



**European Charter and Code and Young Researchers
support group - University of Palermo**



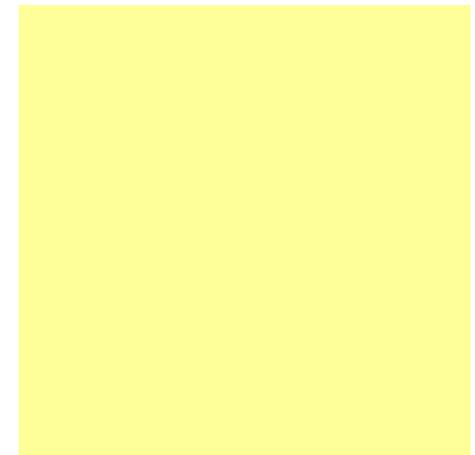
HR EXCELLENCE IN RESEARCH

THE 'HUMAN RESOURCES STRATEGY FORUM' AT THE UNIVERSITY OF PALERMO: A PILOT PROJECT TO SUPPORT INTEGRATION AND MOBILITY

**Prof. Eleonora Riva Sanseverino
University of Palermo**



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





**European Charter and Code and Young Researchers
support group - University of Palermo**



HR EXCELLENCE IN RESEARCH

Outline

What is the European Charter and Code

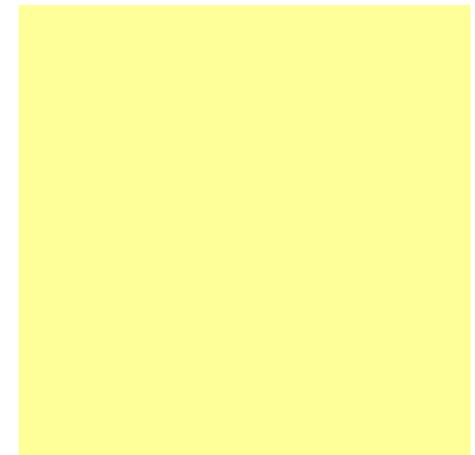
What is the Human Resource Strategy Forum pilot project

What is doing the University of Palermo

The University of Palermo between
EMUNI and ERA



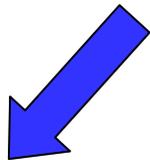
Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





The European Commission is aware of the challenge about research quality at world wide level:

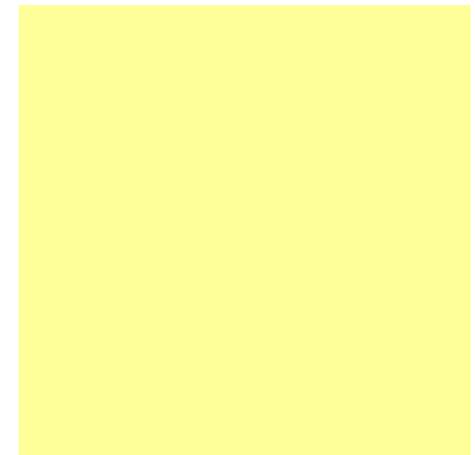
by improving mobility and intercultural exchange among and outside the European countries to increase the level of quality of research across Europe



European
Research Area



improving and
supporting cultural
exchanges among
neighbouring regions
(Euromed)





**European Charter and Code and Young Researchers
support group - University of Palermo**



HR EXCELLENCE IN RESEARCH

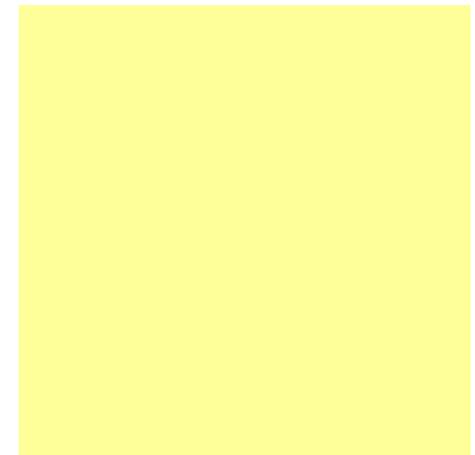
The **Euro-Mediterranean Partnership** (Barcelona Process) was re-launched in 2008 as the **Union for the Mediterranean** at the Paris Summit for the Mediterranean in 2009.

