



## **Quality in Gender+ Equality Policies**

European Commission Sixth Framework Programme  
Integrated Project

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## **State of the Art and Mapping of Competences Report: France**

Institute for Human Sciences (IWM)  
Vienna  
2007

Preferred citation: Jarty, Julie (2007): *State of the Art and Mapping of Competences Report: France*, QUING Project, Vienna: Institute for Human Sciences (IWM), available at [http://www.quing.eu/files/results/soa\\_france.pdf](http://www.quing.eu/files/results/soa_france.pdf).

This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at [www.quing.eu](http://www.quing.eu).

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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## **Acknowledgements**

I would like to thank all the members of the Simone Sagesse gender research group.

## Introduction

The foundations for French equal opportunity policies were laid immediately after the 2<sup>nd</sup> World War in the form of the preamble to the Constitution of 27 October 1946, which granted equal rights to men and women.

In the post-war period, three distinct phases can be identified:

- The mobilization of the feminist movement since the 1970s and French entry to the EU contributed to legitimising feminist claims on issues such as contraception and abortion;
- The election of François Mitterrand and of the 1<sup>st</sup> post-war socialist government, in 1981 marked a turn in gender equality policies, in particular with the creation of the Ministère des droits de la femme under the charismatic leadership of Yvette Roudy. (Mazur).
- In the 2000s, the pressure of the UE on issues of gender based discrimination marked a significant upsurge in the number of measures adopted and reports commanded in various areas of French politics (Le Feuvre & Andriocci).

It should however be noted that the feminist movement that emerged in the early 1970s had an ambivalent attitude to policy reforms. Although feminists did lobby the state in order to change legislation restricting abortion and contraception rights, to widen the scope for legal action in cases of rape, violence against women or harassment at work, the French feminist movement has been described as more “revolutionary” than “reformist” in nature.

French intimate citizenship policies emerged during the 1960's and the 1970's through the debates on contraception and abortion. Feminist movement pressure for the right to reproductive self determination for women led successive French governments to legislate on these topics, but frequently later than in other EU member states. A few years later, in a context of the increasing pluralization of family forms and under the pressure of the EU, the intimate citizenship debate in France has centred on thinking beyond the hierarchical model of the patriarchal marriage. French academic studies and political reports recognize the need to redefine matrimonial regimes and different forms of partnership, particularly with reference to the protection of children living in diverse family arrangements (Théry, 1998).

Some academic studies on this topic have pointed to the new politisation of sexuality issues since the middle of the 1990s, through debates on the citizenship rights of same-sex couples (Fassin). The legislation on the PaCS (*Pacte Civil de Solidarité*) enabled the French government to offer similar rights to same-sex couples as those already available through marriage (e.g. in relation to inheritance and housing rights). However, the PaCS also translated the reluctance of successive French governments to modify existing legislative frameworks in relation to (heterosexual) parenting issues. Although a lot of academic studies and policy documents raise the question of homoparenting, there have been no significant policy changes in this field since the mid-1960s. Although same-sex couples can now share parental authority, adoption rights are still reserved for married couples or for single persons (Gross, 2000). Likewise, access to artificial insemination is limited to women who can demonstrate that they have been living in a heterosexual partnership for at least 2 years (Tain, Perreau).

Concerning the non employment issue, it is interesting to note that in France, the norm of employment for women (including mothers of young children) is deeply embedded in contemporary French practices. Thus, studies on the construction of women's professional identity and status are fairly numerous. The relative importance of women's labour market participation rates and the adoption of continuous, full-time employment patterns have made the question of "work/life" balance a central preoccupation of policy and research in France. The French conception of state involvement in private life allows for a high level of public intervention around this issue, in particular through the development of childcare provision, tax relief on child care, collective and individual childcare allowances. This legislation aims to make it possible for French mothers to "choose" between employment and non-employment at strategic periods in their life history (Jenson & Sineau 1998, Commaille & alii, 2002). This "policy mix" has been highly effective in producing high rates of full-time employment for women, associated with one of the highest birth rates in the EU.

However, French studies on gender equality quickly reveal the potentially negative influence of the long-standing pro-natalist ambitions of French family policies on women's activity patterns. In France, some specific groups are clearly affected by under- or non-employment in the context of a deep economic crisis and flexible labour markets: the under 25s, older workers and mothers of young children. On the one hand, new measures facilitating early retirement encourage some groups of women to leave the labour market before they are entitled to full pension rights, thus creating a grey area of non-employment. On the other hand, the persistence of traditional values and the use of family policy measures as a tool for regulating the labour market contribute to the persistence of a sexual division of labour that legitimises women's non-employment or, at least, their discontinuous and precarious relations to the labour market. The new parental leave system, adopted in 1994, is perceived as putting pressure on the mothers of young children to leave the labour market and is directly related to objectives to reduce the high levels of unemployment amongst the least well-qualified sectors of the female labour-force (Afsa, 1996).

Likewise, several studies stress the differential impact of work-life balance measures on men and women from different social backgrounds and occupational categories. Thus, French debates on part-time work and more recently on the adoption of a 35 hour working week reveal a gap between the work/life experiences of different categories of women, notably as far as their continuous presence on the labour market is concerned (Angeloff, 2000, Le Feuvre & Le Marchand 2006). Those studies insist on the fact that the relative advantages of the French national model are better exploited by women from privileged social backgrounds, who can more easily access welfare services such as domestic "outsourcing" without being excluded from the labour market. Thus, working class women, migrant women and students with children seem to be particularly affected by non-employment.

Gender is still a factor of inequality and women are more affected than men by job insecurity, temporary employment, chronic long-term unemployment... The French conception of equality, deeply embedded in the tradition of republican universalism, has served to limit the adoption of positive actions in favour of specific groups of women (Crompton & Le Feuvre, 2000).

Gender-based violence was for a long time insufficiently treated by French national policies and the evolution of the French legislation on gender-based violence was definitely due to the pressure of different feminist associations, as was the case in 1980 for the enlargement of the legal definition of rape, for example. In 1992, the AVFT (the European association against violence against women at work) and trade unions lobbied the French ministry of women's rights in order for sexual harassment to be legally recognised.

Since the middle of the 1990's, the social and political perception of gender-based violence has changed quite radically and this topic is now treated as a problem that affects the whole of French society. Firstly, the Beijing conference in 1995 defined gender-based violence as a major issue for gender equality and encouraged governments to produce statistical data on this phenomenon. In 1997, the idea of a quantitative investigation into violence against women in France was launched. The first French statistical survey on gendered violence was carried out in 2000 and constitutes the only study available in France to date on this issue. Co-ordinated by Maryse Jaspard, the "*Enveff*" survey seeks to apprehend and evaluate any form of gender based violence against French women. It includes verbal, psychological, physical and sexual violence, in the public or private spheres, and by different actors. The research brought to light the different experiences of gender-based violence according to social background, sexual orientation, age... and also reveals the impact of such violence on women's health. At the same time, the study stressed the key role of the NGOs in helping victims, particularly in the case of domestic violence. At the same time, the case of the French actress Marie Trintignant, whose death at the hands of her rock-star boyfriend was in the forefront of media attention during the summer of 2003 also made a significant contribution to putting gender-based violence on the national policy agenda.

Thus, somewhat progressively and without any integrated policy frame, preventive actions around sexual violence on women and children have been adopted. The aggravation of sentences for violence against children under 15 years old is one example of these changes. But, compared to northern European countries, French policy efforts on this question are still insufficient. Gender-based violence suffers more than any other issue from the dispersion and the lack of financial resources of French gender equality policies.

# Annotated Bibliography

## 1 General gender equality policy

### 1.1 Studies in French

Ministère de la cohésion sociale et de la parité. 2006. *Le 6<sup>ème</sup> rapport périodique national sur l'application de la convention sur l'élimination de toutes les formes de discrimination à l'égard des femmes*. [6th national report on the implementation of CEDAW] Paris: Ministère de la parité et de la cohésion sociale.

**Keywords:** Policy report; Gender equality policies in general; Gender mainstreaming; Violence against migrant women; Gender inequalities at the workplace; forced marriage; sexual mutilation

This report by retraces the latest anti-discrimination policy legislation adopted on France and also aims at showing how “gender mainstreaming” policies have been adopted. With a particular focus on migrant women or French women of migrant origin, it therefore insists on the necessary fight against gender-based violence, particularly in relation to forced marriages, sexual mutilations and the harmonization of the legal age of marriage for men and women. At the same time, the report deals with the recent policy reforms concerning the reduction of gender inequalities in the workplace. Thus, it insists on the persistence of the gender wage gap, and on the difficulties women face in breaking through the “glass ceiling”.

Maruani, Margaret, ed. 2005. *Femmes, Genre et Société*. [Women, gender and society] Paris: La Découverte.

**Keywords:** Gender relations; Women’s employment patterns; Gender-based violence; Women’s intimate citizenship; Women’s participation in the public sphere;

This book seeks to explore and analyse the major characteristics of gender relations in contemporary France. The different contributions illustrate the persistence of gender discriminations and gender inequalities, despite the influence of the 1970s women’s movements and the development of policy measures that aimed to change gender relations. This book thus presents a theoretical framework which suggests that the issue of gender equality is woven into a much wider and complex social reality. With several ways of apprehending and analysing gender, the authors show the difficulties women face in changing or negotiating the terms of existing gender relations in all the spheres of social life: employment, family, intimate life, political sphere...

Silvera, Rachel and Jaqueline Laufer. 2005. *Accords sur l'égalité professionnelle suite à la loi du 9 mai 2001: premiers éléments d'analyse*. [Agreements on equality in the professions following the law of 9 May 2001: first analysis] *Programme Equal-Timetis*. Montreuil: Emergences Ed.

**Keywords:** Political sociology, Equality on labour market; Equality accords; French firms;

This study seeks to apprehend and analyse the new phase in negotiating gender equality, since the 9 May 2001 law. The authors outline the upsurge of equal opportunity agreements in recruitment, promotion, training, pay and work/life balance, but insist on the differences that exist between different French firms in terms of their gender awareness and action plans. Because of this, the long-term effects of equal opportunity policies are difficult to predict.

Junter Annie. 2004. L'égalité professionnelle entre les femmes et les hommes: une exigence politique au cœur du droit du travail. [Gender equality in the professions: a political necessity at the heart of labour law] *Travail, Genre et Sociétés* 12: 191- 202

**Keywords:** Policy and legal analysis; Gender equality policies in employment; Social acceptance of women's non-employment;

In the face of persisting gender inequalities in employment, this article seeks to explain the relative ineffectiveness of gender equality policies, such as the Roudy (1984) and the Génisson (2002) laws, in employment. The author insists on the high levels of social tolerance of gender inequalities in France, notably because women's access to the labour market is still perceived as a fundamentally different issue from that of male employment patterns. In addition, the idea that gender inequalities are the result of "natural differences" between men and women reduced both the legitimacy and the effectiveness of equal opportunity policies, particularly in the field of employment.

