

2019 edition

TOWARDS EFFECTIVE GENDER EQUALITY

KEY FIGURES



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 as 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 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

Sexisme

1.1 Sexism is everywhere...

Share of women having witnessed gender based discriminations

27%



Source : DREES, Baromètre 2017.

1.2 ...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%



Source : Ifop, enquête pour la Fondation Jean Jaurès, octobre 2017.

1.3 ...in the private sphere...

Share of housework done by women

72%



Source : Insee, Enquête emploi du temps 2010.

1.4 ...and in everyday life

Women are 10 times more exposed than men to sexist insults

x10

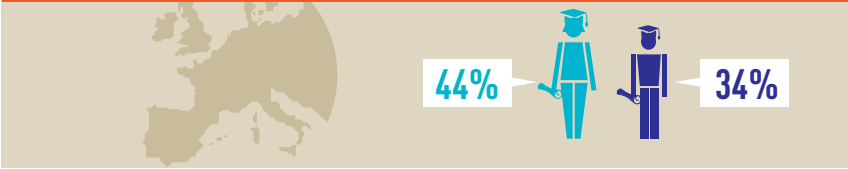


Source : ONDRP, Grand angle n°47, mars 2018.

Education

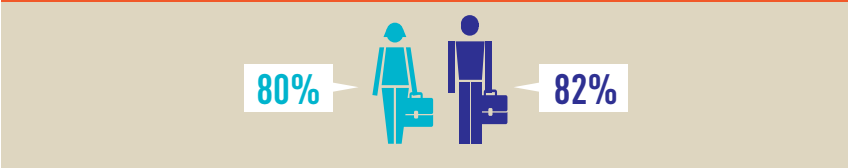
1.5 Women have more diplomas

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



Source : Eurostat, Traitement MESRI - SIES, 2017.

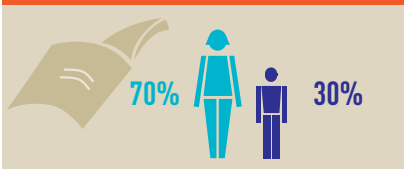
Share of women and men aged 25-34 having a University degree and are employed



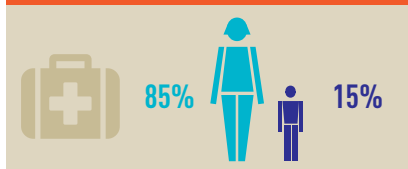
Source : Eurostat, Traitement MESRI - SIES, 2017.

1.6 Some sectors are still stereotyped in 2018

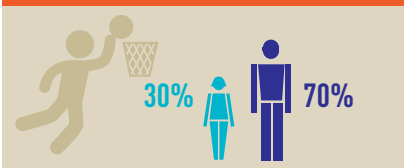
Literature, human science



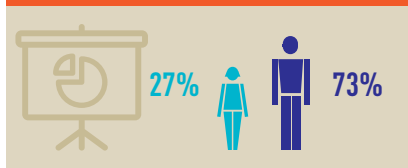
Paramedics and social training



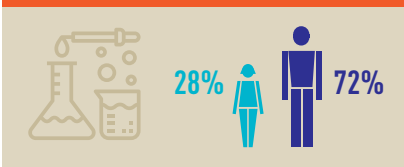
Sports



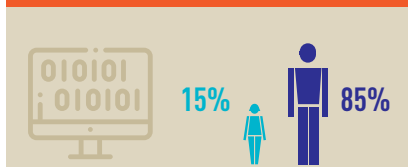
Engineering



Natural sciences



IT

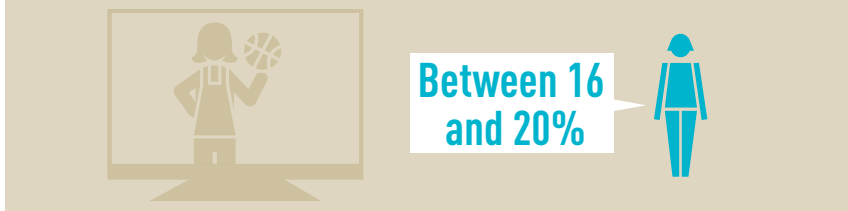


Champ : France entière.
Source : MENESR - SIES, 2017.

