HORIZON EUROPE FRAMEWORK PROGRAMME INFO DAYS

Research Coordination Office
February 27 – March 3 2023
I. Horizon Europe Framework Programme
   i. Pillars
   ii. ECAS
   iii. Hop-On

II. Supports
   i. TÜBİTAK Supports
   ii. METU’s Research Ecosystem
   iii. METU’s Institutional Initiatives to Strengthen its Research Ecosystem

III. Horizontal Issues
   i. EURAXESS
   ii. HRS4R
   iii. GEP
AVRUPA BİRLİĞİ
FON KAYNAKLARI

Katılım Öncesi Mali Yardımları (IPA)

Birlik Programları
- Ufuk Avrupa
- Erasmus+
- Tek Pazar Programı
- InvestEU
- Dijital Avrupa
- Yaratıcı Avrupa
Horizon Europe

The ambitious EU research and innovation framework programme (2021-2027)

- to strengthen the EU's scientific and technological bases and the European Research Area (ERA)
- to boost Europe's innovation capacity, competitiveness and jobs
- to deliver on citizens' priorities and sustain our socio-economic model and values
Our Vision

The EU’s key funding programme for research and innovation:

- Tackles climate change
- Helps to achieve the UN’s Sustainable Development Goals
- Boosts the EU’s competitiveness and growth
- Facilitates collaboration and strengthens the impact of research and innovation in developing, supporting and implementing EU policies while tackling global challenges
- Supports the creation and better diffusion of excellent knowledge and technologies
- Creates jobs, fully engages the EU’s talent pool, boosts economic growth, promotes industrial competitiveness and optimises investment impact within a strengthened European Research Area.
8 Horizontal Topics
EU Funding Management Modes

- Relevant to all programme components
- Identified in Strategic Plan
- Should be addressed appropriately

Regulation (EU) 2020/852 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088
Total Budget: 95.5B€

HORIZON EUROPE

SPECIFIC PROGRAMME IMPLEMENTING HORIZON EUROPE & EIT

Exclusive focus on civil applications

Pillar I
EXCELLENT SCIENCE
- European Research Council
- Marie Sklodowska-Curie
- Research Infrastructures

Pillar II
GLOBAL CHALLENGES & EUROPEAN INDUSTRIAL COMPETITIVENESS
- Clusters
  - Health
  - Culture, Creativity & Inclusive Society
  - Civil Security for Society
  - Digital, Industry & Space
  - Climate, Energy & Mobility
  - Food, Bioeconomy, Natural Resources, Agriculture & Environment
- Joint Research Centre

Pillar III
INNOVATIVE EUROPE
- European Innovation Council
- European Innovation Ecosystems
- European Institute of Innovation & Technology

WIDENING PARTICIPATION AND STRENGTHENING THE EUROPEAN RESEARCH AREA

- Widening participation & spreading excellence
- Reforming & Enhancing the European R&I system

EURATOM

* The European Institute of Innovation & Technology (EIT) is not part of the Specific Programme

Research actions
Development actions
Fusion
Fission
Joint Research Center
# Types of Projects

<table>
<thead>
<tr>
<th>RIA</th>
<th>IA</th>
<th>CSA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research &amp; Innovation</td>
<td>Innovation</td>
<td>Coordination &amp; Support</td>
</tr>
<tr>
<td>Actions that establish new knowledge or develop more efficient technologies and solutions</td>
<td>Actions that demonstrate the viability of new technologies and solutions or support their first deployment in the market</td>
<td>Actions that improve skills mobilise large-scale investments or facilitate EU policy implementation</td>
</tr>
</tbody>
</table>

| EU Funding Rate: | EU Funding Rate: | EU Funding Rate: |
| 100% | 70% | 100% |
| 100% for non-profit legal entities | | |
| At least 3 beneficiaries | At least 3 beneficiaries | Mostly at least 3 beneficiaries |

## OTHER TYPES

- SME Instrument
- ERC Projects
- ERANET CoFund
- Pre-Commercial Procurement
- Public Procurement of Innovative Solutions
### Technology Readiness Levels

<table>
<thead>
<tr>
<th>TRL 1</th>
<th>TRL 2</th>
<th>TRL 3</th>
<th>TRL 4</th>
<th>TRL 5</th>
<th>TRL 6</th>
<th>TRL 7</th>
<th>TRL 8</th>
<th>TRL 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic principles observed</td>
<td>Technology concept formulated</td>
<td>Experimental proof of concept</td>
<td>Technology validated in lab</td>
<td>Technology validated in relevant environment</td>
<td>Technology demonstrated in relevant environment</td>
<td>System prototype demonstration in operational environment</td>
<td>System complete and qualified</td>
<td>Actual system proven in operational environment</td>
</tr>
</tbody>
</table>

- **Science**
- **Demonstration**
- **Market**
Competitive funding to support investigator-driven frontier research across all fields, on the basis of scientific excellence.

