



The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers - "A Human Resources Strategy for Researchers incorporating the Charter and Code"

Andalusian Agency of Knowledge – Internal Analysis

Version 2.0 – February 2016

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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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley Orgánica 6/2001, de 21 de diciembre, de Universidades · Ley 15/2003, de 22 de diciembre, Andaluza de Universidades · Decreto 254/2009, de 26 de mayo, por el que se aprueba el Reglamento por el que se determina la clasificación y se regula el procedimiento para la acreditación y el Registro Electrónico de Agentes del Sistema Andaluz del Conocimiento. · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley Orgánica 4/2007, de 12 de abril, por la que se modifica la Ley Orgánica 6/2001, de 21 de diciembre, de Universidades · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación · Ley 12/2011, de 16 de diciembre, de modificación de la Ley Andaluza de Universidades. · Decreto Legislativo 1/2013, de 8 de enero, por el que se aprueba el Texto Refundido de la Ley Andaluza de Universidades 	<p>Talentia Postdoc Fellowship Call supported in 2014 16 experienced researchers to carry out their research with complete independence in their chosen destination. Candidates (over 200) were able to freely choose their host institution both internationally and among the agents of the Andalusian Knowledge System.</p> <p>Andalucía Talent Hub Fellowship Call supported in 2014 50 experienced researchers to carry out their research with complete independence in their chosen destination. Candidates (over 300) were able to freely choose their host institution both internationally and among the agents of the Andalusian Knowledge System aggregated in Campus of International Excellence based in Andalusia.</p> <p>Talentia Fellowship supported from 2007 more than 500 students and researchers to pursue postgraduate programmes (Master or PhD) in their chosen destination. Candidates (over 6.000) were able to freely choose their university internationally and among the andalusian. They came from all disciplines and applied directly for admission to the universities or educational institutions of their choice and applied separately to the AAC for the distinction of a grant.</p>	<p>1.1) Update relevant information about agents forming Andalusian Knowledge System and EU Research Area, including:</p> <ul style="list-style-type: none"> · Type of agent, fields of research, ubication · Non EU research insitutions, cooperation involved with EU agents. · Research opportunities offered <p>1.2) Lead hosting institutions and researchers' actions through Andalusian Knowledge System and EU Research Area, including following points:</p> <ul style="list-style-type: none"> · Ethical review board · Compliance with local, national and international legislation · Guidelines on research in humans and/or animals. <p>Fields not to be considered:</p> <ul style="list-style-type: none"> · Human cloning for reproductive purposes · Modifying genetic heritage of human beings · Creating human embryos solely for the purpose of research or for the purpose of stem cell procurement, including by means of somatic cell nuclear transfer. 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación 	<p>Signed statements from hosting institutions and researchers were requested for Talentia Postdoc and Andalucía Talent Hub calls:</p> <ul style="list-style-type: none"> · During selection and evaluation processes when appointments awardees through invitation letters to demonstrate their knowledge and interest on candidate's proposal and profile. · When signing the agreement between AAC and host institution (only contracting entities). · While running the research project via specific ethical reports and follow up scientific-technical reports. 	<p>1.2) Lead hosting institutions and researchers' actions through Andalusian Knowledge System and EU Research Area, including following points:</p> <ul style="list-style-type: none"> · Ethical review board · Compliance with local, national and international legislation · Guidelines on research in humans and/or animals. <p>Fields not to be considered:</p> <ul style="list-style-type: none"> · Human cloning for reproductive purposes · Modifying genetic heritage of human beings · Creating human embryos solely for the purpose of research or for the purpose of stem cell procurement, including by means of somatic cell nuclear transfer. 	<p><i>When:</i> Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i> Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley Orgánica 2/2007, de 19 de marzo, de reforma del Estatuto de Autonomía para Andalucía · Ley 1/2011, de 17 de febrero, de reordenación del sector público de Andalucía · Decreto 92/2011, de 19 de abril, por el que aprueban los Estatutos de la Agencia Andaluza del Conocimiento Decreto 1/2018, de 9 de enero, por el que se modifican los Estatutos de la Agencia Andaluza del Conocimiento, aprobados por Decreto 92/2011, de 19 de abril · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>Focusing on world class research institution AAC's vision is that this fact maximize the relevance and quality of the research proposal to carry out in benefit of society.</p> <p>Placing the research proposal on a host institution under supervision and in the frame of departments and structures guarantee a collaboration and cooperation contexts between researchers.</p>	<p>2.1) Set appropriated processes and standardized forms to facilitate and ensure enough information to make decisions, including:</p> <ul style="list-style-type: none"> · Suitability of host institutional, collaboration entities. · State of the art, intellectual property rights and joint data, expected results (patents, experiments, authorship of publication). · Significant improvements, commercial opportunities, relating researches · Public engagement and media impact · Health and safety · Data protection and confidentiality protection · Budget, number of fellowships, awards, grants, contracts, if any, offered and duration. · Researcher, Supervisors and team involved profiles · Mobility scheme · Eligibility requirements for candidates, and required documents · Evaluation criteria and composition of the selection committee. · Application deadlines and key milestones in the selection process. 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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.			
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<ul style="list-style-type: none"> · Ley Orgánica 2/2007, de 19 de marzo, de reforma del Estatuto de Autonomía para Andalucía · Ley 1/2011, de 17 de febrero, de reordenación del sector público de Andalucía · Decreto 92/2011, de 19 de abril, por el que aprueban los Estatutos de la Agencia Andaluza del Conocimiento Decreto 1/2018, de 9 de enero, por el que se modifican los Estatutos de la Agencia Andaluza del Conocimiento, aprobados por Decreto 92/2011, de 19 de abril · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>Costs generated by the application process (translation, sending of documents, authorizations, visa, etc.) were not covered.</p> <p>Fellows are responsible of report periodically of achievements. Researches, and supervisors from host host institutions, must fulfill follow up scientific-technical reports.</p> <p>Circumstances that may lead to the modification of the outcome:</p> <ul style="list-style-type: none"> · Modifications of the length of stay at the Host Institution/ Contracting Entity within the specified limits. · The need to change Host Institution because of transfer Scientific Supervisor or other circumstances duly justified. · Breach of obligations by the Host Institution or Contracting Entity. · Changes in the development of the Scientific Project. · Any circumstances that may justify a modification of the outcome without changing the purpose of the fellowship or the procedures of the Program. 	<p>2.1) Set appropriated processes and standardized forms to facilitate and ensure enough information to make decisions, including:</p> <ul style="list-style-type: none"> · Suitability of host institutional, collaboration entities. · State of the art, intellectual property rights and joint data, expected results (patents, experiments, authorship of publication). · Significant improvements, commercial opportunities, relating researches · Public engagement and media impact · Health and safety · Data protection and confidentiality protection · Budget, number of fellowships, awards, grants, contracts, if any, offered and duration. · Researcher, Supervisors and team involved profiles · Mobility scheme · Eligibility requirements for candidates, and required documents · Evaluation criteria and composition of the selection committee. · Application deadlines and key milestones in the selection process. <p>3.1) Require that research proposals will have to be done by researchers, identifying a supervisor and/or team, involved on them</p>	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



