



**Université
Gustave
Eiffel**



Equality Plan

at Université
Gustave Eiffel
2024-2026

Contents

General framework.....	4
Diagnosis of the gender situation at Université Gustave Eiffel	6
Focus 1: Assessment, prevention and tackling pay gaps.....	15
Focus 2: Ensure equal access to civil service bodies, frameworks, categories and jobs for men and women: from initial training to the professional world	19
Focus 3: Work/campus-life balance	26
Focus 4: Prevent harassment, discrimination, sexual and gender-based violence, stereotypes and gender bias.....	30
Focus 5: Governance and communication of the gender equality policy	45
Annexes	54

General framework

Created in 2020, Université Gustave Eiffel aims to help transform cities to meet the Sustainable Development Goals. Equality, and in particular, equality between people of different genders, is one of these Goals, as stated by the UN, which has declared “gender equality” the 5th Sustainable Development Goal and “reduced inequalities” the 10th. By affirming that gender equality and, more broadly, the fight against all forms of discrimination, are among Université Gustave Eiffel's fundamental values, and by adopting multi-year plans to implement these values, the establishment aims to make an active contribution to transforming the society to which it belongs. The University is the result of cooperation between different types of establishments located on different sites, and it recognises diversity as an asset that it intends to foster in an international context.

This new plan is a continuation of the 2021-2023 plan, which aimed to implement the measures required to promote a policy of gender equality in the workplace and, more broadly, to develop a culture of equality to prevent all forms of discrimination against its staff and the public it serves. The action plan is a way of giving concrete expression to the establishment's founding values and contributing to the transformation of society.

With 15,553 students and 2,880 staff, Université Gustave Eiffel is a dynamic organisation in which social relationships between individuals and groups of people are played out in the process of constructing a new establishment. The action plan aims to continue building a common and shared culture of equality within the establishment.

The equality policy is now embodied by a vice-president and a deputy vice-president. It is implemented by a project manager, two project officers at the Equality Mission and equality officers at the member schools. The establishment relies on a network of over 80 equality sentinels, trained in fostering equality in the workplace and addressing violence. It has devoted a substantial budget (over €50,000 per year since 2022) to rolling out the training plan outlined in the 2021-2023 Equality Plan.

Most of the plan's measures focus on gender equality, in line with regulatory requirements, but they are designed as part of a policy to address other forms of discrimination such as racism, anti-Semitism and discrimination based on sexual orientation, religion, age or disability. The steady increase in the number of reports of violence, discrimination and harassment made to the Université Gustave Eiffel reporting system shows the prevalence of violence against minority groups, and particularly women. It also shows the usefulness of the establishment's efforts to gather testimonies and to put an end to the violence that is the main obstacle to equality in both educational and professional contexts.

While the plan focuses first and foremost on equality issues in the workplace, as required by the Law of 6 August 2019, its scope is not limited to these areas and it proposes actions to create a common culture of equality within the University's organisation, which it vows to deploy in each of its missions. However, wage gaps and

career disparities are the result of a whole social system of which the University is a part. The publication of gender dashboards for the University's courses is a valuable tool in developing the equality policy. As an actor of social transformation, it has an important role to play in challenging stereotypes, as well as intervening against discrimination and violence, not only in human resource management but also in the training it provides and in the research it carries out. On the other hand, failure to address the subject in all the University's activities would endanger the successful application of the measures: this would allow the major inequalities objectified in the plan to persist and be reinforced. The Equality Mission has been able to count on the efforts of the student community, whose elected members of the Student Parliament passed a plan to address sexual and gender-based violence and discrimination in June 2023, as well as a disability master plan in March 2024.

The measures to combat gender inequality are accompanied by other actions to promote diversity and address discrimination. In this respect, the creation of the National Observatory of Discrimination and Equality in Higher Education, led by Université Gustave Eiffel in partnership with France Universités and with the support of the Defender of Rights, is an excellent example of the fight against various factors of discrimination involving the whole University community, both staff and the public it serves. It also illustrates the ways in which Université Gustave Eiffel works in partnership with its supervisory ministries, academic actors and the socioeconomic world.

The construction of a new and experimental establishment, created on 1 January 2020, is a unique challenge. This plan is designed to be a tool to develop a common policy for the different founder establishments, taking account of the specificities of each one, as well as previous cultures of HR management and the resources provided by the different supervisory entities. The establishments have agreed to build common actions to allow the generalisation of good practices and the mutualisation of specific measures. The scope of application of the actions is specified where relevant. The plan specific to Ensa Paris-Est is attached as an annex. The 2025-2027 plan for Ensa Paris-Est will be attached as soon as it is finalised.

The plan is also designed to tie in with Université Gustave Eiffel's international policy, particularly its commitment to the In-Cities project, which led to the development of an Equality Diversity Inclusion Plan, signed in 2024 and attached to this document. The European Universities label, which the PIONEER Alliance received in July 2024, will form the main international framework for the future international plan. This inclusion in the European space means that the University can apply for HR4SR certification.

Diagnosis of the gender situation at Université Gustave Eiffel

The inclusion of an "Equality in the Workplace" section in the Single Social Report provides greater understanding of the situation of men and women employed at the University.

The annual gender dashboard produced by OFIPE since 2022 sheds light on the breakdown of female and male students within the University's various training courses, the gaps in terms of success and continuation of studies, and the professional inequalities that disadvantage women very soon after they graduate.

Staff

University staff¹

According to the 2022 Single Social Report, women represent 47.5% of staff.

Women are over-represented among support and service staff (54%), while they are under-represented among teachers, researchers and teacher-researchers (39%).

While they represent 41% of teachers and teacher-researchers, women are under-represented among professors (37%).

BIATSS support staff is the most female-dominated category, with 66% women. The most male-dominated corps is IPEF and ITPE staff, with 77.6% men.

While women account for 55% of support and service staff, they are under-represented in category A (50%) and over-represented among the lower echelons of staff (76% of B staff and 57% of C staff).

Women are under-represented in positions of governance or management of components:

- 6 female directors of training components versus 7 male directors
- 10 female directors of research components versus 23 male directors (departments and research units/mixed research units)
- 41% of vice-presidents and school directors

Students²

48% of students enrolled at the University are women.

Women are overrepresented in all of the University's fields of study except science, technology and health, where they are significantly under-represented (27%).

¹The data presented in this section is taken from Université Gustave Eiffel's 2022 Single Social Report.

²The data presented in this section is taken from Université Gustave Eiffel's 2023 gender dashboard.

While women are over-represented at Master's level (55%), they are considerably in the minority at PhD level (42%).

Women are slightly more likely to be apprentices (up 2 points compared to men) and are more likely to carry out internships (37% compared with 35% for men). In STAPS, 92% of female *Licence* students have completed an internship, compared with 76% of male undergraduates.

More women go on to further study immediately after obtaining their *Licence* degree.

Organisation and conditions for staff, studies and student integration

University staff³

As of 31/12/2021:

Out of all staff (2,709, with 1,280 women and 1,429 men), 97 women work part-time compared with 32 men, i.e. 7.6% of women work part-time compared with 2.2% of men. Women account for 75% of part-time staff (all job categories combined).

Among all research staff (DR+CR), ITA and MTECT staff, 17% of women work part-time, compared with 3% of men. For BIATSS staff, just over 9% of women work part-time, compared with less than 2% of men.

Women are also over-represented among teleworking staff (61%).

Many more women seek appointments with the occupational psychologist. In fact, they account for 81% of staff who have consulted her.

Women receive training more than men. They account for almost 2/3 of staff who have attended at least one training course.

Students⁴

1 in 3 women say they are unable to cope with the workload required in their course, compared with just 20% of men. Work overload has a greater impact on the balance between study and personal life for women.

53% of female students say they are not satisfied with the food options on campus, compared with 41% of male students.

Although women have better results in Technical University Diploma (DUT), *Licence* and Master's courses, once they have graduated, they have worse employment conditions:

³The data presented in this section is taken from Université Gustave Eiffel's 2022 Single Social Report.

⁴The data presented in this section is taken from Université Gustave Eiffel's 2023 gender dashboard.

- For an equivalent Master's degree, women's average salary on recruitment is €63 less per month than that of men.
- This gender pay gap widens as graduates advance in their careers: 18 months after obtaining a Master's degree from the University, women earn €102 less per month than men.
- Similarly, 18 months after their Master's degree, 74% of female graduates hold a managerial position, compared with 81% of their male counterparts.

Promotions⁵

In 2022, promoted women were slightly under-represented among all promoted staff (47%).

If we compare the number of promotions in a year (around 100) with the number of staff (more than 2,800), the low number of promotions for women is insufficient to make up for the current structural gap, particularly in highest-paid positions.

Remuneration

In 2022, the University's 10 highest salaries were paid to men. 8 of the 10 lowest salaries are paid to women.

The ONDES study shows that in 2019, the gender pay gap at Université Gustave Eiffel was 14.08% to the disadvantage of women. The residual unexplained portion of the pay gap, which economists refer to as “pure discrimination”, is 2.90% for the former U staff and 4.2% for the former I staff.

For the former U staff, the gap can be explained in particular by occupational segregation, which disadvantages women: women are over-represented in categories B and C and often occupy less qualified and therefore lower-paid jobs than men. For the former I staff, the gap can be explained by the fact that most part-time staff are women, and by the glass ceiling phenomenon.

In 2024, Université Gustave Eiffel's score on the Professional Equality Index (69.5/100) was below the minimum threshold. This index aims to calculate the gender pay gap. The University must take steps to correct the pay gap in order to achieve the minimum score of 75/100.

Sexual and gender-based violence

State of affairs:

As outlined in the 2020-2023 Equality Plan, the former UPEM system was used as a basis for a new system extended to all University staff and users and for all forms of

⁵The data presented in this section is taken from Université Gustave Eiffel's 2022 Single Social Report.

violence and harassment. This is how the system for receiving and processing reports of violence, discrimination, harassment and sexist behaviour was created for the whole of UGE, presented to the University bodies and passed unanimously. It is presented in full on a specific page on the Equality Mission website, in French and English: <https://mission-egalite.univ-gustave-eiffel.fr/dispositif-de-signalement/reporting-system> including a flowchart (in French) that lays out the different channels and possibilities for receiving and processing reports.