**Funding**

- **Starting Grant**: up to €1.5 million. Duration: up to 5 years. 2-7 years of experience since completion of PhD.
- **Consolidator Grant**: up to €2 million. Duration: up to 5 years. 7-12 years of experience since completion of PhD.
- **Advanced Grant**: up to €2.5 million. Duration: up to 5 years. An excellent scientific track record of recognized achievements in the last 10 years.
- **Synergy Grant**: 2-4 researchers (one can be based outside Europe). Up to a maximum of €10 million for a period of 6 years.

"The expertise that we gathered in cancer trials encouraged us to extend the use of mRNA vaccines towards the prevention of infectious diseases. Groundbreaking innovation requires decades of research and contributions from multiple research frontiers until it reaches maturity to provide benefit for humanity."

**ERC Grantee Uğur Şahin, Mainz University**
ERC - Türkiye’nin Potansiyeli

Kaynak: ERC
Marie Skłodowska-Curie Actions under Horizon Europe

**Doctoral Networks**
Doctoral programmes in and outside academia incl. joint & industrial doctorates

**Postdoctoral Fellowships**
Support to excellent postdoctoral researchers

**Staff Exchanges**
Support for research and innovation staff exchanges

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**COFUND**
Co-funding doctoral and postdoctoral programmes

**MSCA and Citizens**
Public outreach events (Night)

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The information in this presentation is preliminary and subject to the adoption of the work programme.
Pillar III

INNOVATIVE EUROPE:

stimulating **market-creating breakthroughs** and **ecosystems** conducive to innovation

<table>
<thead>
<tr>
<th>European Innovation Council</th>
<th>European innovation ecosystems</th>
<th>European Institute of Innovation and Technology (EIT)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support to innovations with breakthrough and market creating potential</td>
<td>Connecting with regional and national innovation actors</td>
<td>Bringing key actors (research, education and business) together around a common goal for nurturing innovation</td>
</tr>
</tbody>
</table>

The budget: €**10.6 billion**, incl. up to €**527 million** for ecosystems (including NGEU – Recovery Fund parts dedicated to EIC).

circa €**3 billion**
European Innovation Council

Support to innovations with breakthrough and disruptive nature and scale up potential that are too risky for private investors (70% of the budget earmarked for SMEs)

- Helping researchers and innovators create markets of the future, leverage private finance, scale up their companies
- Innovation centric, risk taking & agile, pro-active management and follow up
- Mostly 'bottom up', but also targeting strategic challenges
- EIC Programme Managers to develop visions for breakthroughs and steer portfolios

European Innovation Council – a one-stop-shop

Complementary instruments bridging the gap from idea to market

**PATHFINDER**
R&I grants
(from early technology to proof of concept)

March 7, 2023

**TRANSITION**
R&I grants
(proof of concept to pre-commercial)

September 27, 2023

**ACCELERATOR**
Grants & investment (via EIC Fund) for single SMEs & start-ups
(from pre-commercial to market & scale-up)

October 4, 2023
Part

Widening Participation & Strengthening the European Research Area (ERA):

Widening Participation and Spreading Excellence

- Teaming, Twinning, ERA Chairs,
- European Cooperation in Science and Technology (COST)
- Boosting National Contact Points’ (NCPs) activities, pre-proposal checks and advice
- Brain circulation
- Excellence initiatives:
- Possibility for entities from widening countries to join already selected collaborative R&I actions
- Recognition of participation
- Matchmaking services

Reforming and enhancing the EU R&I system

- Strengthening the evidence base for R&I policy
- Foresight
- Support for policy makers to the ERA development
- Support to national R&I policy reform, including Policy Support Facility
- Attractive researcher careers and links with higher education
- Open science, citizen science and science communication
- Gender equality
- Ethics and integrity
- Support to international cooperation
- Scientific input to other policies
- Support to the Programme implementation
- Support for National Contact Points
- Support to dissemination & exploitation

