

ESRF Policy in gender equality (2021/2022/2023)

Preamble

As a French « Société civile » with an international vocation, whose governance includes 22 partner countries and whose workforce includes more than 30 nationalities, the ESRF has been a melting pot of diversity since its creation. Diversity of its staff in particular, whose variety of nationalities, expertise and backgrounds contributes to its rich resources and excellence. Diversity that helps nurture exchanges promotes creativity and allows everyone to express their uniqueness within the institution.

Gender diversity and professional equality between women and men is one of the key elements of this mixture.

The ESRF's policy related to gender diversity and professional equality between women and men has so far resulted in signing a first three-year agreement on professional equality between women and men on 18 September 2012, and in the implementation of a Unilateral Action Plan for professional equality between women and men on 8 December 2017.

Adopted on 5 September 2018, the law 2018-771 called «Loi Avenir Professionnel» now enforces companies with 50 or more employees to calculate and publish each year the result of their «Professional Equality Index» evaluated on 100 points, through the measurement of 5 indicators including specific ones related to pay gaps, individual salary increases or promotion. The ESRF therefore carried out the exercise for the year 2018, recording a score of 79/100, then for the year 2019, recording a score of 86/100, and for 2020, recording a score of 87/100 (reminder: 75/100 is the score below which corrective actions must be implemented).

With the opening of a new negotiation, governed by articles L.2242-1 and L.2242-17 of the French Labour Code, the Management and the representative unions within the ESRF wished to pursue and improve the actions already initiated to support equal treatment between women and men. In that regard and before starting the negotiation, they wished to have a shared diagnosis of the comparative situation of women and men within the company. This diagnosis, entrusted to an external organisation chosen by mutual agreement, was returned to the Economic and Social Committee on 24 September 2020, in the form of a «Professional Equality Diagnosis».

Based on this assessment, the parties to this Agreement have agreed to focus their actions on the following five themes:

- Recruitment
- Classifications
- Promotion and learning
- Remuneration
- Private life / Work life relationship

For each of these themes, the following elements have been defined:

- a. An assessment based on the Professional Equality Diagnosis
- b. Goals to be achieved
- c. Actions to be implemented
- d. Monitoring indicators

The monitoring indicators will be analyzed at the end of each year for which the agreement applies, and the achievement of the goals - at the end of the agreement (see Article 6).

Note: the Assessments (a.) report on the main lessons learned from the Professional Equality Diagnosis. It has however been carried out based on data ending on 31 December 2018. As for the Goals to be achieved (b.), they refer to updated data taking into account the year 2020 (or the year 2019 when information for the year 2020 is not available).

Article 1 - Recruitment

a. Assessment based on Professional Equality Diagnosis (latest data on 31/12/2018)

Overall, female staff represent 27.2% at the ESRF.

The gender distribution by category is as follows:

Category	Men		Women	
	number	%	number	%
Administrative	10	12.3	71	87.7
Senior executives	3	100	0	0
Directors	5	100	0	0
Engineers	185	83.7	36	16.3
Post-docs	14	60.9	9	39.1
Scientists	65	81.3	15	18.8
Administrative officers	10	34,5	19	65,5
Technicians	185	87,7	26	12,3
PhDs	12	63,2	7	36,8
Operators	1	100	0	0
Total	490	72.8	183	27.2

Regarding the age distribution, 31% of employees under the age of 45 are women and 69% are men. Amongst employees aged 45 and over, 24% are women and 76% are men.

In terms of breakdown by type of contract, the rate for female employees on fixed-term contracts is 33%; it is 26% for employees on permanent contracts. 27% of female employees are on fixed-term contracts, compared to 21% for male employees.

In terms of hiring in 2018, 35% of recruits have been women, 65% have been men. 41.7% of women recruited and 58.3% of men recruited were hired on fixed-term contracts. The rate of female employees recruited is the lowest for the Technician category (12%) and the highest for the Administration (71%) and Senior Administration category (75%).

b. Goals to be achieved

✓ Increase percentage of women applying for open positions

	Current data (average years 2018 to 2020)		Objectives in % (average years 2021 to 2023)
	Number	%	
Female applications	627	27%	> 30%

✓ **By job type, increase the proportion of the under-represented sex in headcount**

Job types considered as relevant for this objective are the following: Administrative staff / Administrative officers / Technicians / Engineers / PhDs / Post-docs/ Scientists.

