

## Recruitment of tenured researchers (normal category) until 2025

INED's research plan, as set out in its 2021–2025 strategic orientations document (<https://www.ined.fr/fr/institut/qui-sommes-nous/documents-de-reference/>), identifies five key axes of research at INED:

- Axis 1: Crises and Populations: Breaks in continuity, Continuities, Transformations
- Axis 2: Observations and Measurements: Critical and Historical Perspectives
- Axis 3: Leading One's Life: Choices, Opportunities, and Constraints at Different Phases in the Life Cycle
- Axis 4: The Health of Populations: Does Progress Equally Benefit All?
- Axis 5: Space, Mobility, and Migration: Individual Trajectories and Public Policies

The research work done by researchers recruited to INED must align with at least one of these axes. The general recruitment profile presented below therefore includes the major themes associated with these axes. It also highlights 10 more specific variations of this general profile, which correspond to INED's recruitment priorities. However, these are not prerequisites for recruitment; in other words, all applications that match the general profile, whether or not they are aligned with any of the specific variations, will be reviewed by INED's evaluation committee on the basis of their scientific quality.

Requirements in terms of qualifications and experience are the same for the general profile and for the variations aligned with specific research fields.<sup>1</sup>

### General Recruitment Profile

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The research conducted at INED focuses on population questions, relating both to contemporary and historical issues. A wide variety of disciplinary approaches are employed, drawing on the fields of demography, sociology, economics, history, geography, medicine, epidemiology, statistics, anthropology, etc.

INED's research plan for the next few years is based on the following major topics and subtopics:

- Stages of the Life Cycle: Childhood, Education and Transition to Adulthood; Unions and Fertility; Parenthood and Family; Gender and Sexuality; Life Trajectories, Inequalities and Socio-economic Mobility; and Life Circumstances in Older Age.
- Population Health: Inequalities and Disparities; Longevity; Health Transition in the Global North and South; and Sexual and Reproductive Health and Rights.

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<sup>1</sup> Namely:

Qualifications: applicants must have a doctorate in a subject relevant to population studies (demography, sociology, economics, history, geography, medicine, epidemiology, statistics, anthropology, etc.) as well as an excellent knowledge of quantitative methods applied to social sciences.

Desired experience: a broad range of experience (work with different research laboratories, work abroad, teaching, involvement in survey design, involvement in the organization of a scientific event, etc.) and a willingness to embrace multidisciplinary and multi-method approaches (including the use of qualitative methods).



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- Space, Mobility and Migration: Housing; Mobility and Territorial Dynamics; Life Trajectories of Migrants and Their Descendants; Inequalities, Discrimination, and Racism.
- Crises and Populations: Populations and the Environment; Consequences of Health Crises; Political and Socio-economic Upheavals and Demographic Trends.

Alongside these various topics, cross-cutting research involves analysis of interactions between actors and public policies (including social, family, employment, migration and housing policies), or companies. There is a particular focus on studying the effects of these policies on population behaviours and on inequalities and discrimination.

INED's research is based on a very wide range of data types: surveys, archives, administrative data, corporate data, geographical and satellite data, big data, etc. Data sources cover not only France but also various other countries, to enable international comparison. INED has a long tradition of research in countries of the Global South. Many projects focus on the situation in Africa. INED is also well-known for its expertise on the population giants of China and India. Lastly, INED has long been involved in research projects focusing on the Arab and Islamic world and, more recently, on Latin America.

To conduct this work successfully, researchers recruited to INED must be qualified in one of the subjects relevant to population studies and have an excellent knowledge of quantitative methods applied to social sciences.

## Specific Priority Recruitment Needs

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### P1 LINKS BETWEEN POPULATION AND ENVIRONMENT (AXIS 1)

Interactions between population and environment are complex and multiform. The term *environment* incorporates very diverse concepts (the climate and its multiple consequences in terms of habitat, the pollution of air, water, and soil, the exposure to pollutants at home or work, the organization of work, etc.). In countries of the Global South, economic development, often accompanied by rapid urbanization and a shift in lifestyles, plays a major role in transforming the relationship between population and environment. The consequences of recurrent climate hazards in certain regions of the world on migration, family, and health must be documented in greater depth. But the consequences of global warming affect the countries of the Global North, as well as those of the South. Demography comes into play on two levels: as a cause or aggravating factor for changes, but also insofar as it is affected by these changes (with effects on fertility or mortality and population movements).

