



# THE HRS4R

## Introduction and Update



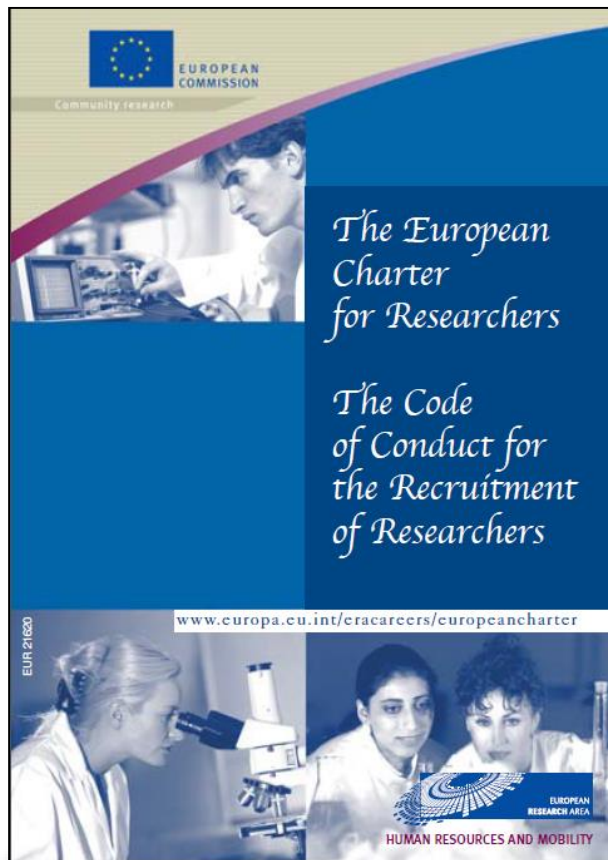
INFO DAY

**29 JANUARY 2019**

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DG RTD B.7 | Academic Research & Innovation

## WHAT is it?



### The Charter

- set of principles for the roles, responsibilities and entitlements of researchers - Reference Framework.

### The Code of Conduct

- provides for transparency of the recruitment and selection process, ensuring equal treatment for all applicants
- includes obligations for employers and funders

## Charter and Code: 4 pillars to strengthen the ERA



Overall  
GOAL

Open, attractive, sustainable European labour market for researchers

## European Charter for Researchers (C&C)



2005  
*Commission  
Recommendation*

## HRS4R Voluntary, monitored, self assessment



2008  
*Mechanism of  
implementation*

## *Art 32: 'Best effort' obligation for all beneficiaries*



2014  
*H2020  
MGA, Art. 32*



# HORIZON 2020



Europese  
Commissie

## Article 32

The 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.

## Article 32 – non compliance (AGA)

- **Consequences of non-compliance**  
if the beneficiary breaches its obligations under this Article, the Commission (Agency) may apply any of the measures described in Chapter 6.
- **The Commission (Agency) will verify compliance** with this obligation when monitoring the action implementation and in case of checks, audits and investigations.

## WHAT is it?

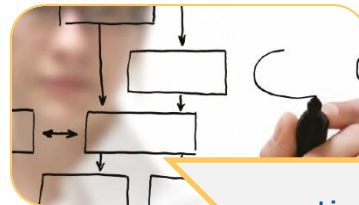
### HRS4R STRATEGY

to implement the principles of C&C

- **Voluntary, structured and monitored** procedure (continuous assessment)
- Based on **gap-analysis and action plan**:



gap analysis

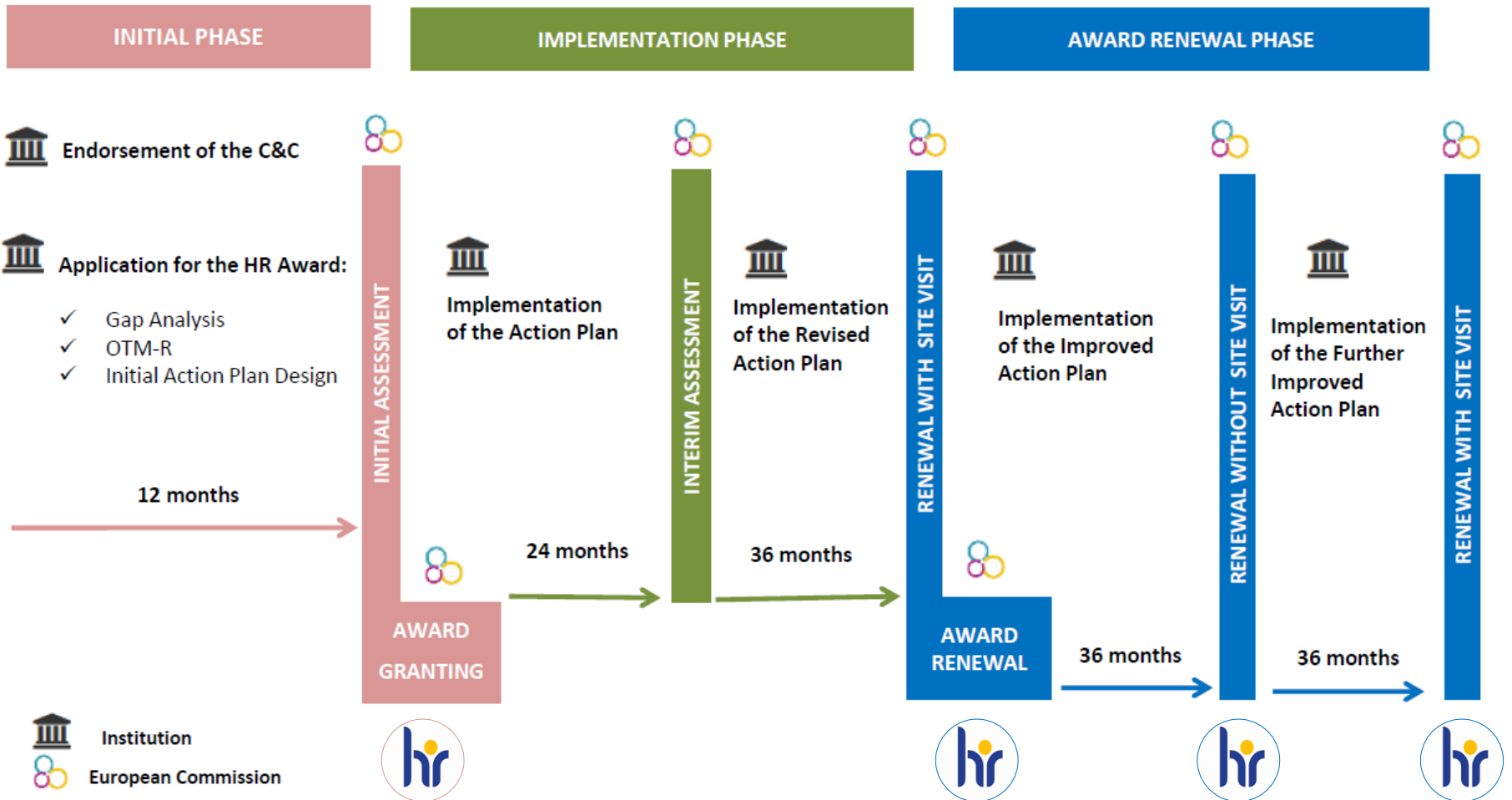


action plan



online  
publication

# Strengthened HRS4R implementation (Jan 2017)



HRS4R - moving towards QUALITY



## News

### Site Visits resumed

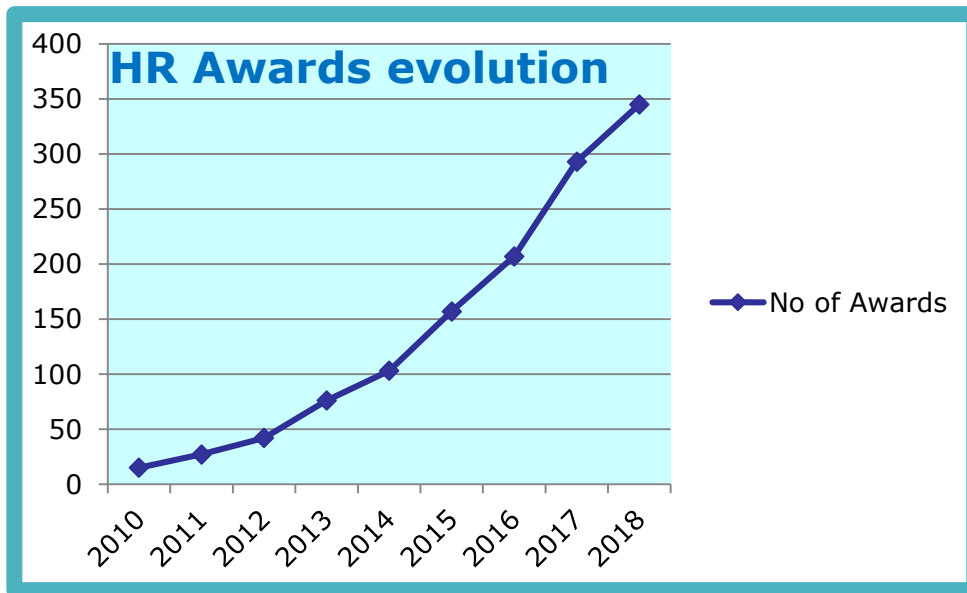
- Part of the HRS4R procedure, performed 5 years after the award
- Around 18–25 visits planned for 2019
- Deployment already started
- Guidelines prepared by experts and EC



## Benefits

- **Credibility**  
*towards researchers, authorities, funders*
  - H2020 projects
  - Qualify for national funding
- **Stimulating and favourable working environment**
- **Strong reputation and visibility of the institutions**
  - Part of international network of innovative institutions
- **Attracts and retains high calibre research staff**
  - The 'HR award' is displayed on the adverts published on EURAXESS Jobs, the institution's websites, promotional material

## Key Figures



- **445 institutions** obtained the HR award
- **80** in process
- More than **150 submissions** were assessed in 2018
- Over **40 countries** involved overall
- **220 institutions** in the IT tool

## Key documents to consult:

<https://euraxess.ec.europa.eu/useful-information/policy-library#document-collapsible-research-careers-strengthened-hrs4r-process>

