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


> 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

<table>
<thead>
<tr>
<th>Year</th>
<th>Private sector</th>
<th>Public sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>17.6%</td>
<td>13.4%</td>
</tr>
<tr>
<td>2017</td>
<td>17.2%</td>
<td>12.4%</td>
</tr>
<tr>
<td>2018</td>
<td>16.8%</td>
<td></td>
</tr>
</tbody>
</table>

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

2009: 10.7%
2020: 44.6%


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

Average gross monthly direct pension in 2018

€1,110
€1,784


> 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

2012
155 deputies
i.e.
26.9%

2017
224 deputies
i.e.
38.7%

Source: National Assembly. Details p. 40.
**OVERVIEW**

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

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>109</td>
</tr>
<tr>
<td>2017</td>
<td>130</td>
</tr>
<tr>
<td>2018</td>
<td>121</td>
</tr>
<tr>
<td>2019</td>
<td>146</td>
</tr>
<tr>
<td>2020</td>
<td>102</td>
</tr>
</tbody>
</table>

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


> 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

1. IMPACT OF THE HEALTH CRISIS
1. IMPACT OF THE HEALTH CRISIS

1.1 > The imbalance in the share of household chores remains

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.

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

21% of mothers
12% of fathers

Scope: 1,400 French residents.
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.

70% of women say they supervised their children's schoolwork on a daily basis
32%

Scope: 1,000 active workers forming a representative national sample of the working population aged 18 and over in France.

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

37% 23% 27% 35%

Scope: 1,000 active workers forming a representative national sample of the working population aged 18 and over in France.
### 1. IMPACT OF THE HEALTH CRISIS

#### Teleworking conditions for women and men during the crisis

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

- **Women**: 55%
- **Men**: 43%

**Teleworking without suitable equipment**

- **Women**: 42%
- **Men**: 52%

**Teleworking with one or more children**

- **Women**: 37%
- **Men**: 48%

---

*“Full” teleworking, situation in January 2021.
Source: CRÉDOC, enquête Conditions de vie et Aspirations (Living Conditions and Aspirations survey), January 2021.

---

### 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**

- **Women**: 11%
- **Men**: 9%

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

- **Women**: 63%
- **Men**: 35%

---

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

---

*Source: 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-IPSOS, L’égalité femmes-hommes à l’épreuve du confinement (Gender equality during lockdown), May 2020.*

---

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

---

*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-IPSOS, L’égalité femmes-hommes à l’épreuve du confinement (Gender equality during lockdown), May 2020.*
1. IMPACT OF THE HEALTH CRISIS

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

60% of women

75% of men

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.

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

43% of women

32% of men

Scope: 2,009 employees interviewed from 2 to 9 December 2020.

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

41% of women under 65 say their income has decreased since the start of lockdown

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.
1.6 > Women are more likely to forego health care than men

64% of women say they have foregone a necessary medical consultation or procedure

53% of men

10.6% of female students forewent a consultation

8.3% of male students

Scope: 7,000 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.

1.7 > 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

40.7% of female students

25.9% of male students

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

58% of women

i.e. 1.5 times more than men

Scope: 6,130 students enrolled in 2020 in university, major institutions, at the 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.

1.8 > 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

38 million unintended pregnancies are expected 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

1. IMPACT OF THE HEALTH CRISIS

1.9 > Platforms and emergency numbers showed an increase in reports

Cases reported to 3919*

<table>
<thead>
<tr>
<th>Month</th>
<th>3919 Calls Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>February</td>
<td>6,400</td>
</tr>
<tr>
<td>March</td>
<td>9,700</td>
</tr>
<tr>
<td>April</td>
<td>29,400</td>
</tr>
<tr>
<td>May</td>
<td>23,000</td>
</tr>
</tbody>
</table>

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

En Avant Toutes***

Share of domestic violence reports on the arretonslesviolences.gouv.fr*** platform

<table>
<thead>
<tr>
<th>Platform</th>
<th>March-May 2019</th>
<th>March-May 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>arretonslesviolences.gouv.fr***</td>
<td>13.4%</td>
<td>51.5%</td>
</tr>
</tbody>
</table>

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 violences 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.

*3919 is an information 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 9 a.m. to 7 p.m. From Sunday 19 April to meet growing demand, the line was made available 24/7.

**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.


***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. IMPACT OF THE HEALTH CRISIS

**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

<table>
<thead>
<tr>
<th>Year</th>
<th>Interventions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>52,304</td>
</tr>
<tr>
<td>2020</td>
<td>74,324</td>
</tr>
</tbody>
</table>

*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.

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

Share of women among front line and care workers

- **Intermediate professions in healthcare and social work**: 77.7%
- **School teachers, primary school teachers, and equivalent**: 66.2%
- **Nursing staff**: 86.6%
- **Maintenance staff**: 70%
- **Home helpers**: 97.7%

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


**> HEALTH CRISIS MANAGEMENT AND GOVERNANCE**

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


Source: Dares, Les services à la personne en (Services to individuals in), 2013. Insee figures.
1. IMPACT OF THE HEALTH CRISIS

### 1.13 > Women are under-represented in decision-making support bodies

#### Gender composition of crisis management bodies

**Scientific committee**

<table>
<thead>
<tr>
<th>Women (%)</th>
<th>Men (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>25%</td>
<td>75%</td>
</tr>
</tbody>
</table>

**Analysis, research and expertise committee (CARE)**

<table>
<thead>
<tr>
<th>Women (%)</th>
<th>Men (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>41.7%</td>
<td>58.3%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Women (%)</th>
<th>Men (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.3%</td>
<td>85.7%</td>
</tr>
</tbody>
</table>

**Post-Covid international economic commission**

<table>
<thead>
<tr>
<th>Women (%)</th>
<th>Men (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>34.6%</td>
<td>65.4%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Women (%)</th>
<th>Men (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>35%</td>
<td>65%</td>
</tr>
</tbody>
</table>

**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.
- Article published on 20/05/2020 on the website of the Ministry of Higher Education, Research and Innovation. SDFE calculations.
- Prime Minister’s press release, 22 April 2020. SDFE calculations.
- High Council for Gender Equality, Vigilance Égalité : L'éga-conditionnalité comme moteur de sortie de crise (Equality scrutiny : Conditionality as a driver for overcoming the health crisis), June 2020. SDFE calculations.

