

UNIVERSITÉ DE TECHNOLOGIE DE COMPIÈGNE

UTC

HR Division



Action plan for
**gender
equality**
in the **workplace**
2021-2023

donnons un sens à l'innovation



utc

Following on from an agreement signed on 30 November 2018 in relation to gender equality in the Public Service, the Public Service Transformation Act of 6 August 2019 made it **mandatory for administrations to adopt a multi-year gender equality action plan.**

Decree N° 2020-528 of 4 May 2020 sets out how gender equality action plans for the Public Service are to be drawn up and implemented.

The action plan must address 4 aspects:

- Assessing, preventing, and where necessary addressing gender pay gaps
- Ensuring equal access to public service bodies, grades and posts
- Promoting a better work-life balance
- Combatting discrimination, bullying, sexual harassment and gender-based violence

Details about the administration of the equality policy and measures concerning users may also be included in the action plan.

The action plan must set out:

- The measures to which the public service employer is committed
- The aims to be achieved for each measure
- Indicators to monitor and assess the measures
- If possible, the resources and tools made available
- The implementation schedule for these measures (limited to 3 years)

The plan was to be drawn up before the end of 2020 and transmitted to the parent ministry before 1 March in the year following the close of the preceding action plan, failing which a financial penalty of up to 1% of the gross annual remuneration of all the institution's employees might be imposed following a formal notification.

At UTC's request the minister granted a deferral, setting a deadline of 1 July for the reception of its action plan.

For the drafting of the gender equality action plan, a workgroup composed of personnel elected to sit as representatives on UTC's Technical Advisory Committee met three times in April and May 2021

The action plan was then presented to UTC's various supervisory and advisory bodies:

- UTC Management Committee on 18 May 2021
- Health, Safety and Working Environment Committee (CHSCT) on 21 May 2021
- Technical Advisory Committee on 27 May 2021
- UTC Supervisory Board on 17 June 2021.

SUMMARY

1. Investigation of gender equality at UTC **4**

ASPECT 1: assessing, preventing, and addressing gender pay gaps

ASPECT 2: ensuring equal access to public service bodies, grades and posts

ASPECT 3: promoting a better work-life balance

ASPECT 4: combatting discrimination, bullying, sexual harassment and gender-based violence

2. Actions **14**

Institutional anchoring of workplace equality

Addressing pay gaps

Actions in favour of equal access to public service bodies, grades and posts

Improving work-life balance

Combatting discrimination, bullying, sexual harassment and gender-based violence

1



INVESTIGATION OF GENDER EQUALITY AT UTC



ASPECT 1

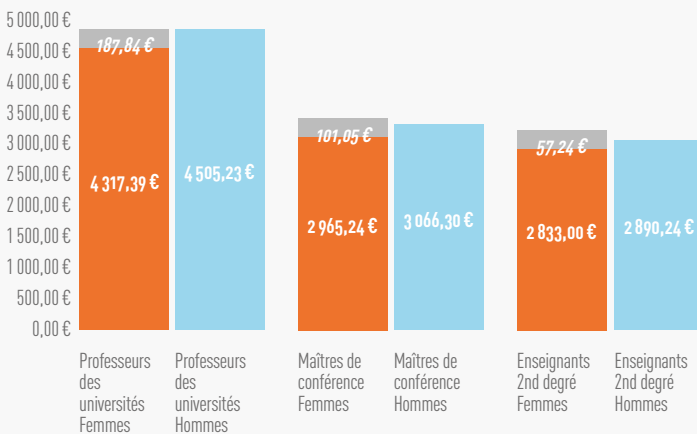
ASSESSING, PREVENTING, AND ADDRESSING GENDER PAY GAPS

There are clear pay gaps between men and women.

