

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: GAP analysis overview

| Status: to what extent does this organisation meet the following principles? | Implementation: ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented | In case of --, -/+, or +/-, please indicate the actual “gap” between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation |
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| Ethical and Professional Aspects | | |
| 1. Research freedom | ++ | <p>Research freedom is recognized as a constitutionally protected principle. INED is a signatory of the French National Charter for Research Integrity. It also has an ethics committee, which examines ethical questions concerning all research and research-related activities. INED's director, governing bodies, and any member of staff or their representative can call on the committee to provide an opinion. Decree 2021-1572 of 3 December 2021 establishes the position of Scientific Integrity Officer, whose missions are to:</p> <ul style="list-style-type: none"> - ensure the full implementation of INED's research integrity policy; - ensure the existence and functioning of mechanisms and procedures for the prevention and handling of violations of research integrity; - report on these questions to the INED director. - report any internal mechanisms or practices that do not offer sufficient guarantees of research integrity to the Director. <p>INED has appointed a Scientific Integrity Officer whose missions are to:</p> <ul style="list-style-type: none"> - monitor the implementation of a scientific integrity policy; - be the first point of contact for all requests for information on research ethics, and offer advice on compliance with these principles; - implement a mediation procedure for all situations of conflict related to research activities that are brought to their attention, and to record all allegations of violations of research integrity; - directly examine reported situations, and participate in the national network of scientific integrity officers <p>INED must ensure that all researchers are familiar with this principle and its limits.</p> |

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| 2. Ethical principles | ++ | <p>INED has also appointed an ethics officer/<i>réfèrent alerte</i> (whistleblowing officer), in accordance with the law of 9 December 2016 on transparency, combating corruption and the modernization of economic life known as “Sapin 2”. The person holding this combined position is responsible for advising INED staff and management on compliance with ethical principles, and with recording and investigating reports of acts covered by that law.</p> |
| 3. Professional responsibility | +/+ | <p>INED's legal department provides research teams with expert advice on research projects, contracts and agreements in order to avoid plagiarism and to ensure compliance with the principles of intellectual property and joint data ownership. The publication of delegations of signing authority on the INED website ensures that the chain of legal responsibility is clearly established.</p> <p>The legal framework on intellectual property must be explicitly set out in a document that is available to INED researchers, ensuring that they fully understand its provisions.</p> |
| 4. Professional attitude | ++ | <p>Charters for doctoral and contractual researchers have been established in order to institutionalize good research practices. The mentor and the head of the research unit inform each young researcher under their supervision about the available funding and resources. They are required to report regularly on the progress of their research.</p> <p>Researchers are informed of funding mechanisms. They are in close contact with the Department of Partnerships and International Relations, which provides support as they seek research funding. They make their budget requests, which can be tracked via the Institute's financial information system.</p> <p>Researchers are involved in the development of the Institute's strategic orientations and the priority research areas of their research units, which specify the objectives. Progress on these goals is monitored by INED's Scientific Council.</p> |

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| 5. Contractual and legal obligations | ++ | <p>The Department of International Relations and Partnerships (DRIP) and the Legal Department inform researchers of the terms of relevant intellectual property law and the requirements and conditions of funding bodies.</p> <p>Supporting researchers in devising and pursuing research projects is a key mission of INED's DRIP: responding to calls for projects, support in finding research funding</p> <p>The Legal Department provides expertise on intellectual property law.</p> |
| 6. Responsibility | ++ | <p>Each year, through the management dialogue, INED administration and researchers work together to better identify and distribute budgetary constraints, and to ensure the reliability of budgets for research projects over time.</p> <p>Moreover, INED's Charter for Open Science sets out the conditions under which data collected using public funding is to be made available. Also in the open data context, INED has created a DataLab, whose mission is to contribute to the expansion and visibility of the data available at INED, and to the dissemination of reliable and accurate data.</p> <p>Authors prepare a data management plan that sets out how the file containing the collected data will be developed and stored.</p> <p>INED is a signatory to the DORA declaration and the Paris Call on Research Assessment.</p> |
| 7. Good practice in research | ++ | <p>INED has implemented an information systems security audit; encrypted workstations; an automatic backup system; an information systems security manager in accordance with Decree 2022-513 on the digital security of the information and communication system of the state and public institutions; and a procedure for secure access to France's national health data system and Secure Data Access Centre (CASD).</p> <p>Researchers' work and data are saved on computers provided by INED and on a secure server. The Data Protection Officer creates resources to help staff meet the data protection requirements imposed by the law.</p> |

