European Charter for Researchers and Code of Conduct for the Recruitment of Researchers:
GAP analysis overview of IDIBAPS –FCRB

Comments: In 2014, a first gap analysis was performed at IDIBAPS-FCRB but in that occasion 23 out of 40 articles of the European Charter and Code were assessed. For this reason, in the analysis included below, it can be found if the article was evaluated or not evaluated in that moment. From the articles being evaluated part of them were identified as an issue to be prioritized. In 2020, an updated gap analysis was performed identifying the most important principles (priorities) among the total 40 articles of the European Charter and Code. The results of these two analysis made to identify priorities, one from 2014 and another from 2020, are detailed in this template.

Status: to what extent does this organisation meet the following principles?	Implementation: ++ Fully implemented = **fully** implemented +/- Almost but not fully implemented = **almost but not fully** implemented -/+ Partially implemented = **partially** implemented -- = **insufficiently** implemented	In case of --, -/+ Partially implemented, or +/- Almost but not fully implemented, please **indicate the actual "gap"** between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation	Initiatives undertaken and/or suggestions for improvement:
Ethical and Professional Aspects			
1. Research freedom	++ Fully implemented	Current gap: N/A Priority analysis:	Research freedom is available for all staff at IDIBAPS always that the research topic/method/other: 1) Can be fitted into what the mission of IDIBAPS establishes within its Strategic Plan (2018-2022);

		Survey 2014: Not evaluated. Survey 2020: Priority. Legal framework/institutional rules impeding its implementation: N/A	2) Can be approved by the Ethical Research Committee (CEIm) and other ethical committees (if applies). More information about the process to be followed to obtain the corresponding ethical approvals can be found in the "IDIBAPS Good scientific practices" (2019).
2. Ethical principles	+/- Almost but not fully implemented	Current gap: More dissemination activities are necessary to spread the "IDIBAPS Good Scientific practices" and compile more adhesions to it. Training activities related to this statement to be organized in the next three years can help IDIBAPS researchers be more updated and have more into account the good scientific practices to be followed. Priority analysis: Survey 2014: Evaluated - Priority. Survey 2020: Priority. Legal framework/institutional rules impeding its implementation: N/A	Ethical Research Committee (CEIm), Animal Experimentation Ethics Committee (CEEA) and Biosecurity committee are at disposal of the researchers. The updated "IDIBAPS Good scientific practices" was approved in 2019 (the first edition was from 2012). For the first time, it includes a "Research integrity protocol: action procedure in the presence of a suspicion of poor scientific practice" and a new annex entitled "Code of Conduct of CERCA Institutions" for personnel of CERCA research centres (IDIBAPS belongs to CERCA, a Catalan network of research centres). Adhesions to this new document are compiled. The IDIBAPS and FCRB data protection committee approved the updated "Protocol for Good practices in data protection and confidentiality" (2020).
3.Professional responsibility	+/- Almost but not fully implemented	Current gap Research in IDIBAPS is developed according to the principles of honesty, responsibility, respect and reliability and subscribes to the declarations of Singapore 2010, Montreal 2012 and Madrid 2015 on Integrity of Research, and welcomes the principles defined in "The European Code of Conduct	The IDIBAPS document "IDIBAPS Good scientific practices" was launched in 2012 and was updated in 2019 to better address the Professional responsibility statement. This document now includes the "Research integrity protocol: action procedure in the presence of a suspicion of poor scientific practice. Also, in this updated version the "Code of Conduct for CERCA institutions" is included. In the CERCA's Code there is also the statement

		for Research Integrity "ALLEA 2017. However, more efforts should be made to continue promoting researchers to implement research integrity practices. Gap analysis: 2014: Not evaluated. 2020: Priority. Legal framework/institutional rules impeding its implementation: N/A	"individual commitment to good scientific practice and ethical standards". It refers to the responsibility of the Institute to promote a culture based in research integrity and the personnel commitment to comply with the good scientific practices established.
4. Professional attitude	+/- Almost but not fully implemented	Current gap The IDIBAPS Welcome pack has notably improved the way new employees are received at the institution. However, additional support is still considered a priority. Gap analysis: 2014: Evaluated - Priority. 2020: No priority. Legal framework/institutional rules impeding its implementation: N/A	An institutional short video was prepared in 2014 and provided to research groups and management departments to welcome new staff. The preparation and launching of the "Welcome pack" in the framework of the HRS4R was achieved in 2016. Since 2017, it is delivered to new staff. It includes relevant information such as mission, vision and values; governance and organization; committees, internal regulations, support services, etc. The IDIBAPS Strategic Plan (2018-2022) was prepared thanks to a participatory process and then its content was presented to the research Group Leaders and Responsible staff of management departments in an in-house organized event. Additionally, several disseminations of the executive summary have been made to all IDIBAPS members through the Institute's newsletter.

