

**ACTION PLAN TO PROMOTE
GENDER EQUALITY AND TO
COMBAT SEXUAL ABUSE AND
GENDER-BASED VIOLENCE
AT THE UNIVERSITY OF NANTES**

[May 2021]

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UNIVERSITÉ DE NANTES

*“For men, all their rights and nothing more,
For women, all their rights and nothing less.”
André Léo*

INTRODUCTION

Gender equality is a major societal concern, and it has been a topic of particular interest in recent years: inequality in wages or career progression, issues concerning parenting, problems harmonising work life and personal life, sexual abuse and gender-based violence ...

With more than 37,000 students and over 4,000 members of staff, the University of Nantes has not escaped from these social ills and the questions pertaining to them.

As of 2013, we set up an equality mandate and a network of contacts in each pole of the University, and it has already allowed for the implementation of numerous actions and events around this theme: workshops on the subject of gender, awareness days on the scientific and technological curricula open to girls, such as « *industri'elles* », the launching of « *cluster Gender* », an interdisciplinary team studying gender in human and social sciences and the problems emerging in health and in digital media...

Meanwhile, the University's commitment to combatting sexual abuse and gender-based violence came to fruition with, in March 2019, the implementation of an internal reporting system, with counselling and guidance for both students and staff: the harassment counselling unit.

Beyond this initial review and the variety of actions that have already been set up, the law of 6th August 2019, so-called transformation of public service, now stipulates, in its article 80, the obligation to adopt an action plan relative to professional gender equality for a period of 3 years, as an extension of the agreement of 30th November 2018, concerning professional gender equality in public service.

For the University of Nantes, this regulatory obligation provides an excellent opportunity to advance to the next step in its policy for promoting professional gender equality and combatting sexual abuse and gender-based violence, to the benefit of its employees.

However, because it has a civic mindset, the University of Nantes wishes to go further than just what is stipulated in the law, by also making the students beneficiaries of the action plan.

In order to formalise this action plan, a project was set up in November 2020, widely associating the diversity of people from the University community around the vice president of social responsibility: research professors, administrative, technical and library personnel, representatives of the CHSCT (*health, safety and work conditions committee*), CTE (the *establishment's technical committee*), and the Studies and University Life commission, the board of directors, students' associations,...

Thanks to the suggestions formulated within the framework of work groups and from written contributions, ten main areas for the future gender equality policy of the University of Nantes have gradually emerged:

1. Mapping, inventory and diagnosis of the current situation
2. Reporting and addressing sexual and gender-based violence
3. Prevention of sexual and gender-based violence through raising awareness and training
4. Recruitment, career and remuneration
5. Better work-life balance
6. Health and the fight against menstrual precariousness
7. Everyday gender equality
8. Communication
9. Developing partnerships and territorial footholds
10. Governance of this undertaking over time

Through the implementation of these 50 actions, the University of Nantes hereby resolutely commits to contributing to the creation of a more inclusive and egalitarian society. It thus provides a roadmap for integrating gender equality and combatting discrimination in all aspects of the way it operates. It has the intention of contributing to the fight against stereotypes, of changing attitudes and changing both individual and collective behaviour.

Developed for women and men alike, it is up to each and every one of us today to take on this plan of action and to make it happen on a daily basis, the mobilisation of all is the *sine qua non* of change

Lastly, gender equality will represent a strong and constitutive value of the Nantes University of tomorrow, included in its statutes, notably via the establishment of a gender equality mandate and the deployment of concerted actions with the other members.

50 ACTIONS IN 10 MAIN AREAS

Area 1 : Mapping, inventory and diagnosis

1. Carry out a yearly male-female comparative status report on the personnel and integrate it into the social report.
2. Carry out a yearly gender equality comparative status report of the students .
3. Carry out diagnosis to identify female-dominated employment sectors .
4. Carry out a quantitative and qualitative analysis of the difference in remuneration of women and men .
5. Carry out a survey on sexual abuse and gender-based violence.
6. Encourage research on the subject of gender equality: Gender Study Master's, Gender cluster, seminars .
7. Map teaching with a bearing on subjects related to gender equality and sexual abuse and gender-based violence.
8. Map and seek support of the actors in the University of Nantes involved in the area of gender equality.

Area 2 : Reporting and addressing discrimination, acts of violence, moral and sexual harassment, as well as gender-based abusive conduct

9. Facilitate and clarify the means of reporting and addressing situations where there is gender-based abuse, harassment or sexual aggression by making the harassment counselling unit more accessible and by putting in place disciplinary and legal procedures for culprits.
10. Develop and manage a network of » harassment counselling « volunteers to facilitate reporting to the harassment counselling unit.
11. Create a practical guide for conduct when faced with gender-based abuse, harassment or sexual aggression.

Area 3 : Preventing discrimination, acts of violence, moral and sexual harassment, as well as gender-based abusive conduct, through raising awareness and training

12. Roll out a widespread plan for raising awareness and training, aimed at both personnel and students, to promote the development of a common culture on gender equality and sexual and gender-based violence.
13. Establish mandatory training modules on sexual violence and gender-based abusive conduct, in particular for students who may be confronted with these issues in their profession (health training, psychology, etc).
14. Promote the prevention of sexual and gender-based violence on reception of students on work placements or on sandwich courses.

Area 4 : Recruitment, career and remuneration

15. Ensure a just progression in careers, with a fair representation of women and men who advance and who are promoted.
16. Maintain diversity in teams and make the publication of inclusive job offers systematic.
17. Guarantee a non-discriminatory recruitment process (jury members, applicants invited to interview, questions asked...) .
18. Maintain a fair representation of women and men granted leave for thematic research or conversion (CRCT), in particular on return after maternity leave for women, or pedagogical project leave (CPP).
19. Promote the access of women to delegation arrangements, including those of the CNRS (*National Centre for Scientific research*).
20. Ensure equal representation of women and men when awarding bonuses.
21. Establish an incentive scheme for researchers to induce innovation and scientific publications.
22. Encourage and facilitate women taking on responsibility, as much for research professors (directing departments or laboratories) as for BIATSS* (management positions). (**Library, Engineers, Administrative, Technicians, Social and Health personnel*).
23. Promote women's careers by encouraging mentoring.
24. Promote access to professional networks for women .

Area 5 : Better work-life balance

25. Elaborate and implement a time charter in order to better reconcile work life and personal life.

- 26. Study and adjust SUAPS (*University service for physical and sporting activities*) offer to ensure equal access for women and men.
- 27. Ensure provision of information and access to rights in relation to parenting and initiate a reflection on the facilitation of childcare arrangements for staff and students.
- 28. Set up a meeting before and after maternity and/or adoption leave.
- 29. Implement flexible hours for breast feeding in the first year after the birth of a child.

Area 6 : Promoting good health and fighting against menstrual precariousness

- 30. Combat menstrual precariousness of students by establishing a preliminary study and experimenting on pilot sites, integrating the idea of sustainability.
- 31. Inform students about the measures concerning feminine health available at the University.

Area 7 : Making gender equality part of everyday life

- 32. Make sure of diversity in the different committees and work groups within the University, likewise in the conferences and seminars that are organised or funded.
- 33. Promote full ownership of campus spaces by identifying and redeveloping unsafe spaces.
- 34. Support and facilitate procedures in the case of change of gender for students and staff.

Area 8 : Communication

- 35. Establish an inclusive/epicene communication charter, in accordance with existing regulations.
- 36. Regularly have internal and external communications campaigns on gender equality, in particular around the 8th March, International Women's Day, and around the 15th November, International Day to Combat Violence Against Women .
- 37. Disseminate and repeat information about the existence of the harassment counselling unit in order to incite reporting of abuse.
- 38. Create a specific section on the intranet and the University website concerning gender equality.

- 39. Communicate about University professions without using gender stereotypes.
- 40. Promote diversity in the training courses in the communication aimed at high school pupils.

Area 9 : Developing partnerships and promoting territorial anchoring

- 41. Develop joint actions promoting gender equality with the members of Nantes University (Ecole Centrale de Nantes (*engineering*), Ecole des beaux-arts (*fine art*) de Nantes Saint-Nazaire, Ecole nationale supérieure d'architecture de Nantes, CHU de Nantes (*teaching hospital*), IRT Jules Verne (*technological research*)) and with other actors on the territory (Nantes Métropole , etc.)
- 42. Develop partnerships with professional and associative networks on the theme of gender equality, discrimination and sexual abuse and gender-based violence on the territory .

Area 10 : Guaranteeing the governance of this undertaking over time

- 43. Establish sustainable governance of gender equality (steering committee, technical committee, work groups...) including representatives of the staff and students.
- 44. Designate a vice president, a person of reference in charge of gender equality at the establishment .
- 45. Identify a gender equality unit at the institutional level and strengthen human resource capacity.
- 46. Designate a person of reference for gender equality in each pole of the University and at the INSPE (*Higher National Institute for Teaching and Education*) who sits as a guest on their councils.
- 47. Show appreciation of the commitment of the referents by reducing their timetable or giving bonuses.
- 48. Implement HRS4R actions related to gender equality.
- 49. Every year, present a review of the action plan to the board of directors, CTE (*technical committee*) and CHSCT (*health, safety and work conditions committee*).
- 50. Implement, adjust and evaluate the 3-year action plan on gender equality.

ANNEX

Female-Male comparative status report - University of Nantes

Year of reference : 2018 / document presented in March 2021

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CHAPTER 1 : ALL PERSONNEL

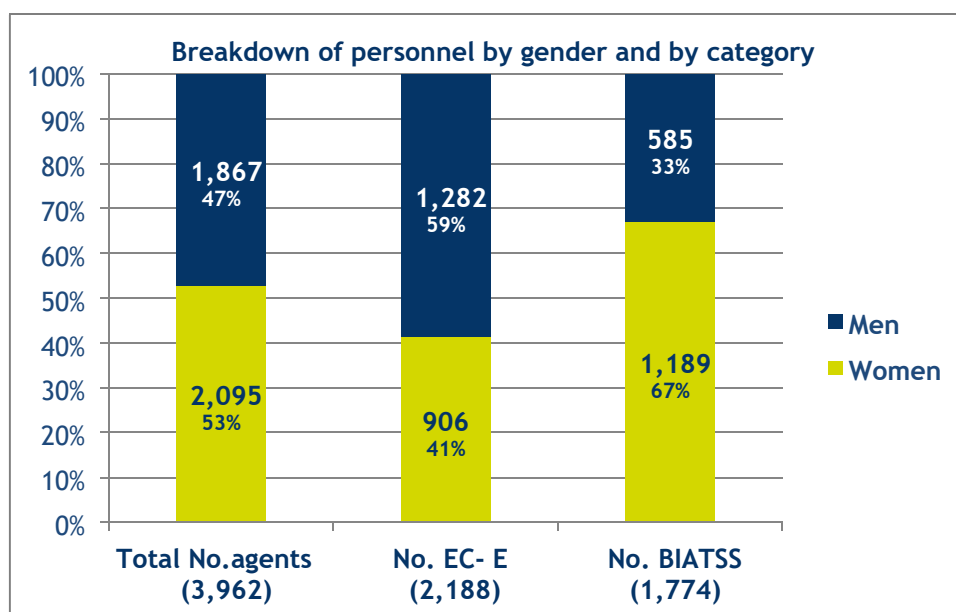
1.1 Overall workforce

1.1.1. Research professors-teachers and BIATSS staff

The University of Nantes had 3,962 agents (not counting student tutors) in 2018. This was divided into 2,095 women (53 % of workforce) and 1,867 men (47% of the workforce).

For research professors (EC) and teachers (E), men were over-represented (59%) in relation to their proportion in the overall workforce of the establishment (47%).

