



Guide for Applicants

External competition for tenured research scientist

(chargé·e de recherche de classe normale)

Bureau des concours chercheur·es

Service des ressources humaines 9 cours des Humanités, CS 50004, 93322 Aubervilliers cedex, France Tel.: +33 (0)1 56 06 20 09 / +33 (0)1 56 06 20 51

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INED

The French Institute for Demographic Studies (INED, Institut national d'études démographiques) is a public science and technology institute (EPST) that employs about 250 people, including more than fifty permanent researchers.

Multidisciplinary Research

Researchers at INED work in a wide range of disciplines: demography, of course, but also sociology, economics, history, geography, statistics, and epidemiology. The research conducted at INED aims to describe and understand the causes of changes taking place within populations in the areas of fertility, union formation and breakdown, mobility, migration and mortality. It addresses issues relating to gender relations, intergenerational relationships, social and geographical inequalities, and the links between population and environment. While a significant portion of the Institute's research focuses on France, international comparisons are frequently undertaken Much research also looks at other geographical areas, with INED having a long research history in countries of the Global South.

Research policy engaged with contemporary social issues

INED's research plan for the 2021–2025 period (https://www.ined.fr/en/institute/who-are-we/referencedocuments/) covers five areas. The first area focuses on crises (environmental, social, economic, migratory, health or political) and their interaction with demographic phenomena. INED is specifically looking to develop its expertise in the field of relationships between population and environment. The second area is dedicated to the issues associated with methods of observation and measurement. While surveys continue to occupy a central role and with the increasing use of new data, the Institute is looking at the importance of two key strategies: firstly, adopting a critical approach to data and categories of analysis, and secondly, the significance of the historical approach. The three other areas cover three major themes. The first looks at stages of the life cycle, from childhood to adulthood, from stopping work to old age. A particular focus of analysis is the interactions between the "events" that mark a life trajectory and the environment (family, social, cultural, economic and political) in which they occur, with its associated opportunities and pressures. The second major theme is the disparities and inequalities in health and mortality, whether affecting various subpopulations within a single country or identified across different countries or geographical areas. Trends observed in the countries of the Global North and South are examined in the light of epidemiological transition theory. Issues relating to sexual and reproductive health and rights are also addressed. The principal topic of the last theme is space. Housing, residential mobility, and international migration and its consequences for immigrants and their families (inequalities, discrimination, and racism) are analysed in relation to life trajectories and the impact of local and national public policies.

Within this plan, there are various cross-cutting question and approaches. Consideration of gender, the life course approach, analysis of inequalities, use of international comparisons, and the impact of public policies on behaviour feature in all research areas. Population ageing is also a cross-cutting issue, raising questions relating to the analysis of mortality, fertility, and migration, with many and varied implications in terms of social, health and economic policy.

Across all these topics, INED supports the production of original data and methods that enrich both scientific knowledge and public statistics, and that are disseminated within the scientific community and promoted to a wider audience. INED's research informs society about major issues of public debate. It makes an objective contribution to sensitive issues and can be used to guide public policy.

Working as a Researcher at INED

The vacancy offered is for a full-time research scientist. In line with INED's missions, our researchers:

- Undertake and develop research to study all aspects of populations
- Disseminate their research internationally (publications, conferences, etc.)
- Develop the capacity to provide expert knowledge and support to public policymakers, particularly when designing policies to address social challenges
- Contribute to research training through research in their field of competence
- Help inform the public about population questions.

INED's researchers are free to define their research topics, in line with the Institute's research plan and with the research areas of the units to which they are affiliated. They have access to financial resources from INED for conducting research and disseminating their findings. They are also supported by the engineers and technicians of INED's research support departments: surveys and polling, statistical methods, IT, documentation, publication, international relations, and communications. They have the opportunity to take methodology or language courses. Since French is the language of daily life at INED—and one of INED's missions is to encourage the use of French—lessons are available for non-French-speaking researchers.

At various times in their careers, researchers may be called upon to head a research unit, oversee research projects, particularly the production of statistical surveys, or take on other tasks of collective use to INED (membership of editorial committees, doctoral matters, website, popularization and promotion of research, etc.).

