

## **The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers**

**“A Human Resources Strategy for Researchers incorporating the Charter and Code”**

### **Annex 1: GAP analysis**

Project group to obtain the HR Excellence for Research label  
by driving the implementation of HRS4R

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--- French legislation references (translation by UTC/David Lewis)

--- UTC practices

N.B.: Hypertext links mainly point to UTC intranet site and so are accessible only by UTC staff.

--- Proposed actions

## Acronyms Glossary

<b>ABG</b>	Association Bernard Gregory (Intelli'agence)	<b>DR</b>	Research Division
<b>ANRT</b>	French National Association for Research and Technology	<b>DRH</b>	Human Resources Division
<b>ATER</b>	Temporary academic staff	<b>DRI</b>	International Relations Division
<b>BIATSS</b>	Engineers, Technicians, Administrative Staff	<b>DSEI</b>	Business and Innovation Strategy Division
<b>BUTC</b>	UTC University library	<b>DSI</b>	Information Systems Division
<b>CA</b>	University Supervisory Board	<b>EC</b>	Academic personnel
<b>CAP</b>	Teaching Support Cell	<b>ECC</b>	Academic personnel under contract
<b>CCDC</b>	Consultative Committee for PhD candidates under contract	<b>ECT</b>	Tenured academic personnel
<b>CCP</b>	Joint Consultative Committee	<b>ED</b>	Doctoral School
<b>CDD</b>	Fixed-term contract	<b>HDR</b>	French Habilitation (accreditation to supervise research)
<b>CDI</b>	Permanent contract	<b>MCF</b>	Associate Professor
<b>CEVU</b>	Studies and Student Life Committee	<b>PAST</b>	Part-time Associate Professor
<b>CHSCT</b>	Health, Safety and Working Environment Committee	<b>PCA</b>	Administrative responsibility bonus
<b>CNRS</b>	French National Center for Scientific Research	<b>PEDR</b>	Research and doctoral supervision grant
<b>CNU</b>	National Council of Universities	<b>PI</b>	Intellectual Property
<b>Comue</b>	Universities and Schools Cluster	<b>PIPATT</b>	Projet Management and Technology Transfer Unit
<b>CPE</b>	Institutional Joint Committee	<b>PU</b>	Professor
<b>CPU</b>	<i>Conférence des Présidents d'Université</i>	<b>SATT</b>	Technology transfer company
<b>CS</b>	Scientific Committee	<b>SU</b>	Sorbonne Universities (Comue)
<b>DAF</b>	Financial Division	<b>UTC</b>	<i>Université de Technologie de Compiègne</i>
<b>DGS</b>	Internal Services Division	<b>UTeam</b>	(UTC subsidiary for managing contracts)
<b>Dir Com</b>	Communication Division		

## **I. Ethical and professional aspects**

<b>1. Research freedom</b> 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.			
<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
Fundamental principle of academic freedom, enshrined in the laws of the French Republic:  Five decisions of the <i>Conseil Constitutionnel</i> : No 83-165 DC of 20 January 1984, No 93-322 DC of 30 July 1993, No 94-355-DC of 10 January 1995, No 94-358 DC of 26 January 1995 and No 2010-20/21 QPC of 6 August 2010.  Articles 1 and 4 of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.  Articles L. 123-9, L719-1, L. 719-2, L. 952-2, L. 952-4 and L. 952-6 of the Education Code.  Articles 2, 3, 4 and 5 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.	The independence of academics is guaranteed by a fundamental principle enshrined in the laws of the French Republic, as laid down in a number of decisions by the <i>Conseil Constitutionnel</i> (Constitutional Council).  The Act of 1983, laying down the rights and duties of public employees, determines the fundamental guarantees to which all public employees are entitled. It specifies that public employees have a statutory, regulated role with respect to public agencies.  Academics have full independence and freedom of expression in their teaching and in the pursuit of their research, but are nevertheless bound by the principles of tolerance and objectivity that have long been part of university culture and that form part of the Education Code.  These laws make academics responsible for the guidelines for allocating the teaching and research activities within their institutions, and allow them to join research teams under certain conditions.		
	Academics involved in research are assigned to a research unit when they are recruited.  Mobility between research units is possible.  Interdisciplinarity exists within UTC, as evidenced by UTC's multidisciplinary Doctoral School.	<ul style="list-style-type: none"> <li>Formalize a concept of belonging to a research unit</li> <li>Clarify the definition a contributor/creator to a research unit scientific programme</li> </ul>	=> 2016 – S2 DRH, DGS, DR, CS and research units  => 2016 – S2 DRH, DR, CS and research units

<b>2. Ethical principles</b>			
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.			
<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<p>Five decisions of the <i>Conseil Constitutionnel</i>: No 83-165 DC of 20 January 1984, No 93-322 DC of 30 July 1993, No 94-355-DC of 10 January 1995, No 94-358 DC of 26 January 1995 and No 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 No 92-70 of 16 January 1992 concerning the National Council of Universities.</p> <p>Articles 9, 9-1 and 9-2 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ministry of Higher Education and Research DGRH A1-2 Circular No 2008-69 of 23 April 2008 concerning selection committees for the recruitment of academics.</p> <p>Procedural guide for higher education selection committees, drawn up by the Human Resources Division at the Ministry of Education, Higher Education and Research.</p>	<p>The independence of academics is guaranteed by a fundamental principle enshrined in the laws of the French Republic, as laid down in a number of decisions by the <i>Conseil Constitutionnel</i> (Constitutional Council). Academics are awarded their qualifications, recruited, assigned and supervised by their peers.</p> <p>Unless their impartiality is guaranteed, members of the different sections of National Council of Universities and members of selection committees are excluded from taking part in deliberations with a view to awarding qualifications to or recruiting academics. The parents, siblings and acquaintances of applicants are therefore disqualified from sitting on selection committees. Similarly, thesis supervisors may not assess applications from candidates that they themselves have been involved in supervising.</p>		
<p>Article L. 211-1 of the Research Code.</p> <p>Articles L. 1412-1 through L. 1412-6, and R. 1412-1 through R. 1412-14 of the Public Health Code.</p>	<p>Specifies the role of the National Consultative Committee for Ethics in Life Sciences and Health Sciences, in relation to ethical and social questions arising as a result of advances in biology, medicine and health.</p> <p>Two research bodies, namely INSERM and CNRS, have created their own ethics committees.</p>		
<p>National Charter of Research Ethics of 29 January 2015 with the following signatories: CNRS, INSERM, INRA, INRIA, IRD, CIRAD, Institut Curie, together with the universities represented by the <i>Conférence des Présidents d'Universités</i>.</p> <p>National Charter of Expertise of 22 December 2009.</p>	<p>These charters incorporate relevant international conventions, in particular the 2005 European Charter for Researchers. Institutions are responsible for implementing these charters.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
	<p>On 19 January 2015 UTC's Scientific Committee initiated an ongoing discussion regarding ethical questions.</p> <p>There is heightened ethical awareness by researchers involved in European projects, since these projects are assessed partly on ethical criteria.</p> <p>UTC has appointed an integrity officer to the <i>Conférence des Présidents d'Université</i>.</p> <p>UTC uses anti-plagiarism software :  <a href="https://webapplis.utc.fr/ent/services/services.jsf?sid=309">https://webapplis.utc.fr/ent/services/services.jsf?sid=309</a></p>	<ul style="list-style-type: none"> <li>• Set up a working group piloted by UTC's Scientific Committee on Ethics and Technological culture</li> <li>• Inform about Ethics (including Plagiarism)</li> <li>• Increase communication on the UTC Anti-plagiarism software and its use</li> <li>• Make sign a charter to all newcomers: confidentiality, conflicts of interests</li> </ul>	<p>=&gt; 2018 – S2 CS and DR</p> <p>=&gt; 2017 – S1 Master Office, ED, BUTC, DSI</p> <p>=&gt; 2017 – S1 DSI, ED, DR</p> <p>=&gt; 2017 – S2 DR, DRH and Health&amp;Safety manager</p>

<b>3. Professional responsibility</b>			
<p>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.</p>			
<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<p>Articles 19, 25-III, 26, 29 and 30 of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.</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 Code of Intellectual Property Rights.</p>	<p>The defining statute for public employees refers to certain obligations incumbent on all public employees: discretion, reserve, confidentiality, neutrality and professional responsibility, in addition to the obligation to devote their professional activity exclusively to the tasks that are assigned to them.</p> <p>The Code of Intellectual Property Rights includes specific provisions for those who, in virtue of their status and activity, produce and publish work that is not subject to any prior scrutiny by a supervisory authority – this is the case for academics involved in research. The work in question can only become the property of the administration where there exists a convention governing the transfer of copyright and where the conditions laid down in the convention are met. The Code also specifies the legal framework applicable in cases where work has been produced jointly, along with sanctions for infringements to help combat plagiarism.</p>		
<p>Articles L. 712-2, L. 714-1, L. 951-4, and R 712-9 through R. 712-46 of the Education Code.</p>	<p>In the interests of judicial security, the <i>Conseil d'État</i> has specified valid conditions for the delegation of powers and of signing authority. Any such delegation must be authorised by legislative or regulatory provisions, it must specify precisely which authority is delegated and to whom, it must be set out in a written document, and the delegation must be made public.</p> <p>In universities delegation is strictly controlled and the subject of legislation, to ensure that the university authorities have a central role and that decision making is secure.</p> <p>The UTC President may delegate power of signature to certain university officers (vice presidents of the university supervisory board, elected bureau members at least 18 years old, operational director, and directors of the different departments and divisions comprising UTC), but also to category A staff members under his/her authority. For matters which concern research units created jointly with other public institutions of higher education or research, the UTC President's power of signature may be delegated to directors of the research units concerned.</p>		



Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
	<p>The UTC doctoral school's Thesis Charter follows the recommendations of the European Charter for Researchers.  <a href="https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral%20thesis%20charter%20utc%20june%202014-2-3.pdf">https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral thesis charter utc june 2014-2-3.pdf</a></p> <p>Delegations of signing authority are established in UTC in accordance with an updated summary.  <a href="https://www.utc.fr/actes-reglementaires.html">https://www.utc.fr/actes-reglementaires.html</a></p> <p>At present, researchers' employment contracts and hosting agreements include a clause concerning intellectual property rights.</p> <p>The internal regulation chapter for Health&amp;Safety defines the responsibilities of directors and managers.  <a href="https://www.utc.fr/fileadmin/user_upload/SITE-UTC/documents/Actes_reglementaires/reglement_interieur UTC_partie_hygiene_et_securite.pdf">https://www.utc.fr/fileadmin/user_upload/SITE-UTC/documents/Actes_reglementaires/reglement_interieur UTC_partie_hygiene_et_securite.pdf</a></p>	<ul style="list-style-type: none"> <li>• Complete the work contract (+ English version for information as an Annex)</li> <li>• Clarify the writing of agreements for guest researchers</li> <li>• Communicate about potential training sessions</li> </ul>	<p>=&gt; 2016 – S2 DRH, DR, DGS</p> <p>=&gt; 2016 – S2 DR, DGS et ED</p> <p>=&gt; 2016 – S1 DRH</p>

<b>4. Professional attitude</b>			
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.			
<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<p>Article L. 123-3 of the Education Code.</p> <p>Article L. 112-1 of the Research Code.</p> <p>Articles 2, 7 and 18-1 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors, subsequently modified by Decree No 2014-997 of 2 September 2014.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Career path management for academics was introduced in Decree No 2014-997 of 2 September 2014, replacing the assessment procedure for academics that had formerly been established by Decree No 2009-460 of 23 April 2009.</p> <p>This comes under the jurisdiction of the National Council of Universities and takes place in accordance with clearly defined procedures.</p>		
<p>National Charter of Research Ethics of 29 January 2015 with the following signatories: CNRS, INSERM, INRA, INRIA, IRD, CIRAD, Institut Curie, together with the universities represented by the <i>Conférence des Présidents d'Universités</i>.</p> <p>National Charter of Expertise of 22 December 2009.</p>	<p>These charters incorporate relevant international conventions, in particular the 2005 European Charter for Researchers. Institutions are responsible for implementing these charters.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Articles 14 bis and 25 of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.</p> <p>Article 87 of Act No 93-122 of 29 January 1993 concerning the prevention of corruption and transparency in economic and public life (Ethics Commission).</p> <p>Articles L. 421-3, and L. 531-1 through L. 531-16 of the Research Code.</p> <p>Decree No 2007-658 of 2 May 2007 concerning concurrent activities by public employees, non-tenured public sector personnel, and workers in nationalised industries.</p> <p>Decree No 2007-611 of 26 April 2007 concerning private activities by public employees and non-tenured public sector personnel who have relinquished their functions either temporarily or for good, and the Ethics Commission.</p> <p>Circular by the Minister for the Budget, Public Accounts and the Public Service of 31 October 2007 concerning the application of Act No 93-122 of 29 January 1993 concerning the prevention of corruption and transparency in economic and public life, of Decree No 2007-611 of 26 April 2007, and of Chapter II of Decree No 2007-658 of 2 May 2007.</p> <p>Circular No 2157 by the Minister for the Budget, Public Accounts and the Public Service of 11 March 2008 concerning concurrent activities and the application of Act No 83-634 of 13 July 1983 relating to the rights and duties of public employees, in particular Article 25 of this Act, as well as to the application of Decree No 2007-658 of 2 May 2007.</p> <p>Circular by the Minister for Higher Education and Research of 25 June 2008 concerning the application of the regulation relating to concurrent activities.</p>	<p>This collection of laws and stipulations specifies the rights and duties of public employees and contractual agents regarding concurrent activities, and defines the ways in which conflicts of interest may be identified and addressed.</p> <p>Under certain conditions that are made explicit, the Research Code allows for the setting up of businesses and participation in other commercial activity by research personnel.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
	<p>Everyone signs and commits oneself, when coming to UTC, to respect one's research unit internal regulation.</p> <p>When researchers launch a new project they meet with UTC's Financial Division in order for a new account to be set up. Researchers sign a sheet notifying that they are informed of contractual obligations to the funder.</p> <p>The Doctoral School's Thesis Charter, which is signed by the PhD candidate, his/her supervisor(s), the research unit director, the person in charge of doctoral education in the research unit at the first registration, explicits rights and obligations for everyone.  <a href="https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral_thesis_charter_utc_june_2014-2-3.pdf">https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral_thesis_charter_utc_june_2014-2-3.pdf</a></p>	<ul style="list-style-type: none"> <li>• Write a frame for the standardization of Research Units' internal regulation</li> <li>• Transfer a copy of each Research Unit's internal regulation to the DGS</li> <li>• Each Researcher contacts his/her Project Officer at PIPATT (DR) before/during/after a research project</li> <li>• Each Researcher records his/her Proposal to a Call into the Research Database</li> <li>• Organize a internal kick-off meeting for each Research Project (DR, researcher, DAF, DRH)</li> </ul>	<p>=&gt; 2016 – S2 DGS and research units</p> <p>=&gt; 2016 – S2 research units</p> <p>=&gt; 2016 – S1 research units, DR/PIPATT</p> <p>=&gt; 2016 – S1 research units, DR/PIPATT</p> <p>=&gt; 2016 – S2 DR/PIPATT, DAF, DRH, research units</p>