€2.96 billion

€0.44 billion
### Pillar II

**Budget for clusters & for JRC**

<table>
<thead>
<tr>
<th>Cluster</th>
<th>Area</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cluster 1</td>
<td>Health</td>
<td>€8.246 billion (including €1.35 billion from NGEU)</td>
</tr>
<tr>
<td>Cluster 2</td>
<td>Culture, Creativity &amp; Inclusive Societies</td>
<td>€2.280 billion</td>
</tr>
<tr>
<td>Cluster 3</td>
<td>Civil Security for Society</td>
<td>€1.596 billion</td>
</tr>
<tr>
<td>Cluster 4</td>
<td>Digital, Industry &amp; Space</td>
<td>€15.349 billion (including €1.35 billion from NGEU)</td>
</tr>
<tr>
<td>Cluster 5</td>
<td>Climate, Energy &amp; Mobility</td>
<td>€15.123 billion (including €1.35 billion from NGEU)</td>
</tr>
<tr>
<td>Cluster 6</td>
<td>Food, Bioeconomy, Natural Resources,</td>
<td>€8.952 billion</td>
</tr>
<tr>
<td></td>
<td>Agriculture &amp; Environment</td>
<td></td>
</tr>
<tr>
<td></td>
<td>JRC (non-nuclear direct actions)</td>
<td>€1.970 billion</td>
</tr>
</tbody>
</table>
https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/home

https://cordis.europa.eu
Strategic plans 2020-2024

A European Green Deal

Striving to be the first climate-neutral continent

Digital transition

Digital technologies present enormous growth potential for Europe. The European Commission is committed to deliver a Europe fit for the digital age, by empowering people, businesses and administrations with a new generation of technologies, where the digital transformation that will benefit everyone.
Work as an expert.

https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/work-as-an-expert
Stages of Horizon Europe Projects

- 2 year Work Programmes
- EU Project Call
- Consortium Formation & Proposal Preparation
- Evaluation
- Negotiations and GA Signature
- Project Activities (RD&I)
- Post-Project Activities

- ~ 6 months
- ~ 8 months
- ~ 3-12 months
- up to 5-6 years

(New projects, commercialization, publication etc)
HOP-ON

https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/horizon/hop-on


KAYIT İÇİN: https://forms.office.com/r/Tz3tRPiKb0
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https://ufukavrupa.org.tr/
METU in FRAMEWORK PROGRAMMES – Since FP5

| TOTAL OF 217 PROJECTS | 57+ M€ |

**HORIZON 2020 @ METU**
- 55 PROJECTS
- ~18 M€ METU SHARE
- 3 (+1) ERC PROJECTS
- 6 CONSORTIUM COORDINATORSHIPS

**HORIZON EUROPE @ METU**
- 14 PROJECTS
- 9+ M€ METU SHARE
- 2 (+1) ERC PROJECTS
- 1 MSCA-COFUND PROJECT

As of February 1, 2023
RESEARCH MANAGEMENT SYSTEM

STRATEGY/POLICY:

• Research policies
• Strategic initiatives with respect to research needs

INSTITUTIONAL STRUCTURE:

• Facilitator support offices for researchers
• Administrative structuring to increase research management efficacy
METU’S RESEARCH AGENDA

• Activities as a Research University
• Strengthening Institutional Research Capacity and International Visibility
  – EURAXESS – Researchers in Motion -- Increasing project number
  – HRS4R Logo -- Increasing project diversity
  – Increasing project budget (e.g. coordinatorship) -- Increasing number of PIs
• Mainstreaming Social Sciences and Humanities (PDO-Sosyal)
• University-Industry Collaboration
• **Research Coordination Office** / Araştırmalar Koordinatörlüğü
  - **Office of Sponsored Projects** / Proje Destek Ofisi – PDO
• **Scientific Research Projects Coordination Office** / Bilimsel Araştırma Projeleri Koordinasyon Birimi – BAP
• **Teknokent Project Management and Consultancy Office** / Teknokent Proje Yönetim ve Danışmanlık Ofisi – TPYDO
• **Technology Transfer Office** / Teknoloji Transfer Ofisi – TTO
BASICALLY

PDO
*Information Multiplier
*Proposal Preparation
*Project Management

BAP
*Finances
*HR
*Audit
**Unless FP >> TPYDO

TTO
*University-Industry Collaboration
*IPR
*Contract Management
*Patenting etc.

http://pdo.metu.edu.tr/
https://bap.metu.edu.tr/
3834
7040

3834
7040
ALWAYS WELCOME to our RESEARCH INFO DAYS..

