



# The Human Resources Strategy for Researchers – The future of the Charter & Code and HRS4R

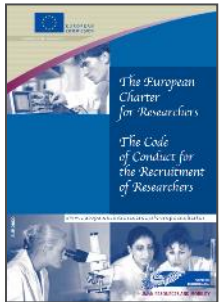
Politecnico di Torino  
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*ERA, Spreading Excellence and Research Careers*



# The “Charter & Code” and its implementation

Charter & Code



HRS4R procedure



H2020  
MGA, Art. 32



Strengthened  
HRS4R procedure



Digitalisation  
of HRS4R



2005

2008

2014

2017

2018

*EC recommendation  
2005/251/EC*

*Mechanism of C&C  
implementation*

*'Best effort' obligation  
for beneficiaries*

*OTM-R Checklist  
added to the  
self-assessment process*

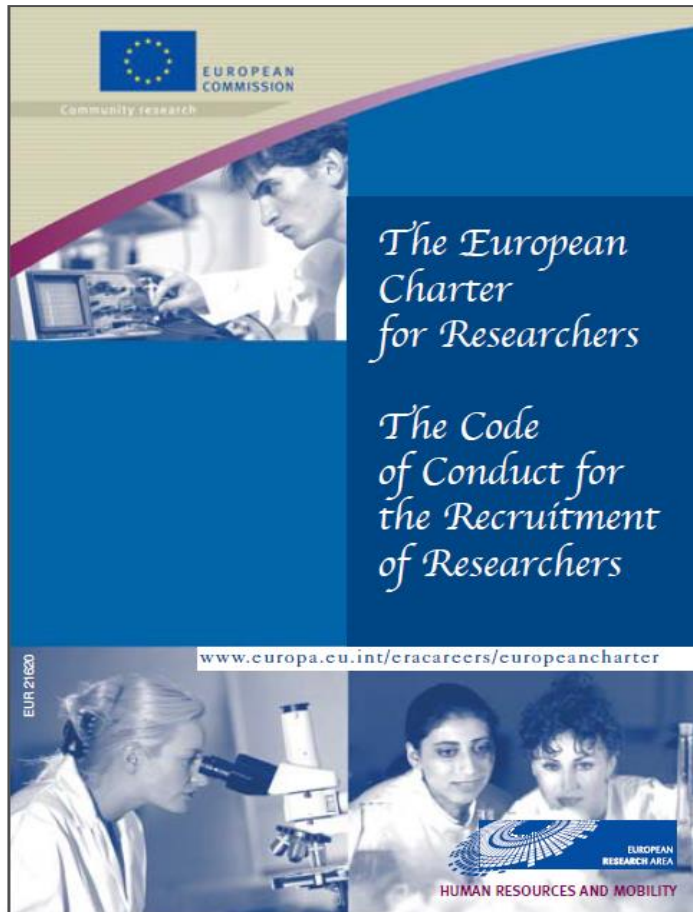
*E-tool of the HRS4R  
process*

Overall  
GOAL

**Foster an open, transparent, sustainable European labour market for researchers**

# Charter & Code

The cornerstone of research careers policy (former ERA priority 3)



## The Charter

(the European Charter for Researchers)

- set of principles for the roles, responsibilities and entitlements of researchers
- Provides a reference framework.

## The Code

(the Code of Conduct for the Recruitment of Researchers)

- Provides for transparency of the recruitment and selection process, ensuring equal treatment for all applicants
- Includes obligations for employers and funders

# Commission Recommendation on Charter and Code

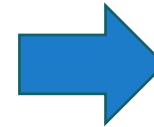
## 4 pillars to strengthen the ERA

### Four Thematic Areas

- 1. Working Conditions & Social Security** - promoting and creating a stimulating and favourable working environment
- 2. Recruitment** - assessing, attracting and retaining talent; international visibility
- 3. Training and Career Development**
- 4. Ethical and Professional Aspects**

### 40 Principles

- ✓ Research freedom
- ✓ Dissemination and exploitation of results
- ✓ Recognition of the researcher's profession
- ✓ Working conditions
- ✓ Stability and permanence of the employment
- ✓ Remuneration package (funding and salaries)
- ✓ Gender balance
- ✓ Career development
- ✓ Access to research training and continuous development
- ✓ Intellectual property rights
- ✓ Evaluation and appraisal systems
- ✓ Code of recruitment of researchers (OTMR) ...



