

ENM

ÉCOLE
NATIONALE
DE LA
MAGISTRATURE

Paris - Bordeaux

INSTITUTIONAL BROCHURE





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Ever since it was created in 1958, the French National School for the Judiciary, the *École nationale de la magistrature* or ENM, has been training future and serving judges and prosecutors, professionals exercising judicial functions, members of the court team and judicial auxiliaries. The School addresses know-how and softer skills, judges and prosecutors and other actors in the judicial and legal worlds, the practice of justice and the understanding of society at large.



The French National School for the Judiciary (ENM)



THE FRENCH NATIONAL SCHOOL FOR THE JUDICIARY (ENM)

THE ENM'S FIVE MAJOR MISSIONS

- 1.** Organisation of entrance examinations to recruit future judges and prosecutors, initial and in-service training of the judges and prosecutors of the ordinary branch of the French judiciary.
- 2.** Training of personnel who are not members of the judiciary, but who work in the court system or collaborate closely with the judicial system.
- 3.** Initial and in-service training of foreign future and serving judges and prosecutors.
- 4.** European and international cooperation, in particular through the dissemination of legal and judicial knowledge and the development of foreign legal systems.
- 5.** Research, in particular in the field of comparative judicial practice.

These missions are divided between two large departments, one at the main School in Bordeaux and the other in Paris. The department in charge of recruitment, initial training and research is based on the Bordeaux site, while the department in charge of in-service training, international and specialist professional courses is in Paris.

GOVERNANCE OF THE ENM

The ENM is headed by a Director, Nathalie Roret, who was appointed on 7 October 2020 by a Presidential decree after submission of a report by the Keeper of the Seals, Minister of Justice. She is a lawyer, the first woman to head the School and the first Director not to be a judge or prosecutor herself.



Governance is exercised collectively by a management board made up of judges and prosecutors on secondment and professionals from non-judicial fields.

The Director organises the School's missions under the mandate entrusted to her by the Board, whose Chair and Vice-Chair are the President and the Chief Prosecutor of the Court of Cassation respectively.

KEY DATES

1958

- Creation of the National Centre for Judicial Studies

1960

- THE 38 FIRST TRAINEE JUDGES AND PROSECUTORS BEGAN THEIR TRAINING

1972

- DECREE OF 4 MAY 1972 ON THE ENM – INAUGURATION OF THE NEW BUILDING AT 10 RUE DES FRÈRES BONIE IN BORDEAUX / CREATION OF THE 2ND ENTRANCE EXAMINATION SPECIFICALLY FOR SERVING CIVIL SERVANTS

1981

- Opening of the Paris site on the Île de la Cité

1990

- LENGTH OF THE INITIAL TRAINING INCREASED FROM 24 TO 31 MONTHS

1992

- CREATION OF THE 3RD ENTRANCE EXAMINATION SPECIFICALLY FOR PRIVATE SECTOR EMPLOYEES

2000

- THE ENM JOINED THE EUROPEAN JUDICIAL TRAINING NETWORK (EJTN).

2008

► INTRODUCTION OF 5 DAYS' MANDATORY
IN-SERVICE TRAINING FOR JUDGES AND PROSECUTORS

2008-2009

► General overhaul of the recruitment
system and training following the
Outreau affair.

2009

► CREATION OF THE
SPECIALIST PROFESSIONAL
TRAINING DEPARTMENT
(DFPS)

2017

► THE DECREE OF 06/05 EXPANDED THE SCHOOL'S
MISSIONS TO INCLUDE TRAINING ALL THOSE WHO
COLLABORATE CLOSELY WITH THE JUDICIAL
SYSTEM, EVEN IF THEY DO NOT BELONG TO THE
JUDICIARY.

2019

► Reform of the
entrance examinations

2020

► Appointment of the School's first female Director

2022

► FIRST YEAR GROUP OF TRAINEE JUDGES AND PROSECUTORS
TO BENEFIT FROM THE SENIOR PUBLIC SERVICE COMMON
CORE OF TRAINING LAUNCHED BY THE DIRECTORATE GENERAL
FOR ADMINISTRATION AND THE CIVIL SERVICE (DGAFP) IN
NOVEMBER 2020



THE ENM IN FIGURES



1 school 2 sites

6 TALENT PREPARATORY CLASSES
(PARIS, BORDEAUX, DOUAI, LYON,
ORLÉANS AND BESANÇON)

11,952 trainee judges and
prosecutors since the School's creation

265 members
of staff (in 2023)



7 admission paths

3 MAIN ADMISSION EXAMINATIONS
2 COMPLEMENTARY ENTRANCE EXAMINATIONS (GRADE 1 AND 2)
2 APPLICATION PROCESSES (ART. 18-1 AND ART. 22-23)



31 months' training

(INCLUDING 70% ON INTERNSHIPS) FOR TRAINEE JUDGES AND PROSECUTORS, APPROXIMATELY
3,000 INTERNSHIPS PER YEAR

45 TRAINERS: 32 TRAINING COORDINATORS AND 13 REGIONAL TRAINING COORDINATORS

6 PATHS TRAINEES CAN TAKE ON LEAVING THE SCHOOL



700 guest/external lecturers every year



9 different target groups

Over
9,000

SERVING FRENCH JUDGES
AND PROSECUTORS
TAKE AN IN-SERVICE
TRAINING COURSE
EVERY YEAR

trained by the specialist professional
training department (DFPS) (in 2022):

