



EUROPEAN COMMISSION



QEC-ERAN



*“Genderwise: the role of men as agents of change in reconciling work  
and family life”*

## *Local Mapping Exercise*

June 2006

## *National Context - Main indicators of gender inequality*

Sixties years after the right to vote of women (1945) and thirty four years after the first law on equality of payment between men and women (1972), France can count various progresses today concerning the gender inequality, especially on the labour market, in the family and to the school. However, important inequalities still remain and some are even amplified. Indeed, “equality of right does not lead yet to an equality of fact.”<sup>1</sup>

### **1. EMPLOYEMENT AND FIELD OF ACTIVITY**

#### **Employment rates per age (%)<sup>2</sup>**

	<b>1975</b>	<b>1985</b>	<b>1995</b>	<b>2000</b>	<b>2005</b>
<b>Women</b>					
15-24 years	45.5	39.7	26.5	26	29.9
25-49 years	58.6	70.8	78.3	79.3	81.1
50 years and more	42.9	39.8	43.9	50.5	54.6
<b>Whole</b>	<b>51.5</b>	<b>55.6</b>	<b>59.9</b>	<b>61.7</b>	<b>63.8</b>
<b>Men</b>					
15-24 years	55.6	42.5	32.4	32.6	37.3
25-49 years	97	96.5	95.5	94.8	94.4
50 years and more	79.5	64.5	58.6	63.2	63.6
<b>Whole</b>	<b>82.5</b>	<b>75.9</b>	<b>74.0</b>	<b>74.4</b>	<b>74.5</b>

#### **Unemployment rates per age (%)**

	<b>1990</b>	<b>1995</b>	<b>2000</b>	<b>2005</b>
<b>Women</b>				
	<b>12.1</b>	<b>13.9</b>	<b>11.9</b>	<b>10.9</b>
15-24 years	23.9	32.2	23.7	24.6
25-49 years	10.9	12.9	11.6	10.4
50 years and more	9.2	8.4	8.5	7.2
<b>Men</b>				
	<b>7.0</b>	<b>9.8</b>	<b>8.5</b>	<b>9.0</b>
15-24 years	15.3	20.9	18.4	21.4
25-49 years	6.0	8.9	7.7	8.0
50 years and more	5.7	7.5	6.9	6.6

<sup>1</sup> MILEWSKI Françoise, DAUPHIN Sandrine, KESTEMAN Nadia, LETABLIER Marie Therese, MEDA Dominique, *Inequality between men and women: factors of the precarity*. Paris : The French documentation 2005

<sup>2</sup> *Women and men. Glance on the parity*. Report 2004 of the National Statistical Office (INSEE).

**Ratio of persons in long-term unemployment in 2005 (%)**<sup>3</sup>

Age	Jobless for 1 year or more	Jobless for 2 years or more
<b>Women</b>	<b>43.2</b>	<b>21.5</b>
15-24 years	24.4	7.4
25-49 years	44.7	21.3
50 years and more	60.9	40.4
<b>Men</b>	<b>41.8</b>	<b>21.7</b>
15-24 years	23.8	8.0
25-49 years	42.7	21.1
50 years and more	63.2	42.2
<b>Whole</b>	<b>42.5</b>	<b>21.6</b>

**Working population employed in part time according to the duration of this part time in 2005.**

Weekly duration averages of work (hour)	Women (thousand)	Men (thousand)	Part of women (%)	Part of men (%)
Less than 15 h	545	134	80.2	4.8
From 15 to 29 h	1 873	417	81.8	16.4
30 h or more	1 092	208	84.0	9.6
Unknown	5	9	35.0	0
<b>Whole</b>	<b>3 516</b>	<b>769</b>	<b>82.1</b>	<b>30.8</b>

**Population in under-employment among the working population employed in part time according to the socio professional group in 2005. (Thousand)**<sup>4</sup>

	Women	Men
Farmer	2	0
Craftsman, tradesman, and business manager	15	9
Senior/junior executive and superior intellectual profession	43	34
Intermediate profession	125	44
Employee	682	72
Worker	98	102
<b>Whole</b>	<b>969</b>	<b>262</b>

<sup>3</sup> Long term = from one year or more.

<sup>4</sup> Number of working population employed in part time seeking a job to work more (in part time or full time) or wishing to work more but without seeking another job.