The Union for the Mediterranean want to promote through specific actions the following objectives:

- 1) Employment policies – more jobs;**
- 2) Enhancing employability – Human Capital;**
- 3) Creating Decent Employment Opportunities – Better Jobs.**



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





**European Charter and Code and Young Researchers
support group - University of Palermo**



HR EXCELLENCE IN RESEARCH

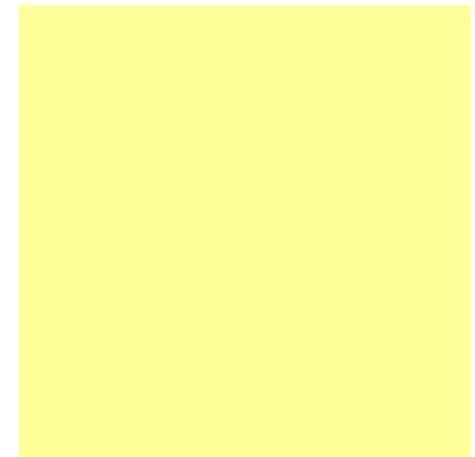
Moreover, from the **Cairo Declaration - 18 June 2007:**

“Also at the Barcelona Summit, Euromed Partners have recognised for the first time in the Five-Year Work Programme **the crucial role of education for political, social and economic development**, as well as **the major importance of the research, innovation and Human Resources Development as a key to modernization...**”

“Underlining the necessity of reducing disparities in educational achievement between Euro-Mediterranean countries under internationally recognized education standards, as well as **facilitating the mobility and employability of students and researchers** and supporting the economic development of the region;...”



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





**European Charter and Code and Young Researchers
support group - University of Palermo**



HR EXCELLENCE IN RESEARCH

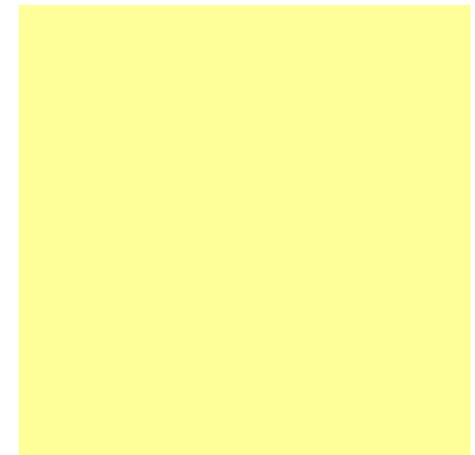
The University of Palermo is very active on both sides:

EMUNI

Human Resources strategy forum



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





**European Charter and Code and Young Researchers
support group - University of Palermo**



HR EXCELLENCE IN RESEARCH

From the Mobility Strategy...

Commission Communication (2001) **“A Mobility Strategy for the European Research Area”**

...to the “Careers Communication” ...

Commission Communication (2003) **“Researchers in the European Research Area: one profession, multiple careers”**, proposing to launch “European Researcher’s Charter” as a framework for **career management** for human resources in R&D

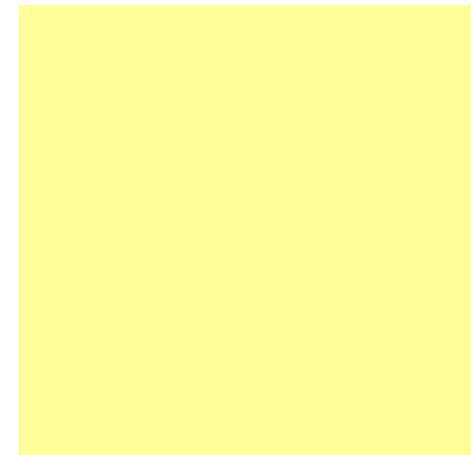
...and the Charter & Code...