At present, the system responds to requirements around traceability and confidentiality through two email addresses:

drh.harcelement@univ-eiffel.fr, vieetudiante.harcelement@univ-eiffel.fr

The composition of the staff counselling unit and the student counselling unit is public and available on the Equality Mission website (<https://mission-egalite.univ-gustave-eiffel.fr/>) and on the University intranet.

The system, which is now known to all University users, has received a growing number of reports (tripling between 2021 and 2023, for a total of 127 reports between 2020 and 2023 for all groups combined) and dealt with them as necessary. It should be noted that 75% of reports received between 2021 and 2023 concerned alleged acts of sexual and gender-based violence (sexual harassment in the majority of cases), with a majority of victims female students (between 2021 and 2023, 80% of victims were women on their own and half of victims were female students on their own).

Internally, the system first refers people to the psychologist, the Social Action Department and the Legal Department. The recruitment in January 2024 of an officer in charge of "equality and addressing sexual and gender-based violence and discrimination", who was entrusted with the system's management, has led to better organisation of receiving reports from victims. The arrival of a Deputy VP for Equality in spring 2023 has also strengthened the system's counselling teams. Furthermore, in 2020, the new establishment increased the number of people providing medical and psychological support for staff and students. Lastly, the units in the reporting system sometimes call on the services of a clinical psychologist from Pros-Consulte to support the team for reporting sessions on an ad hoc basis.

The response time for referrals to the system is less than 48 hours and the current team has been able to respond to all referrals, despite their exponential volume, the rate of growth of which is due to the large number of information and prevention initiatives carried out by the Equality Mission for the entire University community. The network of equality sentinels deployed throughout the University is fully playing its role - almost half of the reports between 2021 and 2023 were made by staff members who witnessed situations of violence, including a large number of equality sentinels.

In practical and psychological terms, there remains a heavy burden on the people who receive the report, provide a listening ear, guide the person through the in-house procedure and follow up on how the incident is dealt with. A reported incident not only concerns the victim and the person accused of wrongdoing, but usually affects a whole group of people who all need support.

It should be added that the deployment of the system across the entire UGE perimeter took place in the traumatic context of the femicide of faculty member Cécile Poisson,

who was murdered on 20 March 2023. Cécile Poisson was herself a member of the network of equality sentinels. On Thursday 4 April 2024, the amphitheatre of the Cécile Poisson University Library was inaugurated by the President of the University, Gilles Roussel, on a day dedicated to the memory of our colleague. The inauguration was followed by a talk titled "Femicide: A Social Phenomenon" with the participation of researchers and specialists Christelle Taraud and Catherine Le Magueresse. The talk and the day as a whole were an opportunity to remind everyone that episodes of sexual and gender-based violence are not isolated incidents, but part of a system of domination and oppression of women by men that affects all social circles, and that it is the University's responsibility to highlight information and prevention initiatives through research, in order to intervene against it more effectively.

In its current state, the reporting system is able to respond to, follow up and, where necessary, take further action for reports received. By July 2024, virtually all reports first submitted between 2021 and 2023 had been closed. At the beginning of September 2024, 4 cases were still being dealt with (mainly involving meetings of disciplinary bodies).

The work involved in managing the specific email addresses and the use of other means to contact the counselling units (such as the Equality Mission's general email address or other channels) has led us to consider outsourcing the submission of reports and written exchanges via an online management platform. This would offer the advantage of relieving in-house staff of the burden and offering a professional service that is always available. It would also guarantee confidentiality. This prospect is being explored by the Equality Mission in conjunction with the Delegated Directorate General for Computing and Digital Technology (DGDIN).

Lastly, in September 2023, legal clinics on the Champs-sur-Marne campus were set up by the Sud-Est Francilien Centre for Information on Women's and Family Rights (CIDFF). These drop-in sessions, which are now well established within the University community, received 22 people during the ten 3-hour sessions between September 2023 and June 2024. This collaboration with the CIDFF now plays an important role in spreading information on women's and personal rights within the University.

Training

Université Gustave Eiffel is committed to training and raising awareness among its entire academic community about equality and addressing sexual and gender-based violence and discrimination, in particular by creating a specific training budget (2022 and 2023 budget of €54,000 per year). This budget is used to organise training sessions for staff throughout the year. This work is carried out jointly by the Equality Mission and training officers from the Delegated Directorate General of Human Resources (DGDRH).

Training is run by organisations supported and funded by the Ministry for Higher Education and Research.

The efforts made since 2019 to train staff will continue over the 2024-2026 period. New ways of encouraging participation need to be considered and implemented to increase the number of staff trained.

State of affairs:

- Between 2019 and 2022, 13% of staff attended at least one awareness-raising session on equality or understanding sexual and gender-based violence. 46 sessions were held, most of them lasting half a day, attended by more than 500 trainees.
- Since 2019, 1 in 4 female staff members have attended at least one session, compared with 12% of male staff.
- 63 awareness-raising or training sessions (1/2 day to 1 day) have been held for staff between 2019 and 2023 (17 in 2023).
- For new staff, an individual letter was sent by the President with the dates of training sessions in 2023.
- Targeted training is planned for certain groups: members of the disciplinary section, members of the counselling unit, PhD supervisors, Directorate General of Services (DGS) supervisors, intern supervisors, etc.

Initial training courses

In the context of reflections around developing classes on sustainable development and social responsibility (DD&RS), the work to define and roll out a range of classes on equality is yet to be launched.

The University has signed an agreement with the Conference for Equality and Diversity in Higher Education (CPED) and set up a MOOC for students on sexual and gender-based violence, which is also available to all teaching staff on Moodle.

Research

The National Observatory of Discrimination and Equality in Higher Education (ONDES), led by Université Gustave Eiffel, carries out numerous academic studies (including testing operations) on issues of equality and discrimination in higher education. These studies are then published on the ONDES website (ondes.univ-gustave-eiffel.fr/en), presented at events that are open to all, and distributed internally to the staff and student community.

Since being launched in February 2022, ONDES has produced and published 10 reports, 7 of which were presented at events followed by a round table discussion featuring key players from institutions, associations and activist groups.

This research helps objectify the inequalities and discrimination that occur in higher education and research.

Université Gustave Eiffel aims to be a major player in transforming sustainable cities. Much of the work carried out by its research units and courses for and through research contributes to developing the social transition needed for future urban transformation. The PROGEVI (Gendered Production of Cities) project, supported by the Paris-Est Sup COMUE, has created an inventory of gender research carried out within the

COMUE since 2000. A day-long event titled "Thinking about Equality with Research by Université Gustave Eiffel" was organised in 2020, with video recordings (in French) <https://mission-egalite.univ-gustave-eiffel.fr/ressources/videos-et-podcasts>. Through I-SITE funding, the University supports the project titled "Cité des Dames, créatrices dans la Cité" (City of Women, Female Creators in the City) <https://citedesdames.hypotheses.org/>. An atlas of gendered practices on the University's Cité Descartes campus was created by first-year EST Master's students, as part of the MAd'Atlas project in partnership with the University of Fianarantsoa in Madagascar. Certain research projects are showcased on the Equality Mission website <https://mission-egalite.univ-gustave-eiffel.fr/agir-ensemble-pour-legalite/travaux-de-recherche> and under the tab <https://mission-egalite.univ-gustave-eiffel.fr/ressources/videos-et-podcasts>. These include a series of podcasts interviewing University researchers, produced jointly by the Knowledge Dissemination and Openness to Society (DSOS) Department and Marguerite Andrieu (a student in the Literature, Knowledge and Digital Culture Master's programme and a student employee at the Equality Mission), as well as a talk by Mathilde Larrère, a talk by Christelle Taraud and Catherine Le Magueresse on femicide, and a podcast by Marie-Axelle Granié on gender stereotypes and their effects on behaviour.

Raising community awareness

A major effort is made to raise awareness among the student community all throughout the year, particularly at the start of each new academic year. Every year since 2020, the Equality Mission has given presentations during back-to-school events about the actions of the Equality Mission and the system for reporting gender-based, sexual and discriminatory violence to students from all programmes and years. It also holds an awareness-raising stand at various events organised by the University (Rentr'Eiffel, JPO, Eco-Festival, etc.).

Longer awareness-raising sessions are also organised for students by the Equality Mission and/or partner associations such as Balance Ton Stage.

Throughout the year, the Equality Mission organises awareness-raising events, in particular during Equality Month, which has been held in March every year since 2021, or around 25 November. These events, which are open to all, help to raise awareness among the entire University community on a range of issues relating to equality and addressing sexual and gender-based violence and all forms of discrimination.

State of affairs:

- Presentations at 108 back-to-school events for the 2023-2024 academic year, attended by nearly 7,680 students from all programmes and years. These awareness-raising sessions are also an opportunity to reach teaching staff, who usually attend back-to-school events.

- 28 awareness-raising sessions on sexual and gender-based violence for students (15 attended by more than 400 people) and staff (13 attended by more than 500 staff) for the 2022-2023 academic year.

Communication

The equality policy must be visible in order to be shared. It must be included in all documents and on all media associated with the establishment's identity. Ideally, it should be co-constructed as much as possible to ensure that it meets the different needs and can be easily shared. It is important to inform people about existing measures, provide in-house and external tools and relay information on in-house actions.

The equality policy should be included in international women's rights days, such as on 8 March, International Women's Day, and 25 November, the International Day for the Elimination of Violence against Women, but also on days for the rights of LGBTQ+ people (17 May, the month of June, 20 November) and the International Day for the Elimination of Racial Discrimination (21 March).

As part of the 2021-2023 Equality Plan, actions to promote egalitarian communication have been carried out, with the support of several of the University's departments: DGDRH, Communication Directorate, etc. Although some progress has been made, there is still a lack of uniformity in terms of egalitarian communication rules (internal forms still using the term "Mademoiselle", the University's website not mentioning the female gender when choosing a user profile, staff name changes not systematically taken into account, particularly in the event of divorce, etc.). The problem is partly due to resistance, but also to implementation difficulties for which tools and clear procedures must be provided.

