The current situation of gender equality in France – Country Profile
2013

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Dear Reader,

We are happy that we have raised your interest in the EU-Initiative EQUALITY PAYS OFF. The initiative supports large companies in successfully adapting to upcoming labour market challenges: Due to demographic change as well as a stronger focus on service and knowledge intensive industries, Europe will face a significant shortage of (qualified) skills in the next decades.

To secure qualified labour, it will be of vital importance for large companies to diversify the pool of (potential) employees by gaining better access to the female labour force. The initiative supports companies in Europe to increase female participation, to support employees that involuntarily work part-time due to family obligations, to motivate students to enter atypical fields of education and to reduce horizontal\(^1\) as well as vertical segregation\(^2\). Consequently, the initiative contributes to a reduction of the gender pay gap in Europe.

The initiative covers all EU-28\(^3\) countries plus Turkey, Former Yugoslav Republic of Macedonia (FYROM), Serbia, Norway, Iceland and Liechtenstein – in total 34 countries. This country report serves as background material for workshops taking place in each country in the context of EQUALITY PAYS OFF.\(^4\) These workshops shall enhance knowledge exchange between business leaders and key decision-makers of participating companies. The quick and country-specific overview of the status quo will serve as a basis to explore starting points for each company to tap the female talent pool in a better way.

The country report is structured into four parts: After the management summary, Part 1 describes the status quo of gender equality in the French labour market. Part 2 describes our recommended strategic approach to gain better access to female talent in the labour market and within a company. Part 3 lists initiatives of the public and private sector in France that support companies in their ambition to enhance gender equality.

Further information on the EU-Initiative and its respective activities as well as on involved stakeholders can be found at http://ec.europa.eu/justice/equality-pays-off.

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\(^1\) Horizontal segregation refers to the under-/overrepresentation of women and men in occupations or sectors

\(^2\) Vertical segregation refers to the under-/overrepresentation of women and men in hierarchical levels

\(^3\) For statistical comparability and completeness, EU-27 data is used for all statistical indicators as EU-28 data is not available yet.

\(^4\) The information on the website has been summarized in this country report. Detailed information can be found on the website: http://ec.europa.eu/justice/equality-pays-off
Management Summary

Demographic change as well as a stronger focus on service and knowledge intensive industries will lead to a significant shortage of (qualified) skills in Europe. In order to fill the upcoming gap between labour demand and labour supply, companies need to improve their access to the full talent pool by ensuring gender equality.

Currently, French companies do not yet make full use of the existing female labour force potential. Five groups of indicators show the status quo in France:

- The **employment rate** of women in the French labour market equals 60.0% and is only slightly above the EU-27 average (58.6%) – in addition, the share of women actively looking for work is also roughly equivalent to the EU average (10.1% vs. 10.6%).

- The rate of French women **working part-time** (30.0%) lies slightly below EU average (32.1%) – in addition, the female average part-time weekly working hours are higher in France (23.4 hours) than on EU-27 average (20.2 hours).

- **Secondary education** attainment is almost as prevalent for French women (69.6%) as on EU average (70.9%). However, the **tertiary education attainment** of French women equals 29.7% and is above EU average (25.8%) – but the challenge remains to motivate high school students to also consider gender atypical fields of study.

- The under-/overrepresentation of women and men in **occupations or sectors** (horizontal segregation) is more pronounced in France than in the EU – it is necessary to motivate graduates to also consider gender atypical sectors and occupations.

- The under-/overrepresentation of women and men in **hierarchical levels** is ambivalent – The proportion of women on supervisory boards of large companies (25%) and in different management positions in companies and SMEs (36%) is noticeably above the EU-27 average (16% and 33%). However, whereas women’s share on supervisory boards displays a positive trend, their share in management positions has decreased by 3 pp since 2003.

The **unadjusted gender pay gap** in France is slightly below the EU average. In France, women earned 14.7% less in 2011 than men (EU-27: 16.2%).

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5 Source: Eurostat Labour Force Survey (LFS) 2013 (data from 2012)
6 Source: Eurostat Labour Force Survey (LFS) 2013 (data from 2011 and 2012)
7 Source: Eurostat Labour Force Survey (LFS) 2013 (data from 2012)
8 Source: Eurostat Labour Force Survey (LFS) 2013 (data from 2011 and 2012)
9 Source: Eurostat Labour Force Survey (LFS) 2013 (data from 2010 and 2012)
10 Source: Eurostat Labour Force Survey (LFS) 2013 (data from 2011)
1. How French companies access the talent pool

In the following, we give a brief overview over the current situation of employment in France in comparison to the overall EU-27 average.