EMPLOYMENT TRIBUNAL JUDGES, COMMERCIAL COURT
JUDGE, ASSESSORS IN THE SOCIAL DIVISIONS, NON-CAREER
JUDGES (MTTS), CONCILIATORS, PROSECUTOR'S DELEGATES,
JUDICIAL EXPERTS IN CHARGE OF ASSESSING THE VICTIMS
OF TERRORISM, JUDICIAL ASSISTANTS AND NON-PRACTISING
LAWYERS CARRYING OUT JUDICIAL DUTIES AS JUDGES IN
DEPARTMENTAL CRIMINAL COURTS

Admission to the judiciary is conditional on passing a competitive examination or an application process based on prior qualifications.

By creating different admission paths to the ENM, the School is able to recruit candidates from diverse educational and professional backgrounds. This diversity of profiles guarantees a fairer representation of French society.

A photograph of a man and a woman in a library setting. The man is seated at a desk, looking at a laptop. The woman is standing next to him, holding an open book and looking at it. The background shows bookshelves and a modern interior design.

Recruiting future judges and prosecutors



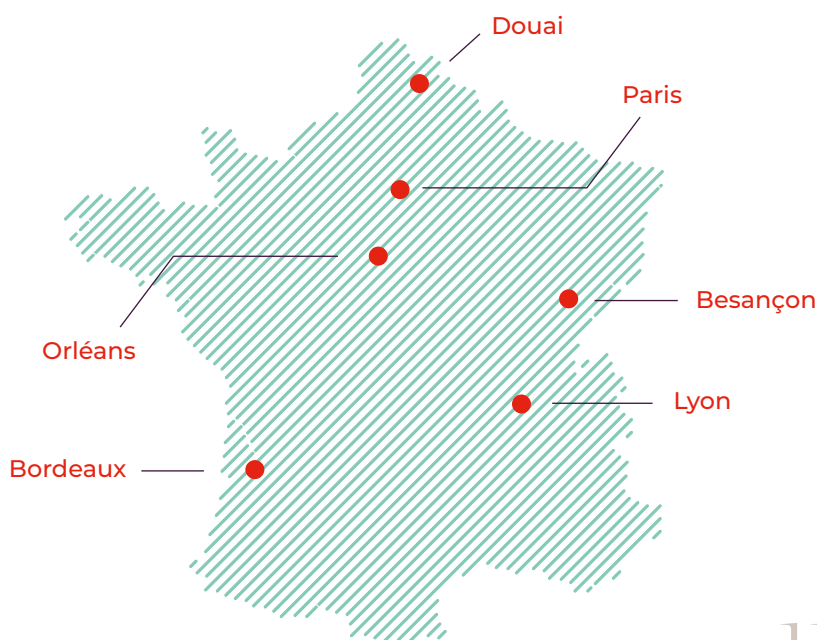
RECRUITING FUTURE JUDGES & PROSECUTORS

PREPARING FOR THE ENTRANCE EXAMINATIONS

The Talent Preparatory Classes

Back in 2008, the ENM committed to a policy of "Equal Opportunities" careers development and diversification of the pools from which it recruits candidates for the 1st ENM judiciary admission examination. In the academic year beginning in 2022, the ENM preparatory classes have been integrated into the "Talent Prepa" scheme, thereby allowing more grants to be awarded and the ENM to award its own ENM diploma in "Legal Culture and Judicial Practices". This diploma is awarded to all students completing the course, whether they pass the ENM entrance examination or not.

With a constant concern to increase the social and territorial diversity of the judiciary, two new ENM Talent Preparatory Classes were created in Lyon and Orléans in 2021. A sixth class will open in Besançon in autumn 2023. Each class takes 18 grant-holding students. Since they were created in 2008, they have enabled over 182 students to enter the School and become judges or prosecutors.



TAKING AN ENTRANCE EXAMINATION

The number of places available is decided every year by the Ministry of Justice. Those who pass these entrance examinations follow a training course whose length varies according to the recruitment path concerned.

Admission examinations

Every year the ENM organises 3 competitive admission examinations (*concours d'accès*). The successful candidates become trainee judges and prosecutors with “*auditeur de justice*” status and undertake a 31-month initial training course.

1ST ADMISSION EXAMINATION

For STUDENTS

Conditions	at least 4 years' higher education be aged under 31
Frequency	Every YEAR
Training	31 months PAID

This is the examination that receives the largest number of applicants, mainly students. It is open to holders of a qualification gained after 4 years of higher education, who are aged 31 at most

2ND ADMISSION EXAMINATION

For CIVIL SERVANTS

Conditions	4 years' PUBLIC SERVICE be no older than 48 years and 5 months
Frequency	Every YEAR
Training	31 months PAID

It is open to civil servants with at least four years' service, who are aged 48 years and 5 months at most on 1 January of the year of the examination.

3RD ADMISSION EXAMINATION

For PRIVATE SECTOR PROFESSIONALS

Conditions	8 years in the PRIVATE SECTOR be aged under 40
Frequency	Every YEAR
Training	31 months PAID

It is open to persons with eight years of professional experience in the private sector or as a local councillor or as a lay judge, who are aged 40 years at most on 1 January of the year of the examination.

