



INRAE



INRAE, accessible to all your aspirations

Handicap policy booklet



Created on 1 January 2020, INRAE, the French National Research Institute for Agriculture, Food and Environment, is a key player in research and innovation. It is one of the world's leading research organisations in the areas of agricultural and food sciences and plant and animal sciences, as well as in ecology and the environment. Joining INRAE means becoming part of a community of over 11,000 men and women striving to both meet the challenges brought about by global change and fully play their parts in managing the transitions needed to address some of the world's major issues. In response to population increases, climate change, diminishing resources and the decline in biodiversity, INRAE is devising solutions to ensure a wide range of high-performance farming, quality food, and sustainable resource and ecosystem management.

Working at INRAE also means benefitting from the quality environments and high-performance research units at one of our 18 research centres throughout France, including the French overseas departments and territories.

Providing everyone with equal opportunity for success has been INRAE's goal for nearly 30 years. INRAE's policy of actively employing people living with disabilities was further strengthened by the 2005 French law on equal rights and opportunities, participation and citizenship for people living with disabilities. This led to the development of a series of action plans with solutions tailored to each situation. To do that, many staff members, including each centre's disability adviser, work on a daily basis to support the missions and activities of their colleagues living with disabilities. Our goal is to allow those staff to put their abilities and skills to use under the best possible conditions in order to reach our goal of scientific excellence.

This openness and the active participation of so many within INRAE have allowed us to create a dynamic, diverse and inclusive community.

Philippe Mauguin
INRAE Chair & CEO



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1. Introduction to INRAE





Our mandates

INRAE, the French National Research Institute for Agriculture, Food and Environment is a key player in research and innovation. It was created on 1 January 2020 through a merger of INRA, the French National Institute for Agricultural Research, and IRSTEA, the French National Research Institute of Science and Technology for the Environment and Agriculture.

As the world's leading research organisation specialising in the three scientific fields of agriculture, food and the environment, now more than ever INRAE needs to meet the challenges arising from global change and play its full part in transition management. Food and nutrition security, agricultural transition, protecting natural resources, restoring biodiversity, disaster preparedness and management, a global approach to health, strengthened food regionalisation: these are some of the mandates and strategic directions to be put into place to sustainably transform agriculture, food and the environment.

Strengthened by the rich and diverse natures of its research centres, INRAE is striving to pioneer new fields of knowledge and provide solutions.

To do that, the Institute relies on the support of:

- our network of research facilities and experimental units, which is unique in Europe;
- our strong open and participatory science policies;
- our deep roots in the research ecosystem and French higher education sphere, and our contribution to site policies and research alliances;
- our international network that allows collaboration with the best teams in Europe and in the world;
- our very high standards in terms of principles, ethics and codes of conduct.



INRAE is a public targeted-research organisation

under the Ministry of Higher Education, Research and Innovation and the Ministry of Agriculture and Food

Our mandate is to:

- Produce and disseminate scientific knowledge.
- Put that knowledge to work to foster innovation, provide expertise and lend support to public policy

Organisation and key figures

Promoting multi-disciplinary and integrative research designed to address the challenges facing society worldwide, INRAE's scientific structure has been built on a specific template.

Research and work are conducted at:

- **18 research centres**, located throughout almost all the regions of France, including its overseas departments and territories; ;
- and **14 scientific divisions** closely involved in international partnerships. Several metaprogrammes that bring together different divisions have made it possible to develop interdisciplinary approaches.

Specialised directorates for international affairs, open science, innovation transfer, expertise & support for public policies underpin these scientific aspirations.

All the directorates and support services (e.g. legal, communication, human resources, finance, procurement, property) are committed to social and environmental responsibility (SER) for and in line with our scientific activities.



