

D'ici, on voit +loin !

WORKPLACE GENDER EQUALITY ACTION PLAN

■ 2024-2027

Vice presidency Quality of Life at Work and Equality

Table of contents

Foreword	3
Introduction	3
I. Assessment of the implementation of the Action Plan on Workplace Gender Equality 2021-2024	5
1. Summary	6
1.1. Promoting a culture of equality	6
1.2. Improving training of employees and supervisors	9
1.3. Working towards a more balanced representation of women and men on juries and in recruitment processes	10
1.4. Promoting gender equality in education	11
2. Summary Table of the implementation of the 2021-2024 PEAP	13
II. Consolidation of the first action plan and gender equality policy proposals for 2024-2027	14
1. For employees and student community: identify and deal with situations of SGBV, discrimination and harassment more quickly	14
1.1. The Nouvelle Aquitaine "Student living conditions" survey	14
1.2. For university staff: strengthening the "Training Programme and Policy"	20
1.3. For employees and the student community: with institutional partners, make it easier to care for victims and deal with situations of sexual and gender-based violence, discrimination or harassment	21
1.4. For university employees: systematically combine the QVCT approach and the equality policy	22
2. For university research staff: using HRS4R and its action plan as a lever to achieve gender equality at La Rochelle Université	23
3. Identifying aid schemes as well as internal and external contact persons in the event of SGBV, harassment or discrimination	24
V. General Glossary	26
VI. Appendixes	27
Appendix 1. Summary Table of the implementation of the 2021-2024 PEAP and associated glossary	27
Appendix 2. Gender diversity in training careers: examples of actions undertaken by the Guidance and Integration Department (DOI)	40
Appendix 3. Gender Equality Index	42
Appendix 4. EgaliTerR: programme of events to mark the group's official launch (7 and 8 March 2024) on the theme of workplace quality + logo + news brief	46

Foreword

La Rochelle Université's second Workplace Gender Equality Action Plan (PAEP)¹ was drafted by Elodie Chazalon, Vice President for Quality of Life and Working Conditions (QVCT) and Equality, and follows on from the first PAEP ratified by the Board of Directors on 12 April 2021. The new plan, which was submitted to the Comité Social d'Administration d'Etablissement (CSAE) for approval on 10 November 2023, reviews the implementation of the previous PAEP and emphasises the consolidation and direction of the equality policy for the period 2024 to 2027².

Introduction

La Rochelle Université, founded in 1993, has just celebrated its 30th anniversary. It is a multi-disciplinary university on a human scale, whose dynamism and determination made it one of the first French universities to become autonomous on 1 January 2009. Today, it is firmly established as part of a new generation of public higher education and research institutions.

Gender equality in the workplace has been a central, cross-cutting theme in the specifications of Higher Education and Research Institutions (ESR) for a number of years now.

A variety of reference documents have made it possible to move this issue towards a more global vision and more comprehensive treatment³. The Charter for Gender Equality of 28 January 2013, signed by the ESR, the Ministry of Women's Rights, the Conférence des Présidents d'Université (CPU), the Conférence des Grandes Ecoles (CGE) and the CDEFI (Conférences des Directeurs des Ecoles Françaises d'Ingénieurs), sets out the guiding principles that are specified and defined in the PAEP.

The Public Service Transformation Act of 6 August 2019 (article 80) requires the State, public administrative institutions and local authorities to draw up a "workplace equality" action plan for women and men, focusing on four points:

¹ A general glossary of acronyms can be found in Part V.

² 2024-2027 corresponds to the period from 1 January 2024 to 31 December 2026 and therefore includes three years. The same applies to 2021-2024, which means that the first action plan begins on 1 January 2021 and ends on 31 December 2023.

³ See the first gender equality charter signed by the CPU in 2009, followed by the charter of 28 January 2013 signed by the Minister for Higher Education, Research and Innovation, Geneviève Fioraso, and the Minister for Women's Rights, Najat Vallaud-Belkacem, and the European charter for equality of women and men in local life, discussed in note 6.

- Point 1: assessing, preventing and addressing pay gaps,
- Point 2: guaranteeing equal access for women and men to civil service careers,
- Point 3: balancing personal and family life with professional life,
- Point 4: fighting sexual and gender-based violence (SGBV), harassment and discriminations⁴.

It is clear that gender equality is a cross-cutting issue that is at the top of universities' agenda. Seminars, symposia, conferences and events on the subject are becoming increasingly common, both in human resources⁵ and in research and innovation, where efforts to take into account and reduce inequalities are noticeable⁶.

In Charente-Maritime and the Nouvelle-Aquitaine region, the issue of gender and workplace equality is at the intersection of several institutional and associative actors and schemes, highlighting the close links between universities and local authorities⁷.

As part of the "workplace gender equality" Plan, the following PAEP presented to the members of the CSAE on 10 November 2023:

- Evaluates and presents a **synthesis report (Part I) on the implementation of the previous PAEP**,

⁴ Titles taken from the slide show "Equality Action Plan Monitoring Committee" presented on 12 February 2020 by the MESRI.

⁵ See the conference organised by the CPU "Les femmes et les hommes qui font l'université : quelles politiques de ressources humaines pour l'université de demain ?" from 15 to 17 May 2013 in Rennes (conference proceedings available at <http://www.cpu.fr/wp-content/uploads/2013/09/maquette-actes-web.pdf>)

⁶ See the online conference held on 15 December 2020 and organised by the Agence Nationale de la Recherche (ANR) and the CIRAD on "Le Genre en recherche", <https://live.eventtia.com/fr/gendersmartanrcirad/Accueil/> which builds on and develops the commitments made by the ANR in 2017 and presented here: <https://anr.fr/fr/lanr-et-la-recherche/engagements-et-valeurs/le-genre/>; see also national and international collaborative research projects or programmes such as Gender-SMART (Horizon 2020, <https://www.cirad.fr/actualites/toutes-les-actualites/articles/2020/institutionnel/plan-d-action-gender-smart>) and GENDER-NET Plus (<https://www.era-learn.eu/network-information/networks/gender-net-plus>). See also the ANR's most recent publication (8 March 2021) of two surveys on the place of women and men in calls for projects: [https://www.aefinfo.fr/depeche/648157-anr-quand-elles-repondent-aux-appels-a-projets-les-femmes-ont-de-bonnes-chances-de-succes-laurence-guyard#:~:text=Valider-ANR%20%3A%20%22Quand%20elles%20r%C3%A9pondent%20aux%20appels%20%C3%A0%20projets%2C%20es,de%20succ%C3%A8s%22%20\(Laurence%20Guyard\)](https://www.aefinfo.fr/depeche/648157-anr-quand-elles-repondent-aux-appels-a-projets-les-femmes-ont-de-bonnes-chances-de-succes-laurence-guyard#:~:text=Valider-ANR%20%3A%20%22Quand%20elles%20r%C3%A9pondent%20aux%20appels%20%C3%A0%20projets%2C%20es,de%20succ%C3%A8s%22%20(Laurence%20Guyard)), available in PDF.

⁷ The Charente-Maritime department and the city of La Rochelle are signatories of the *European charter for equality of women and men in local life* (<http://www.afccre.org/mailling/Charte-%C3%A9galit%C3%A9-FR.pdf>). The 2nd Forum on Equality between Women and Men in Charente-Maritime, held on 8 March 2021 at La Maison de la Charente Maritime (<https://la.charente-maritime.fr/forum-egalite-femmes-hommes>), highlighted the Charter's founding principles, which are being applied by various actors throughout the region.

More recently, on 7 and 8 March 2024, the EgalitéTerR (Egalité en Territoire Rochelais) co-development group was formalised. This group was created on the initiative of the VP QVCT and Equality of La Rochelle Université, and brings together around ten partners in the region to work on co-constructed actions on the theme of equality. A description is provided in the summary and table below.

- Suggests **actions to consolidate the previous PAEP** and La Rochelle Université's **equality policy guidelines for 2024-2027** (Part II).

While consolidating the actions already put in place on workplace equality and gender diversity in training, the aim is for the implementation of the new PAEP to be increasingly paired with, but not confused with, the QVCT approach carried out for and by employees, through actions co-constructed internally with the various departments and divisions, and externally with institutional and associative partners.

I. Assessment of the implementation of the Action Plan on Workplace Gender Equality 2021-2024

Background:

The **Public Service Transformation Act of 6 August 2019** (article 80) requires the state, public administrative institutions and local authorities to draw up a "Workplace Gender Equality Action Plan", focusing on four points:

- Point 1: assessing, preventing and addressing pay gaps,
- Point 2: guaranteeing equal access for women and men to civil service careers,
- Point 3: balancing personal and family life with professional life,
- Point 4: fighting sexual and gender-based violence (SGBV), harassment and discriminations.

Article L712-2 of the Education Code, amended by Law n°. 2020-1674 of 24 December 2020 - art. 34 (V)

10°: [The President of the University] shall, on the joint proposal of the Board of Directors and the Academic Council, set up a "gender equality" mission. Each year, the President shall present a report to the Board of Directors on the implementation of the multi-year action plan on gender equality. After approval by the Board, this report is sent to the Ministry of Higher Education and Research and to the Haut Conseil de l'Evaluation de la Recherche et de l'Enseignement Supérieur.

The following **summary** presents the objectives and actions implemented between 12 April 2021 (date on which the first PAEP was ratified and approved by the Board of Directors) and 11 April 2024, the expiry date of La Rochelle Université's first PAEP, based on the above-mentioned 4 points and a more cross-cutting point.

1. Summary

La Rochelle Université's⁸ PAEP, which was approved by the Board of Directors on 12 April 2021, focuses on **measures coordinated by and for the university community and the general public** with **four main objectives**, all of which reflect the four main points of the "2021-2023 National Action Plan for Workplace Gender Equality 2021-2023".

The four objectives of La Rochelle Université set out in its first PAEP are as follows:

1.1. Promoting a culture of equality

This aim has been achieved by means of **cross-cutting actions and measures** involving the **entire university community** (employees and students), as well as the general public and local and international partners.

A. A committed university community

- **Focus groups** involving employees in a discussion around the main points of the equality policy in order to co-construct the first PEAP,
- **Unifying events to promote equality**: The multi-year **Equality on Campus**⁹ project, winner for two consecutive years of the Call for Projects "Aide aux établissements du supérieur dans la lutte contre les VSS" (Support for Higher Education Institutions in the fight against SGBV), includes a whole series of events and activities to raise awareness of gender equality issues (conferences, round tables and plays suitable for all, as well as a poster and video competition for the student community), exhibitions for all on domestic violence and the deconstruction of stereotypes ("Revelations", "Sexist Advertising", "Stop Sexism") and self-defence workshops for employees (27 November 2022)¹⁰ and female students (16 November and 7 December 2023).

In order to clearly identify the equality policy, these events take place over **two key time periods**: in **March**, around International Women's Day (8 March), and in **November**, around International Day Against Violence and Bullying at School (3 November) and International Day for the Elimination of Violence against Women (25 November)¹¹. They can also be held at other times, on an ad hoc basis¹².

⁸ <file:///C:/Users/echazalo/Downloads/plan-national-d-action-2021-2023-pour-l-galit-professionnelle-74975.pdf>

⁹ <https://www.univ-larochelle.fr/luniversite/nos-engagements-societaux/egalite-et-diversite/egalite-sur-le-campus/> and <https://www.univ-larochelle.fr/actualites/egalite-sur-le-campus-acte-ii-x-festival-mistral/>

¹⁰ <https://www.univ-larochelle.fr/actualites/egalite-sur-le-campus-des-evenements-en-novembre-a-luniversite/>

¹¹ See, for example, the map of events produced by the CPED for 25 November 2022: <https://www.cped-egalite.fr/journee-internationale-contre-les-violences-faites-aux-femmes-2022-cartographie-des-actions-menees-dans-lesr/>

¹² For example, on 9 June 2023, La Rochelle Université hosted the "Regional Day of Psycho-Traumatic Care for Women Victims of Violence", sponsored by the CACIS in Bordeaux.

- Promoting and providing human, logistical and financial support for **tutored projects and student initiatives**, some of the content of which is used as teaching and awareness-raising materials for the student and university community, the general public and partners: the Equality on Campus project, the FEMER¹ and FEMER² projects (creation of videos by M2 students highlighting women researchers from all the La Rochelle Université laboratories working in the fields of Smart Urban Coastal Sustainability)¹³,
- The **actions carried out by the university's various departments and the existing measures** are in line with the gender equality policy: OFIVE ("Living conditions" student survey), DOI (gender diversity in courses, Cap Sciences, Cordées de la réussite and Reporter métiers), University Health Service (sexual health, menstrual precariousness), Communications Department (*DirCom*), Sports Department, promotion of the "*L'Université me protège*" listening and support centre.

All these actions have brought together a large part of the university community: employees from various departments (*DirCom*, SDSU, University Library, DOI, OFIVE, DPI, teaching staff, secretariats, etc.) and the student community at La Rochelle Université or elsewhere (IFSI, Lycée Valin, secondary schools).

