

## Review of progress in implementing the agreement on gender equality in the workplace in 2021

At the end of the first full year of implementation of the BRGM agreement on gender equality in the workplace, signed in February 2021 by the three trade unions and senior management, real progress has been made towards gender equality in several areas:

- ✓ **Equality Index**
  - Increase of 5 points in the equality index, from 88/100 in 2020 to 93/100 in 2021, with more women joining the board of directors.
- ✓ **Equal opportunities in recruitment for women and men**
  - Campaign to prevent discrimination during recruitment, targeting 72 managers involved in the recruitment process.
  - Virtual gender parity in recruitment for positions in production, with 46% of women, of whom 42% are managers and 53.8% technicians.
- ✓ **Proportion of female/male scientific workers (technicians and managers)**
  - Virtual gender parity for scientific technicians, with 45% of women.
  - Increase of two percentage points in the proportion of female geoscientists in management, rising to 35% in 2021.
  - Increase in the proportion of female scientific experts, rising to 26% in 2021 compared with 23% in 2019.
  - The proportion of women managing scientific projects remained stable at 34%, stagnating at around 25% for women managing major projects (>= €500K), bearing in mind that the number of major projects increased significantly between 2020 and 2021 at BRGM.
- ✓ **Giving women access to executive positions**
  - Increase of two percentage points in the proportion of female managers at BRGM, rising to 32% in 2021.
  - Significant increase in the proportion of women sitting on the board of directors, from 15% in 2020 to 33% in 2021. BRGM also has a female Chair.
  - Participation by BRGM in the OSER#3 programme, led by the Ministry of Ecological Transition. A programme to promote female leadership, with four female employees volunteering to take part in the third round of the programme. At the same time, BRGM employees were encouraged to join the RéV-L network, set up to showcase the skills potential of women in the Loiret region.
- ✓ **Maternity leave and individual pay increases**
  - 35% of women taking maternity leave in 2021 received an individual pay increase, in addition to the automatic maternity increase.
- ✓ **Equal pay for women and men**
  - The wage gap between women and men doing the same job increased by 0.2% to + 1.6% in favour of men in 2021. Particular emphasis has now been placed on closing this gap.
- ✓ **Training**
  - A better balance has been achieved in the proportion of women (>40%) taking part in training in the fields of management, project management, strategy/innovation/expertise and ethics.

- ✓ **Index of visibility relating to the presence of women in BRGM communication media**
  - Creation of an annual visibility index to measure the gap between the proportion of women at BRGM and the percentage of female authors or women quoted in BRGM's communication media.
  - Good representation of female authors in BRGM journals (ReporTerre, Géosciences), on the corporate website and on the LinkedIn social media network in 2021, with the proportion of female authors increasing between 2019 and 2021 (closing the gaps).  
Vigilance is required relating to visibility in the annual report.
- ✓ **Female/male share of international projects**
  - Two-point increase in the proportion of CVs submitted by women for international tenders, rising to 30% in 2021.
- ✓ **Prevention of female-specific risks during field trips**
  - Creation of e-learning training and handbooks with INTERNATIONAL SOS in order to prevent the objective risks specific to women on international field trips or as part of expatriation assignments.
- ✓ **Action against gender-based and sexual violence in the workplace**
  - In 2021, BRGM continued the campaign launched in March 2020 against gender-based and sexual violence in the workplace. This involved i) the dissemination of the MOOC "Action against gender-based and sexual violence in the workplace", as a training tool <https://harcelementviolencesexisteentreprise.eu> and ii) the organisation on 8 March 2021 of a web-conference "Stopping gender-based and sexual violence in the workplace", led by Natacha Henry with the support of the Chair of BRGM. The event was attended by 25% of BRGM employees, including 38% of men;
  - The number of incidents reported to the hotline fell in 2021 compared to 2020. The proportion of employees complaining about sexist behaviour (10% in 2018 vs 3% in 2021) or witnessing it (24% vs 11%), also fell sharply between 2018 and 2021. This appears to show that the prevention campaign initiated in 2020 by BRGM is beginning to bring results.

Selected gender equality indicators in 2021