**Working population according to the sex and the sector in 2005 (Thousand)**

	Women	Part of women (%)	Men	Part of men (%)	Whole
Farming, forestry, fishing	276	29.1	674	70.9	950
Agricultural Industries	262	38.7	416	61.3	678
Industries of the consumer goods	320	46.3	371	53.7	691
Car industry	52	15.6	281	84.4	333
Industries of the investment goods	163	19.9	657	80.1	820
Industries of the intermediate goods	334	24.0	1 056	76.0	1 390
Energy	44	18.9	190	81.1	234
Construction	142	8.9	1 455	91.1	1 597
Trade and reparations	1 545	46.9	1 747	53.1	3 292
Transports	251	23.3	825	76.7	1 076
Financial activities	409	55.7	325	44.3	734
Property activities	195	56.1	152	43.9	347
Services for enterprises	1 292	40.2	1 923	59.8	3 215
Services for individual person	1 298	61.0	829	39.0	2 127
Education, health, social action	3 475	73.9	1 227	26.1	4 702
Administrations	1 335	50.1	1 328	49.9	2 663
Intermediate activity	33	46.5	38	53.5	71
<b>Total</b>	<b>11 425</b>	<b>45.8</b>	<b>13 496</b>	<b>54.2</b>	<b>24 921</b>

### **A feminine activity always expanding**

In the first quarter 2003, the Metropolitan France counts 27,1 millions of working people, of whom 46 % are women. The female behaviour is close to male behaviour: the rate of working women increases while that of the men decreases slightly. It is at the ages when they assume the heaviest family duties that the rates of working women increased the most.

The women are more numerous than the men to be employed in temporary jobs like fix term contracts, vocational training and subsidized employment (11% against 6%). Only one exception: the interim that remains a kind of employment very mainly male, to 68%. Although the part of part-time work knows a light crease, they still concern, at the beginning of 2003, 30% of the working women against 5,5% for men. Whatever the sex, it is the workmen and the employees who are in part-time and would wish to work more.

### **Some inequalities still remain face to jobless**

Between 2002 and 2003, women and men saw their unemployment rates increase. However, the one of women is two points higher in the 1st quarter 2003. Thus the inequalities face to jobless still remain, in particular for the young people of less than 25 years old: close to a quarter of the working young women are in this situation for only one young man out of five. Women are more penalized at the time of insertion on the labour market if they have got no diploma. On the other hand, the disparities blur as the level of diploma raises. The unemployment of very long term is characteristic of the old jobless persons more than 50 years old and concerns more the women: 44% of them have been applied for a job for more than 2 years, against 42% of jobless men of more than 50 years.

### **Employments that still remain very « gender »**

The legislation has for general rule, the prohibition of discrimination based on the gender in access to the trades. However, the structures of the employment carried out by the working persons (male & female) still remain really contrasted. These differences are translated at the same time in the distribution of men and women by field of economic activity and in their socio-professional profiles. Women work more in the tertiary sector while industry and building are with a strong dominant male. About half of the women are employed, while more than third of men are workmen. Lastly, the job as senior/junior executive is generally carried out by men (to two thirds).

If the weight of the craftsmen continues to decrease, the number of independent in the services, like members of the liberal professions, is in rise. Gradually the profession of family assistance, especially practises by women, disappears. With the total, if there are almost as many wages-earners as employees, two independents out of three, are men.

