



UNIVERSIDADE
DE VIGO



GAP ANALYSIS




Application for Acknowledgement of Human Resources in Research

Vigo, 15th November 2016

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CONTACT DETAILS

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Submission date:	15 th November 2016
Web link to published version of organisation's HR Strategy and Action Plan: http://www.uvigo.gal/uvigo_en/investigacion/rrhh/estrategias_rrhh.html	

GAP ANALYSIS

1 THE PROCESS

1.1 The people involved in the process

The commitment with the professional ethics and the code of conduct for researchers comes from the Chancellor, Vice-Chancellor's Office for Research and Technology Transfer and Vice-Chancellor for Academic issues and Staff. A committee was appointed for overseeing the process and a working group was appointed for being responsible for implementing the process.

The composition of the **COMMITTEE** (responsible for overseeing the process) is:

- Rector: Prof. Salustiano Mato de la Iglesia
- Vice-Chancellor's Office for Research and Technology Transfer: Prof. María Asunción Longo González
- Vice-Chancellor for Academic issues and Staff: Prof. Ana María Graña Rodríguez

The composition of the **WORKING GROUP** (responsible for implementing the process) is:

- From **Management** areas:
 - Vice-Chancellor's Office for Research and Technology Transfer: Prof. María Asunción Longo González
 - Vice-Chancellor for Academic issues and Staff: Prof. Ana María Graña Rodríguez
 - Technology Transfer Director: Prof. José Luis Alba Castro,
 - Deputy Manager Human resources: Emilio Martínez Rivas
 - Head of Research, Development and Innovation Area: Anxo Moreira González
- **Stakeholders** representatives
 - Paula María González Pérez, Administrative
 - Bettiana Marcela Hidalgo Robato, Predoctoral researcher (Applied Physics) R1
 - Inés Alvarez Fernández, Post doc researcher Ramón y Cajal (Applied Physics) R2
 - José Antonio Souto Salgado, Post doc researcher Juan de la Cierva (Organic Chemistry) R2
 - Juan Surís Regueiro, Senior professor (Applied Economy) R3
 - Elsa Vázquez Otero, Senior professor (Ecology and Animal Biology) R3
 - Ángeles Parrilla Latas, Senior professor (Didactic, educative organization and research methodology), R4
 - Antonio Pino García, Senior professor, (Communication and signal theory) R4 and Director Doctorate school
 - Javier Pérez Guerra, Professor (English philology) R4 and Director area
- **Consultants:**
 - Lorena Muñoz Vivas
 - Gonzalo Platas Mochales

1.2 Calendar of the process

The following table shows the main milestones in chronological order that have taken place during the preparation process of this application for the HR Award.

Table 1 Schedule

WHEN	WHAT	PEOPLE INVOLVED
31 st March	Meeting at Fundación Barrié with the three Galician universities and SERGAS (regional health service) with the aim to present the HRS4R initiative and encouragement to start the process.	VC_RTT
4 th July	Meeting with the three universities; the decision was made to start the process.	VC_RTT
August	Contract consulting support in charge of Gap Analysis and Action Plan.	VC_RTT
August	Methodology definition: Working Group designation, project planning, etc. Collection of UVigo data about Staff profiles and selection of the sample for survey and for the profiles for working group.	Working Group
September – October	Communication about the C&C implementation process reflecting the importance of this matter, informing about the strategy framework, and the next steps – surveying of a sample and requesting collaboration and commitment. Online and web communication about milestones. Development of a specific site on HRS4R on the web page .	VC_RTT & Communication department
September	Launching Survey Process. The C&C online survey was sent to a sample of 203 researchers and the online OTM-R survey was sent to a specific target of 20 people from the administrative departments in charge of the recruitment processes.	Working Group
28 th September	Analysis and interpretation of the surveys by the consultants.	Working Group

	1st Workshop: 1 day workshop evaluating and discussing part of the responses of the survey.	
7 th & 13 th October	Interview a selection of stakeholders: The Human Resources Manager, the Head of Research, Development and Innovation Area, and the Information Systems manager were interviewed personally with the aim of gathering further information on key topics.	Working Group
13 th October	Training and Benchmarking. Half day workshop on Human Resources Excellence process, benchmarking and best practices analysis.	Working Group Experts
13 th October	Analysis and interpretation of the survey results by the consultants. 2nd Workshop: half day workshop evaluating and discussing part of the survey's responses and validating the Gap Analysis.	Working Group
26 th October	Meeting with R1. Half day meeting with R1 representative evaluating and discussing some topics.	Working Group
26 th October	Meeting with administrative profiles. Half day meeting with people from the administrative departments in charge of the recruitment processes evaluating and discussing the OTM-R checklist.	Working Group
26 th October	Action plan definition. 3^o Workshop: one day workshop defining the action plan.	Working Group
3th November	Validation. 4^o Workshop Half day workshop for presentation and validation of the Gap Analysis and Action Plan drafts within the university community.	Working Group
3th November	Elaboration of the Draft of Action Plan approved internally, and subject to validation by the Committee.	Working Group
15th November	Application for EC acknowledgment.	Committee

1.3 Sample, gap analysis and action plan

Define sample and Survey

The C&C online survey was sent to a **sample** of 203 researchers, considering all the different categories (R1, R2, R3 and R4), departmental areas and committing with the gender balance. In addition, the survey was also sent to 4 administrative staff that work closely with researchers. The survey was completed by 84 respondents, obtaining a 40,38% rate of response.

