

Following the publication of decree no. 2023-1400 of 29 December 2023 concerning the publication of indicators relating to equal opportunities between women and men and the actions implemented to reduce inequalities in higher education establishments, BSB produces the indicators mentioned in the decree for the programmes recognised by the State: the BACHELOR programme and the Master *Grande Ecole* programme. These indicators are presented each year to the BSB Supervisory Board.

Indicators 2024-25

I - Indicators relating to equal opportunities for women and men

	BACHELOR (Bac+3)	MGE (Bac+5)
1. Percentage of female applicants for state-recognised higher education qualifications, by stream and speciality	45%	49%
2. Percentage of women enrolled on courses leading to a state-recognised higher education qualification, by stream and specialism	50%	53%
3. Percentage of women and men among students receiving a grant on social criteria, by course of study and specialism	56% women 44% men	55% women 45% men
4. Percentage of women among graduates of state-recognised courses at BAC+2, BAC+3, BAC+5 and BAC+8 levels, by specialisation	57% women	52% women
5. Percentage of female doctoral students enrolled for the first time, by discipline: exact sciences and applications, life sciences, humanities and social sciences	Not relevant (as BSB is not attached to a doctoral school, it does not accept doctoral students as such)	
6. Percentage of women and men among doctoral students enrolled in the first year of their doctorate and having obtained funding for their thesis		
7. Percentage of female doctoral students who defend their thesis, by discipline: exact sciences and applications, life sciences, humanities and social sciences		
8. Percentage of women in charge of sports and student associations, particularly in the executive committee and the presidency	At school level 59% women in board members 45% female presidents	
9. Percentage of women in employment one year after obtaining a state-recognised higher education qualification	100% (note that 93% of the women who obtained this diploma are still studying one year after obtaining it)	86.2%
10. Average salary for women and men twenty-four months after obtaining a state-recognised higher education qualification, at "BAC+2", "BAC+3", "BAC+5" and "BAC+8" levels.	30-35k€ F and M The difference is not significant (note that 80% of students who have obtained this diploma are continuing their studies one year after obtaining it).	42 k€ women 45k€ men

II - Indicators relating to actions taken to reduce inequalities between men and women

1. Existence of a guide designed to raise awareness of the risks of discrimination among selection boards for access to higher education courses.	YES - Juries for the various BSB competitive entrance exams are made aware of gender inequalities and the risk of discrimination during briefs.
2. Existence of a support system for female students, particularly of the mentoring or tutoring type	YES - The Pathfinder™ scheme is designed to enable all male and female students to get the most out of their years at BSB. Thanks to unlimited personalised coaching, the use of Artificial Intelligence tools and BSB's resources, students find the path that suits them and allows them to flourish.
3. Existence of a parental support programme for students	YES - BSB is a partner of <i>Planning Familial</i> for parenting support for students. More generally, with the One Health Center programme , all students can find real answers and a sympathetic ear to questions relating to their well-being. Information and prevention workshops will be open to all students on a regular basis to help them deal with stress, sleep and nutrition, as well as more sensitive issues such as addiction, harassment and discrimination.
4. Existence of training courses on gender equality, combating stereotypes and discrimination, offered by the institution for students	YES - All BSB programmes include 4 learning objectives, 1 of which is linked to social responsibility ("To behave as a socially responsible manager open to the world"). Within this framework, all students have had at least one module related to the following themes: gender diversity, diversity and discrimination, stereotypes, inequalities between men and women. BSB is also a partner of the City of Dijon within the framework of the Antenne Municipale et Associative de lutte Contre les Discriminations (AMACOD) . Within the framework of an agreement, anti-discrimination training sessions are organised every year.
5. Proportion of women on juries when a jury comprising three or more members is formed for access to higher education courses provided by the establishment	NOT CONCERNED (BSB examining boards have only two members)
6. Number and types of communication actions aimed at encouraging the involvement of all students and the appropriation of gender equality issues.	BSB is fully aware of the persistence of certain gender stereotypes in academic and professional contexts. To encourage students, future managers and staff to promote gender equality, conferences, round tables and creative projects are organised every year to change attitudes. The annual flagship event is Equality Week around 8 March (International Women's Rights Day).