Foreword

Marlène SCHIAPPA
Secretary of State in charge of Equality between Women and Men and anti-discrimination policies

The French President has chosen to make gender equality not only its national great cause but its global cause.

Gender equality is a major issue of the 21st century that concerns women but also men. Thanks to the Government’s action in favour to employment and women’s entrepreneurship, promotion of parity in politics and its engagements to fight against sexist and sexual violence, gender equality has improved in France. France has been awarded by the World Bank has gender equality leading country, underlining its legal framework improvements.

However, it is not enough. In 2019, Women are still less payed, victims of discriminations, harassed, victims of gender based violence and facing glass ceiling in public spheres.

We should translate our legal framework in effective gender equality in the access to education, public services, transports, media, public spaces, internet and everywhere women’s lives must evolve: we should act.

To respond to these needs, we ask you to contribute directly to give us your opinion. Because gender equality is a major priority of the French presidency of the G7, we launched a public discussion called #MyLawforWomen. All of you be able to contribute to the compendium of legislations that the Gender Equality Advisory Council is working on. The best laws will be implemented!

I invite you to share those data and be part of this cultural struggle towards effective gender equality.

Marlène SCHIAPPA
Sommaire

>> 1. Culture of equality p. 6
   Sexism p. 6
   Education p. 7
   Media p. 8

>> 2. Professional equality p. 9
   between women and men p. 9
   Employment p. 9
   Inequalities p. 10
   Glass ceiling p. 11

>> 3. Social rights p. 12
   Poverty p. 12
   Health p. 12
   Politics p. 14
   Sports and culture p. 15

>> 4. Exemplarity of the State employer p. 16

>> 5. Sexual and sexist violence p. 17
1. CULTURE OF EQUALITY

**Sexism is everywhere…**

Share of women having witnessed gender based discriminations

- 27%


**...in the professional sphere…**

Share of women who have been asked during an interview if they would soon be pregnant

- Overall: 37%
- Young women (aged 25-34): 42%


**...in the private sphere…**

Share of housework done by women

- 72%

Source: Insee, Enquête emploi du temps 2010.

**...and in everyday life**

Women are 10 times more exposed than men to sexist insults

Source: ONDRP, Grand angle n°47, mars 2018.
1.5 Women have more diplomas

Share of women and men aged 25-34 having a University degree in the European Union

44% women
34% men


Share of women and men aged 25-34 having a University degree and are employed

80% women
82% men


1.6 Some sectors are still stereotyped in 2018

<table>
<thead>
<tr>
<th>Literature, human science</th>
<th>Paramedics and social training</th>
</tr>
</thead>
<tbody>
<tr>
<td>70% women</td>
<td>30% men</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sports</th>
<th>Engineering</th>
</tr>
</thead>
<tbody>
<tr>
<td>30% women</td>
<td>70% men</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Natural sciences</th>
<th>IT</th>
</tr>
</thead>
<tbody>
<tr>
<td>28% women</td>
<td>72% men</td>
</tr>
</tbody>
</table>

Champ: France entière.
1.7 Women’s sports are less broadcasted

Share of women’s sports broadcasting


1.8 Women experts are less represented

Share of women experts on TV and radio


1.9 Advertising is a vehicle for gendered stereotypes

Share of stereotyped toys in catalogues


Distribution of women and men in advertising

Body care 63%
Perfumes 57%
Cash games 78%
Cars 64%

2.1 French women are more and more employed (15-64 years old) in France and in the EU

Labour market participation rate by sex in 2018

FRANCE

68,2% 75,8%

EU

67,9% 78,9%

Champ : population des 15-64 ans, France entière hors Mayotte.
Source : Eurostat et Insee.

Female and male employment rate (people aged 15-64 years old) in 2018

FRANCE

61,9% 68,9%

EU

62,5% 73%

Champ : population des 15-64 ans, France entière hors Mayotte.
Source : Eurostat et Insee.

Female and male unemployment rate (15 years old and more) in 2018

FRANCE

The whole
9,1% 9,0%
Young (15-24 years old)
20% 21,4%

EU

7,2% 6,8%

Champ : personnes actives de 15 ans et plus, France entière hors Mayotte.
Source : Eurostat et Insee.

2.2 30% of women working part-time in 2018

29,3% of working women have part-time jobs

8,4% of working men have part-time jobs

Champ : personnes en emploi âgees de 15 ans ou plus, France entière hors Mayotte.
Source : Insee, enquête Emploi.
Inequalities in the labour market

2.3 Women are more often undergoing part-time employment

Share of underemployment, according to gender, in 2018

- **8.6%** of working women are underemployed
- **3.5%** of working men are underemployed

Champ : personnes en emploi âgées de 15 ans ou plus, France hors Mayotte.
Source : Insee, enquête Emploi.