### 1.14 > 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 1st to May 21st 2020

<table>
<thead>
<tr>
<th>Newspaper</th>
<th>Appearing as experts</th>
<th>Appearing anonymously</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>16.6%</td>
<td>83.4%</td>
</tr>
</tbody>
</table>

#### Share of women authoring newspaper discussion forums or sections

<table>
<thead>
<tr>
<th>Newspaper</th>
<th>Appearing as experts</th>
<th>Appearing anonymously</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>51.9%</td>
<td>48.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Newspaper</th>
<th>Appearing as experts</th>
<th>Appearing anonymously</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>25.6%</td>
<td>74.4%</td>
</tr>
</tbody>
</table>

**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.
1. IMPACT OF THE HEALTH CRISIS

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

![Graph showing rate of occurrence of women among contributors to television news during usual periods and health crisis.]

- **Usual periods (2018)**
- **Period of the health crisis** (first lockdown)**

*Excluding journalists.
**Eight days of broadcasted programs, between 17 March and 11 April 2020.
***From 17 March to 11 May 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**

![Graph showing speaking time share of women during usual periods and health crisis on rolling news channels.]

*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

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Women (%)</th>
<th>Men (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ages 15-24</td>
<td>19.9</td>
<td>20.3</td>
</tr>
<tr>
<td>Ages 25-49</td>
<td>7.5</td>
<td>7.4</td>
</tr>
<tr>
<td>Ages 50+</td>
<td>5.4</td>
<td>5.4</td>
</tr>
<tr>
<td>Combined</td>
<td>8.0</td>
<td>8.1</td>
</tr>
</tbody>
</table>

Scope: active population in France excluding Mayotte, living in ordinary housing, aged 15 to 64.

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

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Women (%)</th>
<th>Men (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ages 15-24</td>
<td>-3.9</td>
<td>-8.8</td>
</tr>
<tr>
<td>Ages 25-49</td>
<td>-8.8</td>
<td>-5.9</td>
</tr>
<tr>
<td>Ages 50+</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Combined</td>
<td></td>
<td>-6.3</td>
</tr>
</tbody>
</table>

*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.

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

<table>
<thead>
<tr>
<th>Gender</th>
<th>Rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>8.6</td>
</tr>
<tr>
<td>Men</td>
<td>6.8</td>
</tr>
</tbody>
</table>

**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

<table>
<thead>
<tr>
<th>Master graduates in 2017</th>
<th>Stable employment rate 30 months after graduation</th>
<th>Executives’ employment rate 30 months after graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td>58%</td>
<td>74%</td>
<td>63%</td>
</tr>
<tr>
<td>42%</td>
<td>82%</td>
<td>75%</td>
</tr>
</tbody>
</table>

**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.


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**

<table>
<thead>
<tr>
<th>Share of part-time contracts</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>In predominantly female occupations</strong></td>
</tr>
<tr>
<td>79.5% of part-time contracts are held by women</td>
</tr>
<tr>
<td>20.5% of part-time contracts are held by men</td>
</tr>
</tbody>
</table>

| **In predominantly male occupations** |
| 33% of women work part-time |
| 9% of men work part-time |
| 16% of women work part-time |
| 9% of men work part-time |

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

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

<table>
<thead>
<tr>
<th>Reason</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>To do a training course or a professional activity</td>
<td>11% (48% of women)</td>
<td>30% (14% of men)</td>
</tr>
<tr>
<td>For health reasons</td>
<td>10% (20% of women)</td>
<td>21% (16% of men)</td>
</tr>
<tr>
<td>To care for dependents (children, parents)</td>
<td>48% (11% of women)</td>
<td>14% (2% of men)</td>
</tr>
<tr>
<td>To have free time and do housework</td>
<td>20% (11% of women)</td>
<td>16% (19% of men)</td>
</tr>
<tr>
<td>Other reasons</td>
<td>11% (19% of women)</td>
<td>19% (11% of men)</td>
</tr>
</tbody>
</table>

*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.

---

*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.
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

<table>
<thead>
<tr>
<th>Farm operators</th>
<th>Craftspeople, merchants, business leaders</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.7%</td>
<td>2%</td>
</tr>
<tr>
<td>17.9%</td>
<td>22.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Executives and higher managerial and professional positions</th>
<th>Employees</th>
<th>Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>9% of women in infrastructure professions</td>
<td>23%</td>
<td>77%</td>
</tr>
<tr>
<td>17% in programming and development professions</td>
<td>12.5%</td>
<td>7.9%</td>
</tr>
<tr>
<td>39.9%</td>
<td>39.9%</td>
<td>29.9%</td>
</tr>
<tr>
<td>4.2%</td>
<td>17.9%</td>
<td>29.9%</td>
</tr>
</tbody>
</table>


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

Share of women in digital professions*

<table>
<thead>
<tr>
<th>Emerging professions</th>
<th>Declining professions</th>
</tr>
</thead>
<tbody>
<tr>
<td>9%</td>
<td>35%</td>
</tr>
<tr>
<td>17%</td>
<td>11%</td>
</tr>
</tbody>
</table>

*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.

