

Yes**We**Plan!

Country Report

France



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COUNTRY: FRANCE

Definition of “Architects and Civil Engineers” for the data collection form: Professionals with a master degree in Architecture or Civil Engineering that are fully licensed to conduct the profession according to the legal requirements of their country.

Data collection methods: Use of knowledge available in the organisation / desk research / (min 5) expert interviews (Indications of source / reference list to be added under Topic 4.)

n.a. = data not available

1. Basic data

1.1 Total population:	66.992.699 Mio.		1.2 ... of which are female:	34.598.168 Mio. (51,64 %)	
1.3 Licensed (defined here as in “authorised to conduct the profession” comparison - if the data is not available / the question is not applicable please give an estimation/explanation) Architects:	30.000 (2018)	29.690 (2008)	1.4 ...of which are female:	8.580 (28,6%) (2018) 6.323 (21,3%) (2008)	
1.5 Licensed defined here as in “authorised to conduct the profession” comparison - if the data is not available / the question is not applicable please give an estimation/explanation) Civil Engineers:	1.000.000		1.6 ...of which are female:	200.000 (20%)	
1.7 Registered (defined here as in “registered in a professional body/chamber”) Architects (please give the numbers for 2010 and 2019 for comparison):	2010	2018	1.8 ...of which are female:	2010	2018
	29.876	30.000		6.842 (22,9%)	8.580 (28,6%)
1.9 Registered (defined here as in “registered in a professional body/chamber”) Civil Engineers:	1.000.000		1.10 ...of which are female:	200.000 (20%)	
1.11 Self-employed registered Architects (please give the numbers for 2010 and 2019 for comparison - if the data is not available please give an estimation of the ratio between self-employed and employed Architects):	2010	2019	1.12 ... of which are female:	2010	2019
1.13 Self-employed registered Civil Engineers (please give the numbers for 2010 and 2019 for comparison - if the data is not available please give an estimation of the ratio between self-employed and employed Civil Engineers):	2010	2019	1.14 ...of which are female:	2010	2019
1.15 Graduates in Architecture	1.16 ...of which are female:		1.17 Graduates in Civil Engineering	1.18 ...of which are female:	
2019	n.a.	n.a.	2019	n.a.	n.a.
2018	n.a.	n.a.	2018	39656	10905 (27,5%)
2017	2311(ADE)+ 1417 (DLPG)	1476	2017	n.a.	n.a.
2016	2435(ADE) +1350 (DLPG)	1400	2016	30400	8664 (28,5%)
2015	2326 (ADE)+1295 (DLPG)	1142	2015	n.a.	n.a.
2014	2431 (ADE)+1280 (DLPG)	1389	2014	n.a.	n.a.

2013	2312 (ADE)+ 1203 (DLPG)	1305	2013	n.a.	n.a.
2012	2217 (ADE) + n.a. (DLPG)	1276	2012	n.a.	n.a.
2011	1164 (ADE)+1188 (DLPG)	1131	2011	n.a.	n.a.
2010	1216 (ADE) + 1216 (DLPG)	1169	2010	n.a.	n.a.
2009	2186 (ADE) + 897 (DLPG)	1170	2009	n.a.	n.a.
2008	2078 (ADE) + 851(DLPG)	1112	2008	n.a.	n.a.
1.19 Students (starting 2019) in Architecture		1.20 ...of which are female:	1.21 Students (starting 2019) in Civil Engineering		1.22 ...of which are female:
2019	n.a.	n.a	2019	n.a.	n.a.
2018	18000	10800 (60%)	2018	n.a.	n.a.
2017	18100	10498 (58%)	2017	n.a.	n.a.
2016	18100	10317 (57%)	2016	n.a.	n.a.
2015	17900	10203 (57%)	2015	n.a.	n.a.
1.23 For Comparison: Registered Medical Doctors		n.a.	1.24 ...of which are female:		n.a.
1.25 For Comparison: Registered Lawyers		n.a.	1.26 ...of which are female:		n.a.

2. Narrative descriptions / Facts

2.1 How are the professions of Architects and Civil Engineers regulated and organised (content of legal framework, legal scope of professional services, requirements for access to and conduct of the profession, membership in Chambers/professional bodies, possible forms of conducting the professions, Chamber/professional body organisation, official equality policy in professional body)?

