



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

*Liberté
Égalité
Fraternité*



KEY FIGURES / EDITION 2020

TOWARDS REAL EQUALITY BETWEEN WOMEN AND MEN

THE ESSENTIAL





Élisabeth MORENO

Minister delegate to the Prime Minister for Gender Equality, Diversity and Equal Opportunities

2020 was marked by an unprecedented health crisis, highlighting the professions on the front line of Covid-19: health, education, waste management, food, distribution, etc. However, these jobs are often poorly paid, insufficiently valued socially, sometimes precarious and mostly occupied by women.

In this new edition of the *Key Equality Figures*, I wanted to focus on the impact of the health crisis on women and men, in their professional life, but also on the balance that they have had to make between their professional life and their personal and family life, which has been completely disrupted. During this unprecedented period, intra-family and marital violence increased sharply, clearly revealing a situation that no one can accept.

Producing data on gender makes us face up to the situation head-on, and to act better and faster on the sexual and gender-based violence that is still all too present in our daily lives. It also means observing under the microscope the gendered orientation of girls and boys in their school lives, women's participation in the media that is still too low, professional inequalities, multi-speed entrepreneurship, differences in salaries and retirement pensions, health, political parity, single-parent situations that sometimes lead to instability and poverty, etc. These are all areas where inequalities between women and men, a daily reality, remain glaring.

In 2017, the President of the Republic made equality between women and men the "Great Cause" of his five-year mandate. This is a huge undertaking and imposes a twofold obligation of action and results. To achieve this, we must act together: the Government, local authorities, associations, companies, etc.

I know that I can count on our collective intelligence to succeed in this great challenge, that of a more egalitarian and inclusive country, where equality between women and men is a concrete and effective reality.

Summary

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1.1 > Female professions at the forefront of the health crisis

Percentage of women in "front line" occupations

Helping people
and cleaning jobs

83%



Teachers

67%



Food sector

48%



Source: France Stratégie, Les métiers au temps du Corona, April 2020

Doctors and non-medical
staff in hospitals

77.3%



Residential Care Facility for the Elderly

87.4%



Source: Siasp, Insee, DGAFD-DESSI processing. Number of employees as of December 31, 2017

1.2 > Law enforcement interventions in the family sphere in the home are increasing during lockdown

From March 17th to May 12th



Scope: number of interventions for family disputes by the Internal Security Forces (ISF) from March 17th to May 12th, 2020 compared to the same period in 2019

Source: Ministry of the Interior

Source: "Domestic violence during lockdown", Miproj, July 2020

1.3 > A sharp increase in reports of domestic violence

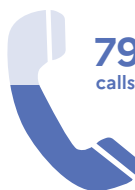
Calls received on 3919* tripled in the period from March to June 2020

March-June 2019



23,140
calls received

March-June 2020



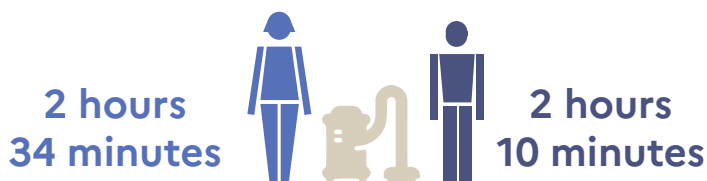
79,228
calls received

* 3919 is an information and referral number for victims of gender-based and sexual violence managed by the Fédération nationale solidarité femmes (FNSF)

Source: FNSF, 1st semester 2020

1.4 > More time spent on domestic work for women

Daily time spent on household chores during lockdown

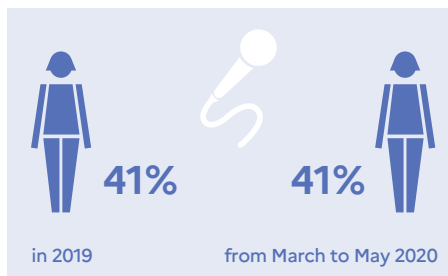


56% of women say they are most often involved in helping children with homework*.

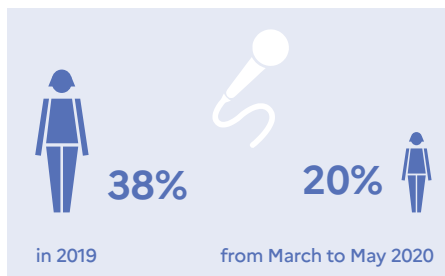
*Among the women surveyed, currently in a relationship and with a child or children aged 6 to 17 in the household
Source: Harris Interactive for the Ministry of Gender Equality; "The Impact of Containment on Gender Inequalities", April 2020

1.5 > The number of women experts on the air drops during the health crisis

Share of women on air:

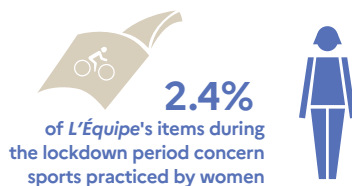


Share of women experts:



Source: CSA, Study on the representation of women in the audiovisual media during the Covid-19 epidemic, June 2020

1.6 > The media coverage of women's sports during the health crisis is very low



Source: "Covid-19: what place for women's sport in the face of the crisis?", IRIS, Carole Gomez, May 15, 2020

> SEXISM

2.1 > Women are more likely than men to be subjected to sexist insults

In 2018, 1,392,000 women reported having been subjected to insults committed because of sex outside of marriage (1 in 16 women), compared with 165,000 men.

89%
of victims
are women



Scope: population aged 18 to 75

Source: INSEE-ONDRP-SSMI, Living Environment and Security Survey, 2011-2018

2.2 > Women victims of sexual harassment and assault in public places

In the public space, over the last 12 months

20%
of the women
were whistled at



8%
insulted



3%
followed



2%
groped
(sometimes
associated with
forced kisses)



1%
received
sexual proposals



Focus on young women 20-24 years old

40%
were subject to
unwanted chasing



14%
report sexual
harassment and abuse



Scope: women and men aged 20 to 69 living in Metropolitan France

Source: Ined, Virage 2015 survey

2.3 > Women victims of sexual assault also at work

30%
of French women have already
been sexually harassed
or assaulted in the workplace



9%
of French women have ever
had "forced" or "unwanted"
sex with someone in their
professional environment



Source: Ifop study for the Fondation Jean Jaurès and FEPS conducted by self-administered online survey from April 11 to 15, 2019 with a sample of 5,026 women, representative of the female population aged 18 years and over residing in Italy, Spain, France, Germany and the United Kingdom.

