

	<b>Proposed ACTIONS</b>	<b>Q1 - 2023</b>	<b>Q2 - 2023</b>	<b>Q3 - 2023</b>	<b>Q4 - 2023</b>	<b>Q1 - 2024</b>	<b>Q2 - 2024</b>	<b>Q3 - 2024</b>	<b>Q4 - 2024</b>	<b>Q1 - 2025</b>	<b>Q2 - 2025</b>	<b>Q3 - 2025</b>	<b>Q4 - 2025</b>	<b>Q1 - 2026</b>
Improving recruitment	1.1 Coordinated recruitment processes tailored to needs and ambitions													
	1.7 Develop "job offer attractiveness" working group													
	1.3 Clarify and communicate recruitment processes and opportunities													
	1.6 Improved communication on job offers, particularly on Euraxess													
	1.4 Formalize the recruitment grid													
	1.5 Mandatory training for all jury members													
	1.2 Set up a dedicated tool to manage the arrival and departure of researchers													
Ensuring equality	2.1 Clarification of anti-discrimination procedures													
	2.2 Disability awareness action													
	2.4 Develop strategy on anti-discrimination trainings													
	2.3 Gender equality plan development													
Clarifying contract terms	3.5 Creation of a specific contract for postdoctoral status													
	3.3 Transparent contractual career rules													
	3.4 Review doctoral contracts to clarify certain aspects													
	3.1 Clarification of overtime and cumulative work rules													
	3.2 Inform foreign researchers by translating internal documents into English													
Encouraging career development	4.1 Better inform agents about their career opportunities													
	4.2 Catalog Create and share a detailed training catalog													
	4.6 Support for external and international mobility													
	4.8 Interviews and support after long-term leave													
	4.3 Optimize participation in training sessions													
	4.5 Support for internal mobility													
	4.4 Tailor-made support and training program for new recruits													
	4.7 Requirements for international research experience or collaboration													
	5.6 Clarify guidelines on remote working													

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