

AGAUR HRS4R - Action plan 2023-2025

The European seal 'HR Excellence in Research' is a recognition of AGAUR's commitment to continuous improvement towards creating a favourable environment for all researchers granted through its funding programmes and increasing the transparency of their working conditions.

The 2021 external audit praised AGAUR's intelligent use of the European HRS4R strategy, together with its professionalism, acting as an external tractor to improve the situation of all academic and research institutions that want to obtain grants. They highlighted AGAUR's excellence, constantly improving its performance, as an excellent example for other similar institutions.

Support and training for the professional development of researchers is the most vital point of this strategy. In this sense, AGAUR offers high standards of doctoral and post-doctoral training, with a wide range of offers, both through mandatory sessions and in transversal skills training workshops.

This strategy allows AGAUR to critically analyze the actions carried out and plan future ones based on the lessons learned and external factors. We were advised to involve more and periodically the research staff in our initiatives programs and gather feedback from academics, institutions and companies while offering permanent guidance to researchers in their project activities.

This Action plan considers the principles identified in the new 'Charter for Researchers' approved by the EU Member States on December 8, 2023. Therefore, the actions to be delivered emphasize Ethics and professional aspects, including gender equality, diversity, evaluation, recruitment and professional progression; promoting Open Science and Citizen Science practices; and favouring Career and professional development measures, where wellbeing and mentoring practices are promoted.

This European accreditation implies a commitment from AGAUR, which is introduced in all HR call texts as follows;

Article 25 Beneficiaries' commitments to the human resources strategy of the European Union

AGAUR is committed to the European measures of the HRS4R, while promoting that the beneficiary entities of the grant guarantee excellence in research, an attractive institutional environment, and a framework of actions to support the professional development of the researchers towards:

- Interdisciplinary research options.
- The creation of networks and international relations.
- Compliance with measures of the European HRS4R strategy of the institution.
- Guarantee open, transparent, and merit-based recruitment measures (open, transparent and merit-based recruitment, or OTM-R).
- Promote responsible and innovative research (RRI) and open access to publications and data management policies.
- Foster transferable skills, such as:
 - a) Intercultural and transferable skills, such as leadership, research management and entrepreneurship.
 - b) Training that allows access to industry and other employment sectors.
 - c) Provide senior researchers (R3 and R4) with tools to train researchers in the first stages of training (R1 and R2).

The proposed actions have been developed based on the strategy of AGAUR on considering the RRI principles and the researcher's support needs appointed by its staff involved in the calls management in a participatory meeting held in March 2023.

Proposed ACTIONS	Principles of C&C	Timeline	Responsible Unit	Indicators
Ethics and professional aspects				
Elaborating a Code of ethics and conduct	2,3, 4, 5, 6, 7, 9	2T 2024	Legal Area + Ethics WG	Approval and publication April 2024
Establishing anti-fraud measures	2,3, 4, 5, 6, 7	1T 2024	Legal Area + Ethics WG	Approval of the anti-fraud Plan by the Management Board
Supporting ethical issues for grants' management	2,3, 4, 5, 6, 7, 9, 15	3T 2024	Legal Area + Ethics WG	Create an ethics committee
Establishing an internal alert system	2,3, 4, 5, 6, 7	4T 2024	Legal Area + Ethics WG	Protocol approval and publication
Incorporating HRS4R issues in justification forms, site visits or ex-post control systems	2,3, 4, 5, 6, 7	1T2024	Research Area + Knowledge Transfer Area + Universities Area + International Area	Consolidate a HR internal Working Group % satisfaction in HRS4R questions
Raising awareness on non-discrimination and gender to grant managers	23, 24, 27, 28, 34, 36, 37, 40	4T 2024	Gender WG	Gender guideline for grants management implementing the DREU Strategy Annual report on the evolution of gender indicators
Promoting Open Science (OS) commitment on calls for proposals and evaluation	23, 24, 27, 28, 34, 36, 37, 40	4T 2024	Open Science WG	OS Guideline for grants management implementing the DREU Strategy
Professional Development				
Favouring transversal training for HR grants' beneficiaries	38, 39	1T 2024	Research Area + Knowledge Transfer Area + International Area	Report on transversal trainings funded or promoted by AGAUR/ BP fellow's Interests Report

Supporting aspects of well-being for university and research staff	18,28,29,30,38	3T 2023	Universities Area	Call for grants to promote and improve emotional well-being and mental health in the university and research system of Catalonia / alignment with HRS4R
Promoting opportunities for beneficiaries according to needs (mentoring/entrepreneurship)	18,28,29,30,38	3T 2024	Research Area + Knowledge Transfer Area + International Area	Setting new communication channels with beneficiaries. Number of impacts (number of newsletters x receptors)
Improving project management skills	18,28,29,30,38	1T 2024	Àrea internacional (EURAXESSCat officer)	Impact guide published on the web Euraxess Hubs proposal Beyond Academia
Disseminating of HR calls in social media	14, 15, 22	2T 2023	Organization Area + International Area	A tweet + linkedin article per call
Accountability of AGAUR HR funding programmes	2, 8, 9	4T 2023	International Area	Annual publication of AGAUR's impact on the ODS on the web
Cordinating HRS4R Professional Development External Working Group	All principles	2T 2023	International Area (EURAXESSCat officer)	2 meetings per year (best practices & knowledge sharing between host institutions - HI) Participation in the EURAXESS/ODISEA Spain working group
Supporting the reception of international talent	22,23,24,25,26, 29	2T 2024	International Area + Reserch Area (EURAXESSCat officer)	2 Annual support meetings on foreign affairseption and networking sessions (BP, DIs) + Euraxess Euroregion reception offices meeting