



K O N I N K L I J K E N E D E R L A N D S E
A K A D E M I E V A N W E T E N S C H A P P E N

The EURAXESS Rights Team
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Amsterdam, 12 november 2018
Kenmerk: P&O/BE/3527

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Betreft: Endorsement of HRS4R and application
for HR-EiR Award

Dear Madam, Sir,

With this letter I inform you that the Royal Netherlands Academy of Arts and Sciences (Koninklijke Nederlandse Akademie van Wetenschappen, abbreviated KNAW) wholeheartedly endorses the goals and principles outlined in the EC "Human Resources Strategy for Researchers" (HRS4R). KNAW equally endorses the "European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers".

The Academy wishes to qualify for recognition of the "HR Excellence in Research Award". In accordance with your application guidelines, KNAW has carefully assessed its HR framework and provisions against the criteria of the Charter & Code and OTM-R and the general framework of pertinent laws, regulations, and sectoral agreements applicable in the Netherlands to employership and employment in the science sector.

The results of this self-assessment, which you find here appended, are congruent with the image of the Royal Academy as an eminent, normative, and leading institution within the Dutch academic landscape. In fact, I can confidently state that, in practice, KNAW would appear to have applied and implemented the criteria of the HRS4R programme for quite some time already.

Attached you find the Gap Analysis and Action Plan, including, in the "narrative" section of the latter, a state-of-play reflection on ongoing developments in a time of continuously changing needs and wishes of researchers.

If there is any information that your committee would like to receive additionally, please contact us and we will be happy to provide it to you.

Yours sincerely,


Mieke Zaenen, ll.m.
Director General