WORKING PAPER

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WORKING DOCUMENT

From:	General Secretariat of the Council
To:	ERAC SWG on HR & Mobility (Standing Working Group on Human Resources and Mobility)
Subject:	Updated draft Work Programme 2018-2020 of the ERAC Standing Working Group (SWG) on Human Resources and Mobility

Dear ERAC SWG HRM delegates,

Following the ERAC SWG HRM meeting on 13 November, please find attached the updated draft Work Programme 2018-2020 of the ERAC Standing Working Group on Human Resources and Mobility for approval by written procedure.

Please send your eventual comments to the HRM Secretariat (erac-hrm.swg@consilium.europa.eu) **by 2 December 2019 cob.**

Kind regards,

ERAC SGW HRM Secretariat

Standing Working Group – Human Resources and Mobility

Updated Work Program 2018-2020

Introduction

The Standing Working Group on Human Resources and Mobility (SWG HRM) was established on 1 July 2017 on the basis of the mandate adopted by ERAC in June 2017[1], and is to build on, and expand the work done by previous Steering Group on Human Resources & Mobility (SGHRM).

Recent results in 2017 include the following two reports: "*Providing researchers with the skills and competencies for practicing Open Science"* (Education & Skills)*"* and "*Evaluation of Researchers practicing Open Science"* (Rewards & Recognition). The reports provide concrete recommendations which have served as input to the Open Science Policy platform (OSPP). In addition, a preliminary analysis of national roadmaps within the remit of the SGHRM revealed a great number of similarities across groups of countries with regard to their thematic priorities under the ERA Roadmap for Priority 3 (an open labour market for researchers)[2] . The analysis identified important policy issues regarding priority actions which contribute to the implementation of ERA. Some of the other milestones are mentioned in Annex, which further work should build upon.

The thematic priorities for the next three years include the following:

- Contribution to the next Framework program (FP9) in the areas of our work and our mission.
- Promotion and development of research careers and inter-sectoral mobility of researchers.
- Synergies between ERA and EHEA and issues related to higher education, training, researchers careers, and the knowledge triangle (education, research and innovation).
- Synergies with the Open Science agenda, and follow-up on open science skills & education, as well as rewards and recognition in collaboration with SWI OS/OI
- Synergies with gender equality and the integration of gender dimensions in the research and innovation content; specifically related to human resources policies in research in collaboration with SWG GI.
- Follow-up on ERA priority 3 national action plans and its relation to national research and innovation systems, specifically in the top areas identified, such as inter-sectoral mobility, open labour market for researchers, open transparent and merit based recruitment.

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[1] 1204/17
[2] 1208/15

Mission

As mentioned in the updated mandate, the mission of the SWG HRM aims:

- The Standing Working Group on Human Resources and Mobility (hereafter referred to as the Standing Working Group) is the structure to support the implementation and the monitoring of progress of the EU2020 Flagship Initiative Innovation Union (IU) and the development of its European Research Area Framework for Priority 3 (Open labour market for researchers) and the areas related to researchers' career and mobility (e.g. European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, Human Resources Strategy for Researchers (HRS4R), new Students and Researchers' Directive EU 2016/801, EURAXESS services and network, the European Higher Education Area (EHEA)) at EU and national levels as well as the attractiveness of Europe to researchers in general.

- The Standing Working Group members will provide information on the overall plans and strategies devised at national level for the implementation of the areas of the IU and the ERA Framework referred to in 1 and will report regularly on the actions undertaken or envisaged to execute these plans as well as on developments regarding other activities related to researchers' career and mobility

Working Methods

Plenary sessions: The group will meet regularly and with a frequency in accordance with the objectives to be achieved within the set timeframe. As indicative target, the group will meet in plenary sessions either 3 to 4 times per year.

Working groups: The SWG HRM will set-up and manage specific working sub-groups in order to address specific activities and will decide on the mandate of those working groups, the topics, the working method, expected results/outcomes and subsequent follow-up. The chair of the sub-groups will be amongst SWG HRM members.

