



**MINISTÈRE  
CHARGÉ DE L'ÉGALITÉ  
ENTRE LES FEMMES  
ET LES HOMMES  
ET DE LA LUTTE CONTRE  
LES DISCRIMINATIONS**

*Liberté  
Égalité  
Fraternité*



KEY FIGURES – 2024 EDITION

# TOWARDS REAL GENDER EQUALITY IN FRANCE

KEY POINTS





# Editor's Note



**Aurore Bergé**

French Minister Delegate for Gender Equality  
and the Fight against Discrimination

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- Matignon

2024 marked a decisive step forward in our fight for equality.

More than just a symbolic move, the inclusion of a woman's right to have an abortion in our Constitution enshrines a fundamental freedom. It sends a powerful message to the world when faced with those who call into question the rights that have already been won: in France, women's freedom is non-negotiable.

Unfortunately, we have learned that human rights, and women's rights in particular, must never be taken for granted and that history does not always move forward in a straight line. Rights that were achieved in the past and seemed to be guaranteed can be called into question today and destroyed tomorrow.

Against this backdrop, we must become even more vigilant and continue to fight, because there can be no equality, no progress, if the French Republic leaves its daughters in the shadows, living in injustice or fear.

Under the impetus of the President of the Republic, undeniable progress has been made since 2017, but there is still a long way to go to achieve real equality. The figures are a reminder of this.

We must continue to remove all taboos surrounding women's bodies and their health: menstruation, contraception - the use of which is in worrying decline - endometriosis, the menopause, but also cardiovascular disease and mental health, because the issue of women's health goes far beyond gynaecological and sexual health.

Seven years after 'MeToo' and five years after the Grenelle consultation on intimate partner violence, society is finally ready to listen to what women have to say, and support for victims is improving. However, the figures are still completely unacceptable. When a woman is murdered by her partner or driven to suicide by her abuser, when every year 230,000 women are victims of intimate partner violence<sup>1</sup> and 115,000 people are victims of sexual violence, these become collective failures.

Violence against women is not a 'private matter'; it is everyone's business, society's business. In 2025, it's time to state clearly: calling the gendarmerie or the police when a woman is in danger isn't telling tales, it's saving lives! It is up to us to create a vigilant society.

Women's economic and financial autonomy remain essential conditions for guaranteeing their freedom. As long as women do not have the means to control their own destiny, as long as they are paid, on average, 15% less than men for the same working hours, as long as they do not have the means to organise their work-life balance, as long as parenthood continues to weigh more heavily on mothers than fathers, the fight for equality will continue!

At the heart of these struggles, school plays a decisive role at every stage of life. It's never too early to learn respect for others and the integrity of one's own body. It's never too soon to tell girls and young women that they can go as far as their ambitions take them and enter any professional sector, particularly scientific, technical and digital professions. Women have their rightful place in the technological revolutions happening today. We need to encourage more gender balance in occupations and put an end to the stereotypes that perpetuate inequality and assign pre-established roles to girls and boys.

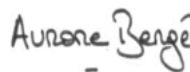
This new edition of the 'Key Figures for Equality' is a reminder of both the victories we have won and the scale of the battles we still have to wage.

To measure is to understand; to understand is to act.

In 2025, let's work together, in every field, at every level and throughout France, to build a Republic that is fairer, more egalitarian and more protective.

Every step forward in women's rights is progress for society as a whole.

You can count on my total commitment!



<sup>1</sup> 85% of the 270,000 recorded victims of violence

**Please Note**

The data presented in this report is taken from publications and studies by public statistics bodies, most of which is available online, alongside data made available by the partners of the Ministry for Gender Equality and the Fight Against Discrimination. Unless otherwise stated, this report presents the state of the latest data available as of December 2024, the date of completion of the report.

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## **NEW** — **CASE STUDY**

### **WOMEN AND SPORT: GENDER NORMS AND INEQUALITIES**

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# OVERVIEW

## TOWARDS REAL GENDER EQUALITY IN 10 KEY FIGURES

### 1 • Violent deaths within couples: in 2023, 96 women were killed by their partner or ex-partner

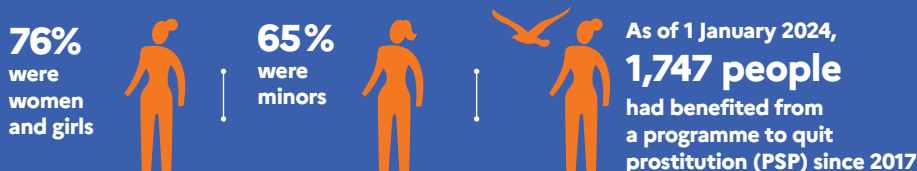
Number of violent deaths within couples in 2023



Source: Delegation for Victims - the Directorates of the National Police and the National Gendarmerie (DAV), 2024, Details p.14.

### 2 • Prostitution: women are the primary victims of human trafficking for sexual exploitation

Of the 11,470 victims of sexual exploitation recorded by the police and gendarmerie in 2023



Source: Ministerial Statistical Department for Internal Security (Smsi) / Interministerial Mission for the Protection of Women against Violence and the Fight against Trafficking in Human Beings (Miprof), 2024. Details p.18.

**3 • Women's health: 1 in 4 women aged 55 to 59 feel that menopausal symptoms have a major impact on their lives**

**87% of women aged between 50 and 65** who are not taking hormone replacement therapy experience at least one menopausal symptom in addition to the cessation of menstruation



**1 in 4 women aged 55 to 59** say that these symptoms considerably affect their daily lives



*Source: Florence A. Trémolliers et al, 2022. Details p. 31.*

**4 • Mental health: the number of girls and young women aged 10 to 24 hospitalised for self-inflicted injuries\* has almost doubled in 10 years**



**28,425 girls and young women** hospitalised for self-inflicted injuries in 2023 compared with 16,165 in 2012



**7,205 boys and young men** hospitalised for self-inflicted injuries in 2023 compared with 6,924 in 2012

*\* Suicide attempts and self-harm.  
Source: DREES, 2024. Details p. 34.*

**5 • Wage equality: in 2022, on average, women earned 14.9% less than men for the same working hours**

**Average annual wages per FTE\* and gender pay gap in the private sector in 2022**

**€28,890**  
Women earned  
**14.9%**  
less than men

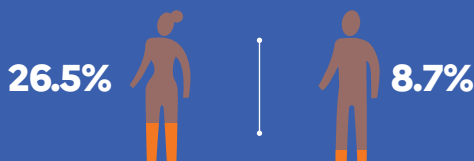


**€34,040**

*\* Full-time equivalent.  
Source: Insee, 2024.  
Details p. 46.*

## 6 • Part-time work: women work part-time three times more often than men

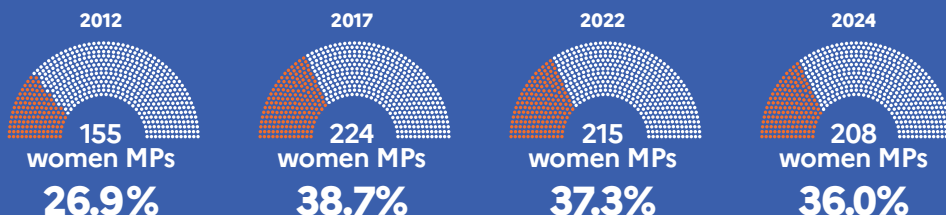
Share of people in employment working part-time by gender in 2023



*\* Part-time work means working less than the statutory working time or the number of hours set out in the company agreement, whichever is less. A written employment contract is required. Part-time work can be introduced at the initiative of either the employer or the employee. Source: Insee, 2024. Details p. 44.*

## 7 • Gender parity in politics: the share of women MPs is no longer increasing

Evolution of the share of women elected to the National Assembly since 2012



*Source: National Assembly. Details p. 64.*

## 8 • Culture of equality: women are seriously under-represented in courses linked to the digital sector

**7.6%** of students were female in Computer Science STS (Higher Technician studies) in 2023-2024.

**9.5%** of students were female in the Computer Science BUT (Bachelor of Technical Studies) in 2023-2024.

**14.6%** share of girls among students who chose the Digital and Computer Science specialisation in the general stream in the final year of high school in 2022.

**23.7%** of applicants for a Masters in Computer Science in 2024 were female.

*Source: French Ministry of Education and Youth and Ministry of Higher Education and Research, 2024. Details p. 68.*



**9 • Worldwide: many countries are legislating against gender-based and sexual violence, but only 29 have legislation on femicide**

Number of countries with legislation condemning child marriage, sexual harassment, domestic violence, femicide or female genital mutilation

**Femicide: 29**

**Child marriage: 51**

**Female genital mutilation: 85**

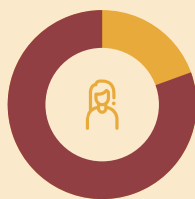
**Sexual harassment: 92**

**Domestic violence: 104**

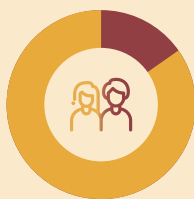
*Source: World Bank and United Nations Population Fund, 2024. Details p.81.*

**10. Women and sport: women's sport and parasport are still under-represented on television**

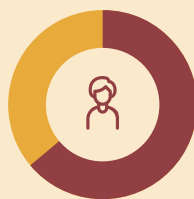
Share of women's, men's and mixed sport, non-disabled sport and parasport combined, among television broadcasts of sporting competitions in 2022



**19.6%**  
Women's sport



**15.3%**  
Mixed sport



**65.1%**  
Men's sport

Only **1.7%** of the airtime devoted to sport was allocated to women's parasport

*Source: Arcom, 2023. Details p. 96.*



# 1

## GENDER-BASED AND SEXUAL VIOLENCE

*Overview*

Sexism

Intimate partner violence

Sexual violence

Prostitution and sexual exploitation

Female genital mutilation  
and forced marriages

*Focus on regions  
and French overseas territories*

# OVERVIEW

**271,000 victims** of intimate partner violence were recorded by security services\* in France in 2023

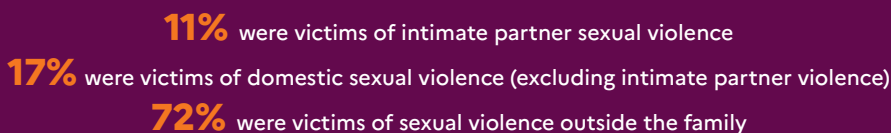


\*These offences were recorded following a victim's report, a third-party report, a witness statement, an obvious offence witnessed by security services, an official notification or by other means, but also on the initiative of security forces.

Scope: France (Metropolitan + DROM), persons aged 15 and over.

Source: SSMSI, 'Les violences conjugales enregistrées par les services de sécurité en 2023', Info Rapide no. 44, November 2024. SSMSI data, statistical databases of victims of crimes and offences recorded by the police and gendarmerie in 2023.

**114,079 victims** of sexual violence were recorded by the security services in France in 2023



**Number of victims of sexual violence\* recorded\*\* per 1,000 inhabitants in 2023, by size of urban unit**



\* The sexual violence recorded may be intimate partner violence, domestic violence (excluding intimate partner violence) or violence experienced outside the family.

\*\* The data presented corresponds to the number of victims of sexual violence recorded by the police and gendarmerie.

Scope: France, individuals.

Source: SSMSI, 'Insécurité et délinquance en 2023 : bilan statistique et atlas départemental', July 2024. SSMSI data, statistical database of victims of crimes and offences recorded by the police and gendarmerie in 2023.

## Women with disabilities are more often exposed to sexual violence than other women

Share of women who reported having experienced sexual violence in the two years preceding the survey, according to whether or not they had a disability between 2011 and 2018



\* Women with disabilities or who simply had some discomfort or difficulty in daily life.

Interpretation: On average, 4.0% of women with disabilities or who experienced some discomfort or difficulty in their daily lives said they had experienced sexual violence in the two years preceding the survey.

Scope: Metropolitan France, all people aged 18 to 64.

Source: DREES, 'Les personnes handicapées sont plus souvent victimes de violences physiques, sexuelles et verbales', July 2020.

Études et Résultats no. 1156, 'Les personnes handicapées sont plus souvent victimes de violences physiques, sexuelles et verbales', July 2020.

Data: Living environment and safety surveys from 2011 to 2018, Insee-ONDRP-SSMSI.

## 1 in 10 female students say they have been the victim of rape or sexual assault at their place of study



Share of students in 2020-2021 and/or 2021-2022 who said they had been a victim or a witness of sexual assault or rape at their higher education institution

	Rape*		Sexual assault**	
	Victim	Witness	Victim	Witness
Women	3%	3%	8%	8%
Men	1%	2%	1%	6%
Gender minorities	5%	4%	8%	7%

\*9,725 respondents.

\*\*9,898 respondents.

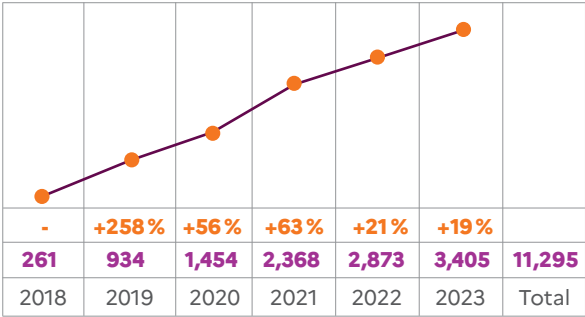
Scope: sample of 10,140 persons aged 18 or over in France, of which 71% were women, 26% men and 3% people belonging to gender minorities.

Source: Student Observatory for Sexual and Gender-Based Violence in Higher Education,

'Baromètre 2023 des violences sexistes et sexuelles dans l'enseignement supérieur', April 2023.

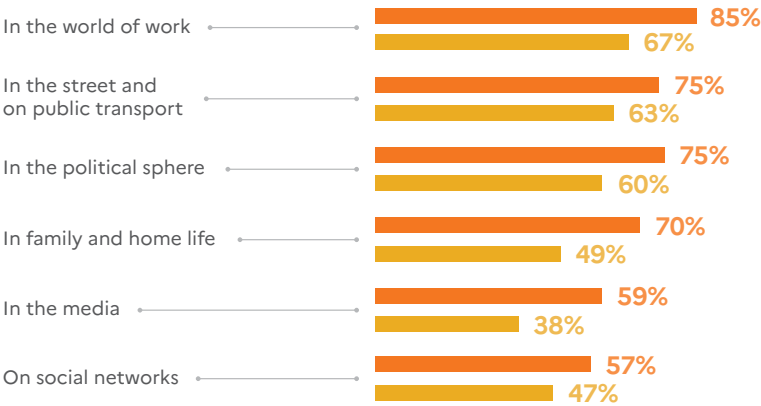
1.1 • Sexism is still all too common and occurs in all spheres of society

Number of offences of sexist insults recorded by the police and national gendarmerie since the Law of 3 August 2018\* took effect



\* Law no. 2018-703 of 3 August 2018 created the offence of sexist insults, i.e. the act of imposing on a person any comment or behaviour with sexual or sexist connotations, which either violates their dignity because of its degrading or humiliating nature, or creates an intimidating, hostile or offensive situation for them.  
Note: sexist and sexual insults from<sup>1</sup> April 2023.  
Scope: France.  
Source: SSMSI, 'Nouvelle hausse des infractions pour outrage sexiste et sexuel en 2023', Info Rapide No. 41, October 2023. SSMSI data, statistical databases of offences recorded or solved by the police and gendarmerie between 2018 and 2023.

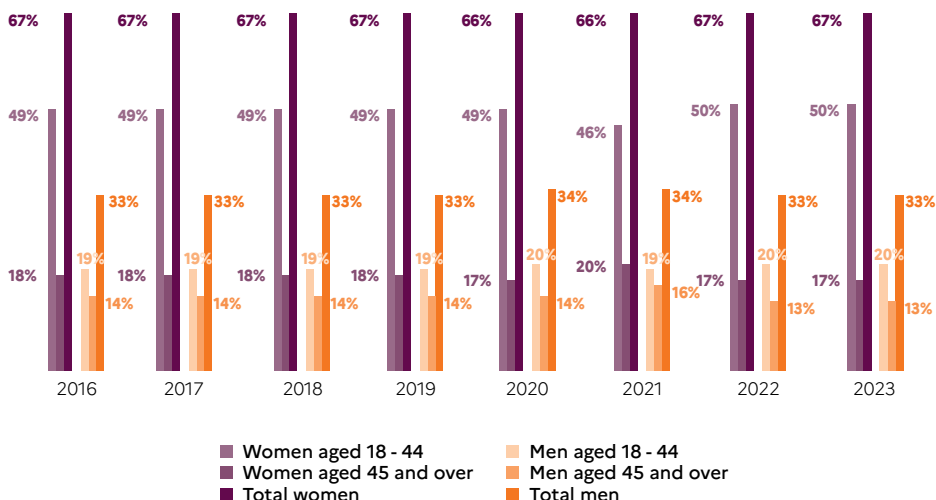
Share of women and men who considered that women were not treated in the same way as men in certain spheres of society in 2023



Scope: sample of 3,500 people living in Metropolitan France, representative of the French population aged 15 and over.  
Source: High Council for Gender Equality (HCE), '6<sup>ème</sup> état des lieux du sexisme en France: s'attaquer aux racines du sexisme', January 2024. Data from the 2024 Sexism Barometer, a study carried out by the ViaVoice institute for the HCE, online fieldwork from 15 to 30 November 2023.

## 1.2 • Women are twice as likely to be the victims of 'digital' attacks\*. Young women are particularly affected by online sexism

Change in the share of women and men among victims of digital abuse according to age between 2016 and 2023



\*'Digital abuse' essentially refers to non-physical attacks such as harassment, insults, threats and discrimination committed using a digital tool. It also includes offences against minors, as well as all offences falling within the scope of the second section of the French Nomenclature of Offences (NFO2), entitled 'Acts harming or intending to harm individuals' for which a digital context is given.

Scope: crimes and offences recorded in France.

Source: SSMSJ, 'Les infractions liées au numérique enregistrées par la police et la gendarmerie de 2016 à 2023: Panorama d'une criminalité hétérogène', Interstats Analyses no. 67, April 2024. Statistical database of victims of crimes and offences recorded by the police and gendarmerie between 2016 and 2023.

### Share of girls and boys aged 12 to 15 who are victims of online sexism



**1 in 11 girls** compared with **1 in 15 boys** have seen photos or videos of themselves modified and/or distributed without their consent.

Just under **1 in 6 girls** compared with **1 in 10 boys** have received unwanted sext messages\*.

\* Text messages, photos or videos of a sexual nature.

Scope: 1,200 students aged 12 to 15 from the Ile-de-France region.

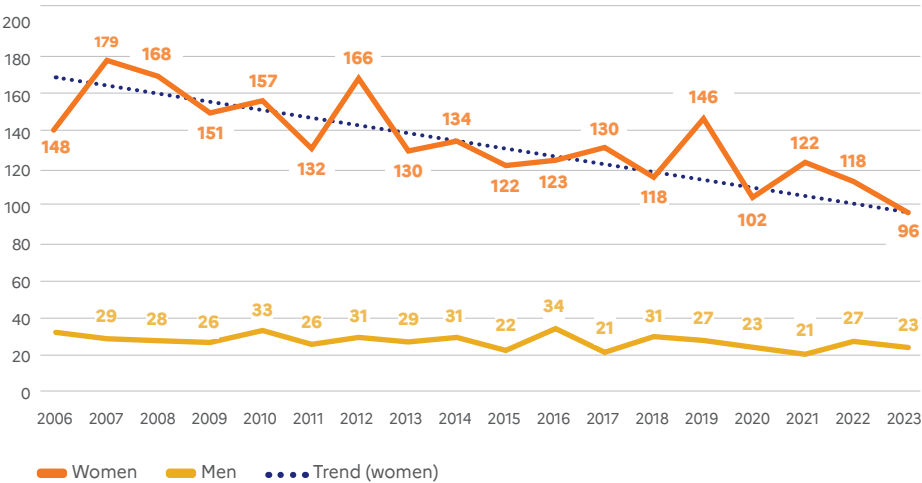
Source: Centre Hubertine Auclert, 'Cybersexisme chez les adolescent-e-s (12-15 ans)': 'Étude sociologique dans les établissements franciliens de la 5<sup>e</sup> à la 2<sup>nd</sup>e' 2016.

1.3 • 96 women were killed by their partner or ex-partner in 2023

Number of violent deaths within couples in 2023



Evolution of the number of people killed by their partner or ex-partner between 2006 and 2023

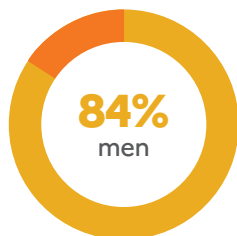


Source: Delegation for Victims - the Directorates of the National Police and the National Gendarmerie, 'Étude nationale sur les morts violentes au sein du couple en 2023', December 2024.



**1.4 • In 2023, almost 14,000 perpetrators of intimate partner violence were referred to centres for perpetrators of intimate partner violence (CPCA)\***

**Number of respondents for intimate partner violence recorded by the security services in 2023**



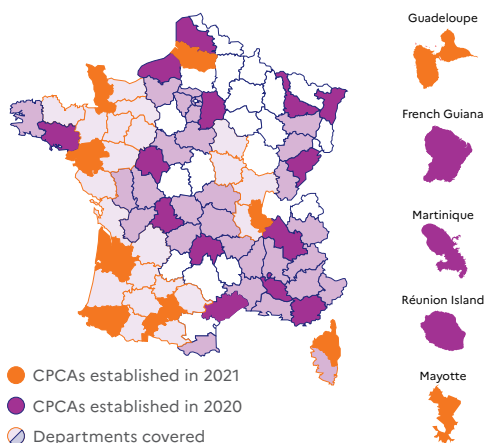
**146,367**  
respondents for  
**intimate partner violence**

*Scope: France, individuals aged 15 or over.*

*Source: SSMSI, 'Insécurité et délinquance en 2023 : bilan statistique et atlas départemental', July 2024. SSMSI data, statistical database of respondents for offences solved by the police and gendarmerie in 2023.*

**Number of perpetrators of intimate partner violence and the type of support given to them in CPCA centres**

**30 CPCAs** are in place across France, including 5 in French overseas territories



In 2023, **13,837**  
**perpetrators**  
were referred to CPCAs, of which:

- **81%** were referred by a judicial measure
- **19%** went to a centre voluntarily
- More than **4,930**  
**perpetrators**  
received psychological counselling

**85%** of Metropolitan departments are covered by a CPCA

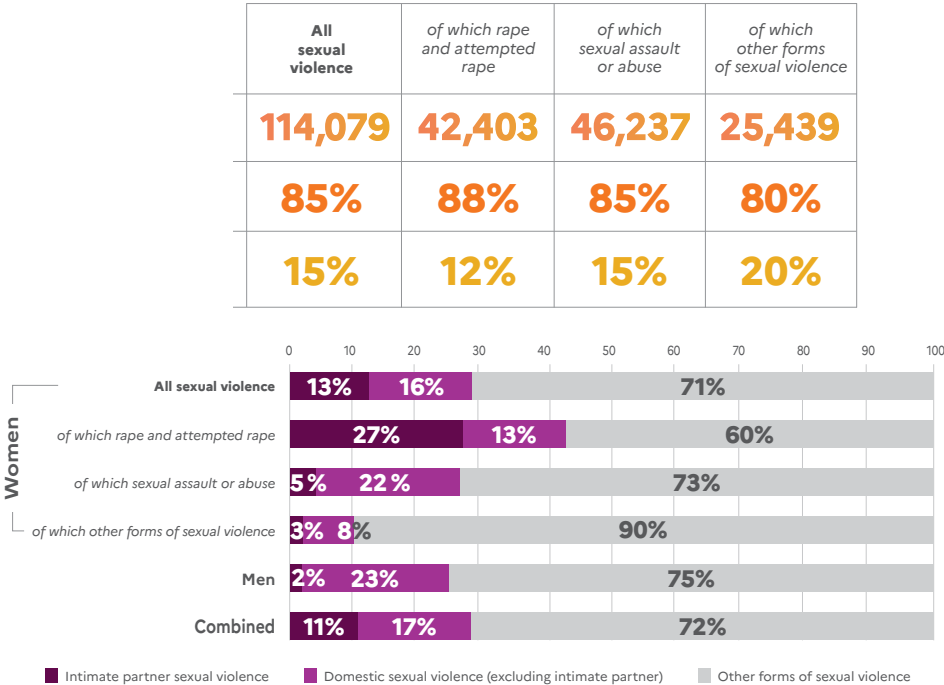
*\* Following the Grenelle consultation on intimate partner violence, the Government announced the establishment of centres for perpetrators of intimate partner violence (CPCA) to better prevent acts of violence and to prevent reoffending. These centres offer medical and psychotherapeutic support to perpetrators of intimate partner violence, which can be combined with socio-professional support that particularly focuses on their re-entry into employment. 30 centres opened between 2020 and 2021 across the whole of France.*

*Scope: France (Metropolitan and DROM), persons aged 18 and over.*

*Source: responses from CPCA centres.*

1.5 • Nearly a third of sexual violence cases solved in 2023 were of a domestic nature\*

Breakdown of victims by gender, type of offence and context in 2023



\* Domestic sexual violence is sexual violence committed by people who have a marital or family relationship (in the broadest sense) with the victim.  
Source: SSMSI, 'Insécurité et délinquance en 2023 : bilan statistique et atlas départemental', July 2024. SSMSI data, statistical database of victims of crimes and offences recorded by the police and gendarmerie in 2023.

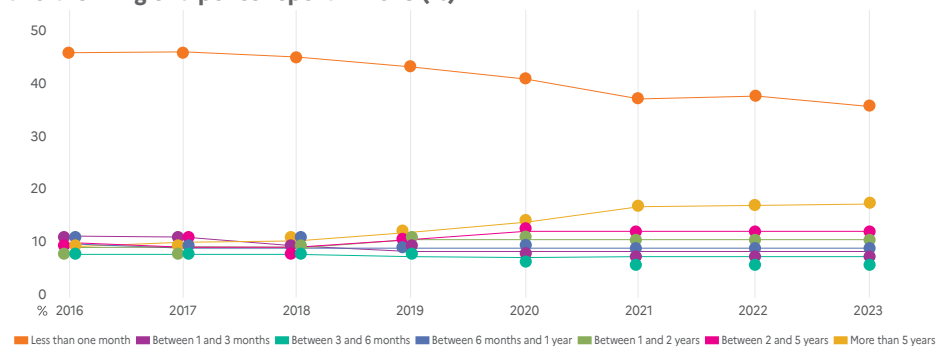
Number of respondents for sexual violence cases solved in 2023



Scope: France, individuals.  
Source: SSMSI, 'Insécurité et délinquance en 2023 : bilan statistique et atlas départemental', July 2024. SSMSI data, statistical database of respondents for offences solved by the police and gendarmerie in 2023.

## 1.6 • Half of the sexual violence cases recorded in 2023 were solved within a year

Distribution of the amount of time between the occurrence of the incident and the filing of a police report in 2023 (%)

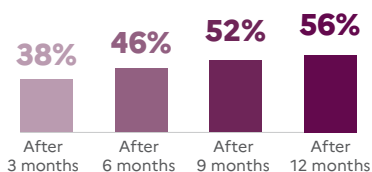


Interpretation: In 2016, in 44% of cases, the time elapsed between the occurrence of an act of sexual violence and the filing of a police report was less than one month.

