



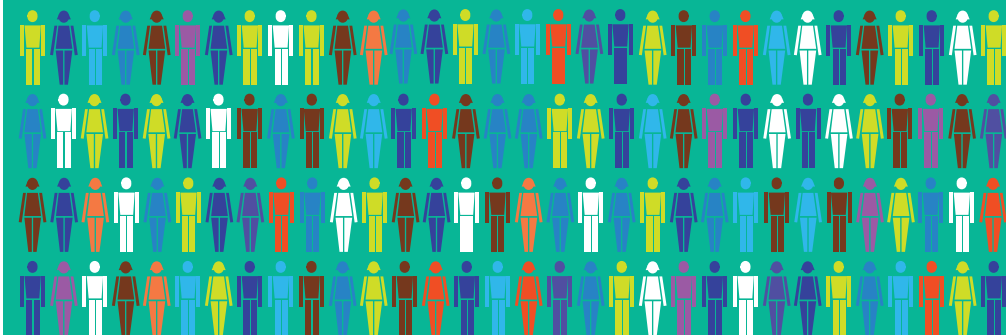
MINISTÈRE  
CHARGÉ DE L'ÉGALITÉ  
ENTRE LES FEMMES  
ET LES HOMMES,  
DE LA DIVERSITÉ ET DE  
L'ÉGALITÉ DES CHANCES

*Liberté  
Égalité  
Fraternité*

KEY FIGURES - 2021 EDITION

# TOWARDS REAL GENDER EQUALITY

THE ESSENTIALS





# Editorial



**Élisabeth Moreno**

French Minister Delegate for Gender Equality, Diversity and Equal Opportunities

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Including more than 100 infographics, this new edition of *Key Figures* represents an opportunity to measure both progress made and remaining obstacles to achieve real gender equality in France. Gender parity among leaders in large companies has been improving, yet women's underrepresentation in specific occupations, as well as gaps in wages and pensions, remain significant. Although the fight against domestic violence has been intensifying, each femicide stands as an unbearable and unacceptable tragedy. Family and domestic environments, public and political spheres, social rights, health, media, sports or culture: these are all domains where inequalities remain too persistent in everyday life.

In this enriched edition, I also wanted to highlight specific issues that are particularly close to my heart: gender equality in the workplace, the persistent fragile situation of single-parent families and single mothers, or inequalities in rural and urban areas, in continental and overseas territories. Because the health crisis remains a significant feature of the year 2021, I again wanted to state its consequences, which especially affect women.

Producing and collecting gender-based data allows us to understand inequalities between women and men better in order to reduce them better. It is also a transparency and democratic requirement. Whether we are part of public administrations, civil society, local or regional authorities, businesses, international organisations or the general public, I know that this edition will shed useful light on our collective action so that gender equality becomes a concrete and lasting reality.

Gender equality is everyone's responsibility. I know I can count on your full engagement to implement it.



# Summary

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# TOWARDS REAL GENDER EQUALITY

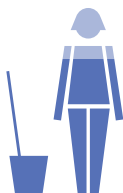
## > IMPACT OF THE HEALTH CRISIS

### 1 > Women represent the majority of front line and care workers

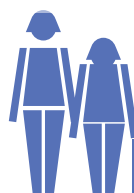
Share of women among front line and care workers



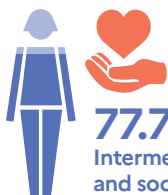
**86.6%**  
Nursing  
staff



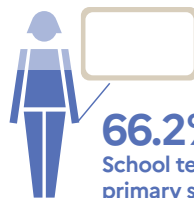
**70%**  
Maintenance  
workers



**97.7%**  
Home  
helpers



**77.7%**  
Intermediate health  
and social work professions



**66.2%**  
School teachers,  
primary school teachers  
and equivalent

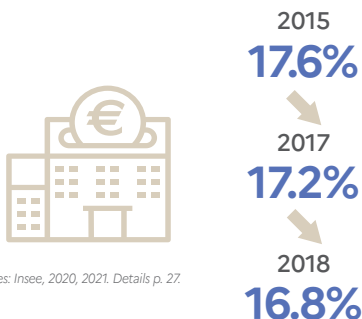
Sources: Insee, 2020; Drees, 2020; Dares, 2014; Dares, 2013. Details p. 15.

## > GENDER EQUALITY IN THE WORKPLACE AND ECONOMIC AUTONOMY

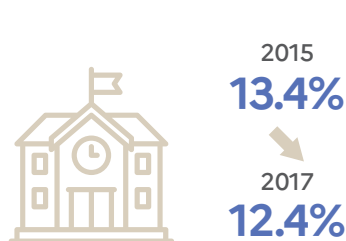
### 2 > Wage equality: the pay gap between women and men is gradually narrowing

Pay gaps in average net salaries in the public and private sectors

Private sector



Public sector



Sources: Insee, 2020, 2021. Details p. 27.

# IN 10 KEY FIGURES

## 3 > Gender parity in companies: boards of directors of large companies are now close to parity

Share of women on boards of directors of large CAC40 corporations



Source: HCE, 2021. Details p. 29.

## 4 > Pensions : the pension gap between men and women remains significant

Average gross monthly direct pension in 2018



Source: Drees, 2020. Details p. 45.

## > ACCESS TO RIGHTS

## 5 > Gender parity in politics: the share of women in the National Assembly is progressing

Number and share of women elected to the National Assembly in 2012 and 2017



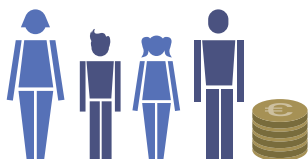
Source: National Assembly. Details p. 40.

## TOWARDS REAL GENDER EQUALITY

**6 > Single-parent families: single mothers live more often in a precarious situation than single fathers and couples with children**

Share of families living below the poverty line (1,041 euros per month and per person), according to family type (2016)

Couples with children



13.1%

Single parents



36.3% I.E. 2.5 TIMES MORE

**82%** of single parents are women

Sources: Insee, 2021; OFCE, 2020. Details p. 52-53

## > CULTURE OF EQUALITY

**7 > Professional orientation: high school girls shift away from digital sectors very early on**

Share of women by specialty in high school in 2019-2020



**56%**  
of women in  
penultimate year of  
high school



Only  
**2.9%**  
chose Digital  
and Computer Sciences

Source: Femmes numérique, 2020. Details p. 58.

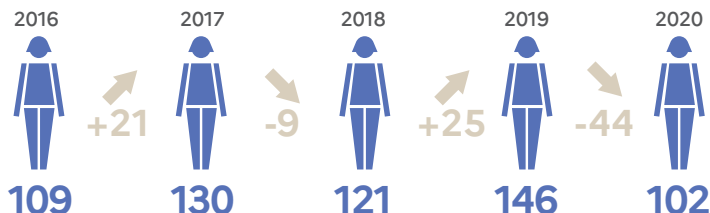


# IN 10 KEY FIGURES

## > GENDER-BASED AND SEXUAL VIOLENCE

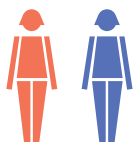
**8 > Violent deaths within couples: in 2020, 102 women were killed by their partner or ex-partner**

Number of women killed by their partner or ex-partner



Sources: DAV, 2017-2021. Details p. 70.

**9 > Gender-based and sexual violence at work: sexism and harassment still exist in the workplace**



**1 WOMAN OUT OF 2**  
has faced a situation of sexism or sexual harassment at work in France

Source: IFOP/Jean Jaurès Foundation, 2019. Details p. 71.

## > SITUATION OF WOMEN WORLDWIDE

**10 > Feminist diplomacy: 40 billion US dollars of committed funds at the Generation Equality Forum**

Global amount allocated at the Generation Equality Forum, held in Paris in 2021

40 billion US dollars, of which

Governments and public national organisations



**\$21 billion**

Private sector



**\$13 billion**

Philanthropic sector



**\$4.5 billion**

UN entities, international and regional organisations



**\$1.3 billion**

Source: UN Women, 2021. Details p. 85.



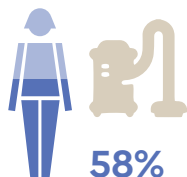


# 1. IMPACT OF THE HEALTH CRISIS



## > WORK-LIFE BALANCE DURING THE COVID-19 CRISIS

### 1.1 > The imbalance in the share of household chores remains

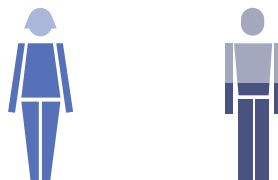


58%

of women estimate that they spent more time than their spouse dealing with household chores during lockdown

Scope: sample of 1,025 people representative of French women and men aged 18 and over.  
Source: Harris interactive survey, April 2020.

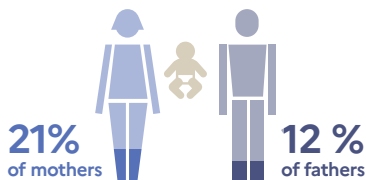
### 1.2 > Home schooling was mainly carried out by women



83% of women and 57% of men report spending over 4 hours daily looking after children

Scope: parents of children under 16 who continued working.  
Source: Insee, Conditions de vie pendant le confinement : des écarts selon le niveau de vie et la catégorie socioprofessionnelle (Living conditions during lockdown: spotted gaps based on standard of living and socio-professional category), June 2020.

### Share of mothers and fathers having stopped working to take care of children during the first lockdown



Scope: 1,600 people aged 15 and over.  
Source: Insee, Conditions de vie pendant le confinement : des écarts selon le niveau de vie et la catégorie socioprofessionnelle (Living conditions during lockdown: spotted gaps based on standard of living and socio-professional category), June 2020.



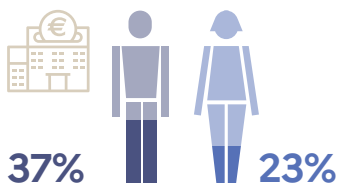
Scope: 1,400 French residents.  
Source: Sciences Po-CNRS, Report of the CoCo survey Confinement pour tous, épreuve pour certains (Lockdown for all, hardship for some), April 2020.

## > GENDER EQUALITY IN THE WORKPLACE

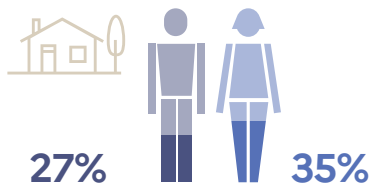
### 1.3 > Teleworking conditions are less favourable for women

#### Place of work for women and men during the first lockdown

Only outside their home



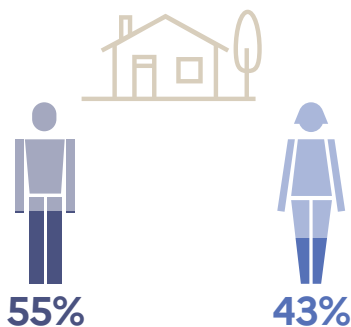
Only teleworking



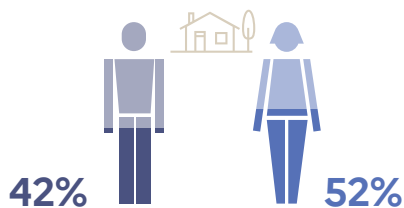
Scope: 1,000 active workers forming a representative national sample of the working population aged 18 and over in France.  
Sources: Ined, Population & Sociétés n° 579, July 2020; UGICT-CGT survey, April 2020; Science Po-IPSO, L'égalité femmes-hommes à l'épreuve du confinement (Gender equality during lockdown), May 2020.

## Teleworking conditions for women and men during the crisis

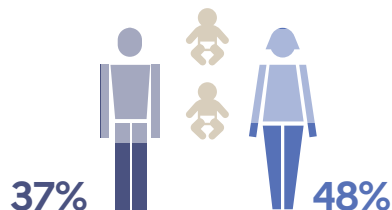
### Teleworking in a room dedicated to working\*



### Teleworking without suitable equipment



### Teleworking with one or more children



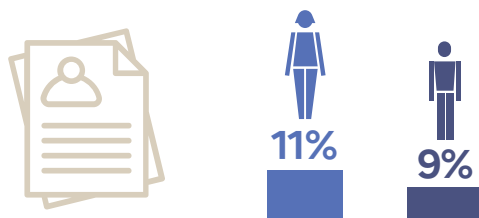
\*"Full" teleworking, situation in January 2021.

Source: CRÉDOC, enquête Conditions de vie et Aspirations (Living Conditions and Aspirations survey), January 2021.

Scope: 1000 active workers forming a representative national sample of the working population aged 18 and over in France.  
Sources: Ined, Population & Sociétés, n° 579, July 2020; UGICT-CGT survey, April 2020; Science Po-IPSO, L'égalité femmes-hommes à l'épreuve du confinement (Gender equality during lockdown), May 2020.

## 1.4 > Employment and work are more affected for women than for men

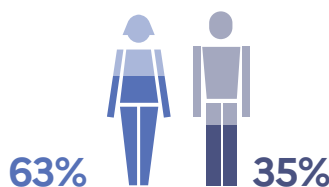
### Share of women and men aged 18 to 34 having lost their jobs in July 2020



Scope: 27 European Union countries, people aged 18 to 34.

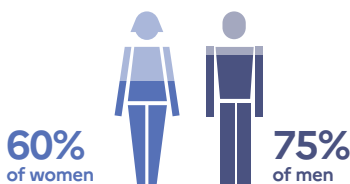
Source: Eurofound, Évolution du marché du travail. Les femmes et l'égalité sur le marché du travail : la Covid-19 a-t-elle réduit à néant les récentes avancées ? (Labour market change. Women and labour market equality: has COVID-19 rolled back recent gains?), December 2020. Eurostat figures.

### Share of self-employed women and men having ceased all professional activity during the first lockdown



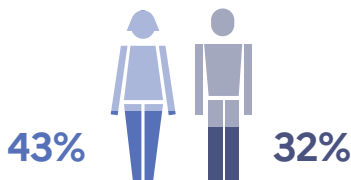
Source: CRÉDOC, enquête Conditions de vie et Aspirations (Living Conditions and Aspirations survey), April 2020.

## Share of women and men feeling confident about their professional future after the crisis



Scope: 2,002 French employees working in offices, comprising 1,001 men and 1,001 women, in the private and public sectors, all sizes of companies and line of business.  
Source: BCG-IPSOS, Crise de la Covid-19 : un retour en arrière pour la parité hommes-femmes au travail ? (Covid-19 crisis: a step backwards for gender parity at work?) survey, February 2021.

## Share of employees planning to work part-time in the future to better handle their family responsibilities



Scope: 2,009 employees interviewed from 2 to 9 December 2020.  
Source: 5<sup>th</sup> edition of the Empreinte Humaine barometer on the psychological state of employees after the second lockdown. Study conducted by OpinionWay, 2020.

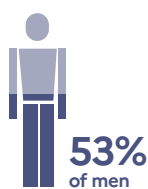
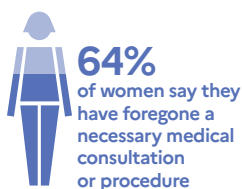
## 1.5 > Women's income has been severely impacted by the health crisis



Scope: sample of 2,003 people representative of the French population, aged 18 and over.  
Source: INED, Coconel survey, Synopsis n° 9 wave 11, Logement, travail, voisinage et conditions de vie : ce que le confinement a changé pour les Français (Housing, work, neighbourhood and living conditions: what lockdown has changed for the French), May 2020.

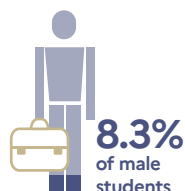
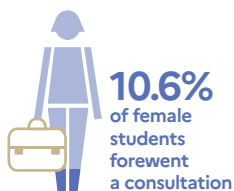
## &gt; HEALTH

## 1.6 &gt; Women are more likely to forego health care than men



Scope: 7000 people (non-representative sample).

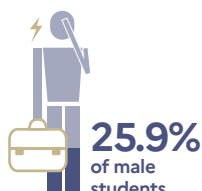
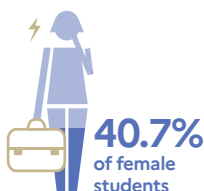
Source: Cnam-Université Grenoble-Alpes, Odenore study, Renoncer à se soigner pendant le confinement (Renouncing to seek treatment during lockdown), December 2020.



Scope: 6130 students enrolled in 2020 in university, major institutions, at the CPGE, engineering, business, art and culture schools.  
Source: French Observatory of Student Life (OVE), La vie d'étudiant confiné (Student life during lockdown), July 2020.

## 1.7 &gt; Consequences of the crisis impacted women's mental health

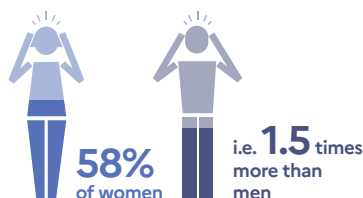
Share of students having often or permanently been very nervous, or nervous during the health crisis



Scope: 6130 students enrolled in 2020 at university, major establishments, at CPGE, engineering, business, arts and culture schools.

Source: French Observatory of Student Life (OVE), La vie d'étudiant confiné (Student life during lockdown), July 2020.

Share of women having been in psychological distress during the second lockdown



Scope: 2,009 employees interviewed from 2 to 9 December, 2020.  
Source: 5<sup>th</sup> edition of the Empreinte Humaine barometer on the psychological state of employees after the second lockdown  
Study conducted by OpinionWay, 2020.

## 1.8 &gt; Global access to contraception and reproductive health is expected to decrease due to the crisis

In 114 low- and middle-income countries



**47 million** women could be unable to  
access modern contraception methods



Unintended pregnancies are expected  
to reach **7 million** globally due  
to restricted access to contraceptives



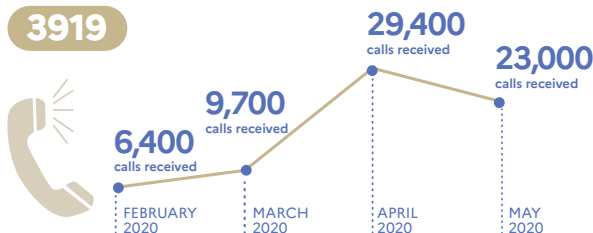
As a result of the interruption of female genital mutilation prevention  
programs due to Covid-19, **2 million** preventable female genital  
mutilations could be performed over the next decade

Source: United Nations Population Fund, Étude sur les répercussions de la crise Covid-19 sur la santé des femmes (Study on the repercussions of the Covid-19 crisis on women's health), 2021.

## > VIOLENCE AGAINST WOMEN DURING THE CRISIS

### 1.9 > Platforms and emergency numbers showed an increase in reports

#### Cases reported to 3919\*



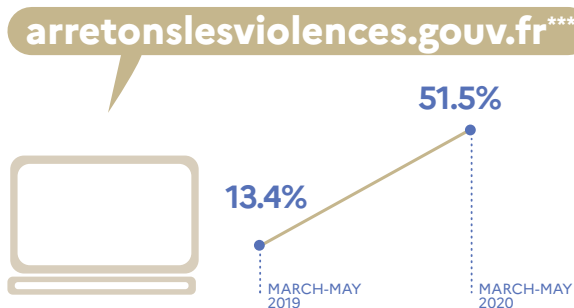
\*3919 is an informational and guidance number for victims of gender-based and sexual violence, managed by the National Federation Solidary Women (FNSF).  
Source: FNSF - Analysis of 3919 data files - Rounded and provisional data. Methodological clarification: the line was accessible from Monday to Saturday, from 9a.m. to 7p.m. From Sunday 19 April to meet growing demand, the line was made available 24/7.

#### Increase in recorded reporting by the charity En Avant Toutes\*\* from March to May 2020



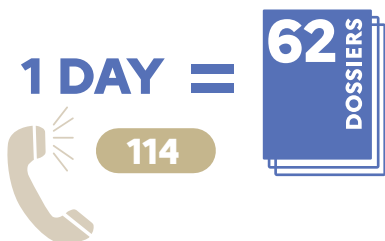
\*\*En Avant Toutes is a charity that works towards gender equality and the end of violence against young women, via the first dedicated online chat. March-May 2020.  
Source: En Avant Toutes, December 2020.

#### Share of domestic violence reports on the [arreteonslesviolences.gouv.fr](https://arreteonslesviolences.gouv.fr)\*\*\* platform



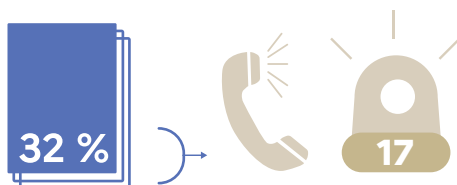
\*\*\*This portal is run 24/7 by police officers and gendarmes who trained in sexual and gender-based violence.  
Scope: total number of chats and number of chats concerning domestic violence, from the week of 16 March to the week of 4 May 2019 and 2020.  
Source: Ministry of Interior.  
Methodological clarification: the platform was accessible 24/7.

### 1.10 > Reporting of domestic violence cases was on the rise in 2020



From 1 April to 3 May, 2020, the 114 number handled 2,038 cases of domestic violence

Source: Informational report on behalf of the delegation for women's rights and equal opportunities between women and men, registered at the Presidency of the Senate on 7 July 2020.

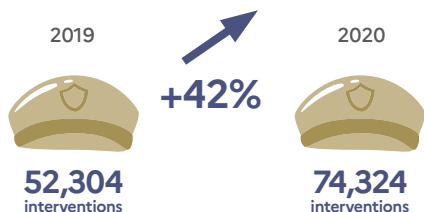


32% of domestic violence cases were reported to the 17 line and triggered a police or gendarmerie response. In terms of directed cases, over half were transferred to 3919 or to the sexual and gender-based violence reporting portal: [signalement-violences-sexuelles-sexistes.gouv.fr](https://signalement-violences-sexuelles-sexistes.gouv.fr).



## 1.11 > Interventions by law enforcement agencies at home have been increasing

### Interventions by law enforcement agencies in the family environment\* during the first lockdown



\*These are all interventions made in the family sphere, regardless of the reported facts (physical or verbal violence, disputes between older and younger family members, or within couples). These interventions do not necessarily imply the committing of a criminal offence, or the lodging of an official complaint; they more broadly cover family disputes, which might or might not include violence, without the share of domestic violence being specified.

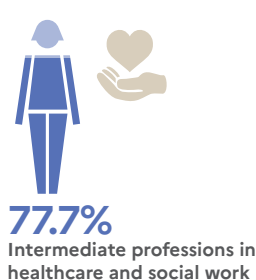
Scope: number of interventions due to family disputes by law enforcement agencies, from 17 March to 12 May 2020, compared to the same period in 2019.

Source: SSMSI; MIPROF, Les violences conjugales pendant le confinement (Domestic violence during lockdown), July 2020.

## > HEALTH CRISIS MANAGEMENT AND GOVERNANCE

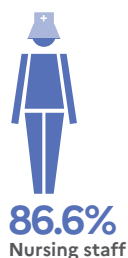
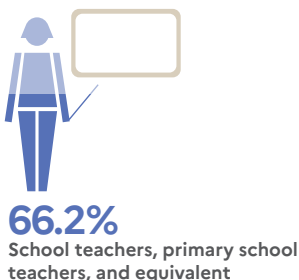
### 1.12 > Women represent the majority of front line and care workers

#### Share of women among front line and care workers



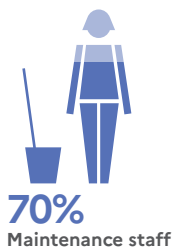
Scope: France, excluding Mayotte, household population, employed people.