1.1 General participation of women in the labour market

The employment rate of women in France (60.0%) was slightly higher than the EU-27 average (58.6%) in 2012. However, women still do not participate to the same degree as men in the labour market. The difference between the male (68.0%) and female employment rate in France was 8.0 percentage points (pp) in 2012. This gap has narrowed since 2002 when it was about 12.8% which clearly represents a positive trend in female employment.

In 2012, the female unemployment rate (10.1%) was higher than that of men (9.8%) irrespective of the age group or family situation. Also, having one or two children increases the risk of unemployment for women by one to two percentage points and having three or more children even increases the risk by five percentage points. The male unemployment rate, on the other hand, is two to three percentage points lower for fathers of one or two children than for men without children. Unemployment rates for women rose only slightly between 2002 and 2012 (by 0.3 pp), whereas the male unemployment rate increased by 2 pp. This indicates that men were more affected by the financial and economic crisis within the last years.

The general participation rate of women (70.1% in 2012) in the French labour market was also below the male equivalent (77.8%). There is a difference of 7.7 pp which represents a slight improvement compared to 2002 (difference of 10.8 pp). Consequently, almost 30.0% of French women did not participate in the labour market in 2012. They constitute a considerable labour reserve that corporations facing future labour-shortage need to activate in their search for talent.

Figure 1: Labour market participation of women and men in France in comparison to the EU-27

13 General participation = Employment rate + Unemployment rate
1.2 Part-time segregation

30.0% of France’s female employees work part-time. This figure has hardly changed since 2002. The male part-time rate has been increasing since 2002 (by 1.5 pp by 2012), but is still at a low level (6.4%). Even though male and female part-time employees worked substantially more than the EU-average in 2012, the average working hours have been decreasing for both women and men since 2002. This drop may indicate that the reconciliation of private and professional life is still challenging for many employees and hence needs to be taken into account when trying to attract and retain talent. Particularly the efforts of the private sector have to live up to the requirements of modern work-life balance (e.g. through flexible working hours, telecommuting).

![Part-time segregation in France in comparison to the overall EU-27](image)

Figure 2: Part-time segregation in France in comparison to the overall EU-27

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In France, it is not considered out of the ordinary for women to participate in the labour market and have children. This is one factor to consider when observing that the fertility rate in France is one of the highest of the EU with 2.1 children per woman\textsuperscript{15}. Currently, 44\% of all children younger than three years and 95\% of children between three years and school age are in childcare. Both numbers are above the EU-average. However, in the latter case nearly half of the child care arrangements cover less than 30 hours per week, which does not allow for parents to (re-)enter or take on full-time employment.

\begin{figure}[h]
\centering
\includegraphics[width=\textwidth]{fig3.png}
\caption{Childcare arrangements in France in comparison to the EU-27}
\end{figure}

1.3 Qualification level and choice of education\textsuperscript{16}

Secondary and tertiary education attainment of French men and women has risen in the last decade (see figure 4). In secondary education, however, both male and female rates are still slightly below the EU-27 average. It is noteworthy that during the last 10 years the female attainment rate for secondary education rose by 9.5 pp (vs. an increase of 6.7 pp of the male rate) and is in 2012 almost equal to the male attainment rate (69.6\% vs. 70\%). In France, as well as in the EU-27, women achieve a tertiary education degree more frequently than men. The difference between female and male attainment increased slightly (by 1.5 pp, from 2.2 pp to 3.7 pp) during the last ten years. Therefore, highly qualified women offer a great potential for French companies to enlarge their talent pool.

\begin{figure}[h]
\centering
\includegraphics[width=\textwidth]{figure4.png}
\caption{Education attainment in France in comparison to the EU-27}
\end{figure}

\textsuperscript{16} Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey LFS 2013 (data from 2012)
In France, the existence of "typically" female fields of study as well as "typically" male fields of study remains predominant. In comparison with the EU, the pattern of female study preferences resembles the European standard. This, however, is not a desirable state considering the high extent of sectoral and occupational segregation in France (please refer to chapter 1.4). Women are clearly overrepresented in the sectors "Teaching" (77.1%), "Health and welfare" (71.6%) and "Humanities" (67.0%), whereas sectors like "Engineering" (25.8%) seem to be less attractive for females. Mitigating these differences in the choice of education would pave the way to a more gender balanced distribution over sectors and occupations.

