

Université de Mons**Le Recteur**

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European Commission
DG Research & Innovation
Open Innovation and Open Science
B-1049 Brussels
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Date : 14th januari 2021

Objet: Endorsement letter - Request to pass in the Award Renewal phase

The University of Mons (UMONS) welcomes and supports the initiative of the European Commission to ensure a supportive research environment for researchers on mobility. Having endorsed the 40 principles of Charter and Code, UMONS was committed to implement these principles in the institution via the Human Resources Strategy for Researchers (HRS4R).

In 2010, UMONS started to define a Human Resources policy strategy and established an action plan. which was submitted to the European Commission. Subsequently, UMONS was labelled by the Commission in 2011.

In April 2013, after two years of implementation, UMONS conducted its first own self-assessment of the implementation of the strategy. After this self-assessment, UMONS continued to implement this strategy, taking a particular attention to the actions to be reinforced, and to the best way to monitor the impact through the defined indicators. During the second half of 2016, UMONS conducted a second self-assessment of the implementation of the strategy. This resulted in a revised, amended and updated action plan, taking into account indicators and OTM-R (Open, Transparent and Merit-based Recruitment) principles, with new actions to be implemented in the future. In October 2017 we received a consensus report from the EC with request of clarifications and suggestions. UMONS submitted a new version of the internal review report and was awarded in February 2018.

A continuous enhancement of, amongst others, working conditions and career opportunities is one of the top priorities of this university. We therefore welcome the opportunity to continue the internal analysis in the framework of the HRS4R and aim at embedding this process in the wide array of current activities in our institution's human resources policy.

By implementing the Charter and Code principles UMONS aims at attracting the most outstanding researchers within the European Research Area and beyond.

Best regards,

Philippe DUBOIS, Rector