B. A stronger local and regional network: the EgaliterR group

The dissemination of the culture of gender equality has been expanded to the La Rochelle area by **strengthening the network of institutional partners and local authorities** (Gendarmerie, National Police, City of La Rochelle, Public Prosecutor's Department, Conurbation Authority,...), as well as **professional** (Chamber of Trades and Crafts, France Travail, etc.), **associative** (Actions Solidaires 17 Collective, Des Elles à La Rochelle festival, Angoul'Loisirs, Elles bougent, AFEV...) and **educational partners** (Lycée Valin, IFSI, etc.). This network, initiated by the university, has resulted in:

- The first national partnership with the Charente-Maritime Gendarmerie on the LibRA system, explained in table in Appendix 1,
- The creation of the **first EgaliterR (Egalité en Territoire Rochelais)**¹⁴ **co-development group**, at the initiative of La Rochelle Université's VP QVCT and Equality, whose kick-off meeting took place on 9 June 2022 at La Rochelle Université. The formalisation event took place on 7 and 8 March 2024 at the Département of Charente Maritime. The aim of this group, which brings together a dozen partners, is to meet four times a year to create a **strong and coherent territorial equality policy**, thus **facilitating co-constructed actions between partners** around three themes: 1. The fight

¹³ Projects set up by five Year 1 et Year 2 Master's students (History, Management of Cultural Projects and Institutions) and supported by the VP QVCT and Equality, the LUDI and the European university EU-Conexus, as well as the DSI. The videos are available on the EU Conexus YouTube channel (<https://www.youtube.com/@eu-conexuseuropeanuniversi7651>) under the heading "Women in Science". Find a sample video here: https://www.youtube.com/watch?v=mvpug_oqEck

¹⁴ The programme of events for the official launch of the EgaliterR group, the official logo (created by students at the La Rochelle IUT) and the brief to be published in the La Rochelle area newspaper are available in Appendix 4.

against SGBV; 2. Professional Equality; 3. The deconstruction of gender stereotypes. This year, the focus is on **professional equality and the deconstruction of gender stereotypes**. These events will receive extensive media coverage throughout the region. In addition to relaying information via social networks and partner communication channels (Département, City of La Rochelle, CDA, University, etc.), the CDA plans to distribute programmes and put up 120 posters on bus shelters. An example of a programme is provided in Appendix 4.

→ A first example of a co-constructed action is the conference on "Street Harassment" held on 24 November 2022 at La Rochelle Université and the self-defence workshops for employees hosted and run by SUAPSE (Sports Department) teachers. These two events are the result of a partnership between the Prefecture, the City of La Rochelle and the University. In 2023, on 16 November and 7 December, two "feminist self-defence" workshops were organised for La Rochelle Université female students, as part of a partnership between the university, the family planning clinic (Planning Familial 17) and CAS17.

→ The second event is the EgalitéR group's officialisation day organised on 6 and 8 March 2024 at three venues: the Département of Charente Maritime (half-day workshops on professional equality for professionals from both the public and private sectors), La Rochelle Université ("An employee named desire" play, Equality on campus Act 3 and a film debate organised by the Angoul'Loisirs association) and in the Charente Maritime department's Apprentice Training Centres (receiving around a hundred secondary school students from the department to raise their awareness of the need to deconstruct gender stereotypes in the workplace).

- The **Equality on Campus half-days on 10 March 2022, 9 March 2023 and 7 March 2024**, which brought together more than 40 partners and 1 000 people for round-table discussions, film screenings and film debates, as well as play workshops on the themes of nightlife violence (act 1, 2022), harassment in all its forms (act 2, 2023) and workplace equality (act 3, 2024) (see the "Results" column in the summary table in Appendix 1).

C. International vision: becoming an integral part of the EU-Conexus European University

Internationally, La Rochelle Université is also working to promote equality policy by contributing to the **drafting of the Gender Equality Plan** as part of the **EU-Conexus¹⁵ European University**. The creation of short videos promoting La Rochelle Université's female researchers is also part of this strategy.

¹⁵ https://www.eu-conexus.eu/wp-content/uploads/2022/03/RFS_Policy-document_GEP.pdf

D. Embedding equality in the curriculum

From an **educational** point of view, the equality policy is also reflected in multi-annual **educational initiatives and projects** (courses, competitions, etc.) involving both teaching staff and the student community:

- September-December 2022 and September-December 2023: **45 students from the IAE La Rochelle** (Master's in Management and Business Administration) attended a **SGBV awareness-raising session** and created videos (supervised by a professional videographer) for the Equality on Campus 2023 and 2024 competition on two subjects: Harassment and deconstruction of gender stereotypes and Workplace equality. The initiative will be renewed if the university has sufficient funds. A total of **12 videos (1 to 5 minutes)** have been created, which can be used as teaching materials for younger audiences (secondary schools). The six videos from the class of 2023 have been selected to be screened at FestiPREV (International Prevention and Youth Citizenship Film Festival), an international festival showcasing the work of our students.
- These initiatives target a **variety of student groups**, including the Equality on Campus video and poster competition organised in November 2021, October 2022 and November 2023. The students being reached come from a variety of training courses: IAE, IUT, Sciences and Humanities (Master 1 DPEC, LEA, Law, etc.).

1.2. Improving training of employees and supervisors

This second objective was achieved through:

- The launch of the **first training session on listening to victims of SGBV** (21 October 2022), delivered on-site by VSS formation¹⁶ : one day's training was funded using the remaining budget from the 2021-2022 Call for Projects from the Ministry of Higher Education and Research (MESRI)¹⁷, intended for employees in direct contact with the student population (SDSU, secretariats, members of the "l'Université me protège" listening centre) with transferable content made available,
- A second training session on **"sexual and gender-based violence"**, held on 22 February 2024 by the IGESR (General Inspectorate for Education, Sport and Research), delivered in webinar format to the management and all volunteer staff¹⁸. The aim was to provide practical tools and operational recommendations for dealing with situations of sexual and gender-based violence within the university.

¹⁶<https://vss-formation.fr/>

¹⁷<https://www.enseignementsup-recherche.gouv.fr/fr/soutien-aux-etablissements-d-enseignement-superieur-et-de-recherche-dans-la-lutte-contre-les-49772>

¹⁸https://intranet.univ-lr.fr/group/univ-larochelle/actualites? MM_SEQ_ACTU_DETAIL_currentEntry=1212372

- The drafting and approval of the **“2022-2025 Training Scheme and Policy”**, of which point 2 focuses on “Sustainable Development and Corporate Social Responsibility”. The focus here is on **all the training courses relating to workplace equality**: identifying harassment situations (sexual, psychological, etc.), deconstructing gender bias in managerial practices and recruitment processes and fighting SGBV. Employees can be trained on any aspect of equality, on request and on a voluntary basis,
- The link between the PAEP and **the Quality of Life and Working Conditions (QVCT) approach via the training of “managers”**, launched by the Direction Générale des Services,
- Raising awareness of the fight against SGBV also involves **protecting students at their work placements**. The addition of an “Egalité, diversité, inclusion” paragraph to all work placement agreements (translated into English, German and Spanish), with a reference to the **“L’université me protège” listening and support centre**, has made it possible to **raise awareness among students of their rights**, as well as to **inform mentors and university teaching staff** of the joint responsibilities of the university and receiving organisations in protecting trainees against sexual and gender-based violence, discrimination and harassment. This paragraph has been extended to apprenticeship agreements and contracts since June 2023.
- Since November 2023, a digital version of the **“Guide for trainees and apprentices – SGBV”** drafted by the University Health Service is sent to students. It provides a link with the university’s internal procedures and personnel, the paragraph in the agreements and the external procedures and emergency numbers to be aware of in the event of SGBV at the work placement. It has also been distributed to all employees via the Univ’Infos channel, as it provides invaluable teaching tools for those supervising work placements, particularly teaching staff¹⁹.

1.3. Working towards a more gender-balanced representation on juries and in recruitment processes

In terms of **gender equality and egalitarian practices**, the aim has been achieved through the drafting of a **note on “the gender-balanced representation on juries, high education access commissions and pedagogical commissions”**, which was presented to the Doctoral School in January 2022 and distributed to all department directors, central service directors, course coordinators and the Doctoral School Director, as well as via institutional channels (Univ’Infos and the university intranet).

¹⁹ https://intranet.univ-lr.fr/group/univ-larochelle/actualites? MM_SEQ_ACTU_DETAIL_currentEntry=1219012& MM_SEQ_ACTU_LISTE_OU_GRILLE_OU_DETAIL_currentDisplayType=detail& MM_SEQ_ACTU_DETAIL_currentReturnURL=https%3A%2F%2Fintranet.univ-lr.fr%2F and the link for the PDF guide: <https://www.univ-larochelle.fr/wp-content/uploads/Guide-Violences-sexistes-et-sexuelles.pdf>

In addition to the information sheets sent to the COS and regulation reminders from the DRRH, this note reinforces compliance with the 40/60 ratio as a minimum, except in exceptional cases linked to the local scientific context²⁰. These actions have enabled to:

- Ensure **gender-balanced representation** on all panels, committees and commissions,
- Maintain an **effective monitoring system** between the HRD and the VP QVCT and Equality in the event of non-compliance in jury composition.

At the same time, we have been working with the Doctoral School, the HRD and the HRS4R initiative to:

- Include equality and **protection for doctoral students** in the Doctoral School's Regulations and charter, and refer to the "l'Université me protège" listening and support centre,
- Generalise inclusive writing or gender-neutral language in all job descriptions.

Finally, following the calculation of the gender equality index (Appendix 3), discussions are also underway with the HRD to create a **"Careers Advice" section on the University's intranet**. In addition to the specific information sent regularly by the HRD to all employees eligible for promotion, the aim of the section will also be to provide all employees with information on **career opportunities, bonuses and promotions**, in order to specifically prevent the risk of women not having access to information.

1.4. Promoting gender equality in education

On this point, the gender equality policy is backed up by the actions of the **Direction de l'Orientation et de l'Insertion (DOI)**, a department that aims to provide better guidance and support for high school students in the transition from secondary to higher education and to reassign students who have taken the wrong course. As part of this mission, the DOI proposes a number of measures, carried out in close collaboration with the university's referent teachers and the community of student ambassadors, to **promote diversity in courses from bachelor level**. This goal was achieved through:

²⁰ Numerous requests for dispensations are made because the 40/60 ratio poses a problem in National University Council (CNU) sections, disciplines, branches or departments in which women or men are a minority. In the first case, this has resulted in an increased demand for women, and numerous email exchanges between the heads of juries, the Human Resources Department and the VP for Quality, Working Conditions and Equality in the event of non-compliance. Some cases have been reported concerning thesis / HDR juries, where women may not have the required specialty to sit on the jury, but are asked to do so in order to meet the quota. Some single-gender juries have had to be held, as some women are unable to sit on them or are over-solicited. Thoughts need to be given to how to avoid overwhelming teams in the composition of juries for COSs, while at the same time guaranteeing the best possible representativeness based on each person's skills and specialties.

- The involvement of student ambassadors who spoke to high school students about their field of study. The **parity among the community of student ambassadors** was monitored, to ensure that the **University's diversity across all areas of training** was represented.
 - ✓ Welcome groups
 - ✓ Fairs and open days
 - ✓ Visits to secondary schools
 - ✓ Spring Orientation
 - ✓ Immersion experiences
- The organisation of **equality-related activities** as part of the Cordées de la réussite (roped together for success) partnership with the Poitiers Education Authority and at university level:
 - ✓ **Cordées de la réussite** "Solidaires pour réussir" in the Rochefort area and "Tous Capables" in the La Rochelle area
 - ✓ **Workshops** on gender diversity in careers led by the DOI's librarian ("Job surprise", "How do you write that", free expression walls)
 - ✓ Contributions from **student associations**, including the Bureau des Etudiants, which presented the Primrose project addressing menstrual precariousness
 - ✓ **Cordées de la réussite "Reporters métiers"**: talks and conferences led by women professionals presenting their career paths and/or jobs, particularly in the digital and construction sectors (partnership with the Elles bougent association). For example: on 24 January 2024, "Women in building and public works", led by Marion Gaonach (Eurovia) at the La Rochelle IUT
 - ✓ **Cordée de la réussite "Cap Sciences"**: presentations by doctoral students on their career paths and thesis subjects in the science and technology sector, meetings with professionals working in the science, technology and health sector, workshop on gender diversity in scientific training led by the librarian
 - ✓ **Booth on gender diversity in careers and training** run by the DOI during the Equality on Campus half-day (9 mars 2023).
- The practical implementation of the **CODA project** (à la Croisée Des pArcours):
 - ✓ **2nd edition of the "Challenging your preconceived ideas about student life" video competition**: this competition enabled students to share with secondary school students information that deconstructed any preconceived ideas about higher education, based on a "young people informing young people" approach, through innovative channels and resources

- ✓ Creation of a **“Words from the Pros” video playlist** aiming to raise awareness and deconstruct the preconceived ideas of secondary school students about certain “gendered” fields of study, sectors of activity or occupations. For example: Quality, Safety and Environment Manager, Digital Project Manager, Communications Officer
 - ✓ Organising a **lecture series** to discover the professional world, with a particular focus on “gendered” professions.
- The promotion of DOI events using **diverse and inclusive imagery**. These visuals are shared through posts published on the University’s various communication channels (LinkedIn, Facebook, Instagram and University Newsletter)
 - Finally, the third theme addressed at **Equality on campus – act 3** (7 March 2024): **workplace equality**. It culminated in a round-table discussion attended by professionals, doctoral students in highly male-dominated disciplines (Civil Engineering, Computer Science...), female role models, and partners from internal (DOI), institutional, external (Gendarmerie, National Police, Public Prosecutor's Department...) and associative (Elles bougent) organisations.