Among tenured academic personnel in 2019 (not including overtime):

- for university professors, monthly pay is €188 higher for men
- for senior lecturers, a gap exists but is smaller (€101)
- for qualified secondary-level teachers, monthly pay is €57 higher for men

Net monthly remuneration of tenured academic staff in 2019





The gaps are even greater in the case of additional payments:

OVERTIME

Overtime payments for undergraduate teaching	Number	%	Average gross amount
Women	43	27%	€ 3702.11
Men	118	73%	€ 5504.40

Overtime payments for vocational teaching	Nombre	%	Average gross amount
Women	6	25%	€ 405.37
Men	18	75%	€ 1938.45

BONUSES

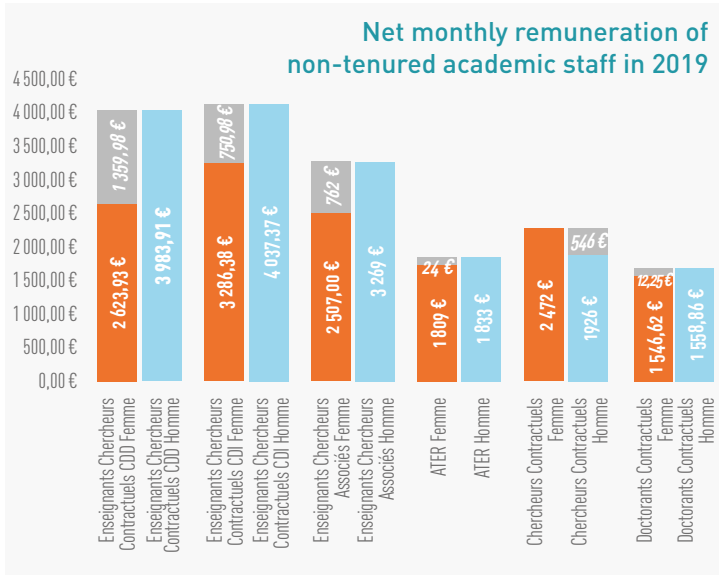
Bonuses for assuming teaching responsibilities:

Agents	Number	%	Responsibilities assumed	Average per agent	Average amount received
Women	19	28%	23	1,21	€ 1803.66
Men	48	72%	57	1,18	€ 2226.08
Total	67	-	80	-	-

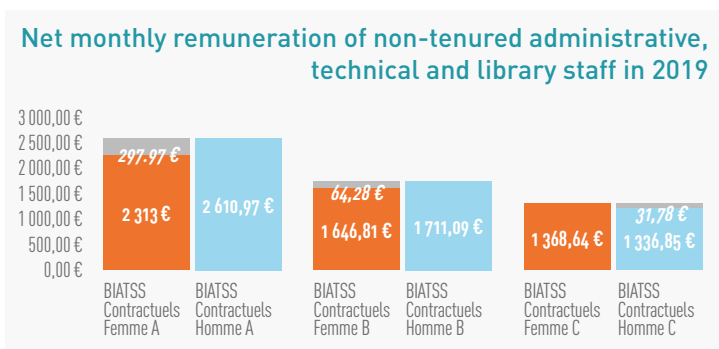
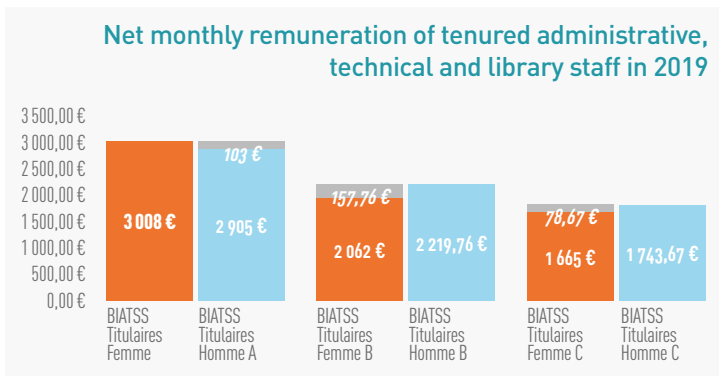
Bonuses for supervising PhD candidates and supervising research:

	Women		Men	
Senior lecturers	6%	€ 3210.13	16%	€ 3055.80
Professors	15%	€ 5199.52	46%	€ 5782.47

Among non-tenured academic personnel, there is a similar gender pay gap (other than in the case of those who simply do research without doing any teaching), with the gap being even wider for those whose remuneration is set at a flat rate and does not correspond to a salary scale.



Among administrative, technical and library staff, men's remuneration (other than for sessional payments or vacations) is also higher, except in the case of category A tenured personnel and category C non-tenured personnel.



