



POLICY FRAMEWORK

Since May 2012, French gender equality policies are coordinated by the Ministry of Women's Rights. Gender equality machineries at the regional (Délégations Régionales aux Droits des Femmes et à l'Égalité, DRDFE) and local (Délégations Départementales aux Droits des Femmes et à l'Égalité) level are placed under the coordination of the Women's Rights and Gender Equality Unit, within the Directorate-General for Social Cohesion (DGCS), in the Ministry of Social Affairs and Health.

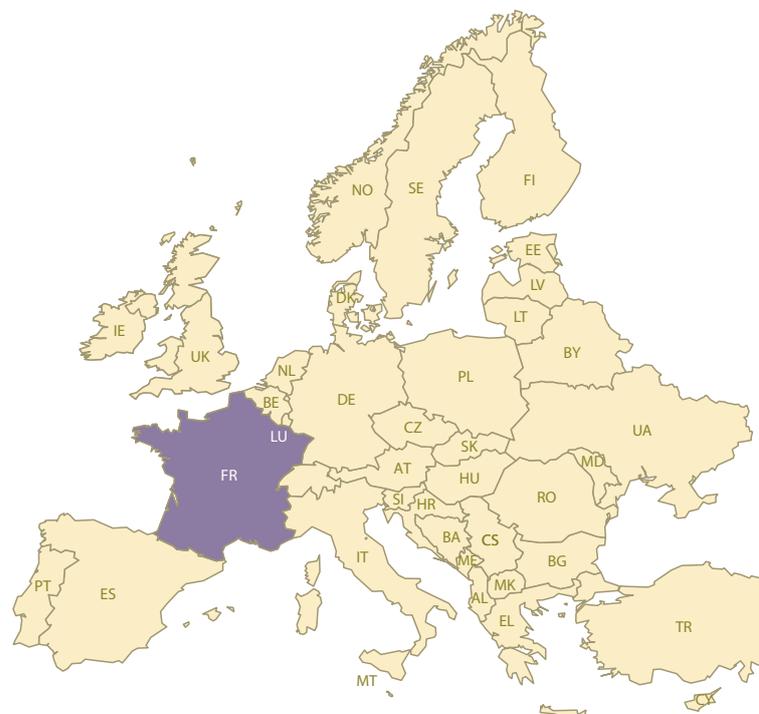
Gender mainstreaming is defined by the 2006 organic law on finances as 'the integration of respective needs of men and women in the design and implementation of sectoral policies'. Every year transversal policies related to women's rights and gender equality (and their share of the total state budget) are presented in a policy document entitled 'Documents de politique transversale — politique de l'égalité entre les femmes et les hommes'.

The Ministry of Women's Rights works on an interministerial and interdepartmental basis, which is illustrated by the 'Comité interministériel aux droits des femmes et à l'égalité entre les femmes et les hommes' (interministerial committee on women's rights and gender equality). Any issue relevant to gender equality in the work of respective ministries and administrations is monitored by the Ministry of Women's Rights.

Each ministry has appointed the 'Hauts fonctionnaires à l'égalité' (high-ranked public servants for gender equality) since June 2012. Their work is directly coordinated by the Ministry of Women's Rights. Their role is to implement a mainstreaming approach and to ensure that gender equality legislation is fully implemented. They are also in charge of designing gender equality plans for their respective policy areas. 'Hauts fonctionnaires à l'égalité' are members of the 'Haut Conseil à l'Égalité' (high equality committee), the new French gender equality body instituted in January 2013 and placed under the responsibility of the Ministry of Women's Rights.

Gender training is now an important part of gender mainstreaming policies in France. Establishing quality criteria for gender training actions targeted to both public administrations and the private sector was mentioned as one of the five issues to be immediately tackled by the 'Haut Conseil à l'Égalité'.

Between October and November 2012 all ministers were given hour-long individual sessions against sexism by Caroline de Haas, the Minister for Women's Rights' Principal Adviser and former civil society feminist activist.



GENDER TRAINING IN PRACTICE

The necessity to coordinate the delivery and the commissioning of gender training courses has been taken into account by the authorities and several actions are currently being implemented. The Ministry of Women's Rights delivers training for high-ranking public servants and, in March 2013, a working group was established to reflect upon the establishment of a professional framework (référentiel métier) and quality standards in gender training, based upon the findings of QUING (OPERA) and EIGE studies.