> EDUCATION AND CAREER GUIDANCE

2.4 > Teaching choices and orientation still not very mixed

Orientation of girls and boys in Year 12 in Secondary School at the start of the 2019 school year

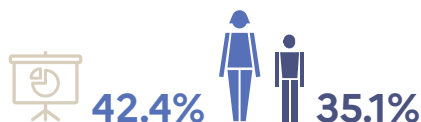
Mathematics



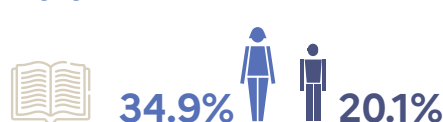
Physics-chemistry



Economic and social sciences



Languages, literature



Digital and computer sciences



Engineering sciences



Source : DEPP, 2019

2.5 > Women succeed in higher education but are still in the minority in obtaining an engineering degree

Share of women in the main higher education degrees awarded in 2017

Degree

58.4 %



Master's degree

60.2%



Doctorate

46%



Engineering school

28.1%

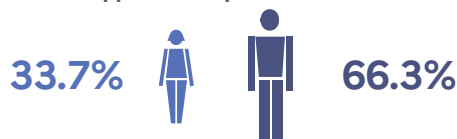


Scope: Metropolitan France + DOM

Source: MESRI-SIES, SISE Information System for the Annual Publication of National Education, Higher Education and Research 2019

2.6 > Only one-third of women are in private sector apprenticeship contracts

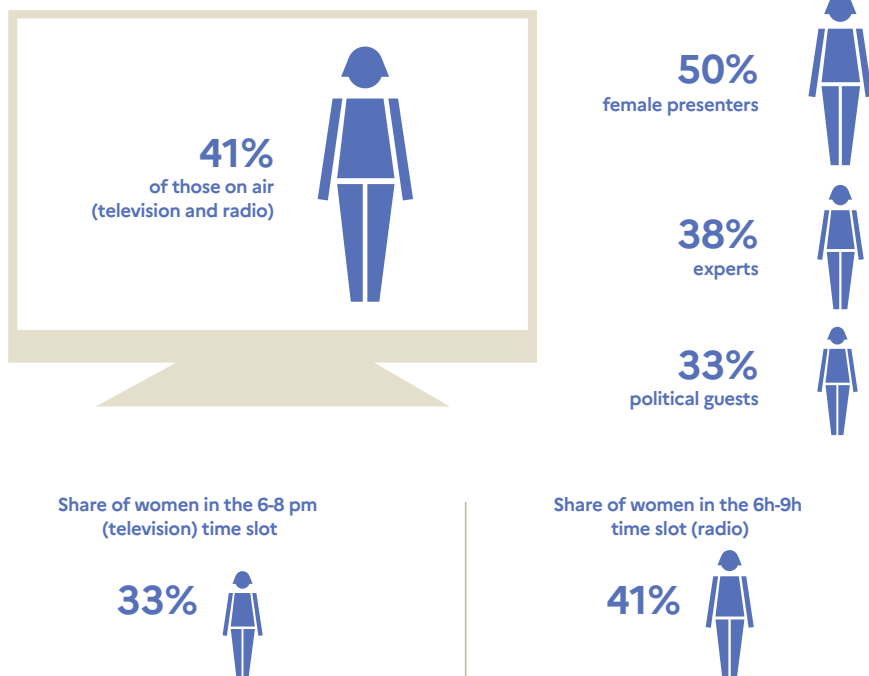
Recipients of new private sector apprenticeship contracts in 2018



Source : Dares, 2020

> MEDIA

2.7 > Audiovisual: women on the air more present but still a minority



Source: CSA, "Women's Representation in Television and Radio", March 2020, 2019 data

2.8 > Print media: women still in the minority as editors in chief



Source: Ministry of Culture 2020, 2020

> EMPLOYMENT

3.1 > Women with higher education have a higher participation rate than non-graduates, which is still lower than that of men with diplomas

Activity rate in 2018

76%
versus 59% in 1983



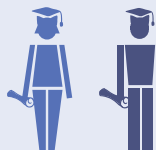
84%
versus 87% in 1983

Difference in activity rates between women and men

28
points in 1983



8
points in 2018



Participation rate of women graduates in higher education in 2018

87%
or 18 points higher than
among those with fewer
degrees (69%)

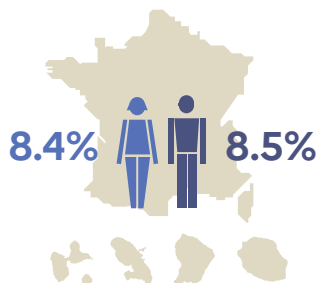


92.6%

Scope: Metropolitan France, population in ordinary households aged 25 to 64 years
Source: INSEE, Emploi 2018 survey, France Stratégie, 2020

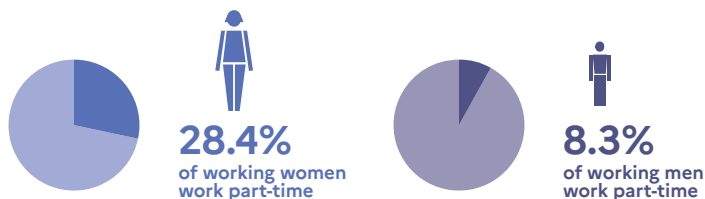
3.2 > An equivalent unemployment rate for women and men

Unemployment rate by gender 15-64 years old in 2019 in France



Scope: France excluding Mayotte, household population, persons aged 15 to 64 years
Source: Insee, Emploi 2020 survey

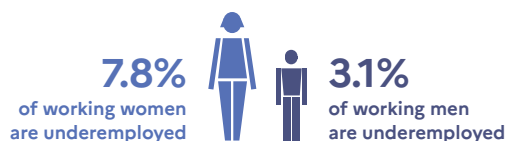
3.3 > More than a quarter of working women work part-time



Scope: France excluding Mayotte, household population, persons in employment
Source: Insee, Emploi 2019 survey

3.4 > Twice as many women as men are underemployed in 2019

Share of underemployment*, by gender, in 2019



*Underemployment includes employed persons working part-time and wanting to work more, or working part time or full-time but working less than usual during a reference week because of partial unemployment.

