

**Implementation of the
Human Resources Strategy for Researchers (HRS4R)
at**

Paris Descartes University
Member of Sorbonne Paris Cité University

**Under the European Charter for Researchers and the Code of
Conduct for the Recruitment of Researchers**

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PREAMBLE

In the Framework of the **European Research Area (ERA)**, the European Union has sought to improve the attractiveness of researcher careers, promote mobility and create real career paths.

To achieve these objectives, in 2005 the European Commission developed a **European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers**, both of which define the roles, responsibilities and rights of researchers as well as those of their employers. The Charter and the Code (C&C) are designed to ensure attractive research careers and to improve the recruitment and work conditions of researchers in Europe.

The Paris Descartes University signed the European Charter for Researchers on 10 July 2006 and renewed its commitment on the Board of Governors of 28 June 2016

In the **article 32.2 of the Model Grant Agreement** of the Framework Programme for Research and Innovation H2020, The European Commission strongly recommends (2014-2020) to implement the HRS4R strategy, specifically for the Marie Skłodowska Curie Actions.

These objectives are fully in line with the **policy of support and excellence in research and the Human Resources policy at Paris Descartes University**.

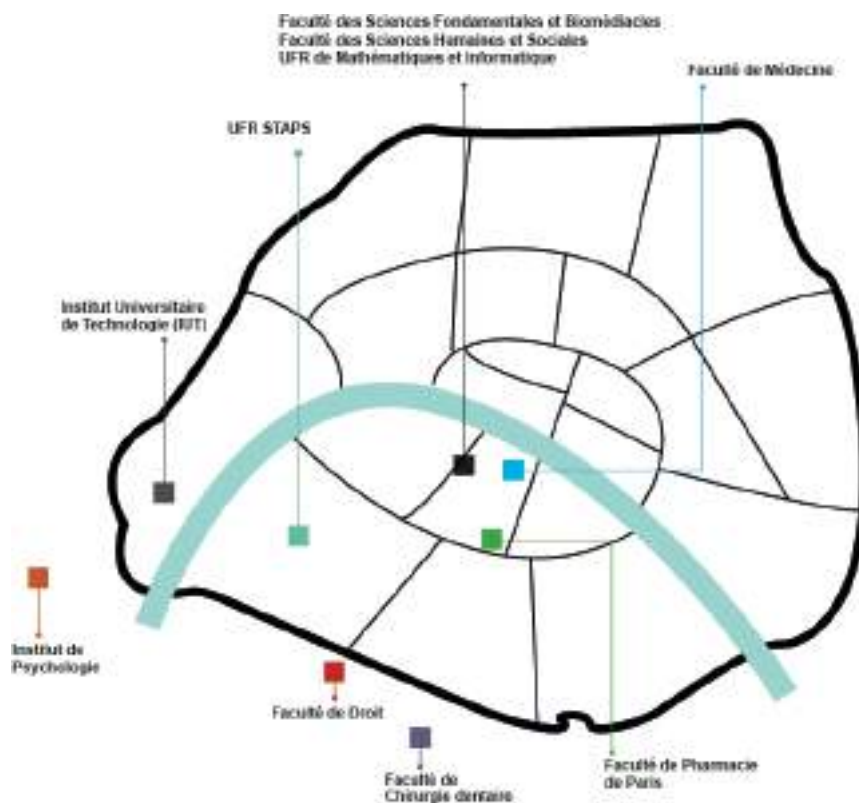
The model proposed by the European Union in the context of the European Human Resources Strategy for Researchers (HRS4R), provides a useful and effective framework for efforts that have already been pursued in the University. Indeed, with a voluntary and quality approach, the University will continue to improve the recruitment process and the career supervision for the Research personnel.

The **momentum created by the labelling application** from the application to the follow-up and the effect of all the actions will significantly benefit to all personnel categories who contribute to research activities and excellence objectives.

Since the adoption of the “Responsabilités et Compétences élargies” in 2009, providing more autonomy to French Universities, Paris Descartes University has steadfastly committed to a **policy of quality recruitment procedures and of career assistance for its researchers and research professors**. Many areas remain works in progress, and applying for the HRS4R award constitutes an additional opportunity to continue all actions.

PART 1. Presentation of Paris Descartes University (UPDescartes)

As member of the Sorbonne Paris Cité Community of Universities and Institutions, Paris Descartes University is located in the historical heart of the Latin Quarter and is the **second largest university in Paris**. As a university of human sciences and health it offers a wide variety of courses within the European LMD and Lifelong Professional Development framework. Over 2,000 tenured professors supported by around 1,800 engineers, administrative, technical, social health and library staff train, and 39,000 students in over 10 departments located and various locations in Paris and in the close suburbs:



The University participates in major international training and research programs. It hosts over 7,000 foreign students each year, that is, close to 20% of its student body, making it one of the most attractive institutions in France. It also offers rich documentary and museum collections to its students and visitors.

With **over 3,770 research professors and researchers** (including 1,303 tenured employees, 530 permanent employees, and 325 doctoral students employees), Paris Descartes University has **one of the greatest research potentials in France**. It hosts to **70 laboratories**, most of which are linked to major research bodies (INSERM, CNRS, IRD). 49% of tenured professors (research professors and university hospitals professors) are university lecturers and 43% are university professors. 8% are secondary school teachers. 80% of professors and 66% of university lecturers teach in the Science and Health disciplines.

The University's major research subjects revolve around Man and his health, especially in medicine, pharmacology, sociology, health law, sports, cognitive sciences, psychology, and

basic science applied to the interface between biology and health. The creation of 6 research platforms has enabled the sharing of significant technical platforms in the areas of genetic sequencing, proteomics, life imaging and sensorimotor areas. It also includes one of the most important biomedical research centers in Europe.

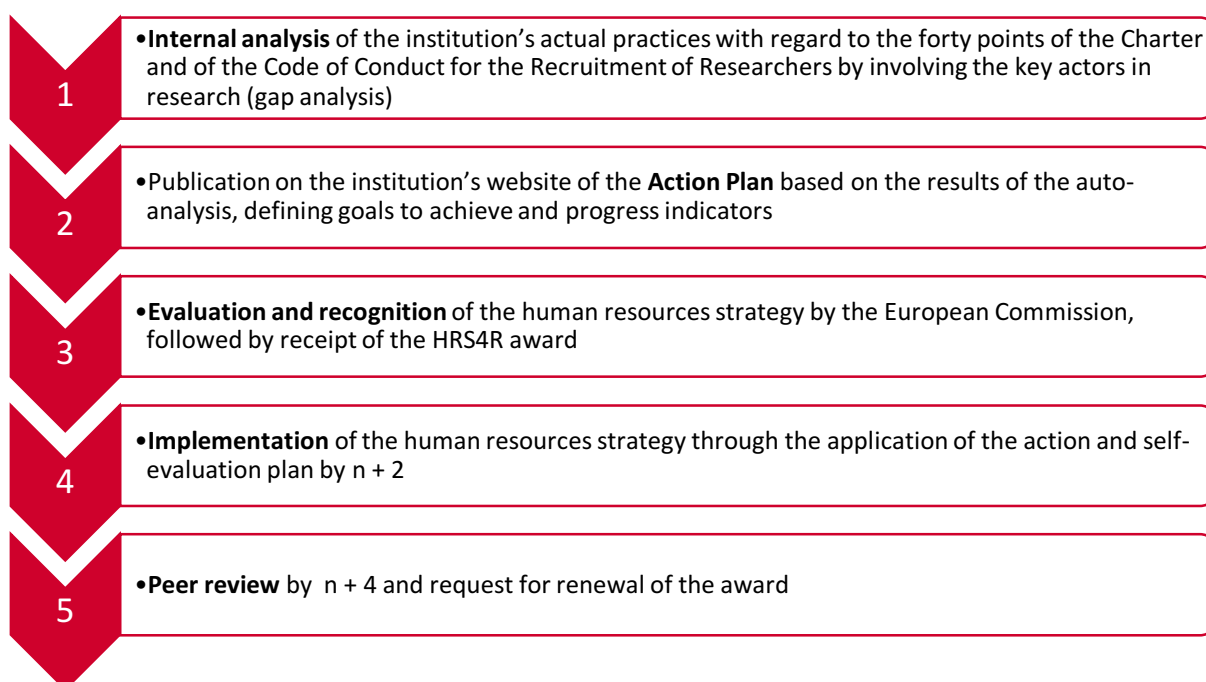
The Université Sorbonne Paris Cité (USPC) federation gathers 8 French self-governing Higher Education Institutions (Université Sorbonne Nouvelle – Paris 3, Université Paris Descartes, Université Paris Diderot, Université Paris 1 ;3, EHESP, INALCO, IPGP, Sciences Po) and 5 Research Institutes (CNRS, INED, INRIA, INSERM, IRD) around a common project. Its legal definition is a “Community of Universities and Institutions” (Communauté d’Universités et établissements – COMUE) whose statutes have been approved by decree on 30 December 2014.

PART 2. Approach of the University Paris Descartes to the HRS4R labelling

In a national and European framework, the application process for the purpose of a HRS4R labelling aims at:

- Developing UPDescartes's commitment to excellence in research;
- Helping the development of the European Research Area;
- Enhancing the institution's international reach and attractiveness;

The HRS4R process includes **5 steps**:



2.1 Paris Descartes University's internal approach

Paris Descartes University's work on HRS4R began in September 2015. This application for the award was considered as an opportunity for the university to conduct an analysis of its current practices and to find ways to improve them. Paris Descartes University had already signed the "European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers" in 2005, and the HRS4R project made it possible to pursue undertaken activities. This work is also in line with the development of the institution's quality assurance process, which aims to improve the quality of services provided by strengthening communication among the services.

A lead task force for the University met 8 times between October 2015 and June 2016. Between plenary meetings, sub-groups formed and electronic communications enabled work on the points under discussion.

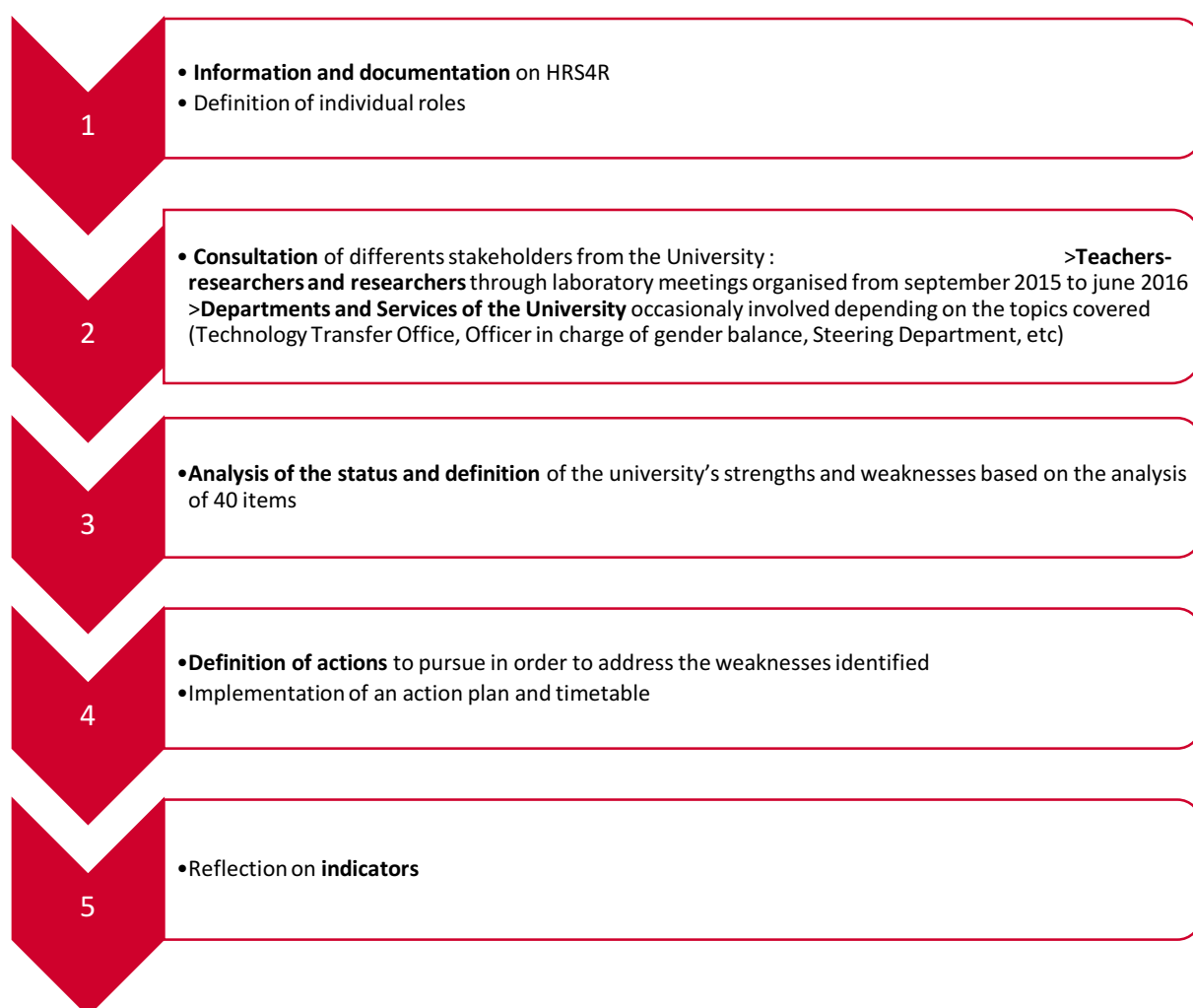
This lead task force brings together **researchers, politic and administrative personnel** involved in the recruitment of researchers.

The involvement of researchers in this HRS4R process is essential, that is why the two appointed coordinators of the lead task force are researchers.

Permanent members of Paris Descartes University's lead task force



The lead task force proceeded in several step :



The University's HRS4R application was presented, discussed and approved by University committees and boards (see Annex 3)



The action plan and timetable will be visible on the Paris Descartes university website, on page

<http://www.parisdescartes.fr/RECHERCHE/Labellisation-HRS4R>

2.2 Shared USPC approach

HRS4R aims to improve the practices of institutions with regard to the recruitment, mobility, and career of researchers. This is also an objective shared by USPC member institutions. During a meeting held on 23 September 2015 the heads of eight USPC institutions of higher education and research voted to establish a common methodology to implement the European Human Resources Strategy for Researchers. The expected knock-on effect of this approach is a distinctive feature of our application. The analyses and definition of our action plans are conducted in the same spirit as the HRS4R approach, with its collective advancement of the European Union's recruitment of researchers.

A **USPC lead task force** was immediately formed and met 8 times between October 2015 and April 2016, alongside the UPDescartes task force's meetings.

The representatives of institutions on the USPC lead task force are also the project's coordinators at their respective institutions. This organizational structure ensures on-going information sharing.

The specific missions of the USPC lead task force were:

- The initiation of the collective process;
- The sharing of good practices already in place at the institutions and the USPC;
- The contact with the European Commission and Ministry of Higher Education and Research in France to clarify open points;
- The creation and dissemination of common documents for the internal analysis and the action plan.

PARTIE 3. Internal analysis

The Paris Descartes University's (UPDescartes) lead task force drew on **an analysis of 40 items** produced by the main services involved, which met in plenary session to integrate crosscutting actions. The internal analysis sought to assess the existing state of affairs as well as consider improvement, communication and development initiatives.

3.1 Internal analysis results

1. Main strong points and weak points

The internal analysis produced by the lead task force uncovered several strong points that will be the focus of communication actions, and several weak points on which it was particularly urgent to act.

Strong points

INTEGRITY AND ETHICS IN SCIENTIFIC RESEARCH

Paris Descartes University joined efforts promoting integrity and **ethics in scientific research** very early on. Thus in 2010 it created the Ethics Committee for Animal Testing (CEEA 34), which is a leading player in Ile de France, and the Health Research Ethics Evaluation Board (CERES), one of the four French applied ethics committees. It has continued to pursue these actions, for instance by mandating use of anti-plagiarism software for thesis manuscripts, and by developing ethics procedures in recruitment processes.

GENDER BALANCE

Paris Descartes University appointed a **gender balance officer** in January 2012. The board of directors approved an action plan in March 2013 that provides for an annual assessment of gender indicators and a focus on sectors of activity where gender equality is far from being in place. The action plan includes 4 areas: general policy of the institution, students, staff members, research and teaching. The annual assessment also analyses the gender balance of elected representatives on boards and at the head of bodies, with the aim of increasing the number of women appointed to decision-making posts. The officer is responsible for the implementation of this policy in conjunction with university services, and UPDescartes has committed to supporting these measures beyond the officer's mandate through a permanent working group.

PHD STUDENTS HOSTING AND MANAGEMENT

In 2012, a **unique administrative reception area for PhD students** was created: the **Institute for Doctoral Training (IFD)**. It includes the College of Doctoral Schools that was formed in 2006. In conjunction with the doctoral schools, the IFD ensures the reception of PhD students, harmonization of procedures, and accuracy of administrative data. This structure pools means and shares competencies. The IFD's principal tasks are to harmonize the modus operandi of the doctoral schools and to define common rules for PhD student recruitment and support. Since 2014 the IFD has been responsible for the administrative management of doctoral contracts and research agreement contracts, for which it ensures monitoring. The IFD also participates in the recruitment process for PhD student employees for various doctoral duties, particularly teaching duties; approves trainings offered to PhD student employees with teaching duties, and helps identify professional and general trainings that are common to the doctoral schools.

LINK BETWEEN RESEARCH AND SOCIO-ECONOMIC ENVIRONMENT

A genuine **interface between research units and the socioeconomic fabric**, the Technology Transfer and University Partnerships center aims to develop the scientific strength of Paris Descartes University's research units by supporting and guiding them in the protection of their results and in their interactions with private partners.

UNIVERSITY LECTURERS AND PROFESSORS RECRUITMENT

In order to improve the **recruitment process of University Lecturers and University Professors**, Paris Descartes University went beyond the regulatory requirements in strengthening the ethics criteria in the constitution of selection committees (CDS). The Board of Directors (BD) approved the following principles:

- UPDescartes research professors cannot be CDS members if they are applying for a position at UPDescartes, and they cannot be part of more than 3 CDS (intra- and inter-institutional) in the same year
- With regard to CDS composition: sectors besides the one involving the post must be represented, the presence of at least one statutory researcher is desired, the host laboratories of members external to UPDescartes must be identified and the host laboratory cannot be overrepresented
- The prevention of conflicts of interest through an individual declaration on oath mentioning whether a CDS member supervised a candidate's thesis, and any publications, communications and joint research projects with a candidate in the 5 years preceding the competitive examination. The Board of Directors has asked that the minutes of the competitive examination mention these situations as well as the way they were managed during the interviews and vote.

Before the Academic Board votes on the selection committee's composition, these principles are verified by the divisions (UFR or faculties), and then by an Academic Board subcommittee. Finally, for each CDS an elected representative of the Academic Board is designated as an expert and must report on this committee during the deliberation session. These successive control mechanisms are meant to verify the plurality of the composition of the CDS and the respect for balance sought by the UPDescartes's BD. Moreover, UPDescartes's Academic Board members cannot be members of a UPDescartes CDS to avoid double intervention in the recruitment process.

Weak points

The internal analysis revealed weak points. We see the following ones as priorities for taking action

RECRUITMENT PROCESS OF RESEARCH PROFESSORS AND RESEARCHERS WITH A TEMPORARY POSITION CONTRACT

The current recruiting process of research professors and researchers with a temporary position contract is not satisfactory. For ATER, the candidates have very little information about the nature of the position posted on the ministerial ALTAIR application, and the divisions have very information about the candidates during the recruitment, leading to processes that are not very open and that lack transparency.

RECRUITMENT OF FOREIGN RESEARCHERS

The recruitment of **foreign researchers** is currently too long of a process, especially for post-doctoral, researcher and research professor contracts. Until a residence permit is acquired, the application is not fully available to the DRH's recruitment and mobility service, and only the financial part can be verified. However, the time needed to obtain a residence permit is incompressible, taking between 1 month and 1 month and a half. UPDescartes must improve its hosting and working condition procedures accordingly (access to the Intranet, online bibliographical resources, etc.)

RESEARCHERS' CAREER MANAGEMENT

The **career management of contract researchers and tenured research professors** must become a strategic focus of UPDescartes policy. We deplore the insufficient monitoring and access to information. We have started implementing measures that we hope to develop and sustain in our human resource service in order to develop our advisory, guiding and supportive role throughout the careers of our research staff.

TEAM MANAGEMENT

It appears in many cases that team leaders do not know the regulations and measures established by authorities for **team and human resources management**. The drafting of an Internal Regulation following university guidelines was made mandatory for all the laboratories, but an effort to train directors should be considered.

