

| Working conditions  |  |   |   |   |   |
|---|--|---|---|---|---|
| Actions   | Indicators   | Evidence and measured data  |   |   |   |
|   |  | 2019  | 2020  | 2021  | 2022<br>(data at 30/06/2022)  |
| <b>W1. Designing a Faculty Career Path Diagram</b>  |  |   |   |   |   |
|   |  | <p>This action as defined has not been carried out because the new organic law of the University System (LOSU) has just been presented in May 2022 by the Minister of Universities. For some time now, the new document has been being elaborated and discussed with all the agents involved in the university system. Thus, the academic career with the LOSU is more predictable and clearer, with three stages: access, stabilisation and promotion.</p> <p>Only ten years will pass from the start of doctoral studies to stabilisation, thus achieving a renewal of the university workforce. Access to the career will be through the figure of the Assistant Doctor, with a 6-year contract. Accreditation for this position will be eliminated, and access will be by public competition. This will increase the age of entry and will also make it possible to attract international talent.</p> <p>UC3M takes as a guideline the career diagram elaborated by FECYT. This is a complete and updated map of the different stages of the research career, which identifies the different grants that you can apply for at any given time. The document also contains links to further information on each of the calls for applications. Fifth edition: October 2020.</p> <p><a href="#">Researchers career path in Spain</a></p> |   |   |   |
| <b>W2. Digitisation of the electronic recruitment procedure and extensions of the Laboral Faculty</b> |  |   |   |   |   |
|   | Approval by the competent bodies                               |   | Approval in e-Government Commission (January 2020 for contract renewals)              |   |   |
|   | Dissemination to the university community (PDI y PAS)          |   | Project to sign electronic renewals of Professors and researches - 3 February 2020    |   |   |
|   | No. of Faculty that have signed renewal contracts via e-Office |   | e-office: 886 (associates: 743, visitant: 75, predoc 62, "concretes": 5 y postdoc: 1) | Predoc (92) + Visitant (63) + associates (882) + AD (40) = 1077 | Predoc (21) + Visitant (26) + associates (724) + AD (37) = 808            |
|   | Number of PDI extensions signed by hand                        |   | Manual processing: 54 (predoc 48 y visitant: 6)                                       | Predoc (55) + Visitant (1) + associates (0) + AD (0) = 56       | Predoc (8) + Visitant (0) + associates (0) + AD (0) = 8                   |
|   | No. of contracts signed with the new electronic procedure      |   | 214   | Predoc (52) + Visitant (43) + associates(282) + AD (22) = 399   | Predoc (23) + Visitantes (26) + asociados (Pending) + AD (Pending) = 49   |
|   | No. of contracts signed by hand                                |   | 199   | Predoc (43) + Visitant (20) + associates (1) + AD (0) = 64      | Predoc (8) + Visitantes (5) + asociados (Pendiente) + AD (Pendiente) = 13 |
|   | No. of cases processed   |   | 278 (248 renewals y 30 contracts)   | 147 (36 renewals y 111 contracts)                               | 23 cases processed  |
| <b>W3. Medical insurance coverage for teaching and research staff stays around the world</b>          |  |   |   |   |   |
|   | Approval and dissemination                                     | <p>For PDI travel insurance, UC3M has a travel insurance, awarded by tender to the company CHUBB (02/03/2020). It has a maximum duration of 90 consecutive days <a href="https://www.uc3m.es/economico/seguros">https://www.uc3m.es/economico/seguros</a></p> <p>In addition, there is the option of ONCAMPUS insurance. This insurance must be contracted and paid for. It has the possibility of coverage for more than 90 consecutive days: <a href="https://oncampus.es/seguros/">https://oncampus.es/seguros/</a></p>  |   |   |   |

### Working conditions:

Universidad Carlos III de Madrid works to provide an **attractive, open and viable working environment** for its teaching and research staff. Among its objectives is the continuous improvement of the physical and virtual environments to guarantee excellent teaching and research activities. Human resources are the most important factor to carry out the strategic objectives and, therefore, it is necessary to take care of people and facilitate the development of their professional careers, including the promotion of mobility.

The university is open and cooperative so that its teaching and research staff can carry out as much mobility as they can or want. There is a reduction in the teaching load and accumulation in specific periods so that lecturers and researchers can spend time at prestigious institutions.

**Digitalisation** has brought about a quick transformation in the university **working environment** and this has made it necessary to find new and updated solutions for the health and safety of workers. The COVID-19 pandemic is one of the biggest challenges that the university, like all other public and private institutions, has faced. Overcoming this challenge is only possible by working together to stop the spread of this disease and to provide a safe and healthy working environment for both home-based teleworkers and those who have returned to their regular workplaces

In the 20-22 Action Plan we aimed to give a new impulse to some of the Human Resources processes. Specifically, we established an action "Digitalisation of the electronic procedure for hiring and extensions of Teaching and Research Staff". The achievement of this action has meant that all new contracts and extensions that need to be signed are done electronically, avoiding the following improvements in the process

- Physical presence is not necessary to sign the contract. In times of pandemic, it has helped to ensure that recruitment processes are not slowed down, but on the contrary, that they are smoother.
- It is an improvement for teachers. Before, they had to leave their regular job to sign the contract and lost the morning. Now they can do it remotely, in an operation that takes no more than 5 minutes (without incidents).
- There is specific support for dealing with incidents. The data received in each contracting period indicate that the number of incidents is decreasing over time, currently the number of incidents is almost residual.
- In terms of storage and classification of contracts, it is much more efficient because everything is available in the cloud.
- We are one of the first universities to have implemented this process, both for extensions and new hires.

A healthy university must promote the development of a working and learning environment where the improvement of health, wellbeing and sustainability are strategic elements that are effectively integrated into all of the organization's activities. This path is being developed at UC3M on a daily basis with the incorporation of healthy activities (health promotion, physical activity, healthy eating and emotional wellbeing) and trying to make our university campuses healthy (healthy jobs and work-life balance, healthy spaces, occupational health centers, cardio-protected campuses). [UC3M Healthy](#)

Psychosocial risks and work-related stress are among the most challenging problems in the field of occupational safety and health. They significantly affect the health of individuals, organizations and national economies. UC3M, being well aware of this, developed and made available to its staff a personal wellbeing programme. [Personal Wellness Program](#)

The university is working on two improvements for its teaching and research staff. One of them is the extension of **funded medical coverage** when they make use of mobility to other countries, especially outside Europe. The second improvement is job stabilization for those who are on temporary contracts. The intention of the management team is to achieve this stability. However, the Spanish regulatory framework conditions the achievement of this objective because the replacement rate is very low. We can permanently cover those positions that have become vacant due to retirements the previous year and, given that the average age of our staff is not very high, this replacement rate is not sufficient for the development that the university has undergone in recent years in terms of degrees and, therefore, staffing needs.

#### Remarks (max 500 words)

Designing a professional career diagram for teaching and research staff, as contemplated in the 20-22 Action Plan, as defined in the action, has not been carried out because the new organic law of the University System (**LOSU**) has just been presented in May 2022 by the Minister of Universities. The new document has been under preparation for some time now and has been agreed with all the agents involved in the university system. Thus, the academic career will be more predictable and clearer, with three stages: access, stabilization and promotion.

UC3M takes as a reference the career diagram elaborated by FECYT. This is a complete updated diagram of the different stages of the research career in which the different aids are identified. [Career-path-5th-edition-vf](#)