



Bringing Researchers to the Centre of
the Institutional Strategy:
the European Charter for Researchers and the
HR Excellence in Research Award

**Info Day Dottorati
di Ricerca e Strategia HR
Università di Foggia, 25 February 2025**

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



Launched in 2000, the European Research Area (ERA) aims at strengthening Europe's research and innovation capabilities through collaboration, mobility, and coordination, addressing global challenges and driving economic growth, with the goal of creating a unified and competitive European research landscape.

**A single,
borderless market for
research, innovation
and technology
across the EU...**

**...where
countries come
together and improve
their research policies
and systems...**

**...and where there
is free movement
of researchers,
knowledge and
innovation.**

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

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.”

Strengthening the ERA

```
graph LR; A[Strengthening the ERA] --- B[Contribute to the development of an attractive, open, and sustainable European labour market for researchers]; A --- C[Foster national and international balanced brain and knowledge circulation]; A --- D[Promote Europe as an attractive destination for research and innovation]; A --- E[Stimulate an open, transparent, and merit-based recruitment for researchers];
```

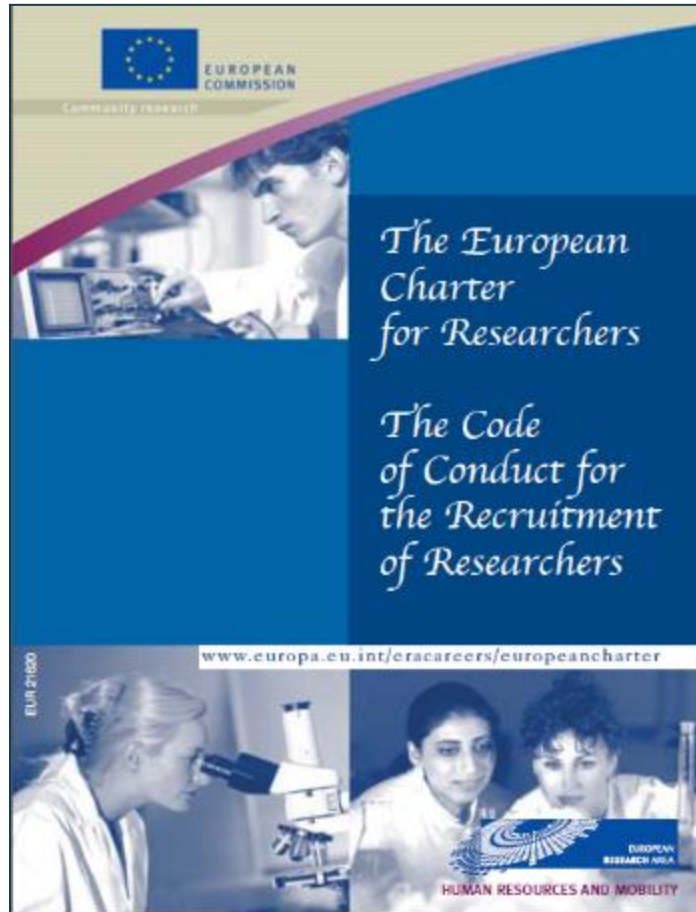
Contribute to the development of an attractive, open, and sustainable European labour market for researchers

Foster national and international balanced brain and knowledge circulation

Promote Europe as an attractive destination for research and innovation

Stimulate an open, transparent, and merit-based recruitment for 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

The Charter & Code: four pillars and 40 principles 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 ...



The “Charter & Code” and its implementation

Charter & Code



2005

*EC
recommendation
2005/251/EC*

HRS4R procedure



2008

*Mechanism of C&C
implementation*

H2020
MGA, Art. 32



2014

*'Best effort' obligation
for beneficiaries*

Strengthened
HRS4R procedure



2017

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

Digitalisation
of HRS4R



2018

*E-tool of the
HRS4R
process*

Assessment



2021

*Taking stock,
Revamping &
Increasing
ambition*

Overall
GOAL

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

The HR Excellence in Research award

Since 2008, the C&C is complemented with an implementation mechanism leading to the granting and the renewal of the HR Excellence in Research award.

