<p>UVa, as well as leisure and sports activities, of living in the 4 UVa campuses.</p>
<p><b>37. Supervision and managerial duties</b></p>	<p>+/- = <b>almost but not fully</b> implemented</p>	<p>Lack of young leadership in projects. A generational problem is detected at UVa with more than 60-70% of senior principal investigators that might retire in the middle term.</p> <p>The principal investigators (PIs) are currently leading its researchers without specific training or support in HR management.</p>	<p><b>+ Internal Rules:</b>            CBPI. Authorship and dissemination of results. Pg. 13, a, b, c. The ESDUVa does sign a document directors / as and doctoral students enforcing the CBPI and good practice guide for supervision of doctoral theses.</p> <p>Good practice guide in the direction of doctoral theses</p> <p>Online management tool PhD: SIGMA ESDUVa System.</p> <p>Research Plan and Student Activity Documents predoc Sigma PhD. It is reviewed by supervisors and / guardians, as well as by the head of the doctoral program.  <a href="http://escueladoctorado.uva.es/export/sites/doctorado/doctorandos/plan_de_investigacion.html?lang=es">http://escueladoctorado.uva.es/export/sites/doctorado/doctorandos/plan_de_investigacion.html?lang=es</a></p> <p><b>+ new proposals:</b>            WP2) Promotion and dynamization of the Ethical Committees in UVa Research                Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI).</p> <p>WP5) Guide to Management in Research                Action 10. Researcher's Guide including all the applicable regulations.</p> <p>WP6) Research Career Development                Action 11. UVa Research Career Development Plan Pilot Program: based on the VITAE method, early research career identification, coaching &amp; mentoring, and monitoring</p>

			<p>Action 12. Research independence awareness for young people. Promote the achievement of projects of young people to gain research independence.</p> <p>Action 15. Training Program for researchers adapted to all stages of career development. Including on-line training and transfer skills, such as RRI, IPR, Open Data, Open Access, Ethical issues, data protection...</p>
<b>38. Continuing Professional Development</b>	+/- = almost but not fully implemented	<p>Training Program and Transversal skills associated with each stage of scientific careers are not identified. Except for R1, where these are defined in each programme of studies.</p> <p>Few options of virtual education at UVa.</p>	<p><b>+ Initiatives undertaken/Procedures:</b></p> <p>There is a Virtual University Extension Campus (Moodle Repository UVa) with a limited offer. In 2019 “Virt-UVa” has been created in order to fulfil this requirement.</p> <p>Doctoral perform a series training activity regulated and certified: transversal and specific, which are recorded in the activities of the candidate document (DAD)  <a href="http://escueladoctorado.uva.es">http://escueladoctorado.uva.es</a></p> <p>Extraordinary Doctorate Award competition.</p> <p>Program Research Grants for travel bags Workshops and Conferences.</p> <p>Pilot program pulse MOOCs (acronym for Massive Open Online Courses (or massive and open online courses) at UVa in MIRIADAX platform.</p> <p><b>+ National Law:</b>          Law 7/2007, Statute of Public Officials (art 14.1.g.);          Law 14/2011, of Science, Technology and Innovation (art.14.1.k);</p> <p>Royal Decree 103/2019 of 1 March, approving the Statute for research personnel in training predoctoral approved.  <a href="https://www.boe.es/eli/es/rd/2019/03/01/103">https://www.boe.es/eli/es/rd/2019/03/01/103</a></p> <p><b>+ new proposals:</b></p>

			<p>WP2) Promotion and dynamization of the Ethical Committees in UVa Research          Action 4. Updating of the UVa Code of Good Research Practices in Spanish and English and publishing on the web site (CBPI).</p> <p>WP5) Guide to Management in Research          Action 10. Researcher's Guide including all the applicable regulations.</p> <p>WP6) Research Career Development          Action 11. UVa Research Career Development Plan Pilot Program: based on the VITAE method, early research career identification, coaching &amp; mentoring, and monitoring          Action 15. Training Program for researchers adapted to all stages of career development. Including on-line training and transfer skills, such as RRI, IPR, OpenData, Open Access, Ethical issues, data protection...</p> <p>WP9) Open Science and IPR          Action 22. Open Science at UVa:          Updating of the "Procedure to normalize the scientific production generated in research projects" in the UVa. Joint Commission Library, SAI, FUNGE Institutional affiliation and author profiles: (ORCID, ResearcherID, Scopus, AuthorID).          Open Access at UVa in the research projects. To make researchers aware of the importance and obligatory of Open Access. Initial Phase to identify the requirements to adequate the UVa infrastructure of Access Data.</p>
<b>39. Access to research training</b>	+/- = almost but not fully implemented	Training Program and Transversal skills associated with each stage of scientific careers are not	<b>+Initiatives undertaken/Procedures:</b>

<p><b>and continuous development</b></p>		<p>identified. Except for R1, where these are defined in each programme of studies.</p> <p>Few options of virtual education at UVa.</p>	<p>There is a Virtual University Extension Campus (Moodle Repository UVa) with a limited offer. In 2019 "Virt-UVa" has been created in order to fulfil this requirement.</p> <p>Doctoral perform a series training activity regulated and certified: transversal and specific, which are recorded in the activities of the candidate document (DAD)  <a href="http://escueladoctorado.uva.es">http://escueladoctorado.uva.es</a></p> <p>Extraordinary Doctorate Award competition.</p> <p>Program Research Grants for travel bags Workshops and Conferences.</p> <p>Pilot program pulse MOOCs (acronym for Massive Open Online Courses (or massive and open online courses) at UVa in MIRIADAX platform.</p> <p><b>+ National Law:</b>  Law 7/2007, Statute of Public Officials (art 14.1.g.);  Law 14/2011, of Science, Technology and Innovation (art.14.1.k).</p> <p>Royal Decree 103/2019 of 1 March, approving the Statute for research personnel in training predoctoral approved.  <a href="https://www.boe.es/eli/es/rd/2019/03/01/103">https://www.boe.es/eli/es/rd/2019/03/01/103</a></p> <p><b>+ new proposals:</b>  WP9) Open Science and IPR  Action 22. Open Science at UVa:  Updating of the "Procedure to normalize the scientific production generated in research projects" in the UVa. Joint Commission Library, SAI, FUNGE Institutional affiliation and author profiles: (ORCID, ResearcherID, Scopus, AuthorID).  Open Access at UVa in the research projects. To make researchers aware of the importance and obligatory of Open Access. Initial</p>
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			Phase to identify the requirements to adequate the UVa infrastructure of Access Data.
<b>40. Supervision</b>	<b>+ = fully implemented</b>	NO GAP	<b>+ Internal Rules:</b> UVa appoints a supervisor through ESDUVa and has a guide to good practice in the direction of doctoral theses.