PREVENTION OF SOCIAL RISKS

Prevention of social risks is a major concern at our institution. The establishment of internal regulations for each "Paris Descartes" reception unit is a first step that structures the governing bodies of these laboratories and allows for a continuous dialogue between researchers within a research unit. Nevertheless, **UPDescartes is committed to improving working conditions for research professors and is continuing to reflect on measures to maintain or to develop.**

2. Detailed analysis

I. Ethical and professional aspects

1. Research freedom		
<p>Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.</p>		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing institutional rules and/or practices	Actions required
<p>- Fundamental principle recognized by Republic Acts on the independence of research professors: Constitutional Court Decision n° 83-165 DC of 20 January 1984, n° 93-322 DC of 30 July 1993, n° 94-355-DC of 10 January 1995, n° 94-358 DC of 26 January 1995 and n° 2010-20/21 QPC of 6 August 2010</p>	<p>The guarantees of research professor independence result from a fundamental principle recognized by the laws of the Republic and confirmed by several Constitutional Court decisions.</p>	<p>Formalisation Action</p> <p>While they are easy to access on the ministry's website, these texts are not well known to the university's researchers and should be disseminated more widely.</p> <p>I.1.1 Written summary disseminated as a "bloc note" (one of UPDescartes's communication methods).</p> <p>I.1.2 Links to key texts accessible from the UPDescartes website.</p> <p>Development Action</p> <p>I.1.3 Integration in the preamble of the research professor booklet for new recruits.</p>
<p>- Articles 1 and 4 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants</p> <p>Articles L. 123-9, L719-1, L. 719-2, L. 952-2, L. 952-4 and L. 952-6 of the Education Code</p> <p>Articles 2, 3, 4 and 5 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p>	<p>The law of 1983, which forms Title 1 of the general statute on civil servants, determines the fundamental guarantees for civil servants. It specifies that civil servants are in a statutory and regulatory situation vis-à-vis the administration.</p> <p>Research professors and researchers have complete independence and full freedom of expression in the performance of their teaching duties and research activities, subject to the principles of tolerance and objectivity, in accordance with university traditions and provisions of the Education Code. These texts grant research professors exclusive jurisdiction to set general principles governing the allocation of teaching duties and of research activities within the institution, and the opportunity to participate in a research team's work under certain conditions.</p>	
<p>- Article L. 952-2 of the Education Code</p>	<p>Research professors and researchers have complete independence and full freedom of expression in the performance of their teaching duties and research activities, subject to the principles of tolerance and objectivity, in accordance with university traditions and provisions of the Education Code.</p>	
2. Ethical principles		

Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Constitutional Court Decision n° 83-165 DC of 20 January 1984, n° 93-322 DC of 30 July 1993, n° 94-355-DC of 10 January 1995, n° 94-358 DC of 26 January 1995 and n° 2010-20/21 QPC of 6 August 2010</p> <p>Articles L. 952-2, L. 952-6, L. 952-6-1 and L. 952-15 of the Education Code</p> <p>- Article 3 of decree n° 92-70 of 16 January 1992 on the National Council of Universities</p> <p>- Articles 9, 9-1 and 9-2 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ministry of Higher Education and Research circular DGRH A1-2 n° 2008-69 of 23 April 2008 on selection committees to recruit research professors</p> <p>Operating guide for higher education selection committees produced by the human resources division of the Ministry of National Education, Higher Education and Research</p>	<p>The guarantees of research professor independence result from a fundamental principle recognized by the laws of the Republic and confirmed by several Constitutional Court decisions. Research professors are qualified, recruited, assigned and managed by their peers.</p> <p><i>At UPDescartes, awareness of, and compliance with ethics in research and evaluation are still insufficient. Conflicts of interest issues should be better addressed during recruitment.</i></p>	<p>Formalisation Action</p> <p>I.2.3 Create a note for selection committee members to raise awareness of criteria defining conflict of interest risk adopted by the BD.</p> <p>I.2.4 Improve the software application developed by UPDescartes for the recruitment process for statutory researcher professors in order to include conflict of interest declarations and management of these conflicts during the recruitment process.</p>
<p>Article L. 211-1 of the Research Code</p> <p>Articles L. 1412-1 to L. 1412-6 and R. 1412-1 to R. 1412-14 of the Public Health Code</p>	<p>Specifies the role of the national consultative ethics committee for life and health sciences with regard to ethics and societal issues raised by the advancement of knowledge in biology, medicine and health.</p> <p>Certain research bodies have established their own ethics committee (INSERM, CNRS).</p> <p><i>In 2010 Paris Descartes University created two functional ethics committees: one for animal experimentation and one for health research. In 2015 it established an ethics and scientific integrity office.</i></p>	<p>Formalisation Action</p> <p>I.2.1 Create a webpage on UPDescartes's intranet devoted to ethics and scientific integrity with links to the various ethics committees and with the office</p> <p>I.2.2 Create an ethics and research integrity centre under the Vice-Presidency for research attached to the 2 ethics committees and the office</p> <p>Development Action</p> <p>Establish a procedure for the management of bonds of interest in selection committees</p>

<p>National Ethics Charter for research professions signed on 29 January 2015 by the CNRS, Inserm, Inra, Inria, IRD, Cirad, Curie Institute and universities represented by the Conference of university presidents</p> <p>National Expertise Charter of 22 December 2009</p>	<p>These charters reflect major international texts such as the 2005 European Charter for Researchers. Institutions are responsible for their implementation.</p> <p><i>Paris Descartes University acceded to the European Charter in 2007, and to the National Charter in 2015. This The Technical Committee, Academic Board and Board of Directors renewed this commitment in June 2016.</i></p>	
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3. Professional responsibility

Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Articles 19, 25-III, 26, 29 and 30 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants</p> <p>Article L. 952-2 of the Education Code</p> <p>Articles L. 111-1, L. 113-2, L. 113.5, L. 122-4, L. 335-2, L. 335-3 and L. 335-8 of the Intellectual Property Code</p>	<p>The general statute describes civil servant duties: duty of discretion, of reserve, confidentiality, neutrality and professional responsibility, and duty to dedicate all their professional activity to the tasks they are entrusted.</p> <p>The Intellectual Property Code includes specific provisions for employees who have authored works that are not subject to any prior screening by hierarchical authority by virtue of their status, as is the case for research professors and researchers. Under these circumstances the administration can only use the works of these staff members if a copyright agreement to that effect exists, and if so, only within the limits defined by this agreement. This code also covers the legal regime that applies to the collective property rights of a work and establishes infringement sanctions to combat plagiarism.</p> <p><i>Lapses of integrity and ethics declared at the university demonstrate a need for student and researcher training.</i></p> <p><i>Paris Descartes University uses anti-plagiarism software during the thesis defence process and sends the thesis to rapporteurs to connect to Compilatio either via ENT or via the direct address (http://www.compilatio.net/). These verification procedures also extend</i></p>	<p>Formalisation Action</p> <p>1.3 Provide training on research integrity for HDR and PhD students through the USPC.</p>

	to research work conducted with Masters students.	
Articles L. 712-2, L. 714-1, L. 951-3 R. 951-1 to R. 951-4, D. 951-3 and R. 953-1 to R. 953-3d of the Education Code	<p>The conditions governing the validity of delegations of power and of signing authority were established by the State Council to provide legal certainty. Delegations must be authorized by a legislative or regulatory text, be sufficiently specific with regard to the scope of delegated competences and the designated authority, be written and be publicized.</p> <p>In universities, the guidelines for delegations are very strict and set by the legislator in order to give leaders a central role and to secure decisionmaking. Besides certain authorities (vice presidents of the board of directors, elected representatives of the office who are over eighteen years old, general director of services and division directors), the university president may delegate signing authority to category A employees placed under his/her authority. For affairs of interest to research units formed with other public institutions of higher education or research, authority may be delegated to their respective heads.</p>	
4. Professional attitude <p>Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.</p>		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Article L. 123-3 of the Education code</p> <p>Article L. 112-1 of the Research Code</p> <p>Articles 2, 7-1 and 18-1 of decree n°84-431 of 6 June 1984 specifying statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers, as amended in particular by decree n° 2014-997 of 2 September 2014</p> <p>Article 1 of decree n° 92-70 of 16 January 1992 on the National Council of Universities</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body</p>	<p>Career tracking of research professors is an innovation of decree n° 2014-997 of 2 September 2014, which repealed the research professor assessment framework established under decree n° 2009-460 of 23 April 2009.</p> <p>It is within the jurisdiction of the National Council of Universities and is carried out and taken into account under certain conditions.</p> <p><i>Within Paris Descartes' doctoral schools, a monitoring committee performs a mid-term review for enrolled PhD students, enabling knowledge of the research work's progress.</i></p>	<p>Development Action</p> <p>I.4.1 Create a guide for laboratory directors</p> <p>I.4.2 A "research professor" booklet is being created with a chapter on "law, duty and integrity"</p> <p>Verification of work integrity during the monitoring committee's mid-term review for PhD students enrolled in one of the doctoral programmes.</p>

of university professors and the body of university lecturers (NOR MENH1509914C)		
<p>Articles 14 bis and 25 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants</p> <p>Article 87 of law n° 93-122 of 29 January 1993 on the corruption prevention and on economic and public procedure transparency (ethics commission)</p> <p>Articles L. 421-3, L. 531-1 to L. 531-16 of the Research Code</p> <p>Decree n° 2007-658 of 2 May 2007 on the plurality of offices of civil servants, non-permanent public employees and workers in state industrial facilities</p> <p>Decree n° 2007-611 of 26 April 2007 on the pursuit of private activities by civil servants or non-permanent employees who temporarily or definitively stepped down from their position, and on the ethics commission.</p> <p>Ministry of Budget, Public Accounts and Civil Administration circular of 31 October 2007 on the application of law n° 93-122 of 29 January 1993 on corruption prevention and on economic and public procedure transparency, of decree n° 2007-611 of 26 April 2007 and of chapter II of decree n° 2007-658 of 2 May 2007</p> <p>Ministry of Budget, Public Accounts and Civil Administration circular n° 2157 of 11 March 2008 on the plurality of offices, and on the application of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants, especially its article 25, and of decree n°2007-658 of 2 May 2007</p> <p>Ministry of Higher Education and Research circular of 25 June 2008 on the application of regulations on the plurality of offices</p>	<p>This legislation specifies the rights and duties of civil servants and contract employees with regard to the plurality of offices, and defines the ethics control systems applicable to these agents.</p> <p>The Research Code provides for the participation of research staff in business creation and business activities under certain stated conditions.</p>	
<p>National Ethics Charter for research professions signed on 29 January 2015 by the CNRS, Inserm, Inra, Inria, IRD, Cirad, Curie Institute and universities represented by the Conference of university presidents</p> <p>National expertise charter of 22 December 2009</p>	<p><i>These charters, to which Paris Descartes University is a party, reflect major international texts such as the 2005 European Charter for Researchers. Institutions are responsible for their implementation.</i></p>	
<p>5. Contractual and legal obligations</p> <p>Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and conditions of the contract or equivalent document.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Article L. 952-2 of the Education Code Articles L. 111-1, L. 113-2, L. 113.5, L. 122-4, L. 611-1 and following of the Intellectual Property Code	The Intellectual Property Code provides a framework for laws applicable to authors' use of their work and to industrial property rights.	Development Action I.5 Inclusion of a chapter on intellectual property and publication signing in the research professor booklet
<p>Decree n° 96-858 of 2 October 1996 on profit-sharing for certain state civil servants, employees and public institutions directly involved in creating software, creating or discovering a plant variety, or in profitable work</p> <p>Decree n° 2005-1217 of 26 September 2005 on incentive bonuses and invention patent bonuses granted to certain state civil servants, employees and public institutions as inventors, modifying the Intellectual Property Code (article R. 611-14-1)</p> <p>Decree n° 2010-619 of 7 June 2010 establishing profit-sharing mechanisms for the staff of certain public institutions under the Ministry of Higher Education and Research for services rendered while participating in scientific research or the provision of services</p>	<p>This legislation establishes various profit-sharing arrangements that civil servants and public agents may use under certain conditions as inventors, as participants in certain research operations, in software creation, or in profitable work, and as creators or discoverers of a plant variety.</p> <p><i>Paris Descartes University's BD approved the profit-sharing arrangement in December 2015.</i></p>	
<p>Articles 14 bis and 25 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants</p> <p>Article 87 of law n° 93-122 of 29 January 1993 on the corruption prevention and on economic and public procedure transparency (ethics commission)</p> <p>Articles L. 531-1 to L. 531-16 of the Research Code</p> <p>Decree n° 2007-658 of 2 May 2007 on the plurality of offices of civil servants, non-permanent public employees and workers in state industrial facilities</p> <p>Decree n° 2007-611 of 26 April 2007 on the pursuit of private activities by civil servants or non-permanent employees who temporarily or definitively stepped down from their position, and on the ethics commission.</p> <p>Ministry of Budget, Public Accounts and Civil Administration circular of 31 October 2007 on the application of law n° 93-122 of 29 January 1993 on corruption prevention and on economic and public procedure transparency, of decree n° 2007-611 of 26 April 2007 and of chapter II of decree n° 2007-658 of 2 May 2007</p>	<p>This legislation specifies the rights and duties of civil servants and contract employees with regard to the plurality of offices, and defines the ethics control systems applicable to these agents.</p> <p>The Research Code provides for the participation of research staff in business creation and business activities under certain stated conditions.</p>	

Ministry of Budget, Public Accounts and Civil Administration circular n° 2157 of 11 March 2008 on the plurality of offices, and on the application of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants, especially its article 25, and of decree n°2007-658 of 2 May 2007		
Ministry of Higher Education and Research circular of 25 June 2008 on the application of regulations on the plurality of offices		

6. Accountability

Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees.

Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Articles L. 719-5, R. 719-51 to R. 719-112 and R. 719-113 to R. 719-171 of the Education Code	Sets the principles of sound, transparent and efficient financial management of institutions: the board of directors' role in approving the budget and judgment on estimates of what remains to be achieved on research contract employees. Sets the rules for publicizing the budget of the institution and of its annexes.	Development Action I.6 Transparency on the use of appropriations among various trustees.
Article L. 211-1 of the Research Code Articles L. 1412-1 to L. 1412-6, R. 1412-1 to R. 1412-14 of the Public Health Code	Specifies the role of the national consultative ethics committee for life and health sciences with regard to ethics and societal issues raised by the advancement of knowledge in biology, medicine and health.	

7. Good practice in research

Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Articles L. 300-1 to L. 311-14, L. 340-1, L. 330-1 to L. 342-3, R. 311-10 to R. 311-15, R. 330-2 to R. 330-4, R. 341-2 to R. 341-17, R. 343-1 to R. 343-12 of the Code on Relations between the Public and the Administration (as of 1 January 2016) Law n° 51-711 of 7 June 1951 on duties, coordination and secrecy with regard to statistics	This legislation forms the framework governing individual data access and protection, decisions over who can access this data, the various actors and their respective roles. They set the principles of the right to access administrative documents upon a request made to the authorities holding them. They establish communication procedures for administrative documents and the	Communication Action I.7 Post the CNRS guide online on the integrity webpage and append the same guide to laboratory RIs.

<p>Amended law n° 78-17 of 6 January 1978 on information technology, files and freedoms</p> <p>Law n° 78-753 of 17 July 1978 on various measures to improve relations between the administration and the public, and various administrative, social and tax provisions</p> <p>Decree n° 2005-1755 of 30 December 2005 on open access to administrative documents and reuse of public information in pursuance of law n° 78-753 of 17 July 1978.</p>	<p>organization and operations of the committee for access to administrative documents.</p> <p><i>As indicated above, cases of lapses of integrity detected at the university often result from poor knowledge of best practices.</i></p>	
<p>Articles 9 and 23 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants</p> <p>Articles 15 and 16 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Article L. 951-1-1 of the Education Code</p> <p>Decree n° 82-453 of 28 May 1982 on occupational health and safety, and on medical prevention in civil service</p> <p>Decree n° 2011-184 of 15 February 2011 on technical committees in state administrations and institutions</p> <p>Decree n° 2014-1092 of 26 September 2014 on the creation of technical committees attached to the Minister of National Education, Higher Education and Research</p> <p>Decree n° 2014-1560 of 22 December 2014 on the creation of ministerial committees on health, safety and working conditions attached to the Minister of National Education, Higher Education and Research</p> <p>Ministry of State Reform, Decentralization and Civil Administration circular of 31 December 2012 applying decree n° 2011-184 of 15 February 2011 on technical committees in state administrations and institutions. Provisions on the powers and function of technical committees (NOR: RDFF1221624C)</p> <p>Prime Minister circular n°5705/SG of 20 March 2014 on the implementation of a national action plan to prevent psychosocial risks in the three civil services</p> <p>Ministry of State Reform, Decentralization and Civil Administration circular of 20 May 2014 on the implementation of the framework agreement on the prevention of psychosocial risks in state civil service (NOR RDFF1411151C)</p>	<p>Provides for the participation of civil servants, through the intermediary of their delegates to consultative bodies, in the organization and operation of public services, in the development of statutory rules and in the review of individual decisions related to their career, and especially on technical committees on health, safety and working conditions.</p> <p>Sets the remit, composition and modus operandi of the technical committees and committees on health, safety and working conditions, as well as the role of prevention doctors.</p> <p>Institutions are encouraged to establish a prevention plan for psychosocial risks in their services.</p>	

Ministry of State Reform, Decentralization and Civil Administration circular of 10 April 2015 on the dissemination of the legal guide to the application of the provisions of amended decree n° 82-453 of 28 May 1982 on occupational health and safety, as well as medical prevention in civil service (NOR: RDFF1500763C)		
8. Dissemination, exploitation of results All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Articles L. 531-1 to L. 531-16 of the Research Code	Participation of research professors and of researchers in the creation of businesses that promote their research. Provision of research support to an existing business and equity participation in an existing business. Participation on the board of directors or supervisory board of a public limited-liability company.	Communication Action Valorisation of the SATT agreement
Articles L. 123-5, L. 123-6, L. 952-2-1, D. 123-2 to D. 123-7 and R. 711-10 to R. 711-16 of the Education Code	Measures on the commercialization of research and its tools: incubators, stakeholding and creation of subsidiaries by institutions. <i>In terms of public research commercialization at Paris Descartes University, the SATT IDF Innov works closely with the DRV to act as a bridge between the research laboratories in its area and businesses. Its mission is to accelerate technology transfers to innovative businesses. To do so it:</i> <ul style="list-style-type: none"> - detects laboratory inventions - protects inventions (through patent filing, software, know-how) - finances fledgling projects (up to 250 k€), in order to finalize a prototype or proof of concept. 	
Recommendations of 13 June 2001 on the adoption of an intellectual property charter by public institutions of higher education and research, Ministry of Research (technology branch)	Institutions are encouraged to develop and adopt an Intellectual Property Charter or a guide of best practices to promote and protect public research results.	
Articles L. 123-3, D 952-3 and D 952-4 of the Education Code Article L. 112-1, L. 112-4 and L. 411-1 of the Research Code	Specifies the assessment missions of the public service of higher education and public research, of institutions and of employees. Organizes administrations' entrusting of research professors with assessment and advisory missions.	

