



# The HR factor: codes of conduct and gender issues as levers of innovation in geosciences

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... levers of innovation in geosciences?

▶ Rationale of the contribution:

no excellence in research

without excellence in human resources

Next 13 minutes:

- What does the community ask for?
- Some hints with references
- Discussion

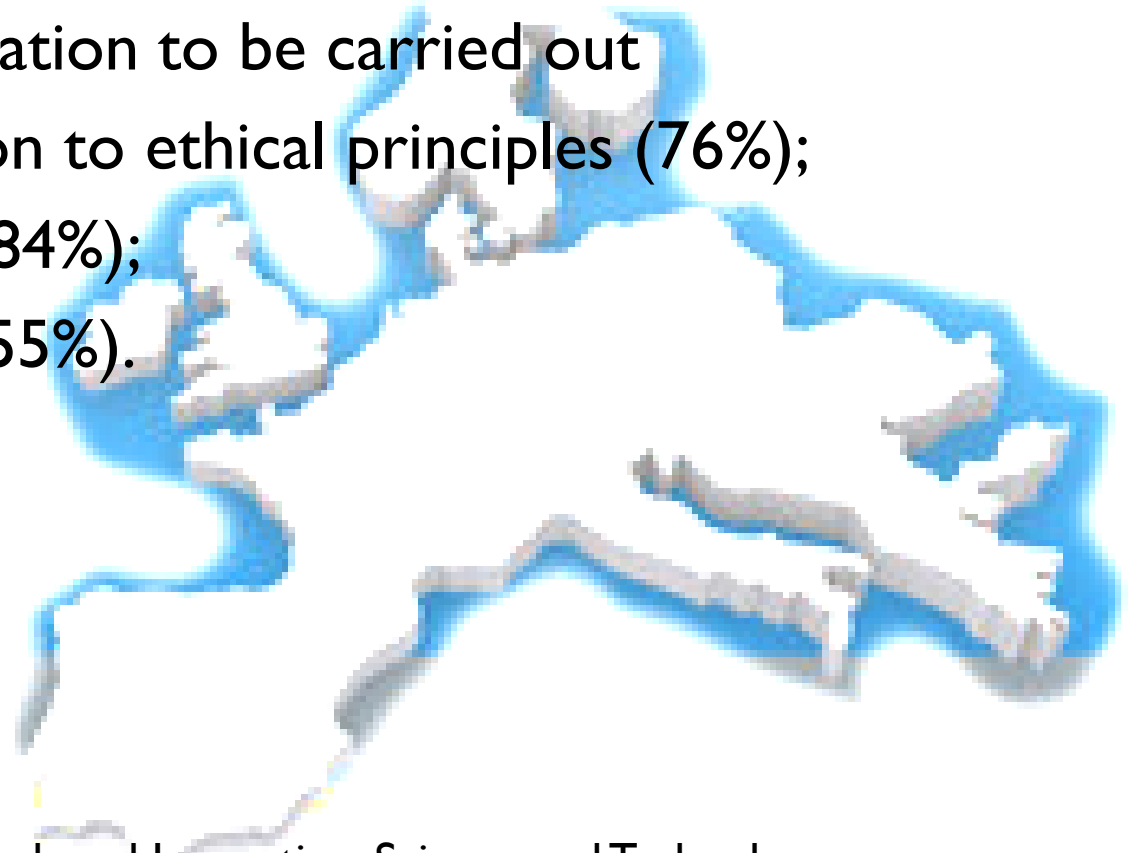
# Europeans want ...

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research and innovation to be carried out

- ▶ with due attention to ethical principles (76%);
- ▶ gender balance (84%);
- ▶ public dialogue (55%).



Responsible Research and Innovation, Science and Technology  
Special Eurobarometer 401 (Nov 2013)  
[ec.europa.eu/public\\_opinion](http://ec.europa.eu/public_opinion)



# Ethics: a societal challenge



- ▶ European research policy is not only defined by **excellence**, but should ensure a **harmonious relation between science and society**, notably by promoting the highest **ethical standards**.

Multi-beneficiary Annotated General  
Grant Agreement

*Articles 1 to 21, 23 to 25, 32 to 35, 39 to 54, 56 to 58*

Version 1.4  
16 April 2014

... clearly stated in FP7... even more in H2020... v. April 16, 2014



# H2020 Grant Agreement: Art 32



▶ Article 32: Obligation to take measures to implement the **European Charter for Researchers and Code of Conduct for the Recruitment of Researchers**

ARTICLE 32 — RECRUITMENT AND WORKING CONDITIONS FOR RESEARCHERS

32.1 Obligation to take measures to implement the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

The beneficiary must take all measures to implement the principles set out in the Commission Recommendation on the **European Charter** for Researchers and the **Code of Conduct** for the Recruitment of Researchers<sup>41</sup>, in particular regarding:

- **working conditions**;
- **transparent recruitment** processes based on merit, and
- **career development**.

