



Welcome to the HRS4R webinar. It will start in a few minutes....



Speakers

Anne Khoury

UCA DGSA Development and Means

Jean-Baptiste Nicolas

UCA HRS4R Project Director

Véronique Van De Bor

Vice President Social Policy, Equality, Diversity



Presentation of the HRS4R award

Presentation of the provisional schedule

Discussion time with participants

What is the HRS4R award?

HRS4R stands for "*Human resources strategy for researchers*"

It is a European initiative to improve the Human Resources practices of research institutions with respect to researchers.

An “HR Excellence in Research” award is granted by the European Commission to institutions committed to this process.



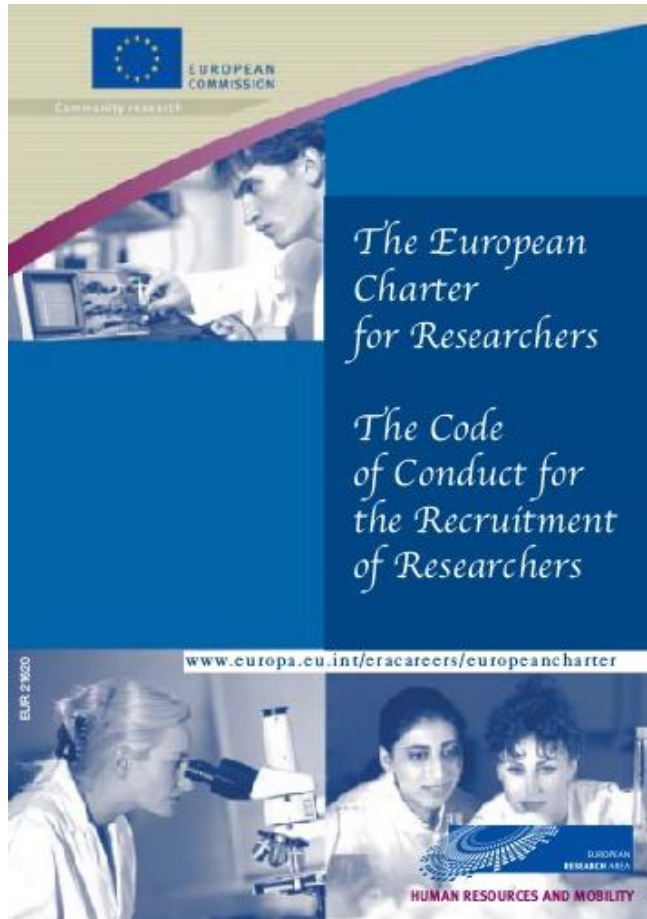
What is at stake for researchers?

- See their working conditions improve
- Benefit from better career development
- Enjoy better recruitment conditions
- Gain a better understanding of the concept of accountability in research
- Be at the heart of the institutional policy and contribute to it

What is at stake for our institutions?

- Increase institutions international visibility
- Increase institutions attractiveness
- Meet the requirements of the European Commission and obtain more funding
- Implement an exemplary and constantly improved HR policy

The charter



40
Principles

I
Ethical
and professional
aspects

II
Recruitment
and
selection

III
Working conditions

IV
Training and
career development

- For researchers, the entire research profession chain and the employer.
- An ideal to strive for to improve working conditions and develop researchers' career.



I Professional and ethical aspects

1. Research freedom
2. Ethical principles
3. Professional responsibility
4. Professional attitude
5. Contractual and legal obligations
6. Accountability (financial return, audits of finances/research/ethics, data transparency)
7. Good practice in research (health and safety, data protection and confidentiality, etc.)
8. Dissemination, exploitation of results
9. Public engagement
10. Non-discrimination
11. Appraisal systems

II Recruitment and selection

12. Recruitment
13. Recruitment (advertisement of positions)
14. Selection
15. Transparency
16. Judging merit
17. Variations in the chronological order of CVs (career break)
18. Recognition of mobility experience
19. Recognition of qualifications
20. Seniority
21. Postdoctoral appointments



