

Working conditions and social security

**22. Recognition of the profession**

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

Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/- Partial: -/+ Insufficient: -	In the event of -, -/+, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
<p>Articles L. 412-1 and L. 412-2 of the Research Code Decree n° 2009-464 of 23 April 2009 on doctorate students employed in public higher education or research institutes Articles 25, 26, 27 and 28 of decree n° 83-1260 of 30 December 1983 on setting the statutory provisions for all bodies of civil servants at public scientific and technological institutes</p>	<p>In order to encourage access to training through research, the Research Code provides the option for institutes to assign specific individual allocations and supplement them with an allowance. The beneficiaries of these allocations hold doctoral contracts for which the legal system is set by decree.</p>	<p>Complete</p>		<p>As of October 2016, doctorate students shall benefit from flexibility in teaching services (192 hours ETD (equivalent tutorials), spread across three years). A possible improvement in the application of this measure has been proposed, which involves providing information and a recommendation for distributing teaching hours across three years. To clarify the situation: *draft a welcome booklet for doctorate students *doctorate students have a postal address that they keep for one year after the end of their doctorate.</p>
<p>Article D. 952-1 of the Education Code Decree n° 2009-462 of 23 April 2009 concerning the classification of persons appointed to the profession of research professor at public higher education and research institutes attached to the minister responsible for higher education Circular from the Ministry of Higher Education and Research's Human Resources office A1-2 n° 2010-0002 of 22 January 2010 concerning the classification regulation for persons appointed to the profession of research professor at public higher education and research institutes (NOR: ESRH1002032C)</p>	<p>Makes it possible, under certain circumstances, to highlight the professional experiences gained by research professors and teaching and hospital staff after their entry into the career by means of a better grade at a professional level than when entering the field and therefore better remuneration in addition. Regulations set the conditions for restarting research carried out in preparation for a doctorate, which is recognised as professional experience. Research carried out after obtaining a doctorate may also be considered depending on the staff situation. Other activities carried out in the private or public sectors may also be continued on certain conditions.</p>	<p>+</p>		

<p>Article D. 952-5 of the French Education Code Decree n° 88-654 of 7 May 1988 concerning the recruitment of temporary contract research professors in public higher education institutes Decree n° 86-83 of 17 January 1986 on general provisions applicable to non-permanent state employees pursuant to article 7 of law n° 84-16 of 11 January 1984 on statutory provisions relating to state civil service Decree n° 91-259 of 7 March 1991 on leave, including who is entitled to it, for performing the role of a temporary contract research professor or contracted doctorate student, trainee teachers attached to the Minister of National Education</p>	<p>Specifies the recruitment conditions for temporary contract research professors (ATER) by public higher education institutes. Calls for applications may be published on the ALTAIR platform, which is dedicated to recruiting ATERs and is available to institutes in the area of use of the GALAXIE portal. This portal can be accessed from the website of the ministry responsible for higher education: <a href="http://www.enseignementsup-recherche.gouv.fr">http://www.enseignementsup-recherche.gouv.fr</a>. The ALTAIR platform allows candidates to submit their applications for the role of ATER in response to these advertisements published on the same platform by higher education institutes. The role of an ATER is a maximum of one year and can be renewed once for a maximum of one year. The employee recruited as an ATER may, at the end of the role, be recruited on a fixed-term contract with a six-year limit, in accordance with article 4 of law n° 84-16 of 11 January 1984.</p>	<p>Complete. UCA is looking to generalise the contracted doctorate, a regulation that has more advantages for young researchers</p>		
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**23. Research environment**  
Employers and/or funders of researchers should ensure they create a research or research training environment that is as stimulating as possible and that offers the most suitable equipment, facilities and options, particularly for remote collaborations by means of research networks and take care to respect national or industry regulations related to health and safety in research. Funders should ensure that the appropriate resources are provided in support of the agreed work programme.

<p>Relevant legislation (authorising or hampering implementation of this principle)</p>	<p>Existing institutional regulations and/or practices</p>	<p>Complete: + Almost but not complete: +/- Partial: -/+ Insufficient: -</p>	<p>In the event of -, +/-, or +/+, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.</p>	<p>Initiatives already started and/or suggestions to improve the situation</p>
<p>Article 23 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants. Articles 15 and 16 of law n° 84-16 of 11 January 1984 on statutory provisions relating to the state civil service. Article L. 951-1-1 of the Education Code. Decree n° 82-453 of 28 May 1982 on health and safety at work, as well as preventive healthcare in the civil service. Decree n° 2011-184 of 15 February 2011 on technical committees in state administrations and institutes. Circular of the Ministry of State Reform, Decentralisation and Civil Service of 31 December 2012 in accordance with decree n° 2011-184 of 15 February 2011 on technical committees in technical public government administrations and institutes (NOR: RDF1221624C) Prime Minister's circular n° 5705/SG of 20 March 2014 on the implementation of a national plan of action to prevent psychosocial risks in the three civil services. Ministry of State Reform, Decentralisation and Civil Service circular of 20 May 2014 on the implementation of the framework agreement for preventing psychosocial risks in the government civil service (NOR: RDF1411151C) Ministry of Decentralisation and Civil Service circular of 10 April 2015 on distributing a legal guide for applying the amended provisions of decree n° 82-453 of 28 May 1982 on health and safety at work, as well as preventive healthcare in the civil service (NOR: RDF1500763C)</p>	<p>Health and safety conditions to protect their health and physical well-being are ensured for civil servants during their work. The health and safety of employees shows the capability of Health, Safety and Working Conditions Committees. They also agree to cite their role and that of occupational physicians. Institutes are encouraged to put in place a plan to prevent psychosocial risks in their services.</p>	<p>Complete. The research commission shall provide €1,000 for each new research professor (lecturers (MC) or professors (PR)) in order to establish them in laboratories.</p>		<p>Ongoing: Development of a network of prevention assistants. In order to ensure good-quality working conditions, the research commission shall provide €1,000 for each new research professor (lecturers (MC) or professors (PR)) in order to establish them in laboratories. Measures regarding well-being at work (stress management activities, for example) are taken within the framework of the CLASS service, which is accessible to all members of staff. In terms of preventing psychosocial risks, there is a group that monitors psychosocial risks and meets regularly. It reports on its activities to the president of the university and annually to the Health, Safety and Working Conditions Committee.</p>

Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/- Partial: -/+ Insufficient: -	In the event of -, -/+, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
<p>Article 23 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants. Articles 15 and 16 of law n° 84-16 of 11 January 1984 on statutory provisions relating to the state civil service. Article L. 951-1-1 of the Education Code. Decree n° 82-453 of 28 May 1982 on health and safety at work, as well as preventive healthcare in the civil service. Decree n° 2011-184 of 15 February 2011 on technical committees in state administrations and institutes. Circular of the Ministry of State Reform, Decentralisation and Civil Service of 31 December 2012 in accordance with decree n° 2011-184 of 15 February 2011 on technical committees in technical public government administrations and institutes (NOR: RDFS1221624C)</p> <p>Prime Minister's circular n° 5705/SG of 20 March 2014 on the implementation of a national plan of action to prevent psychosocial risks in the three civil services. Ministry of State Reform, Decentralisation and Civil Service circular of 20 May 2014 on the implementation of the framework agreement for preventing psychosocial risks in the government civil service (NOR: RDFS1411151C)</p> <p>Ministry of Decentralisation and Civil Service circular of 10 April 2015 on distributing a legal guide for applying the amended provisions of decree n° 82-453 of 28 May 1982 on health and safety at work, as well preventive healthcare in the civil service (NOR: RDFS1500763C)</p>	<p>Health and safety conditions to protect their health and physical well-being are ensured for civil servants during their work. The health and safety of employees shows the capability of Health, Safety and Working Conditions Committees. They also agree to cite their role and that of occupational physicians. Institutes are encouraged to put in place a plan to prevent psychosocial risks in their services.</p>	<p>Complete. The research commission shall provide €1,000 for each new research professor (lecturers (MC) or professors (PR)) in order to establish them in laboratories.</p>		<p>Ongoing: Development of a network of prevention assistants.</p>
<p><b>24. Working conditions</b> Employers and/or funders should ensure that working conditions for researchers, including disabled researchers, provide, if required, the necessary flexibility for successful research in compliance with applicable national legislation and collective national and industry agreements. They should aim to provide working conditions that allow both male and female researchers to combine work and family life, children and career. Particular attention must be paid to flexi-time, part-time work, remote working and to sabbaticals, as well as to the financial and administrative provisions required to provide these types of systems.</p>				
Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/- Partial: -/+ Insufficient: -	In the event of -, -/+, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
<p>Article 1 of decree n° 2000-815 of 25 August 2000 on organising and reducing working hours in the civil service and judicial authorities.</p>	<p>Sets the working week to 35 hours in the public state administrative services and institutes or a maximum of 1,607 working hours per year.</p>	<p>Complete.</p>		

<p>Articles L. 952-4 and L. 954-1 of the Education Code</p> <p>Articles 6 and 7 of decree n° 84-431 of 6 June 1984 establish common statutory provisions applicable to research professors and place special emphasis on bodies of university professors and lecturers.</p> <p>Decree of 31 July 2009 approving the national frame of reference for hourly equivalences established in accordance with II of article 7 of amended decree n° 84-431 of 6 June 1984 that established common statutory provisions applicable to research professors and placed special emphasis on bodies of university professors and lecturers.</p> <p>Circular of the Ministry of National Education, Higher Education and Research's Human Resources office A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers (NOR: MENH1509914C).</p>	<p>Establishes the principle of a periodic revision of the allocation of teaching roles and research activities in the institute and sets out the means of this revision.</p> <p>Provides a specific system of service obligations, service modulation provisions, hourly equivalences and statutory discharges.</p>	<p>Almost but not complete</p>		<p>Adoption of a frame of reference in 2018/Flexibility in organising teaching service/Adoption of an overall strategy for disabilities at the end of 2017.</p>
<p>Part-time:</p> <p>Articles 37 to 40 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p> <p>Decree n° 82-624 of 20 July 1982 on setting the application methods for civil servants from ordinance n° 82-296 of 31 March 1982 on performing duties part-time</p> <p>Decree n° 2002-1072 of 7 August 2002 on annualised part-time work in the state civil service.</p>	<p>In certain conditions, permanent civil servants may be authorised to carry out their work on a part-time basis, which can be no less than half time.</p>	<p>Complete</p>		
<p>Remote working:</p> <p>Article 133 of law n° 2012-347 of 12 March 2012 on access to a permanent position and improving working conditions for contracted civil service employees, fighting discrimination and including several provisions in the civil service</p>	<p>Provides the possibility, under certain circumstances, for civil servants and public agents to perform their roles through remote working.</p>			<p>Text providing the means of remote working for those in BIATSS fields (library, engineering, administration, technical and health and social), approved at the end of 2017</p>
<p>Non-separation of spouses:</p> <p>Articles 60 and 62 of law n° 84-16 of 11 January 1984 on statutory provisions regarding state civil service</p>	<p>In certain conditions, may give priority to assignments of civil servants separated from their spouse or PACS partner, for civil servants with a disability and those undergoing a career change.</p>	<p>Complete</p>		
<p>Articles 33 and 51 of decree n° 84-431 of 6 June 1984 establish common statutory provisions applicable to research professors and place special emphasis on bodies of university professors and lecturers.</p> <p>Circular of the Ministry of National Education, Higher Education and Research's Human Resources office A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers (NOR: MENH1509914C).</p>	<p>Provides a specific procedure for reviewing transfer applications by research professors looking to be closer to their partners.</p> <p>The president or director of the institute sets the number of positions for research professors that can be filled exclusively with transfers.</p>	<p>Complete</p>		

<p>Leave: 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. Decree n° 84-474 of 15 June 1984 on granting state officials 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-saving accounts in the state civil service and judicial authorities. Decree n° 2015-580 of 28 May 2015 on allowing civil service employees to donate days off to another civil service employee who is parent to a seriously ill child</p>	<p>Lists different types of short-term and long-term leave for civil servants and, under certain circumstances, opens the option to begin a time-saving account.</p>	<p>Complete</p>		<p>Text approved by the UCA board of directors in May 2017</p>
<p>Article 19 of decree n° 84-431 of 6 June 1984 establishes common statutory provisions applicable to research professors and places special emphasis on bodies of university professors and lecturers. Decree of 25 February 2003 on conditions of assignment and granting leave for research or subject changes provided in article 19 of the amended decree n° 84-431 of 6 June 1984 setting common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers. Circular from the Ministry of Higher Education and Research's Human Resources office A1-2 n° 2012-0009 of 30 April 2012 on statutory leave for research professors and other teachers working in higher education (NOR: ESRH1220221C)</p>	<p>Specifies the regulations of assignment and the duration of leave for research professors, notably leave for research and subject changes</p>	<p>Partially</p>		<p>Adoption of a frame of reference in 2018: flexibility in organising teaching service. Adoption of an overall strategy for disabilities. UCA provides 16 semesters per year for leave for research and subject changes</p>
<p>Articles 33 and 34 of decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff at university hospital centres</p>	<p>Regulates the system of leave for university professors-hospital physicians and university lecturers-hospital physicians and, in particular, leave for temporary assignments.</p>	<p>Complete</p>		
<p><b>25. Stability and continuity of employment</b> Employers/funders should ensure that the work of researchers is not undermined by unstable work contracts and should therefore be committed as far as possible to improving the stability of working conditions for researchers and should also apply and respect the principles and conditions set out in Council Directive 1999/70/EC.</p>				
<p>Relevant legislation (authorising or hampering implementation of this principle)</p>	<p>Existing institutional regulations and/or practices</p>	<p>Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -</p>	<p>In the event of -, -/+, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.</p>	<p>Initiatives already started and/or suggestions to improve the situation</p>
<p>Articles 4 and 6 bis of law n° 84-16 of 11 January 1984 on statutory provisions regarding the state civil service Decree n° 86-83 of 17 January 1986 on general provisions applicable to non-permanent state employees pursuant to article 7 of law n° 84-16 of 11 January 1984 on statutory provisions relating to state civil service</p>	<p>Specifies for the state and its public institutions the case for claims and duration of roles of contracted agents.</p>	<p>0</p>		

