HRS4R@CSIC: ALL ABOARD!

First steps in the implementation of the HRS4R

HR EXCELLENCE IN RESEARCH

STATE OF PLAY OF HRS4R AT THE CSIC

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#HRS4R

GOBIERNO DE ESPAÑA MINISTERIO DE CIENCIA E INNOVACIÓN

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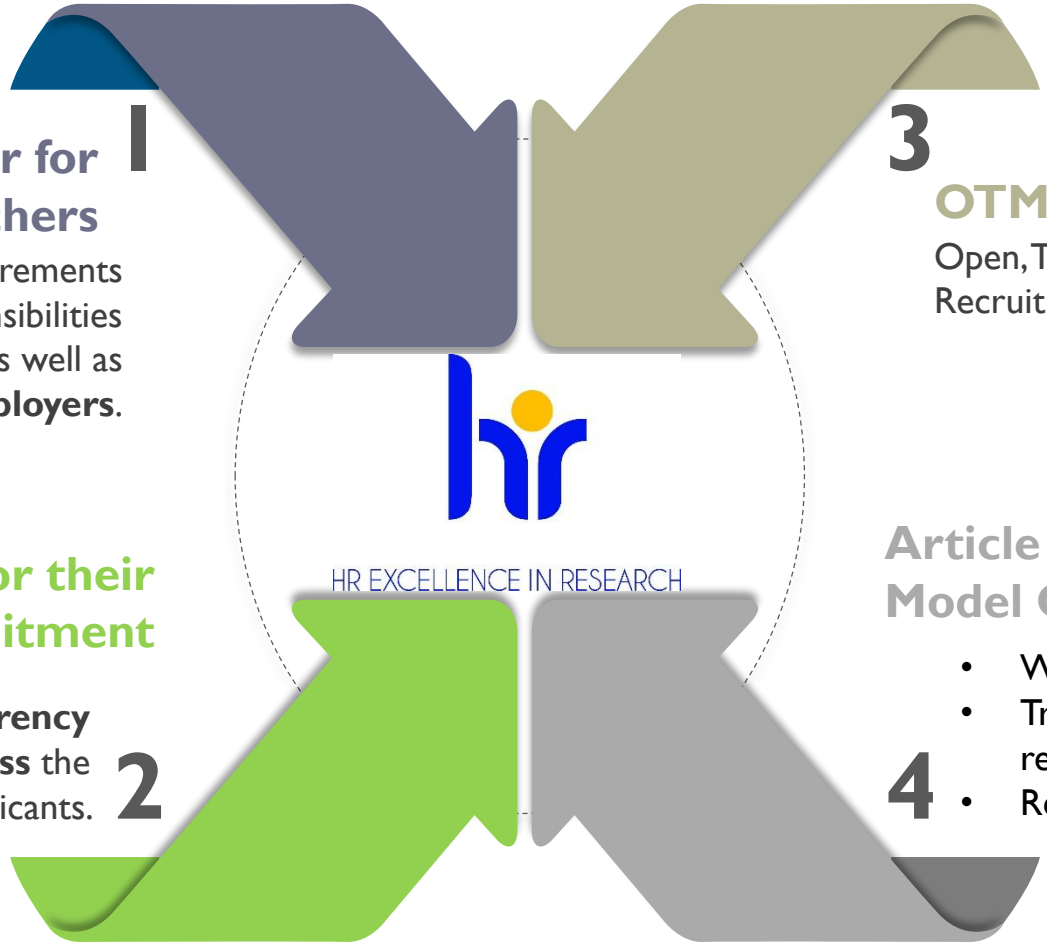
Brief intoduction - Human Resources Award



1

The European Charter for Researchers

A set of principles and requirements specifying the roles, responsibilities and rights of **researchers** as well as **employers**.

2

Code of Conduct for their Recruitment

Must ensure the and **transparency of the recruitment process** the **equal treatment** of all applicants.

3

OTM-R

Open, Transparent and Merit-based Recruitment of Researchers

4

Article 32 Model Grant Agreement

- Work conditions,
- Transparent and based merits recruitment processes,
- Researchers career development.

