

Options for
strengthening the C&C.

The work of the
Triangle Task Force

HRS4R@CSIC: all aboard!, 15 September 2021

The Triangle Task Force

- Representatives from 3 ERAc WGs:
 - **Standing Working Group on Open Science and Innovation (SWG OSI). Marc Vanholsbeek**
 - **Standing Working Group on Human Resources and Mobility (SWG HRM). Cecilia Cabello**
 - **Standing Working Group on Gender in Research and Innovation (SWG GRI). Marcela Linkova**

TWO GOALS

- **GOAL 1 Recommendations on training, incentives and evaluation of researchers with an OSI and gender perspective (Chair: Marc Vanholsbeek)**
<https://data.consilium.europa.eu/doc/document/ST-1201-2021-INIT/en/pdf>
- **GOAL2. Review and potential update of the Charter & Code at the light of the future of ERA developments (Chair: Izaskun Lacunza)**
<https://euraxess.ec.europa.eu/useful-information/policy-library#group-collapsible-research-careers>

Objectives & principles of Goal 2

5 webinars
took place

OBJECTIVES

- Review the C&C at the light of the future of ERA priorities
- Special emphasis on:
 - ✓ Gender equality in research and innovation
 - ✓ Open science and innovation
 - ✓ The teaching dimension of research
 - ✓ Talent management
 - ✓ Research assessment

PRINCIPLES

- Evolution and not revolution
- Keep the current spirit of the C&C
- Go for a reasonable number of principles (40 already a lot)
- Allow for a smooth transition for institutions already aligned with the C&C
- **The HRS4R is outside of the scope of this review**

Main recommendations for a potential C&C revamping (1)

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Goal 2

THE CURRENT C&C

- ✓ It has remained valid & appropriate
- ✓ Main C&C priorities still extremely relevant

STRENGTHENED PRIORITIES

- ✓ Gender equality in research and innovation
- ✓ Open Science and Innovation
- ✓ The teaching dimension of research
- ✓ Recognition of the profession
- ✓ Research assessment
- ✓ Private sector participation

MERGING/DOWNSIZING PRINCIPLES

- ✓ A number of principles could be “merged” (e.g., under a “research integrity” principle)

Main recommendations for a potential C&C revamping (2)

WEIGHT OF THE C&C PRINCIPLES

- ✓ Unbalanced weight, importance and implications of the current 40 principles
- ✓ Identify core and transversal principles and somehow “upgrade” them
- ✓ The current “pillars” used for the HRS4R implementation could be renamed and reused as a means to “upgrade” principles



Main recommendations for a potential C&C revamping (3)

DEFINITIONS OF THE PRINCIPLES

- ✓ Careful reading and “upgrade” of the definitions are needed (neutral language, addressing all stakeholders, etc.)

PRINCIPLES ADDRESSING STAKEHOLDERS

- ✓ It should be made clearer that all stakeholders are responsible for the progress towards the principles

Main recommendations for a potential C&C revamping (4)

STAKEHOLDERS

- ✓ Researcher definition
 - Alignment with ESCO and Frascati
 - Foster diversification of career paths
 - Widen skills, competences and responsibilities
 - Focus on the researcher community (not on individual researchers)
- ✓ Employer definition
 - From the public sector
 - From the private sector
- ✓ Policymakers
 - Include them as C&C stakeholders (together with funders, employers and researchers)

Main recommendations for a potential C&C revamping (5)

CODE vs CHARTER

- ✓ Evaluate legal implications of the Code vs the Charter
- ✓ Evaluate the benefit of keeping two ways to “group” principles (the Code and the Charter vs the HRS4R pillars)



CHARTER AND CODE CURRENT PILLAR AND PRINCIPLES



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HOW WOULD A REVAMPED C&C LOOK
LIKE TAKING ALL THE
RECOMMENDATIONS ON BOARD?

1. Research & Ethical principles (former Ethical and Professional aspects)

- The big principles that define the European Research Area
- Mention to these values being mainstreamed throughout the C&C

Research and ethical values principles



2. Recruitment and selection (stays the same)

- Basically, all the Code principles
- Keep in mind this pillar has been “expanded” with the OTM-r toolkit

Recruitment and selection principles



3. Working conditions and professional aspects (former “Working conditions and social security”)

- Common principles to all workers and employers
(not “researcher” specific)

Working conditions and professional aspects



4. Talent development and research evaluation (former training and development)

- Principles related to fostering research talent and holistic evaluation of research performance

Talent development and research evaluation



Number of principles

33

WHAT'S NEXT

<https://euraxess.ec.europa.eu/useful-information/policy-library#group-collapsible-research-careers>

- ✓ Stakeholder consultations
- ✓ Including input from stakeholders
- ✓ Final report

Comments?

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