Gender pay gaps are largely due to the following circumstances:

- Among tenured academic personnel there are more men at the highest grades (see data relating to Aspect 2), and men will often have more time at their disposal enabling them to work overtime or assume greater (and consequently better-paid) responsibilities, particularly in teaching.
- Among non-tenured academic personnel there are more women in the disciplines where remuneration tends to be lower, in particular in language teaching (see data relating to Aspect 2).
- Among administrative, technical and library staff many more women than men work part-time (see data relating to Aspect 2).



ASPECT 2

ENSURING EQUAL ACCESS TO PUBLIC SERVICE BODIES, GRADES AND POSTS

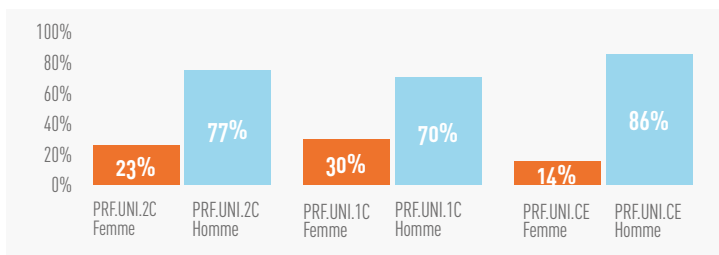
GENDER DIVERSITY AMONG DIFFERENT CATEGORIES OF PERSONNEL

Gender proportions at UTC are very unequal :

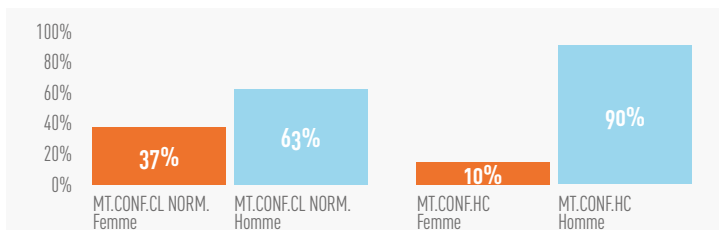
>> Academic staff

- there are fewer women (30%) than men (70%)
- in the case of university professors the proportion of women is particularly low (23%)
- there are few women at the highest grades

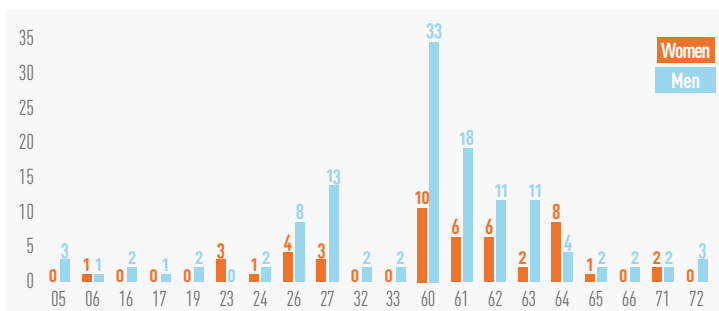
University professors:



Senior lecturers:



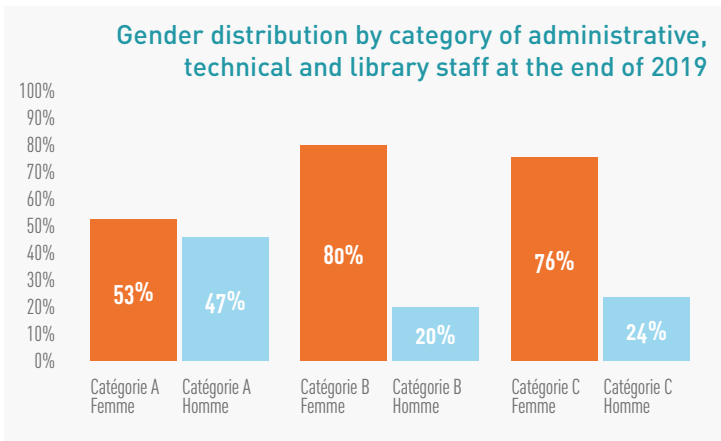
- among senior lecturers, the proportion of women with a *habilitation* (entitling them to supervise doctoral theses) is low (4%)
- regarding the academic disciplines represented at UTC, there are eight disciplines in which there are only men, and one discipline in which there are only women