The profession of architect in France is regulated by the law of 3 January 1977 on architecture. It is a profession organized in an Order. Registration on the Roll of the Order confers the protection of the title of architect and the right to practice the profession throughout the territory. In order to be registered on the Roll of the Order, the architect must hold a French or foreign diploma recognized by the State and authorizing him to practice, or a recognition of qualification pronounced by the Ministry of Culture.

Once registered with the Order, the architect is subject to the provisions of the code of ethics and may be sanctioned by the disciplinary chamber in case of infringement. The regional disciplinary chambers composed in part of magistrates can take sanctions ranging from a warning to striking off the roll. An appeal may be made against sanctions imposed before the national chamber.

Architects may practice individually in a liberal capacity, as a partner in an architectural firm (which may have a civil or commercial form), as a civil servant or a public servant; as an employee of research organizations carrying out their activities exclusively on behalf of the State or local authorities in the field of town planning and development; as an employee of an architect or an architectural firm; as an employee or partner of a natural person or legal entity governed by private law building constructions for their own exclusive use and not engaged in the study of projects, financing, construction, restoration, sale or rental of buildings, or the purchase or sale of land or building materials and components; as an employee of a collective agricultural interest company for rural housing.

The Order of Architects is composed of 17 regional councils and a national council responsible for their coordination. The regional council is elected for six years by direct suffrage of all the architects registered on the regional roll. The elector may, on pain of the vote being declared null and void and unless the number of candidates of one sex is insufficient, appoint a maximum number of candidates of each sex equal to half, if necessary rounded up to the next whole number for one of the two sexes, of the number of members of the regional council to be elected. Similar regulations apply to the national council.

(Law on Architecture for parity representation in regional councils and in the national council of the Order)

<p>2.2 What is the content of the legal framework on which gender equality is based in the country? Are there any special regulations in professional laws for Architects and Civil Engineers?</p>	<p>Constitutional principle: The third paragraph of the Preamble to the Constitution of 27 October 1946 guarantees equal rights for women and men "in all fields".</p> <p>Moreover, according to the second paragraph of article 1 of the Constitution of 4 October 1958, "the law shall promote equal access of women and men to electoral mandates and elective offices, as well as to professional and social responsibilities".</p> <p>The principle of parity allows "the legislator to establish any mechanism to ensure that women and men have equal access to electoral mandates and elective offices as well as to professional and social responsibilities (...).</p> <p>Professional equality: Article L 1142-5 of the Labour Code states that it is incumbent on all employers "to take into account the objectives of professional equality" and "to take the measures necessary to achieve them". Moreover, article L. 1142-4 of the Labour Code provides that temporary measures may be taken for the sole benefit of women with a view to establishing equal opportunities between women and men, in particular by remedying de facto inequalities affecting women's opportunities. These measures are based on regulatory provisions in the areas of recruitment, training, promotion, organization and working conditions, the stipulations of extended branch agreements or extended collective agreements or the plan for professional equality between women and men.</p> <p>In addition, article L4121-3 of the Labour Code provides that risk assessment takes into account the differential impact of exposure to risk according to sex and leads the employer to implement preventive actions and work and production methods that guarantee a better level of protection of workers' health and safety.</p> <p>Since 2019, companies with 50 or more employees must publish their Gender Equality Index before 1 March. Companies with at least 50 employees must calculate and publish their Gender Equality Index on their website.</p> <p>Gender mainstreaming in all public policies: The Act of 4 August 2014 on real equality between women and men defines the objectives of an integrated equality policy, combining specific measures and the taking into account of transversal of equality issues in all public policies.</p>
<p>2.3 Official pay gap (in general)</p>	<p>Average annual income in architecture 2016: 43.349 Euro (men: 48.745 / women: 28.734, i.e. 41% less for women in fees, which represents 2394.5 euros less) from which must be subtracted the costs of renting offices, maintenance charges, travel and reception expenses, professional equipment, type of computer and furniture, and the payment of social security charges, which represent about 25% or 1.795 Euro without the charges (a minimum wage for 6 years of studies!)</p> <p>The rate of feminization of the status of salaried employees in architectural firms has remained stable since 2009: In 2014 (last figure) 55% of women working in an architectural firm were women. In 2015, the average hourly wage was Euro 19.3 for a woman, Euro 23.4 for a man.</p> <p>Compared to other occupations: Regarding salaries in France, women earn 19.7% less than men. Female architects earn 18% less than their male colleagues.</p> <p>2011: Average salary woman 17.8th, man 21.4th, average 19.5 2012: W: 18.3, H, 22.5, mean: 20.3 2013: W: 18.8, H, 22.9, average: 20.8 2014: W: 19.1 H; 23.3, average: 21.1</p>
<p>2.4 Content of transparency rules regarding payment/income (in general)?</p>	<p>In 2015, a survey conducted by "Glassdoor" revealed that only 37% of French people were aware of their colleagues' income. Only one in five employers communicated internally on salaries and one in ten shared this information beyond the company's borders. But 77% of the employees believed that employers should be forced to communicate</p>

