

# **OBLIGATORY INTERNSHIP AGREEMENT**

SNT / 2022



This document is a contractual agreement, for an obligatory internship that forms an integral part of the educational program, between the following parties

**The University of Namur, hereafter the “UNamur”  
Faculty of Computer Science  
Address: 21, Grandgagnage, 5000 Namur, Belgium  
Represented by Mr Marie-Ange REMICHE, Vice-Dean of the UNamur**

And

**The University of Luxembourg, hereafter “the UL”,  
Interdisciplinary Centre for Security, Reliability and Trust (SNT)  
Address: 29, Avenue J.F Kennedy 1855 Luxembourg  
Represented by Mr Björn OTTERSTEN, Director**

## **Article 1: Subject**

The terms of the agreement are applicable to the student **Charles BENIMEDOURENE**, hereafter “the intern”, currently enrolled at the UNamur.

The intern is assigned to the budget code: **R-STR-5009-00-B**  
and under the supervision of **Mike PAPADAKIS**.

## **Article 2: Duration**

The internship covers the period from **01.02.2023 until 01.06.2023**.

Only for non-EU: this agreement will take effect upon receipt of the visa and/or “autorisation de séjour” delivered by the Ministry of Foreign Affairs. A copy of the immigration documents has to be sent to the HR Department before the beginning of the internship.

## **Article 3: Pedagogic objective and scheme**

The academic supervisors of both universities jointly determine the specifics of the internship program.

The Intern will assist in the project “Genetic Programming of Vulnerabilities for Security Tools Assessment” and perform the following tasks: Applying genetic programming (GP) techniques to generate vulnerable patterns to assess the quality of security tools for vulnerability prediction such as static analyzers, ML-based techniques etc.

The internship is an essential part of the student's academic program, and she/he remains enrolled as a student at the UNamur. The internship is aiming at writing a Master thesis or an internship report.

#### **Article 4: Regulations, absence and holidays**

During the internship, the student agrees to adhere to UL regulations with particular regard for:

- The UL work ethic, including its working hours;
- The working schedule is based on a full -time working week of 40 hrs, from Monday to Friday, 8 hours per day.
- Overtime is strictly prohibited and the intern is only allowed to work during the standard working hours.
- The UL security measures.

No unauthorised absences are permitted. In the case of sick leave or accident, the intern must notify the professional supervisor as soon as possible and within the first twenty-four hours.

The intern is entitled to 70 hours of paid leave for the duration of the contract.

#### **Article 5: Conditions for terminating the agreement**

The UL reserves the right to terminate the internship contract for breach of regulations after having informed and discussed the modalities with the academic supervisor.

#### **Article 6: Allowance payment**

The intern will receive a monthly gross allowance of 694.07 € (index 877,01).

#### **Article 7: Social security/ insurances**

During the internship period, the intern remains covered by her/his own private health- and liability insurance.

The Intern has to provide evidence of full coverage for health care services including an occupational accident insurance valid on the territory of the Grand-Duchy of Luxembourg.

If the intern cannot provide the UL with such evidences, he/she will be affiliated to the social security in the Grand Duchy of Luxembourg and the costs of this affiliation will be reimbursed automatically by the UL.

#### **Article 8: Assessment**

Upon completion of the internship, the intern's work will be assessed by the academic supervisors of both universities.

#### **Article 9: Data protection**

In accordance with the provisions of the applicable legislation, in particular Regulation (EU) 2016/679 of 27 April 2016 (General Data Protection Regulation, hereinafter "GDPR"), the intern acknowledges that he/she has been informed that the UL uses, both during and after his/her occupation (as far as necessary and without prejudice to paragraph 5 below), within the framework of the undertaking and within the limit of the applicable regulations, his personal data such as, but not limited to, his/her name, address, date and place of birth, social security number, any information that may be collected by means of access (including in certain circumstances information concerning the access and exit of our premises), all the information collected via the surveillance cameras as well as his/her photo and / or any another reproduction of himself/herself.

