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**Abstract**

In France, where most higher education institutions are in the public sector, permanent academic staff at universities and other higher education institutions are tenured and enjoy a broad individual autonomy. The number of staff on short-term contracts is limited. Most part-time staff are drawn from professionals, business executives, and administrators - in both the public and private sectors. In recent decades, the number of teaching-only faculty expanded rapidly as tenured secondary school teachers were transferred to higher education institutions. As universities have acquired some autonomy, especially in academic matters, recruitment and promotion of staff combine elements of centralisation at the national level with local processes. Some degree of pay differentiation has been introduced through a growing use of supplementary compensation. As the system evolves toward increased self-governance of institutions, the autonomy enjoyed by the faculty is seen by administrators as an obstacle to the development of institutional policies. (HRK / Abstract übernommen)