For presentations and video recordings

https://pdo.metu.edu.tr/arastirma-bilgi-gunleri
2023 RESEARCH INFO DAYS & FOCUSED TRAININGS

- TÜBİTAK 1001
- ERC with special trainings
- Widening: Focus on Twinning with special trainings
- EIC
- Experience Sharing Series from Our Consortium Coordinators
- COST
- ERASMUS

Any suggestions?
ERC BAŞVURULARI: ÇP7 vs H2020

- 7.ÇP’de başvurular bireysel
  - 11 başvuru
  - 0 kabul

- H2020’de TTO’nun gündemine alındı
  - Ortalama 6/yıllık başvuru
  - 44 başvuru
  - 4 kabul
  - Başarı Oranı %9
## 2 PERSPECTIVES

### INSTITUTION-ORIENTED

- **Problem Definition**
  - ✓ Gap
  - ✓ Need
  - ✓ Policy documents
- **Match-making and Decision-making**
  - ✓ Institution-Call Matching
  - ✓ Intra- and Inter-institutional Matching
  - ✓ Go/No-Go?

### RESEARCHER-ORIENTED

- **Information Multiplication**
  - ✓ Awareness-raising Activities
  - ✓ Working Groups etc.
- **Match-making and Decision-making**
  - ✓ Researcher-Call Matching + 1:1 Meetings
  - ✓ Intra- and Inter-institutional Matching
  - ✓ Go/No-Go?

### Administrative, Legal and Financial Supports

- ✓ Contract Management
- ✓ IPR Management
- ✓ Project Management
- ✓ Emanet Hesap

### Dissemination Activities

- ✓ Graphic Design and Video Support
- ✓ Science Communication
Institution-Oriented Support

**INSTITUTION-ORIENTED**

**Gap and Need Definition**
- ✓ Gap: e.g. Post-doctoral Training
- ✓ Need: e.g. Science Communication

**Match-making and Decision-making**
- ✓ Institution-Call Matching
- ✓ Intra- and Inter-institutional Matching
- ✓ Go/No-Go?

**Administrative, Legal and Financial Supports**
- ✓ Contract Management
- ✓ IPR Management
- ✓ Project Management

**Dissemination Activities**
- ✓ Graphic Design and Video Support
- ✓ Science Communication

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**Other Institutional Initiatives**

- ÖYP
- DOSAP
- BAP-DOSAP
- SAYP
- MİGEP
- Horizon Europe proposals...
INSTITUTION-ORIENTED

INSTITUTION-ORIENTED SUPPORT

Gap and Need Definition
✓ Gap: e.g. Post-doctoral Training
✓ Need: e.g. Science Communication

Match-making and Decision-making
✓ Institution-Call Matching
✓ Intra- and Inter-institutional Matching
✓ Go/No-Go?

Administrative, Legal and Financial Supports
✓ Contract Management
✓ IPR Management
✓ Project Management

Dissemination Activities
✓ Graphic Design and Video Support
✓ Science Communication

EURAXESS SERVICE CENTRE & HRS4R AWARD
Gap and Need Definition
✓ Need: Increased visibility and international reputation

Decision-making
✓ Institutional Mobilization

Since 2015 - METU is a EURAXESS Service Centre and is the first in Turkey.

In November, 2018 - METU declared its commitment to The European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers.

Since August, 2020 - METU became the first university in Turkey to be qualified to obtain the “HR Excellence in Research Award” given to “researcher-friendly” institutions making progress in aligning their human resources policies.
INSTITUTION-ORIENTED

Gap and Need Definition
- ✓ Gap: e.g. Post-doctoral Training
- ✓ Need: e.g. Science Communication

Match-making and Decision-making
- ✓ Institution-Call Matching
- ✓ Intra- and Inter-institutional Matching
- ✓ Go/No-Go?

Administrative, Legal and Financial Supports
- ✓ Contract Management
- ✓ IPR Management
- ✓ Project Management

Dissemination Activities
- ✓ Graphic Design and Video Support
- ✓ Science Communication

EUROPEAN RESEARCHERS’ NIGHT & COFUND

Gap and Need Definition
- ✓ Gap: Post-doctoral Training >> COFUND
- ✓ Need: Science Communication >> ERN

Match-making and Decision-making
- ✓ Institution-Call Matching
- ✓ Intra- and Inter-institutional Matching
- ✓ Go/No-Go?

