

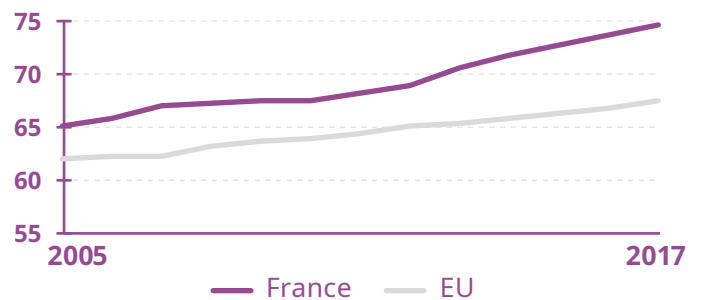
Gender Equality Index 2019: France

With 74.6 out of 100 points, France ranks third in the EU on the Gender Equality Index. Its score is over 7 points above the EU's score. France's score has increased by 9.4 points since 2005 (+ 2 points since 2015). Due to its fast pace of progress towards gender equality, France's ranking improved by four places between 2005 and 2017.

France's scores are the highest in the domains of health (87.4 points) and money (86.4 points). Gender inequalities are most pronounced in the domains of knowledge (66.0 points) and time (67.3 points). The greatest improvement is in the domain of power (+ 34.7 since 2005) with moderate progress in the domains of money (+ 4.8 points since 2005) and knowledge (+ 3.7 points since 2005). In the domain of time, France's score slightly decreased (- 1.8 points) between 2005 and 2017 and progress has stalled in the domain of health (+ 0.5 points).

Between 2005 and 2017, France improved its Index scores, performing higher than the EU's scores and growing at a faster rate. The gap between France and the EU has increased over time.

