

The European Charter for Researchers and its implementation mechanism

INSPIRING ERA EXCHANGE online event on ERA ACTION 4

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The Charter & Code (EC recommendation 2005/251/EC)

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COMMISSION RECOMMENDATION

of 11 March 2005

on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers

(Text with EEA relevance)

(2005/251/EC)

THE COMMISSION OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Community, and in particular Article 165 thereof,

Whereas

(1) The Commission considered it necessary in January 2000⁽¹⁾ to establish the European Research Area as the linchpin of the Community's future action in this field with a view to consolidating and giving structure to a European research policy.

(2) The Lisbon European Council set the Community the objective of becoming the most competitive and dynamic knowledge economy in the world by 2010.

(3) The Council has addressed issues related to the profession and the career of researchers within the European Research Area in its Resolution of 10 November 2003⁽²⁾ and welcomed in particular the Commission's intention to work towards the development of a European Researcher's Charter and a Code of Conduct for the Recruitment of Researchers.

(4) The identified potential shortage of researchers⁽³⁾, particularly in certain key disciplines, will pose a serious threat to EU's innovative strength, knowledge capacity and productivity growth in the near future and may hamper the attainment of the Lisbon and Barcelona objectives. Consequently, Europe must dramatically improve its attractiveness to researchers and strengthen the participation of women researchers by helping to create the necessary conditions for more sustainable and appealing careers for them in R&D⁽⁴⁾.

(6) New instruments for the career development of researchers should be introduced and implemented, thus contributing to the improvement of career prospects for researchers in Europe.

(7) Enhanced and more visible career prospects also contribute to the building of a positive public attitude towards the researchers' profession, and thereby encourage more young people to embark on careers in research.

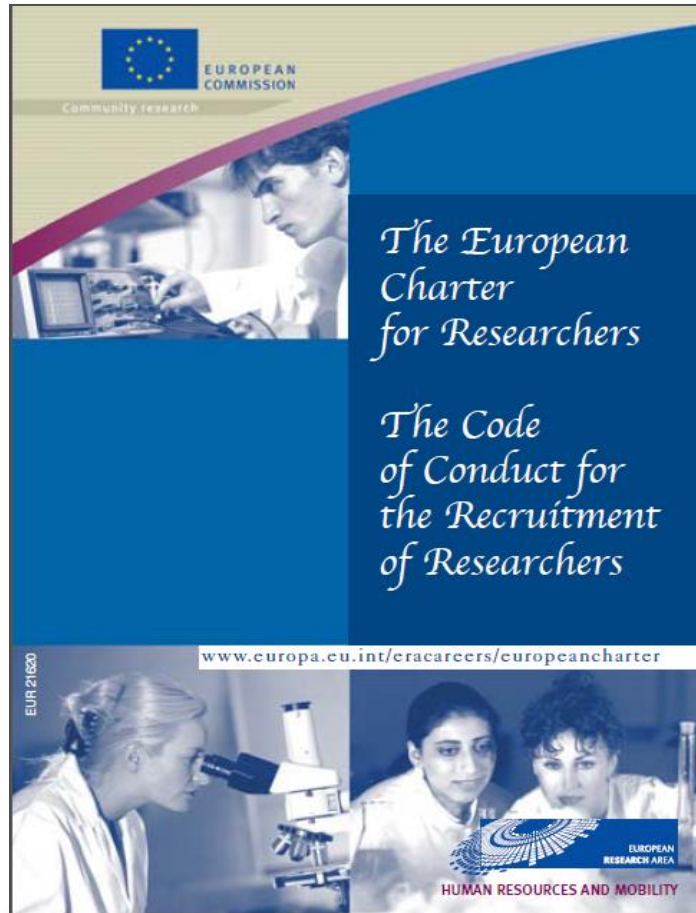
(8) The ultimate political goal of this recommendation is to contribute to the development of an attractive, open and sustainable European labour market for researchers, where the framework conditions allow for recruiting and retaining high quality researchers in environments conducive to effective performance and productivity.

(9) Member States should endeavour to offer researchers sustainable career development systems at all career stages, regardless of their contractual situation and of the chosen R&D career path, and they should endeavour to ensure that researchers are treated as professionals and as an integral part of the institutions in which they work.

(10) Even though Member States have made considerable efforts to overcome administrative and legal obstacles to geographical and intersectoral mobility, many of these obstacles still remain.

In the context of **ERA priority 3 (an open labour market for researchers)**, “the aim of the Charter is to ensure that the nature of the relationship between researchers and employers or funders is conducive to successful performance in generating, transferring, sharing and disseminating knowledge and technological development, and to the career development of researchers. The Charter also recognises the value of all forms of mobility as a means for enhancing the professional development of researchers.”

The Charter & Code (2005)



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

Four pillars to strengthen the ERA

Four 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**



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
- ✓ OTM-R ...