**Digital professions whose workforce at least doubled between 2009 and 2017.
***Professions whose workforce fell between 2009 and 2017.
### 2.8 > Women are under-represented in the sports industry

#### Share of women and men in sports professions

<table>
<thead>
<tr>
<th>Profession</th>
<th>Presidency of sporting federations*</th>
<th>Members of management committees of sporting federations**</th>
<th>Technical advisers</th>
</tr>
</thead>
<tbody>
<tr>
<td>National coaches</td>
<td>17.4% 82.6%</td>
<td>35.3% 64.7%</td>
<td>25% 75%</td>
</tr>
<tr>
<td>BPJEPS*** Sport graduates</td>
<td>11.3% 88.7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All sports</td>
<td>26% 74%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rugby</td>
<td>3.7% 96.3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Football</td>
<td>2.8% 97.2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Handball</td>
<td>73.6% 26.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gymnastics</td>
<td>81.5% 18.5%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*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 people employed in the cultural sector

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

- Entertainment professions: 34%
- Visual arts and crafts professions: 48%
- Literary professions: 52%
- Documentation and conservation professions: 75%

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

- Architects: 37%
- Art teachers: 58%
- All cultural professions: 46%

*Scope: active employees, metropolitan France, for the 1990-2013 period, whole of France from 2014.
2.10 > Sports journalism is still a man’s world

Share of women among journalists

<table>
<thead>
<tr>
<th>All journalists</th>
<th>Sports journalists</th>
</tr>
</thead>
<tbody>
<tr>
<td>48%</td>
<td>10%</td>
</tr>
<tr>
<td>52%</td>
<td></td>
</tr>
</tbody>
</table>

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

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

Share of women in video games professions in 2019

<table>
<thead>
<tr>
<th>Development studios</th>
<th>Image</th>
<th>Publishing and Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>14%</td>
<td>15%</td>
<td>14%</td>
</tr>
<tr>
<td>Management</td>
<td>Design</td>
<td>Technology</td>
</tr>
<tr>
<td>11%</td>
<td>6%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Source: Observatory for Equality between Women and Men in Culture and Communications of the Ministry of Culture, 2021
2.12 > Gender pay gaps, which are more significant in the private sector than in the public sector, are gradually reducing.

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>1995</td>
<td>15%</td>
<td>92%</td>
</tr>
<tr>
<td>2000</td>
<td>18%</td>
<td>87%</td>
</tr>
<tr>
<td>2005</td>
<td>28%</td>
<td>82%</td>
</tr>
<tr>
<td>2010</td>
<td>27%</td>
<td>72%</td>
</tr>
<tr>
<td>2015</td>
<td>42%</td>
<td>58%</td>
</tr>
</tbody>
</table>

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

- **Women**
  - Top 0.1%: 13%
  - Top 1%: 18%
  - Top 10%: 28%
  - Entire private sector: 42%

- **Men**
  - Top 0.1%: 87%
  - Top 1%: 82%
  - Top 10%: 72%
  - Entire private sector: 58%

*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, 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

- Professional sportswomen: €3,700
- Professional sportsmen: €12,100

Football

- Professional sportswomen: €2,500
- Professional sportsmen: €94,000

Tennis

- Semi-finalist: €375,000
- Finalist: €750,000
- Winner: €1,400,000

*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

*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

<table>
<thead>
<tr>
<th>CAC40* companies</th>
<th>SBF120** companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>2010</td>
</tr>
<tr>
<td>10.7%</td>
<td>44.6%</td>
</tr>
<tr>
<td>2013</td>
<td>2020</td>
</tr>
<tr>
<td>26.1%</td>
<td>45.2%</td>
</tr>
</tbody>
</table>

Share of women on larger companies’ executive and management committees

<table>
<thead>
<tr>
<th>SBF120** companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
</tr>
<tr>
<td>7.3%</td>
</tr>
<tr>
<td>2020</td>
</tr>
<tr>
<td>21%</td>
</tr>
</tbody>
</table>

*40 companies listed on the main Paris stock market index.
*120 leading companies listed on the main Paris stock market index.
2.17 > The average response rate to CV job applications does not reveal gender-based discriminations, but shows variations depending on the professions

<table>
<thead>
<tr>
<th>Average response rate* to job applications</th>
<th>Response rate according to the skill level of professions**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kitchen assistant/helper</td>
<td>Sales employee</td>
</tr>
<tr>
<td>33.4%</td>
<td>37.5%</td>
</tr>
<tr>
<td>33.2%</td>
<td>45%</td>
</tr>
<tr>
<td>Production engineer</td>
<td>Shop manager</td>
</tr>
<tr>
<td>26.7%</td>
<td>17.9%</td>
</tr>
<tr>
<td>35.8%</td>
<td>29.2%</td>
</tr>
</tbody>
</table>

*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/IPP/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

- competence
- availability
- presentation
- know-how
- adaptability
- diploma
- motivation
- ability to manage workload
- seriousness
- recommendation

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.
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

<table>
<thead>
<tr>
<th>Institution</th>
<th>2000</th>
<th>2013</th>
<th>2018</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inria</td>
<td>24%</td>
<td>34%</td>
<td>43%</td>
<td>41%</td>
</tr>
<tr>
<td>CNRS</td>
<td>76%</td>
<td>66%</td>
<td>57%</td>
<td>59%</td>
</tr>
<tr>
<td>Inserm</td>
<td>35%</td>
<td>35%</td>
<td>35%</td>
<td>35%</td>
</tr>
<tr>
<td>CNRS</td>
<td>65%</td>
<td>65%</td>
<td>65%</td>
<td>65%</td>
</tr>
<tr>
<td><strong>Combined</strong></td>
<td><strong>62.3%</strong></td>
<td><strong>61.3%</strong></td>
<td><strong>61.2%</strong></td>
<td><strong>61%</strong></td>
</tr>
</tbody>
</table>

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).


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

<table>
<thead>
<tr>
<th>Year</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>62.3%</td>
<td>37.7%</td>
</tr>
<tr>
<td>2013</td>
<td>61.3%</td>
<td>38.5%</td>
</tr>
<tr>
<td>2018</td>
<td>61.2%</td>
<td>38.8%</td>
</tr>
<tr>
<td>2020</td>
<td>61%</td>
<td>39%</td>
</tr>
</tbody>
</table>

*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.