How research is organized at INED

Researchers at INED are affiliated to one or two research units. There are ten research units at INED, along with one joint research unit https://www.ined.fr/en/research/research/research-teams/:

Fertility, Families, and Couples [UR03]
Gender, Sexuality, and Inequalities [UR04]
Mortality, Health, and Epidemiology [UR05]
Housing, Spatial Inequalities, and Trajectories [UR06]
International Migrations and Minorities [UR08]

Economic Demography [UR09]
History and Population [UR11]
Mobility, Trajectories, and Territories [UR12]
Sexual and Reproductive Health and Rights [UR14]
Demography of the Global South [UR15]

INED's organization chart is available here: https://www.ined.fr/en/institute/who-are-we/organization/flow-chart/

Remuneration and promotion

Researchers are classed as Category A civil servants. Their salary increases regularly along a payscale, depending on their previous research experience (including doctoral and post-doctoral studies) and length of service at INED.

Gross monthly remuneration for a tenured research scientist (chargé de recherché de classe normale, CRCN) is at least €2,779 (before previous experience is taken into account, including completion of thesis). This sum is composed of a level 1 baseline salary (traitement indiciaire, TI), location allowance (indemnité de résidence, IR), and research premium (€350 per month).

Level	1	2	3	4	5	6	7	8	9	10
Gross Index	559	607	672	725	781	848	908	948	991	1027
Period	1 year	2 years	2 years 3 months	2 years 6 months	2 years 6 months	2 years 6 months	3 years	3 years	2 years 9 months	-
Gross monthly salary with location allowance and research premium	€2,779	€2,961	€3,215	€3,418	€3,636	€3,889	€4,122	€4,275	€4,447	€4,584

There will be the opportunity for promotion to the next level of research scientist, chargé-e de recherche hors classe.

After 3 years in the post, researchers are eligible to apply for the position of senior researcher (directeur de recherche).

Certain roles that involve taking on additional responsibilities within INED may be allocated additional remuneration.

Lastly, researchers may also undertake teaching or scientific consultancy outside INED, in accordance with the civil service cumulative remuneration rules.

ELIGIBILITY CRITERIA

To be eligible to apply, applicants must meet one of the following criteria:

- 1) Hold one of the following qualifications:
 - Doctoral degree, as described in Article L. 612-7 of the French Education Code
 - Doctorat d'État or doctorat de troisième cycle
 - Doctoral degree in engineering sciences
 - Post-graduate diploma in dental science (DERSO)
 - Post-graduate diploma in human biology (DERBH)
 - Foreign university degree recognized as equivalent to one of the above qualifications by the INED Evaluation Committee (see the section on "equivalence phase" below).

The applicant must have defended their PhD before the long-listing selection phase.

or

2) Provide proof of qualifications or research production recognized as equivalent to the above qualifications by the Evaluation Committee.

Applicants holding qualifications other than those mentioned in the first point (for example, applicants with a degree in medicine/pharmaceutical science/veterinary science) must request recognition of equivalence based on their research production.

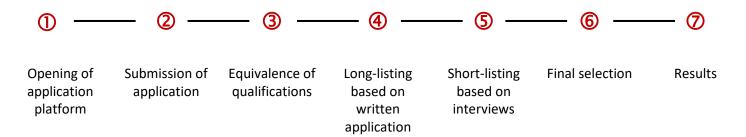
<u>Special cases</u>: in accordance with the French General Civil Service Code (Articles L.325-10 and L.325-12) and with the French Sport Code (Article L.221-3), qualification requirements may be waived for mothers or fathers who are raising or have raised three or more children and for elite athletes.

There are no age, gender or nationality restrictions.

COMPETITION PROCEDURE

The external competition comprises the application submission phase followed by four review and selection phases: an equivalence phase, a long- and short-listing phase conducted by the preliminary selection committee (the first based on the written application file, the second on interviews), and the final selection decision made by the final selection committee (based on the application and previous committee reports).

Competition phases



The competition timetable is posted on the INED website:

https://www.ined.fr/en/institute/joining-ined/competitive-examination/researchers-exams/

① OPENING OF THE APPLICATION PLATFORM

- Applications may be submitted online, between the date on which the application platform opens and the date
 it closes. Applications may be submitted in French or in English. The platform is accessed using the URL links
 published on INED's website (https://www.ined.fr).
- Applicants who are unable to register online can contact INED at the following address: concours-promotion-chercheurs@ined.fr.