**5. Contractual and legal obligations**

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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<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 <i>et seq.</i> of the Code of Intellectual Property Rights.</p>	<p>The Code of Intellectual Property Rights covers in particular the rights of creators to exploit their own work, and industrial property rights.</p>		
<p>Decree No 96-858 of 2 October 1996 concerning the incentivisation of certain public employees and public sector personnel who have directly contributed to the creation of software, to the creation or discovery of a variety of plant, or to other transferrable research.</p> <p>Decree No 2005-1217 of 26 September 2005 concerning the incentive bonus and the patent bonus awarded to certain public employees and public sector personnel who have created an invention, and modifying the Code of Intellectual Property Rights (Article R. 611-14-1).</p> <p>Decree No 2010-619 of 7 June 2010 setting out the terms relating to the incentivisation of staff in certain public institutions governed by the Ministry of Higher Education and Research for services rendered in the course of scientific research, or for providing other services.</p>	<p>These decrees introduce different incentivisation schemes that may in certain conditions reward public employees and public sector personnel who have invented something, or taken part in certain pieces of research, or helped create software, or helped create or discover a new variety of plant, or contributed to other transferrable research.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Articles 14 bis and 25 of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.</p> <p>Article 87 of Act No 93-122 of 29 January 1993 concerning the prevention of corruption and transparency in economic and public life (Ethics Commission).</p> <p>Articles L. 531-1 through L. 531-16 of the Research Code</p> <p>Decree No 2007-658 of 2 May 2007 concerning concurrent activities by public employees, non-tenured public sector personnel, and workers in nationalised industries.</p> <p>Decree No 2007-611 of 26 April 2007 concerning private activities by public employees and non-tenured public sector personnel who have relinquished their functions either temporarily or for good, and the Ethics Commission.</p> <p>Circular by the Minister for the Budget, Public Accounts and the Public Service of 31 October 2007 concerning the application of Act No 93-122 of 29 January 1993 concerning the prevention of corruption and transparency in economic and public life, of Decree No 2007-611 of 26 April 2007, and of Chapter II of Decree No 2007-658 of 2 May 2007.</p> <p>Circular No 2157 by the Minister for the Budget, Public Accounts and the Public Service of 11 March 2008 concerning concurrent activities and the application of Act No 83-634 of 13 July 1983 relating to the rights and duties of public employees, in particular Article 25 of this Act, as well as to the application of Decree No 2007-658 of 2 May 2007.</p> <p>Circular by the Minister for Higher Education and Research of 25 June 2008 concerning the application of the regulation relating to concurrent activities.</p>	<p>This collection of laws and stipulations specifies the rights and duties of public employees and contractual agents regarding concurrent activities, and defines the ways in which conflicts of interest may be identified and addressed.</p> <p>Under certain conditions that are made explicit, the Research Code allows for the setting up of businesses and participation in other commercial activity by research personnel.</p>		
	<p>The BUTC (Béatrice Koenig) can help those who are mounting a project to prepare a state of the art with respect to patents, using an accessible database.</p> <p>Commitments entered into with business entities providing finance are discussed explicitly (financial, administrative and legal aspects) with PIPATT, at the time when agreements are being drawn up and when projects are initiated.</p>	<ul style="list-style-type: none"> <li>● Each Researcher contacts his/her Project Officer at PIPATT (DR) before/during/after a research project</li> <li>● Implementation of an institutional archive (database) for publications/articles</li> <li>● Organize training sessions to use the institutional archive</li> </ul>	<p>=&gt; 2016 – S1 research units, DR/PIPATT</p> <p>=&gt; 2017 – S2 BUTC, DR, academic staff</p> <p>=&gt; 2018 – S1 BUTC, DR, academic staff</p>

**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	When/Who
Articles L. 719-5, R. 719-51 through R. 719-112, and R. 719-113 through R. 719-179 of the Education Code	<p>These laws lay down principles of institutional financial management that are sound, transparent and efficient. They include the role of the institution's supervisory board in voting the budget, and formal financial estimates relating to research contracts.</p> <p>Lay down the disclosure rules of the institution's budgets and annexes.</p>		
<p>Article L. 211-1 of the Research Code</p> <p>Articles L. 1412-1 through L. 1412-6, and R. 1412-1 through R. 1412-14 of the Public Health Code</p>	<p>Specifies the role of the National Consultative Committee for Ethics in Life Sciences and Health Sciences, in relation to ethical and social questions arising as a result of advances in biology, medicine and health.</p>		
	<p>When researchers launch a new project they meet with UTC's Financial Division in order for a new account to be set up.</p> <p>In the case of European projects, a launch meeting is arranged (researcher, lab administrator, EU officer).</p>	<ul style="list-style-type: none"> <li>• Organize a internal kick-off meeting for each Research Project (DR, researcher, DAF, DRH)</li> <li>• Organise twice a year a Contracts Committee (DR, DAF)</li> </ul>	<p>=&gt; 2016 – S2 DR/PIPATT, DAF, DRH, research units</p> <p>=&gt; 2017 – S1 DR, DAF, research units</p>

**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.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<p>Act No 51-711 of 7 June 1951 concerning requirements, coordination and confidentiality in the use of statistics.</p> <p>Act No 78-17 of 6 January 1978, modified, concerning information processing, files, and freedoms.</p> <p>Act No 78-753 of 17 July 1978 containing different measures designed to improve relations between public agencies and the public, together with various administrative, social and fiscal provisions.</p> <p>Decree No 2005-1755 of 30 December 2005 concerning the right of access to administrative documents and the re-use of information, in pursuance of Act No 78-753 of 17 July 1978.</p>	<p>These laws establish the framework for accessing and protecting personal data, stipulating who has the right to access this data, and specifying the roles of the different parties involved.</p> <p>They lay down the principles governing the right of access to administrative documents following a request made to the entities holding these documents. They include procedural guidelines for communicating administrative documents, and for the organisation and operation of a commission for access to administrative documents.</p>		



Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Articles 9 and 23 of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.</p> <p>Articles 15 and 16 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Article L. 951-1-1 of the Education Code</p> <p>Decree No 82-453 of 28 May 1982 concerning work health and safety and medical prevention in public employment.</p> <p>Decree No 2011-184 of 15 February 2011 concerning technical committees within the public sector.</p> <p>Decree No 2014-1092 of 26 September 2014 creating technical committees to advise the Minister for Education, Higher Education and Research.</p> <p>Decree No 2014-1560 of 22 December 2014 creating ministerial committees for health, safety and working conditions to advise the Minister for Education, Higher Education and Research.</p> <p>Circular by the Minister for State Reform, Decentralisation and the Public Service of 31 December 2012, in application of Decree No 2011-184 of 15 February 2011 concerning technical committees within the public sector.</p> <p>Provisions regarding the role and operation of technical committees (NOR: RDFF1221624C).</p> <p>Prime Ministerial Circular No 5705/SG of 20 March 2014 concerning the implementation of a national plan of action for the prevention of psychosocial risks in public employment.</p> <p>Circular by the Minister for State Reform, Decentralisation and the Public Service of 20 May 2014 concerning the implementation of an umbrella agreement for the prevention of psychosocial risks in public employment (NOR: RDFF1411151C).</p> <p>Circular by the Minister for State Reform, Decentralisation and the Public Service of 10 April 2015 concerning the dissemination of the legal guide for applying the provisions of Decree No 82-453 of 28 May 1982, modified, relating to hygiene, and of Decree No 82-453 of 28 May 1982, modified, relating to health, safety and working conditions in the Public Service (NOR: RDFF1500763C).</p>	<p>These laws and stipulations provide for a participation by public employees, via their delegates sitting on consultative bodies, in the organisation and operation of public services, in the drawing up of statutes, in the examination of specific decisions affecting their careers, and in particular they provide for their participation on the committees dealing with technical issues and issues relating to health, safety and working conditions.</p> <p>They specify the role, membership and operation of technical committees, and health, safety and working conditions committees, and also the role of occupational health physicians.</p> <p>Institutions are encouraged to put in place a prevention plan relating to psychosocial risks within their different departments and divisions.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
	<p>The Health&amp;Safety manager speaks at the start of academic year meeting, for the Doctoral School.</p> <p>UTC has a Data protection representative in the Information Systems Division.</p>	<ul style="list-style-type: none"> <li>• Organise a welcome day for newcomers in the Research Unit (Research Unit, DRH)</li> <li>• Implement an Information portal for Researchers: opportunities, Research funding calls, mobilities, training sessions, PEDR, links and contracts with CNRS (for Joint Research Units), etc.</li> </ul>	<p>=&gt; 2017 – S2 DRH, ED, research units</p> <p>=&gt; 2017 – S2 DR, DRH, DRI, DSI, Dir Com, research units</p>

**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	When/Who
Articles L. 531-1 through L. 531-14 of the Research Code	<p>Creation by academics of businesses with the aim of exploiting their research.</p> <p>Making scientific contributions to existing businesses, and equity participation in existing businesses.</p> <p>Sitting on the boards of companies.</p>		
Articles L. 123-5, L. 123-6, L. 952-2-1, D. 123-2 through D. 123-7, and R. 711-10 through R. 711-16 of the Education Code	<p>Utilising the fruits of research and research tools: business incubators, equity participation and the setting up of business subsidiaries by institutions.</p> <p>UTC has a subsidiary for managing contracts that are directly funded by businesses.</p> <p>UTC also holds shares in <i>Lutech</i>, a technology transfer company, or <i>SATT (Société d'Accélération du Transfert de Technologie)</i>. <i>Lutech</i> is involved at the different stages of the technology transfer process: the detection of inventions, market analysis, intellectual property rights strategy, maturation, providing backing by creating start-ups or negotiating exploitation licences.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Recommendations of 13 June 2001 for the adoption of a Charter of Intellectual Property Rights for public institutions of higher education and research, published by the ministry responsible for research (technology division).</p>	<p>Institutions are encouraged to draw up and adopt a charter of intellectual property rights or a good practice guide, to help leverage and protect the results of publicly funded research.</p> <p>UTC's Research Division has established a set of rules concerning the authorship of publications (ensuring a uniform presentation).</p> <p>When responding to calls for proposals by the Region, those in charge of a project must first have it approved by the Scientific Committee as a suitable project to be submitted to the Region.</p> <p>The Region also organises an annual Research Week.</p>		
<p>Article L. 123-3 of the Education Code</p> <p>Article L. 112-1, L. 112-4 and L. 411-1 of the Research Code.</p> <p>Decree No 99-343 of 4 May 1999 concerning participation by academics on expert missions on behalf of public administrative bodies.</p>	<p>Specify public expert missions by public higher education establishments and staff.</p> <p>Le Decree of 4 May 1999 sets out how public agencies may call upon academics for expert and advisory missions.</p> <p>UTC academics may offer their services as consultants via the UTC-UTEAM project management subsidiary.</p>		
	<p>BUTC indexes publications by UTC research units academic staff :</p> <p><a href="http://bibliotheque.utc.fr/EXPLOITATION/articles.aspx">http://bibliotheque.utc.fr/EXPLOITATION/articles.aspx</a></p>	<ul style="list-style-type: none"> <li>● Organize a internal kick-off meeting for each Research Project (DR, researcher, DAF, DRH)</li> <li>● Implementation of an institutional archive (database) for publications/articles</li> <li>● Organize training sessions to use the institutional archive</li> <li>● Define a single Database and record each publication/ article in it</li> </ul>	<p>=&gt; 2016 – S2 DR/PIPATT, DAF, DRH, research units</p> <p>=&gt; 2017 – S2 BUTC, DR, academic staff</p> <p>=&gt; 2018 – S1 BUTC, DR, academic staff</p> <p>=&gt; 2017 – S2 BUTC, DR, research units</p>

### 9. Public engagement

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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Articles L. 123-3, L. 123-6 and L. 952-2 of the Education Code</p>	<p>These refer to the role of the public higher education sector in the dissemination of the results of scientific and technological research, in the development of culture and the spreading of knowledge.</p> <p>Academics have full independence and freedom of expression in their teaching and in the pursuit of their research, but are nevertheless bound by the principles of tolerance and objectivity that have long been part of university culture and that form part of the present code.</p>		
	<p>The DR explains the rules and obligations (financial, administrative, legal, information and communication requirements) from the funder to each researcher involved in a European project.</p> <p>Academic staff are involved in the annual <i>Fête de la Science</i> (Science Fair), in research units visits, The Roberval Award, etc.</p> <p>Each research unit has its web site.  <a href="https://www.utc.fr/recherche/les-unites-de-recherche-de-lutc.html">https://www.utc.fr/recherche/les-unites-de-recherche-de-lutc.html</a></p> <p>Communication Division publishes Interactions Magazine which communicates about UTC research projects, among others.</p>	<ul style="list-style-type: none"> <li>• Organize training sessions to use the institutional archive</li> <li>• Release and respect the rules of embargo for publications</li> <li>• Support Researchers to communicate via the website of the Research Unit / the Research Team/ the Researcher</li> </ul>	<p>=&gt; 2018 – S1 BUTC, DR, academic staff</p> <p>=&gt; 2017 – S2 BUTC, DR, academic staff</p> <p>=&gt; 2017 – S1 Dir. Comm, DR, research units</p>