The online OTM-R survey was sent to a sample of 20 people from the administrative departments in charge of the recruitment processes, obtaining a 60% rate of response. Further information is shown in ANNEX 1.

Gap analysis and improvement actions definition

Based on the templates provided by Euraxess, the University of Vigo asked for input and comments regarding the 4 groups of principles of the C&C, and additionally, requested the participants to value how important they consider each of the 40 principles. An online platform was used for the Spanish version of the C&C and for the OTM-R **surveys** (C&C) <http://effectia.surveymonster.com/f/cd35384b70> and (OTM-R) <http://effectia.surveymonster.com/f/1e93406f33>.

Average scores have been calculated for each of the principles in terms of how much do the researchers consider the principles are implemented, and also how much they consider these principles to be important. This calculation helps to prioritize each of the principles and the actions. Further information is shown in ANNEX 2.

The answers gathered have been processed so the Working Group could have a first glimpse of the University's perception about the implementation of these principles, and afterwards they have been analyzed to contribute to the definition of the action plan.

Personal face to face **interviews** were carried out to analyze and further study the information. These were geared to improve the diagnosis as well as the action plan.

Four **workshops** (WS) were organized:

- WS1: to analyze the results of the survey
- WS2: to study the success stories and identify best practices
- WS3: to discuss the Action Plan
- WS4: to validate the final document

Further information is shown in ANNEX 3.

Validation Process:

The validation process for the diagnosis and for the action plan was carried out during the workshops. This process consisted of a discussion and active participation of the members of the Working Group, moderated by external consultants, to analyze each of the principles of C&C and OTM-R. Active participation of the most relevant stakeholders for each criterion was encouraged, as well as taking into perspective the views of both researchers and administrative personnel.

The progress of the process was periodically reported to the Committee.

A meeting was also held in which the results of the work of the entire university community were presented, allowing for debate, discussion and contribution.

Communication:

A specific site for the HRS4R was developed on the UVigo web site
http://www.uvigo.gal/UVigo_g/investigacion/rrhh/estrategias_rrhh.html.

Communication actions have been taken during the process:

- before starting the process in:
 - University on line press:
http://duvi.UVigo.es/index.php?option=com_content&task=view&id=11788&Itemid=3,
 - Local press: <http://duvi.UVigo.es/images/quiosco/farod230916.jpg> and
<http://duvi.UVigo.es/images/quiosco/gc230916.pdf>
- and, when the experts workshop took place in:
 - University on line press:
http://duvi.UVigo.es/index.php?option=com_content&task=view&id=11905&Itemid=2,
 - Local Press: <http://duvi.UVigo.es/images/quiosco/universitasatlantico290916.pdf> (page 4)
and <http://duvi.UVigo.es/images/quiosco/UniversitasA201016.pdf> (page 5).

2 THE RESULTS

All the work carried out finally resulted in a Gap Analysis that determined that, out of the 40 principles analyzed: 17 were considered to be fully implemented, 5 principles were considered almost but not fully implemented, and 18 partially implemented.

Following is the resulting Gap Analysis of the UVigo that presents the 40 principles of the C&C and the 23 points of the OTM-R checklist.

In the following table abbreviations and some Spanish terms used are:

- UVigo: University of Vigo
- PDI: *Personal Docente Investigador* (Research and Teaching Personnel)
- PAS: *Personal de Administración y Servicios* (Administration and Services Personnel)
- VC-RTT: Vice-Chancellor's Office for Research and Technology Transfer
- CNEAI (*Comisión Nacional Evaluadora de la Actividad Investigadora*): National Evaluation Commission of Research Activity.
- *Sexenios*: 6 years term research productivity evaluation.

Annex 4 shows the analysis of the national, autonomic and institutional legal framework performed to identify those laws, decrees or regulations that may limit the implementation of any of the 40 C&C principles. After revising almost 40 regulations, our conclusion is that in general sense, the national, autonomic or institutional legal frameworks are compatible with the integration of the C&C principles to the HRS4R of the UVigo. Nevertheless, full application of the recruiting principles at the UVigo, is highly limited by some national laws:

- Royal Decree 14/2012 (modified text of the Organic Act for Universities, LOMLOU), reduces the call for new permanent University positions to the replenishment of vacant posts.
- Directorate General for Labor November 3 2009, unique national collective agreement for the entire General State Administration.
- Royal decree 5/2015 Consolidated for public employee statute.

3 ANNEX

Annex 1: Sample

The research faculty of the UVigo is composed by 1861 researchers that were distributed in 20 schools. A selection of 203 (10,9%) researchers from all the schools, considering a representation of the gender distribution, the professional profiles, and schools. The C&C survey was sent to this representative sample for its completion. A total of 80 (39,4%) researchers completed and sent the survey. In addition to the researchers, the survey was also sent to 4 administrative staff, whose activity is closely related to research, that were not considered for the graphical analysis presented below.

The comparative results of the University staff, the sample selected for the survey and the participants, in terms of their gender distribution, professional profile and school is presented below.