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| | | <p>INED staff are covered by insurance for any incidents that occur during their work.</p> <p>INED staff have access to documentation on prevention and safety. Health and safety training is organized regularly for staff.</p> <p>In accordance with Decree 82-453 on workplace health and safety as well as medical prevention in the public service, the core panel (<i>formation restreinte</i>) of the Social Administration Committee (CSAE) can be called upon to provide guidance on any occupational health and safety issue. INED also has two prevention assistants, an occupational health physician, a psychological support programme, an Equality and Anti-harassment Officer, a Security Manager and a Defence and Security Officer. In the context of work travel abroad, information on personal safety, and in particular on insurance and repatriation, is available on the INED intranet site.</p> |
| 8. Dissemination, exploitation of results | ++ | <p>Researchers are encouraged to upload their publications to INED's open archive. INED is also a publisher, producing both scholarly and popular publications. A DataLab has been created to contribute to the expansion and visibility of the data available at INED, and to the dissemination of reliable and accurate data. INED is a signatory to the DORA declaration and the Paris Call on Research Assessment. Multiple chapters of INED's contract on objectives and performance are devoted to open science as well as science-society engagement activities.</p> <p>And INED has created its own Charter for Open Science.</p> |
| 9. Public engagement | +/- | <p>Researchers are encouraged to upload their publications to INED's open archive. INED also acts as a publisher, producing both scholarly and popular publications.</p> <p>Multiple chapters of INED's contract on objectives and performance are devoted to open science as well as science-society engagement activities.</p> <p>A report on the recent demographic situation is published each year in the journal <i>Population Collection Conjoncture démographique</i>, the <i>Population & Societies</i> newsletter, on our website and in the Annual Activity</p> |

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| | | <p>Report.</p> <p>INED researchers contribute to the journal <i>The Conversation</i>.</p> <p>INED organizes a weekly seminar ("les lundis de l'INED") on issues around population, which is open to all both in person and by videoconference.</p> <p>INED researchers are regularly consulted by public authorities and the media for their expertise on issues such as violence and gender relations in the overseas territories or the demography of deaths linked to the Covid-19 pandemic.</p> <p>In addition, INED and its researchers regularly participate in the Fête de la Science.</p> <p>INED participates in the apprentice researchers project, which brings secondary school pupils into laboratories to carry out a research project over the course of a school year.</p> <p>Finally, INED provides "All about population" learning materials for the general public, and for teachers in particular, on its website.</p> <p>INED adopted its Charter for Open Science in late 2022.</p> <p>The general public is still not sufficiently aware of INED's research activities. Access to information about these activities must be improved.</p> |
| 10. Non discrimination | ++ | <p>The Evaluation Committee tasked with the evaluation of research staff and conducting the first phase of researcher recruitment evaluations (<i>admissibilité</i>), is composed of equal numbers of men and women, as are admissions panels.</p> <p>In accordance with Decree 2020-256 of 13 March 2020 on systems for reporting acts of violence, discrimination, harassment and sexism in the public service, and the circular of 9 March 2018 on the combat against sexual and sexist violence in the public service, INED has established an anti-harassment system. An officer has been appointed to liaise between INED and the Ministry of Higher Education, Research and Innovation on questions of equality, racism and antisemitism. A Disability Officer has also been appointed.</p> |

