

Annex 1: The Charter of Researchers and the Code of Conduct for the Recruitment of Researchers

EURAXESS: “Human Researches Strategy for Researchers”

Internal Analysis

Action Plan (June 2012, updated September 2012)



I. Ethical and professional aspects

1. Research freedom

Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Spanish Constitution Art 44. 2, Artículo 20. 1, Artículo 20. 4, Artículo 149. 15 ^º) Law 14/2011, of Science, Technology and Innovation. Law 14/2007 of Biomedical Research Organic Law 6/2001, of University	Royal Decree 375/2001 , Statutes of Instituto de Salud Carlos III	Not needed	

2. Ethical principles

Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Law 7/2007, Statute of Public Officials Law 14/2011, of Science, Technology and Innovation	ISCIII Code of Good Research Practices and Research Integrity Committee. May 2009. ISCIII Ethics Committee. April 2009 Committee for the Information Security (based in Data Protection Law)	Not needed	

3. Professional responsibility

Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Law 14/2011, of Science, Technology and Innovation	Resolution 37O/02 , on patents (based on the Royal Decree 55/2002) Resolution 28/05 , ISCIII Research Committee Committee for the Information Security (based in Data Protection Law) ISCIII Code of Good Research Practices and Research Integrity Committee . May 2009.	Not needed	

4. Professional attitude

Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Royal Decree 63/2006 Researchers at training stages Law 14/2007 of Biomedical Research Royal Decree 1716/2011 , Biobanks Royal Decree 2132/2004 , Requisites for research with human ESC Royal Decree 223/2004, Medicine Clinical Trials	ISCIII Code of Good Research Practices and Research Integrity Committee. May 2009. Resolution 8 February 2012 , Call for Human Resources contracts under Health Strategic Action (AES in Spanish) from Research National Plan	Not needed	

5. Contractual and legal obligations

Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and conditions of the contract or equivalent document.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Royal Decree 63/2006 Researchers at training stages</p> <p>Law 14/2007 of Biomedical Research</p> <p>Organic Law 6/2001, of University</p> <p>Royal Decree 1/1995, Worker Statute</p> <p>III Collective Agreement for the General National Administration.</p> <p>Law 11/86, of Patents</p> <p>Royal Decree 55/2002 of exploitation of inventions by public research institutions</p>	<p>Mandate SCO/523/2008, 27 Feb, requisites for grants for AES within the National Research Plan.</p> <p>Resolution 8 de Feb 2012 del ISCIII, Grants for AES within the National Research Plan</p> <p>Resolution 370/02, on patents (based on the Royal Decree 55/2002)</p> <p>ISCIII Code of Good Research Practices and Research Integrity Committee. May 2009.</p>	<p>Update of clauses related to the adherence to the regulation in place, regarding training, working conditions and IPR issues when entering the institution</p> <p>Review and dissemination of the ISCIII Code of Good Research Practices when researchers incorporate to ISCIII</p> <p>Establishment of informative days.</p>	<p>General Secretary- Human Resources - December 2012</p> <p>Research Dpt. (SGSAFI). Research Coordination – December 2012</p> <p>EURAXESS Committee – November 2012</p>

6. Accountability

Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees.

Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Law 38/2003, of Subsidies Law 14/2011, of Science, Technology and Innovation Law 14/2007 of Biomedical Research	ISCIII Code of Good Research Practices and Research Integrity Committee. May 2009. Resolution 8 February 2012, Call for Human Resources contracts under Health Strategic Action (AES in Spanish) from Research National Plan	Not needed	

7. Good practice in research

Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Spanish Constitution Art 40.2.</p> <p>Law 31/1995, Health Risk Prevention. Safety and Health Committee</p> <p>Law 14/2011, of Science, Technology and Innovation. Art10. Spanish Ethics Committee.</p> <p>Organic Law 15/1999, Personal Data Protection</p> <p>Law 14/2007 of Biomedical Research</p>	<p>Resolution 320/01 on Personal Protection Data</p> <p>Resolution 8 February 2012, Call for Human Resources contracts under Health Strategic Action (AES in Spanish) from Research National Plan</p> <p>ISCIII Code of Good Research Practices and Research Integrity Committee. May 2009.</p> <p>ISCIII Procedures for Development and Declaration of Rights and Obligations about Safety and Health y the work place.</p> <p>Resolution 19/05 ISCIII Biosafety Committee</p>	<p>Not needed</p>	