	<p>more on the subject in order to reduce inequalities, particularly between women and men.</p> <p>Since 1 March 2019, companies with more than 1,000 employees are obliged to publish their "gender equality index". By next year, all structures with more than 50 employees will be obliged to do the same. This index is based on five criteria: the gender pay gap (40 points), the gap in annual pay rises (20 points), the gap in promotions (15 points), increases on return from maternity leave (15 points) and finally the presence of women among the highest paid in the company (10 points). If the company falls below 75 points, it will have three years to improve the situation, failing which it will incur financial penalties of up to 1% of its payroll.</p> <p>The Pacte bill also requires each listed company to disclose the difference between the level of compensation of its executives and the average salary and the median, the threshold below which half of the employees (in France, it is 1,710 euros) are paid within the same company. These measures are a first step towards greater transparency of salaries.</p> <p><i>Source: Wage transparency for greater equality... But at what price?</i></p>
<p>2.5 Maternal leave (defined here as the right to (paid) absence from employment shortly before and after giving birth) / Parental leave (defined here as the right to (paid or unpaid) absence from employment of a parent with certain securities in regard to social and/or labour legislation) / Care leave (defined here as the right to (paid or unpaid) absence from employment in case of care obligations such as sick children): What is the content of the legal framework in the country? Are there any special regulations in professional laws for Architects and Civil Engineers?</p>	<p>Pregnant women during their employment contract benefit from a protective status, defined by the Labour Code and possibly improved by the company's collective agreement.</p> <p>The minimum duration of maternity leave is set at 16 weeks: 6 weeks before the presumed date of delivery (prenatal leave) and 10 weeks after delivery (postnatal leave). Its duration varies, depending on the number of children to be born or already dependent (up to 26 weeks in total from the third child onwards). In case of illness due to pregnancy or childbirth, as attested by a medical certificate, the duration of maternity leave is increased within the following limits: 2 weeks before the expected date of delivery and 4 weeks after delivery. It is necessary to have been affiliated to the Social Security for at least 10 months as an employee, to have worked 150 hours in the 3 calendar months (or 90 days) preceding the work stoppage, at least 600 hours in the 12 months preceding the work stoppage or to have contributed in the 6 calendar months preceding your work stoppage on the basis of a remuneration of at least 10,302, 25 or to have paid contributions during the 12 calendar months preceding the cessation of work on the basis of remuneration of at least €20,604.50 and finally to have stopped working for at least 8 weeks. The Caisse Primaire d'Assurance Maladie pays a daily allowance (IJ), the amount of which is determined according to the daily calculation, i.e. the sum of the last 3 gross salaries received before the date of cessation of work, divided by 91.25. The amount cannot be less than € 9.63 nor more than € 89.03 per day.</p>
<p>2.6 How many % of preschool children have potentially access to childcare services and what kind of preschool childcare services are available and how are they organised (overview providers, form, duration, costs, etc)?</p>	<p>Since 2019, kindergarten is compulsory from the age of 3. From 0 to 3 years of age, parents have access to individual or collective early childhood care. Individual childcare arrangements involve nursery or parental assistants who take the child in at their home or at the parents' home. They are approved for this purpose. There are also structures for childcare assistants, mainly women, to meet with the children: the maisons relais maternels. Collective childcare facilities include collective early childhood care establishments, i.e. collective crèches offering regular childcare, drop-in day-care centres, which offer occasional childcare, or kindergartens, which provide occasional childcare for children aged 2 to 6 years by childminders, or multi-purpose facilities or parental or family crèches, partly managed by parents. These types of "childcare facilities" are managed either by the municipality, the département, the region, an association or a company, or by families. These structures are highly regulated in terms of staff numbers, operating rules, the number of places, the number of professionals supervising them, the management function and reception arrangements, as well as the cost of the reception mode for families.</p> <p>As of 1 January 2017, there are 2.3 million children under the age of 3 in France. There are currently 56.6 places for every 100 children, i.e.</p>

