



INRAE



Social policy handbook
Cultivating a sense of well-being



INRAE: always by your side

Social action is an integral part of INRAE's human resource policy. It is designed to help staff carry out their duties and provide them with a variety of support measures to reduce the burden of everyday life.

More broadly, social initiatives reflect INRAE's approach to enhancing job appeal by offering a wide range of social benefits and services designed to improve staff well-being, whatever the situation and life event.

Committed to the concepts of group solidarity, social ties, and quality of life at the workplace, INRAE has developed a social policy that allows us to meet the varied needs of our staff, whether in terms of assistance with housing, childcare, workstation accommodations for staff living with disabilities or facilitating access to recreational or cultural activities.

This social policy handbook describes the support measures and social benefits you may be eligible for whether as a tenured or contract staff member. All the Human Resources staff at your centre together with the HR Department's services are ready to assist you with your daily endeavours.

Camille MICHON
INRAE Human Resources Director





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1. Child-related benefits





Family income supplement

The family income supplement is a salary increase designed to support families. The amount varies based on the number of dependent children and your remuneration index. This benefit is paid in addition to the family allowance that you may also receive.

Who is eligible?

The family income supplement is provided to civil service staff who have at least one child as defined for family benefits.

Eligible staff include:

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff whose remuneration is pegged to that of tenured civil servants or changes in line with modifications to such salaries, except for staff paid on an hourly or flat-rate basis.

If your spouse is a civil servant, only one of you will be able to receive this benefit as it cannot be cumulated. The family income supplement cannot be combined with any other benefit of the same type granted for the same child by a public agency or through public funding, but it can be combined with a benefit paid to a civil servant's spouse as long as they are a private-sector employee.

Allowance terms and conditions

You are entitled to the family income supplement for each dependent child as defined for family benefits

Benefit amount

The family income supplement consists of a set component and a component that is proportional to the gross salary and varies based on the number of dependent children. The variable part cannot be less than that for increased index 449 or higher than that for increased index 717.

Who to contact

Your centre's HR department

To find out more

Circular FP 7 no. 1958 dated 9 August 1999 pertaining to calculation methods and payment arrangements for the family income supplement.

HR Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/les-prestations-enfance>





CESU: childcare for children under the age of 6

The universal employment services voucher (CESU) is a prefunded means of payment that can be used for all or part of the costs of childcare for children under the age of 6 at home (baby-sitting, casual childcare, etc.) or outside the home (nursery school/creche, day-care centre, registered childcare professional and all licenced agencies, service providers or personal services agents). The CESU consists of a booklet of special payment vouchers that are printed with a face value and the beneficiary's ID info.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Contract staff in both the public and private sectors.
- Surviving spouses of the above-mentioned beneficiaries, who have a survivors' pension.

Allowance terms and conditions

- Have one or more children under the age of 6,
- Returned to work after maternity or adoption leave*.

Benefit amount

The amount of aid INRAE provides is adjusted based on:

- the reference tax income(s) (RFR) ;
- and number of tax units for the tax household(s) of the individual who has effective and ongoing responsibility for the child, listed in the applicant's dwelling if the child has their main place of residence there.

Childcare support for children under the age of 6 is paid in one lump sum per calendar year, in full and for each dependent child, as CESU «childcare for children under the age of 6» (see table below explaining in detail how this aid is adjusted based on the RFR and number of tax units).

** i.e. 10 weeks after the birth or adoption of the first two children, 18 weeks from the 3rd child on and 22 weeks for multiple births. These time periods are fictitiously applied even when maternity or adoption leave is not taken or is only partially used.*

Who to contact

▪ As the company «Chèque Domicile» is in charge of managing the CESU, all questions about ordering voucher booklets, using them, the agencies accredited to provide childcare for children under the age of 6 and any other issues should be directed to them:

- > By mail: Domiserve (dispositif INRAE)
106, avenue Max Dormoy - 92160 MONTROUGE
- > By email: inrae@domiserve.com
- > By phone: 01 76 49 87 37

- Your centre's Human Resources officer
- HRD - STEPS Department - Social Policy Unit

To find out more



Memo no. 2020-14 dated 08 January 2020 pertaining to the introduction of the universal employment services voucher (CESU) for childcare for children under the age of 6.

RH Intranet : <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/les-prestations-enfance>





The tables below provide detailed information based on the applicant's family status and adjustments to the aid based on the RFR and the number of tax units

➤ **Case no. 1: Cohabiting or de facto families (marriage, civil union)**

TAX UNITS	RATES THAT APPLY TO THE CESU REFERENCE TAX INCOME (in euros)				
	Up to	From	to	From	To
1.25	28 350	28 351	37 799	37 800	46 098
1.5	28 900	28 901	38 349	38 350	46 648
1.75	29 450	29 451	38 899	38 900	47 198
2	30 001	30 002	39 449	39 450	47 748
2.25	30 550	30 551	39 999	40 000	48 298
2.5	31 100	31 101	40 549	40 550	48 848
2.75	31 650	31 651	41 099	41 100	49 398
3	32 200	32 201	41 648	41 649	49 948
3.25	32 750	32 751	42 198	42 200	50 498
3.5	33 300	33 301	42 749	42 750	51 048
3.75	33 850	33 851	43 299	43 300	51 598
4	34 400	34 401	43 848	43 849	52 148
+0.25 per additional unit	+ 550	+550	+550	+550	+550
Yearly amount of aid (in €)	€700	€400		€200	

➤ **Case no. 2: Single-parent families (lone parents)**

TAX UNITS	RATES THAT APPLY TO THE CESU REFERENCE TAX INCOME (in euros)			
	Up to	From	to	Beginning at
1.25	28 350	28 351	37 799	37 800
1.5	28 900	28 901	38 349	38 350
1.75	29 450	29 451	38 899	38 900
2	30 001	30 002	39 449	39 450
2.25	30 550	30 551	39 999	40 000
2.5	31 100	31 101	40 549	40 550
2.75	31 650	31 651	41 099	41 100
3	32 200	32 201	41 648	41 649
3.25	32 750	32 751	42 198	42 200
3.5	33 300	33 301	42 749	42 750
3.75	33 850	33 851	43 299	43 300
4	34 400	34 401	43 848	43 849
+0.25 per additional unit	+550	+550	+ 550	+550
Yearly amount of aid (in €)	€840	€480		€265



Reserved places in daycare

The French Department of Administration and Civil Service (DGAFF) delegates appropriations to regional prefectures to reserve places at daycare centres for French Government staff. Through that system, there are spots reserved for the children of INRAE staff at existing childcare facilities

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.

Allowance terms and conditions

If you are interested, you have to submit an online application to your Section Régionale Interministérielle d'Action Sociale (Regional Interministerial Social Action Section -SRIAS).

As each regional section has its own operational approach, please consult the SRIAS website for your region to register for this benefit. Each website has a «Early Childhood» or «Day- and childcare» section where you will find the form to fill out and the list of documents to be submitted.



Who to contact

- HRD - STEPS Department- Social Policy Unit (social action sector): actionsociale@inrae.fr
- Your centre's HR department
- Your centre's social services officer.

To find out more



HR Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/les-prestations-enfance>



Allowances for parents of children under the age of 20 living with a disability

This allowance is granted for children under the age of 20 who are living with a permanent disability of at least 50%..

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public-sector contract staff.
- Retired staff.
- Guardians of the orphans of civil service staff.
- Guardians of the orphans of non-tenured staff.
- A civil servant's widow or widower.
- A person who is divorced from a civil servant and who has sole custody of the child.

Allowance terms and conditions

The child, due to their disability rating (at least 50%), must be eligible for the disabled child education allowance.

It can be paid when the child boards during the week and returns home on the weekends and school holidays. This benefit is paid pro rata based on the time the child spends with their family when they return home.

For fixed-term contract staff, they are eligible for this benefit once they can prove 6 months of seniority.



Benefit amount

If your child is under the age of 20 and you receive the disabled child education allowance paid by the Family Allowance Fund (*caisse des allocations familiales - CAF*) of your place of residence, the monthly allowance paid will be **€183** until your child reaches the age of 20.

Who to contact

- HRD - STEPS Department- Social Policy Unit (social action sector): actionsociale@inrae.fr

To find out more



Memo no. n°2024-05 dated 27 February 2024 pertaining to social action benefits

RH Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/les-prestations-enfance>



Special benefit for young adults living with chronic diseases or disabilities who are continuing their studies, apprenticeships or vocational training internships after the age of 20 through to the age of 27

This allowance is paid to young adults over the age of 20 and under the age of 27 who are eligible for family benefits. It is designed to facilitate the social integration of the disabled or chronically ill children of French Government staff.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.
- Retired staff.
- Guardians of the orphans of civil service staff.
- Guardians of the orphans of non-tenured staff.
- A civil servant's widow or widower.
- A person who is divorced from a civil servant and who has sole custody of the child.

