



# Enhancing HR Strategies for Researchers

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*Research and  
Innovation*

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- Numerous references to Charter & Code and HRS4R:
  - Member States invited to create an **enabling framework for the implementation of the HRS4R** as described in final report by the SGHRM WG on HR issues
  - Research stakeholders invited to implement **open, transparent and merit based recruitment** in line with Charter & Code, and to develop strategies to **support the career development of researchers** in line with the HRS4R

# An open labour market for researchers

- The Commission will:

"Support the setting up of a **European Accreditation Mechanism** for Charter & Code based human resources management in universities and publicly-funded research institutions."

# What does this mean?

- The Commission has launched a **study to assess the feasibility** of developing an accreditation mechanism for 'genuinely good' human resources management in the public research sector in Europe.
  - The study will **define 'genuinely good' HR** and consider ways in which an accreditation mechanism could be operated for Member States and Associated Countries.
  - The final report is due in November this year and is expected to provide the **basis for setting up the mechanism.**

# Why do we need an accreditation system?

- The **HR Strategy** process is designed to be light touch and seeks to **measure progress** of implementation of Charter & Code principles.
- **Accreditation** will allow for assessment of 'genuinely good' HR leading to the **award of a label**.
- The accreditation system will be **voluntary** with certification carried out by an **independent body or bodies**.

# What about the HRS4R?

- The Human Resources Strategy for Researchers (HRS4R) will **continue to run** alongside the new certification scheme.
- Participation in HRS4R will continue to be encouraged through peer exchange and a new online **HR Strategy community on the EURAXESS platform**.
- The HRS4R could be viewed as a **preparatory phase** of the accreditation process.

# Timeline

- **March 2013** – launch of a feasibility study
- **August 2013** – interim report
- **November 2013** – final report
- **2014** – report findings will provide the basis for setting up the accreditation mechanism.

# Questions

- How should 'genuinely good HR management' be measured?
- Should the outcome of the mechanism be a 'quality' label?
- Could/should the label indicate levels of attainment ie 'gold', 'silver', 'bronze'?
- What difficulties may be encountered in creating a global system for different countries?

# More Information

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