

# AN APPRAISAL OF THE APPLICATION OF PROVISIONS PROMOTING PROFESSIONAL EQUALITY BETWEEN WOMEN AND MEN

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For over fifty years, the principle of equality of treatment between women and men has been established in international and European law. On a national scale, this is incorporated into the Constitution, and 9 acts have helped make professional and salary equality a major issue in collective negotiation.

The Delegation's appraisal shows some advances and blocking points. Resistance is due to inconsistencies of public policies (such as the promotion of part time work disadvantageous to women), a lack of involvement of social partners but also numerous cultural and societal blocking hurdles which help maintain gender inequalities in the workplace.

The study reports the slow progress of collective

« Just 13% of industry-wide agreements and 9% of company agreements concluded in 2010 cover professional equality »

negotiations linked, firstly, to the absence of a proper diagnostic: almost 30 years after it was established by law, over half of companies have not yet carried out a Comparative Status Report (CSR). Just 13% of industry-wide agreements and 9% of company agreements concluded in 2010 cover professional equality, setting as objectives: the mix of jobs and recruitment, the promotion

of more women managers, the work life balance ,or the reduction of salary discrepancies.

The study focuses on the contributing causes to inequality

« Several causes contribute to the persistence of the salary gap between women and men: 19% for full time workers, 23% for executives »

of treatment of women and men: sexist stereotypes conveyed by advertising, the media or textbooks have an impact on girls' career choice and contribute to the persistent segregation of business fields and trades. The best qualified remain under represented in decision making bodies (14% of directors in the top 500 French companies, 21% in civil service management positions), while discrimination is worse for the less qualified: part time work (82% female), underemployment and low salaries. Furthermore, the unequal distribution of familial responsibilities acts as a break on the careers of mothers. All these causes contribute to the persistence of the salary gap between women and men: 19% for full time workers, 23% for executives.



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# OUR LINES OF THOUGHT

Taking all these factors into account,  
the Delegation has identified mechanisms aimed at creating, in society,  
a culture of equality,  
and creating a context favourable to collective negotiation,  
to shift from formal equality to real equality

## **TO DECONSTRUCT STEREOTYPES, THE DELEGATION JUDGES IT INDESPENSABLE:**

- to integrate gender equality into the business and educational practices of players in the educational system
- to improve the image of women and their visibility in the media
- to raise awareness among recruitment professionals of the prevention of discriminatory risks

## **IN THE WORLD OF WORK, THE DELEGATION HIGHLIGHTS CERTAIN DETERMINING CONDITIONS:**

- Equality of opportunity in career paths
- Taking parentage into account, encouraging the involvement of fathers
- The fight against involuntary part time work
- The promotion of a gender mix in all decision making instances
- The involvement of managers and the importance of the State acting as an exemplary employer

## **REVITALISING COLLECTIVE NEGOTIATION IS A MAJOR CHALLENGE. THE DELEGATION DEEMS IT NECESSARY:**

- to make information more accessible, creating a dedicated site listing agreements and best practice
- to facilitate the drawing up of a Comparative Status Report (CSR) and make it more understandable with the aim of better identifying discriminatory bias and enabling the drawing up of equivalency tables between different jobs
- to train all negotiators in the issue of professional equality and encourage women to become involved in various bodies

### **An essential mechanism: identifying a leader**

The Delegation is calling for the re-establishment  
of a minister for women's rights, to oversee consistency  
and assess the policies implemented