

Work Session on Gender Statistics
(Orvieto, Italy, 11-13 October 2000)

**THE SITUATION OF MEN AND WOMEN RESPECTIVELY:
RELEVANT STATISTICS**

Paper submitted by France¹

Summary

The French government has embarked upon an active policy of promoting equality between men and women. Consequently, Nicole Péry, the Secretary of State for Women's Rights and Vocational training has outlined three main priorities: equality in professional life, women's access to positions of responsibility, and reinforcing specific rights (in particular contraception and termination of pregnancy). Twentyfive measures will be taken to translate this commitment into reality, one of which is the reform of the statistics collection system. It is indeed essential that relevant information be available in order to properly assess the respective situations of men and women and follow them as they evolve.

Thus the Secretariat of State for Women's Rights and Vocational Training, along with the French National Statistical Agency INSEE set up a working group to assess existing data, indicate missing elements, and make recommendations to fill in the blanks.

The findings of this study will be used, to prepare a Prime Ministerial circular for information producers especially departments of statistics; with the aim of boosting the dissemination of gender statistics. It was issued in march 2000.

By the end of our assessment, these were the lessons that stood out.

First of all, statistical inadequacies are not as substantial as one often imagines. Furthermore some of the gaps can be filled fairly easily.

The major difficulty lies in the fact that data collection is neither regular, nor co-ordinated. People quite often produce gender statistics, but it's quite rare to find a real concern with gender issues.

More basically, studies such as those produced for the Prime Minister's Economic Analysis Council "Equality between women and men : economic aspects" are still extremely rare. Yet it is through such work that we can sort out the most relevant information for the follow up of policies on parity and equality in professional life. In other words, it's not enough to just pile up data, we must select the right indicators, both to notify inadequacies, as well as suggest corrective measures.

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Statistical inadequacies that seriously hamper parity-related issues

The existing gaps are mostly due to the use of a “general neutral gender” : the pupil, the company boss, the elected official.

The recommendations include, in particular :

- Greater gender sensitiveness in the data on career guidance of young people at the end of “troisième” (fourth form) and «seconde» (fifth form),
- Including a question on the gender of the company boss in the yearly business surveys,
- Establishing a central register of elected officials that gives reliable information on concurrent elected office holding,
- Including in “civil service” surveys questions that help detect the “breeding ground” for appointments and promotions,
- Developing, in the permanent surveys on the living conditions of households, factual questions relating to work and family type constraints that affect mostly women.

The toughest issues to deal with are those related to following men and women’s careers.

Understanding the disparities observed both for unemployment rates and career patterns requires a substantial amount of work.

On the one hand, we have to work on several registers, introduce as many retrospective questions as possible and finally reconstitute the information longitudinally. At the same time, it is important that we assess the impact of the factual constraints women face. The ideal thing would be to be able to distinguish between personal decision and subtle discrimination at times of non- promotion.

Such research will be given high priority in the work of the Dares (Statistical Department in the Ministry of Employment and Solidarity) as well as in that of INSEE. They will yield good results, especially since they will be accompanied by monographs on specific areas.

The need for a director

This overview would be to no avail and the excitement will quickly die down if no one takes in hand the task of developing a ‘professional life - parity’ scoreboard. Indeed, it is essential that they each be reminded of their commitments, dispersed information be collated, indicators selected be sorted and commented upon, and that this all be published regularly.

Furthermore, with a bit of lobbying of editors-in-chief of reputable magazines we should be able to publicise the most relevant equality indicators. The growing number of European initiatives is a powerful thrust in this direction.

Before ending this short synthesis, I would like to thank all those who participated in this work. The annexes bear witness to the fact that without their collaboration, this report would not exist.

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Annexe

I - THE APPROACH

An approach centred around the priority areas of the French Secretariat of State for Women's rights and Vocational training.

There were two possible approaches for a successful completion of the task

The first, an extensive one, involved a systematic inventory of gender dimension in statistics per major theme, ex, population, health, education, training, family, employment, salaries, pension,...

The second was clearly centred around the priorities of the French Secretariat of State, for which follow up and assessment were required. In this case, the results of the inventory would foreshadow the contents of the scoreboard.