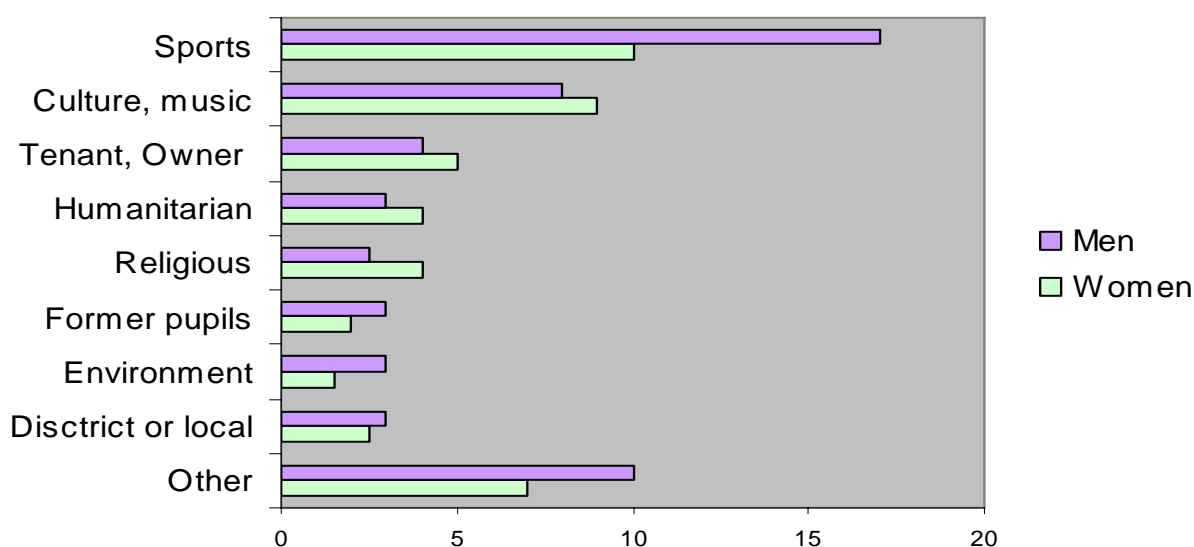
The tertiary sector, principal pool of jobs, concentrates close to 85% of the working women for only 60% of working male. Three women out of ten work in the fields of education, health or social action. The employment is particularly feminized in these three fields: nearly the three quarters of the employees are women. The women are also very numerous to work in the services for individual persons. Conversely, the construction, with 9 work posts out of 10 carried out by men, remains the bastion of the male employment.

## 2. SOCIAL TIMES AND PARTICIPATION IN THE SOCIAL LIFE

### Evolution of daily social times

	Women		Men		Whole	
	1986	1999	1986	1999	1986	1999
Physiological time	11h40	11h48	11h28	11h32	11h34	11h40
Work, studies, vocational training	3h16	3h27	5h47	5h30	4h30	4h28
Domestic time of which:	5h07	4h36	2h07	2h13	3h39	3h23
<i>Housekeeping, shopping</i>	3h50	3h40	1h11	1h15	2h42	2h28
<i>Care to children</i>	0h42	0h38	0h10	0h11	0h26	0h25
<i>Gardening, odd jobs</i>	0h15	0h18	0h47	0h47	0h31	0h32
Free time	3h13	3h31	3h53	4h09	3h32	3h50
Journey	0h44	0h38	0h45	0h36	0h45	0h37
<b>Whole</b>	<b>24h</b>	<b>24h</b>	<b>24h</b>	<b>24h</b>	<b>24h</b>	<b>24h</b>

### Rates of membership of various associations <sup>5</sup>



### Degree of participation in associative life

	Women	Men	Whole
Leader, treasurer, official elected or administrative tasks	14	20	17
Animator, trainer	7	10	9
Beneficiary or participant	60	50	55
Member	19	20	19

<sup>5</sup> INSEE survey: « Association life », variable part of the permanent investigation into the living conditions, 2002.

### Evolution of the proportion of women elected to the Senate (%)

Years	Part of women elected
1952	2.5
1958	1.9
1965	1.8
1968	1.8
1974	2.5
1980	2.0
1986	2.8
1992	5.0
1998	5.9
2001	10.3
2004	16.9

### Women among the Ministers and the members of the ministerial cabinets <sup>6</sup>

	Women	Men	Whole	Part of women (%)
<b>In 2000</b>				
Members of the Cabinets	176	361	537	32.8
<b>In 2002</b>				
Ministers	10	29	39	25.6
Directors of the Cabinets	3	35	38	7.9
Members of the Cabinets	142	392	534	26.6

### Part of women in the municipal councils according to the size of the town

	1983	1989	1995	2001
Town of less than 3 500 inhabitants	12.9	16.3	21.0	28.6
Town from 3 500 to 9 000 inhabitants	21.0	21.4	25.1	47.4
Town from 9 000 to 30 000 inhabitants	22.0	23.0	26.3	47.3
Town of more than 30 000 inhabitants	22.8	23.6	26.9	48.0
<b>Whole</b>	<b>14.0</b>	<b>17.2</b>	<b>21.7</b>	<b>31.7</b>

### An articulation and a conciliation of life times in full evolution

Regarding the sphere of the private life, the roles remain definitely differentiated on the distribution of the domestic work (domestic tasks, shopping, odd jobs, care to children, etc). Even if the behaviour of men is very slightly modified, in 1999 women devote always twice more time to the domestic tasks (4h30 on average per day and 2h10 for men). Moreover, thanks to the reduction of the working time, the time for the leisure's increased on average for the two sexes of twenty minutes per day in 13 years

<sup>6</sup> Ministry for the public office, General Direction of the Administration and the Public office, Office of the Statistics, the Studies and the Evaluation, 2002.

