

The Human Resources Strategy for Researchers (HRS4R) in RE-EURECA-PRO



Authors: Laura Estévez-Mauriz; Carlos Sierra-Fernández; Oliver Torres-Reynoso; María Fernández-Raga; Roberto Baelo-Álvarez. Universidad de León

What is the HRS4R?

The Human Resources Strategy for Researchers (HRS4R) is the initiative, launched by the European Commission, to align the institution's researchers' human resource policies with the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code).

⇒ The Charter and Code address to researchers as well as research employers and funders in both the public and private sectors, are key elements in the EU's policy to boost researchers' careers. Institutions with Horizon 2020 projects are recommended to adhere to the HRS4R.

⇒ Successful implementation of the HRS4R results in the award of the "HR Excellence in Research" hallmark. It is a recognition of the institution's commitment to improving the working conditions and career development of researchers.

HRS4R phases



Logos

Institutions with the HR Excellence in Research award in RE-EURECA-PRO: Universidad de León (ULE), and Silesian University of Technology (SUT).



Logo of the HR Excellence Award, which is in ULE and SUT websites.



Figure 1. Recommendations for adhering to the 40 principles of the Charter and Code (ordered by four groups of principles).

● Code of Good Scientific Practice, Ethics Committees, IPR, and Knowledge Transfer Services and regulations should be revised.

● Both ULE and SUT have revised their regulations and services, which can serve as a reference. They have created repositories and databases in terms of research, IPR, and documentation and procedures in general. As best practices, a survey to detect gaps in the Charter and Code by SUT. Safety guidelines, engaging the public with research, and support services by ULE.

● Good practices related to facilitating and valuing mobility, support for career development, and the defense of the researchers should be revised or created, as well as Gender Equality and Inclusiveness Plans.

● Support measures for career development from both institutions were applied (HR Excellence Training by ULE), such as Regulations on good doctoral practices (Code of Good Doctoral Practices by ULE), and a new modality of doctorate (Doctorate in Industry by ULE).

● The measures should be reviewed in terms of the OTM-R principles (Open, Transparent and Merit-based Recruitment of Researchers).

● Update composition of committees, contract modalities (ULE), recruitment processes (SUT), quality control (SUT), recognition of mobility, and assessment of candidates. Both institutions must publish their job offers in [EURAXESS](https://euraxess.eu) portal. OTM-R Guide and web as an example (ULE).

● Platforms, services, and regulations that facilitate access and support to career development should be updated or created, such as mentorship and training.

● Regulations in areas such as task-based working time (SUT), teleworking (SUT), instability, teaching (SUT), assessment, mobilities (SUT), sabbaticals (ULE), and inclusiveness have been implemented.

● Recommendations for institutions without the HR Excellence in Research.

● Best practices from ULE and SUT.



<https://www.eurecapro.eu/re-eureca-pro/>
✉ re-eurecapro@unileon.es

Website of HRS4R in Euraxess portal.