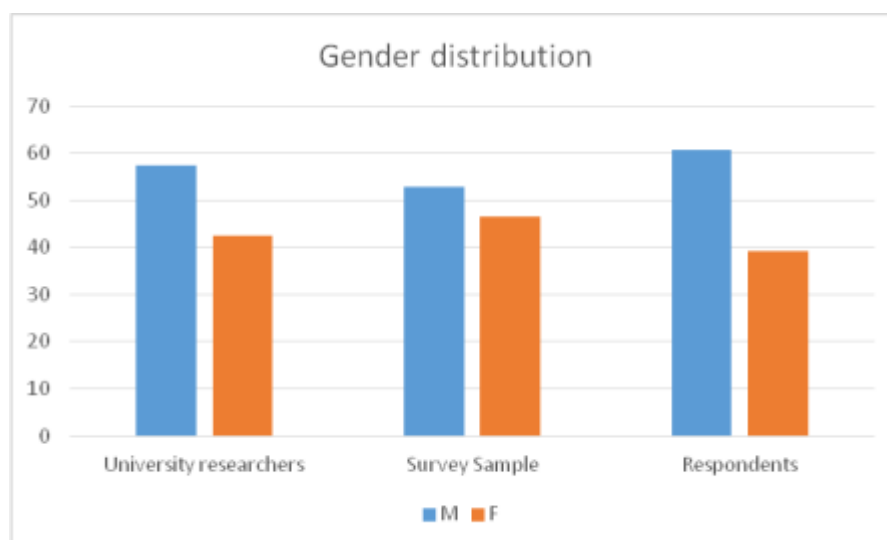


Figure 1 Gender distribution

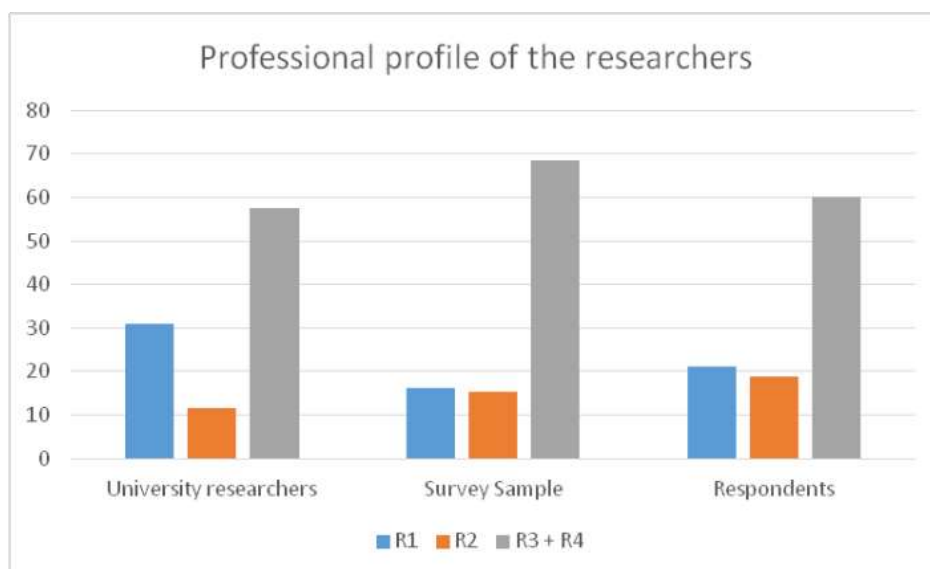


Figure 2 Professional profile

As shown the three compared population samples presented a similar distribution in terms of the gender and professional profiles of the researchers. Also, members of all the schools but one have answered the survey, with a percental distribution in most cases similar to the survey sample.

This analysis suggests that the respondent sample, being a 4,29 % of the total is representative of the different sensitivities present at the UVigo.