The Equality Mission has been given greater visibility on the University's website. The Mission has a specific page with all reference documents and links to the satellite website, allowing the information requested to be visible not only internally but also for our partners (especially international partners) and people wishing to join Université Gustave Eiffel. This greater visibility is a response to the University's international needs, the requirements of the European Commission's programmes for excellence in research and the needs of the PIONEER network of universities. The Equality Mission and themes should be visible on all of the University's communication materials.

The Equality Mission has an external website that can be consulted by students and partners. The website is composed of several thematic sections and is the University's main reference point for equality issues.

It is available at the following address: <https://mission-egalite.univ-gustave-eiffel.fr/>

A number of initiatives were undertaken to further highlight the names "Ada Lovelace" and "Alexandra David-Néel", including the installation of permanent information panels about the lives of these women at building entrances, a treasure hunt as part of

Equality Month 2023, and a study day titled “On the Trail of Women's Journeys and Itineraries, from the 16th Century to the Present Day”. Tribute to Alexandra David-Néel” on 29 March 2023. The auditorium of the Georges Pérec Library has been renamed after Cécile Poisson, a teacher-researcher in Comparative Literature at the University, who was the victim of femicide on 20 March 2023. We could also consider naming other buildings or places in the University after women, including on campuses outside Marne-la-Vallée.

Communication campaigns and actions will be carried out regularly through different channels (print, digital, oral, etc.) in conjunction with the Communication Directorate and the University's Event Coordination Department.

An intranet space has been set up to make the minutes of the steering committee meetings and working documents available to the community. A similar space has been created on the student intranet.

Focus 1: Assessment, prevention and tackling pay gaps

Following the implementation of the measures set out in the 2021-2023 Equality Plan, the University has a better understanding of the situation of its male and female staff. An "Equality in the Workplace" section has been added to the Single Social Report (RSU), with new gender indicators. Rahma Bensalem's unprecedented study of the gender pay gap at the University in 2022 provided a detailed and rigorous assessment of the reality of pay inequalities experienced by women. It highlighted the factors that explain these inequalities.

It is important to continue and build on the work begun under the previous plan. New gender indicators should be added to the RSU and additional studies carried out to refine our knowledge of the factors behind gender pay inequalities. Lastly, the new 2024-2026 plan includes new measures to correct pay inequalities, in line with the recent adoption of Law no. 2023-623 of 19 July 2023 aimed at strengthening women's access to responsibilities in the civil service.

Measure 1.1: Continue the work begun under the previous plan on analysing gender pay gaps

[Means: work to be carried out jointly by the DGDRH and Equality Mission, with a budget to carry out studies]

Measure 1.1.1: Develop the "Equality in the Workplace" section of the University's Single Social Report (RSU)

[Deadline: 2025]

In order to fully understand gender pay gaps, we need to increase the number of gender-specific indicators in the "Equality in the Workplace" section of the Single Social Report. Gendered data (gender breakdown) should be generalised for all sections.

Here is a non-exhaustive list of indicators that should be included and tracked. These indicators may be added to during the analysis:

[Indicator 1: "Equality in the Workplace" section in the Single Social Report]

[Indicator 2: proportion of women among all staff - by type of population (status, category, field, body, type of profession, etc.) >> see *Annex 1*]

[Indicator 3: overall average net total remuneration of women and men]

[Indicator 4: difference in the average awarding of bonuses related to service, work quality and professional engagement:

- this difference can be studied by category (executive engineer, executive assistant, technician, etc.) in the context of the awarding

of the establishment's profit-sharing bonus which recognises service and is paid in July

- this difference can be studied by category (professor, lecturer, research director, research fellow, etc.) in the context of the awarding of the RIPEC individual bonus related to work quality and professional engagement]

[Indicator 5: percentage of women among the 10 highest wage earners]

[Indicator 6: percentage of women among the 10 lowest wage earners]

[Indicator 7: median gross earnings of women and median gross earnings of men]

[Indicator 8: number of women and men working part time, per portion of working time among permanent and non-permanent staff, all statuses combined >> see *Annex 1*]

[Indicator 9: amount and gender breakdown of components of remuneration, e.g. overtime]

[Indicator 10: gender breakdown for staff leave and accidents, including:

- The total amount of maternity, paternity, adoption and parental leave.
- The average length of maternity, paternity, adoption and parental leave.
- The gender breakdown:
 - for all requests for ordinary sick leave;
 - for all requests for leave for sick children;
 - for all work-related and commuting accidents;
 - by reason for the number of granted requests for special leave of absence]

[Indicator 11: gender breakdown of BIATSS, ITA, MTE and ESIEE Paris staff recruited each year]

[Indicator 12: average age of women and men among all staff - by type of population (category, field, body, type of profession, etc.) >> see *Annex 1*]

[Indicator 13: number and gender breakdown of the pool of candidates eligible for promotion, applicants for promotion, where relevant, and promotion recipients.]

[Indicator 14: amount and gender breakdown of individual bonuses linked to work quality and professional engagement]

It should be noted that these indicators may be added to during the gender gap analysis.

Measure 1.1.2: Carry out a study on gender pay gaps within the University to be compared to the 2022 ONDES study, with as detailed comparative analysis as

possible. This study will make it possible to obtain anonymous, individual data to define and compare all pay breakdowns for women and men.

The use of individual data makes it possible to explain wage gaps by differences in experience, working conditions and qualifications, and to consider all things equally in a multifarious framework.

It will also allow specific staff situations to be monitored. For example, the salaries of women staff three years after returning from maternity leave could be compared with those of other staff.

[Deadline: 2025]

[Indicator: creation of a report based on the study of anonymous data]

It should be noted that this indicator may be added to during the gender gap analysis.

1.1.3: Carry out a study of career paths and/or positions of equal value within the University, using the method recommended by economist Rachel Silvera

[Deadline: 2025-2026]

[Indicator: study report and recommendations]

Measure 1.2: Generalise a harmonised job rating system that will have a significant impact on the in-house policy for awarding different bonuses, in line with Article 1 of the Law of 22 December 1972 on equal pay for men and women, which stipulates that "every employer is required to ensure equal pay for men and women for the same work or for work of equal value." and that meets the following four criteria: professional knowledge, skills, responsibilities, and physical or psychological demands

[Deadline: 2025-2026]

[Indicator 1: study and comparative report on jobs of "equal value" in connection with a map of University jobs that considers gender equality]

[Indicator 2: levels of remuneration for posts of "equal value"]

This rating already exists for certain positions and bonuses in the former establishments. It will gradually be developed and harmonised for all positions within the University as part of the process of building the common wage scheme.

Measure 1.3: Implement measures to correct gender wage inequalities

[Deadline: from 2025 on, for the entire plan duration]

[Means: budget for correcting wage inequalities]

Measure 1.3.1: Generalise and harmonise a policy of service-related pay (CIA/PIE) that does not take account of:

- **part-time work if the working time is equal to or greater than 80% of full-time work**
- **maternity, paternity or adoption leave**

[Indicator 1: distribution of a framework document for communication and raising awareness that specifies the allocation procedures for CIA/PIE among all supervisors]

[Deadline: 2025]

[Indicator 2: adoption of an act specifying new modalities for the attribution of CIA/PIE]

[Deadline: 2026]

Measure 1.3.2: Harmonise the possibility of awarding CIA/PIE to all contractual staff (excluding PhD students, postdoctoral students and apprentices)

[Deadline: 2025]

[Indicator: harmonisation included in the Career Management Charter for contractual staff]

Measure 1.3.3: For posts where this has not yet been done, apply the full category B wage scheme to category C staff with category B duties and the full category A wage scheme to category B staff with category A duties

[Deadline: 2025]

[Indicator: harmonisation of job map]

Focus 2: Ensure equal access to civil service bodies, frameworks, categories and jobs for men and women: from initial training to the professional world

2.2-2.9 Recruitment

2.10-2.12 Promotions and careers

2.13-2.18 Diversity in training and professions: addressing the training-employment continuum.

It is important to continue and build on the work begun under the previous plan, which has provided greater understanding of the reality of access to civil service bodies, frameworks, categories and jobs for men and women, and identified levers of action to achieve greater gender diversity and guarantee equal careers. Indeed, while it is essential to work on recruitment and promotion procedures, it is also necessary to work on gender diversity in training courses and professional integration in order to promote professional gender diversity. The University has the opportunity to address the entire continuum from training to the professional world.

In 2024, we have greater understanding of the gender breakdown of managerial positions. Thanks to the gender dashboards produced each year since 2022 by the Observatory of Vocational Training and Insertion and Evaluations (OFIPE), we have highly detailed knowledge of the gaps in the gender distribution of students in our courses. We also know where gender inequalities lie in terms of University success and professional integration.

Several aspects of career paths still require particular attention to foster gender diversity and equal access to civil service jobs for men and women: recruitment, competitive exam panels, promotions and appointments to managerial positions. It is important to expand the use of levers of action aimed at changing professional practices (systematic use of egalitarian language in job descriptions for recruitment, raising awareness of gender bias, etc.) and promoting professional diversity by addressing diversity in the training-profession continuum. Training is a determining factor in the recruiting ground and plays a significant role in the construction or deconstruction of gender stereotypes associated with professions and disciplines. The University must therefore conceive its efforts to address gender stereotypes in professions as a continuum between training and recruitment.

Measure 2.1: Ensure that a minimum of 40% of each gender with the necessary skills is appointed (with the exception of duly specified derogations, specialised equality training, mobility and career paths of the Common Council of the Civil Service) as members of selection panels and committees set up for recruiting or promoting civil servants, pursuant to Decree no. 2013-908 of 10 October 2013 on

procedures for appointing members of selection panels and committees for the recruitment and promotion of civil servants

[Deadline: the entire plan duration]

[Indicator: summary of reports received from non-compliant selection bodies]

[Indicator 2: number of modified selection panels, committees or commissions]

Recruitment

Measure 2.2: Continue to ensure that vacancies are published in a transparent, visible and egalitarian way by posting them on the internet and intranet sites of Université Gustave Eiffel and on choisirleservicepublic.gouv.fr or official sites for specific cases (e.g. teacher-researchers and teachers on Galaxie), regardless of their status (permanent or non-permanent).

