ISEN MÉDITERRANÉE | L'ÉCOLE DES INGÉNIEURS DU NUMÉRIQUE

Gender Equality Plan 2022-2030

Purpose

This document is YNCREA Méditerranée's Gender Equality Plan (GEP). The document has been approved by the CEO Agnès LAVILLE.

The plan contains our goals and ambitions for equality and gender balance and the measures we will implement to realize them.

YNCREA Méditerranée works to strengthen the gender balance in research and education.

Everyone who works at YNCREA Méditerranée has equal opportunities regardless of gender and other diversity dimensions such as ethnicity, religion, age, functional ability, sexual orientation, political position, and cultural background. We believe that an inclusive work environment is a competitive advantage and success criterion for recruitment, well-being, and outstanding results.

Today's situation

Since its inception in 1991, YNCREA Méditerranée has developed in step with society, and we have actively worked to recruit more women. Since YNCREA Méditerranée' s establishment, the proportion of women has increased in several positions in the organization that are relevant to our work. This has gradually provided a recruitment base that has given us the opportunity to work for a more equal gender distribution. There is a trend that the proportion of women is greatest in the youngest age groups and decreases with increasing age. We have had a female CEO since 2021.

GEP (Gender Equality Plan)

Horizon Europe is the EU's central funding program for research and innovation. From 2022, Horizon Europe requires that all research institutions have an action plan for equality and gender balance (Gender Equality Plan) to be able to apply for research funding from the EU.

How YNCREA Méditerranée meets these requirements is described in the action plan below.

What YNCREA Méditerranée does to ensure inclusion and equal opportunities

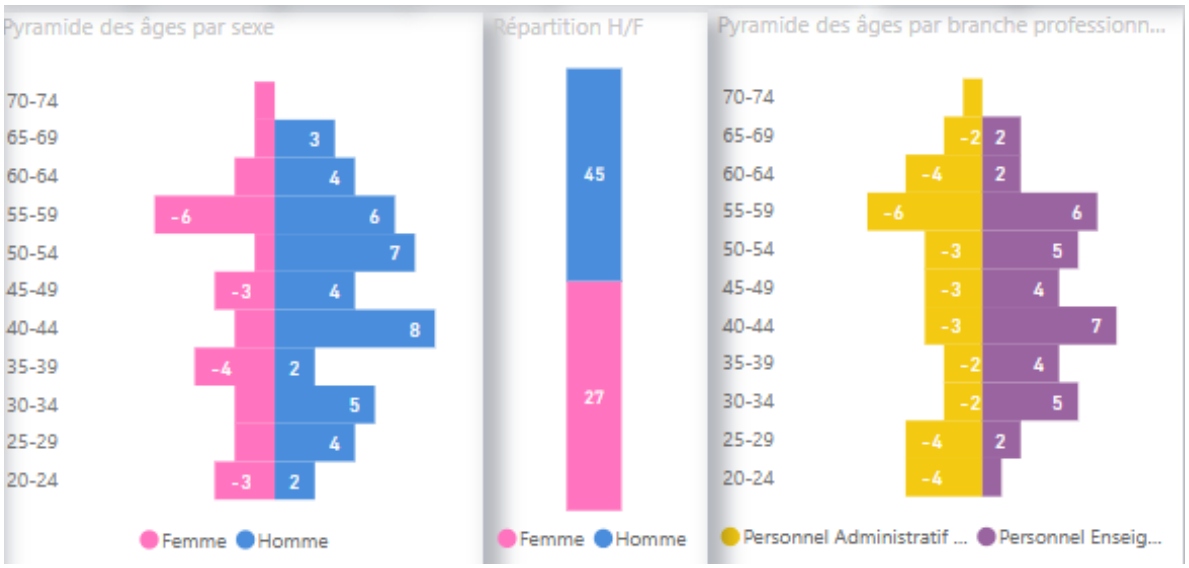
We at YNCREA Méditerranée believe that equal opportunities in the hiring process are the best prerequisite for equal opportunities in the workplace. When a diversity of candidates is secured, the selection process shall be characterized by inclusion, so that the person being recruited is best suited based on qualifications and personal characteristics.

Goal

YNCREA Méditerranée has long-term ambitions to strengthen the gender balance among our employees. The recruitment basis for YNCREA Méditerranée is distorted as there are still more men than women who choose technological fields relevant to YNCREA Méditerranée. This means that we have a gender balance of 37% females/62% males.

Ambitions for gender balance

Today, our situation is below (5/5/2025):



We must improve our gender balance total. Our ambition is to achieve the results below :

	2025 (today)	2027 (5 year)	2032 (10 year)
Gender balance total	37% females/ 63% males	45% females 55% males	47% females 53% males

How ISEN Méditerranée meets Horizon's requirements

In France, all organizations, in education and research domain, including ISEN Méditerranée, are required to promote gender equality by actively working to prevent discrimination based on gender, ethnicity, religion, belief, disability, sexual orientation, age and other significant factors in a person. The action plan for gender equality is established in connection with the follow-up of these obligations. ISEN Méditerranée' s action plan for gender equality is always available on our public websites. The document has been approved by the CEO and is in line with our values. We also signed a Gender Equality Charter to be aligned with the Charter of the "Conférence des Grandes Ecoles", on 01/09/2020 (Annex 2).

Responsibilities and resources

ISEN Méditerranée' s CEO has the overall responsibility for ensuring that the requirement for equal opportunities is met. The daily responsibility for maintaining and developing the work is assigned to the HR Director who is responsible for operational activities in connection with this. KPI's are defined, managed and updated each month. It is the management's responsibility to implement measures to ensure equal opportunities and gender balance. Nevertheless, everyone has a common responsibility to contribute to the implementation and ensure a good working environment that does not discriminate or discriminate. The action plan for gender equality has been added to the HR manager, who will be responsible for the annual updating and mapping of the gender balance in all job categories and follow up that the development goes in the desired direction.

Mrs. Celine TRUCHI has been named as our referent Gender Equality in ISEN Méditerranée. Each trouble or discrimination in this domain can be reported to this referent.

Referent contact is : celine.truchi@yncrea.fr