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.

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

100% female founding team

Gender-mixed founding team

100% male founding team

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

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

<table>
<thead>
<tr>
<th>State public service**</th>
<th>Territorial public service**</th>
<th>Hospital public service**</th>
<th>Whole public service</th>
<th>Private sector employees (for reference)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CATEGORIES A AND A+</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>62.4%</td>
<td>62.4%</td>
<td>74.8%</td>
<td>65.1%</td>
<td></td>
</tr>
<tr>
<td>of which 40.3% are A-</td>
<td>of which 51.2% are A-</td>
<td>of which 49.9% are A-</td>
<td>of which 41.9% are A-</td>
<td></td>
</tr>
</tbody>
</table>

| **CATEGORY B** |                             |                          |                     |                                         |
| 42%           | 63.6%                       | 82.6%                    | 55.1%               |                                         |

| **CATEGORY C** |                             |                          |                     |                                         |
| 55.2%         | 60.7%                       | 78.7%                    | 63.7%               |                                         |

| **ALL CATEGORIES** |                             |                          |                     |                                         |
| 56%              | 61.3%                       | 78%                      | 62.5%               | 46.2%                                   |

*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

<table>
<thead>
<tr>
<th>Service</th>
<th>Share of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>State public service</td>
<td>34.5% of women</td>
</tr>
<tr>
<td>Local public service</td>
<td>32.6% of women</td>
</tr>
<tr>
<td>Hospital public service</td>
<td>49.1% of women</td>
</tr>
<tr>
<td>Combined</td>
<td>37% of women</td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Service</th>
<th>Share of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>34.6%</td>
</tr>
</tbody>
</table>

*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

<table>
<thead>
<tr>
<th>Year</th>
<th>State public service</th>
<th>Local public service</th>
<th>Hospital public service</th>
<th>Combined</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>32%</td>
<td>33%</td>
<td>34%</td>
<td>35%</td>
</tr>
<tr>
<td>2014</td>
<td>33%</td>
<td>34%</td>
<td>35%</td>
<td>36%</td>
</tr>
<tr>
<td>2015</td>
<td>34%</td>
<td>35%</td>
<td>36%</td>
<td>37%</td>
</tr>
<tr>
<td>2016</td>
<td>35%</td>
<td>36%</td>
<td>37%</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>36%</td>
<td>37%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>37%</td>
<td>38%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*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: DGAFP, 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

<table>
<thead>
<tr>
<th>Region</th>
<th>Women (%)</th>
<th>Men (%)</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guadeloupe</td>
<td>45%</td>
<td>51%</td>
<td>-6 POINTS</td>
</tr>
<tr>
<td>Martinique</td>
<td>54%</td>
<td>55%</td>
<td>-1 POINT</td>
</tr>
<tr>
<td>Guyana</td>
<td>38%</td>
<td>52%</td>
<td>-14 POINTS</td>
</tr>
<tr>
<td>Réunion Island</td>
<td>42%</td>
<td>50%</td>
<td>-8 POINTS</td>
</tr>
<tr>
<td>Mayotte*</td>
<td>25%</td>
<td>41%</td>
<td>-16 POINTS</td>
</tr>
<tr>
<td>Metropolitan France</td>
<td>62%</td>
<td>69%</td>
<td>-7 POINTS</td>
</tr>
</tbody>
</table>

*Annual average except for Mayotte: situation in the 2nd 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*

<table>
<thead>
<tr>
<th>Rural territories</th>
<th>Urban territories</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>21%</strong> of women</td>
<td><strong>16%</strong> of men</td>
</tr>
<tr>
<td><strong>13%</strong> of women</td>
<td><strong>11%</strong> of men</td>
</tr>
</tbody>
</table>

Share of women working part-time

<table>
<thead>
<tr>
<th>Densely populated areas</th>
<th>Sparsely populated areas</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>24%</strong> of women</td>
<td><strong>30%</strong> of women</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Densely populated urban territories</th>
<th>Sparsely populated rural territories</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>15.7%</strong></td>
<td><strong>9.9%</strong></td>
</tr>
</tbody>
</table>

+0.4 points

+1.9 points

*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”

<table>
<thead>
<tr>
<th>Women living in urban “priority districts”</th>
<th>Men living in urban “priority districts”</th>
<th>Women living in other districts**</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014 -2.7%</td>
<td>2014 -1.0%</td>
<td>2014 +1.8%</td>
</tr>
<tr>
<td>2019</td>
<td>2019</td>
<td>2019</td>
</tr>
</tbody>
</table>

Urban “priority districts” female residents’ unemployment rate

2.6 times higher than that of women in other districts
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***

- **Women living in urban “priority districts”**: 16.6%
- **Women living outside of urban “priority districts”**: 6.8%
- **Men living in urban “priority districts”**: 5.6%

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

- **Women living in urban “priority districts”**: 20.4%
- **Women living outside of urban “priority districts”**: 11.9%
- **Men living in urban “priority districts”**: 12.9%

*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
3. ACCESS TO RIGHTS

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

National Assembly (577 seats)

- **2007**: 107 deputies, 18.5%
- **2012**: 155 deputies, 26.9%
- **2017**: 224 deputies, 38.7%

Senate (348 seats)

- **2014**: 87 senators, 25%
- **2017**: 115 senators, 31.6%
- **2020**: 121 senators, 34.8%

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):** 1 woman, 10 men (4.5% of women)
- **December 2015 (13 regions):** 3 women, 10 men (23% of women)
- **June 2021 (13 regions):** 4 women, 9 men (31% of women)

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

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

- **Social Affairs / Health:** 100% of women
- **Culture:** 81.8% of women
- **Tourism:** 40% of women
- **European and international Cooperation / Relations:** 18.2% of women
- **Budget / Finance:** 11.1% of women
- **Transport:** 8.3% of women

