



GENDER EQUALITY PLAN

2021-2023



HR EXCELLENCE IN RESEARCH

Gender equality is a major societal challenge. As President and CEO, I gave higher priority to gender equality at the CNRS. The 2021-2023 Gender Equality Plan is a new step in strengthening this commitment and goes further than the previous one adopted in 2014, with a larger range of issues considered.

Gender inequalities have actually multifactorial causes and cannot be addressed with a one-size-fits-all solution. We need to implement concrete measures at different levels and achieve synergies between those actions in order to speed up institutional change.

We already took important decisions at the institutional management level regarding gender equality and we will continue to do so. Yet, gender equality should be a shared concern. All personnel need to adopt the gender equality plan, from the CNRS management board to the regional offices and research units. This is a necessary condition to achieve a successful implementation of the gender equality plan.

The CNRS hires highly qualified employees who ensure the international promotion of French research. We must continue to guarantee to each and every one of them the same working conditions and the same career opportunities.

Antoine Petit
CEO

The CNRS Gender Equality Plan is structured around the following five thematic areas*:

1 Assessing, preventing and bridging the gender pay gap

2 Ensuring equal career opportunities

3 Promoting work-life balance

4 Addressing gender-based violence, harassments and discriminations

5 Governing, monitoring and evaluating the gender equality policies

Objective

Produce statistics on the gender pay gap

ACTION



Adapt the gender pay gap measurement tool developed by the Ministry of Higher Education and Research & the General Direction of Public Service to the CNRS' needs.



ENTITY RESPONSIBLE HR



INDICATOR Tailoring the gender pay gap measurement tool to the CNRS' needs

TARGET Tool fully operational by 2021



2021

Tool tailored to CNRS' needs

ACTION



Update annually the CNRS data in the measurement tool



ENTITY RESPONSIBLE HR



INDICATOR Frequency of data update in the gender pay gap measurement tool

TARGET Yearly update



2022

Gender pay gap measurement tool data update

2023

Gender pay gap measurement tool data update

Objective

Analyze and bridge the gender pay gap

ACTION



Assess and recommend measures to bridge the gender gap in career’s advancement



ENTITY RESPONSIBLE Gender Equality Unit / HR

INDICATOR Survey



TARGET Survey conducted



2021

Data collection

2022

Survey report

2023

Recommendations to bridge the gender pay gap

ACTION



Assess and recommend measures to bridge the gender gap in post allowances (IFSE) ratings and bonuses for engineers and technicians



ENTITY RESPONSIBLE Gender Equality Unit / HR

INDICATOR Frequent update of post allowances (IFSE) ratings and bonuses for engineers and technicians



TARGET Output indicator



2023

Post allowances (IFSE) ratings and bonuses for engineers and technicians updated

ACTION



Assess and recommend measures to bridge gender gap in researchers' bonuses



ENTITY RESPONSIBLE Gender Equality Unit / HR



INDICATOR Survey

TARGET Survey conducted



2021

Data collection

2022

Survey report

2023

Recommendations to bridge gender gap in researchers' bonuses

Objective

Assess gender pay gap in additional income

ACTION



Identify gender gap in intellectual property income



2022

Data collection



ENTITY RESPONSIBLE CNRS Innovation / Legal Affairs Department / Gender Equality Unit

2023

Assessment of gender gap in career's advancement



INDICATOR Survey

TARGET Survey conducted

ACTION



Identify gender gap in cumulative income, in particular related to expertise function



2022

Data collection



ENTITY RESPONSIBLE HR / Partnerships and Valorisation Department / Gender Equality Unit

2023

Assessment of gender gap in career's advancement



INDICATOR Survey

TARGET Survey conducted

Objective

Recruit and retain the pool of women

ACTION



Enhance actions and communication aimed at displaying career paths of women scientists, intended for a school, university and broad audience



ENTITY RESPONSIBLE

Research institutes / Communication Department / Gender Equality Unit and its network of 400 contact persons throughout the country



