The following table summarize the proposed actions in order to complete the HRS4R strategies of the FSMP, submitted to the HRS4R label commission on June 2020.

| *Proposed ACTIONS* | *Timing* | *Responsible Unit* | *Indicator(s) Target(s)* |
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| 1 Have more information available for researchers on the FSMP web site, in particular on the following topics. Salary: sample of French wage slip explaining all the lines, especially the differences between loaded, gross and net salary. Health and Safety: social security and extra health insurance, liability insurance for housing, cars, personal. Intellectual Property Right regulations: a transcript of the French law in English explaining the main important points. RGPD (Règlement Général sur la Protection des Données): French law about personal data and possibility to request changes or deletions of data. In this page, the FSMP policy and monitoring will be clearly stated. Awareness of computer encryption. | *3rd quarter 2020* | *FSMP communication and FSMP administrative team.* | *Around 5 new web pages* |
| 2 To improve the transparency in all our calls, prepare documents that describe the evaluation criteria and sub criteria for each of our calls. Moreover, we will prepare an evaluation guideline for the selection committees.  On each programme's web pages, we will update/detail the list of members of the selection committees, with a small description of their background, their topics, and their expertise in evaluation, to enhance the transparency concerning their appointment. | *3rd quarter 2020 and trough 2021* | *FSMP Board* | *For each FSMP programme: a document on evaluation criteria; a document on evaluation guideline; a web page with information on selection committee members.* |
| 3 Since we do not have an internal guide nor a published version of our general OTM-R policy online we will prepare a general document describing our OTM-R policy and add a link to it for each of our programmes, possibly indicating some extra information specific to the programme. | *3rd quarter 2020* | *FSMP Board* | *1 document and updating of links.* |

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| 4 Organise assessments on our programmes by independent companies. For some specific programmes (Cofund MathInParis, DIM MathInnov, Post-doc) we have hired independent companies to conduct assessments including questions about the recruitment process but a systematic quality control system is not in place.  Therefore, we will systematize the external evaluation of our programmes in particular in order to have information on: selection process, mentoring, training and career development. Moreover, we will ask for an evaluation of the impact of the programme from a strategic point of view, gathering propositions and needs for the future. | *Through 2020-2021 and always in the future.* | *FSMP board and administrative team.* | *Around an assessment on each programme every 4 years.* |
| 5 Systematize statistics on our calls. After each call we will provide statistics on the programme web page giving: number of candidates (with gender stat), number of laureates (with gender stat), number of connections to the web page of the call, number of people asking for information (e-mail, telephone calls). Moreover, global statistic on career development, math specialty, geographical origin, etc... will be provided. | *Starting from 1st  quarter 2021.* | *FSMP administrative team* | *After each call of each programme the statistic will be performed and the web page updated.* |
| 6 More systematised job announcement and specific toolkit will be prepared and implemented. Indeed, even if we systematically include key elements in the offers (duration, procedure, financial conditions) we will prepare and include specific templates for the different types of offers containing a sample for each document asked to the candidate (as, for instance, CV, motivation letter and research project description). | *Starting from 3rd  quarter 2020* | *FSMP board and administrative team.* | *For each call of each programme toolkit and job advertisement will be updated.* |
| 7 Implementation of a redress procedure resolving complaints/appeals after calls.  A document will be available on each program's web page with the detail of the redress procedure (data/ email addresses to contact, document to provide, etc..). Moreover, a specific committee with at least two independent experts will be appointed at the opening of each call. If redress cases are opened, they will have access to all the documents related to the selection procedure and decide in complete autonomy. | *Starting from 3rd  quarter 2020* | *FSMP board and administrative team.* | *Before each call of each programme: 1 document and a specific redress committee.* |

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| 8 We will systematize and implement a feedback procedure for all programmes. Each candidate that submitted a complete application should be able to obtain a feedback on weaknesses and strengths of his/her project. Moreover, global feedback on call will be provided with general hints and comments from the selection committee. | *Starting from 3rd quarter 2020* | *FSMP board, selection committees* | *After each call the selection committee will produce the documents described.* |
| 9 In the goal to increase participation of funded researchers into decision making bodies two former FSMP funded researchers integrated the FSMP Scientific Committee starting from January 2021 for the next four years. Always starting from 2021 a funded post doc, a PGSM student and a PhD student will be participating to one Steering Committee in order to add information and comments about the programme they were funded in. Moreover, researchers will be more involved by the communication manager in the organisation of FSMP events like "Mathématiques en Mouvement". | *Starting from 1st semester 2021* | *FSMP board* | *Minutes of the FSMP Steering Committees.* |
| 10 At the end of each academic year, the FSMP programme responsible will produce a document to give global assessment of the programme in terms of researchers/students' result, career development and, more generally, any useful feedbacks. These documents will be available to FSMP Committees to work on recognition of qualification, value of mobility and postdoctoral appointments' issues. For instance, the seek for funding in order to extend the postdoctoral fellowships from one to two years. | *Starting from academic year 2020-2021.* | *FSMP programme responsible, FSMP board* | *One written document for each programme after each academic year.* |
| 11 The FSMP will support and organize specific trainings for all the researchers of the FSMP network on OTM-R, gender balance and career development issues. This will be done also with the help of FSMP partners like "Femmes et Mathématiques" or Association Bernard Gregory. In particular, the training of jury members being only based on outstanding experience on national and international recruitment processes we will support the participation of the FSMP selection committees' members on these trainings. | *Starting from academic year 2020-2021* | *FSMP board* | *At least two/three trainings/events a year.* |

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| 12 In order to further support open science, the FSMP will electronically publish a diamond open access journal that will cover its entire scientific spectrum. Members of the editorial board will be internationally recognized experts in their field and the journal will aim to publish high-level scientific articles that are accessible to all free of charge (and with no publication costs for authors). | *Project to be finalized in 2021.* | *FSMP Board and Committees.* | *Editing a Scientific Journal.* |