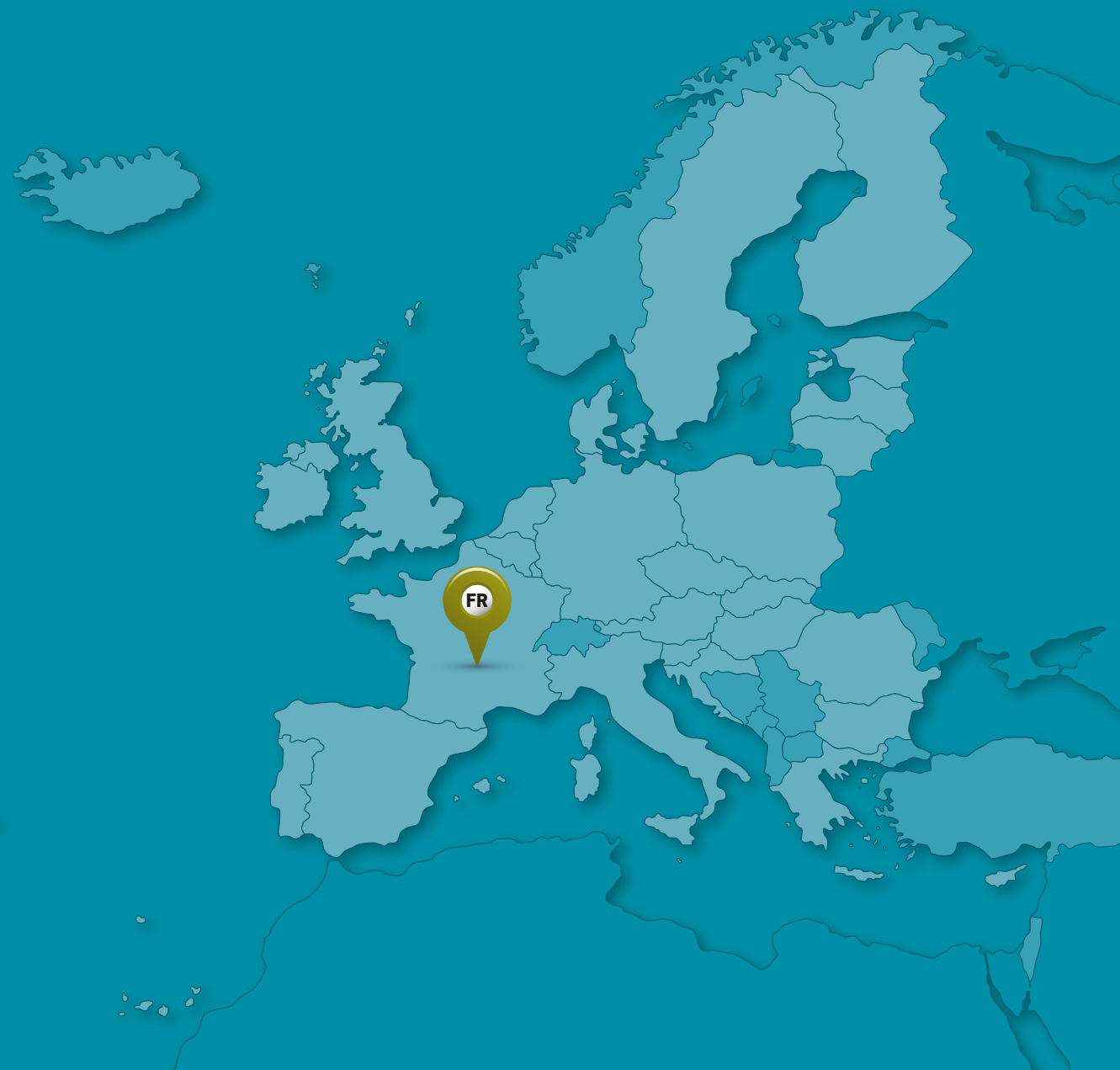


# FRANCE



## MORE EFFECTIVE NATIONAL SYSTEMS

Two main government ministries share the overall responsibility for research and innovation policy in France. The Ministry of Higher Education and Research (MESR) designs and co-ordinates research policy. The Ministry for Industrial Renewal is responsible for industrial and energy research and plays a specific role in relation to private sector research. All funding devoted to research and innovation is channelled through the general budget of the Research and Higher Education Inter-ministerial Mission (MIRE). The GBOARD as share of GDP was 0.84% in 2011.

