

Ethical and Professional Aspects

Welcome Manual for new investigators/visitors with relevant information (Activity E.1)

https://www.uco.es/investigacion/portal/HRS4R/images/documentos/Welcome_manual_for_researchers.pdf

Welcome day for doctoral students (R1) (Activity E.1)

<http://uco.symposium.events/go/wd-doctorado-2024>

Risk Prevention Course for new researchers (Activity E.2)

<https://moodle.uco.es/ctp/user/index.php?id=209> (Spanish version)

<https://moodle.uco.es/ctp/course/view.php?id=210> (English version)

Portfolio of patents and technologies of UCO research personnel (Activity E.3)

<https://www.uco.es/transferencia/proteccion-y-valorizacion>

<https://www.uco.es/transferencia/otri/patentes/>

Annual Plan for Scientific Dissemination of the UCO (Activity E.4)

<https://www.uco.es/investigacion/ucci/es/planes>

HRS4R Seal Visibility Seminars (Activity E.6)

<https://www.uco.es/investigacion/portal/HRS4R/es/noticias/37-la-uco-organiza-un-ciclo-online-sobre-el-sello-europeo-de-recursos-humanos-en-la-investigacion-hrs4r>

SEMINAR 1: Good research practices in the framework of the HRS4R Seal.

SEMINAR 2: Career in research

SEMINAR 3: Good practices in OTM-R

Representativeness of the Research Committee (Activity E.7)

<https://www.uco.es/investigacion/portal/comision-investigacion>

Representativeness of Governing Council Delegated Committees (Activity E.7)

<https://www.uco.es/organizacion/consejogobierno/images/doc/ConsejoGobierno/actas/cg22/cg15/Anexo%2026.pdf>

Recruitment and selection

Manual of various regulations related to research aspects (Activity R.1)

<https://www.uco.es/investigacion/portal/normativa-y-legislacion>

UCO offers for research personnel published in Euraxess (Activity R.2)

<https://euraxess.ec.europa.eu/information/centres/university-cordoba>

Parity in the selection of commissions and management bodies of the University of Cordoba (Activity R.3)

<https://www.uco.es/vidauniversitaria/igualdad/>

Some activities developed by the UCO Equality Unit are:

- The **III Equality Plan**, currently under evaluation, has an axis specifically focused on Research (Axis 3). One of the objectives of this Axis is to incorporate people with experience in research with a gender perspective in courts and research commissions. In addition, training on research with a gender perspective is planned. Within the Teaching Axis (Axis 2), one of the measures is the promotion of the evaluation of training merits in equality to form part of commissions related to teaching, and another measure is training in equality within the Research Expert Course. Within the Governance Axis (Axis 4), one objective is to promote decision-making and gender mainstreaming in the representative bodies, with measures such as training in gender perspective for members of the different representative bodies, decision-making and selection commissions, and promotion of the balanced presence of women and men in tribunals and assessment commissions in selection calls and competitive examinations.
- The I Concilia Plan includes measures applicable to teaching and research staff. Particularly, it includes the Regulation to make the care of minors and dependents compatible with scientific production (modified on 14/04/2023).
- **Research section on the Equality Unit's website**
This section includes both state and European regulations on incentives to incorporate the gender perspective in research project applications, as well as guides and materials to apply this perspective in research.
- **Excellence Mentoring Program for the Development of Female STEM Talent at the University of Cordoba** in collaboration with the Royal Academy of Engineering.
- **UCOimpulsa Submodality of the Research Plan**, in collaboration with the Vice-Rectorate for Scientific Policy.
- **UNIVERGEM Program**, in collaboration with the Vice-Rectorate for Continuing Education, Employability and Entrepreneurship, and the Andalusian Institute for Women.
- **GEN-Lidera Program**, in collaboration with the Vice-Rectorate for Continuing Education, Employability and Entrepreneurship.
- **Management of the call of the Instituto Andaluz de la Mujer (Andalusian Women's Institute) to develop feminist research.**
- **María Zambrano Award to TFG, TFM or Doctoral Thesis with a gender focus.**

Strategic plan for attracting research talent (Activity R.4)

<https://sede.uco.es/bouco/bandejaAnuncios/BOUCO/2024/00472>

Publish the general merit scale for the recruitment of research and teaching staff (Activity R.5)

Civil Servant Teaching and Research Staff

<http://sede.uco.es/bouco/bandejaAnuncios/BOUCO/2024/00664>

Contracted Teaching and Research Staff

<http://sede.uco.es/bouco/bandejaAnuncios/BOUCO/2023/01002>

Improve conditions for attracting research talent (Activity R.6)

<https://sede.uco.es/bouco/bandejaAnuncios/BOUCO/2024/00472>

Working conditions

Design of the researcher stay registration database (Activity W.1)

<https://www.uco.es/investigacion/portal/HRS4R/en/aplicacion-en>

Support service for the relocation of researchers for their integration in the UCO (Activity W.2)

<https://www.uco.es/internacional/extranjeros/es/>

Courses on reconciliation of work and family life (Activity W.3)

MOOC course on prevention of gender violence, with training adapted to work-life balance needs.