Mazur A. 2004. La France est-elle toujours le pays des réformes symboliques? [Is France still the country of symbolic reforms?] *Travail, Genre et Sociétés* 12: 173-181

**Keywords:** Policy analysis; Gender equality policies; Symbolic policy reforms.

Focusing on the relative weakness of the women's movement and gender equality lobbies in France, this article examines the barriers to the gender equality process in France. It aims to identify the different factors affecting the definition and the application of gender equality policies in France. The study highlights the weak mobilization of political parties in relation to the adoption of equal opportunity measures, including the improvement of women's political representation and the development of academic gender studies. In addition, the author notes the problems involved in the effective implementation of existing EO legislation in France. She also identifies a national model of gender relations, termed "sexist universalism", based on an abstract notion of equality and on the particular role of women as mothers. Focusing on the relative weakness of the French women's movement and on the absence of effective lobbies, the author stresses the profound cultural change that would be needed to make the adoption of gender mainstreaming a reality in France.

Meda Dominique, Gilbert Cette and Nicolas Dromel. 2004. Les pères entre travail et famille. Les enseignements de quelques enquêtes. [Fathers between work and family. Lessons from some surveys] *Recherches et Prévisions* 76: 7-21.

**Keywords:** Gender equality policies; 35 hour working week; Gendered time use

This article analyses the implication of French men in domestic and childcare activities. Although time use is still gender differentiated in all European countries, this study shows that the statutory reduction in working hours introduced under the “35 hour working week” legislation, permitted some evolutions in men’s participation in child care activities in France. The study shows that the increase in child care activities is most important amongst well-educated fathers who have adopted a 35 hour working week, particularly when their partners work full-time and have not been able to reduce the length of their own work time.

Silvera, Rachel, N. Buseyne and V. Donlevy-Gomes. 2004. Articuler vie professionnelle et vie personnelle, les expériences des projets EQUAL français 2001-2004. [The articulation of professional and personal life, experiences from French EQUAL projects 2001-2004] Paris: Racine ed.

**Keywords:** Policy report; Gender equality policy in employment; gender equality policy in the family; Work-life balance

This study reviews the different projects carried out in France on the topic of work-life balance between 2001 and 2004 under the Equal programme. Although the authors mention the contrasted concrete impact of those initiatives on the lives of men and women, they also show how the EQUAL programme mobilised new stakeholders and produced a dynamic and diversified response to this issue. Likewise, they outline the role of services and public institutions in improving the effectiveness of such initiatives in practice.

Commaille Jacques. 2002. Les injonctions contradictoires des politiques publiques à l’égard des femmes, [Contradictions in gender equality policies] In Laufer, Jacqueline, Catherine Marry and Margaret Maruani eds. *Masculin-Féminin : Questions pour les sciences de l’homme*, PUF: 129-148

**Keywords:** Policy analysis; gender equality policies; family formation patterns

This chapter claims that reference to the family has played a central role in the construction of gender equality policies in France. Despite the claims for equality made by the feminist movement during the 1970’s and the consecutive reconfiguration of gender relations in French society, women’s relation to the family is still perceived in ambiguous terms within public policy discourse. The author suggests that French family policies reflect the contradictory representations of women’s place in society. On the one hand, the idea that women’s special role with regard to the family, combined with the

desire to maintain high fertility rates and to reduce unemployment, serve to limit the development of gender equality policies (e.g. in relation to women's access to the labour market). On the other hand, the recognition of women's right to emancipation from family roles, combined with EU gender equality objectives, encourage the adoption of equal opportunity policies which are potentially in contradiction with certain aspects of family policies.

Silvera Rachel. 2002. Le genre des politiques du temps de travail : nouveaux enjeux non sans risques... [The gender of working times policies: new challenges] *Lien social et Politiques*, Le genre des politiques publiques : des constats et des actions. 47: 97-107.

**Keywords:** Policy analysis; Gender equality in employment; French legislation reducing working time; French women's employment patterns

This article analyses the gendered results of the French legislation on reducing working time to a 35 hour week. The author argues that such change hasn't had any concrete impact on the traditional division of labour between men and women in France. Moreover, experiments with reduced working time have contributed to accentuating the discrimination between different categories of women, according to their family and employment circumstances.

Silvera, Rachel. 2002. Articuler vie familiale et vie professionnelle en Europe: un enjeu pour l'égalité. [The articulation of family life and professional life in Europe: a challenge for equality] Paris: Secrétariat d'État aux droits des femmes et à la formation professionnelle, Service des droites des femmes et de l'égalité.

**Keywords:** Policy report; Social policies analysis; Women's employment; Work/life Balance regulation

This policy report seeks to consider the political regulation of the work/life balance as a main way to promote equal opportunities between men and women. Thus, faced with the different time use of men and women, the author explains how this topic has become one of the most important issues of the European social agenda. The author argues that the increasing number of European women on the labour market must force governments to support women's activity through a better balance between the demand of a job and family responsibilities. Firstly, this study explores the existing data on the work/life balance issue in Europe. Secondly, the author presents some best practice work-life balance policy initiatives from other countries with the aim of putting such measures on the French policy agenda.

Service des droits des femmes. 2001. *L'égalité en marche*. [Equality on its way] Paris: Ministère des Droits des femmes et de la formation professionnelle.

**Keywords:** Policy report; Gender equality policies; Gender balance in the workplace; negotiating gender equality at work.

This policy report reviews the equal opportunity policy measures adopted by the French government since the beginning of 2001. According to the report, women's access to the labour market is perceived as a central issue for achieving gender equality. The report thus stresses the need for policy measure to help women maintain their presence on labour market. For the first time and under the pressure of the European Union, the regulation of the work/life balance is perceived as main issue of policy making. The report also highlights the necessary development of negotiations on gender equality at industry, sector and company level in order to fight against discrimination between men and women in the professional sphere.

Génisson, Catherine. 1999. *Femmes - Hommes : quelle égalité professionnelle ?* [Women-men: which professional equality?] Paris: La Documentation française.

**Keywords:** Policy document, gender equality policies in employment, gender discrimination

The report outlines the effectiveness of policy measures such as the 1983 Roudy Act in reducing inequalities in employment over the past 15 years. It concludes that, despite the innovative nature of existing legislation, fairly high levels of discrimination against women still persist at all levels of their professional life (access to employment, unemployment levels, remuneration, career perspectives...). In order to improve the effectiveness existing legislation, the report outlines a number of measures aimed at mainstreaming equal opportunity and recommends improving knowledge on existing inequalities, notably by the adoption of gender statistics in all public sector surveys.

Maruani, Margaret ed. 1999. *Les nouvelles frontières de l'inégalité: Hommes et femmes sur le marché du travail.* [New frontiers in inequality: women and men on the labour market] Paris: La Découverte.

**Keywords:** Gender inequalities and discriminations on the labour market; Gender inequality at school; Women's employment patterns; Policy studies; France; Germany; Great Britain; Spain

Presenting cross-national comparative studies, this book provides a basic framework for the understanding of gender inequalities in the labour market in contemporary Europe. It starts by an analysis of women's situation at school, emphasizing both the growing number of graduated women and the horizontal segregation that leads women to under-evaluate their capacities in traditional "male" disciplines. The two following sections of the book analyse women's situation on the labour market. The different contributions outline that, despite the progression of women's employment rates, gender is still a factor of inequality. Indeed, in a context of economic crisis, women are more affected

than men by job insecurity, temporary employment, chronic long-term unemployment. These factors explain why women represent a large proportion of the “working poor”. In addition, this book deals with other persisting gender discriminations in relation to career advancement, pay gap, unequal experience of work/life balance, etc., that question the effectiveness of equal opportunity policies in employment in the EU.

Junter-Loiseau, Annie. 1999. La notion de conciliation de la vie professionnelle et de la vie familiale. Révolution temporelle ou métaphore des discriminations? [The concept of reconciliation of work and family life. Temporary revolution or discrimination metaphor?] *Cahiers du genre* 24:73-98.

**Keywords:** Policy analysis; Time equality policies; Family/Work balance policy making; Gender inequalities

This discusses the theoretical foundations of the notion of “reconciliation” of work and family life that is widely used in all policy discourses. The author suggests that the development of such “reconciliation” policies in France, under the pressure of the European Union, has introduced new forms of inequalities through the exclusion of some social groups. In practice, these policies are almost exclusively targeted at women, particularly as mothers of young children. Thus, according the author, “reconciliation” policies contribute to the idea that the work-life balance issue is exclusively a “women’s problem”. Thus, mothers are represented as having sole responsibility for achieving “balance” between work and family life, whilst men continue to be seen as devoid of any family obligations.

## 1. 2. Studies in English

Laufer, Jacqueline. 2003. Equal Employment Policy in France: Symbolic Support and a Mixed Record. *Review of Policy Research* 20 (3): 423–442.

**Keywords:** Policy analysis; gender equality measures in French firms; discriminations between women; France.

This article discusses the implementation of equal opportunity policies in employment in France and stresses the weak impact that this has had on women’s careers in French firms. The author argues that policies that aim to promote the “conciliation of work and family life”, particularly through the development of part-time jobs, have not been effective and may even have contributed to the increased discrimination against women workers within firms. The author points to the existence of two distinct categories of women workers in France: Firstly, those women who manage to maintain a continuous employment pattern, as opposed to those who experience different forms of marginalisation, including periods of unemployment, non-employment or under-employment.

Le Feuvre, Nicky and Andriocci Muriel. 2002. The history of equal opportunities legislation in France. In *Women's Employment, Women's Studies, and Equal Opportunities 1945-2001. Report from nine European countries*, ed. Gabrielle Griffin: 231-291

**Keywords:** Policy analysis; French equal opportunities legislation in employment; State intervention; Institutionalisation of equal opportunities;

This chapter seeks to apprehend the different equal opportunities measures and legislations introduced in France between 1946 and 2001, period which, particularly under the Jospin government, saw a significant upsurge in equality legislation. The authors argue that the lack of political will and financial resources accorded to equality policy measures during successive French governments explains their failure in reducing gender inequalities. They also insist on the transversal nature of state intervention and show how equality policies are potentially rendered ineffective because they are frequently counter-balanced by measures based on stereotypical gender expectations in other fields, such as family policy.

Crompton, Rosemary and Nicky Le Feuvre. 2000. The realities and representations of equal opportunities in Britain and France. *Journal of European Social Policy* 4: 334-348

**Keywords:** Political sociology; Equal opportunity policies; Positive actions; Finance; Gender exclusionary practices; French universalism; France; Great-Britain

Based on a cross-national comparison between France and Britain, this article explores how national policies reflect different discourses around gender equality. The authors stress that the French conception of equality, deeply embedded in the tradition of republican universalism, appears to be somewhat incompatible with the *Positive Action* principles promoted by the EU throughout the 1980s and 1990s. In contrast to the British case, the special treatment of women by the adoption of positive action policies to combat gender discrimination in employment has been limited in France. Through the example of the impact of gender equality policies on the banking sector, the authors argue that gender exclusionary practices are consequently higher in this sector in France than they are in Great-Britain. This was not the case prior to the widespread adoption of "positive action" measures by the "Big 4" clearing banks in Britain.

