

# Indicators Decree 2023-1400 of 29 December 2023

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Observatory for Success and Professional Integration

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PARIS-SACLAY



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## | ARTICLE 1 OF THE DECREE

The indicators relating to equal opportunities for women and men mentioned in Article L. 612-1 of the French Code of Education are as follows:

1. Share of female applicants for programmes with a higher education diploma recognised by the State, by field of study and major
2. Share of female students registered in programmes with a higher education diploma recognised by the State, by field of study and major
3. Percentage of women and men among students receiving scholarships based on social criteria, by field of study and educational major
4. Share of women among graduates from a programme recognised by the State, at "BAC+2", "BAC+3", "BAC+5" and "BAC+8" levels, by track
5. Share of first-time female PhD candidates, by discipline: exact and applied sciences, life sciences, humanities and social sciences
6. Percentage of women and men among PhD candidates registered in their first year of a doctoral programme and having obtained funding for their thesis
7. Share of female PhD candidates at the time of their defence, by discipline: exact and applied sciences, life sciences, humanities and social sciences
8. Share of women in sports and student association management positions, particularly on the board and in the presidency
9. Share of women with a job one year after graduating from a higher education diploma recognised by the State
10. Average salary of women and men twenty-four months after graduating from their higher education diploma recognised by the State, at "BAC+2", "BAC+3", "BAC+5" and "BAC+8" levels.

## 1. Indicator 1 - Share of female applicants for programmes with a higher education diploma recognised by the State, by field of study and major

**Source:** Inception - 1st year Master's & 2nd year Master's programmes applications - 2022-2023

**Indicator:** share of women among applicants

Calculations based on candidates, not applications. One person may submit several applications (2.2 on average).

	M1 - 1st year Master's	M2 - 2nd year Master's
Law	72.6%	65.3%
Economics, Social Economic Administration	54.2%	53.3%
Education	63.3%	54.1%
Health	66.7%	66.5%
Life, earth and space sciences	43.1%	47.2%
Physical and sports sciences	42.1%	44.1%
Fundamental and applied sciences	42.3%	40.4%
Human and social sciences	60.2%	58.1%
Total all fields of study	53.2%	49.2%
	52.2%	

**Source:** Parcoursup 2023 Campaign

**Indicator:** share of women among applicants

Calculations based on candidates, not applications. One person may submit several applications.

	L1/LDD1 - 1st year under- graduate or double degree	BUT1 - University technology degree
Law	71.6%	
Economics, Social Economic Administration	55.6%	
Industry		20.6%
Humanities	75.2%	
Health	70.4%	
Science	45.0%	
Physical and sports sciences	33.7%	
Human and social sciences	64.7%	
Services		53.5%
Total all fields of study	55.8%	41.5%
	51.4%	

## 2. Indicator 2 - Share of female students registered in programmes with a higher education diploma recognised by the State, by field of study and major

**Source:** SISE registrations 2023-2024 - only first-time registrations and excluding DU (*Diplôme d'Université*) or DE (*Diplôme d'Établissement*) registrations >> 41,078 registrations

**Indicator:** share of women among people registered in undergraduate, Master's and PhD courses and overall.

	Under-graduate	Master's	PhD	Total
Law	75.0%	70.6%	49.4%	71.8%
Economics, Social Economic Administration	56.6%	61.1%	50.0%	57.6%
Health	81.4%	64.9%	63.4%	72.2%
Life, earth and space sciences	69.3%	60.5%	55.3%	60.5%
Physical and sports sciences	32.5%	45.9%	51.2%	35.6%
Fundamental and applied sciences	38.7%	31.1%	28.6%	34.9%
Human and social sciences	61.7%	61.9%	47.7%	60.9%
Total all fields of study	55.7%	55.3%	40.2%	54.0%

## 3. Indicator 3 - Percentage of women and men among students receiving scholarships based on social criteria, by field of study and educational major

**Source:** file for the Contribution to Student and Campus Life (CVEC). Employer scope.

	Men	Women	Overall total
Law - Political science	161	668	829
Interdisciplinary	11	6	17
Languages	10	8	18
Medicine	60	87	147
Pharmacy	112	262	374
Health	36	72	108
Science	361	314	675
Economics and Management	243	341	584
Fundamental applied sciences	888	416	1,304
Human and social sciences	28	47	75
Natural and life sciences	88	198	286
Physical and sports sciences	155	94	249
Overall total	2,153	2,513	4,666

#### 4. Indicator 4 - Share of women among graduates from a programme recognised by the State, at "BAC+2", "BAC+3", "BAC+5" and "BAC+8" levels, by track

Source: SISE Results 2021-2022 - excluding DU (*Diplôme d'Université*), excluding certificates, excluding DAEU, excluding DNS, DES and DESC >> 13,041 graduates

Indicator: share of women among graduates per level.