	<p>33 places by childminders, 33 places by parents' childminders, 17.8% by early childhood care institutions, 1.7 places at home by an employee, 4 places in nursery schools for children under 2 years of age. In 2016, 1.07 million employing parents use the services of 328,000 childcare assistants, 8,500 fewer than in 2015 (2017 figure). At the start of the 2016 school year, 96,600 two-year-olds are enrolled in private and public schools in metropolitan France and the French overseas departments and territories, i.e. 11.9% of this age group (compared with 11.5% in 2015). Only 3% of children under 3 years of age will be cared for mainly by grandparents in 2013. Childcare capacity has increased from 50.5 places in 2010 to 56.6 places in 2015. The wishes of the childcare system are distributed as follows: 26% of the families wish to look after the children themselves; 30% wish to entrust them to a crèche; 19% to a childcare assistant and 24% of the families do not express any particular preference. In December 2016, 410,800 families benefited from additional activities, including 268,600 families benefiting from the PreParE/ The cost of a collective structure depends on the parents' income and the family's daily life.</p>
<p>2.7 Are there any public supporting measures for women in technical professions (such as special awards, programmes, mentoring schemes, (obligatory) quota systems, bonus points for women in case of procurement procedures etc.) in place (please describe)?</p>	<p>Supporting measures by associations:</p> <ul style="list-style-type: none"> - ARVHA: Association for Research on the City and Habitat created in 1994 (law 1901) for the promotion, research and training in architecture and the fight against all forms of discrimination, member of WIA since 2005, author of a study on the situation of women in the architecture sector in 2012, organizer of symposiums, exhibitions and actions for the promotion of women architects since 1998 and creator of the annual prize for women architects in 2013. Organizes numerous events in France and abroad and has been taking part in international conferences on the issue of architecture and professional equality for 20 years. From this association was born a prize: "Women Architects". - Women in Architecture FR: The network is presenting France within the international network "Women in Architecture " and is the French interlocutor of the European Council of Architects (ACE) within the framework of a working group on Equality Women/Men in Architecture. The site www.femmes-archi.org offers a database with 280 women architects, 39 of whom are foreigners. The network puts in place measures to facilitate professional and publicizes the ARVHA women architects' prize and disseminate it at international level. <p>Public supporting measures:</p> <p>From the 1980s onwards, the objective of diversifying girls' choices of orientation became part of the policy of gender equality. In 2004, the Gender Equality Charter introduced the broader concept of "job mix". Since 2005 the Education Code (article L. 121-1) provides that "schools, collèges, lycées and higher education establishments (...) shall contribute to promoting gender diversity and equality between men and women, particularly in the area of guidance". Since 2013, numerous national initiatives have been relaunched to promote job diversity, with three main national frameworks for action: The inter-ministerial convention for equality between girls and boys, women and men in the education system signed in 2013; The platform of actions for the mix of professions launched in 2014, which sets the objective of achieving one third of mixed professions by 2025; The framework agreements signed with Pôle emploi in 2013 and 2015. At the same time, the objective of gender diversity in the professions has been introduced in several pieces of legislation and recently reaffirmed as part of the interministerial plan for professional equality between women and men (PIEP) presented on 4 October 2016 before the High Council for Professional Equality.</p>
<p>2.8 Are there any gender equality programmes /programmes to increase the number of women in technical professions in place in vocational education/in schools (please describe)?</p>	<p>All the colleges training future cultural professionals are now strongly mobilized, notably through the elaboration of ethical charters. The Ministry assists schools in drawing up these charters, in particular by providing them with a common core which they can adapt to their specific needs. The drafting of these charters must be part of a broad dialogue between the management, teaching staff, the student population, and staff representatives. At the end of 2019, 44 institutions</p>