Media

1.7 Women's sports are less broadcasted

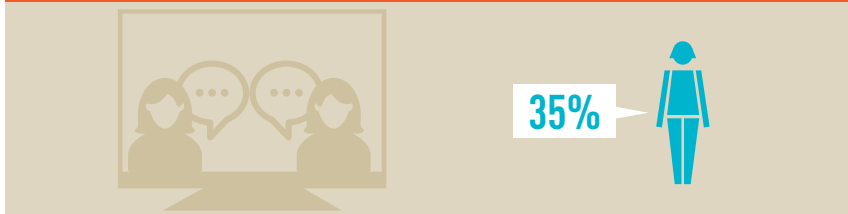
Share of women's sports broadcasting



Source : CSA, « Rapport sur la diffusion de la pratique féminine sportive à la télévision », septembre 2017.

1.8 Women experts are less represented

Share of women experts on TV and radio



Source : CSA, « La représentation des femmes à la télévision et à la radio - Exercice 2017 », mars 2018.

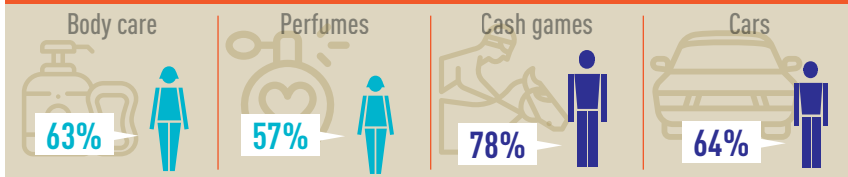
1.9 Advertising is a vehicle for gendered stereotypes

Share of stereotyped toys in catalogues



Source : Étude « Stéréotypes et jouets pour enfant : les catalogues de Noël », Trezego, 2014.

Distribution of women and men in advertising

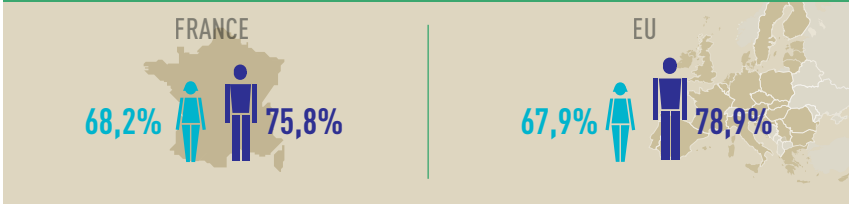


Source : Étude CSA, « Représentation des femmes dans les publicités télévisées », 2017.

Employment

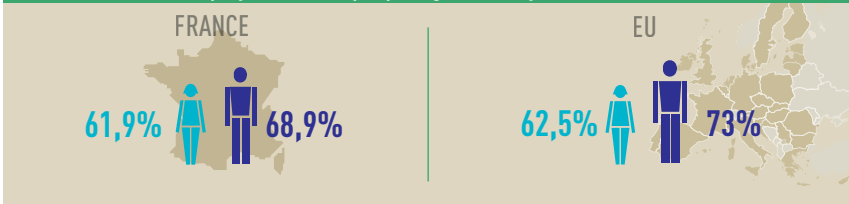
2.1 French women are more and more employed (15-64 years old) in France and in the EU

Labour market participation rate by sex in 2018



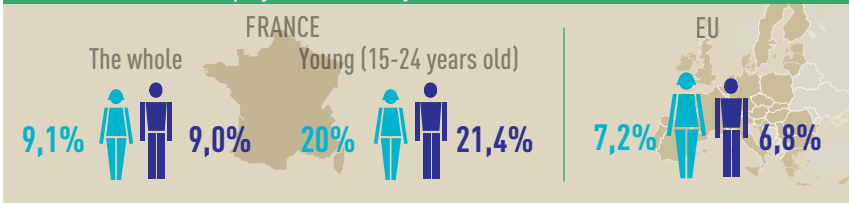
Champ : population des 15-64 ans, France entière hors Mayotte.
Source : Eurostat et Insee.

