



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

The European Charter and Code: *first data from a survey at the University of Palermo*

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Doctoral Symposium in Oral Sciences, march 26th 2010



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Outline

What is the European Charter and Code

What is the Human Resource Strategy Forum pilot project

What is doing the University of Palermo

Implementation across Europe



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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***



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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)



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What is the aim of the

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

Develop an attractive, open and sustainable European labour market for researchers

How?

Giving equal rights and obligations to individual researchers throughout Europe, therefore improving mobility and working conditions as well as reinforcing research and development across Europe.



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KEY ISSUES:

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

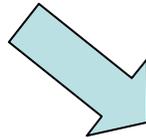
Training, incl. supervision, continued professional development, access to training



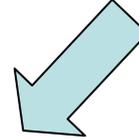
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Who is involved in the implementation?

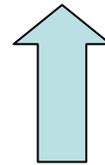
National EU ministries
and administrations



European Commission



C&C



Research institutions, Universities,
national organisations for research
support

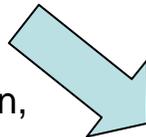


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How are they is involved in the implementation?

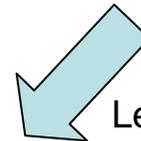
National EU ministries
and administrations

Legislation,
incentives...



European Commission

Legislation,
incentives, ...



C&C



Specific actions for research and
mobility support

Research institutions, Universities,
national organisations for research
support



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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).*



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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.



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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



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

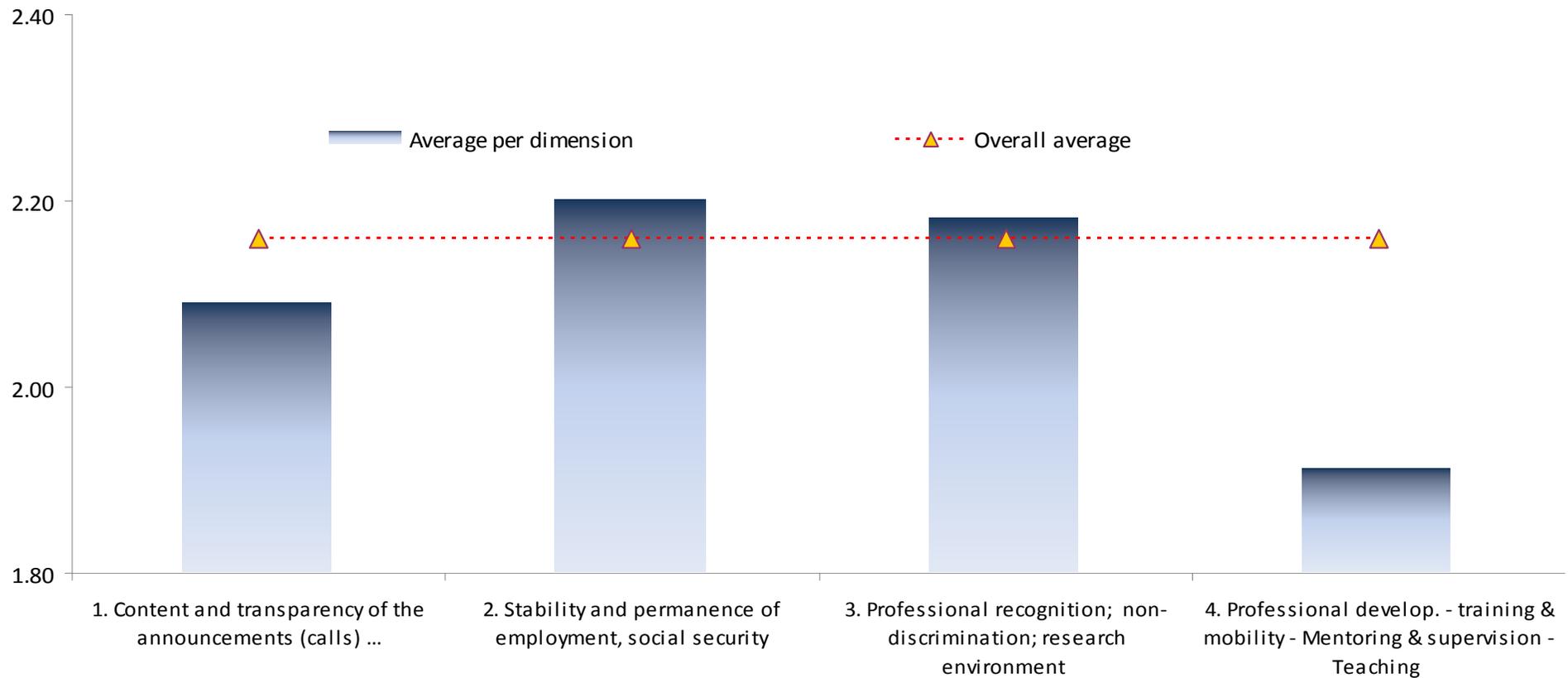
Typology	Responding	Total per typology interviewed	% per typology
Permanent position professors and researchers	497	1978	25%
Fixed term researchers (PhD, researchers)	185	1805	10%
Administration staff	28	90	31%





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



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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'.



