



UNIVERSITÉ CÔTE D'AZUR

GENDER EQUALITY PLAN

UNIVERSITÉ
CÔTE D'AZUR
2024-2026



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Foreword

In the context of the French civil service, gender equality refers to equal treatment and opportunities for women and men in terms of access to employment, education, mobility, promotion and compensation. These principles ensure that all civil servants, regardless of gender, enjoy the same rights and opportunities throughout their career. It is essential to recognize that gender equality has an impact not only on women but on all civil servants. Measures implemented to fight gender-based and sexual violence and to improve working conditions and work-life balance benefit everyone and promote a culture of equity and social justice within the public administration.

Since 2015, we have maintained a strong and unwavering commitment to promoting and guaranteeing equality for all. Principles of equality and inclusion are of paramount importance for Université Côte d'Azur. These principles are the essential foundation of a university environment where every individual can flourish both academically and professionally. We firmly believe in the value of these principles and aspire to make our university ever more inclusive and fair.

As part of our previous gender equality plan, we made a detailed assessment of the situation and gained a deeper understanding of the challenges and opportunities we face. At that time, based on the knowledge gained from our analysis, we introduced gender-specific indicators, notably in our Social Report. This crucial information helped us target the areas that required action and propose relevant measures.

We are pursuing these efforts with a new plan that aims to engage the entire university community in designing and implementing concrete, appropriate and innovative actions. To meet this goal, Université Côte d'Azur staff have been actively involved right from the beginning in the drafting of the plan. It is therefore with great pride that we are presenting our 2024-2026 gender equality plan, born of a collaborative effort that will lead to many concrete actions for our staff and students.



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Président
d'Université Côte d'Azur



Véronique Van De Bor,
Vice-Présidente
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Context

What is the purpose of the gender equality plan?

In application of the law of August 6, 2019, all French higher education and research organizations are under the obligation to draft a gender equality plan. At the European level, the Horizon Europe framework program for research and innovation only grants funding to public higher education institutions that have a gender equality plan.

Beyond our legal obligations, this plan helps to organize and implement ambitious actions in favor of gender equality throughout all departments of our university.

The 2024-2026 plan focuses on six key themes:

- > **THEME 1**
ASSESS AND REDUCE GENDER PAY GAPS
- > **THEME 2**
GUARANTEE GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION
- > **THEME 3**
PROMOTE BALANCE BETWEEN WORK AND PERSONAL AND FAMILY LIFE
- > **THEME 4**
PREVENT AND TACKLE SEXUAL AND GENDER-BASED VIOLENCE AND DISCRIMINATION
- > **THEME 5**
PROMOTE GENDER EQUALITY IN ALL DEGREES AND PROGRAMS AND IN STUDENT GUIDANCE
- > **THEME 6**
PROMOTE GENDER MAINSTREAMING IN RESEARCH AND HIGHER EDUCATION

In its plan, Université Côte d'Azur has chosen to include actions that address pay gaps, career development, life balance, and sexual and gender-based violence (SGBV). In addition to its role as an employer, Université Côte d'Azur is initiating actions to improve gender equality in all its academic programs, and to support and disseminate research on gender through educational and scientific outreach activities aimed at the public at large.

Who is in charge of the gender equality plan?