Some examples of these actions are given in Appendix 2.

2. Summary Table of the implementation of the 2021-2024 PEAP

See Appendix 1.

II. Consolidation of the first action plan and gender equality policy proposals for 2024-2027

The vast majority of the objectives of the 2021-2024 PAEP have been achieved, and are in line with the objectives of the institution's project and those of the national gender equality policy. Therefore, the 2024-2027 PAEP follows on from the 2021-2024 PAEP. It will contribute to:

- **Consolidate the four objectives outlined in the 2021-2024 PEAP** and the long-term actions already in place. These points, covered in the summary note and summary table (Appendix 1), will not be developed here,
- **Stepping up efforts to achieve gender equality for all** by proposing a number of actions based on an analysis of specific difficulties identified over the past three years, as detailed below.

1. For employees and students: identifying and dealing with situations of SGBV, discrimination and harassment more quickly

1.1. The Nouvelle Aquitaine "Student living conditions" survey

La Rochelle Université is one of the partner institutions of the Regional Coordination Agreement (Convention de Coordination Territoriale)²¹ Nouvelle-Aquitaine. Every three years, the CT2E (Service de Coordination Territoriale des Études et Enquêtes) conducts a "Living conditions" survey with the help of its various partners. In order to cover the whole region, the universities of Poitiers and Limoges have joined the project. From April to July 2023, the representatives of the universities met on several occasions to jointly construct the common survey, with the possibility of choosing a theme specific to each institution. The survey covers the classic topics of study conditions, accommodation, budget, paid work and health. The **specific theme** chosen by La Rochelle Université is **SGBV, discrimination and harassment**. It should be noted that it is the only CCT institution to have made this bold choice. The VP Equality and QVCT considered this to have two objectives. First, to use the survey as an **educational tool to raise awareness** of these issues among the student population and of the existence of the "l'Université me protège" listening centre, which is sometimes little known, particularly among new students (despite annual communication and emailing campaigns). Secondly, **to use the results of the survey** to better identify the difficulties encountered by the student population and propose more effective and/or appropriate solutions to encourage victims to come forward, to listen to and help victims or witnesses and to punish the perpetrators of violence, harassment and discrimination. That is why the survey combines:

²¹ <https://www.u-bordeaux-montaigne.fr/fr/universite/chiffres-cles/conditions-de-vie-des-etudiants.html>

- definitions (harassment, SGBV, rape, consent, etc.) and concrete examples of situations involving SGBV, discrimination and harassment,
- questions with a very high granularity level determined by the first answers given.

As of 5 February 2024, **1 131 responses** to the survey had been received, representing **16.8% of the student population** at La Rochelle Université.

You will find below the survey questions relating to the “Discrimination, harassment and sexual and gender-based violence” section:

DISCRIMINATIONS, HARCELEMENTS, ET VIOLENCES SEXISTES ET SEXUELLES

Nous avons bien conscience que ces thématiques sont délicates, mais il nous paraît néanmoins essentiel de les aborder dans ce questionnaire relatif à vos conditions de vie et d'études. **Sachez que vous être libre d'y répondre ou non**, vous pouvez passer à la suite si vous êtes mal à l'aise avec certaines questions.

Nous recherchons à identifier les potentiels faits de discriminations, harcèlements et violences sexistes et sexuelles survenus dans le cadre de vos études. Cela désigne les faits qui peuvent avoir eu lieu sur le campus universitaire, lors de vos stages ou alternance, ou lors d'évènements organisés par l'Université. Les faits ayant lieu en dehors de ce cadre ne relèvent pas de la compétence de l'Université.

159-162. Personnellement, au cours de votre parcours universitaire à La Rochelle Université, pensez-vous avoir été traité.e différemment des autres étudiant-e-s ? (LRU)

	Mieux traité-e	De manière équitable	Moins bien traité-e	Je ne souhaite pas répondre	Je ne sais pas
159. Dans la notation	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
160. Dans la manière dont les autres étudiant-e-s se sont adressé-e-s ou comporté-e-s avec vous	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
161. Dans la manière dont le personnel enseignant s'est adressé ou comporté avec vous	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
162. Dans la manière dont le personnel administratif s'est adressé ou comporté avec vous	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

163. D'après vous, ces traitements étaient liés à : (LRU)

- Mon sexe (le fait d'être un homme ou une femme ou de ne pas rentrer dans ces catégories)
- Mon état de santé ou un handicap
- Ma couleur de peau
- Ma religion
- Mes origines ou ma nationalité
- Ma façon de m'habiller
- Mon orientation sexuelle
- Mon âge
- Mon attitude avec les autres / en cours
- Le fait d'avoir des enfants ou d'être enceinte
- Je ne sais pas
- Je ne souhaite pas répondre
- Autre

Si 'Autre' précisez :

*Plusieurs réponses possibles.***165. Avez-vous entendu parler du relais d'écoute et d'accompagnement « L'Université me protège » ?**

Oui

Non

Cette cellule reçoit en toute confidentialité les étudiant.e.s témoins ou victimes de discriminations, harcèlements, ou de violences sexistes et sexuelles. En cas de besoin, vous pouvez leur écrire à luniversitemeprotege@univ-lr.fr.

166. Au cours de l'année universitaire, avez-vous été confronté.e personnellement à des situations difficiles, pénibles ou douloureuses, en face à face ou sur internet dans vos relations avec d'autres étudiant.e.s, avec le personnel administratif ou technique ou avec des enseignant.e.s ?

Oui

Non

167. Avez-vous subi des pressions, du harcèlement moral, ou de l'intimidation ?

Oui, une fois

Oui, plusieurs fois

Non

Critiques injustifiées

Insultes régulières et répétées

Humiliation publique

Propos moqueurs ou déplacés

Privation d'outils de travail

Comportement agressif

Tâches dévalorisantes ou au delà des capacités

Menaces ou chantage

168. A-t-on eu à votre égard, des propos ou attitudes à caractère sexuel ou des propositions sexuelles insistantes qui vous ont mis mal à l'aise ?

Oui, une fois

Oui, plusieurs fois

Non

Regards offensants

Histoires/blagues sexuelles déplacées à l'oral ou à l'écrit

Remarques désobligeantes sur l'apparence à l'oral ou à l'écrit

Geste à connotation sexuelle offensant ou embarrassant

Discussion inappropriée sur le sexe à l'oral ou à l'écrit

Commentaires sexuels insultants à l'oral ou à l'écrit

Interpellation de manière sexuelle

Imposition de sa nudité en face à face ou sur internet

169. Une personne vous a-t-elle, contre votre gré, touché, ou a-t-elle essayé d'avoir un rapport sexuel ou est parvenue à avoir un rapport avec vous ?

Oui, une fois
 Oui, plusieurs fois
 Non

Contact physique non désiré

Pressions pour obtenir une relation intime ou sexuelle malgré les refus

Tentative d'embrasser ou de se frotter

Pressions pour sortir malgré les refus

Exposition à du matériel à connotation sexuelle sans consentement

Tentative d'avoir une relation sexuelle sans consentement

Relation sexuelle imposée

Vous avez déclaré avoir victime de harcèlement moral à une ou plusieurs reprises. Si vous êtes d'accord, nous aimerions en savoir plus.

170. S'agissait-il ?

D'un ou plusieurs personnel(s) enseignant(s) dans le cadre des cours

De votre encadrant-e universitaire (stage, mémoire de master, doctorat, etc.)

De votre encadrant-e professionnel-le sur le lieu de stage ou d'alternance

D'un ou plusieurs personnel(s) administratif(s)

D'un-e ou plusieurs étudiant-e-s

Plusieurs réponses possibles.

171. En avez-vous parlé au moment des faits (ou plus tard) ?

Directement à l'auteur-trice des faits

A des personnels enseignants ou administratifs

Aux services sociaux et médicaux de l'établissement

A la cellule d'écoute de l'Université (L'Université me protège)

A des étudiants, associations ou syndicat étudiant

A la Gendarmerie, Police

A d'autres personnes (associations, etc.)

A votre entourage personnel

A personne

Plusieurs réponses possibles.

172. Selon vous, quelles conséquences ont-eu ces faits sur vos études ?

Vous avez été absent au total deux semaines ou plus

Vous avez arrêté de suivre un ou plusieurs enseignements

Vos conditions de réussite ou vos examens ont été perturbés

Vous avez changé ou envisagé de changer d'orientation

Plusieurs réponses possibles.

173. Selon vous, quelles conséquences ont-eu ces faits sur votre vie de manière plus générale ?

Des problèmes de santé (sommeil, dépression, etc.)

Des difficultés pour vous concentrer

Des émotions négatives (peur, colère, honte, etc.)

Une détérioration de vos relations (isolement, agressivité, etc.)

Plusieurs réponses possibles.

Vous avez déclaré avoir été victime de harcèlement sexuel à une ou plusieurs reprises. Si vous êtes d'accord, nous aimerions en savoir plus.

174. S'agissait-il ?

D'un ou plusieurs personnel(s) enseignant(s) dans le cadre des cours

De votre encadrant-e universitaire (stage, mémoire de master, doctorat, etc.)

De votre encadrant-e professionnel-le sur le lieu de stage ou d'alternance

D'un ou plusieurs personnel(s) administratif(s)

D'un-e ou plusieurs étudiant-e-s

Plusieurs réponses possibles.

175. En avez-vous parlé au moment des faits (ou plus tard) ?

Directement à l'auteur-trice des faits

A des personnels enseignants ou administratifs

Aux services sociaux et médicaux de l'établissement

A la cellule d'écoute de l'Université (L'Université me protège)

A des étudiants, associations ou syndicat étudiant

A la Gendarmerie, Police

A d'autres personnes (associations, etc.)

A votre entourage personnel

A personne

Plusieurs réponses possibles.

176. Selon vous, quelles conséquences ont-eu ces faits sur vos études ?

Vous avez été absent au total deux semaines ou plus

Vous avez arrêté de suivre un ou plusieurs enseignements

Vos conditions de réussite ou vos examens ont été perturbés

Vous avez changé ou envisagé de changer d'orientation

Plusieurs réponses possibles.

177. Selon vous, quelles conséquences ont-eu ces faits sur votre vie de manière plus générale ?

Des problèmes de santé (sommeil, dépression, etc.)

Des difficultés pour vous concentrer

Des émotions négatives (peur, colère, honte, etc.)

Une détérioration de vos relations (isolement, agressivité, etc.)

Plusieurs réponses possibles.

Vous avez déclaré avoir été victime de comportements sexuels non désirés à une ou plusieurs reprises. Si vous êtes d'accord, nous aimerions en savoir plus.

178. S'agissait-il ? D'un ou plusieurs personnel(s) enseignant(s) dans le cadre des cours De votre encadrant-e universitaire (stage, mémoire de master, doctorat, etc.) De votre encadrant-e professionnel-le sur le lieu de stage ou d'alternance D'un ou plusieurs personnel(s) administratif(s) D'un-e ou plusieurs étudiant-e-s

Plusieurs réponses possibles.

179. En avez-vous parlé au moment des faits (ou plus tard) ? Directement à l'auteur-trice des faits A des personnels enseignants ou administratifs Aux services sociaux et médicaux de l'établissement A la cellule d'écoute de l'Université (L'Université me protège) A des étudiants, associations ou syndicat étudiant A la Gendarmerie, Police A d'autres personnes (associations, etc.) A votre entourage personnel A personne

Plusieurs réponses possibles.

180. Selon vous, quelles conséquences ont-eu ces faits sur vos études ? Vous avez été absent au total deux semaines ou plus Vous avez arrêté de suivre un ou plusieurs enseignements Vos conditions de réussite ou vos examens ont été perturbés Vous avez changé ou envisagé de changer d'orientation

Plusieurs réponses possibles.

181. Selon vous, quelles conséquences ont-eu ces faits sur votre vie de manière plus générale ? Des problèmes de santé (sommeil, dépression, etc.) Des difficultés pour vous concentrer Des émotions négatives (peur, colère, honte, etc.) Une détérioration de vos relations (isolement, agressivité, etc.)