<p>The Sauvadet law n° 2012-347 of 12 March 2012 on access to a permanent position and improving working conditions for contracted employees in the civil service, fighting discrimination and including various provisions in the civil service</p> <p>Decree n° 2012-631 of 3 May 2012 on conditions of eligibility for candidates in restricted recruitment for access to state civil service bodies in categories A, B and C and sets the general conditions for organising this recruitment by applying law n° 2012-347 of 12 March 2012</p> <p>Decree n° 2012-1513 of 28 December 2012 on opening up restricted recruitment for access to certain state civil service bodies related to the minister responsible for national education by applying law n° 2012-347 of 12 March 2012</p> <p>Decree n° 2013-485 of 10 June 2013 on opening up restricted recruitment for access to certain state civil service bodies related to the minister responsible for higher education and research</p> <p>Decree of 9 January 2013 on setting the means of tests and general rules for organising restricted competitive examinations to access certain state civil service bodies in category A, pursuant to article 7 of decree n° 2012-631 of 3 May 2012;</p>	<p>To improve the stability of working conditions for researchers, the law of 12 March 2012 put in place measures to fight against the lack of job security for contracted agents who meet certain conditions.</p> <p>Access to state civil service bodies, for which particular statutes provide external recruitment, may be opened by restricted recruitment methods to highlight professional experience for a period of four years from 13 March 2012.</p> <p>The rules for organising restricted recruitment, the nature of the examinations, the conditions for organising and composing the jury and the number of posts offered in these restricted recruitment drives are determined by ruling.</p> <p>Furthermore, from the date of the law's publication, the contracted agent employed by the state or in one of its public institutes must be given the option to convert his/her contract into an open-term contract.</p>	<p>Complete</p>		<p>UCA is committed to a policy of fighting against any lack of job security.</p>
<p>The ruling of 11 June 2013 establishes the general rules for organisation, the composition of juries and the nature of restricted recruitment examinations for access to certain engineering bodies and for technical staff in research and education</p> <p>The directorate general for administration and civil service circular of 26 July 2012 on the implementation of the procedure for accessing permanent employment in the state civil service, as given in article 1 of law n° 2012-347 of 12 March 2012 on access to permanent employment and improving working conditions for contracted employees in the civil service, fighting against discrimination and various provisions within the civil service (NOR: RDF1228702C)</p>	<p>Specifies the means of organising the professional examinations for restricted recruitment to bodies for engineering and technical staff in research and education.</p>	<p>Complete</p>		
<p>Article L. 954-3 of the Education Code</p>	<p>University presidents benefit from broadened responsibilities and abilities to recruit contracted employees on either open or fixed contracts, and in particular to take care of teaching and/or research functions according to the decision of the selection committee</p>	<p>Not used</p>		
<p><b>26. Funding and salaries</b> Employers and/or funders should ensure that researchers enjoy fair and attractive funding and/or salary conditions, combined with adequate and fair provisions in terms of social security (including health insurance and parental benefits, pension rights and employment benefits) in compliance with applicable national legislation and collective national and industry conventions. These measures must include researchers at all stages in their careers, including those at the start of their careers, in accordance with their legal status, performance and level of qualifications and/or responsibilities.</p>				
<p>Relevant legislation (authorising or hampering implementation of this principle)</p>	<p>Existing institutional regulations and/or practices</p>	<p>Complete: + Almost but not complete: +/- Partial: -/+ Insufficient: -</p>	<p>In the event of -, +/-, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.</p>	<p>Initiatives already started and/or suggestions to improve the situation</p>

<p>Articles 4, 20 and 21 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants. Article 1 of decree n° 48-1108 of 10 July 1948 on the hierarchical classification of grades and jobs of state employees with regard to the general pension scheme</p> <p>Article 2 of decree n° 85-730 of 17 July 1985 on remuneration of state and regional civil servants, which is largely 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 remuneration for state civil servants, military personnel, local employees and public hospital staff</p>	<p>Civil servants are entitled to remuneration for services performed, including salary, residence allowance, additional family allowance and allowances established by legislative or regulatory text, in addition to mandatory family benefits.</p> <p>The basic pay for a civil servant increases periodically as and when he/she climbs the hierarchy within his/her grade: each grade corresponds to a salary scale grade that determines the increase in basic pay. Civil servants are affiliated with specific pension and social security schemes. They are entitled to annual leave, sick leave, maternity leave and parental leave; to leave for professional training, validation of acquired experience, skills assessments and leave for union training.</p> <p>The salary pay scale grade that applies to state civil service bodies is set by law.</p> <p>No compensation without basis: civil servants cannot receive any allowance that is not set out in a law or decree.</p>	<p>Almost but not complete</p>		<p>Approval at the end of 2017 for rules of career advancement and progression for open-term contracts. Approval at the end of 2017 for rules regarding the compensation scheme for BIATSS professions.</p>
<p>Article L. 954-2 of the Education Code</p>	<p>Specifies the following for universities with broadened responsibilities and abilities:</p> <ul style="list-style-type: none"> <li>- presidents are responsible for allocating bonuses to staff who are assigned to the institute in accordance with the general rules defined by the board of directors.</li> <li>- there is the possibility of creating incentive schemes under certain conditions.</li> </ul>	<p>Under consideration</p>		
<p>Decree n° 2013-305 of 10 April 2013 on the salary pay scale grading that applies to integrated bodies of research professors and equivalent staff members and to certain staff members in higher education</p>	<p>These decrees determine the salary pay scale grading for university professors, lecturers and equivalent staff members.</p>	<p>Complete</p>		
<p>Article L. 952-23 of the Education Code</p> <p>Article 38 of decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff at university hospital centres</p> <p>Decree n° 2013-304 of 10 April 2013 on the salary pay scale grading applicable to teaching and hospital staff at university hospital centres</p> <p>Ruling of 12 July 2010 on wages, remuneration or allowances of medical staff performing their roles on a full-time or part-time basis in public health institutes</p>	<p>Sets the rules of university (pay scale grading) and hospital (hospital salaries) remuneration for teaching and hospital staff at university hospital centres</p>	<p>Complete</p>		
<p>Article D. 952-1 of the Education Code</p> <p>Decree n° 2009-462 of 23 April 2009 concerning the classification of persons appointed to the profession of research professor at public higher education and research institutes attached to the minister responsible for higher education</p> <p>Circular from the Ministry of Higher Education and Research's Human Resources office A1-2 n° 2010-0002 of 22 January 2010 concerning the classification regulation for persons appointed to the profession of research professor at public higher education and research institutes (NOR: ESRH1002032C)</p>	<p>Makes it possible to highlight, under certain conditions, all or part of the previous professional experiences of research professors, their equivalents and teaching and hospital staff by classifying them in a grade scale and body higher than at the start of their career and therefore providing better remuneration.</p> <p>Research carried out before and after achieving a doctorate and some activities carried out in the private or public sectors may also be continued under certain conditions specified by the decree.</p>	<p>Complete</p>		

