

## THE NEW CHARTER FOR RESEARCHERS

...Key takeaways



### Why make a new version of the Charter?

- The 2005 Charter was **updated in 2023** to better reflect recent evolutions in research: open science, integrity, mobility, inclusion, sustainability, etc.
- It establishes a **common European framework** outlining the rights and responsibilities of researchers and employers, structured around **20 key principles**.
- **The aim of the Charter** is to make research careers more attractive and to support excellence in research and innovation.

### Who is it for?

- For all researchers, at every stage of their career and in all fields.
- For institutions, research organizations, and funding bodies.
- But also for the entire academic community: administrative, technical and research support staff, students, and partners - because the quality of research relies on collective responsibility.

### BASED ON 4 MAIN CORNERSTONES:

1

#### Ethics, integrity, gender, and Open Science

- Ethics and research integrity
- Research freedom
- Open Science
- Equality between men and women
- Diversity awareness
- About the researcher (status, valorization, etc.)
- Free movement of researchers
- Sustainable development

2

#### Researcher recruitment, assessment and progression

- Recruitment
- Assessment
- Selection
- Career advancement

3

#### Working conditions

- Working conditions, funding and wages
- Employment stability
- Contractual obligations
- Valorizing research results

4

#### Career development

- Valorizing diversified careers
- Career evolutions and pathways
- Professional continuing education
- Supervision and mentoring

## A few examples...

### As a researcher



- I must respect the rules regarding ethics and scientific integrity.
- I must commit to all aspects of open science, science outreach and participatory science
- I am responsible for the efficient use of public funding.


### As an employer



- I provide researchers with continuing education training courses and career development possibilities.
- I am committed to organizing transparent recruitment and avoiding all forms of discrimination or favoritism in recruitment processes.
- I provide working conditions offering flexibility and accessibility in order to help researchers achieve their research work.

## And also... an OTM-R guide for our University!



- 🎯 It aims to strengthen good practices in the recruitment of researchers at all levels.
- 🔍 It is now available online on the University's website [\[click here\]](#). 

### As a researcher

- I benefit from a treatment based on the same principles as all European countries.
- I benefit from clear procedures during recruitment.
- I can move freely within the European research area.

### As an employer

- All employment offers are open both within and outside the institution.
- Members of the selection committees are aware of good recruitment practices and work transparently.

## Contact details and useful links



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- [HRS4R | EURAXESS \(europa.eu\)](#)
- [HRS4R | University of Orléans \(univ-orleans.fr\)](#)
- [European Charter for Researchers revised in 2023](#)