

Gender Equality Action Plan - Lyon Catholic University (UCLy)

Equality between women / men is essential in our society, higher education institutions, research departments, and, of course, at Lyon Catholic University especially in the Research Unit “Confluence: Sciences and Humanities” EA 1598. Inequalities between women and men have multifactorial sources, and there is no simple solution to solve them. Women / Men equality is perceived in daily interaction situations, as well as in the overall framework of human resources. The approach exists not only in the professional sphere but everywhere else. This attitude also integrates equality between women and men in the research topics and at Lyon Catholic University in the academic activities.

The Research Unit and moreover Lyon Catholic University, through this action plan, intends to confirm its commitment in respecting our humanism values and our openness to society by relying on existing practices and developing new commitments. Indeed, the team responsible for developing and monitoring the gender equality plan¹ analyzed data provided by the human resources department. They also discussed with the heads of the research centers and faculties, and worked on the scientific productions of the researchers.

Many approaches, undertaken over time at Lyon Catholic University and supported by different departments, fed our thinking, such as: access to different sectors, professions and responsibilities without segregation, balance between professional and personal life, implementation of a policy for the fight against discrimination, violence and harassment at Lyon Catholic University. The index of professional equality between women and men, published before March 1st of each year, shows very satisfying results.

Thus, the followed 2022-25 action plan produced by the Research Department demonstrates our commitment. It brings together very concrete actions in the short, medium and long term that will be undertaken with collective energy, proof of the commitment of all.

This 2022-2025 action plan focuses on the following aspects:

1. Promote gender equality in research,
2. Communicate, raise awareness and train in gender equality,
3. Guarantee professional equality W / M,
4. Fight against sexual and gender-based violence, harassment and discrimination.

As recommended in the approach entitled “Gender Equality Plan” (GEP) proposed by the European Institute for Gender Equality (EIGE)², each year, a progress report will be established in order to check the advancement of the action plan. and to adapt it to new situations encountered. This inventory will be accompanied by communication aimed at raising awareness, once again, of each and every one of us on this theme.

¹ Virginie Cartier, PhD, Olivia Legrip, PhD at the Research Department at the Lyon Catholic University.

² EIGE Website: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep>.

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Promote gender equality (W / M equality) in the research activity

Person responsible: Research Department

Aims	Planned Actions	Timescale
1.1 Benefit from dedicated time to work on the action plan	Application for ANR or MESRI calls for projects to fund this action plan.	Yearly
1.2 Join the local dynamic for W / M equality	Establishment of relationships between the UCLy team and ENS Lyon equality officer.	2021-22
	Establishment of discussions with other equality officers from Lyon Universities.	2022-23
	Membership to CPED ³	2022-23

Communicate, raise awareness and train in gender equality

Person responsible: Research Department

Aims	Planned Actions	Timescale
2.1 Communicate on the W / M equality action plan	Publication on the Research Department website. Presentation to the different governance entities of the Research Department. Presentation to the researchers' assembly.	End of 2022
2.2 Share the state of action with UCLy's colleagues	Presentation of this inquiry results to UCLy's colleagues.	Autumn 2022

³ Conférence Permanente des chargé(es) de mission Égalité Diversité.

2.3 Communicate on the topic	Programming activities on March 8 th 2023: UR conferences, round tables led by teacher-researchers. A scientific committee will choose the program. The event will be open to all.	2022-23 then yearly
2.4 Train the researchers	W / M equality training for members of the team in charge of the W / M equality plan.	2022-23
	Training new teacher-researchers on the subject.	2023-24
	Workshop during training days for new teacher-researchers	2024-2025

Guarantee professional equality W / M

Person responsible: Human Ressources Department

Aims	Planned Actions	Timescale
3.1 Ensure equality in salaries	Evaluation, prevention and treatment of pay gaps based on the annual monitoring of indicators / professional equality Index.	March 1 st each year
3.2 Regulate W / M professional equality	Sign a company agreement on professional equality.	Fin 2022
3.3 Organize equilibrium between professional and personal life	Promotion of collective agreements on the subject (for example teleworking agreement signed on January 29 th , 2021, support for parenthood by communicating on taking parental leave)	Yearly

Fight against sexual and gender-based violence, harassment and discrimination

Person responsible: Research Unit: Vice-Rectorate for Academic Development, Student Life, Human Formation and Culture

Alms	Planned Actions	Timescale
4.1 Set up a dedicated organization.	Drafting of a device, appointment of Referents, members of the unit receiving reports, experimental period by the working group appointed by the Rectoral Team.	June 2022
4.2 Train on sexual and gender-based violence issues	Training of staff members and student association leaders.	Beginning of 2022-2023
4.3 Communicate on sexual and gender-based violence issues	Creation of posters (student competition for the start of the 2022-2023 school year). Relay of government campaigns. Organization of conferences on sexual and gender-based violence issues.	Yearly