

New Charter and HRS4R: state of play and perspectives

Conference on Research Careers
HRS4R Info Day (Breakout session)

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Michele Rosa-Clot
European Commission, DG R&I
*ERA, Spreading Excellence and
Research Careers*



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 auditing mechanism** procedure (continuous assessment)
- Based on **gap-analysis and action plans** for ongoing monitoring, self-assessment, peer reviews
- Obtain and maintain the HR Excellence in Research award



gap analysis



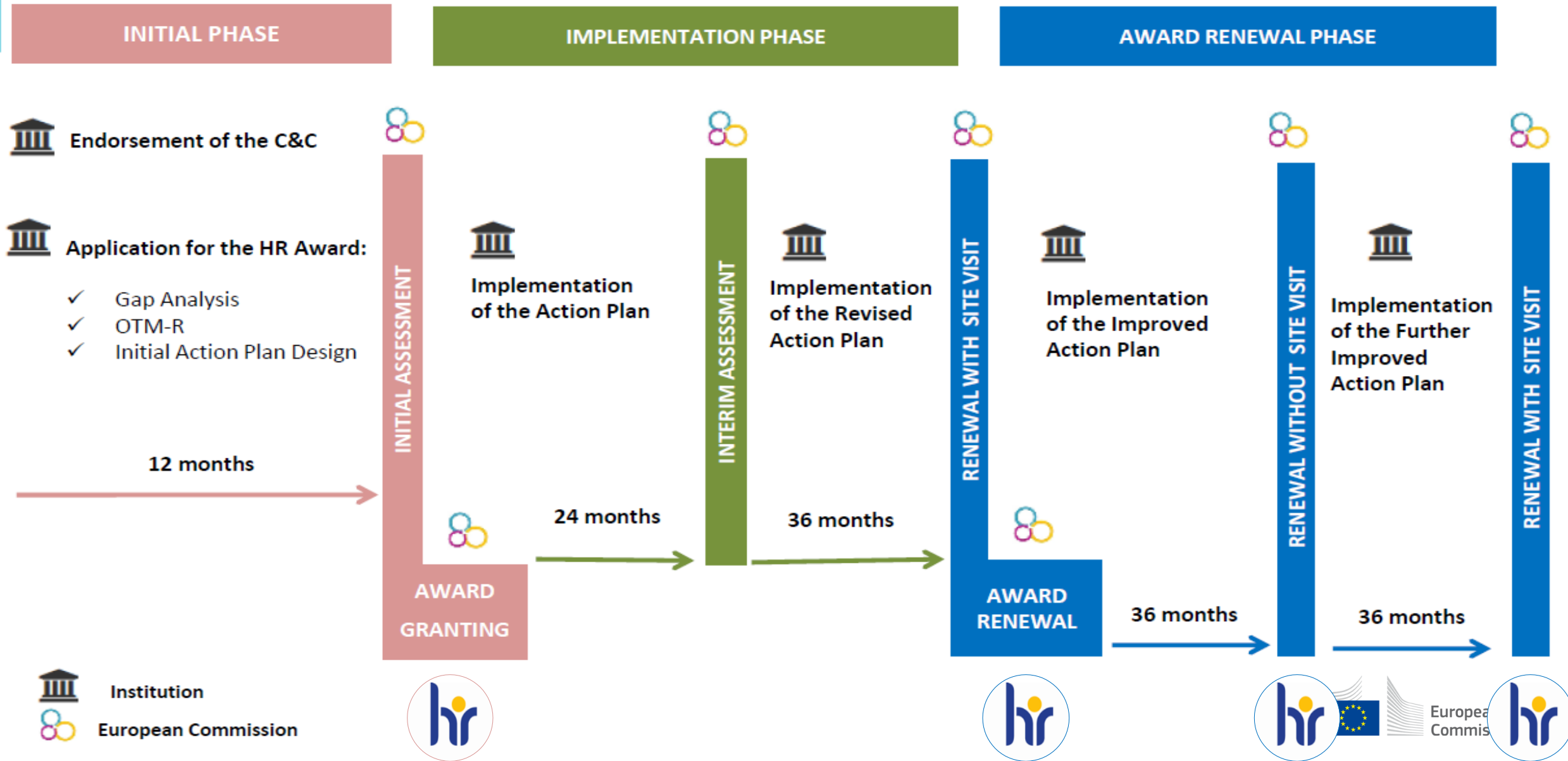
action plan



online
publication



HRS4R: A long term commitment



The actors and the process

Who are the external HRS4R assessors?

