

CAMERINO DECLARATION
on the Commitment of Italian Universities towards the Implementation of the Human Resources Strategy for Researchers

The Italian Universities, gathered by the Conference of Rectors of the Italian Universities (CRUI) at the University of Camerino, ten years after the signature of the “European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers”,

- RECALLING the European Commission Recommendation of 11 March 2005 on the “European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers”;
- RECALLING the European Commission Communication of 28 May 2008 “Better careers and more mobility: a European Partnership for Researchers”;
- RECALLING the Information Note from the European Commission of 20 November 2008 “ The Human Resources Strategy for Researchers incorporating the Charter & Code” and the Council Conclusions on the European Research Area Roadmap 2015-2020 of 29 May 2015;
- AGREE that the Human Resources Strategy for Researchers process needs to be boosted in the Italian academia;
- UNDERLINE that the “European Research Area” is a crucial component of the “Europe 2020 Strategy” focusing on maximising the potential of Europe's research systems, fostering innovation, strengthening the scientific and technological bases of the Member States as well as their competitiveness and capacity to address societal challenges;
- REAFFIRM the priorities for the European Research Area as identified in the 2012 Communication on “A reinforced European Research Area partnership”, including the international dimension of the European Research Area;
- RECOGNISE the beginning of a new phase in further developing the European Research Area in which the Member States, the Commission and the stakeholder organisations should now ensure a fully operational European Research Area through coordinated efforts at the national and the EU level;
- RECALLING the Council Resolution of 15 June 2000 on “Establishing a European Area of Research and Innovation”;
- RECOGNISE that Italy, as a Member State, has to take responsibility in structuring the implementation of the European Research Area at national level, covering both research and innovation;
- ENDORSE the European Research Area Roadmap 2015-2020 adopted by the Council of Ministers at its meeting of 29 May 2015;

- **UNDERLINE** the importance of the implementation of the European Research Area Roadmap at the national level, through appropriate actions, action plans and/or strategies;

CALL national authorities and the research performing organisations, respecting their roles and autonomy, to adopt the priorities identified in the European Research Area Roadmap, such as:

- the development of a collaborative interaction between the national authorities and the research performing organisations in order to agree on funding schemes effectively promoting and incentivising open, transparent and merit based recruitment with regard to research positions;
- the encouragement of research performing organisations to participate in the Human Resources Strategy for Researchers, reviewing their current recruitment processes to improve their openness and transparency as benchmarked against the Charter and Code;
- the emphasis of a welcoming culture for EU and third-country researchers, with a view to favour the circulation of international talents;
- the strengthening of initiatives on the professional development of researchers, particularly at an early stage in their careers;
- the establishment of policies and practices on gender equality and gender mainstreaming in research, ensuring their implementation, with a special attention on areas where women are underrepresented