The second approach was preferred; in other words, instead of a general inventory, we opted for a diagnosis and recommendations centred around policy orientations. There were several reasons behind this choice:

- Such a choice did not in anyway preclude a general recommendation for all collectors of information (statistics, data resulting from administrative management...), to establish distinctions between men and women

- The content and size of the book “Women” published by INSEE’s and Women’s rights department in 1995, amply demonstrates that traditional statistics production is gender sensitive
- A general inventory would no doubt have obscured areas that are still little affected by statistical research : parity is virgin territory for day to day statistical work.
- By so doing, we cut down on the stages leading to the required scoreboard.

The consequences of this choice

1. The priority areas of the French Secretariat of State were the subjects we dealt with.

Career equality between men and women

Women and access to positions of responsibility – parity,

Specific issues : contraception, termination of pregnancy, single parent families, social exclusion, solitude, retirement, dependence,...

- What is meant by “inadequacies”

The concept of “inadequacies” goes from “not produced” to “not published” and certainly not “explained”. In between the two, there is a wide gamut of possibilities : data “produced” but “not exploited”, data “exploited” but “not published”, data “published” but “not explained/not analysed”... Therefore, the recommendations cover, depending on each case, production, processing, the indicators to be produced, and publication.

- Preference was given to data that yielded comprehensible conclusions

Two types of indicators were sought : on the one hand inventory indicators, and on the other hand analytical indicators.

- Inventory / warning indicators

Examples :

- Percentage of women elected to the National Assembly
- Percentage of female directors in the Ministry of Economy, Finance and Industry
- Gap between the average pay of women executives and that of their male counterparts, given the same level of qualification;

Analytical indicators / explanatory factors

Thus, for instance, several studies show that career guidance of girls in “troisième” (fourth form) and «seconde» (fifth form) is crucial for their professional career. Therefore school statistics on “troisième” (fourth form) and «seconde» (fifth form) career guidance must clearly distinguish between girls and boys.

Apart from the distinction between situation and analysis indicators, statistics production must underscore stocks and flows so developments can be observed. Furthermore, emphasis was placed on all the elements that shed light on how the situations observed came to be. This is the thinking behind our interest in longitudinal surveys, retrospective questions, and monographs. Finally, the concept of "breeding ground" is crucial in fully understanding some of the results, especially as regards parity.

- The need for regular production

The recommendations favour regular production of statistics. This preference means that focus is on reinforcing what already exists rather than launching major, new projects. The goal is to provide the tools for follow up rather than focusing on one new thing.

II - EQUALITY IN PROFESSIONAL LIFE

Equality in professional life is at the heart of the “men/women” issue. The statement “equal pay for equal work” is an old one and the Roudy (Minister for women) law dates back to 1983. Besides, employment and pay are constant fixtures of socio-economic planning. So this is a well covered area : statistics abound, they are detailed, and they are regularly published, if not explained.²

However, the tools, though much improved, are still inadequate for breaking down male and female components of career patterns. It is only such information that can give a true picture of differences in pay between men and women.

Furthermore, and quite surprisingly, data collected on career guidance at the end of the “troisième” (fourth form) and «seconde» (fifth form) distinguishes between girls and boys. However, there are no personalised registers that would have shown the influence of age and social background on the career path requested and obtained, both for girls as well as boys.

1- Activity, concentration of jobs, girls’ studies

Rise in women’s employment in France and in Europe

- Comparative evolution of employment rates between men and women per age group.

France : Employment survey – Insee

European Union countries : Labour force Survey – Eurostat.

Breakdown of employment by status

- Number of female family member assistants out of all family member assistants.

² See, among others, “Les Femmes” (Women) – INSEE and the Department for Women’s Rights – 1995; Social data – INSEE 1999; “France – Portrait Social” (France – Social Portrait) – INSEE 1999-2111.

Make distinction - agriculture and trade ³

Employment survey (INSEE) and agricultural “structure” survey (statistical department of the ministry of agriculture).

Concentration of women’s jobs

- Number of female graduates in the civil service as compared to female graduates in general (stocks and flows)

Population census and employment survey – INSEE

- Trends in the proportion of women in industrial jobs as a whole, including proportion in declining industries.
- Trends in the proportion of women in service sector jobs as a whole including proportion in low skilled service jobs.
- Female professions, women’s work

More than 70% female workers in social/professional categories and economic activities when broken down to the finest level.

France : Employment surveys – INSEE

European Union : Labour Force survey – Eurostat

Girls’ courses of study

Initial training largely foreshadows future employment. This is why data on school career guidance of girls and boys, and on their respective courses of study are key among the factors which explain the breakdown of jobs between boys and girls

- Guidance at the end of the “troisième” (the fourth form) and the “seconde” (the fifth form)

At the end of the “troisième” (the fourth form), pupils have to choose between long and short courses of study. The end of the “seconde” (the fifth form) is an important stage in terms of future employment : this is when they choose between science and non science studies.

