



# FRANCE'S INTERNATIONAL STRATEGY ON GENDER EQUALITY (2018–2022)

## STRATEGY REPORT



Directorate-General for Global Affairs, Culture, Education and International Development

2018

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# Introduction

In 2007, France defined its first gender and development strategy;<sup>1</sup> this marked an important step forward in the consideration of gender issues in French cooperation policy. This strategy helped make France's development assistance policies and actions abroad more consistent and effective, since gender mainstreaming in official development assistance (ODA) has a significant leverage effect on the impact of assistance. The results of this strategy were subject to a public evaluation by the High Council for Gender Equality (HCE).

A second strategy - adopted by the Comité international de la coopération internationale et du développement (Interministerial Committee for International Cooperation and Development, CICID) in July 2013 - was an extension of the first strategy. It ran from 2013 to 2017 and further anchored the inclusion of gender in development policy. In October 2017, the HCE published an evaluation report on the implementation of this strategy;<sup>2</sup> it not only had a structural impact but also made France's commitment to gender equality more visible and supported innovative gender-based actions by embassies and government agencies.

During the CICID meeting of 30 November 2016, it was decided that "... in 2018 France will adopt a new gender strategy, deepening its commitment to including gender-based issues in all of its development instruments with a view to supporting the empowerment of - and equal rights for - women and girls, who are major actors in sustainable development. The new strategy will be evaluated annually by the High Council for Gender Equality".

The CICID meeting of 8 February 2018 recalled that "... gender equality is a top priority of the president's mandate. It will be a principal and cross-cutting theme; it will underpin all of France's external action and specific measures will be undertaken to promote it." The CICID adopted the present strategy and approved a set of actions to strengthen the inclusion of gender equality in French development policy.

This paper aims to deepen and broaden the efforts undertaken within the framework of the previous two strategies by addressing four main challenges:

- **Strengthen institutional and political backing**, in line with the decision to make gender equality a top priority on the president's current agenda.<sup>3</sup> In order to become a core component of France's external action, gender equality needs to be better structured and integrated within the Ministry for Europe and Foreign Affairs (MEAE) and its agencies so as to ensure the necessary ownership, and be given greater consideration in bilateral and multilateral frameworks for cooperation.

- **Mainstream gender throughout our foreign policy.** As seen in the implementation of the 2013–2017 strategy, gender equality goes beyond development challenges alone. Mainstreaming the issue in our foreign policy involves strengthening the institutional culture of gender at the MEAE and its agencies so that it is systematically taken into consideration in all areas.

- **Dedicate greater means to implementation and especially to funding, within a context of budget cutbacks.** In 2016, bilateral French aid had a positive effect on gender issues ("gender-focused aid") and totalled 28% of all assistance in volume, while the average for Organisation for Economic Co-operation and Development (OECD) donors was 35%. France has set itself the ambitious objective of reaching 50% of gender-focused aid by 2022, thereby aligning with our partners on the OECD's Development Assistance Committee (DAC)<sup>4</sup> who are most committed to this approach.

- **Develop an accountability framework to assess the impact of actions taken.** Tools for data collection and analysis must be introduced for internal assessment and external accountability as part of the work carried out by the MEAE, in conjunction with the HCE.

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1. Adoption by the CICID of the gender strategy on 9 November 2007.

2. Report no. 2017-09-29-INT-029, published on 13 October 2017 upon the CICID's request of 31 July 2013 for evaluation by the HCE.

3. Speech by the President of the Republic on the International Day for the Elimination of Violence Against Women, 25 November 2017.

4. [www.oecd.org/dac/gender-development/Aid-to-Gender-Equality-Donor-Charts-2017.pdf](http://www.oecd.org/dac/gender-development/Aid-to-Gender-Equality-Donor-Charts-2017.pdf)

# Chapter 1

## BACKGROUND AND ISSUES: A PRIORITY FOR FRANCE IN LINE WITH ITS INTERNATIONAL AND NATIONAL COMMITMENTS

While international attention to gender issues has grown over the past few years, recent events and new global challenges have made it necessary to actively pursue efforts towards the realization of gender equality and women's rights across the world.

### 1.1 Gender equality: a priority for France

Women's economic and social empowerment and gender equality are essential to sustainable development. Women and girls are especially impacted by poverty and conflicts. Still today, they face specific difficulties related to their societal status as well as gender discrimination in all fields and all countries.

Women must be supported as actors of sustainable development and a vital part of society, equal to men, in an approach that takes gender into account.

This approach includes social change with regard to the respective roles of women and girls, men and boys. Involving men and boys in the promotion of gender equality is important because they are also subject to gender-based social norms and stereotypes that may free them of "reproductive" responsibilities and tasks while at the same time confining them to certain roles. They must therefore be an inherent part of the process of challenging traditions and customs that perpetuate gender inequality.

Given the challenges and issues the world faces today, France is working to promote ambitious measures that reflect its universal values of rights, liberty and justice for all.

#### Gender inequality around the globe



© MEAE 2017 - Source: UN Women, FAO, ILO/World Bank.



## 1.2 Demographic challenges and women's rights

By 2050, global demographic growth will be concentrated in the 47 least developed countries, which include 33 African countries.<sup>5</sup> Young people and adolescents aged 10-24 make up the largest part of the population in these countries, which gives these countries the potential to reap a “demographic dividend” in the long term. The rise in the working-age population compared to the dependent population could lead to greater productivity and reduce the cost of social services, thereby increasing national wealth. However, the situation of girls and women in these countries may worsen further if vigorous action is not undertaken to empower them. The future workforce can only contribute to socioeconomic development if it is in good health, is educated and has access to decent employment; women and girls’ access to basic services such as education and healthcare is therefore critical. Key pillars of this construction are as follows: healthcare for women and girls (reduced infant mortality rates; access to sexual and reproductive health, including comprehensive family planning services), access to education for young girls and boys (access to - and improvement of - comprehensive sexuality education, raising the legal age of marriage to 18, birth control), vocational training and employment opportunities, as well as infrastructures that facilitate access to remote rural areas.

## 1.3 A tense international context

France’s overseas action is taking place within a context of rising conservatism where women’s basic rights are being undermined. Attempts are being made to contest equal rights and the equal sharing of resources and responsibilities among women and men. They also aim to limit women’s human rights, whether in relation to sexual and reproductive health, family planning, comprehensive sexuality education and protection from harmful practices (such as female genital mutilation). Around the globe, women continue to be exposed to sexual, physical and psychological violence.

The *Serment de Paris*, presented at the MEAE’s International Women’s Rights Day event on 8 March 2017, is a declaration that calls on the international community to step up its efforts on women’s

rights. “The threat of a backslide has never been so strong, at a time when there is a resurgence of extremely dangerous reactionary ideologies and extremism, particularly of a religious nature. More than ever, women and their rights are in danger. In armed conflict zones, rape is a weapon of war. Fanatics enslave women and persecute them. Elsewhere, efforts to protect women and children from spousal abuse and domestic violence are inexistent or in peril, accusations of adultery can result in the most extreme punishments, and the promotion of sexual and reproductive health faces considerable opposition. Even in Europe, certain governments have attempted to relegate women to their traditional roles of mothers and homemakers, and are working to restrict or prohibit access to abortion. Genuine equality will be impossible as long as societies continue to tolerate or exercise control over women’s bodies through coercion or violence, whether physical or psychological.”<sup>6</sup>

Against the backdrop of these challenges, countries that defend women’s rights and feminist civil societies around the world are working together to defend their values.

## 1.4 Greater discrimination in crisis and conflict situations

Peace and stability are not the norm in many parts of the world. The combined effects of climate change, tensions sparked by limited natural resources and rising socioeconomic inequality create conditions ripe for crisis and conflict of all kinds, of which women are the primary victims.

In certain countries, and especially in situations of internal conflict, sexual violence is organized, planned and even systematic. It is used as a weapon of war to terrorize civilian populations, tear apart families and break down society. Modern-day conflicts are also breeding violent extremism: radical groups, under the guise of religion, are promoting a degrading image of women and encouraging violence against them, including rape, sexual slavery, forced marriage and pregnancy, trafficking and imprisonment.

Fighting discrimination against women is crucial to combat violent extremism at its roots. Additionally, including women in governance and security issues helps improve social resilience,

5. United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2015 Revision*, 2015.

6. *Serment de Paris*, 8 March 2017.

and states become more resilient against conflict and extremism when they make gender equality a priority.

This strategy is in line with the main instruments and international frameworks designed to promote women's rights and fight gender inequality.

## 1.5 The recent international framework and subsequent developments

The Convention on the Elimination of All Forms of Discrimination against Women, adopted on 18 December 1979 by the United Nations General Assembly (UNGA) and ratified by France in 1983, is the cornerstone of the international framework on gender equality and women's rights. It requires signatory states to take measures to eliminate gender stereotypes in the private and public spheres<sup>7</sup> while refraining from perpetuating such stereotypes.<sup>8</sup>

The international framework on gender equality and women's rights was strengthened by the cycle of world conferences on women which took place in Copenhagen (1980),<sup>9</sup> Nairobi (1985),<sup>10</sup> Beijing (which gave rise to the Beijing Declaration and Platform for Action, 1995);<sup>11</sup> by the International Conference on Population and Development (Cairo, 1994);<sup>12</sup> and during the OECD High-Level Fora on Aid Effectiveness in Rome (2003), Paris (2005), Accra (2008) and Busan (2011). During the 121st session of the Committee of Ministers in Istanbul (2011) the Istanbul Convention<sup>13</sup> was adopted; it was ratified by France in July 2014. These conferences have helped to shed light on gender issues.

For the launch of the Millennium Development Goals (MDGs, 2000–2015), women's empowerment was recognized as a priority in the fight against poverty, and is reflected in MDG 3 and its three gender-based indicators.<sup>14</sup> The 17 Sustainable Development Goals (SDGs), adopted in September 2015 by the UNGA, and their 169 targets form the 2030 Agenda for Sustainable Development. They take into account the need to tackle two challenges: environmental protection and development. SDG 5 ("Achieve gender equality and empower all women and girls") places women's empowerment and gender equality at the heart of the international agenda.

To achieve these goals, gender equality has now been mainstreamed in France's external action: empowering women and girls; defending their sexual and reproductive health and rights; eliminating all forms of gender discrimination in all areas of social, political and economic life; and fighting stereotypes, all of which are all driving factors of sustainable development.

### BOX 1

#### Convention on the Elimination of All Forms of Discrimination against Women (1979)

"...the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields."

7. Article 5 a): "States Parties shall take all appropriate measures to modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women."

8. Article 5 b): "States Parties shall take all appropriate measures to ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases."

9. World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen.

10. World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, Nairobi.

11. World Conference on Women, Beijing.

12. Series of conferences that highlighted the strong interdependency of men's and women's activities and the role of power relations between the sexes in the success of development policies.

13. The Council of Europe Convention on preventing and combating violence against women and domestic violence was adopted by the Committee of Ministers on 7 April 2011. It was opened for signature on 11 May 2011 for the 121st session of the Committee of Ministers in Istanbul. Following its tenth ratification by Andorra on 22 April 2014, the Convention entered into force on 1 August 2014. The Istanbul Convention is based on the idea that domestic violence is a form of gender-based violence in that it is committed against women because of their gender. It falls to each state, to ensure compliance with the Convention, to effectively fight such violence in all its forms by taking measures to prevent it, protecting victims and prosecuting the perpetrators.

14. Gender parity in access to primary, secondary and higher education; the proportion of women in salaried employment; and the proportion of women in national parliaments.

## 1.6 The European framework

Gender equality policy has long been part of a European strategy and has been reaffirmed through recent commitments:

- The Council of the European Union's (EU) European Pact for Gender Equality 2011–2020.
- The European Commission's Strategy for equality between women and men 2010–2015, followed by the Strategic Engagement for Gender Equality 2016–2019.
- The European Union's agenda for growth and jobs, known as the Europe 2020 strategy.

Since 2013 the French national reform program submitted to the European Commission every year has included a section on gender equality.

France's gender-based external action aligns with the second EU Gender Action Plan 2016–2020 (GAP II). GAP II reflects the commitment of Member States of the EU, the European Commission and the European External Action Service (EEAS) to fight gender inequality and promote women's empowerment. France fully supports and contributes to the goals of GAP II, which are to fight all forms of violence against women and girls, promote their economic and social empowerment, strengthen their voice and participation (adoption of policies and decisions at all levels) as well as promote organizational change so as to increase the inclusion of gender in external action.

Every year, Member States of the EU, the European Commission and the EEAS report on efforts to implement the EU Gender Action Plan. As part of its new international strategy on gender equality, France will continue advocating for an ambitious implementation of GAP II in response to inequality-related challenges and in order to improve the effectiveness of the EU's external action.

## 1.7 The national legislative framework

The aim of French gender equality policy is to translate the principle of equality – which is enshrined in national law – into practice. Doing so required adopting a program of action among

ministries and partners as well as fostering a culture of continuous dialogue between the Minister of State for Gender Equality, attached to the Prime Minister, and all ministerial departments and public organizations.