<b>10. Non discrimination</b>			
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.			
<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
Article 6 of the Declaration of Human Rights and Rights of the Citizen.	The Law is the expression of the general will. All citizens have the right to take part, personally or through their representatives, in its making. It must be the same for all, whether it protects or punishes. All citizens, being equal in its eyes, shall be equally eligible to all high offices, public positions and employments, according to their ability, and without other distinction than that of their virtues and talents.		
<p>Articles 6, 7, and 18 of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.</p> <p>Articles 20 bis, 26 bis and 58 bis of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Articles 1 through 5 of Act No 2008-496 of 27 May 2008 containing various provisions for adapting Community law in combatting discrimination.</p> <p>Article 55 of Act No 2012-347 of 12 March 2012 relating to the access to permanent posts and the improvement of working conditions for contractual agents in the public sector and to combatting discrimination, and containing various provisions relating to public employment.</p> <p>Articles 1 and 4 of Decree No 2013-908 of 10 October 2013 concerning the nomination of members of juries and selection committees for the recruitment and promotion of public employees in certain sectors.</p> <p>Charter for Promoting Equality and Combatting Discrimination, signed 17 December 2013 by the Minister for State Reform, Decentralisation and the Public Service and Defender of Rights.</p>	<p>Prohibit all discrimination among public employees based on their political, philosophical, or religious opinions, on their opinions relating to trade unions, on their origin, their gender, their sexual orientation and sexual identity, on their age, their name, their state of health, on their physical appearance, on their disabilities, or on the fact or the belief that they have a particular ethnic origin or belong to a particular race.</p> <p>Specify exceptions to the principle of non-discrimination:                      -Under certain conditions set out in the 1983 Act it is permissible to maintain age distinctions and age limits.                      - Under certain conditions it is permissible to use separate recruitment operations for men and women.</p> <p>The Decree of 2013 sets a minimum ratio of 40% for both men and women in juries and selection committees, but also provides for exemptions to this rule in some specific cases in relation to public employees.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Article 7 bis of Act No 51-711 of 7 June 1951 concerning requirements, coordination and confidentiality in the use of statistics.</p> <p>Article 8 of Act No 78-17 of 6 January 1978, modified, concerning information processing, files, and freedoms.</p> <p>Article 13 of Act No 78-753 of 17 July 1978 containing different measures designed to improve relations between the administration and the public, together with various administrative, social and fiscal provisions.</p>	<p>These laws set out a framework for the acquisition, processing and re-use of personal data.</p>		
<p>Article 71-1 of the Constitution of 4 October 1958.</p> <p>Act No 2011-333 of 29 March 2011 concerning the Defender of Rights.</p> <p>Act No 2011-334 of 29 March 2011 concerning the Defender of Rights.</p> <p>Decree No 2011-905 of 29 July 2011 concerning the organisation and operation of the Defender of Rights' office.</p>	<p>Under certain conditions, agents who believe they have been the victims of discrimination may refer the matter to the Defender of Rights, an independent constitutional authority whose mission is to ensure that public agencies and institutions respect people's rights and freedoms.</p>		
<p>Articles L. 123-2 and L. 123-6 of the Education Code.</p> <p>Article 1, 9 and 9-1 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Decree No 2015-455 of 21 April 2015 establishing exemption clauses relating to the minimum representation of forty percent for both males and females on selection committees for recruiting Professors.</p>	<p>Set out the role of the public higher education sector in combatting discrimination and ensuring gender equality.</p> <p>The Decree of 6 June 1984 restates the principle of non-discrimination among academics based on their gender, and provides for exemptions under certain conditions.</p> <p>Selection committees for recruiting academics must respect a minimum ratio of 40% for each gender. Exemptions are permissible under certain conditions.</p>		
<p>Articles L. 712-3-II and L. 712-6-1-IV of the Education Code.</p> <p>Decree No 2014-780 of 7 July 2014 concerning restricted academic councils in universities.</p> <p>Decree No 2014-336 of 13 March 2014 modifying the provisions of the Education Code relating to the participation of outsiders on councils within public institutions of a scientific, cultural or professional nature.</p> <p>Article 16 of Decree No 2013-1310 of 27 December 2013 concerning voting rights, electoral colleges and equivalences in levels for the representation of staff and students on councils within public institutions of a scientific, cultural or professional nature.</p>	<p>Application of the principle of gender parity under certain conditions:</p> <ul style="list-style-type: none"> <li>- In the membership of restricted university academic councils examining questions concerning academics other than Professors individually.</li> <li>- In the nomination of outside persons to university supervisory boards.</li> <li>- In establishing lists of candidates for election to university committees.</li> </ul>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Disabilities :</p> <p>Article 6 sexies of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.</p> <p>Article 27 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Act No 2005-102 of 11 February 2005 for the equality of rights and opportunities, the participation and the citizenship of people with disabilities.</p> <p>Decree No 95-979 of 25 August 1995 concerning the recruitment people with disabilities to posts in the public sector, in pursuance of Article 27 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Decree No 2006-501 of 3 May 2006 concerning the fund for the integration of people with disabilities in public employment (FIPHFP).</p> <p>Prime Ministerial Circular No 5265-SG of 23 November 2007 concerning the integration of people with disabilities in public employment.</p> <p>Two Prime Ministerial Circulars: No 5602/SG of 4 September 2012 and No 5723/SG of 4 July 2014 on the subject of taking disability into account in draft legislation.</p> <p>Article L. 712-6-1 III of the Education Code. Article 29 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p> <p>Ministerial 3-year plan for vocational inclusion of people with disabilities, 2013-2015.</p> <p>Partnership agreement between the Minister for Education, Higher Education and Research and FIPHFP, 2015-2016.</p> <p>Disability Charter for Universities, established 4 May 2012 by the Minister for Education, Higher Education and Research, the Minister for Employment, Health, Solidarity and Social Cohesion, and the <i>Conférence des Présidents d'Universités</i>.</p>	<p>The laws and stipulations are designed to make public employment more accessible for people with disabilities, by providing for an adapted recruitment procedure based on a one-year contract. At the end of the contract, the position may be made permanent, provided that certain conditions are met.</p> <p>The State and its agencies are required to employ people with disabilities (6% of staff), and to participate under certain conditions in the system of annual financial contributions to FIPHFP.</p> <p>The Education Code provides for medium-term plans of action by universities in relation to their policy regarding disabilities. These plans of action specify targets for universities in meeting their employment obligations.</p> <p>Since September 2014 universities have been authorised to recruit people with disabilities as non-tenured personnel under contract and then under certain conditions to make their positions permanent as Associate Professors. The initial contract replaces the usual training period.</p>		



Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
	<p>Some French as a Foreign Language courses are offered by UTC to newcomers.</p> <p>English is the second working language for research at UTC.</p> <p>There are referents for Disability at UTC, in DRH and Health&amp;Safety Office.</p> <p>The Doctoral School Thesis Charter states non discrimination among PhD candidates, upon any criterion.  <a href="https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral%20thesis%20charter%20utc%20june%202014-2-3.pdf">https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral thesis charter utc june 2014-2-3.pdf</a></p>	<ul style="list-style-type: none"> <li>• Write a guide for newcomers (in French and in English)</li> </ul>	<p>=&gt; 2017 – S1  DRH, DRI,  CAP, DR, ED,  Health&amp;Safety  Manager</p>

### 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	When/Who
<p>Articles L. 114-1 through L. 114-3, and L. 114-3-1 through L. 114-3-7 of the Research Code. Decree No 2014-1365 of 14 November 2014 concerning the organisation and operation of the <i>Haut Conseil de l'Évaluation de la Recherche et de l'Enseignement Supérieur</i> (HCERES).</p>	<p>Role, organisation and operation of the <i>Haut Conseil de l'Évaluation de la Recherche et de l'Enseignement Supérieur</i> (HCERES), an independent administrative agency that replaces the <i>Agence d'Évaluation de la Recherche et de l'Enseignement Supérieur</i>.</p>		
<p>Article L. 952-6 of the Education Code. Decree No 92-70 of 16 January 1992 concerning the National Council of Universities.</p>	<p>Specify the role of the National Council of Universities in relation to the disciplines of Medicine, Dentistry and Pharmaceutics.</p>		
<p>Article L. 952-6 of the Education Code</p> <p>Articles 7 and 18-1 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Decree No 92-70 of 16 January 1992 concerning the National Council of Universities</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Career path management for academics was introduced in Decree No 2014-997 of 2 September 2014, replacing the assessment procedure for academics that had formerly been established by Decree No 2009-460 of 23 April 2009.</p> <p>This comes under the jurisdiction of the National Council of Universities and takes place in accordance with clearly defined procedures. Institutions take an academic's career path into consideration as part of the professional support they provide.</p> <p>Academics are also the subject of an assessment when they apply to be promoted to a higher grade, to receive the research and higher education bonus, to be accredited to direct research (HDR), or to be qualified or recruited as a Professor (selection committee).</p>		
<p>National Charter of Research Ethics of 29 January 2015 with the following signatories: CNRS, INSERM, INRA, INRIA, IRD, CIRAD, Institut Curie, together with the universities represented by the <i>Conférence des Présidents d'Universités</i>. National Charter of Expertise of 22 December 2009.</p>	<p>These charters incorporate relevant international conventions, in particular the 2005 European Charter for Researchers. Institutions are responsible for implementing these charters.</p>		
	<p>UTC and Ministry of Education, Higher Education and Research sign a long-term contract for Research (current contract: 2012-2017).</p> <p>UTC and CNRS sign a long-term contract for Research (current contract: 2012-2017).</p> <p>At present there are 59 PEDR at UTC.</p>		

## II. Recruitment

## 12. Recruitment

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning at 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	When/Who
<p>Five decisions of the <i>Conseil Constitutionnel</i>: No 83-165 DC of 20 January 1984, No 93-322 DC of 30 July 1993, No 94-355-DC of 10 January 1995, No 94-358 DC of 26 January 1995 and No 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 through 31, and 42 through 49-3 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>The independence of academics is guaranteed by a fundamental principle enshrined in the laws of the French Republic, as laid down in a number of decisions by the <i>Conseil Constitutionnel</i> (Constitutional Council).</p> <p>Within the relevant bodies, applications for recruitment may be examined only by the representatives of academics (and staff deemed equivalent to academics) whose rank is at least that aspired to by the applicant.</p> <p>For Associate Professors, the different competitive recruitment procedures take account of applicants' prior professional experience:</p> <ul style="list-style-type: none"> <li>- The second recruitment procedure is open to teachers who have a permanent position in secondary education and who meet certain requirements, and also to those in possession of a doctorate who are residing in French schools overseas.</li> <li>- The third recruitment procedure is open to associate teachers and candidates with professional experience extending over a certain number of years.</li> </ul> <p>For Professors, the second and third competitive recruitment procedures are open only to Associate Professors who are accredited to direct research (HDR) and who satisfy a minimum length of service requirement specified in the Decree de 1984.</p> <ul style="list-style-type: none"> <li>- The fourth recruitment procedure is open to associate teachers (under certain conditions), to Associate Professors who are members of the Institut Universitaire de France, to professionals and to directors of research.</li> <li>- A fifth recruitment procedure now exists for Associate Professors working in a non-research capacity, as a way of helping them get back into research (cf infra point 17).</li> </ul>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
	<p>Vacant academic posts, recruitment timetables and recruitment procedures, and stipulations regarding the content of applications, are published on the GALAXIE portal which can be accessed via the website of the ministry responsible for higher education: <a href="http://www.enseignementsuprecherche.gouv.fr">http://www.enseignementsuprecherche.gouv.fr</a></p> <p>Vacant posts are also published on EURAXESS JOBS at the following address: <a href="http://ec.europa.eu/euraxess">http://ec.europa.eu/euraxess</a></p> <p>Applications for academic positions are examined by a selection committee composed of academics whose rank is at least equal to that of the position to be filled. Shortlisted candidates are interviewed by the selection committee. The interview may include performing a relevant task such as conducting a class or a seminar presenting research. Following this, the selection committee ranks the different candidates, providing a single reasoned opinion. This reasoned opinion is transmitted to the institution's academic council, which specifies its preferred candidate (or a list of candidates by order of preference). The president of the institution communicates the name of the preferred candidate (or the list of candidates by order of preference) to the Minister. Finally, the institution's supervisory board has the chance to oppose this choice of name (or list of names).</p>		
<p>Research Engineers:</p> <p>Article L. 953-1 L. 953-4 L 953-5 of the Education Code.</p> <p>Decree No 85-1534 of 31 December 1985 by the minister responsible for higher education, setting out statutory provisions applicable to engineers and technical and administrative staff involved in research and teaching.</p>	<p>Research engineers are recruited via open or internal competitive procedures, via lists of aptitudes, or by secondment. Lists of aptitudes and secondment concern only public employees who meet the relevant statutory requirements. Competitive procedures are organised by branch of professional activity and by type of position.</p>		
	<p>The Doctoral School makes explicit the ways to apply to a thesis proposal at UTC et publishes detailed thesis proposals specifying facilities conditions</p> <p><a href="https://webapplis.utc.fr/ent/services/services.jsf?sid=187">https://webapplis.utc.fr/ent/services/services.jsf?sid=187</a></p>		