② SUBMISSION OF THE APPLICATION

- The application may only be submitted during the period shown (between the competition opening date and the time and date for closing of applications).
- The platform will be closed at the time and date specified for the closing of applications, as indicated in the
 competition opening announcement and on the website https://www.ined.fr/en/institute/joining-ined/competitive-examination/researchers-exams/
- The application will only be admissible if the candidate has clicked on the "Submit the file" button.
- The application can be amended until the closing date and time of the application platform.
- A complete application must include all the documents listed in Appendix 1. See the section below, "PREPARING YOUR APPLICATION", for details about the scientific part.
- <u>Documents must be uploaded using the file naming convention specified in the form (SURNAME_First name_Type of document</u>

IMPORTANT:

Any application file that is incomplete will be automatically rejected.

3 EQUIVALENCE PHASE

- You can submit a request for recognition of equivalence if:
 - Your doctoral degree was issued by a foreign university
 - You have obtained a diploma other than those listed in point 1) of the section above entitled "Academic Requirements" and can show proof of adequate scientific production.
- Your equivalence request will be reviewed by the Evaluation Committee.
- You will be informed by post if equivalence is not recognized.

4 LONG-LISTING, BASED ON WRITTEN APPLICATION

The preliminary selection committee, which reviews the applications, is composed of members of INED's Evaluation Committee: six INED researchers elected by their colleagues and six scientific experts from outside the Institute, appointed by the Director. The list of members is available here:

https://www.ined.fr/en/institute/who-are-we/organization/governing-bodies/evaluation-committee/

- Two rapporteurs, one internal and one external, are randomly assigned to each application.
- After reviewing and discussing the applications, the preliminary selection committee prepares the long-list of applicants eligible to continue in the competition.

(5) INTERVIEW AND SHORT-LISTING

Call for interview

- If you are long-listed, you will receive an invitation by post and email containing all the necessary information (date, time, location, and guidelines).
- The interview dates are also posted on the INED website.

IMPORTANT:

It is your responsibility to find out the precise date and location of your interview. INED cannot be held responsible for failure to receive the invitation.

Requesting changes to interview date or time

- Interviews are conducted in alphabetical order, beginning with a randomly-chosen letter.
- If you cannot attend the interview on the date and time indicated in your invitation, you can request a change, specifying why you cannot attend. INED will endeavour to accommodate your request, but reserves the right not to.

IMPORTANT:

Any request for a change of time or date must be emailed, before the deadline stated on your invitation, to <u>concours-promotion-chercheurs@ined.fr</u>. Please propose alternative timings within the interview period (the interview dates can be found on the INED website). No requests can be accommodated after this deadline.

Travel expenses for interview

Travel expenses for applicants not resident in the Ile-de-France region will be covered by INED.

Interview

- The preliminary selection committee interviews the long-listed applicants.
- The interview will be of the same length (45 or 60 minutes) for all applicants; you will be informed of the length of interview in advance by post. Your interview presentation should include a summary of your academic background, your most original research work, and your proposed INED project (lasting 20 minutes in total). It will be followed by discussion with the interview panel.
- You can choose to present either in French and/or English, during both your presentation and the question and answer session. If you choose to speak only in English, questions will also be addressed to you in English.
- More information about the content of the interview is provided below in the "PREPARING YOUR APPLICATION" section.

The short-list

• After the interviews, the preliminary selection committee will discuss and prepare a short-list of applicants, in order of merit, and submit a report on each short-listed applicant to the final selection committee.

6 FINAL SELECTION

The final selection committee is composed of a chair and eight members:

- a) The Director of INED or their representative chairs the selection meeting
- b) Four members of INED's Scientific Council, nominated by the Scientific Council and appointed by the Director, including two elected internal members and two external members
- c) Four leading scientists from the research community, whether affiliated to INED or not, appointed by the Director.

The list of members is available here: https://www.ined.fr/en/institute/joining-ined/competitive-examination/researchers-exams/.

- This final selection committee publishes the name(s) of the successful applicant(s) based on:
- The applicant's written application
- The minutes of the preliminary selection committee meeting
- The preliminary selection committee's report on the applicant.

The ranking established in the short-listing phase may change following the meeting of the final selection committee, which takes INED's research priorities into consideration as well as the quality of the applicant(s). The final selection committee may produce a waiting list.