The Directorate for Schools (Statistical Agency of the Education Ministry) each year conducts a study on career guidance and orientation of students. It distinguishes between boys and girls. However, without personalised registers, the results cannot be broken down by students’ characteristics (age, social background). On the other hand, we do have information on requests (made by students and parents) and on decisions (taken by school principals). This information is already usable as is. It confirms what we already knew. At the end of the “troisième” boys tend to move more towards the professional branch of “seconde” and less towards the general and technological one.

² On this point also see “Femmes et Entreprises” (Women and Businesses) Infra

At the end of the “seconde” in general and technological courses, the difference in choices made is very striking : boys generally prefer technical and scientific courses, and girls literary, economics and social science type courses.

The decisions of the school principals do not run counter to the request pattern of parents. The findings of this survey will be published. Right now they are being published in-house. Furthermore, we must look into setting up personalised registers that will give a better understanding of the “mechanisms” behind girls and boys career direction.

Girls’ and boys’ courses of study

Other surveys from the Directorate of Programming and Development (DPD) of the Ministry of Education, Research and Technology, indicate the courses of study followed by girls and boys and the type of baccalaureate they obtained. In 1996, 9% of girls with a general baccalaureate registered in preparatory classes to attend the “grandes écoles”; for boys the percentage is 20%.

The DPD is progressively establishing a student information and follow up system whereby one will be able to incorporate socio-demographic variables into the analysis of students’ courses of study. The same will be done for the panel of baccalaureate holders set up in 1996.

2. - Unemployment, precariousness, flexibility : persistent inequality⁴

With increasing numbers of them becoming graduates, and often more likely to be higher education graduates than their male counterparts, women are more and more involved in active life. Yet inequalities remain.

Why the differences in the rate of unemployment?

Women’s unemployment rates are systematically higher than men’s. Irrespective of whether the assessment is based on age, initial training, profession, career breaks or number of children, there still remains a residual gap negative to women: to the tune of 2 to 3 points for a reference of 10%.

Does this express some “subtle” form of discrimination? It would be impossible to prove. The ANPE (the unemployment bureau) could conduct a study to determine if this is so. The agency could try and decipher why when you have a man and woman with a similar profile (age, training...), the man is given preference over the woman. I acknowledge that the sample is biased but it’s worthwhile trying.

Precariousness – flexibility : the Dares (Ministry of Employment and Solidarity) – Statistical Bureau- scoreboard must make clear distinction between men and women.

Unusual forms of employment (stages, public subsidised employments, fixed-term contracts) have emerged over the past fifteen or so years. The Dares (Ministry of Employment and Solidarity) scoreboard lists them in detail each month in a publication of the Documentation Française.

⁴ What follows is based on the contributions of Michel Glaude and Cristel Colin in “Equality between women and men : economic aspects” Report of the Economic Analysis Council (CAE) – Prime Minister – 1999 – Documentation Française

Gender sensitivity is practically non-existent. An asterisk is sometimes used to indicate the percentage of women but it overhangs a column that contains very little information.

Suggestion : at the very least, the summary table on page III should distinguish between men and women.

Full time, non fixed term work has for long been seen as the norm. This remains true for men in European countries. And it becomes evident when you look at the proportion of men and women between 25 and 50 years of age with at least a baccalaureate (CITE 5,6,7) who declare to have full time, non fixed term work. (source – Labour Force Survey – Eurostat).

The number of jobs in the services sector is growing and women are taking them up massively. For technological and conventional reasons, industrial jobs had regular working hours. The reverse is going to be the case for the service sector. Women more so than men risk having to work very irregular hours. And this could complicate the organisation of family life.

3 Pay and careers

Pay differences between men and women are quite substantial, the most common indicators are :

- the proportion of full time female employees paid the minimum wage (SMIC) as compared to men
- the proportion of women among the 20% best paid full time workers, and the 20% least well paid full time workers.

From time to time, personal characteristics (age, initial training, length of service) and company characteristics (sector, size) are factored in, and the gap is reduced to about 20%, to women's disadvantage.

The major source is the European community survey "Pay structure".

One can go even further. By factoring in jobs held and professional experience, the difference is brought down to 13/15%. Beyond this point, the gap remains undiminished. One is tempted to fine tune further by looking at schools attended, the effects peculiar to each company...but the gap remains, which would indicate a "subtle" preference for male workers at time of hiring and promotion.

