

Progress Report on the Human Resources Strategy for Researchers (HRS4R) Label

Preamble

Since 2005, the European Union has been promoting a European human resources strategy for researchers, also known as HRS4R. The aim of this strategy is to improve the practices of European institutions in order to create an attractive, supportive and stimulating environment for research in Europe. To achieve this ambition, the European Commission has adopted the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, which together set out 40 principles organised around four pillars.

As part of this process, the Université Paris 1 Panthéon-Sorbonne has set up working groups bringing together the various parties concerned by the label: teacher-researchers, young researchers (including PhD students), research support personnel, and elected representatives. This collaborative work led to the production of an updated action plan, which was discussed and then voted on by the University's Board of Directors on 16 June 2021 before being sent to the European Commission for application submission on 1 July 2021.

On 23 August 2021, the Université Paris 1 Panthéon-Sorbonne was awarded the Human Resources Strategy for Researchers (HRS4R) label, confirming its position at the European level. It is now one of 697 European organisations committed to applying the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The actions planned by the University are based on the four pillars that promote the mobility and careers of researchers within the European Research Area (ERA), namely:

1. ethical principles and professional responsibility;
2. recruitment, career development and mobility;
3. working & safety conditions, professional environment; and
4. training.

The University has been working for just under two years on implementing the 41 actions planned. The methodology used is based on collaborative project management, enabling information and needs to be shared, and drawing on feedback:

- **Creation of a steering committee (COFIL HRS4R) made up of vice-presidents**, elected representatives and invited administrative directors/external members of the University's Board of Directors (COFIL dates: 14/10/2021, 11/02/2022, 21/06/2022, 12/01/2023, 12/05/2023 and 19/06/2023). The HRS4R COFIL helps to refine the definition of the actions; it participates in the design of their implementation and validates the deliverables before submission to the authorities.
- **Presentations to the University's bodies:** the Research Committee (14/09/21, 29/03/22), the Academic Council (27/06/23), the Board of Directors (19/06/21, 06/07/2023).
- **Presentation to the *Etats généraux de la Recherche*** (12/10/2022).
- **Open consultation** of all teaching and research staff (**April/May 2023**) on the actions to be prioritised for the second phase of accreditation, to revise/update the action plan. (66 responses)

In particular, the University has set up:

- **A charter for open, transparent merit-based recruitment (OTMR).** This Charter was presented to the Academic Council on 27 June 2023 and to the Board of Directors on 6 July 2023, for publication on the University's website in French and English. It commits the institution to recruitment procedures in accordance with the OTMR policy.
- **The status of.** The University proposes that research units grant the status of young PhD associate to holders of a PhD from the Université Paris 1 Panthéon-Sorbonne, for no more than four years, if they are not attached to a research unit, have no other professional association, and if they do not have this status in any other establishment. PhD graduates are thus associated with a research centre under the supervision of Université Paris 1 Panthéon-Sorbonne, allowing them to continue their research. They may sign scientific publications, citing Université Paris 1 Panthéon-Sorbonne and their associated research centre. A hosting agreement for PhD graduates was approved by the Research Committee on 29 November 2022 and has been widely circulated.
- **The [charter for signing scientific productions](#)** was approved by the Research Committee on 29 November 2022.
- **T** (with sessions on 26 January, 8 March, 11 May and 22 June 2023). Creation of a network of heads of research centres and doctoral schools (**mailing** list, emails, training/meetings, sharing of best practices, procedures and advice, etc.).
- **Recommendations for the recruitment procedures of Selection Committee (COS) chairs:** the document is updated every year and sent to COS chairs. Distance learning open classroom sessions have also been set up.
- The **teacher-researcher guide** was presented to the Board of Directors on 6 July 2023 and will be published in July 2023.
- Communication on the University's intranet of the procedures and criteria for obtaining pay bonuses, teaching obligation adjustments, and the general

dissemination of specific university functions providing bonuses and/or reductions in teaching obligations.