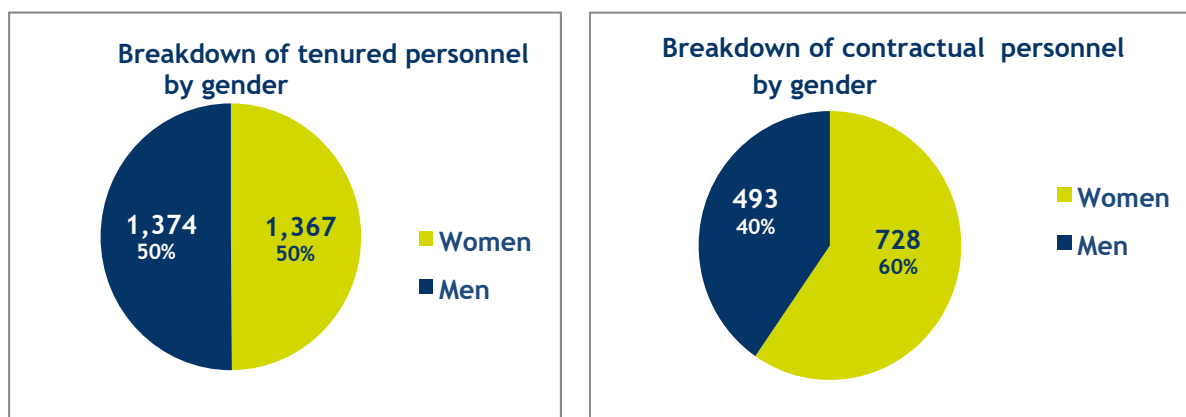
On the contrary, for administrative, technical and library staff (BIATSS), women were over-represented (67%), knowing that they made up 53% of the total staff at the University of Nantes.



1.1.2. Workforce by category

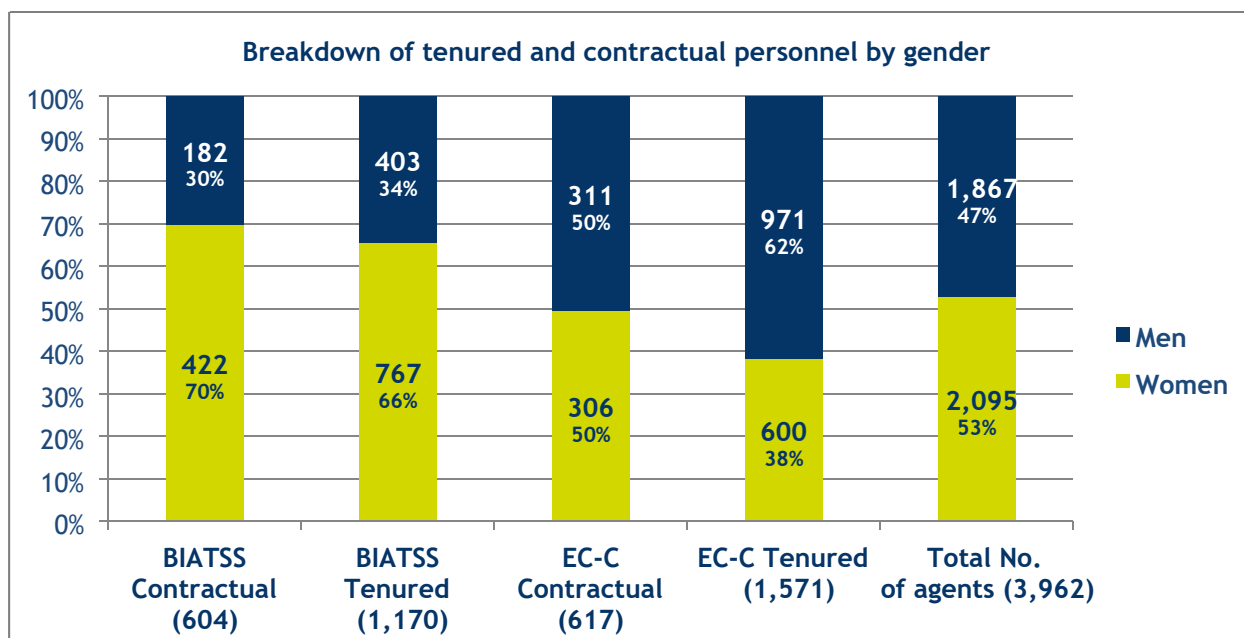
69% of the personnel at the establishment were tenured and 31% had the status of a contractual agent.

The female/male division was balanced for civil servants. On the other hand, for contractual workers, women were over-represented (60%) compared to men, knowing that they made up 53% of the workforce of the establishment.



For contractual research professors and teachers, the female/male division was balanced (50%/50%), which corresponded more or less to the overall workforce (53%/47%).

For BIATSS contractual agents, women were slightly over-represented (70%), knowing that they represented 67% of all BIATSS agents.



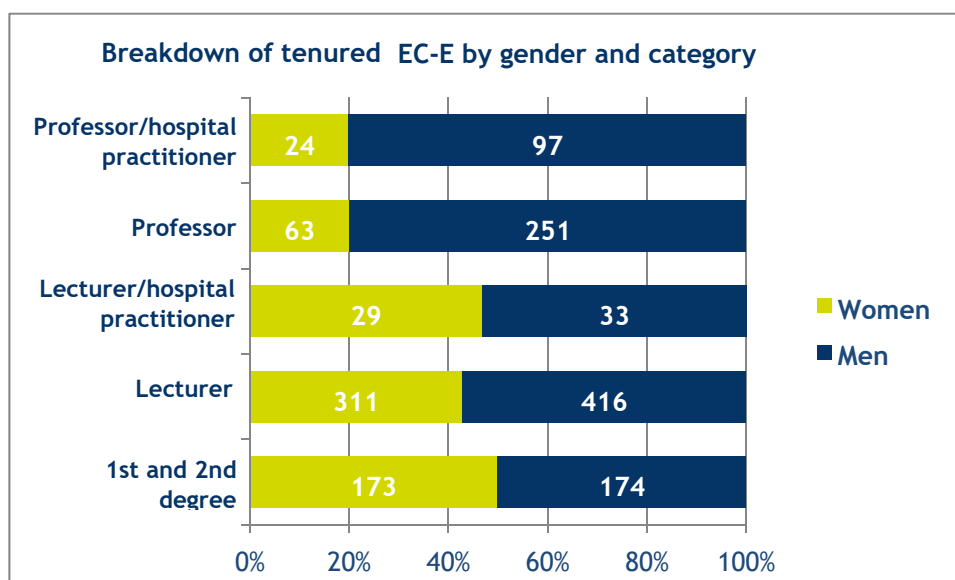
1.1.3. Focus on Women

2,095 women worked in the establishment. Among them, 65% (1,367) were tenured and 35% were contractual agents (728). On the other hand, men were 74% tenured staff (+9 points) and 26% as contractual agents (-9 points).



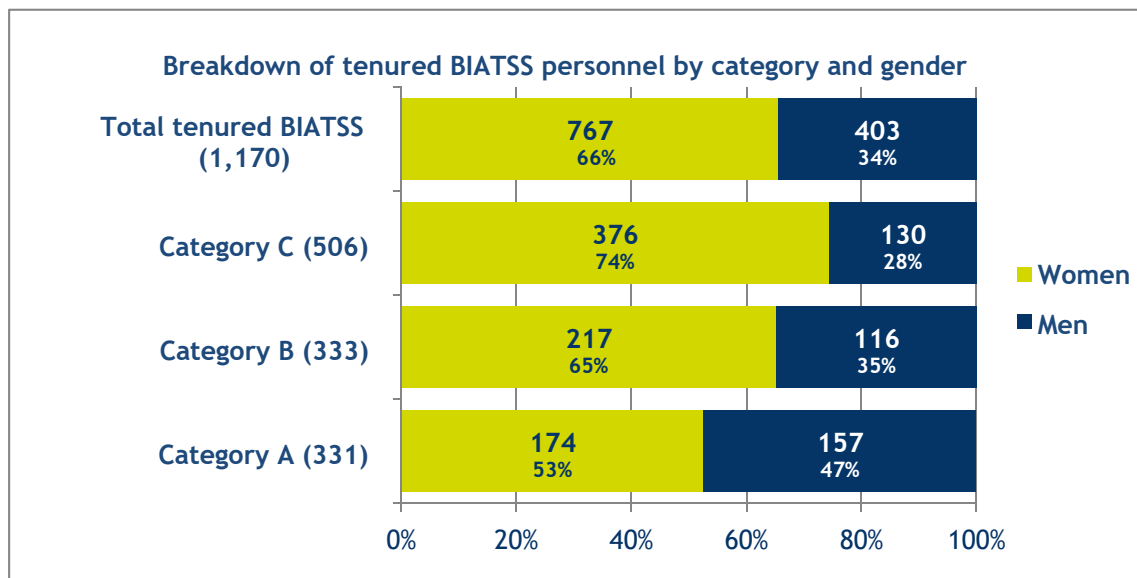
If the population of tenured staff was shared evenly between women (1,367) and men (1,374), the gender disparity was situated at the level of the tenured research and teaching staff and the public service category occupied by the BIATSS.

For tenured research professors, women were widely under-represented among the university's professors, with only 20%, when in fact they represented 38% of this workforce. On the contrary, they were over-represented in the category of 1st and 2nd degree teachers (50%), in relation to their overall number as tenured research professors and teachers.



For tenured BIATSS, if we were able to see a strong feminisation, since women represented 66 % of the total number, they were mostly present in categories B (65 %) and C (75 %).

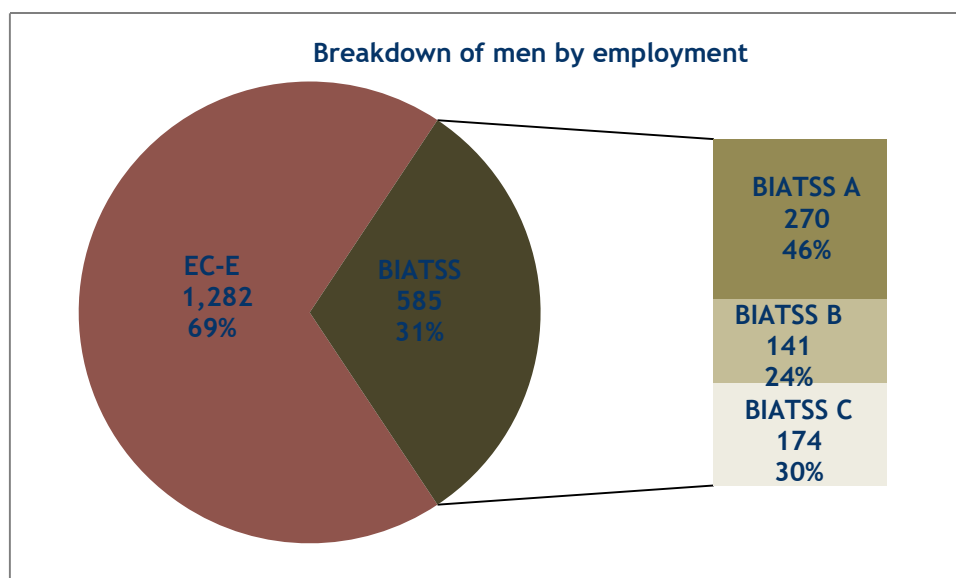
On the contrary, in category A, even though they were the majority with 53%, women were under-represented as they actually made up 66% of the total BIATSS workforce.



1.1.4. Focus on the men

1,867 men worked in the establishment. Nearly 70% of this male population were in the profession of research professor or teacher and only 30% of them were BIATSS.

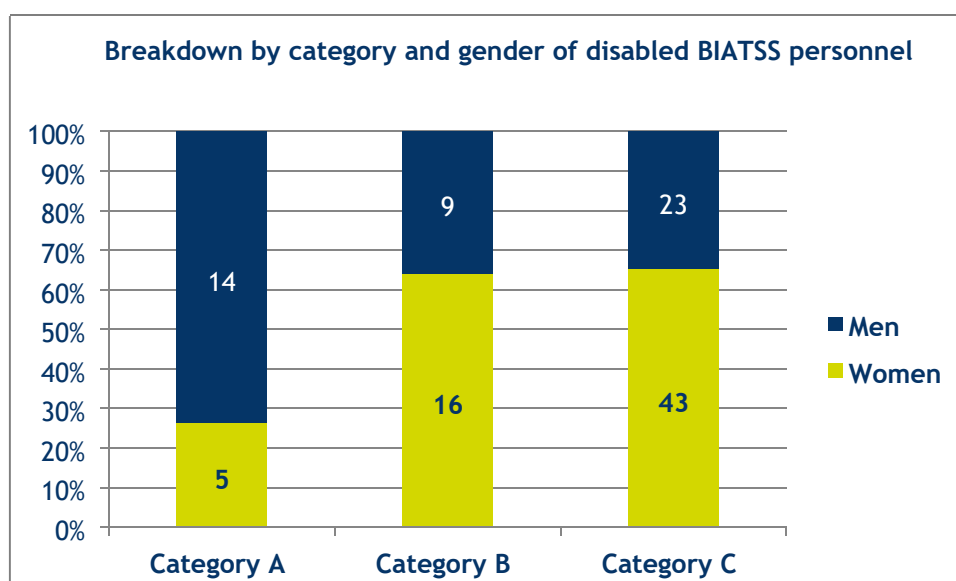




Another particularity was that men had mostly tenured positions (74% versus 65% of women) and we particularly found them with this status when they were research professors-teachers (69% versus 43% of women).

