



MINISTÈRE
CHARGÉ DE L'ÉGALITÉ
ENTRE LES FEMMES
ET LES HOMMES
ET DE LA LUTTE CONTRE
LES DISCRIMINATIONS

*Liberté
Égalité
Fraternité*

KEY FIGURES - 2023 EDITION

TOWARDS REAL GENDER EQUALITY IN FRANCE

KEY POINTS



Editor's Note



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Aurore Bergé

French Minister Delegate for Gender Equality
and the Fight Against Discrimination

Gender equality is the Great Cause that the President has brought to the forefront over the course of his two mandates.

The 2023 edition of 'Key Figures: Towards Real Gender Equality in France' shows that the fight for equality can only be won by achieving a profound and lasting change in mindset, which will allow us to overcome limiting stereotypes. This factor is key from an early age and throughout all stages of life. Much has been done to make this change a reality, but the task remains of tackling the root of the problem, fighting sexist representation and current inequalities, and addressing the place that society assigns to women. Every day, associations work tirelessly to face these issues on the ground. They are among our most vital, vigilant and demanding partners.

The slogan "equal work for equal pay" is not yet a reality: women still earn 24.4% less than men.

Real equality cannot exist while maternity continues to hinder women in their career development. The government aims to ensure a fairer distribution of roles in terms of leave after childbirth, as well as providing better childcare services. Companies must also work towards this goal: I know that they are ready to do so.

The government is also committed to continuing its fight against all forms of violence against women.

Measures must still be taken to ensure that a woman's ability to leave an abusive situation is never dependent on her means. Every woman wishing to leave her violent partner must be able to find shelter and crucially, wherever possible, abusers must be the ones forced to leave their homes. It is intolerable that abused women must deal with the trauma caused by domestic violence as well as the distress of being uprooted from their homes.

Victims are now being listened to more by the police and gendarmerie, and are receiving better support. The huge social movement launched by #metoo has exposed an issue that many refused to see. The way we are now responding to it is a credit to our institutions.

Finally, women's health is also a key part of our plan. Illnesses affecting women such as endometriosis, women's cancers and postpartum depression too often go undetected. Women must continue to have control over their own bodies: the enshrining of abortion rights in France's constitution will leave no room for ambiguity on this point.

At this point in time, women's rights are declining at a historic rate in many parts of the world. France will continue to deliver a firm message to international organisations and to our partners, as we are convinced of the importance of active feminist foreign policy.

Please Note

The data presented in this report is taken from publications and studies by public statistics bodies, most of which is available online, alongside data made available by the partners of the Ministry for Gender Equality and the Fight Against Discrimination. Unless otherwise stated, this report presents the latest data available on 13 December 2023, the date of completion of the report.

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OVERVIEW

TOWARDS REAL GENDER EQUALITY IN 10 KEY FIGURES

1 • Violent deaths within couples: in 2022, 118 women were killed by their partner or ex-partner

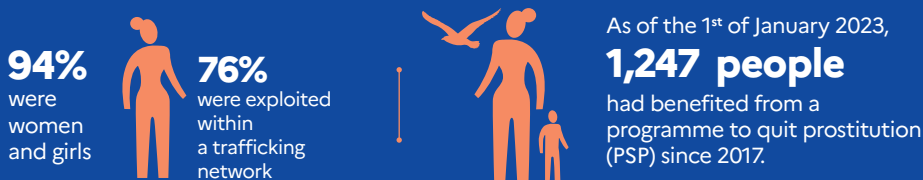
Number of violent deaths within couples in 2022



Source: Delegation for Victims - the Directorates of the National Police and the National Gendarmerie (DAV), 2023. Details p. 14.

2 • Prostitution: women are the primary victims of human trafficking for sexual exploitation

Among the 2,026 victims of sexual exploitation in France supported by 62 organisations in 2022:



Source: Ministerial Statistical Department for Internal Security (Ssmsi) / Interministerial Mission for the Protection of Women against Violence and the Fight against Trafficking in Human Beings (Miprof), 2023. Details p.18.

3 • Women's health: 1 in 10 women are thought to be affected by endometriosis

Number of women affected by endometriosis in France

1.5 to 2.5 million women, or **1 in 10 women**

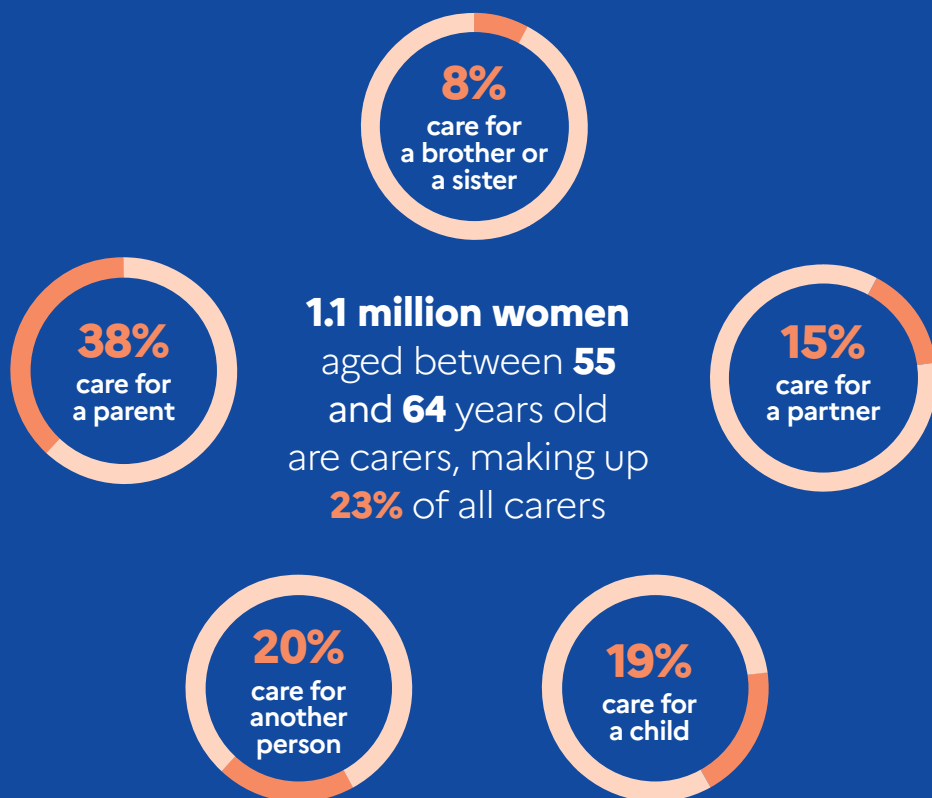
Source: Ministry of Health and Prevention, 2022. Details p. 30.

4 • Perinatal health: 1 in 5 pregnancies end before 14 weeks

Between **12%** and **24%** of pregnancies
end in miscarriage
before **14 weeks** of amenorrhea.

Source: P. Lacroix et al., 2016. Details p. 33.

5 • Women aged 55 and over: women aged between 55 and 64 are the most involved in helping and caring for vulnerable members of their family



Source: High Council for Family, Childhood and Aging (HCFEA), 2019. Details p. 49.

**6 • Gender balance in occupations:
8 out of 10 employees have a gendered occupation***

Relative share of employees according to the gender predominance of occupations



* An occupation is considered gendered when at least 65% of employees who work in the profession are women or, correspondingly, men.
Source: Department of Research, Studies and Statistics (Dares), 2023. Details p. 56.

**7 • Equal pay: in 2022, on average,
women earned 14.4% less than men**

Average monthly net FTE* wages and gender pay gap in the private sector in 2022



* Full-time equivalent wages. Source: Insee, 2023. Details p. 60.

**8 • Culture of equality: while there has been progress,
gender balance must improve within certain higher education qualifications**

Share of women among engineering graduates between 2000 and 2021



Source: French Evaluation, Forecasting and Performance Department (DEPP) and Ministry of Higher Education and Research, 2023. Details p. 77.

**9 • Gender parity in politics: in Parliament,
gender parity is improving but is not yet achieved**

Number and share of women elected to the National Assembly and to the Senate

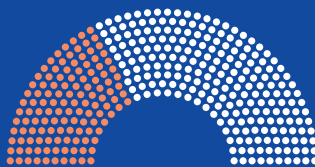
**National Assembly
(June 2022)**



**215
female MPs**

37.3%

**Senate
(September 2023)**



**126
female senators**

36.2%

Source: National Assembly, Senate. Details p. 74.

**10 • Worldwide: 190 million women do not have access to
contraception despite wanting to avoid pregnancy**

**Number of women of reproductive age (15-49 years old) who had an unmet need
for contraception in 2019**

**1.9 billion
women**



**of reproductive age
in 2019 worldwide**



**of which 190 million
did not use any contraceptive methods
due to a lack of access to these methods**

Source: United Nations, 2019. Details p. 92.

1

GENDER-BASED AND SEXUAL VIOLENCE

Sexism

Intimate partner violence

Sexual violence

Prostitution and pornography

Female genital mutilation
and forced marriages

Focus on regions and
French overseas territories

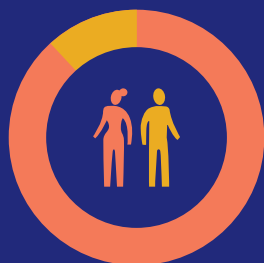
OVERVIEW



Women are the primary victims of gender-based and sexual violence

**244,301 victims
of intimate partner violence**

were recorded by security services* in France in 2022



86% women

14% men

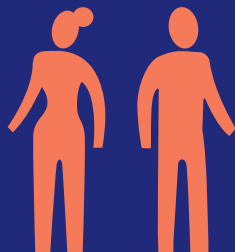
*These offences were recorded following a victim's report, a third-party report, a witness statement, an obvious offence witnessed by security services, an official notification, etc., but also on the initiative of security forces.

Scope: France (Metropolitan + DROM), persons aged 15 and over.

Source: SSMSI, 'Les violences conjugales enregistrées par les services de sécurité en 2022', Info Rapide no. 28, November 2023.
SSMSI data, database of victims of crimes and offences recorded by the police and gendarmerie in 2022.

84,500 victims of sexual violence*

were recorded by the police and the gendarmerie in 2022



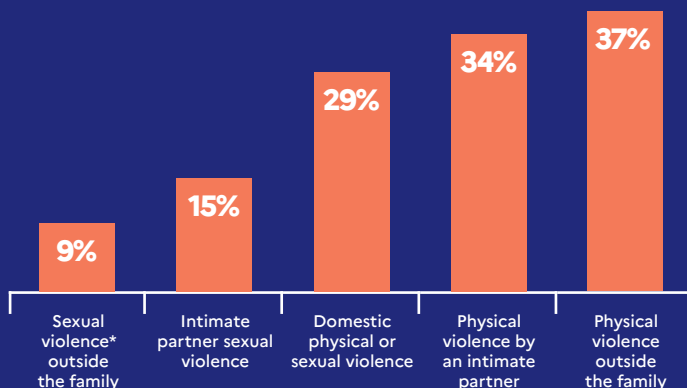
38,403 victims
of rape or attempted rape

46,058 victims
of sexual assault
(including sexual harassment)

* Rape and attempted rape, other forms of sexual assault, including sexual harassment. Scope: France (Metropolitan + Overseas departments and regions/DROM)
Source: SSMSI, 'Insécurité et délinquance en 2022 : bilan statistique complet', September 2023.
État 4001 data, databases of crimes and offences recorded by the police and gendarmerie in 2022.

Fewer than 1 in 3 victims officially report gender-based and sexual violence

Share of recorded victims who officially reported gender-based
and/or sexual violence in 2020



* Sexual violence: rape, attempted rape or sexual touching.

Interpretation: 15% of victims of intimate partner sexual violence that occurred in 2020 reported it in 2022.

Scope: Metropolitan France, persons aged 18-74, events occurring in 2020.

Sources: SSMSI, 'Insécurité et délinquance en 2022 : une première photographie', Interstats Analyse no. 54, January 2023.
SSMSI-Eurostat data, Genese survey, 2021.

1.1 • Ordinary sexism and sexist insults or comments are still too common

Number of sexist insults and comments* recorded by the police and gendarmerie in 2022

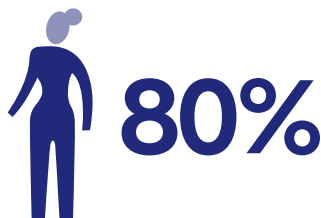
**2,800 sexist insults
and comments in 2022**
7,583 since 2018

* Sexist insult, a contravention defined in Article 621-1 of the Penal Code and introduced by Law no. 2018-703 of 3 August 2018. It consists of imposing on a person any statement or behaviour of a sexual or sexist nature, which either violates their dignity by being degrading or humiliating, or creates for them an intimidating, hostile or offensive environment.

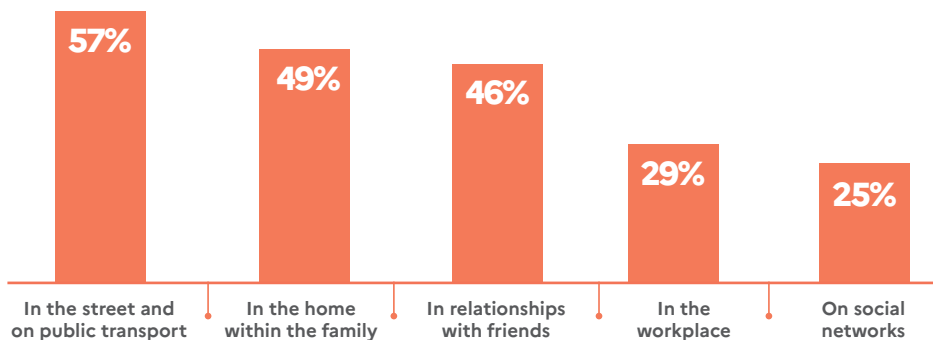
Scope: France.

Source: SSMSI, 'Les outrages sexistes enregistrés par les services de sécurité en 2022', Interstats Info rapide no. 27, October 2023.

**Percentage of women who feel
they have been treated less well
because of their gender**



Percentage of women who have personally experienced a sexist act by place

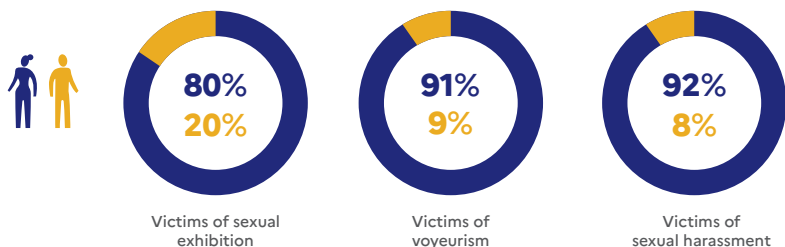


Scope: representative sample of 2,500 people aged 15 and over, living in Metropolitan France, of which 1,304 were women and 1,196 were men.

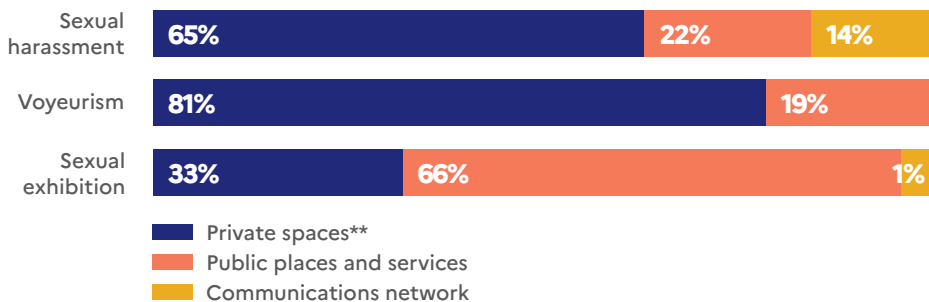
Source: High Gender Equality Council (HCE), 'Rapport annuel 2023 sur l'état du sexisme en France', January 2023. ViaVoice data for the HCE, Sexism Barometer 2023.

1.2 • Women are the primary victims of gender-based and sexual violence on public transport and in public places

Share of women and men among victims of sexual offences committed outside the family* by offence type in 2021



Place of commission of sexual offences committed outside the family* by offence type in 2021



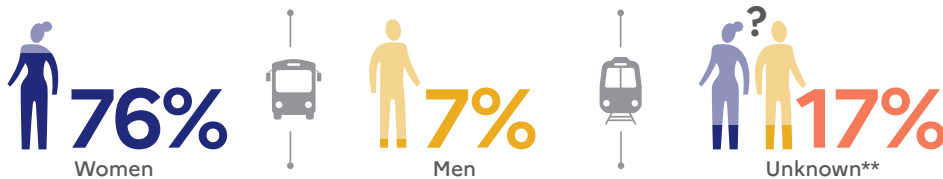
* All sexual offences, excluding offences committed between intimate partners or other members of the same family.

** Single-family housing, apartment buildings, private spaces other than housing.

Scope: persons aged 18 and over in France (Metropolitan + DROM).

Source: SSMSI, 'Les violences sexuelles hors cadre familial enregistrées par les services de sécurité en 2021', Interstat Analyse no. 52, November 2022. SSMSI data, database of victims recorded by the police and gendarmerie in 2021.

Share of men and women among victims of sexual and sexist abuse* occurring on public transport



* Sexual abuse with physical contact (rape, attempted rape, sexual touching or any other action of a sexual nature aimed towards another person), sexual and sexist abuse without physical contact (sexual or sexist harassment, sexual exhibition, voyeurism) and sexist insults or comments (wolf-whistling, obscene gestures or noises, sexual advances or intrusive questions about a person's sex life, degrading comments about physical appearance or attire, following a person insistently).

** Unknown: sexual and sexist abuse aimed at people whose gender was not recorded.

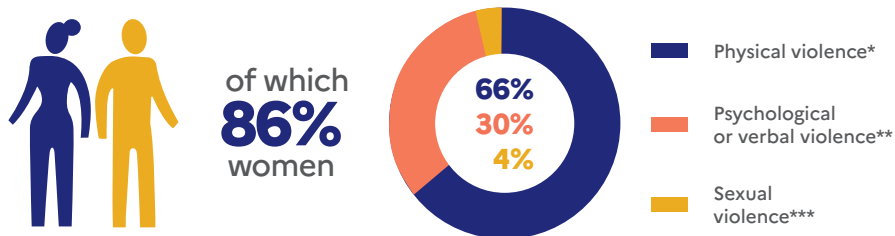
Scope: panel of 111 public transport service operators active in Metropolitan France and in French overseas territories.

Source: The National Observatory for Delinquency in Transport (ONDT), Ministry for Transport, 'Bilan des atteintes à caractère sexiste dans les transports de l'année 2022, 3^e édition', November 2023.

INTIMATE PARTNER VIOLENCE

**1.3 • Intimate partner violence is primarily carried out against women.
118 women were killed by their partner or ex-partner in 2022**

Number of victims of intimate partner violence recorded by the police and gendarmerie in 2022



244,301 | **9.8 women out of 1,000** aged between 15 and 64 are victims of intimate partner violence.

* Homicide, torture or barbaric acts, other forms of violence, whether or not they result in total incapacity for work (ITT).

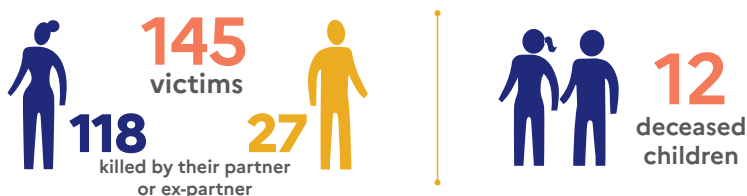
** Harassment, threats, insults, defamation, invasion of privacy.

*** Rape or attempted rape, other forms of sexual violence.

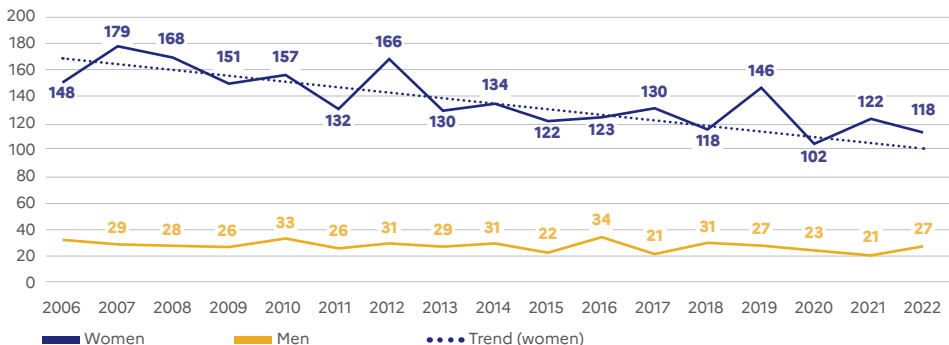
Scope: France (Metropolitan + DROM), persons aged 15 and over.

Source: SSMSI, 'Les violences conjugales enregistrées par les services de sécurité en 2022', Info Rapide no. 28, November 2023. SSMSI data, database of victims of crimes and offences recorded by the police and gendarmerie in 2022.

Number of violent deaths within couples in 2022



Evolution of the number of people killed by their partner or ex-partner 2006 - 2022



Source: Delegation for Victims - the Directorates of the National Police and the National Gendarmerie, 'Étude nationale sur les morts violentes au sein du couple en 2022', September 2023.

1.4 • In 2022, almost 14,000 perpetrators of intimate partner violence were referred to centres for perpetrators of intimate partner violence (CPCA)*

Number of respondents for intimate partner violence recorded by security services in 2022

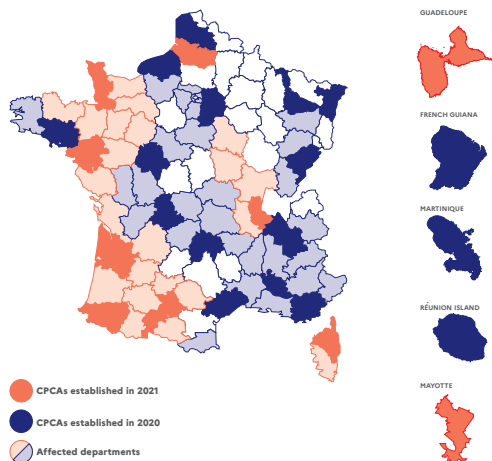


Scope: France (Metropolitan + DROM), individuals aged 15 and over.

Source: SSMSI, 'Les violences conjugales enregistrées par les services de sécurité en 2022', Info Rapide no. 28, November 2023. SSMSI data, database of victims of crimes and offences recorded by the police and gendarmerie in 2022.

Number of perpetrators of intimate partner violence and type of support given to them in CPCA centres

30 CPCAs are in place across France, including 5 in French overseas territories.



In 2022,
13,895 perpetrators were referred to CPCAs, of which:

- **89.9%** were referred by a judicial measure.
- **10.1%** went to a centre voluntarily.
- More than

3,500 perpetrators have received psychological counselling.

85% of Metropolitan departments are covered by a CPCA.

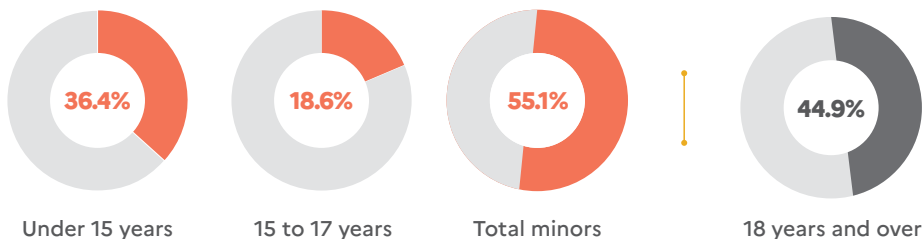
* Following the Grenelle consultation on intimate partner violence, the Government announced the establishment of centres for perpetrators of intimate partner violence (CPCA) to better prevent acts of violence and prevent reoffending. These centres offer medical and psychotherapeutic support to perpetrators of intimate partner violence, which can be combined with socio-professional support that particularly focuses on their re-entry into employment. 30 centres opened between 2020 and 2021 across the whole of France.

Scope: France (Metropolitan + DROM), persons aged 18 and over.

Source: responses from CPCA centres.

1.5 • More than half of victims of sexual violence occurring outside the family are minors. Half of the crimes were solved within a year

Distribution by age range of victims of sexual violence committed outside the family recorded by security services in 2021



Scope: France (Metropolitan + Overseas departments and regions/DROM) Physical and non-physical sexual violence, sexual exploitation and offences against public decency.
Source: SSMSI, 'Les violences sexuelles hors cadre familial enregistrées par les services de sécurité en 2021', Interstat Analyse no. 52, November 2022.
SSMSI data, database of victims recorded by the police and gendarmerie in 2021.

Number of respondents for sexual violence* committed outside the family in 2022

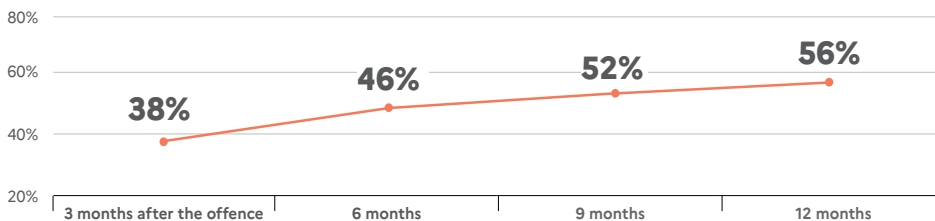


* Rape and attempted rape, other forms of sexual assault, including sexual harassment.

Scope: France.

Source: SSMSI, 'Insécurité et délinquance en 2022 : bilan statistique complet', September 2023. SSMSI data, statistical database of respondents for crimes and offences recorded by the police and gendarmerie in 2022.

Crime-solving rate* for cases of sexual violence** recorded by security forces in 2021



* A crime is considered solved if at least one respondent can be charged with the offence: the case can only be counted as solved if the alleged perpetrator or at least one of the alleged perpetrators has been taken in for questioning, has made a statement and has been presented as the alleged perpetrator in the case sent to judicial authorities.
** Domestic violence and other forms of sexual violence.

Scope: France.

Source: SSMSI, 'Élucidation des crimes et délits enregistrés par les services de sécurité en 2021', Info rapide no. 24, April 2023. Data from statistical databases of offences recorded or solved by the police and gendarmerie between 2021 and 2022.

1.6 • Sexist or sexual behaviour is still present in work and study environments

Share of women and men who have experienced sexist or sexual behaviour at least once in their working lives



* Among people in employment.

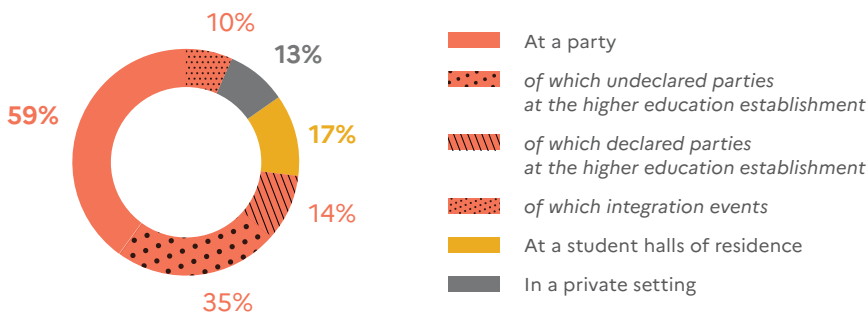
Scope: Metropolitan France, individuals aged 18-74 residing in ordinary households.

