

# **Introduction to ERA policies for researchers\***

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\*of particular relevance to ERICs, which employ researchers

## Importance of ERA to ERICs

- **Union should achieve ERA** (Treaty, A 179). It is an area "in which, researchers, scientific knowledge and technology will circulate freely"
- ERICs are RIs which, according to ERIC Regulation:
  - **Represent an added value** in the strengthening and structuring of the ERA...;
  - **Contribute to the mobility of knowledge and/or researchers** within the ERA...

➡ **All ERICs have to contribute to ERA and will (likely) be evaluated against such contribution**

## Example

### EC Implementing Decision: Objectives (ESSS and CERIC-ERIC)

*ESSS-ERIC*: contribute to top-level research, technological development, innovation and societal challenges **thus representing an added value for the development of the European Research Area (ERA)** and beyond;

*CERIC-ERIC*: to contribute to European top-level research and technological development and demonstration programs and projects, **thus representing an added value for the development of the European Research Area (ERA)**...

### EC Implementing Decision: Impact Assessment (CERIC-ERIC)

*CERIC-ERIC* shall proceed to the periodical evaluation of the quality of its scientific activities, and **the assessment of its impact on the European Research Area**, on the Regions hosting its Partner Facilities and at international level.

## ERA priorities

- 1) More effective national research systems
- 2) Transnational Cooperation and Competition
- 3) An Open Labour Market for Researchers**
- 4) Gender Equality
- 5) Access and Circulation of Knowledge
- 6) International cooperation

## Open labour market for researchers - Objectives

- **Remove barriers** to mobility (international and inter-sectoral)
- **Retain and attract** leading talent to EU
- Make research **careers more attractive**
- Improve **training and skills** of researchers
- Improve **human resources policies** for researchers

## Charter & Code for Researchers

**Reference framework** for rights and obligations of researchers, their employers and funders:

- Ethical & professional aspects
- Recruitment
- Working conditions & social security
- Training

More than 900 organisations have explicitly endorsed the principles, many of them umbrella organisations.

## HR Strategy for Researchers –HRS4R

- Tool to support implementation of C&C – launched 2008
- Implemented via a **voluntary** programme following a new procedure as of 2016
- Process starts with an **endorsement AND commitment letter** (mandatory)
  - a **well-defined timeline** applies throughout the whole process
  - the use of **templates** for the **gap analysis** and the **action plan** is MANDATORY



## Implementation of the HRS4R

- More than **390 institutions** already taking part in the Strategy
- The **HR label** is awarded to institutions that have made significant progress in implementing the C&C
- The HR label is displayed on their adverts published on EURAXESS Jobs as well as on their websites along with information about the strategy and why it is being undertaken.



## HR Strategy – why take part?

- **Acknowledgement** provides **added visibility**:
  - listing on the EURAXESS Rights website;
  - exclusive right to use the logo on institutional website, promotional material.... use of logo on EURAXESS Jobs;
- **Adds credibility** – internally and externally, towards researchers, national authorities, funders etc..
- Part of a growing group of institutions, many of high international standing, **adding to your institution's status**.
- You should take part, you are an ERIC

**Logo to be used exclusively by institutions that  
have received the acknowledgement:**



HR EXCELLENCE IN RESEARCH

## Open, transparent, merit based recruitment - Check list

	Open	Transparent	Merit-based
<b>OTM-R system</b>			
1. Have we published a version of our OTM-R policy online (in the national language and in English)?	x	x	x
2. Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions?	x	x	x
3. Is everyone involved in the process sufficiently trained in the area of OTM-R?	x	x	x
4. Do we make (sufficient) use of e-recruitment tools?	x	x	
5. Do we have a quality control system for OTM-R in place?	x	x	x

# Open, transparent, merit based recruitment - Toolkit

## The toolkit: a step-by-step guide to better OTM-R practices

This guide sets out, in chronological order, the various steps of the recruitment process, from the job advertising/application phase through to the appointment phase. It aims to build on the principles of the Code of Conduct for the Recruitment of Researchers<sup>19</sup>, providing more detailed information, practical solutions and includes examples of good practice.

Three phases have been identified:

- Advertising and application phase
- Evaluation and selection phase
- Appointment phase

### 4.4.1 Advertising and application phase

#### a) Advertising the post

In line with the principles "Recruitment" and "Transparency" of the Code of Conduct for the

## Doctoral Training should become: « Triple i »

International

Interdisciplinary

Intersectoral

- Principles endorsed by Council. Link to national funding
- Common approach provides a 'guiding tool', while preserving flexibility & autonomy for institutions and PhDs.
- Study in 2013 showed wide uptake of principles
- Some barriers remain, e.g., with 'exposure to industry'
- Also general lack of funding. Partly mitigated by Structural Funds.

## Some other initiatives

- EURAXESS
- RESAVER
- innovative doctoral training
- scientific visa
- EU mobility programmes (MSCA, ERC, COST, Interregs...)
- working in partnership and monitoring

## Conclusions

- HR policies for researchers an integral part of ERA, supported by the Council and the Commission
- ERICs are
  - established by the EC implementing decision
  - Members are MS, AC and intergovernmental organisations

➡ ERICs, which employ researchers, should be familiar with and contribute to the ERA priority **Open Labour Market for Researchers**