Charter & Code and HRS4R
An update

HRS4R@ CSIC: all aboard
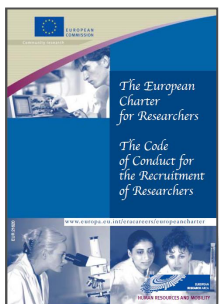
First steps in the implementation of the HRS4R Strategy at the CSIC

ONLINE WORKSHOP – 15 September 2021

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Info

Update: 14/09/2021

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The "Charter & Code" and its implementation

Charter & Code

HRS4R procedure

H2020 MGA, Art. 32

Strengthened HRS4R procedure

Digitalisation of HRS4R

2005	2008	2014	2017	2018
EC recommendation 2005/251/EC	*Mechanism of C&C implementation*	*'Best effort' obligation for beneficiaries*	*OTM-R Checklist added to the self-assessment process*	*E-tool of the HRS4R process*

Overall GOAL

Foster an open, transparent, sustainable European labour market for researchers

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Charter & Code

The cornerstone of research careers policy (former ERA priority 3)

The Charter
(the European Charter for Researchers)

- set of principles for the roles, responsibilities and entitlements of researchers
- Provides a reference framework.

The Code
(the Code of Conduct for the Recruitment of Researchers)

- Provides for transparency of the recruitment and selection process, ensuring equal treatment for all applicants
- Includes obligations for employers and funders

Commission Recommendation on Charter and Code
4 pillars to strengthen the ERA

40 principles in 4 Thematic Areas:

1. **Working Conditions & Social Security -** promoting and creating a stimulating and favourable working environment

2. **Recruitment -** assessing, attracting and retaining talent; international visibility

3. **Training and Career Development**

4. **Ethical and Professional Aspects**

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Commission Recommendation on Charter and Code
4 pillars to strengthen the ERA

40 Principles

- ✓ Research freedom
- ✓ Dissemination and exploitation of results
- ✓ Recognition of the researcher's profession
- ✓ Working conditions
- ✓ Stability and permanence of the employment
- ✓ Remuneration package (funding and salaries)
- ✓ Gender balance
- ✓ Career development
- ✓ Access to research training and continuous development
- ✓ Intellectual property rights
- ✓ Evaluation and appraisal systems
- ✓ Code of recruitment of researchers (OTMR)

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HRS4R STRATEGY in a nutshell

The Human Resources Strategy for Researchers (HRS4R) is the mechanism to implement the principles set forth in the C&C

➢ **Voluntary, structured and monitored** procedure (continuous assessment)