Progress in France is faster than the EU average

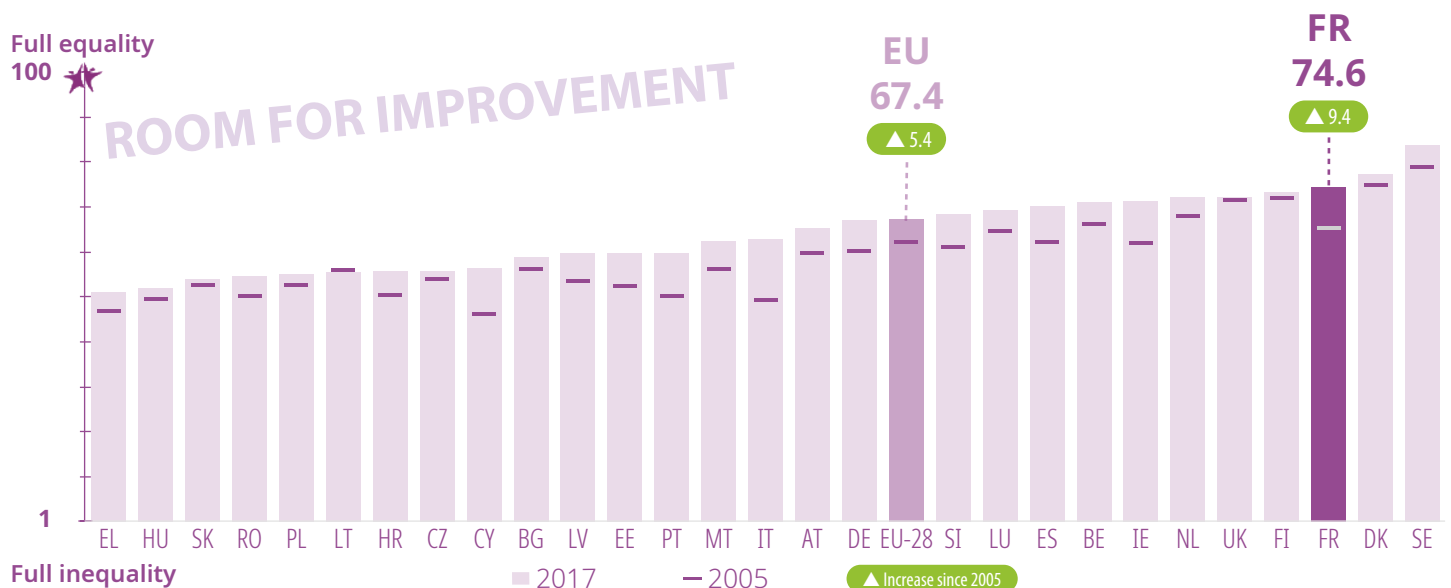


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

Gender Equality Index scores for EU Member States, 2005 and 2017



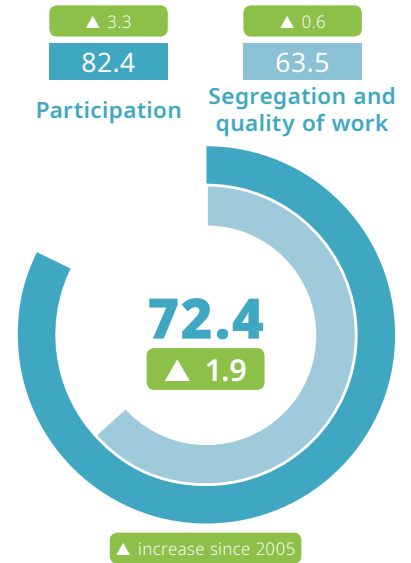


Work

France's score in the domain of work is 72.4, showing slight progress of 1.9 points since 2005 (+ 0.3 points since 2015), with a decreased gender gap in participation.

The employment rate (of people aged 20-64) is 68 % for women and 75 % for men. With an overall employment rate of 71 %, France has not reached its national EU 2020 employment target of 75 %. The full-time equivalent (FTE) employment rate remained stable for women (41 %) and decreased for men (from 57 % to 53 %) between 2005 and 2017, narrowing the gender gap (from 16 percentage points (p.p.) to 12 p.p.). Between women and men in couples with children, the gap is far bigger than in couples without children (19 p.p. and 3 p.p.). Around 30 % of women work part-time, compared to 8 % of men. On average, women work 34 hours per week and men 40.

The uneven concentration of women and men in different sectors of the labour market remains an issue: around 35 % of women work in education, health and social work, compared to 10 % of men. Fewer women (7 %) than men (33 %) work in science, technology, engineering and mathematics (STEM) occupations.



Money

France's score in the domain of money is 86.4, showing progress of 4.8 points since 2005 (+ 0.3 points since 2015), with improvements in the sub-domain of financial resources and a slight regression in the sub-domain of economic situation.

Although the mean monthly earnings of both women and men increased (+ 14 % for both) from 2006 to 2014, the gender gap persists: women earn 18 % less than men. In couples with children, women earn 30 % less than men (26 % less for women in a couple without children). The gender gap is also wider among people aged 50-64 (35 %) than between those in the 25-49 age group (23 %).

The risk of poverty decreased slightly for women (- 1 p.p.) and remained stable for men between 2005 and 2017: 12 % of both women and men are at risk. People facing the highest risk of poverty are lone parents (29 %) and women and men (both 23 %) born outside of France. Inequalities in income distribution increased among both women and men from 2005 to 2017. Women earn on average 85 cents for every euro a man makes per hour, resulting in a gender pay gap of 15 %. The gender pension gap is 30 %.

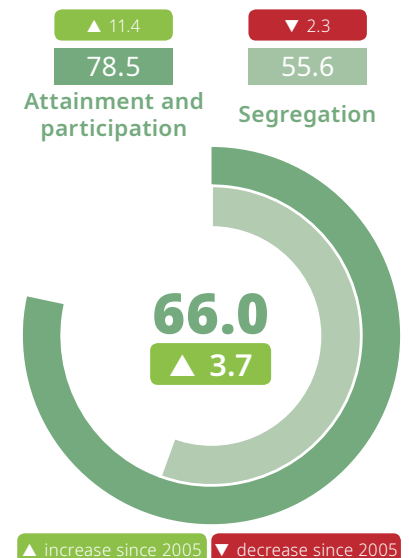


Knowledge

France's score in the domain of knowledge is 66.0, a 3.7-point increase since 2005 (- 0.1 points since 2015). France ranks ninth in the domain of knowledge in the EU, 2.5 points above the EU's score.