- Voluntary, structured, and periodically audited process that operates on three-year cycles
- Centered on a sequence of gap-analysis and action plans for the implementation of the principles of the Charter & Code
- Periodically monitored mechanism procedure (continuous assessment) based on a sequence of desk-based and on-site assessments
- Since 2018, the process is fully digital



HR EXCELLENCE IN RESEARCH



gap
analysis



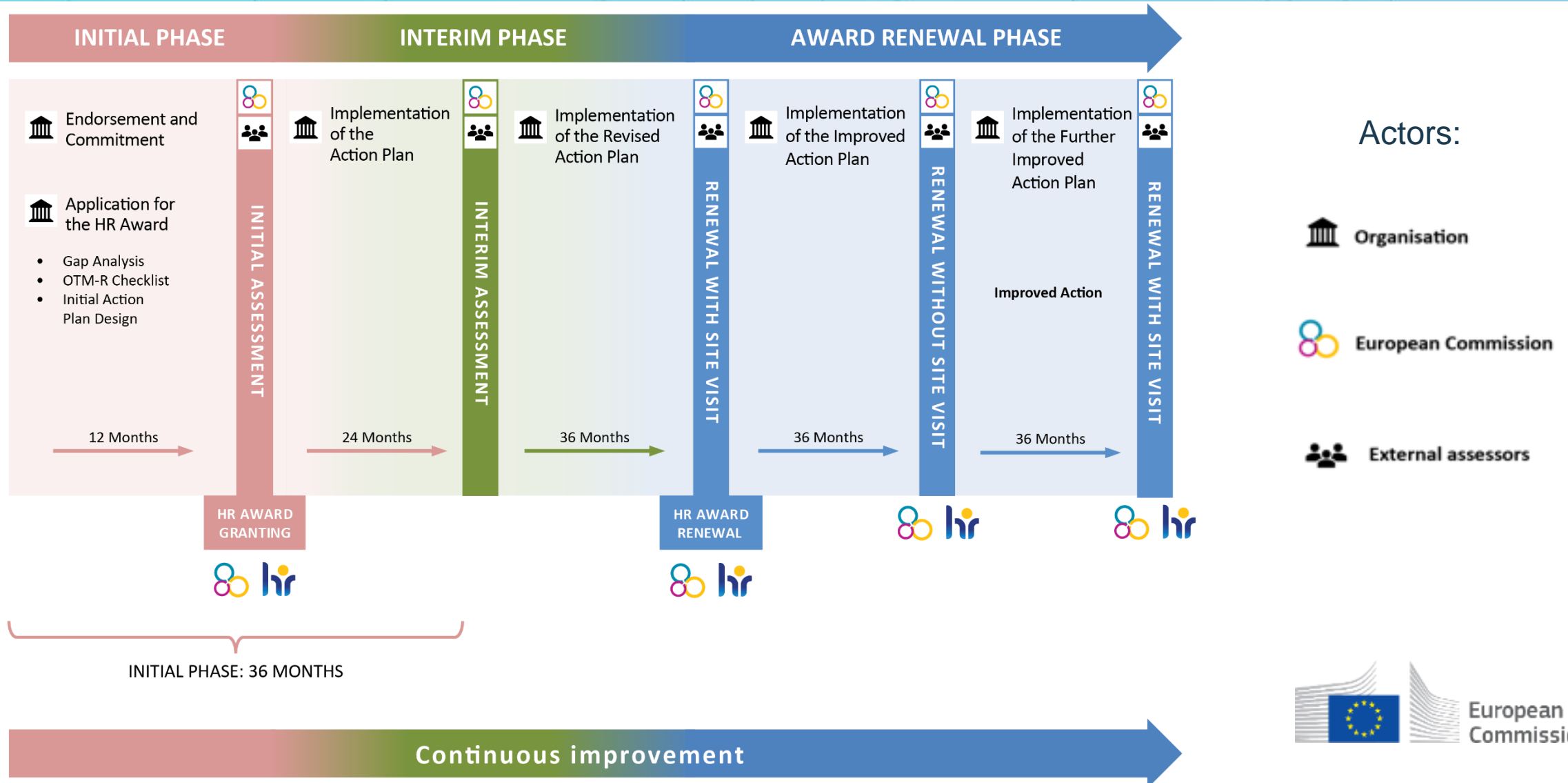
action plan



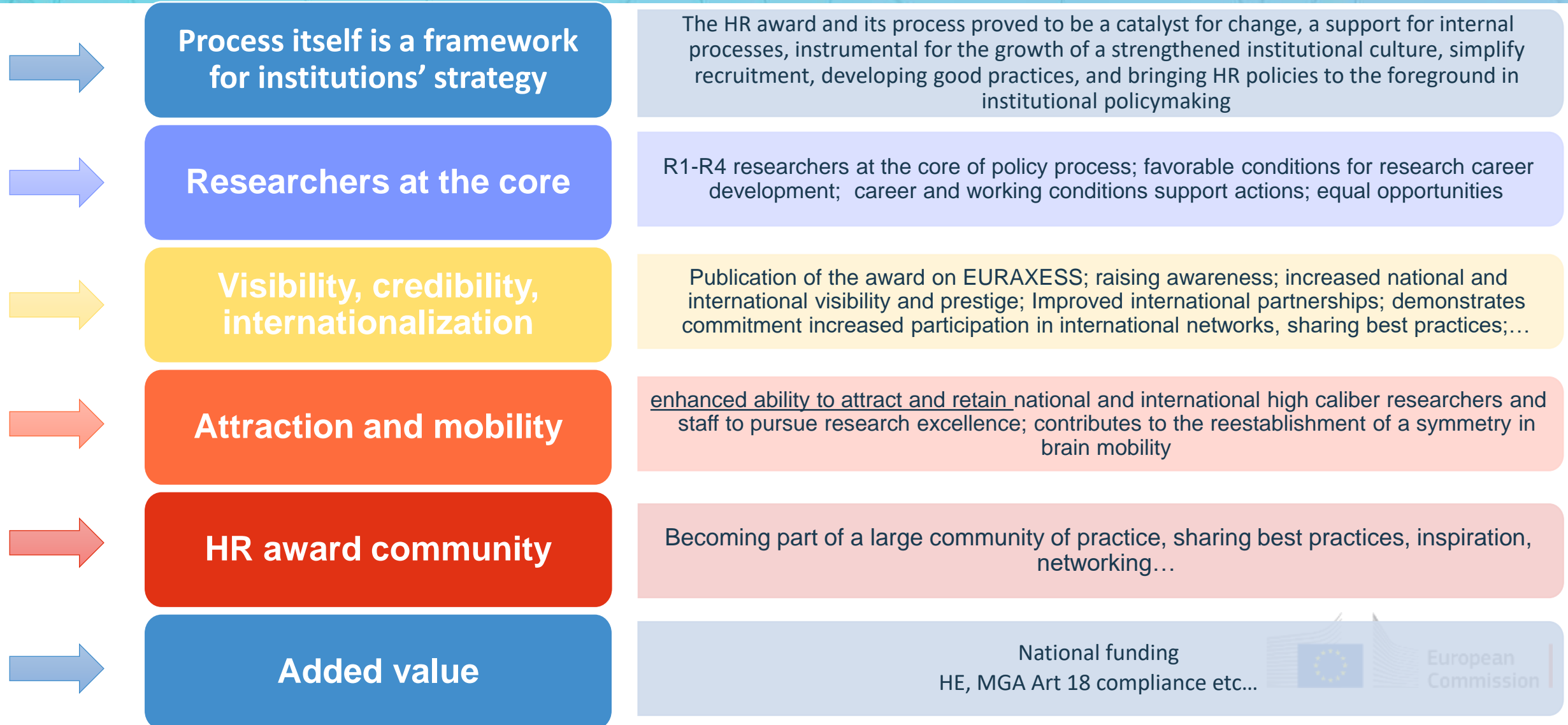