INED's research plan does not exclude any of these dimensions. The Institute wishes to develop its research capabilities on interactions between population and environment and on the analysis of social, gender, and generational inequalities in this area. This will involve a situational analysis of systemic links between population and environment and studying the impact of the environment on demographic trends and health.



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## P2 HISTORY AND POPULATIONS (AXIS 2)

The historical approach occupies a very important position within INED's research plan, as a source of interaction and dialogue with contemporary research projects, many of which focus on the same topics. The central idea uniting the historical research work conducted at the Institute is the importance accorded to the contextualization of historical material. All of these historical research projects involve a strong methodological component relating to recent developments in the field, which form the subject of international-level debate: the aim is to participate in discussions on historical demography and beyond, following the numerous technical innovations that have emerged in recent years, from the automatic recognition of handwritten text to very large-scale data matching.

INED wishes to develop its research capabilities in this very dynamic field, whether in terms of the history of populations—through the development of large databases of historical data on individuals—or the history of knowledge—through numerous projects on categorization and census practices. The aim is to develop research on populations in terms of their social and economic history (with no restrictions on period or method) or by looking at the history of knowledge and expertise for the periods in question, or even to combine these two approaches.

## P3 FAMILY POLICIES AND BEHAVIOURS (AXIS 3)

From childhood to adulthood, from retirement to the old age, life is punctuated by “events” that constitute a stage, turning point, junction, or transition, depending on how they are experienced. Some of these events are demographic events in the strictest sense: having a child, forming a partnership or getting married, and separating from or losing a spouse. In France and other countries of the Global North, the family trajectories of men and women have become more diverse and complex, with increasing union breakdowns and blending of families. The wide variety of behaviours in terms of conjugality and fertility is reflected in the diversity of research topics being studied at INED. In this area of life that we might call “private”, much interference is at play. In general, “private life” is not as private as it seems: it takes place within a social, cultural, economic, and political context, formed of opportunities and limitations. Various inequalities emerge from this context, particularly between women and men. Social and family policies, whose aims include the mitigation of these inequalities, play a crucial role in the lives of individuals. Other levels of analysis—including legal rules, corporate policies, care policies, and local policies—should also be explored.

On this basis, INED wishes to develop its capacity for the analysis and quantitative assessment of the impact of public policies on changes in progress, both in terms of family structures and forms of employment. Research may be based on new data produced through the LifeObs project. International comparison, particularly at the European level, will aid assessment of the impact of national histories and contexts.



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## P4 DEMOGRAPHIC ANALYSIS OF FERTILITY BEHAVIOURS (AXIS 3)

At a time of huge transformation of social norms and gender relations in sexuality and reproduction, the fertility choices of individuals are changing. These choices may form the subject of negotiations, or be subject to various constraints. The fact that couples are having their first child later implies an explicit decision to have a first child, making it also possible to decide to remain child-free. However, our understanding of behaviours remains incomplete. After a period of highly medicalized contraception, contraceptive practices and norms are changing due to society's new demands (a crisis of confidence in doctors and the use of hormone-based methods, demand for more "natural" practices). Some couples face medical issues when trying to become pregnant or carry a pregnancy to term, while for others an unplanned birth can upset family life. The pressures of the labour market and childcare availability affect arrangements after a birth.

Research on fertility behaviours and their determinants is one of INED's core priorities. The Institute wishes to maintain and strengthen its expertise in this field by recruiting a researcher specializing in the analysis of fertility behaviours and their determinants. Analysis of the situation in France will be put into perspective by looking at situations in other countries, particularly within Europe. Research undertaken can draw on a varied corpus of data (administrative data, large-scale French and international surveys, etc.).

