

FRENCH FOCAL POINT: CEDRA

RAPID RESPONSE 2

**IMPLEMENTING THE DIRECTIVE 2000/43/EC
EUROPEAN YEAR OF EQUAL OPPORTUNITY FOR ALL (2007**

DECEMBER 2006

| Ref. No. | Project title in national language | Project title in English (please indicate if official translation) | Organisation responsible (national language) | Organisation responsible (English translation) | Organisation contact details (address, telephone, e-mail) | Internet link | Target groups | Justification for selection | Project description (max 2,000 chars) |
|----------|--|---|--|---|--|--|---------------|---|--|
| 1.a | Loi n°2001-1066 du 16 novembre 2001 relative à la lutte contre les discriminations | Law n°2001-1066 dated 16 November 2001 relating to the fight against discrimination | Premier Ministre, Ministère de l'emploi et de la solidarité, Ministère de la Justice | Prime Minister, Ministry for employment and solidarity, Ministry of Justice | Ministère de l'emploi, de la cohésion sociale et du logement 127, rue de Grenelle 75007 Paris +33 (0)1 44 38 38 38 http://www.cohesion sociale.gouv.fr | France / NOR: MESX000 4437L http://www.legifrance.gouv.fr/WAspad/Visu?cid=560863&indicateur=1&tableau=JORF&ligneDeb=1 | | National legislation implementing the Directive | <p>The law was initially intended to transpose European directive 97/80 of December 15th 1997 relating to the burden of proof in sex-discrimination cases, but it also offered an opportunity to transpose some of the requirements of directive 2000/43. The new law extends the scope of anti-discrimination legislation and gives it a uniform basis regardless of the grounds of the relevant unequal treatment. It thus represents a minor revolution in a legal framework that hitherto, while covering a wide range of issues, offered unequal protection. In the area of racial discrimination, the law extends the scope of unlawful discrimination for the purposes of the Labour Code to new criteria (physical appearance and name) and new areas (specifically advertisement of and selection for internships, and in general the whole range of work-related issues). The new law has also enshrined various rights relating to access to Labour Code remedies, including protection of the plaintiff against dismissal (article L122-45-2) and protection of witnesses against employer reprisals. In addition, it entitles trades unions and anti-racist organizations to bring suit in lieu of the victim, subject to the latter's consent (L122-45-1).</p> <p>The most significant developments, however, are the changes made by the law in the scope of discrimination and the standard of proof entailed by it. Article L122-45 of the Labour Code, as amended, now reads :</p> <p><i>“the employee or applicant (...) shall present facts conducive to a presumption of direct or indirect discrimination. In light of such evidence, it lies on the defendant to prove that its decision is justified by objective considerations devoid of discriminatory intent. The judge shall form judgement [“forme sa conviction”] after requiring such further investigation as may be judged expedient.”</i></p> <p>By recognizing the principle of indirect discrimination, modifying the burden of proof, and applying the broad European interpretation to all grounds of discrimination, the law has facilitated access to civil remedies and, potentially, transformed the role of the courts in identifying and monitoring, as well as in correcting, discriminatory practices. Furthermore, the new standard of proof, which permits inference of intention from a range of circumstantial evidence rather than requiring direct evidence of intention, does not merely facilitate redress but also shifts the whole focus of French anti-racist policy away from prejudice and ideological racism and towards the victims of unequal treatment.</p> |

