

<p>Title: 50 characters including spaces</p>	<p>“Grants to incorporate qualified research staff into the Balearic Islands innovation system”</p>
<p>Body Text: 1500 characters including spaces</p>	<p>This measure aims to promote the incorporation of qualified research personnel into the science and technology system of the Balearic Islands in public or private research and technological development centres or units, in areas that serve to satisfy the social and productive needs of the Balearic Islands and to enable them to achieve the status of competitive research groups.</p> <p>This line of action has been launched by the Direcció General de Política Universitària i Recerca, through the Conselleria de Fons Europeus, Universitat i Cultura (Directorate-General of University Policy and Research from the Regional Department of European Funds, University and Culture) in several calls, specifically in 2014, 2015, 2016, 2018 and 2019, with a 50% co-financing by the European Social Fund through the ESF OP of the Balearic Islands 2014-2020.</p> <p>Specifically, 47 people have benefited from this aid, which is intended to co-finance the gross salary and the employer's social security contributions of workers or contracted research staff.</p> <p>In turn, the thematic and priority areas of R+D+i established in the calls are related to the fields of intelligent specialisation of the Balearic Islands:</p> <ul style="list-style-type: none"> - Marine sciences and technology. - Biomedical and health sciences. - Social sciences applied to tourism and information and communication technologies. - Environment, biological diversity, water resources, agri-food and energy. - Knowledge-based digital content.

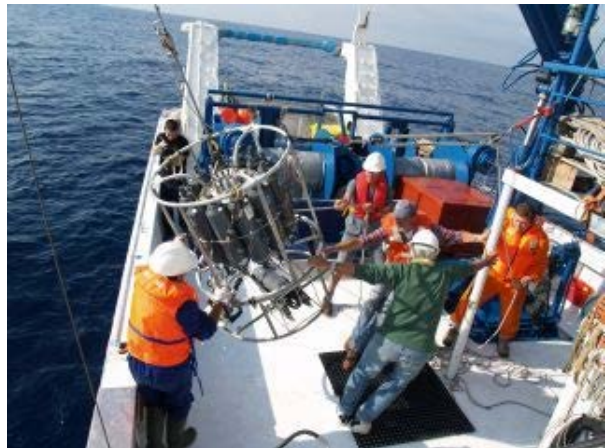
Annex - table

<p>Country:</p>	<p>Spain</p>
<p>Project name:</p>	<p>“Grants to incorporate qualified research staff into the Balearic Islands innovation system”</p>
<p>Area of activity: (choose one or several)</p>	<p>Strengthening employment and mobility Opening up pathways to work for jobseekers, the inactive and the unemployed</p>

	<p>Creating opportunities for young people</p> <p>Boosting entrepreneurship / Adapting to change</p> <p>Career careers / Gender equality and work-life balance</p> <p>Helping people to aim higher / Upskilling pathways</p> <p>Training that works / Lifelong learning</p> <p>More effective institutions / Modernisation of labour institutions and transnational mobility</p> <p>Partnerships for progress / Stakeholder capacity building</p>
Key words:	Grants, Research Staff, Research, Post-doctoral.
Project duration: (month) yyyy – (month) yyyy	From 2014 to 2019.
ESF contribution:	1.646.100 EUR
Total budget:	3.292.200 EUR
Number of participants:	47 beneficiaries.
Quotes: (e.g. personal experiences by persons/beneficiaries)	
Organisation:	Directorate General for University Policy and Research
Contact details: Name of contact person E-mail address Telephone number Organisation's website Social media accounts Links to publications or videos	<p>Bàrbara Terrasa Pont</p> <p>Head of R&D Department</p> <p>Directorate General for University Policy and Research</p> <p>Department of European Funds, University and Culture</p> <p>bterrasa@dgrdi.caib.es</p> <p>Tel. 971 787 372</p> <p>http://www.caib.es/govern/organigrama/area.do?coduo=203&lang=ca</p>

Metadata

Description: 200 characters including spaces – should mention the country	"Grants to incorporate qualified research staff into the Balearic Islands innovation system " in Spain.
Latitude	N39°11'22.88"
Longitude	E2°31'16.9"
Keywords: Between 3-4 taking into account geography (by country), theme and target group	Grants, Research, Illes Balears, Spain.