- Implementation of the **career mobility support unit**. Its mission statement was **approved** by the HRS4R COPIL: a call for applications from teacher-researchers will be launched in September 2023.
- Establishment of an [ethics committee and contact persons for scientific integrity, ethics, equality](#) and [open science](#).
- **A review and promotion of the [Open Science](#) working group** via the website.
- **Greater coherence between PhD programmes** within the College of Doctoral Schools: report submitted to the HCERES in June 2023.

However, outstanding tasks include:

- Drafting a recruitment procedure for **young contract researchers and preparing an application form for distribution**.
- Drawing up a **guide to research support professions**.
- Drawing up and distributing a **procedure for combining activities**.
- Drawing up a memo **on outgoing mobility opportunities**, targeting the institution's themes and institutional partners.
- Designating **mentors** to support junior lecturers/associate professors (during their first year) in the various departments.
- Organising measures concerning **disability**.

The action plan was updated in July 2023 in the light of the experience of two years of implementation, to promote actions in line with: the feedback from the consultation distributed to the entire community of teacher-researchers in April 2023; the conclusions of the members of the HRS4R COPIL; and the University's guidelines. The updated action plan therefore includes new objectives:

- **Drafting guidelines for the recruitment of teacher-researchers and preparing a tutorial on procedures**.
- **Tutorial(s) on the scientific integrity of researchers**.
- **Personalised support for all teacher-researchers who request it**, in conjunction with the career mobility advisor.
- Better support in the **fight against gender-based and sexual violence** (training, associations and information) and stronger measures against harassment.
- Training and encouragement in **sustainable development objectives: measures and recommendations and commitment to obtaining the Sustainable Development and Social Responsibility label**.
- **A symposium on academic freedom at the beginning of 2024, followed by the drafting of a Charter** for university-specific diplomas, and heads of departments (to be used as a decision-making tool should seminars, conferences or courses be challenged).
- Drafting and production of a **guide to welcome foreign teacher-researchers and PhD students**.

General information about the University

STAFF & STUDENTS	2021	2022
Total number of researchers = staff, fellows, full-time and part-time doctoral students involved in research*	1,849	2,100
Of which international staff (i.e. of foreign nationality)*	347	377
Of which staff with external funding (hosted by the University)*	491	538
Of which women	844	1,008
Including researchers at level R3 or R4 = researchers with a high degree of autonomy, generally with the status of principal researcher or professor*	1,277	1,392
Of which stage R2 = in most organisations corresponding to postdoctoral level.*	25	36
Of which R1 stage = in most organisations corresponding to PhD level*	547	602
Total number of students (if applicable)*	43,062	45,200
Total number of members of staff (including management, administrative, teaching and research staff)*	3,358	3,300
RESEARCH FUNDING (Figures for the most recent financial year, in euros)		
Total annual budget for the University	€239,831,965	€244, 143,055
Annual direct government funding for the University (earmarked for research)	€1 ,646 466	€2 ,432, 966
Competitive annual public funding (for research, obtained in competition with other organisations, including EU funding)	€1 ,445, 899	€1 ,194, 123

Review: progress on actions and updated action plan

New
Completed
Partial, to be continued
Phase 2
Modified/ Replaced

Basis Report	State of advancement	Status June 23	Upcoming dates
1. Remind staff of the basic rules governing the exercise of teacher-researcher functions			
A guide for teacher-researchers, introducing the fundamental rules in terms of non-discrimination – particularly between men and women – of ethics and professional conduct for teacher-researchers and peer management.	100%	Completed	
A scientific integrity contact person and an ethics committee (set up according to the rules of parity inside/outside; M/F) have just been appointed, and the gender equality officer has just been reappointed (March 2021).	100%	Completed	
A compliance officer has been appointed.	100%	Completed	
Training courses on non-discrimination in the workplace	10%	Modified/ Replaced	
Deliverables 1: Drafting of guide for teacher-researchers. Part 1: independence of teacher-researchers and peer management.	100%	Completed	
Deliverable: implementation of a dedicated tutorial to remind people of the rules and procedures to be followed in the field of research ethics. Indicator: number of views.	50%	Partial, to be continued	Q1 2025
Gender balance and monitoring by the gender equality officer. Drafting of an annual report as part of the University's social balance sheet. indicator: number of participants in non-discrimination training courses	50%	Partial, to be continued	Q4 2024
	0%	Modified/ Replaced	
2. Reminder of the fundamentals for the recruitment of teacher-researchers			