Source: Insee, Des professions intermédiaires de plus en plus nombreuses et féminisées (Middle-level occupations: in growing numbers and feminized), February 2020. 2018 Employment survey figures.

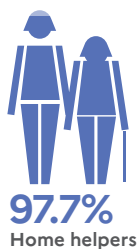


Scope: whole of France.

Source: ADEL-Drees directory, as of 1 January 2020. SDFE calculations.



Source: Dares, Portrait statistique des métiers, Fiche métier agents d'entretien (Statistical portrait of professions, maintenance staff file), 2014. Insee figures, yearly average, Employment Survey, 2012 to 2014.

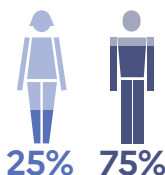


Source: Dares, Les services à la personne en 2011 (Services to individuals in 2011), 2013. Insee figures.

## 1.13 &gt; Women are under-represented in decision-making support bodies

## Gender composition of crisis management bodies

## Scientific committee

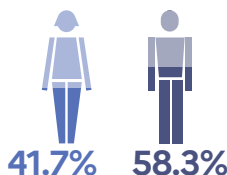


Source: Decree of 3 April 2020, appointing the members of the scientific committee formed during the health crisis state of emergency to deal with the Covid-19 epidemic.

Decree of 16 February 2021, appointing members of the scientific committee formed during the health crisis state of emergency to deal with the Covid-19 epidemic.

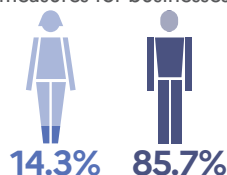
SDFE calculations.

## Analysis, research and expertise committee (CARE)



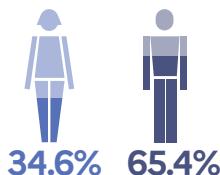
Source: article published on 20/05/2020 on the website of the Ministry of Higher Education, Research and Innovation. SDFE calculations.

## Monitoring and evaluation committee for financial support measures for businesses



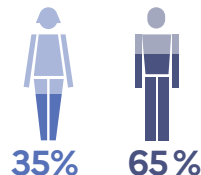
Source: Prime Minister's press release, 22 April 2020. SDFE calculations.

## Post-Covid international economic commission



Source: Tirole and Blanchard report of the Commission, Les grands défis économiques (The major future economic challenges), June 2021. SDFE calculations.

## Informational mission on the management and consequences of the Covid-19 epidemic

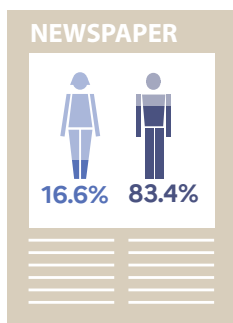


Source: High Council for Gender Equality, Vigilance Égalité : L'éga-conditionnalité comme moteur de sortie de crise (Equality scrutiny: Conditionality as an driver for overcoming the health crisis), June 2020. SDFE calculations.

## 1.14 &gt; Women are not very represented in the media to discuss the health crisis

Share of women appearing on the front page of national daily newspapers from March 1<sup>st</sup> to May 21<sup>st</sup> 2020

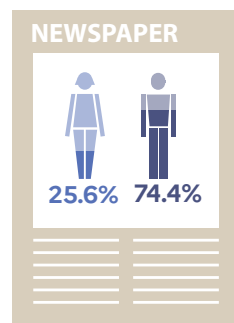
## Appearing as experts



## Appearing anonymously



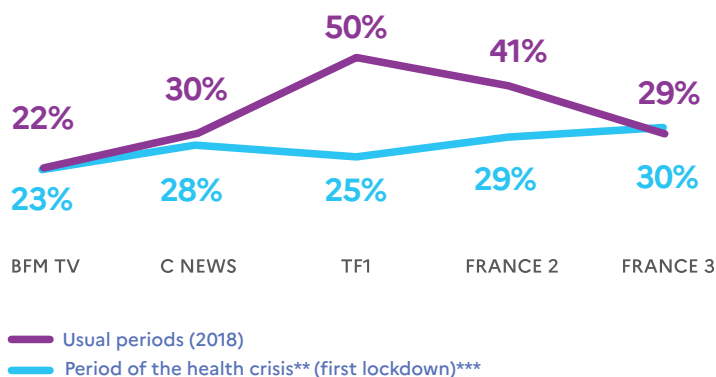
## Share of women authoring newspaper discussion forums or sections



Scope: seven national daily newspapers: Le Figaro, Le Monde, Le Parisien/Aujourd'hui en France, Les Echos, La Croix, Libération, L'Humanité.

Source: Report by deputy, Céline Calvez, on the role of women in the media during the health crisis, presented to the Minister of Culture and to the Minister Delegate for Gender Equality, Diversity and Equal Opportunities, September 2020. Figures from SDFE, Enquête sur la place des femmes dans la presse quotidienne nationale (Survey on the status of women in the national daily press), September 2020.

## Rate of occurrence of women among contributors to television news\* during “usual” periods (excluding health crisis) and during the health crisis\*, by channel



\*Excluding journalists.

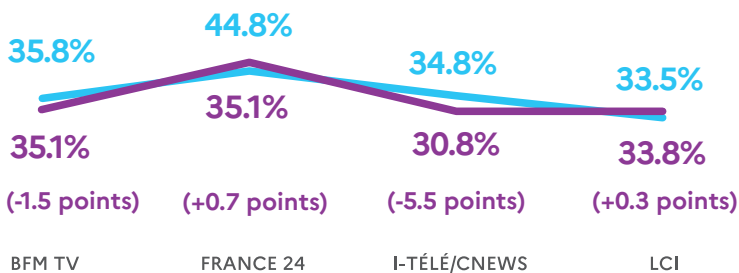
\*\*Eight days of broadcasted programs, between 17 March and 11 April 2020.

\*\*\*From 17 March to 11 May 2020.

Source: Superior Audiovisual Council (CSA), La représentation des femmes à la télévision et à la radio. Rapport sur l'exercice 2019 (The representation of women on television and radio, 2019 year report), March 2020.

INA, En période de coronavirus, la parole d'autorité dans l'info télé reste largement masculine (During the period of the coronavirus, the word of authority on TV news remains largely male), June 2020.

## Speaking time share\* of women during “usual” periods, and during the health crisis on rolling news channels, by channel



\*Percentage of speaking time for women, compared to men.

\*\*From 17 March to 11 May 2020.

Source: INA-Rémi Uro and David Doukhan, Pendant le confinement, le temps de parole des femmes a baissé à la télévision et à la radio (During lockdown, women's speaking time decreased on television and radio), September 2020.

INA/David Doukhan, À la radio et à la télé, les femmes parlent deux fois moins que les hommes (On radio and TV, women speak half as much as men), March 2019.





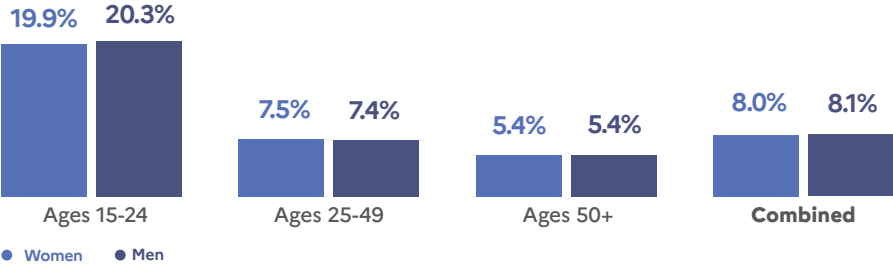
## 2. GENDER EQUALITY IN THE WORKPLACE AND ECONOMIC AUTONOMY



> EMPLOYMENT

2.1 > The unemployment rate is equivalent for women and men, regardless of age group

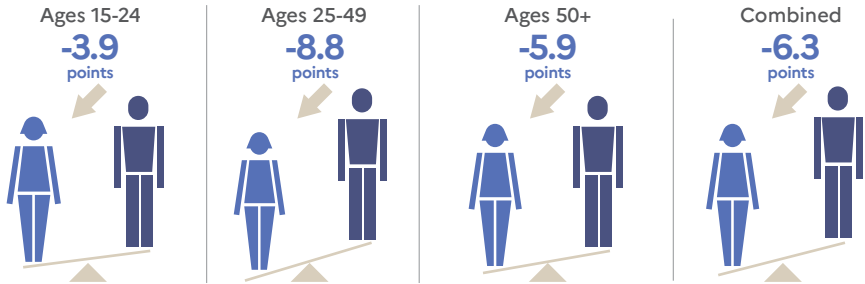
Unemployment rate of 15-64-year-olds by gender and age in 2020



Scope: active population in France excluding Mayotte, living in ordinary housing, aged 15 to 64.  
Source: Insee, Employment survey, 2020.

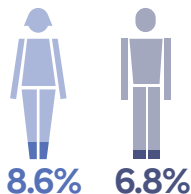
2.2 > Women's labour market participation rate\* remains lower than men's, notably for 25-49-year-olds. Women are more at risk to belong to the working poor\*\*

Gender gap in labour force participation by age



\*Labor market participation rate corresponds to the ratio of the number of active workers (employed and unemployed workers), on the entire corresponding population.  
Scope: France, excluding Mayotte, people living in ordinary housing, aged 15 to 64.  
Source: Insee, Employment survey, 2020.

At-risk-of-poverty rate, by gender, in 2019

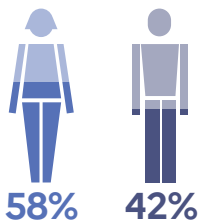


\*\*Employed people, with an income below 60% of the median income, i.e. 1,026 euros for a person living alone.  
Source: Eurostat, At-risk-of-poverty rate at work by age and sex – EU-SILC survey (data code ILC\_IW01).

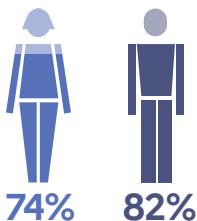
## 2.3 > Despite graduating with a master's degree more often than men, fewer women have entered the labour market 30 months after graduation

Professional integration rate in 2019, for 2017 master graduates

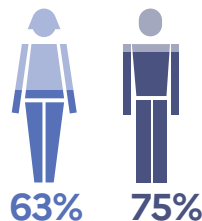
Master graduates in 2017



Stable employment rate  
30 months after graduation



Executives' employment rate  
30 months after graduation



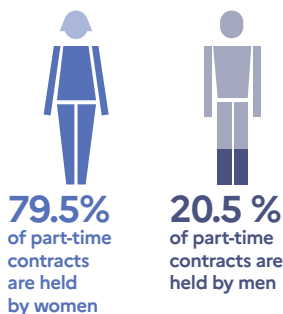
Interpretation: among people with a master's degree in employment, the share of women with a stable job 30 months after graduation is 8 percent lower than that of men.

Scope: whole of France.

Source: Ministry of Higher Education, Research and Innovation, Vers l'égalité femmes-hommes ? Chiffres-clés 2021 (Towards equality between women and men? Key Figures 2021). MESRI-SIES figures, Professional integration survey, at 18 and 30 months after graduation with master's degrees in 2017.

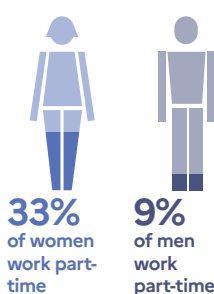
## 2.4 > Women account for the majority of part-time contracts, and in greater numbers in female-dominated occupations

Share of women and men  
working part-time

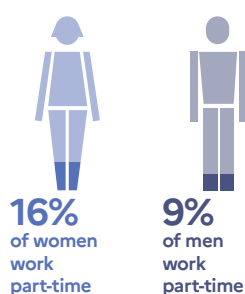


Share of part-time contracts

In predominantly  
female occupations



In predominantly  
male occupations



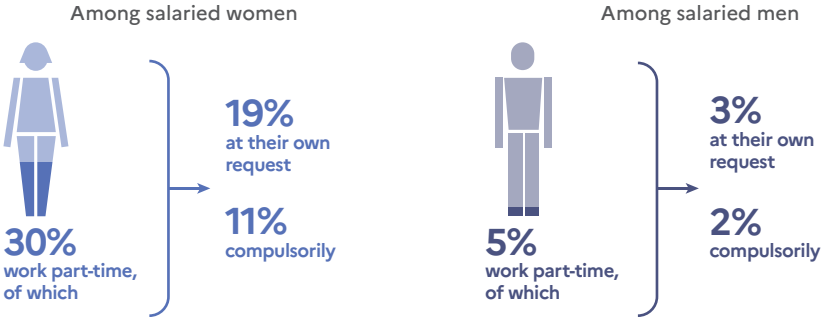
Scope: France, excluding Mayotte, ordinary household population, people aged 15 or over in employment (private sector employees, excluding apprenticeship contracts).

Source: Insee, Employment survey, 2020.

Scope: France, excluding Mayotte, household population, people aged 15 and over in employment (salaried employees).

Source: Dares, Temps partiel et ségrégation professionnelle femmes-hommes : une affaire individuelle ou de contexte professionnel ? (Part-time work and professional segregation between women and men: individual affair or professional context?), Travail et emploi n° 161, 2020. Insee figures, Employment surveys, 2013 to 2016.

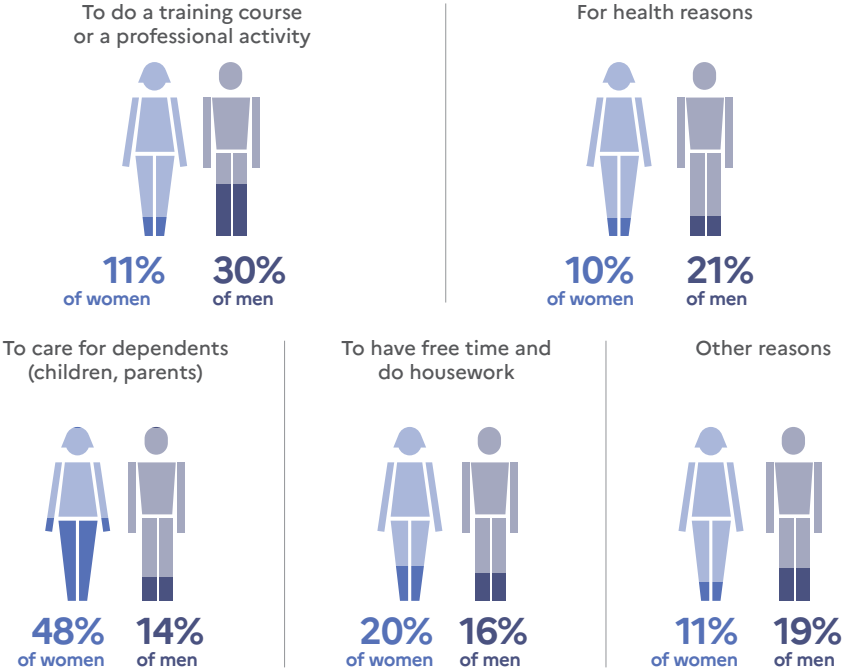
Share of active women and men who are in a situation of compulsory part-time employment\*



\*Part-time work is classified as “compulsory” (or “imposed”) when the length of working time is defined by the position. The term is used to classify the conditions under which part-time work applies to employees and not, for example, their satisfaction with their working hours.  
Scope: France, excluding Mayotte, household population, people aged 15 or over in employment (salaried).  
Source: Dares, Temps partiel et ségrégation professionnelle femmes-hommes : une affaire individuelle ou de contexte professionnel (Part-time work and professional segregation between women and men: an individual affair or professional context), Travail et emploi n° 161, 2020. Insee figures, Employment surveys, 2013 to 2016.

2.5 > Women mostly choose part-time work\* because of their caring responsibilities

Main reasons for choosing part-time work for women and men



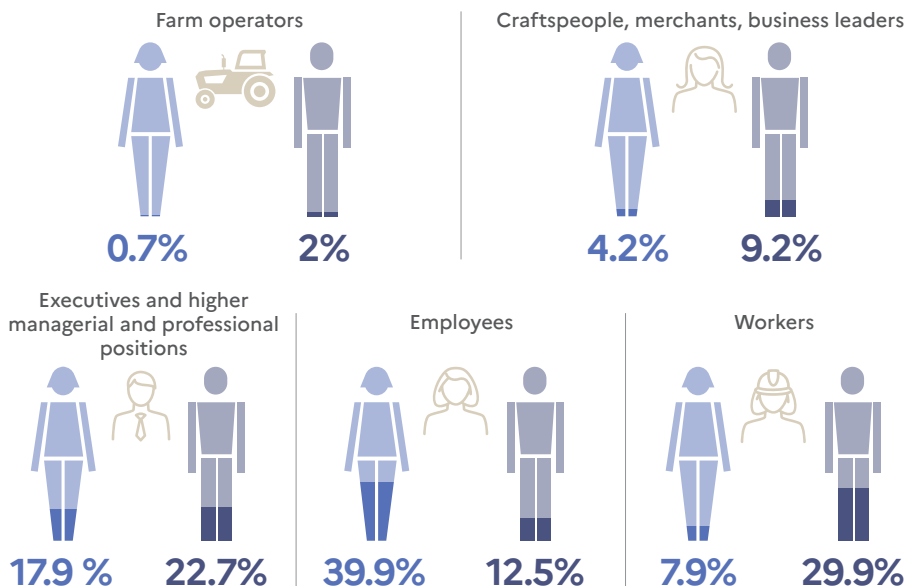
\*Part-time work is classified as “chosen” when it results from a request, regardless of the degree of job satisfaction or any personal constraints, notably family constraints.  
Scope: France, excluding Mayotte, household population, people aged 15 or over in employment (salaried).  
Source: Dares, Temps partiel et ségrégation professionnelle femmes-hommes : une affaire individuelle ou de contexte professionnel (Part-time work and professional segregation between women and men: an individual affair or professional context), Travail et emploi n° 161, 2020. Insee figures, Employment surveys, 2013 to 2016.



## > GENDER BALANCE IN OCCUPATIONS

### 2.6 > Men are over-represented among manual workers and executives, and women among employees

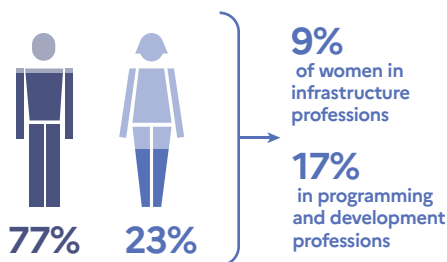
#### Socio-professional category according to gender in 2020



Scope: France, excluding Mayotte, people living in ordinary housing, in employment.  
Source: Insee, Employment survey, 2020.

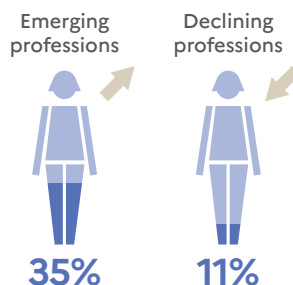
### 2.7 > Women are under-represented in digital professions, but less so emerging digital professions

#### Share of women in digital professions\*



\*According to Insee typology, the digital professions include the following roles: IT support and information systems; programming and development; digital management and strategy; digital communication; digital expertise and consulting; telecommunications; data analysis and artificial intelligence.  
Source: Femmes Numériques Foundation, Quelle place pour les femmes dans le numérique en 2020 ? (What position for women in the digital professions in 2020?), December 2020.

#### Share of women in "emerging"\*\*\* and "declining"\*\*\* digital professions



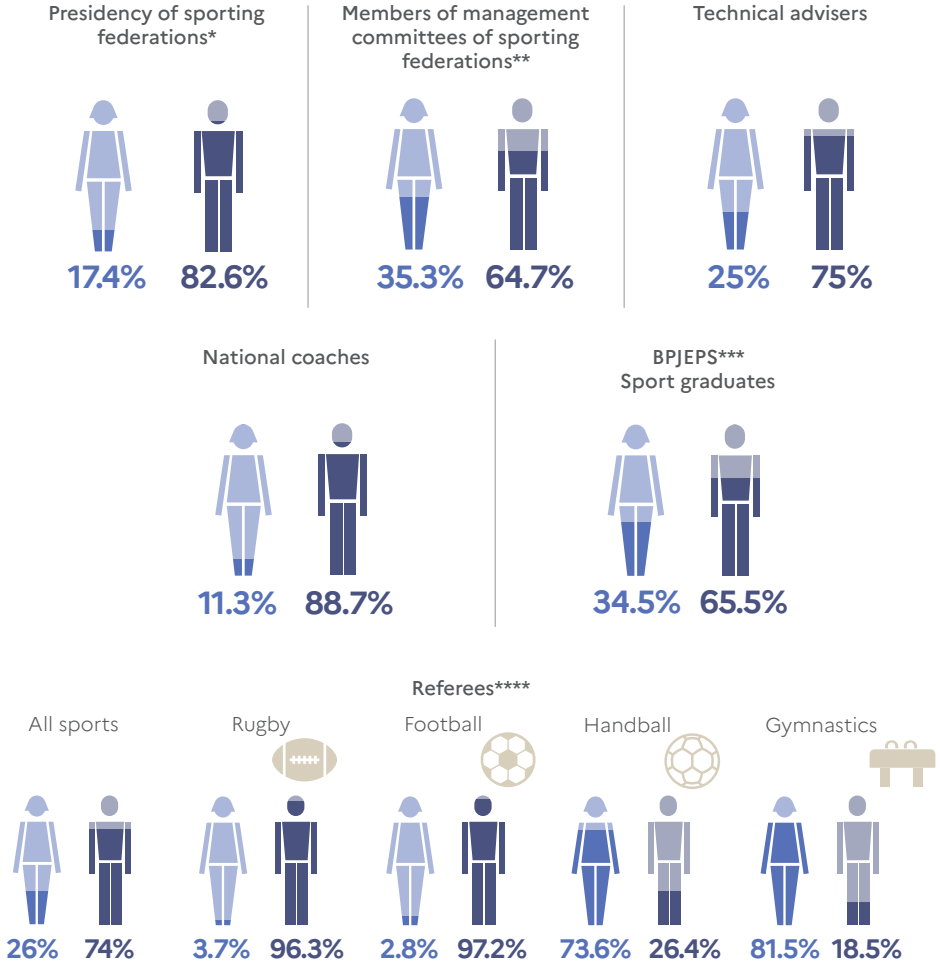
\*\*Digital professions whose workforce at least doubled between 2009 and 2017.

\*\*\*Professions whose workforce fell between 2009 and 2017.

Scope: France, excluding Mayotte, people in employment.  
Source: Insee, annual survey of the 2017 population census; stacked employment surveys 2016, 2017, 2018, Dares processing.

2.8 > Women are under-represented in the sports industry

Share of women and men in sports professions



\*Situation as of 31 August 2021.

\*\*In 2018.

\*\*\*Professional certificate in youth, popular education and sport.

\*\*\*\*All ages and all federations combined, 2017.

Scope: BPJEPS sports educator or facilitator, graduating between May 2018 and April 2019, whole of France.