9. Public engagement <p>Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.</p>		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Articles L.123-2, L. 123-3, L. 123-5, L. 123-6 and L. 952-2 of the Education Code	<p>Note the public service missions of higher education with regard to the dissemination of the results of scientific and technological research, to the development of culture, and to the dissemination of knowledge.</p> <p>Research professors and researchers have complete independence and full freedom of expression in the performance of their teaching duties and research activities, subject to the principles of tolerance and objectivity, in accordance with university traditions and provisions of this code.</p>	<p>Formalisation Action</p> <p>I.9.1 Open Access and Open Data training</p> <p>Communication Action</p> <p>I.9.2 Dissemination of scientific popularization efforts online (scientific popularization section) USPC example: the conversation (http://www.sorbonne-paris-cite.fr/fr/faites-connaître-votre-expertise), festival of ideas (http://www.sorbonne-paris-cite.fr/fr/vie-de-campus/uspc-et-la-cite/appele-participation-festival-des-idees-paris-16-19-novembre-2016) Online thesis portal : http://thesesenligne.parisdescartes.fr/</p>
10. Non discrimination <p>Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.</p>		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Article 6 of the declaration of the rights of man and of the citizen	The Law is the expression of the general will. All citizens have the right to contribute, personally or through their representatives, to its making. It must be the same for all, whether it protects or punishes. All Citizens, being equal in its eyes, are equally eligible to all public dignities, places and employments, according to their capacity and without distinction other than that of their virtues and their talents.	<p>Development Action</p> <p>I.10 The recruitment rate of foreigners still needs to be improved by systematically translating employment offers into English and/or other languages.</p>
<p>Articles 6 to 7, 18 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants</p> <p>Articles 20 bis, 26 bis and 58 bis of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Articles 1 to 5 of law n° 2008-496 of 27 May 2008 including various</p>	<p>Prohibits any discrimination between civil servants based on their political, trade union, philosophical or religious views, sexual orientation or identity, age, surname, health, physical appearance, disability, or actual or imagined ethnic or racial background.</p> <p>Provides for exceptions to the principle of non-discrimination:</p>	

<p>provisions adapting Community law in the area of the anti-discrimination</p> <p>Article 55 of law n° 2012-347 of 12 March 2012 on access to permanent employment and improvement of employment conditions for contract employees in civil service, on anti-discrimination, and including various civil service provisions</p> <p>Articles 1 and 4 of decree n° 2013-908 of 10 October 2013 on procedures for appointing jury and selection committee members for the recruitment and promotion of civil servants in state civil service, local civil service, and hospital public service</p> <p>Charter for the promotion of equality and of the fight against discrimination signed on 17 December 2013 by the Minister of State Reform, Decentralization and Civil Service and the Defender of Rights</p>	<p>-Possibility under certain conditions established in the law of 1983 to maintain age distinctions and limits.</p> <p>-Possibility of separate recruitment systems for women and men under certain conditions.</p> <p>The decree of 2013 provides for a minimum 40% share of each gender on juries and selection committees, and possible exemptions in particular civil servant statutes.</p> <p>Paris Descartes has appointed a Parity Officer and a Disability Officer in addition to an action plan approved by the BD.</p>	
<p>Articles L. 300-1 to L. 311-14, L. 340-1, L. 330-1 to L. 342-3, R. 311-10 to R. 311-15, R. 330-2 to R. 330-4, R. 341-2 to R. 341-17, R. 343-1 to R. 343-12 of the Code on Relations between the Public and the Administration (as of 1 January 2016)</p> <p>Law n° 51-711 of 7 June 1951 on duties, coordination and secrecy with regard to statistics</p> <p>Amended law n° 78-17 of 6 January 1978 on information technology, files and freedoms</p> <p>Law n° 78-753 of 17 July 1978 on various measures to improve relations between the administration and the public, and various administrative, social and tax provisions</p> <p>Decree n° 2005-1755 of 30 December 2005 on open access to administrative documents and reuse of public information in pursuance of law n° 78-753 of 17 July 1978.</p>	<p>This legislation forms the framework governing individual data access and protection, decisions over who can access this data, the various actors and their respective roles.</p> <p>They set the principles of the right to access administrative documents upon a request made to the authorities holding them. They establish communication procedures for administrative documents and the organization and operations of the committee for access to administrative documents.</p>	
<p>Article 71-1 of the Constitution of 4 October 1958</p> <p>Organic law n° 2011-333 of 29 March 2011 on the Defender of Rights</p> <p>Law n° 2011-334 of 29 March 2011 on the Defender of Rights</p> <p>Decree n° 2011-905 of 29 July 2011 on the organization and operation of the Defender of Rights' services</p>	<p>It is possible, under certain conditions, for agents who believe they are victims of discrimination, to seize the Defender of Rights and independent constitutional authority responsible for ensuring respect of rights and freedoms by state administrations and public institutions.</p>	
<p>Articles L. 123-2 and L. 123-6 of the Education Code</p> <p>Article 1, 9 and 9-1 of decree n° 84-431 of 6 June 1984 specifying</p>	<p>Sets out the public service duties of higher education as regards anti-discrimination and gender equality.</p> <p>The decree of 6 June 1984 reiterates</p>	

<p>common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Decree n° 2015-455 of 21 April 2015 specifying exemptions from the forty percent minimum share requirement for each gender in the composition of selection committees for the competitive recruitment of university professors</p>	<p>the principle of non-discrimination between research professors based on gender, and provides for exemptions under certain conditions.</p> <p>Selection committees for the recruitment of research professors must maintain a 40% minimum share of people of each gender. Exemptions to the 40% rule are possible under certain conditions.</p>	
<p>Articles L. 712-3-II and L. 712-6-1-IV of the Education Code</p> <p>Decree n° 2014-780 of 7 July 2014 on the composition of sub-committees of the academic council of universities:</p> <p>Decree n° 2014-336 of 13 March 2014 amending the procedures of the Education Code on the participation of external figures on boards formed within public scientific, cultural and professional institutions</p> <p>Article 16 of decree n° 2013-1310 of 27 December 2013 on conditions for the exercise of the right to vote, the composition of electoral colleges and methods of assimilation and level equivalence for the representation of staff and students on the boards of public scientific, cultural and professional institutions</p>	<p>Application of the principle of gender parity under certain conditions:</p> <ul style="list-style-type: none"> - For sub-committees of a university's academic board on individual issues concerning research professors other than university professors. - For the appointment of external people as members of university boards of directors. - For the constitution of candidate lists for various board elections in the institutions. 	
<p>Disability:</p> <p>Article 6 of law n°83-634 of 13 July 1983 on the rights and duties of civil servants</p> <p>Article 27 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Law n° 2005-102 of 11 February 2005 on the equality of rights and of chances, participation and citizenship of disabled people</p> <p>Decree n° 95-979 of 25 August 1995 on the recruitment of disabled workers in civil service in pursuance of article 27 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Decree n° 2006-501 of 3 May 2006 on the fund for the integration of disabled persons in public sector employment (FIPHFP)</p> <p>Primer Minister circular n° 5265-SG of 23 November 2007 on the professional integration of disabled people in civil service</p> <p>Two Prime Minister circulars: n° 5602/SG of 4 September 2012 and n° 5723/SG of 4 July 2014 on consideration of disability in bills</p>	<p>These laws facilitate disabled people's access to state civil service, through recruitment with one-year contracts; at the end of such contracts employees may become permanent provided they meet certain conditions.</p> <p>The state and its public institutions are required to employ disabled workers (6% of the total) and to annually make financial contributions to the FIPHFP under certain conditions.</p>	

<p>Article L. 712-6-1 III of the Education Code</p> <p>Article 29 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)</p> <p>Multiannual ministerial employability plan for the disabled 2013-2015</p> <p>Partnership agreement between the Ministry of National Education, Higher Education and Research and FIPHFP 2015-2016</p> <p>University-Disability Charter concluded on 4 May 2012 by the ministers of higher education and research, of labour, of employment and health, of solidarity and social cohesion, and the CPU</p>	<p>The Education Code provides for the establishment of multiannual master plans by universities on disability policies, which define objectives pursued to meet the employment requirement.</p> <p>Since September 2014 universities have the ability to recruit disabled workers as contract employees and then grant them tenure as university lecturer under certain conditions, with the contract serving as a traineeship.</p>	
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11. Evaluation/ appraisal systems

Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Articles L. 114-1 à L. 114-3, L. 114-3-1 to L. 114-3-7 of the Research Code</p> <p>Article R.242-1 of the Education Code</p> <p>Decree n° 2014-1365 of 14 November 2014 on the organization and operation of the High Council for Evaluation of Research and Higher Education (HCERES)</p>	<p>Missions, organization and operation of the High Council for Evaluation of Research and Higher Education, an independent administrative authority that replaced the Research and Higher Education Evaluation Agency.</p>	<p>Communication Action</p> <p>I.11 Description of CNU and HCERES evaluation systems in DRV letter and RH letter (internal UPDescartes communication) in order to help them build their professional portfolio</p>
<p>Article L. 952-6 of the Education Code</p> <p>Decree n° 92-70 of 16 January 1992 on the National Council of Universities</p>	<p>Specify the missions of the National Council of Universities for the medical, dental and pharmaceutical disciplines.</p>	
<p>Article L. 952-6 of the Education Code</p> <p>Articles 7 and 18-1 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Decree n° 92-70 of 16 January 1992 on the National Council of Universities</p>	<p>Career tracking is an innovation of decree n° 2014-997 of 2 September 2014, which repealed the research professor evaluation system established in 2009 by decree n° 2009-460 of 23 April 2009.</p> <p>It falls within the competence of the National Council of Universities and is pursued according to defined terms. Institutions take this career tracking into</p>	

Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)	consideration with regard to professional support. Research professors are also evaluated when they apply for a promotion, for PhD and research supervision bonuses, for an accreditation to supervise research, for a qualification or for recruitment as a university professor (selection committee).	
Article 44 of decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff of university hospital centres	Hospital university professors-practitioners and university lecturers-practitioners in medical and pharmaceutical disciplines are required to submit a report on all their activities every four years. These reports are addressed to the director of the training and research unit and to the general director of the university hospital centre.	
National Ethics Charter for research professions signed on 29 January 2015 by the CNRS, Inserm, Inra, Inria, IRD, Cirad, Curie Institute and universities represented by the Conference of university presidents National Expertise Charter of 22 December 2009	These charters reflect major international texts such as the 2005 European Charter for Researchers. Institutions are responsible for their implementation.	

II. Recruitment

12. Recruitment		
Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning of their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Constitutional Court Decision n° 83-165 DC of 20 January 1984, n° 93-322 DC of 30 July 1993, n° 94-355-DC of 10 January 1995, n° 94-358 DC of 26 January 1995 and n° 2010-20/21 QPC of 6 August 2010</p> <p>Article L. 952-6 of the Education Code</p> <p>Articles 9, 9-1 and 9-2, 22 to 31, 42 to 49-3 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR</p>	<p>The guarantees of research professor independence result from a fundamental principle recognized by the laws of the Republic and confirmed by several Constitutional Court decisions.</p> <p>The review of individual recruitment issues involves, in each of the relevant bodies, the representatives of research professors and staff with a position that is at least of equal rank to the one applied for by the interested party.</p> <p>The various competitive examinations for the recruitment of university lecturers take into account the value of candidates' previous professional experience:</p> <ul style="list-style-type: none"> - The second competitive examination is open to secondary teachers meeting certain conditions, and to French school boarders abroad with a PhD; - The third competitive examination is open to associate teachers and to candidates with professional 	<p>Development Actions</p> <p>II.12.1 Development of a handbook on the different types of recruitment for laboratories and divisions</p> <p>II.12.2 Creation of an Employee Charter</p> <p>Formalisation Action</p> <ul style="list-style-type: none"> - Improvement of procedures to manage bonds of interest in selection committees

MENH1509914C)	<p>experience of a certain length.</p> <p>For access to the body of university professors, the second and third competitive examinations are reserved for university lecturers who hold an accreditation to supervise research and demonstrate a period of service under the conditions specified in the decree of 1984. The fourth competitive examination is restricted, under certain conditions, to associate teachers, university lecturers who are members of the University Institute of France, professionals and research directors. A fifth competitive examination now takes into account the value of the transversal missions of MCF, thereby encouraging their return to research (see point 17).</p>	
	<p>Research professor vacancies, recruitment process timelines, and components of the application that the candidate must produce are posted on the applications section of the GALAXY portal, which is accessible from the website of the Ministry for Higher Education:</p> <p>http://www.enseignementsup-recherche.gouv.fr</p> <p>Applications for research professor positions are examined by a selection committee consisting of research professors of a rank that is at least equal to that of the position to be filled. The selection committee interviews candidates selected in the first round. This interview may include a professional simulation (lecture, research presentation seminar).</p> <p>It then ranks all the candidates, providing a reasoned opinion for each one. This reasoned opinion is transmitted to the institution's academic board, which nominates the selected candidate (or list of candidates ranked in order of preference). The president of the institution communicates the name of the selected candidate (or list of selected candidates ranked in order of preference) to the Minister.</p> <p>Finally, the board of directors has the ability to issue an unfavourable reasoned opinion with regard to this same candidate or list of candidates in the event of disagreement over the recruitment being considered.</p>	
<p>Research engineers</p> <p>Article L. 953-1, L. 953-4 L 953-5 of the Education Code</p> <p>Decree n° 85-1534 of 31 December 1985 specifying statutory provisions applicable to engineers and technical and administrative research and training staff of the Ministry for Higher</p>	<p>Research engineers are recruited through external and internal competitive examinations, from a list of suitable candidates or secondment. These latter two recruitment methods are exclusively for civil servants fulfilling statutory conditions of eligibility. The competitive entrance examinations are</p>	

Education	organized by branch of professional activity (B.A.P.) and employment type.	
13. Recruitment (Publication of posts) Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Article L. 952-6 of the Education Code	<p>Research professors are qualified, recruited, assigned and managed by their peers.</p> <p>The review of individual recruitment issues involves, in each of the relevant bodies, the representatives of research professors and staff with a position that is at least of equal rank to the one applied for by the interested party.</p>	<p>Development Action</p> <p>II.13.1 The recruitments and job descriptions are disseminated through Galaxy and EURAXESS.</p> <p>Formalisation Action</p> <p>II.13.2 UPDescartes commits to opening the greatest number of recruitments possible in several host laboratories in order to attract a greater number of good candidacies</p> <p>Development Action</p> <p>II.13.3 Implement a real opening of HU competitive examinations</p>
<p>Qualification of university professors and university lecturers:</p> <p>Articles 22 to 24 and 43 to 45 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Decree n° 92-70 of 16 January 1992 on the National Council of Universities</p> <p>Arrêté du 2 mai 1995 fixant la liste des groupes et des sections ainsi que le nombre des membres de chaque section du Conseil national des universités</p> <p>Ruling of 16 July 2009 on the registration process for university lecturer or university professor qualification</p> <p>Ruling of 16 July 2009 on the registration process for qualification as National Museum of Natural History university lecturer or professor</p>	<p>Council of Universities (CNU) is required.</p> <p>The CNU includes 11 groups, which are in turn divided into 52 sections, each of which corresponds to a discipline. Each section includes two colleges that bring together an equal number of research professor representatives or their equivalents on the one hand, and university lecturers or their equivalents on the other. Two thirds of the members of each section are elected by their peers, and one third is appointed by the Minister of Higher Education. The applications are assessed according to criteria determined by the juries, which are free to select the criteria and their relative importance for the assessment of the applications.</p> <p>Inclusion on a qualification list is valid for four years from 31 December of the year the candidate was listed.</p>	

<p>Ruling of 19 March 2010 establishing the operating procedures for the National Council of Universities</p> <p>Decision of 10 February 2011 on the equivalence grid for the titles, work and functions of research professors mentioned in articles 22 and 43 of decree n°84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)</p>		
<p>Recruitment of university professors and university lecturers</p> <p>Articles 9, 9-1 and 9-2, 22 to 31 and 42 to 49-3 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ruling of 13 February 2015 on the general terms of transfers, secondments and competitive examinations for the recruitment of university professors</p> <p>Ruling of 13 February 2015 on the general terms of transfers, secondments and competitive examinations for the recruitment of university lecturers</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)</p>	<p>Research professor vacancies, recruitment process timelines, and components of the application that the candidate must produce are posted in the applications section of the GALAXY portal, which is accessible from the website of the Ministry for Higher Education:</p> <p>http://www.enseignementsup-recherche.gouv.fr</p>	
<p>Decree n° 2012-156 of 30 January 2012 amending statutory provisions on certain research professor bodies treated as university professors and university lecturers</p>	<p>Staff treated as research professors:</p> <p>The decree of 2012 simplifies recruitment procedures in the specific research professor bodies of major</p>	

<p>Article D. 717-1 of the Education Code</p> <p>Decree n° 86-434 of 12 March 1986 on the status of the body of astronomers and physicists, and the body of adjunct astronomers and adjunct physicists (105 astronomers, 36 physicists, 115 adjunct astronomers, 64 adjunct physicists)</p> <p>Ruling of 15 January 2013 on the general terms of recruitment operations to fill positions for astronomers, physicists, adjunct astronomers and adjunct physicists.</p> <p>Decree n° 50-1370 of 2 November 1950 on the particular status of civil servants at the Central School for Arts and Manufactures (workforce: 18 ECAM professors)</p> <p>Decree n° 53-566 of 15 June 1953 on the adoption of promotion rules for professors from the National Conservatory of Arts and Trades (workforce: 63) Decree n°2001-471 of 31 May 2001 on the recruitment of people without French nationality as CNAM professor</p> <p>Decree n° 2014-838 of 24 July 2014 on the Collège de France (workforce: 45)</p> <p>Decree n°89-709 of 28 September 1989 on the status of the body of directors of studies at the School for Advanced Studies in the Social Sciences (116 directors of studies and 71 EHESS lecturers)</p> <p>Decree n°89-710 of 28 September 1989 on the particular status of the body of directors of studies and the body of lecturers at the Practical School of Advanced Studies, the National School of Charters and the French School of the Far East (138 studies directors and 94 lecturers at EPHE, ENC and EFEO)</p> <p>Decree n° 92-1178 of 2 November 1992 on the status of the body of Museum of Natural History professors and the body of Museum of Natural History lecturers (76 professors and 141 lecturers at MNHN)</p> <p>Ruling of 14 June 2012 on the general terms of recruitment via competitive examinations for certain bodies of research professors treated as university professors and lecturers</p>	<p>institutions and provides for publication of vacancies electronically.</p> <p>Vacancies are posted in the applications section of the GALAXY portal, which is accessible from the website of the Ministry for Higher Education: http://www.enseignementsup-recherche.gouv.fr</p> <p>The order of 4 June 2012 specifies the terms for posting job openings on the GALAXY portal, and for the timetable for the recruitment process of research professors from major institutions (Museum, EPHE, EHESS).</p>	
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<p>Articles L. 952-21 and L. 952-23 of the Education Code</p> <p>Articles 47 and 60 of decree n°84-135 of 24 February 1984 on the status of teaching and hospital staff in university hospital centres</p> <p>Articles 8 and 20 of decree n°90-92 of 24 January 1990 on the status of teaching and hospital staff in dental treatment, teaching and research university hospital centres</p>	<p>Members of the teaching and hospital staff in university hospital centres jointly perform university and hospital duties. Access to their dual function is ensured by common recruitment.</p> <p>Vacancies for university professor-hospital practitioners and university lecturer-hospital practitioners are published in the Official Journal by the Ministers for Higher Education and for Health.</p>	
<p>Research engineers</p> <p>Article L. 953-1, L. 953-4, and L. 953-5 of the Education Code</p> <p>Decree n° 85-1534 of 31 December 1985 specifying statutory provisions applicable to engineers and technical and administrative research and training staff of the Ministry for Higher Education</p>	<p>Research engineers are recruited through external and internal competitive examinations, from a list of suitable candidates or secondment. These latter two recruitment methods are exclusively for civil servants fulfilling statutory conditions of eligibility. The competitive entrance examinations are organized by branch of professional activity (B.A.P.) and employment type.</p>	
<p>Article D. 952-5 of the Education Code</p> <p>Decree n° 88-654 of 7 May 1988 on the recruitment of temporary teaching and research assistants in public institutions of higher education</p>	<p>Specifies recruitment terms for temporary teaching and research assistants (ATER) by public institutions of higher education.</p> <p>Calls for applications can be published on an application called ALTAÏR, which is dedicated to the recruitment of ATER and is made available to institutions in the applications section of the GALAXY portal from the Ministry of Higher Education's website: http://www.enseignementsup-recherche.gouv.fr</p> <p>The ALTAÏR application allows candidates to submit their ATER applications in response to these calls for applications posted on the same application by institutions of higher education.</p>	

14. Selection

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained should be realistic.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Articles L. 952-6-1 and L. 952-15 of the Education Code</p> <p>Articles 9, 9-1 and 9-2 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ministry of Higher Education and Research circular DGRH A1-2 n° 2008-69 of 23 April 2008 on selection</p>	<p>At least half of the members of selection committees formed to recruit research professors must be external to the institution, and committees must include a minimum 40% share of people of each gender.</p> <p>Committees created to recruit university lecturers must include equal shares of university lecturers or their equivalents and university professors or their equivalents.</p> <p>Selection committee members cannot</p>	

<p>committees to recruit research professors</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)</p> <p>Operating guide for higher education selection committees produced by the human resources division of the Ministry of National Education, Higher Education and Research</p> <p>National Ethics Charter for research professions signed on 29 January 2015 by the CNRS, Inserm, Inra, Inria, IRD, Cirad, Curie Institute and universities represented by the Conference of university presidents</p> <p>National Expertise Charter of 22 December 2009</p>	<p>take part in the process if their impartiality is not guaranteed. Thus, candidates' parents, brothers and sisters and friends cannot play a role in their selection committees. A thesis supervisor also cannot have a say on the application of any candidate whose work s/he supervised.</p> <p>Publication of the selection committee's composition should help avoid any dysfunction in this area.</p> <p>These two national charters reflect major international texts such as the 2005 European Charter for Researchers. Institutions are responsible for their implementation</p> <p><i>UPDescartes has already drafted a handbook for presidents and CDS assessors to use. It is disseminated to everyone involved.</i></p> <p><i>Training is also provided every year for selection committee presidents and assessors.</i></p>	
<p>Staff treated as research professors:</p> <p>Decree n° 2012-156 of 30 January 2012 amending statutory provisions on certain research professor bodies treated as university professors and university lecturers</p> <p>Article D. 717-1 of the Education Code</p>	<p>The decree of de 2012 simplifies recruitment procedures in the specific research professor bodies of major institutions and provides for publication of vacancies electronically.</p>	
<p>Decree n° 92-1178 of 2 November 1992 on the status of the body of Museum of Natural History (MNHN) professors and the body of Museum of Natural History lecturers</p> <p>Decree n° 2001-916 of 3 October 2001 on the Museum of Natural History</p> <p>Ruling of 20 February 2012 on recruitment terms for Museum of Natural History professors and Museum of Natural History lecturers</p>	<p>Applications for Museum research professor positions are examined by a selection committee whose composition is made public before the beginning of its deliberations.</p> <p>The recruitment process is specified by the decree of 1992 and the order of 2012.</p>	
<p>Articles 14 to 17 and 27 to 29 of decree n° 86-434 of 12 March 1986 on the status of the body of astronomers and physicists, and the body of adjunct astronomers and adjunct physicists</p> <p>Decree n° 86-433 of 12 March 1986 on the National Council of astronomers and physicists</p>	<p>The National Council of Astronomers and Physicists makes decisions under the conditions stipulated by the decrees of 1986 on individual measures on the recruitment of astronomers and physicists, adjunct astronomers and adjunct physicists.</p>	
<p>Articles 12 and 24 of decree n°89-709 of 28 September 1989 on the status of the body of directors of studies at the School for Advanced Studies in the Social Sciences and of university lecturers at the School for Advanced Studies in the Social Sciences</p>	<p>The directors of studies and university lecturers at the School for Advanced Studies in the Social Sciences are recruited by a selection committee consisting of research professors of a rank that is at least equal to that of the position to be filled.</p>	

Decree n° 85-427 of 12 April 1985 on the School for Advanced Studies in the Social Sciences		
<p>Articles 12 and 24 of decree n°89-710 of 28 September 1989 on the particular status of the body of directors of studies and the body of lecturers at the Practical School of Advanced Studies, the National School of Charters and the French School of the Far East</p> <p>Decree n° 87-832 of 8 October 1987 on the National School of Charters</p> <p>Ruling of 20 July 2005 setting the terms of the election of members of the committee for the recruitment of directors of studies and university lecturers at the French School of the Far East</p>	The directors of studies and university lecturers at the Practical School of Advanced Studies, the National School of Charters and the French School of the Far East are recruited by selection committees consisting of research professors and their equivalents of a rank that is at least equal to that of the position to be filled.	
<p>Article L. 952-16 of the Education Code</p> <p>Decree n° 88-413 of 22 April 1988 on the National Conservatory of Arts and Trades</p> <p>Decree n° 2001-471 of 31 May 2001 on the recruitment of people without French nationality as professor at the National Conservatory of Arts and Trades</p> <p>Article 26 of decree of 22 May 1920 regulating the National Conservatory of Arts and Trades</p>	This legislation specifies the recruitment process for professors at the National Conservatory of Arts and Trades and the composition of recruitment committees for research professors at the National Conservatory of Arts and Trades.	
Article 17 of decree n° 2014-838 of 24 July 2014 on the Collège de France	Clarifies the procedure applicable to the recruitment of Collège de France professors.	
<p>Article 13 of decree n° 50-1370 of 2 November 1950 on the particular status of civil servants from the Central School for Arts and Manufactures</p> <p>Article 30 of decree n° 2014-1679 of 30 December 2014 on the creation of CentraleSupélec</p>	<p>Sets procedures governing the choice of professors for the Central School for Arts and Manufactures (de facto extinction).</p> <p>Civil servants previously assigned to the Central School for Arts and Manufactures are assigned to CentraleSupélec</p>	
15. Transparency Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Article 4 of decree n° 2013-908 of 10 October 2013 on procedures for appointing jury and selection committee members for the recruitment and promotion of civil servants in state civil service, local civil service, and hospital public service	Specifies the terms for posting rules governing the composition of a jury or selection committee.	

