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| ***Proposed ACTIONS*** | ***GAP Principle(s)*** | ***Timing (at least by year’s quarter/semester)*** | ***Responsible Unit*** | ***Indicator(s) / Target(s)*** |
| *Free text -100 words max* | *Retrieved from the GAP Analysis* |  |  |  |
| **Ethical and professional aspects** | | | | |
| 1.1 Training to raise awareness of scientific integrity is systematically offered to all thesis supervisors (including MOOCs) on ethical principles and against gender-based and sexual violence and equality (mandatory training for all thesis supervisors), from the Equality Plan 2024-2026 (p43): Measures 4.4.5, 4.4.10, 4.4.17: “Offer training to teachers (all statuses combined) on egalitarian teaching practices.” | *2* | Q3 2026, Q3 2027, Q3 2028, Q3 2029, Q3 2030 | Equality Mission  DGDRH | Number of supervisors trained compared to the number of personnel targeted |
| 1.2 Training for newly recruited staff on research ethics and integrity:  Training for new doctoral students (R1), postdoctoral researchers (R2), temporary teaching and research assistants (ATER) (R1, R2),  Training for lecturers (R3),  Researchers in sustainable development (R3) | 2 | Q4 2026, Q4 2027, Q4 2028, Q4 2029, Q4 2030 | DGDRH  CIPEN  Doctoral Schools (R1) | List of participants |
| 2.1 Drafting of appropriate procedures for researchers concerning the setting up of projects at all levels (national to international) and implementation | 4 | Q1 and Q4 2026, Q1 and Q4 2027, Q1 and Q4 2028, Q1 and Q4 2029, Q1 and Q4 2030 | DGS | Annual review via a table listing projects submitted via the procedure |
| 3.1 The DGDRH, social workers or PRH (Proximité Ressources Humaines, formerly IFSTTAR) and the DD&RS (Sustainable Development and Social Responsibility) mission, together with the social services department, are working on measures to make existing assistance more transparent for staff and to move towards greater equality for services where it is possible to take action in favor of the groups concerned. | 10 | Q4 2025, Q4 2026, Q4 2027, Q4 2028, Q4 2029, Q4 2030 | DGDRH | Annual reports  Target audience: the entire university community |
| 3.2 Actions must be carried out within the framework of the Equality Plan 2024–2026 (available in French and English), which was approved by the Board of Directors on December 12, 2024. It has been translated into French and English and is available on the Equality Mission website:  Measure 2.1 (p.20): “Ensure that at least 40% of each gender is represented in appointments”  Measure 2.9 (p.24): “Continue to monitor the gender distribution of management positions on an annual basis“ | 27 | Q4 2025, Q4 2026, Q4 2027, Q4 2028, Q4 2029, Q4 2030 | Equality Mission  DD&RS Mission  DGDRH | 2024-2026 Equality Plan indicators:  - M2.1: summary of defaulting committees  - M2.9: % of women in university governance and social dialogue bodies ; % of women vice presidents and directors of one of the component schools and member schools;  % of women directors of training or research components, or services |
| 3.3 Support for female researchers' careers:  - Return from maternity leave without losing career time  - Support for mid-career female researchers seeking accreditation to supervise research (HDR) | 27 | Q4 2026 | CaC in restricted formation | Inclusion of the measure in the next equality plan for 2026–2028 |
| 4.1 Postdoctoral researcher (R2): a scientific report is requested by the research department to evaluate their contribution as part of a contract renewal; an evaluation support tool is provided to highlight the skills acquired. | 11 | Q3 2026, Q3 2027, Q3 2028, Q3 2029, Q3 2030 | VP Research  Research Units | Indicator: Number of R2 present at the university and number of reports produced  Target:  80% in two years and 100% in five years |
| 4.2 Introduction of an internal support system with peers for isolated researchers or those in difficulty (R3-R4), in conjunction with the Academic Council (for teacher-researchers). | 11 | Q4 2027, Q4 2028, Q4 2029, Q4 2030 | DGDRH  DGS  VP RH | Number of interview request |
| **Recruitment and selection** | | | | |