➢ Based on **gap-analysis and action plan**
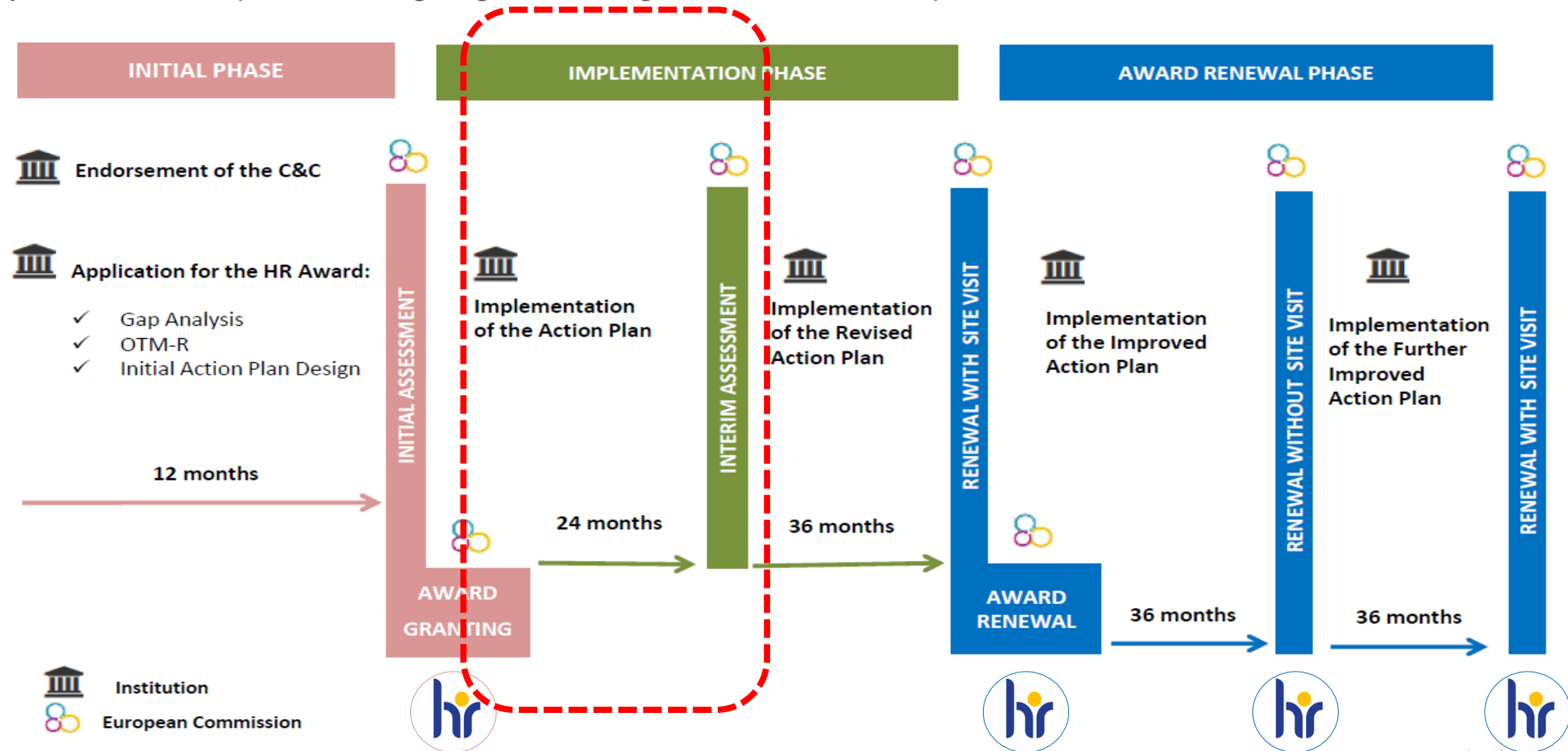

gap analysis

action plan

online publication

HRS4R – A long term commitment

Voluntary, structured and monitored auditing mechanism, centered on a continuous assessment cycle based on gap-analysis and action plans for ongoing monitoring, self-assessment, peer reviews

CSIC case 2019ES391598
Deadline 26/02/2023

Horizon 2020 - MGA Article 32

Beneficiaries must take all measures to implement the principles set out in the C&C, in particular regarding:

- ➢ working conditions
- ➢ transparent recruitment processes based on merit
- ➢ career development

Best effort obligation: "must be proactive and take specific steps to address conflicts between their policies and the principles set out in C&C"
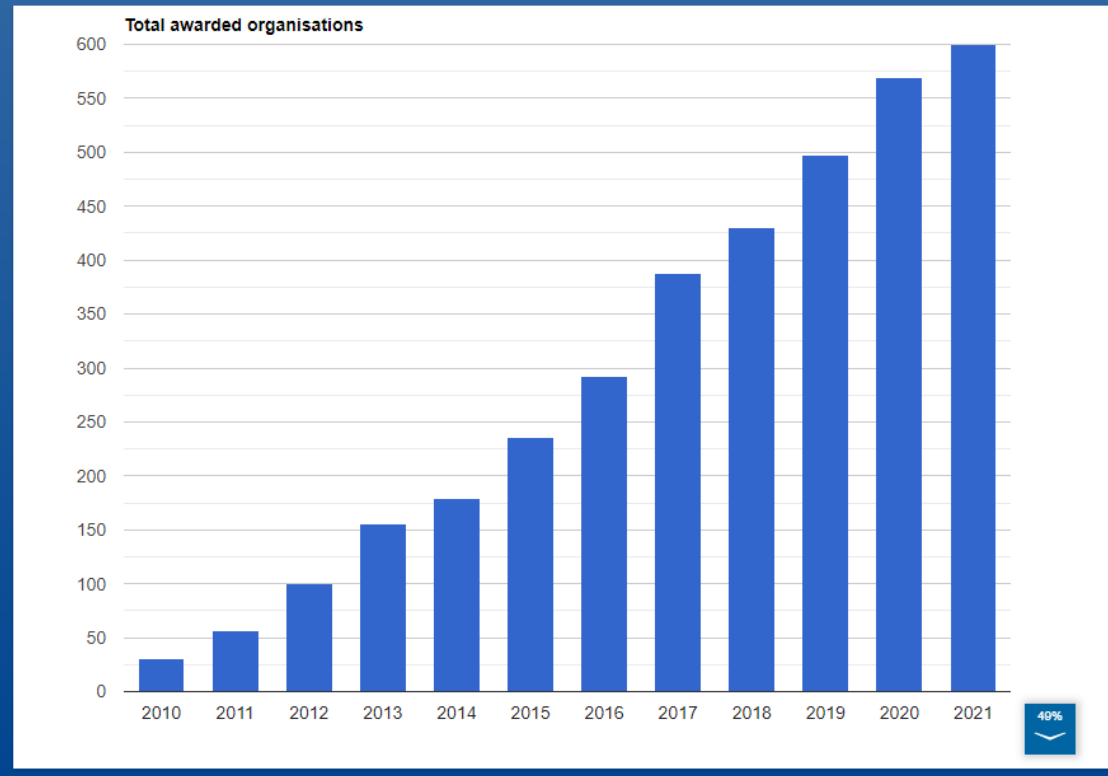
Beneficiaries should keep appropriate documentation about the steps taken and measures put in place.

