**What Award Holders say on HRS4R**

**University Namur**

**(BE)**

Our university has created the Pro-Doc Unit within the EURAXESS department. We organise an annual Research Day and quarterly meetings 'The PhD`s Lunchtime'. Pro-Doc aims at training researchers and PhDs, supporting their employability. In 2015 we could set-up a University Certificate on transferable skills.

**Medical University Graz (AT)**

The **'**Charter & Code'has changed a lot within our organisation. The most important focus for us was to come up with a transparent, efficient and professional recruitment process. We started recruiting trainings of hearing committees.

The bottom-up approach includes the distribution of an on-line survey to all researchers. This innovative methodology has been taken as a model by many European Research institutions.

**University**

**Camerino**

**(IT)**

**WZB Social Science Center Berlin**

**(DE)**

We focus on the 'value of mobility' in our action-plan. The aim of our science-in-practice program is to provide mutual inspiration – researchers learn about culture in the business world and the administration, the companies and institutions benefit from researchers` knowledge.

Thanks to all the work in developing the new strategy, the procedures, obligations and rights of researchers ( especially young ones) are transparent and recognizable by all the authorities of the University.

**Lodz University of Technology**

**(PL)**