Administrative, Legal and Financial Supports
- ✓ Contract Management
- ✓ IPR Management
- ✓ Project Management

Dissemination Activities
- ✓ Graphic Design and Video Support
- ✓ Science Communication

Close communication between specialist offices of institution → Institutional mobilization!
Researcher-Oriented Support

RESEARCHER-ORIENTED

Input

✓ Mainstreaming interdisciplinarity and intersectorality
✓ Mainstreaming SSH in project content and teams
✓ Mainstreaming gender in project content and teams
✓ METU Policy Documents:
  http://ak.metu.edu.tr/tr/arastirma-politika-belgeleri
  ✓ Gender Equality Plan
  ✓ Human Resources Strategies for Researchers (HRS4R)
  ✓ Occupational Health and Safety Policy
  ✓ Data Management Plan
  ✓ Open Science Policy

TIP: Close communication with project development team!
Researcher-Oriented Support

RESEARCHER-ORIENTED

Information Multiplication
✓ Awareness-raising Activities
✓ Working Groups etc.

Match-making and Decision-making
✓ Researcher-Call Matching
✓ Intra- and Inter-institutional Matching
✓ Go/No-Go?

Administrative, Legal and Financial Supports
✓ Contract Management
✓ IPR Management
✓ Project Management

Dissemination Activities
✓ Graphic Design and Video Support
✓ Science Communication

DRAWING AND ACADEMIC ROADMAP

Information Multiplication
✓ Awareness-raising Activities: General, group and individual

Match-making
✓ Researcher-Call Matching: ERC, MSCA-PF etc.
✓ Intra- and Inter-institutional Matching
✓ Go/No-Go → Proposal Development and Writing Firm Matching and Funding

Administrative, Legal and Financial Supports
✓ Contract and IPR Management
✓ Travel Support
✓ Project Management

Dissemination Activities
✓ Graphic Design for Proposal
✓ Science Communication

Researchers’ skills and institutional level support have to go hand-in-hand.
Researcher-Oriented Support

DOKTORA DERECENIZİ NEREDEN ALDINIZ?
- ODTÜ 3001 1001
- TR
- AVRUPA 3501 3001 1001
- DİĞER

ALTYAPI OLUŞTURMAK/GELİŞTİRMEK MI İSTİYORSUNUZ?
- 3001
- 3501
- 1001
- Newton
  - Advanced Fellowship
  - Institutional Link
- Kalkınma Bakanlığı

AMA DENGELİ BÜTÇE DAĞILIMI ANA FİKRİNİ UNUTMAYIN!

ARTIK ULUSAL FONLARDAN ULUSLARARASI FONLARA MI GEÇMEK İSTİYORSUNUZ?
- ODTÜ 3001 1001 + Aş / Min UA
- TR
- AVRUPA 3501 3001 1001 + Mini UA + Aş / Mini U
- DİĞER

AVRUPA'DA İŞBİRLİĞİ AĞI MI OLUŞTURMAK İSTİYORSUNUZ?
- COST
- TÜBİTAK
  - Bilgi İşleyi
  - 2221-B
- Newton
  - Professional Development and Engagement
  - PhD Placement
  - Mobility Grant
  - Research Links - Travel Grant
  - Research Links - Workshop Grant
  - Advanced Fellowship
  - Institutional Link
  - Erasmus+
- H2020 MSCA ITN & RISE

YURTDIŞINDAN ARAŞTIRMACI MI DAVET ETMEK İSTİYORSUNUZ?
- TÜBİTAK BİDEB:
  - Siz mi başvuracaksınız?
  - Kendisi mi başvuracak?
- Newton
  - TÜBİTAK Fellowships
  - Researcher Links - Travel Grant
- H2020 MSCA IF

7 YIL İZİNİNE MI ÇIKMAYI DÜŞÜNÜRÜYORSUZ?
- TÜBİTAK
  - BİDEB 2221 - Yurt Dışı Doktora Sonrası Araştırma Burs Programı
- Newton TÜBİTAK Fellowships
- H2020 MSCA IF
  - EF
  - GF

