“HR excellence in research” award

What to know about?

• Austria, Belgium, Czech Republic and Slovakia, in lockdown, 27-28 May, 2020
The ERA objectives

« The ultimate political goal is to contribute to the development of an attractive, open and sustainable European labour market for researchers, where the framework conditions allow for recruiting and retaining high quality researchers in environments conducive of effective performance and productivity »

« ... Europe must dramatically improve its attractiveness to researchers and strengthen the participation of women researchers by helping to create the necessary conditions for more sustainable and appealing careers for them in R&D »

« Member states should endeavour to offer researchers sustainable career development systems at all career stage, regardless of their contractual situation and of the chosen R&D career path, and they should endeavour to ensure that researchers are treated as professional and as an integral part of the institution in which they work »
Implementation

ARTICLE 32 AMGA

• Obligation to take measures to implement the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers
• Consequences of non-compliance
The HRS4R process

**INITIAL PHASE**
- Endorsement of the C&C

**IMPLEMENTATION PHASE**
- Application for the HR Award:
  - Gap Analysis
  - OTM-R
  - Initial Action Plan Design

- Implementation of the Action Plan
- Implementation of the Revised Action Plan

**AWARD RENEWAL PHASE**
- Implementation of the Improved Action Plan
- Implementation of the Further Improved Action Plan

**RENEWAL WITH SITE VISIT**

**RENEWAL WITHOUT SITE VISIT**

12 months
24 months
36 months
35 months
36 months

HRS4R - from PROGRESS to QUALITY

Institution
European Commission
Good reasons for entering the process?

- We are aware that performance and well-being are correlated, and that we are all working on the improvement of the researchers working conditions.
- We agree to do it efficiently and officially and we agree to integrate the HRS4R into our institutional strategy.
- We accept to involve researchers in the process and to take into account their opinion.
- We would like to provide an institutional tool to the researchers for answering the requirements of Article 32 of MGA-H2020 and to apply for MSCA and ERC grants.
- We would like to better recruit and to let know about...
HRS4R – The essentials

- Gap Analysis
- Action Plan
- Publication

- Process
- Involvement
- Implementation
- Coherence
- Evidence
- Ambition
• Involvement of all levels of researchers is MANDATORY
• The description of the process has to be clear and documented
• Each C&C principle has to be analysed regarding the actual gap and initiatives undertaken + suggestions for improvement
  • Focus on some principles: gender, ethics, OTM-R, OS
  • Narrative of the Action Plan will give a summary by groups
• (Gap Analysis is kept confidential)
• Different schemes exist:
  • Steering committee
  • Focus groups
• Stakeholders should be included during the whole process: listing the gaps, the actual initiatives, ideas for improvement
• Researchers are supposed to validate the gap analysis
Surveys

It is important is to do it adequately:

• Question all researchers & pertinent stakeholders
• Pertinence of question is crucial
• Response rate has to be described regarding classes, gender, pertinent groups, ...
• Results are to be discussed
• Interpretation has to make sense
Main weaknesses

Weaknesses in gap analysis are often related to:

- Top down input
- Involvement of researchers
- Quality, reporting and interpretation of surveys
- Balance between what is done and what has to be done
- Readability of the text for externals
Content

- Organisational information for a good understanding of priorities
- Narrative regarding the 4 groups of principles
- Actions to be implemented within 2 years / 5 years
  - *Action title* – *Timing* – *Responsible Unit* – *Indicator(s) / Target(s).*
- Implementation process involving researchers
Weaknesses in AP are often related to:

- The description of the organisation (autonomy of faculties or not, multisite, ...)
- The process is cycling so that not all the gaps are to be filled within 2 years! Priorities given are not explained. A 5y-perspective is also important
- The actions are not fully coherent with the gaps (+ institutional problems if any)
Main weaknesses

Weaknesses in AP are often related to:

- The agenda is not realistic (duration, start-end, eavyness)
- Progress evaluation is not clear (targets, indicators)
- Communication and dissemination is not considered
- Implementation doesn’t involve researchers
- Researchers did not commit with the Action Plan
Content

When? Before submission
Where? Has to be visible
What? HR & AP + related docs

Not acceptable if...

... Not published
... pdf on invisible page
... Not in English
... HR & AP are not « Template 2 »
... Related docs are in local language
... GA Process not described
... No explanation on HRS4R
... Divergence with submission
... Award still used
Search engines

Web: useful and well documented
HRS4R E-tool

Mandatory since May 15th, 2018

- Easy for the management and the follow-up
- Integrates all the documents
- Visible track of the process
- Clear and well documented procedure
What about evaluation?

**Assessment** is to **increase** quality.

**Evaluation** is to **judge** quality.
The assessors are experts ...

- Who know about the assessment and about HRS4R from the inside
- Who are trained and work with 3 colleagues
- Who know about the ERA objectives
- Who commit to their « contract » (role, confidentiality, COI, agenda)
They are requested to...

- Put themselves in the flower pot
- Give advice for growing in quality
- Distinguish between what must be done and what should be done
- Use short and clear sentences

And also:
- Not to imagine what is not written
- Be as precise as possible
- Respect the agenda
Possible decisions

• Accepted
• Accepted pending (minor)
• Declined

(2 months)
(12 months)
And then?

More grows in the garden than the gardener knows he has sown...

Spanish Proverb
News...

- Site visits are reinitiated
- Updated guidelines
- Online tutorial

- Horizon Europe
- Focus on Open Science
Useful links

Awarded institutions’ websites are inspiring

On the website of the Commission:

- HRS4R: https://euraxess.ec.europa.eu/jobs/hrs4r
- Initial phase: https://euraxess.ec.europa.eu/node/5765/#hrs4r-tabs-tab-2-name
- Register your institution and Administrator on the platform: https://euraxess.ec.europa.eu/node/5765/#hrs4r-tabs-tab-2-name