[Deadline: the entire plan duration]

[Means: communication work to be carried out by the DGDRH with staff in charge of recruitment in the components and departments, to remind them of publication requirements]

[Indicator 1: number and systematic nature of communication actions carried out]

[Indicator 2: annual comparison between the number of posts published and the number of people hired]

Measure 2.3: Implement a new digital recruitment management tool with gender data for each application received

[Deadline: 2024-2025]

[Means: work carried out by the DGDRH]

Measure 2.4: Be systematically attentive to how job descriptions are written to ensure they are egalitarian, do not mention specific constraints that could discourage applicants with family responsibilities and include the line “job open to people with disabilities” by default.

[Means: research work to be carried out by the DGDRH, with laboratories in particular, to cover all recruitments]

[Indicator: adoption of a guide and framework document for those in charge of recruitment]

Measure 2.5: In cases where it does not derogate from specific composition rules for certain competitive examination panels, involve a representative from the DGDRH in key moments of the recruitment process [recruitment interviews if possible or during stages of the selection process (selection for interview, final ranking)].

[Deadline: the entire plan duration]

[Means: discussions led by the DGDRH in conjunction with the new digital recruitment management tool]

[Indicator 1: adoption of a framework document for the recruitment process]

[Indicator 2: annual comparison between the number of people hired and the number of people hired with the involvement of the DGDRH at a key moment in the process. This comparison could be carried out using the new digital recruitment management tool, with a tick box for example]

Studies show the importance of having a recruitment professional on the panel to correct selection bias. Practices within the establishment are currently diverse and greater coherence is required.

Measure 2.6: Improve the framework for recruitment assessment criteria

[Deadline: 2025]

[Indicator 1: choice of one or more experimental jobs with a high proportion of men or women and analysis of current assessment grids]

[Indicator 2: the number of revisions to proposed recruitment assessment grids]

Certain recruitment processes may be based on grids. These will be developed.

Measure 2.7: Address subconscious biases through the production and regular diffusion of gendered recruitment statistics.

Measure 2.7.1: Share reports on gendered recruitment statistics from all competitive examination panels, both recruitment and selection for ITRF and ITA recruitments, and continue to do so for teacher-researchers

[Deadline: the entire plan duration]

These reports must include, at least:

- the number and gender breakdown of applications;
- the number and gender breakdown of people interviewed or eligible for interview;
- the number and gender breakdown of successful candidates, whether recruited or ranked.

[Indicator: annual review in a section of the Single Social Report]

Measure 2.7.2: Continue to systematically inform annual teacher-researcher selection committees about gender data and key indicators when recruiting, in accordance with the Circular of 18 June 2020 "*Teacher-Researchers: Ensuring Equal Treatment in Recruitment Processes, Guaranteeing Professional Equality and Limiting Selection Bias*", in particular Annex 1.

[Deadline: each year]

[Indicator: periodic comparison between the number of people hired and the number of gendered data reports and key indicators submitted]

Measure 2.8: Continue to generalise awareness raising through training on gender bias among competitive examination panels and recruitment panels and the chairpersons and deputies of selection committees for teacher-researcher positions.

[Deadline: the entire plan duration]

[Means: since 2022, actions carried out among the members of the panel by the chair of the selection committee stated in the report]

Training on gender bias in the recruitment process must be generalised among all competitive examination panels and recruitment panels and the chairpersons and deputies of selection committees for teacher-researcher positions organised by the establishment. This training must teach participants to objectify the skills required in order to neutralise bias throughout the entire process.

[Indicator 1: periodic comparison between the total number of people targeted and the number of people who underwent training]

[Indicator 2: an accompanying framework document to be distributed among all members of competitive examination panels and recruitment panels and chairpersons and deputies of selection committees]

For example, since 2019, chairpersons of teacher-researcher selection committees are invited to show a video on "Éviter les biais de genre lors des nominations professorales" (Avoiding gender bias in faculty appointments), produced by the University of Lausanne, along with a video from Paris-Sorbonne University, at the start of their first meeting.

Measure 2.9: Continue to monitor the gender breakdown of managerial positions each year

This measure concerns presidency and governance positions and social dialogue roles at Université Gustave Eiffel, its component institutions and member schools, as well

as positions in the DGS, directors of training or research components and administrative managers at Université Gustave Eiffel.

[Indicator 1: percentage of women in governance and social dialogue bodies at the University]

[Indicator 2: percentage of women vice-presidents and directors of the component and member schools]

[Indicator 3: percentage of women directors of training or research components or departments]

Promotions and careers

Measure 2.10: Continue to improve knowledge of the gender breakdown in the pool of candidates and promotions on a multi-year basis

[Deadline: the entire plan duration]

The University intends to continue its work in favour of a promotion policy that takes greater account of the gender breakdown in the original pool of candidates.

Measure 2.10.1: Before decision-making meetings, systematically inform in-house bodies in charge of local decision-making for promotions and progress of:

- the number and gender breakdown of candidates eligible for promotion
- the number and gender breakdown of people promoted over the past three years

[Indicator: document sent to the bodies]

Measure 2.10.2: Before decisions are made, systematically inform line managers in charge of proposing staff for an advancement to a higher rank or promotion:

- the number and gender breakdown of candidates eligible for promotion
- the number and gender breakdown of people promoted over the past three years

[Indicator: communication carried out]

Measure 2.11: Implement regular communication and awareness-raising actions in male-dominated professions (over 60% men) to encourage women to apply for promotion (information, mentoring, etc.)

[Deadline: the entire plan duration]

The University wishes to continue encouraging applications for promotion or advancement to a higher rank in professions where women are in the minority.

[Indicator 1: document identifying the targeted bodies and professions]

[Indicator 2: number of communication actions carried out]

Measure 2.12: Annually monitor changes in the gender breakdown of course manager roles held by teachers and teacher-researchers

[Deadline: from 2024 on, each year]

[Indicator: annual data from appointment orders]

Diversity in training and professions: addressing the training-employment continuum.

Measure 2.13: Continue to set up and develop a gender dashboard with gendered statistics on students' success in obtaining their degree and professional integration

[Deadline: each year]

[Means: draw on the expertise of OFIPE]

[Indicator: annual distribution and publication of the gender dashboard on the Equality Mission and OFIPE websites]

Measure 2.14: Wherever possible, make all student data in research produced by OFIPE gender-specific

[Deadline: each year]

[Means: draw on the expertise of OFIPE]

[Indicator: number of gender-specific OFIPE publications, excluding the gender dashboard]

Measure 2.15: Monitor the evolution of the proportion of men and women in certain typical professions and courses at the University.

[Deadline: 2025]

[Means: work to be carried out jointly by the DGDRH and Equality Mission]

Examples of professions: course manager, administrative manager of a research and training component, financial manager, HR manager.

Examples of training: engineering and computer science.

[Indicator: annual data]

Measure 2.16: Implement a continuum of targeted, multi-year communication campaigns to challenge gender stereotypes among students, course managers and recruitment panels.

[Deadline: the entire plan duration]

[Indicator: included in the University's internal communication plan]

Measure 2.17: Continue external partnerships to improve diversity in training courses and professions

[Deadline: the entire plan duration]

[Indicator 1: number of actions carried out among staff (events, partnership agreements, etc.)]

[Indicator 2: number of actions carried out among students (events, partnership agreements, etc.)]

For example, in 2024 the University signed a one-year partnership agreement with the “Elles Bougent” association (ESIEE Paris) and UPSTI, aimed at students.

Measure 2.18: Support women's access to higher education and research, specifically in courses where they are in the minority, with the help of the Université Gustave Eiffel Foundation

[Deadline: the entire plan duration]

Focus 3: Work/campus-life balance

As part of the 2021-2023 Equality Plan, Université Gustave Eiffel has worked to improve its knowledge of part-time staff (gender data included in the Single Social Report). A guide to social rights and benefits and a guide to parental support have been produced by the Social Action Department (for the former U staff). Teleworking has been harmonised for all staff and the possibility of working a full-time week over four and a half days has been expanded, following the adoption of new internal regulations.

While there has been good progress on efforts to improve work-life balance, there are still many areas where we can take action, both for staff and for students who spend a large part of their day on campus. To take this dimension into account, it has been decided to rename the focus "Work/campus-life balance".

Measure 3.1: Support parenthood

Measure 3.1.1: Launch a study on the possibility of setting up a children's activity centre for staff and students on the Marne-la-Vallée campus on Wednesdays and during the short school holidays

[Deadline: 2025]

[Means: work carried out and monitored by the DGS cross-disciplinary unit in conjunction with the departments and missions concerned]

Measure 3.1.2: Study the financial feasibility of creating a childcare centre for staff and students on the Marne-la-Vallée campus and reserving spots in childcare centres close to the various campuses

[Deadline: 2025]

[Means: work carried out and monitored by the DGS cross-disciplinary unit in conjunction with the departments and missions concerned]

Measure 3.1.3: Set up a support scheme for single-parent families, enabling them to benefit from flexible working hours under terms to be defined

It will be necessary to assess the current situation for single-parent families at the University, both among staff and students

[Deadline: 2024]

[Means: work carried out with the DGDRH and Directorate General for Education, Orientation, Integration and Student Life (DGD SOIVE)]

Measure 3.1.4: Set up a single Social Action Department (SASo) to harmonise rights for former-U/former-I/ESIEE staff

[Deadline: 2025]

[Means: work carried out with the Social Action Department and campus social workers]

Measure 3.1.5: Expand parental support rights

- **Set up a specific scheme for returning to work after maternity, paternity and adoption leave**
- **Offer training for the parental support provided by the Social Action Department in conjunction with the University's parental guide**

[Deadline: 2025]

[Means: work to be carried out with the Social Action Department and DGDRH]

Measure 3.1.6: Communicate on breastfeeding rooms or rest rooms in buildings where they exist and examine the possibility of creating more of them

[Deadline: the entire plan duration]

[Means: work to be carried out with the Communication Directorate, staff in charge of occupational and student health, and the Student Affairs Department]

Measure 3.1.7: Improve communication with staff and students about their rights

[Deadline: the entire plan duration]

[Means: work to be carried out with the Communication Directorate and departments concerned with rights]

Measure 3.2: Encourage new forms of work organisation to promote equality and quality of life in the workplace

Measure 3.2.1: Add the event "divorce" to options for requesting a special one-day leave of absence

[Deadline: 2025]

[Means: presented to Social Administration Committee (CSA)]

Measure 3.2.2: Add the topic of "work-life balance" to annual performance reviews

[Deadline: 2025]

[Means: work to be carried out in conjunction with the DGDRH, topic to be included in the message launching the performance review campaign]

Measure 3.2.3: Draw up and distribute a working time charter setting out best practices for email communication: avoid sending emails in the evening and on public holidays; encourage the use of scheduling functionalities for emails to be sent during acceptable time windows. The charter will be attached to the University's internal regulations.