A teacher-researcher guide is currently being drafted and will set out the instructions for recruitment. It will be necessary to check that the existing mechanisms are effective, and that the University community is properly informed about compliance with the fundamental principles set out in the Charter and the Code of Conduct for the recruitment of teacher-researchers.	100%	Completed	
Increase the international visibility of job offers.	50%	Partial, to be continued	Q4 2024
Drafting of the guide for teacher-researchers. Part 2: recruitment and selection committees.	100%	Completed	
Objective: 100% of calls for applications will be covered by this process (described in the guide) from September 2022.	50%	Partial, to be continued	Q4 2024
3. Distribute as widely as possible in French and English			
Once it has been approved by the Board of Directors, the teacher-researcher guide will be posted on the university's website and will also be distributed through all the necessary channels (mailing lists, a paper version given to new staff on their induction day, etc.).	80%	Partial, to be continued	Q3 2023
Deliverable: an online teacher-researcher guide on the University website, in a section dedicated to HRS4R, in French and English.	50%	Partial, to be continued	Q4 2023
Indicator: number of views	0%	PHASE 2	Q4 2024
4. Simplify and make transparent the recruitment of contract staff			
For PhD students, teaching assistants, post-doc, etc.: the creation of an application form in French and English, including a reminder of the basic rules for actions 1 and 2.	30%	Partial, to be continued	Q4 2025
Deliverable: drafting of a recruitment procedure for young contract researchers and implementation of the application form.	0%	PHASE 2	Q4 2024
Objective: 100% of calls for applications to be included in this process by the start of the 2022 academic year.	10%	Partial to be continued	Q4 2024
5. Better identification of PhD students' activities in order to promote them more effectively			
An assessment of the actions undertaken by the College of Doctoral Schools will be drawn up.	100%	Completed	

Additional tasks (teaching, promotion & dissemination and expertise) entrusted to PhD students under contract will be monitored.			
Indicator: number of active PhD contracts during the academic year and number of complementary assignments.	70%	Partial, to be continued	Q4 2024
6. Combating employee precariousness			
Develop the monthly payment system for temporary staff.	0%	PHASE 2	Q4 2025
Offer more multi-year contracts for temporary assignments.	0%	PHASE 2	Q4 2025
Better information for staff about career management and training courses on offer, thanks to the guide on careers in research.	0%	PHASE 2	Q4 2025
Indicators/deliverable: Drafting of a guide on research careers.	0%	PHASE 2	Q4 2025
Report on the monthly payment of part-time PhD students: indicator of the number of part-time PhD students.	20%	Partial, to be continued	Q4 2025
Indicator: report on the monthly payment of part-time PhD students, the number of hours of part-time work and the number of part-time PhD students paid on a monthly basis.	50%	Partial, to be continued	Q4 2025
Indicator: number of multi-annual contracts in relation to the number of permanent staff and the number of PhD contracts.	50%	Partial, to be continued	Q4 2025
Indicator: percentage share of contract staff (teacher-researchers and support services) who have undergone training to consolidate their career paths.	0%	PHASE 2	Q4 2025
7. Implementation of local support for contract staff in their career development			
A "career adviser" function will be set up within the institution to provide support for staff of all statuses. Professional interviews for contract staff will be developed.	75%	Partial, to be continued	Q4 2023
Introduction of regular career meetings (every 3 years) to provide support for employees.	0%	PHASE 2	Q4 2024
Indicator: number of annual career interviews per site and number of career meetings.	0%	PHASE 2	Q4 2024
8. Rendering pay policy for research support staff visible			