Few agencies are responsible for implementing research and innovation policy in France:

- The National Agency for Research (ANR) was created in 2005. It covers basic research, applied research, innovation and technology transfer, supported through public/public and public/private partnerships. ANR funds research projects on a competitive basis and applies international peer review process.
- OSEO provides support for R&D and innovation projects to businesses, in particular SMEs, as well as public-private partnership. OSEO and a number of other entities (CDC Entreprises, FSI and FSI Régions) were grouped in 2012 into the 'Banque publique d'investissement', in order to improve support for SMEs, medium-sized and innovative companies.
- The Agency for Environment and Energy Management (ADEME) was created in 1991 to support and fund partnership-based environment and energy research activities.

Public research organisations are also involved in policy implementation.

Public research activities are primarily carried out by universities, which are now the largest public research performers. The implementation of the law on

the autonomy of universities (LRU) in 2008 significantly modified the university governance.

The share of project-based funding has been rising continuously with the creation of the ANR until 2013. In addition an increasing part of the institutional R&D funding is based on the performance of the public research institutions. The latter are evaluated by the Evaluation Agency for Research and Higher Education (AERES).

AERES was established in 2007 as an independent administrative authority to evaluate, among others, Research and Higher Education Institutions, Research Organisations and research units. AERES has been replaced by a new independent administrative authority 'Haut Conseil de l'évaluation de la Recherche et de l'Enseignement supérieur' in 2013. It will guarantee an homogeneous evaluation according to international standards for research organisations and look after the quality of evaluations.

The general trend in research innovation governance over the last years has been to bring research and innovation stakeholders closer in order to coordinate better their activities, namely through the creation of Research and Higher Education Clusters (PRES), the research programming coordination institutions in 5 fields called 'Alliances' and the Competitiveness clusters ('pôles de compétitivité'). The system has also been significantly strengthened through a new dedicated investment plan ('Programme d'investissements d'avenir'), which was launched at the end of 2009.

The new Law on Higher Education Research adopted in July 2013 has 4 main objectives: better ensure the employability of students; simplify the organisation of research and its assessment; facilitate the de-compartmentalisation between schools, universities and research organisations and reconcile efficiency and collegiality in academic forums.

In particular, it will regroup existing Higher Education and Research institutions into new structures with simplified rules (replacing PRES) and under contract with the Government (including policy coordination, training, research strategy and transfer), include knowledge transfer as an additional mission of Higher Education institutions, develop a new national research strategy consistent with the European research strategy, and ensure coordination between national and European research programmes (through the ANR).

The strategy on research is enshrined in Law for the first time. The first National Research and Innovation Strategy was launched in January 2009. It guides policy decisions in the field of research and innovation and run for five years. The new national strategy is under preparation.

The government acknowledges that the efficiency of the national strategy requires a stronger articulation between funds allocated at European, national and regional level. On the basis of orientations which will be proposed by the Strategic Research Council chaired by the Prime Minister, the new national strategy for research will be developed in line with the European Union research strategy. The programming of the ANR will be designed in a coordinated manner with European programmes. Besides, the regions will define a regional scheme for higher education, research and innovation identifying principles and priorities in their intervention.

The streamlining attribution of appropriations on calls for projects (EU Framework Programme, ANR, 'Investissements d'avenir') will rebalance these appropriations at national level to the benefit of institutional funding.

### TRANSNATIONAL COOPERATION

While some major cooperative programmes are overseen by the National Agency for Research (ANR), cross-border cooperation is still largely monitored at the institutional level.

Non-nationals and non-residents may participate in applied research projects supported by ANR, the exact rules being set out in the individual competitions and calls for proposals. Any international partner must pay its own costs.

15% of projects funded by ANR are performed within European collaboration. They are either joint projects through ERA-NETs or Art. 185 or national programmes, thematic or not, open to transnational cooperation. France is member of the 10 JPIs and coordinates two of them. France intends to create mirror groups of each JPI at national level. The 'Programme Blanc International' has become the Agency's main funding instrument for transnational projects. The share of participation of France in the FP is 9.14%. France has received 10.85% of total EC contributions. FP funding represents EUR 60 per inhabitant.