Allowance terms and conditions

- The child must prove they are a student, apprentice, or vocational training intern.
- In the event of chronic impairment or one that does not amount to a disability (not recognised as such by the Maison départementale des personnes handicapées (Departmental Disabled Persons Centre - MDPH)), the child must not receive the allowance for disabled adults or a compensatory allowance.
- For fixed-term contract staff, they are eligible for this benefit once they can prove 6 months of seniority.

Benefit amount

The allowance is paid each month basis and corresponds to **30% of the monthly basis for calculating family benefits at the 1st January current year.**

Who to contact

- HRD - STEPS Department- Social Policy Unit (social action sector): actionsociale@inrae.fr

To find out more



Memo no. 2024-05 dated 27 February 2024 pertaining to social action benefits

Memo no. 2012-14 dated 31 January 2012 pertaining to the 2012 reference family quotient for child welfare for child-related subsidies

HR Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/les-prestations-enfance>



Contribution to the costs of specialised holiday centre stays for children living with disabilities

This benefit is granted for children living with disabilities who stay at accredited specialised holiday centres run by non-profit organisations or public entities.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.
- Retired staff.
- Guardians of the orphans of civil service staff.
- Guardians of the orphans of non-tenured staff.
- A civil servant's widow or widower.
- A person who is divorced from a civil servant and who has sole custody of the child.

Allowance terms and conditions

- This benefit is paid without any conditions for the child.
- The child, due to their disability rating (at least 50%), must be eligible for the disabled child education allowance.
- The stay must take place in a specialised holiday centre and not be covered by other agencies. In the event that the costs are partly covered by other social assistance services, the amount of the allowance may not exceed the amount paid by the family.
- For fixed-term contract staff, they are eligible for this benefit once they can prove 6 months of seniority

Benefit amount

The rate for this benefit is **€23.96** per day.
Eligible stays may not exceed 45 days per year per child.

Who to contact



- The local ADAS correspondent for your centre.
- French national ADAS Youth sector secretariat:
sapjeunesse-adas@inrae.fr

To find out more



Memo no. 2024-05 dated 27 February 2024 pertaining to social action benefits

Memo no. 2012-14 dated 31 January 2012 pertaining to the 2012 reference family quotient for child welfare for child-related subsidies

ADAS-INRAE Intranet: <https://www.adas-inrae.fr/>



2. Children's camp and holiday benefits





Contribution to the living costs for children attending holiday day camps or centres aérés (outdoor centres)

This benefit is designed to cover part of the costs for the children of staff at holiday day camps. These are holiday venues (including outdoor centres) that host children during the daytime when there are school holidays and free time and which offer a choice of different activities.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.
- Retired staff.
- Guardians of the orphans of civil service staff.
- Guardians of the orphans of non-tenured staff.

Allowance terms and conditions

Dependent children must be under the age of 18 as of the first day of the camp.

Recreational centres must be accredited by the Ministry responsible for youth and sports.

For fixed-term contract staff, they are eligible for this benefit once they can prove 6 months of seniority

Benefit amount

The average daily reference allowance is:
- **€6.06** for a full day;
- **€3.06** for half-day sessions.



Who to contact



- The local ADAS correspondent for your centre.
- French national ADAS Youth sector secretariat:
sapjeunesse-adas@inrae.fr

To find out more



Memo no. 2024-05 dated 27 February 2024 pertaining to social action benefits

Memo no. 2012-14 dated 31 January 2012 pertaining to the 2012 reference family quotient for child welfare for child-related subsidies

ADAS-INRAE Intranet: <https://www.adas-inrae.fr/>



Contribution to the living costs for children staying at holiday camps

This benefit is designed to cover part of the costs staff pay for their children who stay at holiday camps with accommodations during their school holidays (summer camps, preschool holiday centres, group holiday camps for teenagers, summer sports centres).

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.
- Retired staff.
- Guardians of the orphans of civil service staff.
- Guardians of the orphans of non-tenured staff.

Allowance terms and conditions

- Dependent children must be under the age of 18 as of the first day of the camp.
- The stay must take place in a holiday camp:
 - organised or funded by French Government offices, public bodies or Social Security agencies;
 - managed by the not-for-profit and mutual aid insurance sector.
- The holiday camp must be accredited by the Departmental Youth and Sports Service of the organiser's registered main office.
- The camp may be located in metropolitan France, in a French overseas department or abroad.
- For fixed-term contract staff, they are eligible for this benefit once they can prove 6 months of seniority.

Benefit amount

The reference rates for stays by children in holiday camps with accommodation are:
- **€8.40** for children under the age of 13;
- **€12.70** for children aged 13 to 18.

The employer's contribution to the costs of holiday camps with accommodation for the children of eligible staff is limited to 45 days per year per child.

Who to contact



- The local ADAS correspondent for your centre.
- French national ADAS Youth sector secretariat:
sapjeunesse-adas@inrae.fr

To find out more



Memo no. 2024-05 dated 27 February 2024 pertaining to social action benefits

Memo no. 2012-14 dated 31 January 2012 pertaining to the 2012 reference family quotient for child welfare for child-related subsidies

ADAS-INRAE Intranet: <https://www.adas-inrae.fr/>



Contribution to the costs of language stays

This benefit is designed to cover part of the costs staff pay for their children to take part in recreational cultural visits abroad (mainly language-learning, educational or sports) with accommodations, either in host families or at an organised centre, solely during the school holidays.



Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.
- Retired staff.
- Guardians of the orphans of civil service staff.
- Guardians of the orphans of non-tenured staff.

Allowance terms and conditions

- Dependent children must be under the age of 18 as of the first day of the camp.
- The trips must be organised or funded by French Government agencies, either directly or via a contract with a service provider.
- These stays must take place during the school holidays.
- For fixed-term contract staff, they are eligible for this benefit once they can prove 6 months of seniority.

Benefit amount

The approved daily reference rate is:

- **€8.40** for children under the age of 13;
- **€12.71** for children aged 13 to 18.

The total number of days for this benefit may not exceed 21 per year.

Who to contact



- The local ADAS correspondent for your centre.
- French national ADAS Youth sector secretariat:
sapjeunesse-adas@inrae.fr

To find out more



Memo no. 2024-05 dated 27 February 2024 pertaining to social action benefits

Memo no. 2012-14 dated 31 January 2012 pertaining to the 2012 reference family quotient for child welfare for child-related subsidies

ADAS-INRAE Intranet: <https://www.adas-inrae.fr/>



Contribution to the costs of stays as part of the educational system

This benefit is designed to cover part of the costs staff pay for their children to participate in stays as part of the educational system (on-site cultural classes; discovery, environmental, heritage classes, or stays as part of educational exchange programmes). Such stays may take place in France or abroad.



Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.
- Retired staff.
- Guardians of the orphans of civil service staff.
- Guardians of the orphans of non-tenured staff.

Allowance terms and conditions

The child must be under the age of 18 at the beginning of the school year.

The stay must take part during the school term as part of the educational system and the minimum length of stay is five days.

For fixed-term contract staff, they are eligible for this benefit once they can prove 6 months of seniority.

Benefit amount

The approved average reference rate is:

- **€87.05** for stay of at least 21 consecutive days;
- **€4.14** per day for stays of between 5 and 21 days.

Who to contact



- The local ADAS correspondent for your centre.
- French national ADAS Youth sector secretariat:
sapjeunesse-adas@inrae.fr

To find out more



Memo no. 2024-05 dated 27 February 2024 pertaining to social action benefits

Memo no. 2012-14 dated 31 January 2012 pertaining to the 2012 reference family quotient for child welfare for child-related subsidies

ADAS-INRAE Intranet: <https://www.adas-inrae.fr/>



3. Holiday and recreation benefits





Holiday Vouchers

A Holiday Voucher is issued in your name by the *Agence nationale du Chèque-Vacances* (French national holiday voucher agency - ANCV) and may be given to public entities and accredited service providers to pay for costs beneficiaries incur for their holidays (transport, accommodations, meals, recreational activity costs). DOCAPOST BPO manages Holiday Voucher requests for INRAE.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.

Allowance terms and conditions

Holiday vouchers are based on the voluntary savings of staff members who meet their eligibility requirements, which INRAE then adds a top-up to.

Benefit amount

INRAE top-up rate is applied to the savings that Holiday Voucher beneficiaries have previously made. This rate is **10%, 15%, 20%, 25% or 30%** and is set based on the reference tax income (RFR) and the number of tax units for applicant's family.

