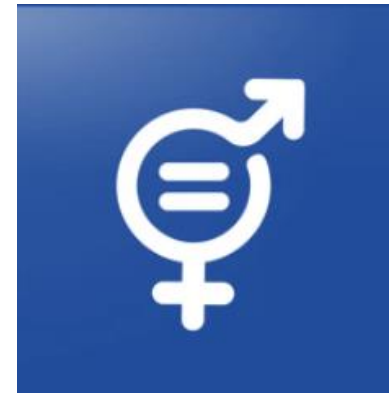


# Gender Equality Plan Sept 1<sup>st</sup> 2023



*“Society soars to new heights when everyone's wings are free to unfurl, unburdened by bias”*

# Why a Gender Equality Plan ?

- At BCRC, we believe that diversity and equal opportunities are a source of enrichment, innovation and creativity that enhance the quality of our research and development activity.
- We believe that inclusion is an opportunity to make every employee a carrier of our company values.
- The BCRC Group's Gender Equality Plan (GEP), which aims to promote gender equality and a culture of inclusion in its research and development activities, is part of :
  - [Diversity & Inclusion Policy](#)
- Horizon Europe framework programme (2021-2027)



# Gender Equality Plan Requirements

In order to comply with the Horizon Europe Framework Programme, the GEP must fulfil 4 eligibility criteria :

- The GEP is a **public and official document approved** by the Executive Board and published on the organisation's website.
- **Specific resources** and expertise must be **dedicated** to the gender issue.



## Public document

- Formal document
- Signed by top management
- Published on the institution's website
- Disseminated through institution



## Dedicated resources

- Funding for gender equality positions or teams
- Reserved time for others to work on gender equality



# Gender Equality Plan Requirements

- Data on sex/gender should be collected in the organisation, with the publication of an annual report based on indicators.
- Training / awareness raising on gender equality should be organised for staff and management.



## Data collection and monitoring

- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes



## Training and capacity building

- Whole organisation engagement
- Tackle gender biases of people and decisions
- Joint action on specific topics

# Dedicated resources working group

1. HR Resources
  - Sylvie Paras, HR Director
2. Research Resources
  - Fabrice Petit, Research Manager
  - Xavier Buttol, Business Development Manager
3. Other Resources
  - Jacques Rennotte, General Manager





Work-life balance and organisational culture



Gender balance in leadership and decision-making



Gender equality in recruitment and career progression



Integrating the gender dimension into research and teaching content



Measures against gender-based violence, including sexual harassment

Essential factors for gender equality in R&I

## 5 thematic areas of the GEP

1. Work/life balance and organisational culture
2. Gender balance in leadership and decision-making
3. Gender equality in recruitment and career progression
4. Integrating the gender dimension into research
5. Measures against gender-based violence



# GEP Requirements: data and targets

Thematic area	KPI's	Targets
<b>Career progression</b>	Salary gap by function group	Status quo % F/M/X
	% turnover F/M/X on total population	Monitoring
	Participation rate F/M/X in trainings	Status quo % F/M/X
<b>Diversity</b>	% F/M/X on total population	Monitoring
	% F/M/X by age group	Monitoring
	% F/M/X on international population	Monitoring
<b>Leadership</b>	% F/M/X in management positions	At least 30% F/X of new positions
	% F/M/X of function evolution	Status quo % F/M/X
<b>Recruitment</b>	% F/M/X in new positions (by function)	Monitoring
	% F/M/X by type of diploma	Monitoring
<b>Work/life balance</b>	Number of thematic leaves	Status quo % F/M/X
	Teleworking by function	Monitoring
	Satisfaction with balance private / professionnel	Increase of 5% over 5 years
<b>Research</b>	Number of projects per Project Leader % F/M/X (per Unit)	Monitoring
	Total budget per Project Leaders % F/M/X (per Unit)	Monitoring



# ACTION PLAN