If the list of successful applicants is shorter than the number of positions available through the competition, the Director may decide to postpone recruitment for all or some of these positions to one or more later competitions.

7 RESULTS

Lists of long-listed, short-listed and successful applicants are posted at INED and on its website: https://www.ined.fr/en/institute/joining-ined/competitive-examination/researchers-exams/.

All applicants will receive a letter informing them of their results.

Successful applicants must accept or refuse the position offered within eight days of receiving the offer letter sent by INED.

If a successful applicant accepts the position, they are initially appointed by the Director as a trainee for a probationary period. The Director allocates them to one or more research units within INED.

In order to be appointed, applicants must meet the following criteria:

- Enjoy full rights as a citizen (right to vote and hold public office)
- Have a clean criminal record (no convictions rendering them ineligible to hold public office)
- Satisfy the physical fitness requirements for the position

- Be in compliance with immigration laws
- Have completed, or be exempt from, their country's national service obligations; French applicants aged under 25 must submit their Defence and Citizenship Day (JDC) participation certificate.

Applicants on the waiting list may only be hired by the Director to replace applicants from the main list who cannot be appointed or if a new vacancy arises between two competitions.

If the opportunity arises to appoint one or more applicants from the waiting list, INED will contact applicants on the waiting list in order of merit. The waiting list automatically lapses on the opening date of the following competition or two years after the list was established, whichever is sooner.

After the competition has ended and for a month after the publication of the results, applicants may contact the chair of the preliminary selection committee to obtain information about the strengths and weaknesses of their application.

The first 12 months at INED are considered a probationary period. Researchers are granted tenure at the end of this period, subject to the approval of the relevant assessment panel.

The probationary period may be extended once, by up to a further 12 months, subject to the approval of the relevant assessment panel and the joint administrative commission (*commission administrative paritaire*). After consultation with the joint administrative commission, any staff members on probation who are not granted tenure at the end of their probationary period are either sent back to their original *corps* (for civil servants) or are dismissed.

PREPARING YOUR APPLICATION

Scientific section

Report on previous research work (max. 20,000 characters, including spaces, excluding bibliography)

When describing your previous research, remember that committee members want to clearly grasp your research interests. Make sure you emphasize your personal contribution to your research field(s). As your CV is included elsewhere in the application, you do not need to repeat information provided there, but you can provide more details.

You may summarize your research as you wish, either chronologically or by topic: the important thing is to clearly show what motivated your research and your choice of methods, to present your main findings, and to highlight how these findings have contributed to the literature compared to existing research.

The selection committees include leading scientists from a variety of disciplines, so you must be clear and avoid any jargon. Remember that not all those evaluating your application are specialists in your field.

For all results presented, specify the context within which the research project was carried out (e.g. a collaborative project, etc.), whether or not it has been published, and its take-home message. If the work was part of a collaborative project, make sure you clearly identify your personal contribution and responsibilities.

You should also describe how you engaged with the research community and research teams to which you belonged through participation in tasks of collective interest.

The online form will ask you to provide a summary of this previous research report (max. 1,500 characters including spaces). This summary will be easily accessible to all members of the selection committees throughout the various selection phases and you are advised to draft it with care.

Bibliography

You should make sure your publications can be accessed by those evaluating your application.

A letter of acceptance from the journal's editor is required for research papers that have been accepted by a peer-review board or editor but have not yet been published. If you have articles under consideration, you may list them under the heading "R - Other" and you must provide written confirmation from the editor. Current research not yet formally accepted can be listed under the heading "M - Working papers, published in a working papers series".

Five-year research project (max. 20,000 characters, including spaces, excluding bibliography)

Your research project, to be formatted as you wish, must cover a working period of about 5 years. The project must be carefully drafted and referenced (include a bibliography). It does not need to be directly linked to your previous research, but you must consider the necessary elements for its implementation:

- Innovation: present the motivation and research questions clearly, and show how the envisaged research is innovative and contributes to the literature. Show how the project relates to the existing literature and what its expected contributions are;
- Feasibility: present the research approach you propose to implement: the sources and data you intend to use, the methods of analysis envisaged, what collaborations you may consider, the investment needed, and a prospective 5-year timetable;
- Relevance to INED's research objectives: describe how the project fits with or links to INED's existing projects. Specify the team with which you intend to develop the project and why;
- What extensions you envisage for this project in the longer term (roughly half a page).