### 13. Recruitment (Code)

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	When/Who
<p>Article L. 952-6 of the Education Code</p>	<p>Academics are awarded their qualifications, recruited, assigned and supervised by their peers. Within the relevant bodies, applications for recruitment may be examined only by the representatives of academics (and staff deemed equivalent to academics) whose rank is at least that aspired to by the applicant.</p>		
<p><u>Eligibility of Professors and Associate Professors:</u>                      Articles 22 through 24, and 43 through 45 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.                      Decree No 92-70 of 16 January 1992 concerning the National Council of Universities.                      Ruling of 2 May 1995 establishing the list of groups and sections, as well as the number of members in the different sections of the National Council of Universities.                      Ruling of 16 July 2009 concerning the procedure for inclusion in lists of eligibility for Professors and Associate Professors.                      Ruling of 16 July 2009 concerning the procedure for inclusion in lists of eligibility for Associate Professors and Professors at the National Museum of Natural History.                      Ruling of 19 March 2010 setting out operational arrangements for the National Council of Universities.                      Ruling of 10 February 2011 concerning the grid of equivalences for the titles, work and roles of academics referred to in articles 22 and 43 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.                      Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Candidates for academic positions must be qualified to do so by the National Council of Universities (CNU). CNU comprises 11 groups divided into 52 sections, each corresponding to a discipline. Each section has two colleges composed, first, of representatives of Professors and their equivalents, and, second, of representatives of Associate Professors and their equivalents. These two groups of representatives are identical in size. Two thirds of the members of each section are elected by their peers, and the remaining third are nominated by the minister responsible for higher education.</p> <p>Candidates upload their application to the GALAXIE portal which can be accessed via the website of the ministry responsible for higher education: <a href="http://www.enseignementsuprecherche.gouv.fr">http://www.enseignementsuprecherche.gouv.fr</a>. The timetable for qualification procedure is available on the GALAXIE portal.</p> <p>Applications are assessed on criteria that are determined by the juries, who are sovereign in deciding the selection criteria and the weights attached to them.</p> <p>Once awarded, qualification remains valid for four years from 31 December of the year on which it was awarded.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p><u>Recruitment of Professors and Associate Professors:</u></p> <p>Articles 9, 9-1 and 9-2, 22 through 31, and 42 through 49-3 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ruling of 13 February 2015 concerning general arrangements for the transfer, secondment, and competitive recruitment of Professors.</p> <p>Ruling of 13 February 2015 concerning general arrangements for the transfer, secondment, and competitive recruitment of Associate Professors.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Vacant academic posts, recruitment timetables and recruitment procedures, and stipulations regarding the content of applications, are published on the GALAXIE portal which can be accessed via the website of the ministry responsible for higher education: <a href="http://www.enseignementsuprecherche.gouv.fr">http://www.enseignementsuprecherche.gouv.fr</a></p>		
<p><u>Research Engineers:</u></p> <p>Article L. 953-1, L 953-4, and L. 953-5 of the Education Code.</p> <p>Decree No 85-1534 of 31 December 1985 by the minister responsible for higher education, setting out statutory provisions applicable to engineers and technical and administrative staff involved in research and teaching.</p>	<p>Research engineers are recruited via open or internal competitive procedures, via lists of aptitudes, or by secondment. Lists of aptitudes and secondment concern only public employees who meet the relevant statutory requirements. Competitive procedures are organised by branch of professional activity and by type of position.</p>		
<p>Decree No 88-654 of 7 May 1988 concerning the recruitment of certain temporary academic staff (<i>ATERs</i>) in public institutions of higher education.</p>	<p>Sets out recruitment arrangements for temporary academic staff (<i>ATERs</i>) in public institutions of higher education.</p> <p>Calls for applications may be published via an interface known as ALTAÏR for recruiting <i>ATERs</i>. Institutions can access this interface through the GALAXIE portal, which can be accessed via the website of the ministry responsible for higher education: <a href="http://www.enseignementsuprecherche.gouv.fr">http://www.enseignementsuprecherche.gouv.fr</a></p> <p>In reply to these calls for applications, applicants for positions as <i>ATERs</i> can then submit their applications, also via ALTAÏR.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Articles L. 411-1 through L. 411-4, L. 422-1, and L. 422-2 of the Research Code.</p> <p>Articles 13 through 23, and 36 through 45 of Decree No 83-1260 of 30 December 1983 setting out statutory provisions for public employees in scientific and technological public institutions.</p> <p>Decree No 2004-1105 of 19 October 2004 concerning the initiation of recruitment procedures for public sector posts.</p>	<p>Set out arrangements for initiating and publicising competitive recruitment procedures for research supervisors and other researchers in scientific and technological public institutions.</p> <p>Vacant research posts are also published on EURAXESS JOBS at the following address: <a href="http://ec.europa.eu/euraxess">http://ec.europa.eu/euraxess</a></p>		
	<p>Job offers are published on ABG and, according to the type of funding, on EURAXESS.</p> <p>The UTC website features a 'Recruitment' tab : <a href="https://www.utc.fr/recrutement.html">https://www.utc.fr/recrutement.html</a></p> <p>All relevant recruitment information, including membership rules for selection committees, can be accessed via UTC's intranet site : <a href="http://interne.utc.fr/d-r-h/recrutement/">http://interne.utc.fr/d-r-h/recrutement/</a></p> <p>Each vacant post has a detailed description indicating the mode of recruitment, the salary, the hours, the role, the main activities, the knowledge and skills required in which the post is offered, the working environment, the place of work, and the general context in which the post is offered.</p>	<ul style="list-style-type: none"> <li>• Publish all job offers (vacancies) on EURAXESS</li> <li>• Formalize all information required for the publication of a vacancy (job offer)</li> </ul>	<p>=&gt; 2016 – S1 DRH, ED, DR</p> <p>=&gt; 2016 – S1 DRH, ED</p>



**14. Selection (Code)**

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	When/Who
<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 No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ministry of Higher Education and Research DGRH A1-2 Circular No 2008-69 of 23 April 2008 concerning selection committees for the recruitment of academics.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p> <p>Procedural guide for higher education selection committees, drawn up by the Human Resources Division at the Ministry of Education, Higher Education and Research.</p> <p>National Charter of Research Ethics, and National Charter of Expertise of 22 December 2009</p>	<p>At least half the members of any selection committee for recruiting academics must be from outside the institution concerned, and there is a minimum ratio of 40% for each gender.</p> <p>Selection committees for recruiting Associate Professors must have parity between Associate Professors and their equivalents, and Professors and their equivalents.</p> <p>Unless their impartiality is guaranteed, members of the different sections of National Council of Universities and members of selection committees are excluded from taking part in deliberations with a view to awarding qualifications to or recruiting academics. The parents, siblings and acquaintances of applicants are therefore disqualified from sitting on selection committees. Similarly, thesis supervisors may not assess applications from candidates that they themselves have been involved in supervising.</p> <p>Publication of the list of members of selection committees is a means of countering any such bias in recruitment.</p>		
<p>Academic equivalences: Decree No 2012-156 of 30 January 2012 modifying statutory provisions for certain categories of academics deemed equivalent to Professors and Associate Professors.</p> <p>Article D. 717-1 of the Education Code.</p>	<p>This Decree simplifies recruitment procedures for academic staff in certain prominent institutions by granting particular prerogatives to the presidents and directors of these institutions.</p>		
	<p>UTC has extended some of the rules regarding selection committees for recruiting permanent academic staff to the recruitment of contractual academic staff. <a href="http://interne.utc.fr/IMG/pdf/ecc_processus_recrutement.pdf">http://interne.utc.fr/IMG/pdf/ecc_processus_recrutement.pdf</a> There is a recruitment procedure for those applying to be doctoral students. <a href="https://webaplis.utc.fr/ent/services/services.jsf?sid=187">https://webaplis.utc.fr/ent/services/services.jsf?sid=187</a></p>		

<b>15. Transparency (Code)</b>			
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.			
<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
Articles 1 and 4 of Decree No 2013-908 of 10 October 2013 concerning the nomination of members of juries and selection committees for the recruitment and promotion of public employees in certain sectors.	Specifies arrangements for publicising rulings affecting the membership of a jury or selection committee.		
<p>Article L. 952-6-1 of the Education Code.</p> <p>Articles 9, 9-1 and 9-2, 22 through 31, and 42 through 49-3 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ruling of 13 February 2015 concerning general arrangements for the transfer, secondment, and competitive recruitment of Professors.</p> <p>Ruling of 13 February 2015 concerning general arrangements for the transfer, secondment, and competitive recruitment of Associate Professors.</p> <p>Ruling of 25 February 2015 specifying the number of positions available to be filled via the transfer, secondment, and competitive recruitment of Professors and Associate Professors up to 31 December 2015.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Membership and operational rules for selection committees set up to recruit academics are specified by statute.</p> <p>Members are proposed by the university present and nominated by the restricted academic council.</p> <p>Membership of the selection committee is made public before its work begins.</p> <p>Vacant academic posts, recruitment timetables and recruitment procedures, and stipulations regarding the content of applications, are published on the GALAXIE portal which can be accessed via the website of the ministry responsible for higher education: <a href="http://www.enseignementsuprecherche.gouv.fr">http://www.enseignementsuprecherche.gouv.fr</a></p> <p>Vacant posts are also published on EURAXESS JOBS at the following address: <a href="http://ec.europa.eu/euraxess">http://ec.europa.eu/euraxess</a></p>		
	<p>The number of situations to be filled and the modes of recruitment are displayed.</p> <p>The descriptions of posts include the knowledge and skills that are sought.</p> <p>Permanent academic staff are entitled to see their assessment sheet.</p>	<ul style="list-style-type: none"> <li>Formalize a process for a report to each candidate / applicant</li> </ul>	=> 2018 – S1 DRH, research units

**16. Judging merit (Code)**

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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Articles 22 through 24, and 43 through 45 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Decree No 92-70 of 16 January 1992 concerning the National Council of Universities.</p> <p>Ruling of 2 May 1995 establishing the list of groups and sections, as well as the number of members in the different sections of the National Council of Universities.</p> <p>Ruling of 19 March 2010 setting out operational arrangements for the National Council of Universities.</p> <p>Ruling of 10 February 2011 concerning the grid of equivalences for the titles, work and roles of academics referred to in articles 22 and 43 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p>	<p>Candidates for academic positions must normally be qualified to do so by the National Council of Universities (CNU), although applicants satisfying certain requirements may be exempted from this qualification.</p> <p>Applications are examined by the relevant section or sections of the CNU, two thirds of whose members are elected, and the remaining third nominated by the minister responsible for higher education.</p> <p>The CNU sections publish recommendations to guide candidates for qualification when writing their applications. These recommendations can be viewed on the website of the permanent CNU commission at the following address: <a href="http://www.cpcnu.fr">http://www.cpcnu.fr</a>.</p> <p>The permanent CNU commission (CP-CNU) seeks to encourage cooperation between different disciplines, and to ensure that the CNU's criteria and procedures take account of all the activities expected of academics as well as the diversity of the different disciplines.</p> <p>Once awarded, qualification remains valid for four years from 31 December of the year on which it was awarded.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Decisions of the <i>Conseil Constitutionnel</i> No 83-165 DC of 20 January 1984, No 93-322 DC of 30 July 1993, No 94-355-DC of 10 January 1995, No 94-358 DC of 26 January 1995 and No 2010-20/21 QPC of 6 August 2010.</p> <p>Articles L. 952-6 and L. 952-6-1 of the Education Code.</p> <p>Articles 9, 9-1, 9-2, 26 through 30, 46 through 47 and 49 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p> <p>Procedural guide for higher education selection committees, drawn up by the Human Resources Division at the Ministry of Education, Higher Education and Research.</p>	<p>The independence of academics is guaranteed by a fundamental principle enshrined in the laws of the French Republic, as laid down in a number of decisions by the <i>Conseil Constitutionnel</i> (Constitutional Council).</p> <p>Applications for academic positions are examined by a selection committee composed of academics whose rank is at least equal to that of the position to be filled. Shortlisted candidates are interviewed by the selection committee, which ranks them, and provides a single reasoned opinion. This reasoned opinion is transmitted to the institution's academic council, which specifies its preferred candidate (or a list of candidates by order of preference). The president of the institution communicates the name of the preferred candidate (or the list of candidates by order of preference) to the Minister. Finally, the institution's supervisory board has the chance to oppose this choice of name (or list of names).</p>		
	<p>When recruiting, UTC places particular importance on:</p> <ul style="list-style-type: none"> <li>- Relevant experience obtained abroad.</li> <li>- Relevant experience obtained in industry.</li> <li>- Work which has been applied in industry.</li> </ul> <p>In the case of contractual academic staff, experience in industry is especially important.</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	When/Who
Article L. 952-2-1 of the Education Code.	The statutes relating to academic staff allow them to fulfil their different roles consecutively or successively, and for determined and renewable periods, while continuing to work within institutions of higher education, to collaborate with public or private laboratories in the development of specific applications.		
Articles 26 and 46 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.  Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).	The statutes relating to academic staff provide for competitive recruitment procedures open only to applicants with various types of professional experience acquired over a period of time.  A new competitive recruitment procedure referred to in the 5 <sup>th</sup> paragraph of Article 46 is reserved for Associate Professors and their equivalents in the fields specified in the Decree having held significant responsibilities in a public institution of a scientific, cultural or professional nature over a certain length of time.		
Decree No 2009-462 of 23 April 2009 concerning the grading of academics in public institutions of higher education and research under the control of the minister responsible for higher education.  Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2010-0002 of 22 January 2010 concerning the grading of academics in public institutions of higher education and research (NOR: ESRH1002032C).	Under certain conditions, experience acquired by staff prior to the start of their career as academics, teaching staff, or hospital staff, may count as a criterion in favour of their promotion to a status or grade above that to which they were initially assigned, and consequently to a better remuneration.		

**18. Recognition of mobility experience (Code)**

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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Articles 13 bis, 14 and 14 bis of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.                      Articles 1 through 12, 14 through 39, and 42 through 49 of Decree No 85-986 of 16 September 1985 concerning the particular set of arrangements for certain positions occupied by public employees.                      Ministry for the Budget, Public Accounts and the Public Service Circular of 19 November 2009 concerning the application of Act No 2009-972 of 3 August 2009 relating to mobility and career paths for public employees (NOR: BCFF0926531C).</p>	<p>Public employees have a right to mobility, which they can obtain, in compliance with certain procedures, via a secondment (that may or may not be followed by integration within another institution), via direct integration within another institution, or via secondment.</p>		
<p>Decree No 2008-370 of 18 April 2008 concerning the active exercise of functions within public bodies.</p>	<p>Sets out arrangements for public employees working outside the agency to which they are normally assigned.</p>		
<p>Article L. 952-1-1 of the Education Code.</p>	<p>Proposes that any public institution of a scientific, cultural, or professional nature include targets in its multi-year agreement for the number of Associate Professors having obtained their Associate Professor grade outside the institution, and for the number of Professors not having been Associate Professor within the institution immediately prior to their promotion to the grade of Professor.</p>		
<p>Ruling by the <i>Conseil d'État</i> of 23 December 2014, Request No 364138.</p>	<p>The supervisory board of a university had refused to nominate to the post of Professor an Associate Professor assigned to the university, on the grounds that this would have been contrary to university policy and contrary to the four-year agreement with the State that set a ceiling of 25% for internal recruitments.                      The <i>Conseil d'État</i> overturned this decision, ruling that the supervisory board must consider on a case-by-case basis this overall objective, which should be a general guide, and not an imperative rule.</p>		
<p>Articles 10 through 14, 15 through 17, 33, 39, 46-4°d), 51 and 55 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.                      Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Allows, in certain circumstances, for academics to be seconded to other institutions and to receive bonuses dependent on length of service if they are mobile in this way.                      The Decree also sets out procedures for the transfer of academics from one institution to another.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Decree No 2009-462 of 23 April 2009 concerning the grading of academics in public institutions of higher education and research under the control of the minister responsible for higher education.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2010-0002 of 22 January 2010 concerning the grading of academics in public institutions of higher education and research (NOR: ESRH1002032C).</p>	<p>Under certain conditions, experience acquired by staff prior to the start of their career as academics, teaching staff, or hospital staff, may count as a criterion in favour of their promotion to a status or grade above that to which they were initially assigned, and consequently to a better remuneration. The regulations lay down the conditions for utilising research carried out as part of doctoral studies. Such work counts as professional experience for Associate Professors and their equivalents.</p> <p>Research done after a doctorate has been obtained may also count, according to a person's situation.</p> <p>Other activities in the private or public sectors may also be utilised, under certain conditions set by the Decree of 2009.</p>		
<p>Decree No 2007-611 of 26 April 2007 concerning private activities by public employees and non-tenured public sector personnel who have relinquished their functions either temporarily or for good, and the Ethics Commission.</p>	<p>Agents who discontinue either temporarily or permanently the exercise of their functions with a view to working for a private enterprise are required to inform the authority in question, in accordance with the Decree of 2007.</p>		
<p>Decree No 2008-368 of 17 April 2008 establishing a voluntary severance payment.</p> <p>Decree No 2008-369 of 17 April 2008 establishing a temporary mobility payment.</p>	<p>Voluntary severance payments and temporary mobility payments may be awarded to agents fulfilling certain conditions.</p>		
	<p>When a starting salary is being determined, the recognition of activities prior to obtaining a post as Associate Professor must now take into account all of an agent's previous experience (ranking, with the opinion of the Scientific Committee).</p> <p>The salary scale for contractual agents takes into account an agent's academic qualifications and professional experience.</p> <p>The Supervisory Board authorises agents to be seconded to other public or private entities, both domestically and abroad, including for those who are newly recruited.</p>		

