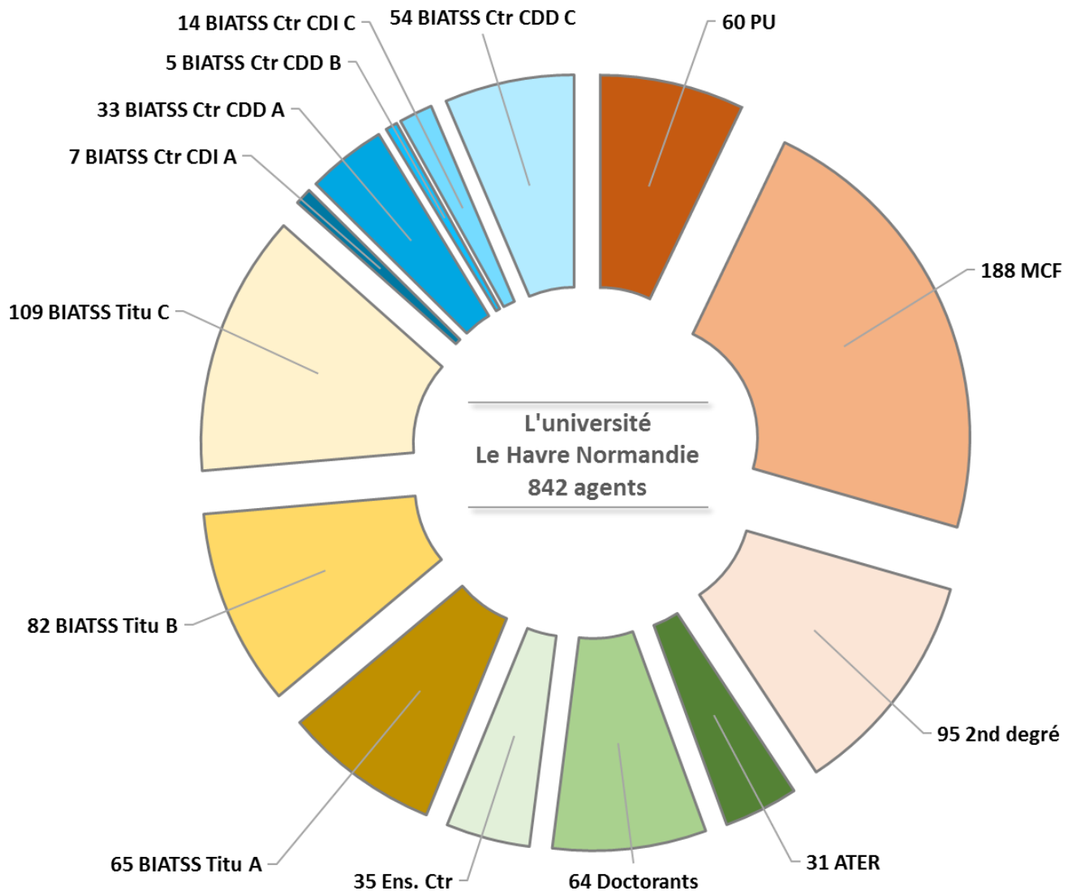
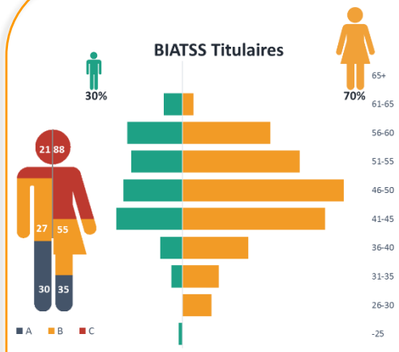
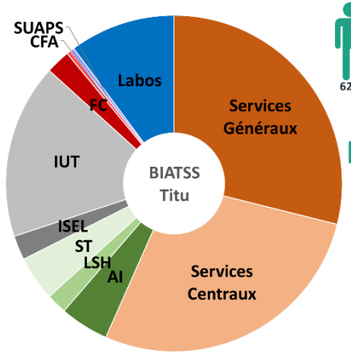
Université
Le Havre
Normandie

