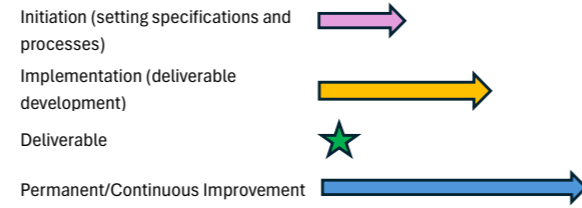


5.3 Appendix 3 - HRS4R 2026-2029 action plan



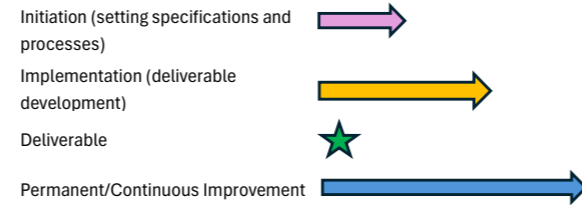
Action Plan 2026-2029	Action label	Status as of 12/2025	Principles, Charter and Code Involved	Responsible unit	Indicators/Targets	Scheduled timing	2026				2027				2028				2029					
							Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Actions under Pillar 1: Ethics, integrity, gender and open science																								
41	Strengthen support system for preparing data management plans	NEW	C&C 2008: 6, 7, 8, 9. C 2024: Pil 1, C 3; Pill 3, C 3	SCDA-DRIED	Creation of a Data Research Hub	Q4 2026																		
42	Encourage sharing of research data under the "as open as possible, as closed as necessary" principle	NEW	C&C 2008: 6, 7, 8, 9. C 2024: Pil 1, C 3; Pill 3, C 3	SCDA-DRIED	Survey of data management practices: analysis to improve service offer	Q2 2027																		
43	Raising awareness on results replicability and promote data reuse	NEW	C&C 2008: 6, 7, 8, 9. C 2024: Pil 1, C 3; Pill 3, C 3	SCDA-DRIED	Information/training session	Q3 2027																		
44	Generalise researcher identifiers (Idhal, ORCID) and promote interoperability	NEW	C&C 2008: 6, 7, 8, 9. C 2024: Pill 1, C 3	DRIED	% of academic staff with ORCID ID	Q4 2026																		
45	Establish an open science steering committee	NEW	C&C 2008: 8, 9. C 2024: Pil 1, C 3	DRIED	Establishment of the steering committee	Q3 2026																		
46	Promoting research for the benefit of society	NEW	C&C 2008: 8, 9. C 2024: Pil 1, C 3	DRIED	Development and implementation of the action plan	Q4 2026																		
47	Implement the 2025-2027 action plan on gender equality	IN PROGRESS	C&C 2008: 2, 10, 24, 27, 34. C 2024: Pill 1, C 4; Pill 3, C 1	DP4S-DRH	% of actions completed by the end of 2027	Q4 2027																		
48	Engage research laboratories in the ecological transition through a Sustainable Development and Social Responsibility/Ecological Transition for Sustainable Development (DDRS/TEDS) charter signature	NEW	C&C 2008: 2, 3, 4, 6, 7, 9, 23, 24. C 2024: Pill 1, C 8	DRIED	% of laboratories signing the charter	Q4 2026																		
49	Awareness-raising activities (DU meetings, articles, etc.) on the new European Charter for Researchers and the HRS4R UA action plan	NEW	C&C 2008: all. C 2024: all	DRIED - DCOM and HRS4R project team	Number of awareness actions conducted	Q4 2026																		
50	Develop a charter on missions, rights and duties of academic staff (including teleworking framework).	NEW	C&C 2008: 4, 5, 6, 33. C 2024: Pil 1, C 6; Pill 3, C 3; Pill 4, C 3	DRH	Charter published, associated communication actions	Q3 2027																		
51	Explore AI's role at UA, especially in research professions	NEW	C&C 2008: 2, 3, 4, 5, 6, 7, 8, 9. C 2024: Pil 1, C 1, 3, 6, 8	DRIED-DDN	Strategy defined; dedicated trainings; charter or guidance	Q1 2027																		
52	Communicate the roles of Research Integrity Officer and Ethics Committee	NEW	C&C 2008: 2, 3, 5, 6 C 2024: Pil 1, C 1	DRIED - DCOM	Number of communication actions	Q3 2026																		
Actions under Pillar 2: Evaluation, recruitment and career progression of researchers																								
53	Update and publish OTM-R Charter (Open, Transparent, Merit-Based Recruitment)	IN PROGRESS	C&C 2008: 10, 13, 14, 15, 16, 17, 18, 19, 20, 21. C 2024: Pil 2: all	DRH	Updated OTM-R Charter published	Q1 2026																		
54	Disseminate and implement OTM-R principles via training; revise and monitor follow-up indicators	IN PROGRESS	C&C 2008: 10, 13, 14, 15, 16, 17, 18, 19, 20, 21. C 2024: Pil 2: all	DRH	Training webinars – number of people reached -Revised monitoring indicators (OTM-R checklist) defined	Q4 2026																		
55	Improve candidate information, particularly for contract positions, on the composition of recruitment panels and their rights and obligations (procedure, specific research guides)	NEW	C&C 2008: 12, 13, 14, 15, 16. C 2024: Pil 2: C 2, 3	DRH	Defined procedure and updated OTM-R charter	Q1 2027																		
56	Rethinking the recruitment process for contract researchers with a view to simplifying administration and increasing transparency (including, where applicable, the use of the Between application)	NEW	C&C 2008: 12, 13, 14, 15, 16, 17, 18, 19, 20. C 2024: Pil 2, C 1, 2, 3	DRIED-DRH	New process defined	Q1 2027																		
57	Establish and maintain the communication strategy and procedures for documents and information to be published online in English, particularly regarding recruitment and research information. Define the rules for using and promote the "HR Excellence in Research" logo.	IN PROGRESS (Extension of action 34)	C&C 2008: all C 2024: all	DI-DRIED-DCOM	Framework outlining the strategy for documents and information to be published online in English. Logo usage guidelines.	Q1 2027																		

