



Gender Equality Plan (GEP)

Document history – Revision tracking

INDICE	EVOLUTION	RÉDACTION	VÉRIFICATION	APPROBATION
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1. Institutional Commitment

CRITT Horticole, a French Centre for Technological Resources (Centre de Ressources Technologiques – CRT) specialised in applied research, experimental development and engineering in horticulture and nature-based solutions, is strongly committed to promoting gender equality across all its activities.

As an organisation actively involved in European research and innovation projects, CRITT Horticole fully adheres to the principles of gender equality as a cross-cutting priority under Horizon Europe. This Gender Equality Plan (GEP) establishes a structured and sustainable framework to ensure equal opportunities, foster an inclusive working environment, and integrate the gender dimension into research and innovation processes.

This plan reflects the organisation’s ambition to contribute to a more inclusive European Research Area, by promoting diversity, fairness and equal participation at all levels of its activities.

This Gender Equality Plan is formally endorsed by Anne de la Sayette, Director of CRITT Horticole, and reflects the organisation’s institutional commitment to gender equality.

It was adopted on Monday 15th September, and will be soon publicly available on the organisation’s website at:

<https://www.critt-horticole.com/rochefort-critt-horticole-specialiste-ingenierie-vegetale/gouvernance-et-equipe/>

2. Public Document and Governance

This Gender Equality Plan is formally endorsed by the top management of CRITT Horticole and will be publicly available on the organisation’s website. It demonstrates a clear institutional commitment and defines objectives, actions, and monitoring mechanisms.

The implementation of the GEP is coordinated by a designated internal referent, under the responsibility of the management team. Gender equality is considered a shared responsibility across the organisation and is embedded in its governance and operational practices.

3. Dedicated Resources

Considering the size and organisational structure of CRITT Horticole, the implementation of the GEP relies on a pragmatic and proportionate approach.

The coordination and follow-up of the GEP are ensured by the management team, without the need for a dedicated structure. Gender equality considerations are integrated into existing organizational practices, including project development, team management and recruitment processes.

A limited but sufficient amount of staff time is allocated to ensure the implementation, monitoring and periodic review of the GEP.

This approach ensures effective implementation while remaining adapted to the size and resources of the organisation, in line with Horizon Europe expectations for small research organizations.

4. Data Collection and Monitoring

CRITT Horticole commits to the annual collection, analysis and monitoring of sex-disaggregated data related to its personnel.

The following indicators are monitored:

- gender distribution across the organisation
- gender distribution by function (management, engineering, laboratory, administrative staff)
- participation in research and innovation projects
- access to training and career development opportunities

4.1. Gender-disaggregated staff data (March 2026)

Category	Women	Men	Total
Management (Director, Deputy Director)	2	0	2
Engineering / Research staff	3	6	9
Technical & administrative staff	4	1	5
Total	9	7	16

4.2. Additional indicators

Indicator	Observation
Participation in R&I projects	Balanced participation between women and men overall balanced participation between women and men
Access to training	No significant gender imbalance observed

The data presented above show an overall balanced gender distribution across the organisation, including management, engineering and technical functions. No significant gender imbalance has been identified at this stage.

As a small organisation, CRITT Horticole applies a pragmatic and scalable monitoring approach, ensuring relevance and proportionality while maintaining compliance with Horizon Europe requirements.

5. Training and Awareness-Raising

CRITT Horticole implements awareness-raising and capacity-building actions in a pragmatic and proportionate manner, adapted to the size of the organisation.

Gender equality considerations are addressed through regular internal exchanges within the team and are progressively integrated into project development, particularly in the context of European research and innovation proposals.

Given its organisational structure, awareness of gender equality and inclusive practices is primarily developed through day-to-day collaboration, management practices, and collective discussions rather than formalised training programmes.

Particular attention is paid to maintaining balanced team composition in projects, ensuring fair participation in decision-making processes, and applying equitable practices in recruitment and task allocation.

This approach allows CRITT Horticole to foster a shared understanding of gender equality principles while remaining operationally efficient.

CRITT Horticole may organise targeted awareness actions on gender equality when relevant, particularly in the context of European projects.

6. Thematic Areas of Intervention

6.1. Work-Life Balance and Organisational Culture

CRITT Horticole promotes a flexible and inclusive working environment, ensuring that all employees can effectively balance their professional and personal responsibilities.