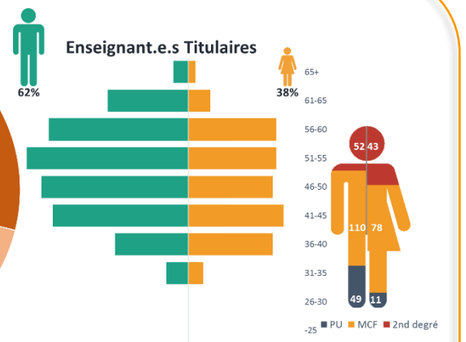
Bilan Social 2016

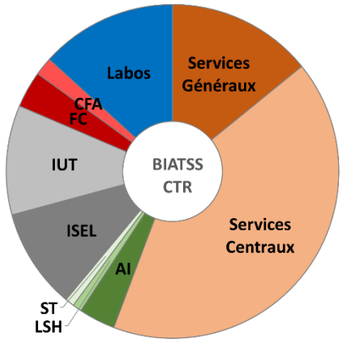


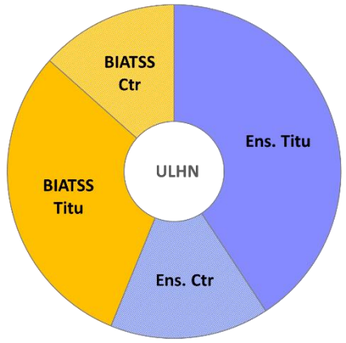
Les Effectifs

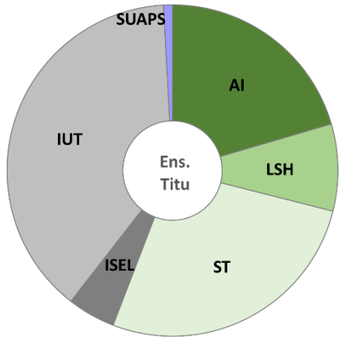


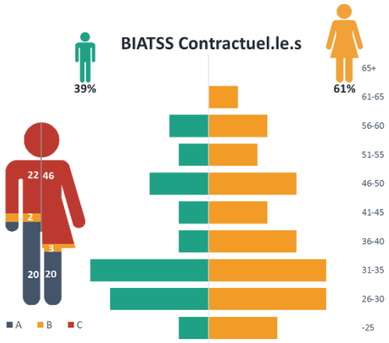


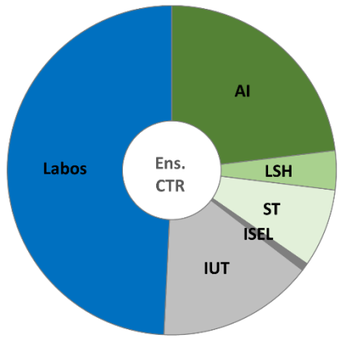


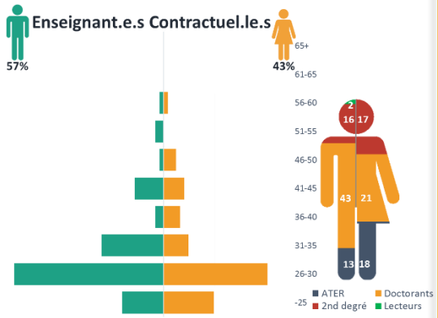








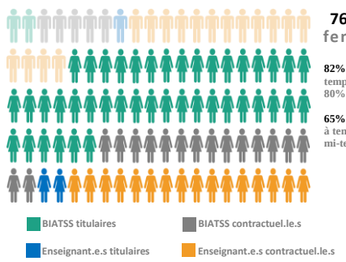




110 entrées :
Concours : **5** ens., **7** BIATSS
Recrutements titu. : **2** BIATSS
Recrutements/renouvellements ctr. : **40** BIATSS, **47** ens.
CAE : **5**
Intégration : **1** BIATSS
Liste d'aptitude : **3**

78 sorties définitives dont :
- **12** retraites titu., **1** retraite ctr.
- **5** départs volontaires (ens. titu.)
- **1** démission titu., **4** démissions ctr.
- **6** concours BIATSS
- **46** fin de contrats
- **1** inaptitude définitive
- **2** décès

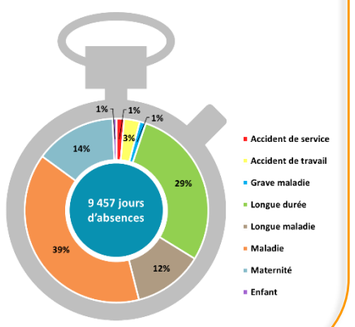
82 temps partiels



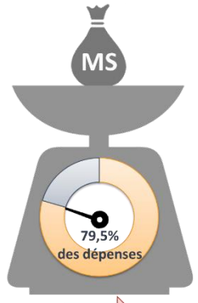
76% de femmes

82% des titulaires à temps partiel sont à 80% ou plus.