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

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

- **EU average**: 40.4%
- **UK**: 46.6%
- **France**: 36.5%
- **Spain**: 47%
- **Italy**: 41%

*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**

<table>
<thead>
<tr>
<th>Territory</th>
<th>2014</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guadeloupe</td>
<td>25%</td>
<td>21.9%</td>
</tr>
<tr>
<td>Martinique</td>
<td>5.9%</td>
<td>10%</td>
</tr>
<tr>
<td>Guyana</td>
<td>12.5%</td>
<td>22.7%</td>
</tr>
<tr>
<td>Réunion Island</td>
<td>4.2%</td>
<td>16.7%</td>
</tr>
<tr>
<td>Mayotte</td>
<td>11.8%</td>
<td></td>
</tr>
<tr>
<td>Average for whole of France</td>
<td>14.6%</td>
<td>20%</td>
</tr>
</tbody>
</table>

*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

<table>
<thead>
<tr>
<th>2014</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 women mayors</td>
<td>11 women mayors</td>
</tr>
</tbody>
</table>

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**

<table>
<thead>
<tr>
<th>Share of municipalities headed by women</th>
<th>Share of female EPCI* Presidents, according to population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rural municipalities</td>
<td>EPCI of less than 15,000 inhabitants</td>
</tr>
<tr>
<td>20.3%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Urban municipalities</td>
<td>EPCI of 100,000 to 300,000 inhabitants</td>
</tr>
<tr>
<td>18%</td>
<td>8.7%</td>
</tr>
</tbody>
</table>

*Public establishment of inter-municipal cooperation (EPCI).
> 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.

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

<table>
<thead>
<tr>
<th>Average gross monthly amount of direct pension* in 2018</th>
<th>Average gross monthly amount of total pension** in 2018</th>
<th>Average pension gap between women and men</th>
</tr>
</thead>
<tbody>
<tr>
<td>€1,110</td>
<td>€1,784</td>
<td>Private sector</td>
</tr>
<tr>
<td>€1,367</td>
<td>€1,806</td>
<td>Public sector</td>
</tr>
</tbody>
</table>

*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.  

3.10 > Women live longer without disability than men

Disability-free life expectancy at age 65, in 2019

Average age in years:
- Women: 11.5 years
- Men: 10.4 years

Scope: whole of France.  

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)

<table>
<thead>
<tr>
<th>Share of beneficiaries</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ages 65-69</td>
<td>1.5%</td>
<td>1.3%</td>
</tr>
<tr>
<td>Ages 70-74</td>
<td>3.1%</td>
<td>2.3%</td>
</tr>
<tr>
<td>Ages 75-79</td>
<td>6.9%</td>
<td>4.6%</td>
</tr>
<tr>
<td>Ages 80-84</td>
<td>14.6%</td>
<td>20%</td>
</tr>
<tr>
<td>Ages 85-89</td>
<td>29%</td>
<td>42%</td>
</tr>
<tr>
<td>Ages 90+</td>
<td>54.2%</td>
<td></td>
</tr>
</tbody>
</table>

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. ACCESS TO RIGHTS

3.12 > The majority of caregivers for seniors are women

In metropolitan France
Out of 3.9 million caregivers

59.5% are women
40.5% are men

Average distance* to get to the senior dependent’s home**
55.6 km
46.5 km

*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.

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

Women: 35%
Men: 46%

Children admitted into establishments

Women: 65%
Men: 59%

Total population with disabilities

Women: 54%
Men: 46%

Scope: whole of France.

> HEALTH AND ACCESS TO HEALTHCARE

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

58% of women
54% of men

35% of women say they are under the impression to face clichés and stereotypes based on their gender in their medical care

21% of men

*For example, a woman is sensitive, while a man is strong.
Scope: sample of 1027 people, representative of the French population, aged 18 and over.
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

![Graph showing the increase in smoking among both men and women.

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

- 75,400 women
  - 1st cause of medical mortality
- 65,000 men
  - 2nd cause of medical mortality
  - 1st cause of premature mortality**

*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).

OSTEOPOROSIS

Among women aged 65
- 39% are affected
- 2 out of 3 affect women

Among osteoporosis-related fractures
- 1 out of 3 affect men

*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.

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


Polycystic ovary syndrome affects

10% of women

1st 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)

222,025 abortions
of which 207,497 performed in metropolitan France
232,200 abortions in 2019

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

15.4 abortions
16.1 abortions in 2019

*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.

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%
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).

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

Ages 15-49

Ages 20-24

*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

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ages 18-25</td>
<td>15%</td>
</tr>
<tr>
<td>Ages 25-34</td>
<td>8%</td>
</tr>
<tr>
<td>Ages 39-49</td>
<td>5%</td>
</tr>
<tr>
<td>Ages 50+</td>
<td>9%</td>
</tr>
<tr>
<td>Combined</td>
<td>8%</td>
</tr>
</tbody>
</table>

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.

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

<table>
<thead>
<tr>
<th>Place of Residence</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women living in other districts *</td>
<td>67.5% of women</td>
</tr>
<tr>
<td>Women living in urban “priority districts”</td>
<td>51.1% of women</td>
</tr>
</tbody>
</table>

*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 district.
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

<table>
<thead>
<tr>
<th>Overseas Territory</th>
<th>Abortions per 1,000 women</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Overseas</td>
<td>28.4</td>
</tr>
<tr>
<td>Guadeloupe**</td>
<td>39.4</td>
</tr>
<tr>
<td>Martinique</td>
<td>27.2</td>
</tr>
<tr>
<td>Guyana</td>
<td>42.2</td>
</tr>
<tr>
<td>Réunion Island</td>
<td>21.8</td>
</tr>
<tr>
<td>Mayotte</td>
<td>21.3</td>
</tr>
</tbody>
</table>

*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.