online
publication



HR Excellence in Research award is a long-term commitment

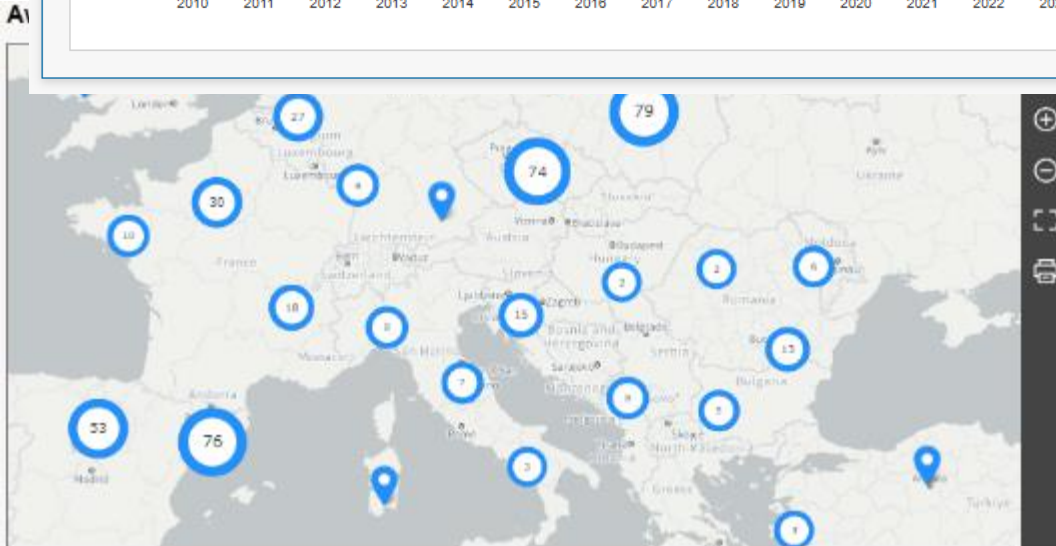
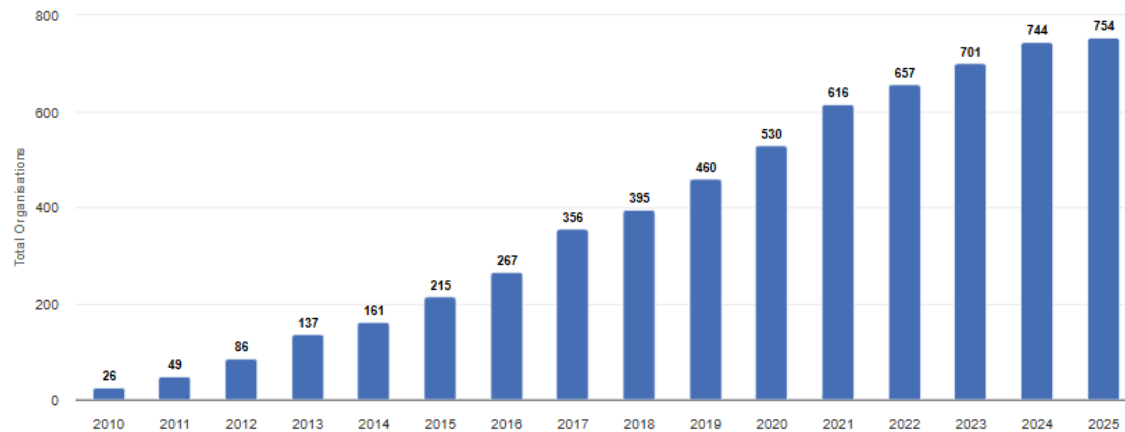
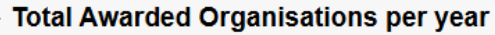


HR award: why undertaking the process?



