



The European Commission
DG Research & Innovation
Open Innovation and Open Science
B-1049 Brussels
Belgium

Stockholm the 8th of June 2020

The European Charter for Researchers The Code of Conduct for the Recruitment of Researchers

Submission of gap analysis and action plan, HRS4R, Case 2019 SE440593

KTH Royal Institute of Technology has today the pleasure to submit our gap analysis and action plan, following the guidelines of the HRS4R – process, to fully implement the principles of the European Charter for Researchers and the code of Conduct for the Recruitment of Researchers.

During the last year, we have thoroughly examined our rules, guidelines and praxis using the HRS4R strategy, and found that in general the Principles are fulfilled through the compliance with legislation, directives, collective agreements and internal practice.

However, the internal process has showed that in some areas, internal practice may be improved, and development activities have been identified as expressed in the action plan. Some of these activities have already been developed while working with the action plan, and some have been started up.

Our policy is fully equivalent with the principles of EU Charter & Code and our ambition to work accordingly is also congruent with established goals expressed in KTH Strategic Documents.

With the implementation of the principles of EU C&C, KTH wish to guarantee that we provide a benevolent working environment, fair and transparent recruitment procedures and excellent career development opportunities for researchers.

We also emphasize our intention to contribute to a proactive, mutual and positive development of research in Europe and to contribute to international collaboration and all forms of mobility for researchers.

Yours faithfully

Sigbritt Karlsson
President