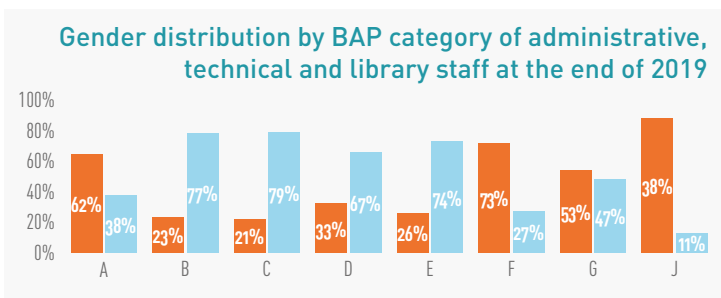


>> Administrative, technical and library staff

- there are fewer men (34%) than women (66%)
- the higher the category, the greater the proportion of men (24% at category C, but 47% at category A)



With reference to the French Branches of Professional Activity (BAP) categories, there are more men in BAP categories B, C, D, and E, but more women in BAP categories A, F, and especially J (J corresponding broadly to administrative functions).

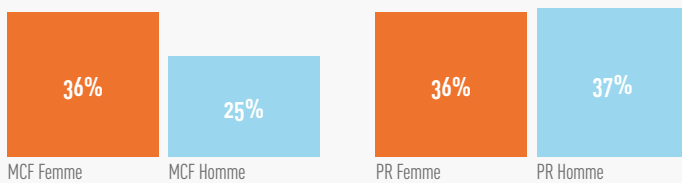


CAREER PATHS

>> Academic staff

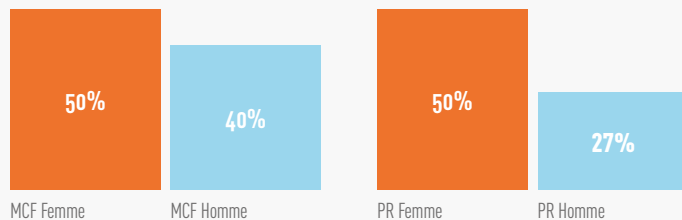
- There are more men than women at the more senior academic levels (*corps*) and at higher grades (see the graphics below).
- The percentage of senior lecturers eligible for promotion who apply for promotion is greater for women than for men, while for professors the percentage is roughly the same.

Gender distribution of senior lecturers and professors eligible for promotion in 2020



At all grades, more women obtain promotions than men.

Percentages of successful applications for promotion in 2020



Regarding new recruitments, over the last five years 36% of new senior lecturers, and 33% of new professors were women.



>> Administrative, technical and library staff

Among tenured personnel, more women obtain promotions than men, irrespective of the level and the grade.

Promotions of tenured administrative, technical and library staff (excluding ITA CNRS staff)

	2019		% age of population concerned		
	M	W	M	W	% total
Corps LA	1	3	1,61	2,63	2,27
Grades TA	1	6	1,61	5,26	3,98
Grades Exam Prof.	-	3	0,00	2,63	1,70
	2	12	3,23	10,53	
Total	14				7,95

By population type

	2019		% age of population concerned		
	M	W	M	W	% total
BIATSS AENES Titulaires	-	5	0,00	18,52	16,13
BIATSS ITRF Titulaires	2	7	3,45	8,75	6,52
BIATSS Bibliothèque Titulaires	-	-	0,00	0,00	0,00
	2	12	3,23	10,53	7,95
Total	14				7,95

Promotions of non-tenured administrative, technical and library staff (permanent and fixed-term contracts)

	2019		% age of population concerned		
	M	W	M	W	% total
Pay rises	9	21	16,98	17,21	17,14
Total	30				17,14

For non-tenured administrative, technical and library staff, the percentage of those eligible for promotion who apply to be promoted, together with data about rises in grade and changes in level, remain to be analysed.



>> The Glass Ceiling Index (GCI)

The Glass Ceiling Index is a way of identifying obstacles to career advancement that women (or men) face because of their gender.