[Deadline: 2025-2026]

[Means: the DD&RS mission can help create the charter]

Measure 3.2.4: Assess the possibility of flexible working hours, with the possibility of alternating between a 4-day and 5-day week

[Deadline: 2025-2026]

Measure 3.2.5: Improve communication on the various rights to special leave of absence

[Deadline: the entire plan duration]

[Means: work to be carried out with social workers and the DGDRH]

Measure 3.3: Take better account of disability by increasing the number of days of special leave of absence for parents of disabled children

[Deadline: 2025]

[Means: work to be carried out by the DGS in conjunction with the Disability Master Plan and the DGDRH]

Measure 3.4: Prevent menstrual vulnerability

Measure 3.4.1: Introduce a leave of absence from class for students with period pain and endometriosis

[Deadline: 2025]

[Means: work to be carried out with the Vice-Presidency for Training and Pedagogical Innovation (VP FIP). Regarding endometriosis, the leave of absence should be included in the special teaching arrangements for students in specific situations]

[Indicator 1: adoption of an amended document on special teaching arrangements for students in specific situations]

[Indicator 2: memo distributed]

Measure 3.4.2: Authorise flexible working hours for staff with endometriosis who request it

[Deadline: 2025]

Measure 3.4.3: Continue initiatives to distribute period underwear by systematically giving them out during key moments at the University (start of the academic year, eco-festival), working with the DD&RS mission, the Student Health Service, and health and social action staff

[Deadline: the entire plan duration]

[Indicator 1: number of distribution actions carried out]

[Indicator 2: number of pairs of period underwear distributed]

Measure 3.4.4: Continue to communicate on the existence of free menstrual product dispensers and ensure that they are kept stocked on all campuses

[Deadline: the entire plan duration]

Focus 4: Prevent harassment, discrimination, sexual and gender-based violence, stereotypes and gender bias

The prevention of harassment, discrimination, sexual and gender-based violence, stereotypes and gender bias is a key element in the establishment's equality policy. Université Gustave Eiffel aims to make progress in identifying violence, gender bias and discrimination affecting its staff and users. Following the implementation of the reporting system as part of the 2021-2023 Equality Plan, the establishment must maintain and deepen its commitment to dealing with and penalizing reported acts of violence and discrimination.

It must also continue to improve awareness and training on equality and gender-based, discriminatory and sexual violence. This work is at the heart of a prevention policy that ensures the well-being of all by creating a non-sexist environment. Furthermore, the feeling of legal incompetence contributes to the sense of helplessness among staff in the face of harassment or insults.

The University will continue to put in place professional training and encourage classes on equality in its training offer. There will be a special focus on training through research.

Research on equality and gender will be promoted and its development supported through in-house and external application, thus meeting international requirements.

Support for victims will remain a central concern in the implementation of the 2024-2026 plan.

Measure 4.1: Identify violence and discrimination bias within the establishment

In order to effectively address all forms of violence, stereotypes, gender bias and racism within our establishment, it is necessary to clearly define each situation, the individuals concerned and any aggravating factors linked to vulnerability. This is all the more important in the context of our new establishment, which has multiple sites for study and work. To achieve this, we need to analyse the results of studies carried out under the previous plan and consider other possible areas for further study, in particular in conjunction with the work carried out by the National Observatory of Discrimination and Equality in Higher Education (ONDES), a structure supported by our University.

Measure 4.1.1: Create a state-of-affairs report of all forms of gender-based and discriminatory violence (racism, anti-Semitism, based on sexual orientation or religious affiliation) experienced by students and staff at the University, based on the results of the ACADISCR survey conducted in Semester 2 of the 2023-2024 academic year, to help steer prevention and victim support policies.

[Deadline: 2024-2025]

[Means: work carried out in conjunction with the ACADISCRI research team]

[Indicator: survey report]

Measure 4.1.2: Consider carrying out shorter, more targeted, regular surveys of violence within the University.

[Deadline: the entire plan duration]

Measure 4.1.3: Continue the work underway around the diagnosis of the establishment's situation by carrying out surveys and tests to evaluate, for example, practices in recruitment and student admissions in order to measure gender-based and racist discrimination.

[Deadline: the entire plan duration]

[Means: work carried out in conjunction with ONDES]

[Indicator: survey reports and tests carried out]

Measure 4.2: Consolidate the reporting system, specifically the phases of receiving and processing reports

Measure 4.2.1: Draw up an annual review of the reports received, present it to the University bodies and distribute it (in particular by posting it on the Equality Mission website)

[Deadline: the entire plan duration]

[Indicator 1: number of referrals via the system]

[Indicator 2: number of referrals to disciplinary sections or commissions and/or number of investigations begun]

Measure 4.2.2: Secure the reception and processing of reports using an online platform rather than via email

[Deadline: 2025]

[Means: work to be carried out by the Equality Mission with the support of the DGDIN]

Measure 4.2.3: Adapt the amount of human resources in line with the number of reports received

[Deadline: the entire plan duration]

Measure 4.2.4: Formalise in writing the procedure for calling accused parties to order and informing victims

[Deadline: the entire plan duration]

Measure 4.2.5: Identify a person within the Directorate General for Legal and Institutional Affairs (DGDAJI) responsible for coordinating internal investigations and monitoring the processing of reports in conjunction with the Equality Mission

[Deadline: 2024-2025]

Measure 4.2.6: Specify the tasks of the sexual and gender-based violence (SGBV) officers in the Health, Safety and Working Conditions Committee (F3SCT) in conjunction with the Equality Mission

[Deadline: 2024-2025]

Measure 4.2.7: Support aggressors in the process of change

[Deadline: the entire plan duration]

Measure 4.3: Develop prevention by creating a non-sexist and non-LGBTI+phobic work and study environment

Measure 4.3.1: Improve work in collaboration with the officers and entities in charge of areas of expertise that overlap with those of the Equality Mission (racism and anti-Semitism officer, DD&RS mission, disability officers, etc.)

[Deadline: the entire plan duration]

[Indicator: number of collaborative projects carried out]

Measure 4.3.2: Provide each new arrival with a paper copy of the University's internal regulations, which include specific provisions for the prevention of sexual and gender-based violence and discrimination, in application of recommendation 20 of the High Council for Gender Equality in the Workplace in its report no. 2015-01 of 6 March 2015: *“Le sexisme dans le monde du travail, entre déni et réalité”* (Sexism in the World of Work: Between Denial and Reality)

[Deadline: 2025 and the entire duration of the plan for new staff]

[Means: work to be carried out with the DGDRH]

[Indicator: number of copies of the internal regulations issued]

Measure 4.3.3: Include a section on sexual and gender-based violence and discrimination in the health and safety welcome booklet, setting out the risks within the University, the liability incurred, the internal system for reporting and dealing with acts of violence, discrimination, harassment and sexist behaviour, and any other assistance or support systems for victims or witnesses, such as the contact details of the disability unit

[Deadline: 2024]

[Means: work to be carried out in conjunction with the workplace prevention, health and safety unit]

[Indicator: modified booklet]

Measure 4.3.4: Include sexual and gender-based violence and discrimination in the single risk assessment document (DUER), in line with the recommendations of the Ministry for Higher Education and Research in its 2021-2025 National Action Plan Against Sexual and Gender-Based Violence

[Deadline: 2024-2025]

[Means: work to be carried out in conjunction with the workplace prevention, health and safety unit. The unit plans to create a specific hazard sheet using its software PulSSE]

[Indicator: modified DUER]

Measure 4.3.5: Create a best practice guide with course managers for reporting and managing reports of sexual and gender-based violence or discrimination

[Deadline: 2025]

[Indicator: document created]

Measure 4.3.6: Create and distribute a booklet for staff supervising students on internship or work-study programmes to help them identify sexual and gender-based violence and equip them to know how to react when faced with a student victim

[Deadline: 2024-2025]

[Means:

[Indicator 1: booklet created]

[Indicator 2: number of requests for advice directed to the Equality Mission]

Measure 4.3.7: In the welcome booklet for new staff, include the system for reporting violence and the regulatory framework for addressing sexual and gender-based violence and discrimination at the University

[Deadline: 2025]

[Means: work to be carried out in conjunction with the DGDRH and Communication Directorate]

[Indicator: modified booklet]

Measure 4.3.8: Carry out regular communication campaigns (posters, conferences, distribution of brochures, leaflets reminding people of the law, publicising the reporting system flowchart, etc.) on equality and addressing sexual and gender-based violence and discrimination

[Deadline: the entire plan duration]

[Means: recruitment of student employees to support the Equality Mission]

[Indicator: number of campaigns carried out]

Measure 4.3.9: Remove any sexist or discriminatory expressions from forms, administrative acts, diplomas and communication documents for staff, students and all users of the establishment by ensuring strict application of the Circular of 21 February 2012 concerning the removal of the terms "mademoiselle", "nom de jeune fille", "nom patronymique", "nom d'épouse" and "nom d'époux" from administrative forms and correspondence, as well as the Circular of 20 June 2023 concerning the consideration of family diversity and respect for the identity of transgender people in the civil service

[Deadline: the entire plan duration]

[Indicator: number of documents modified in response to feedback from any member of the University community]

Measure 4.3.10: Ensure that our service providers use non-sexist language and comply with the law on the designation of title

[Deadline: the entire plan duration]

[Means: work to be carried out with staff in charge of public procurement]

Measure 4.3.11: Launch a regular communication campaign for students on the new procedure for changing their first name

The Student Parliament unanimously adopted the new procedure for first name changes under Act no. PE-24-0321-06 of 21 March 2024.