**19. Recognition of qualifications (Code)**

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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Articles 26 1° and 46 1° of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Decree No 92-70 of 16 January 1992 concerning the National Council of Universities.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>The level of qualifications and degrees required differ according to the level of a post.</p> <p>The first competitive recruitment procedure for Professors is open to those with an accreditation to direct research (HDR) or an equivalent accreditation, and who appear on the National Council of Universities' list of those qualified to be Professors.</p> <p>The first competitive recruitment procedure for Associate Professors is open to candidates with a doctorate or equivalent degree, and who are qualified by the National Council of Universities.</p>		
	<p>Grading of trainee Associate Professors when appointed to a permanent post: the Scientific Committee gives a decision on the titles, work and level of roles of the candidate (equivalence table given by the Minister).</p> <p>The salary scale for contractual staff takes academic qualifications and professional experience into account.</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	When/Who
<p>Act No 2004-391 of 4 May 2004 concerning lifelong vocational training and working relations.                      Act No 2007-148 of 2 February 2007 concerning the “modernisation” of public employment.                      Decree No 2007-1470 of 15 October 2007 concerning lifelong vocational training for public employees.                      Decree No 2007-1942 of 26 December 2007 concerning vocational training for non-tenured personnel and manual workers in the public sector.</p>	<p>Public employees who wish to receive education or training to equip them for a professional or personal project may, under certain conditions, be granted leave for vocational training.</p>		
<p>Decree No 2009-462 of 23 April 2009 concerning the grading of academics in public institutions of higher education and research under the control of the minister responsible for higher education.                       Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2010-0002 of 22 January 2010 concerning the grading of academics in public institutions of higher education and research (NOR: ESRH1002032C).</p>	<p>Under certain conditions, experience acquired by staff prior to the start of their career as academics, teaching staff, or hospital staff, may count as a criterion in favour of their promotion to a status or grade above that to which they were initially assigned, and consequently to a better remuneration.</p>		
<p>Article 19 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.                       Ruling of 25 February 2003 concerning the awarding and taking of leave for research or “conversion thématique”, as described in Article 19 of Decree No 84-431 of 6 June 1984, modified, setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p>	<p>Sets out rules for the awarding and the duration of leave requested by academics for research or “conversion thématique”.</p>		
	<p>Whether or not an applicant is suitable for a particular post depends on that applicant’s experience and potential.</p> <p>A letter of recommendation is not officially stipulated as part of the recruitment procedure.</p> <p>The profile sought for posts at different levels (Associate Professor or Professor) will not be the same.</p>		

**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	When/Who
Article L. 412-1 of the Research Code.	Provides for recognition of the doctorate as professional experience in the recruitment of agents in Category A and in the rankings of candidates seeking to enter the Public Service.		
Decree No 88-654 of 7 May 1988 concerning the recruitment of certain temporary academic staff ( <i>ATERs</i> ) in public institutions of higher education.	Sets out recruitment arrangements for temporary academic staff ( <i>ATERs</i> ) in public institutions of higher education. Calls for applications may be published via an interface known as ALTAÏR for recruiting <i>ATERs</i> . Institutions can access this interface through the GALAXIE portal, which can be accessed via the website of the ministry responsible for higher education: <a href="http://www.enseignementsuprecherche.gouv.fr">http://www.enseignementsuprecherche.gouv.fr</a> In reply to these calls for applications, applicants for positions as <i>ATERs</i> can then submit their applications, also via ALTAÏR. Positions as <i>ATER</i> have a maximum duration of one year, and may be renewed for one additional year only. Agents recruited as <i>ATERs</i> may subsequently be recruited under a fixed-term contract, for a term not exceeding six years, in application of Article 4 of Act No 84-16 of 11 January 1984.		
Article L. 952-1 of the Education Code. Decree No 85-733 of 17 July 1985 concerning adjunct/guest Associate Professors and adjunct/guest Professors. Decree No 91-267 of 6 March 1991 concerning associate or guest teachers in certain institutions of higher education under the control of the minister responsible for higher education.	Sets out arrangements for recruiting holders of doctorates to positions as associate teachers.		
Article 4 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.	Covers the employment of contractual agents by the State and by public institutions.		
Article L. 954-3 of the Education Code.	Presidents of universities with extended responsibilities and powers, having sought the opinion of the selection committee, may recruit contractual agents for a fixed-term or permanently, in particular in roles as teachers and/or researchers.		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Decree No 2009-462 of 23 April 2009 concerning the grading of academics in public institutions of higher education and research under the control of the minister responsible for higher education.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2010-0002 of 22 January 2010 concerning the grading of academics in public institutions of higher education and research (NOR: ESRH1002032C).</p>	<p>Under certain conditions, experience acquired by staff prior to the start of their career as academics, teaching staff, or hospital staff, may count as a criterion in favour of their promotion to a status or grade above that to which they were initially assigned, and consequently to a better remuneration.</p> <p>The regulations lay down the conditions for utilising research carried out as part of doctoral studies. Such work counts as professional experience for Associate Professors and their equivalents.</p> <p>Research done after a doctorate has been obtained may also count, according to a person's situation.</p> <p>Other activities in the private or public sectors may also be utilised, under certain conditions set by the Decree of 2009.</p>		
	<p>It is possible to recruit personnel as “junior contractual researchers” or “post-docs” (two years after a doctorate has been awarded). The salary is €2544 (gross) per month, which is higher than the salary paid to an ATER, and also higher than the starting salary of an Associate Professor.</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	When/Who
<p>Decree No 2009-462 of 23 April 2009 concerning the grading of academics in public institutions of higher education and research under the control of the minister responsible for higher education.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2010-0002 of 22 January 2010 concerning the grading of academics in public institutions of higher education and research (NOR: ESRH1002032C).</p>	<p>Under certain conditions, experience acquired by staff prior to the start of their career as academics, teaching staff, or hospital staff, may count as a criterion in favour of their promotion to a status or grade above that to which they were initially assigned, and consequently to a better remuneration.</p> <p>The regulations lay down the conditions for utilising research carried out as part of doctoral studies. Such work counts as professional experience for Associate Professors and their equivalents.</p> <p>Research done after a doctorate has been obtained may also count, according to a person's situation.</p> <p>Other activities in the private or public sectors may also be utilised, under certain conditions.</p>		
<p>Articles L. 412-1 and L. 412-2 of the Research Code.</p> <p>Decree No 2009-464 of 23 April 2009 concerning doctoral students under contract with public institutions of higher education or research.</p>	<p>To facilitate access to learning through research, the Research Code authorises institutions to award specific monetary allowances to individuals. Recipients of these allowances are doctoral students under contract, the legal terms and conditions of which are specified by the Decree.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Decree No 88-654 of 7 May 1988 concerning the recruitment of certain temporary academic staff (<i>ATERs</i>) in public institutions of higher education.</p> <p>Decree No 86-83 of 17 January 1986 concerning general arrangements applicable to non-tenured public sector personnel, in pursuance of Article 7 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Decree No 91-259 of 7 March 1991 concerning leave that may be awarded to educational trainees under the control of the Minister for Education, to allow them to be taken on as temporary academic staff (<i>ATERs</i>), or as doctoral students under contract.</p>	<p>Sets out recruitment arrangements for temporary academic staff (<i>ATERs</i>) in public institutions of higher education. Calls for applications may be published via an interface known as ALTAIR for recruiting <i>ATERs</i>. Institutions can access this interface through the GALAXIE portal, which can be accessed via the website of the ministry responsible for higher education: <a href="http://www.enseignementsuprecherche.gouv.fr">http://www.enseignementsuprecherche.gouv.fr</a></p> <p>In reply to these calls for applications, applicants for positions as <i>ATERs</i> can then submit their applications, also via ALTAIR.</p> <p>Positions as <i>ATER</i> have a maximum duration of one year, and may be renewed for one additional year only. Agents recruited as <i>ATERs</i> may subsequently be recruited under a fixed-term contract, for a term not exceeding six years, in application of Article 4 of Act No 84-16 of 11 January 1984.</p>		
	<p>- All salaried staff members at UTC have a contract and social protection as soon as they arrive.</p> <p>At UTC</p> <ul style="list-style-type: none"> <li>- doctoral students under contract receive the legal minimum salary, unless the laboratory concerned is able to fund an addition to this basic salary</li> <li>- salaries of other contractual staff is determined in accordance with their academic qualifications and previous experience</li> <li>- reviews are carried out annually to ensure balance and fairness with respect to the roles, skills and salaries of members of staff under contract</li> <li>- pay policy for contractual staff is establish by UTC University Supervisory Board</li> </ul>	<ul style="list-style-type: none"> <li>• Develop tools for the improvement of PhD candidates' salary treatment</li> </ul>	<p>=&gt; 2017 – S2 ED, DSEI, DRH, DR</p>

**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	When/Who
<p>Article 23 of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.                      Articles 15 and 16 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.                      Article L. 951-1-1 of the Education Code.                      Decree No 82-453 of 28 May 1982 concerning work health and safety and medical prevention in public employment.                      Decree No 2011-184 of 15 February 2011 concerning technical committees within the public sector.                      Circular by the Minister for State Reform, Decentralisation and the Public Service of 31 December 2012, in application of Decree No 2011-184 of 15 February 2011 concerning technical committees within public sector establishments having a technical vocation (NOR: RDFF1221624C).                      Prime Ministerial Circular No 5705/SG of 20 March 2014 concerning a national plan of action for the prevention of psychosocial risks in public employment.                      Circular by the Minister for State Reform, Decentralisation and the Public Service of 20 May 2014 concerning an umbrella agreement for the prevention of psychosocial risks in public employment (NOR: RDFF1411151C).                      Circular by the Minister for State Reform, Decentralisation and the Public Service of 10 April 2015 concerning the dissemination of the legal guide for applying the provisions of Decree No 82-453 of 28 May 1982 concerning work health and safety and medical prevention in public employment (NOR: RDFF1500763C).</p>	<p>Public employees are assured a working environment designed to preserve their health and physical safety.</p> <p>The health and safety of agents falls under the jurisdiction of the committees for health, safety and working conditions. Technical committees and the occupational health physician also have a role in this regard.</p> <p>Institutions are encouraged to put in place a prevention plan relating to psychosocial risks within their different departments and divisions.</p>		
	<p>UTC has a health and safety office, an officer for disabilities in the service of the student community, an officer for disabilities in the service of staff, and an occupational health office for staff.</p> <p>The purchase of scientific equipments for research units and physico-chemical analysis services is partly backed by public funders within the framework of research projects and State-Region programme contract.</p> <p>The Doctoral School Thesis Charter explicits the commitment of the research unit director to provide necessary material conditions for a satisfying thesis development</p> <p><a href="https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doct oral_thesis_charter_utc_june_2014-2-3.pdf">https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doct oral_thesis_charter_utc_june_2014-2-3.pdf</a></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	When/Who
Article 1 of Decree No 2000-815 of 25 August 2000 concerning the adaptation and reduction of working hours in the public sector and judiciary.	Sets a working work of thirty-five hours in public administrative agencies and institutions. This means that the maximum number of hours that can be worked during the course of a year is 1607.		
<p>Articles L. 952-4, L. 954-1 of the Education Code.</p> <p>Articles 6 and 7 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ruling of 31 July 2009 approving the national benchmark for equivalences in working hours, established in pursuance of Article 7 (II) of Decree No 84-431 of 6 June 1984, modified, setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Lays down the principle of a periodic review of the distribution of teaching and research activities within establishments, and specifies how this review should be organised.</p> <p>Establishes a specific regime covering obligations of service, variations in the allocation of workload, definitions of equivalence for different types of teaching, and statutory exemptions.</p>		
<p>Part-time working: Articles 37 through 40 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Decree No 82-624 of 20 July 1982 setting out arrangements for applying Ordinance No 82-296 of 31 March 1982, addressing the question of how public employees may carry out their functions on a part-time basis.</p> <p>Decree No 2002-1072 of 7 August 2002 concerning annualised part-time working in the public sector.</p>	Permanent public employees may in some cases be authorised to work part-time. Part-time hours cannot be less than 50% of normal full-time working hours.		
<p>Tele-working: Article 133 of Act No 2012-347 of 12 March 2012 relating to the access to permanent posts and the improvement of working conditions for contractual agents in the public sector and to combatting discrimination, and containing various provisions relating to public employment.</p>	Authorises public employees, in certain circumstances, to have recourse to tele-working in the fulfilment of their functions.		



Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Non-separation of spouses: Articles 60 and 62 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p>	<p>Provides for giving priority (under certain conditions), in the assignment of public employees to institutions, to agents who are separated from their spouse or legally recognised partner, to agents with disabilities, and to agents in the process of professional reorientation.</p>		
<p>Articles 33 and 51 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors. Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Establishes a specific procedure for examining applications by academic personnel seeking to be reassigned geographically in order to be nearer a spouse or legally recognised partner.  The president or director of an institution determines the number of academic posts to be filled only through geographical reassignment.</p>		
<p><u>Leave:</u> Article 34, 34 bis, 35, 40 bis, and 54 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment. Decree No 84-474 of 15 June 1984 concerning the awarding of leave to public employees for trade union education. Decree No 84-972 of 26 October 1984 concerning annual leave for public employees. Decree No 2002-634 of 29 April 2002 establishing arrangements for the year-on-year accumulation of paid leave in the public sector and judiciary. Decree No 2015-580 of 28 May 2015 allowing a civilian public employee to make a gift of days of paid leave to another public employee whose child is seriously ill.</p>	<p>These laws set out the different types of leave of short and long duration available to public employees, and provide for the year-on-year accumulation of paid leave under certain circumstances.</p>		
<p>Article 19 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors. Ruling of 25 February 2003 concerning the awarding and taking of leave for research or “<i>conversion thématique</i>”, as described in Article 19 of Decree No 84-431 of 6 June 1984, modified, setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors. Ministry of Higher Education and Research DGRH A1-2 Circular No 2012-0009 of 30 April 2012 concerning statutory leave for academics and other teaching staff involved in higher education (NOR: ESRH1220221C).</p>	<p>Set out the rules for awarding leave to academic staff, in particular for research or “<i>conversion thématique</i>”.</p>		
	<p>Flexible working hours are possible for members of staff with disabilities.  Arrangements for tele-working have been in place at UTC since 2007.</p>	<p>• Create the possibility of a sabbatical leave for research</p>	<p>=&gt; 2016 – S2 DR, DRH, DFP, DAF, DGS</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	When/Who
<p>Articles 4 and 6 bis of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Decree No 86-83 of 17 January 1986 concerning general arrangements applicable to non-tenured public sector personnel, in pursuance of Article 7 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p>	<p>Covers the employment of contractual agents by the State and by public institutions.</p>		
<p><i>Sauvadand</i> Act No 2012-347 of 12 March 2012 relating to the access to permanent posts and the improvement of working conditions for contractual agents in the public sector and to combatting discrimination, and containing various provisions relating to public employment.</p> <p>Decree No 2012-631 of 3 May 2012 concerning conditions of eligibility for recruitment as public employees in the categories A, B and C, and setting out general conditions for organising such recruitments, in pursuance of Act No 2012-347 of 12 March 2012.</p> <p>Decree No 2012-1513 of 28 December 2012 concerning the initiation of recruitments to certain positions in the public sector that are under the control of the minister responsible for education, in pursuance of Act No 2012-347 of 12 March 2012.</p> <p>Decree No 2013-485 of 10 June 2013 concerning the initiation of recruitments to certain positions in the public sector that are under the control of the minister responsible for higher education and research.</p> <p>Ruling of 9 January 2013 establishing the types of tests and general organisational rules for competitive recruitment to certain category A posts in the public sector, in pursuance of Article 7 of Decree No 2012-631 of 3 May 2012.</p>	<p>In order to provide researchers with greater stability in their conditions of employment, the Act of 12 March 2012 set up mechanisms for combatting insecurity that concern contractual agents satisfying certain requirements.</p> <p>The statutes governing the public service, which make recruitment open to all, provide for recruitment channels reserved for candidates who are to be assessed on the basis of work experience acquired outside the public service over a four-year period, from 13 March 2012 onwards.</p> <p>The procedural rules for reserved recruitment channels, the types of tests, conditions relating to the organisation and membership of the jury, and the number of posts on offer are specified in an official Ruling.</p> <p>At the time of publication of the Ruling, contractual agents employed by the State or by a public institution must be offered the option to have their fixed-term contracts transformed into permanent contracts.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Ruling of 11 June 2013 establishing general organisational rules, the membership of juries, and the types of tests for competitive recruitment to certain categories of engineers and technical staff involved in research and teaching.</p> <p>Rulings of 23 July 2013 establishing respectively general organisational rules and the types of tests for competitive recruitment of engineers and technical staff for research at CNRS, INRA, INRIA, INSERM, IRD, and IRSTEA.</p> <p>General Division for Administration and Public Service Circular of 26 July 2012 concerning the implementation of provisions of access to permanent public sector posts, as described in Article 1 of Act No 2012-347 of 12 March 2012 relating to the access to permanent posts and the improvement of working conditions for contractual agents in the public sector and to combatting discrimination, and containing various provisions relating to public employment (NOR: RDFS1228702C).</p>			
<p>Article L. 954-3 of the Education Code.</p>	<p>Presidents of universities with extended responsibilities and powers, having sought the opinion of the selection committee, may recruit contractual agents for a fixed-term or permanently, in particular in roles as teachers and/or researchers.</p>		
	<p>Permanent employment contracts have been available (under certain conditions) to contractual agents at UTC since 2007. At UTC, doctoral students are recruited under contract for 36 months.</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	When/Who
<p>Articles 4, 20 and 21 of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.</p> <p>Article 1 of Decree No 48-1108 of 10 July 1948 establishing the hierarchy of grades and positions for public employees with ordinary pension arrangements, that is to say not enrolled in pension plans specific to certain types of work.</p> <p>Article 2 of Decree No 85-730 of 17 July 1985 concerning the remuneration of public employees, set out in acts no 84-16 of 11 January 1984 (national government) and acts no 84-53 of 26 January 1984 (local government).</p> <p>Article 2 of Decree No 85-1148 of 24 October 1985 concerning the remuneration of civilian and military public servants, local government staff, and public hospital staff.</p>	<p>In exchange for work performed, public employees are entitled to a remuneration which includes a basic salary, a residence allowance, a family income supplement, as well as other allowances specified by legislation or relevant regulations. They may be additional mandatory family benefits.</p> <p>Public employees' basic salaries rise periodically as they move up through the levels within their grade. Each level has a corresponding index that determines the basic salary.</p> <p>Public employees have their own pension and social security schemes. They are entitled to annual leave, sick leave, maternity and parental leave, leave for vocational training, leave for utilising their professional experience, leave for skills assessment, and leave for trade union education.</p> <p>Pay scales for public employees are fixed by decree.</p> <p>Public employees cannot be paid any kind of allowance or bonus that has not been established by a law or a decree.</p>		
<p>Article L. 954-2 of the Education Code.</p>	<p>Establishes that in universities with extended responsibilities and powers:</p> <ul style="list-style-type: none"> <li>- The university president is responsible for the awarding of bonuses to staff assigned to the university, in accordance with general rules established by the university's supervisory board.</li> <li>- Incentive schemes may be put in place under certain conditions.</li> </ul>		
<p>Decree No 2013-305 of 10 April 2013 concerning pay scales for academics, staff deemed equivalent to academics, and certain other higher education personnel.</p>	<p>These Decrees set out the pay scales for Professors, Associate Professors and their equivalents.</p>		
<p>Decree No 2009-462 of 23 April 2009 concerning the grading of academics in public institutions of higher education and research under the control of the minister responsible for higher education.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2010-0002 of 22 January 2010 concerning the grading of academics in public institutions of higher education and research (NOR: ESRH1002032C).</p>	<p>Under certain conditions, experience acquired by staff prior to the start of their career as academics, teaching staff, or hospital staff, may count as a criterion in favour of their promotion to a status or grade above that to which they were initially assigned, and consequently to a better remuneration.</p> <p>Research done both before and after a doctorate has been obtained, and certain activities in the private or public sectors, may also count, under certain conditions set out in the Decree.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
Decree No 89-775 of 23 October 1989 concerning the research and higher education bonus paid to higher education staff under the control of the ministry responsible for higher education.	A bonus paid to academic and equivalent staff contributing to the creation and transmission of knowledge, and to the development of research.		
Decree No 90-50 of 12 January establishing an administration bonus and a bonus for administrative workload that may be paid to certain higher education staff.	The Bonus for Administration is paid to presidents and directors of public institutions of higher education, and to the directors of certain of their component entities The Bonus for Administrative Workload may be paid to academic and equivalent staff who take on certain administrative responsibilities.		
Decree No 99-855 of 4 October 1999 establishing a bonus for teaching responsibilities in establishments of higher education under the control of the minister responsible for higher education. Ruling of 4 October 1999 specifying the list of higher education staff eligible to receive the bonus for teaching responsibilities established by Decree No 99-855 of 4 October 1999. Ruling of 3 December 2010 (overtime rates).	This bonus may in some circumstances be paid to academic and equivalent staff with particular teaching responsibilities.		
Decree No 2009-851 of 8 July 2009 concerning the bonus for the supervision of doctoral students and for performing research that may be awarded to certain higher education and research staff. Ruling of 30 November 2009 (bonus rates). Ruling of 20 January 2010.	A bonus that may in some circumstances be paid to academic and equivalent staff performing scientific work at a high level and making an exceptional contribution to research, or who have been awarded international or national prizes or medals for scientific work.		
Decree No 86-1170 of 30 October laying down the conditions for engineers and technical staff in the Ministry for Education engaging in scientific research.	The Bonus for Contributing to Scientific Research may in some circumstances be paid to Research Engineers.		
Decree No 71-715 of 2 September 1971 concerning certain types of remuneration for teaching staff occupying a position in a higher educational establishment.	This Decree, still operational, sets the conditions of remuneration for: - teaching staff in institutions of higher education who are appointed to a second post (to teach full-time or to perform some other activity full-time) for which they are paid by the state or by a public body. - public employees or local government employees who simultaneously work as teachers in an institution of higher education.		
Decree No 83-1175 of 23 December 1983 concerning payments for additional teaching activities in public institutions of a scientific or cultural nature and in other higher educational establishments under the control of the Minister for Education.	Lectures, classes and practical sessions conducted by staff and outsiders in institutions of higher education have an hourly rate of pay fixed by an official ruling.		
Decree No 2007-772 of 10 May 2007 concerning the remuneration of adjunct/guest teaching staff in institutions of higher education or research under the control of the minister responsible for higher education. Ruling of 10 May 2007.	Conditions of remuneration for associate and guest teachers.		
Article L. 951-1 of the Education Code.	Provides for the setting up by each establishment of a welfare policy for the benefit of all members of staff		
Article 34, 34 bis, 35, 40 bis et 54 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.	Specify the different types of leave of short and long duration available to public employees		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
Articles L. 712-1, D. 712-11 <i>et seq.</i> of the Social Security Code.	Public employees who are in work, along with their families, are covered by the normal standard social security arrangements, and in cases of sickness, maternity, invalidity and death, are entitled to benefits and services at least as good as those provided by the normal standard social security scheme. They are assigned to social security funds by the administration.		
<p>Article 22 bis-II of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.</p> <p>Article 7 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Decree No 86-83 of 17 January 1986 concerning general arrangements applicable to non-tenured public sector personnel, in pursuance of Article 7 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p>	<p>Establishes, under certain conditions, the social protection rules for contractual agents in the public sector in relation to sickness, maternity, invalidity, death, workplace accidents, and occupational diseases.</p> <p>Specifies the arrangements for determining the remuneration of these contractual agents.</p>		
	<p>All contractual agents have an employment contract that includes the usual provisions for social security and unemployment benefit, which are applicable as long as the agent's authorisation to reside in France remains valid.</p> <p>Subrogation has been in place at UTC since 1 January 2015.</p> <p>Academic qualifications and previous experience are taken into account in determining the level of remuneration of contractual agents (in accordance with the recruitment grid).</p> <p>Annual reviews have taken place since 2009 for contractual academic staff and since 2010 for contractual library, engineering, administrative, technical, service, and healthcare staff. The different proposals for pay rises are examined once a year and all at the same time, to ensure that the procedure for awarding pay rises to contractual staff is equitable.</p> <p>The objective is to revise the salaries of permanent contractual agents regularly so that they may receive regular par rises where this is warranted. At this point, it is not a question of rewarding performance, but of making salaries correspond to the posts that agents occupy.</p> <p>UTC has extended some of the bonus schemes for permanent academic staff to its contractual academic staff (Bonus for Administrative Workload, incentives)</p> <p>In 2016 UTC is introducing an incentive scheme relating to research contracts that is open to all members of staff.</p>	<ul style="list-style-type: none"> <li>• Develop tools for the improvement of PhD candidates' salary treatment</li> </ul>	<p>=&gt; 2017 – S2 ED, DSEI, DRH, DR</p>

**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	When/Who
Articles L. 123-2 and L. 123-6 of the Education Code.	Set out the role of the public higher education sector in combatting discrimination and ensuring gender equality.		
<p>Articles 6 and 6 bis of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.</p> <p>Articles 20 bis, 26 bis et 58 bis of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Act No 2012-347 of 12 March 2012 relating to the access to permanent posts and the improvement of working conditions for contractual agents in the public sector and to combatting discrimination, and containing various provisions relating to public employment.</p> <p>Articles 1 and 4 of Decree No 2013-908 of 10 October 2013 concerning the nomination of members of juries and selection committees for the recruitment and promotion of public employees in certain sectors.</p>	<p>Prohibit all discrimination among public employees based on their political, philosophical, or religious opinions, on their opinions relating to trade unions, on their origin, their gender, their sexual orientation and sexual identity, on their age, their name, their state of health, on their physical appearance, on their disabilities, or on the fact or the belief that they have a particular ethnic origin or belong to a particular race.</p> <p>Specify exceptions to the principle of non-discrimination:</p> <ul style="list-style-type: none"> <li>-Under certain conditions set out in the 1983 Act it is permissible to maintain age distinctions and age limits.</li> <li>- Under certain conditions it is permissible to use separate recruitment operations for men and women.</li> </ul> <p>The Decree of 2013 sets a minimum ratio of 40% for both men and women in juries and selection committees, but also provides for exemptions to this rule in some specific cases in relation to public employees.</p>		
<p>Article 1, 9 and 9-1 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Decree No 2015-455 of 21 April 2015 establishing exemption clauses relating to the minimum representation of forty percent for both males and females on selection committees for recruiting Professors.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Restate the principle of non-discrimination between academics on grounds of gender, and provide for the possibility of exemptions from applying this principle under certain conditions, in the interests of a balanced representation of women and men within organisations.</p> <p>Selection committees for recruiting academics must respect a minimum ratio of 40% for each gender.</p> <p>The Decree of 2015 establishes the list of disciplines defined by the National Council of Universities for which exemptions are possible from the requirement of a 40% minimum ratio for each gender in selection committees, and sets other ratios that must instead be respected in these disciplines.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Articles L. 712-3-II and L. 712-6-1-IV of the Education Code.                      Decree No 2014-780 of 7 July 2014 concerning restricted academic councils in universities.                      Decree No 2014-336 of 13 March 2014 modifying the provisions of the Education Code relating to the participation of outsiders on councils within public institutions of a scientific, cultural or professional nature.                      Article 16 of Decree No 2013-1310 of 27 December 2013 concerning voting rights, electoral colleges and equivalences in levels for the representation of staff and students on councils within public institutions of a scientific, cultural or professional nature.</p>	<p>Application of the principle of gender parity under certain conditions:</p> <ul style="list-style-type: none"> <li>- In the membership of restricted university academic councils examining questions concerning academics other than Professors individually.</li> <li>- In the nomination of outside persons to university supervisory boards.</li> <li>- In establishing lists of candidates for election to university committees.</li> </ul>		
	<p><u>Doctoral School: 2014-2015</u>                      All PhD candidates: 37% women                      PhD candidates salaried by UTC: 42%                      Doctoral Thesis Charter : no discrimination.  <a href="https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral%20thesis%20charter%20utc%20june%202014-2-3.pdf">https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral thesis charter utc june 2014-2-3.pdf</a></p>		