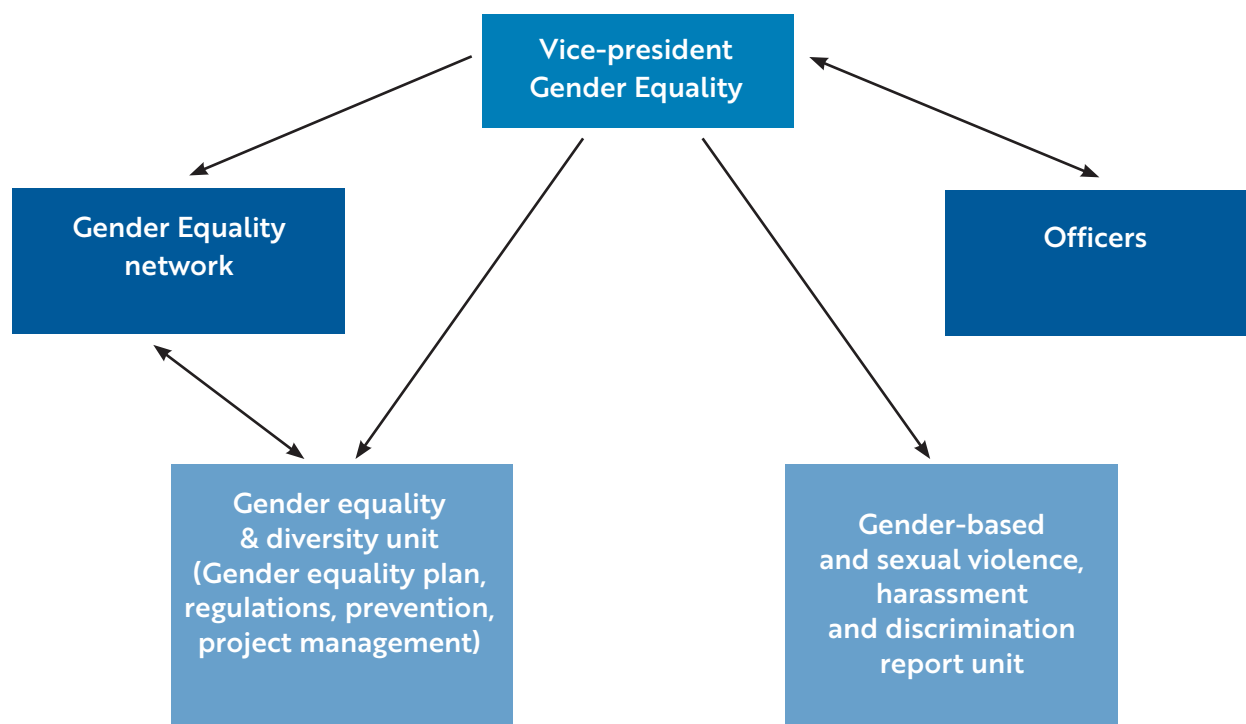
Who is in charge of the gender equality plan?

At the level of governance, implementation of the gender equality plan is under the oversight of the human resources vice-president and the vice-president equality, diversity and social policy. Working in close collaboration with the president and the other vice-presidents, these two vice-presidents oversee health, university life, doctoral and post-doctoral policy, international development, education and research.

At the administrative level, the general services director, and notably the human resources and modernization deputy general services director (DGSA RHM) is leading implementation of the plan within each administration and is working with the coordinator of the GBV and discrimination report unit (since April 2024) and with the head of the gender equality and diversity unit (since February 2023). Alongside them, each administration has staff in charge of implementing the gender equality plan, notably in the human resources department (DRH), in the legal, institutional and modernization department (DAJIM), but also in the university life department, the education department (DEF) and the research and innovation department (DRVI).

In addition to specifically appointed staff, three gender equality coordinators bring their support to gender equality initiatives deployed in teaching and research.

A network of gender equality advisors promotes actions throughout all university departments. In the specific context of the 2024-2026 gender equality plan, the head of the gender equality and diversity unit was responsible for developing and steering this project.



How was the gender equality plan drafted?

The project team believes that quality collaboration with trade unions is essential for the successful implementation of our action plan. So team members took the time to meet with trade unions and staff members to get them involved in preparing the action plan, by organizing working groups on the different themes provided by the ministry.

This allowed the project team to take into account the priorities and expectations of the university community and to write an action plan in agreement with the values of the entire staff.



The **2024-2026 gender equality plan** of Université Côte d'Azur was drafted between November 2023 and May 2024 after the methodology and regulatory framework was submitted for approval to the University Social Administration Committee (CSAE) and to the Executive Board (CA).