Plusieurs réponses possibles.

182. Si vous souhaitez nous en dire plus, vous pouvez vous exprimer ci-dessous.

Sachez qu'en cas de besoin, la cellule d'écoute de l'Université (L'Université me protège) se tient à votre disposition pour vous écouter et vous aider : luniversitemeprotege@univ-lr.fr

Tapez votre texte ici

FIN DU QUESTIONNAIRE

183. Si vous souhaitez ajouter quelque chose, vous pouvez vous exprimer ci-dessous :

Tapez votre texte ici

In terms of **diagnostic assessment**, analysis of the survey responses by a newly recruited member of staff will enable:

- To measure the degree of awareness of the “l'Université me protège” listening and support centre among the student population of La Rochelle Université,
- To step up, if necessary, communication and e-mailing campaigns, as well as liaising with class representatives, student associations, University Social and Health Service and the “l'Université me protège” listening centre,
- To create, on a voluntary basis, a network of gender equality watchdogs in the departments,
- To identify the existence of unfair situations and treatment (in the broadest sense) of students by members of staff (teaching, administrative, course or doctoral supervisors, etc.) or by other students,
- To identify the existence of situations of ill-being linked to a specific case of SGBV, harassment or discrimination that could have an impact on well-being at work or conditions for pursuing studies.

→ Personnel involved: OFIVE, VP QVCT and Equality, “l'Université me protège” listening and support centre, volunteer staff (watchdogs)

→ Indicators: survey results

1.2. For university staff: strengthening the “Training Programme and Policy”

The “Staff Training Programme and Policy 2022-2025” places equality in all its forms at the heart of **point 2, intitled “Acting for the university's social responsibility and sustainable development”**. In 2022, La Rochelle Université was awarded the “sustainable development and social responsibility” (DD&RS) label. This certification commits the university to a continual improvement process with regard to the environment, ethics and society (diversity, inclusion, disability, etc.). It is based on the institution's global strategy, and in particular on the service projects of the university's departments in connection with the QVCT process.

Point 2 covers a number of CSR goals, in particular the **culture of equality**, which is part of the 2021-2024 Workplace Gender Equality Action Plan. It includes workplace equality in the broadest sense and the fight against Sexual and Gender-Based Violence. It involves:

-**supporting employees in direct contact with students**, who may be confronted with SGBV, harassment and all forms of discrimination,

-helping them **to identify and understand what harassment is (sexual, psychological, etc.)**,

-taking into account **workplace gender equality**, identifying and fighting gender bias and discrimination within management/departments, recruitment processes, managerial practices in the broadest sense, in order to promote gender equality throughout careers.

Over the last two years, the demand for gender equality training has been low, but it is because the requests stem mainly from a diagnosis of the needs expressed by the departments, or from the HR Department's identification of certain needs (proactive approach by the HR Department, identification through annual interviews, etc.). In addition, management personnel (heads of laboratories/research units, departments or newly appointed employees, etc.) are extremely busy and it is therefore difficult to force them to attend training against their will. Employees do not choose the training they want to receive; rather, it is the departments that express certain needs.

The aim of the next action plan will therefore be to:

- **Promote the importance and usefulness of this kind of training to all employees:** targeted communication campaigns, emailing,
- Appoint, if possible, **contact persons** via certain bodies (CSAE, F3SCT, various steering bodies, etc.) who will pass on these training courses and their benefits to employees in the various departments and sections.

→ Indicators: number of employees who have requested and taken equality training, type of training requested (themes)

→ Personnel involved: HRD, Communications Department, heads of departments, sections, research units and/or laboratories, any staff member wishing to receive training, volunteer contact persons

1.3. For employees and students: with institutional partners, make it easier to care for victims and deal with situations of sexual and gender-based violence, discrimination or harassment

The main action being proposed is to sign a **partnership agreement to speed up the care of students and employees who are victims of SGBV and harassment**, and to help the student listening centre "L'Université me protège" to deal with situations occurring within the university.

Furthermore, this agreement will **strengthen the network** between the university's various services ("L'Université me protège" listening centre, EHS Department, SDSU, etc.) and selected partners such as the Nouvelle Aquitaine academic region, the Gendarmerie, the National Police, La Rochelle Public Prosecutor Department, the CROUS and various associations (CIDFF and Family Planning Clinic, France Victimes 17).

The agreement will define the scope of each party's actions and explain the procedures for dealing with proven cases of SGBV, harassment and discrimination, including:

- Reporting by victims and witnesses,
- Caring for and supporting victims,
- Treatment under criminal law of reports received (in accordance with article 40 of the French Code of Criminal Procedure).

→ Indicators: signature of agreement, number of signatories, number of cases treated internally

→ Persons and personnel involved: VP Equality and QVCT, members of the "L'Université me protège" listening centre, EHS Department, Presidency, SDSU, institutional partners and associations, etc.

1.4. For university employees: systematically combining the QVCT approach and the equality policy

As workplace gender equality is one of the six pillars of the QVCT, the next action plan aims to increasingly link these two aspects through actions co-constructed by employees and various departments. This will make it possible to **spread egalitarian values** through **actions aimed specifically at employees**, and to involve the community even more in the overall QVCT approach.

Initiatives already implemented include the above-mentioned "Training Programme and Policy" and the **booklet entitled "Well-Being and Safety at Work: resource personnel and schemes, help in managing specific situations"**. The purpose of this booklet for employees, written by the EHS Department and the VP QVCT and Equality, is to identify the factors associated with psychosocial risks and provide simple definitions (including SGBV and harassment), to **identify the schemes and resource personnel** involved in terms of work stressors, and to **provide simple reflex sheets** in the event of unusual or even emergency situations in the workplace. Presented at the F3SCT on 29 September 2023 and adopted by the majority of personnel (except for one abstention), this booklet is currently being prepared by the Communications Department and will be distributed in two formats:

- an electronic version, which will be uploaded to the Intranet, with a version archived in the SID,
- a paper version in A5 format with tabs separating each part²².

The second action is the **first Prevention Day for employees**, which will be held by the EHS Department on **5 October 2024**, in connection with the "Risk and Resilience" national day. This one-day event, primarily dedicated to employees and extended to the student population, will help to raise community awareness of psychosocial risks (road risks, first aid techniques, prevention of musculoskeletal disorders, suicide and addiction prevention, etc.) including the **prevention of SGBV, harassment, burnout and brownout (factors and symptoms) and partying risks**.

²² Despite the environmental issues, the paper format was deemed essential for this type of document, which must be easily accessible by employees in the event of an emergency.

In order to reach the largest audience possible, **two workshops** will be organised on two different sites:

- the first one, run by the ARACT, with the game “Le sexisme sans/cent façons”
- the second one, led by the CROUS national referent

The day will be punctuated by mini-seminars, serious games and workshops. At the same time, booths run by our partners (National Police, Gendarmerie, Littoral Atlantique Hospital Group, MGEN, etc.) will be set up on different sites to reach as many employees and students as possible. This event will be repeated in future years.

Finally, by linking the 2024-2027 workplace gender equality plan to the **HRS4R action plan**, egalitarian practices in research and recruitment will be strengthened, as described in the following section.

→ Indicators: number of actions (events, tools/schemes, etc.) combining QVCT and institution's equality policy; number of employees attending events.

→ Personnel involved: all employees and external partners.

2. For university research staff: using HRS4R and its action plan as a lever to achieve gender equality at La Rochelle Université

La Rochelle Université is committed to the **HRS4R (Human Resources for Researchers) approach**, which aims to build an HR strategy for research. The aim is to implement, within each research unit, the principles of the “**European Charter for Researchers**” and the “**Code of Conduct for the Recruitment of Researchers**”²³ in order to encourage the career development of research staff. This includes adopting **egalitarian practices in terms of management and recruiting** and raising awareness to the **gender-sensitive approach** in teaching and research.²⁴

The commitment was approved by the European Commission on 10 January 2023. The HRS4R action plan is currently being drafted, and a number of actions and tools will be used as a lever to achieve equality.

Among those proposed in the HRS4R plan, the egalitarian policy will be linked to the themes of “**Raising researcher's awareness of responsible research practices**”, “**Enhancing and supporting researcher's career development**” and

²³ https://euraxess.ec.europa.eu/sites/default/files/brochures/eur_21620_en-fr.pdf

²⁴ “What is a gender-sensitive approach to conducting research? Gender-sensitive research takes into account the differences between men and women in all aspects of the research, from an initial idea, formulating research questions, objectives and methodologies to the outcomes and presentation of results. Apart from integrating gender into the content, gender-sensitive approach strives to provide equal participation of both women and men in scientific work. Gender-sensitive approach takes into account transgender and transsexual population as well”. Source: https://eige.europa.eu/sites/default/files/garcia_working_paper_6_toolkit_integrating_gender_research_teaching.pdf, p.4.

“Professionalising the recruitment and integration of researchers”, which contain the following elements:

- Introducing a “Working at the University” communication plan with target audiences: young people, women, international students and people with disabilities. Preventive but also corrective actions in terms of communication and awareness-raising can thus be implemented and targeted, depending on the results generated by the workplace equality index, presented below,
- Updating future workplace equality action plans by systematically including the workplace equality index with indicators for pay and job applications,
- Communicating and promoting the psychosocial risks prevention initiatives underway in the research laboratories (manager’s training course, booklet on the role and responsibility of supervisors, “Well-being and safety” booklet),
- Providing project leaders with tools on the gender-sensitive approach to research via a simplified “project support” guide that also includes project set-up, financial monitoring of a research project, Open Sciences issues, GDPR and Data Management Plan,
- Developing the ADUM software (by the end of 2023) to process indicators designed to highlight the Doctoral School’s activity,
- Translating the workplace equality action plan into English.

In addition to the European recognition that La Rochelle Université will receive when awarded this quality label (in 2024) – which will make it attractive in terms of recruitment – the implementation of HRS4R will commit the university to **concrete measures concerning workplace equality, psychosocial risks and the improvement of working conditions** within a very short timeframe. The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers can be found on the university’s website. These documents are at the root of the creation of this label.

→ Indicator: HRS4R action plan, number of tools and schemes available to research staff, obtaining the HRS4R label

→ Personnel involved: all research staff, HRD, HRS4R steering committee, VP Research, VP QVCT and Equality

3. Identifying aid schemes as well as internal and external contact persons in the event of SGBV, harassment or discrimination

Since the implementation of the first action plan, problems have been identified in a variety of situations, and reported to the “L’Université me protège” listening and support centre (in 2022-2023) for students and to the Ethics Officer for staff:

- Cases of SGBV, harassment of various types (sexual, psychological, coercion), lack of pedagogical supervision (to be dissociated from SGBV and harassment) in the context of research (funded research projects, doctoral supervision, etc.),

- Possible conflicts of interests / ethical conflicts between members of staff, making the reporting of certain situations complicated and delicate (fear of denunciation, difficulty in gathering concrete "evidence", etc.),
- For some research units, multiple supervising bodies making it difficult to identify the SGBV contact person and causing delays in reporting, taking care of and dealing with situations,
- Difficulty in identifying the boundaries according to the situation: what falls within the scope of SGBV, gender discrimination, ethnic discrimination, harassment, ethics and scientific integrity, with some situations overlapping several aspects,
- Difficulty in gathering concrete evidence in situations of coercion or in which victims fear reprisals if they come forward to the listening centre, the occupational health department or the EHS department.

It should be noted that the **network of contacts between employees and the university's various departments and services has been considerably strengthened** ("L'Université me protège" listening centre, EHS Department and prevention advisors, SDSU, social worker, Doctoral School and thesis monitoring committee, ethics officer, etc.). Nevertheless, certain persistent difficulties slow down the reporting of situations and therefore have an impact on the effectiveness of care and handling.

To overcome these difficulties, in addition to the training programme and partnership agreement mentioned above (II. 1. 1.2. and 1.3.), the priority action will be to create a **simplified guide on SGBV, discrimination and harassment intended for the university community (employees and students)**.²⁵

The guide will feature a "**common core**":

- legal framework, institutional definitions (SGBV, harassment, discrimination, etc), guarantees for victims,
- contact persons, differentiated internal systems for employees and students,
- scope of action (deontology, ethics, SGBV, psychosocial risks, disciplinary committee, etc.)
- links to internal reference documents ("Staff Training Programme and Policy", Doctoral school charter, PAEP, HRS4R action plan, "Well-being and safety" booklet, etc.)
- external associations and schemes, useful numbers, etc.

It will also include **specific details depending on the status and situation** (e.g., research units with several supervisory bodies).

²⁵ Doctoral students are considered research staff.

The guide, which will be distributed to all employees and students, will help to raise awareness and make better known the existing internal documents and procedures, as well as the partnership agreement mentioned in I. 1. 1.3.

→ Indicator: creation of the simplified guide

→ Personnel involved: VP QVCT and Equality, Communications Department, Doctoral School, SDSU, ESH department, etc.