MIDDLE EAST TECHNICAL UNIVERSITY
Dissemination Activities

European Researchers’ Night

Bilimi ‘ev haliley’ tanıdlar

OTÜ Research: For A Greener World

OTÜ Research: From Cells To Space

OTÜ Research: For Industry

OTÜ Research: For Society

OTÜ Research: For A Secure World
SUMMARY

• **Aligning ERA and TARAL should be considered at 2 levels**
  – Within institution
    • Between offices
    • Between researchers
    • Between offices and researchers
  – Between institutions

• **Don’t forget to:**
  ✓ Mainstream interdisciplinarity and intersectorality
  ✓ Mainstream **SSH** in project content and teams
  ✓ Mainstream **gender** in project content and teams
  ✓ Explore and use METU Policy Documents
Leveraging CrowdHelix’s Network of Over 10,600 Academics, Business Leaders and Technological Innovators

• Middle East Technical University is a member of the CrowdHelix platform, enabling our faculty to collaborate with a global network of over 600 innovative companies and renowned international Universities

• CrowdHelix members have collectively been awarded over €7.44 billion of funding under the EU Horizon programmes, to deliver 13,293+ pioneering projects

• Powered by over 15,000 searchable keywords, the CrowdHelix platform is designed to drive collaboration by bringing like-minded researchers, industry experts and inspiring innovators together.
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E: pdo@metu.edu.tr

PDO-SOSYAL
E: zelal@metu.edu.tr

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ODTÜ Çatı Cafeteria Top Floor (from the back)
http://bap.metu.edu.tr/iletisim

TPYDO
ODTÜ Teknokent İkizler Building
T: 0 312 987 35 00
E: ihsan.karatayli@odtuteknokent.com.tr

TTO
ODTÜ Next to MATPUM
T: 0312 210 70 40
E: tto@odtuteknokent.com.tr

*Please write to pdo@metu.edu.tr if you are interested in having a one-to-one meeting to develop a tailor-made project path for your career.*
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EURAXESS

• is a unique pan-European initiative providing access to a complete range of information and support services to researchers wishing to pursue their research careers in Europe or stay connected to it;
• is an ERA (European Research Area) key initiative to promote research careers and facilitate the mobility of researchers across Europe;
• European Union & 40 countries in Europe are working together to assist researchers and research organisations!
• all services at EURAXESS Portal are provided free of charge!
CURRENT EURAXESS PORTAL- 4 KEY INITIATIVES

4 MAIN SECTIONS

• information about jobs & funding opportunities at national, international, european level;

• personalised assistance to researchers & their families through a network of 500 units: Service Centres (160), Contact points (301) and Bridgehead organisations (48) located in 40 European countries;

• information about rights and obligations of researchers, their employers and funders, including entry conditions, social security and pensions;

• networking tool for European & non-EU researchers worldwide.
TARGET GROUPS

- Researchers **professionally performing research activity**;
- Universities / research institutions **recruiting them**.
TARGET GROUP: RESEARCHERS

- sign up and enter their CV information in the EURAXESS portal;
- search for jobs & fellowships and apply outside the website;
- navigate the list of grants external links;
- find their EURAXESS national portal;
- find useful information when relocating;
- find support services at the closest EURAXESS Service Center;
- learn more about the C&C and the HRS4R to implement it;
- learn more about visa conditions;
- learn more about pensions and RESAVER, the pan-european pension fund;
- learn more about R&I news, events, policy.
TARGET GROUP: UNIVERSITIES/RESEARCH INSTITUTIONS

- sign up and enter their data on the EURAXESS Portal;
- post job vacancies & fellowships;
- search for CVs;
- find & get in touch with their EURAXESS national portal;
- learn more about the C&C and the HRS4R to implement it;
- access the R&I news, events, policy.
EURAXESS@METU

METU is the first EURAXESS service center in Turkey

—Committed to attract promising international researchers
  • Institutions and research groups can post their offers
  • Researchers can browse and apply through the portal

—Helps incoming researchers and their families with administrative procedures and provides support for settling in
Human Resources Strategy for Researchers (HRS4R/HR LOGO)

- One of the pillars of EURAXESS, Rights, aims at better employment and working conditions for researchers throughout Europe.

- On of the cornerstones of the EURAXESS Rights is the implementation of the Code of Conduct (the European Charter for Researcher and the Code of Conduct for the Recruitment of Researchers, launched by the European Commission in 2005).

- The European Charter for Researchers is a general set of principles and requirements related to the functions, responsibilities and rights of research staff and their employers.