	Bac +2 – 2 years of higher edu- cation level study	Bac +3 – 3 years of higher edu- cation level study	Bac +5 - 5 years of higher edu- cation level study	Bac +8 - 8 years of higher edu- cation level study	Total
Law	N/A	74.9%	67.9%	46.7%	69.5%
Economics, Social Economic Administration	64.9%	55.2%	59.6%	10.0%	59.0%
Health	N/A	89.6%	88.9%	63.2%	77.5%
Life, earth and space sciences	83.3%	69.0%	62.5%	55.6%	62.7%
Physical and sports sciences	36.8%	36.8%	51.3%	42.9%	41.1%
Fundamental and applied sciences	22.8%	40.9%	27.3%	30.9%	31.1%
Human and social sciences	N/A	71.5%	62.0%	65.2%	64.7%
Total all fields of study	41.0%	56.9%	50.2%	46.4%	51.0%

N/A = not applicable – no graduates.

#### 5. Indicator 5 - Share of first-time female PhD candidates, by discipline: exact and applied sciences, life sciences, humanities and social sciences

Source: ADUM 07/10/2024

Gender	Women	Men	Overall total	% women
Field				
Science and engineering	230	530	760	30.3%
Social sciences and humanities	51	43	94	54.3%
Life sciences and health	213	166	379	56.2%
Overall total	494	739	1,233	40.1%

## 6. Indicator 6 - Percentage of women and men among PhD candidates registered in their first year of a doctoral programme and having obtained funding for their thesis

Source: ADUM 07/10/2024

Year 2023-24

Gender	Women		Men		Overall total	
Funding (Yes/No)	Number	%	Number	%	Number	%
No	12	80.0%	3	20.0%	15	100.0%
Yes	482	39.6%	736	60.4%	1,218	100.0%
Overall total	494	40.1%	739	59.9%	1,233	100%
% with funding	97.6%		99.6%		98.8%	

## 7. Indicator 7 - Share of female PhD candidates at the time of their defence, by discipline: exact and applied sciences, life sciences, humanities and social sciences

Source: ADUM 12/12/2024

Calendar year 2023

Gender	Women	Men	Overall total	% women
Field				
Science and engineering	231	487	718	32.2%
Social sciences and humanities	24	36	60	40.0%
Life sciences and health	239	140	379	63.1%
Overall total	494	663	1,157	42.7%

## 8. Indicator 8 - Share of women in sports and student association management positions, particularly on the board and in the presidency

96 student and sports associations. 57.18% of board members and members of the president's team are women.

## 9. Indicator 9 - Share of women with a job one year after graduating from a higher education diploma recognised by the State

### Sources:

- French Ministry of Higher Education and Research (MESR) survey on the professional integration of vocational undergraduate degrees and Master's graduates in 2020

**Indicator:** situation **18 months** after graduation – calculated on the basis of the working population (Number employed/(Number employed + Number looking for work)). Further study via a PhD programme is considered as employment.

- Conférence des grandes écoles (CGE) 2023 survey of Paris-Saclay Polytech graduates, class of 2021

**Indicator:** situation **18 months** after graduation – calculated on the basis of the working population (Number employed/(Number employed + Number looking for work)). Further study via a PhD programme is considered as employment.

- Survey on the future of graduates from Undergraduate and Undergraduate Double Degree (LDD) programmes in 2023

**Indicator:** situation **6 months** after graduation – calculated on the basis of the working population (Number employed/(Number employed + Number looking for work)).