[Deadline: from the start of the 2024-2025 academic year and throughout the entire plan duration]

[Indicator 1: information permanently available on the student intranet and Equality Mission website and in the student welcome booklet]

[Indicator 2: number of campaigns carried out]

[Indicator 3: number of students who have made a name change request]

Measure 4.3.12: Draw up an annual report, to be presented to the University bodies, on first name change requests, while respecting the confidentiality and privacy of the individuals concerned

[Deadline: 2025]

[Indicator: number of presentations made to bodies]

Measure 4.3.13: Adopt a procedure for taking staff first name changes into account, in accordance with the Circular of 20 June 2023 concerning the consideration of family diversity and respect for the identity of transgender people in the civil service

[Deadline: 2026]

[means: work to be carried out in particular with the DGDRH, Communication Directorate and DGDIN]

[Indicator: procedure adopted]

Measure 4.3.14: Translate the system for reporting and dealing with violence, as well as any updates, into English to make it easier to provide information to non-French-speaking students and staff at the University

[Deadline: 2025]

[Indicator: translated system available online]

Measure 4.4: Increase awareness raising and training on equality and addressing harassment, discrimination and sexual and gender-based violence

Awareness raising

The diffusion of a culture of equality requires awareness raising about current issues (the reality of current inequalities and the effect of inequalities on individuals and the performance of organisations) and their place in a historical and international context. Minimising existing problems maintains certain categories of people in a minority situation. By recognising the problems and understanding the mechanisms at work, progress can be made toward resolving them.

Awareness-raising needs are different for different people and different groups. Actions can be general, but they must also be adapted to specific needs. Lastly, the effectiveness of awareness raising depends on the communication methods used. Different modalities should be proposed to suit the different needs of different people at different times.

Awareness raising can be based on research carried out at Université Gustave Eiffel.

Measure 4.4.1: Carry out regular awareness-raising activities for students and staff about equality and addressing gender stereotypes, and sexual and gender-based violence and discrimination

[Deadline: the entire plan duration]

[Indicator 1: number of awareness-raising actions carried out]

[Indicator 2: number and role (where relevant) of students attending awareness-raising events]

[Indicator 3: number and role (where relevant) of staff attending awareness-raising events]

Measure 4.4.2: Raise students' awareness of sexual and gender-based violence at parties, particularly for courses that organise university trips or integration events

[Deadline: the entire plan duration]

[Indicator 1: number of awareness-raising actions carried out]

[Indicator 2: number and role (where relevant) of students attending awareness-raising events]

Measure 4.4.3: Repeat and expand awareness-raising campaigns around trans identities and addressing LGBTI+phobia and racism

[Deadline: the entire plan duration]

[Indicator 1: number of awareness-raising actions carried out]

[Indicator 2: number and role (where relevant) of staff attending awareness-raising events]

Measure 4.4.4: Create a time for discussion and presentation of the system for reporting violence at the start of the university year between course heads and the Equality Mission

This discussion will also provide an opportunity to review the roles of the various players within the University and the best practices in preventing and dealing with situations of violence reported to them.

[Deadline: 2024-2025]

[Means: work to be carried out in conjunction with the VP FIP and the heads of training components]

[Indicator: number of course heads present at this awareness-raising discussion at the start of the academic year]

Training

Training is an essential component in addressing all forms of violence and in the fight to achieve equality. It can be divided into three areas according to the specific nature of the University community.

For staff

The responsibility of staff who supervise other staff and students makes it necessary for them to receive training as a priority. As does the responsibility of people involved in receiving and dealing with reports and in supervising and implementing the equality policy in the establishment. Recruitment is also a key moment that requires special attention. Additionally, there is a need to better equip staff who work directly with students or in human resources, as well as staff responsible for implementing preventive measures relating to health and safety in the workplace and building security.

There is increasing demand for training from the components, particularly when incidents arise, but also in order to create a culture of equality necessary for developing student recruitment processes that ensure mixing and diversity.

The University wishes to increase the number of training courses on sexual and gender-based violence for staff. To this end, it has set itself the following priorities.

Measure 4.4.5: Introduce mandatory training on sexual and gender-based violence for all staff in supervisory positions and consider the restrictive measures that could be put in place for certain groups

[Deadline: 2025]

[Means: drawing on similar decisions taken in other higher education and research establishments]

[Indicator: number of staff in supervisory positions trained compared with the number of staff targeted]

Measure 4.4.6: Ensure that training is provided on all campuses

Staff from campuses other than Marne-la-Vallée (MLV) are requesting on-site training more and more.

[Deadline: the entire plan duration]

[Means: work to be carried out in conjunction with management and equality sentinels on campuses other than MLV]

[Indicator: number of courses carried out at campuses other than MLV]

Measure 4.4.7: Adopt partnerships with universities at campuses outside MLV to increase training opportunities for staff concerned

[Deadline: the entire plan duration]

[Indicator: number of staff trained through courses at a partner public university]

Measure 4.4.8: Choose training courses in conjunction with the DGDRH and Equality Mission and include a specific reference to these courses in the "training" section of professional interviews

[Deadline: 2024]

[Indicator 1: creation of an annex to the equality plan specifying the priority groups]

[Indicator 2: inclusion of training courses on equality, addressing sexual and gender-based violence, and discrimination in the University's training plan]

[Indicator 3: reference to training on equality, addressing sexual and gender-based violence, and discrimination in the "training" section of professional interviews]

Measure 4.4.9: Systematically train new staff in professional equality and addressing gender-based, discriminatory and sexual violence

[Deadline: 2024]

[Means: work to be carried out in conjunction with the DGDRH and the President's cabinet]

Measure 4.4.10: Train the following staff in professional equality, addressing sexual and gender-based violence and discrimination, and listening to victims:

- **people involved in the system for reporting and dealing with violence (various levels)**
- **members of disciplinary bodies**
- **all DGDRH staff**
- **managers and heads**
- **PhD supervisors**
[From 2027, the University will no longer enrol PhD students whose supervisor has not received training on sexual and gender-based violence (with proof of training)]
- **staff representatives (CSA and F3SCT electives in particular)**

[Deadline: the entire plan duration]

Measure 4.4.11: Train staff involved in recruitment (HR, panels and line managers) in professional equality (gender bias) and addressing sexual and gender-based violence and discrimination

[Deadline: the entire plan duration]

Measure 4.4.12: Provide mandatory training for the equality sentinels on professional equality and addressing sexual and gender-based violence and discrimination

[Deadline: the entire plan duration]

Measure 4.4.13: Train the following staff in addressing sexual and gender-based violence and discrimination:

- **pedagogical secretaries**
- **course heads**
- **staff from the DGDAJI**

[Deadline: the entire plan duration]

Measure 4.4.14: Include a clause requiring security guards and CROUS staff to be trained on sexual and gender-based violence in contracts (or other contractual arrangements) awarded by our University

[Deadline: 2025]

Measure 4.4.15: Provide mandatory training of at least two days for prevention officers and advisers in addressing sexual and gender-based violence and discrimination and in listening to victims

[Deadline: 2024-2025]

Note: the prevention advisers at the Nantes and Lyon campuses have already taken the proposed training courses. This therefore concerns the MLV, Lille and Mediterranean teams

Measure 4.4.16: Provide prevention assistants with at least half a day of initial training and half a day of refresher training every two years in addressing sexual and gender-based violence and discrimination

[Deadline: 2024-2025]

[Indicator: inclusion of courses in the regulatory training plan for prevention assistants, increasing to 5 and a half days of training for new arrivals and half a day of refresher training]

Measure 4.4.17: Offer training to teachers (of all statuses) in egalitarian teaching practices

[Deadline: the entire plan duration]

[Indicators for measures 4.4.9 to 4.4.17:

- identification or creation of training courses (definition of needs, teaching scenarios, etc.) in-house or through organisations recommended by our supervisory bodies
- number of training courses, conferences, days and seminars organised for staff
- number and gender breakdown of people attending training courses
- among these, the number of people in managerial and supervisory positions]

For students

Measure 4.4.18: Regularly instruct students in equality and addressing sexual and gender-based violence and discrimination, particularly at the start of the academic year but also as part of teaching for PhD students

[Deadline: the entire plan duration]

[Indicator 1: creation of training courses (definition of needs, teaching scenarios, etc.) in-house or through organisations recommended by our supervisory bodies]

[Indicator 2: number of training courses, conferences, days, seminars organised]

[Indicator 3: number and gender breakdown of people attending training courses]

Measure 4.4.19: Train elected members of the Student Parliament, all University councils and promotion and proximity delegates in equality and addressing sexual and gender-based violence and discrimination

[Deadline: the entire plan duration]

[Indicator 1: creation of training courses (definition of needs, teaching scenarios, etc.) in-house or through organisations recommended by our supervisory bodies]

[Indicator 2: provision of mandatory training]

[Indicator 3: number of training courses, conferences, days, seminars organised]

[Indicator 4: number and gender breakdown of people attending training courses]

Measure 4.4.20: Mandatory training for leaders of student clubs and associations and event organisers on equality and addressing sexual and gender-based violence and discrimination, by making the allocation of grants conditional on the completion of training

[Deadline: the entire plan duration]

[Indicator 1: creation of training courses (definition of needs, teaching scenarios, etc.) in-house or through organisations recommended by our supervisory bodies]

[Indicator 2: diffusion of a framework document on the conditional allocation of grants]

[Indicator 3: provision of mandatory training]

[Indicator 4: number of training courses, conferences, days, seminars organised]

[Indicator 5: number and gender breakdown of people attending training courses]

Measure 4.5: Increase support for victims and staff responsible for receiving and dealing with reports

The University must enable students who are victims of sexual and gender-based violence or discrimination to continue their studies under the best possible conditions. The same applies to staff that are victims and members of the counselling unit for the reporting system. They need to be able to continue their work without distress.

As part of the 2021-2023 Equality Plan, a number of initiatives have been carried out to provide better support for victims in their legal, administrative, medical and social procedures. A resource sheet with useful internal and external contacts has been created and distributed, and a monthly legal clinic run by a legal adviser from the Sud-Est Francilien Centre for Information on Women's and Family Rights (CIDFF) has been set up on the Marne-la-Vallée campus. These free, confidential drop-in sessions are open to the entire University community. Training courses and discussions have been launched with the regional delegation of the Defender of Rights. In addition, supervision sessions conducted by the University's occupational psychologist and intervention sessions conducted by an external psychologist have been introduced for all members of the counselling units for situations of violence. All these initiatives must be continued, as they provide invaluable help to victims and witnesses of violence.