**Women in... [%]**

![Bar chart showing share of women in different fields of education in France in comparison to the EU-27](image)

- Teaching, Training and education science
- Humanities and arts
- Social sciences, business and law
- Science, maths and computing
- Engineering, manufacturing and construction
- Agriculture and veterinary
- Health and Welfare
- Services

*Age Groups: 15 - 64 years
Source: Eurostat*

Figure 5: Share of women in different fields of education in France in comparison to the EU-27
### 1.4 Horizontal segregation

Gender segregation by sector is pronounced in France.

In order to compare the extent of horizontal segregation in France with the overall EU-27 average, two horizontal segregation indicators are calculated: (1) Sectorial Gender Segregation Indicator (SGS) and (2) Occupational Gender Segregation Indicator (OGS).

The extent of sectorial gender segregation (SGS) results from the distribution of men and women across different economic sectors. The SGS in France (5.5 pp) is above EU-27 average (5.3 pp), which indicates that sectoral segregation is more pronounced.

The extent of occupational gender segregation (OGS) results from the distribution of men and women across different occupations. The OGS in France (5.3 pp) is significantly higher than the OGS of the EU-27 (4.6 pp).

<table>
<thead>
<tr>
<th>Horizontal Gender Segregation Indicators [pp]</th>
</tr>
</thead>
<tbody>
<tr>
<td>SGS 2012</td>
</tr>
<tr>
<td>5.5</td>
</tr>
<tr>
<td>OGS 2010</td>
</tr>
<tr>
<td>5.3</td>
</tr>
<tr>
<td>EU-27</td>
</tr>
<tr>
<td>4.6</td>
</tr>
</tbody>
</table>

[Figure 6: Horizontal Gender Segregation Indicators]

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17 Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey LFS 2013 (data from 2010 and 2012)

18 Comparing the share of female employees that work in one economic sector to the share of male employees that work in the respective economic sector shows the extent of gender segregation in that specific economic sector. For instance, in the sector “Health and Social work” strong gender segregation exists: 22.3% of French female employees work in the sector while only 5.3% of French male employees work in the sector (difference in percentage points: 17.0 pp). The Sectorial Gender Segregation Indicator (SGS) reflects the weighted average difference in absolute percentage points (share of all male employees in an economic sector [%] minus share of all female employees in resp. economic sector [%]) across all economic sectors.
The top five sectors indicate the congruence of economic sectors preferred by women and men in the country. Three sectors are corresponding, which sums up to a concentration of 30.5% of women and 39.3% of men in "Wholesale & retail", "Public administration" and "Manufacturing". There is a significantly higher variation in the less popular sectors, such as "Construction" (12.5% of men vs. 1.5% of women).

<table>
<thead>
<tr>
<th>% of women employed</th>
<th>France</th>
<th>EU-27</th>
<th>% of men employed</th>
<th>EU-27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health care and social work</td>
<td>22.3</td>
<td>18.2</td>
<td>Manufacturing</td>
<td>17.4</td>
</tr>
<tr>
<td>Wholesale &amp; Retail</td>
<td>12.2</td>
<td>15.1</td>
<td>Wholesale &amp; Retail</td>
<td>13.1</td>
</tr>
<tr>
<td>Public administration</td>
<td>10.3</td>
<td>7.1</td>
<td>Construction</td>
<td>12.5</td>
</tr>
<tr>
<td>Education</td>
<td>10.1</td>
<td>11.7</td>
<td>Public administration</td>
<td>8.8</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>8.0</td>
<td>10.2</td>
<td>Transportation and storage</td>
<td>7.3</td>
</tr>
</tbody>
</table>

**Accumulated concentration**

<table>
<thead>
<tr>
<th></th>
<th>France</th>
<th>EU-27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>62.9</td>
<td>62.3</td>
</tr>
</tbody>
</table>

*Source: Eurostat LFS (2010). Rb Calculations*

Additionally, the distribution of women and men across occupations is characterized by a strong gender bias. French women are frequently overrepresented in occupations that are characterized by low salaries and limited possibilities for professional development\(^\text{19}\). 41% of all employed women in France work either as "Personal service workers", as "General and keyboard clerks" or as "Cleaners and helpers", which is noticeably above the EU-27 average (37%). Men, on the other hand, are predominantly employed as "Building workers" or "Science and engineering professionals".