* Le sous-emploi comprend les personnes actives occupées travaillant à temps partiel et souhaitant travailler d’avantage, ou travaillant à temps partiel ou complet, mais qui ont travaillé moins que d’habitude pendant une semaine de référence en raison de chômage partiel.

2.4 Discrimination between women and men with equal positions and qualifications

Gap between women and men wages in 2015 (%)

- **24%** Wage income gap
- **18.5%** Full-time equivalent gap
- **9%** For equal positions and qualifications

Source : Insee, DADS (fichier semi-définitif).

2.5 More employees than executives

Socio-economic classification by sex in 2018

- Farmers and operators: **0.8%** men, **2.2%** women
- Artisans, merchants, company directors: **3.8%** men, **8.9%** women
- Laborers: **8.3%** men, **31.7%** women
- Managerial and intellectual occupations: **15.7%** men, **20.8%** women
- Share of employees: **42.7%** men, **12.6%** women

Champ : personnes en emploi âgées de 15 ans ou plus, France entière hors Mayotte.
Source : Insee, enquête Emploi.

2.6 Fathers who take a paternity leave, but not a parental leave

Share of men taking a paternity leave and a parental leave

- **71%** of fathers took a paternity leave in 2013
- **4.4%** of fathers have benefited from a special allowance during their leave

Source : Drees, mars 2016.
2.7 An omnipresent glass ceiling

**Share of women working in the main French and European listed companies**

<table>
<thead>
<tr>
<th>Index</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>SBF 120</td>
<td>42%</td>
</tr>
<tr>
<td>CAC 40</td>
<td>42%</td>
</tr>
<tr>
<td>MIB 40</td>
<td>32.2%</td>
</tr>
<tr>
<td>FTSE 100</td>
<td>27.1%</td>
</tr>
<tr>
<td>HDAX INDEX</td>
<td>27.1%</td>
</tr>
</tbody>
</table>


**Share of women working as cultural institutions’ directors and presidents in 2019**

- Performing arts: 9%
- National museums: 43%
- Public audiovisual companies: 80%

Source: Observatoire de l’égalité entre les femmes et les hommes dans la culture et la communication, 2018.

**Share of women working as technical executives and national technical directors in 2016**

- Technical executives: 17.8%
- Technical national directors: 13.4%

### Poverty

#### 3.1 Women primarily concerned by social benefits

<table>
<thead>
<tr>
<th>Individuals benefiting from the RSA (active solidarity revenue) allowance</th>
<th>Individuals occupying in a precarious position benefiting from a specific allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2016</strong></td>
<td><strong>2016</strong></td>
</tr>
<tr>
<td>54%</td>
<td>46%</td>
</tr>
<tr>
<td>41,4%</td>
<td>58,6%</td>
</tr>
</tbody>
</table>

Champ : France.  
Source : CNAF, MSA.

#### 3.2 20% of young women concerned by poverty

| Poverty rate according to gender in 2016 (threshold of 60%) |
|---|---|
| **THE WHOLE** | **18-29 YEARS OLD** |
| **2016** | **2016** |
| 14,4% | 13,6% |
| 21,1% | 19,1% |

Champ : France métropolitaine, personnes vivant dans un ménage dont le revenu déclaré est positif ou nul, et dont la personne de référence n’est pas étudiante.  
Source : CCMSA, Cnaf, Cnav, DGFIP, Insee, ERFS.

#### 3.3 Retirement pensions: the gap between women and men is reducing but still important

| Gap between women and men’s average retirement pension |
|---|---|
| **2004** | **2015** |
| 45,8% | 39,2% |

Champ : retraités ayant perçu un droit direct au cours de l’année N, résidant en France ou à l’étranger, vivant au 31 décembre de l’année.  
Source : EACR, EIR modèle ANCETRE de la Drees.

### Health

#### 3.4 The number of abortions stable since 1990

| Evolution of the number of abortions from 1990 to 2016 |
|---|---|---|
| **1991** | **2001** | **2016** |
| 211 533 abortions | 215 611 abortions | 211 900 abortions |

Note : le ratio d’avortement correspond au rapport entre le nombre d’IVG (au numérateur) et le nombre de naissances vivantes (au dénominateur).  
Lecture : en 2016, on compte 210 147 IVG domiciliées en France, pour un ratio IVG/naissances de 0,27.  
Champ : France entière, IVG des femmes résidentes en France.  
Sources : DREES (SAE, PMSI), CNAMTS (Erasme puis DCIR : nombre de forfaits médicamenteux remboursés selon la date de liquidation et pour le régime général jusqu’en 2009, selon la date de soin et pour tous les régimes depuis 2010), INSEE (estimations localisées de population au 1er janvier 2016), calculs DREES.
3.5 Women are living longer, but in poorer health than men

LIFE EXPECTANCY IN GOOD HEALTH IN 2018

Champ : France hors Mayotte jusqu’en 2014 et y compris Mayotte à partir de 2014.