Scope: employed persons aged 15 and over, France excluding Mayotte
Source: Insee, Emploi 2019 survey

3.5 > Horizontal occupational segregation still exists for women

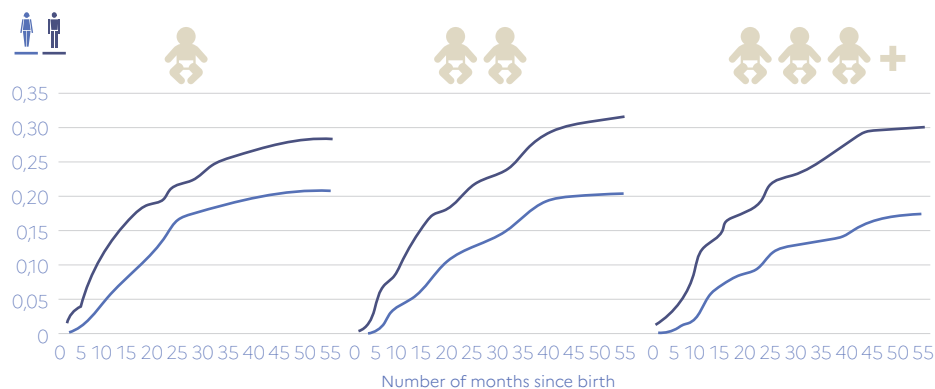
Number of predominantly female, mixed and male occupations



Scope: jobs held by employees, household reference persons or spouses; all of France excluding Mayotte; metropolitan France in 2013
Source: INSEE, Emploi 2013 to 2016 survey; Dares 2019

3.6 > Women's access to training decreases with the number of children

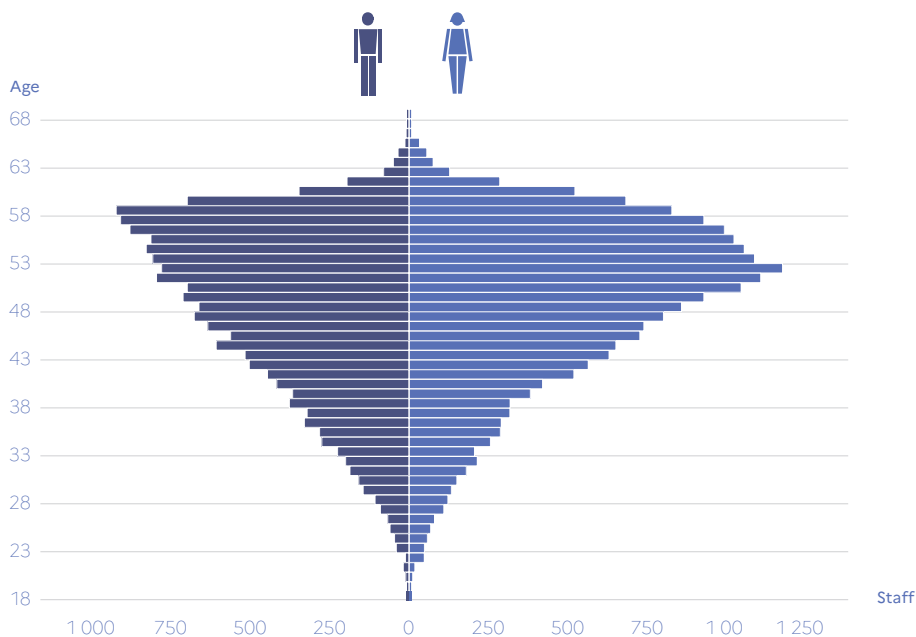
Training rate of at least 18 hours following pregnancy



Read: 10 per cent of mothers received at least 18 hours of training 24 months after the birth of their third (or more) child.

Source: Dares, Document d'étude, n°237, July 2020

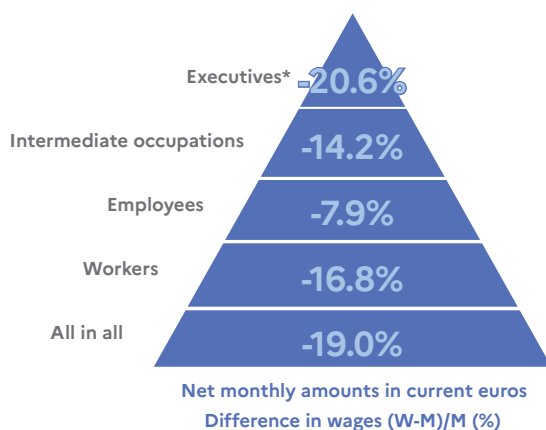
3.7 > Musculoskeletal disorders will affect women more than men in 2016



Source: Document ANACT – Statistical Photograph of Work-related Accidents, Commuting Accidents and Occupational Diseases in France by Gender between 2001 and 2016 – November 2018

> WAGE INEQUALITY AND ECONOMIC INSTABILITY

3.8 > Larger gender pay gaps among managers in 2016



*including salaried managers

Scope: France excluding Mayotte, EQTP employees in the private sector and public companies, including beneficiaries of subsidized contracts and professionalization contracts. Excluded are apprentices, trainees, agricultural employees and employees of individual employers
Source: Insee, annual social data declarations (DADS), ed. 2020

3.9 > Pay gaps between women and men, which widen according to degree, professional experience and number of children

	No children	One child	Two children	Three or more children
Net wage income	18.1% difference	24.1% difference	32.3% difference	47.5% difference
Full-time equivalent net salary	7.0% difference	11.8% difference	21.2% difference	31.3% difference
Work volume	11.9% difference	14.0% difference	14.2% difference	23.6% difference

Note: in 2017, in France, women employees in the private sector who have three or more children will earn on average 47.5% less in net salary income than men

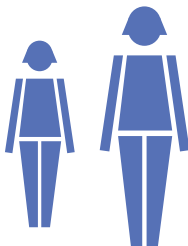
Scope: private sector positions, metropolitan France, excluding apprentices and trainees, excluding agriculture, excluding private sector employees

Source: INSEE, all-employee panel

3.10 > Women's entrepreneurship can still grow

Share of women among
company directors

27.2%



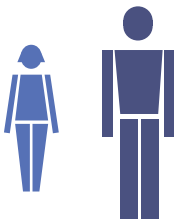
Share of women
micro-entrepreneurs in 2017

41.9%*

Average turnover of commercial companies in 2017

Managed by women
approximately

8.1M€



Managed by men
approximately

15.7M€

Share of women business leaders by legal status of the company

32.3%



30.2%



21.8%



10.7%



Scope: representative of registered companies

Source: Infogreffe, March 2019

*Scope: France excluding Mayotte, self-employed persons as of December 31, 2017, excluding agriculture

*Source: INSEE, non-employee base 2017

> SOCIAL INSTABILITY

4.1 > Lower pensions for women

Difference in the average monthly amounts of the direct entitlement pension in 2018



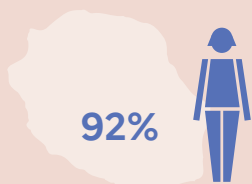
Scope: all direct pensioners residing in France, living as of December 31, 2018