Other working methods will include:

- mutual learning exercises, seminars and workshops;
- virtual meetings and multi-lateral exchanges using technological methods available to all members such as teleconferencing;
- written contributions on relevant topics, prepared by members and preparation of documents (e.g. case studies, best practices, questionnaires),

- seminars and workshops on specific issues,
- invitation of external experts or speakers to the meetings, seminars or workshops on an *ad-hoc* basis

Main activities

With respect to the mission stated above, and the policy background, the Standing Working Group shall undertake activities which are target to:

- strengthen mutual learning activities through information exchange, identification of best practices and, where appropriate, the use of peer-reviews;
- define and use appropriate indicators for monitoring progress, both at national and European Community levels;
- develop common guidelines where they can reinforce a consistent implementation of actions of common interest or inspire new or improved actions;
- contribute to the definition of European Community actions within the ERA Framework;
- liaise with other relevant groups and stakeholders to make better use of existing initiatives, such as the EURAXESS activities by strengthening links with the national Bridgehead Organizations and to ensure effective coordination;
- with the aim of supporting the coherent development of policies and measures at national level along the IU commitments, the ERA Framework and the priority lines of action proposed in the European Partnership for Researchers and of enhancing complementarities and synergies between national and Community actions;
- Support and provide advice to Presidencies when areas of interest concern research careers and mobility
- The group will inform, give advice and report to ERAC or to the Competitiveness Council as appropriate on the work undertaken and the results achieved.

The Standing Working Group will interact with the other ERA-related groups; hence, it will articulate the coordination with the other ERA-groups in the interest of the timeliness, effectiveness and efficiency to implement the ERA.

Draft working schedule (2018-2020) - *updated*

	Q1/Q2 2018	Q3/Q4 2018	Q1/Q2 2019	Q3/Q4 2019	Q1/Q2 2020	Q3/Q4 2020
Plenary meetings (3 in 2018) (4 in 2019) (3 in 2020)	3rd week February 3rd week April	2nd week October	February / May	13 November Extended WP 2018-2020	February 10, 2020 Possible joint meeting with EURAXESS BHOs	November 9, 2020
Relation of ERAC and Review of ERA governance	Annual report to ERAC Input for governance evaluation and review Participation in ERAC-SB and Plenary	Participation in ERAC-SB and Plenary	Annual report to ERAC Participation in ERAC-SB and Plenary	Participation in ERAC-SB and Plenary	Liaison with the future of ERA discussions Participation in ERAC-SB and Plenary Annual report to ERAC	Participation in ERAC-SB and Plenary
Priority 3 ERA Roadmap and NAPs	Review of NAPs Workshop ERA Priority 1&3	Define common action plan	Report to ERAC on Priority 3	Discussion on next steps	Update of Priority 3 reporting NAPs	Report to ERAC
Promote EHEA and ERA	Discussion of action plan and preparatory work	Methodology of work plan (WG)	Task Force to write position paper	Joint DG HE and ERAC Conference in Helsinki Position paper finalized	Follow up on synergies EHEA and ERA	
Promotion and development of research careers and inter-sectoral mobility of researchers	Discussion of the topic and contributions from delegates	Further discussion on the topic and proposal for concrete actions	Input to MSCA Conference Rumania	Presentations by delegations at SWG HRM meeting	Input to MSCA conference in Croatia	Input to MSCA Conference in Germany Presentations by delegations at meeting
Synergies with other ERA related groups: Gender R&I and Open Science / Open Innovation		Discussion of topic for next WP possible joint meeting SWG GI		Identification of topics/issues/themes for collaboration with SWG GRI and SWG OSI: e.g. Update Charter & Code; Mobility.	Joint tasks forces set up with SWG GRI and SWG OSI	Tasks forces with set up with SWG GRI and SWG OSI
Contribution to the next Framework program (FP9)	Discussion of the topic and contributions from delegates	Further discussion on the topic and proposal for concrete actions		Position paper on Horizon-Europe finalized		
Communication and outreach					Definition of a communication strategy for the SWG HRM	Implementation of the communication strategy