The revised Charter and Code – a draft

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Triangle Task Force

- Standing Working Group on Open Science and Innovation (SWG OSI). Marc Vanholsbeek
- Standing Working Group on Human Resources and Mobility (SWG HRM). Cecilia Cabello, Izaskun Lacunza
- Standing Working Group on Gender in Research and Innovation (SWG GRI). Marcela Linkova

Input from independent experts
Charter and Code

- European Researchers Charter and Code of Conduct for their Recruitment

- A set of general principles and requirements which specifies the roles, responsibilities and entitlements of researchers as well as of employers and/or funders of researchers

- Endorsed by over 1360 organisations

- A key part of HRS4R

- Why revise?
New policy measures

- Gender equality in research and innovation
- Embracing diversity
- Open science and innovation
- Research Integrity
- Teaching dimension of research
- Recognition of the profession
- Talent management and diverse careers
- Research assessment
- Greater inclusion of the private sector
Streamlining

- Avoid repetition by merging similar principles
- Reduce the number from 40
- Develop further the work of the Triangle Task Force
- Keep in mind that this is a practical document
ETHICS AND INTEGRITY OF RESEARCH AND INNOVATION

- ETHICS AND RESEARCH INTEGRITY
- FREEDOM OF SCIENTIFIC RESEARCH
- THE RESEARCH PROFESSION
- EMBRACING DIVERSITY, EQUALITY AND INCLUSIVITY
- FREE CIRCULATION OF RESEARCHERS

RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

- RESEARCHERS ASSESSMENT
- RECRUITMENT
- SELECTION
- CAREER PROGRESSION
WORKING CONDITIONS AND OPEN SCIENCE

- Working Conditions, Funding and Salaries
- Stability of Employment
- Contractual and Legal Obligations
- Open Science and Innovation
- Public Engagement and Citizen Science

RESEARCH CAREERS AND TALENT DEVELOPMENT

- Valuing Diverse Research Careers
- Career Development and Advice
- Continuous Professional Development
- Supervision and Mentoring
Pillar 1

Ethics and Research Integrity
• Researchers should comply with strict ethics rules and approach their work with honesty; reliability; objectivity; impartiality and independence; open communication; duty of care; fairness and responsibility for future science generations
• Researchers are responsible for research integrity BUT supported by an institutional culture with training and mentoring

Embracing Diversity, Equality and Inclusivity
• A core principle of ERA is to take account of diversity in the broad sense, including, inter alia, gender, racial or ethnic origin, religion or belief, social diversity, disability, age, sexual orientation and combating discrimination on all grounds.
• Employers and funders should encourage and support non-linear and multi-career paths (geographical, disciplinary, sectoral, and inter-organisational mobility, or hybrid paths combining simultaneously different sectors)

Free circulation of researchers
• Employers and funders should recognise the value of geographical, inter-institutional, intersectoral, inter- and trans-disciplinary, and virtual mobility
**Pillar 2**

**Researchers Assessment**
- based on qualitative judgement provided by peers, supported by responsible use of quantitative indicators
- reward quality and the various potential impacts of research on society, science and innovation;
- value a diversity of outputs (inter alia publications, datasets, software, methodologies, protocols, patents), activities (inter alia mentoring, leadership roles, entrepreneurship, data management, peer review, teaching, knowledge valorisation, industry-academia cooperation, support for evidence-informed policy-making, interaction with society) and practices, as well as all mobility experiences;

**Career progression**
- evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner
- Such evaluation and appraisal procedures should take due account of researchers’ overall potential, their research creativity, their research results

**Free circulation of researchers**
- Employers and funders should recognise the value of geographical, inter-institutional, intersectoral, inter- and trans-disciplinary, and virtual mobility
Pillar 3

Working conditions, funding and salaries

- Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance.
- Particular attention should be paid, inter alia, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.
- Employers should provide a working environment that promotes the mental health and wellbeing of researchers.

Stability of employment

- Employers and/or funders should take resolute actions to counter the phenomenon of precarity and to support job security and stability, including by way of a limited maximum total duration of fixed-term appointments, and a maximum threshold of one third of fixed-term contracts in the overall researchers’ human resources of a given employer.

Open Science and innovation

- Researchers should target engagement in all aspects of Open Science and Innovation and be facilitated by their employers and funders in this regard. They should share their results openly, e.g., through open and FAIR data, open access publications, open software, models and algorithms.
- Employers and funders should encourage and support non-linear and multi-career paths (geographical, disciplinary, sectoral, and inter-organisational mobility, or hybrid paths combining simultaneously different sectors).

Public Engagement and Citizen Science

- Researchers should incorporate citizen science into their projects as much as possible and where relevant. This means involving citizens in the concept, design and implementation of research projects.
Pillar 4

Valuing diverse research careers & Career development and advice

• Employers and/or funders should put measures in place to make researchers, in particular early-career ones, aware of opportunities available in all relevant sectors and to promote a culture of diversification of careers for better personal and professional development.

• Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies.

Continuous professional development

• Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies

• Employers and funders should take action to support the development and provision of targeted training, including in the form of micro-credentials, to ensure up-skilling and re-skilling opportunities for researchers with a lifelong perspective and to foster inter-sectoral and inter-disciplinary mobility.

Supervision and mentoring

• Employers and/or funders should ensure that a person or a group of persons is clearly identified to whom First Stage (R1) and Recognised (R2) researchers can refer for the performance of their professional duties and should inform the researchers accordingly.
Thank you