Recommendation from the Commission to the Member States (2005) on a “European Charter for Researchers and Code of Conduct for their Recruitment”

...and on to the HR Strategy for Researchers (2008)



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





**European Charter and Code and Young Researchers
support group - University of Palermo**



HR EXCELLENCE IN RESEARCH

What is

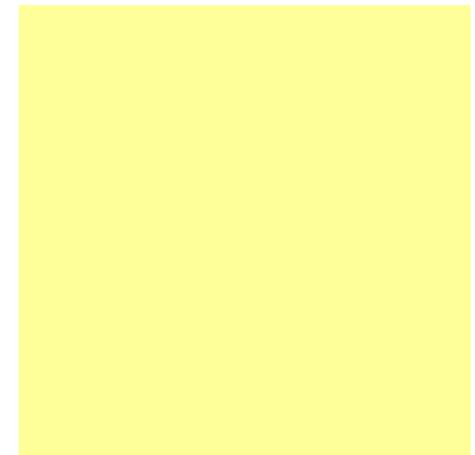
The Human Resources strategy forum?

It is a project supporting the growth of a European Research Area where research institution can exchange human resources on a minimal common basis.

The minimal common basis is efficiently synthesized in the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





European Charter and Code and Young Researchers support group - University of Palermo



HR EXCELLENCE IN RESEARCH

What is

the *European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers?*

It is a set of statements saying:

1) how researchers must behave towards funders, RIs and the society

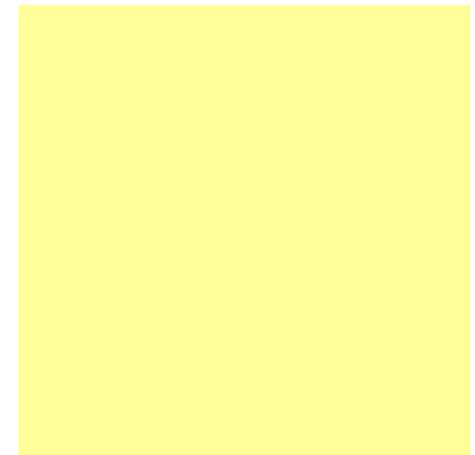
specifies roles, responsibilities and entitlements of researchers (at all stages of their career), of employers and research funders.

2) how RIs and research funders must behave towards researchers (recruitment)

set of general principles employers and funders should follow when appointing or recruiting researchers, to ensure transparency and equal treatment



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





European Charter and Code and Young Researchers
support group - University of Palermo



HR EXCELLENCE IN RESEARCH

KEY ISSUES of the European Charter and Code for researchers:

Ethical & professional aspects, incl. research freedom,
professional attitude, accountability, exploitation of results, non-
discrimination, evaluation/appraisal

Recruitment, incl. transparency of the process, judging merit,
recognition of mobility and qualifications

Working conditions & social security, incl. research
environment & working conditions, stability of employment,
salaries, gender issues, career development, value
of mobility, IPR, representation in governance

Training, incl. supervision, continued professional
development, access to training



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010



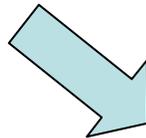
European Charter and Code and Young Researchers support group - University of Palermo



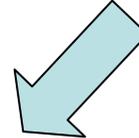
HR EXCELLENCE IN RESEARCH

Who is involved in the implementation?