Sources: DREES, EACR, EIR, ANCETRE model

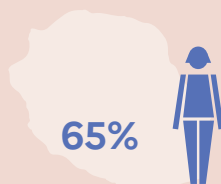
Focus Overseas

4.2 > Reunionese women benefit more than men from the minimum social benefits

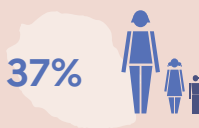
Percentage of women among the beneficiaries of the increased RSA (income support) in Reunion Island in 2018



Share of women among RSA (income support) beneficiaries in Reunion Island



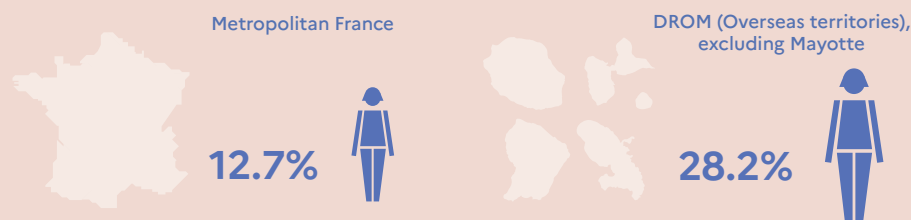
Percentage of single women with children among RSA (income support) beneficiaries in Reunion Island in 2018



Source: CAF de la Réunion, 2018

4.3 > Single-parenting is more prevalent in the French Overseas Territories (NEW)

Share of female lone-parent families headed by women in the 25-54 age group in 2016

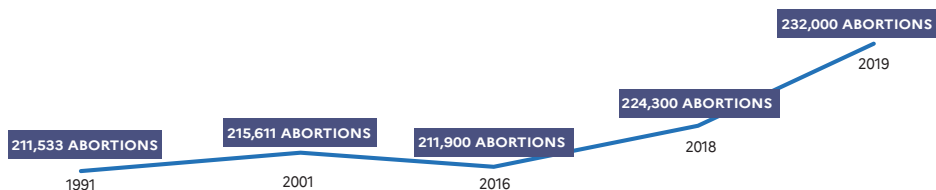


Scope: population in households aged 25-54, excluding pupils and students

Source: INSEE, 2016 harmonized population censuses

> HEALTH

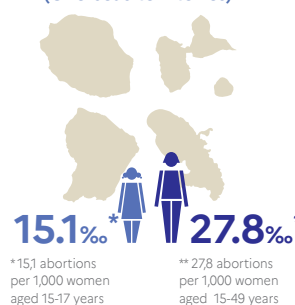
4.4 > The number of voluntary terminations of pregnancy (abortion) stable since 1991, but up slightly since 2018



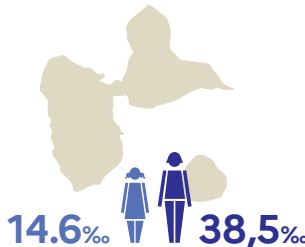
Scope: all of France, abortion of women residing in France
Sources: DREES, CNAMTS, INSEE

4.5 > Resort to abortion varies by region in 2018

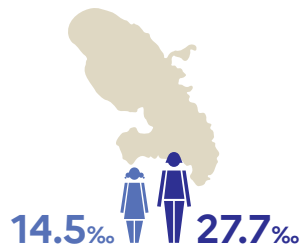
Total residents in the DROM (Overseas territories)



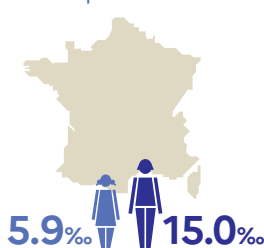
Guadeloupe



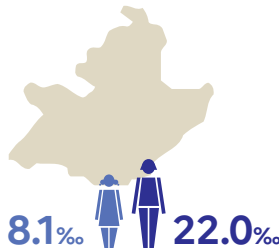
Martinique



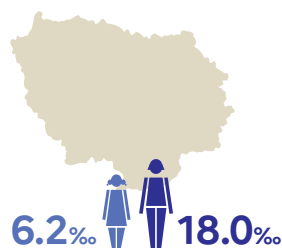
Total residents in metropolitan France



Provence Alpes Côte d'Azur



Ile-de-France



● Abortion per 1,000 women aged 15-17 years

● Abortion per 1,000 women aged 15-49 years

Average time to access an abortion in 2019: 7.4 days***

Scope: all abortions performed in Metropolitan France and in the French overseas departments, all types of abortion

Source: DREES, PMSI-MCO; INSEE, localized population estimates as of January 1, 2018; CNAM, data on inter-scheme consumption, number of reimbursed drug plans according to the date of care

*** DGOS survey of ARS, September 2019

4.6 > Nearly 3,000 new cases of cervical cancer in 2018

Approximately **2,920** casesApproximately **1,117** deaths

Less than **30%** of girls
16 years old are vaccinated against human papillomavirus (HPV)

Scope: Metropolitan France

Source: "Prevention of cervical cancer", Weekly Epidemiological Bulletin, n°22-23, September 17, 2019

4.7 > Instability and hygiene: more than a third of women in precarious situations lack menstrual protection

**39%**

of the most precarious*
women would not have
enough menstrual protection

**12%**

of the most precarious*
women have given up going out
of their homes or going to work
because of a lack of hygiene
protection



1 girl out of 10 in the most
precarious families has already
missed school due to a lack of
hygienic protection

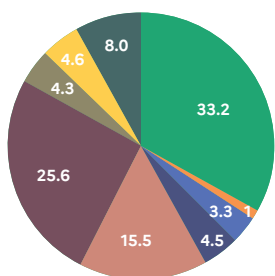
*In this survey, beneficiaries of aid associations

Source: "Hygiene and instability in France" survey, Ifop estimates for Dons Solidaires, 2019

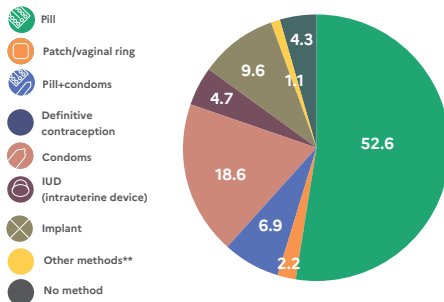
4.8 > The pill mostly used by young women aged 20-24 years old

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

15-49 years old



20-24 years old



*Women affected by contraception account for 71% of women aged 15 to 49.

