

## **2024 REPORT ON ACTIONS TO PROMOTE GENDER EQUALITY IN THE WORKPLACE PLAN 2024/2026**

- Public Service Transformation Act of August 6, 2019
- Agreement on professional equality between men and women in the civil service November 30, 2018

### **Context**

Centrale Lyon has reaffirmed its commitment to gender equality in the workplace by drawing up this second gender equality plan. It is based on the results of the measures put in place thanks to the first plan (2021-2023), indicators from the Rapport Social Unique (RSU) and a social dialogue established with the trade unions.

This 2<sup>th</sup>) plan was validated by the CSA on September 19, 2024. It covers the period 2024-2026.

The 2024-2026 Equality Action Plan includes 30 proposals for action focusing on 4 axes :

- Evaluation, prevention and treatment of pay discrepancies between women and men;
- Ensuring equal access for men and women to all job categories, grades and jobs ;
- Work-life balance ;
- Preventing and dealing with discrimination, acts of violence, moral or sexual harassment.

In order to carry out this assessment, an inventory of proposed actions for 2024 was drawn up. It specifies whether the objective is in progress >>> or achieved 

The departments of Human Resources, Research and Innovation, Student Life, Communications, Legal Affairs, the members of the listening units and the equality representatives were mobilized to carry out this assessment.

## Axis 1

## Assessment, prevention and treatment pay discrepancies

### **FOCUS : COMPENSATION**

### **TARGET : ANALYZE AND REDUCE PAY DISCREPANCIES**

#### **1/ Identify and analyze pay gaps main**

##### **ACTION**

- Depending on results, work on variable compensation components

##### **INDICATOR**

- Compensation index



Law no. 2023-623 of July 19, 2023, aimed at reinforcing women's access to responsibilities in the civil service, introduces new provisions and obligations for public-sector employers. For instance, it introduces a professional equality index for the civil service.

The aim is to measure the pay gap between men and women, on the basis of a professional equality index to calculate on a base of 100 points. The result obtained is calculated, published and compared each year with the target set at 75 points.

Three indicators make up the professional equality index:

- The overall pay gap between men and women, for civil servants in equivalent grades.
- The overall pay gap between women and men, for agents by equivalent hierarchical category.
- The number of public-sector employees of the under-represented sex among the ten highest-paid public-sector employees.

Distributed on the Ministry's website, [the professional equality index](#) is also published on the website.

In 2023, Centrale Lyon's index will be 75.

## 2/ Positioning on pay grids

### ACTIONS

- Multi-year repositioning campaign for contract workers recruited before the grids were introduced
- Study of indexes for equal positions, taking gender into account
- Possible corrections during revaluation campaigns

### INDICATOR

- Gendered indexes for contract workers by category and function group



The annual commission was organized in October 2024. Composed of trade experts and an outside individual from the higher education sector, its aim is to propose salary adjustments, taking into account seniority, the date of the last salary review set by the voted pay grids, the characteristics of the position held and the agent's positioning in relation to people carrying out similar activities.

For certain agents recruited prior to the introduction of indicative salary scales, a multi-year catch-up plan has been implemented over 3 years.

The presence of an outside individual, as well as the participation of certain members in similar commissions in other establishments, enables us to think beyond the strict framework of the establishment.

## 3/ Service-related bonuses

### ACTIONS

- Take into account gender analysis by category when arbitrating the BIATSS end-of-year bonus.
- RIPEC C3 filing and publication of gender breakdowns

### INDICATORS

- IAC gender balance by category
- RIPEC C3 gender balance by corps



A presentation of the compensation policy is made to the CSA during the 1st quarter of each year, and is available on the intranet site - [Governance section](#).

For BIATSS, in the event that the gender analysis indicator by category is not relevant. A new indicator will be defined in 2026.

For research-professors, an information e-mail is sent each year as part of the RIPEC C3 campaign (individual component) to encourage them to submit their applications. Agents who do not submit a file are contacted individually by their manager to help them with this process.

The gender breakdown of the RIPEC C3 file is sent to CAR members at the end of the campaigns.

## Axis 2

Ensuring equal access for men and women to bodies and jobs

### **FOCUS : RECRUITMENT** **TARGET : RECRUIT WITHOUT GENDER BIAS**

#### **1/ Communicate about professions without gender stereotypes**

##### **ACTIONS**

- Job descriptions systematically displaying M/F or inclusive writing
- Avoid exclusive terms, use epicene words instead
- Use alphabetical order (F/M, Mr and Mrs...)
- Include the sentence indicating that the masculine gender is used as a generic gender for the sole purpose of not weighing down the text regardless of gender.