Several recent laws reflect the determination of policy makers and France's commitment to gender equality:

- The act of 4 August 2014 on real equality between women and men sets out the objectives of an integrated equality policy and provides structure for national and regional public policy actions. This law, which is entirely dedicated to effective implementation of rights, strengthens the implementation mechanisms for existing provisions and encourages innovation to overcome stalemates and foster behavioural change.
- The act of 13 April 2016 seeks to bolster efforts to fight prostitution and provide support to sex workers. It devotes greater resources to crime investigation and prosecution of human trafficking and sexual exploitation, and improves the overall support provided to sex workers and victims of human trafficking and sexual exploitation (provisions for housing, replacement income, protection and reparations to victims).
- The act of 8 August 2016 on labour, modernizing social relations and securing career paths reinforces prevention and the fight against sexual harassment in the workplace.

On 25 November 2017, the President of the Republic announced that gender equality would be a top priority of his presidency. In the plan to fight violence three priority areas were outlined: education, support to victims and law enforcement resources. Several concrete measures have been taken, namely efforts to make it easier for women who have been the victim of violence to file a complaint and for specialized units to offer them support.

The act of 7 July 2014 on France's strategy for development and international solidarity explicitly includes gender equality among its priority objectives: "The strategy for development and international solidarity respects and defends basic freedoms. It shall promote the values of democracy and the rule of law, gender equality, social responsibility, basic social protection and decent work."

## 1.8 The ministerial framework: the MEAE's gender strategies

The issue of women's rights has long been one of the main focuses of our foreign policy. In 2007, France created its first gender and development strategy<sup>15</sup> marking an important step forward in the consideration of gender in French cooperation policy.

The 2013–2017 strategy was based on six priority objectives:

- Including gender in all development financing instruments.
- Ensuring a sense of ownership of gender issues by MEAE's staff and departments.
- Conducting more research on gender and development.
- Integrating gender issues into France's foreign policy through bilateral efforts.
- Integrating gender issues into France's foreign policy through multilateral efforts.
- Monitoring the Gender and Development Strategy 2013–2017 and ensuring traceability of French development assistance for gender issues.

On 30 November 2016, CICID participants approved the adoption of a new strategy which was launched in March 2018. They also enacted the evaluation of gender mainstreaming by the HCE in order to strengthen France's commitment in this area. Thus, the new International Strategy on Gender Equality 2018–2022 aims to devote greater means and efforts to better integrate gender-based issues in France's external action around the globe (development cooperation; economics, diplomacy, cultural and educational challenges; ensuring human resources commitments in terms of gender parity and professional equality).

The MEAE has long promoted professional equality between men and women. This topic was launched by the government within the framework of the Interministerial Committee for Women's Rights, which met with the Prime Minister in November 2012. The approved action plan currently takes the form of roadmaps that are adopted and implemented by each ministry.

Following the implementation of the second strategy, there has been an increase in the sense of ownership of gender issues both in terms of professional equality internally at the MEAE, and through gender mainstreaming within France's external action. Under the new strategy, this dual approach is being consolidated and better coordinated.

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15. Adoption of the gender strategy document by the CICID on 9 November 2007.

# Chapter 2

## PRINCIPLES AND OBJECTIVES

The MEAE has undertaken a participatory process to draft the gender equality policy at a time when new global challenges and broader considerations of gender (geographic, sectoral) are being mainstreamed into France's external action. This dynamic involves all of the Ministry's directorates, its agencies and its development partners (civil society, decentralized cooperation, research).

**This dynamic will continue during the strategic steering, monitoring and implementation phases of the strategy through:**

- Stronger institutional and political leadership, given that the strategy's broader approach is being applied to all of France's external action rather than solely to development-related issues.
- Improved coordination between France's external action and internal policies, as outlined in the ministerial roadmap on equality and in agency framework objectives.
- Enhanced coordination between stakeholders involved in the implementation and monitoring of the strategy and efforts to achieve synergy (with other ministries, local and regional authorities, etc.).
- Better alignment with the Ministry's sectoral strategies, the strategies and means and objective contracts of the Ministry's operators, as well as with the international and European frameworks (SDGs; EU Gender Action Plan; the UN Women, Peace and Security Agenda; the ministerial "Support to Fragile States and Situations of Fragility" strategy, etc.).
- Greater collaboration and cooperation with development stakeholders and, more broadly, with those involved in France's external action (civil society organizations [CSOs], research institutions, the private sector).

### 2.1 Guiding principles

France's action is based on **three main principles**: a comprehensive approach (2.1.1), a rights-based approach (2.1.2) and gender-based approach (gender mainstreaming) (2.1.3).

#### 2.1.1 A comprehensive approach: include gender throughout France's external action

This strategy is part of a comprehensive approach that covers all of France's external action and is consistent with the global accountability framework of the 2030 Agenda for Sustainable Development. It is a reference base not only for development cooperation for priority countries but for the entire French diplomatic network. This way, gender is included in all French diplomatic priorities and all political, economic, soft diplomacy, cultural, educational and development cooperation actions.

Moreover, this more comprehensive approach implies integrating the Ministry's internal gender parity commitments, which are part of the ministerial roadmap for professional equality between women and men.<sup>16</sup> The senior official responsible for gender equality coordinates and implements the Ministry's policy on the issue, in cooperation with the ministerial departments and diplomatic posts.

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16. [www.diplomatie.gouv.fr/en/the-ministry-and-its-network/gender-equality-at-the-ministry-for-europe-and-foreign-affairs/](http://www.diplomatie.gouv.fr/en/the-ministry-and-its-network/gender-equality-at-the-ministry-for-europe-and-foreign-affairs/)

### 2.1.2 A rights-based approach<sup>17</sup>

The respect of women's rights, gender equality and the rejection of any gender discrimination are the foundation on which France's external action and development policy are built.

The rights-based approach integrates the norms, rules and international principles of human rights into the humanitarian and development policies and processes on violence against women. It includes a structural basis for actions to empower women and girls, because it assumes that the relevant populations – especially women and girls – know their rights.

When addressing violence against girls and women, a rights-based approach increases the responsibility of humanitarian aid stakeholders to promote participation and inclusion, which encourages them to adopt a response that takes cultural differences into consideration and is free of discrimination in emergency situations. A rights-based approach can mitigate the negative short- and long-term effects of crisis situations by helping to provide a clearer understanding of social factors that influence decision-making processes during conflicts and to support active

#### BOX 2

### The Universal Declaration of Human Rights (1948)

"All human beings are born free and equal in dignity and rights. [...]"

"Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, **sex**, language, religion, political or other opinion, national or social origin, property, birth or other status. [...]"

"All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination."

recognition and analysis of changing roles, decision-making powers and vulnerabilities.

While the principles of equality are set out in constitutions and national and international legislation, their application is often lacking and certain regressive social norms persist despite existing laws. This is why it is important to also address religious customs and traditions. To achieve lasting gains in women's living conditions and social positions, gender mainstreaming that tackles the three levels of change – individual, socioeconomic or community (family, school, communities) and institutional – is essential.

### 2.1.3 A gender-based approach (gender mainstreaming)

The application of a gender-based approach to equality between women and men is reflected in the consideration of equality in policy goals, scopes of intervention and the instruments used in external action. This gender-based approach, known as gender mainstreaming, is based on "the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making".<sup>18</sup> This approach seeks to strengthen equality between women and men in society by integrating gender into public policies.

It has a two-pronged focus:

- **Cross-cutting and systematic**, it applies to all external action areas and all phases of the "policy cycle" (i.e., drafting, approval, application, evaluation). Gender mainstreaming concerns all stakeholders involved in the creation, implementation and evaluation of policies. Ministry staff and ministerial agencies should systematically verify the impact on women and men of planned measures.
- **Specific**, it supports actions that promote gender equality and improve women's rights.

17. [www.endvawnow.org/en/articles/1498-approche-fondee-sur-les-droits-.html](http://www.endvawnow.org/en/articles/1498-approche-fondee-sur-les-droits-.html)

18. Definition by the Group of Specialists on Mainstreaming for the Council of Europe in *Gender mainstreaming: Conceptual framework, methodology and presentation of good practices*, p. 12, <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=0900001680596135>



In order to reflect these principles and the choice of a cross-cutting approach that goes beyond the scope of previous strategies, i.e. development issues alone, this new strategy is called France's International Strategy on Gender Equality. This name reflects the strategy's ambition and is consistent with the existing institutional nomenclatures (Office of the Minister of State for Gender Equality, French High Council for Gender Equality [HCE], etc.). Within the framework of this strategy, the Ministry and its agencies take a gender-based approach that relies on the analysis and questioning of procedures that differentiate and create a hierarchy between individuals based on their gender (see Section 2.2).

## 2.2 Objectives and methodology

### 2.2.1 Bolster France's action in favour of gender equality

**This strategy's main objective is to systematically mainstream gender equality and the consideration of gender issues in France's external action.**

This objective will lead to a change in practices in relation to gender within the Ministry, its agencies and its partners so that France's external action can ensure that women and men benefit from the same rights, opportunities and resources in all fields and that they receive differentiated treatment in order to overcome inequality and achieve de facto and de jure equality.

This objective includes several priorities:

- Promote a stronger institutional culture of gender equality and the consideration of gender issues within the Ministry and its agencies.
- Bolster France's policy advocacy efforts on gender issues.
- Increase and improve the inclusion of gender in all development financing instruments.
- Enhance and reinforce the accountability, transparency and qualitative impact of gender-focused ODA.

- Strengthen the ties between civil society, the private sector and research stakeholders to fight gender inequality.

### 2.2.2 Gender mainstreaming as a methodology

Gender mainstreaming calls into question the processes whereby hierarchies are formed between people according to gender and the discrimination that ensues. The way roles, responsibilities, tasks and resources are divided between women and men is a source of inequality and limits women's ability to enjoy their basic rights. Gender mainstreaming defends universal basic rights and equal access to the law. It aims to ensure equal rights to both women and men as well as a fair distribution of resources and responsibilities between them.

This methodology's approach starts with a comparative analysis of women's and men's statuses and encourages better consideration of inequality in France's external action. It helps identify and break down feminine and masculine stereotypes as well as the social and economic norms that underpin the relations between both sexes and contribute to perpetuating gender inequality. It also highlights power relationships and inequality between women and men and the subsequent repercussions on their abilities and opportunities to participate in development.

This type of analysis presupposes the full participation of women and men in identifying the challenges, constraints and opportunities they encounter in a given area, as well as the specific needs and interests of both sexes. It brings to light the links that exist between gender inequality and other types of inequality and economic, social, generational, cultural, ethnic, religious and political gaps within and between societies, especially between the Global North and South. It is now part of a comprehensive, critical analysis approach to social relations and change. A gender-based approach can be applied to societies in both the Global North and South by taking into account the universal aspect of unequal power relations between men and women.<sup>19</sup>

This approach makes development actions more effective and viable, but its policy and social change end goal goes much further. A gender-based approach and analysis help women become more independent and empowered.

19. Adéquations, Le Monde selon les femmes – CIEF genre, Genre en action, Aster-International, *Référentiel pour les formatrices et formateurs en genre et développement*, 2010. Available in French only.

## 2.3 Sectoral priorities

This strategy aids France's external action to support economic and social transitions for more equal access to education, healthcare, financial resources and economic opportunities for growth, social cohesion and sustainable development. It is aligned with the 17 SDGs of the 2030 Agenda for Sustainable Development, and covers all the pillars of sustainable development (economic, social, environmental, partnership and governance/political). Of the 17 goals, 11 include gender-focused targets and one goal, SDG 5, aims to achieve gender equality and empower all women and girls.

Empowerment is the process by which women and girls, individually and collectively, gain awareness and power over their own lives as they begin to better understand and control their social, economic, political and environmental conditions.

The idea of women's empowerment is multi-sectoral; it applies to sexual and reproductive health and rights (birth control, choice of a partner, the ability to say "no" to violence, etc.), the economy (financial independence, access to and monitoring of resources), and the legal and political sphere (access to rights, participation in decision-making forums).

Essential structural and social changes to ensure gender equality require changes in attitudes and behaviours across society. This means involving and engaging boys and men in the process, in order to make them active stakeholders in changing and improving the condition of girls and women. This strategy will therefore support initiatives to break down stereotypes and power relations and to eliminate gender-based discrimination.

The strategy also targets adolescents and promotes a life cycle approach. Girls and young women aged 10 to 24 make up more than a quarter of the population in developing countries (i.e., some 600 million people). Adolescence is a time of particular vulnerability for girls: gender-based violence at school, school withdrawal, early marriage and pregnancy, domestic work, etc.; particular attention must therefore be paid to their needs. Development and humanitarian programs must help girls acquire and develop the strengths they need to successfully transition into womanhood.

### BOX 3

#### The SDG 5 targets: Achieve gender equality and empower all women and girls

- End all forms of discrimination against all women and girls everywhere
- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- Ensure universal access to sexual and reproductive health and reproductive rights [...]
- Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

#### 2.3.1 Ensure free and equal access to services, especially basic social services such as education and sexual and reproductive health

This strategy focuses on human development challenges where there are considerable needs, especially in terms of education and health.

Significant progress has been made in education, including for girls, but education is not always universal and millions of

children are still excluded. Greater recognition of gender inequality in education is a necessary stage in the fight against gender discrimination.