The University wishes to improve its support of victims by taking into account the consequences that violence can have on them and freeing up their time if they so wish, taking into account any disabilities they may have. Struggling with what they have been through, overwhelmed by the steps they must take to assert their rights, it is essential to avoid putting them through a second bout of violence by not respecting their pace and time frame, or by minimising the impact on their health and ability to attend classes or continue working normally.

Measure 4.5.1: Regularly update the useful resources, contact details and emergency numbers of the University's in-house services and external organisations in charge of legal, medico-social or psychological support for victims and witnesses of sexual and gender-based violence and discrimination. These contacts must be made available to the University's staff and students via various channels and communication tools.

Université Gustave Eiffel is a national institution with a presence in several of France's major cities. Special attention should be paid to the inclusion of staff and students from all of the University's campuses, sites and establishments.

[Deadline: the entire plan duration]

[Indicator 1: regular updates of the resource sheet]

[Indicator 2: number of information distribution actions carried out]

Measure 4.5.2: Improve external guidance for victims to ensure they have access to their rights on all campuses

[Deadline: the entire plan duration]

[Indicator: number of contact details distributed and partnerships set up, if any]

Measure 4.5.3: Annually renew the monthly legal clinics for victims of sexual and gender-based violence and access to rights, run by the Sud-Est Francilien Centre for Information on Women's and Family Rights (CIDFF) on the Marne-la-Vallée campus

Depending on the number of visitors, the frequency of clinics may also vary.

[Deadline: the entire plan duration]

[Means: work to be carried out in conjunction with the Social Action Department]

[Indicator: bi-annual quantitative and qualitative report]

Measure 4.5.4: Continue the discussions begun with the regional delegation of the Defender of Rights, with a view to establishing a partnership with in-person clinics on the Marne-la-Vallée campus

[Deadline: the entire plan duration]

[Means: work to be carried out in conjunction with the Social Action Department]

[Indicator: partnership established]

Measure 4.5.5: Introduce a special leave of absence for staff who have been the victim of domestic violence following a report

[Deadline: 2025]

[Means: work to be carried out in conjunction with the DGDRH]

[Indicator: summary report on the annual number of people who have made use of this scheme]

Measure 4.5.6: Implement a right to special study arrangements for student victims who have made a report to the University

[Deadline: 2024 and the entire duration of the plan]

[Indicator 1: adoption and diffusion of an additional reason in special study arrangements for students in specific situations]

[Indicator 2: summary report on the annual number of people who have made use of this scheme]

Measure 4.5.7: Continue monthly supervision sessions for members of the counselling unit by a psychologist from outside the University who specialises in psychotrauma, in order to limit vicarious trauma

[Deadline: 2024 and the entire duration of the plan]

[Means: work to be carried out in conjunction with the DGS]

[Indicator: contract signed and number of sessions carried out]

Measure 4.5.8: Commit to better support for autistic students through a partnership with the Atypie-Friendly project, a national programme to make higher education more inclusive of people with neurodevelopmental disorders

[Deadline: the entire plan duration]

[Means: work to be carried out in conjunction with the University Health Department]

[Indicator: formalised partnership]

Focus 5: Governance and communication of the gender equality policy

Across the 2021-2023 period, Université Gustave Eiffel implemented many of the measures set out in the previous plan concerning governance and communication of the gender equality policy. These measures concern:

- Significant human resources mobilised by the University:
 - within the Equality Mission. A Vice-President was appointed in 2021 and a Deputy Vice-President in 2023, a project manager for the Equality Mission was recruited in the same year, as well as a part-time VPE - ONDES project manager, followed by a project manager for addressing sexual and gender-based violence and discrimination in early 2024. The Equality Mission has also benefited from additional student employees.
 - More widely within the University, a network of equality sentinels was created and deployed (83 sentinels in July 2024).
 - The creation of the National Observatory of Discrimination and Equality in Higher Education (ONDES), headed by University Professor Yannick L'Horty.
- The organisation and implementation of the University's equality policy, based on :
 - a committee to monitor the plan, which was set up by the steering committee for the previous plan and renewed for the 2024-2026 plan.
 - Drawing up gender equality diagnostics and annual reports of the plan's actions, regularly presented to the University's various bodies (Board of Directors, Academic Council, Student Parliament, F3SCT, Training and Research Colleges, etc.).
 - The presentation of framework documents and reports to the University bodies (Equality Mission activity report, presentation of the revised reporting system, as well as a review of the reports).
 - The development of an egalitarian language guide, available on the Mission's website.
 - Work done in conjunction with the DGDRH on the feminisation of titles and use of gender-neutral titles in job ads and other internal forms.
 - Detailed work launched on the revised procedure for students to change their first name.
- The University's policy, firmly rooted in the national and international landscape:
 - Active participation in the Conference for Equality and Diversity in Higher Education (CPED) network, of which the University is a member; its membership in the Hubertine Auclert Centre, a centre for gender equality located in Ile-de-France
 - Creation of ONDES in partnership with France Universités and the Defender of Rights, with the support of the French Ministry for Higher Education and Research (MESR)

- Work in partnership with many key associations and structures (in particular CIDFF, OUTRANS, DDD, VSS-formation)
 - Work with the socioeconomic environment; sharing experience within the Descartes Développement incubator, ONDES support of public policy
 - Work with the officer in charge of initiatives addressing sexual and gender-based violence, discrimination and ethics at the Ile-de-France Education Authority
 - Coordination between the University's equality policy and the In-Cities and PIONEER international networks
- This policy includes staff and the general public and concerns all the University's missions as far as possible

Role and tasks of the different actors of the equality policy

The equality policy is coordinated by the University's Equality Mission.

It is led by the Vice-President for Equality, Caroline Trotot, and her deputy, Olivier Brossard.

The appointment of a Vice-President for Equality and a Deputy Vice-President aims to increase the visibility of the University's commitment to equality issues and facilitate the implementation of measures decided upon. It was made in response to a recommendation by the Conference for Equality and Diversity in Higher Education (CPED) network. The Vice Presidents for Equality takes part in weekly meetings with the presidential team to make sure that the issue is taken account of in all departments.

The Equality Mission is led by a team of staff from the institution:

- Maëva Ballon, Project Manager for the Equality Mission, hired in 2021;
- Louise Bourgoïn, Project Manager for Discrimination and Equality in Higher Education, hired in 2021
- Daniela Lopez, Officer for Addressing Sexual and Gender-Based Violence and Discrimination, hired in 2024
- Isabelle Decalonne, Equality Officer in charge of the state-of-affairs report for the former IFSTTAR sites

Each school within the establishment has an equality officer:

- Maïwenn Dubois for Ensa Paris-Est
- Frédéric Brönnimann for the National School of Geographical Sciences (ENSG);
- Claire Spilmann for the Paris School of Electronic and Electrotechnical Engineering (ESIEE Paris)
- Laurence Berry for the Paris School of Urban Engineering (EIVP).

Measure 5.1: Recognise the existence of the Equality Vice-Presidency by referencing the focuses of the University's equality policy in an official University decision

There is no official document establishing the Equality Vice Presidency. The DGS proposes that the Equality VP be officially integrated, i.e. created and included in a single official document alongside the other existing VPs.

Measure 5.2: Ensure that there are sufficient human resources within the Equality Mission to achieve the objectives of the plan

Coordination with those involved in the University's equality policy

The Mission reports directly to the University President. It is represented in the meetings of the presidential team and invited to attend meetings by the bodies.

The Equality Mission is open to receiving proposals from the bodies, committees, trade unions, elected student representatives and anyone involved in the establishment's equality policy. It aims to support initiatives in the framework of a global policy for the University.

It works with all the players in the establishment, and specifically:

- in coordination with the DGDRH:
 - with regard to reporting;
 - the joint creation of training courses on equality and addressing sexual, gender-based and discriminatory violence by the DGDRH training group and the Equality Mission;
 - the joint production of single social reports and guidelines for recruitment by the DGDRH and the Equality Mission;
 - the implementation of measures aimed at gaining a better understanding of gender wage and career inequalities and at correcting these inequalities;
 - concerning measures to promote better balance between life's different stages.
- in coordination with the University's psycho-medico-social support staff for victim support;
- in coordination with the Directorate General for Legal and Institutional Affairs, in which two people in addition to the Director are identified as representatives for the mission (Annick Ussel and a legal adviser trained in addressing sexual and gender-based violence and discrimination).
- For students, work is carried out with the Vice President for Student Life, the Vice President for Students, the Vice President for Training and Employment and the departments of the Directorate General for Education, Orientation, Integration and Student Life (DGD SOIVE);

- For staff, the work is carried out in regular consultation with staff representatives in the University bodies and, in particular, with the elected members of the Social Administration Committee (CSA), for all matters concerning the equality in the workplace policy and with the representatives of the Health, Safety and Working Conditions Committee (F3SCT) for matters concerning the prevention of all forms of gender-based, discriminatory and sexual violence;
- The work is carried out in coordination with the Mission for Sustainable Development and Social Responsibility (DD&RS). Equality is one of the themes of DD&RS;
- The coordinator of the occupational risk prevention assistants and the prevention staff are key contacts for relaying information on the equality policy and the prevention of violence and harassment. In addition to their role as relay persons, they can work with or be part of the “sentinel” network.
- The sentinels form an operational network of around 80 people as of 2023 (see below).

Measure 5.3: Raise awareness of the equality sentinels network, which acts as a first point of contact, among all staff and students

[Deadline: the entire plan duration]

A network of equality relay persons in the components and departments has been set up within the establishment.

It will meet several times a year. It is based on EAVT's "watchperson" system. These people can provide responses to staff and users at a local level, systematically refer them to the Equality Mission and publicise its actions, and propose actions adapted to each level of the community. They receive mandatory training on the prevention of gender-based, discriminatory and sexual violence as well as in various equality issues.

Internal identification of sentinels will be facilitated by the production and distribution of specific badges and stickers, and the list of sentinels will be published on the intranet and provided to prevention advisers.

