

Latest developments of HR policies at EU level

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This presentation will focus on:

- HR Strategies at EU and national level:
the Partnership for Researchers
- The Charter & Code and its *HR Strategy for Researchers*
- “Careers of doctoral holders”

- **2007 ERA Green Paper (public consultation):** to set up a vision on a “*fifth freedom of knowledge*” with questions posed on six axes, including “A single labour market for researchers”
- **ERA - Expert Group Researchers:** Attraction & retention of researchers, mobility, social security, Charter & Code.

EC Communication on the Partnership for Researchers

Framework for MS to direct their efforts at national level (National Action Plans), based on common, agreed objectives in 4 key areas:

- ***Open recruitment and portability of grants***
- ***Meeting social security and supplementary pension needs of mobile researchers***
- ***Attractive employment and working conditions***
- ***Enhancing training, skills and experience of researchers***

1. open recruitment and portability of grants

Actions

- MS to ensure open, transparent and competition-based **recruitment** by giving institutions greater **autonomy** over hiring:
- MS and COM to ensure that all publicly funded positions are openly **advertised** online and improve practical support for mobile researchers: **use Euraxess!**
- MS and COM to allow **portability** of individual research grants by national funding agencies and Community programmes

2. Social security and suppl. pension rights

Actions

- Ensure access to **information** – **including Euraxess** - on social security and supplementary pension entitlements
- **Better utilise** the existing legal framework and use derogations foreseen in current social security rules
- Include rules easing international mobility of researchers when concluding bi- and multi-lateral social security **agreements** with third countries
- Assess the need for a Recommendation on easing transfer of **supplementary pension rights** and to encourage **pan-EU pension schemes** targeted at researchers

3. employment and working conditions

Actions

- Improve career opportunities for **early-stage researchers** by using « flexicurity principles », regular evaluation, wider autonomy and better training
- More flexibility in contractual and admin. arrangements and national legislation for **senior and end-of-career** researchers
- Ensure that all publicly funded researchers can receive adequate **social security coverage**
- Achieve adequate **gender** representation in selection and funding bodies, and adopt dual careers policies

4. training and skills development

Actions

- Develop and support consistent « **national skills agendas** » to ensure that researchers are equipped with the necessary skills to contribute fully to a knowledge-based economy
- Ensure better **links between academia and industry** by supporting the placement of researchers in industry during their training and promoting industry financing of PhDs and involvement in curriculum

Euraxess Jobs

<http://ec.europa.eu/euraxess/jobs>

EURAXESS European Commission - Windows Internet Explorer

http://ec.europa.eu/euraxess/index_en.cfm?l1=0&l2=1&CFID=402729&CFTOKEN=37127663

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- Research field
- Marie Curie vacancies

List of the latest posted Research Job Vacancies

683 Jobs available!

02/10/2008

HRB/Marie Curie Post-doctoral Mobility Fellowships 2009 - 14:54
Ireland - Health Research Board

PhD applicant in molecular biology, DNA repair, acetylation, calorie restriction - 14:43
Israel - Bar Ilan University

Post-doc in Nanochemistry - 14:42
Israel - Bar Ilan University

Post-doc in Alternative Splicing - 14:41
Israel - Bar Ilan University

01/10/2008

PhD Positions: Beam Diagnostics for Future Particle Accelerators - 18:48
France - Heidelberg University

PostDoc Position: Beam Diagnostics for Future Particle Accelerators - 18:48
Spain - Heidelberg University

PhD Positions: Beam Diagnostics for Future Particle Accelerators - 18:47
United Kingdom - Heidelberg University

PhD Positions: Beam Diagnostics for Future Particle Accelerators - 18:46
Romania - Heidelberg University

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Fellowships & Grants ?

General information on fellowships/grants

- Under European funding (11)
- At national level (442)
- At international level (22)



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Researchers sign-up
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National EURAXESS Portals



The 5th Anniversary of the European Researcher's Mobility Portal

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NEW! Job vacancies at the Joint Research Centre

FP7 calls

On-line surveys to evaluate Mobility Centres & National Portals

The European Research Council for a policy of excellence
Conference 7 October 2008
Paris

Local intranet 100%

A 'bill of rights and duties' for all researchers working in the EU



*The European
Charter
for Researchers*

**To recognise
researchers as
professionals**



*The Code
of Conduct for
the Recruitment*

The Charter & Code implementation

Successful results

- Around 100 signed declarations representing nearly 900 research organisations spread over 24 countries
- C&C recognised policy tool: national initiatives in line with the C&C, Working groups; etc.