The gender equality and diversity unit proposed **proposed a cycle of collective intelligence workshops** to which union representatives were invited. With the support of the TAC unit (Transformation and Accompaniment to Change), three collaborative workshops were held between late February and mid-March 2024.

Between 30 and 40 staff members participated in each workshop, after which 78 proposals were collected and draft action sheets were prepared. The gender equality and diversity unit and the vice-president equality, diversity and social policy studied the feasibility of each proposal from a political, regulatory, budgetary and administrative point of view.

A first proposal was drafted and approved by the Steering Committee (COFIL), which participated in two stages of the project: in a **first stage of administrative approval** (HR development department manager, deputy human resources director, human resources director, deputy general manager human resources and modernization), and in a **second stage of political approval** (human resources development officer, vice-president human resources, vice-president equality, diversity and social policy).

The plan was then presented to the CSAE on June 4, 2024, and to the Executive Board on June 25, 2024.

What is in the gender equality plan?

Ce plan contient 22 actions concrètes et réalisables à Université Côte d'Azur. Parmi ces actions, certaines d'entre elles sont directement issues ou inspirées des propositions recueillies lors des ateliers d'intelligence collective. Pour repérer ces actions coconstruites, le symbole suivant a été ajouté



A second symbol highlights actions maintained from the previous plan: 

The actions under each key theme have been divided into three main categories:

1. Actions to **assess or analyze** our practices.
2. Actions to **raise awareness or educate** staff in gender equality.
3. Actions to **communicate** on measures to promote gender equality.

In addition, a **key project** has been identified in each of the key themes. This project is usually a stand-alone project that will require **specific deliverables** and will not be included in ongoing projects. These projects met with **strong support from participants in the collaborative workshops**.

How will the plan be implemented and monitored?

To enable effective implementation and monitoring, a **specific monitoring** chart was created. The chart includes a RACI, key indicators and a budget estimate. It also identifies whether it is a cross-functional action that could benefit another strategic theme.

Thanks to the RACI matrix, the roles of each stakeholder could be precisely defined. In addition, key indicators were associated with each action to assess whether the action has been achieved.

An annual report will be presented to the governing bodies and forwarded to the French Ministry of Higher Education, Research and Innovation (MESR) and the French High Council for the Evaluation of Research and Higher Education (HCERES), to guarantee the transparency and effectiveness of the actions undertaken.

¹ RACI is a method for defining levels of responsibility for activities within a project. For each activity, we have defined the roles of the person in charge of production (Responsible), the person responsible for the action (Accountable), the stakeholders to be consulted to carry out the activity and make decisions (Consulted) and the people to be informed (Informed).

Steering and governance

Strengthen the gender equality policy with a new team and increased human and financial resources

• Dedicated project team

In February 2023, a new person was recruited to head the gender equality and diversity unit within the HR department. This welcome addition to the team is notably in charge of drafting the gender equality plan, reviewing the previous plan and implementing the new plan. The team was further enlarged in April 2024, when another person was hired to coordinate institutional and regulatory mechanisms for processing assault reports and providing support.

• The plan's strategic steering committee

A strategic steering committee will be set up for precise, annual assessment of the gender equality plan. This committee will provide an official structure and will include members of HR governance and the head of the gender equality and diversity unit.

• The plan's monitoring committee

The monitoring committee for the gender equality plan will oversee implementation of the action plan and measure the results obtained to improve monitoring and facilitate annual reporting. The committee will continue the co-construction efforts that were initiated during the collaborative workshops and will involve different stakeholders from the Université Côte d'Azur community.

Contribute to a cross-functional internal effort

Implementation of the 2024-2026 gender equality action plan is fully in line with the human resources master plan and the project for a unified HR vision tailored to UniCA and each of its departments. The plan will also be implemented in close collaboration with other key initiatives such as the HRS4R plan, the Quality of Life and Working Conditions (QLWC) plan and the student life master plan.

