

## TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: [2020ES567206](#)

Name Organisation under review: Institut de Recerca Biomèdica de Lleida- Fundació Dr. Pifarré (IRBLLEIDA)

Organisation's contact details: Postal address: Av. Rovira Roure, 80 – 25198 LLEIDA.

E mail: [emoscatel@irbllleida.cat](mailto:emoscatel@irbllleida.cat)

DATE ENDORSEMENT CHARTER AND CODE: 10 of May 2010

### **GAP ANALYSIS**

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation.

## European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview

<p>Status: to what extent does this organisation meet the following principles?</p>	<p>Implementation:          ++ = <b>fully</b> implemented          +/- = <b>almost but not fully</b> implemented          -/+ = <b>partially</b> implemented          -- = <b>insufficiently</b> implemented</p>	<p>In case of --, -/+, or +/-, please <b>indicate the actual “gap”</b> between the principle and the current practice in your organisation.          If relevant, list any national/regional legislation or organisational regulation currently impeding implementation</p>	<p>Initiatives undertaken and/or suggestions for improvement:</p>
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### Ethical and Professional Aspects

<p>1. Research freedom</p>	<p>+/+</p>	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Spanish Constitution</li> <li>• Declaration of Helsinki by the World Medical Association (WMA)</li> <li>• Act 14/2007, of July 3, of Biomedical Research.</li> <li>• Act 14/2011, of June 1, of the Science, Technology and Innovation. Preliminary title. General disposition.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• IRBLleida is adhered to the Code of Ethics and Good Scientific Practices of the Catalan Health Institute (Guia de bona pràctica en la recerca en ciències de la Salut de l'ICS), belonging to the Health Department of the Regional Government of Catalonia.</li> <li>• IRBLleida committees guarantee freedom in researcher according with ethical and methodological principles.             <ul style="list-style-type: none"> <li>- Ethic Committee for Research with medicinal products.</li> <li>- Ethics Committee on Animal Experimentation.</li> <li>- Internal Scientific Committee.</li> <li>- External Scientific Committee.</li> </ul> </li> </ul>
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2. Ethical principles	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Declaration of Helsinki by the World Medical Association (WMA).</li> <li>• Directive 2010/63 EU of Protection of animal used for scientific purposes.</li> <li>• Act 14/2007, of July 3, of Biomedical Research.</li> <li>• Act 14/2011, of June 1, of the Science, Technology and Innovation. Preliminary title. General disposition.</li> <li>• Royal Decree 1716/2011, of November 18, for authorization and operation of biobanks for biomedical research and treatment of biological samples of human origin.</li> <li>• Royal Decree 53/2013, of 1 February, which establishes the basic norms applicable for the protection of the animals used in experimentation and other scientific purposes.</li> <li>• Royal Decree 9/2014, of July, of Quality and safety standards of donation, procurement, evaluation, processing, preservation, storage and distribution of human tissues and cells and their use in human.</li> <li>• The Data Protection Act (Act 3/2018 on Personal Data Protection and safeguarding digital rights).</li> </ul> <p>Actual "gap":</p> <ul style="list-style-type: none"> <li>• Currently, there is a lack of training activities about ethic and professional</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• IRBLleida is adhered to the Code of Ethics and Good Scientific Practices of the Catalan Health Institute (Guia de bona pràctica en la recerca en ciències de la Salut de l'ICS), belonging to the Health Department of the Regional Government of Catalonia.</li> <li>• The Ethic Committee for Research with medicinal products and the Ethics Committee on Animal Experimentation ensure compliance with good practices. They also advice researchers on the development of research projects in accordance to the current regulations and legislation.</li> <li>• The Clinical Trials Unit - SCT Farma supports groups of IRBLleida in everything they require in order to conduct any clinical trial.</li> <li>• The Internal Scientific Committee supports IRBLleida in the evaluation of research projects.</li> <li>• Researchers are informed of the ethical regulations and requirements from the different committees.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To organize frequent training activities about ethical principles for IRBLleida staff.</li> <li>• To promote the dissemination of all relevant ethical information and regulation among researchers, through additional channels including the website.</li> </ul>

		responsibility aspects with in all research categories.	
3. Professional responsibility	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Act 14/2007, of July 3, of Biomedical Research.</li> <li>• Royal Decree 2132/2004, of 29 October, establishing the requirements and procedures for requesting the development of research projects with stem cells obtained from pre-embryos.</li> <li>• Act 14/2011, of June 1, of the Science, Technology and Innovation. Preliminary title. General disposition.</li> <li>• Royal Decree 1716/2011, of November 18, for authorization and operation of biobanks for biomedical research and treatment of biological samples of human origin.</li> <li>• Royal Decree 53/2013, of 1 February, which establishes the basic norms applicable for the protection of the animals used in experimentation and other scientific purposes.</li> <li>• Royal Decree 9/2014, of July, of Quality and safety standards of donation, procurement, evaluation, processing, preservation, storage and distribution of human tissues and cells and their use in human.</li> </ul> <p>Actual "gap":</p> <ul style="list-style-type: none"> <li>• Currently, there is a lack of training activities about ethic and professional responsibility aspects with in all research categories.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• IRBLleida is adhered to the Code of Ethics and Good Scientific Practices of the Catalan Health Institute (Guia de bona pràctica en la recerca en ciències de la Salut de l'ICS), belonging to the Health Department of the Regional Government of Catalonia.</li> <li>• The Internal Scientific Committee supports IRBLleida in the evaluation of research projects and ensures that all researchers practice their research responsibly.</li> <li>• Group research leaders ensure the professional responsibility among the researchers.</li> <li>• IRBLleida has elaborated a communication crisis protocol, with the purpose of offering an action manual in the event that some type of communication crisis appears in the institution or in its environment.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To promote the dissemination of relevant information and regulation about confidentiality aspects, data protection and intellectual property among researchers.</li> <li>• To ensure the professional responsibility among researchers through specific rules and supervision tools from the institution.</li> </ul>