5. Contractual and legal obligations	++ Fully implemented	Current gap: It is important to ensure all new IDIBAPS staff, regardless the institution that has hired them, is receiving the information related to contractual and legal obligations that apply to them. Some legal requirements apply to all staff at IDIBAPS also when they are leaving the institution. To ensure all those aspects a farewell pack is expected to be prepared and delivered. Gap analysis: 2014: Evaluated – no priority. 2020: No priority. Legal framework/institutional rules impeding its implementation: N/A	The contracted researchers by IDIBAPS and FCRB receive information about the contractual and legal obligations regarding the Institute directly from the Human Resources Department. Additionally, the pre-award national and international grants offices, the post-award grants office, the knowledge and technology transfer office (KTT) and the legal office are considered high quality support services to ensure all legal and contractual obligations are accomplished by the whole research community. Since 2017, all new staff receive the "Welcome pack" in which information relevant to policies and legal obligations are compiled too.
6. Accountability	+/- Almost but not fully implemented	Current gap: IDIBAPS-FCRB is already giving strong support to the whole research community to participate in outreach activities directed to the society. IDIBAPS Strategic plan (2018-2022) expects to reinforce the capacity of IDIBAPS to further disseminate its research. Additionally, better management procedures are expected to be implemented at the Institute to allow researchers be more accountable to the funding bodies supporting their research initiatives.	IDIBAPS is a public research centre with a Board of governors, conformed by representatives of the different institutions of the consortium that supervises IDIBAPS actions, budget and results. As such the Institute is subject to the checks and controls stipulated (approvals of annual accounts, audits or others). A scientific annual report is published every year reporting the institutional scientific activity. In addition, according to the legislation related to transparency, in the institution web portal there is a section with some crucial information available.

| | | Gap analysis:
2014: Not evaluated.
2020: No priority.

Legal framework/institutional rules impeding its implementation:
N/A | The research community receives specific support from the Institute to allow its members:
- Accomplish the agreements and guidelines provided by the funding bodies of their research in terms of accountability. For example, in 2020, 830 active competitive research projects were managed at IDIBAPS. All those initiatives had to be implemented according to the specific conditions established by their funding agencies.
- Disseminate their research to society. A big increase of this kind of activities has been noticed the last years at IDIBAPS since the reinforcement of its Communication Office (2016). For example, in 2019, 14 projects were implemented including more than 60 actions and reaching close to 2,400 people (data of 2020 is not reported as COVID-19 pandemic decreased the number of dissemination actions performed at IDIBAPS)in 2020 . In the following years, those activities are expected to continue increasing. |
| 7. Good practice in research | +/-
Almost but not fully implemented | Gap analysis:
More dissemination activities are necessary to spread all the resources available that IDIBAPS has at disposal of researchers regarding this article. Having more training activities related to this statement can help IDIBAPS researchers be more updated and have more into account the good practices to be followed.

Priority analysis:
2014: Evaluated - no priority. | The document "IDIBAPS Good scientific practices" (2012) as well as the updated version of the document (2019) focuses on a wide range of aspects promoting good practice in research. The "Code of Conduct of CERCA Institution, being also part of this document, refer also to this article of the European Charter and Code.

The Ombuds committee has as one of its responsibilities to promote the accomplishment of the "IDIBAPS Good scientific practices". Moreover, IDIBAPS Lab managers team are the staff responsible of its accomplishment |

| | | 2020: Priority.

Legal framework/institutional rules impeding its implementation:
N/A | within IDIBAPS facilities to ensure the researchers work under a safe working environment.

Both CEK (2010) and CELLEX (2013) buildings, as the main facilities of IDIBAPS, have their own regulation of functioning to be followed by all the research community.

A Biosecurity committee was created in 2012 to assess the security of any new activity that will be performed at IDIBAPS between others.

On 21/17/2027, FCRB was appointed by IDIBAPS Board of governors as the Delegate of IDIBAPS research data protection to ensure the accomplishment of the Regulation (EU) 2016/679 of the European Parliament and of the European Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation). Additionally, a dissemination campaign about the importance of data protection in research was launched too.

In 2020 the "Good Practices in Data protection and confidentiality" document was launched.

Generally, there is the Health and Safety Risk department from Hospital Clínic of Barcelona (HCB) that ensures all the staff to work under safe working practices. There is also available the IT Department also from HCB that provides services to all arising demands. They are also working to train the research community about possible cyberattacks. |

| 8. Dissemination, exploitation of results | +/- Almost but not fully implemented | Current gap: Open science is a present challenge for IDIBAPS. We already have our own policy related open access to publications and also personnel support to assist in the matters. However, we need to make an effort to further disseminate all those tools to researchers and train them about the open science concept. Moreover, the IDIBAPS Strategic Plan (2018-2022) has the intention to reinforce the knowledge and technology transfer activities at the Institute. Gap analysis: Survey 2014: Evaluated – no priority. Survey 2020: Priority. Legal framework/institutional rules impeding its implementation: N/A | The approval and dissemination of the "Internal regulation for the right identification of IDIBAPS production in the scientific publications (2016)" has contributed in standardizing how to correctly affiliate the publications to be able to identify all the scientific production of IDIBAPS staff. Also, to correctly acknowledge the funding bodies of the research performed. IDIBAPS has a Research information system since 2014 (i-Marina) to support researchers. This system allows researchers to better manage their Curriculum Vitae that could be exported in different formats. Moreover, since 2019, this system also allows to send publications to the official open access repository of IDIBAPS as well as to the website, thus increasing the visibility and impact of the research performed. IDIBAPS has already approved its "Policy in Open access for scientific publications" in 2019 and is currently developing and institutional open data policy. The IDIBAPS Intellectual property rights policy (2017) including the new regulation for the creation of spin-offs (approved in 2019) are new tools that may help improving the aspects related to the protection and exploitation of the research results. |
| 9. Public engagement | +/- | Current gap: | All the research groups have been disseminating their scientific results individually. However, it was in 2014 |