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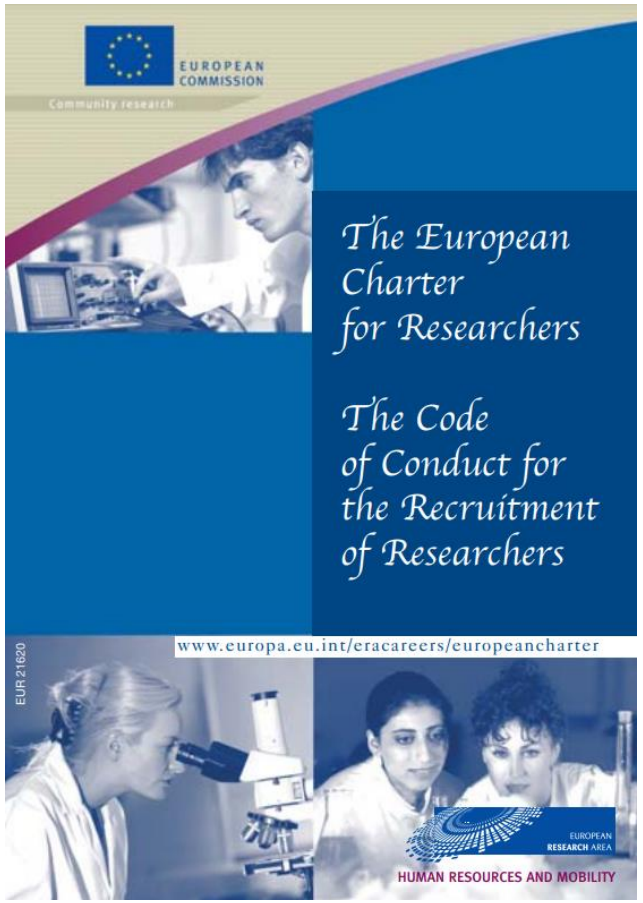
BRIEF INTRODUCTION

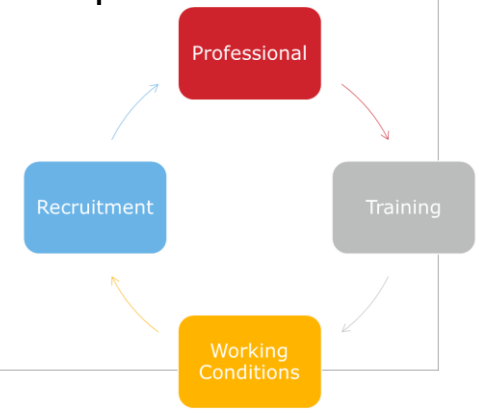
The European Charter & Code for Researchers

- 2005 – adoption (EC) of the EUROPEAN CHARTER FOR RESEARCHERS AND A CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS.
  - Addressed to researchers as well as research employers and funders in both the public and private sectors,
  - key elements in the EU's policy to boost researchers' careers.
- 1290 organisations have endorsed the C&C principles.
- The C&C ensures researchers can enjoy the same rights and obligations in any European country.
- The implementation of the C&C principles by research institutions render them MORE ATTRACTIVE TO RESEARCHERS looking for a new employer or for a host for their research project.



The Charter & Code

ETHICAL AND PROFESSIONAL ASPECTS	RECRUITMENT AND SELECTION	WORKING CONDITIONS AND SOCIAL SECURITY	TRAINING AND DEVELOPMENT
1. Research freedom	12. Recruitment	22. Recognition of the profession	36. Relation with supervisors
2. Ethical principles	13. Recruitment (Code)	23. Research environment	37. Supervision and managerial duties
3. Professional responsibility	14. Selection (Code)	24. Working conditions	38. Continuing Professional Development
4. Professional attitude	15. Transparency (Code)	25. Stability and permanence of employment	39. Access to research training and continuous development
5. Contractual and legal obligations	16. Judging merit (Code)	26. Funding and salaries	40. Supervision
6. Accountability	17. Variations in the chronological order of CVs (Code)	27. Gender balance	
7. Good practice in research	18. Recognition of mobility experience (Code)	28. Career development	
8. Dissemination, exploitation of results	19. Recognition of qualifications (Code)	29. Value of mobility	
9. Public engagement	20. Seniority (Code)	30. Access to career advice	
10. Non discrimination	21. Postdoctoral appointments (Code)	31. Intellectual Property Rights	
11. Evaluation/ appraisal systems		32. Co-authorship	
		33. Teaching	
		34. Complains/ appeals	
		35. Participation in decision-making bodies	



Brief Introduction – HRS4R

The Human Resources Strategy for Researchers – HRS4R…

- Supports research institutions and funding organisations in the **implementation of the Charter & Code** in their policies and practices.
- The EC recognises with the **'HR Excellence in Research Award'** the institutions which make progress in **aligning their human resources policies** to the 40 principles of the Charter & Code.
  - Based on a **customized action plan**/HR strategy.
  - Gives **public recognition** to research institutions that have made progress in aligning their human resource policies with the principles set out in the "Charter & Code".
- 623 organisations have received the HR Excellence in Research award.