##### **INDICATORS**

- Job descriptions
- Typical examples of good handwriting



The recruitment framework has been adapted in accordance with the “Note de cadrage sur les règles de féminisation” of texts produced by the school departments.

This internal note, written in 2024, refers to the 2024 back-to-school note from the rectorat and, for the sake of consistency, it has been agreed that :

- Inclusive writing should not be used;
- Documents that designate/mention the person holding a position must be matched to the person's gender;
- Job publications and recruitment acts must systematically use phrases such as " la candidate ou le candidat ";
- Messages addressed to a diverse group of people should make reference in their introductory and concluding sentences to both " chères et chers collègues », « toutes et tous » etc.

## 2/ Make committees, juries and recruitment commissions aware of the need for balanced rankings

### ACTIONS

- Jury or committee training
- Make recruitment bodies aware of the need to rebalance appointments where the pool allows and on the basis of equal merit.

### INDICATORS

- Number of meetings prior to juries
- Number of training courses



For teaching and research staff, an awareness-raising meeting initiated by the Chairman of the Board of Directors takes place every year before the selection committees are launched. This meeting addresses the issue of potential conflicts of interest and raises awareness among the institution's representatives of the need to rebalance appointments. National CNU data on gender balance within the concerned section are forwarded to the chairmen of the selection committees.

For administrative and technical staff, ITRF juries are composed of equal numbers of internal and external members as well as male and female. The national guide to ITRF juries is sent to them when they are invited to attend.

In 2024, no jury member training has been organized. For 2025, an information sheet will be sent to each panel member to raise awareness of cognitive biases.

## **FOCUS : PROMOTION**

### **TARGET : GUARANTEEING EQUAL ACCESS TO CAREERS**

#### 1/ Make commissions and committees aware of the need to respect the gender balance in proposals for promotion

### ACTION

- Preventive: transmission of gendered data in advance

### INDICATORS

- Gendered assessment of proposed candidates



#### Research professors

14% of candidates for promotion (MCF and PR) are women.

With the exception of access to the exceptional rank of senior lecturer, the proportion of women candidates is low or non-existent, which means that there is no possibility of redressing the balance at local level. The establishment should take steps to encourage women to apply.

### Teachers

5 secondary school teachers were promoted, including 2 women.

### BIATSS

70% of those put forward for the liste d'aptitude, tableau d'avancement or repyramidage are women (19 women vs. 8 men).

A gendered recruitment report and analysis is produced each year for the “Rapport Social Unique” (see section 5.3) and posted on the [school's internet and intranet sites](#).

A presentation to the CSA is also scheduled for the 1st quarter of 2025.

## **2/ Encourage MCFs to take the Habilitation à Diriger des Recherches - HDR**

### **ACTIONS**

- Targeted awareness campaigns
- Encourage people to take a CRCT
- Help define a publications strategy
- Training courses
- Manager training

### **INDICATOR**

- Gendered percentage of MCFs with an HDR



31% of senior lecturers hold an HDR. This proportion is higher among women (45%) than among men (21%). Incentive programs targeting women have reinforced this proportion.

A gender report and analysis is produced each year for the Single Social Report (see section 1.2) and posted on the [school's internet and intranet sites](#).

A presentation to the CSA is also scheduled for the 1st quarter of 2025.

## **3/ Promote mentoring at laboratory level**

### **ACTION**

- Pairing up

### **INDICATOR**

- Number of pairs formed



Mentoring initiatives are in place, but these vary from department to department and laboratory to laboratory.

**FOCUS : WORKING TIME****TARGET : FLEXIBLE WORKING HOURS****1/ Flexibility and individualization of working hours****ACTION**

- Revise the "ARTT" memorandum to include special arrangements (single-parent families->4-day week?):
  - o extend high/low periods to other services
  - o 4-day week (if regulations change)
  - o 4.5-day week over two weeks

**INDICATOR**

- Number of agents choosing a special arrangement



The guidelines for the organization of working hours at school were revised in 2024 to better balance personal and professional life. In particular, the possibility of organizing work over a two-week period makes it easier to take into account the constraints associated with shared childcare.

The memo can be consulted on the intranet site [under Support Missions](#).