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	Almost but not fully implemented	As part of our compromise with and for the society, the IDIBAPS Strategic plan (2018-2022) foresees some actions to strengthen the institutional scientific outreach capacity. Gap analysis: 2014: Evaluated – no priority. 2020: No priority. Legal framework/institutional rules impeding its implementation: N/A	when IDIBAPS firstly organised an institutional activity of public engagement to give them more visibility and help them interacting with general public. In 2016, the IDIBAPS Communication Office was reinforced to better disseminate IDIBAPS research and further implemetn outreach activities. Some more permanent activities has been established to reach society and, some of those outreach activities includes public engagement practices. For example, in the last years the activity "Science generation" is being implemented reaching close to 250 students of 16-18 years in each edition; more than 600 citizens can participate in the yearly talks about health issues being celebrated in the civic centre nearby IDIBAPS; close to 100 children from 5 to 10 years old can join the scientific summer camps organised at IDIBAPS every summer; between others. Additionally, the researchers are also informed about other activities organised by different research centres in Barcelona to promote even more theirr participation in public engagement initiatives.
10. Non discrimination	+/- Almost but not fully implemented	Current gap: To raise awareness about the importance of non-discrimination for different reasons in a research environment could help identifying and fight against unfair situations. Gap analysis: 2014: Evaluated – no priority 2020: Priority.	Some punctual actinons have contributed to this statement: In all the open calls aiming at hiring new staff there are references to: 1) The principle of equal treatment between men and women, in accordance with Article 14 of the Spanish Constitution, the Community Directive of 9 February 1976 and the provisions of the Agreement of the Council of Ministers of Spain.

		Legal framework/institutional rules impeding its implementation: N/A	March 4, 2005, approving the Plan for Gender Equality in the General State Administration 2) The universal accessibility of people with disabilities according to section 2 of Article 1 of Law 51/2003 of 2 December on equal opportunities and 5% of the vacancies are reserved as long as pass the selection processes and accredit the disability and compatibility with the development of the tasks so that we progressively obtain 2% of the total staff. In 2017, IDIBAPS Dierction Board and Internal Advisory Board has become more balanced in gender equality after having appointed some new members. In 2019, The Institute has organised several activities to raise awareness in aspects related to non-discrimination such as gender equality (communication campaign "Female talent: women scientists speak out"). In 2019 as well, the IDIBAPS OTM-R Policy at IDIBAPS was approved. Ensuring recruitments avoid discrimination. Along the document, some recommendations are given in this sense. In 2021, the Equality commission has been constituted to update the IDIBAPS-FCRB gender plan.
11. Evaluation/ appraisal systems	++ Fully implemented	Current gap: No gaps are identified but more updates of the document "Research career at IDIBAPS" are foreseen. Gap analysis:	In 2014 IDIBAPS prepared its initial document "Research career at IDIBAPS" establishing the categories of researchers based in the four career steps established in Europe. In that document were also described the promotion evaluations of researchers between one

		2014: Evaluated – priority. 2020: No priority. Legal framework/institutional rules impeding its implementation: N/A	career step to another one. Its implementation process was standardized in 2015 within the HRS4R. An updated version of the document "Research career at IDIBAPS" had been published and disseminated (2019) with more detailed information about how the evaluation/appraisal systems are conducted. Future updates are foreseen in the future. Since 2015, 24 evaluations to promote researchers have been made. The researchers have been asked to assess the whole process. A high percentage of them, 83%, have scored with the maximum mark the clarity of the process and the information received as a feedback.
Recruitment and Selection			
12. Recruitment	++ Fully implemented	Current gap: N/A Gap analysis: 2014: No evaluated. 2020: No priority. Legal framework/institutional rules impeding implementation: N/A	In the last years, several improvements have been made in this field: • In the period 2015-2017: the template to open public job calls as well as the job offers section at the IDIBAPS Webpage have been importantly improved • In 2019 the document "IDIBAPS Recruitment Policy-Personnel selection process. Guide for the open, transparent and merit-based recruitment of research community (OTM-R)" was approved, as the institutional OTM-R Policy. It includes a standard protocol to be followed along the recruitment process, mandatory actions to be accomplished and some recommendations that may allow being better aligned to the articles of the European Code related to OTM-R recruitments.

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| 13. Recruitment (Code) | +/-
Almost but not fully implemented | Current gap:
Some of the aspects included in the OTM-R Policy are recommended rather than being mandatory. In the next three years, some of those recommendations will change to mandatory actions.

