HRS4R AND THE E-TOOL: A BASIC INTRODUCTION TO THE PROCESS

HRS4R Info Day – 18 October 2022

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The “Charter & Code” and its implementation

Charter & Code

2005
EC recommendation 2005/251/EC

2008
Mechanism of C&C implementation

2014
‘Best effort’ obligation for beneficiaries

2017
OTM-R Checklist added to the self-assessment process

2018
E-tool of the HRS4R process

Overall GOAL
Foster an open, transparent, sustainable European labour market for researchers
Charter & Code
The cornerstone of research careers policy (former ERA priority 3)

The Charter
(the European Charter for Researchers)
- set of principles for the roles, responsibilities and entitlements of researchers
- Provides a reference framework.

The Code
(the Code of Conduct for the Recruitment of Researchers)
- Provides for transparency of the recruitment and selection process, ensuring equal treatment for all applicants
- Includes obligations for employers and funders
Commission Recommendation on Charter and Code
4 pillars to strengthen the ERA

Four Thematic Areas

1. **Working Conditions & Social Security** - promoting and creating a stimulating and favourable working environment

2. **Recruitment** - assessing, attracting and retaining talent; international visibility

3. **Training and Career Development**

4. **Ethical and Professional Aspects**

40 Principles

- Research freedom
- Dissemination and exploitation of results
- Recognition of the researcher’s profession
- Working conditions
- Stability and permanence of the employment
- Remuneration package (funding and salaries)
- Gender balance
- Career development
- Access to research training and continuous development
- Intellectual property rights
- Evaluation and appraisal systems
- Code of recruitment of researchers (OTMR) …
The “Charter & Code” and its implementation

- **2005**: EC recommendation 2005/251/EC
- **2008**: Mechanism of C&C implementation
- **2014**: ‘Best effort’ obligation for beneficiaries
- **2017**: OTM-R Checklist added to the self-assessment process
- **2018**: E-tool of the HRS4R process

**Overall GOAL**: Foster an open, transparent, sustainable European labour market for researchers
The Human Resources Strategy for Researchers (HRS4R) is the mechanism to implement the principles set forth in the C&C

- Voluntary, structured and monitored auditing mechanism procedure (continuous assessment)
- Based on gap-analysis and action plans for ongoing monitoring, self-assessment, peer reviews
- Obtain and maintain the HR Excellence in Research (HREIR) logo
HRS4R: A long term commitment

**INITIAL PHASE**

- Endorsement of the C&C
- Application for the HR Award:
  - Gap Analysis
  - OTM-R
  - Initial Action Plan Design
- 12 months

**IMPLEMENTATION PHASE**

- Initial Assessment
- Implementation of the Action Plan
- Interim Assessment
- Implementation of the Revised Action Plan
- 24 months
- 36 months

**AWARD RENEWAL PHASE**

- Award Renewal
- Renewal with Site Visit
- Renewal without Site Visit
- Implementation of the Improved Action Plan
- 36 months
- 36 months

**Institution**

- European Commission
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H2020 MGA, Art. 32

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The “Charter & Code” and its implementation

- **Charter & Code**
- **HRS4R procedure**
- **H2020 MGA, Art. 32**
- **Strengthened HRS4R procedure**

**Timeline:**
- **2005**: EC recommendation 2005/251/EC
- **2008**: Mechanism of C&C implementation
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Open, Transparent, Merit-based Recruitment checklist (OTM-R)

- The OTM-R checklist is a list of questions covering the various steps of the recruitment process, from job advertising through to the appointment phase.
- Report on the status of achievement OTM-R policies and practices,
- Coupled with the Gap Analysis, it will further provide to institutions a clearer picture of their development needs and prioritize
C&C and HRS4R: some figures

Awarded organisations 2010-2021

- To date 1360 Institutions have endorsed the Charter & Code principles
- To date 690 research institutions from 40 Countries received the HR Excellence in Research Award
- In 2022 (to-date), on 57 initial submission, 43 institutions obtained the award: 26 request for minor revision (45%), 8 requests for major modifications (18%)
- 27 passed the interim assessment
- 20 passed the award Renewal
- Since Sep. 1st, 24 site visits for Renewal Phase have already taken place or are already planned

https://euraxess.ec.europa.eu/jobs/hrs4r/dashboard
The “Charter & Code” and its implementation

Charter & Code
- EC recommendation 2005/251/EC

HRS4R procedure
- Mechanism of C&C implementation

H2020 MGA, Art. 32
- ‘Best effort’ obligation for beneficiaries

STRENGTHENED HRS4R procedure
- OTM-R Checklist added to the self-assessment process

Digitalisation of HRS4R
- E-tool of the HRS4R process

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Notes on the HRS4R e-Tool

Launched in May 2018 under the Euraxess portal, the HRS4R e-tool is the sole tool for the management of the HRS4R process

- One dashboard = one reporting platform
- All phases are managed online: application, reporting, monitoring and assessment
- Process automatisation
- Deadline management
- Assessment
- Information and statistics

Manual application are not accepted
The e-Tool: first things first

• To start a “case” in the e-tool remember to enrol first as HRS4R administrator

• An institution can have only **one** administrator → TIP: a FMB can be used

• Who to contact:
  • Technical support: [support@euraxess.org](mailto:support@euraxess.org)
  • Procedural support: [RTD-CHARTER@ec.europa.eu](mailto:RTD-CHARTER@ec.europa.eu)
The e-Tool: basic information and data

Policy Library: brochures, additional documentation, example best practices…

HRS4R in figures

Find out what are institutions which have most recently been awarded, navigate a map to locate the recognised organisations and see the latest figures about the implementation of the HR Strategy for Researchers in Europe.

ACCESS THE DASHBOARD

Policy Library: brochures, additional documentation, example best practices…
HRS4R e-tool: e-learning module

https://euraxess.ec.europa.eu/jobs/hrs4r/e-learning
HRS4R e-Tool: the Dashboard

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Deepening the ERA:
Taking the C&C and the HRS4R further

- European Commission Communication “A new ERA for Research and Innovation”, 30 September 2020,

- Council Conclusions “Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality” adopted on 28 May 2021

- Taking stock, evaluating the achievements and identifying the way forward for the ERA priority 3 policy measures

  Available at Publications Office of the EU:
Thank you

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Technical issues and queries, support@euraxess.org