Scope: France.

Source: SSMSI, 'Insécurité et délinquance en 2023 : bilan statistique et atlas départemental', July 2024. SSMSI data, statistical database of victims of crimes and offences recorded by the police and gendarmerie in 2023.

## Crime-solving rate\* for cases of sexual violence\*\* recorded by security services in 2022



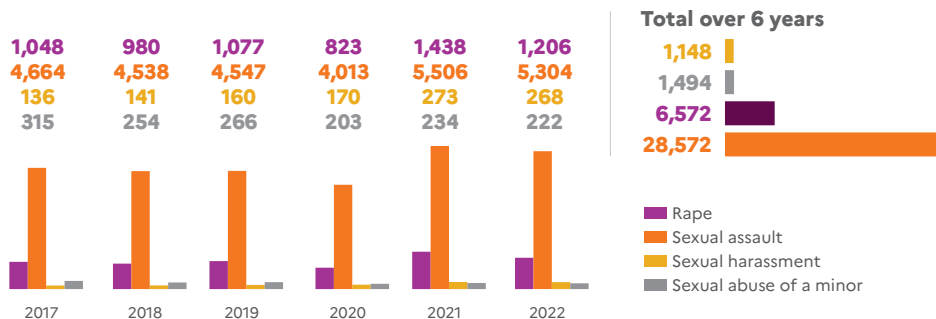
\* A crime is considered solved if at least one respondent can be charged with the offence: the case can only be counted as solved if the alleged perpetrator or at least one of the alleged perpetrators has been taken in for questioning, has made a statement and has been presented as the alleged perpetrator in the case sent to judicial authorities.

\*\* Domestic violence and other forms of sexual violence.

Scope: France.

Source: SSMSI, 'Élucidation des crimes et délits enregistrés par les services de sécurité en 2022', April 2024. SSMSI data, statistical databases of offences recorded or solved by the police and gendarmerie between 2019 and 2023.

## Evolution of the number of convictions by type of sexual violence between 2017 and 2022



Note: The drop in the number of convictions in 2020 and the increase in 2021 can be partly attributed to the health crisis.

Scope: convictions for a primary offence of sexual violence, between 2017 and 2022, in France. The 2021 data is semi-definitive and the 2022 data is provisional.

Source: SSMSI, 'Les violences sexuelles, près d'une condamnation sur six relève du viol', Infos rapides Justice no. 9, November 2023. Data from the Ministry of Justice, SDSE, National Criminal Record statistics file.

1.7 • In 2023, women accounted for 76% of recorded victims of sexual exploitation. Since 2017, 1,747 people have completed or are in the process of completing a programme to quit prostitution\* (PSP)

Number of victims of sexual exploitation recorded by the police and gendarmerie in 2023

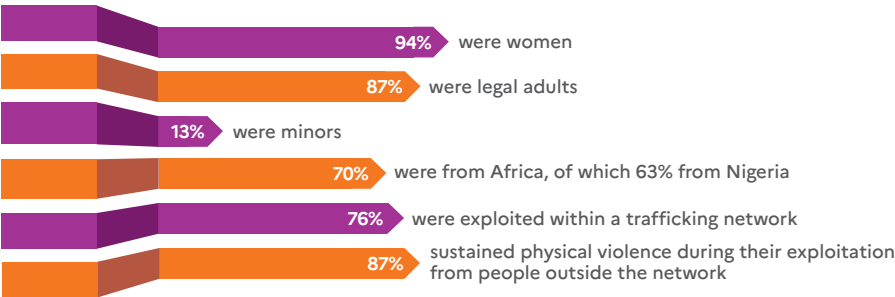
Of the **11,470 victims**, minor and adult, of human exploitation



**8,773** were **women** and **7,477** were **minors**

Scope: France.  
Source: Interministerial Mission for the Protection of Women against Violence and the Fight Against Human Trafficking (Miprof) 'La prostitution en France', Letter from the French National Observatory on Violence against Women no. 20, May 2024. SSMSI data – Database of victims of crime and offences 2023.

Information about the 2,026 victims of sexual exploitation in France supported by 62 organisations in 2022



\* On 2 May 2024, the Ministry for Gender Equality launched the first national strategy to fight the prostitution system, in order to step up action against sexual exploitation. This strategy was drawn up in collaboration with the Ministry of the Interior and Overseas Territories, the Ministry of Justice, the Ministry Delegate for Health and Prevention, the Ministry Delegate for Children, Young People and Families, and with all the institutions and associations involved. It has four main focuses: strengthening the application of the 2016 law, adapting new measures for applying the law to the new realities of prostitution, improving understanding of the prostitution phenomenon with an emphasis on raising awareness, and continuing the fight against the sexual exploitation of minors in line with the plan to combat the prostitution of minors launched in 2021.

Number of people who have completed or are in the process of completing a programme to quit prostitution (PSP) since 2017



As of <sup>1</sup> January 2024, **1,747 people** had completed or were in the process of completing a programme to quit prostitution since 2017

\* Any legal adult who is a victim of prostitution, procuring or sexual exploitation can benefit from appropriate support provided by one of 119 organisations approved for the purpose. This scheme has been supplemented by the creation of a financial allowance for social and vocational integration (AFIS) paid to people who have committed to a PSP programme and who cannot benefit from minimum social benefits under ordinary law.  
Source: Ministry for Gender Equality and the Fight against Discrimination, the Directorate General for Social Cohesion – Department for Women's Rights and Gender Equality (SDFE), January 2024.

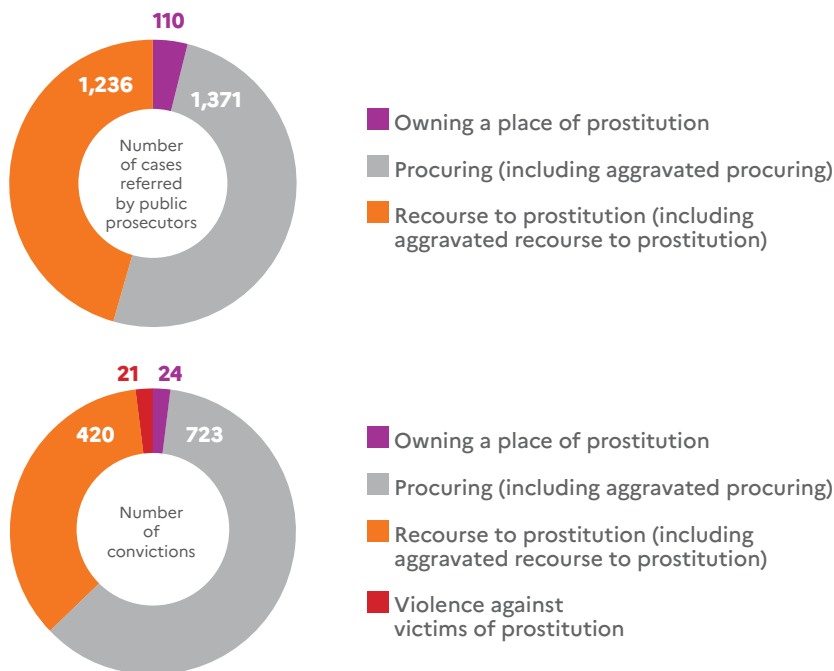
## 1.8 • In 2022, 1,188 convictions were handed out for recourse to prostitution, owning a place of prostitution, procuring and violence against victims of prostitution

Number of respondents for sexual exploitation cases solved in 2023

**10,757 people** accused of sexual exploitation,  
of which **90% were men**

Source: SSMSI, 'Insécurité et délinquance en 2023 : bilan statistique et atlas départemental', July 2024. SSMSI data, statistical database of respondents for offences solved by the police and gendarmerie in 2023.

Number of cases referred by the public prosecutor's office, and number of convictions, for recourse to prostitution (including aggravated recourse to prostitution), owning a place of prostitution, procuring (including aggravated procuring) and violence against victims of prostitution in 2022



Scope: France.

Source: Interministerial Mission for the Protection of Women against Violence and the Fight Against Human Trafficking (Miprof) 'La prostitution en France', Letter from the French National Observatory on Violence against Women, May 2024. Data from the Ministry of Justice/SG/SSER/Cassiopee statistics file.

### 1.9 • Estimates suggest that nearly 140,000 women living in France have been circumcised

Estimated total number of adult women living in France in 2019 who had undergone female genital mutilation

**139,397**

so-called first-generation  
adult women who  
had been circumcised\*



\* Compared with the previous estimate (86,343 in 2014), this number has risen (+62%), however, this increase is not linked to an escalation of the practice in the countries of origin or in France. This increase is primarily the result of a change in the size and composition of the reference population, i.e. the adult female population living in France and born in one of the 31 countries "at risk for circumcision" (countries where the practice is statistically documented).

The size of the population born in a high-risk country increased between the two dates (+57% from 227,757 to 356,867), due to an increase in female migration from high-risk countries. In addition, the composition of the reference population has changed: the female migrant populations whose numbers have increased significantly (more than doubling) are populations born in high-prevalence countries (Eritrea, Somalia, Sudan between 80 and 96%).

Scope: indirect estimate based on the most recent Demographic and Health Surveys and Multiple Indicator Surveys. Adult migrant women from "countries at risk" known as "first generation", i.e. born in one of the "countries at risk" and living in France, i.e. 345,162 women aged 18 and over living in France in 2019 and 11,705 women asylum seekers identified by OFPRA.

Source: Directorate General for Social Cohesion/Université Côte d'Azur, data relating to the 'MSF-MAP' study, July 2023.

**Number of female minors placed under the protection of the French Office for the Protection of Refugees and Stateless Persons (OFPRA) due to their risk of being exposed to female genital mutilation as of 31 December 2023**

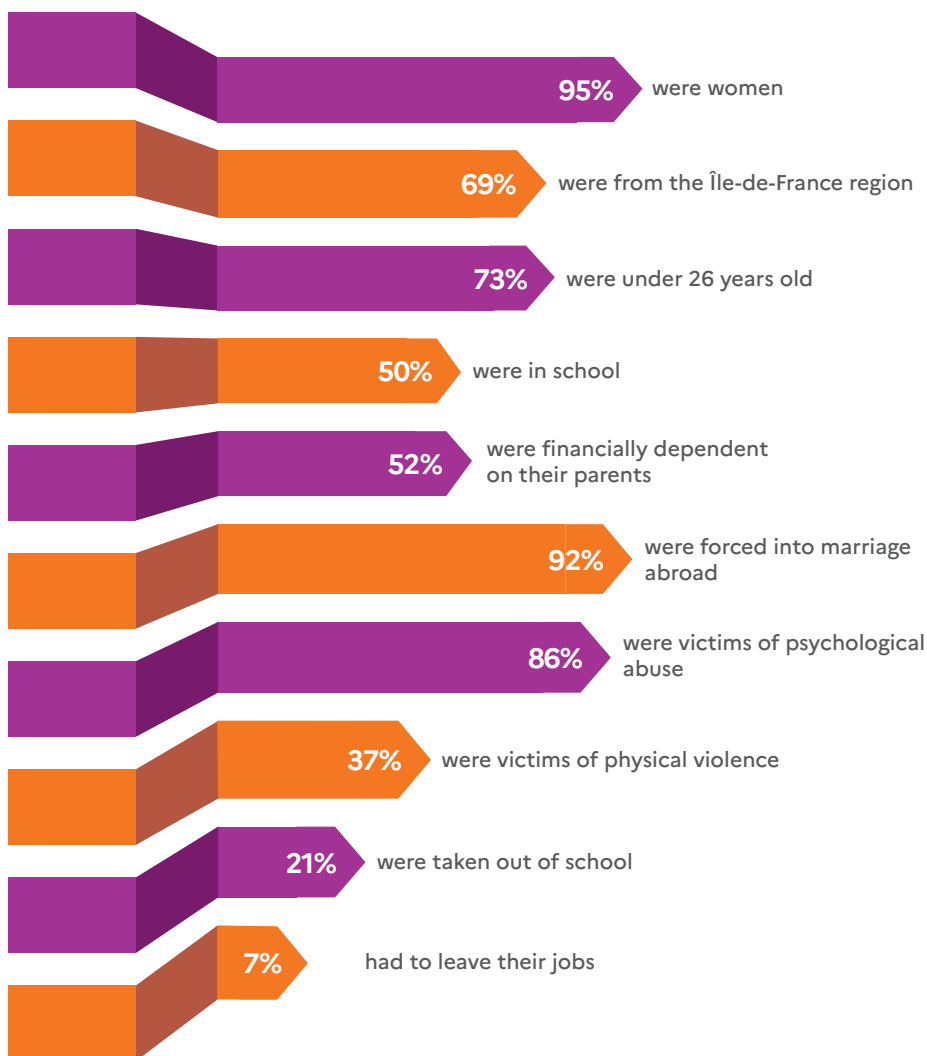
**3,480**  
minors



Source: French Office for the Protection of Refugees and Stateless Persons (OFPRA), 'Rapport d'activité 2023' (2023 Annual Report), July 2024.

## 1.10 • In France, 95% of recorded victims of forced marriages are women and a third are victims of physical violence

Information about victims of forced marriages who contacted the SOS Mariage Forcé\* helpline in 2023



\* Led by the organisation Voix de Femmes and supported by the Ministry for Gender Equality, SOS Mariage Forcé is the first European organisation exclusively dedicated to supporting victims of this type of abuse.

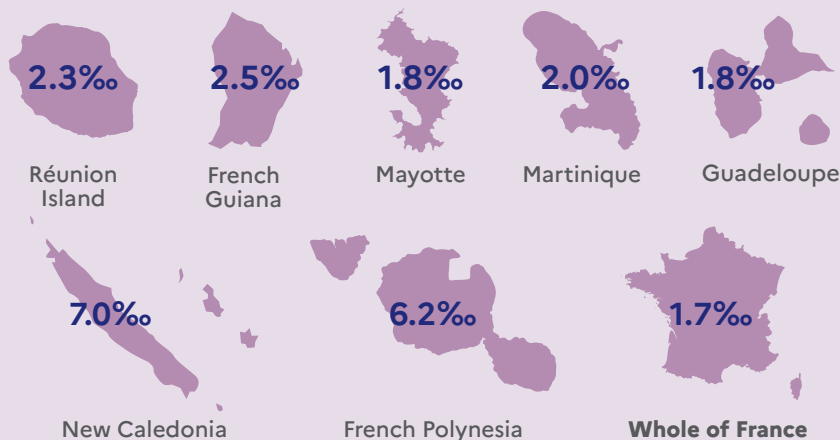
Scope: 147 victims who requested help from SOS Mariage Forcé in 2023.

Source: Voix de Femmes organisation, Annual Report 2023, 2024.

## FOCUS: OVERSEAS TERRITORIES

**1.11 • Overall, the share of victims of sexual violence and intimate partner violence is higher in the French overseas territories, particularly in New Caledonia and French Polynesia**

**Number of victims of sexual violence\* per 1,000 inhabitants in 2023**

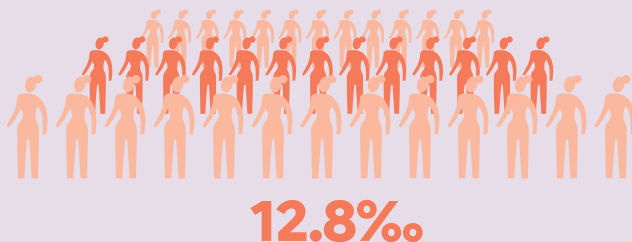


\* All sexual violence, including rape and attempted rape, sexual assault or abuse, and other forms of sexual violence. This can be intimate partner violence, domestic violence (not committed by an intimate partner) or violence experienced outside the family and marital context.

Scope: France, individuals.

Source: SSMSI, 'Atlas départemental de la délinquance enregistrée en 2023 - Édition juillet 2024', July 2024. SSMSI data, statistical database of victims recorded by the police and gendarmerie in 2023; Insee, 2021 population census (for Mayotte, the 2017 population census).

**Number of women aged between 15 and 64 who were victims of intimate partner violence per 1,000 female inhabitants in the same age range, by overseas territory, in 2023**



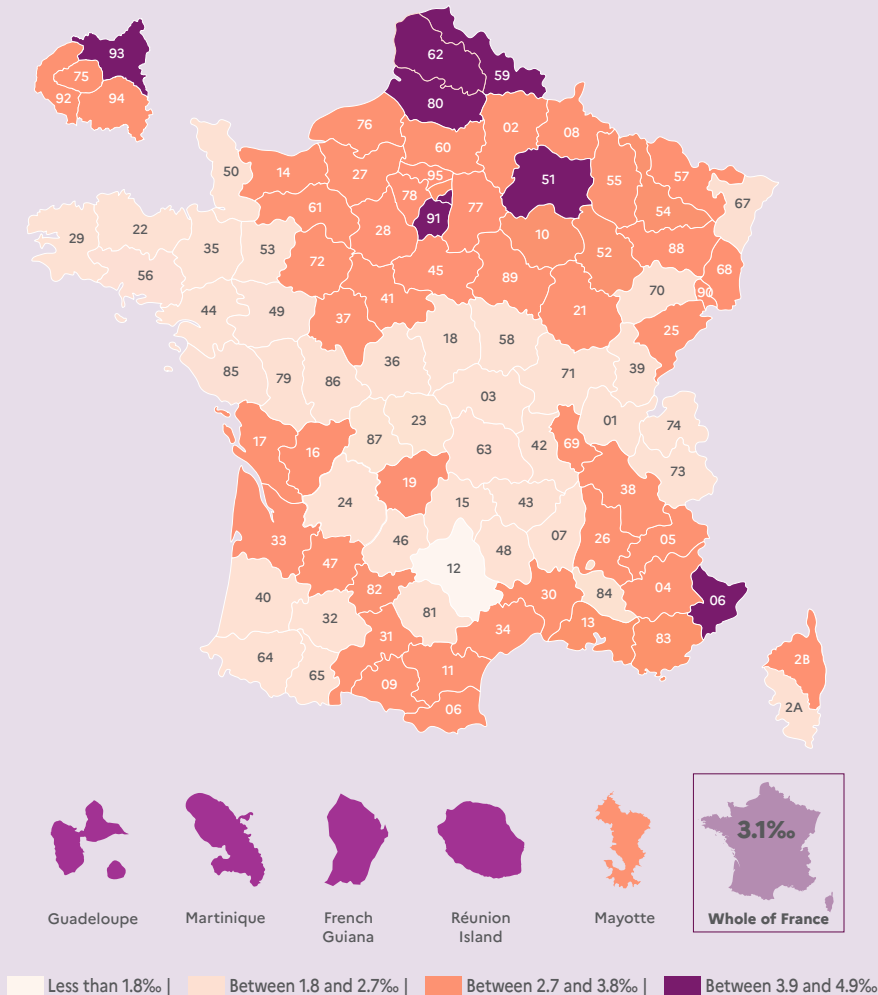
Source: SSMSI, 'Les violences conjugales enregistrées par les services de sécurité en 2023', Info Rapide no. 44, November 2024. SSMSI data, statistical database of victims of crimes and offences recorded by the police and gendarmerie in 2023.



## FOCUS: REGIONS

1.12 • The rate of domestic violence is higher in the north and south of Metropolitan France and in the overseas territories

Rate of intentional domestic assault\* per 1,000 inhabitants in 2023



\* Intentional domestic assault is violence voluntarily inflicted on the victim within the family setting, in other words, any form of violence committed by a person with a family relationship, in the broadest sense, to the victim (partner, ex-partner, father, mother, daughter, son, uncle, aunt, etc.) whether or not this person lives with the victim. This includes intimate partner violence.

Source: SSMSI, 'Géographie départementale de la délinquance enregistrée en 2023', Interstat Analyse no. 65, January 2024.



# 2

## WOMEN'S HEALTH

*Overview*

Contraception and abortion

Health risks and sexual health

Maternity and perinatal care

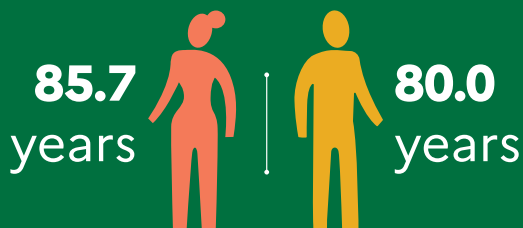
Mental health and disability

*Focus on regions  
and French overseas territories*

# OVERVIEW

In 2023, women lived longer than men  
in all socio-professional categories

## Life expectancy at birth in 2023



Scope: France.

Source: Insee, 'Espérance de vie à divers âges', January 2024.  
Insee data, population estimates and vital statistics.

## Life expectancy at age 35 by socio-professional category in 2020-2022 (in years)



Interpretation: at 35, women farmers could expect to live to 85.5 years old.

Scope: France, excluding Mayotte.

Source: Insee, 'Espérance de vie à 35 ans par catégorie socioprofessionnelle et diplôme', July 2024.  
Insee data, Permanent Demographic Sample.

**1.5 million  
to 2.5 million  
women**



**are affected  
by endometriosis  
in France**

**or 1 in 10 women**

### Time from appearance of first symptoms to diagnosis

**1<sup>st</sup> symptoms**

average age of **24**

**Diagnosis**

average age of **31**



Scope: 1,557 women suffering from endometriosis, 803 of whom were from the Ipsos panel and 754 from the EndoFrance organisation.

Source: Ipsos and EndoFrance, 'Vivre avec l'endométriose : plus de 1 550 femmes en parlent'.

Enquête sur le parcours des femmes souffrant d'endométriose, June 2020. Data from EndoVie survey, conducted online in January 2020.

**Number of abortions  
performed in 2023 in France  
(Metropolitan and French  
overseas territories)**



**243,623  
abortions**

of which **227,427**  
concerned women residing  
in Metropolitan France

**Number of abortions per 1,000 women  
aged 15-49 in 2023  
(Metropolitan France  
and French overseas territories)**



**16.8  
abortions**

Scope: all abortions carried out in Metropolitan France and in French overseas departments and regions, or DROM (including those concerning women whose age was unknown). Figures updated in July 2024.

Source: DREES, 'La hausse des IVG réalisées hors établissement de santé se poursuit en 2023', Études et Résultats no. 1311, September 2024

### Number of hospitalisations for self-inflicted injuries\*, by age and gender in 2023



**7,697 943**

10 to 14 years

**13,618 2,965**

15 to 19 years

**7,110 3,298**

20 to 24 years

\* Suicide attempts and self-harm.  
Note: extracted data.

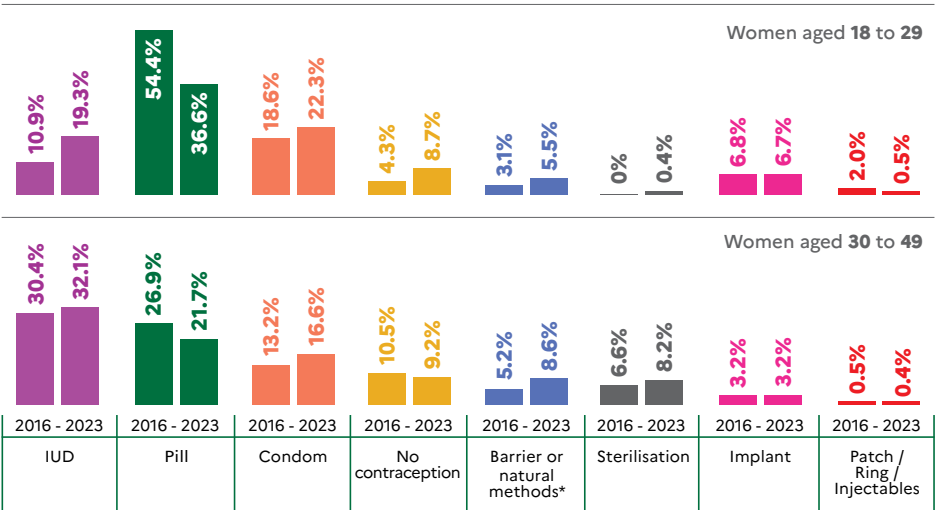
Scope: Whole of France, patients aged 10 or over who had been hospitalised at least once with an associated diagnosis of self-inflicted injury.

Source: DREES, 'En 2022, la forte hausse des hospitalisations pour geste auto-infligé chez les jeunes filles se confirme', February 2024.

Data from the national health data system, CNAM

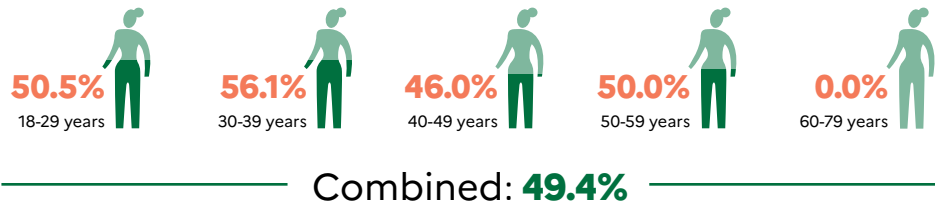
2.1 • The contraceptive landscape is changing, with a significant decline in the use of the pill, particularly among young women

Evolution of the main contraceptive methods used by women aged 18 to 49 in 2016 and 2023



\* Barrier or natural methods include withdrawal, the Ogino or rhythm method, and the diaphragm. The women concerned by contraception were those who had had heterosexual intercourse in the year preceding the survey, who were not pregnant and did not wish to become pregnant at the time of the survey, and who were not infertile.  
Interpretation: In 2023, 36.6% of women aged 18-29 at risk of pregnancy used the pill, compared with 54.3% in 2016 (Santé Publique France barometer).  
Scope: women aged 18 to 49 concerned by contraception.  
Source: Inserm/ANRS/Santé Publique France, 'Contexte des sexualités en France' survey, November 2024.

Share of women using a condom the first time they had intercourse with a new partner by age in 2023



Share of unwanted pregnancies among women aged 18 to 49

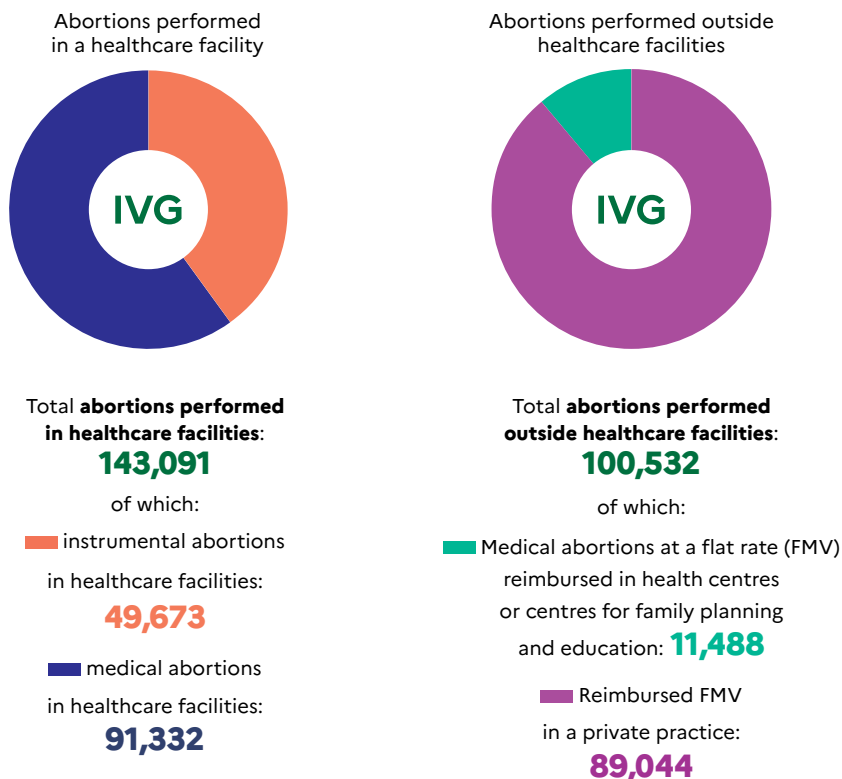
In 2023, **12.8% of women** who had had a pregnancy in the 5 years preceding the survey reported that it was unwanted, **compared with 8.9%** in 2016.