The complementary entrance examinations

The Organic Law of 25 June 2001 gave the School the possibility of organising complementary entrance examinations, if necessary, to recruit judges and prosecutors at grade 1 or 2 in the judicial hierarchy. Successful candidates have a different trainee status known as “*magistrat stagiaire*” and take a course lasting from 7 to 9 months. These examinations are open to professionals with between 7 and 15 years of professional experience in a legal, administrative, economic or social field that is particularly relevant to a career in the judiciary.



RECRUITMENT ON THE BASIS OF PRIOR QUALIFICATIONS

Recruitment as a trainee judge or prosecutor (*auditeur de justice*) under Article 18-1

This path is reserved for persons aged 40 years or over who, on the one hand, have 4 years' experience in a legal, economic, human or social sciences-related field qualifying as relevant to a career in the judiciary, and certain qualifications, which vary according to the applicant's professional status. It admits them to the 31-month course.

Recruitment under Articles 22 and 23

This path allows persons with a qualification gained after 4 years of higher education and experience of a professional activity that qualifies them particularly well for a career in the judiciary to apply for direct admission, i.e. without taking an entrance examination. At least 7 years' experience is required for integration at grade 2 (minimum age required: 35 years), and at least 15 years' experience for an integration at grade 1. These applicants will follow a one-year long course.



The trainee judges and prosecutors' course alternates periods of classroom teaching with internships in order to give the future judges and prosecutors a comprehensive vision of their profession.

Initial training





INITIAL TRAINING

There are three initial training courses lasting from 7 to 31 months, during which trainees acquire the skills fundamental to their exercising of the professions of judge and prosecutor. The aim is that future judges or prosecutors should learn not only the professional techniques needed in the positions they will hold, but also a broad range of cross-cutting knowledge about and relevant to society.

The skills-based approach is intended to be a common thread running all the way through judges and prosecutors' training pathway, from classroom learning to evaluation to their internships. This educational model based on skills-based logic has modernised and enhanced the training offered.

The training of future judges and prosecutors does not aim to teach the law, which trainees are assumed to have mastered already, but specific professional practices such as drafting judgments and procedural rulings, the ability to conduct questioning, presiding over court hearings or conducting other acts useful to the advancement of a criminal or civil case.

The training therefore includes **70% of the time spent on internships**, the great majority of which are with courts. These internships, where trainees are immersed in their future working environment, are essential to their practical learning of the duties they will have. They are supported by practising judges and prosecutors who work in the courts in question, internship supervisors, coordinated by a training centre director (DCS), in close collaboration with the regional training coordinators (CRF).

TRAINING FUTURE JUDGES AND PROSECUTORS

Varied and innovative training methods

The teaching at the ENM uses a combination of complementary teaching methods. A seminar system operates, which consists of work sequences in small groups on actual cases. In addition to this method, there are also lectures, round table sessions, debates and talks in the amphitheatre, written work and online learning.

Academic staff

32 TRAINERS
700 OUTSIDE CONTRIBUTORS

The School has a permanent academic staff of 32 trainers and training coordinators, 30 of whom are judges or prosecutors seconded to the ENM for a maximum of six years. A director of judicial registry services and a language teacher complete the teaching team. The training coordinators are all attached to one of the eight training departments, where they provide their professional insight, supervise the preparation of teaching materials, design courses and give classes. The School also has a staff of "associate lecturers", consisting of about fifty judges, prosecutors and other professionals (lawyers, doctors, teachers, researchers, etc.) who enrich the teaching with their external viewpoints, giving regular classes while continuing to practise. Every year, 700 occasional contributors also bring their expertise in areas such as law, history, sociology, psychology, psychiatry, forensic medicine and criminology.

Support during internships in the courts

To support trainees during their internships in the courts, the School relies on a network of regional training coordinators (CRF). These are judges and prosecutors on secondment to the ENM, who work at local level in the twelve judicial regions, each of which covers several courts of appeal. They have a broad role covering not only initial and in-service training, but also working with the International Department: monitoring

and evaluation of internships, organisation of training sessions, etc. Each court where trainees are placed also has a training centre director (DCS). The DCS is a judge or prosecutor who, while continuing their normal activities at the court, organises the trainees' internships.



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CRF IN FRANCE





■ THE STATUS OF THE “AUDITEUR DE JUSTICE” TRAINEES

Trainee judges and prosecutors are known as “*auditeurs de justice*” and are at once members of the judiciary, trainee civil servants, and members of the civil service. As soon as they are appointed, they become members of the judiciary and take an oath undertaking to “maintain professional secrecy and act in all respects as worthy and loyal trainee judges and prosecutors”.

They are paid during their training and make a commitment to serve the State for at least ten years once qualified.



■ THE COMMON CORE

Since 2022, *auditeur de justice* trainees have been taking the senior public service common core modules. The aim of these courses is to create a common base of knowledge shared by all senior public service trainees in order to anchor their professional practice in society and foster a culture of dialogue.

