



**IMPLEMENTATION OF THE EUROPEAN CHARTER FOR RESEARCHERS  
AND THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS  
AT THE UNIVERSITY OF POTSDAM**

The University of Potsdam is firmly international in outlook and aims to provide an attractive and stimulating working environment for researchers from Germany and abroad. With this in mind the University has decided to implement the *European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*.

As part of these efforts the University of Potsdam must undertake a five-stage review of the human resources policy for researchers, develop an action plan, apply for the logo “*HR Excellence in Research*” and undergo an evaluation - to be followed up by regular reviews by the European Commission - of the human resources policy for researchers.

An analysis is currently underway into human resources management for researchers at the University of Potsdam. This involves reviews both within the faculties and on a central level into four key areas:

1. *Ethical and professional aspects*  
(e.g. ethical principles, accountability, contractual and legal obligations, public engagement, the dissemination and exploitation of research results, appraisal systems)
2. *Recruitment*  
(e.g. selection, transparency, recognition of mobility experience)
3. *Working conditions and social security*  
(e.g. stability and permanence of employment, funding and salaries, gender balance, ability to combine family and career)
4. *Training*  
(e.g. supervision, further education)

The results of this analysis will be used to compile a report on the status quo of human resources management for researchers at the University of Potsdam. This will form the basis of a strategic action plan addressing areas needing improvement. A summary of the analysis and the action plan will then be submitted to the European Commission.

**Further Information:**

- Information on the Human Resources Strategy for Researchers  
<http://ec.europa.eu/euraxess/index.cfm/rights/strategy4Researcher>
- List of Institutions that have endorsed the Charter and Code  
<http://ec.europa.eu/euraxess/index.cfm/rights/charterAndCode>

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## Information on Data Protection

The results of the surveys will be treated anonymously and in accordance with German data protection regulations. Participation in the survey is voluntary. The answering of individual questions in the survey is also optional. Participants may revoke their consent to the use of information gathered in written form at any time. Consent may be revoked without any reasons being given. The rights of individuals involved will be respected in accordance with §§ 5 in conjunction with 18 ff. *BbgDSG (Gesetz zum Schutz personenbezogener Daten im Land Brandenburg)*.

The information gathered in the surveys will be anonymized before further use and will subsequently be aggregated. The survey data will be deleted within three years.

The answers of those surveyed will be stored and used without any reference to the names of those involved. Personal information will not be passed on to third parties. Only staff working on the project *Implementation of European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Potsdam* has access to the raw data. All other persons involved have no access to the raw survey data and have access only to the aggregated data or the subsequent evaluations based on this data.