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

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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

The University of Palermo between EMUNI and ERA
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)
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.
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;…”
The University of Palermo is very active on both sides:

EMUNI
Human Resources strategy forum
From the Mobility Strategy…
…to the “Careers Communication”…
…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 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 synthetized in the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers.
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
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
Who is involved in the implementation?

National EU ministries and administrations -> C&C -> Research institutions, Universities, national organisations for research support -> European Commission
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
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).
What is the Human Resource Strategy Forum?

- National EU ministries and administrations
- Legislation, incentives...
- European Commission
- C&C
- HRS: Pilot project for 45 organizations
- Research institutions, Universities, national organisations for research support
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>Category</th>
<th>Responding</th>
<th>Total by category interviewed</th>
<th>% by category</th>
</tr>
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<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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The Human Resource Strategy Forum: Results of the internal analysis – Survey
The Human Resource Strategy Forum:
Actions approved by the Academic 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’.
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)
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 attractivity. 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.
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.