An estimated 246 million children<sup>20</sup> suffer gender-based violence every year at - or on the way to - school, which results in lower attendance rates and poor school performances. Although school-related gender-based violence affects all children, girls are especially vulnerable.

#### ► France's commitment

In its 2017–2021 Strategy on Education, Vocational Training and Employment in Developing Countries,<sup>21</sup> France has set itself the goal of helping to expand access to primary and secondary school, with a particular emphasis on strengthening actions to promote girls' education.

With this new strategy, France also commits to ensure inclusive and quality education for all and promote lifelong learning. This way, France aims to eliminate the socioeconomic factors that prevent girls from attending and finishing basic education (primary and secondary school) and higher education or training that would support their empowerment and social and professional integration. These

#### BOX 4

### Help girls enrol and stay in school in Côte d'Ivoire

In Côte d'Ivoire, the AFD funds a EUR 226 million education, vocational training and employment development programme for young people that aims to improve enrolment in schools as well as their quality, performance and effectiveness. The program's main focus is middle school enrolment and attendance. Its Gender Action Plan seeks to get more girls enrolled in school and help them stay there (target: to have girls make up 50% of 64,000 middle school students), in particular by addressing gender violence and promoting the participation of women in decision-making bodies and professional training programs, including those not considered "feminine".

factors include insufficient family income; high schooling costs; insufficient and low-quality education infrastructure and facilities; poor teacher training; the negative perception of schooling; stereotypes about the role of women; child, early and forced marriages; early pregnancies and school-related gender-based violence.

France supports regional initiatives to operationalize policies for vocational training, teacher training and early learning programs. Priority is given to key topics such as fighting school-related gender-based violence and supporting girls' education. At the multilateral level, France will pursue its commitment as a member of the Global Partnership for Education (GPE), the main multilateral mechanism for education.

#### Ensure sexual and reproductive health and rights for women and girls

In 1994, the Cairo Programme of Action placed basic rights at the centre of the development agenda and recognized, for the first time, the importance of good sexual and reproductive health for populations. This program also asked leaders to make "special efforts [...] to emphasize men's shared responsibility and promote their active involvement in responsible parenthood, sexual and reproductive behaviour, including family planning; prenatal, maternal and child health; prevention of sexually transmitted diseases, including HIV; [and] prevention of unwanted and high-risk pregnancies".

Despite efforts undertaken since the 1990s, the freedom of women and girls to make informed decisions about their bodies, sexuality, whether or not to have children, how many children they have and how they space their pregnancies is threatened and progress remains fragile in an international context marked by a regression in women's rights.

Given this situation, France is working for universal access to quality healthcare and for sexual and reproductive health and rights, which condition and strengthen other basic rights and help keep women out of poverty. This strategy is aligned on France's 2016–2020 Strategy on Population and Sexual and Reproductive Health and Rights<sup>22</sup> which aims to improve

20. UNESCO and UN Women, *Global Guidance on Addressing School-Related Gender-Based Violence*, 2016, <http://unesdoc.unesco.org/images/0024/002466/246651e.pdf>

21. [www.diplomatie.gouv.fr/IMG/pdf/20170314\\_strategie\\_efi\\_2017-2021\\_mise\\_en\\_page\\_2\\_cle8c6f77.pdf](http://www.diplomatie.gouv.fr/IMG/pdf/20170314_strategie_efi_2017-2021_mise_en_page_2_cle8c6f77.pdf)

22. [www.diplomatie.gouv.fr/en/photos-publications-and-graphics/publications/article/france-s-external-action-on-issues-of-population-and-sexual-and-reproductive](http://www.diplomatie.gouv.fr/en/photos-publications-and-graphics/publications/article/france-s-external-action-on-issues-of-population-and-sexual-and-reproductive)

normative frameworks on sexual and reproductive health and rights, increase contraceptive prevalence rates, improve young people and adolescents' access to sexual and reproductive health services that address their specific needs and eliminate harmful practices, including early, child and forced marriage.

This strategy promotes:

- Gender mainstreaming in international health organizations.
- The ability of women and girls to freely make decisions about their bodies and their sexual and reproductive health.
- Raised awareness and training for healthcare and social workers.
- Increased participation of young girls and boys in population and development policies.
- Heightened prevention and efforts to fight HIV/AIDS in adolescent girls and boys.
- Sexual and reproductive health education for adolescent girls and boys.

### 2.3.2 Promote access to - and monitoring of - productive and economic resources, and access to decent work

#### Economic empowerment of women as a main vector of progress and development

The majority of people in poverty around the globe are women. They make up 70% of the 1.2 billion people who earn less than USD 1 a day.<sup>23</sup>

According to the Food and Agriculture Organization (FAO) of the United Nations (UN),<sup>24</sup> if women had access to productive resources, production could increase by 2.5% to 4% and could reduce the number of those suffering from hunger by 100 to 150 million people.

Moreover, the global rate of women's participation in the workforce has stagnated at around 50% since 1995, compared to a rate of over 70% for men.<sup>25</sup> Women and girls face chronic economic vulnerability as they are often denied access to property, capital and any form of social insurance.

A 2016 study by the management consulting firm McKinsey & Company<sup>26</sup> estimates that global GDP could rise by USD 12 trillion by 2025 if the necessary measures are taken to reduce economic barriers for women. The World Bank considers that gender equality and the empowerment of women and girls are integral to economic progress when used as levers for development to fight poverty, reduce inequality and improve development results.

#### Women: important stakeholders in the environmental transition

Greater gender equality and women's empowerment are key elements in curbing climate change. Several studies have shown the differentiated implications of current climate change trends on humans. Climate variations affect women in a specific way, especially in the Global South, because they contribute significantly to the food security, agriculture, forestry, healthcare and energy sectors. In order to achieve the SDGs by 2030, it is important to mainstream gender in climate change mitigation and adaptation policies and funding mechanisms.

#### ► France's commitment

This strategy aims to promote sustained, shared and lasting economic growth, full productive employment and decent work for all. It also supports genuine and sustainable economic independence for women. This can be achieved through:

23. The World Bank, *Gender Equality and Development*, World Development Report, 2012, <http://siteresources.worldbank.org/INTWDR2012/Resources/7778105-1299699968583/7786210-1315936231894/Overview-English.pdf>

24. FAO, *FAO at work: Women: The key to food security*, 2011, [www.fao.org/docrep/014/am719e/am719e00.pdf](http://www.fao.org/docrep/014/am719e/am719e00.pdf)

25. International Labour Organization, *Women at Work: Trends 2016*, [www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_457317.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_457317.pdf)

26. McKinsey & Company, *Women Matter 2016: Reinventing the workplace to unlock the potential of gender diversity*, [www.mckinsey.com/~/media/mckinsey/global%20themes/women%20matter/reinventing%20the%20workplace%20for%20greater%20gender%20diversity/women-matter-2016-reinventing-the-workplace-to-unlock-the-potential-of-gender-diversity.ashx](http://www.mckinsey.com/~/media/mckinsey/global%20themes/women%20matter/reinventing%20the%20workplace%20for%20greater%20gender%20diversity/women-matter-2016-reinventing-the-workplace-to-unlock-the-potential-of-gender-diversity.ashx)

- Free and equal access of women to the labour market; vocational training, especially in professions in which they are under-represented; basic social services and welfare systems; financial services; the use, ownership and control of land; the control of drinking water; energy; information and communication technologies and transport infrastructure; means and resources of production and training; and legal advice.
- Helping women to set up businesses.
- Bolstering women's means of subsistence through economic recovery initiatives in crisis and post-crisis countries.
- Reinforcing measures for social change: public policies that create decent employment, protect workers' rights and generate decent incomes, including for female informal workers and migrants.

With regard to fighting climate change, France was instrumental in ensuring that gender considerations were included in the Paris Agreement (2015). These joint efforts were made by the negotiators, French civil society and France's partners in the Global South.

France ensures that the needs of women and girls, as well as their roles, are taken into account in climate-related issues through national and international negotiations, national and international action plans, actions in the field, and local and international funding. It does so by:

- Ensuring that funding benefits men and women equally and focusing on women's empowerment in this area.
- Participating in the implementation and funding of the Gender Action Plan adopted in 2017 (23<sup>rd</sup> session of the Conference of the Parties [COP23] to the UN Framework Convention on Climate Change).
- Increasing the number of women leaders in climate funding governance bodies.
- Mobilizing the expertise of women for environmental conservation and fighting climate change.
- Promoting the contribution of women and women's organizations to implement national public policies to fight climate change.

#### BOX 5

### Supporting the employment of women in Turkey

To support investments by small and medium-sized enterprises that wish to improve workplace health and safety conditions for their employees and to support the employment of women in Turkey, AFD granted a loan of EUR 100 million in 2016 to the private Turkish development bank TSKB, which is extremely proactive in the areas of environmental standards and social norms. A gender-focused line of credit has been dedicated to projects that help women find employment or bring companies into compliance with Turkish regulations on workplace health and safety.

#### BOX 6

### The Gender Action Plan adopted during COP 23, November 2017

The action plan drawn up during the Lima Work Programme on Gender (GAP) seeks to promote climate policies that support gender equality and include a gender perspective when implementing the Convention and actions of the Parties. Through five priority areas, the GAP describes the activities that will help stakeholders accomplish these objectives:

- 1) capacity-building, knowledge sharing and communication;
- 2) gender balance, participation and women's leadership;
- 3) coherence;
- 4) gender-responsive implementation and means of implementation;
- 5) monitoring and reporting.

### 2.3.3 Guarantee women and girls' free and equal access to rights and justice as well as their protection against all forms of violence

Fighting violence against women is one of the twelve areas of concern flagged by the Beijing Platform for Action, adopted in 1995. Despite considerable efforts by numerous countries to eliminate violence against women, serious violations of women's

rights continue to be an issue the world over. Women and girls are victims of varying degrees of physical, sexual and psychological violence, regardless of their income level, social class or culture.

Violence occurs in the private sphere (spousal abuse, domestic violence, child, early and forced marriage, female genital mutilation, marital rape, etc.) and public sphere (rape, sexual harassment, human trafficking, sexual slavery, prostitution, etc.), as well as during conflicts and in fragile states, especially with the use of rape as a weapon of war.

#### ► France's commitment

France is committed to eliminating all forms of violence against girls and women (gender-based violence). The President of the Republic noted in his speech on the International Day for the Elimination of Violence Against Women in November 2017 that he was committed to making gender equality a priority of his presidency, with the cornerstone of this cause being to eliminate all violence against women. Every two years since 2006, a Franco-Dutch initiative has helped support the adoption of a resolution by consensus at the UNGA to eliminate all forms of violence against women.

This strategy promotes:

- The fight against all forms of violence against girls and women: spousal abuse and domestic violence; child, early and forced marriage, especially of girls; human trafficking, especially of girls and women; sexual violence, etc. France will continue to defend the universal nature of women's rights, and especially to end female genital mutilation (including for French women who have undergone female genital mutilation (FGM); it will support associations and medical services that repair and protect victims, as well as provide support to women looking to escape FGM for themselves or their daughters).
- Political recognition of femicide and the fight against its various forms (the murder of girls at birth and gender-based selection, honour killings, intimate partner femicide and domestic violence, dowry-related femicide, and non-intimate femicide).

#### BOX 7

### Empowering women in Laos

In Laos, fighting violence against women and empowering them are two priority areas of action for PISCCA (local support funds for innovative projects for civil society and coalitions of actors), which are funded by the local embassy's Cooperation and Cultural Action Service (SCAC). Hence, 4 out of 10 projects have a main objective related to gender: gender mainstreaming in village mediation units, assisting girls who have been victims of trafficking, promoting sexual and reproductive health, and women's empowerment. The nutrition projects managed by the diplomatic post and AFD put an emphasis on women and the analysis of gender issues.

#### BOX 8

### The phenomenon of femicide<sup>27</sup>

According to the World Health Organization (WHO), 35% of women murdered worldwide are killed by an intimate partner. An estimated 5,000 honour killings are committed each year, but this is likely an underestimate. In 2001 in India, where the phenomenon is significant, some 163,000 women between the ages of 15 and 34 were estimated to have been burned to death. In 2014, the UN Gender Equality Observatory counted 2,089 femicides in the 25 countries of Latin America and the Caribbean. The term "femicide" is included in the criminal codes of 16 of the region's countries. Fourteen countries recognize femicide as a crime: Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama and Peru. Argentina and Venezuela use the term "aggravated homicide" in their legislation for gender-related murders. The French National Consultative Committee on Human Rights (CNCDH) recommends "the use of the term 'femicide' in international forums' diplomatic language as well as in common language, especially in the media". The French criminal code does not recognize femicide. However, the act of 27 January 2017 on equality and citizenship includes provisions to increase the penalties for murders and other crimes committed because of the victim's gender.

27. The WHO defines femicide as the murder of girls or women simply for being women. They may be killed by an individual or a group because of their gender. In most cases, femicide is committed by men, even if female members of a family may be involved in the crime. Femicides are different to male homicides for specific reasons and often occur in situations where women are dominated by men. WHO, *Understanding and addressing violence against women: Femicide*, [http://apps.who.int/iris/bitstream/handle/10665/77421/WHO\\_RHR\\_12.38\\_eng.pdf?sequence=1](http://apps.who.int/iris/bitstream/handle/10665/77421/WHO_RHR_12.38_eng.pdf?sequence=1), 2012.