5. Contractual and legal obligations			
<p>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.</p>			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>For Talentia Postdoc and Andalucía Talent Hub are causes of refund:</p> <ul style="list-style-type: none"> · Obtaining the award falsifying the requisites. · Failure to start at the host institution. · Failure to start the research project for which the fellowship is awarded. · Breach of duties towards the contracting institution. · Change in mobility scheme, of host institution or research project without prior authorization. 	<p>3.1) Require that research proposals will have to be done by researchers, identifying a supervisor and/or team, involved on them</p> <p>3.2) Require that scientific-technical, management and financial reports will have to be done by researchers, and host institutions if any, regularly from the completion of each period or phase of research activities and will must include assessments from their scientific supervisors. Also changes requests regarding deviations occurred will be faced by researchers.</p> <p>3.3) Researchers must collaborate when audits and refunds processes will be given, accompanied by host institution if any.</p>	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</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.

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<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>For Talentia Postdoc and Andalucía Talent Hub, contracting entities must inform each period of three month about financial and management achievements.</p> <p>Audits and refunds processes are regulated on both programmes.</p>	<p>3.2) Require that scientific-technical, management and financial reports will have to be done by researchers, and host institutions if any, regularly from the completion of each period or phase of research activities and will must include assessments from their scientific supervisors. Also changes requests regarding deviations occurred will be faced by researchers.</p> <p>3.3) Researchers must collaborate when audits and refunds processes will be given, accompanied by host institution if any.</p>	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 fulfill them at all times.			
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<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>Researchers were responsible of manage documents, visas and authorizations necessary to enter the country of destination, to reside there under applicable law for the duration of the research process, and to carry out the research project.</p>	<p>3.1) Require that research proposals will have to be done by researchers, identifying a supervisor and/or team, involved on them</p> <p>3.2) Require that scientific-technical, management and financial reports will have to be done by researchers, and host institutions if any, regularly from the completion of each period or phase of research activities and will must include assessments from their scientific supervisors. Also changes requests regarding deviations occurred will be faced by researchers.</p> <p>3.3) Researchers must collaborate when audits and refunds processes will be given, accompanied by host institution if any.</p>	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



8. Dissemination, exploitation of results			
All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.			
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<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>Currents AAC supported researchers shall, throughout the duration of the project, take appropriate measures to engage with the public and the media about the project and to highlight the financial support, if any. Publications of results should make explicit reference to its funding.</p>	<p>2.1) Set appropriated processes and standardized forms to facilitate and ensure enough information to make decisions, including:</p> <ul style="list-style-type: none"> · Suitability of host institutional, collaboration entities. · State of the art, intellectual property rights and joint data, expected results (patents, experiments, authorship of publication). · Significant improvements, commercial opportunities, relating researches · Public engagement and media impact · Health and safety · Data protection and confidentiality protection · Budget, number of fellowships, awards, grants, contracts, if any, offered and duration. · Researcher, Supervisors and team involved profiles · Mobility scheme · Eligibility requirements for candidates, and required documents · Evaluation criteria and composition of the selection committee. · Application deadlines and key milestones in the selection process. 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



9. Public engagement 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.			
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<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>Currents AAC supported researchers shall, throughout the duration of the project, take appropriate measures to engage with the public and the media about the project and to highlight the financial support, if any. Publications of results should make explicit reference to its funding.</p>	<p>2.1) Set appropriated processes and standardized forms to facilitate and ensure enough information to make decisions, including:</p> <ul style="list-style-type: none"> · Suitability of host institutional, collaboration entities. · State of the art, intellectual property rights and joint data, expected results (patents, experiments, authorship of publication). · Significant improvements, commercial opportunities, relating researches · Public engagement and media impact · Health and safety · Data protection and confidentiality protection · Budget, number of fellowships, awards, grants, contracts, if any, offered and duration. · Researcher, Supervisors and team involved profiles · Mobility scheme · Eligibility requirements for candidates, and required documents · Evaluation criteria and composition of the selection committee. · Application deadlines and key milestones in the selection process. 	<p><i>When:</i> Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i> Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



10. Non discrimination

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.

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<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>One of the eligibility criteria for postdoctorate programmes (Talentia Postdoc and Andalucía Talent Hub) implemented by AAC was to hold a PhD degree obtained within 10 years before the deadline of applications of the calls. Minimum research or work experience were not a requisite.</p> <p>Situations such as temporary disability, maternity leave, adoption or foster care might interrupt and entailed the corresponding extension in the previous accounting period of time from the date of obtaining the doctorate.</p> <p>AAC in forms doesn't ask about confidential information to assess, as related in that principle. Only for statistical purposes asked about gender. Also family situation or disability has been asked to calculate amount of grants or the extension indicated before.</p>	<p>4.1) State clearly in regulation, calls and guides documents that researchers:</p> <ul style="list-style-type: none"> · Will have not to be active at the moment of application · Will be evaluated according merits and credentials when were they acquired · Will not be discriminated 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 · Will have procedures concerning recognition of non European Higher Education Area (EHEA) degrees and qualifications · Will be requested to achieve a balanced level of qualifications and experience required according to the fellow, grant, opportunity, etc. offered <p>4.2) Detail the evaluation and selection process, including:</p> <ul style="list-style-type: none"> · Criteria and measures in: <ul style="list-style-type: none"> - Candidate profile, experiences across different sectors fields and destinations, publications, patents - Appropriateness of the intended Destination/Project/Mobility - Potential impact/Feasibility · Personal interviews · Exceptional quotas and affirmative actions (e.g.: gender; disabilities, policy priorities, deficit research areas) · Evaluation and selection committees · Claims procedures and procurement of evaluation reports 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</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.