Staff under the age of 30 at the time they apply to join the plan, who are currently working and meet the eligibility requirements for this benefit, receive a **35%** top-up to their savings.

Who to contact

- DOCAPOST BPO's management department.
Website: <https://offrece.docapost-bpo.com/web/inscription?org=87a6f984bdf3a2f1b1a13645e002b2a1>
- Your centre's HR department

To find out more



Memo no. 2024-05 dated 27 February 2024 pertaining to social action benefits

Website: <https://www.ancv.com/>

RH Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/les-prestations-vacances-et-loisirs>



Contribution to the costs of stays at accredited family holiday centres and at *Gîtes de France* accommodations for children accompanying their parents

This benefit is designed to cover part of the costs staff pay for their children to stay in not-for-profit or social tourism facilities in France or the French overseas departments and territories, i.e.:

- in Maisons Familiales (family homestays) or holiday villages (accredited by the Ministries responsible for health or tourism), including hostels or tent villages that provide group services, whatever the room and board arrangements may be, i.e. full board, half-board or rental;
- in venues that have the «*Gîtes de France*» label (accredited by the departmental offices of the national «*Gîtes de France*» federation), i.e. cottages, lodges or hostels, bed & breakfasts as well as homestays in accredited families for unaccompanied children aged 4 to 13.

Municipal or private campgrounds are not approved venues for such stays.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.
- Retired staff.
- Guardians of the orphans of civil service staff.
- Guardians of the orphans of non-tenured staff.

Allowance terms and conditions

- Dependent children must be under the age of 18 as of the first day of the camp.
- When a child has a recognised disability of at least 50%, the age limit is raised to 20 and there are no resource criteria.
- For fixed-term contract staff, they are eligible for this benefit once they can prove 6 months of seniority.

Benefit amount

The approved average reference rate is:

- **€8.84** for stays in full- or half-board;
- **€8.40** for other stays without meals included.

The employer's contribution to the costs of holiday camps with accommodation for the children of eligible staff is limited to 45 days per year per child.

Who to contact



- The local ADAS correspondent for your centre.
- French national ADAS Youth sector secretariat:
sapjeunesse-adas@inrae.fr

To find out more



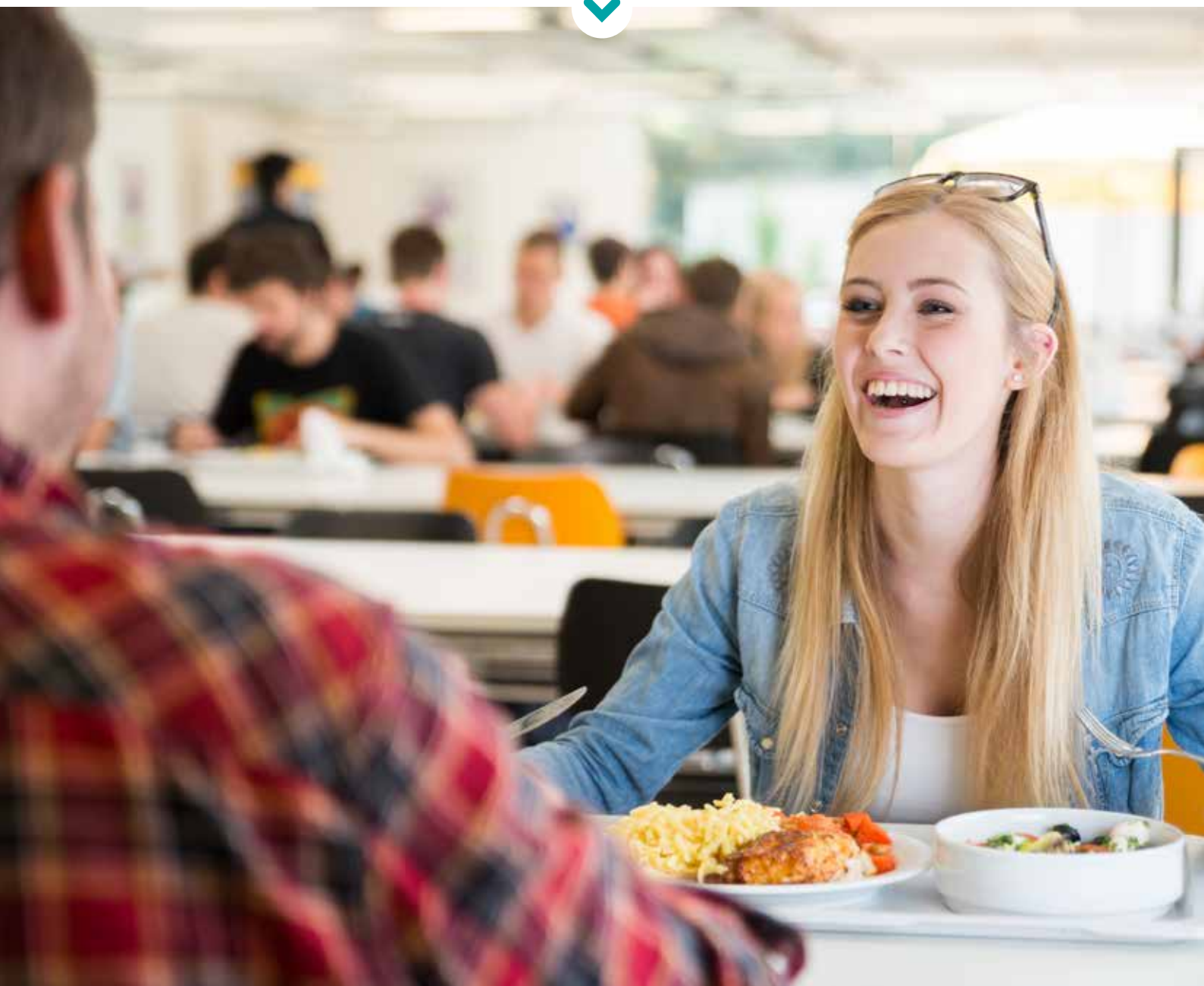
Memo no. 2024-05 dated 27 February 2024 pertaining to social action benefits

Memo no. 2012-14 dated 31 January 2012 pertaining to the 2012 reference family quotient for child welfare subsidies

ADAS-INRAE Intranet: <https://www.adas-inrae.fr/>



4. Institutional food services





Access to institutional food services

A variety of food services are available to INRAE staff.

The Institute provides all our staff, whatever their status, access to institutional food services in the facilities' canteens or, when the unit is located at a site that hosts several bodies (joint research units), in shared canteens, known as RIE.

There are agreements in place with outside food services so our staff can benefit from special rates for their meals in the form of a reduction in prices via a subsidy paid to a managing agency.

For staff assigned to isolated units with no in-house canteen, INRAE can negotiate agreements with local restaurants near the unit so as to offer special-rate restaurant services.

In addition, retired French Government staff and their spouses can eat at in-house canteens, whatever their original administrative department, but they cannot benefit from the meals entitlement. They may also be subject to specific admission rules if service arrangements require that.

Institutional food services are jointly managed by the Human Resources Department, the Directorate for Coordination of Research Support Services and each centre.





Meal subsidy

This involves a contribution to the price of meals served at institutional and inter-institutional food services (French and local government and public sector businesses) and, when no such services exist, in private-sector restaurants, particularly, in company canteens that have agreements with INRAE.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.
- Trainees and people on university study or vocational training internships.

Allowance terms and conditions

- The staff member must provide proof of a net index equal to or lower than 638 (INM: 539).
- The restaurant near the staff member's place of work must be an institutional canteen or a private-sector restaurant or company canteen that has an agreement with INRAE

Benefit amount

The amount of this contribution is **€1.47** per meal.

This amount is deducted from the cost of each of your meals.



Who to contact

- Your centre's HR department

To find out more



Circulars FP/4 no. 1931 and 2B no. 256 dated 15 June 1998 and B9 no. 11-MFPF1132346C.