The salary scale for non-permanent staff should be made more available widely.	100%	Completed	
Deliverable 1: dissemination of the pay scales and monitoring of pay trends as part of the annual RSU.	100%	Completed	
9. Better communication of the management guidelines concerning the recruitment of research support staff			
Setting out the recruitment procedures to ensure that skills are taken into account, in accordance with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in each particular field.	100%	Completed	
Deliverables: recommendations on recruitment procedures and communication to selection committees.	100%	Completed	
Deliverables: annual revision from Q1 2023	0%	PHASE 2	Q4 2025
Deliverables: production of a recruitment report based on the management guidelines defined by the institution.	0%	PHASE 2	Q4 2025
10. Communicating transparently (recruitment)			
A report on the work of the various recruitment committees (for permanent and contract staff) will be drawn up. Applicants will be informed of the strengths and weaknesses of their application, on request.	100%	Completed	
Deliverables: all candidates for teacher-researcher positions will receive feedback on their candidacy by 2024, on request.	100%	Completed	
11. Increasing the attractiveness of teaching and research activities			
Procedures for holding multiple jobs will be disseminated more widely.	100%	Completed	
The job descriptions voted on each year will be better disseminated.	100%	Completed	
Making the systems and criteria for awarding research bonuses and the criteria for adjusting working hours (time off) more transparent.	100%	Completed	
Deliverable: drafting and dissemination of a procedure for combining activities	0%	PHASE 2	Q4 2024
Indicator: number of cumulative authorisations granted during the academic year.	0%	PHASE 2	Q1 2025

Indicator/Deliverable 2: Dissemination of the job description. Number of hours granted within the framework of the task repository by type of activity and by category of personnel.	100%	Completed	
12. Increasing international appeal			
Communicate more effectively on outgoing mobility opportunities by targeting the University's themes and institutional partners, for all career stages.	0%	PHASE 2	Q4 2023
Indicator: provide statistics on outgoing mobility by destination institution, discipline and degree.	0%	PHASE 2	Q1 2024
13. Increasing international attractiveness			
Recruiting more international researchers: positions published on EURAXESS, developing the use of English or other languages than French in research seminars.	50%	Partial, to be continued	Q4 2023
Improving communication about the French research and education system.	100%	Completed	
Indicator/deliverable: number of international researchers/experts recruited.	50%	Partial, to be continued	Q4 2023
Indicator: Number of jobs published on EURAXESS	100%	Completed	
Indicators/deliverables: number of seminars in foreign languages.		PHASE 2	Q4 2023
Indicator/deliverable: number of bilingual or even tri- or quadrilingual unit sites.		PHASE 2	Q4 2024
14. Implementing local support for staff training and improving its visibility			
The role of a career mobility advisor will be created within the University to provide support for employees of all statuses (point 7).	90%	Partial, to be continued	Q4 2024
Training for teacher-researchers, particularly junior lecturers/associate professors, will be extended to all teaching and research staff.	0%	PHASE 2	Q4 2024
Appointment of mentors to support junior lecturers/associate professors (during the first year).	0%	PHASE 2	Q1 2025
Deliverable: improved information on the range of courses offered by the institution to teacher-researchers and researchers (information	100%	Completed	

