



# European Charter for Researchers: 10-year commitment of the Italian University System *Università di Camerino* July 8, 2015

Il valore dei talenti nel sistema della ricerca nazionale  
*The importance of Researchers' talents in the Italian  
research system*



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*OGS President*  
*University of Trieste*

# What is OGS ?



## OGS – National Institute of Oceanography and Experimental Geophysics

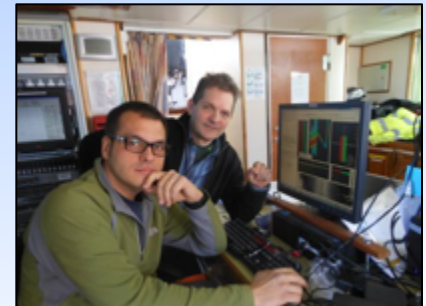
OGS' roots date back to the **School of Astronomy and Navigation** founded in Trieste by empress Maria Theresa of Austria in 1753.





# Where is OGS ??

locations: Trieste (Borgo Grotta Gigante, S. Croce, Miramare ) and Udine



# What are OGS activities? Four Research Sections



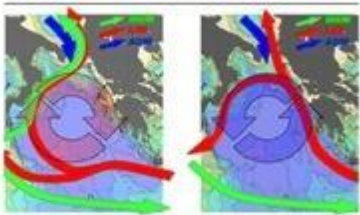
ISTITUTO NAZIONALE  
DI OCEANOGRAFIA E DI GEOFISICA SPERIMENTALE

HOME | L'ENTE | LA RICERCA | PERSONE | LABORATORI | TRASFERIMENTO TECNOLOGICO | OPPORTUNITÀ

## Earth Sustainability Research



### Oceanografia



Oceanografia biologica, chimica, fisica ed operativa

### Geofisica



Geoscienze, Geofisica di pozzo, modellazione ed inversione

### Sismologia



Reti sismiche, sismogenesi, ingegneria sismica, GPS RTK

### Infrastrutture



Nave da ricerca, Geofisica aerea, Geofisica a terra, gestione dati



# OGS policy and strategies

- ✓ Integration of research, innovation, education
- ✓ Multidisciplinary and multisettorial activities (public – private)
- ✓ Attention to the Social Challenges
- ✓ Strong international collaboration
- ✓ Importance of Research Infrastructures
- ✓ Clear choice of priorities (geographical and scientific)
- ✓ **Human resources strategy**

# OGS main priority: human resources

Personnel: 276

Researchers: 90

Engineers: 48

Technicians: 63

Administration: 40

Postdoc (variable number) 35



## EC recognition of “HR excellence in Research”



# OGS HR action plan

Principle	Action	Responsible	Deadline	Possible Key Performance Indicators
<b>I. Ethical and professional aspects</b>				
Internal and external awareness on the Charter & Code principles	Increase researcher's awareness and OGS identity; better information on rights and obligations, and on the existence of possible limitation to the research freedom	Board of Directors, Scientific Directors, General Director, CUG Central Committee for the promotion of equal opportunities, worker's welfare and non-discrimination	2013	Number of internal meetings dedicated to the analysis of Charter and Code principles; approval of the Ethical Code
Exploitation of results	Establishment of clear rules to define OGS Intellectual Property protection policy; improve researchers responsibility	Scientific Directors, Intellectual Property Committee	2014	Approval of the OGS Intellectual Property Code
Dissemination of results	Improve dissemination activities; establish clear rules to define the limits between the individual opinion of the researcher and the institutional one	Communication Committee, General Director	2013	At least 2 public events every year (Researchers night and Open day); seminars for schools
Evaluation	Introducing evaluation systems for all researchers;	Board of Directors, Scientific Committee	2014	Effective implementation of internal evaluation processes

# OGS HR action plan

<b>II Recruitment</b>				
Transparent and merit based recruitment process	Improve cultural approach to merit based evaluation criteria; uniform and clear instructions for reviewers and committee members	Board of Directors - Scientific Committee	2013	Clear, direct and comprehensible recruitment parameters
Value of mobility	More attention to mobility actions; uniform and clear instructions for reviewers and committee members	Board of Directors - Scientific Committee	2014	Call announcement for the clear positive evaluation of different mobility expertise
Value of Professional experiences (for ex. in the private sector) and qualifications	Improve awareness of the importance of multidisciplinary and multisectoral experience	Board of Directors - Scientific Committee	2014	The importance of bibliometric indices is properly balanced with a wider range of evaluation criteria
Information on recruitment opportunities	All open positions must be posted on the Euraxess portal; all positions must be advertised also in English	Human Resources Director	2013	All positions published on Euraxess portal
<b>III Working conditions and social security</b>				
Positive research environment	Provide an attractive and supportive environment to researchers (day nursery, cafeteria, social spaces, welfare fund, transportation, safety environment...)	General Director	2013 - 2014	Access to childcare; more space for social activities; clear regulations for safety environment
Equal opportunities and gender issues	Guarantee the respect of equal opportunities and support females researchers	CUG: Central Committee for the promotion of equal	2014	Rules for teleworking opportunities; number of female researchers in