# HRS4R STRATEGY in a nutshell

The Human Resources Strategy for Researchers (HRS4R) is the mechanism to implement the principles set forth in the C&C

- **Voluntary, structured and monitored auditing mechanism** procedure (continuous assessment)
- Based on **gap-analysis and action plans** for ongoing monitoring, self-assessment, peer reviews
- Obtain and maintain the HR Excellence in Research award



gap analysis



action plan

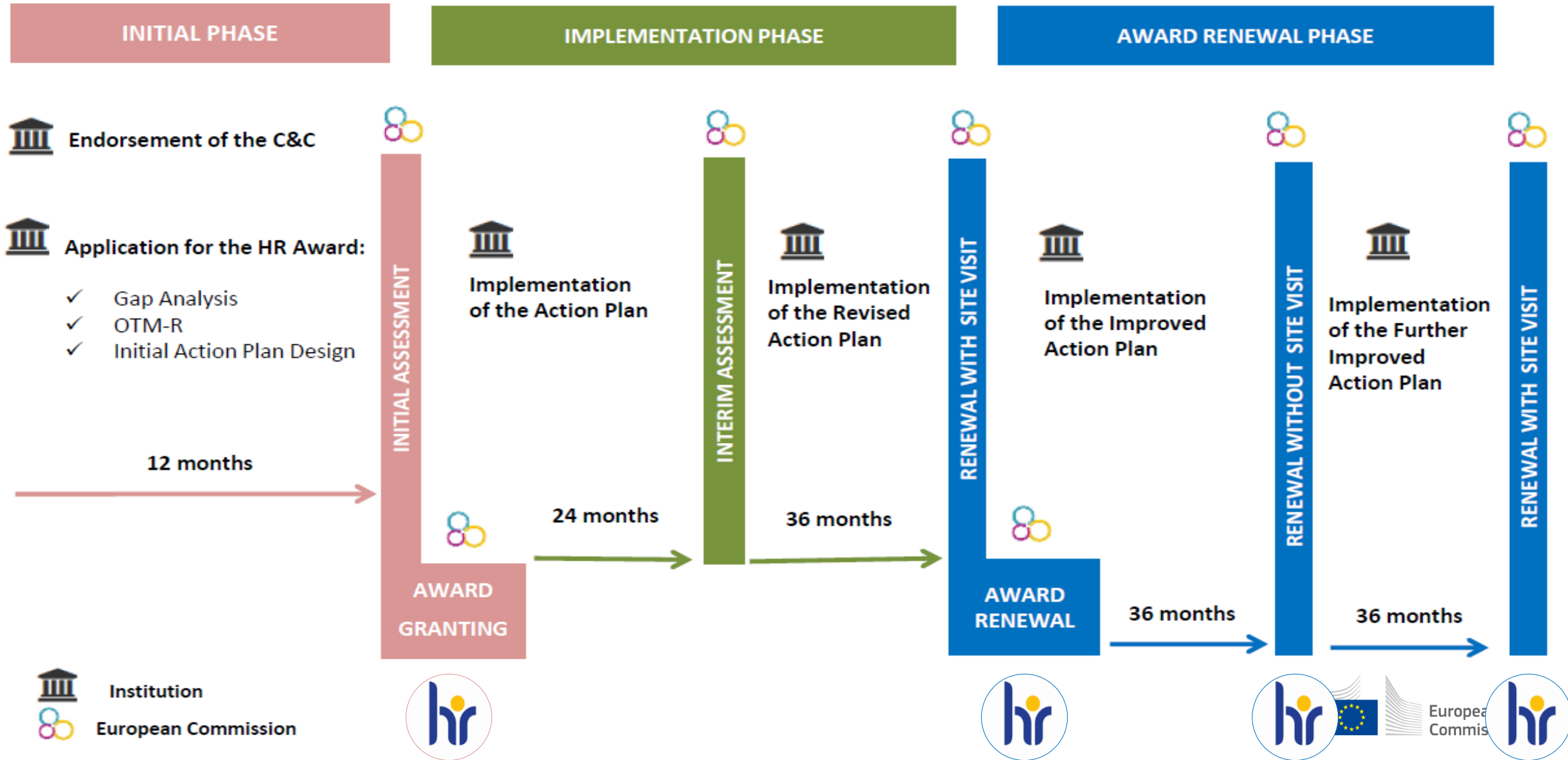


online publication





# HRS4R: A long term commitment

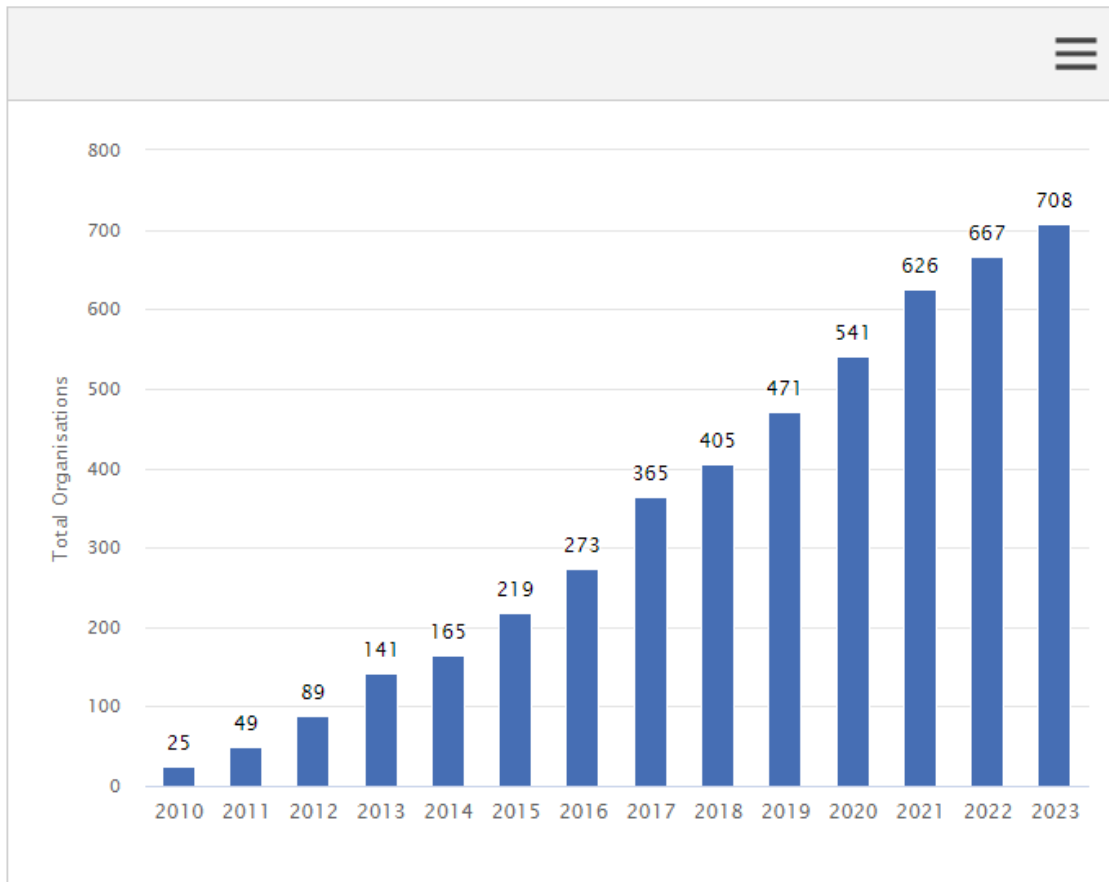


# C&C and HRS4R: some figures

(update 6/11/2023)

## *Awarded organisations 2010-2023*

### Total awarded organisations per year



- ❖ 1459 Institutions have endorsed the Charter & Code principles
- ❖ 708 research institutions from 39 Countries (14 non-EU) have received the HR Excellence in Research Award (in average 50 Institutions/year)
- ❖ The 14 non-EU Countries include: Albania, Armenia, Australia, Bosnia and Herzegovina, Iceland, Israel, Moldova, Montenegro, North Macedonia, Norway, Serbia, Switzerland, Turkey, United Kingdom.