Source: SSMSI-Eurostat 'Panorama des violences en France métropolitaine: enquête Genesee 2021', November 2022. SSMSI-Eurostat data, Genesee survey, 2021.

Share of victims or witnesses of gender-based or sexual violence in a student environment since they began higher education



Places where rapes **** occurred in a higher education setting



In this study, 12 types of violence have been identified: sexist insults or comments, LGBTQIA+phobic slurs, gender-based or LGBTQIA+phobic psychological harassment, sexual harassment, sexual exhibition, voyeurism, revenge porn, LGBTQIA+phobic physical assault, sexual assault, attempted sexual assault, rape and attempted rape. /***9,898 survey respondents. /***9,725 survey respondents. /****477 survey respondents.

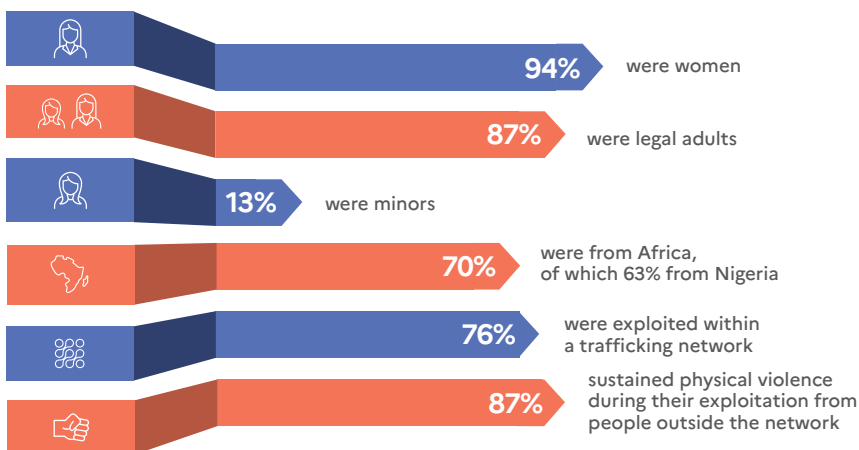
Scope: sample of 10,120 persons aged 18 and over in France, of which 71% were women, 26% men and 3% people belonging to gender minorities.

Source: Student Observatory for Sexual Violence in Higher Education, 'Baromètre 2023 des violences sexistes et sexuelles dans l'enseignement supérieur', April 2023.

1.7 • In 2022, women represented 94% of identified victims of human trafficking for sexual exploitation

Of the **2,675** victims of human trafficking supported by **69** organisations in 2022, **2,026** were victims of sexual exploitation (76%).

Among the 2,026 victims of sexual exploitation in France supported by 62 organisations in 2022



Scope: 2,026 victims of sexual exploitation supported in 2022 by 62 organisations. The victims identified in the survey cannot be considered as a representative statistical sample of the total number of victims present across France.

Source: Interministerial Mission for the Protection of Women against Violence and the Fight Against Human Trafficking (Miproff) - SSMSI, 'La traite des êtres humains en France: le profil des victimes accompagnées par les associations en 2022', October 2023.

Number of people who have benefited from a programme to quit prostitution* (PSP) since 2017

1,247 of which **643** were ongoing as of 31 December 2022

By the end of 2023, all Departmental Committees* will have been set up under the authority of prefects.

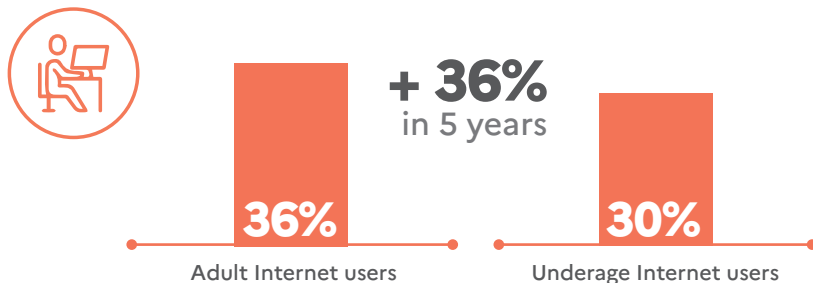
* Any legal adult who is a victim of prostitution, procuring or sexual exploitation can benefit from appropriate support provided by one of 119 organisations approved for the purpose. This scheme has been supplemented by the creation of a financial allowance for social and vocational integration (AFIS) paid to people who have committed to a PSP programme and who cannot benefit from minimum social benefits under ordinary law.

** Established by the law of 13 April 2016 that aims to fight against the prostitution system, the role of Departmental Committees is, on one hand, to coordinate action to support people who are in prostitution, and, on the other, report on their level of commitment to programmes to quit prostitution.

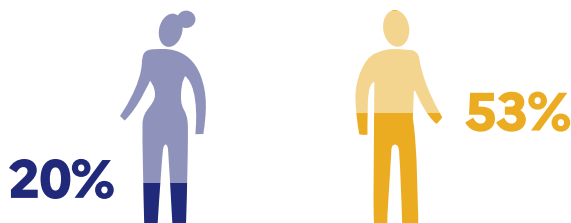
Source: Ministry for Gender Equality and the Fight against Discrimination, the Directorate General for Social Cohesion – Department for Women's Rights and Gender Equality (SDFE), January 2023.

1.8 • In 2022, over a third of Internet users visited pornographic websites every month, with a proportion only slightly lower among underage Internet users. Women are the primary victims of sexual exploitation for child pornography

Share of Internet users who visited an 'adult' website at least once a month in 2022



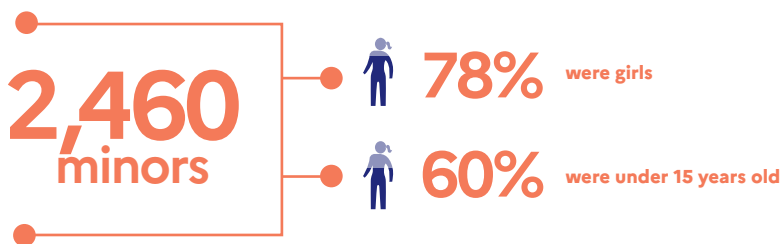
Share of Internet users who visited an 'adult' website at least once a month in 2022 (all ages)



Scope: panel of 25,000 Internet users in France, aged 2 and over. The 'adult' category included 14,111 websites identified by Médiamétrie. Pornographic content present on other websites, for example video-sharing platforms or social networks, was not taken into account.

Source: Arcom, 'La fréquentation des sites "adultes" par les mineurs', May 2023. Internet audience measurement data by Médiamétrie (data is GDPR-compliant), data reprocessed by Arcom's Directorate for Studies, the Economy and Forecasting.

Number of victims of sexual exploitation for child pornography recorded by security services in 2021

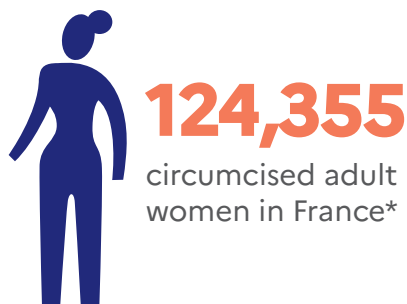


Scope: France (Metropolitan + DROM).

Source: SSMSI, 'Les violences sexuelles hors cadre familial enregistrées par les services de sécurité en 2021', Interstat Analyse no. 52, November 2022. SSMSI data, database of victims recorded by the police and gendarmerie.

1.9 • An estimated 125,000 women living in France have been circumcised

Estimated total number of adult women living in France in the mid-2010s who had undergone female genital mutilation



* Women born in France with at least one parent born in a risk country ('second generation') and women born in a risk country and residing in France ('first generation').

Scope: indirect estimate made from multiple surveys.

Source: Santé Publique France, 'Estimation du nombre de femmes adultes ayant subi une mutilation génitale féminine vivant en France', *Weekly Epidemiological Bulletin* No. 21, July 2019.

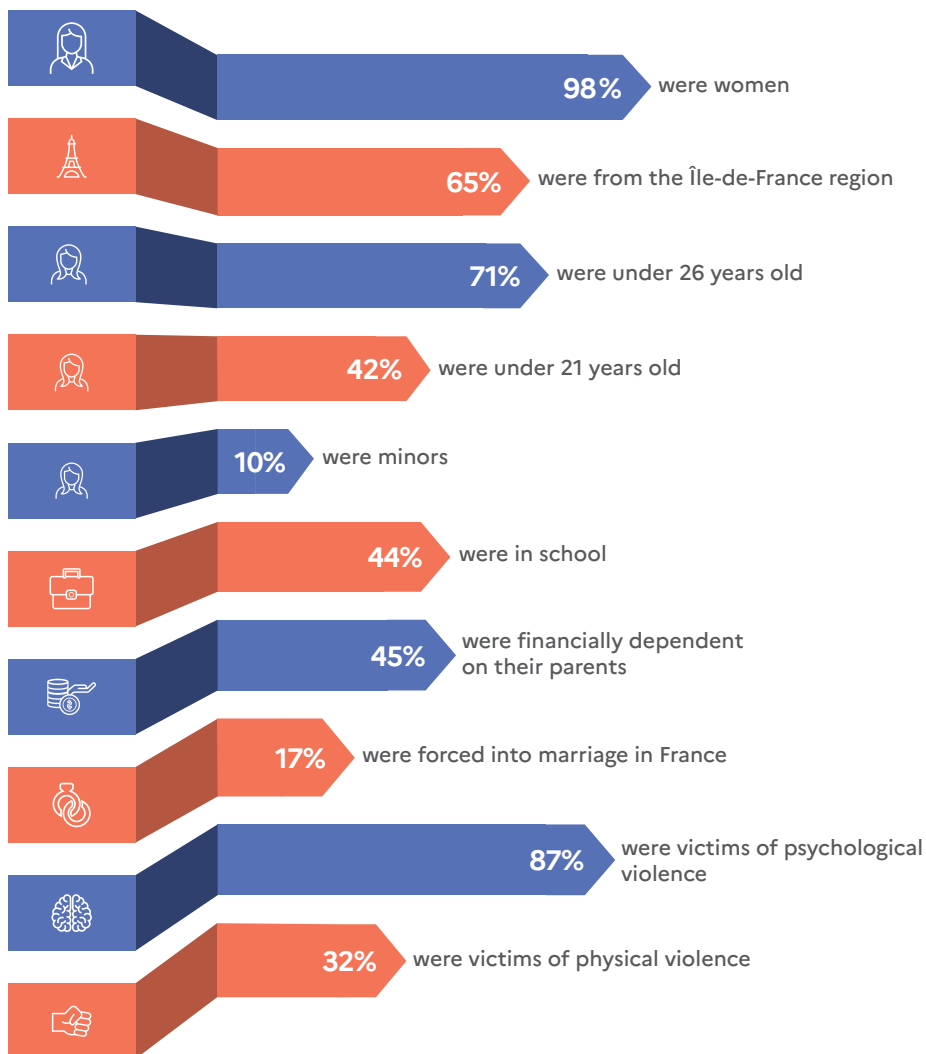
Number of minors placed under the protection of the French Office for the Protection of Refugees and Stateless Persons (OFPRA) due to a risk of female genital mutilation as of 31 December 2022



Source: French Office for the Protection of Refugees and Stateless Persons (OFPRA), 'Rapport d'activité 2022' (Annual Report 2022), July 2023.

1.10 • In France, 98% of identified victims of forced marriage are women

Information about victims of forced marriages who contacted the *SOS Mariage Forcé** helpline in 2022



* Led by the organisation Voix de Femmes and supported by the Ministry for Gender Equality and the Fight against Discrimination, SOS Mariage Forcé is the first European organisation exclusively dedicated to supporting victims of this type of violence.

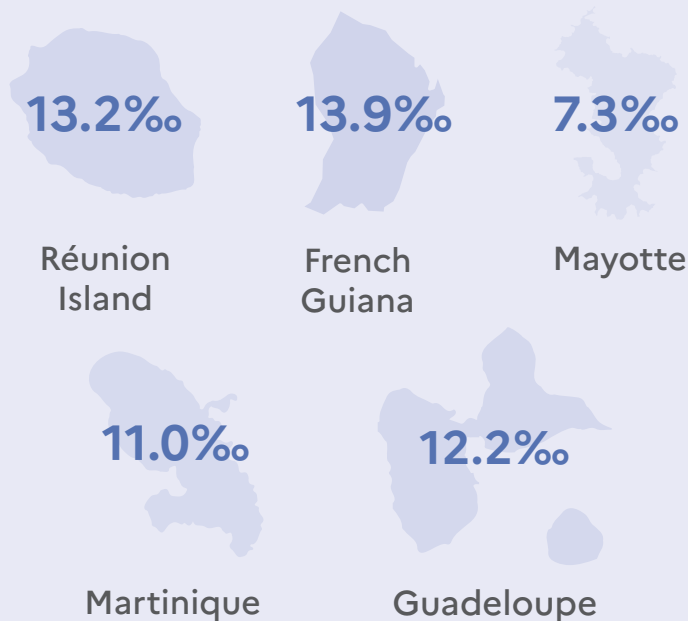
Scope: 144 victims who requested help from SOS Mariage Forcé in 2022.

Source: Voix de Femmes organisation, Annual Report 2022, 2023.

FOCUS: OVERSEAS TERRITORIES

1.11 • Intimate partner violence is more prevalent in French overseas territories

Number of women aged between 15 and 64 who were victims of intimate partner violence per 1,000 female inhabitants in the same age range, by overseas territory, in 2021



9.8%

For the whole
of France
Metropolitan
+ overseas territories

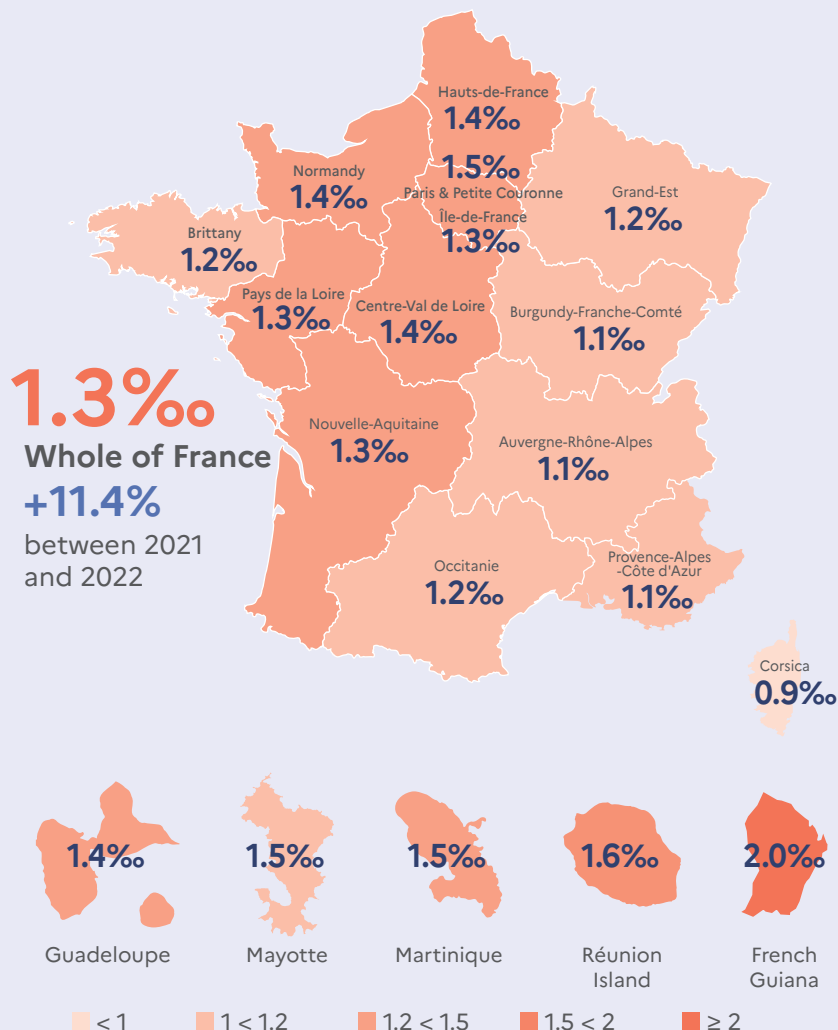
Scope: France (Metropolitan + DROM), persons aged 15 and over.

Source: SSMSI, 'Les violences conjugales enregistrées par les services de sécurité en 2022', Info Rapide no. 28, November 2023. SSMSI data, database of victims of crimes and offences recorded by the police and gendarmerie in 2022.

FOCUS: REGIONS

1.12 • The number of cases of sexual violence per 1,000 inhabitants is on the rise and was relatively consistent across all regions in 2022

Victimisation rate for sexual violence recorded in regions in 2022 per 1,000 inhabitants



Scope: Metropolitan France, persons aged 18-74, events occurring in 2020.

Sources: SSMSI, 'Insécurité et délinquance en 2022 : une première photographie', January 2023. SSMSI data, municipal statistical databases on delinquency recorded by the police and gendarmerie in 2022; Insee, population census 2019.

2

WOMEN'S HEALTH AND ACCESS TO RIGHTS

Contraception and abortion

Sexual health

Perinatal health

Health status and disabilities

Combatting social insecurity

Access to rights

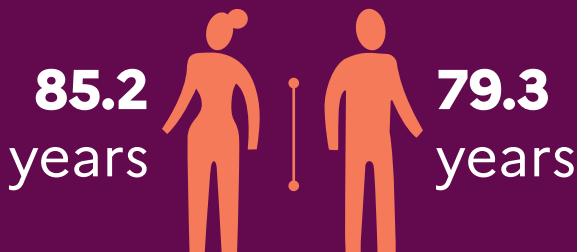
Focus on regions
and French overseas territories



OVERVIEW

In 2022, women lived
to the age of 85.2 and men to the age of 79.3

Life expectancy at birth in 2022



Note: life expectancy at birth, provisional data as of the end of November 2022.

Scope: Whole of France.

Source: Insee, population estimates and vital statistics.

In 2020, France had 2 million single-parent families,
that is 1 in 4 families

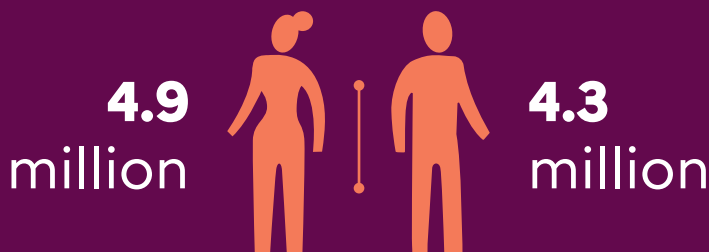


Scope: France excluding Mayotte, families with at least one minor child.

Source: Insee, 'Les familles en 2020 : 25 % de familles monoparentales, 21 % de familles nombreuses', Insee Focus no. 249, September 2021. Insee, 'Femmes et hommes, l'égalité en question - Édition 2022', Insee Références, March 2022. Data from annual census survey 2020.

In 2019, more women than men were living below the poverty line in France

Number of women and men living below the poverty line



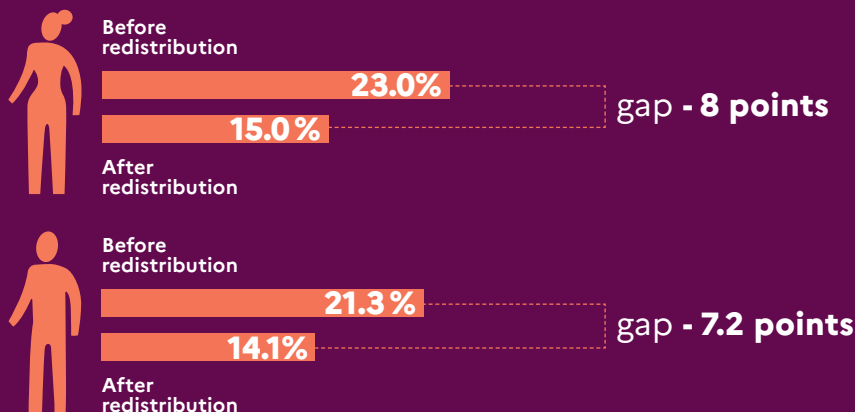
Scope: Metropolitan France, individuals living in a household (in ordinary housing) with positive or zero declared income and whose reference person was not a student.

Source: Insee, 'Pauvreté selon le sexe et le seuil', Key figures, October 2021.

Insee/DGFiP/Cnaf/Cnav/CCMSA data, tax and social income surveys (ERFS) 2019.

The effects of redistribution on the poverty rate are greater for women

Poverty rate* before and after redistribution of social and fiscal transfers, by gender in 2019



* Threshold at 60% of the median income.

Scope: all social and fiscal transfers. Metropolitan France, persons belonging to a household living in ordinary housing, whose income declared to the tax authorities was positive or zero and whose reference person was not a student.

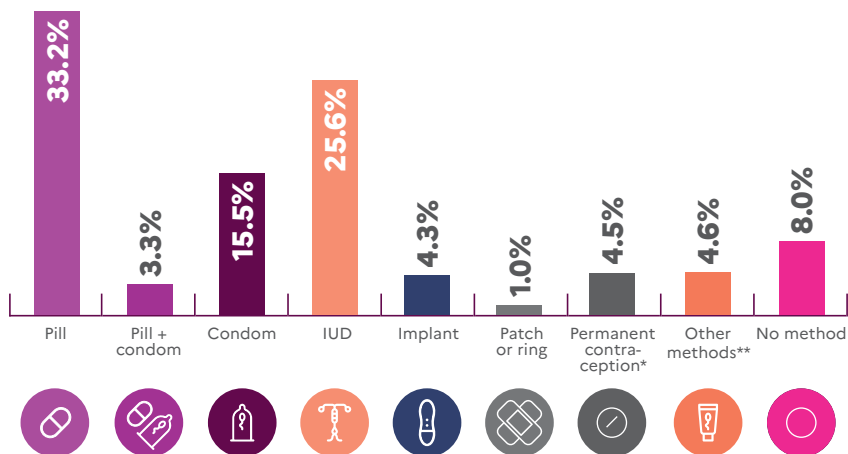
Source: Directorate of Research, Studies, Evaluation and Statistics (DREES), 'Minima sociaux et prestations sociales - Ménages aux revenus modestes et redistribution - Édition 2022',

Panoramas de la Drees, September 2022. Insee/DGFiP/Cnaf/Cmsa data, tax and social income surveys (ERFS) 2019, DREES calculations.

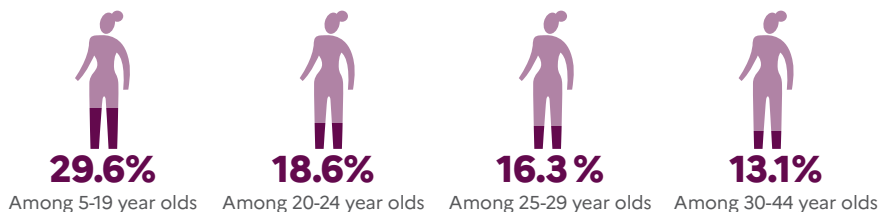
CONTRACEPTION AND ABORTION

2.1 • Various contraception methods exist for women, with their use evolving with age. Condoms are primarily used by younger women

Main methods of contraception used by women aged 15-49 in 2016



Use of condoms* by women as a method of contraception according to age in 2016**



Note: since the 1st of January 2022, French health insurance has covered contraception costs in full, with no advance payment required, for all women up to the age of 26 (no longer restricted to minors). 3 million young women can benefit from this measure.

* As permanent contraception (sterilisation) can only be accessed after the age of 30, it is only represented in the relevant age ranges.

** This category includes the diaphragm, the cap and so-called traditional methods, such as the symptothermal method, the temperature method and withdrawal.

*** Female and male condom.

Scope: Metropolitan France, women aged 15-49 who were neither pregnant nor sterile, who had had heterosexual intercourse in the 12 months preceding the survey, and who did not wish to have children.

Source: Santé Publique France, 'Quatre ans après la crise de la pilule, les évolutions se poursuivent', Études et enquêtes, results from Baromètre Santé Contraception 2016, September 2017.

Share of women who had used emergency contraception* in the 12 months preceding the survey by age in 2016



21.4%
15-19 years

8.7%
25-29 years

1.5%
40-49 years

9.8%
20-24 years

5.2%
30-39 years

6.2%
15-49 years combined

* Emergency contraception is a birth control method that can be used after unprotected or poorly protected sex. It must be taken within a maximum of 120 hours after intercourse. It can be accessed in pharmacies, without a medical prescription, anonymously and free of charge for women under 26.

Source: Insee, 'Femmes et hommes, l'égalité en question', Insee Références, March 2022. Data from Baromètre Santé Publique France 2016.

2.2 • Following a significant drop linked to the Covid-19 pandemic, the number of abortions increased in 2022 to the number observed before the health crisis

Number of abortions performed in 2022 in France (Metropolitan and DROM)



234,253
abortions

of which **218,441**
concerned women residing
in Metropolitan France

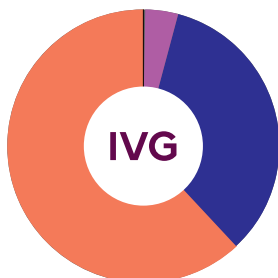
Number of abortions per 1,000 women*
aged 15-49 in 2022

(Metropolitan and French overseas territories)



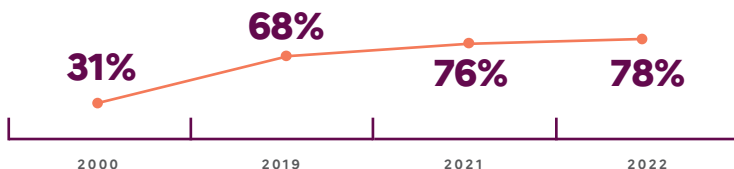
16.2
abortions

Places where abortions were carried out in 2022

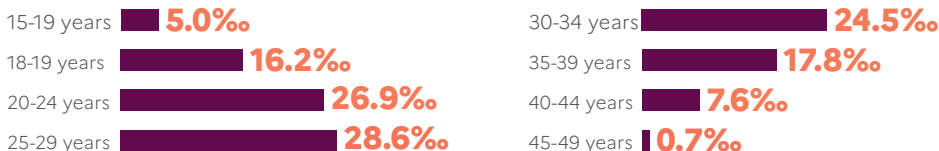


- Abortions in a hospital facility: **144,421**
- Reimbursed medical abortions at a flat rate (FMV), in a health centre or a centre for family planning and education: **9,227**
- Reimbursed FMV in a private practice: **79,281**
- Abortions via teleconsultation: **972**
- Surgical abortions in health centres: **145**

Share of medical abortions**, performed outside an operating theatre through the use of drugs, by year



Rate of recourse to abortion per 1,000 women by age in 2022



* Calculated as the ratio of all abortions to the population of women aged 15-49. ** Medical abortion involves taking drugs that terminate a pregnancy and expel the embryo. It can be performed up until the end of the 7th week of pregnancy (9 weeks of amenorrhea). Note: all abortions were carried out in healthcare facilities until 2005, the year from which medical abortion was authorised in doctors' practices. Outside healthcare facilities, the practice of instrumental abortion has been authorised in medical centres since the decree of March 2021 implementing the law to modernise the French healthcare system.