**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	When/Who
<p>Articles 18-1 and 19 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors. Ruling of 25 February 2003 concerning the awarding and taking of leave for research or “<i>conversion thématique</i>”, as described in Article 19 of Decree No 84-431 of 6 June 1984, modified, setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors. Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Career path management for academics comes under the jurisdiction of the National Council of Universities, and takes place according to certain procedures.  Sets out rules for the awarding and the duration of leave requested by academics for research or “<i>conversion thématique</i>”.</p>		
<p>Decree No 86-83 of 17 January 1986 concerning general arrangements applicable to non-tenured public sector personnel, in pursuance of Article 7 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p>	<p>Contractual agents have the benefit of an annual appraisal interview of which a written record is made. In some cases their pay may be reassessed.</p>		
	<p>Annual reviews have taken place since 2009 for contractual academic staff and since 2010 for contractual library, engineering, administrative, technical, service, and healthcare staff.  One-to-one appraisal interviews take place every year for contractual academic staff and for both contractual and non-contractual library, engineering, administrative, technical, service, and healthcare staff.</p>	<ul style="list-style-type: none"> <li>● Create a service for the follow-up of Post-doctoral fellows in the Doctoral School</li> <li>● Communicate about potential training sessions</li> <li>● Implement an Information portal for Researchers: opportunities, Research funding calls, mobilities, training sessions, PEDR, links and contracts with CNRS (for Joint Research Units), etc.</li> </ul>	<p>=&gt; 2017 – S1 ED, DRH, DRI</p> <p>=&gt; 2016 – S1 DRH</p> <p>=&gt; 2017 – S2 DR, DRH, DRI, DSI, Dir Com, research units</p>

## 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	When/Who
<p>Articles 13 bis, 14, 14 bis, and 24 of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.                      Articles 32, 41 through 43, and 45 through 52 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.                      Articles 1 through 12 and 14 through 39 of Decree No 85-986 of 16 September 1985 concerning the particular set of arrangements for certain positions occupied by public employees.</p>	<p>Sets out the legal framework and the procedures for the secondment, the direct integration and the availability of public employees.</p>		
<p>Articles 10 through 14, 15 through 17, 39, 46 4°, and 55 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.                      Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Provides for measures to increase the mobility of academics: hosting by institutions other than that to which they are affiliated, and advantages conferred by length of service.                      It also provides for a competitive selection procedure reserved for research directors of the second class to be appointed as Professors of the first class, and for a particularly favourable consideration of researchers seeking to be seconded as academic staff carrying out both research and teaching.</p>		
<p>Decree No 2009-462 of 23 April 2009 concerning the grading of academics in public institutions of higher education and research under the control of the minister responsible for higher education.                      Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2010-0002 of 22 January 2010 concerning the grading of academics in public institutions of higher education and research (NOR: ESRH1002032C).</p>	<p>Under certain conditions, experience acquired by staff prior to the start of their career as academics, teaching staff, or hospital staff, may count as a criterion in favour of their promotion to a status or grade above that to which they were initially assigned, and consequently to a better remuneration.                      The regulations lay down the conditions for utilising research carried out as part of doctoral studies. Such work counts as professional experience for Associate Professors and their equivalents.                      Research done after a doctorate has been obtained may also count, according to a person's situation.                      Other activities in the private or public sectors may also be utilised, under certain conditions set by the Decree of 2009.</p>		
<p>Decree No 2007-611 of 26 April 2007 concerning private activities by public employees and non-tenured public sector personnel who have relinquished their functions either temporarily or for good, and the Ethics Commission.</p>	<p>Agents who discontinue either temporarily or permanently the exercise of their functions with a view to working for a private enterprise are required to inform the authority in question, in accordance with the Decree of 2007.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Decree No 86-83 of 17 January 1986 concerning general arrangements applicable to non-tenured public sector personnel, in pursuance of Article 7 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Decree No 2014-364 of 21 March 2014 modifying Decree No 86-83 of 17 January 1986 concerning general arrangements applicable to non-tenured public sector personnel, in pursuance of Article 7 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p>	<p>Contractual agents satisfying certain requirements may be granted a secondment, mobility leave, or unpaid leave to allow them to prepare for competitive recruitment as public employees.</p> <p>To increase the mobility of contractual agents, the Decree of 2014 made privileges linked to length of service transferable from one institution to another. These include rights to leave, vocational training, pay rises, length of service conditions for internal recruitment procedures, and severance payments.</p>		
	<p>Contractual academic staff have been recruited by UTC as long as it has existed. The objective is to recruit teaching staff from industry. On 1 February 2016 UTC had 51 contractual members of academic staff on permanent contracts, and 10 contractual members of academic staff on fixed-term contracts.</p> <p>The Doctoral School promotes the “Doctor Europaeus” label.</p> <p>The Doctoral School offers a financial aid for stay abroad actions during the thesis.</p>	<ul style="list-style-type: none"> <li>• Communicate about the instruments for mobility (incoming/outcoming) and support the applicants</li> <li>• Implement an Information portal for Researchers: opportunities, Research funding calls, mobilities, training sessions, PEDR, links and contracts with CNRS (for Joint Research Units), etc.</li> </ul>	<p>=&gt; 2017 – S1 DRH, ED, DR, DRI</p> <p>=&gt; 2017 – S2 DR, DRH, DRI, research units, DSI, Dir Com</p>

<b>30. Access to career advice</b>			
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.			
<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<p>Act No 2004-391 of 4 May 2004 concerning lifelong vocational training and working relations.</p> <p>Act No 2007-148 of 2 February 2007 concerning the “modernisation” of public employment.</p> <p>Decree No 2007-1470 of 15 October 2007 concerning lifelong vocational training for public employees.</p> <p>Decree No 2007-1942 of 26 December 2007 concerning vocational training for non-tenured personnel and manual workers in the public sector.</p> <p>Ruling of 31 July 2009 concerning skills assessment for public employees.</p>	<p>Public employees may, under certain conditions, be granted leave for vocational training and leave for skills assessment.</p>		
<p>Article 18-1 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Career path management for academics comes under the jurisdiction of the National Council of Universities, and takes place according to certain procedures.</p>		
	<p>UTC’s Human Resources Division has an office dealing with vocational training and the development of skills.</p> <p>Doctoral education includes training for professional competencies.</p> <p>A Part-time Associate Professor is in charge, for the Doctoral School, of giving support to PhD candidates for their elaborating their vocational plan.</p>	<ul style="list-style-type: none"> <li>Implement an Information portal for Researchers: opportunities, Research funding calls, mobilities, training sessions, PEDR, links and contracts with CNRS (for Joint Research Units), etc.</li> </ul>	<p>=&gt; 2017 – S2 DR, DRH, DRI, DSI, Dir Com, research units</p>

### 31. Intellectual Property Rights

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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Article L. 952-2 of the Education Code Articles L. 111-1, L. 113-2, L. 113.5, L. 122-4, L. 611-1 <i>et seq.</i> of the Code of Intellectual Property Rights.</p>	<p>The Code of Intellectual Property Rights covers the rights of creators to exploit their own work, and industrial property rights.</p>		
<p>Decree No 96-858 of 2 October 1996 concerning the incentivisation of certain public employees and public sector personnel who have directly contributed to the creation of software, to the creation or discovery of a variety of plant, or to other transferrable research.</p> <p>Decree No 2005-1217 of 26 September 2005 concerning the incentive bonus and the patent bonus awarded to certain public employees and public sector personnel who have created an invention, and modifying the Code of Intellectual Property Rights (Article R. 611-14-1).</p> <p>Decree No 2010-619 of 7 June 2010 setting out the terms relating to the incentivisation of staff in certain public institutions governed by the Ministry of Higher Education and Research for services rendered in the course of scientific research, or for providing other services.</p>	<p>These decrees introduce different incentivisation schemes that may in certain conditions reward public employees and public sector personnel who have invented something, or taken part in certain pieces of research, or helped create software, or helped create or discover a new variety of plant, or contributed to other transferrable research.</p>		

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
	<p>For subsidised research projects, a consortium agreement sets out the conditions with respect to intellectual property rights, covering exploitation, publication, co-ownership, etc. There are always regular updates regarding the question intellectual property rights where researchers are in the process of negotiating a (background) partnership agreement.</p> <p>PIPATT has put in place a UTC/UTEAM clause list to facilitate the handling of questions of intellectual property rights in contracts drawn up directly with industrial partners.</p> <p>The <i>Lutech</i> technology transfer company, partly owned by UTC, has exclusive rights to exploit the results of research projects by the research units. Meetings between researchers and <i>Lutech</i> representatives are held regularly. Meetings for UTC labs are take place almost on a weekly basis, and there is a monthly management meeting between <i>Lutech</i> and UTC.</p> <p>Training sessions on intellectual property rights and exploitation are organised for support services and research staff by <i>Carnot</i>, the <i>Réseau Curie</i>, and ANRT (linked to COMUE SU).</p> <p>The Doctoral School Thesis Charter explicits the Intellectual Property relative to PhD candidates.</p>	<ul style="list-style-type: none"> <li>• Write a UTC guide for Intellectual Property</li> </ul>	<p>=&gt; 2017 – S2 DR</p>

### 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	When/Who
Articles L. 113-2, L. 113-3, and L. 613-29 through L. 613-32 of the Code of Intellectual Property Rights	The Intellectual Property Rights Code establishes a particular legal framework for literary and artistic intellectual property rights in cases where work is produced jointly, and specifies the judicial regime applicable where patents are co-owned.		
National Charter of Research Ethics of 29 January 2015 with the following signatories: CNRS, INSERM, INRA, INRIA, IRD, CIRAD, Institut Curie, together with the universities represented by the <i>Conférence des Présidents d'Universités</i> .  National Charter of Expertise of 22 December 2009.	These charters incorporate relevant international conventions, in particular the 2005 European Charter for Researchers. Institutions are responsible for implementing these charters.		
	The Doctoral School Thesis Charter explicits how the research unit director gives support to PhD candidates relating to scientific community practices and to writing articles. <a href="https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral%20thesis%20charter%20utc%20june%202014-2-3.pdf">https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral thesis charter utc june 2014-2-3.pdf</a>		

### 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	When/ Who
<p>Articles 7, 40-2 through 40-5, and 58-1 through 58-4 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Establishes the teaching workload for academic personnel (including the standard number of hours annually, together with provision for variations to enable young academics to devote more time to research).</p> <p>This Decree allows researchers in some circumstances to be seconded then recruited to posts that include teaching responsibilities.</p>		
<p>Decree No 71 715 of 2 September 1971 concerning certain types of remuneration of teaching staff employed in an institution of higher education.</p>	<p>This law is still operational, and sets out rules for the remuneration of researchers who concurrently occupy a teaching post in an institution of higher education.</p>		
<p>Decree No 87-889 of 29 October 1987 concerning the conditions of recruitment and employment of casual teachers in higher education.</p> <p>Decree No 86-555 of 14 March 1986 concerning teaching assistants and instructors for medicine and dentistry.</p> <p>Decree No 83-1175 of 23 December 1983 concerning payments for additional teaching activities in public institutions of a scientific or cultural nature and in other institutions under the responsibility of the Minister for Education.</p> <p>Ruling of 3 December 2010 (pay rates for additional hours).</p>	<p>Institutions of higher education may employ researchers to carry out teaching duties</p> <ol style="list-style-type: none"> <li>1) as casual teachers, other than for medicine and dentistry.</li> <li>2) as teaching assistants or instructors for medicine and dentistry.</li> </ol> <p>Remuneration is made according to hourly rates for additional teaching.</p>		
<p>Decree No 89-775 of 23 October 1989 concerning the Bonus for Research and Higher Education that may be paid to higher education personnel under the control of the minister responsible for higher education.</p> <p>Two Rulings of 23 October 1989.</p>	<p>Bonus awarded to staff involved in the creation and dissemination of knowledge, and to the development of research.</p>		
<p>Decree No 99-855 of 4 October 1999 establishing a Bonus for Teaching Responsibilities in institutions of higher education under the control of the minister responsible for higher education.</p> <p>Ruling of 4 October 1999 specifying the list of higher education personnel who may be awarded the Bonus for Teaching Responsibilities established by Decree No 99-855 of 4 October 1999.</p> <p>Ruling of 3 December 2010 (pay rates for additional hours).</p>	<p>This bonus may be paid to academic and equivalent staff with specific responsibilities in relation to teaching.</p>		



Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Decree No 2001-935 of 11 October 2001 establishing a Bonus for Teaching Mobility Towards Higher Education.</p> <p>Ruling of 11 October 2001 establishing the amount of the Bonus for Teaching Mobility Towards Higher Education that may be awarded to researchers.</p>	<p>This bonus is paid to research directors and other researchers in situations where their mobility is utilised.</p>		
<p>Decree No 2003-1009 of 16 October 2003 concerning the hourly payments that may be made to staff carrying out additional activities in certain institutions of higher education.</p> <p>Ruling of 16 October 2003 establishing the amount of the hourly payments made to staff carrying out additional activities in certain institutions of higher education.</p>	<p>Agents who carry out additional activities may in some circumstances that are set out in the Decree receive remuneration in the form of hourly payments for these activities.</p>		
<p>Decree No 2009-851 of 8 July 2009 concerning the Bonus for Doctoral Supervision and Research awarded to certain higher education and research personnel.</p> <p>Ruling of 30 November 2009 (rate of bonus).</p> <p>Ruling of 20 January 2010.</p>	<p>A bonus that may in some circumstances be paid to academic and equivalent staff performing scientific work at a high level and making an exceptional contribution to research, or who have been awarded international or national prizes or medals for scientific work.</p>		
<p>Decree No 2010-235 of 5 March 2010 concerning the remuneration of public employees involved in training and recruitment activities in addition to their normal activities.</p> <p>Ruling of 7 May 2012 establishing the amount of the remuneration to staff additionally involved in the training and recruitment of public employees under the control of the ministers responsible for education and for higher education.</p> <p>Ruling of 9 August 2012 establishing the amount of the remuneration to staff additionally involved in the training and operation of juries under the control of the minister responsible for higher education.</p>	<p>Possibility to pay agents who take part in teaching as an additional activity.</p>		
	<p>Academic staff who have administrative responsibilities may have their teaching workload reduced.</p> <p>Training for teachers is offered by the Teaching Support Cell (CAP), created in 2011 : <a href="https://webapplis.utc.fr/ent/services/services.jsf?sid=137">https://webapplis.utc.fr/ent/services/services.jsf?sid=137</a></p> <p>There are 16 ATER at UTC for the academic year 2015-2016.</p> <p>PhD candidates may practise teaching (in their work contract or supply work). 36 PhD candidates under contract teach for the academic year 2015-2016.</p>		