<https://euraxess.ec.europa.eu/jobs/hrs4r/dashboard>

# HRS4R dashboard: a statistical tool

❖ 2023

112 applicant organizations

40 new institutions passed the initial phase (new awards)

83 passed the interim assessment

48 passed the renewal assessment

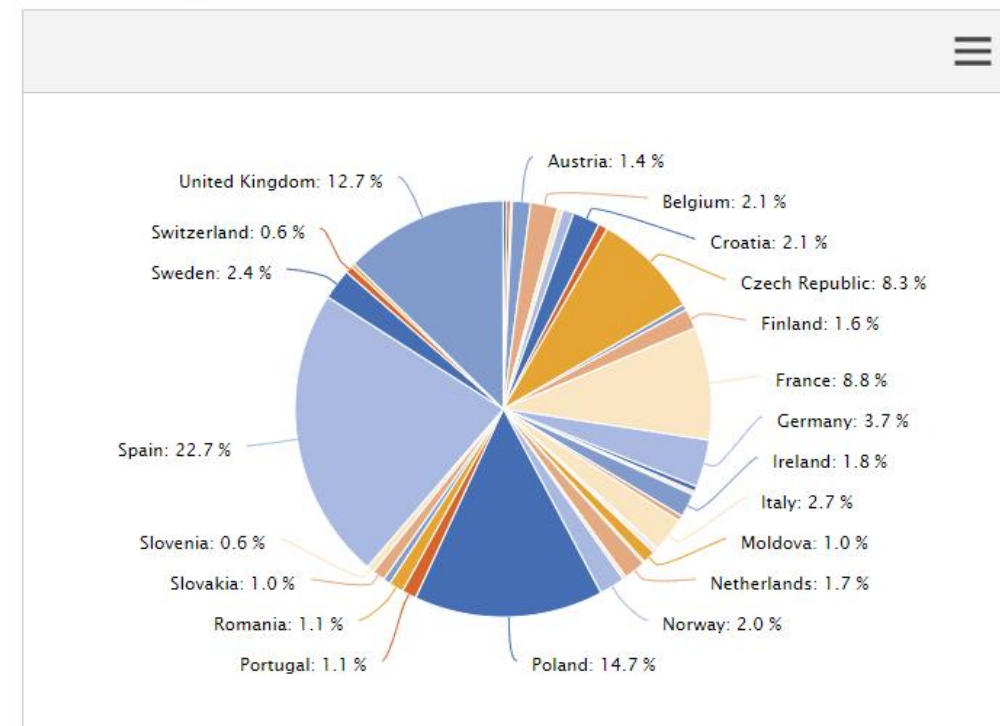
60+ site visits for Renewal organized in 2023

(80% increase on 2022)

## Awarded Organisations



## Awarded organisations per country



<https://euraxess.ec.europa.eu/jobs/hrs4r/dashboard>



# Revision of the Charter & Code

## ❖ ERAC TASKFORCE

- Standing Working Group on Open Science and Innovation (SWG OSI).
- Standing Working Group on Human Resources and Mobility (SWG HRM).
- Standing Working Group on Gender in Research and Innovation (SWG GRI).

## ❖ Study on ERA Priority 3 (dec 2021)

- Taking stock of existing policy measures (Charter & Code, HRS4R, EURAXESS)
- Defining needs of transformations to review/ revamp/strengthen the policy measures

## ❖ Input from independent experts

40 principles  
???



