



**SAPIENZA**  
UNIVERSITÀ DI ROMA

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



HR EXCELLENCE IN RESEARCH

Prof. Marco Oliverio  
Deputy Rector for Quality and Enhancement of research activities,  
Coordinator of Sapienza HRS4R Steering Committee

*Rome, 5th November 2021*

# The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (2005 European Commission Recommendation)



## 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)



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# "HR Excellence in Research" acknowledgement by the European Commission

**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>



# Sapienza Action Plan, organised in 5 main areas (1/2)

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Area of intervention	Specific actions
1. Fostering university attractiveness towards foreign researchers	<ul style="list-style-type: none"><li>• Development and distribution of an informative <b>welcome kit on internal regulations for researchers</b>, PhDs and research fellows</li><li>• Development of an <b>English-language Fact Sheet on Research Fellowships Calls</b></li></ul>
2. Enhancing cross-cutting training opportunities	<ul style="list-style-type: none"><li>• <b>Courses for PhDs and Researchers on Soft Skills</b></li><li>• Planning and organisation of <b>periodic workshops on the management of data</b> produced by research</li><li>• Courses on <b>scientific dissemination</b></li><li>• Courses aimed at <b>improving the Quality of Teaching</b></li></ul>
3. Fostering university Third Mission	<ul style="list-style-type: none"><li>• Planning and issue of a <b>digital magazine on scientific communication</b> targeted to national and international audience</li><li>• Development of a <b>system for monitoring and sharing all third mission activities</b> developed by the university</li></ul>
4. Updating relevant University Regulations	<ul style="list-style-type: none"><li>• Revision of regulations for participation in EU research projects</li><li>• <b>Revision and issue of the new Code of Ethics and Conduct</b></li><li>• Inclusion of the principle of <b>gender balance</b></li><li>• <b>Extension of Placement Office services to PhDs</b></li></ul>
5. Spreading dissemination and raising awareness on the main university regulations	<ul style="list-style-type: none"><li>• <b>Translation into English</b> of the new Code of Ethics and Conduct</li><li>• Promoting the new Code of Ethics and Conduct</li><li>• <b>Development of a Patent Kit</b></li><li>• Initiatives aimed at <b>enhancing professional wellbeing</b> of researchers</li></ul>



## 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/opportunity to introduce innovative institutional changes in the university**



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***Thanks for your attention!***

**Marco Oliverio**

**Deputy Rector for Quality and Enhancement of research activities**

**Coordinator of Sapienza HRS4R Steering Committee HRS4R**

Email [marco.oliverio@uniroma1.it](mailto:marco.oliverio@uniroma1.it)