

“Official record” National Web-Conference

Date	Friday, 4th December 2020	
Time	2:30pm–5pm	
Place	Due to the Covid-19 sanitary crisis the meeting was held on zoom.	
Number of registered	Number of participants:	
121	89	
Names of the spokespersons	Position	YouTube link of the speeches
<ul style="list-style-type: none"> • <i>Jonathan STEBIG</i> 	Coordinator Île-de-France of the Grdr	<i>Teaser project & Comics deliverable</i> https://www.youtube.com/watch?v=52W7Kx7AXsU&feature=youtu.be
<ul style="list-style-type: none"> • <i>Francis MONTHÉ</i> 	President of the Grdr	https://www.youtube.com/watch?v=J_sTHZOEEtQ
<ul style="list-style-type: none"> • <i>Rafaël RICARDOU</i> 	General manager of the Cité des métiers et cité de la santé	https://www.youtube.com/watch?v=g_zKeQajl5g
<ul style="list-style-type: none"> • <i>Corinne BORD :</i> 	Project head – Program, fight against discrimination, access to rights, gender equality at the ANCT	https://www.youtube.com/watch?v=h6VxuDbHllo
<ul style="list-style-type: none"> • <i>Beatriz BELOQUI :</i> 	Deputy mayor at Massy Delegation: Education & gender equality	https://www.youtube.com/watch?v=F9-c60ehlL4&list=PLi9092mnG5Z4TjDfD56TI7HT-bStpA_fQ&index=3
<ul style="list-style-type: none"> • <i>Félicité SATHOUD :</i> 	Recruitment manager – Pôle Emploi Paris 18^e	<i>1ere intervention :</i> https://www.youtube.com/watch?v=MhC6gdxxvw8 <i>2^e intervention :</i> https://www.youtube.com/watch?v=AGzUYe-siu0
<ul style="list-style-type: none"> • <i>Caroline CHAUVEAUX</i> 	Conseillère - Projet 19	https://www.youtube.com/watch?v=S8yyzMFZLeI
<ul style="list-style-type: none"> • <i>Michel DEBRUYNE</i> 	General Coordinator REGAL project, research department – Beweging.net	https://www.youtube.com/watch?v=GNzA0cVTUKI
<ul style="list-style-type: none"> • <i>Agathe SAVIOZ</i> 	Entrepreneuriat Manager – Force Femme	https://www.youtube.com/watch?v=A46bXY5KWbU
<ul style="list-style-type: none"> • <i>Francine ROCHELET</i> 	Member of the Women group	https://www.youtube.com/watch?v=kQEYLG9W_uM
<ul style="list-style-type: none"> • <i>Martine NDIAYE</i> 	Member of the Women group	https://www.youtube.com/watch?v=l-jkUB2re2k



The program of the Web-conference

Situation in France

In 2019, on the 513 millions inhabitants of the European Union, about 41 millions are foreigners, that's to say 8 % of the population. Germany and the United Kingdom are the countries with the biggest percentages of foreigners with respectively 10,1 and 6,2 millions of them, that's to say 12 % and 9 % of the population. Italy counts 5,3 millions, 9%, and France 4,9 millions, that's to say 7 % of the population. 38,9 % of migrants arrived in France in 2018 are born in Africa (INSEE). Among migrants in France, women are more and more plentiful, they are a bit more than de 51%.

The backing of migrants are the core activities of the GRDR. For the past ten years, this approach have been mixed with a territorial approach because of the setting up of regional branches and strong partnerships with local collectivities, local associative actors and deconcentrated department of the state. This choice can be explained, among others explanations, by the fact that the population with which the Grdr works live in majority in the districts policy of the city (52% at a national scale and 64% in the Parisian region).

Among the people of these areas, migrants, women and young people, in spite of various daily difficulties related to discrimination, organize themselves and involved themselves into local organizations to support social and economical initiatives of their members, in order to mediate and fight against discrimination. For this reason, the economic and the associative initiatives are the levers of skills development, of promotion and acknowledgement that help the inhabitants of priority areas to have confidence in themselves and become actors committed to live together.

