

## REVISED ACTION PLAN 2024-2026

Proposed Initiatives for the Revised Plan 2024-2026	Principles	Calendar (Term or semester and year)	Unit in charge	Indicators	Current situation: new (N), in progress (EC), completed (T), continuing (P)	Comments
<b>Professional Aspects and Ethics</b>						
Drawing up a document detailing the principles and rules governing multiple jobholding	2 ethical principles /24 working conditions	S2 2024	DRH	Publication of the procedure	N	

Development of the Innovation House program and activities.	7 good research practices / 8 disseminating and promoting results / 23 research environment	S1 2025	DRED Europe Unit (CAP EUROPE) Partnerships and Territories Division	Number of joint initiatives to raise awareness of value-adding UCA/ONR (national research organizations) and UCA/CAI Clermont Auvergne Innovation (value-adding, European aspect) strategies carried out by the Pole Partenariats Territoires within the framework of the Maison de l'Innovation.	N	The DRED carries out valorization awareness campaigns in partnership with CNRS and CAI (Clermont Auvergne Innovation). The Europe Unit already runs information campaigns on European calls for projects with CNRS, and this initiative should continue in 2024. The Partnerships and Territories Division heads the Innovation House (MI) committee, which organizes events to highlight innovative projects and the support they have received from the structures housed within the MI.
Rethinking the evaluation of research and researchers in the light of Open Science	7 good research practices	S2 2026	DRED / DRH	Number of Open Science criteria included in recommendation guides	N	
<b>Recruitment</b>						
Creation of a "Recruitment at UCA" handbook: a more comprehensive document detailing recruitment procedures.	12 recruitment/24 working conditions	S2 2025	DRH	Vademecum and distribution on the website.	N	
Set up a mentoring system for teacher-researchers on promotions and bonus applications.	12 recruitment/28 career development/30 access to career advice	S2 2026	DRH	Number of volunteers - information on training and career development schemes	N	

Drawing up a recruitment guide for post-docs/researchers at UCA, in conjunction with the reception desk	12 recruitment /28 career development/30 access to career counselling/38 continuing professional development/39 access to research training and continuing professional development	S1 2026	International Relations and Francophonie Department (DRIF)/DRH	Post-doc/researcher recruitment guide and distribution on the website Creation of a workshop for post-docs - number of post-docs trained	N	
Deployment of the ATS (Applicant Tracking System) recruitment tool	12 recruitment/15 transparency	T4 2024	DRH	Deployment of the tool	N	
<b>Working Conditions</b>						
New 2025 “health and working conditions” survey for comparison with year N+2	23 research environment/24 working conditions	T1 2025	Vice President University life and working conditions	Change in responses compared with 2023 survey	N	Renew this survey with an identical questionnaire every two years so that the results serve as a barometer of working conditions and health in the workplace.
Optimizing UCA social aid benefits	23 research environment/24 working conditions	T4 2024	University Life Department (DVU)/ culture, leisure, social action and sports department (CLASS)	Number of UCA welfare recipients	N	Adapting welfare benefits to salary increases and societal changes (blended families, staff living alone)
Reception desk / one-stop shop - E-reception desk	24 working conditions/28 career development/29 value of mobility	S2 2025	DRIF	Number of requests and support	N	Develop systematic individual within the Reception Desk. Set up an online tool to help researchers with administrative formalities.

Continuation of the actions of the 'quality of life at work' working group	23 research environment/24 working conditions	T4 2025	Vice President University life and working conditions	Number of actions implemented following the work of the working groups	N	Continue to extend the scope of the 'quality of life and working conditions' initiative, with a view to implementing it across the entire establishment by 2026.
Establishment of a partnership with Aract AURA as part of the instigation of UCA's quality of life/working conditions policy	23 research environment/24 working conditions	T1 2025	DVU	Signature of a UCA - Aract AURA agreement	N	Benefit from support from Aract AURA (regional association for the improvement of working conditions in Auvergne-Rhône-Alpes) to set up a quality of life/working conditions initiative.
Implementation of new actions under the UCA-FIPHFP 2024-2026 agreement	10 non-discrimination/24 working conditions	S2 2024	DRH	Number of tools adapted for digital accessibility	N	The UCA-FIPHFP (fund for the integration of disabled people into the civil service) agreement will enable us to step up our efforts to help staff who are recognised as disabled workers.
Implementation of a training plan for staff offering a range of equality-related courses	10 non-discrimination/24 working conditions/27 gender balance	T1 2024	Staff training department	Number of training courses offered in the school's training plan Number of people attending training courses	N	training to support managers in their careers gender-neutral recruitment training career support training for female employees
Mentoring scheme to support women's careers	10 non-discrimination/24 working conditions/27 gender balance	T3 2024	Equality Mission/DVU/DRH	Number of women who took part in mentoring	N	Career support
New JEDIS VSS survey to produce a VSS barometer	10 non-discrimination/24 working conditions/27 gender balance	T3 2026	Equality Mission/DVU		N	Barometer of the prevalence of SGBV (sexual and gender-based violence) JEDIS (Justice, Equality, Diversity, Inclusiveness, Solidarity)

Drawing up the new 2024-2026 professional equality action plan	10 non-discrimination/24 working conditions/27 gender balance	T3 2024	Equality Mission/DVU/DRH	Action plan submitted to the Ministry of Higher Education and Research (MESR)	N	Drafting of the new action plan including the following areas: Guaranteeing equal access for women and men to bodies, grades and jobs, Assessing, preventing and dealing with pay differentials, Balancing professional and personal life, Combating sexist and sexual violence, harassment and discrimination. Action plan submitted to the Ministry of Higher Education and Research (MESR) at the beginning of 2025.
<b>Training and Development</b>						
Welcoming new staff in English	12 recruitment /24 working conditions/38 continuing professional development	S2 2025	DRH/Communications Department (DC)	Number of new staff who took part in the English-language integration event	N	
Creation of an integration pack in English	12 recruitment /24 working conditions/38 continuing professional development	S2 2025	DRH/DC	Creation of a kit in English, number of kits distributed	N	