The participation in associative life remains overall more masculine than feminine. The participation of women that had progressed during the Eighties is stabilized since the middle of the Nineties, with 40% of members among the women against 49% for men. The associative life also testifies the persistence of a traditional division of the tasks within the couples. While men turn more traditionally to associations in bond with the professional life (trade union, pensioner of an enterprise) and the sport, women are increasingly more numerous in associations of pupil's parents or religious associations.

#### **A still masculinised policy representation**

After more than fifty years of voting rights, women are still not very present as elected person on political scene whereas they constitute 55% of the electorate. Historically, the national implication of women in the policy, if we consider the number of candidates to the French National Assembly, is demonstrated from the legislature of 1978. As well, the creation of the first secretariat of State to the Women's rights in 1974 as the measures envisaged by the law of 6<sup>th</sup> June 2000 about the political parity constituted an important steps for the access of women to the political function. However, they did not allow yet a proportional representation to their place in the electorate.

At the national level, in 2002, there were three directors (women) of cabinets for 35 directors of cabinets, whereas in the Government, 10 ministerial post works out of 39 are given to women. Moreover, in the order of the eminent personalities of the State, the first woman appears with a high row and for the first time in a function up to that point carried out by men, which is the Defence Minister.

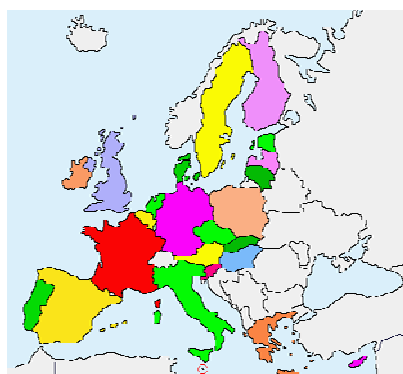
At the local level, the local elections of 2001 were the first controlled by the law on the political parity of 6<sup>th</sup> June 2000 that needs mixed lists alternating the candidates' men and women for the local elections in the town of 3.500 inhabitants or more. In 2001, the objective of parity is reached.

In the small towns, where the law on the political parity does not apply, nearly 30% of the city council men are women in 2001. They represented less than 13% in 1983.



