

Professional gender equality plan

CEA's historical commitment

CEA has been committed to monitoring professional gender equality for over 40 years :

- In **1979**, CEA began to compare and study the comparative situation between women and men in its social report ;
- In **1985**, CEA boarded on a negotiated policy of professional equality ;
- Since **2011**, CEA has negotiated three-year agreements with its social partners, wich includes an action plan and monitoring indications ;
- In **2020**, CEA signed a new agreement of professional equality.

Systems in place

The agreement on professional equality signed on December 18, 2020 with social partners, for a duration of 3 years (and renewed for an additional year) reaffirms:

- The importance of gender **diversity**, free from any discrimination in CEA jobs ;
- The necessary **principle of equal remuneration** and professional development for equivalent positions ;
- CEA's commitment **to reconciling** professional and personal life.

In addition, the gender equality CEA'policy framework is monitored annually by local and national committees. It is also the subject of an annual report that compares professional situation between women and men.

2024 will be the year of building an even more ambitious new program.

OSER ! A real success for the past 4 years, CEA is accelerating ...

Convinced of the importance of gender diversity within its units, in the management, expertise, and project fields, the CEA invests in favor of its female employees by developing national career support programs, including the 'OSER!' program. This training, through the acquisition of soft skills, aims to remove one of the barriers to women's careers: self-censorship.

OSER! is therefore aimed at all women at CEA who wish to develop their potential in order to better control their professional development.

Monitoring indicators shared with the social partners are organized into 8 themes :

- Demographic monitoring of the workforce ;
- Monitoring recruitments and departures ;
- Follow-up of remuneration ;
- Monitoring of individual income increases and promotions ;
- Follow-up of professional training ;
- Follow-up of expert and manager populations ;
- Monitoring of social partner representation and the board of directors ;
- Monitoring of working hours, working conditions, health and safety.

In order to accompany and support the progress of professional equality, the CEA mobilises ressources through :

- A national gender equality plan referent who leads the system and the network of local referents ;
- Managerial training including the challenges of gender equality ;
- Awareness actions against all forms of harassment and sexist behaviors (for which the CEA applies a zero tolerance policy).

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