3.6 More than 3000 new cases of cervical cancer in 2015

2 797 cases
1 102 deaths

- 20 % of young women vaccinated against HPV

Champ : France entière.

3.7 10% of women affected by endometriosis

10% of women affected

3.8 Contraceptive pill primarily used, especially amongst young women

Contraceptive methods used by women from 15 to 49 years old, according to age groups, in 2016

Source : Baromètre Santé 2016
* Les femmes concernées par la contraception sont 71% des femmes âgées de 15 à 49 ans.
**Cette catégorie comprend le diaphragme, la cape et les méthodes dites traditionnelles telles que la symptothermie, la méthode des températures et le retrait.
3.9 More women than before amongst elected representatives...

Share of women in:

<table>
<thead>
<tr>
<th></th>
<th>Legislative Elections</th>
<th>Senatorial Elections</th>
<th>Government Members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women</strong></td>
<td>39.17%</td>
<td>31.79%</td>
<td>50%</td>
</tr>
<tr>
<td><strong>Men</strong></td>
<td>60.83%</td>
<td>68.21%</td>
<td>50%</td>
</tr>
</tbody>
</table>

Source: ministère de l’Intérieur.

3.10 ... But only a minority reaching presidencies

Number of women occupying presidential functions in the commissions or delegations of the French Parliament

<table>
<thead>
<tr>
<th></th>
<th>National Assembly</th>
<th>Senate</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women</strong></td>
<td>5</td>
<td>4</td>
<td>9</td>
</tr>
<tr>
<td><strong>Men</strong></td>
<td>7</td>
<td>8</td>
<td>15</td>
</tr>
</tbody>
</table>

Source: ministère de l’Intérieur.

3.11 Unachieved gender diversity in delegations

Share of women part of executive delegations of twelve regional councils, in January 2016

<table>
<thead>
<tr>
<th></th>
<th>Social Affairs/ Health</th>
<th>Education/School</th>
<th>Budget/Finances</th>
<th>Transports</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women</strong></td>
<td>100%</td>
<td>54.5%</td>
<td>11.1%</td>
<td>8.3%</td>
</tr>
</tbody>
</table>

3.12 Women more and more visible in performing arts and the music industry...

Share of women in artistic programming and women involved (%)

<table>
<thead>
<tr>
<th></th>
<th>Theater*</th>
<th>FRAC (Regional Funds for Contemporary Art)</th>
<th>Concert halls</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women involved (%)</td>
<td>33%</td>
<td>31%</td>
<td>20%</td>
</tr>
</tbody>
</table>

*Théâtre nationaux, centres dramatiques, scènes nationales, scènes conventionnées, pôles nationaux des arts et du cirque, centres de développement chorégraphiques.

Champ : centres dramatiques nationaux et régionaux (CDN/R), scènes conventionnées (SC), scènes nationales (SN), théâtres nationaux (TN).

3.13 ... but not enough when it comes to cinema

Women in cinema

<table>
<thead>
<tr>
<th>Share of women directing feature film in 2016 (%)</th>
<th>Number of movies having received the Palme d’Or from 1976 to 2017, according to gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>23%</td>
<td>1</td>
</tr>
<tr>
<td>77%</td>
<td>55</td>
</tr>
</tbody>
</table>


3.14 More and more women have a regular sports practice

Women’s and men’s sports practice (%) in 2015

<table>
<thead>
<tr>
<th>Share of women and men having at least practiced one sport during the year</th>
<th>Share of women and men having regularly practiced sports at least once a week</th>
</tr>
</thead>
<tbody>
<tr>
<td>45%</td>
<td>33%</td>
</tr>
<tr>
<td>50%</td>
<td>33%</td>
</tr>
</tbody>
</table>

Champ : personnes âgées de 16 ans ou plus résidant en ménages ordinaires, France métropolitaine.
Source : Insee, enquête SRCV, 2015.

Share of women amongst members of sports federations

<table>
<thead>
<tr>
<th>Olympic single-sport federations *</th>
<th>Non-Olympic single-sport federations **</th>
<th>Multi-sports federations ***</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>30,2% 69,8%</td>
<td>30,7% 69,3%</td>
<td>52,3% 47,7%</td>
<td>62,5%</td>
</tr>
</tbody>
</table>

* Soccer, tennis, skiing, horse-riding, etc. ** Petanque, karate, hiking, etc. *** In schools, in universities, at work.
4.1 Women under-represented in managerial positions...