It is also expected to analyze more in depth the implementation of the policy to have better control on its level of accomplishment.

Gap analysis:
2014. Evaluated - Priority
2020: Priority.

Legal framework/institutional rules impeding implementation:
N/A | The OTM-R Policy (2019) includes the steps to be followed to perform a recruitment and, then, some recommendations to be followed. All the content of the document is directed to offer open, efficient, transparent and supportive recruitment processes.

The job offers advertised by IDIBAPS are internationally comparable, specially when it is a position of a researcher, because it includes the career step to which it is referred (R1, R2, R3, R4). More information about those career steps can be found at "IDIBAPS Research Career" document (updated in 2019).

Before the OTM-R Policy the job positions to hire researchers were also linked to the the career step to be recruited. It was one of the improvements implemented in 2016 after having analyzed the whole recruitment process at IDIBAPS as part of the HRS4R Action plan. |
| 14. Selection (Code) | -/+
Partially implemented | Current gap:
It would be desirable to involve in all recruitments a selection body, if possible, composed by three people. More progress is expected to be achieved in the future regarding selection.

Gap analysis:
2014: Evaluated – no priority.
2020: Priority.

Legal framework/institutional rules impeding implementation:
N/A | Three options are determined in the IDIBAPS OTM-R Policy (2019):
- When a researcher is hired with IDIBAPS funds: a selection body of 2 or 3 people is appointed by IDIBAPS Direction Board.
- When a person from the management staff has to be hired with IDIBAPS funds: a selection body of 2 or 3 people is appointed by the head of the person to be selected.
- When the recruitment is linked to research projects' funding: the responsible person for the recruitment will be the Principle Investigator of the project. |

			Part of the recruitments made do not require to be made by a selection bodt
15. Transparency (Code)	+/- Almost but not fully implemented	Current gap: In the next three years more aspects to be made mandatory regarding transparency will be considered in the institutional OTM-R Policy. Gap analysis: 2014: Evaluated - Priority 2020: Priority. Legal framework/institutional rules impeding implementation: N/A	In the IDIBAPS OTM-R Policy (2019) the person responsible for managing the recruitment process is asked to advertise the job position providing as much information as possible to be transparent enough. Additionally, this person is also recommended to provide feedback to applicants. Finally, at the end of the whole process, a resolution is published to announce the end of the process together with its results. Before the OTM-R Policy the resolution was also published. However, the other aspects were not formally recommended to staff responsible for the recruitment processes.
16. Judging merit (Code)	+/- Almost but not fully implemented	Current gap: In the next three years some supporting tools will be developed to help the responsible staff of recruitments better judge merits. Gap analysis: 2014: Evaluated - Priority. 2020: Priority. Legal framework/institutional rules impeding implementation: N/A	In the IDIBAPS OTM-R Policy (2019) the person responsible for managing the recruitment process should judge merits making a quantitative and a qualitative analysis of the data provided. Additionally, it is also established to: - Proof the merits presented by the candidate (with letters of recommendation or others). - Interview the candidate. - Test the candidate to ensure he/she has the capabilities expected, if necessary. The person responsible for managing the recruitment should deliver to the Human Resources Department a document summarising the results of the process followed.

			Before the approval of this the OTM-R Policy this question was not formally standardized.
17. Variations in the chronological order of CVs (Code)	+/- Almost but not fully implemented	**Current gap:** In the next three years more emphasis could be given to this aspect through providing staff with supporting materials to perform recruitments. **Gap analysis:** 2014: No evaluated. 2020: No priority. **Legal framework/institutional rules impeding implementation:** N/A	In the OTM-R Policy (2019) it is esablished that career breaks must be taken into account. It is explained that if those periods are present in the career path of a researcher, they must not be considered to judge the candidacty to ensure the recruitment is performed under an equal opportunity framework. Before the approval of the OTM-R Policy this question was not formally standardized.
18. Recognition of mobility experience (Code)	+/- Almost but not fully implemented	**Current gap:** Different kind of mobilities exist (international, intersectorial, interdiscipline or others). Some supporting materials can be provided to help assessing this aspect in the recruitment process. **Gap analysis:** 2014: No evaluated. 2020: No priority. **Legal framework/institutional rules impeding implementation:** N/A	In the OTM-R Policy (2019) it is established that one of the merits to be considered is the mobility. However, it is not detailed which kind of mobility should be considered. Before the approval of this document this question was not formally standardized.
19. Recognition of qualifications (Code)	+/-	**Current gap:**	In the OTM-R Policy (2019) a quantitative and qualitative analysing of the merits is foreseen. Since the

