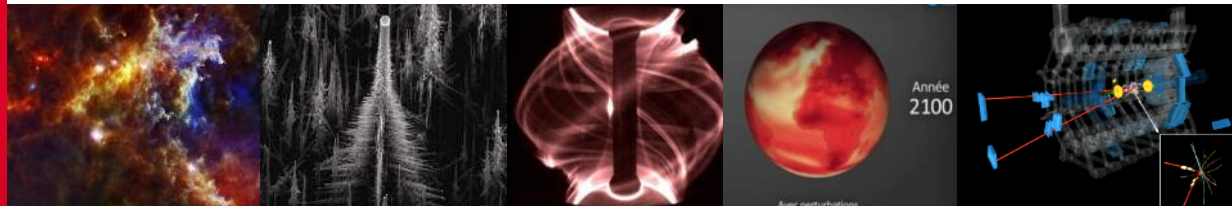


DE LA RECHERCHE À L'INDUSTRIE

cea



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HOW TO FOSTER WOMEN IN A SCIENTIFIC RESEARCH INSTITUTION? THE CEA EXPERIENCE, 2012-2015

“At equal skill level...”

STRING AND GENDER, JUNE 10TH 2016

THE SITUATION IN 2012 AT CEA DSM



Some Bad figures

Long lasting stereotypes, Including among women

An *Equality action plan*

- ✓ 26 % of DSM staff for 30% in global CEA
- ✓ 23% of E5
- ✓ 12 % of seniors or top management

- ✓ “Women are not good for sciences”
- ✓ “Women manage through emotion”
- ✓ “Am I competent?”

The plan



Communication

- ✓ All management involved, from boss to bottom
- ✓ To get to bring awareness at all levels



Identify the work leads

- ✓ Recruitment
- ✓ Career plan
- ✓ Reconcile Professional and Private life

WORK LEADS, MAIN TARGETS



Recruitment



- ✓ + 5 pts in order to reach 31%
- ✓ Women in recruitment juries
- ✓ Written explanations when no woman selected
- ✓ Corrective actions

Reconcile Professional and Private life



- ✓ Services close to work place
- ✓ Working from home
- ✓ ...



Career plan



- ✓ Women first in staff reviews
- ✓ Check on women's place in future top/senior short lists
- ✓ Corrective actions
- ✓ Foster women in high visibility situations: international congress or committees, P.I of international projects...
- ✓ The Mentorat

THE “MENTORAT” SYSTEM (MENTORING)



What is mentoring?

- ✓ A senior helps another woman
- ✓ On a voluntary basis

Why?

Help women to Improve their contribution to the institution

- ✓ **For the institution:** better cohesion, improved company culture, enrich diversity
- ✓ **For the mentorées:** an opportunity to boost their career, understand better the institution
- ✓ **For the mentor:** an opportunity to develop and share with fellows



Confidential discussions

- ✓ 3 main thematic:
 - Strengthening in their position
 - Clarify their professional project
 - Reconcile professional and private life

THE “MENTORAT” SYSTEM, FIRST RESULTS

25 “mentorées”:

- ✓ scientific or administrative profiles

8 mentors:

- ✓ Women (but 1 man, on test)
- ✓ Different backgrounds
- ✓ A specific training

- ✓ teams mixing institutes or centres
- ✓ 1 person for coordination

- *More confidence an serenity*
- *Awareness on capacities and motivations*

- *A gratifying experience*
- *And ...*

2. Accélérer les processus souvent gérés par essais / erreurs



Politiques internes
Gestion des talents
Appel d'offre
Recrutement
Export
Croissance externe
Sous-traitance
Peud'homme

APEC gold trophy in 2014



SPRINGBOARD, NEW ACTION IN 2016



A specific training program for scientific women to become aware of their motivation and skills

- ✓ **Accounts from scientific women**
- ✓ **Several sessions with intermediate homeworks**
- ✓ **5 sessions**

A good feedback

- ✓ **Importance of sharing experiences**
- ✓ **A methodology to reach clear goals**
- ✓ **Getting aware that you have to leave the comfort zone**



CONCLUSIONS



+ 1,5 pts

In the women proportion percentage in two years

- ***An employer needs all the competencies his staff can provide, women's included***
- ***Even with equal skills, you need to re-establish a gender equality***
- ***No magic remedy, but an addition of actions, fitting the situation***
- ***Bring men and women to see their differences and their common challenges: a carrier, scientific responsibilities, team management, save time, private and work lives ...***



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