Scope: all abortions carried out in Metropolitan France and in the DROM (including those concerning women whose age was unknown). Figures updated in July 2023. Source: DREES, 'Le nombre des interruptions volontaires de grossesse augmente en 2022', Études et Résultats no. 1281, September 2023.

2.3 • Endometriosis is thought to affect 10 % of women in France

Share of women affected by endometriosis in France

**1.5 million
to 2.5 million
women**



or 1 in 10 women

Time from appearance of first symptoms to diagnosis

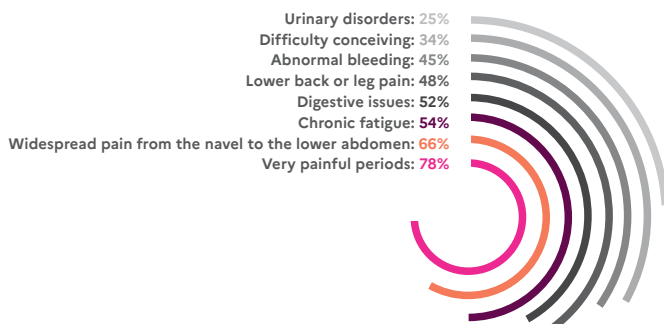


Share of women affected by endometriosis in France who experience fertility problems



40%

Share of women suffering from endometriosis who experience the following symptoms



Scope: 1,557 women suffering from endometriosis, of which 803 women were from the Ipsos panel and 754 from the EndoFrance organisation.
Source: Ipsos and EndoFrance, 'Vivre avec l'endométriose : plus de 1 550 femmes en parlent - Enquête sur le parcours des femmes souffrant d'endométriose', June 2020.
EndoVie survey, conducted online in January 2020.

2.4 • Breast cancer is still the leading cause of cancer death in women. Human Papillomavirus (HPV) vaccination coverage is improving among young girls but only a very small number of boys are protected

Breast cancer

61,214 new cases per year
12,100 deaths in 2018 – 1st cause
of cancer death in women

Cervical cancer

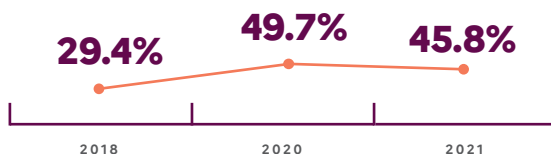
3,159 new cases per year
1,100 deaths in 2018

Ovarian cancer

5,348 new cases per year
3,500 deaths in 2018

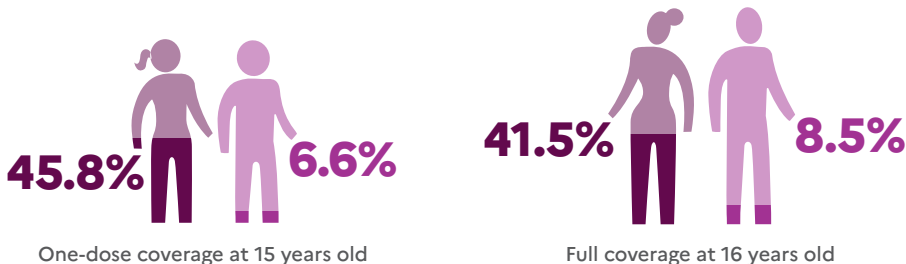
Source: The French National Cancer Institute (INCa), 'Panorama des cancers en France Édition 2023', July 2023.

Human Papillomavirus (HPV) vaccination coverage in girls aged 15 and over, by year



Source: Santé Publique France, 'Couverture vaccinale contre les infections à papillomavirus humain des filles âgées de 15 à 18 ans et déterminants de vaccination, France, 2021', Bulletin Épidémiologique Hebdomadaire 2022;(24-25):446-55, November 2022. DCIR-SINDS data.

Human Papillomavirus (HPV) vaccination coverage in girls and boys born in 2006 as of 31 December 2022



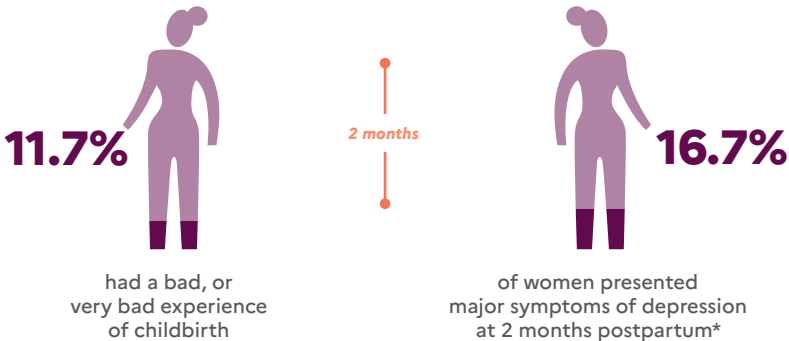
Source: Santé Publique France, 'Données de couverture vaccinale papillomavirus humains (HPV) par groupe d'âge', April 2023. Viewed on 4 July 2023.

2.5 • Approximately 1 in 10 women suffer from postpartum depression two months after giving birth

Women's experience of pregnancy in 2021



Women's experience in the two months after childbirth in 2021



* To screen for possible postpartum depression, the Edinburgh Postnatal Depression Scale (EPDS) (made up of 10 items) was used. It gives a score ranging from 0 and 30. A cut-off value of 13 is used to indicate the probability of depression.
Scope: Metropolitan France, 12,939 births occurring between Monday the 15th of March 2021 at 00h00 and Sunday the 21st of March 2021 at 23h59 in public and private maternity facilities and birth centres.
Source: Inserm, 'Enquête nationale périnatale. Rapport 2021. Les naissances, le suivi à deux mois et les établissements', October 2022.

2.6 • 1 in 5 pregnancies end in miscarriage in the first 14 weeks and psychological consequences are insufficiently measured and treated

Share of pregnancies ending in miscarriage before 14 weeks of amenorrhea



Source: P. Lacroix, F. Got, S. Callaghan, N. Séjourné, 'La fausse couche : du côté des hommes', Psychologie française, vol. 61, no. 3, September 2016, pp. 207-217.

Share of women suffering from the following symptoms after miscarriage

Symptoms of depression



Symptoms of anxiety



State of post-traumatic stress



Share of partners presenting symptoms of depression after a miscarriage

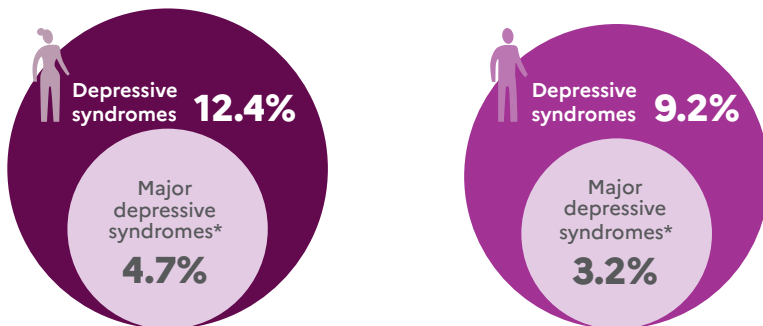


Source: French College of Obstetricians and Gynaecologists, 'Fausses couches spontanées du premier trimestre. Traitement médical : techniques, avantages et inconvénients', Mises à jour en gynécologie médicale (vol. 2010), December 2010.

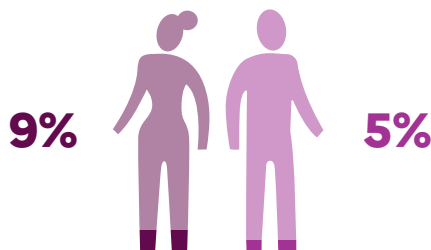
HEALTH STATUS AND DISABILITIES

2.7 • Women are slightly more affected by mental health issues than men and more frequently consult psychologists, psychotherapists or psychiatrists

Prevalence of depressive syndromes in 2019 by gender



Share of women and men who had consulted a psychologist, a psychotherapist or a psychiatrist in the 12 months preceding the survey in 2019



**The survey distinguishes between 'major' and 'minor' syndromes based on the number and the frequency of symptoms that relate to the clinical symptoms of depression experienced in the 15 days preceding the survey.*

Scope: persons aged 15 years or over, residing in Metropolitan France, and living in ordinary housing.

Source: Insee, 'Femmes et hommes, l'égalité en question', Insee Références, March 2022. Data from the European Health Interview Survey (EHIS) 2019.

Share of women and men among people who attempted suicide in 2019

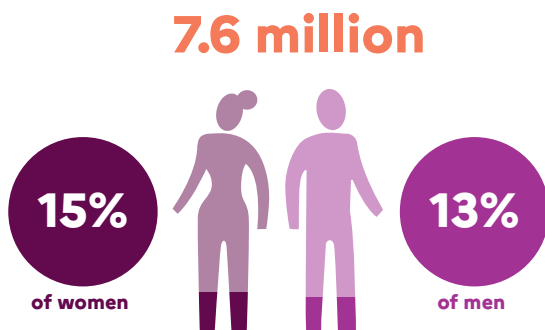


Scope: 90,000 hospitalisations linked to a suicide attempt in 2019 in Metropolitan France.

Source: Insee, 'Femmes et hommes, l'égalité en question', Insee Références, March 2022. Data from the European Health Interview Survey (EHIS) 2019.

2.8 • 1 in 7 people had disabilities in 2021, with women slightly over-represented. Women with recognised disabilities were more frequently unemployed than women with no functional limitations

Number of people aged 15 and over with disabilities* in 2021

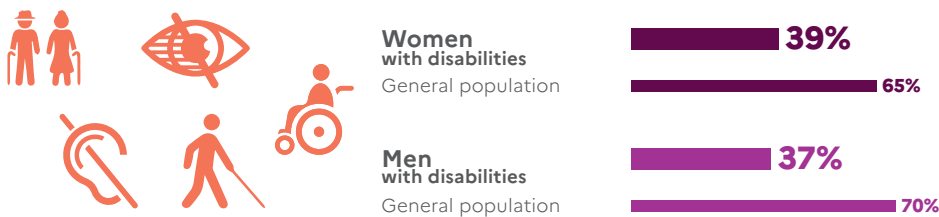


* In this study, two definitions were used to count people with disabilities: persons reporting severe functional limitations in terms of a physical, sensory or cognitive function, and persons reporting a severe restriction of their daily activities lasting more than 6 months, due to health reasons. Depending on which definition is applied, or whether both are applied simultaneously, in 2021, between 2.6 million and 7.6 million people aged 15 or over and who live at home were affected.

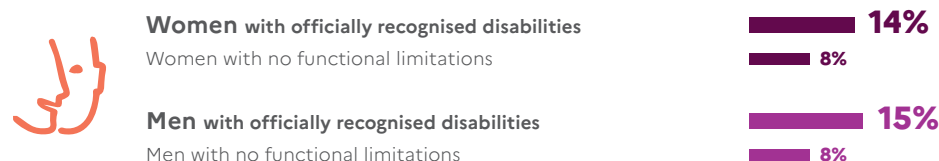
Scope: Metropolitan France and DROM, excluding the population living in care facilities.

Source: DREES, 'En France, une personne sur sept de 15 ans ou plus est handicapée, en 2021', Études et Résultats no. 1254, February 2023. Data from 'Vie quotidienne et santé' survey on daily life and health, 2021, processed by DREES.

Employment rate for women and men with officially recognised disabilities in 2021



Unemployment rate for women and men with officially recognised disabilities in 2021



Scope: Metropolitan France and DROM (excluding Mayotte), active population aged 15 and over, living in ordinary housing.

Source: DREES, 'Le handicap en chiffres - Édition 2023', fiche S1, Panoramas de la Drees, April 2023. Insee data, employment survey 2021.

COMBATting SOCIAL INSECURITY

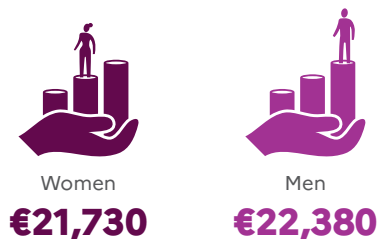
2.9 • Women more frequently live in a situation of poverty.

Over-indebtedness more frequently affects single women and single mothers

Poverty rate* by gender in 2019



Median standard of living in 2019

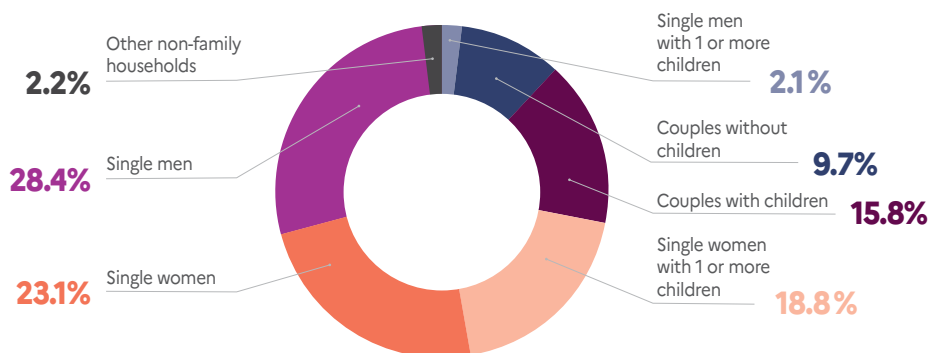


*An individual is considered poor when they live in a household whose standard of living is below the poverty line. In France and Europe, the threshold is most often set at 60% of the median standard of living. In 2019, the poverty line corresponded to a disposable income of €1,102 per month for a person living alone and €2,314 for a couple with two children aged under 14.

Scope: Metropolitan France, individuals living in a household (in ordinary housing) with positive or zero declared income and whose reference person was not a student.

Source: Insee, 'Pauvreté selon le sexe et le seuil', October 2021. Insee/DGFiP/Cnaf/Cnav/CCMSA data, tax and social income surveys (ERFS) 2019.

Households experiencing over-indebtedness by family composition in 2022

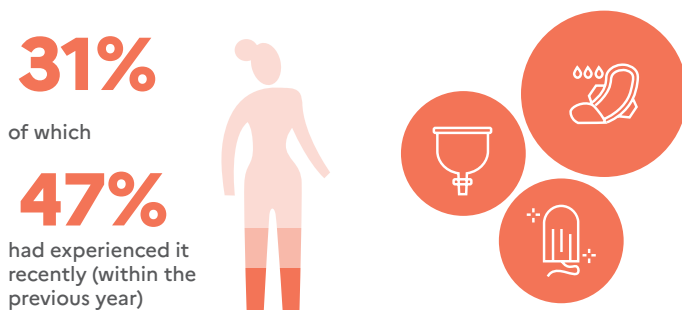


Scope: based on 113,081 households having submitted an over-indebtedness file, with all files fully processed by Commissions and a solution identified. Only the most recent year of processing was taken into account for each file, in order to avoid double counting.

Source: Banque de France, 'Le surendettement des ménages – enquête typologique 2022', February 2023.

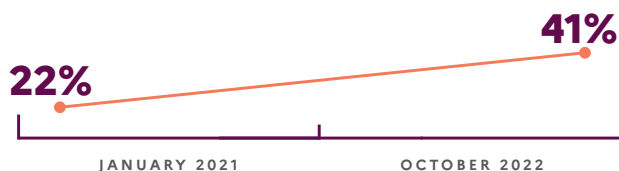
2.10 • Period poverty is thought to affect 1 in 3 women. Food insecurity, which is on the rise, primarily affects women

Share of menstruating women who stated in 2023 that they had already experienced period poverty*

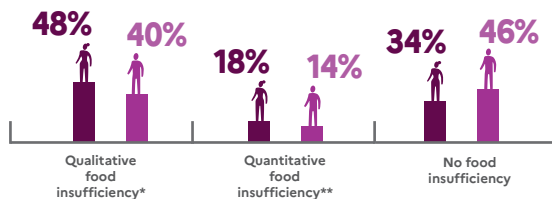


*In this study, period poverty is defined as difficulty accessing enough menstrual products for adequate protection during periods due to financial constraints.
Scope: sample of 1,022 menstruating women aged 18-50, representative of the population of women aged 18-50. Source: OpinionWay for Règles Élémentaires, 'Enquête sur la précarité menstruelle', February 2023.

Share of individuals who stated they were cutting back on food spending



Share of women and men who reported living in food insufficiency in November 2022



*Those who answered "Yes" to the statement: "You have enough to eat, but not always the food you would like".

** Those who answered "Yes" to the statement: "You sometimes do not have enough to eat".

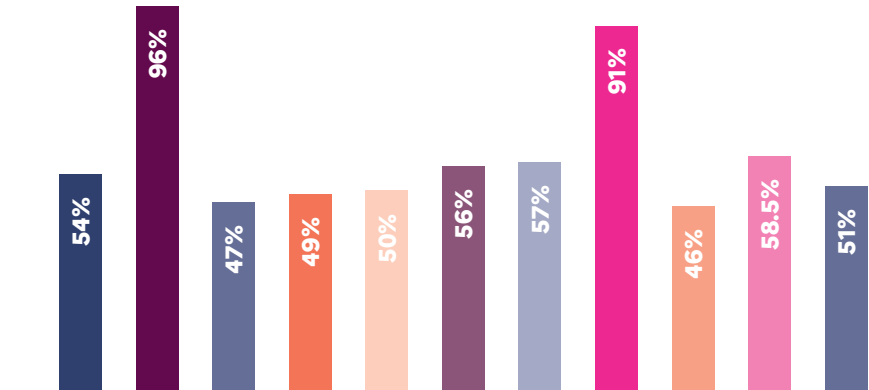
Scope: 3,000 people aged 15 and over. Source: Crédoc/INRAE/Université de Bordeaux, 'En forte hausse, la précarité alimentaire s'ajoute à d'autres fragilités', Consommation & modes de vie no. CMV329, May 2023. Data from the 'Conditions de vie et aspirations des Français' survey on the living conditions and aspirations of the French people, November 2022 period.

2.11 • Women are the primary recipients of most minimum social benefits

Number of recipients of minimum social benefits as of 31 December 2021



Share of women among recipients of some kind of minimum social benefits* at the end of 2021



- Earned Income Supplement (RSA)
- Increased RSA
- Special Solidarity Allowance (ASS)
- Adult Disability Allowance (AAH)
- Supplementary Invalidity Allowance (ASI)
- Minimum old-age allowance
- Worker bonus
- Increased worker bonus
- 'Job Guarantee for young people'
- Need-based scholarship*
- For reference :
Entire population aged 15-69 years old

* 2021-2022 academic year Scope: France (excluding French Polynesia and New Caledonia), all students who were recipients of a need-based scholarship (BCS) from the Ministry of Higher Education, Research and Innovation (MESRI).
Scope: France. Entire population: persons living in ordinary housing in France (excluding Mayotte).
Source: DREES, 'Minima sociaux et prestations sociales - Ménages aux revenus modestes et redistribution - Édition 2023', Panoramas de la Drees, September 2023.

2.12 • Nearly 300,000 women were individually or collectively informed and/or supported by Information Centres for Women's and Family Rights (CIDFF) in 2022

France has **98 CIDFF centres**, which ran **2,378** reception shifts in 2022



554

in priority urban districts



1,323

in semi-urban areas



501

in rural areas



241

in France Service centres

Number of people who received information from CIDFF centres in 2022

445,123

persons of which

296,890

were women



- 56%** were under 45 years old
- 19%** lived in a priority urban district
- 13%** lived in rural development areas
- 29%** of women lived alone
- 15%** were undergoing a separation
- 52%** of women had one or more children
- 14%** were single parents
- 43%** were unemployed
- 12%** did not live in independent housing

Access to rights

104,808 women received

196,766 meetings held

478,976 answers provided to requests for information

Employment, professional training and entrepreneurship

9,629 women informed

14,607 meetings held

Combatting gender-based and sexual violence

47,971 women informed

79,678 meetings held

286,872 answers provided to requests for information



Parenthood

4,937 people informed

18,116 meetings held

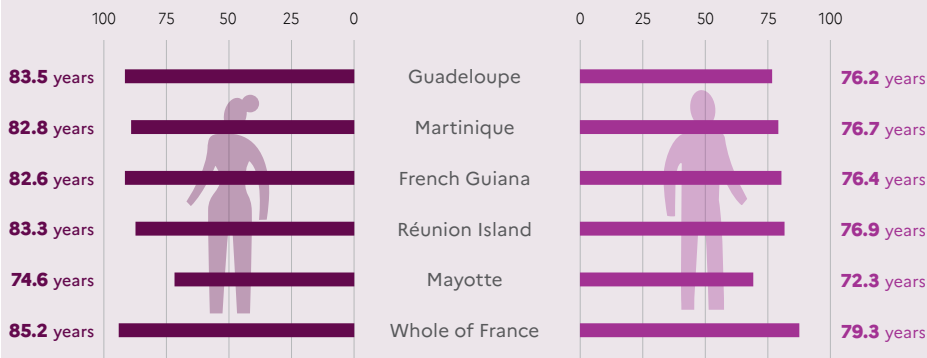
24,701 answers provided to requests for information

Source: National Federation of Information Centres on Women's and Family Rights, key figures on the activities of Information Centres on Women's and Family Rights 2022, July 2023.

FOCUS: OVERSEAS TERRITORIES

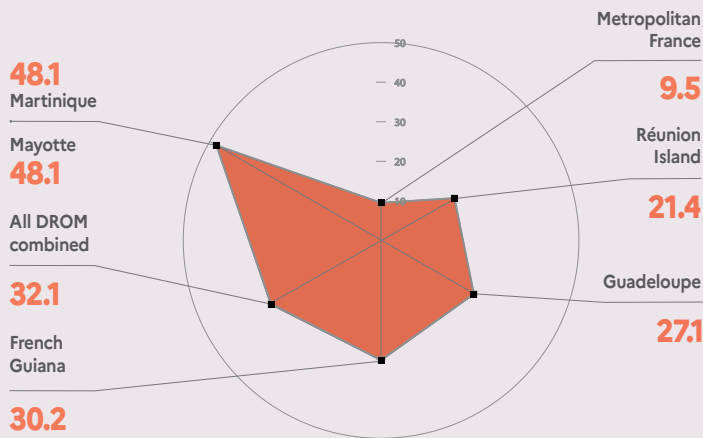
2.13 • In Mayotte, women’s life expectancy at birth is significantly lower than that of people living in other territories. Maternal mortality is 3 times more prevalent in overseas departments and regions (DROM) than in Metropolitan France

Life expectancy at birth by gender in 2022



Scope: whole of France. Provisional data in years.
Source: Insee, 'Life expectancy in 2022, regional and departmental comparisons', Key figures, February 2023. Insee data, vital statistics and population estimates (provisional data).

Maternal mortality ratio (MMR)* per 100,000 live births by DROM

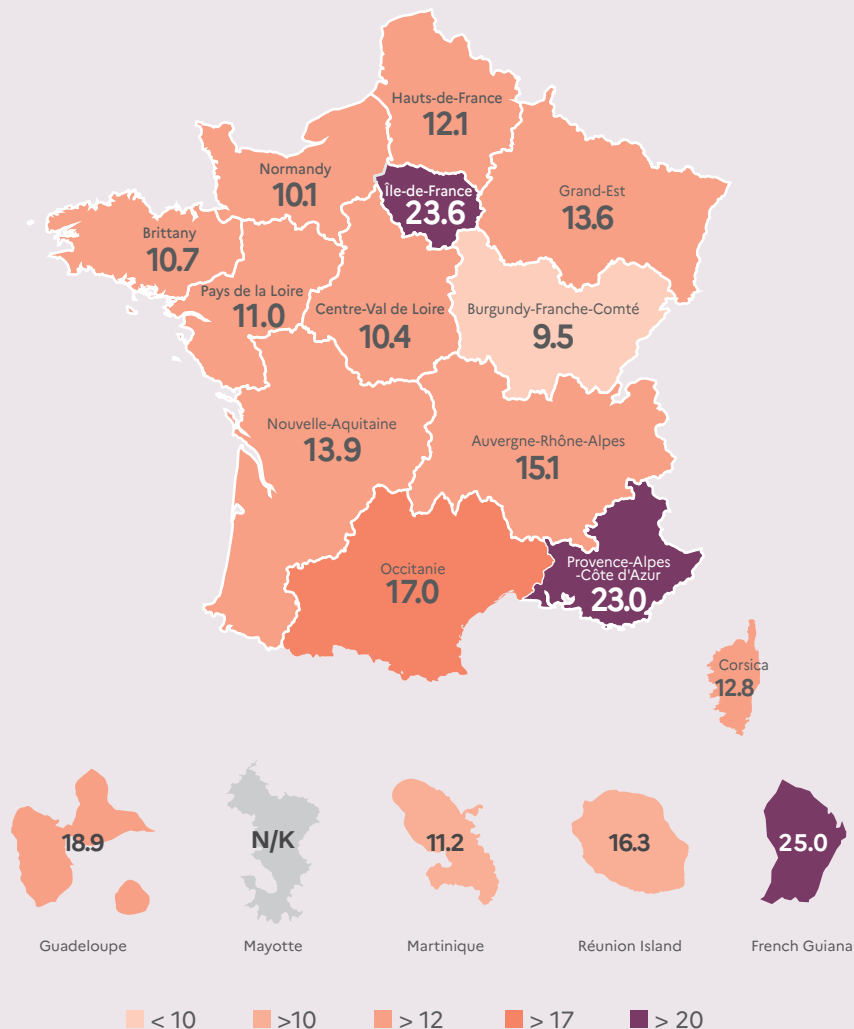


* Maternal death is defined as the death of a woman while pregnant or within 42 days of termination of pregnancy, irrespective of the duration and the site of the pregnancy, from any cause related to or aggravated by the pregnancy or its management, but not from accidental or incidental causes. Ratio per 100,000 live births.
Scope: Whole of France.
Source: Inserm/Santé Publique France, 'Les morts maternelles en France : mieux comprendre pour mieux prévenir. 6^e rapport de l'Enquête confidentielle sur les morts maternelles (ENCMM) 2013-2015', January 2021.

FOCUS: REGIONS

2.14 • The number of gynaecologists compared to the number of female inhabitants varies widely across France

Density of gynaecology specialists* per 100,000 women aged 15 and over by region in 2020



N/K: not known.

* In this case, the density of gynaecology specialists is the ratio between the number of recorded specialists in gynaecology and the number of women aged 15 and over in a given region.

Interpretation: the Grand Est region had 13.6 gynaecologists per 100,000 women.

Source: Observatoire des Territoires (observatory of regions), 'Densité de gynécologues libéraux' open data indicators, viewed on 6 July 2023. Insee data, Base permanente des équipements 2020, population census 2018.