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<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>AAC seek to simplify administrative procedures, eliminate bureaucracy, and reduce management costs in order to increase return on investment.</p> <p>Standard forms are developed by AAC to ensure enough information and documentation to be checked:</p> <ul style="list-style-type: none"> · Application forms · Evaluation reports, resolutions · Claim, acceptance and redraft forms · Invitation Letters · Agreements · Financial Reports · Scientific-technical reports 	<p>2.2) Helpdesk Service; Summary Calls, Forms and Guides Documents will be available online and translated into different EU languages (at least Spanish and English). Internet tools will be widely accessible from the Internet using all widespread operating systems and navigators.</p> <p>2.3) Train as required and inform properly to managements comittess' members and AAC's staff involved</p> <p>5.1) Seek experts with the following profile:</p> <ul style="list-style-type: none"> · broad international research or business experience, · a documented interest for knowledge transfer, · and a connection with the entrepreneurial world. <p>The committees members will bring together:</p> <ul style="list-style-type: none"> · Diverse expertise and competences, nationalities, and disciplines · Experience in different sectors (public and private) · Gender balance <p>5.2) Avoid actual or potential conflict of interest, including:</p> <ul style="list-style-type: none"> · Nationality · Employment contracts, previous or current collaborations · Members of host institutions chosen or competitors · Family or relative ties or connections 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



II. Recruitment

12. Recruitment

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning of 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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>One of the eligibility criteria for postdoctorate programmes (Talentia Postdoc and Andalucía Talent Hub) implemented by AAC was to hold a PhD degree obtained within 10 years before the deadline of applications of the calls. Minimum research or work experience were not a requisite.</p> <p>Situations such as temporary disability, maternity leave, adoption or foster care might interrupt and entailed the corresponding extension in the previous accounting period of time from the date of obtaining the doctorate.</p> <p>Candidates group was composed by researchers, both active, unemployed or in a career break.</p>	<p>4.1) State clearly in regulation, calls and guides documents that researchers:</p> <ul style="list-style-type: none"> · Will have not to be active at the moment of application · Will be evaluated according merits and credentials when were they acquired · Will not be discriminated 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 · Will have procedures concerning recognition of non European Higher Education Area (EHEA) degrees and qualifications · Will be requested to achieve a balanced level of qualifications and experience required according to the fellow, grant, opportunity, etc. offered <p>4.2) Detail the evaluation and selection process, including:</p> <ul style="list-style-type: none"> · Criteria and measures in: <ul style="list-style-type: none"> - Candidate profile, experiences across different sectors fields and destinations, publications, patents - Appropriateness of the intended Destination/Project/Mobility - Potential impact/Feasibility · Personal interviews · Exceptional quotas and affirmative actions (e.g.: gender; disabilities, policy priorities, deficit research areas) · Evaluation and selection committees · Claims procedures and procurement of evaluation reports 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



13. Recruitment (Code)			
Employers and/or funders should establish recruitment procedures which are open, 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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>AAC has significant experience managing calls:</p> <ul style="list-style-type: none"> · Talentia Fellowship (11 calls from 2007) · Talentia Postdoc (1 call in 2014) and · Andalucía Talent Hub (2 calls in 2014) <p>AAC has its own resources, staff and partners to promote the research programmes, run the calls, control the application process, coordinate the evaluation and selection of researchers candidates, administrate economic incentives, carry out the research follow-up of awardees, and support successful researchers in their career development upon completion of their research.</p> <p>Economies of scales can easily be achieved, as most of the processes involved in the management of a call are already in place and working, so the model can be replicated and scaled up in an efficient way:</p> <ul style="list-style-type: none"> · Staff's 'know-how' · Standard forms · Online platform · Institutional strength and administrative capacity 	<p>2.2) Helpdesk Service; Summary Calls, Forms and Guides Documents will be available online and translated into different EU languages (at least Spanish and English). Internet tools will be widely accessible from the Internet using all widespread operating systems and navigators.</p> <p>5.1) Seek experts with the following profile:</p> <ul style="list-style-type: none"> · broad international research or business experience, · a documented interest for knowledge transfer, · and a connection with the entrepreneurial world. <p>The committees members will bring together:</p> <ul style="list-style-type: none"> · Diverse expertise and competences, nationalities, and disciplines · Experience in different sectors (public and private) · Gender balance <p>Comittees' members names and profiles will be published</p> <p>5.2) Avoid actual or potential conflict of interest, including:</p> <ul style="list-style-type: none"> · Nationality · Employment contracts, previous or current collaborations · Members of host institutions chosen or competitors · Family or relative ties or connections 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>Expressions of interest were conducted through invitations letter to form the evaluation and selection committees for Talentia Postdoc and Andalucía Talent Hub. According to forms, potential evaluators, were asked for:</p> <ul style="list-style-type: none"> · Areas of expertise · Experience (last 5 years) in research, technology transfer, contract with industry or public administration, patents, start-up <p>Evaluators selected were informed and trained about Talentia Postdoc and Andalucía Talent Hub, receiving a short brief about the programmes, a guide to assess with the evaluation criteria. First day of meeting was used to solve doubts and inquires.</p>	<p>2.3) Train as required and inform properly to managements comittees' members and AAC's staff involved</p> <p>5.1) Seek experts with the following profile:</p> <ul style="list-style-type: none"> · broad international research or business experience, · a documented interest for knowledge transfer, · and a connection with the entrepreneurial world. <p>The committees members will bring together:</p> <ul style="list-style-type: none"> · Diverse expertise and competences, nationalities, and disciplines · Experience in different sectors (public and private) · Gender balance <p>Comittees' members names and profiles will be published</p> <p>5.2) Avoid actual or potential conflict of interest, including:</p> <ul style="list-style-type: none"> · Nationality · Employment contracts, previous or current collaborations · Members of host institutions chosen or competitors · Family or relative ties or connections 	<p>When:</p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p>Who:</p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>AAC's Talenta Fellowship programme and postdoctorate programmes (Talenta Postdoc and Andalucía Talent Hub) were launched following administrative regional and national procedures.</p> <p>Calls were published on official gazette according to standard rules and application forms formats that must be followed by andalusian institutions.</p> <p>Evaluation results were published, stating name, research work programme, mobility scheme, destination country, destination centre, and estimated amounts of the fellowship. Alternative lists with waitlisted candidates and not selected candidates were published. Candidates received their individual marks together with an evaluation report detailing the strengths and weaknesses of their application in each category.</p>	<p>4.1) State clearly in regulation, calls and guides documents that researchers:</p> <ul style="list-style-type: none"> · Will have not to be active at the moment of application · Will be evaluated according merits and credentials when were they acquired · Will not be discriminated 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 · Will have procedures concerning recognition of non European Higher Education Area (EHEA) degrees and qualifications · Will be requested to achieve a balanced level of qualifications and experience required according to the fellow, grant, opportunity, etc. offered <p>4.2) Detail the evaluation and selection process, including:</p> <ul style="list-style-type: none"> · Criteria and measures in: <ul style="list-style-type: none"> - Candidate profile, experiences across different sectors fields and destinations, publications, patents - Appropriateness of the intended Destination/Project/Mobility - Potential impact/Feasibility · Personal interviews · Exceptional quotas and affirmative actions (e.g.: gender; disabilities, policy priorities, deficit research areas) · Evaluation and selection committees · Claims procedures and procurement of evaluation reports 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