1.1.5. Disabled personnel

Over the whole establishment, 149 agents were disabled and were divided with 110 as BIATSS staff and 39 research professors-teachers. **53% were women** (79) and **47% were men** (70), a similar gender ratio to the overall one of the University of Nantes. For BIATSS disabled personnel, men represented 74% of the personnel in category A and only 35% of the BIATSS personnel in categories B and C. We should point out that disabled male personnel were more numerous within the research/teaching staff (24, that being 61%) than women (15, equal to 39%), which overall corresponded to the representation of men who were research professors-teachers (59% versus 41% of women).



1.2 Average net monthly earnings of employees

1.2.1. Earning of BIATSS personnel by category and gender

| Status / Category | | Women's salary | Men's salary | Pay gap between women and men |
|---------------------|---------------------|----------------|--------------|-------------------------------|
| Average salary | | € 1,847 | € 2,132 | -€285 |
| Tenured | Tenured | € 1,965 | € 2,261 | -€296 |
| | A+ | € 5,559 | € 6,434 | -€875 |
| | A | € 2,717 € | € 2,888 | -€171 |
| | B | € 1,908 | € 2,083 | -€175 |
| | C | € 1,631 | € 1,659 | -€28 |
| Permanent contract | Permanent contract | € 1,710 | € 2,110 | -€400 |
| | A | € 2,188 | € 2,595 | -€407 |
| | B | € 1,475 | € 1,540 | -€65 |
| | C | € 1,350 | € 1,315 | € 35 |
| Fixed-term contract | Fixed-term contract | 1,609 € | 1,764 € | -155 € |
| | A | 1,967 € | 2,068 € | -101 € |
| | B | 1,425 € | 1,415 € | 10 € |
| | C | 1,310 € | 1,342 € | -32 € |
| Apprentice | | 1,051 € | 755 € | 296 € |

The calculation was based on the net wage adjusted for working time, this means that the effect due to the part-time work of certain agents is neutralised.

1.2.2. Research Professors and Teaching staff's earnings by category and by gender

| Status / Category | Women's salary | Men's salary | Pay gap between women and men |
|-----------------------|----------------|--------------|-------------------------------|
| <i>Average salary</i> | €2,794 | €3,322 | -€528 |
| Tenured | €3,404 | €3,825 | -€421 |
| Permanent contract | €2,397 | €3,085 | -€688 |
| Fixed-term contract | €1,604 | €1,704 | -€100 |

The data came from a social review and was not posted by the body of research professors and teachers. Each body intends to present this data from next year onwards in order to allow for better analysis.

The remuneration includes all the different elements of the pay (including additional hours, research supervision bonus...). The division by body/rank is a factor that can explain these big differences in salary.

1.3 Governance of the establishment

1.3.1. The Board of Directors

The ESR (*Institutes of higher education*) law of 22nd July 2013 imposes parity in the voting systems of university's central councils. The central councils of the University of Nantes were completely renewed in 2016. The next edition will integrate the data relevant to the central councils renewed in 2020.

| Electoral college | Women | | Men | | Total |
|--|-----------|------------|-----------|------------|-----------|
| | Number | % | Number | % | |
| A -PR and related | 3 | 43% | 4 | 57% | 7 |
| B – Other research professors, teachers, researchers | 4 | 57% | 3 | 43% | 7 |
| C - BIATSS | 3 | 50% | 3 | 50% | 6 |
| D - Users[1] | 3 | 50% | 3 | 50% | 6 |
| External personalities[2] | 4 | 50% | 4 | 50% | 8 |
| Total | 17 | 50% | 17 | 50% | 34 |

Parity can also be seen in the composition of the research commission (16 women and 17 men) and 18 women and 22 men were members of the Studies and University Life commission.

1.3.2. The presidential team

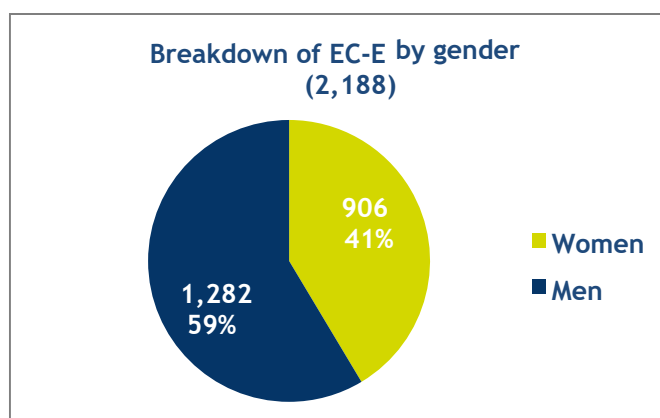
| <i>2018 presidential team</i> | Women | | Men | | Total |
|-------------------------------|--------|-----|--------|------|-------|
| | Number | % | Number | % | |
| <i>President</i> | | 0% | 1 | 100% | 1 |
| <i>Vice Presidents</i> | 4 | 31% | 9 | 69% | 13 |
| <i>Advisors</i> | 6 | 55% | 5 | 45% | 11 |
| <i>Total</i> | 10 | 40% | 15 | 60% | 25 |

Following the 2020 election, the new presidential team is now made up of 8 female and 8 male vice presidents.

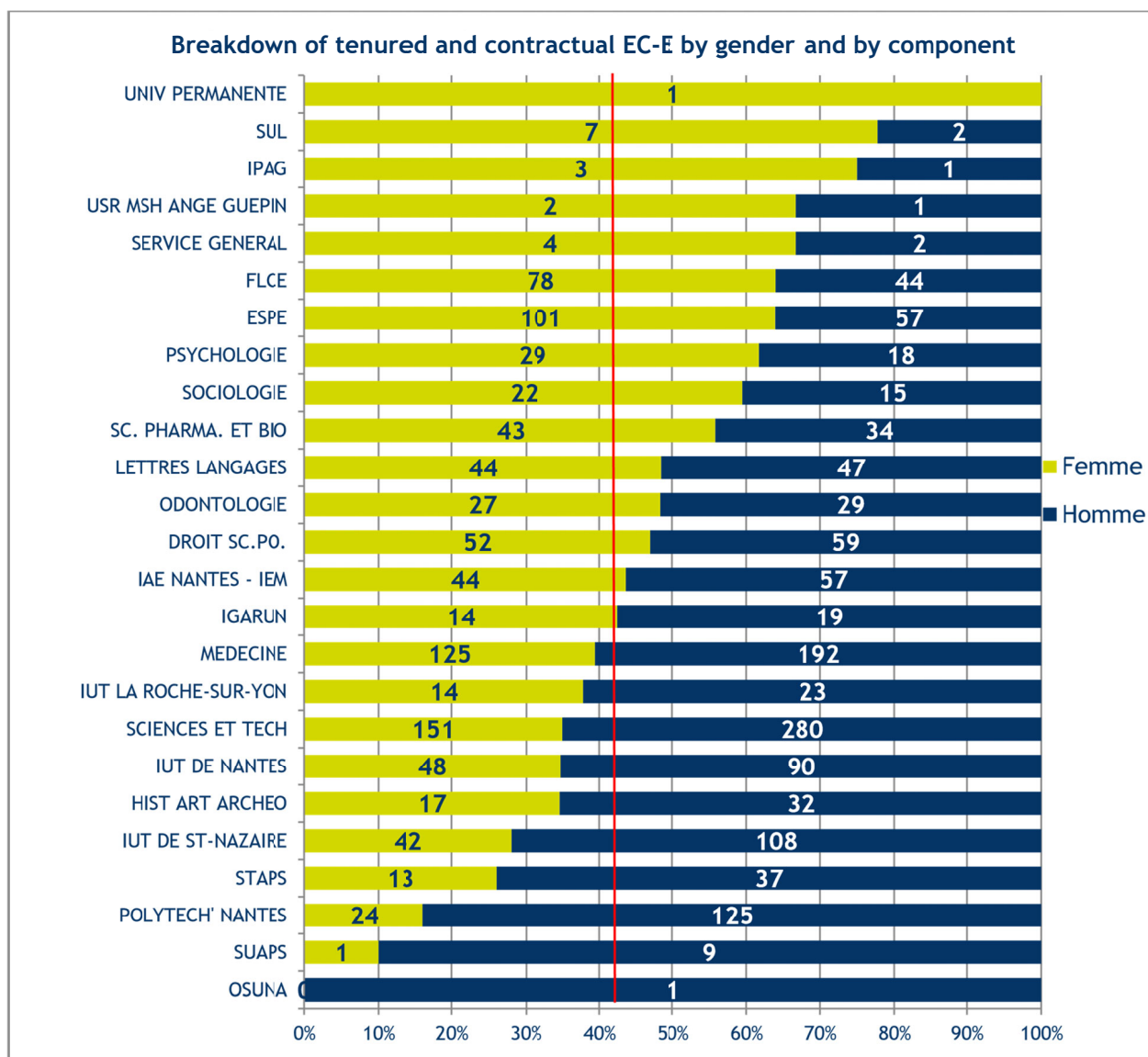
CHAPTER 2 : RESEARCH PROFESSORS AND TEACHERS

2.1 The population of research professors and teachers

In 2018, there were 2,188 tenured and contractual teachers and research professors at the University of Nantes.

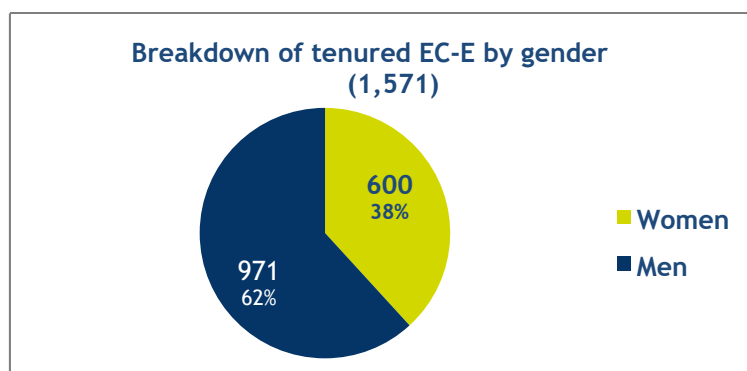


Nevertheless, this division was not homogenous throughout all the components of the University. Overall, women were under-represented in the faculties of Medicine and Science and Technology and likewise in the History and History of Art and Architecture components.



