Turning Equality in Law into Equality in Fact

Government Policy for Gender Equality 2007-2010 Action Plan

Chart 1

Tools of Governance

A ten-year policy First three-year plan

Maintain and strengthen institutional mechanisms

- A department with an equality mandate enshrined in law
- The Secrétariat à la condition féminine
- A network of officers in charge of gender equality in government departments and agencies
- The Conseil du statut de la femme and its regional structure

Three approaches to foster equality:

- targeted, because women are still victims of discrimination
- cross-cutting, because equality is the concern of all departments and agencies
- societal, because equality concerns society as a whole

Gradual integration of gender-based analysis (GBA) in national, regional and local governments

- Training of analysts and managers
- Integration of GBA in 15 policies, programs and measures

Improved accountability system

- Follow-up committee
- Indicators and chart to monitor actions
- Three-year assessment and report

A parliamentary committee every three years

- Document tabled every three years in the National Assembly
- Analysis and consultations

Partners committed Reco

- Commitments made in every field
- Sharing of experience and coordination

Recognition awards

- Showcase good practices
- Promote models

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Guidelines, Objectives and Priority Actions

Guidelines:6Objectives:18Measures:63New:42/63Continuing:21/63

Guidelines	Objectives	Priority Actions
Egalitarian models and behaviour	 Socialization of youth Support for parenting Egalitarian images in the media and sports Equality in a context of growing cultural and religious diversity 	 Teaching tools Training of academic personnel Contest on egalitarian images in the media Self-regulation of certain media Information on equality for recently arrived immigrants
Economic equality	 Diversification of fields of study and academic success Job entry and retention Pay Equity Act Entrepreneurship Lifelong economic security 	 Diversification of academic trajectories Women's work force intervention strategy Accompaniment and reintegration for vulnerable women Hiring in non-traditional sectors Financial assistance for women entrepreneurs
Work-family balance	 Equal sharing of family responsibilities Collaboration of workplaces Collaboration of social/recreation stakeholders 	 Technical and financial assistance for businesses Family recognition awards Equality label for businesses Specific work-family balance agreements with regional conferences of elected officers (CRE)
Adapted health care	 Health care tailored to women Prevention of occupational injuries 	Second action plan on women's healthPerinatal policy
Women's physical integrity and safety	 Prevention of domestic violence and sexual assault Campaign against sexual exploitation and trafficking of women 	 Awareness-raising campaign 2004-2009 domestic violence action plan 2007-2012 sexual assault action plan
Women's participation in decision-making bodies	 Equal representation in circles of power Equality in local and regional governance structures 	 Maintain the Equal Access to Decision Making program Training of future female elected representatives Gender parity in boards of directors of public companies Statements of principle in favour of equality and gender parity in regional conferences of elected officers (CRE) Support regional projects on equality and specific agreements with regional conferences of elected officers (CRE)