| | | | | | | | | | |
|-----|---|--|---|---|--|---|--|---|---|
| 1.b | Loi n° 2004-1486, du 30/12/2004 portant création de la haute autorité de lutte contre les discriminations et pour l'égalité | Law n°2004-1486 dated 30 December 2004 creating the High Authority to Fight Discrimination and to Promote Equality | Premier Ministre, Ministère de l'emploi, de la cohésion sociale et du logement, Ministère de la Justice | Prime Minister, Ministry for Employment, Social Cohesion and Housing, Ministry of Justice | Ministère de l'emploi, de la cohésion sociale et du logement 127, rue de Grenelle 75007 Paris +33 (0)1 44 38 38 38 http://www.cohesionsociale.gouv.fr | France / NOR: SOCX040 0130L http://www.legifrance.gouv.fr/WAspad/Visu?cid=716242&indice=1&table=JORF&li_gneDeb=1 | | National legislation implementing the Directive | <p>The law contains two sections: the first creates Haute Autorité de lutte contre les discriminations et pour l'égalité (High Authority to fight against all discriminations and for equality - hereafter the HALDE) and the second section completes the transposition of Directive 2000/43.</p> <p>The HALDE is an independent administrative body with competence over all discriminations, direct and indirect, that are forbidden by the laws of the Republic or by an international engagement ratified by France, therefore readily adapting itself to future legal evolutions. It will cover discrimination by reason of real or imputed race or origin, sex, handicap, age, health, religion, sexual orientation, opinions, appearance, union activities in all domains regulated by law.</p> <p>Its decisional structure is composed by a college of eleven members designated by the President of the Republic, the Prime Minister, the Presidents of the two Assemblies, the president of the Conseil Economique et Social, by the vice-president of the Conseil d'Etat and the first president of the Supreme court of appeal. This college will set up an advisory committee where qualified personalities will be associated to its work. Lastly, the HALDE will dispose of some administrative services and some territorial delegations. On March 3rd 2005, the President of the Republic appointed Louis Schweitzer, current chairman of Renault, to the post of President of the HALDE.</p> <p>The HALDE has two principal missions: treatment of case of discrimination and actions of promotion of the equality.</p> <p>The HALDE has competence to investigate individual and collective complaints, whether the investigation is initiated of its own accord or by written demand of the claimant. Its investigative powers allow it to request explanations from any public or private person, including communication of documents and hearing of relevant witnesses. In case of non compliance, the law proposes that it be in a position to request a court order. It may also ask that all required investigations be effected by any service of the state and may proceed to visits in all non private premises after due notice and consent of the owner.</p> <p>When in presence of a criminal offence, it will transmit the claim to the penal courts. Otherwise it may offer mediation to the parties or complete the investigation, in which case it will issue its conclusions and recommendations to the parties who will have a certain delay to comply. In case of non compliance, the HALDE will have the power to call public attention to its recommendations. In addition, it may alert the relevant authorities in cases that call for disciplinary sanctions against the respondent.</p> <p>The HALDE has also been conceived as an auxiliary of Justice. The law creates the possibility for the criminal, civil and administrative courts to seek its observations in cases under adjudication. In addition, the HALDE will have the possibility to seek permission to submit its observations in criminal matters.</p> <p>The second mission of the HALDE will be to ensure the promotion of equality, by conducting studies and research, by promoting initiatives of public or private organisations on this subject. It will also have to identify and recognize good professional practices as regards equality.</p> <p>Lastly, the HALDE will be able to recommend legislative or lawful modifications and will be consulted by the government on texts or questions concerning the fight against discriminations or the promotion of equality</p> <p>The second part of the law aims at completing the transposition of Directive 2000/43 in areas which are presently covered by the Penal Code or administrative law: social protection, social security, healthcare, education and access to goods and services, access to employment, independent and non salaried workers. Article 17 of the law states that in these areas each has a right to equality of treatment independently of his or her deemed or real origin, proposing a recourse benefiting from the presumption and transfer of the burden of proof provided for in the EU directive. However, it creates an exception in criminal matters, which provide for an inquisitive judge with investigative powers.</p> |
|-----|---|--|---|---|--|---|--|---|---|