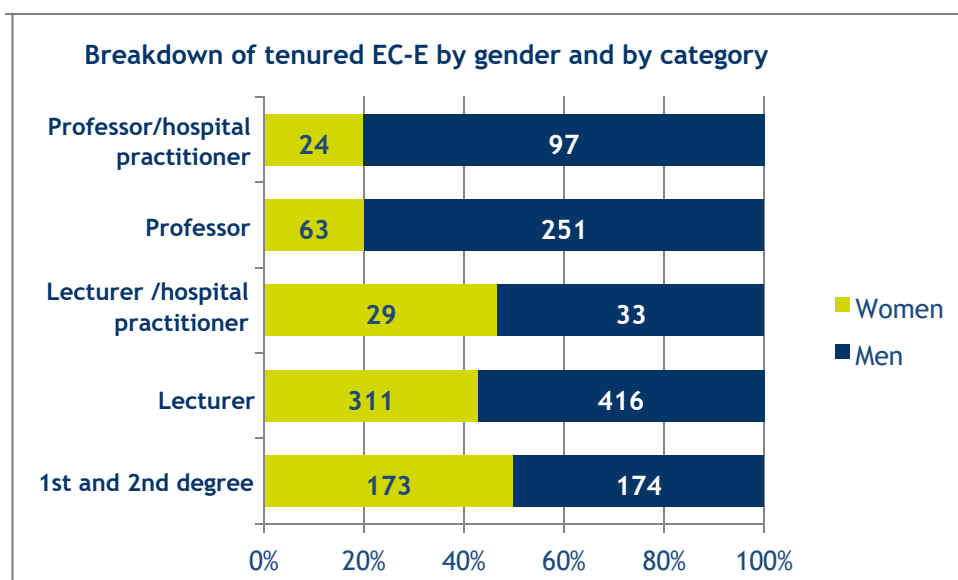
2.2 The population of tenured research professors and teachers

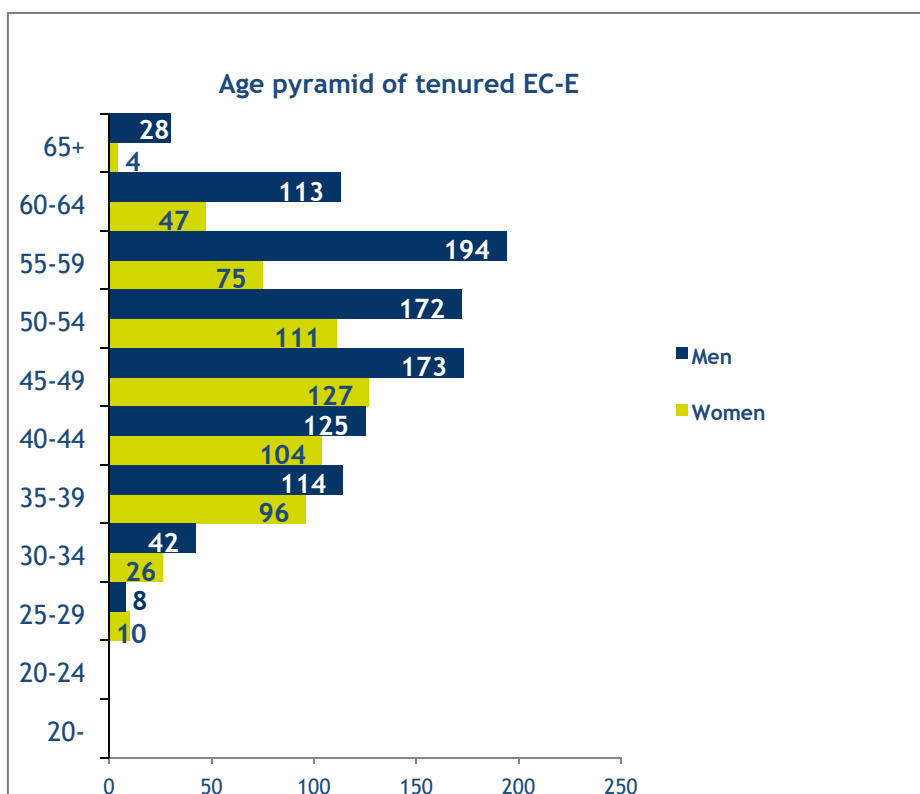
In 2018, more men (62%) than women (38%) made up the population of tenured research professors and teachers at the University of Nantes.



Nevertheless, the situation of the tenured EC-E varied depending on the body they belonged to.

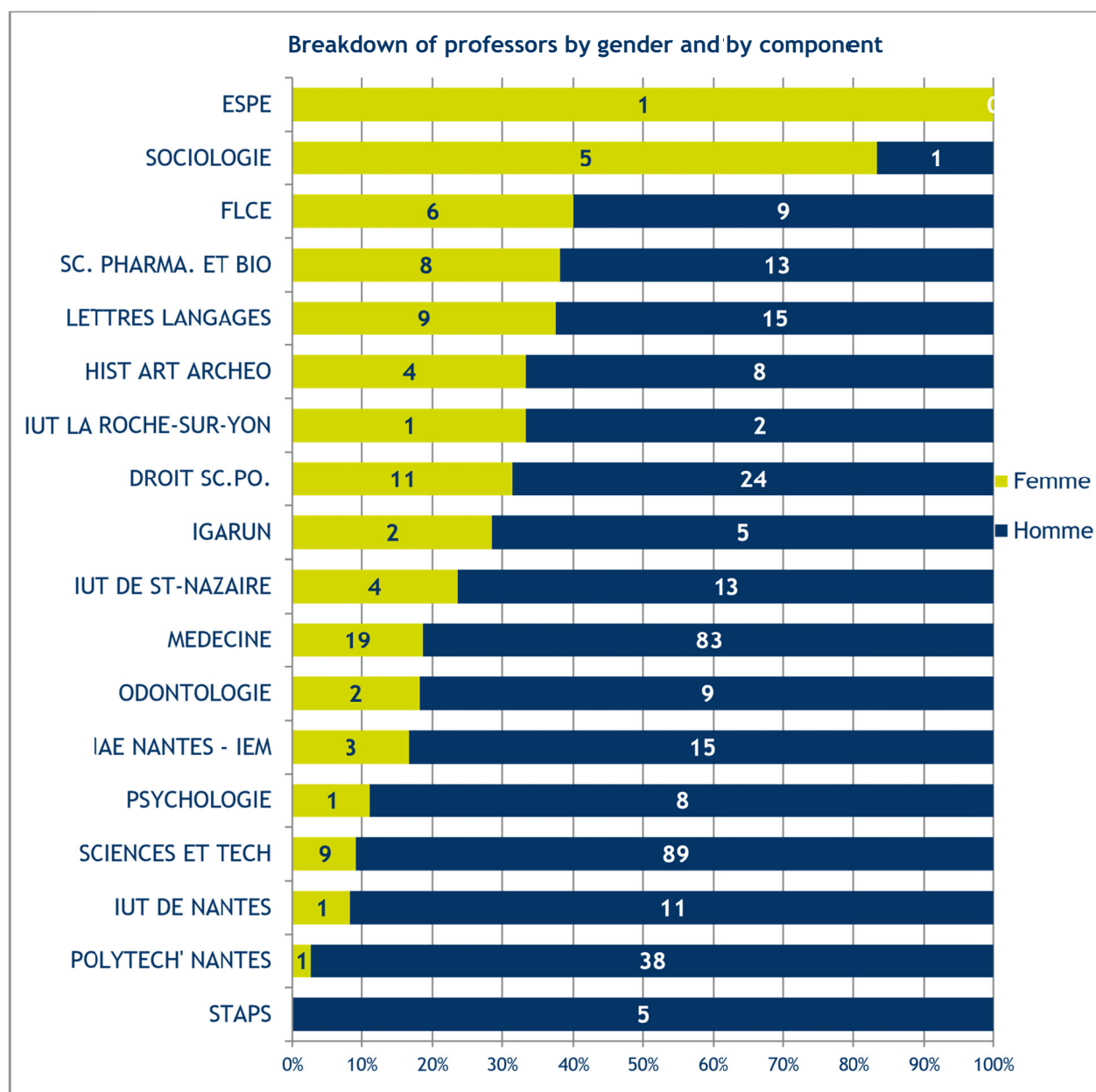
The numbers were perfectly balanced between women and men in the body of 1st and 2nd degree teachers. On the contrary, women only represented 20% of the university professors (PR). This fracture line of 20/80 was the same as regards the rank of PU-PH (*university professor- hospital practitioner*). The gap was less pronounced among the lecturers (MCF), where women represented 43% of the workforce in the body of lecturers.

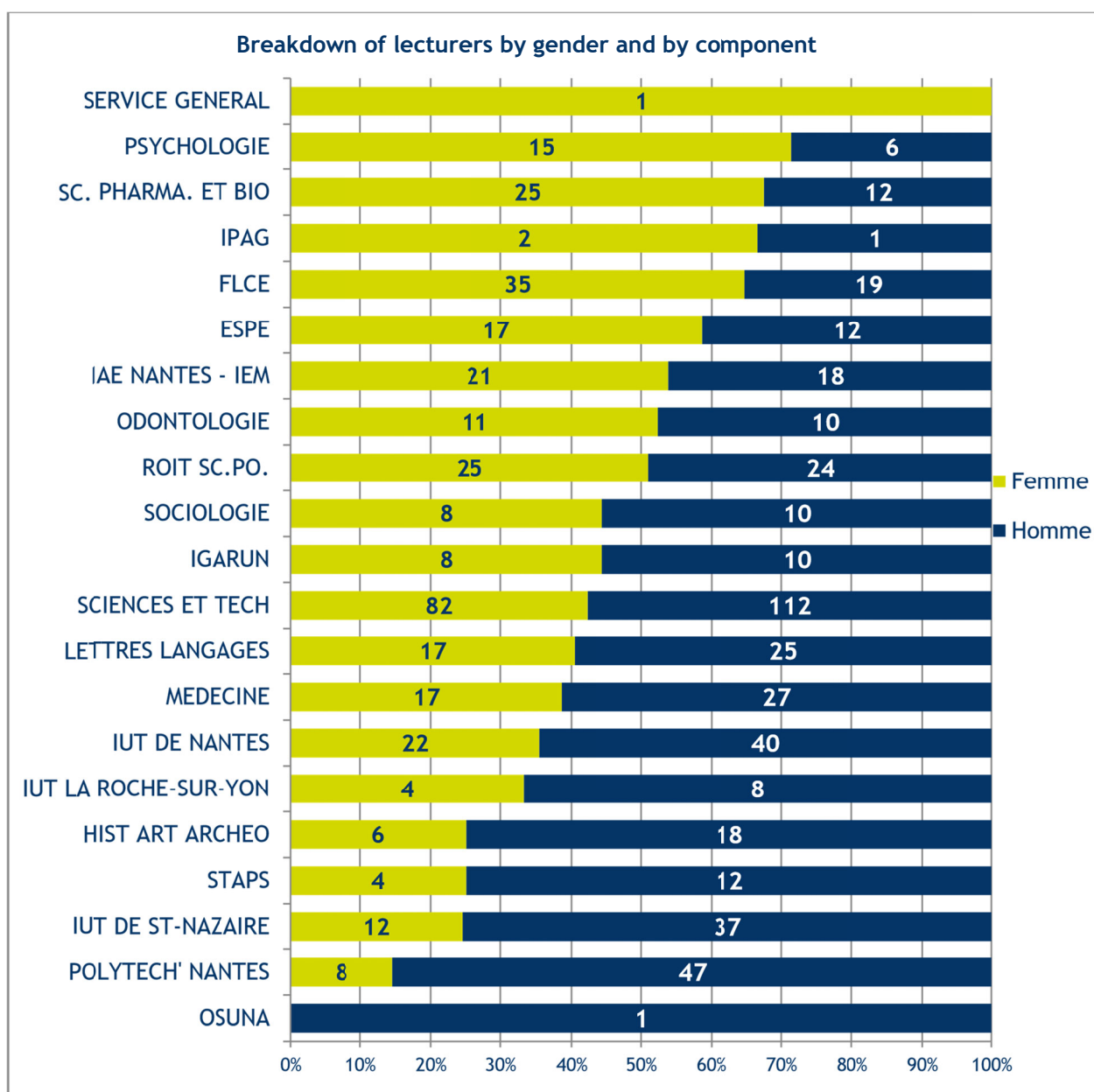




The female-male division in the age pyramid was particularly contrasted from the ages of 45-49 onwards. It subsided for lower age ranges.

2.3 Allocation of research professors by component





The proportion of female university professors or lecturers was lower in components in the faculties of Medicine and Science and Technology. Likewise, the proportion of women belonging to the two research professor bodies also appeared to be lower in certain components of the Social and Humanities faculties (History, History of Art and Architecture, Psychology, Economy and Management).

2.4 Promotion of research professors

Progression table of EC-E and HU* and second degree

| | | Women | Proportion of women | Men | Proportion of men | Total |
|--------------------------------|-------------------------------|-------|---------------------|-----|-------------------|-------|
| Research professors (1) | Number of applicants | 64 | 34% | 122 | 66% | 186 |
| | Number promoted | 31 | 39% | 49 | 61% | 80 |
| Second degree teachers | PRCE, PRAG, PREPS, PLP ** | 42 | 40% | 62 | 60% | 104 |
| | Number eligible for promotion | 10 | 37% | 17 | 63% | 27 |
| University hospital professors | Number promoted | 3 | 14% | 19 | 86% | 22 |
| Number of promotions in rank | | 44 | 34% | 85 | 66% | 129 |

* HU= university hospital professors

** PRCE,PRA,PREPS,PLP = certified, aggregated , physical education, vocational

The progression table presents the advancement in rank of different populations of research professors and teachers. Please note, regarding research professors, the promotions' policy of the establishment only concerns the local phase of the promotion. For second degree teachers and university hospital teachers, the establishment formulates propositions without having the power of the final decision.

2.5 Competitive examinations within the University of Nantes

- **University professors and lecturers**

The majority of research professors recruited through competitive examinations in 2018 were male, with a ratio of 59% (24 men) versus 41% women (17).

