

Gender Equality Plan 2026–2029

Conservatoire du Patrimoine des Abbayes · Adopted on 19 September 2026

1. Commitment

The Conservatoire du Patrimoine des Abbayes is a non-profit association governed by the French law of 1 July 1901, based at Saint-Pierre Abbey, Mas-Grenier (France). It safeguards the tangible and living heritage of abbeys and monasteries through training, research, worksites and cultural programmes.

The Conservatoire is committed to equality between women and men in its governance, its teams, its volunteers and trainees, its research and its public activities. It does not tolerate discrimination, gender-based violence or sexual harassment. This plan is a formal document approved by the President, published on the association's website and binding on everyone acting on its behalf.

2. Scope and proportionality

The plan covers board members, employees, volunteers, Civic Service volunteers, trainees, visiting researchers, trainers and contractors working on site, as well as participants in courses and worksites. The Conservatoire is a small organisation: the measures below are sized to its means and will be strengthened as its staff and projects grow.

3. Dedicated resources

The President is accountable for the plan. Its implementation relies on:

- a Gender Equality Referent appointed by the President from among the team, with time set aside of at least ten working days per year;
- an annual budget line for training and awareness-raising, reviewed with each yearly budget;
- access to external expertise where needed, in particular through partner universities and European project consortia.

4. Data collection and monitoring

Each year the Referent collects data disaggregated by sex, in compliance with the GDPR and only in aggregate form, on:

- board members, employees, volunteers, Civic Service volunteers and trainees;
- applicants and selected candidates for posts, placements and volunteer missions;
- trainers, speakers and participants in courses, worksites and events;
- research teams and authorship of publications in projects led or hosted by the Conservatoire.

5. Training and awareness-raising

The Conservatoire ensures that:

- the President, the Referent and tutors follow training on gender equality and unconscious bias within twelve months of adoption, renewed every three years;
- every newcomer receives, on arrival, the code of conduct, this plan and the contact details of the Referent;
- gender equality is an item on the agenda of the annual general assembly.

6. Measures and targets

The plan addresses the five areas recommended by the European Commission.

Area	Measures	Target or indicator
Work-life balance and organisational culture	Flexible scheduling of meetings and worksite hours; consideration of family constraints for residential courses; inclusive language in all documents.	Reviewed yearly through a short anonymous survey.
Gender balance in leadership and decision-making	Active search for candidates of the under-represented sex for the board, project leadership and selection panels.	At least 40% of each sex in project teams and panels where numbers allow.
Recruitment and career progression	Gender-neutral notices; mixed selection panels; written selection criteria; equal pay and allowances for equal work; equal access to craft training in trades where women are under-represented.	Share of women and men among applicants and selected candidates, reported yearly.
Gender dimension in research and teaching	Attention to the role of women's monastic communities and women practitioners in research, inventories and courses; honest documentation of actual practice, including its asymmetries; balanced choice of speakers and trainers.	Gender dimension addressed in every research proposal and inventory file.
Measures against gender-based violence, including sexual harassment	Zero-tolerance statement in the code of conduct; confidential reporting to the Referent or, if the Referent is concerned, to the President; protection against retaliation; referral to the competent authorities and support services; specific safeguards for minors and for residential stays.	Every report acknowledged within 7 days and handled within 60 days; yearly anonymised summary.

7. Reporting and review

The Referent presents an annual report to the general assembly, based on the indicators above. A summary is published on the website. The first report covers the year 2026 and is published by 30 June 2027.

The plan is reviewed at least every three years, and earlier if the size or activities of the Conservatoire change significantly.

8. Publication

This plan is published on the website of the Conservatoire in French and English and is given to every person joining the association or its activities. Contact: contact@conservatoiredupatrimoinedesabbayes.org.

Mas-Grenier, 19 September 2026

For the Conservatoire du Patrimoine des Abbayes,



Arumugam Amruthalingam
President