## ❖ A more ambitious C&C - Potential review through the lenses of:

- ✓ Human Resources and Mobility trends
- ✓ Open Science
- ✓ Gender

## ❖ Desk research

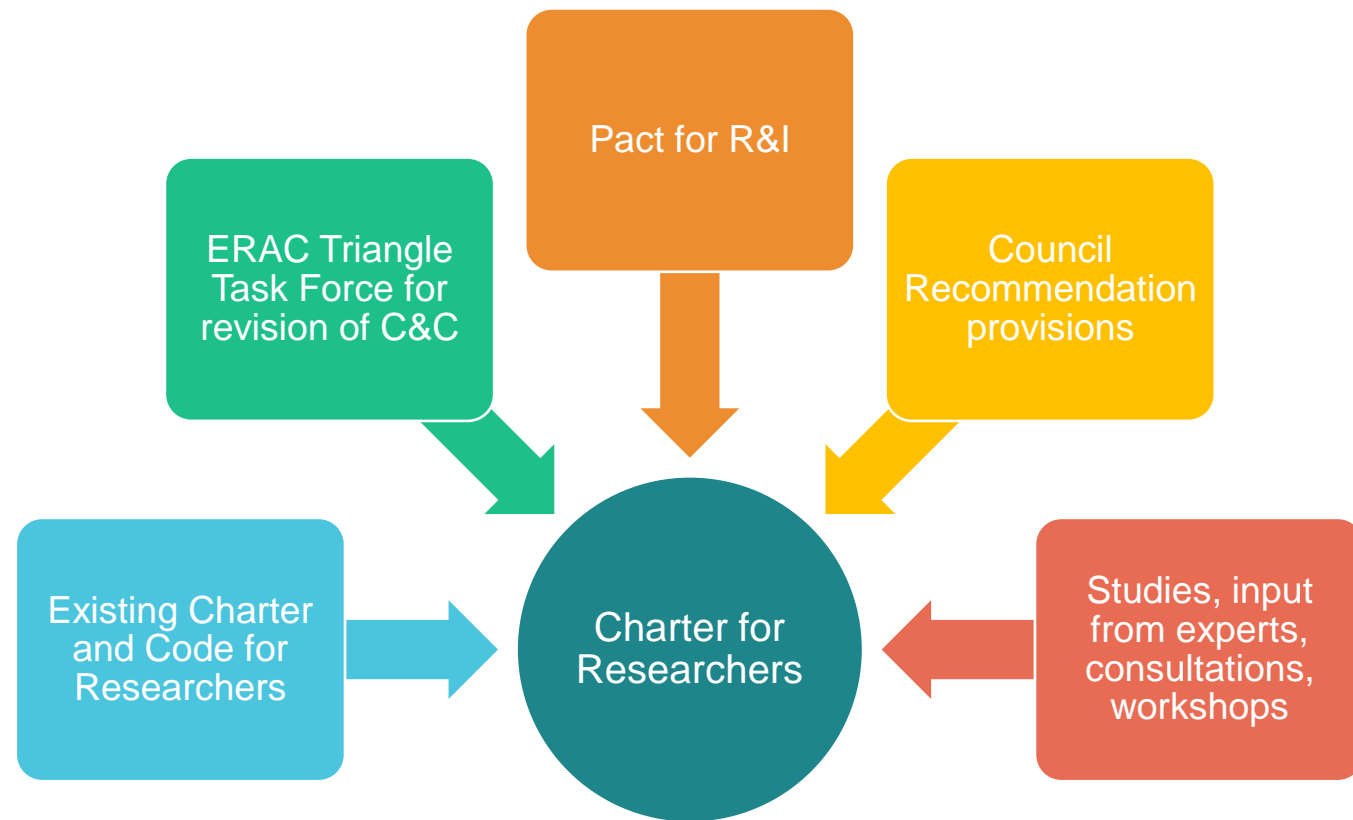
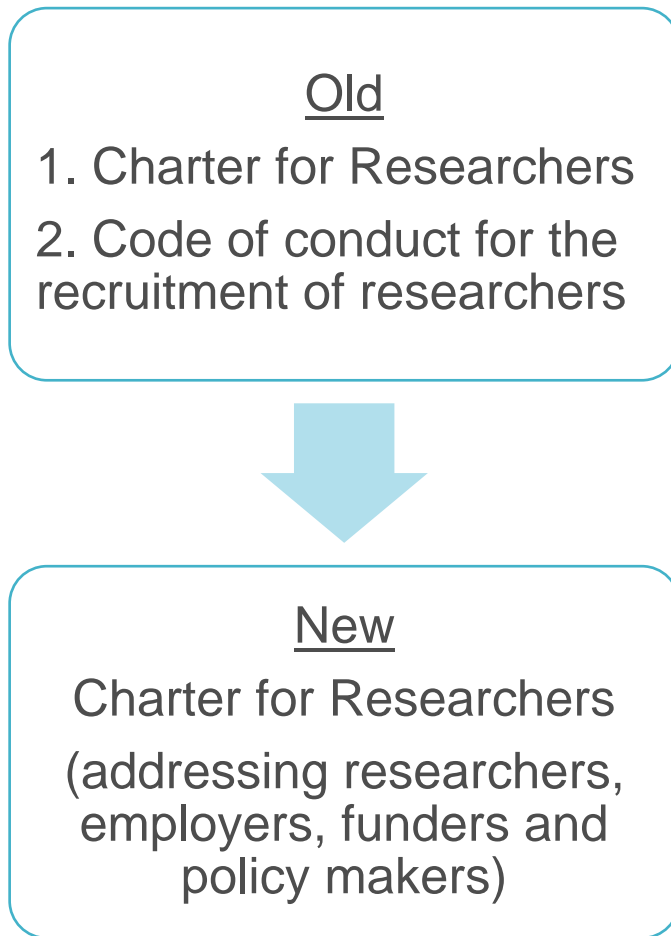
- ❖ 4 Webinars with MS delegates, experts/stakeholders