Mazur, Amy G. 1995. Strong State and Symbolic Reform: The Ministère des Droits de la Femme in France. in *Comparative State Feminism*, Amy Mazur and Dorothy McBride Stetson. Thousand Oaks: Sage Publications: 76-94

**Keywords:** Policy analysis; Gender equality policies; Role of the French "Ministère des Droits de la Femme";

This paper attempts to show the largely symbolic nature of the policy reforms promoted by the public sector institutions responsible for equal opportunities in

France. The author focuses on the potential role of French institutions in the development of equal opportunity policies. In the 1980's, during the socialist government's rule, the Ministère des Droits de la Femme (MDF) was created and feminist preoccupations were placed relatively high on the policy agenda. However, despite the continued adoption of equal opportunity measures, the author shows that the lack of financial support for the implementation and evaluation of such measures has served to limit their influence in practice. These reforms, she claims, have been more "symbolic" than effective in reducing gender inequalities.

Lewis, Jane. 1992. Gender and the development of welfare regimes *Journal of European Social Policy*. 2:159-173

**Keywords:** Policy analysis; State intervention; Gender Welfare State regimes; Male breadwinner model; Work-life balance; France; Great-Britain; Ireland; Sweden

The author insists on the need to study the relationship between the public and private spheres in order to reach an understanding of gender welfare state regimes. Focusing on the transformation of the male breadwinner model in several European countries, the paper suggests that different policy conceptions of work/life balance imply different patterns of women's participation in the labour market. Thus, while Ireland and Britain are defined as examples of a strong form of the so-called "male breadwinner model" (high levels of part-time work for women, lack of child care services...), France is described as a "modified male breadwinner model", notably because public policies permit women to be both mothers and full-time workers. Finally, comparing different European models, the author stresses the relatively weak levels of feminist mobilisation in favour of a transformation of the male breadwinner model in France and Sweden, contrary to the British case.

## 2. Non-employment

### 2.1 Studies in French

Méda, Dominique and Périvier, Hélène. 2007. *Le deuxième âge de l'émancipation*. [The second gender equality age] Paris: Seuil.

**Keywords:** Policy analysis; Gender equality policies; Women's inactivity patterns.

This book presents recent data on women's inactivity patterns in France. Although the particular French policy mix has been highly effective in producing high rates of full-time employment for women, associated with one of the highest birth rates in the EU, the authors argue that statistics mask the reality of many French women. On the one hand, women's employment rate of women is still 14% lower than men's. Moreover, by looking at the part-time work pattern, women's employment rate in France is currently "stagnating". The main consequences are both a 27% pay gap and lower retirement pensions for women. The authors also argue that the demographic and

economic cost of women's activity could influence French government to provide an effective policy permitting the reduction of gender inequalities. The progression of women's activity rates could enable the government to reduce the precarious nature of women's relationship to the labour market.

Barrère-Maurisson, Marie-Agnès and Séverine Lemièrre. 2006. Entre statut professionnel et politique familiale: l'emploi des assistantes maternelles en France. [Professionalisation and family policies: child minders in France] In Tremblay, Diane-Gabrielle and Thoemmes, Jens (coord.), *Enfances, Familles, Générations : La conciliation famille-travail : perspectives internationales*. 4, printemps, <http://www.erudit.org/revue/efg/2006/v/n4/012895ar.html>

**Keywords:** Gender equality policies in employment, Family policy, Child minders, undeclared and informal work.

This article analyses the role of various policy measures aimed at promoting the "professionalisation" of child-minders in France, 99% of whom are women. Concern with the high levels of undeclared work amongst child-minders emerged as a policy issue at a time when family policy measures to increase "parental choice" and to provide more flexible child care solutions for the under 3s than the traditional collective public sector crèches were being adopted in France. In conjunction with the adoption of tax relief on home-based, individual child-care solutions, governments have sought to improve the employment conditions of child-minders, notably in relation to their access to social security and pension rights, pay levels and training.

Brin, Hubert (dir.), , Patrick Midy and Philippe Steck. 2005. *Famille, emploi féminin et désir d'enfant : enjeux démographiques et accompagnement : rapport préparatoire à la Conférence de la famille*. [Family, female labour and the desire to have children: demographic challenges. Preparatory report for the Family conference.] Paris: La Documentation française.

**Keywords:** Policy report; French family policies; Demographic preoccupations; French women employment; Work/life conflict for specific groups of women (Students)

This book discusses various policy options to encourage French women (couples) to maintain a high birth rate. The improvement of working and housing conditions through various family policy measures are seen as having a potentially positive impact on the desire to have children. The authors present ten different policy measures, some of which address specific groups, such as women students, to help them to achieve a better work-life balance.

Meda, Dominique, Françoise Milewski, Sandrine Dauphin, Nadia Kesteman, Marie-Thérèse Letablier, Françoise Nallet, Sophie Ponthieux and Françoise Vouillot. 2005. *Les inégalités entre les femmes et les hommes: les facteurs de précarité*. [Gender equality: precarious work] Paris: Ministère de la Parité et de l'Égalité professionnelle.

**Keywords:** Policy report; Gendered unstable employment; Women's activity patterns; Traditional gender models

This report analyses the different aspects of access routes into unstable employment. It focuses particularly on the reasons why women are more vulnerable than men in this respect. The authors argue that the traditional place of French women in the family is a main explanatory factor of women's over-representation in unstable jobs. Moreover, this phenomenon seems to be accentuated when the unequal repartition of (productive and reproductive) social roles is associated with divorce or separation or instability in employment such as a parental leave or working part-time.

Fouquet, Annie. 2004. L'invention de l'inactivité. [The invention of non-activity] *Travail, Genre et Sociétés*. 11 :47-62.

**Keywords:** Policy analysis; Inactive/Active status; Farmer's wives; Housewives

This article draws on the social and economic construction of the concept of "inactivity" in France. This term has historically been used in reference to housewives and farmer's wives. From a historical perspective, the author explains how inactivity in France has always been defined relatively to its opposite, activity. Thus, she explains how domestic and family work has been excluded from the economic category of "productive work", and how housewives and farmer's wives came to be considered as unproductive and inactive, in opposition to the so-called "working population".

Gosset-Connan, Stéphanie. 2004. Les usages des bénéficiaires de l'APE attribuée sur le deuxième enfant [the use of Parental leave grant for the second child] *Recherches et prévisions* 75: 39-48.

**Keywords:** Sociological analysis; Parental leave grant (APE); women's activity patterns.

Based on the results of a sociology PhD, this article seeks to analyse the motivations that lead the mothers of 2 children to undertake a period of parental leave (under the APE policy framework) and to evaluate the concrete consequences of this choice in terms of their involvement in the family and their professional ambitions. The author insists on the difficulties faced at the end of the parental leave period by women who had an instable history of labour market participation before taking up the APE: they were more affected by job insecurity. In addition, the reinforcement of their involvement in the family and domestic work means that few of them will envisage an (even progressive) return to the labour market.

Périver, Hélène. 2004. Débats sur le congé parental : emploi des femmes et charges familiales. Repenser le congé parental en France à la lumière des

expériences étrangères. [Debates on parental leave: female labour and family tasks. Rethinking French parental leave based on international experiences] *Revue de l'OFCE* 90: 259-342.

**Keywords:** Political analysis; French family policies; French parental leave; Women's employment; Discriminations between women; Polarization of the female labour force

Focusing on the introduction of the *PAGE (prestation d'accueil du jeune enfant)* policy measure in 2003, this chapter discusses the recent history of parental leave policies and their effects on mother's employment / non-employment patterns. Despite the "gender neutral" terminology used to promote parental leave, women represent 98% of the beneficiaries. These women often experience difficulties in returning to the labour market after a period of parental leave. These measures have served to create a divide between qualified and non qualified women in relation to employment / non-employment. Parental leave provisions are used more frequently by those categories of women who have the most difficulty in finding a stable, permanent, relatively well-paid, full-time job.

Périvier, Hélène. 2003. La garde des jeunes enfants, affaire de femmes ou affaire d'Etat. [Child care, a task for women or for the state?] *Lettre de l'OFCE* 228.

**Keywords:** Policy analysis; Gender equality policies in family; Childcare provision

This study seeks to show the impact of the different initiatives of the family policies of successive French governments. The author argues that the relatively widespread provision of childcare provision in France doesn't necessarily imply a real choice for all families. Moreover, the upsurge of individual allowances, to the detriment of collective public sector provision (*crèches*) directly penalizes the activity of women from under-privileged social backgrounds. In effect, they don't have sufficient resources for "outsourcing" part of their domestic and/or family responsibilities.

Maruani, Margaret. 2002. *Les mécomptes du chômage*, Paris: Bayard.

**Keywords:** Gender equality policies; Unemployment; Under-employment; Non-employment

This book attempts to show how the different official statistical definitions of unemployment mask the realities of certain groups of women, particularly older workers and the mothers of young children. In a context of rising unemployment and labour flexibility, the criteria used to define "employment", "unemployment", "non-employment" or "under-employment" (e.g. non voluntary part-time work) have a significant impact on the employment status and rights of particular categories of the labour force. Thus, early retirement programmes serve to mask the realities of unemployment amongst older workers, who are defined as "non-employed" rather than as "unemployed" In

the same way, parental leave measures which encourage the mothers of young children to leave the labour market also lead to an underestimation of women's difficulties of access to the labour market.

Angeloff, Tania. 2000. *Le temps partiel : un marché de dupes?* [Part time work : a market of losers ?] Paris: Syros.

**Keywords:** Sociological analysis; Gender equality policy in employment; Part-time activity; Additional income; Women's activity; Age

This book draws on an analysis of women's employment and under-employment through the example of part-time work. The author stresses that, as a highly feminised form of employment, part-time work supports a gendered conception of productive and reproductive work. Thus, part-time activity implies low incomes for women, who are dependant on a "main wage earner", usually a husband / male partner. Likewise, the author shows that the most often cited reason for women working part-time in France is the lack of availability of full-time jobs. Since part-time jobs are clustered in the least qualified sectors of the labour market, they do not necessarily meet the criteria of "family friendly" working patterns, since they often involve unsocial hours. It is therefore interesting to note that part-time employment also concerns women in older age groups. They are encouraged to leave the labour market before the legal retirement age or to adopt a discontinuous activity pattern. The book is based on interviews with women who have worked part-time.

Martin Jacqueline. 1998. Politique familiale et travail des femmes mariées en France. Perspective historique: 1942-1982. [Family policy and married women on the labour market] *Population* 6: 119-1154.

**Keywords:** Economic analysis; Equal opportunity policies; Family allowances; Historical perspective; women's activity patterns;

Written from a historical perspective and a consideration of the socio-institutional context, this study attempts to analyse the development of French family policies to encourage married women to leave job market, from the post war period until the end of the 1970's. The author explains how the AMF (*Allocation de salaire unique* - Housewives subsidy) adopted in 1936 and the ASU (*Allocation de salaire unique* – single wage subsidy) adopted in 1941 reflected the aim – supported both by the State and Church - of keeping women in the role of full-time mothers and housewives. The study also shows that the ASU was no longer a financially viable option for couples by the mid-1960's; precisely the time when women's activity rates started to increase. The ASU was totally phased out in 1978.

