



HR Excellence in Research Label

Since January 2025, the University of Rennes 2 has undertaken the necessary steps to initiate the application process and is actively work toward obtaining the *HR Excellence in Research Label* distinction from the European Commission. This initiative reaffirms the university's dedication to research excellence and responsible human resource practices.

What is the HR Excellence in Research Label?

The *HR Excellence in Research* is a distinction awarded by the European Commission recognizing research institutions and funding organisations that have signed and implemented the "European Charter for Researchers" and the "Code of Conduct for the Recruitment of Researchers". These two documents are key elements in the European Union's policy to make research an attractive career, which is a vital feature of its strategy to stimulate economic and employment growth.

The **European Charter for Researchers** is a set of principles designed to foster **attractive research careers** and support **excellence in research and innovation** across Europe. It outlines the **rights and responsibilities** of researchers, employers, and funders, ensuring a high standard of professional and ethical conduct. The Charter is structured around four fundamental pillars:

1. **Ethics, Integrity, Gender, and Open Science**, which emphasize responsible research practices and inclusivity
2. **Researchers' Assessment, Recruitment, and Progression**, which promote fair and transparent career development
3. **Working Conditions and Practices**, which ensure a supportive and well-regulated research environment
4. **Research Careers and Talent Development**, which focus on nurturing and advancing researchers' professional growth

Why is this important?

Obtaining this distinction demonstrates that Rennes 2 University is dedicated to providing **attractive research opportunities** that prioritize **transparency, ethics, assessment, working conditions, and talent development**. In doing so, we position our university as a **reliable research establishment** that values the well-being of its researchers in every essential aspect, ensuring a supportive and thriving environment for their professional growth.

How do we proceed?

During the initial phase, we are creating a dedicated governance structure and are launching a comprehensive process that begins with a thorough **self-assessment** of our current practices. This will be followed by the completion of the **gap analysis and** the construction of an **action plan** monitored by indicators to track our progress.

After this **first year** of self-assessment and co-constructing of the action plan, we will submit the gap analysis, OTM-R Checklist, and the Initial Action Plan to the EC in order to obtain the HR Excellence in Research Label, marking a significant step forward in our process.

In the **second phase**, we will begin the **implementation** of the action plan and its associated strategy over an initial period of **24 months**. At the end of this period, we will conduct an **interim evaluation** to assess progress and identify areas for further improvement. This will be followed by a revised implementation phase over the next **36 months**, ensuring continuous alignment with the Charter's principles.

Finally, the **third phase**, known as the "renewal phase," concerns the implementation of the Improved Action Plan, the evaluation of the Improved Action Plan by experts of the **European Commission followed by a site visit**, and will mark our continued commitment to improving and renewing our practices to maintain the HR Excellence in Research Label.

Fichiers associés

[The European Charter for Researchers and Code of Conduct 2005 \(C & C\)](#)Published on 16 May 2025

[The European Charter for Researchers 2023](#)Published on 16 May 2025

[Guidelines 2023](#)Published on 16 May 2025