

# Information-Consultation

## The challenge of professional equality




**Séminaire OBES à Paris, le 13 septembre 2019**

Avec le soutien financier de la Commission européenne



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# Information-consultation of the CSE and the challenge of professional equality


Transition from an obligation of means to an obligation to attain results.

CSE is formally elected : It benefits from resources dedicated to professional equality between women and men: the establishment of committees, information-consultation or even the use of an authorized expert.

## The committee dedicated to professional equality: an issue in large companies

In France, in the absence of a company agreement, compulsory establishment of a committee dedicated to professional equality in companies with at least 300 employees is previewed.

This committee dedicated to professional equality has the mission of preparing the deliberations of the CSE relating to the social policy of the company, working conditions and employment, in the fields which fall within its authority.




# The committee dedicated to professional equality

CSE members must have:

- Information and quantified indicators on the comparative situation of women and men within the company;
- An agreement on professional equality between women and men resulting from negotiations or, if there is no agreement, an action plan.

All of this information must be integrated into the company's economic and social database (BDES).



# The company's economic and social database (BDES)

In companies with more than 300 employees, the BDES must be supplied by the employer, so that the members of the CSE can consult all the information necessary during the annual negotiations relating to professional equality.

It must therefore include:

- Indicators on the comparative situation of women and men in the company
- Indicators relating to the link between professional activity and the exercise of family responsibility
- The action strategy

# FOCUS ON: Measuring equal pay for women and men

Decree n ° 2019-15 of 8 January 2019 applying the provisions aimed at eliminating the pay gap between women and men in the company

Instruction of January 25, 2019 relating to the new provisions aimed at eliminating the pay gap between women and men.



# The Gender Equal Pay Index

558/5000

- Establishment of an index composed of 4 indicators for companies with 50 to 250 employees and 5 indicators for companies with more than 250 employees.

A company that does not score 75 points would have 3 years to become compliant. After this period, a financial penalty could be applied to it.

Companies must publish their overall level of results each year, and have the obligation to provide the CSE with all the information necessary to understand the indicators and the level of results.

**PENSEZ-VOUS  
QUE L'UN DE CES BÉBÉS  
MÉRITE 25,7 % DE MOINS ?**

**ÉGALITÉ  
PROFESSIONNELLE**



**AFFICHE ÉGALITÉ PRO**



**Réduire les inégalités salariales : une priorité pour la CFE-CGC.**

En France, les femmes gagnent en moyenne 25,7 % de moins que les hommes.  
 La loi du 5 septembre 2018 pour « la liberté de choisir son avenir professionnel »  
 va dans le bon sens, en imposant désormais aux entreprises une obligation de résultat.

Mais la CFE-CGC reste vigilante, car il faut aller **plus loin**,  
**plus vite et de manière plus contraignante !**

[WWW.CFECGC.ORG](http://www.cfecgc.org)

**#JeVoteCFECCG**