JUSTIFICATION FOR CRITERIA TO BE CONSIDERED AS GOOD PRACTICE

1. The action has been adequately disseminated among the beneficiaries, potential beneficiaries and the general public.

This action has been widely disseminated among beneficiaries, potential beneficiaries and the general public. The managing body has used multiple resources to allow maximum accessibility to the information and its dissemination.

In the first place, and with regard to publicising its implementation, an important task has been carried out to disseminate the publication of the call for applications through different communication channels in order to provide potential beneficiaries with sufficient information for them to be aware of it.

- The five calls for grants for the incorporation of research personnel corresponding to the years 2014, 2015, 2016, 2018 and 2019 have been published in the Official Gazette of the Balearic Islands (BOIB), mentioning the co-financing by the ESF.

Secció III. Altres disposicions i actes administratius ADMINISTRACIÓ DE LA COMUNITAT AUTÒNOMA CONSELLERIA D'INNOVACIÓ, RECERCA I TURISME

5513

Resolució de la vicepresidenta i consellera d'Innovació, Recerca i Turisme de 10 de maig de 2018 per la qual s'ofereixen ajuts per incorporar personal investigador al sistema de ciència de les Illes Balears cofinançats en un 50 % pel Fons Social Europeu per mitjà del Programa Operatiu del Fons Social Europeu de les Illes Balears 2014-2020 (contractes postdoctorals)

BDNS (identificador): 399749

Fets

1. L'article 2 del Reglament (UE) número 1304/2013 del Parlament Europeu i del Consell, de 17 de desembre de 2013, relatiu al Fons Social Europeu, pel qual es deroga el Reglament (CE) número 1081/2006 del Consell (DOUE L347/470, de 30 de desembre de 2013), disposa que la funció del Fons es contribuir a executar les prioritats de la Unió Europea pel que fa a reforçar la cohesió econòmica i social, afavorir l'ocupació i millorar les oportunitats de feina.

- As these are telematic procedures, information on the calls for applications during the corresponding application submission period and about the EU financial contribution has also been visible on the CAIB's (Regional Government of the Balearic Islands) website or electronic headquarters:



- It has also been disseminated through publication on the website of the Directorate General for University Policy and Research, as well as in the section dedicated to European funds.



- On the website of the University of the Balearic Islands (UIB), as well as on the web portal Ayudas-Subvenciones (Aid and Grants), each and every one of the calls for applications has been published. On both pages there is a description of these and links to help beneficiaries to apply for the aid.



- All of this has been accompanied by the publication of various informative press releases on the website of the Regional Government of the Balearic Islands, informing about the publication of the call for applications and the support of the European Social Fund.

C Consell de Govern
 | <9PL> Vicepresidència i Conselleria d'Innovació, Recerca i Turisme

Consell de Govern: El GOVERN DESTINA DOS MILIONS D'EUROS A LA FORMACIÓ I A LA INCORPORACIÓ DE PERSONAL INVESTIGADOR A CENTRES I EMPRESES DE LES BALEARS

\ Els 24 ajuts per a titulats superiors universitaris i personal investigador té el cofinançament del Fons Social Europeu
 \ També es destinen subvencions a cobrir les taxes acadèmiques per al personal investigador que es formi

In addition, all these actions have been supported by the publication of news related to the implementation and results of the calls for proposals in local, regional and national media. This has made it possible to publicise the progress made, not only among the target population, but also potentially among the general public. Among others, it is worth highlighting the following:



Viernes, 3 de mayo de 2019
 PALMA DE MALLORCA, 3 (EUROPA PRESS) El Consell de Govern ha autorizado a la Conselleria de Innovación, Investigación y Turismo el gasto correspondiente a la convocatoria de ayudas para incorporar personal investigador al sistema de ciencia de Baleares. Según ha informado el portavoz del Govern, Pilar Costa, en rueda de prensa, estas ayudas están cofinanciadas en un 50 por ciento por el Fondo Social Europeo a través del Programa Operativo del Fondo Social Europeo de Baleares 2014-2020 (contratos posdoctorales). El objeto de la convocatoria es la incorporación, en régimen de concurrencia competitiva, de personal investigador al sistema de ciencia y tecnología de Baleares, en centros y unidades de investigación y desarrollo tecnológico, públicos o privados, ubicados en la región. Para dar continuidad a las convocatorias publicadas desde 2016, se ofrecen otra vez die... investigador e incorporarlo al sistema de ciencia y tecnología de Baleares e... unidades de investigación y desarrollo



Furthermore, a piece of news about the research personnel who join the science and technology system of the Balearic Islands thanks to these grants was published the 10th of the December 2020 in the Butlletí de Fons Europeus (European Funds Gazette), by the DG of European Funds of the Regional Government of the Balearic Islands.

**PERSONAL INVESTIGADOR DE LES ILLES BALEARS
S'INCORPORA AL SISTEMA DE CIÈNCIA I TECNOLOGIA AMB
AJUDA DE FONDS EUROPEUS**



The companies that have opted for the recruitment of researchers in the framework of these calls for proposals have made a brief reference to this action on their website, indicating the objectives and results obtained, as well as the financial support received from the EU through the European Social Fund. This is the case, for example, of the company "Laminar Pharma":

https://laminarpharma.com/investigacion_lipidos/#Financiacion



2. The action incorporates innovative elements.

This project seeks to promote scientific research and technological innovation in the Balearic Islands, which allows for the coordinated promotion of R+D+i in the Region, influencing and reinforcing this system through the incorporation of research personnel.

As a result, the public and private sectors are strengthened, improving the technological capacity of companies and their innovation system, as elements on which sustainable economic development and social welfare must be based, and this is precisely where the main innovative element of the project lies: in the intelligent development of the Balearic Islands.

The promotion of R+D+i allows for the development of intelligent and coordinated growth in various thematic areas and fields considered to be priority areas related to Marine sciences and technology; Biomedical and health sciences; Social sciences applied to tourism and information and communication technologies; Environment, biodiversity, water resources, agri-food and energy; and Knowledge-based digital content.

In this way, reinforcement in these areas allows growth and reinforcement through specialisation and professionalisation of the research groups, thus making them more competitive, which has a direct impact at regional, national and community level based on the needs of the Balearic Islands.

By way of example, a description is given of the innovative work of one of the research groups that is a direct beneficiary of the grants, specifically the "Mediterranean Climate Change Group" of the Balearic Islands Oceanographic Centre of the Spanish Institute of Oceanography. This group is dedicated to the environmental monitoring of the waters off the Spanish Mediterranean coast, with the main objective of understanding the state of health and functioning of our seas, as well as their current evolution, paying special attention to the alterations induced by climate change.

Finally, it is worth highlighting the possibility that this model could be introduced in other communities or regions in pursuit of smart growth.

3. Adequacy of the results obtained to the objectives set.

The main objective of this action is the incorporation of qualified researchers into the innovation system of the Balearic Islands with links to research and technological development projects or who participate in an industrial research project in areas that serve to satisfy the social and productive needs of the autonomous community.

To achieve this objective, the Government of the Balearic Islands, together with the help of the European Social Fund, grants subsidies to R+D+i centres or units in this autonomous community, which favours the integration of research personnel into the production system, as these subsidies last for two years from the moment the researcher takes up a job and are intended to co-finance their gross salary and the company's social security contributions.

The total number of applicants for the grants was 228, spread over the five calls for applications mentioned above.

As a result, 47 of the 228 applicants have been direct beneficiaries, carrying out their work as research personnel and joining the science and technology system of the Balearic Islands in research groups, research and technological development centres or units, or public or private companies. Thus, the objectives established by the project to promote scientific research and technological innovation in this autonomous community have been fulfilled.