Memo no. 2024-05 dated 27 February 2024 pertaining to social action benefits



5. Housing



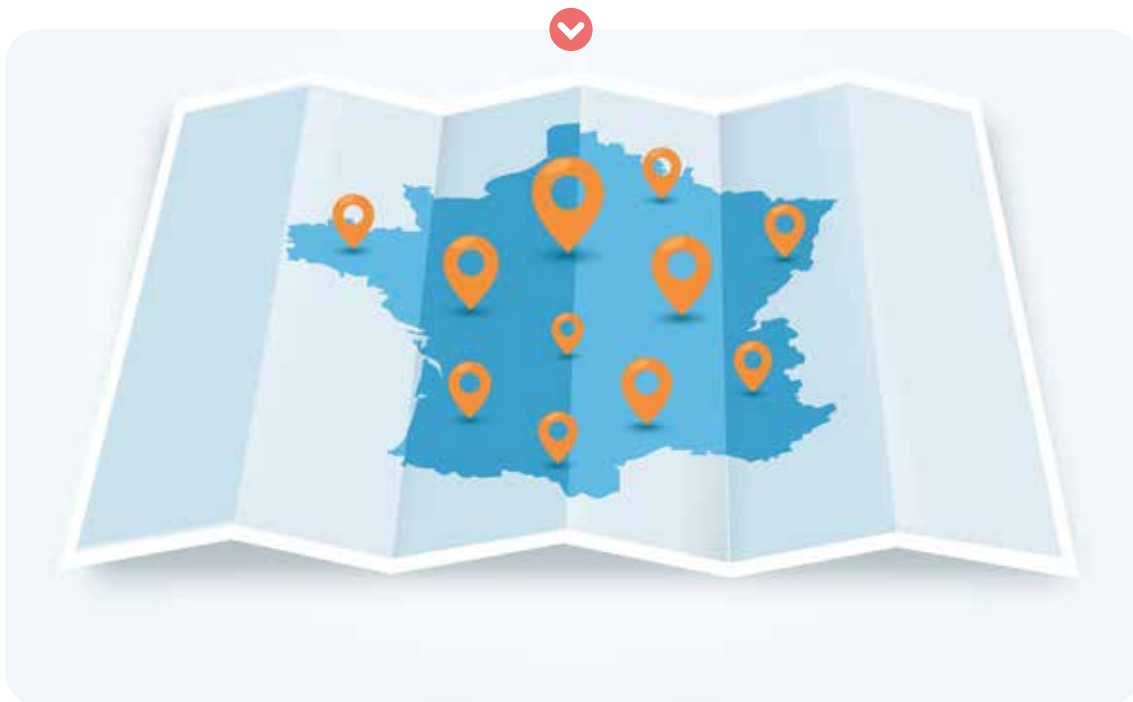


Reserved units in social housing

As the person responsible for ensuring housing entitlements, the prefect has the right to reserve, free of charge, units in social housing as part of their «prefectural quotas». Some 5% of those quotas benefit the staff of the French Government and its public institutions.

Who is eligible?

As an INRAE tenured staff member or during your probationary period or as a contractual staff member, you are eligible to submit a request to either the prefectural services of your department or your mayor's office, when the latter has been assigned management of such housing by the prefect.



Who to contact

- Your centre's HR department.
- Your centre's social services officer.

To find out more



French civil service site:
<https://www.fonction-publique.gouv.fr/logement>

Housing grants section of the French Civil Service
Ministry: <https://www.fonction-publique.gouv.fr/bourse-au-logement-balae>



Staff establishment assistance

Staff establishment assistance (AIP) is designed to support access to rental housing for civil servants (tenured and those on their probationary period) by covering part of the initial costs of setting up a household.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Staff living with a disability who have been recruited on the basis of Article 27 of amended Law no. 84-16 dated 11 January 1984 on regulatory provisions pertaining to the French civil service.
- Currently employed contractual staff with contracts of at least 1 year or several successive contracts totalling at least 1 year over the 24 months preceding their application to receive the aid.
- Staff recruited via the «Pacte» (access plan for territorial, French Government and hospital civil service careers) pursuant to Article 22a of amended law no. 84-16 dated 11 January 1984 setting out regulatory provisions for the French civil service.

Allowance terms and conditions

In order to be eligible for the AIP, you must have a reference tax income (RFR) from two years ago that is equal to or less than:

Tax units	Maximum reference tax income (RFR)
1	€28,047
1.25	€31,380
1.5	€34,714
1.75	€38,049
2	€41,383
additional 0.25	+€3,334

In addition to the above-mentioned resource requirements, the staff member must meet the following conditions:

- successfully passed a competitive exam at INRAE (open competitive exam, closed in-house competitive exam)
- recruited on the basis of Article 27 of amended Law no. 84-16 dated 11 January 1984 on regulatory provisions pertaining to the French civil service
- currently employed contractual staff with contracts of at least 1 year or more or several successive contracts totalling at least 1 year over the 24 months preceding their request to receive the aid
- staff member recruited via the «Pacte» (access plan for territorial, French Government and hospital civil service careers) pursuant to Article 22a of amended law no. 84-16 dated 11 January 1984 setting out regulatory provisions for the French civil service.

Finally, the staff member must submit their application no later than 24 months after their recruitment or assignment AND no later than 12 months after signing the rental agreement.



Benefit amount

Whether this involves a generic AIP or an AIP-Ville, the maximum amount of aid varies depending on the applicant's region of assignment.

- **€1500** for staff residing in any municipality in a designated «ALUR zone» as set out by Decree no. 2013-392 dated 10 May 2013 pertaining to the scope of application of the annual tax on vacant housing introduced by Article 232 of the general income tax code, as well as for staff mainly carrying out their duties in the urban policy's priority neighbourhoods;

- **€700** for staff assigned to regions other than those mentioned above.

The AIP amount may not exceed the actual amount of expenses undertaken by the staff member for the first rental month, including the provision for utility costs, plus agency fees or those for drafting the lease charged to the staff member, the security deposit and removal costs.



Who to contact

- HRD - STEPS Department- Social Policy Unit (social action sector): actionsociale@inrae.fr
- Your centre's HR department

To find out more

Memo no. 2023-73 dated 19 September 2023
pertaining to establishment assistance for INRAE staff.

HR Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/le-logement>



Rental housing establishment loan

An establishment loan is designed to cover all or part of the costs of moving into an empty or furnished rental unit after being hired by INRAE, such as:

- paying all or part of the security deposit required when the lease agreement is signed;
- removal costs;
- purchase of basic furniture and appliances.

Optional unpaid-rent coverage is provided by the banking institution that holds the subsidised loan market, i.e. Crédit social des fonctionnaires (CSF).

Who is eligible?

- Civil servants (tenured and those on their probationary period) recruited through open or closed competition exams.
- Seconded tenured staff.
- Non-tenured public-sector staff with contracts with an initial term of 12 months.
- Contract staff recruited via the «Pacte» (access plan for territorial, French and hospital civil service careers) pursuant to Article 22a of amended law no. 84-16 dated 11 January 1984 setting out regulatory provisions for the French civil service.
- Staff living with a disability and who have been recruited on a contract basis pursuant to Article 27 of amended Law no. 84-16 dated 11 January 1984 on regulatory provisions pertaining to the French civil service.
- Private-sector contract staff (apprenticeship contracts, subsidized contracts, etc.), with work contracts whose initial term is 12 months.

Allowance terms and conditions

An establishment loan application must be submitted:

- no later than two years after recruitment by INRAE;
- and no later than six months after signing the lease agreement.

It should be submitted to the HRD (Social Policy Unit - social action sector) It can also be submitted to the local human resources department of your assigned centre and they will take the application and send it on to HRD.

Benefit amount

An establishment loan is a personal loan of **€1000 to €3000**.

The applicant is free to choose the amount requested, subject to the loan conditions of the banking establishment that holds the subsidised loan market. As the establishment loan interest is covered by INRAE in the form of a top-up, staff benefit from a **0% rate**.

Who to contact

- HRD - STEPS Department- Social Policy Unit (social action sector): actionsociale@inrae.fr
- Your centre's HR department

To find out more



Memo no. 2008-75 dated 18 September 2008 pertaining to rental housing establishment loans

HR Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/le-logement>



VISALE system: a cost-free surety bond to facilitate access to housing

Most landlords require that a third party act as guarantor or provide surety for the tenant. By providing you with a **rental deposit free of charge**, the VISALE surety bond helps:

- enhance your rental application,
- cover your rent if you have problems paying it at any time during the lease,
- secure private landlord's rental income throughout the lease,
- insure private landlords against damage to the rental property.

Who is eligible?

Staff under the age of 31 whatever their professional status including students or those doing work-study.

Benefit amount

In the event of difficulties, the VISALE surety bond covers the rental fees and utility costs set out in the lease along with any damage to the rental property, at any time during occupation of the property, including in those cases where the lease is renewed.

The advances provided by "Action Logement Services" have to be reimbursed by the tenant to Action Logement Services, by means of a clearance, where necessary.
Unpaid rent and utility costs are covered up to:

- 36 months of rental and utility cost arrears in private sector rental properties
- 9 months of rental and utility cost arrears in social (or similar) housing

Rental damage is covered up to 2 months of rent and utilities as set out in the rental agreement for housing in the private rental sector:

- the costs of restoring the rental unit are covered in the event of damage attributable to the tenant, barring the costs to restore furniture and furnishings.
- rental damage is recorded at the tenant's departure by comparing the entry and exit property inspections conducted in the presence of both parties or by a bailiff's report.

