

An illustration featuring a tall, grey lighthouse with a red and white striped base and top, situated on a blue globe. The lighthouse's light shines in a bright yellow circle. To the left, a path of white, 3D rectangular blocks leads towards the lighthouse. Several stylized human figures are on this path: a graduate in a blue jacket and cap, a man in a yellow shirt with a tablet, a woman in a white lab coat with a tablet, a woman in a white lab coat with a red bag, a woman in a red dress with a phone, and a man in a blue suit. A small green plant in a pot sits on one of the path blocks. The background consists of concentric yellow and green circles and light blue wavy lines on a light blue background.

The European Charter for Researchers and the HR Excellence in Research award

INSPIRING ERA EXCHANGE
online event on ERA ACTION 4:
Attractive Research Careers

4 December 2024

Michele Rosa-Clot
European Commission, DG R&I
Unit A2: *ERA, Spreading
Excellence and Research Careers*



The European Charter for Researchers



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 to

Researchers

Employers

Funders

Policymakers

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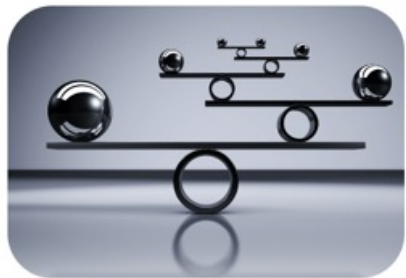
Policymakers

ALL Researchers

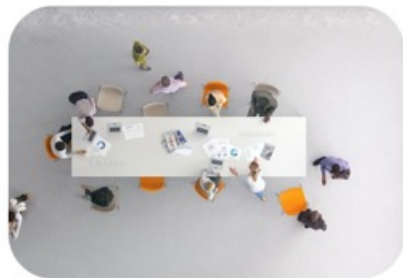
in all sectors (academic, public, industry, etc.)

across all disciplines (SSH, STEM ...)

Four pillars for twenty principles



Ethics, Integrity, Gender and Open Science



Researchers' Assessment, Recruitment and Progression



Working Conditions and Practices



Research Careers and Talent Development

Four Thematic Areas

1. Ethics, Integrity, Gender and Open Science
2. Researchers' Assessment, Recruitment and Progression
3. Working Conditions and Practices
4. Research Careers and Talent Development

Four pillars to strengthen the ERA

20 Principles

- ✓ 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
- ✓ SELECTION
- ✓ CAREER PROGRESSION
- ✓ WORKING CONDITIONS, FUNDING AND SALARIES
- ✓ STABILITY OF EMPLOYMENT
- ✓ CONTRACTUAL AND LEGAL OBLIGATIONS
- ✓ DISSEMINATION AND EXPLOITATION OF RESULTS
- ✓ VALUING DIVERSE RESEARCH CAREERS
- ✓ CAREER DEVELOPMENT AND ADVICE
- ✓ CONTINUOUS PROFESSIONAL DEVELOPMENT
- ✓ SUPERVISION AND MENTORING

ERA Talent Platform

ERA Talent Platform

The one-stop-shop gateway for researchers and innovators in Europe and beyond.

[Learn More >](#)



ERA TALENT PLATFORM INITIATIVES



EURAXESS

A unique web portal offering tailored information, job opportunities, career development guidance, free tools and much more for researchers and research performing organisations in Europe and beyond.

[Explore EURAXESS >](#)



HR Excellence in Research

The HR Excellence in Research award is granted to the institutions and funding organisations striving to align their human resources policies to the principles of the European Charter for Researchers.

[Explore HR Excellence in Research >](#)



RESAVER

RESAVER is a pan-European occupational pension solution designed for R&I organisations and their employees. It enables mobile workers to protect their pension rights while allowing organisations to manage and attract talent throughout Europe.

[Explore RESAVER >](#)

HR Excellence in Research process in a nutshell

The process to implement the principles set forth in the European Charter for Researchers to 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



To-date, over 740 research organisations from 39 Countries have received the HR Excellence in Research Award

HR Excellence in Research 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...



Why researchers should be actively involved?

Because researchers have the leading role ... and real power in the successful implementation of the European Charter for Researchers

Beneficiaries of the process

Backbone of the process

Actors of change

Researchers must be consulted on a regular basis during the **preparation** of an Institution's submission for the HR Excellence in Research award

Researchers have a key role during the **assessment process** for the maintenance of the HR award

Through their active participation, input, and engagement researchers have a **critical role** to play in shaping the policies and the working conditions in their institution

Core beneficiaries of the process



Thank you!

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

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