campaigns by e-mail and posting of courses on the intranet).			
Indicator: number of contact persons and number of junior lecturers.	0%	PHASE 2	Q4 2025
15. Expand existing training provision			
Continuing to broaden the range of training courses on offer by identifying more precisely the needs associated with changes in the research professions: new technologies, career-long training in ethical and code of conduct rules; setting up workshops to discuss career paths, assessment and evaluation of skills, career aspirations, etc.; conducting meetings and conflict management.	50%	Partial, to be continued	Q4 2024
Indicator: number of training courses offered to all staff and progress reported in the annual Single Social Report (<i>Rapport social unique</i>);	0%	PHASE 2	Q4 2024
Number of participants per status;	0%	PHASE 2	Q4 2025
Annual report on the activities of the Scientific Integrity and Ethics Officers.	100%	Completed	
Tutorial	0%	PHASE 2	Q3 2024
Indicator: number of training courses offered; number of participants per status;	50%	Partial, to be continued	Partial, to be continued
16. Developing international mobility			
Continue to broaden the range of training courses on offer by identifying more precisely the needs linked to changes in the research professions in order to encourage international mobility.	70%	Partial, to be continued	Q4 2024
Developing foreign language training courses	70%	Partial, to be continued	Q4 2024
Indicators: number of mobility opportunities (Erasmus; UNA EUROPA) offered to employees	25%	Partial, to be continued	Q4 2023
-number of moves made,	50%	Partial, to be continued	Q4 2023
-number of days of mobility,	50%	Partial, to be continued	Q4 2023
-number of days, on average, by staff category.	50%	Partial, to be continued	Q4 2023

17. Preventing psycho-social risks			
The University must publicise the existence, role, and remit of the bodies responsible for the organisation and operation of the institution, particularly with regard to psycho-social risks. Publicise the QLW (quality of life at work) centre and its tasks (information, awareness-raising, and training initiatives).	100%	Completed	
Publicising our health and social initiatives: raising awareness of the existence, role, and remit of the bodies responsible for organising and running the University, particularly as regards health and social issues.	100%	Completed	
Setting up consultations: recognising the role of the doctor responsible for preventive medicine.	100%	Completed	
Deliverable: activity report on psycho-social risks (from the quality of working life unit included in the RSU).	50%	Partial, to be continued	Q4 2024
Deliverable: presentation of the general assessment by the doctor responsible for preventive medicine to the Social and Economic Committee (CSE).	100%	Completed	
Deliverable: create a dedicated space on the University intranet for information on existing facilities and support within the university.	100%	Completed	
18. Implement and promote an inclusive disability policy			
Drawing on the actions set out in the Disability Master Plan (accessibility, reception, etc.), organise self-identification campaigns on disability.	0%	PHASE 2	Q4 2024
Deliverable: implementation of the Disability Master Plan approved by the Board of Directors on 26/9/19. Publish this Plan on the University's intranet.	100%	Completed	
Drafting and publishing of the 2023 Master Plan	0%	Completed	
Deliverable: annual report on the Disability Master Plan to the university's central bodies.	100%	Completed	
19. Improving well-being at work and implementing a sustainable development policy			
Develop spaces for conviviality and collaborative working spaces	50%	Partial, to be continued	Q2 2025

Develop proposals for teleworking and flexible working hours.	50%	Partial, to be continued	Q4 2024
Indicator: surface area (in m2) dedicated to shared spaces (conviviality and coworking)	100%	Completed	
Indicator: number of teleworking agreements signed	100%	Completed	
20. Strengthen support for research and project management at the level of central services (DIREVAL and D2P)			
Creation of the D2P	100%	Completed	
Deliverable: formalisation of research support service procedures.	50%	Partial, to be continued	Q4 2024
Indicator: number of meetings/year with research unit directors / OU university diploma organisers and doctoral schools.	100%	Completed	
Deliverable: creation of a "project management and set-up" training course. Indicator: number of training participants.	100%	Completed	
Deliverable: recruitment of 10 people (permanent and contract staff) at the D2P.	100%	Completed	
21. Strengthening the role of the HR Department			
The role of the career mobility officer within the University will complement the drafting of guides and the updating of the website.	50%	Partial, to be continued	Q4 2023
Recruitment vacancies will continue to be posted online (France's public employment portal and EURAXESS).	100%	Completed	
Indicator: number of recruitment vacancies posted online across all media.	100%	Completed	
Deliverable: assessment of the career adviser's mission Indicator: number of people receiving personalised support.	0%	PHASE 2	Q4 2024
Indicator: number and type of jobs advertised on EURAXESS	100%	Completed	
22. Draw up a guide on research careers			
The guide to research careers will describe the institutional context of research careers and describe them (job descriptions).	0%	PHASE 2	Q3 2024