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

<table>
<thead>
<tr>
<th>Overseas Territory</th>
<th>Probability Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guadeloupe</td>
<td>x 1.7</td>
</tr>
<tr>
<td>Guyana</td>
<td>x 1.5</td>
</tr>
<tr>
<td>Réunion Island</td>
<td>x 1.4</td>
</tr>
<tr>
<td>Mayotte</td>
<td>x 1.7</td>
</tr>
</tbody>
</table>

Interpretation: women living in Réunion 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), Études et résultats n° 1057, April 2018. Figures: Inpes, 2014 health barometer, 2014 Overseas health barometer.
3. ACCESS TO RIGHTS

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.

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**

<table>
<thead>
<tr>
<th>All households</th>
<th>Couples with children</th>
<th>Single parents</th>
</tr>
</thead>
<tbody>
<tr>
<td>14%</td>
<td>13.1%</td>
<td>36.3% (i.e. 2.5 times more)</td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Single mothers</th>
<th>Single fathers</th>
</tr>
</thead>
<tbody>
<tr>
<td>-22.2%</td>
<td>-13.4%</td>
</tr>
</tbody>
</table>

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.

**Housing status**

<table>
<thead>
<tr>
<th>Social housing tenants</th>
<th>Owners</th>
</tr>
</thead>
<tbody>
<tr>
<td>single mothers</td>
<td>single mothers</td>
</tr>
<tr>
<td>41%</td>
<td>28%</td>
</tr>
<tr>
<td>single fathers</td>
<td>single fathers</td>
</tr>
<tr>
<td>23%</td>
<td>45%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>France excluding overseas</th>
<th>Overseas territories</th>
</tr>
</thead>
<tbody>
<tr>
<td>25% of single-parent families</td>
<td>39.2% of single-parent families</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>1 child</th>
<th>2 children</th>
<th>3 children or more</th>
<th>Regardless of the number of children</th>
</tr>
</thead>
<tbody>
<tr>
<td>48.2% of single mothers</td>
<td>59.8% of single mothers</td>
<td>78.8% of single mothers</td>
<td>61% of single mothers</td>
</tr>
</tbody>
</table>

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.
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

Rural children: 1.4 out of 10
Urban children: 2.2 out of 10


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

Rural

24.1% in urban “priority districts”
15.7% outside urban “priority districts”

Child poverty rate (under 18) in urban “priority districts”

55.8% in urban “priority districts”
15.8% outside urban “priority districts”

Urban

15.7% in urban “priority districts”
54.6% outside urban “priority districts”

Poverty rate of these families

Metropolitan France

54.6% in urban “priority districts”
30.9% outside urban “priority districts”

Martinique and La Réunion

68.3% in urban “priority districts”
3.7% outside urban “priority districts”

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.


### > EDUCATION AND PROFESSIONAL ORIENTATION

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

<table>
<thead>
<tr>
<th>In penultimate year of high school</th>
<th>Specialising in Digital and Computer Science*</th>
</tr>
</thead>
<tbody>
<tr>
<td>56%</td>
<td>2.9%</td>
</tr>
</tbody>
</table>

*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

<table>
<thead>
<tr>
<th>IT and Digital</th>
<th>Engineering preparatory classes</th>
<th>Engineering schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>16%</td>
<td>26%</td>
<td>28.1% of women</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6.5% of whom specialised in IT and computer sciences</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IT-specific vocational education</th>
<th>Share of women in all higher education</th>
</tr>
</thead>
<tbody>
<tr>
<td>9%</td>
<td>55%</td>
</tr>
</tbody>
</table>


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

<table>
<thead>
<tr>
<th>Short training cycles</th>
<th>Masters</th>
</tr>
</thead>
<tbody>
<tr>
<td>-43%</td>
<td>0%</td>
</tr>
<tr>
<td>Digital</td>
<td>Digital</td>
</tr>
<tr>
<td>-10%</td>
<td>-2%</td>
</tr>
<tr>
<td>Engineering</td>
<td>Engineering</td>
</tr>
</tbody>
</table>

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

-6%  
35,746 33,709
2013 2014 2015 2016 2017

+2%  
225,143 229,131
2013 2014 2015 2016 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

-2%  
35,746 33,709 2013 2014 2015 2016 2017

+23%  
225,143 229,131 2013 2014 2015 2016 2017

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

<table>
<thead>
<tr>
<th>Course Type</th>
<th>2009-2010</th>
<th>2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paramedical and Social training</td>
<td>84%</td>
<td>84%</td>
</tr>
<tr>
<td>Universities - Language training, Humanities,</td>
<td>70%</td>
<td>70%</td>
</tr>
<tr>
<td>Social Sciences</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Universities - Medicine, Dentistry, Pharmacy</td>
<td>62%</td>
<td>65%</td>
</tr>
<tr>
<td>Universities - Law, Economics, Economic and</td>
<td>59%</td>
<td>61%</td>
</tr>
<tr>
<td>Social Administration</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business, Management, Accounting schools</td>
<td>49%</td>
<td>51%</td>
</tr>
<tr>
<td>Higher Technician and similar</td>
<td>51%</td>
<td>49%</td>
</tr>
<tr>
<td>Preparatory classes for elite universities</td>
<td>43%</td>
<td>42%</td>
</tr>
<tr>
<td>Universities - Sciences, Sciences and Techniques of Physical and Sports Activities</td>
<td>38%</td>
<td>40%</td>
</tr>
<tr>
<td>Engineering training</td>
<td>26%</td>
<td>28%</td>
</tr>
<tr>
<td>All students</td>
<td>56%</td>
<td>56%</td>
</tr>
</tbody>
</table>

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.