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The State of the Art about the Charter and Code implementation across Europe

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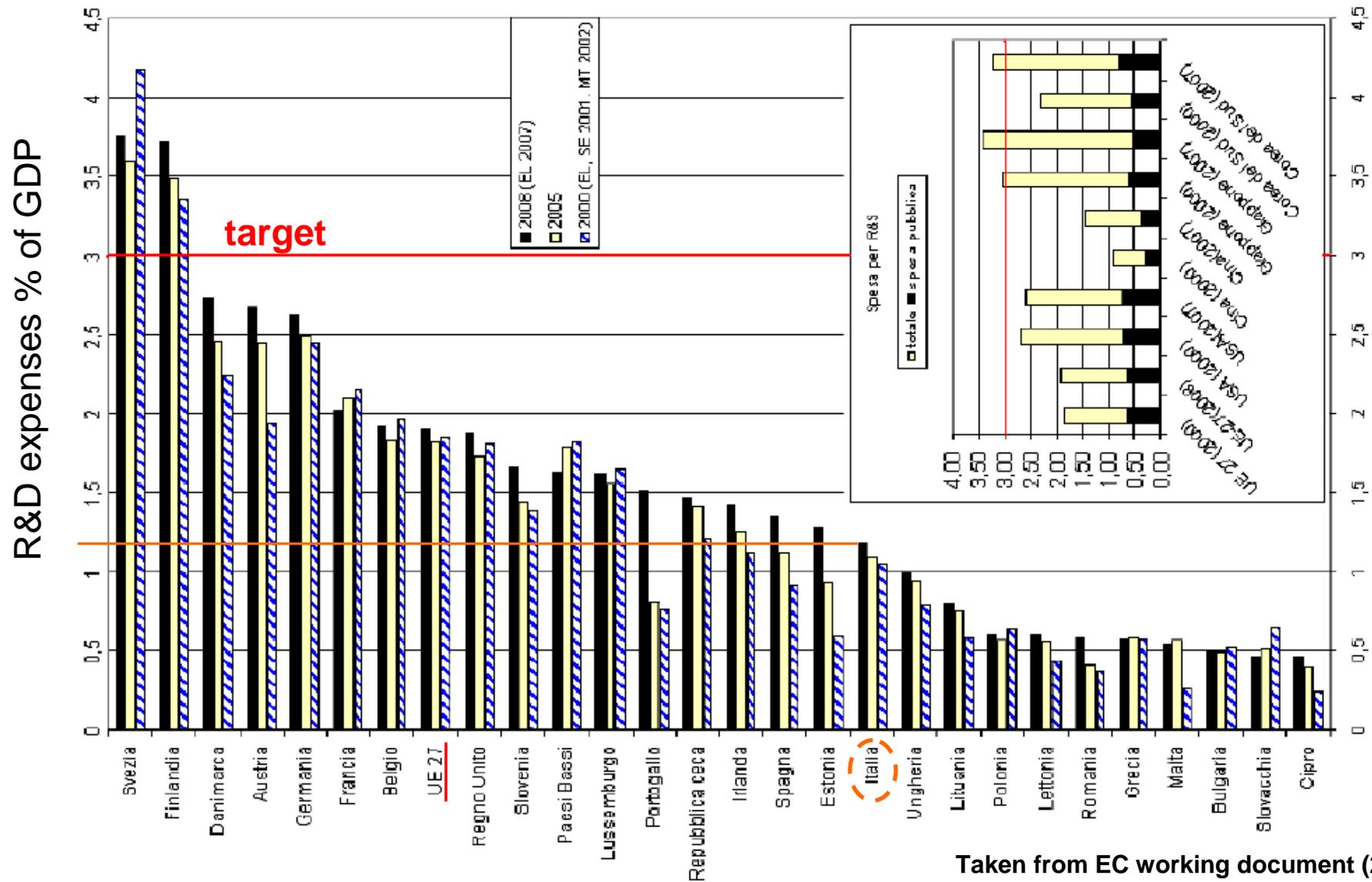
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More than 150 signatories from 30 different countries.
Many of these are umbrella organisations,
representing groups of universities etc. (more than
1000 institutions).

Currently 45 institutions are taking part to the HRS
pilot project.



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Taken from EC working document (2010)
Evaluation of the Lisbon strategy



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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)



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Conclusions

- 1) The European C&C is an important mean for supporting mobility and the creation of a European Research Area
- 2) The HRS pilot project is an important occasion for starting a self-assessment procedure causing:
 - self-recognition
 - staff involvement
 - productivity increase
- 3) Mobility and intercultural exchange is always an added value especially for research: comparing and exchanging methodologies from different cultural areas is a fundamental issue