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C&C and HRS4R: statistics

Awarded organisations 2010-2021

Total awarded organisations

❖ 1290 Institutions have endorsed the Charter & Code principles

❖ 624 research institutions from over 40 Countries received the HR Excellence in Research Award

❖ 67 new institutions were awarded in 2019

❖ 72 new institutions were awarded in 2020

❖ 55 awarded in Q1-Q3 2021

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

HRS4R: key figures

❖ In 2019:

    ❖ 175 assessments (19 site visits)

❖ in 2020:

    ❖ Over 190 assessments (14 site visits)**

• Covid-19 impact: institutions delays + suspension of
the regular site visits
Introduction of the "remote site visit" formula.
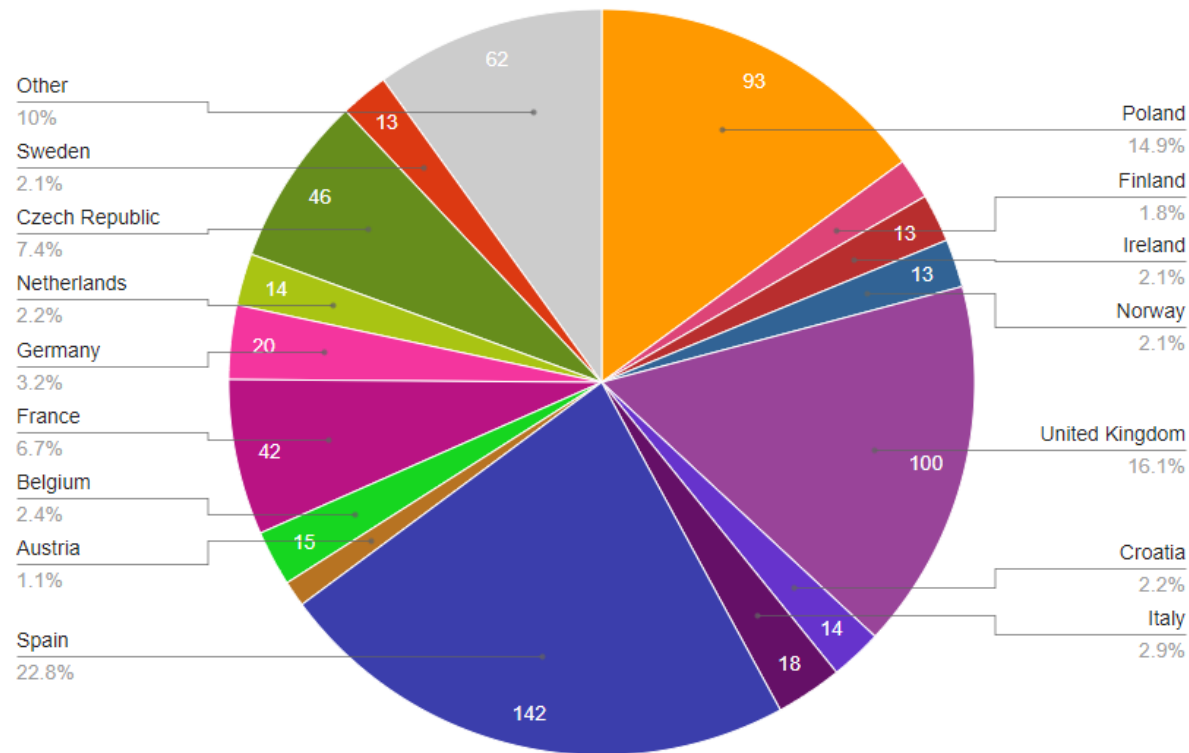
❖ In 2021 (to-date):