Sources: Sports Ministry, 2021;

National Institute of Youth and Popular Education, Les Chiffres-clés du sport (Key figures for sports), 2020;

Mutualiser, renouveler et légitimer pour affûter l'esprit d'équipe des fédérations sportives (Pooling, renewing and legitimising, to sharpen the team spirit of sports federations), Informational report n° 698 (2019-2020), by Alain Fouché, on behalf of the MI Fonctionnement fédérations sportives, filed on 8 September 2020; Association Française du Corps Arbitral Multisport (French Association of Multisport Referees), 2017.

## 2.9 > Women represent 2/3 of students in Culture higher education, but only 4 out of 10 employed in the cultural sector

### Share of women among Culture higher education students in 2019-2020



Scope: Culture higher education establishments.

Source: Observatory for Equality between Women and Men in Culture and Communications of the Ministry of Culture, 2021. Figures: Depp-Sd-Sies, 2020.

### Share of women in cultural professions\* in 2018

#### Entertainment professions



**34%**

#### Visual arts and crafts professions



**48%**

#### Literary professions



**52%**

#### Documentation and conservation professions



**75%**

#### Architects



**37%**

#### Art teachers



**58%**

#### All cultural professions



**46%**

\*Scope: active employees, metropolitan France, for the 1990-2013 period, whole of France from 2014.

Source: Observatory for Equality between Women and Men in Culture and Communications of the Ministry of Culture, 2021. Insee figures, Employment-Ministry of Culture surveys, General Secretariat, Dets, 2021.

## 2.10 > Sports journalism is still a man's world

### Share of women among journalists

All journalists



48%



52%

Sports journalists



10%



Source: Observatory for Equality between Women and Men in Culture and Communications of the Ministry of Culture, 2021.  
Figures: UJSF, 2016.

## 2.11 > The video game industry continues to be male-dominated

### Share of women in video games professions in 2019

Development studios



14%



Image



15%



Publishing and Support



14%



Management



11%



Design



6%



Technology



6%

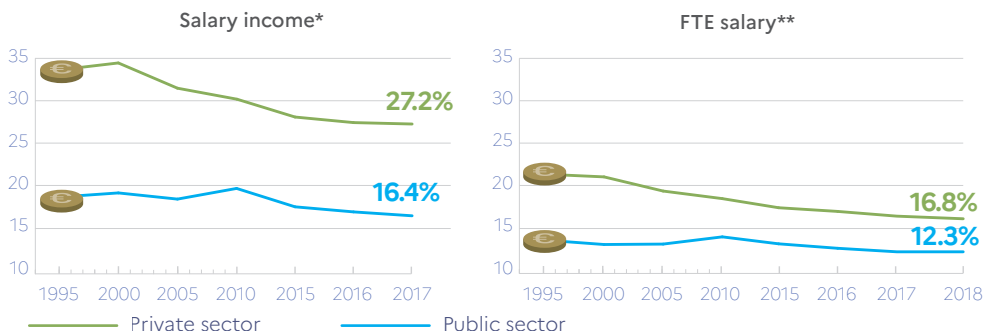


Source: Observatory for Equality between Women and Men in Culture and Communications of the Ministry of Culture, 2021.  
Figures from the French National Video Game Union / Diversity-Equality Mission, 2020.

## > CAREER PATHS IN THE PRIVATE SECTOR

### 2.12 > Gender pay gaps, which are more significant in the private sector than in the public sector, are gradually reducing

#### Gender gaps in average net pay in the public and private sector



\*Salary income is calculated based on all the positions held by an individual during the year, regardless of sector (private or public).

\*\*Full-time equivalent.

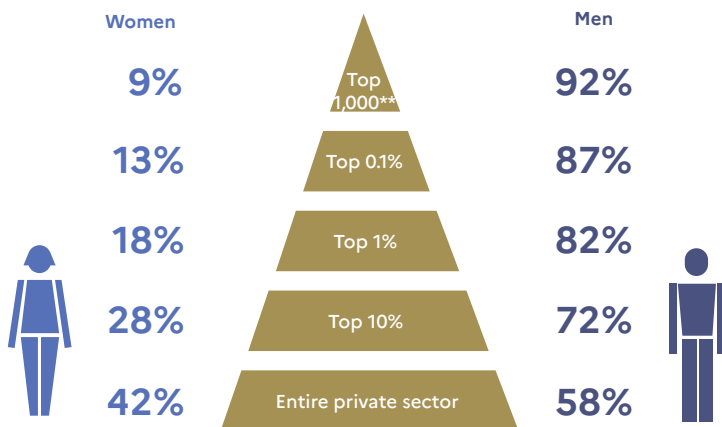
Interpretation: in 1995, the FTE salary of women was lower than that of men by 21.5% for employees working mainly in the private sector, and by 13.8% for those working mainly in the public sector.

Scope: metropolitan France, excluding apprentices and trainees, excluding agriculture, excluding employees of individual employers. All employees panel.

Sources: Insee, Écarts de rémunération femmes-hommes : surtout l'effet du temps de travail et de l'emploi occupé (Gender pay gaps: mainly the effect of working time and job position), June 2020, 2021. DGAFF, Rapport annuel sur l'état de la fonction publique (Annual report on the state of the public sector), 2020.

### 2.13 > In the private sector, the higher the salaries, the fewer women there are

#### Share of women and men among the highest earners (in FTE\* terms) in 2017



\*Full-time equivalent.

\*\*Top 1,000: the 1,000 best paid employees, earning over 89,530 euros per month.

Interpretation: in 2017, women represented 18% of full-time equivalent employees, forming part of the 1% of the best paid employees.

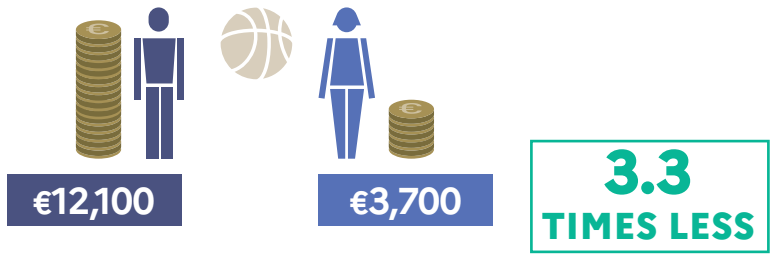
Scope: France, employees in FTE from the private sector and public companies, including beneficiaries of subsidised contracts and professionalisation contracts; excluding apprentices, trainees, agricultural employees and employees of private employers.

Source: Insee, Les hauts salaires dans le secteur privé (High wages in the private sector), Insee premiere, May 2020. Insee figures, annual social data declarations (DADS) and registered social declarations (DSN).

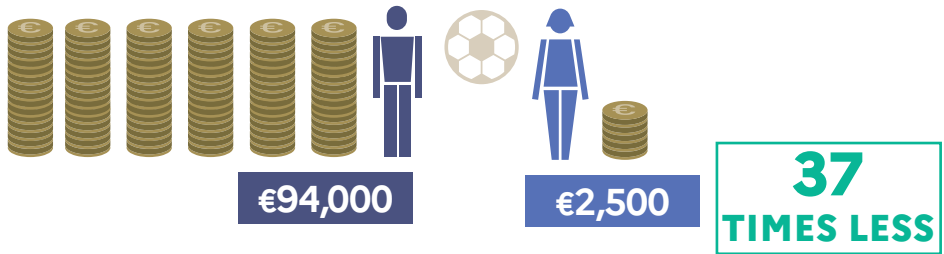
2.14 > Professional sportswomen are paid less than their male counterparts, despite some exceptions

Average monthly salaries of professional sportsmen and women by gender and by sport\*

Basketball



Football



\*Data collected between 2016 and 2018.  
Source: Report by the Women's rights and Gender Equality Delegation of the Senate, 2019.

Prizes\* awarded at the Roland Garros 2021 tennis tournament (singles), by gender and status

Tennis



\*Prize money, awarded according to the status of players at the end of the tournament. Equal pay has been guaranteed since 2012.  
Source: French Tennis Federation.

## 2.15 > More than half of companies that communicated their Gender Equality Index obtained a score above 75/100

### 2021 Gender Equality Index results



**56%**  
of companies  
scored  
75/100 or above



**2%**  
of companies  
scored 100/100

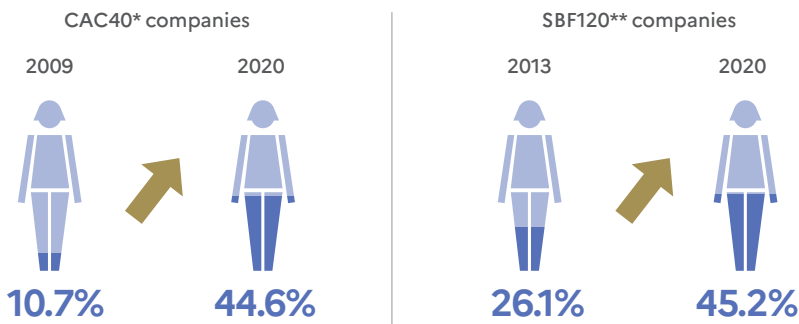
*\*The Gender Equality Index enables companies to transparently measure gender pay gaps, and highlight where they have made progress. The minimum score must be 75/100. If their Index is below 75 points, the company must implement corrective measures to reach at least 75 points within three years. In the event of non-publication of its results in a visible and clear manner, of non-implementation of corrective measures, or of their ineffectiveness, the company is liable to a financial penalty of up to 1% of its annual wage bill.*

*Scope: companies with 50 or more employees which communicated their Index.*

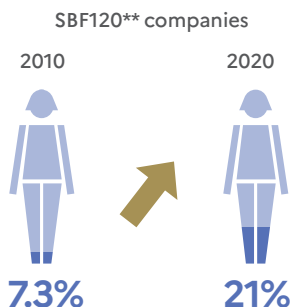
*Source: Ministry of Labour, Gender Equality Index results, 2021.*

## 2.16 > Gender parity among large companies' leaders is almost achieved, and the share of women on executive boards and management boards has been increasing

### Share of women on the boards of directors of large companies



### Share of women on larger companies' executive and management committees



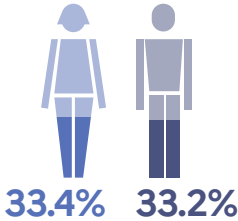
*\*40 companies listed on the main Paris stock market index.*

*\*\*120 leading companies listed on the main Paris stock market index.*

*Source: High Council for Gender Equality, Report: 10 ans de la loi COPE-ZIMMERMANN, 2011-2021 (10 years of the COPE-ZIMMERMANN law, 2011-2021), 2021.*

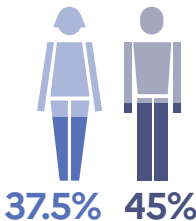
2.17 > The average response rate to CV job applications does not reveal gender-based discriminations, but shows variations depending on the professions

Average response rate\* to job applications

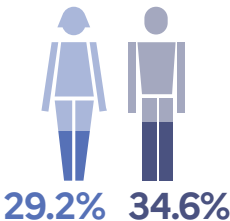


Response rate according to the skill level of professions\*\*

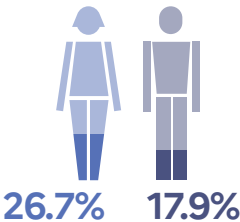
Kitchen assistant/helper



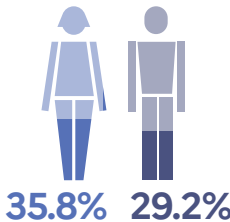
Sales employee



Production engineer



Shop manager



\*Non-neutral, positive or negative response.

\*\*Ranked from least qualified to most qualified.

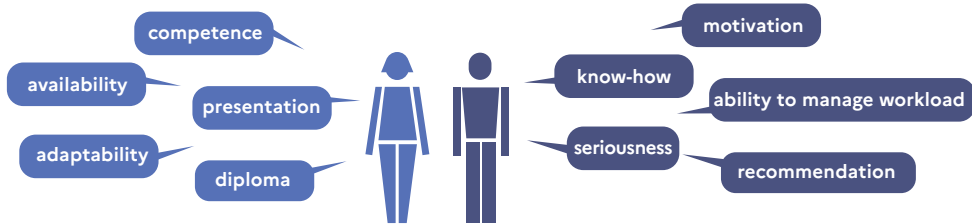
Interpretation: women appear to have an advantage when applying to highly qualified or managing positions and disadvantaged when applying to lower positions..

Scope: 4,800 French job applications (2,400 tests, with 2 applications (from a woman and from a man)).

Source: Dares/IPPI/ISM Corum, Discrimination à l'embauche selon le sexe : Les enseignements d'un testing de grande ampleur (Gender discrimination in employment: Lessons from large-scale testing) analyses, 2021.

2.18 > The selection criteria in recruitment are different for women and men

Selection criteria most often declared as significant in the recruitment of women and men



Interpretation: when a woman is recruited, the criterion relating to competence is cited most often by employers as having been important for the final selection of the candidate.

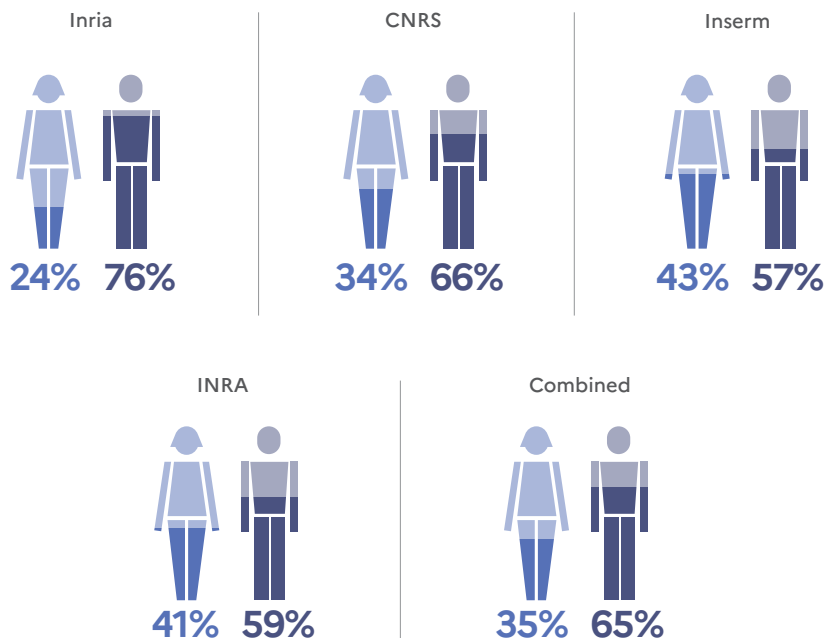
Scope: all new recruitments with permanent or fixed-term contracts of over one month, between September and November 2015, for establishments with at least one employee, with the exception of agriculture, marine, and fishing and politics, and religion sectors; France.

Source: Dares, Hommes, femmes : mots d'emploi (Men, Women: words of employment), Analysis, May 2021. Figures: Offer Survey, 2016.



## 2.19 > Scientific distinctions mainly reward men

Share of female and male winners of scientific awards granted by research organisations in France from 2000 to 2020

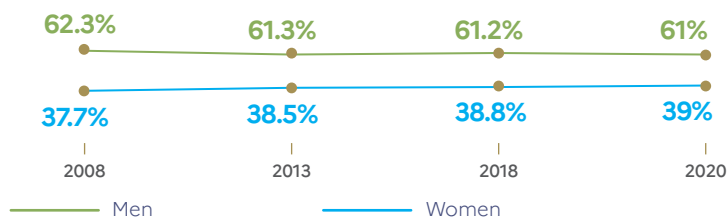


Scope: four public scientific and technological establishments: Inria – Institut national de recherche en sciences et technologies du numérique (National Research Institute for Digital Sciences and Technologies), CNRS – Centre national de la recherche scientifique (National Centre for Scientific Research), Inserm – Institut national de la santé et de la recherche médicale (National Institute for Health and Medical Research) and Inra – Institut national de la recherche agronomique (National Institute for Agricultural Research)

Source: Ministry of Higher Education, Research and Innovation, 2021. Figures: MESRI-SIES, #dataESR, February 2021.

## 2.20 > The share of women among founders of sole-proprietorship businesses has been stable since 2008, and shows strong sectoral differences

Share of women and men among founders of individual businesses\* between 2008 and 2020



\*The creation of a business is the implementation of a new combination of production factors, with the restriction that no other business is involved in this event. Interpretation: in 2008, 37.7% of the founders of individual businesses were women.

Scope: Metropolitan France and Overseas.

Source: Directorate General of Enterprises – Directorate General for Social Cohesion, Femmes et entrepreneuriat (Women and entrepreneurship), Government report on the situation of female entrepreneurs, December 2019. Figures: Insee, REE Créations Entreprises.

Insee, Un nouveau record de créations d'entreprises en 2020 malgré la crise sanitaire (A new record for business creation in 2020 despite the health crisis), Insee Première n° 1837, February 2021.

Share of women among new entrepreneurs in 2018, by sector

Health and social work



74.5%  
of women

Service activities



59.2%  
of women

Industry



51.6%  
of women

Construction



2.4%  
of women

Design



6.2%  
of women

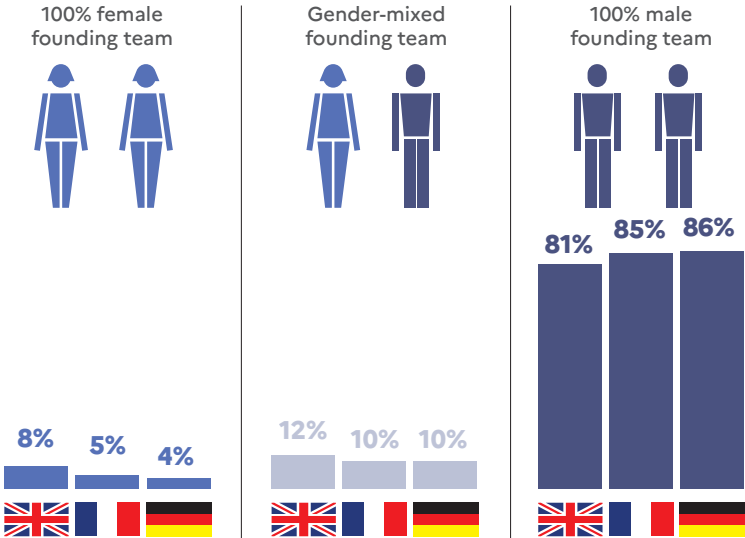
Information-Communication



32%  
of women

Interpretation: the creation of individual businesses by women is more frequent in the health and social work sectors (74.5%), than in transport (6.2%).  
Scope: metropolitan France and Overseas.  
Source: Directorate General of Enterprises - Directorate General for Social Cohesion, Femmes et entrepreneuriat (Women and entrepreneurship), Government report on the situation of female entrepreneurs, December 2019. Figures: Insee, REE Créations Entreprises.

Gender composition of innovative companies\* founding teams in France, the United Kingdom and Germany since 2008

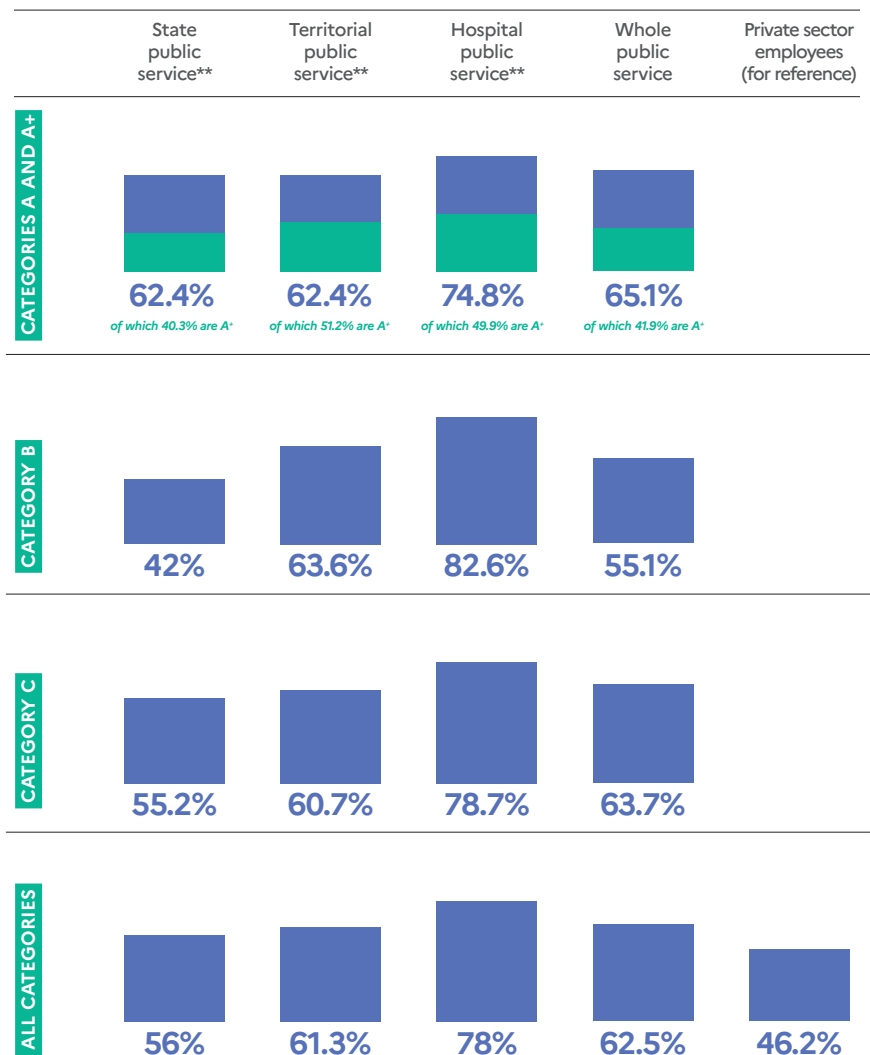


\* Translated as "startups" in French, the expression "innovative companies" designates high potential companies characterised by their experimentation of new business models.  
Scope: French, German and English companies, founded since 2008 (15,679 companies).  
Source: General Directorate of Enterprises - General Directorate for Social Cohesion, Femmes et entrepreneuriat (Women and entrepreneurship), Government report on the situation of female entrepreneurs, December 2019. Figures: CrunchBase, SISTA/Boston Consulting Group (BCG).

## > CAREER PATHS IN THE PUBLIC SECTOR

### 2.21 > Public service bodies are unequally gender-balanced

Share of women among civil servants by professional category\* as of 31 December 2018



\* In France, civil servants are grouped in three different professional categories from A to C depending on their hierarchical level (A being the highest level). Although it does not have a defined legal existence in the general statute of civil servants, the concept of category "A+" is frequently used to distinguish the bodies and functional posts of senior management within category A. "A+" personnel are sometimes also called "senior civil servants."

\*\* In France, civil service is divided in three sections : state service (in national-level administrative bodies), territorial service (in local-level bodies) and hospital service (in health and social cohesion bodies).

