



# HRS4R Future and Perspectives



The state of play of the HRS4R implementation at European level and the future perspectives of the process

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# A journey throughout the ERA

## Phase 1 MORE COHERENCE, LESS FRAGMENTATION | 2000 - 2007

### Towards a European Research Area

*'The problem is not money but fragmentation of the efforts carried out at European level... So it is imperative that we mobilise resources and create a movement towards coherence of research policies in Europe. This is why I have launched the idea of a European Research Area.'*

Commissioner Philippe Busquin, 18 November 2000

#### FOCUS

A better organisation of research in Europe by addressing the fragmentation, isolation and compartmentalisation of national research systems and the lack of policy coordination between Member States and the EU.

#### PRIORITIES

- Large scale research infrastructures
- coherent implementation of national and European research activities
- mobile human resources
- cohesion
- attractiveness of the European R&I system
- common social and ethical values

#### ACHIEVEMENTS

- New instruments of FP6, ERA-NET
- Article 185 and 187 initiatives
- EURAXESS
- European Charter for Researchers
- the Code of Conduct for Recruitment of Researchers



## Phase 2 THE FIFTH FREEDOM TO BECOME A REALITY | 2007 - 2012

### The ERA: new perspectives

*'We are gradually lifting the barriers to the freedom of movement of knowledge: we are making the "5th Freedom" a reality... Investing in R&D and innovation is not a supplementary burden but an indispensable investment in future jobs and growth.'*

Commissioner Janez Potocnik, 2 December 2008

2009

ERA becomes a formal objective of the EU- Lisbon Treaty (Article 179 TFEU)



ERA National Action Plans on six agreed 'ERA priorities'

- More effective national research systems
- Optimal transnational cooperation and competition
- An open labour market for researchers
- Gender equality and gender mainstreaming in research
- Optimal circulation of, access to and transfer of scientific knowledge
- International cooperation

## Phase 3 STRENGTHENING THE PARTNERSHIP BETWEEN THE COMMISSION, MEMBER STATES AND STAKEHOLDERS | 2012 - 2020

### A reinforced ERA partnership for excellence and growth

*Talk to any business leader and they will tell you that the quality of the research base is a major factor in their investment decisions. In today's economy, no Member State or region can afford to neglect its knowledge base.'*