The legal basis for the processing of personal data of the Intern is the execution of the contractual relationship concluded with the Intern. Another legal basis for the processing of personal data may also be the legal obligations applicable to the UL or the legitimate interests pursued by the UL. The purpose of the processing is the administration of the payroll and the staff management, the good execution of the employment contract.

The UL is responsible for the processing of the intern's personal data.

The Intern is informed that the UL will keep data concerning his/her activity / occupation, among other things in electronic form, and expressly agrees that these data, for professional use, can be stored or

transferred to any other place of work from the UL, to a subcontractor, to another co-contractor of the UL etc. as well as to any public authority or authority to the extent that such a transfer is related to the purpose of the UL processing, respectively for other legitimate reasons (for example in case of legal obligations applying to the UL etc.). The Intern acknowledges and accepts that the UL will process personal data in order to transfer data to countries within or outside the European Union. In the latter, the UL will ensure an adequate level of protection of the data. International data transfers will be made for mobility purposes or in the event of an accident or an emergency.

The UL will keep the intern's personal data for a period necessary to achieve the purposes for which it is collected and processed. The retention period of personal data depends essentially on the type of data concerned. For example, personal data that can be qualified as "accounting data" can be kept for up to 10 years after the end of the contractual relationship. The personal data of interns that can be used as evidence in case of disputes, claims or claims emanating from interns may be kept for 3 years after the end of the employment relationship (this retention period corresponding to the provisions of Article 2277 of the Code Civil, according to which foreclosure applies to claims for salary arrears after a period of 3 years).

The following persons are the recipients of the intern's personal data: Human Resources, IT, Finance and Accounting Department, public health and pension services, tax authorities, salary administration, any other service of the Central Administration of the UL or the competent services of the Faculties, Interdisciplinary Research Centres being in relation with the Intern.

The Intern has, in addition to the right to obtain information and the right to rectify his/her personal data, the right to be forgotten and may require the deletion of personal data, provided that constraints and obligations applicable to the UL do not prevent such a deletion.

In cases specified in the GDPR, the Intern may also request the limitation of processing so that personal data can only be processed with the consent of the Intern, with the exception of the retention of the personal data.

In cases specified in the GDPR, the Intern has the right to receive all personal data concerning him/her and provided to the UL and to transmit the data to another controller (right to data portability). The UL reserves the right to charge a fee for such a transfer, especially in the case of frequent requests and / or in case of a request deemed excessive in terms of volume of data concerned. The Intern must inform the UL in writing in due course before the end of the contractual relationship if he/she intends to make use of this right. Otherwise, the UL cannot be held liable for the deletion of personal data.

Without prejudice to any other administrative or judicial remedy, the Intern has the right to lodge a complaint with the National Commission for Data Protection if he/she estimates that he/she has suffered a violation in the processing of his personal data.

Any questions relating to the processing of personal data should be addressed to the data protection officer of the UL ([dpo@uni.lu](mailto:dpo@uni.lu)).

#### **Article 10: Confidentiality of personal data**

The Intern undertakes to keep secret any confidential information which comes to his/her knowledge, either due to the fact of, or on the occasion of carrying out his/her function.

The Intern shall refrain from disclosing any confidential information and information related to the activities or the working procedures of the UL as well as any matters, private or other, related to the UL, the customers and the employees/staff of the UL, both throughout the contract and after the cessation thereof.

The Intern may process Personal Data in the course of his/her mission at the UL for the performance of research, teaching and administrative tasks. The Intern undertakes to comply with the Data Protection Law and the data protection procedures and policies laid down by the UL and available on the UL website and intranet.

In particular, any disclosure of sensitive data or any attempt to re-establish the identity of a research subject made unlawfully outside the proper course of duty constitutes a data breach and will be treated as a serious disciplinary offence. The term sensitive data refers to specific categories of data as defined in the European General Data Protection Regulation and includes data that has been pseudonymised or coded either in full or in part.