		<ul style="list-style-type: none"> <li>It is perceived a limited supervision from the institution to ensure the professional responsibility among researchers.</li> </ul>	
4. Professional attitude	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Royal Decree 63/2006, of January 27, approving the Statute for research personnel in training. Article 6. Duties of research trainees.</li> <li>Act 14/2011, of 1 June, of the Science, Technology and Innovation.</li> <li>Royal Decree 1090/2015, of December 4, of clinical trials regulation.</li> </ul> <p>Actual "gap":</p> <ul style="list-style-type: none"> <li>It is identified a lack of activities to inform and train researchers on funding mechanism and administrative requirements before starting a research project.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>IRBLleida is adhered to the Code of Ethics and Good Scientific Practices of the Catalan Health Institute (Guia de bona pràctica en la recerca en ciències de la Salut de l'ICS), belonging to the Health Department of the Regional Government of Catalonia.</li> <li>The Technical Management Office of IRBLleida disseminates among researchers the proper information about funding mechanism and administrative requirements of their projects. The management office also supports researchers both in preparing the administrative documentation of proposals, and in the subsequent justification of projects.</li> <li>The Internal Scientific Committee supports IRBLleida in the evaluation of research projects.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To define a procedure to standardize specific information and training activities about funding mechanism and administrative requirements before starting a research project.</li> <li>To improve the dissemination of open calls and the development of training activities about funding mechanism or administrative requirements before starting a research project.</li> </ul>
5. Contractual and legal obligations	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Royal Decree 63/2006, of January 27, approving the Statute for research</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>The Technical Management Office informs researchers on the specific requirements from sponsors or funders in open calls or procedures.</li> </ul>

		<p>personnel in training. Article 6. Duties of research trainees.</p> <ul style="list-style-type: none"> <li>• Act 14/2007, of July 3, of Biomedical Research.</li> <li>• Act 14/2011, of 1 June, of the Science, Technology and Innovation.</li> <li>• Act 24/2015, of July 24, of Patents.</li> <li>• Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• It is perceived a limited acknowledgment among researchers about contractual and legal support available at the institution.</li> <li>• Currently, IRBLleida has not formalized the procedure on Intellectual Property Rights, technology transfer and exploitation of results.</li> <li>• It is identified a lack of activities to inform and train researchers, including new staff, on Intellectual Property Rights and being committed to respecting them.</li> </ul>	<ul style="list-style-type: none"> <li>• The Innovation Unit of IRBLleida informs and advises researchers about contractual and legal obligations when required.</li> <li>• The Innovation Unit of IRBLleida and the Results Transfer Office (OTRI) of the University of Lleida (UdL) support researchers in the management of legal or contractual aspects related with their activity</li> <li>• IRBLleida also has external legal advice for those situations in which our expertise does not reach.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To compile the most relevant information about contractual and legal obligations for researchers on the website.</li> <li>• To communicate and disseminate periodically news of interest on regulatory aspects, data protection and intellectual property from EU, Spanish and/or regional organisations through the IRBLleida internal email or other internal communication channels</li> <li>• To organise specific courses about contractual and legal aspects focused on young researches and frequent updates for all the research staff.</li> </ul>
6. Accountability	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Act 38/2003 of Grant Management of 17 November, Article 20. Information about Grant management. Article 30. Justification of public grants. Article 32. Checking the grants. Article 46. Obligation of collaborating.</li> <li>• Act 14/2011, of 1 June, of the Science, Technology and Innovation.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• The Technical Management Office of IRBLleida and specifically the accounting assistants of the institution ensure the transparent and proper monitoring of the accountability of projects, informing to researchers about the economic justifications and financial management. The Technical Management Office also ensures the delivery of reports on time.</li> </ul>

		<ul style="list-style-type: none"> <li>• Act 19/2013, of December 9, of transparency, access to public information and good governance.</li> <li>• Act 24/2015, of July 24, of Patents.</li> <li>• Act 9/2017, of November 8, on Public Sector Contracts.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• It is perceived certain bureaucracy and administrative burden for researchers, sometimes incompatible with research activity.</li> </ul>	<ul style="list-style-type: none"> <li>• IRBLleida prepares the annual economic report subject to the inspection of public funders and external audits.</li> <li>• Transparency Portal, informing about accountability, is available on the website.</li> </ul>
7. Good practice in research	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Spanish Constitution. Article 40.2. The powers ensure public safety and health at work.</li> <li>• Act 31/1995, of November 8, Prevention of occupational hazards. Article 38. Health and Safety Committee.</li> <li>• Act 14/2007, of July 3, of Biomedical Research.</li> <li>• Act 14/2011, of 1 June, of the Science, Technology and Innovation.</li> <li>• Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> <li>• The Data Protection Act (Act 3/2018 on Personal Data Protection and safeguarding digital rights).</li> </ul> <p>Actual “gap”:</p>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• IRBLleida is adhered to the Code of Ethics and Good Scientific Practices of the Catalan Health Institute (Guia de bona pràctica en la recerca en ciències de la Salut de l’ICS), belonging to the Health Department of the Regional Government of Catalonia.</li> <li>• IRBLleida has an occupational risk prevention and work safety plan.</li> <li>• IRBLleida has chosen to exercise preventive activity in accordance with an external prevention service. Likewise, the institution has defined occupational risk managers.</li> <li>• IRBLleida has audits from external entities about health and safe working practices in the institution.</li> <li>• IRBLleida has appointed a data protection officer.</li> <li>• IRBLleida carries out periodic audits in data protection in several scientific services.</li> </ul>