Computing the GCI:

$$\text{GCI} = \frac{\text{percentage of *those at all levels* who are women}}{\text{percentage of *those at level A* who are women}}$$

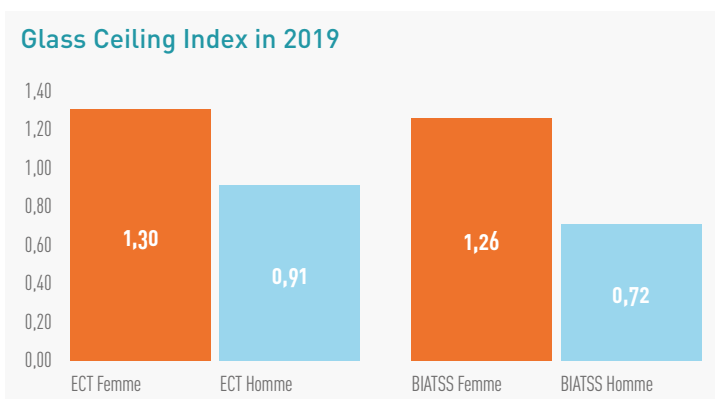
$$\text{GCI} = \frac{\text{percentage of *those at all levels* who are men}}{\text{percentage of *those at level A* who are men}}$$

Interpreting the GCI:

GCI = 1 : men and women have **an equal chance** of reaching level A

GCI > 1: there are **more obstacles** to reaching level A than for the other gender (i.e., there is a glass ceiling effect)

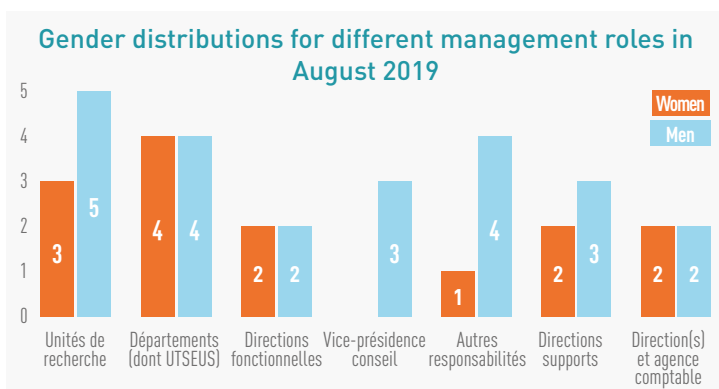
GCI < 1: a **better chance** of reaching level A than someone of the other gender



Comparing the Glass Ceiling Indexes for the two genders shows that women are at a disadvantage as regards their career advancement, whether working in an academic or in an administrative/technical capacity.

APPOINTMENTS TO MANAGEMENT ROLES

Women are under-represented in management roles in the different research labs, as vice-presidents of supervisory and advisory bodies, in “other” leadership roles (including in UTC’s Doctoral School, in Utech, in sports, and in relations with business and industry), and in the different support departments.



In 2019 women accounted for only 38% of those in management roles at UTC.

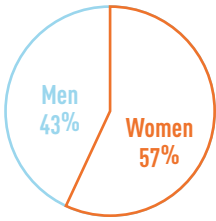
It should be noted that gender parity is observed as regards the membership of UTC’s supervisory and advisory bodies (UTC Supervisory Board, *CAFR*, Scientific Advisory Committee, and the Studies and Student Life Committee).



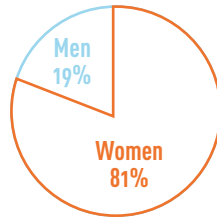
ASPECT 3
PROMOTING A BETTER WORK-LIFE
BALANCE

Women are more likely to have flexible working time arrangements, that is to say working part-time or working from home.

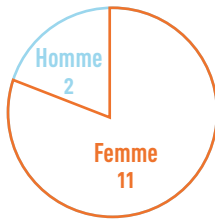
Gender distribution among those working **less than full-time** at the end of 2019



