



# Good working conditions for researchers

## Participation of HHU in the HRS4R process

Good research conditions and a supportive and integrative research culture are the basis for excellent research. HHU has been participating in the Human Resources Strategy for Researchers (HRS4R) since mid-2017.



HRS4R is a process developed by the European Commission to support the implementation of the European Charter for Researchers with the aim of making Europe an attractive research location for talented researchers from both within and outside the EU. The aim is to improve working conditions for researchers at all career levels, for example by

- fair recruitment procedures,
- personnel development programmes,
- facilitating transnational mobility,
- a commitment to equal opportunities and
- ensuring academic integrity

A core element of HRS4R is ensuring open, transparent and fair selection and recruitment procedures for researchers (OTM-R).

## HRS4R at HHU

HHU is committed to optimising the research environment for its academic staff and increasing the attractiveness of the university for international academics. For this reason, the university is continuously undergoing the HRS4R process, and on the basis of a self-report and a catalogue of measures, which were assessed and positively evaluated by an international commission of experts, the European Commission awarded HHU the „HR Excellence in Research Award“ seal of approval in December 2018, recognising HHU’s commitment to creating good working and research conditions and ensuring transparent and fair recruitment procedures. Every three years, HHU undergoes a review as part of HRS4R and updates the associated action plan.

## HHU's measures

- Strategic appointment planning, permanent position concept and the “Düsseldorfer Weg” training
- Implementation of electronic application portals and international job advertisements
- Targeted onboarding of international guest researchers
- Bilingual information for researchers
- Participatory development of postdoc guidelines
- Sustainability, health and diversity measures of HCSD
- Good scientific practice, research data management and data protection are integrated into processes and regulations



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for EU funding applications.

### Additional information on the Human Resources for Researchers Strategy of HHU

[www.forschung.hhu.de/en/hrs4r](http://www.forschung.hhu.de/en/hrs4r)

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