DEVELOPING AND STRENGTHENING SKILLS THROUGH INTERNSHIPS

The training of *auditeurs de justice* consists of:

- ▶ A first immersion in a Judicial Court (court of first instance);
- ▶ An internship with a court registry;
- ▶ An internship in a lawyer's office;
- ▶ A period of studies at ENM Bordeaux;
- ▶ An internship in a prison;
- ▶ A court internship in a *Judicial Court*;
- ▶ A "partners internship" (with the judicial juvenile protection service, the prison rehabilitation and probation service and a judicial officer);
- ▶ A law enforcement internship (police and gendarmerie);
- ▶ An internship outside the judicial institutions (which may be abroad);
- ▶ A phase where trainees prepare to take up their first post (theoretical preparation at ENM Bordeaux, internship in a court of appeal and internship preparing for the first appointment).

Training of direct integration candidates (Art. 22-23)

- ▶ A period of multi-disciplinary classroom training at ENM Bordeaux;
- ▶ A probationary internship in a court;
- ▶ Internship preparing for the first appointment.

Training of trainees recruited via the complementary entrance examinations

- ▶ A period of multi-disciplinary classroom training at ENM Bordeaux;
- ▶ A probationary internship in a court;
- ▶ A pre-posting internship.

THE FIRST APPOINTMENT

THE CHOICES OF POST OPEN TO TRAINEES DIFFER ACCORDING TO THE 3 TYPES OF COURSE:

1. The "auditeur de justice" trainees undergo quantitative and qualitative assessment throughout their probationary period and at the end of their course they take an aptitude and ranking examination. A list of posts is issued by the directorate judicial services (DSJ), and the trainees choose their first posting based on their position in the ranking.

2. The complementary examination scheme trainees only undergo qualitative assessment. At the end of their internship, they go before an aptitude panel which decides whether or not they are fit to exercise the profession. The DSJ then proposes a list of posts available to the successful trainees. The first post is chosen according to the admission ranking in the competitive examination (no quantitative assessment during the probationary internship).



3. Candidates for direct integration undergo only qualitative assessment. At the end of their internship, they go before a panel which issues a simple opinion for the promotion board (*commission d'avancement*), which will decide in the end whether the trainee is fit to exercise the profession or not. The DSJ does not issue a list of posts in this case, but offers a post to each trainee taking account, where possible, of the choices expressed by these trainees when they submitted their application.

After completing the preparation phase for this first position, the direct integration candidate takes up a post as a judge or prosecutor in the court they have been appointed to. They are then sworn in as a judge or prosecutor, and their first appointment is officialised in a Decree issued by the President on the recommendation of the High Council for the Judiciary (CSM).



THE POSTS OPEN TO NEW GRADUATES OF THE SCHOOL

After the 31 months of training at the ENM and in the courts, an *auditeur de justice* trainee can be appointed to one of eight types of post:

- ▶ Non-specialist judge;
- ▶ Protection dispute judge;
- ▶ Investigating judge;
- ▶ Juvenile judge;
- ▶ Sentence enforcement judge;
- ▶ Assistant public prosecutor.

A complementary examination scheme trainee can be appointed to one of two posts:

- ▶ Non-specialist judge;
- ▶ Assistant public prosecutor.

A direct integration candidate (Art. 22-23) can be appointed to one of six types of post:

- ▶ Non-specialist judge;
- ▶ Protection dispute judge;
- ▶ Investigating judge;
- ▶ Sentence enforcement judge;
- ▶ Juvenile judge;
- ▶ Assistant public prosecutor.



In-service training contributes to justice of a high standard. It supports the professional practice of the over 9,000 judges and prosecutors by enabling them to enhance their technical skills throughout their career.

Designed and organised by the ENM's Subdirectorate for In-Service Training at national or regional level, 5 days a year of in-service training have been a mandatory requirement since 2008.

In-service training



IN-SERVICE TRAINING

To organise and run in-service training, the School has 8 training coordinators (CDF) as well as a language training coordinator and 13 regional training coordinators (CRF). They are judges or prosecutors who are seconded to the ENM for a maximum of six years, to ensure that the teaching remains closely linked to the reality of court practice.

Based on exchanges with numerous partners, the CDF organise training sessions on different topics. They are responsible for organising their implementation as well as the content. Sessions last between 2 and 5 days, although certain courses can be longer, with several days a year dedicated to them for certain specialised cycles.

As for the CRF, they organise training courses in their areas, which are generally shorter (one day on average), with the cooperation of local partners (bar schools, universities, voluntary bodies, etc.) and with the support of the CDF who can help with the implementation of certain specific courses by providing training kits or pre-established programmes.

Every year, over 600 judges and prosecutors and professionals from all sectors, both public and private, teach on the 600 or more training sessions, seminars, talks and short courses run by the ENM's subdirectorate for in-service training (of which more than half are organised by it alone).

The ENM opens some of its training sessions to other justice professionals. Lawyers, commercial court registrars, notaries, gendarmes and even doctors can therefore take part in some ENM training sessions.

NATIONAL IN-SERVICE TRAINING

The national in-service training offer is put together by the ENM's subdirectorate for in-service training, after consulting the Teaching Council, the final decision on what to include being taken by the Board.

7 training goals have been set to meet judges and prosecutors' needs:

- ▶ To help them to keep pace with legislative and regulatory reforms and developments in case law;
- ▶ To support judges and prosecutors in their changes of post and practices;
- ▶ To prepare them for managerial positions and promote a managerial culture;
- ▶ To encourage sharing of knowledge, methodological tools, as well as the dissemination of good professional practice;
- ▶ To contribute to opening up the judiciary to its economic, social and cultural environment;
- ▶ To extend judges and prosecutors' knowledge of European and international law;
- ▶ To provide a multidisciplinary approach to the themes covered.