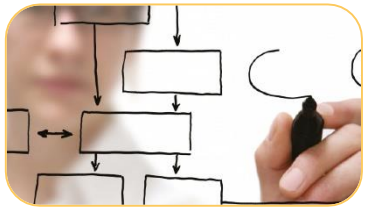
HR EXCELLENCE IN RESEARCH

BRIEF INTRODUCTION – HRS4R

HRS4R is the mechanism to implement the principles of C&C

- **Voluntary, structured and monitored** procedure (continuous assessment)
- Based on **gap-analysis and action plan**

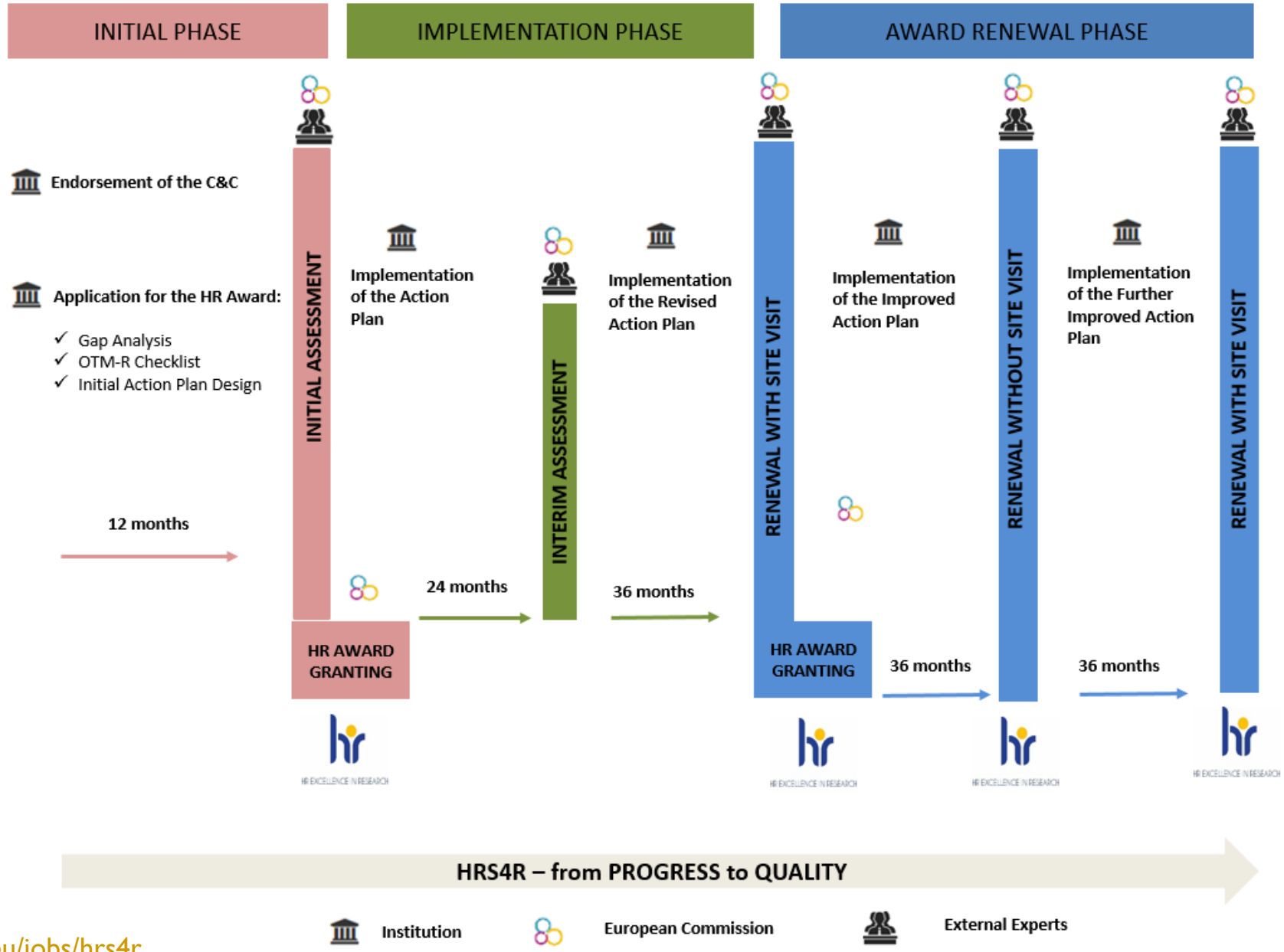
gap analysis



action plan

online publication

HRS4R – PROCEDURE



https://euraxess.ec.europa.eu/jobs/hrs4r

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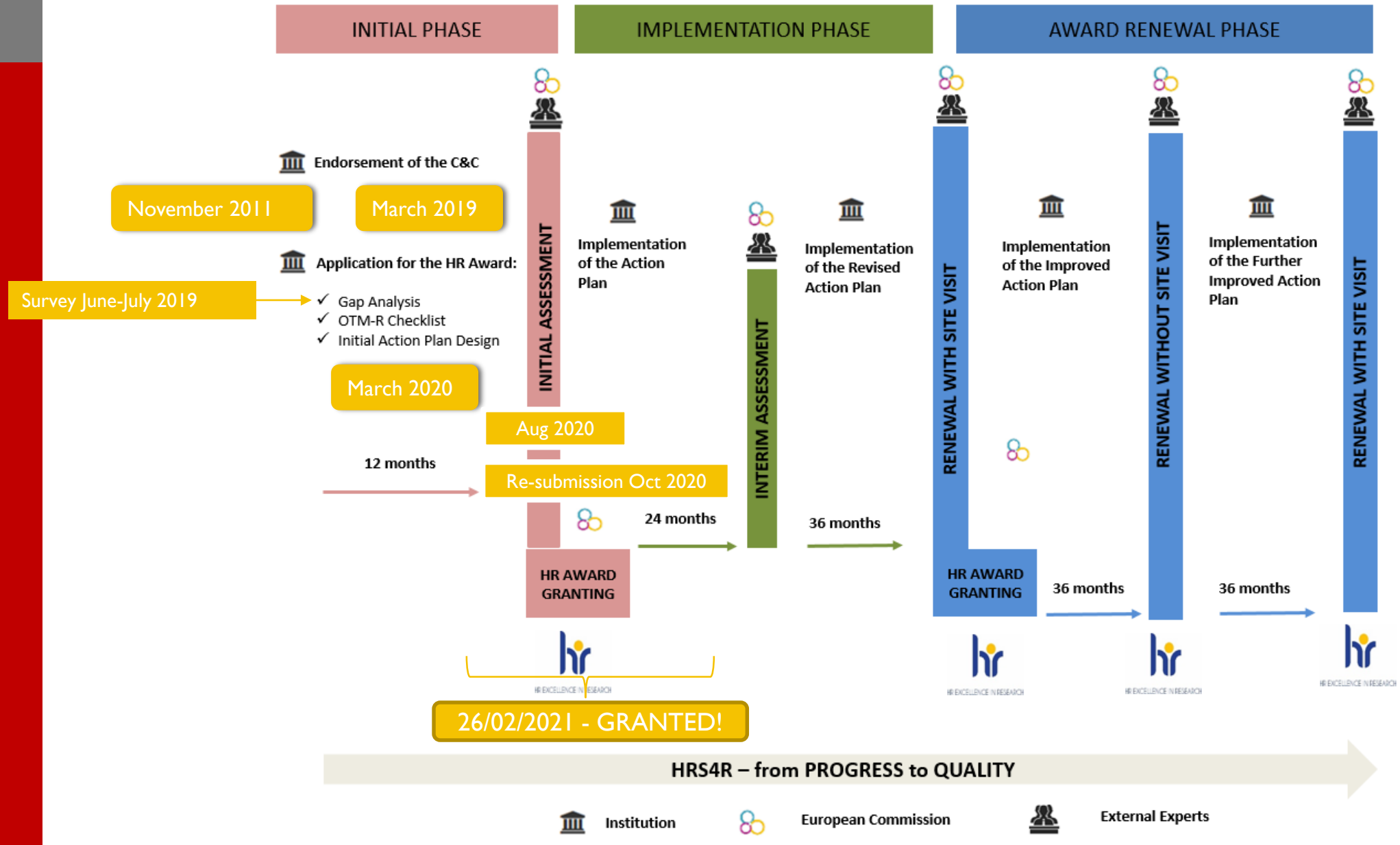
HRS4R @ CSIC