INDICATOR

Number of implemented actions per year

TARGET

5 actions per year



2021

5 actions at the national or regional level

2022

5 actions at the national or regional level

2023

5 actions at the national or regional level

ACTION



Develop mentoring activities for post-doctoral researchers*



ENTITY RESPONSIBLE

Research institutes / Research units directors



INDICATOR

Number of research institutes that implemented mentoring activities

TARGET

3 research institutes by 2023



2021

Mentoring activities implemented in 1 research institute

2022

Mentoring activities implemented in 2 research institutes

2023

Mentoring activities implemented in 3 research institutes

Objective

Recruiting without gender bias

ACTION



Implement the CNRS self-training module on gender bias in all sections of the national hiring committee and all CNRS research units*



ENTITY RESPONSIBLE Gender Equality Unit

INDICATOR

- Proportion of sections of the national hiring committee trained
- Proportion of top managers trained
- Proportion of employees trained in research units



TARGET

- All sections of the national hiring committee trained
- All top managers trained
- Monitoring indicator



2021

- Members of the sections registered to the self-training module
- All sections trainings realized
- New top managers registered to the self-training module. Presentations (if possible) by the Gender Equality Unit at training seminars organized by the Division for senior management

2022

New top managers registered to the self-training module (same as above)

2023

New top managers registered to the self-training module (same as above)

ACTION



Renew the participation and role of parity officers in sections and commissions in the next national hiring committee mandate



ENTITY RESPONSIBLE Management board

INDICATOR

Number of sections of the national hiring committee with a parity officer in the next mandate



TARGET

One parity officer in each section



2021

- CEO Letter to the national hiring committee
- List of parity officers circulated to the Gender Equality Unit and to the Parity and Equality Committee
- Report with sex-disaggregated data for each stage of recruitment sent to the GE Unit and the Parity and Equality Committee by the parity officers

2022

Report with sex-disaggregated data for each stage of recruitment sent to the GE Unit (same as above)

2023

Report with sex-disaggregated data for each stage of recruitment sent to the GE Unit (same as above)



ACTION



Appoint parity officers in recruitment and promotion committees for engineers and technicians, and collect monitoring data on the share of women at each stage of the recruitment process



ENTITY RESPONSIBLE HR

INDICATOR

Proportion of engineers and technicians recruitment and promotion committees with a parity officer



TARGET

100% of engineers and technicians recruitment and promotion committees with a parity officer



2021

- Internal note issued by the HR Director on the method of appointment for parity officers
- Parity officers in 25% of engineers and technicians recruitment and promotion committees

2022

Parity officers in 75% of recruitment and promotion committees

2023

Parity officers in 100% of recruitment and promotion committees

Objective

Ensuring equal career advancement

ACTION



Sustain the promotion « cascades » principle (share of promoted women researchers greater than or equal to the share among the researchers eligible to promotion)**



ENTITY RESPONSIBLE National hiring committee / Research institutes

INDICATOR Proportion of women researchers in promotions



TARGET Share of promoted women researchers greater than or equal to the share among researchers eligible to promotion



2021

Report assessing the share of promoted women among researchers eligible to promotion

2022

Report assessing the share of promoted women among researchers eligible to promotion

2023

Report assessing the share of promoted women among researchers eligible to promotion

ACTION



Implement measures to increase the number of female unit directors and the number of women in decision-making positions**



ENTITY RESPONSIBLE Management board / Research institutes / Division for senior management

INDICATOR Percentage of women research directors



TARGET 5% increase per year



2021

Implementation of measures

2022

5% increase per year

2023

5% increase per year

ACTION



Ensure gender balance in management positions, in collective tasks, and in the composition of units' bodies



ENTITY RESPONSIBLE

Research directors and bodies

INDICATOR

Proportion of women in management positions, with collective tasks, and involved in units' bodies