Gender distribution among those working **part-time** at the end of 2019

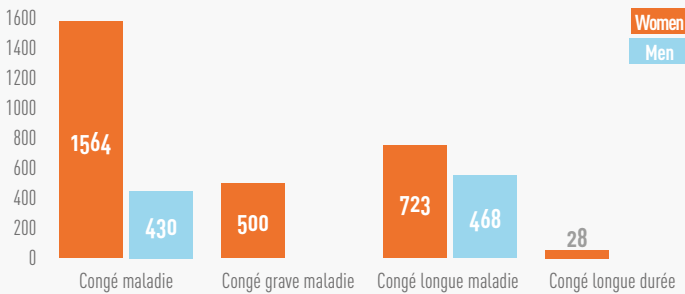


Gender distribution among those working **from home** at the end of 2019

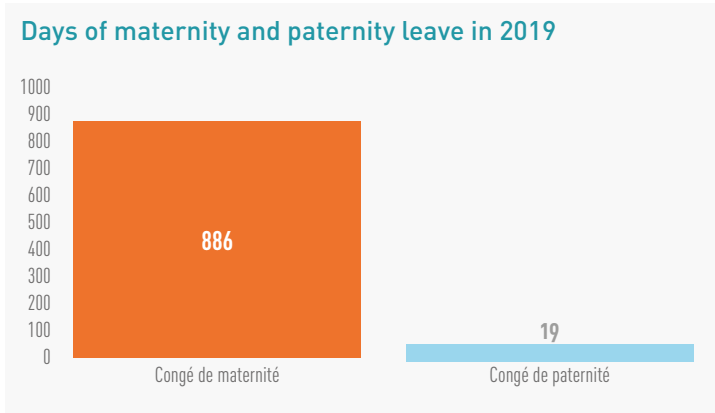


Women have more days' sick leave.

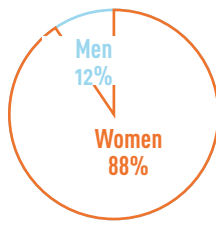
Total number of days of sick leave for men and women in 2019



Women take more leave relating to dependent children (maternity/paternity leave, or leave granted to look after sick children).



Leave granted to look after sick children in 2019



It should also be noted that there is a specific rule at UTC, approved by the different UTC bodies, concerning working arrangements for female teaching personnel who have taken maternity leave. Details are provided via UTC's digital workspace.

ASPECT 4
COMBATTING DISCRIMINATION, BULLYING,
SEXUAL HARASSMENT AND GENDER-BASED
VIOLENCE

The situation at UTC is as follows:

- For UTC staff: a reporting mechanism, created in compliance with Decree N° 2020-256 of 13 March 2020, was presented to the Health, Safety and Working Environment Committee (CHSCT) on 12 February 2021, but this remains to be adjusted and extended. For other populations at UTC: there is currently no such mechanism.
- So far no information concerning sexual and gender-based violence or bullying has been publicized at UTC, and no training sessions have taken place.

2



ACTIONS





The present action plan covers the three-year period 2021-2023.

To raise awareness about workplace gender equality among the whole university community, the results of our investigation and the action plan will be published on UTC's intranet site.

The data from the investigation will be updated and completed when the next workplace equality action plan is drawn up.

Actions relate to 5 areas:

1. Institutional anchoring of workplace equality
2. Addressing pay gaps
3. Actions in favour of equal access to public service bodies, grades and posts
4. Improving work-life balance
5. Combatting discrimination, bullying, sexual harassment and gender-based violence

1 - INSTITUTIONAL ANCHORING OF WORKPLACE EQUALITY

To ensure equality in our university in the long term, independently of any changes in management that occur, UTC commits to the following:

Setting up an equality and diversity steering committee to coordinate policy in relation to gender equality, disability, and combatting discrimination.

This committee will report to the Director. It will be composed of the Director or her representative, the Director of Services, the Director of Human Resources, the Director of Education, the disability correspondents for students and staff, the equality correspondent, the student life correspondent, the Director of the Doctoral School, and 3 workforce representatives nominated by the unions.

The Director may invite contributions to the work of the committee from qualified individuals.

The committee will meet at least once per year.

There will be an annual progress report on the workplace gender equality action plan.

2 - ADDRESSING PAY GAPS

The investigation revealed that gender pay gaps exist at UTC.

To address this, UTC commits to the following:

1- Examining and monitoring the numbers in order to have a better understanding of the reasons for pay discrepancies at different scales: at the scale of the university as a whole, but also within any organizational component comprising 4 persons or more.

Overseen by: HR Division

Objective: Analyse men's and women's remuneration to have a better idea regarding the present situation.

Progress indicators: Statistics produced

Scheduled for: Once per year

2 - Looking more closely at pay discrepancies among non-tenured administrative, technical and library staff of category A.

Overseen by: HR Division

Objective: Analyse men's and women's remuneration to have a better idea regarding the present situation, especially in regard to those receiving a flat-rate remuneration.