V. General Glossary

AFEV: Association de la Fondation Etudiante pour la Ville (Association of the Student Foundation for the City)

AN : Agence Nationale de la Recherche (National Agency for Research)

APUR: Association des Personnels de l'Université de La Rochelle (La Rochelle University Staff Association)

ARACT: Agence Régionale pour l'Amélioration des Conditions de Travail (Regional Agency for the Improvement of Working Conditions)

BS: Bilan social (Social Responsibility Report)

BSSCT: Bilan de la Santé, de la sécurité et des conditions de travail (Health, Safety and Working Conditions Report)

CA: Conseil d'administration (Board of Directors)

CAS: Collectif d'Action Sociale (Collective for Social Action)

CSAE: Comité Social d'Administration d'Etablissement (Social Administration Committee)

CCT: Convention de Coordination Territoriale (Territorial Coordination Agreement)

CDEFI: Conférences des Directeurs des Ecoles Françaises d'Ingénieurs (Conference of the Directors of French Engineering Schools)

CGE: Conférence des Grandes Ecoles

CHSC : Comité d'hygiène, de Sécurité et des Conditions de Travail (Health, Safety and Working Conditions Committee)

CMI: Cursus Master Ingénierie (Master of Engineering Programme)

COS: Comité de Sélection (Committee of Selection)

CPU: Conférence des Présidents d'Université (Conference of University Presidents)

CT: Comité Technique (Technical Committee)

DEVU: Direction des Etudes et de la Vie Universitaire (Department of Studies and University Life)

DOI: Direction de l'Orientation et de l'Insertion (Guidance and Integration Department)

DRH: Direction des Ressources Humaines (Human Resources Department)

DRPI: Direction Recherche Partenariats Innovation (Research Partnerships Innovation Department)

EC: Élément Constitutif (Component)

ESR: Enseignement Supérieur et Recherche (Higher Education and Research)

ESRI: Enseignement Supérieur, Recherche et Innovation (Higher Education, Research and Innovation)

FSDIE: Fonds de Solidarité et de Développement des Initiatives Etudiantes (Student Solidarity and Initiative Development Fund)

GT: Groupe de Travail (Working Group)

HAmAC: Horaires Aménagés en fonction de l'ARTT et des Congés (Flexible Working Hours based on Reduction of Working Hours and Vacations)

HDR: Habilitation à Diriger des Recherches (Authority to Supervise Research)

HRS4R: Human Resources for Researchers

HSE: Service Hygiène Sécurité et Environnement (Environment, Health and Safety)

LMD: Licence-Master-Doctorat (Bachelor-Master-PhD)

LRUNIV : La Rochelle Université

LUDI: Littoral Urbain Durable et Intelligent (Smart Urban Coastal Sustainability)

MCF: Maître.sse de Conférences (Senior Lecturer)

MESRI: Ministère de l'Enseignement Supérieur, de la Recherche et de l'Innovation (French Ministry of Higher Education, Research and Innovation)

OFIVE: Observatoire des Formations, de l'Insertion Professionnelle et de la Vie Etudiante (Observatory of Training, Professional Integration and Student Life)

PAEP: Plan d'Action Egalité Professionnelle (Workplace Gender Equality Action Plan)

PE: Projet d'Etablissement / Politique d'Etablissement (Scheme of Work / Institutional Policy)

PEPITE: Pôle Etudiant pour l'Innovation, le Transfert et l'Entrepreneuriat (Student Centre for Innovation, Transfer and Entrepreneurship)

PR: Professeur.e des universités (University Professor)

RPS: Risques Psycho Sociaux (Psychosocial Risk Factor)

RTT: Réduction du Temps de Travail (Working Time Reduction)

SAJS: Service des Affaires Juridiques et Sociales (Legal and Social Affairs Department)

SDSU : Service de Santé Universitaire (University Health Service)

QVCT: Qualité de Vie et Conditions de Travail (Quality of Working Life)

VI. Annexes

[Appendix 1. Summary Table of the implementation of the 2021-2024 PEAP and associated glossary](#)

GLOSSARY ASSOCIATED WITH THE SUMMARY NOTE (PART I) AND THE SUMMARY TABLE (BELOW)

AAP: Appel à Projets (Call for Projects)

AFE : Association de la Fondation Etudiante pour la Ville (Association of the Student Foundation for the City)

BU: Bibliothèque Universitaire (University Library)
CA: Conseil d'Administration (Board of Directors)
CAS17: Collectif Actions Solidaires 17 (Collective for Solidarity Actions 17)
CASIS: Centre d'Accueil Consultation Information Sexualité (Sexual Health Information and Advice Centre)
CFA: Centre de Formation des Apprentis (Apprentice Training Centre)
CFVU: Commission de la Formation et de la Vie Universitaire (Training and University Life Committee)
CHSCT: Comité Hygiène Sécurité et Conditions de Travail, now F3SCT (Health, Safety and Working Conditions Committee)
CMA: Chambre des Métiers et de l'Artisanat (Chamber of Trades and Crafts)
CoDev: Co-développement (Co-development)
Copil: Comité de Pilotage (Steering Committee)
COS: Comité d'Orientation Scientifique (Scientific Steering Committee)
CPED: Commission Permanente des Chargé.e.s d'Égalité dans le Supérieur (Higher Education Equality Standing Committee)
CT: Comité Technique (Technical Committee)
DD&RS: Développement Durable et Responsabilité Sociétale (Corporate Social Responsibility)
DEVU: Direction des Etudes et de la Vie Universitaire (Department of Studies and University Life)
DirCom: Direction de la Communication (Communication Department)
DOI: Direction de l'Orientation et de l'Insertion (Guidance and Integration Department)
DPEC: Direction de Projets ou Etablissements Culturels (Management of Cultural Projects or Institutions)
DSI: Direction du Système d'Information (Information System Department)
DRRH: Direction des Relations et des Ressources Humaines (Human Resources and Relations Department)
EA: Equipe d'Accueil (Welcoming Team)
ED: Ecole Doctorale (Doctoral School)
EGAlTerR: EGAlité en Territoire Rochelais (Equality in the La Rochelle Territory)
EIGSI: Ecole d'Ingénieurs Généralistes (General Engineering School)
EU-Conexus: name of the European University presided by La Rochelle Université since 2018 and comprising nine European partners
FEMER: Femmes dans les Métiers de la Mer (Women Working in the Maritime Industry)
GEP: Gender Equality Plan
GGD: Groupement de Gendarmerie du département 17 (Charente-Maritime Departmental Gendarmerie)
IAE: Institut d'Administration des Entreprises (Institute of Business Administration)
IFSI: Institut de Formation en Soins Infirmiers (Nursing Care Training Institute)
IGESR: Inspection Générale de l'Éducation, du Sport et de la Recherche (General Inspectorate of Education, Sport and Research)
JCE: Jeune Chambre Economique (Junior Chamber of Commerce)
LiBRA: Libérer la parole, Recueillir la plainte ou le témoignage (Freeing Speech, Collecting Complaints or Testimonies)
MAE: Management et Administration des Entreprises (Management and Business Administration)
PAEP: Plan d'Action Égalité Professionnelle (Workplace Gender Equality Action Plan)
PR: Professeur.e des Universités (University Professor)
RFS: Research For Society

SDSU: Service de Santé Universitaire (University Health Service)

SUAPSE: Service Universitaire des Activités Physiques Sportives et d'Expression (Sport & Physical Activity department)

UPEC: Université de Paris-Est Créteil (Paris-Est Créteil University)

VP: Vice-Président.e / Vice-Présidence (Vice-President / Vice Presidency)

VSS: Violences Sexistes et Sexuelles (Sexual and Gender-Based Violence)

The **Summary Table** was drawn up and presented by Elodie Chazalon, VP QVCT and Equality, to the Board of Directors and voted unanimously by those present on 5 June 2023. It was updated at the end of 2023 so that it could be incorporated into the new 2024-2027 Workplace Gender Equality Plan. It therefore presents the goals and actions implemented between 12 April 2021 (date of validation and approval of the Workplace Gender Equality Action Plan by the Board of Directors) and 11 April 2024, the start date of the second PAEP.

POINT(S)	GOALS	TOOLS/ACTIONS	RESULTS
<p>Cross-cutting</p>	<p>-Drafting the 2021-2024 PAEP -Drafting the 2024-2027 PAEP</p> <p>-Raising awareness of gender equality in the broadest sense throughout the university community and encouraging the spread of the PAEP</p>	<p>-Participation in four WGs</p> <p>-Moderation of three focus groups on equality</p> <p>-Presentation of the PAEP to four bodies: former CHST, Board of Directors, Management Meeting, President’s Office</p> <p>-Dissemination of the PAEP through university channels</p> <p>-Partnership with the GGD17 on the LibRA operation, the first one in France (launch in November 2021)</p>	<p>-“Gender Equality Action Plan” approved by the Board of Directors on 12 April 2021 -PAEP presented to the Board of Directors on 12 February 2024</p> <p>-29 employees directly impacted</p> <p>-Around a hundred employees impacted</p> <p>-Intranet, official website, “Egalité, Diversité” tab²⁶</p> <p>-More than 1 000 stickers affixed to toilets throughout the campus and in CROUS residences / academic offices, technical services staff impacted</p>

²⁶ <https://www.univ-larochelle.fr/luniversite/nos-engagements-societaux/egalite-et-diversite/>

	<p>-Breaking down barriers between employee categories and federating the entire university community around QWL and workplace equality</p> <p>-Promoting La Rochelle Université and its equality initiatives locally/nationally/internationally</p>	<p>- QWL tour (October-December 2022)</p> <p>-Organisation and moderation of Isabelle Rome's conference (March 2021) as part of the Des Elles festival in La Rochelle</p> <p>-Participation in the LibRA system press conference and formalisation of the partnership with the GGD17 (November 2021)</p> <p>-Participation in the EU-Conexus GEP WG and drafting of the GEP</p> <p>-Participation in CPED meetings at the UPEC (3-4 December 2021)</p>	<p>-Dissemination to students through university channels with an explanation of the scheme²⁷</p> <p>-6 half-days, 17 departments/locations visited; 250 employees impacted in all categories</p> <p>-1 video conference (COVID, March 2021)</p> <p>-Le Parisien article on LiBRA²⁸</p> <p>-La Rochelle Actu article²⁹</p> <p>-Campus Matin article³⁰</p> <p>-La Rochelle Ensemble article³¹</p> <p>-GEP drafted and distributed³²</p>
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²⁷ <https://www.univ-larochelle.fr/luniversite/espace-presse/communiqués-de-presse/2021-2/lancement-dun-dispositif-innovant-de-lutte-contre-les-violences-sexuelles-et-sexistes/>

²⁸ <https://www.leparisien.fr/charente-maritime-17/a-la-rochelle-des-qr-code-pour-lutter-contre-les-violences-sexuelles-et-sexistes-30-11-2021-XZSOHI653FAH5PGC6D7RFLPC3M.php>

²⁹ https://actu.fr/nouvelle-aquitaine/la-rochelle_17300/la-rochelle-libra-le-nouveau-dispositif-de-la-gendarmerie-pour-lutter-contre-les-violences-sexuelles_46840223.html

³⁰ <https://www.campusmatin.com/vie-campus/experience-etudiante/la-lutte-contre-les-vss-encore-tres-heterogene-selon-les-etablissements.html>

³¹ <https://www.larochelle.fr/a-la-une/une/legalite-doit-faire-sens?fbclid=IwAR3xhV561eLbLoY78kCcgjf5S6PFldQNy2FzF70BwO-ywM7ZAYcApUsPqQ8>

³² https://www.eu-conexus.eu/wp-content/uploads/2022/07/RFS_Policy-document_GEP-1.pdf

	<p>-Anchoring La Rochelle Université's equality policy at local level and strengthening the territorial network for equality in order to co-construct actions in line with the European Charter for Gender Equality in local life</p> <p>-Creating major events on the theme of equality, open to the university community and the general public (in March and November)</p>	<p>-Participation as a guest in the 2nd and 3rd Forums Egalité Femmes-Hommes (Gender Equality Forum) in Charente-Maritime (March 2021 and March 2022)</p> <p>-Sharing equality initiatives with the EU-Conexus Student Board (July 2022)</p> <p>-Creation of the first EgalitéR CoDev at the initiative of the La Rochelle Université VP QVCT and Equality: launch meeting on 9 June 2022</p> <p>-Formalisation event on 7 and 8 March 2024 focusing on workplace equality</p> <p>-Half-days and evening event "Equality on campus": 8 March 2022, 9 March 2023 and 7 March 2024</p> <p>-7 to 26 November 2022: "Révélation" exhibition on domestic violence at the University Library</p> <p>-24 November 2022: conference on Street Harassment</p> <p>-26 November 2022: self-defence workshops at the SUAPSE</p> <p>-9 March 2023: Equality on Campus Act II, film-debate focusing on bullying for secondary school students, awards</p>	<p>-Equality on Campus half-day promoted in the department's 2022 programme³³</p> <p>-1 video conference / 7 students from partner universities impacted</p> <p>-Presidency and VP Equality; around ten local partners and associations involved; 3 meetings in 2022; 4 annual meetings planned with co-constructed actions (see actions of 24 and 26 November 2022)</p> <p>-8 March 2022³⁴ : 160 students impacted + 25 volunteers + 15 employees and 14 partners + 1 video summarising the half-day event</p> <p>-Conference on Street Harassment³⁵: 150 participants + 6 partners for the round table (university and external audience)+ video conference link available</p>
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³³ <https://la.charente-maritime.fr/forum-egalite-femmes-hommes>

