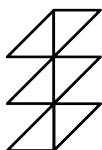
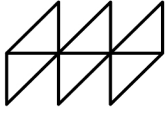
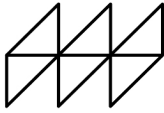


INTERNAL FOLLOW-UP AND EVALUATION
OF RESEARCH PLAN
CENTRE D'ESTUDIS DEMOGRÀFICS

Bellaterra, 15 July 2020

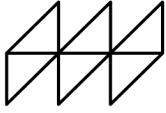






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0. EXECUTIVE SUMMARY

1. INTRODUCTION

The CED has a mission and a vision defined in the statutes that govern its general scientific activity. Measuring the achievement of objectives set in this mission or, if necessary, their adjustment is the main purpose of the follow-up of research staff at the CED.

2. BACKGROUND

Establishing a system of regular follow-up of CED research staff is one of the specific strategic indicators in the Programme Contract between the Generalitat de Catalunya [Government of Catalonia] and the Centre d'Estudis Demogràfics, started in 2007.

In the case of research centres, CERCA considers that evaluation shall be a fundamental practice, normal in the most advanced and prestigious systems in the world, carried out in accordance with international standards and based on an evaluation by independent experts of recognised international standing.

3. FOLLOW-UP OF RESEARCH STAFF

a) Doctorate research staff (categories R4, R3 and R2, in the European classification).

Their main tasks are research, transfer, dissemination and training in demography.

b) Research staff in training (R1 in the European classification).

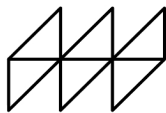
Research staff registered in a doctorate programme.

4. FOLLOW-UP FORMS AND CALENDAR

a) Internal follow-up. Annual follow-up.

b) Outside evaluation. Every 4 years (schedule, criteria and indicators of evaluation proposed by CERCA).

c) Internal and/or external evaluation of the research career.



1. INTRODUCTION

The CED has a mission and a vision defined in the statutes that govern its general scientific activity. Measuring the achievement of objectives set in this mission or, if necessary, their adjustment is the main purpose of the follow-up of research staff at the CED.

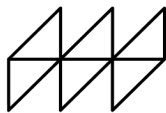
The CED has an advisory scientific committee (external) to evaluate the achievement of scientific excellence and to monitor its Strategic Plan. The role of the advisory scientific committee is important as it is entrusted with a continuous follow-up of the Centre's activity, evaluating and making recommendations so that the Centre does not deviate from the line of international excellence required of it. There is also an internal scientific committee formed of CED directors, deputy directors and management. This internal committee deals with preparing reports on the regular internal follow-up (in principle known as evaluation reports), which have to be approved by the CED Governing Council.

2. BACKGROUND

Establishing a system of regular follow-up of CED research staff is one of the specific strategic indicators in the Programme Contract between the Government of Catalonia and the Centre d'Estudis Demogràfics, started in 2007.

The indicators were first designed in 2009 and various partial applications took place during 2010 and 2011 as a form of test. In 2012 the first full evaluation for a period of five years took place for all the doctorate research staff of the CED. At that time the frequency of follow-up was established (every five years) and its scope (senior and junior doctors) or what in the CED classification comprises the "research staff" and "postdoctoral staff". The follow-up calendar established was as follows:

YEARS	ACTIONS	SCOPE	PERIOD	
2009	Design			
2010	First partial application	4 doctorate researchers (different areas)	2006-2008	
2011	Second partial application	12 doctorate researchers (different areas)	2007-2010	
2012	First evaluation	All doctorate personnel	2007-2011	*
2016	Preparation of second evaluation, revision of Plan			
2017	Second evaluation	All doctorate personnel	2012-2016	**
2021	Preparation of third evaluation, revision of Plan	All doctorate personnel		***
2022	Third evaluation	All doctorate personnel	2017-2021	****
*	CERCA evaluation, spring 2013			
**	CERCA evaluation, spring 2017			
***	Preparation of 3rd evaluation (2017-2020) advanced to 2020. Will also include researchers in training			
****	CERCA evaluation, scheduled for spring 2021			



In 2011 the Research Centres of Catalonia Institution (CERCA) established regular evaluations of the research activity and functioning of the research centres in its network. This meant that, in order to maintain recognition as a CERCA centre, the centres would have to submit to an external scientific evaluation of their activity, within two years from when the Act of July 2011 on fiscal and financial measures came into effect. The period to evaluate is 4 years.