The beneficiary must ensure that researchers and third parties involved in the action are aware of them.

32.2 Consequences of ...

If the beneficiary breaches the measures described ... may apply any of

▶ The beneficiaries must be **proactive** and take specific **steps** to address conflicts between their policies and practices and the principles set out in the Charter and Code of Conduct ...

... for this process see the Human Resources Strategy for Researchers





# Human Resources Strategy for Researchers

## Five steps:

1 **Gap analysis**, by the institution.

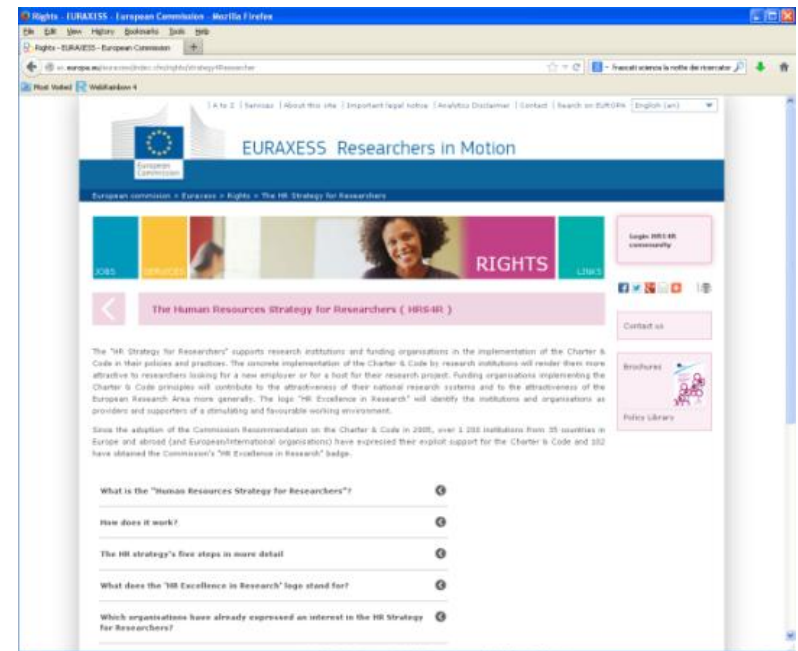
2 **Action plan**, by the institution:

Develop a specific HR strategy and a series of concrete actions, answering to identified gaps.

