

- RECURSOS HUMANOS EN LA INVESTIGACIÓN.EURAXESS, LAS POLÍTICAS EN RRHH Y SU IMPACTO EN H2020

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Madrid, 2 Junio 2016

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International projects
unit. European Office

ERA and the “Open
labour market for
researchers”

European Commission
tools to foster better
HR management

EURAXESS

Charter & Code

HRS4R

H2020 (article 32 Grant Agreement)

International projects unit. European Office

Objetive

- Contribute to developing new opportunities for researchers in professional development

Areas

- Mobility
- Researcher career development
- International visibility
- Networking
- Funding opportunities

Target group

- Researchers, EURAXESS network, HR departments

ACTIVITIES. International projects unit

EURAXESS SPAIN www.euraxess.es

- Connect EU HR in research policy with stakeholders
- Facilitate information to international researchers in Spain
- Researcher career development



EUROPEAN PROJECTS

- PIPERS: Policy and tools to facilitate a common approach to researcher career development in Europe
- Top II, Top III

SCIENCE DIPLOMACY

- Scientific coordinators in Washington, Berlin and London
- Scientific and cultural attachés networks (in Spain and abroad)
- Constant dialogue with Associations of Spanish researchers abroad

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Recomendaciones

EUROPEAN RESEARCH AREA (ERA)

- Free circulation of knowledge, technology and research(ers)

MORE EFFECTIVE NATIONAL RESEARCH SYSTEMS

TRANS-NATIONAL CO-OPERATION AND COMPETITION

GENDER EQUALITY

OPTIMAL CIRCULATION, ACCESS TO AND TRANSFER OF
SCIENTIFIC KNOWLEDGE

OPEN LABOUR MARKET FOR RESEARCHERS

- Mobility, open transparent merit based recruitment, attractive careers

OPEN LABOUR MARKET FOR RESEARCHERS

IS THERE ROOM FOR MANOUVER? **YES**

- There is not a standard on what to be a researcher implies (rights and obligations) in Europe
- There is not a standard for institutions (wide range of openness, transparency and accountability for their researchers)
- Legal and cultural barriers to mobility: Not a single market for researchers

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HRS4R y OTM-r

H2020 (article 32 Grant Agreement)

Recomendaciones



HR POLICIES FULLY ALIGNED WITH **CHARTER & CODE FOR RESEARCHERS**



1. HRS4R: HUMAN RESOURCES STRATEGY
FOR RESEARCHERS AND **HUMAN
RESOURCES EXCELLENCE AWARD**

2. **OPEN TRANSPARENT MERIT BASED
RECRUTIMENT TOOLKIT**

- **ARTICLE 32 H2020 GRANT
AGREEMENT**



CHARTER & CODE FOR RESEARCHERS



RECRUITMENT

- **Open, efficient, transparent recruitment**
- **Selection committees: balanced (gender, public&private)**
- **Transparency of criteria (before, during and after the selection)**
- **Judging merit (not only publications!)**
- **Open to variations in chronological orders of CV**
- **Recognition of mobility**
-

RESEARCHERS

- **Research freedom**
- **Ethical principles of the discipline**
- **Accountable to funders and society**
- **Dissemination to the public**
- **Continuous professional development**
-

INSTITUTIONS

- **Recognition of the profession**
- **Non discrimination**
- **Research environment (safety & others)**
- **Stability and permanence of employment**
- **Funding & salaries**
- **Career development strategy**
- **Research training and continuous development**
- **Evaluation & appraisal**
- **Participation in decision making bodies**
- ...

CHARTER AND CODE (C&C) FOR RESEARCHERS



What is it?

- [Framework](#) that invites researchers and institutions to act responsibly and as professionals :
 - **Open, transparent, merit-based recruitment**
 - **Ethical and professional aspects**
 - **Working conditions and social security**
 - **Training and career development**

How can I support/endorse?

- Letter of endoresement from the highest institutional authority: [123 Spanish Institutions](#) have already endorsed

Practical implications/
what does it mean?

- First step: highest institutional authority is aware of the need to rethink HR strategy
- What if I want to start aligning my policies to the C&C?