In 2018, the overall number of eligible applications was divided up into 44% of women and 54% of men. This imbalance was more notable for professors, with only 22% of the eligible applicants being female. Nevertheless, we can see that **the rate of recruitment of women professors is higher than the number of applicants** (+ 3 points).

Concerning lecturers, the percentage of eligible female applicants (46%) was equivalent to that of their presence in this body at the University of Nantes and was 2 points higher in terms of the number of recruitments.

Of the 7 changes made in 2018, 4 concerned female lecturers, however none were selected for professors.

Applicants for the positions of research professors

| Body | Number of job offers published | Number of positions unfilled | Number of eligible applicants | | | Number of positions filled | | | | | | |
|--------------|--------------------------------|------------------------------|-------------------------------|------------|------------|----------------------------|-------------|-----------|------------|-----------|------------|-----------|
| | | | Women | Men | Total | Women | Men | Total | | | | |
| Professors | 13 | 1 | 23 | 22% | 81 | 78% | 104 | 3 | 25% | 9 | 75% | 12 |
| Lecturers | 29 | 0 | 518 | 46% | 596 | 54% | 1114 | 14 | 48% | 15 | 52% | 29 |
| Total | 42 | 1 | 541 | 44% | 677 | 56% | 1218 | 17 | 41% | 24 | 59% | 41 |

It must be noted that the number of lecturers holding an HDR at the University of Nantes is similar for both male and female lecturers.

| | No.women | No.men | % women holding an HDR | % men holding an HDR |
|--|----------|--------|------------------------|----------------------|
| No. Lecturers with an HDR | 60 | 83 | 42% | 58% |
| Total population of lecturers | 311 | 416 | 43% | 57% |
| Proportion of lecturers holding an HDR with HDR/lecturer | 19% | 20% | | |

- **University Hospital Personnel**

In 2018, of the 5 PU-PH recruited, only one woman was nominated. This is representative of the division of the sexes in this body, which is made up of a majority of men - 80%.

Recruitment of university hospital personnel

| Body | Number of job offers filled | | | | No. total |
|---|-----------------------------|------------|----------|------------|-----------|
| | Women | | Men | | |
| | Number | proportion | Number | proportion | |
| University hospital professors and practitioners | 1 | 20% | 4 | 80% | 5 |
| University hospital practitioner lecturers / general medicine lecturers | 1 | 50% | 1 | 50% | 2 |
| Total | 2 | 29% | 5 | 71% | 7 |

- **Selection committees**

The 42 selection committees organised in 2018 were made up with the right balance of women and men, no matter which body of recruitment was concerned. Regulatory obligations that set a proportion of 40% of each sex were respected. However, **the presidency** of the committees was carried out by **a woman in only 12% of the situations**, that is to say for only 5 of the selection committees.

Proportion of women in the selection committees for recruitment of research professors

| Number of positions | | Women | | Men | | Total | Of which had a female president | |
|-----------------------|-----------|------------|------------|------------|------------|------------|---------------------------------|------------|
| | | Number | Proportion | Number | Proportion | | Number | Proportion |
| University professors | 13 | 51 | 49% | 53 | 51% | 104 | 1 | 8% |
| Lecturers | 29 | 162 | 50% | 162 | 50% | 324 | 4 | 14% |
| Total | 42 | 213 | 50% | 215 | 50% | 428 | 5 | 12% |

- **2nd degree teachers**

The recruitment of tenured 2nd degree teachers is subject to a national competitive examination. The only leverage the university has is in the composition of a recruitment committee jury that has equal numbers of women and men, at the moment of assignment.

Recruitment of second degree research professors and teachers

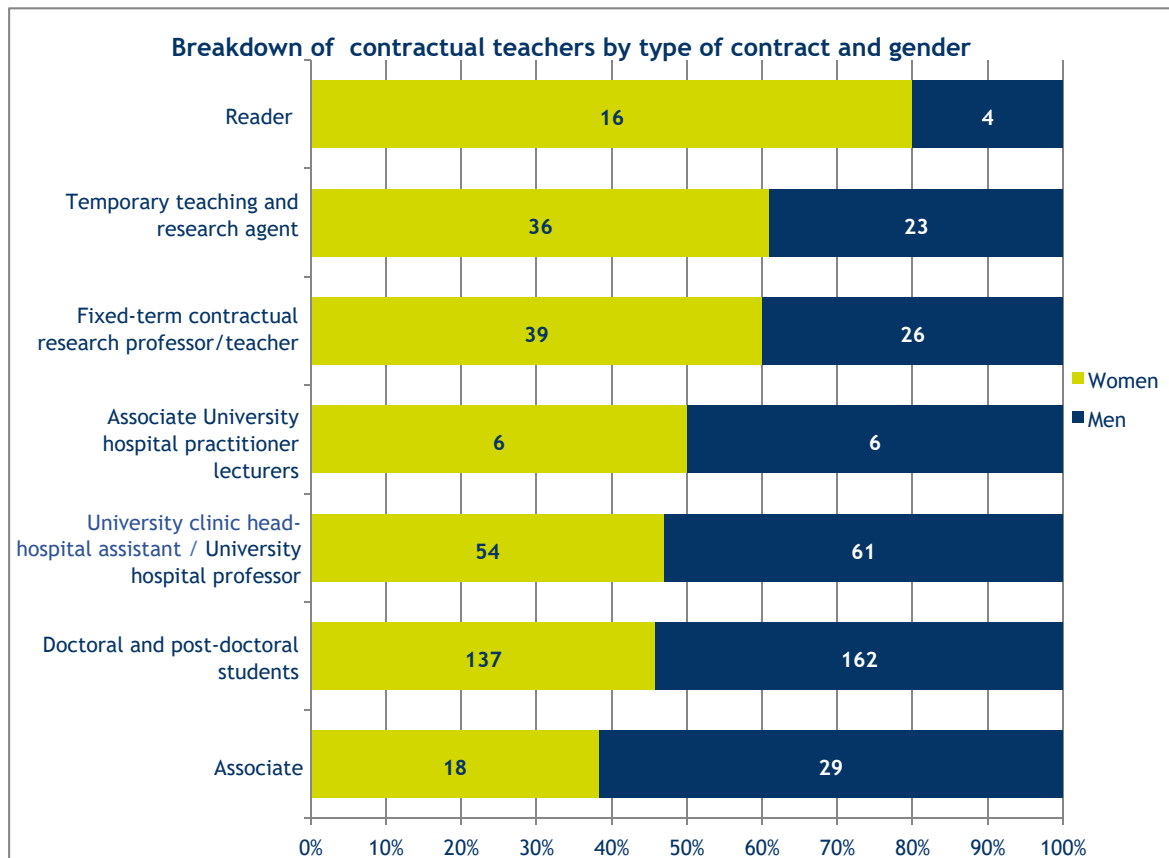
| Number of job offers published | Number of eligible applicants | | | Number of positions to be filled | | |
|--------------------------------|-------------------------------|-----|-------|----------------------------------|-----|-------|
| | Women | Men | Total | Women | Men | Total |
| 16 | 185 | 191 | 376 | 5 | 10 | 15 |
| Proportion | 49% | 51% | 100% | 33% | 67% | 100% |

Proportion of women in the 2nd degree teacher recruitment committees

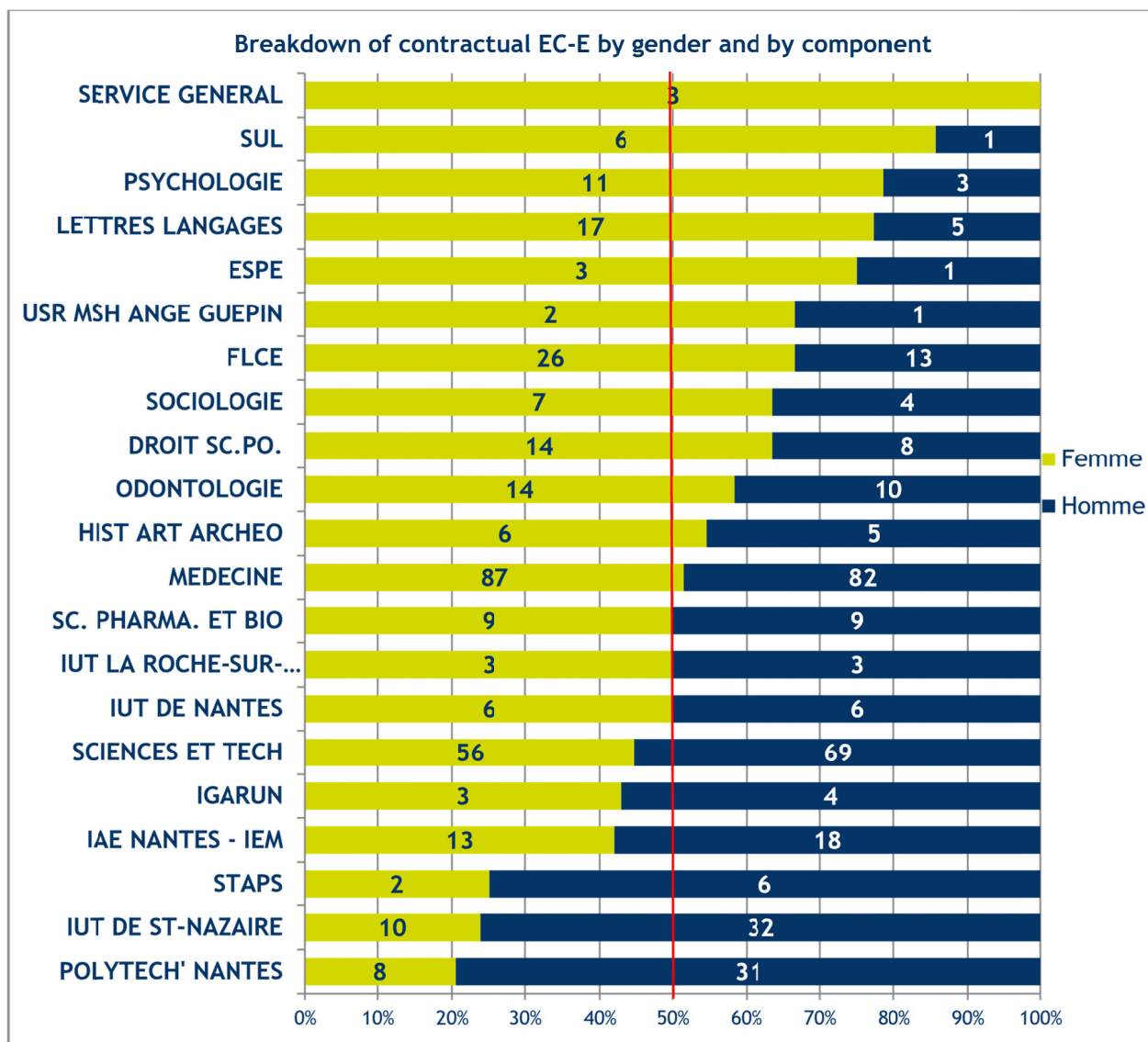
| | Women | Men | Female presidents |
|------------|-------|-----|-------------------|
| Number | 36 | 39 | 5 out of 12 |
| Proportion | 48% | 52% | 42% |