| | | | | | | | | | |
|-----|---|--|--|--|--|---|---------------|---|---|
| 1.c | Loi n°2006-393 du 31/03/2006 pour l'égalité des chances | Law n°2006-396 dated 31 March 2006 for Equal Opportunity | Premier Ministre, Ministère de l'Intérieur, Ministère de l'emploi, de la cohésion sociale et du logement | Prime Minister, Ministry of the Interior, Ministry for Employment, Social Cohesion and Housing | Ministère de l'emploi, de la cohésion sociale et du logement 127, rue de Grenelle 75007 Paris +33 (0)1 44 38 38 38 http://www.cohesionsociale.gouv.fr | France / NOR SOCX050 0298L http://www.legifrance.gouv.fr/WAspad/Ajour?nor=SO CX0500298L&num=2006-396&ind=1&laPage=1&demande=ajour | | National legislation implementing the Directive | <p>On March 31 2006, the National Assembly definitively adopted the Equal Opportunity law. In terms of equal opportunity and support for anti-discrimination measures, the law includes several specific points:</p> <ul style="list-style-type: none"> • The National Agency for Social Cohesion and Equal Opportunity, a public administrative structure, which will support actions targeting persons experiencing difficulties entering mainstream employment or society. • Increased powers for the High Authority to Fight Discrimination and to Promote Equality (HALDE) : When the High Authority finds evidence establishing direct discrimination, it is entitled to suggest a settlement, if public prosecution has not yet been brought about. The settlement offer needs to specify the nature of the challenged evidence and its legal definition as well as the nature and number of the proposed measures and the time-scale for their execution. The maximum amount of the fine that the HALDE can suggest will be €3,000 for individuals, and €15,000 for legal entities. The settlement offer may also include damages to be paid to the victim or the compulsory posting or publication of the decision. The perpetrator has a right to be counselled by a lawyer and must give a reply within 15 days after having been communicated the settlement proposal. If the perpetrator accepts the proposal, the document must then be approved by the Public Prosecutor. If approved, the HALDE must notify the perpetrator of the decision, how to carry it out and the applicable deadline. Conversely, if the proposal is rejected, or the perpetrator does not carry out their obligations within the time limit, the HALDE must inform the Prosecutor or bring about public prosecution itself by direct summons. This is an important step, because it allows the High Authority to give effect to its findings, through suggesting a settlement offer. • Legalisation of the testing method : situation testing is now written into law as a means of proving discrimination. The NGO <i>SOS-Racisme</i> initiated it in 1998. The Final Court of Appeal (Cour de cassation) has already admitted the results of a situation testing into evidence three times, in 2000 and 2002 for barring entrance to a nightclub, and in 2005 in a housing discrimination case. By introducing article 225-3-1 into the Penal Code, the law enables a penal incrimination in the absence of a true victim. The testing or test of discrimination makes it possible to establish the existence of discriminatory practices by highlighting the differences in treatment between people presenting the same "objective" characteristics but belonging to different groups (for example difference in origin, of appearance etc.). Concretely, the testing consists in noting the attitude adopted by the organisation tested, by giving people presenting various profiles experience of a real-life situation. The initiator of the testing has a "group of people of reference" and groups of people presenting the profiles "at discriminatory risk" and compares the attitudes adopted. |
| 2. | La HALDE en campagne | HALDE "is on the warpath" | HALDE – Haute Autorité de Lutte contre les Discriminations et pour l'Egalité | HALDE - High Authority to Fight Discrimination and to Promote Equality | HALDE 11, rue Saint Georges 75009 Paris +33 (0)1 55 31 61 00 www.halde.fr | http://www.halde.fr/haute-autorite-1/communication-102/halde-campagne-103/halde-campagne-9721.html | Civil society | Awareness raising campaign of the HALDE in order to inform the civil society about missions and activities of the HALDE and about the anti-discrimination legislation | <p>The purpose of this information campaign, carried out with the CIDEM (Association pour le civisme et la démocratie – association for sense of citizenship and democracy), was to make known the HALDE, its missions, its activities; to inform the public about the way to refer a case of discrimination to the High Authority. It also provided information about the anti-discrimination legislation (prohibited attitudes or behaviours) and the implementation of equal opportunity.</p> <p>This campaign was held between November 27th and December 10th 2006. It consisted of pedagogical video clips broadcasted on main French channels and on internet, of messages broadcasted on radios and of posters. All these tools are available on the HALDE's website (see the internet link).</p> <p>The image chosen for the campaign was a closed door, as a symbol of discrimination. In the video clips, the opening of the door symbolised the action of the HALDE and the fight against discrimination. The slogan was: " <i>L'égalité, ça s'affiche et ça s'applique</i> " (Equality, display and enforce it)</p> |

