



**RÉPUBLIQUE
FRANÇAISE**

*Liberté
Égalité
Fraternité*

Inserm



La science pour la santé _____
_____ **From science to health**



Professional equality between women and men at Inserm

2024-2026 action plan

« Analysis of the comparative situation data shows an imbalance at Inserm in relation to professional equality, due to glass ceilings having an impact on salaries and career development for women and men. »

Inserm's 2024/2026 action plan in favour of professional equality between women and men is aligned with the initial established diagnosis and the corresponding objectives of the previous three-year plan.

Below, tables set out the 38 actions of the plan, organised by topics and objectives, with indicators for implementation and monitoring. These actions follow what has already been achieved and propose new measures to go further.

Progress in the implementation of the action plan will be presented to the decision-making body at the end of each year and to the whole Inserm community via the intranet. Changes can be suggested during the period in order to achieve the plan's objectives as effectively as possible.



Axe 1

Assess, handle and prevent pay gaps

- Produce and disseminate professional equality indicators
- Analyse and fix pay gaps

Axe 2

Ensure equal access for women and men to public sector jobs

- Promote gender balance in professions
- Recruit without gender bias
- Promote equal opportunities
- Promote equal access to professional responsibilities
- Enhance the profile and visibility of Inserm women

Axe 3

Improve work-life balance

- Enable work organisation that is more favourable to the balance of life
- Support long-term absences
- Support parenthood and caregivers

Axe 4

Struggle against violence, harassment and discrimination

- Integrate risks into the health and safety system
- Raise awareness about the fight against violence, harassment and discrimination
- Supporting victims

Axe 1 - Assess, handle and prevent pay gaps			Ind.
Produce and disseminate professional equality indicators	1	Produce and publish annually the indicators of the comparative situation report relating to professional equality between men and women as part of the Rapport Social Unique	R
	2	Produce and publish annually the professional equality index as well as indicators relating to equal opportunities and actions aimed at reducing them	R
Analyse and fix pay gaps	3	Integrate the DGAFP tool allowing calculate pay differentials between women and men	R
	4	Determine the elements generating pay gaps : career progression, promotion policy, job rating, top-up allowances and bonuses, wage top-up	E
	5	Recommend appropriate measures to reduce gaps trough guidelines	R

Axe 2 - Ensure equal access for women and men to public sector jobs			Ind.
Promote gender balance in professions	6	Establish a diagnosis of the Inserm professions diversity and set rebalancing objectives	E
	7	Improve the immersion training system to support diversity among the applicants	R
	8	Communicate about career paths at Inserm and professions to struggle against gender stereotypes	R
Recruit without gender bias	9	Advertise positions open to recruitment without gender stereotypes	R
	10	Produce and disseminate data on women/men applications relating to positions open internally and externally	S
	11	Raise recruiters' awareness about the effects of gender bias and the risks of discrimination through training and recommendations for recruitment without bias and discrimination	S
Promote equal opportunities	12	Maintain and disseminate good practices concerning gender balance with a person that will guarantee this balance among selection committees	R
	13	Always integrate notions of gender bias that can impact the decision-making process in management training, recruitment and evaluation	R
	14	Facilitate the declaration of career breaks and part-time periods in recruitment and evaluation applications so that they are considered and appreciated favorably	R
Promote equal access to professional responsibilities	15	Implement a mentorship for women	R
	16	Maintain the commitment to have a balance between the rates of women and men promoted and eligible for promotion	S
	17	Aim for a gender balance among research directors by adopting the principle that the proportion of promoted women is at least equal to the proportion of women eligible for promotion	S
	18	Mobilize structures and teams' managers to encourage applications (competitions, promotion, calls for projects) and create the conditions for equal and proactive support for career development	E
	19	Analyze gender gaps in responses to calls for projects to define actions aimed at reducing them	E
	20	Determine action levers to increase the number of women research unit directors	E
Enhance the profile and visibility of Inserm women	21	Maintain parity among people quoted in editorial productions and the promotion of Inserm experts to the media	S
	22	Ensure a balance of representation among participants in events and compliance with recommendations for professional equality when organizing an event	S
	23	Maintain vigilance on the compliance of written productions with the recommendations for communication without gender stereotypes	S

Axe 3 – Improve work-life balance			Ind.
Enable work organisation that is more favourable to the balance of life	24	Analyze the level of appropriation of the time charter in collective labour and the integration into internal regulations	E
	25	Develop training in time management and in short and effective meeting facilitation	R/S
	26	Carry out communication actions to change representations and disseminate good practices linked with the psychosocial risk prevention action plan	R
Support long-term absences	27	Implement a support system aimed at securing the career paths of public sector workers with long career breaks and facilitating their career restart	R
	28	Encourage participation in a conference in the year following a long career break through current allocations and by implementing incentive measures and a follow-up of the concerned staff	R
Support parenthood and caregivers	29	Deploy an annual HR communication plan on the theme of parenthood and caregivers to regularly discuss existing support systems	R
	30	Sustain actions for the recovery and repayment of IJSS and the creation of an annual budget to cover the replacement of maternity leave or contract extension	S
	31	Implement support measures aimed at facilitating professional travel and participation in professional events (review of welcoming conferences, childcare and transport expenses for young children, etc.)	R
	32	Generalize the practice of providing rest spaces, even occasional ones, to accommodate young parents, breastfeeding mothers and pregnant women	R

Axe 4 – Struggle against violence, harassment and discrimination			Ind.
Integrate risks into the health and safety system	33	Integrate these risks into the national plan for the prevention of psychosocial risks	R
	34	Sustain the system for reporting and handling situations and its accessibility	S
Raise awareness about the fight against violence, harassment and discrimination	35	Inform about moral harassment, brutal or inappropriate management, their forms, their techniques, their consequences on victims and work groups and on prevention measures	R
	36	Train managers in conflict management and the legal risk of moral harassment	R/S
	37	Carry out communication and training about sexual violence for resource persons and disseminate sexual violence awareness videos	R
Supporting victims	38	Maintain the partnership with the FN-CIDFF to sustain the use of psychological support and legal advice services	R

Monitoring indicators	
R	realisation
S	production and dissemination of monitoring indicators
E	investigation