- The Code of Conduct for the Recruitment of Researchers aims at improving the selection and recruitment processes, ensuring they are fair and transparent.
40 principles in **Code of Conduct** around four themes of:

- ✔ Ethical & professional aspects
- ✔ Recruitment
- ✔ Working conditions & social security
- ✔ Training

[https://ueam.metu.edu.tr/tr/academic-ethics](https://ueam.metu.edu.tr/tr/academic-ethics)
HRS4R@METU

METU is the first institution in Turkey to be awarded the Human Resources Excellence Award given by the European Commission

—Endorsed the principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

## METU HRS4R REvised Action Plan August 2022 – August 2025

<table>
<thead>
<tr>
<th>ACTIONS AND TASKS</th>
<th>STATUS</th>
<th>TIMING</th>
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<tbody>
<tr>
<td>ACTION 1: Maximizing the use of EURAXESS Service Centre and portal</td>
<td>Extended</td>
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<tr>
<td>Task 1: Making EURAXESS Service Centre more visible by placing it on an easily accessible place on the institution’s website and make EURAXESS Service Centre more virtual</td>
<td>Completed</td>
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<tr>
<td>Task 2: Revising Welcome Package provided to new comers</td>
<td>Extended</td>
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<tr>
<td>Task 3: Raising the number of job advertisements including external funding for both researchers and students on EURAXESS jobs portal</td>
<td>Completed</td>
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<tr>
<td>Task 4: Increasing the number of international researchers through Marie Sklodowska-Curie Actions (MSCA) fellowships, European Research Council (ERC) funding, and Erasmus + programmes</td>
<td>Completed</td>
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<tr>
<td>Task 5: Regular updating the METU staff about HRS4R process through EURAXESS webpage and e-mails</td>
<td>Extended</td>
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<tr>
<td>Task 6: Updating rules and regulations for post-doctoral researchers</td>
<td>New</td>
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<tr>
<td>ACTION 2: More effective dissemination and consolidation of the Code of Ethics</td>
<td>Completed</td>
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<tr>
<td>Task 1: Publication of Charter and Code for Researchers at the website of The Scientific Research and Publication Ethics Committee</td>
<td>Completed</td>
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<tr>
<td>Task 2: Collecting scattered regulations and principles under one document</td>
<td>Completed</td>
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<td>Task 3: Updating already existing training modules for researchers on ethical principles in line with the Code and Charter for Researchers</td>
<td>Completed</td>
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<tr>
<td>Task 4: Dissemination of ethical principles through welcome package, trainings for R1 researchers, academic development programme conducted at METU</td>
<td>Completed</td>
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<tr>
<td>ACTION 3: Reviewing and updating career development strategies and documents</td>
<td>Extended</td>
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<tr>
<td>Task 1: Gathering the scattered induction programme modules for R1 in the Graduate Schools under one roof and update them</td>
<td>Completed</td>
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<tr>
<td>Task 2: Updating and revising the guideline for international programs</td>
<td>Completed</td>
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<tr>
<td>Task 3: Dissemination of guideline for international programs</td>
<td>Completed</td>
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<tr>
<td>Task 4: Increasing the number of awareness-raising activities for career development through faculty visits and use of e-mails and social media</td>
<td>Completed</td>
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<tr>
<td>Task 5: Increasing the participation of R1 and R2 to career development programmes for satisfying the tenure track position criteria</td>
<td>Completed</td>
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<tr>
<td>Task 6: Creating further funds to STEM empowerment-talent pipeline</td>
<td>New</td>
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<tr>
<td>ACTION 4: Promotion of work-life balance</td>
<td>In progress</td>
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<tr>
<td>Task 1: Creating a designated space for breastfeeding at Rectorate building, Culture and Convention Centre and the Departments and developing new adjustments for facilitating it</td>
<td>In progress</td>
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<tr>
<td>Task 2: Raising the awareness on work-life balance throughout the university and encouraging representatives at the administrative/departamental managerial level to stay within the limits of working hours</td>
<td>Completed</td>
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<tr>
<td>ACTION 5: Raising awareness about the Code of Conduct for the Recruitment of Researchers and OTM-R Principles</td>
<td>Completed</td>
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<tr>
<td>Task 1: Raising awareness about Code of Conduct for the Recruitment of Researchers and OTM-R principles at the senior management level</td>
<td>Completed</td>
<td>From 1st to 4th quarters of year 5</td>
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<tr>
<td>Task 2: Reviewing the existing recruitment policy within the limits of national law and regulations</td>
<td>Completed</td>
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<tr>
<td>Task 3: Dissemination of OTM-R principles to Faculties and Graduate Schools Task</td>
<td>In progress</td>
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<tr>
<td>Task 4: Collecting documents regarding job application process in one guideline (English and Turkish)</td>
<td>Completed</td>
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<tr>
<td>Task 5: Posting this guideline on the page of Directorate of Personnel Affairs</td>
<td>Completed</td>
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<tr>
<td>Task 6: Facilitating easy access to job offers and application process by maximum use of platforms including Higher Education Council, Official Gazette, METU webpage and EURAXESS within the confines of the law</td>
<td>Completed</td>
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<td>ACTION 6: Supporting co-authorship</td>
<td>Completed</td>
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<tr>
<td>Task 1: Raising awareness about the value of co-authorship at the senior management level and exploring incentives to support co-authorship</td>
<td>Completed</td>
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<tr>
<td>Task 2: Inclusion of co-authorship into the next strategic plan</td>
<td>Completed</td>
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<tr>
<td>ACTION 7: Translation of academic and administrative units' webpages into English</td>
<td>In progress</td>
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<tr>
<td>Task 1: Identification and selection of the units serving to internalisation of the university such as student affairs, graduate schools, research coordination office, career development centre.</td>
<td>Completed</td>
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<tr>
<td>Task 2: Translation of the webpages of selected units into English</td>
<td>In progress</td>
<td>4th quarter of year 3</td>
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<tr>
<td>Task 3: By the end of the next 36 months, the webpages of all units at the University will be both in Turkish and English.</td>
<td>New</td>
<td>By the 4th quarter of year 3</td>
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<td>ACTION 8: Implementation and monitoring of action plan</td>
<td>CANCELLED BY THE CONSENSUS REPORT</td>
<td></td>
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<td>ACTION 9: Supporting mentorship</td>
<td>Extended</td>
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<tr>
<td>Task 1: Reviewing and revising existing mentoring program employed by the University according to C&amp;C.</td>
<td>Completed</td>
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<tr>
<td>Task 2: Monitoring the conduct of the mentoring programme via regular feedbacks</td>
<td>Completed</td>
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<tr>
<td>Task 3: Exploring incentives to support mentorship e.g. inclusion of mentorship into criteria for promotion</td>
<td>Completed</td>
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<tr>
<td>Task 4: Consolidation of mentoring programme specially to strengthen women researchers</td>
<td>New</td>
<td>3rd quarter of year 5</td>
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GENDER EQUALITY PLAN