# OGS HR action plan

	in their professional career	opportunities, worker's welfare and non-discrimination - Board of Directors		leading positions
Mobility value	Improve mobility opportunities (short term/ long term mobility and sabbatical)	Human Resources Director	2014	Good balance in researchers circulation between incoming and outgoing mobility
Participation in decision body	Improve research representatives in decision committees	General Director - Board of Directors	2013	Approval of internal regulation
<b>IV. Training</b>				
Professional Development	More responsibility for senior researchers in supporting young ones	President - General Director - Scientific Directors	2014	n. of joint papers n. of young researchers involved as scientific project managers.
Support for early stage researchers and doctoral students	Collaboration with University Doctorate courses	Scientific Directors	2014	Attraction index : n. of PhD students at OGS
Continuing training	Researchers participation in courses on IPR, Research management, European Projects management	General Director	2014	n. of researchers participating
Internal dissemination	Improve internal seminars and conferences also on a multidisciplinary base	Scientific Directors Research Principal Investigators	2013	n. of seminars and conferences

# Main problems and obstacles

many are the limitations/barriers for what concerns recruitment policies for researchers

- ✓ Lack in strategies and funds on a multi-annual base
- ✓ Lack in confidence concerning regulations and time
- ✓ Complex national recruitment regulations limiting the Institutions autonomy and attractiveness
- ✓ Not enough transparency and meritocracy
- ✓ Excessive bureaucracy

# European Charter and Code

## Working conditions

Employers and/or funders should aim to provide **working conditions** which allow both women and men researchers to **combine family and work**.

Particular attention should be paid, inter alia, to flexible **working hours**, **part-time working** and **tele-working**...



