

INSA Rennes is involved in the approach called "**HRS4R**" (**Human resources strategy for researchers**).

This approach aims to promoting the careers of researchers in the European Research Area in line with the European Charter for Researchers & the Code of Conduct for the Recruitment of Researchers. It concerns the following themes: research ethics, recruitment, working conditions and career monitoring and support.

A label "**HR-Excellence in Research**" is given by the European Commission which brings **several advantages for the establishment**:

- Asset for obtaining European fundings
- Improvement and dissemination of good practices within the institution
- Connexion with the establishment's HR Plan
- Increased national and international visibility

To carry out this project, we need your participation because **your opinion is essential to improve our practices!**

As a first step, you are going to be contacted to answer to a survey on our practices. Please, note that the raw data to this survey are confidential and analyzed only by the pilot of the HRS4R approach for the facility, Marie-Pierre SARRAZIN.

As a second step, working groups will be constituted on the three following themes:

- Rights and responsibilities of researchers in their research activities
- Research incentives, Supervision and Monitoring of Researchers
- Recruitment, Working Conditions, Training and Career Development

These groups will define the gaps between existing practices, highlighted by the survey results, and the objectives set by the Charter & European Code for Researchers and they will propose actions for improvement.

There are 2 to 3 meetings per working group planned between mid-April and mid-July.

In order to ensure the representativeness of these working groups, we need **representatives from all laboratories**, all types of contracts (contract worker and permanent) and all types of functions (professors, lecturers, post-docs, engineers, technicians, Ph.D ...).

Therefore, everyone is invited to become involved in improving the research environment and the conditions of researchers within the establishment.

To do this, all interested persons can contact Marie-Pierre SARRAZIN by email and indicate the desired themes in order of preference.

Thank you in advance for your involvement in this process,

For any questions regarding the process, the survey or the working groups, you may contact Marie-Pierre SARRAZIN (Marie-Pierre.Sarrazin@insa-rennes.fr).

Best Regards,