

ONERA workplace gender equality plan

Preamble

As a research establishment, the skills of men and women are ONERA's primary asset. As a determining factor of social cohesion and diversity within the Office, workplace gender equality is an essential component of its attractiveness and performance.

In 2006, ONERA undertook to promote workplace gender equality by entering into a company bargaining agreement with the representative trade unions on gender diversity.

The Office wished to reaffirm its commitment in this area by upgrading this agreement in 2013 and, more recently, in November 2021.

This new agreement is part of a proactive approach to go beyond legal obligations by setting ambitious and varied goals, such as promoting gender diversity in teams, prohibiting all gender-based actions, limiting the impact of parenting on careers, and preventing the phenomena of sexual harassment and sexist behaviour.

Actions and indicators are attributed to each goal to measure its effectiveness.

A monitoring committee for this agreement, made up of trade unions and management representatives, has been set up. It convenes every year to analyse the indicators.

This document summarises the measures defined in ONERA's company bargaining agreement. By way of illustration, it presents some figures on the evolution of gender diversity over the past several years.

It should also be noted that ONERA obtained a score of **89/100** on the workplace gender equality index for 2020.

Bruno SAINJON, CEO of ONERA

1/. SUPPORT THE CONDITIONS FOR GREATER GENDER DIVERSITY IN TEAMS

Goal

- Improve gender diversity in teams.

Actions

- External communication: participation in recruitment forums, organisation of school visits, contribution to the national ‘Women is Engineering’ day.
- Internal communication: employee training on the principles of workplace gender equality.

Results

Occupational category	2020			
	Women		Men	
	Workforce	Distribution by category	Workforce	Distribution by category
Engineers and technical	188	16,8%	930	83,2%
Administrative executives	92	54,4%	77	45,6%
PhD students	55	21,1%	206	78,9%
Technicians, draughtsmen, and	29	12,0%	212	88,0%
Employees	128	67,7%	61	32,3%
Workers	0	0,0%	1	100,0%
Total excluding PhD students	437	25,4%	1281	74,6%
Total	492	24,9%	1487	75,1%

ONERA’s gender balance has constantly improved since 2013. The female workforce increased by 12.36% during this period.

In 2021, ONERA entered into a partnership with the association *Elles Bougent* which encourages women to consider careers in science and technology.

2/. Recruitment

Goal

- Aim for an overall percentage of female recruitment equivalent to that of female applications received.

Actions

- Use of neutral terminology for job vacancies and job definitions.
- Only consider objective professional criteria to determine the starting salary.
- Recruitment training for managers, integrating the principles of non-discrimination, in particular relating to gender.
- Annual review of recruitment broken down by gender and reminder of the agreement's principles, sent to Directors.

Results

Recruitment by gender

		2020		
		Men	Women	Total
Engineers and Executives	Permanent contract	55	12	67
	Fixed-term contract	23	10	33
PhD students	Permanent contract	0	0	0
	Fixed-term contract	75	22	97
Technicians, draughtsmen, and supervisors	Permanent contract	14	1	15
	Fixed-term contract	8	0	8
Employees	Permanent contract	0	5	5
	Fixed-term contract	5	13	18
Workers	Permanent contract	0	0	0
	Fixed-term contract	0	0	0
Total		180	63	243

In 2020, the female recruitment rate was **25.5%** in 2020 (permanent and fixed-term contracts).

3/. Career management

Goal

- Detection and correction of any unjustified individual career development difference between men and women.

Actions

- Annual career development interviews with the hierarchy to discuss prospects for career development.
- REBOND interview for all women aged 45 and over: this interview with the HRD allows each female employee to review her career and see her salary positioning. It can be accompanied by a pay rise or a promotion.
From 2022, this interview will be open to employees who have taken at least six months of full-time parental leave.

Results

Since the REBOND interviews were set up at ONERA (2007), 162 women have been received by the HRD. These interviews resulted in 45 pay rises, 17 individual promotions (promotion, assumption of responsibility), 16 transfers, and 3 training courses leading to a qualification.

Pay rise rate for women who have benefited from a workplace gender equality measure compared to average pay rises in the category

	Evolution of women's remuneration following annual salary measures		Evolution of the remuneration of women who have benefited from a workplace gender equality measure*	
	Engineers and Executives	Non-executives	Engineers and Executives	Non-executives
Increase 2018-2020	5,80%	5,98%	12,46%	13,32%

* Average individual pay rise + workplace gender equality measures

4/. PROMOTION

Goals

- Obtain an equal percentage of men and women promoted, relative to their respective workforce.
- Encourage applications from the under-represented gender for open positions in trades where it is lacking.
- Aim for more women in leading positions, where they are currently the least represented.