	Almost but not fully implemented	In the next three years more emphasis could be made related to this issue providing supporting materials as well as training to use during the evaluation of a candidacy. Gap analysis: 2014: No evaluated. 2020: No priority. Legal framework/institutional rules impeding implementation: N/A	implementation of the policy, the person responsible for managing the recruitment process should deliver to the Human Resources Department a file with the main results of this analysis. Before the approval of the OTM-R Policy this question was not formally standardized.
20. Seniority (Code)	+/- Almost but not fully implemented	Current gap: In the next three years more emphasis could be made related to this issue providing supporting materials to use during the evaluation of the candidacy. Gap analysis: 2014: No evaluated. 2020: No priority. Legal framework/institutional rules impeding implementation: N/A	In the IDIBAPS OTM-R Policy (2019) the person responsible for managing the recruitment process as well sa the rest of the members of the selection committee should judge merits obtained along the whole research career to consider the lifelong professional development. Before the approval of this document this questio was not formally standardized.
21. Postdoctoral appointments (Code)	+/- Almost but not fully implemented	Current gap: N/A Gap analysis: 2014: Evaluated – Priority. 2020: No priority.	In the IDIBAPS Research Career (updated in 2019) there is a definition of what a postdoctoral researcher is. It classifies R2 researchers between R2A (Postdoctoral researchers), R2B (Junior researchers and R2C (Assistant researchers). R2A and R2B positions are temporary while R2C is described as follows:

		Legal framework/institutional rules impeding implementation: N/A	Recognized researchers (R2A) who obtained the PhD degree more than 10 years ago and have mainly had full-time dedication to research activity during this period. They may act as thesis cosupervisors but they are not independent researchers nor principal investigators (PI) of their own grants. As it is established in the OTM-R Policy (2019), when someone is opening an open call should take into account those definitions.
Working Conditions and Social Security			
22. Recognition of the profession	++ Fully implemented	Current gap: More professional and social interaction is required with other members having the same career step. Organizing sessions for some of those groups to provide tips and useful information ad-hoc for them will be made in the next three years to further recognize the profession. Gap analysis: 2014: No evaluated. 2020: Priority. Legal framework/institutional rules impeding implementation: N/A	Since 2014 IDIBAPS has the Research Career document in which the different steps of the research career are clearly defined. This document was prepared considering the European Commission recommendations (including R1, R2, R3 and R4 career steps). In 2019 this document was updated and some new subcategories were included. Currently all the IDIBAPS researchers are classified considering the stablished categories. In 2021, the HR Department is preparing a new description of professional categories of hired staff (not only researchers) by IDIBAPS and FCRB linked to what it is established in the IDIBAPS Research Career document.
23. Research environment	++	Current gap:	In 2010 CEK building and in 2013 CELLEX building were inaugurated. They are the main facilities of IDIBAPS

| | Fully implemented | Despite IDIBAPS has a research environment offering good facilities, attractive training opportunities, useful bodies and departments to help solving conflicts, there is always room for improvement.

More professional and social interaction is required in-house not only with people working in the same floor also with people having the same career step. Moreover, there are still groups of researchers having only available scientific seminars as training activities organized by the institution. Therefore, in the next years, additional actions are foreseen to continue improving our already attractive research environment.

Gap analysis:
2014: Evaluated – no priority.
2020: Priority.

Legal framework/institutional rules impeding implementation:
N/A | research groups and other supporting staff although there are still some groups located in other buildings. Those buildings are fully equipped and offer a good working environment for researchers. For example, each of the CEK floors are dedicated to research groups working in the same area of research. Moreover, their working space is not divided in a way that facilitates their professional interaction. Additionally, most of the research staff is working in facilities that receive natural light. The Hospital Clínic of Barcelona has a Working Health Department that ensures IDIBAPS facilities to accomplish with the regulations that exist.

IDIBAPS is located in the so called Campus Clinic which comprises the Hospital Clínic of Barcelona, the University of Barcelona (UB) and also the CSIC Biomedical Research Institute being part of the consortium and providing some supporting structures also to IDIBAPS researchers. For example, the UB is who provides the animal facilities to IDIBAPS researchers.

Additionally, IDIBAPS organizes close to 50 scientific seminars/year distributed in different programs. Since 2016, predoctoral (R1) and postdoctoral (R2) researchers are also invited to join Stepping-stone activities to be trained in non-scientific but complementary skills. Moreover, since 2015, subsided general trainings (in communication, languages, IT tools or others) are also provided to IDIBAPS employees to reinforce their capabilities. Therefore, the training is a key content of the IDIBAPS research environment.

Additionally, an Ombuds Committee was created in 2017 to help solving any research conflict that arises between |

			researchers. If other kind of conflicts arise affecting IDIBAPS employees, the Human Resources Department as well as the Work council may help solving them.
24. Working conditions	+/- Almost but not fully implemented	Current gap: Some working conditions have been already improved but there is still room for improvement. It would be beneficial to gather all those improvements in a formal agreement to establish them as fix measures. Gap analysis: 2014: Evaluated – priority. 2020: Priority. Legal framework/institutional rules impeding implementation: N/A	The working conditions offered at IDIBAPS are the following ones: 1) Researchers and other supporting staff of the research groups have flexible working conditions to be agreed with their research groups always with the aim to benefit research performance. 2) Institutional Management staff, Lab managers or Core facilities staff have a fix timetable and their work is normally performed at IDIBAPS facilities because they role is supporting the researchers (although with COVID-19 pandemic telework has been introduced and it will continue for management staff giving the opportunity to work from home two or three days per week). IDIBAPS employees have the benefits to balance work and family summarized in the Law of rights workers. For example, people having children can reduce their working hours together with their salary with children up to 12 years old. Despite having a reduced salary as well and social security contributions, those persons would receive the same social benefits (for example unemployment) as people working 100% of their dedication. People with offspring can also apply for a voluntary leave to take care of children up to 3 years old. Of course, when someone gives birth to his/her son/daughter, there is also recognized the maternal/paternal leaves available. It is important to mention that the paternal leave has recently