TARGET

Proportion of women in management positions equivalent to the proportion of women among the staff of the unit



2021

Sex-dissagrated data on employees available for each unit

2022

Towards balanced proportions

2023

Balanced proportions achieved

ACTION



Produce data on, and bridge the gender gap in project proposals submissions



ENTITY RESPONSIBLE

Research institutes / Purchase and Innovation Department / Gender Equality Unit

INDICATOR

- Proportion of women PIs
- Amount of funding according to sex



TARGET

Monitoring indicator



2021

Data collection on ERC fundings

2022

Data collection on ANR (French national research funding agency) fundings

2023

Data collection on other calls for proposal

ACTION



Assess gender gap between required skills and engineers and technicians job profiles



ENTITY RESPONSIBLE Gender Equality Unit

INDICATOR Qualitative indicator



TARGET Survey conducted



2022

Qualitative study

2023

Recommendations to bridge gender gap between required skills and engineers and technicians job profiles

Objective

Increase women's visibility at the CNRS

ACTION



Maintain parity in CNRS awards and distinctions**



ENTITY RESPONSIBLE Management board / Research institutes

INDICATOR Proportion of women among CNRS awards and distinctions recipients



TARGET Parity in CNRS awards and distinctions



2021

Parity in CNRS awards and distinctions

2022

Parity in CNRS awards and distinctions

2023

Parity in CNRS awards and distinctions

ACTION



Ensure that women participate in scientific events. Only support scientific events where women participate at all levels and in similar or higher proportion to the disciplinary field concerned



ENTITY RESPONSIBLE Research institutes / Research unit directors

INDICATOR

- Number of scientific events not fulfilling this criteria
- Number of research institutes for which eligibility for financial support is based on fulfilling this criteria



TARGET

- Monitoring indicator
- Increase of one research institute per year



2021

One new research institute with eligibility for financial support based on fulfilling this criteria

2022

One new research institute with eligibility for financial support based on fulfilling this criteria

2023

One new research institute with eligibility for financial support based on fulfilling this criteria



ACTION



Enhance female experts' participation in the media



ENTITY RESPONSIBLE Communication Department/ Research institutes

INDICATOR

- Percentage of women experts proposed by the CNRS
- Number of female researchers who received media training



TARGET

- Equal or higher percentage to the percentage of women in research
- Increase in the number of female researchers who received media training



2021

Guidelines for the lists of experts

2022

Enhance media training opportunities for women researchers

2023

List of experts updated

Objective

Support gender balance in jobs

ACTION



Launch communication campaigns on engineer and technician careers featuring women in male-dominated occupational fields and men in female-dominated occupational fields



ENTITY RESPONSIBLE

Communication Department / Gender Equality Unit and its network of 400 contact persons throughout the country



INDICATOR

Number of campaigns launched per year

TARGET

1 campaign launched per year during 3 years



2021

1 communication campaign launched

2022

1 communication campaign launched

2023

1 communication campaign launched

ACTION



Create immersion internships to increase gender balance in the less-balanced occupational fields



ENTITY RESPONSIBLE

HR / CNRS Regional Delegations



INDICATOR

Number of immersion internships implemented

TARGET

Immersion internships implemented in at least one or two of the less gender-balanced occupational fields



2021

Setting up of immersion internships

2022

Setting up of immersion internships

2023

First wave of immersion internships deployed

Objective

Better take into account women's career breaks

ACTION



Ensure that maternity allowances are perceived by the units in case of an extension or replacement of a fixed-term contract employee on maternity leave



ENTITY RESPONSIBLE

Research Institutes / Purchase and Innovation Department



INDICATOR

Communication surrounding this measure

TARGET

All research institutes have communicated



2021

Reminder of the measure during management

2022

Reminder of the measure during management

2023

Reminder of the measure during management

ACTION



Recommend the amount of working time deducted for maternity leaves and ease the recording of career breaks in the employees' files for hiring competitions and promotion



