

# HRS4R virtual Info Day

17 November 2020

## Background and Context

The “European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers” (C&C), and its implementation mechanism, the “Human Resources Strategy for Researchers” (HRS4R) are today active and successful instruments of the toolbox needed to transform ERA policy into practice.

The C&C is based on four pillars: working conditions, recruitment, career development, and ethical and professional aspects. Their aim is to strengthen the European Research Area by contributing to the development of an attractive, open and sustainable European labour market for researchers where the framework conditions allow for recruiting and retaining high calibre researchers. With this architecture, the C&C sets out a reference framework for the roles, responsibilities and entitlements of researchers as well as their employers and funders, and aims at ensuring equal treatment of all applicants, including obligations for employers and funders by providing for transparency of the recruitment and selection process.

In 2005, the European Commission recommended the Member States to take duly into account and follow the general principles and requirements set out in the C&C.<sup>1</sup> Its implementation mechanism, the HRS4R, was subsequently launched in 2008. In addition, in 2014, art. 32 of H2020 Model Grant Agreement introduced a clause for all beneficiaries for a “best effort obligation” in the implementation of the principles set out in the C&C.

The HRS4R consists in a voluntary, structured and monitored procedure mechanism for the implementation of the 40 principles set forth in the C&C. It is centred on an auditing mechanism, hinged on a continuous assessment cycle (a sequence of desk-based and on-site assessments) built on gap-analysis and action plans for the granting of the “HR Excellence in Research Award”. Once an institution obtains the HR award, it can display it on the adverts published on EURAXESS Jobs, on the institution websites, and on the promotional material. To-date, over 500 organisations both European and non-European have received the “HR Excellence in Research Award” and over one hundred are in the process.

In the context of an Open Science Research Environment in Europe’s institutions, the HR-Strategy for Researchers proves to become key in **ensuring generally accepted standards** both in the management of researchers and academic careers, and in the **acknowledgement of institutions** striving for excellence in quality research management.

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<sup>1</sup> 2005/251/EC , OJ L 75, 22.3.2005, p. 67–77 <http://data.europa.eu/eli/reco/2005/251/oj>

## **Purpose, objectives, and description of the event**

The HRS4R Info Day is essential to the process in support of the core actors of HRS4R: the Institutions participating to the HR Strategy. The event will also provide information in support to the process of revision of the C&C and the evolution of HRS4R.

Due to the current pandemic situation, the event will take the form of a virtual meeting via Webex, and will bring together a diverse audience made of a variety of stakeholders. This will include 'newcomer' universities, research institutions and research funders investing in researchers' talents, skills and career development by implementing the 40 principles of the C&C.

The Info Day will also focus on already awarded institutions beyond the initial stage. This has the purpose of responding to the many requests for clarification and support from Institutions tackling, on the one hand, the multiple dimensions of the HRS4R process, and, on the other hand, the many observations and the implementation advice from the assessing experts.

The aim of the info day will be to promote and increase the awareness and implementation of the C&C and HRS4R across Europe, as well as contributing to the further recognition of the Strategy. This will bring forward policy issues related to skills and talent management in an Open Science environment closely linked to the European Framework for Research Careers, and practical guidance in the implementation of the action plans

In particular, the info day will promote the following points and objectives:

- Increasing awareness and level of implementation of C&C and HRS4R
- Disseminate and discuss updates on political and operational aspects related to C&C and HRS4R
- Bring together different stakeholders and attract new institutions into the dimension of the HR excellence Award
- Facilitate the take-up of the HRS4R as to advance the human resources policy of an institution
- Share best practices in the promotion of Europe as an attractive destination for research and innovation and fostering brain and knowledge circulation
- Provide support and guidance to Institutions involved in the HRS4R process (e.g. top tips and examples on how to optimize the implementation of their action plan)
- Presentation of case studies from institutions that invested a particular effort in the implementation of the HR Strategy