<p>Article L. 952-6-1 of the Education Code</p> <p>Articles 9 to 9-3, 22 to 31 and 42 to 49-3 of the decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ruling of 13 February 2015 on the general terms of transfers, secondments and competitive examinations for the recruitment of university professors</p> <p>Ruling of 13 February 2015 on the general terms of transfers, secondments and competitive examinations for the recruitment of university lecturers</p> <p>Ruling of 25 February 2015 determining the number of jobs offered for transfers, secondments and the competitive recruitment of university professors and lecturers through 31 December 2015</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)</p>	<p>Rules on the constitution and operation of selection committees for the recruitment of research professors are statutorily defined.</p> <p>Its members are nominated by the president of the university and appointed by a sub-committee of the academic board.</p> <p>The composition of the selection committee is made public before its proceedings begin.</p> <p>Research professor vacancies, recruitment process timelines, and components of the application that the candidate must produce are posted on the applications section of the GALAXY portal, which is accessible from the website of the Ministry for Higher Education: http://www.enseignementsup-recherche.gouv.fr</p> <p>They are also to be posted on the EURAXESS JOBS website, which is accessible at the following address: http://ec.europa.eu/euraxess</p> <p><i>Rules on the constitution of selection committees have already been specified beyond the regulatory framework.</i></p> <p><i>Every year, UPDescartes's BD votes on the internal criteria for the constitution of committees (see the institution's strengths in the internal analysis)</i></p>	<p>Development Action</p> <p>II.15 Work with USPC on a feedback sheet with strengths and weaknesses to share with candidates who were not selected for interviews</p>
<p>16. Judging merit</p> <p>The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.</p>		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Qualification:</p> <p>Articles 22 to 24 and 43 to 45 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Decree n° 92-70 of 16 January 1992 on the National Council of Universities</p> <p>Ruling of 2 May 1995 determining the list of groups and of sections, as well as the number of members of each section of the National Council of Universities</p>	<p>To be eligible for competitive examinations for the recruitment of research professor, pre-qualification by the National Council of Universities (CNU) is required.</p> <p>The qualification can be waived for candidates meeting certain conditions. Applications are reviewed by the CNU's relevant section(s). Two thirds of the members of each section are elected by their peers, and one third is appointed by the Minister of Higher Education.</p> <p>The CNU sections make recommendations to candidates seeking qualification to help them form and structure their application. These recommendations can be accessed</p>	<p>Development Action</p> <p>II.16 Work on a USPC selection criteria grid</p>

<p>Ruling of 19 March 2010 establishing the operating procedures for the National Council of Universities</p> <p>Ruling of 10 February 2011 on the equivalence grid for the titles, work and functions of research professors mentioned in articles 22 and 43 of decree n°84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p>	<p>through the CNU standing committee's website at: http://www.cpcnu.fr.</p> <p>The Standing Committee of the National Council of Universities (CP-CNU) seeks to promote cooperation between disciplinary fields and to ensure that CNU procedures and criteria take into account all the activities of research professors and the full range of disciplinary fields.</p> <p>Inclusion on a qualification list is valid for four years from 31 December of the year the candidate was listed.</p>	
<p>Constitutional Court Decision n° 83-165 DC of 20 January 1984, n° 93-322 DC of 30 July 1993, n° 94-355-DC of 10 January 1995, n° 94-358 DC of 26 January 1995 and n° 2010-20/21 QPC of 6 August 2010</p> <p>Articles L. 952-6 et L. 952-6-1 du code de l'éducation</p> <p>Articles 9 to 9-3, 26 to 30, 46 to 47 and 49 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)</p> <p>Operating guide for higher education selection committees produced by the Ministry of National Education, Higher Education and Research (DGRH)</p>	<p>The guarantees of research professor independence result from a fundamental principle recognized by the laws of the Republic and confirmed by several Constitutional Court decisions. Research professors are qualified, recruited, assigned and managed by their peers.</p> <p>Applications for research professor positions are reviewed by a selection committee consisting of research professors of a rank that is at least equal to that of the post to be filled.</p> <p>The selection committee interviews candidates selected in the first round, and ranks all the candidates, providing a reasoned opinion for each one. This reasoned opinion is transmitted to the institution's academic board, which nominates the selected candidate (or list of candidates ranked in order of preference). The president of the institution communicates the name of the selected candidate (or list of selected candidates ranked in order of preference) to the Minister.</p> <p>Finally, the board of directors has the ability to issue an unfavourable reasoned opinion with regard to this same candidate or list of candidates in the event of disagreement over the recruitment being considered.</p>	

17. Variations in the chronological order of CVs (Code)

Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Article L. 952-2-1 of the Education Code	Research professor statutes allow them to exercise various duties simultaneously or successively, and allow them to collaborate with public or private laboratories while pursuing their work in institutions of higher education, for a limited and renewable period of time, to develop specific applications.	<p>Communication Action</p> <p>II.17.1 Value sabbatical leave</p> <p>Insist on the importance of atypical paths in the selection criteria</p>

<p>Articles 26 and 46 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)</p>	<p>The research professor statute has established competitive examinations for the recruitment of research professors that are reserved for candidates with various professional experiences of a certain period of time.</p> <p>A new competitive examination mentioned in point 5° of article 46 is reserved for university lecturers and their equivalents who had significant responsibilities in a public scientific, cultural and professional institution for a certain period of time in areas specified in the decree.</p>	<p>Development Action</p> <p>II.17.2 Provide more information on different recruitment processes in the research professor booklet and on the UPDescartes intranet</p>
<p>Article D. 952-1 of the Education Code</p> <p>Decree n° 2009-462 of 23 April 2009 on classification rules for people appointed to the body of research professors in public institutions of higher education and of research attached to the Minister of Higher Education</p> <p>Ministry of Higher Education and Research circular DGRH A1-2 n° 2010-0002 of 22-1-2010 on classification rules for people appointed to the research professor bodies of public institutions of higher education and research (NOR ESRH1002032C)</p>	<p>Under certain conditions, allows for the valorisation of professional experiences acquired by research professors prior to their entry into the career through a better reclassification at a step and grade that is higher than that granted at the beginning of a career, and therefore better remuneration.</p> <p><i>UPDescartes already has a career revaluation process involving the Academic Board</i></p>	
<p>18. Recognition of mobility experience</p> <p>Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.</p>		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Articles 13 bis, 14 and 14 bis of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants</p> <p>Articles 1 to 12 and 14 to 39, 42 to 49 of decree n° 85-986 of 16 September 1985 on the particular regime governing certain state civil service positions, availability, integration and the definitive termination of functions</p> <p>Ministry of the Budget, Public Accounts, and Civil Service circular of 19 November 2009 on implementing rules for law n°2009-972 of 3 August 2009 on mobility and professional careers in civil service (NOR BCFF0926531C)</p>	<p>Mobility, which is a civil servant right, is achieved through secondment, followed (or not) by integration through direct integration or availability under certain terms.</p>	<p>Communication Action</p> <p>II.18.1 Better communicate that experience abroad is valued in the selection criteria, as well as in the criteria for local promotions and CRCT.</p> <p>Development Action</p> <p>II.18.2 Integrate these criteria in the Research Professor Booklet</p>
<p>Decree n° 2008-370 of 18 April 2008 setting conditions for the exercise of</p>	<p>Specifies the individual management terms of state civil servants performing</p>	

functions while in active employment in state administrations	their duties in an administration other than their home administration.	
Article L. 952-1-1 of the Education Code	Stipulates that each public scientific, cultural and professional institution present in its multiannual contract its objectives with regard to the recruitment of university lecturers who did not obtain their university degree from the institution, as well as with regard to the recruitment of university professors who did not work as a university lecturers in the institution immediately before their promotion to this level.	
State Council decision of 23 December 2014, request n° 364138	The board of directors of a university had refused to propose the nomination of a university lecturer assigned to the institution to the position of university professor claiming that such a hiring would have gone against the university's policy and quadriannual contract concluded with the state setting a ceiling of one quarter for internal recruitment. The State Council overturned this decision. It considered that the board of directors should proceed on a case-by-case basis and use this general objective as an indicative one rather than as a mandatory rule.	
Articles 10 to 17, 33, 39, 46-4°d), 51 and 55 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)	Under certain conditions, provides research professors with the opportunity to be delegated and to benefit from a seniority bonus if they gain mobility experience. The decree also establishes procedures for research professor transfers.	
Article D. 952-1 of the Education Code Decree n° 2009-462 of 23 April 2009 on classification rules for people appointed to the research professor bodies of public institutions of higher education and of research attached to the Minister of Higher Education Ministry of Higher Education and Research circular DGRH A1-2 n° 2010-0002 of 22 January 2010 on classification rules for people appointed to the research professor bodies of public institutions of higher education and research (NOR ESRH1002032C)	Under certain conditions, allows for the valorisation of professional experiences acquired by research professors and teaching and hospital staff prior to their entry into the career through a better reclassification at a rank that is higher than that granted at the beginning of a career, and therefore better remuneration. The legislation specifies the conditions for restarting research pursued to prepare for a PhD, recognized as professional experience for university lecturers and their equivalents. Research pursued after obtaining a PhD can also be considered depending on the staff situation.	

	Other activities pursued in the private sector or in the public sector can also be considered under certain conditions specified in the 2009 decree.	
<p>Articles 47, 60, 61 et 61-1 of decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff of university hospital centres</p> <p>Decree n°90-92 of 24 January 1990 on the status of teaching and hospital staff in dental treatment, teaching and research university hospital centres</p> <p>Ruling of 17 September 1987 establishing the recruitment procedure for university professors - hospital practitioners, university lecturers - hospital practitioners, university professors - hospital practitioners in pharmaceutical disciplines and university lecturers - hospital practitioners in pharmaceutical disciplines</p> <p><u>Ruling of 28 September 1987 on the operating procedures of the National Council of Universities for medical, dental and pharmaceutical disciplines</u></p> <p>Ruling of 23 July 2003 on mobility conditions required of candidates taking competitive examinations to become a university professor - hospital practitioner in university hospital centres</p> <p>Ruling of 18 December 2006 on equivalence or waiver of certain degrees required for the recruitment of teaching and hospital staff of university hospital centres and care centres, and of dental teaching and research</p>	<p>University professors - hospital practitioners (PU-PH) are recruited through four competitive examinations that are respectively reserved for: former non-permanent employees who hold an accreditation to supervise research and who meet a mobility requirement, to researchers and former researchers, to hospital practitioners and university lecturers - hospital practitioners with ten years of experience and an accreditation to supervise research.</p> <p>For PU-PH in dentistry, only one competitive examination is open to former university lecturers - hospital practitioners who hold an accreditation to supervise research and meet a mobility requirement.</p> <p>Transfers are approved by ministers responsible for higher education and health based on the recommendation of the training and medical research unit of the institution's medical committee. For employees with less than three years of experience in their position, approval must be granted by the director of the training and research unit and by the general director of their CHU.</p>	
Decree n° 2007-611 of 26 April 2007 on the pursuit of private activities by civil servants or non-permanent employees who temporarily or definitively stepped down from their position, and on the ethics commission.	Employees who temporarily or definitively step down from their position to practice private activity are required to inform the relevant authority as stipulated in the decree of 2007.	
<p>Decree n° 2008-368 of 17 April 2008 introducing a benefit for voluntary leave</p> <p>Decree n° 2008-369 of 17 April 2008 on the creation of a temporary mobility benefit</p>	A benefit for voluntary leave and temporary mobility benefit may be granted to employees meeting certain conditions.	
<p>19. Recognition of qualifications</p> <p>Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.</p>		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required

<p>Articles 26 1° and 46 1° of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Decree n° 92-70 of 16 January 1992 on the National Council of Universities</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)</p>	<p>Required qualification levels and degrees vary depending on the posted position.</p> <p>The first competitive examination for the recruitment of research professors is open to those accredited to supervise research (HDR or equivalent) and included on the university professor qualification list established by the National Council of Universities. .</p> <p>The first competitive examination for the recruitment of university lecturers is open to candidates who hold a PhD or equivalent degree and are qualified by the National Council of Universities.</p>	<p>Development Action</p> <p>II.19 Include in the Research Professor booklet</p>
<p>Decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff of university hospital centres</p> <p>Decree n°90-92 of 24 January 1990 on the status of teaching and hospital staff in care, teaching and research centres at university hospital centres</p> <p>Decree n° 87-31 of 20 January 1987 on the National Council of Universities for medical, dental and pharmaceutical disciplines</p> <p>Ruling of 23 July 2003 on mobility conditions required of candidates taking competitive examinations to become a university professor - hospital practitioner in university hospital centres</p>	<p>French nationals and nationals of EU and European Economic Area member states (other than France) may take competitive examinations to become university professor - hospital practitioner and university lecturer - hospital practitioner.</p> <p>Depending on the type of competitive examination, candidates must justify the exercise of certain functions and hold the degrees stipulated in the regulations, in view of the specificity of the proposed functions.</p>	

20. Seniority (Code)

The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Law n° 2004-391 of 4 May 2004 on lifelong professional development and on social dialogue</p> <p>Law n° 2007-148 of 2 February 2007 on modernizing civil service</p> <p>Decree n° 2007-1470 of 15 October 2007 on lifelong professional development for state civil servants</p> <p>Decree n° 2007-1942 of 26 December 2007 on the professional training of non-permanent state employees and workmen</p>	<p>State civil service employees who would like to pursue training for a professional or personal project can, under certain conditions, be granted a professional development leave.</p>	<p>Development Action</p> <p>II.20 Include in the Research Professor booklet</p>
<p>Article D. 952-1 of the Education Code</p> <p>Decree n° 2009-462 of 23 April 2009 on classification rules for people</p>	<p>Under certain conditions, allows for the valorisation of professional experiences acquired by research professors and teaching and hospital staff prior to their</p>	

appointed to the research professor bodies of public institutions of higher education and research attached to the Minister of Higher Education Ministry of Higher Education and Research circular DGRH A1-2 n° 2010-0002 of 22 January 2010 on classification rules for people appointed to the research professor bodies of public institutions of higher education and research (NOR ESRH1002032C)	entry into the career through a better reclassification at a step and grade that is higher than that granted at the beginning of a career, and therefore better remuneration.	
Article 19 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers. Ruling of 25 February 2003 on conditions for granting leave for research or thematic conversions provided for in article 19 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers	Specifies rules on granting sabbaticals to research professors, and on the length of the sabbaticals, for research or thematic conversions.	
Article 34 of decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff of university hospital centres	Lays down provisions applicable to leave for temporary assignments granted to university professors - hospital practitioners and university lecturers - hospital practitioners.	

21. Postdoctoral appointments (Code)

Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Article L. 412-1 of the Research Code	Provides for the recognition and consideration of the PhD as professional experience in category A recruitment competitions and procedures, and for classification upon entrance in state civil service.	Formalisation Action II.21.1 Define the post-doctoral status Share on the UPDescartes website
Article D. 952-5 of the Education Code <u>Decree n° 88-654 of 7 May 1988 on the recruitment of temporary teaching and research assistants (ATER) in public institutions of higher education</u>	Specifies institutions' ATER recruitment conditions. Calls for applications can be published on an application called ALTAIR, which is dedicated to the recruitment of ATER and is made available to institutions in the applications section of the GALAXY portal from the Ministry of Higher Education's website: http://www.enseignementsup-recherche.gouv.fr	Development Action II.21.2 Improve the recruitment process for ATER (in progress, led by the DRH in conjunction with DPIQ)

	<p>The ALTAÏR application allows candidates to submit their ATER applications in response to these calls for applications posted on the same application by institutions of higher education.</p> <p>The length of ATER contracts is a maximum of one year, extendable once for one year. At the end of their contract, employees recruited as ATER can be recruited with a fixed-term contract under article 4 of law n° 84-16 of 11 January 1984, for no more than 6 years.</p>	
<p>Articles L. 952-1 and D. 952-5 of the Education Code</p> <p>Decree n° 85-733 of 17 July 1985 on university lecturers and associate or visiting university professors</p> <p>Decree n° 91-267 of 6 March 1991 on associate or visiting professors in certain institutions of higher education attached to the Minister of Higher Education</p>	Sets recruitment terms for PhD holders as associate professors.	
Article 4 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service	Provides the state and its public institutions with a framework for the hiring of contract employees.	
Article L. 954-3 of the Education Code	The president of the university may be granted broader responsibilities and competences to recruit, for a specified or unspecified period, contract employees to assume teaching and/or research duties, after consultation with the selection committee.	
<p>Article D. 952-1 of the Education Code</p> <p>Decree n° 2009-462 of 23 April 2009 on classification rules for people appointed to the body of research professors in public institutions of higher education and of research attached to the Minister of Higher Education</p> <p>Ministry of Higher Education and Research circular DGRH A1-2 n° 2010-0002 of 22 January 2010 on classification rules for people appointed to the research professor bodies of public institutions of higher education and research (NOR ESRH1002032C)</p>	<p>Under certain conditions, allows for the valorisation of professional experiences acquired by research professors and teaching and hospital staff prior to their entry into the career through a better reclassification at a rank that is higher than that granted at the beginning of a career, and therefore better remuneration.</p> <p>The legislation specifies the conditions for restarting research pursued to prepare for a PhD, recognized as professional experience for university lecturers and their equivalents.</p> <p>Research pursued after obtaining a PhD can also be considered depending on the staff situation.</p> <p>Other activities pursued in the private sector or in the public sector can also be considered under certain conditions specified in the 2009 decree.</p>	