HRS4R

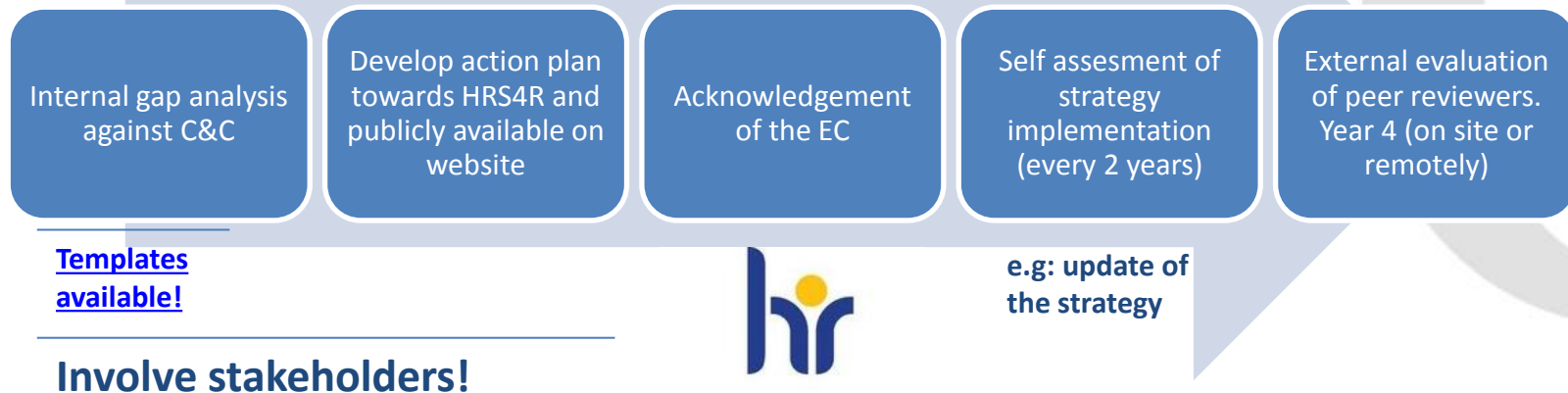
I want my institution to
IMPLEMENT (not only adhere)
the C&C
Where do I start from?!



HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R)



- Tool to support implementation of charter and code in policy and practice of institutions



HR EXCELLENCE IN RESEARCH

✓ What does the HRS4R award stands for?

“The 'HR Excellence in Research' award **acknowledges progress** in aligning research institutions' HR policies with the principles set out in the Charter and Code”. It is not a label of excellence already achieved.

✓ Coming cut off [dates](#)

