



Latvian Council of Science



Latvijas Zinātnes
padome



Ent-r-e-novators WP6 pre-meeting:

Introducing HRS4R

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Latvian Council of Science

Senior expert

EURAXESS | Culture, creativity and inclusive society



NACIONĀLAIS
ATTĪSTĪBAS
PLĀNS 2020



EIROPAS SAVIENĪBA
Eiropas Reģionālās
attīstības fonds

IEGULDĪJUMS TAVĀ NĀKOTNĒ

1.1.1. specifiskā atbalsta mērķa "Palielināt Latvijas zinātnisko institūciju pētniecisko un inovatīvo kapacitāti un spēju piesaistīt ārējo finansējumu, ieguldot cilvēkresursos un infrastruktūrā" 1.1.1.5. pasākuma "Atbalsts starptautiskās sadarbības projektiem pētniecībā un inovācijās" 1.kārtas, projekta Nr.1.1.1.5/17/I/001 "Atbalsts starptautiskās sadarbības projektu izstrādei un īstenošanai" ietvaros

The ERA objectives

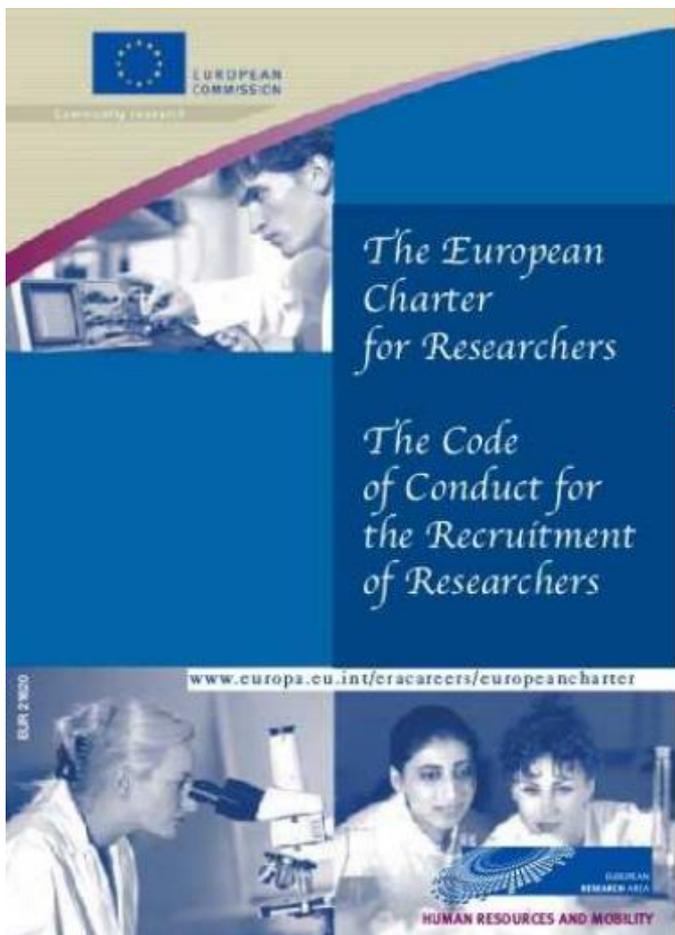
“The ultimate political goal is to contribute to the development of an attractive, open and sustainable European labour market for researchers, where the framework conditions allow for recruiting and retaining high quality researchers in environments conducive of effective performance and productivity”

“...Europe must dramatically improve its attractiveness to researchers and strengthen the participation of women researchers by helping to create the necessary conditions for more sustainable and appealing careers for them in R&D”

“Member states should endeavour to offer researchers sustainable career development systems at all career stages, regardless of their contractual situation and of the chosen R&D career path, and they should endeavour to ensure that researchers are treated as professional and as an integral part of the institution in which they work”

What will be covered:

1. Why HRS4R is important?
2. Why it should be implemented and which advantages it provides?
3. Who already applied?
4. What are the procedures?
5. How it is implemented stages and workflow



Information available on EURAXESS:

- The 'HR Strategy for Researchers' supports research institutions and funding organisations in the implementation of the Charter & Code in their policies and practices.
- The implementation of the Charter & Code principles by research institutions render them more attractive to researchers looking for a new employer or for a host for their research project.
- The European Commission recognises with the '**HR Excellence in Research Award**' the institutions which make progress in aligning their human resources policies to the 40 principles of the Charter & Code, based on a customized action plan/HR strategy.

The Human Resources Strategy for Researchers



ARTICLE 32 AMGA

- **Obligation to take measures to implement the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers**
- **Consequences of non-compliance**

Human Resources Strategy for Researchers (HRS4R)

Lithuania – 2 organizations awarded; 18 endorsed
Estonia – 0 awarded, 6 endorsed
Latvia – 0 awarded; 1 endorsed;



Charter & Code

✓ 1417 C&C endorsing organisations

HRS4R Award

✓ 706 awarded organisations

✓ 95 applicant organisations

Renewal Phase

✓ 380 applicant organisations

✓ 14 site visits organised

Why to enter the process?

