

# **The Swiss Research Institutions and the EU- Commission's „HR-Strategy“**

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## Contents

1. Organisation of the Swiss HE area & the Secretariat General of the CRUS
2. The European HR-Implementation Structure in the action line „Researchers“
3. The Swiss HR-Implementation Structure: the „Integrated Approach“
4. Swiss „case studies“

# CRUS SG Competence Areas

- **Direct link to the Rectors and Presidents of the Swiss Universities**
- **Euraxess Back Office (services, jobs, rights)**
- **Scientific Exchange Programme Sciex with 8 EU New Member States**
- **Cotuelles de thèse** with Italy and France; G, A, NMS in progress
- National project on **Doctoral programmes ProDoc<sup>SNF/CRUS</sup>**
- Federal programme for **Equal Opportunities 2000-2011**
- **Recognition** Information Centre / Swiss ENIC
- **ERASMUS** Switzerland
- **Coordination of the Bologna process in Switzerland**

## SER Mandate to CRUS:

State Secretariat for  
Education and Research  
(Ministry; Confederation)

Rectors Conference of the Swiss  
Universities  
**Private Association**



University StG  
Cantonal

University USI  
Cantonal

University GE  
Cantonal

ETHZ

University ZH  
Cantonal

University Bern  
Cantonal

University NE  
Cantonal

EPFL

University Bern  
Cantonal

University BS  
Cantonal

University LU  
Cantonal

University LS  
Cantonal

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12th March 2010

# CRUS' Members Reasons for Participation in the European Research Area (ERA)

- Establish the **best working and career conditions** for researchers at Swiss Universities

(Swiss Universities are part of Europe)

Confirmed by the CRUS Plenary Assembly  
in 2005, 2007, 2008, 2009

# The 4 Key Areas in „Researchers“

Based on the **Charter & Code for Researchers ( see booklet 2005)** four key areas were identified to enhance and optimise **researchers' working conditions and career prospects**

- 1. Training and Skills of Researchers**
- 2. Working Conditions**
- 3. Social Security and Pensionrights**
- 4. Open Recruitment**

**Internal analysis standard template of the EC with 40 different aspects covered: <http://ec.europa.eu/euraxess/rights>**

# Action line „Researchers“

## European Commission (DG Research)

Working and Career Conditions of **Researchers** in Europe: Mobility / People

Political Level (ministries)

Institutional operational Level

**I „The Partnership“ for ER**

**II „The HR-Strategy“ (EC Logo)**

Steering Group HRM (+WGs)

C&C Promoters & BHO (+WGs)

## Switzerland

**SER** (Sonja Merwar)

+

**CRUS** (J. Ziberi, G. Obexer-Ruff)

**Support Group People**

**Swiss Euraxess Network**

EU-Research, CRUS, SNSF, Unis

Swiss Universities Rectors and Presidents, C&C-Supporters, Euraxess Services

The Swiss Research Institutions and the HR-Strategy of the EU  
12th March 2010

# The Swiss HR-Implementation Structure

The „**Integrated Approach**“ (internal gap analysis) was developed on the basis of a pilot project coordinated by CRUS at the University of Lausanne and EPFL (2006 - 2007).

Its implementation was confirmed by the CRUS Plenary Assembly in 2007

## The „Integrated Approach“

- **IA integrates** the HR-Strategy Process in the already performed Quality Assurance Processes
  - IA exploits the potential of existing structures
- **IA integrates all staff members in the process**
  - IA releases ownership to the Institutions' HR-Strategy as part of their individual profiles (autonomy!)