HRS4R@CSIC - Action Plan

- 58 Actions – "highly ambitious"
- Involves all the institution
- Linked to tight deadlines and subject to evaluation (February 2021- February 2023).
- 2 completed
  - A10 - Completion of the update of the Code of Scientific Good Practices. Update of the Code of Good Practices, in alignment with the Charter & Code and OTM-R.
- 18 ongoing
- 19 planned for a latter start date (from Q4 2021)

HRS4R@CSIC - Action Plan

- **General Aspects** (A1 – A7)
- **Ethical and Professional Aspects** (A8 – A18)
  - Ethical topics (A8 – A16)
  - Non-discrimination (A17 – A18)
- **Recruitment and Selection** (A19 – A25)
  - Increase visibility and transparency (A19 – A22)
  - Tribunals (selection boards) (A23 – A25)
- **Working conditions and social security** (A26 – A48)
  - Recognition of the profesión (A27 – A29)
  - Improve work conditions (A30 – A32)
  - Funding and salaries (A33 – A35)
  - Improve stability and permanence of employment (A36 – A38)
  - Increase support for mobility (A39 – A42)
  - Increase recognition and facilitate teaching (A43 – A45)
  - Enhance participation in decision-making bodies (A46 – A48)
- **Training and Development** (A49 – A58)
  - Design, advice and institutional support for professional development (A49 – A53)
  - Providing advice and counsel (A54 – A56)
  - Supervision and promote of its recognition (A57 – A58)

HRS4R CSIC Action Plan

Annex 4

Table of the scheduled Action Plan

ACTIONS CSIC HRS4R	2020	2021		2022		Responsible Unit		
	Second Semester	First Semester	Second Semester	First Semester	Second Semester			
A1. HRS4R Kick-off and follow-up.						VICYT	President´s Office	SEGE
A2. Implementation of a diffusion HRS4R campaign.						VICYT	President´s	SEGE
A3. Establishment of a working group to establish and completion a Welcome Manual and subsequent dissemination.						President´s Office	SEGE	
A4. Translate into English the documents to be determined by "Follow-up Working Group (FWG)".						President´s Office	SEGE	
A5. Set up a working group to establish and conduct an analysis on C&C training needs.						VICYT	SEGE	
A6. OTM-R Study, evaluation and development of an institutional policy in this area.						SEGE		
A7. Creation of the "HRS4R documents" repository in a specific area of the Intranet.						SEGE		
A8. Design of training courses online/on-site on ethical topics.						President´s Office	SEGE-SGARH	
A9. Greater dissemination of everything related to the Ethics Committee.						President´s Office	SEGE-SGARH	
A10. Completion of the update of the Scientific Good Practises.						President´s Office		
A11. General transfer guide.						VICYT / VATC		
A12. Support to the Open Science strategy, via the institutional repository DIGITAL.CSIC and Open Access publishing support programme.						VORI - URICI		
A13. Create the CSIC's Prize for Scientific Dissemination.						VORI -VACC	SEGE - SGAAE	
A14. Implementation of a monitoring system.						VICYT - DPE-VAPC	SEGE - SGAI	
A15. "Promotable". Scientific-technical monitoring "where you are in the scientific cloud", action to know your scientific situation in order to promote.						VICYT-VAACT		
A16. Promotion and improvement of the management of scientific projects. Undertake a set of structured actions to promote and improve project						VICYT - VAPC	SEGE	
A17. Promoting the integration of the gender dimension in research projects.						President´s Office	VICYT	