National EU ministries and administrations



European Commission



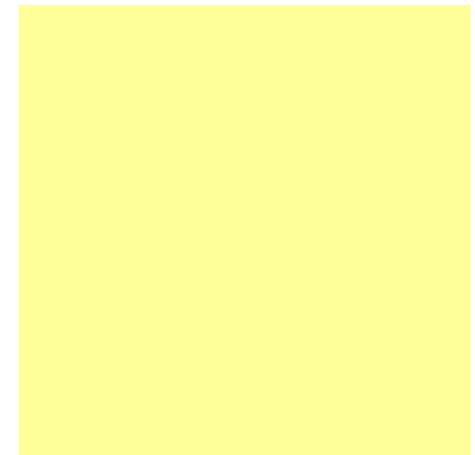
C&C



Research institutions, Universities, national organisations for research support



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010

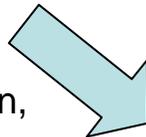




How are they is involved in the implementation?

National EU ministries
and administrations

Legislation,
incentives...

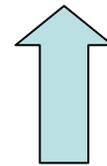


European Commission

Legislation,
incentives, ...



C&C



Specific actions for research and
mobility support

Research institutions, Universities,
national organisations for research
support





European Charter and Code and Young Researchers
support group - University of Palermo



HR EXCELLENCE IN RESEARCH

What is the Human Resource Strategy incorporating the C&C?

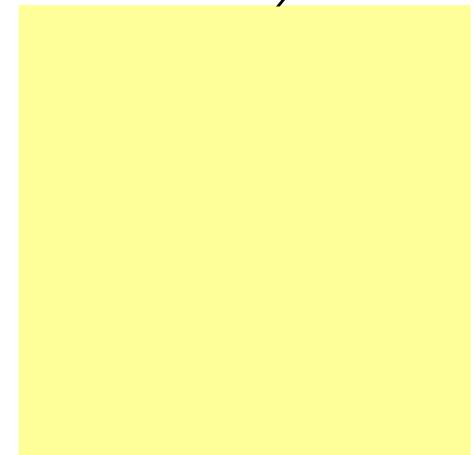
*New tool to support the **implementation of the Charter & Code**: HR Strategy for Researchers.*

***Completely voluntary**, but growing awareness among funders of the value of the principles of Charter & Code.*

***Commission supports** process via an Institutional HR Strategy Working Group (first group running, second group planned to start in late 2010).*

