



RESEARCHERS MOBILITY PLAN



Bellaterra, October 1st, 2024



HR EXCELLENCE IN RESEARCH



Preamble

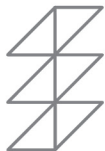
In Catalonia, the preamble of Law 9/2022, of 21 December, on science states: "In a highly changing and unstable social and labour context, this law must contribute to promoting professional improvements to fight against job insecurity and advance in stabilisation and generational renewal, in accordance with the personnel policy of the corresponding agent; promote mobility and collaboration between the research groups of the agents of the research, development and innovation system, public and private, as well as international; promote mobility with companies and their collaboration with the agents, as well as with social entities, in order to contribute to an open and recognised professional career, and foster transfer and innovation..."

Article 22 develops the mobility of research personnel: "The agents of the research, development and innovation system of the public sector must promote and facilitate the mobility of their research personnel with other agents of the same system or external ones, in accordance with the provisions of this law, the Law of the State of Science, Technology and Innovation, the legislation on universities and the regulations issued to deploy them".

In Spain, the regulations relating to mobility are extensive and are contained in various laws related to the research system. Of particular note is Law 14/2011, of 1 June, on Science, Technology and Innovation (article 17), as well as Law 17/2022, of 5 September, which amends Law 14/2011, which among its general objectives establishes the promotion of the professional career and the professional mobility of all research, scientific, technical and management staff. At the European level, in accordance with the principles of the Charter and the Code of Conduct for Research Staff, the importance of mobility to improve the development of research careers is recognised. Specifically, the European Code has two principles dedicated to mobility, #18 *Recognition of experience in mobility* (Pillar II of recruitment) and #29 *Value of mobility* (Pillar I of working conditions and social security).

Along these lines, in the evaluation for recruitment and for promotion of the CED, interruptions in the research career due to work outside the academic world are not penalised and both short and long stays in foreign institutions are considered as a merit, in recognition of the central role of international exposure for the successful development of the professional career. In general, mobility should be greater during the postdoctoral phase, especially for researchers who have obtained their doctorate or completed their first postdoc at the CED. However, postdoctoral opportunities are limited by many personal and academic factors, which is why flexibility is required when assessing mobility during the general course of each individual researcher's career. The evaluation of short and long stays takes into account not only the quantity (number) and the amount (duration), but also the quality of these stays, measured through multiple indicators, such as: the research results; the skills and competences acquired; the prestige of the associated grant (if any); and the reputation of the supervisor, as well as of his/her research group and institution at international level.

This mobility usually refers to geographical mobility, but it can also refer to mobility between disciplines, mobility between the private and public sectors (i.e. between public institutions and between public institutions and the business sector), or even to remote collaboration through digital media. In particular, mobility is considered essential for establishing partnerships, enabling learning processes and increasing the use of scientific and technological knowledge, as well as for the generation of new knowledge, new applications and the development of products and services.



Promoting mobility at the CED

The CED, in compliance with this mandate and its own strategy in the field of research, through the certification of excellence in human resources "hr", promotes the mobility of its research staff by providing support in the application for and management of external grants, both at Catalan, Spanish and European level. The annex lists the main calls for proposals that are offered in different areas, and to which the CED will not impose limitations if they do not affect current project commitments.

In the case of research staff with contracts at the CED, international mobility is expected to take place at any stage of their careers, although there are differences between researchers in training and more experienced researchers. Both predoctoral researchers (R1) and postdoctoral researchers (R2) are encouraged to make the most of their opportunities for international mobility and exposure while working at the CED, as long as this is done within the limits imposed by their respective contracts, with the permission of their immediate supervisor, and if budget availability and/or other possible limitations allow it.

1) short stays, financed by individual grants or research projects in which the researcher participates, 2) participation in international meetings to present contributions, normally with funds linked to their contracts or from research projects in which they participate.

Experienced researchers are also encouraged to undertake short stays if this fits in with the objectives of their research group. However, stays abroad are not essential for the development of their careers, and instead they are expected to participate in academic, scientific and/or international committees, advisory boards, etc.

The CED encourages R3 research staff with a permanent position at the CED to undertake short and medium-term stays abroad (between three and six months), if this is considered to significantly enhance their career development. In these cases, the CED will facilitate these stays, by one of the following means:

- 1) authorising the stays while they are under contract with the CED, with the sole prerequisite that they have the funds to cover the associated costs;
- 2) allowing the signing of visiting researcher (or equivalent) agreements with foreign institutions, even if this involves using another institutional affiliation, provided that the researcher has secured the funds to cover the costs and continues to sign with the CED as the main affiliation; or
- 3) facilitating unpaid leave of absence from the CED, when the stay requires the researcher to sign a work contract with the foreign institution that is not compatible with his/her current agreement at the CED.

Likewise, the CED proposes to develop its own structural grants for the mobility of senior research staff. The aim is to alleviate situations in which a researcher does not have external grants or the possibility of applying for them, for reasons related to the quality of his or her research. In this sense, a certain number of grants for stays of a minimum of three months and a maximum of six (per researcher and per six-year period) will be called annually. The terms and conditions of the call for applications will be published during the first four months of the year, to be used during the following academic year, depending on the budgetary resources available to the institution, in the short and medium term. The first call for applications is scheduled for the first quarter of 2025.