9. Public engagement			
<p>Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.</p>			
Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Law 14/2011, of Science, Technology and Innovation Cap III(arts.33, 34, 35 y 37)</p> <p>Law 14/2007 of Biomedical Research</p>	<p>ISCIII Code of Good Research Practices and Research Integrity Committee. May 2009.</p> <p>News dissemination through ISCIII website</p> <p>Elaboration of ISCIII Scientific annual report</p>	<p>Development of a Policy about Dissemination of Research Results to Public Society.</p> <p>ISCIII Participation in Popular science events, e.g. Science Week, Researcher Night.</p>	<p>Press Office – Q2 2013</p> <p>Press Office – Q2 2013</p>
10. Non discrimination			
<p>Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.</p>			
Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Spanish Constitution. Art 14 , Art 9.2, .Art 35.1</p> <p>Royal Decree 1/1995, Worker Statute Sec 2, Art 4.2.c), Art17. 1</p> <p>Law 7/2007, Statute of Public Officials Cap I Art14, Art 14.i</p> <p>Organic Law 3/2007, for effective equality between women and men.</p> <p>Resolution 20 May 2011, Gender Equality Plan of General Administration</p>		<p>Not needed</p>	

11. Evaluation / appraisal systems

Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Law 38/2003, of Subsidies (art. 22).</p> <p>Royal Decree 887/2006, Regulation of Law 38/2003 of Subsidies. Título I. (art.60).</p> <p>Law 7/2007, Statute of Public Officials. Cap II. Art 20.</p> <p>Law 14/2011, of Science, Technology and Innovation (art. 5, 16 y 25.5 y disp. Trans. 5^a).</p>	<p>Mandate SCO/523/2008, 27 Feb, requisites for grants for AES within the National Research Plan. (art.13).</p> <p>Labour Productivity</p>	<p>Evaluations systems will be adapted, according to foreseen period, to the new Science Law of Science, Technology and Innovation 17/2011.</p>	<p>General Secretary- Human Resources - Q4 2014 (pending on regulation development)</p>

II. Recruitment

12. Recruitment

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning at their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Law 7/2007, Statute of Public Officials. Art 61.</p> <p>Law 14/2011, of Science, Technology and Innovation Art 16, Art 25.</p> <p>III Collective Agreement for the General National Administration. Art 33.</p> <p>Royal Decree 63/2006 Researchers at training stages. Art 8.</p>	<p>Terms of the calls for contacts associated to Research Projects. 1^a, 3^a</p> <p>Mandate CIN/1661/2010, Civil Servant Selective Process for Researchers. Reserved quota provisions for disable people.</p>	<p>Not needed</p>	

13. Recruitment (Code)

Employers and/or funders should establish recruitment procedures which are open 14, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Law 7/2007, Statute of Public Officials. Tit IV CAP I Art 55.2 b), Art 61. Royal Decree 1/1995, Worker Statute Art8. 5. Art 11.1 y ss. Art 22 Organic Law 6/2001, of University Art 40 y ss. Law 14/2011, of Science, Technology and Innovation Sec 2 ^a . Art 20. III Collective Agreement for the General National Administration. Art 31.	Terms of the calls for contacts associated to Research Projects. 3 ^a : Resolution 8 February 2012, Call for Human Resources contracts under Health Strategic Action (AES in Spanish) from Research National Plan Art 21, 40,50, 59, 69, 81.	Not needed	

14. Selection (Code)

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained should be realistic.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Law 7/2007, Statute of Public Officials (art. 60);</p> <p>III Collective Agreement for the General National Administration. (art. 34);</p> <p>Law 14/2011, of Science, Technology and Innovation (art. 5.2) y (art.15);</p> <p>General regulation for Civil Servant Provision (Cap. III) (RD 364/95, 10 March)</p>	<p>Resolution 8 February 2012, Call for Human Resources contracts under Health Strategic Action (AES in Spanish) from Research National Plan. Art 7, 13, 74.</p> <p>Mandate SCO/523/2008, 27 Feb, requisites for grants for AES within the National Research Plan. Art13.</p> <p>Terms of the calls for contacts associated to Research Projects. 4^º</p>	<p>SGEFI should include in calls the need to consider gender balance in selection committees, according to the Innovation National Plan</p> <p>Establishing minimum criteria for Selection committees to include external experts for relevant positions.</p>	<p>Research Promotion and Evaluation Dpt. (SGEFI) – Q1 2013 (pending on R&D National Plan)</p> <p>General Secretary- Human Resources - Q1 2013</p>

15. Transparency (Code)

Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Law 7/2007, Statute of Public Officials TÍT IV CAP I Art 55.2 b)	Mandate CIN/1661/2010 , Civil Servant Selective Process for Researchers.	Not needed	
Law 14/2011, of Science, Technology and Innovation Art 5, 16.	Terms of the calls for contacts associated to Research Projects. 1 ^a , 3 ^a :		
Law 38/2003, of Subsidies Art 8, Art 9, Art 17, Art 23.	Mandate SCO/523/2008, 27 Feb , requisites for grants for AES within the National Research Plan. Art13.		

