ERA priority 3 study:
Recommendations for European policy measures related to
- Charter & Code for Researchers
- Human Resource Strategy for Researchers (HRS4R)
- EURAXESS

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Conclusions re. C&C

1. Wide acceptance of Charter & Code by institutions in/outside EU.


3. Take-up and effectiveness of the Charter and Code and HRS4R is strongly influenced by national context and national policies.
Conclusions re. HRS4R

1. HRS4R has engaged a large and diverse cohort of institutions within and outside the EU.

2. HRS4R has brought about positive change in HR practices – but is not necessarily structurally embedded throughout the organisation.

3. Many organisations perceive that the benefits of the HRS4R process do not justify the time and effort required to gain the award.

4. Two opposing views, linked to current hybrid status: make it more formal & strict, connected with tangible targets & rewards, vs. make it more aspirational, connected with networking, peer learning & cultural change.
Conclusions re. Euraxess

1. EURAXESS has reached a critical mass of researchers and research organisations within and outside the EU.

2. Researchers have gained a diversity of benefits from EURAXESS (international mobility), research organisations have enjoyed better access to research talent (recruitment).

3. There is a need for a clearer identity, greater consistency & quality in EURAXESS services.

4. The current EURAXESS governance model risks not being able to deliver the expansion in service provision, wider targeting of users and levelling up of quality that is required by the new ERA.

5. The labour market challenges facing researchers suggest a need for new and different forms of support for research careers, if the aspirations of the new ERA are to be met.
Recommendations to the European Commission
Recommendations (1): Charter & Code

Contents:

Update Charter and Code principles to reflect the current labour market challenges and opportunities.

Status:

Develop Charter and Code from a document endorsed by individuals & individual institutions into a core part of the overall ERA, which is owned and endorsed at all levels and shapes policy at all levels.
Recommendations (2): HRS4R

- Revise HRS4R in accordance with updates to C&C
- Rather than fragmentation, aim for integration of HR-related policies (gender & inclusion, OTM-R, research evaluation, Open Science, ...)
- Revise HRS4R with the main emphasis on continuous improvement rather than demonstrating compliance against operational targets.
  - Simplify online tool = less box-ticking, more content & quality
  - Professionalise process: train assessors better & more regularly
  - Focus less on evaluation, more on feedback & support
  - Support a community of practice & HR professionalization
Recommendations (3): EURAXESS

- **Reshape contents**
  - EU-wide network of national “Talent Management Offices”
  - Provider and hub for talent development / career evaluation services

- **Reshape management & funding:**
  - New governance framework with more binding commitments
  - New funding model

- **Reshape outreach**
  - Expand primary focus to researchers in all sectors
  - Increased involvement of non-academia as stakeholders
  - Enhanced efforts to reach more users outside the EU

- Integrate monitoring into wider ERA monitoring
1. Introduce a **single policy framework** for research careers with a more holistic approach addressing all challenges beyond values and principles and broadening its focus to sectors beyond the academia.

2. Integrate existing and new policy tools for research careers into the governance and monitoring of the new ERA.

3. Explore how the **existing legislative framework** may better address issues labour market (social security, pensions, etc.)

4. Consider how best to support **reforms at national level**, in line with the new ERA and the updated Charter and Code principles.

5. Support **mutual learning and exchange of experience** related to research careers.
Recommendations (4): general

6. Increase the contribution made by **EU funding programmes:**

- Embed Charter & Code principles in quality and selection criteria
- Recognise endorsement of & compliance with Charter and Code (HRS4R)
- Fund reforms of national systems, development of national or sectoral tools, and piloting of new approaches
- Support communities of practice
What’s next?

• CSES report will be published soon

• Other reports (ERA monitoring, ERA ecosystem) will also appear in the near future, each with their own recommendations

• EC will decide to what extent recommendations are feasible and desirable within the broader context of ERA development