Commissioner Maire Geoghegan-Quinn, 17 July 2012

# The “Charter & Code” and its implementation

Charter & Code



HRS4R procedure



H2020  
MGA, Art. 32



Strengthened  
HRS4R procedure



Digitalisation  
of HRS4R



2005

2008

2014

2017

2018

*EC recommendation  
2005/251/EC*

*Mechanism of C&C  
implementation*

*'Best effort' obligation  
for beneficiaries*

*OTM-R Checklist  
added to the  
self-assessment process*

*E-tool of the HRS4R  
process*

Overall  
GOAL

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

# Commission Recommendation on Charter and Code 4 pillars to strengthen the ERA

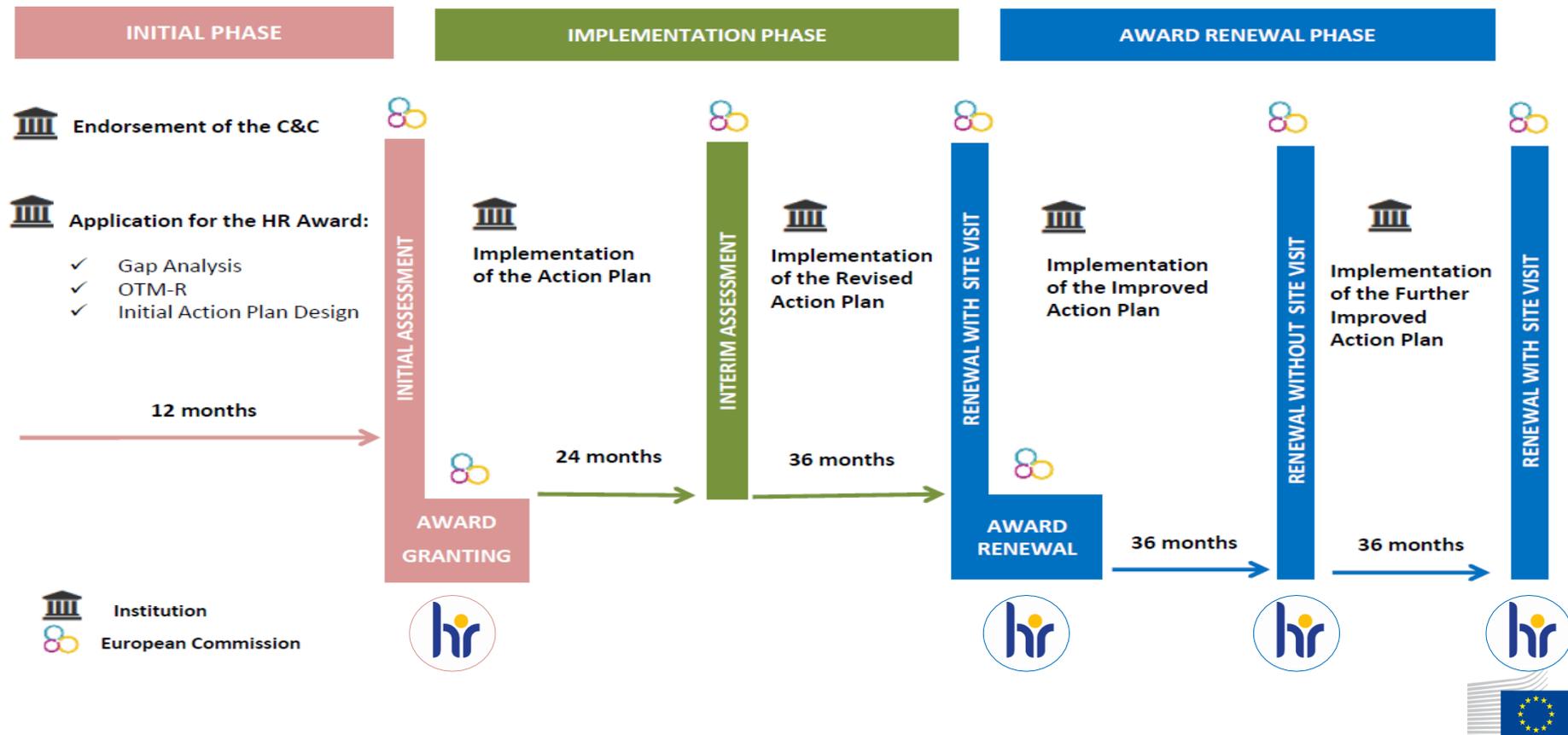


## 40 principles in 4 Thematic Areas:

- 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**

# HRS4R – A long term commitment

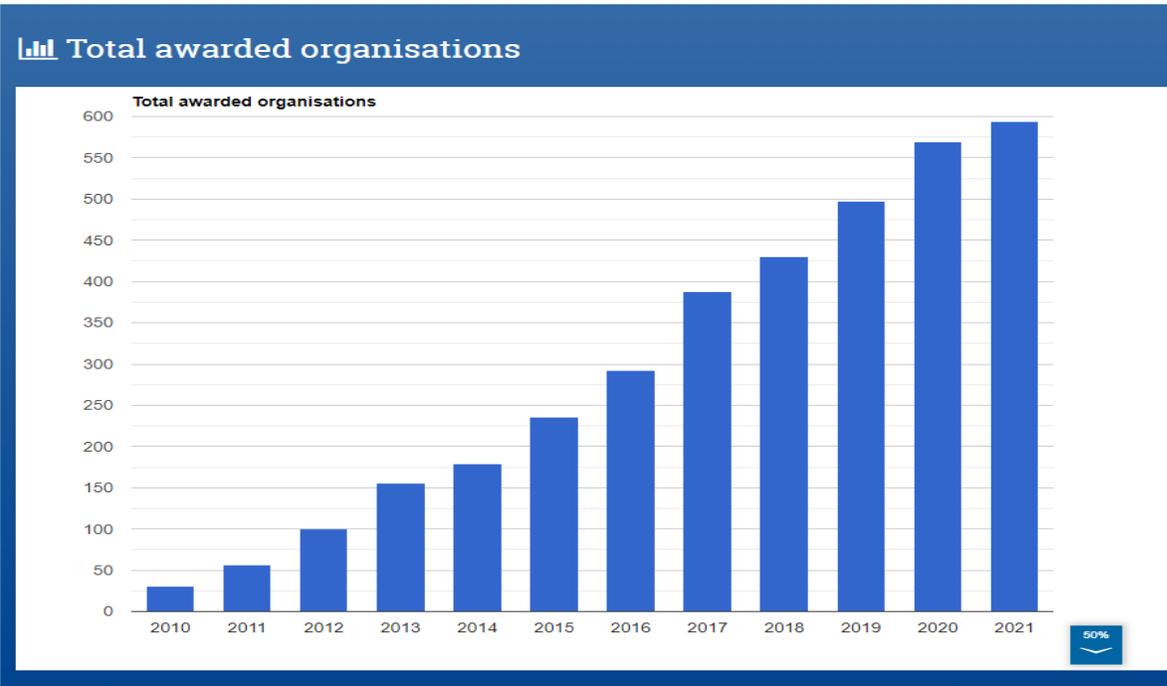
It is based on a **Voluntary, structured and monitored auditing mechanism**, centered on a **continuous assessment** cycle based on **gap-analysis** and **action plans** for ongoing monitoring, self-assessment, peer reviews