Scope: women aged 18 to 49 concerned by contraception.  
Source: Inserm/ANRS/Santé Publique France, 'Contexte des sexualités en France' survey, November 2024.

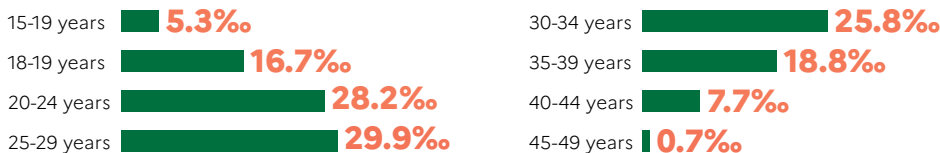


## 2.2 • The number of abortions performed outside healthcare facilities continued to rise in 2023

### Places where abortions were carried out in 2023



### Rate of recourse to abortion per 1,000 women by age in 2023\*



\* Calculated as the ratio of all abortions to the population of women aged 15-49.

Scope: all abortions carried out in Metropolitan France and in French overseas departments and regions, or DROM (including those concerning women whose age was unknown). Figures updated in July 2024.

Source: DREES, 'La hausse des IVG réalisées hors établissement de santé se poursuit en 2023', Études et Résultats no. 1311, September 2024.

2.3 • Breast cancer is still the leading cause of cancer death in women. Vaccination coverage against human papillomavirus infections is increasing among girls and boys, although it is still low among the latter

Number of new cancer cases per year, and number of deaths in 2018

Breast cancer

**61,214** new cases per year  
**12,100** deaths in 2018 – **1<sup>st</sup> cause**  
of cancer death in women

Cervical cancer

**3,159** new cases per year  
**1,100** deaths in 2018

Endometrial cancer

**8,824** new cases in 2018

Ovarian cancer

**5,348** new cases per year  
**3,500** deaths in 2018

Source: The French National Cancer Institute, 'Panorama des cancers en France Édition 2023', July 2023. The French National Cancer Institute, 'Le cancer de l'endomètre : points clés', May 2022. Accessed on 6 August 2024.

Participation in organised breast cancer screening



**10.8 million women aged 50 to 74**  
eligible in 2021-2022 • **47.7%** participation rate

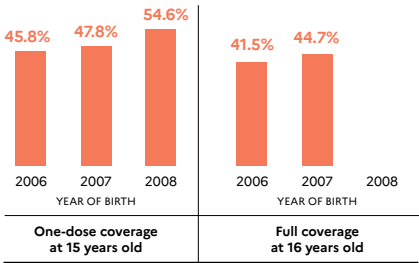
Participation in organised uterine cancer screening



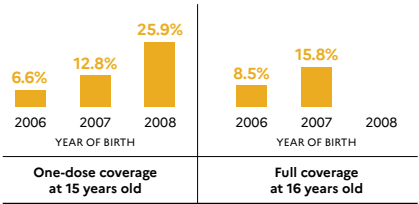
**17.2 million women aged 25 to 65**  
eligible in 2021 • **58.8%** participation rate,  
10,400,000 people (2018-2020)

Source: The French National Cancer Institute (INCa), 'Panorama des cancers en France Édition 2023', July 2023.

Human Papillomavirus (HPV) vaccination coverage by gender and year of birth as of 31 December 2023



GIRLS



BOYS

Source: Santé Publique France, 'Données de couverture vaccinale papillomavirus humains (HPV) par groupes d'âge', April 2023. Viewed on 16 July 2024.



**2.4 • The menopause\* is still a taboo subject, even though its symptoms have a major impact on the daily lives of 1 in 4 women aged between 50 and 65. Nearly a third of women say they have already experienced period poverty**

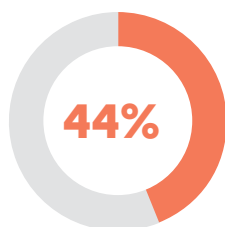
**Share of women aged 50 to 65 not taking hormone replacement therapy (HRT) presenting at least one menopausal symptom\*\* in addition to the cessation of menstruation, by age in 2020**



**68%** of women had an average of 2.5 symptoms of Genitourinary Syndrome of Menopause\*\* (GSM).

**1 in 4 women** (25%) aged 55 to 59 felt that menopausal symptoms had a major impact on their quality of life.

**Share of women aged 50 to 65 who had never discussed their symptoms with a healthcare professional**



**Share of women aged 50 to 65 taking hormone replacement therapy (HRT)**



\* Menopause is defined as the cessation of menstrual periods (or 'amenorrhoea') for more than a year, without any identified cause, and occurring between the ages of 45 and 55 (51 on average in France). This natural phase in a woman's life corresponds to the cessation of ovarian function.

\*\* In this survey, menopausal symptoms include symptoms of Genitourinary Syndrome of Menopause (vaginal dryness, burning, urinary infections, urinary incontinence, etc.) and climacteric symptoms (hot flushes, sweating, fatigue, etc.).

Scope: 5,004 women aged 50 to 65, France.

Source: Florence A. Trémolliers, Gabriel André, Brigitte Letombe, Amélie Pichard, Bertrand Gelas, Patrice Lopès, 'Persistent gap in menopause care 20 years after the WHI: a population based study of menopause related symptoms and their management', Maturitas, 10 August 2022. ELISA study data, 2020.

**Share of menstruating women declaring in 2023 that they had already experienced period poverty\***

18 to 50 years **31%**

18 to 24 years **44%**



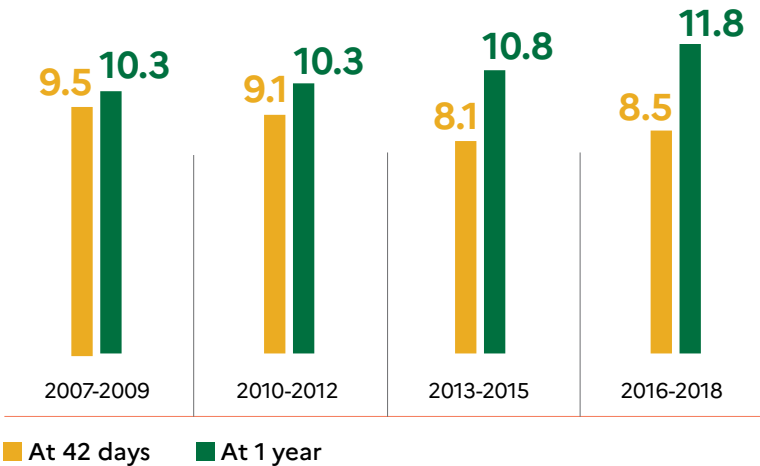
\* In this study, period poverty is defined as difficulty accessing enough menstrual products for adequate protection during periods due to financial constraints.

Scope: sample of 1,022 menstruating women aged 18 to 50, representative of the population of women aged 18 to 50.  
Source: OpinionWay for Règles Élémentaires, 'Enquête sur la précarité menstruelle', February 2023.

2.5 • 1 death occurs every 4 days in France from a cause related to pregnancy or childbirth, or during the period up to the child's first birthday

For the period 2016-2018, **272 maternal deaths** were identified

Evolution of the maternal mortality ratio at 42 days and 1 year\* per 100,000 live births between 2007 and 2018



\* Note: from 2013, deaths in Mayotte are included.  
Scope: Whole of France.

The three leading causes of maternal mortality at 42 days and 1 year in 2016-2018

At 42 days

- Cardiovascular disease: **15.7%**
- Amniotic fluid embolism: **10.6%**
- Obstetric haemorrhage: **10.1%**

At 1 year

- Suicide: **16.5%**
- Cardiovascular disease: **14.3%**
- Sudden unexplained death: **8.1%**

\* Maternal deaths occurring during pregnancy, childbirth or in the 42 days/year following the end of pregnancy.  
Scope: Whole of France.  
Source: Santé Publique France/Inserm, 'Les morts maternelles en France : mieux comprendre pour mieux prévenir. 7<sup>ème</sup> rapport de l'enquête nationale confidentielle sur les morts maternelles (ENCMM), 2016-2018', April 2024. Data from the Confidential National Survey of Maternal Deaths (ENCMM).

## 2.6 • On average, it takes one to two years to receive treatment for medically assisted reproduction\* (MAR)

Average waiting time for medically assisted reproduction (MAR) treatment with sperm donation



**15.8 months**  
in the first half of 2023

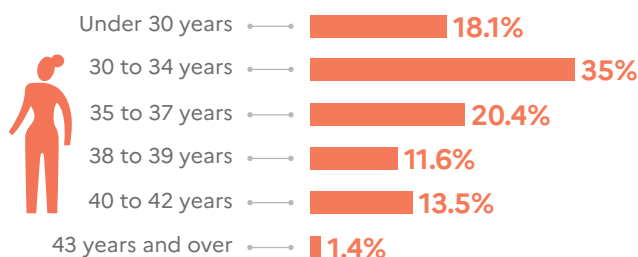
Average waiting time for medically assisted reproduction (MAR) treatment with ovocyte donation



**23.8 months**  
in the first half of 2023

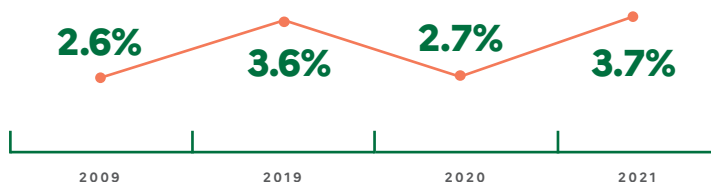
Source: French Agency of Biomedicine, 'AMP : des demandes de prises en charge toujours à la hausse mais des dons insuffisants pour y répondre', December 2023.

### Age of women at insemination or egg retrieval ahead of in vitro fertilisation in 2021



**27,609** children were born as a result of a MAR procedure carried out in 2021

### Share of children conceived via MAR among children born in France

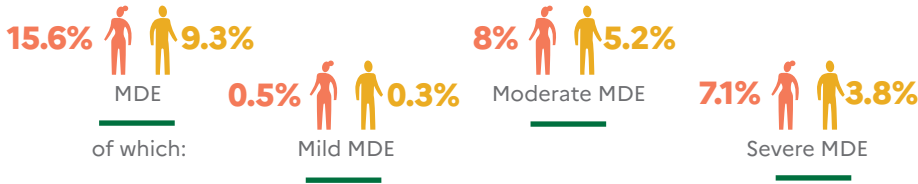


\* Medically Assisted Reproduction (MAR) makes it possible to have a child when conception by natural means is not possible. It uses various methods, such as in vitro fertilisation (IVF), artificial insemination or gamete and embryo donation, with the aim of achieving pregnancy. MAR is available to single women, female same-sex couples and heterosexual couples.

Source: French Agency of Biomedicine, 'Assistance Médicale à la Procréation - Principaux chiffres de l'activité', 2022.

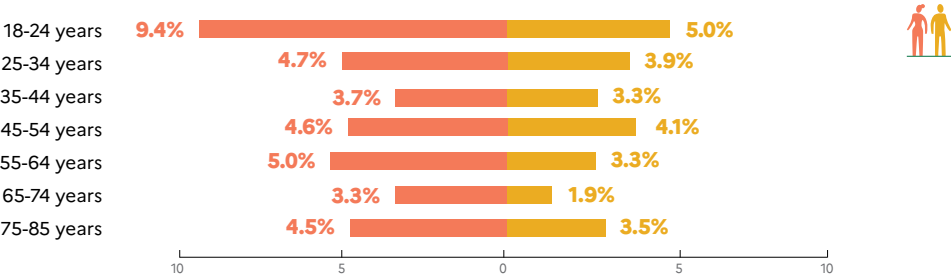
2.7 • Women’s mental health, particularly that of young women, is worse than that of men. The number of hospital admissions for self-inflicted injuries\* has risen sharply among young girls

Share of women and men reporting having experienced a major depressive episode\* (MDE) in the 12 months preceding the survey in 2021



\* MDE is defined as a two-week period of sadness or loss of interest, almost every day and for most of the day, as well as the presence, over the same period, of at least three secondary symptoms and a disruption of daily activities. Depressive episodes are classified as mild, moderate or severe, depending on the number of symptoms described and their impact on normal activities.  
Scope: Metropolitan France, aged 18-85.  
Source: Santé Publique France, 'Prévalence des épisodes dépressifs en France chez les 18-85 ans: résultats du Baromètre santé 2021', February 2023.  
Data from Health Barometer 2021, Santé Publique France.

Share of women and men reporting having had suicidal thoughts in the 12 months preceding the survey by age in 2021



Scope: Metropolitan France, aged 18-85.  
Source: Santé Publique France, 'Prévalence des pensées suicidaires et tentatives de suicide chez les 18-85 ans en France: résultats du Baromètre santé 2021', February 2024. Data from Santé Publique France, Health Barometer 2021.

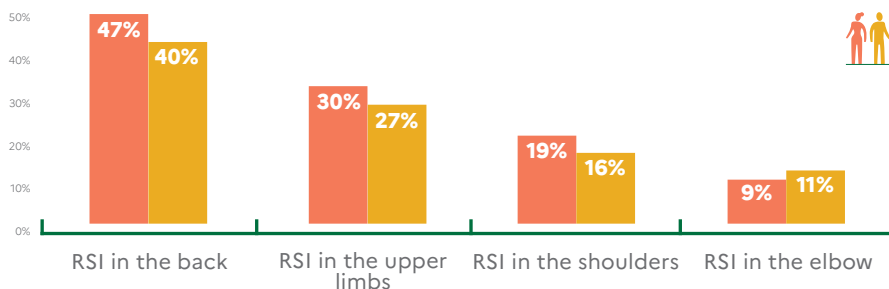
Number of hospitalisations for self-inflicted injuries\*, by age and gender between 2012 and 2023

	10 - 14 years		15-19 years		20-24 years	
2012	3,388	748	7,880	2,757	4,897	3,419
2016	3,995	727	8,102	2,677	4,016	2,633
2020	3,992	798	8,046	2,649	4,496	2,866
2023	7,697	943	13,618	2,965	7,110	3,298

\* Suicide attempts and self-harm.  
Note: extracted data.  
Scope: Whole of France, patients aged 10 or over who had been hospitalised at least once with an associated diagnosis of self-inflicted injury.  
Source: DREES, 'En 2022, la forte hausse des hospitalisations pour geste auto-infligé chez les jeunes filles se confirme', February 2024. Data from the national health data system, CNAM.

## 2.8 • Women are more often affected by a physical limitation than men

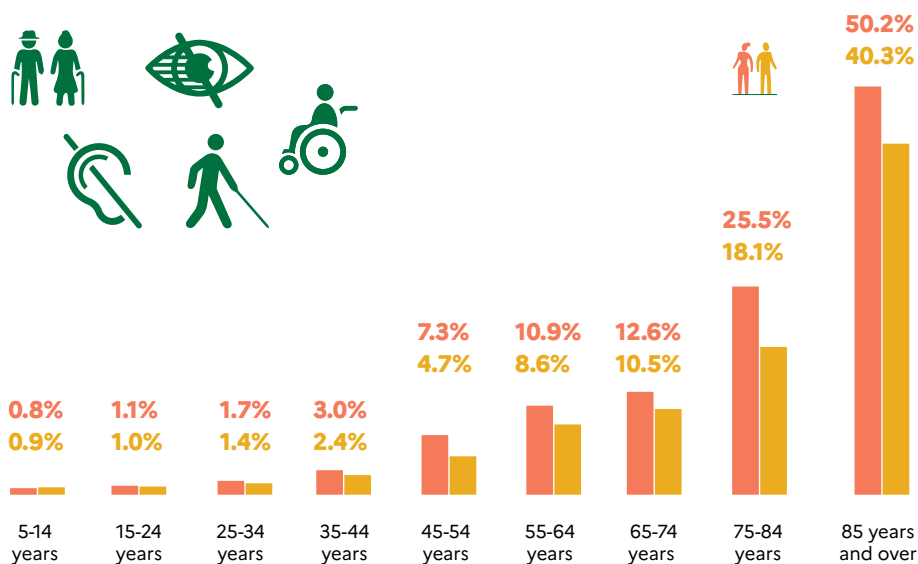
Share of women and men reporting having had repetitive strain injuries (RSI) in the last 12 months, by gender, in 2021



Scope: 18 to 64 years.

Source: Santé Publique France, 'Prévalence de troubles musculo-squelettiques dans la population générale et dans la population des actifs occupés selon la catégorie socioprofessionnelle et le secteur d'activité', March 2024.

Share of women and men reporting a physical functional limitation by age in 2021



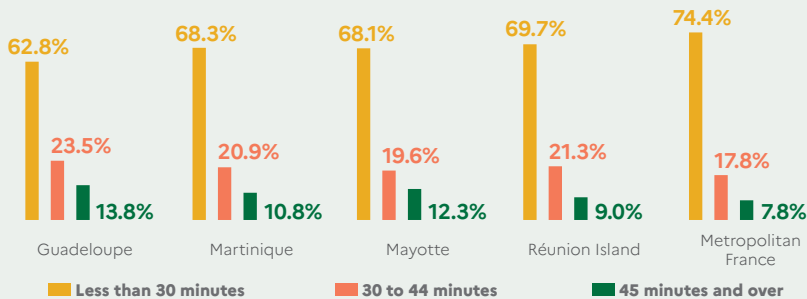
Scope: Metropolitan France and DROM, excluding the population living in care facilities.

Source: DREES, 'En France, une personne sur sept de 15 ans ou plus est handicapée, en 2021', Études et Résultats no. 1254, February 2023. Data from DREES, 'Vie quotidienne et santé' survey on daily life and health.

FOCUS: OVERSEAS TERRITORIES

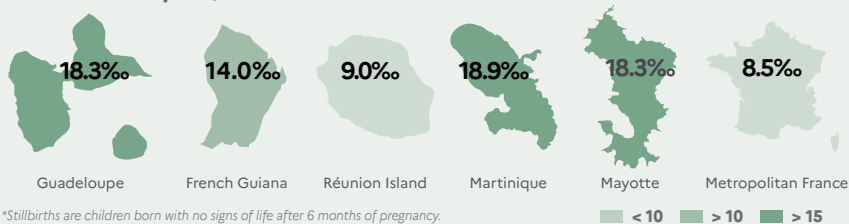
2.9 • Pregnant women in the French overseas departments and regions (DROM) have to travel longer distances to give birth than those in Metropolitan France. In these regions, stillbirth and prematurity rates are up to 2 times higher than in Metropolitan France

Travel time to give birth\*\* in 2021



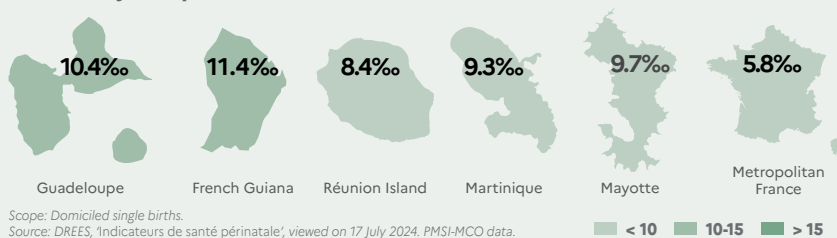
\*\* Comparing to the number of women.  
Source: Santé Publique France, 'Santé périnatale en 2021: des indicateurs ultra-marins globalement plus défavorables qu'en Hexagone', June 2023.  
Data from the 2021 National Perinatal Survey in the DROM.

Stillbirth rate\* per 1,000 children in 2022



\*Stillbirths are children born with no signs of life after 6 months of pregnancy.  
Scope: Domiciled stillborn babies.  
Source: DREES, 'Indicateurs de santé périnatale', viewed on 17 July 2024. PMSI-MCO data.

Prematurity rate per 1,000 births in 2022



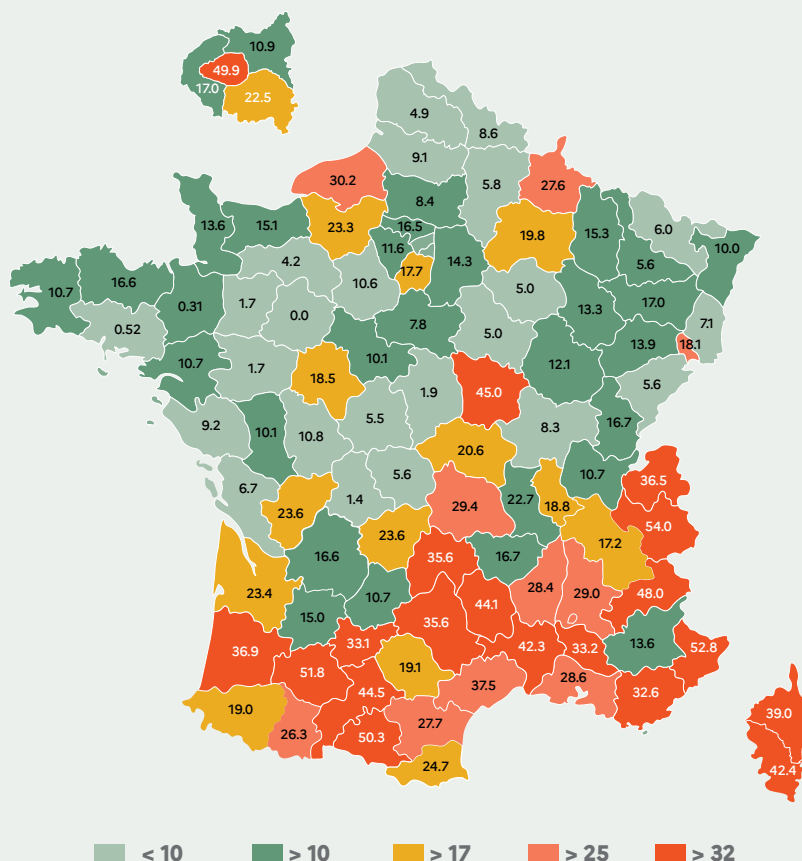
Scope: Domiciled single births.  
Source: DREES, 'Indicateurs de santé périnatale', viewed on 17 July 2024. PMSI-MCO data.

## FOCUS: REGIONS

### 2.10 • The number of professionals performing abortions is unevenly distributed across the country

**Number of practitioners performing abortions outside healthcare facilities per 1,000 women aged 15 to 49**

**19.2** average number of practitioners performing abortions outside healthcare facilities per 1,000 women aged 15 to 49 in France (Metropolitan and French overseas territories)



Scope: France.

Sources: Drees, 'La hausse des IVG réalisées hors établissement de santé se poursuit en 2023', Études et résultat no. 1311, September 2024.





# 3

## GENDER EQUALITY IN THE WORKPLACE AND ECONOMIC AUTONOMY

*Overview*

Employment

Working hours and conditions

Pay in the private sector

Pay in the public sector

Career paths in the private sector

Career paths in the public sector

Redistribution, taxation and wealth

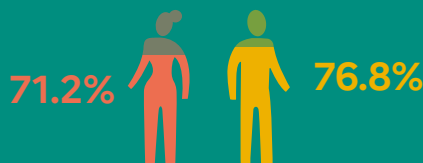
*Focus on regions and French overseas territories*

# OVERVIEW

**30.9 million people** were active in France in 2023,  
including **15.1 million women**

Scope: France excluding Mayotte, persons in ordinary housing, aged 15 or over.  
Source: Insee, 'Population active au sens du BIT - Séries longues', Insee Résultats, July 2024.  
Insee data, 2023 Continuous Employment Survey, long series on the labour market.

## Labour market participation\* among people aged 15-64 by gender in 2023



\* Labour market participation is the ratio between the number of active workers (employed and unemployed people, as defined by the International Labour Organization) and the entire corresponding population.

Scope: France excluding Mayotte, people living in ordinary housing, aged 15-64.

Source: Insee, 'Une photographie du marché du travail en 2023', Insee Première no. 1987, March 2024.  
Insee data, Employment Survey 2023.

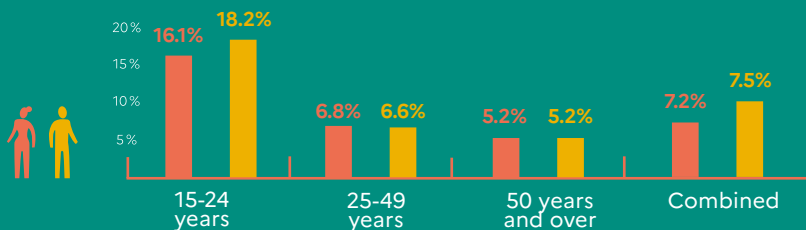
In 2023, women made up **49.0% of the active population**  
in France, compared with **46.8% in the European Union**

Scope: people aged 15 to 64 living in ordinary housing.

Source: Insee, 'Tableau de bord de l'économie française'. Eurostat data, extracted on 21 March 2024.

In 2023, France had **2.3 million unemployed people**,  
of which **1.1 million were women**

## Unemployment rate by gender and age in 2023

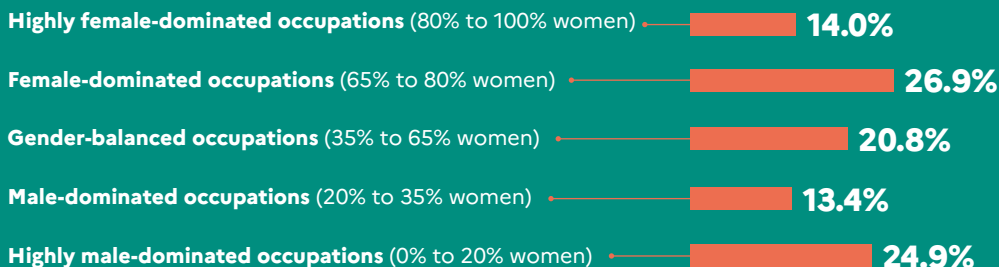


Scope: France excluding Mayotte, active persons living in ordinary housing.

Source: Insee, 'Chômage et halo autour du chômage en 2023', Insee Résultats, July 2024.  
Insee data, Continuous Employment Survey 2023.

## Only 1 in 5 employees work in gender-balanced occupations

### Share of employees by gender predominance of their occupation from 2016 to 2019



Interpretation: 20.8% of employees worked in gender-balanced occupations, in which between 35% and 65% of employees were women.

Scope: France, employees.

Source: Dares, 'Conditions de travail et mixité : quelles différences entre professions, et entre femmes et hommes', Document d'études no. 265, January 2023. Insee data, Employment surveys 2016 to 2019.

### In 2022, women earned 23.4% less than men in the private sector (average annual wage income in constant euros)

Women  
earned **23.4%**  
less than  
men



\* Wage income is the sum of all wages received by an individual in a given year, net of all social security contributions, including the general social contribution (CSG) and the social debt repayment contribution (CRDS).  
Scope: France excluding Mayotte, employees working primarily in the private sector, excluding apprentices and trainees, excluding agricultural employees and employees of private individuals.

