



**IDI
BELL**

Bellvitge Biomedical
Research Institute



HR EXCELLENCE IN RESEARCH



Human Resources Strategy for Researchers

IDIBELL HRS4R Action Plan 2018 – 2022 Annexes

April 2020

Annex 1. Consolidation of the HRS4R Monitoring Committee

| Role | Name | Sex |
|---|-----------------------|-----|
| HUB representative member | Antoni Riera | M |
| UB representative member | Ruth Rodriguez | F |
| ICO representative member | Marisa Martinez | F |
| Senior PI | Isabel Fabregat | F |
| Senior PI | Carles Soriano | M |
| Junior PI | Xavier Altafaj | M |
| Postdoctoral researcher | - | - |
| PhD student / Predoctoral researcher | Francesca Favaro | F |
| Laboratory technician | Antonia Gaona | F |
| Staff technician - IDIBELL Core Facilities | Silvia Barceló | F |
| IDIBELL Human Resources representative | Magda Martí | F |
| Work council member | Josep Gardenyes | M |
| Equality commission member | Beatriz Pinilla | F |
| Administrative staff member | Milagro González | F |
| IDIBELL Directorate representative | Marina Rigau | F |
| IDIBELL Scientific Directorate representative | Raül Delgado-Morales | M |
| HRS4R Officer | Lidia Garcia-Campmany | F |

ICO: Catalan Institute of Oncology; IDIBELL: Bellvitge Biomedical Research Institution; HUB: Bellvitge University Hospital; UB: University of Barcelona.

Annex 2. Survey Participation in 2014

| Age | % | Professional group | % |
|---|-------|-------------------------------|-------|
| 20 - 25 | 5.15 | R1 | 19.59 |
| 26 - 35 | 42.78 | R2 | 9.79 |
| 36 - 45 | 29.90 | R3/R4 | 21.65 |
| 46 - 55 | 15.46 | Research support - Technical | 25.77 |
| >55 | 6.70 | Management staff | 23.20 |
| Years of experience (after PhD) | % | Years of experience (non PhD) | % |
| <2 years | 5.15 | <2 years | 4.64 |
| <5 years | 4.64 | <5 years | 20.62 |
| <10 years | 3.61 | <10 years | 10.82 |
| >10 years | 21.65 | >10 years | 11.86 |
| NA | 64.95 | NA | 52.06 |
| Sex | % | Contractual status | % |
| Male | 39.18 | Hired by IDIBELL | 80.41 |
| Female | 60.82 | Not employed by IDIBELL | 19.59 |
| Contract duration | % | Type of contract | % |
| Indefinite | 53.09 | Full-time | 90.72 |
| Fix-term | 43.30 | Part-time | 5.15 |
| NA | 3.61 | NA | 4.12 |
| IDIBELL research area | % | | |
| Cancer and Human Molecular Genetics | 28.35 | | |
| Neuroscience | 14.43 | | |
| Infectious Pathology and Transplants | 4.64 | | |
| Growth Factors, Hormones and Diabetes | 1.03 | | |
| Inflammatory, Chronic and Degenerative Diseases | 1.03 | | |
| Cancer Epigenetics and Biology | 13.40 | | |
| Management and research support | 27.84 | | |
| NA | 9.28 | | |

In 2014, an online open survey was designed based on the template provided by the EU Commission on the 40 principles of the EU Charter & Code

Responses from 194 respondents were collected, accounting for **18.5% of all IDIBELL affiliates**. Percentage refers to total no. of respondents. Data adapted from the IDIBELL HRS4R Action Plan 2015–2018 annex.