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| 11. Evaluation/appraisal systems | ++ | <p>In accordance with Decree 83-1260 establishing the status of civil servants in public scientific and technological establishments (EPST), tenured researchers at INED are evaluated every two years by the Evaluation Committee. This committee is made up of researchers selected according to general criteria that are specified in the corresponding parts of the management policy. Tenured researchers are promoted by the Director on the advice of the evaluation committee. All researchers who are eligible for promotion receive a letter from the director explaining the associated procedures.</p> <p>At the end of the evaluation committee's four-year mandate, its chair produces a report on evaluations, which may include recommendations. INED is a signatory to the San Francisco Declaration on Research Assessment, which aims to improve responsible evaluation practices. An individual monitoring committee for PhD students ensures that the programme is running smoothly for all and evaluates the conditions of their training and the progress of their research.</p> |
| Recruitment and Selection | | |
| 12. Recruitment | ++ | <p>Guides for candidates in the competitive recruitment processes (<i>concours</i>) for the different levels of tenured research positions (CRCN and DR) set out the conditions of access to these processes, the pay grid, the steps in the process, and the elements to be highlighted in the application. Calls for application to doctoral and postdoctoral research positions mention the expectations for candidates.</p> <p>The policy on the recruitment of research staff is available on the INED intranet site.</p> |
| 13. Recruitment (Code) | ++ | <p>For tenured researcher positions, the call for applications specifies the context, job description, required qualifications, and desired experience. A further document sets out INED's recruitment priorities for the CRCN competitive recruitment processes for new tenured researchers, in connection with the scientific programme presented in the Institute's five-year strategic orientations. These profiles are published a minimum of one month before the closing date. The profiles for contractual positions contain a description of INED, the associated research unit, and the project, along with the missions, activities, required profile, and terms and conditions of employment.</p> |

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| | | <p>The published profiles for postdoctoral researcher positions include the elements defined in Decree 2021-1450 on postdoctoral research contracts in the public sector. Postdocs are recruited either through annual calls for applications for research projects (open to disciplines related to the population sciences), or in the course of the year (outside the period of the general recruitment campaign) for positions that are generally part of targeted ANR projects/agreements. PhD students are recruited through an annual call for applications. The subjects of doctoral theses must fall within the scope of both INED's scientific programme and the population sciences.</p> |
| 14. Selection (Code) | ++ | <p>The evaluation committee (CEVA) consists of six members elected by INED research staff and chosen among them, along with six scientific figures from outside the Institute who are appointed on the basis of their competence in demography or related disciplines. When the CEVA is convened, an initial meeting is held for members to learn about the responsibilities of the committee, and particularly its role as a panel for the first eliminatory round of selection for recruitment (<i>admissibilité</i>). Members of the committee are provided with access to a document on the <i>concours</i> (competitive recruitment process), the applicable ethical principles, and the missions of INED and its researchers.</p> <p>When acting as a panel to select candidates for the second round of the recruitment process (<i>admissibilité</i>), the CEVA evaluates the candidates' applications and interviews some of them. PhD students and postdoctoral researchers are recruited on general INED criteria following the opinions of a postdoc selection committee: PhD students are chosen by a selection committee, and postdoctoral researchers by a committee of the iPOPs (Individuals, Populations, Societies) LabEx.</p> <p>There are also postdoctoral contracts focused on particular topics: in these cases, candidates are selected by a panel set up by the principal investigator on the ANR research project or other research grant.</p> |
| 15. Transparency (Code) | +/- | <p>The selection process for tenured researchers is detailed (timetable, number of positions, criteria) in the guides for candidates, the official notices of the opening of selection processes (<i>arrêtés d'ouverture de concours</i>), and the evaluation report of the chair of the evaluation committee. Following the selection process, candidates can contact the chair of the evaluation committee for feedback on the strengths and weaknesses of their application. The procedure for the general recruitment of doctoral and postdoctoral researchers is detailed in the call for</p> |