			been increased in Spain. For first time, in 2021, both the mother and the father have 16 weeks of leave. IDIBAPS staff have also additional benefits to take into account to better combine work and family. This has been possible because since 2013, IDIBAPS Work Council and IDIBAPS Direction have taken some agreements to improve working conditions: • IDIBAPS institutional staff can have an intensive timetable during summer that allows better combine children and career. • IDIBAPS employees can apply for a leave from 1 week to 1 month for personnel duties. This time the person continues to be covered by social security but does not receive the salary. • The entrance and leaving hour is more flexible as well as the lunch time is reduced from 1h to 45 minutes to have a more adaptable timetable. IDIBAPS is currently preparing a new gender plan in which a diagnosis will be included to be sure that women and men receive equal working conditions.
25. Stability and permanence of employment	++ Fully implemented	Current gap: Despite the legal framework, the Institute offers permanent positions if some opportunities arise (option to increase the replacement rate). However, this process would be managed more quickly with the aim to benefit the employees. Gap analysis: 2014: No evaluated. 2020: Priority.	IDIBAPS receive public funding. Therefore, it is subordinated to some specific regulations of the public sector with major restrictive policies related to contracting. For this reason, sometimes it is difficult to guarantee permanent positions. If the contract of some researchers is linked to the funding provided by competitive grants, its length will be established by the timeline of the grant too. Alternatively, if someone is hired temporary without being linked to any

		Legal framework/institutional rules impeding implementation: • Spanish law 14/2011, 1st June, of Science, Technology and Innovation. It offers the option to make contracts linked to the implementation of projects. Therefore, they have the same length that the project has. • Spanish law RD 2/2015, of October 23, which approves the revised text of the Law on the Statute of Workers' Rights. (article 15). This article establishes that the temporary contracts can have a length of 3 years. • Yearly legislations to regulate the Spanish General Budget (such as the Law 11/2020, of December 30, of Spanish General Budget for the year 2021). In this yearly laws Spain establishes the yearly replacement rate for public institutions. Normally, each cessation (for example due to retirements or others) at the Institute can be translated into a new position according to the replacement rate.	of this competitive funding, the maximum contract length can be of three years. Legal prescriptions and available funds strongly limit the number of permanent positions that may be offered. There is a maximum replacement rate that establishes the maximum number of permanent positions to be offered in institutions of the public sector. However, in the IDIBAPS Research Career document describes that in certain evaluations promoting researchers, permanent position would have to be offered at the Institute.
26. Funding and salaries	+/- Almost but not fully implemented	Current gap: As far as possible, the Institute should try to offer the most competitive salaries. Gap analysis:	In 2021, new professional categories are being established at IDIBAPS. Each professional category will have a minimum salary threshold to be followed. Since its approval, it will not be possible to recruit any person

		2014: No evaluated. 2020: Priority. Legal framework/institutional rules impeding implementation: • Specific funding and salary rules set by research funders and sponsors. Yearly legislations to regulate the Spanish General Budget (such as the Law 11/2020, of December 30, of Spanish General Budget for the year 2021). In this yearly laws Spain establishes the possibility to apply salary increases. Those increases should be approved by the Catalan government who determines the percentage of increase that could be applied. Finally, it is the IDIBAPS Governing Board who should also approve them. Therefore, this legal framework could impede the application of salary increases or its percentage of increase.	belonging to a particular professional category if the proposed salary is under the corresponding threshold. Since 2019 all IDIBAPS employees are receiving yearly salary increases according to the current legislation explained in the section of the other column entitled "legal framework/institutional rules impeding implementation".
27. Gender balance	-/+ Partially implemented	Current gap: A new gender plan is expected to be approved at the end of 2021. Gap analysis: 2014: Evaluated – no priority. 2020: Priority. Legal framework/institutional rules impeding implementation:	IDIBAPS approved the first IDIBAPS gender plan in 2013. In 2014, during the HRS4R initial gap analysis, the research community decided the gender balance not to be considered a priority. Later on, in 2015, the Institute performed an internal diagnosis to be aware of the imbalances existing at IDIBAPS. Since that moment and in the following years the Institute participated several times as a partner in European proposals aiming at designing gender plans. Unluckily they were not funded.