		<ul style="list-style-type: none"> <li>• It is perceived a lack of specific training activities about health and safe working practices in the laboratories.</li> </ul>	<ul style="list-style-type: none"> <li>• IRBLleida periodically disseminates information about news on data protection among researchers.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To organize frequent training activities about health and safe working practices in the laboratories for IRBLleida staff.</li> <li>• To organize an online training course on cybersecurity for IRBLleida workers</li> <li>• To promote the dissemination of relevant health and safe working practices information and regulation among researchers, through communication channels.</li> <li>• To compile and update all relevant information about health and safe working practices on the website.</li> </ul>
8. Dissemination, exploitation of results	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Act 14/2007, of July 3, of Biomedical Research.</li> <li>• Act 14/2011, of 1 June, of the Science, Technology and Innovation.</li> <li>• Act 24/2015, of July 24, of patents.</li> </ul> <p>Actual "gap":</p> <ul style="list-style-type: none"> <li>• It is perceived a limited acknowledgment among researchers about best practices in dissemination and exploitation of results.</li> <li>• Currently, IRBLleida has not been formalized the procedure on Intellectual Property Rights, technology transfer and exploitation of results.</li> <li>• It has been identified a lack of activities to promote the dissemination and exploitation of results among researchers.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• The Innovation Unit of IRBLleida informs and advises researchers about exploitation of results and technology transfer.</li> <li>• Annually, the Scientific Memory reports the main research results produced by the institution researchers.</li> <li>• IRBLleida organizes an annual retreat where researchers can share the results of their activity.</li> <li>• IRBLleida has elaborated a communication crisis protocol, with the purpose of offering an action manual in the event that some type of communication crisis appears in the institution or in its environment.</li> <li>• IRBLleida maintains an outstanding communication and dissemination activity through different channels: institutional</li> </ul>



		<ul style="list-style-type: none"> <li>It is perceived a limited activity of the Innovation Unit focused on the identification, analysis and evaluation of projects with more innovation potential.</li> </ul>	<p>representation (visits, seminars and stays), promotional material, monthly newsletter and corporate emails, website, media and social networks.</p> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To promote the dissemination and exploitation of results in the institution, offering specific courses about open dissemination practices and exploitation and results transfer.</li> <li>To promote activities related with the identification, analysis and evaluation of projects with more innovation potential.</li> <li>To create a Scientific Culture Unit focused on promoting scientific, technological and innovation culture, through different activities: scientific communication, dissemination and training.</li> <li>To develop dissemination initiatives based on Responsible Research and Innovation (RRI) methodology.</li> </ul>
9. Public engagement	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Act 14/2007, of July 3, of Biomedical Research.</li> <li>Act 14/2011, of 1 June, of the Science, Technology and Innovation. Chapter III. Dissemination of results and scientific and technological culture</li> </ul> <p>Actual "gap":</p> <ul style="list-style-type: none"> <li>It is perceived a limited institutional support to promote the dissemination of research activities to the society.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>Annually, the Scientific Memory reports the main research results produced by the institution researchers.</li> <li>IRBLleida maintains an outstanding communication and dissemination activity through different channels: institutional representation (visits, open-doors days, seminars, and stays), promotional material, monthly newsletter and corporate emails, media, website and social networks.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To create a Scientific Culture Unit focused on promoting scientific, technological and</li> </ul>

			<p>innovation culture, through different activities: scientific communication, dissemination and training.</p> <ul style="list-style-type: none"> <li>• To develop dissemination initiatives based on Responsible Research and Innovation (RRI) methodology.</li> <li>• Develop a Corporate Social Responsibility Policy aimed at promoting the scientific culture the participation of civil society and fostering a solidarity organization</li> </ul>
10. Non discrimination	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Spanish Constitution 1978.</li> <li>• Organic Act 3/2007 of 22 March, for the effective equality between women and men. Resolution of 20 May 2011, the Secretary of State for Public Service, whereby it is approved the I Plan of Equality between women and men in the Central Government and its agencies.</li> <li>• Act 7/2007 of 12 April, of the Basic Statute of public employee. Chapter I. Rights of Public Employees. Article 14. Individual Rights. Article 14.i non-discrimination.</li> <li>• Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• IRBLleida equal opportunities plan that ensures the proper application of non-discrimination principles.</li> <li>• Protocol of prevention and action against discriminatory, moral or sexual harassment</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To consolidate and promote the activity of the IRBLleida Equality Commission, responsible for preparing, monitoring and reviewing the IRBLleida equality opportunities plan.</li> <li>• To improve the organization of conferences on gender equality and the promotion of women in science.</li> </ul>
11. Evaluation/ appraisal systems	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Royal Decree 887/2006, of 21 July, approving the Regulation of the Act 38/2003 of November 17, General Grants Regulation. Title I (Art.60).</li> <li>• Act 7/2007 of 12 April, on the Basic Statute of Public Employees. Chapter II. Right to career and internal promotion.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• The Scientific Director, with the support of the Internal and External Scientific Committees, carries out, periodically, assessments for research group activity.</li> </ul> <p>Suggestions for improvement:</p>