Jenson Jane and Sineau Mariette. 1997. La France. Quand « liberté de choix » ne rime pas avec égalité républicaine. [France: When freedom of choice does not match republican equality] In Jenson Jane and Mariette Sineau eds. *Qui doit garder le jeune*

*enfant. Mode d'accueil et travail des mères dans l'Europe en crise.* Paris: LGDJ: 141-172

**Keywords:** Childcare policies in France, French women's employment patterns

The study analyses the contradictory orientations of French State policies with regard to childcare provision since the 1970s. Several periods are distinguished. Faced with the increase of dual earner households, the presidency of Valéry Giscard d'Estaing (1974-1981) was characterized by the modernisation of French family policies. The aim of the government was to enable make women to "choose" to continue working or to leave the labour market when they became mothers. The election of François Mitterrand in 1981 marked the growing polarization of the childcare question and the development of various family allowances (AGED, AFEAMA), parental leave (APE) and extension of the provision of full time nursery care for children under three years of age. Finally, the authors show how concerns with the rising unemployment rates in the 1990's explain the progressive move from public sector child care provisions towards other more individual allowances, parental leave and part-time jobs, to the detriment of women's situation on the labour market.

Afsa, Cédric. 1996. L'activité féminine à l'épreuve de l'allocation parentale d'éducation. [Female activity and the parental leave grant] *Recherches et prévisions* 46:1-8.

**Keywords:** Policy analysis; French family policies; Family allowances; Parental leave; Women's in/activity patterns

This article studies the potential "inactivity incentive factor" of the Allocation Parentale d'Education measures (Parental leave grant), that was introduced in 1985 and modified in 1994. Originally paid to women of 3 children, with at least 2 years in employment during the 30 months preceding the application of the grant (reduced to two years during the past 10 years in 1986), the APE had a limited impact on the activity rates of women with young children (since most mothers of 3 or more children were already non-employed). However, the extension of the APE to parents of 2 children in 1994 contributed to a large decrease in the proportion of those mothers with 2 children (1 of which is under the age of 3 years) who decided to leave the labour market on the birth of their second child. The new version of the APE therefore greatly increased the proportion of mothers who were not in employment, particularly amongst the least well-educated groups of women, those who were registered as unemployed and those who live in rural areas of France (where child care provision is generally lowest).

## 2. 2. Studies in English

Le Feuvre, Nicky and Clothilde Le Marchand. 2007 (in press) Employment, the family and 'work life balance' in France. In *Employment and the family: the reconfiguration*

*of work and family life in contemporary societies*, Crompton, Rosemary and alii (eds.): Cambridge Univ. Press.

**Keywords:** Gender equality policies in employment; French family policies; Work/life conflict; Part-time work; Parental leave

This study suggests that, despite a long history of state support for working mothers and family-directed benefits, France hasn't yet succeeded in erasing work/life conflict. Moreover, the traditional combination of feminist and pro-natalist value systems, which had led the French state to promote continuous, full-time employment for mothers, have recently been supplanted by a new policy turn. Thus, the authors outline how, in a context of economic crisis, new incentives for part-time work and the extension of parental leave have reinforced the gap in work/life experiences between men and women but between women from different occupational categories. As a consequence, some groups of women (particularly from under-privileged backgrounds) are increasingly being excluded from the labour market and driven into non-employment at strategic periods in their life histories.

### 3. Intimate citizenship

#### 3. 1. Studies in French

Bajos, Nathalie, Michel Bozon and Nathalie Beltzer. 2007. *Contexte de la sexualité en France*. [Sexuality in the French context] Paris : INSERM, ANRS, INED.

**Keywords:** Sociological and demographic analysis; Sexuality; Homosexuality; age; gender; Health; AIDS;

This third French survey on sexuality contributes to the elaboration of prevention policies on the VIH infection and other sexuality-related risks. Based on a comparative analysis of the sexual experiences of men and women, the study shows the persistence of gendered differences in attitudes towards sexuality: while women's sexuality refers to emotions and stable relationships, men's sexuality is still associated with their biological characteristics. At the same time, French women are more likely to have non-protected sexual relations than men. The study also highlights the diversification of sexual and emotional relations. The number of person having had homosexual relations seems to be about the same as in the last survey (1993), but homosexuality seems to have become more socially acceptable, except by men aged under 50 years of age. The number of men who declare that they have used the services of a prostitute is unchanged since 1993.

Bajos Nathalie, Michèle Ferrand. 2006. *L'interruption volontaire de grossesse et la recomposition de la norme procréative*. [Abortion and the procreative norm] *Sociétés contemporaines* 61: 91-117.

**Keywords:** Sociological analysis; Abortion; Procreative norm; Division of work

Based on the results of a qualitative and quantitative survey of French women faced to a non planned pregnancy, this article attempts to study the socially defined norms for having a child or not in contemporary France. The authors argue that the burden of social pressure that weighs on women “at the age” of becoming mothers and having recourse to abortion illustrates the persistence of the sexual division of work. Thus, this study shows that the political/social will of reconciling work and family seems to be an illusion and it is still difficult to think beyond the traditional division of work.

Bloche, Patrick and Valérie Pecresse. 2006. *Rapport fait au nom de la mission d'information sur la famille et les droits des enfants – Tome I : Rapport ; Tome II : Auditions*. [Report on the family and the rights of children] Paris, Assemblée nationale: La Documentation française.

**Keywords:** Policy report ; Family policies ; Child protection; Parental responsibility

This policy report seeks to study the way to protect the institution of the family whilst tacking recent and profound changes to family forms into account. Based on child protection issues, the study focuses on the three main societal changes that affect the position of children in the family: transformations in the formation of partnerships; diversification of parental roles; and parental responsibility for children’s education. The report makes 100 recommendations in relation to existing French legislation on children’s rights, child protection, partnership consolidation and parental responsibility.

Versini, Dominique. 2006. *L'enfant au cœur des nouvelles parentalités. Pour un statut des tiers qui partagent ou ont partagé la vie d'un enfant et ont des liens affectifs forts avec lui*. [Children and new parenthood. On the legal position of third parties having shared their lives with a child] Paris: Défenseur des enfants, Rapport annuel, La Documentation française.

**Keywords:** Policy report; Intimate citizenship policies; Parenthood; Shared parental authority.

This study is the 2006 annual report of the “children’s protector”, created in 2000 for the defence and the promotion of children’s rights. Given the variety of family forms (homoparenting, single parent families...) and the increase in divorce and separation rates, this study reflects on the status of third parties. It insists on the inability for children to maintain a relationship with some categories of adults with whom they share or have shared strong emotional links. The report recommends the creation of a “shared parental authority” status between biological parents and a third person having had a close, daily relationship with the child for at least 3 years. This could offer a real possibility for change in a lot of families, particularly for homosexual couples.

Fassin, Eric. 2005. *L'inversion de la question homosexuelle. Une politique démocratique de la sexualité*. [Inverting the homosexual question. A democratic politics of sexuality] Paris : Editions Amsterdam.

**Keywords:** Sociological study, Sexuality policies; Sexual democracy; Couples; same-sex union; PaCS; Homoparenthood; Homophobia

This book explores how recent policy debates around the questions of civil unions (PaCS), homosexual marriage, homosexual parenthood and homophobia reflect an historical change in the way the “homosexual question” is posed in France. The author attempts to show how those debates forced French society to think differently about partnerships and the family. At the same time, however, he shows how the norm of heterosexuality persists. If the author deals with equality of rights, he also questions the concept of sexual democracy.

Tain, Laurence. 2005. Les nouvelles techniques de reproduction nouveaux acteurs, nouveaux enjeux. [New reproductive technologies, new actors, new challenges] *Informations sociales* 128: 52-59.

**Keywords:** Reproductive rights; Parenting; French legislation; IVF treatment

The development of new reproductive technologies such as the *in vitro* fertilisation is in keeping with a legal framework reflecting the state of social relations in a country. IVF practices tend to blur traditional conceptions of parenthood and force to redefine gender relations and the family. Compared to some other European countries such as Spain, the French legislation of 1994 only permits the use of IVF treatment by married or unmarried heterosexual couples.

Beignier, Bernard, Bernard Chavier, Didier Coiffard, Stéphane Dasse, Yves Delecraze, Patrick Festy, Nicolas Molfessis, Denis Quinqueton, Nicole Verger and Béatrice Weiss-Gout. 2004. *Le pacte civil de solidarité, réflexions et propositions de réforme*. [Civil partnership, reflections and reform proposals], Paris: La documentation française.

**Keywords:** Policy report; Civil partnerships; Same-sex couples ; PaCS.

This report for the French Ministry of justice is the result of a study conducted by researchers from different public institutions (INED, universities...), lawyers, magistrates and ONGs. The aim was to reflect on the possible improvement of the French legislation on civil partnerships (PaCS) adopted in 1999. The study proposes to redefine and improve some points of the PaCS and particularly as far as inheritance laws, taxation and termination of civil partnerships are concerned. There is however no discussion related to the possibility to access to parental authority right.

Bughin Michel, Colette Lamarche and Pascale Lefranc. 2003. *La parentalité: Une affaire d'Etat?* [Parenthood and the state] Paris: L'Harmattan.

**Keywords:** Sociological study; Parenthood; Family policy; Education; Juvenile delinquency.

This study seeks to understand how the concept of parenthood (*parentalité*) was progressively introduced into French family policies and thus became a "public affair". In a context where French families are increasingly concerned with social, legal and educational measures, the authors discuss the evolution of the role of the state with regard to the education of children. They argue that the link between violence and the family has been reinforced by the debate around juvenile delinquency since the presidential campaign of 2002 and contributes to stigmatizing families from underprivileged social backgrounds, immigrant families.

Fabre Clarisse and Eric Fassin. 2003. *Liberté, égalité, sexualités.* [Liberty, equality, sexualities] Paris: Belfond / Le Monde.

**Keywords:** Policy analysis; Sexuality; Politization of private life; contraception, abortion, sex education, rape, sexual harassment, homosexuality

During the 1990's the politization of sexual questions reveals a social context that particularly contrasts with the preceding years, where intimate questions used to stay in the sphere of private life. This study seeks to compare how political contexts influence the way to answer to intimate citizenship issue.

Bozon, Michel. 2002. *Sexualité et genre.* [Sexuality and gender] In Laufer, Jacqueline, Catherine Marry and Margaret Maruani eds. *Masculin-Féminin : Questions pour les sciences de l'homme*, PUF: 169-186

**Keywords:** Gender; Sexuality

This article attempts to show the importance of the legal and political context in the social construction of sexuality in France, focussing particularly on how sexuality contributes to producing gender inequalities. Thus, it insists on the gendered consequences of the political changes in the way sexual behaviour in France has been regulated since the 1970's. According to the author, the demographic transition and the contraceptive revolution have implied a new definition of sexuality, characterized both by the reduction of the place of the procreation and the democratization of partnerships. Nonetheless, a deeper analyse of sexual representations of men and women shows the persistence of gender inequalities, particularly in the way to apprehend sexuality: the sexual experiences of women are more closely linked to emotions and long-term relationships than those of men.

Commaille, Jacques, Pierre Strobel and Michel Villac. 2002. *La politique de la famille*. [Family politics] Paris: La découverte, Repère.

**Keywords:** Policy analysis; French family policies; Employment policies; Public intervention legitimization; Individualization process;

France is characterized by an explicit institutionalisation of “family policies”. However, the authors attempt to show why this concept is becoming problematic in the current context of changes to individual private life. The authors therefore distinguish several successive periods in the relationship between family policy and employment policy in France. Thus, public action with regard to the family seems to be uncertain and divided between contradictory aims and objectives: the traditional family model is confronted to the individualisation process that makes it difficult to legitimate public intervention.

Dufresne, Martin and Hélène Palma. 2002. Autorité parentale conjointe: le retour de la loi du père. [Joint custody: the return of father’s law] *Nouvelles questions féministes* 21 (2): 31-54

**Keywords:** Sociological analysis; new legislation on parental authority; Women’s resistance;

This article seeks to analyse the consequences of recent French legislation on parental authority, part of a larger family law reform. The authors highlight the potential “patriarchal reconstruction” process set in motion through this law. They explain how the French state and masculinist lobbies have used the notion of parity, male participation in parenting responsibilities and children’s rights with the aim of raising their power over women and children. Based on empirical and materialist readings of mothers work and experience of looking for maintaining control over their lives, access to justice and the right to escape gender-based violence, this article tries to analyse women’s resistance facing this new legislation.

Jarty, Julie. 2002. Les politiques de l’avortements. Quand les françaises partent avorter à Barcelone... [The politics of abortion. When French women do abortions in Barcelona] *Mémoire de maîtrise*, Université Victor Segalen, Bordeaux 2.

**Keywords:** Sociological analysis; Abortion policies; Abortion delays; Conception of the status of the foetus; France; Spain.

This study analyses and compares French and Spanish legislation on abortion. Retracing debates on the different conception of the legal status of the foetus in the two national contexts studied, the study seeks to understand how abortion delays are socially and politically constructed. Focusing on French women that go to Spain to have an abortion because they are beyond the 14 weeks authorized delay, the author also explores how French women

and women's association develop informal, transnational contacts and networks.

Maussuz-Lavau, Janine. 2002 *Les lois de l'amour. Les politiques de la sexualité en France (1950-2002)*. [Love laws: Sexual politics in France 1950-2002] Paris: Petite bibliothèque Payot.

**Keywords:** Policy analysis; Sexuality policies in general; Feminist movements; Law

This book proposes to retrace the different debates and laws related to sexuality since the 1950's. Feminist movements successively stressed the legal restrictions placed women's and men's sexuality: no fewer than 12 laws were adopted between 1977 and 2001 on contraception (1967, 1974), abortion (1975, 1979, 2001), sexual violence (1980, 1992), homosexuality (1999)... In spite of those legislative changes, the author insists on a number of questions that continue to contribute to inequalities on a gender or sexual orientation basis (sexual harassment, SIDA...).

Ferrand, Michèle. 2001. Du droit des pères au pouvoir des mères. [From father's law to mother's rights] In *Masculin-Féminin : questions pour les sciences de l'homme*, Laufer Jacqueline, Catherine Marry and Margaret Maruani eds. Paris: PUF, 2: 187-210.

**Keywords:** Sociological analysis; Parental rights; Parental status; New reproductive technologies; Homosexual parenting

This chapter analyses the French legislative framework of parental rights in order to understand the organization of a new parental context. With reference to the crisis of traditional family forms and the democratisation of gender relations within the family, the author thus attempts to illustrate the evolution of the parental status of men and women. Since the women's movement in the 1960's has played an important role in re-defining the legal status of mothers and fathers in the family (e.g. the law of 1965 on matrimonial regimes and the law of 1970 on shared parental authority), it would seem likely that women would have gained a greater share of parental power in comparison to fathers. However, although the claim (of a low proportion) of "new fathers" for a more equalitarian share of the custody of children after divorces, the author argues that women are still more affected than men by having children (e.g. the incidence of motherhood on women's activity pattern). Likewise, despite the low success rates of new reproductive technologies, the generalisation of those medical practices still concerns a larger proportion of women. Finally, the author stresses how new reproductive technologies have transformed the way we think about biological and social parenthood and new forms of being parents (co-parenting, homoparenting...). She argues that French legislation reflects a naturalist image, where the mother is still the one who gives birth, and the one more affected by having children...

Rigoni, Isabelle. 2001. Migration et changement dans les relations familiales. Le cas des femmes Turques. [Migration and changes in family relations. The case of Turkish women] *Cahier du genre* 30: 103-120.

**Keywords:** Sociological analysis; Family settlement of migrants; Migrant women from Turkey; France; Germany

This article analyses the impact of migration on the family status, social role and personal values by migrant women (mothers and daughters) from Turkey. The author seeks to analyse how their socio-economic insertion in France interacts with their private life and gender relations in general. The author points to differences between different generations of Turkish migrants: While mothers seems to have been more isolated and dependant on their husbands, their daughters seem to benefit from more autonomy than they would have had in Turkey. A lot of them find it difficult to negotiate their place in the family, fighting against patriarchal and traditional values.

Gross, Martine ed. 2000 *Homoparentalités, état des lieux. Parenté et différence des sexes*. [Homoparentality. Parenthood and sexual differences] Paris: ESF.

**Keywords:** Inter-disciplinary studies; Homosexual parenting

If the process of familial forms diversification makes homoparentality as a French reality, this study seeks to bring to light social resistances that make difficult its institutional recognition. Based on an analysis of French and European rights and cross-disciplinary studies, the different contributions propose to question the French conception of family, filiations, biological and elective link between adults and children.

Mécary, Caroline. 2000. Homosexualité et adoption: critique de la jurisprudence. [Homosexuality and adoption: a critique of law] In *Homoparentalités, état des lieux. Parenté et différence des sexes*, Martine Gross ed. Paris: ESF.

**Keywords:** Policy analysis; Homoparenting; French adoption legislation

This study seeks to show the limits of the French legislation on adoption and to illustrate discriminations against homosexuals. The French model permits to a married couple or a single person to adopt a child, and refusing the "adoption agreement" for reasons related to matrimonial status of homosexuality is illegal. However, other reasons may be evoked in order to refuse the right to adopt to homosexuals. The author also argues social workers and psychologists are currently unable to analyse the impact of homoparenting on children and this is one of the main reasons that such discrimination persists.

Borrillo, Daniel, Eric Fassin and Marcela Iacub ed. 2001 *Au-delà du PACS: l'expertise familiale à l'épreuve de l'homosexualité*. [Beyond the PACS: families and homosexuality] PUF.

**Keywords:** Policy analysis; PaCS; Same-sex marriage;

The adoption of the PaCS (*pacte de solidarité civile*) traduces the political will not to deal with the question of homosexual marriage and filiations: it offers the possibility for homosexuals to be recognized as a couple but not as a family. The authors also attempt to show how scientific arguments have been used during the parliamentary debates in order to legitimate political choices. Thus, based on a critical analysis of scientific argumentation around filiations, this book proposes a cross-analysis between sciences on this theme.

Munoz-Perez, F and Prioux F. 1999. Les enfants nés hors mariage et leurs parents. Reconnaissances et légitimations depuis 1965. [Children born out of wedlock. Recognition and legitimization since 1965] *Population* 3: 481-508.

**Keywords:** Demographic survey; Children born outside marriage;

Based on the results of an INED survey of birth registers, this study presents the evolution of registration and legitimization of French children born to unmarried couples since 1965. It reveals that the most of these children are born to a stable couple. Institutional marriage lost its interest for couples and the legal status of their children status is now almost identical to that of children born to married couples. In addition, unlike the beginning of the 1980s, the sociological characteristics of unmarried couples situation is now very similar to that of married couples. However, unmarried couples still tend to be younger than their married counterparts and to come from more modest social backgrounds.

Neyrand, Gérard, Claudine Philippe, Gabrielle Varro. 1998. *Liberté, égalité, mixité... conjugale. Une sociologie du couple mixte*. [Liberty, equality, mixed marriage... A sociology of mixed marriages] Paris: Anthropos.

**Keywords:** Inter-disciplinary analysis; Mixed marriages; French nationality acquisition;

This book presents an inter-disciplinary analysis of so-called “mixed marriages” in France and questions the liberty to exercise the right to be married to the person of one’s choice (European convention of the human right, Art 8-12-14). The first part of the book illustrates the experiences of mixed couples. Another part studies the construction of social norms, between tradition and modernity, for example through the analysis of social and media representations of “mixed couples”. Another part also considers the matrimonial strategies of migrant groups. Finally, the last chapters deal with the social integration of migrants through mixed marriage and explore the question of French nationality acquisition. The book shows how, in our society,

some marriages are perceived as mixed and others not, and highlights how mixed couples are frequently suspected of trying to bypass the increasingly strict immigration laws in France.

Théry, Irène. 1998. *Couple, filiation et parenté aujourd'hui. Le droit face aux mutations de la famille et de la vie privée*. [Couples, filiation and parenthood. Law and changes in families and private life] Rapport Ministère du travail, Ministère de la justice, Paris: Odile Jacob, La Documentation française.

**Keywords:** Policy report; Family transformations; Filiation; French legal frameworks;

This report was produced for the Ministry of Justice and the Ministry of Employment and Solidarity. Faced with a shift between traditional familial models and contemporary family forms, it aims to identify potential changes to the legal framework in relation to marriage, inheritance, child protection, etc. in the face of changes to family formation norms. The author insists on the fact that the transformation of family forms is an on-going process and still presents significant gender-based inequalities, usually ignored by national institutions (e.g. divorce courts).

Rude-Antoine, Edwidge, Andre, Nathalie, Antoine, Amélie, Bezaud, Martine, Caillé, Stéphanie, Cuelamine-Majhoub, Faïza, Hochart, Catherine. 1998. *Enquête auprès des populations d'origine marocaine et vietnamienne résidant en Ile-de-France*. [A survey on the Ile-de-France population of Moroccan and Vietnamese origin]. Ronéo Ed.

**Keywords:** Sociological analysis; French legislation on marriage; Family status; Migration; Marriage dissolution; Muslim and Asian populations

The study aims to analyse the adaptation process of regular legal migrants living in France but conserving close links with their country of origin. Focusing on Moroccan and Vietnamese experiences, the authors examine immigration laws and marriage status. How do migrant populations live with such contradictions? How do they position themselves according to French family laws? In a situation where French courts have annulled marriages between migrants, the study also explores how French legislation can apprehend and regulate cultural contradictions in the area of marital life, child protection, divorce, polygamy etc.

Jaspard Maryse. 1997. *La sexualité en France*. [Sexuality in France] Paris: La Découverte.

**Keywords:** Sexuality policies in general; Gender equality; women's rights; women's movement; social movements.

This book draws on studies of the evolution of intimate practices and representations of sexuality in France, and analyses the impact of church and

society in regulating the sexual order. The author questions the myth of the “sexual revolution” and “women’s liberation” since the 1960’s and examines impact of social movements on women’s right related to sexuality. Thus, successive laws on contraception, abortion, sexual violence on children, sexual harassment and domestic violence mark progressive stages in the achievement of sexual liberty and gender equality.

Venner, Fiammetta. 1995. *L’Opposition à l’avortement: du lobby au commando*. [Opposition against abortion] Paris: Editions Tierce.

**Keywords:** Policy analysis; anti-abortion movements; anti-abortion commandos; women’s right v/s foetus right; French legislation

This book is a study of anti-abortion groups and anti-abortion commandos in France. The author stresses their affiliation with the Catholic Church, other religious groups and extreme right-wing political groups. She insists on their conception of motherhood as the main expression of femininity and on the right to life of the unborn child. She also explains how the reinforcement of their actions to obstruct access to abortion during the 1990’s (by occupying abortion clinics, harassing patients and medical staff, etc.) progressively led the French government to legislate on this issue.

### 3.2. Studies in English

Jean C. Robinson. 2001. Gendering the abortion debate: the French case. In Dorothy Mac Bride ed. *Abortion politics, women’s movements, and the democratic state – a comparative study of state feminism*: 87-110.

**Keywords:** Policy analysis; Abortion; French feminist movement; Ministry of Woman’s Rights

Examining the effectiveness of the influence of women’s movements on the abortion law, this article retraces the French abortion debates since the reform of the law in 1975, which legalized abortion, and its 1979 reform. If this policy was still believed as too restrictive, their influence was increased under the leadership of activist women’s policy agencies appointed by Socialist governments. Thus, in 1983, the Ministry of Woman’s Rights (MDA) initiated the reimbursement of abortion health costs. Despite the progressive effectiveness of the MDA during the 1990s, the French feminist movement succeeded in a new fight. In 1990, anti-abortion movement efforts to obstruct access to abortion clinics were judged and criminalized through an amendment to the criminal code.

## 4 Gender-based Violence

### 4. 1. Studies in French

Aïdan, Philip. 2006. Femmes, soins et parcours d'exil. [Women, care and exil paths] *Asylon(s)* 1. <http://terra.rezo.net/article492.html>

**Keywords:** Ethnological analysis; Violence against women in general; migrant women; Migration policies; Women's health; Asylum rights.

This study focuses on existing French resources for migrant women that are victims of specific forms of violence: forced marriage, rape, sexual exploitation, domestic violence, genital mutilations. It pays special attention to French ONGs that are fighting against gender based violence against marginalized groups such as migrant women, e.g. the GRAF (Groupe Asile Femme – Women Asylum Group). It studies their fight for asylum rights and for the improvement of the facilities offered to victims of gender-based violence, particularly in relation to housing. The author insists on the fact that these women face a double discrimination: as migrants and as victims of specific forms of violence. This study is enhanced by interviews with migrant and refugee women.

Coutenceau, Roland. 2006. *Auteur de violence au sein du couple. Prise en charge et prévention*. [Violence at the heart of the couple. Policies and prevention] Paris : Ministère de la cohésion sociale et de la parité.

**Keywords:** Policy report; Domestic violence; Authors of violence; Sanctions; Social workers, Therapy.

Given the situation of domestic violence against women described in the Enveff survey, this report seeks to explore different ways of treating the authors of domestic violence in order to avoid repetition of their violent behaviour. After analysing the existing legal possibilities, the author also proposes the improvement of French legislation in this field. He insists on the importance of the increasing awareness about violence amongst professional groups, in particular as far as the therapeutic solutions are concerned.

Kaiser, Shanti, and Béatrice Borguino. 2006. Rapport de genre à l'adolescence : entre violence subie et violence exercée. [Violence in adolescence: violence against girls and violence committed by girls] Paris: Délégation régionale au droit des femmes et à l'égalité.

**Keywords:** Teenage violence; Gendered analysis; Under-privileged urban areas;

The regional delegation to women's right and equality of PACA (Provence Alpes Côte d'Azur) prepared this report with the aim of providing a basic framework for understanding the place of violence in adolescent gender relations. Although studies in this field have always been interested in violence

against young girls, particularly because of its well-recognized frequency, this study also attempts to include a potential growing phenomenon: violence committed by young girls. Focusing on sensitive areas, the authors consider the unfavourable socio-economic context and the high level of violence in their everyday life as having a potential impact on teenager's violence. Hence, young girl's violence could be analysed as a response to sexist and sexual violence that affect them. Finally, the analysis of gender relations in underprivileged urban areas raises the need to understand gender equality issues and to fight against gender-based violence according to other social inequalities.

Korsak de, Bernard, and Anne-marie leger. 2006. *Rapport sur l'hébergement et le relogement des femmes victimes de violence*. [report on housing and rehousing of women victims of violence] Paris : Conseil général des ponts et chaussées, Inspection générale des affaires sociales.

**Keywords:** Policy report, Domestic violence against women, accommodation and rehousing measures

This report draws up a state of the art of the different accommodation and rehousing solutions for French women victim of gendered violence and, then, proposes some improvement to existing measures. It also brings to light the importance of rehousing conditions. Thus, this report seeks to constitute a support tool for the development of local initiatives by professionals or ONG's who work with victims of violence.

Lacaze, Florence. 2006. *Mutilations sexuelles féminines et droit d'asile : Derrière les discours, une politique de stigmatisation toujours à l'œuvre* [Female sexual mutilation and asylum rights: a politics of discrimination at work] Commission femmes de la FASTI, [www.fasti.org](http://www.fasti.org).

**Keywords:** Policy analysis; Gender equalities policies; Migration policies; Violence against women; Migrant women; Sexual mutilations

This paper is in keeping with the French pattern of a progressive awareness of violence against women and the consecutive valorisation of the defence of women's right in French policy discourse. This paper focuses on French migration policies that permit migrant women to get asylum right for sexual mutilations. It analyses the reception process of those migrant women and brought to light the multiplication of intermediaries between the State and women to get this right. The author also argues that the differentiated treatment of migrant women and French national women limits the positive impact of the existing policy measures in this field.

Jaspard Maryse. 2005. *Les violences contre les femmes*, [Violence against women] Paris : La Découverte.

**Keywords:** Sociological analysis; Violence against women; Qualitative analysis of the Enveff survey; Domestic violence; Sexual violence; Victimization

Based on data from the first French statistical survey of violence against women (the *Enveff* survey), the author proposes a state of the art around violence against women, its frequency and its forms. This study retraces the history of the acknowledgment of the phenomenon in a cross-national perspective and describes how this problem is becoming a social and politic preoccupation in France. Dealing successively with domestic and sexual violence, the author presents the reality of gender and sexual domination. She also discusses the concept of victimization.

Richemond de, Henri. 2005. *Rapport tendant à lutter contre les violences à l'égard des femmes et notamment au sein des couples par un dispositif global de prévention, d'aide aux victimes et de répression et sur la proposition de loi relative à la lutte contre les violences au sein des couples*. [Report on violence against women, especially domestic violence, with the aim of prevention and victim support, and on a law proposal] Sénat 228.

**Keywords:** Policy report, Violence against women in the family; French legislation; Rehousing issue;

Henri de Richemont, a French senator, analyses violence in the family often associated with a material and/or psychological dependence relationship between partners. This report also insists on the need to reinforce the French legislative framework in relation to gendered violence. He makes several recommendations, such as the extension of the “aggravated circumstances” notion in case of domestic violence, the aggravation of sentences for violence committed by an ex-partner, the incrimination of rape between partners, the need to remove violent men from the couple’s home, etc.

Fougeyrollas-Schwebel, Dominique and Maryse Jaspard. 2003. *Compter les violences envers les femmes. Contexte institutionnel et théorique de l'enquête ENVEFF*. [Counting violence against women. Institutional context and theoretical framework of the ENVEFF survey] *Cahiers du genre : La violence, les mots, le corps* 35 : 45-70.

**Keywords:** Public policy analysis; Violence against women; Feminist activists; Women’s movement; Enveff survey

This article explores the emergence of the debate on violence against women in France and shows the role of the Enveff survey in changing the way the issue is treated. How did violence against women come to be recognized as a social problem in France? The authors analyse the evolution of public policies in relation to violence and the role of feminist activists from the beginning of the women’s movement until the Beijing conference and the funding of the Enveff survey by the French government.

Jaspard Maryse, Elizabeth Brown, Stéphanie Condon, Dominique Fougeyrollas-Schwebel, Annik Houel, Brigitte Lhomond, Florence Maillachon, Marie-Josèphe Saurel-Cubizolles, Marie-Ange Schiltz. 2003. *Les violences envers les femmes en France. Une enquête nationale*. [Violence against women in France. A national survey] Paris, La Documentation française.

**Keywords:** Statistical survey; Violence against women

This report was undertaken by the French Secretary of Women's right two years after the Beijing conference. The definition of gender-based violence as an essential issue of gender equality policies attests the importance of qualitative and quantitative studies on this phenomenon. However, there had previously been almost no quantitative studies of violence against women in France so that the knowledge was undoubtedly partial. In this context, the ENVEFF survey aims to measure the extent of different forms of violence against women from 20 to 55 years old. The research brought to light the different experiences of gender-based violence according to social background, sexual orientation, age, etc., and also reveals the health impact of violence.

Jaspard, Maryse and Marie-Josèphe Saurel-Cubizolles. 2003. *Violences envers les femmes et effets sur la santé. Présentation de l'Enquête nationale sur les violences envers les femmes en France (Enveff)*. *Social and Economic Patterning of Health among Women / Les facteurs sociaux et économiques de la santé des femmes*, Arber S. and Khlal M., (eds.), Paris, CICRED:229-265.

**Keywords:** Violence against women, Impact of violence on women's health.

Following a short review of the international background, this study focuses on the extent and measurable health impacts of violence against French women and more particularly on how they will be studied in the *Enveff* survey. It analyses the state of health and the medical consumption of French women victims of physical or sexual violence. It also brings to light the importance of suicide risk as a motive to increase caring of women victims of physical or sexual violence.

Lhomond, Brigitte and Marie-Josèphe Saurel-Cubizolles. 2003. *Orientation sexuelle, violences contre les femmes et santé. Résultats de l'enquête nationale sur les violences envers les femmes en France* [Sexual orientation, violence against women and health. Results from the national survey on violence against women in France] *Homosexualités au temps du sida. Tensions sociales et identitaires*, Paris, ANRS: 107-130.

**Keywords:** Sociological analysis; Violence against women, women's health, sexual orientation

Based on the results on the quantitative *Enveff* survey, this study focuses on women's health according to their sexual orientation or their sexual attraction.

Despite the difficulty in establishing a link between sexual attraction and gendered violence, the authors attempt to show that women already having had homosexual relations during their life belong to a population at risk. Thus, they are more likely to be victim of physical aggression or sexual harassment, use more psychotropic medicines, consult more frequently psychotherapists and declare more suicide attempts.

Lieber, Marylène. 2003. La double invisibilité des violences faites aux femmes dans les contrats locaux de sécurité français. [The double invisibility of violence against women in local French social security contracts] *Cahiers du genre : La violence, les mots, le corps*, N°35, Fougeyrollas-Schwebel Dominique, Hirata, Hél éna and Senotier Danielle (coord.) Paris : L'Harmattan: 71-94.

**Keywords:** Sociological analysis; Violence against women; Local security contracts (CLS); Municipal policies

This article discusses the way “violence against women” was taken into account (or not) in 10 local security contracts (CLS) and its concrete application in municipal policies. The author stresses the difficulties that those new actors have in taking differences between domestic violence and other forms of violence into account. The psychological approach supplants the feminist apprehension of violence against women, which constitute, for the author, another invisible form of violence against women.

Cresson, Geneviève. 2002. Médiation familiale et violence conjugale. [Family mediation and marital violence] *Cahiers du Genre* 33 L'égalité, une utopie ? : p.201-218.

**Keywords:** Sociology, Domestic violence, Family mediation.

This article proposes to analyse the debate on family mediation as an answer to domestic violence. Based on the different arguments for and against these measures, the author seeks to show that the debate rests on different (contradictory) conceptions of men's violence against women. She insists on the need to frame family mediation practices on a number of principles: the safety of abused women (and their children), equality and the availability of support services.

Marcovitch, Malka. 2002. *La système de la prostitution : une violence à l'encontre des femmes : rapport remis à madame Nicole Péry, secrétaire d'États aux droits des femmes et à la formation professionnelle.* [The prostitution system: a violence committed against women] Paris, Ministère de la parité et de la cohésion sociale, 2002.

**Keywords:** Policy report; Gender policy analysis; Violence against women; Prostitution; Trafficking

This report was prepared with the aim of improving the political fight against violence against women promoted over the past few years by the French secretariat for women's rights and professional training. According to the report, prostitution has to be recognised as a form of gender-based violence. It denounces contradictory policies that hinder efficient results in the field of women's trafficking. Based on an "abolitionist" point of view, the report also proposes recommendations for a better coherence of French political actions and a better effectiveness in the fight against the system of prostitution.

CSIS. 1999. *Violences à caractère sexuel : Rapport final* [Sexual violence: final report] Paris : Conseil supérieur de l'information sexuelle, de la régulation des naissances et de l'éducation familiale.

**Keywords:** Policy report; sexual violence against women; Sexual violence against children; Prevention

This report deals with sexual violence against women and children in France. The study presents the different initiatives from ministers, NGOs and professionals. It also deals with the questions of the prevention of violent behaviour and proposes educative measures for young people.

Cromer, Sylvie. 1995. *Le Harcèlement sexuel en France. La levée du tabou 1985-1990*. [Sexual harassment in France. The disappearance of a taboo 1985-1990] Paris: La Documentation française.

**Keywords:** Sexual harassment in the workplace; Impact of sexual harassment on employment, health, private life; European association against gendered violence at work.

This is one of the main French studies on sexual harassment in workplace prior to the Enveff survey. It analyses the different situations of sexual harassment from reports established between 1985 and 1990 by the AVFT (Association européenne contre les violences faites aux femmes au travail). The author seeks to show the consequences of sexual harassment on women different aspects of women's lives: career, health, private life. The study insists on the isolation victims experience in the work place.

## 4.2 Studies in English

Lhomond, B; Saurel-Cubizolles, MJ. 2006. Violence against women and suicide risk: The neglected impact of same-sex sexual behaviour. *Social science and medicine* 62 (8): 2002-2013.

**Keywords:** women; homosexuality; violence; France; suicide; same-sex sexual behaviour

Data were used from the National Survey on Violence against Women in France carried out in 2000 on a representative sample of 6970 women to

compare the social characteristics of women who had sex with women (WSW) and women who had sex only with men (WSM). The WSW were more likely to be of a high socio-economic level and living in large cities. They were more frequently unmarried, without children, and had a more diverse sexual life, generally beginning younger, with more partners, mainly men. They were also more likely to use tobacco, alcohol and drugs. WSW reported more physical violence in the recent past and more suicide attempts than WSM, despite a lack of difference in psychological distress and stress. These results, in a field little studied in France, are consistent with international findings attesting to the difficulties faced by women in situations involving autonomy and marginality.

Jaspard, M; E. Brown, S, Condon, JM. Firdion,; D. Fougeyrollas-Schwebel, A Houel, B. Lhomond, F. Maillouchon, MJ. Saurel-Cubizolles, MA. Schiltz. 2003. Violence lived and anti-feminist fantasies. How to analyze violence against women. *Nouvelles questions féministes* 22 (3).

**Keywords:** violence against women; feminism; antifeminism

In a recent volume of *Les Temps Modernes*, the researchers responsible for the National Survey of Violence Against Women in France respond to criticism of their survey by Marcela Iacub and Herve Le Bras. In an introduction to volume Ndegrees 632, they discuss the political implications of this attack on feminism, while the research itself follows in volume Ndegrees 633. The most common techniques used in these attacks are over-simplification and stereotyping, and the refusal to take seriously the diversity of positions and the numerous debates within the feminist movement and feminist studies. In another more fundamental vein, antifeminist critiques refuse to recognize that relations between women and men are not much less than interchangeable individual interactions much greater than but rather socially constituted and socially constituted as unequal. In this way, more than thirty years of research on the question of violence against women is deliberately overlooked denigrated.

Louis, MV. 1997. The campaigns of the AVFT against sexist advertising in France: 1992-1995. *Nouvelles questions féministes* 18 (3-4): 79-115.

**Keywords:** violence against women, sexist advertising, politics.

This presentation of the campaigns launched in France against sexist advertising from 1992 to 1995 has the aim of capitalizing the achievements in this field. By looking at the achievements and resistances, by defining the grounds on which they are based this article clarifies the arguments used by the A.V.F.T. (Association against Violence Exerted on Women at Work). It also explains the attempts at justification by the institutions concerned: press organs, advertisers, the Advertising Control Agency. Finally, this article, based on a critical analysis of numerous advertising campaigns, suggests various projects aimed at broadening the political struggle against this type of advertising.

## 5 OPERA - Gender training books and manuals

Houadec, Virginie, and Michèle Babillot. 2007. *50 activités pour l'égalité fille - garçon à l'école*. [50 activities for gender equality in schools] CRDP.

**Keywords:** Gender training manual; School books; Sexist representations;

Based on the idea that the construction of gendered references starts from childhood, this manual seeks to fight against stereotyping and representations of gender that children have and that hinder the equality process. It insists on the potential contribution of teachers and youth workers to increasing awareness of these gendered stereotypes. Thus, this gender training manual constitutes a useful tool for the reflection on gender equality and is targeted to teachers and youth workers. It proposes a bibliography of non-sexist children books and 50 activities for young pupils.

APIAF. 2006. *Prends garde à toi*. [Take care of yourself] Toulouse: APIAF.

**Keywords:** Documentary film, Domestic violence, child protection

This documentary film seeks to sensitize the general public and social workers, lawyers and the police to issues of domestic violence and child protection. It illustrates the difficulties faced by women who have experienced domestic violence and have left their violent partner when they have to negotiate access rights to children with their ex-partner. The idea that a child is "entitled to his/her two parents" is becoming increasingly popular in France and this is particularly problematic when the father has a history of violent behaviour towards his partner and/or children.

Duclos, Hélène (coord.). 2005. *S'il te plaît, dessine-moi un monde rural paritaire. Petit guide pratique pour l'implication citoyenne à l'usage de toutes et tous*. [Please draw me a gender equal rural world. A small guide to women's citizenship] CFPPA de Carmejane.

**Keywords:** Gender mainstreaming manual; Women's citizenship;

This gender training manual has been financed by the FSE under the EQUAL programme. A team of six French experts has contributed to this manual with the main aim of sensitizing individual men and women or institutions to the women's citizenship issue. It therefore offers practical guidelines for the improvement of women's participation in political, ONG and professional sphere. This manual includes:

- An introduction on the project "women's success in a rural context" of the EQUAL programme,
- A presentation of the theoretical foundations of women's citizenship issues,
- A basic knowledge on the factors that hinder or facilitate women's citizenship,
- Concrete propositions and tools in order to increase awareness to the gender issue in all the sphere of social life and to improve women's citizenship.

Service des droits des femmes et de l'égalité. 2005. *Lutter contre la violence au sein du couple – le rôle des professionnels*. [Fighting domestic violence – the role of professionals] Paris : Ministère délégué à la cohésion sociale et à la parité.

**Keywords:** Guide; Violence against women; Fight against domestic violence; Legislative framework; Methodological tools.

Elaborated for the French delegated ministry of social cohesion and parity, this guide is designed both to inform about and to act against domestic violence. Targeted to all the professionals confronted with this phenomenon (ONGs, the legal or medical professions or the police), its aim is to provide a basic framework on the rights of victims and on the obligations of institutions. After providing figures and the legal background to the phenomenon of domestic violence, this guide proposes to identify the role of each professional implicated in the fight against domestic violence and to give them operational tools for a better understanding of these situations. It thus proposes a series of measures in order to help victims to denounce the facts and to facilitate their recognition and reintegration.

Silvera, Rachel, N. Buseyne and V. Donlevy-Gomes. 2004. *Articuler vie professionnelle et vie personnelle, les expériences des projets Equal français 2001-2004*. [The articulation of professional and personal life, experiences from French EQUAL projects 2001-2004] *Les cahiers Racine*, 2004.

**Keywords:** Policy report; Work/life balance; Gender equality policy in employment; gender equality policy in family

This study reviews the different experiences conducted from 2001 to 2004 and initiated by different French projects under the Equal programme in relation to work/life balance. If the authors mention the contrasted consequences of those initiatives in term of concrete impact on men and women lives, they also show that the real implication of new actors and the diversity of propositions confirm the positive dynamic initiated by such projects.

Confédération française démocratique du travail. 2003. *Négocier l'égalité professionnelle entre les hommes et les femmes*. [Negotiating gender equality in employment] CFDT productions.

**Keywords:** gender equality in employment; equal opportunity resources in employment; negotiation

This document is published by the CFDT Trade Union (Confédération Française démocratique du travail/ French democratic confederation of work). Its main sources are existing legislative and institutional resources, and more particularly the French Genisson law on equality in employment. The document explains how this law can be used as a tool for trade unions and

other groups for negotiating professional equality in organizations, in the private or in the public sector. Thus, the guideline insists on the right for any worker to have access to the “comparative situation report” which all French companies must provide on a yearly basis on the respective situation of women and men in its organization with regard to: training, promotion, qualifications, working conditions, pay, etc. and to the measures elaborated to promote gender equality. It also presents the different public funding mechanisms for the promotion of gender equality in employment.

Gresy, Brigitte, Dominique Thierry, Françoise Nallet, Jacqueline Laufer, Marie-Thérèse Lanquetin and Nicole Pery. 2003. *Agir pour l'égalité professionnelle entre les femmes et les hommes : guide d'appui à la négociation au sein des entreprises et des branches*. [Action for gender equality in employment: a manual for negotiation in entreprises] Secrétariat d'État aux droits des femmes et à la formation professionnelle.

**Keywords:** Equality training manual

This book is one of the first gender training guides to present several methodological tools for negotiating gender equality in the workplace. It is prepared by political actors, researchers and academics specialized in gender issues on the labour market with the aim of presenting the main actions under the Gennisson law. This resources book thus presents the main factors that hinder the process of gender equality. It also includes sociological and economical analysis of the issues surrounding gender equality in employment. Likewise, it thus attempts to give operational tools for increasing awareness to gender issue and methodological tools for all future negotiators of equality in companies.

Bonnefoi, Christine. 2002. *Le guide de l'égalité entre les femmes et les hommes dans les fonds structurels*. [Gender equality in the structural funds: a manual] FDFE.

**Keywords:** Gender training Guide; Equal opportunity legislation; Gender inequality in employment and in society

This guide is prepared by a specialized lawyer and constitutes a useful pedagogical tool for gender equality in the framework of structural funds. The main objective of this guide is to offer a basic framework for understanding the political and legislative context of gender equality tools. The guide also proposes specific actions and measures of the F.S.E and the F.E.D.E.R. The annexe include a glossary of frequently used concepts related to equal opportunities between men and women, useful web-sites and a bibliography on gender equality, key statistics...