Decree n° 89-775 of 23 October 1989 on research and higher education bonuses for employees in higher education attached to the ministry responsible for higher education.	Bonus allocated to research professors and equivalent staff members who take part in creating and sharing knowledge, as well as developing research.	Complete		
Decree n° 90-50 of 12 January 1990, which established an administrative bonus and a bonus for administrative responsibility allocated to certain members of staff in higher education	The administrative bonus is paid to presidents and directors of public higher education institutes and to directors of certain areas. The bonus for administrative responsibility may be allocated to research professors and their equivalents who assume certain administrative responsibilities.	Complete		
Decree n° 99-855 of 4 October 1999, which establishes a bonus for teaching responsibility in higher education institutes attached to the minister responsible for higher education. Ruling of 4 October 1999, which set the list of members of staff in higher education who may benefit from the teaching responsibility bonus established by decree n° 99-855 dated 4 October 1999 Ruling of 3 December 2010 (rate of overtime)	This bonus may be paid to research professors and their equivalents who take on specific teaching responsibilities under certain conditions.	Complete		
Decree n° 2009-851 of 8 July 2009 on the doctorate and research supervision (PEDR) bonus given to certain employees in higher education and research Ruling of 30 November 2009 (bonus rate) Ruling of 20 January 2010	Bonus that may be granted, under certain conditions, to research professors and their equivalents who are pursuing a high level of scientific activity, make an exceptional contribution to research or are recipients of an international or national scientific award.	Complete		
Decree n° 86-1170 of 30 October sets the scheme for participating in scientific research by engineers and technical personnel in the Ministry of National Education	The bonus for participating in scientific research may be granted, under certain conditions, to research engineers in particular.	Complete.		The PEDR is identical for university lecturers and professors.
Decree n° 71-715 of 2 September 1971 on certain means of remuneration for teaching staff who work in a higher education institute	It is always in force and sets the rules of remuneration: - teachers at higher education institutes appointed to a second teaching post or another full-time position for which they will receive remuneration from the state or one of its public institutes; - state employees, employees of a local collective and their public institutes who simultaneously combine their job with a teaching post at a higher education institute.	Complete		
Universities and other public higher education and research institutes. Decree n° 83-1175 of 23 December 1983 on allowances for additional teaching established in cultural and scientific public institutes and other higher education institutes attached to the Minister for National Education	Lessons, tutorials and practical sessions carried out by employees and external parties who are responsible for ensuring additional teaching in higher education institutes are paid on an hourly basis with an allowance, the rate for which is determined by a ruling.	Yes		
Decree n° 2007-772 of 10 May 2007 on remuneration for associate or guest teaching staff in higher education and research institutes attached to the minister responsible for higher education Ruling of 10 May 2007	Rules on remuneration for associate and guest teachers	Complete		
Article L. 951-1 of the Education Code	Specifies implementation of a social policy for the benefit of all staff for each institute	Complete. Comparison table to be added		
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	List of short-term and long-term leave for civil servants	Complete		As of 2017, the list of leave is the subject of a specific article in the social audit communicated to employees every year.



Articles L. 712-1, D. 712-11 and the following articles of the Social Security Code	Employed civil servants and their families, subject to general regulations, are entitled to benefits at least equal to those specified in the legislation on the general social security regulations in the event of illness, pregnancy, disability or death. The administration shall enter these into the social security fund.	Complete		
Article 22 bis-II of law n° 83-634 of 13 July 1983 on the rights and obligations 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 pursuant to article 7 of law n° 84-16 of 11 January 1984 on statutory provisions relating to state civil service	Under certain conditions, may provide the social protection rules for contracted employees of the state and its public institutes in the event of illness, pregnancy, disability, death, workplace accidents and occupational illnesses. Specified the means of setting remuneration for these contracted employees.	Complete		UCA is committed to a policy of fighting any lack of job security. The provisions regarding holidays are similar to those for civil servants.
<b>27. Gender equality</b> Employers and/or funders should aim to establish a representative balance between men and women at all levels of staff, including for doctorate/placement supervisors and managers. This balance should be created by means of an equal opportunities policy during the recruitment process and at later stages in careers, without taking precedence over quality and skills. To ensure equal treatment, selection and evaluation committees should reflect a reasonable male/female balance.				
Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -	In the event of -, +/-, or +/+, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
Articles L. 123-2 and L. 123-6 of the Education Code	Confirms higher education's public service missions in terms of the fight against discrimination and creating equality between men and women.	Complete		UCA is a signatory of the Charter for Gender Equality in Higher Education. A Male-Female Equality steering committee has been put in place. There are equality advisors in each section of UCA. The steering committee regularly suggests actions in favour of equality. There is a creche specially for use by UCA employees with the goal of everyone being able to better reconcile family and professional life.
Articles 6 and 6 bis of law n° 83-634 of 13 July 1983 on the rights and obligations 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 a permanent position and improving working conditions for contracted officials in the civil service, fighting discrimination and including various provisions in the civil service. Articles 1 and 4 of decree n° 2013-908 of 10 October 2013 on methods of appointing members of juries and selection committees for recruiting and promoting civil servants related to the state civil service, local civil service and hospital public service	Prohibits all discrimination against civil servants because of their political opinions, trade union involvement, philosophical or religious beliefs, background, sex, sexual orientation, gender identity, age, surname, state of health, physical appearance, disability and actual or imagined ethnicity or race. Specifies exceptions to the non-discrimination principle: - Certain conditions set in the law of 1983 give the possibility of maintaining age distinctions and limits. - Possibility to carry out separate recruitment campaigns for men and women, under certain conditions. There must be a 40% minimum of either sex on juries and selection committees; statutes particular to civil servants may depart from this proportion.	Complete		cf. Ethics chapter