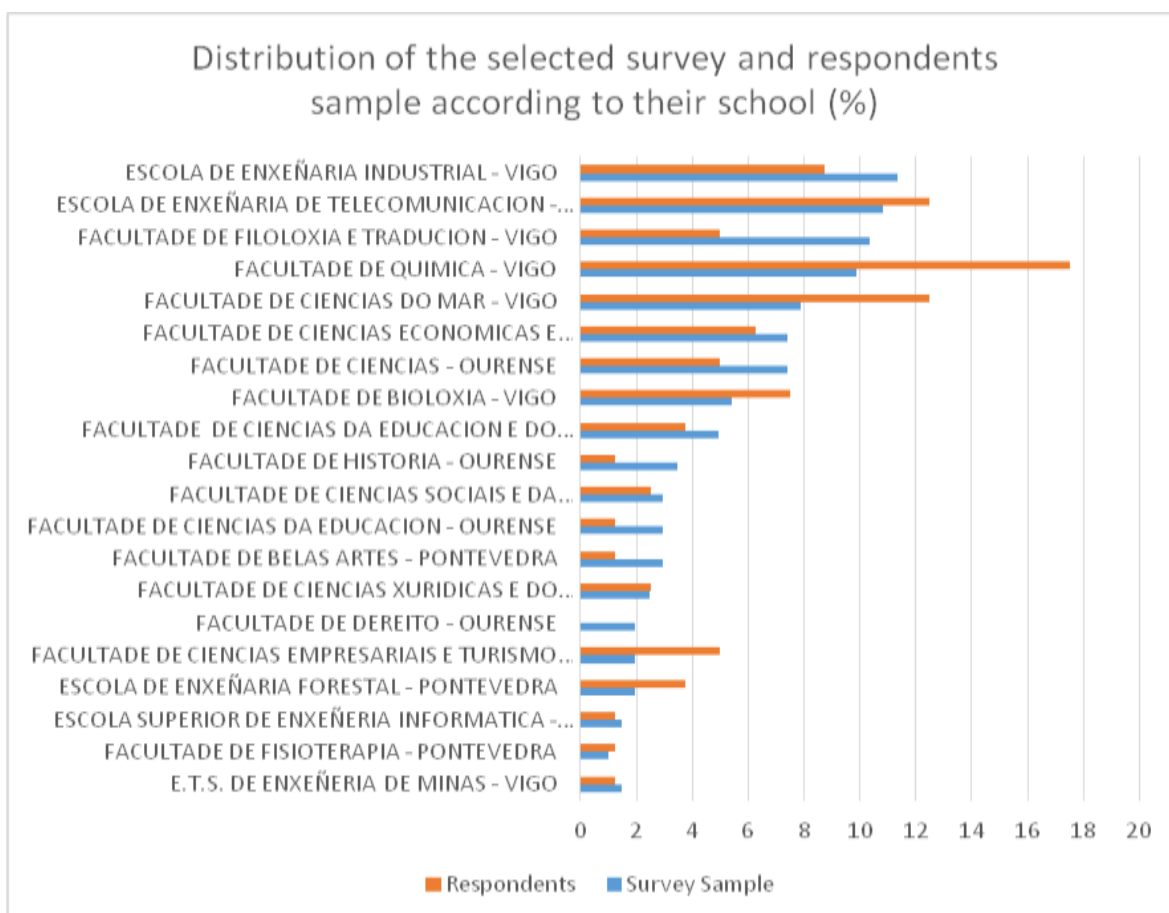


Figure 3 Distribution by school

Annex 2: Results of the C&C survey

To graphically view the perception and importance of the degree of implementation of the C&C obtained in the survey, the qualitative estimations were transformed into quantitative values using the following algorithm for Implementation:

$$\text{Implementation} = \frac{(\# \text{ of "fully implemented" } \times 4) + (\# \text{ of "almost but not fully implemented implemented" } \times 3) + (\# \text{ of "partially implemented" } \times 2) + \# \text{ of insufficiently implemented}}{(\# \text{ of answers to the survey} - \# \text{ of "I ignore the degree of implementation of this principle at the University" } \times 4)} \times 100$$

and Importance:

$$\text{Importance} = \frac{(\# \text{ of very important" } \times 3) + (\# \text{ of "relative importance" } \times 2) + \# \text{ of slight importance}}{\# \text{ of answers to the survey} \times 3} \times 100$$

As it has been mentioned throughout this document, the survey's vision was complemented with personal interviews and open discussions within the Working Group. A final consensus estimation of the implementation of each C&C principle was achieved, setting the basis for the definition of the actions to be undertaken.

The comparison of the survey's and consensus visions of the degree of implementation of the C&C principle is presented in the figure 4.

Survey's results of Implementation and importance of the C&C criteria, compared with the consensus estimation of the working committee

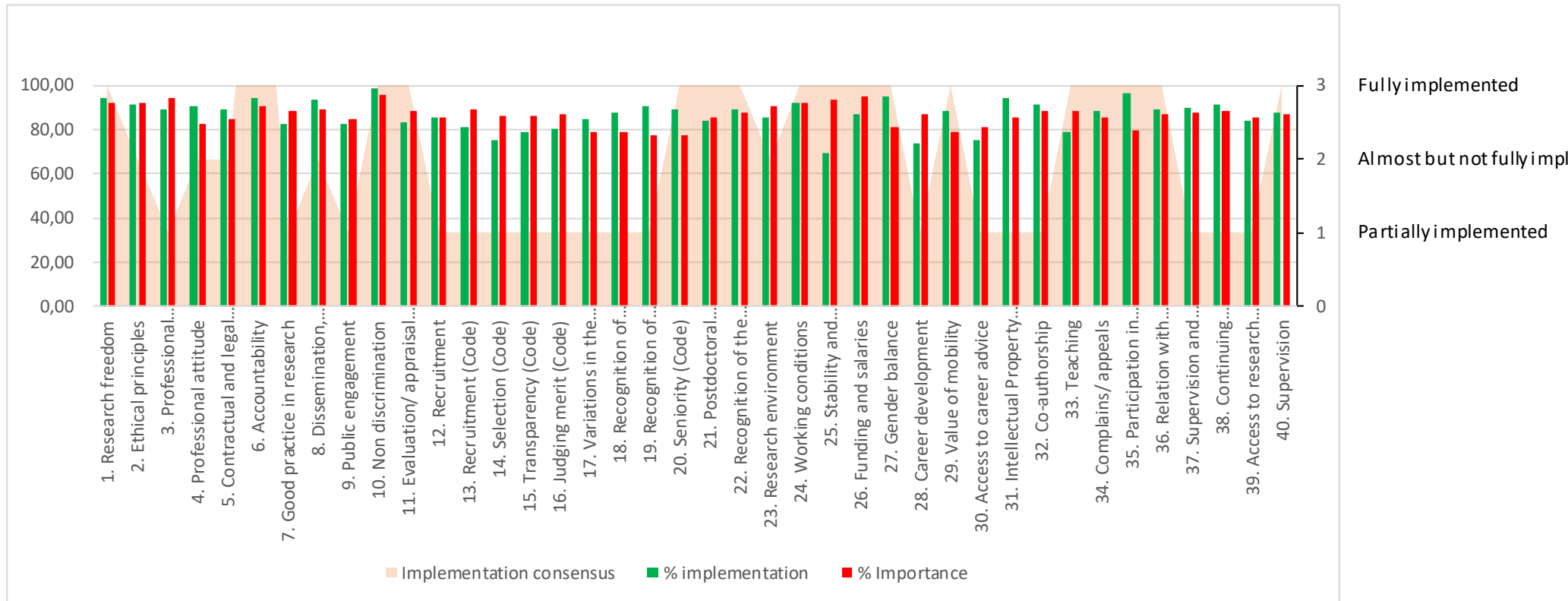


Figure 4_Implementation and importance of the principles

The survey results suggest that all the principles were mainly implemented (from 69,62 to 98,72 perception of the implementation). As shown, there are discrepancies with the perception of the degree of implementation of the principles that renders the survey, and the consensus estimation of the Working Group. The differences are evident in the Recruitment & Selection, and the Training & Development principle's sets.