In the case of research centres, CERCA considers that evaluation shall be a fundamental practice, normal in the most advanced and prestigious systems in the world, carried out in accordance with international standards and based on an evaluation by independent experts of recognised international standing. In the spring of 2013 the first external evaluation of the CED took place and in 2017 the second evaluation. In both evaluations the CED achieved the maximum qualification for quality (A). The next external evaluation by CERCA is scheduled for spring 2021.

3. FOLLOW-UP OF RESEARCH STAFF

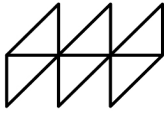
a) Doctorate research staff (categories R4, R3 and R2, in the European classification). Their main tasks are research, transfer, dissemination and training in demography. The level of independence and excellence in categories R4, R3, R2 is growing, starting with new research staff R2 (postdoctoral) with a maximum of five years of experience; research staff (R3) who do not exercise responsibilities in any area or research line, senior research staff (R4) with leadership responsibilities in an area or research line and distinguished research staff and/or leaders of a consolidated research group.

b) Research staff in training (R1 in the European classification).

These are research staff registered in a doctorate programme, in the stage of doing their doctoral thesis and staying with the CED on a temporary contract for a maximum of 4 years, financed through public recruitment or, exceptionally, in the context of a competitive research project.

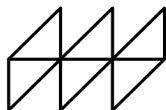
4. FOLLOW-UP FORMS AND CALENDAR

- d) Internal follow-up. Annual follow-up. Referring to the activities and results of the 4 calendar years preceding the year in which it takes place.
- e) External evaluation. Every 4 years, adapting to the schedule, criteria and indicators of evaluation proposed by CERCA.
- f) Internal and/or external evaluation of the research career (developed in the framework of the Research Career Plan).



5. INTERNAL FOLLOW-UP CRITERIA AND INDICATORS

PLAN OF INTERNAL FOLLOW-UP OF RESEARCH STAFF AT THE CENTRE D'ESTUDIS DEMOGRÀFICS							
RESEARCH STAFF, DOCTORATE AND IN TRAINING							
Evaluation criteria	Indicators	2017	2018	2019	2020	2017-2020	Observations
TRANSFER OF KNOWLEDGE: Publications							
1.- Publications in journals	Indexed in JCR or SJR, Q1 Indexed in JCR or SJR, Q2 to Q4 Indexed in other bases or with external evaluation Not indexed and without external evaluation Edition-coordination of monographic issue						
2.- Books and chapters in books	Books Chapters in books Edition/coordination in non-periodical work Others (Contributions at Congresses/Thesis)						
TRANSFER OF KNOWLEDGE: Projects							
1.- European and international competitive projects	Awarded In progress Financially awarded Member of research team						
2.- State competitive projects	Awarded In progress Financially awarded Member of research team						
3.- Autonomous competitive projects	Awarded In progress Financially awarded Member of research team						
4.- Projects under agreements or contracts	Awarded In progress Financially awarded Member of research team						
5.- Postdoctoral researchers	Awarded Current						
TRANSFER OF KNOWLEDGE: Congresses							
1.- International congresses	With a paper With a communication With a poster Other types of participation						
2.- National congresses	With a paper With a communication With a poster Other types of participation						



Evaluation criteria	Indicators	2017	2018	2019	2020	2017-2020	Observations
TRAINING ACTIVITY							
1.- Directing Thesis	Defended In progress						
2.- Directing Research Work (Master, EDS,....)	Presented In progress						
3.- Predoctoral grants	Awarded In progress						
4.- Teaching	Graduation/Degree Master/Doctorate Other courses EDSD						
5.- Member of Panel	Doctoral Thesis Research Work						
6.- Postdoctoral aids	Granted Current						
STAYS at other Centres							
1.- Research stays	Number of stays Duration (Weeks)						
2.- Teaching stays	Number of stays Duration (Weeks)						
3.- Aids for mobility	Number of aids Financing granted						
OTHER MERITS							
1.- Editorial committees							
2.- Project evaluators							
3.- Article evaluators							
4.- Communication media							
5.- Networks or groups in the international or state ambit							
6.- Recognitions, distinctions, prizes,....							