

AGAUR Action plan 2017-2019

Working conditions

<i>Title action</i>	<i>GAP principle</i>	<i>Timing</i>	<i>Responsible Unit</i>	<i>Indicator(s) / Target</i>
Strengthening postdocs conditions	24, 26	2018	Management Unit	A year extension for the postdoctoral call.
Monitoring host institutions	12, 24,40	Continuous	Management Unit	Site-visits to HI and fellows interviews.
Monitoring fellows	30,32,33, 24,35, 39, 40	Continuous	Management Unit	Progress reports check. Website for postdocs. Newsletters for fellows. Monitoring survey qualitative & quantitative information.

Recruitment

<i>Title action</i>	<i>GAP principle</i>	<i>Timing</i>	<i>Responsible Unit</i>	<i>Indicator(s) / Target</i>
Funding conditions	12, 22, 23, 24	2018	Assessment Unit	Recognizing the HRS4R as a positive assessment criterion in doctoral grants.
Granting conditions	25,28,39	2019	Management Unit	Considering Career Development Plans as a requirement in postdoctoral grants.
Guarantee OTM-R	10,11, 12, 24, 26, 27, 28, 29, 31, 32, 34, 35	2018	Management and assessment Unit	Alignment of Call-specific text rights and obligations for institutions and assessment procedures.

Career development

<i>Title action</i>	<i>GAP principle</i>	<i>Timing</i>	<i>Responsible Unit</i>	<i>Indicator(s) / Target</i>
Professional development	28,29,39	2019	International Unit	Develop career development tools to support Catalan institutions Extending training allowances
Sharing best practices in HR	23, 24, 28, 39	Continuous	International Unit	Experiences and recommendations in HR management
Advice	30,39, 40	2018	International Unit & Grant Management	Welcome session, welcome package for grantees and a focus- groups with post-docs.

Principles for funders:

10. Non-discrimination; 11. Evaluation/ appraisal systems; 12. Recruitment
22. Recognition of the profession; 23. Research environment; 24. Working conditions
25. Stability and permanence of employment; 26. Funding and salaries
27. Gender balance; 28. Career development; 29. Value of mobility; 30. Access to career advice; 31. Intellectual Property Rights
32. Co-authorship; 33. Teaching; 34. Complaints/ appeals; 35. Participation in decision-making bodies.
39. Access to research training and continuous development () 40. Supervision