| | | | | | | | | | |
|-----|---|---|---|--|---|---|--|--|--|
| 3.a | Charte de la diversité dans l'entreprise | Diversity Charter in to Companies | Ministère délégué à la promotion de l'égalité des chances | Ministry delegated to the promotion of equal opportunity | Ministère délégué à la promotion de l'égalité des chances 35, rue Saint Dominique 75007Paris +33 (0)1 42 75 80 00 http://www.egalitedeschances.gouv.fr/ | http://www.egalitedeschances.gouv.fr/rubrique.php3?id_rubrique=44 The text is available at: http://www.institutmontaigne.org/medias/Dossier%20de%20presentation%20Charte.pdf | Management of companies, and by extension employees and people looking for a job | Concrete action in favour of non-discrimination in employment supported by the government. | In 2004, in a report called "Les oubliés de l'égalité des chances" (the losers of the equal opportunity) ¹ , the Montaigne Institute launched the idea of a diversity charter in order to encourage the French companies to reflect the diversity of the French society into their manpower and to consider non-discrimination as a strategic axis. Considering that they are an important vehicle for diversity and anti-discrimination, several big French companies decided, in cooperation with the government, and particularly the Ministry delegated to the promotion of equal opportunity, to write and sign this Chart. The Chart was written by 35 companies, in the framework of AFEP (Association française des entreprises privées – French association of private companies), its aims are: - to train and sensitize the people in charge of the recruitment, the training and the management, to the questions of non-discrimination and diversity - to respect and promote the principle of non-discrimination in the companies - to reflect the diversity of the French society in the companies - to communicate about the involvement of the companies in the fight against discriminations (inside and outside the companies) - to include in annual report of the companies a chapter about the implementation of non-discrimination and diversity(good practices, results...) In 2006, almost 2.000 companies have signed the Chart. The trade-unions are also signatories of the chart (CFDT, CGT, CFTC, MEDEF) |
| 3.b | Site internet www.emploi-diversite.com | Internet web site about diversity in employment | Ministère délégué à la promotion de l'égalité des chances | Ministry delegated to the promotion of equal opportunity | Ministère délégué à la promotion de l'égalité des chances 35, rue Saint Dominique 75007Paris +33 (0)1 42 75 80 00 http://www.egalitedeschances.gouv.fr/ | http://www.emploi-diversite.com | Management of companies, and by extension employees and people looking for a job | Concrete action in favour of non-discrimination in employment launched by the government. | The website http://www.emploi-diversite.com aims at spreading job ads of companies involved in the management of diversity. The goal is also to make young job seekers benefit from an equal treatment. Several partners are mobilised by this initiative to struggle against discriminations in employment: ANPE (French National Employment Office), MEDEF (Federation of the Companies of France), Respect Magazine, Monster.fr and a network of associations. This website is meant for being a visible and identifiable tool and was open on the 13th April 2005 with the support of the Minister Delegate for the Promotion of Equal Opportunities. |
| 4. | L'égalité des chances : grande cause nationale 2006 | Equal opportunity: national cause for 2006 | Ministère délégué à la promotion de l'égalité des chances | Ministry delegated to the promotion of equal opportunity | Ministère délégué à la promotion de l'égalité des chances 35, rue Saint Dominique 75007Paris +33 (0)1 42 75 80 00 http://www.egalitedeschances.gouv.fr/ | http://www.egalitedeschances.gouv.fr/rubrique.php3?id_rubrique=14 The actions launched during this year are available at : http://www.egalitedeschances.gouv.fr/article.php3?id_article=15 | Civil society | Awareness raising campaign of the government in order to inform the civil society about the fight against discriminations and to promote equal opportunity | In order to promote the fight against discrimination and the equal opportunity, the government decided that year 2006 in France would be the year of equal opportunity. On January 16 th 2006 was created a Collective of associations, chaired by the writer Daniel Picouly, which has to take concrete action in order "to find the remedy for the poison of discriminations, in collaboration with associations and the elected officials" (Azouz Begag, Minister delegated to the promotion of equal opportunity – February 10 th 2006). The Minister delegated to the promotion of equal opportunity pointed out that "the great national cause is an occasion to sensitize all the citizens to the questions of equal opportunity, the fight against prejudices and the fight against discriminations" The associations members of the Collective are: - SOS Racisme - Paris village - L'ANEB - La ligue de l'enseignement - Le Planning familial - Arborus - L'Autre cercle - L'AFIP - Braves garçons d'Afrique - Respect les amis - Club Averroes - AGEFIPH - Fondation Télémaque - Familles rurales - Quinquas citoyens - Réseau Praxis - Casodom - CAPDIV Among the actions implemented during this year, we can note the publication of a guidebook against discriminations. |