<https://ucoonline.uco.es/mooc/cursosofertados/page23.html>

Working Group and Axis on Co-responsibility in the III Equality Plan

https://www.uco.es/ugt/v2/images/20231011_Borrador_III_PlanIgualdadUCO.pdf

Activities to promote mobility for training of researchers (Activity W.4)

Postgraduate Program

Submodality 2.2: Grants to UCO teaching and research staff ascribed to the official doctoral degrees

- Line 2.2.1: International mobility of teaching staff attached to official doctoral degrees

<https://sede.uco.es/bouco/bandejaAnuncios/BOUCO/2020/00939>

Submodality 2.3: Grants to students of official doctoral degrees

- Line 2.3.1: International mobility of doctoral students

<https://sede.uco.es/bouco/bandejaAnuncios/BOUCO/2019/00891>

- Line 2.3.4: International student mobility

Carolina Foundation and AUIP in international stays of doctoral students <https://www.uco.es/estudios/idep/menu-doctorado/programa-propio#bases-reguladoras-convocatorias-resoluciones-y-convenios>

Novelty 2024/25: Internationalization criteria in the budget allocation for Master's degrees. To be extended to doctoral degrees.

https://www.uco.es/estudios/idep/images/documentos/programa-propio/masteres/V_Programa_Propio/Resoluci%C3%B3n_adjudicaci%C3%B3n_Presupuesto_M%C3%A1sterespdf.pdf

Research Plan

Submodality 3.1: Short stays in research centers abroad.

https://www.uco.es/investigacion/portal/images/Submodalidad_3_1_Estancias_Breves.pdf

Creation of the Observatory of Employment and Entrepreneurial Culture (Activity W.5)

UCOTalent

<https://www.uco.es/UCOTalent/>

EmprendeUCO

<https://emprendeuco.es>

Promotion of leadership programs in research projects for women scientists (Activity W.6)

https://www.uco.es/investigacion/portal/images/documentos/plan-propio-2022/Convoc_Submodalidad_2_6_UCOIMPULSA.docx.pdf

Representativity of R1-R4 researchers in the Research Commission attached to the Vice-Rectorate for

Scientific Policy (Activity W.7)

<https://www.uco.es/investigacion/portal/comision-investigacion>

Increase the accessibility of postdoctoral research talent to leadership tasks (Activity W.8)

Line I of Plan Propio Phase II 2023

https://www.uco.es/investigacion/portal/images/Convocatoria_LINEA_I.pdf.pdf

Submodality 2.4 Own Research Plan. UCOLIDERA

https://www.uco.es/investigacion/portal/images/Conv_de_la_Subm_2.4_UCOLIDERA.pdf

Submodality 2.5 Own Research Plan. UCOIMPULSA

https://www.uco.es/investigacion/portal/images/Conv_de_la_Subm_2.5_UCIMPULSA.pdf

Submodality 2.6 Own Research Plan. UCOPROYECTA

https://www.uco.es/investigacion/portal/images/Conv_de_la_Subm_2.6_UCOPROYECTA.pdf

Training and development

Promotion of continuous training of researchers (Activity T.1)

Formation of doctoral schools

<https://www.uco.es/estudios/idep/menu-doctorado/formacion-escuelas-doctorales#curso-23-24>

IDEP formation courses

<https://www.uco.es/estudios/idep/menu-formacion-permanente/>

Annual Symposium of Young Researchers

<https://uco.symposium.events/112764/detail/12th-scientific-conference-of-doctoral-students-of-the-university-of-cordoba.html>

Supervision and mentoring of junior research personnel (Activity T.2)

Scientific Meeting of Novel Researchers

<https://www.uco.es/investigacion/ucci/es/congreso-cientifico-de-investigadores-noveles>

Workshop for Mentor Researchers

https://www.uco.es/estudios/idep/images/documentos/formacion-permanente/TALLER_DE_SUPERVISIÓN.pdf

Follow-up report for the evaluation of doctoral students and tutors

<https://www.uco.es/estudios/idep/seguimiento-y-evaluacion-anual#doctorandos>

Organization of forums and seminars dedicated to Research Career Development (Activity T.4)

<https://www.uco.es/servicios/actualidad/noticiasactualidad/item/145708-la-uco-organiza-un-ciclo-online-sobre-el-sello-europeo-de-recursos-humanos-en-la-investigacion-hrs4r>

Mentoring activities included in the Early Career Researchers' Conference

<https://www.uco.es/estudios/idep/menu-doctorado/formacion-escuelas-doctorales#curso-23-24>

Dissemination of the HRS4R seal to the research community (Activity ERWT.1)

<https://www.uco.es/servicios/actualidad/noticiasactualidad/item/145708-la-uco-organiza-un-ciclo-online-sobre-el-sello-europeo-de-recursos-humanos-en-la-investigacion-hrs4r>