In concrete terms, this cross-functional collaboration will help identify and bridge gender gaps in human resource management practices, in workplace well-being policies, and in all services and initiatives in favor of students.

In addition, the Project Management Office (PMO) will be consulted to ensure consistent implementation of all gender equality initiatives. This project-based approach will not only ensure that objectives are met efficiently, but will also make it easier to monitor the actions and prepare the annual reports to be submitted to the HCERES.

Find inspiration and share initiatives at the local, regional, national and international level

This new gender equality plan is also an opportunity for Université Côte d'Azur to share ideas regarding gender equality with its local, national and international partners and benefit from each other's initiatives. On a regional level, through the Rés'égal network of the Direction Régionale aux Droits des Femmes, Université Côte d'Azur can join forces with other public service institutions and take part in actions carried out throughout the year. In February 2023, Université Côte d'Azur also signed the regional agreement for gender equality in the education system.

In addition to this regional partnership, Université Côte d'Azur also signed an agreement with the Nice and Grasse Public Prosecutor's Offices to simplify the procedures for reporting to the public prosecutor crimes and offenses identified by the sexual and gender-based violence report unit, and to share initiatives with the Nice and Antibes metropolitan areas.

At the national level, Université Côte d'Azur is vice-president of the Conférence Permanente des chargés/chargées de mission Egalité et Diversité (CPED), and as such is involved in several working groups and collaborations with national organizations active in that area (France Université, CDEFI, CGE, AFDESRI, MESR, national associations, etc.). This network provides the opportunity to draw inspiration from the best practices of other educational institutions and to share innovative projects.

Université Côte d'Azur also communicates about its gender equality plan and its practices internationally through the Ulyseus network. This network is a key platform where experience and best practices can be discussed between member organizations, and an innovative and intersectional approach can be encouraged. This collaboration strengthens the collective impact of initiatives and is conducive to a more inclusive and fair working environment throughout Europe.











THEME 1

ASSESS AND REDUCE GENDER PAY GAPS

Equal pay for men and women is a fundamental principle of international, European and French law. However, pay gaps remain, including in the civil service and in higher education institutions, due to a variety of factors and notably career development dynamics. At Université Côte d'Azur, the reporting tool developed by the General Directorate for Administration and Civil Service (Direction Générale de l'Administration et de la Fonction Publique - DGAFP) is used to collect statistical data for the Social Report (Rapport Social Unique - RSU) and to calculate the gender pay gap index.

In the last gender equality review and action plan, a significant pay gap was observed among contract employees and in the highest-paid positions (professors and category A employees notably). It is therefore important to continue to systematically analyze pay statistics, and more particularly exceptions to the scales applicable within the university since January 1, 2023. The collaborative workshops have also highlighted tasks in the laboratories which have been kept invisible. Mainly assigned to women, these tasks are poorly or not recognized when granting bonuses or in career development. A survey on invisible work will be carried out to better identify this phenomenon and raise awareness internally.









	Analyze / Assess	Raise awareness / Educate	Communicate
Key project: Survey on invisible work	Conduct a survey on invisible work at Université Côte d'Azur 	Raise awareness of invisible work among managers and executives 	Communicate the results of the invisible work survey Give greater consideration to these tasks in guidelines for bonuses and career advancement 
Analyze pay gaps among contract workers	Continue to perform a gender-specific analysis of requests for exceptions to the current pay scales 	Send the results of this analysis to the stakeholders involved in the relevant procedure 	Submit to decision-making bodies and explain the criteria for pay exceptions which are annually updated in the framework of the university's forward-looking jobs and skills management strategy
Analyze compensation and communicate about the index	Carry out a self-assessment of our pay gaps using the gender pay gap index	Produce a report on the trends in our gender pay gap index over several years	Produce guidelines to help interpret the results of the gender pay gap index 
Continuously improve and analyze data from the Social Report	Reinforce gender-specific pay indicators in the Social Report 		publish key compensation figures based on annual indicators by profession, rank, function and discipline 

THEME 2

TOWARDS GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

The actions undertaken by Université Côte d’Azur to promote gender equality in its workforce focus mainly on recruitment and internal promotion opportunities. Each year, the university implements a protocol based on survey findings to raise awareness among members of the selection committees of implicit gender bias during the annual faculty recruitment campaigns. The plan is to extend this protocol by 2025 to the network of recruitment experts identified in the HR strategic plan.