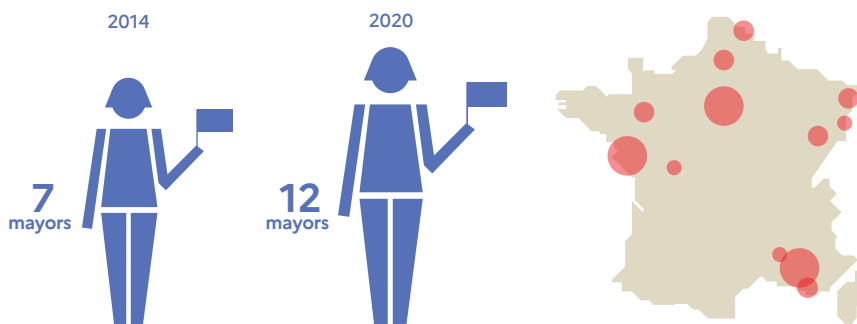
**This category includes the diaphragm, the cervical cap and so-called traditional methods such as symptothermal, temperature method and withdrawal.

Source: Baromètre Santé 2016

> POLITICAL PARITY

4.9 > 12 women will be running cities with more than 100,000 inhabitants in 2020

In the 42 cities with more than 100,000 inhabitants

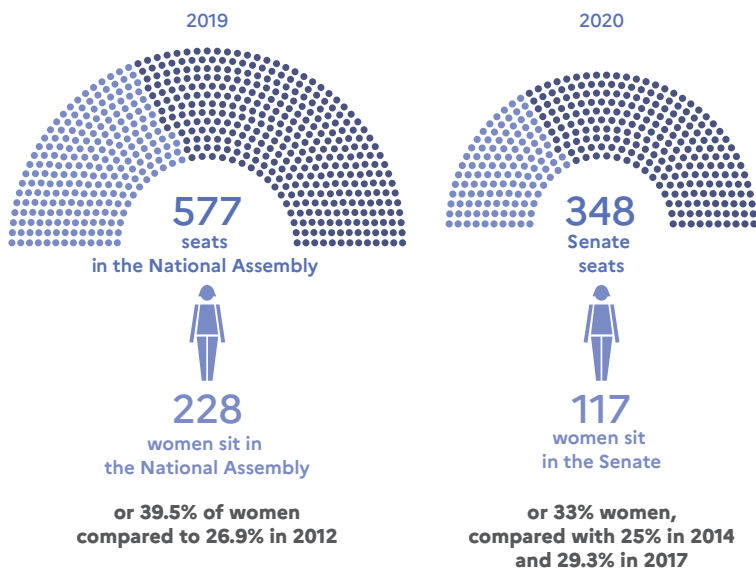


Nearly 20% of the municipalities are headed by a woman.

The share of women in municipal councils (mayors, deputies, councillors) at 42.4% compared to 39.9% at the end of the previous term.

Source : vie-publique.fr

4.10 > Parliament: 39% women in the National Assembly and 33% in the Senate

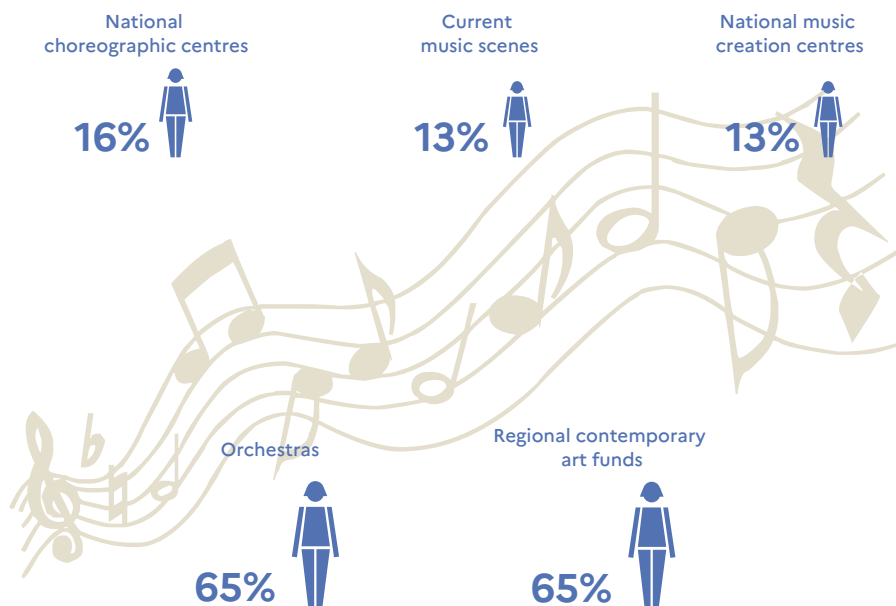


Sources: National Assembly and Senate

> CULTURE AND SPORT

4.11 > A third of women head cultural creation sites

Percentage of women among the directors of visual and performing arts creation and dissemination venues subsidized by the Ministry of Culture: 34%



Source: Ministry of Culture, Observatory of Equality between Women and Men in Culture and Communication, over the year 2019, 2020

4.12 > Women still few in number at the head of sports federations

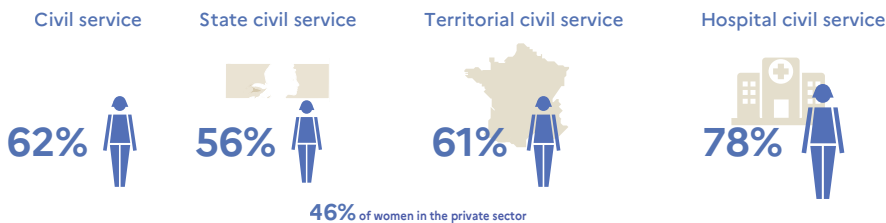
Out of 115 sports federations*



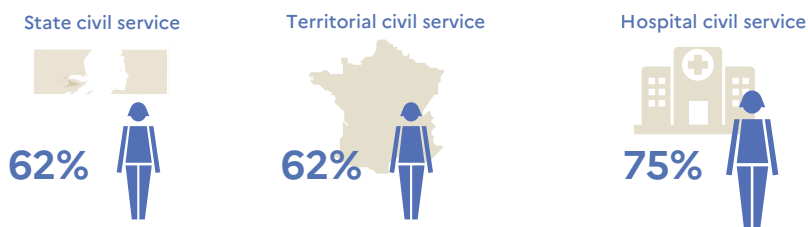
*Olympic, non-Olympic and multisport

Source: Brochure "Women's Sport Always" 2020, CSA and Ministry of Sport

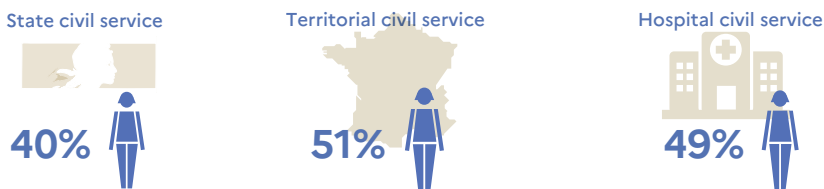
5.1 > Women will be in the majority in the civil service, but will still be in the minority in the highest bodies and jobs in 2018



