

**The European Day of the Entrepreneur  
Seminar: HR Excellence in research**

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**The European Charter for Researchers and  
the Code of Conduct for the Recruitment of  
Researchers (C & C)**

**The Greek initiatives for its implementation**

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# Outline of the presentation



**The national initiatives for the implementation of the Charter of Code**

**An example of the implementation of the Charter and Code at Institutional level (NHRF)**

# The C & C in the framework of the EU policy for human resources and mobility



## Europe needs Researchers!

EU policy (Creation of ERA,  
Lisbon Strategy etc)



**The EC Recommendation on the  
European Charter for researchers  
and on a Code of Conduct for the  
Recruitment of Researchers**  
(2005/251/EC of 11 March 2005)

...provides a means to achieving a transparent and open labour market for researchers!



*The European  
Charter  
for Researchers*

*The Code  
of Conduct for  
the Recruitment*



# The Commission Recommendation, the parties involved, the structure and the aim



## The aim

- To contribute to the development of an attractive, open and sustainable European labour market for researchers

## The addressees

- The Researchers
- The Employers / Funders

## The structure of the Recommendation : a twofold tool

- **The European Charter for Researchers**: a set of general principles and requirements which specifies the roles and responsibilities of researchers and /or funders
- **The Code of Conduct for the recruitment of researchers**: a set a set of general principles and requirements to be followed by employers and/or funders when appointing or recruiting researchers

# An easy procedure....



## 1<sup>st</sup> phase: To endorse the principles

- A letter of declaration of endorsement to the EC

## 2<sup>nd</sup> phase: To implement the Charter and Code through an HR Strategy for Researchers

- An **internal analysis** by the research institution to compare institutional practices against the C&C principles, which should involve all key institutional players;
- The publication of a "**Human Resources Strategy for Researchers incorporating the Charter & Code**";
- The **acknowledgement** of the HR Strategy by the European Commission (logo "HR Excellence in Research")
- A **self-assessment** based implementation every 2 years;
- An external **evaluation** every 4 years