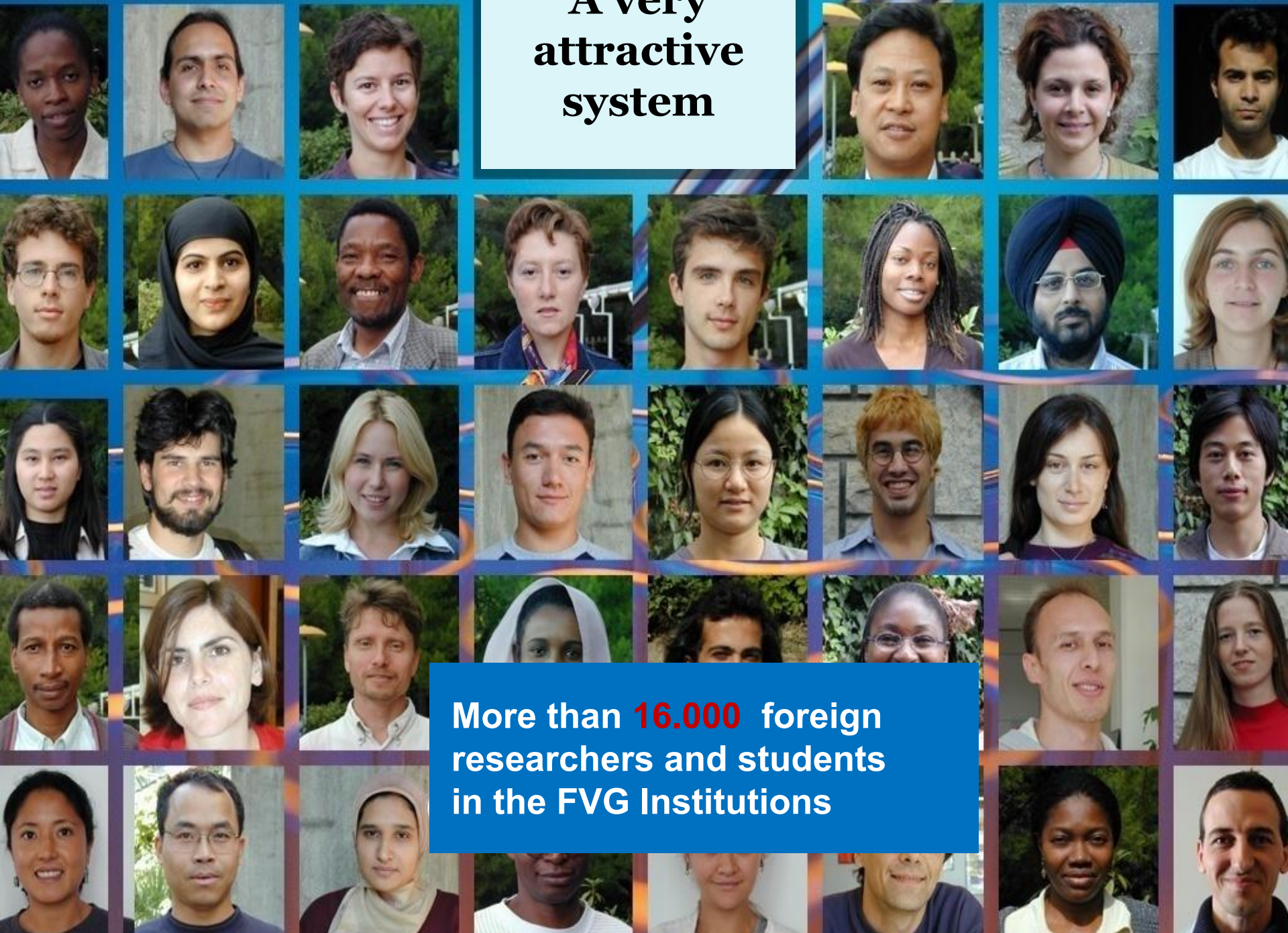


# The example of Trieste

- ✓ Nurseries
- ✓ Flexible working hours and tele-working
- ✓ Welcome office: support for researchers (Area Science Park)
- ✓ Support to dual careers
- ✓ Support for mobility experience



**A very  
attractive  
system**



**More than 16.000 foreign  
researchers and students  
in the FVG Institutions**



# European Charter and Code

## Gender balance

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level.

This should be achieved on the basis of an **equal opportunity policy at recruitment** and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure **equal treatment**, selection and evaluation committees should have an adequate gender balance.



# Gender issues: female researchers in OGS

- ✓ 30% for permanent positions – 40% for temporary positions
- ✓ 20% for high level positions – 50% for researchers
- ✓ 1 female as Scientific Director
- ✓ A female as Coordinator of the International Scientific Committee

5

profilo	A TEMPO INDETERMINATO		A TEMPO DETERMINATO	
	totale dipendenti	di cui donne	totale dipendenti	di cui donne
dirigente ricerca	5	0	0	0
primo ricercatore	19	6	1	1
ricercatore	33	16	22	10
direttore di sezione	(0)	0	1	0
dirigente tecnologo	0	0	0	0
primo tecnologo	9	1	1	0
tecnologo	17	0	33	12
dirigenti amministrativi	1	1	1	0
funzionario amministrativo	7	3	0	0
collaboratore amministrativo	14	12	8	7
operatore amministrativo	9	8	0	0
collaboratore tecnico	41	2	11	1
operatore tecnico	13	4	0	0



# European Charter and Code

## **Public engagement**

Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists,

thereby improving the **public's understanding of science.**

# OGS: Dissemination to general public





# European Charter and Code

## Value of mobility

Employers and/or funders must recognise the **value of geographical, intersectoral, inter- and trans-disciplinary** and virtual mobility as well as mobility

between the **public and private** sector as an important means of enhancing scientific knowledge and professional development at any stage

of a researcher's career.

..... fully value and acknowledge any mobility experience



# Development of skills through training opportunities and mobility

- ✓ Attraction and circulation of talents – **International mobility**
- ✓ **International doctorates** in collaboration with Universities – EPR– Private companies
- ✓ **OGS Outgoing Program**
- ✓ Incoming Opportunities
- ✓ Summer schools
- ✓ Co-fund TRIL (Training in Italian Labs)
- ✓ **Marie Skłodowska-Curie** actions (MSCA)

# SUMMER SCHOOL IN SUSTAINABLE BLUE GROWTH IN SOUTH EAST EUROPE

A joint project OGS–Robert Bosch Foundation –  
Central European Initiative CEI



Human resources development and strengthening of professional skills in  
**South East Europe** (Summer School, Trieste, 14–18 July 2014)



The training is addressed to participants from South East Europe: namely Albania, Bosnia and Herzegovina, Croatia, Greece, Macedonia, Moldova, Montenegro, Romania, Serbia, Slovenia, Turkey and Ukraine and participants from Italy and Germany.