Difficulties

- Lack of awareness
- Fear of administrative burden
- Lack of institutional strategies, legal problems

The Charter & Code implementation: A new phase

- 1) 2006-2008: developing a **HR Strategy for Researchers** (former "C&C label") to speed up the implementation of the C&C by undersigning organisations
- 2) 2007: Study in order to assess the **communication** and implementation effectiveness regarding the Charter and Code.

A HR Strategy for Researchers incorporating the Charter & Code

A Charter & Code implementation mechanism that :

- Is based on institutional self-assessment and respects the autonomy of the institutions
- Is as light as possible, avoiding cumbersome procedures and recognizing the variety of situations across institutions
- Is a transparent approach that provides easily accessible public information on the HR policies of undersigning institutions

A HR Strategy for Researchers

- A) The Research Institution publishes on its website a **Human Resources Strategy for Researchers** based on an **internal analysis** (actions required to implement the C&C), including active raising awareness about the C&C.
- B) The EC "recognises" that the undersigning R.I. has a Human Resources Strategy to put in practice the C&C principles.
- C) Periodically (2 y.) the R.I. conducts a self-assessment within the context of its internal Quality Assurance mechanisms.
- D) External evaluation: every 4 years, a short report shows the progress made towards the objectives of its HR Strategy.

HR Strategy

The mechanism

Below, an example of a possible standard template for the internal analysis and implementation of the HR Strategy

"Research Freedom"

Example of a standard template for the internal analysis and implementation of the HR Strategy

Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices.

Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who

The Charter & Code Promoters

2) 2007: Study in order to assess the communication and implementation effectiveness regarding the C&C.

"Due to little awareness among the research community and to scarce information and communication activities, the Charter and Code is not widely known."

2008: Charter and Code Promoters' Network

- 'Ad hoc' training activity on communication strategy
- Expected to play an active role to contribute to raising awareness on the Charter & Code within their institution and, possibly, also at national/regional level.

“Careers of doctoral holders”

- The **Career of Doctorate Holders (CDH)** survey:
- New survey launched by Eurostat, OECD and UNESCO built on existing surveys currently fielded in 17 countries but not useable for international comparisons.
- Between 2005 and 2007: an Expert Group composed of about **40 countries** prepared:
 - the methodological guideline,
 - the model questionnaire and
 - output indicators tables
- These 3 instruments have been approved by OECD, Eurostat and UNESCO

Careers of doctoral holders (2)

- CDH 2006 has been collected in 2007/2008 with 2006 as the reference year.
- DG RTD supported politically this project since 2004 mainly through the Steering Group on Human Resources and Mobility but also through speeches at the OECD NESTI annual meeting or similar constituency in Eurostat.
- Eurostat has financially supported the participation of European countries to help with the starting costs associated with a new (or adapted) survey

Careers of doctoral holders (3)

- **CDH conference 1/2 December:**
- DG RTD sponsors the *international conference on the careers and mobility of doctorate holders* to strengthen the legitimacy of the project and to keep political momentum.
- **The meeting will be key in securing political support and finance for a second data collection, CDH 2008, by presenting the data compiled for at least 30 countries for the first time (including China, India, the US, and Canada).**

Careers of doctoral holders (3)

The format of the conference is of two days:

- The first day brings together policy makers and analysts interested in the monitoring of employment, career outcomes and mobility of scientists and engineers holding a doctoral degree to discuss the results of the survey.
- The second day evaluates and reviews the methodology and technical components of the project with a view to release an improved version
- 120 delegates are expected from the 40 countries participating in the Expert Group on CDH

CONCLUSION

EU and national HR policies vs. Charter & Code

High convergence between HR policies
at national level (Partnership)

AND

HR strategy at institutional level (C&C)

This requires a political dialogue and
close co-operation between all players:
authorities, stakeholders, and
researchers



European Research Area

Thank you for your attention
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