		N/A	In 2016, some decision-making bodies included new members to become gender-balanced. In 2017, the Updated action plan introduced some actions to raise awareness about the importance of gender equality. Since 2019, some measures were implemented. It is important to highlight the launching of a communication campaign entitled "Female talent: Scientists speak out". In 2021, later than expected due to COVID-19 pandemic, a new Equality committee have been appointed and is currently working to prepare a new IDIBAPS gender plan.
28. Career development	++ Fully implemented	Current gap: N/A Gap analysis: 2014: Evaluated - priority. 2020: Priority. Legal framework/institutional rules impeding implementation: N/A	The IDIBAPS Research Career document was firstly approved in 2014. In 2019, the document was updated in 2019 with additional details on the evaluation processes. A new update update is foreseen in the next three years. The implementation of the research career regulations was standardized in 2015 within the HRS4R Since that moment, 24 evaluations to tenure track researchers have been performed. The researchers have been asked to assess the whole process. A high percentage of them, 83%, have scored with the maximum mark the clarity of the process and the information received as a feedback.
29. Value of mobility	+/- Almost but not fully implemented	Current gap: International mobility as well as mobility between public and private sector are facilitated and well recognized by IDIBAPS.	IDIBAPS gives value and recognition to international mobility. Thus, a postdoctoral international exposure of at least 1 any is specially evaluated being almost a requirement) to access both the basic/translational and

		However, there is room for improvement in the recognition of other mobilities such as intersectoral, inter- and trans-disciplinary and virtual mobility. Gap analysis: 2014: No evaluated. 2020: No priority. Legal framework/institutional rules impeding implementation: N/A	the clinician scientist institutional tenure track programs. Later international stays are facilitated, promoted and recognized in the evaluation systems by the institution. Also mobility to the private sector specially when related to the transfer of knowledge refers is also well recognized and introduced in the evaluation requirements. From 2009-2015 IDIBAPS had its own European Union's COFUND program that recruited 18 researchers through incoming schemes. Nowadays, the Institute is also implementing another COFUND program directed to 7 clinician-scientists that can join the program through incoming or outgoing schemes.
30. Access to career advice	++ Fully implemented	Current gap: Access to career advice is fully available to researchers at any stage of their careers and regardless of their contractual situation. Some activities to keep reinforcing career advice and career options are foreseen in the new HRS4R Action Plan. Gap analysis: 2014: No evaluated. 2020: No priority. Legal framework/institutional rules impeding implementation: N/A	A Research Career Office was created in 2012. This office was responsible of design and implement the IDIBAPS Research Career Strategy. The Head of this office (now part of the Scientific Coordination Office) is always available to offer an ad-hoc advisory to researchers at any stage of their careers. Additionally, and besides the scientific mentor that every R1 and R2 researcher must have, several mentoring actions specially directed to give career advice have been promoted for certain strategic programs such as the institutional tenure track programs or the COFUND programs.

31. Intellectual Property Rights	+/- Almost but not fully implemented	Current gap: As the IDIBAPS Strategic plan (2018-2022) foresees the IDIBAPS knowledge and technology transfer (KTT) office should be reinforced and additional training on this topic will be offered. Gap analysis: 2014: No evaluated. 2020: No priority. Legal framework/institutional rules impeding implementation: N/A	IDIBAPS has a Knowledge and Technology Transfer (KTT) Office supporting the research community since 2008. In 2014 the IDIBAPS Policy in Intellectual Property Rights (IPR) was firstly approved. The policy was updated in 2019 including the regulation supporting the creation of spin-off companies at IDIBAPS.
32. Co-authorship	++ Fully implemented	Gap analysis: 2014: No evaluated. 2020: No priority. Legal framework/institutional rules impeding implementation: N/A	Co-authorship is positively viewed and evaluated in all kind of institutional evaluations, giving the same merit to all the co-authors in a scientific publications, a patent, or all the co-PIs in a research grant, etc.
33. Teaching	++ Fully implemented	Current gap: No gaps are identified Gap analysis: 2014: No evaluated. 2020: No priority. Legal framework/institutional rules impeding implementation:	Participation in teaching activities is facilitated and positively evaluated at IDIBAPS but with some limitations to prevent these teaching responsibilities to be excessive. There is a procedure to assess if some teaching activities are compatible with IDIBAPS-FCRB contracts. See the regulation described in the section "legal framework/institutional rules impeding implementation" of the other column.

		• Catalan law 21/1987, of November 26th, of incompatibilities of staff working in the Catalan administration, DOGC number 923 of 4/12/1987: Each person hired by FCRB or IDIBAPS who expects to work at any other entity from public or private sector should apply for the compatibility. The same requirement will have to be followed by people working at any entity from the public sector that wants to work also at IDIBAPS or FCRB. There are a maximum number of working hours established per person as well as other different conditions to be taken into account.	Thesis supervision is very well recognized and evaluated in the IDIBAPS Research Career Strategy as part of teaching actvities.
34. Complains/ appeals	++ Fully implemented	Current gap: The existence of the Ombuds Committee is already informed as part of the IDIBAPS Welcome pack. However, additional dissemination actions could be made to raise awareness about its existence. Gap analysis: 2014: Evaluated - priority. 2020: No priority. Legal framework/institutional rules impeding implementation: N/A	The IDIBAPS Ombuds Committee was created in 2017 as part of our previous Action Plan. This committee is in charge of dealing with complains/appeals of researchers specially those concerning R1 and R2 researchers and their supervisors. Since its creation, the IDIBAPS Ombuds Committee has reported to be mediated and being able to solves 3 conflicts.
35. Participation in decision-making bodies	+/-	Current gap:	IDIBAPS has several decision and consultation bodies in which researchers actively participate: the IDIBAPS

