



# THE HRS4R

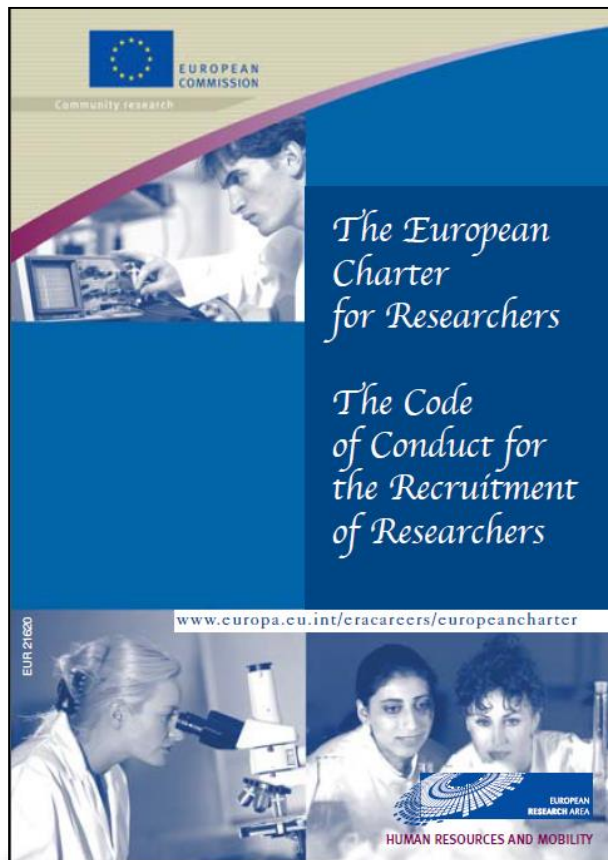
## Introduction



INFO DAY

DG RTD G.2 | Academic Research & Innovation  
and Research Organisations

## 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 European Research Area



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*



## 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?

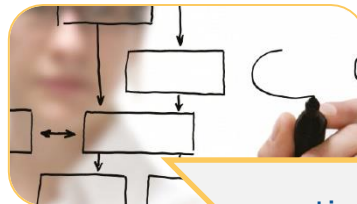
### HRS4R STRATEGY:

Mechanism to implement the principles of C&C

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



gap analysis

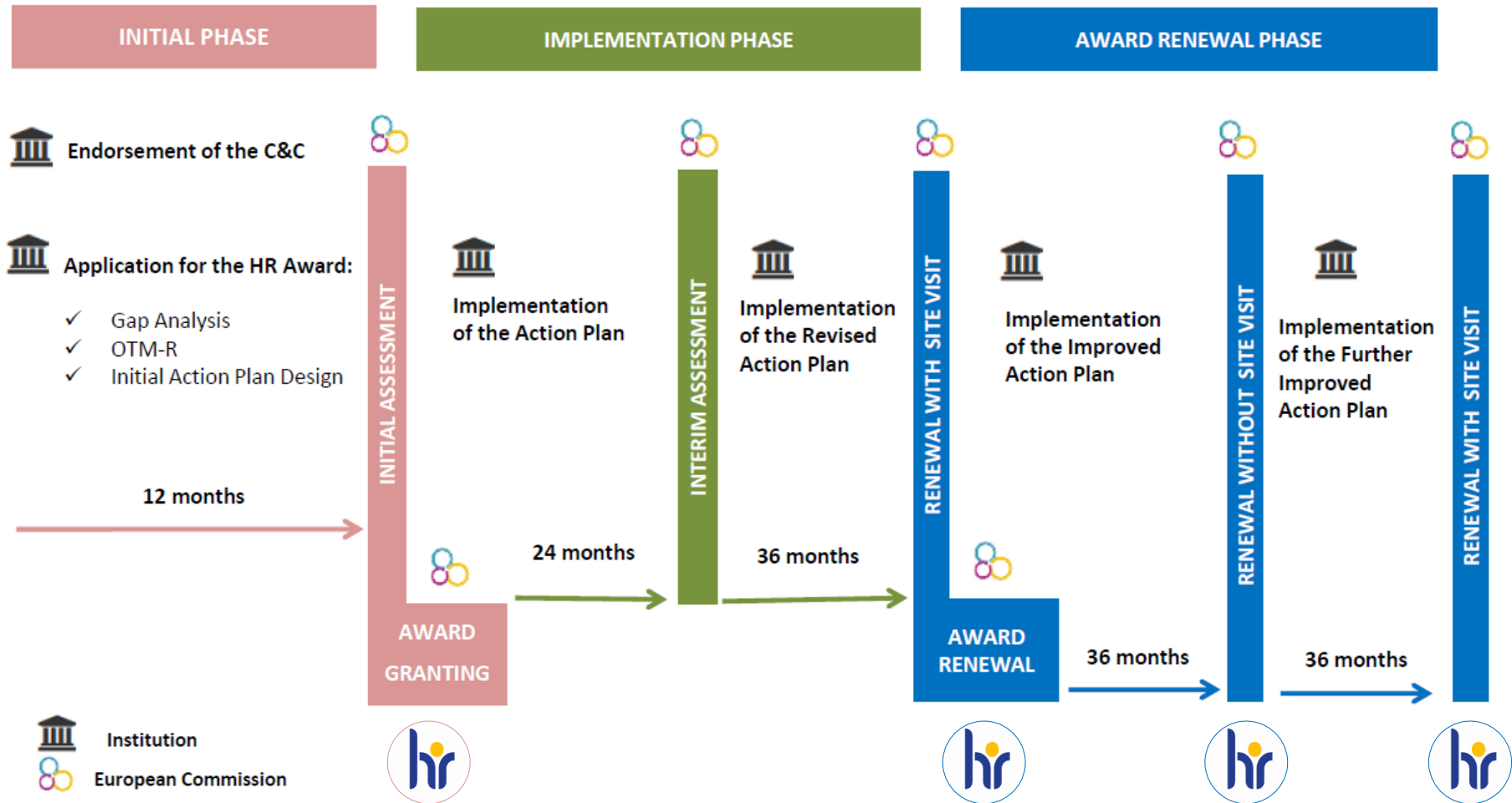


action plan



online  
publication





HRS4R - moving towards QUALITY



## News

### Site Visits resumed

- Part of the HRS4R procedure, performed 5 years after the award
- Over 20 visits deployed already in 2019
- Guidelines for institutions available [online](#)

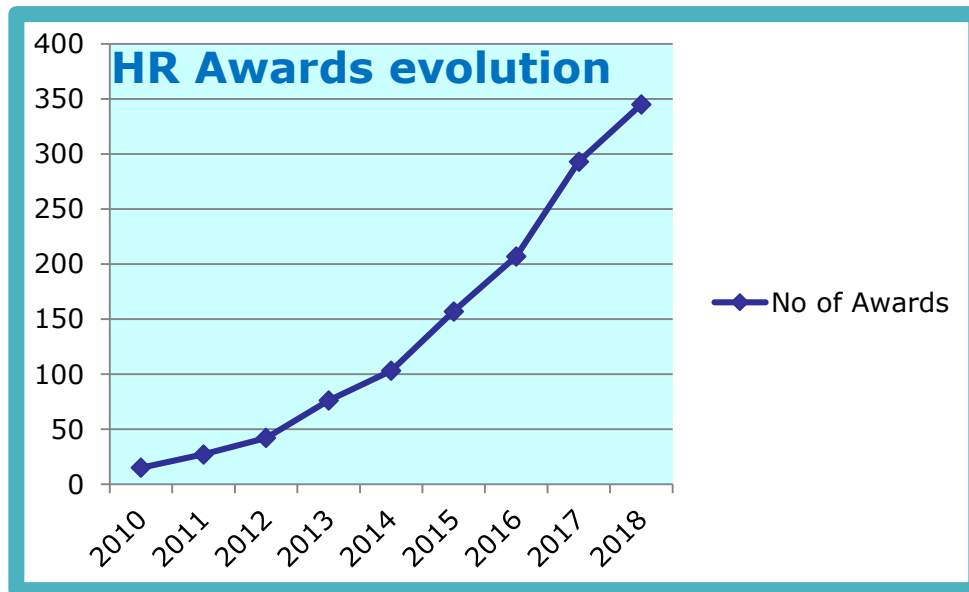


## Benefits

- **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






- **1 159 organisations** have endorsed the Charter & Code
- **500+ institutions** obtained the HR award
- **115** in process
- More than **150 submissions** were assessed in 2018
- Over **40 countries** involved overall
- **382 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>— HRS4R Process Guidelines <ul style="list-style-type: none"> <li>Experts' report  (914.82 KB)</li> <li>Guidelines  (277.56 KB)</li> <li>HRS4R Examples of Endorsement Letters best practices  (16.99 KB)</li> </ul> </li> <li>+ HRS4R templates for the initial phase</li> <li>+ HRS4R template for Internal review (implementation and renewal phase)</li> <li>+ HRS4R Templates for assessors</li> </ul>	

