Charter & Code and HRS4R:
an update

HRS4R Info Day – 23 November 2021

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The “Charter & Code” and its implementation

Charter & Code

HRS4R procedure

H2020
MGA, Art. 32

Strengthened
HRS4R procedure

Digitalisation of
HRS4R

2005

EC recommendation
2005/251/EC

Mechanism of C&C
implementation

‘Best effort’ obligation
for beneficiaries

OTM-R Checklist
added to the
self-assessment process

2018

E-tool of the HRS4R
process

Overall GOAL

Foster an open, transparent, sustainable European labour market for researchers
Charter & Code
The cornerstone of research careers policy (former ERA priority 3)

The Charter
(the European Charter for Researchers)
- set of principles for the roles, responsibilities and entitlements of researchers
- Provides a reference framework.

The Code
(the Code of Conduct for the Recruitment of Researchers)
- Provides for transparency of the recruitment and selection process, ensuring equal treatment for all applicants
- Includes obligations for employers and funders
Commission Recommendation on Charter and Code
4 pillars to strengthen the ERA

4 Thematic Areas:

1. **Working Conditions & Social Security** - promoting and creating a stimulating and favourable working environment

2. **Recruitment** - assessing, attracting and retaining talent; international visibility

3. **Training and Career Development**

4. **Ethical and Professional Aspects**
Commission Recommendation on Charter and Code
4 pillars to strengthen the ERA

40 Principles

- Research freedom
- Dissemination and exploitation of results
- Recognition of the researcher’s profession
- Working conditions
- Stability and permanence of the employment
- Remuneration package (funding and salaries)
- Gender balance
- Career development
- Access to research training and continuous development
- Intellectual property rights
- Evaluation and appraisal systems
- Code of recruitment of researchers (OTMR)
The Human Resources Strategy for Researchers (HRS4R) is the mechanism to implement the principles set forth in the C&C

- **Voluntary, structured and monitored** procedure (continuous assessment)
- Based on **gap-analysis and action plan**
HRS4R – A long term commitment
Voluntary, structured and monitored auditing mechanism, centered on a continuous assessment cycle based on gap-analysis and action plans for ongoing monitoring, self-assessment, peer reviews
Beneficiaries must take all measures to implement the principles set out in the C&C, in particular regarding:

- working conditions
- transparent recruitment processes based on merit
- career development

**Best effort obligation**: “must be proactive and take specific steps to address conflicts between their policies and the principles set out in C&C”

Beneficiaries should keep **appropriate documentation** about the steps taken and measures put in place.
The e-tool: basic information and data

Download the Technical Guidelines for Institutions (2.88 MB)
Download the HRS4R procedure chart (52.79 KB)

HRS4R in figures

Find out what are institutions which have most recently been awarded, navigate a map to locate the recognised organisations and see the latest figures about the implementation of the HR Strategy for Researchers in Europe.

ACCESS THE DASHBOARD
HRS4R Guidelines: section 3.3 - mergers

Application Scenarios

General rules

1. Applying Institution hierarchically represents all the other units
2. Applying institution has a HR department and a HR policy

Particular cases:

- **3.3.1** A Unit has independent HR rules/policies from the Institution
- **3.3.2** Merger of two or more organisations (several scenarios are possible)
  Basic rule is the production of an updated action plan (three years rule)
- **3.3.3** Institutions belong to a group, alliance etc.
HRS4R e-tool: the dashboard

https://euraxess.ec.europa.eu/jobs/hrs4r/dashboard
C&C and HRS4R: statistics

Awarded organisations 2010-2021

- 1307 Institutions have endorsed the Charter & Code principles
- 647 research institutions from over 40 Countries received the HR Excellence in Research Award
- 67 new institutions received the awarded in 2019
- 72 new institutions received the awarded in 2020
- 82 new institutions received the awarded in 2021

https://euraxess.ec.europa.eu/jobs/hrs4r/dashboard
HRS4R: more figures

In 2019:
- 175 assessments
- 19 site visits

In 2020:
- Over 190 assessments
- 14 site visits*

• Covid-19 impact: institutions delays + suspension of the regular site visits
  Introduction of the "remote site visit" formula.

In 2021 (to-date):
- 236 assessments
- 21 site visits performed + 6 in preparation*
- Over 130 institutions are currently preparing for the Award (initial phase)
- Over 280 organizations currently preparing for renewal
HRS4R e-tool: e-learning module

https://euraxess.ec.europa.eu/jobs/hrs4r/e-learning
Thank you for your attention

For questions and procedural support, please write to RTD-Charter@ec.Europa.eu

For technical issues and queries, please write to support@euraxess.org