The distribution of the careers guide in French and English on the University's website and intranet will ensure wide access to information.	0%	PHASE 2	Q4 2024
Indicator: number of clicks on the University website and number of clicks on the intranet.	0%	PHASE 2	Q4 2024
23. Professionalisation of local administrative and financial management			
Training for research unit financial managers must be defined and implemented. Each research team should be able to benefit from a local financial manager position, either their own or shared. Establish regular consultation with other supervisory bodies (CNRS, other research establishments).	100%	Completed	
In-house training in administrative management and the research environment for the administrative heads and managers of research units, internal procedures, regulatory guidelines, updating knowledge, annual cross-disciplinary day.	100%	Completed	
Deliverables: financial management training for research unit managers. Indicators: number of training courses offered and number of participants.	100%	Completed	
Indicators: cross-functional internal training in administrative management and environmental research and number of participants/years Target: 100% of administrative managers trained	80%	Partial, to be continued	Q4 2023
Indicator: number of multi-supervisor dialogues per year.	0%	Modified/ Replaced	
Indicator: number of managers in proportion to the number of researchers (calculated per year).	100%	Completed	
24. Assert the prerogatives of teacher-researchers at all levels in terms of financial and legal responsibility (delegations of signature)			
Publicise these prerogatives on the Legal Affairs website.	100%	Completed	
Deliverable: publication of prerogatives on the Legal Affairs Directorate website.	100%	Completed	
25. Improve the management of staff assigned to research support functions in terms of pay, training, etc.			
Publish our contractual job offers as widely as possible.	50%	Partial, to be continued	Q3 2024

Map, identify and harmonise the situations of contract staff.	50%	Partial, to be continued	Q3 2024
Deliverable: a framework for the management of non-permanent staff assigned to research support functions (remuneration, training, etc.).	50%	Partial, to be continued	Q3 2024
Indicators: number of jobs advertised, number of views, number of applications received through the various channels (institutional website, Public Employment, EURAXESS, etc.)	100%	Completed	
Targets: 100% of jobs published on the University website (in French and English), 100% on the public employment website, 80% on EURAXESS by the end of the current mandate.	60%	Partial, to be continued	Q3 2024
Deliverable: mapping of staff assigned to research.	100%	Completed	
26. Create a category for researchers from the University's Doctoral Schools who do not have a post in a research institution			
The University proposes that research units grant the status of young PhD associate to PhD graduates from the Université Paris 1 Panthéon-Sorbonne for up to four years, if they are not attached to a research unit or other association, or do not hold this status in another institution. The young PhD graduate is thus associated with a research unit under the supervision of the University, continuing research and signing publications that also cite the associate's research unit.	100%	Completed	
Deliverable: creation of the status of young PhD associate.	100%	Completed	
Indicator: number of "young PhD associates" (hosting agreements).	0%	PHASE 2	Q4 2023
27. Consideration of the creation of post-doctoral research fellowships financed by the University			
Indicators/deliverables 1 – Report/note on the conclusions about the creation of support for post-doc research funded by the University	0%	PHASE 2	Q4 2024
Consideration of the creation of post-docs funded by the University on specific themes. Deliverable: creation of post-doc materials. Indicator: number of university post-docs.	70% 0% 0%	Partial, to be continued	Q4 2023

