



**CENTRALE  
LYON**

## **ACTION PLAN FOR GENDER EQUALITY IN THE WORKPLACE 2024/2026**

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

### **Introduction**

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 single social report and a social dialogue established with the trade unions.

This 2<sup>nd</sup> plan will be validated by the CSA on September 19, 2024. It covers the period 2024-2026.

The 2024-2026 equality action plan includes 30 action proposals based on 4 axes:

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

The monitoring of indicators, as well as changes in the data contained in the single social report, may give rise to annual changes or adjustments to the action plan, in order to guarantee the achievement of concrete results in terms of professional equality.

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## List of objectives

This is a summary of the strategic objectives to be achieved.

### **Axis 1: Assessment, prevention and treatment of pay discrepancies**

[Analyze and reduce pay discrepancies.](#)

### **Axis 2: Ensuring equal access for women and men to bodies, job categories, grades and positions**

[Gender-neutral recruitment.](#)

[Guarantee equal access to careers.](#)

### **Area 3: Work-life balance**

[Flexible working hours.](#)

[Promoting employee fulfillment to improve commitment to work.](#)

### **Axis 4: Fight against sexist and sexual violence, harassment and discrimination**

[Be visible to institutional partners.](#)

[Draw up a communication plan to raise awareness of the company's equality policy, the fight against SGBV and discrimination, and report on actions taken.](#)

[Train managers. Raise staff awareness.](#)

[Gather information and pass it on to management.](#)

## Axis 1

### Assessment, prevention and treatment pay discrepancies

Equal pay is one of the major challenges of professional equality, and the aim of this area is to **make visible and eliminate, where they exist, the pay gap between men and women** at Centrale Lyon.

The challenge is to identify the causes of the pay discrepancies observed, and to understand which discrepancies can and cannot be explained, in order to take appropriate corrective measures.

Pay discrepancies can be explained by unequal access to promotion and career development opportunities, with interruptions or delays in careers due to family responsibilities ; by differences in compensation schemes ; by unequal distribution of overtime ; and by involuntary part-time and full-time work.

Centrale Lyon is committed to ensuring equal pay for men and women with identical bodies, grades and functions by taking action in the following areas :

- Career development, including promotion ;
- Analysis of contract workers' careers by category and function group ;
- Compensation schemes, with an analysis of award criteria ;
- Analysis of differences in access to overtime hours (by fields, models ...) ;
- Equal access to part-time work.

Actions (preventive, corrective)	Indicators	Responsible unit	Year
<b>Compensation</b>			
<b>Identify and analyze main pay gaps :</b> <ul style="list-style-type: none"> <li>- Depending on the results, work on variable compensation components</li> </ul>	Compensation index	Human Resources Department	2024
<b>Positioning on pay grids :</b> <ul style="list-style-type: none"> <li>- Multi-year repositioning campaign for contract staff recruited before the grids were introduced</li> <li>- Study of indexes for equal positions, taking gender into account</li> <li>- Any corrections made during the upgrading campaigns</li> </ul>	Gendered indexes for contract workers by category and function group	Human Resources Department	2024
<b>Part-time :</b> <ul style="list-style-type: none"> <li>- Implement awareness-raising initiatives targeting men for requests for part-time work, differentiated working hours and better sharing of childcare leave.</li> <li>- Inform agents about their part-time entitlements and the effect on their career and retirement</li> </ul>	RSU: Share of women and men working part-time	Human Resources Department	2025
<b>Service-related bonuses :</b> <ul style="list-style-type: none"> <li>- Take into account gender analysis by category when arbitrating the BIATSS end-of-year bonus.</li> <li>- RIPEC C3 filing awareness and publication of the gendered distribution</li> </ul>	IAC gender balance by category  RIPEC C3 gender balance by corps	Human Resources Department	2024

## Axis 2

### Ensuring equal access for women and men to bodies and jobs

This axis has a dual objective:

- **Promote non-discriminatory recruitment and combat gender stereotypes.**
- **Ensuring fair career progression.**

Centrale Lyon is committed to strengthening training and awareness-raising on selection and recruitment biases, to ensuring the implementation of selection committees that respect or come close to parity and to eliminating gendered terminology and associated stereotypes in job offers and calls for promotion.

Promoting gender equality in the workplace involves communication initiatives designed to raise awareness and promote gender diversity in the workplace, and the use of egalitarian communication that rejects gendered and stereotyped language.