	<p>have adopted a charter, including 15 in the architecture and heritage sector (out of a total of 20 national schools in the sector, totaling around 20,000 students), and about 15 additional charters should be finalized in the very near future.</p> <p>The purpose of these charters is to define an action plan to promote the transmission of a culture of equality to students of all genders in order to change representations. The approach is also reflected in the development of gendered data, the search for equity and transparency in the recruitment process for young people. Several of these modules are already in place or under development. They offer a reflection on stereotypes, an analysis of the representations of women developed in the repertoires, as well as elements for understanding behavior, so that students are able to decipher them and, if necessary, oppose them. The ethical charters also address the prevention of all forms of violence, in order to act against the impunity often enjoyed by the perpetrators of reprehensible behavior, and to encourage those who are the victims to come out of silence and refuse all forms of harassment or disrespect. The Ministry has provided schools with several legal fact sheets to help them in their efforts.</p> <p>With the support of the Ministry of Culture, each school (national and territorial), as well as each public institution under its supervision, is encouraged to prepare its application for the dual Equality-Diversity label awarded by AFNOR.</p>
<p>2.9 How are working hours regulated? Are there any legal regulations for flexible working times (flexitime/home office etc.)? How is the percentage of male/female part-time workers (in general / if data is available: in the professions)?</p>	<p>Teleworking is now a right for all employees, not specific to architects. The collective agreement or charter drawn up by the employer specifies the posts eligible for telework, the conditions for switching to telework (especially in the event of a pollution episode) and for returning to an employment contract without telework, the method of acceptance by the employee of the conditions for implementing telework, the method of controlling working time or regulating the workload, and the determination of the time slots during which the employer can usually contact the employee for telework.</p> <p>Part-time work has only existed since the 1990s. The share of women working part-time in 2013 was 30.6% for women and 7.2% for men.</p>
<p>3. Narrative descriptions / Expert opinions</p>	
<p>3.1 Please describe briefly the history of professional gender equality in your country</p>	<p>The beginning of the 20th century marked the lifting of prohibitions on women's civil rights. Following the Second World War, in 1946, the preamble of the constitution guaranteed equal rights for men and women. After developments in the political and economic fields, women will see their social rights improve. It was in the 1960s that the issue of women's professional work became more important. Following Article 119 of the Treaty of Rome, which in 1959 established the principle of equal pay for work of equal value. The law of 22 December 1972, taking up ILO Convention 100, ratified by France in 1951, enshrined in the Labour Code the principle that "every employer shall ensure, for the same work or for work of equal value, equal remuneration for women and men".</p> <p>The 1980s will follow the evolution of women's professional work that began in the 1960s. The Act of 13 July 1983 on professional equality between women and men (known as the "Roudy Act"), which transposed the 1976 European directive on equal treatment into French law. The arrival of the left in power, the creation of a Ministry of Women's Rights and the appointment of a socialist and feminist Minister of Women's Rights, Yvette Roudy, founder of the Women's Democratic Movement, which demands rights for all and not only for mothers, will put the demand for professional equality between women and men at the forefront of the left's political agenda.</p> <p>The third key moment concerning professional equality in the 2000s: the 2001 law on the obligation to negotiate on professional equality,</p>