- We are aware that performance and well-being are correlated, and that we are all working on the improvement of the researchers working conditions
- We agree to do it efficiently and officially and we agree to integrate the HRS4R into our institutional strategy
- We accept to involve researchers in the process and to take into account their opinion
- We would like to provide an institutional tool to the researchers for answering the requirements of Article 32 of MGA-H2020 and to apply for MSCA and ERC grants
- We would like to better recruit and to let know about it

General principles and requirements

For Researchers :

- Research Freedom
- Ethical principles
- Professional responsibility
- Public engagement
- Relations with supervisors
- Supervision and managerial duties
- Continuing Professional Development

For Employers and Funders:

- Recognition of the profession
- Non-discrimination
- Reserch environment
- Working conditions
- Stability and permanence of employemnt
- Funding and salaries
- **Gender balance**
- Career development
- Etc.

Awarded organizations: <https://euraxess.ec.europa.eu/jobs/hrs4r/awarded>

Declarations of endorsement of Charter & Code

Look what organisations have endorsed the Charter & Code principles. They are listed by Country.



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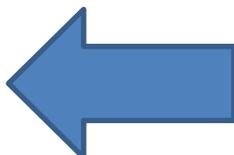


HR EXCELLENCE IN RESEARCH

8 Jul 2021

New Technical Guidelines for Institutions

The Technical Guidelines for Institutions on the application to the HR Logo process and the use of the e-tool have been updated. The new version of the Technical Guidelines feature a revised structure compiled in a single document and additional information to facilitate the application process for



Riga, 10.08.2011. No. 01000-06/355

To the
European Commission

Declaration of commitment by Riga Technical University to the Principles of “The European Charter for Researchers” and “The Code of Conduct for the Recruitment of Researchers”

Riga Technical University welcomes and supports the Recommendation of the European Commission 2005/251/EC on “The European Charter for Researchers” and “The Code of Conduct for the Recruitment of Researchers” (here in after referred as: The Charter and Code).

By joining The Charter and Code, Riga Technical University understands the importance of all the principles and will try to implement them with aim of encouraging open and diversified career development for researchers.

Riga Technical University will disseminate and promote The Charter and Code to its members and researchers and especially among those persons and groups who are involved in the recruitment of researchers.

By signing the Charter and Code, Riga Technical University fully supports the efforts of the European Commission directed towards making the careers of researchers more attractive and transparent and reaffirms its commitment to the European Research Area.

Professor Leonids Ribickis, *Dr. habil. sc. ing.*,
Rector of Riga Technical University

RTD	DATE: 19/08/2011
ARES	N° 892556
ARRIVES	CODE DOSSIER:

INITIAL PHASE

IMPLEMENTATION PHASE

AWARD RENEWAL PHASE

 Endorsement of the C&C

 Application for the HR Award:

- ✓ Gap Analysis
- ✓ OTM-R Checklist
- ✓ Initial Action Plan Design

12 months



INITIAL ASSESSMENT

HR AWARD GRANTING



HR EXCELLENCE IN RESEARCH

 Implementation of the Action Plan



INTERIM ASSESSMENT

24 months



 Implementation of the Revised Action Plan

36 months



RENEWAL WITH SITE VISIT

HR AWARD GRANTING



HR EXCELLENCE IN RESEARCH

 Implementation of the Improved Action Plan



RENEWAL WITHOUT SITE VISIT

36 months



 Implementation of the Further Improved Action Plan

36 months



RENEWAL WITH SITE VISIT



HR EXCELLENCE IN RESEARCH



HRS4R – from PROGRESS to QUALITY



Institution

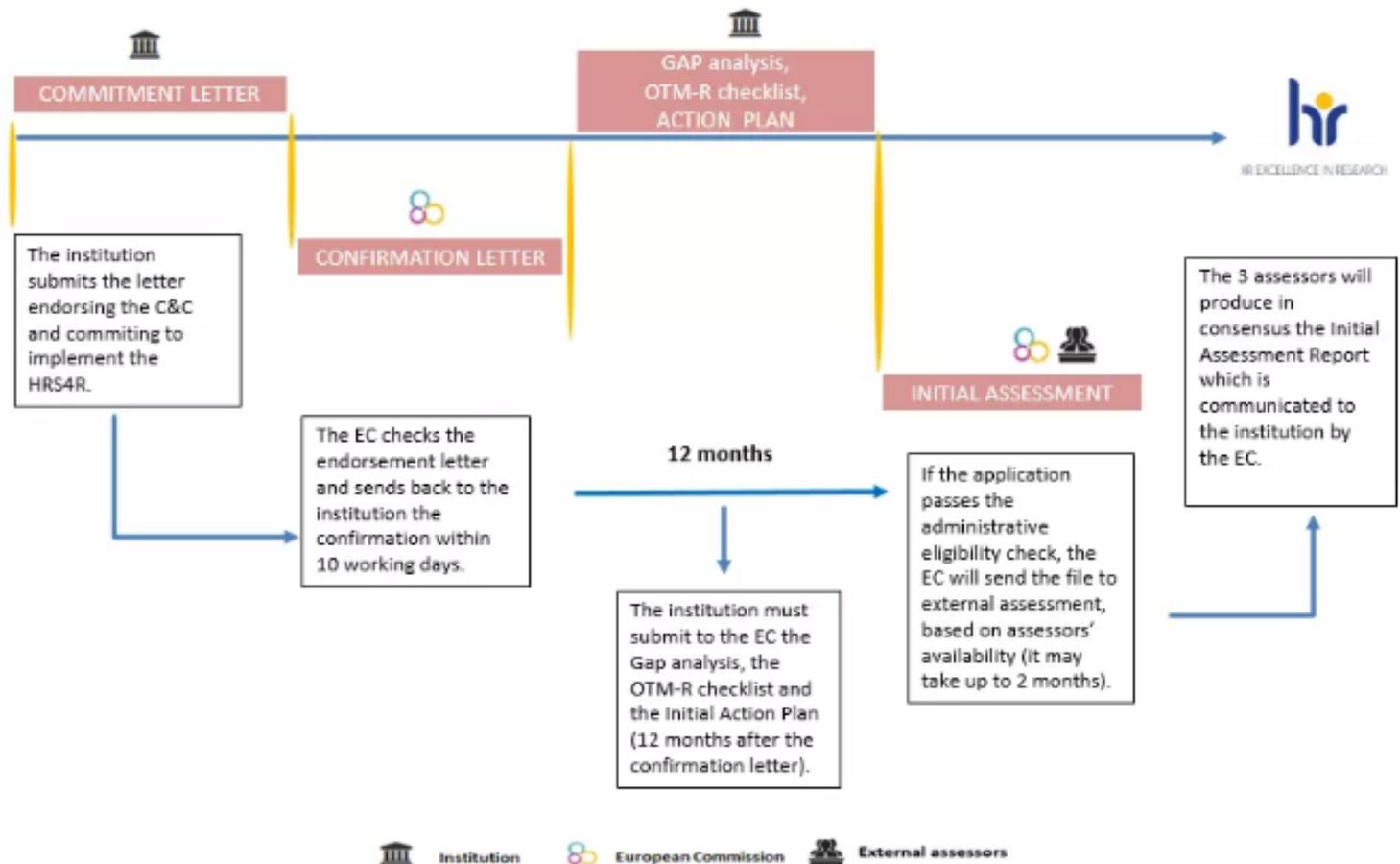


European Commission

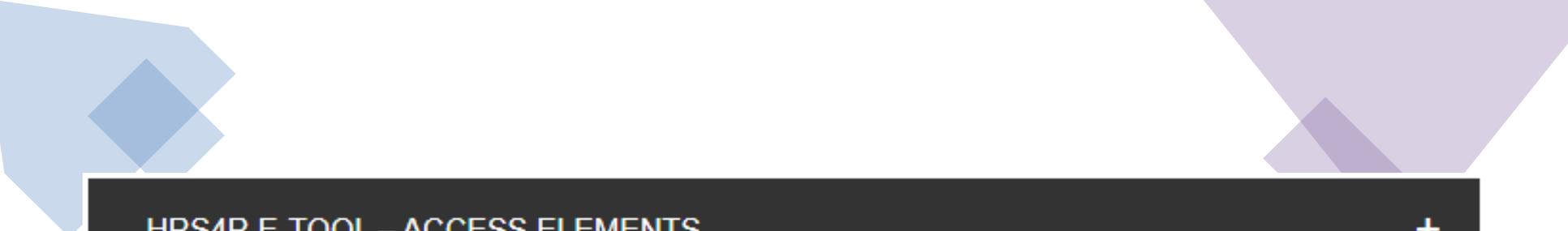


External Experts

INITIAL PHASE



IB: The institution will have access to the consensus report within approximately three months after the confirmation of the administrative eligibility check.



HRS4R E-TOOL – ACCESS ELEMENTS	+
HOW TO CREATE AN APPLICATION FOR THE HR AWARD IN THE HRS4R E-TOOL	+
INITIAL PHASES – TASKS, RESPONSIBILITIES AND TIMELINES	+
ENDORSEMENT OF THE CHARTER & CODE AND SUBMISSION OF THE ENDORSEMENT LETTER	+
GAP-ANALYSIS, OTM-R AND ACTION PLAN DESIGN	+
INITIAL ASSESSMENT	+
GRANTING OF THE HR AWARD	+



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RESEARCHERS IN MOTION

QUESTIONS?

Thank you for your attention!

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