

EU Project LISA

Rights and Duties of an ESR

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General



- First of all: Congratulations to your selection!
- You passed a very competitive process and are now part of a prestigious EU financed project: LISA reached a total score of 97,60/100, with max. score of 5/5 on excellence criteria.
- 15 ESRs (Early Stage Researcher) have been appointed!
- This position will enable you to be part of the driving force of future progress and **take your career to the next stage**. Make the most out of this opportunity!
- As MSC fellow, you have rights and obligations that mostly concern employment conditions, integrity and excellence. My presentation will focus on the key aspects thereof.

The GRANT AGREEMENT



- The **MSCA Grant Agreement (GA)** signed with the European Commission is the Legal Document and describes **the rights and obligations** of the parties, roles and responsibilities.
- It outlines the scope and nature of the research that will be undertaken, the training that will be provided, as well as the secondments that are foreseen. All beneficiaries are contractually obliged to implement the project as described in the GA.
- It is essential that you are familiar with the content as it is the basis of your work.
- In your meeting with the EU project officer Fabrizio Martone, he will ask you if you know of its existence.



Your Rights

- Your employer must make sure that you have access to the infrastructure and supervision that you need to adequately conduct your research and implement your project.
- Your employer is expected to support you and manage the MSCA grant in accordance with the provision of the *European Charter for Researchers* and the *Code of Conduct* for the Recruitment of Researchers.

Deals with matters of recruitment and selection, such as transparency and proper recognition of qualifications and mobility experience.



In that respect every employer needs to take all measures to implement these principles and also inform your about them.

First reference to address issues relating to:

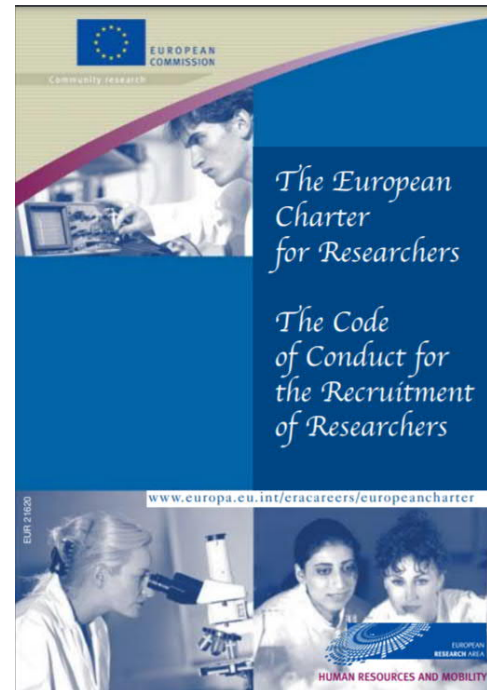
- Research freedom
- ethical principles
- professional attitude
- accountability
- relations with your supervisor.

The charter also provides standards and guidance on non-discrimination, gender balance, working conditions, IP rights...

Principles of the EU Charter and Code of conduct



- + Research Freedom
- + Ethical principles
- + Professional responsibility
- + Professional attitude
- + Contractual and legal obligations
- + Accountability
- + Good practice in research
- + Dissemination, exploitation of results
- + Public engagement
- + Relation with supervisors
- + Supervision and managerial duties
- + Continuing Professional Development



https://euraxess.ec.europa.eu/sites/default/files/am509774cee_en_e4.pdf

Principles of the EU Charter and Code of conduct



- **Research Freedom:** focus your research for the good of mankind and for expanding the frontiers of scientific knowledge while enjoying the freedom of thought and expression.
- **Ethical Principles:** adhere to the recognised ethical practices and principles.
- **Professional Responsibility:** make sure that your research is relevant to society, avoid any plagiarism, and abide to the principles of IP.
- **Professional attitude:** be familiar with the strategic goals and funding mechanism, inform your employers, funders and supervisors if there are any obstacles, delays ... in your project.
- **Contractual and legal obligations:** you should be familiar with national, sectoral or institutional regulations governing training and working conditions.
- **Accountability:** be aware that you are accountable towards your employers, funders and towards society as a whole, and accountable for the efficient use of the taxpayers money. You should adhere to the principles of sound, transparent and efficient financial management.
- **Good practice in Research:** adopt a safe working practice in line with national legislation.
- **Dissimination, exploitation of results:** ensure that the results of you research are disseminated and exploited.
- **Public engagement:** your research activities are made known to society, understandable to non-specialists.
- **Relation with supervisors:** establish structured and regular relationship with your supervisors. Keep records of work progress and research findings, obtain feedback.
- **Continung professional development:** you should seek to continually improve yourself by regularly updating and expanding your skills and competencies via training, workshops, conferences. Never stop learning!

Your rights

There should be clarity between the researcher and the Host Organization about:

- Obligations of both parties
- Employment contract max. 36 months under LISA project, full time
- Amounts to be received by the researcher
- Social security (health and pension cover)

Recommendation: identify the service in your organization who can help with questions

Most important aspect: Quality supervision and support from your host organization.

Excellent supervision includes regular contacts, keeping records of progress and research findings together with regular feedback incl. written reports.

The **Career Development Plan** to identify research aims and training needs is the first step of your fellowship journey.

Secondments

- **Secondments:** period of time spent in another organization with the aim of implementing the individual research project.
All secondments are detailed (institute and foreseen time) in the Grant Agreement.
- Secondments can only take place at the beneficiaries' or partner organisations' of the Consortium.
- Secondments should take place **as previously defined in the DoA (Description of Action)** of the Grant Agreement.
- Any deviation must be reported in advance to the Coordinator at CERN who has to inform the Project Officer F. Martone and get his consent.
- Secondment period must be < 30% duration of appointment.
- During secondment, researchers keep their employment contract.



Your obligations



- Working exclusively for the action and receiving income for the activities only from your host organization
- Contributions to the Work Packages as per the Grant Agreement.
- Enrolment in a PhD - please provide proof to your HR contact
- Ensuring visibility and recognition of received EU funding in communications, publications and patent applications

Quote: "This project has received funding from the European's Union Horizon 2020 Research and Innovation Programme under grant agreement number 861198, 'LISA" in all papers, articles, publications, presentations, posters, etc., and using the EU flag

- Informing your Host Organization as soon as possible of any events, circumstances or changes in status that are likely to affect your fellowship.
- Maintaining confidentiality.
- Submitting an evaluation questionnaire and a follow up questionnaire, at the end of your fellowship and two years afterwards.
- All ESRs contribute to the communication strategy and public engagement activities of the network.

Non-research activities

Special emphasis is put on skills development and improving the career prospects of researchers.

Therefore there is a special pot of money for you to undertake **professional training** and **personal development activities** during your fellowship such as:

- Complementary training in transferable skills such as proposal writing, patent submission, management/communication training..
- Attendance at conferences and workshops to boost your competencies and networking capacity
- Outreach activities to the public: The EC finances projects and expects the beneficiaries to give something back to society.
- Teaching of students
- Learning a foreign language

These non-research activities are complementary and should not interfere with the research element of the project.

Useful Links

- [Grant Agreement](#)
- [LISA official workspace](#)
- [European Charter for Researchers](#)
- [Info Note to ESR from EC](#)
- [Your Institutes HR Department](#) for contractual questions
- [The National Contact Points](#) in your country namely for questions on tax and social cover
- [Marie Curie Alumni Association](#)
- [AT CERN: Isabelle Fontaine and Ingrid Haug](#)



THANK YOU!

Any questions?