Annex 3. Survey Participation in 2019

| Age | % | Professional group | % |
|---------------------------------|-------|-------------------------------|-------|
| 20 - 25 | 9.49 | R1 | 21.52 |
| 26 - 35 | 34.81 | R2 | 14.56 |
| 36 - 45 | 32.91 | R3 | 15.19 |
| 46 - 55 | 13.92 | R4 | 10.13 |
| >55 | 8.86 | Research support - Technical | 21.52 |
| | | Management staff | 17.09 |
| Years of experience (after PhD) | % | Years of experience (non PhD) | % |
| <2 years | 11.54 | <2 years | 22.50 |
| <5 years | 11.54 | <5 years | 41.25 |
| <10 years | 19.23 | <10 years | 20.00 |
| >10 years | 57.69 | >10 years | 13.75 |
| NA | | NA | |
| Sex | % | Contractual status | % |
| Male | 39.87 | Hired by IDIBELL | 68.99 |
| Female | 60.13 | Not employed by IDIBELL | 31.04 |
| Contract duration | % | Type of contract | % |
| Indefinite | 20.89 | Full-time | 65.82 |
| Fix-term | 52.53 | Part-time | 8.23 |
| NA | 26.58 | NA | 25.95 |

| IDIBELL research area | Program | % |
|---------------------------------|---|-------|
| Cancer | Molecular Mechanisms and Experimental Therapy (Oncobell) | 31.01 |
| | Epidemiology, Public Health, Cancer Prevention, and Palliative Care | 8.23 |
| Neuroscience | Neuroscience | 6.96 |
| | Infectious Diseases and Transplantation | 5.70 |
| | Diabetes and Metabolism | 1.90 |
| Translational medicine | Cardiovascular, Respiratory, Systemic and Cellular Aging Diseases | 1.90 |
| | Digestive System, Diagnostics, Pharmacogenetics, Care Support and Clinical Prevention | 0.63 |
| | Genes, Disease and Therapy | 6.96 |
| Not linked to any IDIBELL Group | | 7.59 |
| Scientific Core Facilities | | 4.43 |
| Management | | 17.09 |
| NA | | 7.59 |

The same survey based on the template provided by the EU Commission on the 40 principles of the EU Charter & Code was launched in 2019 to learn about the level of knowledge and satisfaction of the HRS4R Action Plan implementation

Responses from 158 respondents were collected accounting for **8.93% of all IDIBELL affiliates** (i.e., 1770 active people registered on 30 September 2019). Percentage refers to total no. of respondents.