## *Regional Context: similar inequalities at the national level*

### Demographic situation



*France in Europe*



*Région Provence Alpes Côte d'Azur in France (P.A.C.A.)*



*The 6 departments of the Region P.A.C.A.*

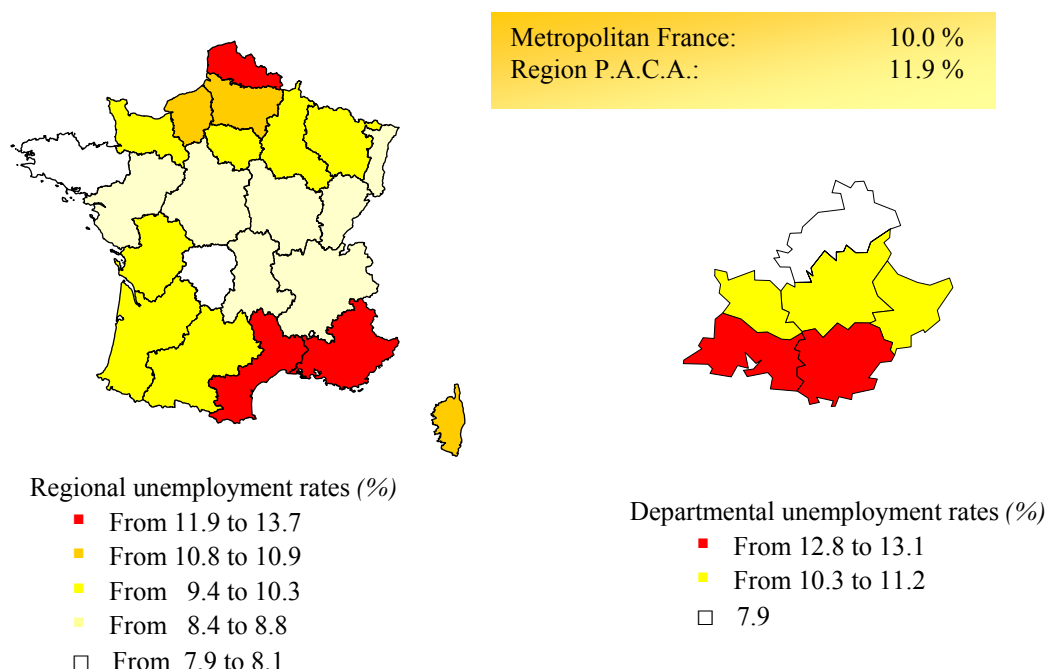
	France and overseas territories.	Région Provence Alpes Côte d'Azur (PACA) <sup>7</sup>
Area (km <sup>2</sup> )	543 965	31 400
Population (inhabitants)	62 400 000	4 666 000
Density (inhab. per km <sup>2</sup> )	96	149

The region P.A.C.A. consists of **6 departments**: Bouches du Rhône (13); Var (83); Vaucluse (84); Alpes de Hautes Provence (04); Hautes Alpes (05); Alpes Maritimes (06).

The region accounts 963 municipalities, among which 34 of more than 20 000 habitants, which represent more than 58,3 % of the regional population. **90 % of the inhabitants live in the three big metropolises**, Marseille, Nice, Toulon, or numerous average cities of more than 2000 habitants. Five urban poles (Marseille/Aix, Nice, Toulon, Avignon, Cannes/Grasse/Antibes) include 61,8 % of the population. Four conglomerations of more than 200 000 inhabitants are in the region for 29 on the whole of France. The region P.A.C.A. is one of the regions the most urbanized in France.

<sup>7</sup> INSEE, 2004.

## Unemployed rates: French regions and departments of PACA's region<sup>8</sup>



The "categories" the most affected by the unemployment are the women (in particular the young and the least qualified), the young people (the unemployment rate of less than 25 years was 22 % in 2004) as well as most than 50 years.

Besides these disparities, **the unemployment, massif, became "structural"** in the sense that the long-term unemployment affects a more and more important number of persons so that the labour market tends to become more and more a market of exclusion.

	Metropolitan France	Region PACA
GDP total (in euros) <sup>9</sup>	1 520 804 millions	105 826 millions
GDP per inhabitant (in euros)	24 837	22 901
Beneficiaries of the Minimum Guaranteed Income (RMI) <sup>10</sup>	1 061 005	125 118
Part of the population covered by the RMI	3.4 %	5.1 %

<sup>8</sup> The key figures of work, the employment and vocational training in P.A.C.A. in 2004. Regional Direction of work, employment and vocational training

<sup>9</sup> INSEE, 1<sup>er</sup> quarter 2005.

<sup>10</sup> National Family Allowance Office (CNAF), on 31/12/2002.

### Distribution of the working population per type of contract (%) <sup>11</sup>

	Women	Men
Temporary work	0.6	1.5
Fixed term contract	9.3	7.4
Unfixed term contract	50.3	52.0
Subsidized employment	3.6	1.5
<b>Whole (thousand)</b>	<b>709 110</b>	<b>879 911</b>

### Distribution of staff by devices of vocational training at level V (%) <sup>12</sup>

	Women	Men
Learning	22	39
Agricultural education	5	3
Private school way	19	9
Public school way	49	38

### Annual wages average net in 1998 permanent full-time (euros) <sup>13</sup>

	Women	Men	Gaps
Business manager	22 059	31 000	- 27 %
Senior/Junior executive	28 066	36 804	- 24 %
Intermediate professions	19 970	22 563	- 11 %
Employees	14 503	16 250	- 11 %
Workers	12 476	15 187	- 18 %

Women are 2,3 million in Provence-Alpes-Côte d'Azur, which represents 52% of the total population.