In the case of pre-doctoral and post-doctoral staff, the offer of external calls to the CED is considered sufficient, although it will always be possible to study the financing of specific actions through its own funds and/or within the framework of the financing of the Consolidated Research Groups or other projects that contemplate this possibility.

In the case of research support staff, there are few possibilities of external funding, so the CED will consider positively the initiatives of stays, duly justified by these staff, as long as there are structural funds to carry them out and the needs of the service allow it. In this sense, in the annual call for research staff, support staff will be encouraged to submit proposals, with the possibility of shorter stays (between one and three weeks).

Modalities

Pre-doctoral mobility. For doctoral students carrying out an external research stay in a European and/or international centre or institution.

Type of pre-doctoral mobility:

- To obtain the International Master's Degree in the title of Doctor. A minimum three-month stay in a European and/or international centre or institution.
- For the European Doctoral School of Demography (EDSD). From September to July.
- Other pre-doctoral research stays. These types of stays will be carried out in accordance with the directives of their directors and tutors.

In addition, approval from the Academic Committee of the Doctoral Programme in Demography and the approval of the Directorate of the Centre for Demographic Studies (CED) is required for any of the stages.

Post-doctoral mobility. For research staff who have read their doctoral thesis in the last 5 years and are carrying out an external research stay in a European and/or international centre or institution. This mobility is required for any postdoctoral contract as such.

- Type of post-doctoral mobility: obtaining external grants from the CED, according to the regulations of the call for applications, grant, contract or aid awarded for the stay.

Mobility of senior research staff. For CED's own research staff with a structural contract.

- Type of mobility: according to the regulations of the call for applications or grant awarded for the duration of the stay.

Mobility of research support staff. For the CED's own research support staff with a structural contract.

- Type of mobility: according to the regulations of the call for proposals or grant awarded for the duration of the stay.
- The duration of the CED call for applications may not be less than one week or more than three, and the places and funding offered will be established annually according to the budget available for the financial year.

Financing mobility

Pre-doctoral mobility. Mobility is financed by the pre-doctoral grants (FI, FPU; FPI) available to doctoral students or by occasional grants stipulated by the Centre for Demographic Studies. In both cases, the concepts stipulated in the regulations of the respective calls for applications or state grants will be paid.



In the case of stays to attend the European Doctoral School of Demography (EDSD), the initial journey (Barcelona-Rostock - venue of the second part of the EDSD of the year) and the return journey (venue of the second part of the EDSD of the year) will be paid as travel expenses.

Maximum amount paid by CED: 350 euros for continental trips and 900 euros for intercontinental trips. All intermediate trips will be paid in full by the students themselves.

Post-doctoral mobility and mobility of senior research staff. In both cases, the concepts stipulated in the regulations of the respective calls for grants or subsidies will be paid, with the approval of the management of the Centre for Demographic Studies. It is also possible that funds from ongoing projects, or from the funding of the consolidated research groups themselves, as well as other external funding that allows their justification, may be used for this purpose.

Mobility of support staff. Mobility financed by external programmes will be governed by the terms and conditions of the call for applications. Mobility financed by the CED must be covered by structural funds.

The amounts will always respect the principles of austerity and responsibility in the expenditure of public funding.

Annex

- Ministry of Science and Innovation
 - [Grants for pre-doctoral contracts for the training of PhD students](#)

Within the framework of the grants, there is funding to cover the costs derived from training/research stays.

- Ministry of Education and Vocational Training
 - [Stays of senior lecturers and researchers in foreign institutions](#)

Stays of 3 to 6 months for senior professors or researchers (PhD +12 years). Stays in the USA can be part of the Fulbright programme.

- [José Castillejo Mobility Stays abroad for young PhD holders](#)

Stays of 3 to 6 months for young professors or researchers (doctorate -12 years). Stays in the USA can be part of the Fulbright programme.

- **Generalitat de Catalunya. Agència de Gestió d'Ajuts Universitaris i de Recerca-AGAUR**

- [Ajuts Joan Oró per a la contractació de personal investigador predoctoral en formació \(FI\)](#)

Within the framework of the grants, there is funding to cover the costs derived from training/recruitment stays.

- **Societat Econòmica Barcelonesa d'Amics del País (Barcelona Economic Society of Friends of the Country)**

- [Mobility grants for young researchers](#)

Grants aimed at teaching and research staff and doctoral students linked to universities and research centres in Catalonia, under 35 years of age, for a minimum stay of three months in foreign research centres and universities.

- **EDUFI Fellowships**

- <https://www.oph.fi/en/development/edufi-fellowship>

Grants for doctoral students at universities in Finland, to start or complete a doctoral thesis.

- **Japan Society for Promotion of Science**

- <https://www.jsps.go.jp/english/>

- **Marie S. Curie Fellowships**

<https://marie-sklodowska-curie-actions.ec.europa.eu/calls/msca-postdoctoral-fellowships>