	Women	Men
Vocational undergraduate degrees, class of 2019-2020	97.6% (201/206)	95.7% (199/208)
Master's degrees, class of 2019-2020	95.2% (1,139/1,196)	94.5% (1,346/1,424)
Paris-Saclay Polytech, class of 2021	100% (38/38)	99% (90/91)
Undergraduate and double degrees, class of 2022-2023	92.9 % (39/42)	92.7 % (38/41)

- Professional integration of PhD graduates (IPdoc) 2022 survey (future of PhD graduates from calendar years 2017, 2019 and 2021 and employment status on 01/12/2022)

Gender	Women	Men	Overall total
<b>Population</b>			
Number of people asked	345	551	<b>896</b>
Number of survey respondents (1)	247	353	<b>600</b>
% survey respondents	71.6%	64.1%	<b>67.0%</b>
Number of people in employment on 01/12/2022	209	321	<b>530</b>
% people in employment on 01/12/2022	84.6%	90.9%	<b>88.3%</b>



## 10. Indicator 10 - Average salary of women and men twenty-four months after graduation

### Sources:

- French Ministry of Higher Education and Research (MESR) survey on the professional integration of vocational undergraduate degrees and Master's graduates in 2020

**Indicator:** average net monthly salary 30 months after graduation (Vocational undergraduate degrees, Master's, Polytech). The calculation is based solely on full-time employees working in France. Further study via a PhD programme is considered as employment, and PhD candidates' salaries are therefore taken into account.

- Conférence des grandes écoles (CGE) 2023 survey of Paris-Saclay Polytech graduates, class of 2020

**Indicator:** average gross annual salary (including bonuses) 24 months after graduation. The calculation is based solely on full-time employees working in France. Further study via a PhD programme is considered as employment, and PhD candidates' salaries are therefore taken into account.

	Women	Men
Vocational undergraduate degrees, class of 2019-2020	€2,015 (197 responses)	€2,042 (189 responses)
Master's degree, class of 2019-2020	€2,392 (952 responses)	€2,450 (1,210 responses)
Paris-Saclay Polytech, class of 2020	€46,827 (21 responses)	€43,285 (48 responses)

**Indicator:** Average net monthly salary for women and men one, three and five years after graduating from a PhD programme

- Professional integration of PhD graduates (IPdoc) 2022 survey (future of PhD graduates from calendar years 2017, 2019 and 2021 and employment status on 01/12/2022)

**Indicator:** net monthly salary. The calculation is based solely on full-time employees working in France.

	Gender	Women	Men	Overall total
<b>Population</b>				
PhD candidates graduated in calendar year 2017		€3,272	€3,293	€3,285
PhD candidates graduated in calendar year 2019		€2,983	€3,383	€3,250
PhD candidates graduated in calendar year 2021		€2,653	€2,987	€2,844
All years		€2,964	€3,241	€3,133

## | ARTICLE 2 OF THE DECREE

The indicators relating to actions implemented to reduce inequalities between women and men are as follows:

1. Existence of a guide designed to raise awareness about the risks of discrimination among juries for access to higher education programmes
2. Existence of a mentoring or tutoring scheme for female students
3. Existence of a parenting support scheme for students
4. Existence of training courses on gender equality, the fight against stereotypes and discrimination, offered to students by the institution
5. Share of women on juries when a jury comprising three or more members is set up for access to higher education programmes offered by the institution
6. Number and types of communication initiatives designed to encourage the involvement of all students and the appropriation of gender equality issues.

### **11. Indicator 1 - Existence of a guide designed to raise awareness about the risks of discrimination among juries for access to higher education programmes**

- Self-training toolbox on equality with training courses on Mentor and LinkedIn Learning on gender equality
- E-learning module on preventing and combating sexual and gender-based discrimination and violence (listed in the Equality Plan and available on the intranet).

### **12. Indicator 2 - Existence of a mentoring or tutoring scheme for female students**

- Establishment of mentoring schemes for female PhD candidates (existing) and female Master's students (forthcoming).

### **13. Indicator 3 - Existence of a parenting support scheme for students**

- Creation of a parenthood guide (forthcoming)
- Provision of breastfeeding rooms
- Measures to encourage pregnant students to continue their education (guide to be published shortly on adjustments for students with special needs).

**14. Indicator 4 - Existence of training courses on gender equality, the fight against stereotypes and discrimination, offered to students by the institution**

- E-learning training module on SGBV
- Raising awareness of SGBV and discrimination through presentations in classrooms
- Forum theatre
- Training courses run by specialised associations (e.g.: OUTrans).

**15. Indicator 5 - Share of women on juries when a jury comprising three or more members is set up for access to higher education programmes offered by the institution**

**16. Indicator 6 - Number and types of communication initiatives designed to encourage the involvement of all students and the appropriation of gender equality issues**

- Awareness-raising weeks (March, November, May) on equality, the fight against discrimination and LGBTphobia
- Presentation of the equality policy during the first weeks of a new academic year
- Inclusive communication guide
- Campaign on period poverty and distribution of reusable sanitary products.

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