	Current data (average years 2018 to 2020)		Objectives in % (average years 2021 to 2023)
	Number	%	
Administrative staff	8 men	10.3 % of men	> 11.5% of men
Administrative officers	8.7 men	32.5 % of men	> 35% of men
Technicians s	25.7 women	12.6 % of women	> 13% of women
Engineers	37.7 women	16.8 % of women	> 19% of women
PhDs	5.7 women	32.7 % of women	> 40% of women
Post-docs	7.7 women	32.9 % of women	> 38% of women
Scientists	13 women	17.6 % of women	> 20% of women

c. Actions implemented to encourage professional equality and promote gender balance

✓ **Conduct educational activities to promote professional equality for women and men, gender diversity in all types of jobs and, in particular, the engagement of women in scientific and technical fields**

The engagement of women in scientific and technical fields remains too low in France today (for example, women accounted for 38.7% of students in scientific studies in 2016 and for 28% of engineering graduates in 2017).

For years, the ESRF has therefore been involved in educational activities aimed at promoting scientific and technical professions towards women. Some are already effective and will be continued while others will be deployed during the term of the agreement:

- Synchrotron@School "women in science" Program (1 group per year): a competition organized by Warwick and Liverpool universities for high school female students. The 15 winners come to Grenoble to spend a day and a half at the ESRF to meet women working at the ESRF and to visit beamlines with scientists and engineers. *Effective*
- Competition Synchrotron@School "women in science": for high school females studying in the Grenoble Academy area, on the same principle as the Synchrotron@School "women in science" Program. *Coming soon*
- "Women in science" conferences in colleges: organization of conferences dedicated to female students, presented by employees of the ESRF. *Coming soon*

In addition, other educational actions such as Synchrotron@school (classroom interventions, on-site reception) are organized with primary school, middle school and high school students, during which the theme of gender equality is addressed.

In general terms, these educational actions will aim at promoting gender diversity across all the professions represented in the ESRF.

✓ **Put forward diversity in communication tools.**

The Diversity Policy and Job Vacancies webpage will highlight the ESRF's commitment to promote equal opportunities and gender diversity in its teams.

Job postings will also be written in a gender-neutral way, so that all potential candidates, regardless of gender, can easily project themselves into the proposed position.

✓ **Ensure equal treatment during the recruitment process**

The ESRF is committed to strictly respect equal treatment between women and men at the different stages of the recruitment process. At each of these stages, the decisions taken will be based on objective elements related to the position to be filled and will avoid any sex-discrimination.

✓ **Organize the diversity of recruitment panels**

A recruitment panel is composed of a Recruitment officer, the supervisor of the proposed position, and potentially one or more additional staff members. This panel receives women/men candidates to whom a recruitment interview is proposed.

The use of these panels allows to diversify the points of view on the candidate received, to avoid «mimetic» recruitments and allows the candidates to project themselves into a rich and multiple work environment.

Wherever possible, it shall be ensured that these recruitment panels are composed of at least one woman and one man.

✓ **Train regular recruitment panel members in non-discrimination at hiring**

The law specifies that recruitment professionals should follow training on non-discrimination in hiring. Whenever candidates are received by a recruitment panel, it is advisable that the other members of the panel be trained on this topic as well.

Therefore, this training will also be proposed to employees who regularly take part in recruitment panels.

✓ **Train supervisors and different actors in the Communication and HR functions in inclusive management**

Inclusive management is the ability for a supervisor to value differences within his or her team and make it an asset. Gender diversity and professional equality between women and men is one component of this "inclusive" management.

All ESRF supervisors, as well as some actors in the Communication and Human Resources functions, will be trained to this inclusive management.

In terms of recruitment, this training should help to overcome stereotypes around certain jobs, which can hinder professional equality between women and men as well as gender diversity.

d. Monitoring indicators

- ✓ **Indicator 1 : number of panels with at least one woman and one man/number of panels without at least one woman and one man**
- ✓ **Indicator 2: number of panel members trained in non-discrimination at hiring**
- ✓ **Indicator 3: number of employees trained in inclusive management**
- ✓ **Indicator 4 : monitoring of the gender ratio during the different stages of the recruitment process**

- **By “job type*”:**

* Job types considered as relevant for this objective are the following ones: Administrative staff / Administrative officers / Technicians / Engineers / PhDs / Post-docs / Scientists.