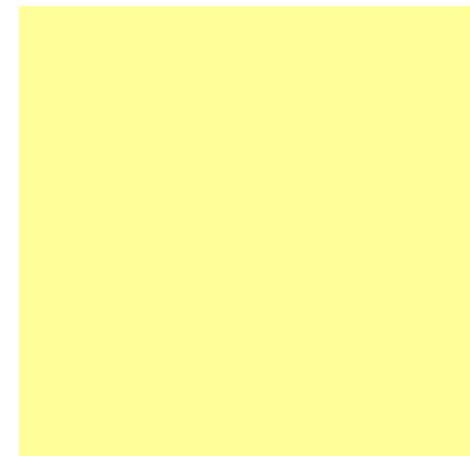
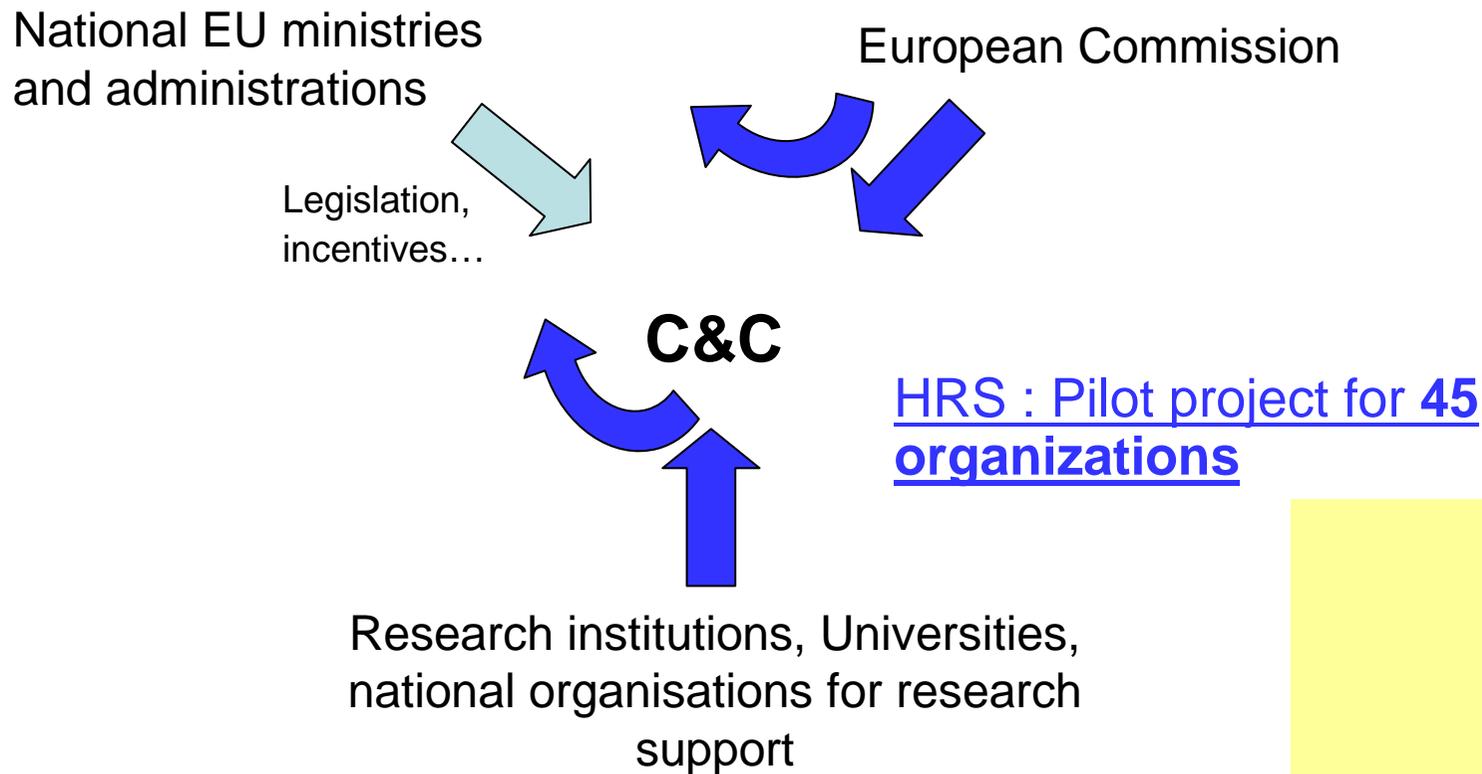


Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





What is the Human Resource Strategy Forum?





European Charter and Code and Young Researchers
support group - University of Palermo



HR EXCELLENCE IN RESEARCH

MOTIVATIONS

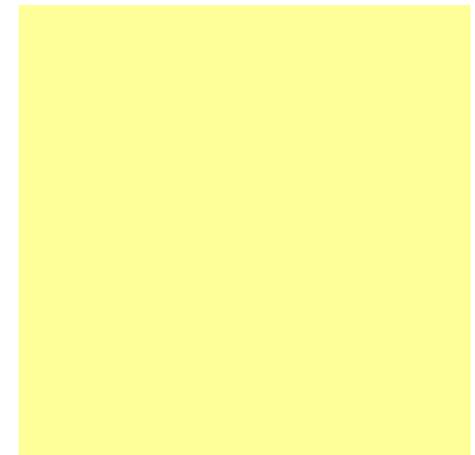
Researchers will choose the **institutions offering the best conditions**, if they have a choice – **and the best people do!**

Excellence will thrive where researchers can **develop their full potential**—i.e. where they

Can enjoy a supportive environment,
Receive good training and
Are recognized as professionals.