Once recruitment has been completed, Centrale Lyon undertakes to :

- Support the building of career paths by setting up support, mentoring and training schemes to combat the glass ceiling, and by developing integration into professional networks.
- Monitor careers by quantifying and analyzing promotion discrepancies between men and women.

Actions (Preventive, corrective)	Indicators	Responsible unit	Year
<b>Recruitment</b>			
<b>Communicating about careers without gender stereotypes :</b> <ul style="list-style-type: none"> <li>- Job descriptions systematically displaying M/F or inclusive writing</li> <li>- Avoid exclusive terms, use epicene words instead</li> <li>- Use alphabetical order (F/M, all, Mr and Mrs...)</li> <li>- 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.</li> </ul>	<b>Job descriptions</b>  <b>Typical examples of good handwriting</b>	<b>Human Resources Department</b>  <b>Equality representatives</b>	<b>2024</b>
<b>Ensure parity on recruitment committees, juries and commissions:</b> <ul style="list-style-type: none"> <li>- Draw up a guide for selection bodies and committees to reduce gender bias.</li> <li>- Act on selection bodies and committees by promoting gender diversity in the chairmanship and reducing gender bias in selections.</li> <li>- Training recruiters to conduct recruitment interviews</li> </ul>	<b>Guide written</b>  <b>Number of training courses</b>  <b>Number of participants</b>	<b>Human Resources Department</b>	<b>2025</b>
<b>Make committees, examining boards and recruitment commissions aware of the need for balanced rankings:</b> <ul style="list-style-type: none"> <li>- Training to be a examining board or committee member</li> <li>- Make recruitment bodies aware of the need to rebalance appointments when the pool allows and on the basis of equal merit.</li> </ul>	<b>Number of meetings prior to examining boards</b>  <b>Number of training courses held</b>	<b>Human Resources Department</b>	<b>2024</b>
<b>Promoting gender diversity in the workplace:</b> <ul style="list-style-type: none"> <li>- Draw up a job map with a breakdown for men and women</li> <li>- Disseminate this mapping upstream of recruitment processes</li> </ul>	<b>Gender mapping</b>	<b>Human Resources Department</b>	<b>2026</b>

## Promotion

<b>Make commissions and committees aware of the need to respect the gender balance in promotion proposals:</b> <ul style="list-style-type: none"> <li>- Preventive: transmission of gendered data in advance</li> </ul>	Gendered assessment of proposed projects	Human Resources Department	2024
<b>Identify recruitment pools :</b> <ul style="list-style-type: none"> <li>- Identify talent pools (professional interviews...)</li> <li>Train and coach these staff members (specialized training, competitions, etc.)</li> </ul>	Gendered indexes for contract workers by category and function group	Human Resources Department	2026
<b>Act against self-censorship by encouraging EC and BIATSS staff to submit their promotion applications:</b> <ul style="list-style-type: none"> <li>- Targeted reminders</li> <li>- Training in the drafting of dossiers for BIATSS, summarizing CAR recommendations for ECs</li> </ul>	Ratio Promotables / Candidates	Human Resources Department	2026
<b>Train staff in career management :</b> <ul style="list-style-type: none"> <li>- Targeted training</li> <li>- Performance review meetings for teachers (rectorat initiative) and duplicate this system for BIATSS contract workers (on fixed-term or permanent contracts every 5 years).</li> </ul>	Number of training courses held  Number of participants  Number of career meetings organized	Human Resources Department  Training departments	2026
<b>Encourage MCFs to take an HDR :</b> <ul style="list-style-type: none"> <li>- Targeted awareness campaigns</li> <li>- Encourage people to take a CRCT</li> <li>- Help define a publications strategy</li> <li>- Training courses</li> <li>- Manager training</li> </ul>	Gendered percentage of MCFs with an HDR	Human Resources Department  Research and Innovation Department	2024
<b>Promote mentoring at laboratory level:</b> <ul style="list-style-type: none"> <li>- Pairing up</li> </ul>	Number of pairs formed	Human Resources Department  Research and Innovation Department	2024

## Axis 3

## Work/life balance

Equality in the workplace also depends on enabling employees to combine their professional and personal lives as effectively as possible, taking into account the diversity of family and personal situations.