- **Number and % of female/male applications received**

In total

Sub-heading: permanent/non-permanent position

Sub-heading: of which internal applications

- **Number and % of women/men interviewed**

In total

Sub-heading: permanent/non-permanent position

Sub-heading: of which internal applications

- **Number and % of women/men hired**

In total

Sub-heading: permanent/non-permanent position

Sub-heading: of which internal applications

- ✓ **Indicator 5 : Focus on monitoring the gender ratio during the different stages of the recruitment process for managerial positions**

The positions of Head of division, Head of group, Head of unit and Beamline responsible are considered “managerial positions” for this indicator.

- **Number and % of female/male applications received**

In total

Sub-heading: permanent/non-permanent position

Sub-heading: of which internal applications

- **Number and % of women/men interviewed**

In total

Sub-heading: permanent/non-permanent position

Sub-heading: of which internal applications

- **Number and % of women/men hired**

In total

Sub-heading: permanent/non-permanent position

Sub-heading: of which internal applications

Article 2 –Classifications

a. Assessment based on Professional Equality Diagnosis (latest data at 31/12/2018)

The rate of female staff varies widely according to classification levels. It ranges from 43% for level C to 4% for level H.

48% of female employees are at a level comprised between A and D, compared to 36% of men. 47% of female employees are at a level comprised between E and H, compared to 59% of men.

b. Goals to be achieved

✓ Increase the percentage of women in G and H classifications

	Current data (average years 2018 to 2020)		Objectives in % (average years 2021 to 2023)
	Number	%	
Women in G and H classifications	3.7 (for an average workforce of 57.7 employees)	6.4%	> 7%

✓ Increase the percentage of women on permanent Scientists positions

	Current data (average years 2018 to 2020)		Objectives in % (average years 2021 to 2023)
	Number	%	
Women on permanent Scientists positions	5.7 (for an average workforce of 47 employees)	12.1%	>16.5%

c. Actions implemented

✓ Propose « Scientific writing » training

With regard to their proportion on the overall ESRF workforce, women holding Scientists positions on permanent contracts (12.5% in August 2020) are under-represented.

Nevertheless, this under-representation is not observed among the PhDs (Training contracts through research), Post-docs and temporary Scientist positions among which can be recruited the Scientists on permanent contracts.

The low turnover on the Scientist position on permanent contracts will only allow this situation to evolve over a long time. It shall however be important to place the employees of the ESRF wishing to access to these permanent Scientists positions in the best conditions.

As the quality of the publications produced is one of the elements that can be taken into account to access to a permanent Scientist position, «Scientific writing» training will therefore be systematically offered to employees under PhD, Post-doc or Scientist temporary contracts.

d. Monitoring indicators

- ✓ **Indicator 6 : number and % of women/men in G or H classification**
- ✓ **Indicator 7 : number and % of women and men who have accessed to a Scientist position under permanent contract**
- ✓ **Indicator 8 : number and % of women and men who have followed « Scientific writing » training**

e. Carry out a comparative study between job families

The diagnosis performed with the external company Technologia showed a clear predominance of one sex on certain jobs at the ESRF. As this finding has a much broader dimension than the sole lens of professional equality, it is agreed that a comparative study would be carried out between the different job families in line with a potential agreement on "Gestion Prévisionnelle des Emplois et des Parcours Professionnels" (Strategic Workforce Management). For example, comparison of the positioning of employees having equivalent qualifications and work experience between the different job families. This study may be carried out with the support of an external provider and could take the form of a diagnosis.

Article 3 –Promotions and training

a. Assessment based on Professional Equality Diagnosis (latest data at 31/12/2018)

Regarding promotions: 79 promotions took place over the 2016/2018 period, with the following breakdown: 75% were men and 25% women.

Over the same period and taking into account the employees present on 1/1/2016, 85.6% of female employees and 85% of male employees did not receive any promotion.

In proportion to the workforce, men benefited more from promotions in 2016, women more in 2017.