		<ul style="list-style-type: none"> <li>Act 14/2011, of 1 June, of the Science, Technology and Innovation.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>Currently, there is not a standard procedure or institutional mechanism to carry out evaluation of the research activities.</li> </ul>	<ul style="list-style-type: none"> <li>To implement a periodic assessment of the research activity, adapted to each category, focused on professional progress, merits and career of the researchers.</li> <li>To take into consideration the capacities, trajectory and specific particularities of the research groups, trying to promote, for example, emerging groups.</li> </ul>
<b>Recruitment and Selection</b>			
12. Recruitment	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Royal Decree 63/2006 of 27 January, approving the Statute for research personnel in training.</li> <li>Act 14/2011, of 1 June, of the Science, Technology and Innovation.</li> <li>Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>The recruitment for researchers mostly depends on the availability of economic resources in research groups.</li> <li>In case of availability of funds, the principal investigator applies his/her own criteria for the recruitment of early stage researchers.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>The rules of access and admission of candidates are clearly specified in the calls and the institution's HR policy is followed.</li> <li>IRBLleida has defined a personnel selection and recruitment process.</li> <li>IRBLleida disseminates the detailed information of job offers through the website and other communication channels, detailing specific aspects of the profiles, including early stages.</li> <li>All researchers in early stages recruited have clearly defined their functions, which are mostly conducting a doctoral thesis or supporting scientific-technical services.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To develop and disseminate a Policy on Recruitment and Selection of IRBLleida personnel according with C&amp;C principles.</li> <li>To stablish and implement the personnel selection and recruitment criteria according with C&amp;C principles.</li> </ul>

			<ul style="list-style-type: none"> <li>To define a research professional career in the institution</li> </ul>
13. Recruitment (Code)	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Act 14/2011, of 1 June, of the Science, Technology and Innovation.</li> <li>Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul> <p>Actual "gap":</p> <ul style="list-style-type: none"> <li>The recruitment for researchers mostly depends on the availability of economic resources and it is conducted under the criteria of each principal investigator</li> <li>The recruit information should include the professional development opportunities for the candidate</li> <li>Currently, the institution doesn't make full use of EURAXESS to ensure a wide audience to research vacancies.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>The rules of access and admission of candidates are clearly specified in the calls and the institution's HR policy is followed.</li> <li>IRBLleida has defined a personnel selection and recruitment process.</li> <li>IRBLleida disseminates the detailed information of job offers through the website and other communication channels, describing specific aspects of the profiles, requirements and functions.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To develop and disseminate a Policy on Recruitment and Selection of IRBLleida personnel according with C&amp;C principles.</li> <li>To establish and implement the personnel selection and recruitment criteria according with C&amp;C principles.</li> <li>To improve the internal procedures for recruitment and selection including an open, efficient, transparent and merit-based criteria.</li> <li>To define a research professional career in the institution.</li> </ul>
14. Selection (Code)	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Act 14/2011, of 1 June, of the Science, Technology and Innovation.</li> <li>Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>The personnel selection and recruitment process includes the composition of the selection committee to evaluate the candidates according to the position category of the job offer.</li> </ul>

		<p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• Currently there are not defined standard and unified criteria for the prioritization, evaluation and selection of candidates according to the position category of the job offer.</li> <li>• The recruitment of researchers usually is conducted under the criteria of each principal investigator.</li> <li>• Selection Committee should be adequately trained in merit evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>• Selection committees generally respect gender balance.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To define standard and unified criteria for the prioritization, evaluation and selection of candidates according to the position category of the job offer.</li> <li>• To provide specific training to selection committees in transparent and merit-based selection policies.</li> <li>• To have an external and expert support for selection committees.</li> </ul>
15. Transparency (Code)	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Act 38/2003 of 17 November, General Grant Management (Articles 8, 9, 17 and 23).</li> <li>• Act 14/2011, of 1 June, of the Science, Technology and Innovation.</li> <li>• Act 19/2014, of December 29, on transparency, access to public information and good governance.</li> <li>• Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• Currently, there is not a standard procedure to inform candidates about the internal recruitment process, the selection criteria and the results.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• IRBLleida disseminates the detailed information of job offers through the website and other communication channels</li> <li>• IRBLleida sends a dismissal letter to all candidates and publishes the resolution of job offers through the website.</li> <li>• The Technical Management Office and the Human Resources Manager offer support to candidates to solve any question during the selection and recruitment process.</li> <li>• The personnel selection and recruitment process includes the salary ranges for each professional category and are also available on the website (transparency section).</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To inform candidates about the status of the calls until the resolution.</li> <li>• To inform to candidates about the main strengths and weaknesses of their applications.</li> </ul>

			<ul style="list-style-type: none"> <li>To define a research professional career in the institution.</li> </ul>
16. Judging merit (Code)	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Act 38/2003 of November 17, General Grant. Articles 23 and 24.</li> <li>Royal Decree 887/2006 of 21 July, approving the regulations of the Act 38/2003 of November 17, General Grant Management. Article 60 1. Evaluation criteria.</li> <li>Act 14/2011, of 1 June, of the Science, Technology and Innovation.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>Currently there are not defined standard and unified criteria for the prioritization, evaluation and selection of candidates to fully ensure the judging merit of the candidates based in the Code of Conduct for the Recruitment of Research</li> <li>The recruitment of researchers usually is conducted under the criteria of each principal investigator.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>IRBLleida publishes in the job offers the requirements, characteristics and evaluation criteria of the profiles.</li> <li>The selection committee evaluates the merits and the career highlights of candidates.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To implement a standard procedure for the judging merit evaluation for each professional category, with clear criteria based on the Code of Conduct for the Recruitment of Research and an Open, Transparent and Merit-based Recruitment policy.</li> </ul>
17. Variations in the chronological order of CVs (Code)	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Act 14/2011, of 1 June, of the Science, Technology and Innovation. Article 26.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>Currently there are not defined standard and unified criteria for the prioritization, evaluation and selection of candidates to fully consider variations in the chronological order of CVs</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>IRBLleida has defined a personnel selection and recruitment process.</li> <li>Merit-based CVs are recognized in the evaluation process of selection committees, according to specific criteria in each case.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To implement a standard procedure for the judging merit evaluation for each professional category, with clear criteria based on the Code</li> </ul>