Who to contact



INRAE is not responsible for managing and monitoring this program. Interested staff must contact the VISALE support unit directly: - Phone : 0970 800 800 (open Monday to Friday from 9 a.m. to 6 p.m. - toll-free number) - Website: <https://www.visale.fr/>

VISALE. 
CONNECTE EMPLOI ET LOGEMENT



ADIL (Departmental Housing Information Agency) office

The ADIL's mandate is to provide information to staff about all the legal, financial and tax issues related to housing. It is an impartial, free and independent agency. ADIL provides information to users about their rights and responsibilities, about housing options suited to their needs, particularly about the conditions for access to rental properties, and about the legal and financial aspects of their homeownership projects, barring any litigation or administrative or commercial proceedings.

Benefit

ADIL plays a role in prevention, particularly for at-risk populations, by safeguarding households' decision-making, particularly on the legal and financial levels. The advice provided is based on the skills of legal professionals trained in all housing-related areas.

The network's geographical coverage allows them to provide households with neighbourhood services and effectively support public policy where people live.

You can get advice on the **1st and 3rd Thursday each month**, from **9.30 a.m. to 4.30 p.m.**, except in August.



Who to contact



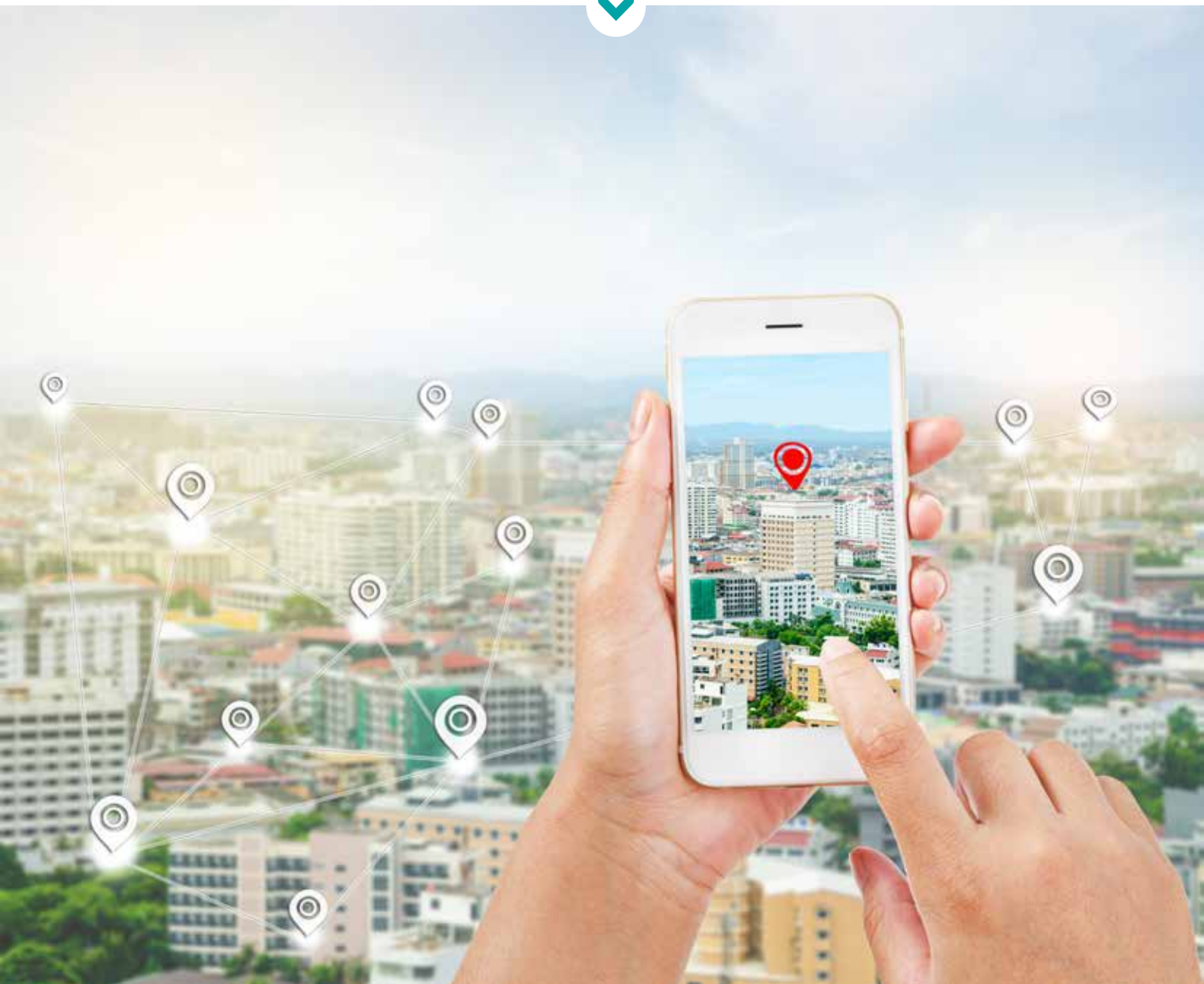
ADIL's contact information:

- by phone at 01 42 75 94 45
- or by email at: contactadil@inrae.fr
- at INRAE's Head Office - 147 rue de l'Université
75007 PARIS (ground floor - room Visio 2)





6. Mobility





Mobility loans

INRAE may propose to staff to move to another geographic site to take up new duties at the Institute's request. Mobility loans are granted to tenured staff who take part in geographic mobility following a decision by INRAE to create, restructure, delocalise or close a research, experimental or support unit.

Who is eligible?

Tenured staff who submit an application, without any resource or rank requirements, and who take part in geographic mobility within INRAE leading to a change in administrative residence of at least 20 kilometres.

Allowance terms and conditions

Staff has one year from the date of commencement of duties as set out in the transfer order to apply.
Mobility loan applications are submitted to the HRD (Social Policy Unit) or to the local human resources management department of your assigned centre, which will take the application and send it on to HRD.
Only one loan per household.

Benefit amount

INRAE offers staff who have accepted to move their place of residence following the restructuration, delocalisation or closing of their unit, an INRAE-subsidised loan of between **€3000** and **€10,000** as decided by the applicant. INRAE covers all the interest costs for such loans, and so the staff member has a **rate of 0%**. The insurance premium is provided when the loan is taken out.

Who to contact

- HRD - STEPS Department- Social Policy Unit (social action sector): actionsociale@inrae.fr
- Your centre's HR department