Source: Insee, 'Écart de salaire entre femmes et hommes en 2022', Insee Focus no. 320, March 2024.  
Insee, 2021 Ali employees panel and 2022 Ali employees base. Details p. 48.

### In 2020, 1.6 million women were at the head of a single-parent family, compared with 0.3 million men

Scope: France excluding Mayotte, adults living in a family with at least one child under 18.

Source: Insee, 'Femmes et hommes, l'égalité en question', 2022 edition, March 2022.  
Insee data, annual census survey 2020.

### Poverty rate\* for single-parent families in 2022

# 31.4%

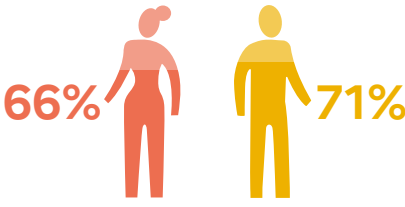
\* The threshold is 60% of the median standard of living.

Scope: Metropolitan France, persons living in ordinary housing in a household with positive or zero declared income and whose reference person was not a student.

Source: Insee, 'Standard of living and poverty in 2022', Insee Première no. 2004, July 2024.  
Insee/DGFiP/Cnaf/Cnav/CCMSA data, tax and social income surveys (ERFS) from 2021 and 2022.

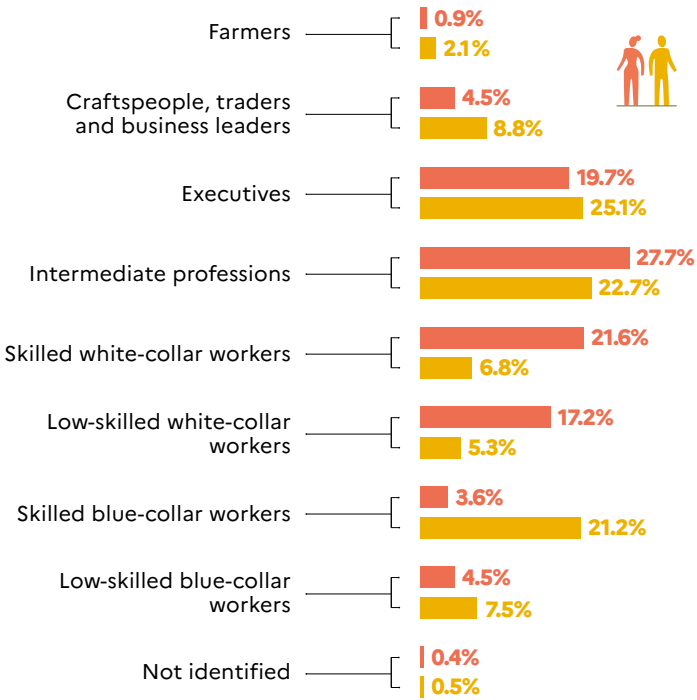
## 3.1 • Women's employment rate is 5 points lower than that of men, and women are in the majority in intermediate professions and among white-collar workers

Employment rate by gender in 2023



Scope: France excluding Mayotte, persons aged 15-64 living in ordinary housing.  
 Source: Insee, 'Activité, emploi et chômage en 2023 et en séries longues', Insee Résultats, July 2024. Insee data, Continuous Employment Survey 2023.

Socio-professional category by gender in 2023



Scope: France excluding Mayotte, people living in ordinary housing, in employment.  
 Source: Insee, 'Une photographie du marché du travail en 2023', Insee Première no. 1987, March 2024. Insee data, Employment Survey 2023.

### 3.2 - Women are more likely to be a situation of underemployment than men and, if they have children, are more likely to be further away from employment than men

#### Under-employment rate\* by gender in 2023



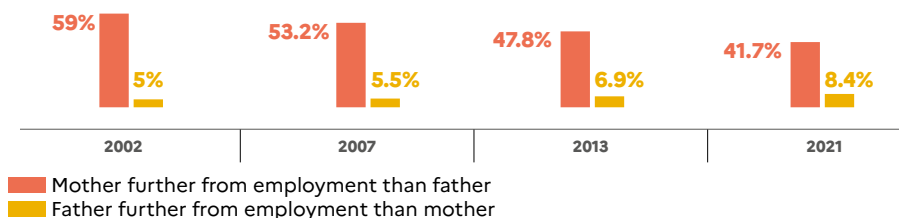
\* Under-employment refers to people in part-time employment who wish to work more hours and are available to do so, whether or not they are looking for work. Also included are people who have involuntarily worked less than usual, due to short-time working for example, whether they work full-time or part-time.  
Scope: France excluding Mayotte, people living in ordinary housing, in employment.  
Source: Insee, 'Une photographie du marché du travail en 2023', Insee Première no. 1987, March 2024. Insee data, Employment Survey 2023.

#### Share of mothers and fathers who were unemployed for child-related reasons in 2021

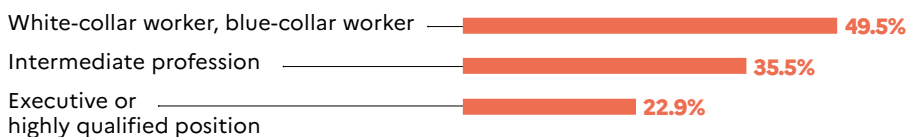


Interpretation: 15.7% of mothers did not have a job (unemployed, inactive, on long-term leave), citing at least one reason related to their children, compared with 3.7% of fathers.  
Scope: mothers and fathers who had previously been in employment, who formed part of a heterosexual couple living together with at least one child under 6, with no recent family blending (all children under 15 in the household were the couple's children), excluding people on maternity or paternity leave, Metropolitan France.

#### Evolution of the employment status of couples with at least one child between 2002 and 2021



#### Share of couples with at least one child in which the mother is further from employment than the father\* according to the mother's socio-professional category in 2021



\* Unemployed mother, father working full-time or other situations where the mother is further from employment than the father.

Scope: heterosexual couples living together with at least one child under the age of 6, with no recent family blending (all children under the age of 15 in the household are the couple's children), excluding people on maternity or paternity leave, Metropolitan France.

Source: DREES, 'L'articulation entre vies familiale et professionnelle repose toujours fortement sur les mères', Études et Résultats no. 1928, March 2024. DREES data, 'Modes de garde et d'accueil des jeunes enfants' surveys on childcare, 2002, 2007, 2013 and 2021.

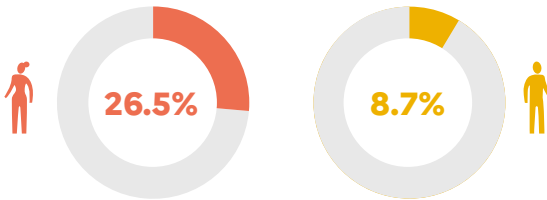
# WORKING HOURS AND CONDITIONS

3.3 • Women work part-time\* three times more often than men. Part-time work is particularly common among mothers

3.7 million women worked part-time\* in 2023, compared with just 1.3 million men

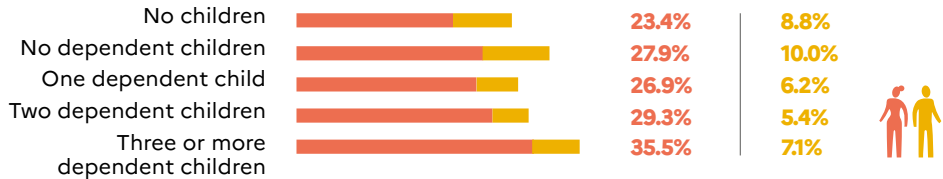
\* Part-time work means working less than the statutory working time or the number of hours set in the company agreement, whichever is less. A written employment contract is required. Part-time work can be introduced at the initiative of either the employer or the employee.  
Scope: France excluding Mayotte, people living in ordinary housing, in employment.  
Source: Insee, 'Caracteristics of jobs in 2023', July 2024. Insee data, Continuous Employment Survey.

## Share of women and men in employment working part-time in 2023



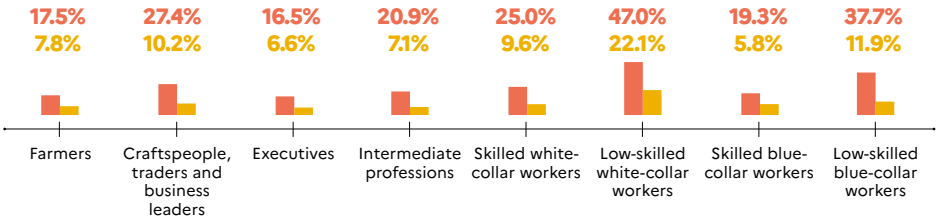
Scope: France excluding Mayotte, people living in ordinary housing, in employment.  
Source: Insee, 'Une photographie du marché du travail en 2023', Insee Première no. 1987, March 2024. Insee data, Employment Survey 2023.

## Share of women and men working part-time according to the number of children they had in 2023



Note: individuals under the age of 18 at the end of the reference week, who were not part of a couple and had no children, were counted in the household as dependent children.  
Interpretation: in 2023, 23.4% of female employees (excluding apprentices) with no children worked part-time.  
Scope: France excluding Mayotte, people living in ordinary housing, aged 15 or over, who were in paid employment, excluding apprentices.  
Source: Insee, 'Emploi, chômage, revenus du travail', Insee Références, August 2024. Insee data, Employment Survey 2023.

## Share of women and men working part-time by socio-professional group in 2022



Interpretation: In 2022, 17.5% of women farmers worked part-time, compared with 7.8% of men.  
Scope: France excluding Mayotte, people living in ordinary housing, in employment as defined by the International Labour Organization.  
Source: Insee, 'Portrait des professions en France en 2022', Insee Focus no. 324, April 2024. Insee data, Employment Survey 2022.

### 3.4 • While men are more exposed to identified factors of physical hardship at work, women are more likely to be victims of work-related commuting accidents. They are also less aware of the occupational risks they face

Share of women and men according to levels of exposure to physical hardship factors at work in 2019

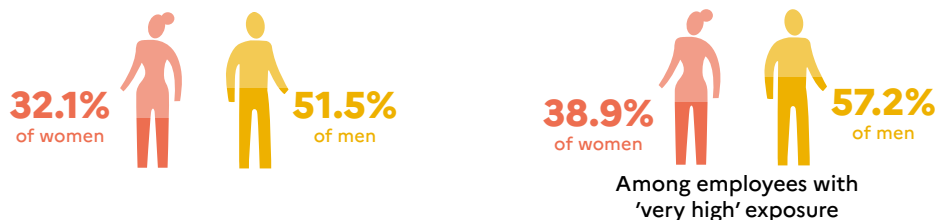


Interpretation: in 2019, 69.5% of employees with 'very high' exposure to hardship factors (severe physical strain, aggressive physical environment, specific work patterns) were men.

Scope: France, private sector employees (excluding employees of private individuals), places of business with 10 or more employees.

Source: Dares, 'Les facteurs de pénibilité physique au travail', May 2024. Data from the 2019 Working Conditions Survey, Dares-DGAFP-DREES-Insee, linked section.

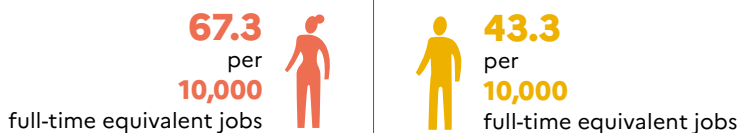
Share of employees who had received information on health and safety risks in the 12 months preceding the survey, by gender and by level of exposure, in 2019



Scope: France, private sector employees (excluding those employed by private individuals) in places of business with 10 or more employees.

Source: Dares, 'Les salariés du privé sont-ils informés des risques liés à leur activité professionnelle et bénéficient-ils de dispositifs de prévention?', Dares Analyses No. 29, May 2024. Data from the 2019 Working Conditions Survey, Dares-DGAFP-DREES-Insee, linked section.

Number of work-related commuting accidents per 10,000 FTEs by gender in 2019



Scope: France, excluding Mayotte, employees affiliated to the general scheme or to the Mutualité Sociale Agricole (scheme for the social protection of farmers).

Source: Dares, 'Les salariés victimes d'accidents de trajet professionnel en 2019', Dares Résultats no. 37, June 2024.

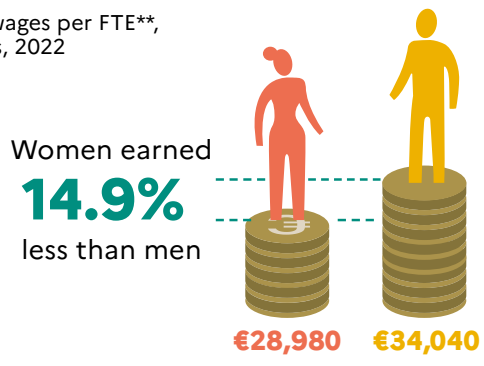
Data from Cnam, CCMSA; Insee, All Employees Base; Dares calculations.

# PAY IN THE PRIVATE SECTOR

3.5 • In 2022, in the private sector, women earned 23.5% less than men. They were over-represented among low-income workers and under-represented at the top end of the pay scale

## Wages and net gender pay gaps in the private sector in 2022

Average annual wages per FTE\*\*, in constant euros, 2022



For a comparable FTE position in 2022:

Women **earned 4.0% less** than men.

\*\* Full-time equivalent.

Scope: France excluding Mayotte, employees working primarily in the private sector, excluding apprentices and trainees, excluding agricultural employees and employees of private individuals.

Source: Insee, 'Écart de salaire entre femmes et hommes en 2022', Insee Focus no. 320, March 2024. Insee, 2021 All employees panel and 2022 All employees base.

Share of women among low-income workers\* in 2018



\* Low income threshold: 60% of the median income of workers.

Scope: individuals declaring a main activity for each month of the year, including at least 6 months as an active worker and at least one month in employment, excluding students and retired people, Metropolitan France.

Source: Dares, 'Qui sont les travailleurs à bas revenus d'activité et quelles sont leurs situations sur le marché du travail', Dares Analyses no. 25, April 2024. Insee data, Statistics on Income and Living Conditions survey, Dares calculations.

## Share of women among the 1% and 0.1% highest-paid private sector employees in 2022



Among the highest-paid **1%**: **22.8%**



Among the highest-paid **0.1%**: **18.0%**

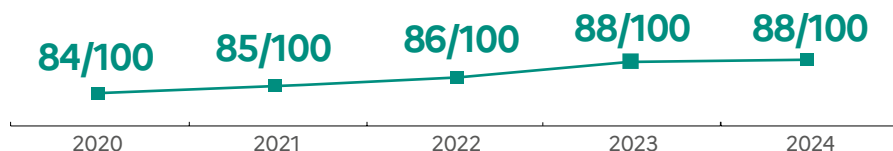
Scope: France excluding Mayotte, employees in the private sector, including beneficiaries of assisted contracts and professional training contracts; excluding apprentices, trainees, agricultural employees and employees of private individuals.

Source: Insee, 'Écart de salaire entre femmes et hommes en 2022', Insee Focus no. 320, March 2024. Insee, All Employees base 2022.

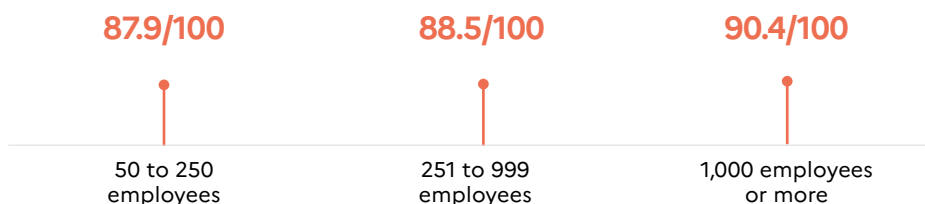


### 3.6 • The results of the Gender Equality in the Workplace Index show little progress and were lower in the smallest companies between 2020 and 2024

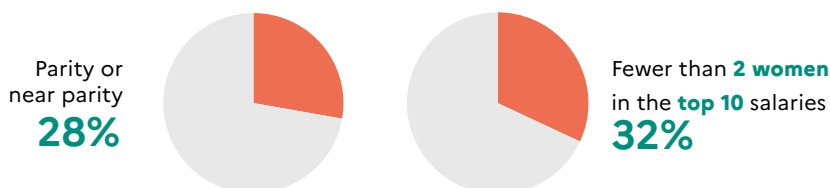
Evolution of the average score of companies reporting the Index\*



Average score for companies reporting the Index\* by number of employees in 2024



Gender parity in the top 10 company salaries in 2024



\* Since 2020, all companies with 50 or more employees must calculate and publish their Gender Equality in the Workplace Index each year on 1 March.

Scope: companies with 50 or more employees that had declared their Index.

Source: Ministry of Labour, Health and Solidarity, press release, 'Résultats 2024 de l'Index égalité professionnelle et de la représentation équilibrée', March 2024.

Share of companies with more than 1,000 employees according to the share of women among senior executives in 2024



Interpretation: 57% of companies with more than 1,000 employees had less than 30% female senior executives in 2023.

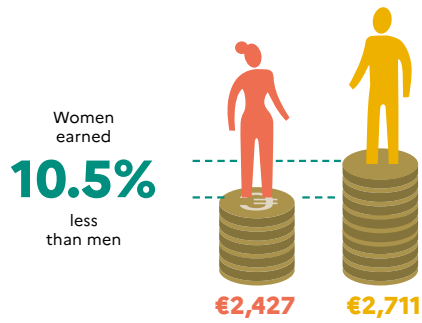
Scope: companies with 1,000 or more employees that declared their results (58% of companies concerned).

Source: Ministry of Labour, Health and Solidarity, press release, 'Résultats 2024 de l'Index égalité professionnelle et de la représentation équilibrée', March 2024.

# PAY IN THE PUBLIC SECTOR

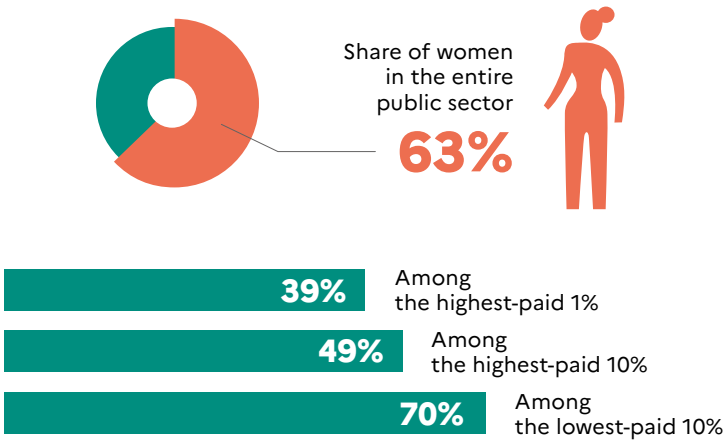
3.7 • In the public sector, women earn on average 10.5% less than men. As in the private sector, women are under-represented among the highest earners

Average monthly net wages in the public sector in 2022



Scope: France, excluding Mayotte, including beneficiaries of assisted contracts. Excluding military personnel, childminders and foster carers, apprentices, and interns and externs in public hospitals.  
Source: Ministry for Public Sector Transformation, Simplification and the Civil Service, 'Rapport annuel sur l'état de la fonction publique – Édition 2024', November 2024. Data: Insee, DGAFFSDessi processing.

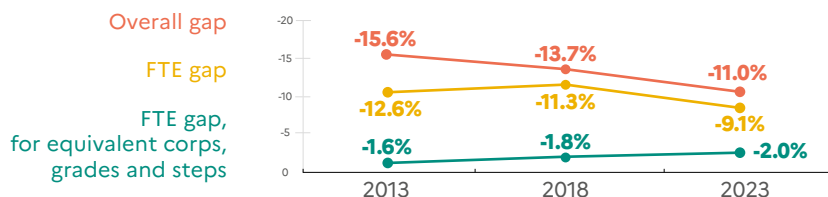
Share of women in the distribution of pay grades in 2022



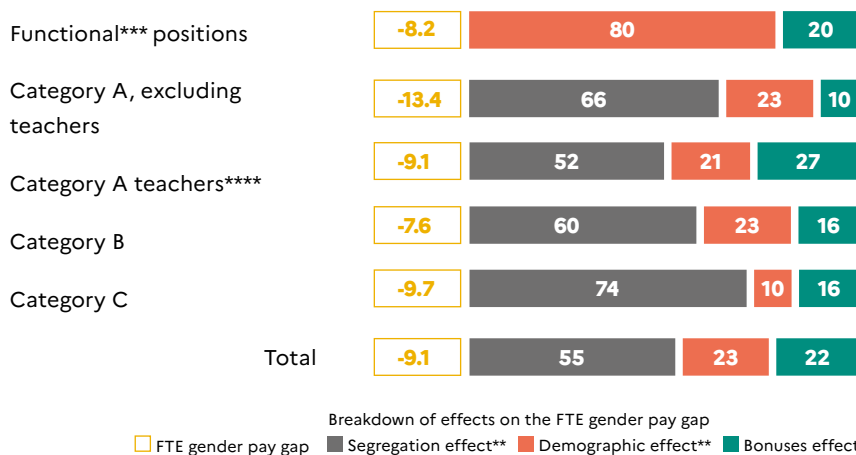
Note: The Gender Equality in the Workplace Index for the public sector was established by the law of 19 July 2023 aiming to promote women's access to positions of responsibility in the public sector. In 2023, it only applied to State public service employers employing at least 50 civil servants.  
Scope: France, excluding Mayotte. Excluding military personnel, on a monthly full-time equivalent basis.  
Source: Ministry of Public Sector Transformation, Simplification and the Civil Service, 'Rapport annuel sur l'état de la fonction publique – Édition 2024', November 2024. Data: Insee, DGAFFSDessi processing.

**3.8 • In ministries, women's pay was 9.1% lower than men's in 2023. 55% of this gap is due to the fact that they do not occupy the same jobs as men, 23% is due to differences in ranks and grades, and 22% is due to bonuses**

**Evolution of the gross monthly gender pay gaps between women and men working in the public sector in ministries between 2013 and 2023**



**Gross monthly gender pay gaps between women and men working in the public sector in ministries, by hierarchical category, in 2023**



\* In 2013, civil servants working abroad were not included. In 2023, they represented less than 0.4% of civil servants working in the ministries.

\*\* The segregation effect is linked to the fact that women occupy different jobs to men, while the demographic effect refers to differences in echelons and grades.

\*\*\* Functional positions (i.e. senior public or executive positions) are most often positions involving high responsibility. There is no 'segregation' effect because the notion of 'corps' does not exist for these jobs.

\*\*\*\* Teachers include those from the French Ministry of Education as well as those from other ministries (Higher Education, Agriculture, etc.).

Interpretation: in 2023, among civil servants working in ministries, women received an average gross full-time equivalent wage that was 9.1% lower than that of men. 55% of this gap is due to the segregation effect, 23% is due to the demographic effect and 22% is due to the 'bonuses' effect.

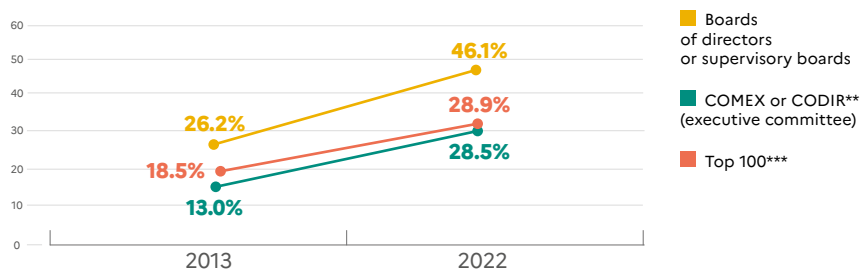
Scope: all State civil servants on the DGFIP payroll working in the ministries.

Source: Ministry for Public Sector Transformation and the Civil Service, 'Les écarts de rémunération brut entre les femmes et les hommes fonctionnaires dans les ministères se réduisent de cinq points en dix ans', Stats rapides no. 104, March 2024. Data from 2023 DGFIP payroll files, DGAFFSDessi calculations.

CAREER PATHS IN THE PRIVATE SECTOR

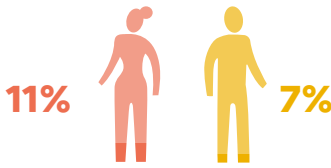
3.9 • The number of women in the management bodies of the largest private sector companies is increasing, but women are still victims of discrimination at work

Share of women in the management bodies of SBF 120\* companies in 2013 and 2022

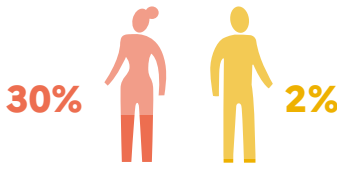


\* The SBF (Sociétés des bourses françaises) 120 is a Euronext Paris stock market index made up of the 40 largest market capitalisations on Euronext Paris (CAC 40) and the 80 largest market capitalisations after the CAC 40 (SBF 80).  
\*\* Share of women on executive or management committees.  
\*\*\* Share of women in the top 100 positions in the company (in hierarchical order).  
Scope: 119 companies in the SBF 120 index as of 31 December 2022.  
Source: ConvictionsRH and Ministry for Gender Equality and the Fight against Discrimination, 'Palmarès de la féminisation des instances dirigeantes des entreprises du SBF 120 2022', July 2023.

Share of women and men reporting unequal treatment or discrimination at work in 2021



Share of women and men reporting gender discrimination as the main reason for unequal treatment or discrimination at work in 2021



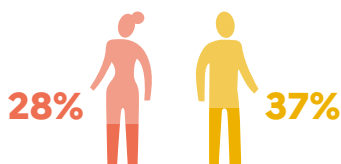
Scope: France excluding Mayotte, people aged 15 to 74 living in ordinary housing, in employment and declaring that they had experienced unequal treatment or discrimination in their current job.  
Source: Insee, '9% des personnes en emploi déclarent avoir subi des traitements inégaux ou des discriminations au travail en 2021', Insee Première no. 1983, February 2024. Insee data, 2021 Employment survey and complementary module to the 2021 Employment survey.

**3.10 • Although women account for only 1 in 5 business leaders, almost 40% of new businesses are set up by women. Nonetheless, they are very much in the minority among entrepreneurs setting up businesses in sectors considered to be male-dominated**

Share of women and men among business leaders in 2021 and 2023



Share of women and men in the 'entrepreneurial chain\*' in 2023

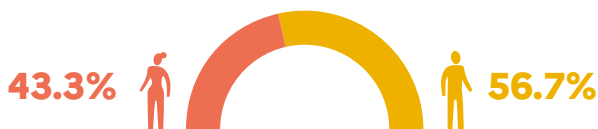


\* Whether they intend to set up their own business, are making plans to do so, or are current or former business leaders.