16. Judging merit (Code)

The selection process should take into consideration the whole range of experience 15 of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Spanish Constitution Art 44.2, Art149. 1. 15 ^a . Law 14/2011, of Science, Technology and Innovation Art 26. Law 38/2003, of Subsidies Art 23. 2 I, Art 24.3.b. Royal Decree 887/2006, Regulation of Law 38/2003, of Subsidies. Art 60. 1. Law 30/1992, Public Administration and Public Procedures. Art 54. 2	Terms of the calls for contacts associated to Research Projects. 3 ^a .2 ^o . Mandate CIN/1661/2010, Civil Servant Selective Process for Researchers. Calls for specific promotions	Not needed	

17. Variations in the chronological order of CVs (Code)

Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Law 14/2011, of Science, Technology and Innovation Tít II. Cap I. Sec II. CapII. Art 26. Royal Decree 1/1995, Worker Statute. Art11.	Terms of the calls for contacts associated to Research Projects. 3 ^a Resolution 8 February 2012, Call for Human Resources contracts under Health Strategic Action (AES in Spanish) from Research National Plan Cap II. Sec 1 ^a . Art 15. 3, 22. 1, 33. 4 , 41.c), 61.c), 71.a)	Not needed	

18. Recognition of mobility experience (Code)

Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Law 14/2007 of Biomedical Research, art.86</p> <p>Law 14/2011, of Science, Technology and Innovation. Art.16, Art 37, 3.</p> <p>Royal Decree 1/1995, Worker Statute Art12 y 15</p> <p>Organic Law 6/2001, of University Art 40 y 41, Art 76 B 2, Art 88.3.</p>	<p>Terms of the calls of Civil Servant Selective Process for Researchers. 5^a.2^o.b</p> <p>Terms of the calls for contracts associated to Research Projects. (3^a.2^o.3^o.)</p> <p>Resolution 8 February 2012, Call for Human Resources contracts under Health Strategic Action (AES in Spanish) from Research National Plan Cap II. Sec 2^a. Subsec 1^a. Art 21. Subsec 4^a. Art 48. Sec 3^a. Subsec1^a. Art 59</p> <p>Intersectoral or interdisciplinary mobility is not recognized as a valuable contribution</p>	<p>Analysis of positive discrimination to evaluate private-public and interdisciplinary mobility</p>	<p>SGEFI/ General Secretary- Human Resources – Q1 2013</p>

19. Recognition of qualifications (Code)

Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Law 14/2007 of Biomedical Research Art.10.2</p> <p>Law 55/2003, Framework Statute for personnel of National Health System. Art. 17.1</p> <p>Royal Decree 63/2006 Researchers at training stages. Art.1.2 Objeto. Art.8.2.</p> <p>Mandate CIN/2657/2008, Regulation of Evaluation of Research Activities.</p> <p>Royal Decree 778/1998, Regulation of Postgraduate Studies.</p> <p>Royal Decree 56/2005 University Postgraduate Studies</p> <p>Royal Decree 1393/2007 Regulation of Official University Studies.</p> <p>Royal Decree 1837/2008, incorporation of EU Directive 2005/36/CE regarding professional qualifications.</p> <p>Royal Decree 459/2010, Requisites for recognition of Titles of Health specialists obtained out of EU</p>	<p>Terms of the calls for contacts associated to Research Projects. 3^a</p> <p>Mandate SCO/523/2008, 27 Feb, requisites for grants for AES within the National Research Plan. Art 13.</p> <p>Resolution 8 February 2012, Call for Human Resources contracts under Health Strategic Action (AES in Spanish) from Research National Plan. Art 7, Art 13. 1. Art 26.</p>	<p>Not needed</p>	

20. Seniority (Code)

The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
	Terms of the calls for contacts associated to Research Projects. 3 ^o .1 ^o . 3 ^o	Not needed	