In any case, in order to understand whether with similar skills and doing similar work, women have less opportunities to succeed professionally than men, one would have to measure periods of employment, of unemployment, and inactivity for men and women throughout their career. In other words, follow up data (longitudinal information) must be given priority. There are three series of such statistics available at INSEE : surveys on employment, surveys on training and professional qualification (FQP), and "youth and careers" surveys.

The employment survey paints a good picture of professional careers and pay in the short term. Real professional experience, duration of inactivity and duration of unemployment for women are well measured over three years. The move to a continuous survey will no doubt go hand in

hand with an improvement in the quality of the description of these bits of careers. In exchange, the length of the career reconstitution period will be shorter, about 18 months.

The FQP survey is remarkable in terms of the quality of information on initial training, follow up of post school education, and knowledge of social background. It is also the only survey that informs on the number of children per respondent and their dates of birth. One could for instance evaluate whether having one or several children hampered women's careers more than men's.

“Youth and careers” is one of the rare surveys which help to accurately measure real professional experience and total period of inactivity.

Finally the DADS (Annual declarations of social data) panel (obtained by merging yearly reports on social data) is the only long longitudinal source (since 1967) whereby one can follow up year by year pay for each private sector employee in October of an even number year. If one were to pair this sample group with the permanent population sample group, one could complete data regarding the level of training.

The INSEE employment survey seems to be the most appropriate source for men and women's pay at first recruitment. The FQP is apparently the best source for assessing mobility/promotions.

One may also wish to assess the responsibilities of men and women within the company and look at their respective opportunities for training. The permanent survey on living conditions (INSEE), provides information on this point.

Hence there is no real need to develop new sources, rather to promote the production of monographs on the careers of men and women in specific sectors / professions (banking, human resources, consulting...) On the other hand, the work required for regular production of relevant indicators is fairly considerable. It goes much further than basic processing of surveys; it requires real research work.

See “Careers and pay : a comparison between men and women “- Christel Colin's contribution (already mentioned) to the CAE.

4 – In the background : reconciling professional and family life.

Reconciliation easier in some countries than in others

- The traditional global indicator is women's rate of activity according to the number of children.

Source : annual population statistics – Eurostat

- When asked why women do not work, the number one answer was “the children”.

Source : European households Panel - Eurostat

- Proportion of part time work desired – comparison men / women per social/professional category.

Source : Labour Force Survey – Eurostat

Explanatory factors : first, roles

- “Life as a couple operates a specialisation of roles... further heightened by the presence of children. Differentiation of roles begins early.”⁵

“Timetable” surveys are quite rare, but this is not a problem because it is a societal phenomenon that evolves extremely slowly.

- Factual constraints

We have a fairly good knowledge of working hours for men and women per social/professional category. To go a step further and assess the handicaps faced by the woman who, in fact, is responsible for the running of the household, would require information on the content of the workday, meeting times..., the level of availability required for impromptu travel... for some executive positions. Over and above these problems of “time”, women and men face other factual constraints : transportation, taking the children to school...

In the framework of the INSSE permanent survey on living conditions of households, the chapter “Constraints of daily life and social integration” : “how living conditions affect access to work, to positions of responsibility at work”, could help detect these factual constraints.

This study could be conducted simultaneously in several European countries. The Department on Women’s Rights will need to provide financial support.

Ambiguity of policies aiming at helping to reconcile professional and family life :

- number of places in crèches as compared to the number of requests and potential demand.
- Parental educational leave and different financial incentives encouraging women to leave the job market.
- In the pipeline is a European survey on the theme of professional life and private life (DG V – European Commission).
- Income tax levied on the household as a tax unit rather than the individual

⁵ “Sharing out of housework between couples is still largely specialised and unequal”. Cécile Brousse – Dossier in “France, in a social portrait” – 1999 – 2000 INSEE.

Equality in professional life

Recommendations

This is the area in which a great deal of work is required, not so much in terms of production, but in terms of processing and analysis. It is also the area in which longitudinal information is of crucial importance.

Data :

1 – Career guidance at the end of the “troisième” (fourth form) and the “seconde” (fifth form). This data will have to be personalised and currently existing data published now.

2 - Analyse the differences in unemployment levels between men and women. Does the information gathered by the ANPE reveal some subtle discrimination? We could begin with a study.

