

HRS4R - Initial phase

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The European Human Resources Strategy for Researchers, also called HRS4R was launched by the European Commission in 2008. It aims to improve the practices of organisations and institutions working in the research field in relation to recruitment and the working conditions of researchers. The European Commission grants an “HR Excellence in Research” award to institutions which adopt this process. The latter makes institutions more attractive as well as helping to secure funding until 2020. This HRS4R strategy is based on the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers adopted by the European Commission on 11 March 2005.

The European Charter for Researchers is a set of general principles and requirements that relate to the role, responsibilities and duties of researchers and their employers or funding organisations. It aims to ensure that the relations between the different parties will contribute to success and performance, the transfer and sharing of data and the development of the researchers' careers.

The Code of Conduct for the Recruitment of Researchers is a set of principles and requirements which are intended to improve recruitment, with fairer and more transparent selection procedures and it also provides various methods for assessing their worth.

The HRS4R strategy is therefore based on the principles of the Charter and the Code of Conduct which comprises 40 points whose main focuses are:

- Professional and ethical aspects;
- Recruitment;
- Working conditions and social security;
- Access to research training and continuous development.

Université Clermont Auvergne has included the European dimension in its teaching and research activities and the recruitment of its lecturer-researchers. The process for making an HRS4R award application is therefore a strategic objective for the UCA which aims to:

- Develop the policy of excellence of our University in the research field;
- Contribute to the international reputation of the University and its attractiveness;
- Participate in the construction of the European research area.

- **Dates**

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Annexes HRS4R - OTMR

Working conditions and social security

Professional and ethical aspects

Training and Development

Recruitment

Coronavirus

Students are invited to consult our information webpage regarding the Corona-Virus

Students showing symptoms of illness should call the Samu Centre dialing 15 on their phone or write to the

University dedicated email address coronavirus@uca.fr.

Please also inform the University International Office writing to ri@uca.fr.