HR EXCELLENCE IN RESEARCH

# The landscape in HR policy and strategy in the Greek Research system

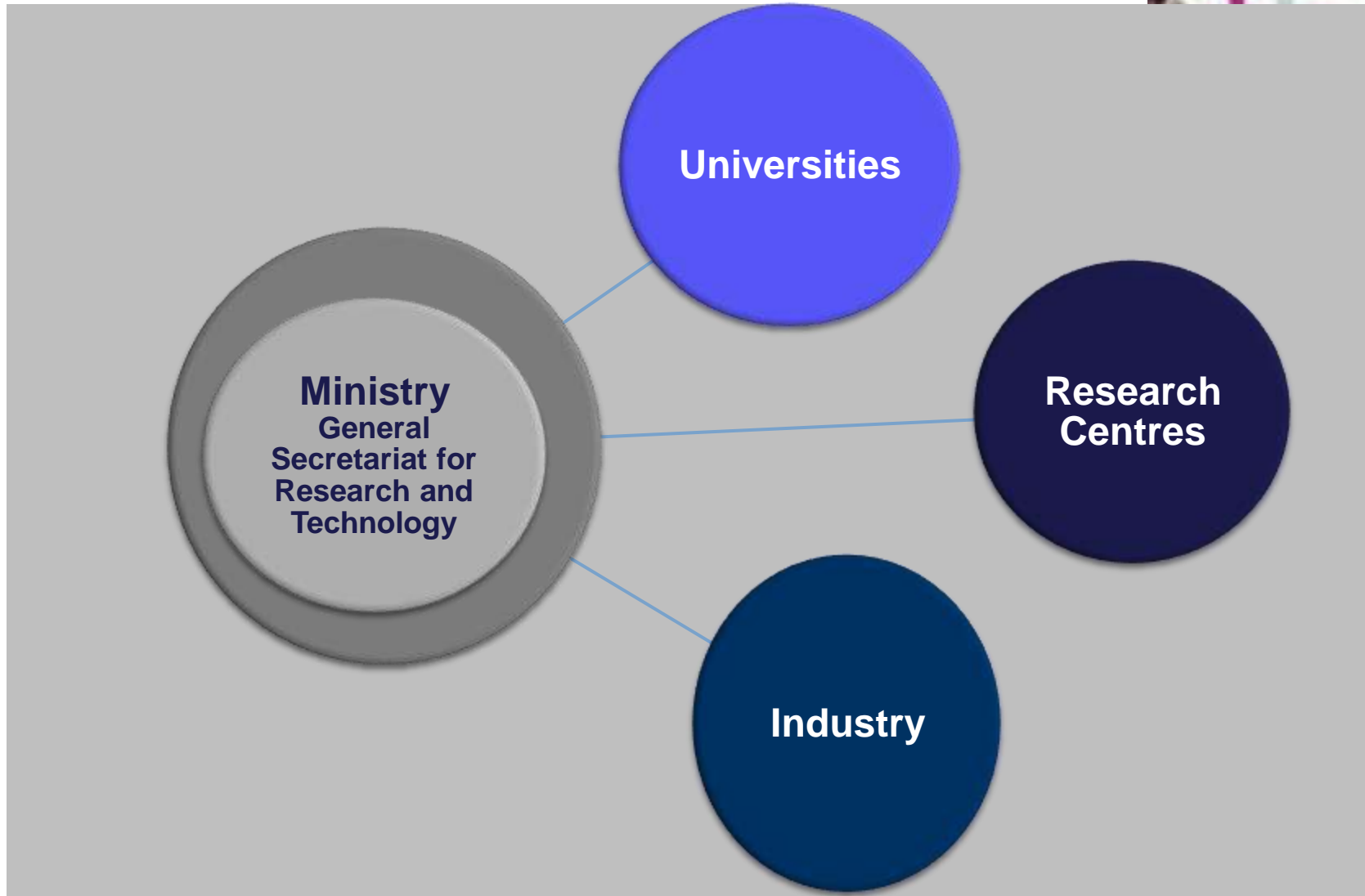
## Before 2005

- Structure and functions of the Research Centres
- Reshaping of post-graduate programmes in the Universities
- Mechanisms to provide and confirm excellence in human research potential (peer review system)
- Synergies among Universities, Research Centres, enterprises
- National Funding programmes for HR
- Life- long training and education programmes
- Increase of mobility between sectors, disciplines, countries
- Enhancement of innovation (science parks, spin-off / start-up companies, patents, liaison offices, relay centres, innovation poles etc)

## After 2005

- Highly skilled researchers (Greek Universities and public Research Centres)
- Attracting talents from abroad, enhancing geographical mobility of researchers
- Enhancing employment of highly skilled personnel in the business enterprise sector, enhancing inter-sectoral mobility of researchers, improving the skills of the business personnel
- Support of entrepreneurship of researchers
- Mobilization of social groups not fully integrated in the RTD system (women, immigrants, repatriates)

# The consultation process with the stakeholders triggered by the R & D Ministry for the EC policy related to researchers' mobility and career development





# The collaboration scheme with all stakeholders after the issue of the Recommendation



## Ministry responsible for R & D / General Secretariat for Research and Technology

giving the political backing for all dissemination activities related to the Charter and Code

**Greek  
EURAXESS  
Network**

**Greek Network of National  
Contact Points for the  
PEOPLE programme**

**Representatives  
to the PEOPLE  
COMMITTEE**

**Greek  
Representatives  
to the SG HRM  
of the EC**

Presentation of the Charter and Code in the **Conference of Directors of Greek Research Centres**

**Conduction of survey** to explore the realistic chances on the C & C implementation

Awareness campaigns and dissemination Activities in **Universities and Research Centres**

Presentation of the Charter and Code in the **Greek Rectors' Conference**



# The endorsement of the C&C by the Greek Research Organizations

EUROSCIENCE – Hellas \* (January 2006)

National Hellenic Research Foundation \* (July 2008)

Centre for Research and Technology – Hellas \* (September 2008)

Marie Curie Fellows Association – Hellas (October 2008)

University of Crete (January 2010)

University of Ioannina \* (May 2010)

University of Thessaly (October 2010)

The Greek Rectors' Conference (October 2010)

International Hellenic University (March 2011)

Aristotle University of Thessaloniki (April 2011)

University of Patras (April 2011)