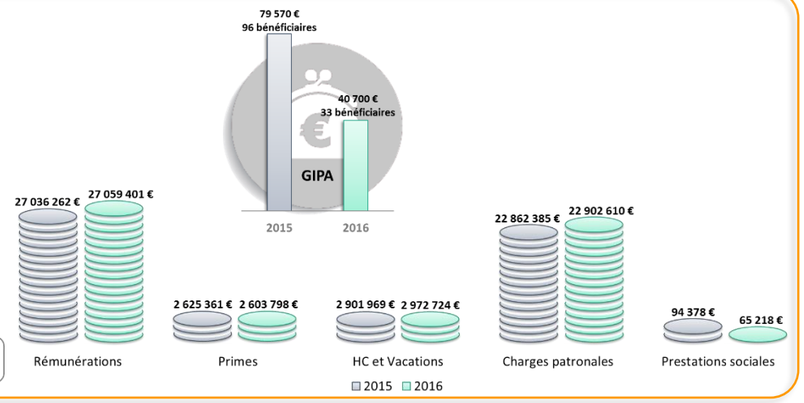
65% des non titulaires à temps partiel sont à mi-temps.



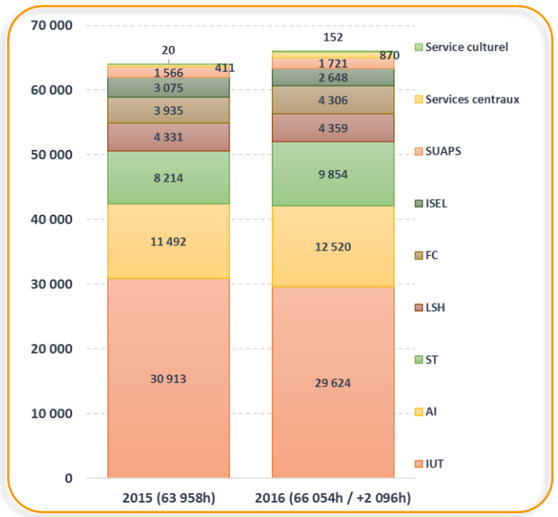
La Masse Salariale



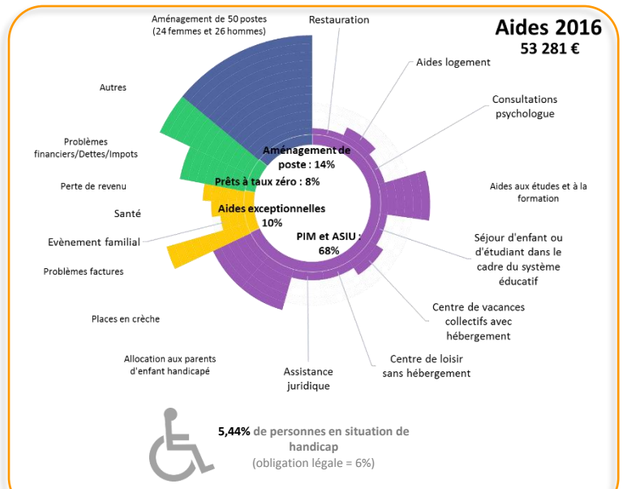
MS	55 520 355 €	+0,15%	55 603 751 €	
INM	5 331 078 2015	-1 117	5 329 961 2016	-1% titu +6% ctr



HC et Vacations

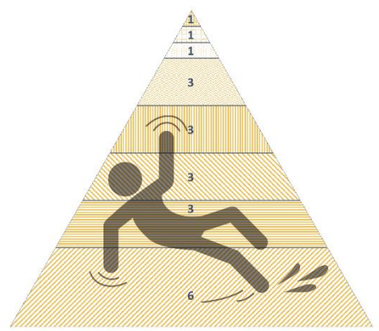


Action Sociale



5,44% de personnes en situation de handicap
(obligation légale = 6%)

Hygiène et Sécurité



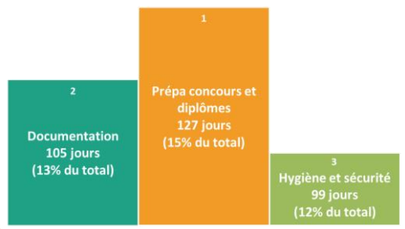
Chute plain pied
Manutention
Heurt/choc
Déplacement
Chute de hauteur
Chute d'objet
Coupure
Ecrasement

La Médecine Préventive

416 agents vus par le médecin

3 études de poste de travail
70 aménagements de postes
2 actions de santé publique
12 jours de formation
1 évaluation des risques en TP de chimie

Formation



381 personnels formés
5 745 heures de formation