# HRS4R figures: the award

Update 04 May 2021

Awarded organisations 2010-2021



<https://euraxess.ec.europa.eu/jobs/hrs4r/dashboard>

- ❖ In 2019: 240+ assessments (19 site visits)
- ❖ in 2020: 190+ assessments (14 site visits)\*
- Covid-19 impact: institutions delays + suspension of the regular site visits  
Introduction of the “remote site visit” formula.

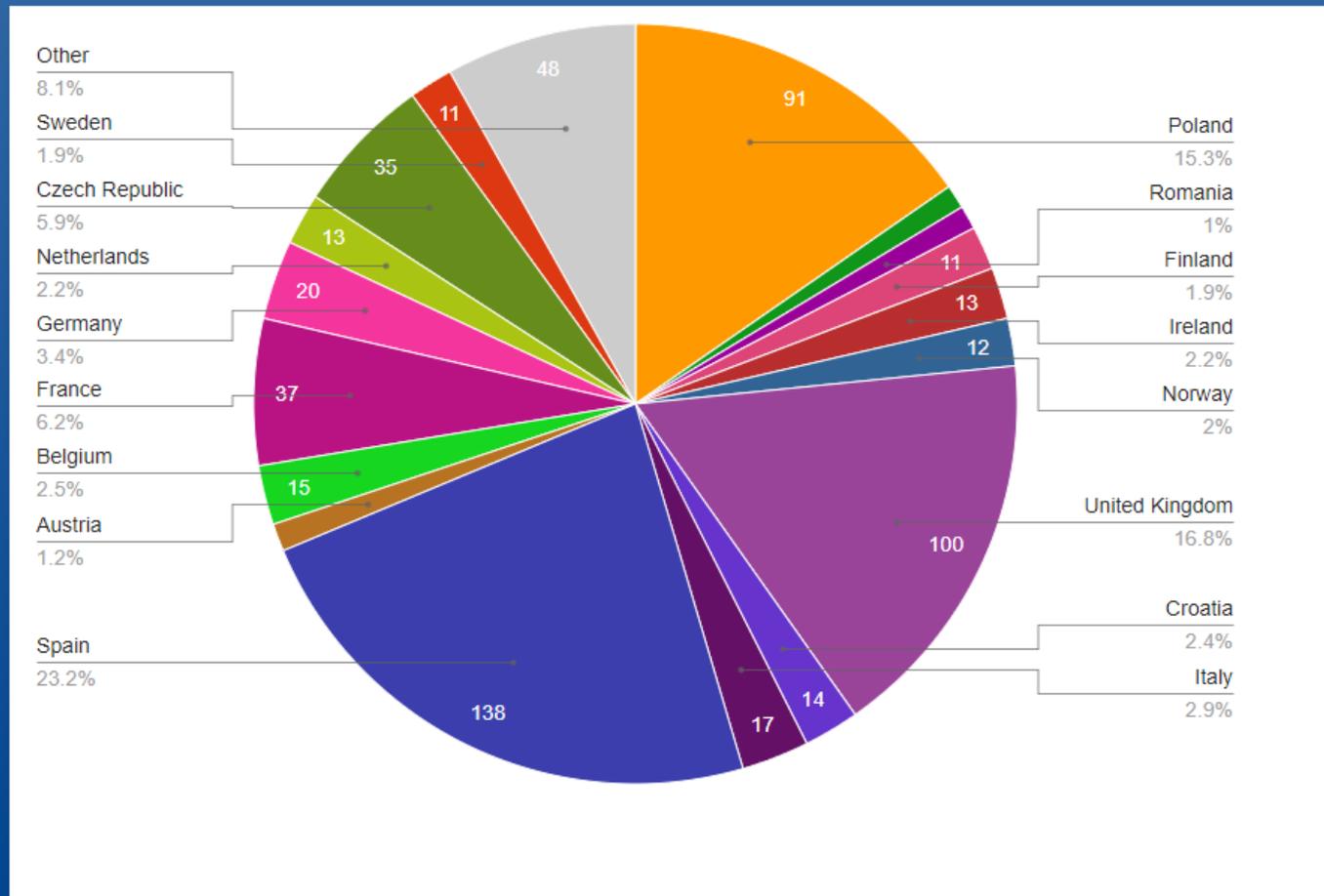
- ❖ Near 1280 Institutions have endorsed the Charter & Code principles
- ❖ Almost 600 research institutions from over 40 Countries received the HR Excellence in Research Award
- ❖ 67 awarded in 2019
- ❖ 72 awarded in 2020
- ❖ 170 institutions are currently preparing for the Award (initial phase)
- ❖ 225 organizations currently preparing for renewal

