

# A Human Resources Strategy to implement the Charter & Code

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## **This presentation will focus on:**

- **The European Charter for Researchers and the Code of Conduct for their Recruitment – the « Charter and Code »**
- **The Charter and Code implementation**
- **Human Resources Strategies at EU and national level: the “Partnership for Researchers”**



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# A 'bill of rights and duties' for all researchers working in the EU



*The European  
Charter  
for Researchers*

**To recognise  
researchers as  
professionals**



*The Code  
of Conduct for  
the Recruitment*

# The Charter

## Addressing researchers

- *Research freedom, professional responsibility*
- *Accountability*
- *Dissemination, exploitation of results*
- *Relation with supervisors*
- *Supervision/managerial duties*
- *Continuing professional development*

## Addressing funders, employers-HE institutions

- *Working conditions*
- *Value of mobility*
- *Career development*
- *Gender issues*
- *Co-authorship*
- *Supervision/teaching*
- *Appraisal systems*

# The Code

## A framework for

- *Transparency in the recruitment process*
- *Judging merit (non chronological CV)*
- *Recognition of any type of mobility experience*
- *Postdoctoral appointment*

# The Charter & Code implementation

## Successful results

- Around 100 signed declarations received representing nearly 900 research organisations spread over 24 countries
- C&C recognised policy tool
- Raising awareness initiatives (e.g. EURAXESS), web-tools
- Monitoring implementation C&C (Austria, Belgium)
- Working groups

# The Charter & Code implementation

## Difficulties

- Lack of information
- Fear of administrative burden
- Lack of institutional strategies
- Low support by senior management
- Legal/administrative problems

# The Charter & Code implementation: A new phase

- Outcomes **Vienna Conference on Charter & Code**, June 2006 : ...*"C&C as a useful labelling mechanism for the enhancement of quality in European HR management"*
- A **"Label Working Group"** mandated by the Commission to discuss a C&C implementation mechanism to increase **effectiveness & transparency** of HR policies, which resulted in...

# A proposal for a HR Strategy

- A) The Research Institution publishes on its website as well as on the EURAXESS Rights a **Human Resources Strategy (HRS)** based on an internal analysis & including the actions required to implement the C&C.
- B) Provided that the above steps are formally respected, the EC "recognises" that the undersigning R.I. has a Human Resources Strategy to put in practice the C&C principles
- C) On a yearly basis the R.I. conducts a self-assessment within the context of its internal Quality Assurance mechanisms.
- D) External evaluation: every 4 years, a short report shows the progress made towards the objectives of its HR Strategy.

# HR Strategy

## The mechanism

Below, an example of a standard template for the internal analysis and implementation of the HR Strategy

*Example of a standard template for the internal analysis and implementation of the HR Strategy*

### "Research Freedom"

Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices.

Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who

# HR policies in Europe

- **2007 ERA Green Paper (public consultation):** to set up a vision on a “*fifth freedom of knowledge*” with questions posed on six axes, including  
“ A single labour market for researchers”
- **ERA - Expert Group Researchers:** Attraction & retention researchers, mobility, social security, Charter & Code.
- **Follow up - 5 areas envisaged for action in 2008:**

# HR policies in Europe

- 1) A partnership focussing on key issues to improve **researchers' career prospects and mobility**
- 2) Promote **joint programming** process to increase pooling of public efforts in relevant areas
- 3) Community legal framework to facilitate the construction and operation of **new pan-European infrastructures**
- 4) A European strategy for enhanced and coherent **international S&T co-operation**
- 5) Recommendation and code of conduct for enhancing **knowledge transfer between universities and industry** (IP charter)

# HR policies in Europe

- **The partnership for Researchers for better career and more mobility**

Framework for MS to direct their efforts at national level (National Action Plans), based on common, agreed objectives in 4 key areas:

- ***Open recruitment and portability of grants***
- ***Meeting social security and supplementary pension needs of mobile researchers***
- ***Attractive employment and working conditions***
- ***Enhancing training, skills and experience of researchers***

# CONCLUSION

## EU and national HR policies vs. Charter & Code

High convergence between HR policies  
at national level (Partnership)

**AND**

HR strategy at institutional level (C&C)

This requires a political dialogue and  
close co-operation between all players:  
authorities, stakeholders, researchers!



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**Thank you for your attention!**

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