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

## IT Platform – Introduction

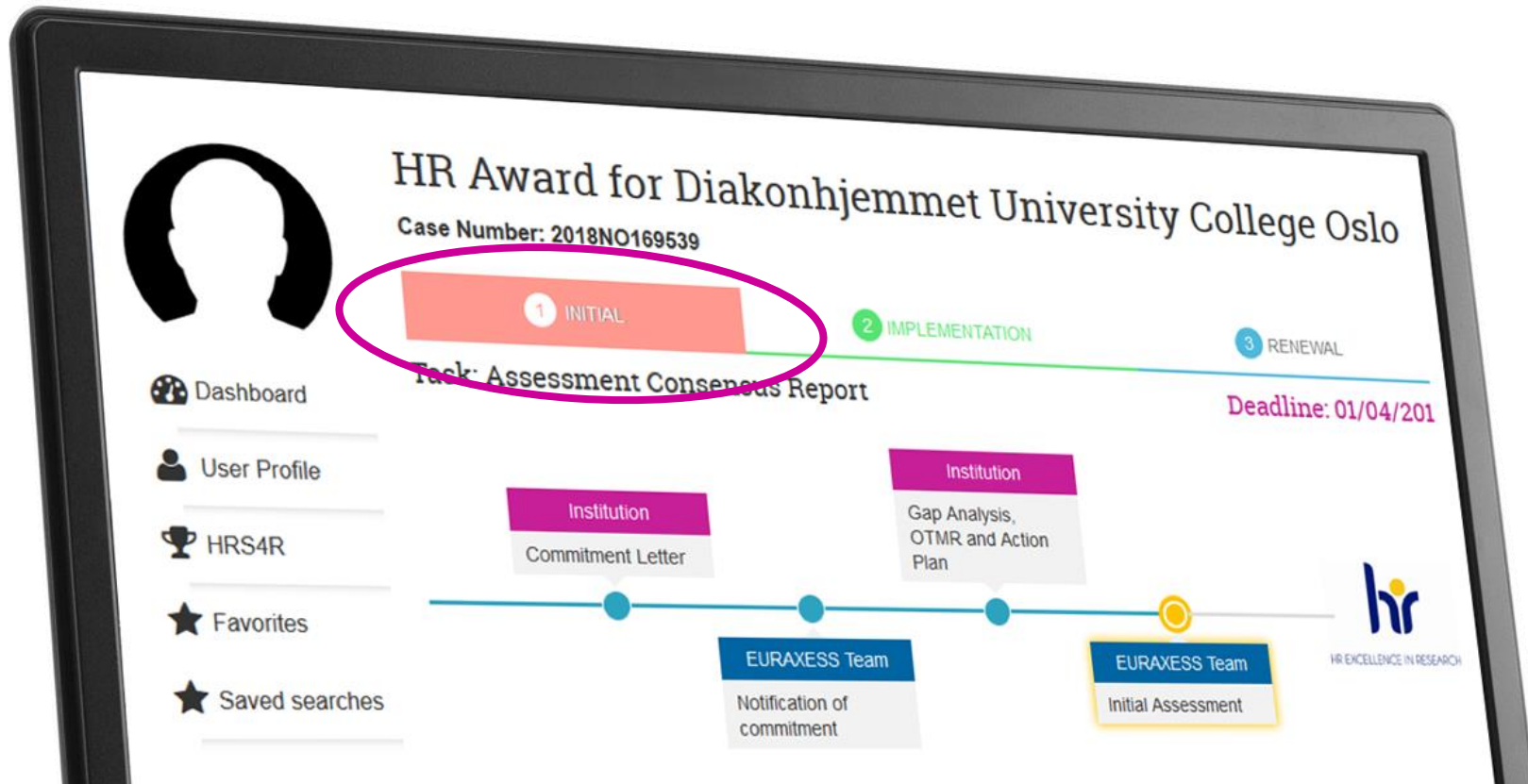


- Operational since May 2018
- Streamlines the HRS4R process for all stakeholders:
  - Structured approach for institutions facilitating progress reporting and monitoring
  - More rapid and efficient evaluation process
  - Faster feedback from EC



## Advantages

- Workflow and timeline clearly illustrated
- Deadlines automatically set for each task
- Full history of the application available
- “Need help?” – step-by-step user manuals





**Thank You**

**Queries at:  
[RTD-Charter@ec.Europa.eu](mailto:RTD-Charter@ec.Europa.eu)**