This objective represents a fundamental challenge for the quality of life at work. This is why the 2024-2026 plan has chosen to focus its actions on the possibilities **of changing the way in which working hours are organized towards greater flexibility, while at the same time fostering the personal fulfillment of our employees, so that they can invest more fully in their work.**

For Centrale Lyon, it is a question of encouraging and supporting the link between work and parenthood, understood in the broadest sense as the attention paid to the family life of our employees, who must also be seen as spouses, parents, individuals undergoing a change in their family situation, or parent carers, who need to be supported both by facilitating procedures and by proposing solutions or informing them about existing schemes and partnerships.



Actions (Preventive, corrective)	Indicators	Responsible unit	Year
<b>Working hours</b>			
<b>Flexibility and individualization of working hours:</b> <ul style="list-style-type: none"> <li>- Revise the "ARTT" memorandum to include special arrangements (single-parent families-&gt;4-day week?):               <ul style="list-style-type: none"> <li>o extend high/low periods to other services</li> <li>o 4-day week (if regulations change)</li> <li>o 4.5-day week over two weeks</li> </ul> </li> </ul>	<b>Number of agents choosing a special arrangement</b>	<b>Human Resources Department</b>	<b>2024</b>
<b>Expand access to fixed and floating teleworking :</b> <ul style="list-style-type: none"> <li>- Open up new possibilities by training department heads (open up to a wider public, remove reluctance, avoid general limitations within a department, e.g. a maximum of 1 day).</li> </ul>	<b>Number of people trained</b>  <b>Number of days teleworked and number of people teleworking</b>	<b>Human Resources Department</b>	<b>2025</b>
<b>Reaffirming the right to disconnect :</b> <ul style="list-style-type: none"> <li>- Raising staff awareness of the need to preserve work/life balance</li> <li>- Customize email signatures</li> </ul>	<b>Annual information campaign</b>	<b>Human Resources Department</b>  <b>Quality of Life and Working Conditions</b>  <b>Communication department</b>	<b>2025</b>

Actions (preventive, corrective)	Indicators	Responsible unit	Year
<b>Family time</b>			
<b>Supporting staff returning from parental and/or maternity leave:</b> <ul style="list-style-type: none"> <li>- Pre-departure and reintegration interview, similar to the process set up for new arrivals</li> <li>- Training or refresher courses if required</li> <li>- Guarantee the position during the first period of parental leave (12 months guaranteed)</li> <li>- Emphasize CRCT opportunities for EC staff</li> </ul>	<b>Number of interviews conducted</b>  <b>Number of CRCTs awarded</b>	<b>Human Resources Department</b>	<b>2026</b>
<b>Communicate about existing family benefits (CESU, childcare allowance, disabled child allowance)</b> <ul style="list-style-type: none"> <li>- Posting on intranet site or information e-mail</li> </ul>	<b>Number of beneficiaries</b>	<b>Human Resources Department</b>  <b>Social workers</b>	<b>2026</b>
<b>Supporting employees who have to look after a sick child, a disabled relative or someone who is losing their independence:</b> <ul style="list-style-type: none"> <li>- Reminder of entitlement to leave: caring for a sick child, chronic illness or cancer</li> <li>- Reminder of leave entitlements (part-time, temporary cessation of activity) -&gt; flexible TT</li> <li>- Mobilize the social worker for information: right to respite, right to family solidarity leave, day/night relays, vacations, etc.</li> </ul>	<b>Annual information campaign</b>	<b>Human Resources Department</b>	<b>2026</b>
<b>Supporting parenthood:</b> <ul style="list-style-type: none"> <li>- Launch communication campaigns to encourage fathers to take childcare leave (adoption)</li> <li>- Communicate parental leave to new parents</li> <li>- Provide information on women's rights during and after pregnancy (authorization to miss exams, breastfeeding room and time, etc.).</li> </ul>	<b>Annual information campaign</b>	<b>Human Resources Department</b>	<b>2025</b>

## Axis 4

### Combating gender-based violence harassment and discrimination

Centrale Lyon has a duty to **provide a safe and healthy working environment for everyone**. That is why the 2024-2026 plan aims to build on the achievements of the last three years.

Changing mentalities, preventing violence in the workplace, raising staff awareness and training managers against all forms of discrimination/sexist and sexual violence/harassment, publicizing the listening and reporting system, organizing theme days and distributing posters are all actions that need to be repeated annually.

