MEETING MINUTES

MEETING OF	26 11 2024
TYPE OF MEETING	**INFO DAY**
PARTICIPANTS	
ANIMEE PAR	EU EURAXESS

1 Presentation of plenary meetings ;

2 Presentations HRS4R meetings

1 Presentation of plenary meetings :

1.1 Dario CAPEZZUTO
Details of Action 4: A set of measures to transform research careers in Europe

The main pillars of this action are :
Recognition, interoperability and comparability of researchers' careers
- Equal esteem and reward for different career paths
- Mapping of career paths by human resources offices relation to inR1-R4 profiles

Recruitment and working conditions
- OTM-R, attractive , working conditionsincluding pay, job security and stability
- Social protection and promotion of RESAVER
- Equality and inclusion
- Specific measures and incentives for early-career researchers (R1-R2)

Qualified researchers for cross-sectoral and interdisciplinary and for entrepreneurship and innovationcareers
- Developing skills, in particular on basis of theResearchComp and interaction in ecosystems
- innovation and entrepreneurship,   particular withafocus on women
- Eliminating structural and administrative obstacles

Assessment, development and career progression
- Recognition of all mobility experiences
- Reform of the appraisal and reward system
- Advisory and support services
- A fair, egalitarian and inclusive system of accession and progression, including consideration of "Tenure-Track-Like" systems.

Balanced movement of talent and making the EU an attractive destination
- Member States must make research systems more attractive
- The EU must support the sharing of best practice (MLE), monitor flows and facilitate the attraction and return of talent.

Supporting initiatives to promote careers in research
- Strengthening EURAXESS and developing the ERA talent platform as a one-stop shop for researchers and institutions
- New European Researcher's Charter for all sectors and transitional measures (Annex II)

Tracking careers in research
Research careers observatory to complement ERA monitoring systems

Target audience :
- Researchers, Research , managersResearch technicians
- Revised R1-R4 profiles with examples of professions (appendix I)

1.2 Giulia Carpineti Research management
Presentation of action 17 of the ERA: Strengthening the strategic capacity of public bodies carrying out and funding research in Europe.
Objective: to contribute to the improvement of the European R&I system throughout ERA, by strengthening the research management capabilities of public research and funding bodies in Europe.
Strengthening the content and visibility of research .managers' missions

1.3 Jean Emmanuel Faure: COARA
need to reform research evaluation
- Reflecting the evolution of research processes
- Digital ; transitioniterative and recursive; collaborative and open
- Reflecting growing research requirements
- Societal, environmental and economic ; challengesdiversity of results
- Move away from the inappropriate use of measures based on reviews and publications
- Rewards quantity and number of publications rather than quality; does notreward sharing, collaboration and results other than publications.
- Further support for the quality of research and the attractiveness of research environments and careers
- This requires a change of system and culture, involving institutions, funding bodies and researchers.

Changes introduced in 2024
Changes to the evaluation processes and forms for the calls for proposals2024 research
Objective: To enable candidates to provide a fuller account of their research career and contributions.

Changes introduced :
- CV and professional activity combined in a single template;
- For research achievements, number of examples is limited to ten;
- The type of search results is left open: they can be publications, data , setscodes, etc...
- Each example can be accompanied by a brief description;

Additional information can also be provided on career , breaksvarious research paths and major events.

Proposals for 2025-2027

Proposed activities to reform research evaluation as part of the next ERA policy agenda, with the following expected outcomes:
- Knowledge, awareness and commitment to research and reforms raised by CoARA, research organisations (including evaluation practices research, research funding and research)evaluation bodies, national authorities and EU institutions;
- Support, mapping and analysis of changes in national frameworks and individual research institutions;
- Identification of the remaining gaps in the reforms and the measures still required at all levels (institutional, national, European).