| 5.1 Inclusion in COMEVAL's internal regulations of procedures for taking disability into account and non-discrimination rules to be applied by juries in their code of practice. | 12 | Q4 2025 | VP APP  VP Research  COMEVAL | Amended internal regulations: yes/no |
| 6.1 Distribution of the Charter for Contract Staff to the relevant personnel and easily accessible on the intranet and website. | 13 | Q4 2025 | DGDRH | Charter posted online |
| 6.2 Implementation of systematic publication of job offers in English on EURAXESS for all profiles (R1-R4) | 13 | Q1 2026, Q1 2027, Q1 2028, Q1 2029, Q1 2030 | VP Research  DGDRH  Units Research | Publication rate of job vacancies posted on EURAXESS |
| 6.3 R1-R4: Job descriptions have a header containing a link to the HRS4R web page. This page contains the OTM-R toolbox, including the OTM-R Guide, working conditions, internal regulations, and statutory tables (including contractual tables). | 13 | Q1 2027 | DGDRH | completed yes/no |
| 6.4 Establishment of a benchmark for evaluating the achievement of OTM-R policy objectives for the recruitment campaign. | 13 | Q4 2027 | DGS DAPAC – Quality and Metrology Department | Production of the reference system |
| 7.1 Actions must be taken as part of the 2024-2026 Equality Plan: Recruitment (pages 19-22). It has been translated into French and English and is available on the Equality Mission website here.  Measure 2.1 (p.20): “Ensure that at least 40% of each gender is represented.”  R1: Gender diversity on doctoral school recruitment panels | 14 | Q4 2026 | DGDRH  Equality Mission | 2024-2026 Equality Plan M2.1: summary of defaulting commissions |
| 7.2 R3, R4: interact with the Ministry of Territorial Planning and Ecological Transition regarding COMEVAL juries by aligning with legal criteria on gender composition, cf. COMEVAL internal regulations. | 14 | Q2 2027 | Presidency  COMEVAL  VP Research | Assessment of the gender gap in relation to the required criteria |
| 7.3 Interact with the Ministry of Territorial Planning and Ecological Transition to establish a body that oversees COMEVAL (as Uni Eiffel has no control over recruitment) on the issue of recruitment criteria. | 14 | Q2 2026 | VP Research  VP APP  VP RH | Summary of actions |
| 7.4 Online guide in English and French on the process of selecting a thesis supervisor for doctoral students (based on the MSCA CLEAR-Doc-101034248 project model) | 14 | Q3 2026 | VPI | Production of the intranet guide |
| 8.1 Publish OTM-R procedures and practices online on the [recruitment website of Uni Eiffel](https://recrutement.univ-gustave-eiffel.fr/qui-sommes-nous/) | 15 | Q1 2026 | DGDRH | Publish our procedures on the university website |
| 8.2 R1: Refer to the doctoral schools section of the [recruitment website of Uni Eiffel](https://recrutement.univ-gustave-eiffel.fr/qui-sommes-nous/)  R2: Publish contract staff recruitment offers on the University's recruitment website : BETWEEN | 15 | Q3 2025 | DGDRH | Implementation of the website |
| **Working conditions and social security** | | | | |
| 9.1 R1 - R4: Several actions under “Axis 3 - Work-life balance/campus life” must be carried out as part of the new Equality Plan 2024-2026, which was approved by the Board of Directors on December 12, 2024. It has been translated into French and English and is available on the Equality Mission [website](https://mission-egalite.univ-gustave-eiffel.fr/agir-ensemble-pour-legalite/nos-engagements-et-nos-actions). | 24 | Q4 2026 | Equality Mission | Depending on the measures of 2024-2026 [the Equality Plan](https://mission-egalite.univ-gustave-eiffel.fr/fileadmin/contributeurs/Mission-egalite/Plan/Plan_EFH_2024-2026_EN_vd.pdf) Finalization of the Disability Master Plan (action 6.1.1 DD&RS road map) |
| 9.2 [The DD&RS Road Map for Label DD&RS](https://mission-ddrs.univ-gustave-eiffel.fr/fileadmin/contributeurs/DDRS/Politique_DD_RS/Schema_Directeur_DD_RS.pdf) is committed to formalizing quality of life at work (see subsection Axis 6 - Supporting staff development and improving the well-being of staff and students, 6.3.1 action). | 24 | Q2 2028 | DD&RS Mission | Formalization of a policy on quality of life at work  Creation and dissemination of a charter on the use of digital technology |