CASE STUDY

WOMEN AGED 55 AND OVER: SPECIFIC, SOMETIMES INVISIBLE INEQUALITIES

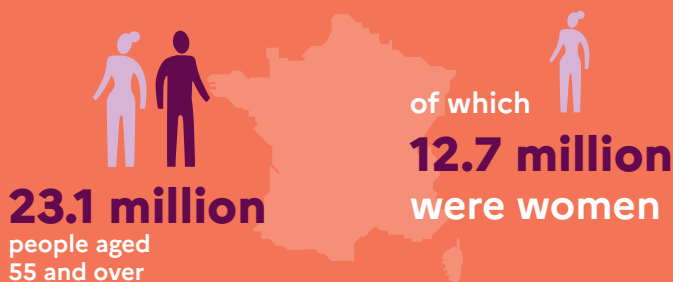
"Senior" women aged 55 and over

In this document, the term "senior" refers to specific age brackets determined by official statistics, which differ according to the study.

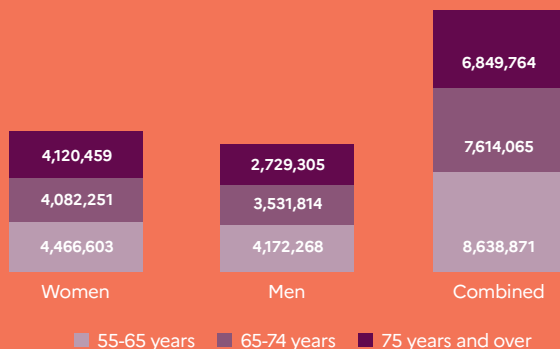


OVERVIEW

In 2023, France had



Population size by gender and age group in 2023



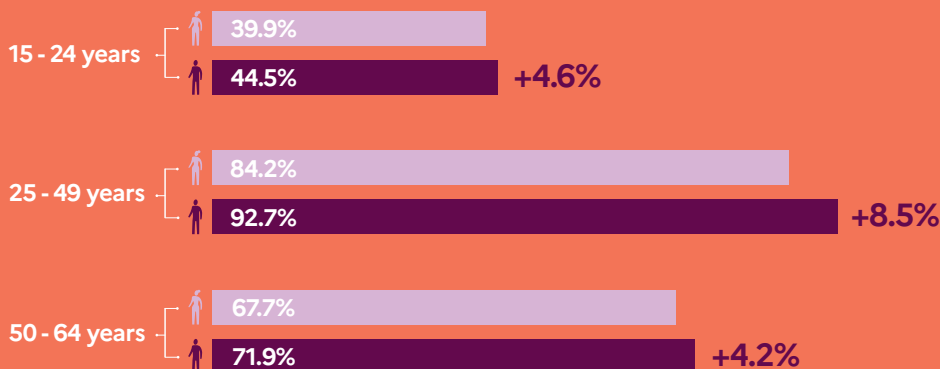
Note: population age on the 1st of January; provisional data as of the end of November 2022.

Scope: France.

Source: Insee, 'Population par sexe et groupe d'âge', January 2023.

Less than 7 in 10 women over 50 participated in the labour market in 2022

Labour market participation of women and men by age in 2022



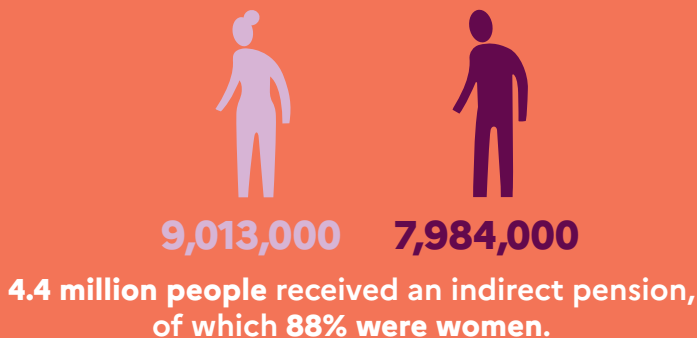
Interpretation: 67.7% of women aged 50-64 were active in 2022, compared to 71.9% of men in the same age range.

Scope: France excluding Mayotte, persons in ordinary housing.

Source: Insee, 'Taux d'activité selon le sexe et l'âge en 2022', Key figures, March 2023. Insee data, employment survey.

In 2021,
France had **17 million pensioners**
with direct entitlement*,
of which **9 million were women**

Number of pensioners with direct entitlement in France in 2021



*Pensions paid to people who have acquired entitlement through past professional activity or other specific rights. Scope: pensioners who received a direct entitlement pension during a given year, residing in France or abroad, and who were still living on the 31st of December of that same year.

Source: DREES, 'Les retraités et les retraites - Édition 2023', Panoramas de la Drees, June 2023. Data from DREES, Inter-Regime Sample of Retirees (EIR), ANCETRE model.

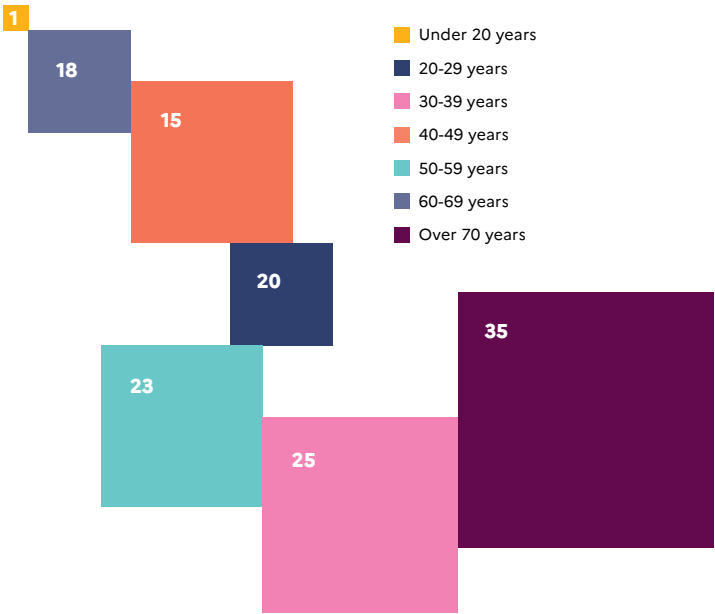
2.15 • Gender-based and sexual violence: women aged 70 are among the primary victims of femicide

Share of women over 70 among the victims of femicide in 2022

17 women victims of femicide in 2022 were over 70 years old.

53% them were killed due to their illness, old age and/or that of the perpetrator.

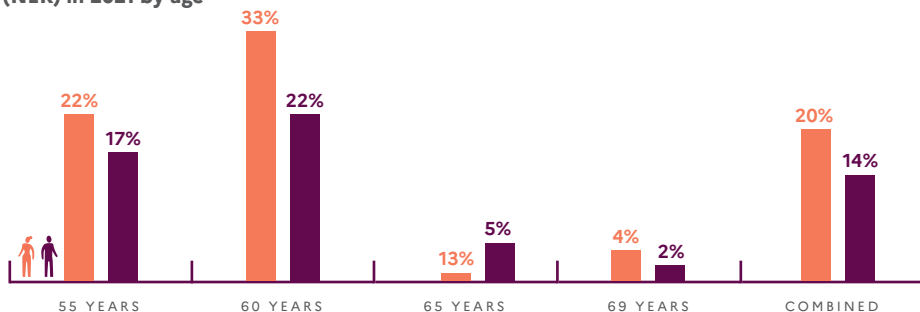
Number of men who were perpetrators of violent death within couples per age range in 2022



Source: Delegation for Victims - the Directorates of the National Police and the National Gendarmerie, 'Étude nationale sur les morts violentes au sein du couple en 2022', September 2023.

2.16 • Employment: up to twice as many women aged 55 and over are neither in employment nor retired compared to men. When they are employed, they more often work part-time

Share of women and men aged between 55 and 69 who were neither in employment nor retired (NER) in 2021 by age

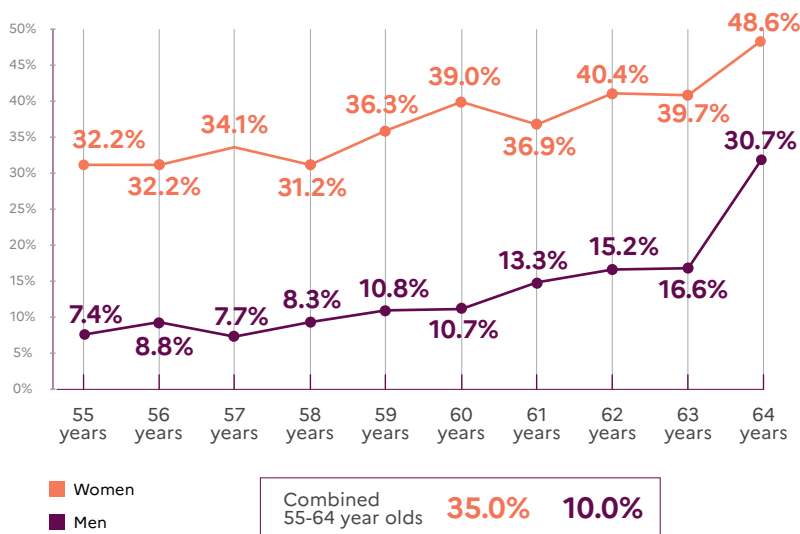


Interpretation: in 2021, at 55 years old, 22% of women and 17% of men were neither in employment nor retired.

Scope: France excluding Mayotte, persons living in ordinary housing, aged 55-69.

Source: Insee, 'En 2021, une personne de 55 à 69 ans sur six ni emploi ni à la retraite, une situation le plus souvent subie', Insee Première no. 1946, May 2023. Insee data, employment survey 2021.

Part-time employment rate by gender and by age in 2016



Interpretation: at 60 years old, 39% of women in employment worked part-time, compared to 10.7% of men.

Scope: all employees aged 30 to 64, Metropolitan France.

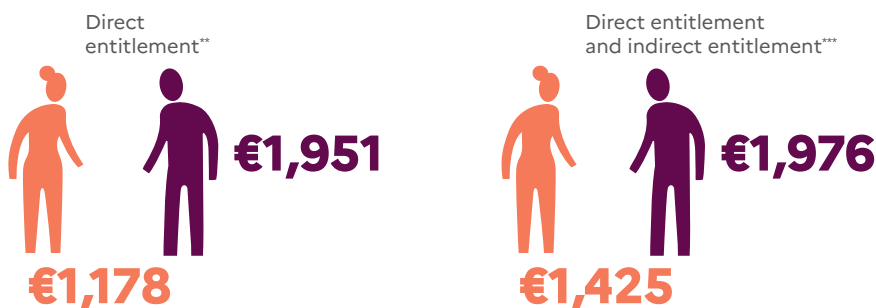
Source: Dares, 'Les seniors au travail. La durée du travail est-elle plus faible à l'approche de la retraite ?', Dares analyse no. 50, August 2017. Insee data, employment survey 2016; Dares calculations.

2.17 • Retirement: the gender pension gap is narrowing but still remains significant

Average adjusted retirement age* by gender in 2021



Average monthly net pensions by gender in 2021

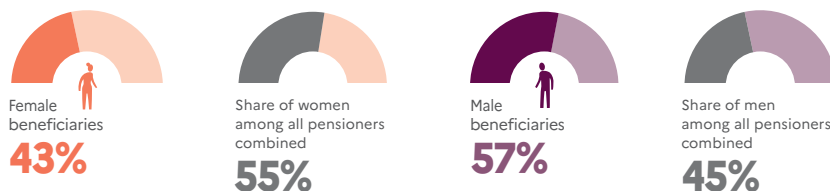


*The adjusted retirement age reflects the age of people who liquidated their pension entitlements while correcting generational effects. **Pensions paid to people who acquired entitlement through past professional activity or specific rights. Pensioners living in France, including possible bonuses for those with three or more children, before social charges. ***Amounts take reversionary pensions into account ('indirect' entitlement).

Scope: persons living in France, excluding persons who will not liquidate any pension entitlement.

Source: DREES, 'Les retraités et les retraitées – Édition 2023', Panoramas de la Drees, June 2023. Data from DREES, Inter-Regime Sample of Retirees (EIR), ANCETRE model.

Beneficiaries of an additional pension plan* by gender in 2021



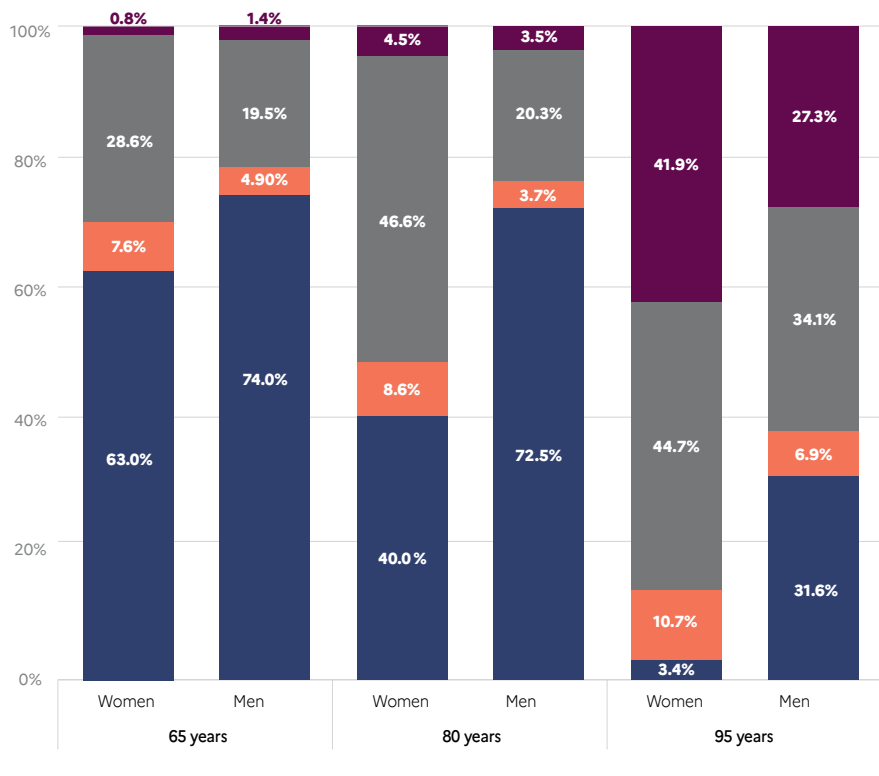
*The term 'additional pension plan', also known as a supplementary retirement plan, refers to optional funded pension schemes (not legally compulsory) that certain companies offer their employees, as well as personal retirement savings. These schemes allow each person to build up savings for their retirement, in addition to compulsory pension plans.

Scope: additional pension plans in the process of being liquidated in the form of annuities (including reversionary pensions).

Source: DREES, 'Les retraités et les retraitées – Édition 2023', Panoramas de la Drees, June 2023. DREES data, 'Retraite supplémentaire 2021' survey; ANCETRE model (for basic compulsory schemes and additional schemes).

2.18 • Autonomy and dependency: women live alone more frequently, and for longer. Men live as part of a couple for longer, which makes it easier for them to remain at home

Living situation of women and men aged 65 and over in 2018



- Living in a care facility
- Living at home, alone
- Living at home, not part of a couple, with relatives (children, etc.)
- Living at home, as part of a couple

Interpretation: in 2018, at 65 years old, 63.0% of women lived at home as part of a couple.

Scope: France, people aged 65 and over.

Source: Insee, 'Femmes et hommes, l'égalité en question - Édition 2022', Insee Références, March 2022. Insee data, 2018 population census (further exploitation).

2.19 • Health of women aged 55 and over: cardiovascular disease* is the leading cause of death in women, excluding cancer. Hormonal cycles, including the menopause, are specific risk factors

Number of deaths from circulatory system disease in 2016



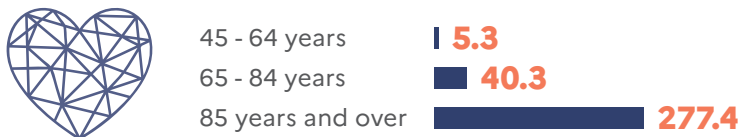
* Cardiovascular disease groups together a range of illnesses including ischemic heart disease (heart problems caused by the narrowing of the coronary arteries), strokes, peripheral vascular disease, heart failure and congenital heart disease.

** Before the age of 65.

Scope: Metropolitan France, deaths at home.

Source: Insee, 'Tableau de l'économie française – Édition 2021', Insee Références, February 2020. Data Inserm-CépiDc.

Rate of deaths in women caused by myocardial infarction (heart attack) per 100,000 inhabitants by age in 2013



Scope: Whole of France.

Source: Santé Publique France, 'Nombre et taux de décès par CPI, SCA et IDM selon le sexe et l'âge, en 2013', June 2019.

Women who have experienced natural early menopause* are **1,36 times more at risk** of suffering a cardiovascular event**

* Menopause before the age of 40.

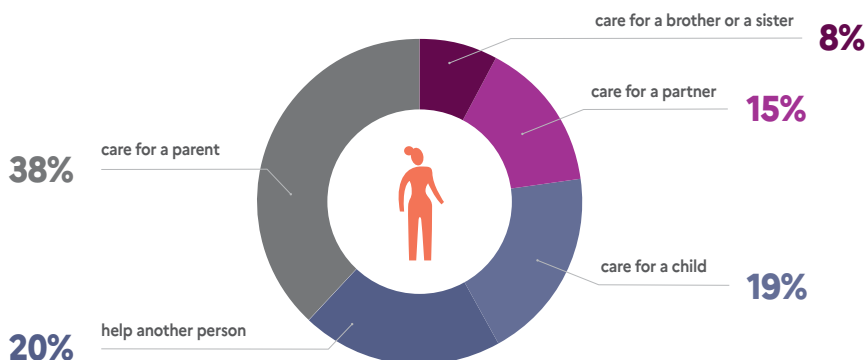
** Including after adjustment based on risk factors and hormone therapy.

Source: Honigberg MC, Zekavat SM, Aragam K, Finneran P, Klarin D, Bhatt DL, et al. 'Association of Premature Natural and Surgical Menopause With Incident Cardiovascular Disease', JAMA, November 2019.

2.20 • Stereotypes: women aged 55 to 64 are the population most often involved in helping and caring for members of their family, with consequences on their work life and their health

Number of female carers

4.73 million female carers,
of which **23%** are aged between **55** and **64**



Professional status of female carers aged between 55 and 64



Negative impact of caring on the quality of life of female carers aged 55 to 64

35%	feel as if they are alone in meeting the needs of the person they are caring for
24%	feel that they do not have enough time for themselves
18%	feel that they do not have enough time for their families
11%	feel that the care they give is a financial burden
28%	feel that helping others leads them to make personal sacrifices
14%	feel that caring affects their health

Scope: women aged between 55 and 64, who are not professional carers, who regularly help, for reasons linked to health or disabilities, another person aged 5 or over who lives in ordinary housing in France (Metropolitan and DROM).

Source: High Council for Family, Childhood and Aging (HCFEA), 'Rapport sur les femmes seniors – Note 2 : L'implication des femmes seniors dans l'aide à un proche en situation de handicap ou de perte d'autonomie et dans l'aide grand-parentale', March 2019. DREES data, Handicap Santé survey – informal carer group, 2008; HCFEA calculations.

3

GENDER EQUALITY IN THE WORKPLACE AND ECONOMIC AUTONOMY

Employment

Gender balance in occupations

Working hours and conditions

Pay in the private sector

Career paths
in the private sector

Pay in the public sector

Career paths in the public sector

Focus on regions and
French overseas territories



OVERVIEW

35 million women in France,
of which
14.9 million were active
in 2022

13.9 million women aged 15 and
over were employed in 2022,
compared to **14.5 million men**

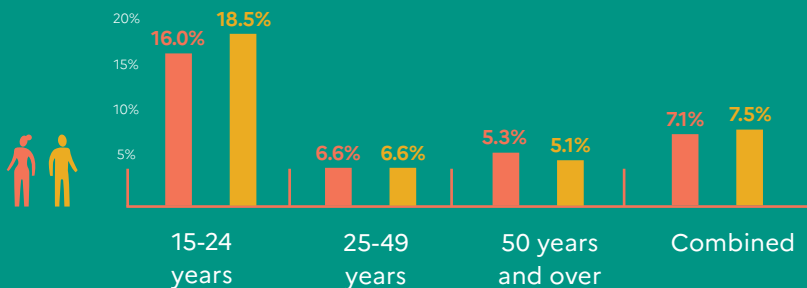
Employment rate by gender



Scope: France excluding Mayotte, people living in ordinary housing, aged 15 and over.
Source: Insee, Employment Survey 2022.

France has 2.2 million unemployed people, of which 1.1 million are women

Unemployment rate by gender and age in 2022



Scope: France excluding Mayotte, active persons living in ordinary housing.
Source: Insee, Employment Survey 2022.

In 2022, women mainly worked in intermediate professions, while men were primarily blue-collar workers

Socio-professional category by gender in 2021



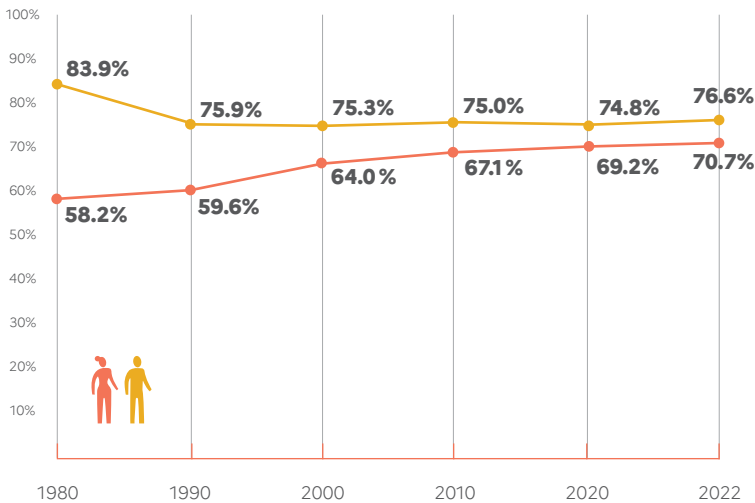
Interpretation: in 2022, 27.2% of women worked in intermediate professions.
Scope: France excluding Mayotte, people living in ordinary housing, in employment.
Source: Insee, 'Catégories socioprofessionnelles selon le sexe et l'âge', Key figures, March 2023.

3.1 • Women’s participation* in the labour market is stabilising over time but is still lower than men’s

Number of active workers aged 15 and over by gender in 2022



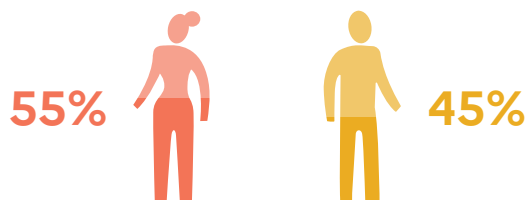
Labour market participation among people aged 15-64 by gender and by year



* Labour market participation is the ratio between the number of active workers (employed and unemployed people) and the entire corresponding population.
Interpretation: in 2020, 69.2% of women aged 15 to 64 were active workers.
Scope: France excluding Mayotte, persons living in ordinary housing.
Source: Insee, Employment surveys, long series on the labour market.

3.2 • Women jobseekers are highly concentrated in a small number of highly female-dominated occupations. Women more often have recourse to the reduced activity scheme* and the working time of women registered with Pôle Emploi is increasing

Share of women and men who undertook reduced activity in 2022



Share of women jobseekers registered with Pôle Emploi in Category C in 1996 and in 2022 by the number of hours worked



■ Less than 151 hours worked in a month (less than a full-time job)

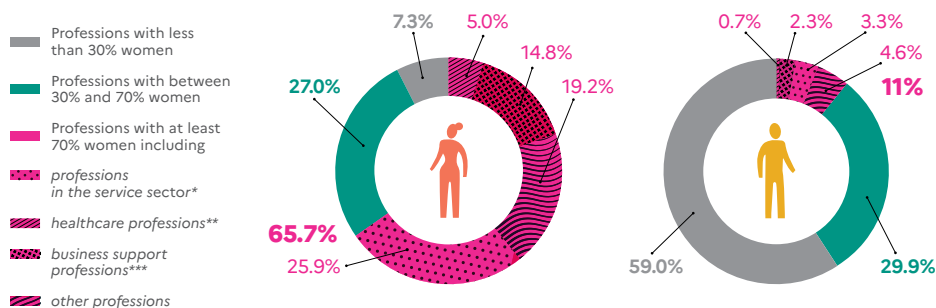
■ 151 hours or more worked in a month (equivalent to a full-time job)

*Recourse to the reduced activity scheme is when a person is registered with Pôle Emploi while also engaging in professional activity during a given month (jobseekers in categories B and C).

Scope: Metropolitan France.

Source: Pôle Emploi, 'Les femmes demandeuses d'emploi inscrites à Pôle emploi en 2022', March 2023. Raw data, at the end of December each year.

Types of jobs sought by jobseekers, according to their feminisation rate at the end of December 2022



*Childcare, home help services, care services for adults. **Hospital personnel, auxiliary nurses. ***Secretarial work, professions in reception and customer care, administrative staff. Interpretation: 65.7% of women jobseekers were looking for a job in highly female-dominated professions (at least 70% women). Only 0.7% of male jobseekers were looking for a job in healthcare.

Scope: registered jobseekers at the end of 2022.

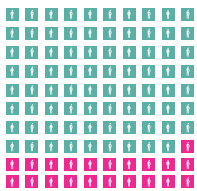
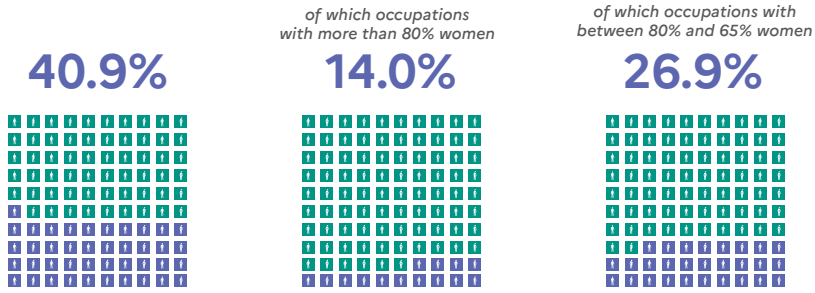
Source: Pôle Emploi, 'Les femmes demandeuses d'emploi inscrites à Pôle emploi en 2022', March 2023. Raw data, STMT.