+ 11,000 staff members

8,229 tenured staff
50.5% female/49.5% male

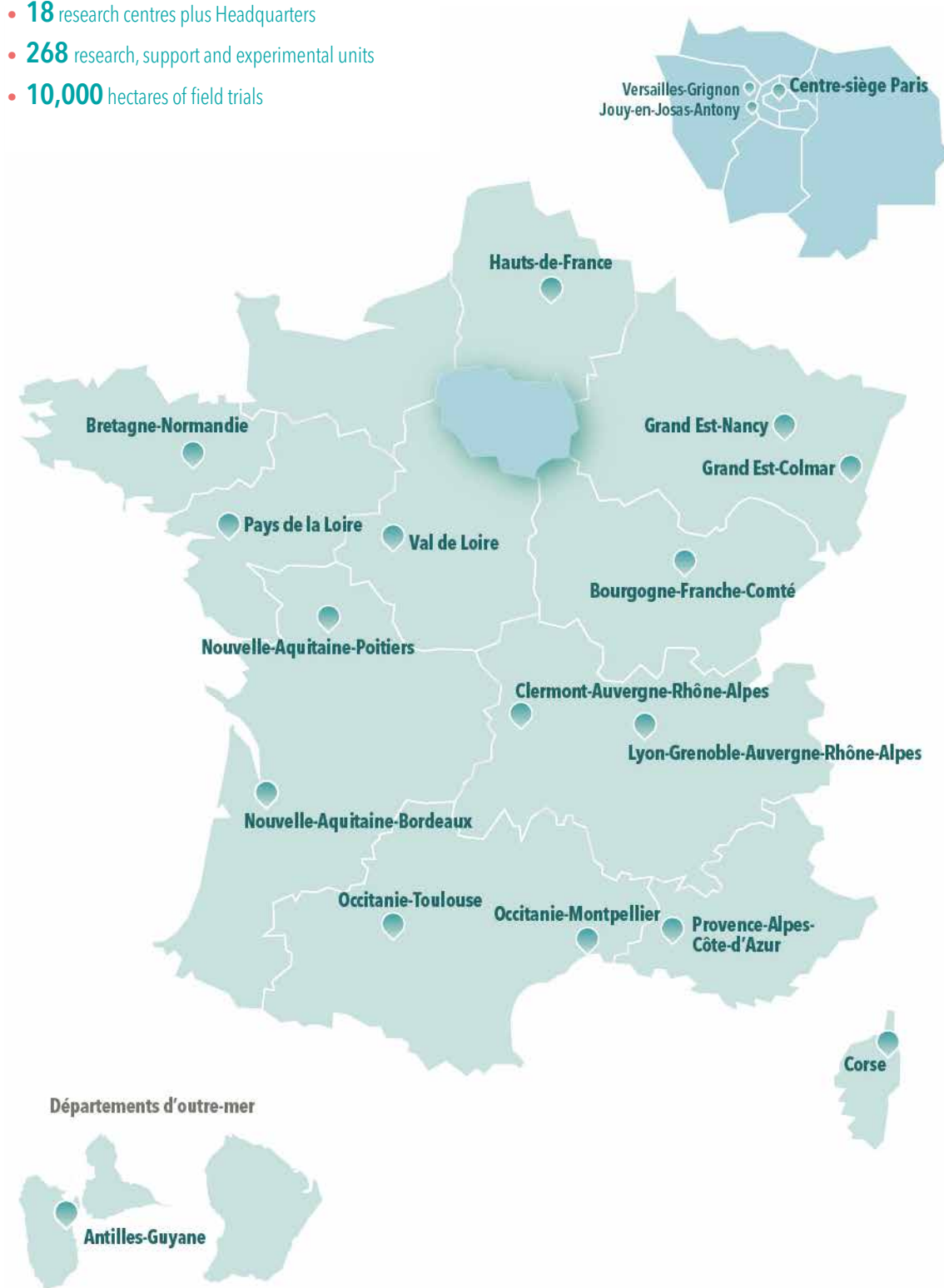
2,798 contract staff





📍 Geographic locations

- **18** research centres plus Headquarters
- **268** research, support and experimental units
- **10,000** hectares of field trials





2. Our commitments





➤ Recruitment and integration

For many years now, INRAE has had in place an inclusion policy for people living with disabilities.

The Social Policy Unit's Disability sector within our Human Resources Department works alongside all those involved in disability issues at our centres to implement concrete actions at all career stages.

Promoting recruitment

- As a public organisation, INRAE recruits our tenured staff through competitive exams. Accommodations may be made for such exams based on the disability.

<https://jobs.inrae.fr/concours>

- Notwithstanding such competitive exams, each year certain positions are made available to those who have official proof of their status as disabled workers, and such positions are filled on a contractual basis.

<https://jobs.inrae.fr/handicap>

Facilitating integration

- A skills advisor and a disability adviser take part in monitoring and helping newly hired staff integrate their workplaces..
- At the request of staff living with disabilities, disability awareness can be provided to teams to enhance understanding and ensure successful integration.
- Reviews are held at various points in a staff member's first year at INRAE, i.e. at 1, 3, 6 and 10 months. Training, assistance or job accommodations are offered where needed.



Since 2012, INRAE has had an employment rate of more than 6% for people recognised as benefiting from hiring requirements.

INRAE pays special attention to retaining staff living with disabilities and has national bodies that oversee workstation adaptation and facility accessibility.