<table>
<thead>
<tr>
<th>% of women employed</th>
<th>France</th>
<th>EU-27</th>
<th>% of men employed</th>
<th>EU-27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal service workers</td>
<td>14.5</td>
<td>13.4</td>
<td>Building and related trades workers</td>
<td>9.4</td>
</tr>
<tr>
<td>General and keyboard clerks</td>
<td>14.0</td>
<td>12.7</td>
<td>Science and associate engineering professionals</td>
<td>7.2</td>
</tr>
<tr>
<td>Cleaners and helpers</td>
<td>12.5</td>
<td>10.9</td>
<td>Metal and machinery workers</td>
<td>7.0</td>
</tr>
<tr>
<td>Legal, social, cultural professionals</td>
<td>11.9</td>
<td>9.0</td>
<td>Legal, social, cultural professionals</td>
<td>7.0</td>
</tr>
<tr>
<td>Teaching professionals</td>
<td>6.4</td>
<td>6.3</td>
<td>Science and engineering professionals</td>
<td>6.9</td>
</tr>
</tbody>
</table>

**Accumulated concentration**

<table>
<thead>
<tr>
<th></th>
<th>France</th>
<th>EU-27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>59.3</td>
<td>53.9</td>
</tr>
</tbody>
</table>

*Source: Eurostat LFS (2010). Rb Calculations*

1.5 Vertical segregation

In comparison to the EU-27 average, France is ambivalent regarding the under-/overrepresentation of women and men in hierarchical levels – whereas the current share of women in economic decision-making positions overall (board level and management level together) is outstanding, the trend for women in management positions is negative.

**Women on... [%]**

***corporate boards***

<table>
<thead>
<tr>
<th></th>
<th>2003</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>EU-27</td>
<td>9.0</td>
<td>16.0</td>
</tr>
<tr>
<td>France</td>
<td>5.0</td>
<td>25.0</td>
</tr>
</tbody>
</table>

***management positions in large companies and SMEs***

<table>
<thead>
<tr>
<th></th>
<th>2003</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>EU-27</td>
<td>39.0</td>
<td>31.0</td>
</tr>
<tr>
<td>France</td>
<td>36.0</td>
<td>33.0</td>
</tr>
</tbody>
</table>

Figure 9: Women in economic decision-making positions

French companies succeeded in increasing the rate of women on boards of large companies from 5.0% in 2003 to 25.0% in 2012 (20 pp increase). In 2011, the French parliament adopted a law requiring all publicly listed companies as well as all companies with more than 500 employees or more than € 50 million turnover to increase the rate of female board members to at least 40.0% by 2017\(^2\) to further support this positive development.

The share of women in (executive) management positions in companies and SMEs is the highest in the EU with 36% (EU-27 average: 33%). However, this figure formerly measured 39% in 2003 (3.0 pp decrease). French companies need to stabilise the negative trend of a decreasing number of women in management positions and instead ensure a continuous fostering of female career advancement and promotion of women into top management positions.

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1.6 Gender pay gap

In France, the average female employee earns 14.7% less than the average male employee. In line with the overall EU-27 trend, the unadjusted pay gap has decreased by 0.7 pp since 2006, yet to a lesser extent than on EU-27 average (1.5 pp). In comparison, however, the gap for the overall EU-27 in 2011 is still considerably higher with -16.2%.

Unadjusted Gender Pay Gap [%]

Source: Eurostat Labour Force Survey (LFS) 2013 (data from 2011)

Figure 10: Unadjusted gender pay gap

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22 Source: Eurostat Labour Force Survey (LFS) 2013 (data from 2011)
2. How to gain better access to the talent pool?