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





European Charter and Code and Young Researchers
support group - University of Palermo



HR EXCELLENCE IN RESEARCH

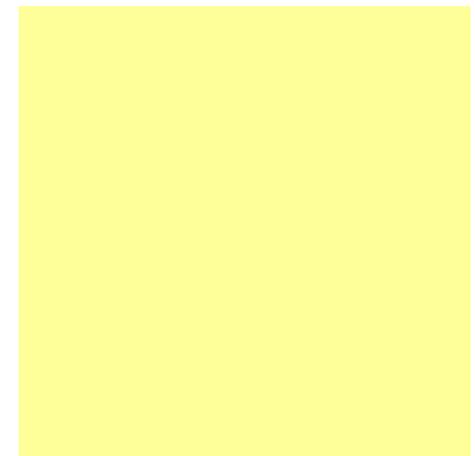
The Human Resource Strategy Forum:

5-step programme:

- **Internal gap analysis** by the institution, involving key institutional stakeholders, in particular also researchers
- Development and **publication of institutional HR strategy** in response to gaps identified
- **Acknowledgement** by Commission (Logo “HR Excellence in Research”)
- **Self-assessment** of progress after two years
- **External analysis** after four years



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010



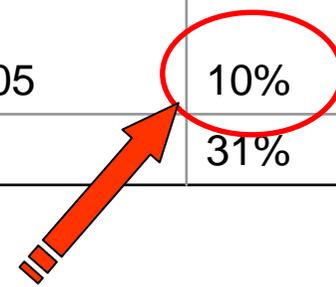


European Charter and Code and Young Researchers support group - University of Palermo