To identify the C&C principles that were less implemented and more important for the respondents, the results of the implementation of each principle were plotted against the value of its importance. The color of the dots shows the consensus estimation of the degree of implementation of each principle.

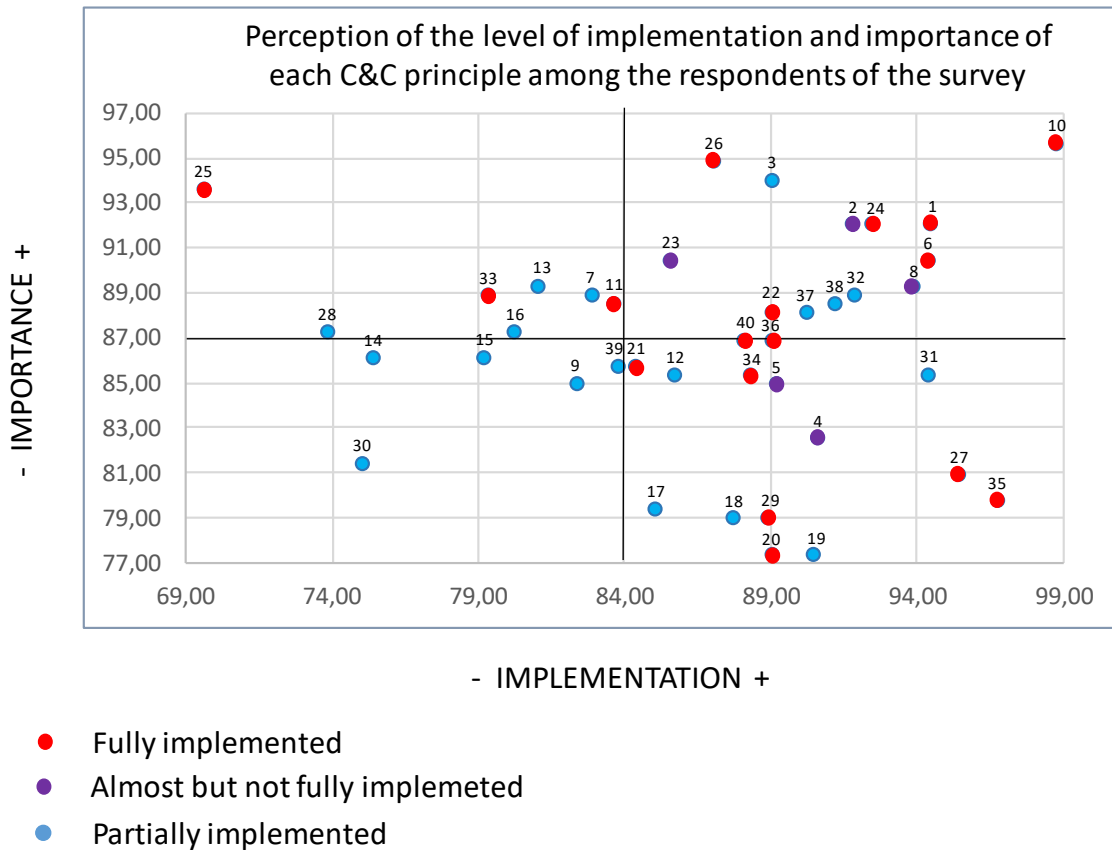


Figure 5. Matrix implementation vs. importance.

The upper right panel, (more important and more implemented principle), shows that most of these principles, were indeed considered fully or substantially implemented by the consensus estimation of the Working Group. Most of the criteria plotted in the lower right panel that were considered fully or substantially implemented, but less important, by the survey's participants, were also considered implemented by the consensus estimation of the Working Group. Exceptions in these two panels were the above-mentioned Recruitment & Selection, and Training & Development principles. In the upper left panel, principle 25 (Stability and Permanence of employment) and 33 (Teaching), were considered less implemented by the participants in the survey, but they were in fact implemented due to the legal restrictions mentioned in the GAP analysis table of this document.

The perception of the importance and implementation of each principle given by the survey, was used to assess those aspects that needed to be approached. The chronology of the implementation of the actions derived

from these principles will be independent of these results, and will obey to the strategy designed by the Steering Committee.

To evaluate the answers of the OTM-R survey, an algorithm similar to the one presented above was defined:

$$\text{OTM-R Implementation} = \frac{(\# \text{ of "fully implemented" } \times 3) + (\# \text{ of "almost but not fully implemented" } \times 2) + \# \text{ of "partially implemented"}}{\# \text{ of answers to the survey } \times 3}$$

Comparison of the perception of the survey and the working committee final consensus decision regarding the present implementation of the OTM-R criteria at the Universidad de Vigo.