HR Excellence in Research award: the figures

Update 24/2/2025

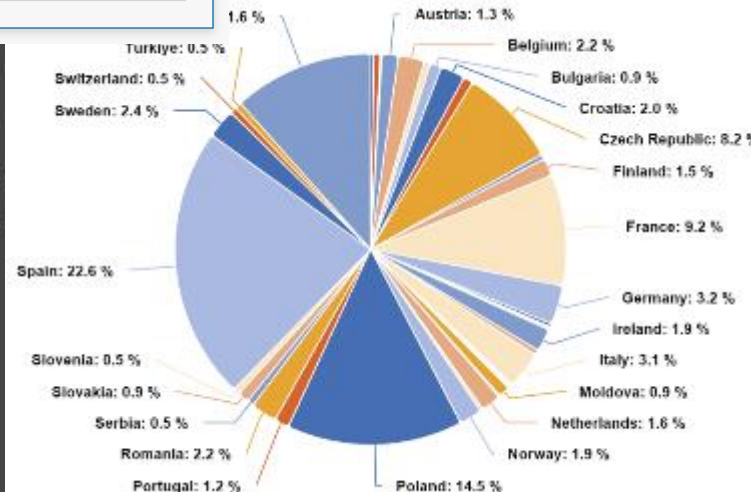


- ❖ To-date, 754 research institutions from 39 Countries have received the HR Excellence in Research Award

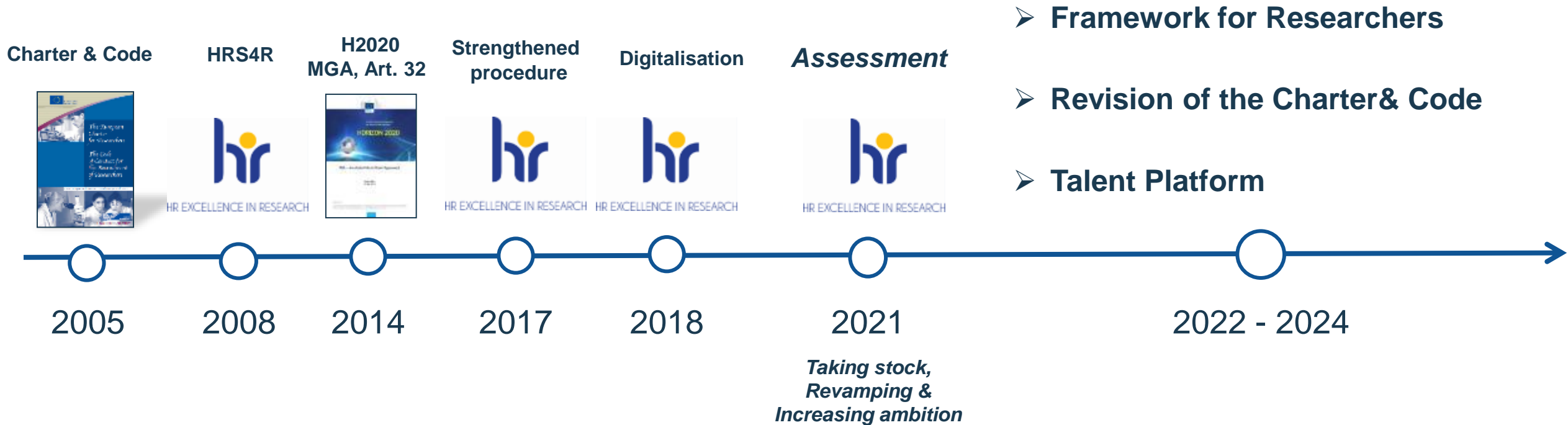
- 116 applicant organizations
- 13 - initial applications currently being assessed
- 50 at implementation phase
- 86 at Renewal Phase
- Italy: 21 awarded Organizations (UniFg: awarded since 9/3/2010)

- Annual volume (2023)

- ✓ 100 + applicant organizations
- ✓ 40+ new awards
- ✓ 90 + interim assessment
- ✓ 50 + 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 broader context and challenges for researchers careers

New challenges:

Europe faces the **challenges** deriving from the twin transition, the digital decade, the recovery from the pandemic, the war in Ukraine...

Skills mismatches:

there is an important mismatch between the labour force and the needs of industry and the business sector, in particular for highly skilled jobs

The global race for talent

The global race for talent is intensifying and Europe needs to remain an **attractive destination** for business and highly skilled workers.