Retention

- Accommodations can be made to both work facilities and stations through funding for equipment, specially adapted software, disability support assistants, hearing aids, etc.
- Training sessions are also adapted to the type of disability, for example, sign language interpreters.
- Every effort is made to give each staff member living with a disability the opportunity to advance on their career path just like any other INRAE staff member.
- Every research centre has at least one disability adviser.
- Staff who are no longer able to perform their work tasks due to disability receive assistance in being redeployed elsewhere.

Social benefits

Supplementary social benefits are available to staff living with disabilities.

CESU or «Disability compensation»

INRAE provides financial support for personal services in the form of «universal employment services vouchers» (CESU) that can be used to pay for a variety of costs such as assistance for dependent persons, home care or hospitalisation, help with administrative or computer tasks, sign language interpretation, housework, etc.

Three yearly amounts are funded by INRAE based on an allocation scale: EUR 350, EUR 600 or EUR 1000.

Increased value for holiday vouchers

Holiday vouchers are a voluntary staff savings program to which INRAE adds a top-up. Working individuals living with

disabilities who are eligible for this benefit receive a 30% top-up.

Disability support staff at INRAE

Our human resources management policy is based on solid experience in the area of disabilities acquired over a period of more than 20 years of actual practice.

Two bodies carry out our disability policy

- The «Disability Unit» is in charge of processing requests for funding to make workstation accommodations and other actions for the work environment such as equipment, transport, training, and work care assistants to help with everyday tasks.
- A «Disability and Accessibility» working group is responsible for improving access to our facilities (funding work, carrying out accessibility assessments).

Role of the disability advisers

- Our disability advisers work alongside staff living with disabilities at all the various stages of their careers at INRAE, particularly at key moments such as onboarding and joining the team. They also assist in provision of the human and technical resources the staff involved need to carry out their duties. They facilitate networking with the centres' resource people (e.g. doctors, HR, prevention, training, career guidance counsellors).
- Disability advisers also take part in implementing communication measures by raising awareness among staff and overseeing the disability issue.

Portrait



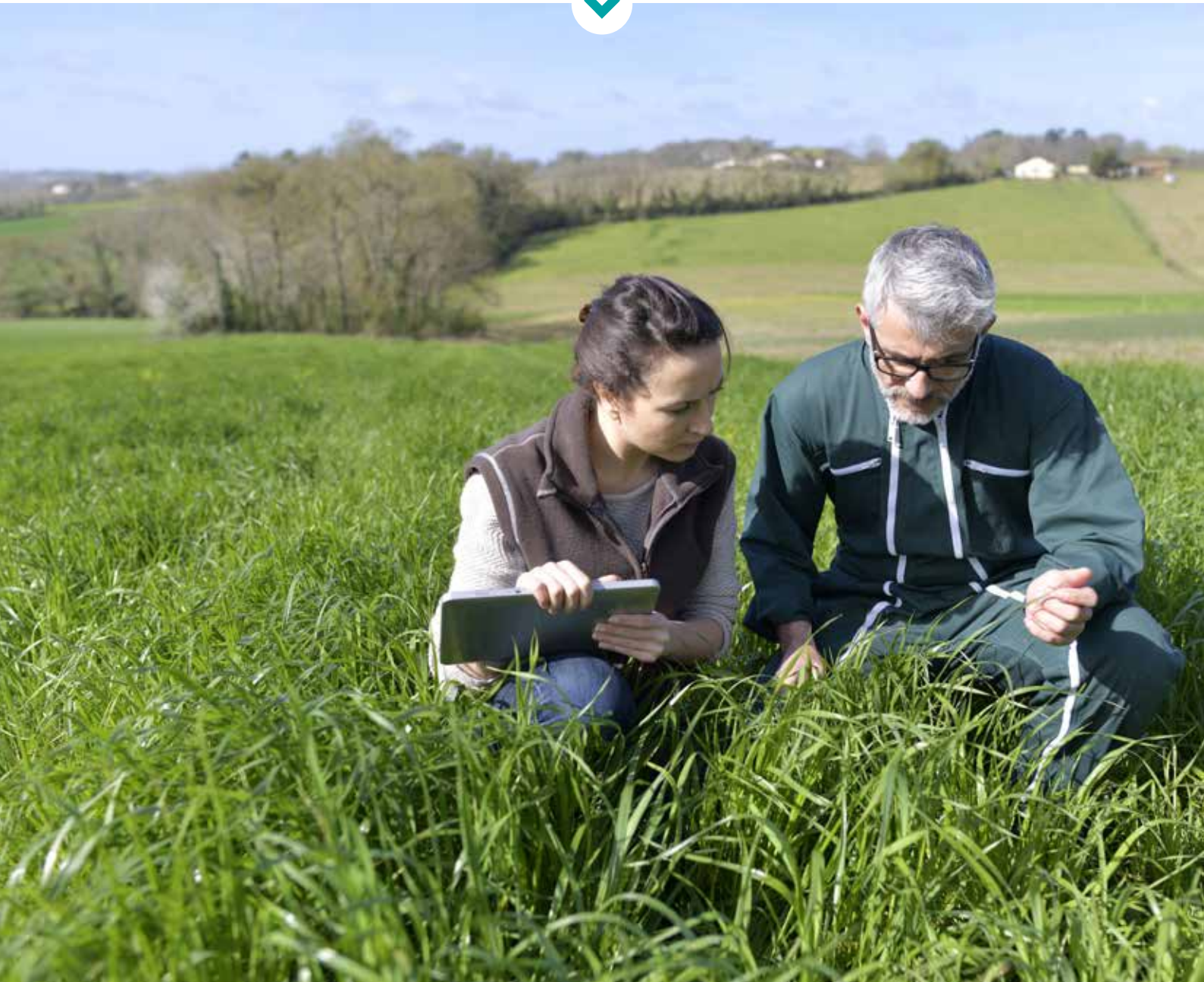
Bernadette Thomas, electronics engineer, Avignon