- The creation of national legislation that condemns the different types of violence against girls and women and protects victims from violence (policies and measures that prevent, punish and help eliminate gender-based violence against girls and women).
- Equal rights and access to the justice system as part of the fight against gender-based violence.
- The protection of those who defend women's rights and gender equality, as they are often the targets of acts of violence, intimidation and threats on their lives.
- The involvement of men and boys (rehabilitation for aggressors, violence prevention initiatives for boys).

### 2.3.4 Ensure meaningful participation of women in economic, political and social decision-making forums

One particularly effective way to ensure gender equality in society is through the genuine and equal involvement of women and men as leaders and decision makers in determining global, national and local policies and procedures. However, gender inequality in public governance is very prevalent. The limited participation of women in governance bodies where decisions are made on policy issues and resource allocation has a negative impact on their political, economic and social opportunities.

#### BOX 9

### The cultural/humanitarian fund “Sukhumi”

In Georgia, the embassy's 2016 human rights award was given to the cultural/humanitarian fund “Sukhumi”, which aids women who were displaced following the conflict in Abkhazia.

#### BOX 10

### Gender in the EUROsociAL+ cooperation program

In 18 Latin American countries, Expertise France (EF) coordinates actions on gender for the EUROsociAL+ cooperation program, which seeks to support public policy reform in Latin America through direct and informal dialogue with national institutions with a view to reducing inequality and strengthening social cohesion. It is based on three thematic areas: social, governance and gender policies. After a period of consultations at the national level, an action plan was drawn up around some 50 actions prioritized according to major national issues. The first technical assistance missions began in late 2017 and early 2018.

At the highest level of political and economic institutions:

- Women account for only 20% of members of subsidiary or individual legislative bodies, 19% of heads of state or government, and 18% of ministers.<sup>28</sup>
- Women occupy fewer than 25% of seats on executive committees and boards of administration of private European companies.<sup>29</sup> This figure drops to just 10% in Asia.<sup>30</sup>

According to the UN, women should make up 30% of such bodies if their needs are to be truly taken into account in public policies, thereby reducing inequality.

#### ► France's commitment

France is committed to helping women and girls be heard and ensuring their meaningful participation in the public sphere (political, social and economic). To this end, this strategy promotes:

- Equal participation of women, girls, boys and men in local, national, regional and global political life.

28. UNESCO, Global Education Monitoring Report 2016, *Gender Review: Creating Sustainable Futures for All*, 2016, [www.compassion.com/multimedia/unesco-global-education-monitoring-report-2016-gender-review.pdf](http://www.compassion.com/multimedia/unesco-global-education-monitoring-report-2016-gender-review.pdf)

29. EWoB network (European Women on Boards) and ISS, *Gender Diversity on European Boards*, April 2016.

30. McKinsey & Company, *Women Matter*.

- Allowing the voices of women and girls to be heard in the public sphere (political, social and economic).
- Increasing meaningful participation of women and girls in governance policies and electoral processes at all levels.
- Encouraging women's effective participation in decision-making processes related to public life.
- Improving access to positions of responsibility and breaking down sexist stereotypes related to decision making by women.

### 2.3.5 Ensure equal participation of women in peace and security processes

While conflicts affect men and women differently, they generally have a disproportionate impact on women, a fact recognized in the UN Security Council Women, Peace and Security resolutions. At a time when violence by state and non-state entities is on the rise, it is important that threats and vulnerabilities that especially affect women are taken into account in situations of violent instability, crisis and conflict as well as crisis recovery and post-crisis. Prevention and protection measures for women in vulnerable situations in particular must be put in place. This applies to personal security with regard to belligerents and security forces and to equal treatment and access to services and resources in situations of violent insecurity, crisis, war or stabilization.

#### ► France's commitment

France supported the Security Council's adoption of all Women, Peace and Security resolutions that were added to Resolution 1325 (2000) and adopted a specific national action plan that is now in its second application period (2015–2018). These resolutions call on states to address sexual violence during conflicts and to increase women's participation in peace building efforts. The implementation of the Women, Peace and Security agenda should enable the UN's pillars of "peace and security" and "human rights" to reinforce each other mutually.

France has a national interministerial action plan (2015–2018)<sup>31</sup> to implement the eight Security Council Women, Peace and Security resolutions. The plan aims to better protect women in conflict situations as well as ensure their participation in conflict

prevention, resolution and post-conflict reconstruction. This plan will be evaluated by the French Parliament and a new interministerial action plan will be drawn up in autumn 2018.

Furthermore, the Ministry, through its Crisis and Support Centre, will strive to promote actions for gender equality as part of its humanitarian and stabilization projects. In its new humanitarian strategy (2018–2022), France will use the OECD's gender markers to measure the precise impact of its humanitarian projects on improving gender equality.

This strategy specifically promotes:

- Increased participation of women in peace negotiations and all public decision-making processes concerning the re-establishment and consolidation of peace, including by encouraging their inclusion in peacekeeping operations.
- Particular attention paid to protecting women's rights and addressing gender-based violence in conflict and post-conflict situations.
- The consideration of gender issues within truth and reconciliation commissions.
- Actions to bolster women's means of subsistence and empowerment through economic recovery initiatives in crisis and post-crisis countries.
- The consideration and inclusion of women's viewpoints in rapid alert mechanisms and procedures to prosecute those committing women's rights violations in conflict countries.
- Training programs to sensitize more judicial personnel and security services to threats faced by women; and the promotion of better access to the justice system and effective investigations of gender-based crimes during conflicts to combat the impunity of perpetrators.

31. [www.diplomatie.gouv.fr/IMG/pdf/women\\_peace\\_security\\_final\\_cle439e93.pdf](http://www.diplomatie.gouv.fr/IMG/pdf/women_peace_security_final_cle439e93.pdf)

# Chapter 3

## AREAS OF ACTION: MAINSTREAM GENDER EQUALITY THROUGHOUT FRANCE'S EXTERNAL ACTION

The lines of action specified in France's International Strategy on Gender Equality 2018–2022 aim to devote greater means and efforts to better integrate gender-based issues in its global external action (development cooperation; economic, diplomatic, cultural and educational challenges; integration of internal ministry commitments in terms of gender parity and professional equality).

### 3.1 Objective 1: Promote a stronger institutional culture of gender equality and the integration of gender issues within the Ministry and its agencies

The President of the Republic and the French government have made gender equality “the great national cause” for their current mandate. Following the implementation of the second sectoral strategy, gender equality is ensured both internally in terms of professional equality, as well as in the consideration and implementation of these priorities within France's external action. This dual approach is consolidated and better coordinated in the new strategy.

#### 3.1.1 Structure and formalize the strategy's internal governance and institutional leadership

The Ministry's Secretary-General will ensure the high-level oversight of the strategy, for which the secretariat will continue to be managed by the Human Development Department. The Secretary-General will chair one or two follow-up meetings annually with representatives from the Ministry's various directorates and agencies.

Preparation for these follow-up meetings will include regular reviews of how the strategy is being implemented; the latter will be drafted jointly by the Directorate-General for Global Affairs, Culture, Education and International Development and the Minister of State for Gender Equality, along with gender equality liaison officers from the Ministry's directorates and agencies.

#### 3.1.2 Improve internal practices on professional equality and gender parity

A key part of this strategy is for the MEAE to set the example through its internal practices. The Ministry has consistently employed a proactive approach to promoting professional equality between women and men, launched by the French government in 2012. The Minister of State for Gender Equality is responsible for coordinating and implementing the ministerial roadmap.

The new strategy calls for:

- Increasing the number of women in management, director and ambassador positions. In December 2017, there were 50 female ambassadors (i.e., 25% of all ambassadors, including special ambassadors); there were 9 female directors and heads of service (i.e., 28%).
- Highlighting the equality challenges between men and women in institutional communication.
- Updating human resource tools to support professional equality and equal pay:
  - develop a formal system to handle harassment and violence in the workplace;
  - carry out a study on gender divisions in the workplace and communicate the results to relevant agencies;
  - pursue and strengthen the use of tools to ensure better work/life balance.

Equality starts by taking work/life balance issues into account through human resource management and working arrangements. While such measures apply to all employees, in reality, women stand to gain the most from them. Mechanisms include a charter on workplace hours, statistical tools to monitor hours worked to ensure good practices and that rules are followed, expanded teleworking arrangements (nearly 150 employees, more than 60% of whom are women, enjoy teleworking arrangements and are centrally managed; this figure is rising) and special arrangements to cover for women on maternity leave. Moreover, the Ministry's family support services department is working to improve work/life balance for all employees.

### 3.1.3 Move from awareness raising to employee training and support

**Awareness-raising actions** address the issue of gender equality in a comprehensive way. All new ministry employees and those assigned to new posts abroad attend a training session, held during day-long diplomatic and consular events for example. These sessions may take the form of a lecture (ninety minutes) or an interactive class (three hours).

New ministry hires and those newly appointed to a diplomatic post receive gender awareness training during their initial onboarding. The Human Resources Directorate, which has developed a robust policy of promoting professional equality and diversity through various awareness-raising actions,<sup>32</sup> is responsible for gender awareness training.

New employees (category A, B and C) now undergo gender equality training during their onboarding seminar. It is possible to extend this awareness training to category B employees assigned to a diplomatic post abroad during their administrative and consular training (IFAAC, management module) as well as to category C employees. Additionally, training modules posted on the Ministry's intranet platform will give employees in the network an opportunity to become more familiar with this issue.

This training is part of the certification for professional equality between women and men obtained by the Ministry in October 2017. This government certification was created in 2008 and is

granted by AFNOR, the French agency for standardization, with a view to promoting professional equality and diversity.

The audit carried out by AFNOR in 2017 evaluated the Ministry on three areas:

- Its compliance with the certification's specifications: HR management processes to ensure professional equality between women and men, especially in terms of recruitment, integration, training, career management and promotions.
- The match between objectives set in recent years by the Ministry in terms of professional diversity and current gender parity figures, so as to assess the effectiveness of ministerial action plans.
- Efforts towards continuous improvement of professional equality policies at the highest decision-making levels, as well as by managers.

Following this audit, the certification for professional equality was awarded to the MEAE for a period of four years, during which time it is required to strictly adhere to the certification criteria.

**Training activities** are longer (one to two days) and more specialized than awareness-raising actions. They are aimed at staffs who deal more specifically with gender-related issues at an international level as part of their responsibilities and those in management positions, central administration managers, network managers and project managers at the MEAE. They allow for a detailed analysis of gender-related issues and include training on gender mainstreaming in program and project cycles. Training sessions will be carried out by the Ministry or an outside service provider. Training will be provided to Ministry staff according to sector to better tailor the content to their respective needs.

### 3.1.4 Reinforce the network of gender equality liaison officers and focal points

In 2017, the network of gender equality liaison officers was composed of 142 people. This network coordinates gender equality activities between the central administration in Paris and the Ministry network and agencies in the field. Liaison

32. "Basic" training/awareness-raising actions, cross-cutting training creating a link with governance and development, and capacity-building on gender for consultants in line with their respective sectors, to prepare them for their monitoring, support and assistance responsibilities.

officers establish dialogue with local partners, monitor gender equality issues, communicate on French gender equality policy and promote the Ministry's strategy.

The MEAE organizes an annual working seminar on the sidelines of the annual plenary meeting of the "Gender and Development" (GED) platform where good practices are shared.

This strategy seeks to:

- Appoint gender equality liaison officers, contact points and focal points at each diplomatic post and each directorate of the Ministry. Liaison officers are appointed to posts with expanded or priority missions; contact points are appointed to posts with a diplomatic presence (25 posts) and ensure basic monitoring in these very small posts.<sup>33</sup> Focal points are responsible for the cross-cutting monitoring of gender equality issues within each central administration directorate. The hours that liaison officers dedicate to these missions will be evaluated on an *ex post* basis as part of the strategy follow-up in order to quantify the means allocated to this issue in the network. The number of liaison officers, contact points and focal points will increase by 2022.
- Distribute mission statements outlining liaison officers' mandates and roadmaps to support gender equality actions.
- Ensure more dynamic and interactive management of the network and the creation of a portal that liaison officers can access along with all gender tools available on it.
- Make an inventory and conduct a follow-up of all awareness-raising actions and trainings. The collection and transmission of gender-related data by diplomatic posts as well as the improvement of the traceability and sharing of information and contributions will be strengthened and expanded.
- Run a communication campaign on the MEAE's intranet site (Diplonet) to encourage employees to participate in updated gender training sessions.
- Create a French Republic women's rights award to recognize the best projects and initiatives developed by the diplomatic posts.

### 3.1.5 Systematically include gender equality in government agencies' strategies and actions

The Ministry has authority or joint authority over 12 agencies: the Agence pour l'Enseignement Français à l'Étranger (Agency for French Education Abroad, AEFE), Atout France (AF), the Agence Française de Développement (French Development Agency, AFD), Business France (BF), Campus France (CF), the French Media Cooperation Agency (CFI), Expertise France (EF), Institut Français (IF), the Centre de Coopération Internationale en Recherche Agronomique pour le Développement (French agricultural research and international cooperation organization, CIRAD), France Médias Monde (FMM), France Volontaires (FV) and the Institut de Recherche pour le Développement (French National Research Institute for Sustainable Development, IRD).