# Attractiveness and brain-drain risk

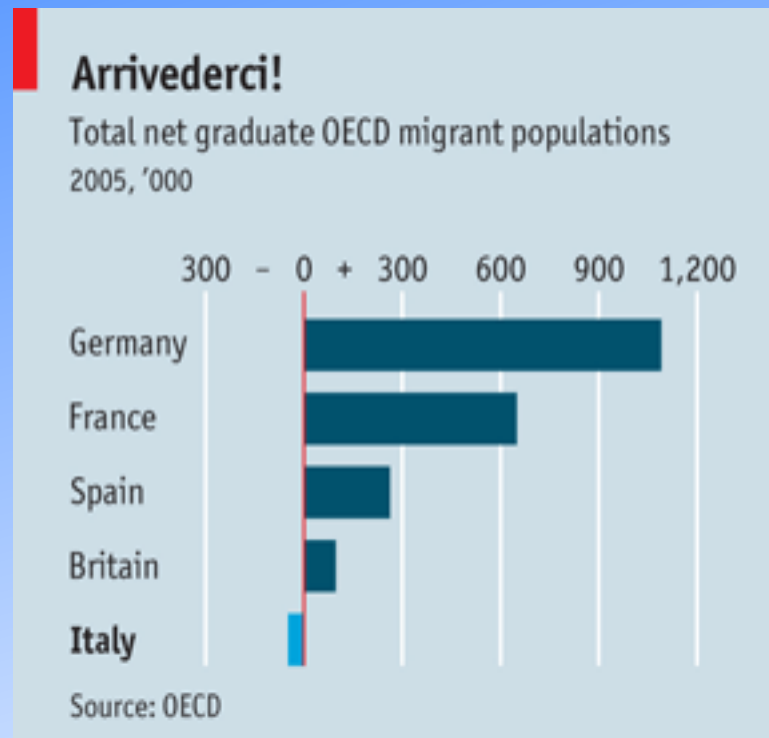
- ✓ We need a circulation of researchers (incoming and outgoing)
- ✓ Is Italy attractive for researchers and talents?



# Italy: net “brain drain”

The number of Italians with high level training skills leaving Italy is significantly higher if compared to the number of foreigners with high training entering the Country.