More gender equality within the business sector and a reduction of the gender pay gap can only be sustainably realised if companies adopt a comprehensive approach including corporate strategy, management, operational implementation by business units and HR work organisation and monitoring ("strategic pillars"): 

**CORPORATE STRATEGY – Establish gender equality as a part of the company’s DNA**

**MANAGEMENT and EXECUTIVES – Understand and position management as driver and role model**

**WORK ORGANISATION – Create 'modern' working conditions**

**MONITORING – monitor and follow up target achievement**

**OPERATIONAL IMPLEMENTATION – Fields of action**

1. Raise awareness among high school students regarding the full spectrum of education and training options
2. Attract top talent
3. Strengthen the work-life balance
4. Promote the career advancement of women
5. Evaluate the remuneration system
6. Support the company’s internal and external communications

Focusing on one pillar will lead to partial improvements only.

**Corporate Strategy – Establish gender equality as part of the company’s DNA**

The corporate strategy sets the framework for doing business and determines the internal work culture. Experience shows that gender equality – in order to be sustainably established – has to be(come) a company rationale: The concept of gender equality has to be an integral part of the overall corporate strategy. This is the foundation for successfully addressing the gender pay gap within a company.

**Management – Understand and position management as driver and role model**

A management which is convinced of and fully endorses the company’s strategy towards gender equality is vital to sustainably establish and live the principles of equality between women and men throughout the company and contribute to a sustainable reduction of the gender pay gap. The management is responsible for the implementation of the corporate strategy. Also, managers act as role models and multipliers within and outside the company.
Operational implementation – Business units and HR striving for more gender equality in daily work

- Business units are responsible for operationalising strategic targets regarding gender equality by actually implementing measures which have been agreed upon in their daily work, e.g. by offering internships. They contribute to a sustainable attraction, retention and development of employees.
- HR – as central point of contact for human resource issues of business units – offers strategic advice on how to sustainably address gender equality and provides instruments and processes to attract, retain and develop top talent, e.g. by designing regular evaluation processes.

There are six main fields of action for operational implementation:

- **Raise awareness among high school graduates regarding the full spectrum of education and training options** - To enlarge the potential talent pool, companies need to sensitise high school graduates regarding the full spectrum of fields of education and hereby motivate them to also consider gender "atypical" fields of specialisation.
- **Attract top talent** – To attract top talent, companies need to build up a relationship with talented graduate students early on and show them how it is to work in their company. Additionally, they need to tap the dormant work force by mobilising women to start working.
- **Strengthen the work-life balance** – To retain the talent pool, companies need to motivate talents to continue working, to return early from leave and to facilitate the career advancement of employees with family care obligations.
- **Promote career advancement of women** – To promote the most qualified female employees, companies need to establish a culture and promotion process that equally honours male and female talent and institutionalise a systematic succession planning.
- **Evaluate the remuneration system** – To attract and retain female employees, companies need to evaluate and – if necessary – adapt their remuneration system to eliminate discriminatory practices.
- **Support the company’s internal and external communications** – To maximise the positive impact of their efforts to champion gender equality, companies need to communicate their actions enhancing corporate gender equality internally and externally.

Work Organisation – Create ‘modern’ working conditions

Often, workflows within the company are organised in a way which does not easily allow for necessary changes towards more gender equality. This especially refers to the flexibility of the working environment. In the context of this project, flexibility comprises working hours, workplace options and work arrangements. It is therefore vital to evaluate the organisation of current business activities and requirements systematically and identify room for change in favour of employees but beneficial for both parties (employers and employees).
Monitoring – Monitor and follow-up target achievements

To ensure that gender equality is taken seriously, companies need to monitor gender equality targets in the same way as financial targets. Monitoring should include indicators that measure company-wide progress regarding corporate efforts to enhance gender equality as well as the success of individual managers in promoting gender equality in their departments/teams. Additionally, it should be part of regular feedback talks with the top management.
### 3. Where companies find support to gain better access to the talent pool - Examples

In order to foster a sustainable change towards accessing the labour force potential of women in a better way, a series of public and private initiatives – with legislative and non-legislative focus - have been implemented in France. In the following we give an overview over sample initiatives:

#### 4.1 Legislative initiatives (examples)

<table>
<thead>
<tr>
<th>Year</th>
<th>Legislation</th>
<th>Website Link</th>
</tr>
</thead>
</table>
| 2001, latest amendment 2009 | Loi n° 2001-397 du 9 mai 2001 relative à l’égalité professionnelle entre les femmes et les hommes  
(Law on Professional Equality between Women and men) | [link](http://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000000756495&dateTexte=) |
| 2001          | Rapport annuel de situation comparée  
(Annual requirement of the provision of wage information), part of the Law on Professional Equality, which requires companies with more than 50 employees to publish a report on men's and women's wages annually before wage negotiations | [link](http://travail-emploi.gouv.fr/espaces,770/travail,771/dossiers,156/gestion-des-ressources-humaines,474/egalite-professionnelle,506/le-rapport-de-situation-comparee,1138/rapport-de-situation-comparee,8061.html) |
| 2006          | Loi n° 2006-340 du 23 mars 2006 relative à l’égalité salariale entre les femmes et les hommes  
(Legislation on the equal payment of women and men) | [link](http://www.legifrance.gouv.fr/affichTexte.do?jsessionid=38D73B36203205831B4007821B789E70.tp_djo03v_2?cidTexte=JORFTEXT000000816849&dateTexte=) |
| 2008 (Original 1910) | Code du Travail  
(New Labour Code) | [link](http://www.eurofound.europa.eu/eiro/2008/06/articles/fr0806019i.htm) |
| 2008          | LOI n° 2008-496 du 27 mai 2008 portant diverses dispositions d’adaptation au droit communautaire dans le domaine de la lutte contre les discriminations  
(Law on Diverse Adaptations of Community Law in the Field Of the Fight Against Discrimination), principles of non-discrimination in regards to sex and other criteria | [link](http://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000001887783&fastPos=2&fastReqid=1895272296&categorieLien=id&oldAction=rechTexte) |
| 2011          | LOI n° 2011-103 du 27 janvier 2011 relative à la représentation équilibrée des femmes et des hommes au sein des conseils d’administration et de surveillance et à l’égalité professionnelle  
(Law on equal representation of women and men on supervisory boards), requires 40% women on supervisory boards of listed companies and companies with more than 500 employees or an annual turnover of more than € 50 million by 2017 | [link](http://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000023487662&fastPos=18&fastReqid=980028207&categorieLien=id&oldAction=rechTexte) |
<table>
<thead>
<tr>
<th>Year</th>
<th>Description</th>
<th>Link</th>
</tr>
</thead>
</table>
## 4.2 Public non-legislative initiatives (examples)

<table>
<thead>
<tr>
<th>Name</th>
<th>Sponsor</th>
<th>Target Group</th>
<th>Target</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Label Égalité (Equality Label)</strong></td>
<td>Ministère du Travail, de l'Emploi, de la Formation Professionnelle et du Dialogue Social et AFNOR</td>
<td>All companies</td>
<td>Award companies that successfully promote gender equality in their company</td>
<td>[<a href="http://www.boutique-certification.afnor.org/certification/label">http://www.boutique-certification.afnor.org/certification/label</a> egalite professionnelle](<a href="http://www.boutique-certification.afnor.org/certification/label">http://www.boutique-certification.afnor.org/certification/label</a> egalite professionnelle)</td>
</tr>
<tr>
<td><strong>Prix de l’Égalité Professionnelle de la Région Midi-Pyrénées</strong></td>
<td>Région Midi-Pyrénées</td>
<td>All companies in Midi-Pyrénées</td>
<td>Promote equality in the workplace by awarding a prize to especially successful companies in this field</td>
<td><a href="http://www.midipyrenees.fr/Actualite-Prix-de-l-egalite-professionnelle-femmes-hommes-Entreprise-2011">http://www.midipyrenees.fr/Actualite-Prix-de-l-egalite-professionnelle-femmes-hommes-Entreprise-2011</a></td>
</tr>
<tr>
<td><strong>Prix de la Vocation Scientifique et Technique des Filles</strong></td>
<td>Ministère des solidarités et des cohésions sociales</td>
<td>Female high school graduates proceeding to tertiary education</td>
<td>Foster technical and scientific further education among French girls by awarding 1000€ to girls choosing fields of study in scientific and/or technical fields in which women represent less than 40%</td>
<td><a href="http://www.ile-de-france.gouv.fr/La-prefecture-et-vous/Particuliers/Droits-des-femmes/Le-Prix-de-la-Vocation-Scientifique-et-Technique">http://www.ile-de-france.gouv.fr/La-prefecture-et-vous/Particuliers/Droits-des-femmes/Le-Prix-de-la-Vocation-Scientifique-et-Technique</a></td>
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<tr>
<td><strong>Prix Irène-Joliot Curie</strong> (Irene Joliot-Curie Prize)</td>
<td>Ministère de l’Enseignement Supérieur et de la Recherche</td>
<td>Outstanding women in the fields of research and technology</td>
<td>Encourage women to pursue careers in the areas of research and technology</td>
<td><a href="http://www.enseignementsup-recherche.gouv.fr/pid24580/prix-irene-joliot-curie.html">http://www.enseignementsup-recherche.gouv.fr/pid24580/prix-irene-joliot-curie.html</a></td>
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</tbody>
</table>
4.3 Private initiatives (examples)