			of Conduct for the Recruitment of Research, also considering variations in the chronological order of CVs as a valued merit.
18. Recognition of mobility experience (Code)	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Act 14/2007, of July 3, of Biomedical Research. art.86</li> <li>• Act 14/2011, of 1 June, of the Science, Technology and Innovation. Articles 16 and 37.</li> <li>• Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• Currently there are not defined standard and unified criteria for the prioritization, evaluation and selection to fully ensure the recognition of mobility experience as a valued merit</li> <li>• Currently, a specific career development strategy for researchers has not been defined, including the mobility promotion of researchers to other institutions.</li> <li>• The mobility promotion doesn’t have specific funds in the institution and depends on the availability of resources.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• IRBLleida has defined a personnel selection and recruitment process.</li> <li>• Mobility experience is recognized in the evaluation process of selection committees, according to specific criteria in each case.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To implement a judging merit selection procedure for each professional category, including mobility as a valuable contribution for recruitment.</li> <li>• To improve initiatives to promote the mobility of researchers as a valuable contribution to the professional development.</li> <li>• To strengthen relationships with foreign partners to increase the research mobility among researchers.</li> </ul>
19. Recognition of qualifications (Code)	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Act 55/2003, of December 16 Statute for established personnel of health services. Art. 17.1</li> <li>• Royal Decree 63/2006 of 27 January, approving the Statute for research personnel in training.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• IRBLleida has defined a personnel selection and recruitment process.</li> <li>• Qualifications are recognized in the evaluation process of selection committees, according to specific criteria in each case.</li> </ul> <p>Suggestions for improvement:</p>

		<ul style="list-style-type: none"> <li>• Act 14/2007, July 3, of Biomedical Research.</li> <li>• Royal Decree 56/2005, regulating official university postgraduate studies.</li> <li>• Order CIN / 2657/2008 of 18 September, establishing the administrative procedure for evaluation of research activity.</li> <li>• Royal Decree 1837/2008, of November 8, by which are incorporated into Spanish Act the Directive 2005/36/EC of 7 September and the Directive 2006/100/EC, of November 20, on the recognition of professional qualifications.</li> <li>• Royal Decree 459/2010, of 16 April, laying down conditions for the recognition for professional purposes of foreign degrees in Health Specialist, obtained in non-EU regulated countries.</li> <li>• Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul> <p>Actual "gap":</p> <ul style="list-style-type: none"> <li>• Currently, there is not a standard procedure for recruitment and selection with homogenized criteria to fully ensure the judging merit of the candidates based on recommendations.</li> </ul>	<ul style="list-style-type: none"> <li>• To establish a judging merit selection procedure for each professional category, including the recognition of qualifications as a valuable criterion.</li> </ul>
20. Seniority (Code)	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Act 55/2003, of December 16 Statute for established personnel of health services. Art. 17.1</li> <li>• Royal Decree 63/2006 of 27 January, approving the Statute for research personnel in training.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• IRBLleida has defined a personnel selection and recruitment process.</li> <li>• The selection committee for recruitment and selection evaluates the capabilities of candidates according to their whole experience, merits and professional career.</li> </ul>



		<ul style="list-style-type: none"> <li>• Act 14/2007, July 3, of Biomedical Research.</li> <li>• Royal Decree 56/2005, regulating official university postgraduate studies.</li> <li>• Royal Decree 1837/2008, of November 8, by which are incorporated into Spanish Act the Directive 2005/36/EC of 7 September and the Directive 2006/100/EC, of November 20, on the recognition of professional qualifications.</li> <li>• Royal Decree 459/2010, of 16 April, laying down conditions for the recognition for professional purposes of foreign degrees in Health Specialist, obtained in non-EU regulated countries.</li> <li>• Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• Currently there are not defined standard and unified criteria for the prioritization, evaluation and selection to fully ensure the recognition of the seniority as a valued merit.</li> </ul>	<ul style="list-style-type: none"> <li>• Qualifications are recognized in the evaluation process of selection committees, according to specific criteria in each case.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To establish a judging merit selection procedure for each professional category, including the seniority as a valuable criterion.</li> </ul>
21. Postdoctoral appointments (Code)	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Royal Decree 63/2006 of 27 January, approving the Statute for research personnel in training.</li> <li>• Act 14/2011, of 1 June, of the Science, Technology and Innovation (Art.20, 21 and 22).</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• The rules of access and admission of candidates are clearly specified in the calls.</li> <li>• IRBLleida has defined a personnel selection and recruitment process, including the appointment of postdoctoral researchers.</li> <li>• The personnel selection and recruitment process defines the composition of the</li> </ul>

		<ul style="list-style-type: none"> <li>Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>The recruitment for researchers mostly depends on the availability of economic resources, specific funds for personnel and/or the existence of specific calls.</li> <li>There are not specific guidelines for recruiting and appointing postdoctoral profiles, except on the specific requirements from external postdoctoral calls.</li> </ul>	<p>selection committee to evaluate candidates, including postdoctoral profiles.</p> <ul style="list-style-type: none"> <li>IRBLleida disseminates information of job offers through the website and other communication channels, detailing the specific requirements for candidates, including postdoctoral profiles, to be recruited.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To develop and disseminate a Policy on Recruitment and Selection of IRBLleida personnel according with C&amp;C principles.</li> <li>To stablish and implement the personnel selection and recruitment criteria according with C&amp;C principles.</li> <li>To recognise postdoctoral profiles as valuable talents, supporting their commitment to develop a research career at the institution</li> </ul>
<b>Working Conditions and Social Security</b>			
22. Recognition of the profession	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Act 14/2011, of Science, Technology and Innovation Articles 13, 14, 25 and 27.</li> <li>Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>The definition of a specific career development strategy for the recognition and promotion of researchers at all stages of their career is currently under development.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>The personnel selection and recruitment process includes the definition of professional profiles, job categories and salary ranges.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To provide and promote a career development strategy for researchers at all stages of their career.</li> </ul>
23. Research environment	+/-	<p>Legislation and regulation:</p>	<p>Initiatives undertaken:</p>