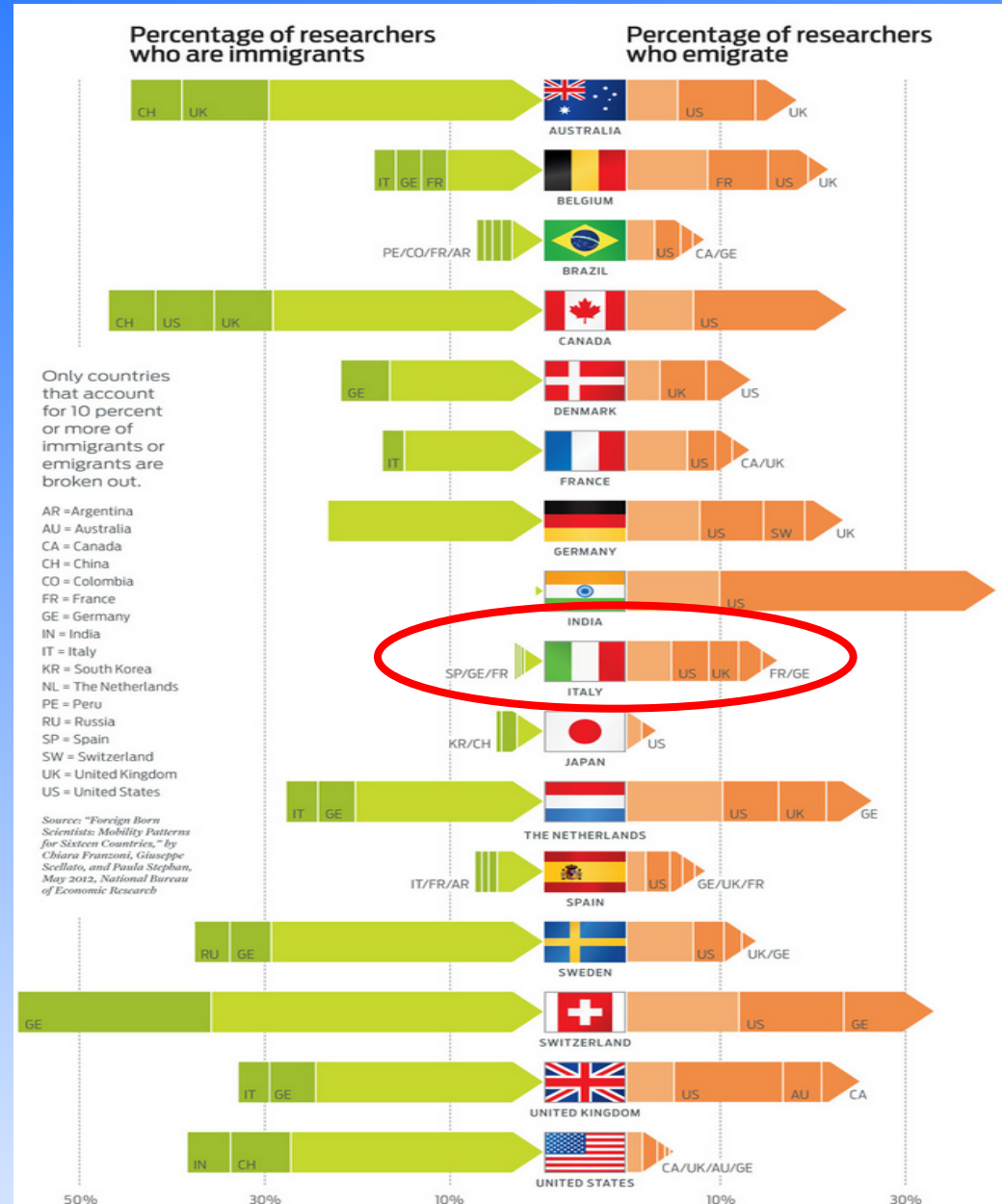
No Italian jobs



Source: *The Economist*

# Researcher mobility

Source: "Foreign Born Scientists: Mobility Patterns for Sixteen Countries," by