



# Gender Plan Epicentre

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Fighting discrimination of all kinds is an issue clearly identified within Epicentre and on which we act daily to ensure equal working conditions for all. Gender equality is one of them.

At Epicentre, we are committed to identifying and correcting systemic barriers to professional gender equality. This approach is applied to our three centers and adapted according to the context.

We are putting in place concrete actions to ensure equal opportunities. This is based on measures of equity in recruitment, remuneration, access to positions of responsibility, professional development and ways of working that make it possible to combine professional demands and personal imperatives. Eliminating such professional discrimination is also a guarantee of the relevance and quality of our projects in epidemiology, research, and training.

Epicentre teams are committed to continuing their efforts towards achieving true equality, on which our mission to improve the health of populations in precarious health situations is based.

**Emmanuel BARON, Managing Director**

# Diversity, Equity, Inclusion: Gender

The success of Epicentre's projects is based on the diversity of professionals with complementary skills. As new challenges arise, Epicentre evolves by integrating new profiles. **This diversity of talent is a reality in all countries where Epicentre is present.**

It is also reflected in the representation of women and men within Epicentre.

Epicentre does not discriminate because of religion, color, national origin, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, disability status or any other applicable characteristic, whether legally protected or not. All employees and candidates are entitled to full and equal consideration based on merit and other relevant and meaningful criteria. As a global and cosmopolitan institution, Epicentre emphasizes respect for diversity in its activities. Its diversity enriches staff members and contributes to expertise in epidemiology and research.

It is with this in mind that Epicentre is working with its three structures Paris, Mbarara (Uganda) and Maradi (Niger) to develop a Gender Plan.

- **In France**, Epicentre scored 89 points out of 100 on the F/M index of French equality in 2022 for its French contract staff.
- **In Uganda**, women make up 50% of the scientific and pedagogical staff. The centre has been headed by a woman since 1 December 2014.
- **In Niger**, women represent 15% of scientific and pedagogical staff. Despite social and professional obstacles, Epicentre tries to create an environment conducive to the expression of women and tries to promote their role by participating in initiatives such as that of the Organization for Women in Science for the Developing World, which aims to increase the participation of women in developing countries in scientific and technological research, teaching and leadership and organizes gender awareness days.

Epicentre does not have a resource person, but the subject of gender is fully supported by the Director of Human Resources and her team.

## Promoting equal access for women and men to positions

### Recruitment

- Ensure compliance with the publication of ads regardless of gender.
- Ensure gender diversity in positions of responsibility and management functions.

### Career path

- Ensure that practices are in place that promote equal treatment of staff in their careers.

## Improving work-life balance

### Support for maternity or parental leave

- Raising awareness about rights around parenthood
- Set up or consolidate the practice of interviews before and after maternity or parental leave to express, for example, the need to adapt working time, or a difficulty in combining professional and personal life.
- Reflect on the provision of breastfeeding space for women in the workplace.

### Raising awareness of the right to disconnect

- Inform to allow a better understanding of the rights and possibilities of disconnection.

## Fighting gender-based and sexual violence, harassment, and discrimination

### Raising awareness

- Raise awareness of the issues of harassment and discrimination among staff

### Measures

- Facilitate reporting by training contact persons and disseminating the procedure.

**A working group is being created** to understand the complexity of gender issues in the three research centers located in three countries with very different cultural contexts. Our concern is to fully support the visibility and influence of women.

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