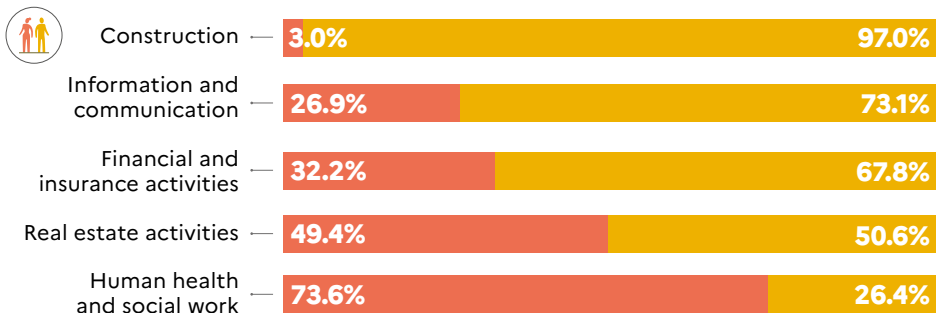
Scope: people aged 18 and over, living in Metropolitan France.

Source: Business Creation Observatory, 'Volet Femmes - Indice entrepreneurial français 2024', March 2024. Data from a survey carried out by Ifop on behalf of the Bpifrance Business Creation Observatory, online from 15 to 30 June 2023, involving 5,011 people representative of the French population (population aged 18 and over; quota method).

Share of women and men among the founders of sole trader businesses in 2023



Share of women and men among the founders of sole trader businesses in specific sectors in 2023



Scope: France, sole traders in non-agricultural market activities.

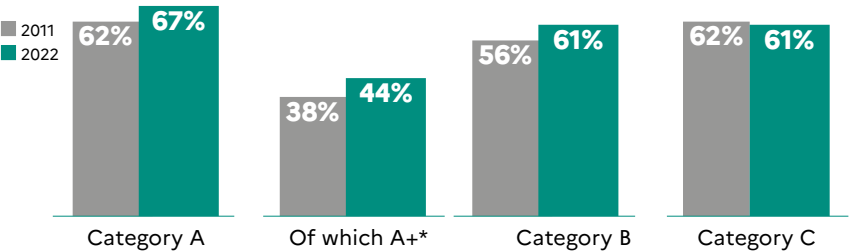
Source: Insee, 'Les créations d'entreprises en 2023', Insee Première no. 1984, February 2024. Insee data, Business Demography Information System (SIDE).

# CAREER PATHS IN THE PUBLIC SECTOR

**3.11 • Women are in the majority in the public sector. However, while progress has been made, women are still in the minority among first-time appointments to senior management positions, where gender parity has not been achieved. They also receive less continuing training than men**

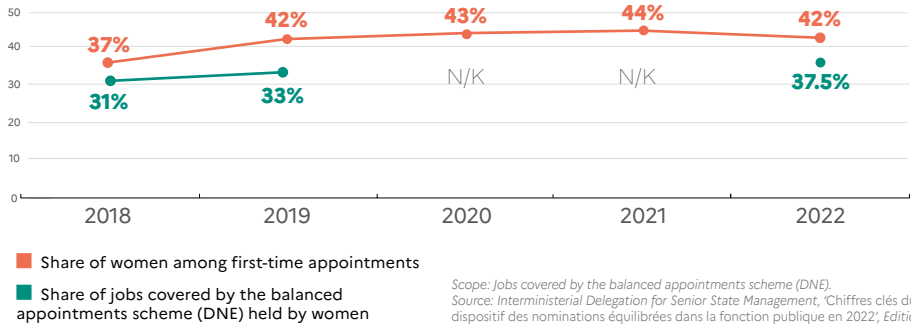
Women accounted for **63%** of all civil servants in 2022

**Change in the share of women by category in the public sector as a whole between 2011 and 2022**



\* Although it is not enshrined in law, the notion of category A+ is frequently used to distinguish the senior management corps and functional posts in Category A. Scope: main occupations, all statuses, France (excluding Mayotte). Excluding beneficiaries of assisted contracts. Excluding undefined categories (2% of contract personnel). Source: Ministry of Public Sector Transformation and the Civil Service, 'Caractéristiques des agents de la fonction publique en 2022', Stats Rapides no. 112, July 2024. Data from Siasp, Insee. DGAFP-SDessi processing.

**Change in the share of women among first-time appointments to the public sector from 2018 to 2022**



Scope: Jobs covered by the balanced appointments scheme (DNE). Source: Interministerial Delegation for Senior State Management, 'Chiffres clés du dispositif des nominations équilibrées dans la fonction publique en 2022', Editions 2020 to 2024. Data not provided for DNEs in 2020 and 2021.

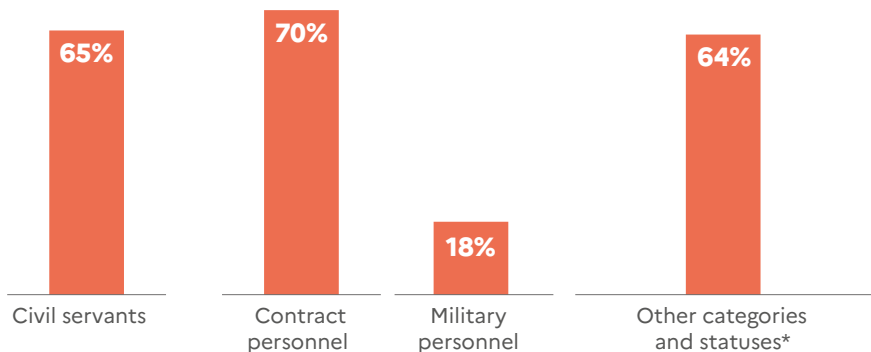
**Average number of days of continuing training per civil servant by gender in 2022**



Scope: civilian personnel of ministries excluding public institutions, including those posted abroad. The Ministries of Justice and Culture include the staff training figures of certain EPAs (public administrative institutions). Source: Ministry of Public Sector Transformation and the Civil Service, 'La formation statutaire et professionnelle dans la fonction publique de l'État en 2022', Stats Rapides no. 104, April 2024. Data from Annual Training Survey, DGAFP – SDessi; Siasp, Insee.

### 3.12 • The share of women among contract personnel working in the civil service is higher than among civil servants. Women are more likely to work part-time than men, whatever their status

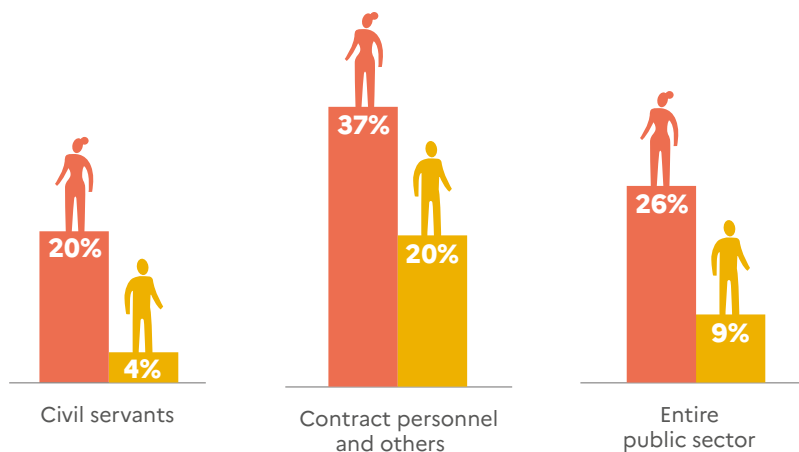
Share of women by status in 2021



\* The category 'Other categories and statuses' mainly covers teachers and librarians in private schools under state contract and public sector workers in the state public service (ouvriers d'état), childminders and foster carers in the territorial public service, doctors in the hospital public service, and apprentices in all three groups.

Scope: main occupations, all statuses, France (excluding Mayotte). Excluding beneficiaries of subsidised employment contracts and undefined categories. Source: Ministry of Public Sector Transformation and the Civil Service, 'Rapport annuel sur l'état de la fonction publique – Édition 2024', December 2024. Data from Siasp, Insee. DGAFP-SDessi processing.

Share of part-time civil servants by gender and status in 2023



Scope: civil servants and private sector employees living in ordinary housing, in employment as defined by the ILO during the reference week, aged 15 or over as of 31 December; France (excluding Mayotte). Excluding apprentices, professional training contracts, trainees and assisted contracts. Source: Ministry of Public Sector Transformation, Simplification and the Civil Service, 'Rapport annuel sur l'état de la fonction publique - édition 2024', November 2024. Data: Insee, DGAFP-SDessi processing.

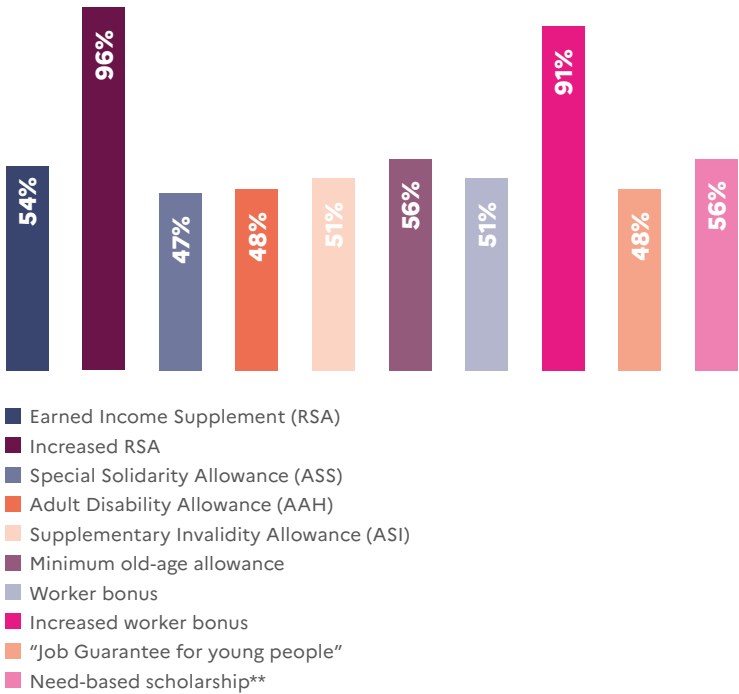
3.13 • Women are the primary beneficiaries of most minimum social benefits

Number of beneficiaries of minimum social benefits at the end of 2023



Source: DREES, 'Minima sociaux et prestations sociales – Ménages aux revenus modestes et redistribution - Édition 2024', October 2024.

Share of women among the beneficiaries of minimum social benefits\* at the end of 2022



\* Proportional to the total female population aged 60 and over

\*\* For the entire student population, academic year 2022-2023

Source: DREES, 'Minima sociaux et prestations sociales – Ménages aux revenus modestes et redistribution - Édition 2024', October 2024.



### 3.14 • The redistribution system increases the income of women with children by 9,780 euros per year and reduces the poverty rate among women by 8 points

**Average income before and after monetary and non-monetary transfers\* by marital and parental status in 2019**

	Women without children	Men without children	Women with children	Men with children	Couples
Income before transfers	€22,640	€32,860	€22,500	€38,700	€44,400
Income after transfers	€30,150	€31,450	€32,280	€39,590	€41,590
Difference before/after transfers	+ €7,510	- €1,410	+ €9,780	+ €890	- €2,810

\* Monetary transfers include all monetary social benefits (family benefits, minimum social benefits, housing allowances, etc.) and direct or indirect deductions (taxes and social contributions). Non-monetary transfers correspond to social transfers in kind, which include individual goods and services provided to households free of charge or at economically insignificant prices by public administrations or non-profit institutions serving households (NPISHs), whether these goods and services were purchased on the market by these units or were produced on a non-market basis.

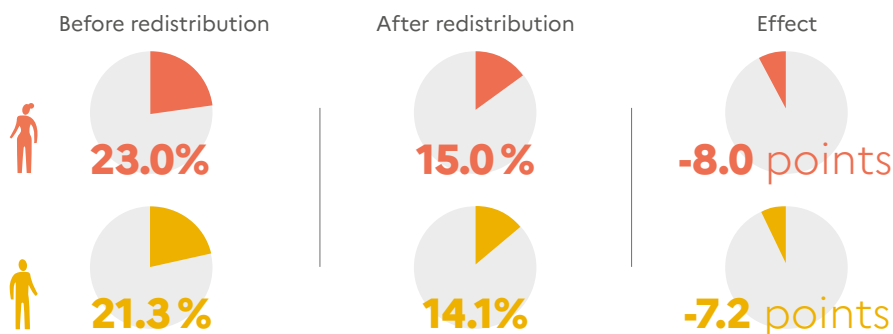
Note: In euros per consumption unit.

Interpretation: Women without children received an average of 22,640 euros per consumption unit (CU) of income before transfers and 30,150 euros per CU of income after transfers.

Scope: France.

Source: Insee, 'La redistribution élargie, incluant l'ensemble des transferts monétaires et les services publics, améliore le niveau de vie de 57 % des personnes', September 2023. Insee data, 2019 distributional national accounts.

**Poverty rate at 60% of the median standard of living before and after redistribution by gender in 2019**



\* The standard of living is equal to the household's disposable income divided by the number of consumption units (CU). The median standard of living corresponds to the standard of living at which half of households have lower income and half have higher income.

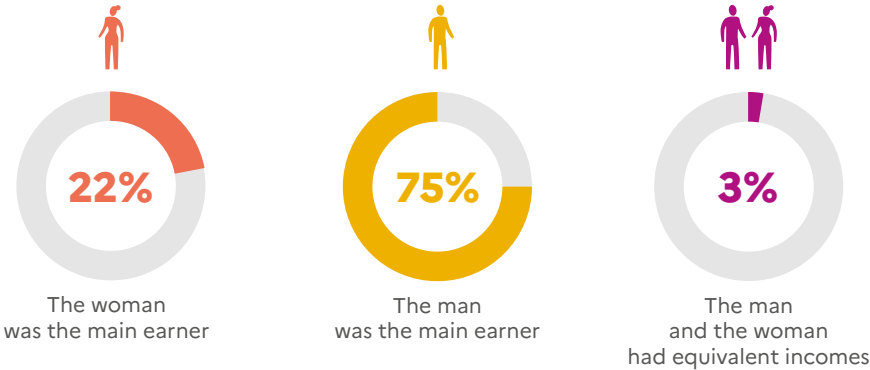
Interpretation: Before redistribution, the poverty rate for women calculated on their initial income was 23.0% in 2019, in Metropolitan France. After taking into account all redistribution (all social and fiscal transfers), their poverty rate calculated on the basis of disposable income was 15.0% in 2019, which shows a drop of 8.0 percentage points.

Scope: Metropolitan France, persons belonging to a household living in ordinary housing, whose declared income was positive or zero and whose reference person was not a student.

Source: DREES, 'Minima sociaux et prestations sociales – Ménages aux revenus modestes et redistribution - Édition 2023', September 2023. Insee/DGFiP/CNAF/CNAV/CCMSA data, 2019 tax and social income survey (ERFS), DREES calculations.

3.15 • The marginal tax rate for women in heterosexual couples is higher than that for men, due to income inequalities and the tax system

Share of heterosexual married or civil union households whose main income earner was the man or the woman, or who had equivalent incomes in 2017.



Effect of compulsory marital income taxation on the marginal tax rate for primary and secondary earners in 2017



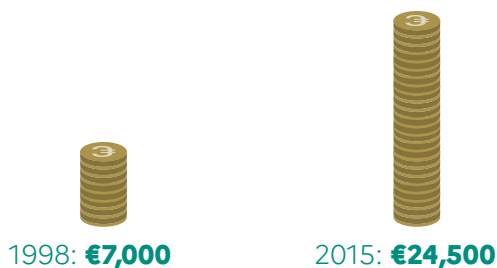
Interpretation: marital taxation increases the marginal tax rate of spouses with the lowest income by an average of 5.9 points, while decreasing that of spouses with the highest income by an average of 13.0 points.

Source: Insee, 'L'imposition conjointe des couples mariés et pacsés organise une redistribution en direction des couples les plus aisés, dont les effets ont augmenté entre 2012 et 2017'; Insee *Références*, November 2019.

Marital taxation rates often penalise women, who earn less than their spouse in three-quarters of cases. This income is taxed at a higher marginal rate than it would be without marital taxation, which also tends to reduce the incentive for women to work.

### 3.16 • Within couples, wealth inequalities are widening to the detriment of women.

Average wealth gap between women and men in 1998 and 2015

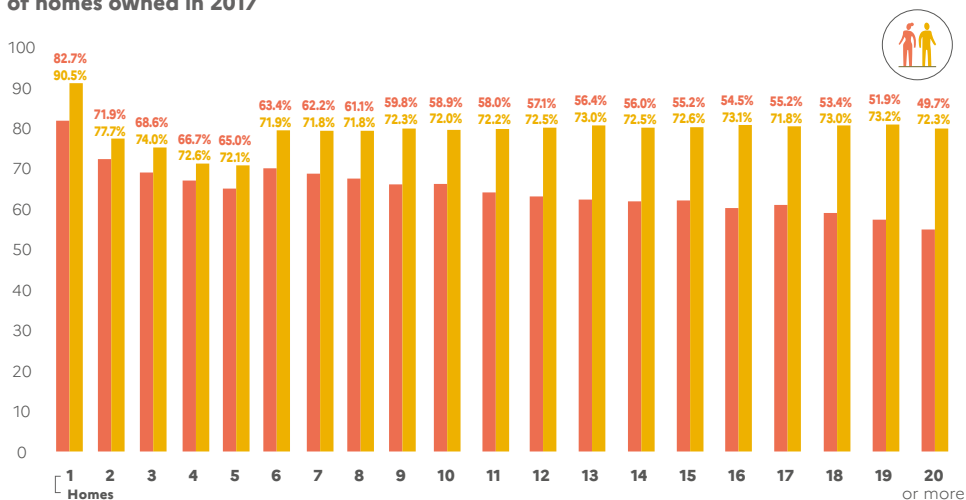


This upward trend can be explained in particular by changes in matrimonial property regimes, which have led to increasing individualisation of assets. More and more couples are opting for a system of separation of assets, which leads to an increase in wealth inequality at the start of the marriage, exacerbated by women's lower savings capacity than men's.

Scope: France.

Source: Nicolas Frémeaux and Marion Leturcq, 'Inequalities and the individualization of wealth', *Journal of Public Economics*, June 2020. Insee data, 'Wealth' surveys.

### Share of couples' homes owned by women and by men, according to the number of homes owned in 2017



Interpretation: in couples with two homes, men on average have ownership rights to 78% of the homes owned by the household, compared with 72% for women.

Scope: homes located in France and owned by resident individuals, in their own name or via a société civile immobilière (real estate company).

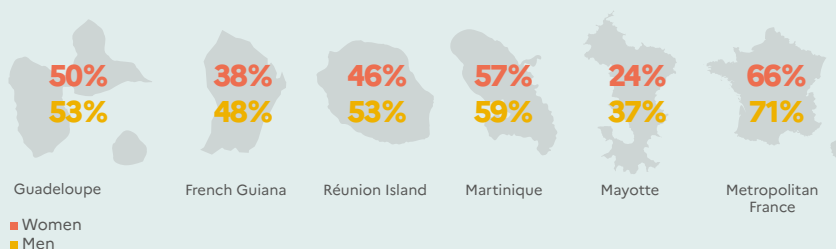
Source: Insee, 'France, portrait social - Edition 2021', November 2021. Insee data, demographic files on housing and individuals (Fidéli) 2017; DGFIP, cadastral information update files (Majic) 2017; Trade and Companies Register.

24% of households own 68% of privately-owned homes – France, 'Social Portrait', Insee.

## FOCUS: OVERSEAS TERRITORIES

**3.17 • Women's employment rate is lower in the French overseas departments and regions (DROM) than in Metropolitan France. In French Guiana and Mayotte, the gap between the employment rates of women and men exceeds 10 points. With the exception of Réunion Island, women are more affected by unemployment**

**Employment rate\* of women and men aged 15 to 64 in the DROM between 2021 and 2023**



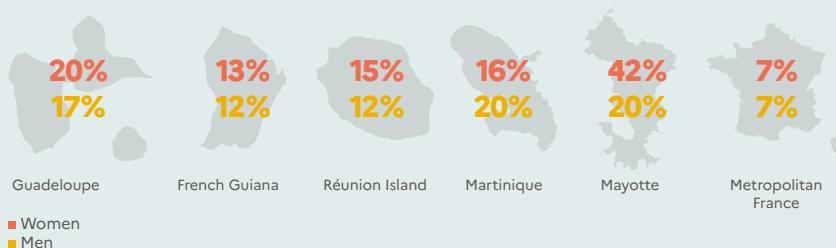
\* As defined by the International Labour Organization.

Interpretation: On average between 2021 and 2023, the employment rate for women aged between 15 and 64 was 66% in France excluding the overseas departments (DOM).

Scope: France.

Source: Insee, 'Des écarts de taux d'emploi entre femmes et hommes souvent plus marqués dans les DOM que dans les Hexagone', Insee Focus no. 340, November 2024.

**Unemployment rate\* for women and men aged 15 and over in the overseas departments and regions (DROM) in 2022**



\* As defined by the International Labour Organization.

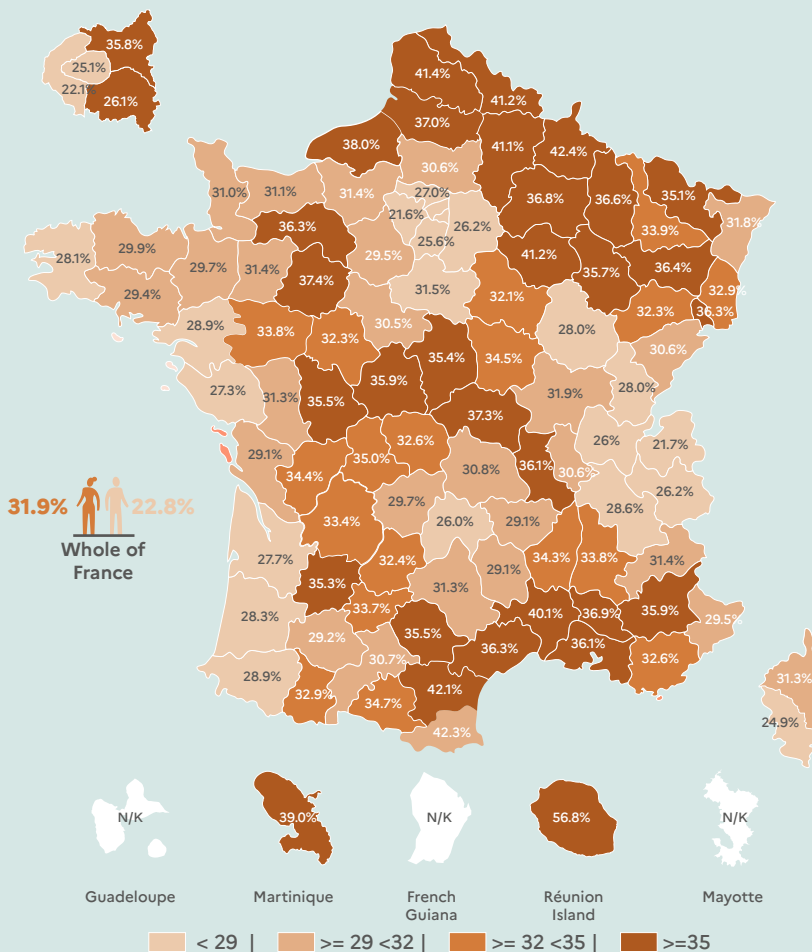
Scope: people living in ordinary housing, aged 15 or over, geographically restricted for French Guiana.

Source: Insee, 'Principaux indicateurs sur l'emploi, le chômage et l'activité par DOM en 2022', June 2023. Insee data, Employment Survey.

## FOCUS: REGIONS

**3.18 • In France, the poverty rate exceeds 30% among single-parent families whose reference adult is a woman. The poverty rate is lower when the reference adult is a man**

**Poverty rate for the population of single-parent families whose reference adult was a woman or a man in 2021**



Source: Insee, 'Égalité femmes-hommes : chiffres clés pour les régions et départements', March 2024. Insee-DGFiP-Cnaf-Cnav data, 'Fichier Localisé Social et Fiscal' system, 2021.



# 4

## CULTURE OF EQUALITY

*Overview*

Political and elective office

Education and professional orientation

Digital technology

The media

Culture and public spaces

*Focus on regions  
and French overseas territories*

# OVERVIEW

France is ranked **43<sup>rd</sup>** in the world for political gender parity in its parliament



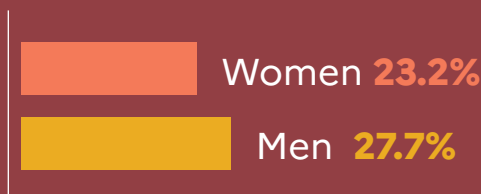
\* On 1 August of each year.

Scope: 195 national parliaments.

Source: Inter-Parliamentary Union, "Percentage of women in national parliaments" indicator, world ranking as of 1 August 2024.

Men adhere more to gender stereotypes\* than women do

Share of women and men who strongly or moderately adhere to gender stereotypes

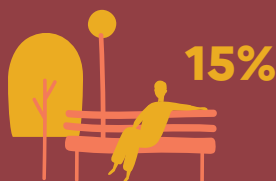


\* An indicator of adherence to gender stereotypes is created from five questions dealing specifically with gender stereotypes.

Scope: people aged 18 or over living in Metropolitan France.

Source: DREES, 'Des stéréotypes de genre encore très ancrés, notamment chez les hommes', Études et résultats no. 1294, February 2024. Data from DREES, Opinion barometer 2020-2022.

Share of streets and public spaces bearing a woman's name in Paris in 2024

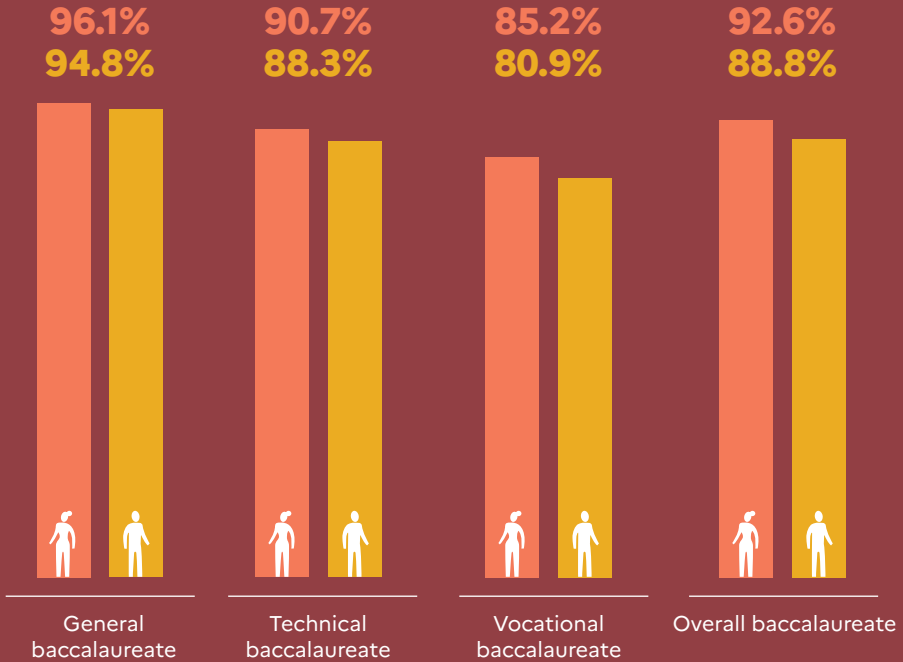


Source: City of Paris, 'Féminisons les noms des rues !', accessed on 21 June 2024.



## Girls achieve better results than boys in the baccalaureate

### Baccalaureate success rate by gender in 2023



Scope: France.

