

		2022				2023				2024				2025			
Nº	Actions	Q1	Q2	Q3	Q4												
- 1	Ethical and Professional Aspects																
1	Define job descriptions and an appraisal system for all IJC's posts																
2	Implement the IJC equality plan 2022-2025.																
3	Wellbeing & Mental Health Programme																
II	Recruitment																
4	Implementation of the Recruiting Procedure																
III	Working conditions and social security																
5	Develop the prevention plan, integrated into the culture and activities of IJC																
6	Create and Develop the IJC career service																
IV	Training																
7	Foster teaching activities for researchers																
8	Set up and execute the annual training plans for researchers at all stages of their careers																
9	Develop a mentoring programme																