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

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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
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*
From the Mobility Strategy…
…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)
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.**
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
- Research institutions, Universities, national organisations for research support

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How are they 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 Forum?

National EU ministries and administrations

European Commission

Legislation, incentives…

C&C

Research institutions, Universities, national organisations for research support

HRS : Pilot project for 45 organizations

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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).
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.
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
### The Human Resource Strategy Forum: Results of the internal analysis – Survey

<table>
<thead>
<tr>
<th>Typology</th>
<th>Responding</th>
<th>Total per typology interviewed</th>
<th>% per typology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent position professors and researchers</td>
<td>497</td>
<td>1978</td>
<td>25%</td>
</tr>
<tr>
<td>Fixed term researchers (PhD, researchers)</td>
<td>185</td>
<td>1805</td>
<td>10%</td>
</tr>
<tr>
<td>Administration staff</td>
<td>28</td>
<td>90</td>
<td>31%</td>
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</table>
The Human Resource Strategy Forum: Results of the internal analysis – Survey

1. Content and transparency of the announcements (calls) ...
2. Stability and permanence of employment, social security
3. Professional recognition; non-discrimination; research environment
4. Professional development - training & mobility - Mentoring & supervision - Teaching

Average per dimension

Overall average

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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: pubblication of calls on the European portal ‘Euraxess’.
The State of the Art about the Charter and Code implementation across Europe
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.
European Charter and Code and Young Researchers support group
University of Palermo

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