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



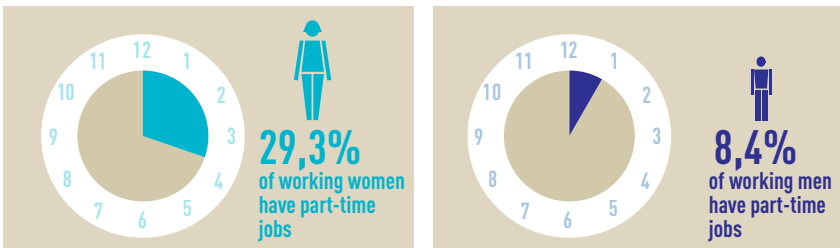
Champ : population des 15-64 ans, France entière hors Mayotte.
Source : Eurostat et Insee.

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



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

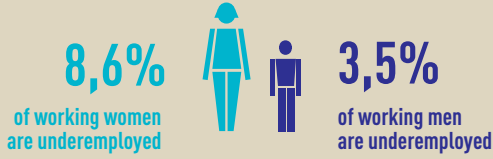


Champ : personnes en emploi âgées de 15 ans ou plus, France entière hors Mayotte.
Source : Insee, enquête Emploi.

Inequalities in the labour market

2.3 Women are more often undergoing part-time employment

Share of underemployment, according to gender, in 2018



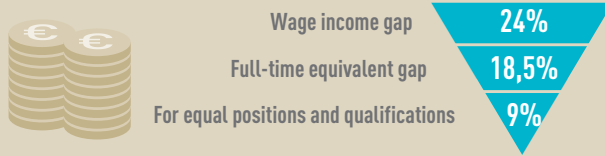
Champ : personnes en emploi âgées de 15 ans ou plus, France hors Mayotte.

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 (%)



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

2.5 More employees than executives

Socio-economic classification by sex in 2018



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

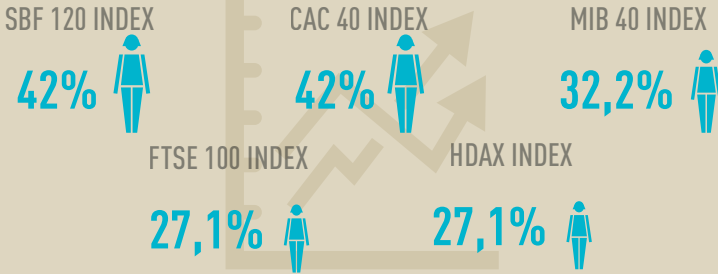


Source : Drees, mars 2016.

Plafond de verre

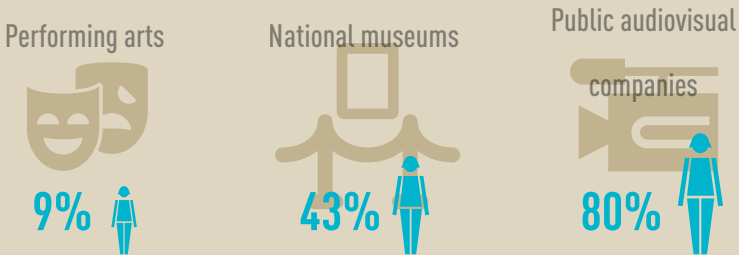
2.7 An omnipresent glass ceiling

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



Source : Palmarès de la féminisation des instances dirigeantes, Ethics and Boards, 2017.

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



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

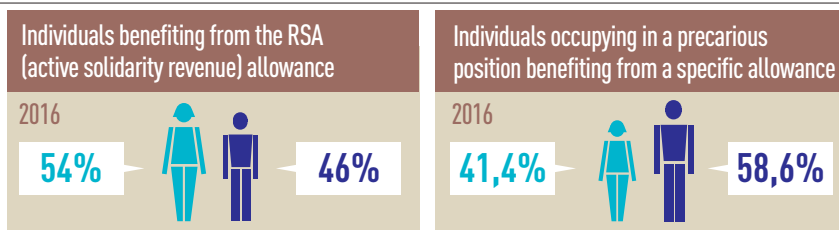
Share of women working as technical executives and national technical directors in 2016



Source : ministère des sports, 2017.