		<ul style="list-style-type: none"> <li>• Act 14/2007 of Biomedical Research. Art 88.</li> <li>• Act 14/2011, of Science, Technology and Innovation.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• The improvement of the facilities and infrastructures depend on the availability of resources in IRBLleida and/or specific funds from external calls.</li> <li>• It is perceived limited mobility programs for researchers to carry out research stays in international institutions.</li> <li>• To provide English versions of Welcome Pack, OTMR policy and other relevant institutional information.</li> </ul>	<ul style="list-style-type: none"> <li>• The institution provides scientific platforms and services for use by all researchers.</li> <li>• IRBLleida has a research building of more than 8000m2 with spaces for research groups, platforms and scientific support services.</li> <li>• All spaces and infrastructures in IRBLleida ensure the research environment follows the regulations established by national laws on workplace health and safety.</li> <li>• IRBLleida has reference research groups that participate in national and international research networks and collaborative structures.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To promote an international research environment, providing a place to assist foreign researchers and making the institution as an attractive centre for foreign researchers.</li> <li>• To continue promoting the collaboration with international institutions.</li> </ul>
24. Working conditions	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Organic Act 3/2007, for effective equality between women and men. Cap II. (Art. 44, 51 and 56).</li> <li>• Act 14/2011, of Science, Technology and Innovation.</li> <li>• Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• The institution provides standard working conditions according with national legislation These details are specified in the job contracts.</li> <li>• IRBLleida, through agreements with the workers’ committee, considers schedule flexibility, telecommuting and details aspects related with vacations, breaks and working leaves to ensure a successful research activity.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To continue the promotion of standard working conditions for all the employees, in agreement with the IRBLleida workers’ committee, independently of their contract, to</li> </ul>

			conciliate family and work, according with current legislation.
25. Stability and permanence of employment	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Act 14/2011, of Science, Technology and Innovation Sec II. Art 20, Art 25.</li> <li>• Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> <li>• Royal Decree-Act 3/2019, of February 8, on urgent measures in the field of Science, Technology, Innovation and University.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• In general, it is difficult for regional institutions to formalize long-term and stable contracts for researchers.</li> <li>• The stability and permanence in the employment of researchers is limited and mostly depend on the availability of funds and/or specific calls in the frame of regional regulation.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• IRBLleida supports researchers to apply to specific calls for stability and permanence of employment.</li> <li>• The personnel selection and recruitment process includes the definition of professional categories, required skills and salary ranges.</li> <li>• IRBLleida is working on different contracting procedures, pending to formalize and implement.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To formalize and implement different contracting modalities for researchers in agreement with the work committee</li> <li>• To define a research professional career in the institution</li> <li>• To explore new opportunities of stability and permanence of employment in the frame of the Royal Decree-Act 3/2019, of February 8, on urgent measures in the field of Science, Technology, Innovation and University</li> </ul>
26. Funding and salaries	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Royal Decree Act 1/1994, General Social Security Act. Articles 124, 205 and 206.</li> <li>• Royal Decree 1/1995, Worker Statute Article 11, 26 and 37.</li> <li>• Royal Decree 63/2006 Researchers at training stages. Art 5.</li> <li>• III Collective Agreement for the General National Administration.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• The employment contracts in IRBLleida include salary conditions.</li> <li>• The personnel selection and recruitment process establishes salary ranges according to all professional categories.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To continue promoting the establishment of attractive conditions of funding and/or salaries</li> </ul>

		<p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• Researcher’s salaries mostly depend on the funds provided from each individual call or project.</li> <li>• The increase of the salaries within the IRBLleida depends on the availability of resources in the institution under the frame of regional regulation.</li> </ul>	<p>in accordance with existing national legislation and the availability of resources.</p>
27. Gender balance	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Spanish Constitution 1978. Art 14.</li> <li>• Organic Act 3/2007, for effective equality between women and men.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• Currently, there is not a fully gender balance in decision-making bodies, responsibility positions and leadership.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• IRBLleida selects candidates by their quality and competence, without gender discrimination.</li> <li>• IRBLleida equal opportunities plan that ensures the proper application of non-discrimination principles.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To consolidate and promote the activity of the IRBLleida Equality Commission, responsible for preparing, monitoring and reviewing the IRBLleida equality opportunities plan.</li> <li>• To improve the organization of conferences on gender equality and the promotion of women in science.</li> <li>• To establish measures to implement an adequate gender balance, with special focus on decision-making bodies, committees and leadership and responsibility positions.</li> <li>• To develop dissemination initiatives based on Responsible Research and Innovation (RRI) methodology.</li> <li>• IRBLleida's Corporate Social Responsibility Policy aims to promote the gender perspective in communications and actions.</li> </ul>
28. Career development	-/+	<p>Legislation and regulation:</p>	<p>Initiatives undertaken:</p>