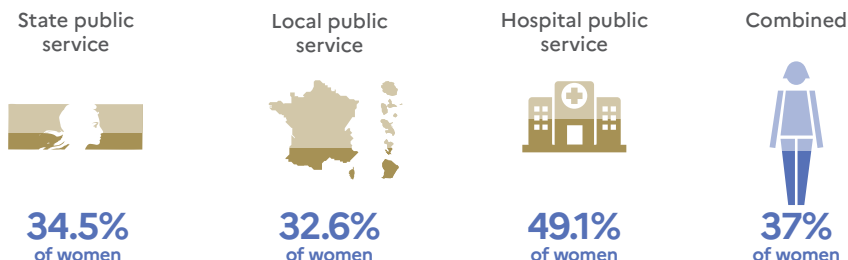
Interpretation: in the State public service, 62.4% of category A personnel are women.

Scope: main jobs, all statuses, located in metropolitan France and Overseas (excluding Mayotte), excluding overseas collectivities and abroad. Excluding beneficiaries of assisted contracts, as of 31 December 2018.

Sources: General Directorate of Administration and the Public Sector, Annual report on professional equality between women and men in the public sector, 2020.

## 2.22 > At the top of public and state bodies, gender parity has not yet been achieved

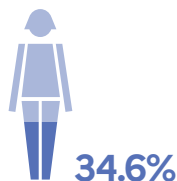
Share of women in senior management and management positions (ESD)\* in the public service in 2017



\*Senior management or management positions include agents holding a position of management of a department or an establishment or, in a statutory context, those in the job category that constitutes the main pool for these jobs.

Source: DGAFF, Annual report on professional equality between women and men in the public service, 2020.

Share of women as heads of AAI\* and API\*\*



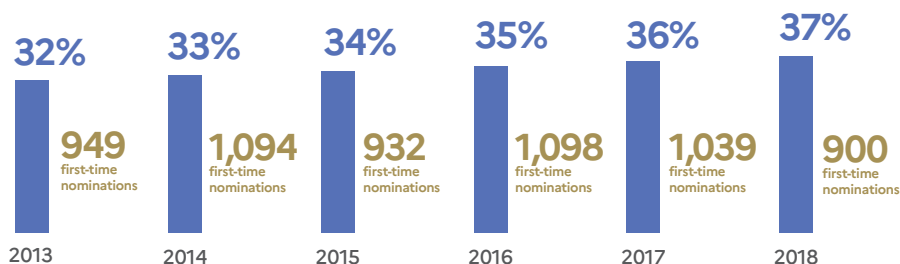
\*Independent administrative authorities.

\*\*Independent public authorities.

Source: High Council for Gender Equality 2021, 2018 figures.

## 2.23 > The share of women appointed for the first time\* in senior management positions is increasing in all three public services

Evolution of the feminisation of senior management in all three areas of the public service between 2013 and 2018



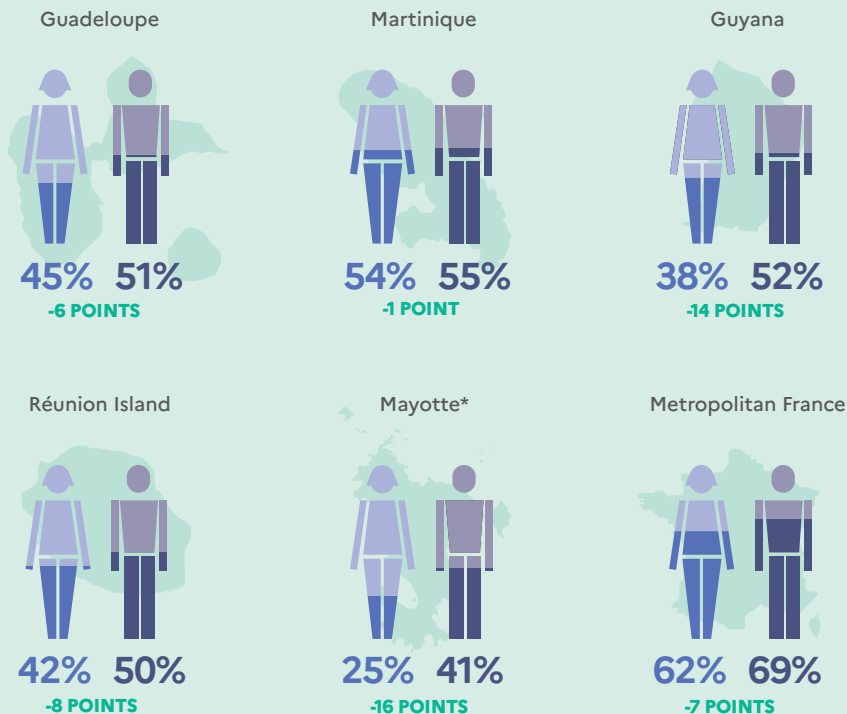
\*The balanced nominations system (DNE) entered into force on 1 January 2013. It was introduced in Article 6, point 4, of Law no. 83-634 of 13 July 1983, on the rights and obligations of civil servants by Law no. 2012-347 of 12 March 2012. Its aim is to encourage the feminisation of senior jobs (the scope of which is defined by decree) from the three sections of the public service. To achieve this, it encourages public employers to respect a minimum share of personnel of each gender for first-time appointments in these jobs.

Source: DGAFF, Assessment of the implementation of the balanced appointments system for the year 2018, 2019.

## Focus : Overseas Territories

**2.24 > In French overseas territories, women's employment rate is lower than men's overall, but varies significantly between territories**

### Employment rate among 15-64-year-olds, by gender



\*Annual average except for Mayotte: situation in the 2<sup>nd</sup> quarter.

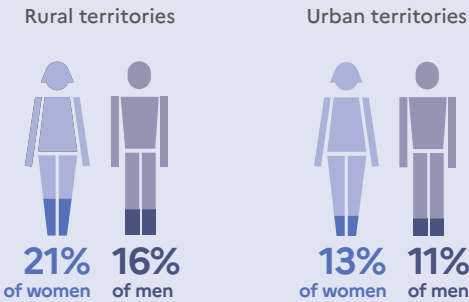
Scope: people aged 15 to 64, restricted for Guyana to municipalities accessible by road.

Source: Insee, 2018 Employment survey.

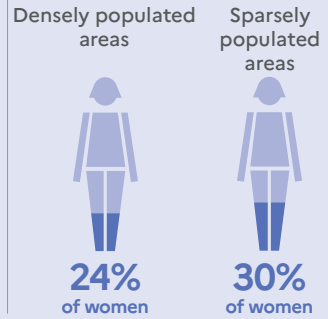
Focus : Urban and Rural Territories

2.25 > Rural women are more often under precarious work contracts than rural men and urban women

Share of employees under precarious work contracts\*



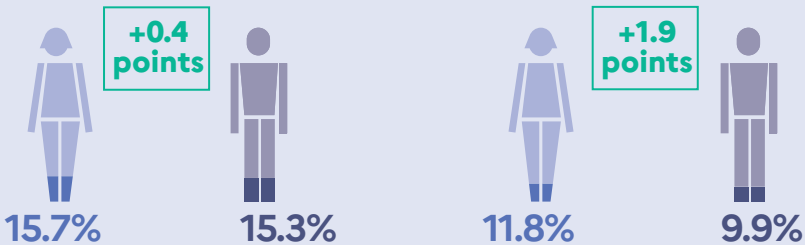
Share of women working part-time



Unemployment rate gender gap among young people aged 15 to 24 by region

Densely populated urban territories

Sparsely populated rural territories



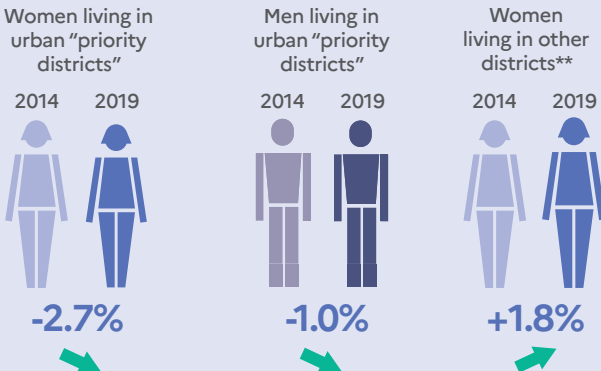
\*Precarious contracts mean salaried jobs on fixed-term contracts, temporary employment contracts, youth jobs and subsidised jobs, excluding paid internships and apprenticeship contracts.

Scope: France, excluding Mayotte.

Source: Territorial Observatory, La dimension territoriale de l'accès à l'emploi des femmes (The territorial dimension of access to employment for women), Analysis file, March 2021.

2.26 > Women living in urban "priority districts"\*\* have a lesser access to the labour market

Evolution of the activity rate between 2014 and 2019 in and outside urban "priority districts"

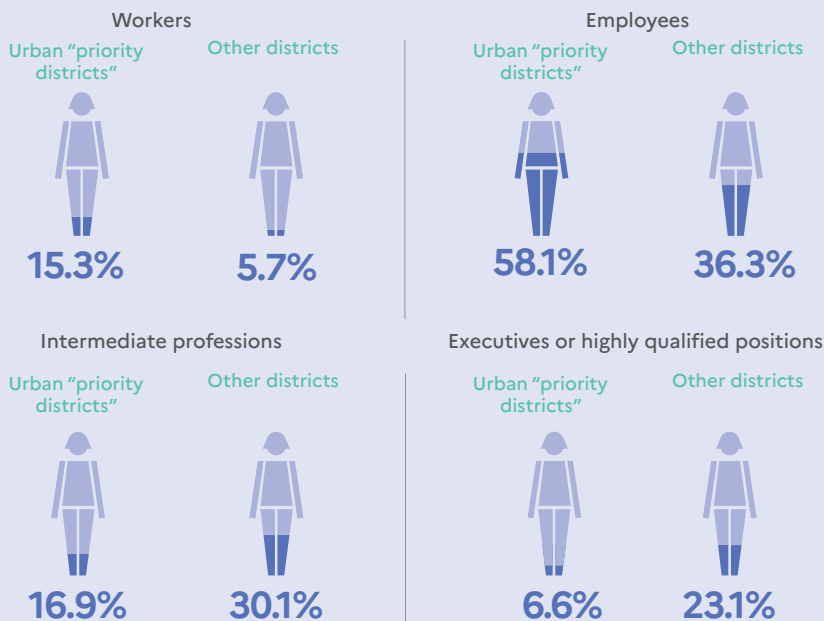


Urban "priority districts" female residents' unemployment rate



2.6 times higher than that of women in other districts

## Share of women by socio-professional category, according to place of residence



\* Urban "priority districts" (quartiers politique de la ville or QPV in French) are socially and economically disadvantaged city areas. Designated by decree, they are targeted by specific policy interventions which aim at compensating for differences in standard of living with other territories.

\*\* Districts of surrounding urban units.

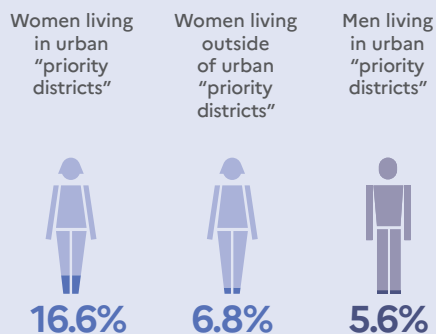
Scope: population aged 15-64 in metropolitan France.

Interpretation: 15.3% of women living in urban "priority districts" are workers, compared to 5.7% in other districts.

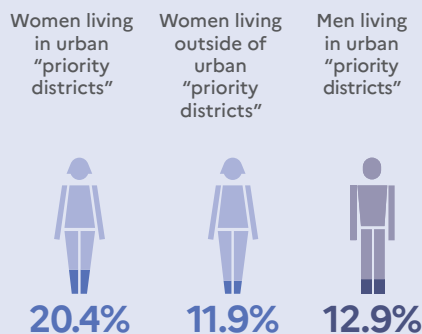
Source: Insee, continuous employment surveys 2014 and 2019; Territorial Observatory, La dimension territoriale de l'accès à l'emploi des femmes (The territorial dimension of access to employment for women), Analysis file, March 2021.

## 2.27 > Women's labour force participation in urban "priority districts" is tenuous compared to men's and to women's living in other urban areas

## Share of active workers in a situation of underemployment\*



## Share of active working people on fixed-term contracts



\* Underemployment includes employed people who meet one of the following conditions: they are working part-time and/or they wish to work more and are available to do so (whether they are actively looking for a job or not) and/or they work part-time or full-time, but have worked less than usual during a given week due to partial unemployment (technical unemployment) or bad weather.

Scope: population aged 15-64 in metropolitan France.

Source: Territorial Observatory, La dimension territoriale de l'accès à l'emploi des femmes (The territorial dimension of access to employment for women), Analysis file, March 2021.







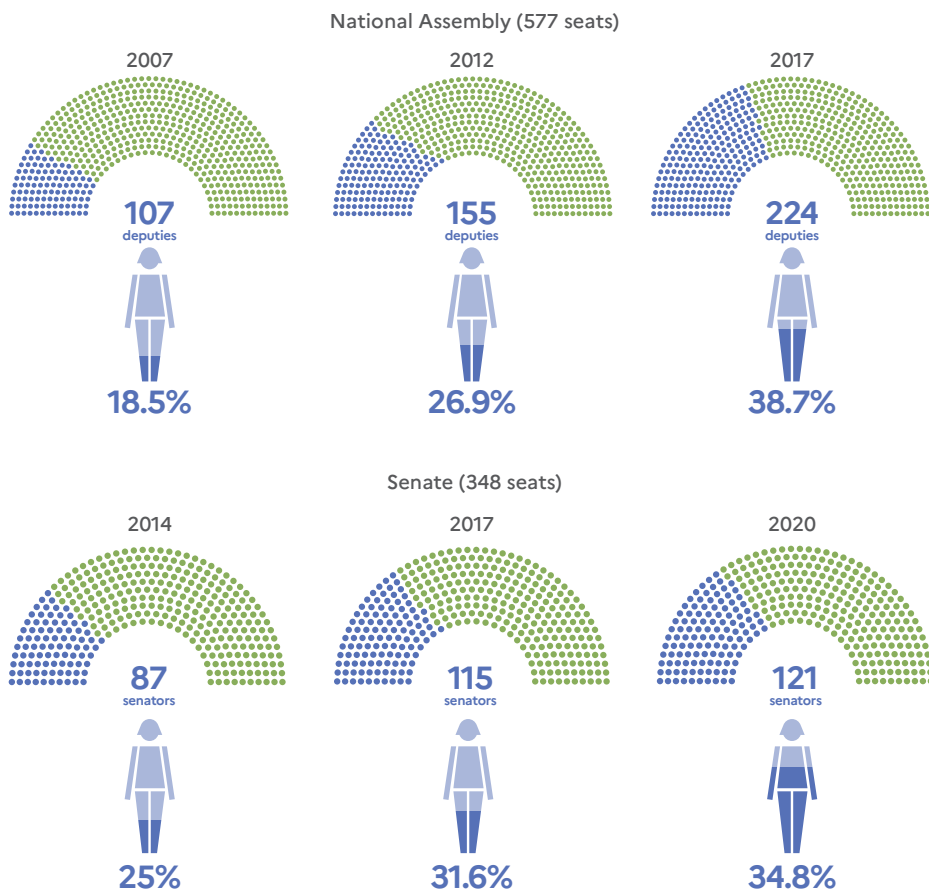
### 3. ACCESS TO RIGHTS



## > ACCESS TO POLITICAL AND ELECTIVE OFFICE

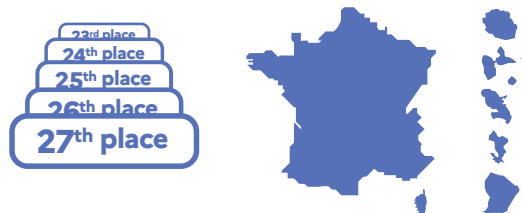
### 3.1 > The share of women in Parliament has risen since 2007

Number and share of women elected to the National Assembly and the Senate over the last three terms of office



Source: National Assembly, Senate.

France's place in the Inter-parliamentary Union's world ranking on the share of women in national parliaments on 1 April 2021



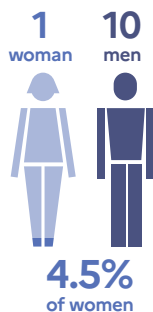
Scope: 192 national parliaments.

Source: Inter-Parliamentary Union, monthly ranking.

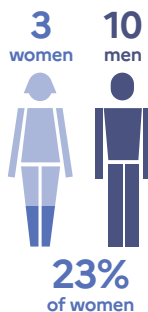
## 3.2 > The share of women holding the Presidency of regional governments is increasing, but the distribution of sectoral delegations remains gendered

### Number and share of women elected to the Presidency of regional metropolitan governments over the last three terms of office

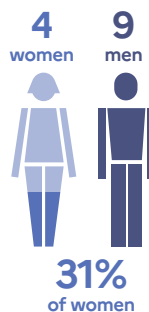
March 2010 (22 regions)



December 2015 (13 regions)



June 2021 (13 regions)



Source: Ministry of the Interior. SDFE calculations.

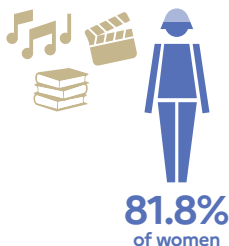
### Share of women in the delegations of Vice-presidencies in regional governments

#### Delegations of Vice-presidencies (2016)

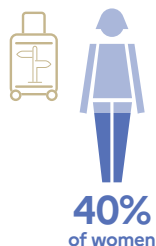
Social Affairs / Health



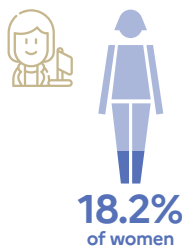
Culture



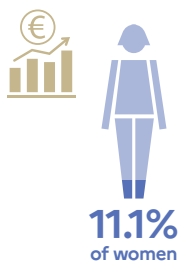
Tourism



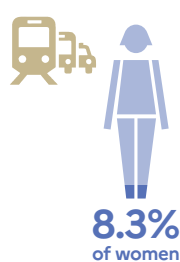
European and international  
Cooperation / Relations



Budget / Finance



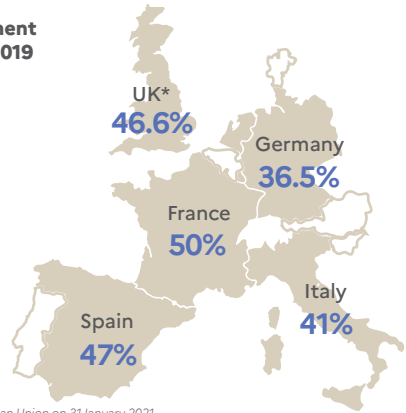
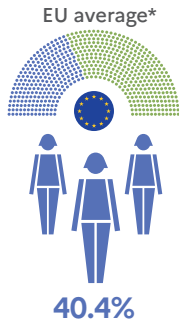
Transport



Source: High Council for Gender Equality, *Quel partage du pouvoir entre les femmes et les hommes élus.e.s au niveau local ? (What is the share of power between women and men elected at the local level?)*, February 2017.

3.3 > France reaches gender parity in the European Parliament

Share of female members of the European Parliament in France and other Member States, as of 16 July 2019

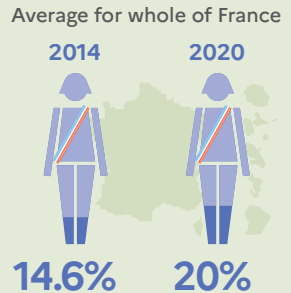
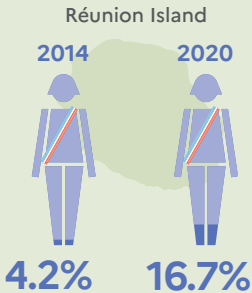
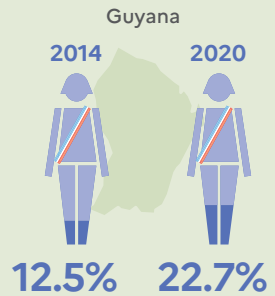
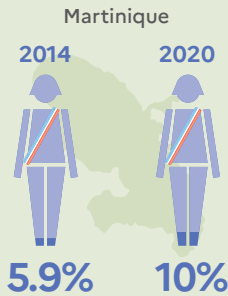
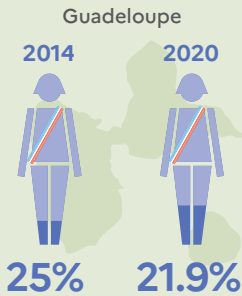


\*Results of the last European elections, before the United Kingdom's exit from the European Union on 31 January 2021.  
Source: European Parliament.

Focus : Overseas Territories

3.4 > Women mayors are largely outnumbered in overseas territories, with disparities between territories

Evolution of the share of female mayors in overseas territories

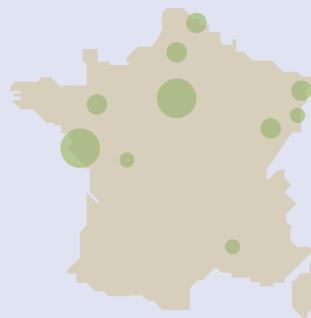
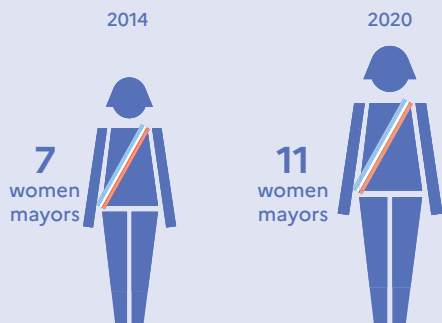


Source: Territorial Observatory, La dimension territoriale de l'accès à l'emploi des femmes (The territorial dimension of access to employment for women), Analysis file, March 2021, Ministry of the Interior.  
National directory of elected officials from 17/06/2014 to 01/09/2020.

## Focus : Urban and Rural Territories

**3.5 > In 2021\*, 11 out of the 42 largest French cities are run by a woman**

**In 42 cities with over 100,000 inhabitants**



**Almost 20% of municipalities are headed by a woman.**

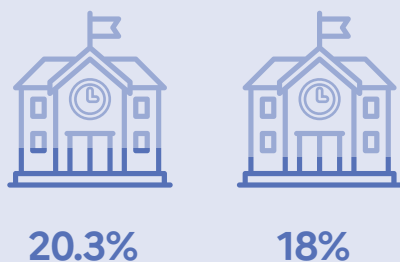
**The share of women on municipal councils (mayors, deputies, counsellors) is 42.4%, compared to 39.9% at the end of the previous mandate.**

\*Situation as of 31 August 2021.  
Source: vie-publique.fr

**3.6 > Female mayors are in a minority, but in slightly higher numbers at the head of rural municipalities and inter-municipal authorities than urban ones**

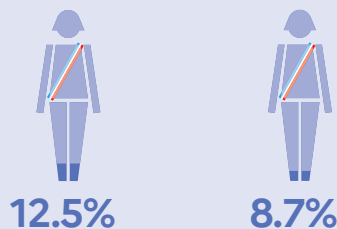
**Share of municipalities headed by women**

Rural municipalities      Urban municipalities



**Share of female EPCI\* Presidents, according to population**

EPCI of less than 15,000 inhabitants      EPCI of 100,000 to 300,000 inhabitants



\*Public establishment of inter-municipal cooperation (EPCI).  
Source: General Directorate of Local Authorities, Statistical information bulletin, 2020.