## Implementation of HR-Strategy in Swiss institutions

**Swiss C&C Supporters** ensure that Research Institutions

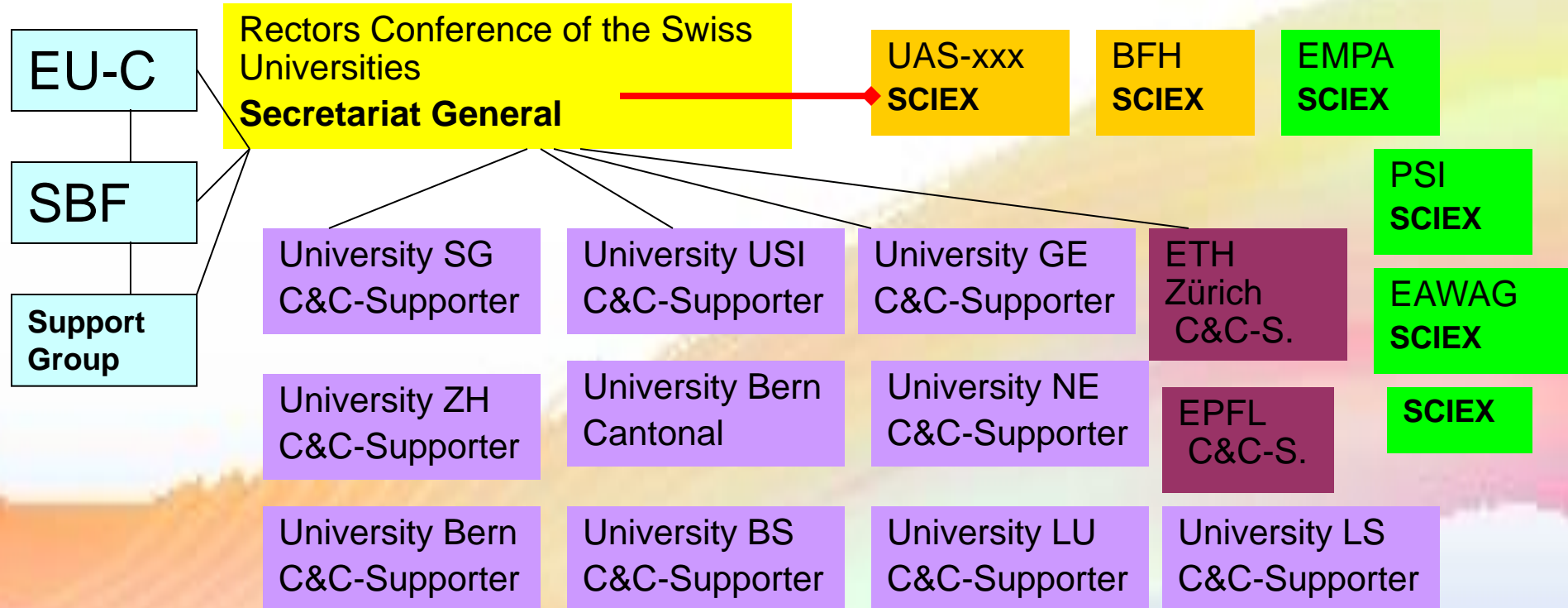
- **adhere** to the Charter and Code and **promote** its underlying culture and ethics within and outside of the institution
- **Produce a HR-Strategy** in line with the institutions strategy and c&c
- **Coordinate an internal gap analysis** involving staff members and researchers
- **Define and implement action lines to compensate for deficiencies and define priorities (EC template)**
- **Integrate** the implementation of these action lines in the regular **quality assurance mechanisms**
- Share „good practices“
- Participate in the Working Groups of the European Commission

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12th March 2010

## History of the Swiss Process

- 16.9.2005: „c&c are a valuable instrument for the development of researchers' careers and working conditions“
- 2006 Development of the „**Integrated Approach**“ (Implementation)
- May 2007: CRUS decision on the implementation of the Integrated Approach (all 12 universities)
- July 2007: CRUS official Head Office Euraxess Switzerland
- **July 2008: Commitment of all Universities (c&c-supporters)**
- **June 2009: CRUS Commitment to European HR-Strategy**
- **August 2009: Commitment of **Sciex** Host Institutions (c&c-supporters)**

# Euraxess Network Switzerland: Coordination Structure 2009



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12th March 2010

# CRUS' coordination and support actions

- **Mapping of the Euraxess services at the Swiss Research Institutions (Project 2010, Erich Schwartz)**
- **Coordinate the Swiss Participation in C&C Promoters' and HR-strategy WG:** September 2009 in Warwick and February 2010 in Heidelberg (Excellence in HR-Logo) and in the future
- **Coordinate the Euraxess Network**
- **Develop Model Instruments within Sciex:** Evaluation process, employment contracts, Joint Doctoral Degree Agreements (for details see Exhibiton stand)

## „case studies“ at Swiss Research Institutions

- Attractive working conditions for **researchers with family duties** (day care centres, flexible working hours, special grants for returners)
- Relocation services for **academic couples: Dual Career (DCC) Advice and Funding** at every Swiss university
- Attractive **social security** and pension schemes at all Swiss universities
- **Standardised working contracts (SNF) for Doctoral Candidates** in research projects
- Top **infrastructure** at Research Institutions
- **Multilingual environment**: German, French, Italian, English: e.g. Fribourg G/F, USI (I/E)
- Genderpolicy (University of Zurich)

## „future initiatives“ at Swiss Research and Funding Institutions

- Swiss National Science Foundation: „120 plus“ Option
- Federal programme for Gender Equality: „Protected time“ grants
- Gendersensible staff survey planned (DCC)
- Further Work Life Balance Projects
- Swiss Career development & Coaching project ([www.e.quality](http://www.e.quality))
- ...

