



# Inserm

La science pour la santé  
From science to health

Comité technique d'établissement public du 18 novembre

---

**Document complémentaire  
Bibliographie, extraits, documents**

---

- Developping a gender parity strategy/Action Plan, UN Women, 2018
- Guidance to promote gender equality in research and innovation, EC, feb2018
- Roadmap to gender equality plans, EIGE (European Institute for Gender Equality) 2016

LERU, *Implicit bias in academia, a challenge to the meritocratic principle and to women's careers*, janv 2018

NIH, *Time to End the manel Tradition*, june 2019

MRC *Equality and Diversity vision*, 2013

EPWS, *European platform for women in science, survey results, France*, 2018

KI, *Not unchosen one gender ethnicity and power in research career*, 2013

Plos Biology, *How long untill women are equally represented ?* april 2018

Plos Biology, *Differences in collaboration Patterns across Discipline, Career stage and Gender*, nov 2016

The Lancet, *Are gender gaps due to evaluation of the applicant or the science ? A natural experiment at a national funding agency*, feb 2019

Nature Human Behaviour, *Committees with implicit biases promote fewer women when they do not believe gender bias exists*, june 2019

Nature Immunology : *Women in immunology : 2020 and beyond*, march 2020

Nature immunology : *Not from Venus, not from Mars, equally superstars !* march 2020

New england journal of medecine : *standing up against gender bias and harrassement*, april 9, 2020

BMJ : *Gender differencies in how scientist present the importance of their research*, 2019, December

NBOE (National Bureau of Economic research) US, *Is blinded review enough ? How gendered outcomes arise even anonymous evaluation..* april 2019

Nature, *Boosting inclusivity in the Nobels*, oct 2019

Palgrave HSS, *Gender bias in Nobel prizes*, may 2019

Rapports :

EC, *She figures*, 2018

Elsevier, *the research journey through a gender lens*, 2020

HCE, rapport situation 2018  
Défenseur des droits, rapport 2018  
MESRI, rapport sur la parité, chiffres clés, 2018,2019...  
CNRS, rapport situation comparée, 2016 et suivants  
Inra, rapport situation comparée, 2018

Constitutions, 1946 et 1958, préambules et toutes lois afférentes  
Loi du 31 juillet 2013 dite Loi Sauvadet  
Loi 2019-828 du 6 août 2019 (titre V) dite Loi Dussopt  
Accords relatif à l'égalité professionnelle dans la fonction publique, 2013 et nov 2018  
Feuille de route pour l'égalité professionnelle, MESRI 2017

Referentiel plans Egalité, DGAFP , 2019  
Referentiel Formations à l'Egalité, DGAFP, 2018  
Referentiel Plans Egalité MESRI 2020