---

**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”**
  - **40.1%**

- **Living outside urban “priority districts”**
  - **55.5%**

  - **33.7%**

  - **21.2%**

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

#### Cinema
- Number of female directors awarded a César since 2010: 0
- Number of films directed by a woman winning an award at the Cannes Film Festival since 2010*: 1

#### Music
- Share of women awarded Best album at the Victoires de la Musique 2020: 9%
- Share of award-winning female artists or Instrumental soloists of the year at the Victoires de la musique classique**: 19%

#### Literature
- Share of women among literary award winners from 2010 to 2019: 42%

#### Theatre
- Share of women among winners of Molière award for Best director from 2010 to 2019: 14%
- Number of women winning a Molière award for Best dramatic author since 2010: 0

---

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

#### In the performing arts and dance sectors
- Share of scheduled performances* by women: 38%
- Share of women and men scheduled in music festivals (Contemporary music): 14%
- Share of women and men scheduled in music festivals (Classical music): 22%

#### In the feature film industry
- Share of films directed by women and men in 2019: 25% and 75%

---

*2021 update.
**Classical Music Awards

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

Less than 1 opera performance out of 5 is staged by a woman (2020-2021)
4. CULTURE OF EQUALITY

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

<table>
<thead>
<tr>
<th>Regional art funds*</th>
<th>Arts centres*</th>
</tr>
</thead>
<tbody>
<tr>
<td>30%</td>
<td>38%</td>
</tr>
</tbody>
</table>

Share of women among winners of prestigious grand prizes in 2020

<table>
<thead>
<tr>
<th>All prizes</th>
<th>Académie Française</th>
<th>Inscriptions et belles-lettres</th>
<th>Beaux-arts</th>
</tr>
</thead>
<tbody>
<tr>
<td>64%</td>
<td>15%</td>
<td>9%</td>
<td>15%</td>
</tr>
</tbody>
</table>

*All artists exhibited

> SPORTS

4.9 > 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

<table>
<thead>
<tr>
<th>Sport</th>
<th>Share of women</th>
<th>Share of men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Horse riding</td>
<td>83.6%</td>
<td>16.4%</td>
</tr>
<tr>
<td>Football</td>
<td>9.4%</td>
<td>90.6%</td>
</tr>
<tr>
<td>Gymnastics</td>
<td>82.8%</td>
<td>17.2%</td>
</tr>
<tr>
<td>Cycling</td>
<td>10.9%</td>
<td>89.1%</td>
</tr>
<tr>
<td>Ice sports</td>
<td>87.3%</td>
<td>12.7%</td>
</tr>
<tr>
<td>Model aircraft</td>
<td>4%</td>
<td>96%</td>
</tr>
</tbody>
</table>

*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

- 53% of women practice sports in a supervised environment or in a club
- 44% of men practice sports in a supervised environment or in a club
- 35% of women practice sports in a club
- 32% of men practice sports in a club
- 18% of women practice sports with a licence
- 30% of men practice sports with a licence
- 16% of women participate in a tournament or competition
- 31% of men participate in a tournament or competition

Source: all participants aged 15 and over, living in France, including Overseas territories.

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

- 63% of women
- 66% of men

Frequency of sports practice per week, by gender

Women
- 37% Less than once
- 18% Once
- 19% Two or three times
- 26% Four times or more

Men
- 40% Less than once
- 17% Once
- 14% Two or three times
- 29% Four times or more

Source: all participants aged 15 and over, living in France, including Overseas.
4. CULTURE OF EQUALITY

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Share of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>1920</td>
<td>2.4%</td>
</tr>
<tr>
<td>1968</td>
<td>14.6%</td>
</tr>
<tr>
<td>1980</td>
<td>21.5%</td>
</tr>
<tr>
<td>2000</td>
<td>38.2%</td>
</tr>
<tr>
<td>2020*</td>
<td>48.8%</td>
</tr>
</tbody>
</table>


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.

<table>
<thead>
<tr>
<th>Gender</th>
<th>Share of Broadcasted Female Sports Events</th>
<th>Media Coverage of Women’s and Men’s Competitions in 2016 (by Hourly Volume and by Sport)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>Between 16% and 20%</td>
<td>Women’s Competitions: 1,039 hours; Men’s Competitions: 2,149 hours</td>
</tr>
<tr>
<td>Men</td>
<td></td>
<td>Women’s Competitions: 443 hours; Men’s Competitions: 4,173 hours</td>
</tr>
</tbody>
</table>

Scope: all the free channels broadcasting sports programs (four public channels and eight private channels: TF1, France 2, France 3, M6, CB, W9, TMC, France 4; CStar; France Ô, L’Equipe; 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).

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

51%

32%


> 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 > Women are under-represented in certain programmes

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

<table>
<thead>
<tr>
<th>Rate of occurrence</th>
<th>Speaking time rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>18%</td>
<td>13%</td>
</tr>
<tr>
<td>36%</td>
<td>30%</td>
</tr>
<tr>
<td>42%</td>
<td>39%</td>
</tr>
<tr>
<td>48%</td>
<td>39%</td>
</tr>
<tr>
<td>55%</td>
<td>38%</td>
</tr>
</tbody>
</table>

*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.

Only **6 out of 35 broadcasters** ensure women a speaking time rate greater than or equal to **45%**
5. GENDER-BASED AND SEXUAL VIOLENCE
5. GENDER-BASED AND SEXUAL VIOLENCE

5.1 > Sexism is still prevalent everywhere

In public spaces, between April 2017 and April 2018

99% have been victims of a sexist act or comment at least once in their life in France

20% of women say they have been whistled at

8% of women say they have been insulted

3% say they have been followed

1% say they have received unsolicited sexual advances

Focus on women aged 20-24

40% were subjected to unwanted “flirting” in a public space

14% reported situations of sexual harassment and assault

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

1.6 million people

of whom 88% of women

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

182,000 women (out of a total of 209,000 victims)

40% of these offenses were committed in the conjugal context


Men are the main perpetrators of gender-based violence

131,000 people were implicated in crimes or misdemeanours of a gender-based nature in 2019,

of whom 91% of men

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.


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.