		<ul style="list-style-type: none"> <li>• Act 14/2007 of Biomedical Research Art.10.2</li> <li>• Act 14/2011, of Science, Technology and Innovation (articles 6, 12, 13, 14 and 25).</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• Currently, a specific career development strategy for the recognition and promotion of researchers at all stages of their career has not been defined.</li> <li>• The activities offer by IRBLleida to promote the career development of researchers are depended on the availability of funds in the institution.</li> </ul>	<ul style="list-style-type: none"> <li>• IRBLleida has a Training Plan to promote the development and continued training of professionals based on their needs. Specifically, IRBLleida organizes training courses in research methodology, mainly to promote the training and development of early career researchers.</li> <li>• Research group leaders and principal investigators act as mentors of early career researchers offering expert advice.</li> <li>• IRBLleida offers activities to promote the career development of researchers: internal calls for recruitment, expert advice of senior researchers (tutored coaching program), mobility opportunities, continued training programs, internal communications for congress attendance, training opportunities, etc.).</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To provide and promote a career development strategy for researchers at all stages of their career.</li> </ul>
29. Value of mobility	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Act 14/2007, of Biomedical Research Art 86.1.</li> <li>• Act 14/2011, of Science, Technology and Innovation.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• Currently, a specific career development strategy for researchers, including the promotion of mobility programs, has not been defined</li> <li>• Currently, mobility promotion is depended on the availability of funds from research projects and external calls.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• Mobility is recognised and valued for research leaders</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To provide and promote a career development strategy for researchers at all stages of their career, including the value of mobility.</li> <li>• To improve initiatives to promote the mobility of researchers to other institutions.</li> <li>• To strengthen relationships with foreign partners to promote and recognize the research mobility.</li> </ul>

30. Access to career advice	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Royal Decree 63/2006 Researchers at training stages. Art 5.</li> <li>• Act 14/2007, of Biomedical Research.</li> <li>• Act 14/2011, of Science, Technology and Innovation.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• IRBLleida has not defined a standard procedure or coordinated plan to establish the figure of senior profiles as mentors to provide advice and guidance for researchers in all professional categories.</li> <li>• Currently, there are not specific training activities for mentors and mentees.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• Research group leaders and principal investigators act as mentors of early career researchers offering expert advice.</li> <li>• Senior researchers offer expert advice to emerging groups in the definition of competitive projects and the evaluation of potential collaborators.</li> <li>• The IRBLleida Workers' Committee and the Technical Management Office support researchers in providing career advice.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To implement a standard procedure of mentoring through a specific senior profile figure that provides support, advice and guidance for researchers in all career stages.</li> <li>• To promote the tutored and individualized coaching program for emerging groups.</li> </ul>
31. Intellectual Property Rights	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>• Royal Decree 55/2002 of exploitation of inventions by public research institutions.</li> <li>• Royal Decree Act 1/1996, Intellectual Property Act (Book I. art.7 and art.10).</li> <li>• Act 14/2011, of Science, Technology and Innovation (art.35).</li> <li>• Act 24/2015, of July 24, of Patents.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• The promotion of activities to inform and train researchers on intellectual property rights for a proper exploitation and transfer of results is limited.</li> <li>• Currently, IRBLleida has not formalized a procedure on Intellectual Property Rights,</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• The Innovation Unit of IRBLleida and the Results Transfer Office (OTRI) offer advice on IPR.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To promote the dissemination of relevant information and regulation about confidentiality aspects, data protection and intellectual property among researchers.</li> <li>• To promote periodically specific training about IPR to researchers with the support from the Innovation Unit of IRBLleida and the Results Transfer Office (OTRI).</li> <li>• To formalize the procedure on Intellectual Property Rights, technology transfer and exploitation of results.</li> </ul>

		technology transfer and exploitation of results.	
32. Co-authorship	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Royal Decree Act 1/1996, Intellectual Property Act.</li> <li>Act 24/2015, of July 24, of patents.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>The promotion of activities to inform and train researchers on intellectual property rights and co-authorship importance is limited.</li> <li>IRBLeida has not formalized a procedure on Intellectual Property Rights, technology transfer and exploitation of results.</li> <li>Currently, a specific career development strategy for researchers, including co-authorship as a valuable merit has not been defined.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>Generally, co-authorship of publications, patents or other results is valued at the research group level.</li> <li>IRBLeida frequently organizes meetings and internal seminars with the participation of research groups, promoting the collaboration among researchers.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To define a specific professional development strategy for researchers in all stages of their career, including co-authorship as a valuable merit</li> <li>To promote synergies among the different research groups and recognise co-authorship as an effective means to raise this synergy.</li> <li>To promote the use of a mailbox to monitor possible complaints of researchers regarding co-authorship.</li> </ul>
33. Teaching	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Act 14/2011, of Science, Technology and Innovation Art. 31.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>Teaching opportunities for researchers depend on the availability of economic resources in the institution.</li> <li>It is not perceived a fully recognition of teaching in the professional career.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>University of Lleida (UdL) is one of the partners of IRBLeida with teaching activities.</li> <li>A significant percentage of IRBLeida researchers are associate professors at the University of Lleida.</li> <li>The teaching nature of the Arnau de Vilanova University Hospital ensures the teaching promotion among the researchers.</li> <li>IRBLeida has a Training Plan to organize all training activities for researchers. Annually, the Training Plan compiles all training activities for researchers.</li> </ul>