With this experience the Grdr, with the support of the European Union, have set up since 2018 the [REGAL project](#), « Regaining Life for Precarious Women at Work », research-action on the work-life balance for precarious women. This multi-partnership project is found in 5 European countries: Belgium (Beweging), Portugal (EAPN), Romania (The Open Network), Ireland (Focus Ireland) and France (Grdr). In France, a group of 12 migrant women « committed » was gathered during more than one year to participate to a cycle focus groups and share their experiences as migrant mothers. The Grdr have given the floor to women in order to raise at European level recommendations for a better work-life balance and a better consideration of issues related to identity, employment and gender equality.

In partnership with the *Cité des métiers de Paris la Villette* and the support of the ANCT (*Agence Nationale de la Cohésion des territoires*) and also the European Union, the Grdr organizes a closing Web Conference to share the achievements of the REGAL project. This Web-Conference will share light on the orientation of public policies from local to national level, to address a survey to field actors on the reconciliation private life/professional life of women in situation of vulnerability, and to give floor to women so that they would share their recommendations on the « work life balance ».



Sequence

2:30pm – 2:50pm: Inauguration

- *Francis MONTHE*: President of the **Grdr**
- *Rafaël RICARDOU*: General manager of the **Cité des métiers et cité de la santé**

2:50pm – 3:10pm: Insights on public policies approach: from local to national level

- *Beatriz BELOQUI*: deputy mayor at **Massy** Delegation: Education & Gender equality
- *Corinne BORD*: Project head – Program, fight against discrimination, access to rights, gender equality at the **ANCT**

3pm-4pm: Round table – Work-life balance of precarious women

- *Houria SAOUCHI*: In charge of development and network / Department of training and socio-professional integration – **ESPEREM**
- *Innocente Félicité SATHOUD*: Recruitment manager – **Pôle Emploi Paris 18^e**
- *Michel DEBRUYNE*: General Coordinator REGAL project, research department – **Beweging.net**
- *Agathe SAVIOZ*: Entrepreneuriat manager – **Force Femmes**

4pm- 4:30pm: Floor to committed women

- Presentation of the project
- Video teaser on the commitment, trajectories and the work-life balance
- Recommendations to improve the Work-life balance

4:30pm – 5pm: Interactions

Summary of the Web-conference:

To complete the REGAL project and the running of activities in France, the Grdr organized the Web-conference of 4th, December 2020 entitled : «*COMMITMENT & WORK-LIFE BALANCE: crossed views on the trajectories of migrant women or women from priority areas*».

This meeting gathers different organizations. Among them, we note a large participation of operators in the field of professional integration, of employment and access to rights (30% of the participants) such as: the *CIDFF (Centre d'information sur les droits des femmes et des familles)*, *Projet 19* (an association of accompaniment and support to citizens' initiatives), *The Miel (Maison de l'Initiative Economique Locale)*. Followed up by a participation of 22% of local association promoted by migrant women.



<https://www.regalproject.eu/>

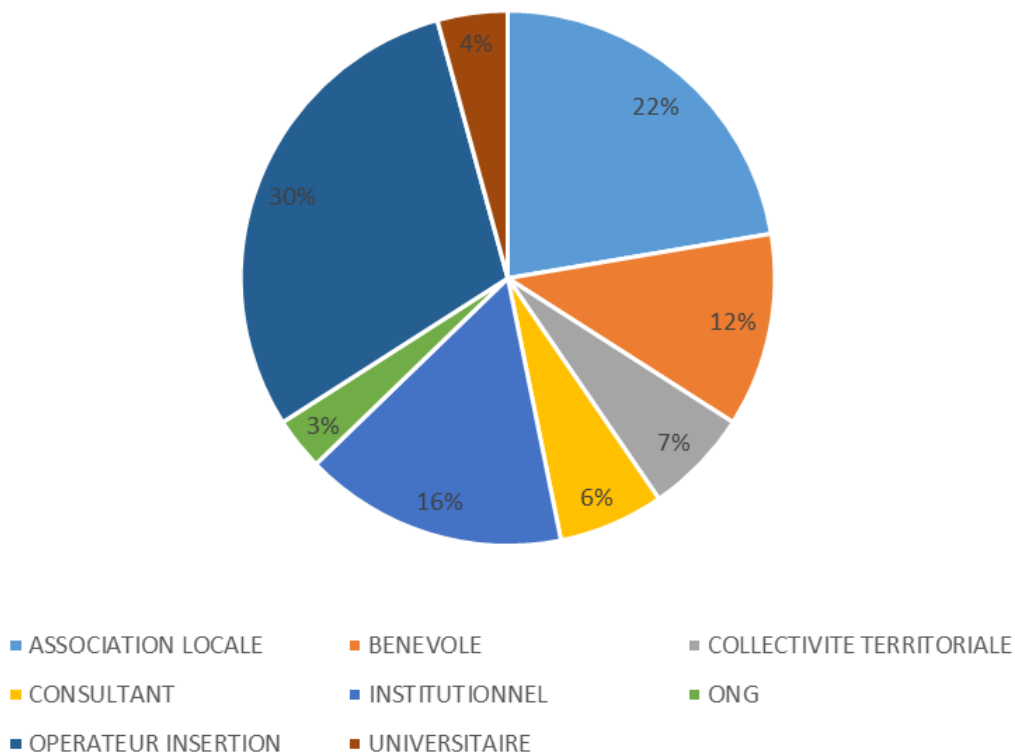
Co-funded by the Rights, Equality and Citizenship Programme of the European Union (2014-2020)