France is involved in many bilateral programmes. Bi- or multi-national partnerships were set up between ANR and BMF/DFG (Germany), ESRC (UK), NWO (Netherlands), FWF (Austria), MICINN (Spain) and ANC (Romania). In 2011 the ANR acted as Lead agency for the first time with FWF.

Policy coordination with Germany is addressed through the French-German Agenda 2020. A Roadmap for research has been adopted by the French German Minister Council in 2012.

The new strategic agenda foreseen under the new law on Higher Education and Research will define strategies at national level to respond to the challenges identified in Horizon 2020. The strategy aims to improve efficiency and visibility of the national system in the context of European partnership, competition and worldwide changes. The strategy will mainly be implemented by the multiannual contracts between the State and Higher Education Institutes and Public Research Institutes and the programming of the ANR. The evaluation of the strategy will be made by the Parliamentary Office of evaluation of scientific and technological choices (OPECST).

The first national Roadmap on research infrastructures 'Investments for the Future' programme was published in December 2008. The Roadmap includes 92 Research Infrastructures into three categories 'Existing' (46 running infrastructures at the date of the publication of the roadmap); 'Decided' (19 infrastructures not yet operational, but with expected financing) and 'At the planning stage' (27 infrastructures of which the design is at an advanced stage, but financing is not assured yet). Existing research infrastructures account for EUR 600 million for the 2007 budget.

In addition to the adoption of a new strategic roadmap for research infrastructures, a new governance and a new steering of very large research infrastructures (TGIR) were put in place at the end of the year 2012. The TGIR Steering Committee shall decide on the national strategy of research infrastructures, its multiannual programming (2012-2021) as well as on decisions for the structuring of TGIR and participation in international organisations. It may seek scientific advice of the High Council for TGIR.

### OPEN LABOUR MARKET FOR RESEARCHERS

The number of researchers (FTE) in relation to the labour force was 8.4 per 1 000 in 2010. The number of new doctoral graduates per thousand population aged 25-34 was 1.6 and the percentage of doctoral candidates with citizenship of another EU-27 Member State was 8.0% in 2010. The percentage of non-EU doctoral candidates as a percentage of all doctoral candidates was 35.4%.

Institutions establish selection panels for statutory and long-term contracts. Public Research organisations are obliged to safeguard gender balance in the selection panels and to have one external expert, or to justify non-compliance. Institutions publish the composition of the selection panels but not the selection criteria. Institutions do not offer applicants the right to receive adequate feedback, while appeal against a decision is possible.

In 2006, France passed a Programme Law for Research to ensure that researchers are equipped with the necessary skills to contribute fully to a knowledge-based economy and society throughout their career, ensure better links between academia and industry during their training and promoting industry financing PhDs and involvement in curriculum development.

There are two key aspects to the reform of the training agenda for researchers with regard to the doctoral training cooperation with industry and other relevant employment sectors: refocusing the doctoral programmes on preparing doctoral students for entering the market and linking doctoral training and R&D better with the socio-economic sectors.

The French Ministry of Higher Education and Research launched the first national Careers Plan in 2009 in order to strengthen the management of human resources in higher education in general and to promote careers in higher education and research in particular. Prior to the university reforms of 2009, the national higher education system had been very centralised with most appointments and promotions managed by the Ministry. The University Freedoms and Responsibilities Act of 2007 provides that by 1st January 2013 all universities will have budgetary autonomy and will be responsible for their own resources management.

The Plan applies to all higher education and research staff employed by the Ministry of Higher Education and Research. It is a wide-ranging reform agenda that is intended to modernise key aspects of the traditional university and research career advancement system (appraisal systems, mentoring, training courses, small bonuses to reward scientific excellence and encourage mobility). The Plan requires universities to support and reward individual members of staff based on their personal performance. The system remains centralised, however based on collegial, independent and transparent evaluation process.

A national-level staff appraisal system was established as a safeguard to institutional autonomy.

The National Universities Council was in charge of the evaluation process which occurred every four years for every teacher and researcher.