16. Judging merit (Code)

The selection process should take into consideration the whole range of experience 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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>AAC has taken into account, last postdoctorate calls, specifically fellowships, scholarships or other awards obtained; number, quality and authorship of publications; industry, start-up and management experience; previous international research experience; institution chosen according to scientific criteria.</p>	<p>4.1) State clearly in regulation, calls and guides documents that researchers:</p> <ul style="list-style-type: none"> · Will have not to be active at the moment of application · Will be evaluated according merits and credentials when were they acquired · Will not be discriminated 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 · Will have procedures concerning recognition of non European Higher Education Area (EHEA) degrees and qualifications · Will be requested to achieve a balanced level of qualifications and experience required according to the fellow, grant, opportunity, etc. offered <p>4.2) Detail the evaluation and selection process, including:</p> <ul style="list-style-type: none"> · Criteria and measures in: <ul style="list-style-type: none"> - Candidate profile, experiences across different sectors fields and destinations, publications, patents - Appropriateness of the intended Destination/Project/Mobility - Potential impact/Feasibility · Personal interviews · Exceptional quotas and affirmative actions (e.g.: gender; disabilities, policy priorities, deficit research areas) · Evaluation and selection committees · Claims procedures and procurement of evaluation reports 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>One of the eligibility criteria for postdoctorate programmes (Talentia Postdoc and Andalucía Talent Hub) implemented by AAC was to hold a PhD degree obtained within 10 years before the deadline of applications of the calls. Minimum research or work experience were not a requisite.</p> <p>Situations such as temporary disability, maternity leave, adoption or foster care might interrupt and entailed the corresponding extension in the previous accounting period of time from the date of obtaining the doctorate.</p> <p>Candidates group was composed by researchers, both active, unemployed or in a career break.</p>	<p>4.1) State clearly in regulation, calls and guides documents that researchers:</p> <ul style="list-style-type: none"> · Will have not to be active at the moment of application · Will be evaluated according merits and credentials when were they acquired · Will not be discriminated 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 · Will have procedures concerning recognition of non European Higher Education Area (EHEA) degrees and qualifications · Will be requested to achieve a balanced level of qualifications and experience required according to the fellow, grant, opportunity, etc. offered 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>Experience across different sectors and fields were positively considered during evaluation last postdoctorate calls (Talentia Postdoc and Andalucía Talent Hub).</p> <p>Previous geographical mobility experiences (academic, research or professional reason), were positively considered during evaluation last postdoctorate calls (Talentia Postdoc and Andalucía Talent Hub).</p>	<p>4.1) State clearly in regulation, calls and guides documents that researchers:</p> <ul style="list-style-type: none"> · Will have not to be active at the moment of application · Will be evaluated according merits and credentials when were they acquired · Will not be discriminated 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 · Will have procedures concerning recognition of non European Higher Education Area (EHEA) degrees and qualifications · Will be requested to achieve a balanced level of qualifications and experience required according to the fellow, grant, opportunity, etc. offered 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley Orgánica 6/2001, de 21 de diciembre, de Universidades · Ley Orgánica 4/2007, de 12 de abril, por la que se modifica la Ley Orgánica 6/2001, de 21 de diciembre, de Universidades 	<p>Holding a degree issued within the European Higher Education Area (EHEA) was required to comply requisites last postdoctorate calls (Talentia Postdoc and Andalucía Talent Hub).</p> <p>In case of degrees issued in countries not included in the EHEA a favorable technical report of the AAC was required.</p>	<p>4.1) State clearly in regulation, calls and guides documents that researchers:</p> <ul style="list-style-type: none"> · Will have not to be active at the moment of application · Will be evaluated according merits and credentials when were they acquired · Will not be discriminated 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 · Will have procedures concerning recognition of non European Higher Education Area (EHEA) degrees and qualifications · Will be requested to achieve a balanced level of qualifications and experience required according to the fellow, grant, opportunity, etc. offered 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>During the last calls (Talentia Postdoc and Andalucía Talent Hub) applied 586 researchers for a total amount of 66 fellows offered, wich means that the selection committees had 11 applicants for each award vacancy.</p> <p>Only 8 applications were excluded (Must say that, in order to be eligible, applications must be completed, including all requested information, documents and references and be presented before the deadline.)</p>	<p>4.1) State clearly in regulation, calls and guides documents that researchers:</p> <ul style="list-style-type: none"> · Will have not to be active at the moment of application · Will be evaluated according merits and credentials when were they acquired · Will not be discriminated 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 · Will have procedures concerning recognition of non European Higher Education Area (EHEA) degrees and qualifications · Will be requested to achieve a balanced level of qualifications and experience required according to the fellow, grant, opportunity, etc. offered 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores · Real Decreto Legislativo 8/2015, de 30 de octubre, por el que se aprueba el texto refundido de la Ley General de la Seguridad Social · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * (BOJA núm. 250 de 21/12/2007) * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación 	<p>AAC's Talenta Fellowship programme and postdoctorate programmes (Talenta Postdoc and Andaluza Talent Hub) were launched following administrative regional and national procedures.</p> <p>Calls were published on official gazette according to standard rules and application forms formats that must be followed by andalusian institutions.</p> <p>Evaluation results were published, stating name, research work programme, mobility scheme, destination country, destination centre, and estimated amounts of the fellowship. Alternative lists with waitlisted candidates and not selected candidates were published. Candidates received their individual marks together with an evaluation report detailing the strengths and weaknesses of their application in each category.</p>	<p>4.1) State clearly in regulation, calls and guides documents that researchers:</p> <ul style="list-style-type: none"> · Will have not to be active at the moment of application · Will be evaluated according merits and credentials when were they acquired · Will not be discriminated 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 · Will have procedures concerning recognition of non European Higher Education Area (EHEA) degrees and qualifications · Will be requested to achieve a balanced level of qualifications and experience required according to the fellow, grant, opportunity, etc. offered <p>6.2) Support employments contracts opportunities and related initiatives to researchers interested on working for agents forming Andalusian Knowledge System and EU Research Area, including:</p> <ul style="list-style-type: none"> · Contracts under Social Security System from Spain or EU member or associate country · Contribution to pension funds, health and accident insurance, parental leave and unemployment benefits · Fixed terms and indefinite contracts · Contracts with flexible working hours, part-time working and tele-working · Outgoing and incoming mobility schemes associated · Competitive economic salary 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores · Real Decreto Legislativo 8/2015, de 30 de octubre, por el que se aprueba el texto refundido de la Ley General de la Seguridad Social · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * (BOJA núm. 250 de 21/12/2007) * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación 	<p>By offering adequate working conditions through our fellows, AAC helped to raise the standard for hiring researchers and contribute to prestige the profession of researcher both locally and internationally.</p> <p>Host institutions both in Andalucía and abroad were required to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers to ensure the appropriate conditions are provided to fellows, including working and technical conditions, mobility, access to research training and intellectual property rights.</p>	<p>6.1) Efforts host institutions to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers</p>	<p><i>When:</i> Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i> Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * (BOJA núm. 250 de 21/12/2007) * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación 	<p>AAC activities will be thus relevant and totally aligned with the ERA in its commitment to the creation of a seamless labour market for researchers, attract the best talent to European research institutions, develop links across borders between research institutions, and use knowledge effectively for social, business and policy purposes.