

Title: 50 characters including spaces	"FOLIUM". IdISBa POSTDOCTORAL PROGRAM
Body Text: 1500 characters including spaces	The FOLIUM Program is a call from the Institut Investigació Sanitària Illes Balears (Health Research Institute of the Balearic Islands) (IdISBa) for the hiring of postdoctoral researcher positions within the framework of the FUTURMed project. The objective of the FUTURMed project is to attract research talent for the medicine of the future promoting the hiring of young researchers with great potential and recognized trajectory, as well as training in transversal skills (entrepreneurship, leadership and communication). Among those functions that are expected are: • Development of research programs specific to their area, joining IdISBa research groups. • Promotion of existing research lines. • Produce and promote publications of national and international impact. • Obtaining competitive projects. • Generate and transfer knowledge with an impact on the health of the population and the health system. Thanks to this program, value has been generated in the field of health research, demonstrating the achievement of improvements with a clear return to the population. The selection of the personnel has been done respecting the principles of publicity, merit and capacity and once the personnel has been selected, they have been integrated into one of the groups already existing in the promoting institution, thus integrating into a cohesive team coordinated by a responsible who has guided the work of these researchers in order to achieve the best results in the field of research.

Annex - table

Country:	Spain
Project name:	"FOLIUM". IdISBa Postdoctoral program
Area of activity: (choose one or several)	Research and development

Key words:	Research, development, quality employment
Project duration: (month) yyyy – (month) yyyy	The contracts have been gradually formalized since August 2018 and usually end in stages as they have started. The approximate end date of the last contract is August 2021.
ESF contribution:	504.000.-€ At this time, the entity does not have a plan to guarantee the financial sustainability of this program if it ceases to be co-financed by the ESF, so the contribution of the ESF is essential for this initiative
Total Budget:	1.008.000 €
Number of participants:	A total of 37 applicants have participated, of which there were 18 women and 19 men.
Quotes: (e.g. personal experiences by persons/ beneficiaries)	
Organisation:	IdisBA. Institut d'investigació Sanitària Illes Balears
Contact details: Name of contact person Email address Telephone number Organisation website Social media accounts Links to publications or videos	José Lladó Iglesias. Telf.: + 34 871205234 http://www.idisba.es https://twitter.com/idisbaib https://www.linkedin.com/company/idisbaib/ https://www.instagram.com/idisbaib/ https://www.facebook.com/idisbaib

Metadata

Description: 200 characters including spaces – <i>should mention the country</i>	IdisBA. Institut d'investigació Sanitària Illes Balears
Latitud	N39°11'22.88"
Longitude	E2°31'16.9"
Keywords: <i>Between 3-4 taking into account geography (by country), theme and target group</i>	Research, Development, Balearic Islands, 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.

The FOLIUM Program has had a maximum diffusion among the general public, as well as among potential recipients, who have been the people most interested in knowing about the existence of these calls.

For this, the managing body has mobilized multiple resources to make the information more accessible. Specifically, the dissemination of the call has been carried out through various means and adapting the dissemination to the different stages that a call usually experiences:

Regarding the [publication of the call](#), publicity has been made through different means, such as:

- Informative press releases in the **Department of Health and Consumption:**



- **BOIB.**



- **IdISBa website:**

In this link you can find the **main dissemination elements** that have accompanied this call and that also respond to the different phases it goes through. Here are some examples where the co-financing produced by the ESF is mentioned.

viernes, 29 de marzo de 2019

Convocatoria de entrevistas de trabajo para el programa "FOLIUM" del proyecto FUTURMed.

Convocatoria de entrevistas de trabajo para el programa "FOLIUM" del proyecto FUTURMed. Talento para la medicina del futuro, convocatoria financiada por el plan anual 2017 del impuesto de turismo sostenible y cofinanciada en un 50% en el marco del PO FSE 2014-2020 de las Illes Balears.

