Five steps to HRS4R

1 The institution **conducts an internal analysis** to compare its practices with the Charter and Code. Comparisons are made in areas such as ethics, training and recruitment.

2 The institution then **develops and publishes an action plan** to illustrate how it will adopt the Strategy.

3 **Acknowledgement** by the European Commission permits use of the 'HR Excellence in Research' logo.

4 After implementation of its human resources strategy, the institution drafts a progress report based on a **self-assessment**, which should be conducted every two years. An updated action plan is then published.

5 An **external assessment** of progress is carried out at least every four years. The external reviewers can recommend improvements – if these are not undertaken, the Commission may withdraw its acknowledgement.
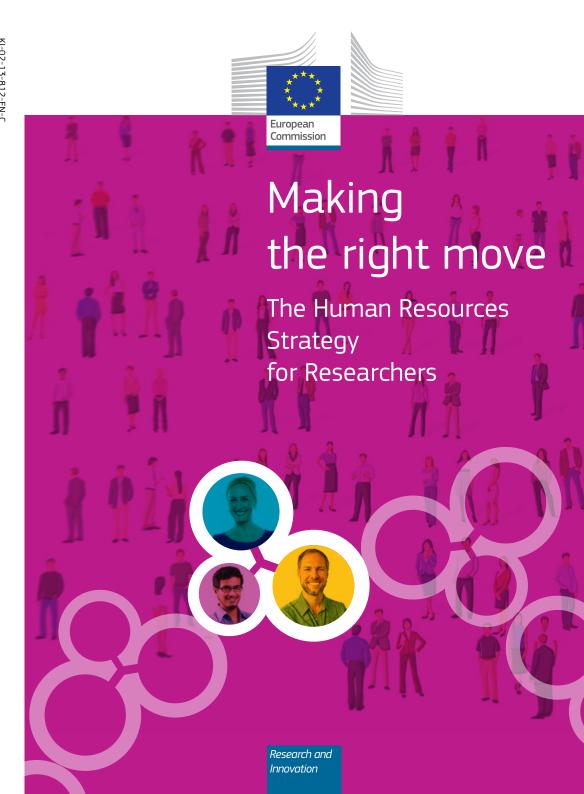
EURAXESS – Researchers in Motion

EURAXESS is a European Research Area initiative that provides information and support services for researchers and research organisations. The aim is to break down barriers to mobility in order to strengthen Europe's intellectual capacity while promoting research as an attractive career.

▶ Jobs: The EURAXESS Jobs website allows users to view thousands of job vacancies and funding opportunities, searchable by country or research field.

▶ Services: Dedicated service centres provide personalised assistance to help researchers and their families with all mobility related questions.

▶ Rights: EURAXESS is committed to improving employment and working conditions for researchers.

▶ Links: This is the international arm of EURAXESS, which connects Europe to the rest of the world. Links officers are located in the following countries and regions: ASEAN, Brazil, China, India, Japan and North America.

For more details go to:

rights.euraxess.org

euraxess
RESEARCHERS IN MOTION

European Commission

Making the right move

The Human Resources Strategy for Researchers

Research and Innovation

The Human Resources Strategy for Researchers (HRS4R)

Hundreds of European institutions have expressed support for an initiative that aims to deliver better employment and working conditions for researchers.

The key aim of HRS4R is to make research careers in Europe more attractive, not just to EU researchers, but also to highly skilled people from overseas.

The Strategy supports the implementation of a Charter and Code, which aim to give individual researchers the same rights, wherever they work in Europe – something which should encourage greater mobility:

▶ **The European Charter for Researchers** addresses the roles, responsibilities and entitlements of researchers and their employers. The goal is to ensure that everyone contributes to the production and sharing of knowledge – and to the career development of researchers.

▶ **The Code of Conduct for Recruitment** seeks to improve recruitment practices by making selection procedures as transparent and as fair as possible. In addition, it proposes that merit should not just be measured on numbers of publications – issues such as management and teaching experience must also be considered.

Instilling confidence

To promote the implementation of the Charter and Code, the European Commission has developed the 'HR Excellence in Research' logo, which recognises institutions that are committed to improving their recruitment practices. Institutions can use the logo on their websites and in promotional material.

The logo tells researchers that an institution is committed to a fair and transparent recruitment process, and that it takes diversity seriously. It also shows that practical support is available to help with relocation and career development.

Moving countries for work is a big step – the logo therefore offers an outward sign that should give a researcher confidence that they are making a move to an institution that cares about their career and well-being.

Putting the Strategy in place

Implementation of HRS4R is:

▶ purely voluntary and respects the autonomy of each institution;

▶ based on an internal self-assessment;

▶ straightforward, offering a 'light touch' in terms of administration and procedures.

The Strategy is also flexible as it recognises that institutions are different and operate in a variety of national contexts. It offers a transparent approach that provides easily accessible public information about the activities of participating institutions.