| 9.3 R1-R4: Reintroduction of the Time Charter (work-life balance) | 24 | Q1 2027 | DGDRH  Presidency | Production of the charter |
| 10.1 Bonus point system awarded once a year to all researchers for a specific action (R3/R4), including participation in European and international projects. | 26 | Q3 2025, Q3 2026, Q3 2027, Q3 2028, Q3 2029, Q3 2030 | DGDRH  VPRH  CaC | Production of the list of researchers by the VPRH |
| 10.2 Implementation of the July 2025 Decree of the Ministry of Territorial Planning and Ecological Transition establishing the RIPEC for researchers  through the application of the bonus point system to the positions of Research Officer for Sustainable Development (R3) / Director of Research for Sustainable Development (R4). | 26 | Q4 2025, Q4 2026, Q4 2027, Q4 2028, Q4 2029, Q4 2030 | VPRH  DGDRH  VP Research  CaC | Dialogue established/dialogue not established and processes in place |
| 11.1 R3-R4: Establishment of a mentoring system for R1-R2 researchers, approved by the CaC. The pool of mentors, who may be PhD holders (R3-R4) or non-PhD holders (R1-R2), will be formed on the basis of a call for volunteers. The mentor must be external to the young researcher's research environment. If necessary, training will be offered to mentors in advance. | 28 | Q2 2027, Q2 2028, Q2 2029, Q2 2030 | VPRH  VP CaC | Call for researchers and creation of a list of mentors |
| 12.1 R4: Include recognition of internal mobility in competition or promotion criteria. | 29 | Q1 2028 | VPRH  VPAPP | Production of updated career file templates by CNU/COMEVAL |
| 12.2 R1-R2: Involve co-supervising researchers while the doctoral student/postdoctoral researcher is on mobility  R3-R4: Improve support for researchers on international mobility | 29 | Q1 2028 | VPI  DGS  CAPLA | Number of researchers supported by category |
| 13.1 R1: Identify former students to create an alumni network. | 30 | Q3 2028 | DGDRH  DGS/DGDPSI  Foundation Eiffel | Network website established |
| 13.2 R1 - R4: develop English skills to defend arguments, sell yourself in interviews, or land projects; leading to certification | 30 | Q4 2025, Q4 2026, Q4 2027, Q4 2028, Q4 2029, Q4 2030 | CAPLA  Continuing education (CE) | Number of training courses per year in English |
| 13.3 R1-R2: More widely disseminate training and support for setting up European postdoctoral projects (such as MSCA and ERC). | 30 | Q4 2025, Q4 2026, Q4 2027, Q4 2028, Q4 2029, Q4 2030 | VPI  DGS | Number of researchers supported |
| 13.4 R2: Awareness workshop on “managing the early years of a scientific career” | 30 | Q3 2027, Q3 2028, Q3 2029, Q3 2030 | DGDRH | Number of workshops organized per year/Number of workshop participants |
| 14.1 R1: Encourage doctoral schools to offer training on publication strategies during the thesis period, including workshops on co-authorship. | 32 | Q1 2027, Q1 2028, Q1 2029, Q1 2030 | Doctoral Schools | Number of workshops organized per year/ Number of workshop participants |
| 14.2 R1-R4: Dissemination of a guide to “good practices for collective scientific production” that recognizes the work of all. Available online. | 32 | Q3 2027 | VP Research  CEDIS  DGS/DGDSR | Production of the guide and its distribution on the intranet |
| **Training and development** | | | | |
| 15.1 Candidates who are considering taking on a management position in a laboratory must complete a predefined set of training courses before taking up their post. Once appointed, this includes advising young researchers to help them obtain their HDR (Habilitation à Diriger des Recherches, or accreditation to supervise research). | 37 | Q4 2026, Q4 2027, Q4 2028, Q4 2029, Q4 2030 | DGDRH | Number of training courses |
| 15.2 Researchers who obtain an HDR (R3-R4) and new supervisors who supervise a thesis (R2-R3) must take a course dedicated to supervising doctoral students (see the example of CLEAR-Doc). | 37 | Q2 2027, Q2 2028, Q2 2029, Q2 2030 | DGDRH | List of members of the network of researchers supervising or mentoring a thesis trained |