

Gender Equality Plan

1. Institutional Commitment

ISPRA is committed to promoting gender equality across all its activities, in line with the eligibility criteria of Horizon Europe projects.

- Implementation of a Gender Equality Plan (GEP) since 2023, including:

- A diagnosis of gender inequalities within the institution.
- A multi-year action plan with measurable objectives.
- A dedicated budget for concrete actions.
- Annual monitoring of gender indicators.

2. Gender-balanced Representation in the Project

- Gender parity sought in the project team (management, coordination, teaching, support).
- Appointment of a gender equality officer within the project.
- Commitment to achieve 50% female representation in evaluation panels, expert groups, and pedagogical committees.

3. Integration of Gender in Pedagogical and Scientific Content

- Systematic integration of gender dimension into:
 - The development of e-learning content.

- Case studies related to virtual production careers.
- Pedagogical scenarios and training modules.
- Use of inclusive and representative examples in visual and audiovisual materials.

4. Fair Working and Learning Conditions

- Promotion of equal pay for equivalent qualifications and positions.
- Anti-harassment policy and code of conduct distributed to all pedagogical teams and beneficiaries.
- Flexible working hours and consideration of family constraints.

5. Monitoring and Indicators

- Monitoring of gender-disaggregated indicators in project activities:
 - Female participation rate in training modules.
 - Success and dropout rates by gender.
 - Distribution of roles and responsibilities by gender.
- Annual report submitted to the Horizon Europe coordinator.

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