

Summary

Fast presentation of the position of the European Union on the women's right and specifically on the taking into account of the women in the European society.

Presentation of the taking into account of the equal opportunity men/women in France on the level of the French State (privileged sets of themes, means implemented at the level of the institutions)

Examples of projects financed in the Objective 2 zones in France with FEDER or FSE by centering my intervention on the devices of professional insertion in particular in the companies

“The Centers Area registered dimension equal opportunity between the women and the men in the texts of references (Contract of Plan State Région, DOCUP, Orientations for the Regional Plan of Development of the Vocational trainings and Regional Program of Vocational training).

It contributed to the installation of partnership's actions in particular in the field of the opening of certain trades to the women, in particular in those which test difficulties of recruiting the labour necessary to their activity. In this objective, experiments were launched on the level of the branches or were impelled by the Area.

For this reason, we finance specific actions in favour of the women:

- test benches in companies,
 - support and accompaniment of the creative women of companies,
 - accompaniment in the trades considered male, qualifying formations, module of self-confidence... etc).
 - Integration of dimension equality in our own steps

Lastly, the equal opportunity between the men and the women become a criterion of instruction of the whole of the projects:

- in complementarity of the training activities to specific approach, we privilege the actions presented by organizations of formation which develop an integrated approach, so much on the level of the public institutional partners than of the economic actors;
- the stress is laid on the control of specific actions in direction of the women resulting from the rural or urban medium in difficulty to develop their activities, to consolidate their role in the existing companies and/or to support their project of creation of activities in bond with the sharp forces of territories (financial devices, partnership of development, etc...).

This national position comes from a significant European legislative unit that it is advisable to present to you:

1. Legal bases of the principle of equality between the women and the men at the European level

Europe offers since 1957 in the Treaty of Rome a legal framework, in particular in its article 119, where the principle of the equal pay "to equal work is posed, equal wages". Since then, the normative texts multiplied aiming at ensuring the equal rights in employment, in vocational training and social protection.

- **Directives as regards equality in the field of application and the social field and the "Directive recasting"**

There existed until 2006 thirteen European directives as regards equality man-women. Twelve in the field of application and one except employment (Equal treatment between the women and the men in the access and the supply of the goods and services). In 2006, **a seven recasting of the thirteen directives** "employment" within a single text: **directive 2006/54/CE of the European Parliament and the Council of July 5, 2006** made it possible to start a process of clarification of this legislative device.

However these 7 directives will be repealed only on 2009. Consequently, fourteen directives constitute from now on the 'communitary's asset'.

The Treaty of Amsterdam, signed on October 2, 1997, gives, in its article 2, for mission at the Community of promoting the equality. It specifies, in its article 141 paragraph 4, which it is possible to take of measurements known as of positive actions for the benefit of the men or the women under represented.

According to a constant jurisprudence of the Court of Justice of the European Communities, indirect discrimination "exists when a provision, a criterion or an apparently neutral practice affect a higher proportion of anybody sex, unless this provision, this criterion or this practice are not adapted and necessary and cannot be justified by objective factors independent of the sex interested".

The charter of the basic rights of the European Union, solemnly proclaimed in Nice on December 2000, treated of the dimension of the equality of the sexes in its articles 21, 23 and 33. Among its provisions, article 23 devotes the principle of the equality between the men and the women in all the fields by laying down the possibility of implementing positive actions. This article widens considerably the field of intervention of the equality because it

aims all the fields and not only the questions of employment, work and remuneration.

The passenger waybill of the Commission on the equality men/women (2006-2010)

March 2006, it retains six fields of action over the period 2006-2010: an economic independence equalizes for the women and the men; the conciliation enters the professional, family and private life; the representation equalizes in the decision-making; eradication of any form of violence based on the kind, and of the draft of the human beings; the elimination of the stereotypes based on the kind in the company; the promotion of the equality between the sexes outside the European Union. Each objective is followed key actions suitable to facilitate its realization. The Commission cannot succeed in only carrying out these objectives since, in many fields, the actions concern the Member States firstly. The passenger waybill thus represents the engagement of the Commission to advance the program on the equality between the women and the men by reinforcing the partnerships with the Member States and other actors.

- Since 2004, the European Commission presents each year at the European Council **an annual report on the situation of the men and the women in Europe**, progress accomplished and the orientations to develop to advance the equality.

The report in 2006, reaffirms the full engagement of the European Union in favour of the equality between the women and the men. It raises in particular the bonds between overall policies good to the articulation of the family life and professional life and higher rates of fruitfulness as well as a more significant participation of the women in the labour market. The variations are also pointed which remain to be filled between the situation of the women and the men, the segregation on the labour market as well as the persistence of the disparities between the sexes as regards part-time work.

- Community action plans

The European Union sets up Community action plans enabling him to finance a number of concrete actions in various fields, of which the fight against violences or discriminations.