			<ul style="list-style-type: none"> <li>The training activities offered at IRBLleida are oriented to all levels of training in the biomedical area and aimed to improve the skills of professionals</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To define a specific professional development strategy for researchers in all stages of their career, including teaching as a valuable merit.</li> <li>To consider teaching as an evaluable merit criterion in research selection and evaluation procedures.</li> </ul>
34. Complains/ appeals	-/+	<p>Actual "gap":</p> <ul style="list-style-type: none"> <li>Currently, an impartial and standard procedure to handle the complains and appeals from researchers has not defined.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>Group leaders of IRBLleida assume a role as supervisors of researchers, being able to handle complains and/or appeals between researchers.</li> <li>The IRBLleida's Quality Commission distributes a satisfaction survey to collect the opinions from researchers about different scopes.</li> <li>Potential conflicts between researchers are mediated by the scientific and management direction of IRBLleida, providing support for the optimal resolution.</li> <li>The Protocol of prevention and action against sexual harassment includes specific actions to solve potential conflicts between researchers.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To implement a standard procedure in which an impartial person or committee could deal the complaints and appeals of researchers in an unbiased way.</li> <li>To promote the use of a mailbox to monitor possible complaints/ appeals of researchers.</li> </ul>

			<ul style="list-style-type: none"> <li>To improve the annual distribution of a satisfaction survey to researchers by the Quality Commission</li> </ul>
35. Participation in decision-making bodies	+/-	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul> <p>Actual "gap":</p> <ul style="list-style-type: none"> <li>The participation of young researchers and post-doctoral positions are not fully contemplated in the composition of decision-making bodies</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>The decision-making bodies are elected using internal election procedures supervised by the Governing Council of the institution. The permanence of decision-making bodies members is always temporary.</li> <li>The researchers mostly are represented in the Internal Scientific Committee of the institution, among others.</li> <li>The IRBLleida Research Council is an advisory body whose mission is to advise the Internal Scientific Committee. The committee is composed by the scientific director and researchers with active projects funded by external agencies.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To increase the participation and contribution from young researchers in the Internal Scientific Committee.</li> </ul>
<b>Training and Development</b>			
36. Relation with supervisors	+/-	<p>Actual "gap":</p> <ul style="list-style-type: none"> <li>IRBLleida has not defined a standard procedure of mentoring through a specific senior profile figure that provides support, advice and guidance for researchers in all career stages.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>Research group leaders supervise the work progress and research results of researchers.</li> <li>Research group leaders and principal investigators assume a role as supervisors of early career researchers, offering expert advice.</li> <li>Scientific seminars provide a continuous relation between researchers and supervisors.</li> <li>Senior researchers offer expert advice to emerging groups in the definition of</li> </ul>

			<p>competitive projects and the evaluation of potential collaborators.</p> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To implement a standard procedure of mentoring through a specific senior profile figure that provides support, advice and guidance for researchers in all career stages.</li> <li>• To strengthen the relationship between supervisors and researchers, assuming an active role in the supervision of the research activity in the institution.</li> </ul>
37. Supervision and managerial duties	-/+	<p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>• IRBLleida has not defined a standard procedure or coordinated plan to establish the figure of senior profiles as mentors to assume an active role in the supervision and managerial duties of researchers.</li> <li>• Currently, there is not specific training activities for mentors. The supervision and managerial duties in research groups are usually done by the research group leader.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• Generally, research group leaders and principal investigators assume the supervision and managerial duties of researchers.</li> <li>• Senior researchers offer expert advice to emerging groups in the definition of competitive projects and the evaluation of potential collaborators.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To define a standard procedure of mentoring to regulate the activities of senior research profiles in the supervision and managerial duties of researchers.</li> <li>• To support the supervision and managerial duties of research leaders through the overseeing of the Scientific and Management Direction.</li> <li>• To promote the tutored and individualized coaching program for emerging groups.</li> </ul>
38. Continuing Professional Development	+/-	Legislation and regulation:	Initiatives undertaken:

		<ul style="list-style-type: none"> <li>Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>The continuing professional development of researchers sometimes depends on initiatives from group leaders and on the availability of funds in the group.</li> <li>It is perceived that the Training Plan is limited in continuing training activities for researchers.</li> </ul>	<ul style="list-style-type: none"> <li>The Training Commission of IRBLleida coordinates the planification of training activities for researchers.</li> <li>The Training Plan compiles all training activities for continuing professional development of researchers.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To define a continuing professional development strategy for researchers at all stages of their career.</li> </ul>
39. Access to research training and continuous development	-/+	<p>Legislation and regulation:</p> <ul style="list-style-type: none"> <li>Royal Decree 2/2015, of 23 October, approving the Consolidated text of the Act of the Statute of the Workers.</li> </ul> <p>Actual “gap”:</p> <ul style="list-style-type: none"> <li>The access to research training and continuous professional development of researchers sometimes depends on initiatives from group leaders and on the availability of funds in the group.</li> <li>It is perceived that the Training Plan is limited in continuing training activities for researchers.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>IRBLleida has a Training Plan to promote the development and continued training of professionals based on their needs.</li> <li>The Training Commission of IRBLleida coordinates the planification of training activities through the suggestions and detected needs of researchers.</li> <li>Annually, the Training Plan compiles all training activities for continuing professional development of researchers.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>To define a professional development strategy for researchers to promote the continued training and professional growth at all stages of their career.</li> <li>To increase the offer of continuing training activities among researchers with the support of the Training Commission.</li> <li>To monitor the training activities annually and the quality perceived by researchers.</li> </ul>

40. Supervision	+/-	<p>Actual "gap":</p> <ul style="list-style-type: none"> <li>• IRBLleida has not defined a standard procedure or coordinated plan to establish the figure of senior profiles as supervisors and mentors of researchers at all stages of their career.</li> </ul>	<p>Initiatives undertaken:</p> <ul style="list-style-type: none"> <li>• Normally, research group leaders and principal investigators supervise the continuous development of researchers in all their career stages.</li> </ul> <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> <li>• To define a standard procedure to regulate the activities of senior research profiles in the supervision and mentoring of researchers.</li> <li>• To support the supervision and managerial duties of research leaders through the overseeing of the Scientific and Management Direction.</li> </ul>
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