³⁴ <https://www.univ-larochelle.fr/actualites/une-demi-journee-et-une-soiree-egalite-sur-le-campus/>

³⁵ <https://videos.univ-lr.fr/vie-de-luniversite/conference-debat-harcelement-de-rue/>

	<p>-Deconstructing gender stereotypes associated with training and careers</p>	<p>ceremony for the Equality on Campus competition -March 2023: “Sexist Advertising” (N. Dufayet) and “Stop Sexism” exhibitions at the University Library -13 and 14 March 2023: “La Honte” (Shame), a play about consent -9 June 2023: regional Day of Psycho-Traumatic Care for Women Victims of Violence -16 November and 7 December 2023: 2 feminist self-defence workshops for female students (Family Planning Clinic and CAS) -6 and 7 March 2024: Equality on Campus Act 3 (“An Employee named desire” play, round table, poster and video competition awards ceremony</p> <p>-Materials and visuals that promote gender equality and diversity, and monitoring by the Communications Department of non-compliant materials or those that convey gender stereotypes</p> <p>-Continuation and intensification of initiatives by the Guidance and Integration Department: “Cordées de la réussite”, Cap sciences, “reporters métiers”</p>	<p>-80 people attended the opening of the “Révélation” exhibition³⁶ -50 employees took part in the self-defence workshops³⁷</p> <p>-8 volunteers; 200 secondary school pupils (middle and high schools) present at the half-day event on 9 March 2023 and 360 people saw the play “La Honte”³⁸, 250 protection kits distributed -20 female students took part in the self-defence workshops (University Instagram Story Highlight)</p>
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³⁶ <https://www.univ-larochelle.fr/evenements/exposition-revelations/>

³⁷ <https://www.univ-larochelle.fr/actualites/egalite-sur-le-campus-des-evenements-en-novembre-a-luniversite/>

³⁸ <https://www.univ-larochelle.fr/actualites/egalite-sur-le-campus-acte-ii-x-festival-mistral/> et <https://www.carre-amelot.net/saison-2022/2023/spectacles/la-honte>

<p>1: measuring, preventing and dealing with pay gaps</p>	<p>- Facilitating and guaranteeing equal access to information on careers and promotions</p>	<p>-Intranet</p> <p>-Manager training</p> <p>-Management charter for contract workers</p> <p>-Publication of the professional equality index (see Appendix 3, law of 19 July 2023)</p> <p>-Considering the creation of a new “Careers Advice” section on the intranet to provide employees, and women in particular, with better information on career and promotion opportunities</p>	<p>-Information on career and pay in Univ’info and to each person eligible for promotion</p>
<p>2: guaranteeing equal access for women and men to civil service careers</p>	<p>-Ensuring gender equality on juries, thesis/HDR juries, recruitment committees</p> <p>-Alternating male and female chairpersons on juries</p> <p>-Informing COS chairpersons about the legislation relating to recruitment</p> <p>-Informing employees about career management</p>	<p>-Note guaranteeing a minimum 40/60 ratio on all juries and bodies (January 2022)</p>	<p>-Conformity of the composition of juries/bodies, except in the case of justified local exceptions</p> <p>-HRD monitoring if the note is not respected and validation of exceptions by the VP QWL and Equality</p> <p>-Publication of the note on Univ’Infos/ Intranet</p> <p>-Information emails sent individually to employees eligible for promotion</p>

	<p>-Using gender-neutral language and extending mixed-sex representation to documents relating to training, recruitment and promotion</p> <p>-Strengthening the promotion of gender diversity in training for all audiences from a very early age</p> <p>-Linking the equality research policy to the HRS4R and the European Charter for Researchers in order to spread good managerial practices in laboratories / research units / Welcoming Teams and the research field in the broadest sense³⁹</p> <p>-Incorporating ethical and egalitarian practices in laboratories and in the supervision of doctoral students</p>	<p>-Communications Department and communications advisors monitoring non-compliant visuals</p> <p>-DOI actions throughout the year: “Cap sciences”, “Reporter Métiers”, booth at the Equality on Campus half-day event (9 March 2023 and 7 March 2024)</p> <p>-Participation in the HRS4R Steering Committee</p> <p>-Moderation of focus groups on equality (40 HRS4R principles, ethics, professional aspects of research, recruitment, training and working conditions) by the Human Resources Officer for Research</p> <p>-action plan HRS4R (in progress)</p> <p>-Modification of the Doctoral School’s internal regulations with the addition of the August 2022 order on ethics (oath) and equal treatment</p>	<p>-Official documents, job descriptions using the masculine and feminine genders, gender-neutral language used on website and university social networks</p> <p>-AEF article on La Rochelle Université’s position on gender-neutral language</p> <p>See summary</p> <p>-2 Steering Committee meetings, 1 preparatory meeting to make progress on the connections between equality policy and the European Charter for Researchers and the Code of Conduct</p> <p>-18 researchers registered and 7 in each focus group</p> <p>-Amended Charter and regulations⁴⁰</p>
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³⁹ European Charter for Researchers: <https://eur-lex.europa.eu/legal-content/FR/TXT/?uri=CELEX%3A32005H0251>

Code of Conduct for the Recruitment of Researchers: <https://eur-lex.europa.eu/legal-content/FR/TXT/PDF/?uri=CELEX:32005H0251#:~:text=Le%20code%20de%20conduite%20pour%20le%20recrutement%20des%20chercheurs%20consiste,nomment%20ou%20recrutent%20des%20chercheurs.>

⁴⁰ These two actions complement the compulsory training programme for doctoral students (since 2018), which includes scientific integrity and ethics (doctoral training) via a MOOC, and a half-day induction session for doctoral students, during which they sign the Doctoral School’s study regulations and the thesis charter.

3: balancing work and family life	<ul style="list-style-type: none"> -Making remote working easier for employees who want it -Maintaining measures to facilitate work-life balance -Promoting the “right to disconnect” 	<ul style="list-style-type: none"> -Remote Working Charter -Working hours Charter (HAMAC) -Simplified remote working renewal form -QWL tour (October-December 2022) informing employees about “responsible communication” + reflection on a Digital Responsibility Action Plan with the DD&RS Steering Committee and the VP Digital 	<ul style="list-style-type: none"> -Statistics⁴¹ -17 departments/laboratories/ locations visited; 250 employees impacted
4: combatting sexual and gender-based violence, harassment, discriminations	<ul style="list-style-type: none"> -Extensive involvement in the fight against SGBV for the entire university community -Raising the student’s community awareness of key issues: deconstructing stereotypes, harassment, sexual and gender-based violence, gender equality in the workplace... -Awareness programmes in secondary school 	<ul style="list-style-type: none"> -Response to MESRI’s Call for Projects 2021, October 2021 -Response to MESRI’s Call for Projects 2022, June 2022 -Equality on Campus poster and video competition for students -Launch of the poster competition in the department’s secondary schools, with the aim of creating the “Caravane de l’égalité” travelling exhibition 	<ul style="list-style-type: none"> -€12 500 secured -€11 500 secured -3 competitions organised (2021, 2022, 2023), 90 creations submitted, 2 IAE year groups impacted (Master MAE), some forty students rewarded (30 prizes offered); 20 partners and 10 employees involved in the three selection panels -Article in Le Parisien⁴²

⁴¹ Remote working in 2022-2023: 69 men (48 category A, 18 category B, 2 category C) and 194 women (74 category A, 31 category B, 89 category C). 2021-2022: 61 men (48 A, 15 B, 3 C) and 159 women (62 A, 26 B, 70 C). Data from the HR Department.

⁴² [Sexisme, violences et discriminations : l’Université de La Rochelle lance un concours pour ses étudiants - Le Parisien](#)

	<p>-Promoting and updating the “Listening and Support Centre” (Decree of 20 June 2020 and law of 6 August 2019 on the transformation of the public service) for the student community and raising its profile</p> <p>-Facilitating the management of SGBV and harassment cases by the Listening Centre (for student community) and the EHS Department (for employees)</p> <p>-Protecting the student community at work placements and making them aware of their rights / informing supervisors</p>	<p>-Change in the name of the student Listening Centre, the email alias and review of the internal protocol and information on the university’s website</p> <p>-Information email sent via [ETU] to the student community (September 2022 and 2023) regarding the Listening Centre and its change of name and alias + poster campaign throughout campus (February 2022) + University Instagram</p> <p>-Beginning of reflection on a framework convention binding the listening centre and institutional partners (Nouvelle Aquitaine academic region, Public Prosecutor’s department, National Police, etc.): in progress</p> <p>-creation of a RPS (Psychosocial Risk Factor) reporting alias for employees</p> <p>-Inclusion of an “Egalité, diversité, inclusion” paragraph in all work placement agreements, with a reference to the “L’université me protège” listening centre</p> <p>-Translation of agreements into English, German and Spanish</p> <p>-Information email sent via [ETU] to the student community (November 2022 and November 2023)</p>	<p>-stopharcèlement@univ-lr.fr changed to luniversitemeprotège@univ-lr.fr</p> <p>-2 Instagram campaigns; 1 poster campaign (February 2022) throughout campus; the entire student population impacted (more than 8 500 students) / all departments informed through communication referents (Dircom) and department heads</p> <p>-9 EgaliTerR group meetings since June 2022</p> <p>-all students + all work placement supervisors</p> <p>-all students</p> <p>-interns/apprentices and all employees (Univ’Infos n°184 of 30 January 2024 + email to students)</p>
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	<p>-Raising awareness and protecting the student community on campus</p> <p>-Training members of the Listening and Support Centre and employees working in direct contact with the student community to listen to victims of SGBV</p> <p>-Encouraging all employees to take part in training on equality in the broadest sense (identifying harassment, reporting, listening, managerial and laboratory practices, deconstructing gender biases)</p> <p>- Strengthening the network of associations and promoting student equality initiatives</p>	<p>-Creation of the “Guide for trainees and apprentices” by the University Health Service</p> <p>-Survey on the Living conditions of students in the Nouvelle Aquitaine region (CCT), with a specific section on SGBV, harassment and discrimination for La Rochelle Université, distributed in November 2023</p> <p>-2 initial SGBV awareness and management training sessions offered by VSS Formation (21 October 2022) and IGESR (22 February 2024)</p> <p>-“Training Programme and Policy 2022-2025” including point 2 “DD&RS” and a series of training courses on equality (identifying harassment, combating gender bias in managerial practices and recruitment)</p> <p>-Equality on Campus multi-annual project -Equality and well-being student project -FEMER1 Project</p>	<p>-Survey sent to the entire student population in November 2023 (responses processing in 2024)</p> <p>-1 131 responses received (16,8% of the student population)</p> <p>-26 employees impacted (secretariats, University Health Service, social worker for employees, nurses, VP CFVU, DEVU ...)</p> <p>-Document presented and validated by the Technical Committee on 25 November 2022 and published on Univ’Infos and the Intranet</p> <p>-6 supervised student projects -Photo exhibition in the University Library Hall (March 2022)⁴³ -5 Year 1 and Year 2 Master’s students (History DPEC) supervised by the university for the production and exhibition of</p>
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⁴³ <https://bu.univ-larochelle.fr/actualites/exposition-femer/>

		<p>-Support and funding for the FEMER project (2023): production of 10 videos featuring women researchers working in coastal science</p>	<p>interviews and videos on women researchers of the LUDI Institute⁴⁴ -€300 donated by the Equality Call for Projects; €300 donated by Research For Society -19 students involved in awareness-raising and communication activities -2 students supervised by DSI / Dircom -9 videos featuring portraits of women researchers from La Rochelle Université laboratories; showcasing the LUDI Institute and research within EU-Conexus</p>
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⁴⁴ These nine short videos feature women in science, promoting women in research and in ocean careers. The videos have been posted on the YouTube page and the EU-Conexus European University website (<https://www.youtube.com/@eu-conexuseuropeanuniversi7651>). They will be used as teaching and awareness-raising tools for high school students by the DOI or any other department of the university. Sample video here: <https://www.youtube.com/watch?v=KhoAnhnktRE>

Appendix 2. Gender diversity in training careers: examples of actions undertaken by the Guidance and Integration Department (DOI)