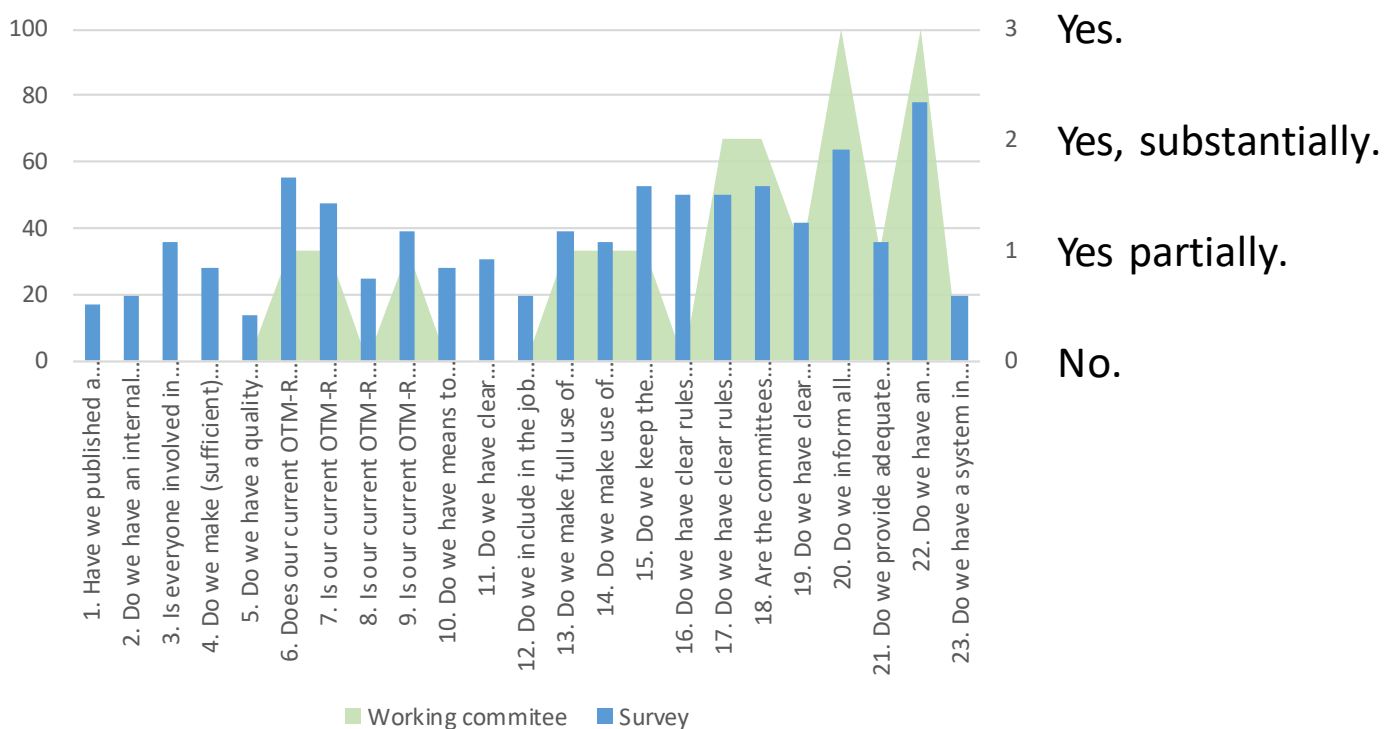


Figure 6 OTM-R Implementation

As seen, the results suggested that only 2 out of the 23 principles were fully implemented, and there is a general good correlation among the two estimations.

Annex 3: Workshops

The minutes of the meetings held during the preparation process of the C&C and OTM-R Gap Analysis and Action Plan, are presented below.

3.1.1 Minute 1: 1st Workshop – Vigo – September 28th

Goal Revise the general results obtained from the C&C and OTM-R surveys, and to interpret and validate the GAP analysis in an open discussion meeting, ensuring that the answers given in the survey were in general agreement with the University's current situation.

Methodology: The implementation of each of the 40 C&C criteria at the UVigo, was discussed, analyzing and consensing the survey's participation with the Working Group's contribution. The open discussion meeting was led by the consultants team.

Agenda: 11.00 am to 2.00 pm and 3.00 to a 6.00 pm. Location: Room I Miralles building Vigo's campus of the University of Vigo.

- 11.00 – 11.15 Brief presentation of HRS4R
- 11.15 – 11.30 Presentation of survey results in terms of the professional profile and participants area of interest.
- 11.30 – 11.45 Presentation of OTM-R results, general view.
- 11.45 - 12.00 Presentation of the C&C and OTM-R, general view.
- 12.00 – 14.00 Discussion of C&C principles
- 14.00 – 15.00 Coffee break
- 15.00 – 16.30 Discussion of C&C principles
- 16.30 – 17.45 Discussion of OTM-R survey results
- 17.45 – 18.00 Conclusions, wrap up and next steps.

Participants: Working group

- María Asunción Longo González, Vice-Chancellor's Office for Research and Technology Transfer; Associate professor of Chemical Engineering Department, Industrial Engineering School; R3
- Ana María Graña Rodríguez, Vice-Chancellor's Office for Academic Issues and Staff; Associate Professor Physical Chemistry Department, Chemistry School; R3
- Emilio Martínez Rivas, Deputy General Manager for human resources
- José Luis Alba Castro, Tech. Transference Area Director; Associate Professor of Signal theory and Communications Department, Telecommunications Engineering School; R3
- Anxo Moreira González, Head of Research, Development and Innovation Area
- Juan Surís Regueiro, Senior Full Professor, Applied Economy Department, Economics School; R3
- Antonio Pino García, Senior Full Professor, Signal theory and Communications Department, Telecommunications Engineering School; R4 and Doctorate School Director.
- Javier Pérez Guerra, Associate Professor, English Philology School of Philology and Interpretation; R4 and Director Doctorate area
- Lorena Muñoz Vivas, Consultant
- Gonzalo Platas Mochales, Consultant

Workshop description: The general results obtained from the C&C and OTM-R surveys, were presented by the consultants, and discussed, interpreted and validated in an open discussion meeting, ensuring that the answers

given in the survey were in general agreement with the current situation of the University. The meeting was led by the consulting team.