## P5 DEMOGRAPHY AND SOCIOLOGY OF GENDER (AXIS 3)

Gender is a core research area at INED. Gender inequalities are analysed in various domains (sexuality, conjugality, family, work, health, etc.) and from the perspective of certain experiences (violence, migration, etc.). This research approaches gender as an evolving social relationship, the past and current shifts in which merit particular attention. Gender is therefore neither a variable nor a constant, and it is no longer a binary categorization principle: variations exist within groups of women and men, associated with other social identities as well as with the differences and hierarchies between femininities and masculinities. Likewise, gender relations vary between contexts and are reconfigured throughout life. INED research on these issues uses sociodemographic surveys in which a statistical approach is complemented by qualitative components. These surveys aim to capture diverse populations and practices, including minority groups and emerging practices.

INED wishes to maintain and strengthen its expertise in gender studies by recruiting a researcher interested in historical and geographical variations in the gender system and the methodological challenges involved in assessing them. Research work could focus on (1) the biographical approach to gender, i.e. how gender relations evolve with age and crystallize at certain critical points (such as becoming sexually active, couple formation, having a child, or retirement); (2) the articulation of social relationships, particularly of gender, age, class, or race, and the development of quantitative analyses of intersectional approaches; (3) the variety of gender systems across the world, looking at local and national contexts other than France, or by adopting a comparative perspective.



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## P6 MEDICINE, PUBLIC HEALTH AND DEMOGRAPHY (AXIS 4)

One of INED's research axes is dedicated to the issues relating to population health, throughout life, in France and worldwide. Projects relate to the population of a country as a whole or to subpopulations (immigrants, older people, people with certain diseases or disabilities, etc.). Research focuses on the determinants of health and mortality, whether they are individual or contextual. The health transition theory formalizes the trend in health and socio-economic factors that have resulted in increased life expectancy. In countries with high life expectancy, the two major unknowns are the extent of gains to be expected at older ages and the concomitant change in the state of health of older people. The COVID-19 pandemic has confirmed the frailty of this subpopulation, which we already knew to be vulnerable to seasonal flu, heatwaves, and cold winters. In the countries of the Global South, current health issues reflect the difficult generalization of the epidemiological transition paradigm. For many years, INED has also been conducting statistical, epidemiological, historical, and sociological work on sexual and reproductive health and rights. The increasingly significant medicalization of sexual and reproductive life (infertility treatments, assisted reproduction, contraceptive practices, etc.) has raised a new set of research questions to be addressed.

INED wishes to maintain and strengthen its expertise in these various domains by recruiting a physician trained in quantitative data analysis methods. This skill will be particularly useful in exploring the new research fields opened up by the availability of administrative data on health (particularly the National Health Data System, SNDS), which will permit the in-depth examination of health trajectories, the description of disease processes leading to death, and the precise understanding of the epidemiology of certain diseases.

## P7 SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS IN THE GLOBAL NORTH (AXIS 4)

In a societal, legal, and medical context that is constantly changing, sexual and reproductive rights have seen huge advances (e.g. in terms of access to ART, gender self-identification, and prevention of HIV and STIs), as well as recurrent resistance (e.g. through increasingly uncertain access to abortion), and strong and long-term challenges (including those that have emerged around rejection of the pill and medical contraception more generally). To ensure the effectiveness of sexual and reproductive rights for all women and men, we need to look at the social, legal, and medical barriers to the exercising of these rights. We also need to explore the reasons why the medicalization of reproduction and sexuality is being challenged and even rejected. After a period during which contraception became highly medicalized, contraceptive practices and norms are now evolving due to society's new demands. These opposition movements may be more general in scope, as is the case with the condemnation of obstetric and gynaecological violence, which forms part of a more general awareness of the importance and impact of sexual and gender-based violence. Stepping up the fight against violence goes hand in hand with women demanding greater freedom in terms of sexuality and better knowledge and appropriation of their body.