</p> <p>Host institutions both in Andalucía and abroad were required to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers to ensure the appropriate conditions are provided to fellows, including working and technical conditions, mobility, access to research training and intellectual property rights.</p>	<p>6.1) Efforts host institutions to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers</p>	<p><i>When:</i> Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i> Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores · Real Decreto Legislativo 8/2015, de 30 de octubre, por el que se aprueba el texto refundido de la Ley General de la Seguridad Social · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * (BOJA núm. 250 de 21/12/2007) * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación 	<p>Spanish regulations allow workers to adhere to working conditions where women and men researchers can combine family and work, children and career. The regulations also allow flexible working hours, part-time working and tele-working.</p> <p>Host institutions both in Andalucía and abroad were required to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers to ensure the appropriate conditions are provided to fellows, including working and technical conditions, mobility, access to research training and intellectual property rights.</p>	<p>6.1) Efforts host institutions to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers</p> <p>6.2) Support employments contracts opportunities and related initiatives to researchers interested on working for agents forming Andalusian Knowledge System and EU Research Area, including:</p> <ul style="list-style-type: none"> · Contracts under Social Security System from Spain or EU member or associate country · Contribution to pension funds, health and accident insurance, parental leave and unemployment benefits · Fixed terms and indefinite contracts · Contracts with flexible working hours, part-time working and tele-working · Outgoing and incoming mobility schemes associated · Competitive economic salary 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</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 <i>EU Directive on Fixed-Term Work</i> .			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores · Real Decreto Legislativo 8/2015, de 30 de octubre, por el que se aprueba el texto refundido de la Ley General de la Seguridad Social · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * (BOJA núm. 250 de 21/12/2007) * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación 	<p>Talentia Postdoc and Andalucía Talent Hub offered two-year fixed term contracts. This will give the fellows great visibility in the research labour market, and will open them career opportunities as their scientific production gives results.</p>	<p>6.1) Efforts host institutions to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers</p> <p>6.2) Support employments contracts opportunities and related initiatives to researchers interested on working for agents forming Andalusian Knowledge System and EU Research Area, including:</p> <ul style="list-style-type: none"> · Contracts under Social Security System from Spain or EU member or associate country · Contribution to pension funds, health and accident insurance, parental leave and unemployment benefits · Fixed terms and indefinite contracts · Contracts with flexible working hours, part-time working and tele-working · Outgoing and incoming mobility schemes associated · Competitive economic salary 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores · Real Decreto Legislativo 8/2015, de 30 de octubre, por el que se aprueba el texto refundido de la Ley General de la Seguridad Social · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * (BOJA núm. 250 de 21/12/2007) * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación 	<p>AAC programmes (Talentia Postdoc and Andalucía Talent Hub) are considered global mobility programme for researchers who have been stimulated and supported to carry out their research in world class institutions.</p> <p>Talentia Postdoc and Andalucía Talent Hub Fellowships amounts together to an average of 157.000 EUR.; and included:</p> <ul style="list-style-type: none"> - Salary costs and social security contribution - A travel allowance to cover travel expenses during the outgoing phase. - A mobility allowance to compensate the costs that arise due to the fact of living outside his/her usual residence. - A research cost contribution (lab-based and non-lab-based researches). 	<p>6.1) Efforts host institutions to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers</p> <p>6.2) Support employments contracts opportunities and related initiatives to researchers interested on working for agents forming Andalusian Knowledge System and EU Research Area, including:</p> <ul style="list-style-type: none"> · Contracts under Social Security System from Spain or EU member or associate country · Contribution to pension funds, health and accident insurance, parental leave and unemployment benefits · Fixed terms and indefinite contracts · Contracts with flexible working hours, part-time working and tele-working · Outgoing and incoming mobility schemes associated · Competitive economic salary 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva · Ley Orgánica 3/2007, de 22 de marzo, para la igualdad efectiva de mujeres y hombres · Ley 9/2018 de 8 de octubre de modificación de la Ley 12/2007 de 26 de noviembre para la promoción de la igualdad de género de Andalucía 	<p>AAC postdoctorate programmes (Talentia Postdoc and Andalucía Talent Hub) are integrated on a department of AAC currently led by a project coordinator, who supervises a team of five project officers (5 women and 2 man; 71%-29%). AAC staff is composed by 60 people (48 women and 12 man; 20%-80%).</p> <p>During the last calls (Talentia Postdoc and Andalucía Talent Hub) applied 586 researchers (259 women and 327 men; 44%-56%).</p> <p>Fellows of Talentia Postdoc and Andalucía Talent Hub are currently 27 women and 29 men (41%-59%).</p>	<p>6.1) Efforts host institutions to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers</p> <p>4.1) State clearly in regulation, calls and guides documents that researchers:</p> <ul style="list-style-type: none"> · Will have not to be active at the moment of application · Will be evaluated according merits and credentials when were they acquired · Will not be discriminated 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 · Will have procedures concerning recognition of non European Higher Education Area (EHEA) degrees and qualifications · Will be requested to achieve a balanced level of qualifications and experience required according to the fellow, grant, opportunity, etc. offered <p>4.2) Detail the evaluation and selection process, including:</p> <ul style="list-style-type: none"> · Criteria and measures in: <ul style="list-style-type: none"> - Candidate profile, experiences across different sectors fields and destinations, publications, patents - Appropriateness of the intended Destination/Project/Mobility - Potential impact/Feasibility · Personal interviews · Exceptional quotas and affirmative actions (e.g.: gender; disabilities, policy priorities, deficit research areas) · Evaluation and selection committees · Claims procedures and procurement of evaluation reports 	<p>When: Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p>Who: Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores The Law Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores has been modified in some parts but being the same Law (RDL 2/2015 de 23 de octubre) · Real Decreto Legislativo 8/2015, de 30 de octubre, por el que se aprueba el texto refundido de la Ley General de la Seguridad Social · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * (BOJA núm. 250 de 21/12/2007) * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación 	<p>As part of its current operations, AAC runs a careers service to assist fellows in their career development.</p> <p>This includes orientation and advice on career choices, organisation of job interviews, elaboration of reference letters, headhunting agreements with companies, and direct access to other government services like loans and lodging for start ups and access to venture capital.</p> <p>Career development activities in AAC includes:</p> <ul style="list-style-type: none"> · Workshops on CV writing and interview simulation. · Elaboration of a CV book to be distributed among target organisations. · Networking events with experienced researchers and entrepreneurs. · Info sessions of foreign universities. · Visits to companies and research centres. <p>AAC is fully committed to collaborate and support awardees associations in the common interest of fostering international education and researches and business development in Andalusia.</p> <p>Not selected candidates received their individual marks together with an evaluation report detailing the strengths and weaknesses of their application in each category. The selection and evaluation process itself help them to establish relationships that will enable future collaboration.</p>	<p>6.1) Efforts host institutions to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers</p> <p>7.1) Allow and advice researchers to:</p> <ul style="list-style-type: none"> · Assist events organized by third parties about training and career development activities · Assume non intensive teaching rules on their host institution or in whichever educational institution with which that agreed to collaborate · Create, participate and/or lead researchers' EU associations and worldwide · Plan and carry out provisional mobility periods, from host institution to third parties <p>7.2) Organize, spread and contribute of regular career development activities, including:</p> <ul style="list-style-type: none"> · Elaboration of funding request proposals to EU institutions · Networking events with experienced researchers and entrepreneurs. · Visits to companies and research centres. 