Remarkable progress has been made since the second strategy was adopted. Seven of the 12 agencies have included gender in their means and objectives contracts: AFD, AEFE, CF, CFI, EF, IF and FMM. In 2016, the AFD had 77 gender liaison officers while EF had 12.

The strategy requires that "agency" working groups are created to track the inclusion of gender in their actions and strategies: monitoring France's international gender equality strategy; reinforcing the accessibility, accountability, consistency and traceability of gender-related actions; and sharing good practices, information and tools. The twelve agencies will meet once yearly. Thematic working groups will be formed and will meet annually. Bilateral discussions will be encouraged to monitor particular points linked to stakeholders' specific needs.

The "Gender and Sustainable Development" working group, comprised of the AFD and EF, aims to achieve greater synergy for their gender-related actions. In particular, the group will be a forum for exchange on approaches, tools and good practices. It will also work to develop shared approaches and initiate joint collaborations (operational, communication, advocacy). The two agencies will also contribute to discussions during the annual seminar held by the MEAE on the sidelines of the GED platform's plenary meeting.

33. In 2017, the diplomatic network had 25 posts with a diplomatic presence. These posts are generally staffed by one or two expatriate staff members and between four and ten staff members in total.

The AFD will draw up a new strategy paper or a detailed road-map on gender issues to guide its gender-focused funding actions, pursue its efforts to strengthen internal gender-related skills for employees and managers, strengthen its internal teams' knowledge about gender issues, and continue reinforcing its network to disseminate basic gender-related information to bolster its teams' skills.

As part of this strategy, EF will:

- Continue internal capacity building. Following training held in 2017 for more than 200 employees on key gender-related issues and challenges, the agency plans to deepen its understanding and build its capacities through thematic training sessions that will cover all areas of action (25 to 30 themes) and provide thematic tool kits.
- Create distance learning tools for its experts and employees based in partner countries.
- Develop several projects with a gender focus in order to address the structural causes of gender inequality in all activity sectors. The gender strategy is designed to gradually scale up the number of projects either with a specific gender objective or entirely dedicated to gender issues. By 2022, the agency will work to develop its gender-based activities in most projects, and at least half its projects will be given the score of 1 or 2 according to the OECD's gender marker criteria.
- Adopt a monitoring and evaluation tool for gender-based actions.
- Capitalize on and enhance its gender-specific actions.
- Carry out an internal audit on professional equality and draw up an action plan for gender equality within the agency.
- Become a point of reference on the European and international stages, especially for donors.
- Obtain a gender-based certification.

The "Gender Equality, Culture, French and Media" working group, with representatives from the AEFÉ, CF, CFI, FMM and IF, strives to support these five agencies by overseeing the inclusion of gender in their means and objectives contracts, participating in gender-based training held by the MEAE, implementing a training plan, implementing and/or monitoring a professional

#### BOX 11

### Excellent turnout at the International Symposium on Education and Gender Equality, Boston, 2017

This event was organized in partnership with the Consulate General of France in Boston, Wellesley College and Sciences Po, Paris. It featured 75 high-level speakers from around the world (scholars, scientists, female/women leaders in business and government, artists, etc.) who came to debate on the topic of education as a vector to promote gender equality. Other topics included ways to combat preconceived ideas about women in science, the role of school programs to deeply change sexist behaviours, obstacles to equality in the workplace and the image of women in film and the media.

equality and gender parity plan, and appointing a gender liaison officer and/or bolstering a gender liaison officer network.

IF will pursue gender mainstreaming and monitoring in its 2017–2019 means and objectives contracts and will double down on its efforts to improve professional equality and gender parity. The equality liaison officer will participate in the "Gender Equality, Culture, French and Media" working group.

AEFE has integrated gender equality in its 2016–2018 means and objectives contracts. A gender equality liaison officer was appointed in 2015. There are some 500 French education institutions present in 137 countries; here, AEFÉ will ensure that educators and administrators play pivotal roles in learning and experiencing gender equality. Institutions in the network are asked to make gender equality a part of their annual institution plan and implement it. AEFÉ plans to hold training sessions on this theme for its educational teams (sports policy, guidance on social and gender stereotypes and ways to address them, staff training, promoting resources, etc.). With regard to the network's human resources departments, efforts to improve gender equality will be undertaken, including when filling director and manager posts. At the head office, all department heads will benefit from a gender awareness campaign or even training on gender equality and all staff will be asked to take such training as well.



CF will pursue its gender mainstreaming in actions, as set out in its 2018–2020 means and objectives contracts, in which gender is a key focus (development and promotion of monitoring tools, mapping, drafting and application of a gender equality policy, etc.). It will also appoint an equality liaison officer. CF, which manages scholarships granted by the French government, encourages gender parity with regard to access to this system, in coordination with diplomatic posts. The gender working paper written by this agency in 2016 shows that more than half of beneficiaries are women (52.4%). The strategy encourages CF to step up its actions to achieve gender parity in its international student mobility programs.

The CFI's 2018–2020 means and objectives contracts includes gender (inclusion of a gender marker for each project, development of gender-specific indicators among its project quality monitoring tools, availability of documentation on internal management procedures, project quality monitoring and evaluation). CFI has an equal pay policy in place and regularly makes adjustments to its pay scale. Furthermore, it should be noted that women make up more than half the members on the agency's employee representative bodies. The agency will appoint an equality liaison officer.

The FMM's 2016–2020 means and objectives contract includes gender issues, as did the previous contract. Gender equality is enshrined in its human resources policy commitments in terms of reducing pay gaps and increasing the number of women on air, whether journalists or experts. The 2016–2020 means and objectives contracts includes a specific indicator for gender parity with regard to management and remuneration. These efforts will be shored up and FMM will appoint a gender equality liaison officer.

The "Private, research and voluntary sectors" working group, with representatives from AF, BF, CIRAD, IRD and FV, will work on mainstreaming gender in all their means and objectives contracts and actions. Each of the agencies will appoint a gender liaison officer and have its employees complete gender training held by the MEAE.

## 3.2 Objective 2: Step up France's political advocacy efforts on gender equality

The aim is to enhance bilateral and multilateral policy leadership through French diplomacy with regard to gender equality and improve coordination with the SDGs, EU Gender Action Plan, the Paris Agreement and other sectoral strategies of the MEAE and its agencies, especially the strategy on population, sexual and reproductive health and rights, on education, vocational training and employment, and the 2018–2022 humanitarian strategy. Gender must be systematically included in all areas of work, whether related to development or not.

### 3.2.1 Ensure bilateral leadership on gender in close cooperation with the relevant diplomatic posts, directorates, ministries and agencies

The strategy encourages the inclusion of gender equality in the agendas of bilateral policy meetings. To do so, gender equality will be mainstreamed in the actions of diplomatic posts, through embassy action plans where possible. The aim is to encourage ambassadors to include gender issues in a way that is appropriate to the local context, increase the number of activities with a gender focus (cooperation projects, cultural events, round tables and

#### BOX 12

### Gender equality in the G7 and G20

The commitments made by heads of state and government at the most recent G7 Summits (Schloss Elmau, Ise-Shima, Taormina) and G20 Summit (Hamburg) to further gender equality reflect heightened collective awareness of the importance of women's economic empowerment and their access to training and education, particularly in the areas of science, technology, engineering and mathematics. As part of its new strategy, France will advocate putting gender equality firmly on the G7 and G20 agendas, both as a cross-cutting theme and so that concrete commitments may be enacted.

debates, etc.) and promote women's rights during negotiations with the host country or within the accreditation organization.

The strategy also promotes bilateral dialogue through frameworks for cooperation between embassies and external action partners, the AFD and its agencies, EU delegations, national authorities in charge of gender and/or women's rights, and CSOs. A public, annual high-level meeting on gender will be held by the stakeholders of the framework.

### 3.2.2 Enhance the promotion of gender equality within multilateral institutions and pursue gender mainstreaming across organizations and multilateral funds

France is a leading player in international and European forums and is committed at the highest levels to promoting women's rights and empowerment. Given the risks of normative regression, France will continue to work with its partners to defend ambitious positions for the empowerment of all women and girls and will be a standard bearer for women's rights in multilateral bodies such as the UNGA, Security Council, Human Rights Council, Council of Europe, G7 and G20.

#### BOX 13

### The Arms Trade Treaty

This treaty, which entered into force on 24 December 2014, makes provision for systems to control arms transfers. The exporting state must "take into account the risk of conventional arms [...] being used to commit or facilitate serious acts of gender-based violence or serious acts of violence against women and children" (Article 7, Paragraph 4). This is the first legally binding international instrument to include such a provision. France systematically ensures that its arms exports comply with the provisions of the Arms Trade Treaty and its other international commitments.

France will advocate a greater consideration of gender within governance bodies, boards of administration, and the executive and technical committees of the organizations and multilateral funds to which it belongs. French representatives will ensure that ambitious gender equality strategies are developed and implemented in these entities, including the World Bank, the Global Fund to Fight AIDS, Tuberculosis and Malaria (Global Fund), the Vaccine Alliance (GAVI), the International Organisation of La

#### BOX 14

### France's action for women's rights and equality in the EU

Gender equality is well addressed in European treaties: it is one of the shared values on which the EU was founded. The EU, in all its actions, is bound to eliminate inequality and promote gender equality. Accordingly, France supports the European Commission's initiatives to combat violence against women and human trafficking, to empower women and to fight discrimination and stereotypes. France has initiated multiple proposals to make Europe a better place for women.

France supports an ambitious policy for gender equality within European institutions. The adoption of the European Council's conclusions on gender equality in June 2016 is a step forward, but it is not as ambitious as having a dedicated European strategy. Nevertheless, one of the three chapters of the Interinstitutional Proclamation on the European Pillar of Social Rights adopted during the Social Summit in Gothenburg on 17 November 2017 includes the principle of equality between men and

women (equal opportunities and access to the labour market). Furthermore, several texts seeking to promote gender equality in the workplace have already been adopted (Council conclusions on Enhanced measures to reduce horizontal gender segregation in education and employment, EU Action Plan 2017–2019 to tackle the gender pay gap) or are under discussion (directives on equal treatment and on work/life balance).

As part of the EU's external Community action, France supports the GAP II covering 2016–2020 (see Section 1.6, The European framework, p. 11) and the implementation of guidelines on violence against women and eliminating all forms of discrimination adopted in 2008 during the French Presidency of the Council of the European Union. France also backs the priority that the High Representative of the Union for Foreign Affairs and Security Policy has placed on promoting women's rights in the EU's external relations.

Francophonie (OIF), or the UN organizations (Food and Agriculture Organization [FAO], UNICEF, UN Refugee Agency, World Health Organization [WHO], United Nations Development Programme [UNDP], International Labour Organization [ILO], etc.).

On the basis of its national legislative framework and ministerial guidelines, France is working within the Francophonie bodies to develop a comprehensive strategy on gender equality and the rights and empowerment of women and girls, which is to be adopted during the upcoming 17th Summit of La Francophonie in Yerevan, Armenia (October 2018). This cross-cutting strategy will seek to include gender equality in all international solidarity and development policies of the OIF and its agencies.

France will continue its efforts for gender parity among new recruits in La Francophonie agencies as well as Senghor University students and professors. This focus on gender equality will be ensured through increased attention to equal access for women to education in institutions affiliated with the Agence Universitaire de la Francophonie, and especially on how scholarships are granted by this agency.

France will continue to participate in efforts by the Union for the Mediterranean (UfM), particularly for the monitoring system to track commitments to bolster women's roles in society (third ministerial meeting in September 2013). It will pursue its commitments undertaken during the November 2017 Conference of Ministers in Cairo to strengthen the role of women in society.

France will call on international organizations to set the example in terms of gender parity and will advocate for women to be better represented in governance bodies and directorates, especially in fields traditionally viewed as masculine such as security, energy and transport.

Through the Council of Europe, France has actively participated in drawing up the Council of Europe Convention on preventing and combating violence against women and domestic violence; it was one of the Convention's first signatories in May 2011. France's goal is for the EU to accede to this convention.

Within UN bodies, France will continue to play a major role in the Commission on the Status of Women (CSW)<sup>34</sup> and the

Commission on Population and Development. France is committed to gaining input from civil society and its representatives, hence it will work to forge strong coalitions on gender equality. It will continue to advocate both targeted and broad measures that take gender-related issues into account at the General Assembly and the Economic and Social Council (ECOSOC).

At the Security Council, France contributed to the adoption of resolutions 1325, 1820, 1888 and 1960 on Women, Peace and Security that call on states to shore up protection of women during conflicts and increase women's participation in peace negotiations and decision-making processes. In 2010, it adopted a national action plan to implement these resolutions and will continue to champion their effective application at the Security Council, especially during its presidencies.