	Almost but not fully implemented	Researchers at IDIBAPS are adequately represented in the relevant information, consultation and decision-making bodies. However, we consider that additional channels to facilitate participatory processes could be provided. Gap analysis: 2014: Evaluated – priority. 2020: No priority. Legal framework/institutional rules impeding implementation: N/A	Executive Board and the IDIBAPS Internal Advisory Board. These bodies included new members to become more representative and gender balanced at the end of 2016. The implementation of the HRS4R since 2015 as well as the definition of the new IDIBAPS Strategic Plan (2018-2022) made in 2017 have been participatory processes involving many researchers and other management staff too. IDIBAPS will continue involving researchers in several actions For this reason, some working groups or committees are being established, most of them meet in a regular manner (HRS4R Working group; training committee; etc.).
Training and Development			
36. Relation with supervisors	+/- Almost but not fully implemented	Current gap: Only few cases in which the relationship with the supervisor is not properly working have been identified. The new Action Plan foresees to perform an exit survey (for researchers leaving the institution) that may help to identify possibly undetected cases. Gap analysis: 2014: Evaluated – priority. 2020: Priority. Legal framework/institutional rules impeding implementation: N/A	The role of the supervisors is clearly defined in the "IDIBAPS Good Practices in Research" document. Moreover, IDIBAPS is aware that researchers should perform regular meetings with their supervisors and group leaders. Additionally, lab meetings or journal clubs with the rest the members of the group may be attended by these researchers. If this relationship is not working accordingly, some complaints could be presented to different bodies: The Ombuds committee, the Human Resources Department (if it is a hired fellow) or directly to the Institute's Direction.

37. Supervision and managerial duties	++ Fully accomplished	Current gap: IDIBAPS and FCRB are intensively working to facilitate administrative support of the highest quality to allow our researchers decrease certain workloads (proposal preparation, managerial duties, etc.). Additional efforts will continue to be made in the next years. Gap analysis: 2014: Evaluated – priority. 2020: No priority. Legal framework/institutional rules impeding implementation: N/A	Principal investigators as well as other Senior researchers have a lot of roles to be combined. They are at the same time supervisors, mentors, career advisors, project leaders, managers, science communicators, between others. However, at IDIBAPS, most of the staff has also responsibilities of caring patients at the hospital or teaching at the University. IDIBAPS has many supporting departments trying to decrease the high workload of researchers in project management, human resources, legal requirements between others.
38. Continuing Professional Development	++ Fully accomplished	Current gap: No gaps were identified. However, additional efforts are foreseen in the next years to keep improving. Gap analysis: 2014: Evaluated – priority. 2020: Priority. Legal framework/institutional rules impeding implementation: N/A	IDIBAPS offers abundant opportunities to all researchers in order to allow them continually improve themselves by regularly updating and expanding their skills and competences. Besides, most of our researchers can also benefit from activities organized by other institutions forming the IDIBAPS consortium (Mainly HCB, UB, IIBB-CSIC). Researchers and other staff are encouraged to actively join these activities. Additionally, the IDIBAPS newsletter is used as a tool to disseminate additional training activities (organized by external organizations or stakeholders) in which our researchers may participate.

| 39. Access to research training and continuous development | +/-
Almost but not fully implemented | Current gap:
A lot of effort has been made in the recent years to improve access to training and continuous development. Additional efforts to keep improving on this question will be performed in the next coming years.
Gap analysis:
2014: Evaluated – priority.
2020: Priority.

Legal framework/institutional rules impeding implementation:
N/A | All researchers have available the IDIBAPS scientific seminars for their training and development organized by the institution. They are nearly 50 scientific seminars per year.

Since 2016, R1 and R2 researchers of the whole consortium have also at their disposal the Stepping-stone program for training them in non-scientific skills complementary for their careers. A yearly program is launched based in different topics of interest. It can include either plenary sessions or workshops. An impact assessment performed in 2020 have evaluated the whole impact of the program.

Later on, a yearly program offering subsidized activities to IDIBAPS and FCRB employees is also into place. They are varied activities normally reinforcing transversal skills, increasing knowledge on IT tools between others. |
| 40. Supervision | +/-
Almost but not fully implemented | Current gap:
No gaps are detected at this point. The new Action Plan foresees to perform an exit survey (for researchers leaving the institution) that may help to identify problems with supervision that are now undetected because are not reported to the Ombuds Committee.

Gap analysis:
2014: No evaluated.
2020: No priority. | All researchers belong to a specific IDIBAPS Research group. Within each group, there are R1 as well as R2 researchers being supervised by al least one more experienced researchers of the same group. This supervision is clearly identified in the institutional personnel database.

For doctorate students, upon admission to the UB doctoral program, there is an appointed commission that will help following-up the thesis performance through a monitoring program. |

		Legal framework/institutional rules impeding implementation: N/A	