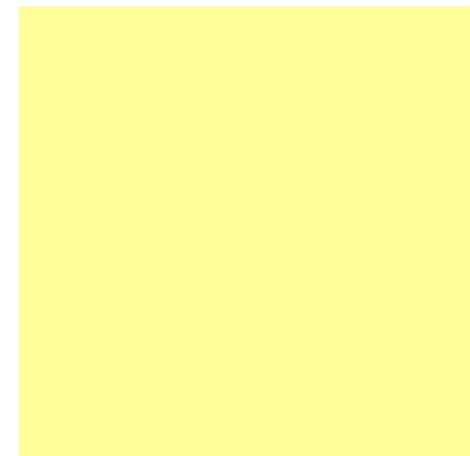


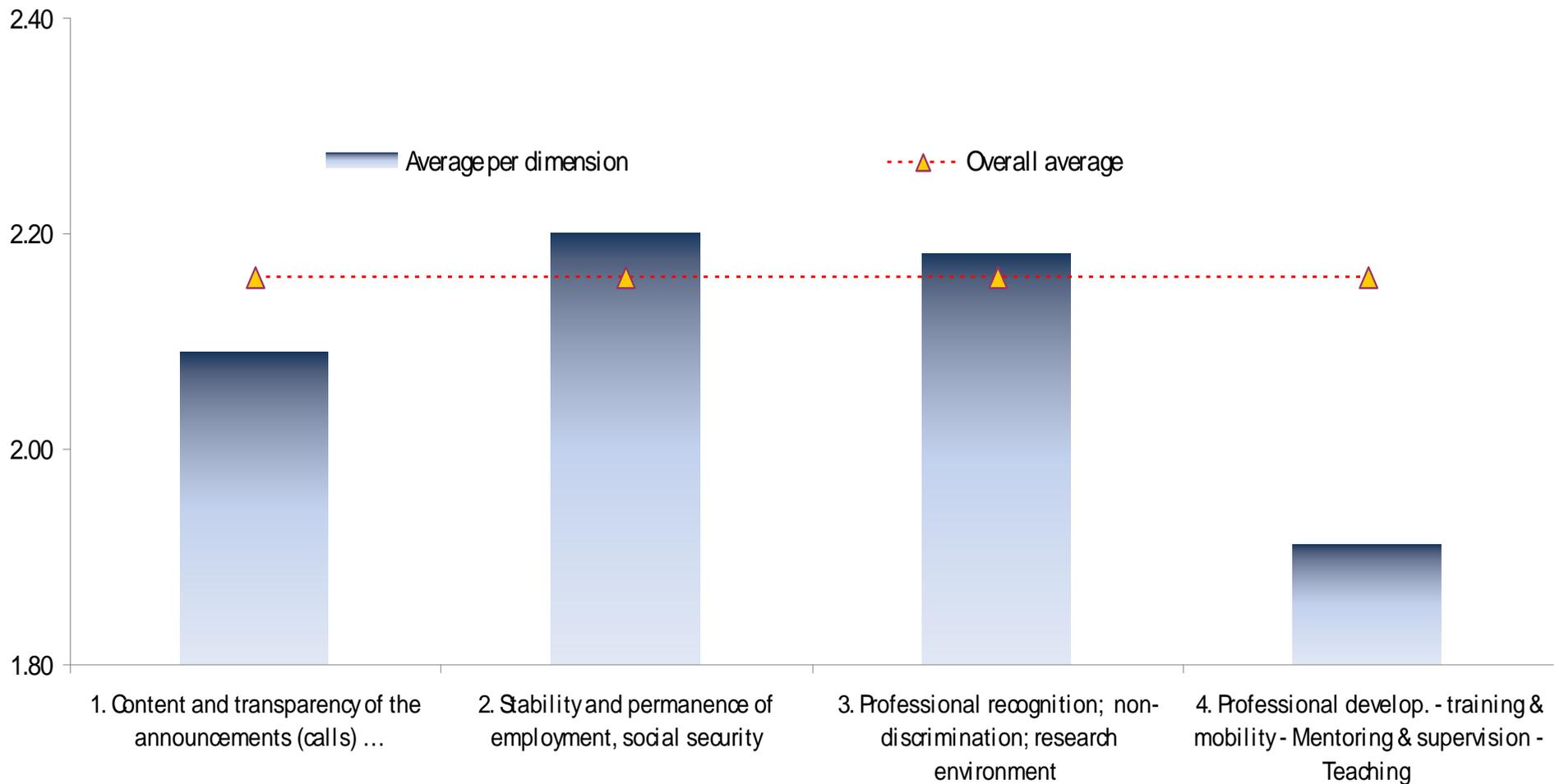
HR EXCELLENCE IN RESEARCH

Category	Responding	Total by category interviewed	% by category
Permanent position professors and researchers	497	1978	25%
Fixed term researchers (PhD, researchers)	185	1805	10%
Administration staff	28	90	31%

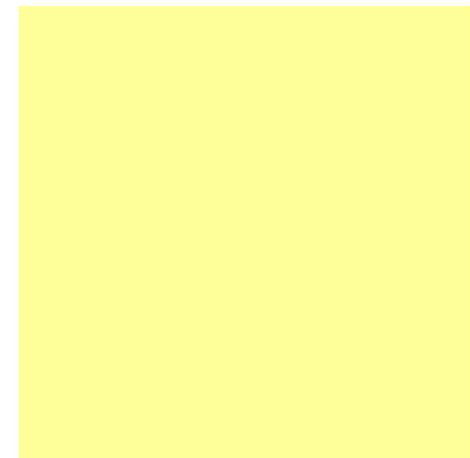


**The Human Resource Strategy Forum:
Results of the **internal analysis – Survey****





The Human Resource Strategy Forum: Results of the **internal analysis – Survey**





**European Charter and Code and Young Researchers
support group - University of Palermo**



HR EXCELLENCE IN RESEARCH

The Human Resource Strategy Forum: Actions approved by the Accademic Senate

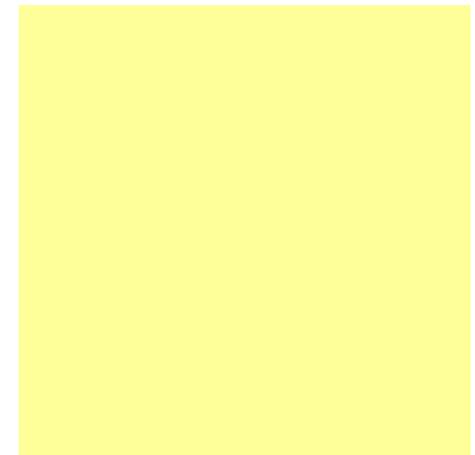
Improve the information flow across the institution with special attention to young researchers (ethical code, pension rights, etc...) as well as senior researchers (increasing national and international visibility);

Involvement of young researchers. Create education and aggregation initiatives for young researchers;

Openness and Transparency of calls:
publication of calls on the European portal
'Euraxess'.