Chiara Franzoni, Giuseppe Scellato, and Paula Stephan, May 2012, National Bureau of Economic Research



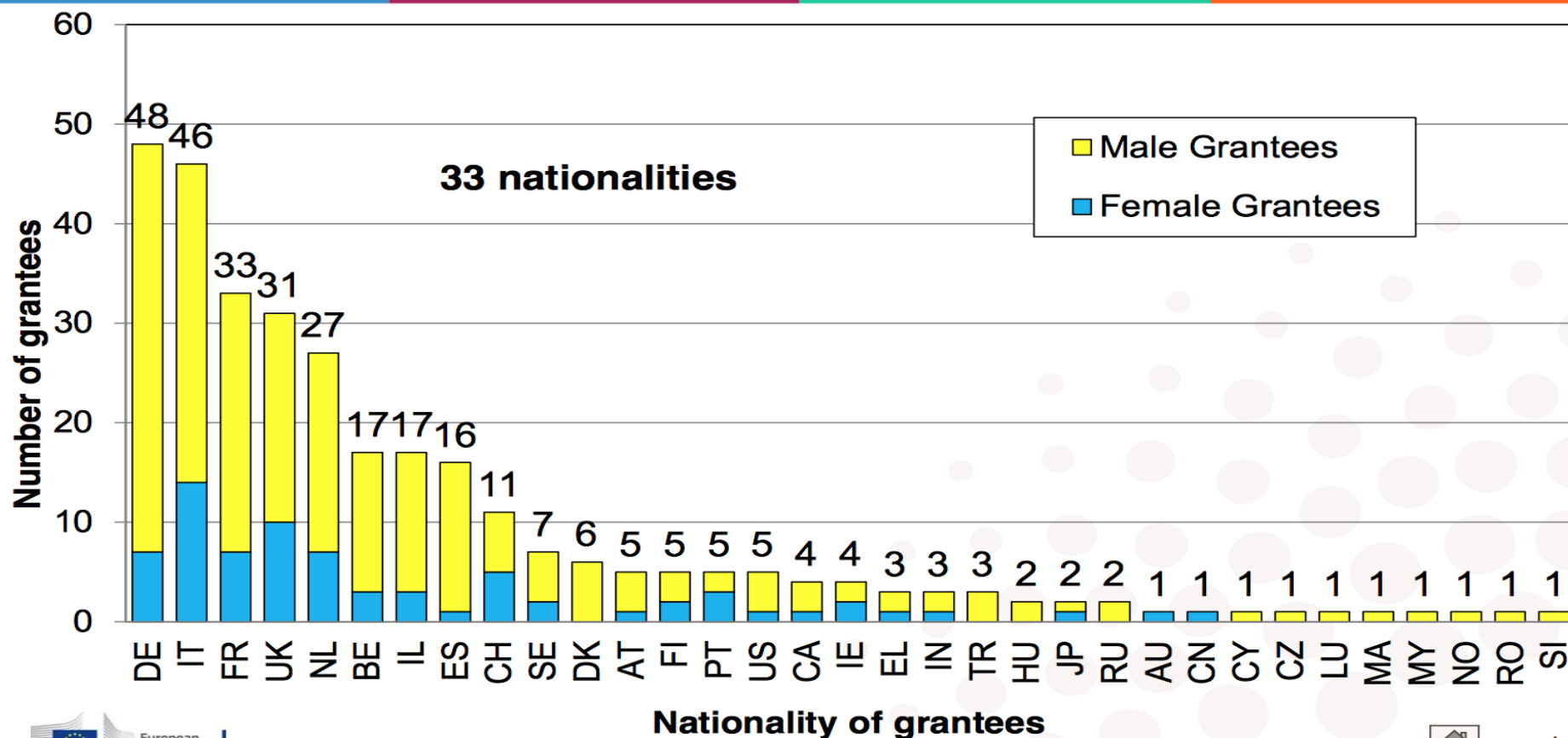
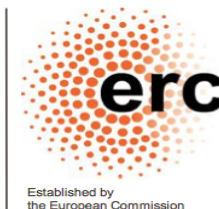