A national platform GALAXIE has been developed to make recruitment more transparent. The universities have a statutory requirement to post all universities public jobs vacancies for researchers with a teaching position on this platform. All 'Galaxie' job vacancies are published in EURAXESS since March 2010. Some public research organisations also post their job vacancies on EURAXESS. France rates in the EU-27 average as regards the number of researchers' posts published through EURAXESS (25 per 1 000 in 2011). In 2012, 57% of university-based researchers were satisfied with the extent to which research job vacancies are publicly advertised and made known by their institution (MORE2 Survey, 2012).

Since 2008, 26 public research organisations have committed to implement the principles of the 'Charter and Code', which have been promoted since then through the EURAXESS Network. The implementation of the Human Resources Strategy for Researchers is being promoted through a dedicated HR network 'GTN RH'. 12 French organisations are actively engaged in the Human Resources Strategy for Researchers of which 1 has received the 'HR Excellence in Research' logo for its progress in implementing the Charter and Code.

The Career Plan contributes to attract French researchers working abroad. The dedicated programme 'Retour post-doctorants' run by ANR supports the continuation of their research projects in France and future employment in a research performing organisation or in the private sector (112 projects between 2009 and 2012).

ANR fellowships are not portable. The agency may not pay researchers to carry out research in other EU countries. Researchers living in another EU country may answer an ANR call for proposal, but must lead the project in France.

The CNRS (National Centre for Scientific Research) and INSERM (French National Institute of Health and Medical Research), as part of a strategy to increase the mobility of researchers within the European Research Area, have joined the EUROHORC Money Follows Researcher (MFR) scheme, allowing researchers moving to other scheme countries to take the rest of their current grant with them. Fellowships are open to non-residents, as are those of all French research organisations.

France supports the EU's Scientific Visa package. The extended-stay scientific visa is reserved for individuals holding a master's degree or higher and who wish to come to France to conduct research or teach at the university level. Public and private research organisations and institutions of higher education use this visa category to host doctoral candidates, post-doctoral scholars, research scientists, and professors visiting France to teach or conduct research (4 600 visas for non Europeans delivered in 2011).

The programme 'Chaires d'excellence' welcomes high-level researchers from abroad (38 projects in the last 3 years).

The new Law on Higher Education and Research promotes student mobility and researchers' mobility by supporting stays.

More detailed information can be found in the country profile for France in the Researchers' Report 2013 at <http://ec.europa.eu/euraxess/index.cfm/services/researchPolicies>

## GENDER

The number of women at management positions in universities decreased between 2008 and 2012 from 16% to 8%. However, parity is now embedded in Law. According to the Law of 12 March 2012, there should be as of 1st January 2015 at least 40% persons of the same sex in the recruiting and promoting juries in the public sector. Likewise at least 40% of persons of the same sex should be designed as qualified for elections

in the Councils of research organisations as of the second mandate renewal of those organisations.

Furthermore the new Law on Higher Education and Research requires parity in all governing bodies of Universities and other Higher Education Organisations as well as in the National Council for Higher Education and Research, in the Board of the new High Council for Evaluation and the new Strategic Research Council.

The measures are part of a more global Action Plan lead by the Ministry of Higher Education and Research in close link with the Ministry for Women Rights. The Plan is declined in 40 measures aiming at implementing parity between men and women in Universities.

The Ministry supports the Conference of Rectors for the implementation of the Charter for gender equality in Higher Education and Research Organisations signed in 2009. The Charter contributes to enhance equality and requires among others a contact point to be nominated in each organisation.

## KNOWLEDGE CIRCULATION

An Action Plan on Open Access has been announced at the beginning of 2013. It will contribute to the development of Open Access to publications and open archives. It supports the development of green Open Access, gold Open Access, Platinum Road, a national contract model for publication, as well as the optimisation HAL Platform (Online Hyper Articles Platform) with institutional archives. ANR funded projects have to be integrated in the HAL open archive Platform.

A Partnership via a Memorandum of Understanding has been created between Research Institutions, Universities and 'Grandes Ecoles' for the joint development and management of a shared Platform to store scientific outputs (use of HAL).

The project 'Bibliothèque scientifique numérique' was set in place in 2011 for staff in research and higher

education to access to scientific resources. A Steering Group representing all actors in the field of scientific and technical information has been established to ensure coordination and issue recommendations.