By working with associations such as Elles Bougent and CIDFF, as well as higher education establishments, Centrale Lyon is developing its network of external partners, not forgetting local players.

Its "Centr'L" and "Égalité" internal action groups meet regularly alongside the equality coordinators. They propose the organization of events such as the We are continuing "equality weeks" (conferences, workshops, e-learning courses, exhibitions) and our actions to transform mentalities.

Actions (Preventive, corrective)	Indicators	Responsible unit	Year
<b>Representation and networks</b>			
<b>Networks :</b> <ul style="list-style-type: none"> <li>- Forge partnerships with associations and institutions (CIDFF, LICRA, CNRS, IMT Atlantique, VSS network)</li> <li>- Convene and lead meetings with the Centr-L group in Ecully and Égalité in St Etienne</li> </ul>	Number of partnerships signed	Equality representatives	2024
<b>Represent the company :</b> <ul style="list-style-type: none"> <li>- Respond to equality surveys (Conférence des Grandes Écoles)</li> <li>- Pursue the actions defined by the DDRS label</li> </ul>	Survey results	Equality representatives  Human Resources Department  Student Life Manager	2024
<b>Communication</b>			
<b>Communicating on existing schemes:</b> <ul style="list-style-type: none"> <li>- On-campus poster campaign (VSS, discrimination) Regular website updates</li> <li>- Raising user awareness via social networks</li> <li>- Communication on the follow-up to the Disciplinary Section's decisions on VSS and discrimination</li> <li>- Disseminate emergency numbers and internal and external contacts to welcome and support victims and witnesses (charters, decision trees, etc.).</li> </ul>	Annual posters - occasional news	Equality representatives  Communication department	2024
<b>Monitor actions taken :</b> <ul style="list-style-type: none"> <li>- Draw up an annual report on the actions :               <ul style="list-style-type: none"> <li>o equality plan (Ministry, CSA)</li> <li>o ongoing actions (SD&amp;RS report)</li> </ul> </li> </ul>	Equality plan assessment carried out once a year  SD&RS review carried out once a year	Equality representatives  Human Resources Department  Sustainable Development & Corporate social responsibility departement	2024

Actions (preventive, corrective)	Indicators	Responsible unit	Year
<b>Training</b>			
<b>Train and support managers in identifying and dealing with situations of discrimination, sexual harassment and/or bullying:</b> <ul style="list-style-type: none"> <li>- Reinforce training in equality, VSS, anti-discrimination (anti-LGBT+ hatred) for managers, elected members of bodies (F3SCT/F4SCT/CSA), healthcare professionals, members of the disciplinary section</li> </ul>	Number of people trained	Human Resources Department  Equality representatives	2025
<b>Awareness</b>			
<b>Raise staff awareness of the issue of discrimination:</b> <ul style="list-style-type: none"> <li>- Via arrival meetings for new arrivals (and back-to-school meetings for students), equality week</li> </ul>	Number of people trained	Human Resources Department  Equality representatives	2024
<b>Raise staff awareness of SSV and bullying:</b> <ul style="list-style-type: none"> <li>- Raise awareness via arrival meetings for new arrivals (and back-to-school meetings for students), online modules, Equality Week, etc.</li> <li>- Distribute the "World of Science" violentometer</li> </ul>	Number of people trained  Number of views -> CNRS and ITM modules	Human Resources Department  Equality representatives	2024

Actions (preventive, corrective)	Indicators	Responsible unit	Year
<b>Listen</b>			
<b>Making the VSS and discrimination reporting system accessible:</b> <ul style="list-style-type: none"> <li>- Support victims with the possibility of calling on 2 services: <ul style="list-style-type: none"> <li>o Contact the listening unit by e-mail or telephone (internal system)</li> <li>o Contact with external partners CIDFF or LICRA (external system)</li> </ul> </li> </ul>	Number of internal reports	Referral representatives Members of the listening unit	2024
<b>Follow-up :</b> <ul style="list-style-type: none"> <li>- The SSV and discrimination reporting process</li> <li>- Decisions of the Disciplinary Section concerning VSS and discrimination</li> </ul>	% of reports processed Number of decisions	Equality representatives Members of the listening team Legal department	2024

## Conclusion

The aim of each of these actions is, on the one hand, to take into account collective situations of equal treatment in access to professions, functions and jobs, which ultimately have an impact on pay and, on the other hand, to meet the needs of women and men with regard to their personal situation.