

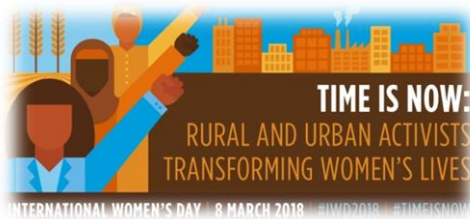


The 8th of MARCH, 2018

International Day of Women's Rights!

[FR VERSION](#)

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The UN: The theme chosen by the UN this year is: « The time has come: rural and urban activists are transforming women's lives ».

The mobilization took the form of global campaigns and marches, including the [#MeToo](#) and [#TimesUp](#) initiatives in the United States and similar actions in other countries, addressing issues ranging from sexual harassment and women's murders to equal salary and the representation of women in politics.

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International Women's Day is held for the 41st time.

According to the data provided to us, wage differences continue, it is still women, more than men, who are in precarious jobs.

This year sees the birth of a goal to restart the fight. The UN Secretary-General calls for zero tolerance and the fight against sexual harassment and violence against women, at workplaces, on the streets, at home. No to inequalities and yes to the empowerment of women. Gender equality, he says, is not a favour, but a question of respect for fundamental rights.

On the other hand, around the world, 12 million underage girls are still forcibly married each year, according to the United Nations Children's Fund.



### And in our host country?

According to one study, 86% of women were sexually bullied and only 3.5% lodged a complaint.

Few women are aware of the 2014 law to lodge a complaint against street harassment. The first conviction for non-compliance with this law and insults on the street, was announced last evening.

However, sexism at work worries more than street harassment.

*\*Since the entry into force of the law of 22 May 2014 (published on 24 July 2014) to combat sexism in the public sphere, the forms of sexual harassment and street sexual harassment committed in public places are punishable. The law stipulates that any person who acts or acts in public or in the presence of witnesses, to consider a person as inferior or to despise her because of her sex or to reduce her to her sexual dimension, may be punished.*



### And the Commission?

For many years, the Commission has pursued a policy of equal opportunities for men and women and encourages women to hold management positions, while stigmatizing the directorates who are bad pupils.

Much progress has been made and the goal of this Commission is to reach 40% of women in middle and senior management positions, by the end of its mandate.

The Commission is also very sensitive to the problem of moral or sexual harassment. She has procedures in place and the topic of harassment is found in several documents and guides for staff. Unit HR-B-5 "Equal opportunities and working conditions" was in charge of the Commission's policy of prevention of psychological and sexual harassment. Similarly, we find that well-being at work seems to have become an important objective within our institution.



### And your union? What does the SFE do?

SFE represents the staff as member of the Committee for Equal Opportunities (COPEC) for many years. The SFE has also given a large place to women in its Executive Committee and Bureau: President, Vice-President, Secretary General, Secretary to the Organization, and several members who are very active within the organization.

**SFE**, without favouring one category of personnel over another, or

women rather than men, will struggle to ensure that staff can truly benefit from a more equitable interpretation of our Staff Regulations (eg interpretation and rules of execution applied in Article 55a, 2 (d) and also for a real balance between family and professional life.

Likewise, SFE will continue to listen to and support those who come to visit it, particularly in the context of harassment. SFE supports its members and accompanies them in their efforts. It has also set up, for members who request it, a monthly legal permanence.

*\* Article 55 bis 2 (d) of the Staff Regulation*

*(d) in situations of serious hardship, to care for a dependent child until the child reaches the age of 14, provided that the reduction in working time does not exceed 5 % of normal working time. In this case, the first two paragraphs of Article 3 of Annex IVa do not apply. If both parents are employed in the service of the Union, the reduction of working time applies to only one of them;*

[The Executive Committee](#)

**Do not hesitate to join us, we need your expertise!**

**Stay connected:**



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Have you any question about this tract? Please [contact us](#)

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