From 1982, feminization gains the universities. In Provence-Alpes Côte d'Azur, in higher education, 55% of the students are women. The feminization of students has not erased the differences of the orientation. They more often move towards the literary studies or studies that correspond to trades considered female: teaching, health, communication. Women are strongly represented in literary and social sciences (70% of students in PACA), in University Institute of Teachers Training (71%), in law studies and political sciences (71%). In sciences and in the University Institute of Technology, men predominate with more than 60% of students<sup>14</sup>.

The precariousness of the employment affects slightly more the women than the men. Women have got a stronger part of fixed term contracts (CDD) and subsidized employment. However, it should be noted that the labour market of the men is at two speeds: On one hand, they present a place more important than that of women in the unfixed term contracts; on the other hand, they are in proportion more important than women in temporary work and of CDD of less than three months.

<sup>11</sup> Regional Observatory of the Professions (ORM), *The disparities men/women in region PACA*, October 2001.

<sup>12</sup> Data base of ORM, 1999-2000.

<sup>13</sup> INSEE, Automated declaration of the Social Data 1998.

<sup>14</sup> Sud INSEE, *The headway of the women towards the parity delays being translated in the domestic and political sphere*, May 2003

Women are also slightly affected by precariousness. Indeed, if they receive in a more important way the social minima benefit, it is explained particular by fact that they profit the allowance isolated relative, which relates to **monoparentality families composed by more than 90% of women.**

Regarding the inequalities of gender, the region Provence Alpes Côte D’Azur differs rather little from France. For the majority of the indicators, France is located at semi way between Northern Europe and South of Europe. In 2000, in Spain, in Italy and Greece, the rates of working women still remained very lower than the one of men: 48 to 50% of the old women from 15 to 64 years old were working against 78 to 80% of the men of this age. The unemployment affects them twice more than the men: 15 to 20% of the working women are unemployed.

On the contrary, in Denmark and in Sweden, the levels of working women are definitely closer to those of the men (respectively 77 and 82% of the women from 15 to 64 years old are working). Concerning the jobless, the rates are four times lesser than in the countries of South of Europe and comparable with the male rates.

In addition, in Northern Europe, women are more present on the political scene.

France and Germany have in general rather close characteristics, with notable exception of the political representation ...

## *The national and regional devices for the promotion of the equality*

**In 2005, the Ministry for employment, social cohesion and housing was formed.**

Catherine VAUTRIN has been appointed on the 11 July 2005, as a minister with special responsibility for social cohesion and parity. Her action relies on Service of women’s rights and equality plus many institutional and associative partners.

The Service of women’s rights and equality (SDFE) that depends on this Ministry implements the policy of equality between men and women and promotes the women rights. Its action is an integrated approach which aims to:

- ✕ maintain the resort to specific measures in order to correct the inequalities,
- ✕ take into consideration the equality between men and women, within the whole of the decision-making processes, in all the fields and by all the actors.

The Service of women’s rights and equality includes a central service and a decentralized network composed by regional delegates and departmental consultants.

Regarding this service, they take part of the Public Service of Employment, they animate the departmental commissions of fight against the violence made to the women, and they work in partnership with the local persons in charge for the economic, social and associative life.

In order to develop his mission, the Ministry works with several institutional organisms and an observatory of the parity between men and women.

### **The Observatory of the parity**

The Observatory of the parity between men and women, created in 1995, has a particularly important role concerning the integration of women in the political economic and social fields. It advises in particular the Prime Minister in the definition of public policies aiming at prevent and reabsorb the inequalities between sexes as well as promote the access to the parity.

Four missions were fixed at the Observatory of the parity:

- to centralize, make produce and spread, with a specific action plans, the data, analyses, studies and researches on the women situation at the national and international levels;
- to evaluate the persistence of the inequalities between the sexes and to identify the obstacles with the parity, in particular in the political, economical and social fields;
- to give opinion on projects of the legislative and lawful texts of which it is given by the Prime Minister;
- to make all recommendations and proposals for reforms to the Prime Minister in order to prevent and to reabsorb the inequalities between the sexes and to promote the access to the parity.