The share of women tertiary graduates increased at a faster pace than the share of men, widening the gender gap from 2005 to 2017. Around 29 % of women have tertiary degrees, compared to 27 % of men (20 % for both in 2005). The gender gap is wider within the 25-49 age group (7 p.p.) and between women and men in couples with children (9 p.p.). France has met its EU 2020 target of having at least 40 % of people aged 30-34 with tertiary education (for France, the EU 2020 target of 50 % refers to the 17-33 age range). The current rate is 46 % (with 51 % for women and 41 % for men). Participation in lifelong learning increased in France between 2005 and 2017. About 28 % of women and 23 % of men engage in formal and non-formal education and training (compared to 15 % of both women and men in 2005). France has the fourth highest formal education and training participation rate in the EU.

The uneven concentration of women and men in different study fields in tertiary education remains a challenge for France. About 42 % of women students study education, health and welfare, or humanities and arts, compared to only 21 % of men students.



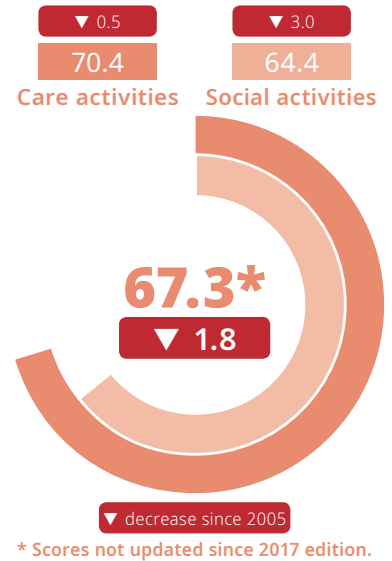


Time

France's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, France's score is 67.3, which is above the EU's score of 65.7. Gender inequalities remain in time-share for care responsibilities. Women take on more care responsibilities. Nearly half of women (46 %), compared to around a third of men (30 %), care for and educate their family members for at least one hour per day. This gender gap has increased slightly (from 15 p.p. to 16 p.p.) since 2003. In couples with children, higher shares of both women (88 %) and men (75 %) take care of their families daily. More women (80 %) than men (36 %) do cooking and housework every day for at least one hour.

A lower share of women (32 %) than men (39 %) participates in sporting, cultural or leisure activities outside the home. Around 12 % of women and 14 % of men are involved in voluntary or charitable activities.

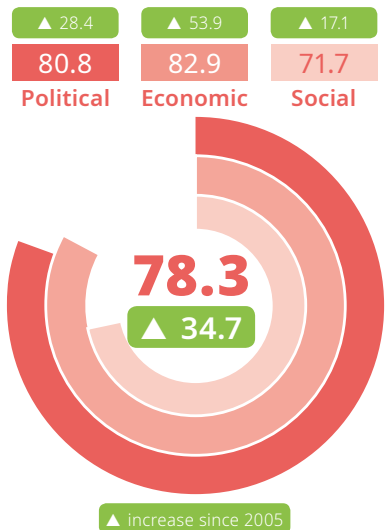


Power

France's score in the domain of power is 78.3, with a sharp increase of 34.7 points since 2005 (+ 10.1 points since 2015). It is the second highest score in the domain of power in the EU. The scores have increased in all sub-domains, with the greatest improvement in the sub-domain of economic decision-making.

In the sub-domain of political power, France introduced a legislative quota of 50 % in 2000, supporting a rise in the share of women in parliament (from 11 % in 1997 to 39 % in 2017). The share of women members of parliament rose from 15 % to 37 % between 2005 and 2018, as did the share of women ministers (from 20 % to 50 %).

In the sub-domain of economic power, France has the highest score in the EU, with an increase of 53.9 points since 2005. The share of women on the board of the central bank rose from 17 % to 46 %. France introduced a legislative quota for a 40 % share of women on company boards. This quota supported a rise in the share of women on the boards of the largest publicly listed companies (from 7 % to 44 %). In the sub-domain of social power, women comprise 47 % of board members of research-funding organisations, 46 % of publicly owned broadcasting organisations and a third of board members of the highest decision-making bodies of national Olympic sports organisations.