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores · Real Decreto Legislativo 8/2015, de 30 de octubre, por el que se aprueba el texto refundido de la Ley General de la Seguridad Social · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * (BOJA núm. 250 de 21/12/2007) * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación 	<p>The economic incentive of Talenia Postdoc and Andalucía Talent Hub includes a mobility allowance to compensate the costs that arise the fellows due to the fact of living outside its regular/usual residence, but also to move nationally in his/her country of destination for research reason.</p>	<p>6.1) Efforts host institutions to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers</p> <p>7.1) Allow and advice researchers to:</p> <ul style="list-style-type: none"> · Assist events organized by third parties about training and career development activities · Assume non intensive teaching rules on their host institution or in whichever educational institution with which that agreed to collaborate · Create, participate and/or lead researchers' EU associations and worldwide · Plan and carry out provisional mobility periods, from host institution to third parties <p>7.2) Organize, spread and contribute of regular career development activities, including:</p> <ul style="list-style-type: none"> · Elaboration of funding request proposals to EU institutions · Networking events with experienced researchers and entrepreneurs. · Visits to companies and research centres. 	<p>When:</p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p>Who:</p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores · Real Decreto Legislativo 8/2015, de 30 de octubre, por el que se aprueba el texto refundido de la Ley General de la Seguridad Social · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * (BOJA núm. 250 de 21/12/2007) * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación 	<p>As part of its current operations, AAC runs a careers service to assist fellows in their career development.</p> <p>This includes orientation and advice on career choices, organisation of job interviews, elaboration of reference letters, headhunting agreements with companies, and direct access to other government services like loans and lodging for start ups and access to venture capital.</p> <p>Career development activities in AAC includes:</p> <ul style="list-style-type: none"> · Workshops on CV writing and interview simulation. · Elaboration of a CV book to be distributed among target organisations. · Networking events with experienced researchers and entrepreneurs. · Info sessions of foreign universities. · Visits to companies and research centres. <p>AAC is fully committed to collaborate and support awardees associations in the common interest of fostering international education and researches and business development in Andalusia.</p> <p>Not selected candidates received their individual marks together with an evaluation report detailing the strengths and weaknesses of their application in each category. The selection and evaluation process itself help them to establish relationships that will enable future collaboration.</p>	<p>6.1) Efforts host institutions to commit in written to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers</p> <p>7.1) Allow and advice researchers to:</p> <ul style="list-style-type: none"> · Assist events organized by third parties about training and career development activities · Assume non intensive teaching rules on their host institution or in whichever educational institution with which that agreed to collaborate · Create, participate and/or lead researchers' EU associations and worldwide · Plan and carry out provisional mobility periods, from host institution to third parties <p>7.2) Organize, spread and contribute of regular career development activities, including:</p> <ul style="list-style-type: none"> · Elaboration of funding request proposals to EU institutions · Networking events with experienced researchers and entrepreneurs. · Visits to companies and research centres. 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
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<ul style="list-style-type: none"> · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * (BOJA núm. 250 de 21/12/2007) * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación · Ley 24/2015, de 24 de julio, de Patentes 	<p>Researchers were responsible of manage documents, visas and authorizations necessary to enter the country of destination, to reside there under applicable law for the duration of the research process, and to carry out the research project.</p>	<p>2.1) Set appropriated processes and standardized forms to facilitate and ensure enough information to make decisions, including:</p> <ul style="list-style-type: none"> · Suitability of host institutional, collaboration entities. · State of the art, intellectual property rights and joint data, expected results (patents, experiments, authorship of publication). · Significant improvements, commercial opportunities, relating researches · Public engagement and media impact · Health and safety · Data protection and confidentiality protection · Budget, number of fellowships, awards, grants, contracts, if any, offered and duration. · Researcher, Supervisors and team involved profiles · Mobility scheme · Eligibility requirements for candidates, and required documents · Evaluation criteria and composition of the selection committee. · Application deadlines and key milestones in the selection process. <p>3.1) Require that research proposals will have to be done by researchers, identifying a supervisor and/or team, involved on them</p> <p>3.2) Require that scientific-technical, management and financial reports will have to be done by researchers, and host institutions if any, regularly from the completion of each period or phase of research activities and will must include assessments from their scientific supervisors. Also changes requests regarding deviations occurred will be faced by researchers.</p>	<p>When: Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p>Who: Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>
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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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
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<ul style="list-style-type: none"> · Ley 16/2007, de 3 de diciembre, Andaluza de la Ciencia y el Conocimiento * (BOJA núm. 250 de 21/12/2007) * artículo 27.1 modificado por artículo 3 del Decreto Ley 5/2010, de 27 de julio · Ley 14/2011, de 1 de junio, de la Ciencia, la Tecnología y la Innovación · Ley 24/2015, de 24 de julio, de Patentes 	<p>Researchers were responsible of manage documents, visas and authorizations necessary to enter the country of destination, to reside there under applicable law for the duration of the research process, and to carry out the research project.</p>	<p>2.1) Set appropriated processes and standardized forms to facilitate and ensure enough information to make decisions, including:</p> <ul style="list-style-type: none"> · Suitability of host institutional, collaboration entities. · State of the art, intellectual property rights and joint data, expected results (patents, experiments, authorship of publication). · Significant improvements, commercial opportunities, relating researches · Public engagement and media impact · Health and safety · Data protection and confidentiality protection · Budget, number of fellowships, awards, grants, contracts, if any, offered and duration. · Researcher, Supervisors and team involved profiles · Mobility scheme · Eligibility requirements for candidates, and required documents · Evaluation criteria and composition of the selection committee. · Application deadlines and key milestones in the selection process. <p>3.1) Require that research proposals will have to be done by researchers, identifying a supervisor and/or team, involved on them</p> <p>3.2) Require that scientific-technical, management and financial reports will have to be done by researchers, and host institutions if any, regularly from the completion of each period or phase of research activities and will must include assessments from their scientific supervisors. Also changes requests regarding deviations occurred will be faced by researchers.</p>	<p>When: Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p>Who: Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>
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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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley Orgánica 6/2001, de 21 de diciembre, de Universidades · Ley 15/2003, de 22 de diciembre, Andaluza de Universidades (BOJA núm. 251 de 31/12/2003) · Ley Orgánica 4/2007, de 12 de abril, por la que se modifica la Ley Orgánica 6/2001, de 21 de diciembre, de Universidades · Ley 12/2011, de 16 de diciembre, de modificación de la Ley Andaluza de Universidades. (BOJA núm. 251 de 27/12/2011) · Decreto Legislativo 1/2013, de 8 de enero, por el que se aprueba el Texto Refundido de la Ley Andaluza de Universidades (BOJA núm. 8 de 11/01/2013) 	<p>There is not specific regulations (no Talenta Postdoc nor Andaluza Talent Hub) determined how researchers supported by AAC could go in for teach in the frame of its host institution taught programmes offer or in whichever educational institution with which that agreed to collaborate</p>	<p>7.1) Allow and advice researchers to:</p> <ul style="list-style-type: none"> · Assist events organized by third parties about training and career development activities · Assume non intensive teaching rules on their host institution or in whichever educational institution with which that agreed to collaborate · Create, participate and/or lead researchers' EU associations and worldwide · Plan and carry out provisional mobility periods, from host institution to third parties 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>Apart from redress procedures, all candidates had on AAC calls the right to appeal the decisions of the selection and evaluation committees</p>	<p>4.2) Detail the evaluation and selection process, including:</p> <ul style="list-style-type: none"> · Criteria and measures in: <ul style="list-style-type: none"> - Candidate profile, experiences across different sectors fields and destinations, publications, patents - Appropriateness of the intended Destination/Project/Mobility - Potential impact/Feasibility · Personal interviews · Exceptional quotas and affirmative actions (e.g.: gender; disabilities, policy priorities, deficit research areas) · Evaluation and selection committees · Claims procedures and procurement of evaluation reports 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>Circumstances that may lead to the modification of the outcome:</p> <ul style="list-style-type: none"> · Modifications of the length of stay at the Host Institution/ Contracting Entity within the specified limits. · The need to change Host Institution because of transfer Scientific Supervisor or other circumstances duly justified. · Breach of obligations by the Host Institution or Contracting Entity. · Changes in the development of the Scientific Project. · Any circumstances that may justify a modification of the outcome without changing the purpose of the fellowship or the procedures of the Program. 	