### 3.3 Objective 3: Increase and improve integration of gender equality in ODA

ODA is granted through three channels: bilateral cooperation (direct aid to a partner country via complementary instruments, namely specific projects, sector budget support, concessional lending, technical cooperation, debt forgiveness for developing countries; a portion of this funding is managed by AFD); European cooperation (development assistance managed by the European Commission, namely through the 10th European Development Fund); and non-EU multilateral cooperation (aid provided by international organizations).

#### 3.3.1 Increase financing for projects that aim primarily or significantly to reduce gender inequality

As of the end of 2016, French ODA with a gender focus accounted for 28% of bilateral ODA. This strategy seeks to bolster the consideration of gender in programmable bilateral ODA:

- Enhance the commitment of stakeholders and government agencies to reach the target of 50% of programmable bilateral ODA, in terms of funding volume, granted to projects that aim

34. This commission is the principle global intergovernmental body exclusively dedicated to the promotion of gender equality and women's empowerment. A functional commission of the United Nations Economic and Social Council (ECOSOC), it was established by Council resolution 11(II) of 21 June 1946 ([www.unwomen.org/en/csw](http://www.unwomen.org/en/csw)).

to primarily or significantly reduce gender inequality by 2022 (OECD gender equality policy marker scores 1 and 2).

- Ensure that agency means and objective contracts align with this objective:
  - In particular, the AFD will fund 50% of projects marked 1 and 2 in terms of volume on a yearly basis by 2022.<sup>35</sup>
  - The other components of programmable bilateral aid should enhance their efforts to achieve this target.
- Ensure that funding is substantially increased for projects with a primary aim of reducing gender inequality (OECD gender equality policy marker score 2). The AFD will have a minimum quantified target in terms of funding for programs marked 2 in absolute terms, in line with a plan to gradually increase funding to reach EUR 700 million annually by 2022, on the condition that sufficient resources are available.
- Enhance the inclusion of gender marking in project and program instructions and assessments and ensure that 100% of actions are assessed using the OECD marker. The MEAE will put an appropriate and coherent mechanism in place to ensure accountability and reporting to improve its marking results. For example, it will integrate OECD gender marking in its university cooperation tools (student scholarships, assistantship grants, Hubert Curien Partnerships for researchers, etc.) to better monitor female students and researchers' access to them.
- Ensure the systematic updating and use of tools to take gender into account in funding instruments and procedures. The strategy will ensure that project and program managers can justify the scores and encourage their application by all agencies in projects funded by France and other donors.

### 3.3.2 Ensure that our sectoral priorities are financed by means of CSOs and increase France's contributions to international organizations that champion gender equality

France will ensure that it:

- Identifies *ex post* the funding attributed to actions taken by the Ministry or its agencies in line with the various sectoral priorities of the strategy.
- Promote and increase the funding of programs aimed at mainstreaming gender in CSOs and those focused on sexual and reproductive rights and health, ensuring that part of the funding helps strengthen CSOs that specialize in gender issues and women's empowerment and rights. Particular attention will be paid to the issue of access for girls to primary and secondary education.
- Support leading UN agencies for gender issues and women's rights (UN Women and the United Nations Population Fund, UNPFA) by identifying opportunities to increase voluntary contributions and funding targeted programs/projects. In particular, France will double its contribution to UN Women, thus becoming one of the top 20 donors.
- Support projects/programs marked 1 and 2 financed by specific funds such as the French Muskoka Fund on sexual and reproductive, maternal, newborn and child health.
- Increase its financial contribution to gender issues in the international organizations of which it is a member.

France is the second most long-standing donor to the Global Fund to Fight AIDS, Tuberculosis and Malaria. The MEAE departments tasked with monitoring this fund (Directorate for Sustainable Development) will ensure that gender is considered when formulating country requests and providing instructions, monitoring and evaluating funded projects. The use of European funding by the agencies as well as France's direct contributions

35. It is important to note the lag time between implementing a strategy and seeing its impact in reported ODA figures. Projects receiving funding in year Y are signed in Y+2 or even Y+3, and do not reflect the same values (negotiations with counterparts, exchange rates, etc.). Following the signings, disbursement is spread out over time (generally in payments over a 10-year period). As a result, there is a substantial difference between the activity of the AFD, the AFD's payments and the portion of these payments that are eligible as ODA. This lag time implies that payments made in year Y (and the results in terms of gender scoring) reflect approvals from previous years and that gender scoring was performed during previous board meetings.

towards programs for gender equality will be better reflected and emphasized, most notably with regards to accountability and reporting.

### 3.3.3 Improve gender-responsive budgeting

Gender-responsive budgeting involves taking into account gender equality issues in budgetary processes and decisions and in the impact of income and expenditure on women and men with a view to correcting any disparities. Examining the budget from a gender perspective helps improve equality between women and men by promoting a more efficient and targeted use of public resources.

Dialogue between the MEAE and the HCE will be established to integrate gender-responsive budgeting when implementing the strategy, in conjunction with the department of the Secretary of State for Gender Equality.

## 3.4 Objective 4: Improve and strengthen the visibility, transparency and accountability of action taken by the Ministry and its agencies for gender equality

### 3.4.1 Communicate transparently and without perpetuating gender stereotypes

The MEAE and its agencies have made significant progress in eliminating gender stereotypes in their communication, even if efforts must be pursued.

The Ministry and its agencies will commit to using both feminine and masculine forms in its messages and to indicate the full identity of both women and of men. The Ministry's online publications (spokesperson declarations, articles on France Diplomatie, content on Diplonet, social media, etc.) will also use feminine and masculine forms equally.

Ministry directorates and diplomatic posts abroad will be particularly vigilant when it comes to representing women in the various professions in the Ministry in its public communication. The Ministry will make sure that it does not represent women and men in a stereotypical way.

The Ministry (central administration and diplomatic posts) and its agencies will:

- Continue to ensure compliance with the HCE's recommendations.<sup>36</sup>
- Make communications staff aware of gender equality issues and include awareness of gender issues in training related to communication and the press.
- Continue to underline the work of female employees in content designed for internal use and when communicating with the general public.
- Ensure a balanced representation of women and men in public events it organizes (conferences, workshops, etc.).
- Promote equal use of masculine and feminine forms in publications and implement the rules of writing defined by the circular of 17 November 2017 relating to the rules of feminization and drafting texts destined for publication in the *Journal officiel de la République française* government gazette.

### 3.4.2 Strengthen the accountability of ODA that supports gender equality

The following actions will strengthen the accountability and transparency framework:

- a) **A better definition of expected outcomes.** A limited number of integrated indicators and a logical framework provide the basis for accountability (Appendix). Scores 1 and 2 are presented and analysed separately, as in the previous strategy.
- b) The implementation of a **relevant and coherent framework for accountability** and internal monitoring of outcomes (Appendix). France has stepped up and improved accountability reporting for its ODA (biannual report to Parliament, budget

36. High Council for Gender Equality, *Guide pour une communication publique sans stéréotype de sexe*, 2016. Available in French only.

programming every three years, increasingly detailed appendices to draft funding bills) and dialogues regularly with its partners on a local level. The MEAE will continue its gender-marking efforts by strengthening and harmonizing its internal accountability tools. Discussions on the modernization of programming tools for budget and expenditure are necessary to facilitate accountability reporting. One of the challenges involves integrating sex-disaggregated data into all actions carried out to facilitate data collection and ODA traceability. A coordinated procedure with the Ministry departments, other ministries and agencies should be implemented and result in consistent reporting. The projects marked 1 and 2 will be posted on line in such a way that they can be identified (amounts, partners, objectives, results, reports, etc.).

An internal evaluation mechanism needs to be implemented in conjunction with the department in charge of evaluation at the MEAE and its agencies, especially the AFD. A working group will be mandated to follow up this reinforced accountability framework, bringing together the relevant Ministry directorates (Directorate-General for Global Affairs, Culture, Education and International Development/Human Development Department and Delegation for Budget and Operators), the Directorate General of the Treasury which operates under the Ministry of the Economy and Finance,<sup>37</sup> the AFD and the OECD-DAC GENDERNET.

c) An **external evaluation** will be handled by the HCE as in the previous gender strategy. It will carry out full evaluations on a biennial basis to have greater perspective and ensure measures are more effective.<sup>38</sup> Short reports and ad-hoc exchanges on specific topics will occur during the intervening years, in particular regarding funding data.

d) **Establishing clearer gender accountability tools.** The Ministry will rely on the tools developed by the OECD GENDERNET to draw up handbooks for the network:

- A practical guide with recommendations aimed at promoting better usage of marking and facilitating its implementation.
- A document that recommends a set of new minimum criteria for the three gender marker categories (0, 1 and 2), the aim of which is to promote a common understanding of the minimum

## BOX 15

### The OECD-DAC gender equality policy marker

This marker is a way of screening development projects and programs as follows:

- 0: The project has been screened but does not target gender.
- 1: The project seeks to improve gender equality or address gender inequality as a significant or secondary sub-objective.
- 2: The project has gender equality or addressing gender inequality as its principal objective.

The strategy will use new criteria, established in 2016, to refine the analysis of its effect on gender equality.

## BOX 16

### France's involvement in the OECD-DAC GENDERNET

The Network on Gender Equality (GENDERNET) is a subsidiary body of the Development Assistance Committee and is the only international entity that brings together gender experts from development cooperation agencies with the aim of defining common approaches to support gender equality and women's rights. France supports the work carried out by GENDERNET and is currently a member of the network's Bureau; its previous membership spanned 2011-2013. It will have an influential role in international processes (implementation of the Paris Declaration on Aid Effectiveness, Accra Agenda for Action, Busan Partnership for Effective Development Co-operation, UN Commission of the Status of Women, etc.). France will also be at the forefront of the monitoring and analysis work of aid with a gender focus, in comparison with the other members of the DAC, and the improvement of the quality and effectiveness of DAC members' ODA.

conditions required for each category, facilitate the scoring process and strengthen the comparability of data reported by the DAC agencies.

37. It is tasked with relations with multilateral institutions, issues relating to indebtedness (secretariat of the Paris Club), monetary cooperation with the countries in the Franc zone, financial cooperation (global budgetary aid) with countries in Africa, the Caribbean and the Pacific (ACP) and trade policy (WTO negotiations on development).

38. This report of the HCE, n° 2017-09-29-INT-029, 13th of October 2017, p.17.



Recent work by the DAC noted that quantity tended to be given more importance in ODA gender marking to the detriment of quality, which led to calls for more attentive qualitative analysis. An internal evaluation on improving gender marking, carried out in conjunction with the agencies, will include discussions on the qualitative impact of French ODA with a gender focus.

To ensure a better evaluation of ODA projects, the Ministry and its agencies will also discuss, together with the HCE, qualitative and impact indicators that could be integrated into the accountability framework of this strategy to measure the inclusion of gender equality in the projects implemented.

e) **Increased transparency** (data readability, visibility and publication). Ensuring the transparency of aid is a major priority to further understanding and legitimacy of development cooperation policies as well as to strengthen aid effectiveness. Accordingly, France has made transparency a key component of its processes and practices.

Since the Paris Declaration on Aid Effectiveness (2005), France has made considerable efforts to publish more information about its aid. For example, under France's open data policy, in place since 2011, information on development aid has been posted on the French open public data platform ([data.gouv.fr/en/](http://data.gouv.fr/en/)). This strategy will strengthen transparency with regard to ODA with a gender focus, most notably via the implementation of partnerships with research institutions in conjunction with the OECD.

## 3.5 Objective 5: Strengthen ties with civil society actors, the private sector and research stakeholders to fight gender inequality

### 3.5.1 Enhance the expertise and visibility of French civil society organizations with regard to gender equality

The MEAE created the GED platform<sup>39</sup> in 2006. This platform brings together various types of stakeholders involved in the

issues of gender, development, cooperation and international solidarity, including public authorities and elected officials, development institutions, NGOs, migration-focused solidarity organizations and regional multi-stakeholder networks, local and regional authorities, and the research and university community. The platform has biennial plenary sessions, monitors the implementation of the MEAE's gender strategy and develops thematic work. It is run by the Ministry's Human Development Department, in consultation with representatives from civil society, the research sector, ministries, international institutions and parliamentarians.

Civil society organizations support the Ministry in its reflection on policy guidelines on gender, issue practical recommendations and advocate women's rights internationally. Several thematic working groups were set up between 2015 and 2017: Gender and Climate, Gender and Youth and Gender Strategy.

Under the current strategy, the aim is to:

- Strengthen the tools needed to share information and experiences among the groups involved and the gender liaison officers.
- Make the platform more visible (e.g., events, communication) and encourage stakeholders to communicate on the gender strategy and the GED platform.
- Strengthen interaction with the government agencies and other civil society stakeholders and further mobilize groups who are involved but less present (local and regional authorities, parliamentarians, the private sector, other ministries) in the follow-up of the strategy, with the aim of bolstering the multi-partner aspect of the network.
- Promote a greater dynamic within the working groups, better integrate the migration-focused solidarity organizations and create a new working group ("Migration & Sexual and Reproductive Health Rights").

As mentioned previously, the strategy will support the CSOs that specialize in gender issues and women's rights and bolster non-specialist CSOs in their internal practices and gender

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39. [www.genre-developpement.org/](http://www.genre-developpement.org/)

equality and development issues by implementing a support mechanism for gender mainstreaming in CSO practices and micro-projects.