1-15 September 2016/ 1-15 November 2016

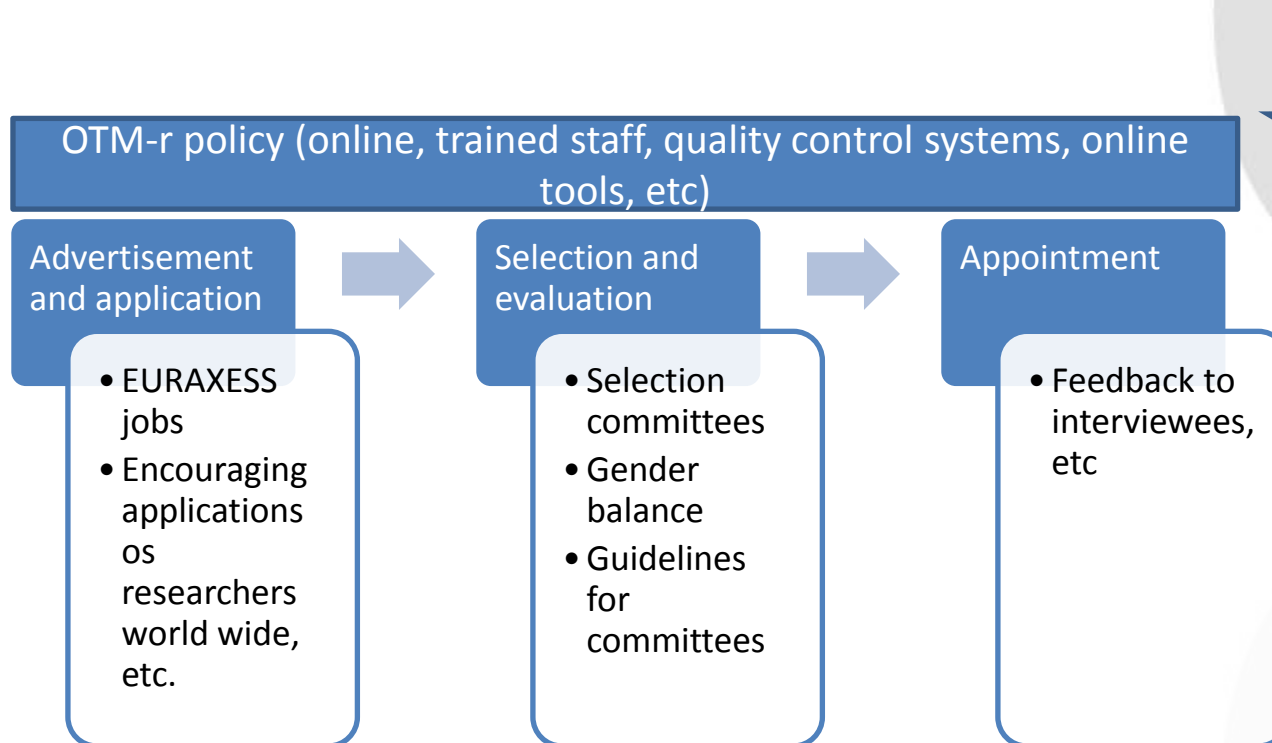
✓ Helpdesk: RTD-CHARTER@ec.europa.eu

Valid until Dec 2016

OPEN TRANSPARENT MERIT BASED RECRUITMENT (OTM-R)



- Pilar of C&C: [open transparent merit based recruitment](#)
- Practical information about how to implement OTM-r (including checklist)



3. The **checklist**: a few sample questions

About the OTM-R System (in general):

8. *Is our current OTM-R policy in line with policies to attract underrepresented groups?*

About the Advertising and Application Phase:

15. *Do we keep the administrative burden to a minimum for the candidate?*

About the Evaluation and Selection Phase:

17. *Do we have clear rules concerning the composition of selection committees?*

About the Appointment Phase:

21. *Do we provide adequate feedback to interviewees?*



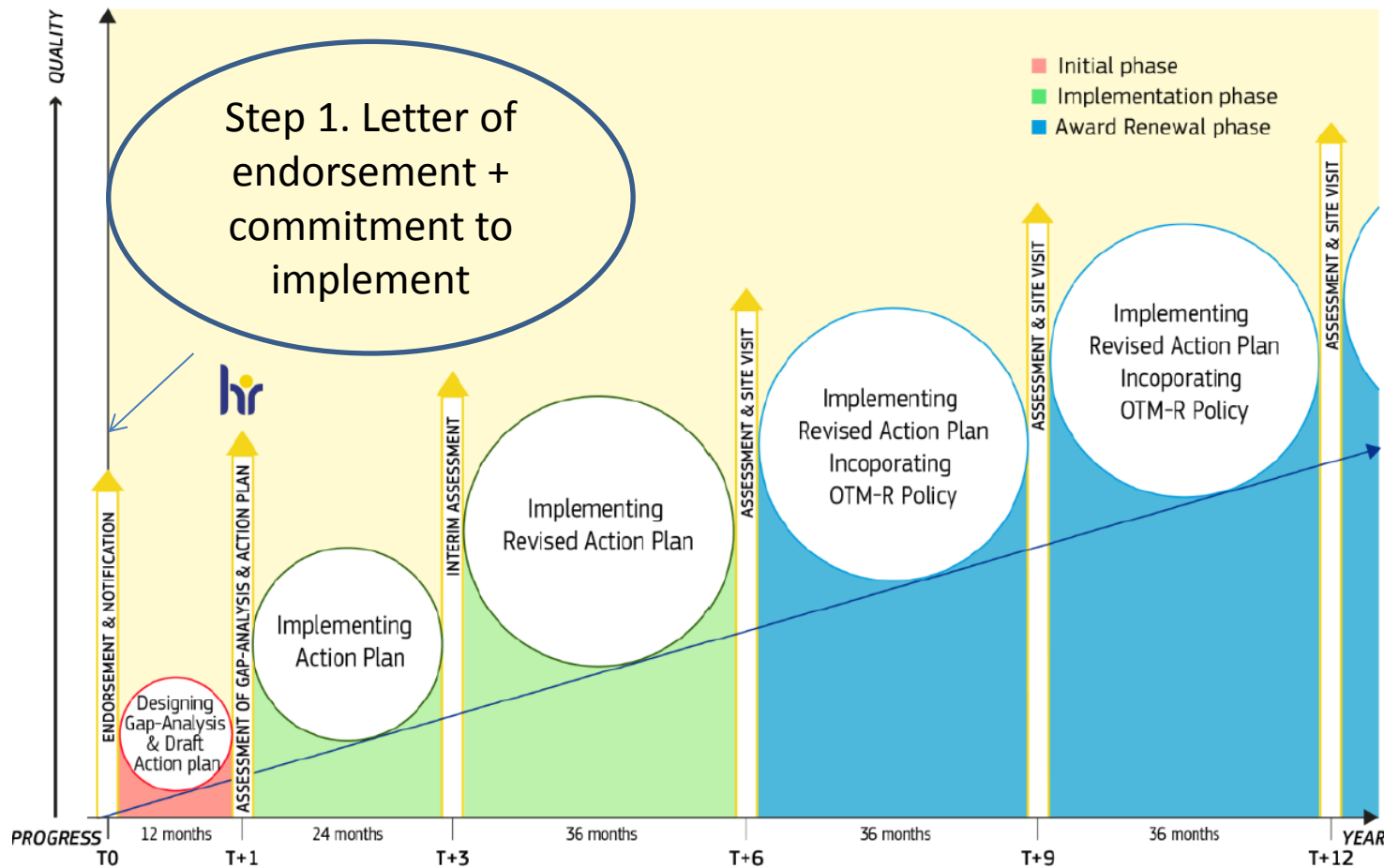
STRENGTHEN HRS4R: NEW
PROCEDURE TO GET AND MAINTAIN
THE AWARD

STARTING 1st JANUARY 2017