MANDATORY REQUIREMENTS FOR A GEP

- **Publication**: formal document published on the institution's website and signed by the top management

- **Dedicated resources**: commitment of human resources and gender expertise to implement it

- **Data collection and monitoring**: sex/gender disaggregated data on personnel and students and annual reporting based on indicators

- **Training**: Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers

Content-wise, **RECOMMENDED AREAS** to be **covered** and addressed via concrete measures and targets:

- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Work-life balance and organisational culture
- Integration of the gender dimension into research and teaching content
- Measures against gender-based violence including sexual harassment

8.03.2023
METU has in place its gender equality plan (GEP) aligned with EC GEP criteria

TIMELINE OF METU GENDER EQUALITY ACTION PLAN

INSTITUTIONALISATION

- Working Group (WG)
- WG → Commission
- Increasing HR of GWS and CİTÖB
- Commission → Unit

TRAINING

- Training programme with 5 modules tailor-designed for senior management, administrative staff, academics, students

SELF-ASSESSMENT

- Plan-Do-Check-Act cycle (PDCA Cycle) for gender-disaggregated data collection
- Plan-Do-Check-Act cycle (PDCA Cycle) for work-life balance

MENTORING & ORIENTATION

- 2 mentoring programmes: Career Development and Career Advancement
- Incorporation of gender equality (GE) into all student orientation programmes

GUIDES

- Guides on GE in teaching and research
- Guide on inclusive writing for non-sexist communication

PROMOTION OF GENDER EQUALITY AND GENDER EQUALITY ACTION PLAN

- Promotion of GEP and its outputs, organizing info days
- Department ambassadors and student ambassadors
- Integration into METU Strategic Plan and Quality Assurance System
- Alignment of GEP and Human Resources Strategy for Researchers (HRS4R)
- Revision of texts and images from a GE perspective
Thank you..