HR award process in a nutshell

The process to implement the principles set forth in the European Charter for Researchers and obtain and maintain the HR Excellence in Research award is:

- **Voluntary, structured, and monitored auditing mechanism** procedure (continuous assessment)
- Based on a sequence of **gap-analysis and action plans** for ongoing monitoring, self-assessment, peer reviews



gap
analysis



action plan



online
publication



HR award: why undertaking the process?



Process itself is a framework for institutions' strategy

The HR award and its process 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



Researchers at the core

R1-R4 researchers at the core of policy process; favorable conditions for research career development; career and working conditions support actions; equal opportunities



Visibility, credibility, 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



HR award community

Becoming part of a large community of practice, sharing best practices, inspiration, networking...



Added value

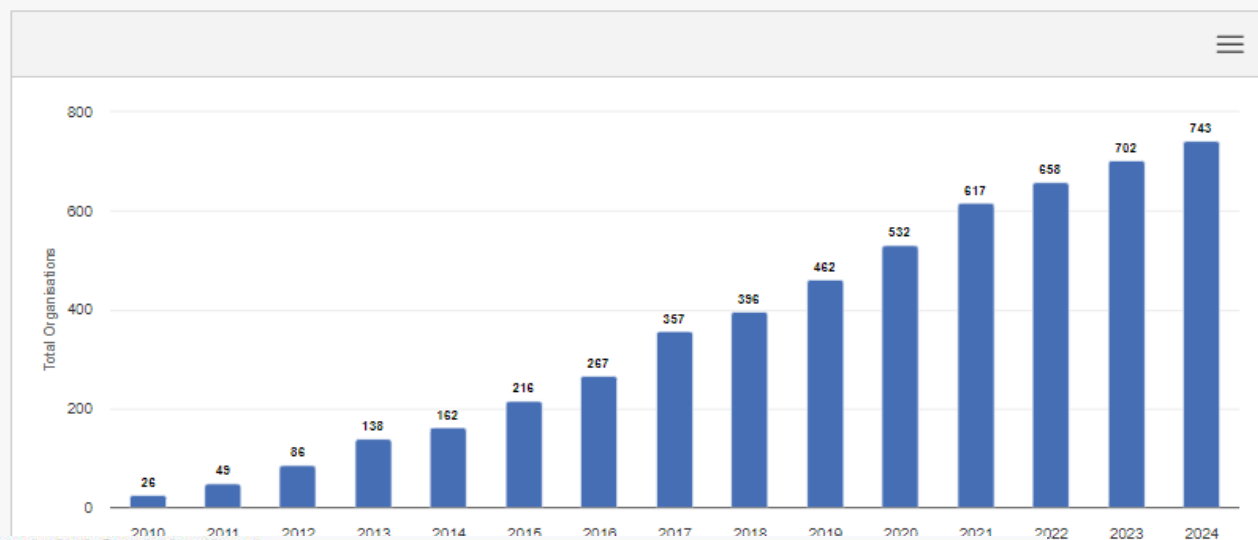
national funding
HE, MGA Art 18 compliance etc...



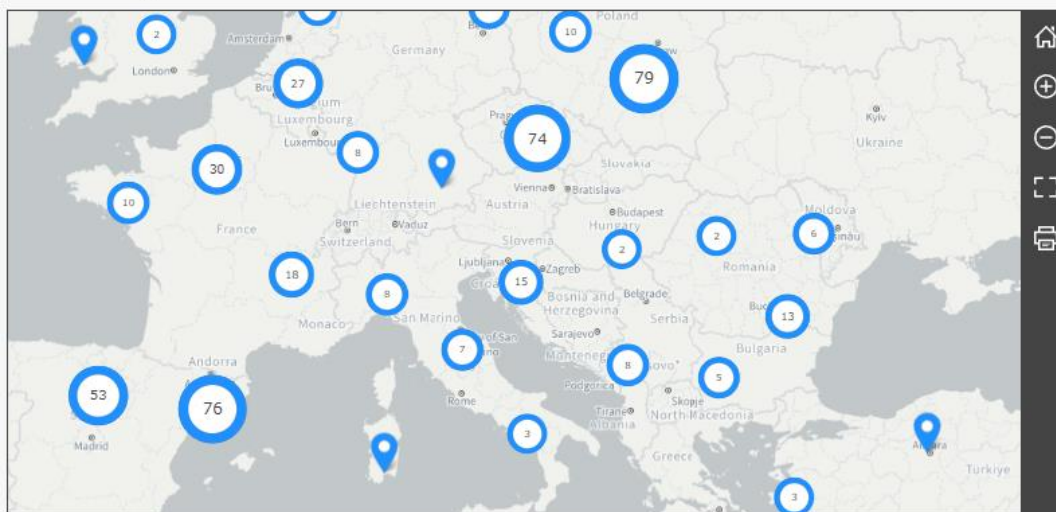
HR Excellence in Research award: some figures

