



A Toolkit for Gender Equality in Practice - Initiative

CFE-CGC

Contribution to support work-life balance

Summary of the initiative

The French Confederation of Management (CGC) and the General Confederation of Executives (CFE) is one of the five major French trade union confederations. It organizes unions for professional employees in management or executive positions.

In 2004 the CFE-CGC established a network called "Réseau équilibre" (Balance Network) composed of 50 members (men and women) from all professional sectors, companies and regional unions. Practical tools have been developed by the Network and addressed to members and companies (publications, CD-ROMs, website). Training courses to explain the legislative framework on gender equality as well as the union position on these issues are also organised.

The main work of the Network are: ensuring equal pay for equal work; breaking the glass ceiling; strengthening reconciliation of work, family and private life; fighting against stereotypes and any form of discrimination; promoting the EU dimension of gender equality. The Network meets 4 times a year to review and assess its work.

In June 2013 the cross-industry national agreement "Vers une politique de qualité de vie au travail et de l'égalité professionnelle" on working life quality and professional equality between men and women was signed by four unions (including CFE-CGC) and three employers' organisations. This agreement will enable social partners to negotiate work organisation issues as well as measures to improve work-life balance on the basis of a diagnosis of life-quality indicators. Negotiations can be carried at both branch and enterprise level. The agreement also provides all employees and middle management with the opportunity to develop spaces for discussion on job quality and workload. Through this agreement, the management commits to improve the quality of life at the workplace. The role and the resources provided to the managers are also better defined.

A study consisting in a qualitative analysis of the classifications of collective agreements in female-dominated sectors was launched on October 2013. This is a collaboration between the Ministry of Labour, employers and trade union organisations on classifications of occupations in sectors where female employment is very important. This working group is responsible for a 3 year period to evaluate classifications and work on a re-evaluation of sectors often considered to be exclusively female.

CFE-CGC is also partner of the initiative "Happy men!" aimed at making men allies on gender equality at work. By joining the initiative men individually take a stand against gender stereotypes on power, work-life balance, domestic tasks, etc.

Priorities

Supporting work-life balance

Sector(s)





Type

Social Partners

Country

France

Model of social partnership

Unilateral (Trade Unions)

Launch date

2013

References

<http://www.cfecgc.org/espaces/le-reseau-equilibre/>

<http://www.cfecgc.org/content/externals/docs.php?action=open&id=1356>

<http://www.cfecgc.org/actualite/egalite-professionnelle/journee-de-la-femme/>

<http://www.cfecgc.org/actualite/protection-sociale/qualite-de-vie-au-travail-une-chance-de-rehumaniser-l-entreprise/>

This initiative was submitted by:

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Website

<http://www.cfecgc.org>

