FROM EUROPEAN CHARTER FOR RESEARCHERS
TO SAPIENZA HRS4R: concrete actions to improve researcher working environment

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**The Charter**
*(the European Charter for Researchers)*
- set of principles for the roles, responsibilities and entitlements of researchers
- Provides a reference framework.

**The Code**
*(the Code of Conduct for the Recruitment of Researchers)*
- Provides for transparency of the recruitment and selection process, ensuring equal treatment for all applicants
- Includes obligations for employers and funders
Charter & Code: 4 pillars to strengthen the European Research Area (ERA)

4 Thematic Areas:

1. Working Conditions & Social Security - promoting and creating a stimulating and favourable working environment
2. Recruitment - assessing, attracting and retaining talent; international visibility
3. Training and Career Development
4. Ethical and Professional Aspects

40 Principles

- Research freedom
- Dissemination and exploitation of results
- Recognition of the researcher’s profession
- Working conditions
- Stability and permanence of the employment
- Remuneration package (funding and salaries)
- Gender balance
- Career development
- Access to research training and continuous development
- Intellectual property rights
- Evaluation and appraisal systems
- Code of recruitment of researchers (OTMR)
November 16th, 2020:
Sapienza awarded with the "HR Excellence in Research" acknowledgement

[as a recognition of its commitment in implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers]

From the researchers’ perspectives
- Creating conditions for more sustainable and attractive career in R&D at the university, such as: meeting professional needs of researchers in particular ESRs, enhancing their career development opportunities, ensuring transparent recruitment
- Enhancing Sapienza international networks

From the University perspectives
- Enhancing Human Resources working environment – promoting positive changes at Sapienza
- Fostering Transparency and openness
- Fostering international attractiveness and competitiveness
- Improving Sapienza participation in Research and Innovation funding programmes (in particular Horizon)
The main results of Sapienza Gap Analysis

Gap Analysis identified areas to be improved and needs/gaps

- University attractiveness towards foreign researchers
- **Training opportunities and services for researchers**
- Updating relevant University Regulations
- Dissemination and raising awareness on the main university regulations

Sapienza Research Support Office (Research and TT Support Division), is in charge of the implementation of the Action Plan planned for the next two years

[https://www.uniroma1.it/en/pagina/hr-excellence-research-award](https://www.uniroma1.it/en/pagina/hr-excellence-research-award)
### Area of intervention

#### 1. Fostering university attractiveness towards foreign researchers
- Development and distribution of an informative **welcome kit on internal regulations for researchers**, PhDs and research fellows
- Development of an **English-language Fact Sheet on Research Fellowships Calls**

#### 2. Enhancing cross-cutting training opportunities
- **Courses for PhDs** and Researchers on Soft Skills
- Planning and organisation of **periodic workshops on the management of data** produced by research
- Courses on **scientific dissemination**
- Courses aimed at **improving the Quality of Teaching**

#### 3. Fostering university Third Mission
- Planning and issue of a **digital magazine on scientific communication** targeted to national and international audience
- Development of a **system for monitoring and sharing all third mission activities** developed by the university

#### 4. Updating relevant University Regulations
- Revision of regulations for participation in EU research projects
- **Revision and issue of the new Code of Ethics and Conduct**
- Inclusion of the principle of **gender balance**
- **Extension of Placement Office services to PhDs**

#### 5. Spreading dissemination and raising awareness on the main university regulations
- **Translation into English** of the new Code of Ethics and Conduct
- Promoting the new Code of Ethics and Conduct
- **Development of a Patent Kit**
- Initiatives aimed at **enhancing professional wellbeing** of researchers
To conclude: a favorable context for a successful implementation of the HRS4R

- A strong commitment from the Governance
- Integration between different perspectives
- Sinergies between academic/research personnel and management staff
- Considering researchers, in particular Early Stage Researchers, as a driver for the university development
- Using HRS4R process as way/occasion to introduce innovative institutional changes in the university
Thanks for your attention!

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