Annex 4. Results from the 2014 Survey

| Question | Average | R1 | R2 | R3/R4 | Research support | Management staff | |
|--|---------|------|------|-------|------------------|------------------|--|
| I am familiar with and comprehend the legal regulations and ethical principles related to my area of work | 3.72 | 3.37 | 3.87 | 4.17 | 3.78 | 3.42 | |
| I believe that the dissemination and exploitation of research results are relevant tasks in a research career | 4.51 | 4.41 | 4.56 | 4.74 | 4.48 | 4.35 | |
| I know about the dissemination and exploitation of research results activities carried out by IDIBELL | 2.91 | 2.73 | 3.29 | 3.56 | 2.73 | 2.43 | |
| I believe that in IDIBELL there is no discrimination on the grounds of: | | | | | | | |
| Gender | 4.02 | 3.91 | 4.28 | 4.28 | 4.01 | 3.76 | |
| Age | 3.77 | 3.52 | 3.92 | 3.98 | 3.75 | 3.72 | |
| Ethnic group | 4.32 | 4.17 | 4.47 | 4.64 | 4.17 | 4.25 | |
| National or social origin | 4.18 | 4.09 | 4.14 | 4.49 | 4.00 | 4.16 | |
| I believe that the existence of an evaluation and appraisal system is important in order to allow for the assessment of professional performance in a regular basis and in a transparent manner by an independent committee in the context of professional progression | 4.38 | 4.07 | 4.69 | 4.70 | 4.31 | 4.30 | |
| I am familiar with the evaluation and appraisal system for the assessment of professional performance in IDIBELL | 1.61 | 1.67 | 1.56 | 2.17 | 1.51 | 1.12 | |
| I am familiar with the structure of the professional career in IDIBELL | 1.52 | 1.62 | 1.27 | 2.19 | 1.27 | 1.18 | |
| I believe that IDIBELL provides an adequate work environment for allowing a satisfactory development of the professional career | 1.81 | 2.45 | 2.00 | 1.79 | 1.73 | 1.25 | |
| I feel suitably represented by the following consultation and decision-making bodies in IDIBELL: | | | | | | | |
| Board of trustees | 1.80 | 2.30 | 1.88 | 1.62 | 1.64 | 1.70 | |
| Executive committee | 1.90 | 2.14 | 1.80 | 1.88 | 1.85 | 1.83 | |
| Internal science committee | 2.12 | 2.28 | 1.94 | 2.44 | 1.85 | 1.92 | |
| Scientific advisory board | 1.95 | 2.04 | 1.72 | 2.33 | 1.68 | 1.76 | |
| I believe that it is important that IDIBELL provides me with training in health and safety within my professional area | 4.05 | 4.09 | 4.32 | 3.93 | 4.35 | 3.67 | |
| I believe that IDIBELL ensures adequate work conditions regarding health and safety regulations for its personnel | 3.47 | 3.28 | 3.71 | 3.83 | 3.40 | 3.28 | |
| The facilities and infrastructures provided are adequate to perform my professional duties | 2.86 | 2.95 | 2.79 | 2.87 | 2.67 | 3.00 | |
| I believe that IDIBELL provides me with enough work flexibility regarding: | | | | | | | |
| Work schedule and/or work and family balance | 3.59 | 3.45 | 3.53 | 4.02 | 3.63 | 3.41 | |
| Teleworking | 2.70 | 3.13 | 2.73 | 3.44 | 2.47 | 1.85 | |
| Part-time working | 2.93 | 2.68 | 2.43 | 3.40 | 3.27 | 2.61 | |
| Sabbatical leave | 2.48 | 2.55 | 1.63 | 3.30 | 2.00 | 2.30 | |
| Choice and compliance of holidays and leave hours | 3.53 | 3.36 | 3.33 | 4.12 | 3.42 | 3.47 | |
| I believe that my work load is reasonable and adjusted to my working hours | 2.96 | 2.95 | 3.20 | 2.94 | 3.08 | 2.77 | |
| I believe that I receive an adequate salary for my work | 2.06 | 1.95 | 2.17 | 2.33 | 1.84 | 2.15 | |
| I consider important the existence of a Training Plan adapted to each stage of my professional career | 4.20 | 4.27 | 4.44 | 3.99 | 4.15 | 4.30 | |
| I am familiar with the IDIBELL Training Plan and how it applies to each stage of my professional career | 1.49 | 1.45 | 1.19 | 1.85 | 1.32 | 1.53 | |
| I believe that IDIBELL adequately promotes, facilitates and values staff mobility, defined as the professional experience acquired in different centers and especially countries from one's own | 2.20 | 2.58 | 2.38 | 2.18 | 1.98 | 1.83 | |
| I believe that training in transversal and transferable skills is important for my professional development | 4.06 | 4.30 | 4.61 | 3.90 | 4.00 | 3.74 | |
| I believe that specialization training in my (research) subject area is important for my professional development | 4.33 | 4.34 | 4.58 | 4.13 | 4.42 | 4.30 | |
| I am satisfied with the training that IDIBELL provides me with | 1.87 | 2.40 | 2.03 | 1.73 | 1.65 | 1.74 | |
| I am familiar with the intellectual property policies and authorship rights in IDIBELL | 2.14 | 2.12 | 2.03 | 2.51 | 2.10 | 1.76 | |
| I believe that my intellectual property and authorship rights are adequately protected | 3.07 | 2.94 | 2.90 | 3.18 | 3.35 | 2.50 | |
| I am familiar with the suggestions and appeals system in IDIBELL | 2.73 | 2.38 | 2.16 | 2.83 | 2.73 | 3.18 | |
| I believe the suggestions and appeals system in IDIBELL is adequate | 2.56 | 2.67 | 2.78 | 2.69 | 2.27 | 2.62 | |
| I believe that the recruitment procedures in IDIBELL are transparent and fair | 2.06 | 1.99 | 2.31 | 2.20 | 1.93 | 2.03 | |
| I believe that the work environment in IDIBELL favors a good work performance | 2.61 | 3.18 | 2.61 | 2.33 | 2.60 | 2.39 | |
| I believe that my professional work is well recognized and valued in IDIBELL | 2.26 | 2.78 | 2.50 | 2.15 | 1.99 | 2.12 | |
| I believe that my professional status is in line with my training and professional experience | 2.73 | 3.59 | 3.19 | 3.23 | 2.09 | 2.10 | |
| I believe that the communication channels between the decision-making bodies and the staff work properly in IDIBELL | 1.83 | 2.08 | 1.57 | 1.74 | 1.88 | 1.74 | |

Values have been modified to match the likert scale from the survey in 2019: (1) Strongly disagree; (2) Disagree; (3) Neither agree nor disagree; (4) Agree; (5) Strongly agree. Data adapted from the IDIBELL HRS4R Action Plan 2015–2018 annex.

