

## **Contribution of the ERA Steering Group on Human Resources and Mobility (SGHRM) to the Consultation on the Common Strategic Framework (CSF)**

The mandate of the Steering Group on Human Resources and Mobility (SGHRM) includes, among other tasks “...**contributing to the definition of Community actions...**”. Therefore, the Group welcomes the possibility to contribute to the development and guiding principles of the Common Strategic Framework for EU research and innovation funding (CSF).

On 9 February 2011, the EC published its Green Paper on the CSF, open for a wide consultation with all stakeholders. In its meeting of 22 February 2011, the SGHRM agreed to provide a contribution to this consultation, in order to help ensure that the principles of the CSF properly and fully take into account aspects related to researchers’ career and mobility. **It should be clear that the contribution provided by the SGHRM is without prejudice to the formal national responses to the CSF consultation.**

Researchers, their careers and their mobility are the common threads to all aspects of a strategic programme funding research and innovation. Therefore, based on the collective experience the SGHRM has developed in these areas during the past years and given the extensive work and contribution its delegates have been providing, the Group would like to emphasise that *the following aspects should be considered among the guiding principles throughout the CSF:*

### **The Human Resources Strategy for Researchers**

The voluntary design and adoption of a Human Resources Strategy for Researchers (HRS4R), embedded in the principles of the European Charter for Researchers and Code of Conduct for their Recruitment, should be promoted horizontally across the CSF and could become linked to possible incentives to organizations meeting these principles.

### **Open and transparent recruitment of researchers**

Wide publication of vacancies and a transparent selection process are principles that are adequately being followed in the FP7 Marie Curie Actions. These principles should be applied horizontally across the various programmes and activities of the CSF. In addition, it is important that the CSF continues to support European tools which favour open and transparent recruitment, for example the EURAXESS initiative.

### **Portability of grants**

The “money follows researcher” principle should be more widely applied at least in the EU part of grants across the CSF, in order for the EU to lead by example.

### **Innovation in researchers' training and industrial participation**

The SGHRM has a dedicated Working Group mapping doctoral programmes in Europe and analysing the various approaches to doctoral schools. This Working

Group and its draft report stress the importance of doctoral programmes with a strong innovation component, e.g., by industry exposure and industrial participation. The CSF could include this line of action and foresee incentives to boost it.

### **Comparability of career structures for researchers**

The lack of a comparable, sector-neutral career structure for researchers across Europe is one of the obstacles to the completion of the ERA. A European Framework for Research Careers (EFRC), which has been developed after an intense consultation with major stakeholders, by a SGHRM Working Group and is now in the process of being adopted by the SGHRM, could be a valuable tool to overcome this obstacle and an element the CSF could refer to.

### **Role of women in science and innovation**

The Commission should encourage participating institutions to take full account of the recommendations from the genSET report and from the Helsinki Group contribution to the consultation on the CSF in developing their strategies.

### **Measuring of success**

The SGHRM supports the "Innovation Union Scoreboard" indicators annexed to the Innovation Union Flagship communication. For the policy areas covered by the SGHRM mandate, the sections on "Human resources" and "Open, excellent and attractive research systems" are particularly relevant. These indicators should also be taken as measures for success of the CSF, which should accordingly include measures to improve and refine these indicators.