> ACCESS TO SOCIAL RIGHTS AND COMBATting SOCIAL INSECURITY

3.7 > Women are somewhat over-represented among people living in modest or poor households

While women represent 50% of the population, they represent



53%

of people living in modest households\*



53%

of people living in poor households\*\*

\*People living in "modest" belong to a household earning less than 18,607 euros per year, or 1,551 euros per month in 2017.

\*\*People living in "poor" households are monetarily poor in the statistical sense of the term: their standard of living is less than 60% of the median standard of living, or 1,041 euros per month in 2017.

Scope: metropolitan France, people living in a household in ordinary accommodation, whose income as declared to the tax authorities is positive or zero, and whose reference person is not a student.

Sources: Insee-DGFiP-CNAF-CNAV-CMSA, Tax and social income survey (ERFS), 2017.

3.8 > Young women get more often need-based scholarships than men

Share of scholarship holders based on social criteria, in higher education in 2019-2020



39%

of female students are scholarship holders



33%

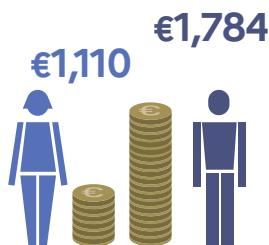
of male students are scholarship holders

Scope: Metropolitan France + Overseas.

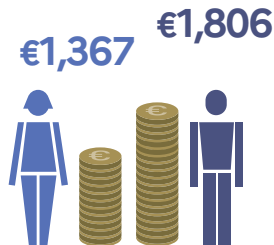
Source: Ministry of Higher Education, Research and Innovation, 2021. Figures: MESR-SIES-AGLAE Information system, 2020 annual extraction.

### 3.9 > Gender pension gaps remain significant, even more in the private sector

Average gross monthly amount of direct pension\* in 2018



Average gross monthly amount of total pension\*\* in 2018



Average pension gap between women and men

Private sector



53%  
of that  
of men

Public sector



80%  
of that  
of men

\*Including supplements for three or more children.

\*\*Direct right, derivative right, and supplement for three or more children.

Scope: retirees who received a pension during the year 2018, residing throughout France or abroad, living on 31 December 2018. All regimes.

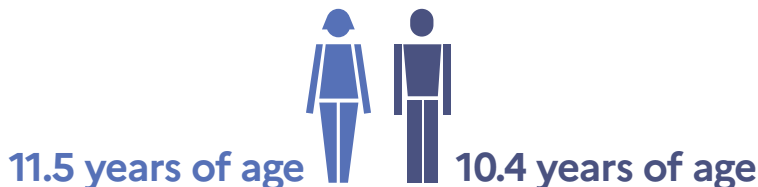
Source: Drees, Les retraités et les retraites (Retirees and pensions), 2020. Figures: EACR, EIR, ANCETRE model.

Scope: all retirees with direct or derivative rights.

Source: Drees, Les retraités et les retraites (Retirees and pensions), 2020.

### 3.10 > Women live longer without disability than men

Disability-free life expectancy at age 65, in 2019



Scope: whole of France.

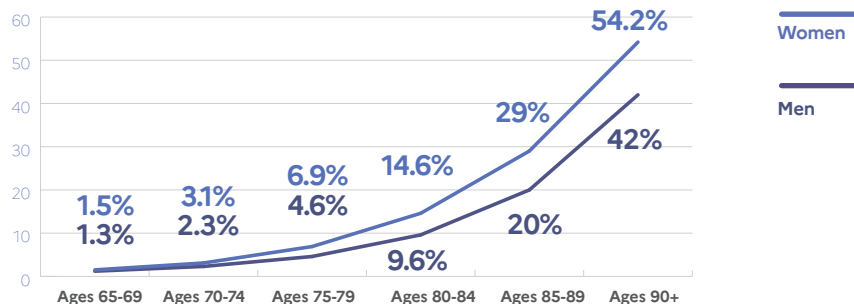
Source: Insee, Vital statistics and data from the Statistics on income and living conditions survey.

(SILC); Drees 2020 calculations.

### 3.11 > Women over 65 benefit more from the personalised autonomy allowance (APA) than men

Share of APA beneficiaries in the general population, by gender and age (as of 31 December 2018)

Share of beneficiaries



Interpretation: as of 31 December 2018, among women aged 90 and over, 54.2% received the APA.

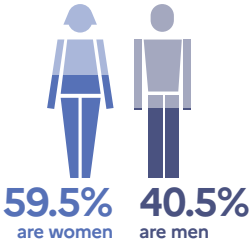
Scope: France excluding Mayotte, people aged 65 or over.

Sources: Drees, Social assistance survey; Insee, population estimates as of 1 January 2019 (closing end 2019).

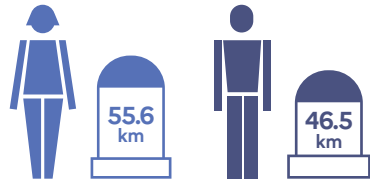
3.12 > The majority of caregivers for seniors are women

In metropolitan France

Out of 3.9 million caregivers



Average distance\* to get to the senior dependent's home\*\*



\*Distance between the home of the relative and that of the dependent senior.

\*\*When the caregiver does not live with the dependent.

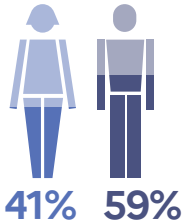
Scope: caregivers for seniors (due to age or health problems), living at home, aged 18 or over, metropolitan France.

Source: Drees 2020, Capacities Survey, Aids and resources for seniors, households – helping component (CARE-M) 2015.

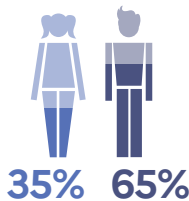
3.13 > While they represent the majority of people with disabilities, women are less admitted in specialised establishments

Share of women and men among people with disabilities admitted into medico-social establishments and services

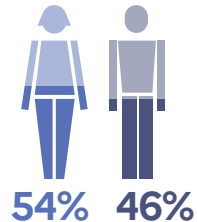
Adults admitted into establishments



Children admitted into establishments



Total population with disabilities

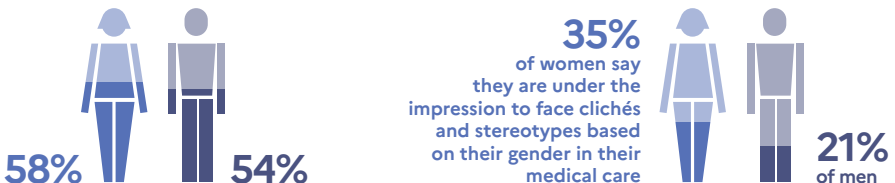


Scope: whole of France.

Source: Drees 2018, results of the ES-Handicap 2014 survey.

> HEALTH AND ACCESS TO HEALTHCARE

3.14 > 6 out of 10 women say they have difficulty accessing some specialist doctors



\*For example, a woman is sensitive, while a man is strong.

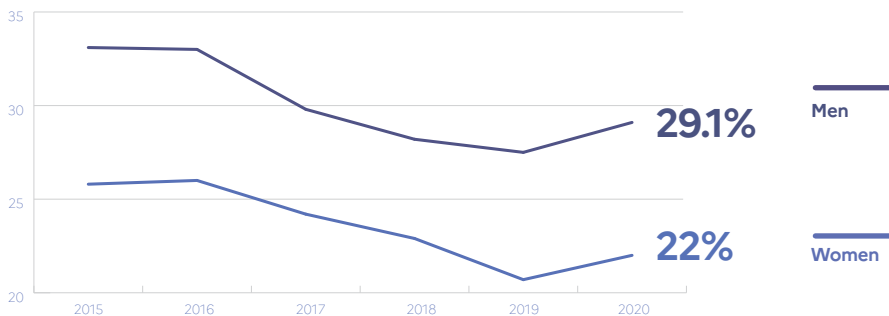
Scope: sample of 1,021 people, representative of the French population, aged 18 and over.

Source: Viavoice opinion survey for Essentiel Santé, 2019.



### 3.15 > Women's smoking is on the rise once again in 2020, as is men's

#### Prevalence of daily smoking by gender among 18-75-year-olds, between 2015 and 2020

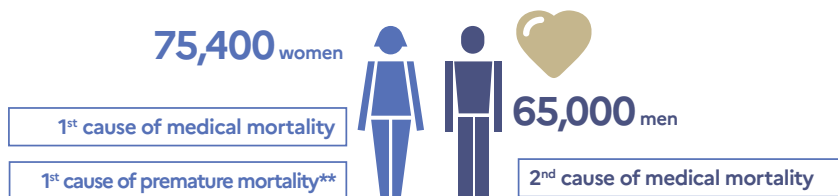


Sources: Santé publique France (Public Health France), 2021. Based on public health barometers, years 2016 to 2020, and cancer barometer, year 2015.

### 3.16 > Some diseases are under-diagnosed due to gender prejudices for both men and women

#### CARDIOVASCULAR DISEASE\*

##### Number of deaths from circulatory system diseases in 2016



\*Such as myocardial infarction or stroke.

\*\*Mortality before age 65.

Scope: metropolitan France, deaths at home.

Source: Inserm-CépiDc (centre for epidemiology on medical causes of death).

#### Share of women and men who do not know the three main symptoms of strokes\*



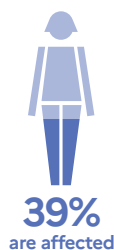
\*A paralysed arm or leg, a deformation of the mouth, or difficulty speaking.

Scope: 5,074 people, including 2,355 women and 2,719 men.

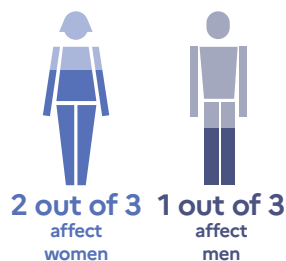
Source: Gabet A., Houot M., Mas J.-L., Gourtay E., Gautier A., Richard J.-B., et al. Connaissance de l'AVC et de ses symptômes en France en 2019. (Knowledge of strokes and their symptoms in France in 2019). Bull Epidemiol Hebd. 2020;(28):554-61.

#### OSTEOPOROSIS

##### Among women aged 65



##### Among osteoporosis-related fractures



Source: Inserm, Pawel Szulc, Jean Marc Kaufman, Eric S. Orwoll, Osteoporosis in Men, Journal of Osteoporosis, vol. 2012, Article ID 675984, 2012.

## 3.17 > In France, 1 in 10 women have endometriosis or polycystic ovary syndrome

### Endometriosis affects



**10%**  
of women



**40%**  
of women  
with chronic  
pelvic pain

Source: Inserm, 2018.

### Polycystic ovary syndrome affects



**10%**  
of women

**1<sup>st</sup> cause of female  
infertility**

## CERVICAL CANCERS

**2,920** new cases per year  
in metropolitan France (2018)

**1,117** deaths per year  
in metropolitan France (2018)

### HPV\* vaccine coverage of girls aged 16, by year of birth, as of 31 December 2020



**25.3%**  
of young girls born in 1995  
vaccinated



**19.5%**  
of young girls born in 2000  
vaccinated



**32.7%**  
of young girls born in 2004  
vaccinated

\*Complete diagram: 3 doses for young girls born before 2000, two doses thereafter.  
Source: Santé publique France (Public Health France), May 2021.

**3.18 > 15.4 abortions were carried out per 1,000 women aged 15 to 49 in 2020, i.e. a slight decrease**

**Number of abortions performed in 2020 in France (metropolitan and Overseas)**



**Number of abortions\* per 1,000 women aged 15-49 in 2020**



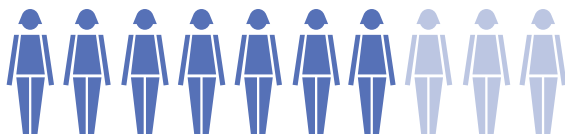
*\*Rate calculated as follows: population of women aged 15-49 divided by the number of performed abortions.*

*Scope: all abortions performed in metropolitan France and Overseas, including unknown ages.*

*Source: Drees, Interruptions volontaires de grossesse : une légère baisse du taux de recours en 2020 (Voluntary pregnancy terminations: a slight drop in rates in 2020), Studies & Results, September 2021.*

**3.19 > The pill is used predominantly by women aged 15 to 49, and at a higher rate by young women aged 20 to 24**

**Share of women using a medical method of contraception\***



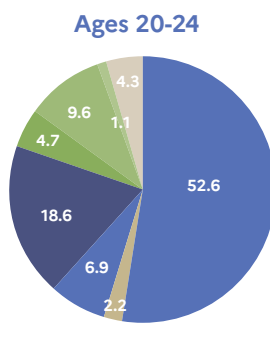
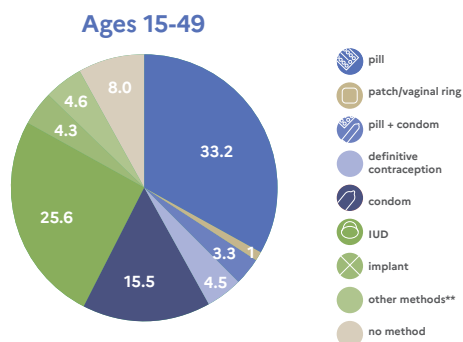
**71.8%**  
i.e. over  
**7 out of 10 women**

*\*Pill, IUD, implant, patch, ring, injection, tubal sterilisation, partner's vasectomy.*

*Scope: women aged 15 to 49 (n=4,315).*

*Source: Health Barometer 2016, Contraception, 2017.*

**Contraceptive methods among women aged 15 to 49\*, by age group, in 2016 (%)**



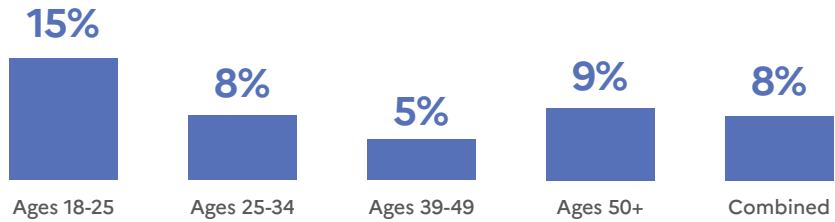
*\*Women with contraceptive needs represent 71% of women aged 15 to 49.*

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

*Source: Health Barometer 2016.*

**3.20 > Nearly 1 in 10 women renounce changing their period protection as often as necessary, including nearly 1 in 6 among 18-25-year-olds, with consequences on well-being**

**Share of women renouncing to change their hygienic protection as often as necessary according to age**



Scope: questions asked only to women, i.e. 52% of the general public sample (total sample: 1,807 respondents). Interviews carried out from 16 to 20 November 2020.  
Source: IFOP survey for charitable donations, La précarité hygiénique Volets Grand Public & Bénéficiaires d'associations (Hygiene precarity, Consumer components & Beneficiaries of charities), March 2021.

**Share of women saying that period poverty has consequences on their well-being, by type of consequences\***



Interpretation: 58% of women surveyed say that period poverty causes them stress and worry.  
Scope: questions asked only to women, i.e. 52% of the general public sample (total sample: 1,807 respondents). Interviews conducted from the 16 to 20 November 2020.  
Source: IFOP survey for charitable donations, La précarité hygiénique Volets Grand Public & Bénéficiaires d'associations (Hygiene precarity, Consumer components & Beneficiaries of charities), March 2021.

### Focus : Urban and Rural Territories

**3.21 > Women living in urban “priority districts” are less likely to declare they are in good or very good general health than women from other districts**

**Share of women declaring to be in good or very good general health, according to the place of residence**

Women living in other districts \*

**67.5%**  
of women

Women living in urban “priority districts”

**51.1%**  
of women

i.e.  
**16.4 points less**

\*Encompassing urban areas.  
Scope: population aged 18 or over living in ordinary households within urban areas of metropolitan France with at least one urban priority districts.  
Source: Urban Priority Policy Observatory, La santé des habitants en quartier prioritaire de la politique de la ville (Urban “priority districts” residents’ health), annual report 2019. EHIS-ESPS 2014 health and social protection survey figures, Drees-Irdes.

## Focus : Overseas Territories

### 3.22 > The recourse to abortion is more frequent in overseas territories than in metropolitan France

Abortions\* per 1,000 women aged 15-49 by overseas territory



\*Calculated by taking the total of all abortions for women aged 15-49.

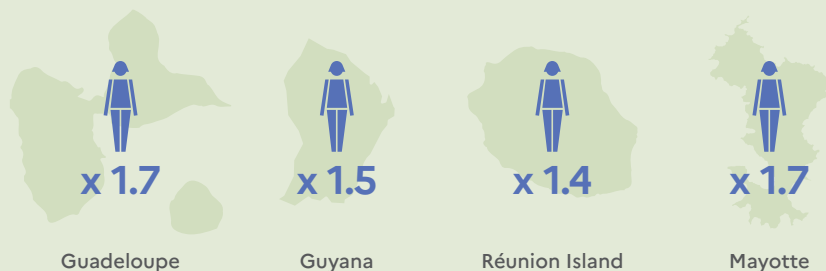
\*\*Not including Saint-Martin and Saint-Barthélemy.

Scope: all abortions performed in metropolitan France and Overseas, including unknown ages.

Source: Drees, Interruptions volontaires de grossesse : une légère baisse du taux de recours en 2020 (Voluntary pregnancy terminations: a slight drop in rates in 2020), Studies & Results, September 2021.

### 3.23 > Overseas, women are more likely to report intermediate, bad, or very bad states of health, compared to women living in metropolitan France

Probability of women from overseas reporting a deteriorated state of health compared to women in metropolitan France



Interpretation: women living in Reunion are 1.4 times more likely to report a deteriorated state of health than women living in metropolitan France.

Scope: population aged 15 to 75, metropolitan France and Overseas (excluding Mayotte).

Source: Drees, En Outre-mer, une santé déclarée moins bonne qu'en métropole, surtout pour les femmes (Overseas, health is declared to be poorer than in metropolitan France, especially for women), Etudes et résultats n° 1057, April 2018. Figures: Inpes, 2014 health barometer, 2014 Overseas health barometer.

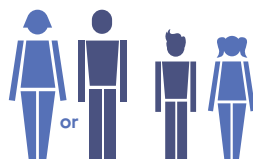
# THEMATIC DOSSIER: SINGLE-PARENT FAMILIES

## 3.24 > 82% of single parents are women

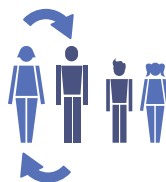
Out of 100 children



**66** live  
in a "traditional" family  
with their two parents



**25** live in a single-parent  
family



**9** live in a stepfamily

Women represent **82%** of single parents\*.

\*A single parent is a single, divorced, separated or widowed person, with dependent children or who is pregnant, who does not live in a declared permanent relationship, and who does not share resources and responsibilities with a spouse, partner or civil union partner.

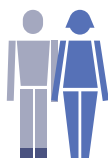
Scope: France excluding Mayotte, minors living with families.

Source: Insee, annual census survey 2020.

## 3.25 > Single mothers are more often unemployed or part-time workers than single fathers, but less than partnered mothers

Unemployment rate by family configuration

Partnered fathers



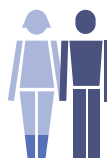
**6.1%**

Single fathers



**9.2%**

Partnered mothers



**8.3%**

Single mothers



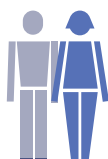
**17.2%**

Scope: parents with at least one child under 25, France excluding Overseas.

Source: continuous employment survey 2018, Insee, OFCE calculations.

Active people working part-time by gender and family configuration

Partnered fathers



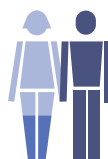
**4.5%**

Single fathers



**5.8%**

Partnered mothers



**31.6%**  
with involuntary  
part-time work  
for 22.3% of them

Single mothers



**28.7%**  
with involuntary  
part-time work  
for 40.4% of them

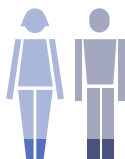
Scope: parents with at least one child under 25, France excluding Overseas.

Source: continuous employment survey 2018, Insee, OFCE calculations.

## 3.26 > Single mothers live more often in a precarious situation than single fathers and couples with children

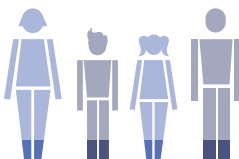
### Situation of poverty\* by family type

All households



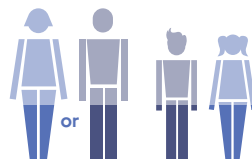
14%

Couples with children



13.1%

Single parents

36.3%  
(i.e. 2.5 times more)

\*Monetary poverty in the statistical sense.  
Source: ERFs 2016, OFCE 2020 calculations.

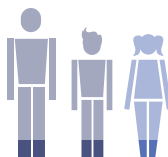
### Decline in median standard of living after separation by gender

Single mothers



-22.2%

Single fathers

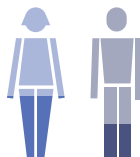


-13.4%

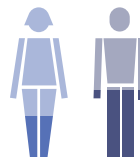
Scope: metropolitan France, 2010 common-law couples, broken off and declaring at least one minor at home in 2011, compared to lasting common-law couples in 2015.  
Source: Insee-DGFiP-Cnaf-Cnav-CCMSA, permanent demographic sample 2016.

### Housing status

Social housing tenants

single mothers  
41%single fathers  
23%

Owners

single mothers  
28%single fathers  
45%

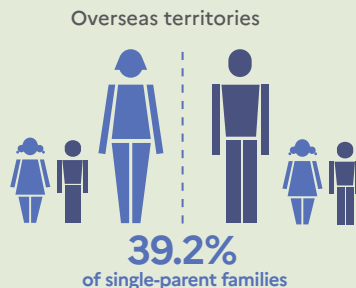
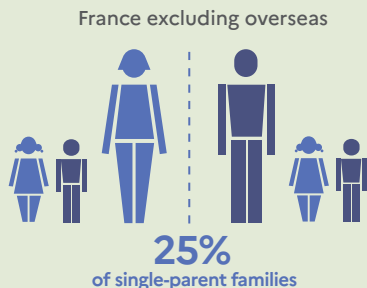
Interpretation: 41% of single mothers live in social housing.  
Scope: households, France excluding Overseas.  
Source: ENL, 2013, OFCE calculations.

## THEMATIC DOSSIER: SINGLE-PARENT FAMILIES

## Focus : Overseas Territories

**3.27 > There are almost twice as many single-parent families overseas than in metropolitan France**

## Households with at least one child under 25

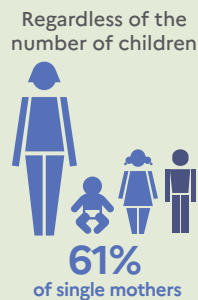
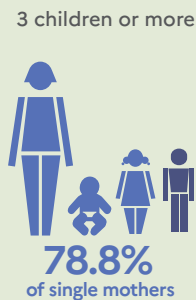
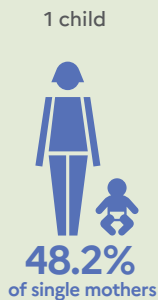


Source: OFCE, Étude sur la situation économique et sociale des parents isolés (Study on the economic and social situation of single parents), 2020 – Insee figures, 2018 continuous employment survey.