¹ Sabeg Y. Mehaignerie L; (2004) Les oubliés de l'égalité des chances, Paris : Institut Montaigne

| | | | | | | | | | |
|----|--|---|---|--|---|--|--|---|---|
| 5. | Tour de France de la diversité | Tour de France of diversity | Ministère délégué à la promotion de l'égalité des chances | Ministry delegated to the promotion of equal opportunity | Ministère délégué à la promotion de l'égalité des chances 35, rue Saint Dominique 75007Paris +33 (0)1 42 75 80 00 http://www.egalitedeschances.gouv.fr/ | http://www.egalitedeschances.gouv.fr/article=94 | Management of companies, and by extension employees and people looking for a job | Concrete action in favour of non-discrimination in employment | The Ministry delegated to the promotion of equal opportunity organised the Tour de France of diversity, between October 9th and December 14th 2006. The objective of the Tour de France is to sensitize the companies to the question of diversity in employment through 17 stages. At each stage, executive managers of companies (especially small and medium size companies), mobilised by the local networks of the partners of the Ministry, could meet young people from underprivileged neighbourhoods. The aim of these stages is to be crossroads of exchanges and meetings between the talents of diversity and the companies. The Tour de France ended with the awarding of the first great price of diversity, initiated by the Védior institute and which aims at putting forward the actions and the exemplary practices of the companies in this field. |
| 6. | ESPERE : engagement du service public de l'emploi pour restaurer l'égalité | ESPERE : involment of the public service of employment in order to restore equality | FASILD : fonds d'action et de soutien pour l'intégration et la lutte contre les discriminations / ACSE : Agence nationale pour la cohésion sociale et l'égalité des chances | FASILD : action fund for the integration and fight against discriminations which has been replaced by ACSE : National Agency for Social Cohesion and Equal Opportunity (july 2006) | ACSE 209, rue de Bercy 75585 Paris Cedex 12 +33 (0) 1 40 02 77 01 http://www.lacse.fr | http://www.femmes-egalite.gouv.fr/grands_dossiers/egalite_en_entrepris/espere.pdf | Public offices of employment : DGEF, INTEFP, DRTEFP, AFPA, ANPE | Public action in order to prevent discriminations in public employment and in employment in general. This Equal project has been selected by the European social fund as one of the most innovative experience conducted in France in the Equal framework. It will represent France in the framework of the European platform regarding racial discriminations in employment in Europe. | The ESPERE project aims at leading concrete actions in order to fight discriminations in employment, these actions are conducted within the SPE (Service public de l'emploi – public service of employment). In the framework of this project, several actions had been set up: - Training actions on fight against racial discriminations in employment and intercultural approach in the professional practices of social actors. Training actions are the main part of the program. - Charter of the public service of employment against discriminations, for equality and for the promotion of equality, signed in November 2005 - Writing of a series of guidebooks "Restore equality" - Creation of a website - Partnership between ANPE (National Agency for Employment) and ANAEM (National Agency for Reception of Foreigners and Migrants) in order to help foreign people to find a job. - Partnerships with Portugal and Denmark in order to exchange experiences |
| 7. | LATITUDE : égalité de traitement dans l'accès à l'emploi | LATITUDE : equal treatment in access to employment | ADECCO Travail temporaire | ADECCO – first temporary work agency in France | ADECCO 4, rue Louis Guerin 69626 Villeurbanne +33 (0) 4 72 82 58 58 http://www.adecco.fr/channels/adecco/home/home.asp | http://www.fasild.fr/ressources/fiches/Outils/Latitude/GUIDECOPA CE.pdf http://www.halde.fr/rapports/bonnes-pratiques-initiatives-86/consultation-90/bonne-pratique-91/emploi-guides-9756.html | Management of companies and temporary work agencies | Concrete action in favour of non-discrimination in employment | Objectives: to make evolve practices in the temporary work agencies and sensitize the managers of companies to racial discrimination. Partners: Adecco (manager of the project), ADIA (temporary work agency) and IMS (network of French big companies). Thanks to this partnership the project could touch 1.500 temporary work agencies and 50.000 companies all over France. This action began in 2002 and finished in 2006 The questions of discrimination requires that the managers of companies as well as the employees of the temporary work agencies are trained and profit from structured sales pitch which enable them to face the difficult situations that they encounter (discriminatory requests, racial prejudices...). Among the innovating tools created in the framework of the LATITUDE project, ADECCO, ADIA and IMS developed three guides: - For the managers: "Arguments to effectively promote diversity in your company" - For the persons in charge of human resources : "Arguments to effectively defend equal treatment in your company" - For temporary work agencies employees: "Arguments to effectively refuse a discriminatory request". These guides, starting from the analysis of the responsibilities of each actor and of the concrete professional situations lived, bring useful answers which should concretely modify the professional practices, prevent discriminations and make effective the procedures of recruitment. These guides were widely presented and diffused. In addition, ADIA, ADECCO and IMS urged a general strategy of activities to fight against racial discriminations in employment. - Work with the internal management of the temporary work agencies - Action with the potential victims of discrimination - Intervention in the customer companies - Sensitizing and implication of the trade-unions and the social partners They developed on these various objectives some concrete actions, among which: - Creation of training programme - Writing of cards of information, of sales pitches - Public awareness campaigns: Posters of ADECCO "Against discrimination", "You recruit without discriminating", Campaign of ADIA "You do not trust appearances", and "Let us stop the waste". - A co-operation with the SETT/PRISM (Trade union of the temporary work agencies). This co-operation enables the signature in November 2005 of the Charter of the temporary work agencies for non-discrimination, equal treatment and diversity. |

