



WORK PLAN

1. Phases of the Blanquerna HRS4R Process

i *Blanquerna HRS4R process. Phases and requirements we must cover for each phase:*

PHASE 1 **2019**

- Appointment of a HRS4R Manager
- Appointment of a multidisciplinary HRS4R Committee
- Appointment of a Steering Committee
- Scheduling successive meetings for both committees
- Development of the Gap Analysis Report for assessment of the 40 C&C Principles
- Development of the Action Plan including those Actions where we identified gaps or needs
- Dissemination strategy for the action: Opening a HRS4R Section, Writing several news with specific content on the R&I initiatives, development of informative sessions for the researchers community

PHASE 2 **2020-2021**

- Analyse and group the needs for implementation → Appointment of Sectorial Working groups
- Appoint a supervisor for each Sectorial Group
- Group Actions for each sectorial group according to the focus, and along a timeline
- Define the primary and secondary indicators to be achieved for each action
- Update the Action Plan according to the measures Blanquerna pursued for the implementation, ensuring visibility of the achievements through repositories and quantitative indicators
- Plan new indicators for the upcoming period - timeline

** After reviewing some reports from the EC, some strategic actions can be extended over time, although the measures are initiated according to the proposed chronogram.*

PHASE 3 **2022-2025**

- Follow up the implementation of the actions → Appointment of Supervisors
- Identify the degree of implementation for each action
- Update Action Plan with the coverage of the gaps and indicate the evolution, success, impact of the measures taken
- Report everything through measurable indicators, including graphs, diagrams, images, links to external news, even satisfaction questionnaires among our Blanquerna researchers
- Plan several measures to account for improvement expected for the next 3 year period **2025-2028** (they expect the process to be continuously implemented, and the commission will ask for intermediate reports, being able to audit if necessary as well)