In terms of training (year 2018), women received overall more training hours than men did (19.1 hours, compared to 17.3 hours). However, averages differ from one category to another.

b. Goals to be achieved

- ✓ **Promotion rate of women and men similar (+/- 10 points) to their respective proportion in the workforce**

	Current data (average years 2018 to 2020)		Objectives in % (average years 2021 to 2023)
	Number	% amongst eligible employees	
Women among promoted employees	3.7 (out of an average workforce of 143.7 eligible female employees)	38% (with 26% women in the workforce)	Y +/-10 points (Y = % of women in the workforce)
Men among promoted employees	7 (out of an average workforce of 408.3 eligible male employees)	62% (with 74% men in the workforce)	Y +/-10 points (Y = % of men in the workforce)

- ✓ **Maintain a similar access rate to training (+/- 7points) for women and men**

	Current data (average years 2018 to 2020)		Objectives in % (average years 2021 to 2023)
	Number	%	
Women with training	108 (out of an average workforce of	60.4%	Gap between the rate of access to training for women and men ≤ 7points

	178.7 female employees)		
Men with training	298 (out of an average workforce of 484.7 male employees)	61.5%	

c. Actions implemented

- ✓ **Identify and support employees who are able and willing to be part of a promotional dynamic and consider the opportunity of an Individual Development Plan (IDP)**

The Professional Interview and Annual Interview are privileged moments of exchanges to identify employees having capacity and willingness to be promoted.

Employees hereby identified could benefit, if need be, from an IDP enabling them to support this promotion. This IDP may include training measures.

- ✓ **Invite employees to inform about any training taken outside of the ESRF plan.**

As part of the Professional Interview, employees will be invited to report any training taken outside of the ESRF plan, so that these can be taken into account in the perspective of possible professional developments.

d. Monitoring indicators

- ✓ **Indicator 9: Number and % of women/men promoted by level of classification.**
- ✓ **Indicator 10: Number of women/men benefiting from an IDP**
- ✓ **Indicator 11: Number and % of women/men trained**
- ✓ **Indicator 12: average length of time between two promotions for women/men (based on data available for 2020 and beyond)**

Article 4 – Remunerations

a. Assessment based on Professional Equality Diagnosis (latest data on 31/12/2018)

The remuneration taken into account for the Professional Equality Diagnostic and referred to in this paragraph a) is the theoretical gross remuneration reconstituted in full-time equivalent, excluding seniority. It includes the basic salary, the ESRF bonus and the 13th month or “cadre” premium.

Compared to the average rate of female staff, female employees are over-represented in the pay brackets below 4,000 euros and under-represented in the pay bracket above 6,000 euros.

69.4% of female employees have gross remuneration below 4,000 euros (compared to 52.7% for male employees).

The average gross remuneration is EUR 3,682 for female employees and EUR 4,253 for male employees.

Average gross remuneration is higher for female employees in the Administration, Senior Administration categories. It is higher for male employees in the Engineers, Scientists and Technicians categories. It is equivalent for the Post-doc category.

Apart from level C, the average gross remuneration of male employees is higher than that of female employees, particularly for levels E and F.

b. Goals to be achieved

The ESRF will ensure that any decision which could lead to a pay gap between women and men is justified by objective and relevant criteria exclusive of any gender considerations.

c. Actions implemented

✓ **Maintain equal treatment in determining hiring salary and in taking all subsequent decisions affecting the level of pay**

The ESRF makes the commitment that the determination of hiring salary and all subsequent decisions having an impact on the level of pay (advancements, promotions, performance bonuses) continue to be based on objective and relevant elements unrelated to sex.

✓ **Inform managers on the comparative pay situation of women and men to make them aware of the importance of identifying any pay gaps that would not be justified by objective and relevant factors, as soon as the agreement is implemented**

Managers will receive, before advancements and promotions campaigns, information on the comparative pay situation of women and men.

✓ **Conduct an in-depth study on gender pay**

The diagnosis revealed, according to classifications, differences between the average gross remuneration of men and women, without going any further in the analysis of the origin of this gap.

A more in-depth study will therefore be entrusted to an external organisation, whose purpose is the comparative analysis of women and men by classification and professional category, taking into account objective elements such as, but not limited to, seniority, experience in the job, etc. This study will include an analysis of the evolution of remuneration of women and men over their entire careers at the ESRF, as well as an analysis of the level of remuneration at the end of their career at the ESRF.