OVER
9,000

FRENCH SERVING JUDGES
AND PROSECUTORS TRAINED
EVERY YEAR

21

OVER

600

TRAINING SESSIONS PER YEAR

In-service training is dispensed in a wide variety of formats:

Sessions

2 to 5-day courses are run within the 9 training departments (including languages). The ENM's offer is enriched by numerous sessions co-organised with partner institutions, which are included in the training catalogue.

So-called modular sessions

Several modules are offered on a single topic to allow true progression in skills development, with for example "initiation" sessions followed up by "advanced" sessions. Feedback sessions known as "Retex sessions" also allow the impact of a given training session to be assessed after a few months' application back in the court.

Advanced study cycles

These are skills-based courses leading to a qualification. 4 new cycles were offered for the 2022 academic year with the creation of a cycle on environmental justice (CAJE) for example.

Change-of-post sessions

These take place twice a year and last 15 days (a week for Appeal posts).

Individuals or group courses

These are organised by institutional public partners or private partners.

Training leading to academic qualifications

These long-duration courses lead to the awarding of a qualification such as a master's or university diploma (DU). They are offered in order to enable participants to take advantage of the latest knowledge in areas where justice has to be specialised. For languages, the centre also offers trainees the opportunity to take the TOEIC.





■ TRAINING IN THE REGIONS

The training courses organised in the various Courts of Appeal pursue the same goals as the national offer and are intended to reach the greatest possible number of participants by reducing the distance between training venues and the places where participants work.

2 types of in-service training can be organised in the regions to provide local responses to the training needs of judges and prosecutors on the ground:

- ▶ "Decentralised" in-service training courses, devised and organised by the CRF and MDF (regional training coordinators and judges/prosecutors delegated to training duties) in conjunction with the Heads of Courts.
- ▶ "Decentralised" in-service training courses, devised and organised by the CDF (training coordinators), who are based in Paris.

Within this framework, the CRF (regional training coordinators) and the MDF (judges/prosecutors delegated to training duties) are major players in the deployment of in-service training in the regions. These are short sessions, mainly lasting one day or half a day, intended to complement the national offer.

■ INTERNATIONAL TRAINING

In order to situate their actions within the European judicial area and develop their knowledge of foreign judicial systems, French judges and prosecutors have the possibility of taking part in international training courses offered by training networks working in partnership with ENM.

The ENM is a member of these institutions:



The ENM's International Department also offers on occasion, as part of European projects, a limited number of places for French judges and prosecutors to take part in international seminars.

The specialist professional training department provides courses for non-career judges and certain other judicial auxiliaries.

Specialist professional training courses





SPECIALIST PROFESSIONAL TRAINING COURSES

TRAINING PROFESSIONAL EXERCISING JUDICIAL FUNCTIONS

Commercial Court judge, non-career judges, employment tribunal judges and assessors in the social divisions of the Judicial Courts and the Court of Appeal of Amiens are trained by the ENM.

COMMERCIAL COURT JUDGES

- Mandatory initial training — **8 days**
- Mandatory in-service training — **2 days a year**
- Election — Company owners/executives or traders and shopkeepers elected by their peers, they serve as judges in the Commercial Courts on a voluntary, unpaid basis.

Commercial Court judges rule on commercial matters in the first instance.

► **Their initial training** consists of 8 modules intended to enable them to master the stance and professional techniques necessary to carry out their duties and to acquire a good grounding in the main types of dispute they will have to deal with.

► **For their in-service training**, the judges are free to choose from a range of courses covering the basic skills required by Commercial Court judges and more specialised disputes likely to arise in commercial matters and in the field of dealing with companies in distress.

NON-CAREER JUDGES

- Mandatory initial training — **10 days of theory**, completed by a probationary internship lasting between 40 and 80 days (duration decided by the High Council for the Judiciary (CSM))
- Mandatory in-service training — **5 days the first year, 3 days a year afterwards**
- Appointment — By the CSM for a renewable 5-year period

Recruited by an application process subject to meeting certain criteria, in particular in terms of qualifications and professional experience, non-career judges (MTTs) can hold the following posts:

- protection dispute judge;
- non-presiding judge on a civil or criminal bench of a *Judicial Court* (first instance court);
- judge in a police court;
- judge in charge of validating sentences agreed without a trial;
- non-presiding judge in an assize court or Departmental criminal court.

EMPLOYMENT TRIBUNAL JUDGES

- Mandatory initial training — **3 days' remote training, 2 days of workshops** in the regions
- Appointment — Appointed jointly by the Minister of Justice and the Minister of Labour based on lists put forward by their trade unions or professional bodies

Employment tribunal judges rule on individual private employment contract disputes between employers and employees.

► Their mandatory initial training has been provided by the ENM since 2018. Its main objective is to allow newly appointed judges to adopt or strengthen their stance as a judge, by mastering the basic procedural knowledge and techniques necessary to carry out the duties of an employment tribunal judge.

ASSESSORS IN THE SOCIAL DIVISIONS OF THE JUDICIAL COURTS AND THE COURT OF APPEAL OF AMIENS



They are paired with a professional judge to hear social security and welfare-related cases in special courts. One of the assessors represents employees and the other employers and self-employed workers.

