

# Professional equality plan

PROPOSALS FOR THE EQUALITIES PROJECT

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Over the last two years, the question of professional equality has taken on new importance following the agreement of 30 November 2018. Today, each university must send a professional equality plan to the MESRI by 1 March 2021 or incur financial penalties.

As the social reports of previous years have shown, there are remuneration gaps between women and men; career prospects are more favourable for men, thereby creating remuneration gaps. Moreover, domestic jobs continue to occupy women more than men, and this is likely to accentuate the slowing of women's careers. The professional equality plan has principally been drawn up to deal with the remuneration gaps, reduce career disparities, improve the balance between professional and private life and to combat sexist and sexual harassment and violence.

The importance of the professional equality plan has increased still more in these last few weeks following the decision of the European Commission. A professional equality plan has become a criterion of eligibility<sup>1</sup> for research teams who respond to calls for European projects under Horizon Europe, a programme starting next January.

The proposals below can only be based on partial data from social reports or notes by the DGRH of the MESRI. This is because today, we have no in-depth analysis of the remunerations of the various categories of personnel (permanent and contractual) or data on the career progress and promotion ratios. The distribution of positions by gender are not yet fully known since the first Social report by University of Paris, scheduled for 2020, will only be available during 2021

However, data from the 2020 Social report, namely the situation at ex-Paris Descartes and ex-Paris Diderot on 31 December 2019 provide indications, though these remain insufficient.

*There are more men than women among permanent teachers* particularly at lecturer grade for a virtually equivalent median age.

<sup>1</sup> The proposals below and which are preceded by an asterisk are those which must be mentioned in the Gender Equality Plan required by the European Commission.

## Numbers

### Among the permanent teachers and researchers (all categories together),

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namely 1,344 persons from **ex-Paris Diderot**

- 61% are men
- 39% are women
- If we consider the MCFs: 274 are women, 307 are men
- If we consider the PRs: 97 are women, 217 are men
- If we consider the MCUPHs: 40 are women, 52 are men
- If we consider the PUPHs: 70 are women, 189 are men
- Median age of men = 49
- Median age of women = 49

namely 1,254 persons from **ex-Paris Descartes**

- 53.5 % are men
- 46.5% are women
- If we consider the MCFs: 235 are women, 180 are men
- If we consider the PRs: 84 are women, 95 are men
- If we consider the MCUPHs: 64 are women, 46 are men
- If we consider the PUPHs: 82 are women, 245 are men
- Median age of men = 53
- Median age of women = 48

### As a result, the remuneration level is higher for men than for women,

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#### ex-Paris Diderot

- Among the permanent teachers receiving net remunerations higher than 5,500€, 38.1% are women and 61.9% men
- Among the permanent teachers receiving net remunerations between 4,500€ and 5,499€, 25% are women and 75% men
- Among the permanent teachers receiving net remunerations between 3,500€ and 4,499€, 41.6% are women and 58.4% are men.
- Among the permanent teachers receiving net remunerations between 2,500€ and 3,499€, 45% are women and 55% are men
- Among the permanent teachers receiving net remunerations between 1,500€ and 2,499€, 40.7% are women and 59.3% men
- The total amount of bonuses paid to women is 1,238,781€ and to men 1,761,243€
- The amount of the PEDR paid to women is 440,283€ and to men 887,807€

#### ex-Paris Descartes

- Among the permanent teachers receiving net remunerations higher than 5,500€, 36.7% are women and 63.3% men
- Among the permanent teachers receiving net remunerations between 4,500€ and 5,499€, 28.8% are women and 71.2% men
- Among the permanent teachers receiving net remunerations between 3,500€ and 4,499€, 41.4% are women and 58.6% men
- Among the permanent teachers receiving net remunerations between 2,500€ and 3,499€, 54.5% are women and 45.5% men
- Among the permanent teachers receiving net remunerations between 1,500€ and 2,499€, 57.4% are women and 42.6% men
- The total amount of bonuses paid to women is 899,66€ and to men 949,612€.
- The amount of the PEDR paid to women is 321,418€ and to men 351,018€

## The remunerations of the BIATSSs also show a gap between women and men

### Ex-Paris Diderot

The average remunerations of BIATSSs by category are as follows:

- Category A: for women 2,767€, for men 2,950€
- Category B: for women 1,953€, for men 1,971€
- Category C: for women 1,789€, for men 1,740€