The indicator is currently under construction.

## Axis 4

## Combating gender-based violence harassment and discrimination

### **FOCUS : REPRESENTATION AND NETWORKS**

#### **TARGET : BE VISIBLE TO INSTITUTIONAL PARTNERS**

#### **1/ networks**

##### **ACTIONS**

- Forge partnerships with associations and institutions
- Convene and lead meetings with the Centr-L group on the Lyon-Écully campus and the Égalité group on the Saint-Étienne campus

##### **INDICATOR**

- Number of partnerships signed / meetings...



Partnerships have been forged with :

- local branches of associations. The [CIDFF](#) is our VSS referent for external support and the [LICRA](#) our Discrimination referent for external support. Other associations such as [Filactions](#) and [SOS Racisme](#) also work with our students at the start of the academic year or during equality weeks.
- IMT Atlantique for the "VSS STOP" online awareness-raising module for students and staff - available on Moodle,
- CNRS for the online module "Gender inequalities in research" available on Moodle,
- Higher education establishments on the Lyon-Saint-Étienne site:
  - o with the joint Université Jean Monnet - Mines Saint-Étienne and Centrale Lyon ENISE event on December 5, 2024 - "ma rentrée safe".
  - o By participating in ComUE working groups
  - o through regular exchanges within the VSS Lyon-Saint-Étienne network.

The equality groups on the 2 campuses, Centr'L in Lyon-Écully and Égalité in Saint-Étienne, met 2 and 3 times respectively in 2024. A forum for discussion and work on equality and diversity, they are also a source of proposals and action.



## 2/ Representing the school

### ACTIONS

- Respond to equality surveys (baromètre de la Conférence des Grandes Écoles - CGE)
- Pursue actions defined as part of the DDRS master plan

### INDICATOR

- Survey results



- The 9<sup>th</sup> edition of the CGE's Gender Equality Barometer (staff and students) was carried out in December 2024. This barometer evaluates the impact of measures undertaken, analyzes gendered measures and facilitates the management of equality policies for both staff and students.

The aim of this survey, deployed across all CGE member establishments, is to provide equality coordinators, school management and all those responsible for equality with measurement indicators.

[The results of the latest barometer](#) - 2022 edition are available on the CGE website.

- The LGBTphobia survey, carried out in November 2024, will enable the Ministry to take stock of the situation and identify avenues for improvement and good practice.

- Actions responding to Sustainable Development Goal number 5 "Gender equality" are presented in the [DDRS 2023 activity report](#) (pages 18 and 19). They include information, awareness-raising, training and promotion initiatives.

The 2024 report will be presented in 2025.

- For the 1<sup>st</sup> time, the 2 campuses' equality representatives took part in the 9<sup>th</sup> national day of "Missions Égalité et Diversité dans l'Enseignement Supérieur et de la Recherche" at Université Clermont Auvergne (June 13, 2024). The meeting provided an opportunity to :

- discover student-led projects (peer training, the importance of networks and relays via BDEs, the "Que portais tu ce jour-là?" exhibition, which will be on display at the school in 2025, and videos on the theme of equality or diversity inspired by "Ma thèse en 180 secondes")
- discover the practices of other ESR establishments (e.g.: student jobs on VSS prevention at the University of Grenoble-Alpes, a violentometer designed for doctoral students)
- meet our government contacts.

## FOCUS : COMMUNICATION

**TARGET : DRAW UP A COMMUNICATION PLAN TO RAISE AWARENESS OF THE EQUALITY POLICY, THE FIGHT AGAINST VSS AND DISCRIMINATION, AND ASSESS THE ACTIONS TAKEN.**

## 1/ Communicating on existing schemes

## ACTIONS

- Campus poster campaign (VSS, discrimination)
- Regular website updates
- Raising user awareness via social networks
- Communicating on the follow-up of the disciplinary section's decisions in matters of VSS and discrimination
- Share emergency numbers and internal and external contacts to welcome and support victims and witnesses (charters, decision trees, etc.).

## INDICATORS

- Annual posters - occasional news and events



Poster campaigns are regularly organized. They are based on documents issued by the Ministry and on our own work.

In 2024, at the students' request, VSS and discrimination decision trees were created in French and English. They enable victims and witnesses to easily visualize the various options and contacts available.

Our events are regularly posted on our internet and intranet sites - in the News section - or on our social networks.