This study will be carried out before the end of the first two years of application of the Agreement for any potential remedial measures to be taken subsequently.

The Monitoring Committee for this Agreement will be invited to participate in the steering group related to this study.

✓ **Conduct an in-depth study on the performance bonuses award rate between women and men for the years 2016 to 2020**

d. Monitoring indicators

- ✓ **Indicator 13: number and % of women and men among employees who received an advancement.**
- ✓ **Indicator 14: number and % of women and men among employees who received a performance bonus.**
- ✓ **Indicator 15 : average % of increase in the number of points of women and men over the period N-9/ N (taking into account women and men present during all of these 10 years)**

Article 5 – Private life / Work life balance

a. Assessment based on Professional Equality Diagnosis (latest data at 31/12/2018)

With regard to the use of paternity leave, a significant number of days is used compared to the number of days theoretically usable (143 days used out of 165 days theoretically usable in 2018).

In terms of part-time work, 30 women and 17 men benefited from it in 2018 (out of an average workforce of 692 employees over the year).

b. Goals to be achieved

- ✓ **Provide a positive response to 100% of part-time employees on parental education leave (“congé parental d’éducation”) requesting their pension contributions (basic pension + Agirc/Arcco) to be based on a remuneration corresponding to their full-time activity, with the ESRF taking over the employer’s share of these contributions**
- ✓ **Encourage to take paternity leave**

	Current data (average years 2018 to 2020)		Objectives in % (average years 2021 to 2023)
	Number	%	
Number of paternity leave days taken /number of theoretical paternity leave days	132/147	90%	95%

c. Actions implemented

- ✓ **Allow employees on part-time parental education leave to contribute to their retirement on the basis of their remuneration corresponding to a full-time activity**

Pursuant to Article L241-3-1 of the Social Security Code, if a part-time employee on parental education leave requests it, the pension contribution base (basic pension + Agirc/Arcco) is maintained based on his remuneration corresponding to his full-time activity, the ESRF then paying the employer’s share of these contributions. This measure is applicable until the child’s third birthday.

The employee’s request and the ESRF’s agreement are formalised in an amendment to the employment contract.

The measure shall take effect from the first day of the month following the signature of the Agreement.

✓ **Raise awareness among employees about taking paternity leave and publish new legal durations**

The Social Security Financing Act for 2021 provides for an extension of the duration of paternity leave starting from 1 July 2021. It will be increased from 11 calendar days to 25 calendar days (from 18 to 32 days in case of multiple births).

Prior to the entry into force of these new durations, the ESRF will provide a communication campaign for all ESRF employees in order to make them aware of taking paternity leave and to inform them of these new durations.

✓ **Maintain pay during new paternity leave durations**

The General Employment conditions applicable to ESRF staff provide for a continuation of remuneration for the employees taking the 11 days paternity leave (18 days in case of multiple births).

By this Agreement, the continuation of remuneration will be ensured during the new periods of paternity leave, as provided by the Social Security Financing Act for the year 2021 (25 days, 32 days in case of multiple births), under the conditions set out in Article 93 of the General Employment conditions applicable to ESRF staff.

d. Monitoring indicators

- ✓ **Indicator 16 : number of part-time employees on parental education leave whose pension contributions are based on their remuneration corresponding to their full-time activity / number of part-time employees on parental education leave**
- ✓ **Indicator 17 : number of employees taking a paternity leave**
- ✓ **Indicator 18 : number of paternity days used/number of theoretical paternity days**

Article 6 – Provision related to Agreement monitoring

A Monitoring Committee composed of three members of the Management and three members of each representative union will monitor the agreement.

This Committee will meet once a year during the first half of year N+1 in order to study the monitoring of the Agreement for year N.

The monitoring indicators of the Agreement will be communicated to it at least 10 working days before the meeting.

At its last meeting, the Committee will also examine the achievement of the objectives set out in the Agreement.

Done in Grenoble on 8 June 2021



Francesco SETTE
Director General

A handwritten signature in blue ink, consisting of a stylized 'F' followed by a large, circular flourish and a trailing 'L' shape. A horizontal line is drawn below the signature.