<p>Articles 1, 9 and 9-1 of decree n° 84-431 of 6 June 1984 establish common statutory provisions applicable to research professors and place special emphasis on bodies of university professors and lecturers  Decree n° 2015-455 of 21 April 2015 on waiver provisions regarding the 40% minimum proportion of each sex in the composition of selection committees for the recruitment process of university professors.  Circular of the Ministry of National Education, Higher Education and Research's Human Resources office A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers (NOR: MENH1509914C).</p>	<p>Reinforces the non-discrimination principle against research professors due to their sex and gives the option to depart from this under certain conditions in order to promote a balanced representation of men and women in these organisations.  The selection committees for recruiting research professors must respect the 40% minimum proportion of persons of either sex.  The decree of 2015 sets the list of disciplines in the National Council of Universities in which it is permitted to not adhere to the 40% minimum proportion of people of either sex imposed when appointing members of selection committees and specifies the amended minimum proportions that must be respected.</p>	<p>Complete</p>		<p>Proposals by the equality steering committee. Creche</p>
<p>Articles L. 712-3-II and L. 712-6-1-IV of the Education Code  Decree n° 2014-780 of 7 July 2014 on the sub-committees of the university academic boards  Decree n° 2014-336 of 13 March 2014 modifying the provisions of the Education Code on external parties participating in councils established within scientific, cultural and professional public institutes  Article 16 of decree n° 2013-1310 of 27 December 2013 on the conditions for exercising the right to vote, the make-up of electoral colleges and methods of integration and equivalence of levels for representing staff and students on councils at scientific, cultural and professional institutes</p>	<p>Applying the principle of male/female equality under certain conditions:  - For sub-committees of a university's academic board on individual issues concerning research professors, other than university professors.  - To appoint external parties as members of the university's board of directors.  - To compile lists of candidates in view of elections to different councils of institutes.</p>	<p>Complete. The commission for review of the electoral consultation</p>		
<p><b>28. Career development</b>  Employers and/or funders should, ideally as part of their human resources management, develop a specific strategy for career development for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. This strategy should include providing mentors who can intervene to provide support and direction for the benefit of the researcher's personal and professional development and also motivate them and help to reduce all insecurities with regard to their professional future. All researchers should be informed of these provisions and agreements.</p>				
<p>Relevant legislation (authorising or hampering implementation of this principle)</p>	<p>Existing institutional regulations and/or practices</p>	<p>Complete: +  Almost but not complete: +/-; Partial: +/-; Insufficient: -</p>	<p>In the event of -, +/-, or +/-, indicate the disparity between the principle and actual practice.  If relevant, list the national or regional legislation that is preventing implementation.</p>	<p>Initiatives already started and/or suggestions to improve the situation</p>

<p>Articles 18-1 and 19 of decree n° 84-431 of 6 June 1984 on establishing common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers.</p> <p>Ruling of 25 February 2003 on conditions of assignment and granting leave for research or subject changes provided in article 19 of the modified decree n° 84-431 of 6 June 1984 on establishing common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers.</p> <p>Circular of the Ministry of National Education, Higher Education and Research's Human Resources office A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers (NOR: MENH1509914C).</p>	<p>Provides that the career path for research professors is within the jurisdiction of the National Council of Universities. It is implemented and taken into consideration according to certain methods. Specifies the regulations of assignment and the duration of leave for research and subject changes for research professors</p>	<p>Complete</p>		
<p>Article 34 of decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff at university hospital centres</p>	<p>Sets out provisions that apply to temporary assignments for university professors-hospital physicians and university lecturers-hospital physicians.</p>	<p>Complete</p>		
<p>Decree n° 86-83 of 17 January 1986 on general provisions applicable to non-permanent state employees pursuant to article 7 of law n° 84-16 of 11 January 1984 on statutory provisions relating to state civil service</p>	<p>Every year, contracted employees benefit from a professional meeting that results in a review. Remuneration may be up for re-evaluation, subject to certain conditions.</p>	<p>Complete. Professional meeting for contractors with a contract longer than six months.</p>		
<p><b>29. Value of mobility</b> Employers and/or funders should recognise the value of geographic, inter-industry, inter-disciplinary, trans-disciplinary and virtual mobility, in addition to mobility between the public and private sectors, as being an important way to further scientific knowledge and professional development at all stages of a researcher's career. Therefore, they should establish relevant opportunities in the career development strategy and fully value and recognise all experiences of mobility in their career progression/evaluation system. This also requires the implementation of vital administrative instruments to allow the transferability of grants and provisions in terms of social security, in accordance with national legislation.</p>				
<p>Relevant legislation (authorising or hampering implementation of this principle)</p>	<p>Existing institutional regulations and/or practices</p>	<p>Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -</p>	<p>In the event of -, +/-, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.</p>	<p>Initiatives already started and/or suggestions to improve the situation</p>
<p>Articles 13 bis, 14, 14 bis and 24 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants Articles 32, 41 to 43 and 45 to 52 of law n° 84-16 of 11 January 1984 on statutory provisions with regard to the state civil service. Articles 1 to 12 and 14 to 39 of decree n° 85-986 of 16 September 1985 on the particular system governing certain state civil service positions</p>	<p>Defines the legal system and methods of putting in place the provision, secondment, direct integration and availability of state civil servants.</p>	<p>Complete</p>		