As regards knowledge transfer the French national Law on Innovation and Research of 1999 permits all public research institutions to seek to commercialise the results of publicly funded research and to pursue innovations. The law also foresees the possibility that individual civil servants (employees of these public research organisations) may take on a personal role in this commercialisation process, as a founder, partner or officer of a new or existing company that has been contracted by the public institution to pursue a given innovation. The law encourages researchers to play a personal and active role in the commercialisation of the institution's intellectual property. The new Law on Higher Education and Research underlines European Community preference for the industrial exploitation of intellectual property rights.

Furthermore several initiatives have been launched in the recent years, or are planned to be launched, to enhance transfer of technology.

Through the programme 'Investissements d'avenir', 11 technology transfer acceleration entities (SATT) have been financed or have been subject of a financing decision. The system is supplemented by the creation of six thematic valorisation consortia (CVT), which will be equipped EUR 10 million each for the next decade and will be responsible for the exploitation of thematic research alliances and commercialisation of research.

As a complement to SATT and CVT, the programme 'Investissements d'Avenir' reinforces the innovation ecosystems and public-private linkages by the creation of 8 'Instituts de recherche technologique' (IRT) and 9 'Instituts d'excellence sur les énergies décarbonées'.

The Instituts Carnot launched in 2006 aimed to increase research partnership between Research

Performing Organisations and firms (network of 34 Institutes) and thus contribute to developing knowledge transfer.

Under the new National Pact for Growth, Competitiveness and Employment, the government decided to pursue the Competitiveness clusters policy and to launch their third phase. The new phase will refocus the activities of the clusters towards markets and dissemination of innovative products and services. This goes into the direction of the June 2013 Council Recommendation No 3 'enhancing technology transfer and the commercial exploitation of research, including through a reorientation of the competitiveness poles.'

Most importantly, the new law on Higher Education and Research adds the transfer, in the same way as dissemination and valorisation, in the mission of Higher Education and Research Institutions. This reinforces the Transfer Plan launched at the end of 2012, comprising 15 specific measures to enhance transfer. Some measures are already planned to be implemented by end of 2013.

With regards to PhD education doctoral schools are established under an agreement between the State and Universities. They provide training and development, and preparation to enter the labour market. The Research program Law of 2006 on doctoral training includes actions to better link doctoral training with socio-economic sectors.

The scheme supporting PhD contracts in industry will be continued (CIFRE). It has likely contributed to doubling the number of PhDs in industry in the last 10 years. Seminars ('doctoriales') are taking place to initiate the PhDs to the private sector. It is accompanied by specific trainings to enhance employability.

RENATER, the French Research and Education Network, was launched in 1993 in order to federate telecommunication infrastructures for Research and Education. It functions as the National Research and Education Network (NREN) and provides dedicated specialised internet service for the needs of the research and education communities within the country. It is the French partner of GÉANT and eduGAIN.

ERA ACTION	NATIONAL MEASURE CONTRIBUTING TO ERA
<b>MORE EFFECTIVE NATIONAL SYSTEMS</b>	
Introduce or enhance competitive funding through calls for proposals and institutional assessments as the main modes of allocating public funds to research and innovation, introducing legislative reforms if necessary	Act on higher education and research ➔ <b>P. 350</b>
	Research programme Law ➔ <b>P. 350</b>
Step up efforts to implement joint research agendas addressing grand challenges, sharing information about activities in agreed priority areas, ensuring that adequate national funding is committed and strategically aligned at European level in these areas	Law on freedoms and responsibilities of universities (LRU) ➔ <b>P. 350</b>
	National Research Agency ➔ <b>P. 350</b>
	AERES – Evaluation Agency for Research and Higher education (in 2013 replaced by the new 'Haut Conseil de l'évaluation de la Recherche et de l'Enseignement supérieur') ➔ <b>P. 350</b>
	National strategy for research and innovation ➔ <b>P. 350</b>
	New National strategy for research and innovation and strategic Agenda 'France-Europe 2020' ➔ <b>P. 350</b>

**ERA ACTION****NATIONAL MEASURE CONTRIBUTING TO ERA****TRANSNATIONAL COOPERATION**

Step up efforts to implement joint research agendas addressing grand challenges, sharing information about activities in agreed priority areas, ensuring that adequate national funding is committed and strategically aligned at European level in these areas

Remove legal and other barriers to the cross-border interoperability of national programmes to permit joint financing of actions including cooperation with non-EU countries where relevant