| | | | | | | | | | |
|----|---|---|---|---|--|---|--|--|--|
| 8. | CASADIS : Lutter contre les discriminations au travail et leurs conséquences dans l'accès au logement | CASADIS : Combat discrimination at work and its impact on access to housing | Emergences : formation, conseil et expertise | Emergences : training, consulting and expertise Consulting firm in vocational training | Emergences 261, rue de Paris 93556 Montreuil cedex - Tél. +33 (0)1 55 82 17 67 - www.emergences.fr | www.casadis.org | The target group are those with a legal background who deal with discriminatory measures in the workplace. They may be staff or trade-union representatives, legal defendants of salaried employees. | Original project of training programme directly related to the implementation of EU directives. | <p>The CASADIS project is supported by the European Community Action Programme to combat discrimination (2001-2006). This programme was established to support the effective implementation of new EU anti-discrimination legislation. The six-year Programme targets all stakeholders who can help shape the development of appropriate and effective anti-discrimination legislation and policies, across the EU-25, EFTA and EU candidate countries. The Action Programme has three main objectives. These are :</p> <ol style="list-style-type: none"> 1. To improve the understanding of issues related to discrimination 2. To develop the capacity to tackle discrimination effectively 3. To promote the values underlying the fight against discrimination. <p>In the framework of the project, the training programme aims to improve the understanding of the phenomena of discrimination at work, its impact on access to goods and services, and the ways of combating such phenomena. The training sessions will be organised in all partner countries and training tools will also be made available to the trainers and trainees.</p> <p>Exchange and dissemination of information: this step will allow the results of the training to be distributed and the developed training tools to be promoted to a wide public, in particular during the transnational conference and through the project's Internet site. Furthermore, information about the project results will be distributed to the relevant actors selected among our beneficiaries (media, public authorities etc.).</p> |
| 9. | Ateccod : agir les territoires pour l'égalité des chances et contre les discriminations | Ateccod : act in territories in order to promote equal opportunity and fight against discrimination | Union régionale CFDT Ile de France - MEDEF Essonne et Est Parisien, - Fondation Abbé Pierre | Regional Union Ile de France CFDT (trade union) – MEDEF Essonne et Est Parisien (employer trade-union) – Abbé Pierre Foundation (Association dealing with housing problems) | CFDT URI Ile de France 78 rue de Crimée 75019 PARIS +33 (0)1 42 03 89 00 http://www.cfdt-iledefrance.fr/texte/cfdt_idf/equipe_dispo/philippe_lengrand.htm | http://www.ateccod.fr/ | People who are looking for a job. | Local initiative for fighting against discrimination in both employment and housing, gathering trade-unions, employers and a NGO | <p>The originality of the project is to bring together partners of different organisations in a territorial approach: representatives of employees, representatives of the companies management, representatives of associations.</p> <p>The whole partners signed the agreement of partnership "ATECCOD" which proceeds from June 2004 to July 2008. The project has begun with a phase of construction on a territorial framework which made possible to identify discriminations on the territory, and to mobilize the whole partners. Since March 2006, the project entered in a phase of action in order to act directly on the territory of Ile-de-France.</p> <p>The objectives of this project are to initiate and develop the territorial social dialogue by the creation of Territorial Poles for Equal opportunity (POTEC – Pôles territoriaux pour l'égalité des chances) which lead the negotiation of agreements in companies and territorial agreements. The project aims at acting according to 4 axes:</p> <ul style="list-style-type: none"> - To act on employment and professional courses - To promote access to employment for the people living in territories with strong economic potentiality - To promote men-women equality and racial equality in the professional life - To favour access to housing <p>Three poles had been selected for this program, they were selected as territories with strong economic potentiality: Roissy Charles-of-Gaulle, Orly Rungis and Evry-Corbeil-Essonne.</p> <p>The project lies within the framework of a partnership with European actors: Tees Valley House (England), Volkshilfe (Austria), Pastoral Back Ciganos (Portugal). The spheres of activity of these three partners are all related to employment, training and housing. The partnership between these three organisations and the ATECCOD project rests on exchanges of methodology, know-how and experiments.</p> <p>Each partner of the project develops specific tools and actions.</p> <p>CFDT: communication tools (website, posts, video), training tools and awareness of the actors.</p> <p>MEDEF: creation and perpetuation of a network between the companies and the targeted public. In order to build this network, located on disadvantaged area, the MEDEF works in collaboration with the Local Plans for Insertion in Employment (PLIE – Plans locaux pour l'insertion à l'emploi). The step aims at leading to agreements with companies and at supporting the development of partnership with the immediate environment of the companies.</p> <p>Abbé Pierre Foundation: carry out an "exploratory study" on systemic discriminations related to housing in Ile-de-France. The foundation also wishes to analyse the cumulated discriminatory phenomena in housing and employment in the 3 selected sites. The objective of this study is to develop a research action on these questions and to determine the actions the partners should lead in order to support the equal opportunity on the matter.</p> |