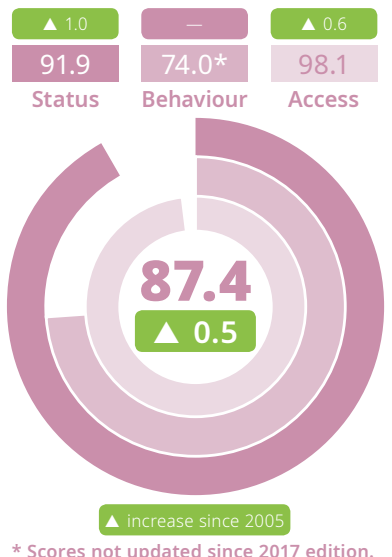


Health

France's score in the domain of health is 87.4, with no significant change since 2005 (+ 0.3 points since 2015). Gender equality in the health domain has remained stable (with no new data for the sub-domain of health behaviour), while there are slight improvements in the sub-domain of health status.

Self-perceptions of good health did not change for women and slightly decreased for men between 2005 and 2017. About 66 % of women and 69 % of men perceive their health as good. Health satisfaction increases with a person's level of education and decreases in proportion to their age. The gender gap is wider (to the detriment of women) between single women and men (8 p.p.) and women and men with low levels of education (9 p.p.). Life expectancy increased for both women and men between 2005 and 2016. Women on average live six years longer than men (86 years, compared to 80 years).

Adequate access to healthcare services slightly improved in France between 2005 and 2017. Around 3 % of women and men report unmet medical needs (compared to 4 % in 2005) and 5 % of women and 4 % of men report unmet needs for dental examinations (compared to 7 % for both). Women and men with disabilities report higher unmet needs for dental care (13 % and 12 %), compared to women and men without disabilities (7 % for both).





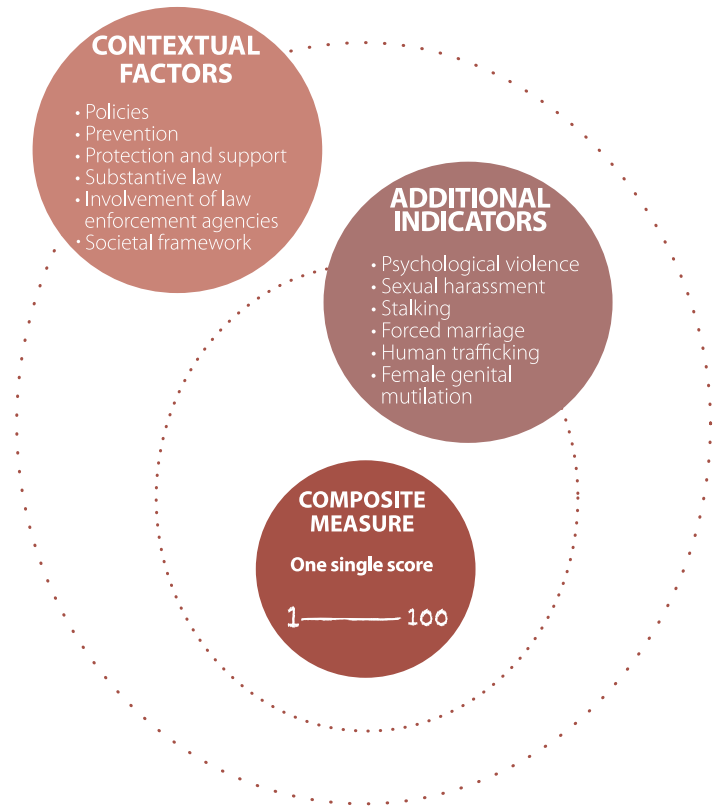
Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

France signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in July 2014.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

France recorded 95 women victims of intentional homicide by an intimate partner and 51 women victims of intentional homicide by a family member in 2016. EIGE's estimates show that 12 % to 21 % of 205 683 girls (in the migrant resident population) are at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 1 154 registered wom-



en victims of trafficking in human beings in 2016. Comparable data, disaggregated by sex, is essential to the development of EU-wide strategies to prevent and eliminate violence against women across Member States.



Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents, as their eligibility might be dependent on criteria such as whether a person is in paid work; whether they are an employee or self-employed; the sector in which they work; the length of service; or whether leave is accessible to same-sex couples or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment and voucher-based work) have increased concerns about parents' access to leave,

especially in cases where it is based on definitions of traditional standard employment. In 2016, 36 % of women and 25 % of men aged 20-49 (potential parents) were ineligible for parental leave in France. Unemployment or inactivity was the main reason for ineligibility for 72 % of women and 58 % of men. The remaining 28 % of women and 42 % of men were ineligible for parental leave due to inadequate length of employment. Same-sex couples are eligible for parental leave in France. Among the employed population, 14 % of women and 12 % of men were ineligible for parental leave.

Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High-quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In France, 56 % of all informal carers of children are women. Overall, 57 % of women and 53 % of men are involved in caring for or educating their children or grandchildren at least several times a week. Compared to the EU average (56 % of women and 50 % of men), slightly more women and men are involved in caring for or educating their children or grandchildren in France. The gender gaps are wider among women and men aged 20-49 (92 % and 81 %), and women and men working in the public sector (80 % and 69 %).

France has reached both Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. Around 51 % of children below the age of three are under some form of formal care arrangements, and 31 % of children of this age are in formal childcare for at least 30 hours a week. Formal childcare is provided for 95 % of children from the age of three to the minimum compulsory school age (56 % are in formal childcare for at least 30 hours a week). Around 14 % of households report unmet needs for formal childcare services in France. Lone mothers are more likely to report slightly higher unmet needs for formal childcare services (16 %) than couples with children (15 %).

Informal care for older persons and persons with disabilities and long-term care services

Available, accessible, and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working-age population, the need for formal and informal long-term care services has become more important than ever.

Most informal carers for older persons and/or persons with disabilities in France are women (63 %). The shares of women and men involved in informal care for older persons and/or people with disabilities several days a week or every day are 32 % and 20 %. Both women and men are involved in infor-

mal care in France in the highest percentage across the EU. The proportion of women involved in informal care is 17 p.p. higher than the EU average, while the involvement of men is 10 p.p. higher. About 33 % of women and 21 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 30 % of women and 22 % of men in the 20-49 age group. Around 48 % of women carers for older persons and/or persons with disabilities are employed, compared to 61 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU. However, the gender gap is slightly narrower in France than in the EU (13 p.p., compared to 14 p.p. for the EU). In the 50-64 age group, 65 % of women informal carers work, compared to 64 % of men. Around 28 % of women and men in France report unmet needs for professional home care services.

Transport and infrastructure

Access to affordable and quality public infrastructure, including care facilities, educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In France, men spend slightly more time commuting to and from work than women (around 47 minutes per day for men and 43 minutes for women). Couples with and without children spend almost equal amounts of time commuting, with

men travelling around 5 minutes more than women in both cases. Single people spend less time commuting than women and men in couples do, with no difference between single women and men (around 40-41 minutes per day). Women spend less time commuting than men, regardless of whether they work part-time or full-time. Women working part-time travel 39 minutes from home to work and back, while men commute 45 minutes, compared to 45 minutes for women and 47 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities, such as school drop-offs or grocery shopping.

Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed — keeping in mind the different needs of women and men — flexible working arrangements can make it easier to balance work and family life. They can also support people with caring responsibilities to enter the labour market as full-time employees.

More than half of women (54 %) as well as men (53 %) have no control over their working-time arrangements. Access to flexible working arrangements is somewhat higher in France

than in the EU, where 57 % of women and 54 % of men have no possibility of changing their working time arrangements. There is no significant difference across sectors considering access to flexible working time. Approximately 56 % of women have no control over their working time arrangements in both sectors, compared to 53 % of men in the private and 52 % in the public sector.

Even though there are more women than men working part-time in France, fewer women (10 %) than men (14 %) part-time workers transitioned to full-time work in 2017. The gender gap is narrower than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

Lifelong learning

Constant advances in technology require workers to upskill continuously and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women to re-enter the labour market after career breaks due to care responsibilities.

France has the fifth highest participation rate in lifelong learning (19 %) in the EU. At the same time, France has the fifth widest gender gap (4.9 p.p.). Women (aged 25-64) are

more likely to participate in education and training than men, regardless of their employment status. Around 24 % of women employees participate in lifelong learning activities, compared to 19 % of men employees. Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (35 %) than for women (32 %). Family responsibilities are reported as a barrier to education and training for 18 % of women, compared to 6 % of men. Both work schedules and family responsibilities are less of an obstacle to participation in lifelong learning in France than in the EU overall. In the EU, 38 % of women and 43 % of men report their work schedules to be an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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