Annex 5. Results from the 2019 Survey

| Question | Average | R1 | R2 | R3 | R4 | Research support | Management staff |
|--|---------|------|------|------|------|------------------|------------------|
| I am familiar with and comprehend the legal regulations and ethical principles related to my area of work | 3.88 | 3.62 | 3.74 | 4.08 | 4.31 | 3.76 | 4.04 |
| I believe that the dissemination and exploitation of research results are relevant tasks in a research career | 4.59 | 4.47 | 4.78 | 4.42 | 4.75 | 4.62 | 4.63 |
| I know about the dissemination and exploitation of research results activities carried out by IDIBELL | 3.54 | 3.44 | 3.39 | 3.58 | 4.00 | 3.18 | 3.96 |
| I believe that in IDIBELL there is no discrimination on the grounds of: | | | | | | | |
| Gender | 3.94 | 3.91 | 3.52 | 3.88 | 4.69 | 3.88 | 4.04 |
| Age | 3.91 | 3.79 | 3.87 | 3.92 | 4.50 | 3.74 | 3.93 |
| Ethnic group | 4.12 | 3.82 | 3.96 | 4.33 | 4.81 | 4.00 | 4.19 |
| National or social origin | 4.01 | 3.74 | 3.65 | 4.13 | 4.81 | 3.97 | 4.15 |
| I believe that the existence of an evaluation and appraisal system is important in order to allow for the assessment of professional performance in a regular basis and in a transparent manner by an independent committee in the context of professional progression | 4.26 | 4.09 | 4.00 | 4.33 | 4.56 | 4.29 | 4.41 |
| I am familiar with the evaluation and appraisal system for the assessment of professional performance in IDIBELL | 2.63 | 2.41 | 2.17 | 3.04 | 3.50 | 2.24 | 2.89 |
| I am familiar with the structure of the professional career in IDIBELL | 2.67 | 2.56 | 2.17 | 2.88 | 3.81 | 2.26 | 2.89 |
| I believe that IDIBELL provides an adequate work environment for allowing a satisfactory development of the professional career | 2.91 | 2.85 | 2.78 | 3.08 | 3.38 | 2.68 | 2.93 |
| I feel suitably represented by the following consultation and decision-making bodies in IDIBELL: | | | | | | | |
| Board of trustees | 2.87 | 2.94 | 2.57 | 3.08 | 3.13 | 2.65 | 3.00 |
| Executive committee | 2.93 | 2.91 | 2.61 | 3.13 | 3.19 | 2.62 | 3.30 |
| Internal science committee | 2.99 | 3.03 | 2.65 | 3.21 | 3.50 | 2.68 | 3.11 |
| Scientific advisory board | 2.97 | 3.00 | 2.65 | 3.29 | 3.25 | 2.68 | 3.11 |
| I believe that it is important that IDIBELL provides me with training in health and safety within my professional area | 4.42 | 4.38 | 4.61 | 4.33 | 4.38 | 4.42 | 4.52 |
| I believe that IDIBELL ensures adequate work conditions regarding health and safety regulations for its personnel | 3.61 | 3.12 | 3.52 | 4.17 | 3.94 | 3.44 | 3.81 |
| The facilities and infrastructures provided are adequate to perform my professional duties | 3.21 | 3.00 | 3.09 | 3.63 | 3.63 | 3.03 | 3.19 |
| I believe that IDIBELL provides me with enough work flexibility regarding: | | | | | | | |
| Work schedule and/or work and family balance | 3.83 | 3.64 | 3.95 | 4.11 | 4.21 | 3.73 | 3.73 |
| Teleworking | 3.09 | 3.12 | 3.44 | 3.61 | 3.86 | 2.76 | 2.46 |
| Part-time working | 3.21 | 3.15 | 3.17 | 3.17 | 3.69 | 3.30 | 2.96 |
| Sabbatical leave | 3.14 | 3.13 | 3.00 | 3.33 | 3.69 | 3.06 | 2.92 |
| Choice and compliance of holidays and leave hours | 4.07 | 3.88 | 4.17 | 4.17 | 4.15 | 3.97 | 4.27 |
| I believe that my work load is reasonable and adjusted to my working hours | 3.3 | 3.24 | 3.39 | 3.25 | 3.81 | 3.15 | 3.26 |