5.3 Appendix 3 - HRS4R 2026-2029 action plan



Action Plan 2026-2029	Action label	Status as of 12/2025	Principles, Charter and Code Involved	Responsible unit	Indicators/Targets	Scheduled timing	2026	2027	2028	2029
58	Implementing tools for forward-looking management of jobs and skills (GPEEC)	NEW	C&C 2008: 12, 13, 14, 15, 16, 17, 18, 19, 20, 25, 28, 38, 39. C 2024: Pil 2, C 1, 2, 3; Pill 4, C 3	DRH-DGS	Finalising of tools	Q4 2026				
59	Develop a human resources master plan (SDRH)	NEW	C&C 2008: 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 38, 39. C 2024: Pil 2, C 1, 2, 3, 4; Pill 3, C 1, 2; Pill 4, C 3	DRH	Implementation of the HRD - associated communication actions	Q3 2027				
Actions under Pillar 3: Working conditions and methods										
60	Implementing Supplementary Social Protection (PSC)	NEW	C&C 2008: 26. C 2024: Pil 3, C 1	DRH	Implementation of the PSC - associated communication actions	Q2 2026				
61	Review the job classification and remuneration framework for permanent and contract staff 1: remuneration framework	NEW	C&C 2008: 23, 24, 25, 26. C 2024: Pill 3, C 1, 2	DRH	New compensation framework and associated communication actions	Q4 2026				
62	Review the job classification and remuneration framework for permanent and contract staff 2: classification	NEW	C&C 2008: 23, 24, 25, 26. C 2024: Pill 3, C 1, 2	DRH	Quotation and associated communication actions	Q3 2027				
63	Support innovation and transfer policy with an incentive scheme for researchers (E-EC, Biatss)	NEW	C&C 2008: 22, 23, 24, 26. C 2024: Pill 3, C 1	DRH	Published framework - number of beneficiaries	Q3 2026				
64	Transforming/simplifying our processes and harmonising our practices to improve the quality of services provided to researchers and teacher-researchers	NEW	C&C 2008: 23, 24. C 2024: Pil 3, C 1	DAF-DRIED	Number of actions defined	Q4 2026				
65	Transform/simplify our recruitment and temporary staff management processes	IN PROGRESS	C&C 2008: 24, 26 C 2024: Pill 3, C1	DRH-DDN	Defined process and implementation of the SIRH tool	Q1 2027				
66	Clarify the process and simplify the tools for preliminary and final reporting of teaching services and combined activities of teachers and teacher-researchers	NEW	C&C 2008: 24, 33. C 2024: Pil 3, C 1; Pill 4, C 3	DRH-DDN	Implementation of the SIRH tool - associated communication actions	Q1 2028				
67	Roll out the online support programme for international researchers, including in English	IN PROGRESS	C&C 2008: 23, 24. C 2024: Pil 3, C 1	DI	Online document describing the route in French and English	Q4 2026				
68	Develop and implement a 2026-2028 action programme for occupational risk prevention	IN PROGRESS	C&C 2008: 24. C 2024: Pill 3, C1	DP4S	Program 2026-2028	Q2 2026				
69	Improve the organisation and processes for handling reports of violence, discrimination, harassment and sexist behaviour	IN PROGRESS	C&C 2008: 2, 10, 24, 27, 34. C 2024: Pill 1, C 4; Pill 3, C 1	DP4S-DRH	Communication processes and related actions	Q4 2026				
70	Publish the duties of the ethics officer and whistleblower, as well as the reporting procedure	IN PROGRESS	C&C 2008: 34. C 2024: Pill 3, C 1	DGS-DCOM	Procedure defined and published. Activity report	Q2 2026				
71	Develop a Quality of Life and Working Conditions (QVCT) action plan	NEW	C&C 2008: 24. C 2024: Pill 3, C1	DRH	Action plan and associated communication	Q2 2027				
72	Sustain and expand support measures for employees with disabilities (particularly research staff) and carers - Develop the new Disability Master Plan (SDH) for 2026-2030	IN PROGRESS	C&C 2008: 10, 24. C 2024: Pil 1, C5; Pill 3, C1	DRH	SDH 2026-2030	Q4 2026				
73	Improving support for returning to work after long periods of absence	NEW	C&C 2008: 24, 30, 39. C 2024: Pil 3, C 1; Pill 4, C 1, 2, 3	DRH	Action plan	Q2 2027				
74	Supporting employees nearing the end of their careers, in a context of longer working lives and rapidly changing skills requirements	NEW	C&C 2008: 24, 30, 39. C 2024: Pil 3, C 1; Pill 4, C 1, 2, 3	DRH	Action plan	Q2 2027				
75	Review the methods and criteria for evaluating academic staff for promotion consideration	NEW	C&C 2008: 9, 11, 24, 26, 27. C 2024: Pil 2, C 1, 4; Pill 3, C 1, 4	DRH	Review of related LDGs. Related communication actions	Q4 2027				
76	Revise the Biatss contractual policy for greater transparency and sharing: recruitment rules, contract duration, mobility, promotions	NEW	C&C 2008: 11, 24, 25, 26, 27, 28, 29. C 2024: Pill 2, C 1, 4; Pill 3, C 1, 4	DRH	Review of related LDGs. Related communication actions	Q1 2027				