Various partner organisms of the SDFE and partner devices make sure that there is an evolution of the parity and equality between men and women:

#### **The High Authority on the Fight against Discrimination and for Equality (HALDE)**

Collegial authority, the HALDE is composed by a college of eleven members appointed by Presidential decree of the Republic. A Consultative Committee is associated to the works of the High authority including the representatives of the civil society, the economic world and the public authorities. The mission of the High authority is multiple: it carries out the treatment of the complaints and the promotion of the equality. The High authority is in charge of the treatment of the complaints of which it will have been requested by any person estimating victim of discrimination. The High authority has for task to conduct actions of communication and information, to favour research on discrimination and to carry out the promotion of the equality. It provides an annual report and formulates opinions and recommendations with the authorities of the State.

#### **The Upper Council of the Professional Equality between the men and the women**

In order to deal with a large debate about professional equality, of which the trade union organisms, the organisation of employees, qualified personalities and public authorities attend, it has been created an Upper Council of the Professional Equality (law n° 83-635 of 13<sup>th</sup> July 1983 and decree n° 84-136 of 22<sup>nd</sup> February 1984).

This council gathers four colleges representing the employees' trade unions, organisations of employers, administration and qualified personalities.

The Upper council of professional equality has triple role:

- ✕ it regularly follows the application of the device relating to the professional equality,
- ✕ it implements studies, research and formulates proposals to make progress the professional equality,
- ✕ it may come to a conclusion on the legislation concerning the work of the women and about the modifications of the work law.

#### **The interministerial steering committee to the vocational training for the equality between the women and the men**

This steering committee, including the ministry for Employment and Solidarity, the ministry for the Public office, the ministry for national Education and the ministry for Agriculture, was created at the end of one day of reflexion organized by the Service of the women's rights and of the equality, on 23<sup>rd</sup> May 2002. It aims at the elaboration of a strategy of development for the vocational trainings to the equality.

#### **The steering committee for the equal access of the women and the men to the upper employments of the public office**

The committee collects information on the human resource management and discrimination in the services of the State, in order to make recommendations to solve noted inequalities and to evaluate the effects of measurements taken.

### **The Charter of the equality**

On the 8<sup>th</sup> March of 2004, the minister in charge of the parity gave to the Prime Minister the Charter of the equality between the men and the women. Composed of 5 axis, this document constitutes the action of the Government for a real equality between men and women. It counts nearly 300 actions led by the public authorities, the associations, the elected officials, the consular chambers and the social partners.

Five axis of the progress:

- **The political parity and the access to the decision-making** : for a shared responsibility and a citizenship with equal shares;
- **The professional equality** : for a better contribution of the women to economic development and of the equal chances for the employment
- **The respect of the dignity of the person** : for an reinforced access to the rights, to the autonomy and to the citizenship;
- **The Conciliation of private and professional life**: professional, personal family, social and civic: for a new balance of the social roles between men and women;
- **The European and international solidarity**: for the promotion of basic rights of the human person.

Two years after the launching of the charter of the equality which federates nearly a hundred public and private actors, the assessment is positive and testifies to an awakening of the stakes of equality, regarding in the same time democratic, social and economic fields. 39% of 280 interministerial commitments, done in the charter, were realised and 24% are under development, within the framework of partnerships with the economic world and the civil society.

### **The National Center of Information on the women's rights and the Families**

The national Center of information on the women's rights and families (CNIDFF) is in charge to coordinate the network of the 115 information centers on the women's rights that informs the public free, mainly the women in the fields of the right, the employment, the parentality, the health and the everyday life.

### **Interuniversity diploma of level I « Equal opportunities between the men and the women »**

Diploma created in 2004 with the initiative of the Regional Delegation to the Women's rights and the Equality in Ile-de-France, the French Association of the Graduate Women, the associations as well as the Parisian universities from Paris 10, Paris 3, Sorbonne New and Paris 6 - Pierre and Marie Curie.



The training has three principal aims:

- **To increase its theoretical knowledge by a interdisciplinary approach** from work of specialized researchers this scientific field.
- **To develop an integrated and co-operative approach:**
  - **To conceive** methods of partnership between various actors (political, economic and associative),
  - **To work out** an active and argued policy of communication.
- **To become professionalized** by create the function of referent “equal opportunity between the women and the men”:
  - **To carry out** actions in favour of the equal opportunity,
  - **To set up** and **to manage** projects,
  - **To constitute** and **to conduct** networks,
  - **To analyze, evaluate** and **to model** its professional practices.

