



THE HRS4R

Introduction and Update



INFO session

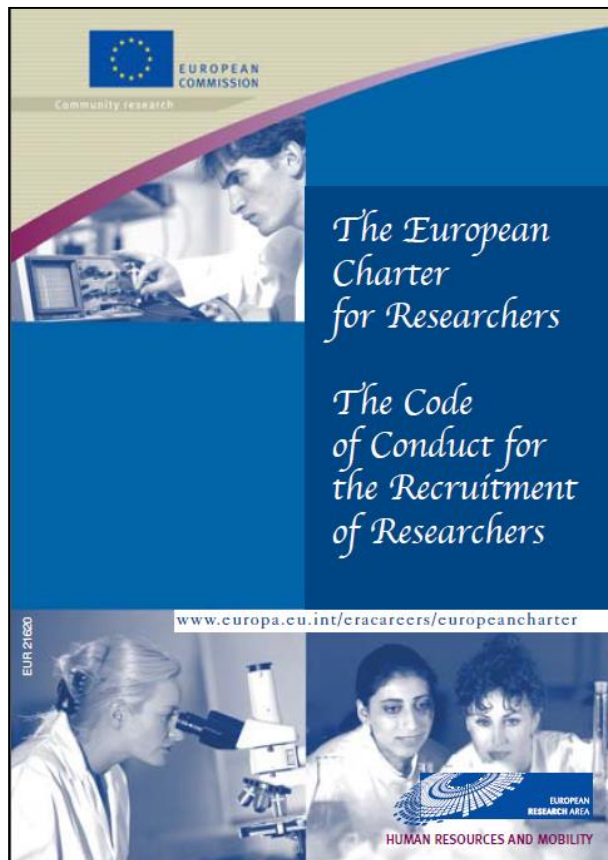
11 April 2019

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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.



Article 32 – where is it found

- in all multi-beneficiary GAs
- **except:** MSC-COFUND (Marie-Curie...)
- SME instrument (Small & Medium Enterprises)
- ERA-NET Cofund
- PCP-PPI COFUND (joint public procurement/innovative solutions)
- EJP COFUND (European Joint Programme)

SECTION 4: OTHER RIGHTS AND OBLIGATIONS

WHAT is it?

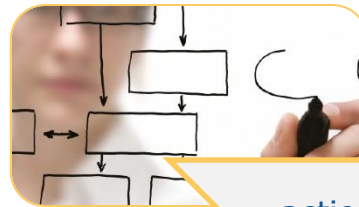
HRS4R STRATEGY

to implement the principles of C&C

- **Voluntary, structured and monitored** procedure (continuous assessment)
- Based on:



gap analysis

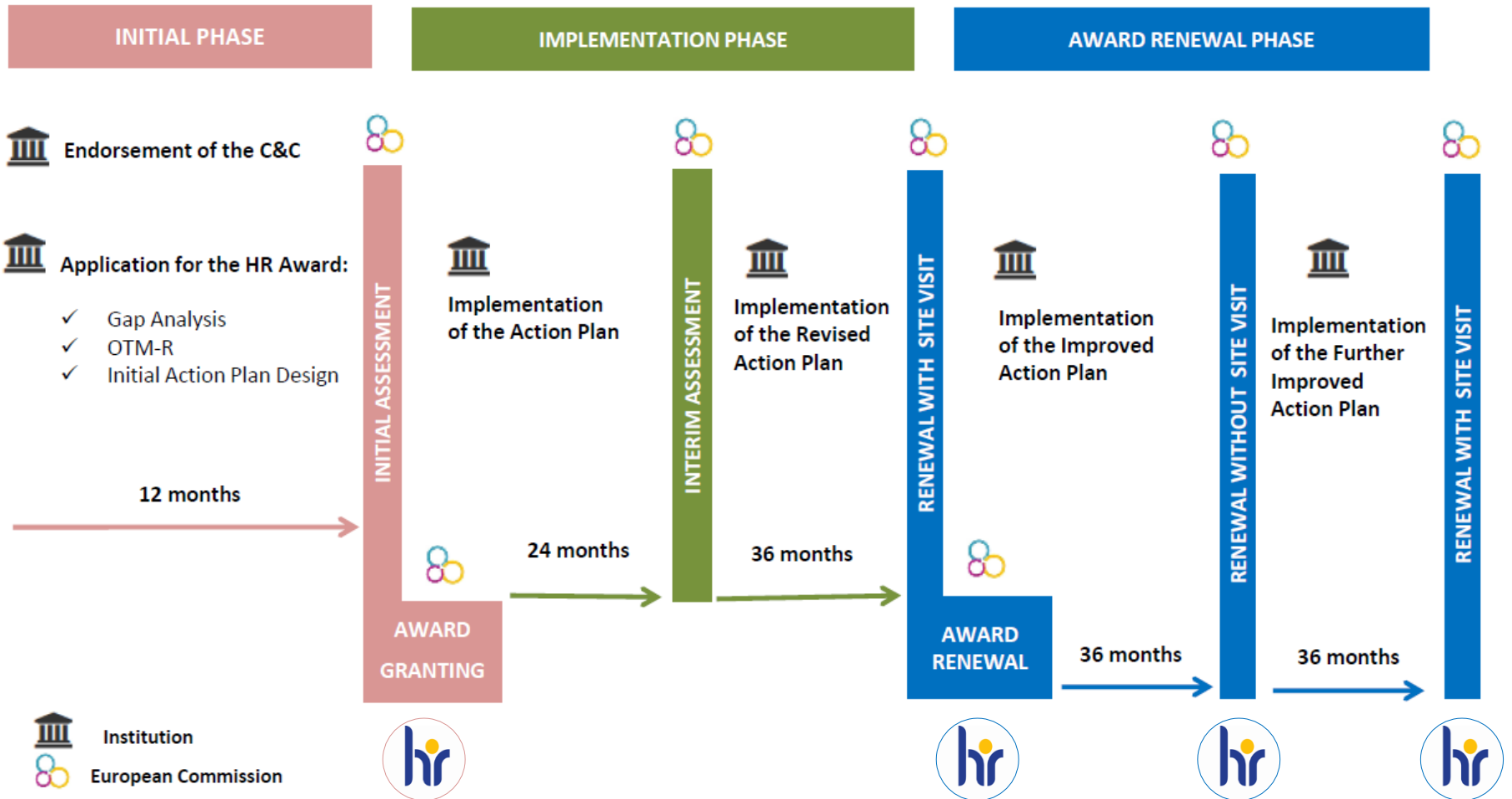


action plan



online
publication

Strengthened HRS4R implementation (Jan 2017)



HRS4R - moving towards QUALITY

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



News

Site Visits:

- ▶ Deployment launched in January 2019
- ▶ 11 visits performed, another 20 planned
- ▶ Positive feedback from all visits: helpful in understanding the institutional context

Training for assessors:

- ▶ *11 June 2019 Brussels*
- ▶ *audience: beginners and intermediate*

News

E-learning Module:

- ▶ *Guide on the application process in the IT tool*
- ▶ *Cover all the stages of the process*
- ▶ *Chapter based, tips and tricks*




Latest Figures

- ▶ *468 institution obtained the award*
- ▶ *1126 endorsed the Charter and Code*
- ▶ *Around 100 preparing for the implementation*
- ▶ *104 institutions transferred to the online 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"> - HRS4R Process Guidelines <ul style="list-style-type: none"> Experts' report  (914.82 KB) Guidelines  (277.56 KB) HRS4R Examples of Endorsement Letters best practices  (16.99 KB) + HRS4R templates for the initial phase + HRS4R template for Internal review (implementation and renewal phase) + HRS4R Templates for assessors 	

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



Thank You

**Queries at:
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