

*Thematic contribution of the Paris federation to the
Villeurbanne congress of the Socialist Party.*



This summer and in this new school year 2020, we have all witnessed the debates and positions that have agitated the executive of the Paris City Hall. On the occasion of the socialist congress, we, Parisian socialists and Parisian socialists, wish to re-affirm **a universalist feminism that fights against all forms of discrimination.**

We carry a feminism that fights for equality between women and men.

This is how we fight against the school and social discriminations that little girls, teenagers and young women can be victims of, in their choice of orientation, clothing or sexuality.

This is how we fight all inequalities in the world of work, whether they are related to wages at hiring or career advancement.

This is how we fight against all forms of violence against women, psychological violence, physical, economic, psychic and symbolic.

In our society, we support all women who are working to bring out other models to reverse the patterns that lead to this violence.

We are feminists because we are socialists.

And we want to lead this fight with the men and first of all within our federation.

The observation is indisputable: we socialists, who claim to be feminists, still have too few women in our ranks. We do not know how to attract, value, and bring out new female figures and put women in a better position to govern. It is true that large cities such as Paris, Nantes, Lille and Rennes are led by women, but they are only highlighted because they are still exceptional figures.

We can only declare ourselves feminists if we are able to evolve in our internal practices, to change in order to bring women to positions of responsibility. There is an urgent need for a strong and voluntarist feminist policy towards and for women. We will not be able to change mentalities without strong actions in our midst.

Figures that speak for themselves: still too few women with responsibilities in our federation.

The figures of the Paris federation are unequivocal: women are less involved in our party and this from the moment they join until they take responsibility. The Socialist Party, and especially the Paris federation, must be places of popular education that play a role in the development of individuals, training, and the acquisition of skills.

In 2020, we identify :

- **13 women** vs. 17 men in the federal secretariat of the federation
- **21 men** vs. 6 women among section secretaries (including 3 joint pairs)
- **104 women** among the 289 new memberships 2019-2020, vs. 185 men
- **1 socialist woman**, among the mayors of Paris' arrondissements en Commun, vs. 6 men
- **18 female applications** vs. 50 male applications in the call for applications for the regional elections 2021

For an attractive and welcoming federation: let's make women want to join our sections!

While political youth organizations attract as many women as men, the women are less numerous in our sections in *fine*.

Feeling of not finding one's place, of not being "useful", disgust of certain practices and political manoeuvres, inadequacy with a way of life more and more constrained with age, the reasons are multiple but solutions exist. We ask that our federation commits itself to :

- **Organize a recruitment campaign** aimed at women in the SP and register it in the federal secretariat roadmap
- **Create bridges with associations** that work in the empowerment of the women in order to promote the diversity of career paths (professionals, origins, CSPs, etc.).
- **Accompany the women comrades on their arrival in our party:** set up a system of reception and accompaniment (including by women politicians in charge), offer training on the organization of our party, on public speaking, on the mechanism to fight against sexist and sexual violence.
- **Promote good activist practices** that enable women to participate and contribute to the life of our party by adopting strict meeting rules at the Federation and chapter levels: limit speaking time; alternate women speaking

/ men, interrupt redundant speeches (drawing inspiration from the practices of the associations), to take stock after each meeting of the number of speeches by gender

- **Have strong communication:** ensure that new activists receive section/federal/national communications and that federal secretariats share information about their activities, and disseminate the national listening device in all section and federation communications.

Let's become the reference federation for gender equality!

Our governing bodies and governance are the showcase of our party. It is necessary that we federation of Paris, first federation of France give the example and lead an internal policy of promotion of women strong and voluntarist. Let us give ourselves the means to apply parity and real equality in all our bodies, at every moment of the democratic life of our party. This implies encouraging and accompanying the women comrades who wish to be involved at all levels of responsibility of our federation, including the highest.

The Paris federation must be proactive to ensure the presence of women in key positions :

- Highlighting **the value of women in the federation:** identifying potential section secretaries and accompanying them towards taking on responsibility; opening a debate and involving training on the issue of the feeling of impostor and on the mental burden; working on our processes for appointing lists to avoid the gaps too often observed in the applications.
- **Impose parity** in the administrative commissions of our chapters and commissions federal, as set out in the statutes
- **Make it compulsory for a woman or a pair of equal partners to apply for the position of branch secretary**
- **Encouraging the candidacy of a woman to lead our federation** (the last woman to have been the first federalist in the Paris federation dates back to the early 1980s).

For an exemplary federation: let's organize real parity!

At each election, and again at the last municipal elections, parity has certainly been respected, but too often socialist women are placed in ineligible positions, in territory of conquest or are the adjustment variable of the agreements. This is not acceptable for a party that calls itself feminist. The place of women must be reasoned in terms of eligibility so that socialist groups in all elections are strictly equal.

We ask:

- **Designate an equal referee** in each section who will be a member of the electoral commission by right.

- **Make the presence of the Federal Secretariat for Equality obligatory** in all electoral commissions and list negotiations, **with the right to vote**, so that agreements with partners are not to the detriment of socialist women.
- **Prohibit "bringing down" more women** than men in mergers and agreements of lists
- Ensuring the presence of **women candidates for legislative elections in winnable ridings**
- **Impose an end to multiple terms of office** (maximum of two consecutive terms) for greater political renewal, especially for women.

Let's give ourselves the means of our feminist ambition!

First Signatories

Valérie Berno (Paris 16)

Dorine Bregman (Paris Centre)

Marie Laure Casier (Paris 18)

Yasmine El Jaï (Paris 18)

Céline Hervieu (Paris 6)

Alexandra Jardin (Paris 20)

Pauline Joubert (Paris 10)

Nawel Oumer (Paris 11)

Emma Rafowicz (Paris 11)

Marine Rosset (Paris 5)

Fatima Yadani (Paris 12)

To sign the contribution: <https://forms.gle/UvKqajBGvWZr7Zb6A>

Signatories (in alphabetical order):

Isabelle Alexandre (Paris 14)

Françoise Bellot (Paris 17)

Leinka Benacin (Paris 17)

Raphaël Bonnier (Paris 10)

Lyes Bouhdida-Lasserre (Paris 20)

Cheriffa Boudhar (Paris 13)

Dylan Boutiflat (Paris 19)

Pierre-Eugène Burghardt (Paris 10)

Marie-Louise Carémil (Paris 16)

Julie Changeur (Paris 18)

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Sylvie Dariosecq (Paris 14)

Luka De Silva (Paris 15)

Mathieu Delmestre (Paris 12)

Odile Dupont-Roche (Paris 6)

Annie Faure (Paris 17)

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10) **Sylvia Fuster** (Paris 13)

Afaf Gabelotaud (Paris 18)

Delphine Galtier (Paris 18)

Anne Jaffeux (Paris 6)

Carine Julien (Paris 19)

Laurent Jourdain (Paris 18)

Dominique Kielemoës (Paris 11)

Floria Labat (Paris 12)

Sémillane Lambret (Paris 18)

Aliénor Laurent (Paris 18)

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