GENDER BALANCE IN OCCUPATIONS

3.3 • 8 out of 10 employees have a gendered* occupation**

Distribution of employees according to whether they work in a female-dominated, gender-balanced or male-dominated occupation (average 2016-2019)

Female-dominated or very female-dominated occupations (23 occupations out of 88)



Gender-balanced occupations (21 occupations out of 88) 20.8%

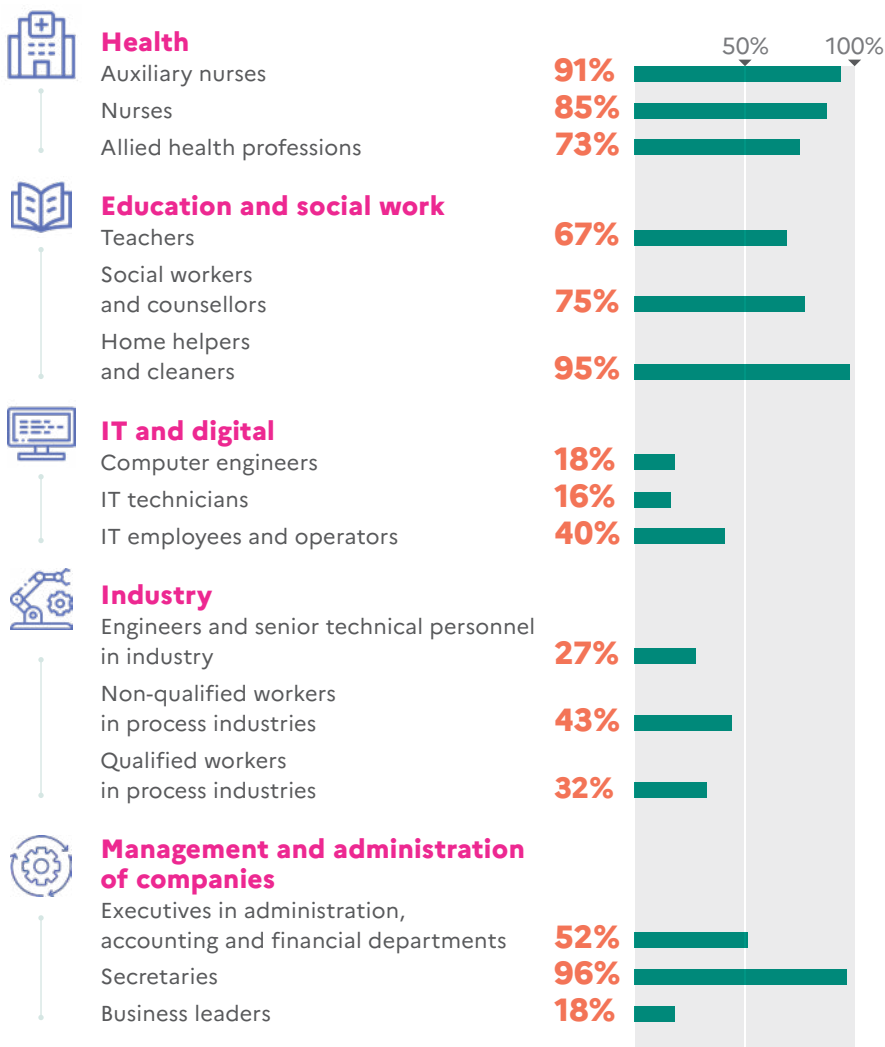
Male-dominated or very male-dominated occupations (44 occupations out of 88)



* An occupation is considered gendered when at least 65% of employees who work in the profession are women or, correspondingly, men. Interpretation: 40.9% of employees work in one of the 23 female-dominated occupations.
** 'Professional Families' classification (FAP), designed by Dares to identify groups of common skills by bringing together Pôle Emploi's register of occupations and trades and Insee's classification of professions. It identifies 88 occupations.
Scope: employees, France.
Source: Dares, Karine Briard, 'Conditions de travail et mixité : quelles différences entre professions, et entre femmes et hommes', Document d'études no. 265, January 2023. Insee data, Employment surveys 2016 to 2019.

3.4 • Women make up 91 % of auxiliary nurses but only 18 % of computer engineers

Share of women in selected occupations* and sectors in 2017-2019



* According to the 'Professional Families' classification (FAP), designed by Dares to identify groups of common skills by bringing together Pôle Emploi's register of occupations and trades and Insee's classification of professions. It identifies 87 occupations for the period in question.
 Scope: persons aged 15 and over in Metropolitan France and in the French overseas departments and regions (DROM), living in ordinary housing.
 Source: Dares, 'Portraits statistiques des métiers', September 2022. Insee data, Employment surveys, data smoothed by moving average of order 3, Dares processing.

WORKING HOURS AND CONDITIONS

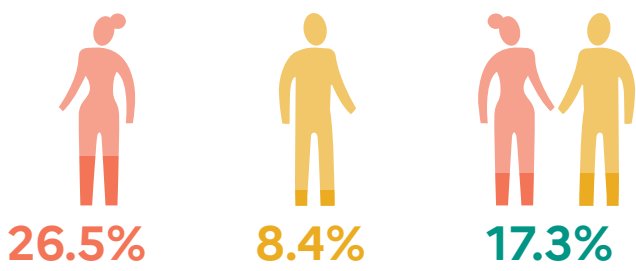
3.5 • The share of women working part-time is 3 times higher than that of men. The work-hour gender gap increases according to the number of children a woman has

Number of people in part-time employment in 2022



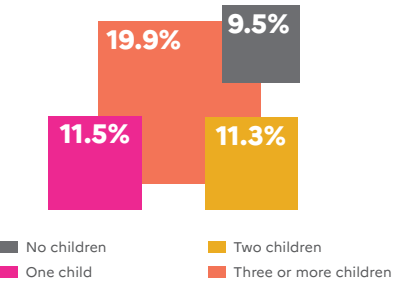
Scope: France excluding Mayotte, people living in ordinary housing, in employment.
Source: Insee, 'Activité, emploi et chômage en 2022 et en séries longues', Caractéristiques des emplois en 2022, Insee Results, June 2023.
Data from Continuous Employment Survey.

Share of female employees and male employees working part-time in 2022

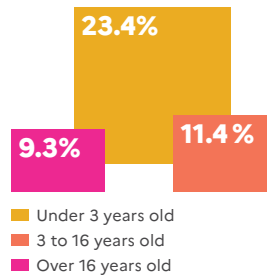


Scope: France excluding Mayotte, people living in ordinary housing, in employment.
Source: Insee, 'Une photographie du marché du travail en 2022', Insee Première no. 1941, March 2023. Data from Continuous Employment Survey.

The work-hour gender gap by number of children in 2019



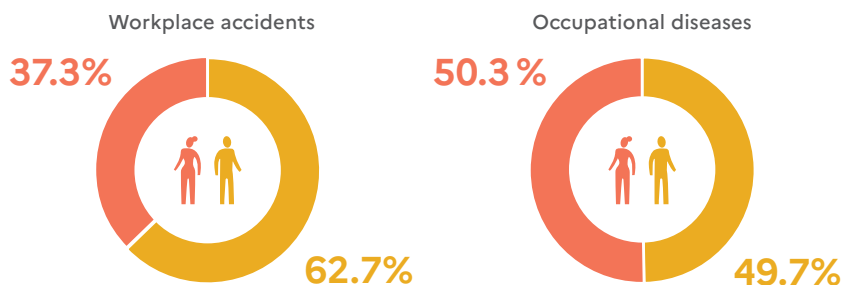
The work-hour gender gap according to the age of the youngest child in 2019 (parents only)



Interpretation: on average, the time spent working by mothers with three or more children is 19.9% lower than the time spent working by fathers with three or more children.
Scope: France excluding Mayotte, employees working primarily in the private sector, excluding apprentices and trainees, excluding agricultural employees and employees of private individuals.
Source: Insee, 'Tous salariés' panel 2019 matched with the permanent demographic sample.

3.6 • There has been a sharp rise in workplace accidents and occupational diseases among women. Work unsustainability is slightly more frequent among women than among men

Share of women and men among victims of workplace accidents* and occupational diseases in 2019**

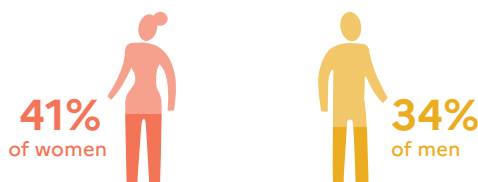


Evolution in workplace accidents and occupational diseases by gender between 2001 and 2019



* Declared workplace accidents recognised by French health insurance. ** Declared occupational diseases recognised by French health insurance. Scope: Whole of France, employees in the general scheme, including contract personnel working in the territorial or hospital public service, excluding the agricultural scheme, excluding civil servants in the state public service and excluding special schemes (SNCF, RATP, EDF, GDF). In 2019, the workforce in question was made up of 19,557,331 million employees across 9 main business sectors excluding offices and headquarters. Source: Anact, 'Photographie statistique de la sinistralité au travail en France selon le sexe entre 2001 et 2019. Des évolutions différenciées pour les femmes et les hommes', Veille et Analyse, June 2022. Assurance Maladie data – Occupational hazards.

Share of employees who stated that they would be unable to continue their work until retirement by gender in 2019



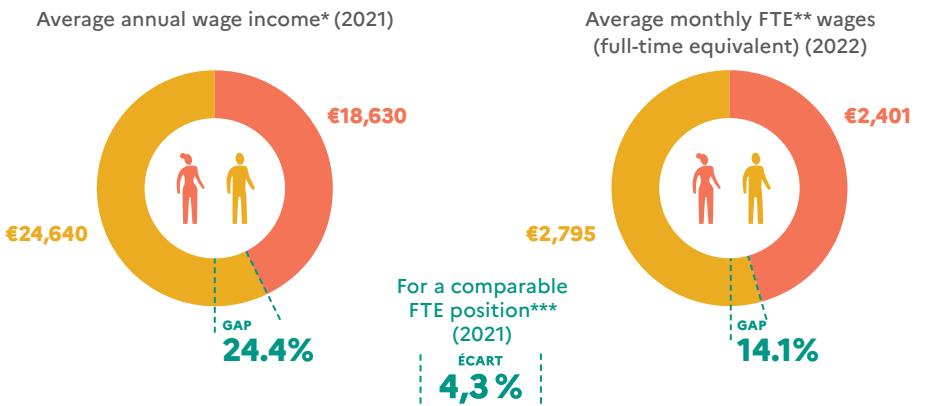
Scope: employees, France excluding Mayotte.

Source: Dares, 'Quels facteurs influencent la capacité des salariés à faire le même travail jusqu'à la retraite?', Dares Analyses no. 17, March 2023. Dares-Drees-DGAFF data, Working Conditions Survey 2019.

PAY IN THE PRIVATE SECTOR

3.7 • In 2022, in the private sector, on average, women earned 14.1% less than men, and this gap increased with age. Women remained under-represented among the highest paid

Wages and net gender pay gaps in the private sector



*Wage income refers to actual net income, meaning the sum of all wages received by an individual over the course of a given year, net of all social charges. This indicator does not take into account differences in women and men's work hours.

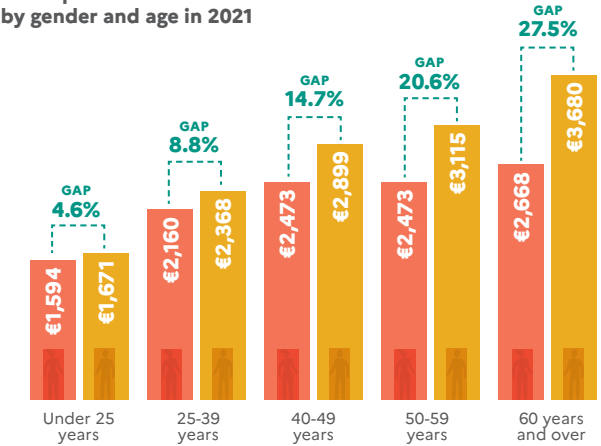
**Full-time equivalent wage (FTE) is a wage that is converted to full-time hours for the whole year, however many work hours are actually paid. All positions, including part-time positions, were taken into account in proportion to the work hours actually paid.

***The 'wage for a comparable FTE position' refers to the same profession carried out for the same employer with the same work hours (on the basis of FTE). It cannot be interpreted as an indicator of wage discrimination in companies, as it is not adjusted for various aspects that affect it such as experience, seniority in the company and degree level.

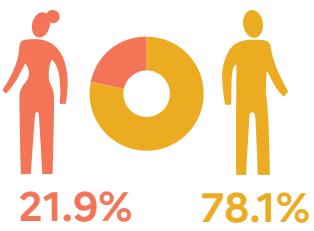
Scope: France excluding Mayotte, employees working primarily in the private sector, excluding apprentices and trainees, excluding agricultural employees and employees of private individuals.

Sources: Insee, 'Dans le secteur privé, l'écart de salaire entre femmes et hommes est d'environ 4 % à temps de travail et à postes comparables en 2021', Insee Focus no. 292, March 2023. Insee data, 'Tous salariés' database 2021. Insee, 'Les salaires dans le secteur privé en 2022', Insee Première no. 1971, November 2023.

Net monthly FTE wages in the private sector by gender and age in 2021



Gender composition of the highest-paid* 1% of private sector employees in 2021



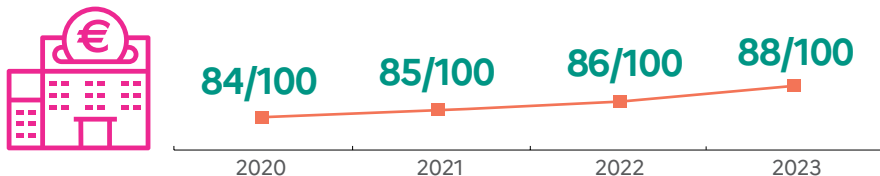
*More than 9,602 euros net per month.

Scope: France excluding Mayotte, employees working primarily in the private sector, excluding apprentices and trainees, excluding agricultural employees and employees of private individuals.

Source: Insee, 'Dans le secteur privé, l'écart de salaire entre femmes et hommes est d'environ 4 % à temps de travail et à postes comparables en 2021', March 2023. Insee data, 'Tous salariés' database 2021.

3.8 • While results from the Gender Equality Index are constantly improving, there is still real room for improvement for women to achieve greater representation at the head of companies

Average score of companies reporting the Index*



93% of companies received a score of 75/100 or above.

*Since 2020, all companies with more than 50 employees must calculate and publish their Gender Equality Index every year on the 1st of March. Scope: companies with 50 or more employees that had declared their Index. Source: Ministry of Labour, Full Employment and Economic Inclusion, press release, 'Le ministre du Travail, du Plein emploi et de l'Insertion présente les résultats de l'Index de l'égalité professionnelle 2023', March 2023.

Share of companies with more than 1,000 employees in 2021 or 2022 according to the share of women

Among senior executives



More than **60%** female senior executives in **5%** of companies



40% to 59% female senior executives in **18%** of companies



Less than **30%** female senior executives in **60%** of companies

Among members of management bodies



More than **60%** women members of management bodies in **5%** of companies



40% to 59% female members of management bodies in **24%** of companies



Less than **30%** female members of management bodies in **44%** of companies

Note: Law no. 2021-1774 of 24 December 2021 aiming to promote economic equality and gender equality in the workplace established a gender-based representation quota applicable to senior executives and management bodies in companies with over 1,000 employees. On the 1st of March each year, these companies must publish any gender representation gaps among senior executives and among members of management bodies. Results are made public on the French Ministry of Labour's website. These companies must reach an intermediate level of at least 30% representation of each gender among senior executives and members of management bodies by the 1st of March 2026, with an end goal of 40% by the 1st of March 2029, to avoid financial penalties.

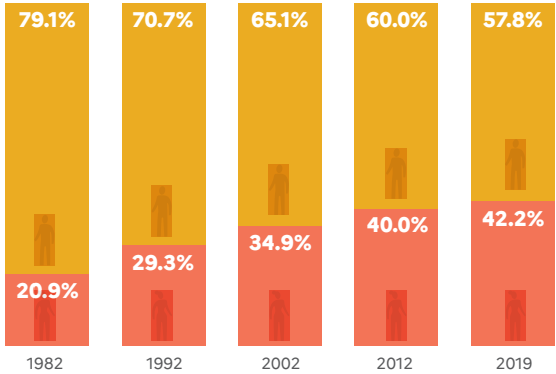
Scope: companies with 1,000 or more employees that declared their results (49% of companies concerned).

Source: Ministry of Labour, Full Employment and Inclusion, March 2023.

CAREER PATHS IN THE PRIVATE SECTOR

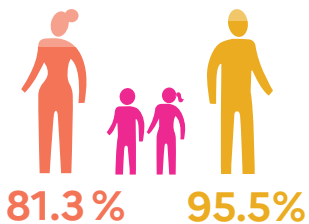
3.9 • The share of women among executives has doubled in the last 40 years, but parenthood still has a stronger impact on the working life of mothers. More people are taking paternity and childcare leave

Share of women and men among executives or in highly qualified positions between 1982 and 2019



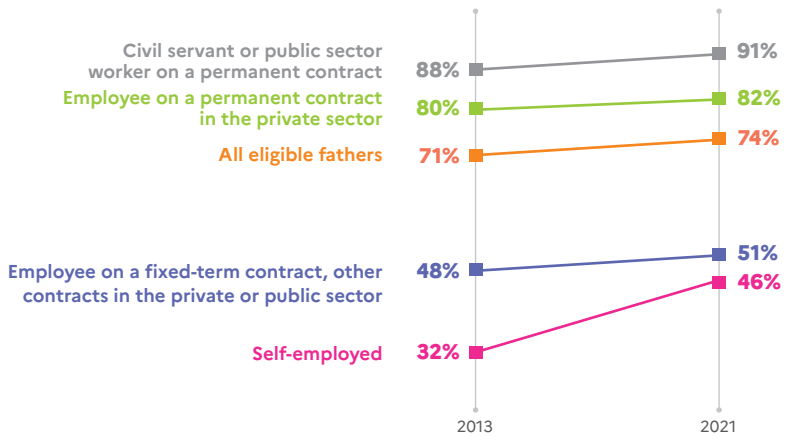
Interpretation: in 2019, women represented 42.2% of executives and people in highly qualified positions.
Scope: France, excluding Mayotte, household population, employed people.
Source: Insee, 'Les cadres : de plus en plus de femmes', Insee Focus no. 205, September 2020.
Insee data, Employment surveys, long series on the labour market.

Labor market participation among mothers and fathers who were part of a couple with children in 2020



Scope: France excluding Mayotte, people living in ordinary housing, aged 25-49, with at least one child.
Source: Insee, 'Articuler emploi et familles - Femmes et hommes, l'égalité en question', Insee Références, March 2022. Insee data, Employment Survey 2020.

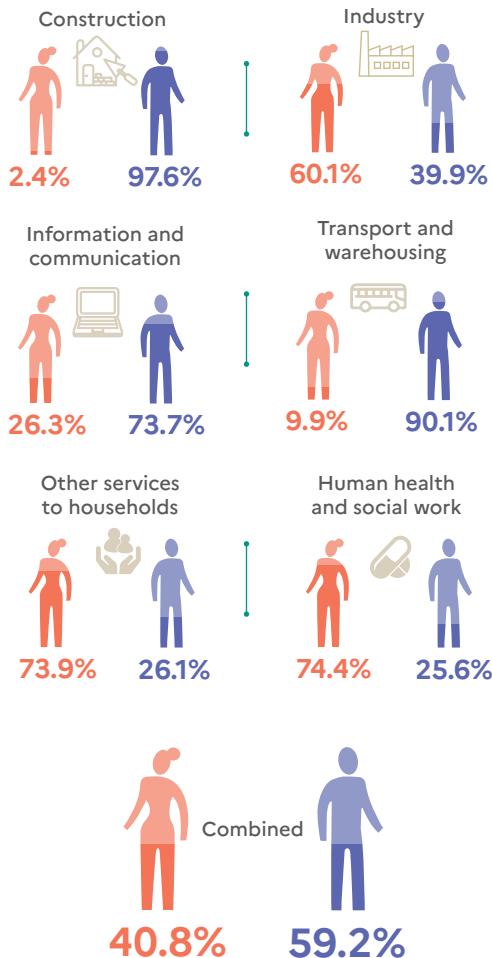
Evolution of the take up of paternity and childcare leave according to employment status between 2013 and 2021



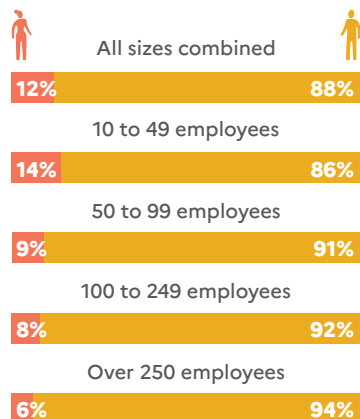
Scope: Metropolitan France, fathers who were part of a couple with at least one child under 3 years old, eligible for paternity and childcare leave.
Source: DREES, 'Premiers jours de l'enfant : un temps de plus en plus sanctuarisé par les pères via le congé de paternité', Études et résultats no. 1275, July 2023. DREES data, 'Modes de garde et d'accueil des jeunes enfants' survey on childcare.

3.10 • 4 out of 10 companies were set up by a woman in 2021, but women are still in a minority among leaders of small companies (PME)* and medium-sized companies (ETI)**

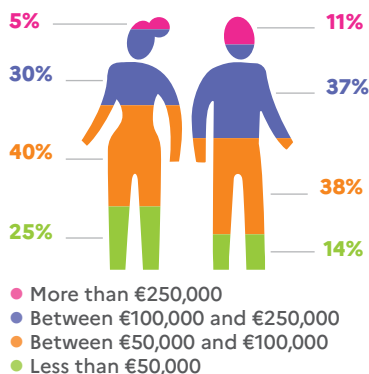
Distribution of entrepreneurs who set up individual companies in selected business sectors in 2021



Share of women and men among heads of small companies (PME) with over 10 employees and medium-sized companies (ETI) by company size



Annual pay (wages, dividends, benefits in kind, etc.) of heads of small or medium-sized companies (PME-ETI)



Interpretation: in 2021, 40.8% of individual companies were set up by women. Scope: all non-agricultural business activities, whole of France.

Source: Insee, 'Essor des créations de sociétés et de micro-entrepreneurs en 2021', Insee Première no1892, February 2022. Insee data, business and establishment register (Sirene).

*'Petites et moyennes entreprises': small and medium-sized businesses with less than 250 employees. ** 'Entreprises de taille intermédiaire': medium-sized businesses with between 250 and 4,999 employees.

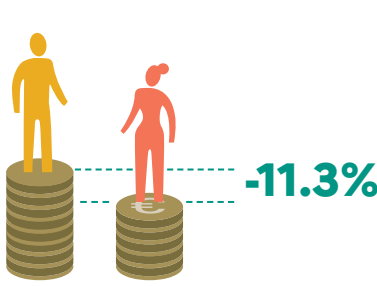
Scope: 1,160 responses from male and female leaders of PME and ETI companies with more than 10 employees.

Source: Bpifrance Le Lab, 'Femmes et hommes dirigeantes de PME-ETI : êtes-vous si différents ?' survey, June 2022.

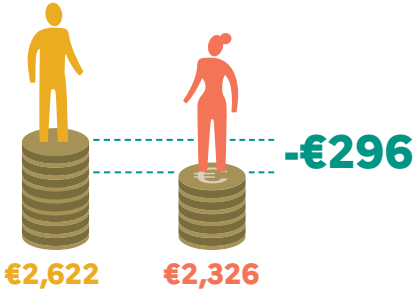
PAY IN THE PUBLIC SECTOR

3.11 • In the public sector, on average, women earn €296 less than men per month. The higher the pay, the less women are represented

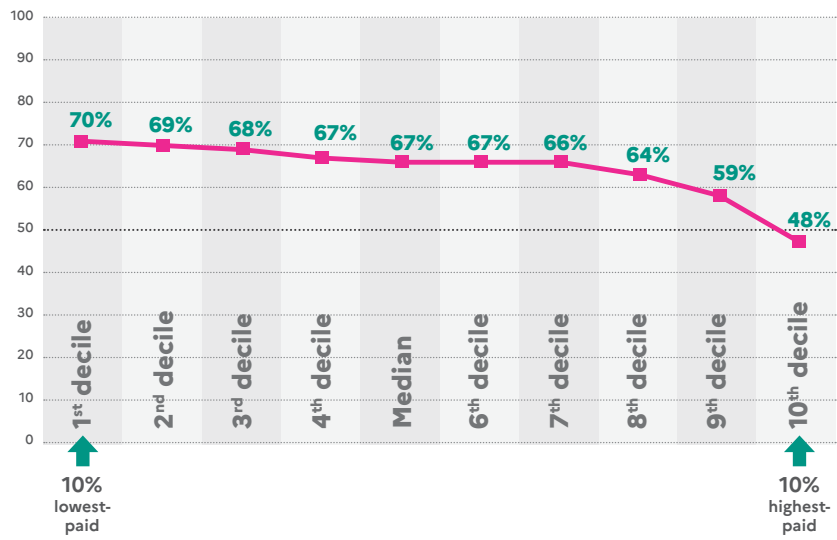
Net monthly FTE gender pay gap across the entire public sector in 2021 (all civil servants)



Average monthly net FTE wages paid on a monthly basis in 2021 in the public sector (all civil servants)



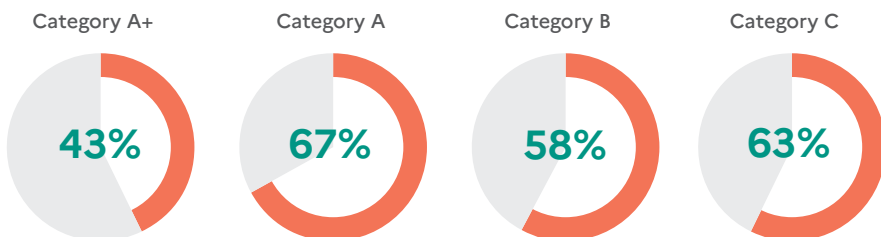
Share of women in the distribution of average monthly net FTE wages in 2021 (all civil servants)



Interpretation: in 2021, 48% of the 10% highest-paid employees were women.
Scope: France (excluding Mayotte), civil servants and contract personnel working in the civil service, including beneficiaries of subsidised contracts. Excluding military personnel, childminders and foster carers, apprentices, interns and externs in public hospitals.
Source: Ministry of Public Sector Transformation and the Civil Service, 'Rapport annuel sur l'état de la fonction publique – Édition 2023', December 2023. Siaps data, Insee. Processed by DREES, DGCL – DESL, DGAFF – Sdessi.

3.12 • For the first time, in 2020, the target of having 40% women appointed for the first time to managerial and executive positions* in the state public service was met. However, women are still in a minority in higher categories of business hierarchies and among the highest-paid

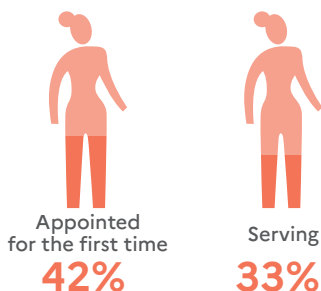
Share of women in the entire public sector workforce by hierarchical category as of 31 December 2021



Scope: main occupations, all statuses, France (excluding Mayotte). Excluding beneficiaries of subsidised employment contracts and undefined categories.

Source: Ministry of Public Sector Transformation and the Civil Service, 'Caractéristiques des agents de la fonction publique en 2021', Stats rapides nos. 97 and 99, June 2023. Siaps data, Insee. DGAFF – Sdessi processing.