4. Contribution to the resolution of a problem or weakness detected in the territorial scope of implementation.

Since 2013, statistical data show a slow evolution of the Spanish and Balearic economy in terms of innovative activity. Moreover, the ratings relating to this activity have now fallen significantly, distancing them from the European average due to budget cuts in the R+D+i sector. However, in parallel to this situation, it is claimed that economic recovery must be based on the generation of knowledge.

Specifically, according to the National Institute of Statistics, and not counting the autonomous cities of Ceuta and Melilla, in 2019 the Balearic Islands were the fourth

region with the lowest number of R+D personnel, the fifth with the lowest number of researchers and the third region with the lowest expenditure on research and development.

The aid granted by this project contributes to address a weakness or problem detected in the Balearic Islands, through the incorporation of research groups into the production system, since, until then, the number of grants awarded in this sector was quite low and, consequently, was not competitive in comparison with other regions at national and European level. The implementation of this project is considered essential for the intelligent development of the Balearic Islands.

If human resources are understood as the most important limiting factor for the creation, absorption and transformation of knowledge, the objective of this aid is the capacity to strengthen these human resources in order to make them more competitive and professional.

5. High degree of coverage of the target population.

The calls for applications for "Grants to incorporate qualified research personnel into the innovation system of the Balearic Islands" have shown a very satisfactory coverage of the target population.

The selected people who have developed their work as research personnel have directly benefited from these aids in the five calls mentioned above. Nevertheless, they are not the only beneficiaries, as private or public entities, including universities, research centres, technology centres and other public or private centres in the Balearic Islands in which the activity of these graduates has been carried out or has been developed, have also been beneficiaries by being able to count on an increase in their staff and, therefore, greater qualified workforce in their activity. In this case, 21 R+D+i entities have benefited from the incorporation of qualified research personnel selected as direct beneficiaries of this aid.

Finally, and on a more general level, the entire population of the Balearic archipelago or anyone who visits it will benefit from the work in the field of R+D+i of the research personnel, so it can be said that the degree of coverage achieved by this project is very high.

6. Consideration of the horizontal criteria of equal opportunities and non-discrimination, as well as social responsibility and environmental sustainability.

Under the principles of objectivity, transparency and publicity, and the competitive selection system, both the contracted personnel and the entities, centres or units of research and technological development, public or private companies where the beneficiaries have carried out their work in the Balearic Islands during these five calls, have taken into full consideration and comply with the horizontal criteria of equal opportunities and non-discrimination, as well as social responsibility and environmental sustainability.

As a result, based on the commitment and promotion of the gender perspective and sexual and functional diversity in research, the proportion of beneficiaries selected for this project is 40.43% women compared to 59.57% men.

Likewise, with regard to sustainability and the environment, it is guaranteed that waste management is developed with total rigour at all times by the entities, centres or companies where the research groups of the beneficiaries of the grants carry out their professional work, in accordance with the requirements of the existing regulations at local, regional, national and international level.

7. Synergies with other policies or instruments of public intervention.

This measure is jointed to the "Science, Technology and Innovation Plan of the Balearic Islands 2018-2022", which aims to strengthen human resources through the incorporation of research personnel subject to these calls, which allows for the coordinated and joint promotion of R+D+i in the Balearic Islands.

The incorporation of research staff in universities and research centres in the Islands, especially in the most important scientific-technological areas for the region and with a greater application to address the main challenges identified, has direct synergies with the "Smart Specialisation Strategy" (RIS3) of the Balearic Islands.

At national level, it is related to most of the objectives of the "Spanish Strategy for Scientific and Technological Research and Innovation 2013-2020", which promotes talent and the employability of scientific, technological and innovative research as a social challenge.

Finally, it is also related to the "Europe 2020" context, where smart specialisation emerges as a key element to locate the innovation policies of each member state and European region, which must have a specialisation strategy with the aim of concentrating the available resources in the areas of economic activity and innovation, in order to have a more promising competitive advantage.