2.6 Number of contractual research professors and teachers

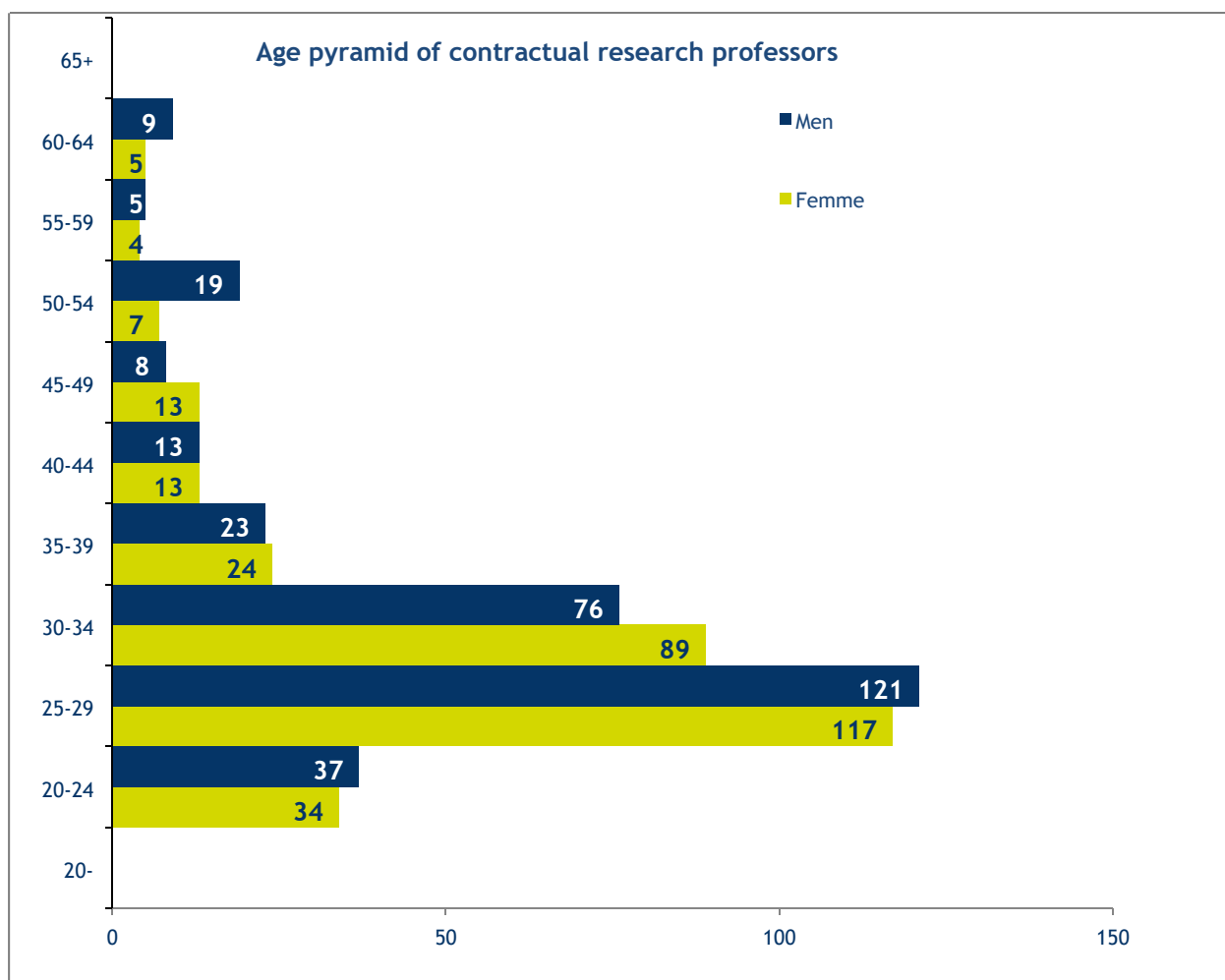
The population of contractual research professors and teachers was made up of 50% of women. Nevertheless, the proportion of women varied depending on the type of contract.



This perfect parity at the level of the establishment can not cover up the disparity according to the components in which they worked.

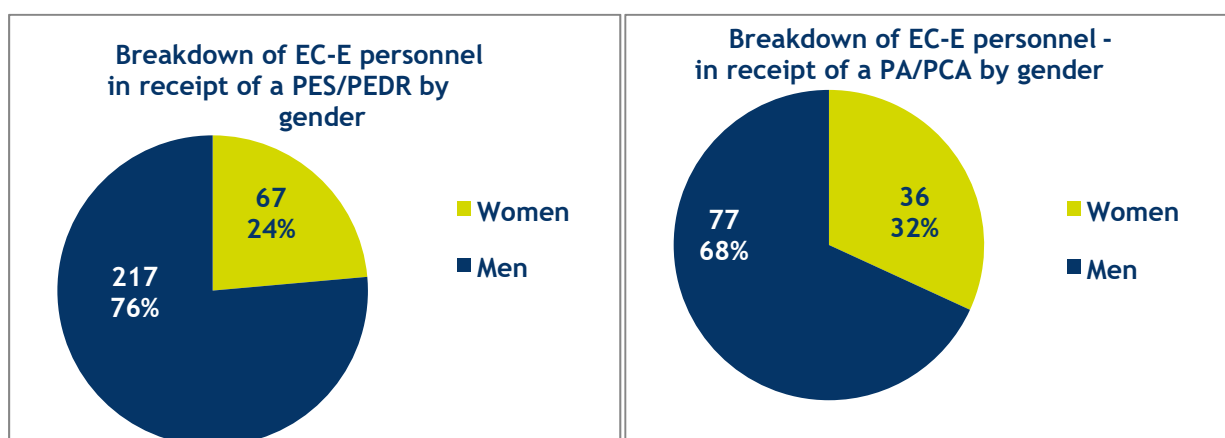


In terms of the age pyramid, the situation was relatively balanced between men and women.



2.7 Bonuses

The breakdown of bonus payments indicates the division of function between women and men and, *de facto*, their specialisation.



PES : scientific excellence bonus
 PEDR : doctoral and research supervision bonus

PA : administrative bonus
 PCA : administrative load bonus

2.8 Leave for thematic research or conversion (CRCT)

Leave for thematic research or conversion (CRCT) allows a research professor to concentrate on research for a period of six or twelve months. The National Universities Council's CRCT (CNU), is granted after being given the president of the university's opinion concerning the project presented by the applicant.

The establishment's CRCT is granted by the president of the university, concerning a project presented by the applicant, after being given the opinion of the small academic council.

13 semesters were allocated in 2018, of which 6 were to women. Note that in 2018, of these 13 semesters, 61% were from the CNU (that is 8) and 39% were from the establishment.

2.9 Overtime

61% of the additional hours carried out by research professors-teachers were by men and 39% by women. This proportion corresponded to the division of EC-E personnel by gender (59% male EC-E and 41% of female EC-E). Nevertheless, on average, female EC-E did 16 less additional hours than their male counterparts.

Breakdown of overtime carried out EC-E, by gender

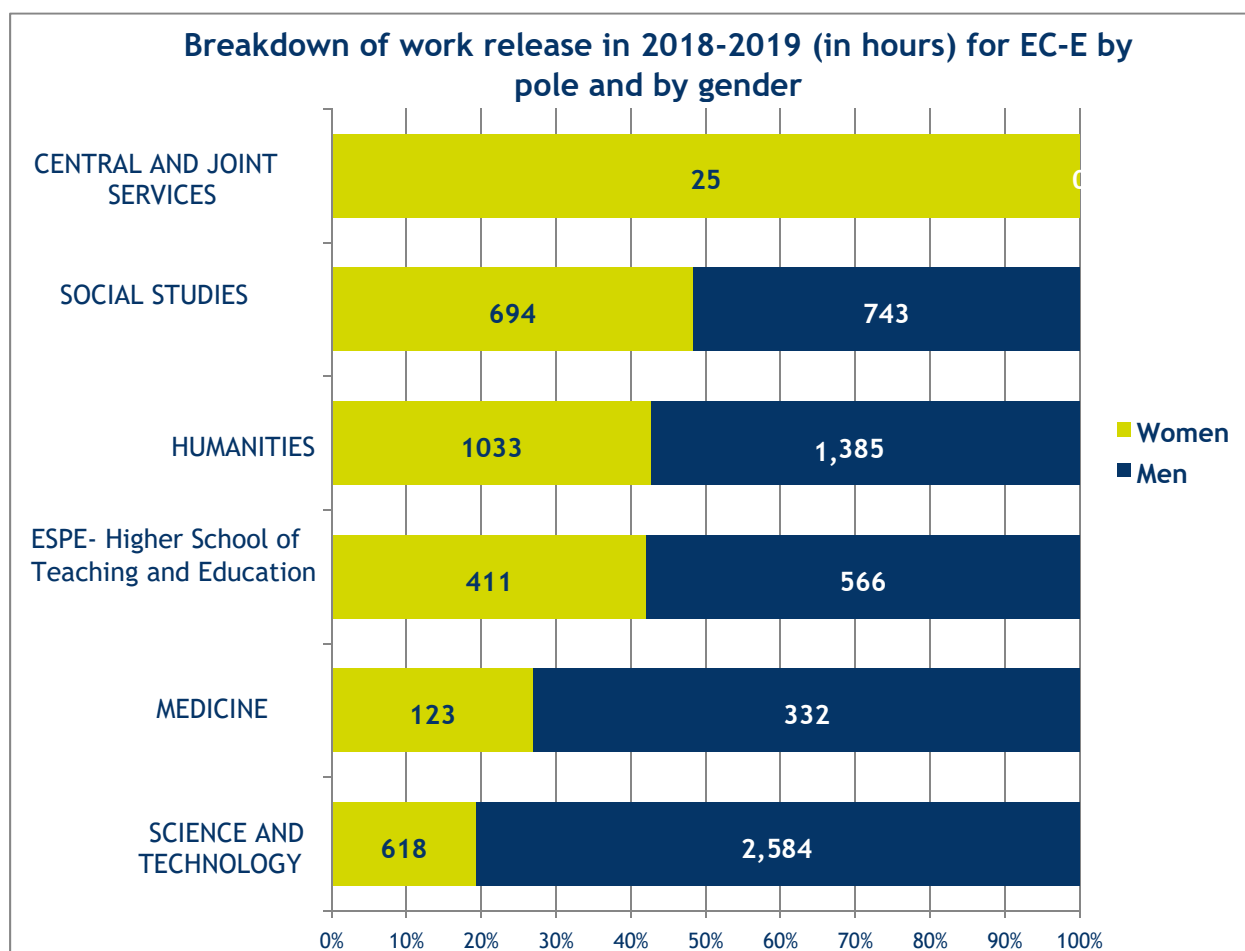
| | Female EC-E | Male EC-E | Total EC-E |
|---|-------------|-----------|------------|
| Number of additional hours paid | 43,243 | 80,336 | 123,578 |
| Number of EC-E paid for overtime | 511 | 794 | 1,305 |
| Average number of additional hours paid, per EC-E | 85 | 101 | 95 |

The proportion of female EC-E carrying out overtime proportional to their representation in each pole

| | Pole workforce of EC-E | Proportion of women in the pole | No. Of EC-E doing overtime | Number of women | % of women doing overtime |
|---|------------------------|---------------------------------|----------------------------|-----------------|---------------------------|
| INSPE (<i>Higher National Institute for Teaching and Education</i>) | 158 | 64% | 131 | 79 | 60% |
| Central and Joint services | 30 | 50% | 29 | 16 | 55% |
| Humanities Pole | 342 | 53% | 221 | 106 | 48% |
| Social studies Pole | 253 | 48% | 165 | 74 | 45% |
| Medicine Pole | 500 | 42% | 89 | 39 | 44% |
| Science and Technology Pole | 905 | 31% | 670 | 197 | 29% |
| Total | 2,188 | 41% | 1,305 | 511 | 39% |

2.10 Release from teaching hours

Out of a total of 8,513 hours release from teaching allocated to EC-E, 34 % were granted to women. This was proportional to the gender division of tenured EC- E.



2.11 Scientific direction and responsibilities

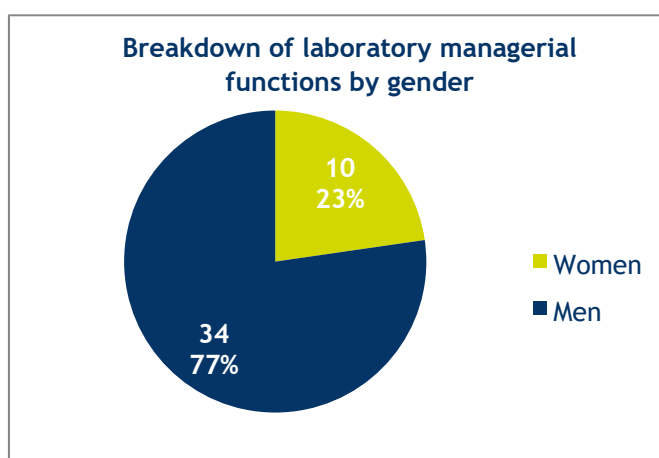
The direction of the eleven **graduate schools**¹ was dealt with, at 91%, by men, likewise for their deputy directors.