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| | | <p>applications (number of positions, timetable). Following the selection process for general postdoctoral positions, candidates are provided with feedback on the strengths and weaknesses of their application. Following the selection process for project-specific postdoctoral positions, candidates can request feedback on their application. All candidates who are eligible for recruitment receive a letter from the director indicating their ranking in the selection process and a scientific overview of the strengths and weaknesses of their application.</p> <p>Candidates for contractual research positions (not connected to calls for applications) are not systematically informed of the criteria applied to select the successful applicants or the strengths and weaknesses of their application, but these are available on request.</p> |
| 16. Judging merit (Code) | ++ | <p>In addition to the quality and significance of their scientific productions and plans, candidates are advised to highlight elements such as diversity of experiences; the ability to work in multidisciplinary and team contexts; tool development; involvement in national and international collaborations and networks; contributions to the dissemination of research results and scientific culture; consultancy; research leadership, coordination and administration; and contributions to tasks of public interest. For the upper-level tenured researcher (DR) recruitment process, candidates are encouraged to highlight their leadership and coordination of projects, networks or teams, and their involvement in the supervision of graduate students and postdocs.</p> |
| 17. Variations in the chronological order of CVs (Code) | -/+ | <p>The attention of the Evaluation Committee is drawn to the importance of taking into account candidates' full professional and scientific background, and the diversity of their experiences.</p> <p>INED should ensure that the Evaluation Committee and recruiters are aware of the importance of not penalizing variations in CVs.</p> |
| 18. Recognition of mobility experience (Code) | +/- | <p>Candidates for CR and DR tenured research positions are encouraged to highlight mobility in their application (in particular: experiences in other organisations, research positions at universities and research institutions outside France, etc.). Tenured researchers can also apply for different forms of internal and external mobility (secondment).</p> |

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| | | <p>The management policy on mobility for research staff implements the right to mobility enshrined in law no. 2009-972 on mobility and career paths in the public service. Tenured researchers can request internal or external mobility.</p> <p>Mobility is also an important criterion in the recruitment of postdoctoral researchers. To be eligible, candidates must not have been hosted at INED for more than six months in total during their doctoral research.</p> <p>Mobility options must be made more visible.</p> |
| 19. Recognition of qualifications (Code) | +/- | <p>The Evaluation Committee rules on the equivalence of qualifications and diplomas for candidates who were awarded their PhD outside France or who did not complete a PhD.</p> <p>INED should establish procedures for evaluating the professional qualifications of some contractual researchers.</p> |
| 20. Seniority (Code) | ++ | <p>The qualification levels required to take up research positions are determined by the status of research personnel. However, a candidate's scientific research may enable them to apply if it is deemed equivalent to the normally required qualifications.</p> <p>In accordance with Decree 83-1260 of 30 December 1983 establishing the status of the permanent employees of public scientific and technological establishments (EPST), individuals appointed to research positions following a <i>concours</i> (competitive selection process) are reclassified on the basis of their work experience in the public and private sectors.</p> <p>For both tenured and contractual researchers, the basis for the evaluation of professional qualifications is a research project.</p> |
| 21. Postdoctoral appointments (Code) | ++ | <p>Law 2020-1674 on research planning for the years 2021 to 2030 created a standard contract for postdoctoral researchers in the public sector. Decree 2021-1450 establishes the terms and conditions for the recruitment of postdocs, the conditions for postdocs' performance of their duties, and support measures for postdocs.</p> <p>The postdoctoral contract is a transitional contract that enables young researchers to accumulate professional experience complementary to the doctorate, deepening and enhancing their research work, facilitating the</p> |

