THE HRS4R

Introduction

University of Liege, 12 June 2019

DG RTD G.2 | 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 European Research Area

- Working Conditions
- Recruitment
- Career Development
- Ethics

Overall Goal: Open, attractive, sustainable European labour market for researchers
European Charter for Researchers (C&C)

HRS4R Voluntary, monitored, self assessment

Art 32: 'Best effort' obligation for all beneficiaries

2005 Commission Recommendation

2008 Mechanism of implementation

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](image1.png)
![action plan](image2.png)
![online publication](image3.png)
Strengthened HRS4R implementation (Jan 2017)

**INITIAL PHASE**
- Endorsement of the C&C
- Application for the HR Award:
  - ✓ Gap Analysis
  - ✓ OTM-R
  - ✓ Initial Action Plan Design

12 months

**IMPLEMENTATION PHASE**
- Implementation of the Action Plan
- Implementation of the Revised Action Plan

24 months
36 months

**AWARD RENEWAL PHASE**
- Implementation of the Improved Action Plan
- Implementation of the Further Improved Action Plan

36 months
36 months

**HRS4R - moving towards QUALITY**
News

Site Visits resumed

- Part of the HRS4R procedure, performed 5 years after the award
- 16 visits deployed already in first semester 2019
- Guidelines for institutions available soon 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
- 480 institutions obtained the HR award
- 130 in process
- Over 40 countries involved overall
- 300 institutions in the IT tool

**Key Figures**
Key documents to consult:

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

- Operational since June 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:
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