



European  
Commission

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

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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**
- 4<sup>th</sup> section: female dominated sectors to be enhanced, income gap, women's access to leadership positions



DES MINISTÈRES  
ÉCONOMIQUES  
ET FINANCIERS

secrétariat  
général

9 mars 2020

3<sup>e</sup> plan ministériel sur  
**L'égalité professionnelle  
entre les femmes et les hommes**