INED wishes to consolidate its expertise in this domain by recruiting a researcher specializing in the analysis of sexual and reproductive health and rights in countries of the Global North. Analysis of the situation in France will be put into perspective by looking at situations in other countries, particularly within Europe. Research work will be able to draw on a varied corpus of data (administrative data, surveys in the general population and in specific populations, interventional surveys, semi-guided interviews, etc.).



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## P8 RESIDENTIAL, DOMESTIC AND MOBILITY PRACTICES (AXIS 5)

INED has long been interested in spatial and social mobility and in residential and domestic practices, particularly with the aim of gaining a better understanding of the spatial distribution of populations and changes in forms of mobility or immobility. Research carried out also aims to analyse the contribution of housing to social integration, taking into account the impact of the planning and housing policies implemented at national and local levels. INED's work is also focused on analysing the connections between the housing conditions of households and the other dimensions of social life: employment and work, family and conjugality, the division of domestic work, solidarity and mutual assistance in neighbourhoods and local areas, and access to services and equipment. Lastly, INED is interested in the margins of mainstream housing and in documenting the residential trajectories of vulnerable populations.

In addition to the decline of certain industrial and rural territories, the housing affordability crisis in major cities, and the excess demand for social housing, population mobility is increasingly challenged by environmental crises. The responses of public authorities and populations to these crises, their capacity to adapt to them, and their resilience and/or resistance lie at the core of demographic and political land management issues. These issues have become particularly acute with the COVID-19 pandemic, which has changed the ways in which we occupy housing, work, and travel, resulting in the need for new research to be developed.

INED wishes to consolidate its expertise in this area by recruiting a researcher specializing in the analysis of residential, domestic, and mobility practices, in France or elsewhere in the world. Work will be carried out in the general population or targeted populations, within territories or specific groups in terms of social situation, gender, age, or origin (wealthy or vulnerable populations, lone mothers, migrants, etc.).

## P9 LIFE TRAJECTORIES AND TERRITORIES (AXIS 5)

INED has established a reputation in the design of biographical surveys—or surveys with a biographical dimension—on the basis of which an entire set of methods have been successively developed to analyse individual life trajectories. The consideration of connections (family, professional, etc.) between individuals and the relationships they maintain with their environment (social, institutional, etc.) allows a better understanding of the logic behind the sequences of family, professional, or migration events that mark the life course of individuals. Analysis of interactions between family ties and residential ties forged over a lifetime helps us to understand how individuals, families, and larger groups are anchored within a territory. The work being done takes into account the plural nature of social identities from the perspective of migration and social trajectories and how they interact with the political systems within which they are embedded. It probes the construction of observation categories (social, spatial, and cultural) that structure societies in connection with their histories and public policies.

INED wishes to maintain its expertise in this domain by recruiting a researcher who will contribute to the production of new knowledge on the connections between individual trajectories and territories according to various dimensions (migration, family, professional, etc.). From a methodological point of view, work being undertaken is based on the modelling of individual trajectories, the measurement of mobility, and the shift from the individual to the group (household, family, community, etc.).



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## P10 MIGRATION, INTEGRATION, AND ANTI-DISCRIMINATION POLICIES (AXIS 5)

In France, as in most European countries, public opinion is expressing a growing defiance against governments and their policies on migration, both in terms of the management of migrant flows and the integration of migrants. A large body of research conducted at INED looks specifically at immigration, integration, and anti-discrimination policies. The aim is to analyse the social context in which these policies were produced and evaluate their effects. Knowledge production in this crucial domain could be further developed, particularly in relation to the public treatment of refugees.

INED wishes to consolidate its expertise in this field by recruiting a researcher specializing in the quantitative assessment of public policies relating to migration. Research work could focus on (1) the effect of immigration, integration, and anti-discrimination policies on migrant trajectories; (2) the link between the legal status and the socio-economic trajectories of migrants; (3) the role of social context in the formation of public policies. They would be able to use forthcoming data from the TeO2 survey, which contains large amounts of information on the administrative trajectories (legal status) of immigrants.