



The Challenges of the European Human Resources Strategy for Researchers (HRS4R)

PARIS

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NEW developments in Europe:

Strategic priorities – Commissioner Moedas, June 2015

- **OPEN** Innovation
- **OPEN** Science
- **OPEN** to the World

NEW priorities:

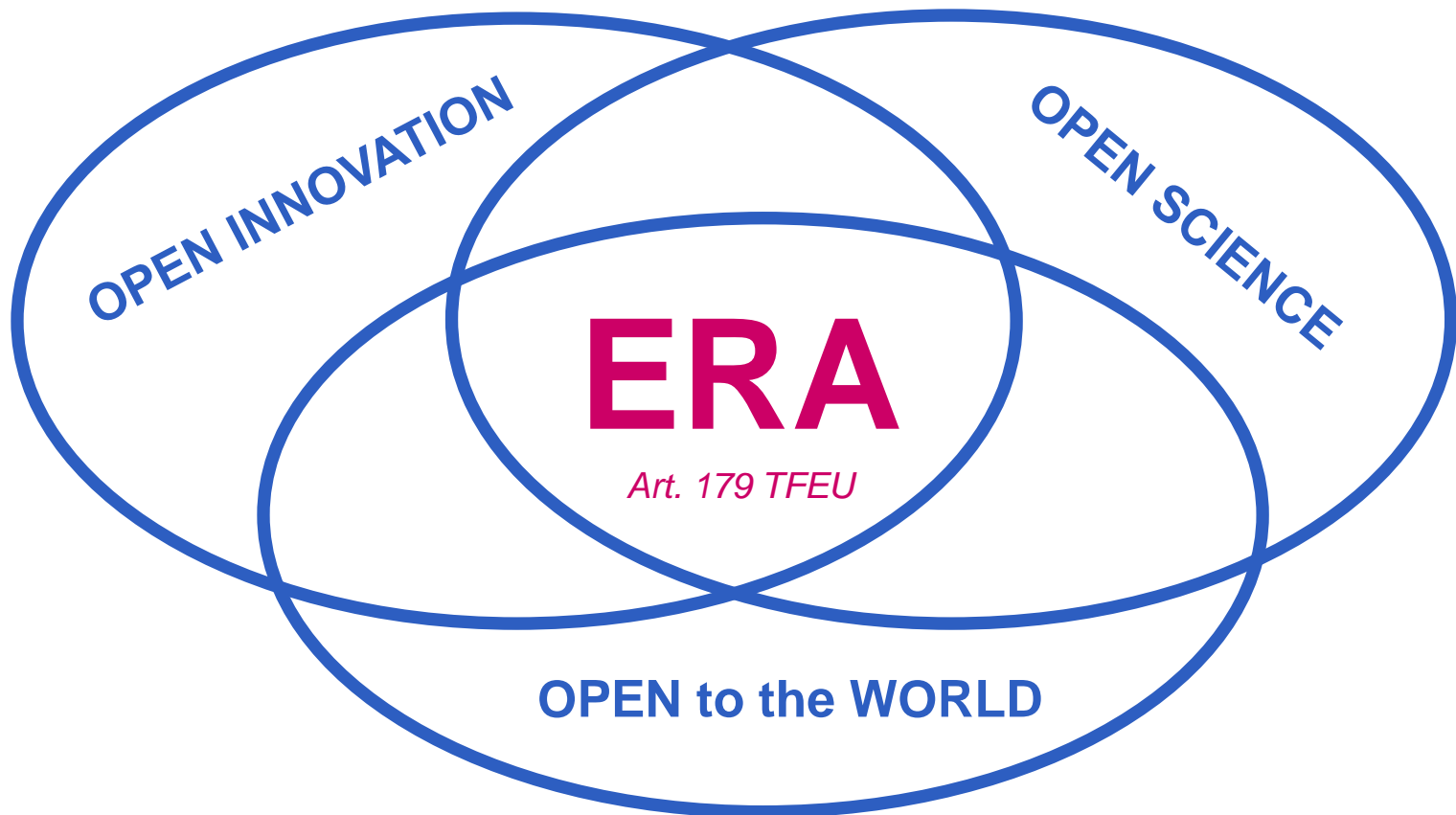
- Need a focus on the medium and long term
- Need a strong bias towards newcomers and initiatives scaling up rapidly

Implementation of H2020, including WPs and mid-term review should support the new priorities/actions.

Already started:

- Policy Support Facility
- Research Cloud (*announcement*)
- Scientific Advice Mechanism
- PRIMA (*art. 185 Mediterranean countries*)
- Investments under EFSI

OPENing a new chapter of ERA



1. More effective national research systems
2. Transnational Cooperation and Competition
3. An **Open Labour Market for Researchers**
 - ★ • **Charter & Code, HR Strategy for Researchers**
 - Innovative Doctoral Training
 - ★ • **Open, transparent and merit-based recruitment**
 - Pensions (RESAVER)
 - EURAXESS
 - Scientific visa package
 - Working with Member States & monitoring
4. Gender Equality
5. Access and Circulation of Knowledge

Linking Policies and Practices

C & C:



a vision for research support and development

HRS4R:



a mechanism to agree objectives to reach that vision

article 32:

a (*supporting & helpful*) instruction to implement the above via a **best effort obligation**