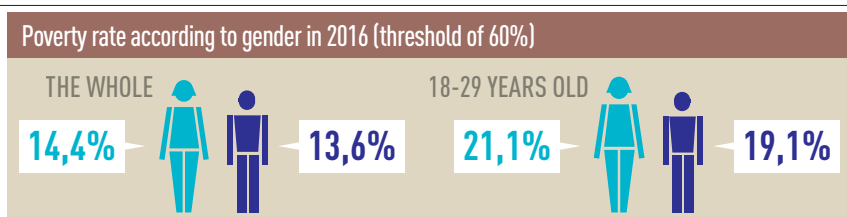
Poverty

3.1 Women primarily concerned by social benefits



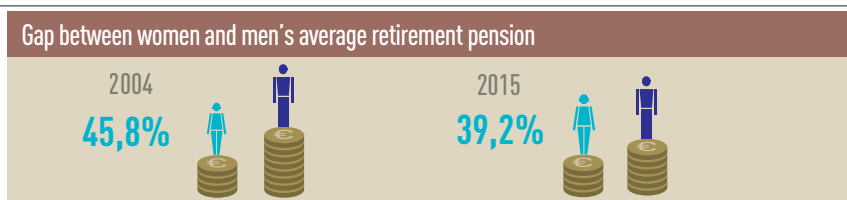
Champ : France.
Source : CNAF, MSA.

3.2 20% of young women concerned by poverty



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, ERFIS.

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



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

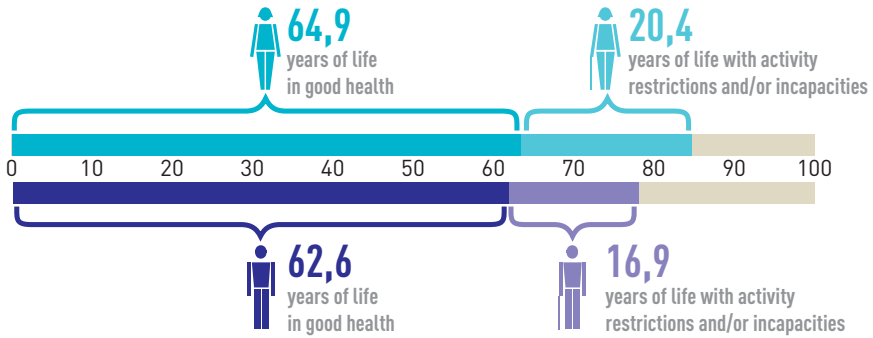
Evolution of the number of abortions from 1990 to 2016



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 210 149 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 (Erasmus 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 1^{er} janvier 2016), calculs DREES.

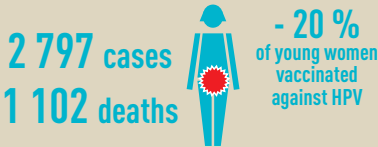
3.5 Women are living longer, but in poorer health than men

LIFE EXPECTANCY IN GOOD HEALTH IN 2018



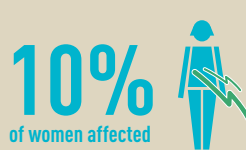
Champ : France hors Mayotte jusqu'en 2014 et y compris Mayotte à partir de 2014.
Source : Eurostat, 2014.

3.6 More than 3000 new cases of cervical cancer in 2015



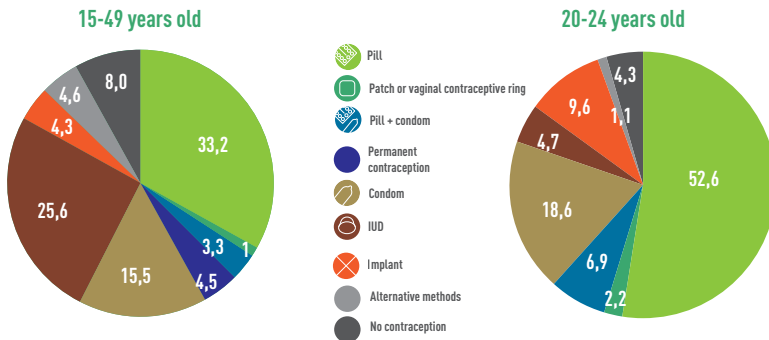
Champ : France entière.
Source : Institut national du cancer, Les cancers en France, «les données», janvier 2015.