Any research project should have a sound basis (according to the applicant's experience of project leadership) and may involve a degree of risk: you can clearly describe these two elements separately, distinguishing what has already been done from what is more uncertain and why. If any difficulties are anticipated, explain how you intend to tackle them.

The online form will ask you to provide a summary of this research project (maximum 1500 characters including spaces). This summary will be easily accessible to all members of the selection committees throughout the various selection phases and you are advised to draft it with care.

Checklist of key information to be highlighted in your application

The list below provides a summary of the important information that applicants should highlight in their application. It should not be regarded as a list of compulsory information to be included but as a check-list to help applicants with their submission. The priority given to each of these elements is discussed and determined by the preliminary selection committee.

Applicant's compatibility with INED's research objectives/Applicant's suitability to the requirements of the post, if applying for a priority post

General requirements

Experience in population research

Expertise in quantitative analysis techniques

Ability to present and discuss own research, in writing and orally

Level of written and spoken English

Ability to engage in multidisciplinary work as part of a team

Research Experience

Quality of research production within the discipline and contribution to progress in this field

Range of experience (surveys, fieldwork, teaching, experience in other organizations, fellowships at foreign universities or research centres, etc.)

Development of research instruments (surveys, databases, programming, methods, etc.)

Collaborative work and membership of national or international networks

Research Project

Originality, innovation, position compared to existing literature

Feasibility, ability to assess risk

Contribution to the dissemination of research findings and scientific culture

Expert consultancy (studies, advice, public policy support), and the transmission and dissemination of research findings and scientific culture across the population.

Open access availability of research findings (publications, data, codes and other products)

Promotion and organization of research and tasks of collective interest

Promotion of research (organization of scientific events, involvement in daily life of laboratory/unit, etc.)

Editorial work (member of peer-review board, reviewer, etc.)

Coordination or promotion of projects, networks, teams, etc.

Oral presentation, if selected for interview

If your application is eligible for the preliminary selection phase ④, you will be called for an interview. The purpose of the interview is to assess the quality, originality and contribution of your research, your ability to present and discuss your work, and the relevance and feasibility of your project. It allows a closer examination of your research experience and proposed project, and a more in-depth assessment of your ability to integrate at INED and to work within a research team, and your potential to progress and adapt.

The first part of your interview will last 20 minutes, during which you will present your past career, previous research findings, and your proposed research project. The second part involves a discussion with the interview panel. They will ask questions to enable you to provide more information about your experience, past research, and proposed project.

Contacts

Applicants can get in contact with INED researchers, apart from members of the preliminary and final selection committees. They can contact the relevant research unit coordinators, based on their research interests, for information about the position, host unit, working environment, etc., to help them prepare the scientific part of their application.

For further information, you can contact the *Bureau des concours chercheur-e-s*, <u>concours-promotion-chercheurs@ined.fr</u>, tel.: +33 (0)1 56 06 20 09 / +33 (0)1 56 06 20 51.

INED, Bureau des concours, 9 cours des Humanités, CS 50004, 93322 Aubervilliers Cedex, France

APPENDIX 1: Required Documents

The documents listed below are mandatory and you will be asked to upload them via the online form. All incomplete applications will be rejected. If you submit documents that have not been requested, the selection committee will decide whether or not these documents can be taken into consideration. Applicants should pay particular attention to the naming conventions defined for the documents to be uploaded in support of their application (SURNAME First name Type of document).

□ Qualifications or Degrees

Applicants with a French qualification

- □ Copy of the qualification (or confirmation of successful completion) required to apply for the researcher position
- □ Thesis defence report
 (If you have not received this report by the competition closing date, you may send it by email to <u>concours-promotion-chercheurs@ined.fr</u> prior to the first preliminary selection committee meeting).