Share of women in senior managerial and executive positions in the state public service in 2020



Note: the law of 19 July 2023 to promote women's access to positions of responsibility in the public sector aims to further accelerate the increase of female representation in senior public sector positions. It raises the compulsory quota of women appointed for the first time to senior and executive positions to 50%, starting from the 1st January 2027, and establishes a Gender Equality Index for the public sector.

* Senior management or executive positions include staff who are in charge of a department or institution with responsibility for managing the units in their charge, i.e., from a statutory point of view, those belonging to the job category that constitutes the main pool for these positions. Source: Ministry of Public Sector Transformation and the Civil Service, 'Les chiffres-clés du dispositif des nominations équilibrées pour la fonction publique de l'État – Édition 2020', August 2021.

Share of women and men among the highest-paid 1% of civil servants in 2021



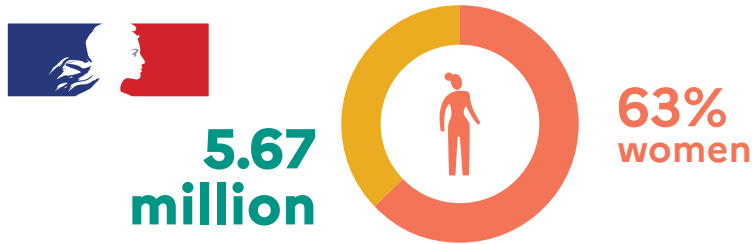
Scope: France (excluding Mayotte). Excluding military personnel.

Source: Ministry of Public Sector Transformation and the Civil Service, 'Rapport annuel sur l'état de la fonction publique – Édition 2022', December 2023. Siaps data, Insee. Processed by DREES, DGCL – DESL, DGAFF – Sdessi.

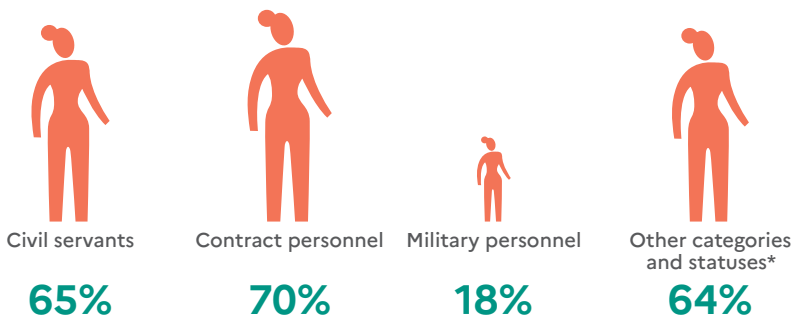
CAREER PATHS IN THE PUBLIC SECTOR

3.13 • 6 out of 10 civil servants are women. They are over-represented among contract personnel and in the hospital public service

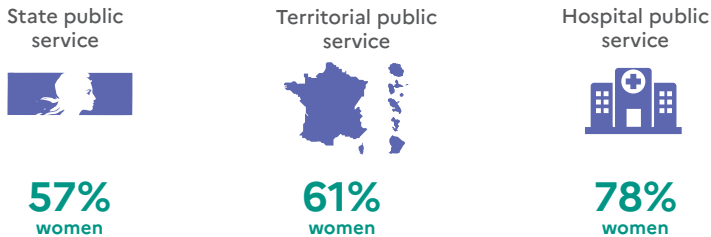
Number of civil servants as of 31 December 2021



Feminisation rate by status as of 31 December 2021



Share of women in the workforce by public service body



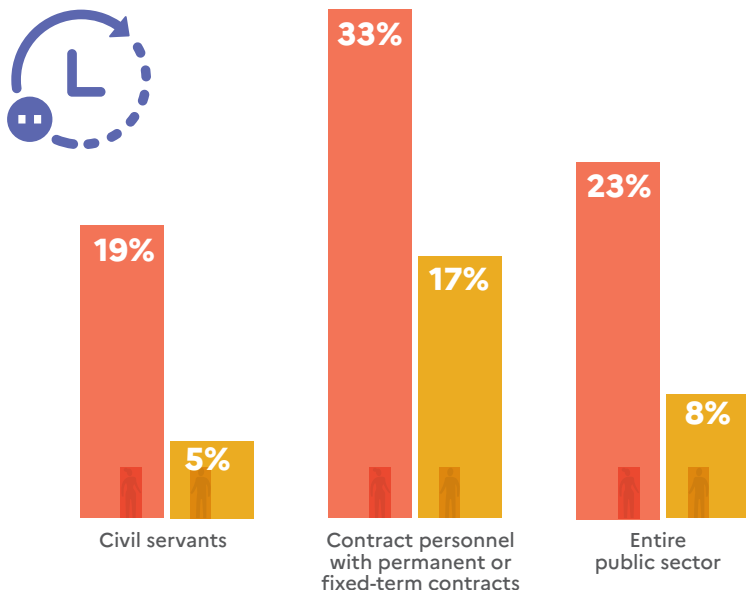
* The category 'other categories and statuses' mainly covers teachers and librarians in private schools under state contract and public sector workers in the state public service (ouvriers d'État), childminders and foster carers in the territorial public service, doctors in the hospital public service, and apprentices in all three groups.

Scope: main occupations, all statuses, France (excluding Mayotte). Excluding beneficiaries of subsidised employment contracts and undefined categories.

Source: Ministry of Public Sector Transformation and the Civil Service, 'Caractéristiques des agents de la fonction publique en 2021', Stats rapides nos. 97 and 99, June 2023. Siaps data, Insee. DGAFP – Sdessi processing.

3.14 • Across the entire public sector, part-time work and under-employment* more frequently affect female contract personnel

Share of women and men who worked part-time in the public sector by status in 2022



Share of under-employed civil servants in the public sector by gender in 2022

Women are **twice more at risk of** being under-employed compared to **men** in the public sector.



* Under-employment concerns people who work part-time who would like to work more and are available to do so, as well as people who work full or part-time who worked less than usual in a reference week due to furlough or bad weather. In real terms, almost all (97%) under-employed civil servants work part-time.

Interpretation: 33% of female contract personnel working in the public sector work part-time.

Scope: France (excluding Mayotte), public sector workers who have declared themselves to be civil servants or contract personnel, all public service bodies.

Source: Ministry of Public Sector Transformation and the Civil Service, 'Dans la fonction publique, le temps partiel et le sous-emploi concernent davantage les contractuels', Point stat no. 42, June 2023. Insee data, Employment survey 2022, DGAFP-SDessi processing.

FOCUS: OVERSEAS TERRITORIES

3.15 • In the Antilles, the share of women in the active population is the highest among all French departments. Women are generally more affected by unemployment than men in DROM

Share of women in the active population aged 15-64 in 2019



Guadeloupe
53%



Martinique
53%



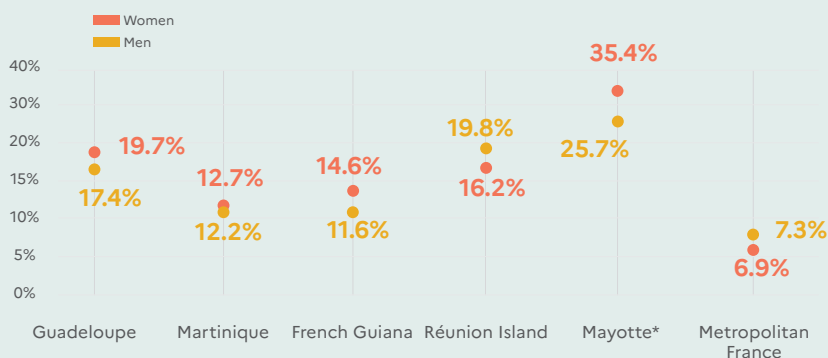
Metropolitan France
49%

Interpretation: in Guadeloupe, 53% of active workers were women.

Scope: active population aged 15 to 64.

Source: Insee, 'Aux Antilles, une plus grande mixité en termes de genre et d'âge est associée à une meilleure performance économique des entreprises', Insee Analyses Martinique no. 58, December 2022. Insee data, Continuous Employment Survey 2014-2019.

Unemployment rate in DROM by gender in 2022



* Data from 2019, people born in Mayotte or born abroad.

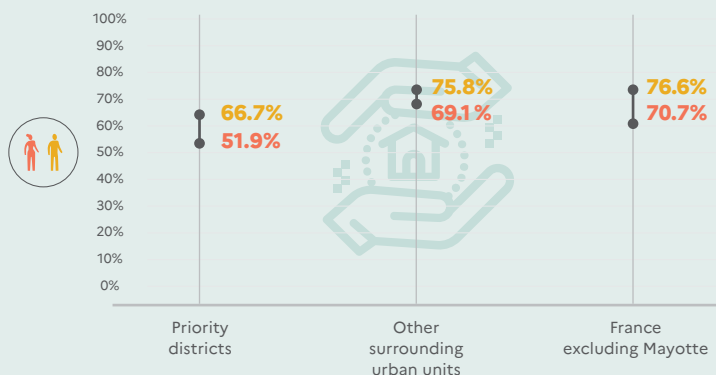
Scope: household population aged 15 and over.

Sources: Insee, 'Taux de chômage localisés par sexe et âge en moyenne annuelle en 2022', key figures, May 2023. Insee, 'Un taux de chômage à 30%', Insee Flash Mayotte no. 98, November 2019. Employment survey data, Mayotte, 2019.

FOCUS: REGIONS

3.16 • In urban priority districts, women's labour market participation is almost 20 points lower than that of women in other urban units. Under-employment especially affects women

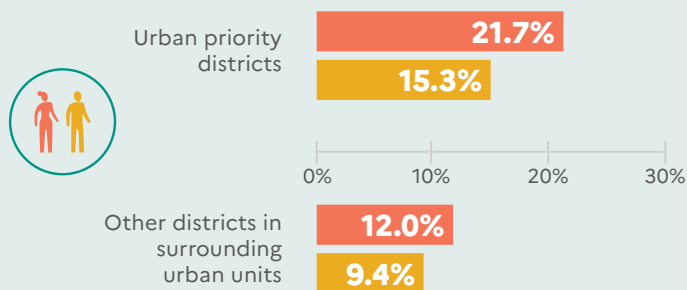
Labour market participation in urban priority districts (QPV), and surrounding urban units by gender in 2022



Scope: France, excluding Mayotte, household population, population aged 15-64.

Source: Insee, 'Taux d'activité et taux de chômage dans les quartiers prioritaires de la politique de la ville et les unités urbaines englobantes', key figures, June 2023. Employment survey data, 2022.

Share of women and men who were in a situation of under-employment by place of residence in 2020



Interpretation: women who live in urban priority districts are almost twice more at risk of being in a situation of under-employment as women living in other urban districts. Scope: France (excluding Mayotte), people aged 15 to 64 living in ordinary housing in urban priority districts or in other districts in surrounding urban units.

Source: ONPV, Rapport 2021, Fiche no. 3.4 'Des emplois plus précaires pour les personnes en emploi résidant en QPV', December 2022. Insee data, Continuous Employment survey 2020, ANCT-ONPV processing.

4

CULTURE OF EQUALITY

Political and elective office

Education and professional orientation

Sports

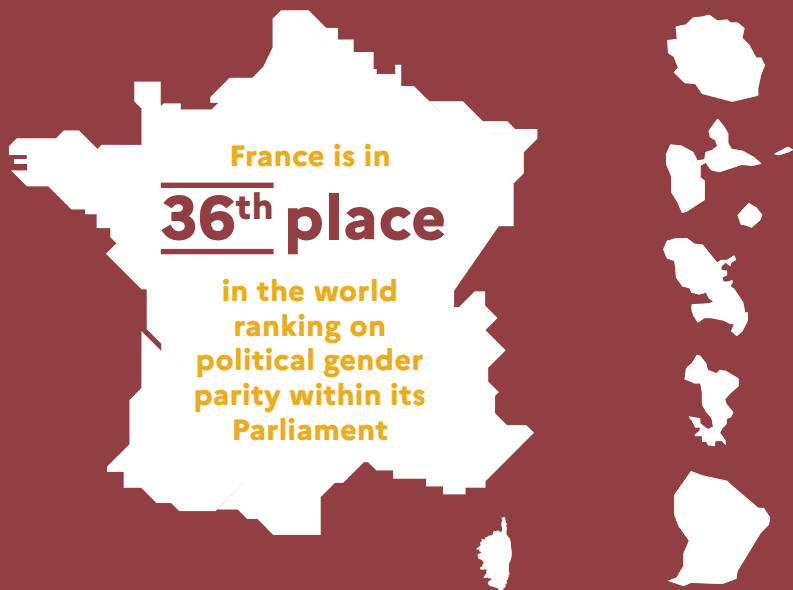
Media

Culture and cultural
or creative industries

Focus on regions and
French overseas territories



OVERVIEW



Scope: 195 National Parliaments.
Source: Inter-Parliamentary Union, Global Ranking as of 1 April 2023.

Girls achieve better results than boys in national diplomas



90.7%



French middle school
diploma (brevet) 2022*



84.7%

93.0%

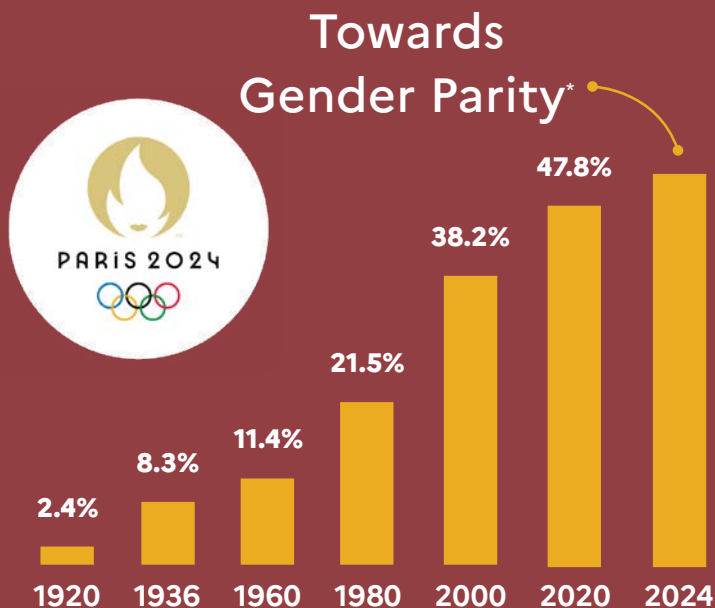
Baccalaureate 2022*

88.8%

* All streams.
Scope: Metropolitan France + DROM.
Source: Ministry of National Education and Youth /Depp, 'Repères et références statistiques 2023',
indicators 7.20 and 7.22, July 2023. Viewed on 10 July 2023.

The Paris 2024 Olympic and Paralympic Games will be the first Games in history to achieve gender parity

Evolution of the share of women participating in the summer Olympic and Paralympic Games since 1920



* For the Olympic Games.
Source: International Olympic Committee, 'Women in the Olympic Movement', April 2023.



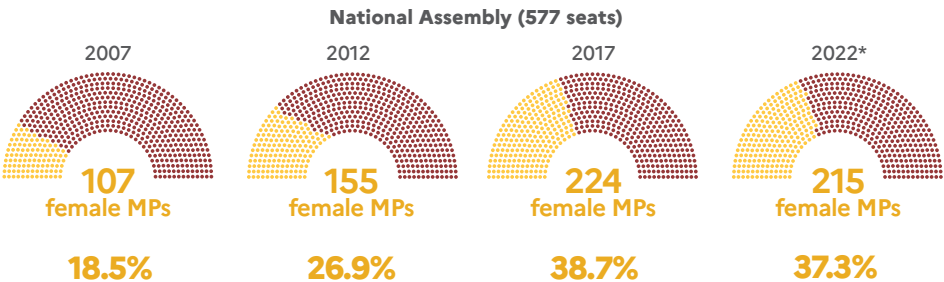
The 2023 Rugby World Cup was the 1st large international sporting event to receive the 'Terrain d'Égalité' standard for gender equality in sports*

* Created by the French Ministry Delegate for Gender Equality and the Fight against Discrimination, the Ministry of Sports and the Interministerial Delegation for Major Sporting Events (DIGES), in partnership with several members of the sporting world, the 'Terrain d'égalité' (Level Playing Field) standard is a measure included in the government's Legacy Plan for the Olympic and Paralympic Games: 'Faire mieux grâce aux Jeux' (Doing Better Through the Games). This government standard is aimed at organisers of large international sporting events and seeks to promote gender equality, fight against all forms of discrimination and combat gender-based and sexual violence, before and during sporting events.

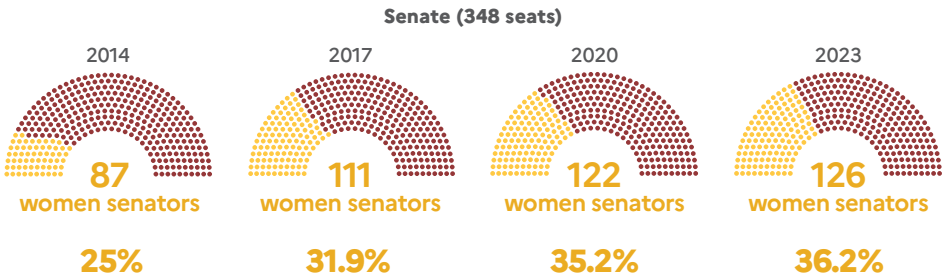
Source: Ministry for Gender Equality and the Fight against Discrimination.

4.1 • In the French Parliament, as in other EU member states, gender parity in politics has been improving over the last 15 years

Number and share of women elected to the National Assembly and to the Senate

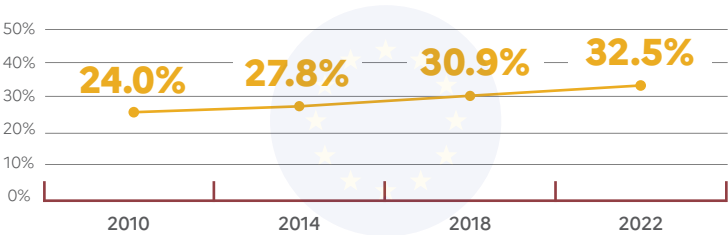


In 2022, Yaël Braun-Pivet became the **1st woman to preside over the National Assembly.**



* 219 female MPs as of 3 October 2023.
Source: National Assembly, Senate.










Average share of women among elected members of the national parliaments of the EU member states



Scope: National parliaments of 27 EU member states, upper and lower houses.
Source: Eurostat, 'Sièges détenus par les femmes dans les parlements nationaux et les gouvernements', January 2023. Data from the European Institute for Gender Equality (EIGE).

4.2 • In the National Assembly, women are over-represented in standing committees devoted to subjects seen as 'feminine'

Share of women and men within the National Assembly's standing committees

		Share of women	Share of men
Women under-represented			
	Committee on Finance, General Economy and Budgetary Control	27.4%	72.6%
	Committee on Economic Affairs	32.9%	67.1%
	Committee on Constitutional Acts, Legislation and General Administration	35.6%	64.4%
	Committee on Sustainable Development and Land use Planning	37.0%	63%
	Committee on National Defence and Armed Forces	37.1%	62.9%
	Women elected to the National Assembly	37.8%	62.2%
Women over-represented			
	Committee on Foreign Affairs	42.3%	57.7%
	Committee on Social Affairs	44.4%	54.2%
	Committee on Cultural and Education Affairs	48.6%	52.8%

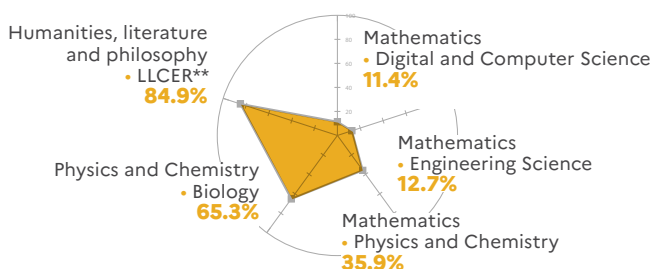
* As of 26 May 2023.

Scope: 577 MPs.

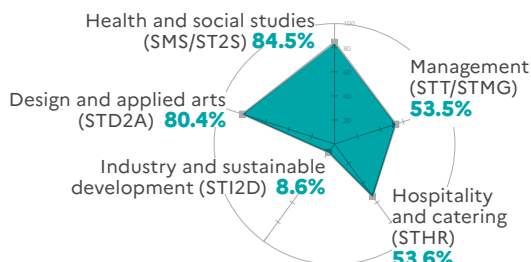
Source: National Assembly, 'Composition des commissions permanentes par sexe', viewed on 10 July 2023. SDFE share calculations.

4.3 • Professional orientation choices are still gendered: boys and girls choose to enter streams that are considered 'masculine' or 'feminine' respectively

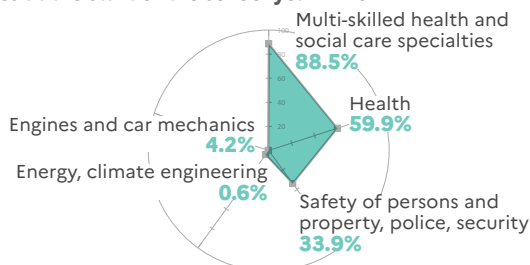
Share of girls in the general stream in the final year of high school in a selection of paired specialty courses* at the start of the school year in 2022



Share of girls in the technical stream in the final year of high school in selected courses at the start of the school year in 2022



Share of girls studying for a vocational baccalaureate or an applied arts certificate (BMA) in selected specialties at the start of the school year in 2022



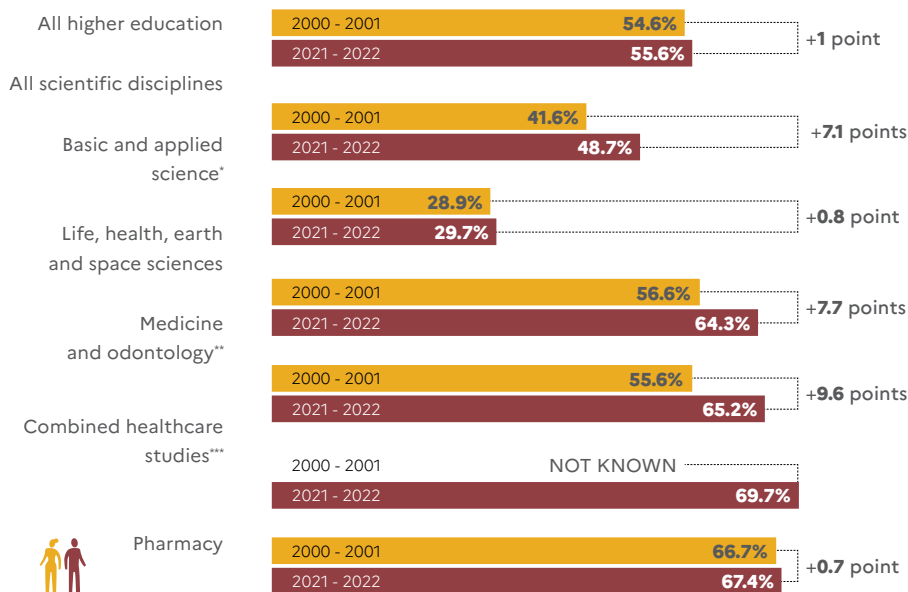
* Since the reform of the general baccalaureate, students have had a choice between 12 specialty courses, three courses in the penultimate year of high school (called a 'triplette') then two specialty courses in the final year of high school (or 'doublette'). ** Foreign languages, literature and culture. Interpretation: at the start of the school year in 2022, 35.9% of students taking the Mathematics – Physics/Chemistry pair in the general stream in the final year of high school were girls.

Scope: Metropolitan France + DROM, Public + Private schools under contract, schools under the authority of the Ministry of National Education and Youth (including ERA schools, excluding ULIS schools).

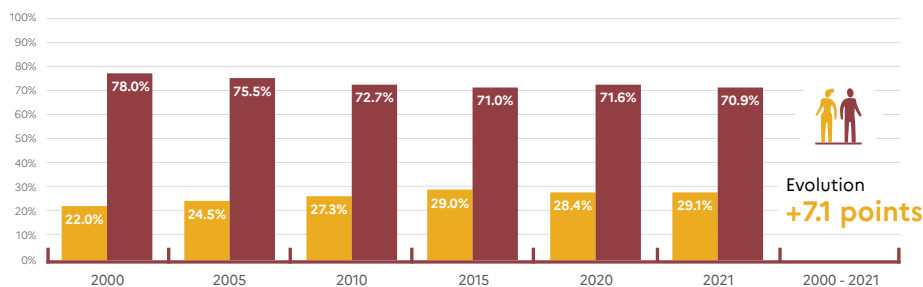
Source: DEPP, 'Repères et références statistiques 2023', indicators 4.15, 4.09, 4.08, July 2023. Viewed on 10 July 2023.

4.4 • Over the past 20 years, the share of women in scientific disciplines and among engineering graduates has been slowly increasing

Share of women in scientific disciplines at university between 2000-2001 and 2021-2022



Share of women and men among engineering graduates between 2000 and 2021



* Since the start of the school year in 2003, disciplines have been grouped as 'Science and Structure of Matter' and 'Science and Technology/Engineering Science'.

** Excluding PACES-Pluripass medical studies from 2010.

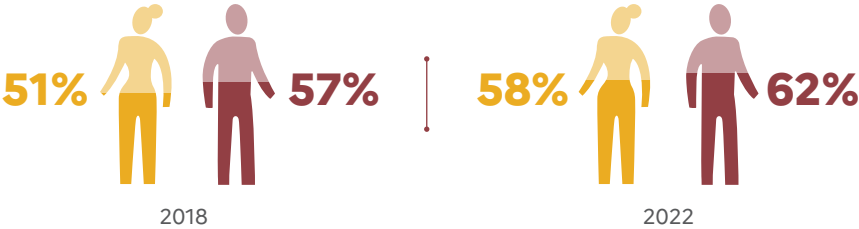
*** Between 2010 and 2019: PACES and PluriPass (first year of core medical education). From 2020, PASS (Specific Health Studies Access Pathway) and PACES. LAS students (Health Studies Access Bachelor) were not included in this discipline but were grouped with bachelors students from all disciplinary clusters.

Scope: France, engineering courses, standard, specialised and carried out within partnerships.

Source: Ministry of Higher Education and Research/SIES, 'Vers l'égalité femmes-hommes ? Chiffres clés – Édition 2023', March 2023. SDFE gap calculations.

4.5 • More men than women engage in regular physical exercise, though women’s physical activity is increasing. Physical exercise and sports are gendered according to discipline

Evolution of the rate of regular physical activity by gender



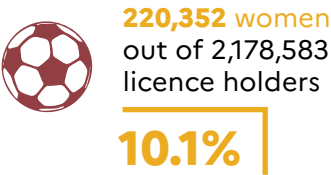
Scope: representative sample of approximately 4,000 people aged 15 and over.
Source: Injep/Crédoc, 'Baromètre national des pratiques sportives 2022', Study report, March 2023. Data from 'Baromètre des pratiques sportives' 2018, 2022.