3.7 10% of women affected by endometriosis



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



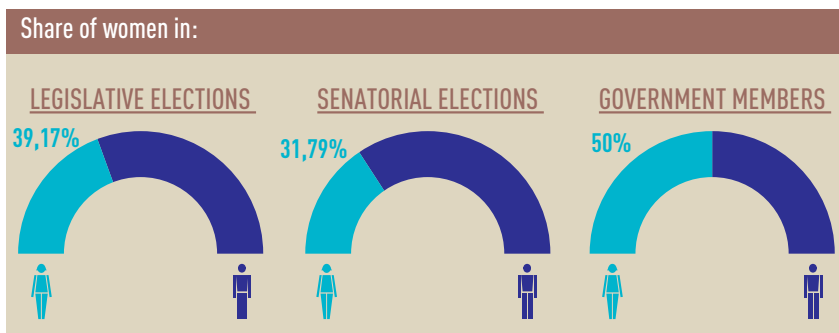
Source : Baromètre Santé 2016

* 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.

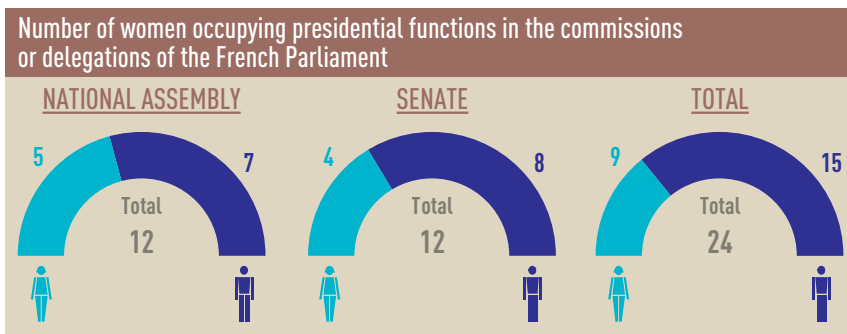
Politics

3.9 More women than before amongst elected representatives...



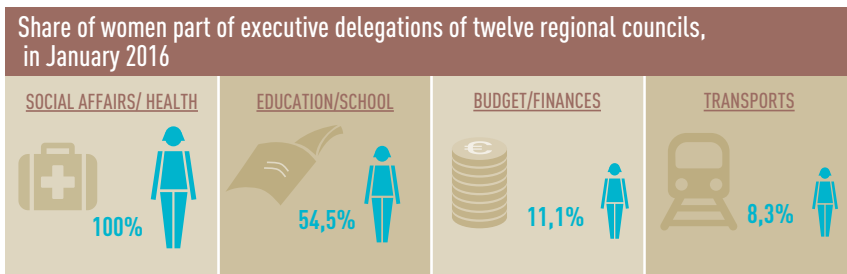
Source : ministère de l'Intérieur.

3.10 ... But only a minority reaching presidencies



Source : ministère de l'Intérieur.

3.11 Unachieved gender diversity in delegations

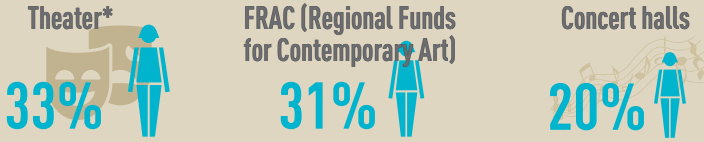


Source : Haut Conseil à l'égalité, octobre 2016.

Sports and culture

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

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

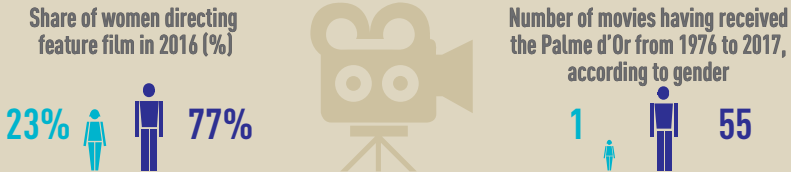


*Théâtre nationaux, centres dramatiques, scènes nationales, scènes conventionnées, pôles nationaux des arts et du cirque, centres de développement chorégraphiques.

Champ : centres dramatiques nationaux et régionaux (CDN/R), scènes conventionnées (SC), scènes nationales (SN), théâtres nationaux (TN).
Source : Les archives du spectacle/ministère de la Culture, Direction générale de la création artistique, 2019.