III. Working conditions and social security

22. Recognition of the profession

All researchers engaged in a research career should be recognized as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Article D. 952-1 of the Education Code Decree n° 2009-462 of 23 April 2009 on classification rules for people appointed to the research professor bodies of public institutions of higher education and research attached to the Minister of Higher Education</p> <p>Ministry of Higher Education and Research circular DGRH A1-2 n° 2010-0002 of 22 January 2010 on classification rules for people appointed to the research professor bodies of public institutions of higher education and research (NOR ESRH1002032C)</p>	<p>Under certain conditions, allows for the valorisation of professional experiences acquired by research professors and teaching and hospital staff prior to their entry into the career through a better reclassification at a step and grade that is higher than that granted at the beginning of a career, and therefore better remuneration.</p> <p>The legislation specifies the conditions for restarting research pursued to prepare for a PhD, recognized as professional experience.</p> <p>Research pursued after obtaining a PhD can also be considered depending on the staff situation.</p> <p>Other activities pursued in the private sector or in the public sector can also be restarted under certain conditions.</p>	<p>Development Action</p> <p>III.22.1 Improve the computerization and tracking of professional experiences</p> <p>III.22.2 Develop a rapporteur guide to</p> <ul style="list-style-type: none"> - Increase transparency on decisions and on criteria. - Establish equivalencies for various trainings - Inform interested parties and boards
<p>Articles L. 412-1 and L. 412-2 of the Research Code</p> <p>Article D. 952-5 of the Education Code Decree n° 2009-464 of 23 April 2009 on PhD student employees in public institutions of higher education and research</p>	<p>In order to facilitate access to training through research the Research Code provides institutions with the opportunity to award specific individual allowances and to enhance them with compensation. Beneficiaries of these allowances have doctoral contracts covered by the legal regime specified in this decree.</p> <p><i>Doctoral contracts awarded by the Ministry are allocated to the Doctoral Schools by the Board of the Doctoral Training Institute.</i> <i>This allocation will now be made by the the College of Doctoral Schools of the Sorbonne Paris Cité COMUE.</i></p>	
<p>Article D. 952-5 of the Education Code Decree n° 88-654 of 7 May 1988 on the recruitment of temporary teaching and research assistants in public institutions of higher education</p> <p>Decree n° 86-83 of 17 January 1986 on general provisions applicable to non-permanent state employees in pursuance of article 7 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Decree n° 91-259 of 7 March 1991 on leave that can be granted to trainee professors from the Minister of National Education to exercise the duties of temporary teaching and research assistant or doctoral student employee</p>	<p>Specifies recruitment terms for temporary teaching and research assistants (ATER) by public institutions of higher education.</p> <p>Calls for applications can be published on an application called ALTAÏR, which is dedicated to the recruitment of ATER and is made available to institutions in the applications section of the GALAXY portal from the Ministry of Higher Education's website: http://www.enseignementsup-recherche.gouv.fr</p> <p>The ALTAÏR application allows candidates to submit their ATER applications in response to these calls for applications posted on the same application by institutions of higher education.</p> <p>The length of ATER contracts is a maximum of one year, and they can be extended once for one year. At the end of their contract, employees recruited as ATER can be recruited with a fixed-term</p>	

	contract under article 4 of law n° 84-16 of 11 January 1984, for no more than 6 years.	
23. Research environment Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Article 23 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants</p> <p>Articles 15 and 16 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Article L. 951-1-1 of the Education Code</p> <p>Decree n° 82-453 of 28 May 1982 on occupational health and safety and medical prevention in civil service</p> <p>Decree n° 2011-184 of 15 February 2011 on technical committees in state administrations and institutions</p> <p>Ministry of State Reform, Decentralization and Civil Administration circular of 31 December 2012 applying decree n° 2011-184 of 15 February 2011 on technical committees in state administrations and institutions. Provisions on the powers and function of technical committees (NOR: RDFF1221624C)</p> <p>Prime Minister circular n°5705/SG of 20 March 2014 on the implementation of a national action plan to prevent psychosocial risks in the three civil services</p> <p>Ministry of State Reform, Decentralization and Civil Administration circular of 20 May 2014 on the implementation of the framework agreement on the prevention of psychosocial risks in state civil service (NOR: RDFF1411151C)</p> <p>Ministry of State Reform, Decentralization and Civil Administration circular of 10 April 2015 on the dissemination of the legal guide to the application of the provisions of amended decree n° 82-453 of 28 May 1982 on occupational health and safety, as well as medical prevention in civil service (NOR: RDFF1500763C)</p>	<p>Provide health and safety conditions to maintain the health and physical integrity of civil servants in the workplace.</p> <p>Employee health and safety are covered by committees on health, safety and working conditions. It is also worth mentioning the role of technical committees and of prevention doctors.</p> <p>Institutions are encouraged to implement a psychosocial risk prevention plan within their services.</p> <p>Newsletter, Specific training, grant development</p>	<p>Formalisation Action</p> <p>III.23.2 Guide to filing claims:</p> <ol style="list-style-type: none"> 1. Technical committee 2. Laboratory prevention assistants 3. Facilities <p>Development Actions</p> <p>III.23.1 Publication of a European project guide to help research professors apply for Horizon 2020 projects</p> <p>III.23.3 Recruit a sufficient number of occupational physicians</p>

24. Working conditions Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, inter alia, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Article 1 of decree n° 2000-815 of 25 August 2000 on the organization and reduction of the workweek in state civil service and in the judiciary	<p>Sets the workweek to thirty-five hours in state public administrative services, or a maximum of 1,607 hours of work per year.</p> <p>Paris Descartes University already has a multiannual disability scheme and ADAP plan in progress. Moreover, disability officers are appointed to the university and its divisions for the staff</p> <p>UPDescartes already grants sabbaticals called DIFR that are internally funded through a reduction in the PEDR rate</p>	<p>Development Actions</p> <p>III.24.1 Teleworking will be addressed in 2016 for all staff in the context of work time planning</p> <p>III.24.2 Priority granted to women returning from maternity leave in the awarding of CRCT, especially DIFR</p> <p>Communication Actions</p> <p>III.24.3 Sabbatical options for PhD students</p>
<p>Articles L. 952-4, L. 954-1 of the Education Code</p> <p>Articles 6 and 7 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ruling of 31 July 2009 approving the national framework for time equivalencies established in application of II of article 7 of amended decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)</p>	<p>Establishes the principle of a periodical review of the allocation of teaching duties and of research activities within the institution, and lays out the terms of this review.</p> <p>Provides for research professors a specific regime of service duties, of service modulation provisions, of schedule equivalence and of statutory discharges.</p>	
<p>Part-time work:</p> <p>Articles 37 to 40 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p>	<p>Permanent civil servants may be authorized, in some circumstances, to perform a service part-time, which can be no less than half time.</p>	

Decree n° 82-624 of 20 July 1982 specifying the terms applying to civil servants from the ordinance n° 82-296 of 31 March 1982 on the performance of duties part-time Decree n° 2002-1072 of 7 August 2002 on annualized part-time work in state civil service.		
Telework: Article 133 of law n° 2012-347 of 12 March 2012 on access to permanent employment and improvement of employment conditions for contract employees in civil service, on anti-discrimination, and including various civil service provisions	Provides the possibility, under certain conditions, for civil servants and public agents to perform their duties while teleworking.	
Nonseparation of spouses: Articles 60 and 62 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service	Under certain conditions, grants priority to assignments for civil servants separated from their spouse or from a PACS (civil union) partner, for disabled civil servants and for those undergoing a career change.	
Articles 33 and 51 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)	Establishes a specific procedure to review transfer applications for research professors seeking to be closer to their spouses. The institution's president or director sets the number of research professor positions that can exclusively be filled through transfers. > Paris Diderot finds that this is at odds with the Charter's quest for transparency and fairness	
Leave: Article 34, 34 bis, 35, 40 bis and 54 of law ° 84-16 of 11 January 1984 on statutory provisions regarding state civil service Decree n° 84-474 of 15 June 1984 on granting state employees leave for union training Decree n° 84-972 of 26 October 1984 on annual leave for state civil servants Decree n° 2002-634 of 29 April 2002 on the creation of time savings accounts in state civil service and the judiciary Decree n° 2015-580 of 28 May 2015 allowing a civil service employee to donate days off to another public employee who is parent to a seriously ill child	Lists the different types of short-term and long-term leaves for civil servants, and opens the possibility, under certain conditions, of opening a time savings account.	
Article 19 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of	Specifies rules on granting leave to research professors, and on the length of the leave, especially sabbaticals for research or thematic conversions	

<p>university professors and the body of university lecturers</p> <p>Ruling of 25 February 2003 on conditions for granting leave for research or thematic conversions provided for in article 19 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ministry of Higher Education and Research circular DGRH A1-2 n° 2010-0002 of 22 January 2010 on classification rules for people appointed to the research professor bodies of public institutions of higher education and research (NOR ESRH1002032C)</p>		
<p>Articles 33 and 34 of decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff of university hospital centres</p>	<p>Regulates the leave arrangements of university professors - hospital practitioners and university lecturers - hospital practitioners, particularly leave for temporary assignments.</p>	

25. Stability and permanence of employment

Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Articles 4 and 6 bis of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Decree n° 86-83 of 17 January 1986 on general provisions applicable to non-permanent state employees in pursuance of article 7 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p>	<p>Specifies for the state and its public institutions the terms and length of use of contract employees.</p>	<p>Development Action</p> <p>III.25.1 Contract monitoring option. For example, stocktaking one year before the contract ends</p> <p>III.25.2 A working group has formed to define a recruitment policy for contract staff. It will focus on the following issues: the type of recruitment (reflection on the type of the need: permanent/contract etc.), the length of the contract (new recruitment and renewal, analysis of seniority) and remuneration.</p>
<p>Sauvadet law n° 2012-347 of 12 March 2012 on access to permanent employment and improvement of employment conditions for contract employees in civil service, on anti-discrimination, and including various civil service provisions</p> <p>Decree n° 2012-631 of 3 May 2012 on candidates' eligibility for recruitment reserved for access to the body of category A, B and C state civil servants and setting the general conditions governing the organization of such recruitment under law n° 2012-347 of 12 March 2012</p> <p>Decree n° 2012-1513 of 28 December 2012 on the opening of recruitment</p>	<p>In order to improve the stability of employment conditions for researchers, the law of 12 March 2012 established procedures to fight against insecurity for contract employees meeting certain conditions.</p> <p>Access to the body of state civil servants, which has particular statutes providing for external recruitment, may be opened through restricted recruitment methods valuing professional achievements over a period of four years from 13 March 2012.</p> <p>Rules for the organization of restricted recruitment, the nature of the tests, the organization and composition of the jury,</p>	

<p>reserved for access to certain bodies of civil servants attached to the Minister of National Education under law n° 2012-347 of 12 March 2012</p> <p>Decree n° 2013-485 of 10 June 2013 on the opening of recruitment reserved for access to certain bodies of state civil servants attached to the Minister of Higher Education and Research</p> <p>Ruling of 9 January 2013 specifying the nature of the tests and the general rules for organizing restricted competitive examinations for access to certain bodies of category A state civil servants pursuant to article 7 of decree n° 2012-631 of 3 May 2012</p>	<p>and the number of positions open to this type restricted recruitment are specified by the decree.</p> <p>Furthermore, as of the date of publication of the law, contract employees of the state or one of its public institutions must be offered the ability to change their contract into a permanent contract.</p>	
<p>Ruling of 11 June 2013 specifying general organizational rules, the composition of juries and the nature of recruitment events for access to certain bodies of engineers or of technical research and training staff</p> <p>Directorate-General for Administration and Civil Service circular of 26 July 2012 on the implementation of a procedure for accessing permanent employment in state civil service provided for in article 1 of law n° 2012-347 of 12 March 2012 on access to permanent employment and improvement of employment conditions for contract employees in civil service, on anti-discrimination, and including various civil service provisions (NOR: RDFF1228702C)</p>	<p>Specifies the procedures for organizing restricted professional recruitment exams for the body of engineers and technical research and training staff.</p>	
<p>Article L. 954-3 of the Education Code</p>	<p>University presidents with broader responsibilities and competences may recruit, for a specified or unspecified period, contract employees to assume teaching and/or research duties, after consultation with the selection committee.</p>	

26. Funding and salaries

Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Articles 4, 20 and 21 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants</p> <p>Article 1 of decree n° 48-1108 of 10 July 1948 on the hierarchical classification of the ranks and jobs of state employees with regard to the general pension scheme</p>	<p>Civil servants are entitled to remuneration for services rendered including salary, a residence allowance, a family income supplement and allowances established by legislative or regulatory provisions, in addition to mandatory family benefits.</p> <p>Civil servants' base salary periodically increases as they move up the ladder of their rank: each rung corresponds to an</p>	<p>Development Action</p> <p>III.26 Creation of employee salary guidelines See GT contract staff: salary guidelines will be created to even out compensation levels.</p>

<p>Article 2 of decree n° 85-730 of 17 July 1985 on the remuneration of state and local civil servants, respectively governed by laws n° 84-16 of 11 January 1984 and n° 84-53 of 26 January 1984</p> <p>Article 2 of decree n°85-1148 of 24 October 1985 on the remuneration of civilian and military state employees, local staff and public hospital staff</p>	<p>index that determines the level of base salary.</p> <p>Civil servants are covered by special pension and social security schemes. They are entitled to annual leave, and medical, maternity and parental leave, as well as leave for professional training, for validation of prior experience, for skill assessments, and for union training.</p> <p>The salary scale applicable to the body of state civil servants is set by decree.</p> <p>No compensation without text: civil servants cannot receive any compensation that is not established by a law or decree.</p>	
<p>Article L. 954-2 of the Education Code</p>	<p>For universities enjoying broader responsibilities and competences, stipulates the following:</p> <ul style="list-style-type: none"> - Presidents are responsible for granting bonuses to staff assigned to the institution, in accordance with general rules defined by the board of directors. - The possibility of creating incentive schemes under certain conditions. 	
<p>Decree n° 2013-305 of 10 April 2013 on the salary scale applicable to the body of research professors and their equivalents, and to some higher education staff members</p>	<p>These decrees determine the salary scale of university professors, university lecturers and their equivalents.</p>	
<p>Article L. 952-23 of the Education Code</p> <p>Articles 38 of decree n°84-135 of 24 February 1984 on the status of teaching and hospital staff in university hospital centres</p> <p>Decree n° 2013-305 of 10 April 2013 on the salary scale applicable to the body of research professors and their equivalents, and to some higher education staff members</p> <p>Ruling of 12 July 2010 on salaries, remunerations and allowances for medical staff working full-time or part-time in public health institutions</p>	<p>Sets the rules governing remuneration at universities (ladder index) and hospitals (hospital salaries) of teaching and hospital staff in university hospital centres.</p>	
<p>Article D. 952-1 of the Education Code</p> <p>Decree n° 2009-462 of 23 April 2009 on classification rules for people appointed to the body of research professors in public institutions of higher education and research attached to the Minister of Higher Education</p> <p>Ministry of Higher Education and Research circular DGRH A1-2 n° 2010-0002 of 22-1-2010 on classification rules for people appointed to the research professor bodies of public institutions of higher education and research (NOR ESRH1002032C)</p>	<p>Under certain conditions, allows for the valorisation of all or some of the prior professional experiences acquired by research professors, their equivalents and teaching and hospital staff through their reclassification at a step of the grade and body that is higher than that granted at the beginning of a career, thereby offering them better remuneration.</p> <p>Research conducted before and after obtaining a PhD and certain activities pursued in the private or public sector can also be resumed under certain conditions specified in the decree.</p>	
<p>Decree n° 89-775 of 23 October 1989 on the research and higher education bonus for employees in higher education attached to the Minister of Higher Education</p>	<p>The bonus is awarded to research professors and staff of an equivalent rank who contribute to the creation and transmission of knowledge, and to research development.</p>	

Decree n° 90-50 of 12 January 1990 establishing an administrative bonus and administrative responsibility bonus for certain higher education staff members	The administrative bonus is awarded to presidents and directors of public institutions of higher education, and to directors of certain sections. The administrative responsibility bonus can be awarded to research professors and their equivalents shouldering certain administrative responsibilities.	
Decree n° 99-855 of 4 October 1999 establishing a bonus for pedagogical responsibilities in institutions of higher education attached to the Minister of Higher Education Ruling of 4 October 1999 establishing the list of higher education staff that may benefit from the pedagogical responsibility bonus introduced by the decree n° 99-855 of 4 October 1999 Ruling of 3 December 2010 (overtime rate)	This bonus may be granted to research professors and their equivalents who hold specific pedagogical responsibilities under certain conditions.	
Decree n° 2009-851 of 8 July 2009 on doctoral and research supervision bonuses granted to certain higher education and research staff members Ruling of 30 November 2009 (bonus rate) Ruling of 20 January 2010	Bonus that can be granted under certain conditions to research professors and researchers pursuing high-level research activity, making an exceptional contribution to research, or recipients of national or international research awards.	
Decree n° 86-1170 of 30 October establishing the scheme for participation in scientific research for engineers and technical staff of the Ministry of National Education	The bonus for participation in scientific research can be granted to research engineers under certain conditions.	
Decree n° 71-715 of 2 September 1971 on certain remuneration arrangements for teaching staff employed in an institution of higher education	Still in effect, it sets remuneration rules for: - teachers in institutions of higher education appointed to a second teaching or other full-time job for which they are remunerated by the state or one of its public institutions; - employees working for the state, a local community, and their public institutions combining their job with a teaching job in an institution of higher education.	
Decree n° 83-1175 of 23 December 1983 on compensation for complementary teaching provided in public scientific and cultural institutions and other institutions of higher education attached to the Minister of National Education	The courses, tutorials and practical sessions offered by external people responsible for providing complementary teaching in institutions of higher education are currently compensated according to the rates set by the decree.	
Decree n° 2007-772 of 10 May 2007 on the remuneration of associate or visiting teaching staff in institutions of higher education and research attached to the Minister of Higher Education Ruling of 10 May 2007	Remuneration rules for associate and visiting professors.	
Article L. 951-1 of the Education Code	Provides for the establishment by each institution of a social action plan for all staff members.	

Articles 34, 34 bis, 35, 40 bis and 54 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service	Lists short-term and long-term leaves for civil servants.	
Articles L. 712-1, D. 712-11 and following of the Social Security Code	In the event of illness, maternity, disability and death, active civil servants subject to the general statute and their families are entitled to services at least equal to those granted by legislation covering the general social security system. They access social security funds through the administration.	
Article 22 bis-II of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants Article 7 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service Decree n° 86-83 of 17 January 1986 on general provisions applicable to non-permanent state employees in pursuance of article 7 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service	For contract employees of the state and its public institutions, sets out social protection rules in the event of illness, maternity, disability, death, work accidents and occupational diseases, under certain conditions. Specifies the terms for determining contract employee remuneration.	
27. Gender balance Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Articles L. 123-2 and L. 123-6 of the Education Code	Affirm the public service duties of higher education in terms of anti-discrimination and gender equality. <i>At Paris Descartes University many of the actions are currently being led by parity officers in particular.</i>	
Articles 6 and 6 bis of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants Articles 20 bis, 26 bis and 58 bis of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service Article 55 of law n° 2012-347 of 12 March 2012 on access to permanent employment and improvement of employment conditions for contract employees in civil service, on anti-discrimination, and including various civil service provisions Articles 1 and 4 of decree n° 2013-908 of 10 October 2013 on procedures for appointing jury and selection committee members for the recruitment and promotion of civil servants in state civil service, local civil service, and hospital public service	Prohibits any discrimination between civil servants based on their political, trade union, philosophical or religious views, sexual orientation or identity, age, surname, health, physical appearance, disability, or actual or imagined ethnic or racial background. Provides for exceptions to the principle of non-discrimination: -Possibility under certain conditions established in the law of 1983 to maintain age distinctions and limits. -Possibility of separate recruitment systems for women and men under certain conditions. Ensure a minimum 40% share of each gender on juries and selection committees, and possible exemptions in particular civil servant statutes.	

<p>Article 1, 9 and 9-1 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Decree n° 2015-455 of 21 April 2015 setting exemption clauses to the requirement that selection committees for the competitive recruitment of university professors include a minimum forty percent share of each gender</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)</p>	<p>Reiterates the principle of non-discrimination between research professors based on gender, and provides for exemptions under certain conditions, in order to achieve gender balance in these bodies.</p> <p>Selection committees for the recruitment of research professors must maintain a 40% minimum share of people of each gender.</p> <p>The decree of 2015 includes the National Council of Universities' list of disciplines allowing an exemption to the rule that selection committees must maintain a 40% minimum share of people of each gender, and specifies the minimum share allowed under the exemption.</p>	
<p>Articles L. 712-3-II and L. 712-6-1-IV of the Education Code</p> <p>Decree n° 2014-780 of 7 July 2014 on the composition of sub-committees of university academic boards</p> <p>Decree n° 2014-336 of 13 March 2014 amending the procedures of the Education Code on the participation of external figures on boards formed within public scientific, cultural and professional institutions</p> <p>Article 16 of decree n° 2013-1310 of 27 December 2013 on conditions for the exercise of the right to vote, the composition of electoral colleges and methods of assimilation and level equivalence for the representation of staff and students on the boards of public scientific, cultural and professional institutions</p>	<p>Application of the principle of gender parity under certain conditions:</p> <ul style="list-style-type: none"> - For sub-committees of a university's academic board on individual issues concerning research professors other than university professors. - For the appointment of external people as members of university boards of directors. - For the constitution of candidate lists for various board elections in the institutions. 	