In addition to these awareness-raising initiatives, training sessions on gender equality will be organized in 2024, open to all, with a specific program for managers. As part of the training of the experts who sit on tenure and promotion committees, best practices will also be taught to prevent discrimination and ensure equal treatment of applicants. Lastly, a key project that arose from the collaborative workshops is to set up a career support program.

	Analyze / Assess	Raise awareness / Educate	Communicate
Key project: Create a career support program for female professors, lecturers and doctoral students	Organize career and equal pay workshops to take stock of the obstacles to promotions or equal pay 		Communicate on internal career development opportunities 
Create a gender equality training program		Create a training program on gender equality issues 	
Prevent discrimination in promotions and career advancement	Continue the gender-specific analysis of agent promotions 	Provide training in gender equality and discrimination issues to experts, to ensure objective assessments when granting promotions, advancement and permanent contracts.	
Raise awareness of implicit gender bias among selection committees	Analyze the action’s implementation and measure the impact of the action on recruitment over several years 	Poursuivre la sensibilisation des comités de sélection aux biais implicites de genre lors des campagnes annuelles  	
		Extend training about implicit gender bias to the future network of recruitment experts 	Create an anti-discrimination toolbox for people likely to participate in a recruitment jury




THEME 3

PROMOTE BALANCE BETWEEN WORK AND PERSONAL AND FAMILY LIFE

At Université Côte d’Azur, the balance between professional and personal life is considered a decisive lever for achieving gender equality. It also contributes to improve well-being and quality of life at work for all staff.

A gender-specific survey on part-time work from home will be carried out every two years. This will provide an accurate picture of gender-specific trends in this respect. Two other initiatives will be implemented to help parents find a better balance between parenthood and work: a guide presenting information on parental rights, and measures to facilitate breastfeeding. The authors of the guide will ensure that new parents are given all the information they need and that no form of parenthood is excluded (single-parent families, homo-parent families, adoption, etc.),

Finally, the new action plan has added a proposal regarding occupational health. It calls for initiatives aimed at ensuring a safe working environment and supporting women and men in managing specific health-related challenges within the workplace.







	Analyze / Assess	Raise awareness / Educate	Communicate
Key project: Create a guide for UniCa parents			Create a guide with information for UniCA parents 
Facilitate breastfeeding in the workplace	Map the rooms available that can be adapted for the purpose	Create a guide with resources for parents	
Make remote working a lever for gender equality	Continue the survey on part-time work from home and analyze the data from a gender-specific perspective 	Add a session on remote working and gender equality best practices to the gender equality training program 	
A gender-specific approach to occupational health	Examine occupational health at UniCA from a gender-specific perspective.	Raise staff awareness of the results of this assessment, and add the recommendations that arise from the gender-specific assessment to the university's prevention plan.	

THEME 4

PREVENT AND TACKLE SEXUAL AND GENDER-BASED VIOLENCE AND DISCRIMINATION

Back in 2018, Université Côte d’Azur was one of the first universities to create a report and support unit. The university deployed considerable resources to make sure that each situation was carefully handled. A person was recently hired to coordinate our reporting systems and ensure that our prevention, support and processing systems are perfectly harmonized in situations of SGBV, moral harassment and discrimination.

This new organization will make our processes more visible and easier to understand for staff and students alike. The Discrimination Prevention Week will be held again this year as a forum theater, and specific actions in line with the June 2023 circular will be organized to prevent LGBT-phobic violence. Finally, in line with the student life master plan, a one-day training program will be organized for students involved in associations.