Share of women and men in selected sporting disciplines in 2020



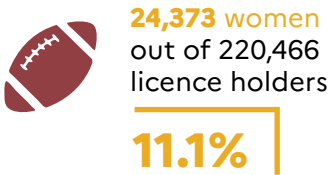
Scope: Whole of France, 12,000 people representative of the entire French population.
Source: Ministry of Sports/Injep, 'Les pratiques physiques et sportives en France', March 2023. Data from a national survey on physical exercise habits (ENPPS 2020).

Number of women licensed by the French Football Federation (FFF) as of March 2023



Source: FFF, 'Les chiffres clés du football féminin en 2023', March 2023.

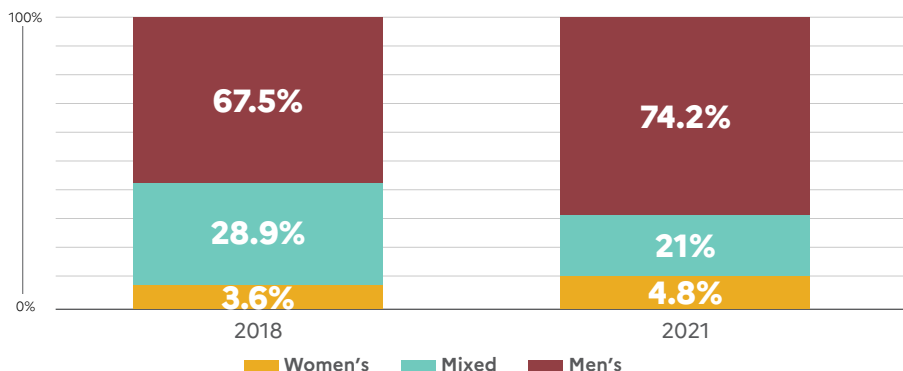
Number of women licensed by the French Rugby Federation (FFR) as of October 2022



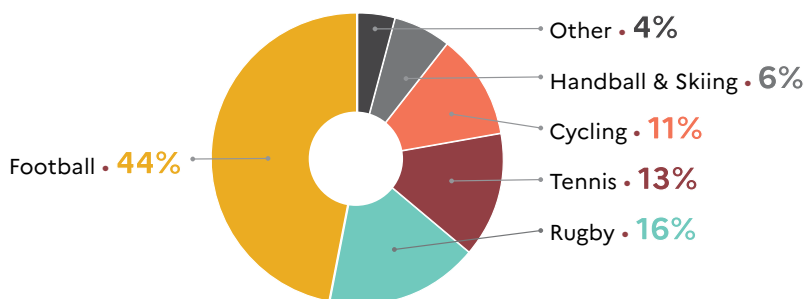
Source: FFR, 'Rapport de statistiques Licences & Qualités : saison sportive 2022-2023', October 2022.

4.6 • Women's sports* benefit from a far lesser media coverage compared to men's sports

Hours dedicated to women's sports out of the overall sports coverage broadcast on television between 2018 and 2021



Disciplines broadcast on free general interest channels out of all female-only competitions between 2018 and 2021



* The term 'women's sports' refers to the broadcast of female athletes taking part in a sporting discipline.

Interpretation: 44% of women's sports broadcast on free general interest television channels related to football.

Scope: free sports channel (La Chaîne L'Équipe); free general interest or semi-general interest channels (TF1, TMC, TFX, M6, W9, C8, CStar, France 2, France 3, France 4, France O1, RMC Story); subscription general-interest channels (Canal +, Canal + Décalé, Action); subscription sports channels: Canal+ Sport, beIN SPORTS 1, beIN SPORTS 2, beIN SPORTS 3, RMC Sport 1, RMC Sport 2, RMC Sport 3; subscription channels specialising in a sporting discipline (Equidia, Automoto la chaîne, Trek).

Source: Arcom, 'Analyse du poids des retransmissions de compétitions sportives féminines à la télévision entre 2018 et 2021', January 2023.

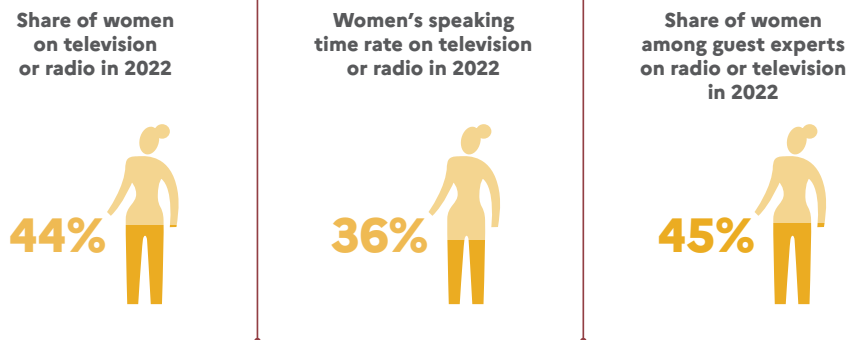


- 71%** — of people interested in the Paris 2024 Olympic and Paralympic Games intend to follow as much women's sport as men's
- 21%** — intend to follow men's sport
- 8%** — intend to follow women's sport

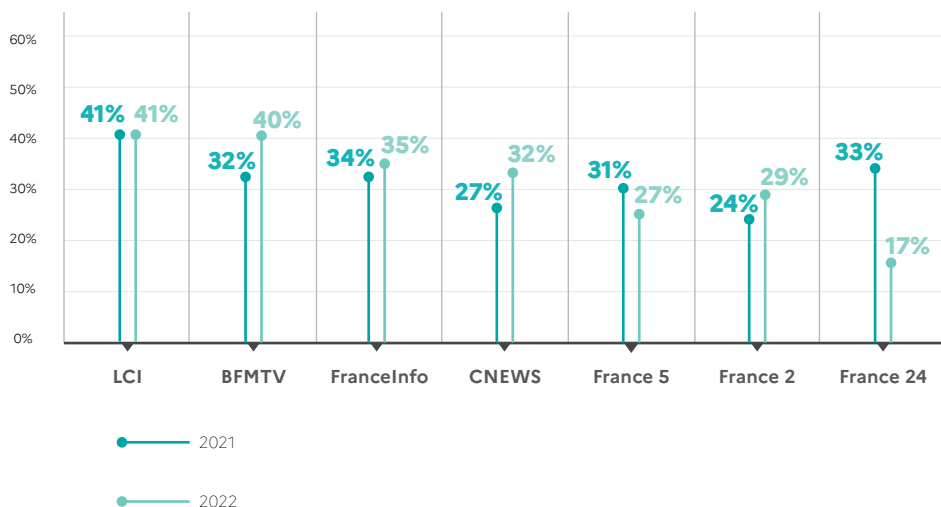
Scope: representative sample of approximately 4,000 people aged 15 and over.

Source: Injep/Crédoc, 'Baromètre national des pratiques sportives 2022', Study report, March 2023. Data from 'Baromètre des pratiques sportives' 2018, 2022.

4.7 • Women are less present and less visible in the media than men



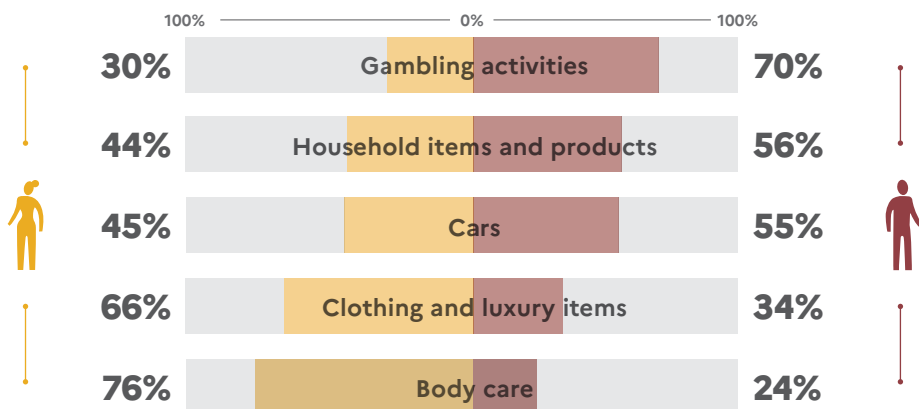
Share of women among political guests* between 2021 and 2022



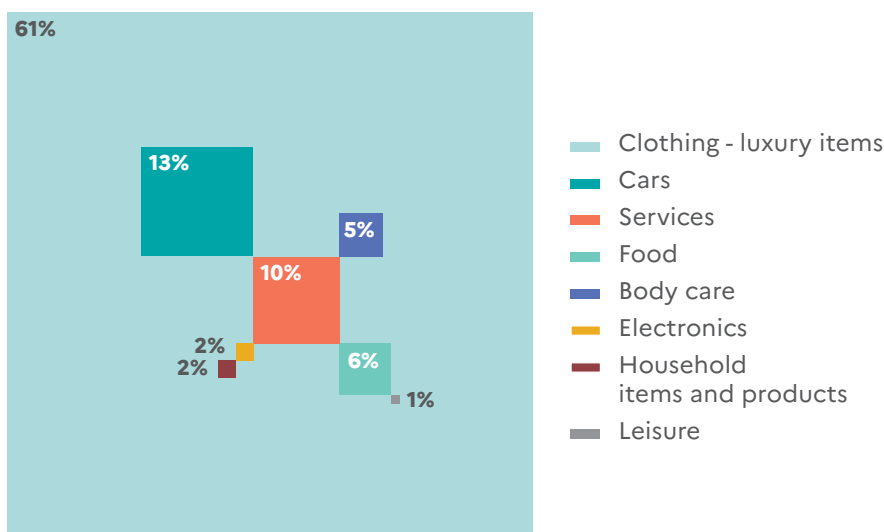
* On channels in the sample that received more than 100 political guests. Figures are from the months of September and October in 2021 and 2022. Scope: when related to the share of women and their speaking time on television or radio, these analyses were performed using automated estimations conducted as part of the Gender Equality Monitor project. When related to the share of women among guest experts and political guests, data was sent to Arcor by the television channels concerned, which are part of a list established by consultation no. 2015-2 of 4 February 2015 by the Superior audiovisual council. Source: Arcor, 'La représentation des femmes à la télévision et à la radio : rapport sur l'exercice 2022', March 2023.

4.8 • The roles assigned to women and men in television advertisements convey gender stereotypes

Gender of characters and voiceovers in television advertisements by product type in 2022



Product categories shown by advertisements presenting explicit sexualisation* of women in 2022



* For the purposes of the study, advertisements were considered as presenting explicit sexualisation of women when they showed behaviour that was very sexually suggestive, contained a simulation of a sex act, or used framing to centre on certain intimate areas of the body, for example.
 Scope: manual analysis of 2,310 advertisements shown in the last advertising slot before 8pm on all long-standing channels and new channels on French television (TNT), carried out on one day each month over 7 months between October 2021 and May 2022.
 Source: Arcom, 'Étude sur la représentation des femmes dans les publicités télévisées', March 2023.

4.9 • At artistic events and in public spaces, women's work remains less visible than that of men



5
films

Film

19 films selected for the César award for Best Film, of which **5** were directed by women between 2020 and 2022.



10%

Music

10% of albums that have won an award at the *Victoires de la Musique* awards since 1985 were performed by female artists.



13%

Theatre

13% of directors selected for a Molières Ceremony award since 1987 have been women.



44%

Literature

44% of winners of one of **9** literary prizes* between 2020 and 2022 were women.



50%

Photography

50% women among winners of famous Art Photography Awards** in 2022

6



81
Women are buried in the Pantheon

9
302



Metro stations in Île-de-France **named after a woman** in 2023



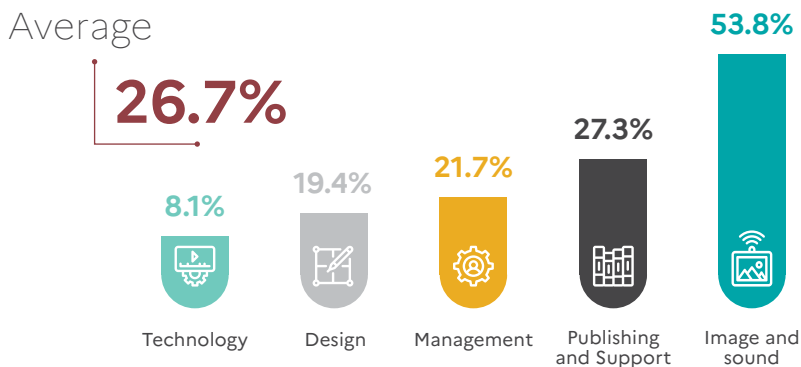
12%

Streets and public spaces named **after a woman** in Paris in 2021

* Académie française (Grand Prix), Décembre, Femina, Goncourt (novels), Interallié (French novels), Prix des libraires, Prix du livre Inter, Médicis, Renaudot. ** Nadar, Henri-Cartier-Bresson, Camera Clara, Carmignac, Niépce, Visa d'or de la presse quotidienne, Roger Pic, Bourse de la Fondation Jean-Luc Lagardère, HSBC (replaced in 2022 by Viviane Esders), Marc Ladreit de Lacharrière, Levallois, Bourse du Talent, Découverte Louis Roederer, ImageSingulières, Prix du Livre Paris Photo-Aperture Foundation.
Sources: Ministry of Culture, 'Observatoire de l'égalité entre femmes et hommes dans la culture et la communication', March 2023. Pantheon, data as of 30 May 2023. Régie autonome des transports parisiens (RATP) transport operator, data as of 30 May 2023. City of Paris, 'Féminisons les noms des rues !', June 2021.

4.10 • The number of women in specialised training courses and in the video games industry remains low. Women represent the majority of general public players, while men more frequently take part in e-sports competitions

Share of women among students in specialised training courses for the video games industry by group of professions in 2022



Scope: survey conducted between 18 October 2022 and 13 February 2023 by self-administered online questionnaire, averages presented in the 'Baromètre des Formations', 2022 edition, weighted based on class size in each year of the training courses.

Source: Syndicat national du jeu vidéo (Snjv), 'Baromètre du réseau des formations aux métiers du jeu vidéo : édition 2022', April 2023.



22%

Share of women in the video games industry (development studios)



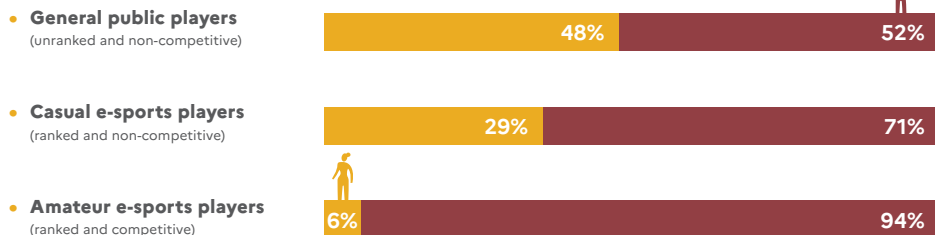
11%

Share of women in the management bodies of companies in the video games industry

Scope: survey conducted in 1,200 checked and qualified companies (excluding associations, specialised public support schemes, and higher education institutions) based in France.

Source: Syndicat national du jeu vidéo (Snjv), 'Baromètre du jeu vidéo : édition 2021', September 2021.

Share of women and men among e-sports players*

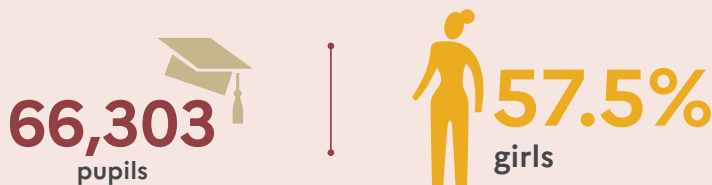


* Games taken into account were 'confrontational' video games, which allow players to go head to head with other people playing at the same time.
Scope: primary sample of 6,337 Internet users aged 15 and over, representative of the French population, and a secondary sample of 734 Internet users aged 15 and over, made up of volunteers from the France E-sports College of Players.
Source: France Esports/Médiamétrie, 'Baromètre E-sport', November 2022.

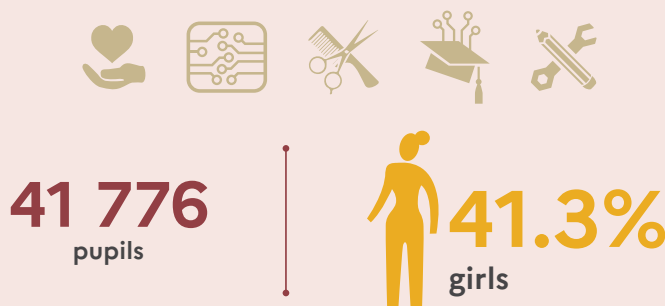
FOCUS: OVERSEAS TERRITORIES

4.11 • In the DROM, women represent the majority of students in general and technical courses, while men mainly opt for vocational training courses. 6 out of 10 students are women

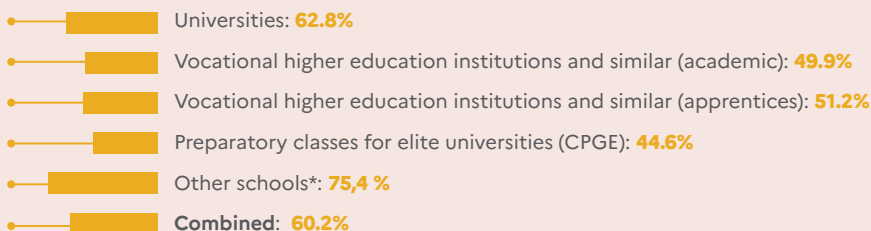
Students in general and technical courses in high school in the DROM at the start of the school year in 2022



Students in vocational courses in high school in the DROM at the start of the school year in 2022



Share of women among higher education students in French overseas territories in 2022



* Other schools: schools of commerce and management; architecture; accountancy courses; courses in allied health professions, social studies, art and culture, or engineering; post-BTS courses and DSAA (Higher Diploma in Applied Arts). For allied health and social professions, 2020-2021 data renewed in 2021-2022.

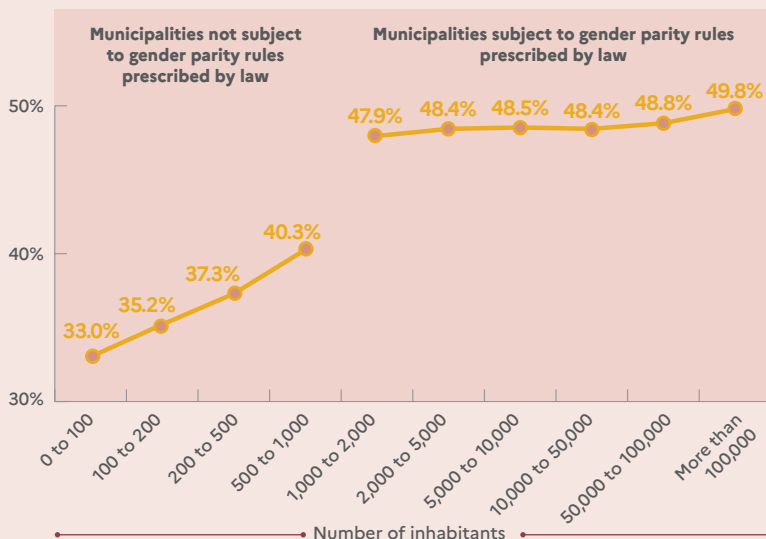
Scope: DROM, public and private schools under state contract, excluding simultaneous registrations to universities and CPGE.

Source: Ministry of National Education and Youth, 'Repères et références statistiques 2023', indicators 10.03 and 10.05, July 2023. Viewed on 10 July 2023.

FOCUS: REGIONS

4.12 • The smaller the municipality, the fewer women there are on the municipal council

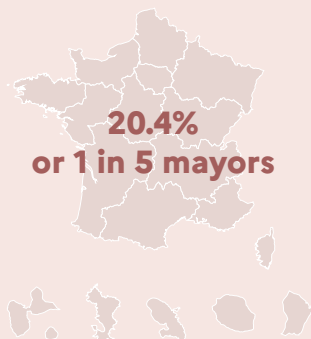
Share of women in municipal councils* by size of municipality in 2022



*Mayors, deputies and councillors.

Source: DGCL, 'Bulletin d'information statistique de la DGCL', no. 163, March 2022. Figures from the Ministry of the Interior and French overseas territories, Department of Elections and Political Studies (National Directory of Elected Representatives), February 2022.

Share of women among mayors in France in 2023



Number of women who were mayors of a town with over 100,000 inhabitants in France in 2023



10
women
mayors
out of 42 municipalities

7 women mayors
before the 2020
elections

Source: Ministry of the Interior, Department of Elections and Political Studies; National Directory of Elected Representatives, February 2023.

5

SITUATION OF WOMEN WORLDWIDE

Gender-based and sexual violence

Women's health and access to rights

Gender equality in the workplace
and economic autonomy

Culture of equality



OVERVIEW

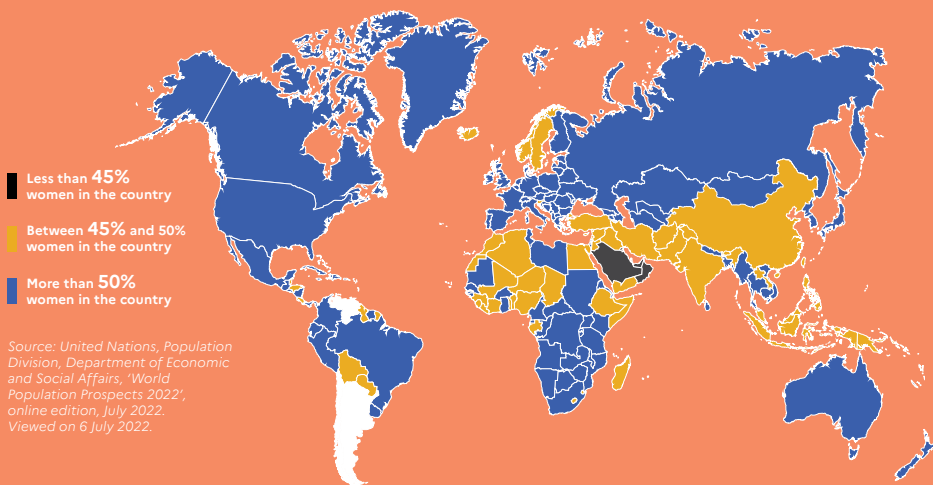
There are **fewer women** than men in the world,
due to cultural and political factors.

World population in 2020

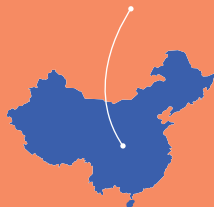
8 billion

people in the world

of which **4 billion** were **women**



CHINA
72.3 million



INDIA
45.8 million



Estimated number of
'missing women'*
worldwide in 2020

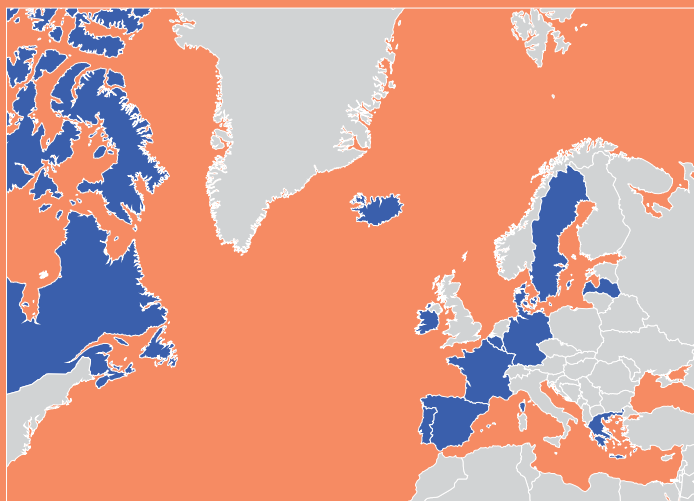
142.6 million

* The expression 'missing women' refers to the demographic imbalance between women and men occurring due to the effects of sex selection policies (institutional or non-institutional), both prenatal (selective abortion) and/or postnatal (neglect or intentional acts) since the 1970s.

Scope: yearly average standardised for the 2015-2020 period. National censuses, 2012-2018 data according to the country.

Source: The United Nations Population Fund, 'Against my Will – Defying the practices that harm women and girls and undermine equality', June 2020.

According to the World Bank,
only **14 countries*** in the world guaranteed
equal economic rights for women
and men** in 2022



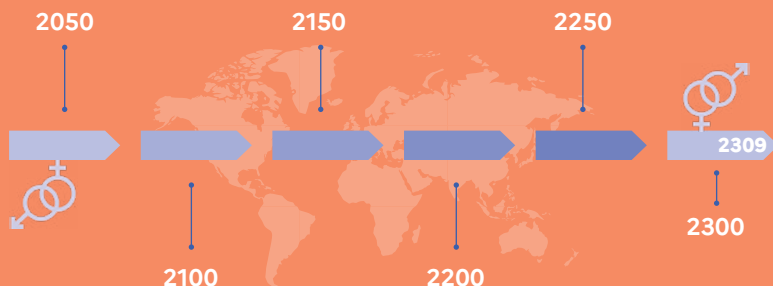
Germany
Belgium
Canada
Denmark
Spain
France
Greece
Ireland
Iceland
Latvia
Luxembourg
The Netherlands
Portugal
Sweden

*100/100 score in the World Bank's Women, Business and the Law Index, which assesses women's economic rights throughout their lives using 8 indicators: mobility (freedom of movement), workplace (access to employment), pay, rights and restrictions in marriage, parenthood, entrepreneurship (access and restrictions), assets (property and inheritance), and pensions.

** Countries that achieved a score of 100/100 in the World Bank's Women, Business and the Law Index.

Source: World Bank, 'Women, Business and the Law 2023', 2023. Data from the Women, Business and the Law database.

According to estimates, at the current rate
of worldwide legislative change,
it would take **286 years** to achieve **equal**
rights between women and men



Source: UN Women/United Nations, 'Progress on the Sustainable Development Goals – the gender snapshot 2022', September 2022.