28. Career development

Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Articles 18-1 and 19 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ruling of 25 February 2003 on conditions for granting leave for research or thematic conversions</p>	<p>Stipulates that career tracking of research professors is within the remit of the National Council of Universities. It is achieved and considered in accordance with certain terms.</p> <p>Specifies rules on granting sabbaticals to research professors, and on the length of the sabbaticals, for research or thematic conversions.</p>	<p>Development Action</p> <p>III.28 Creation of a research professor booklet and guidance service.</p>

provided for in article 19 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)		
Article 34 of decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff of university hospital centres	Lays down provisions applicable to leave for temporary assignments granted to university professors - hospital practitioners and university lecturers - hospital practitioners.	
Decree n° 86-83 of 17 January 1986 on general provisions applicable to non-permanent state employees in pursuance of article 7 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service	Contract employees are offered a professional interview each year that yields a review. Their remuneration is reassessed in some circumstances.	
29. Value of mobility Employers and/or funders must recognize the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required

Articles 13 bis, 14, 14 bis and 24 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants Articles 32, 41 to 43, 45 to 52 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service Articles 1 to 12 and 14 to 39 of decree n° 85-986 of 16 September 1985 on the particular regime governing certain state civil service positions	Defines the legal regime and implementation terms for the provision, secondment, direct integration and availability of state civil servants.	Development Action III.29.1 Assistance to host foreign research professors III.29 Incentivize mobility by taking it into account for research professor promotions, especially for changes of grade Criterion for selection committee recruitment
Articles 10 to 14, 15 to 17, 39, 46 4° and 55 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions	Stipulates measures promoting research professor mobility: delegation, seniority bonuses. It also includes a competitive examination reserved for second-class research directors for nominations to become 1 st class university professors and good opportunities for the secondment of researchers in the body of research professors.	

applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)		
<p>Article D. 952-1 du code de l'éducation</p> <p>Decree n° 2009-462 of 23 April 2009 on classification rules for people appointed to the body of research professors in public institutions of higher education and of research attached to the Minister of Higher Education</p> <p>Ministry of Higher Education and Research circular DGRH A1-2 n° 2010-0002 of 22 January 2010 on classification rules for people appointed to the research professor bodies of public institutions of higher education and research (NOR ESRH1002032C)</p>	<p>Under certain conditions, allows for the valorisation of professional experiences acquired by research professors and teaching and hospital staff prior to their entry into the career through a better reclassification at a rank that is higher than that granted at the beginning of a career, and therefore better remuneration.</p> <p>The legislation specifies the conditions for restarting research pursued to prepare for a PhD, recognized as professional experience for university lecturers and their equivalents.</p> <p>Research pursued after obtaining a PhD can also be considered depending on the staff situation.</p> <p>Other activities pursued in the private sector or in the public sector can also be considered under certain conditions specified in the 2009 decree.</p>	
<p>Decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff of university hospital centres</p> <p>Decree n°90-92 of 24 January 1990 on the status of teaching and hospital staff in dental treatment, teaching and research university hospital centres</p>	<p>These decrees stipulate that permanent teaching and hospital staff may be seconded, laid off, delegated, temporarily assigned and be made available.</p>	
<p>Decree n° 2007-611 of 26 April 2007 on the pursuit of private activities by civil servants or non-permanent employees who temporarily or definitively stepped down from their position, and on the ethics commission.</p>	<p>Employees who temporarily or definitively step down from their position to practice private activity are required to inform the relevant authority as stipulated in the decree of 2007.</p>	
<p>Article 33-1, 33-2 and 33-3 of decree n° 86-83 of 17 January 1986 on general provisions applicable to state contract employees in pursuance of article 7 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Decree n° 2014-364 of 21 March 2014 amending decree n° 86-83 of 17 January 1986 on general provisions applicable to non-permanent state employees in pursuance of article 7 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p>	<p>Contract agents meeting certain conditions can be granted availability, mobility leave or unpaid leave to prepare for a civil service competitive examination.</p> <p>In order to promote contract employee mobility, the decree of 2014 established a "portability" of rights linked to seniority (rights to take leave, receive training, pay increases, seniority conditions to pass internal competitive examinations, calculation of severance pay).</p>	
<p>30. Access to career advice</p> <p>Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Law n° 2004-391 of 4 May 2004 on lifelong professional development and on social dialogue</p> <p>Law n° 2007-148 of 2 February 2007 on modernizing civil service</p> <p>Decree n° 2007-1470 of 15 October 2007 on lifelong career development for state civil servants</p> <p>Decree n° 2007-1942 of 26 December 2007 on the professional training of non-permanent state employees and workers</p> <p>Ruling of 31 July 2009 on the skills assessment of state employees</p>	<p>Under certain conditions, state civil service employees may be granted leave for professional training and leave for a skill assessment.</p>	<p>Formalisation Action</p> <p>Process led by the vice president of the Research Committee of the Academic Board for laboratory changes</p> <p>Information on the right to take leave for professional training</p> <p>Development Action</p> <p>III.30 Creation and dissemination of the research professor booklet</p>
<p>Article 18-1 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)</p>	<p>Career tracking of research professors is within the remit of the National Council of Universities. It is achieved and considered in accordance with certain terms.</p>	
<p>31. Intellectual Property Rights</p> <p>Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.</p>		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Article L. 952-2 of the Education Code</p> <p>Articles L. 111-1, L. 113-2, L. 113.5, L. 122-4, L. 611-1 and following of the Intellectual Property Code</p>	<p>The Intellectual Property Code provides a framework for laws applicable to authors' use of their work and to industrial property rights.</p> <p><i>UPDescartes has established a BD-approved incentive bonus on know-how and patents</i></p>	<p>Communication Action</p> <p>Raise awareness about the system on the website and research professor booklet</p>
<p>Decree n° 96-858 of 2 October 1996 on profit-sharing for certain state civil servants, employees and public institutions directly involved in creating software, creating or discovering a plant variety, or in profitable work</p> <p>Decree n° 2005-1217 of 26 September 2005 on incentive bonuses and invention patent bonuses granted to certain state civil</p>	<p>This legislation establishes various profit-sharing arrangements that civil servants and public agents may use under certain conditions as inventors, as participants in certain research operations, in software creation, or in profitable work, and as creators or discoverers of a plant variety.</p> <p><i>Research valorisation is one of Paris Descartes University's primary</i></p>	

servants, employees and public institutions as inventors, modifying the Intellectual Property Code (article R. 611-14-1) Decree n° 2010-619 of 7 June 2010 establishing profit-sharing mechanisms for the staff of certain public institutions under the Ministry of Higher Education and Research for services rendered while participating in scientific research or the provision of services	concerns. Its Directorate for Research and Valorisation is at the interface of research laboratories and the socioeconomic fabric, helping teams protect their findings; develop, negotiate and manage relations with public and industrial partners; and create businesses in conjunction with the Paris Biotech Health incubator. In order to stimulate the economic maturation of the most promising research projects, the university has, since January 1st 2012, been working closely with the Île-de-France Innov SATT.	
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32. Co-authorship

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc, or to publish their own research results independently from their supervisor(s).

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Articles L. 113-2, L. 113-3, L. 613-29 to L. 613-32 of the Intellectual Property Code	The Intellectual Property Code creates a particular legal framework for literary and artistic property for co-authors or works, and determines <i>the applicable legal regime for jointly owned patents</i> .	Formalisation Action III.32 Dissemination of the charters
National Ethics Charter for research professions signed on 29 January 2015 by the CNRS, Inserm, Inra, Inria, IRD, Cirad, Curie Institute and universities represented by the Conference of university presidents National Expertise Charter of 22 December 2009	These charters reflect major international texts such as the 2005 European Charter for Researchers. Institutions are responsible for their implementation.	

33. Teaching

Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Articles 7, 40-2 to 40-5 and 58-1 to 58-4 decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May	Determines the teaching service of research professors (annual reference period, possibility to adjust the teaching service so that young research professors can spend more time on their research) This decree provides opportunities for researchers to be seconded, and then integrated into the body of research professors under certain conditions.	Development Action III.33 Communicate these opportunities during recruitment and over the course of a career in the researcher booklet

2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)	<p>(cannot be implemented according to P7)</p> <p>UPDescartes offers all new hires a release from teaching duties for their first year, and then offers partial release options (called DIFR) in the event of a need to prepare for a European project.</p> <p>UPDescartes also offers hours off for pedagogical training purposes</p>	
Decree n° 71-715 of 2 September 1971 on certain remuneration arrangements for teaching staff employed in an institution of higher education	<p>Still in effect, it sets remuneration rules for researchers who combine their job with a teaching job in an institution of higher education.</p> <p>The human resources department produced a handbook on the management of overtime, teaching shifts, service benchmarks, and ancillary activities.</p>	
<p>Article D. 952-5 of the Education Code</p> <p>Decree n° 85-733 of 17 July 1985 on the recruitment of associate or visiting university lecturers and university professors</p> <p>Decree n°91-267 of 6 March 1991 on associate or visiting professors in certain institutions of higher education attached to the Minister of Higher Education</p> <p>Decree n° 91-966 of 20 September 1991 on associated personnel at university hospital centres in medical and dental disciplines.</p> <p>Decree n° 93-128 of 27 January 1993 on guest staff in medical and dental disciplines</p>	<p>Establishes provisions on associate and visiting professors recruited in public institutions of higher education to exercise teaching and research duties.</p>	
<p>Decree n° 87-889 of 29 October 1987 on recruitment and employment conditions for part-time workers in higher education</p> <p>Decree n° 86-555 of 14 March 1986 on teaching fellows and lecturers in medical and dental disciplines</p> <p>Decree n° 83-1175 of 23 December 1983 on compensation for complementary teaching provided in public scientific and cultural institutions and other institutions of higher education attached to the Minister of National Education</p> <p>Ruling of 3 December 2010 (overtime rate)</p>	<p>Public institutions of higher education may deploy researchers in teaching activities:</p> <ol style="list-style-type: none"> 1) As contractor teachers to cover teaching duties in all disciplines except for medical and dental disciplines. 2) As teaching fellow or lecturer in medical and dental disciplines <p>These contributors are remunerated for their part-time work through compensation for complementary teaching.</p>	
<p>Decree n° 89-775 of 23 October 1989 on the research and higher education bonus for higher education staff attached to the Ministry of Higher Education</p> <p>2 rulings of 23 October 1989 establishing, respectively, the list of higher education staff eligible for the</p>	<p>The bonus is awarded to staff members who contribute to the creation and transmission of knowledge, and to research development.</p>	

research and the amount of individual allocations of this bonus		
Decree n° 99-855 of 4 October 1999 establishing a bonus for pedagogical responsibilities in institutions of higher education attached to the Minister of Higher Education Ruling of 4 October 1999 establishing the list of higher education staff that may benefit from the pedagogical responsibility bonus introduced by the decree n° 99-855 of 4 October 1999 Ruling of 3 December 2010 (overtime rate)	This bonus may be granted to research professors and their equivalents who hold specific pedagogical responsibilities under certain conditions.	
Decree n° 2001-935 of 11 October 2001 establishing a pedagogical mobility bonus for researchers in higher education Ruling of 11 October 2001 establishing the rate of the pedagogical mobility bonus for researchers in higher education	This bonus is granted to research directors and research officers engaged in mobility	
Decree n° 2003-1009 of 16 October 2003 on shifts that may be allocated to staff performing ancillary activities in certain public institutions of higher education Ruling of 16 October 2003 establishing the number of shifts allocated to staff performing ancillary activities in certain public institutions of higher education	Option of remunerating agents performing ancillary activities in the form of shifts under certain conditions stipulated in the decree.	
Decree n° 2009-851 of 8 July 2009 on doctoral and research supervision bonuses granted to certain higher education and research staff members Ruling of 30 November setting the bonus amount Ruling of 20 January 2010 establishing the list of scientific distinctions qualifying for a bonus	Bonus that can be granted under certain conditions to research professors or staff of an equivalent rank pursuing high-level research activity, making an exceptional contribution to research, or recipients of national or international research awards.	
Decree n° 2010-235 of 5 March 2010 on the remuneration of public employees participating in training and recruitment activities as an ancillary activity Ruling of 7 May 2012 setting the remuneration of lecturers participating, as an ancillary activity, in the recruitment of public employees attached to the ministers of national education and of higher education Ruling of 9 August 2012 setting the remuneration of lecturers participating, as an ancillary activity, in training and jury activities attached to the minister of higher education	Option of remunerating lecturers participating in training activities as an ancillary activity. See above, HCVE handbook	

34. Complaints/ appeals

Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide

all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Articles 6, 6 bis, 6 ter, 6 quinquies, 11 a d 11 bis of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants	Grants civil servants and non-permanent public employees legal protection provided by the public body of employment on the date of the events in question, under certain conditions. No recruitment or career measure may be taken with regard to a civil servant that takes into account the fact that s/he appealed to a superior or took legal action aiming to uphold freedom of expression and the principle of non-discrimination. <i>Paris Descartes University appointed a mediator in 2015, article 78 of the internal regulation and article 19 of the university's statutes.</i> <i>UPDescartes also has a committee for the "professional situations of PhD students", article 61 of Paris Descartes' internal regulation.</i>	
Articles L. 712-6-2, L. 952-7 to L. 952-9, L. 952-22, R. 712-9 to R. 712-46 of the Education Code Decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff of university hospital centres Decree n° 86-1053 of 18 September 1986 laying down procedural rules before the disciplinary court established by article L. 952-22 of the Education Code for teaching and hospital staff members	The Education Code lays out the principles and terms for the exercise of disciplinary power, and the suggested penalties for research professors and professors. Since 2015, the adjudication of a case can be transferred to the disciplinary section of another institution under certain conditions. Teaching and hospital staffs of university hospital centres are attached to a national disciplinary jurisdiction and subject to specific sanctions.	
Article 19 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants Articles 66 et 67 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service Decree n°82-451 of 28 May 1982 on joint administrative committees Decree n°84-961 of 25 October 1984 on the disciplinary procedure for state civil servants	ITRF staff is covered by the common law disciplinary regime applicable to state civil servants; the institution's general director imposes disciplinary sanctions after consultation with the relevant joint administrative committee.	
Articles 1-2, 43-1 to 44 of decree n° 86-83 of 17 January 1986 on general procedures applicable to state contract employees in pursuance of article 7 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service	Specifies the common law regime and disciplinary sanctions for contract employees of the state and of its public institutions.	
Common law and/or litigious administrative appeal	Informal and/or hierarchical appeal and provisions of the Administrative Justice Code.	

35. Participation in decision-making bodies

Employers and/or funders of researchers should recognize it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Constitutional Court Decision n° 83-165 DC of 20 January 1984, n° 93-322 DC of 30 July 1993, n° 94-355-DC of 10 January 1995, n° 94-358 DC of 26 January 1995 and n° 2010-20/21 QPC of 6 August 2010</p> <p>Articles L. 719-1, L. 719-2 and L. 952-6 of the Education Code</p>	<p>The guarantees of research professor independence result from a fundamental principle recognized by the laws of the Republic and confirmed by several Constitutional Court decisions.</p> <p>Professors and other research professors must have proper and genuine representation on the boards of the university community, requiring the constitution of distinct electoral colleges to elect their representatives.</p>	<p>Communication Action</p> <p>Disseminate the university's Internal Regulation in the laboratories</p>
<p>Article 3 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p>	<p>Research professors contribute to institutions' community life and participate on boards and in bodies stipulated in the Education Code and Research Code or in the statutes of the institutions.</p>	
<p>Articles L. 711-1, L. 712-1, L. 952-6, L. 952-6-1, L. 952-24, L. 953-7, D. 719-4, D. 719-5, D. 719-6 and D. 719-6-1 of the Education Code</p> <p>Article L. 411-3 of the Research Code</p> <p>Decree n° 92-70 of 16 January 1992 on the National Council of Universities</p>	<p>Researchers in research organizations, researchers, and contract employees meeting certain conditions are deemed equivalent to professors and research professors with regard to participation on various boards and in institutional bodies. Research engineers from research organizations are considered equivalent to engineering, administrative, technical and library staff appointed to the institution.</p> <p>Researchers and research engineers meeting certain conditions may vote and be eligible for various electoral colleges formed to elect members of central boards and of departmental boards of public scientific, cultural and professional institutions.</p> <p>Under certain conditions, researchers working in research institutions and bodies may vote and be eligible for the National Council of Universities and be appointed members of selection committees to recruit research professors.</p>	
<p>Articles 9 and 23 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants</p> <p>Articles 15 and 16 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Article L. 951-1-1 of the Education Code</p> <p>Decree n° 82-453 of 28 May 1982 on occupational health and safety and medical prevention in civil service</p>	<p>Specify the remit, organizational rules and modus operandi of the technical committees and committees on health, safety and working conditions in public state institutions.</p>	

<p>Decree n° 2011-184 of 15 February 2011 on technical committees in state administrations and institutions</p> <p>Decree n° 2014-1092 of 26 September 2014 on the creation of technical committees attached to the Minister of National Education, Higher Education and Research</p> <p>Decree n° 2014-1560 of 22 December 2014 on the creation of committees on health, safety and working conditions attached to the Minister of National Education, Higher Education and Research</p> <p>Ministry of State Reform, Decentralization and Civil Administration circular of 31 December 2012 applying decree n° 2011-184 of 15 February 2011 on technical committees in state administrations and institutions. Provisions on the powers and function of technical committees (NOR: RDFF1221624C)</p> <p>Prime Minister circular n°5705/SG of 20 March 2014 on the implementation of a national action plan to prevent psychosocial risks in the three civil services</p> <p>Ministry of State Reform, Decentralization and Civil Administration circular of 20 May 2014 on the implementation of the framework agreement on the prevention of psychosocial risks in state civil service (NOR: RDFF1411151C)</p> <p>Ministry of State Reform, Decentralization and Civil Administration circular of 10 April 2015 on the dissemination of the legal guide to the application of the provisions of amended decree n° 82-453 of 28 May 1982 on occupational health and safety, as well as medical prevention in civil service (NOR: RDFF1500763C)</p>		
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IV. Training

36. Relation with supervisors		
<p>Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.</p>		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Articles L. 612-7, D. 612-37 to D. 612-47 of the	Establishes provisions for the postgraduate level, doctoral schools, thesis defence, PhD, and accreditation to supervise	

Education Code	<p>research. Sets the principle whereby a PhD is equivalent to professional research experience that can be recognized in collective agreements</p> <p>Mid-term review performed by the IFD (Institute for Doctoral Training) http://ecoledoctorales.parisdescartes.fr/ed157/Doctorants-de-I-ED/Suivi-mi-parcours - See 22 - The Thesis Charter is signed by the PhD student, his/her thesis supervisor, the laboratory director, and the director of the Doctoral School - see the number of framework agreements in effect with the department of international partnerships * Paris Descartes template joint supervision agreement, in line with the ruling: http://ecoledoctorales.parisdescartes.fr/Inscription-et-soutenance-de-these/Inscription-en-doctorat/Procedure-d-inscription/Inscription-en-cotutelle - detailed information on the website of the Institute for Doctoral Training and the websites of the doctoral schools; the websites of Paris Descartes' doctoral schools were harmonized to improve readability.</p>	
Articles L. 412-1 and L. 412-2 of the Research Code Article D. 952-5 of the Education Code Decree n° 2009-464 of 23 April 2009 on doctoral student employees of public institutions of higher education	In order to facilitate access to training through research the Research Code provides institutions with the option of awarding specific individual grants with funding. Grant recipients must have doctoral contracts governed by the legal regime set by the decree.	
Ruling of 3 September 1998 on the Thesis Charter	Establishes the principle and terms of adoption by each public institution of higher education of a Thesis Charter defining the respective rights and duties of PhD students and thesis supervisors.	
Ruling of 6 January 2005 on joint international supervision of theses	Provides the option for institutions of higher education to conclude agreements with one or several foreign institutions of higher education aiming to organize joint international supervision of doctoral theses.	
Ruling of 7 August 2006 on PhD training	Specifies doctoral school duties	

37. Supervision and managerial duties

Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Article 3 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university	Defines the duties of research professors with regard to the development and transmission of knowledge, guidance, advice, mentoring, and vocational counselling and integration for students.	Communication Action - Existence of management and RPS training.

professors and the body of university lecturers	Specifies the priority vocation of university professors to provide their teaching service in the form of courses as well as the supervision of research units.	Development Action IV.37 Draft "unit director" guide
Article L. 952-6 of the Education Code Articles 7, 7-1 and 18-1 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers Decree n° 92-70 of 16 January 1992 on the National Council of Universities Ministry of National Education, Higher Education and Research circular DGRH A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers (NOR MENH1509914C)	Career tracking is an innovation of decree n° 2014-997 of 2 September 2014, which repealed the research professor evaluation system established in 2009 by decree n° 2009-460 of 23 April 2009. It falls within the competence of the National Council of Universities and is pursued according to defined terms. Institutions take this career tracking into consideration with regard to professional support. Research professors are also evaluated when they apply for a promotion, for PhD and research supervision bonuses, for an accreditation to supervise research, for a qualification or for recruitment as a university professor (selection committee).	
Article 44 of decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff of university hospital centres Article 32-1 of decree n°90-92 of 24 January 1990 on the status of teaching and hospital staff in dental treatment, teaching and research university hospital centres	Hospital university professors-practitioners and university lecturers-practitioners in medical and pharmaceutical disciplines are required to submit a report on all their activities every four years. These reports are addressed to the director of the training and research unit and to the general director of the university hospital centre.	
Article 1-4 of decree n° 86-83 of 17 January 1986 on general procedures applicable to non-permanent state employees in pursuance of article 7 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service	In order to ensure support for contract employees, under certain conditions the latter are offered a professional interview that yields a review.	
38. Continuing Professional Development		
Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.		
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
Articles 21 and 22 of law n° 83-634 of 13 July 1983 on the rights and duties of civil servants Article 34 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service Decree n° 2007-1470 of 15 October 2007 on lifelong professional development for state civil servants	Recognition of the right to lifelong professional development for civil servants under certain conditions: Professional training stipulated in particular statutes, individual right to training, professionalization periods, leave for professional training and opportunity to be available to pursue studies or research of general interest.	Development Action IV.38 Dissemination of the information in the research professor booklet

<p>Decree n° 84-474 of 15 June 1984 on granting state employees leave for union training</p> <p>Decree n° 63-501 of 20 May 1963 on granting leave to civil servants and employees of state administration, departments, municipalities and public institutions as stipulated in law n° 61-1418 of 29 December 1961</p> <p>Articles 1-4, 11 and 27 of decree n° 86-83 of 17 January 1986 on general provisions applicable to non-permanent state employees in pursuance of the application of article 7 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Decree n° 2007-1942 of 26 December 2007 on the professional training of contract employees of the state and its public institutions</p>	<p>Under certain conditions, provides contract employees with the right to take leave for professional training, union training, and training to lead or facilitate youth programs.</p> <p>In order to ensure support for contract employees, under certain conditions the latter are offered a professional interview that yields a review.</p>	
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39. Access to research training and continuous development

Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take up and effectiveness in improving competencies, skills and employability.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
<p>Articles 4, 4-1, 18-1, 19 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p> <p>Ruling of 25 February 2003 on conditions for granting leave for research or thematic conversions provided for in article 19 of amended decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers</p>	<p>The research professor statute provides for:</p> <ol style="list-style-type: none"> 1) Career tracking under the National Council of Universities. 2) The right to participate in the work of a research team under certain conditions. 3) The right to continuing education during work time covering various functions. The graduate schools of professorship and education (ESPE) contribute to the initial and continuous training of research professor staff. 4) The opportunity to receive sabbaticals for research or thematic conversions. 	<p>Development Action</p> <p>IV.39 Dissemination of the information contained in the research professor booklet</p>
<p>Article 34 of decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff of university hospital centres</p>	<p>Lays down provisions applicable to leave for temporary assignments granted to university professors - hospital practitioners and university lecturers - hospital practitioners.</p>	

40. Supervision

Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and / or practices	Actions required
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Articles L. 412-1 and L. 412-2 of the Research Code Article D. 952-5 of the Education Code Decree n° 2009-464 of 23 April 2009 on doctoral student employees of public institutions of higher education or research	In order to facilitate access to training through research the Research Code provides institutions with the option of awarding specific individual grants with funding. Grant recipients must have doctoral contracts governed by the legal regime set by the decree. The PhD is considered to be professional experience.	Development Action IV.40 Appoint a mentor to new MCF hires Researcher booklet See item 36
Article 3 of decree n° 84-431 of 6 June 1984 specifying common statutory provisions applicable to research professors and conferring special status on the body of university professors and the body of university lecturers	Defines the duties of research professors with regard to the development and transmission of knowledge, guidance, advice, mentoring, and vocational counselling and integration for students. Specifies the priority vocation of university professors to provide their teaching service in the form of courses as well as the supervision of research units.	
Ruling of 3 September 1998 on the Thesis Charter	Establishes the principle and terms of adoption by each public institution of higher education of a Thesis Charter defining the respective rights and duties of PhD students and thesis supervisors.	
Ruling of 6 January 2005 on joint international supervision of theses	Provides the option for institutions of higher education to conclude agreements with one or several foreign institutions of higher education aiming to organize joint international supervision of doctoral theses.	
Ruling of 7 August 2006 on PhD training	Specifies doctoral school duties	
Ruling of 7 August 2006 on terms for the submission, description, reproduction, dissemination and preservation of theses or works presented during the thesis defence	Establishes the procedure for submitting PhD theses before their defence.	