3.1.2 Minute 2: 2nd workshop – Vigo – October 13th

Goal: Detail report on the HRS4R European commission initiative. Work in the action plan proposals after the analysis performed at the first workshop.

Methodology: Presentations from experts on the HRS4R. Discussion with the experts on the design and implementation of the Action Plan. Open discussion meeting led by the team of consultants.

Agenda: 11.00 am to 2.00 pm and 4.00 to a 7.00 pm. Location: Room I Miralles building Vigo's campus of the University of Vigo.

- 11.00 – 11.15 Welcome and presentation of the experts, María Asunción Longo
- 11.15 – 12.30 Introduction to the HRS4R, Cecilia Cabello
- 12.30 – 14.00 Good practices and keys of success of the HR Award, Lluís Rovira
- 14.00 – 16.00 Coffee break
- 16.00 – 16.30 Presentation of the C&C y OTM-R surveys and global analysis
- 16.30 – 18.00 Action plan working session

Participants: Working Group

- María Asunción Longo González, Vice-Chancellor's Office for Research and Technology Transfer; Associate professor of Chemical Engineering Department, Industrial Engineering School; R3
- Ana María Graña Rodríguez, Vice-Chancellor's Office for Academic Issues and Staff; Associate Professor Physical Chemistry Department, Chemistry School; R3
- Emilio Martínez Rivas, Deputy General Manager for human resources
- José Luis Alba Castro, Technology Transference Area Director; Associate Professor of Signal theory and communications Department, Telecommunications Engineering School; R3
- Anxo Moreira González, Head of Research, Development and Innovation Area
- José Antonio Souto Salgado, Post doc researcher Juan de la Cierva; Organic Chemistry Department, School of Chemistry; R2
- Carlos Hervés Beloso, Senior Full Professor; Mathematics Department, Economics School; R4
- África González Fernández, Senior Full Professor; Biochemistry Genetics and Immunology Department. Biology School; R4
- Adela Sánchez Moreiras, Junior Associate Professor, Plant biology and Soil sciences Department, Biology School; R3
- Lorena Muñoz Vivas, Consultant
- Gonzalo Platas Mochales, Consultant

Workshop description:

Cecilia Cabello's presentation "*ERA Priority 3: Fostering an open common market for researchers*" based upon her experience as member of the Steering Group for Human Resources and Mobility (SGHRM) and contributing with a general vision of the origin and principal characteristics of HRS4R.

The attendees shared ideas and consulted raised questions with the expert.



Figure 7 Cecilia Cabello's presentation

Lluís Rovira presented a lecture titled "*Keys for Success*" regarding good practices and recommendations for the preparation of the HRS4R proposal promoter or HRS4R logo in the Catalanian research centers.

Participants exchanged views and consulted raised questions with the experts, showing a special interest in the level of detail required in the actions proposed within the action plan.

Additionally, the University press department held a short interview with the experts.

In the second part of the workshop the Working Group and the Consulting Team, continued the definition of the action plan, without the participation of the experts.



Figure 8. Lluís Rovira, presenting "*Keys for Success*"

3.1.3 Minute 3: 3rd workshop – Vigo – October 23th

Goal: Discuss the actions to be included in the action plan.

Methodology: Debate and consensus; open meeting led by the team of consultants.

Agenda: 11.00 am to 1:00 pm. Location: Room I Miralles building Vigo's campus of the University of Vigo.

- 11.00 -11.10 Welcome and presentation, María Asunción Longo
- 11.10 -11.30 Presentation of the methodology followed in the HRS4R process, results of the survey's participation, Lorena Muñoz
- 11.30 -12.00 Presentation of the most outstanding results of GAP analysis and action plan, Lorena Muñoz
- 12.00 -1.00 Discussion and action improvement
- 1.00 Closing remarks

Participants: Working Group:

- María Asunción Longo González, Vice-Chancellor's Office for Research and Technology Transfer & Associate Professor of Chemical Engineering Department, Industrial Engineering School; R3
- Ana María Graña Rodríguez, Vice-Chancellor's Office for Academic issues and Staff; Associate Professor Physical Chemistry Department, Chemistry School; R3
- Emilio Martínez Rivas, Deputy General Manager for human resources.
- José Luis Alba Castro, Technology. Transference Area Director; Associate Professor Signal Theory and Communications Department, Telecommunications Engineering School; R3
- Anxo Moreira González; Head of Research, Development and Innovation Area
- José Antonio Souto Salgado, Post doc researcher Juan de la Cierva; Organic Chemistry Department, Chemistry School; R2
- Carlos Hervés Beloso, Senior Full Professor, Mathematics Department, Economics School: R4
- Juan Surís Regueiro, Senior Full Professor; Applied Economy Department, Economics School; R3
- Elsa Vázquez Otero, Senior Full Professor; Ecology and Animal Biology Department, Biology School; R3
- Antonio Pino García, Senior Full Professor; Signal theory and communications, Telecommunications Engineering School; R4 and Doctorate School director
- Lorena Muñoz Vivas, Consultant
- Gonzalo Platas Mochales, Consultant

Workshop description.

During the working session, different options to present the action plan, considering the good practices and recommendations, were debated. Each option was debated and agreed upon during the day.



