Authoritarian drift of the management

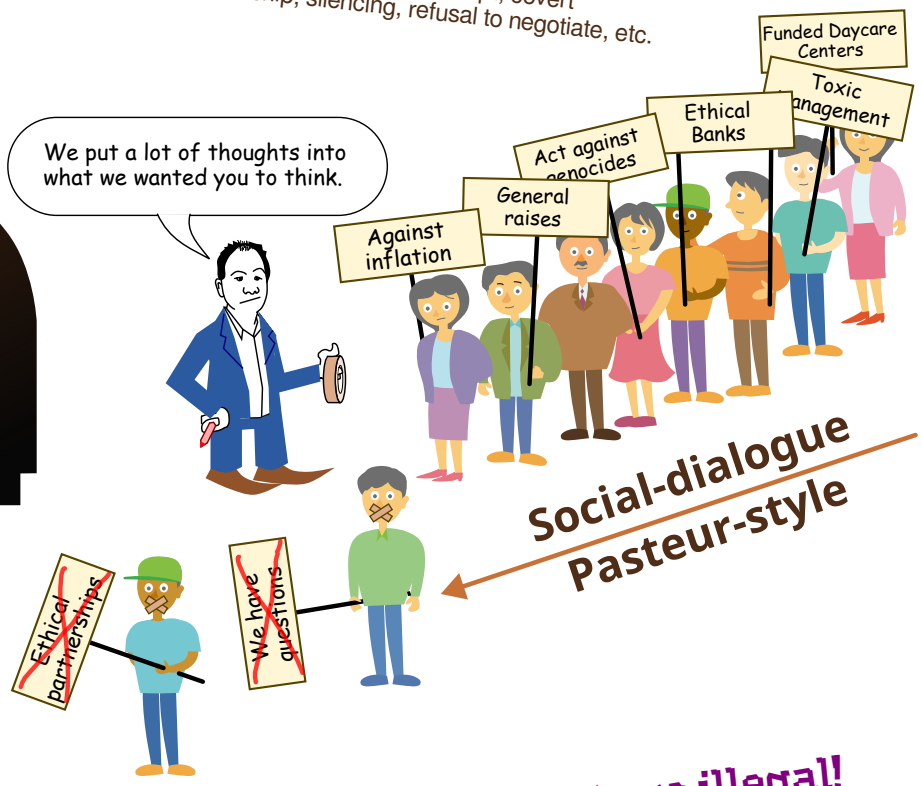
Let's not allow our leaders to drift toward authoritarianism, which will one day play into the hands of the far right!

The rise of fascism relies on well-known mechanisms, recalled by Umberto Eco, among which:

1. authoritarian drift,
2. control the speech of political opposition,
3. targeting minorities already victims of oppression,
4. distortion of language and concepts.

This cultural undermining operates through "small" friction: contempt, covert discrimination, ridicule, minimization, censorship, silencing, refusal to negotiate, etc.

In recent years, the leadership of the Pasteur Institute has been escalating its threats and censorship against freedom of expression.
(See our list on the back and our detailed analysis online.).



Threats and censorship by management are illegal!

Workers have a constitutional right to express their political views, both at work and elsewhere!





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Solidaires Institut Pasteur
Emancipation - Inclusion - Résistance

A national political context

These threats are very real! They are normalized by the extreme center—you see them every day right now.

This authoritarian drift stems from the same causes as the government's authoritarian drift (lack of democracy, the myth of excellence, widespread precariousness, the ruling class's insularity, etc.)

To counter them, every action counts, no matter how small, even at work.

Let's not let our leaders give in to an authoritarian drift that will play into the hands of the far right.

Even at Pasteur

The speeches given by management at its institutional events (New Year's greetings, *Town Halls*, etc.) are all steeped in grand words about support for minorities, democracy and precarious workers. Even the director general of the Institut Pasteur is concerned about the rise of the far right. But **between words and deeds, there is a gaping chasm.**

Beyond the creation of a *Diversity, Equity and Inclusion* (DEI) department, few advances or investments have materialized.

Worse still, we have noted numerous events showing that an authoritarian drift is at work.

Find our full analysis on our website:

https://pasteur.solidaires.info/authoritarian-drift

Authoritarian drift at Institut Pasteur

- The board director **reproaches elected representatives for asking too many questions** (symposium "Citizen Researchers," 10/12/25).
- The communications director **cuts the online broadcast of elected representatives' statements** (Management's New Year's greetings, 14/01/25).
- The communications director **filters staff representatives' questions** in order to ask his own (Town Hall 15/12/25).
- The HR director sends a general email **threatening all employees,** with **dubious interpretations of rules on freedom of expression** (16/09/26).
- Management pressures STAPA to **end discussions about the Palestinian genocide on its mailing list**—a list that will moreover be replaced by a Teams channel, easier to moderate and where unwanted messages can be deleted.
- The director of education **publicly calls out and threatens, by email, a doctoral student** who was sharing information on career prospects for precarious staff (06/11/2025).
- The DEI director likewise passed the email on, unaltered, to the **doctoral student representatives**, as a means of pressure.
- Management pressures STAPA to **block an elected representative's message that debunks these lies** and exposes their illegality.
- The communications department **censored the Queer Club's slogans** during Pride march, and required participants to sign a **pledge not to display political messages** (2024 and 2025), despite the warnings from elected officials.
- At the *CSR* event "A More Sustainable Institute" (22/09/26) **questions are dropped altogether**. The management thus **avoid any critics about its partnership** between IP and the BNP (an ecocidal bank).
- The communications director sends a company-wide email trying to **make workers believe they are not allowed to publicly express political opinions** (16/09/26).
- Repeatedly, various members of management contravene labor law and **pressure unions to limit leafleting.**

Censoring workers' freedom of expression is ILLEGAL!

Your employer has no right to stop you from speaking out, even (especially!) on political matters.

We call for greater workplace democracy.