

Engineering Charter for Gender Diversity

Over the past decades, our company has come a long way in favour of equality between women and men. However, while we can salute the work that has been achieved, some imbalances remain in the professional world. Engineering, the DNA of which is to propose and design the world we live in and to prepare for the future, has a feminisation rate of 31%, which is just the natural consequence of a yet too low portion of women in engineering schools. Whereas our companies are on the frontline to carry out the main social, environmental or technological transitions, it becomes urgent to make gender diversity a lever to address the challenges of the future.

I – Our ambition

To meet this challenge, Syntec-Ingénierie, a long-standing advocate of gender diversity, must tackle various challenges, each company having individually a role to play to develop the place of women in the engineering sector:

1. Attracting women to the engineering sector

The proportion of women in scientific subjects is still too low: 47% of young women in the final year of their Scientific A-levels (terminal Scientific¹) have accepted an offer of admission to scientific² Classes Préparatoires aux Grandes Ecoles (CPGE), and only 28% to engineering schools³; and this rate, which can vary depending on the subject, has remained relatively stable since 2015. They also have difficulties identifying engineering professions, which are not well known. We need to work to encourage them to follow the example of those who have begun to feminise the profession.

2. Maintaining women in the engineering sector

While the proportion of women in the core engineering business is 26%, it tends to decline with seniority⁵; thus, excluding transversal professions, there is a significant drop in the proportion of women with 10 years' seniority or more, which represents 22% of the workforce. To preserve talented employees, the sector needs to act on the organisational and managerial levers within the company. Our aim is to take better account of the life cycle of women in their professional development, by putting in place the right conditions to help them stay within a company.

¹ MESRI-SIES - Data for 2020 - Parcoursup

² Sources: *Filles et garçons sur le chemin de l'égalité, de l'école à l'enseignement supérieur*, MENJ, MESRI, 2019

³ MESRI-SIES - Data for 2019

⁴ In 2019-2020, in 1st year of CPGE, there are 17% of women in physics and technology and engineering sciences, they are 71% in biology, physics and earth sciences - MESRI - January 2020

⁵ Women's median seniority is 2 years in engineering companies, versus 3 years for men - Wages Survey 2021 - Syntec-Ingénierie

3. Encouraging women to progress in the engineering sector

Engineering employs close to 30% of women, but their progress within the company is still very slow, and the reality differs between a small or medium-sized business and a large company: only 11% of our management boards are made up of women⁶. Each company must therefore guarantee equal opportunities for women and men in terms of access to positions of responsibility. On this point, Syntec-Ingenierie has amended its articles of association to increase the number of women at governance level; no less than one third of seats must be reserved for each gender by 2023

II – Our commitments

1. **To improve the image of engineering among young people, and in particular young women**
2. **Ensure an equal treatment for women and men throughout their career**
3. **Encourage a work/life balance for all**
4. **To encourage access to management positions for women, by developing career progression**

<u>COMMITMENTS AND ACTIONS</u>	<u>EXAMPLES OF ACTIONS/TOOLS</u>
Commitment 1: To improve the image of engineering among young people, especially young women	
1. Proposing introductory courses for young girls of 14 and 15 yrs old	First work experience platform "Elles bougent" http://stages.ellesbougent.com/eleves/
2. Encouraging the company's female employees to give talks in schools	The engineering Ambassadors: https://avenir-ingenierie.fr/connexion-espace-ambassadeurs/
3. Participate in school job fairs and open days to promote female talent	Women Engineers Virtual Forum: https://www.femmes-ingenieures.org/offres/gestion/events_82_52096_non-1/forum-virtuel-femmes-ingenieures-seekube.html
4. Launch communication campaigns to promote engineering professions, in particular work-linked training, by promoting female employees within the company	Syntec Ingenierie promotes the careers of women in the engineering sector: https://avenir-ingenierie.fr

⁶ Salary Survey 2020, Syntec-Ing  nierie

COMMITMENT 2: TO ENSURE EQUAL TREATMENT FOR WOMEN AND MEN THROUGHOUT THEIR CAREERS	
5. Train recruiters, managers and HR managers to understand the factors that can influence their recruitment processes.	
6. Guaranteeing the same level of salary for equal levels of performance, professional skills and professional experience	Establishment of a compensation scheme designed to compensate for a potential impact on salary increases following a period of absence due to maternity leave
7. Establish qualitative gender targets in managers' annual objectives (recruitment, career development, salary progression, etc.)	
COMMITMENT 3: TO Encourage a balance between personal and professional life for everyone	
8. Organise systematic interviews on the arrival of a child in a household to discuss the best approach for both parents and the company.	
9. Organise training for managers on welcoming and reintegrating employees back from maternity/parental leave	
10. Establish campaigns to inform fathers of their right to parental leave	
11. Increasing flexibility of working hours, remote working and the possibility of part-time employment in order to optimise conditions for parents and the company.	
COMMITMENT 4: To encourage access to management positions for women, by developing career progression.	
12. Assist female talent within the company to progress in the same way as male talent, through joint internal/external training and development plans overseen by a gender-balanced committee.	
13. Establishing mentorship programmes	Mentoring guides: http://www.interelles.com/la-boite-a-outils/mentorat-mode-demploi
14. Reviewing career management criteria that may lead to disparities in treatment	

15. Encourage the identification and promotion of female talent from within the company, before considering external recruitment.	
16. Promoting women to the position of Board Member of companies that do not fall within the scope of the Cope-Zimmermann Act	

III – TERMS AND CONDITIONS OF APPLICATION

Each member company undertakes to carry out at least one action per commitment identified in the appendix (or any other action that it proposes voluntarily), i.e. a minimum of four actions per year.