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AGAUR HRS4R

Human Resources Strategy for Researchers Report on HR calls data 2021

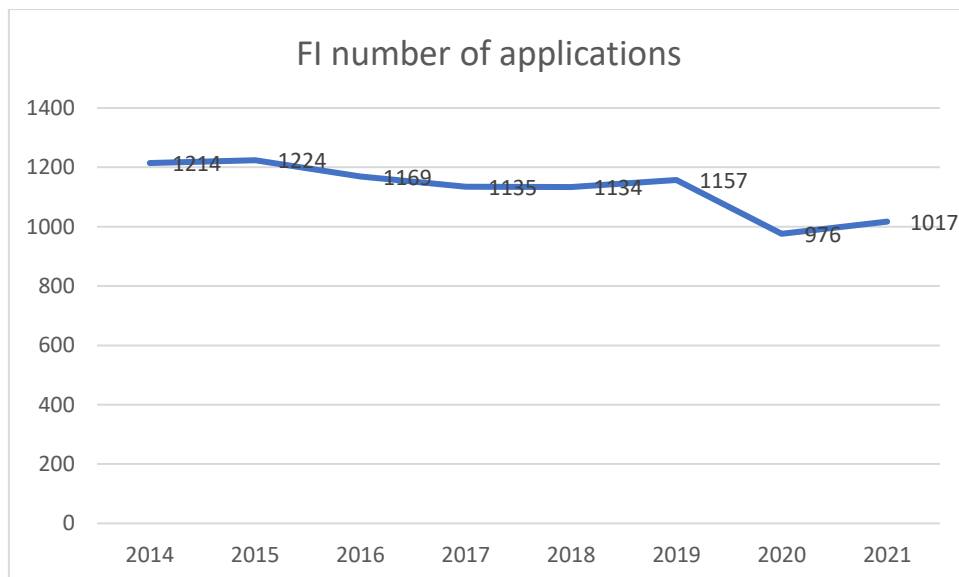
Monitoring data on AGAUR HR calls

This report includes a set of indicators for monitoring the different HR calls which AGAUR runs. The data cover the result of the HR talent attraction program management, and results of the grants awarded by origin and gender of the beneficiaries up to year 2021.

- a) Predoctoral program - FI grants: 264 grants / year
- b) Predoctoral program to support University departments and research units - FI-SDUR: 97 / year
- b) Industrial Doctorates Program – DI: 113 grants / year
- c) Beatriu de Pinós postdoctoral program – BP: 60 grants / year

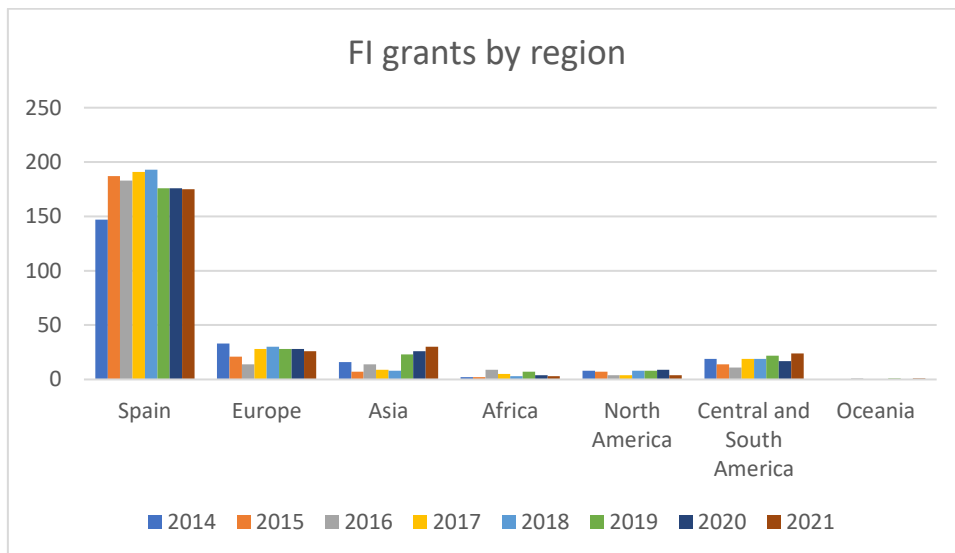
a) FI Predoctoral program

a.1) Evolution of the number of FI applications



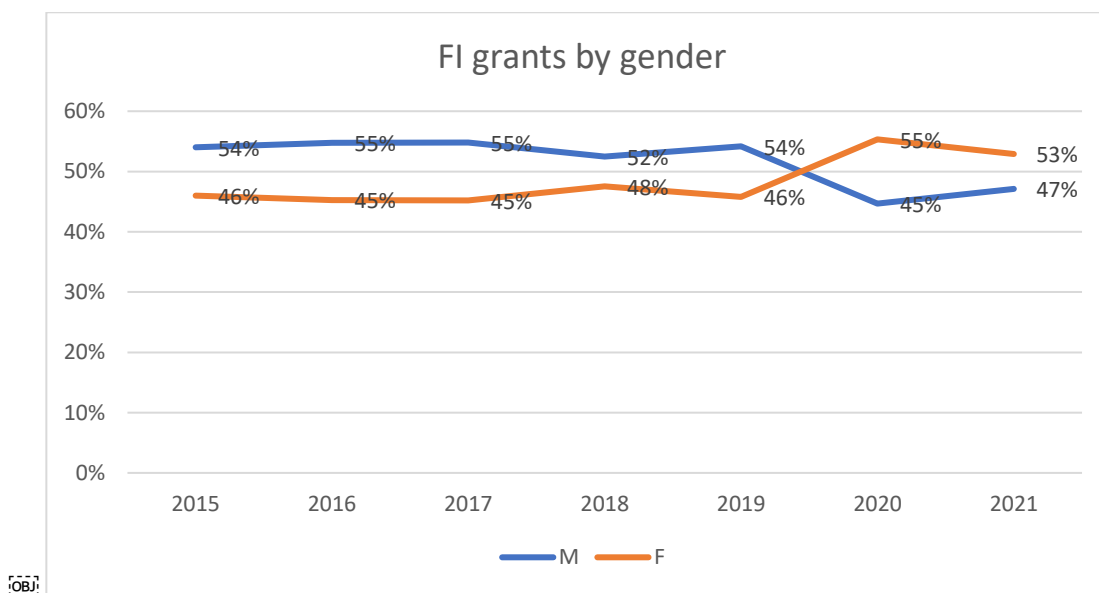
The figures indicate that the number of applications remains stable until the 2020 call, which shows a decrease of 16% over the average of previous calls. In 2021 there is a 4% increase in the number of applications.

a.2) FIs by region of origin



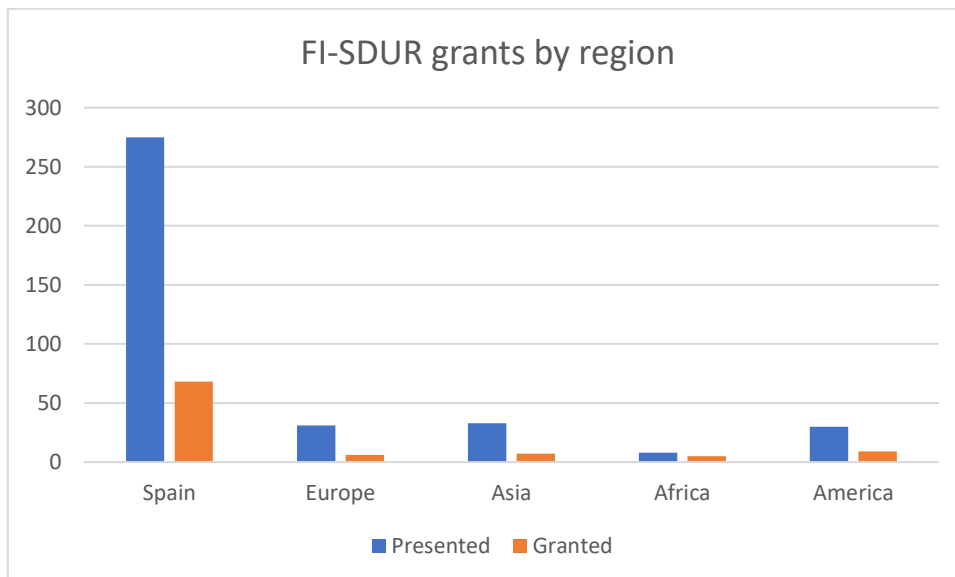
The figures show a 10% decrease in the number of applications from the rest of Spain from 2019, which is offset by a slight increase in those of Asian and Central and South American origin. However, the non-Spanish participation figures are too small to show statistically significant variations.

a.3) FI granted by gender

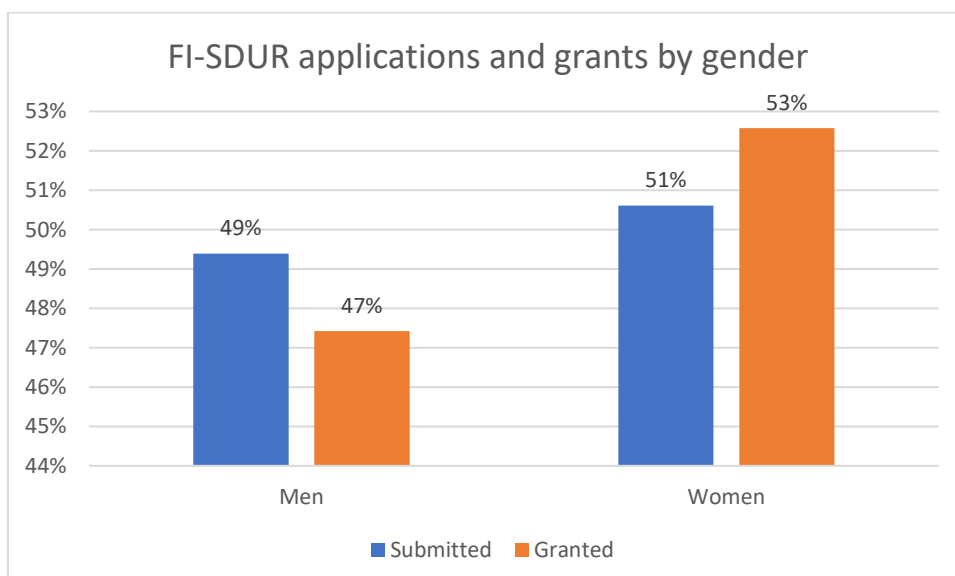


The number of women is higher than men for first time in 2020, reaching 55%. In 2021 the trend shows a slight decrease but is not reversed.

b) FI SDUR



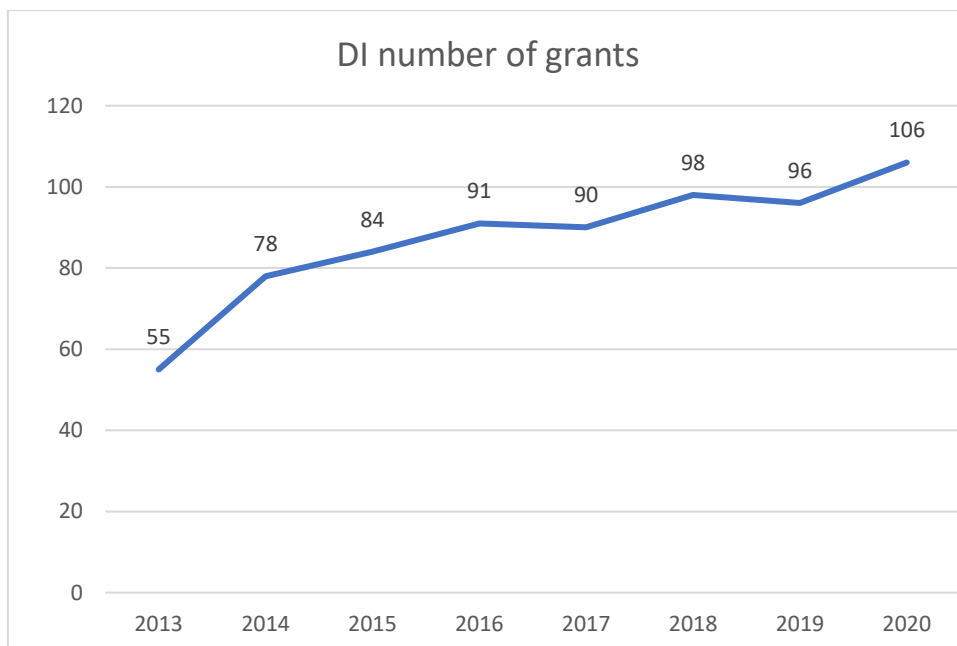
This call was launched in 2020. In this first set of data we see that the distribution is parallel to the FI grant, where most applicants come from Spain. Asian applicants and grantees outnumber the European ones which is a major shift from other AGAUR's calls.



Women are the majority in both metrics, and they have a greater success rate which leads to a 53% participation of the granted fellowships. (The call is still under assessment).

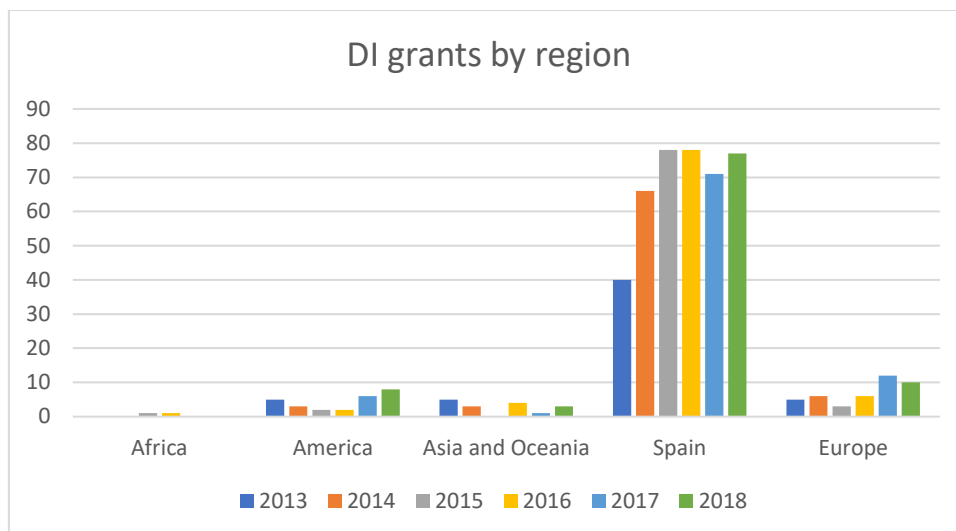
b) Industrial Doctorates Program (DI)

b.1) Evolution of DI applications



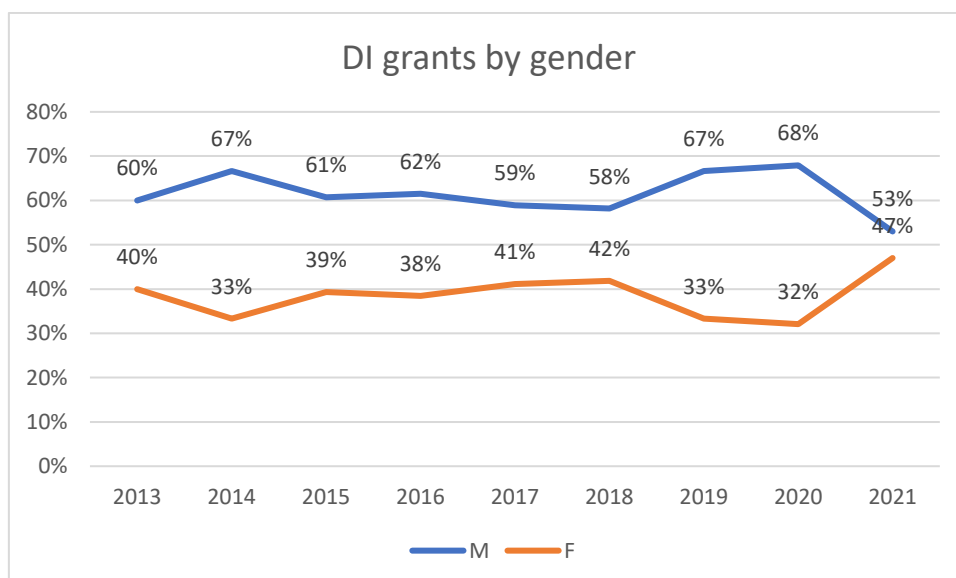
The number of grants awarded has a steep increase in year-over-year figures and shows both, the increased interest from the ecosystem for this program and the policy commitment in investing more resources to cover the demand.

b.2) DIs by region of origin



There is a trend towards an increase in Spanish and European candidates from 2016 onwards. While there has also been a slight increase in Asia and Oceania and Europe in the last call for 2020, which may be due to the increase of the number of grants. The Spanish participation increase is in line with the number of grants, which can be a sign of the limited number of fellowships in the Spanish State.

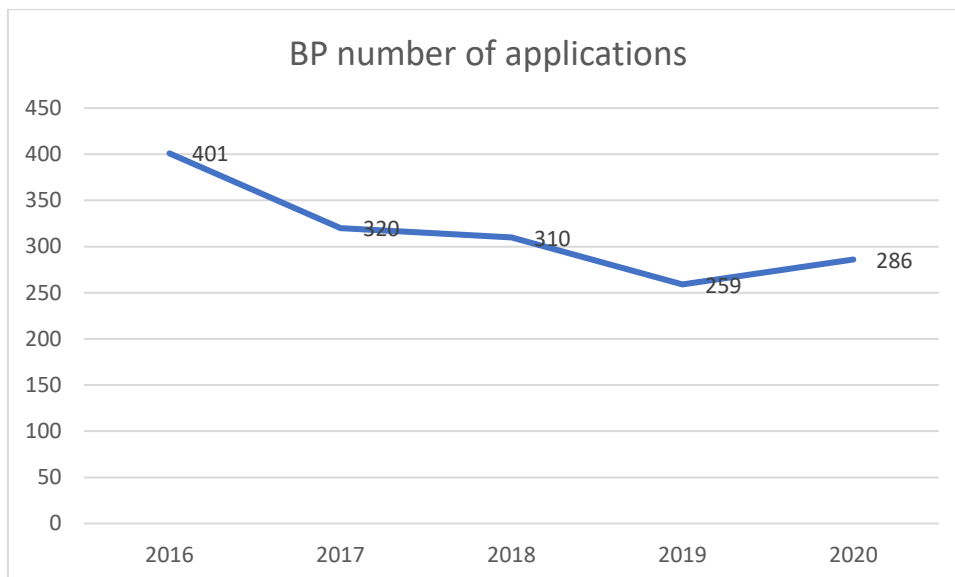
b.3) DIs granted by gender



The figures indicate that the total number of industrial doctoral students awarded to women has been growing until 2018, going from 33% in 2014 to 42% in 2018, although they had fallen by 10 points in recent years, coinciding with an increase in the number of grants, but recovering its path in the last call.

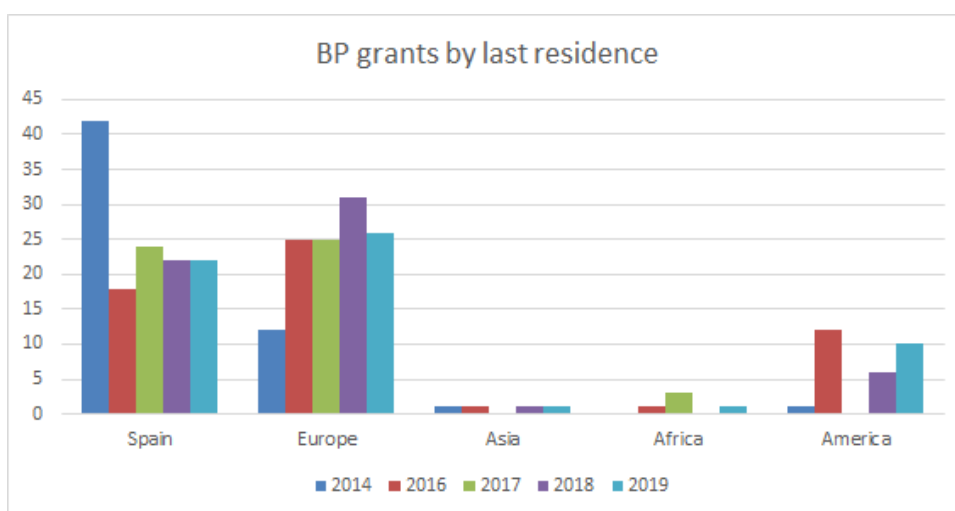
c) Beatriu de Pinós (BP) postdoctoral program

c.1) Evolution of BP applications



The figure shows a drop in applications by 35.4% since 2016, which has been currently reversed and shows an improvement trend in 2020.

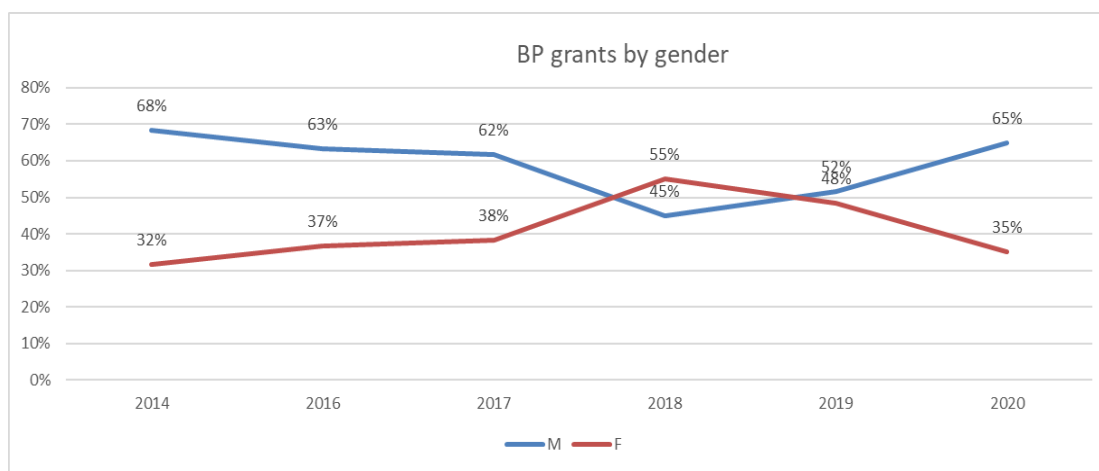
c.2) BPs granted by last residence



The graph considers the last place of residence of the BPs granted. This data is relevant to link the country where they come from, rather than the country where the university or doctoral studies were carried out. Considering that many of the

beneficiaries are not in their first postdoctoral program, the country of residence is the most explanatory variable to indicate the mobility attractiveness of this grant. We can see there is an increase in the internationalization of the program, especially with a peak in the 2018 call from those coming from the rest of Europe and in 2016 and 2019 from those coming from America.

c.3) BPs grants by gender



The figure shows that the number of BP grants awarded to women increased significantly and peaked in 2018 at 55%, whereas they show a sharp decline to a 35% in the last call (2020).