### 34. Complains/ 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	When/ Who
Articles 6, 11 and 11 bis of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees	In the case of legal proceeding following an incident, allows those working in the public sector in some circumstances to be given legal protection by the agency for which they were working when the incident occurred. No measures affecting the recruitment or career of a public employee may be taken as a result of that individual's having lodged a complaint about a superior, or having taken legal action seeking to uphold his or her freedom of expression or right not to be discriminated against.		
Articles L. 712-6-2, L. 952-7, L. 952-8, L. 952-9, L. 952-21, L. 952-22, and R. 712-9 through R. 712-46 of the Education Code	The Education Code lays down the principles and procedures for disciplinary action and sanctions that may be taken against academic and teaching personnel. Since 2015, disciplinary proceedings may, under certain conditions, be entrusted to the disciplinary section of a different institution.		
Article 19 of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees Articles 66 and 67 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment. Decree No 82-451 of 28 May 1982 concerning administrative parity commissions. Decree No 83-1260 of 30 December 1983 setting out statutory provisions for public employees in scientific and technological public institutions. Decree No 84-961 of 25 October 1984 concerning the disciplinary procedure for public employees.	Researchers are subject to the standard legal disciplinary regime applicable to public employees, and sanctions are imposed by the director of the institution on the advice of the relevant administrative committee.		
Articles 1-2 and 43-2 of Decree No 86-83 of 17 January 1986 concerning general arrangements applicable to non-tenured public sector personnel, in pursuance of Article 7 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.	Sets out the legal disciplinary regime and sanctions applicable to contractual agents working for the State and for public bodies.		
Administrative redress.	Informal and hierarchical appeals procedures, and provisions in the Code of Administrative Justice.		
	Existence of various commissions (CCDC, CPE, CCP, restricted CA and CS, CHSCT) : <a href="https://webapplis.utc.fr/ent/index.jsf">https://webapplis.utc.fr/ent/index.jsf</a> UTC makes a psychologist and a social worker available for consultation by UTC personnel : <a href="http://interne.utc.fr/d-r-h/?sid=296">http://interne.utc.fr/d-r-h/?sid=296</a> Trade union representatives are present at UTC. The Doctoral School Thesis Charter explicits the procedure for disputes (article 7) <a href="https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral_thesis_charter_utc_june_2014-2-3.pdf">https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral_thesis_charter_utc_june_2014-2-3.pdf</a>		

### 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	When/Who
<p>Decisions of the <i>Conseil Constitutionnel</i> No 83-165 DC of 20 January 1984, No 93-322 DC of 30 July 1993, No 94-355-DC of 10 January 1995, No 94-358 DC of 26 January 1995 and No 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 independence of academics is guaranteed by a fundamental principle enshrined in the laws of the French Republic, as laid down in a number of decisions by the <i>Conseil Constitutionnel</i> (Constitutional Council).</p> <p>Professors and other academic personnel must enjoy authentic representation by their peers on the different supervisory and advisory committees within the university community, and consequently different electoral colleges must be set up for the election of their representatives.</p>		
<p>Article 3 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p>	<p>Academics contribute to the life of their institution and sit on the different bodies specified in the Education Code and the Research Code, and in institutions' own statutes.</p>		
<p>Articles L. 711-1, L. 712-1, 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 L411-3 of the Research Code</p>	<p>Researchers and contractual staff fulfilling certain condition are deemed equivalent to teaching and academic staff with respect to their participation in institutions' various supervisory and advisory committees and bodies. Research engineers in research units are deemed equivalent to engineering, administrative, technical, and library personnel appointed in the institution. Research and research engineers, provided they satisfy certain requirements, have the right to vote and be elected as part of the different electoral colleges charged with electing the members of the supervisory and advisory committees for public institutions of a scientific, cultural, or professional nature, as well as of the supervisory and advisory committees for these institutions' component parts.</p> <p>Researchers employed by research institutions and research bodies are under certain circumstances electors and eligible as members of the National Council of Universities, and they may be appointed to selection committees set up to recruit academics.</p>		
<p>Articles 15 and 16 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Decree No 2011-184 of 15 February 2011 concerning technical committees within the public sector.</p> <p>Circular by the Minister for State Reform, Decentralisation and the Public Service of 31 December 2012, in application of Decree No 2011-184 of 15 February 2011 concerning technical committees within the public sector.</p> <p>Provisions regarding the role and operation of technical committees (NOR: RDFS1221624C).</p>	<p>Establishes the remit of technical committees and committees for health, safety and working conditions.</p>		
<p>Article L. 951-1-1 of the Education Code</p>	<p>Sets out the procedures by which public institutions of a scientific, cultural, or professional nature create and assign responsibilities to technical committees.</p>		
	<p>Tenured and contractual academic personnel are represented on all of UTC's advisory and supervisory committees. Doctoral students have their own representatives on Supervisory Board, Scientific Committee, Education Committee, Doctoral School Board, and they have their own board (CCDC) : <a href="https://webapplis.utc.fr/ent/index.jsf">https://webapplis.utc.fr/ent/index.jsf</a></p>		

## **IV. Training**

**36. Relation with supervisors**

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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
Articles L. 612-7, and D. 612-37 through D. 612-47 of the Education Code	Sets out provisions concerning postgraduate students, doctoral schools, the defence of doctoral theses, doctorates, and accreditations to direct research (HDR).  Lays down the principle that doctoral studies count as professional research experience that can be recognised in collective agreements.		
Articles L. 412-1 and L. 412-2 of the Research Code.  Decree No 2009-464 of 23 April 2009 concerning doctoral students under contract with public institutions of higher education or research.	To facilitate access to learning through research, the Research Code authorises institutions to award specific monetary allowances to individuals. Recipients of these allowances are doctoral students under contract, the legal terms and conditions of which are specified by the Decree.		
Ruling of 3 September 1998 concerning the Thesis Charter.	Lays down the principle and procedures for the implementation of a Thesis Charter for all public institutions of higher education. The Thesis Charter sets out the respective rights and duties of doctoral students and thesis supervisors.		
Ruling of 6 January 2005 concerning joint international supervision of theses.	Authorises institutions of higher education to enter into agreements with one or more institutions of higher education abroad for the joint supervision theses.		
Ruling of 7 August 2006 concerning the teaching of doctoral students.	Defines the role of doctoral schools.		
	<p>The Doctoral School Thesis Charter explicits the supervisor's commitments to follow through the thesis path regularly.</p> <p>A jury for thesis monitoring meets after one year and 6 to 9 months before the expected viva.</p> <p>There are regular internal seminars in research units and an annual PhD Day in most of the UTC research units.</p> <p>PhD candidates have elected representatives in the UTC boards and committees.</p> <p>Laboratory notebooks are offered by the DR to any researcher</p>	<ul style="list-style-type: none"> <li>• Set up an Annual Day for PhD supervisors</li> </ul>	=> 2017 – S2 ED

### 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	When/Who
<p>Article 3 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p>	<p>Establishes the role of academic personnel in the creation and transmission of knowledge, and in the supervising, advising, tutoring, guiding and occupational insertion of students.</p> <p>States that the primary functions of Professors are teaching through the medium of lectures and directing research units.</p>		
<p>Article L. 952-6 of the Education Code.</p> <p>Articles 7 and 18-1 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Decree No 92-70 of 16 January 1992 concerning the National Council of Universities.</p> <p>Ministry of Education, Higher Education and Research DGRH A1-2 Circular No 2015-0013 of 4 May 2015 concerning statutory provisions applicable to academics and in particular to Professors and Associate Professors (NOR: MENH1509914C).</p>	<p>Career path management for academics was introduced in Decree No 2014-997 of 2 September 2014, replacing the assessment procedure for academics that had formerly been established by Decree No 2009-460 of 23 April 2009.</p> <p>This comes under the jurisdiction of the National Council of Universities and takes place in accordance with clearly defined procedures. Institutions take an academic's career path into consideration as part of the professional support they provide.</p> <p>Academics also the subject of an assessment when they apply to be promoted to a higher grade, to receive the research and higher education bonus, to be accredited to direct research (HDR), or to be qualified or recruited as a Professor (selection committee).</p>		
<p>Article 1-4 of Decree No 86-83 of 17 January 1986 concerning general arrangements applicable to non-tenured public sector personnel, in pursuance of Article 7 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p>	<p>Contractual agents have the benefit, under certain conditions, of an annual appraisal interview of which a written record is made.</p>		
	<p>The Doctoral School Thesis Charter makes explicit the rights and obligations for everyone, in particular as regards to supervision.</p> <p><a href="https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral%20thesis%20charter%20utc%20june%202014-2-3.pdf">https://webapplis.utc.fr/webdocuments/ent3/586/01.%20doctoral thesis charter utc june 2014-2-3.pdf</a></p>	<ul style="list-style-type: none"> <li>● Set up a training session for managers</li> <li>● Set up an Annual Day for PhD supervisors</li> </ul>	<p>=&gt; 2016 – S2 DRH</p> <p>=&gt; 2017 – S2 ED</p>

### 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	When/Who
<p>Article 22 of Act No 83-634 of 13 July 1983 concerning the rights and duties of public employees.</p> <p>Article 34 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Article 24 of Decree No 2007-1470 of 15 October 2007 concerning lifelong vocational training for public employees.</p>	<p>Recognition of the right of public employees under certain conditions to lifelong vocational training: vocational training programmes set out in particular statutes, individual right to training, training courses, leave for vocational training and the possibility of a secondment for purposes of study or research of general interest.</p>		
<p>Decree No 84-474 of 15 June 1984 concerning the awarding of leave to public employees for trade union education.</p> <p>Decree No 63-501 of 20 May 1963 relating to how the leave specified in Act No 61-1418 of 29 December 1961 should be awarded to public employees.</p> <p>Articles 1-4 and 27 of Decree No 86-83 of 17 January 1986 concerning general arrangements applicable to non-tenured public sector personnel, in pursuance of Article 7 of Act No 84-16 of 11 January 1984 containing statutory provisions relating to public employment.</p> <p>Decree No 2007-1942 of 26 December 2007 concerning vocational training for non-tenured personnel employed by the state and by public bodies.</p>	<p>Give contractual agents the right, under certain conditions, to obtain leave for vocational training, for trade union education, and for training as youth workers,</p> <p>Contractual agents have the benefit, under certain conditions, of an annual appraisal interview of which a written record is made.</p>		
	<p>The training events organised by the Human Resources Division's office for vocational training and the development of skills are open to all UTC personnel, including researchers.</p> <p>Specific training for teachers is offered by the Teaching Support Cell (CAP).</p> <p>Doctoral education includes training for professional competencies.</p>	<ul style="list-style-type: none"> <li>• Set up a training session for managers</li> <li>• Implement an Information portal for Researchers: opportunities, Research funding calls, mobilities, training sessions, PEDR, links and contracts with CNRS (for Joint Research Units), etc.</li> </ul>	<p>=&gt; 2016 – S2 DRH</p> <p>=&gt; 2017 – S2 DR, DRH, DRI, DSI, Dir Com, research units</p>

**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	When/Who
<p>Articles 4, 4-1, 18-1, and 19 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p> <p>Ruling of 25 February 2003 concerning the awarding and taking of leave for research or “<i>conversion thématique</i>”, as described in Article 19 of Decree No 84-431 of 6 June 1984, modified, setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.</p>	<p>The status of academic personnel entitles them to:</p> <ol style="list-style-type: none"> <li>1) Career path management under the jurisdiction of the National Council of Universities.</li> <li>2) The right to contribute to the activities of a research team under certain conditions.</li> <li>3) The right to vocational training in relation to their different roles, during their working hours. Institutes of Professorship and Education (ESPE) contribute to the initial and continuing professional education of academic personnel.</li> <li>4) The possibility to be awarded leave for research or “<i>conversion thématique</i>”.</li> </ol>		
	<p>The training events organised by the Human Resources Division’s office for vocational training and the development of skills are open to all UTC personnel, including researchers.</p> <p>Doctoral education includes training for professional competencies.</p>	<ul style="list-style-type: none"> <li>• Implement an Information portal for Researchers: opportunities, Research funding calls, mobilities, training sessions, PEDR, links and contracts with CNRS (for Joint Research Units), etc.</li> </ul>	<p>=&gt; 2017 – S2 DR, DRH, DRI, DSI, Dir Com, research units</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	When/Who
Articles L. 412-1 and L. 412-2 of the Research Code.  Decree No 2009-464 of 23 April 2009 concerning doctoral students under contract with public institutions of higher education or research.	To facilitate access to learning through research, the Research Code authorises institutions to award specific monetary allowances to individuals. Recipients of these allowances are doctoral students under contract, the legal terms and conditions of which are specified by the Decree. Doctoral studies count as professional experience.		
Article 3 of Decree No 84-431 of 6 June 1984 setting out statutory provisions applicable to academics and in particular to Professors and Associate Professors.	Establishes the role of academic personnel in the creation and transmission of knowledge, and in the supervising, advising, tutoring, guiding and occupational insertion of students.  States that the primary functions of Professors are teaching through the medium of lectures and directing research units.		
Ruling of 3 September 1998 concerning the Thesis Charter.	Lays down the principle and procedures for the implementation of a Thesis Charter for all public institutions of higher education. The Thesis Charter sets out the respective rights and duties of doctoral students and thesis supervisors.		
Ruling of 6 January 2005 concerning joint international supervision of theses.	Authorises institutions of higher education to enter into agreements with one or more institutions of higher education abroad for the joint supervision theses.		
Ruling of 7 August 2006 concerning the teaching of doctoral students.	Defines the role of doctoral schools.		
Ruling of 7 August 2006 concerning arrangements for depositing, reporting, reproducing, dissemination and storage of theses and other works defended by doctoral students.	Sets out the procedure for depositing doctoral theses prior to their being defended.		
	The Doctoral School and the Scientific Committee have determined rules concerning supervision at UTC, in particular for Associate Professors who did not already pass their French Habilitation (accreditation to supervise research) : <a href="https://webapplis.utc.fr/ent/services/services.jsf?sid=188">https://webapplis.utc.fr/ent/services/services.jsf?sid=188</a>	• Set up a training session for managers	=> 2016 – S2 DRH