

ACTION PLAN 2022 - 2024

Pillar III: Working Conditions							
Ref	Action (description of actions at the end)	GAP Principle(s)	Timing	Unit/Service accountable	Unit/Service involved	Status	Indicators
W1	Design of a Teaching and Research Staff Career Map	22, 28	Q4 2024	VR Faculty	Human Resources and Organization Service, VR Faculty	EXTENDIDA	· Development and publication
W2	Medical insurance coverage for international stays.	24, 26, 29	Q3 2023	Human Resources and Organization Service	VR Faculty, Human Resources and Organization Service, International Relations Service, VR Internationalization and European University	IN PROGRESS	· Countries covered. · No. of teachers/researches with international stays covered.
W3	Pay gap analysis.	10, 22, 23, 24, 26, 27	Q1 2023	VR Faculty	VR Faculty, Human Resources and Organization Service	NEW	· Gap by group of age. · Gap by branch of knowledge · Gap by type of workday · Gap for licenses (leaves). · Gap by type of salary complement.
W4	Tool to facilitate the control and monitoring of departmental staffing .	25, 26	Q1 2023	VR Faculty	VR Faculty, Human Resources and Organization Service	NEW	· No. of departmental teaching groups for cost monitoring. · No. of simulations of hiring figures in the Departments. · No. of tickets uploaded through the new system.
W5	DOCENTIA : System for the evaluation of the teaching activities of the professors.	11, 22, 28, 33	Q2 2023	VR Faculty	VR Faculty, Human Resources and Organization Service, International Relations Service	NEW	· Evaluate 18% of the group susceptible to evaluation.
W6	Dual career .	24, 29, 30	Q1 2024	Human Resources and Organization Service	VR Faculty, Human Resources and Organization Service, International Relations Service, VR Internationalization and European University	NEW	· Design a protocol. · No. of people advised / assisted.
W7	Personal well-being Program.	24	Q2 2022	Human Resources and Organization Service	VR Faculty, Human Resources and Organization Service	NEW	· Launch campaign · No. registered users

DEFINITION OF THE ACTIONS 2022-2024

Ref	Action	Definition
W1	Design of a Teaching and Research Staff Career Map	Within the project for the implementation of a Career Path, the design of a career map will be based on the four profiles established in EFRC (European Framework for Research Careers), the entry points in each of the profiles will be defined, as well as the requirements needed to move to the next profile, in accordance with national legislation.

W2	Medical insurance coverage for international stays .	Medical coverage plan for the PDI (Teaching and Research Staff) during research stays in other countries outside Europe. The objective during the period 2022-2024 is to extend, with funding to the PDI, the coverage to countries where up to now it has to be financed by the professors and researchers who carry out the mobility. Special emphasis on R1s.	15
W3	Pay gap analysis.	The main objective of this study is to provide a general overview of the Gender Pay Gap (GPG) in the salaries of Teaching and Research Staff (PDI), based on the analysis of university data. The Gender Pay Gap, or the difference between the average salaries received by men and women, is a key indicator in terms of equality in the workplace. Although gender differences have narrowed in recent years as a result of public policies on equality, women still earn on average less than men.	16
W4	Tool to facilitate the control and monitoring of departmental staffing .	Within the HR and Organization digital transformation strategy of UC3M, it is necessary to have an appropriate budget management of the Teaching and Research Staff. The management of staff expenses includes, in addition to expenditure control and budget monitoring, budget estimates for the future and the expected evolution of the Teaching and Research Staff in the Departments. The objective of this action is to provide the directors of teaching departments with a tool that facilitates the control and monitoring of their staff.	17
W5	DOCENTIA : System for the evaluation of the teaching activities of the professors.	The DOCENTIA-UC3M model develops a system of evaluation of the teaching activity of the professor, based on the reflection on the development of the teaching task itself, including the assessment of students, of those responsible for the centers and departments. The aim of DOCENTIA-uc3m is to favor the development and recognition of the teaching staff and to promote quality teaching focused on students.	18
W6	Dual career .	Program that aims to analyze and guide, in a personalized way, the couples of researchers who come to uc3m, regarding labor and socio-cultural integration in terms of Recruitment, Entrepreneurship, Volunteering; Intermediate with system agents and our Network	19
W7	Personal well-being Program.	The main objective will be a service to support emotional and mental well-being through the design and development of a program that contributes to an environment for the improvement of the well-being of all UC3M staff, both in the field of mental and emotional health. The program will allow the monitoring of user behavior through an app for smartphones and Cloud environment, where all these data are stored and processed. The provision of support services through the implementation of different services/activities (sports, prevention, psychology, webinars, workshops, courses, lectures, etc.) to improve the well-being of university staff.	20