Source: French Ministry of Education and Youth, 'Résultats définitifs de la session 2023 du baccalauréat: stabilisation des résultats après la crise sanitaire et la mise en place du nouveau baccalauréat général',

Note d'information no. 24.07, March 2024.

## Women make up the majority of students in higher education

**1,637,200 female students** in 2022-2023,  
i.e. **55.8%** of all higher education students

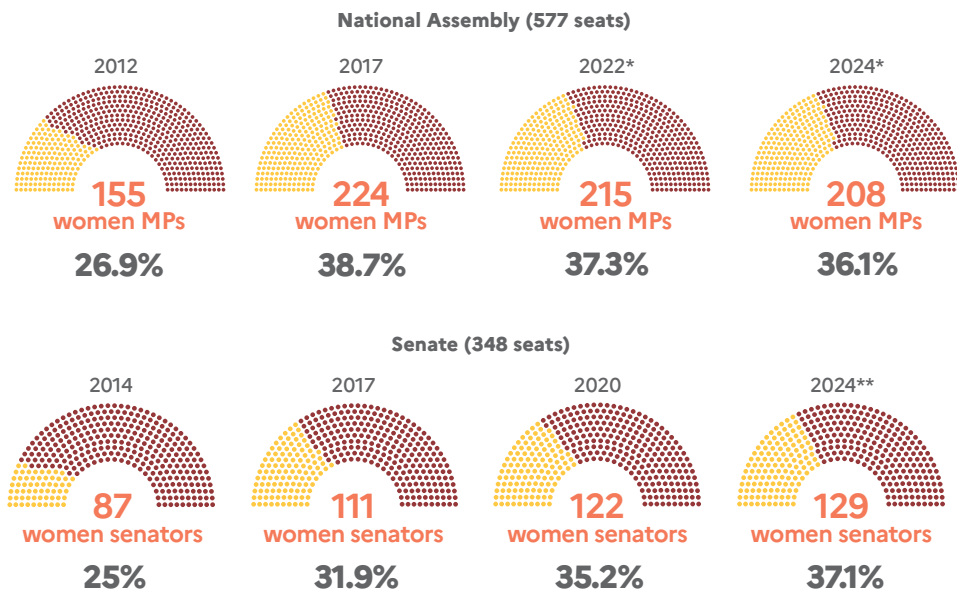
Scope: France.

Source: Ministry of Higher Education and Research, 'Towards Gender Equality? Key figures 2024', March 2024.

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

### 4.1 • Political gender parity has still not been achieved in the National Assembly and Senate, and women are still largely in the minority among local elected officials

#### Number and share of women elected to the National Assembly and to the Senate

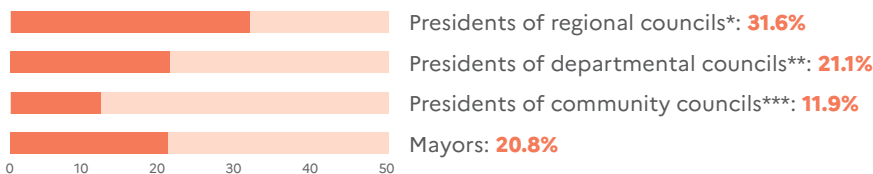


\* On 8 July 2024.

\*\* 129 women senators on 21 August 2024.

Sources: National Assembly, Senate.

#### Share of women among local elected officials in 2024



\* Including Corsica, Martinique and French Guiana. The presidents of executive bodies are counted with the presidents.

\*\* Including the Collectivité européenne d'Alsace.

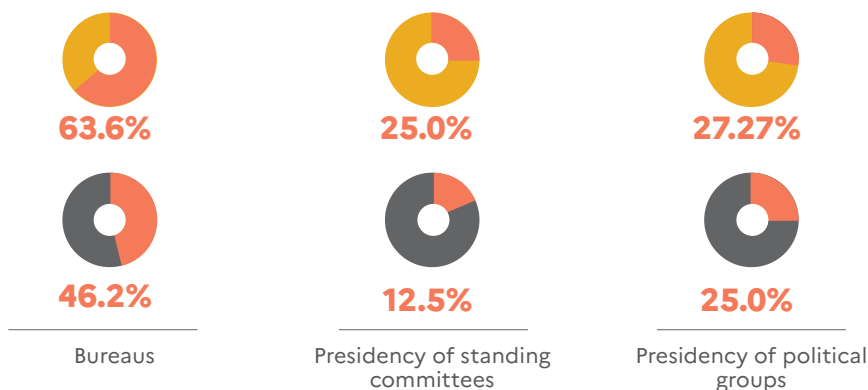
\*\*\* Including the Lyon metropolitan area.

Scope: Metropolitan France + Overseas departments.

Source: Directorate-General for Local Authorities, 'Les collectivités locales en chiffres 2024', May 2024. Data from the Ministry of the Interior, Department of Elections and Political Studies, National Directory of Elected Representatives, April 2024.

## 4.2 • In the National Assembly and the Senate, women are in the minority as presidents of standing committees and are the least represented on finance and economic affairs committees

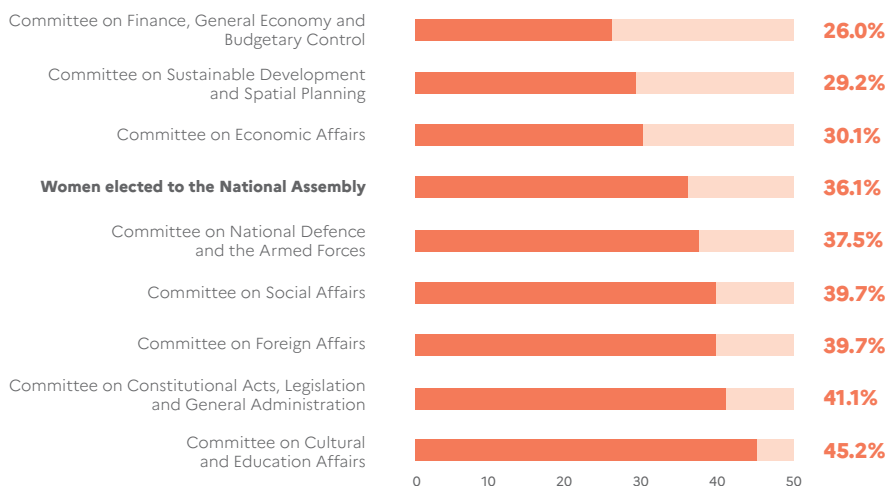
### Share of women in different bodies of the National Assembly and Senate in 2024



■ Share of women in the National Assembly and Senate

Source: National Assembly, Senate. Viewed on 23 July 2024.

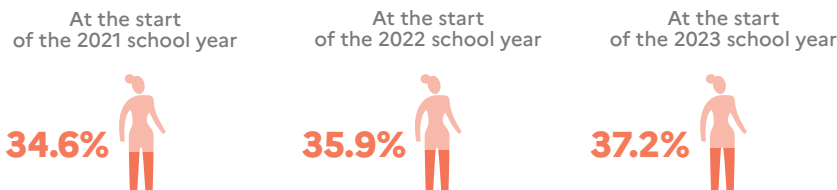
### Share of women within the National Assembly's standing committees



Source: National Assembly, Senate. Viewed on 23 July 2024.

### 4.3 - Women are under-represented in scientific streams, despite them being more successful in these subjects. Gender stereotypes are still very much present

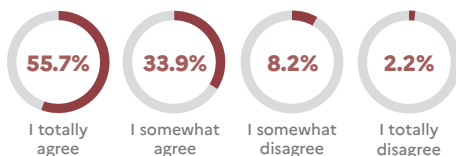
Share of girls among students in the general stream in the final year of high school who chose the Mathematics and Physics-Chemistry specialisations



Scope: Metropolitan France and DROM, public and private education under contract, schools under the authority of the French Ministry of Education and Youth.

Source: Ministry of Education and Youth, 'Repères et références statistiques 2022', July 2022; Ministry of Education and Youth, 'Repères et références statistiques 2023', July 2023; Ministry of Education and Youth, 'Repères et références statistiques 2024', August 2024. Accessed on 30 August 2024.

Opinion of the general population on the following statement: "Girls are just as scientifically minded as boys"



Scope: people aged 18 or over living in Metropolitan France.

Source: DREES, 'Des stéréotypes de genre encore très ancrés, notamment chez les hommes', Études et résultats no. 1294, February 2024.

Data from DREES, Opinion barometer 2020-2022.

Baccalaureate success rate for candidates who chose the Mathematics and Physics-Chemistry specialisations, by gender, in 2023

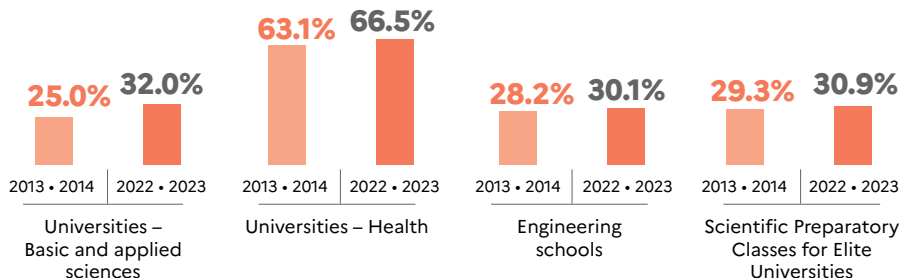


Scope: France.

Source: French Ministry of Education and Youth, 'Résultats définitifs de la session 2023 du baccalauréat: stabilisation des résultats après la crise sanitaire et la mise en place du nouveau baccalauréat général', March 2024.

Data: Depp, CYCLADES information system.

Share of women among students in higher education in certain scientific courses



Scope: Metropolitan France and DROM, public and private.

Source: French Ministry of Education and Youth, 'Repères et références statistiques' 2014-2023.

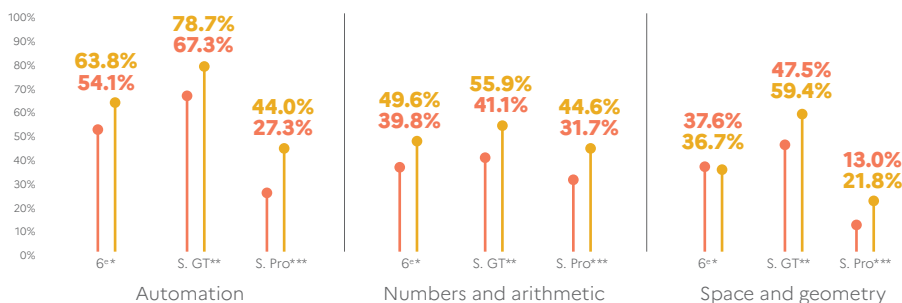
## 4.4 • Gaps in mathematical attainment between girls and boys start to appear at primary level and continue into secondary education

Share of pupils in CP and CE1 (first and second years of primary school) with a satisfactory command of certain areas of mathematics by gender at the start of the 2023 school year



Scope: France and French overseas collectivities, or COM (excluding Wallis and Futuna). Public and private schools under contract.  
Source: Ministry of Education and Youth, 'Évaluations 2023, Repères CP, CE1 - Premiers résultats', November 2023.  
Depp data.

Share of pupils in 6<sup>e</sup> (first year of middle school) and Seconde (first year of high school) with a satisfactory command of certain areas of mathematics in 2023



\* 6<sup>e</sup> (first year of middle school), \*\* Seconde (first year of high school) in general and technological education, \*\*\* Seconde (first year of high school) in vocational education.

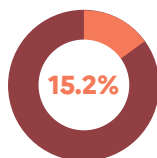
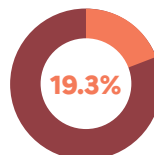
Scope: France and French overseas collectivities, or COM (excluding Wallis and Futuna). Public and private schools under contract.

Source: French Ministry of Education and Youth, 'Évaluations de début de sixième 2023 - Premiers résultats', November 2023; 'Test de positionnement de début de seconde 2023 - Premiers résultats', November 2023. Depp data.

### 4.5 • Women are very much in the minority in digital technology courses

**Share of girls among students who chose the Digital Technology and Computer Science specialisation in the general stream in the penultimate year of high school in 2023**

Scope: Metropolitan France + DROM, public + private schools under contract.  
Source: French Ministry of Education and Youth, 'Repères et références statistiques 2024', August 2024.

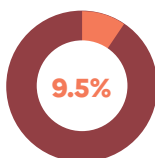
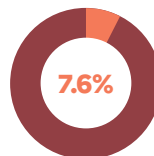


**Share of girls among students who chose the Digital Technology and Computer Science specialisation in the general stream in the final year of high school in 2023**

Scope: Metropolitan France + DROM, public + private schools under contract.  
Source: French Ministry of Education and Youth, 'Repères et références statistiques 2024', August 2024.

**Share of women among students in STS (higher technician studies) studying computer science, data processing and data transmission in 2023-2024**

Scope: Metropolitan France + DROM.  
Source: Ministry of Higher Education and Research, 'Les effectifs des inscriptions en section de technicien supérieur sous statut scolaire en 2023-2024', February 2024. MESR-SIES data / 'Scolarité' and 'Scolege' information systems of the French Ministry of Education and Youth, agricultural education information system of the Ministry of Agriculture and Food Sovereignty.

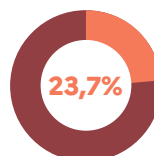


**Share of women among students taking a Bachelor of Technical Studies in Computer Science in 2023-2024**

Scope: students in the school system. France, public schools and private schools under contract and not under contract.  
Source: Ministry of Higher Education and Research, 'Étudiants inscrits en BUT en 2023-2024', June 2024. MESR-SIES data / SISE information system.

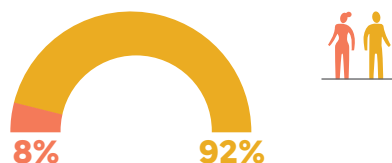
**Share of women who applied for a Masters in Computer Science in 2024**

Scope: all 'Mon Master' 2024 applicants.  
Source: Ministry of Higher Education and Research, 'Mon Master 2024 : Les candidatures à l'entrée en master', June 2024.  
Mon Master data, SIES, 2024 campaign – SIES processing.

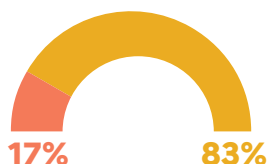


**4.6 • Most digital content is produced by men. Generally speaking, women are less represented in this content, but they are more represented in content relating to the intimate and domestic spheres**

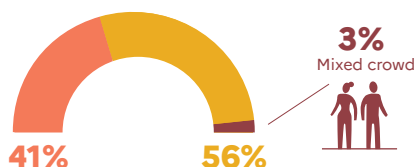
**Share of women and men among YouTube video creators in 2022**



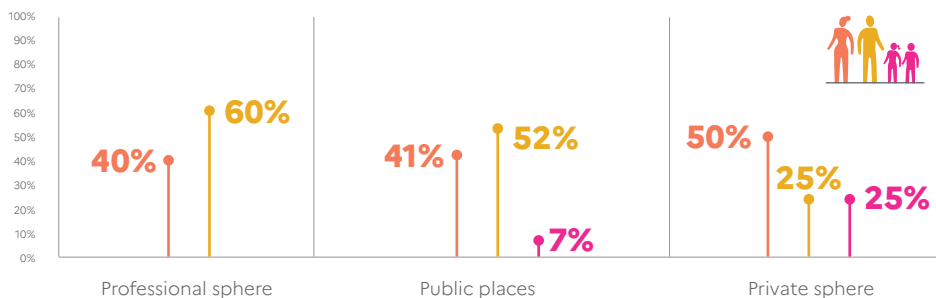
**Share of women and men among main characters on YouTube in 2022**



**Share of women and men among secondary characters\* on YouTube in 2022**



**Share of women and men occupying space on Instagram in 2022**



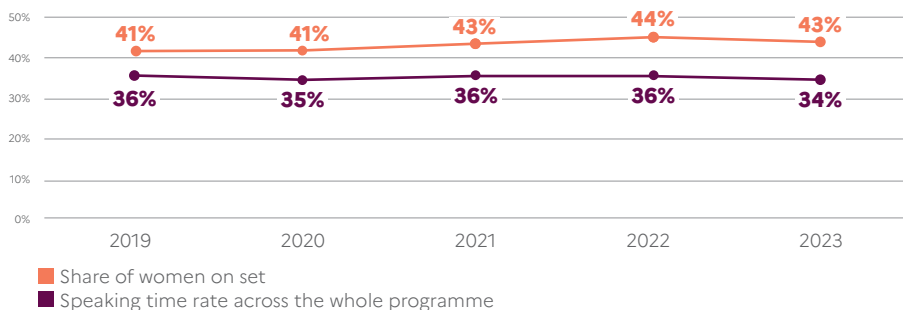
\* Characters or persons whose presence on screen is secondary, limited to a few seconds or minutes.

Scope: 100 videos generating the most views on YouTube over the period between 11 December 2021 and 11 December 2022 and 100 posts generating the most 'likes' created by the top 10 content creators, in terms of followers, on Instagram in 2022.

Source: High Council for Gender Equality (HCE), 'La Femme Invisible dans le numérique. Le cercle vicieux du sexisme', November 2023.

## 4.7 • Women are less visible and audible than men on the radio and television

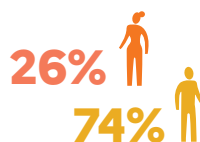
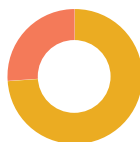
Share of women and women's speaking time rate on television and radio from 2019 to 2023



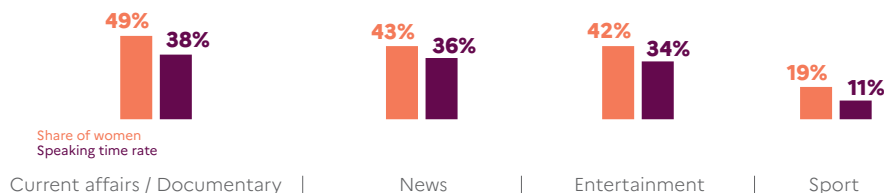
Share of women on television sets across all programming and at peak viewing times in 2023



Speaking time rate of political figures by gender in 2023



Share of women and women's speaking time rate on television sets and on the radio by programme type in 2023



Scope: when related to the share of women and their speaking time rate, these analyses were performed using automated estimations conducted as part of the Gender Equality Monitor project. With regard to the speaking time rate of political figures, only the gender of the speakers named by editors could be identified (98% of cases).

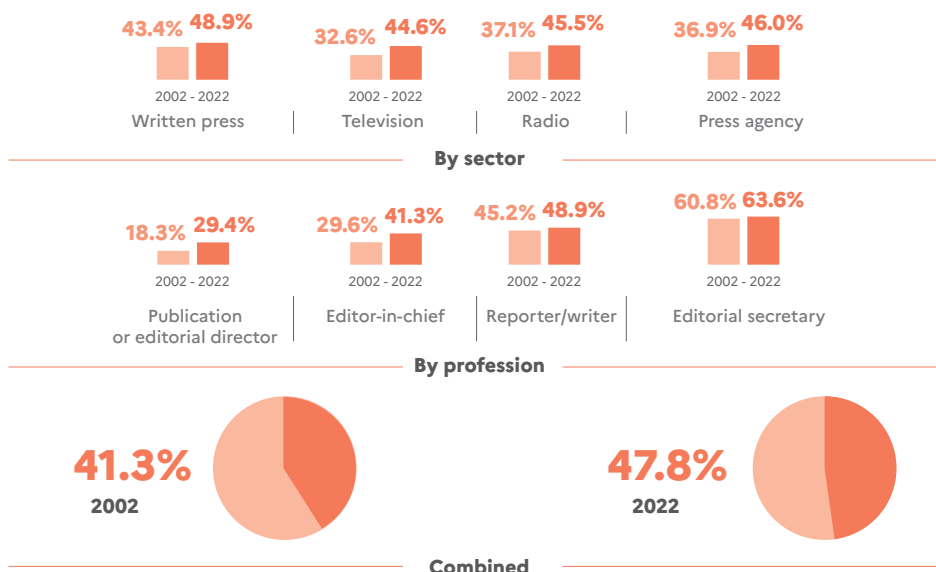
Source: Arcom, 'La représentation des femmes à la télévision et à la radio. Rapport sur l'exercice 2023', March 2024.



**4.8 • Despite the increase in the number of women on editorial teams over the last twenty years, women are still under-represented in the highest positions.**

**They are particularly absent from areas traditionally considered to be male-dominated**

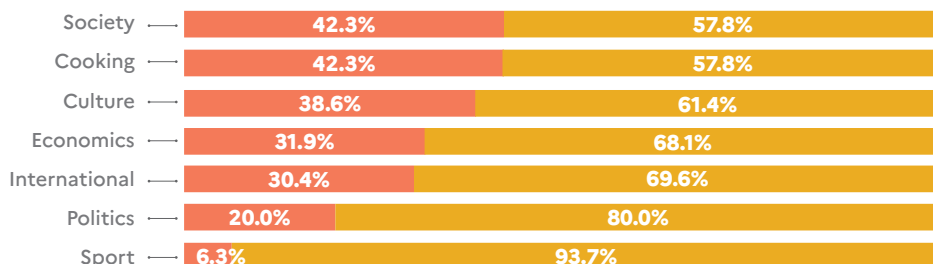
**Share of women among press card holders in 2002 and 2022**



Scope: all journalists.

Source: CCIJP/Afdas, observatory of press professions, 2024.

**Share of articles written by women or by men in the written press by category in 2021**



Scope: 20 Minutes, Le Parisien, Le Figaro, L'Obs.

Source: High Gender Equality Council (HCE), 'Rapport annuel 2020-2021 sur l'état du sexisme en France', November 2021.

4.9 • Women still face challenges in gaining artistic recognition



Film

Of the **5 films to win** the César for Best Director between 2020 and 2024, **only one** was directed by a woman. Women directors accounted for **8** out of 29 nominations



Music

**5%** of albums that have won an award at the Victoires de la Musique awards since 1985 were created by female artists



Theatre

**39%** of directors selected for a Molières Ceremony award between 2020 and 2023 were women



Literature

**54%** of the winners of leading literary prizes\* between 2020 and 2023 were women



Académie Française

As of 1 January 2024, **14%** of the Académie Française's members were women



Beaux-Arts

As of 1 January 2024, **19%** of the members of the Académie des Beaux-Arts were women

\* Académie Goncourt (novels), Goncourt des Lycéens, Renaudot (novels), Femina, Décembre, Interallié (French novels), Prix du roman Fnac, Prix des libraires, Prix Médicis, Prix du livre Inter, Grand Prix RTL-Lire, Prix des lectrices de Elle, Prix des maisons de la presse, Grand Prix du roman de l'Académie française.  
Sources: Ministry of Culture, 'Observatoire de l'égalité entre femmes et hommes dans la culture et la communication', March 2024. For cinema, Department for Women's Rights and Gender Equality (SDFE) update.

## 4.10 • In public spaces, women are less visible than men

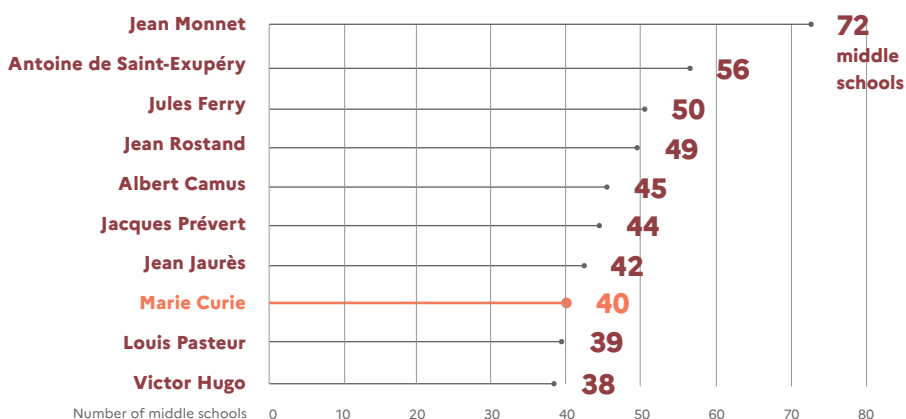
Number of middle schools named after a woman in 2022-2023



**698** of the **4,089** middle schools **named after** one or more people

or  
**17%**

### Ranking of the names of public figures most often given to middle schools



Scope: Metropolitan France and DROM, public sector.

Source: Conseil d'évaluation de l'École (School Assessment Council), 'De quoi les établissements scolaires sont-ils le nom? Les noms des établissements scolaires en France', February 2024. Depp data, processed by the Conseil d'évaluation de l'École.

Evolution of the share of streets and public spaces bearing the name of a woman in Paris

In the years  
2000

**6 %**



In 2024

**15 %**



Source: City of Paris, 'Féminisons les noms des rues !', accessed on 21 June 2024. 'Féminisons les noms des rues !' - City of Paris.

Share of women among artists exhibiting work in public regional collections of contemporary art (FRAC) in 2022

**41%**



Sources: Ministry of Culture, 'Observatoire de l'égalité entre femmes et hommes dans la culture et la communication', March 2024.