Confirm financial commitments for the construction and operation of ESFRI, global, national and regional RIs of pan-European interest, particularly when developing national roadmaps and the next Structural Fund programmes

Investment for the Future [P. 350](#)

Alliances [P. 351](#)

PRES clusters for research and innovation [P. 351](#)

French-German Agenda 2020 [P. 351](#)

DEUFRAKO – French German research programme on surface transport [P. 351](#)

National funding agency – ISO 9001 certification for calls programming, selection and funding, monitoring [P. 351](#)

ANR Lead Agency [P. 351](#)

Bilateral agreements between ANR and BMF/DFG (DE), ESRC (UK), NWO (NL), MICINN (ES), FWF(AT) and ANCS (RO) [P. 351](#)

Research infrastructure roadmap 2012-2020 [P. 351](#)

Establishment of new bodies to supervise and coordinate research infrastructures (Directing Committee and High-level Council) [P. 351](#)

**OPEN LABOUR MARKET FOR RESEARCHERS**

Remove legal and other barriers to the application of open, transparent and merit based recruitment of researchers

Support implementation of the Declaration of Commitment to provide coordinated personalised information and services to researchers through the pan-European EURAXESS network

Careers plan 2009-2011 [P. 351](#)

Recognition of PhD in the public sector (ongoing) [P. 351](#)

Support coordinated personalised information and services to researchers through EURAXESS

EURAXESS France portal [P. 352](#)

**GENDER**

Create a legal and policy environment and provide incentives in order to:

- remove legal and other barriers to the recruitment, retention and career progression of female researchers while fully complying with EU law on gender equality;
- address gender imbalances in decision making processes;
- strengthen the gender dimension in research programmes

Act on higher education and research. Art 37, 50, 53 [P. 352](#)

Charter for gender equality between Ministry of Research and Conference of rectors and head of schools of engineers [P. 352](#)



**ERA ACTION**

Engage in partnerships with funding agencies, research organisations and universities to foster cultural and institutional change on gender – charters, performance agreements, awards

Ensure that at least 40% of the under-represented sex participate in committees involved in recruitment/ career progression and in establishing and evaluating research programmes

**NATIONAL MEASURE CONTRIBUTING TO ERA**

Act on higher education and research. Art 13 [P. 352](#)

Action Plan on equality [P. 352](#)

Office for promotion of gender equality and fight against discrimination – Ministry of Research [P. 352](#)

Law of 12 March 2012 on employment in public sector and fight against discrimination [P. 352](#)

**KNOWLEDGE CIRCULATION**

Define and coordinate their policies on access to and preservation of scientific information

Ensure that public research contributes to Open Innovation and foster knowledge transfer between public and private sectors through national knowledge transfer strategies

Adopt and implement national strategies for electronic identity for researchers giving them transnational access to digital research services

Action Plan on Open Access

(announced in January 2013) [P. 352](#)

Memorandum of Understanding for a coordinated approach on a national level to open archiving of scientific output [P. 353](#)

HAL – Online Hyper Articles Platform [P. 353](#)

New policy on technology transfer (presented in November 2012) [P. 353](#)

Competitiveness Clusters – Third phase 2013-2018 [P. 353](#)

Carnot Institutes [P. 353](#)

SATT [P. 353](#)

OSEO [P. 353](#)

Creation of the Public Investment Bank (BPI) [P. 353](#)

France Brevets [P. 353](#)

eduGAIN [P. 353](#)

## FRANCE

### NATIONAL MEASURE

### HOW IT CONTRIBUTES TO ERA

#### MORE EFFECTIVE NATIONAL SYSTEMS

Act on higher education and research ► **2013**

The new Law aims to:

- a) act to ensure success of all students (success in 1st cycle, professional insertion, training of teachers);
- b) give a new ambition for research (role in society, economy and worldwide);
- c) simplify the landscape of higher education and research (visibility and governance).

Research programme Law ► **2006**

Legal part of the governmental programme entitled 'Pact for Research'. It increased the research budget. It provided a public entity status to the National Funding Agency (ANR) and established an Evaluation Agency (AERES). It also created the PRES ('Pôle de recherche et d'enseignement supérieur') statute.

Law on freedoms and responsibilities of universities (LRU) ► **2007**

Reform towards Universities' autonomy.

National Research Agency ► **2005**

Research funding organisation to fund research projects, based on competitive schemes, and with a peer review process.