Average annual compensatory amount

- Category A: for women 6,781€, for men 7,992€
- Category B: for women 3,442€, for men 3,862€
- Category C: for women 3,060€, for men 3,294€

### Ex-Paris Descartes

The average remunerations of BIATSSs by category are as follows:

- Category A: for women 2,956€, for men 3,117€
- Category B: for women 2,033€, for men 2,103€
- Category C: for women 1,713€, for men 1,700€

Average annual compensatory amount

- Category A: for women 7,607€, for men 8,929€
- Category B: for women 4,151€, for men 4,716€
- Category C: for women 2,946€, for men 2,967€

## We may also observe that work absences are more frequent among women than men both for teaching researchers and for BIATSSs and go beyond staff proportionality.

### Ex-Paris Diderot

- 3.2% of teachers have had an absence from work: 87 women (including 27 maternity leaves) and 33 men
- 30.1% of BIATSSs have had an absence from work (including 42.8% in category C): 249 women (including 26 maternity leaves) and 125 men

### Ex-Paris Descartes

- 7.5% of teachers have had an absence from work: 130 women (including 23 maternity leaves) and 25 men
- 35% of BIATSSs have had an absence from work (including over half in category C): 298 women (including 22 maternity leaves) and 142 men

## And finally, we may also observe that part-time working concerns more women than men.

### Ex-Paris Diderot

- 3.1% of teachers work part-time, there are three times as many women
- 9.2% of BIATSSs work part-time, 78.9 % are women

### Ex-Paris Descartes

- 2.6% of teachers work part-time, as many women as men
- 8.5% of BIATSSs work part-time, 84% are women

The proposals below cover the subjects required in the Professional equality plan (Agreement of 30 November 2018 supplemented by the circular of 30 November 2019, decree of 4 May 2020). Some details are lacking because more precise and more abundant numeric data are unavailable.

The annual indicators proposed should of course reflect an intensity of actions over the years.

## Closing of the salary gap

These gaps result in particular from the payment of bonuses.

For the BIATSSs, the introduction of the RIFSEEP (compensatory regime taking into account positions, constraints, expertise and professional commitment) places each person in a category and on a scale. In other words, the IFSE (position, constraints and expertise compensation) paid monthly is stable for four years unless there is a change of position.

The IFSE is supplemented by a CIA (annual supplementary compensation, with lower and upper limits) which can be paid on the basis of the person's contribution and their sense of public service over the past year.

It would appear desirable to take into account personnel gender effects and to ensure that payment of the CIA takes account of the proportion of women and men, to avoid the number of benefiting women being under-assessed. To avoid quotas, it should be possible first to simply state the proportion of benefiting women **ad** men in the by category social report.

### Gender distribution of recipients of the CIA From 2021

For the EC (teacher-researchers), encourage women to apply for the PEDR through specific awareness raising (MESRI statistical data, article on the situation).

### Gender distribution of applicants and recipients of the PEDR Number of persons made aware From 2021

The situation of contractual staff is being considered and a Charter will be drawn up in which the possibility of a three-yearly re-evaluation of the remuneration will be mentioned.

### Gender distribution of contractuels' remuneration From 2021

In the Social report, mention the gender distribution of the **amount** of bonuses allotted to the BIATSSs and to the ECs per faculty.

### From 2021

## Career development

For the BIATSSs, assuming responsibility can be a key factor for promotions (aptitude list, promotion table). But the person must apply for promotion. Although today we lack numerical data, it would appear that, in proportion to the number of employees, women make fewer applications than men.

It would moreover be desirable for the proportion of promoted agents to reflect that of the promotable agents to avoid over-representation of male agents.

The gender data on promotable and promoted agents should be broken down into component and function and appear in the **Social** report. It would be addressed to the management staff of components and research units so that local rankings are informed by wide-ranging and retrospective data.

It must take into account maternity leave and part-time working.

In the professional interview, the career situation must obligatorily be brought up.

### Gender distribution of promotable agents by category, by function, by BAP and by type of promotion (promotion table, aptitude list) From 2021 Corrective actions if necessary From 2022



\*In the same perspective, EC women should be encouraged to apply for promotion and further, the proportion of promoted agents on a local level should **reflect that of promotable agents**.

**Gender distribution of promotable agents, applicants for promotion, promoted agents by category and by faculty**

**From 2021**

**Corrective actions if necessary**

**From 2022**

In the Social report, make known the proportion by category of women and men benefiting from local promotions taking account of promotions arranged by the CNU.