21. Postdoctoral appointments (Code)

Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Law 14/2011, of Science, Technology and Innovation (art.20, 21 y 22).</p> <p>Royal Decree 63/2006 Researchers at training stages. D.a.6</p>	<p>Resolution 8 February 2012, Call for Human Resources contracts under Health Strategic Action (AES in Spanish) from Research National Plan Sec. 3^a. Disp. Esp. (art. 55) Subsec. 1^a. (Art. 56)</p> <p>Mandate SCO/523/2008, 27 Feb, requisites for grants for AES within the National Research Plan. Art 3, Art 4.</p> <p>Resolution 2 March 2007, Research Stabilization Programme</p> <p>No regulation for postdoctoral appointments in ISCIII</p>	Adaptation of the HR calls to the Law of Science, Technology and Innovation 14/2011.	General Secretary-Human Resources - Q2 2013 (pending on regulation development)

III. Working conditions and social security

22. Recognition of the profession

All researchers engaged in a research career should be recognized as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Law 14/2011, of Science, Technology and Innovation Art 13, Art 14, Art 25, Art 27.		Not needed	

23. Research environment

Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Law 14/2007 of Biomedical Research. Art 88. Law 16/2003, of National Health System Cohesion and Quality. Art 51, D.a.2.2 Law 14/2011, of Science, Technology and Innovation Art14. D. Ad. 8. 2. b) and c)		Not needed	

24. Working conditions

Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, *inter alia*, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Organic Law 3/2007, for effective equality between women and men. Cap II. (Art. 44, 51 y 56)</p> <p>Law 14/2011, of Science, Technology and Innovation (art. 14.j)</p> <p>Plan to conciliate personal and professional life in the National Administration (<i>Plan Concilia</i>)</p> <p>III Collective Agreement for the General National Administration.</p>	<p>Adoption of labor and Social Security Regulation , e.g. eliminating architectural barriers.</p> <p>On-site kindergarten for employees ` children from 0-3 years.</p> <p>Annual call for Social provisions</p> <p>Flexibility of working times at certain level</p>	<p>Analysis of the employees working hours and special daily shifts.</p>	<p>General Secretary- Human Resources / SGSAFI- Research Coordination – December 2012</p>

25. Stability and permanence of employment

Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the *EU Directive on Fixed-Term Work*.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Directive 1999/70/CE regarding Framework agreement of CES, la UNICE y el CEEP about <i>Fixed-Term Work</i></p> <p>Law 14/2011, of Science, Technology and Innovation Sec II. Art 20, Art 25.</p>	<p>Resolution 2 March 2007, Research Stabilization Programme</p>	<p>Not needed</p>	

26. Funding and salaries

Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Royal Decree 63/2006 Researchers at training stages. Art 5.</p> <p>Royal Decree 1/1995, Worker Statute Art11.e) Art 26.3 Art 37.</p> <p>III Collective Agreement for the General National Administration. CAPVIII. Art 45. Art 46. Art 47. CAP XIII</p> <p>Royal Decree Law 1/1994, General Social Security Law. Art 124. CAP IV BIS.TÍT III. Art 205 y 206.</p>		Not needed	

27. Gender balance

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Spanish Constitution. Art 14.</p> <p>Organic Law 3/2007, for effective equality between women and men. Art 5 TÍT V. CAPI. Art 51. CAP II Art 52. Art 53. Art 54.</p>		Not needed	

28. Career development

Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Law 14/2011, of Science, Technology and Innovation (art.6, 12, 13, 14 y 25).</p> <p>Law 7/2007, Statute of Public Officials Cap II.</p> <p>Law 14/2007 of Biomedical Research Art.10.2</p>	<p>Resolution 8 February 2012, Call for Human Resources contracts under Health Strategic Action (AES in Spanish) from Research National Plan Sec 3^a. (art. 55) Subsec 1^a</p> <p>Predoctoral Grants (PFIS) (AES Call 2012)</p>	<p>Nomination of a Mentor by Center/Area for early-stage researchers, and function definition, such as progress assessment professional development advice (according to the advisory committee that will be created in relation with principle 35</p>	<p>Director / Research Coordination – Q2 2013</p>

29. Value of mobility

Employers and/or funders must recognize the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Law 14/2007 of Biomedical Research Art 86.1. Movilidad del personal investigador.</p> <p>Law 14/2011, of Science, Technology and Innovation Art 17.</p>	<p>Terms of the calls for contacts associated to Research Projects. 3^a.2^o.3^o</p>	<p>Not needed</p>	