1.4 Katerina Svickova: Gender Equality and Inclusion: Perspectives from ERA Policy Action 5

ERA policy priority since 2012: equality between women and men and gender mainstreaming in research

Three objectives:
- Gender equality in scientific careers at all levels
- Gender balance in decision-making bodies and positions
- Integration of the gender dimension into R&I content (analysissex and gender)

Three levels:
- Member states and associated countries
- Research organisations / Research funding bodies
- European Commission

Action 5 proposed for 2025-2027: Reinforce gender equality inclusive and intersectional in the ERA

Purpose :
- Closer political dialogue and coordination of policies and actions between States, associated countries and stakeholders
- Progress in implementing inclusive and intersectional gender equality in R&I through the adoption recommendations and tools
- Improved data , collectionmonitoring and evaluation

- Reducing geographical differences in the inclusion of inclusive and intersectional gender in R&I among Member States and countriesequality associated
- Increased participation of women and under-represented researchers in all their diversity in European R&I and improved quality of working (and) studying.conditions

1.5 Manuel Heitor Choose Europe: Turning the European brain drain into a brain gain by 2030. Opportunities and challenges for boosting European competitiveness.

In 20 years, the number of researchers in Europe has increased. But the quality of research has increased at the same time only in Belgium, Germany, Austria and Sweden (they have managed to improve the quality of employment by increasing salaries in particular).
Researchers aged 25/35 leaving Europe.

Recommendations 1: EU
Set ambitious targets to reverse the European brain drain by 2030/2035 :
- Achieve a brain gain in Europe, in the broadest sense, and in the majority of Member States.
- Effectively set up the European Observatory Research Careers to monitor careers, funding and mobility (the current partnership between the OECD and the European Commission needs to be focused and clarified).
- Develop Marie Skłodowska-Curie actions: launch the "Choose Europe" programme, using the existing CSIA co-financing mechanism
- Simplifying immigration Europe
- Implement Letta's "fifth freedom" for the free movement of knowledge by means of an .appropriate and legally binding "ERA law"
- Use the existing MSCA co-financing mechanism to launch and test the new programme in 2025-2027 ;

Strengthen funding requirements: to the institution/employer (i.e., University/company), with the requirement and guarantee of a "career development pathway", with the clear possibility of a "permanent contract" for successful fellows with a positive evaluation at the end of the 4th year;

Target: between 0.5 and 1 million euros for 5 years (i.e. less an "ERC start-up "), grantwith 50% EC/MSCA funding and 50% national or institutional , fundingincluding the grant holder's salary and other grants to launch a research group (e.g. grants for research , studentstravel, etc.); (To be adjusted with each institution according to their salaries).

ACTION: pilot experiment in 2025 targeting projects co-financed by the MSCA that host post-doctoral fellows: offer to extend their fellowships by 2 to 3 years.

years (i.e. 4 to 6 years in total) using MSCA , conditions and ratesprovided that the institutions commit to offering employment .

Recommendations 2: Member States (MS)
- Stimulating "good jobs": promoting career development opportunities in research, as wellas careers and adequate salaries in the technical and support fields throughout Europe.
- Simplify visa procedures for researchers and international graduates
- Promoting co-financing systems achieve the objective of 3% of GDP for research and innovation
- Develop the "label of excellence" for investment in research by including the Marie Skłodowska-Curie actions and the future programme "Choose Europe".

Recommendations 3: Universities and research bodies

- Promoting career development for researchers and support staff
- Pursue and advocate the decoupling of research contracts from project duration
- Work withthe public and private sectors to create and promote quality jobs and, if necessary, encourage the creation of new establishments/employers
- Promote innovative recruitment systems for early-career .researchers

1.6 Robert Dijkgraaf A competitive Europe: The role of research and innovation - Some personal reflections

Innovation development
- Public spending to stimulate private investment in R&I
- Public-private partnerships in key strategic areas
- Careers and hybrid positions

Additional support for fundamental research
- Generous support for bottom-up fundamental research
- Broad research portfolio with a "risk budget
- Curiosity, no restrictions, based solely on excellence
- Avoid the middle ground (neither strategic nor unrestricted)