3 Review of Action Plan and **acknowledgement**, by the Commission (Human Resources Excellence in Research Logo)

4 **Self-assessment** by the institution after 2 years

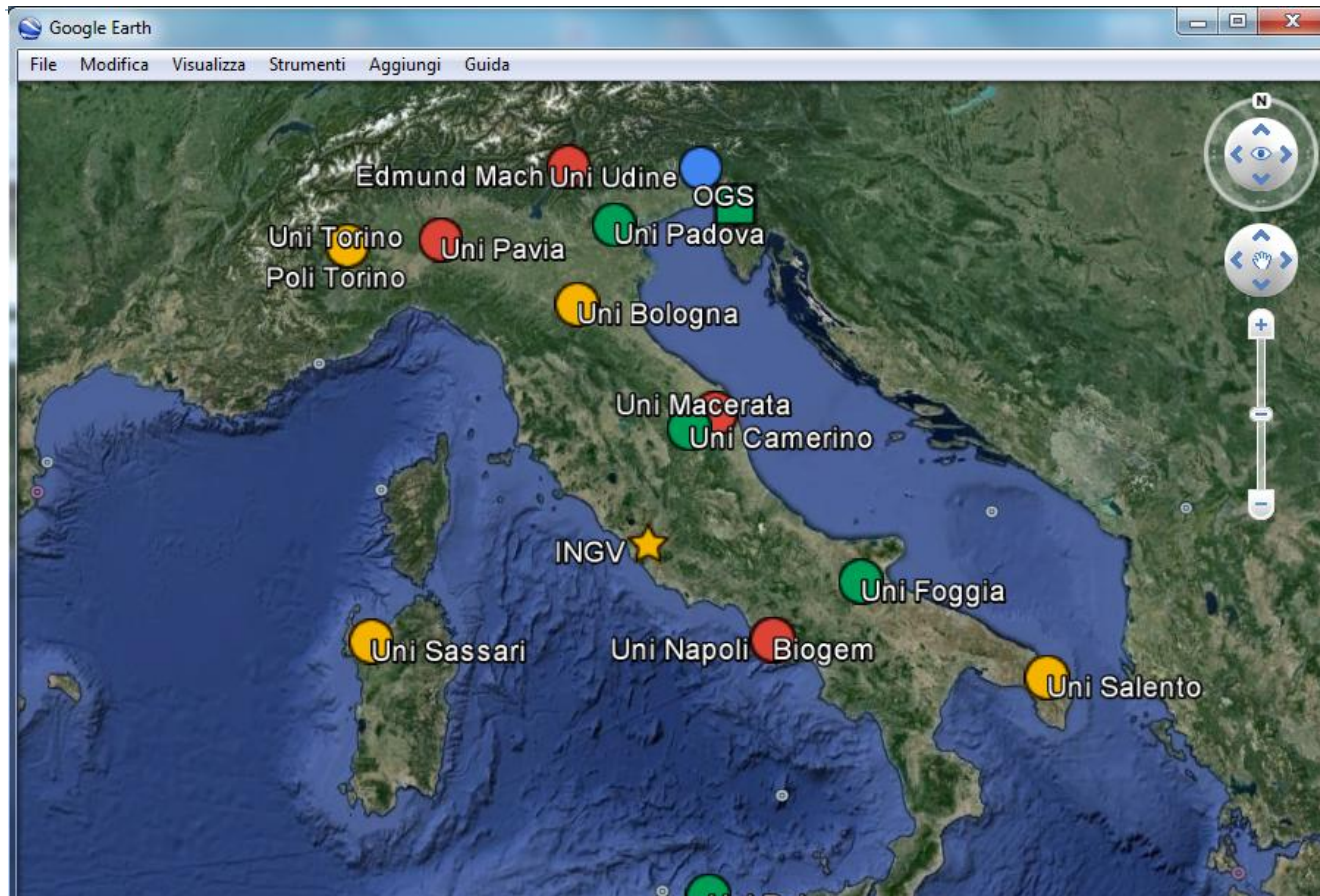
5 **External evaluation** after 4 years



[ec.europa.eu/euraxess/index.cfm/rights/strategy4Researcher](http://ec.europa.eu/euraxess/index.cfm/rights/strategy4Researcher)



# HRS4R in Italy...



- ⋯ HR excellence
- ⋯ 1 & 2 cohort
- ⋯ 3 cohort
- ⋯ 4 cohort

Beyond universities, 2 PROs:

Istituto Nazionale Geofisica e Vulcanologia –INGV (in the process)

Istituto Nazionale Oceanografia e Geofisica Sperimentale – INOGS (acknowledged)

# H2020 Grant Agreement : Art 33



- ▶ **Article 33: Gender Equality**  
The beneficiaries must take all measures to promote **equal opportunities** between men and women in the implementation of the action. They must aim, to the extent possible, for a **gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level**

## ARTICLE 33 — GENDER EQUALITY

### 33.1 Obligation to aim for **gender equality**

The beneficiaries must take all measures to promote **equal opportunities** between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

### 33.2 Consequences of non-compliance

If a beneficiary breaches its obligations under this Article, the [Commission][Agency] may apply any of the measures described in Chapter 6.

This is a best effort obligation:  
The beneficiaries must:

- aim for the balanced participation of women and men in their research teams
- be proactive in ensuring gender balance among the individuals who are primarily responsible for carrying out the work (in accordance with the categories defined in the monitoring system).





# Structural changes in research orgs



- ▶ Structural changes in institutions to improve excellence in research need more women in decision-making bodies as well as practices of work-family balance and codes of conduct which prevent hidden discriminations.



Structural change in research institutions:  
Enhancing excellence, gender equality and efficiency in research and innovation

...which are essential for the growth of the economy and the well-being of citizens. The Commission is committed to ensuring that research and innovation systems are inclusive and that the full participation of women in research and innovation is a reality. The Commission is committed to ensuring that research and innovation systems are inclusive and that the full participation of women in research and innovation is a reality. The Commission is committed to ensuring that research and innovation systems are inclusive and that the full participation of women in research and innovation is a reality.