5.1 • Women and girls across all parts of the world are affected by gender-related killings. Statistically speaking, the family environment is the most dangerous for women

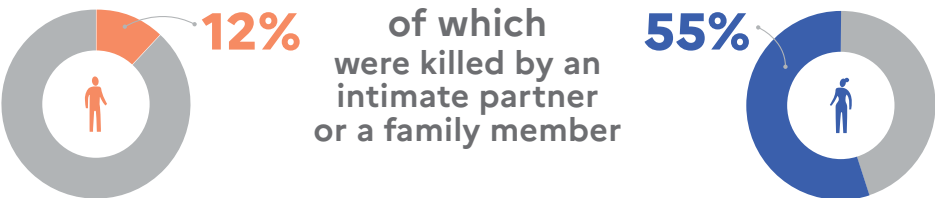
Number of female homicide victims* worldwide in 2022

89,000 women

of which **48,000 women were killed** by their intimate partner or a member of their family, that is over **133 women per day**



Share of men and women among homicide victims in 2022



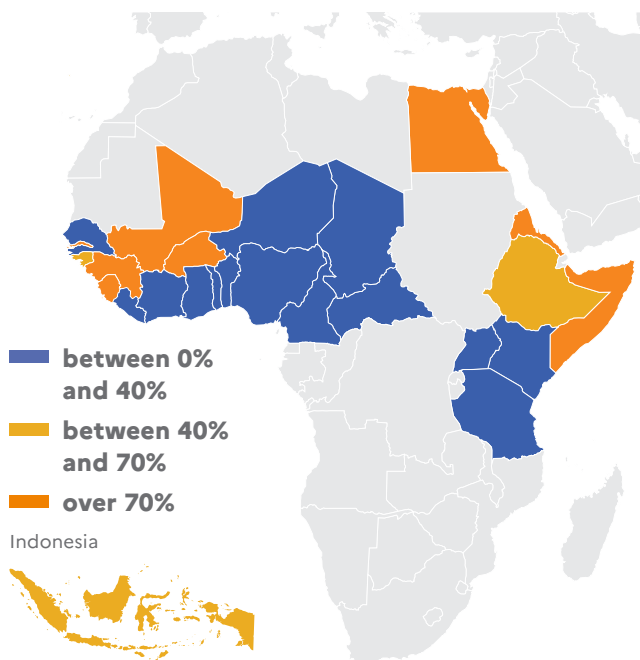
Source: United Nations Office on Drugs and Crime (UNODC) and UN Women, 'Gender-related killings of women and girls (femicide/feminicide): Global estimates of female intimate partner/family-related homicides in 2022', November 2023.

5.2 • Female genital mutilation is still a scourge in many countries

Number of women in the world who have suffered female genital mutilation*

At least **200 million** girls and women living in 31 countries** have **suffered genital mutilation**.

Share of girls and women aged 15-49 who have suffered female genital mutilation by country



Note: data for Indonesia relates to girls aged 0 to 11 as no data is available on the prevalence of FGM among girls and women aged 15 to 49.

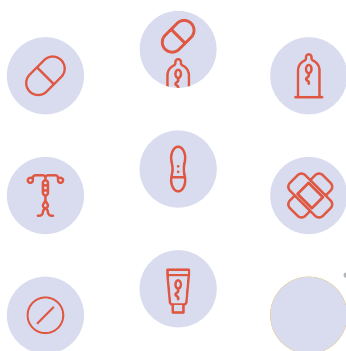
* Female genital mutilation (FGM) refers to 'all procedures that involve the partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons'. It should be noted that France gives a broader meaning to this type of mutilation (female sexual mutilation or 'FSM'), which considers that mutilation does not only influence reproductive health, but also affects sexual pleasure, sexuality and self-construction in women who are victims of these procedures. French legislation refers to it in the Code of Entry and Residence of Foreigners and of the Right to Asylum.

** 31 countries for which representative data exists.

Source: UNICEF, 2023. UNICEF world databases, 2022, based on DHS, MICS and other national surveys, 2004-2021.

5.3 • 190 million women worldwide do not have access to contraception despite wanting to avoid pregnancy. Female sterilisation is the most frequently used method of contraception in the world

Number of women of reproductive age (15-49 years old) who had an unmet need for contraception in 2019



1.9 billion women

of reproductive age in 2019

of which **1.1 billion** needed contraception

of which **190 million (10%)** did not use any contraceptive method due to a lack of access to these methods

Share of the different methods of contraception used throughout the world in 2019

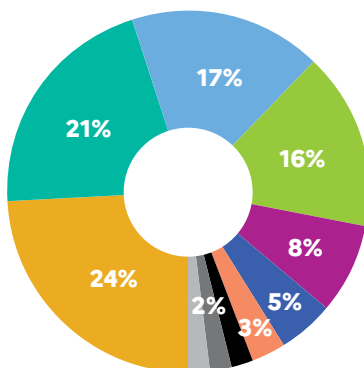
Intrauterine device (IUD)

Male condom

Female sterilisation

Other

Implant



Pill

Injection

Withdrawal

Rhythm method

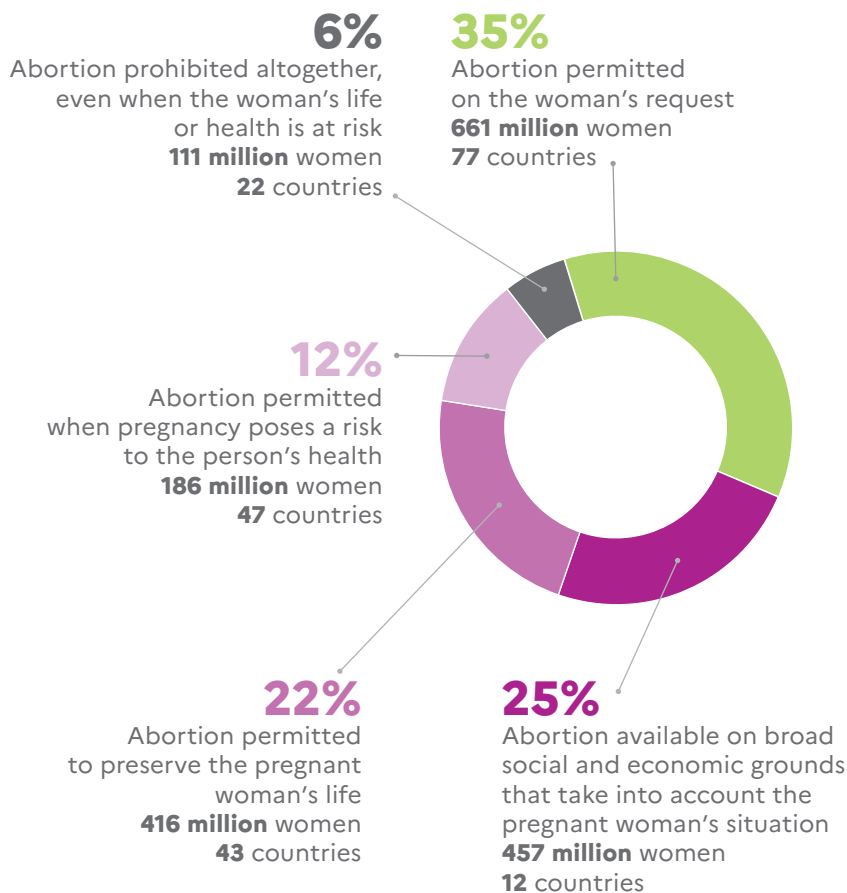
Male sterilisation

Scope: data collected via 1,247 surveys conducted in 195 countries or areas of the world.

Source: United Nations, Department of Economic and Social Affairs, 'Contraceptive Use by Method 2019: Data Booklet' ST/ESA/SER.A/435, 2019.

5.4 • 111 million women worldwide have no right to abortion

Share of women of reproductive age worldwide according to their right to abortion in 2023

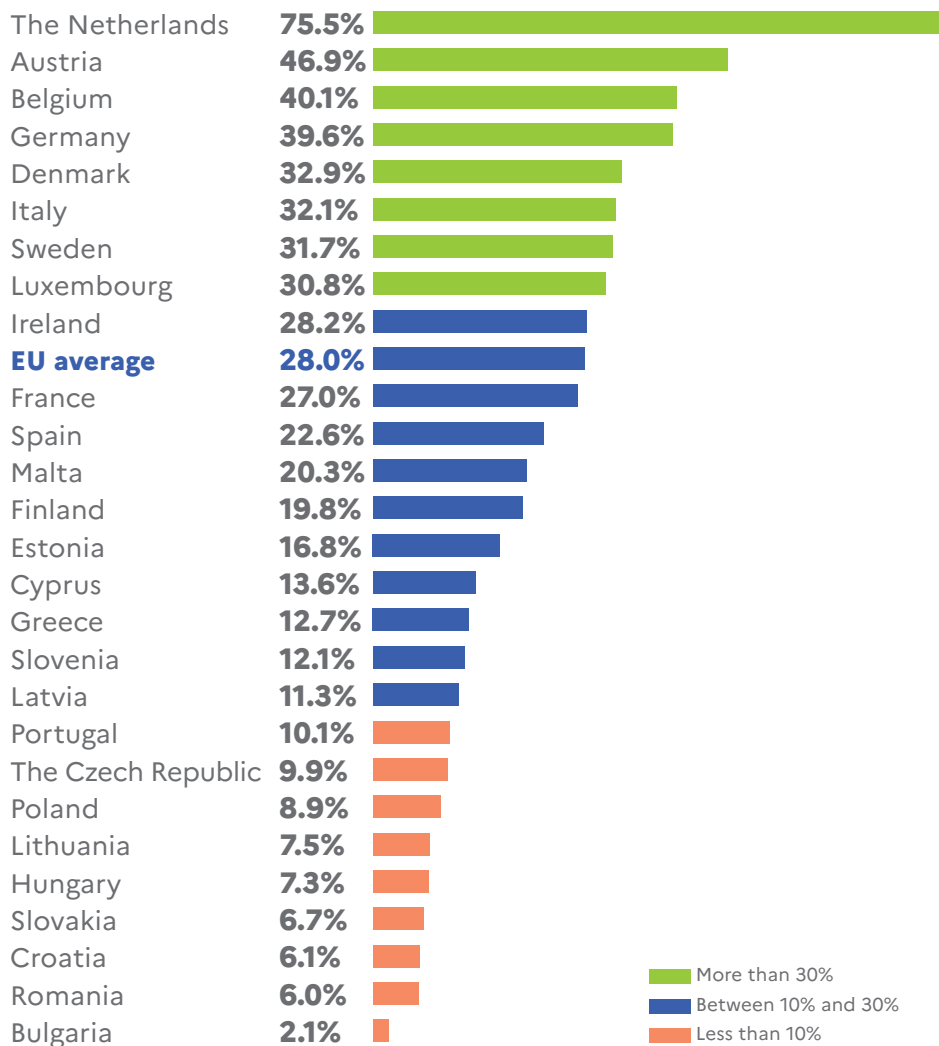


Scope: 201 countries or independent territories whose population was greater than 1 million inhabitants. Constitutional texts, legislative texts and rulings by the higher courts in the area concerned were the only elements taken into account. Implementation decrees and lower decrees were only taken into account in the absence of a higher law.

Source: Center for Reproductive Rights, 'The World's Abortion Laws', June 2023. Viewed on 19 December 2023.

5.5 • The share of women working part-time varies widely within the European Union

Share of female part-time workers in total female employed people aged 15-64 in the European Union in 2020



Interpretation: in Ireland, 28.2% of female employees worked part-time.

Scope: European Union of 27 countries, persons aged 15-64 living in ordinary housing.

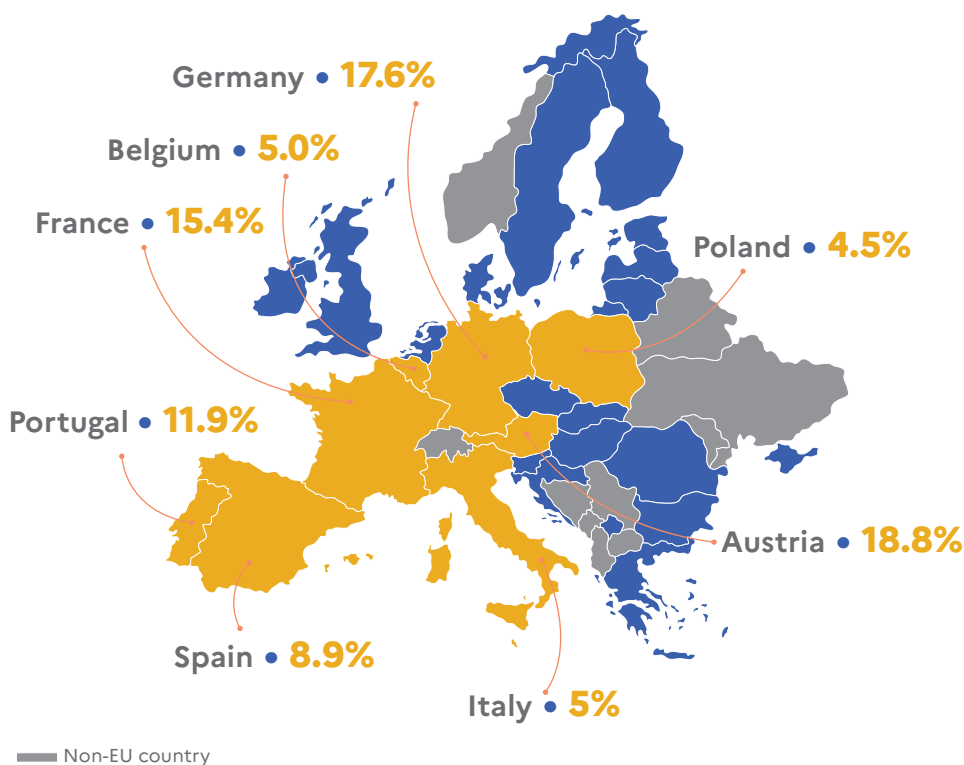
Source: Insee/Eurostat, 'Emploi et chômage en Europe', Insee Références, March 2022. Eurostat data, workforce surveys (data extracted in July 2021).

5.6 • In the European Union, on average, women earned 12.7% less than men

Average gender pay gap* in selected European countries in 2021

European Union of 27 countries

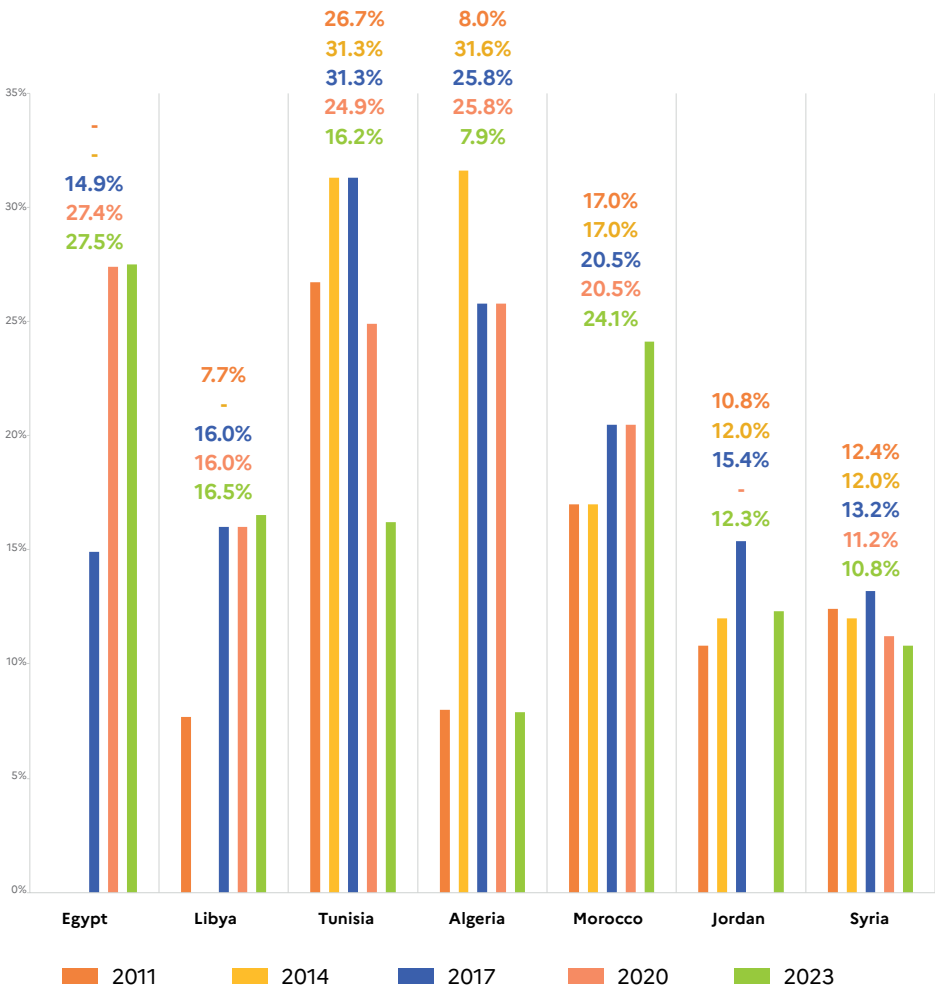
• 12.7% •



* This indicator measures the gap between the average gross hourly pay of male employees and that of female employees, expressed as a percentage of the average gross hourly pay of male employees (private sector). The indicator is defined as 'unadjusted', as it gives an overview of gender inequality in terms of pay and measures a broader concept than the concept of equal wages for equal work. All members of staff working in companies with ten or more employees were included, with no restrictions based on age or number of hours worked.
Source: Eurostat, 'Gender Pay Gap', 2023. 2021 data, viewed on 6 July 2023.

5.7 • The ‘Arab Spring’ had a mitigated outcome in terms of women’s participation in public and political life

Evolution of the share of women Members of Parliament in single or lower houses in selected countries involved in the ‘Arab Spring’*



* The term ‘Arab Spring’ refers to an unprecedented wave of democratic social movements in several countries of the Arab world that started in December 2010.
Source: Inter-Parliamentary Union, Parline, world data on national parliaments, percentage of women in national parliaments. Data as of 31 December 2011, data as of 1 December 2014, data as of 1 December 2017, data as of 1 December 2020, data as of 1 April 2023.

5.8 • The gap between girls' and boys' access to education increases according to the level of education. Early and forced marriage is still a barrier to girls' education

Number of girls worldwide with no access to education

129 million girls
are out of school



32 million
of primary
school age



30 million
of lower secondary
school age



67 million
of upper secondary
school age

Source: UNESCO, 'Girls' education. Gender equality in education benefits every child', 2019.

In Afghanistan in September 2021



2.5 million school-aged girls
did not have access to education,
that is 80% of Afghan girls

30% of girls had **never attended**
primary school

Source: UNESCO, 'Let girls and women in Afghanistan learn!', January 2023.

Number of women worldwide who were victims of early or forced marriage in 2021



650 million women **married**
before the age of **18**

25 million forced marriages
were avoided over **10 years**,
as the practice is declining worldwide.

Source: UNICEF, 'Towards ending child marriage: Global trends and profiles of progress', October 2021.

LIST OF INFOGRAPHICS

1 • GENDER-BASED AND SEXUAL VIOLENCE SEXISM

1.1 • Ordinary sexism and sexist insults or comments are still too common

1.2 • Women are the primary victims of gender-based and sexual violence on public transport and in public places

INTIMATE PARTNER VIOLENCE

1.3 • Intimate partner violence is primarily carried out against women. 118 women were killed by their partner or ex-partner in 2022

1.4 • In 2022, almost 14,000 perpetrators of intimate partner violence were referred to centres for perpetrators of intimate partner violence (CPCA)

SEXUAL VIOLENCE

1.5 • More than half of victims of sexual violence occurring outside the family are minors. Half of the crimes were solved within a year

1.6 • Sexist or sexual behaviour is still present in work and study environments

PROSTITUTION AND PORNOGRAPHY

1.7 • In 2022, women represented 94% of victims of human trafficking for sexual exploitation

1.8 • In 2022, over a third of Internet users visited pornographic websites every month, with a proportion only slightly lower among underage Internet users. Women are the primary victims of sexual exploitation for child pornography

FEMALE GENITAL MUTILATION AND FORCED MARRIAGES

1.9 • An estimated 125,000 women living in France have been circumcised

1.10 • In France, 98% of identified victims of forced marriage are women

FOCUS ON REGIONS AND FRENCH OVERSEAS TERRITORIES

1.11 • Intimate partner violence is more prevalent in French overseas territories

1.12 • The number of cases of sexual violence per 1,000 inhabitants is on the rise and was relatively consistent across all regions in 2022

2 • WOMEN'S HEALTH AND ACCESS TO RIGHTS

CONTRACEPTION AND ABORTION

2.1 • Various contraception methods exist for women, with their use evolving with age. Condoms are primarily used by younger women

2.2 • Following a significant drop linked to the Covid-19 pandemic, the number of abortions increased in 2022 to the number observed before the health crisis

SEXUAL HEALTH

2.3 • Endometriosis is thought to affect 10% of women in France

2.4 • Breast cancer is still the leading cause of cancer death in women. Human Papillomavirus (HPV) vaccination coverage is improving among young girls but only a very small number of boys are protected

PERINATAL HEALTH

2.5 • Between 1 and 2 in 10 women suffer from postpartum depression two months after giving birth

2.6 • 1 in 5 pregnancies end in miscarriage in the first 14 weeks and psychological consequences are insufficiently measured and treated

HEALTH STATUS AND DISABILITIES

2.7 • Women are more affected by mental health issues than men and more frequently consult psychologists, psychotherapists or psychiatrists

2.8 • 1 in 7 people had disabilities in 2021, with women slightly over-represented. Women with recognised disabilities were more frequently unemployed than women with no functional limitations

COMBATting SOCIAL INSECURITY

2.9 • Women more frequently live in a situation of poverty. Over-indebtedness more frequently affects single women and single mothers

2.10 • Period poverty is thought to affect 1 in 3 women. Food insecurity, which is on the rise, primarily affects women

ACCESS TO RIGHTS

2.11 • Women are the primary recipients of most minimum social benefits

2.12 • Nearly 300,000 women were individually or collectively informed and/or supported by information centres for women's and family rights (CIDFF) in 2022

FOCUS ON REGIONS AND FRENCH OVERSEAS TERRITORIES

2.13 • In Mayotte, women's life expectancy at birth is significantly lower than that of people living in other territories. Maternal mortality is 3 times more prevalent in overseas departments and regions (DROM) than in Metropolitan France

2.14 • The number of gynaecologists compared to the number of female inhabitants varies widely across France

WOMEN AGED 55 AND OVER: SPECIFIC, SOMETIMES INVISIBLE INEQUALITIES

2.15 • Gender-based and sexual violence: women aged 70 are among the primary victims of feminicide

2.16 • Employment: up to twice as many women aged 55 and over are neither in employment nor retired compared to men. When they are employed, they more often work part-time

2.17 • Retirement: the gender pension gap is narrowing but still remains significant

2.18 • Autonomy and dependency: women live alone more frequently, and for longer. Men live as part of a couple for longer, which makes it easier for them to remain at home

2.19 • Health of women aged 55 and over: cardiovascular disease is the leading cause of death in women, excluding cancer. Hormonal cycles, including the menopause, are specific risk factors

2.20 • Stereotypes: women aged 55 to 64 are the population most often involved in helping and caring for members of their family, with consequences on their work life and their health.

3 • GENDER EQUALITY IN THE WORKPLACE AND ECONOMIC AUTONOMY

EMPLOYMENT

3.1 • Women's participation in the labour market is stabilising over time but is still lower than men's

3.2 • Women jobseekers are highly concentrated in a small number of highly female-dominated occupations. Women more often have recourse to the reduced activity scheme and the amount of working time of women registered with Pôle Emploi is increasing

GENDER BALANCE IN OCCUPATIONS

3.3 • 8 out of 10 employees have a gendered occupation

3.4 • Women make up 91% of auxiliary nurses but only 18% of computer engineers

WORKING HOURS AND CONDITIONS

3.5 • The share of women working part-time is 3 times higher than that of men. The work-hour gender gap increases according to the number of children a woman has

3.6 • There has been a sharp rise in workplace accidents and occupational diseases among women. Work unsustainability is slightly more frequent among women than among men

PAY IN THE PRIVATE SECTOR

3.7 • In 2022, in the private sector, on average, women earned 14.1% less than men, and this gap increased with age. Women remained under-represented among the highest paid

3.8 • While results from the Gender Equality Index are constantly improving, there is still real room for improvement for women to achieve greater representation at the head of companies

CAREER PATHS IN THE PRIVATE SECTOR

3.9 • The share of women among executives has doubled in the last 40 years, but parenthood still has a stronger impact on the working life of mothers. More people are taking paternity and childcare leave

3.10 • 4 out of 10 companies were set up by a woman in 2021, but women are still in a minority among leaders of small companies (PME) and medium-sized companies (ETI)

PAY IN THE PUBLIC SECTOR

3.11 • In the public sector, on average, women earn €296 less than men per month. The higher the pay, the less women are represented

3.12 • For the first time, in 2020, the target of having 40% women appointed for the first time to managerial and executive positions in the state public service was met. However, women are still in a minority in higher categories of business hierarchies and among the highest-paid

CAREER PATHS IN THE PUBLIC SECTOR

3.13 • 6 out of 10 civil servants are women. They are over-represented among contract personnel and in the hospital public service

3.14 • Across the entire public sector, part-time work and under-employment more frequently affect female contract personnel

FOCUS ON REGIONS AND FRENCH OVERSEAS TERRITORIES

3.15 • In the Antilles, the share of women in the active population is the highest among all French departments. Women are generally more affected by unemployment than men in DROM

3.16 • In urban priority districts, women's labour market participation is almost 20 points lower than that of women in other urban units. Under-employment especially affects women

4 • CULTURE OF EQUALITY

POLITICAL AND ELECTIVE OFFICE

4.1 • In the French Parliament, as in other EU member states, gender parity in politics has been improving over the last 15 years

4.2 • In the National Assembly, women are over-represented in standing committees devoted to subjects seen as 'feminine'

EDUCATION AND PROFESSIONAL ORIENTATION

4.3 • Professional orientation choices in high school are still gendered: boys and girls choose to enter streams that are considered 'masculine' or 'feminine' respectively

4.4 • Over the past 20 years, the share of women in scientific disciplines and among engineering graduates has been slowly increasing

SPORTS

4.5 • More men than women engage in regular physical exercise, though women's physical activity is increasing. Physical exercise and sports are gendered according to discipline

4.6 • Women's sports benefit from a far lesser media coverage compared to men's sports

MEDIA

4.7 • Women are less present and less visible in the media than men

4.8 • The roles assigned to women and men in television advertisements convey gender stereotypes

CULTURE AND CULTURAL OR CREATIVE INDUSTRIES

4.9 • At artistic events and in public spaces, women's work remains less visible than that of men

4.10 • The number of women in specialised training courses and in the video games industry remains low. Women represent the majority of general public players, while men more frequently take part in e-sports competitions

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A key statistical overview, the publication *Towards Real Gender Equality in France – 2023 Edition* uses one hundred infographics to present the latest, most significant data on gender equality in 2023 in France and worldwide.

The *Key Figures* show the most important up-to-date indicators on gender-based and sexual violence; women's employment and pay; gender balance in occupations; gender parity in politics; education and professional orientation; and the place of women in culture, sport and media. A special focus on French overseas territories and on rural and urban areas addresses the specific situation of women who live in these areas. This publication also provides information on recent social phenomena: support centres for perpetrators of intimate partner violence; gender-based and sexual violence in higher education; pornography; endometriosis and period poverty; women's postpartum and mental health; difficult working conditions; women's place in real and virtual public spaces, etc.

To complete this overview, a case study deals with the specific, sometimes invisible inequalities affecting women aged 55 and over.

While the Interministerial Plan for Equality between Women and Men 2023-2027 reinforces the government's ambitions, this publication offers public institutions, companies, civil society and the general public a wide range of tangible data on the differing situations of women and men, encouraging collective action to promote real gender equality.