# ERC – European Research Council– figures

## ERC Consolidator Grant 2013 Call Grantees by nationality and gender

Source: 312 grants

European Research Council



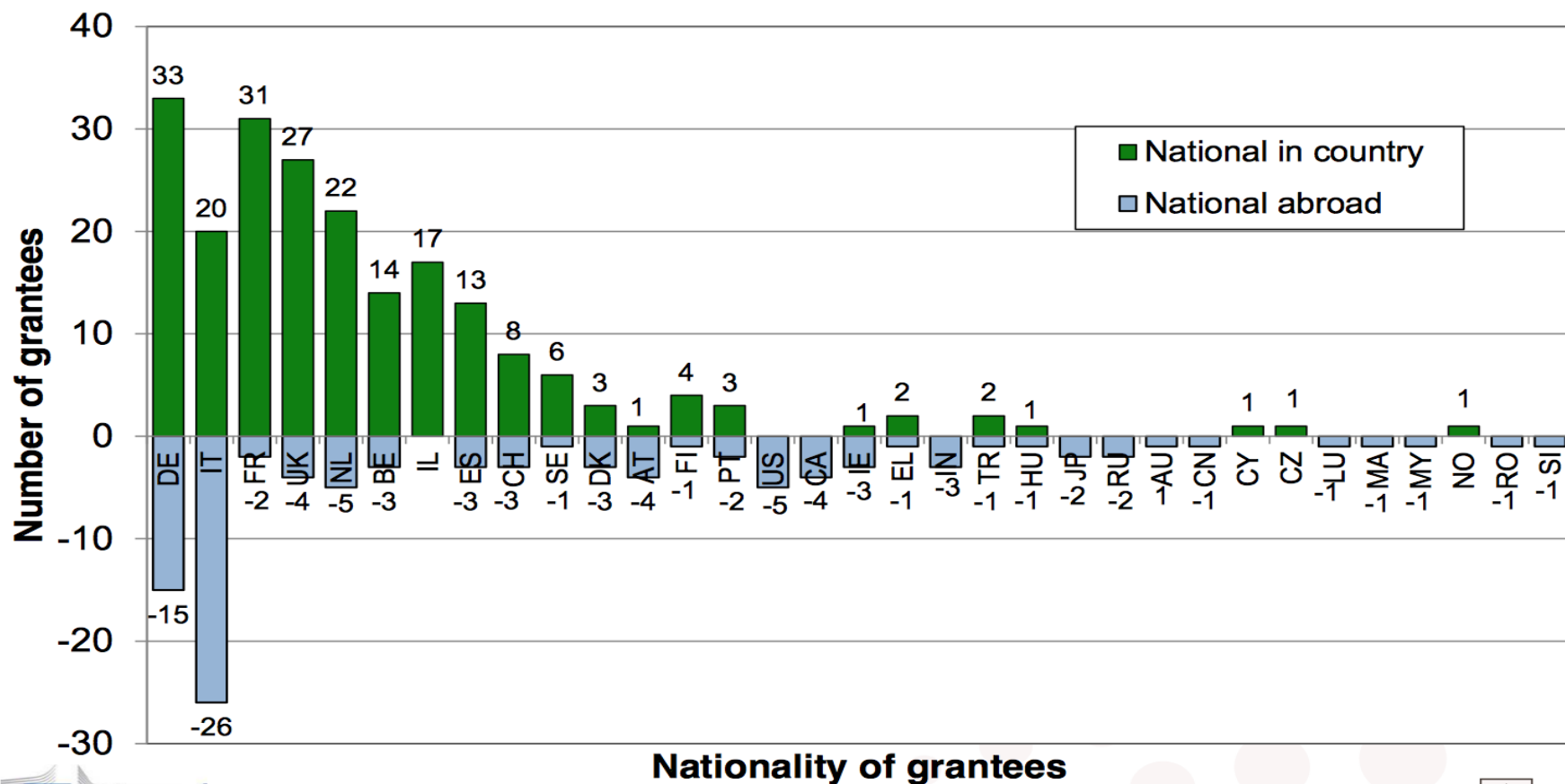
# ERC figures

European Research Council



## ERC Consolidator Grant 2013 Call Nationals in own country and abroad

Source: 312 grants



# Brain-drain, an Italian gift to its competitors that costs 5 billion



**“Youth “on the run” from Italy: our astonished competitors thank for the “precious gift” ...  
....“permanent outflow”**

**The blame is to put on a reaction of “dangerous short-sightedness” .....**

**WE NEED TO TAKE URGENT ACTIONS**



# Rising Asia

An example: “The Chinese Talent Development Plan” 2010–2020

A move from “Made in China” to “Created in China”. The shift from an **investment-driven** to a **talent driven Economy** 2010– 2020

“ It has been estimated that 645 000 Chinese students and



*The World in 2025. Rising Asia and the socio-ecological transition” European Commission, 2010*

# What to do

Global talent risk.  
There is the need to take  
**URGENT and COMMON**  
actions for turning Italy  
more attractive for human  
resources, entrepreneurs  
and investors

WORLD  
ECONOMIC  
FORUM



# What to do – What talent wants





# What to do?

## **Recruitment**

establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable,.....