## ❖ Analysis of results & consultation (December 2021)

## ❖ ERAC- PT Presidency Workshop

## ❖ Stakeholders consultation (Oct 2022)

# Annex II - Charter for Researchers



# Revision process

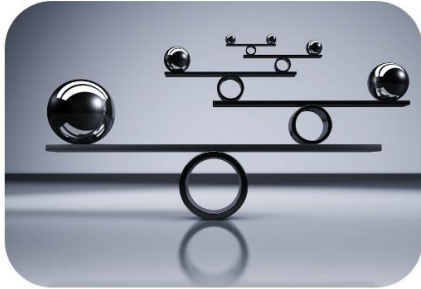
## *New policy measures*

- Recognition of the profession
- Greater inclusion of the private sector
- Gender equality in research and innovation
- Embracing diversity
- Open science and innovation
- Research Integrity
- Teaching dimension of research
- Talent management and diverse careers
- Research assessment

## *Streamlining*

- Avoid repetition by merging similar principles
- Reduce the number of principles
- Develop further the work of the Triangle Task Force
- Keep in mind that this is a practical document

# The Charter (EC proposal)



**ETHICS AND INTEGRITY OF RESEARCH AND INNOVATION**



**RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION**



**WORKING CONDITIONS AND OPEN SCIENCE**



**RESEARCH CAREERS AND TALENT DEVELOPMENT**

## ETHICS AND INTEGRITY OF RESEARCH AND INNOVATION

- ETHICS AND RESEARCH INTEGRITY
- FREEDOM OF SCIENTIFIC RESEARCH
- THE RESEARCH PROFESSION
- EMBRACING DIVERSITY, EQUALITY AND INCLUSIVITY
- FREE CIRCULATION OF RESEARCHERS

## RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

- RESEARCHERS ASSESSMENT
- RECRUITMENT
- SELECTION
- CAREER PROGRESSION

## WORKING CONDITIONS AND OPEN SCIENCE

- WORKING CONDITIONS, FUNDING AND SALARIES
- STABILITY OF EMPLOYMENT
- CONTRACTUAL AND LEGAL OBLIGATIONS
- OPEN SCIENCE AND INNOVATION
- PUBLIC ENGAGEMENT AND CITIZEN SCIENCE

## RESEARCH CAREERS AND TALENT DEVELOPMENT

- VALUING DIVERSE RESEARCH CAREERS
- CAREER DEVELOPMENT AND ADVICE
- CONTINUOUS PROFESSIONAL DEVELOPMENT
- SUPERVISION AND MENTORING

# Charter and new HRS4R

## steering the transition

### The Charter:

“The revision [of the Charter & Code] should not prejudice the institutions that have endorsed the principles of the existing Charter and Code for Researchers. They should be considered as continuing to endorse the Charter and Code for Researchers in the new version. This should apply notably to the institutions that have entered the HRS4R process, of which the endorsement of the Charter and Code for Researchers constitutes the first step.” [COM/2023/436, recital 41, p.22]

### HRS4R:

The institutions having already started to work on their internal review in the context of a HRS4R phase, shall continue to refer to the 2005 Charter & Code until the end of the ongoing phase.

After the successful completion of said phase, the Institution will undertake the work for the following HRS4R phase under the new Charter.



# References

- European Commission Communication “A new ERA for Research and Innovation”, 30 September 2020,  
<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52020DC0628>
- Council Conclusions “Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality” adopted on 28 May 2021  
<https://www.consilium.europa.eu/media/49980/st09138-en21.pdf>
- Taking stock, evaluating the achievements and identifying the way forward for the ERA priority 3 policy measures  
<https://op.europa.eu/en/publication-detail/-/publication/40089aaa-57dc-11ec-91ac-01aa75ed71a1>
- Proposal for a COUNCIL RECOMMENDATION on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe  
[EUR-Lex - 52023DC0436 - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/uri/CELEX/52023DC0436)



# Thank you!

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