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

Women in cinema



Source : Centre national du cinéma et de l'image animée, 2018.

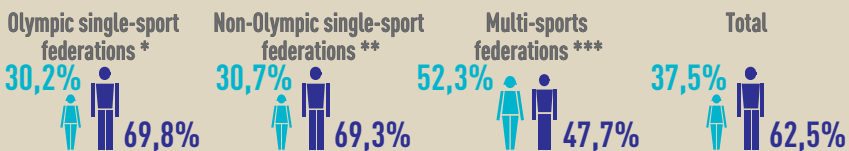
3.14 More and more women have a regular sports practice

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



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

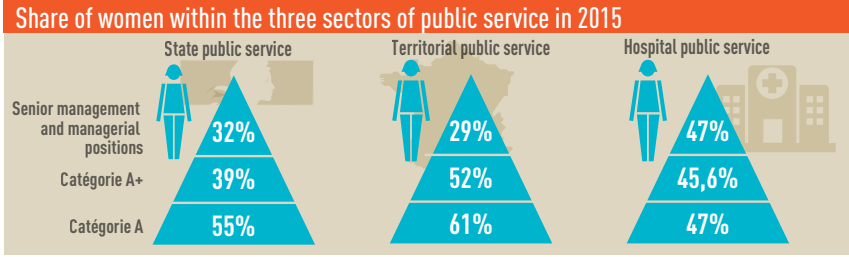
Share of women amongst members of sports federations



* Soccer, tennis, skiing, horse-riding, etc ** Petanque, karate, hiking, etc. *** In schools, in universities, at work.

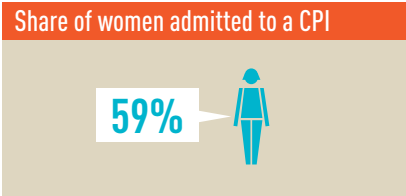
Source : recensement annuel réalisé par la MÉOS auprès des fédérations sportives agréées par le ministère en charge des Sports, situation au 4 juillet 2016.

4.1 Women under-represented in managerial positions...

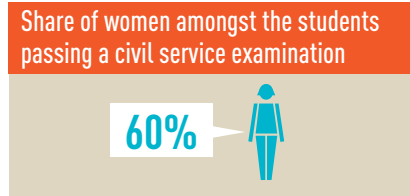


Source : DGAFP.

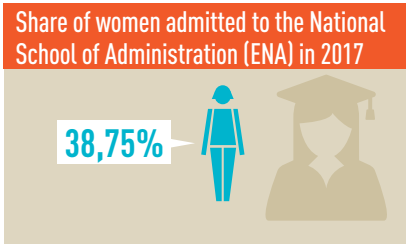
4.2 ... over-represented in integrated preparatory classes (CPI) ...



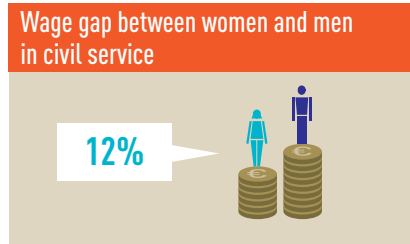
Champ : les données portent sur 25 CPI.
Source : DGAFP, 2017.



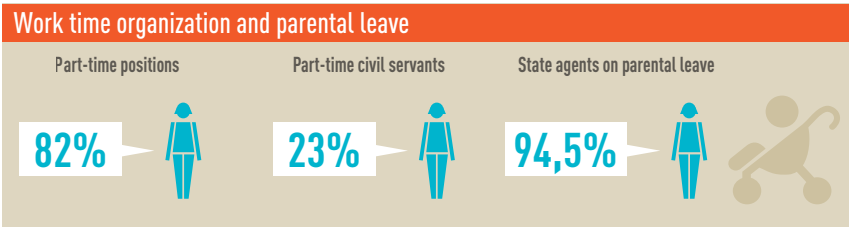
4.3 ... but under-represented in prestigious schools...



