

## ACTIONS PLAN HRS4R

**2024-2027**

Targets	N° Action	N° Action	Actions mutualisées avec UCA	Actions	Indicators	New Deadline	
						Quarter	Year
<b>1 - Promote respect for research ethics and scientific</b>	<b>1.1</b>	<b>1</b>	*	Promote participation in training and workshops organised by Université Côte d'Azur on the theme of research ethics (such as intellectual property, ethical and professional conduct, data ownership, partnerships and research dissemination)	The aim is that all researchers and students newly hired by OCA have participated in training sessions and/or workshops, and that OCA's continuing education is ensured	Q3	2025
<b>1 - Promote respect for research ethics and scientific</b>	<b>1.2</b>	<b>2</b>	*	Disseminate the guide presenting the principles of ethics, scientific integrity and professional conduct created by Université Côte d'Azur	The guide is part of the welcome package for all newly hired researchers and students The guide is known by most research staff	Q3	2027
<b>1 - Promote respect for research ethics and scientific</b>	<b>1.3</b>	<b>3</b>		Contribute, for the field of Earth and Universe Sciences, to the drafting of the Université Côte d'Azur charter that defines each discipline's criteria for contributing to a publication as an author	The charter is drafted and accessible on line to the community	Q2	2027
<b>2 - Improve our recruitment process</b>	<b>2.1</b>	<b>4</b>	*	Provide a recruitment toolkit that complies OTMR criteria	The toolkit is created and accessible to the community	Q2	2026
<b>2 - Improve our recruitment process</b>	<b>2.2</b>	<b>5</b>	*	Use ATS (Assistant Tracking System) recruitment software to improve compliance with OTMR criteria	The software is deployed	Q4	2025
<b>3 - Provide better support for professional development</b>	<b>3.1</b>	<b>6</b>		Establish a system of reception, advice and support at key moments in the career of a researcher.	Create a welcome guide for our researchers and putting career information online	Q1	2027
<b>4 - Emphasize inclusive staff policy</b>	<b>4.1</b>	<b>7</b>		Deploy the actions of the gender equality action plan	The actions of the gender equality action plan are deployed	Q1	2025
<b>4 - Emphasize inclusive staff policy</b>	<b>4.2</b>	<b>8</b>		Appoint a disability advisor and work with UCA to create initiatives to support staff members with disabilities	A disability advisor is appointed and joint initiatives to support staff members with disabilities are implemented	Q2	2025

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<b>5 - Prevent occupational risks</b>	<b>5.1</b>	<b>9</b>	*	Organise, structure and develop the missions of the OCA's PSR(Psycho-social Risks) unit, and coordinate them with our local partners (UCA, CNRS) carry out joint actions on the site	The missions of OCA's Psycho-social Risks unit are developed	Q4	2026
<b>5 - Prevent occupational risks</b>	<b>5.2</b>	<b>10</b>	*	Appoint a mediation correspondent with the UCA mediation center and offer conflict management training to managers	The mediation correspondent is appointed and the managers are trained in conflict management (percentage of trained managers)	Q3	2026
<b>6- Improving the working environment and conditions for researchers</b>	<b>6.1</b>	<b>11</b>		Systematically provide workstations that meet the specific needs of researchers in their institution or for remote work	Assessment of the improvements made	Q3	2025
<b>6- Improving the working environment and conditions for researchers</b>	<b>6.2</b>	<b>12</b>		Improve access to digital resources for researchers especially for researchers with a disability	Tools to improve digital accessibility are deployed	Q1	2026
<b>7 - Improve the quality of doctoral supervision</b>	<b>7.1</b>	<b>13</b>	*	Strengthen the training and exchange of doctoral supervisors in coordination with UCA	Assessment of the percentage of doctoral supervisors trained	Q4	2025
<b>7 - Improve the quality of doctoral supervision</b>	<b>7.2</b>	<b>14</b>	*	Train doctoral supervisors in charge of doctoral students with disabilities	Assessment of the number of doctoral supervisors trained	Q2	2026
<b>8 - Strengthening the training of doctoral students and researchers</b>	<b>8.1</b>	<b>15</b>	*	Organize a campaign to motivate researchers to acquire more training and develop their skills	A communication campaign is launched	Q4	2024
<b>8 - Strengthening the training of doctoral students and researchers</b>	<b>8.2</b>	<b>16</b>	*	Offer more academic and scientific training programs that increase employability and develop skills	Training courses are available	Q4	2026
<b>8 - Strengthening the training of doctoral students and researchers</b>	<b>8.3</b>	<b>17</b>	*	Offer more academic and scientific training programs via doctoral schools	Assessment of the number of training hours per doctoral school	Q3	2027
<b>9 - Dissemination of research publications and data (open science)</b>	<b>9.1</b>	<b>18</b>	*	Increase the dissemination of research work on the internet	Number of articles published on research dissemination websites (HAL...)	Q3	2027