Right conditions

Right conditions must be created to **attract and retain** talents

Anticipate the skills needed

Higher education institutions and the private sector need to partner to anticipate the skill needs

Understand the right skills

The skills provided to doctoral candidates too often focusses on careers within academia

Provide the Right skillset

The right skillset is needed for researchers to seize opportunities in the broader labour market, including beyond academia or creating their own business

Working conditions

Precarious working conditions, based on cross-border and project-based temporary contracts often have negative effects on **attractiveness** of careers in research and on **mental health**



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)



From Commission Recommendation
to
Council Recommendation



Annex I: examples of occupations for the R1-R4 profiles
Annex II: the European Charter for Researchers

Annex 2: the European Charter for Researchers

Simplify and Streamline

- Simplification
- 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 Charter is directed to

- 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

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

Annex I: examples of occupations for the R1-R4 profiles

- **R1-R4** profiles adapted
- Examples of **occupations** for researchers (who perform research) across the various sectors
- To facilitate comparability and **interoperability** of careers across sectors and Member States
- Stimulate use of R1-R4 profiles in vacancies, and mapping of careers structures for researchers

R1: First Stage Researcher (*e.g. doctoral candidate, junior researcher, junior scientific officer ...*)

R2: Recognised Researcher (*e.g. postdoc, junior lecturer, research assistant...*)

R3: Established Researcher (*e.g. assistant professor, principal investigator, senior scientific officer...*)

R4: Leading Researcher (*e.g. full professor, chief scientific officer ...*)

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

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 >](#)

The logo for Resaver, featuring the word 'resaver' in a white, lowercase, sans-serif font on a solid blue background.

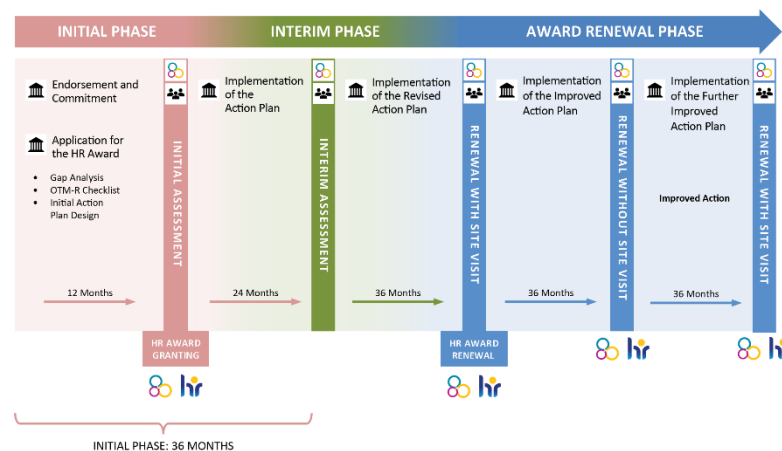
RESAVER

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 >](#)



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



HR Excellence in Research

[Home](#) [Charter for Researchers](#) [HR Excellence in Research award](#) [FAQs](#) [ERA Talent Platform](#)

You are here: [Home](#) > [HR Excellence in Research](#)

[View](#) [Edit](#) [Delete](#) [Revisions](#) [Translate](#)

HR Excellence in Research award

The HR Excellence in Research award is granted to research performing organisations that are progressing in the implementation of the principles of the European Charter for Researchers in their policies and practices.

[Read more >](#)

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!



Backbone of the process

Beneficiaries 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 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

References

- Council Recommendation of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe
https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ:C_202301640
- 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)
https://euraxess.ec.europa.eu/sites/default/files/brochures/C%26C_EN.pdf
- European Commission Communication of 30 September 2020 on A new ERA for Research and Innovation
<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52020DC0628>
- Council Conclusions 28 May 2021 on Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality
<https://www.consilium.europa.eu/media/49980/st09138-en21.pdf>

Thank you!



© European Union 2024

Unless otherwise noted the reuse of this presentation is authorised under the [CC BY 4.0](https://creativecommons.org/licenses/by/4.0/) license. For any use or reproduction of elements that are not owned by the EU, permission may need to be sought directly from the respective right holders.

