



# 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, which includes an action plan and monitoring indicators;
- In 2020, CEA signed a new agreement of professional equality.

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.

## SYSTEMS IN PLACE

New agreement of professional equality signed on December 18, 2020 with the social partners, for a period of 3 years. It reaffirms in particular:

- 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 order to accompany and support the progress of professional equality, the CEA mobilises resources through:

- A national gender equality referent who leads the system and the network of local referents;
- Managerial training including the challenges of gender equality;
- Awareness-raising actions against all forms of harassment.


In addition, the gender equality CEA's 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.

## AMBITIONS FOR TOMORROW

Professional equality is a current commitment at CEA. However, there are still actions to do and possible improvement. As mentioned in the 2020 agreement, the advisor network aims to promote gender equality at CEA by testing new tools and practices. If these experiments are successful, the projects could be integrated into future agreements.

Among the projects currently planned by the network, we can highlight:

- A mixed mentoring system driven at a local level for which particular attention will be paid to the gender mix of mentors and mentees.
- Better communication of data and policy on professional equality to all employees.
- Implementation of training modules to raise awareness of professional gender equality among all internal players.



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