Actions

- Special attention paid by the HR department to key promotions.
- Examination of the situation of all employees who have not had a promotion for ten years.

Results

Distribution of promotions in 2020

	Engineers and Executives		Technicians		Employees		All	
Women	32 out of 280	11.4%	3 out of 29	10.3%	11 out of 128	8.6%	46 out of 437	10.5%
Men	115 out of 1,007	11.4%	20 out of 212	9.4%	9 out of 61	14.8%	144 out of 1281	11.2%
Total	147 out of 1,287	11.4%	23 out of 241	9.5%	20 out of 189	10.6%	190 out of 1,718	11.1%

Between 2013 and 2020, the proportion of women in leading positions increased from 15% to 19%.

5/. REMUNERATION

Goal

- Continue the remuneration policy guaranteeing pay rises for men and women, according to the same criteria, solely based on the person’s performance, skills, and experience.

Actions

- Correction mechanism integrated into the annual salary policy in the event of an unjustified difference between men and women on professional criteria.
- Consideration of maternity in the annual salary policy: payment of the average individual pay rise in the category for women who have been on maternity leave during the year in question.
- Consideration of parental leave in the annual salary policy: payment of a ‘parenthood’ measure for people who have taken at least four months of full-time parental leave.

Results

Three-year increase in base remuneration after application of increases

	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
Engineers	2,36%	2,28%	2,36%	2,30%	2,82%	2,73%
Executives	2,44%	2,12%	2,41%	2,18%	2,95%	2,64%
Technicians	1,80%	1,72%	2,23%	2,27%	2,70%	2,87%
Employees	1,68%	1,73%	2,18%	2,27%	2,78%	2,88%

6/. TRAINING

Goal

- Guarantee the participation of women in vocational training, in a proportion at least equivalent to the share they represent in the category.

Actions

- Review, with the hierarchy, of the individual situation of any employee who has not followed training for more than three years.

Results

Number of trainees in 2020			
Occupational category	Women	Men	Total
Engineers and Executives	121	397	518
PhD students	41	157	198
Technicians	16	127	143
Employees	31	20	51
Total	209	701	910

In 2020, 42.5% of women took a training course compared to 47% of men.

7/. WORK-LIFE BALANCE

Goal

- Continue to support employee work-life balance.

Actions

- Facilitate part-time work;
- Schedule work meetings between 9 a.m. and 5 p.m.
- Implement teleworking
- Exercise the right to disconnect

Results Ten men and fifteen women decided to work part time in 2020.
Teleworking deployed in 2021.
Dissemination of a disconnection policy.

8/. WORKING CONDITIONS

In order to allow each employee to work in conditions conducive to career development while preserving their individual rights, ONERA is committed to the prevention of sexual harassment and sexist acts.

Actions

- Appointment and training of an ONERA officer and five employee representatives for sexual harassment and sexist acts;
- Internal investigation procedure in the event of reports of sexual harassment or sexist acts;
- Employee training on 'everyday' sexism and sexual harassment;
- Social service available to employees to direct them to specialists and help with the procedures necessary for their protection, including in the event of violence outside of work.

Results

Five training sessions on sexism and harassment were carried out in 2020 and 2021.

APPENDIX

ANNEXE

ONERA WORKPLACE GENDER EQUALITY INDEX
2020

4.1. Indicator relating to the gender pay gap

Gender pay gap (Article D. 1142-2(1))

Results: 0.3% Number of points: 39 / 40

4.2. Indicators relating to gender differences in individual pay rise rates and promotions

Gender differences in individual pay rise rates (excluding promotion) (Article D. 1142-2(2))

Results: 0.1 Number of points: 20 / 20

Gender differences in promotion rates (Article D. 1142.2(3))

Results: 1.5 Number of points: 15 / 15

4.3. Indicator relating to the percentage of employees who received a pay rise in the year following their return from maternity leave

Percentage of employees who returned from maternity leave and who received a pay rise on their return during the same period, if pay rises were given during their maternity leave (Article D. 1142-2(4))

Results: 100% Number of points: 15 / 15

4.4. Indicator relating to the number of employees of the under-represented gender among the ten employees who received the highest salaries

Number of employees of the under-represented gender among the ten employees who received the highest salaries (Article D. 1142-2(5))

Results: 0 Number of points: 0 / 10

RESULT LEVEL

Total number of points: 89 / 100