

HRS4R Action Plan 2023-2025

Barcelona Graduate School of Economics (BSE) is an institution for scientific cooperation for research and graduate education in economics. It was founded in 2006 by four academic institutions (academic units): The Department of Economics and Business at the Universitat Pompeu Fabra (UPF); the Unit of Foundations of Economic Analysis at the Universitat Autònoma de Barcelona (UFAE-UAB); the Institute for Economic Analysis (IAE-CSIC); and the Center for Research in International Economics (CREI). All of them have endorsed HRS4R. BSE's strategy is to strengthen the research capabilities of the four academic units and promote researcher careers in collaboration with them.

BSE research community has contributed to the design of the Action Plan, in addition to the working and steering groups. Through an anonymous survey, they pointed out the strengths and weaknesses in different areas. With this input, the working and steering groups prepared the Action Plan, choosing actions, responsibilities, time frame, and indicators that will be used for the evaluation.

The BSE Action Plan is designed for the period 2023-2027. The progress will be overseen by both the working and steering group with regular meetings to make sure the timing is respected.

The research community will be involved in the Action Plan from the beginning, especially when preparing specific guidelines for investigators and researchers. They will bring their expertise to meetings with the working and steering groups to monitor the progress.

The Action Plan will be integrated into the existing BSE Strategic Plan and BSE Quality Plan, including the revision of some actual processes to include the new actions proposed in the Action Plan.

Actions	Responsible Unit	Time Frame	Indicator(s) and/or Target(s)
Ethical and Professional Aspects			
ACTION 1. Facilitate research data sharing on BSE website.	BSE (Research & Human Resources departments)	New BSE webpage by September 2024	% of papers that share data publicly / 20% by 2025 % of published articles in open access / 80% by 2025

ACTION 2. Implement the new onboarding communication for researchers.	BSE (Human Resources department)	Start in the 1st quarter of 2024	% of satisfaction of the onboarding / 70% by 2024
ACTION 3. Prepare BSE guidelines and best practices for data management of personnel data.	BSE (Research department)	Start in the 1st quarter of 2024	% satisfaction with the guidelines / 70% by 2025
Recruitment and Selection			
ACTION 4. Improve the communication of strengths and weaknesses feedback of the job applicants.	BSE (Research & Human Resources offices)	Start in the 1st quarter of 2024	% Qualitative feedback sent to job applicants / 50% by 2024
Working Conditions and Social Security			
ACTION 5. Implementation of the actions of the BSE Gender Plan.	BSE (Human Resources and Research offices)	Start in the 1st quarter of 2024	% of objectives achieved / 50% by 2025 (The BSE GEP ends in 2027)
ACTION 6. Create guidelines for mentor researchers in career development (currently guidelines are decentralized).	BSE (Research & Human Resources offices)	Start in the 1st quarter of 2024	% of satisfaction with the guidelines proposed / 70% by 2025
ACTION 7. Prepare guidelines for the Principal Investigators and researchers hired in the Intellectual Property Rights and Coauthorship.	BSE (General Manager & Research office)	Start in 3rd quarter of 2024	% of satisfaction with the guidelines proposed / 70% by 2025

<p>ACTION 8. Deployment of the compliance plan by the BSE Compliance Committee, which includes internal and external personnel, to foresee any complaints or appeals received.</p>	<p>BSE (Administration office)</p>	<p>Finish on 4th quarter of 2023</p>	<p>% of complaints received in the whistleblower channel addressed / 100% by 2025</p>
<p>Training and Development</p>			
<p>ACTION 9. Create guidelines for mentor researchers with recommendations to avoid labor harassment.</p>	<p>BSE (Human Resources office)</p>	<p>Start in the 1st quarter of 2024</p>	<p>% of personnel reporting any labor harassment reported / 0% by 2025</p>
<p>ACTION 10. Survey for researchers under mentorship and supervision.</p>	<p>BSE (Research & Human Resources offices)</p>	<p>Start in the 1st quarter of 2024</p>	<p>% of satisfaction with the supervision received / 70% by 2025</p>
<p>ACTION 11. Facilitate access to competences, aptitudes, and employment improvement, taking into account the restraints.</p>	<p>BSE (Research & Human Resources offices)</p>	<p>Start in the 1st quarter of 2024</p>	<p>% of satisfaction with career development / 70% by 2025</p>