Principles



Ethical
and professional
aspects



Recruitment
and
selection



Working
conditions



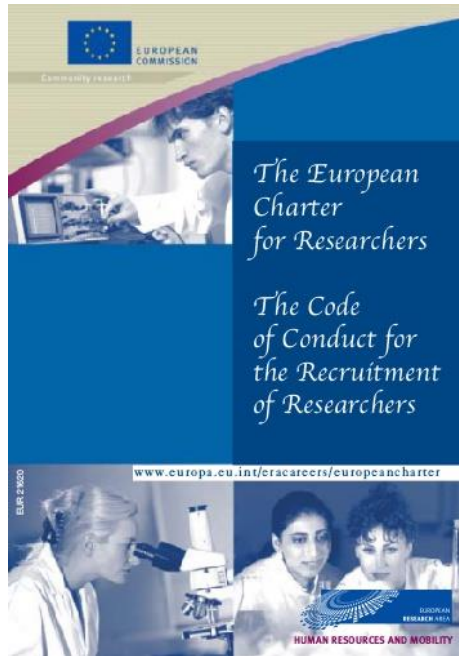
Training and
career
development

III Working conditions

- 22 - Recognition of the profession
- 23 - Research environment
- 24 - Working conditions
- 24. Stability and permanence of employment
- 25. Funding and salaries
- 27 - Gender balance
- 28. Career development
- 29. Value of mobility
- 30. Career advice
- 31. Intellectual property rights
- 32. Co-authorship
- 33. Teaching
- 34. Complaints and appeals
- 35. Participation in decision-making bodies

IV Training and career development

- 36. Relationship with Ph.D./internship supervisors
- 37. Supervision and managerial duties
- 38 - Continuing professional development
- 39. Access to research training and continuous development
- 40. Supervision



2005

On the recommendation of the European community, a charter for researchers and a code for their recruitment was drawn up and adopted in 2005.

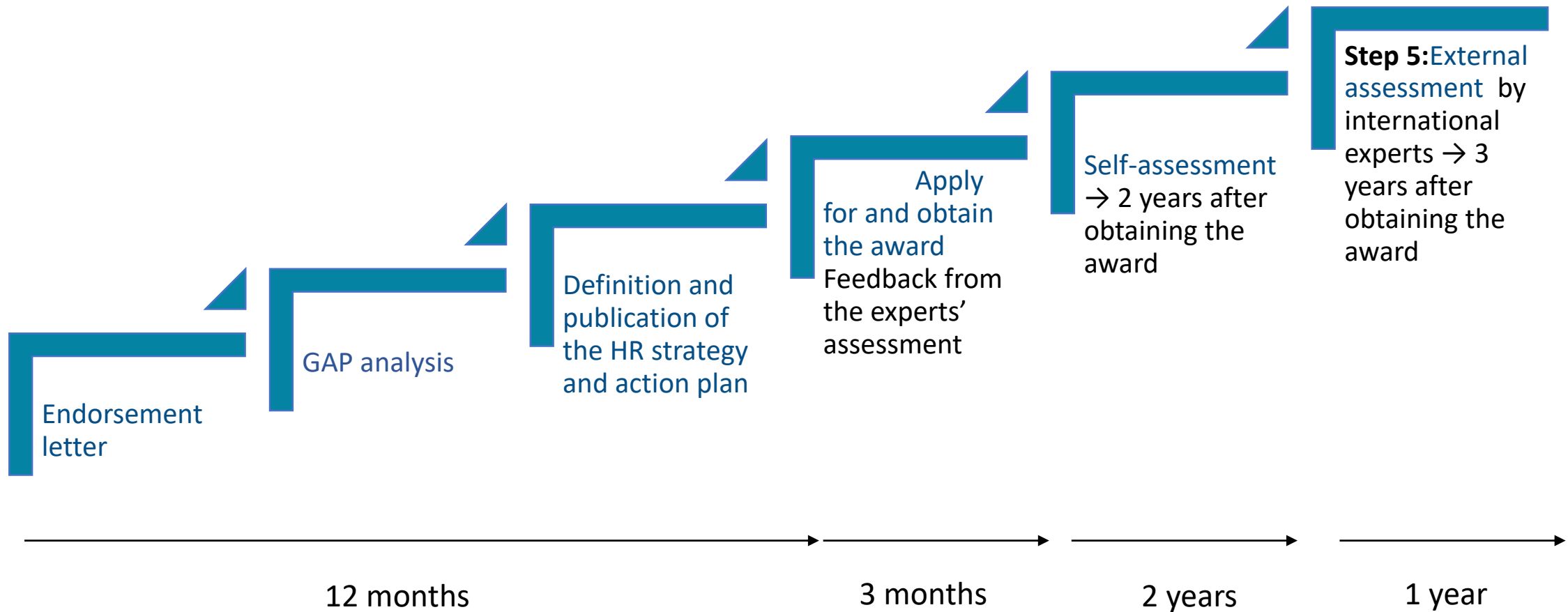


HR EXCELLENCE IN RESEARCH

2010

The HRS4R award was created in 2010 to ensure implementation of the charter.