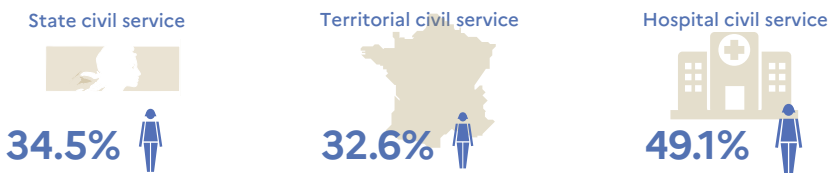
Share of women in category A



Share of women in bodies and jobs A+



Share of women in senior management and executive positions (ESD)

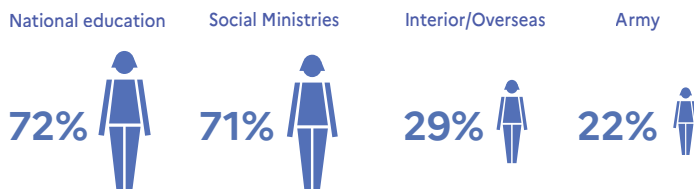


In the Public service:

- category A overlaps with the Executive category;
- the A+ category is frequently used to distinguish between the functional bodies and jobs within the A category;
- Senior and managerial jobs (ESD) include officers who either hold a managerial position in a department or establishment with responsibility for management of the units under their responsibility; or, in a statutory logic, under a body or framework of employment constituting the main source of these jobs

Source: DGAFP, Annual Report on Professional Equality between women and men in the Public Service – 2020 edition, 2018 data

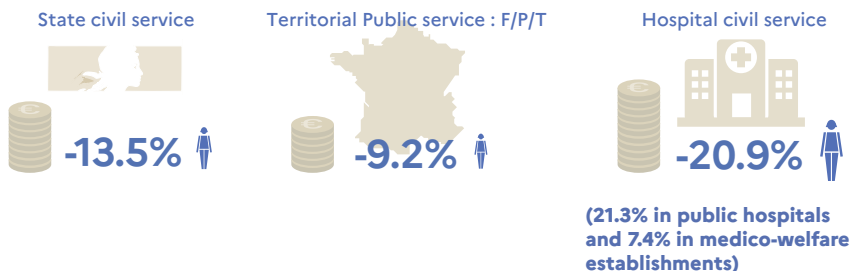
5.2 > Women civil servants with a strong presence in the National Education and Social Ministries, and less so in the Interior and the Armed Forces



Source: DGAFP, Annual Report on Professional Equality between women and men in the Public Service – 2020 edition, 2018 data

5.3 > Women's net full-time equivalent (FTE) wages are lower than men's in 2018

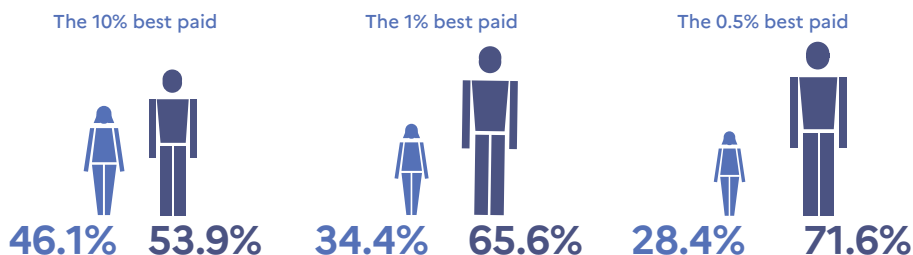
In the Public service, women's net full-time equivalent salary is on average 12.6% lower than men's in 2018 (a reduction of 0.3% from 2017).



Source: DGAFP, Annual Report on Professional Equality between women and men in the Public Service – 2020 edition, 2018 data

5.4 > The highest paid in the civil service will still be men in 2018

Characteristics of officers by salary level in the Public service in 2018

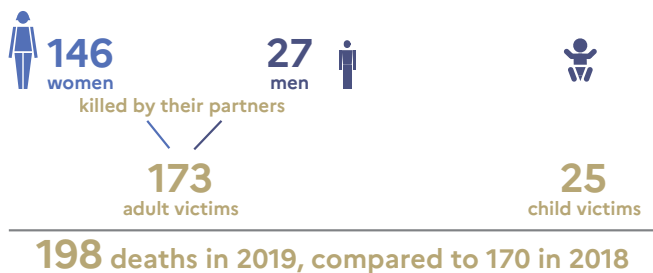


Note: In 2018, 71.6% of the 0.5% of the best paid agents are men.

Scope: Metropolitan France and French overseas departments (excluding Mayotte) excluding COM and foreign countries, in monthly full-time equivalent. Excluding military personnel

Source: Siasp Insee. DGAFP treatment – Dessi

6.1 > A woman dies every two days, victim of her partner



Source: Delegation to victims, national study on deaths due to violence within couples, 2020

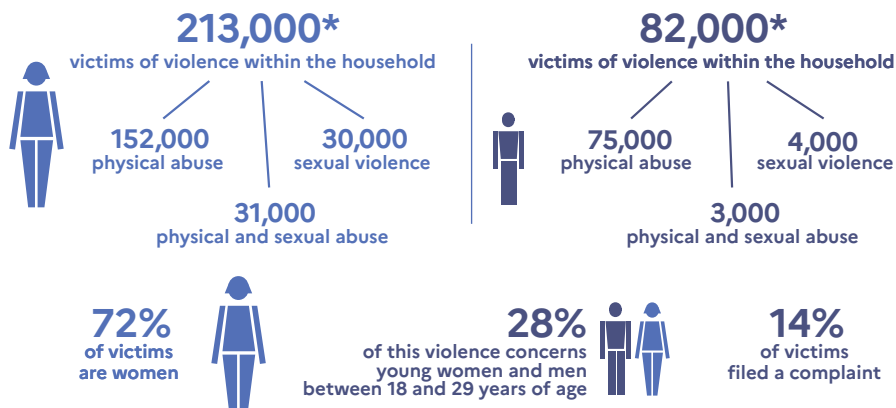
6.2 > The security forces recorded 142,000 victims of violence committed by their partners in 2019



Scope: all of France (including overseas territories)

Source: Info Rapide No. 15, Ministry of the Interior, November 2020

6.3 > 213,000 women and 82,000 men were victims of domestic violence per year on average between 2011 and 2018



*Note: On average each year over the period 2011-2018, 213,000 women between the ages of 18 and 75 have been victims of...