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| | | transition into permanent positions in public or private research, and sometimes offering the opportunity to take up positions of scientific coordination and leadership. Postdoctoral researchers are recruited for a period of at most 3 years, in accordance with the duration of the project. Mobility is an important recruitment criterion. To be eligible, applicants must not have been hosted at INED for more than 6 months in total during their doctoral research. |
| Working Conditions and Social Security | | |
| 22. Recognition of the profession | ++ | Contractual researchers can be employed for doctoral, postdoctoral or other fixed-term contracts at the doctoral level or above. |
| 23. Research environment | ++ | <p>INED research staff are given access to computing resources, offices, training, administrative support, the Humathèque (a large multi-institutional library and documentary resource collection), an open archive, and access to social programmes for INED personnel (after six months of employment) and to a conference centre. The International Relations and Partnerships Department provides support with development and management of research projects and the organisation of researcher mobility.</p> <p>The strategy of sharing functions through enhanced research support services contributes directly to improving researchers' working conditions. INED's research support services consist of:</p> <p>The Surveys Department, which provides support to researchers whose research projects involve conducting a survey;</p> <p>The Statistical Methods Department, which provides support to research teams with analytical methodologies and statistical tools;</p> <p>The Publishing Department, which publishes and distributes the books and periodicals produced by INED;</p> <p>The IT and Information Systems Department proposes and implements the Institute's policy of information system modernization and security;</p> |

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| | | <p>The Condorcet campus's Humathèque library combines the documentary resources of 50 institutional libraries in the social sciences, including that of INED. INED provides financial support for research activity and publication. INED provides funding and workspaces to the IUSSP and AIDELF, two major research networks in the population sciences, as well as mobility grants both to researchers visiting INED and to INED researchers working temporarily in other institutions. INED policy naturally connects researchers from around the world and across many disciplines, enriching the research environment.</p> |
| 24. Working conditions | ++ | <p>INED has implemented the law on annual working time: the terms are set out in the rules of procedure approved by INED's governing bodies.</p> <p>Weekly working time is set at 37 hours and 55 minutes (35 hours for researchers on a contract of less than one year), with variable schedules. Researchers have 32 days of annual leave and 10 days of RTT (days off in compensation for unpaid overtime above 35 hours per week).</p> <p>The option of part-time work is available, as are the types of temporary positions for civil servants provided for by the law (extended leave or secondment). An occupational health physician is available for consultations.</p> <p>The guidelines on remote working are in line with the terms of Decree 2016-151 on the conditions and terms of remote work in the public service and the judiciary. Researchers with disabilities or whose state of health affects their work are eligible for suitably adapted workstations.</p> |
| 25. Stability and permanence of employment | ++ | <p>INED organizes annual competitive recruitment processes (<i>concours</i>) for researchers. Successful applicants obtain permanent positions as researchers. Researchers can be recruited on temporary contracts for a maximum period of six years, or three years for doctoral researchers.</p> <p>Law 2020-1674 on research planning for the years 2021-2030 created the <i>CDI de mission scientifique</i></p> |

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| | | <p>(permanent scientific project contract), allowing researchers to be recruited for an unlimited period to carry out a research project.</p> <p>PhD students can continue at INED for a fourth year if they are co-funded in that year by another organisation (among other conditions).</p> <p>Their contract can be extended if they defend their thesis within three months of the end of their period as doctoral researchers at INED and obtain funding for an additional three months to support the dissemination/publication of their thesis research.</p> <p>INED is committed to monitoring the careers of its contractual researchers for up to five years after the end of their time at INED.</p> <p>In 2022, a report on the results of the survey on the careers of INED PhD students and postdocs was presented.</p> <p>INED also offers PhD students the option of a three-month post-defence period at INED in order to work on the publication and dissemination of their thesis research.</p> <p>Postdocs are entitled to devote at least 20% of their working time to publishing and disseminating their personal research work.</p> |
| 26. Funding and salaries | ++ | <p>Tenured researchers are civil servants employed in permanent positions by the state. In addition to the monthly salary determined by their status and seniority, they are eligible for a supplementary compensation scheme consisting of three types of bonuses: statutory (for all tenured research and teaching staff), functional (on the basis of administrative and teaching duties or work in the general interest beyond the terms of their employment contract) and individual (on the basis of exceptional contributions) in accordance with law 2020-1674 on research planning for the years 2021-2030. The rules for the awarding of these different bonuses are set out in the management policy on the compensation scheme for tenured INED researchers.</p> <p>They are also part of the social security regime for civil servants. Contractual researchers receive a monthly salary in accordance with the pay grid for contractual staff established by the INED framework for the management of contractual research staff and adopted by the technical committee on 5 March 2019, or the pay grid for PhD students. They are also affiliated with a social</p> |