## 2/ Follow-up on implemented actions



### ACTIONS

- Draw up an annual report on :
  - o equality plan actions (Ministry, CSA)
  - o ongoing actions (DDRS report)

### INDICATORS

- report on the Equality Plan 2021 2023 sent to the Ministry and presented to the CSA on 22/02/2024
- DDSR report: 2024 assessment (to be written in 2025), other years available
- Annual report Centrale Lyon ENISE for activity report

The assessment of the 2021-2023 action plan for professional equality between women and men was sent to the Ministry and presented to the CSA on 22/02/2024. It is also available on the intranet site - [Governance section](#).

The [DDRS 2023 activity report](#) is available on the website (see pages 18-19).

The [Centrale Lyon ENISE 2023 activity report](#) is available on the Centrale Lyon ENISE intranet (page 22).

## FOCUS : RAISING AWARENESS AND TRAINING

### 2025 OBJECTIVE ACHIEVED IN 2024 TRAIN SUPERVISORS

#### 1/ Supporting managers in identifying and dealing with situations of discrimination, sexist and sexual violence and bullying

##### ACTION

- Reinforce training in equality, VSS, anti-discrimination (anti-LGBT+ hatred) for managers, elected members of bodies (F3SCT/F4SCT/CSA), healthcare professionals, members of disciplinary sections.

##### INDICATOR

- Number of people trained



Equality training was provided by the CIDFF on the theme of "Sexual and gender based violence in the workplace: understanding it to prevent it".

A total of 30 managers were trained on the 2 campuses. A training manual was distributed during the session.

An awareness campaign for maintenance technicians was also carried out on the Ecully campus : 14 staff trained.

Elected members of the F3SCT and F4SCT are made aware of VSS issues via the mandatory member training carried out in 2024.

The members of the Disciplinary Section receive regular information on specific online training. These courses are provided by the Ministry.

They will be proposed again to the new disciplinary section that will be set up after the March 2025 elections.

## FOCUS : RAISE STAFF AWARENESS

### 1/ Raising staff awareness of discrimination

#### ACTION

- Raising awareness through arrival meetings for new arrivals (and back-to-school meetings for students), Equality Week, etc.

#### INDICATOR

- Number of people trained



Newly-arrived staff learn about our anti-SGBV, equality and anti-discrimination charters at welcome meetings held in September. In September 2024, 29 staff attended welcome meetings.

Students read the charters when they enroll. The charters are part of the documents they need to read to validate their enrolment. At the same time, these charters are presented at the new academic year meetings.

An e-mail was also sent out on October 2, 2024 reminding staff and students of the facilities and tools available on the 2 campuses.

## 2/ Raising staff awareness of SSV and harassment

### ACTIONS

- Raising awareness via welcome meetings for new arrivals (and back-to-school meetings for students), online modules, Equality Week, etc.
- Distribute the "World of Science" violentometer