<table>
<thead>
<tr>
<th>Name</th>
<th>Sponsor</th>
<th>Target Group</th>
<th>Target</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Baromètre annuel Capitalcom sur la mixté</strong> (Annual Capitalcom Barometer on Gender-Mixed Work)</td>
<td>Capitalcom</td>
<td>40 largest companies listed on the stock market</td>
<td>Raise awareness regarding gender equality and motivate firms to take action to improve their stance by publishing a ranking of the forty main French corporations listed on the stock market, Criteria for the ranking includes the percentage of women on management boards, women employees and the work towards gender equality</td>
<td><a href="http://ec.europa.eu/social/BlobServlet?docId=5631&amp;langId=en">http://ec.europa.eu/social/BlobServlet?docId=5631&amp;langId=en</a></td>
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<tr>
<td><strong>Charte de la Diversité en Entreprise</strong> (Diversity Charter)</td>
<td>French think tank &quot;Montaigne Institute&quot;</td>
<td>Companies in France</td>
<td>Promote gender equality in companies by encouraging them to sign the diversity charter and hence commit to gender equality</td>
<td><a href="http://www.diversity-charter.com/">http://www.diversity-charter.com/</a></td>
</tr>
<tr>
<td><strong>Charte de la Parentalité en Entreprise</strong> (Charter for Parenthood in the Workplace)</td>
<td>Observatory of Corporate Parenthood (Originally created by SOS Prema and L'Oréal)</td>
<td>Companies and employees</td>
<td>Encourage a working environment that allows a better reconciliation of work and private life by encouraging companies to sign the charter and hence commit to improving the work-life balance among other objectives</td>
<td><a href="http://www.observatoire-parentalite.com/la-charte.html">http://www.observatoire-parentalite.com/la-charte.html</a></td>
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<tr>
<td><strong>Chartes régionales égalité et mixité professionnelle</strong> (Regional Charters for Gender Equality and Gender-Mixed Work)</td>
<td>Feminin Technique, non-profit organization</td>
<td>Companies in French regions</td>
<td>Foster more gender equality in the economy by encouraging all actors (i.e. companies, universities, public authorities) to sign the charter</td>
<td><a href="http://ec.europa.eu/social/BlobServlet?docId=5631&amp;langId=en">http://ec.europa.eu/social/BlobServlet?docId=5631&amp;langId=en</a></td>
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<tr>
<td><strong>Equal Pay Day</strong></td>
<td>Business and Professional Women France</td>
<td>Employers and relevant actors in the economy</td>
<td>Raise awareness in regard to the gender pay gap and hence contribute to a reduction of it</td>
<td><a href="http://www.bpw.fr/fr/equal-pay-day.html">http://www.bpw.fr/fr/equal-pay-day.html</a></td>
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<tr>
<td><strong>Great Place to Work ®</strong></td>
<td>Great Place to Work Institute France</td>
<td>Companies in France</td>
<td>Award companies that are a great place to work and that are exemplary</td>
<td><a href="http://www.greatplacetowork.fr">http://www.greatplacetowork.fr</a></td>
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<tr>
<td><strong>Observatoire de la Responsabilité Sociétale des Entreprises (ORSE)</strong> (Observatory of the Social Responsibility of Enterprises (ORSE))</td>
<td>Observatoire de la Responsabilité Sociétale des Entreprises (with Support of Ministère des solidarités et des cohésions sociales)</td>
<td>Companies</td>
<td>Offer advice in regard to gender equality in companies by, for example, describing best practice examples</td>
<td><a href="http://www.egaliteprofessionnelle.org/index.php?p=enjeux">http://www.egaliteprofessionnelle.org/index.php?p=enjeux</a></td>
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<td>In various criteria which include evaluation of managers (trust, respect and fairness), work and tasks (proud of work) and colleagues (team spirit)</td>
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