	Analyze / Assess	Raise awareness / Educate	Communicate
Key project: Develop communication targeted to specific audiences on the existence and operation of our systems			Develop specific communication strategies to inform staff and students about the report and support hotline and how it works. 
Improve internal reporting systems	Improve the process by introducing project management tools that can provide estimated processing times and support options 	Organize meetings with an external entity to supervise the team members	
Continue awareness-raising activities (forum theater) to prevent discrimination		Continue to hold the annual week of awareness of discrimination linked to sex, gender, sexual orientation and origin. 	
		Continue awareness-raising actions in French and English for doctoral students 	
Train students and staff with respect to SGBV	Propose a training strategy targeted to all those involved in the SGBV reporting chain	Organize a one-day training session on SGBV for student associations and health-relay students 	
		Disseminate the SGBV awareness MOOC among students 	

THEME 5

PROMOTE GENDER EQUALITY IN ALL DEGREES AND PROGRAMS AND IN STUDENT GUIDANCE

As part of the promotion of gender equality in higher education, the aim of themes 5 and 6 is to mainstream gender issues in teaching and research, and promote gender equality in all disciplines. Their goal is to create a more inclusive and fair academic environment, where women's achievements are valued, and gender diversity is fully recognized and celebrated.



In line with the previous plan, one of the major challenges is to improve the gender balance in our different disciplines, which includes the need to deconstruct the stereotypes associated with certain disciplines

	Analyze / Assess	Raise awareness / Educate	Communicate
Key project 1: Continue the virtual reality initiative for gender equality in student guidance (Rev'ego)		Create and deploy an initiative that combines virtual reality with a website to provide students with tools to reflect on the implicit reasons for their career choices, including gender and racial biases.	
Key project 2: Create a research protocol on the effects of the feminization of professions and disseminate the results of the guidance survey	Set up a research protocol targeting both male and female students to examine the impact of the feminization of professions on self-confidence in pursuing studies	Raise awareness of stereotypes and their impact on self-confidence among pupils, students and heads of departments	
Publish key figures on gender equality in each discipline	Conduct a gender-specific analysis of the gender mix in each discipline and the associated success rates		Publish key annual figures on gender equality in each discipline 
Conclude an agreement with the Rectorate		Conclude an agreement with the Rectorate regarding training in gender equality for secondary school teachers.	

THEME 6

PROMOTE GENDER MAINSTREAMING IN RESEARCH AND HIGHER EDUCATION

This new theme is designed to support and encourage the dissemination of research on gender issues. This theme reflects the growing obligation imposed by the European Union to take gender into account in research.

	Analyze / Assess	Raise awareness / Educate	Communicate
Key project: Create an award for research that include a gender dimension		Create an award for research (faculty, PhD, master students) that includes a gender dimension 	Communicate about the winners of this award 
Organize an annual, one-day workshop on gender mainstreaming in research	Create workshops that could lead to future collaborations or multidisciplinary actions in research, education and outreach		
	Draw up a list of faculty and doctoral students who include gender issues in their research and/or teaching		
Propose UniCA's membership to the Gender Institute	Collectively meet the requirements for membership in the Gender Institute	Create a network of researchers Share resources	

Acknowledgements

On behalf of the Université Côte d'Azur gender equality steering committee, we would like to express our gratitude to all those who have contributed to the development of this 2024-2026 gender equality action plan. Thanks to your active participation and commitment to the project, we were able to have rich discussions and to co-construct an innovative and realistic plan. We also wish to thank the TAC unit for its invaluable support in implementing the collaborative intelligence workshops.

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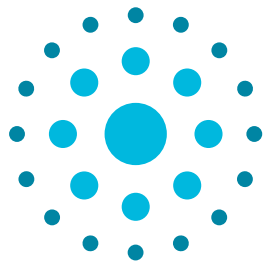
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