# HRS4R figures: distribution

Update 04 May 2021



## Awarded organisations per country



Differences in uptake must take into account the wide differences existing in national contexts (including national supporting measures etc)

This is under analysis in the Priority 3 study

<https://euraxess.ec.europa.eu/jobs/hrs4r/dashboard>

# HRS4R: reported benefits

## observed by experts and institutions

- **Process itself** (framework for institution strategy)
  - Catalyst for change
  - giving support for internal processes and developing good practices;
  - bringing essential human resource policies into the foreground of institutional policy-making
- **Internationalization**
  - Raises awareness of European and international context to all staff;
  - Participation in international networks and sharing best practice on issues such as career development and supervision
  - Supports open-mindedness; facilitates change in internal process, ...
- **Improvement & Progress**
  - put researchers at the core of process and engages all categories of researchers to define activities tailored to different career stages;
  - it creates favorable conditions for research career development and develops career support actions;
  - Promotes equal opportunities
  - Improves researchers' status and working conditions
  - Foster in-house transversal cooperation
  - showcases achievements that would go collectively unseen otherwise...

# HRS4R: reported benefits

observed by experts and institutions

- **Visibility**
  - Increased national and international visibility
  - demonstrates a commitment to good working conditions and career development for researchers
  - induces cultural change, promotion and support of a European network and a collection of best practices
- **Attraction and mobility**
  - Enhanced ability to attract and retain high caliber staff
  - Promotion of the commitment and strengthen the attraction, development and retain of national and international researchers and staff to pursue research excellence
  - Contributes to the reestablishment of a symmetry in brain mobility
- **Added value**

Added value to funding applications (Art 32 compliance)...

