Application of the principles stipulated in the
European Charter for Researchers
and the
Code of Conduct for the Recruitment of Researchers
via the
HRS4R
European Human Resources Strategy for Researchers

The European Human Resources Strategy for Researchers, also called HRS4R, is a methodology that has been made available to universities by the European Commission since 2008, to help them to enforce of the principles established by the European Charter for Researchers compiled by the EU in 2005. This is complemented by the Code of Conduct for the recruitment of researchers.

The European Charter for Researchers is a set of general principles and requirements which specifies the roles, responsibilities and entitlements of researchers as well as of employers and/or funders of researchers. The aim of the Charter is to ensure that the nature of the relationship between researchers and employers or funders is conducive to successful performance in generating, transferring, sharing and disseminating knowledge and technological development, and to the career development of researchers. The Charter also recognizes the value of all forms of mobility as a means for enhancing the professional development of researchers.

In this sense, the Charter constitutes a framework for researchers, employers and funders which invites them to act responsibly and as professionals within their working environment, and to recognise each other as such.
The Charter addresses all researchers in the European Union at all stages of their career and covers all fields of research in the public and private sectors, irrespective of the nature of the appointment or employment, the legal status of their employer or the type of organisation or establishment in which the work is carried out. It takes into account the multiple roles of researchers, who are appointed not only to conduct research and/or to carry out development activities but are also involved in supervision, mentoring, management or administrative tasks.

This Charter takes as its premise that researchers as well as employers and/or funders of researchers have an overriding obligation to ensure that they meet the requirements of the respective national or regional legislation. Where researchers enjoy a status and rights which are, in certain respects, more favourable than those provided for in this Charter, its terms should not be invoked to diminish the status and rights already acquired. Researchers, as well as employers and funders, who adhere to this Charter will also be respecting the fundamental rights and observe the principles recognised by the Charter of Fundamental Rights of the European Union.

The Charter is divided up into four major themes, which help universities to structure their strategy:

- **Research freedom and ethical principles**
- **Recruitment** (cf. in particular the Code: Transparency, Openness, Merit Judgement)
- **Working conditions and social security** ( statuses, wages, premises, work environment, etc.)
- **Research training** (PhD students, doctoral schools, etc.)

These texts apply to all employees involved in research, whether researchers or non-researchers, permanent or temporary.
Any research institute – public or private – in the European Union can undertake a certification process which, if successful, offers several advantages, such as a better position to obtain European funding, improved global visibility, and greater attractiveness for recruitment. Application for the HRS4R label involves setting up a working plan spanning several years. Such a plan involves accompanying the university’s Human Resources policy over the long term, since it relies on repeated assessment (every two or three years), either internally or by EU experts.

As early as 2007, like with many other universities, Paris 1 Panthéon-Sorbonne University solemnly committed to abide by the principles of the European Charter for Researchers through a vote of the administrative board. In the five-year contract signed between the University and its supervisory ministry for the 2019-2023 period, it reiterated its determination to undertake the certification process. At a meeting on the 14th of March 2019, the administrative board took the opportunity to reaffirm its decision, and the process was initiated by a letter of intent signed by the President in April 2019. The University was given one year to present the EU website (EURAXESS) with the necessary documents (Gap Analysis) assessing conformity with the Charter, and a two-year Action Plan for meeting the requirements to obtain the label.

Drafting the Gap Analysis has highlighted the numerous actions that Paris 1 Panthéon-Sorbonne University is already carrying out. This state of affairs is firstly a result of implementing national rules and regulations (on the various statuses of civil servants, regulations regarding temporary staff, etc.) which determine how establishments manage their employees in every respect (recruitment, promotion, mobility, salary, etc.). Secondly, the University has in the past few years developed several initiatives, such as setting up a Deontology and Ethics Committee, a mediation committee, an Open data Working Group, a salary scale for temporary staff. It also pursued its estate development with the September 2019 opening of the Port-Royal and Condorcet Campuses, providing new premises dedicated to research (offices, conference rooms, libraries).
However, the Gap Analysis also made it clear that many existing schemes had not been sufficiently developed to effectively impact research as a whole. Taking careful note of these shortcomings during the Gap Analysis has made it possible to highlight the different sectors for which all actors will need to be mobilised in order to make an impact. 41 proposals were identified thanks to this process:

- **Human Resources:** career management for teaching researchers, doctoral students and temporary staff, wages, staff training, health and social action. The OTM-R process (Open, Transparency, Merit-Based Recruitment) provided by the EU, as a part of the HRS4R application, specifically provides guidelines to establishments in this area.

- **Research:** science and research careers, research environment (Department for Research and Technology Transfer, ethics, open data, hosting foreign researchers, etc.).

- **Thesis and doctoral students** (relationship with the tutor, doctoral program, progression of the doctorate).

Four of these proposals can be specifically described as new initiatives (in terms of the methodology provided by the EU):

- **Teaching researchers’ guidebook** (general principles, recruitment, promotion, mobility, positions, etc.)

- **Guidebook of science and research careers** (from managers to research unit directors, and including archivists, the technology transfer advisor, the website manager, etc.)

- **Post-doctoral fellow status** (recruitment, wages, work contract, etc.)

- **New positions:** Translator (provided by only one other university in France), HR Careers Advisor
Seeing this action plan through within two years of the application submission (April 2020) will require the involvement of the Vice-Presidents of Human Resources and Research, the Director of the College of Doctoral Schools, the Research Commission, the College of Doctoral Schools and all the main Departments. The university community will be regularly included, in particular via meetings of the research unit directors, or more directly, for instance through a survey on the advancement of the process. This survey will also give rise to a detailed report.