The organisation fully complies with French labour law regarding work-life balance, including provisions related to parental leave and family-related rights, which are equally accessible to all employees, regardless of gender.

In addition, CRITT Horticole implements the following measures:

- the possibility of remote working up to one day per week, where job functions allow
- flexible working hours, allowing employees to adapt their schedules
- informal and pragmatic arrangements to accommodate specific personal or family needs

These measures are applied in an equitable manner to both women and men, contributing to a fair and supportive organisational culture.

6.2. Gender Balance in Leadership and Decision-Making

CRITT Horticole is committed to maintaining a balanced representation of women and men in leadership and decision-making roles.

The organisation actively supports equal access to responsibilities and promotes diversity within its governance structures. As of March 2026, CRITT Horticole demonstrates a strong level of gender balance, with women representing approximately 50% of the total workforce (16 employees). Women are represented across all staff categories, including both managerial positions and technical staff, ensuring a balanced distribution throughout the organisation.

Notably, both the Director and the Deputy Director positions are held by women, reflecting a concrete commitment to gender equality at the highest level of the organisation.

This balanced representation contributes to inclusive decision-making processes and reinforces the organisation's capacity to integrate diverse perspectives into its strategic and operational activities.

6.3. Gender Equality in Recruitment and Career Progression

CRITT Horticole ensures that recruitment and career progression processes are based on transparency, fairness and equal opportunity.

These principles are implemented in full compliance with French labour law, which guarantees non-discrimination in recruitment and equal treatment throughout professional careers.

Although recruitment volumes are limited, the organisation applies:

- non-discriminatory recruitment practices
- equal consideration of all candidates
- fair and equitable access to professional development opportunities

This regulatory framework, combined with internal practices, ensures that gender equality is systematically upheld in all human resources processes.

6.4. Integration of the Gender Dimension into Research and Innovation

CRITT Horticole recognises the importance of integrating the gender dimension into research and innovation activities when relevant.

This is particularly addressed in:

- European collaborative projects
- urban and environmental innovation (e.g. thermal comfort, urban biodiversity, user-related impacts)
- development of nature-based solutions

The organisation is committed to strengthening this dimension in future projects.

6.5. Measures Against Gender-Based Violence and Harassment

CRITT Horticole ensures a safe and respectful working environment for all employees.

The organisation promotes:

- a zero-tolerance approach to harassment and discrimination
- a culture of respect and inclusion
- the possibility to report inappropriate behaviour

Given its size, the organisation relies on direct communication channels and management oversight to address any issues.

Any situation can be reported directly to the Director or the management team, ensuring appropriate handling and confidentiality.

7. Implementation, Monitoring and Continuous Improvement

The GEP is implemented through a pragmatic and proportionate approach, adapted to the size and organisation of CRITT Horticole.

The plan is communicated to all employees and integrated into the organisation's day-to-day practices. Its implementation relies on continuous attention from the management team and staff.

Given the size of the organisation, the GEP will be reviewed at least annually, and at least when significant organisational changes occur, in order to ensure its relevance and effectiveness.

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The GEP is reviewed on an annual basis by the management team, based on available data and internal feedback. This light review process ensures that the plan remains relevant and aligned with the organisation’s evolution, while maintaining a proportionate approach adapted to its size.

Responsibility for the review of the GEP is assigned to the **Director or deputy Director**, who ensure its implementation and update when necessary.

8. Specific Strengths of CRITT Horticole

CRITT Horticole benefits from several structural strengths that support the effective and operational implementation of this Gender Equality Plan.

As a human-scale organisation, CRITT Horticole enables rapid decision-making and facilitates the direct integration of gender equality considerations into its day-to-day activities. The strong transversal collaboration between teams and the close involvement of top management further reinforce the practical implementation of the GEP.

In addition, the organisation’s activities in applied research and innovation provide a favourable context for progressively integrating gender equality considerations into project development and implementation.

This context ensures that the GEP is not only a formal compliance document, but a concrete and evolving framework embedded in the organisation’s practices, supporting continuous improvement and alignment with Horizon Europe principles.

9. Approval and Signature

Approved on behalf of CRITT Horticole:

Anne de la Sayette
Director

Date: 02/04/2026

Signature:

