Gender parity: power-sharing, from politics to economy

and social responsibilities Overview of gender equal sharing of political, professional

At the political level, local and regional authorities put into practice gender parity. But in spite of that, the male character of authority still stands, in particular as regards Heads of executive Councils and Members of Parliament; as a matter of fact, the law applicable to these specific positions is not constraining, or only weakly so.

Proportion of men in local and national political Assemblies and in executive Councils, prior to and after the adoption of gender parity laws

	Before 1999 and the adoption of gender parity laws	Last elections and/or nomination	Date of latest elections and/or nomination
No legal constraint	raint		
French Government (except the Prime Minister)	66 %	50 %	2017
Presidents of regional councils	88,5 %	83,3 %	2015
Presidents of departmental councils	99,0 %	90,1%	2015
Presidents of intermunicipal councils	94,8 %	92,3 %*	7106
Deputy presidents of intermunicipal councils	-	80,1 %*	4107
Mayors (undifferentiated in terms of size)	92,5 %	84,0 %	
Municipal councillors in towns > 3.500 inhbts (1995) and > 1.000 (2014)	79,0 %	61,5%	2014
Partial legal constraint or incentives	t or incentives		
Senators	94,7 %	70,8 %	7102
Members of Parliament (Lower House)	89,1 %	61,3 %	7102
Strict legal constraint	straint		
French Members of the European Parliament	59,8 %	56,8 %	2014
Regional councillors	72,5 %	52,1 %	3106
Vice-Presidents of regional councils	84,9 %	51,6%	2010
Departmental councillors	90,8 %	49,9 %	2016
Vice Presidents of Departemental councils	-	51,7 %	2010
Deputy majors of in towns >3.500 inhbts (1995) and >1.000 (2014)	78,2 %	52,5 %	7106
Municipal councillors > 3.500 inhbts (1995) and > 1.000 (2014)	78,3 %	51,8 %	4107
Sources: Ministry of Home Affairs, High Council for Gender Equality (May 2018).	fay 2018).		

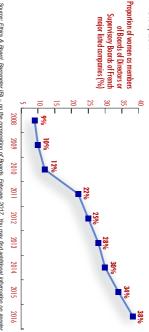
'Incomplete set of data (20% of intercommunal Councils were not covered then).

The 2008 Constitutional reform broadened the scope of gender parity beyond the field of politics, opening the door to new laws **on gender equal access to professional and social responsibilities**. First designations to positions of responsibility in the public service: the law has set a target of 20% women designated to such positions by 2013, and 40% by 2017.

33 %	85	256	32 %	96	303	32 %	129	399	27 %	71	265	TOTAL
34 %	57	167	33 %	61	183	34 %	91	267	31 %	37	121	Emplois de direction
31 %	28	89	29 %	35	120	29 %	88	132	24 %	34	144	Cadres dirigeant.e.s
% F	F	Total	% F	Ţ	Total	% F	F	Total	% F	Ţ	Total	
	2015			2014			2013			2012		

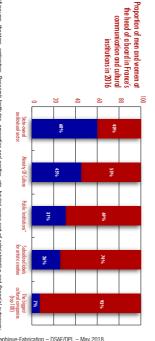
Source: Annual report for 2015 on « gender-balanced nominations» for seniors managers and managing executives in the Public administration, Ministry of State Administratio., 2016 ; Pessentation of public policy for State executive management, General Secretarist of the Government, 2017.

Women's participation to Boards of Directors in large companies: the law has set an objective of 40% by 2017



Surce: Efficia & Board, Baronneer (FA – on the composition of Boards, February 2017; You may find additional information on gender party in the business with in the HCE-CSGP report. Sheards equal access of women and time to positions of professional responsibility: proportion of women on boards. • February 2016) You may download the report at the following address: http://www.haut-consell-egalite.gouv.fr/parite/actualites/article/remise-du-rapport-parite-en

In the field of culture: even though women represent 60% of the students in the art schools supervised by the Ministry of Culture, few of them hold a position of power. For instance, in live performing arts, women represent only 8% of the presidents or managing directors of public institutions.



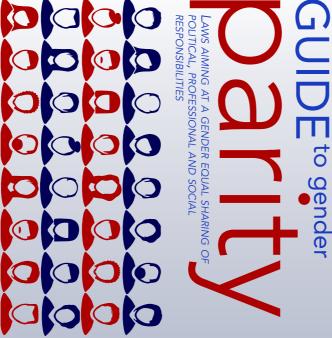
*Maseums, theaters, orchestras, Research Institutes, properties and castles, etc. having some sort of administrative and financial autonomy from the central government to fulfill their general interest mission: Universalence, MuCam, Louvre Museum, the Fiench Comody... You may found the entire list of the public institutions concerned on the public service directory website.

Some the partment of Studies, Prospective and Statistics of the Fiench Ministry of Culture and Communication, Observatory of Gender equality, Paris, 2016.

You may find the latest and longer version of this Guide on our website: www.haut-conseil-egalite.gouv.fr

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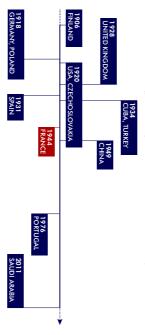
Parity: A democratic horizon yet to be reached, in the political, professional and social spheres

level, from the political to the economic stage Parity democracy: from the international to the national

power sharing, along with its national regulations enforcing or encouraging a gender equal distribution of candidatures or seats in any decision-making Assembly, be it **political**, **economic or** The word "parity" is used as meaning both the international and european claim for a gender equal

a legislation aiming at electoral gender parity, in 2000. Since 2008, gender parity has extended beyond politics, and is now enforced in the professional and social fields, where power issues are also significant Members ot Parliament still stood at 73% in 2016. Yet, France has been the first country which adopted In France, women only won the right to vote in 1944 (Decree, 21 April 1944) and the proportion of male

Chronology of Women's Right to vote and stand for election: the French delay



In 2017, France ranks 15th out of 191 countries, in terms of gender parity in the Lower (or Unique) Assembly, in a decreasing order

Company of the Publishment of the Company of the Co	101 United States of America	99 Saudi Arabia	56 Peru	17 Ethiopia	15 France	14 Spain	13 Nonway	10 Senegal	9 South Africa	8 Finland	7 Mexico	6 Sweden	3 Cuba	2 Bolivia	1 Rwanda
	19,4%	19,9%	27,7%	38,8%	39%	39,1%	39,6%	41,8%	42%	42%	42,6%	43,6%	48,9%	53,1%	61,3%

Source: Inter-Parliamentary Union, on September 1st 2017.

Key Acts on gender parity

Constitutional amendment 1999 (8771999): Articles 3 and 4 of the French Constitution were modified: the Article 3 was complemented with "the Low encourages equal access by men and women to electoral mandates and elected positions", Article 4 specified that "political parties and groupings contribute to the implementation of this principle"

Act 2000 (6/6/2000): established the legal obligation of submitting gender equal lists of candidates for **plurinominal polls**; set up a financial penalty (withholding part of the public financial support) for political parties whose list of **parliamentary candidates** does not comply with the parity obligation (the differential among both sexes shall not exceed more than 2%).

Act 2007 (31/1/2007

- It established a rule of strict alternation by sex in the order of presentation for the lists candidates to and regional executive Councils local elections (> 3 500 inhabitants) and introduced the legal obligation of gender parity in local
- It also increased the financial withholding for those political parties escaping the obligation of designating a gender equal number of candidates to the Parliamentary elections of 2012.

as well as to positions of responsibility in the professional and social areas' "the Law encourages equal access by men and women to electoral mandates and elected positions, Constitutional Amendment 2008 (23/7/2008): Includes in the First article of the Constitution

Sauvadet Act 2012 (12/3/2012): Sets a double target for the public service due to be reached by listed companies, or companies employing more than 500 persons and whose turnover is over 50MC. membership of 40% representatives of one sex to the Board of Directors and supervisory Board of Copé-Zimmermann Act 2011 (27/1/2011): Set an objective of reaching by 2017 a minimum

- ▶40% of women among civil servants designated for the first time to positions of responsibility/management, based on an initial target of 20% in 2013.
- 40% in all Boards of Directors/Supervisory Board or equivalent organs in public corporations, selection panels, industrial relations bodies.

and designation to decision-making bodies in the field of higher education and research. Fioraso Act 2013 (22/7/2013): enlarged the objective of gender parity to the lists of candidacies Electoral Act 2013 (17/5/2013):

- Set up a binominal list system (one woman and one man as paired candidates) for Departmental
- Expanded the rule of strict alternation by sex to local and intercommunal elections in order to reinforce to intercommunal council elections. parity: it shall apply on lists of candidates to local polls in cities above 1.000 inhabitants, as well as

Vallaud-Belkacem Act 2014 (4/8/2014):

- ▶Doubled the financial penalty for political parties escaping parity rules (Legislative polls)
 ▶Enlarging or accelerating the enforcement of the rule for a gender balanced representation in a
- Board of Directors and Supervisory Board of public corporations and companies

number of public corporations, private companies or sports tederations:

- Chambers of Commerce and Industry; Economic, social and environmental reginal Councils;
- Board of Directors of companies whose workforce ranges above 250 employees
- Public institutions in the field of cultural cooperation.

1 - The Prime Minister, by a circular dated 23/8/2012, moved the deadline as relates to first designations to positions of responsibility to 2017.

Challenges and prospects

More than a decade after the enforcement of the first gender parity Acts, major issues remain at stake

- Encourage and obtain the enforcement of gender parity in those decision-making bodies where it is not yet rooted (professional, economic and social bodies)
- Achieve a genuine power-sharing articulating both "quantitative" and "qualitative" parity. Beyond the 50/50 representative power-sharing among women and men, one must assess the effective roles and positions shared among women and men. Who is the President or the Secretary of an Association ? Who holds the portfolio of Finance of Family Affairs in a Town council ?..

in the context of the law on real equality between women and men of 4 August 2014, the High Council for Gender Equality provided recommendations to the Government in order to achieve quickly the parity requirement.

implementing provisions for parity rules by election and voting systen

Binominal system		Voting for a single Senate candidate	Senate more		List system			
Cantonal/Departmental	Legislative	Senate — Departments returning one or two Senators (27%)	Senate — Departments returning 3 or more Senators (73% of the number of Senators)	European	Regional	Local and intermunicipal (above 1.000 inhbts)	Local and intermunicipal (less than 1.000 inhbts)	Elections
Paired candidates (woman and man) per canton.	Financial penalties i.e. withholding public support to non-compliant parties (number of candidacies by sex exceeding a 48/52% range)	No legal constraint	Zipper system (one man/one woman)*	Zipper system (one man/one woman)*	Zipper system (one man/one woman)*	Zipper system (one man/one woman)*	No legal constraint	Candidacies
Presidency : No legal constraint Standing Committee : Strict alternation by gender * Vice-Presidencies : women-men equality			·		Presidency : No legal constraint Standing Committee : Strict alternation by gender* Vice-Presidencies : women-men equality	Mayor: no legal constraint Deputy mayors: equal number of women and men Intermunicipal president and deputy presidents: No legal constraint	No legal constraint	Executive Councils

Source : "High Concil for Gender Equality – 2014.
*Introduction of a strict alternation by gender by the laws of 11 April 2003 and of 31 January 2007