- **Strategy-tallies Community as regards equality between the women and the men (2001-2005)**

The European Commission worked out one strategy in favour of the equality enters the women and the men for the five next years. It aims at establishing a framework of action in which all the Community activities

will be able to contribute to achieve the goal of suppression of the inequalities and promotion of the equality between the women and the men.

Strategy-tallies, which covered the period 2001-2005, is prolonged until the end of the year 2006. The equality men-women will be then included within the framework of the program Progress (2007-2013).

- **Community program for employment and social solidarity (PROGRESS) - 2007-2013**

Community program PROGRESS has the aim of bringing a financial assistance to the implementation of the objectives of the European Union in the social affair and field of application. Its period of implementation extends from January 1, 2007 to December 31, 2013.

The program will be divided into five sections corresponding to the five great spheres of activity: employment, social protection, working conditions, the fight against discrimination and diversity, the equality man-women.

This section of the program devoted to the equality man-women will have the aim of supporting implementation the effective of the principle of the equality man-women and to promote the integration of the dimension of kind in the policies of the Union by the average following:

- to improve comprehension of the situation with regard to the questions of equality man-women and the integrated approach of the equality enters the men and the women, in particular by the realization of analyses and studies and by making of statistics and indicators, and to evaluate the incidences of the legislation, the policies and the practices in force;
- to support the implementation of the legislation of the Union as regards equality men-women by the reinforcement of the follow-up, the training of the experts and the creation of networks joining together of the organizations specialized in the questions of equality;
- to reinforce sensitizing, to disseminate information and to stimulate the debate on the principal challenges and questions political concerning with the equality men-women and the integrated approach of the equality;
- to develop the capacity of the principal networks of the Union (such as for example of the national experts or the nongovernmental organizations) to pursue the political goals of the Union.

- **The European Program "Daphne II" (2004-2008)**
program Daphné II aims supporting organizations which work out measurements and undertake actions intended to prevent or fight all the types of violence towards the children, the adolescents and the women and at protecting the victims and the groups at the risk.

It financed more than 350 projects, supported organizations which develop measurements and actions of prevention or fight against all the types of violences directed against the children, the young people and the women, and which also developed actions of protection of the victims and groups at the risks.

A program Daphne III (2007-2013) is under development.

- **a campaign against the violences made to the women** is also followed by Europe. A declaration specifically devoted to the fight against domestic violences was annexed (declaration n° 13) to the "treaty instituting a Constitution for Europe" adopted by the European Council of June the 17, and 18 2004.

Although stripped of legal force, this declaration testifies to the political engagement of the European leaders in this field. It is thus made out:

"the Conference is appropriate that, within the framework of the total efforts of the Union to eliminate the inequalities between the men and the women, this one will aim, in its various policies, to fight against all the forms of domestic violence. It is appropriate that the Member States take all measurements necessary to prevent and repress these criminal acts like pure supporting and protecting the victims ".

This subject was on the agenda of the Council of Europe of November 27, 2006, which launched a campaign to fight violence with regard to the women, including domestic violences.

2. Impact on the policies in France

Statistical data:

The women represent 51,4 % of the French population are 31,1 million people

The women represent 46,2 % of the working population.

- The activity ratio of the women is 63,8% against 74,9 % for the men.
- The rate of employment of women is 56,7 % against 68,1 % for the men.

The rate of unemployment of the women is 11,1 % against 9 % for the men.

- The women represent 19 % of the workmen, 76,4 % of the employees, 47,9 % of the intermediate professions, 35,5 % of the executives and intellectual professions higher and 12,5 % of the paid heads of company of 10 and more.
- 30,1 % of the active women occupy a part-time employment against 5,3 % for the men. They represent 79,1 % of the part-time workers.

The average annual wages gross of the women are lower of more than 19 % than that of the men in the private and semi-public sector

- The women represent 52 % of the electorate and 53 % of the registered voters on the electoral rolls.
- 12,3 % of the deputies, 16,9 % of the senators, 47,6 % of the regional advisers, 10,9 % of the whole of the mayors. (85's countries in the world on this subject)

43,6 % of the French deputies in the European Parliament against 30,3 % for the whole of the European Convention country to 25.

The translation of these figures in France is very significant.

A ministry in load of the parity was especially conceived to impact the topic of the equal opportunity and specifically the equal opportunity between men and women.

That results in a strong mobilization of the institutional partners through relays in each prefecture of department. Each entity has a clean financial envelope intended to promote actions in favour of the women.

This political support is translated into fundamental actions:

The development of **a charter of the equality** on March 8, 2004 fixed 300 engagements, of which two thirds are filled today.

The installation of a true policy for the equality between men and women results in laws:

- The law of March 23, 2006 has the principle of wage equality between men and women and more particularly it aims removing the variations of

remuneration, at facilitating the articulation between the occupation and the personal and family life, as well as the access to the vocational training and the training.