    ❖ Over 174 assessments

    ❖ 15 site visits already performed + 20 in preparation**

    ❖ Over 100 institutions are currently preparing for the Award (initial phase)

    ❖ Over 250 organizations currently preparing for renewal

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HRS4R: distribution

Awarded organisations per country

Country	Value	Percentage
Poland	93	14.9%
Finland	13	1.8%
Ireland	13	2.1%
Norway	13	2.1%
United Kingdom	100	16.1%
Croatia		2.2%
Italy	14	2.9%
Spain	142	22.8%
Austria		1.1%
Belgium		2.4%
France	42	6.7%
Germany	20	3.2%
Netherlands	14	2.2%
Czech Republic	46	7.4%
Sweden		2.1%
Other	62	10%

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

- Differences in uptake must take into account the wide differences existing in in national contexts (including national supporting measures etc.)

- This is under analysis in the ERA Priority 3 study

- CSIC endorsed 8 February 2019 and received the HR Excellence in Research logo on 26 February 2021

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HRS4R: reported benefits
observed by experts and institutions

Internal perspective

- **Process itself** (framework for institution strategy)
  - Catalyst for change
  - giving support for internal processes and developing good practices;
  - bringing essential human resource policies into the foreground of institutional policy-making

- **Internationalization**
  - Raises awareness of European and international context to all staff;
  - Participation in international networks and sharing best practice on issues such as career development and supervision
  - Supports open-mindedness; facilitates change in internal process, …

- **Improvement & Progress**
  - put researchers at the core of process and engages all categories of researchers to define activities tailored to different career stages;
  - it creates favorable conditions for research career development and develops career support actions;
  - Promotes equal opportunities
  - Improves researchers' status and working conditions
  - Foster in-house transversal cooperation
  - showcases achievements that would go collectively unseen otherwise…

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HRS4R: reported benefits
observed by experts and institutions

External perspective

- **Visibility**

  - Increased national and international visibility
  - demonstrates a commitment to good working conditions and career development for researchers
  - induces cultural change, promotion and support of a European network and a collection of best practices

- **Attraction and mobility**

  - Enhanced ability to attract and retain high caliber staff
  - Promotion of the commitment and strengthen the attraction, development and retain of national and international researchers and staff to pursue research excellence
  - Contributes to the reestablishment of a symmetry in brain mobility

- **Added value**
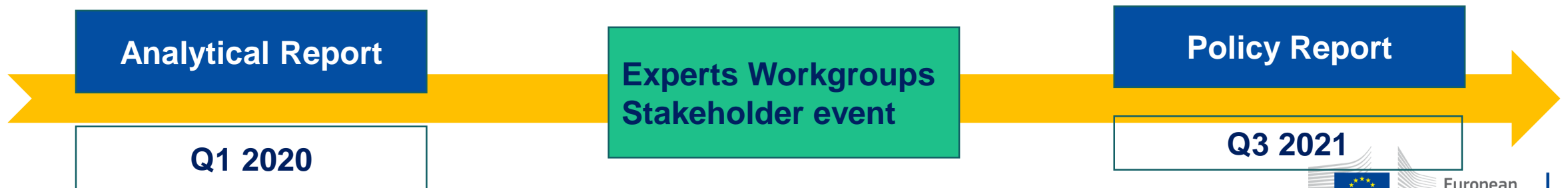
  Added value to funding applications (Art 32 compliance)…

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Study on ERA Priority 3

General Objectives:

➢ **Taking stock of existing policy measures (Charter & Code, HRS4R, EURAXESS)**

➢ **Defining needs of transformations to review/ revamp/strengthen the policy measures:**

- Recommendations on the future set-up and development of existing measures

- Recommendations on additional new policy activities/tools/measures to achieve the same objectives under the renewed ERA.

Specific Objectives:

➢ **Content, outreach and added value**
➢ **Process**
➢ **Challenges and needs**
➢ **Governance and stakeholder engagement**

Analytical Report

**Experts Workgroups
Stakeholder event**

Policy Report

Q1 2020

Q3 2021

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Thank you for your attention

For questions and procedural support, please write to **RTD-Charter@ec.Europa.eu**

For technical issues and queries, please write to **support@euraxess.org**

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