Progress indicators: Report of the analysis

Deadline: Spring 2022

3 - Implementing an awareness campaign (publicizing ministerial statistics, articles, etc.) to encourage female academics to apply for PEDR bonus payments (awarded for research work and for supervising doctoral theses).

Overseen by: HR Division and Communication Division

Objective: Increase the number of applications by women.

Progress indicators: Numbers of applications made by men and by women.

Scheduled for: Autumn 2022

3 - ACTIONS IN FAVOUR OF EQUAL ACCESS TO PUBLIC SERVICE BODIES, GRADES AND POSTS

It is noticeable that some areas of work remain stereotyped as being "for men" or "for women".

Women are faced with obstacles to their career advancement.

There are also fewer women on management teams.

REGARDING GENDER DIVERSITY AMONG DIFFERENT CATEGORIES

UTC commits to the following:

1- Initiating outreach (to high schools and to entry-level students at UTC) in order to establish which curricula may be less appealing to one or other gender.

Overseen by: Education Division and Communication Division

Objective: Promote enrolment by both genders on curricula where one gender has traditionally been predominant.

Progress indicators: Number of promotional communications.

Scheduled for: Spring 2023

2 - Raising awareness about possible unconscious biases and stereotypes among recruiters, supervisors, and among the members of the equality and diversity steering committee.

Overseen by: HR Division and Communication Division
Objective: Help combat stereotypes, biases, and discriminatory words and attitudes.
Progress indicators: Number of awareness-raising actions carried out.
Scheduled for: 2022

3 - Making it easier to use videoconferencing in the recruitment process.

Overseen by: HR Division
Objective: Making sure that applicants are treated equally in the recruitment process.
Progress indicators: Number of sessions taking place via videoconferencing.
Scheduled for: 2022

REGARDING CAREER PATHS AND EQUAL ACCESS TO POSITIONS OF RESPONSIBILITY

1 - Systematizing information on the gender distribution of those obtaining promotions.

Overseen by: HR Division
Objective: Encouraging applications by female staff members.
Progress indicators: Number of applications made.
Scheduled for: 2022

2 - Training workplace equality correspondents within UTC's HR division.

Overseen by: HR Division
Objective: Better inform staff members about possibilities for promotion, and make applying for promotions easier.
Progress indicators: Number of workplace equality correspondents trained.
Scheduled for: 2022

3 - Setting up a gendered monitoring of calls for research project proposals.

Overseen by: Research Division
Objective: Carry out an analysis to better understand the current situation.
Progress indicators: Gender-based statistics on calls for proposals.
Scheduled for: 2022



4 - Computing a Glass Ceiling Index by category for technical, administrative and library staff.

Overseen by: HR Division

Objective: Carry out an analysis to better understand the current situation.

Progress indicators: Computation of the different indexes.

Scheduled for: 2022

5 - Concerning technical, administrative and library staff: Examining what proportion of those eligible choose to apply for promotion.

Examining advances in grade and changes in level among non-tenured staff.

Examining pay rises obtained by staff whose salaries are not indexed.

Overseen by: HR Division

Objective: Carry out an analysis to better understand the current situation.

Progress indicators: Statistics.

Scheduled for: Spring 2022

REGARDING THE CREATION OF A MECHANISM TO ENSURE BALANCE WHEN APPOINTING PERSONNEL:

1 - Examining the kinds of leadership roles that women have (in teaching, administration, and as elected representatives).

Overseen by: HR Division and Education Division

Objective: Carry out an analysis to better understand the current situation.

Progress indicators: Statistics.

Scheduled for: Spring 2022

2 - Encouraging women to apply for leadership roles via specific awareness-raising actions.

Overseen by: HR Division and Communication Division

Objective: Break down psychological barriers and encourage applications by women.

Progress indicators: Number of applications by women.

Scheduled for: 2023

4 - IMPROVING WORK-LIFE BALANCE

UTC has already put arrangements in place that are designed to improve work-life balance. Staff can request to work from home. Those working full-time can arrange to work over 4½ days rather than 5.

In an effort to improve the quality of work life for personnel, UTC commits to the following :

1 - Advertising the annualization of part-time working following parental leave (Decree N° 2020-467 of 22 April 2020).