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ACTIONS CSIC HRS4R	2020	2021		2022		Responsible Unit		
	Second Semester	First Semester	Second Semester	First Semester	Second Semester			
A18. Mention and recognition of the LGTBI collective.						President´s Office		
A19. Publication on EURAXESS Jobs Portal.						SEGE		
A20. Development of a Database of Expressions of Interest. (BDEI).						VICYT-DPE	SEGE-SGAI	
A21. Guide for candidates to civil servant research staff in the CSIC.						VICYT-VAACT	SEGE	
A22. Modernise the Recruitment Portal interface for applicants.						SEGE - SGARH		
A23. Drafting of C&C and HRS4R recommendations for tribunals.						VICYT-VAACT		
A24. Training for tribunal members.						VICYT-VAACT		
A25. Propose and create a Working Group on Analysis and prospective in the Research Assessment in the CSIC.						VICYT-VAACT		
A26. Design and provision of an Attention Service for Research Staff. Design and implementation of a service for the reception welcome and assistance to researchers.						VICYT-DPE		
A27. Creation of a prize related to the novelty in research results and the impact and/or relevance in research.						President´s Office	VICYT	SEGE- SGAAE
A28. Creation of "The CSIC most relevant PhD Thesis Award".						VICYT-DPE	SEGE -SGAAE	
A29. Promote greater recognition of R1, R2, and R3 in the annual (Jun-Jul) research staff awards.						President´s Office		
A30. Investment in basic infrastructures and centres.						SEGE		
A31. Conduct a survey on working conditions,						SEGE		
A32. Implementation of a teleworking pilot programme.						SEGE		
A33. Study the feasibility of a R1 and R2 call (FSE application + 2021-2027).						SEGE		
A34. Submit launch proposal to the MSCA- COFUND programme.						VICYT-DPE	VRI	
A35. Study of a new option: indefinite contracts associated with a line of research.						SEGE		
A36. Distinguished researchers' figure.						VICYT-VAACT	SEGE	

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	Second Semester	First Semester	Second Semester	First Semester	Second Semester			
A37. Call for proposals to the extension of MSCA-IF contracts.						VRI		
A38. Update and publication of the salary tables.						SEGE-SGARH		
A39. To widen the scope of participants who can participate in own calls for mobility/internationalisation (I-link, I-coop).						VRI	SEGE-SGARH	VICYT-DPE-VAPC
A40. Creation of a guide or web section on the external mobility of research staff.						VRI	SEGE	VICYT
A41. Dissemination/training info days on the possibilities of European and international programmes.						VRI	SEGE-SGARH	VICYT-DPE
A42. Design and study the implementation of a common tool for the management of stay permits and mobility monitoring.						VRI	SEGE-SGAI-SGARH	
A43. New teaching management application.						VICYT-DPE	SEGE -SGAI	
A44. Search for new formulas for the recognition of teaching.						VICYT DPE		
A45. Creation of the "Mediator" figure.						President´s Office		
A46. Support and collaboration with the R1, R2 and R3 research association.						President´s Office	VICYT DPE - VAPC	
A47. At the ICU level, promote the presence of all research staff in the scientific boards.						VORI	VICYT	
A48. Maintain the meeting of researchers related to the new strategic plans.						VICYT-VAPC	VICYT-VAPC	
A49. Information.						VICYT	SEGE	
A50. Training.						VICYT	SEGE	
A51. Team management and leadership skills.						President´s Office	VICYT-VAPC	
A52. Tracking of careers.						VICYT	President´s Office	
A53. Specific programme of R1-R2-company interaction. "Job fair" for CSIC's Rs						President´s Office	VICYT-DPE-VATC-VAPC	VRI
A54. Launch of a Mentoring programme.						VICYT-DPE		

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	Second Semester	First Semester	Second Semester	First Semester	Second Semester			
A55. Launch of a "Buddy" programme.						VICYT-DPE		
A56. Creation of "CSIC Alumni" (former CSIC "students").						President´s Office	VICYT	
A57. Creation of a "Margarita Salas Medal" award for best supervision.						VICYT-DPE	President´s Office	SEGE-SGAAE
A58. Training of PhD supervisors.						VICYT-DPE - VAPC		

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HRS4R@CSIC – State of play

- Alignment to the new Strategic Planning CSIC 2025 and national and EU strategies.
- Other initiatives closely related to the HRS4R – anti-plagiarism, Open Science mandate, Code of Good Scientific Practices…
- It is an **opportunity** to evolve and improve the organisation.
- Requires new ways to address key issues and instruments to facilitate the development of the CSIC HRS4R action plan.
- Involve our **entire research community** and **administrative units / management**
- It entails dedication of:
  - Time
  - Personnel
  - Budget

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