<p>Articles 10 to 14, 15 to 17, 39, 46 4° and 55 of decree n° 84-431 of 6 June 1984 on establishing common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers. Circular of the Ministry of National Education, Higher Education and Research's Human Resources office A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers (NOR: MENH1509914C).</p>	<p>Stipulates measures promoting the mobility of research professors: delegation, seniority bonuses. It also includes a restricted competitive examination for second-grade senior researchers for nominations to become first-grade university professors and excellent secondment opportunities for researchers to the body of research professors</p>	<p>Regulations applied but few cases</p>		<p>Adoption of a mobility charter at the start of 2018</p>
<p>Article D. 952-1 of the Education Code Decree n° 2009-462 of 23 April 2009 concerning the classification of persons appointed to the profession of research professor at public higher education and research institutes attached to the minister responsible for higher education Circular from the Ministry of Higher Education and Research's Human Resources office A1-2 n° 2010-0002 of 22 January 2010 concerning the classification regulation for persons appointed to the profession of research professor at public higher education and research institutes (NOR: ESRH1002032C)</p>	<p>Makes it possible, under certain conditions, to highlight the professional experiences gained by research professors and teaching and hospital staff after their entry into the career by means of better classification in the pay grade scale than when entering into the field and therefore better remuneration in addition. Regulations set the conditions for restarting research carried out in preparation for a doctorate, which is recognised as professional experience. Research carried out after obtaining a doctorate may also be considered depending on the staff situation. Other activities carried out in the private or public sectors may also be continued under certain set conditions.</p>			<p>Medical commission at the institute that handles the site's health policy and can therefore re-establish careers at university hospitals. The Ministry of Health and Higher Education will approve the proposal by the institute's medical commission.</p>
<p>Decree n° 84-135 of 24 February 1984 on the status of teaching and hospital staff at university hospital centres Decree n° 90-92 of 24 January 1990 on the status of teaching and hospital staff at treatment centres and at the dental teaching and research centres of university hospital centres</p>	<p>These decrees stipulate that permanent teaching and hospital staff may be sent on secondment, given extended leave, delegated, temporarily assigned and seconded.</p>	<p>Complete</p>		
<p>Decree n° 2007-611 of 26 April 2007 on the carrying out of private activities by non-permanent civil servants or employees who have temporarily or definitively stepped down from their roles and the ethics committee</p>	<p>Employees who have temporarily or definitively stepped down from their positions and propose taking on a private activity must inform the authority to which they are attached under the conditions stipulated by the 2007 decree.</p>	<p>Complete</p>		

<p>Articles 33-1, 33-2 and 33-3 of decree n° 86-83 of 17 January 1986 on general provisions applicable to state contracted employees pursuant to article 7 of law n° 84-16 of 11 January 1984 on statutory provisions relating to state civil service</p> <p>Decree n° 2014-364 of 21 March 2014 amended decree n° 86-83 of 17 January 1986 on general provisions applicable to non-permanent state employees pursuant to article 7 of law n° 84-16 of 11 January 1984 on statutory provisions relating to state civil service</p>	<p>Contracted employees who meet certain conditions may benefit from secondment, mobility leave or leave without remuneration to prepare for a competitive examination to join the civil service.</p> <p>To promote the mobility of contracted employees, the decree of 2014 established "transferability" of the rights linked to seniority conditions (rights to leave, training, increase in remuneration, for sitting internal competitive examinations, calculating the amount of severance pay)</p>	<p>Agreement of possible secondment for employees with open-ended contracts, in accordance with the law.</p> <p>Complete</p>		
<p><b>30. Career advice</b> Employers and/or funders should ensure that researchers at all stages of their careers and regardless of their contract, are offered advice on career direction and assistance in finding a job, either in the institutions concerned or through collaboration with other structures.</p>				
<p>Relevant legislation (authorising or hampering implementation of this principle)</p>	<p>Existing institutional regulations and/or practices</p>	<p>Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -</p>	<p>In the event of -, +/-, or +/+, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.</p>	<p>Initiatives already started and/or suggestions to improve the situation</p>
<p>Law n° 2004-391 of 4 May 2004 on lifelong professional training and social dialogue Law n° 2007-148 of 2 February 2007 on modernising the civil service Decree n° 2007-1470 of 15 October 2007 on lifelong professional training for state civil servants Decree n° 2007-1942 of 26 December 2007 on professional training for non-permanent state employees and workers Ruling of 31 July 2009 on skills assessments for state officials</p>	<p>Civil service employees may, under certain conditions, take advantage of leave for professional training and leave for skills assessment.</p>	<p>An employee who would like leave for training should ask the training commission. Employees who would like a skills assessment shall request this from the training commission and if the commission accepts, the employee shall be authorised to take leave to complete a skills assessment.</p>		
<p>Article 18-1 of decree n° 84-431 of 6 June 1984 on establishing common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers. Circular of the Ministry of National Education, Higher Education and Research's Human Resources office A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers (NOR: MENH1509914C).</p>	<p>The career path for research professors is within the jurisdiction of the National Council of Universities. It is implemented and taken into consideration according to certain methods.</p>			<p>Annual letter from the head of human resources to each contracted employee in BIATSS fields to offer assistance in their job search and in continuing their careers. An employee in the human resources department is fully focused on career advice regarding "career mobility advice". The establishment is provided with complete FTE.</p>

### 31. Intellectual property rights

Employers and/or funders should ensure that researchers at all stages of their careers can benefit from the use (where necessary) of the results of their R&D work, thanks to legal protection and specifically through sufficient protection of intellectual property rights, including copyright. Policies and practices should specify that some rights shall be granted to the researchers and/or, if required, their employers or other parties, including commercial or external industrial organisations, in accordance with potential provisions for specific collaboration agreements or other types of agreement.

Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -	In the event of -, -/+, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
<p>Article L. 952-2 of the Education Code Articles L. 111-1, L. 113-2, L. 113.5, L. 122-4, D. 611-1 and following of the French Intellectual Property Code</p>	<p>The Intellectual Property Code regulates the right to use works by the author and industrial property.</p>	<p>Complete</p>		<p>Services from the department of research and development, with a contracts hub and a centre for innovation transfers.</p>
<p>Decree n° 96-858 of 2 October 1996 on profit-sharing for certain state civil servants and state employees and the public institutes that participated directly in creating software, in creating or discovering plant varieties or in profitable work. Decree n° 2005-1217 of 26 September 2005 on incentive bonuses and invention patent bonuses granted to certain state civil servants and state employees and public institutes who are authors of an invention, modifying the Intellectual Property Code (article R. 611-14-1) Decree n° 2010-619 of 7 June 2010 on the means of profit-sharing for the staff of certain public institutes attached to the Ministry of Higher Education and Research for services performed while participating in scientific research work or provision of services</p>	<p>These texts establish various provisions on profit-sharing, which may benefit certain state civil servants and public employees who are authors of invention or who participated in research work or in creating software, in creating or discovering plant varieties or in profitable work.</p>	<p>Complete</p>		<p>A profit-sharing provision for research professors and those in BIATSS fields is planned with percentages attached. Remarks on the patent bonus.</p>

### 32. Co-authorship

During staff evaluations, institutes should have a positive view of collaboration between authors, which demonstrates a constructive approach when carrying out research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the start of their careers, with the necessary framework conditions to have the right to be recognised and mentioned by name and/or cited, for their real contributions as co-authors of documents, patents etc., or to publish their own research results independently of their doctorate/placement supervisors.

Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -	In the event of -, -/+, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation

Articles L. 113-2, L. 113-3, L. 613-29 to L. 613-32 of the French Intellectual Property Code	The Intellectual Property Code establishes a legal framework specific to copyright for co-authors of works and specifies the legal process applicable in terms of co-ownership of patents.	Complete. Attention paid by the department of research and development (DRV) to invention declarations, which must be signed by all those who contributed.		Report on section 8 regarding ethics. Doctorate students shall be given training on this subject. There are points of improvement to be planned on the part of the ITRF (engineers and technical staff in research and training). To be formalised in the internal regulations of laboratories.
National Ethics Charter for research subjects signed on 29 January 2015 by CNRS, Inserm, Inra, Inria, IRD, Cirad, the Curie Institute and universities represented by the Conference of University Presidents National Expertise Charter of 22 December 2009	These charters make up a range of major international texts, notably the 2005 European Charter for Researchers, and implementing them is the responsibility of the establishments.	Complete.		UCA should sign these two charters. Put forward to board of directors and research commission in October
<b>33. Teaching</b> Teaching is an essential means to structure and spread knowledge and should therefore be considered a highly valued option in the professional career of researchers. Regardless, the responsibilities of teaching should not be excessive and should not prevent researchers, particularly those at the start of their careers, from carrying out their research. Employers and/or funders should ensure that teaching activities are given proper remuneration and are taken into consideration in evaluation systems. In addition, time given by senior research staff members for training researchers at the start of their careers should be taken into account as part of their teaching commitments. Appropriate training should be provided for teaching and training activities as an integral part of professional development for researchers.				
Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -	In the event of -, +/-, or +/+, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
Articles 7, 40-2 to 40-5 and 58-1 to 58-4 of decree n° 84-431 of 6 June 1984 on establishing common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers. Circular of the Ministry of National Education, Higher Education and Research's Human Resources office A1-2 n° 2015-0013 of 4 May 2015 on common statutory provisions applicable to research professors and placing special emphasis on bodies of university professors and lecturers (NOR: MENH1509914C).	Establishes the teaching service of research professors (standard annual duration, options to adapt the teaching service to allow young research professors to devote more time to their research) This decree gives researchers the option to be separate from and then integrated into the body of research professors, under certain conditions.	Insufficient.	Young research professors have no reduction in their teaching responsibilities.	Training in teaching put in place for young research professors. Allows a five-hour reduction in the service. Proposition: young lecturers shall not be allowed to do overtime for three years. In job profiles, it is prohibited to ask candidates to take on teaching responsibilities.
Decree n° 71-715 of 2 September 1971 on certain means of remuneration for teaching staff who work in a higher education institute.	Still in force, this text establishes in particular the rules for paying researchers who simultaneously combine their job with a teaching post at a higher education institute.	+		

<p>Article D. 952-5 of the French Education Code</p> <p>Decree n° 85-733 of 17 July 1985 on recruiting lecturers and associate or guest university professors</p> <p>Decree n° 91-267 of 6 May 1991 on associate or guest teaching staff in certain higher education and research institutes attached to the minister responsible for higher education. Decree n° 91-966 of 20 September 1991 on staff associated with university hospital centres in the fields of medicine and dentistry</p> <p>Decree n° 93-128 of 27 January 1993 on guest staff in medical and dental disciplines</p>	<p>Sets provisions on associate and guest teaching staff recruited in public higher education institutes to perform teaching and research services.</p>	<p>+</p>		
<p>Decree n° 87-889 of 29 October 1987 on recruitment conditions and employing substitutes 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 allowances for additional teaching established in cultural and scientific public institutes and other higher education institutes attached to the Minister for National Education</p> <p>Ruling of 3 December 2010 (rate of overtime)</p>	<p>Public higher education institutes may hire researchers to carry out teaching activities.</p> <p>1) To carry out teaching responsibilities in disciplines other than medicine and dentistry in capacity as substitute teachers.</p> <p>2) In their capacity as lecturer or teaching fellow in disciplines in medicine and dentistry.</p> <p>These contributors shall be paid on a sessional basis with allowances for additional teaching.</p>	<p>+</p>		
<p>Decree n° 89-775 of 23 October 1989 on research and higher education bonuses for employees in higher education attached to the ministry responsible for higher education.</p> <p>Two rulings of 23 October 1989 on the list of higher education staff who may benefit from research and higher education bonuses and the amount of this bonus given per individual, respectively</p>	<p>Bonus allocated to staff members who take part in creating and sharing knowledge, as well as developing research.</p>	<p>+</p>		
<p>Decree n° 99-855 of 4 October 1999, which establishes a bonus for teaching responsibilities in higher education institutes attached to the minister responsible for higher education. Ruling of 4 October 1999, which established the list of members of staff in higher education who may benefit from the teaching responsibility bonus established by decree n° 99-855 dated 4 October 1999</p> <p>Ruling of 3 December 2010 (rate of overtime)</p>	<p>This bonus may be paid to research professors and their equivalents who take on specific teaching responsibilities under certain conditions.</p>	<p>+</p>		<p>UCA has a frame of reference for research professors and rules for granting the bonuses for teaching responsibilities.</p>
<p>Decree n° 2001-935 of 11 October 2001 establishing a teaching mobility bonus aimed at higher education for the benefit of researchers</p> <p>Ruling of 11 October 2001 setting the rate of teaching mobility bonus aimed at higher education and established for the benefit of researchers</p>	<p>This bonus is directed at research directors and those responsible for research who are committed to a mobility process</p>	<p>+</p>		
<p>Decree n° 2003-1009 of 16 October 2003 on shifts that are likely to be allocated to staff who accomplish additional activities in certain public higher education institutes.</p> <p>Ruling of 16 October 2003 that sets the rate of shifts allocated to staff who accomplish additional activities in certain public higher education institutes</p>	<p>Option to remunerate those carrying out ancillary activities in the form of shifts, under certain conditions established in the decree.</p>	<p>+</p>		