<p>3.1) Require that research proposals will have to be done by researchers, identifying a supervisor and/or team, involved on them</p> <p>3.2) Require that scientific-technical, management and financial reports will have to be done by researchers, and host institutions if any, regularly from the completion of each period or phase of research activities and will must include assessments from their scientific supervisors. Also changes requests regarding deviations occurred will be faced by researchers.</p> <p>3.3) Researchers must collaborate when audits and refunds processes will be given, accompanied by host institution if any.</p>	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>AAC staff carries out all the administrative work related with the management of calls, including information to candidates, management of applications, coordination with external experts, financial reporting, accounting, payments, assistance to fellows, academic follow-up, institutional relations, advertising and coaching.</p> <p>Fellows are responsible of report periodically research achievements. Researchers, and supervisors from host host institutions, must fulfill annual scientific-technical report.</p>	<p>3.1) Require that research proposals will have to be done by researchers, identifying a supervisor and/or team, involved on them</p> <p>3.2) Require that scientific-technical, management and financial reports will have to be done by researchers, and host institutions if any, regularly from the completion of each period or phase of research activities and will must include assessments from their scientific supervisors. Also changes requests regarding deviations occurred will be faced by researchers.</p> <p>3.3) Researchers must collaborate when audits and refunds processes will be given, accompanied by host institution if any.</p>	<p>When:</p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p>Who:</p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>All candidates must identify a supervisor at the host institution that will run with leading and managing duties the research project</p> <p>Fellows are responsible of report periodically research achievements. Researchers, and supervisors from host host institutions, must fulfill annual scientific-technical report.</p> <p>If the objectives are not achieved entirely, but approach significantly the aim, the level of achievement will be assessed and the amount awarded will be proportional to that level. The level of achievement in relation to the objectives must reach at least the following percentage: 75% of the duration of the project or research activity. The level of achievement is significantly close to full compliance when the main scientific objectives of the project or research activity are obtained in the opinion of the supervisors at the host institution or the collaborating entity.</p>	<p>3.1) Require that research proposals will have to be done by researchers, identifying a supervisor and/or team, involved on them</p> <p>3.2) Require that scientific-technical, management and financial reports will have to be done by researchers, and host institutions if any, regularly from the completion of each period or phase of research activities and will must include assessments from their scientific supervisors. Also changes requests regarding deviations occurred will be faced by researchers.</p> <p>3.3) Researchers must collaborate when audits and refunds processes will be given, accompanied by host institution if any.</p>	<p>When: Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p>Who: Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley Orgánica 6/2001, de 21 de diciembre, de Universidades · Ley 15/2003, de 22 de diciembre, Andaluza de Universidades (BOJA núm. 251 de 31/12/2003) · Ley Orgánica 4/2007, de 12 de abril, por la que se modifica la Ley Orgánica 6/2001, de 21 de diciembre, de Universidades · Ley 12/2011, de 16 de diciembre, de modificación de la Ley Andaluza de Universidades. (BOJA núm. 251 de 27/12/2011) · Decreto Legislativo 1/2013, de 8 de enero, por el que se aprueba el Texto Refundido de la Ley Andaluza de Universidades (BOJA núm. 8 de 11/01/2013) 	<p>As part of its current operations, AAC runs a careers service to assist fellows in their career development.</p> <p>This includes orientation and advice on career choices, organisation of job interviews, elaboration of reference letters, headhunting agreements with companies, and direct access to other government services like loans and lodging for start ups and access to venture capital.</p> <p>Career development activities in AAC includes:</p> <ul style="list-style-type: none"> · Workshops on CV writing and interview simulation. · Elaboration of a CV book to be distributed among target organisations. · Networking events with experienced researchers and entrepreneurs. · Info sessions of foreign universities. · Visits to companies and research centres. <p>AAC is fully committed to collaborate and support awardees associations in the common interest of fostering international education and researches and business development in Andalusia.</p> <p>Not selected candidates received their individual marks together with an evaluation report detailing the strengths and weaknesses of their application in each category. The selection and evaluation process itself help them to establish relationships that will enable future collaboration.</p>	<p>7.1) Allow and advice researchers to:</p> <ul style="list-style-type: none"> · Assist events organized by third parties about training and career development activities · Assume non intensive teaching rules on their host institution or in whichever educational institution with which that agreed to collaborate · Create, participate and/or lead researchers' EU associations and worldwide · Plan and carry out provisional mobility periods, from host institution to third parties <p>7.2) Organize, spread and contribute of regular career development activities, including:</p> <ul style="list-style-type: none"> · Elaboration of funding request proposals to EU institutions · Networking events with experienced researchers and entrepreneurs. · Visits to companies and research centres. 	<p>When:</p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p>Who:</p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Ley Orgánica 6/2001, de 21 de diciembre, de Universidades · Ley 15/2003, de 22 de diciembre, Andaluza de Universidades (BOJA núm. 251 de 31/12/2003) · Ley Orgánica 4/2007, de 12 de abril, por la que se modifica la Ley Orgánica 6/2001, de 21 de diciembre, de Universidades · Ley 12/2011, de 16 de diciembre, de modificación de la Ley Andaluza de Universidades. (BOJA núm. 251 de 27/12/2011) · Decreto Legislativo 1/2013, de 8 de enero, por el que se aprueba el Texto Refundido de la Ley Andaluza de Universidades (BOJA núm. 8 de 11/01/2013) 	<p>As part of its current operations, AAC runs a careers service to assist fellows in their career development.</p> <p>This includes orientation and advice on career choices, organisation of job interviews, elaboration of reference letters, headhunting agreements with companies, and direct access to other government services like loans and lodging for start ups and access to venture capital.</p> <p>Career development activities in AAC includes:</p> <ul style="list-style-type: none"> · Workshops on CV writing and interview simulation. · Elaboration of a CV book to be distributed among target organisations. · Networking events with experienced researchers and entrepreneurs. · Info sessions of foreign universities. · Visits to companies and research centres. <p>AAC is fully committed to collaborate and support awardees associations in the common interest of fostering international education and researches and business development in Andalusia.</p> <p>Not selected candidates received their individual marks together with an evaluation report detailing the strengths and weaknesses of their application in each category. The selection and evaluation process itself help them to establish relationships that will enable future collaboration.</p>	<p>7.1) Allow and advice researchers to:</p> <ul style="list-style-type: none"> · Assist events organized by third parties about training and career development activities · Assume non intensive teaching rules on their host institution or in whichever educational institution with which that agreed to collaborate · Create, participate and/or lead researchers' EU associations and worldwide · Plan and carry out provisional mobility periods, from host institution to third parties <p>7.2) Organize, spread and contribute of regular career development activities, including:</p> <ul style="list-style-type: none"> · Elaboration of funding request proposals to EU institutions · Networking events with experienced researchers and entrepreneurs. · Visits to companies and research centres. 	<p><i>When:</i></p> <p>Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p><i>Who:</i></p> <p>Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>



