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## Gender Equality Plan

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The Paris Institute for Advanced Study fosters gender equality in its internal operations and fosters it in the research projects that its hosts. Its gender equality plan addresses work-life balance and organisational culture, in leadership and decision-making, in recruitment and promotion, and in research. Its management and operations procedures leverage collective intelligence, transparency of information within the personnel, in order to limit the emergence of problems and to facilitate their resolution.

### **- Work-life balance and organisational culture**

The Institute provides equal access to all flexibility and work-life support services (teleworking, co-financing of transport, health insurance, parental leave, etc.).

- ✚ Implementation: internal rules and employment contracts.

### **- Gender balance in management and decision-making**

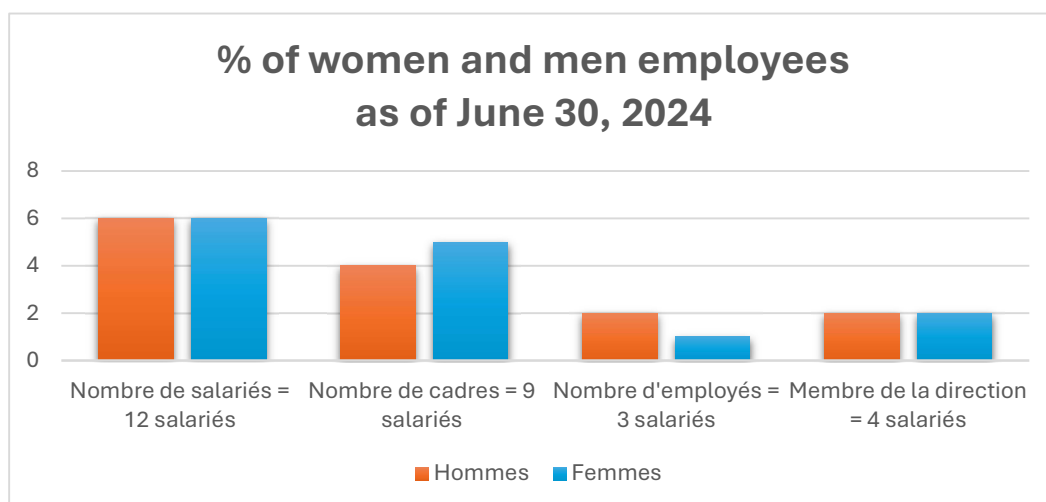
The goal is gender parity in managerial and non-managerial positions within the institute and for the invited fellows.

- ✚ Implementation: Considering parity in hiring and promotion processes.
- ✚ Measure: Annual report on % by gender of managerial/non-managerial permanent staff.

### **- Gender equality in recruitment and career development**

The goal is gender balance in recruitment advertisements, and in promotion.

- ✚ Implementation: gender balanced selection committees for permanent staff. Gender balanced selection committee for fellows (Editorial Board and Scientific Advisory Board).
- ✚ Measure: Annual report with % by gender for fellows and committees. Annual measure of rate of promotions by gender.



### **- Integrating the gender dimension into the content of research**

Parity in the management of the institute's own project.

Attention to this factor in the selection of projects by fellows.

For organized events: respecting the invitation to speakers with a maximum of parity (within the limits of the subject and the quality of the presentation).

- ✚ Implementation: Instructions to management and scientific advisory board.
- ✚ Measure: Annual report with % by gender for invited speakers, and for the management of the Institute's own projects.

### **- Measures against gender-based violence, including sexual harassment**

The management team will strive to maintain the atmosphere of equality and respect, to prevent any misconduct, and to spot and address swiftly any concern. To make sure potential cases of concern are signalled and addressed, three internal contact points, two at least being women, are designated and will complement the external contact points available to any citizen.

- ✚ Implementation: Currently the Chair of the Governing Board, the Secretary General and the Director of Operations will be the contact points for the reporting of concerns relating to gender equality and, more generally, any concerns relating to human resources. Any report will trigger a meeting of the three contact points with the Director of the Institute to take appropriate action. The Institute's Ethics and Deontology Committee will be consulted for advice.  
The subject will be systematically raised in employee annual review.
- ✚ Measure: the number of incidents will be counted.

On top of these implemented measures and monitoring, a systematic training of the staff will take place.

An awareness-raising day for employees on 25 January, a national day against sexism to build a culture of equality, endorsed in 2023 by the President of the Republic, following a call from several associations.

Compulsory online training (with validation) for all permanent staff.