Share of women within the three sectors of public service in 2015

<table>
<thead>
<tr>
<th>Category</th>
<th>State public service</th>
<th>Territorial public service</th>
<th>Hospital public service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catégorie A+</td>
<td>32%</td>
<td>29%</td>
<td>47%</td>
</tr>
<tr>
<td>Catégorie A</td>
<td>39%</td>
<td>52%</td>
<td>45,6%</td>
</tr>
<tr>
<td>Total</td>
<td>55%</td>
<td>61%</td>
<td>47%</td>
</tr>
</tbody>
</table>

Source: DGAFP.

4.2 ... over-represented in integrated preparatory classes (CPI) ...

Share of women admitted to a CPI

59%

Share of women amongst the students passing a civil service examination

60%


4.3 ... but under-represented in prestigious schools...

Share of women admitted to the National School of Administration (ENA) in 2017

38,75%

4.4 ... and less paid than men...

Wage gap between women and men in civil service

12%

4.5 Women’s employment more impacted by personal life

Work time organization and parental leave

<table>
<thead>
<tr>
<th>Category</th>
<th>State public service</th>
<th>Territorial public service</th>
<th>Hospital public service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-time positions</td>
<td>82%</td>
<td>23%</td>
<td>94,5%</td>
</tr>
<tr>
<td>Part-time civil servants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State agents on parental leave</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
5.1 Omnipresent violence...

Deaths within couples in 2017

<table>
<thead>
<tr>
<th>Official couples</th>
<th>Children</th>
<th>Non-Official couples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>130</strong> victims</td>
<td><strong>25</strong></td>
<td><strong>26</strong> victims</td>
</tr>
</tbody>
</table>

= **181** deaths


5.2 ... within the couple...

Reported victims of physical or sexual violence committed by their partner of ex-partner during the year preceding the survey in 2018

<table>
<thead>
<tr>
<th>Cases of physical violence only</th>
<th>Cases of sexual violence only</th>
</tr>
</thead>
<tbody>
<tr>
<td>154,000</td>
<td>79,000</td>
</tr>
<tr>
<td>32,000</td>
<td>4,000</td>
</tr>
</tbody>
</table>

33,000 cases of both physical and sexual violence

84,000 cases of sexual violence only

* Conjoint cohabitant ou ex-conjoint à la date de l’enquête.
Champ : personnes âgées de 18 à 75 ans, vivant en ménages ordinaires, France métropolitaine

5.3 ... within public space...

Proportion of women having endured sexual violence or harassment at work

1 out of 5

Source : enquête Ifop pour le Défenseur des droits, 2015.

5.4 ... while studying

Proportion of women and men sexually harassed while studying during the past 12 months

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>68,000</strong></td>
<td><strong>45,000</strong></td>
</tr>
</tbody>
</table>

5.5 Lifelong violence

Share of women and men victims of sexual violence during their life

- **14.5%** including 85% from 0 to 14 years old
- **3.9%**
- **83%** from 0 to 14 years old

Champ : femmes et hommes âgés de 20 à 69 ans vivant en France métropolitaine.
Source : Ined, enquête Virage 2015.

5.6 An increasing number of victims reporting sexual violence to the police

Number of reported facts of sexual violence for rapes and sexual assaults from 2017 to 2018

- Charges for rapes: +16%
- Charges for sexual assaults: +20.4%

Champ : France métropolitaine.
Source : SSMSI - Base des crimes et délits enregistrés par la police et la gendarmerie.

5.7 The answer to judicial actions

Sentences (including with aggravating circumstances) for crimes and offences committed on spouses or partners, in 2017, according to the sex of the perpetrator

- **16 715** crimes and offenses
- **720** other types of violent infractions

<table>
<thead>
<tr>
<th>Category</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rapes</td>
<td>51</td>
<td>0</td>
</tr>
<tr>
<td>Sexual offenses</td>
<td>204</td>
<td>205</td>
</tr>
<tr>
<td>Cases of non-respect of emergency protection order</td>
<td>42</td>
<td>42</td>
</tr>
<tr>
<td>Other types of violent infractions</td>
<td>16 309</td>
<td>17 041</td>
</tr>
</tbody>
</table>

* Conjoint, concubin ou partenaire lié à la victime par un pacte civil de solidarité.
** Données provisoires.
Source : ministère de la justice, SDSE, Exploitation du casier judiciaire national - données provisoires.
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Publication director: Jean-Philippe Vinquant, general director of social cohesion, interministerial delegate for women rights and equality between women and men.


Translator: Claire Fradet

Publishing manager: Aurore Lasserre

Model: Parimage

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Sexual violence, women’s situation in the cultural sector, media, sports, health, wage gap... This brochure “Towards real equality between women and men” gathers the most significant numbers of 2019.