**1 in 5 female Réunion-Islanders live alone with their children, compared to less than 1 in 10 metropolitan France in 2015**



**Share of single mothers living below the poverty line in Réunion in 2015, by number of children**



Scope: population of Réunion, aged 15 or over, excluding children and grandchildren.

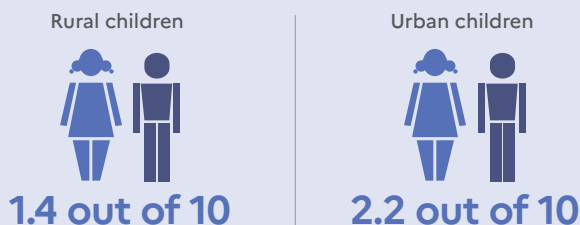
Source: Insee, Les mères isolées plus exposées à la pauvreté (Single mothers more exposed to poverty), 2019, figures from the 2015 population census.



## Focus : Urban and Rural Territories

**3.28 > Children in rural areas live less often in single-parent families than children in urban areas**

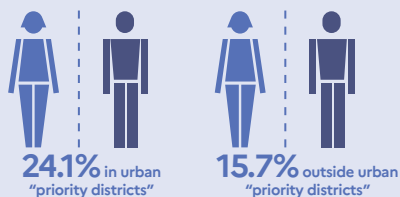
Share of children living in a single-parent family by place of residence



Scope: Children under 18, metropolitan France.  
Source: Insee, Annual census survey 2018, DREES 2020.

**3.29 > Single-parent families are over-represented in urban "priority districts" and in more precarious situations**

Share of single-parent families within and outside urban "priority districts" in 2018

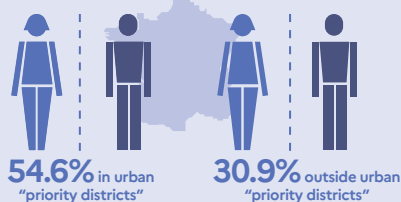


Child poverty rate (under 18) in urban "priority districts"

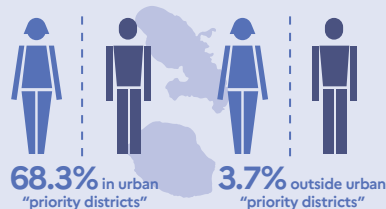


Poverty rate of these families

Metropolitan France

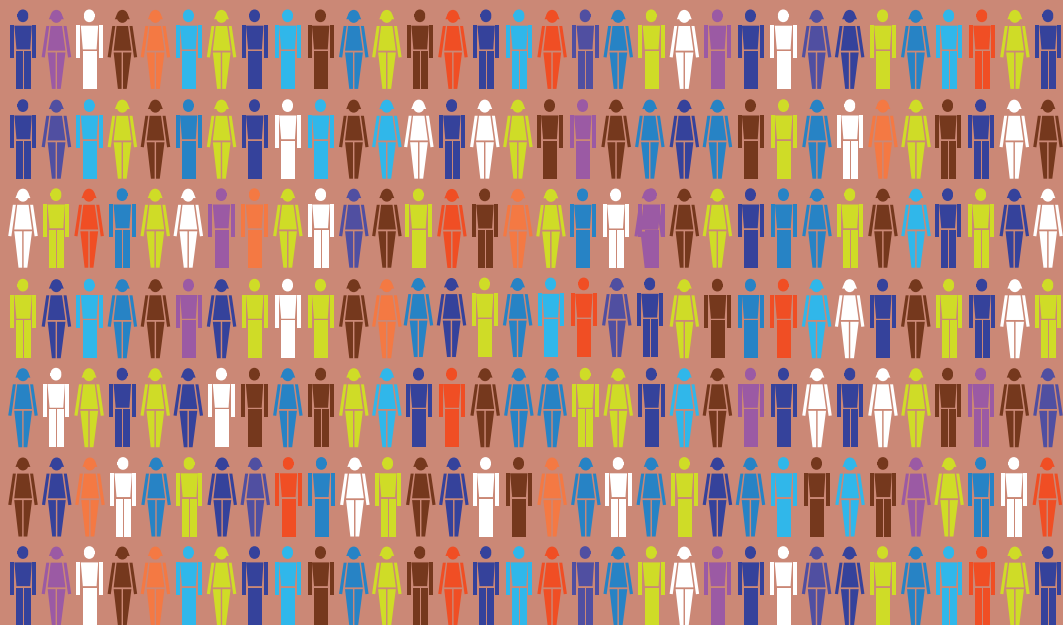


Martinique and La Réunion



Source: Urban Priority Policy Observatory, Annual Report, 2018.





## 4. CULTURE OF EQUALITY



The **culture of equality** can be defined as “education for mutual respect and equality between girls and boys, and women and men”\*. It aims to combat gender stereotypes in all areas where they risk reinforcing inequalities between women and men, such as education and professional orientation, culture and communication, the media, as well as sports.

\*Convention for Equality between Girls and Boys, Women and Men, in the Education System (2013-2017), Official Bulletin n° 6 of 6 February 2013.

## > EDUCATION AND PROFESSIONAL ORIENTATION

### 4.1 > High school girls shift away from digital sectors very early on

Share of women by specialty in high school in 2019-2020



In penultimate  
year of high  
school

56%



Specialising in  
Digital and  
Computer Science\*

2.9%

\*Digital and Computer Science is one of the 12 options that can be chosen by students in the penultimate year of high school.  
Source: Femmes numériques, 2020.

### 4.2 > The share of women in digital training is decreasing

Share of women enrolled in Engineering and IT higher education in 2019-2020



IT  
and Digital

16%



Engineering  
preparatory  
classes

26%



Engineering  
schools

28.1%

of women  
6.5% of whom specialised  
in IT and computer sciences



IT-specific  
vocational  
education

9%



Share of women  
in all higher education

55%

Source: Femmes numériques, 2020.

Evolution of the share of women by training programme between 2013 and 2017

Short training cycles



-43%

Digital



-10%

Engineering

Masters



0%

Digital



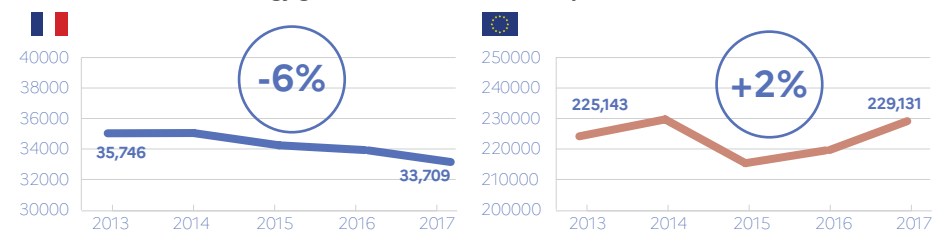
-2%

Engineering

Source: Gender Scan 2019 survey.

### 4.3 > In France, this decline is mirrored by a drop in numbers of female Technology and Digital graduates, despite a raise at the European level

#### Number of female Technology graduates in France and Europe between 2013 and 2017



\*Higher education graduates in digital and engineering specialisations, processing and production industries.

\*\*Higher education graduates in digital specialisations.

Source: Eurostat 2021, Gender Scan study, 2019.

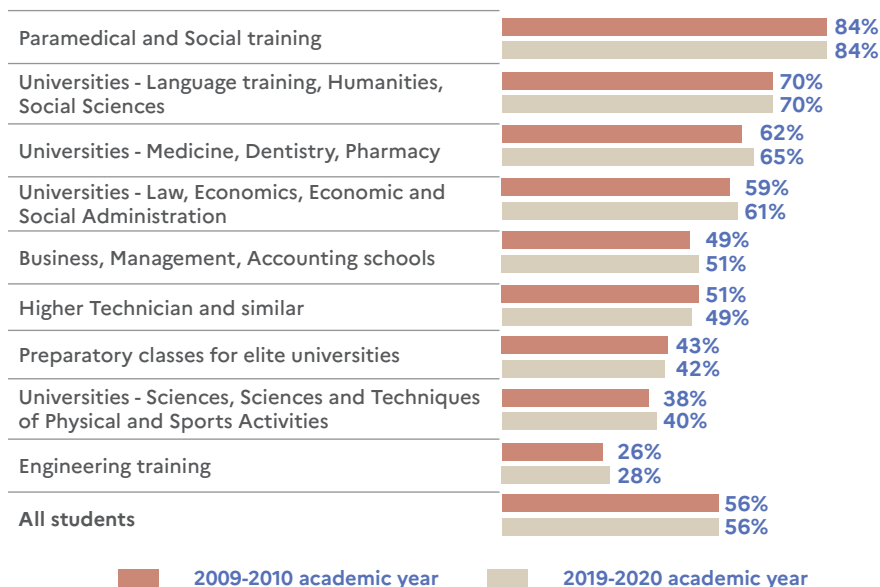
#### Evolution of the number of female Digital graduates in France and in Europe



Source: Eurostat 2021, Gender Scan study, 2019.

### 4.4 > The share of women enrolled in higher education is stagnating, especially in Engineering and selective training courses

#### Share of women in the main higher education courses in 2009-2010 and 2019-2020



Scope: whole of France.

Source: MESRI, Les chiffres clés de l'égalité dans l'enseignement supérieur et la recherche (Key figures of gender equality in higher education and research), March 2021.

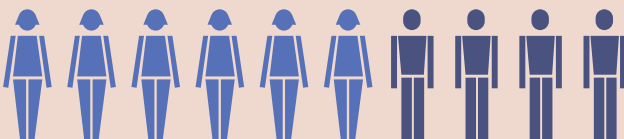
Figures: MESRI-SIES, Student Monitoring Information System, surveys carried out by the SIES in higher education establishments, surveys specific to the ministries in charge of Agriculture and Health, Social Affairs and Culture.

## Focus : Overseas Territories

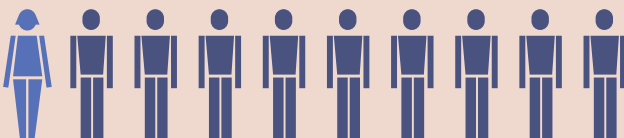
**4.5 > 6 out of 10 girls follow a general or technological training in overseas territories**

ACADEMIC YEAR 2018-2019

General and technological training  
**60%**



STI2D\*  
**12.9%**

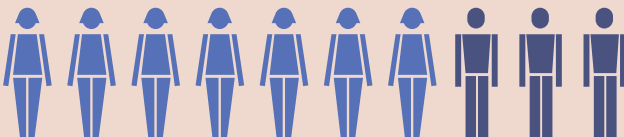


SERVICE SECTOR

CAP \*\*  
**59.7%**



Vocational baccalaureate or BMA  
**67.3%**



\*Science and technology for industry and sustainable development.

\*\* Certificate of Professional Competence.

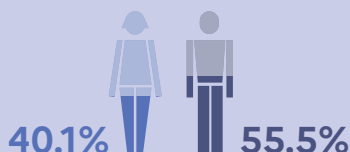
Source: Ministry of Education, Statistical references, 2019.

## Focus : Urban and Rural Territories

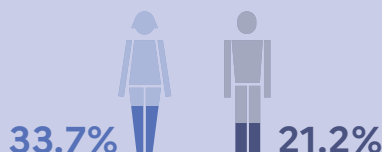
**4.6 > Whether or not they live in urban "priority districts", boys are more inclined to choose vocational training than girls**

Share of girls and boys enrolled in vocational training by living area

Living in urban "priority districts"



Living outside urban "priority districts"



Scope: high school students from a public or private establishment, with a contract in metropolitan France, school year 2018-2019.

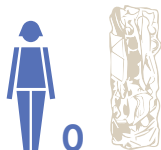
Source: ONPV, Chiffres clés des QPV (Key figures for urban "priority districts"), Education file. Figures from the Ministry of National Education. Processing: ANCT-ONPV.

## &gt; CULTURE

## 4.7 &gt; Female artists win less awards than men regardless of the field

## Cinema

Number of female directors awarded a César since 2010



Number of films directed by a woman winning an award at the Cannes Film Festival since 2010\*

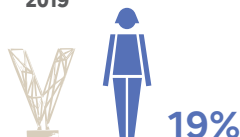


## Music

Share of women awarded Best album at the Victoires de la Musique 2020

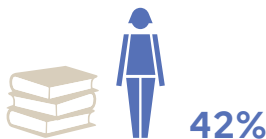


Share of award-winning female artists or Instrumental soloists of the year at the Victoires de la musique classique\*\*



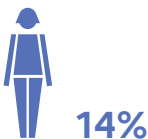
## Literature

Share of women among literary award winners from 2010 to 2019



## Theatre

Share of women among winners of Molière award for Best director from 2010 to 2019



Number of women winning a Molière award for Best dramatic author since 2010



\*2021 update.

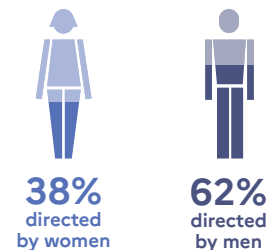
\*\*Classical Music Awards

Source: Observatory for Equality between Women and Men in Culture and Communications of the Ministry of Culture, 2021.

## 4.8 &gt; Female artists are also less visible than men

## In the performing arts and dance sectors

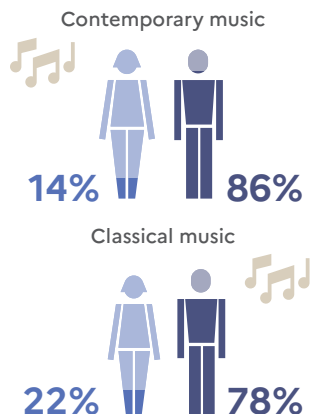
Share of scheduled performances\* by women and men



Less than 1 opera performance out of 5 is staged by a woman (2020-2021)

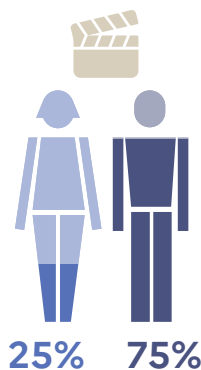
\*In terms of writing, adaptation, scenography, staging, choreography or translation.

Share of women and men scheduled in music festivals



## In the feature film industry

Share of films directed by women and men in 2019



## In the arts sector

Share of women among artists exhibited at regional contemporary art collections (Frac) and art centres, 2015-2019

Regional art funds\*



30%

Arts centres\*



38%

Share of women among winners of prestigious grand prizes in 2020

All prizes



64%

Académie Française



15%

Inscriptions et belles-lettres



9%

Beaux-arts



15%

\*All artists exhibited.

Source: Observatory for Equality between Women and Men in Culture and Communications of the Ministry of Culture, 2021.

## &gt; SPORTS

## 4.9 &gt; Most sports federations are not gender-balanced

Number of male-dominated and female-dominated sports federations

Out of 87 federations\*:

10

federations

with a majority of women

77

federations

with a majority of men

Share of women and men enrolled in sports federations, by sport



Horse riding

83.6%



16.4%



Football

9.4%



90.6%



Gymnastics

82.8%



17.2%



Cycling

10.9%



89.1%



Ice sports

87.3%



12.7%



Model aircraft flying

4%



96%

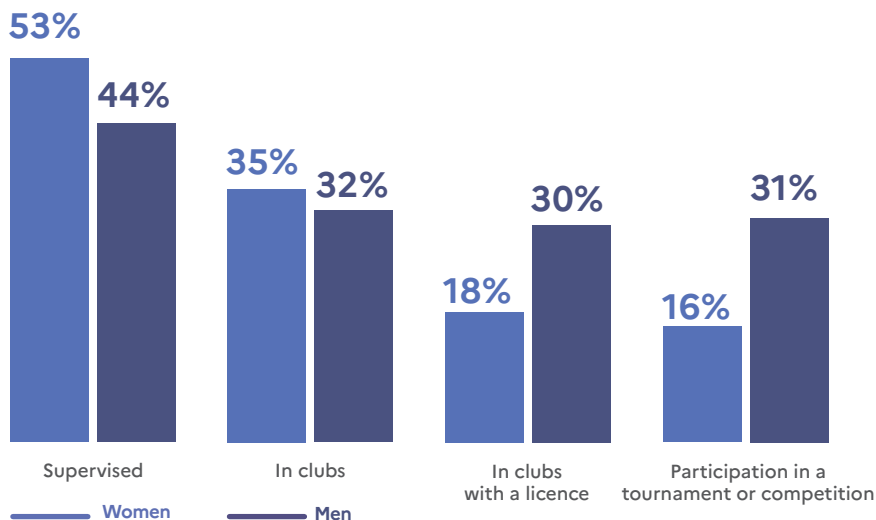
\*Olympic and non-Olympic single-sport federations.

Source: INJEP-MEDES, Statistical tables relating to the census of sports licenses for 2020.



#### 4.10 > Women practice sports in a supervised environment or in a club more, but are less likely to participate in competitions

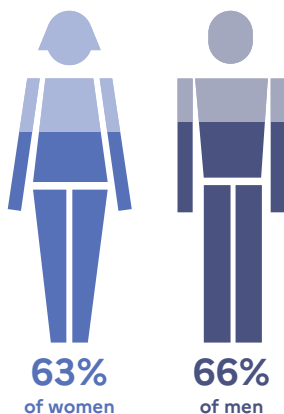
Share of women and men by type of sporting practice



Scope: all participants aged 15 and over, living in France, including Overseas territories.  
Source: INJEP/CRÉDOC/Ministry in charge of Sports, National barometer of sporting practices, 2018.

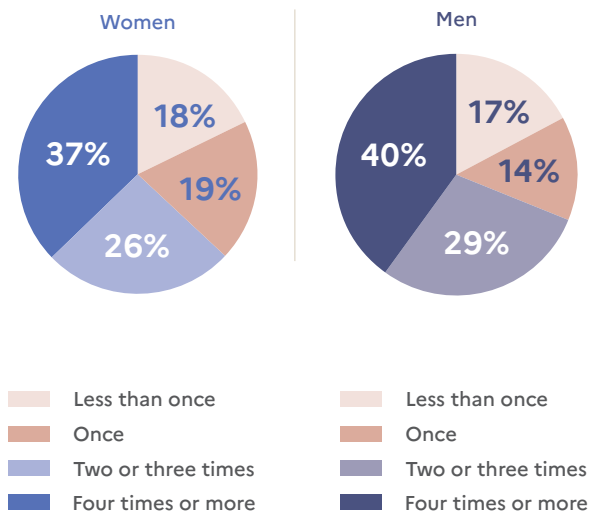
#### 4.11 > Women have less time to spend practising sports than men

Share of women and men who practiced at least one sporting activity in 2020



Source: Source: INJEP/CRÉDOC-Ministry in charge of Sports, National barometer of sporting practices, 2020.

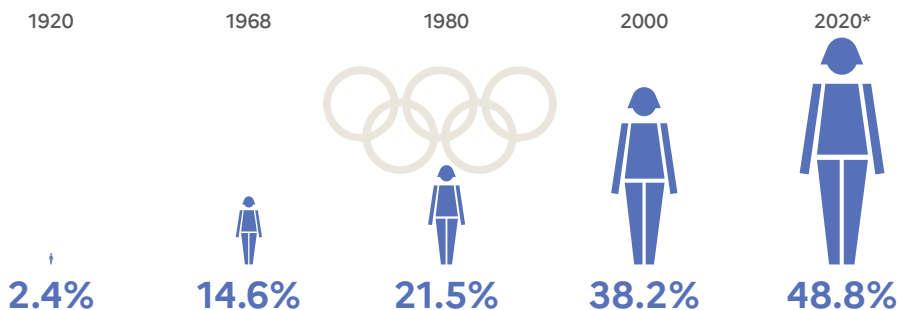
Frequency of sports practice per week, by gender



Scope: all participants aged 15 and over, living in France, including Overseas.  
Source: INJEP, Ministry of Sports, CRÉDOC: National barometer of sporting practices, 2018.

## 4.12 > Women represented half of Olympic athletes in 2020, compared to only 2.4% in 1920

### Share of women among athletes participating in the Summer Olympics



\*Share of female athletes announced in 2020 before the postponement of the Tokyo Olympic Games to 2021 due to the health crisis.  
Source: UN Women, 2020. Figures from the International Olympic Committee.

## 4.13 > Women's sports events receive little media coverage

### Women's sports worldwide accounts for

**4%** of media coverage,  
while women represent **40%** of sportspeople

Source: Unesco, Gender equality in sports media, 2018.

### Share of broadcasted female sports events among all broadcasted sports in France in 2016



### Media coverage of women's and men's competitions in 2016 in France (by hourly volume and by sport)

#### Women's competitions



#### Men's competitions



Scope: all the free channels broadcasting sports programs (four public channels and eight private channels: TF1, France 2, France 3, M6, C8, W9, TMC, France 4, CStar, France Ô, L'Équipe, Numéro 23), and a sample of the main paid channels, dedicated in part, or entirely, to sports (Canal+, Canal+ Sport, Golf+, beIN SPORTS 1, beIN SPORTS 2, beIN SPORTS 3, Eurosport, Equidia).

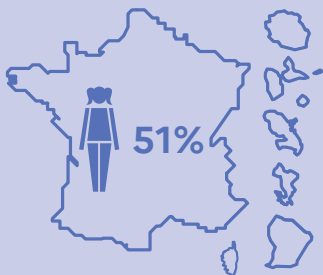
Source: CSA, Report on the broadcasting of women's sports on television, 2017.

## Focus : Urban and Rural Territories

### 4.14 > Young girls living urban “priority districts” practice sports even less frequently

#### Share of girls practicing sports

Average for France



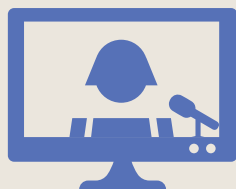
Girls from  
priority  
education  
areas  
**32%**

Source: National Council of Cities, Sport au féminin en QPV, Vecteur d'émancipation ? (Women's sports in urban "priority districts", a vector for emancipation?), 2019. 2011 figures.

## > MEDIA

### 4.15 > Women's presence rate on air is lower than that of men

#### Categories of female speakers on television from 6p.m. to 8p.m.



**40 % of speakers**  
(35% of speaking time)

**47%**  
Presenters

**40%**  
Journalists

**41%**  
Experts

**31%**  
Politicians

**39%**  
Others

Source: CSA, La représentation des femmes à la télévision et à la radio (The representation of women on television and radio), Fiscal Year 2020 Report, March 2021.

## 4.16 &gt; Women are under-represented in certain programmes

Rate of occurrence and speaking time rate of women, by type of programme\*

Rate of occurrence		Speaking time rate
18%	Sports	13%
36%	Investigation Programmes	30%
42%	News Programmes	39%
48%	Television Magazine	39%
55%	Documentary	38%

Only **6 out of 35 broadcasters**  
ensure women a speaking time rate greater than or equal to

**45%**

\*Television and radio combined.

Source: CSA, La représentation des femmes à la télévision et à la radio (The representation of women on television and radio) Fiscal year 2020 report, March 2021.

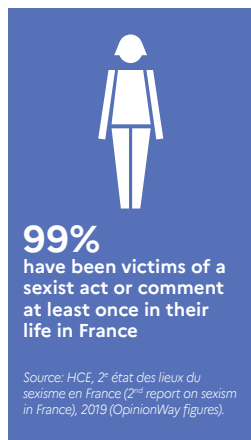


## 5. GENDER-BASED AND SEXUAL VIOLENCE

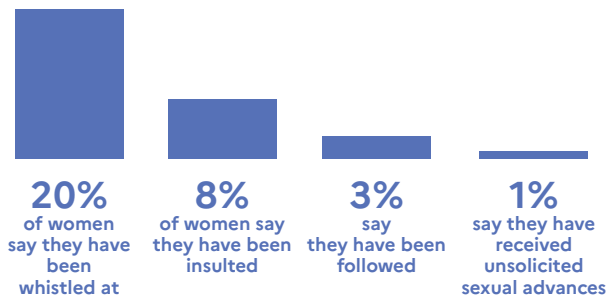


## &gt; SEXISM

## 5.1 &gt; Sexism is still prevalent everywhere



## In public spaces, between April 2017 and April 2018



Scope: sample of 2,008 women representative of the female population living in metropolitan France, aged 15 and over. Questions asked to women in this sample aged 20 to 59.

Source: Ifop for Vie Healthy, Les Françaises et le harcèlement de rue dans les lieux publics (French women and street harassment in public spaces), April 2018.

## Focus on women aged 20-24



Source: Insee-ONDRP-SSMI, Living environment and safety survey 2012-2019.

## Number of people saying they have endured insults of a sexist nature among 18-75-year-olds in 2018



Source: SSMSI, Les victimes du sexisme en France (The victims of sexism in France), 2021.

## Number of female victims of gender-based offences\* in 2019



\*All gender-based offenses combined: gender-based insults, gender-based threats, and gender-based violence.

Source: SSMSI, Les victimes du sexisme en France (The victims of sexism in France), a cross-section of complaints recorded by the security forces in 2019, and Living environment and safety survey. Press release of 5 March 2021.

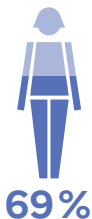
## Men are the main perpetrators of gender-based violence



Source: SSMSI, Les victimes du sexisme en France (The victims of sexism in France), a cross-section of the reports recorded by the security forces in 2019, and Living environment and safety survey. Press release 5 March 2021.

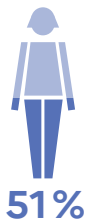
## 5.2 &gt; Online sexism primarily affects women and young women

**Share of women having been victims of at least one form of harassment on a dating platform**

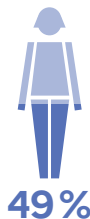


**Behaviours that affected the most users**

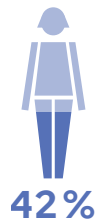
Repeated made advances



Obscene remarks with a sexual connotation



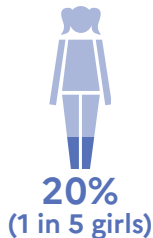
Sending photos of genitals



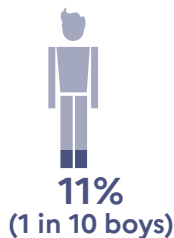
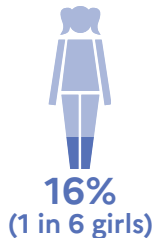
Scope: Sample of 2,012 people representative of the metropolitan population, aged 18 to 69.

Source: IFOP for LACSE, The observatory of dating sites: Enquête sur des pratiques et usages des Français sur les sites et les applications de rencontre (Survey on the practices and uses of French people on dating sites and apps), 2018.

**Share of girls and boys reporting having been insulted online regarding to their physical appearance**



**Share of girls and boys having been subjected to online sexual violence\* (photos, videos or text messages)**

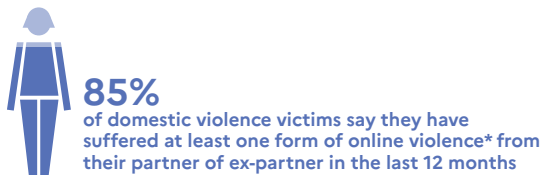


\* During the 2015-2016 school year.

Scope: 11,27 Ile-de-France students aged 12 to 15, including 49.8% girls and 50.2% boys affected.

Source: Centre Hubertine Auclert, Cybersexisme chez les adolescent-e-s (12-15 ans) : étude sociologique dans les établissements franciliens de la 5<sup>e</sup> à la seconde (Online sexism among adolescents (12-15 years): sociological study in Ile-de-France establishments, from 5<sup>th</sup> to 10<sup>th</sup> grade), 2016.

**Domestic online violence**



\*Online control, online stalking, online surveillance, economic and/or administrative online violence, sexual online violence.

Scope: all women surveyed (N = 212).

Source: Centre Hubertine Auclert, conjugal online violence: research-initiative carried out with female victims of conjugal violence and the professionals supporting them, 2018.

## > DOMESTIC VIOLENCE

**5.3 > 102 women were killed by their partner or ex-partner in 2020**

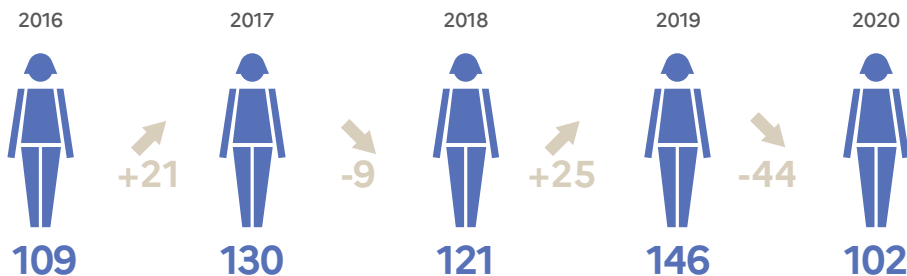
Number of violent deaths within couples in 2020



**139** deaths in 2020, compared with 198 in 2019

Source: Delegation for Victims of the Directorates of the National Police and the National Gendarmerie, *Étude nationale relative aux morts violentes au sein du couple en 2020* (National study on violent deaths within couples in 2020), 2021.

Evolution of the number of women killed by their partner or ex-partner



Source: Delegation for Victims of the Directorates of the National Police and the National Gendarmerie, *Étude nationale relative aux morts violentes au sein du couple* (National study on violent deaths within couples), 2017 to 2021.



## 5.4 > On average, 213,000 women and 82,000 men per year were victims of domestic violence between 2011 and 2018

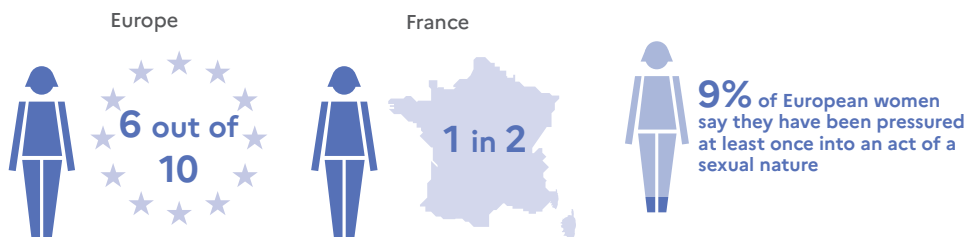


*\*Interpretation: on average, each year over the period 2011-2018, 213,000 women aged 18 to 75 were victims of domestic abuse.  
Source: Insee-ONDRP-SSMI, Living environment and safety survey, 2012-2019.*

## > GENDER-BASED AND SEXUAL VIOLENCE IN THE WORKPLACE

### 5.5 > Sexism and harassment still exist in the workplace

#### Number of women dealing with sexism or sexual harassment at work



*Scope: sample of 5,026 women, representative of the female population aged 18 and over, residing in Italy, Spain, France, Germany and the United Kingdom.  
Self-administered online questionnaire from 11 to 15 April 2019. Scope, France: 1,004 people.  
Source: Ifop-Fondation Jean-Jaurès-FEPS 2019.*

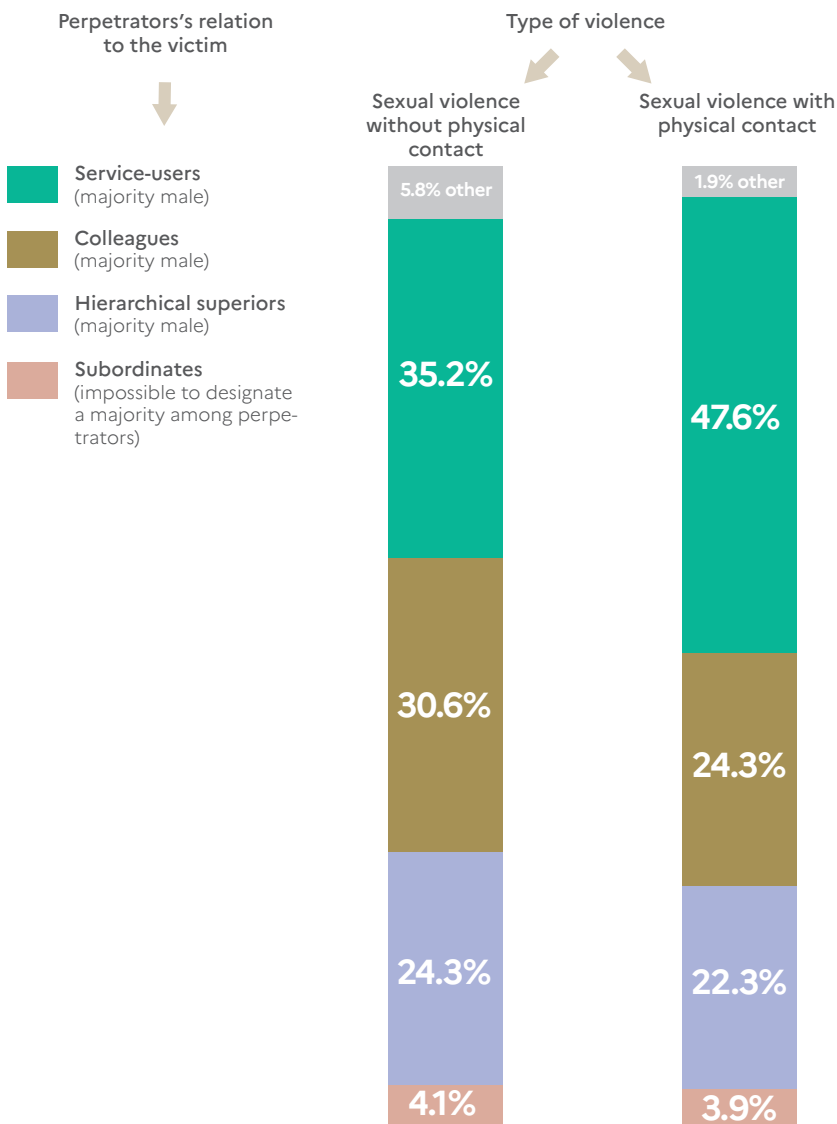
#### Share of sexual violence suffered in the work or study place



*Scope: people aged 18-75 living in ordinary households in metropolitan France, most recent incident.  
Source: Living environment and safety surveys, 2012 to 2019, Insee-ONDRP-SSMI; SSMSI processing.*

## 5.6 > At work, most perpetrators are men, often colleagues and service-users

Perpetrators of sexual violence at work according to their status, when the victim is a woman



Interpretation: of the total of non-contact sexual violence at work committed against women, 30.6% was committed by one or more colleagues.  
 Scope: women and men between 20 and 69 years old, living in metropolitan France, in a professional activity of four months or more during the last twelve months, and who reported at least one act of violence.  
 Source: INED, Violence and gender relations survey, 2019.

## 5.7 > Gender-based and sexual violence at work has multifaceted consequences

### Among female victims



**26%**  
have encountered  
health problems



**21%**  
have encountered  
professional difficulties



**19%**  
have encountered  
economic difficulties

Scope: whole of France.

Source: Ministry of the Interior, Living environment and safety survey, 2019.

## > SEXUAL VIOLENCE

### 5.8 > Women are the primary victims of out-of-household sexual violence



**135,000\***  
female victims of out-  
of-household sexual  
violence

of whom  
**34,000**  
rape victims

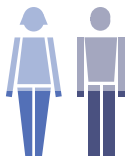


**41,000**  
male victims  
of out-of-household  
sexual violence

of whom  
**14,000**  
rape victims



**77%**  
of female  
victims



**44%**  
of young women and men  
aged 18 to 29 affected



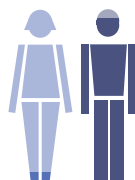
**86%**  
of male  
perpetrators

\*Interpretation: on average, every year during the period 2011-2018, 135,000 people aged 18 to 75.

Source: Insee-ONDRPSSMI, Living environment and safety survey, 2012-2019.

## 5.9 > 83% of victims of gender-based and sexual violence in the world of sports are women

As of 19 February 2021



**421**  
people implicated  
in cases recorded by the Sports  
Directorate, of whom  
**96%** were men



**48**  
sports  
federations  
concerned



**83%**  
of victims were women



**82%**  
of victims were minors  
at the time



**89%**  
of the reported  
incidents are cases  
of sexual violence

Source: Ministry of Sports, National convention for the prevention of violence in sports, Review of the ministry's reporting unit, as of 19 February 2021, April 2021.

## 5.10 > Women represent 85% of the victims of human trafficking for sexual exploitation

Between **30,000** and **44,000** people in situation of prostitution



**85%**  
are women



**10%**  
are men



**5%**  
are transgender people

**93%**  
are foreigners

**38%**  
of them are rape victims (compared  
with 6.8% of rape victims in the general  
population)

Source: Mouvement du Nid/Pystel, PROSTCOST, Estimation du coût économique et social de la prostitution en France (Estimation of the economic and social cost of prostitution in France), May 2015.

## Among female victims of human trafficking



**82%**

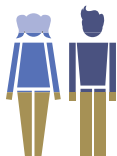
were trafficked for the purpose  
of sexual exploitation

Scope: 6,457 victims of human trafficking identified by 37 charities in 2019.

Source: National Observatory on Delinquency and Criminal Responses (ONDRP), Inter-ministerial Mission for the Protection of Women against Violence and the Fight against Human Trafficking (MIPROF), La traite des êtres humains en France – Profil des victimes suivies par les associations en 2019 (Human trafficking in France - Profile of victims monitored by charities in 2019), November 2020.

**82%**

of underage victims  
of prostitution suffered  
violence (sexual, physical  
or mental) in childhood



of whom **40%**  
were acts of physical and  
sexual violence, often  
committed within the home

Scope: 77 minors, victims of, or at risk of prostitution (including 69 girls), in Seine-Saint-Denis.

Source: study of juvenile judges' files from the Bobigny district court including acts of prostitution, April 2019 - June 2019, Departmental Observatory of Violence Against Women of Seine-Saint-Denis, 2020.



**99%**  
of "purchasers"  
of sex acts  
are men

Source: United Nations Office on Drugs and Crime, Global Report on Trafficking In Persons, 2018.

The economic and fiscal damage of prostitution to French society is estimated at



**1.6 billion euros**

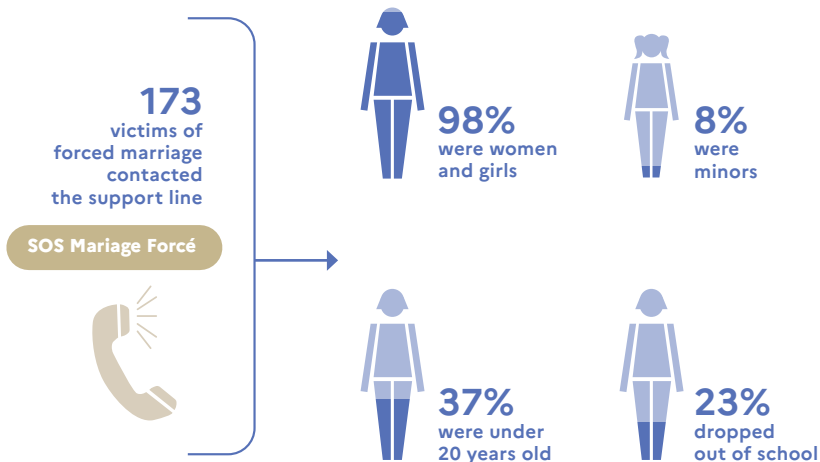
Source: FACT-S Federation, La situation de la prostitution en France (The situation of prostitution in France), February 2021.

## > FEMALE GENITAL MUTILATION AND FORCED MARRIAGES

### 5.11 > Forced marriages still exist in France

In 2020

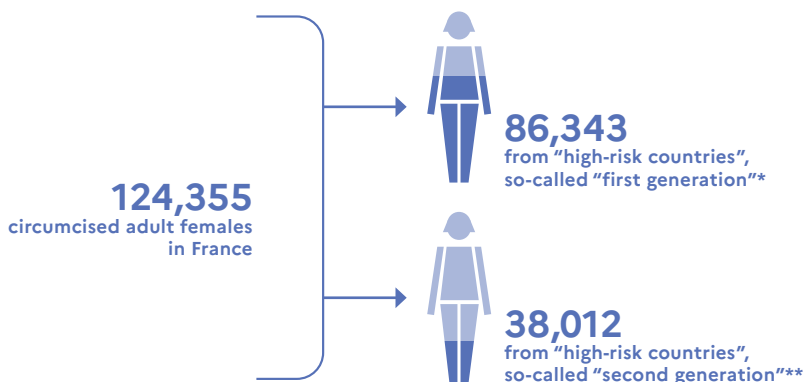
Among them



Source: Voix de Femmes charity, 2021.

### 5.12 > Over 120,000 circumcised women live in France

**Estimate of the total number of circumcised adult women living in France in the mid-2010s**



"First generations: women born in one of the "high-risk countries" and residing in France.

\*\*Women born in France, at least one of whose parents was born in a "high-risk country."

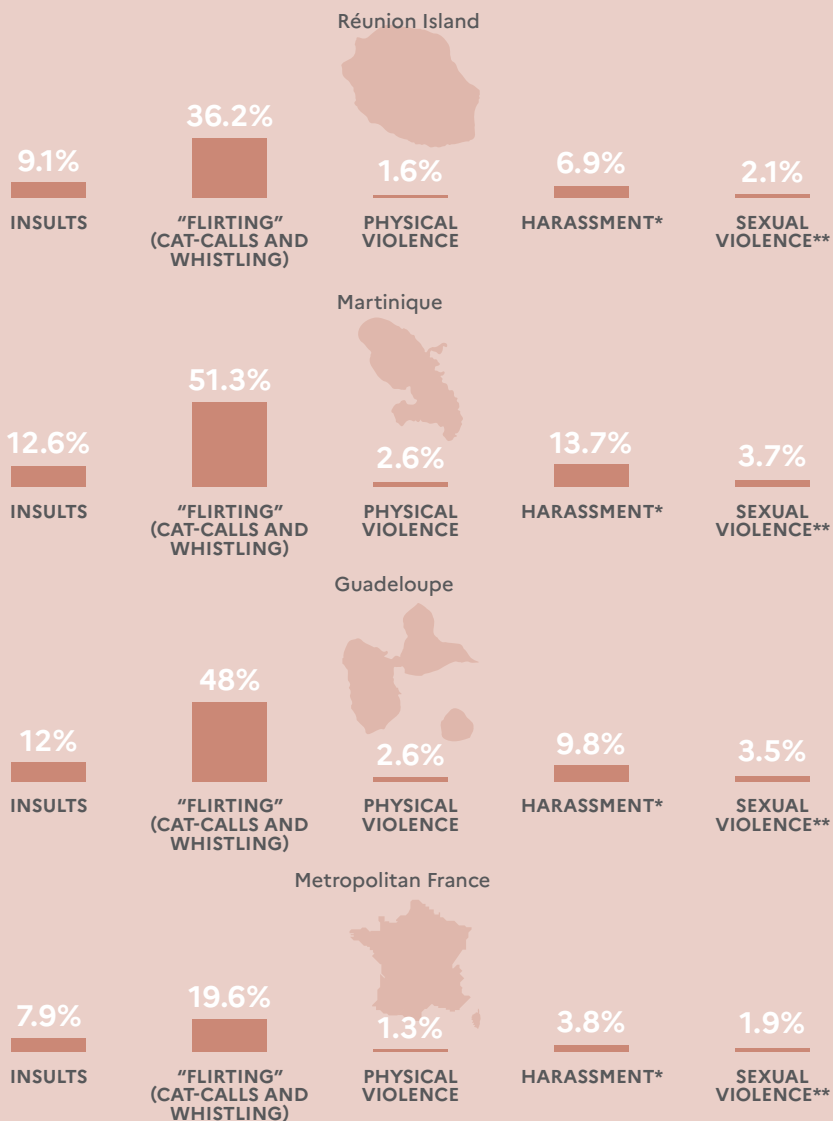
Scope: indirect estimate made from multiple surveys.

Source: Public Health France, Estimation du nombre de femmes adultes ayant subi une mutilation génitale féminine vivant en France (Estimation of the number of adult women who have undergone female genital mutilation living in France), Bulletin épidémiologique hebdomadaire n° 21, July 2019.

## Focus : Overseas Territories

### 5.13 > Women living in overseas territories are more frequently victims of violence in public spaces than women living in metropolitan France

Share of women having declared at least one act of violence in public spaces during the last 12 months, by type of violence



\*Harassment includes insistent sexual propositions, and being followed insistentlly.

\*\*Sexual violence includes touching breasts, buttocks, forced kissing, someone getting very close to or rubbing up against the victim, rape, or attempted rape.

Interpretation: 13.7% of women residing in Martinique reported acts of harassment in public spaces.

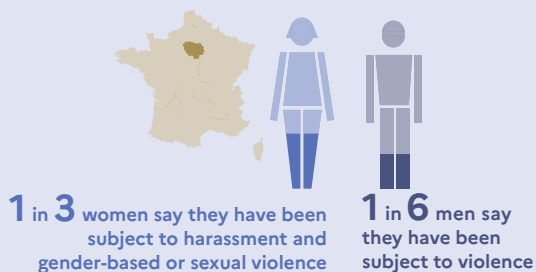
Scope: women aged 20 to 69.

Sources: Ined, Virage Outre-mer, 2018, and Virage Metropolitan France, 2015.

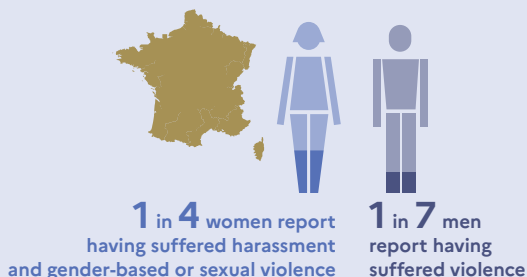
## Focus : Urban and Rural Territories

**5.14 > Women living in Île-de-France are more affected by violence in public spaces**

In Île-de-France, in public spaces, over the past 12 months



In metropolitan France in public spaces over the past 12 months



Scope: representative sample of 27,268 people (15,556 women and 11,712 men), aged 20 to 69, living in ordinary households, in metropolitan France. Of these, 4,516 people live in Île-de-France (2,575 women and 1,941 men).