- CITACIÓ ENTREVISTES EPIGENÈTICA DEL CANCER (253 KB)
- CITACIÓ ENTREVISTES NANOPARTÍCULAS (217 KB)
- CITACIÓ ENTREVISTES SALUD PÚBLICA (219 KB)

PROGRAMA POSTDOCTORAL DEL IDISBA (CERRADO)

Importante:

- Las solicitudes deben presentarse en el registro del IdISBa ubicado en la Ctra. Valldemossa, 79. 07120 Palma, Illes Balears. Hospital Universitario Son Espases. Edificio "S", 1ª Planta.
- Alternativamente, los interesados no residentes en Mallorca, pueden presentar las solicitudes mediante correo postal certificado, en cuyo caso debe remitirse copia escaneada de la solicitud. Alternativamente pueden presentar la solicitud por correo electrónico a idisba.rhh@ssib.es, quien efectuará el registro y devolverá una copia sellada al interesado (mientras no se reciba la copia sellada, no se puede considerar la solicitud como a registrada).
- PARA CONSIDERAR LA SOLICITUD COMO VÁLIDA, ES IMPRESCINDIBLE PRESENTAR EL FORMULARIO DE INSCRIPCIÓN QUE APARECE EN LA CONVOCATORIA DE TRABAJO, JUNTO CON EL RESTO DE INFORMACIÓN Y DOCUMENTACIÓN REQUERIDA.



Convocatoria del Institut Investigació Sanitària Illes Balears (IdISBa) para la contratación de seis plazas de investigador postdoctoral para el programa "FOLIUM" del proyecto FUTURMed. Talento para la medicina del futuro, convocatoria cofinanciada en un 50% en el marco del PO FSE 2014-2020 de las Illes Balears.

After the provisional resolution, the [final resolution](#) has been published. Specifically, the website of the managing body is the main reference for disseminating the results:

In addition to all the previous media, dissemination has also been carried out through the [EURAXESS website](#) in order to cover a wider geographical area and make its dissemination more extensive.

Therefore, it can be concluded that the **dissemination process is very broad and ambitious**, allowing it to reach not only the target population but also the potentially beneficiary population.

In addition, throughout this process, there is also a dissemination on social networks such as **Twitter, Facebook, Instagram or the IdISBa website** of all those incorporations that occur in the organization, motivating greater transparency and visibility to the process. Here are some examples:



Finally, in addition to all the previous actions, an effort has been made to communicate through the **press media** with the dissemination of various news mentioning the program, among other **national and international media** that have made it possible to publicize the call to the as many people as possible.

○ EL DIGITAL DE MALLORCA



○ 20MINUTOS



○ EUROPAPRESS BALEARIC ISLANDS



As a result of these calls, the researchers have been able to conclude their **doctoral theses** successfully and which have also been given the corresponding dissemination, here are some examples:

Finally, it is important to underline how this year 2020 has been an important milestone in terms of the visibility of this program, since the FOLIUM project was presented as a candidate for the **Regiostars Awards 2020**, awarded annually by the European Commission, in the category from "Industrial transition to a smarter economy."

A total of 206 projects participated in this edition of the awards, of which a total of 25 of them were selected as finalists.

The application form fully justified the fulfilment of all the criteria that made this project capable of standing out among the other candidates and that also made it constitutive of Good Practice, such as its wide dissemination, its innovative nature, its alignment with the strategies regional or its impact among citizens, among others. All the information about the project was present on the website of the nominations, in a specific section dedicated to these awards within the website of the DG for Regional and Urban Development of the European Commission. All this contributed to increase the dissemination of the FOLIUM project also at the European level.

On the other hand, this year has coincided with the Celebration of the V Anniversary of IdISBa and its accreditation by the Carlos III Health Institute has been commemorated, which has led to its entry into the elite of health research institutes.



2. The action incorporates innovative elements.

The innovative nature of the FOLIUM program lies in the fact that it is based on the concept of "*Smart Growth*", which aims to promote the creation of human capital and skills in accordance with the strategic priority of the region to focus on biotechnology in health and food sectors. Therefore, the initiative is not only relevant because it strengthens the Balearic Islands investment in R&D in general, but, more specifically, it promotes innovation by concentrating research efforts in the region's pioneering health areas.