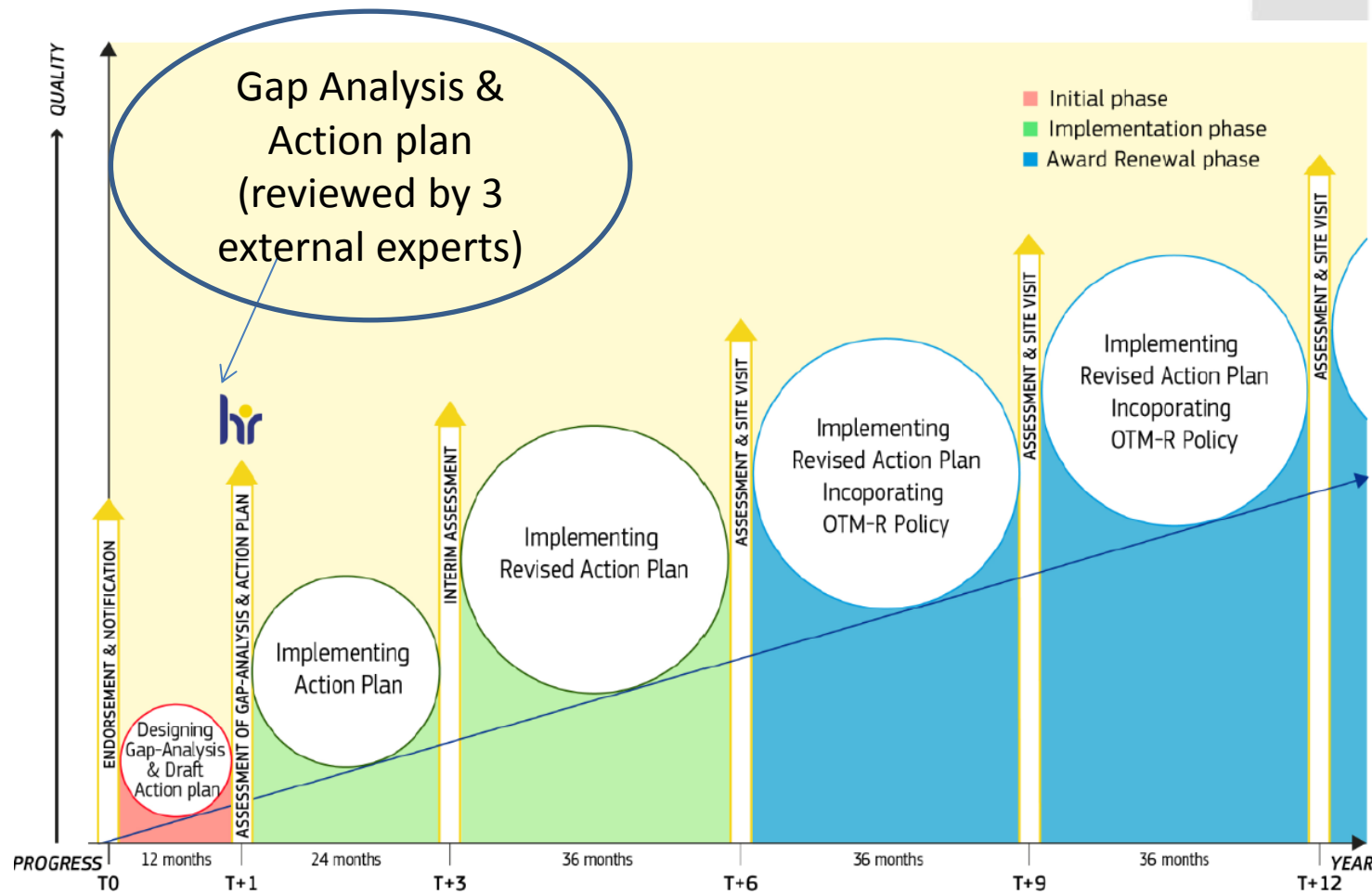
- ✓ MORE CLEAR PROCESS
- ✓ MORE DEMANDING
- ✓ INCLUSION OF OTM-R IN THE GAP ANALYSIS AND THE ACTION PLAN
- ✓ INCLUSION OF QUALITY INDICATORS IN THE ACTION PLAN