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 (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> · Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores · Ley 38/2003, de 17 de noviembre, General de Subvenciones · Real Decreto 887/2006, de 21 de julio, por el que se aprueba el Reglamento de la Ley 38/2003, de 17 de noviembre, General de Subvenciones · Decreto 282/2010, de 4 de mayo, por el que se aprueba el Reglamento de los Procedimientos de Concesión de Subvenciones de la Administración de la Junta de Andalucía · Orden de 30 de agosto de 2010, por la que se aprueban las bases reguladoras tipo y los formularios tipo de la Administración de la Junta de Andalucía para la concesión de subvenciones en régimen de concurrencia competitiva 	<p>All candidates must identify a supervisor at the host institution that will run with leading and managing duties the research project</p> <p>Fellows are responsible of report periodically research achievements. Researchers, and supervisors from host host institutions, must fulfill annual scientific-technical report.</p> <p>If the objectives are not achieved entirely, but approach significantly the aim, the level of achievement will be assessed and the amount awarded will be proportional to that level. The level of achievement in relation to the objectives must reach at least the following percentage: 75% of the duration of the project or research activity. The level of achievement is significantly close to full compliance when the main scientific objectives of the project or research activity are obtained in the opinion of the supervisors at the host institution or the collaborating entity.</p>	<p>3.1) Require that research proposals will have to be done by researchers, identifying a supervisor and/or team, involved on them</p> <p>3.2) Require that scientific-technical, management and financial reports will have to be done by researchers, and host institutions if any, regularly from the completion of each period or phase of research activities and will must include assessments from their scientific supervisors. Also changes requests regarding deviations occurred will be faced by researchers.</p> <p>3.3) Researchers must collaborate when audits and refunds processes will be given, accompanied by host institution if any.</p>	<p>When: Launching and implementing its own new programmes or implementing its own new calls of currents programmes</p> <p>Who: Andalusian Agency of Knowledge (AAC) or Regional Government of Andalusia delegating tasks to AAC.</p>