
HR Award at Charles University

Human Resources Strategy For Researchers (HRS4R)



HR EXCELLENCE IN RESEARCH

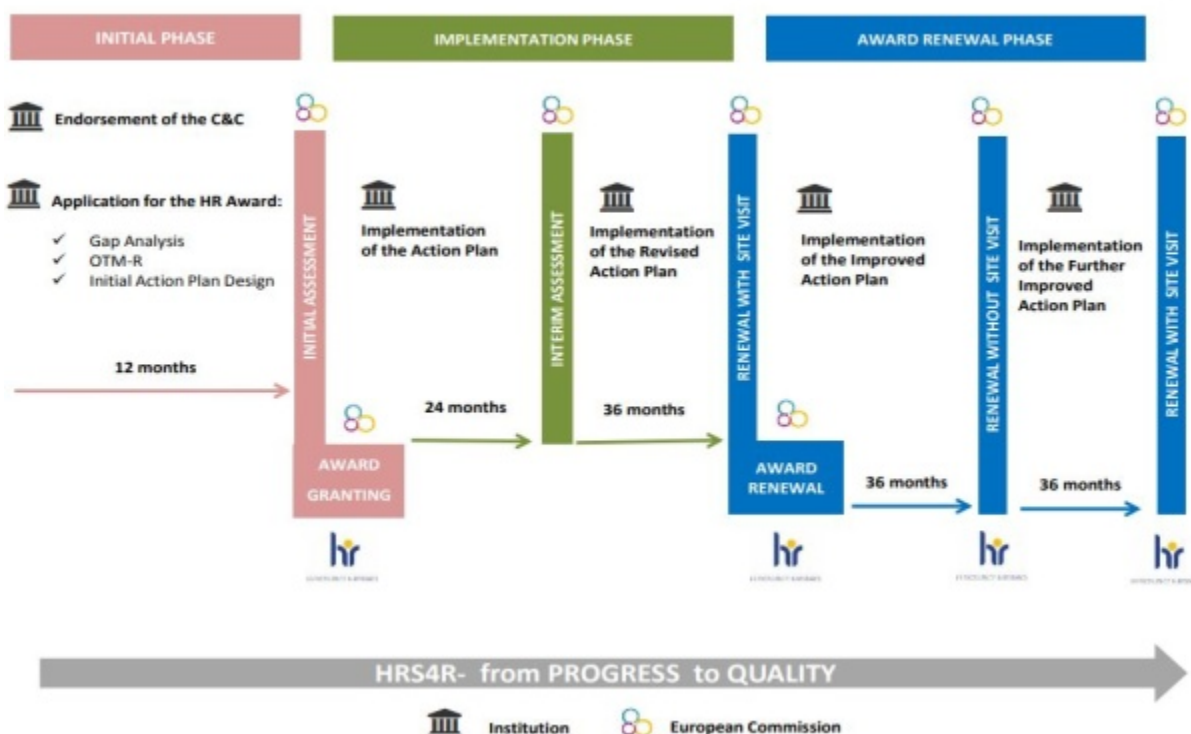
In 2005, the European Commission published the [European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers](#) that contains 40 basic principles covering four main areas - ethical and professional aspects, working conditions and social security, training and development, and recruitment and selection. Based on this Charter and Code, research institutions across Europe implement the Human Resources Strategy for Researchers (HRS4R). Institutions doing so successfully obtain the "HR Excellence in Research" award granted by the European Commission.

Our aim is to improve the working conditions at Charles University and maintain the HR Award granted to the University in February 2019.

Process

- [Declaration of Commitment](#) of Charles University for „The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers“ - 11/2017
- Working on internal Gap Analysis and Action Plan - 12/2017-10/2018
- Submission of the Gap Analysis¹ and [Action Plan](#) to the European Commission - 15/11/2018
- Pending minor modifications - 20/12/2018
- Submission of revised documents - 01/02/2019
- [HR Award granted by the European Commission](#) - 05/02/2019
- Implementation of the Action Plan - 02/2019-05/2021
- [Internal Review for Interim Assessment and Revised Action Plan](#) and [implementation of the Action Plan 2019-20210](#) - 1/02/2021
- [Interim Assessment Report](#) - 27/04/2021
- Implementation of the Revised Action Plan - 36 months
- Renewal with site visit - 36 months after submission of the Interim Assessment and the Revised Action Plan

1 Analysis as well as survey on which is analysis based was sent to the reviewers and is not a public document.



source: EURAXESS

Outputs

- Amended [Code of Ethics](#) and [Code of Procedure for the Ethics Commission](#) . [Rector's Directive on Plagiarism](#) .
- Translating documents into English - [internal regulations of Charles University](#) , [Rector's Directives](#) , selected [internal regulations of faculties](#) , [Annual Report of Charles University 2017 & 2018 etc.](#) [Czech-English dictionary](#) .
- New [Competitive Hiring Process Code](#) based on principles of *open, transparent and merit-based recruitment* .
- [CU Staff Welcome Centre](#) - services and support for foreign academics and researchers coming to Charles University (starting January 2020).
- [Doctoral Study Hub](#) - coordination of academic development and transversal skills education for PhD students.
- Welcome Day for new PhD students - [24 October 2019 in Czech](#) and [25 October 2019 in English](#) .
- Dealing with research results - new Rector's Directives [on Intellectual Property Rights](#) and on [Knowledge and Technology Transfer](#) . Fully working CU's subsidiary [Charles University Innovations Prague](#) . [Network of technology scouts and coordinators of knowledge transfer](#) .
- Pedagogical Skills - [Centre Paedagogium](#) , [Pedagogical Skills Enhancement Programme](#) .
- Guidebook for CU's employees ([Czech](#) , [English](#)), to be downloaded in [Czech](#) or [English](#) .
- Career website ([Czech](#) , [English](#)) .
- Personal Data Protection - implementation of GDPR ([Rector's Directive](#) , seminars, [information online](#)), working on e-learning for employees. Data protection in students' theses.
- Research evaluation - [executive summary](#) and [press release](#) .
- [Framework for career development and evaluation of employees](#) .
- [Research data management, data management plan](#) .
- Trainings and seminars regarding ERC, MSCA, Staff Training Week, soft skills etc. - registration via [CU Educational portal](#) (login under <yourCUnumber>@cuni.cz).

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