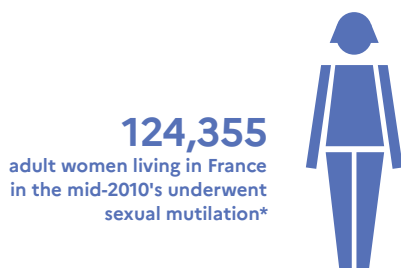
Source: Insee-ONDRP-SSMI, Cadre de vie et sécurité survey, 2012-2019

6.4 > 135,000 women and 41,000 men are victims of out-of-home sexual violence per year on average between 2011 and 2018



*Note: On average each year over the period 2011-2018, 135,000 people aged 18-75...
Source: Insee-ONDRP-SSMI, Cadre de vie et sécurité survey, 2012-2019

6.5 > Women still suffer sexual mutilation in France



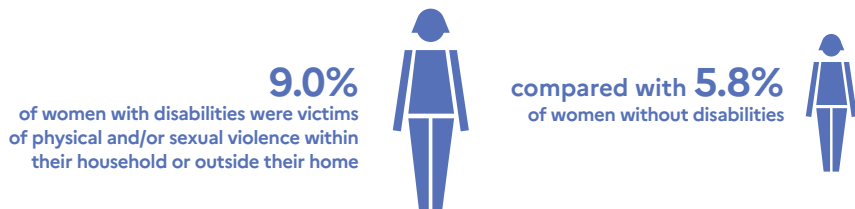
*Female sexual mutilation, female genital mutilation or excision.

Source: "Adult women estimate who have undergone female genital mutilation living in France", Bulletin épidémiologique hebdomadaire, No. 21, July 23, 2019

6.6 > Women with disabilities are more exposed to violence

7.3% of persons identified as disabled (women and men) experienced physical and/or sexual violence.

7.3% were exposed to threats, and 15.4% were exposed to abuses.



Women with disabilities are twice as likely as women without disabilities to have experienced sexual violence (4.0% versus 1.7%).

Source: Drees, Studies and results, no. 1156, July 2020

6.7 > Forced marriages still exist in France



646
people contacted this service between 2017 and 2019



47%
are under 20 years of age

11%
are minors

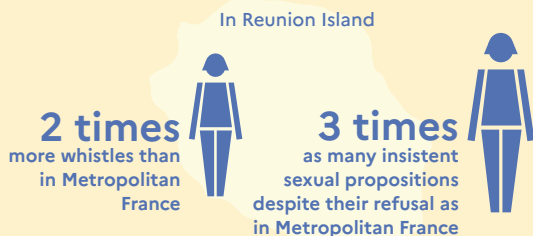
27%
of young people in school are out of school in the months before or after marriage

Source: Association Voix de femmes, 2020

Focus Overseas

6.8 > Women living in the DROMs (Overseas territories) are more victims of gender-based and sexual violence

In public spaces



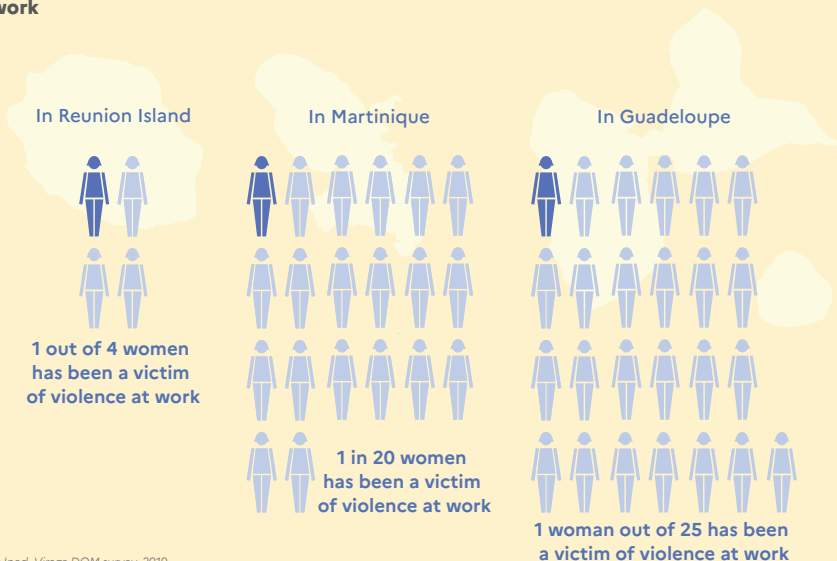
Source: Virage DOM survey, Ined, 2019

Within the relationship



Source: Virage DOM survey, Ined, 2019

At work



Source: Ined, Virage DOM survey, 2019

7.1 > Poverty as a hindrance to education

2%
of girls in the poorest
countries complete
secondary education



Source: UNESCO Statistics Institute, 2019

7.2 > Poverty picking up the pace for the marriage of girls around the world

Poor girls are 2.5 times more likely to marry very young than wealthier girls

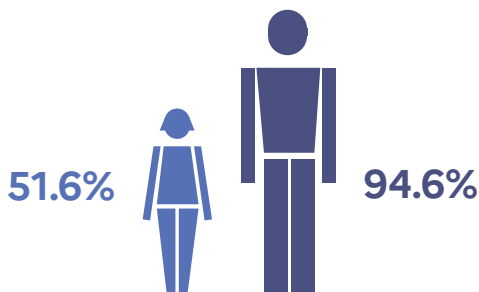
12 million
girls under the age of 18
are married each year



