Institutional perspectives on HRS4R
Case study from ULg, Belgium

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Trondheim, NO, 2/12/2016
Charter & Code

- 40 principles
  - Ethics and professional attitude
  - Working conditions
  - Training and career development
  - Recruitment and selection

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ULg signed for being on board

Each institution has to draw its own boat, embedding the Euraxess initiatives in the Institutional Strategic Plan

In 2006, ULg began modestly with a Euraxess Mobility Service and some actions

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ULg adapted its structure to the needs for a more effective implementation of the Charter and Code. The University was the first Belgian University acknowledged for its HRS4R.
The boat navigated on very calm to furious seas. Results were mostly collected from existing actions. A structured training offer for young researchers and supervisors was developed.

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Tips from safeguards

• Work on HRS4R as on a project:
  – Get a strong commitment for
  – Devote competences and time
  – Use or develop drivers for action
  – Accept risks and uncertainty
  – Track and record progress
  – Communicate, disseminate

• Be open, proactive, patient, resilient and brave!
• Find and use drivers for action
What are the drivers for action?

- Involve colleagues & board
- Communicate with governmental bodies
- Benefit from your networks
- Participate in international projects
- Engage and disseminate
The boat is now ready for sailing the oceans, with a lot of people on board. We are progressing in visibility, efficiency, transparency …
Benefits 2011-2016

- Recruitment, feedback, contracts
- Training & career
- Coherence
- Transparency
- Visibility
- Internationalisation
The Action Plan and the EU HRS4R acknowledgment are now to be renewed. We expect to develop …

A cruise ship is a passenger ship used for pleasure, where the objective itself and the ship's amenities are a part of the experience.

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2017-2020 Challenges

• Development of the new HR-action plan
  – OTM-R (art. 32)
  – Gender and diversity (art. 33)
  – Ethics, Conflict of Interest, Integrity (art. 34, 35)

• Attractive partnership for H2020

• Implementation at all levels (Fac, Units, PI)

• More colleagues on board

• More researchers involved

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Our HRS4R is published on http://www.ulg.ac.be