



A Toolkit for Gender Equality in Practice - Initiative

Confederation of Skilled Crafts and small enterprises in the building sector (CAPEB)

National Committee for Women in the Crafts' Sector – “Spouse of a craftsman, is a true profession!”

Summary of the initiative

The National Committee for Women in the Crafts' sector (Commission Nationale des Femmes d'Artisans, CNFA) as part of CAPEB, the French Confederation of Skilled Crafts and small enterprises in the building sector, addresses all issues related to co-working spouses of craftsmen. It meets their needs by defending their interests, demanding the recognition of their professional activity and their legal protection, as well as enhancing their role in the enterprise. Organised at regional and departmental level, the CNFA also ensures services for co-working spouses in the vicinity.

Being the spouse of a skilled craftsman is a true profession. 60% of spouses of craftsmen in the building sector also work in the enterprise. As a true co-working woman entrepreneur alongside the head of the enterprise, the spouse participates fully in the development and life of the enterprise. With multiple competences, the spouse is often in charge of the administrative activities of the enterprise, including management, trade and communication.

Some milestones: Opening the status of a co-working spouse to spouses, who are holders of a PACS (civil union - law on modernising the economy, 5 of August 2008); obtaining the obligation to attach the co-working spouse to a statute (law of 2 August 2005); mandatory old age levy for all co-working spouses (law of 2 August 2005); formal approval of the management of craft enterprises of the building sector as professional training (“GEAB” decree of 17 April 1999) and registration in the national directory of professional qualifications (“RNCP” decree of 28 March 2007); maternity benefit for all co-working spouses (Law of 25 July 1994); possibility for the co-working spouse – limited to part-time – to take on paid employment outside of the company (law of 31 December 1989), establishment of three statutes for the spouses of heads of crafts enterprises in the building sector (law of 10 July 1982).

Furthermore, the Committee has been focusing on the following measures: 1. Better aligning the maternity benefits of co-working spouses with those of female heads of businesses; 2. Allowing life partners to opt for the status of co-working spouses; 3. Improving the conditions for premiums / contributions for co-working spouses.

Priorities

Promoting women in decision-making

Sector(s)

Crafts sector

Type

Social Partners





Country

France

Model of social partnership

Unilateral / Employers

Launch date

Ongoing

References

<http://www.capeb.fr/les-conjoints-d-artisan/>

This initiative was submitted by:

CAPEB-UEAPME

Website

<http://www.capeb.fr>