STRENGTHEN HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R)

✓ The award is granted for 5 years

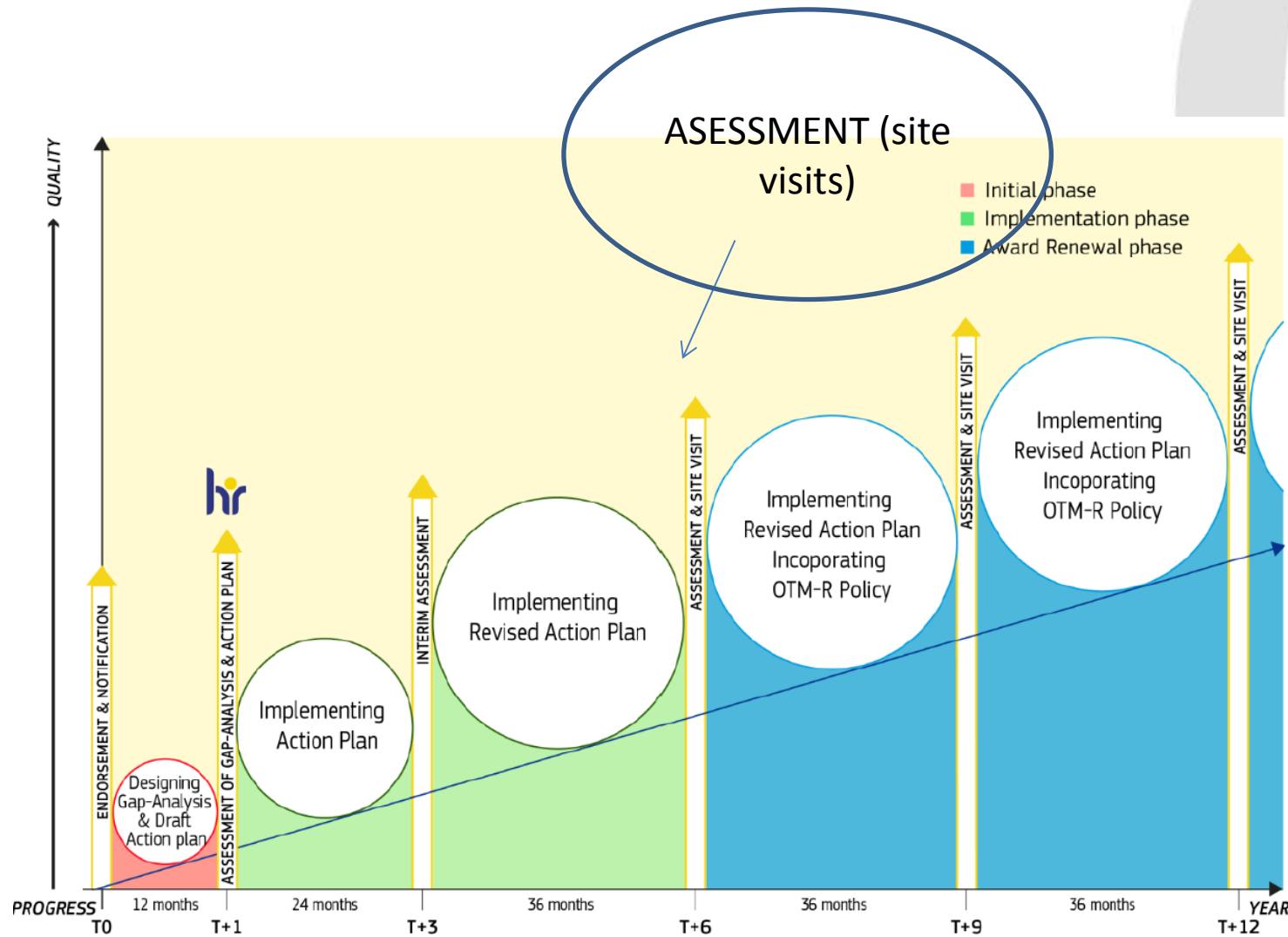


STRENGTHEN HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R)





STRENGTHEN HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R)



EL LOGO EN ESPAÑA

✓ 44 INSTITUCIONES ESPAÑOLAS

✓ 9 CENTROS SEVERO OCHOA

✓ SEGUNDO PAÍS DE EUROPA

PERO....

✓ FALTAN MUCHAS INSTITUCIONES



GOBIERNO
DE ESPAÑA

MINISTERIO
DE ECONOMÍA
Y COMPETITIVIDAD

oficina
europea

ARTICLE 32 GRANT AGREEMENT HORIZON 2020

- H2020 IN GENERAL
- MSCA (except Cofund)

It is not an evaluation
criterion for H2020
Compliance checked in
audits

H2020 GENERAL GRANT AGREEMENT

SECTION 4* - Other rights and obligations

Article 32: RECRUITMENT & WORKING CONDITIONS for researchers

32.1 OBLIGATION for the beneficiaries to take measures to implement the Charter & Code:

- ✓ working conditions
- ✓ transparent recruitment processes based on merit
- ✓ career development

32.2 CONSEQUENCES of non-compliance

If the beneficiary breaches its obligations under this Article, the Commission may apply any of the measures described in Chapter 6

H2020 GENERAL GRANT AGREEMENT. IMPLICATIONS



✓ “BEST EFFORT OBLIGATION”

Beneficiary must be proactive and take specific steps to address conflicts between their policies and practices and the principles set out in the C&C.

Obligation to keep appropriate documentation evidencing the steps taken and measures put in place (e.g. evidence of publication of positions, selection criteria and process, etc.)

✓ CONSEQUENCES

Rejection of costs, reduction of grant, recovery of undue amounts, financial penalties, suspension of project/contract/payments, termination of contract, termination of participation of beneficiary

ALL beneficiaries of H2020 should sign and implement the Charter & Code

ARTICLE 32: SPECIFIC OBLIGATIONS (not exhaustive)

- ✓ advertise vacancies internationally
- ✓ Open, transparent, impartial equitable recruitment based on merit
- ✓ Researchers enjoy same standards as locals
- ✓ Ensure a fully detailed employment contract
- ✓ Assist researchers in the administrative procedures
- ✓ ...
- ✓ Adequate supervision
- ✓ Career development plan
- ✓ Appropriate exposure to the non-academic sector
- ✓ ...

RECOMMENDATIONS

- Endorse C&C
- Apply to get the HR excellence award
- Keep evidence of compliance with article 32. Eg.
 - Evidence of publication of the post
 - Documentation of attendance to courses

Gracias!

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