ENTITY RESPONSIBLE

CEO / HR / Information System Department

INDICATOR

Add section in the forms



TARGET

Section added in all forms



2021

CEO Letter

2022

All forms updated

Objective

Enable gender equality in the work organization

ACTION



Update the time-management charters in the laboratories' internal procedures



2021

Internal note to research directors on the update of time-management charters



ENTITY RESPONSIBLE
Research units

2023

All research units with updated time-management charters

INDICATOR
Proportion of units with an updated time-management charter



TARGET
All research units with updated time-management charters

ACTION



Systematize pre- and post-parental leave interviews



2021

Information for research directors on the usefulness and importance of pre- and post-parental leave interviews



ENTITY RESPONSIBLE
Research directors / HR departments in CNRS regional delegations

2023

All regional delegations and research institutes promote pre- and post-parental leave interviews

INDICATOR

- Number of delegations where interview have been conducted
- Number of research institutes promoting those interviews



TARGET

- All regional delegations have conducted pre- and post-parental leave interviews
- All research institutes promote pre- and post-parental leave interviews

Objective

Promote involvement in parenting duties

ACTION



Launch communication campaigns to encourage fathers to take parental leave and systematize parental counselling meetings



ENTITY RESPONSIBLE HR Departments in CNRS regional delegations



INDICATOR

- Number of fathers taking parental leave
- Number of regional delegations providing parental counselling meetings

TARGET

- Monitoring indicator
- One new regional delegation per year



2021

One new regional delegation providing parental counselling meetings

2022

One new regional delegation providing parental counselling meetings

2023

One new regional delegation providing parental counselling meetings

ACTION



Implement lactation rooms and children's nursery places to enhance childcare provisions



ENTITY RESPONSIBLE CNRS regional delegations



INDICATOR

- Briefing note
- Number of requests received by regional delegations

TARGET

- Issuing of the briefing note
- Monitoring indicator



2021

- Briefing note
- Number of requests received by regional delegations

2022

Number of requests received by regional delegations

2023

Number of requests received by regional delegations

Objective

Provide training and awareness-raising resources to CNRS employees on sexist and sexual violence, harassments and discriminations

ACTION



Launch communication campaigns geared toward all academic and non-academic staff*



ENTITY RESPONSIBLE

Communication Department / Gender Equality Unit and its network of 400 contact persons throughout the country



INDICATOR

Number of communication campaigns launched per year

TARGET

2 national or regional campaigns launched per year



2021

2 national or regional campaigns launched per year

2022

2 national or regional campaigns launched per year

2023

2 national or regional campaigns launched per year

ACTION



Implement training tools/awareness-raising activities to identify and to address sexist and sexual violence, harassments and discriminations (e.g. racism, homophobia, anti-Semitism)*



ENTITY RESPONSIBLE

Gender Equality Unit and its network of 400 contact persons throughout the country



INDICATOR

Implementation of awareness-raising activities at the national, regional or local level

TARGET

Monitoring indicator



2021

Implementation of awareness-raising activities at the national, regional or local level

2022

Implementation of awareness-raising activities at the national, regional or local level

2023

Implementation of awareness-raising activities at the national, regional or local level

ACTION



Develop and disseminate guides and best practices charters*



2021

Collective consultation



ENTITY RESPONSIBLE

Gender Equality Unit

2022

Design and circulation of guides and chartes



INDICATOR

Design of guides and best practices charters

TARGET

Guides and best practices charters share with all research units

Objective

Provide centralized and clear information for all staff members to adopt best practices

ACTION



Create a dedicated webpage or section on the CNRS website and update the CNRS procedures files, taking into account the interactions with the joint units



ENTITY RESPONSIBLE HR / Gender Equality Unit



INDICATOR Creation of a dedicated section on the CNRS website about sexual violence, harassment and discriminations

TARGET A dedicated webpage or section is online



2021

Creation of a dedicated section on the CNRS website about sexual violence, harassment and discriminations