Currently, gender training initiatives in public administrations are mainly provided by NGOs or private consultants. Some training modules are also delivered at the IRAs (Instituts régionaux d'administration) and the IGPDE (l'Institut de la gestion publique et du développement économique).

Whilst the Ministry delivers training for gender equality regional delegates in the field of gender equality when staff start their functions, the training institutes offer short introductory courses on gender equality as part of their continuous training. The regional delegates may also organise some training activities at local level.



ABOUT THE STUDY

This factsheet summarises research findings for France from the European Institute for Gender Equality's (EIGE) 2-year project on 'Gender training in the European Union', which is part of EIGE's gender mainstreaming methods, tools and good practices work. The project collected practical information about gender training across the 27 EU Member States and Croatia, dating 2005–12.

The information is based on desk research and stakeholder interviews conducted between February and April 2012 by ICF GHK. The interviews included representatives of national ministries tasked with the coordination of gender mainstreaming, other ministries and public organisations at national, regional and local level that deliver or commission gender training courses to their staff, and a sample of gender trainers who deliver the training. Further, the information contained herein has been validated with EIGE's thematic network on gender training in autumn 2012.

Other outputs from the study include online databases of gender trainers and training resources available on EIGE's website at: <http://www.eige.europa.eu>

EXAMPLES OF GENDER TRAINING PROGRAMMES

- **Diversity: professional gender equality (Diversité: égalité professionnelle hommes/femmes).**

This course is a stand-alone training programme organised by the IGPDE. It is an introductory, 2-day course delivered upon request to employees holding management positions. The course aims at teaching participants to promote gender equality, provides information on how to implement gender equality principles in the design, implementation and evaluation of daily activities, and how to avoid discrimination. The training is delivered through a range of activities such as presentations, debates, exercises and case studies. The training programme, through external trainers, uses active pedagogical methods (encouraging participants to reflect on their experience and learn new techniques) to develop competencies, such as: (1) knowledge of the relevant legal/regulatory framework, in particular within the public sector; (2) knowledge of the challenges linked with gender equality and employers' practices (in France and abroad); (3) assessing the impact of their own working practice on gender equality; and (4) how to implement action plans for gender equality.

- **Progre project** (ended in October 2012). This aimed to help local governments to implement regional gender equality strategies. To this end: (1) regional delegates were gathered for a training session on how to use the methodological tool overseeing regional strategies and the collaborative platform set up by the Directorate-General for Social Cohesion and (2) day-long sessions were organised in 22 regions with the aim of exchanging positive experiences and identifying

available tools and ongoing initiatives. Three hundred and fifty-two civil servants took part and 71 % were fully satisfied with the session. These participants felt that the session gave them sufficient information to participate in their regional strategic plan in favour of equality. Simultaneously, a visual tool was created to increase the visibility of these regional strategic plans and the coherence of communication initiatives around them. This visual tool is available on the collaborative platform.

WHY DO WE NEED GENDER TRAINING?

Gender training is an educational tool that supports gender mainstreaming through building the capacity of ministries, local authorities and other partners to consider and address issues facing women and men in their work and lives. Gender training:

- raises awareness of gender issues and contributes to changing stereotypes;
- provides staff with expertise and analytical skills to identify gender inequality;
- develops understanding and builds competence to do things differently;
- benefits organisations by supporting a culture in which both women and men can prosper;
- helps to create a more equitable society.

Staff members may be trained on concepts such as what is gender; how to undertake gender analysis; key issues facing women and men in different sectors; underlying causes and how to address these; and how to construct gender-sensitive indicators.



ARE YOU LOOKING FOR GENDER TRAINERS?

Please visit EIGE's Gender Trainers database at:
<http://eige.europa.eu/content/gender-trainers-database>

ARE YOU INTERESTED IN FURTHER RESOURCES ON HOW TO MAINSTREAM GENDER AND IMPROVE GENDER KNOWLEDGE?

Please visit EIGE's Gender Training Resources database at:
<http://eige.europa.eu/resources/gender-training>

USEFUL LINKS

Ministry of Women's Rights
(Ministère des Droits des Femmes):
<http://femmes.gouv.fr>

Department of Women's Rights and Equality between
Women and Men, Ministry of Social Affairs and Health
(Ministère des Affaires Sociales et de la Santé):
<http://www.social-sante.gouv.fr>

About the European Institute for Gender Equality (EIGE)

EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe.

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Publications Office

doi:10.2839/46622

ISBN 978-92-9218-285-4



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