¹ Source : Direction « doctoral college » - 2018-2019

| Name of Graduate School | Direction | | Deputy Director | |
|--|-----------|------------|-----------------|------------|
| | Women | Men | Women | Men |
| Matter, Molecules, Materials | | 1 | | 1 |
| Art, Literature, Languages (ALL) | | 1 | | 1 |
| Biology-Medicine | | 1 | | 1 |
| Law and Political Science | | 1 | 1 | |
| Graduate school of Management and Economics | | 1 | | 1 |
| Ecology, Geoscience, Agronomy, Nutrition | | 1 | | 1 |
| Education, Language, Interaction, Cognition, Clinic | | 1 | | 1 |
| Mathematics, Science and Technology of Information and Communication | | 1 | | 1 |
| Marine and Coastal Science | 1 | | | 1 |
| Engineering Science | | 1 | | 1 |
| Society, Time, Territory | | 1 | | 1 |
| Total | 1 | 10 | 1 | 10 |
| % | 9% | 91% | 9% | 91% |

23% of the laboratories were directed by women (10 laboratories) and 77% by a man (34 laboratories).

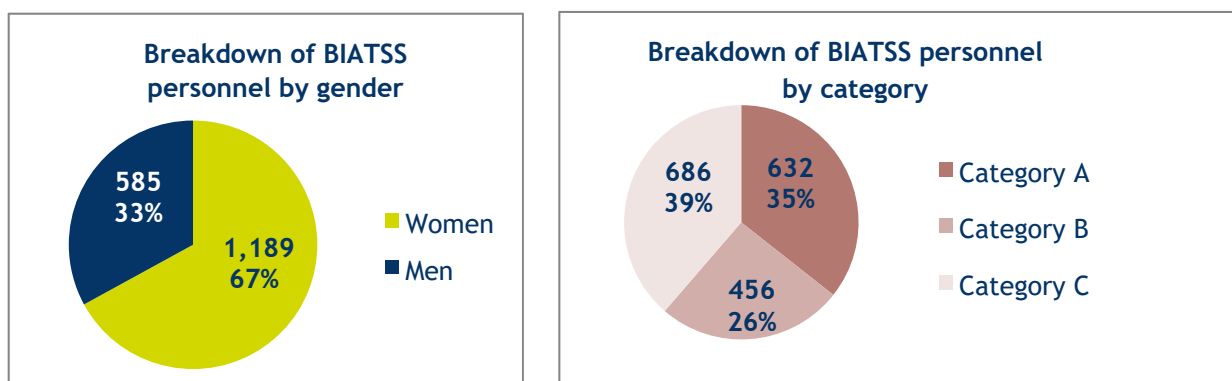
This breakdown can be compared to the composition of the statutory EC-E pyramid . In fact, the representation of women and men in the body of professors, as in that of university professors/hospital practitioners, is respectively 20% and 80%.



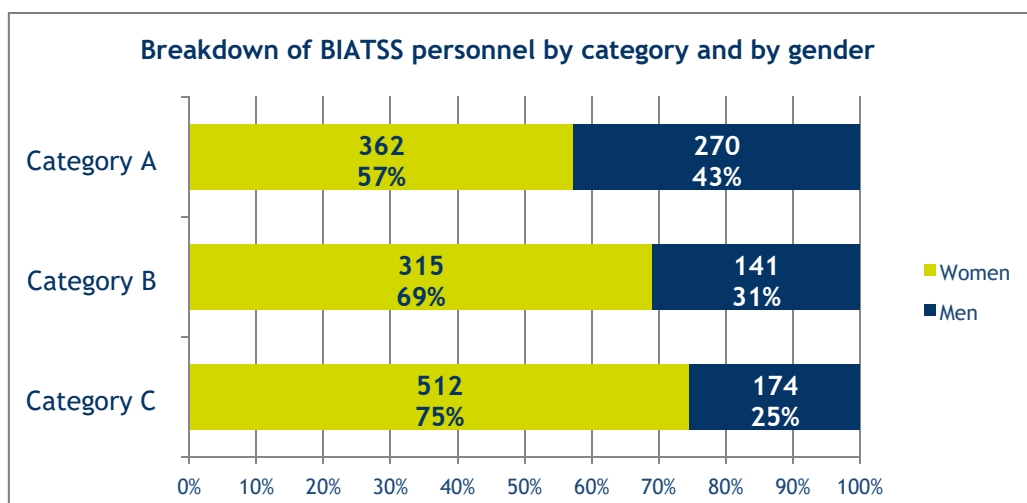
CHAPTER 3 : ENGINEERS, ADMINISTRATIVE, TECHNICIANS , HEALTH AND LIBRARY PERSONNEL.

3.1 The population of tenured and contractual BIATSS staff

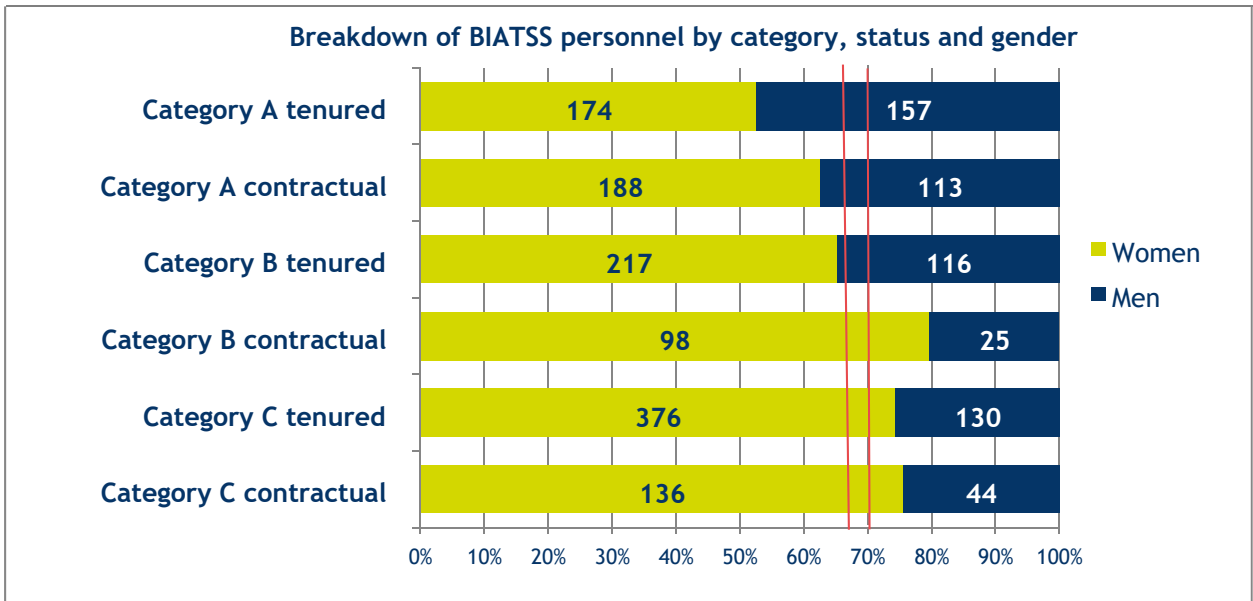
There were 1,774 tenured and contractual BIATSS personnel at the University. The BIATSS population was largely feminine, with women representing 67% of the workforce. The division by category was relatively balanced.



Nevertheless, we can notice an over-representation of men in category A, proportionally to the overall proportion of female BIATSS personnel.



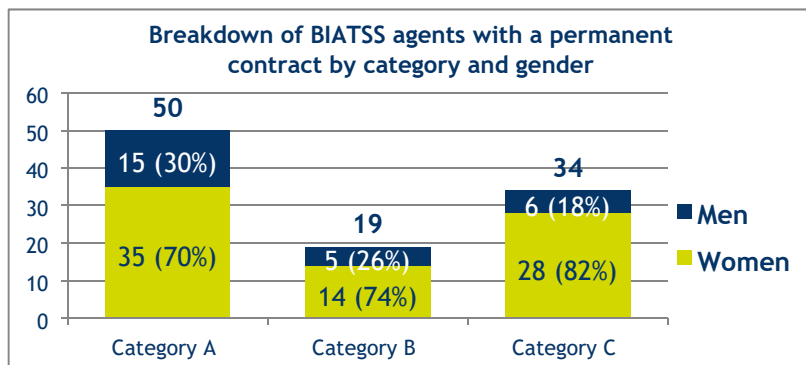
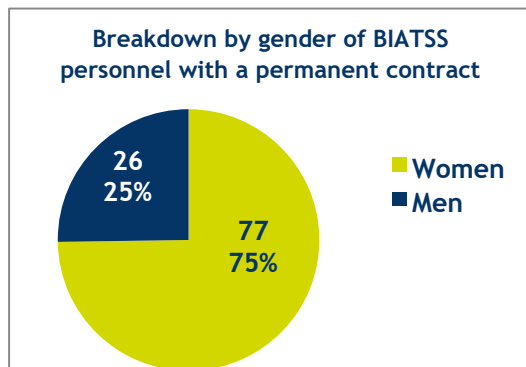
Women represented 66 % of the tenured BIATSS personnel and 70% of the contractual BIATSS personnel.

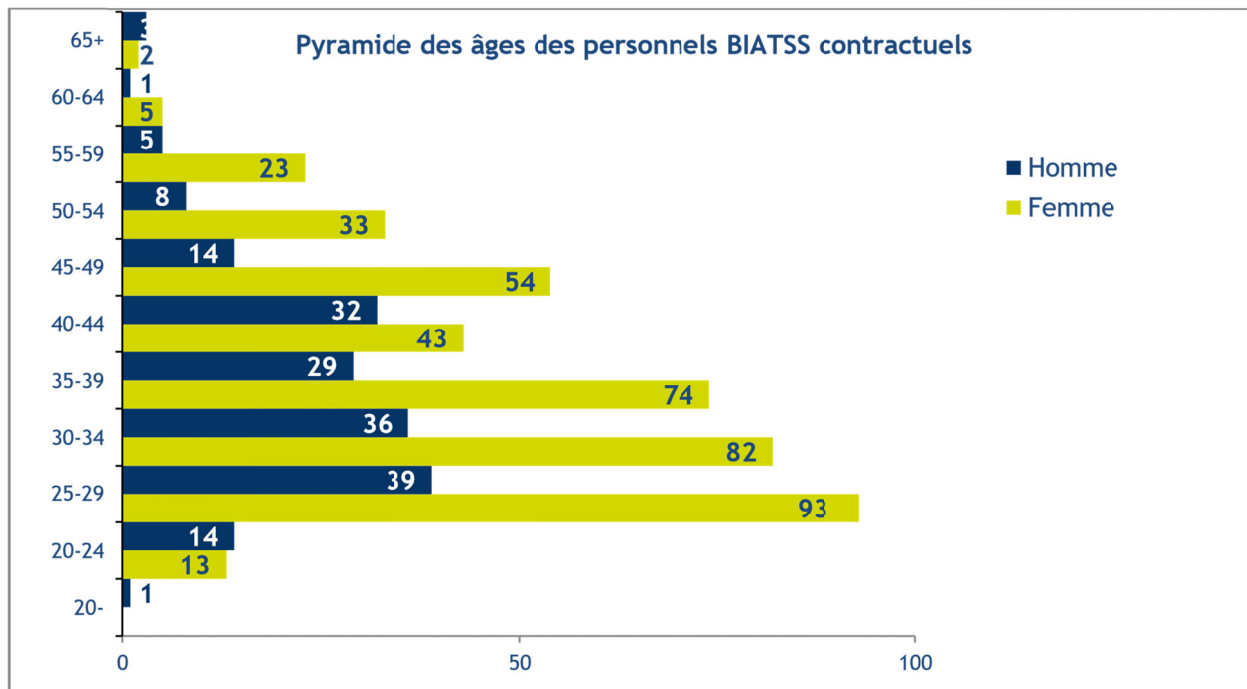
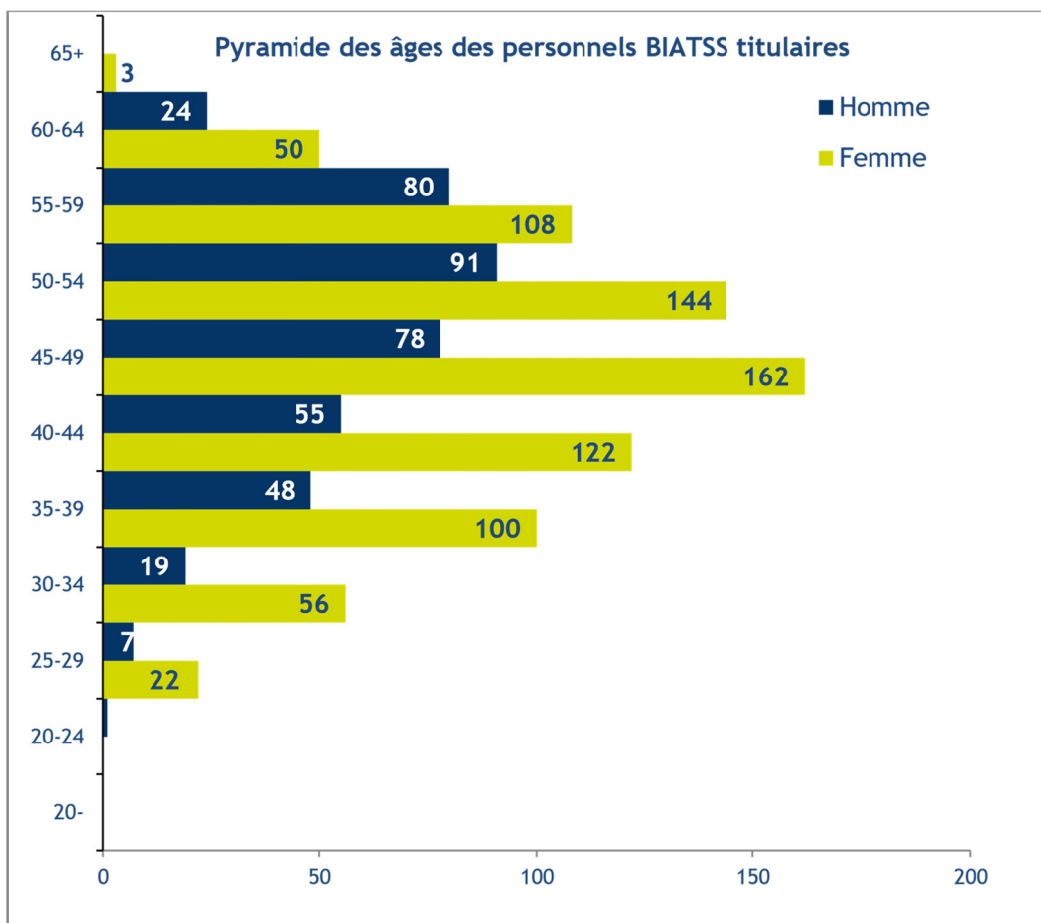