<p>Poster for a conference as part of the “Cordée Reporters Métiers” 2021/2022 edition:</p>	<p>Poster for the 2022/2023 edition of the “Challenging your preconceived ideas about student life” video competition:</p>
 <p>The poster features a woman in a blue shirt and yellow safety harness working on a wooden structure. Text includes: 'Conférence Sur les métiers de la rénovation énergétique et du bâtiment', '14 AVRIL 2022', '14h30 - Amphi 100 MSI', and logos for La Rochelle Université, République Française, Banque des Territoires, and CDDA.</p>	 <p>The poster shows a colorful, abstract figure of a person. Text includes: 'CONCOURS VIDÉO RENVERSE TES IDÉES REÇUES SUR LA VIE ÉTUDIANTE', 'Gagne jusqu'à 500€ de bon d'achat', and 'Date limite d'inscription: 15 décembre 2022'. Logos for Université de la Rochelle, CDDA, and others are at the bottom.</p>
<p>Flyer to recruit students for the 2022/2023 Student Team:</p>	<p>Example of a booklet cover for the “Cordée de la réussite” 2022/2023 programme:</p>
 <p>The flyer features a woman in a blue uniform. Text includes: 'Deviens ambassadeur de la Team étudiante', 'Participez aux: Salons étudiants, Journées portes ouvertes, Rencontres avec des lycéens, Cordées de la réussite, Et plus encore!', 'Comment?: Envoyez votre CV par mail à orientation@univ-lr.fr, Assistez à une réunion d'information, Bénéficiez d'une formation', and 'Les avantages: Expérience valorisante sur le CV, Acquisition de soft skills, Valorisation de cette expérience dans le cadre du B2E - Bonus Engagement Étudiant'. Contact info: orientation@univ-lr.fr.</p>	 <p>The booklet cover shows three students at a table. Text includes: 'LES CORDÉES DE LA RÉUSSITE', '« Tous Capables »', and logos for La Rochelle Université and République Française.</p>

Link to a video playlist (including “Words from the Pros”) designed to raise awareness among high school students about certain gendered sectors of activity/careers:

Digital Project Manager: Jeanne SOCCORSI - Serious Frames
 Communication Manager: Julien COIRIER – Fontaine-Pajot
 Quality, Safety and Environment Manager: Angelique FONTANUAUD - La Rochelle Marina

<https://videos.univ-lr.fr/vie-de-luniversite/ressources-orientation-post-bac/>



Examples of social media posts

La Rochelle Université
37788 abonnés
2 mois · Modifié

🏡 À l'occasion de la Semaine nationale **Les cordées de la réussite**, et dans le cadre de la cordée "Solidaires pour réussir", **La Rochelle Université** accueille aujourd'hui sur son campus environ 100 lycéennes, lycéens, collégiennes et collégiens rochefortais.

Au programme : rencontres avec la communauté universitaire, ateliers sur l'**#orientation** sur la mixité des métiers. 🤝

Et toute la semaine, des actions ont lieu dans les établissements partenaires de "Cap Sciences" pour laquelle La Rochelle Université est membre pilote !



La Rochelle Université
37788 abonnés
1 sem. · Modifié

🤝 Rencontre entre les élèves du lycée St Exupéry et du collège Missy avec des étudiantes, étudiants et une doctorante de l'**IUT La Rochelle**, ainsi que des professionnels du **#numérique** !

L'objectif : faire découvrir aux élèves les différents parcours d'études possibles et les métiers liés au numérique. 🖥️

Merci à **Jeanne Soccorsi** de **Serious Frames**, **Laetitia PALATINI** de la **MACIF**, **Courret** de **France Bleu** et la **Gendarmerie Nationale** !

#cordéereportermetiers en partenariat avec le rectorat de l'**Académie de Poitou-Charentes** et **Rochelle Agglo**

https://www.linkedin.com/feed/update/urn:li:activity:7021113915946221568?utm_source=share&utm_medium=member_ios

https://re.linkedin.com/posts/la-rochelle-universite_num%C3%A9rique-cord%C3%A9ereporterterm%C3%A9tiers-activity-7039973207726026752-kEm8?utm_source=li_share&utm_content=feedcontent&utm_medium=g_dt_web&utm_campaign=copy

Appendix 3. Gender Equality Index

These indicators are in line with Decree n°2023-1136 of 5 December 2023 on the measurement and reduction of pay gaps between men and women in the French civil service (<https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000048514563>) and Decree n°2023-1137 of 5 December 2023 on the methods for calculating the indicators defined in Article 1 of Decree n°2023-1136 of 5 December 2023 on the measurement and reduction of pay gaps between men and women in the French civil service (<https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000048514594>).

Law n°2023-623 of 19 July 2023 aiming to increase women's access to responsibilities in the civil service introduces new provisions and obligations for public employers.

This involves measuring the pay gap between men and women, using a **professional equality index** calculated on the basis of 100 points. The result obtained is calculated, published and compared each year to the target set at 75 points. Three indicators are included in the professional equality index:

- Overall pay gap between women and men, for civil servants in equivalent grades and categories
- Overall pay gap between women and men, for contract workers, by equivalent hierarchical category
- Number of women in the institution's ten highest salaries

The analysis of pay gaps for permanent staff was carried out using the tool provided by the Directorate General for Administration and the Civil Service (DGAFP). As pay gaps are closely linked to the population structure (gender, category and profession), four areas of analysis have been developed:

- The impact of **part-time work**

The monthly pay gap between women and men is due solely to the difference in the use of part-time work, i.e., the difference between gross income and full-time equivalent income.

- The impact of **occupational segregation**

It quantifies the part of the gap linked to a difference in the ratio of women and men in each corps, based on the pay level in those corps (differential effect of gender diversity).

- The impact of **demographics on the corps**

It measures the gap between men's and women's positions in grades and categories within the same corps (due to age, seniority, promotion, etc.).

- The impact of **bonuses for the same corps-grade-category**

This is the difference in bonuses and overtime broken down by category, for strictly identical corps, grade, category and index.

The DGAFP tool has not been developed to analyse pay gaps for contract staff. These were analysed on the basis of gross monthly pay calculations, incorporating the same scope of pay (main and additional).

Indicator n°1 – Pay gap for civil servants in the same corps, grade and category

	Part des femmes dans l'effectif	Rémunération mensuelle brute moyenne (€/mois) par agent				Détail de l'écart de rémunération femmes hommes par agent (brut € / mois)				Ecart F/H, à corps-grade-échelon identique (%)
		Femmes	Hommes	Ecart F/H (€)	Ecart F/H (%)	Effet temps partiel	Effet ségrégation des corps	Effet démographique au sein des corps	Effet primes à corps-grade-échelon identique	
TOTAL titulaires	47,2%	3 556 €	4 574 €	-1 019 €	-22,3%	-41 €	-767 €	-138 €	-73 €	-1,6%
E-EC titulaires	38,6%	4 599 €	5 171 €	-572 €	-11,1%	-44 €	-278 €	-158 €	-93 €	-1,8%
PR	20,0%	5 941 €	6 364 €	-423 €	-6,6%	-66 €	0 €	-413 €	57 €	0,9%
MCF	40,0%	4 718 €	4 882 €	-165 €	-3,4%	16 €	0 €	-127 €	-54 €	-1,1%
E1D-E2D	49,5%	4 067 €	4 470 €	-403 €	-9,0%	-53 €	-51 €	-30 €	-270 €	-6,0%
BIATSS Titulaires	59,3%	2 603 €	3 300 €	-696 €	-21,1%	-55 €	-486 €	-112 €	-44 €	-1,3%
A	42,5%	3 511 €	4 056 €	-545 €	-13,4%	-135 €	-178 €	-157 €	-75 €	-1,9%
B	55,6%	2 555 €	2 730 €	-175 €	-6,4%	-34 €	50 €	-124 €	-68 €	-2,5%
C	77,1%	2 158 €	2 257 €	-100 €	-4,4%	-46 €	9 €	-63 €	-1 €	0,0%

The **average gross monthly pay** for women is 22.3% (or -1 019€/month) lower than for men in general, and 1.6% (or -73€/month) lower at equivalent corps, grade and category.

The overall gap is greater than the gaps found by population and by corps/category, as it compares data for all permanent staff. This discrepancy is largely due to the significant **under-representation of women in category A corps**, particularly university professors.

Within this population of permanent workers, women make slightly more use of part-time work than men, resulting in a pay gap of -€41 due to the **impact of part-time work**.

The pay gap is mainly due to the over-representation of men in the highest-paid corps (80% of university professors are men) and their under-representation in the lowest-paid corps (almost 23% of men in category C), as shown by the **impact of occupational segregation** (-€767/month).

Added to this is the **impact of demographics** within the corps, which contributes to widening the gap (-€138/month). This effect can be measured by comparing average salary scale grades within each corps. As the average salary scale grade for men is higher within the same corps, this reflects greater seniority and/or a more favourable increase in salary scale grade through promotion.

Finally, the **impact of bonuses for the same corps, grade and category** is also to the detriment of women (-€73/month). Proportionally, the volume of bonuses and overtime is higher for men.

Indicator n°2 – Pay gap for contract workers

		Femmes	Hommes	Ecart F/H (€)	Ecart F/H (%)	Ecart F/H pondéré*
TOTAL Contractuels	62,8%	2 254 €	2 645 €	-391 €	-14,8%	-8,3%
E-EC	56,8%	2 436 €	2 805 €	-370 €	-13,2%	
BIATSS	64,3%	2 215 €	2 597 €	-382 €	-14,7%	
A	56,9%	2 647 €	2 918 €	-272 €	-9,3%	
B	66,7%	1 844 €	1 930 €	-86 €	-4,4%	
C	79,0%	1 721 €	1 790 €	-69 €	-3,9%	

* Pondéré en fonction des effectifs constatés pour chaque population et catégorie

Indicator n°3 – Ten highest salaries in the institution

Nombre de femmes bénéficiaires	0
Nombre d'hommes bénéficiaires	10
Effectif de la population sous-représentée	0

CALCULATION OF THE PROFESSIONAL EQUALITY INDEX

The three indicators are calculated and assessed using a scale ranging from 0 to 100 points. For each of the indicators, the university's result is used to position it in a pre-established grid, with a number of points allocated.

The 80 points are then allocated in proportion to the number of employees used to calculate each of the two indicators, to obtain a weighted score.

	Note maximale	Score initial	Score après pondération
Egalité de rémunération pour les fonctionnaires	40	38	48
Egalité de rémunération pour les contractuels	40	29	21
Dix plus haute rémunération	20	0	0
TOTAL	100	67	69

Remuneration levels

- . The distribution by decile classifies the population studied according to salaries:
- . The **first decile (D1)** is the salary below which 10% of earners fall
- . The **ninth decile (D9)** is the salary below which 90% of earners fall
- . The **fifth decile (D5)** corresponds to the median salary; half the workforce earns a salary above this amount and the other half below
- . The **inter-decile ratio (D9/D1)** shows the gap between the top and bottom of the distribution

Gross monthly pay by decile

	Titulaire			Contractuel			TOTAL		
	Total	F	H	Total	F	H	Total	F	H
D1	2 235 €	2 130 €	2 548 €	1 729 €	1 714 €	1 798 €	1 819 €	1 761 €	2 109 €
D2	2 538 €	2 274 €	3 343 €	1 789 €	1 757 €	1 969 €	2 116 €	1 963 €	2 404 €
D3	3 109 €	2 518 €	4 047 €	1 921 €	1 811 €	2 153 €	2 313 €	2 139 €	2 774 €
D4	3 776 €	2 932 €	4 337 €	2 113 €	1 950 €	2 355 €	2 598 €	2 294 €	3 367 €
D5	4 254 €	3 476 €	4 558 €	2 262 €	2 137 €	2 472 €	3 045 €	2 539 €	4 000 €
D6	4 514 €	4 015 €	4 888 €	2 455 €	2 307 €	2 758 €	3 656 €	2 880 €	4 389 €
D7	4 848 €	4 440 €	5 210 €	2 710 €	2 506 €	3 166 €	4 305 €	3 454 €	4 799 €
D8	5 286 €	4 784 €	5 824 €	3 054 €	2 766 €	3 475 €	4 785 €	4 196 €	5 219 €
D9	6 068 €	5 452 €	6 508 €	3 782 €	3 213 €	4 325 €	5 579 €	4 871 €	6 175 €
D9/D1	2,7	2,6	2,6	2,2	1,9	2,4	3,1	2,8	2,9

Interpretation:

In 2022, 10% of full-time employees at La Rochelle Université earned a gross monthly salary of €1 819 or less, 20% earned €2116 or less.

The median gross salary is €3 045: half the workforce is paid less and the other half is paid more.

The 10% of the university's employees who earn the highest salaries receive 3.1 times the monthly salary of the 10% of employees who earn the lowest wages.

