

Summary of the HRS4R 2023 survey – INSA Rouen Normandie

The HRS4R 2023 survey, conducted from September 25 to October 13, 2023, among teachers-researchers, contract researchers, and doctoral students (285 people contacted), received 143 responses, representing a participation rate of 50.2%. This high level of engagement reflects the importance the scientific community gives on working conditions, recruitment practices, and skills development.

1. Key feedback on the 4 main principles of the Charter and Code of Conduct for the recruitment of researchers

1.1 Recruitment and transparency

The results show an overall positive perception, but there is still room for improvement:

- Transparency of processes deemed adequate but slightly lower compared to 2021.
- Providing information to candidates at the end of the selection process remains a recurring weakness.
- International publication via EURAXESS deemed insufficient.
- Low presence of international members on juries, due to budgetary constraints.

1.2 Working conditions

Respondents rated it favorably :

- Social security and social protection.
- The fair management of conflicts.

The areas for improvement include:

- The overall attractiveness of the proposed conditions.

- Support for work-life balance .
- The teaching load for some junior researchers.

1.3 Professional Environment

Positive points :

- Good prevention of discrimination.
- Support for autonomy and participation in governing bodies.

Points to consider:

- Unequal working conditions depending on the laboratories.
- Necessary strengthening of the gender balance.

1.4 Training and professional development

This theme is progressing but remains the least well- evaluated.

- Referral systems are appreciated.
- Strong expectations regarding training pathways, mobility and career support.

2. Link with the 2024 action plan

The results of the survey informed the revision of the action plan. in 2024. New actions have been created or reinforced :

2.1 Recruitment

- Improved transparency and harmonization of practices.
- Systematic communication of feedback to candidates.

- Enhanced support for international recruitment.

2.2 Working conditions

- Actions to promote work-life balance.
- Clarification of arrangements (Home office, parenthood, mobility).
- Support for young researchers regarding teaching load.

2.3 Professional Environment

- Enhanced actions on quality of life at work and prevention of discrimination.
- Improved integration of new arrivals.

2.4 Training and Development

- Creation or updating of new training modules.
- Strengthening of the sponsorship system .
- Development of tools for monitoring skills development.

Conclusion

This survey highlights significant progress since 2017, but also challenges for the years to come. The 2024 action plan aims to strengthen the attractiveness, quality of the work environment, and transparency for the benefit of all researchers at the institution.