

Ethical principles	Ethical principles	Gap Analysis	Action	Who	When	How	Results
<b>ETHICAL&amp;PROFESSIONAL ASPECTS</b>	Professional Responsibility	Integrate HR Strategy into IISPV's Strategic Plan	Strategic Plan	Management	Oct 2017	Via internal experts	Strategic Plan
<b>ETHICAL &amp; PROFESSIONAL ASPECTS</b>	Professional Responsibility	Develop a IISPV Code for Best Practices in Research, promote diffusion and compliance	Code for Best Practices in Research	Quality Unit	Des 2018	Via internal experts	Number of diffusion activities
<b>TRAINING</b>	Teaching	Continuous training throughout the career	Training Plan 2018	Personal Management-Work Team	Mar 2018	Via specific courses	Continue with the annual Training Plan
<b>WORKING CONDITIONS</b>	Recognition of the profession	Develop an internal study that analyses The stability of Employment conditions, formation, occupation for research employees in IISPV	Tracing and analysis	Management and work team	Des 2017	Via internal experts	Document creation, data collection & result analysis
<b>WORKING CONDITIONS</b>	Recognition of the profession	The pre doctoral and postdoctoral researchers will be more supported and protected by the institution. Create a committee and its action protocol to manage researchers complains/appeals	Action Protocol	Management & Researchers	June 2018	Via internal experts	Creating a committee
<b>WORKING CONDITIONS</b>	Recognition of the profession	By survey researchers ask us the urgency of creating a labor agreement	Working Agreement Integrate HR Strategy into IISPV'S Strategic Plan	Management IISPV	Des 2019	Via internal and external experts	Drafting, implementation & broadcast of IISPV Labour agreement