## Links and addresses

**[www.euraxess.ch](http://www.euraxess.ch)**

**[www.sciex.ch](http://www.sciex.ch)**

**[www.crus.ch](http://www.crus.ch)**

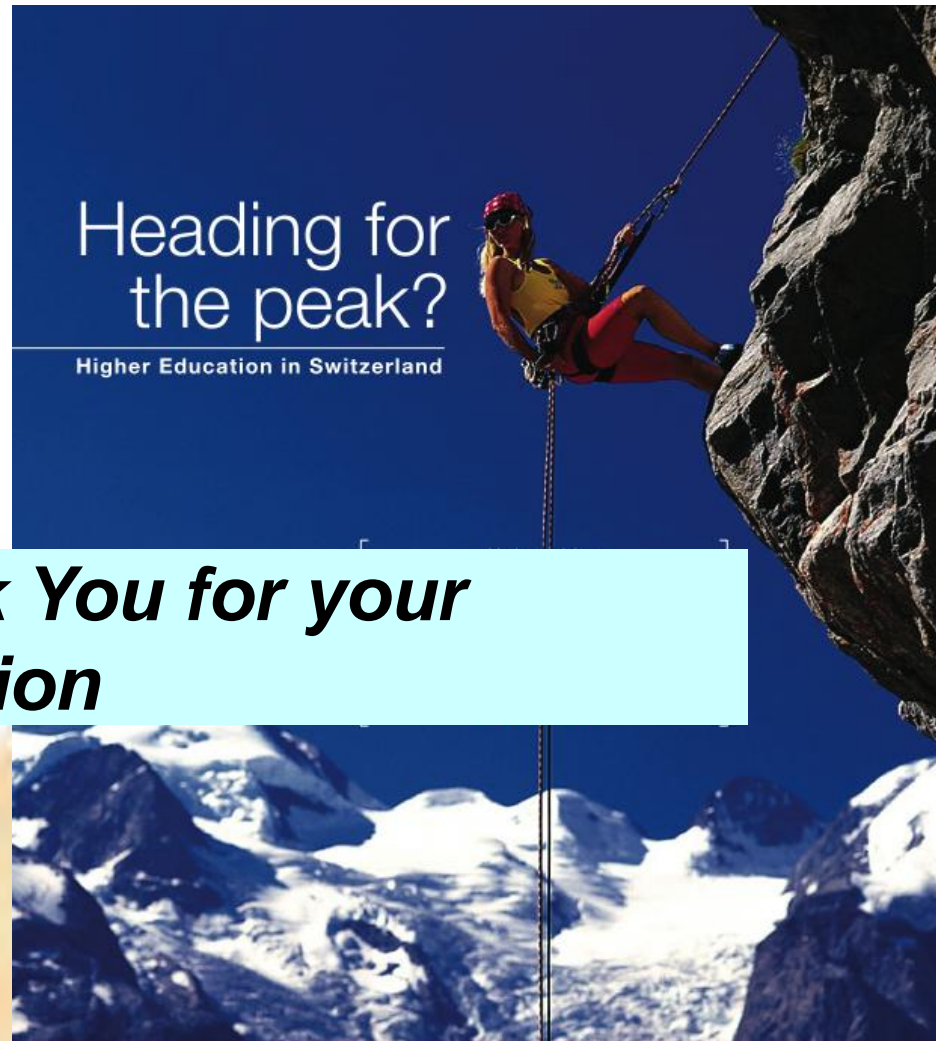
**[www.swissuniversity.ch](http://www.swissuniversity.ch)**

**[www.snf.ch](http://www.snf.ch)**

**[www.ec.europa.eu/eracareers](http://www.ec.europa.eu/eracareers)**

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***Thank You for your  
attention***