

Direction

European Commission
DG Research & Innovation
Open Innovation and Open Science
B-1049 Brussels
BELGIUM

Nice, le 3 février 2021

Affaire suivie par :
Sophie ROUZIERE
Hrs4r@oca.eu

Réf. : DM/SR/2021-015

Object : Endorsement letter - HRS4R

Commitment to implement the principles of the European charter for Researchers code of conduct for the recruitment of researchers at Observatoire de la Côte d'Azur. Launch of the HRS4R process on December 10, 2020.

Observatoire de la Côte d'Azur (OCA) welcomes and strongly supports the initiative of the European commission to ensure a favourable working environment for its researchers.

OCA is an astronomical observatory and public administrative institution of the Ministère de l'Enseignement Supérieur, de la Recherche et de l'Innovation. Enjoying administrative and financial independence, OCA spearheads the region's research activities in earth sciences and astronomy, carried out in three research units under shared supervision (Université Côte d'Azur, CNRS, IRD, OCA). OCA is an associate member of Université Côte d'Azur (UCA) created on 1 January 2020. UCA is recognized as one of the top research-intensive universities in France

As Director of Observatoire de la Côte d'Azur, I am convinced that this initiative contributes to encourage researcher mobility and to strengthen the attractiveness and excellence of higher education institutions in Europe, in accordance with the objective of developing the European Research Area. OCA is involved in several European projects. It is the case together with UCA of the Ulysseus European university, a project that aims to strengthen cooperation and exchanges between several European universities.

The HRS4R approach is consistent with the observatory's strategy to develop its international outreach and attractiveness. It is in line with the ongoing process of improvement of our internal procedures to provide better working conditions for our researchers and maintain high standards in research and in teaching in general. OCA's commitment to the HRS4R process is consistent with its overall strategy for continuous improvement of working conditions, recruitment procedures, career development opportunities and researcher training

Several key action plans are currently being implemented by the observatory: the convention for public communication without gender stereotypes; the fight against sexism, sexual violence, and discrimination; the appointment of an Ethics and Scientific Integrity Officer;

We are working on the implementation of a gender equality action plan, an information campaign to promote quality of life at work and the OTM-R procedures.

By making this commitment, I wish to express my determination to pursue this initiative and my firm support for the 40 principles of the European Charter for Researchers and its Code of Conduct and likewise for the 23 principles of the OTM-R with the objective of sustainably maintaining the observatory's practices in compliance with the European quality standards of the HRS4R label.

Yours faithfully,


Observatoire de la Côte d'Azur
L'administrateur provisoire
Denis MOURARD

Denis MOURARD
Administrateur provisoire