- The law of February 21, 2006 reinforces the prevention and the repression of violences within the couple by setting up in particular a total device of assistance at the victims.
 - It is in addition presented a bill on the reinforcement of the financial sanctions at the opposition to the political parties which would not respect the legal requirements in term of parité.(non respect of the law of April 11 2003)
- All in all, the efforts concentrate on the following points:

- The provision of adapted structures of guard (creation of 72 000 places of crib envisaged between 2002 and 2008) but also the development of cribs between firms in order to support the occupation of the women.
- To facilitate the access to the women's rights, in particular those resulting from immigration (relates to education but also professional insertion)
- Actions in order to reduce the poverty of the women, to support the access to education and health and to develop the participation of the women with the prevention and the resolution of the conflicts.

More specifically in the economic field, the women occupy in France only one quarter of the uses of managers in the companies of the private sector. An action plan was set up since 2002 by the Ministry in load of the parity which must support the creation and the resumption of companies by the women so that women reach more the function of head of company. (guarantee funds was created for that)

This subject is all the more significant as recent statistics show astonishing figures:

- 9% women in the sector of the building and public works
- 13 % of women in the army
- 10 % in the sector automobile.(effectifs of sale)

This last example is symptomatic French company but the percentage of women in the automobile sector and in particular the sale of car should clearly evolve in the next years.

Indeed, a private study (Citroen) showed that the women are better than the men in the sector of the sale. Thus, over one year, on average a man sells

150 vehicles where a woman sells 300 of them. The manpower of saleswomen of vehicles at Citroen should be doubled in the 3 years.

This example is in addition rather logical and is explained by the fact why the women think more of the level of the service than on the product him even (comfort rather than the engine)

In addition, it is agreed that 80% of the decisions of purchases of consumer goods are rather choice of the women.

Nevertheless, it is proven in addition that the performance, the innovation and the creativity are the product of a mixture of men and women in structured teams.

The next objective in France will be thus to admit the presence of the women in the Boards of directors of the large companies. I am not sure that we will reach the figure of 40% imposed in the countries of the north of Europe but the reflexion is committed.

3. Examples of projects cofinanced with the title of the European funds in France:

Quickly, I will present to you some examples of good practices used in France in order to support the integration of the women in the company within structural funds.

On a purely personal basis, I financed an extremely modern project of industrial treatment of the wastes in which with the continuation of discussions with the originators of the project we imagined to keep two chains of production entirely to the women. This process is dictated by the Community payments of assistances but as, here, it was dictated by a principle of dexterity as only the women have. **Project financed with FEDER**

In the Area **Basse Normandie**, a "baby bus" furrows the rural areas with all the comfort of a halt nursery but also to relieve the housewives so that they can be devoted to personal activities (talks of recruiting, administrative steps...) **Project financed with FEDER**

With the FSE, the majority of the projects specific to the women appear more clearly on this funds:

In **Ile de France**, **the commune of La Courneuve** engaged in 2003 a political voluntarist by financing a "Committee of Promotion of the women's rights". This committee has the role of mobilizing and of putting in network the whole of the local actors around the question of discriminations and violences sexistes. It is an ideal relay of the national and européens policies.(a kind of private public partnership associating political decision makers and civil company)

In **the Lorraine** Area, the rate of unemployment is extremely high and in particular among women. To cure these problems, a project was cofinanced of study around the guard of children which is a genuine barrier to the access to the employment of women.

In **Corsica**, the inequality of the chances between the men and the women in the professional life are always of topicality. A study was financed which made it possible to emphasize 26 recommendations; this study led to the sign of a charter for the promotion of the equal opportunity between men and women by the principal actors of the Corsican public life. (Objective 1). The action plan considers tracks for the integration of the women on the labour market but also takes into account the family daily requirements of the women in the professional sphere.

Lastly, in **Alsace**, a paradox appeared: the rate of unemployment is lower than the national average (3%) and that generates a real shortage of hand D ` work in particular in the companies industrial. However, an imbalance of the labour market exists between the men and the femmes.(54% of the women are in situation of exclusion) A company of insertion decided to adapt its strategy to the needs and especially decided to propose women at stations traditionally reserved to the men. 4 angles of attack: construction of a specific commercial sales leaflet in favour of the women; systematic communication on the promotion of the potential of the women near the companies; incentive to recruit of the female personnel in response to the shortage of labour; valorization of the potential of the women through tests of dexterity, controls of references and settings to the test.

In conclusion, I would like to return on a report divided by all the participants of this seminar and which aims at worrying about collective manner to have still to be worried at the 21 2nd century of the integration of the women in the company.

Indeed, I find terrible that in societies known as advanced such as France or Spain this subject is still unfortunately of topicality.

Hoping that our societies evolve quickly to a real application of the equal opportunity, I thank you for your reception.”