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





**European Charter and Code and Young Researchers
support group - University of Palermo**



HR EXCELLENCE IN RESEARCH

UK: Vitae, Bristol, Cambridge, Ministry of education

France: University Pierre et Marie Curie, The Kastler Foundation and INRA

Germany: Individual institutions (Heidelberg)

Austria: Individual institutions (Medical University Graz)

Italy: Network of Universities

Switzerland: Individual institutions (ETH Zurich, CERN)

Belgium: National Contact Point

Spain: Individual institutions (IMDEA, VHERON,..)

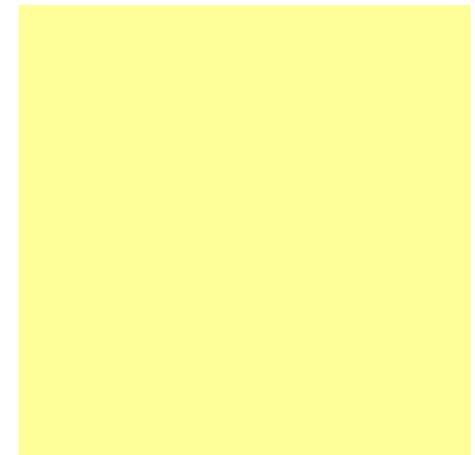
Greece: Individual institutions (Center for Research and Technology)

North europe (Sweden, Finland): Research support organisation including all stakeholders

Israel: Individual institutions (TECHNION)



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010





European Charter and Code and Young Researchers support group - University of Palermo

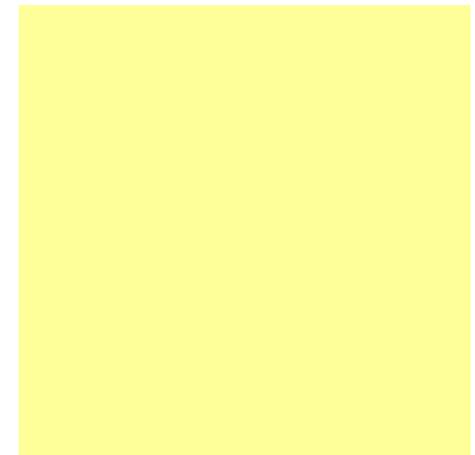


HR EXCELLENCE IN RESEARCH

In this paper, **the experience of the University of Palermo towards integration and mobility** promotion through a specific program of the European Commission has been presented (HRS forum).

The results of the first phase of the project have evidenced that **the University of Palermo, such as most institutions, lacks of some MINIMAL features that would certainly improve its attractiveness.**

Almost zero-cost measures such as designing a new university website layout in one of the European Community languages or advertising research positions through the publication of the relevant data in English on specific portals are very important measures.





European Charter and Code and Young Researchers support group - University of Palermo



HR EXCELLENCE IN RESEARCH

What appeared from the process carried out till this stage is that **the political will in Italy is one of the basic issues that is missing**. The current legislation in most ways **does not allow to prize merit and to propose well rewarded job opportunities in the field of research**.

Nevertheless, the University of Palermo believes in intercultural dialogue and integration and is now very active in promoting its international visibility.

The Euro-Mediterranean University, to which the university of Palermo takes actively part, finds its motivation and foundation in the intercultural dialogue and itself is the implementation of actions aiming at integration and cultural dialogue.



Living Together in the Multi-cultural Society
Proceedings of the 2010 EMUNI Research Souk
14 June 2010