30. Access to career advice

Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
		Inclusion of a link to EURAXESS Website within the ISCIII intranet. Mentor nomination (see principle 28)	Informatics Dept.- October 2012 Director / SGSAFI- Research Coordination - Q2 2013

31. Intellectual Property Rights

Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Royal Decree Law 1/1996, Intellectual Property Law (Book I. art.7 and art.10).</p> <p>Law 14/2011, of Science, Technology and Innovation (art.35).</p> <p>Law 11/86, of Patents (art.1, 2, 3, 4, 5) (Disp.Adic 1^a,2^a y Disp.T.);.</p> <p>Law 10/2002, 29 abril por adapting the Law of Patents to EU Directive related to legal protection of biotechnology inventions (art.1, 2, 3, 4).</p> <p>Law 20/2003, of Legal Protection of Industrial Design.</p> <p>Royal Decree 55/2002 of exploitation of inventions by public research institutions</p>	<p>Resolution 370/02, on patents (based on the Royal Decree 55/2002)</p>	<p>IPR Training (See principle 8)</p>	<p>SGPIIRI- OTRI – Q1 2013</p>

32. Co-authorship

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc, or to publish their own research results independently from their supervisor(s).

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
	Terms of the calls for contacts associated to Research Projects. 3 ^a .1 ^o .2 ^o	Not needed	

33. Teaching

Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Law 14/2011, of Science, Technology and Innovation Art 31.		Not needed	

34. Complains/ appeals

Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
		Possible function of the mentors (see principle 28)	Director / SGSAFI-Research Coordination – Q2 2013

35. Participation in decision-making bodies

Employers and/or funders of researchers should recognize it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Law 14/2011, of Science, Technology and Innovation (art.8, 9, 10);	Some ISCIII Research Centers have a Director Board in with representatives of at least the Research areas There are not consulting bodies with representation of the early-stage researchers	Regulation of the decision-making bodies: one of their functions will be the nomination of mentors for centers/areas of ISCIII Research Centers	Director / SGSAFI-Research Coordination – Q1 2013

IV. Training

36. Relation with supervisors

Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Royal Decree 63/2006 Researchers at training stages. (Art.7) (D.a.6 ^a)	ISCIII Code of Good Research Practices and Research Integrity Committee. B). (1.1, 1.2, 1.3, 1.4, 1.5); D). (1, 2, 3, 4, 5) Resolution 28/05 , ISCIII Research Committee ISCIII Scientific/technical Information and Evaluation System (SIECT) within ISCIII intranet	Definition of functions for the mentors mentioned in principle 28, such as supervision management.	Research Coordination – Q2 2013

37. Supervision and managerial duties Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.			
Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
	ISCIII Code of Good Research Practices and Research Integrity Committee. 1.1, 1.2. ,1.3, 1.4, 1.5	Not needed	
38. Continuing Professional Development Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.			
Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
Law 7/2007, Statute of Public Officials (art. 14.1.g); Law 14/2011, of Science, Technology and Innovation (art.14.1.k); Royal Decree 63/2006 Researchers at training stages (art. 4 and 5)	ISCIII training Aids: <ul style="list-style-type: none"> • ISCIII Training Plan • ISCIII Training Actions Grants for Extension of studies (BAE) (AES 2012).	Increase of Specific Training Aids	General Secretary - Q4 2012
39. Access to research training and continuous development Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take up and effectiveness in improving competencies, skills and employability.			
Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who

<p>Law 14/2011, of Science, Technology and Innovation (art.14.1.k).</p> <p>Royal Decree 63/2006 Researchers at training stages (art. 4 and 5).</p> <p>Law 7/2007, Statute of Public Officials (art. 14.1.g).</p>	<p>ISCIII Annual Training Plan, Training Activity o National School Public Health, Training Activity of National School of Work Medicine</p> <p>Scientific Fora, Congresses and Seminars organized by ISCIII.</p>	<p>ISCIII Training Plan Optimization:</p> <ul style="list-style-type: none"> • Identification of specific training needs • Establishing yearly study of participation 	<p>General Secretary / SGSAFI- Research Coordination - Q1 2013</p>
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40. Supervision

Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.

Relevant legislation	Existing Institutional rules and/or practices	Actions required	When/Who
	<p>ISCIII Code of Good Research Practices and Research Integrity Committee. B.1.5.</p>	<p>Not needed</p>	