Foundation for Research and Technology (July 2011)

With the help and support of  
the GREEK EURAXESS

*\* Expression of interest to develop and implement a **HR Strategy for Researchers***

# The implementation of the C and C at institutional level (NHRF)



The NHRF the first Research Centre to endorse the C & C principles

The incorporation of the C & C in the NHRF's regulatory framework

The provision of the C&C in the NHRF's internal quality assurance system: the compliance with the principles of the Charter and Code in the Chapter "Management of Human Resources" in the ISO manual



## The implementation : The 5 steps

1. The internal analysis (comparison of institutional practices against the C and C principles)
2. The publication of planned actions through a Human Resources Strategy for Researchers
3. The acknowledgement of the HRS4R by the EC
4. The implementation of the HRS4R through a self-assessment (every second year)
5. The external evaluation (every 4 years)



**The aim for the future:**  
the need for the creation of a  
new culture

- The endorsement of the Charter and Code by all Greek Research Organizations
- The adoption of a common Human resources and Mobility Strategy by the signatory Research Centers (serving as a model for other Research organizations)
- The stimulation of lifelong learning and transferable skills programmes in the light of the recession and of possible increase of unemployment

**Current barriers:** Greek  
recession...

- Lack of motivation to engage in the Research system
- Greece may become less attractive for the incoming researchers (whereas the outgoing mobility is expected to grow)
- Underemployment of researchers in the private sector

# A possible way out: The Innovation!



Europe 2020 Flagship Initiative

Innovation Union

The provisions in the technical annex of the project PEOPLENETWORK (transnational collaboration among PEOPLE NCPs) of the EC



## Task 4.5 Promotion of the adoption of the Researchers' Charter & Code (C&C)

Leader: NHRF

Participants: the Beneficiaries and Associated Partners

The objectives of the task:

- **Increase the awareness of the researchers and stakeholders to the C&C/ EURAXESS Rights** and promote its adoption and implementation by the stakeholders (research centres, academia and industry).
- Support the collaboration among experienced and newly appointed NCPs and the exchange of good practices and experiences related to the adoption and the implementation of the C&C/ EURAXESS Rights

# The provisions in the technical annex of the project PEOPLENETWORK (transnational collaboration among PEOPLE NCPs)



The above objectives will be achieved by the following actions:

- Study tours in at least 3 selected countries which are considered to be “good examples” as regards the adoption and implementation of the C&C/ EURAXESS Rights. The aim of the study tours will be the exchange of experiences and good practices which, at later stage, will relay useful information to NCPs in countries with low level of the C&C/ EURAXESS Rights awareness.
- Promotion of the C&C/ EURAXESS Rights during NCP People events or other events of scientific/policy nature concerning with the relevant issue of the career development of researchers, in at least 3 Member States or Associated Countries where the level of awareness of C&C/ EURAXESS Rights is less advanced. Ideally the promotion campaign, apart from the researchers and stakeholders will address NCPs from other themes as well.
- Promotion of the C&C/ EURAXESS Rights through NCPs national web-sites and by specific e-mails/newsletter articles to NCP contact lists (at least 2 articles during the life of the project).
- Increase of the awareness of the NCPs on the C&C/EURAXESS Rights at a specific training/workshop presenting the good practises and the outcome of the study tours.

# The lessons learned from the study tours in countries which are considered to be good examples (UK, Norway, Italy)



## ✓ **The importance of National initiatives**

- A national C& C gap analysis comparing national legislation and institutional practices (Norway)
- The establishment of a national group mirroring the EC Human Resources Strategy for Researchers group to discuss and exchange experiences and practices regarding C & C implementation (Norway)
- The establishment of a national network of Universities widening the participation in the C & C implementation process (Italy)
- The active involvement of the Conference of the Italian Universities' Rectors (Italy)
- The importance of the UK Concordat (UK Code for Researchers) and its synergy with the Charter and Code (UK)

## ✓ **The importance of national instigators for the implementation of the C&C at national level**

- RCN (Norway), University of Camerino (Italy)

## ✓ **The importance of an action plan (an HR Strategy plan) as a model plan for the rest of Research Organizations**

- The University of Camerino's action plan (Italy)





**Thank you for your attention!**

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