- **Process Guidelines February 2016**
- **Experts report**
- **OTMR Documents (Toolkit) found in research Careers (in Policy Library)**
- **Technical Guidelines**

EU POLICIES	+
MOBILITY	+
STRENGTHENED HRS4R PROCESS	-
<ul style="list-style-type: none"> <li>- <b>HRS4R Process Guidelines</b>  <a href="#">Experts' report</a> (914.82 KB)  <a href="#">Guidelines</a> (277.56 KB)  <a href="#">HRS4R Examples of Endorsement Letters best practices</a> (16.99 KB)</li> <li>+ <b>HRS4R templates for the initial phase</b></li> <li>+ <b>HRS4R template for Internal review (implementation and renewal phase)</b></li> <li>+ <b>HRS4R Templates for assessors</b></li> </ul>	

RESEARCH CAREERS
<ul style="list-style-type: none"> <li>+ <b>Research Careers</b></li> <li>+ <b>ERAC Mutual Learning Workshop on Human Resources and Mobility, 26 March 2014</b></li> <li>- <b>Open, Transparent and Merit-based Recruitment of Researchers (OTM-R)</b>  <a href="#">Study on the open, transparent, and merit-based recruitment of researchers</a> (3.14 MB)  <a href="#">OTM-R Checklist for Institutions</a> (516.41 KB)  <a href="#">Report of the ERA-SGHRM Working Group on Open, Transparent and Merit-based Recruitment of Researchers (OTM-R)</a> (211.72 KB)</li> </ul>



**Thank You**

**Queries at:  
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