Overseen by: HR Division and Communication Division
Objective: Encourage the establishment of flexible worktime arrangements and improve communication with staff about this.

Progress indicators: Dissemination of information.

Scheduled for: Autumn 2021

2 - Advertising the use of worktime savings accounts (CET) following family-related leave.

Overseen by: HR Division and Communication Division
Objective: Encourage the establishment of flexible worktime arrangements and improve communication with staff about this.

Progress indicators: Dissemination of information.

Scheduled for: Autumn 2021

3 - Making it easier for spouses/partners to obtain leave for attending mandatory prenatal check-ups.

Overseen by: HR Division

Objective: Improve work-life balance.

Progress indicators: Number of requests made.

Scheduled for: 2022

4 - Producing a guide for new parents with a synopsis of their legal rights.

Overseen by: HR Division and Communication Division
Objective: Give support to parents and improve communication with staff about this.

Progress indicators: Dissemination of the guide.

Scheduled for: 2023

5 - In applications to work from home, including the possibility of requesting to do so only on an occasional basis.

Overseen by: HR Division

Objective: Promote flexible arrangements regarding worktime and working conditions.

Progress indicators: Update documents concerning working from home.

Scheduled for: Autumn 2021

6 - Improving communications about available financial assistance (welfare benefits, ministerial grants, etc.).

Overseen by: HR Division and Communication Division

Objective: Better inform staff.

Progress indicators: Dissemination of information.

Scheduled for: Spring 2022

7 - Looking at the possibility of partnering with nearby crèches

Overseen by: HR Division and equality correspondent

Objective: Make it easier to fulfil both professional and family obligations.

Progress indicators: Number of partnerships.

Scheduled for: 2023

8 - Establishing a code of good practice regarding working time and the right to downtime.

Overseen by: HR Division and equality correspondent

Objective: Promote a better work-life balance.

Progress indicators: Dissemination of the code of good practice.

Scheduled for: 2023

**5 - COMBATTING DISCRIMINATION,
BULLYING, SEXUAL HARASSMENT
AND GENDER-BASED VIOLENCE**

UTC remains ill-equipped when it comes to addressing problems of discrimination, bullying, sexual harassment and gender-based violence.

It therefore commits to the following:

1 - Creating and publicizing a questionnaire for university personnel that will help identify instances of sexual and gender-based violence.

Overseen by: HR Division, the equality correspondent and risk prevention advisor

Objective: Identify the types of behaviour concerned in order to put in place corrective measures.

Progress indicators: Number of replies received.

Scheduled for: 2021

2 - Setting up training sessions on combatting discrimination and sexual and gender-based violence, to be offered to all those who supervise others. Organizing awareness campaigns aimed at all UTC staff and students.

Overseen by: HR Division, Communication Division and Education Division



Objective: Raise awareness and prevent occurrences.

Progress indicators: Number of staff members trained / number of sessions held.

Scheduled for: 2022

3 - For UTC staff: adjusting and extending the reporting mechanism created in compliance with Decree N° 2020-256 of 13 March 2020 and presented to the Health, Safety and Working Environment Committee (CHSCT) on 12 February 2021.

Overseen by: HR Division and risk prevention advisor

Objective: Have in place a mechanism for reporting, dealing with, and following up incidents.

Progress indicators: Publicizing of the mechanism.

Scheduled for: 2021

4 - For students, setting up a mechanism for reporting acts of violence, discrimination, bullying, and sexual harassment.

Overseen by: HR Division, Education Division, elected student representatives and risk prevention advisor

Objective: Have in place a mechanism for reporting, dealing with, and following up incidents.

Progress indicators: Publicizing of the mechanism.

Scheduled for: 2022

5 - Offering assistance to victims.

Overseen by: HR Division, Education Division, elected student representatives and risk prevention advisor

Objective: Provide support to victims.

Progress indicators: Number of instances of support given.

Scheduled for: 2022

6 - Improving channels of communication.

Overseen by: Communication Division, HR Division, Education Division, and risk prevention advisor

Objective: Raise awareness and prevent instances of sexual and gender-based violence.

Progress indicators: Number of communications.

Scheduled for: 2022



UTC is a french public HE establishment reporting to the national education ministry, assessed regularly by the HCERES evaluation council (haut conseil de l'évaluation de la recherche et de l'enseignement supérieur).

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