**In the event of a personal data breach the Intern undertakes to inform the DPO and the CISO without undue delay in accordance with applicable procedures.**

The UL reserves the right to carry out any verification which it deems useful to monitor compliance with the aforementioned obligations by the Intern.

If the Intern breaches this clause after the employment has ended, the UL may take legal action against the Intern.

#### **Article 11: Intellectual property**

All documents, objects or material given to the intern in order to enable her/him to conduct her/his activity remain the sole property of the UL.

The UL shall acquire all the intellectual and industrial property rights on all results generated by the intern and in particular the inventions, software, database rights, trademarks, design rights, utility models, products, processes, patents, copyright, services, and application for, and the right to apply for any of the foregoing which may or may not be patentable or otherwise protectable, that may result, either partially or totally from an activity assigned by the UL to the intern.

The intern who generates an invention, know-how, computer program, database or a design informs without delay the UL, communicating all relevant information in writing. Without authorization from the UL, the intern must refrain from all disclosure which prejudices partially or entirely the intellectual and industrial property rights conferred to the UL.

The intern shall in particular transfer to the UL all his/her patrimonial and moral rights to the results of the work carried out, exclusively, throughout the world and for the duration of the copyrights.

Copyright means particularly, but without limitation, all the necessary patrimonial and moral rights to digital and analogic exploitation, for free or for a fee:

- under rights of reproduction, the fixation of the work by any mean in digital and analog format, the integration and extraction of the work into or from a database;
- under rights of adaptation, the transcription, the translation and the editing of the work as well as the use of extracts thereof;
- under rights of representation, the communication to the public of the work by any means for the purposes of private reception (including broadcasting and large-screen presentation), and the making available of the work to the public in such a way that members of the public may access it from a place and at a time individually chosen by them (publication on the Internet);
- under right of distribution, the issuance of all aforesaid media for sale, free distribution, rental and loan;
- under moral rights, the right to the integrity of his work, in order that the UL may update the aforementioned works at its own discretion.

The intern shall refrain from publishing, even after the expiry of this agreement, all or part of the results of the work relating to this research project, as they are or in modified form, without the prior, explicit, and written consent of the UL.

The intern shall guarantee the UL lawful possession of the assigned rights for the duration of the assignment of copyright. The intern shall guarantee and indemnify the UL against any possible recourse, legal proceedings, claims or demands from any person affected by the subject matter of this guarantee.

This article related to material and intellectual property is completed by the "règlement d'ordre intérieur" of the UL.

Copyright and authorship rights attached to the internship report or thesis are exclusively owned by the intern. This also refers to models, scale models, graphs, designs and any other work of a similar nature created by the intern in connection with the internship report or thesis.

#### Article 12: Discipline and secrecy

**Discipline:** The intern has to comply with the rules set within the establishment, especially punctuality, discipline, corporate policies and procedures.

**Secrecy:** It is the intern's absolute duty to preserve professional secrecy. He/she is expected, in particular, never to reveal the contents of the documents at her/his disposal. He/she is forbidden to transmit any documents, know-how, survey conclusions, files, software, blueprints, access procedures he/she will devise or have at her/his disposal, whatever their form, without written permission from the establishment's representative.

Once approved by the establishment's representative, the internship report will be considered the intern's property, and will not be subject to the rules here above, except, possibly, for some secret aspects which will be grouped into a detachable note.

Similarly, the intern will be free to publish papers in scientific or technical journals or any official periodical with express permission from the establishment's representative.

Made in triplicate on 07.11.2022



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Yves LE TRAON  
Responsible for the budget



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Charles BENIMEDOURENE  
Intern



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Björn OTTERSTEN  
Director of SNT  
P/O Carlo DUPPEL



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Marie-Ange REMICHE  
on behalf of the UNamur