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| | | <p>security scheme for non-tenured staff. INED partly finances research projects from its own publicly funded budget. The International Relations and Partnerships Department also assists researchers in seeking funding and preparing new projects.</p> |
| 27. Gender balance | +/- | <p>INED guarantees equal access to employment. However, women are overrepresented in all ranks and categories of staff. This overrepresentation does not decrease at higher levels in the Institute's hierarchy.</p> <p>The ratio of women to men is, however, more equal at the Directeur de Recherche, 1st class level. The Evaluation Committee responsible for recruitment (<i>admissibilité</i>) and evaluation and final recruitment selection panels (<i>jurys d'admission</i>) are composed of equal numbers of women and men. Parity rules are also implemented in the Institute's governing bodies and its Executive Committee.</p> <p>INED should ensure that it implements the national equal opportunities policy.</p> |
| 28. Career development | ++ | <p>INED's promotions policy is aimed at recognizing and valuing researchers' skills and strengths and facilitating their career development. The number of researchers promoted each year depends on the available budgetary resources and relevant legislation.</p> <p>The Scientific Committee takes particular care to ensure that young researchers are not given administrative responsibility for a research unit, in order to enable them to focus on their own research.</p> <p>The Evaluation Committee is responsible for evaluating applications for promotion according to the criteria set out in the INED management policy. Contractual researchers are entitled to an interview on their work situation each year with their research supervisor (tenured researcher). Contractual researchers enjoy support from a mentor or an individual monitoring committee, who are responsible for helping them publish and disseminate their work and for supporting them in moving on to the next step in their research career.</p> |

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| 29. Value of mobility | +/- | <p>Candidates for CR and DR tenured researcher positions are encouraged to highlight disciplinary and geographical mobility in their application (in particular: experience in other organisations, research stays at universities or research centres abroad, etc.) Full-time researchers are eligible for both internal and external mobility (secondment).</p> <p>Mobility is a key criterion in the recruitment of postdoctoral researchers – only those who completed their PhD in another institution are eligible. INED supports researchers' international mobility by funding stays for foreign researchers and PhD students of 15 days to 3 months, as well as for INED researchers undertaking a research stay with institutions in other countries. After a decision by a selection committee, selected PhD students are offered a grant of at most €2,000 per month. They receive an advance of 75% of the total amount, and the balance at the end of the stay.</p> <p>INED should improve support services for researchers' mobility and career development.</p> |
| 30. Access to career advice | -- | <p>20% of postdocs' working time is devoted to publishing their research and preparing for the next step in their research career.</p> <p>INED must improve career development support for researchers.</p> |
| 31. Intellectual property rights | +/- | <p>INED's legal department provides expert advice on research projects, contracts, and agreements, as well as on intellectual property issues. Research at INED does not lead to patent protection. INED is also a publisher, producing both scholarly and popular publications.</p> <p>Legal assistance around intellectual property rights and copyright could also be provided.</p> |
| 32. Co-authorship | -/+ | <p>INED has introduced a charter on signature for publications in order to ensure the recognition and visibility of all authors and of the Institute itself.</p> |