	<p>an increasing place is given to collective bargaining to ensure the implementation of professional equality. The Act of 23 March 2006 on equal pay for women and men aims to eliminate the pay gap between men and women within five years, by taking this objective into account in negotiations opened at branch or enterprise level, and also to neutralize the negative impact of maternity on wages. Then in 2014, this negotiation, which aims at professional and salary equality, will be reinforced by a law requiring the employer to engage in annual negotiations on equality objectives.</p>
<p>3.2 Are there any political, social, religious, economical etc. frameworks or groups that have tried (or are still trying) to prevent comprehensive gender equality or make it more difficult?</p>	<p>Sexist acts are massively committed by men against women: 89 per cent of victims of sexist acts are women, and 91 per cent of respondents are men. In its report, the High Council chose to focus on two areas: sexist insults and humour. Since sexism is at the root of all the inequalities that exist between women and men, we have recommended a report to understand the roots of sexism, where it is expressed, how it is expressed, etc. The report will be published in the next few months. The Equality and Citizenship Act of January 2017 took up this recommendation and gave us the task, among others, of producing an annual report on the state of sexism in France.</p> <p>Four out of ten women say that today they suffer either injustice or humiliation because they are women. If we relate this figure to the number of women in France, it means that 10 million women have recently experienced a sexist act. This affects a lot of people. We have therefore chosen to study humour and sexist insults, because these are two extremely trivialized subjects, and yet they are present in women's daily lives.</p> <p>In France, as in all countries, there are obstacles that hinder the progress of gender equality in society as a whole. These obstacles are complex and diverse and may be due to a lack of awareness of inequalities, but also to a lack of beliefs and representations, to differences of opinion as to how to remedy them, or to the questioning of women's rights and their voices in general. And finally, ideological and structural obstacles to gender equality. The Centre Hubertine Auclert, the regional centre for gender equality, held a study day in December 2018 on this theme and identified several types of obstacles: resistance to change, which is based on beliefs, unbeliefs and stereotypes, particularly on the fact that equality has already been achieved. Or more biased considerations, on the crisis of masculinity, or the fact that movements for equality between women and men such as the Metoo movement would go "too far" I.</p> <p>They may be the work of individuals with very different social or political tendencies, or of constituted groups such as the Ligue du lol. There is also resistance from constituted movements such as "single fathers with children", ultra-conservative movements etc. The discourses deliver the underlying message that women should remain confined to the domestic sphere and that men could be deployed in the public, economic and political spheres. These stereotypes reinforce and justify persistent professional inequalities and the lack of gender diversity in certain professions, particularly in construction and architecture. Finally, there is institutional and economic resistance, in particular the gap between the declarations made by public authorities and companies to remedy these gender inequalities and the low level of financial, material and human resources allocated to public policies on gender equality, which are nonetheless essential to its progress. Equality of rights is, however, a central principle of the Republic today. It is inscribed on the pediments of institutions, town halls and schools. As well as in the fundamental legal texts, at national and European level. Finally, there is a continuity of anti-feminist movements, as evidenced by the work of Christine Bard, Francis Dupuis-Déri and Juliette Rennes in this regard. Maria Martin, in 1908, director of the Journal des Femmes, gave the following definition of feminism: "the goal that feminists pursue is the same everywhere and can be summed up in one word; equality of men and women before the law."</p>

<p>3.3 Regarding gender equality; are there special challenges that female Architects and Civil Engineers have to face (such as sexual harassment, health and working conditions, bullying at the building site, client or employer discrimination, image, etc.)?</p>	<p>The glass ceiling is hard to shatter. Women have to work more to justify their presence and skills on the site. With equal skills, salaries often differ, notably due to differences in seniority, as the profession is being feminised, and part-time work is more important for women. Size and typology of projects less important are often left in the responsibility of women. Clients may be more distrustful of a woman in charge.</p> <p>Following a questionnaire sent out to architecture graduates between 2000 and 2014 (ENSAPL and UCL LOCI), there are more declared situations of sexism, discrimination and even violence among women than among men. The survey we are currently conducting will deepen these difficulties in oral interviews (asking about pregnancy, children etc)</p> <p>Youth adds to the difficulty of being a woman in the profession.</p>
<p>3.4 In regard to the official pay gap, please describe reasons and future tendencies especially regarding the field of Architecture and Civil Engineering:</p>	<p>The average incomes of men and women increased over the period 2002-2011. However, there is a lag following the economic crisis of 2008. Both average incomes are contracting simultaneously, although women's incomes seem to be less affected. The income gap between men and women changed little over the period. A male architect earns on average almost twice (1.9 times) as much as a female architect in the same profession, although this ratio tends to decrease slightly in 2011 (1.83). In 2018 the gaps remain glaringly wide. The clear inequalities in salaries between men and women architects appear to be the result of the differences noted above. In fact, women architects are rarely among the highest age groups, even though they are the best paid. Similarly, women are more likely to occupy salaried or civil servant positions, which are less remunerative than those of partners or liberals, which are favored by men. ...and logically under-represented in the highest quartiles</p>
<p>3.5 How long do women/men actually stay at home after childbirth in general/in the professions of Architects and Civil Engineers? How is parental leave (see 2.6) actually accepted? Are there differences between women/men? If yes, what are the reasons?</p>	<p>Women stay at home more often than men, only 3% of them take parental leave. Allocations are derisory, generally couples sacrifice the lowest salary, often female.</p>
<p>3.6 is there a difference regarding consumption of care leave between women /men? If yes, what are the reasons?</p>	<p>For care leave it is usually the women who take it, it represents two days of work. Men do not claim it or only sometimes when the women are really unavailable;</p>
<p>3.7 How important are relatives and social environment for women in general/female Architects and Civil Engineers in the care of their children?</p>	<p>In France, it is estimated that 3% of grandparents keep their grandchildren permanently. Cheaper than a crèche, nursery assistant or baby-sitter</p>
<p>3.8 How are working hours practiced? What are the experiences in solutions of flexible working times?</p>	<p>Part-time work is often suffered by women to look after children - because they often earn less than their partners - and often leads to difficulties to return to work and to loss of self-confidence.</p>
<p>3.9 How difficult is the access to the profession for newcomers in practice (working conditions and hours, other aspects)?</p>	<p>Hiring as an employee seems difficult (according to testimonies of former students and young colleagues) for women around the age of 30 - an age when women can have children. Paternity leave worthy of the name could help to alleviate this phenomenon.</p>

