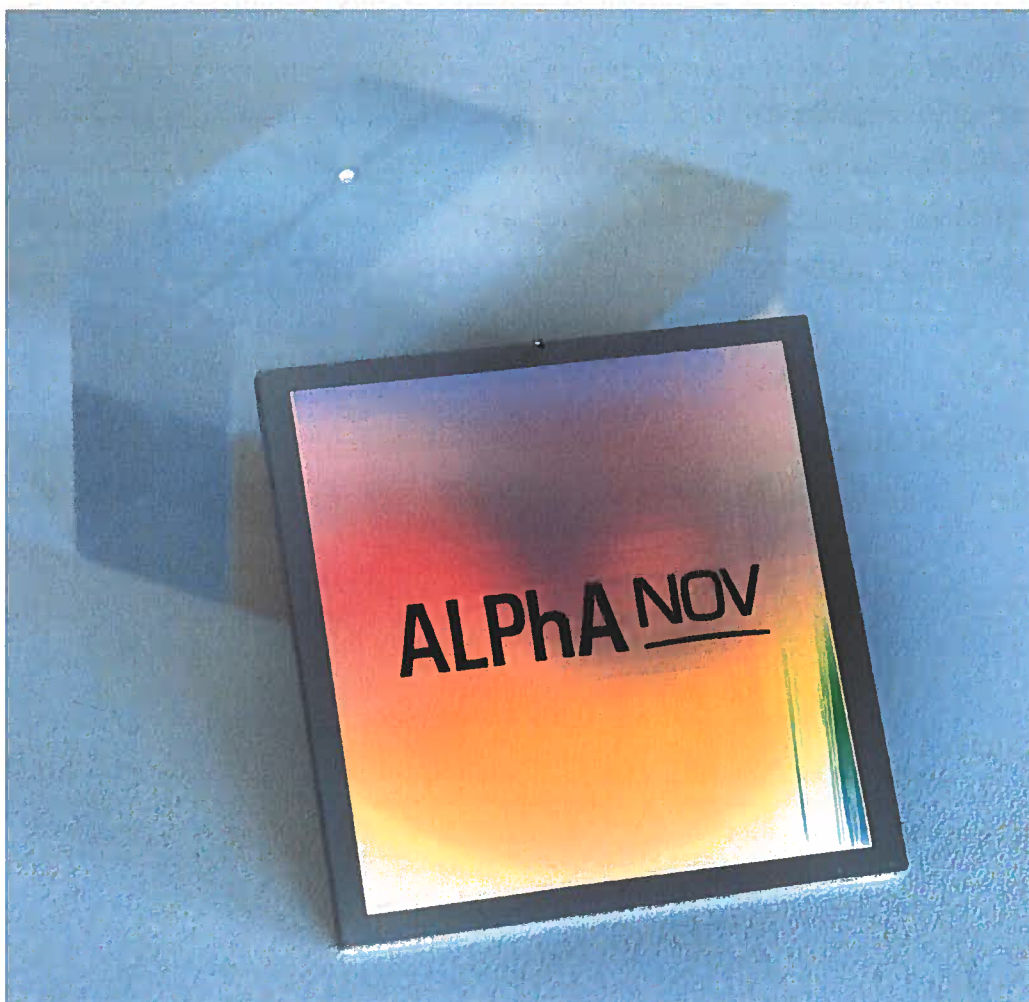




# GENDER EQUALITY PLAN 2022-2025



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## 1 Gender Equality Plan Working Group

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Social work council: Florine Wolk, Benjamin Barbrel, Bastien Ancelot

## 2 Background & Objectives

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### 2.1 Background

The European Commission strengthened its commitment towards Gender Equality through the release of the Gender Equality Strategy 2020-2025 (COM(2020) 152 final) which aims in particular at:

- Ending gender-based violence and stereotypes.
- Reducing inequalities on the labour market, increasing women’s employment rate - in particular in sectors in which they are under-represented, closing wage gaps:
- Improving women’s representativeness among political and decision-making bodies.

At the national level, recent French laws reinforced the action plan to achieve professional equality, including the 2018/09/05 law : “Freedom to choose our professional future”, introducing an obligation to achieve results in terms of equal pay, through the introduction of the gender equality index. This law revolves around several axes, among which : the development of a common methodology and objective criteria for calculating pay gaps, training for part-time employees, the majority of whom are women, fighting stereotypes, particularly in recruitment, better work-life balance<sup>1</sup>. The “Professional Equality” label awards private or public entities for the implementation of their gender equality plan.

ALPhANOV is the Optics & Lasers Technology Centre, conducting research and innovation along the entire photonics value chain. Women are currently under-represented in the technical positions (engineers and technicians), accounting for 25% of the employees in these fields of activities. ALPhANOV has thus designed a gender and equality plan promote gender diversity and equal treatment for all.