The project thus contributes to an intelligent specialization in the health field, being of special relevance in the regional, national and community context due to the need to introduce innovative and effective elements in health management. Some of the research lines that new researchers have incorporated with this initiative are those dedicated to developing biosensors in the skin based on nanoparticles or studying mechanisms in cancer epigenetically.

In addition, the recruitment carried out within the framework of the program makes it possible to value the attraction of qualified research personnel, with deep scientific knowledge. In the case of the FOLIUM Program, scientific skills are considered as important as other skills such as entrepreneurship, leadership and communication. The reason for this is that IdISBa believes that innovation is fostered inside and outside the laboratory.

The FOLIUM program establishes that hired researchers must produce and promote publications of national and international impact focused on generating and transferring knowledge. This is an especially relevant circumstance due to the context in which it is framed, in which the number of Spanish scientific publications, documents and patent applications plummeted since the crisis.

Lastly, it should be noted that this project has a broad capacity to be transferred to other regions on the terms that are developed in it.

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

The main objective of the FOLIUM program is to attract talent in the field of health research, in order to promote innovation in the fields of health and in new strategic sectors defined by the IdISBa.

Spanish research centres tend to have a very limited number of human resources, due to the lack of public and private funding. This funding problem has been the main cause of

more than 12 thousand male and female researchers leaving the country during the years 2010 to 2015.

Therefore, initiatives to attract and retain talent are vital to avoid the continuation of this "brain drain" trend. In this specific case, the call was answered by 37 applicants from different Spanish regions, as well as from several countries such as India, Venezuela and Colombia. The objective of the program was fulfilled given that the 12 available postdoctoral positions were filled, hired for a period of 2 years in different research fields and groups.

From a broader perspective, the FuturMED project, where it is located, was conceived, first, to contribute to the recovery of investment levels in R & D & I, both at the regional and national level, and secondly to promote the diversification of the Balearic economy.

The research and development budget in the Balearic Islands has increased in recent years up to 0.41%, but it remains below the Spanish average (1.24%) and far from the EU average (2.12%). However, the introduction of technological and scientific sectors is considered essential to raise productivity levels and achieve economic growth in more compatible areas such as territorial, environmental and social sustainability.

Thus, the FOLIUM Program has managed to strategically promote the diversification of the economy, because the areas in which postdoctoral researchers have been hired reside in one of the smart priorities of the Islands, which is to promote R&D in biotechnology applied to health and nutrition.

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

The evolution of the data shows that until 2013 the Spanish and Balearic economies were progressively moving towards a more innovative economy. However, there has currently been a significant decline in the indexes relating to innovative activity, moving further away from the European average, due to budgetary cuts in the research and innovation sector.

As of 2013, there has been a considerable setback in investment in research, however, in parallel it is urged that the economic recovery must be based on the generation of knowledge.

However, this situation of decline is not very different at the state level: investment in R & D & i in the Spanish state continues at levels lower than those of 2007 and, with 1.22% of GDP, far from the target of the 3% set by Europe for 2020 and the European average (2.04%). The situation is even more worrying when compared to the rest of Europe: while in the case of the European Union, spending on R & D & I has grown by 25% since the beginning of the crisis, in Spain a 10% decrease has been produced. Particularly in the Balearic Islands, investment levels are far from what would be desirable, with an investment in R & D & I of € 76.5 per inhabitant in that same annuity, which represents 0.32% of GDP, placing this autonomous community as the one with the lowest level of investment within the State.

This contextual situation motivates to a greater extent the concrete support that the ESF promotes for health research. Specifically, health research has a direct impact on the health of the population, their quality of life and, in addition, on health spending. In addition to directly reducing the cost of care, thanks to the medical advances resulting from biomedical

research, there are also indirect savings in health costs due to the reduction of the economic loss associated with dependency and premature death.

Specifically, the most direct impact of FOLIUM has been that 12 post-doctoral researchers have developed their scientific careers over a period of 2 years. Therefore, the program has provided a very valuable opportunity for selected researchers to develop their knowledge and skills at the forefront of health research.