**From 2021**

\*Given that it is mainly teacher-researchers who head UFR research units, women should be encouraged to present themselves for such positions through specific awareness-raising.

**Number of persons made aware**

**From 2021**

\*It would be desirable for the gender distribution in UFRs' and EDs' heads of research to appear in the Social report together with a gender distribution in educational managers.

We may note that today, in University of Paris, the function of dean of faculty is filled by male teacher-researchers.

**Gender data**

**From 2021**

\*University of Paris applies the principles of OTM (openness, transparency and merit) resulting from the HRS4R labelling of ex-establishments and therefore the recruiting procedures both for BIATSSs and for teacher-researchers include a minimum of guarantees. Moreover, regulatory texts impose equal representation of genders in selection committees (some exceptions may remain for certain disciplines) and juries.

It should also be ensured that juries, selection committees and all recruitment committees are chaired by women<sup>2</sup>.

Given that selection committees are first of all composed in the components, it is desirable to devise and circulate a short video showing selection biases in UFR councils on the occasion of the training of selection committee chairpersons.

**Gender distribution of committee chairpersons and jury selection**

**Gender distribution related to the diversity of selection committees over the last five years**

**Mention the number of applicants, the number of interviews, the number of successful applicants, distinguishing men and women for teacher-researchers and BIATSSs with breakdown by component**

**From 2021**

\*To supplement these arrangements, awareness-raising of unconscious bias should be given for all those who are involved in recruiting, CRCT allocations and leave for pedagogical projects and more generally in personal records. Awareness-raising of unconscious bias includes all inequalities which sometimes cumulate (men/women, disabled, ethnic origin, etc.).

Awareness-raising of equality should be introduced in the training of those who take on management jobs. Refusing this training results in a reduction in teaching hours. To take account of the professional obligations of each and **everyone**, local adaptations may be made (e.g. Establishment medical commission for the faculty of health, registration in several existing MOOCs with a certificate of attendance and end of session meeting).

**Number of persons made aware and trained**

**From 2021**

Devise an on-line barometer updated periodically to show how each of the personnel categories is represented at the university.

**Dynamic barometer data including in terms of participation**

**End of 2021**

<sup>2</sup> The MESRI circular of 18 June 2020 now states that gender indicators must be sent to members of selection committees. These indicators concern previous recruitments and applications (*Bulletin officiel* of 2 July 2020).

## Reconciliation of professional and private life

\*If women teacher-researchers returning after maternity leave benefit from half-time teaching in the year following their maternity leave, introduce a priority right to training for BIATSSs returning from maternity leave<sup>3</sup>.

### Number of persons concerned From 2021

\*We know that the parents<sup>4</sup> of young children encounter difficulties because of their domestic work making it more difficult to fulfil their responsibilities.  
This could be partially remedied by making sure that no meeting takes place after 5.30pm.

### Adoption of an appropriate measure by the authorities From 2021

\*Develop working from home which will ease the balance between the professional and private life of women particularly affected by commuting times in Ile-de-France. This will protect the career and future retirement pension level of colleagues who sometimes make sacrifices in their professional life in order to cope with the various constraints.  
Include the possibility of requesting occasional working from home in the working from home agreement. The purpose of this measure will be to reduce requests for part-time working and it will also have the advantage of reassuring disabled agents when they have to cope with great fatigue from time to time or if they have special psychological difficulties.

### Adoption of an appropriate measure by the authorities From 2021

<sup>3</sup> Agreement of 30 November 2018 provides for the whole of the civil service the preservation of rights to promotion during parental leave and availability for family reasons with a limit of five years during the career and extension of the right to availability benefit up to the age of 12 of the **child**.

<sup>4</sup> In 2010, the domestic time of the mother of a child was 178 minutes per day and 104 minutes for the father of a child. When a woman has two children, this time is 189 minutes and 99 minutes for the father of two children.  
The parental time of the mother of one child is 86 minutes per day and for the father of one child 43 minutes. When a woman has two children, this time is 91 minutes and 39 minutes for the father of two children.  
Source : Insee, *Emploi du temps*, 2010-11.

## Governance measures

\*On an establishment scale, ensure that the positions of vice president, director of central services are filled equally by women and men<sup>5</sup>.