- ❖ Pool of external experts (contract with the EC)
- ❖ The HRS4R experts are selected by the EC in a transparent process on the basis of several criteria such as:
 - ✓ Personal competence and experience in the HRS4R field or any similar HR strategy
 - ✓ development and implementation;
 - ✓ Geographic distribution over EU-27;
 - ✓ Institutional spread (e.g. research institutions, universities, research funders etc.)
- ❖ Training
- ❖ Declaration of confidentiality covering issues such as performance or obligation of impartiality.



HRS4R: why undertaking the process?

- **Process itself** is a framework for institution's strategy:
it proved to be a catalyst for change, a support for internal processes, instrumental for the growth of a strengthened institutional culture, simplify recruitment, developing good practices, and bringing HR policies to the foreground in institutional policymaking
- **Improvement & Progress**
R1-R4 researchers at the core of policy process; favorable conditions for research career development; career and working conditions support actions; equal opportunities;
- **Added value**
e.g. national funding, funding applications (Art 32 compliance)...
- **Visibility, credibility, and Internationalization**
publication of the award on EURAXESS; raising awareness; increased national and international visibility and prestige; Improved international partnerships; demonstrates commitment increased participation in international networks, sharing best practices;...
- **Attraction and mobility**
enhanced ability to attract and retain national and international high caliber researchers and staff to pursue research excellence; contributes to the reestablishment of a symmetry in brain mobility

Horizon 2020 - AGA art. 32 -> Horizon Europe – AGA art. 18:

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”

Appropriate documentation: Beneficiaries should keep appropriate documentation about the steps taken and measures put in place

