



The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

ACTION PLAN

Introduction

The IEMEST is a young research organization, and in 2013 it decided to implement the Human Resources Strategy for Researchers to fully commit to the proposed Charter & Code principles, with the ultimate goal to obtain the "HR Excellence in Research" logo. The internal analysis process was initiated by a meeting (June 2013) to inform all the members of the IEMEST about the actions involved in our participation to the Institutional HR Strategy Group and the importance of its implementation. Subsequently, a working group was constituted. The committee met on July 10th, 2013 and 24 July 2013 to carry out an internal analysis of the regulations and the principles that the institute has applied so far, following the guidelines established by the European Charter for Researchers. Following the completion of the internal analysis, the internal analysis committee also created a questionnaire that was handed to all members of the IEMEST. The questionnaire was prepared following the four principles of the Charter & Code and the internal analysis. Through the questionnaire, each researcher could state his/her opinion on their "researcher" status within the IEMEST based on a pre-defined satisfaction scale. The data analysis highlighted several important aspects vital to achieve the parameters required by the C & C and which are described below.

I. Ethical and professional aspects

Researchers from the IEMEST feel that they can carry out their research work in freedom, according to the principles of freedom of thought and expression. They also think that the research carried out within the IEMEST complies with and abides by the rules relating to freedom of thought, and the ethical principles concerning plagiarism from the C & C. The IEMEST researchers also believe that the vast majority of research topics studied by the various research groups are of great importance to the society, also in terms of marketability and understanding by the general public. The scientific discoveries derived from various projects are considered to be financially advantageous. The researchers also believe that the communication channels made available by the IEMEST are optimal for the dissemination of the obtained results. II Recruitment Moreover, the majority of researchers stated that within the IEMEST, there is no gender, racial, political or economic discrimination.



II. Recruitment

The evaluation system was generally considered appropriate, and the researchers think that the recruitment process follows the rules on transparency and clarity sanctioned by the C & C. The IEMEST researchers agree that the Institute encourages the creation of networks and national and international scientific collaborations.

III. Working conditions

The researchers believe that the working conditions within the Institute provide the flexibility needed for conducting research in accordance with the current national legislation, and that the types of contracts that are entered into always comply with the relevant national and international legislation.

IV. Research career training and development

Intellectual property is also guaranteed, while studies are always encouraged and supported. 80% of researchers also feel that a continuous communication is maintained between the researchers of the sections and department directors, including between different scientific fields, also when it is necessary to assess the feasibility of projects and change them during the planning phase. From the questionnaire it is evident that researchers are encouraged to publish works born from the collaboration between different departments and sections. In addition, researchers also feel encouraged and supported by the IEMEST when they decide to spend their time for educational activities.

The critical issues that emerged from the analysis of the answers to the questionnaire involve the following points:

- The career advancement opportunities are perceived as quite restricted;
- A proper gender balance has not been achieved within the various positions among structured researchers.

The internal analysis committee proposed this **action plan** to solve these two critical issues, as described below:

I. Ethical and professional aspects

The majority of researchers stated that within the IEMEST there is no gender, racial, political or economic discrimination, but through the questionnaire they highlighted the need for a better gender balance in the leading positions within the institute (heads of departments and sections). Therefore, the following action plan was proposed:

	Action Plan				
	Action Required	Current rules	Actions planned	Who/When	New action proposed
Ethical and professional aspect	A proper gender balance has not been achieved within the various positions among structured researchers.	Currently, the percentage of female department or section heads is around 11%. The total percentage of female researchers within the institute is 31%.	Increasing the number of female researchers within the IEMEST, reserving a fixed number (50%) of positions to women. Encouraging young scientists to participate in research calls for women.	Who: Directors and Scientific Committee. When: Each year	In order to comply with the EU gender equality policies, the IEMEST will reserve leading positions (heads of departments or sections) to distinguished young researchers, respecting the general evaluation and career advancement criteria.

IV. Research career training and development

IEMEST Researchers include both senior and young researchers. Currently, there are limited career advancement opportunities for young researchers. Within the statute of IEMEST, minimum criteria are established for researchers wishing to work with the institution. These criteria should also determine the vertical career advancement path within the departments. The results of the questionnaire administered to IEMEST researchers highlighted this concern, bringing up the need to create an evaluation system that can be used for career advancement decisions in addition to internal evaluations within the institute. Therefore, the following action plan was proposed:

	Action Plan				
	Action Required	Current rules	Actions planned	Who/When	New action proposed
Research career training and development	Career advancement opportunities are perceived as quite restricted	IEMEST Researchers include senior and young researchers. Currently, there are limited career advancement opportunities for young researchers.	Setting up a periodic evaluation procedure to enable the advancement of young researchers to group leader positions.	Who: Directors and Scientific Committee. When: Each year	Internal career advancements will be evaluated on the basis of the criteria set out in the Internal rules of the Institute.

The results of the Internal Analysis and Questionnaire, as well as the Action Plan proposed, have been showed to IEMEST's researchers during the last General Assembly of the Institute, on May 29th, 2014.

Faithfully,

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Director



*on behalf of the IEMEST's European
Charter and Code Commission*

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ADDENDUM: ACTION PLAN TIMELINE

	Tasks	Assigned To	Start	End	Days
1	Gender Balance		01/07/2014	30/06/2016	523
1.1	Increase the percentage of female direction positions from 11% to 20%	Scientific Committee	01/07/2014	30/06/2015	261
1.2	Increase total number of female researchers from 31% to 40%	Scientific Committee	01/07/2014	30/06/2015	261
1.3	Increase the percentage of female direction positions until at least 40%	Scientific Committee	01/07/2015	30/06/2016	262
1.4	Increase total number of female researchers until 50%	Scientific Committee	01/07/2015	30/06/2016	262
2	Career advancement opportunities		01/07/2014	30/06/2016	523
2.1	Annual evaluation for career advancements	Scientific Committee	01/07/2014	30/06/2015	261
2.2	Annual evaluation for career advancements	Scientific Committee	01/07/2015	30/06/2016	262
3	Annual meeting		01/07/2014	30/06/2016	523
3.1	First evaluation of action plan application	Scientific Committee and IEMEST's European Charter and Code Commission	01/07/2014	01/07/2015	262
3.2	Second and last evaluation of action plan application	Scientific Committee and IEMEST's European Charter and Code Commission	01/07/2015	30/06/2016	262