### INDICATOR

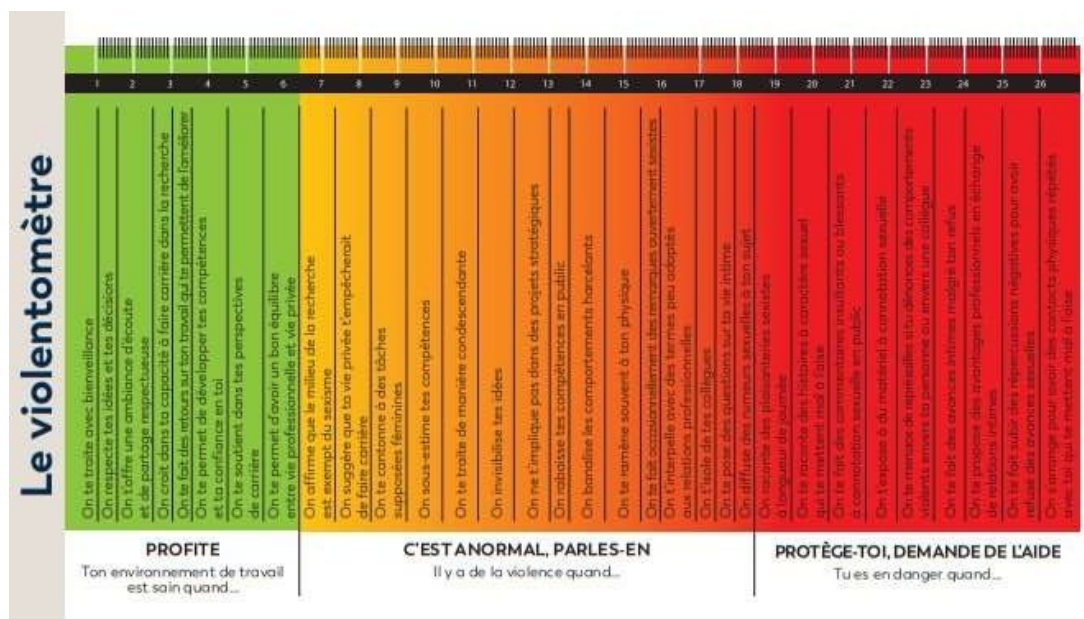
- Number of people trained



Since 2023, online training courses have been available on Moodle :

- for research professors with the CNRS "Gender inequality in research" module.  
21 people logged on.
- for staff and students with ITM Atlantique's "VSS Stop" module.  
68 people logged on.

The violentometer is displayed in laboratories and departments on both campuses.



## **FOCUS : LISTENING**

### **TARGET : GATHER INFORMATION AND FOWARD IT TO MANAGEMENT**

#### **1/ Making the VSS and discrimination reporting system accessible**

##### **ACTION**

- Support victims with the possibility of calling on 2 services :
  - o Contact the listening unit by e-mail or telephone (internal system)
  - o Contact external partners CIDFF or LICRA (external system)

##### **INDICATOR**

- Number of internal reports



Each campus has a report-tracking table. It is kept by the equality representatives.

#### **LISTENING UNIT - internal**

Number of listening sessions conducted

Lyon-Écully campus :4

Saint-Étienne campus : 2

#### **SUPPORTS UNITS - external**

There is no feedback from support units. Support sessions remain is totally anonymous.

#### **2/ Follow-up**

##### **ACTIONS**

- Monitoring SGBV reporting process and discrimination
- Follow-up on the disciplinary section's decisions regarding VSS and discrimination

##### **INDICATORS**

- % of reports processed
- Number of decisions



After each support session, reports are sent to management. Victims and witnesses choose whether or not to anonymize their testimony.

100% of reports are processed.

An internal investigation is carried out when requested by the support teams and deemed necessary by the management handling the facts.

In 2024, 4 reports were submitted for internal investigation. 2 reports have been processed and posted (anonymous posting) and 2 reports are currently being processed.

## Conclusion

Following the adoption of the 2024-2026 equality plan at the CSA meeting on September 19, 2024, this action plan is monitored annually in collaboration between the Human Resources department and the equality representatives.

Although efforts have been made to integrate gender equality into recruitment and promotion processes, difficulties remain, particularly when it comes to women's career development, which is often hampered by the incompatibility of professional and personal life. These obstacles have repercussions on pay and access to certain positions.

To improve work-life balance, measures such as the introduction of teleworking (79% satisfaction among staff - QVCT 2023 survey) and flexible work organization, allowing 4-day or two-week schedules, have been implemented.

Building on the positive results obtained from the previous plan (2021-2023), this new action plan continues to make gender equality a priority for the Establishment. It focuses on key areas such as recruitment, promotion and work-life balance for all staff. In addition, it includes an initiative to raise user awareness of the issues of sexist and sexual violence and discrimination.

This report will be forwarded to the Ministry of Higher Education and Research after its presentation to the CSA in February 2025.

## Glossary

### A

ARTT: organization and reduction of working hours

### B

BIATSS: librarians, engineers, administrative, technical, social and health personnel

### C

CGE: conférence des grandes écoles

CIA: complément indemnitaire annuel (annual compensation supplement)

CIDFF: women's and family rights information center

CNRS: center nationale de la recherche scientifique (French national center for scientific research)

ComUE: communauté d'universités et établissements (community of universities and establishments)

CSA: comité social d'administration (social administration committee)

### D

DDRS: sustainable development and corporate social responsibility

### F

F3SCT: specialized training in health, safety and working conditions

F4SCT: specialized training in health, safety and working conditions in Saint-Etienne

### I

IMT Atlantique: Institut des métiers et des techniques

### L

LGBT: lesbian gay bisexual and transgender

LICRA: international league against racism and anti-Semitism

### R

RIPEC: compensation scheme for teaching and research staff

### U

UJM: Jean Monnet University

### V

VSS: gender-based and sexual violence