

5 years of HR Excellence in Research at AMU

It has been 5 years since AMU was awarded the **HR Excellence in Research** distinction. During that time, our University has undertaken many activities to increase the attractiveness of employment for both male and female scientists and to create a working environment conducive to personal growth.

All our projects are based on the recommendations of the European Commission, the provisions of The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

They address the following four areas:

1. Ethical and professional aspects
2. Recruitment and selection
3. Working conditions and social security
4. Training and development

You are welcome to check out the infographics on the following pages showing the activities of our University in these areas. We have already done a lot, but we can and want to do even more!

- **Therefore, in January we will send a survey to all research staff and doctoral students, which will let us update the current action plan and propose specific solutions for the future.**

It is our goal to motivate the entire scientific community to participate in this survey. We would like to learn more about the strengths and weaknesses of the researchers' working environment and identify areas that call for improvement.

We wish for as many researchers as possible to participate in this survey. We want to learn about the strengths and weaknesses of their working environment and identify areas which still need to be improved. Our goal, aspiration and mission is to create favourable working conditions and professional advancement perspectives.



- **The next planned action as part of HR Excellence in Research will be the preparation of the Gender Equality Plan – GEP.**

This document will define the goals and objectives of the University focused on gender equality. The planned activities will relate to such areas as gender balance in recruitment, academic careers and decision-making process, as well as integrating the gender dimension into our research and innovation.

- **In May 2022 the University is scheduled for an interim evaluation conducted by European Commission experts, which will focus on the implementation of the principles of the Code and the Charter.**

We trust that the HR distinction for AMU will be upheld and that our University will be recognized again as part of the prestigious group of institutions awarded the **HR Excellence in Research**.