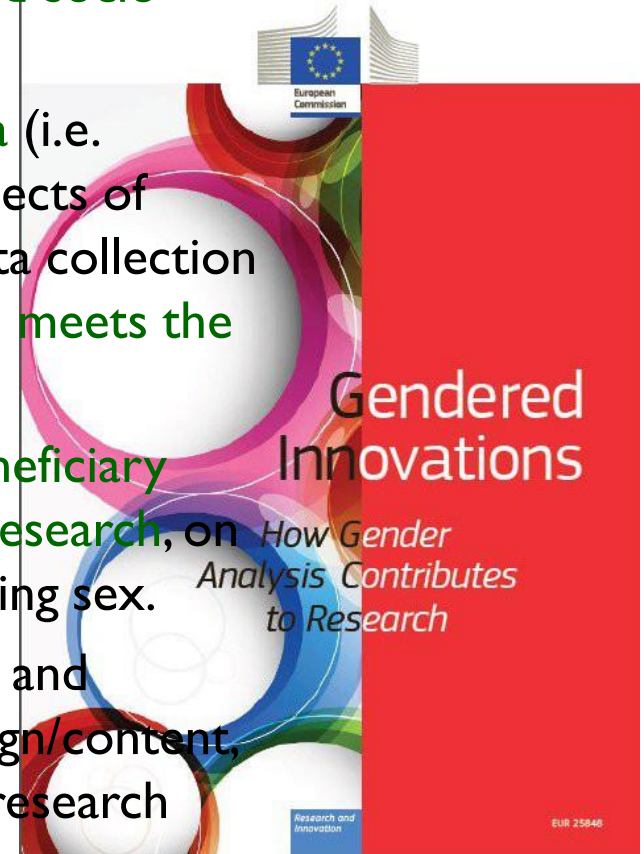
2012 EC doi 10.2777/37288



# Gender integration in research



- ▶ Effective integration of gender in the content of research should consider the **biological sex differences and socio-cultural gender differences**.
- ▶ Systematic compilation of **sex disaggregated data** (i.e. disaggregated data on both male and female subjects of research) relating to indicators and statistical data collection would be a useful tool ... to ensure **that research meets the needs of its male and female citizens**.
- ▶ Clear identification and **differentiation of the beneficiary populations, stakeholders and end-users of the research**, on the basis of key socio-economic variables, including sex.
- ▶ Gender differences, in terms of needs, behaviors and attitudes, play an important role in research design/content, and hence, the societal relevance and quality of research outcomes.



# H2020 Grant Agreement : Art 34

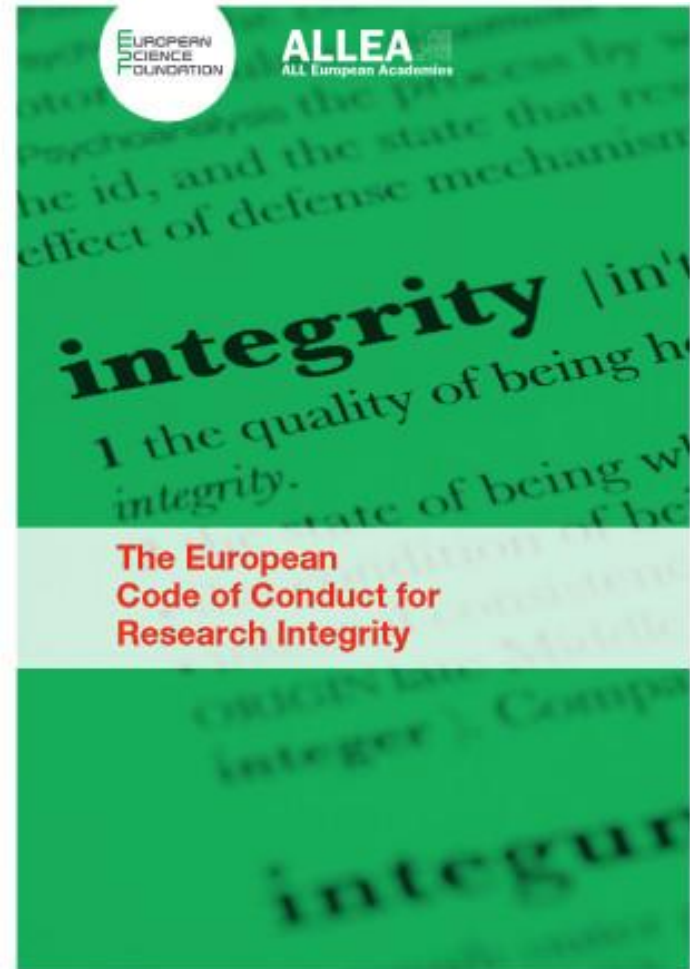


## ▶ Article 34: Ethics

General obligation to comply with ethical principles

The beneficiaries must carry out the action in compliance with:

- ▶ (a) ethical principles (including the highest standards of research integrity — as set out, for instance, in the European Code of Conduct for Research Integrity— and including, in particular, **avoiding fabrication, falsification, plagiarism or other research misconduct**) and
- ▶ (b) applicable international, EU and national law.
- ▶ Etc...



2011 [www.esf.org](http://www.esf.org)



# Geoethics

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- ▶ Ethical, social and cultural implications of Earth Sciences education, research and practice
- ▶ Social role and responsibility of geoscientists in conducting their activities





# Remarks and discussion

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- ▶ **Communication** of natural hazards that have societal impact may result more effective if it does take into account **differences between information needs of women and men.**





# Thanks!

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