The steps to obtain the award



The process to obtain the award



Commitment



Gap Analysis



Action Plan

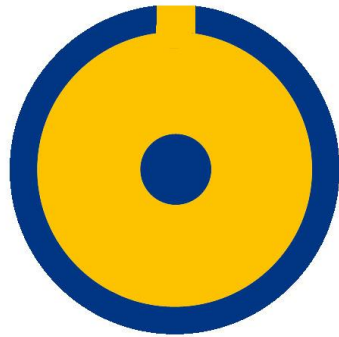


Publication



Submission

The implementation process



Involvement



Progress



Evidence

The process only makes sense if ...

- It corresponds to “us”
- It involves researchers at each step
- It is designed and developed gradually
- It is understandable and understood
- It is transparent



Gap Analysis



Action Plan

Content of the GA



- The description of the process must be clear and documented
- Each principle of the charter must be examined: what is already there, what is missing, what could be done. Gender, Ethics, OTM-R and OS are key themes.

Involvement



Gap Analysis



Involvement



Evidence



Gender



Ethics



OTM-R



Open Science

- Stakeholders (from doctoral students to researchers and the entire chain) must be included in the process at each step: SWOT, current initiatives, ideas to improve the situation

Content of the AP



- Information about the institution to properly understand the priorities selected
- Description of strengths and weaknesses by groups of 40 principles
- Actions to be implemented within 2 years / 5 years
- *Title of the action - Timing - Responsible - Indicator(s) / target(s)*
- Implementation process involving researchers



Content

When? Before applying for the award

Where? <https://univ-cotedazur.fr/services-aux-chercheurs/labellisation-hrs4r>
<https://www.oca.eu/fr/labelisation-hrs4r>

What? HR & AP + explanatory documents



UNIVERSITÉ
CÔTE D'AZUR

HRS4R

THE HUMAN RESOURCES
STRATEGY FOR RESEARCHERS



OBSERVATOIRE

DE LA CÔTE D'AZUR

UNIVERSITÉ CÔTE D'AZUR

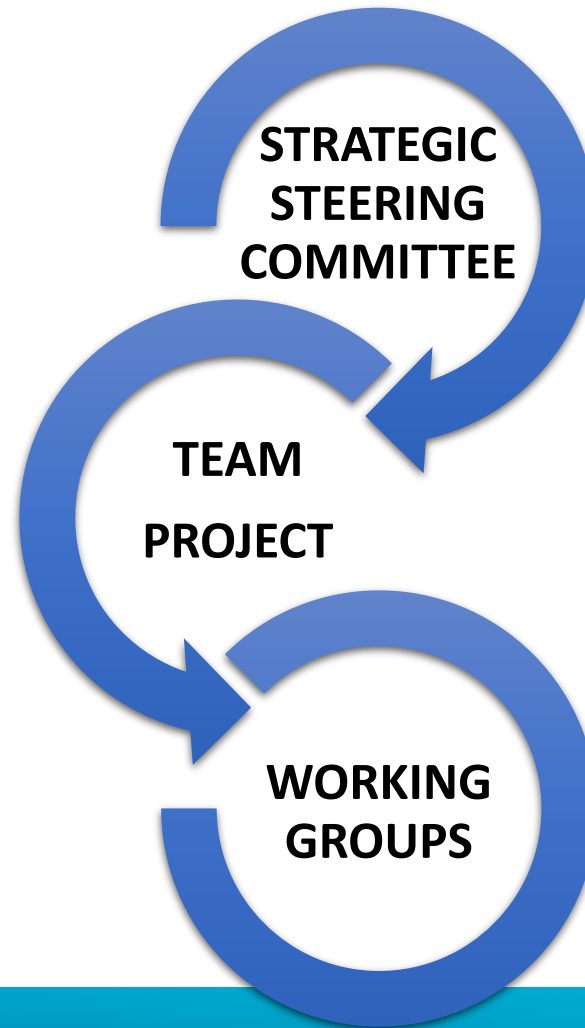


HRS4R strategy

- Strong political support (10 vice-presidents involved in the strategic steering committee).
- An ambitious communication plan (messages associated with each step of the project).
- A broad consultation of all stakeholders in research (through a survey and a call for candidates to be HRS4R officers and join the working groups)