Tenured women were a true majority in the BIATSS population (66%), but they only represented 53% of the category A BIATSS personnel.

This situation was more balanced for contractual category A personnel as they represented 62% of the workforce, whereas women represented 70% of overall contractual BIATSS personnel. In contrast, there was a strong female presence in positions in categories B and C and, more specifically, as contractual personnel in category B, where they represented 80% of the workforce.

Among the 604 contractual BIATSS personnel, 103 that being 17%, had a permanent contract. 75% of these were women. This proportion of contractual female personnel was 5% more when compared to the proportion of overall contractual female BIATSS personnel (70%).

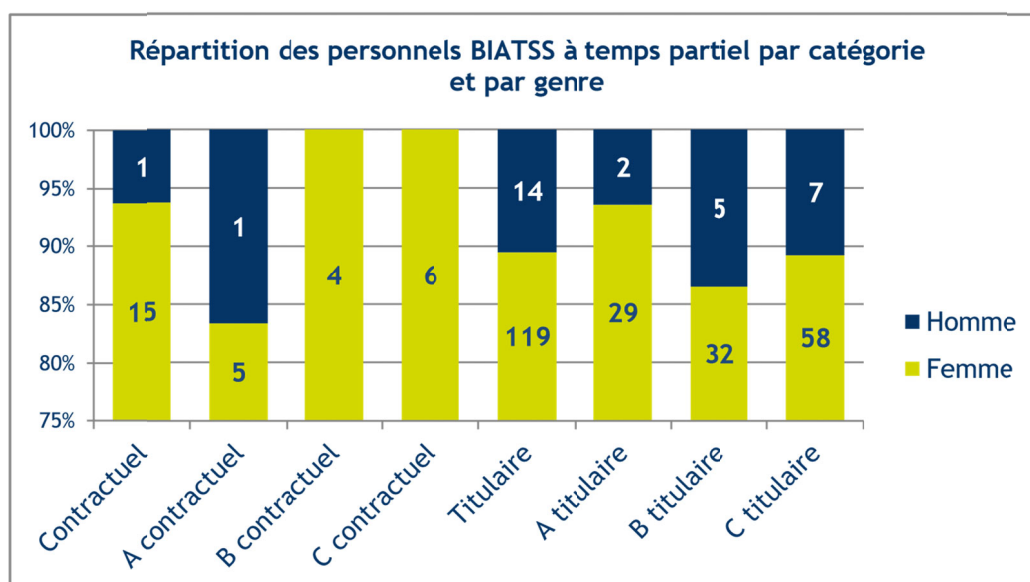
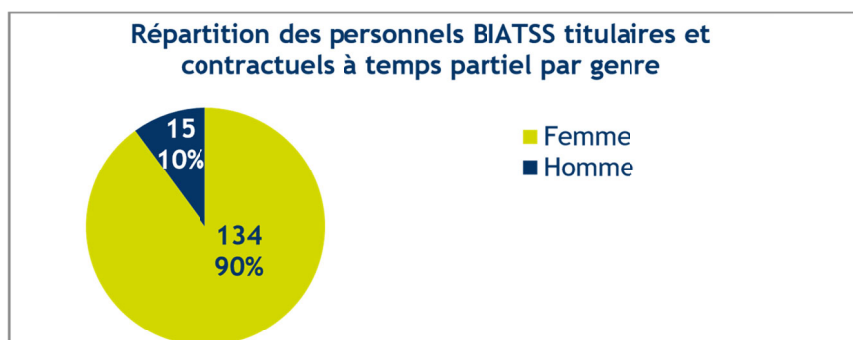




The population of BIATSS personnel is largely feminine (67%). Women are highly present at the bottom of the age pyramid for contractual agents. Men are more spread over the top of the age pyramid of tenured agents.

3.2 The working hours of BIATSS staff

Within the population of BIATSS staff, 149 people worked part-time, of which 90% were women (134). 11% of the part-time staff were contractual. The female part-time staff belonged to civil service category C, for 64 of them (46%), twice as many as those found in category A (34).



- **Non-full-time work (TNC)**

Of the 3,962 personnel at the establishment, a little less than 4% were recruited as TNC. Therefore, 142 agents did not work full-time, of which 64% were women and only 36% were men, whereas they represented 47% of the overall workforce. The TNC were found mostly in the population of non-permanent medical doctors (associates) and contractual worker in SUMMPS (*University health service*), and more rarely within the population of BIATSS personnel.

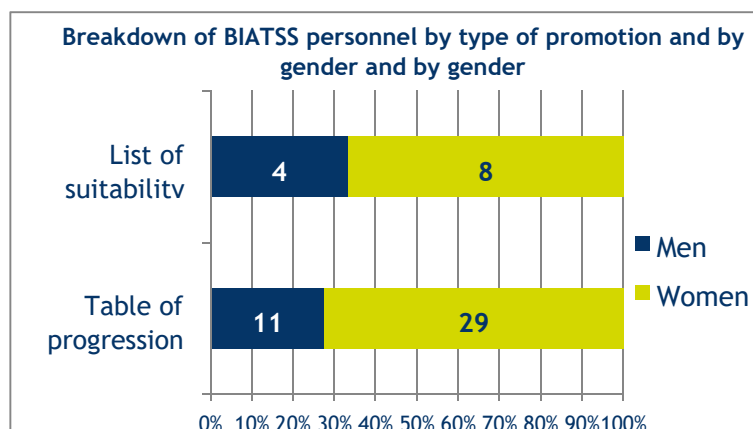
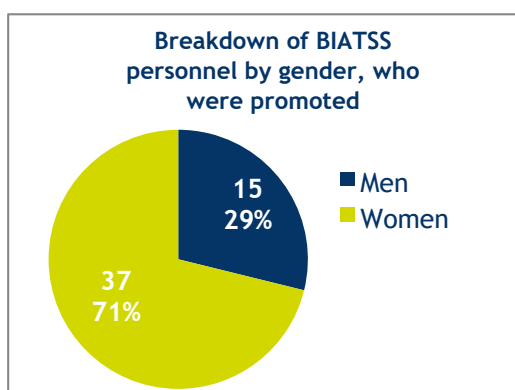
3.3 Managerial functions

At the beginning of the academic year 2018/2019, 30 administrative managerial positions for the establishment's services (excluding general secretaries of components or poles) were occupied by 14 women (47%) and 16 men (53%). We can notice a strong representation of women in local administration. Indeed, in the components the function of general secretary was held at 79% by a woman (15) and at 21% by a man (4). A mix of women and men could be observed in the coordination of the poles.

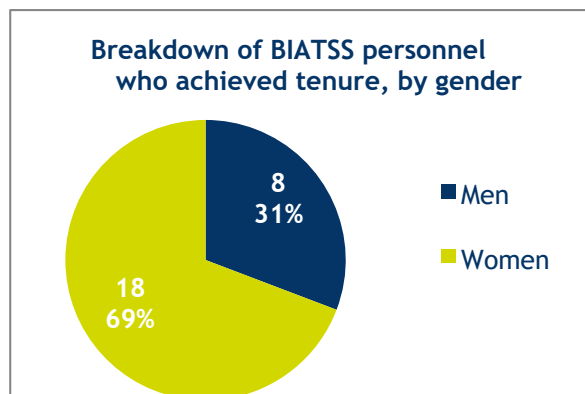
| Direction/service | Number of women | Number of men | Total |
|--|-----------------|---------------|-------|
| General Management of Services [1] | 3 | 4 | 7 |
| Management assignments | 2 | 5 | 7 |
| Support for university activities | 4 | 3 | 7 |
| Joint Services | 5 | 4 | 9 |
| Sub total | 14 | 16 | 30 |
| General secretary Poles | 2 | 2 | 4 |
| General secretary components (of which INSPE ex INSPE) | 15 | 4 | 19 |
| Overall Total | 31 | 22 | 53 |
| % gender | 58% | 42% | |

3.4 The evolution of career pathways

In 2018, 52 BIATSS personnel were promoted, of which 37 were women. Proportionally, when compared to the proportion of tenured female BIATSS agents (66%), women received more promotions than men (71%).



26 BIATSS personnel got tenure in 2018, of which 69% were women. The number of tenured women is similar to the proportion of contractual female BIATSS staff (70%).



20 BIATSS agents got a permanent contract in 2018. The division is proportional to the ratio of women and men in the population of contractual agents.

SUMMARY AND PROSPECTS

If the gender division of personnel at the level of the establishment was balanced, with 53% of women and 47% of men, and if this balance was also found at the level of the establishment's instances, an approach taking in profession, status and remuneration revealed disparities between female and male personnel.

In this respect, women were under-represented in the community of research professors-teachers EC-E (41%) and notably within the body of university professors (20%). This panorama also revealed an under-representation of female EC-E as concerns direction and scientific responsibility, with only 23% of female directors of laboratories. In the area of teaching, female EC-E also did less overtime than men. It will be necessary, for the next comparative reports, to collect data by gender, linked to managerial functions in research. Lastly, the division of EC-E by gender is largely linked to the disciplinary areas in which they work. Thus, female EC-E are under-represented within the Medicine pole and the Science and Technology pole, and also in certain components of other poles. Concerning the remuneration of EC-E, across all categories, an average monthly pay gap of € 500 was noted between men and women.

The BIATSS population, for its part, was largely feminine with 67% of women, this figure rose above 70% for contractual BIATSS personnel. Nevertheless, we can notice an over-representation of men within category A, in proportion to the number of women who are BIATSS agents, with only 57% of women in that category. This situation was also noticed at the level of managerial positions, of which 58% are held by women. Among the 149 personnel who work part-time, only 10% are men. In terms of pay, within the BIATSS population, a monthly pay gap of €285 can be seen, to the advantage of male staff, and it is accentuated in the population of BIATSS agents who have a permanent contract.

The 2020 report « *Higher education, research and innovation, going towards gender equality? Key figures* » published by the MESRI (*Ministry of Higher Education, Research and Innovation*), indicated similar tendencies on a national scale. Women remain largely a minority in teaching functions and their numbers are low in the body of university professors as well as at the level of management of research institutes. Concerning non-teaching personnel, an over-representation of women is observed nationally. This national report also offers prospects for the deployment of indicators, in order to enhance future editions of the male-female comparative status report of the University of Nantes. Finally, the establishment would like to include a component dedicated to the comparative situation of the student population in the years to come, in its action plan promoting professional equality.