# The new European Research Area

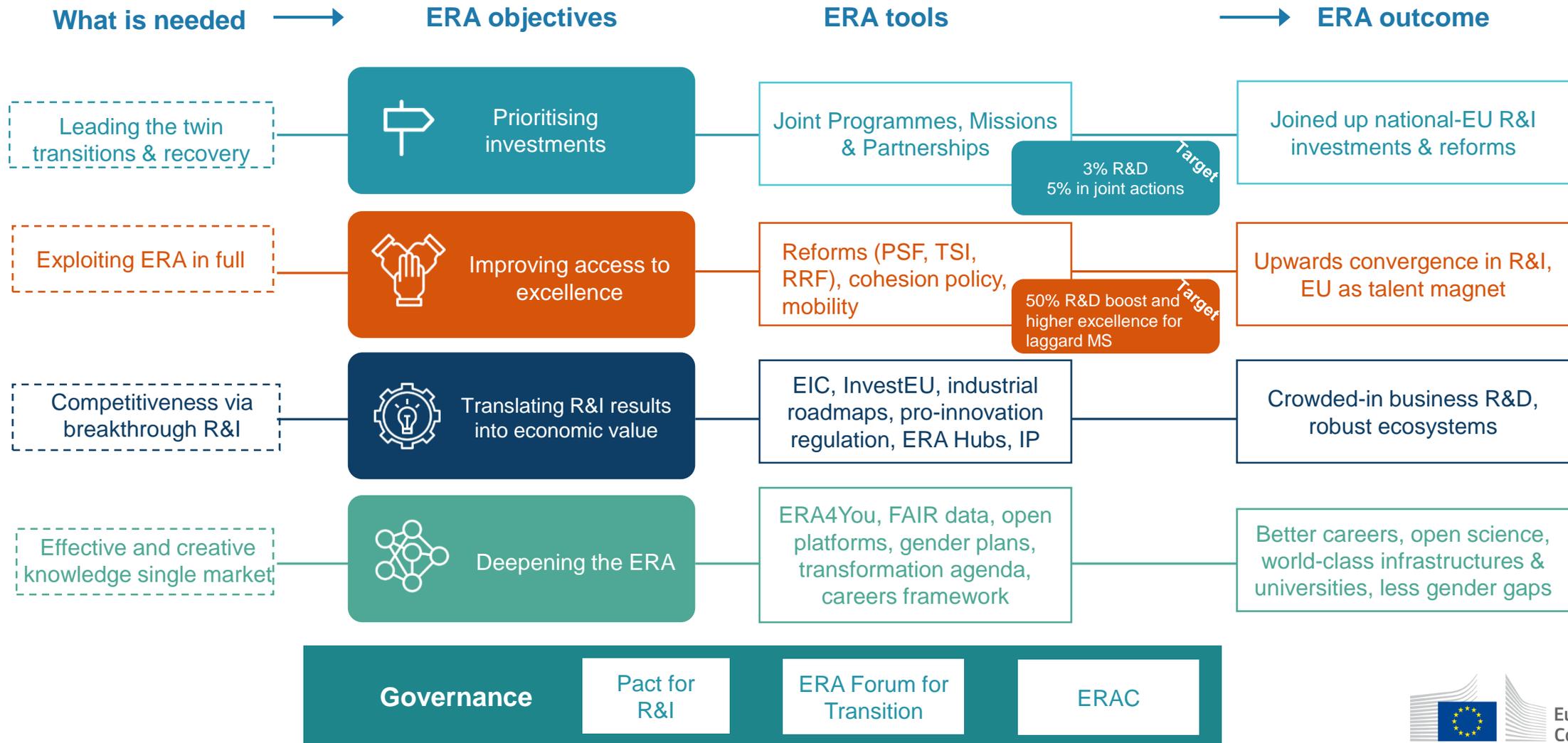


<https://audiovisual.ec.europa.eu/en/video/I-195567>



European  
Commission

# A stronger ERA for the future



# Shaping the new ERA through 14 actions (1/2)

Prioritising  
investments

**1** Reaffirm the **target of 3% GDP on EU research and development investment** and propose a new EU 1.25% GDP public effort target to be achieved by Member States by 2030.

**2** Support Member States in the coordination and prioritisation of national research and innovation funding and reforms through an **European Research Area Forum for Transition**. Voluntarily commit 5% of national public research and development investments to joint programmes and European partnerships by 2030.

Access to  
excellence

**3** Support Member States that are below the EU average level of research and innovation investments **to increase their investment by 50% in the next 5 years**.

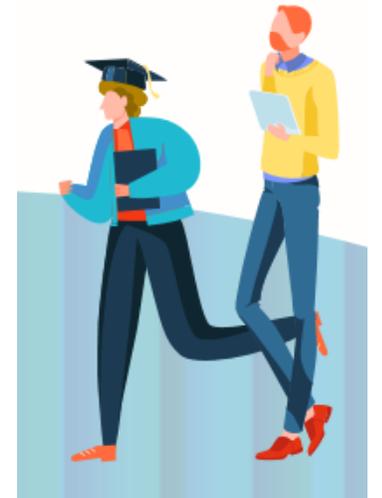
**4** Support Member States that have lower performance in training their researchers to access and develop excellence and **increase their number of highly cited publications by one-third over 5 years**.

Translating R&I  
results into economy

**5** Develop common **industrial technology roadmaps** to maximise innovation in strategic areas like Artificial Intelligence, circular industries and resilient health industries.

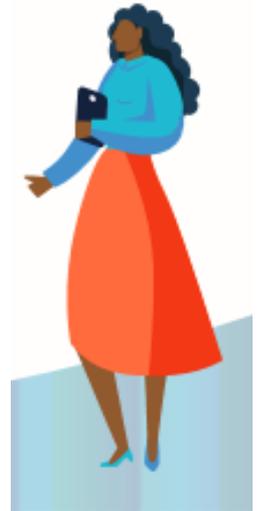
**6** Develop and test a **networking framework in support of Europe's research and innovation ecosystems**, building on existing capacities, to strengthen excellence and maximise the value of knowledge creation, circulation and use.

**7** Update and develop guiding principles for **creating value from knowledge** and a code of practice for the **smart use of intellectual property**.