| I believe that I receive an adequate salary for my work | 2.53 | 1.85 | 2.65 | 2.88 | 3.31 | 2.35 | 2.70 |
| I consider important the existence of a Training Plan adapted to each stage of my professional career | 4.33 | 4.41 | 4.35 | 4.42 | 4.25 | 4.18 | 4.37 |
| I am familiar with the IDIBELL Training Plan and how it applies to each stage of my professional career | 2.51 | 2.21 | 2.43 | 2.63 | 3.13 | 2.32 | 2.74 |
| I believe that IDIBELL adequately promotes, facilitates and values staff mobility, defined as the professional experience acquired in different centers and especially countries from one's own | 2.86 | 2.82 | 2.83 | 3.00 | 3.31 | 2.79 | 2.63 |
| I believe that training in transversal and transferable skills is important for my professional development | 4.39 | 4.56 | 4.57 | 4.21 | 4.25 | 4.18 | 4.52 |
| I believe that specialization training in my (research) subject area is important for my professional development | 4.41 | 4.59 | 4.43 | 4.29 | 4.38 | 4.44 | 4.22 |
| I am satisfied with the training that IDIBELL provides me with | 2.67 | 2.71 | 2.43 | 3.00 | 3.31 | 2.38 | 2.52 |
| I am familiar with the intellectual property policies and authorship rights in IDIBELL | 3.11 | 2.91 | 2.65 | 3.50 | 3.69 | 2.76 | 3.52 |
| I believe that my intellectual property and authorship rights are adequately protected | 3.31 | 3.21 | 3.35 | 3.50 | 4.00 | 3.00 | 3.22 |
| I am familiar with the suggestions and appeals system in IDIBELL | 2.74 | 2.56 | 2.57 | 3.00 | 3.44 | 2.56 | 2.70 |
| I believe the suggestions and appeals system in IDIBELL is adequate | 2.94 | 2.97 | 2.87 | 3.13 | 3.19 | 2.68 | 2.96 |
| I believe that the recruitment procedures in IDIBELL are transparent and fair | 3.13 | 3.21 | 2.61 | 3.25 | 3.31 | 3.15 | 3.22 |
| I believe that the work environment in IDIBELL favors a good work performance | 3.43 | 3.41 | 3.30 | 3.50 | 3.69 | 3.38 | 3.41 |
| I believe that my professional work is well recognized and valued in IDIBELL | 3.13 | 3.12 | 3.04 | 3.38 | 3.38 | 2.82 | 3.22 |
| I believe that my professional status is in line with my training and professional experience | 3.37 | 3.44 | 3.22 | 3.67 | 3.75 | 3.06 | 3.30 |
| I believe that the communication channels between the decision-making bodies and the staff work properly in IDIBELL | 2.67 | 2.59 | 2.57 | 2.92 | 3.13 | 2.47 | 2.63 |

(1) Strongly disagree; (2) Disagree; (3) Neither agree nor disagree; (4) Agree; (5) Strongly agree.

Annex 6. Conclusions from the 2019 Survey

02. Recruitment and selection



- Poor knowledge and suitability of the evaluation and appraisal system
- Lack of programs and initiatives to foster mobility

04. Career development & training



- Poor knowledge of the training plan and low level of training satisfaction

03. Working conditions



- Poor knowledge of the professional career structure
- The current work environment does not allow professional growth
- Poor representation on consultation and decision-making bodies
- Overall salary dissatisfaction
- Poor knowledge of the suggestions and appeals procedures and their suitability
- Poor communication between decision-making bodies and staff



Human Resources Strategy for Researchers (HRS4R)

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