I joined INRAE after deciding to change professions through an apprenticeship. After two years' training in the Mediterranean Environment and Modelling of Agrosystems unit (EMMAH) at the Avignon site, I earned my BTS (higher technician diploma). Then the unit opened a technical agent position through the contractual recruitment campaign for people living with disabilities. Once my application had been accepted, I was invited to a job interview with the recruitment support commission, which approved my hiring on a one-year fixed-term contract in a tenure-track position. The disability advisers called on an ergonomist to adapt my workstation to my disability, and now I can do my job without my disability being an obstacle for me.

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3. Working at INRAE





From diverse fields of work to diverse skill sets

Working at INRAE means joining a team of 11,000 people who are actively striving to develop high-quality research in line with the concerns of society and which provides guidance for public policies and offers innovations for farmers and regular citizens.

- INRAE employs more than 2000 researchers, 2000 doctoral students and recent PhD graduates.

INRAE's deep roots in society make it a targeted-research organisation that covers a wide range of scientific fields, mainly the life sciences, environmental and process chemistry sciences, engineering, ecology, environmental and biological technologies, as well as digital and socio-economic science.

- INRAE also employs more than 6500 engineers, managers, and technicians in our research and experimental units or research support structures.



Research work, the smooth operation of INRAE's facilities, and management of our community are based on many different jobs:

210 professions work here side by side

Half of the occupations are related to the life sciences, such as the positions of biologist or plant and animal research technician. Support services account for more than 25% of our staff and cover a wide variety of fields such as finance, legal affairs, human resources, communication, administrative management, logistics, etc.



This diversity of jobs implies calling on a variety of skills and training at all levels.

INRAE recruits from the vocational certificate (CAP) to the doctoral levels

Our recruitment processes

Every year, INRAE advertises all types of jobs under various status categories. There are many different ways in which people living with disabilities can join INRAE.

Recruitment by open competitive exams

As a public organisation, INRAE does most of our recruiting through competitive exams. Accommodations for the exams, such as sign language interpretation, extending writing times, etc., can be provided to applicants who are living with disabilities.

Contractual recruiting campaigns

This exceptional procedure covers all occupations and allows those living with disabilities to join the public service without having to pass a competitive exam. After a one-year fixed-term contract, the staff member can be awarded tenure by a jury of professionals. The type of recruitment is only open to those who are getting their first job in the public service.

Other hosting arrangements

There are other mechanisms designed to allow those living with disabilities to join INRAE such as apprenticeships, internships, doctoral or postdoctoral studies, etc., all of which fully contribute to the Institute's scientific life.

See our offers on INRAE Jobs:
<https://jobs.inrae.fr/en/disability>

Portrait



Aurélie Nicolas, research engineer, Rennes

I found out about INRAE and its disabled workers recruitment campaigns during my Master-1 internship. After my dissertation, I applied and developed a hosting project with the team. Once the project had been approved by the Microbiology and the Food Chain (MICA) Division, I joined the Science & Technology of Milk and Eggs Unit in January 2015. Only a few accommodations had to be made for my arrival in this lab as they were used to hosting people living with disabilities. So it was already accessible overall, although a special parking space had to be set up for me. Other improvements to my work environment were also useful to the rest of the team. My working conditions are very good and my colleagues are even more considerate than I had expected.



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Follow us:



<https://jobs.inrae.fr/en>



**National Research Institute for
Agriculture, Food and Environment**



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FRANÇAISE**

*Liberté
Égalité
Fraternité*

INRAE