## **Transparency**

## **Merit**

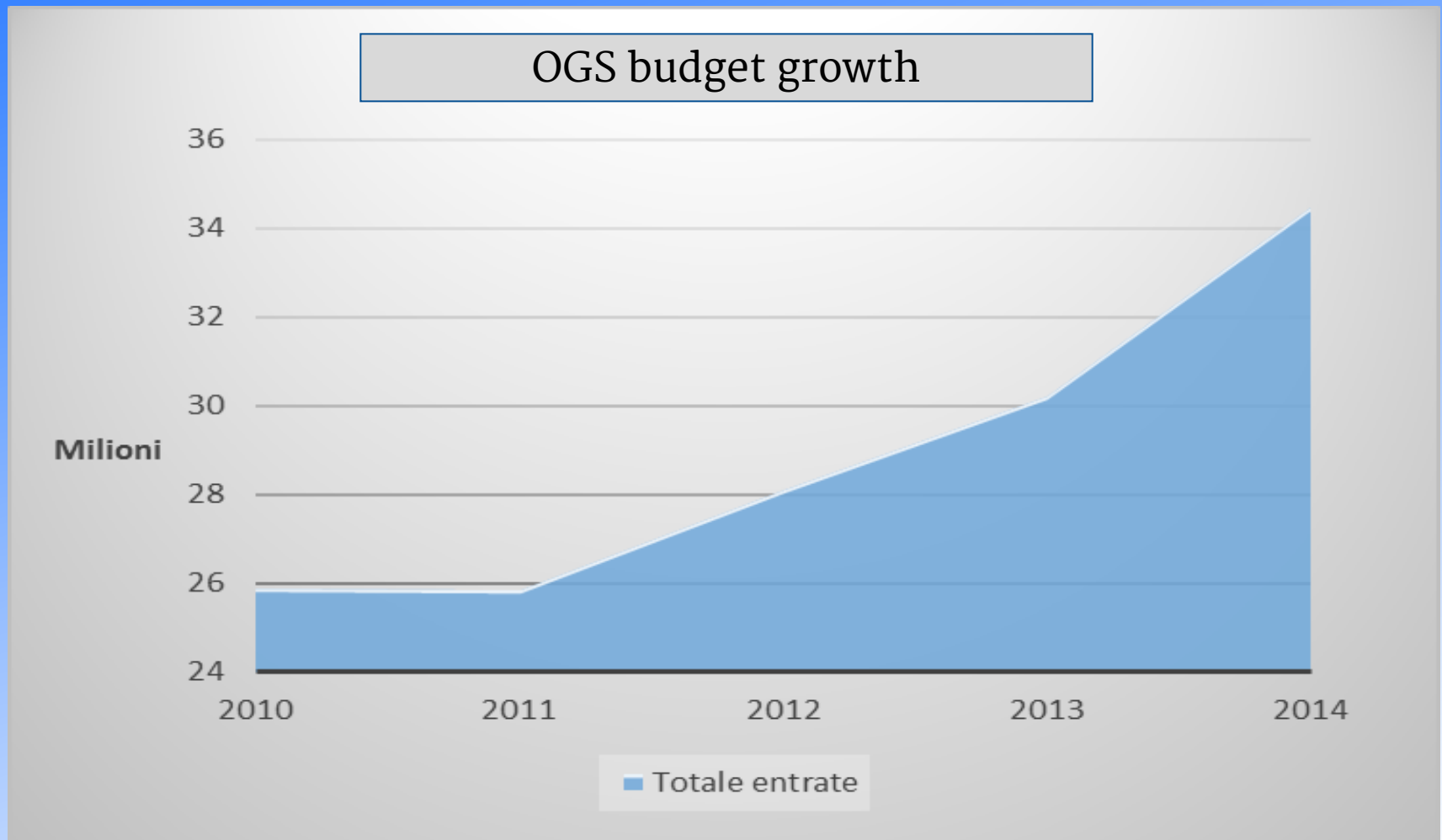
## **Value of mobility**

**OGS has applied these principles: attraction of excellent, international researchers and skilled**

**managers to support research and innovation activities**

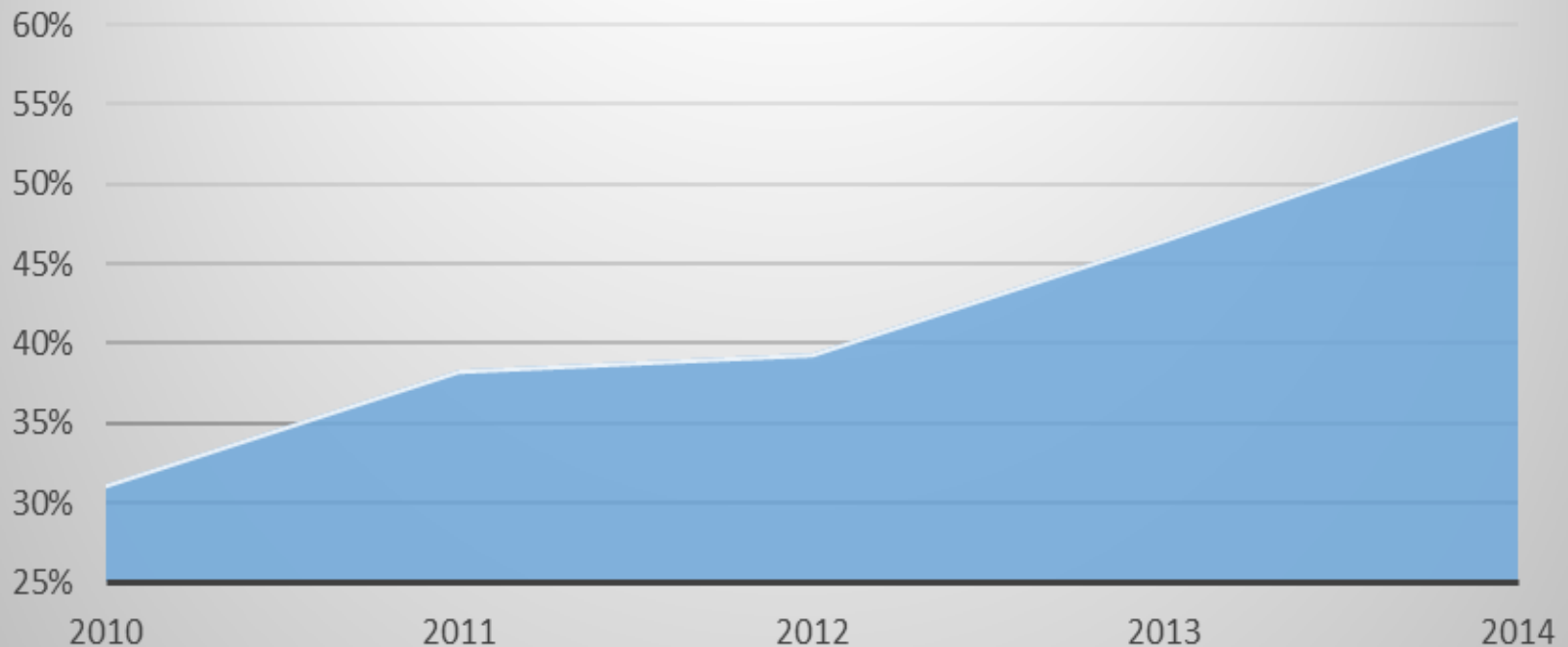
# Good human capital and meritocracy bring good results!!

## OGS budget in the years



54% of the total budget is coming from competitive projects and services

OGS percentage of external budget growth





*“Talent is the gift that keeps on giving; it’s selfregenerating.*

*If you invest in talent, the returns will be exponential and lasting.”*