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| | | Progress in terms of ethical research practices, particularly in senior/junior collaborations, is still needed. |
| 33. Teaching | ++ | Law 2020-1674 on research planning for the years 2021 to 2030 introduced a change whereby staff, rather than requesting authorization, need only inform the institution of affiliation of their plans to take on remunerated outside activities. In order to carry out teaching assignments, INED researchers need only fill out a prior declaration. Because teaching hours are voluntary for INED researchers, they do not represent excessive duties. |
| 34. Complaints/appeals | +/- | <p>Researchers can file an appeal with the director of the Institute.</p> <p>Following a negative decision by the administration, which will present the applicable procedures and timelines for the appeals process, they can file an appeal with the <i>Commission administrative paritaire</i>. They can also appeal to the Ethics Committee for a position on any ethical question. Contractual researchers can appeal to the <i>Commission consultative paritaire</i>.</p> <p>In the event of conflict, INED management may appoint a mediator. Conflicts between thesis supervisors and PhD students are investigated by the Doctoral Affairs Department and submitted to INED management.</p> <p>The Scientific Integrity Officer can be called to investigate and respond to conflicts related to research activities.</p> <p>Conflicts of interest can be reported to the Ethics Officer.</p> <p>Improved information on appeal procedures and increasing recourse to a mediator.</p> |
| 35. Participation in decision-making bodies | ++ | Researchers are represented on the Evaluation Committee, the Scientific Council and the Ethics Committee, and can become elected members of the Board of Directors and the Technical Committee. Tenured researchers' participation in decision-making bodies is taken into account in the compensation policy, |

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| | | as governed by the INED management policies on the remuneration of tenured researchers and on promotion and career development. |
| Training and Development | | |
| 36. Relationship with supervisors | ++ | <p>PhD students are required to establish a work plan in collaboration with their supervisors, stay in regular touch with them, build relationships with INED researchers who are in a position to advise them, and submit an annual activity report.</p> <p>Implementation of an annual monitoring process for PhD students at INED: the student updates their individual monitoring committee each year on the advancement of their thesis. PhD students are encouraged to review their progress with their supervisors in order to prepare the required annual monitoring documents. Postdocs have the right to an annual evaluation (for contracts of more than one year, on a voluntary basis).</p> |
| 37. Supervision and managerial duties | +/- | <p>The PhD student's supervisor and the head of their research unit sign a charter committing them to supporting the student with the advancement of their thesis, publishing and disseminating their work, training, and access to material and financial resources. The mentor and the head of the research unit commit to supporting the contractual researcher in conducting and disseminating their research, and in their integration into the life of the Institute.</p> <p>INED, and in particular its Scientific Council, are attentive to the problem of young researchers overcommitting to their administrative responsibilities, and to ensuring that they are given guidance and support by senior researchers.</p> |
| 38. Continuing Professional Development | +/- | <p>Researchers can request different types of training as continuing professional development. They also have access to a personal training account that allows them to pursue training at their employer's expense. INED offers both English and French language courses. The Institute also offers training in quantitative methods and data, organized by the Surveys Department and the Statistical Methods Department.</p> <p>INED must offer a catalogue of training courses for skills development and updating.</p> |

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| 39. Access to research training and continuous development | -- | INED must offer a catalogue of training courses for skills development and employability. |
| 40. Supervision | -/+ | <p>The responsibilities of supervisors are explained in the respective charters for PhD students and contractual researchers, which they are familiarized with.</p> <p>The PhD supervisor must: support PhD students in their exploration of the thesis subject, establishing a progressive and realistic work plan, encouraging them to produce intermediate written material, be available to respond to their questions, assess their training needs, ensure that funding is planned for the duration of the thesis, encourage them to publish and disseminate their work, and help them integrate into national and international research networks.</p> <p>Postdoctoral researchers must maintain contact with their mentor, taking the initiative to organize regular meetings.</p> <p>The supervisors are identified on hiring. At least one of the two co-supervisors of PhD students must be an INED researcher. Their names must be mentioned on a document from the university (generally a <i>certificat de scolarité</i>). The statuses of researchers (CR/DR/HDR) are taken into account in determining the eligibility of potential PhD students for recruitment.</p> <p>No researcher can supervise more than three PhD students recruited via the annual call for doctoral applications.</p> <p>Support should be provided for research mentors and supervisors working with young researchers.</p> |