Bensalah, Karim and Thissa d'Avila. 2000. *Ça fait pas partie du boulot*. [Not part of the job] AVFT.

**Keywords:** Documentary film; Gender-based violence; Sexual harassment in the workplace

This documentary film was prepared by the AVFT (European association against gender violence at the workplace) with the aim of providing knowledge about the reality of sexual violence and sexual harassment in workplace. Targeted at professionals in the field of fight against gender-based violence and at companies that want to sensitize employers to this kind of violence, the film is also a useful tool for understanding sexual harassment in the workplace. It takes a systematic look at the different aspects of this gender-based violence: impact on the victim's professional and personal life. This short film also insists on the economic and moral pressure engendered by sexual violence in the professional sphere.

Délégation Régionale aux droits de la femme. 2000. *Guide méthodologique pour l'intégration d'une dimension d'égalité des chances Hommes/Femmes dans les projets soumis à financements européens* – [Guidelines for the integration of a gender perspective in European Union funded projects] Marseille.

**Keywords:** Gender mainstreaming guide; Guideline for a gender analysis of context; Methodological tools

This guide has been prepared with the aim of providing a methodology and indicators for gender mainstreaming. It thus provides a systematic look at the gendered dimension of the project in order to apply for European financing. The first part is a state of the art of equal opportunities at the European, national and regional level. The second part proposes a methodological guide in order to analyse and evaluate the level of gender equality awareness of the project. A last part aims at proposing concrete solutions for taking the gender issue into account.

Ministère de l'emploi et de la solidarité. 2000. *Egalité de rémunération femmes-hommes : enjeux et perspectives*. [Equal pay for women and men: challenges and perspectives] Paris : Ed. Liasons.

**Keywords:** Guide; Equal opportunities resources; Remuneration

Elaborated for the French superior council of equality in employment (Ministry of employment and solidarity), this guide has been prepared with the collaboration of social partners, researchers and academics specialized in gender. Its aim is to be a useful and operational tool for preparing negotiations related to equal pay.

CORIF and F.P.S. 1999. *Répertoire d'outils de formation pour l'égalité professionnelle entre les femmes et les hommes*. [Education tools for gender equality in employment].

**Keywords:** Guide; Methodological tools; Gender equality in employment

This guide aims to increase awareness on issues on gender equality opportunities in employment. It is intended to be useful for all trainers working on gendered social practices in the workplace.

A first objective aims to increase awareness of gendered stereotypes related to women's place on the labour market. The second objective is to reflect on the "gender of professions" in order to contribute to the diversification of women's professional choices.

Rignault, Simone and Philippe Richert. 1997. *La représentation des hommes et des femmes dans les livres scolaires: rapport au Premier ministre* [Gender representation in school books] Paris : La Documentation française.

**Keywords:** School books; Sexist stereotypes; Sexual division of social roles

This report has been prepared with the aim of providing a basic framework for understanding the gender stereotypes that abound in French school books and manuals. The study offers a general reflection on the content of books and manuals used in schools, for teaching language skills, history of hard sciences. Then it draws up a balance sheet of the actions against sexist stereotypes that have been conducted since the 1980's. The last chapter presents a list of recommendations for teachers or anyone working in schools in order to fight against these persisting sexist stereotypes.

Leijenaar Monique. 1996. *Comment créer un équilibre entre les femmes et les hommes dans la prise de décision politique*. [How to create a gender balance in political decision-making. A guide to implementing policies for increasing the participation of women in political decision-making] Emploi & Affaires Sociales, Commission Européenne.

**Keywords:** Mainstreaming guide; Decisional sphere; Gender impact assessment of policies

This guide is a French version of a report prepared by a European expert network, adapted for a French audience by Françoise Gaspard. The main objective of this report is to offer government agencies, political parties, trade unions, NGOs, etc. a tool to increase women's participation in the political decision-making process, with the help of a gender mainstreaming. A first part of the book is based on proposals for national governments in order to improve the tools of gender mainstreaming. The first chapter analyses the current situation of women in politics and decision-making and then argues in favour of their increased participation. The second chapter aims at explaining this under-representation of women and presents the concrete individual and institutional obstacles that affect their participation rates. Another part presents the possible tools and policies according to the societal context. This part is enhanced by a qualitative analysis of their application in some European countries that have already tested them.

Dow Jane. 2005. *Agir sur les représentations sexuées des valeurs du travail et de l'argent*, 5<sup>ème</sup> programme communautaire pour l'égalité des chances entre les hommes et les femmes [Guidelines for awareness and training actions related to gendered representations of work and money].

**Keywords:** Pedagogical guide; Methodological tools;

This CD-rom is the most important result of the DOW JANE project operated within the 5<sup>th</sup> action programme on equal opportunities between men and women by 13 Belgium, Italian and French organisations specialized in gender equality. It is a tool for supporting awareness and training actions related to gendered representations of work and money. Its aim is to provide a basic knowledge for understanding gender inequalities related to money and to promote the mobilization of individuals and institutions for the reduction of gender inequalities related to this issue. Two groups are targeted: Men (30-35%) and women (65-70%) of any age group in a situation of insertion, re-insertion, mobility or professional evolution  
Career counsellors or advisors that are in charged of gender equality actions in employment.

Gaspard, Françoise and Heinen, Jacqueline. 2004. *Guide pour l'intégration de l'égalité des sexes dans les politiques locales*, Gaspard and Heinen Ed.

**Keywords:** Good practice guide; Gender Mainstreaming; Equal gender impact assessment in local policies

The objective of this guide prepared by researchers in the framework of the European project "Gender and local management of change in seven EU countries" is to facilitate the promotion of gender equality in local government. According to this guide, the local level is a strategic area for the analysis of gender discriminations and for the elaboration of gender equality policies. It is therefore addressed to all policy makers of state, regional and local administrations, territorial communities... The content of the guide is based on examples of "good practices" in place in the different European countries studied.

## 6 FRAGEN

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Web-Site: <http://www.bu.univ-nantes.fr/BIEF/>

Area of competences: Women; Pluridisciplinary

### **Catalogue collectif sur les femmes et le genre**

Web-Site: <http://w3.univ-tlse2.fr/genre/index.php>

Area of competences: Women; Gender; Equality between women and men

### **Centre des archives du féminisme**

Bibliothèque universitaire d'Angers

5, rue Le Nôtre,

49 045 ANGERS

Tel : (33-2) 41 22 64 00

Fax : (33-2) 41 22 64 05

Contact : [Monique.Gousseau@univ-angers.fr](mailto:Monique.Gousseau@univ-angers.fr)

Web-Site: <http://bu.univ-angers.fr/EXTRANET/CAF/>

Area of competences: Feminist and women's history archives

### **Centre de documentation de l'Association des parents et futurs parents gays et lesbiens**

c/o Centre Gai et Lesbien , B.P. 255

3, rue Keller, 75 524 Paris cedex 11

Contact : [mail@apgl.asso.fr](mailto:mail@apgl.asso.fr)

Web Site: <http://www.apgl.asso.fr/>

<http://www.apgl.asso.fr/docu.htm>

Area of competences: Homoparenthood

### **CEDREF (Centre de documentation et de recherche pour les études féministes)**

Université Paris 7-Denis Diderot

2 place Jussieu,

75005 PARIS

Tel : (33-1) 44 27 56 23

Contact : [cedref@ccr.jussieu.fr](mailto:cedref@ccr.jussieu.fr)

Web-Site : <http://www.cedref.univ-paris7.fr/>

Area of competences: Feminist studies

### **Centre de documentation de l'équipe Simone / SAGESSE**

Université de Toulouse Le Mirail, Maison de la recherche

5, Allée Antonio Machado,

31058 Toulouse Cedex 9

Tel : (33-5) 61 50 43 94

Fax : (33-5) 61 50 37 08

Contact : [anniec@univ-tlse2.fr](mailto:anniec@univ-tlse2.fr)

Web site: <http://www.univ-tlse2.fr/simone>

Area of competences: Women ; Feminism ; Equality ; Gender ; Men ; masculinities ;

Gender relations : Employment, Policy ; Health ; Sexuality ; Work,

### **Centre de documentation du GTM**

IRESO

59-61 Avenue Pouchet

75849 PARIS

Tel : (33-1) 40 25 12 78

Contact : [francoise.pujol@gtm.cnrs.fr](mailto:francoise.pujol@gtm.cnrs.fr)

Web Site: <http://www.gtm.cnrs-bellevue.fr/site-gtm/documentation.htm>

Area of competences: Gender relations; Sociology of work

### **Centre Louise Labé Université Lyon II / Centre Lyonnais d'Études Féministes (CLEF)**

Campus Porte des Alpes, 5 Avenue pierre Mendès-France

69676 BRON cedex

Tel : (33-4) 78 77 24 84

Contact : [louise.labé@univ-lyon2.fr](mailto:louise.labé@univ-lyon2.fr)

Site : <http://sites.univ-lyon2.fr/centre-louise-labe/>

Area of competences: Gender research; Equality between men and women; Feminist studies

### **Centre de documentation du mouvement français pour le planning Familial**

4 Square Saint Irénée

75011 PARIS

Phone : (33-1) 48 07 87 07

Site : <http://www.planning-familial.org/documentation/Index-Documentation.htm>

Area of competences: Women; Sexuality; Contraception; Abortion; Family policies; Adoption; Bioethics; Masculinities

### **Centre de Documentation du service des droits des femmes et de l'égalité**

10, Place des 5 martyrs du lycée Buffon

75015 PARIS

Phone : (33-1).53.86.10.15

Fax : (33-1).53.86.11.11

Site: [http://www.femmesegalite.gouv.fr/se\\_documenter/ressources\\_doc/accueil/index.htm](http://www.femmesegalite.gouv.fr/se_documenter/ressources_doc/accueil/index.htm)

Area of competences: Women's rights; Equality between men and women

### **Fonds documentaire sur l'histoire des femmes et du genre en éducation ASPASIE de l'IUFM de Lyon**

Médiathèque du Clos  
5 rue Anselme  
69004 LYON

Contact : [aspasie.contact@lyon.iufm.fr](mailto:aspasie.contact@lyon.iufm.fr)

Web Site:

[http://docsvr.lyon.iufm.fr/ressources\\_documentaires/fonds\\_aspasie.html](http://docsvr.lyon.iufm.fr/ressources_documentaires/fonds_aspasie.html)

Area of competences: Women's history; Gender in education

**Mission égalité fille garçon du rectorat de Toulouse**

**Archives centre (Expositions; Video; CD-Roms; DVD; Bibliography)**

Z.I. Parc Montaudran

1, allée des pionniers de l'Aéropostale

31400 Toulouse

Website: <http://www.ac-toulouse.fr/web/2039-des-outils-pour-construire-legalite-fillesgarons.php>

Area of competences: Gender inequalities; Gender equality at school; Women and science; Women and the arts;

**Eduscol - Site pédagogique du ministère de l'éducation nationale / Pedagogic web-site of Ministry of the national education**

**Filles et garçons à l'école, sur le chemin de l'égalité**

Web-site: [http://eduscol.education.fr/D0234/filles\\_garcons\\_chiffres2007.htm](http://eduscol.education.fr/D0234/filles_garcons_chiffres2007.htm)

Area of competences: Gender equality; Gender Mainstreaming; Gender in education; Policy report and studies.