



HRS4R label at UPMC

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What is it?

<http://ec.europa.eu/euraxess/index.cfm/rights/strategy4Researcher>

"The "HR Strategy for Researchers" supports research institutions and funding organisations in the implementation of the Charter & Code in their policies and practices."

Double approach:

1. HRS4R label (process to improve HR strategy to obtain a label visible on EURAXESS)
2. Article 32 of the Grant Agreement (obligation to apply good practices in researchers recruitment - Open, Transparent and Merit-based Recruitment of Researchers)

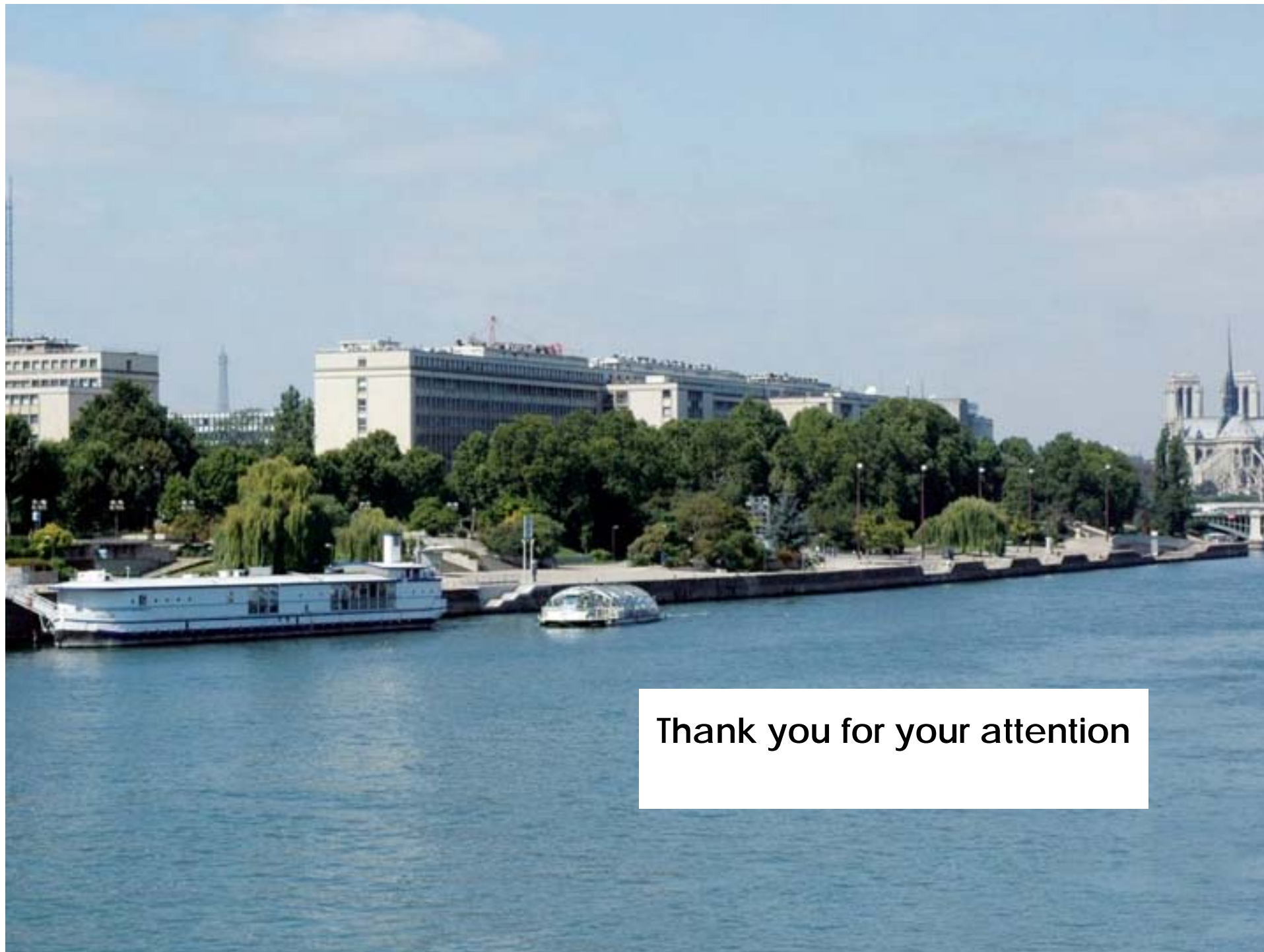
The label does not prevent audits on Article 32 of an H2020 project

The challenges to obtain the label:

- UPMC is a big University
- Researchers can have very different positions
- UPMC has JRU
- Professors are strongly autonomous
- The HR Department must be involved and proactive

The present option: to analyze the possibility to obtain the label and be ready for audits on Article 32

- To prepare the state-of-the-art
- To identify UPMC objectives
- To plan the work implementation and estimate the efforts (pm, travels, meetings)
- To submit to DG and VR for decision about HRS4R label
- To coordinate the work for an internal guide about audits on Article 32



Thank you for your attention