



## A Toolkit for Gender Equality in Practice - Initiative

# Tartefrais

## Agreement on gender equality at the workplace

### Summary of the initiative

Tartefrais is an independent SME founded in 1990 and specialized in fresh pastry with long-lasting natural preservation. It produces different ranges of pastries (tarts, pies, etc.) for supermarkets, food chains and cafeterias in France and abroad.

In 2011 Tartefrais signed an agreement on gender equality at the workplace following an agreement on gender equality signed at sectoral level by the social partners.

The company commits on two principles:

- i) Equality of rights between men and women, which implies no indirect or direct discrimination on the basis of gender;
- ii) Effective gender equality through the lifelong career development. Equality in recruitment, career development, pay, training opportunities, working conditions, work-life balance, classifications and qualifications.

The company has developed three specific action plans:

- Career development: ensure equal career development plans, competence assessments (technical and professional skills) irrespective of gender.
- Wages: adjustment of wage policy to rebalance pay differences and reduce the pay gap. This includes part time work.
- Hiring: elimination of gender biased job descriptions and avoidance of stereotypes.

In 2013, Tartefrais obtained the "Label Egalité Professionnelle" which covers three main domains: social relations, information and culture of the organisation; human resource management; parenting considerations.

### Priorities

Addressing gender roles, Promoting women in decision-making, Supporting work-life balance, Tackling the gender pay gap

### Sector(s)

Manufacture of bread, Manufacture of fresh pastry goods and cakes

### Type

Enterprise initiative

### Country

France

### Model of social partnership

Bipartite



**Launch date**

2011

**Number of employees**

<50

**This initiative was submitted by:**

CGT - ETUC

**Website**

<http://www.tartefrais.com/>