Source: UN Women, 2020

7.3 > 1 in 2 women is in the labour market worldwide compared to 9 in 10 men

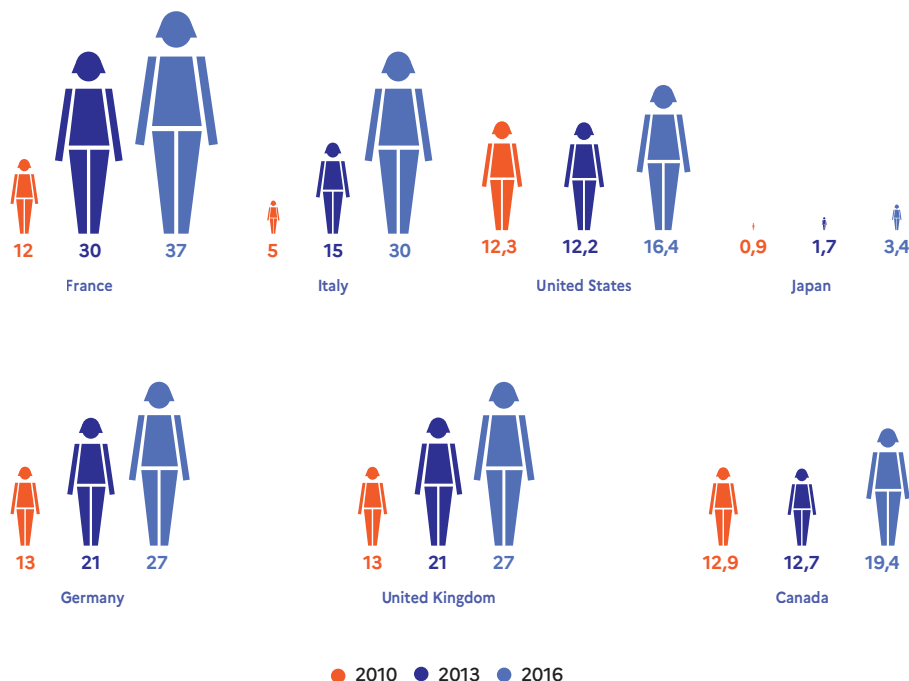
Activity rate of women and men in the world between 25-54 years of age



Source: ILOSTAT, 2020

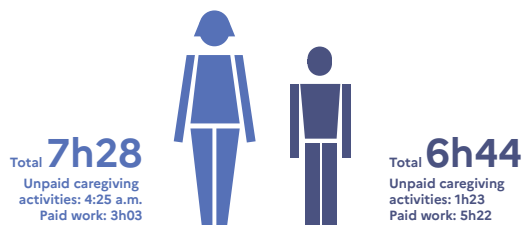
7.4 > Women, who are increasingly present on the boards of directors of large companies, are still in the minority

Percentage of women sitting on company boards, 2010-2016 (%)



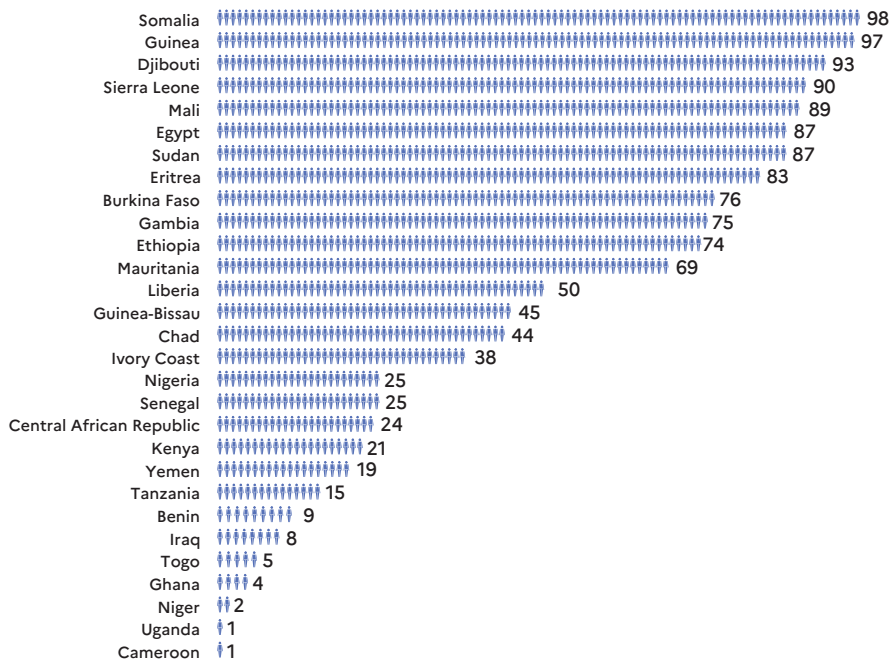
Source: International Labour Organization (ILO), *A decisive step towards gender equality*, 2019

7.5 > Women devote more time than men to unpaid caregiving activities on a daily basis

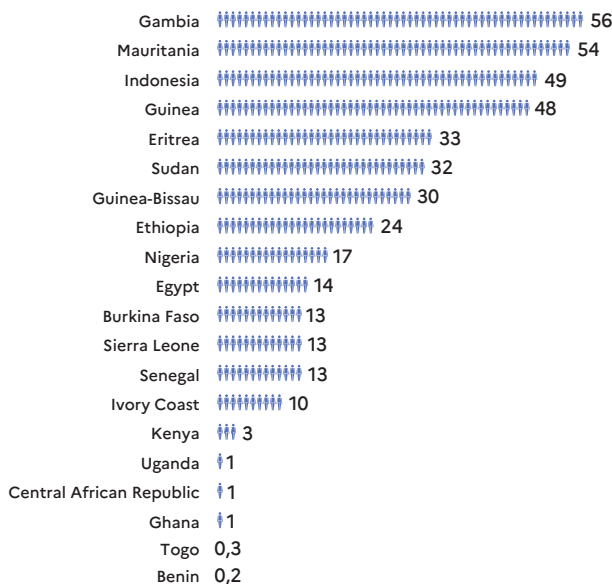


7.6 > Female genital mutilation is still too common

Share of girls and women aged 15-49 who have undergone sexual mutilation, 2004-2015 (%)



Percentage of girls aged 0-14 who have undergone genital mutilation, 2004-2015 (%)



Source: Unicef, 2016

This work was produced by the Direction générale de la cohésion sociale (DGCS)/ Directorate General for Social Cohesion, Service des droits des femmes et de l'égalité entre les femmes et les hommes (SDFE)/Women's Rights and Gender Equality Department. It was supported by INSEE and the statistical services of the ministries concerned, which made the data available to the DGCS-SDFE.

Publication Director: Virginie Lasserre, Director General of Social Cohesion

Coordination of the publication: Valérie Plomb, Charlotte Groppo, Flore Souesme and Dorine Mbella

With the contribution for the Service des droits des femmes et de l'égalité entre les femmes et les hommes (SDFE): Hélène Furnon-Petrescu, Catherine Lesterpt, Martine Jaubert, Samira Touiti, Mélissa Fort, Christophe Pareschi, Emilie Quilin, Claire Fradet, Laure Gonnet, Carole Modigliani-Chouraqui, Jean-Luc Thierry, Julie Vanhecke and Franck Charron.

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Health crisis impact, sexual and gender-based violence, educational orientation of girls and boys, women's participation in the media, occupational segregation in many professions, entrepreneurship, wage and pension gaps, parity in politics, health, single parenthood, social and economic instability. This new edition of *Key Figures – Towards Real Equality between women and men* presents the most significant data for the year 2020.

This document allows everyone to take ownership of these data in order to promote real equality between women and men in all spheres of society.