AERES – Evaluation Agency for Research and Higher education (in 2013 replaced by the new 'Haut Conseil de l'Évaluation de la Recherche et de l'Enseignement supérieur') ► **2006**

Contributes to improving the quality of the French research and higher education system in accordance with the European recommendations and decisions of European Ministers in the context of the Bologna Process.

The Agency was an independent administrative authority set up in 2007, the AERES was tasked with evaluating research and higher education institutions, research organisations, research units, higher education programmes and degrees and with approving their staff evaluation procedures.

National strategy for research and innovation ► **2009**

National prospective exercise gathering all national stakeholders to define research domain to support according to societal grand challenges for the period 2009-2012.

New National strategy for research and innovation and strategic Agenda 'France-Europe 2020' ► **2013**

The Strategy will complete the new Law on Higher Education and Research by providing research orientations based on a Strategic Agenda by the Ministry of Higher Education and Research. It will enable the French research system to better address scientific technological economic and societal grand challenges in the coming years.

1. Affirm the role of state in the national strategy, setting priorities for national programming;
2. Optimise the coupling and coordination with European programs through greater consistency and greater involvement;
3. Deal with societal, scientific and technological challenges and the challenges of competitiveness;
4. Sustainably guide public policy to support research;
5. Collectively set the priorities for the advancement of knowledge and technology and bring elements of their implementation.

#### TRANSNATIONAL COOPERATION

Investment for the Future ► **2009**

The aim is to facilitate research partnerships between Research Performing Organisations and firms. Supervised by the Ministry of Higher Education and research, managed by ANR.

National loan for 5 priorities.

**NATIONAL MEASURE****HOW IT CONTRIBUTES TO ERA**

Alliances ► **2009**

Contributes to improve coordination between Research Performing Organisations and Higher Education Institutes in given fields.

PRES clusters for research and innovation ► **2006**

Contributes to a more coherent research and education offer adapted to the territorial needs.

Allows Universities, High Schools and Research Performing Organisations to work together, share their activities and means.

French-German Agenda 2020 ► **2010**

The Agenda 2020 was adopted at the 12th Franco-German Council of Ministers in February 2010. The bilateral work programme lists more than 80 joint projects in various political spheres, including in education, research and innovation.

DEUFRAKO – French German research programme on surface transport ► **1978**

Encourage and promote French-German cooperation through collaborative research projects in the field of surface transport.

National funding agency – ISO 9001 certification for calls programming, selection, funding and monitoring ► **2008**

ANR processes are based on competitive schemes and a two-stage peer review process which received ISO 9001 certification in 2008.

ANR Lead Agency ► **2011**

The ANR acted as Lead Agency in 2011 for the first time.

Bilateral agreements between ANR and BMF/DFG (DE), ESRC (UK), NWO (NL), MICINN (ES), FWF(AT) and ANCS (RO) ► **2011**

Contribute to facilitate cross-border research projects.

Research infrastructure roadmap 2012-2020 ► **2012**

Establishes a long-term strategy concerning National research infrastructures. Confirms the French commitment to international infrastructures.

Establishment of new bodies to supervise and coordinate research infrastructures (Directing Committee and High-level Council) ► **2012**

Supervises and decides on the strategy of the research infrastructures on a national and international basis. The High Council is a consultative body grouping pluridisciplinary organisations. The Directing Committee advises the Ministry of Higher Education and Research on the strategy and coordinates the various national infrastructures.

**OPEN LABOUR MARKET FOR RESEARCHERS**

Careers plan 2009-2011 ► **2008**

Working contract for Doctoral student.  
Improving the remuneration for young university teachers and researchers.  
Attracting French researchers working abroad with a dedicated programme run by ANR.  
Improving the process recruitment of researchers-teachers.  
Implementation of new national software to make more transparent recruitments (GALAXIE).

Recognition of PhD in the public sector (ongoing)

Measures will be taken to improve recognition of PhDs in the public sector beyond higher education and research.  
Discussion undertaken to negotiate how to embed PhDs in the professional sectoral collective agreements.