## FOCUS: OVERSEAS TERRITORIES

**4.11 • In French overseas departments and regions (DROM), women are in the majority in higher education and are more likely to have higher education qualifications than men**

**Share of women among all higher education students in French overseas departments and regions in 2023**

53,752 students,  
of which **60.1%**  
**women**



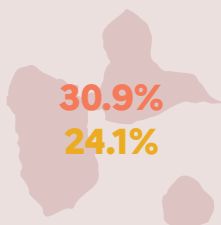
*Note: forecast data.*

*Scope: DROM, excluding simultaneous enrolments in university and a Preparatory Class for Elite Universities.*

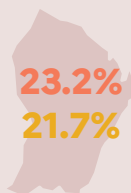
*Source: French Ministry of Education and Youth, 'Repères et références statistiques 2024', August 2024.*

**Share of women and men aged 25 to 64 with higher education qualifications in 2020**

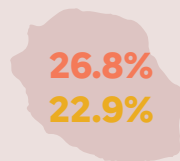
■ Women  
■ Men



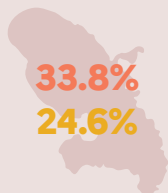
Guadeloupe



French Guiana



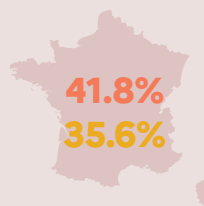
Réunion Island



Martinique



Mayotte



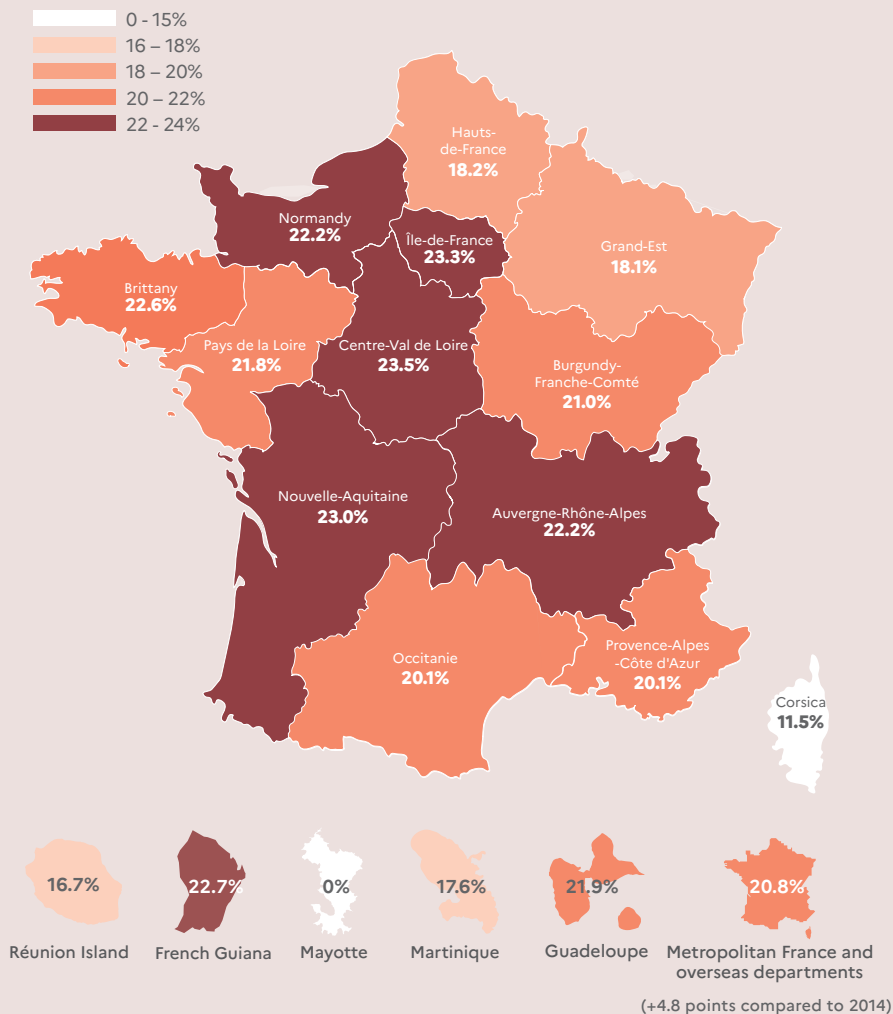
Whole of France

*Source: Insee, 'Égalité femmes-hommes : chiffres clés pour les régions et départements', March 2024.  
Data from the 2020 Population Census.*

## FOCUS: REGIONS

### 4.12 • Women are largely under-represented among mayors

#### Share of women among mayors in 2024



Scope: Metropolitan France and overseas departments.

Source: Directorate-General for Local Authorities, 'Les collectivités locales en chiffres 2024', May 2024.

Data from the Ministry of the Interior, Department of Elections and Political Studies, National Directory of Elected Representatives, April 2024.



# 5

## SITUATION OF WOMEN WORLDWIDE

*Overview*

Gender-based and sexual violence

Women's health

Gender equality in the workplace  
and economic autonomy

Culture of equality

# OVERVIEW

In 2022, **89,000 women** were victims of homicide worldwide, **48,000** of whom were killed by their partner or a family member

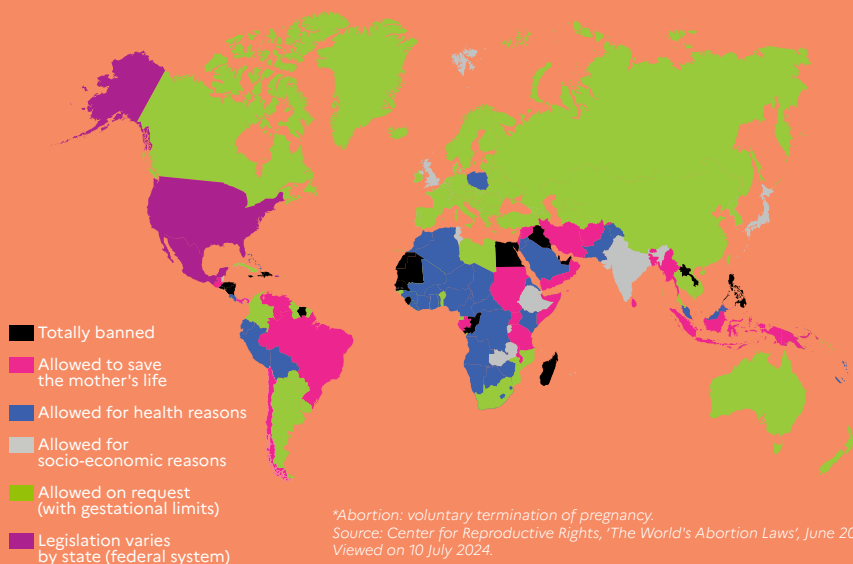
## Number of female victims of gender-related homicide worldwide by region in 2022



Source: United Nations Office on Drugs and Crime (UNODC) and UN Women, 'Gender-related killings of women and girls (femicide/feminicide), Global estimates of female intimate partner/family-related homicides in 2022', November 2023.

**753 million women, i.e. 40% of women** of childbearing age, still do not have access to abortion or only have access under certain conditions, in particular when the woman's life is in danger or for health reasons

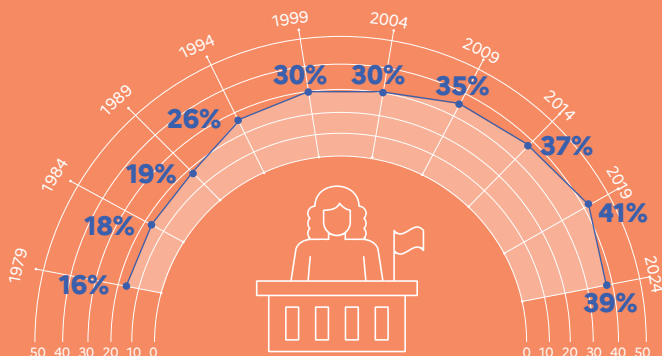
## Legislation on abortion around the world in 2023





The share of women in the European Parliament fell by almost 2 points in the June 2024 elections: there are now **281 women** among 720 MEPs

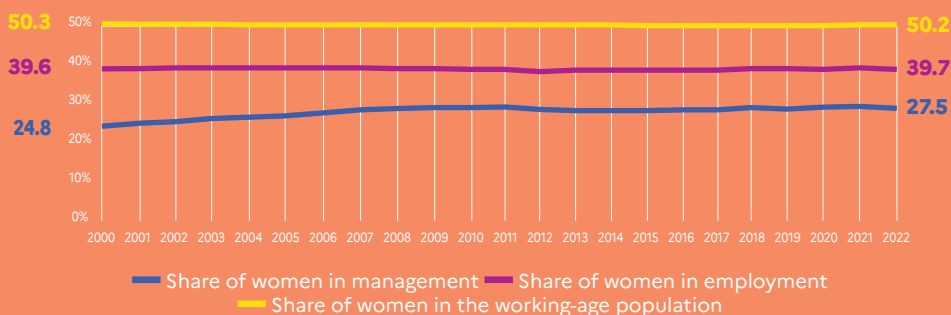
**Evolution of the share of women MEPs at the start of each term of office since the first election by direct universal suffrage in 1979**



Source: *Toute l'Europe*, 'Avec 39% de députées, la part de femmes stagne au sein du nouveau Parlement européen', July 2024.  
*Toute l'Europe*, 'Parlements nationaux et européen : quelle représentation pour les femmes?', March 2024.

In 20 years, women's employment rate has not changed and the glass ceiling persists: **less than a third** of women worldwide hold a management position

**Evolution of the share of women in management, employment and the working-age population worldwide between 2000 and 2022**



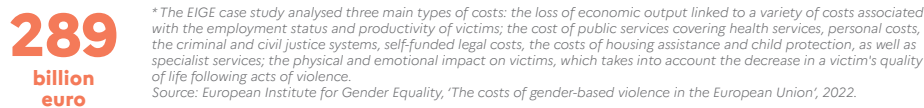
Source: International Labour Organization (ILO), *Modelled Estimates and Projections*, November 2023.

**Only 1 in 5 company board positions are held by a woman**

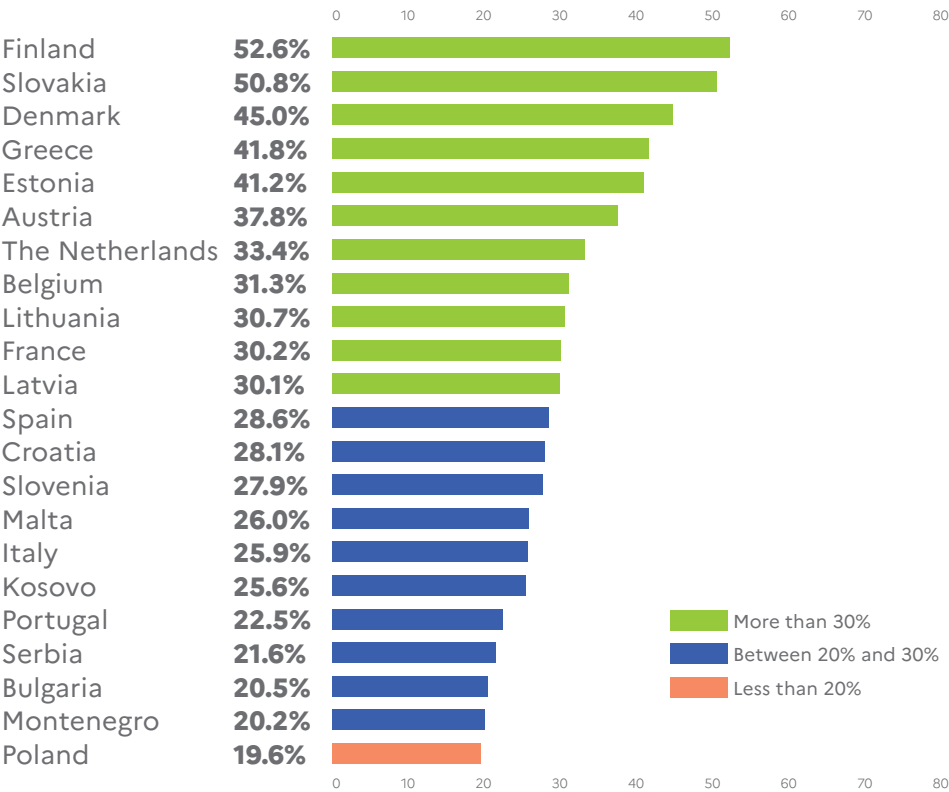
Source: International Labour Organisation (ILO), *Statistics on Women*; *Modelled Estimates and Projections*, November 2023.  
 Data from the Women, Business and the Law database.

5.1 • In the European Union, more than 1 in 4 women who have had a partner have suffered intimate partner violence. The estimated cost of violence against women is very high

Estimated cost\* of violence against women in the European Union in 2021



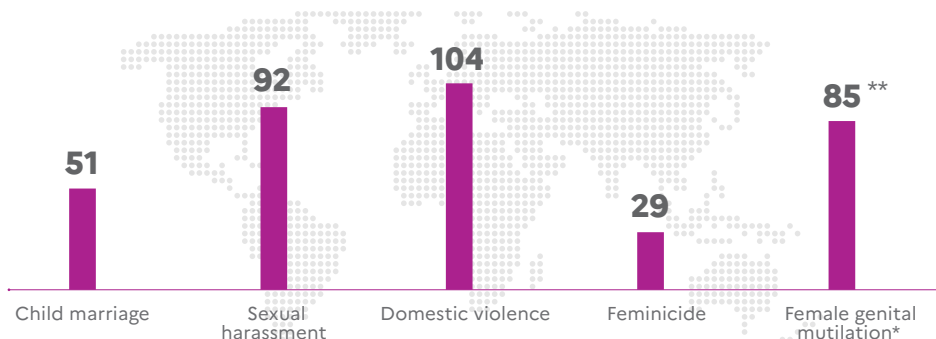
Share of women in the European Union who had already had a partner who report having experienced psychological, sexual and physical violence (including threats) by a partner in 2021



Source: Eurostat.

**5.2 • 104 countries worldwide have legislated against domestic violence, but only 29 have legislation on femicide. Women and girls are the primary victims of human trafficking worldwide**

**Number of countries with legislation against child marriage, sexual harassment, domestic violence or femicide in 2024**



\*Female genital mutilation refers to 'all procedures that involve the partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons'. It should be noted that France gives a broader meaning to this type of mutilation (female sexual mutilation or 'FSM'), which considers that mutilation does not only influence reproductive health, but also affects sexual pleasure, sexuality and self-construction in women who are victims of these procedures. French legislation refers to it in the Code of Entry and Residence of Foreigners and of the Right to Asylum.

\*\*Data from the United Nations Population Fund (UNFPA). Scope: countries with a law banning female genital mutilation. Penalties range from six months' imprisonment to life imprisonment. In several countries, the penalty also includes a fine. Scope: data for 190 countries, as of October 2023.

Source: World Bank, 'Women, Business and the Law 2024', 2024. Data from the Women, Business and the Law database. UNFPA, 'Female genital mutilation (FGM) - frequently asked questions', March 2024.

**Number of countries that have signed and ratified the Istanbul Convention\***

**45 countries** have signed the Istanbul Convention and **38 countries** have ratified it

\*The Council of Europe Convention on preventing and fighting violence against women and domestic violence, also known as the 'Istanbul Convention', is the first instrument in Europe to set legally binding standards aimed specifically at preventing gender-based violence, protecting victims of violence and punishing perpetrators. It requires Parties to develop laws, policies and support services to end violence against women and domestic violence. The Convention was adopted by the Committee of Ministers of the Council of Europe on 7 April 2011. It was signed by the European Union on 13 June 2017, before coming into force on 1 October 2023.

Scope: data for 46 Council of Europe member states.

Source: Council of Europe, 'Chart of signatures and ratifications of Treaty 210', as of 18 July 2024. Data from the Council of Europe Treaty Office.

**Share of women among victims of human trafficking and trafficking for sexual exploitation in 2020**



Around **4 out of every 10 victims** of human trafficking detected worldwide are adult women, and **2 out of every 10 victims** are **under-age girls**. **91% of victims** of trafficking for sexual exploitation are women

Source: United Nations Office on Drugs and Crime (UNODC), 'Global report on trafficking in persons', 2022.

Scope: Based on a total of 51,675 victims detected in 166 countries in 2020 (or most recent year).

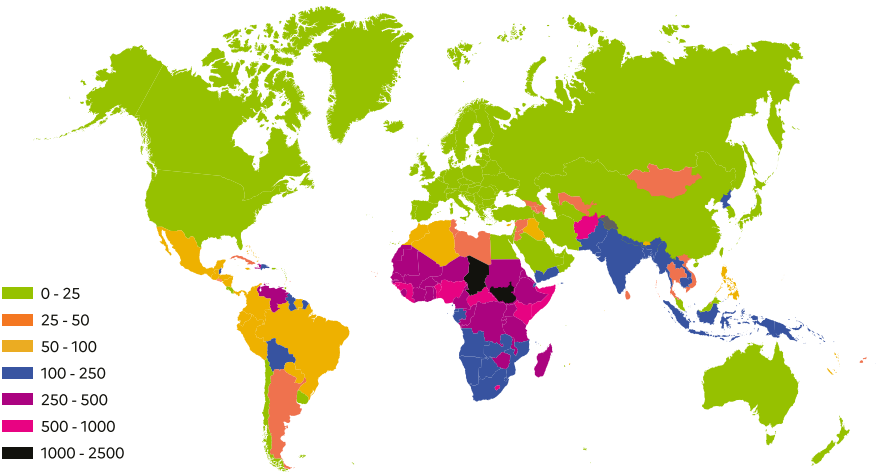
5.3 • Every day, almost 800 women die from preventable causes related to pregnancy and childbirth. In every region of the world, more women than men suffer from anxiety

Number of maternal deaths worldwide in 2020

**287,000 women**  
of which around **87%** were in sub-Saharan Africa

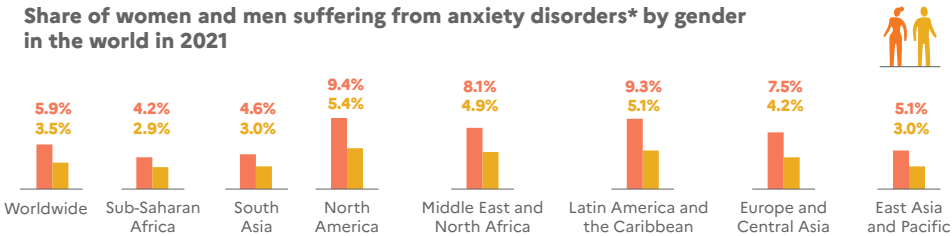
Source: World Health Organization, 'Maternal Mortality', February 2023.

Worldwide maternal mortality rate per 100,000 births in 2020



Source: World Bank. Data from WHO, UNICEF, UNFPA, World Bank Group, UNDESA/Population Division, 'Trends in Maternal Mortality 2000 to 2020', 2023.

Share of women and men suffering from anxiety disorders\* by gender in the world in 2021

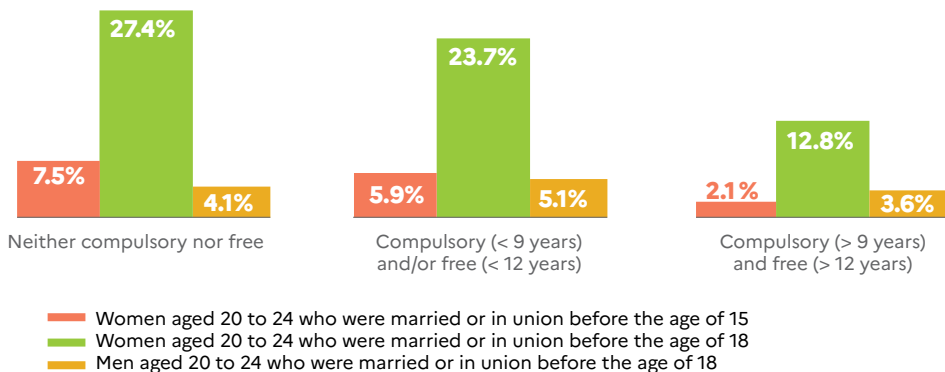


\*Anxiety disorders are characterised by experiences of intense fear and distress, generally associated with other physiological symptoms. In this survey, all cases of anxiety disorders meeting the diagnostic threshold defined by the Diagnostic and Statistical Manual of Mental Disorders (DSM) or the International Classification of Diseases (ICD) of the World Health Organization (WHO). The specific anxiety disorders included were panic disorder, agoraphobia, specific phobia, social phobia, obsessive-compulsive disorder (OCD), post-traumatic stress disorder (PTSD), generalised anxiety disorder (GAD), including childhood excessive anxiety disorder, separation anxiety disorder (SAD) and anxiety disorder 'not otherwise specified' (NOS). Anxiety disorders were modelled as a single cause for "any" anxiety disorder in order to avoid double counting of individuals meeting the criteria for more than one anxiety disorder.

Source: Institute for Health Metrics and Evaluation (IHME), 'Global Burden of Disease 2021', 2024.

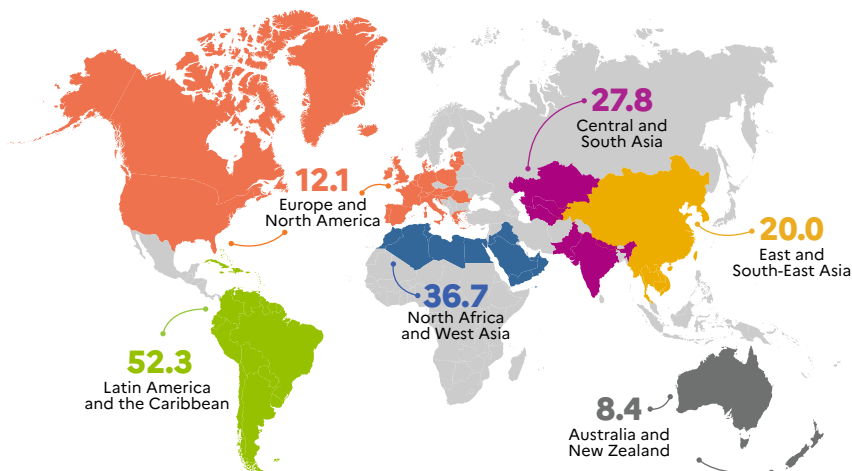
## 5.4 • Free and compulsory primary and secondary education helps to delay the age of marriage for young girls, while the teenage birth rate remains particularly high in sub-Saharan Africa and Latin America

Relationship between child marriage and the legal duration of free and compulsory primary and secondary education



Source: Unesco, 'Her Atlas: interactive advocacy tool on girls' and women's right to education', 2023. UNICEF and UNESCO data.

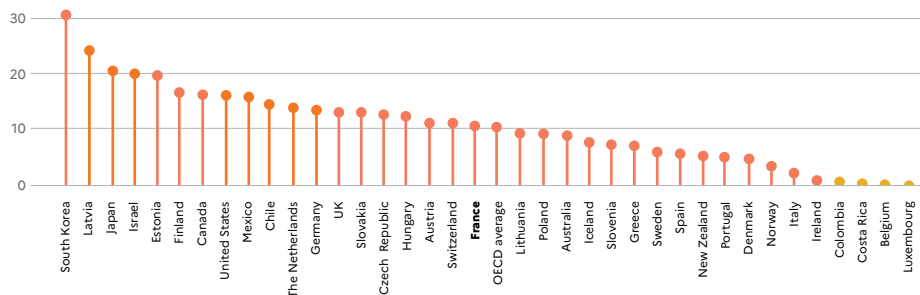
## Worldwide teenage birth rate in number of births per 1,000 women aged 15-19 in 2022



Source: UN Women and UNDP, 'The paths to equal: twin indices on women's empowerment and gender equality, 2023'. Data from the Department of Economic and Social Affairs (DESA), 2022.

**5.5 • In OECD countries\*, women earn, on average, 11.4% less than men. Men have a high labour-market participation, whatever their family situation, while women adapt their work or job search according to whether they have children or a partner**

**Comparison of the gender pay gaps as a percentage of the median male wage\*\* in OECD countries in 2022**



\* Organisation for Economic Co-operation and Development.

\*\* The gender pay gap is defined as the difference between the median wage of men and of women relative to the median wage of men. The income estimates used in the calculations generally refer to the unadjusted gross income of full-time salaried workers.

Source: OECD, 'Gender wage gap' indicator, OECD Data explorer, accessed in November 2024.

**Number of countries with legislation on equal pay and pay transparency**

**98 countries** worldwide have passed **legislation requiring equal pay between women and men for work of equal value.**

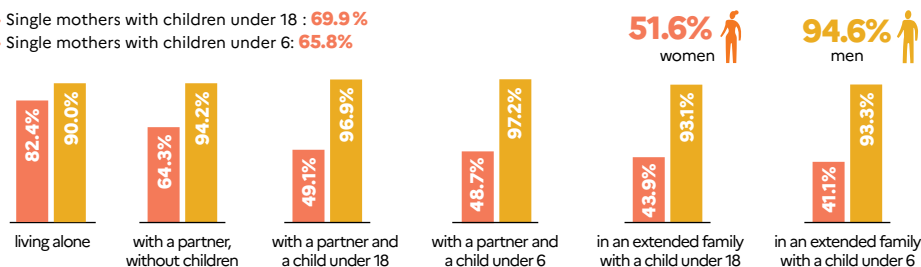
However, **only 35 countries**, or **less than 1 in 5**, have adopted **pay transparency measures or enforcement mechanisms** to reduce the gender pay gap.

Source: World Bank, 'Women, Business and the Law 2024', 2024.

Data from the Women, Business and the Law database.

**Labour market participation of people aged 25 to 54, by gender and household type**

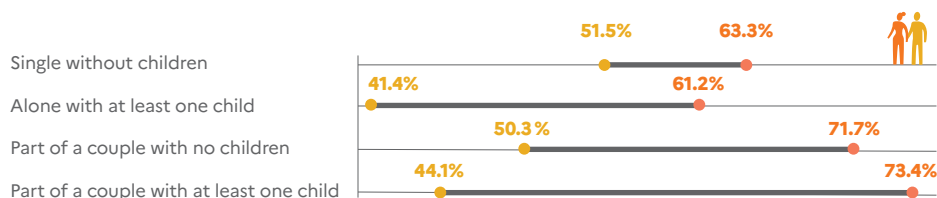
- Single mothers with children under 18 : **69.9%**
- Single mothers with children under 6: **65.8%**



Source: International Labour Organisation, 'Statistics on women', ILOSTAT, viewed on 12 July 2024.

**5.6 • Housework, which is unpaid work, is unevenly distributed within couples, particularly those with children. The number of days of paid maternity, paternity and parental leave varies considerably from one country to another, ranging from 90 days to 800 days**

**Share of women and men who declare they spent time on household chores\* "every day" by household type in the European Union in 2022**

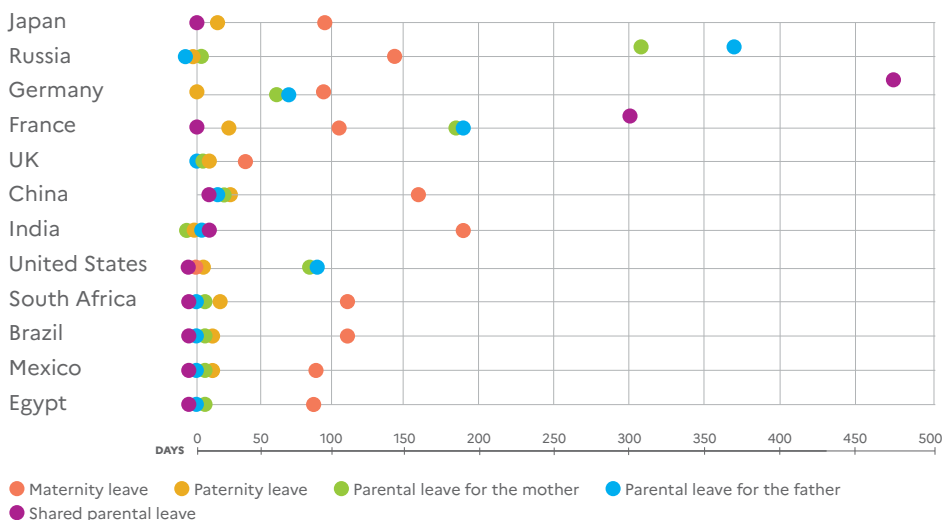


\* In this survey, household tasks include activities that people carry out without being paid, such as shopping, housework (cooking, cleaning, laundry, etc.), financial and administrative matters (paying bills, etc.), management and planning (preparing shopping lists, planning activities, etc.), house maintenance (gardening, etc.).

\*\* In percentage points.

Source: European Institute for Gender Equality indicator, 'Days per week spent on housework, by household type', Gender Statistics Database, 2023.

**Number of days of paid maternity, paternity and parental leave in several countries around the world in 2023**



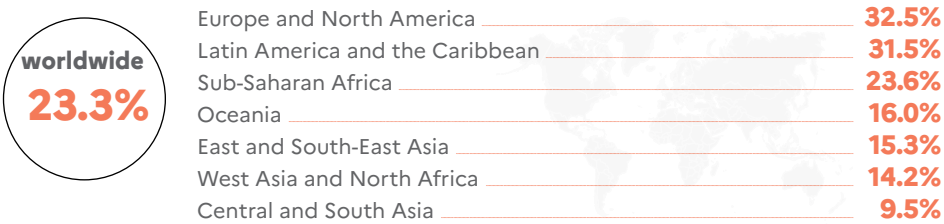
Note: Extracted data.