The incorporation of human capital of excellence, through programs such as this one, has made it possible to advance in this field and incorporate qualified personnel in the field of health research; investment that will have immediate consequences on the quality of scientific research carried out at IdISBa. Moreover, it will also have medium and long-term consequences in their capacity for innovation and attracting economic resources, which will give rise to an important positive feedback in terms of increasing the ability to attract more researchers of excellence, who may play a determining role in promoting the emerging sector of the bioeconomy to the Balearic Islands.

5. High degree of coverage of the target population.

At the beginning, a total of 37 people applied to be hired under this program. Among these there were candidates from different regions of Spain such as Madrid, Andalusia, Extremadura, Castilla-La Mancha and the Valencian Community, as well as from other countries such as India, Venezuela and Colombia, among others. Therefore, it is observed that **access and potential requests transcend beyond the regional border**, favouring the attraction of talent thanks to a wide **coverage and accessibility**.

The degree of coverage of this program must not be measured so much in quantitative terms (number of people reached) but rather in qualitative terms due to the added value that the target people of this program have, being professionals with strong experience in the sanitary field.

This program becomes a **very valuable instrument** to promote those professionals who develop their careers in this sector and in a complementary contributing to **improve the R & D & I rate of the Balearic Islands**.

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

The entity that leads this program, the IdISBa, strictly follows the European Human Resources Strategy for Researchers (HRS4R), with submission to the Charter and the Code in its policies and practices; and consequently, it promotes equal opportunities and non-discrimination from its human resources policy.

The HRS4R strategy is a tool launched by the European Commission to support universities and research institutions and organizations that finance research in the application of the European Charter for Researchers and the Code of Conduct for the recruitment of Researchers, which are intended to contribute to the development of an attractive European labour market for researchers. The **Charter and the Code of Conduct** are recommendations of the Commission to the Member States that are invited to apply them voluntarily:

- The European Charter for Researchers is a set of general principles and requirements that define the roles, responsibilities and rights of researchers and entrepreneurs and funders.
- The Code of Conduct for the Recruitment of Researchers, which does not differ much from the standard rules governing recruitment, underlines the importance of open and transparent recruitment procedures and diverse and experienced selection committees.

In the same page, the Institute has within its strategic plan the development of an **Equality Plan to promote equal opportunities between men and women**, as well as its commitment to respect and promote training on gender perspective, sexual diversity and functional diversity in health research. It is observed that out of the total of participants in this program, 18 have been women compared to 19 who are men.

Regarding sustainability and the environmental protection, it should be noted that the IdISBa has approved a **waste management plan** given the volume of products handled in the Laboratories and the significant generation of waste, in most cases dangerous to health and the environment. Waste management must take into account the requirements of existing regulations, be it at the local, regional, state or community level and contemplate the differentiated management of those waste that have specific legislation: radioactive, biological (health), carcinogenic, etc.

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

The **Strategic Plan of the Department of Health 2016-2020** of the Government of the Balearic Islands, a document that establishes the action lines for health promotion in the Balearic Islands, has defined as one of its strategic goals Research and Innovation as a necessary instrument to preserve and improve the health status of the population in a sustainable way. In this sense, it encourages as one of its main goals to foster the structures of health research and those that promote lines of research, such as those launched by the IdISBa.

On the other hand, the FOLIUM program is aligned with the **Balearic Science, Technology and Innovation Plan 2018-2022**, because it encourages talent by increasing the R&D staff and promotes excellence by consolidating multidisciplinary research groups and innovative projects. It is also aligned with the smart priorities of the RIS3 of the region, promoting R&D in biotechnology applied to health and nutrition.

In addition, at the national level, it presents synergies with most of the objectives of the **Spanish Strategy for Scientific and Technological Research and Innovation 2013-2020**, which are the promotion of talent and employability; the scientific and technical research excellence; and research aimed at the social challenge.

At a European level, the **Europe 2020 Strategy** is identified as a key objective to raise R&D investments at 3% of GDP. This context proves the importance of promoting R&D and further motivates the contribution of the ESF to health research in the region.