2022

Necessary updates

2023

Necessary updates

ACTION



Add a section on sexist and sexual violence to the units' internal regulations



ENTITY RESPONSIBLE Research directors



INDICATOR Proportion of research units that have added a section on sexist and sexual violence in their internal regulations

TARGET All research units have added a section on sexist and sexual violence in their internal regulations



2021

Recommendations on the management online platform of research directors

Objective

Facilitate reporting of sexist and sexual violence, harassment and discriminations, and support victims

ACTION



Reinforce the reporting mechanism for permanent and non-permanent staff



ENTITY RESPONSIBLE HR

- Reinforce the reporting mechanism
- Information about the reporting mechanism updated on the dedicated webpage

INDICATOR



TARGET Output indicators



2021

- Reinforcement of the reporting mechanism
- Information about the reporting mechanism updated on the dedicated webpage

2023

Evaluation of reporting mechanism to establish potential improvements or renewal

ACTION



Implement sexual and gender-based violence response supports for both non-permanent and permanent staff



ENTITY RESPONSIBLE HR

Implementation of sexual and gender-based violence response supports

INDICATOR



TARGET Output indicator



2021

Implementation of response supports

2023

Evaluation of reporting mechanism to establish potential improvements or renewal

ACTION



Provide a psychological or social support for bystanders or victims of sexual violence, permanent and non-permanent staff, as well as for teams



ENTITY RESPONSIBLE HR



INDICATOR Implementation of psychological or social support

TARGET Output indicator



2021

Implementation of psychological or social support

2023

Evaluation of psychological or social support to establish improvements or renewal

Objective

Promote gender equality as an institutional management priority across all CNRS policies

ACTION



Develop a communication plan in addition to disseminating the gender equality plan



ENTITY RESPONSIBLE

Management board / Communication Department / Gender Equality Unit / Parity and Equality Committee



INDICATOR

Design of communication plan

TARGET

Output indicator



2021

Design a communication plan related to gender equality issues

2023

Communication plan updated

Objective

Promote personal involvement in gender equality measures at all levels

ACTION



Expand the gender equality contact persons' network in the laboratories and get the unit directors involved by providing them management tools



ENTITY
RESPONSIBLE

Gender Equality Unit and its network of 400 contact persons throughout the country / Research Institutes

INDICATOR

- Proportion of laboratories that have a contact person for the Gender Equality Unit
- Design of tools and actions for units directors



TARGET

- Yearly increase
- Monitoring indicator



2021

- Preparation of a kit of practical information sheets on gender equality for units directors
- Launch of the research institutes' activities for the laboratories

2022

- Monitoring of the proportion of units that have a contact person for the Gender Equality Unit
- Increase in the number of activities launched by the research institutes

2023

- Monitoring of the proportion of units that have a contact person for the Gender Equality Unit
- Increase in the number of activities launched by the research institutes

Objective

Evaluate the implementation of the gender equality plan

ACTION



Set up a monitoring of indicators, identify obstacles and paths for improvements, and make recommendations to the top management



ENTITY RESPONSIBLE Gender Equality Unit / Parity and Equality Committee



INDICATOR Frequency of the monitoring of indicators

TARGET Annual monitoring of indicators



2021

Monitoring of the GEP indicators and report on the actions' results, including an analysis of resistances and actions proposals

2022

Monitoring of the GEP indicators and report on the actions' results, including an analysis of resistances and actions proposals

2023

GEP (2021-2023) evaluation

Objective

Prepare the next gender equality plan

ACTION



Explore new topics (gender budgeting, partnerships conditional on compliance with gender equality legal requirements)



2022

Creation of a working group



ENTITY RESPONSIBLE Gender Equality Unit / Parity and Equality Committee

2023

Recommendations for the 2024-2026 GEP

INDICATOR Benchmarking and consultations



TARGET Output indicator



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