**Information to include in the annual equality report**  
**From 2021**

\*Make it usual to rotate responsibilities in the components and research units and/or appoint joint male/female directors in the components.

**Measurement of the rate of rotation and/or joint direction**  
**From the date of renewal of the councils of the component**

Gender equality among the staff and scientific committee of a colloquium or day of study will be taken into account in examining a request for the free use of university premises.

**End of 2021**

\*On an establishment scale, ensure that women respond to calls for research projects.

**Information to include in the annual equality report**  
**From 2021**

Create a child care grant awarded to teacher-researcher, parents of children under twelve, to encourage participation in study days and colloquia. This grant can be calculated according to the household income, the family quotient and in observing the equivalent rules for the payment of family income supplement when both parents are teacher-researchers.

**Adoption of an appropriate measure by the authorities after a cost estimate. From 2022**

Envisage partnerships with private child care organisations on the model set up by the APHP with Yoopies (yopies.fr), with la Ville de Paris and other towns to secure places in nurseries subject to possible funding.

**2021 (beginning of study)**

Authorise a marriage partner to be given special absence to attend three of the seven obligatory pre-natal examinations of the woman.

**End of 2021**

Establish conditions where nursing mothers can have a dedicated room in each of the university sites in Paris.

**2021 (beginning of study)**

Circulate information on parenting rights.

**From 2021**

\*The Ecole des cadres (staff college) of University of Paris, concerning teacher-researchers and BIATSSs, must ensure a balanced intake of women and men. Each promotion must include a session on stereotypes and unconscious bias.

**Adoption of an appropriate measure**  
**From 2021**

<sup>5</sup> The law of 4 August 2014 on the actual equality between women and men imposes on public employers, for director level posts, a gender-balanced rate of first-time appointments; a rate of 40 % has been set since 2017.

## **Combating sexist and sexual harassment and violence**

\*Maintain the existing victim reception units, develop awareness in elected representatives of the CT (Technical committee) and CHSCT (Health, safety and work conditions committee), the occupational health department, social assistants and DGRHO personnel.

Maintain awareness-raising among contractual doctoral students.

### **Number of persons made aware From 2021**

Envisage the possibility of creating an external arrangement in the event of infringement of other equalities.

### **N.B.**

**The proposals of the Equalities mission are intended to be examined by the establishment authorities and first of all the **Technical** committee followed by the Academic senate and the Management board by the end of the civil year.**

**This plan is also intended to appear on the site of University of Paris\*; its application will be monitored by the Equalities mission.**

Equalities Mission  
4 November 2020

## Abbreviations

Sigle	Français	Anglais
MESRI	ministère de l'Enseignement supérieur, de la Recherche et de l'Innovation	ministry of Higher education, Research and Innovation
DGRH	direction générale des ressources humaines	human resources department, Ministry of Higher Education
MCF	maître de conférences	lecturer
PR	professeur	professor
MCUPH	maître de conférences des universités-praticien hospitalier	university professor - hospital practitioner
PUPH	Professeur des universités-praticien hospitalier	university professor - hospital practitioner
PEDR	prime d'encadrement	doctoral student supervision and research bonus
BIATSS	bibliothèques ingénieurs administratifs personnels techniques sociaux et de santé	Librarians, Administrative staff, Technical staff, Social and Health staff
RIFSEEP	régime indemnitaire tenant compte des fonctions, des sujétions, de l'expertise et de l'engagement professionnel	compensatory regime taking into account positions, constraints, expertise and professional commitment
IFSE	indemnité de fonctions, de sujétions et d'expertise	position, constraints and expertise compensation
CIA	complément indemnitaire annuel	annual supplementary compensation
EC	enseignant-chercheur	teacher-researcher
CNU	conseil national des universités	national university council
UFR	unité de formation et de recherche	training and research unit
ED	Ecole doctorale	doctoral school
OTM	ouverture, transparence et mérite	openness, transparency and merit
HRS4R		human resources strategy for researchers
CRCT	congé pour recherches et conversions thématiques	leave for research and thematic conversions
CME	conseil municipal des enfants	children's municipal council
MOOC		massive open online course
ADHP	Assistance publique - Hôpitaux de Paris	Paris Hospitals - public assistance
BAP	Branche d'activité professionnelle	branch of professional activity
CHSCT	comité d'hygiène, de sécurité et des conditions de travail	health, safety and work conditions committee
DGRHO	Direction générale ressources humaines et organisation	human resources and organisation department