Update 13/11/2024

Total awarded organisations per year



Awarded Organisations



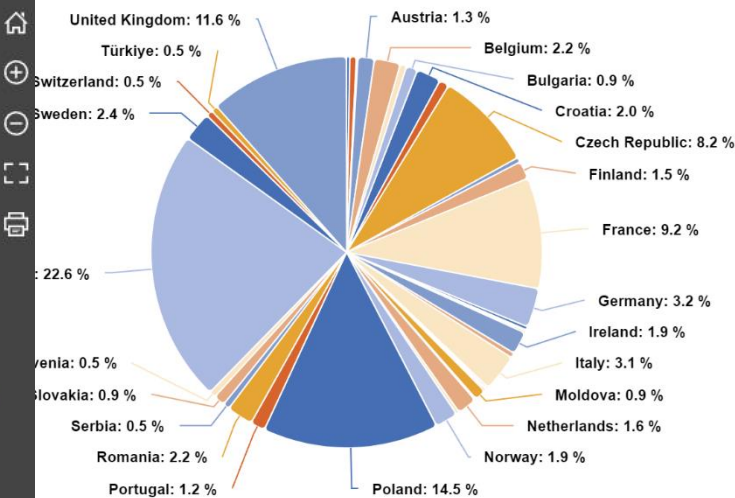
❖ To-date, 744 research institutions from 39 Countries have received the HR Excellence in Research Award

- 114 applicant organizations
- 113 at implementation phase
- 492 at Renewal Phase

❖ In average, about 50 new Institutions/year receive the award

2023

- ✓ 114 applicant organizations
- ✓ 44 new awards
- ✓ 91 passed the interim assessment
- ✓ 51 passed the renewal assessment
- ✓ 60+ site visits for Renewal organized



Renewing the “Charter & Code” and its implementation



Overall GOAL

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

the European Charter for Researchers

COUNCIL RECOMMENDATION of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe (C/2023/1640)

Annex 2: the European Charter for Researchers



From Commission Recommendation
to
Council Recommendation



Annex 2: the European Charter for Researchers

Set of principles underpinning the development of attractive research careers to support excellence in research and innovation across Europe.

The Charter is directed at

- All researchers
 - **in all sectors** (academic, public, industry, etc.)
 - **across all disciplines** (SSH, STEM ...)
- Employers, funders, and policymakers

New policy measures

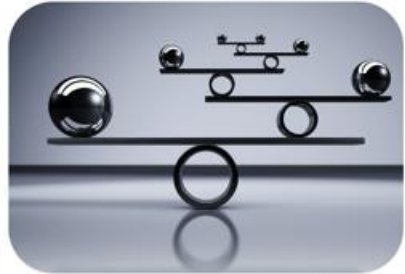
- Recognition of the profession
- Greater inclusion of the private sector
- Gender equality in research and innovation
- Embracing diversity
- Open science and innovation
- Research Integrity
- Teaching dimension of research
- Talent management and diverse careers
- Research assessment

Simplify and Streamline

- Avoid repetition by merging similar principles
- Reduce the number of principles
- Develop further the work of the Triangle Task Force
- Keep in mind that this is a practical document

The European Charter for Researchers

Four pillars for 20 principles



Ethics, Integrity, Gender and Open Science



Researchers' Assessment, Recruitment and Progression



Working Conditions and Practices



Research Careers and Talent Development



Ethics, Integrity, Gender and Open Science

- ETHICS AND RESEARCH INTEGRITY
- FREEDOM OF SCIENTIFIC RESEARCH
- OPEN SCIENCE
- GENDER EQUALITY
- EMBRACING DIVERSITY
- THE RESEARCHER
- FREE CIRCULATION OF RESEARCHERS
- SUSTAINABILITY OF RESEARCH

Researchers' Assessment, Recruitment and Progression

- RESEARCHERS' ASSESSMENT
- RECRUITMENT
- SELECTION
- CAREER PROGRESSION

Working Conditions and Practices

- WORKING CONDITIONS, FUNDING AND SALARIES
- STABILITY OF EMPLOYMENT
- CONTRACTUAL AND LEGAL OBLIGATIONS
- DISSEMINATION AND EXPLOITATION OF RESULTS

Research Careers and Talent Development

- VALUING DIVERSE RESEARCH CAREERS
- CAREER DEVELOPMENT AND ADVICE
- CONTINUOUS PROFESSIONAL DEVELOPMENT
- SUPERVISION AND MENTORING

Steering the transition

The European Charter for Researchers

Organisations that have endorsed the principles of the existing Charter and Code for Researchers are considered as continuing to endorse the new Charter for Researchers. This should apply in particular to institutions that have entered or completed the HRS4R process, for which the endorsement of the Charter for Researchers constitutes the first step.

COUNCIL RECOMMENDATION of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe (C/2023/1640), Whereas (39)

HR Excellence in Research award

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 (40 principles) until the end of the ongoing phase.

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

Specific and detailed instructions have been widely disseminated via HR Excellence in Research mailing lists and published in the e-Tool



Thank you!

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<https://ec.europa.eu/era-talent-platform/>

<https://euraxess.ec.europa.eu/hrexcellenceaward>

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