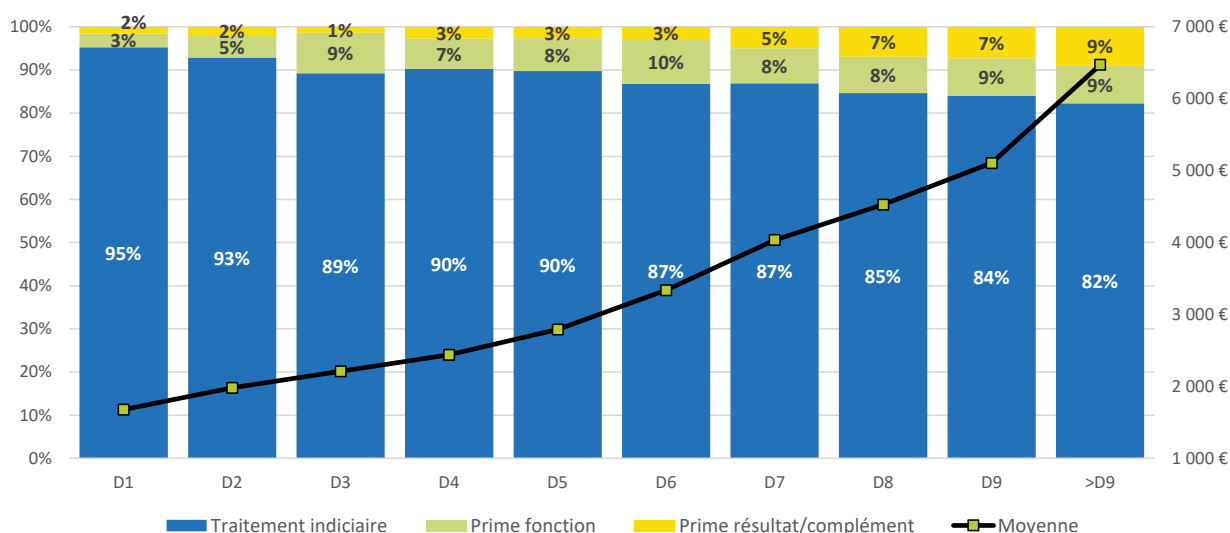
Breakdown of gross monthly pay by decile

Gross monthly pay is broken down into three categories:

.Index-based treatment

.Additional remuneration linked to the function

.Additional remuneration linked to working time (overtime, CET days, etc.) and performance/professional commitment (profit-sharing bonus, scientific excellence bonus, committee allowance, etc.)



Gross monthly pay par decile for teaching staff

	Titulaire			Contractuel			TOTAL ENS-EC		
	Total	F	H	Total	F	H	Total	F	H
D1	3 947 €	3 630 €	4 176 €	2 060 €	1 915 €	2 139 €	2 343 €	2 175 €	2 450 €
D2	4 257 €	4 080 €	4 344 €	2 139 €	2 086 €	2 237 €	3 320 €	2 420 €	3 980 €
D3	4 461 €	4 274 €	4 536 €	2 208 €	2 139 €	2 353 €	4 143 €	3 312 €	4 306 €
D4	4 610 €	4 477 €	4 765 €	2 242 €	2 201 €	2 380 €	4 334 €	4 080 €	4 529 €
D5	4 821 €	4 632 €	4 969 €	2 357 €	2 241 €	2 443 €	4 556 €	4 281 €	4 802 €
D6	5 065 €	4 788 €	5 219 €	2 425 €	2 357 €	2 856 €	4 820 €	4 498 €	5 025 €
D7	5 391 €	5 039 €	5 681 €	2 651 €	2 389 €	3 385 €	5 108 €	4 784 €	5 431 €
D8	5 898 €	5 423 €	6 103 €	3 336 €	2 510 €	3 932 €	5 623 €	5 109 €	6 002 €
D9	6 491 €	5 923 €	6 693 €	4 144 €	3 107 €	4 529 €	6 422 €	5 680 €	6 580 €
D9/D1	1,6	1,6	1,6	2,0	1,6	2,1	2,7	2,6	2,7

Gross monthly remuneration by decile for BIATSS staff

	Titulaire			Contractuel			TOTAL BIATSS		
	Total	F	H	Total	F	H	Total	F	H
D1	2 100 €	2 071 €	2 248 €	1 717 €	1 695 €	1 737 €	1 748 €	1 733 €	1 828 €
D2	2 205 €	2 139 €	2 405 €	1 762 €	1 746 €	1 874 €	1 875 €	1 804 €	2 107 €
D3	2 289 €	2 224 €	2 620 €	1 826 €	1 781 €	2 068 €	2 085 €	1 997 €	2 299 €
D4	2 424 €	2 288 €	2 840 €	1 971 €	1 843 €	2 275 €	2 246 €	2 127 €	2 483 €
D5	2 640 €	2 373 €	3 117 €	2 204 €	2 007 €	2 480 €	2 427 €	2 273 €	2 766 €
D6	2 907 €	2 597 €	3 350 €	2 468 €	2 283 €	2 752 €	2 642 €	2 437 €	2 970 €
D7	3 255 €	2 846 €	3 738 €	2 732 €	2 547 €	2 963 €	2 904 €	2 666 €	3 331 €
D8	3 616 €	3 270 €	4 199 €	3 023 €	2 773 €	3 397 €	3 306 €	2 969 €	3 790 €
D9	4 219 €	3 628 €	4 715 €	3 584 €	3 235 €	4 190 €	3 885 €	3 479 €	4 388 €
D9/D1	2,0	1,8	2,1	2,1	1,9	2,4	2,2	2,0	2,4

Appendix 4. EgalitéTerR: programme of events to mark the group's official launch (7 and 8 March 2024) on the theme of workplace quality + logo + news brief

WORKPLACE EQUALITY IN QUESTION(S)

Joint Programme, 6-8 March 2024

International Women's Day

The Égalité en Territoire Rochelais (ÉgalitéTerR) group was set up in 2022 on the initiative of the Vice-President for Equality at La Rochelle Université, with committed partners (Conurbation Authority and City of La Rochelle, Prefecture, Charente-Maritime department, Chamber of Trades and Crafts, Gendarmerie, National Police, Angoul'Loisirs, Information Centre on Women's and Family Rights, Actions Solidaires Collective, France Travail and La Rochelle Université) to co-construct a local equality policy. To mark International Women's Day on 8 March, ÉgalitéTerR formalised its creation and organised its first official event on the theme of workplace equality and the fight against stereotypes.

Wednesday 6 March: 17h30

Maison de l'Étudiant (3, Passage Jacqueline de Romilly 17000 LA ROCHELLE)

Interactive theatre "An employee named desire" (Reflet Théâtre company) followed by a discussion with the actors. Themes: workplace equality, stereotypes in recruitment and quality of life at work.

For all audiences. Free admission by registering with the Maison de l'Étudiant via the following link: <https://www.billetweb.fr/un-employe-nomme-desir>

Thursday 7 March - 8.30 am to 12.30 pm

Maison de la Charente-Maritime in La Rochelle (85 boulevard de la République 17076 LA ROCHELLE)

Exhibition: "Caravane de l'égalité". Posters by students and secondary school pupils on the theme of workplace equality (Jean-Louis Frot Atrium at the Maison du Département). La Rochelle Université-Department partnership.

- 8.30 am: welcome coffee
- 9 am-9.30 am: Introduction speech / official launch of the EgaliterR group
- 9.45 am to 11.45 am:
 - Workshop 1 (France Travail): "Recruiting differently with the simulation-based recruitment method"; aimed at public and private employers, elected representatives and companies
 - Workshop 2 (DDETS): "How to push for gender equality in the private sector?"; for private sector employers
 - Workshop 3 (Actions Solidaires Collective) "Consequences of stereotypes on the working environment: partnership with Solvay and feedback"; aimed at company heads and HR representatives
 - Workshop 4 (Chamber of Trades and Crafts): "How to overcome barriers to women's entrepreneurship?"; for young women entrepreneurs and project leaders

Free admission. Participation in workshops subject to registration, depending on the target audience and subject to availability (within the limits of one workshop per person per half-day).

- 12 pm to 12.30 pm: feedback and conclusion
 - 12.30 pm: "Caravane de l'égalité" exhibition preview
- Free admission, participation in workshops subject to registration.

Thursday 7 March – 8.45 am to 11.30 am

Maison de la Charente Maritime in Saintes (37 rue de l'Alma 17100 SAINTES)

- 8.45 am: welcome coffee
- 9.15 am to 9.25: introduction speech
- 9.30 am to 11.30 am:
 - Workshop 1 (Chamber of Trades and Crafts): "How to overcome barriers to women's entrepreneurship?"; for young women entrepreneurs and project leaders
 - Workshop 2 (Chamber of Trades and Crafts): "The role of digital technology for women's entrepreneurship"; for companies and project leaders
 - Workshop 3 (Information Centre on Women's and Family Rights): "Equality and gender stereotypes"; for professionals and elected representatives

Free admission. Participation in workshops subject to registration, depending on the target audience and subject to availability (within the limits of one workshop per person per half-day).

Thursday 7 March – 1.30 pm to 5 pm

Maison de l'Etudiant – Espace culture (3, Passage Jacqueline de Romilly 17000 LA ROCHELLE)

Equality on Campus - act 3, theme "workplace equality in question(s)"

For all audiences. Free admission subject to availability.

- 1.30 pm: welcoming the participants
- 1.45 pm: introduction speech, Jean-Marc Ogier, President of La Rochelle Université, Elodie Chazalon, Vice-President Equality and Quality of Life at Work
- 2 pm: **round-table** and **mini-conference punctuated by videos**
In the presence of guests, students and institutional partners: Gendarmerie, National Police, City of La Rochelle, La Rochelle Conurbation Authority, Guidance and Integration Department, Actions Solidaires Collective.
 - Actions undertaken: raise awareness, share experiences
 - Mixed gender occupations: role of the Guidance and Integration Department, testimonies of students in male- and female-dominated field of studies
 - Femer² videos: women researchers in scientific fields (the example of the LUDI Institute)
 - Mini-conference by Marie Nédellec on women entrepreneurs: "Les Tricoteuses" (The Knitters)
- 3.45 pm: students committed to workplace equality – **awards ceremony for the student category** of the Equality on campus competition – act 3 – theme: Equality in the workplace. Hosted by Nicolas Aujard (FestiPREV) and attended by the winning students. **Poster and video categories.**
- 4.45 pm: what about young people? Introduction by the University and the Charente-Maritime Department and **prize-giving ceremony for secondary schools (poster category) in the presence of the winning students and their teachers.**

Thursday 7 March – 7 pm to 8.30 pm

Lecture theatre 400 of the Department of Humanities, Languages, Arts and Human Sciences (FLLASH) (1 Parvis Fernand Braudel 17000 LA ROCHELLE)

Film-debate: Angoul'Loisirs, the association behind the International Prevention and Youth Citizenship Film Festival (FestiPREV), offers a screening of movies on the theme of equality in the workplace, followed by a discussion with the audience. Free admission subject to registration.

Friday 8 March – 9 am to 12 pm

CFA (Centre of Apprentice Training) in Lagord (9, rue René Dumont 17 140 LAGORD) and **Saint-Germain-de-Lusignan** (40 route de Saint-Genis, 17 500 SAINT-GERMAIN-DE-LUSIGNAN)

- **Educational tours** for secondary school pupils (Year 9 and 10) to encourage career guidance and deconstruct preconceived ideas about careers (registration required).
- Special visit of the CFA in Saint-Germain-de-Lusignan for elected local representatives on the theme of gender equality registration required).



Logo EgalitéTerR⁴⁵

⁴⁵ An application to register the trademark has been submitted to the Patent Office (Institut National de la Propriété Industrielle)



Sus aux stéréotypes professionnels !

Agir ensemble

Le groupe Égalité en territoire rochelais (ÉgaliTerR), a été créé en 2022 à l'initiative de La Rochelle Université avec des partenaires engagés - Agglo, Ville de La Rochelle, Préfecture, Département, Chambre de Métiers et de l'Artisanat, Gendarmerie, Police, Angoul'Loisirs (FestiPREV), Centre d'information sur les droits des femmes et des familles, Collectif Actions Solidaires et Pôle Emploi - pour co-construire une politique locale d'égalité. À l'occasion de la journée internationale du droit des femmes le 8 mars, et dans le cadre du Festival *Des Elles à La Rochelle*, ÉgaliTerR officialise son existence et organise son 1^{er} événement sur le thème de l'égalité professionnelle et de la lutte contre les stéréotypes. Rendez-vous dès le 7 mars matin à la Maison de la Charente-Maritime, avec différents ateliers pour les entreprises, collectivités et élus. L'après-midi, bienvenue à l'Université pour un concours d'affiches entre collégiens et étudiants, suivi d'une table ronde puis d'une soirée ciné-débat. Le 8 mars matin, les Centres de formation des apprentis de Lagord et de Jonzac ouvriront leurs portes avec une présentation des filières par un(e) élève du genre opposé à celui majoritairement représenté dans la formation concernée.

E.S.

Brief to be published in *Point Commun*, the quarterly magazine of the La Rochelle urban community



**D'ici
on voit
+ loin !**

La Rochelle Université

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