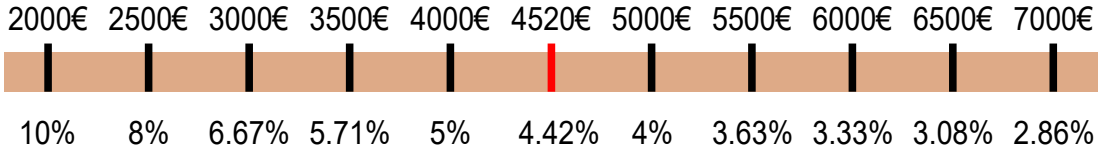
N.A.O. 2026
Annual Pay Negociations

The 2026 pay negociations are coming up — and inflation is back!
3% general inflation, 9.9% on fresh products, 21.2% on energy, 17% on gasoline!
If we let Management have its way, we'll lose spending power.
Let's demand a GENERAL PAY RISE!

OUR MAIN DEMAND:
A €200 gross pay rise for everyone
That's the MINIMUM needed to keep up with food inflation

€200 gross — what it means as a percentage, by salary bracket:



Don't fall for Management's scare tactics.
The Institut Pasteur can easily afford to protect every employee's purchasing power (see overleaf)

United, we can make them back down. Remember:

2022-2023: we mobilised	➡	**Pay kept up with inflation**
2024: we mobilised less	➡	**Pay rises only for the lowest earners**
2025,: we didn't mobilised	➡	**No pay rise at all**



This year, let's MOBILISE for:
Pay rises that keep up with inflation.
No more indecent "excellence" salaries.
Real support for PhD students and postdocs.
Filling posts left vacant by departures.



Come and demonstrate on the first day of the NAO!
Pressure on Management is the only thing that's ever worked.

Price tag: €8.7 million all-in.
And this year, the Institut's capital rose (again) by €17 million

Time to put more into people, less into finance!

Here's a concrete example: swap 13 of 72 employees on €9,000 gross/month for employees on €4520/month (the Pasteurian median). Result: €1 million saved



To joins us or keep up to date with our actions - write to: **pasteur@solidaires.info**

N.A.O. 2026

A financial position strong enough to cushion the blow for staff

Every year it's the same story — Management trots out the same tired old tune to talk down our pay demands.

😱 Management announces a €66 million deficit for 2025 😱

- -40 FTEs funded by the Institut Pasteur Fund
- -4% on FIP budgets for departments
- A "review" of the platforms' economic model
- A "review" of the contribution of research contracts

See the pattern? *Before* the negociations: *the end of the world!*
After the negociations: *the Institut is doing just fine!*

😌 BUT capital is up €17 million. 😌

And the audit, paid for by your elected staff reps, confirms it: the Institut's finances are healthy and can absorb the shock of inflation for its workers (€20 million set aside on average in recent years, several years of headroom, etc.).

€200 for everyone = 0.67% of our €1,367 million.
We can share between capital and maintaining our spending power!

Why does Management love crying wolf?

Because it likes spending "its" money to leave a mark on history — buildings with its name on the foundation stone, arbitrary bonuses (some handed out by the Board itself), and so on.

And the easiest way to find the cash? Off the backs of the workers. So they cry wolf before the pay negociations to cool everyone down. But they still have to show the Board and the donors they're good managers — so hey presto, the accounts look just fine once the talks are over.



Our full analysis:
https://pasteur.solidaires.info/budget-2026-et-equite.html

How does Management play with the accounts?

Most people assume the finance department's figures are an exact science — beyond question. Wrong. Presenting a budget is an art, and it leaves plenty of room — far more than €20 million — for the finance department's creativity and will.

The €66 million is the operating result, which ignores dividends, interest and the rest. Yet it's those very dividends and interest — earned by investing the money our collective work generates — that bring the net loss down to "only" €2 million. You're told the Institut lost €2 million in net result? That's because €17 million went into capital when there was only €15 million left to spend. That's a political choice, not an accounting fact.

Don't be fooled. Our directors — on their astronomical salaries and their opaque bonus system — won't feel the pinch of inflation. Class contempt is real, right here at the Institut Pasteur. There's only one answer:

We need to turn up the pressure where they can't miss it.
Management has to see you — and hear your demands.