► Their training is centred on 4 modules whose aim is to enable the assessors to get a grasp of the judicial organisation and their position in it, to identify their rights and take on board their ethical obligations, as well as to learn the main rules of procedure and get a grounding in the principles of social protection and the type of disputes that arise.

SUPPORTING THE MEMBERS OF THE COURT TEAM AND JUDICIAL AUXILIARIES

Conciliators, prosecutor's delegates and judicial experts in charge of assessing the victims of terrorism are given specific training, which is designed by the ENM.

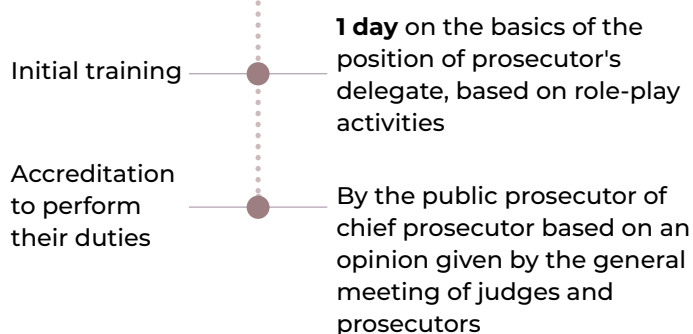
CONCILIATORS



They intervene in disputes between two people in order to attempt to bring them together and reach an amicable solution, either outside of any legal proceedings or within the context of ongoing legal proceedings.

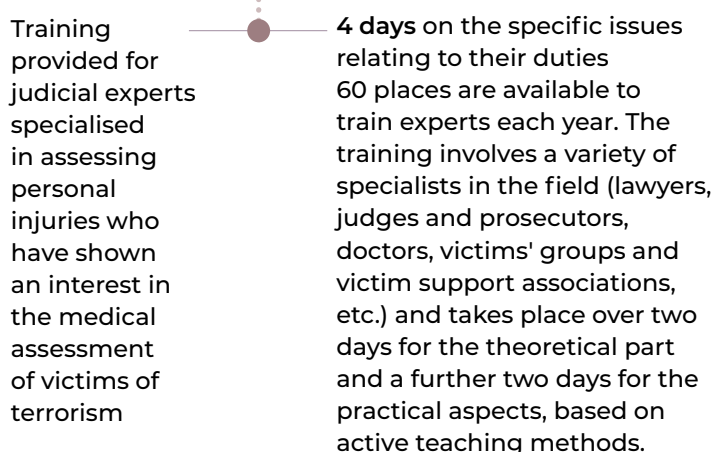
► The ENM provides them with locally based training, organised at the Courts of Appeal and given by duos of experienced conciliators who have themselves been trained in the relevant training techniques by the School's teaching staff.

PROSECUTOR'S DELEGATES



The role of prosecutor's delegates is to implement, at the request and under the control of the prosecutor's office, the alternatives to prosecution decided by the prosecutor's office. They may be retired or still active citizens; they are paid.

JUDICIAL EXPERTS IN CHARGE OF ASSESSING THE VICTIMS OF TERRORISM



Tasked with assessing the impacts of terrorism on victims, these judicial experts may be called upon to:

► carry out a medical assessment, either at the behest of the judge responsible for the compensation of victims of terrorism (Jl-VAT) while the case is in the court system, or that of the Guarantee Fund for Victims of Terrorist Acts
► and Other Offences (FGTI) for out-of-court settlements.



2 NEW TARGET GROUPS IN 2022

Non-practising lawyers carrying out judicial duties as judges in departmental criminal courts

Non-practising lawyers may, subject to meeting certain conditions, be recruited by a Court of Appeal to serve as non-presiding judges in Departmental criminal courts.

- ▶ They are appointed by the High Council for the Judiciary (CSM).
- ▶ Before taking up their posts, they must take a **2-day** course organised by the ENM, which covers, among other things, the status and the stance of the judge, the specific organisation, functioning and procedures of Departmental criminal courts, but also the main aspects of sentencing law.

Judicial assistants

The job of the judicial assistant (*juriste assistant*) is to assist the judge they are assigned to in criminal and civil matters. They help the judge to arrive at their decision by contributing to the analysis of technical and/or complex cases and assists with the writing up of decisions.

They are trained by the ENM in a number of ways:

- ▶ organisation of an induction day for new judicial assistants;
- ▶ participation in certain in-service sessions organised for judges and prosecutors;
- ▶ access to a dedicated e-learning platform for judicial assistants. This dedicated digital platform provides theoretical input in a variety of formats as well as practical tools to help them to build and develop their professional skills.

The ENM's cooperation actions are part of a recently renewed international strategy which ties in with those of the Ministry of Justice and the Ministry of Europe and Foreign Affairs. These actions of different types can involve activities ranging from providing technical support to our partners, strengthening foreign training institutes, training foreign judges and prosecutors, organising the international training of French judges and prosecutor, but also creating or taking part in networks of schools or law professionals.



The ENM worldwide



THE ENM AROUND THE WORLD

SUPPORT FOR JUDICIAL TRAINING INSTITUTES

By developing and professionalising judicial training in the partner countries, the ENM is helping to strengthen the rule of law around the world.