<p>3.10 What is the experience regarding solidarity among female Architects and Civil Engineers?</p>	<p>ARCHITECTUELLES Hauts-de-France, an association governed by the law of 1 July 1901 and the decree of 16 August 1901, was founded on 30 January 2018 and is - among other things - enhancing Mutual Aid and Solidarity by giving visibility to women architects and graduates and offering opportunities for exchange and network.</p>
<p>3.11 How do you generally assess (future) developments regarding (professional) gender equality?</p>	<p>Generally speaking, it's not making much progress. The profession attracts a lot of women, but the pay gap is stagnating, there are few women at the head of agencies, very few women who are known and recognised. Figures allow us to map this stagnation: 60% of women students in architecture, but 30% registered in the order. Women are taking on more salaried positions than men.</p>
<p>3.12 Is there anything else you would like to add or further specify?</p>	<p>The glass ceiling for female teachers is very, very thick, and the number of female teachers at architectural schools is very low, but a new recruiting system (the Ministry has delegated recruitment to schools, on a qualification list) seems to aggravate these disparities. Concerning the contents of the teaching there are very few references to the work of women architects.</p> <p>From the moment of its acquisition of the two AFNOR certification labels ("Equality" and "Diversity") in 2017, the Ministry of Culture equipped the entirety of its services and operators with an external counselling and legal advice unit, AlloDiscrim, set to manage and remediate to all matters of established or suspected discrimination within the scope of the Ministry. In August 2018, a second unit was implemented, AlloSexism, to specifically handle cases of sexual and sexist harassment and violence. Both units are available freely for all 30,000 Ministry agents and for all 37,000 students in ESC schools.</p> <p>In all domains of arts and culture, the Ministry of Culture pilots dedicated taskforces to gender equality and representation improvement. Two of such groups exist for the architecture and heritage sector, which aim to devise specific measures to improve women's representation in academic and professional circles.</p>
<p>Indications of source / reference list:</p>	
<p>Please map important institutions in your country in regard to gender equality in general / in regard to the profession of Architects and Civil Engineers</p>	<ul style="list-style-type: none"> • State Secretariat for Equality between Women and Men and the Fight against Discrimination • Women's Rights and Gender Equality Services (SDFE) and deconcentrated State services (regional prefecture, regional and departmental gender equality delegations) • High Council for Gender Equality (HCEfh) • Economic and Social Council (EESC) • General Commission for Equality of Territories (CGET) • Delegation for Women's Rights and Equal Opportunities of the National Assembly • Senate Delegation for Women's Rights and Equal Opportunities • Advocacy, promotion of equality and access to rights • Rectorates of academy - National Education - mission equality girls-boys • Centre Hubertine Auclert, regional centre for gender equality • Observatory for Gender Equality of the Ministry of Culture • National council of the order of Architects <p>Unions: UNSFA, Architectural Union</p>