Furthermore, in order to enhance good governance - a central pillar of the partnership between the MEAE and civil society - and in response to the growing expectations of civil society following the National Development and International Solidarity Conference, the Conseil National pour le Développement et la Solidarité Internationale (**National Council for Development and International Solidarity, CNDSI**) was set up. The CNDSI is a forum where multiple stakeholders can have an open, high-level discussion on issues at stake in terms of international solidarity and development policy. This strategy will strengthen dialogue with the CNDSI.

### 3.5.2 Strengthen links with the private sector

This strategy encourages discussion on gender mainstreaming in economic diplomacy through Business France and Atout France. For example, this strategy encourages the agencies that have links with businesses to consider how conditions may be made more favorable to ensure the equitable expatriation of women and men.

This strategy also recognizes the seven UN principles on women's economic empowerment and encourages private sector companies and government agencies to include the SDGs, and in particular SDG 5, in their strategies. To this end, this strategy encourages stronger ties to the Global Compact.

Gender equality in the private sector is a driver of social and societal change that falls within the scope of corporate social responsibility (CSR). While the respect of basic rights in companies has been generally well covered, with a French action plan devoted to this topic adopted on 27 April 2017, gender issues were not dealt with specifically in the text. It would therefore seem useful to better identify the issues linked to this theme in relation to companies' activities abroad, and especially:

- The impact on human resources when a company internationalizes its business activities.
- The impact of activities undertaken by businesses in favour of gender equality at the local community level, both internally and externally.

The **CSR platform** (a national platform for global corporate social responsibility actions) is a consultative body under the authority of the Prime Minister that brings together several stakeholders. It will be called upon to contribute to the links between gender issues and CSR in businesses' international activities.

### 3.5.3 Fight gender stereotypes and discrimination

In an attempt to raise awareness and develop communication on gender equality issues, specific events will be promoted in conjunction with the relevant MEAE divisions, diplomatic posts and agencies, such as:

- Programs where up-and-coming figures committed to the cause of women's rights are invited, in partnership with the Centre for Analysis, Forecasting and Strategy (CAPS) to the Ministry.
- The women's rights prize awarded by embassies in conjunction with the gender liaison officer network.
- During trips abroad, meetings of ministers and political figures and civil society representatives committed to women's rights.

### 3.5.4 Pursue efforts to strengthen and capitalize on research on gender issues

Although research in France and French-speaking countries on gender issues and development is essential to pushing forward the debate on gender equality, it is still rare, undervalued and lacking visibility. The evaluation of the previous strategy by the HCE and the GED platform also reveals a lack of financial means and the poor institutionalization of research that seems to be largely reliant on individual initiatives (French National Center for Scientific Research [CNRS], IRD, etc.). Placing research at the core of France's advocacy efforts would provide valid research data to rely on, whether research-based action data in partnership with CSOs or academic data collected from CSO actions, etc.

The commitment to research into gender inequality will be maintained and intensified in partnership with the relevant Ministry directorates and agencies, the private sector, universities and research centres, in particular by focusing on:

- More accurate and exhaustive identification of the activities of the French cooperation system, and the promotion and communication of existing research work in this field.
- Analysis of the potential convergence with the private sector (CSR) by cataloguing the existing initiatives financed by private funds, since research stakeholders cannot solely be funded by the programs and financing coming from the MEAE and the AFD.<sup>40</sup>
- Synergies and partnerships to be researched in collaboration with the MEAE departments in charge of research (Directorate for Culture, Education, Research and the Network), the agencies (IRD and CIRAD) and the AFD. Partnerships can be strengthened with specialized research programs on gender issues and equality, such as the Gender Knowledge Research and Education Programme (PRESAGE) backed by Sciences Po Paris, the Centre for Education, Documentation and Research on Women's Studies

(CEDREF) and the Universities of Toulouse and Lyon. These synergies could lead to the launch of research in fields such as gender in French diplomacy; masculinities; gender and climate change; femicide; issues of governance, crisis management and recovery; women's health and sexual and reproductive health, etc.

- Pursue and update the identification work on: a) French-speaking university and masters' courses which specialize in gender and/or target development issues; b) the mobilization of French universities and research bodies, French research networks abroad, either in specific sectors or in general; c) the agencies and the cultural network; and the consideration of gender in French education on development and international issues.
- Discussions on the implementation of a mechanism hosted by the GED platform to share and publicize the actions of the various stakeholders.

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40. Second "Gender and Development" mid-term evaluation report, HCE, 14 October 2016, p. 13.

# Appendix

## ACCOUNTABILITY FRAMEWORK

The accountability framework enables the strategy to be monitored and evaluated by the MEAE. In accordance with the HCE's recommendations, discussions will be initiated on the qualitative indicators within the scope of an internal evaluation, using the table below.

**Main objective: Systematically mainstream gender equality and gender issues in France's external action.**

**Specific objective 1. Promote a stronger institutional culture of gender equality and the consideration of gender issues within the Ministry and its agencies**

Objectives and expected outcomes	Results indicators	Stakeholders	Timeline for completion
<b>1.a</b> Governance and internal institutional leadership for the gender strategy are structured and formalized.	<ul style="list-style-type: none"> <li>• High-level steering of the strategy carried out by the secretary-general of the MEAE.</li> <li>• Secretariat assured by the Human Development Department.</li> <li>• At least one annual follow-up meeting chaired by the secretary-general or their representative, with representatives from the Ministry's directorates and its agencies.</li> </ul>	Office of the secretary-general, senior official responsible for gender equality, DGM/DDD/HUMA.	Continuous.
<b>1.b</b> MEAE's internal practices on professional equality are improved and reinforced.	<ul style="list-style-type: none"> <li>• Increase in the number of women at top management and ambassadorial level.</li> <li>• Institutional communication highlighting gender equality issues.</li> <li>• Number of HR tools updated to ensure professional equality and equal pay.</li> <li>• Framework for handling harassment and violence in the workplace institutionalized, formalized and implemented.</li> </ul>	DGA, senior official for gender equality, DGM, HR, departments.	Continuous and evolving.
<b>1.c</b> Internal work on professional equality between women and men at the Ministry and on France's international action on gender is coordinated and visible.	<ul style="list-style-type: none"> <li>• At least one initiative organized every year, combining the two dimensions for a strengthened policy message on gender (on 8 March or another symbolic date).</li> <li>• Coordinated internal communication and new content posted on internal communication platforms (Diplonet, Diplomatie).</li> </ul>	Senior official for gender equality, DGM, DCP, HR.	Continuous and evolving.

<p><b>1.d</b> MEAE staff are sensitized, and trained in, gender issues:</p> <ul style="list-style-type: none"> <li>• Awareness of gender issues is integrated into staff training programs.</li> <li>• More specific training in gender issues is offered to gender liaison officers.</li> </ul>	<ul style="list-style-type: none"> <li>• Percentage of staff trained.</li> <li>• All gender liaison officers have been trained in the context of the annual gender liaison officer seminars.</li> </ul>	MEAE: DGM, DGA, HR, senior official for gender equality, training providers.	Yearly (HR calendar, training and seminar calendar).
<p><b>1.e</b> MEAE staff are supported in mainstreaming gender in their actions via a strengthened network of liaison officers and active participation of diplomatic posts.</p>	<ul style="list-style-type: none"> <li>• Increase in the number of gender liaison officers, and the network of gender liaison officers integrates staff from all directorates and agencies.</li> <li>• A dynamic network of liaison officers; a platform that serves as a point of reference on communication, exchanges and publications that showcases good practices and updated tools.</li> <li>• An annual activity report submitted by each liaison officer.</li> <li>• Increase in the number of communication projects, plans and events, and in budgetary programming integrating gender in the embassies.</li> </ul>	Boards of directors, agencies. Senior official for gender equality, GED platform, training providers.	Continuous.
<p><b>1.f</b> The MEAE sectoral and geographic directorates develop actions with a gender focus in an attempt to work across multiple issues.</p>	<ul style="list-style-type: none"> <li>• Annual meeting of geographic- and sector-specific directorates.</li> <li>• Number of common communications and events.</li> <li>• Number of Ministry sectoral strategies integrating gender and number of gender liaison officers within directorates.</li> </ul>	Central administration directorates, senior official for gender equality, training providers.	Continuous.
<p><b>1.g</b> Awareness-raising and training at the agencies.</p>	<ul style="list-style-type: none"> <li>• Number of gender awareness and training plans (awareness of gender issues is systematically integrated into the training of agency managers. Additional training is organized for gender liaison officers).</li> <li>• Increase in the number of gender liaison officers, with a specific mandate.</li> <li>• Participation of gender liaison officers in the annual seminar of MEAE liaison officers.</li> <li>• Short annual activity report prepared by each gender liaison officer.</li> </ul>	The 12 agencies under the authority of the MEAE (AFD, EF, IF, AEFE, CF, FMM, CFI, FV, AF, BF, IRD and CIRAD); Ministry (DGM).	Continuous.
<p><b>1.h</b> The agencies have integrated gender in an effective and systematic way into their strategies and actions.</p>	<ul style="list-style-type: none"> <li>• All agency means and objectives contracts include gender in their strategies and actions (funding, research, culture and media, economic activities, volunteering, etc.).</li> <li>• An "Agencies" working group is created and run to mainstream gender and monitor the strategy, taking into account the levels of progress of the agencies; sub-groups are set up based on sectors.</li> </ul>	The 12 agencies under the authority of the MEAE (AFD, EF, IF, AEFE, CF, FMM, CFI, FV, AF, BF, IRD and CIRAD), MEAE (DGM).	Continuous.

## Specific objective 2. Step up France's political advocacy efforts on gender equality

Objectives and expected outcomes	Results indicators	Stakeholders	Timeline for completion
<b>2.a</b> Gender equality is a key consideration in France's dialogue and political interventions on every institutional level.	<ul style="list-style-type: none"> <li>• Number of actions of political advocacy organized and coordinated in conjunction with all the directorates.</li> <li>• A high-level annual event is held in line with the priority sectors and the international agenda.</li> <li>• Increase in the number of actions supported by French representatives for the integration of gender in multilateral political bodies and bilateral dialogues.</li> <li>• A French Republic women's rights and gender issues award is created to recognize the gender liaison officers' best projects/initiatives.</li> </ul>	MEAE (office of the secretary-general, thematic ambassadors, directorates, DGM, CAPS, senior official for gender equality, embassies); AFD, EF and agencies.	Continuous, plus an annual high-level meeting.
<b>2.b</b> Gender equality is a key consideration in bilateral dialogue.	<ul style="list-style-type: none"> <li>• Consultation and dialogue framework on gender set up by diplomatic posts in the host countries (embassies, national authorities in charge of gender and of women's rights, EU delegations, AFD).</li> <li>• All meetings and events with civil society and publication/communication are catalogued.</li> <li>• Increase in the number of country requests, bilateral political meetings and instructions given to heads of posts integrating gender.</li> </ul>	MEAE (office of the secretary-general, thematic ambassadors, directorates, DGM, senior official for gender equality, embassies, AFD, EF and agencies. State Secretariat for Gender Equality, interministerial delegate for gender equality (DGCS). Stakeholders and agencies in the field.	Continuous and yearly.
<b>2.c</b> France's involvement in gender issues is strengthened in multilateral forums and its leadership role in dominant and innovative subjects is reaffirmed.	<ul style="list-style-type: none"> <li>• Number of international bodies and events in which France actively participates (CSW, COP, UNGA, OIF, UfM, G7/G20, etc.).</li> <li>• French presence in governance bodies of organizations of which it is a member.</li> <li>• Increase in the number of meetings/consultation platforms organized with the relevant ministries, the agencies and civil society in international negotiations.</li> </ul>	MEAE (Office of the Secretary-General, thematic ambassadors, directorates, DGM, senior official for gender equality, United Nations ambassadors-PR, Brussels, OECD, etc.).	Continuous and presence at international events (international calendar).
<b>2.d</b> Gender equality is taken into account across the board in the financial instruments of multilateral funds that France finances and/or administers.	<ul style="list-style-type: none"> <li>• Increase in the number of strategies, country requests, plans of action considering gender issues (plus management, monitoring and evaluation) in multilateral funds (Global Fund, GAVI, GPE, UfM, OIF, etc.).</li> <li>• Increase in the number of governance and directorate bodies taking parity objectives into account.</li> <li>• The French contribution to the European Development Fund is reflected and underlined in gender-related ODA reporting.</li> </ul>	MEAE (office of the secretary-general, thematic ambassadors, directorates, DGM, senior official for gender equality, United Nations PR Ambassadors, Brussels, OECD, etc.).	Continuous.



