GENDER EQUALITY PLAN

2021-2023
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

*In compliance with the Law n°2019-828 of August 6th, 2019
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

**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

2021
Tool tailored to CNRS’ needs

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

**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
Assess and recommend measures to bridge gender gap in researchers’ bonuses

**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**

**Entity**
CNRS Innovation / Legal Affairs Department / Gender Equality Unit

**Indicator**
Survey

**Target**
Survey conducted

**Data collection**
2022

**Assessment of gender gap in career’s advancement**
2023

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**Action**

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

**Entity**
HR / Partnerships and Valorisation Department / Gender Equality Unit

**Indicator**
Survey

**Target**
Survey conducted

**Data collection**
2022

**Assessment of gender gap in career’s advancement**
2023
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

**NOTE**

*HRS4R **COP 2019 2023
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

- 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)

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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.

**ACTION**

- **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

**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
**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

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**ACTION**

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

**ENTITY RESPONSIBLE**
Research institutes / Purchas and Innovation Department / Gender Equality Unit

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

**TARGET**
Monitoring indicator
**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

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**2 ENSURING EQUAL CAREER OPPORTUNITIES**
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

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**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

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**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

**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
Enable gender equality in the work organization

**Objective**

**ACTION**

**Update the time-management charters in the laboratories’ internal procedures**

**ENTITY RESPONSIBLE** Research units

**INDICATOR** Proportion of units with an updated time-management charter

**TARGET** All research units with updated time-management charters

- **2021**
  - Internal note to research directors on the update of time-management charters
- **2023**
  - All research units with updated time-management charters

**ACTION**

**Systematize pre- and post-parental leave interviews**

**ENTITY RESPONSIBLE** Research directors / HR departments in CNRS regional delegations

**INDICATOR**
- Number of delegations where interview have been conducted
- Number of research institutes promoting those interviews
- All regional delegations have conducted pre- and post-parental leave interviews

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

- **2021**
  - Information for research directors on the usefulness and importance of pre- and post-parental leave interviews
- **2023**
  - All regional delegations and 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

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**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

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*HRS4R **COP 2019 2023
Develop and disseminate guides and best practices charters*

- **ENTITY RESPONSIBLE**: Gender Equality Unit
- **INDICATOR**: Design of guides and best practices charters
- **TARGET**: Guides and best practices charters share with all research units

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

**Objective**

**ACTION**

**Reinforce the reporting mechanism for permanent and non-permanent staff**

**ENTITY RESPONSIBLE** HR

**INDICATOR**

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

**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

**INDICATOR** Implementation of sexual and gender-based violence response supports

**TARGET** Output indicator

2021

Implementation of response supports

2023

Evaluation of reporting mechanism to establish potential improvements or renewal
Provide a psychological or social support for bystanders or victims of sexual violence, permanent and non-permanent staff, as well as for teams.

**ACTION**

**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
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 for 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** 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)

**ENTITY RESPONSIBLE**

Gender Equality Unit / Parity and Equality Committee

**INDICATOR**

Benchmarking and consultations

**TARGET**

Output indicator