### **The label of equality**

The Label of equality was set up in 2004 by the ministry for the parity and the professional equality to show the **exemplarity of the enterprises which have been involved in the professional equality.**

Indeed, this label valorises enterprises which take the initiative and establish concretely an organisation useful for the professional equality between their employees.

In order to get it, enterprises have to file a request for an application folder, according to specifications composed by **3 key fields**:

#### **1. Social relations, the information and the business culture**

In this field are evaluated:

- information and awareness to diversity and to equality of the leaders, employees, as well as their representatives,
- Operations of interns communication in order to promote diversity and equality,
- The signature of an enterprise agreement in the field of professional equality.

#### **2. Human resource management**

This field consists of:

- Actions developed in order to reinforce equality of access for women and men to continuous vocational training.
- The analysis of indicators related to general conditions of employment and training of men and women, in order to establish objectives of progression.
- The policy tending to the diversity into different authorities of decisions.



### **3. Parentality**

The last field evaluates the actions set up by the enterprise allowing the conciliation of work and family life as :

- The timetable flexibility,
- The organisation and work conditions,
- The modalities of maternity leave (departure and return) in order to take into account the objectives of career.

The label is delivered to enterprises for a period of 3 years with an intermediate monitoring at 18 months. The first enterprises that obtain this label of equality are for example: Peugeot Citroën, Eurocopter and Airbus for the region of Provence Alpes Côte d’Azur.

#### **A regional device :the prize of “learning in the feminine”**

Within the framework of the application of the agreement plan between State and the region Provence the Alpes Côte d’Azur over the period 2000 to 2006, was launched for the first time in 2001 the prize of learning in the feminine for equality between girls and boys.

Since, each year, a prize is given to 12 prizes winner who obtained a diploma prepared in a Center of Training of the Apprentices (CFA) of the region PACA and which leads traditionally to the employment carried out mainly by men. The prizes winner are selected on file by a jury composed of representatives of State (Regional Direction to Women's rights and to equality, National Education and Regional Direction of Work, employment and Vocational training), Area, organizations of employers' and employees. This prize, of 762.25 euros, is given during a great conference that joined together around the apprentices, in addition to the trainers of CFA, the relative, the elected persons as well as the structures of information and orientation of the region PACA.

#### **A local device led by the center of information to Women’s right**

The Office of Individualized guidance to the employment and to the creation of activities (BAIE) profits from a departmental approval of the National center of information to women’s rights and to families (CNIDFF, see page 15)

The BAIE a center of resources, information and orientation about:

- Networks of the institutional and associative organizations
- The devices of insertion
- Vocational training
- Creation of activity.

B.A.I.E. collaborates in projects or initiates actions concerned the development of the equality between the women and the men in the access to employment, **on widening of the professional choices** and on conciliation of the life times. Within this framework, one of the actions that BAIE leads entitles “co educational system”.

The starting postulate of this action is that the process of orientation concerns choices which neither are sufficiently weighed nor neutral. Indeed, a certain number of factors sociological, cultural, economic, media restrict and impoverish the vision of the young people as for their orientation.

It is difficult to escape the sexual stereotypes from the trades: force physical, autonomy, direction of the responsibility, for the boys... Subordination, softness, aesthetic feeling for the girls ...

Through this action “for a co-education of the choices of orientation girl-boys”, in three pilot colleges of Marseille, the CIDEF tries, with the essential support of the professors, to make reflect the pupils in a more personal way, reduced of the “diktat” of the society in which they evolve.

The weight of the prejudices is very heavy. It is why the CIDEF made the choice to associate with this reflection the environment of the young people: parents, teachers, professors, centers of vocational ...

Thus, a specific action was developed this year near pupils and high-school pupils of Marseille, aiming at making evolved their sexual representations of the trades. This action supports the expression of the pupils on their own representations and confrontation of these last to realities of the professional world.

It is proposed to the pupils to meet of the professional whom made choices atypical (baker with the furnaces, woman fireman, auxiliary child specialist (men) ....).

That gives them the opportunity to change their point of view, to turn toward kind of sectors of employment to which they would not have been spontaneously identified.

The pupils of 3 colleges lived three particular experimentations from these meetings: the ones realised a picture exhibition, the others a work of visual art about prejudices and the last college assembled a video report thanks to the technical way from a social center partner.