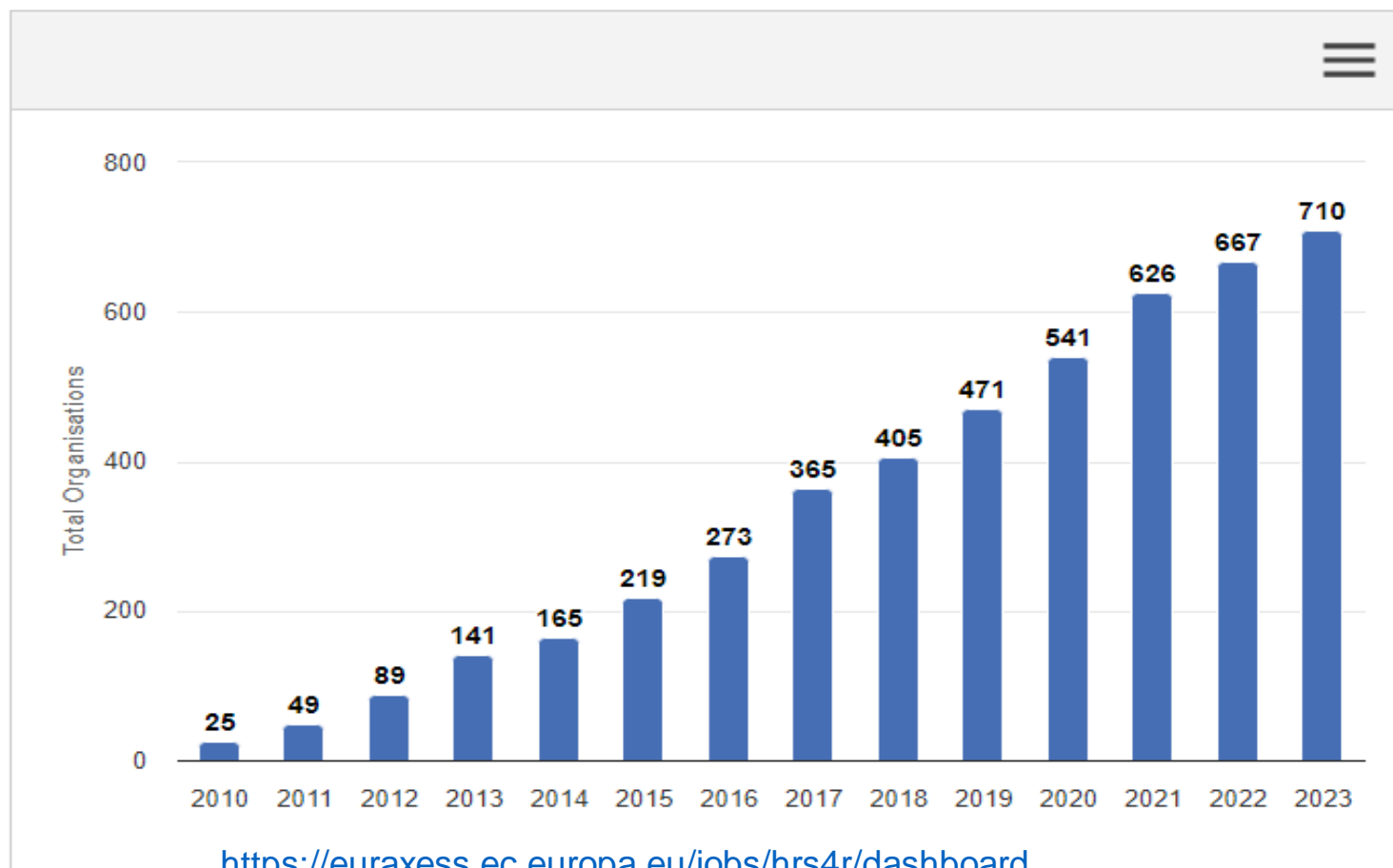
The granting authority will verify compliance with this obligation (see Art 25)

C&C and HRS4R: some figures

(update 19/11/2023)

Awarded organisations 2010-2023

Total awarded organisations per year



- ❖ 1466 Institutions have endorsed the Charter & Code principles
- ❖ 710 research institutions from 39 Countries have received the HR Excellence in Research Award
- ❖ In average, about 50 new Institutions/year receive the award

Charter and new HRS4R

steering the transition

The Charter:

“The revision [of the Charter & Code] should not prejudice the institutions that have endorsed the principles of the existing Charter and Code for Researchers. They should be considered as continuing to endorse the Charter and Code for Researchers in the new version. This should apply notably to the institutions that have entered the HRS4R process, of which the endorsement of the Charter and Code for Researchers constitutes the first step.” [COM/2023/436, recital 41, p.22]

HRS4R:

The institutions having already started to work on their internal review in the context of a HRS4R phase, shall continue to refer to the 2005 Charter & Code until the end of the ongoing phase.

After the successful completion of said phase, the Institution will undertake the work for the following HRS4R phase under the new Charter.

References

- The Charter & Code (2005)
https://euraxess.ec.europa.eu/sites/default/files/brochures/C%26C_EN.pdf
- European Commission Communication “A new ERA for Research and Innovation”, 30 September 2020,
<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52020DC0628>
- Council Conclusions “Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality” adopted on 28 May 2021
<https://www.consilium.europa.eu/media/49980/st09138-en21.pdf>
- Taking stock, evaluating the achievements and identifying the way forward for the ERA priority 3 policy measures
<https://op.europa.eu/en/publication-detail/-/publication/40089aaa-57dc-11ec-91ac-01aa75ed71a1>
- Proposal for a COUNCIL RECOMMENDATION on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe
[EUR-Lex - 52023DC0436 - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/uri/CELEX/52023DC0436)



Thank you!

michele.rosa-clot@ext.ec.europa.eu

Questions and procedural support, RTD-Charter@ec.europa.eu

Technical issues and queries, support@euraxess.org