Applicants with a non-French university qualification

- ☐ Request for recognition of equivalence of a foreign university qualification
- □ Copy of the qualification required to apply for the researcher position
- Translation into French of the foreign
 PhD certificate, done by a sworn
 translator¹
- ☐ If such a document has been issued, a thesis defence report or its equivalent
- ⇒ For applicants requesting recognition of equivalence based on qualifications or research production
- ☐ Request for recognition of equivalence based on qualifications or research production;
- □ Copy(-ies) of the applicant's qualification(s);
- □ Written evidence of research production.
- ⇒ For applicants currently defending a thesis
- □ Request for eligibility to apply;
- □ Copy(-ies) of the applicant's qualification(s);

After defence of the thesis and before the long-listing phase:

- Certificate of success;
- ☐ Thesis defence report, where issued.
- ⇒ For applicants with a qualification exemption
- For mothers or fathers who have raised three children: copy of official family record book.
- For elite athletes: copy of the sports ministry decree

¹ Mandatory under regulations for competitions for French civil service employment, Article 1, Decree no. 2007-196 of 13 February 2007. If the foreign qualification is in French, you are not required to use a translator.

□ Curriculum vitae

- Higher education qualifications with title, school or university, location and year;
- Current position;
- Research-related employment history, with start and end dates, role, type of remuneration (salary, scholarship, allowance, temporary employment, contract, etc.), and establishment (specifying whether it is a French, foreign or international);
- Teaching experience;
- Research promotion and involvement in collective interest tasks;

- Other scientific activities.
☐ Report on previous research work (max. 20,000 characters, including spaces, excluding bibliography)
☐ Bibliography (see Appendix 2)
☐ Five-year research project (max. 20,000 characters, including spaces, excluding bibliography)
□ Thesis
☐ Two of your most significant articles or books.
Enclose an acceptance letter from the editor or peer-review board at the end of this list for any article or book that has not yet been published.

Special cases:

Applicants who do not yet have any published work can provide two finalized working documents.

Applicants requesting recognition of the equivalence of their qualifications or scientific production or who are exempt from academic requirements must provide three articles or books.

APPENDIX 2: Presentation of publications

Your bibliography must be **numbered in reverse chronological order** (starting with the most recent) and **classified by type of publication**.

For each article, applicants must indicate:

- The names of all authors, in the order published;
- Date of publication;
- Full title;
- Name of journal and issue number;
- Page numbers.

Example:

Razafindrakoto M., Roubaud F., 2005. "Les multiples facettes de la pauvreté dans un pays en développement : le cas de la capitale malgache", *Economie et Statistique*, 383-384-385, pp. 131-155.

In the case of a book chapter, please indicate:

- The names of all authors, in the order published;
- Date of publication;
- Chapter title;
- Book title;
- Scientific editor(s) of the book, where applicable;
- Publisher;
- Place of publication;
- Page numbers.

Example:

Courgeau D., 1985. "Effet de déclarations erronées sur une analyse de données migratoires", in *Migrations internes, Collecte des données et méthodes d'analyse*, Chaire Quételet' 83, Cabay, Louvain-la-Neuve, pp. 150-155.

Bessis S., 1996. "La féminisation de la pauvreté", in *Femmes du sud, chefs de famille*, J.Bisilliat (ed.), Karthala, Paris, pp. 49-57.

Laslett P., 1977. Family Life and Illicit Love in Earlier Generations. Essays in Historical Sociology, Cambridge/London/New York, Cambridge University Press, 270 p.

CLASSIFICATION OF PUBLICATIONS:

- A- Theses, mémoires d'habilitation (dissertation for accreditation to supervise research)
- B- Books (author or co-author)
- C- Books (editor or co-editor)
- D- Journal special issues (editor or co-editor)
- E- Book chapters
- F- Articles in indexed journals (in databases such as Web of Science, Scopus, ERIH, JournalBase or in journal lists provided by the HCERES)
- G- Articles in other scientific journals
- I- Articles in journals of debate
- J- Dictionary entries
- K- Book reviews
- L- Popular science articles

NB: This section would include Population & Societies, INSEE Première, Note rapide de l'IAURIF, Etudes et résultats and similar.

- M- Working papers, published in a working papers series
- N- Reports for funding bodies or supervisory ministries
- O- Daily press and magazine articles
- P- Posters
- Q- Papers at scientific meetings
- R- Others

NB: This section would include the following types of publications:

Software, Patents, Data, Data Management Plans, Research Protocols
Review reports and assessments produced through an open-peer review process
Calls for contributions/papers
Teaching materials
Platforms (set of data, tools and structures made available via a web interface or AP)
Blogs and websites, films and soundtracks.
Others