Source: World Bank Gender statistics.

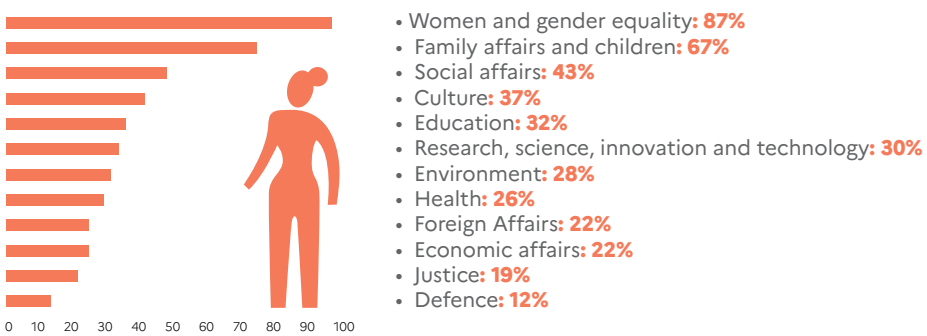
5.7 • Although 89 countries have a ministry dedicated to gender equality, only 23.3% of ministers worldwide are women and ministerial portfolios remain highly gendered

As of 1 January 2024, there were **27 women** at the head of a state or government worldwide

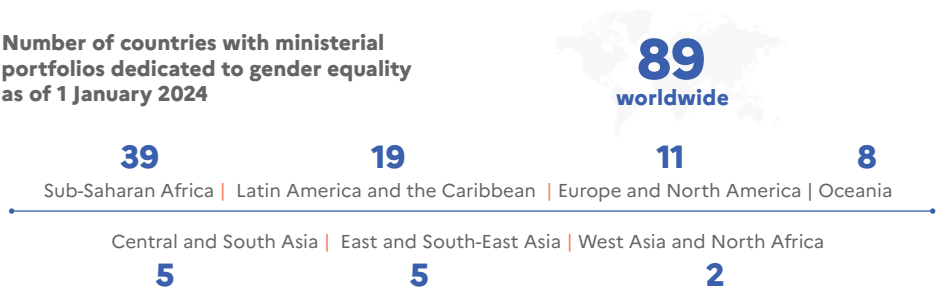
Share of women ministers worldwide and by region as of 1 January 2024



Share of women in different ministerial portfolios as of 1 January 2024



Number of countries with ministerial portfolios dedicated to gender equality as of 1 January 2024



Source: UN Women, 'Women political leaders 2024', 2024.



## 5.8 • Women account for a third of STEM\* graduates worldwide but hold less than 1 in 5 jobs in the fields of science, engineering and technology

### Share of women among STEM graduates worldwide in 2018-2023

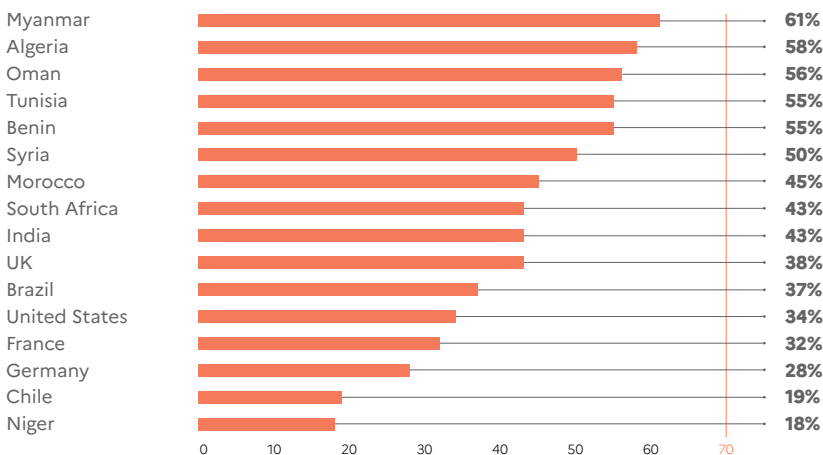
In 2018-23, the share of female STEM graduates was **35%**



\*STEM: Science, Technology, Engineering, Mathematics.

Source: Unesco, 'Global education monitoring report 2024, gender report: technology on her terms', 2024.

### Share of women among STEM graduates in different countries around the world (2016-2018)



Note: extracted data.

Source: World Bank, 'Share of graduates by field, female', Gender Data Portal, accessed in July 2024.

Data from Unesco Institute for Statistics, March 2020.

In 2022, worldwide, women accounted for:

- **Less than 25% of white-collar workers** in the fields of **science, engineering and ICT**
- Just over **1 in 5 jobs** in the **technology** sector within companies
- **17% of patent applications filed**

Source: Unesco, 'Global education monitoring report 2024, gender report: technology on her terms', 2024.



# CASE STUDY

## WOMEN AND SPORT

### Gender norms and inequalities persist in sports

*Overview*

Sports participation

Parasport

Training and employment

High level sport, health and maternity

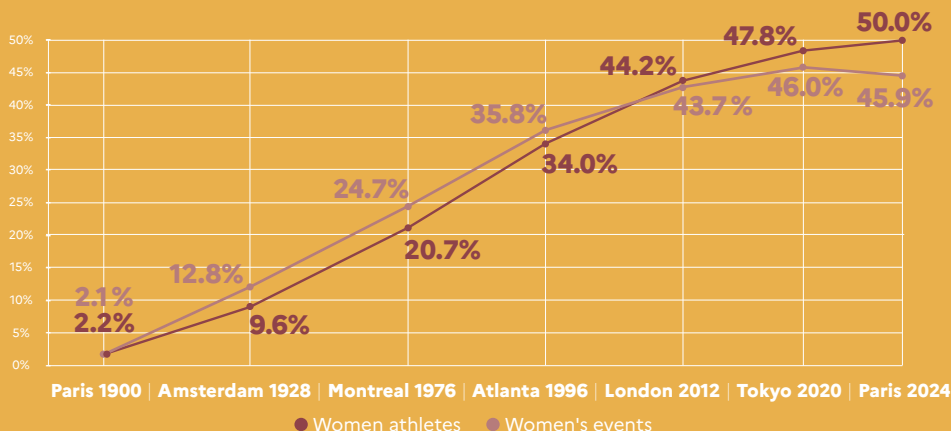
The media

Gender-based and sexual violence

# OVERVIEW

**The Paris 2024 Olympic and Paralympic Games were the first Games in history to achieve gender parity**

**Evolution of the share of women participating in the summer Olympic Games and the share of women's and mixed events since 1900**



**2<sup>nd</sup> major international sporting event to be awarded the 'Terrain d'Égalité'\* standard after the France 2023 Rugby World Cup**

\* Created by the French Ministry Delegate for Gender Equality and the Fight against Discrimination, the Ministry of Sports and the Interministerial Delegation for Major Sporting Events (DIGES), in partnership with several members of the sporting world, the 'Terrain d'Égalité' (Level Playing Field) standard is a measure included in the government's Legacy Plan for the Olympic and Paralympic Games: 'Faire mieux grâce aux Jeux' (Doing Better Through the Games).

This government standard is aimed at organisers of large international sporting events and seeks to promote gender equality, fight against all forms of discrimination and combat gender-based and sexual violence, before and during sporting events.

Source: International Olympic Committee, 'Women in the Olympic Movement', April 2024.

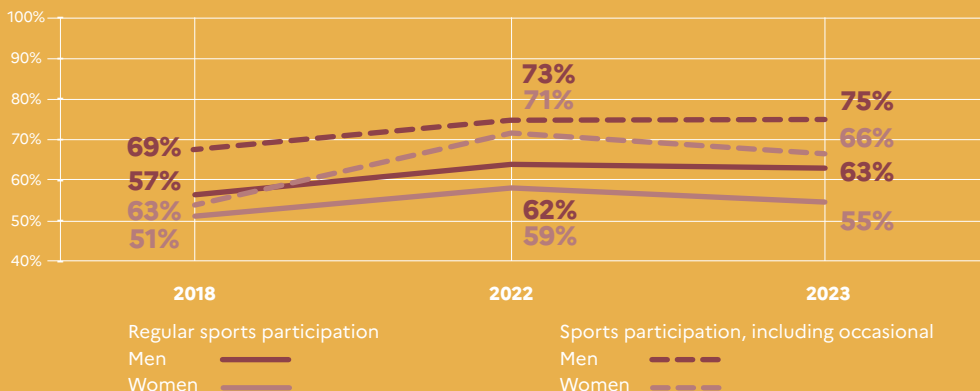
**At the Tokyo Olympic Games in 2021, women accounted for only 13% of accredited coaches and 20% of accredited media representatives**



Source: International Olympic Committee, 'Gender equality & inclusion report 2021', 2022. International Olympic Committee, 'IOC guidelines for gender-equal, fair and inclusive representation in sport - 2024 edition', June 2024.

**More and more men** are engaging in regular sporting activities, while **women's participation in sports decreased in 2023**

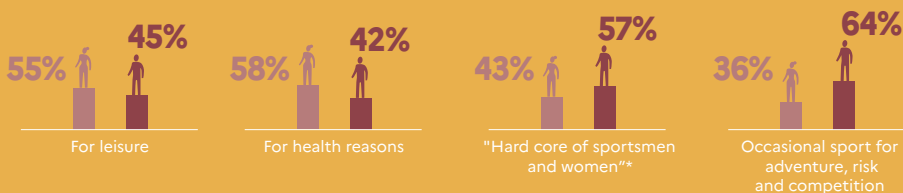
### Evolution of the sports participation rate by regularity and by gender between 2009 and 2023



Interpretation: in 2020, 55% of women regularly engaged in sporting activities, compared with 63% of men.  
 Scope: sample of approximately 4,000 people aged 15 and over.  
 Source: Injep, 'Baromètre des pratiques sportives 2023', December 2023.

The reasons for taking part in sports are **gendered**: **more women than men** engage in physical exercise or sports for **health reasons**, while **more men than women** take part in sports for **adventure, risk and competition**

### Share of women and men by reason for engaging in sports in 2020



\* In this survey, the "hard core of sportsmen and women" brings together those who engaged in sports the most regularly and on an institutionalised basis.

Their motivations were above all individualistic: competition, improving personal performance, physical exercise and fitness.

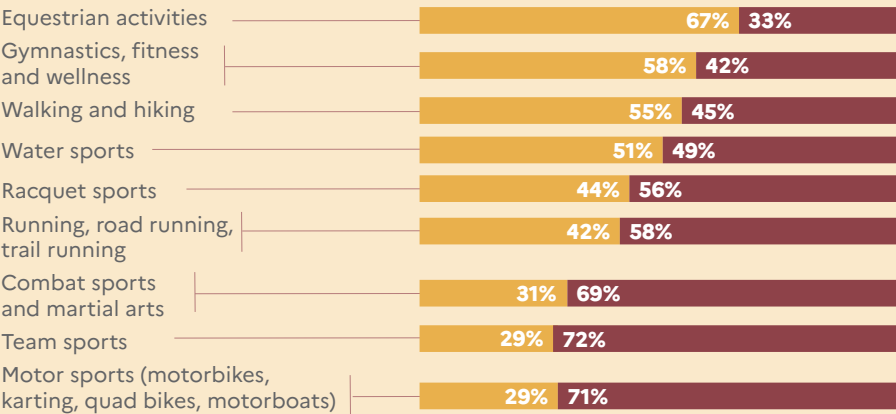
Scope: France, people aged 15 or over who had taken part in at least one non-utilitarian physical or sporting activity (excluding physical or sporting activities carried out as part of everyday travel) in the twelve months preceding the survey.

Source: Insee, 'France, portrait social – Édition 2022', Insee Références, November 2022. Data from the French Ministry of Education and Youth - Injep national survey on physical and sporting activities in 2020.

## SPORTS PARTICIPATION

- Sports participation remains gendered according to discipline: more men play team sports, while women are in the majority in individual sports such as horseback riding and gymnastics

Share of women and men taking part in physical and sporting activities, independently or under supervision, in different sporting environments in 2020



Scope: people aged 15 and over living in France.

Source: Ministry of Sports/Injep, 'Les pratiques physiques et sportives en France', March 2023.

Data from the national survey on physical and sporting activities (ENPPS 2020). ouvrage-ENPPS.pdf (injep.fr)

Evolution of the share of women and men holding a sports licence in an Olympic federation between 2017 and 2022

**1 in 3 licences** were held by a woman in 2022

Since 2017: **+5% licences for women and girls**

**-2% licences for men and boys**

Scope: Licences for summer Olympic sports federations in France in 2017 and 2022.

Source: Insee, 'Panorama des licences sportives dans les fédérations olympiques de Paris 2024', Insee Première no. 1992, April 2024.

**Number of female licence holders in the three federations issuing the highest number of yearly licences to girls aged 15 or over for the 2022 or 2021-2022 season**

**Horseback riding:** **575,702 women** out of **675,186** licence holders

**French Federation for Physical Education and Voluntary Gymnastics:**

**373,089 women** out of **411,650** licence holders

**Tennis:** **329,894 women** out of **1,106,989** licence holders

**Number of female licence-holders in the three federations issuing the highest number of yearly licences to boys aged 15 or over for the 2023 or 2022-2023 season**

**Football:** **225,895 women** out of **2,215,848** licence holders

**Tennis:** **329,894 women** out of **1,106,989** licence holders

**Basketball:** **202,544 women** out of **594,408** licence holders

Scope: people aged 15 or over as of 1 January 2022. Licences are counted, not members, as the same individual may hold several yearly licences within a federation (e.g. competition, coaching) and/or within several federations.

Source: Injep - Surveys, Data and Statistical Studies Section (MEDES), 'Recensement des licences et clubs sportifs 2023', July 2024.

## PARASPORT

• Among athletes with disabilities, there are fewer women than men among club licence holders and medal-winning athletes.

Women's parasport suffers from a lack of visibility on television

Parasport can be defined as 'a sporting discipline practised by people with a physical, sensory, mental or psychological disability; by extension, all sporting disciplines practised by these people\*'. Parasports are practised both recreationally and competitively. Disabled and adapted sports are also parasports.

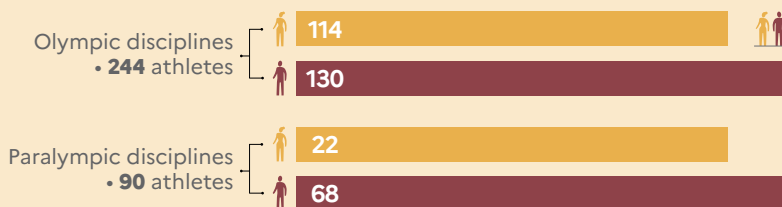
\* Source: French Ministry of Education and Youth, 'Vocabulaire du sport (parasport)', Bulletin officiel no. 3 of 18 January 2024.

### Number and share of female licence holders in the French Disabled Sports Federation and the French Adapted Sports Federation for the 2023 or 2022-2023 season



Source: Injep - Surveys, Data and Statistical Studies Section (MEDES), 'Recensement des licences et clubs sportifs 2023', July 2024.

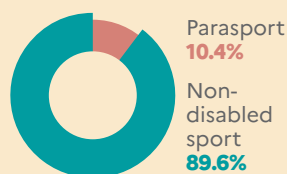
### Number of male and female athletes in the High Performance Circle\* in 2023



\* The High Performance Circle brings together French athletes who have won a medal in the last 2 years at the Olympic or Paralympic Games or at World Championships. It was set up by the French National Sports Agency as part of the 'Ambition Bleue' plan and aimed to prepare and support athletes ahead of the Paris 2024 Olympic and Paralympic Games. This support system aims to optimise the performance plan of all those with the chance of winning medals and titles in Olympic and Paralympic disciplines.

Source: Injep, 'Les chiffres clés du sport 2023', October 2023. Data from the French National Sports Agency, as of 31 May 2023.

### Share of parasport among sports programmes broadcast on television in 2023



### Share of women's, men's and mixed sporting activities among the parasports footage broadcast on television in 2023

The amount of airtime devoted to men's parasports is **three times greater** than that devoted to women's parasports.



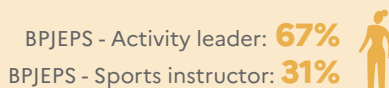
Only **1.7% of airtime** dedicated to sport was devoted to women's parasport.

Scope: viewing from<sup>1</sup> April to 15 June 2023. Source: Arcom, 'La représentation du parasport dans les programmes télévisés', September 2023.

## TRAINING AND EMPLOYMENT

- Women are over-represented among activity leaders but under-represented among sports instructors, accounting for only 1 in 5 technical sports advisors\*

### Share of women among graduates with a vocational diploma in Youth, Popular Education and Sport (BPJEPS)



Source: Injep, 'Les diplômés 2021-2022 d'un brevet professionnel d'éducateur sportif ou d'animateur (BJEPS)', November 2023.

30 months after their STAPS Master's degree\*, **women were paid less** than men: their median monthly net wage was **8% lower** than that of men in 2022

\* STAPS: Sports Science.

Scope: France, excluding Mayotte.

Source: Ministry of Higher Education and Research, 'Towards Gender Equality? Key figures 2024', March 2024.

### Share of women and men among the employees of sports association employers in 2020



Women: **33.0%**  
Men: **66.0%**

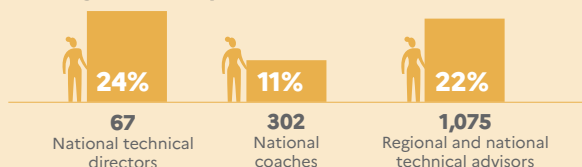
An exception to this can be found in the voluntary sector, where the majority of employees are women

**71%**

Scope: Whole of France.

Source: Injep, 'Les chiffres clés du sport 2023', October 2023. Insee data, Continuous Employment Survey 2020.

### Share of women among technical sports advisors\*



\* Technical sports advisors (CTCS) are civil servants paid by the State working on behalf of a national sports federation, a regional league or a regional committee. Depending on where they are posted, they may work as national technical directors (DTN), national coaches (EN), national technical advisors (CTN) or regional technical advisors (CTR). They have a wide range of responsibilities, which particularly focus on sport for all (increasing the number of people taking part in sports as licence holders), top-level sport (identifying talent and developing the sporting elite, selecting national teams) and management training.

Source: Injep, 'Les chiffres clés du sport 2023', October 2023. MSJOP data, Sports Directorate, CGOCTS.

As of 31 December 2022, of the **119** presidents of sports federations recorded, only **19** were women

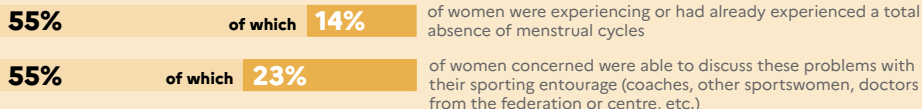
Source: Injep, 'Les chiffres clés du sport 2023', October 2023. MSJOP data, Sports Directorate, 2023.



## TOP-LEVEL SPORT, HEALTH AND MATERNITY

- More than half of top-level sportswomen experience periods of menstrual irregularity, a subject which is still taboo in the sporting world. There were fewer athlete mothers at the Olympic Games than their male counterparts.

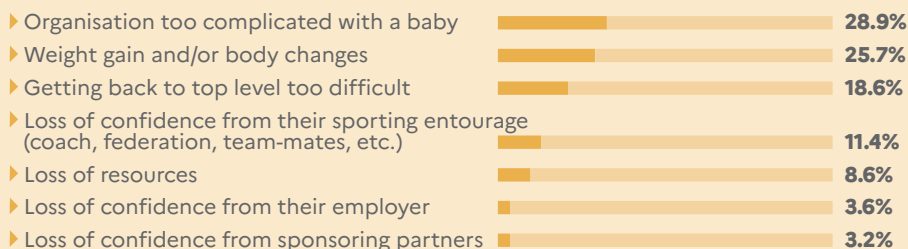
**Share of top-level sportswomen declaring that they were experiencing or had already experienced menstrual cycle irregularity in the absence of hormonal contraception in 2021**



**Share of sportswomen who were offered training sessions with adapted content during menstruation in 2021**



**Share of sportswomen who considered motherhood during their sporting career as a real risk to their top-level performance plan and their associated fears in 2021**



Scope: sportswomen aged 16 and over who had been registered on ministerial lists of top-level athletes since 2016. The final sample is made up of 700 sportswomen representing 55 federations, including 445 currently on the top-level list. France, in 2021.  
Source: Ministry of Sports, 'Sport de haut niveau et maternité, c'est possible!', 2022. Data from the 'Sport de Haut Niveau et Maternité' survey on top-level sport and maternity conducted by the Ministry of Sports, March and April 2021.

**Share of French sportsmen and women selected for the Tokyo Olympic Games who declared that they had at least one child**



**Share of French sportsmen and women selected for the Tokyo Olympic Games who said they had experienced problems linked to childcare**

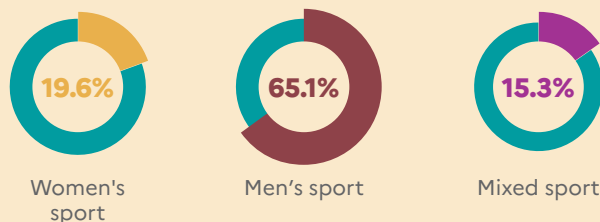


Scope: 238 sportsmen and women selected for the Tokyo Olympic Games across 24 sports.  
Source: Insep, 'Enquête sur les conditions de préparation des sportifs sélectionnés pour les Jeux Olympiques de Tokyo (2021)', May 2022.

## THE MEDIA

- Women's sport continues to be far less broadcast on television, while broadcasts of mixed sports competitions are seeing a sharp increase. Women are vastly under-represented on set during sports competition broadcasts

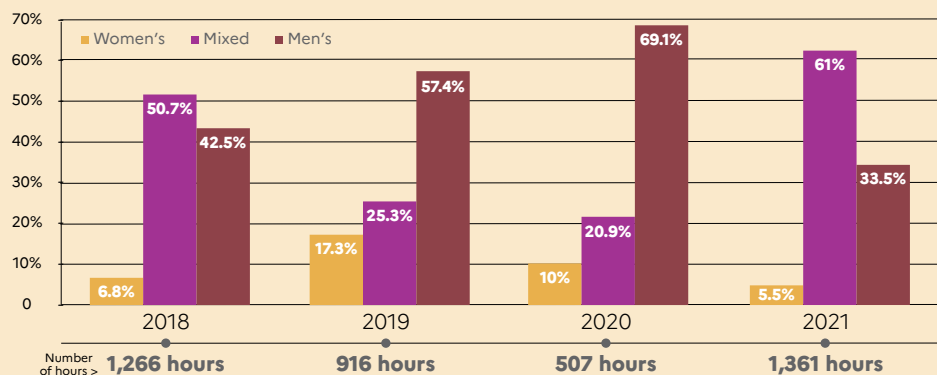
Share of women's, men's and mixed sport, non-disabled and parasport combined, among the sports competitions broadcast on television in 2023



Note: viewing was carried out on general-interest sports programmes broadcast on free-to-air DTT channels (with the exception of L'Équipe), over the period from 1 April to 15 June 2023.

Source: Arcom, 'La représentation du parasport dans les programmes télévisés', September 2023.

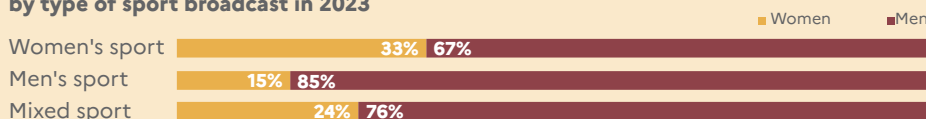
Evolution of the share of women's, mixed and men's sport among sports competitions broadcast on television between 2018 and 2021



Scope: broadcasts on free-to-air general-interest channels (TF1, TMC, TFX, M6, W9, C8, CStar, France 2, France 3, France 4, France O, RMC Story).

Source: Arcom, 'Analyse du poids des retransmissions du sport féminin', January 2023.

Share of women and men on set during sports competition broadcasts by type of sport broadcast in 2023



Source: Arcom, 'La représentation des femmes à la télévision et à la radio : rapport sur l'exercice 2023', March 2024.

## GENDER-BASED AND SEXUAL VIOLENCE

- **Girls are the primary victims of gender-based and sexual violence in sport. Federations are committed to preventing violence and supporting victims**

Since the launch of the Signal-Sports unit in 2020, 1,800 reports have been received:

- **1,284** people were implicated
- **624** administrative measures were taken
- **186** people were reported to public prosecutors under article 40 of the Code of Criminal Procedure

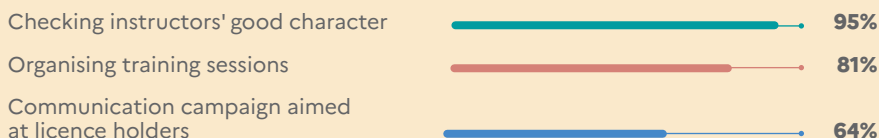
Among these proceedings:

- **90%** of the reported incidents involved sexual violence
- **81%** of victims were female
- **77%** of victims were minors when the events took place
- **37%** of the incidents reported involved victims aged under 15 when the events took place

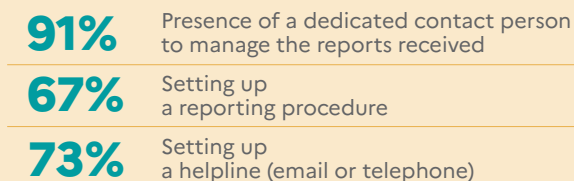
Source: Ministry of Sports and the Olympic and Paralympic Games, Press release 'Présentation par Amélie OUDEA-CASTERA du bilan d'activité 2023 en matière de lutte contre les violences sexuelles et sexistes dans le sport', March 2022.

**80% of federations** have drawn up a plan to fight gender-based and sexual violence in their disciplines

### Share of federations committed to preventing the risk of gender-based and sexual violence by type of action in 2022



### Share of federations that set up helplines and reporting systems in 2022



**69% of federations** use partner associations to support victims

Source: French National Olympic and Sports Committee (CNOSF), 'Enquête sur les violences et les discriminations et leur traitement au sein des fédérations sportives', April 2023.



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A key statistical overview, the publication *Key Figures – Towards Real Gender Equality in France – 2024 Edition* uses one hundred infographics to present the latest, most significant data on gender equality in France and worldwide.

The *Key Figures* show the most important, up-to-date indicators on gender-based and sexual violence; women's employment and pay; gender parity in politics; education and professional orientation, and the place of women in culture, digital technology and the media. A special focus on French overseas territories and on rural and urban areas addresses the specific position of women who live in these places. This publication also provides information on recent social issues: support centres for perpetrators of intimate partner violence; gender-based and sexual violence in higher education; prostitution; endometriosis and period poverty; the menopause and women's mental health; difficult working conditions; women's place in real and virtual public spaces; the impact of redistribution and taxation; differing levels of wealth, etc.

To complete this overview, a case study looks at gender norms and gender inequalities at all levels of sport.

At a time when the Interministerial Plan for Gender Equality 2023-2027 is reinforcing the State's measures in this area, this publication allows public institutions, companies, civil society and the general public to access a wide range of tangible data so that they can assess, understand and raise awareness about the differing situations of women and men, encouraging collective action to promote real gender equality.

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