There's also an important mobilization of institutional partners, decisions-makers and state representatives (16% that's to say 12 state representatives) among which we have: the *ANCT (Agence nationale de la cohésion des territoires)*, *Pôle Emploi*, *la DIHAL (Délégation interministérielle à l'hébergement et à l'accès au logement)*, and 7% of territorial collectivities (Lille City Hall, Paris City Hall, 18^e arrondissement City Hall). A total of 23% of public actors in charge of the definition and the implementation of public policies at the national and local levels have participated to this Web conference; this confirms the significant impact of the project on the decisions-makers.

Finally, It's also important to note the wide national coverage of this program with the participation of organizations from various French regions as well as from Europe and Africa such as: Lille, Rouen, Dijon, Tour, Nîmes, Lyon, Montpellier, for France; operators from Spain and Belgium ; and participants from Mali, Senegal, Mauritania, Algeria and Tunisia.

The figure below shows the distribution of participants per sector of activity.

REPARTITION DES PARTICIPANT.ES PAR TYPE D'ACTEUR



Main conclusions of the conference:

As mentioned at the opening by the Grdr and the ANCT, the concepts of work-life balance and immigration are categories of public action that don't refer to a specific ministry and that must be examined at the crossroad of a diversity of institutional actors. First of all, as we said during the conference, we noticed that the immigration and integration policies in France have shown a specific interest on problems faced by migrant women only belatedly.

Moreover, public policies concerning gender equality challenges examine the issue of work-life balance in the homogenous view that classify « women » in one category without taking into account the specific condition of migrant women. This is caused by the fact that for a long period of time, immigration have been associated to men and this situation has increased the invisibility of migrant women in the public space.

This globalizing approach of women condition condemned women in precarious situation.

The aim isn't to contrast the women categories or to recommend legislative facilities specific to women in situation of precarity but to warn and act on the constraints and obstacles that leaves an important category of women out of the device supposed to contribute to gender equality.

As our spokespersons said, the risk of precariousness are multi-factorials and find their origin in the cultural foundation of the role assigned to women by the society including concerning employment. One can say that the situation of migrant women met in this project is similar to that of French women of lower classes. However factors like ethnic origin, place of residence and discriminations increase their difficulties to balance family life and professional life.

At last, it's important to point out the closeness between obstacles identified and recommendations among the groups of vulnerable women in France and in Belgium as we noticed with the presentations of Beweging on the first conclusions in Belgium and those of Martine Ndiaye and Francine Rochelet for France.

In the same lines, it's also interesting to note the tie between the observations made by public authorities of ANCT, the City Hall of Massy, Pôle Emploi and those by the group of women. One realizes through this Web conference that the observations are exposed and shared by public actors and people in vulnerable condition, that the concerns are identified but that it still exists some obstacles that discourage the adoption of broad public policies that would be directed in particular to these groups of women in situation of precariousness. This conference stands for a modest contribution to the collective awareness and the initiative of common and shared solutions between actors around the challenges of work-life balance for migrant women in France.