Source: Ined, Violences faites aux femmes dans les espaces publics en Île de France, données de l'enquête Virage (Violence against women in public spaces in Île de France, data from the Virage survey), 2015.



## 5.15 > In Île-de-France, 2 out of 3 young women are concerned by serious acts of violence

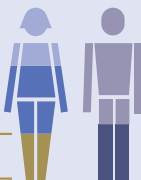


**1.5 million**  
women aged 20 to 69  
say having experienced at least one  
act of gender-based violence  
in public spaces in the last year



**1 in 3** women  
declare having been cat-called  
in public spaces under  
the pretext of "flirting"

Over **2** women out of **3**  
aged 20 to 25 report  
at least one act of violence  
in public spaces



compared to  
**1** man out of **3**

of whom **40%** report  
unsolicited "flirting"



**4.2%** of Île-de-France  
women have been sexually  
assaulted in public spaces



compared to  
**2%** for  
women living outside  
of Île-de-France

Scope: representative sample of 27,268 people (15,556 women and 11,712 men), aged 20 to 69, living in ordinary households, in metropolitan France. Of these, 4,516 people live in Île-de-France (2,575 women and 1,941 men).

Source: Ined, Violences faites aux femmes dans les espaces publics en Île-de-France, données de l'enquête Virage (Violence against women in public spaces in Île de France, data from the Virage survey), 2015.

## 5.16 > In Île-de-France in public spaces, at least 75% of perpetrators are male, while 90% of victims are female



**92.6%** of women were  
assaulted by a single man  
or a group of men

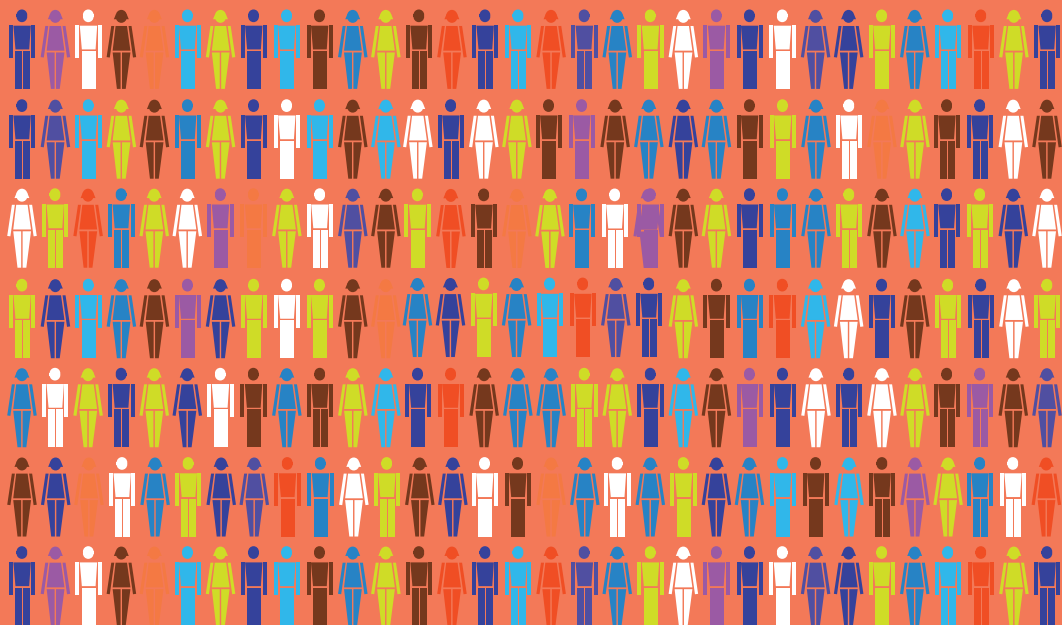


**76%** of men  
were assaulted by a single  
man or a group of men

Scope: representative sample of 27,268 people (15,556 women and 11,712 men), aged 20 to 69, living in ordinary households, in metropolitan France. Of these, 4,516 people live in Île-de-France (2,575 women and 1,941 men).

Source: Ined, Violences faites aux femmes dans les espaces publics en Île-de-France, données de l'enquête Virage (Violence against women in public spaces in Île de France, data from the Virage survey), 2015.





## 6. SITUATION OF WOMEN WORLDWIDE



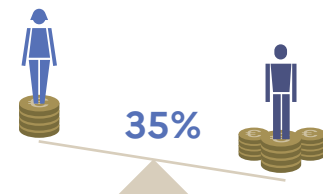
## 6.1 &gt; Gender economic inequalities are sustained worldwide

## Average unpaid domestic work and caregiving time worldwide



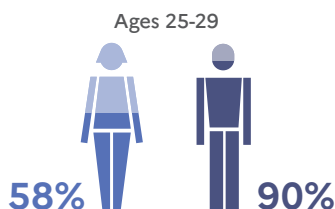
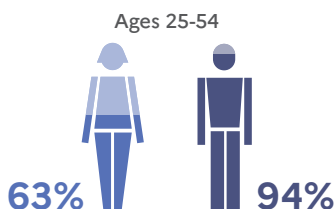
It is estimated that if this work was paid, it would represent between **10** and **39%** of global GNP

## Average pay gap between women and men worldwide



Sources: UN Women, Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development, New York, 2018.  
UN Women, Report Égalité des sexes : le point sur les droits des femmes 25 ans après Beijing (Gender equality: Women's rights in review 25 years after Beijing), 2020.

## Women's and men's labour market participation rate



Source: UN Women, Report Égalité des sexes : le point sur les droits des femmes 25 ans après Beijing (Gender equality: Women's rights in review 25 years after Beijing), 2020.

## 6.2 &gt; In many countries, labour law does not equally protect women and men

In  
**100 out of 189 countries**

no law provides guaranteeing women and men equal remuneration for work of equal value

Source: UN Women, Report Égalité des sexes : le point sur les droits des femmes 25 ans après Beijing (Gender equality: Women's rights in review 25 years after Beijing), 2020.

As of 2018,  
**59 out of 189 countries**

had no laws prohibiting harassment and sexual violence in the workplace

Source: International Labour Organisation, World Employment and Social Outlook: Trends for Women 2018: Global Snapshot, Geneva, 2018.

**104 out of 189 countries**

still have laws preventing women from working in certain line of business

Source: International Labour Organisation, World Employment and Social Outlook: Trends for Women 2018: Global Snapshot, Geneva, 2018.

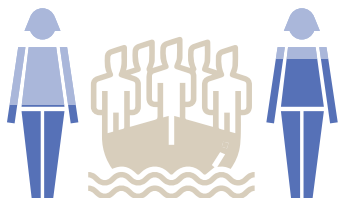
**Number of countries having ratified the International Labour Organisation Convention on Violence and Harassment (No. 190)**

**7** Argentina, Ecuador, Fiji, France, Namibia, Somalia, Uruguay

Source: UN Women, Report Égalité des sexes : le point sur les droits des femmes 25 ans après Beijing (Gender equality: Women's rights in review 25 years after Beijing), 2020. France ratified the convention on 9 November 2021.

### 6.3 > Migrant women are over-represented among domestic workers

Women represent **± 50%** of the 244 million migrants and the 19.6 million refugees worldwide



Worldwide, nearly **1 in 6** domestic workers are estimated to be international migrants. **73.4%** of migrant domestic workers are women

Source: United Nations General Assembly, 2016.

Source: United Nations Office for the Coordination of Humanitarian Affairs (OCHA), 2015.

### 6.4 > Women's political representation still does not equal men's

Share of women in political bodies in 2021

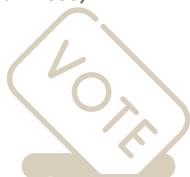
**25.5%** of parliamentarians (compared to 11% in 1995)

**20.9%** of presidents of parliaments

**6.7%** of heads of government

**28.3%** of vice-presidents of parliament

**5.9%** of heads of state



In 2021



**9** women are elected heads of state

**13** women are heads of government

**119** countries have never been run by a woman

Source: Inter-Parliamentary Union and UN Women, 2021.

### 6.5 > Women's sexual and reproductive health and rights are still fragile



Worldwide **9%** of women of reproductive age (ages 15-49) report unmet needs for family planning, **11%** of those who are married or cohabiting



**211** maternal deaths per 100,000 live births



**99%** of maternal deaths worldwide occur in developing countries



**40%** of women do not receive adequate prenatal care during pregnancy\*

\*Scope: women aged 15 to 49, study conducted in 98 countries, between 2010 and 2017.

Source: World Health Organisation, Women in Global Health, 2018.

Share of women aged 15-19 newly infected with HIV in sub-Saharan Africa in 2019



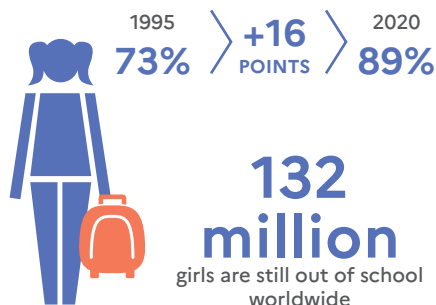
Source: UN Women, Report Gender equality: Women's rights in review 25 years after Beijing, 2020.

Share of adolescent girls aged 15-19 who have undergone female genital mutilation (scope: 31 countries)

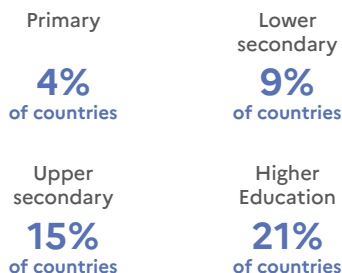


## 6.6 > Girls' access to education has significantly improved, but remains insufficient

Evolution of the global school enrolment rate for girls



Share of countries in which less than 90 girls per 100 boys were enrolled in 2019, by level of education



Source: Unesco, GEM/Global Education Monitoring Report, Une nouvelle génération : 25 ans d'efforts pour atteindre l'égalité des genres dans l'éducation (A New Generation: 25 years of efforts for gender equality in education), 2020.

## 6.7 > Women are the leading actors in the fight against climate change, yet they are barely represented in decision-making

While women play a key role in global food production (**50-80%**), they own less than 10% of lands.



At the 24<sup>th</sup> Conference of the Parties (COP 24) of the United Nations Framework Convention on Climate Change in 2018, around **40%** of national delegates and **30%** of heads of delegations were women. In 2008, they were respectively **32%** and **15%**: at this rate, gender parity will be reached in **2042**.

Sources: OECD, Gender and Environmental Statistics: Exploring Available Data and Developing New Evidence, 2020. Focus 2030, 2021.

## 6.8 > France committed to promote gender equality at the international level



**50%** of Official Development Assistance (ODA) dedicated to projects promoting gender equality by 2022.

Amounting to **700 million euros** of projects whose “main objective” is gender equality (OECD G2 marker) by 2022.

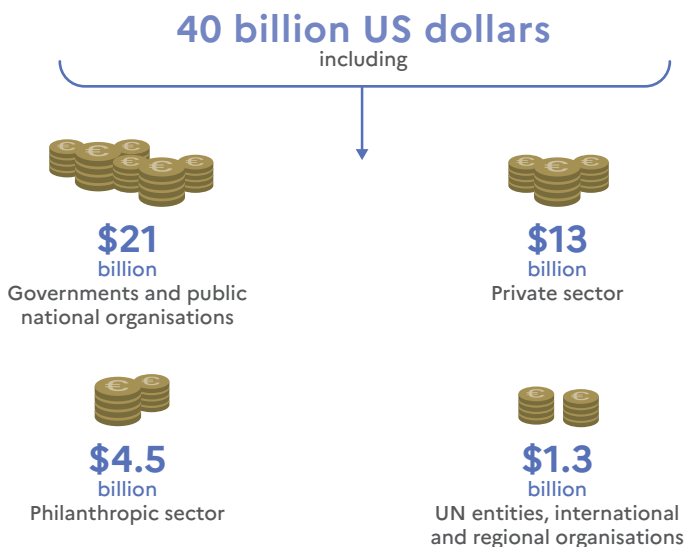
**120 million euros over 3 years**

directed towards international feminist organisations via the Support Fund for Feminist Organisations.

Source: Ministry of Europe and Foreign Affairs, 2021.

## 6.9 > 40 billion US dollars of allocated funds during the Generation Equality Forum

Global amount allocated at the Generation Equality Forum held in Paris in 2021



Source: UN Women, 2021.







# LIST OF INFOGRAPHICS



## 1. IMPACT OF THE HEALTH CRISIS

### > Work-Life Balance during the Covid-19 Crisis

- 1.1** > The imbalance in the share of household chores remains
- 1.2** > Home schooling was mainly carried out by women

### > Gender Equality in the Workplace

- 1.3** > Teleworking conditions are less favourable for women
- 1.4** > Employment and work are more affected for women than for men
- 1.5** > Women's income has been severely impacted by the health crisis

### > Health

- 1.6** > Women are more likely to forego health care than men
- 1.7** > Consequences of the crisis impacted women's mental health
- 1.8** > Global access to contraception and reproductive health is expected to decrease due to the crisis

### > Violence against Women during the Health Crisis

- 1.9** > Platforms and emergency numbers showed an increase in reports
- 1.10** > Reporting of domestic violence cases was on the rise in 2020
- 1.11** > Interventions by law enforcement agencies at home have been increasing

### > Health Crisis Management and Governance

- 1.12** > Women represent the majority of front line and care workers
- 1.13** > Women are under-represented in decision-making support bodies
- 1.14** > Women are not very represented in the media when to discuss the health crisis

## 2. GENDER EQUALITY IN THE WORKPLACE AND ECONOMIC AUTONOMY

### > Employment

- 2.1** > The unemployment rate is equivalent for women and men, regardless of age group
- 2.2** > Women's labour market participation rate remains lower than men's, notably for 25-49-year-olds. Women are more at risk to belong to the working poor
- 2.3** > Despite graduating with a master's degree more often than men, fewer women have entered the labour market 30 months after graduation
- 2.4** > Women account for the majority of part-time contracts, and in greater numbers in female-dominated occupations
- 2.5** > Women mostly choose part-time work because of their caring responsibilities

### > Gender Balance in Occupations

- 2.6** > Men are over-represented among manual workers and executives, and women among employees
- 2.7** > Women are under-represented in digital professions, but less so emerging digital professions
- 2.8** > Women are under-represented in the sports industry
- 2.9** > Women represent 2/3 of students in Culture higher education, but only 4 out of 10 people employed in the cultural sector
- 2.10** > Sports journalism is still a man's world
- 2.11** > The video game industry continues to be male-dominated

### > Career Path in the Private Sector

- 2.12** > Gender pay gaps, which are more significant in the private sector than in the public sector, are gradually reducing
- 2.13** > In the private sector, the higher the salaries, the fewer women there are
- 2.14** > Professional sportswomen are paid less than their male counterparts, despite some exceptions

**2.15 >** More than half of companies that communicated their Gender Equality Index obtained a score above 75/100

**2.16 >** Gender parity among large companies' leaders is almost achieved, and the share of women on executive boards and management boards has been increasing

**2.17 >** The average response rate to CV job applications does not reveal gender-based discriminations, but shows variations depending on the professions

**2.18 >** The selection criteria in recruitment are different for women and men

**2.19 >** Scientific distinctions mainly reward men

**2.20 >** The share of women among founders of sole-proprietorship businesses has been stable since 2008, and shows strong sectoral differences

#### **> Career Path in the Public Sector**

**2.21 >** Public service bodies are unequally gender-balanced

**2.22 >** At the top of public and state bodies, gender parity has not yet been achieved

**2.23 >** The share of women appointed for the first time\* in senior management positions is increasing in all three public services

#### **Focus : Overseas Territories**

**2.24 >** In French overseas territories, women's employment rate is lower than men's overall, but varies significantly between territories

#### **Focus : Urban and Rural Territories**

**2.25 >** Rural women are more often under precarious work contracts than rural men and urban women

**2.26 >** Women living in urban "priority districts" have a lesser access to the labour market

**2.27 >** Women's labour force participation in urban "priority districts" is tenuous compared to men's and to women's living in other urban areas

## **3. ACCESS TO RIGHTS**

### **> Access to Political and Elective Office**

**3.1 >** The share of women in Parliament has risen since 2007

**3.2 >** The share of women holding the Presidency of regional governments is increasing, but the distribution of sectoral delegations remains gendered

**3.3 >** France reaches gender parity in the European Parliament

#### **Focus : Overseas Territories**

**3.4 >** Women mayors are largely outnumbered in overseas territories, with disparities between territories

#### **Focus : Urban and Rural Territories**

**3.5 >** In 2021\*, 11 out of the 42 largest French cities are run by a woman

**3.6 >** Female mayors are in a minority, but in slightly higher numbers at the head of rural municipalities and inter-municipal authorities than urban ones

### **> Access to Social Rights and Combatting Social Insecurity**

**3.7 >** Women are somewhat over-represented among people living in modest or poor households

**3.8 >** Young women get more often need-based scholarships than men

**3.9 >** Gender pension gaps remain significant, even more in the private sector

**3.10 >** Women live longer without disability than men

**3.11 >** Women over 65 benefit more from the personalised autonomy allowance (APA) than men

**3.12 >** The majority of caregivers for seniors are women

**3.13 >** While they represent the majority of people with disabilities, women are less admitted in specialised establishments

#### **> Health and Access to Healthcare**

**3.14 >** 6 out of 10 women say they have difficulty accessing some specialist doctors

**3.15 >** Women's smoking is on the rise once again in 2020, as is men's

**3.16 >** Some diseases are under-diagnosed due to gender prejudices for both men and women

**3.17 >** In France, 1 in 10 women have endometriosis or polycystic ovary syndrome

**3.18 >** 15.4 abortions were carried out per 1,000 women aged 15 to 49 in 2020, i.e. a slight decrease

**3.19 >** The pill is used predominantly by women aged 15 to 49, and at a higher rate by young women aged 20 to 24

**3.20 >** Nearly 1 in 10 women renounce changing their period protection as often as necessary, including nearly 1 in 6 among 18-25-year-olds, with consequences on well-being

#### **Focus : Urban and Rural Territories**

**3.21 >** Women living in urban "priority districts" are less likely to declare they are in good or very good general health than women from other districts

#### **Focus : Overseas Territories**

**3.22 >** The recourse to abortion is more frequent in overseas territories than in metropolitan France

**3.23 >** Overseas, women are more likely to report intermediate, bad, or very bad states of health, compared to women living in metropolitan France

#### **> Thematic Dossier: Single-Parent Families**

**3.24 >** 82% of single parents are women

**3.25 >** Single mothers are more often unemployed or part-time workers, than single fathers, but less than partnered mothers

**3.26 >** Single mothers live more often in a precarious situation than single fathers and couples with children

#### **Focus : Overseas Territories**

**3.27 >** There are almost twice as many single-parent families overseas than in metropolitan France

#### **Focus : Urban and Rural Territories**

**3.28 >** Children in rural areas live less often in single-parent families than children in urban areas

**3.29 >** Single-parent families are over-represented in urban "priority districts" and in more precarious situations

## **4. CULTURE OF EQUALITY**

#### **> Education and Professional Orientation**

**4.1 >** High school girls shift away from digital sectors very early on

**4.2 >** The share of women in digital training is decreasing

**4.3 >** In France, this decline is mirrored by a drop in numbers of female Technology and Digital graduates, despite a raise at the European level

**4.4 >** The share of women enrolled in higher education, especially in Engineering and selective training courses

#### **Focus : Overseas Territories**

**4.5 >** 6 out of 10 girls follow a general or technological training in overseas territories

#### **Focus : Urban and Rural Territories**

**4.6 >** Whether or not they live in urban "priority districts", boys are more inclined to choose vocational training than girls

## > Culture

**4.7 >** Female artists win less awards than men regardless of the field

**4.8 >** Female artists are also less visible than men

## > Sports

**4.9 >** Most sports federations are not gender-balanced

**4.10 >** Women practice sports in a supervised environment or in a club more, but are less likely to participate in competitions

**4.11 >** Women have less time to spend practising sports than men

**4.12 >** Women represented half of Olympic athletes in 2020, compared to only 2.4% in 1920

**4.13 >** Women's sports events receive little media coverage

### **Focus : Urban and Rural Territories**

**4.14 >** Young girls living urban "priority districts" practice sports even less frequently

## > Media

**4.15 >** Women's presence rate on air is lower than that of men

**4.16 >** Women are under-represented in certain programmes

## 5. GENDER-BASED AND SEXUAL VIOLENCE

### > Sexism

**5.1 >** Sexism is still prevalent everywhere

**5.2 >** Online sexism primarily affects women and young women

### > Domestic Violence

**5.3 >** 102 women were killed by their partner or ex-partner in 2020

**5.4 >** On average, 213,000 women and 82,000 men per year were victims of domestic violence between 2011 and 2018

## > Gender-Based and Sexual Violence in the Workplace

**5.5 >** Sexism and harassment still exist in the workplace

**5.6 >** At work, most perpetrators are men, often colleagues and service-users

**5.7 >** Gender-based and sexual violence at work has multifaceted consequences

## > Sexual Violence

**5.8 >** Women are the primary victims of out-of-household sexual violence

**5.9 >** 83% of victims of gender-based and sexual violence in the world of sports are women

**5.10 >** Women represent 85% of the victims of human trafficking for sexual exploitation

## > Female Genital Mutilation and Forced Marriage

**5.11 >** Forced marriages still exist in France

**5.12 >** Over 120,000 circumcised women live in France

### **Focus : Overseas Territories**

**5.13 >** Women living in overseas territories are more frequently victims of violence in public spaces than women living in metropolitan France

### **Focus : Urban and Rural Territories**

**5.14 >** Women living in Île-de-France are more affected by violence in public spaces

**5.15 >** In Île-de-France, 2 out of 3 young women are concerned by serious acts of violence

**5.16 >** In Île-de-France in public spaces, at least 75% of perpetrators are male, while 90% of victims are female

## 6. SITUATION OF WOMEN WORLDWIDE

- 6.1 >** Gender economic inequalities are sustained worldwide
- 6.2 >** In many countries, labour law does not equally protect women and men
- 6.3 >** Migrant women are over-represented among domestic workers
- 6.4 >** Women's political representation still does not equal men's
- 6.5 >** Women's sexual and reproductive health and rights are still fragile
- 6.6 >** Girls' access to education has significantly improved, but remains insufficient
- 6.7 >** Women are the leading actors in the fight against climate change, yet they are barely represented in decision-making
- 6.8 >** France committed to promote gender equality at the international level
- 6.9 >** 40 billion US dollars of allocated funds during the Generation Equality Forum







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Impact of the health crisis, entrepreneurship and economic autonomy, gender balance in professions, access to political and social rights, access to health, the situation of single-parent families, education and professional orientation, women's participation to culture, sports and the media, gender-based and sexual violence, domestic violence, the situation of women in Overseas, urban or rural territories and worldwide...

Addressing over twenty themes, the 2021 edition of *France's Key Figures : Towards Real Gender Equality* brings together and presents the most significant data on gender equality of 2021 in 112 infographics.

Public institutions, local authorities, companies, civil society, the general public: this publication is an essential tool to enable all to assimilate and act upon this data to promote real gender equality in all spheres of society.

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