[Indicator: number of awareness-raising actions carried out]

Measure 5.4: Create and distribute a welcome kit for the equality sentinels

[Deadline: 2025]

[Means: work to be carried out with the support and expertise of the DD&RS mission to create a sustainable kit]

Methods for steering, monitoring and evaluating the plan

Organisation of implementation and steering

During the creation of the plan, actions for the equality policy were presented to management bodies and students and in meetings to allow discussion.

A steering committee for the equality plan was set up in 2024. It includes staff appointed by the trade unions and representatives of the departments and components involved in the implementation of the equality policy, who represent the establishment's community. It is made up of 65 people, with the list available on the home page of the Equality Mission website. The steering committee set up three working groups:

- DGDRH steering: focuses 1 and 2;
- Equality Mission/DD&RS steering: focus 3.
- Equality Mission steering: focuses 4 and 5.

The committee met four times to develop the action plan.

Consultation meetings were held on all campuses: Lille on 14 May, Marne-la-Vallée on 27 May, Versailles on 30 May, Lyon on 4 June, Nantes on 11 June and the Mediterranean campus on 24 June.

The plan was presented to the University bodies in accordance with the following schedule.

Equality Plan		
Dates of consultation of the bodies		
Body	Initial discussions	Formal review (vote)
Student Parliament	26 September 2024	28 November 2024 (opinion)
Training and Research Colleges	26 September 2024	
CSA/F3SCT	27 September 2024	29 November 2024 (opinion)
Academic Council	10 October 2024	5 December 2024 (opinion)
DirComp	15 October 2024	
Board of Directors	17 October 2024	12 December 2024 (adoption)

Organisation of monitoring and evaluation

Implementation of the plan is monitored by the leaders of each working group, accompanied by the Equality Mission.

Measure 5.5: Set up a monitoring committee for the plan from the steering committee

[Deadline: 2025]

The monitoring committee's role is to ensure that the measures in the plan are correctly implemented and to evaluate them with the Equality Mission.

Some of the measures in the plan are also included in the DD&RS master plan.

Measure 5.6: Present a yearly report to the University bodies

At least to the CSA and the Board of Directors.

[Deadline: 2025]

Diagnosis, regular monitoring and evaluation of the action plan and its effectiveness

The indicators will be monitored by designated people. The plan's monitoring committee will be consulted on the annual report presented to the bodies.

Measure 5.7: Develop and promote training courses on equality and the prevention of violence, as well as research on equality and addressing gender-based violence and discrimination

High expectations have been expressed by the student community in terms of training on these topics. The establishment is also required by the international community (PIONEER project) to display its offer on these issues. As part of the 2021-2023 Equality Plan, the Equality Mission has been consulted by a number of courses to support students undertaking tutored projects on its themes. It intends to continue this work while such support is compatible with the other tasks carried out by the staff in charge of these issues.

In addition, although the University already offers classes in relation with research on these issues, it still needs to make progress in this area. It will ensure that it is better promoted among the target audience in order to meet external demands, particularly professional and international ones. In this respect, the funding obtained by the University as part of the AViD project is an important lever for spreading a culture of equality. Creating a MOOC on sexual and gender-based violence and making it available to students on Moodle will be an important response to the growing demand from students and teachers for better tools.

Measure 5.7.1: Each year, compile a list of classes relating to all aspects of equality and addressing gender-based violence and discrimination

[Deadline: the entire plan duration]

[Means: with the help of the DD&RS mission]

[Indicator: posting of a list of teaching courses at the start of the 2025-2026 school year, and then each year after]

The option of opening certain courses to lifelong learning may be studied to assess the needs of the professional world and the establishment's capacity to meet this need. It is necessary to better understand the reality of what is being done and be able to offer open courses in a multidisciplinary manner.

Measure 5.7.2: Distribute the online Moodle module for students on the prevention of sexual and gender-based violence in higher education to teaching teams and include modules on equality and addressing sexual and gender-based violence and discrimination as part of compulsory teaching in line with the DD&RS master plan and the AViD project.

[Deadline: the entire plan duration]

[Indicator 1: number of students who have taken the MOOC on Moodle]

[Indicator 2: number of courses that include a compulsory module on equality and/or sexual and gender-based violence and discrimination in their programme]

Measure 5.7.3: Regularly promote training through research on the theme of equality and addressing gender-based violence and discrimination

[Deadline: the entire plan duration]

[Indicator: number of scientific events (PhDs, publications, conferences, etc.) related to gender and equality issues or addressing sexual and gender-based violence or discrimination promoted on the Equality Mission website]

Measure 5.7.4: Promote and connect research on equality and addressing gender-based violence and discrimination carried out at the University

[Deadline: the entire plan duration]

[Indicator: number of research or scientific outreach events organised]

Measure 5.7.5: Use scientific outreach methods: create podcasts, web documentaries, etc. to promote actions for equality

[Deadline: the entire plan duration]

[Indicator: number of podcasts and podcast streams]

Measure 5.8: Increase University communication on Equality Month and events organised around 25 November, International Day for the Elimination of Violence against Women

[Deadline: the entire plan duration]

[Indicator: number of articles or other pieces of internal and external communication produced in conjunction with the Communication Department]

Measure 5.9: Develop the Equality Mission website, regularly post information in the different sections and improve its visibility on Université Gustave Eiffel's internet and intranet sites

[Deadline: the entire plan duration]

[Indicator: number of views]

Measure 5.10: Continue the work begun on the intranet to communicate on the roles and actions of the Equality Mission in general and on the creation of the plan and monitoring of its implementation

[Deadline: the entire plan duration]

Measure 5.11: Improve communication on equality initiatives, the mission and the reporting system, particularly during the new staff induction day

[Deadline: the entire plan duration]

Measure 5.12: Translate the plan into English for the purposes of the institution's international policy

[Deadline: 2025]

[Indicator: document produced]

Measure 5.13: Add to the Equality playlist on Université Gustave Eiffel's YouTube channel to increase the visibility of the videos made

[Deadline: the entire plan duration]

[indicator: number of video views]

Measure 5.14: Raise awareness around egalitarian language among the departments concerned, using the University's practical guide to egalitarian language available on the Equality Mission website

[Deadline: the entire plan duration]

[Indicator: number of awareness-raising actions for the tool]

Measure 5.15: Ensure that job titles and functions are chosen appropriately in job descriptions (feminisation or gender-neutral titles)

The Equality Mission recommends carefully considering the choice of titles and functions to meet the requirements of egalitarian communication. For example, gender-neutral titles such as “chairperson” should be encouraged.

[Deadline: the entire plan duration]

Measure 5.16: Validate framework documents on the University's equality policy in the bodies (e.g. the charter)

[Deadline: the entire plan duration]

[Indicator: number of documents validated by the bodies]

Measure 5.17: Communicate on the names of the Ada Lovelace and Alexandra David-Néel Buildings, the Cécile Poisson auditorium, the Michèle Aubertel bistro and the "Chez Jeanine" cafeteria.

[Deadline: the entire plan duration]

[Indicator: number of communications or events held]

Measure 5.18: Give the names of other women and people from minority groups a prominent place in the University spaces.

[Deadline: the entire duration of the plan]

[Indicator: memo or report with recommendations]

Measure 5.19: Continue the University's involvement in equality, diversity and inclusion issues in European and international projects (InCities, Pioneer, etc.)

[Deadline: the entire plan duration]

[Indicator: number of projects in which the University is involved]

Annexes

Annex 1: Detailed content of the "Equality in the Workplace" section of the Single Social Report

Staff

The gender breakdown of all staff (indicating the proportion of women):

- for the University
- for category A
- for category B
- for category C
- for permanent staff
- for non-permanent staff
- according to the type of profession and activity (teaching and/or research / support function / PhD students)
- for temporary teaching staff
- for apprentices
- for student employees
- for the first and last rank of category A+ posts
- for the first and last rank of category A posts
- for the first and last rank of category B posts
- for the first and last rank of category C posts

The average age of men and women for the entire workforce and the average age at entry into the body by gender:

- for the University
- for category A
- for category B
- for category C
- for permanent staff
- for non-permanent staff
- according to the type of profession and activity (teaching and/or research / support function / PhD students)

- for temporary teaching staff
- for the first and last rank of category A+ posts
- for the first and last rank of category A posts
- for the first and last rank of category B posts
- for the first and last rank of category C posts

Part-time work

The gender breakdown of all part-time staff.

The gender breakdown of all staff with a 90% schedule.

The gender breakdown of all staff with an 80% schedule.

The gender breakdown of the total workforce with a schedule under 80%.

The proportion of women working part-time out of all female staff.

The proportion of men working part-time out of all male staff.

The gender breakdown of category A staff working part-time.

The proportion of category A women working part-time out of all female staff / all category A staff.

The proportion of category A men working part-time out of all male staff / all category A staff.

The gender breakdown of category B staff working part-time.

The proportion of category B women working part-time out of all female staff / all category B staff.

The proportion of category B men working part-time out of all male staff / all category B staff.

The gender breakdown of category C staff working part-time.

The proportion of category C women working part-time out of all female staff / all category C staff.

The proportion of category C men working part-time out of all male staff / all category C staff.

The gender breakdown of non-permanent staff working part-time.

The proportion of non-permanent women working part-time out of all female staff / all non-permanent staff.

The proportion of non-permanent men working part-time out of all male staff / all non-permanent staff.

Annex 2: In-Cities EDI Plan

The plan can be downloaded from the website of the Université Gustave Eiffel Equality Mission at the link below:

<https://mission-egalite.univ-gustave-eiffel.fr/actualites/actualites-details/incities-signature-du-plan-edi-equality-diversity-and-inclusion>

Annex 3: Reporting system

The system can be downloaded from the website of the Université Gustave Eiffel Equality Mission at the link below:

<https://mission-egalite.univ-gustave-eiffel.fr/dispositif-de-signalement/reporting-system>



GUSTAVE EIFFEL UNIVERSITY

Campus de Marne-la-Vallée

5 Boulevard Descartes

Champs-sur-Marne 77454 Marne-la-Vallée cedex 2

T: 01 60 95 75 00

univ-gustave-eiffel.fr