To find out more

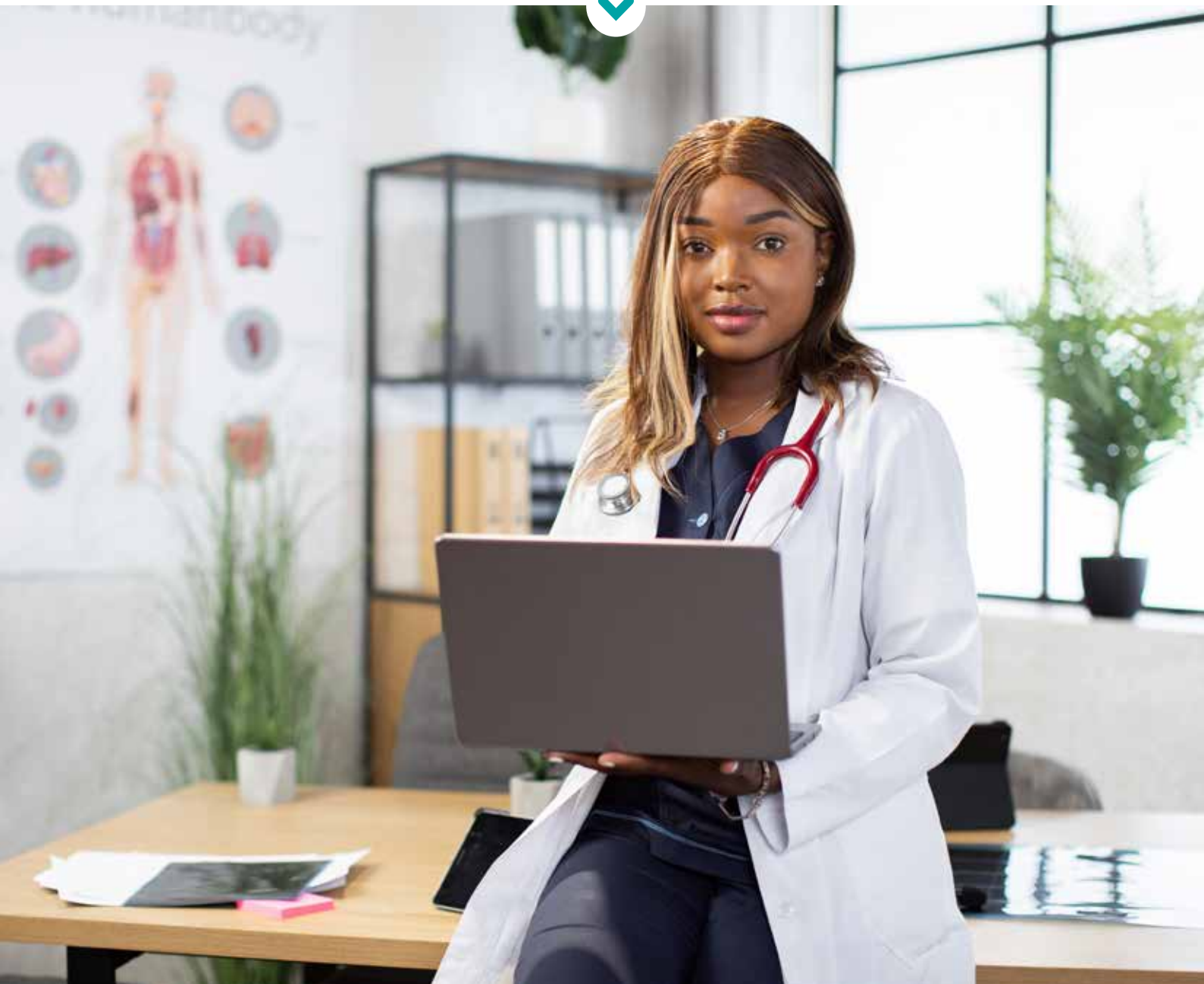


Memo no. 2007-64 dated 18 October 2007 concerning unit life cycles and Memo no. 2011-11 dated 8 February 2011 concerning mobility loans

HR Intranet : <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/le-pret-a-la-mobilite>



7. Health and welfare





CESU: «unusual medical situation»

The universal employment services voucher (CESU) is a special means of payment that can be used to pay for a variety of personal services costs such as assistance for dependent people, third party assistance, home care or hospitalisation, psychological support, or even help with administrative or computer tasks, sign language interpretation, housework and odd jobs, driving, childcare, etc.

The CESU consists of a booklet of special payment vouchers that are printed with a face value and the beneficiary's ID info.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.
- People hired as part of a work contract governed by the provisions of the Labour Code (apprenticeship contracts, subsidized contracts).
- The spouse, ascendants and descendants of eligible staff members may also use this service.

Allowance terms and conditions

Dealing with health problems linked to a particularly grave event that has led to partial or total disability, on a one-time and exceptional basis (hospitalisation, bedrest for pregnant women, caring for a sick parent or child).

Submit a medical certificate from the attending physician stating that the requesting staff member or one of their close family members, i.e. spouse, dependent ascendant or descendent, is eligible for the CESU for such exceptional medical situations.

Benefit amount

The amount of aid INRAE provides is adjusted based on:

- the reference tax income (RFR) shown on the income tax sheet;
- the number of tax units in applicant staff member's household.

Three set yearly amounts are offered based on a scale of **€350**, **€600** or **€1000** in a single payment (one transfer per year per staff member).

Who to contact

- HRD - STEPS Department- Social Policy Unit (social action sector): actionsociale@inrae.fr
- Your centre's HR department

To find out more



Memo no. 2020-21 dated 30 January 2020 pertaining to the introduction of the universal services employment voucher (CESU) for unusual medical situations

HR Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/les-situations-medicales-exceptionnelles>



The tables below provide detailed information based on the applicant's family status, adjustment to the aid based on the RFR and the number of tax units.

Tax units	Reference tax income (in euros)			
	Up to	From	to	Beginning at
jusqu'à 1.25	28 350	28 351	37 799	37 800
1.5	28 900	28 901	38 349	38 350
1.75	29 450	29 451	38 899	38 900
2	30 001	30 002	39 449	39 450
2.25	30 550	30 551	39 999	40 000
2.5	31 100	31 101	40 549	40 550
2.75	31 650	31 651	41 099	41 100
3	32 200	32 201	41 648	41 649
3.25	32 750	32 751	42 198	42 200
3.5	33 300	33 301	42 749	42 750
3.75	33 850	33 851	43 299	43 300
4	34 400	34 401	43 848	43 849
0.25 per additional unit	+ 550	+ 550	+ 550	+ 550
Yearly amount of aid (in €)	€1,000	€600		€350





Supplementary social protection

A new mandatory health insurance coverage starting April 2026.

From April 2026, a new supplementary social protection scheme (PSC) covering health and provident benefits will be introduced by the Ministry of National Education, Higher Education and Research (which INRAE is attached to for this matter).

All active INRAE employees will be automatically enrolled in the new group health contract (unless exempt*), provided by the MGEN/CNP Assurances consortium.

The basic plan will cover a wide range of medical expenses, with two optional upgrades available.
Family-friendly rates through reinforced solidarity measures.
Extra services: social support and health prevention programmes.

The employer will pay 50% of your basic plan contribution.
If you choose an optional upgrade, the employer will also cover 50% of its cost, up to €5 per month.

This new scheme will replace the current €15 monthly subsidy (in place since January 2022).
The enrolment process will take place in autumn 2025.

**Exemption criteria are still under negotiation.*

For more information, please visit the Ministry of Research and Higher Education website:
<https://www.enseignementsup-recherche.gouv.fr/fr/PSC>

To find out more



HR Intranet : <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/la-protection-sociale-complementaire>



Partial reimbursement of social protection premiums

French Government staff can benefit from reimbursement of part of their complementary social protection premiums. This contribution of €15 gross per month is designed to cover part of their health costs

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Contract staff in both the public and private sectors.

Allowance terms and conditions

The staff member must have a social protection policy covering pregnancy-, illness- or accident-related costs, individually or as a dependent. They must pay the premiums as the policy holder or their dependent with one of the following types of services: a mutuelle insurance, a provident institution or an insurance company.

This system also concerns staff who are enrolled in one of the six mutual insurance societies listed by their line ministry, as well as those who have a policy with a supplementary social protection agency, as long as they fulfil the eligibility requirements.

Staff and the premiums they pay to their mutual insurance societies are not covered by this system if those premiums are subject to full or partial individual reimbursement by another employer.

Benefit amount

This system provides a fixed gross monthly reimbursement of **€15** within the limits of the premiums the staff member actually pays. For all premiums under €15 per month, the reimbursement will equal the amount of the premium.



Who to contact

- HRD - STEPS Department- Social Policy Unit (social action sector): actionsociale@inrae.fr
- Your centre's HR department
- Your centre's social services officer.

To find out more

Memo no. 2021-81 dated 17 December 2021
pertaining to supplementary social welfare protection
at INRAE

HR Intranet : <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/la-protection-sociale-complementaire>





Allowance for staff staying in a rest home

This allowance is provided to staff staying with their child/children in a rest home or convalescence facility..

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.



Allowance terms and conditions

- This stay must be carried out under medical prescription.
- The stay must take place in a French Social Security-approved facility.
- Dependent children must be under the age of 5 at the time of the stay..

Benefit amount

The allowance amount depends on the length of the stay (no more than 35 days per year) and the average daily rate of this grant set each year by the Civil Service. It will be paid as a lump sum at the end of the stay.

The daily amount is **€26.16** per day per child

Who to contact

- HRD - STEPS Department- Social Policy Unit (social action sector): actionsociale@inrae.fr
- Your centre's HR department