<p>Decree n° 2009-851 of 8 July 2009 on the doctorate and research supervision (PEDR) bonus given to certain employees in higher education and research  Ruling of 30 November 2009 on setting the bonus rate  Ruling of 20 January 2010 on setting the list of scientific awards that qualify for the bonus</p>	<p>Bonus that may be granted under certain conditions to research professors and researchers who are pursuing a high level of scientific activity, make an exceptional contribution to research or are recipients of an international or national scientific award.</p>	<p>+</p>		
<p>Decree n° 2010-235 of 5 March 2010 on remuneration for public employees who participate in training and recruitment activities in the capacity of ancillary activity  Ruling of 7 May 2012 on remuneration for those who participate in recruiting public employees attached to ministers responsible for national and higher education in the capacity as an ancillary activity  Ruling of 9 August 2012 on remuneration for those who participate in training and operation of juries related to the minister responsible for higher education in the capacity of an ancillary activity</p>	<p>Option of remunerating those participating in ancillary training activities.</p>		<p>Makes it possible to pay juries for VAE (validation of acquired experience), CLES (Higher Education Language Skills Certification), monitoring and expert reports.</p>	<p>Text to be adopted by UCA to allow these forms of remuneration</p>
<p><b>34. Complaints/appeals</b>  Employers and/or funders should establish appropriate procedures in compliance with the rules and national regulations, potentially in the form of an impartial party (a type of mediator), in order to handle complaints/appeals by researchers, including with regard to conflicts between doctorate/placement supervisor(s) and researchers at the start of their careers. These processes should provide all research staff with confidential and informal assistance in resolving conflicts linked with work, as well as disputes and complaints, with the aim of promoting fair and equal treatment within the institute and improving the overall quality of the workplace.</p>				
<p>Relevant legislation (authorising or hampering implementation of this principle)</p>	<p>Existing institutional regulations and/or practices</p>	<p>Complete: +  Almost but not complete: +/-; Partial: -/+; Insufficient: -</p>	<p>In the event of -, +/-, or +/+, indicate the disparity between the principle and actual practice.  If relevant, list the national or regional legislation that is preventing implementation.</p>	<p>Initiatives already started and/or suggestions to improve the situation</p>
<p>Articles 6, 6 bis, 6 ter, 6 quinquies, 11 and 11 bis of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants</p>	<p>Grants civil servants and non-permanent public employees the right to benefit from legal protection organised by the public body that employs them from the date of the events in question, under certain conditions.  No measure concerning recruitment or career with regard to a civil servant may be taken that takes into account the fact that he/she appealed against a superior or took legal action with the goal of respecting freedom of opinion and the principle of non-discrimination.</p>			
<p>Articles L. 712-6-2, L. 952-7 to L. 952-9, L. 952-22 and 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 at university hospital centres  Decree n° 86-1053 of 18 September 1986 on establishing the rules of the process before the disciplinary court established by article L. 952-22 of the Education Code for teaching and hospital staff members</p>	<p>The Education Code sets the principles, the means of exercising disciplinary power and likely penalties for research professors and teaching staff.  Since 2015, the adjudication of a case may be transferred to the disciplinary section of another institute under certain circumstances.  Teaching and hospital staff at university hospital centres are subject to national disciplinary jurisdiction and specific penalties.</p>			

Article 19 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants. Articles 66 and 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 equal administrative commissions Decree n° 84-961 of 25 October 1984 on the disciplinary procedure regarding state civil servants.	ITRF personnel (engineers and technical staff in research and training) are subject to the disciplinary systems of these laws specified that apply to state civil servants, the disciplinary penalties being applied by the director-general of the institute after a decision by a competent and equal administrative commission.			
Articles 1-2 and 43-1 to 44 of decree n° 86-83 of 17 January 1986 on general provisions applicable to state contracted employees pursuant to article 7 of law n° 84-16 of 11 January 1984 on statutory provisions relating to state civil service	Specifies the system and disciplinary sanctions specified in the laws given for state contracted employees and state public institutes.			
Administrative appeal pursuant to the laws specified and/or litigious administrative appeal	Informal and/or hierarchical appeal and provisions of the code of administrative justice			UCA employees may appeal to the university mediator.
<b>35. Participation in decision-making bodies</b> Employers and/or funders should recognise that it is justifiable, and even desirable, for researchers to be represented in the bodies charged with information, consultation and decision-making at institutes for which they work, in order to protect and promote their individual and collective interests as professionals and to contribute actively in the workings of the institute.				
Relevant legislation (authorising or hampering implementation of this principle)	Existing institutional regulations and/or practices	Complete: + Almost but not complete: +/-; Partial: -/+; Insufficient: -	In the event of -, +/-, or +/-, indicate the disparity between the principle and actual practice. If relevant, list the national or regional legislation that is preventing implementation.	Initiatives already started and/or suggestions to improve the situation
Constitutional Court Decisions 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. Articles L. 719-1, L. 719-2 and L. 952-6 of the Education Code	Guarantees of independence for research professors result from a fundamental principle recognised by French law and confirmed by several Constitutional Court Decisions. Professors and other research professors must have proper and legitimate representation on university community councils, creating the need for distinct electoral colleges to elect their representatives.	+		
Article 3 of decree n° 84-431 of 6 June 1984 establishes common statutory provisions applicable to research professors and places special emphasis on bodies of university professors and lecturers	Research professors contribute to community life at institutes and participate on councils and bodies granted by the Education Code and the Research Code or by the statutes of the institutes.	+		
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. Article L. 411-3 of the Research Code Decree n° 92-70 of 16 January 1992 on the National Council of Universities	The researchers in research organisations, researchers and contracted personnel who meet certain conditions are deemed equivalent to teachers and research professors because of their participation on different councils and bodies in the institutes. Research engineers from research organisations are considered equivalent to engineering, administrative, technical and library staff appointed to the institution. Researchers and research engineers who meet certain criteria may vote and are eligible for the different electoral colleges created to elect members of central boards and departmental boards of public scientific, cultural and professional institutions. Under certain conditions, researchers working at the institutes and research organisations may vote and be eligible for the National Council of Universities and they may be appointed members of selection committees that are created to recruit research professors.	+		UCA is careful to ensure that EPST and hospital university researchers are represented on various councils.

<p>Articles 9 and 23 of law n° 83-634 of 13 July 1983 on the rights and obligations of civil servants. 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. Decree n° 82-453 of 28 May 1982 on health and safety at work, as well preventive healthcare in the civil service</p> <p>Decree n° 2011-184 of 15 February 2011 on technical committees in state administrations and institutes</p> <p>Decree n° 2014-1092 of 26 September 2014 on the creation of technical committees in the Minister for National Education, Higher Education and Research</p> <p>Decree n° 2014-1560 of 22 December 2014 on the creation of committees for health, safety and working conditions attached to the Minister for National Education, Higher Education and Research. Ministry of State Reform, Decentralisation 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.</p> <p>Provisions on the powers and functions of technical committees (NOR: RDFS1221624C)</p> <p>Prime Minister's circular n° 5705/SG of 20 March 2014 on the implementation of a national plan of action to prevent psychosocial risks in the three civil services groups</p> <p>Ministry of State Reform, Decentralisation and Civil Service circular of 20 May 2014 on the implementation of the framework agreement for preventing psychosocial risks in the state civil service (NOR: RDFS1411151C)</p> <p>Ministry of Decentralisation and Civil Service circular of 10 April 2015 on distributing a legal guide for applying the amended provisions of decree n° 82-453 of 28 May 1982 on health and safety at work, as well preventive healthcare in the civil service (NOR: RDFS1500763C)</p>	<p>Specifies the powers, organisational rules and operation of technical committees and committees for health, safety and working conditions within state public institutes.</p>	<p>+</p>		
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