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

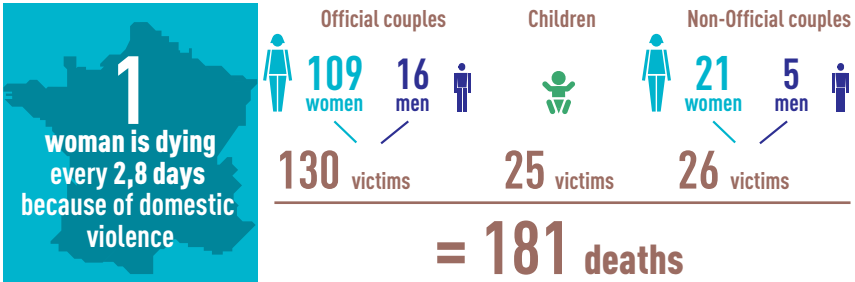


4.5 Women's employment more impacted by personal life



5.1 Omnipresent violence...

Deaths within couples in 2017



Source : Délégation aux victimes, Direction générale de la police nationale – Traitement ONDRP –, 2010 à 2017.

5.2 ... within the couple...

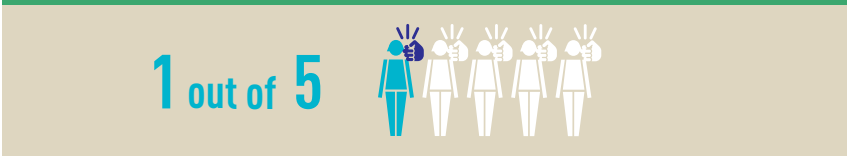
Reported victims of physical or sexual violence committed by their partner of ex-partner during the year preceding the survey in 2018



* 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
 Source : INSEE-ONDRP-SSMSI, Enquête Cadre de vie et sécurité, 2012-2018.

5.3 ... within public space...

Proportion of women having endured sexual violence or harassment at work



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



Source : enquête Virage 2015 exploitation du SSMSI 2018.

5.5 Lifelong violence



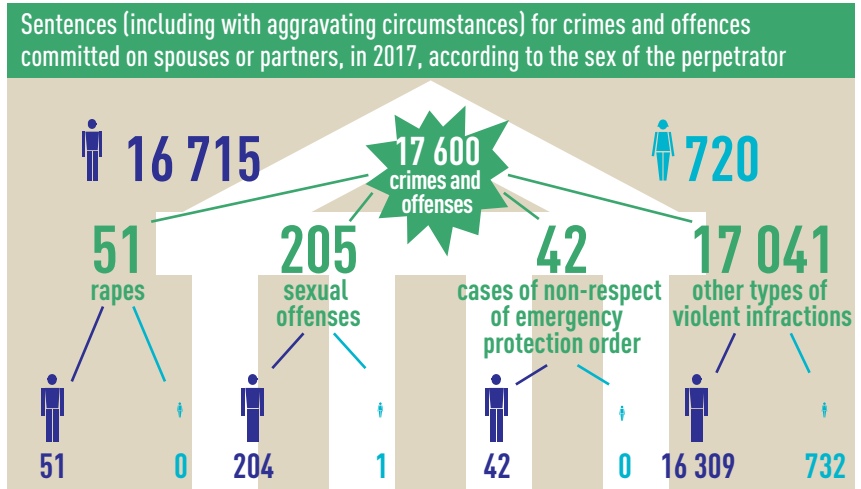
Champ : femmes et hommes âgés de 20 à 69 ans vivant en France métropolitaine.
Source : Ined, enquête Virage 2015.

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



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

5.7 The answer to judicial actions



* 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.

The General Directorate of Social Cohesion (DGCS) – Service of Women rights and Equality between women and men (SDFE), has conducted this work. The French national institute for statistical and economic studies (INSEE) and the statistics services of featured ministries have provided a precious help.

Publication director: Jean-Philippe Vinquant, general director of social cohesion, interministerial delegate for women rights and equality between women and men.

Publication coordination: Charlotte Groppo, mission head for studies, researches and evaluations within the Service of Women rights and Equality between women and men of the General Directorate of Social Cohesion.

Translator: Claire Fradet

Publishing manager: Aurore Lasserre

Model: Parimage

We are interested in your insight. Please send any comment you may have to:

dgcs-sdfe-b1@social.gouv.fr

Subscribe to the SDFE's newsletter: **dgcs-sdfe-synthese@social.gouv.fr**



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.

