Enhancing HR Strategies for Researchers

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HR Strategies for researchers: future directions and good practice across Europe, 24 May 2013, London, UK
• 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."
• 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?
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