| | | | | | | | | | |
|-----|---|--|---|--|--|--|--|---|---|
| 10. | SOLIMAR : SOLIdarités MARseille, prévenir les discriminations raciales à l'emploi | SOLIMAR : Marseille Solidarities, to prevent racial discrimination in employment | Ville de Marseille <i>Marseille Services Développement (MSD)</i> | City of Marseille <i>Marseille Services Développement (MSD)</i> | Marseille Services Développement 63, rue de Forbin, 13002 Marseille +33 (0)4 96 13 04 9 http://www.marseille-msd.org Contact: JC AROUMOUGO M E-mail: jcaroumougom@mairie-marseille.fr | http://www.solimar.fr/ http://www.marseille-msd.org/so limar.html | Management of companies, and by extension employees and people looking for a job | Concrete action in favour of non-discrimination in employment | SoliMar's approach is three-fold: Prevention: since an act of discrimination is a crime under the law, an educational approach that does not attempt to apportion blame is a far more effective means of making progress together. Action built on new partnerships and on a systematic approach (employer, recruitment professionals, victims of discrimination, local residents, etc.) Creation of a shared culture within one geographical area Outcomes and too developed and used Studies Racial discrimination in the workplace: what does it mean? Racial discrimination in the workplace: conceptions and practices. Valuing intercultural skills in the workplace and the economy Inventory of the immigrant and foreign population living in the area in question Survey of groups and initiatives working to prevent racial discrimination in the workplace in this area The issue of racial discrimination in the recruitment process For businesses Recruitment guide Training tutors Training executives and managers How to deal with clients Practices: taking stock Prevention plan Films Increasing the professionalism of those working in the recruitment industry Teaching kit Training modules For the general public: Legal advice Awareness-raising sessions for trainees All of these can be downloaded at www.solimar.fr |
|-----|---|--|---|--|--|--|--|---|---|

European Year of Equal Opportunity for All (2007). We are not able to provide EUMC with information regarding projects which will be implementing in 2007 in France. In France, the national body in charge of coordinating the Year (the "national implementing body") is the HALDE (High Authority to Fight Discrimination and to Promote Equality). It launched a call for tenders in summer 2006 in order to select associations and projects, but because of the profusion of projects it had received, it was not able to select some project on time. We have contacted the people responsible for the call for tenders and the implementing for the European Year and they inform us that, for the moment, in France it is not possible to communicate information regarding the projects. In fact, France did not present specific proposals for national awareness-raising campaigns or specific projects, no initiatives or projects have been concluded in 2006, no money had been distributed. The calendar of the year, the selected projects and initiatives will be chosen in the two first weeks of February 2007, until this date we are not able to provide information on this subject...

Our contact at the HALDE are:

- Népheli YATROPOULOS: nepheli.yatropoulos@halde.fr (person in charge of the partnership CEDRA-HALDE)
- Paul-Bernard DELAROCHE: paul-bernard.delaroche@halde.fr (person in charge of the call for tenders)

You can find the text of the call for tender at: http://www.halde.fr/IMG/pdf/Appel_a_projets_2006_-_annee_egalite_des_chances.pdf

Some associations of the RECI Network (member of the CEDRA) answered the call for tenders and submitted some projects, but we are not allowed to present these projects, as the HALDE had not yet selected any project...