5.2 > 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: 69%
  - Obscene remarks with a sexual connotation: 51%
  - Sending photos of genitals: 49%

- Behaviours that affected the most users
  - Repeated made advances: 51%
  - Obscene remarks with a sexual connotation: 49%
  - Sending photos of genitals: 42%

* During the 2015-2016 school year.
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 insulted online regarding to their physical appearance
  - 20% (1 in 5 girls)
  - 12% (1 in 8 boys)

- Share of girls and boys having been insulted online regarding to their physical appearance
  - 16% (1 in 6 girls)
  - 11% (1 in 10 boys)

* 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 online violence

- 85% of domestic violence victims say they have suffered at least one form of online violence* from their partner of ex-partner in the last 12 months

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

Number of violent deaths within couples in 2020

125 victims
14 deceased children
139 deaths in 2020, compared with 198 in 2019


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

213,000 victims of domestic violence
- 152,000 physical violence
- 30,000 sexual violence
- 31,000 physical and sexual violence

82,000 victims of domestic violence
- 75,000 physical violence
- 4,000 sexual violence
- 3,000 physical and sexual violence

72% of victims are women
28% of this violence concerned young women and men aged 18 to 29
14% of victims filed a complaint

*Interpretation: on average, each year over the period 2011-2018, 213,000 women aged 18 to 75 were victims of domestic abuse.

> 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

Europe
- 6 out of 10

France
- 1 in 2

9% of European women say they have been pressured at least once into an act of a sexual nature

Source: 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.

Share of sexual violence suffered in the work or study place

9% of sexual violence takes place 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-SSMSI, 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

<table>
<thead>
<tr>
<th>Perpetrators’s relation to the victim</th>
<th>Type of violence</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Sexual violence without physical contact</td>
</tr>
<tr>
<td>Service-users (majority male)</td>
<td>5.8% other</td>
</tr>
<tr>
<td>Colleagues (majority male)</td>
<td>35.2%</td>
</tr>
<tr>
<td>Hierarchical superiors (majority male)</td>
<td>30.6%</td>
</tr>
<tr>
<td>Subordinates (impossible to designate a majority among perpetrators)</td>
<td>24.3%</td>
</tr>
<tr>
<td></td>
<td>4.1%</td>
</tr>
</tbody>
</table>

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.
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.

> 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.
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.

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


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.

99% of “purchasers” of sex acts are men


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.
5.11 > Forced marriages still exist in France

In 2020

173 victims of forced marriage contacted the support line

SOS Mariage Forcé

Among them

98% were women and girls
8% were minors
37% were under 20 years old
23% dropped out of school

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

124,355 circumcised adult females in France

86,343 from “high-risk countries”, so-called “first generation”*

38,012 from “high-risk countries”, so-called “second generation”**

*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 âgées de 15 à 49 ans 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 no 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

**INSULTS**

- Réunion Island: 9.1%
- Martinique: 12.6%
- Guadeloupe: 12%
- Metropolitan France: 7.9%

**“FLIRTING” (CAT-CALLS AND WHISTLING)**

- Réunion Island: 36.2%
- Martinique: 51.3%
- Guadeloupe: 48%
- Metropolitan France: 19.6%

**PHYSICAL VIOLENCE**

- Réunion Island: 1.6%
- Martinique: 2.6%
- Guadeloupe: 2.6%
- Metropolitan France: 1.3%

**HARASSMENT**

- Réunion Island: 6.9%
- Martinique: 13.7%
- Guadeloupe: 9.8%
- Metropolitan France: 3.8%

**SEXUAL VIOLENCE**

- Réunion Island: 2.1%
- Martinique: 3.7%
- Guadeloupe: 3.5%
- Metropolitan France: 1.9%

*Harassment includes insistent sexual propositions, and being followed insistently.

**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.

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

1 in 3 women say they have been subject to harassment and gender-based or sexual violence

1 in 6 men say they have been subject to violence

In metropolitan France in public spaces over the past 12 months

1 in 4 women report having suffered harassment and gender-based or sexual violence

1 in 7 men report having suffered violence

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).

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.

Over 2 women out of 3 aged 20 to 25 report at least one act of violence in public spaces, of whom 40% report unsolicited “flirting.”

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

1 in 3 women declare having been cat-called in public spaces under the pretext of “flirting.”

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.

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 > Gender economic inequalities are sustained worldwide

**Average unpaid domestic work and caregiving time worldwide**

- **3 times more than men**
- **4.1 h/day** for women
- **1.7 h/day** for men

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


**Women’s and men’s labour market participation rate**

<table>
<thead>
<tr>
<th>Ages 25-54</th>
<th>Ages 25-29</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>63%</strong></td>
<td><strong>58%</strong></td>
</tr>
<tr>
<td><strong>94%</strong></td>
<td><strong>90%</strong></td>
</tr>
</tbody>
</table>

*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 > 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


**104 out of 189 countries**

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


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

7

- Argentina
- Ecuador
- Fiji
- France
- Namibia
- Somalia
- Uruguay

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.


6.4 > Women’s political representation still does not equal men’s

Share of women in political bodies in 2021

<table>
<thead>
<tr>
<th>Share</th>
<th>In 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>25.5% of parliamentarians</td>
<td>9 women are elected heads of state</td>
</tr>
<tr>
<td>(compared to 11% in 1995)</td>
<td>13 women are heads of government</td>
</tr>
<tr>
<td>6.7% of heads of government</td>
<td>119 countries have never been run by a woman</td>
</tr>
<tr>
<td>5.9% of heads of state</td>
<td></td>
</tr>
</tbody>
</table>

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.
6.6 > Girls’ access to education has significantly improved, but remains insufficient

Evolution of the global school enrolment rate for girls

- **1995**: 73%  
  **2020**: 89%

132 million girls are still out of school worldwide


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 24th 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.

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

40 billion US dollars including

- $21 billion Governments and public national organisations
- $13 billion Private sector
- $4.5 billion Philanthropic sector
- $1.3 billion UN entities, international and regional organisations

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 as 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 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 Combating 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
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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.