5.3 Appendix 3 - HRS4R 2026-2029 action plan



Action Plan 2026-2029	Action label	Status as of 12/2025	Principles, Charter and Code Involved	Responsible unit	Indicators/Targets	Scheduled timing	2026	2027	2028	2029
77	Develop a Sustainable Development and Social and Environmental Responsibility (DD&RSE) master plan	NEW	C&C 2008: 23, 24. C 2024: Pil 3, C 1	DGS (CDAC)	DD&RSE scheme and associated communication actions	Q1 2027				
78	Integrate DDRS/TEDS culture within the institution by mobilising the EU-Green European alliance	NEW	C&C 2008: 8, 9, 24 C 2024: Pill 1, C8; Pill 3, C 1, 4	DI-DGS (CDAC)	Number of shares	Q3 2027				
79	Developing a virtuous heritage and campuses that meet the expectations of staff and users - accessibility, soft mobility, housing, sport, health, catering	IN PROGRESS	C&C 2008: 24 C 2024: Pill 1, C 8; Pill 3, C 1	DPIL	Implementation rate of urban and campus development master plans: Belle-Beille, St Serge, Santé	Q4 2027				
Actions under Pillar 4: Scientific Careers and Talent Development										
80	Communicate on changes to UA professional training methods and programmes (catalogue offerings, individual training courses)	IN PROGRESS	C&C 2008: 38, 39. C 2024: Pil 4, C 3	DRH-DCOM	Vocational training charter + number of communication initiatives carried out	Q1 2026				
81	Establish a specific career path for management positions (departments, services, etc.)	NEW	C&C 2008: 37, 38, 39, 40 C 2024: Pil 4, C 1, 2, 3, 4	DRH	Training programme for directors + number of participants	Q2 2027				
82	Deploying digital capsules as part of the ongoing training of research unit directors	IN PROGRESS	C&C 2008: 36, 37, 38, 39. C 2024: Pil 4, C 2, 3, 4	DRIED	Recorded webinars and posted on the intranet – number of clips	Q3 2026				
83	Define the role of the local manager in supporting their team and help them to utilise management tools (professional interviews, progress reviews, training, etc.)	NEW	C&C 2008: 24, 27, 28, 30, 38, 39 C 2024: Pil 4, C 1, 2, 3, 4	DRH	UA Manager's Guide	Q1 2027				
84	Establish career meetings within the research unit at key stages in the career path of lecturers and researchers	IN PROGRESS (Extension of actions 21, 32 and 36)	C&C 2008: 24, 27, 28, 30, 38, 39 C 2024: Pil 4, C 1, 2, 3, 4	DRH	Terms and schedule. Number of career appointments per year	Q4 2026				
85	Develop a guide for doctoral students (welcoming doctoral students, their rights and responsibilities, etc.)	NEW	C&C 2008: 36, 37, 38, 39, 40 C 2024: Pill 4, C 1, 2, 3, 4	DRIED	Doctoral student guide and related communication	Q3 2027				
86	Revising doctoral training as part of the establishment of new doctoral schools	NEW	C&C 2008: 36, 37, 38, 39, 40 C 2024: Pill 4, C 1, 2, 3, 4	DRIED	Doctoral training plan	Q4 2028				