This action plan is implemented in compliance with the legal provisions and was subjected for consultation to the employee representatives during meeting on April, 2022.

### 2.2 Objectives and Methodological approach

#### OBJECTIVES

For 2022-2025, ALPhANOV’s gender equality plan (GEP) particularly targets the following key areas:

#### (i) Recruitment and careers’ progression:


- Encourage internal and external applications from the under-represented positions;
- Ensure the neutrality within recruitment process;

#### (ii) Training

- Ensure that the managers have the necessary tools to drive professional interviews;

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<sup>1</sup> [Egalité femmes-hommes au travail | Égalité-femmes-hommes \(egalite-femmes-hommes.gouv.fr\)](https://egalite-femmes-hommes.gouv.fr)

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**(iii) Effective remuneration**

- Reduce the parenting impact on employees' effective remuneration;
- Ensure equal pay between women and men.

**(iv) Work-life balance**

- Facilitate parenthood management;
- Improve women and men's involvement in their parenthood life.

**(v) Measures against gender-based violence**

- Implement harassment reporting procedure

**METHODOLOGICAL APPROACH**

The implementation of this GEP will be monitored with **Key Performance Indicators (KPIs)** that will allow to measure the effectiveness of the actions (see section 3 – Action Plan). **Annual reports** are released each year in order to take stock of the situation and update the plan accordingly to ensure that the expected impacts are achieved.

**3 Action plan**

**3.1 Recruitment and careers' progression**


Recruitment is a key area to achieve ALPhANOV's objective to have a better women's representativeness among technical jobs..

Specific Objective	Actions	Targeted audience	KPIs
Encourage internal and external applications from the under-represented positions	Communication activities highlighting women on ALPhANOV's technical jobs (website, career webpage)	General Public	Women's presence rate on communication materials
	Organization of Open Days to make ALPhANOV's specific technical professions known to as many people as possible and to increase their attractiveness		Open Days / year
Ensure the neutrality within recruitment process	Write in each job and internship offers a paragraph reaffirming the values of the values and in particular its commitment to professional equality and gender diversity		Number of women presenting their experiments
			Employment and internship offer rate

**3.2 Training**

Training in the framework of the GEP will be focused on raising awareness on inclusion and professional equality within the recruitment process.



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Specific Objective	Actions	Targeted audience	KPIs
<b>Ensure that the managers have the necessary tools to drive professional interviews</b>	Implementation and follow-up of an action plan to raise awareness regarding diversity and professional equality to conduct professional interviews	Group and BU managers	Number of trained managers

### 3.3 Effective remuneration

ALPHANOV closely monitors the 5 criteria covered by the French Professional men-women equality Index: the gender pay gap, the individual pay rise distribution gap, the promotion distribution gap, the number of women receiving pay rises on return from maternity leave and proportion of women among the ten highest compensations<sup>2</sup>. In particular, the Research and Technology Organization center set up these specific objectives:

Specific Objective	Actions	Targeted audience	KPIs
<b>Reduce the parenting impact on employees' effective remuneration</b>	Pay 50% of up to 3 days of sick leave for children (>1 year of seniority and children under 12)	Employees	Number of paid off-days
<b>Ensure equal pay between women and men.</b>	Carrying out periodic controls to compare salaries.	Employees	1 control per semester

### 3.4 Work-life balance

Dedicated arrangements are put into force in order to improve work-life balance:

Specific Objective	Actions	Targeted audience	KPIs
<b>Facilitate parenthood management</b>	Flexible working hours for parents of children under 3 years	Employees	Number of beneficiaries

<sup>2</sup> [Index de l'égalité professionnelle : calcul et questions/réponses - Ministère du Travail, du Plein emploi et de l'Insertion \(travail-emploi.gouv.fr\)](#)

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<b>Improve women and men's involvement in their parenthood life.</b>	Authorisation for employees with families to be late on the first day of school (primary school, first year of secondary school)		
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### 3.5 Measures against gender-based violence

Harassment, in general but including sexual harassment, is handled under a dedicated procedure. Two dedicated referees are nominated to report harassment facts. In the event of harassment reporting, an investigation committee is set up to collect the facts as they are described, analyse the course of events, propose improvements, avoid that other conflict situations happen.

## 4 Approval of ALPhANOV's GEP

ALPhANOV's Gender Equality Plan over the period 2022-2025 was approved by its CEO, Benoît Appert-Collin, on 2023/02/16 and will be put in force immediately after its disclosure to the whole organization and publication on its website.


CEO

Date

2023/02/16



Signature



B. APPERT-COLLIN