As a central player in the construction of training abroad, the ENM has contributed to the reinforcement and modernisation of numerous training institutes in partner countries. For instance, since 2016, the ENM has supported such capacity building projects for its counterparts in:

- ▶ Tunisia, Algeria, Morocco, Georgia and Djibouti as part of the European Neighbourhood Policy or the European Union's foreign policy more widely;
- ▶ Mozambique, Côte d'Ivoire, DRC and Madagascar as part of French strategy abroad;
- ▶ Abu Dhabi and Ecuador, with projects funded by the partner countries themselves.

Educational and administrative expert missions

The ENM participates in the construction of the judicial training systems in countries that seek its help, often following a major crisis or against a background of structural reforms. Each year, the ENM's International Department team, with the support of some sixty experts in different fields, organises projects to create or strengthen foreign judicial training institutes. It draws on the School's vast experience in areas such as the governance and general organisation of an autonomous training institute, and, more specifically, in instructional engineering, for which it enjoys worldwide recognition.

Foreign delegations and study visits

The ENM regularly welcomes foreign delegations and organises study visits, the aim being to familiarise justice professionals of all

nationalities with the ENM's organisational model and the French judicial system.

TRAINING FOREIGN JUDGES AND PROSECUTORS

The ENM has had a European and international focus ever since it was created and is constantly engaged in exchanges with its foreign counterparts. Its expertise, its involvement and its international reach have never stopped growing and it has been able to make useful contributions to the promotion of continental law, the strengthening of the rule of law throughout the world, and the improvement of judicial cooperation for 60 years now. The ENM has successfully asserted and developed a strong international role by sharing its educational and technical know-how. With over 3,000 foreign judges and prosecutors taking courses every year, the School is fully committed to supporting the countries that wish it.

Initial training

Every year, the ENM offers foreign trainee judges and prosecutors the chance to follow an initial training cycle in France, alongside French trainee judges and prosecutors. They complete the entire training period at the ENM in Bordeaux, as well as some of the internships in courts and with judicial partners. Admission to this cycle is selective, and foreign trainees must take an examination to ensure they have the requisite legal knowledge and a good enough command of French before being accepted.

In-service training

Each year about fifty different training sessions and courses are offered to foreign judges and prosecutors. Justice and forensic medicine, international cooperation, cybercrime, legal liability protection and contract law, intellectual property, family disputes and international law or the judicial handling of terrorism are among the topics covered.

They include:

- ▶ Courses for which French judges and prosecutors have priority, which their foreign counterparts can join on an "immersion" basis;
- ▶ Courses designed for judges and prosecutors from different countries with a shared interest in a particular issue;
- ▶ Actions organised by the Department at the request of foreign countries or as part of projects co-funded by the European Commission;
- ▶ Custom training courses designed by the ENM's International Department, at the request of countries with specific needs.

The judicial training networks

Thanks to its conviction that sharing professional knowledge and practices is the only way to guarantee the effectiveness of a judicial system, the ENM is involved in several European and international training networks. With its experience and privileged position as a founder member, it is able to inject a dynamic momentum centred on exchanges and mutual trust. These networks are a way of promoting continental law and spreading awareness of the French model for training judges and prosecutors. The joint reflection that takes place within these networks has led to the establishment of international standards for judicial training.

- ▶ The aim of the **European Judicial Training Network (EJTN)** is to offer innovative training programmes and EU resources in the field of law. It also regularly creates spaces for exchanges between serving and trainee judges and prosecutors with a view to developing a shared European judicial culture. The ENM is one of its founder members.
- ▶ The aim of the **Euro-Arab Judicial Training Network (EAJTN)** created at the initiative of the ENM and its Jordanian and Algerian counterparts, is to provide the judges and prosecutors of the member States with training based on a common core of knowledge.
- ▶ **The International Organisation for Judicial Training (IOJT)** brings together 120 institutions representing 73 countries at an international conference every 2 years.
- ▶ **The European Programme for Human Rights Education for Legal Professionals (HELP)** includes representatives of the training institutes of the 47 Member States of the Council of Europe. In particular it offers a set of resources and instruments allowing the harmonisation of training in the standards of the European Convention on Human Rights (ECHR).



EUNOMIE, a professional network for foreign judges and prosecutors trained at the ENM

When it set up this innovative network in 2021, the ENM's first aim was to enable the foreign judges and prosecutors that it trains to keep in touch with each other and the School. It also wishes to promote the notion of belonging to a profession and an international community of the judiciary. EUNOMIE therefore aims to support the creation of national associations, to allow to enable exchanges on judicial practices and experiences, to disseminate general and professional ethical values and promote a common judicial culture.

- ▶ <https://www.enm.justice.fr/eunomie>





INTERNATIONAL TECHNICAL COOPERATION

The ENM has been investing in the creation or reinforcement of foreign judicial training institutes since 1976, supporting them through multi-annual projects. These actions can be conducted thanks to international funders (European Union, French cooperation, direct funding from the partner countries) and are overseen either by the ENM or through Expertise France (EF), a French public agency involved in designing and implementing international technical cooperation projects and the main French public operator in the field.

Through bilateral or multilateral cooperation projects, the ENM's International Department makes its expertise in multiple educational, judicial, legal or administrative fields available to its partners:

- ▶ instructional engineering: course design and sequencing of initial and in-house training programmes; training permanent and regular external trainers;
- ▶ professional practices covering prosecutors' duties, civil and commercial justice, mediation and conciliation;
- ▶ e-learning:
- ▶ international issues: organised crime, drug trafficking, cybercrime, terrorism, human rights, corruption, etc.;
- ▶ research on professional judicial practices and legal and technical knowledge.