UCA steering and organization

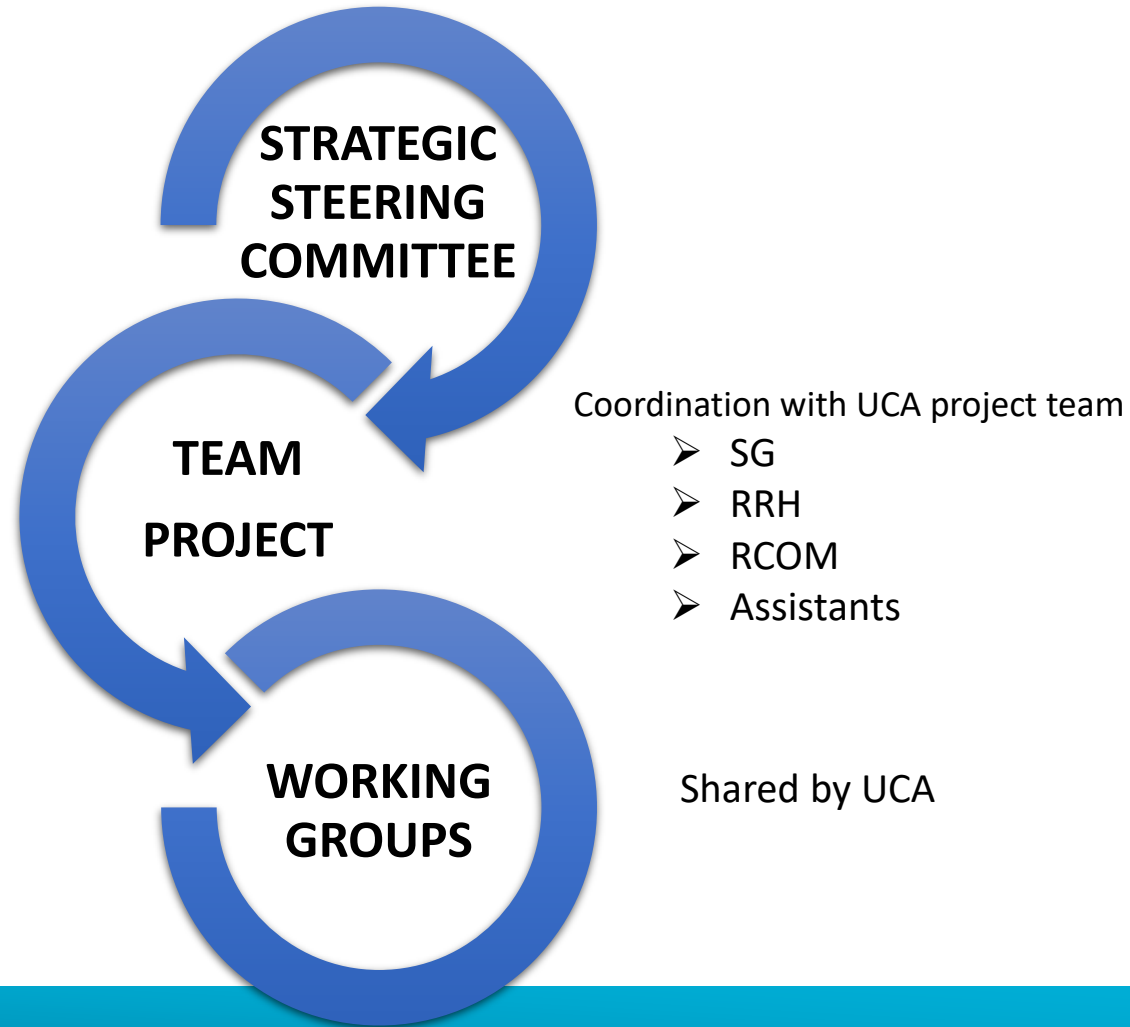
- President
- VP Institutional Affairs
- VP HR and Organizational Development
- VP Research and Innovation
- VP Social Policy, Equality, Diversity
- VP Disability
- VP Doctoral Policy
- VP European Policy
- CERNI
- DGS
- DGSA HR Development
- DGSA Security
- HR Director
- Project Director
- DRVI/Europe Unit
- Quality and Certification Directorate
- Communication Directorate
- Academic Directorate
- Administration