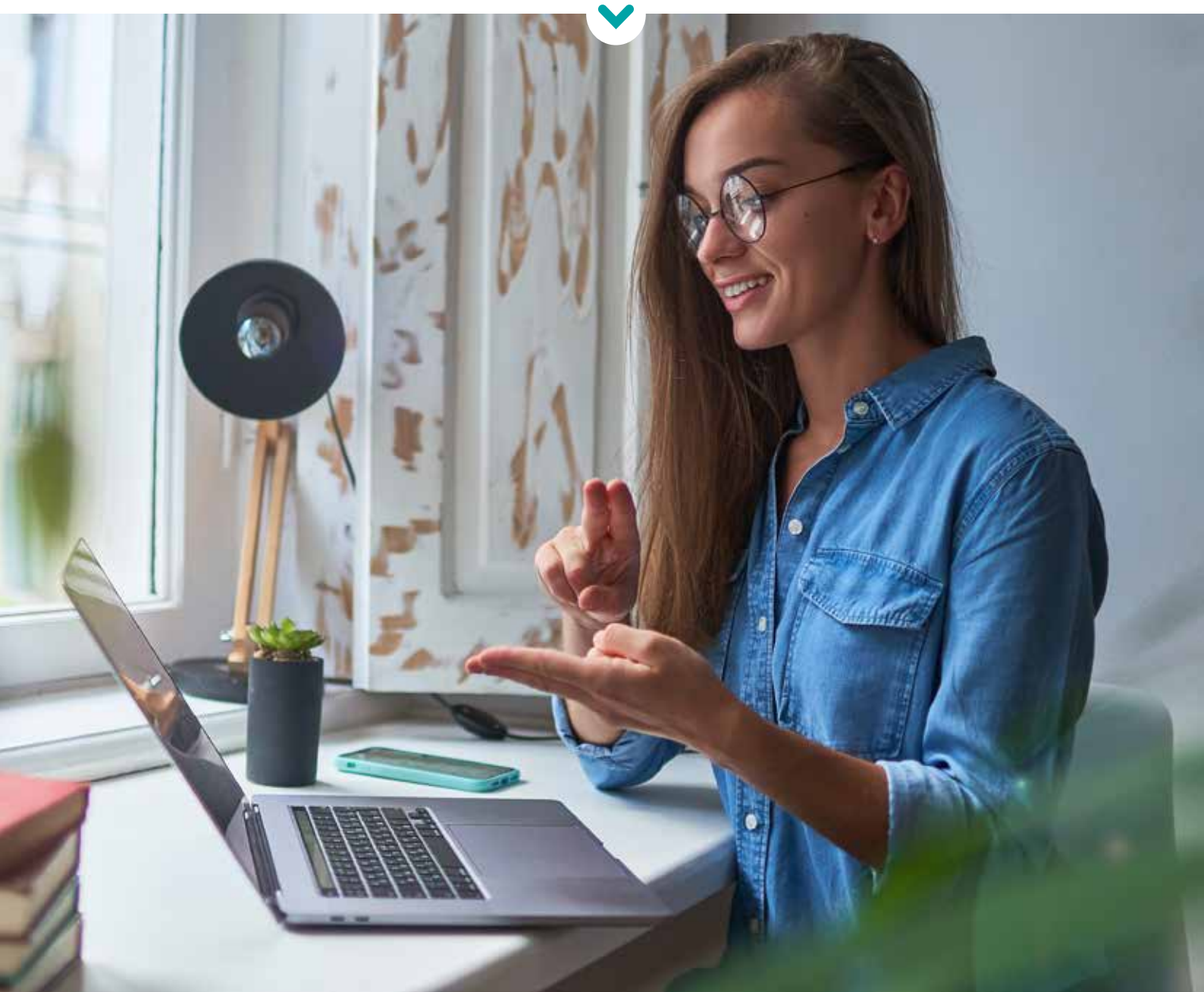
To find out more



Memo no. n°2024-05 dated 27 February 2024
pertaining to social action benefits

Intranet RH : <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/les-situations-medicales-exceptionnelles>

8. Disability policy





Disability Unit and «Disability and Accessibility» Group

The Disability Unit and «Disability and Accessibility» Group process funding requests related to workstation accommodations and accessibility at the workplace, respectively, in order to help compensate for any disabilities experienced by staff members.

This may involve providing appropriate equipment, technical assistance, suitable transport, assistance from specific professionals (e.g. sign language interpreters, ergonomists) or, in terms of accessibility, automated doors and accessible parking places.

The Disability Unit and «Disability and Accessibility» Group meet several times a year.

Who is eligible?

Any staff member living with a disability may receive assistance from the Disability Unit or «Disability and Accessibility» Group.

Allowance terms and conditions

Assistance from the Disability Unit or «Disability and Accessibility» Group is based on applications whose processing is coordinated by the centre president (PC) and/or director of the support services unit (DSA) of the centre involved.

Applications consist of a number of memos submitted by local human resource management staff (e.g. doctor, occupational health and safety adviser).

Benefit amount

Funding amounts are based, in particular, on the rates set by the FIPHFP.



Who to contact

- HRD - STEPS Department- Social Policy Unit - Disability unit: handicap@inrae.fr
- Your centre's HR department
- Your centre's disability adviser

To find out more



Catalogue of assistance provided by the FIPHFP (Fund for the inclusion of disabled people in the civil service workforce), FIPHFP website: <http://www.fiphfp.fr/>

RH Intranet : <https://ressources-humaines.intranet.inrae.fr/carriere/handicap/maintien-dans-l-emploi-et-accessibilite>



CESU: «Disability Compensation»

The universal employment services voucher (CESU) is a special means of payment that can be used for a variety of personal service costs such as assistance for dependent people, third party assistance, home care or hospitalisation, psychological support, or even help with administrative or computer tasks, sign language interpretation, housework and odd jobs, driving, childcare, etc.

The CESU consists of a booklet of special payment vouchers that are printed with a face value and the beneficiary's ID info.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.
- People hired as part of a work contract governed by the provisions of the Labour Code (apprenticeship contracts, subsidized contracts).

Allowance terms and conditions

Recognised as benefiting from hiring requirements i.e.

- hold a valid Disabled Worker Card (RQTH) or valid form of one of the other types of proof given in paragraphs 1°, 2°, 3°, 4°, 9°, 10° and 11° of Article L.5212-13 of the Labour Code;
- or having been reassigned as set out in Article 63 of the law of 11 January 1984 on regulatory provisions pertaining to the French civil service

Benefit amount

The amount of aid INRAE provides is adjusted based on:

- the reference tax income (RFR) shown on the income tax sheet;
- the number of tax units in applying staff member's household.

Three fixed yearly amounts are provided based on a scale of **€350, €600 or €1000** paid in a lump sum (one payment per year per staff member).

Who to contact

- > By mail: Domiserve (dispositif INRAE)
106, avenue Max Dormoy - 92160 MONTROUGE
- > By email: inrae@domiserve.com
- > By phone: 01 76 49 87 37

- Your centre's HR department
- The disability adviser for your centre

To find out more



Memo no. 2020-21 dated 30 January 2020 pertaining to the introduction of the universal employment services voucher (CESU) to compensate for disabilities.

RH Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/handicap/vos-prestations-cesu-handicap-bonification-cheque-vacances>



The tables below provide detailed information, based on the applicant's family status, on how aid is adjusted according to the RFR and the number of tax units.

Tax units	Reference tax income (in euros)			
	Up to	From	to	Beginning at
jusqu'à 1.25	28 350	28 351	37 799	37 800
1.5	28 900	28 901	38 349	38 350
1.75	29 450	29 451	38 899	38 900
2	30 001	30 002	39 449	39 450
2.25	30 550	30 551	39 999	40 000
2.5	31 100	31 101	40 549	40 550
2.75	31 650	31 651	41 099	41 100
3	32 200	32 201	41 648	41 649
3.25	32 750	32 751	42 198	42 200
3.5	33 300	33 301	42 749	42 750
3.75	33 850	33 851	43 299	43 300
4	34 400	34 401	43 848	43 849
0.25 per additional unit	+ 550	+ 550	+ 550	+ 550
Yearly amount of aid	€1,000	€600		€350





Increase in the value of holiday vouchers for people living with disabilities

A holiday voucher is issued in your name by the *Agence nationale du Chèque-Vacances* (French national holiday voucher agency -ANCV) and can be given to public entities and accredited service providers to pay for the costs incurred by beneficiaries for their holidays (transport, accommodation, meals, recreational activity costs).

DOCAPOST BPO manages holiday voucher applications for INRAE .

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.

Allowance terms and conditions

Recognised as benefitting from hiring requirements, i.e.

- hold a valid Disabled Worker Card (RQTH) or valid form of one of the other types of proof given in paragraphs 1°, 2°, 3°, 4°, 9°, 10° and 11° of Article L.5212-13 of the Labour Code;
- or having been reassigned as set out in Article 63 of the law of 11 January 1984 on regulatory provisions pertaining to the French civil service.

Benefit amount

Holiday vouchers are based on the voluntary savings made by staff members who meet the eligibility requirements, to which INRAE adds a top-up. INRAE top-up rate is applied to the savings that holiday voucher beneficiaries have previously made. This rate is 10%, 15%, 20%, 25%, 30% or 35% and is set based on the reference tax income (RFR) and the number of tax units in the applicant's household. Staff aged 30 and over when they apply to join the plan, who are currently working and meet the eligibility requirements for this benefit, receive a 35% top up to their savings.

The INRAE top up **increases to 30%** for people recognised as benefitting from hiring requirements upon presentation of currently valid proof of their disability.

