

## RESEARCH INSTITUTIONS

FIVE REASONS TO SIGN THE 'CHARTER & CODE' AND PARTICIPATE IN THE 'HR STRATEGY FOR RESEARCHERS' PROCESS:

1. You support a change in working culture
2. You join a truly pan-European network consisting of researchers and research organisations
3. You stand for a stimulating and favourable working environment for researchers
4. You show that you care about your researchers/employees
5. You benefit from international visibility by using the 'HR Excellence in Research' logo

## RESEARCHERS

FIVE REASONS TO CHOOSE AN EMPLOYER OR FUNDER WHO HAS EARNED THE RIGHT TO USE THE 'HR EXCELLENCE IN RESEARCH' LOGO:

1. Your rights as a professional are recognised and enhanced
2. Your mobility experience is valued
3. Your work-life balance is respected
4. Your recruitment will follow a transparent process
5. You join a truly pan-European network consisting of research organisations and researchers



© European Union, 2010. Reproduction is authorised provided the source is acknowledged.



CONTACT US  
[rtd-charter@ec.europa.eu](mailto:rtd-charter@ec.europa.eu)

### USEFUL LINKS

EURAXESS <http://ec.europa.eu/euraxess>  
EURAXESS Rights <http://ec.europa.eu/euraxess/rights>

IF YOU ARE LOOKING FOR JOB VACANCIES OR IF YOU WOULD LIKE TO FIND THE RIGHT CANDIDATE FOR YOUR INSTITUTION/COMPANY FOR FREE, GO TO:

EURAXESS Jobs <http://ec.europa.eu/euraxess/jobs>

IF YOU NEED FREE PERSONALISED ASSISTANCE FROM EURAXESS STAFF, PLEASE VISIT:

EURAXESS Services <http://ec.europa.eu/euraxess/services>

IF YOU ARE A RESEARCHER ABROAD IN A COUNTRY PARTICIPATING IN EURAXESS LINKS, JOIN THE NETWORK OF EUROPEAN RESEARCHERS ABROAD HERE:

EURAXESS Links <http://ec.europa.eu/euraxess/links>

EURAXESS Newsletter <http://ec.europa.eu/euraxess/newsletter>

KI-NA-24326-EN-C



# CREATING AN ENVIRONMENT OF EXCELLENCE FOR RESEARCHERS IN EUROPE



Visit: <http://ec.europa.eu/euraxess/rights>



"EURAXESS – Researchers in Motion" is the gateway to attractive research careers in Europe and to a pool of world-class research talent. By supporting the mobility of researchers, EURAXESS assists in confirming Europe as an area of excellence in scientific research.

The EURAXESS Rights initiative refers to the European Charter for Researchers and the Code of Conduct for their Recruitment, and to their implementation. 'Charter & Code' provide a framework for the supportive management of research careers and for transparent and fair recruitment procedures.

To date, nearly **1000 institutions** from **30 countries** in Europe and abroad have signed the 'Charter & Code'.

## HUMAN RESOURCES EXCELLENCE IN RESEARCH

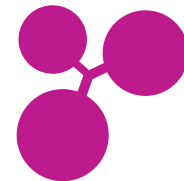
The 'HR Strategy for Researchers' is a mechanism that supports the active implementation of the 'Charter & Code' by research institutions. Implemented on a voluntary basis, it is as simple as possible to avoid cumbersome procedures and to recognise the variety of situations across institutions.

Once significant progress in the 'HR Strategy for Researchers' process has been acknowledged by the European Commission, the institution has the right to use the 'HR Excellence in Research' logo to increase their visibility and attract the best researchers.

With this widely recognised logo, a researcher can easily identify an employer committed to the principles of the 'Charter & Code'.



HR EXCELLENCE IN RESEARCH



## WHO CAN SIGN AND IMPLEMENT THE 'CHARTER & CODE'?

Any institution employing or funding researchers (i.e. universities, private companies, research centres, etc.) can choose to sign up. Institutions may be located anywhere in the world and do not have to be based within the European Union to express their support for the 'Charter & Code'.

## HOW DOES AN INSTITUTION EARN THE RIGHT TO USE THE 'HR EXCELLENCE IN RESEARCH' LOGO?

There is a simple 5-step process to guide institutions in the adoption of the principles laid out in the 'Charter & Code':

1. **An internal analysis** by the research institution to compare institutional practices against the 'Charter & Code' principles, involving all key institutional stakeholders, including researchers.
2. The development and **publication** of an 'Institutional HR Strategy' and action plan based on the results of the analysis.
3. Once the strategy and action plan have been **acknowledged** by the European Commission, the right to use the 'HR Excellence in Research' logo is awarded<sup>1</sup>.
4. Progress in the implementation of the strategy and the action plan are subject to a **self-assessment** after two years.
5. An **external evaluation** takes place every 4 years.

## WHAT IS THE VALUE OF OBTAINING THE RIGHT TO USE THE 'HR EXCELLENCE IN RESEARCH' LOGO?

By using the logo, an institution promotes itself as a stimulating and favourable work place to prospective research talent.

"To undergo an internationally comparable analysis was a challenging and brave step; one that not only reveals strengths, but also fields of action. We would like to face up to these points in a transparent way in order to document high-quality and innovative professionalism and development in all our fields of activity." *From the Report on the Internal Analysis and Action Plan, Medical University Graz, Austria*

## HOW CAN THE 'HR EXCELLENCE IN RESEARCH' LOGO HELP RESEARCHERS IN THEIR CHOICE OF EMPLOYER?

When a potential employer promotes its 'HR Excellence in Research' logo, it means that this institution puts extra efforts into respecting the rights of its employees. The logo conveys the employer's commitment to fair and transparent recruitment and selection procedures. The logo is a guide to assessing potential employers' efforts in creating a favourable working environment. By choosing employers that have been awarded the right to use the logo, researchers can be confident that their rights and obligations will be in line with the 'Charter & Code'.

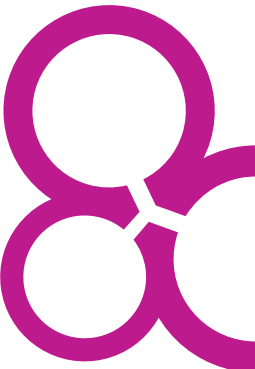
"Transparency in the recruitment of our researchers is fundamental for reinforcing our international attractiveness, which is one of our greatest priorities" *Thierry Boujard, Deputy Human Resources Director, Institut National de Recherche Agronomique (INRA), France*

## WHERE IS MORE INFORMATION AVAILABLE?

If your institution is interested in EURAXESS Rights, please contact [rtd-charter@ec.europa.eu](mailto:rtd-charter@ec.europa.eu). The EURAXESS Rights team will guide you through the signature and implementation process.

You can also contact your national EURAXESS Services network. Contact details can be found at: <http://ec.europa.eu/euraxess/services>

For more information please visit the EURAXESS Rights website: <http://ec.europa.eu/euraxess/rights>



<sup>1</sup> only for institutions in the EU and countries associated to the EU Research Framework Programme