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# GENDER BALANCE IN DECISION-MAKING PROCESSES AND BODIES COLLECTION AND INTEGRATION OF SEX-DISAGGREGATED DATA IN THE ANR SOCIAL REPORT

***ANR, France***

*The Gender-SMART project is a community composed of seven European Research Performing & Funding Organisations, operating in the broadly framed field of research in food, agricultural and life sciences, committed to advancing gender equality.*

*This fact sheet illustrates one of the twelve experience-based good practices collected by the project to encourage and steer change in Gender-SMART Partner Institutions.*

*Results are meaningful and scalable to reach out to a larger number of beneficiaries.*



AREA



Gender Balance  
 in Decision-Making  
 processes and bodies

CATEGORY



Management Social  
 and  
 Cultural advocacy

PARTNER



ANR, France  
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FOCAL PERSONS



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## Main Description

The systematic collection and reporting of sex-disaggregated data from all areas in the Social Report is capital to assess the gender state of play in an Organisation, highlight potential differences and identify vulnerable areas for action to develop appropriate, evidence-based activities, policies and practices.

At ANR, collection and reporting of sex-disaggregated data was only a specific chapter in the Social Report. HR data was very fragmented and not systematically gathered from all areas.

Therefore, the goal of this practice was to develop a critical evaluation of the work environment through sex-disaggregated and evidence-based data, identify and objectify potential gender inequalities to mainstream gender in all HR areas.

This process involved all ANR staff members. It is still ongoing and can be improved by adding further analytical elements. An actionable knowledge of reference documents and literature on gender inequalities in the field of Human Resources is essential.

A clear vision of the workplace situation offers to the staff greater transparency, which is one of the ANR's values.

## Background

The French National Research Agency (ANR) is the main national research funding agency under the supervision of the Ministry of Higher Education, Research and Innovation. The Ministry allocates an annual budget dedicated to funding research projects. The agency employs about 300 people, the vast majority of whom has a scientific background.

**ANR missions are defined in a decree of August 2006 amended in March 2014:**

- ✓ Funding and promoting basic and targeted research, technical innovation and technology transfer as well as public-private partnerships;
- ✓ Implementing the programme approved by the Ministry of Higher Education, Research and Innovation;
- ✓ Managing the State's major investment programmes in teaching and research fields;
- ✓ Strengthening scientific partnerships at European and International levels;
- ✓ Analysing the evolution of research opportunities and measuring the agency funding impact on the national scientific production.

Each year more than 8,000 peer reviewers assist ANR in the selection of projects of very high quality standard. The ANR teams finance, monitor and assist these projects. ANR prioritises the quality of service delivered to the scientists, speed of response, procedural simplification and constant adaptation to new challenges.

ANR's GEP was adopted in December 2019, presented to the administrative board and published on the website in July 2020. The Plan includes three main axes: culture and organisation, human resources, evaluation and selection process. 65 actions are planned for the four-year period 2020-2023.



## Action Plan for Gender Equality and Gender Mainstreaming 2020 – 2023

VISIT PAGE 

## Specifics of the measure

In 2019, ANR started an awareness-raising activity with the HR team on how to take into account the gender dimension and identify gender issues for the purpose of the Social Report. Working meetings were organised to discuss how to gather and report sex-disaggregated data.

The target group reached out with this practice was the HR team. The Gender-SMART Core Team worked in close collaboration with the HR head and team to collect, report, disseminate relevant data across the Organisation, and develop corrective actions.

As a result, a number of new indicators were integrated in the Social Report to give a more accurate view of the activities run in the Organisation, a step towards further transparency.

For monitoring, a quantitative method was applied based on the identification of statistical needs, collection of sex-disaggregated data, organisation of meetings to discuss data, and publication of the Social Report on annual basis.

The collection of sex-disaggregated data is becoming increasingly systematic; it is now conducted and enriched every year thereby showing how this practice can be sustainable also beyond the Gender Equality Plan. Moreover, the gender perspective is actively and visibly mainstreamed in Human Resources management; this contributes to a better understanding of gender as a concept and to encouraging a cultural and structural change inside the Organisation.

## Lessons learned

Working closely with the Human Resources team, and particularly, with the HR head was successful for the practice development. The HR head was involved throughout the GEP setting-up process, from assessment to design and implementation.

However, progress is still needed in order to track pay gaps between men and women holding top positions since it was not possible to elaborate more on this topic with the HR head.