### Specific objective 3. Increase and improve consideration of gender equality in ODA

Objectives and expected outcomes	Results indicators	Stakeholders	Timeline for completion
<b>3.a</b> Programmable bilateral ODA contributing to gender equality has increased.	<ul style="list-style-type: none"> <li>• 50% of programmable ODA by volume funds projects/programs marked 1 and 2 by volume of annual commitment by 2022.</li> <li>• As regards the AFD, 50% of projects marked 1 and 2 by volume of annual commitment by 2022.</li> <li>• By 2022, the AFD aims to grant EUR 700 million every year to programs marked 2, provided that sufficient resources are available. 100% of projects/programs appraised for funding should apply OECD marker scores.</li> <li>• Number and quality of support tools to take into account gender issues systematically used for financing instruments (guide to the use of the marker, evaluation and scoring grid).</li> <li>• Projects and program leaders justify the marker 0 based on the new OECD criteria for the marker.</li> </ul>	MEAE (office of the secretary-general, thematic ambassadors, directorates, DGM); AFD, EF and relevant agencies; decentralized cooperation.	Progress bar: <ul style="list-style-type: none"> <li>• 30% in 2018</li> <li>• 35% in 2019</li> <li>• 40% in 2020</li> <li>• 45% in 2021</li> <li>• 50% in 2022</li> </ul>
<b>3.b</b> All stakeholders involved with bilateral programmable ODA have mainstreamed gender in line with the upward trajectory of ODA with a gender focus.	<ul style="list-style-type: none"> <li>• Number of agencies' means and objectives contracts including quantitative gender objectives. The other bilateral funding instruments include quantitative gender objectives in their strategies/roadmaps.</li> </ul>	MEAE, other ministries involved in ODA, AFD, EF and relevant agencies, decentralized cooperation.	Continuous.
<b>3.c</b> French contributions to international organizations playing a leading role in gender issues are increasing.	<ul style="list-style-type: none"> <li>• Increase in the contributions to UN Women and UNFPA to put France among the top 20 donors.</li> </ul>	Ministry, AFD, EF, other agencies.	Continuous.
<b>3.d</b> The strategy's sectoral priorities are funded.	<ul style="list-style-type: none"> <li>• Number of agencies' means and objectives contracts and programs which include sectoral priorities and number of large-scale and structuring programs funded on these themes that are subject to accountability reporting.</li> <li>• Structuring programs financed annually by a specific fund (such as the French Muskoka Fund) are the subject of accountability reporting.</li> <li>• Number of in-depth thematic or geographical analyses on the problems of gender inequality produced by the diplomatic posts and the agencies.</li> </ul>	AFD, EF, other agencies, organizations and multilateral funds, MEAE (DGM). MEAE (office of the secretary-general, thematic ambassadors, directorates, DGM, senior official for gender equality, UN PR ambassadors, Brussels, OECD...).	Continuous.
<b>3.e</b> Gender-responsive budgeting discussions lead to concrete solutions to refine ODA with a gender focus.	<ul style="list-style-type: none"> <li>• HCE study on gender-responsive budgeting; recommendations formulated and taken into account to improve the presentation of ODA with a gender focus.</li> </ul>	Ministry (all departments, diplomatic posts), AFD, EF.	Continuous.

#### Specific objective 4. Improve and strengthen the visibility, transparency and accountability of the action of the Ministry and its agencies for gender equality

Objectives and expected outcomes	Results indicators	Stakeholders	Timeline for completion
<b>4.a</b> Ensure transparent communication respecting public communication criteria without gender stereotypes.	<ul style="list-style-type: none"> <li>• Institutional communication plan highlighting gender issues and gender equality.</li> <li>• Number of communication staff trained on gender equality.</li> <li>• Number of public events (seminars, conferences, etc.) where there is a balanced representation of women and men among the speakers.</li> <li>• The rules of writing as set out in the 17 November 2017 circular are implemented and stereotypes are eliminated from texts.</li> </ul>	DCP, DGM, directorates and diplomatic posts, agencies.	Continuous.
<b>4.b</b> A coherent and adapted accountability framework is implemented and rigorously applied.	<ul style="list-style-type: none"> <li>• Number of internal accounting and traceability tools implemented.</li> <li>• Working group for monitoring results is set up.</li> <li>• An annual self-assessment is carried out and steered by the working group in conjunction with the department responsible for evaluation at the MEAE and the AFD.</li> </ul>	MEAE (DGM), AFD, EF, OECD.	Continuous.
<b>4.c</b> The strategy is evaluated by the HCE.	<ul style="list-style-type: none"> <li>• Full biannual evaluation is carried out.</li> <li>• Biennial implementation report based on a predetermined format to facilitate data-gathering established by the Ministry, the diplomatic posts and the agencies.</li> <li>• Short thematic annual evaluation carried out.</li> </ul>	HCE, MEAE (directorates and diplomatic posts), AFD and all agencies.	Every year and every two years.
<b>4.d</b> The indicators and outcome data on gender are refined.	<ul style="list-style-type: none"> <li>• The new OECD criteria for the analysis of markers made available to the diplomatic posts and liaison officer network to update the support tools to take into account gender in financing instruments and procedures.</li> <li>• Internal evaluation launched on the improvement of the gender marker and the qualitative impact of France's ODA with a gender focus.</li> </ul>	MEA, agencies.	2018 and continuous.

## Specific objective 5. Strengthen ties with civil society actors, the private sector and research stakeholders to fight gender inequality

Objectives and expected outcomes	Results indicators	Stakeholders	Timeline for completion
<b>5.a</b> The GED platform is strengthened, and the visibility of its actions is promoted.	<ul style="list-style-type: none"> <li>File-sharing websites and social networks are given content dealing with the implementation of the strategy and news about the platform.</li> <li>An annual themed event is held on the sidelines of the GED platform plenary meeting.</li> <li>The working groups that were set up are being actively run. A funding mechanism within the GED platform has been formalized.</li> </ul>	MEAE (DGM), GED platform.	Continuous.
<b>5.b</b> CSOs specializing in gender and women's rights are supported, and non-specialist CSOs are assisted with their internal practices and policies on gender and development.	<ul style="list-style-type: none"> <li>Funding mechanism for micro-projects dedicated to gender in CSO practices has been implemented.</li> <li>Number of education projects for international development and solidarity integrating gender that have been supported.</li> </ul>	Ministry (DGM/CIV), AFD, EF, GED platform, CSO.	Continuous.
<b>5.c</b> The public is sensitized on gender issues and gender stereotypes are countered.	<ul style="list-style-type: none"> <li>Number of innovative events and initiatives organized to promote women's rights (programs inviting up-and-coming figures, embassy award for women's rights, etc.).</li> <li>Number of initiatives to fight gender-based stereotypes in collaboration with the agencies.</li> </ul>	Ministry: DGM, CAPS, DGP, senior official for gender equality, diplomatic posts. AFD and relevant agencies (IF, FMM, CFI, FV).	Continuous; annual events on women's rights.
<b>5.d</b> Ties with the private sector are strengthened to ensure meaningful participation of women in economic decision-making forums.	<ul style="list-style-type: none"> <li>A study with recommendations on the relationship between gender issues and the conduct of companies abroad drawn up by the CSR platform.</li> <li>Number of partnerships and initiatives implemented with the private sector and the agencies.</li> </ul>	DEEIT, CSR platform, AF, BF, DGM.	Continuous.
<b>5.e</b> The potential for convergence with the private sector is analysed and the use of CSR is encouraged.	<ul style="list-style-type: none"> <li>A database for existing initiatives financed by private funds (e.g., corporate foundations) is created.</li> </ul>	DGM, senior official for gender equality, AFD, research agencies (IRD, CIRAD), GED platform.	In 2018. Continuous.
<b>5.f</b> Research work on gender equality in which France participates is identified.	<ul style="list-style-type: none"> <li>Content is published and regularly updated on the MEAE websites and intranet sites.</li> <li>All university courses and masters' degrees specializing in gender and/or development.</li> <li>Updated database.</li> <li>Regular funding for agency activities.</li> </ul>	DCP, DGM, senior official for gender equality, AFD, EF, research agencies (IRD, CIRAD), GED platform.	In 2018 and 2019. Continuous.
<b>5.g</b> Partnerships are set up with MEAE directorates, research agencies, the private sector and CSOs to launch and make public the sectoral work on gender and to encourage sectoral dialogue on gender.	<ul style="list-style-type: none"> <li>An annual study on one of the sector-based themes of the strategy (gender in French diplomatic action, migration and climate change, femicides, sexual and reproductive health rights, economic empowerment of women, etc.).</li> </ul>	DGM, geographic-specific directorates, AFD, research agencies (IRD, CIRAD), CSO.	Every year and continuous.

# Acronyms and abbreviations

<b>AEFE</b>	Agence pour l'Enseignement Français à l'Étranger (Agency for French Education Abroad)
<b>AF</b>	Atout France
<b>AFD</b>	Agence Française de Développement (French Development Agency)
<b>BF</b>	Business France
<b>CAPS</b>	Centre for Analysis, Forecasting and Strategy
<b>CF</b>	Campus France
<b>CFI</b>	Agence française de développement médias (French Media Cooperation Agency)
<b>CICID</b>	Comité Interministériel de la Coopération Internationale et du Développement (Interministerial Committee for International Cooperation and Development)
<b>CIRAD</b>	Centre de Coopération Internationale en Recherche Agronomique pour le Développement (French agricultural research and international cooperation organization)
<b>CNDSI</b>	Conseil National pour le Développement et la Solidarité Internationale (National Council for Development and International Solidarity)
<b>CSO</b>	civil society organization
<b>CSR</b>	corporate social responsibility
<b>DAC</b>	Development Assistance Committee (OECD)
<b>EEAS</b>	European External Action Service
<b>EF</b>	Expertise France

<b>EU</b>	European Union
<b>FAO</b>	Food and Agriculture Organization
<b>FGM</b>	female genital mutilation
<b>FMM</b>	France Médias Monde
<b>FV</b>	France Volontaires
<b>GAVI</b>	Vaccine Alliance
<b>GED</b>	Plateforme Genre et développement (Gender and Development)
<b>HCE</b>	High Gender Equality Council
<b>HIV</b>	human immunodeficiency virus
<b>IF</b>	Institut Français
<b>IRD</b>	Institut pour la Recherche et le Développement (French National Research Institute for Sustainable Development)
<b>MEAE</b>	Ministry for Europe and Foreign Affairs
<b>ODA</b>	official development assistance
<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>OIF</b>	Organisation internationale de la Francophonie (International Organisation of La Francophonie)
<b>SDG</b>	Sustainable Development Goal
<b>UNGA</b>	United Nations General Assembly
<b>UNPFA</b>	United Nations Population Fund

#### Agencies under the authority of the MEAE\* and other bodies

<b>AEFE*</b>	Agence pour l'enseignement français à l'étranger
<b>AF*</b>	Atout France
<b>AFD*</b>	Agence Française de Développement
<b>BF*</b>	Business France
<b>CAPS</b>	Centre for Analysis, Forecasting and Strategy
<b>CF*</b>	Campus France
<b>CFI*</b>	Agence française de développement médias
<b>CIV</b>	Delegation for Civil Society Relations and Partnerships
<b>CIRAD*</b>	Centre de coopération internationale en recherche agronomique
<b>DCP</b>	Directorate for Communication and Press
<b>DDD</b>	Directorate for Sustainable Development
<b>DEEIT</b>	Directorate for Business, the International Economy and Tourism Promotion
<b>DGA</b>	Directorate-General for Administration and Modernization
<b>DGM</b>	Directorate-General of Global Affairs
<b>DGP</b>	Directorate-General for Political and Security Affairs
<b>EF*</b>	Expertise France
<b>FMM*</b>	France Médias Monde
<b>FV*</b>	France Volontaires
<b>HUMA</b>	Directorate General for Human Resources
<b>IF*</b>	Institut Français
<b>IRD*</b>	French National Research Institute for Sustainable Development

#### International bodies and events in which France actively participates

<b>COP</b>	Conference of the Parties
<b>CSW</b>	Commission on the Status of Women
<b>G7/G20</b>	Group of Seven/Group of Twenty
<b>OIF</b>	International Organisation of la Francophonie
<b>UfM</b>	Union for the Mediterranean
<b>UNGA</b>	United Nations General Assembly



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## FRANCE'S INTERNATIONAL STRATEGY ON GENDER EQUALITY (2018–2022)

While the situation of women in the world has improved over the past decade, in 2017 they still earned on average 20% less than men, owned under 20% of the world's land and one in every three risked having sexual or physical violence inflicted upon them. These figures underscore that equality between women and men is one of the main struggles of our time and that every single country must step up its efforts.

In order to meet this challenge, the international community has put gender equality at the core of the 2030 Agenda for Sustainable Development, with a dedicated goal (SDG 5) and integrated targets. Equality is also at the heart of 11 of the 17 SDGs. In accordance with its international commitments, France has made gender equality an overarching principle that applies to all of its international policies.

*France's International Strategy on Gender Equality (2018-2022)* is the outcome of intensive consultations with a host of both French and international stakeholders and, for the coming five years, will be the main reference for all of France's institutions that operate globally. The strategy focuses on five objectives: promote and strengthen the institutional culture of gender equality and ensure that gender is taken into account within the Ministry for Europe and Foreign Affairs and among its agencies; intensify France's political advocacy for gender equality; increase and improve the consideration of gender equality in official development assistance; improve and strengthen the visibility, transparency and accountability of the action of the Ministry and its agencies in terms of gender equality; and bolster the ties with actors from civil society, the private sector and the research community in the fight to eliminate inequalities between women and men.