NATIONAL MEASURE	HOW IT CONTRIBUTES TO ERA
<p>Support coordinated personalised information and services to researchers through EURAXESS</p> <p>EURAXESS France portal</p> <p>► 2012</p>	<p>To facilitate entry of foreign researchers.</p> <p>The French EURAXESS Services network provides information to researchers and their families for their mobility in France. Within it, the Association Bernard Grégory (ABG) provides a data base on employment, while FNAK (the National Foundation Alfred Kastler) provides the French Network with legal expertise and coordination tools to welcome foreign researchers in France.</p>
GENDER	
<p>Act on higher education and research. Art 37, 50, 53</p>	<p>Contributes to gender equality in higher education organisations.</p> <p>Art. 37 Promotion of education on gender equality in all streams of higher education.</p> <p>Art. 50 Preventive actions against violence against women and sexual harassment.</p> <p>Art 53 Support of gender research in priority areas of research programming.</p>
<p>Charter for gender equality between Ministry of Research and Conference of rectors and head of schools of engineers</p> <p>► 2013</p>	<p>Enhances equality.</p> <p>Nomination of a contact point in each organisation.</p> <p>Production of statistics taking into account the gender dimension.</p> <p>Action encouraging gender-mix and professional equality.</p>
<p>Act on higher education and research. Art 13</p>	<p>Introduces Gender equality in governance bodies of universities and other higher education organisations.</p>
<p>Action Plan on equality</p> <p>► 2012</p>	<p>Contributes to gender equality and mainstreaming in Higher Education and Research Institutes.</p> <p>Equality is embedded in contracts between the Ministry and Higher Education and Research Institutes.</p> <p>Parity is ensured in University committees.</p> <p>Support to research on gender.</p>
<p>Office for promotion of gender equality and fight against discrimination- Ministry of Research</p>	<p>To provide indicators and analysis about gender equality.</p> <p>To coordinate and support policies to fight against discrimination.</p>
<p>Law of 12 March 2012 on employment in public sector and fight against discrimination ► 2012</p>	<p>As of 1 January 2015 the law provides for at least 40% of people of the same sex in the recruiting and promoting juries in the public sector. Likewise at least 40% of people of the same sex should be designated as qualified for elections in the Councils of research organisations as of the second mandate renewal of those organisations.</p>
KNOWLEDGE CIRCULATION	
<p>Action Plan on open access (announced in January 2013)</p> <p>► 2012</p>	<p>Contributes to the development of open access to publications and open archives: development of green open access, support to gold open access, development of Platinum Road, optimisation of the HAL Platform with institutional archives, national contract model for publication, role of scientific publications in evaluation of research performance, support to publishers at international level.</p>

NATIONAL MEASURE	HOW IT CONTRIBUTES TO ERA
Memorandum of Understanding for a coordinated approach on a national level to open archiving of scientific output ► <b>2006</b>	Partnership between Research Institutions, Universities and Grandes Écoles for the joint development and management of a shared platform for scientific outputs (a shared platform for posting preprints and postprints). Inter-institutional agreement to use the HAL portal.
HAL – Online Hyper Articles Platform ► <b>2007</b>	ANR-funded projects have to be integrated in the HAL open archive platform.
New policy on technology transfer (presented in November 2012)	New policy for research knowledge transfer including 15 measures presented at the Ministers' Council in November 2012. Some measures are planned for implementation by end 2013: 'Code de la recherche', training, common public/SMEs labs, 'CIFRE' for SMEs.
Competitiveness Clusters – Third phase 2013-2018 ► <b>2013</b>	Strategy and activities of the Competitiveness poles will be refocused towards market objectives and dissemination of innovative products or services.
Carnot Institutes ► <b>2006</b>	The aim is to facilitate research partnerships between Research Performing Organisations and firms. A network of 34 Carnot institutes to develop technology transfer, initiated by the Ministry of Higher Education and Research.
SATT ► <b>2009</b>	Structures contributing to the professionalisation of knowledge transfer and reinforcement of university competencies.
OSEO ► <b>2005</b>	Facilitates the access of SMEs to research investments, financing by banking partners and equity capital investors. Shares financial risks through partnership conventions signed with regional authorities.
Creation of the Public Investment Bank (BPI) ► <b>2012</b>	Fusion of OSEO and CdC. Support to SMEs. Improvement of coordination at national level.
France Brevets ► <b>2010</b>	First investment and valorisation Fund of patents in Europe.
eduGAIN	While a national policy for e-identity has not been identified, for France GIP RENATER is member of the federation.