



Ser investigador a Europa

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I després del Doctorat què?
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Since 2000, the European Commission has led a policy to create an Open Labour Market for researchers that would allow people and knowledge to move freely

Some policy developments and initiatives:

- **European researchers Charter and Code of Conduct for their Recruitment (2005)**
- **Human Resources Strategy for Researchers, HRS4R (from 2008).**
- **Euraxess: ERA key initiative to promote research careers and facilitate the mobility of researchers across Europe.**



European Charter and code for Researchers:

- A set of general principles and requirements which addresses the roles, responsibilities and entitlements of researchers and their employers or funding organizations.
- It aims to ensure that the relationship between these parties contributes to successful performance in the generation, transfer and sharing of knowledge, and to the career development of researchers.

Charter & Code for Researchers

RESEARCHERS

- Research freedom
- Ethical principles
- Professional responsibility
- Professional attitude
- Accountability
- Good practice in research
- Dissemination and exploitation of results
- Public engagement
- Relation with supervisors
- Supervision and managerial duties
- Continuous professional development

INSTITUTIONS

- Recognition of the profession
- Non discrimination
- Research environment
- Stability and permanence of employment
- Funding & salaries
- Gender balance
- Career development strategy
- Research training and continuous development
- Evaluation & appraisal
- Participation in decision making bodies
- Intellectual property rights

RECRUITMENT

Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised.

- Open, efficient, transparent recruitment
- Selection committees: balanced (gender, public & private, disciplines)
- Transparency of criteria (before, during and after the selection)
- Judging merit (not only publications!)
- Open to variations in chronological orders of CV
- Recognition of mobility (another country/region or in another research setting (public or private))
- Recognition of qualification (academic and professional as well as non-formal qualifications)

- Tool to support implementation of charter and code in policy and practice of institutions



What does the HRS4R award stands for?

“The 'HR Excellence in Research' award **acknowledges progress** in aligning research institutions' HR policies with the principles set out in the Charter and Code”. It is not a label of excellence already achieved.

In December 2014, the UAB was acknowledged with the distinction “**HR Excellence in Research**”.



HR EXCELLENCE IN RESEARCH

This logo reflects our commitment to continuously improve our human resources strategies in line with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and our commitment to guarantee a supportive research environment implementing these principles into UAB policies.

www.uab.cat/investigat

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EURAXESS – ERA key initiative to promote research careers and facilitate the mobility of researchers across Europe.

<https://euraxess.ec.europa.eu/>

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