



European
Commission

Gender equality aspects of work and care in the context of COVID-19

Mutual Learning Programme,
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Empowering women in Post- COVID-19 labour market: France's action plan and existing policies

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Nurses, care givers, kindergarten and elementary teachers, cashiers, dressmakers, cleaning ladies, and all the other women exerting jobs often insecure have been in the frontline.



1. Lessons from the lockdown: action plan



1.1 Helping women reconcile their private and professional lives

The measures of containment and the teleworking has in many cases increased the burden of domestic work and childcare for women.

- 1-month paternity leave against the 11 days allowed by the current law
- Sick-parent leave
- Young grand-parent leave



1. Lessons from the lockdown: action plan

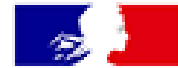
1.2 Promoting women's entrepreneurship

- **doubling the number of women entrepreneurs by the end of current president's mandate**
- communication campaign with its partner France Active bringing forward women entrepreneurs that benefited from public financial aid
- 100,00 national prize to women heads of young companies

2. Existing measures

2.1 A greater fund allocated to the French Gender Equality Secretary of State

- 5 million euros budget extension
- 4 million euros to the *Program 137: Equality between Women and Men*, in which 3 million euros subsidizes NGOs activities and 1 million finances accommodation places for perpetrators of domestic violence



**SECRÉTARIAT D'ÉTAT
CHARGÉ DE L'ÉGALITÉ
ENTRE LES FEMMES
ET LES HOMMES ET
DE LA LUTTE CONTRE
LES DISCRIMINATIONS**

*Liberté
Égalité
Fraternité*

2. Existing measures

Pour une reprise
de l'activité
avec les femmes
et les hommes

15 *bonnes pratiques* 

2.2 15 good practices for a recovery with women and men

- Guidelines to employers and companies
- 4 sections: allow women and men to reconcile professional and private life, combating gender-based violence, protect women against sexual harassment, and **reach professional equality between women and men**
- 4th section: female dominated sectors to be enhanced, income gap, women's access to leadership positions



DES MINISTÈRES
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secrétariat
général

9 mars 2020

3^e plan ministériel sur
**L'égalité professionnelle
entre les femmes et les hommes**