3.2 Action Plan

1. Action Plan

As a result of the internal analysis, Paris Descartes University proposes **55 improvement actions** to be taken over 4 years:



Moreover, the taskforce grouped the various actions as follows:

Short-term actions (12/2016)	<ul style="list-style-type: none"> • Actions already being pursued • Actions that can by nature be quickly completed • Priority actions
Medium-term actions (06/2017)	<ul style="list-style-type: none"> • Actions that require significant development time
Long-term actions (12/2018)	<ul style="list-style-type: none"> • Actions that require in-depth work over a long period of time, cooperation between many actors and political decisions

The Action Plan has been elaborated in order to improve the weak points of the Paris Descartes University. Two major development actions are planned and cover several components:

- **The creation of a research professor booklet** (see I.1.3, I.4.2, I.5, II.17.2, II.18.2, II.19, II.20, III.30, III.33, IV.38, IV.39)
The objectives of this booklet are to collect, compile and organize essential information that will be disseminated in many forms: a paper booklet provided to each new hire, the creation of webpages in a section dedicated to researcher recruitment and professional tracking, and a partial dissemination during a specific open house. The idea is also to have a basic resource that meets the career tracking mandate stipulated by decree 84-431, known as the “research professor” decree, amended in 2014. Both researchers themselves and administrative services queried on these issues will be able to use this resource.
➤ *This action is responding to weak points 1, 3, 4*
- **The improvement of recruitment process for Researchers with a temporary position contract** (cf I.10, II.12.1, II.12.2, II.21.1, II.21.2, III.25.1, III.25.2, III.26)
➤ *This action is responding to weak point 1 and 2*

I. Ethical and professional aspects (points 1 to 11)

Point	N°	Action	Type	Deadline	Actors	Indicator
1. RESEARCH FREEDOM	I.1.1 =>	To disseminate a summary of legislation on research freedom in the RH newsletter (“bloc notes”)	F	12/2016	DRH COM VPCA	Date of newsletter issuance and dissemination
	I.1.2 =>	To post online links to key texts posted the UPDescartes website	F	12/2016	RH 1 COM	Date of online posting
	I.1.3 =>	To include research freedom principles in the preamble of	D	06/2017	RH 1 VPCA	Publication and dissemination of the

		the Research professor booklet for new recruits			CMR	research professor booklet
2. ETHICAL PRINCIPLES	=>	I.2.1 To create a webpage devoted to ethics and scientific integrity	F	06/2017	COM DRV Comités	Consultation of the page
	=>	I.2.2 To create an ethics and research integrity centre under the Vice-Presidency for Research	F	12/2016	VPR CODIR CMR	Publication of the centre on the university's organization chart
	=>	I.2.3 To develop a note for selection committee members to inform them of criteria defining conflict of interest risk	F	12/2016	VPCA RH3	Dissemination of the note
	=>	I.2.4 To improve the software application developed by UPDescartes for the recruitment process for statutory research professors in order to include conflict of interest declarations and management during the recruitment process	F	12/2016	RH3 DNUM VPCA CMR	Results from user survey Draft of the monitoring process in committee presidents' PV
						BD deliberation
3. PROFESSIONAL RESPONSIBILITY	=>	I.3 To provide training on research integrity for HDR and PhD students through the USPC	F	12/2018	IFD USPC	Inclusion in the training program Percentage of HDR PhD students trained
4. PROFESSIONAL ATTITUDE	=>	I.4.1 To create a guide for laboratory directors	D	12/2016	DRV	Publication and dissemination
	=>	I.4.2 To include a chapter "law, duty and integrity" in the Research Professor Booklet (I.17)	D	12/2016	VPCA DRV RH 1 CMR	Publication and dissemination
5. CONTRACTUAL AND LEGAL OBLIGATIONS	=>	I.5 To include a chapter "Intellectual property and publication signing" in the Research Professor Booklet (I.17)	D	12/2016	VPCA DRV RH 1 CMR	Publication and dissemination
6. ACCOUNTABILITY	=>	I.6 To increase transparency on the use of appropriations among various trustees	D	12/2018	DAF DNUM DGS	Implementation of joint management software for trustees
7. GOOD PRACTICE IN RESEARCH	=>	I.7 To post the CNRS guide online on the webpage devoted to integrity and ethics (I.2) and append the guide to laboratory RIs	C	12/2016	COM DRV DAGJ CMR	Creation of a link to the CNRS guide

8. DISSEMINATION, EXPLOITATION OF RESULTS							
9. PUBLIC ENGAGEMENT	=>	I.9.1	To offer Open Access and Open Data training	F	06/2017	SCD DRV RH8	Number of participants Publication of training materials
	=>	I.9.2	To disseminate outreach activities	C	12/2016	COM	Online dissemination
10. NON-DISCRIMINATION	=>	I.10	To translate employment offers into English	D	12/2016	RH2 RH3 CAC VPCA IFD	Publication of notices in English CAC verification
	=>	I.11	To describe CNU evaluation systems in the RH newsletter, and of HCERES in the DRV newsletter	C	06/2017	RH DRV VPCA VPR	Publication of RH et DRV newsletters
11. EVALUATION / APPRAISAL SYSTEMS							

II. Recruitment (points 12 à 21)

Point		N°	Action	Type	Deadline	Actors	Indicator
12. RECRUITMENT	=>	II.12.1	To develop a Handbook on different types of recruitment for laboratories and divisions	D	06/2017	DRH	Publication of the Handbook
	=>	II.12.2	To create an Employee Charter	D	06/2017	DRH	Dissemination of the charter
13. RECRUITMENT (PUBLICATION)	=>	II.13.1	To disseminate recruitments and job descriptions on EURAXESS	D	12/2016	RH3 VPCA	Publication on EURAXESS
	=>	II.13.2	To open the maximum number of recruitments in several host laboratories in order to attract a greater number of good candidacies	F	12/2016	CAC VPR VPCA CSL	Percentage of posts open across several laboratories
	=>	II.13.3	To implement a real opening of HU competitive examinations	D	12/2018	CODIR VPR VPCA	Agreement in principle
14. SELECTION							
15. TRANSPARENCY	=>	II.15	To include a feedback sheet with strengths and weaknesses in the application	D	06/2017	VPCR RH3 VPCA DNUM USPC	Implement feedback sheet

16. JUDGING MERIT	=>	II.16	To develop selection criteria grid	D	12/2018	VPCR RH3 VPCA DNUM USPC CODIR	Implement grid BD deliberation
17. VARIATIONS IN THE CHRONOLOGICAL ORDER OF CVS	=>	II.17.1	To show value of sabbatical leave in paper on the institution's strategy emphasizing the importance of atypical paths in the selection criteria	C	06/2017	RH1 VPR CA	Dissemination of the letter BD deliberation
	=>	II.17.2	To provide more information on different recruitment processes in the research professor booklet and on the UPDescartes intranet	D	12/2016	RH1 VPR CA	Publication of the booklet Posting on the intranet
18. RECOGNITION OF MOBILITY EXPERIENCE	=>	II.18.1	To better communicate that experience abroad is valued in the selection criteria, as well as in the criteria for local promotions and CRCT (see 17.1)	C	06/2017		
	=>	II.18.2	To include a chapter "Recognition of mobility experience" in the Research Professor Booklet	D	12/2016	VPCA DRV RH 1 CMR	
19. RECOGNITION OF QUALIFICATIONS	=>	II.19	To include a chapter "Recognition of qualifications" in the Research Professor Booklet	D	12/2016	VPCA DRV RH 1 CMR	
20. SENIORITY	=>	II.20	To include a chapter "Seniority" in the Research Professor Booklet	D	12/2016	VPCA DRV RH 1 CMR CODIR	
21. POSTDOCTORAL APPOINTMENTS	=>	II.21.1	To define the post-doc status	F	06/2017	RH2 DAGJ DRV RH3	Political decision-making
	=>	II.21.2	To improve ATER recruitment process (in progress, led by DRH in conjunction with DPIQ	D	12/2016	RH3 VPCA Council of deans	Before/after satisfaction questionnaire

III. Working conditions and social security (points 22 à 35)












Point		N°	Action	Type	Deadline	Actors	Indicator
22. RECOGNITION OF THE PROFESSION	=>	III.22.1	To improve the computerization and tracking of professional experiences	D	12/2018	RH1 VPCA DNUM	Implement computer system
	=>	III.22.2	To develop a rapporteur guide	D	12/2018	IFD RH2 RH1 CMR CA CAC VPCA VPCR	Date equivalency decision is made
23. RESEARCH ENVIRONMENT	=>	III.23.1	To elaborate a European projects guide	D	12/2016	DRV DGS	Publication of the guide
		III.23.2	To elaborate a Guide to filing claims	F	06/2017	DRH	Publication of the guide
	=>		1. Technical committee 2. Laboratory prevention assistants 3. Facilities				
	=>	III.23.3	To recruit a sufficient number of occupational physicians	D	06/2017	DGS DRH	Recruitment visible in the organizational chart
24. WORKING CONDITIONS	=>	III.24.1	To organise teleworking arrangements for all staff addressed in the context of work time planning	D	12/2018	DGS DRH	Decision made and disseminated
	=>	III.24.2	To give priority granted to women returning from maternity leave in the awarding of CRCT, especially DIFR	D	06/2017	CAC VPCA RH1	Allocation percentage
	=>	III.24.3	To enable sabbatical options for PhD students	C	06/2017	IFD COM DRH	Percentage pf PhD students on sabbatical
25. STABILITY AND PERMANENCE OF EMPLOYMENT	=>	III.25.1	To give the right to contract monitoring by a supervisory authority. For example, stocktaking one year before the contract ends	D	12/2018	RH de composante DRH	Percentage of employees granted an interview
	=>	III.25.2	To implement a recruitment policy for contract staff	D	12/2018	DRH	Development of a guide
26. FUNDING AND SALARIES	=>	III.26	To create salary guidelines for employees	D	06/2017	DRH	Issue the guidelines

27. GENDER BALANCE							
28. CAREER DEVELOPMENT	=>	III.28	To create a guidance service for research professors	D	12/2016	VPCA VPR	Post contact form online
29. VALUE OF MOBILITY	=>	III.29.1	To help the hosting foreign research professors	D	12/2018	RH 1 DRV	Number of actions
	=>	III.29.2	To Incentivize mobility by having selection committees take it into account in the recruitment and promotion of research professors, especially for changes of grade (see II.17.1)	D	12/2018	RH 1 DRV	Issue a form for the evaluators
30. ACCESS TO CAREER ADVICE	=>	III.30	To integrate an "Access to career advice" chapter in the Research Professor Booklet	D	12/2016	VPCA DRV RH 1 CMR	
31. INTELLECTUAL PROPERTY RIGHTS	=>	III.31	To inform on incentive bonus for savoir-faire	C	12/2016	DRV DRH	Publication online and in the DRV newsletter
32. CO-AUTHORSHIP	=>	III.32	To disseminate the charters	F	06/2017	DRV DAGJ	Publication online
33. TEACHING	=>	III.33	To integrate a "Teaching" chapter in the Research Professor Booklet	D	12/2016	VPCA DRV RH 1 CMR	
34. COMPLAINTS / APPEALS	=>	III.34	Commission on the "professional situation of contract PhD students"	C		USPC IFD	
35. PARTICIPATION AUX ORGANES DE DECISION							














IV. Training (Points 36 à 40)















Point	N°	Action	Type	Deadline	Actors	Indicator
36. RELATIONS WITH SUPERVISOR						
37. SUPERVISION AND MANAGERIAL DUTIES	=> IV.37	To draft a "Laboratory Director" guide (see I.4.1)	D	06/2017	DRV RH	Publication of the guide
38. CONTINUING PROFESSIONAL DEVELOPMENT	=> IV.38	To integrate a "Continuing professional development" chapter in the Research Professor Booklet	D	12/2016	VPCA DRV RH 1 CMR	
39. ACCESS TO RESEARCH TRAINING AND CONTINUOUS DEVELOPMENT	=> IV.39	To integrate a "Access to research training and continuous development" chapter in the Research Professor Booklet	D	12/2016	VPCA DRV RH 1 CMR	
40. SUPERVISION	=> IV.40	To appoint a mentor for newly hired researchers	D	12/2016	DRV RH 1 IFD VPR	Percentage of mentors

2. Action plan calendar (Gantt diagram).

N°	Action	Type	Start	End	2016		2017				2018				2019				2020			
					T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4
I.	Ethical and professional aspects																					
I.1.1	To disseminate a summary of legislation on research freedom in the RH newsletter (“bloc notes”)	F	09/2016	12/2016																		
I.1.2	To post online links to key texts posted the UPDescartes website	F	09/2016	12/2016																		
I.1.3	To include research freedom principles in the preamble of the Research professor booklet for new recruits	D	09/2016	06/2017																		
I.2.1	To create a webpage devoted to ethics and scientific integrity	F	09/2016	06/2017																		
I.2.2	To create an ethics and research integrity centre under the Vice-Presidency for Research	F	09/2016	12/2016																		
I.2.3	To develop a note for selection committee members to inform them of criteria defining conflict of interest risk	F	09/2016	12/2016																		
I.2.4	To improve the software application developed by UPDescartes for the recruitment process for statutory research professors in order to include conflict of interest declarations and management during the recruitment process	F	09/2016	12/2016																		
I.3	To provide training on research integrity for HDR and PhD students through the USPC	F	09/2016	12/2018																		
I.4.1	To create a guide for laboratory directors	D	09/2016	12/2016																		
I.4.2	To include a chapter “law, duty and integrity” in the Research Professor Booklet (I.17)	D	09/2016	12/2016																		
I.5	To include a chapter “Intellectual property and publication signing” in the Research Professor Booklet (I.17)	D	09/2016	12/2016																		

N°	Action	Type	Début	Fin	2016		2017				2018				2019				2020			
					T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4
I.6	To increase transparency on the use of appropriations among various trustees	D	09/2016	12/2018																		
I.7	To post the CNRS guide online on the webpage devoted to integrity and ethics (I.2) and append the guide to laboratory RIs	C	09/2016	12/2016																		
I.9.1	To offer Open Access and Open Data training	F	09/2016	06/2017																		
I.9.2	To disseminate outreach activities	C	09/2016	12/2016																		
I.10	To translate employment offers into English	D	09/2016	12/2016																		
I.11	To describe CNU evaluation systems in the RH newsletter, and of HCERES in the DRV newsletter	C	09/2016	06/2017																		
II. Recrutement																						
II.12.1	To develop a Handbook on different types of recruitment for laboratories and divisions	D	09/2016	06/2017																		
II.12.2	To create an Employee Charter	D	09/2016	06/2017																		
II.13.1	To disseminate recruitments and job descriptions on EURAXESS	D	09/2016	12/2016																		
II.13.2	To open the maximum number of recruitments in several host laboratories in order to attract a greater number of good candidacies	F	09/2016	12/2016																		
II.13.3	To implement a real opening of HU competitive examinations	D	09/2016	12/2018																		
II.15	I To include a feedback sheet with strengths and weaknesses in the application	D	09/2016	06/2017																		
II.16	To develop selection criteria grid	D	09/2016	12/2018																		
II.17.1	To show value of sabbatical leave in paper on the institution's strategy emphasizing the importance of atypical paths in the selection criteria	C	09/2016	06/2017																		
II.17.2	To provide more information on different recruitment processes in the research professor booklet and on the UPDescartes intranet	D	09/2016	12/2016																		

N°	Action	Type	Start	End	2016		2017				2018				2019				2020			
					T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4
II.18.1	To better communicate that experience abroad is valued in the selection criteria, as well as in the criteria for local promotions and CRCT (see 17.1)	C	09/2016	06/2017																		
II.18.2	To include a chapter "Recognition of mobility experience" in the Research Professor Booklet	D	09/2016	12/2016																		
II.19	To include a chapter "Recognition of qualifications" in the Research Professor Booklet	D	09/2016	12/2016																		
II.20	To include a chapter "Seniority" in the Research Professor Booklet	D	09/2016	12/2016																		
II.21.1	To define the post-doc status	F	09/2016	06/2017																		
II.21.2	To improve ATER recruitment process (in progress, led by DRH in conjunction with DPIQ)	D	09/2016	12/2016																		
III.	Working conditions and social security																					
III.22.1	To improve the computerization and tracking of professional experiences	D	09/2016	12/2018																		
III.22.2	To develop a rapporteur guide	D	09/2016	12/2018																		
III.23.1	To elaborate a European projects guide	D	09/2016	12/2016																		
III.23.2	To elaborate a Guide to filing claims	F	09/2016	06/2017																		
III.23.3	To recruit a sufficient number of occupational physicians	D	09/2016	06/2017																		
III.24.1	To organise teleworking arrangements for all staff addressed in the context of work time planning	D	09/2016	12/2018																		
III.24.2	To give priority granted to women returning from maternity leave in the awarding of CRCT, especially DIFR	D	09/2016	06/2017																		

N°	Action	Type	Start	End	2016		2017				2018				2019				2020			
					T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4
III.24.3	To enable sabbatical options for PhD students	C	09/2016	06/2017																		
III.25.1	To give the right to contract monitoring by a supervisory authority. For example, stocktaking one year before the contract ends	D	09/2016	12/2018																		
III.25.2	To implement a recruitment policy for contract staff	D	09/2016	12/2018																		
III.26	To create salary guidelines for employees	D	09/2016	06/2017																		
III.28	To create a guidance service for research professors	D	09/2016	12/2016																		
III.29.1	To help the hosting foreign research professors	D	09/2016	12/2018																		
III.29.2	To Incentivize mobility by having selection committees take it into account in the recruitment and promotion of research professors, especially for changes of grade (see II.17.1)	D	09/2016	12/2018																		
III.30	To integrate an "Access to career advice" chapter in the Research Professor Booklet	D	09/2016	12/2016																		
III.31	To inform on incentive bonus for savoir-faire	C	09/2016	12/2016																		
III.32	To disseminate the charters	F	09/2016	06/2017																		
III.33	To integrate a "Teaching" chapter in the Research Professor Booklet	D	09/2016	12/2016																		
III.34	Commission on the "professional situation of contract PhD students"	C	09/2016	12/2016																		
IV.	Training																					
IV.37	To draft a "Laboratory Director" guide (see I.4.1)	D	09/2016	06/2017																		
IV.38	To integrate a "Continuing professional development" chapter in the Research Professor Booklet	D	09/2016	12/2016																		

N°	Action	Type	Start	End	2016		2017				2018				2019				2020			
					T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4
IV.39	To integrate a “Access to research training and continuous development” chapter in the Research Professor Booklet	D	09/2016	12/2016	➡																	
IV.40	To appoint a mentor for newly hired researchers	D	09/2016	12/2016	➡																	

PARTIE 4. Evaluations

4.1 Internal evaluation of the University's lead task force

Each supervisor in charge of the execution of the actions will present the achievements to the lead task force of the Paris Descartes University. The lead task force will meet at least once in the month prior to the expected actions' deadlines in order to check their progress:

Short-term Actions

- Meeting before November 2016

Medium-term Actions

- Meeting before May 2017

Long-term Actions

- Meeting before November 2018

- A **monitored file** will be elaborated by the lead task force, including actions to pursue, actions in progress, and achieved actions.
- Once the action is achieved, satisfaction surveys will be approved by the lead task force and transmitted to laboratories to evaluate the impact of actions taken.

