

## The Implementation of the European “Charter & Code“ at the WZB

The **European Charter for Researchers** and the **Code of Conduct for the Recruitment of Researchers** were adopted by the European Commission as a Recommendation to the Member States in 2005. The **40 principles** of “Charter & Code” address both researchers and their employers. They serve as a framework for sound and comprehensive **career management, professional recruitment and appraisal procedures**. The aim is to improve working conditions and to ensure attractive research careers within the European Research Area.

The WZB welcomes and strongly supports this European initiative. The WZB’s commitment is documented by the **official endorsement** of “Charter & Code”.

For the WZB **continuous institutional development** is a key to success. Consequently many principles of “Charter & Code” have already been implemented. However, the principles also constitute a helpful complement to projects under way and new initiatives on the horizon. The WZB thus decided to **officially implement** “Charter & Code” by developing an action plan.

A WZB working group conducted an **internal analysis**. Researchers with voluntary offices (e.g. ombudsperson) and administrative specialists provided additional expertise. The results were integrated into an **action plan**, presented to and approved by the managing director, the president and the academic council. In June 2013 the European Commission acknowledged the WZB’s action plan and rewarded the WZB with the “HR Excellence in Research” logo. The most important actions are:

### Working Conditions

- Fostering the stability of employment (e.g. exhausting WissZeitVG)
- Development of an “Introduction to the WZB Culture” for new researchers (presentation of e.g. the WZB’s Codes of Conduct, administrative and strategic services, etc.)
- Further development of working time models which fit the needs of the WZB’s employees
- Fostering mobility between sectors through a temporary staff exchange

### Career Development and Training

- Development and provision of executive training for junior research group leaders and experienced PostDocs
- Fostering annual staff appraisal meetings (Jahresgespräche)

### Recruitment

- Revision of standards and procedures for appointment (professorship positions) and recruitment (Postdoc and PhD positions)
- Accomplishment of a “Manual on Appointment Procedures” (Berufungsleitfaden) and of a “Manual on Recruitment Procedures” (Leitfaden zur Stellenbesetzung)

### Professional and Ethical Aspects

- Discussion on criteria of good scientific practice and elaboration of guidelines
- Fostering awareness of the ombudsperson’s role as mediator

In 2015, a self-assessment was carried out by the WZB and submitted to the European Commission. As a result, the European Commission maintained the award of the logo “HR Excellence in Research” to the WZB.

For details please view the [website](#) or contact [Martin Mann](#).