- Vice President Social Policy, Equality, Diversity
 - DGSA HR Development
 - Project Director
 - Support and promotion of the project
-
- HRS4R officers
 - Call for candidates
 - Experts

OCA Steering and organization

- Interim administrator/Director
- 3 OCA Unit Directors
- SG
- Administration



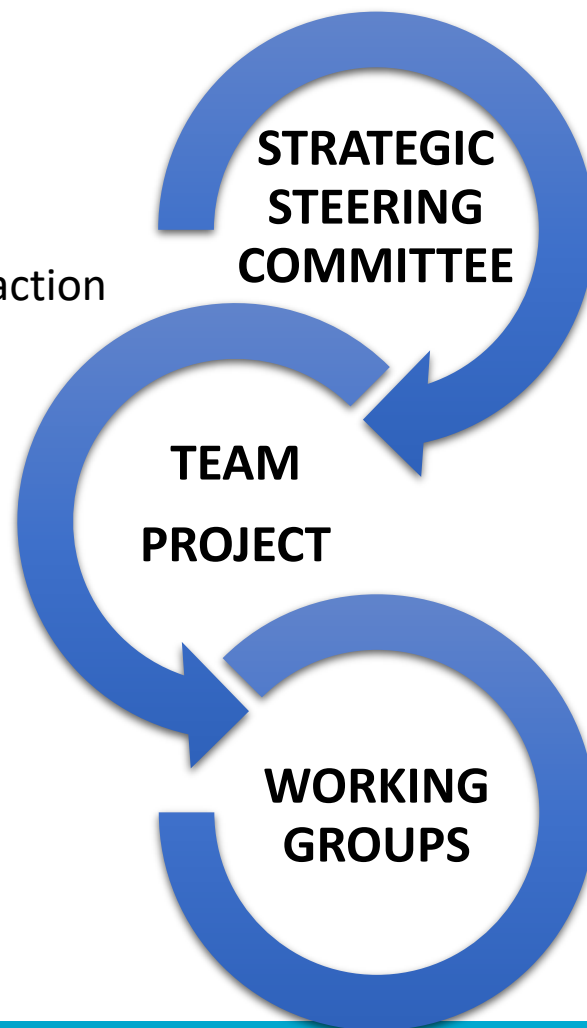
Steering and organization

The **Steering Committee**:

- Approves the project team's proposals
- Approves the internal GAP analysis
- Arbitrates the actions listed by UCA in its action plan
- Approves the award application

The **working groups**:

- Analyze the initial assessment and the results of the GAP analysis
- Draw up the action plans
- Identify officers to communicate with research structures



The **project team**:

- Manages the project in contact with the working groups (carries out the GAP analysis, defines the action plan, drafts the application, gets stakeholders involved and obtains approval from governance)
- Supervises the communication plan
- Supervises and provides support to the working groups

Strategy

- Start of the process - **September 2020**
- Launch of the communication plan - **September 2020**
- GAP analysis - **October to March 2020**
- Information to laboratories - **February 2021**
- Call for candidates: 1 HRS4R officer per lab - **February 2021**
- Survey - **February 2021**
- Start of the working groups - **March 2021**
- Action plan - **October 2021**
- OS dialogue and presentation to governance - **October-November 2021**
- Action plan submitted - **December 2021**



HRS4R officer

- Is the local relay of the HRS4R project in his/her laboratory or campus
- Distributes the self-assessment questionnaire and communicates about the WGs among the research community
- Contributes expertise specific to his/her discipline
- Participates in the HRS4R working groups
- Helps to implement HRS4R actions



Survey

- **Commitment and mobilization of the whole community**
- For the initial assessment, a survey is sent to all persons involved in research to evaluate the strengths and weaknesses of our practices with respect to the HRS4R principles.



Working groups

- **The whole community is consulted on the actions to be implemented via the working groups under the following themes:**
- **Ethics and professional responsibility**
- **Recruitment, career**
- **Working conditions**
- **Supervision of research and training**
- **Starting in March, the WGs will meet together**



Contacts

Hrs4r@univ-cotedazur.fr

hrs4r@oca.eu