4.2 External working group (from the lead task force)

A working group representative of the different personnel and user categories of the University will be set up and will be responsible for:

- Suggesting satisfactory surveys submitted and approved by the lead task force
- Managing the satisfactory surveys, collecting the replies and giving a presentation of a surveys synthesis to the University's Committees and Boards (Technical Committee, , Academic Board, Board of Governors)

This working group will meet every 6 months.

A self-evaluation **over a two-year horizon** will be established by the Governing Bodies of the Paris Descartes University.

Conclusion

The application process for the purpose of a HRS4R labelling is a real opportunity for the Paris Descartes University. Since the adoption of the “Responsabilités et Compétences élargies” in 2009, providing more autonomy to French Universities, Paris Descartes University made its recruitment and career supervision policy one of its major focus. This is crucial regarding the implementation of excellence in our research global policy and regarding the development of our international attractiveness.

Efforts undertaken to date are converging with principles outlined in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. By including our local dynamism in the implementation process of shared good practices in the European Research Area, we will reinforce and boost our projects and actions.

Annex 1 – Commitment letter of the President of the Paris Descartes University F. DARDEL



Paris, le 20 juillet 2016.

Declaration of Commitment to the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Paris Descartes University, member institution of Université Sorbonne Paris Cité, represented by its president Frédéric DARDEL, declares its commitment to the principles laid down in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Many aspects of the principles outlined in the Charter and Code are already common practice at Paris Descartes University. By signing up the Charter and Code, we confirm our intention to continue our engagement to carry out necessary steps to comply with the principles of the recommendation.

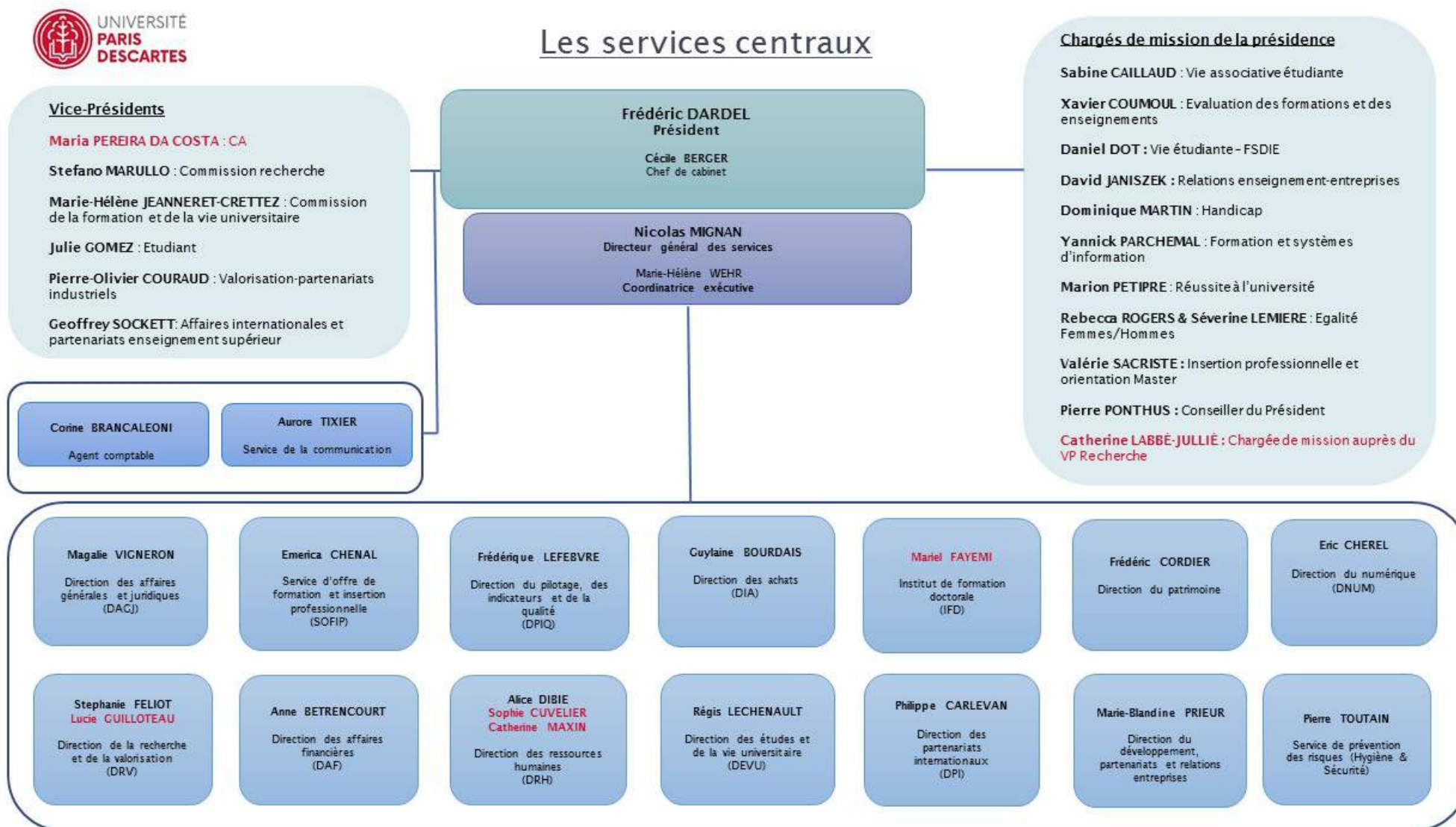
Yours sincerely,



Frédéric Dardel



Annex 2 – Paris Descartes University's organization chart



Avril 2016

Annex 3 – Members of the UPDescartes’s consulted bodies in the framework of the HRS4R application process

- **The Advisory Committee**

The Advisory Committee is composed of the President, Vice-Presidents of the different Committees and Commissions and Vice-Presidents special advisor, the Managing Director of the Services and possibly, any other person with an advisory role as the President considers appropriate according to the agenda.

- **The Board of Governors**

The Board of Governors is composed of 36 members spread over the following categories:

- 8 Professors and equivalent,
- 8 other teachers and equivalent,
- 6 employees representative’s of libraries, engineers, administrative personnel, technicians, services and health staff,
- 6 students and equivalent, deputy students.

Each list of Teacher-researchers, equivalent staff, representatives of students, representative of continuous training beneficiaries ensure the representation of at least 3 of the main training sectors of the Paris Descartes University.

- 8 external personalities, since gender balance must be ensured as required by the article D719-47-1 of the Education Code (Code de l’éducation).

Their term of office shall be for 4 years. It is starting from the first meeting organized for the election of the President of the University and it has the same duration than the elected representative staff in the Board of Governors.

- 2 representatives of territorial authorities or territorial groups, one designated by the City of Paris, and the other one designated by the Regional Council of Ile-de-France.
- 2 representatives of Research Organisations, one designated by INSERM (Institution nationale de la santé et de la recherche médicale) and the other one by CNRS (Centre national de la recherche scientifique).
- 4 persons designated by the elected members of the Board of Governors and the external personalities mentioned by the articles 6.a. and 6.b. , according to the article L712-3 of the Education Code, after a public call for application:
 - one person with a general director role in the privet sector;
 - one representative of representative organization of employees;
 - a representative of a company of less than 500 employees;
 - a representative of a secondary educational establishment.

- **The Academic Committee**

The Academic Committee is composed of the Research Commission and the Training and University environment Commission. The Academic Committee and its 2 Commissions are consulted on any University's strategic direction regarding research and training policy.

- **The Research Commission**

The Research Commission is composed of 40 members, including 36 elected according to the following table and 4 external persons.

Area College	Health	Humanities and Social Sciences	Law Eco- Management	Science and Technology	Total
	Medicine Dentistry Pharmacy	Psychology Humanities University Institutes of Technology Science and Technique of Physical and Sports Activities	Law	Biomedical Mathematics and computer science	
Professors and equivalent	8	4	2	2	16
Accreditation to supervise research	1	1	1	1	4
PhD	2	1	1	1	5
Other Teacher-Researchers	1				1
Engineers and Technicians	3				3
Other personnel	1				1
Students (PhD students)	2	2	1	1	6

The 4 external persons, for whom gender balance must be applied, as required by the article D 719-47-1 of the Education Code, are designated by the Research Commission and are separated in two categories.

1st category: the person is designated by the organization he/she represents

- one in a personal capacity from CNRS ;
- one in a personal capacity from INSERM ;

2nd category, designated in a personal capacity by the Commission

- two on a proposal from the President, elected by an absolute majority of the votes cast.

- **Training and University environment Commission**

The Training and University environment Commission of the Academic Committee is composed of 40 members, including 36 elected persons according to the following table et 4 external persons.

Area College	Health	Humanities and Social Sciences	Law Eco- Management	Science and Technology	Total
	Medicine Dentistry Pharmacy	Psychology Humanities University Institutes of Technology Science and Technique of Physical and Sports Activities	Law	Biomedical Mathematics and computer science	
Professors and equivalent	3	3	1	1	8
Other Teachers, Researchers and equivalent	3	2	1	2	8
Engineers, administrative, technical, social, health and library staff	4				4
Students and equivalent	6	5	2	3	16

The four external persons, for whom gender balance must be ensured according to the article D 719-47-1 of the Education Code, are designated by the Training and University Environment Commission and are separated in two categories:

1st category: the person is designated by the organization he/she represents

- one representative from the Council of Paris ;

2nd category, designated in a personal capacity by the Commission

- two on a proposal from the President, elected by an absolute majority of the votes cast.

- a representative of a secondary educational establishment, elected by an absolute majority of the votes cast

The Head of the CROUS (Le Centre régional des œuvres universitaires et scolaires de Paris) or a representative shall attend the Training and University environment Commission's meetings.

- **The Technical Committee** is composed of 10 representatives of elected personnel.

Annex 4 – Glossary

French term	Abbreviation in french	English term
Attaché temporaire d’enseignement et de recherche	ATER	
Bureau des relations internationales	BRI	International relations office
Centre de formation des doctorants aux initiatives professionnelles	CFDip	Centre for Professional Training for PhD Candidates
Centre national de la recherche scientifique	CNRS	French National Center for Scientific Research
Chargé de mission recherche	CMR	
Collège des écoles doctorales (USPC)	CED	College of Doctoral Schools
Comité d’hygiène, de sécurité et des conditions de travail	CHSCT	Health, Safety and Working conditions Committee
Comité de direction	CODIR	
Comité de sélection	CDS	
Commissariat à l’énergie atomique et aux énergies alternatives	CEA	French Alternative Energies and Atomic Energy Commission
Commission consultative des doctorants contractuels	CCDC	
Commission consultative paritaire des agents contractuels	CCPAC	
Commission de la recherche	CR	Research Board
Commission nationale de l’informatique et des libertés	CNIL	French National Commission on Informatics and Liberty
Communauté d’universités et établissements	COMUE	<i>Universities and Institutions Community</i>
Congé pour recherches ou conversions thématiques	CRCT	
Conseil académique	CAC	Academic Board
Conseil d’administration	CA	Board of Governors
Conseil national des universités	CNU	
Conseil scientifique local	CSL	
Décharge investissement formation et recherche	DIFR	
Direction de l’appui à la recherche et à l’innovation	DARI	
Direction de la communication	DirCOM	Communications Department
Direction des affaires financières	DAF	
Direction des affaires générales et juridiques	DAGJ	Department of Legal Affairs
Direction des ressources humaines	DRH	Human Resources Department

Direction générale des services	DGS	Managing Directorate of the Services
Direction de la recherche et de la valorisation	DRV	
Direction du numérique	DNUM	
Ecole doctorale	ED	Doctoral School
Enseignant-chercheur	EC	
Formation des personnels	RH8	
Gestion de la carrière des personnels enseignants	RH1	
Gestion de la carrière des personnels BIATSS	RH2	
Habilitation à diriger des recherches	HDR	Accreditation to supervise research
Haut conseil de l'évaluation de la recherche et de l'enseignement supérieur	HCERES	High Council for Evaluation of Research and Higher Education
Ingénieur d'études	IGE	
Institut de formation doctorale	IFD	
Ingénieur de recherche	IGR	
Ingénieurs et personnels techniques de recherche et de formation	ITRF	
Institut de recherche pour le développement	IRD	French Research Institute for Development
Institut des écoles doctorales	IED	
Institut national de la santé et de la recherche médicale	INSERM	French National Institute of Health and Medical Research
Institut universitaire de technologie	IUT	University Institutes of Technology
Maître de conférences	MCF	
Maître de conférences associé à temps partiel	MAST	
Pôle égalité femmes-hommes	PEFH	
Prime d'encadrement doctoral et de recherche	PEDR	
Professeur associé à temps partiel	PAST	
Professeur des universités	PR	University Professor
Recrutement et mobilité	RH3	
Responsabilité et compétences élargies	RCE	
Risques psycho-sociaux	RPS	Psychosocial risks
Service commun de la documentation	SCD	
Service de la communication	COM	
Service d'accompagnement aux pédagogies innovantes et à	SAPIENS	USPC Support Service for Innovative Teaching Methods and Digital Education

l'enseignement numérique de Sorbonne Paris Cité		
Service hygiène et sécurité	H&S	
Société d'accélération du transfert de technologies	SATT	Technology Transfer Acceleration Company
Unité de formation et de recherche	UFR	Faculty
Vice-Président du Conseil d'Administration	VPCA	
Vice-Président Recherche	VPR	

Annex 5 – Researchers survey

Following the request of the HRS4R evaluation committee, a survey of all university research departments has been launched from 15th May to 21st June 2017. The survey has been conducted and put into electronic form by the HRS4R lead task force. The 15th May an email including the survey has been sent to laboratories staff with a reminder sent on 7th June. The centralized data have been analyzed and introduced to the lead task force and the Executive committee. It will be introduced to the other decision bodies of the University and published on the University's website by the end of 2018.

We have collected 474 valid answers (response rate : 22%) which is important in the context of evaluation of the University operated by the French Research and Higher Education Evaluation Council (HCERES). This evaluation is made every five years and it mobilizes the research and administration teams. The results of the survey confirm our choice and definition of priorities that have been set throughout 8 meetings during when all the staff categories were represented.

Several information derive from the survey:

- The high response rate demonstrates that there is an interest from the staff of the University Paris Descartes's laboratories in the HRS4R label.
- The "low priority" criteria received only 7% of the answers. This result shows that the analysis of weak points is well representing the expectations and perceptions of the staff.
- The scientific integrity training for doctoral students and for their supervisor is the first priority for all staff categories. The implementation of such a training is ongoing and many actions have been undertaken to achieve this goal, like a conference to the attention of the doctoral students from a PubPeer leader, or like or an open round table during an event on integrity. An online session presented in training modules is also in progress.
- Actions dealing with recruitment procedures integrity, such as the information on rules and criteria, are also a high priority for most of the categories. We will especially mobilise on these issues.
- A large number of staff did not pronounce on certain actions. This can be due to:
 - The staff category is not feeling concerned (for example: question 35 about incentive payment for doctoral students).
 - The question is not clear enough (example: question 37 in which the salary issue was not specified)
 - The lack of awareness regarding the question asked (example: question 20 about EURAXESS)

This survey confirms the relevance of the planned actions and brings to light ideas of improvement. Some actions will have to be speeded up and a clear communication on the recruitment internationalization value will have to be set up. Finally, we will establish a new version of the survey for the monitoring of indicators.

The survey shows the importance of developing the support regarding European projects applications ("high priority" criteria). Therefore, the University Paris Descartes published in December 2016 a European projects handbook to the attention of the scientific community of the University. Moreover, the European projects team increased to four people in 2017. The European projects Office published video interviews with European projects laureates and offers a pack of training to better understand the Horizon 2020 calls for proposals.

Part 1- ETHICAL AND PROFESSIONAL ASPECTS

N°	Corresponding Action	Question	Number of replies	High priority	Priority	Medium priority	Low Priority	No opinion
1	I.1.1 I.1.2 I.1.3	Dissemination of a summary of legislation on research freedom principles	468	19,9%	43,8%	26,5%	4,9%	4,9%
2	I.2.1 I.2.2	Dissemination of University's ongoing actions regarding ethics issues	469	19,6%	44,6%	27,9%	4,7%	3,2%
3	I.1.1	Broad dissemination of regulatory texts on research freedom	467	13,5%	34,0%	36,2%	11,1%	5,1%
4	I.2.1 I.2.2	Dissemination of University's ongoing actions regarding scientific integrity	465	30,1%	42,6%	21,5%	3,9%	1,9%
5	I.3	Scientific integrity training for doctoral students	469	54,3%	31,2%	10,0%	2,6%	1,9%
6	I.3	Scientific integrity training for thesis supervisors	469	46,3%	34,3%	13,2%	2,8%	3,4%
7	I.2.3 I.2.4	University's actions regarding conflicts of interest management during the teacher-researchers' recruitment process	469	30,3%	39,7%	17,7%	3,4%	9,0%
8	I.5	Information on Intellectual Property	467	27,2%	42,8%	25,3%	3,4%	1,3%
9	I.4.2	Dissemination of researchers' law and duty	466	29,8%	45,7%	19,5%	3,6%	1,3%
10	I.6	Transparency regarding financial management of laboratories	466	32,6%	37,1%	23,6%	4,9%	1,7%
11	I.4.1	Dissemination of a summary on Human Resources regulation to the laboratories directors	469	21,1%	37,5%	30,5%	6,0%	4,9%
12	I.7	Information on good practices in research	468	33,5%	41,7%	19,0%	4,1%	1,7%
13	I.9.1	Open access and Open data training	463	24,1%	39,8%	25,4%	6,0%	4,7%
14	I.9.2	Dissemination of outreach activities on science-society relationship	466	18,2%	31,3%	35,2%	12,4%	2,8%
15	I.10	Dissemination of employment offers in English	467	17,6%	22,9%	37,0%	18,4%	4,1%
16	I.11	Information on teacher-researchers' evaluation system	469	26,9%	37,7%	23,0%	7,9%	4,5%
17	I.11	Information on laboratories' evaluation system	463	26,6%	41,0%	25,1%	5,0%	2,4%

Part 2 - RECRUITMENT

N°	Corresponding Action	Question	Number of replies	High priority	Priority	Medium priority	Low priority	No opinion
18	II.12.1	Information on the different types of recruitment	469	37,5%	40,7%	15,4%	2,3%	4,1%
19	II.16	Information on recruitment rules and criteria	466	41,0%	39,9%	13,7%	2,4%	3,0%
20	II.13.1	Dissemination of recruitment offers on EURAXESS	464	15,5%	30,4%	23,3%	6,3%	24,6%
21	II.13.2	Improvement of recruitment offers attractiveness in order to attract the most highly qualified candidates	464	24,6%	30,8%	26,3%	10,1%	8,2%
22	II.13.3	Transparency on University Hospital teacher-researchers recruitment	465	42,8%	26,7%	11,8%	3,2%	15,5%
23	II.17.1 II.18.2	Promotion of atypical career in the examination criteria (international mobility, sabbatical leave, etc)	465	27,1%	34,8%	25,6%	6,5%	6,0%
24	II.21.1	Definition of a post-doc status	460	37,0%	35,7%	19,6%	3,5%	4,3%
25	II.21.2	Improvement of the ATER recruitment process	463	23,1%	36,3%	23,1%	3,9%	13,6%

Part 3 - WORKING CONDITIONS AND SOCIAL SECURITY

N°	Corresponding Action	Question	Number of replies	High priority	Priority	Medium priority	Low priority	No opinion
26	III.22.1	Improvement of the computerization and tracking of professional experiences	464	11,4%	30,2%	24,1%	5,0%	29,3%
27	III.30	Development of an "Access to career advice" guide on professional activities and career path (career advancement, request for specific break...)	465	24,1%	32,0%	29,0%	6,0%	8,8%
28	III.23.1	Improvement of the European projects support (pre-award and post-award)	465	38,3%	38,1%	14,2%	3,7%	5,8%
29	III.23.3	Additional recruiting of a prevention doctor	467	16,1%	25,9%	25,1%	15,2%	17,8%
30	III.24.1	Teleworking development	469	18,3%	24,7%	32,0%	18,8%	6,2%
31	III.24.2	To give priority to women returning from maternity leave for compensation of teaching hours for example (called "CRCT" or "DIFR")	465	14,0%	31,0%	24,5%	11,8%	18,7%
32	III.25.1	Following-up the contracts of non-permanent employees by the supervising authority	465	14,6%	28,0%	28,0%	7,5%	21,9%
33	III.25.2	Setting up a recruitment policy for non-permanent employees	467	24,6%	37,7%	20,6%	5,6%	11,6%
34	III.29.1	Welcoming better the foreign teacher-researchers	466	23,6%	33,3%	29,0%	6,0%	8,2%
35	III.31	Increasing information on incentive payment	466	21,2%	28,8%	24,7%	9,4%	15,9%
36	III.34	Setting up actions regarding complains and appeals of contractual doctoral students	467	17,8%	35,1%	30,4%	8,4%	8,4%
37	III.26	Implementation of a salary guidelines for non-permanent employees	467	12,0%	30,6%	28,5%	6,2%	22,7%

Part 4 - TRAINING

N°	Corresponding Action	Question	Number of replies	High priority	Priority	Medium priority	Low priority	No opinion
38	IV.38 IV.39	Improved access of teacher-researchers to continuing training	467	27,8%	37,7%	21,8%	4,7%	7,9%
39	IV.40	Organisation and implementation of the supervision of new employees	469	27,1%	42,2%	22,0%	3,6%	5,1%



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