Figure 9 Attendants at the 3rd workshop

3.1.4 Minute 4: 4th workshop – Vigo – November 3rd

Goal: Validate the GAP analysis and action plan with the University community.

Methodology: Presentation and debate of the process and documents. Open discussion meeting led by the Consulting Team

Agenda: 11.00 am to 1.00 pm. Location: Room I Miralles building Vigo's campus of the University of Vigo.

- 11.00 - 11.10 Welcome and introduction, María Asunción Longo
- 11.00 - 11.30 HRS4R Introduction, methodology applied throughout the process, results, and Survey's participation, Lorena Muñoz
- 11.30 - 12.00 Main results of GAP analysis and action plan Lorena Muñoz
- 12.00 - 1.00 Discussion and improvements
- 1.00 Closing remarks

Participants: Working Group:

- María Asunción Longo González, Vice-Chancellor's Office for Research and Technology Transfer & Associate Professor of Chemical Engineering Department, Industrial Engineering School; R3
- José Luis Alba Castro, Technology. Transference Area Director; Full Professor Signal theory and communications Department, Telecommunications Engineering School; R3
- Anxo Moreira González. Head of Research, Development and Innovation Area
- José Antonio Souto Salgado, Post doc researcher Juan de la Cierva; Organic Chemistry Department, Chemistry School; R2
- Carlos Hervés Beloso, Senior Full Professor, Mathematics Department, Economics School; R4
- Juan Surís Regueiro, Senior Full Professor; Applied Economy Department, Economics School; R3
- Elsa Vázquez Otero, Senior Full Professor; Ecology and Animal Biology Department, Biology School; R3
- Antonio Pino García, Senior Full Professor; Signal theory and communications, Telecommunications Engineering School; R4 and Doctorate school director
- Lorena Muñoz Vivas, Consultant

Attendees:

- Kais Jacob Mohamed Falcón; Marine Geosciences Department; R2
- José Antonio Lamas; Full Professor Functional biology and Health sciences Department; R3
- Enrique Suárez Fernández; Functional biology and Health sciences Department; R1
- Coral del Río Otero; Senior Full Professor Applied Economy Department; R4
- Rogelio Santiago Carabelos; Plant biology and soil sciences Department; R2
- Rosana Simón Vázquez; Biochemistry Genetics and Immunology Department; R2
- Pedro Verdiá Barbará; Organic Chemistry Department; R1
- Virginia Vidal; Ecology and animal biology Department; R1

Workshop description:

María Asunción Longo González, started the meeting acknowledging the participation of all the attendees during the process and at the 4th workshop

Lorena Muñoz summarized the HRS4R program, methodology and working calendar, showed the attained survey's participation results, and ultimately, described the results of Gap Analysis pointing out those criteria that were not fully implemented. Afterwards, she presented the Action Plan and its relation with the Gap Analysis, as well as the proposed calendar.

The attendees suggested improvements with the writing of some actions and their descriptions. In addition, the actions chronogram was also debated.



Figure 10 . Attendees of the workshop during the presentation.

3.1.5 Minute Personal interviews

Goal: Look into different issues to consolidate and fill out the information concerning the present situation of the degree of implementation of some criterias.

Methodology: One hour personal interviews.

Days, persons and topics covered.

- October 3. Deputy Manager Human resources, **Emilio Martínez**: Recruiting process, legal framework, etc.
- October 3, Head of Research, Development and Innovation Area, **Anxo Moreira**: Tech transfer, outreach, etc.
- October 13, IT services, **Juan Aguiar**: IT data security, etc.
- October 25, **R1 students**: training, Independence, professional career, etc.
- October 25, R2 **Paula Diz Ferreiro**. R2 situation improvement, etc.

Annex 4: Legal framework of the C&C principles

National legislation	C&C Principles affected
Royal Decree Law 8/2015, General Social Security Law. Consolidated text	26
Royal legislative decree of April 1 1996 approving the revised Intellectual Property Act.) updated November 5 2014	3
Spanish Committee of Research Ethics. Ninth Additional Provision.	7
Article 20.1 CE: They recognize and protect rights: a) to freely express and disseminate thoughts, ideas and opinions through words, writing or any other means of reproduction. b) A production and literary, artistic, scientific and technical.	1
Article 20.4 EC: These freedoms are limited by respect for the rights recognized in this Title Article 149. 15th) EC: The State has exclusive power over the promotion and general coordination of scientific and technical research	1
Article 35.1 EC.	10
Article 9.2 EC.	10
Directive 1999/70/CE regarding Framework agreement of CES, la UNICE y el CEEP about Fixed- Term Work.	25
Directorate General for Labor November 3 2009 unique national collective agreement for the entire General State Administration	26
Law 10/2002, 29 April adapting the Law of Patents to EU Directive related to legal protection of biotechnology inventions	31
Law 11/1986, of 20 March, Research Patent and utility models	3,5,6,31,32
Law 14/2007 of Biomedical Research.	1, 5, 6, 7, 8, 9, 18, 19, 20, 23, 28, 29
Law 14/2011, of June 1, of the Science, Technology and Innovation	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 31, 33, 38, 39.
Law 19/2013 (Transparency, Access to Public Information and Governance)) Chapter IV of the Spanish Act 38/2003 (General Subsidies)	6
Law 2/2011, of March 4th, of the Sustainable Economy. Updated, Dec 5 2014	9
Law 31/1995 (Preventing Work Risks)	7, 23
Law 38/2003 (General Subsidies)	6, 8, 11, 16
Order CIN / 2657/2008 of 18 September, establishing the administrative procedure for evaluation of research activity.	19, 20
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