

## **Action plan for professional equality between women and men**

As a scientific, cultural and professional Public Institution under the remit of the Ministry in charge of Industry, the Ecole Nationale Supérieure des Mines de Paris – Mines Paris is fully committed to supporting the intents and purposes of the 30 November 2018 Agreement on Professional Equality between Women and Men in the Public Service.

To this end, it is building on the measures it has already been applying for several years. In line with PSL University, it has adopted an action plan for professional equality between women and men.

To guarantee the equal/equitable treatment of women and men, this plan is designed:

1. to reinforce the prevention of and fight against sexual and gender-based violence, harassment and discrimination, by raising awareness of and training staff and students on these issues, as well as facilitating and guaranteeing the processing of reports of acts of sexual and gender-based violence, harassment and discrimination;
2. to promote work-life balance by adapting the organization of work to the needs of staff and students surrounding parenthood;
3. to evaluate, prevent and reduce the pay gap between women and men by systematically integrating the principles of gender equality into HR management guidelines, and by taking specific measures based on a diagnosis of pay practices within the institution;
4. to guarantee women and men equal access to professional bodies, ranks and jobs in the research, teaching and administrative support professions through balanced recruitment, promotion, and career management without discrimination, in line with the HRS4R system.

The policy of equality historically enforced by Mines Paris has led to an increase in the number of women in positions at all levels, particularly at executive level within the institution (management of the Corps des Mines, Human resources directorate, Financial affairs directorate, research centre management, doctoral department, etc.). It will continue to be upheld and to grow, through the application and ongoing review of the action plan for professional equality between women and men.