# Shaping the new ERA through 14 actions (2/2)

- 8 Deliver a **toolbox of measures to support researchers' careers**, through a mobility scheme, trainings and more, in order to make Europe more attractive for talent.
- 9 Launch a platform of **peer-reviewed open access publishing** and incentivise **open science practices** by improving the research assessment system.
- 10 Support the creation of **world-class research infrastructures** and establish an updated governance structure for research and **technological infrastructures**.
- 11 Develop a **roadmap of actions** for creating synergies between higher education and research, notably building on the dual role of universities.
- 12 Develop concrete plans with Member States to promote **gender equality**, as well as diversity and inclusiveness, in science, research and innovation.
- 13 Organise **citizen science campaigns** and hackathons to engage citizens, especially young people, in science and innovation.
- 14 Develop with Member States a new approach to set and implement **strategic priorities** for the European Research Area, through a **Pact for Research and Innovation in Europe**.



# Deepening the ERA

fully exploiting universities' potential in the knowledge square

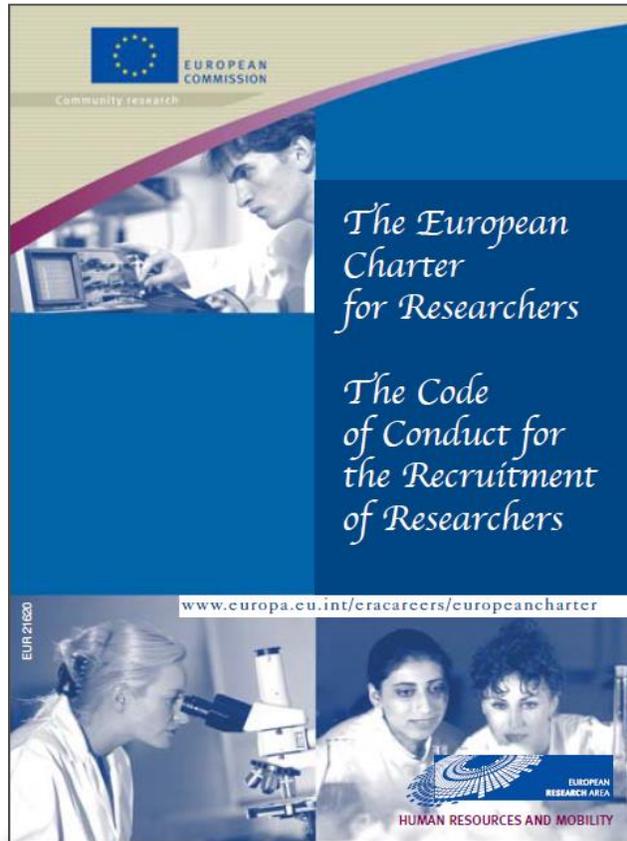
Commission  
proposes



**Empowering universities and surrounding ecosystems, as part of key synergy initiatives between EEA and ERA**

- Higher Education Transformation Agenda empowering universities to modernise, covering education, R&I and service to society missions
- Toolbox of legal measures facilitating cross-border cooperation
- Investment strategy to deliver on the transformation agenda, in synergy with other EU and national funding programmes
- Protection of academic freedom

# ERAC Taskforce (HRM, Open Science, Gender)



40 principles  
???



- ❖ A more ambitious C&C - Potential review through the lenses of:
  - ✓ Human Resources and Mobility trends
  - ✓ Open Science
  - ✓ Gender
- ❖ Desk research
- ❖ 4 Webinars with MS delegates, experts/stakeholders
- ❖ Analysis of results & consultation:
  - ✓ End of 2020
- ❖ ERAC- PT Presidency Workshop

# Study on ERA Priority 3

## General Objectives:

- Taking stock of existing policy measures (Charter & Code, HRS4R, EURAXESS)
- Defining needs of transformations to review/ revamp/strengthen the policy measures:
  - Recommendations on the future set-up and development of existing measures
  - Recommendations on additional new policy activities/tools/measures to achieve the same objectives under the renewed ERA.

## Specific Objectives:

- Content, outreach and added value
- Process
- Challenges and needs
- Governance and stakeholder engagement



# Thank you for your attention

For questions and procedural support, please write to [RTD-Charter@ec.europa.eu](mailto:RTD-Charter@ec.europa.eu)

For technical issues and queries, please write to [support@euraxess.org](mailto:support@euraxess.org)