Creating an attractive research culture
- Recognition of the diversity of career paths
- Rewarding the diversity of roles to multiple indicators - " The measurable."
- Expansion vs. inclusion of under-represented groups
- Eliminate the distinctions artificial distinctions such assuch as research/support, academic/technical

- Empowering and involving the next generation for Europe

1.7 Slaven Misljencevic News on the ERA talent , EURAXESS, RESAVER and safeguarding scientific freedomplatform

News about the ERA talent, EURAXESS, RESAVER platform

2 Presentations HRS4R meetings

2.1 Review of the new EURAXESS HRS4R eTool and Kick Off

Presentation of the new features of EURAXESS HRS4R eTool, those resulting in particular the new charter adopted in 2023

2.2 The initial phase and interim assessment. What to do and how prepare? Mary Kate O'Regan

2.3 Label renewal: planning, assessment, site visit Nathalie Modjeska

TIPS for the renewal application: In the report, demonstrate
- Progress on the previous plan
- Introduce new actions through a new gap analysis
- In OTM-R, demonstrate the progress made
- For the action plan, include a Gantt chart or summary table for the assessors.
- Publication on the institution's website (easily accessible -3 clicks maximum)

Objectives of the visit for the assessors :
- Confirm the impression they got from their documentary assessment (and get answers to questions they might have)
- Gather evidence of the integration of HRS4R into the institution (find out what stakeholders know about HRS4R, the fellowship, how researchers are trained, etc.).
- Do stakeholders know about HRS4R, the label, how researchers are involved in the process, etc.?
- Check that the OTM-R is in place (inprogress)
- Assess the level of ambition of the institution's human resources strategy for researchers
- Assess the institution's efforts to implement the Charter principles

Planning, communicating, preparing, rehearsing Reminders for organising the site visit
- The participation of the main players and stakeholders is required at opening and closing meetings.
- The opening meeting is longer than the others
- (30'presentation+15'-30'Q/A)

- Arrange private debriefing sessions for (15' after each meeting; 30' before the final feedback)session
- The HRS4R coordinator is not present at confidential meetings (unless the confidential meeting is scheduled with the institution's own).HRS4R team

2.4 Italy: HRS4R Chiara Biglia Community of Practice,

This initiative aims to strengthen the implementation of the principles of the European for Charter Researchers. Here are the key points:

1. **Main objectives**:

   - Working together to obtain and maintain the awardHRS4R
   - Sharing good practice in applying the principles of the Charter
   - A plea for these principles to be incorporated into national and European .policies

2. **Development and organisation** :

   - Started in 2018 as a local initiative with informal between exchanges HRS4R managers
   - Structured in 2024 via working groups focusing on collaborative platforms, priorities and communication.

3. **Priority themes** :

   - Analysis of the gaps between the Charter's principles and national regulations
   - Integrating efforts to promote the careers of researchers
   - Increased awareness ofHRS4R .initiative

4. **Key steps** :

   - Launch of a national gap analysis and strengthening of participants' commitment in October 2024
   - Incentives to close priority gaps at the end of the year.

2.4 Spain community of practices (Catalonia): CERCA and AGAUR Lluís Rovira,

Two groups of communities in Catalonia have been created.

1. **CERCA (Centres Research of Catalonia)** :

   - All CERCA centres are HRS4R certified
   - A dedicated community ofpractice brings together HRS4R managers to share experiences, resolve challenges and improve action .
   - Advanced centres advise less experienced ones on to howtransform institutions and pass European assessments.

2. **AGAUR (Agency for the Management of University and Research Grants)** :

- Promotes the inclusion of HRS4R plans in all calls for funding
- Leads a working group that analyses training , needsshares good practice and develops recommendations to improve the careers of researchers
- Publishes monographic resources and raises awareness via platforms such as Euraxess Catalonia.