28. Combating all forms of discrimination			
Deliverable: definition and integration of the indicators into the annual RSU by 2024.	0%	PHASE 2	Q4 2024
Combating discrimination in recruitment, working conditions and career development.	50%	Partial, to be continued	Q4 2024
29. Strengthen support for researchers in preparing responses to calls for projects			
Individualised support, recruitment of administrative staff, teaching leave for the project leader.	100%	Completed	
Indicators: number of calls for projects submitted, number of calls for projects won and amounts/number of administrative staff made available by the D2P.	100%	Completed	
30. Strengthen support for our research on legal and intellectual property issues			
Strengthen legal support functions, in particular for photographic credits.	50%	Partial, to be continued	Q4 2023
Deliverable: display the existence of this legal support on the DAJI and DIREVAL websites.	0%	PHASE 2	Q4 2023
Deliverable: an annual report on the directorate's consultations.	0%	PHASE 2	Q4 2024
Deliverable: establish feedback (ticket system) with researchers to improve the service where necessary	0%	Modified/ Replaced	
31. Encourage open science practices			
To improve the quality of support for researchers, an 'Open Science' working group has been set up to inform and train researchers. It will develop the network of contact persons within the University's departments. It will raise researchers' awareness of the need to create data management plans and will offer a support service. It will ensure that researchers' publications are properly signed.	100%	Completed	
Deliverable: activity report from the "Open Science" working group.	100%	Completed	
Indicator: inventory of deposits on open platforms.	100%	Completed	
32. Raise awareness of data protection among all stakeholders			

The University must raise awareness of the existence, role and tasks of the officer dedicated to the GDPR and draw up a report on the actions undertaken.	100%	Completed	
Deliverable: GDPR (General Data Protection Regulation) activity report for the university's bodies.	50%	Partial, to be continued	Q4 2023
Indicator/deliverable: introduction of a specific training/information module on the subject/number of clicks.	100%	Completed	
33. Raise awareness of ethical issues among all stakeholders			
The teacher-researcher guide will provide all the information relating to the tasks and procedures for referring cases to the Ethics and Professional Conduct Committee and for it to take action (see point 1).	100%	Completed	
Deliverable: distribution of a document presenting the Ethics and Professional Conduct Committee.	100%	Completed	
Indicator: number of meetings per year; annual activity report.	100%	Completed	
34. Support all actors in resolving conflicts			
The teacher-researcher guide will provide all the information on how to contact the ombudsman and how to take action.	100%	Completed	
Provide more information on the existence of conflict prevention and management training, particularly for team leaders, for whom it could be made compulsory.	0%	PHASE 2	Q4 2024
Indicator: Ombudsman's activity report - number of referrals per year and activity report.	0%	PHASE 2	Q4 2025
Indicator: number of participants in the "conflict management" training courses.	100%	Completed	
35. Ensuring well-being at work in a multi-site university			
At the start of the 2019 academic year, the Port-Royal campus (owned by Paris 1) and the Condorcet campus (Cité des Sciences humaines et sociales) were delivered to 11 founding institutions. Several research units have gradually moved to these new premises. The Chapelle	100%	Completed	

campus will be completed in 2024, freeing up part of Tolbiac. The University has 25 sites: ensuring that travel does not adversely affect working conditions.			
Indicators/deliverable 1: assessment of changes in premises following the opening of the Port-Royal and Condorcet campuses, particularly the impact on research documentation.	0%	PHASE 2	Q3 2024
Indicators/Deliverables 2: satisfaction surveys of campus users, and feedback on working conditions in a multi-site environment.	0%	PHASE 2	Q4 2024
36. Promote and facilitate the assumption of responsibilities by researchers in the University's governing bodies			
The participation of researchers in the Research Commission will be promoted, as will be the management of research units. Provision of a favourable framework for the development of research activities by ensuring a fair balance between teaching and research activities. Particular attention will be paid to young researchers.	70%	Partial, to be continued	Q4 2024
Indicator: participation of researchers' representatives (R1 to R4) in the work of the Research Committee (number of researchers involved per level R1, R2).	100%	Completed	
Indicator/deliverable: revise the job descriptions to reflect the reality of the work performed.	0%	Modified/ Replaced	
37. Improve reception conditions for foreign researchers			
All information relating to the different types of mobility (statutory, European) and the reception of foreign researchers (financial support, accommodation) will be set out in the teacher-researcher guide and on the university website.	30%	Partial, to be continued	Q4 2024
Deliverables: improved reception conditions for foreign researchers, with dedicated support staff; provision of information.	50%	Partial, to be continued	Q4 2024
38. Improve the quality of the service provided to the University's PhD students throughout their PhD studies			
Formalise a single procedure for all the University's Doctoral Schools, generalising best practices in PhD supervision.	0%	PHASE 2	Q4 2024