Who to contact

- HRD - STEPS Department- Social Policy Unit - Disability unit: handicap@inrae.fr
- Your centre's HR department
- The disability adviser for your centre
- DOCAPOST BPO's management department:
<https://offrece.docapost-bpo.com/web/inscription?org=87a6f984bdf3a2f1b1a13645e002b2a1>

To find out more



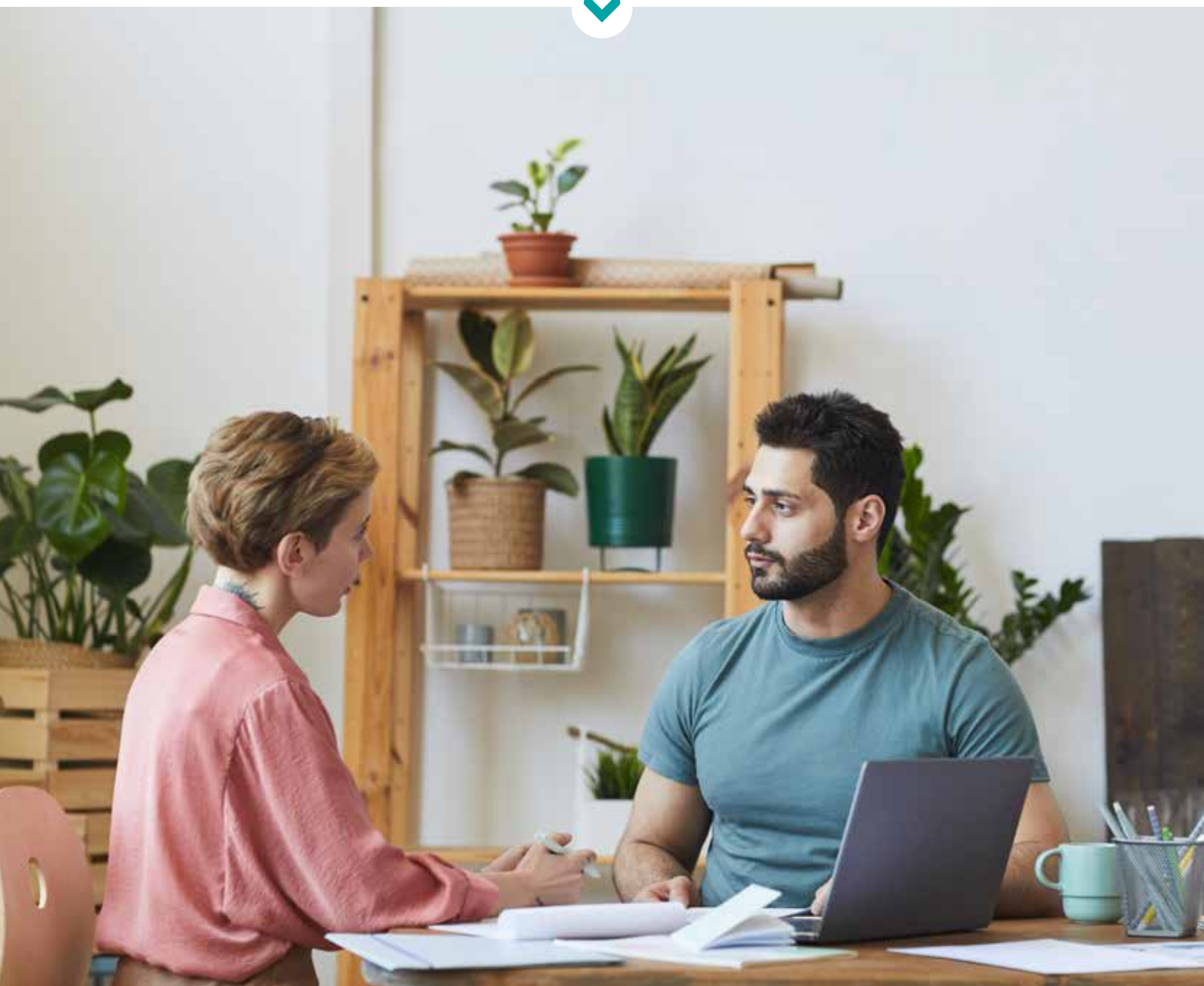
Memo no. 2021-22 dated 16 March 2021 pertaining to the regulations and terms and conditions for INRAE's holiday voucher allowance.

RH Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/handicap/vos-prestations-cesu-handicap-bonification-cheque-vacances>

ANCV Website: <https://www.ancv.com/>



9. Social assistance





Social services

The work of our social services network form part of INRAE's social policy and is designed to facilitate staff's daily lives and professional activities. Towards that end, our network is responsible for offering assistance to help prevent or resolve staff members' difficulties, whether private or professional, individual or collective. This is because people come to the workplace as staff members but also as parents and life partners, so they need to benefit from a global approach that covers all the areas of their lives.

Our social services officers strive to resolve problems with the support of all existing networks both within INRAE and with our outside partners, in a relationship of trust and neutrality. They work with staff while abiding by personal and professional ethics based on the assurance of professional secrecy.

Their role is to listen, support, inform or guide staff who are experiencing private or professional difficulties.

Professional difficulties: workplace adaptation; problems in the working environment; integration during a transfer or new hire; preparation for retirement; readjustment after long-term sick leave; social law.

Personal difficulties: problems making ends meet; difficulties related to illness, disability or accidents; housing; personal and family law (separation, divorce, birth, death, etc.).

This work is carried out in a confidential manner and, where appropriate, in close collaboration with the centre president and the various internal partners of the centre's human resource department (e.g. occupational health physicians, human resource officers, career counsellors), as well as with the support of a network of outside partners, thereby making it possible to offer requesting staff the widest range of action possible (e.g. CAF, Social Security, mutual insurance societies).

Who is eligible?

Social services are available to all paid INRAE staff, whatever their status. This support is also available to retired staff for the first six months after retirement (to ensure effective transfer of their requests) and the dependents of current or retired staff (as specified in the preceding paragraph).

Who to contact

- Your centre's social services officer.

To find out more



HR Intranet: <https://ressources-humaines.inrae.fr/carriere/action-et-prestations-sociales/l-accompagnement-social>



Social loans

Under certain conditions, INRAE can assist staff dealing with exceptional, unavoidable events of a family, social or medical nature or problems related to unusual expenses, via a zero-interest loan.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Public sector contract staff.



Allowance terms and conditions

The staff member must submit a file (loan application) that explains in detail the costs, family income and expenses.

This application will be forwarded to the Commission nationale des aides et des prêts (French national aid and loan commission - CNAP), though the social services officer.

Benefit amount

The ceiling for the loan is **3000 euros at zero-interest**, with a maximum repayment period of 36 months.

Monthly repayments through salary deduction vary from €50 minimum to €100 euros maximum

Who to contact

- HRD - STEPS Department- Social Policy Unit (social action sector): actionsociale@inrae.fr
- Your centre's social services officer.

To find out more



Memo no 2019-16 dated 14 February 2019 on aid and social loans

HR Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/l-accompagnement-social>



Special one-off assistance

In the event of a challenging or unforeseeable situation, special one-off non-reimbursable assistance allows staff to deal with certain problems.

Who is eligible?

- Civil servants (tenured and those on their probationary period).
- Contract staff in both the public and private sectors.

Allowance terms and conditions

The request must be processed through your centre's social services officer.

Benefit amount

The amount of aid is assessed, in collaboration with the requesting staff member, by your centre's social services officer and/or by the social services coordinator.



Who to contact

- HRD - STEPS Department- Social Policy Unit (social action sector): actionsociale@inrae.fr
- Your centre's social services officer.

To find out more



Memo no 2019-16 dated 14 February 2019 on aid and social loans

HR Intranet: <https://ressources-humaines.intranet.inrae.fr/carriere/action-et-prestations-sociales/l-accompagnement-social>



10. Adas-INRAE





Association for the Development of Social Activities

ADAS-INRAE, the not-for-profit (law of 1901) Association for the Development of Social Activities, is a partner of the Institute. Its goal is to promote and organise various social, sports and cultural projects for INRAE's current and retired staff members.

ADAS-INRAE offers **periodic cultural and sports events and activities that promote team spirit and interpersonal relations** between all of INRAE social and professional categories, encourage creativity and personal and/or group development and provide financial support for local initiatives (new activities, courses, classes, visits). ADAS-INRAE also manages child-related social services for the Institute and receives an annual budget from INRAE for that purpose.

There are local sections of ADAS-INRAE in each of INRAE's centres.

Who is eligible?

Current INRAE staff, retired staff and their spouses, partners and dependents who have paid their ADAS subscription fees.



To find out more



To find out more about the activities and financial support ADAS- INRAE offers, please visit their website: <https://intranet.inrae.fr/adas/>



Human Resources Department
147 rue de l'Université – 75338 Paris cedex 07
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