Each project is taken care of by a team of two members of the International Department of the ENM: a judge or prosecutor, who bring their judicial expertise, and an international cooperation officer who is an expert in managing technical assistance projects with external funding. They design and implement the project together, working in partnership with the international funding bodies and institutions concerned.

To implement these technical cooperation projects, the ENM can call upon a pool of experts constituted over a number of years (serving or former ENM employees, judges and prosecutors involved in teaching or administrative tasks, a body of "associate lecturers" and over 700 occasional contributors who, each year, contribute their expertise in areas such as law, history, sociology, psychology, psychiatry, forensic medicine and criminology).

The Research and Documentation Department provides documentation and resources for teaching and research purposes. The department manages the media libraries in Bordeaux and Paris and collects and keeps the teaching materials produced by the initial and in-service training departments. It maintains and catalogues the ENM's extensive library holdings. Alongside the documentation function, the department also has a research role, which comprises two activities: stimulation of research linked to judicial practices and knowledge dissemination.

Research and documentation



RESEARCH AND DOCUMENTATION

THE DOCUMENTATION CENTRE

- The documentation centre has units on both ENM sites, in Bordeaux and Paris, where it manages diverse library holdings and resources used for the initial and in-service training programmes. Almost 45,000 reference items are available to trainee and serving judges and prosecutors as well as student-researchers: national press, legal journals, books on judicial practices, documentation on the social sciences and judicial culture, etc.
- Different documentary products help to inform users and make the collections more accessible. For example, a bi-monthly legal watch activity and daily press reviews provide coverage and analysis of the judicial news. Bibliographies and exhibitions also provide materials that directly support the School's training activities.

RESEARCH ACTIVITIES

The department's activities are intended to enrich the teaching by linking legal opinion or theory and practice. The School supports applied research subjects concerning the way judges and prosecutors exercise their professional duties. To do so, it works closely with various partners and external researchers and laboratories.

The School selects and funds research projects with the aim of enriching and developing the training it provides.

- That involves an active policy of supporting young researchers and encouraging the production of research by justice professionals which drives progress and deepens knowledge of professional practices or the judicial world. Thus, the **Grand Prix de l'ENM**, a research prize created in 2010, rewards publications by judges and prosecutors and aims to increase their visibility. The **Prix de la Recherche** (Research prize) rewards two law or law history students each year whose theses concern a subject connected either to national or comparative judicial practices or to the organisation and functioning of the justice system.

OVER

45.000

REFERENCES AVAILABLE TO TRAINEE JUDGES AND PROSECUTORS

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Since 2010, 16 prizes and 6 special distinctions have been awarded, including to the theses of François-Xavier Roux-Demare entitled *De l'entraide pénale à l'Europe pénale* (2013), Anaïs Danet entitled *La présence en droit processuel* (2017), and Mehdi Kebir entitled *Le libre arbitre du juge* (2018).

ENM PUBLICATIONS

- **The research and documentation department aims to disseminate the experience and knowledge gathered to judges and prosecutors and the scientific community.** *Les Cahiers de la justice* is a journal published by Dalloz four times a year, which aims to look at the justice world with fresh eyes and question the growing place it is taking in democratic societies. *La Revue Justice et Actualités* is an internet journal aimed at all judges and prosecutors and the community of legal experts published twice a year, which analyses the meaning and perspectives of professional practice through a dossier on a topical subject.
- **The creation of a document portal for the first time in the School's history, in 2022, is part of a plan to improve the visibility of the resources available and diversify them.** Thus, as well as allowing consultation of the library catalogue, which lists all the documents held (books, journals, theses, research reports, DVDs, etc.), the portal provides access to a legal databases (Dalloz.fr, Lexis360, Lexbase, Lextenso, Lamyline, Doctrinal) and news sites (Europresse) for ENM subscribers. In addition, the portal can be consulted by trainee judges and prosecutors, the School's teaching and other staff, serving judges and prosecutors and even an outside public, with certain resources being freely accessible.

SINCE 2010

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PRIZES AND DISTINCTIONS AWARDED





EVENTS OPEN TO THE GENERAL PUBLIC

In order to make the School better known to law students and anyone in the wider public wishing to know more about the law, the Research and Documentation Department organises three big annual events:

- ▶ The ENM and Mollat, a bookshop in Bordeaux (France's largest independent bookshop), have joined forces to organise a series of talks called **Conférences Angle Droit**. The aim is to make the law more accessible to the general public, through 2 or 3 events each year on original literary or philosophical subjects, such as "Harry Potter and the law", "The law in fairy tales" or "The law in crime novels".
- ▶ **La Nuit du Droit** (Law Night) is a national event organised on 4 October each year under the aegis of the Constitutional Council, when numerous institutions, including the ENM, open their doors to the public. The events held deal with topical subjects, seen from various viewpoints (legal experts, intellectuals, public officials and representatives of civil society, etc.) with the aim of making the law more appealing and more accessible.
- ▶ **"Start'U" Day**, when the ENM receives Bordeaux University students before they start their first year of law so that they can find out about the different judicial professions open to them and how judges and prosecutors are trained.

The research and documentation department is also in charge of the School's administrative and teaching records and history.

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