Horizon 2020 - Multi-beneficiary Grant Agreement (*)
SECTION 4 - other rights and obligations (ALL beneficiaries)

Article 32:

RECRUITMENT & WORKING CONDITIONS for researchers

32.1 **OBLIGATION** to take all measures to implement C&C

32.2 **CONSEQUENCES** of non-compliance

2005: Commission Recommendation

EU Reference

the

Endorsement of more than 700 research institutions since then

chairs,

2008: EU Strategy to implement C&I
(HRS4R)

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To date: > 250 HR awarded institutions

ture

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• variety of situations across institutions

• results are meaningful, reliable info

2014: Article 32 of the H2020 MGA

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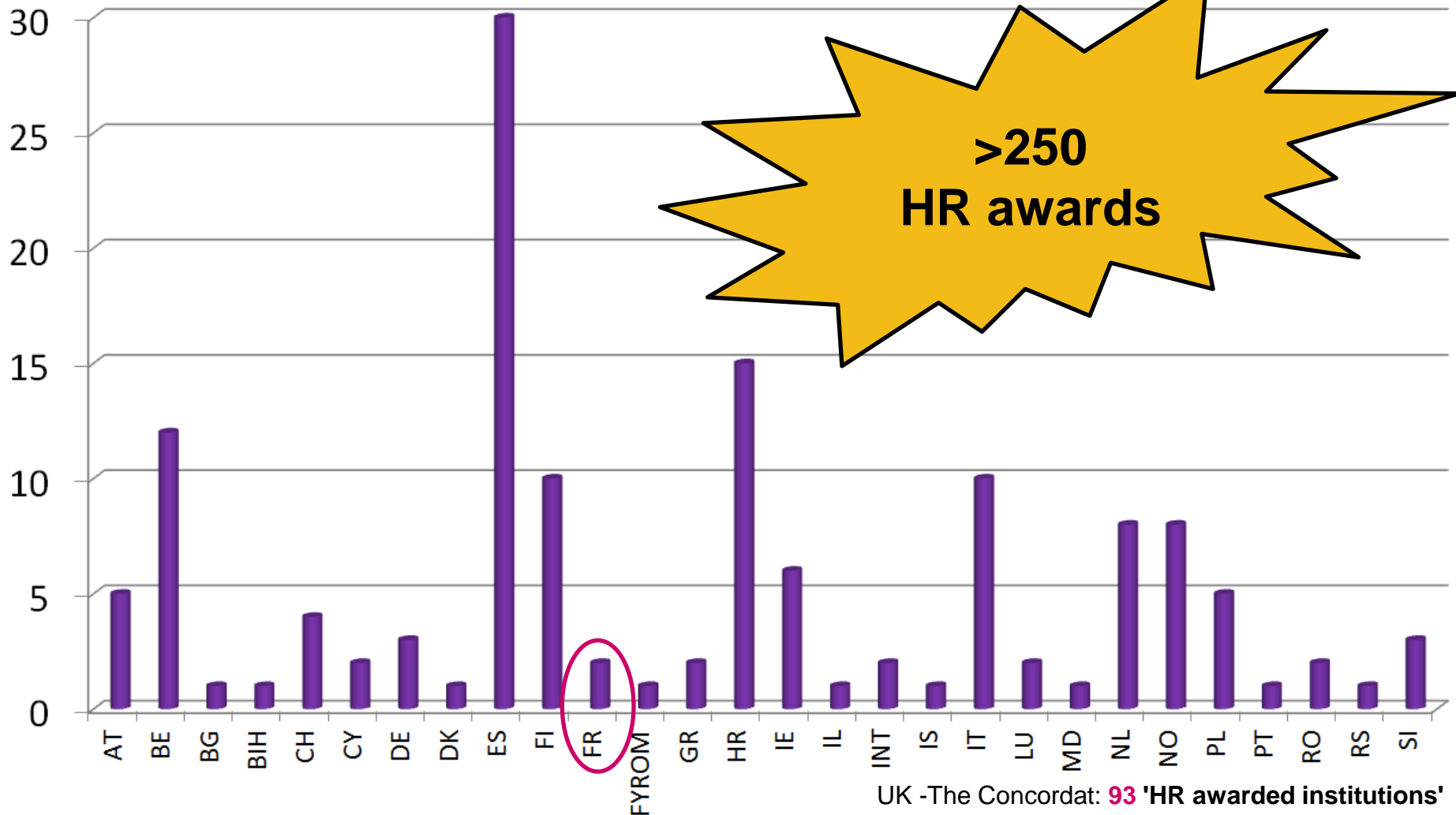
'best effort' obligation for **ALL** benefic





number of HR awards per country

upd. October 2015





BEWARE...

The HR Strategy procedure:

- **IS NOT** an evaluation of the strategy put forward.
- **IS NOT** a judgement of the current state of play.
- **IS a recognition** that your institution has started to implement the principles of Charter and Code

The 'HR award:

- provides **visibility and adds credibility** (*internal & external*)
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 - *exclusive right to show the icon on the institutional website and in promotional material*
 - *icon activated for EURAXESS Jobs*
 - *...*

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Thank You