Digitising the process of awarding PhD degrees in the University's 10 doctoral schools (the 3-year Adum project): selection, registration, portfolio, training, defence and awarding of degrees.	100%	Completed	Q1 2025
Indicator: assessment of the coordination mission of the College of Doctoral Schools.	100%	Completed	
Indicator: number of doctoral school college meetings/year.	100%	Completed	
List of participants.	100%	Completed	
Annual quantitative report on actions undertaken for PhD students published on the University website in French and English.	0 %	PHASE 2	Q4 2024
Indicator: number of doctoral schools that have deployed the ADUM tool (n, n+1, n+2).	100%	Completed	
Training doctoral students, harmonising the role of PhD monitoring committees, setting up doctoral pathways.	100%	Completed	
Deliverable: information on these actions will be better published.	0%	PHASE 2	Q4 2024
39. Support our PhD students throughout their studies			
Strengthening the role of the individual monitoring committee: raise awareness of ethical issues, prevent conflicts, detect psycho-social risks.	50%	Partial, to be continued	Q4 2024
Deliverable: quantitative and qualitative annual review of the monitoring committees.	100%	Completed	
Indicator: number of individual interviews per year/number of conflicts detected.	0%	PHASE 2	Q4 2024
Indicator: number of PhD students considered to be experiencing difficulties who receive special support.	0%	PHASE 2	Q4 2024
40. Strengthening career support and skills development for PhD students through a programme of training <i>by</i> and <i>for</i> research, professional integration and "soft skills"			
Improving networking opportunities between PhD students and young PhD graduates.	0%	PHASE 2	Q4 2025
Develop the annual seminar organised by the College of Doctoral Schools for PhD students on strategies for entering working life, particularly entrepreneurship.	80%	Partial, to be continued	Q3 2024

Make the actions of the College of Doctoral Schools more visible (support for international mobility, calls for projects).	50%	Partial, to be continued	Q3 2024
Deliverable: list of shared training courses on offer and implementation of a satisfaction survey.	100%	Completed	
Indicator: number of participants. Weight of ECTS credits associated with the training component of the doctoral programme.	0%	Modified/ Replaced	
Deliverable: doctoral student portfolio.	0%	PHASE 2	Q4 2025
Deliverable: creation of an alumni database.	100%	Completed	
41. Strengthen internal and external communication on the University's HRS4R strategy			
Evaluate the University's progress towards the targets identified, and correct targets along the way if necessary.	100%	Completed	
Deliverable: organisation of an annual HRS4R information conference to provide information on the stages and objectives of the labelling project.	100%	Completed	
Indicator: number of participants at the annual conference.	100%	Completed	
Deliverable: publication of the annual progress report, in English and French, on the institution's website dedicated to HRS4R.	90%	Partial, to be continued	Q3 2023
42. Commitment to sustainable development and corporate social responsibility			
Objective: to obtain the DD&RS Label - Sustainable Development and Corporate Social Responsibility.	0%	NEW	Q1 2026
43. Commitment against bullying and sexual and gender-based violence (SGBV)			
Communicating on the measures in place to combat bullying and sexual and gender-based violence (SGBV), tailored to different types of audiences: training courses and online information.	0%	NEW	Q4 2024
Indicator: number of employees trained.	0%	NEW	Q4 2025
44. Commitment to science "with and for society" and support for academic freedom			
Develop conferences open to the non-academic world.	0%	NEW	Q4 2023
Indicator: number of colloquia inviting non-academic speakers.	0%	NEW	Q4 2024

Supporting and promoting academic freedom.	0%	NEW	Q1 2024
Organisation of a symposium and drafting of a procedural guide to defend and promote academic freedom.	0%	NEW	Q1 2024