3 - Incorporate into the upcoming Insee permanent surveys on living conditions of households factual questions that will shed light on whether or not there is proper reconciling of professional and family life.

Studies :

Studies such as “Pay and Careers – a comparison between men and women” are most crucial for the entire project. We should ensure that they are conducted at least every two or three years. It would be extremely useful to accompany these studies with monographs that help to pierce the mystery of the “glass ceiling”.

Publication :

Scoreboard produced by the Dares (Ministry of Employment and Solidarity) : distinguishes between men and women.

III – STATISTICS ON PARITY

Women’s access to positions of responsibility

The following areas of discussion were selected :

- Women and higher civil service
- Women and political power,
- Women and businesses,
- Women and labour unions,

- Women and associations,
- Women of influence – networks

Such a breakdown is somewhat arbitrary. However, it does seem well suited to the way statistical work is divided up between our departments.

1 – Women in higher civil service

1.1 – Define ‘higher civil service’, as it is done in the State civil service

In its work and publication, the Directorate General for Administration and the Civil Service (DGAFP) defines as higher civil service only those positions subject to Government appointment, that is, :

- Heads of Central Administration Directorates and Chairpersons/Directors of public bodies,
- Rectors
- Ambassadors,
- Prefects

This limited definition covers some 500 people. It has the advantage of being simple but it leaves out too many heads of major decentralised services (Paymasters, Directors of Teaching Hospitals, Secretaries general of major cities ...).

Therefore, the definition of higher civil service will have to be widened. Furthermore, once the nomenclature of posts is drawn up, they would have to be located in the national and hospital civil service structures. It will be no easy task because there is a plethora of employers⁶.

1.2 - Come up with information on the “breeding grounds”

Every year we have statistics on stocks. Some simple questions need to be added to these data to gain an understanding of “breeding grounds”.

For example :

“Did you appoint a director last year?”

“What was his or her previous post?”

The findings relative to the higher civil service can be usefully supplemented with information on the composition (male/female) of the public bodies (Conseil d’Etat, Cour des Comptes, Inspection des Finances), for stocks and flows. The composition of the jury will also be specified. This data is collated in the Supervisory Staff Office of the DGAFP. We need to think about ways of processing this information so it can be used in the statistics on parity.

⁶ Currently, local authorities’ statistics do not allow for locating of agents individually.

1.3 – Analytical data : demography of the group of administrateurs civils and qualitative studies

The goal is not only to measure the place of women in leadership in the higher civil service, but also to examine the processes which lead to differentiated career patterns for men and women.

Available repertoires do not allow for reconstituting careers. Only management data can be used for this.⁷

Apart from the “breeding ground” questions, it is also suggested that :

a) the study on the demography of the Administrateurs Civils started in 1999 systematically incorporate the gender variable ;

b) we proceed by case studies. We would have to compare, all other things being equal, the careers of men and women : which posts did they hold? How were they chosen? What basic degree did they have? Was there mobility or not? The analysis will cover different ministries, such as the Ministry of Employment (highly feminine), the General Directorate for Taxes (few women in top posts), the Treasury (few women) and major public entities such as the CNRS (the national centre for scientific research). A qualitative study will be carried out with women who have attained these positions or have “almost arrived”. In the event of promotion, we should look at the male/female distribution of the decision makers (jury, management committee...) Furthermore, in analysing an institution as huge as the CNRS, the different disciplines must be taken into account, otherwise the averages will be almost meaningless.

2. Women and political power

There is a lot of information available on this theme, although, as always there are a few gaps to be filled. The data, on the other hand is obscure and little known, and the information on “appointments/nominations” rather scattered.

2.1 – Electoral mandates : information on town councillors and plurality of mandates.

The Interior Ministry and in particular the Directorate for local Administration and Political Affairs (the election and political studies office) holds detailed data on gender, age and social/professional categories for Mayors, County Councillors, Regional Councillors, Members of Parliament, Senators and Members of the European Parliament. Also the listing of County and Regional Council Chairmen distinguishes between men and women. The same goes for “Commissions” and even “Bureaux”.

All the series, except two (County Councillors and Senators), have just begun. These statistics are available for all candidates and elected officials except for Mayors alone for whom they are unobtainable. Consequently, the following ratios are available for each category of mandate :

- Number of female candidates compared to the total number of candidates

⁷ As is the case for higher education teaching staff. See “Public higher education teaching staff 1992 – 1998”. Information paper n° 1099-25 Ministry of Education, Research and Technology.

- Number of female elected officials compared to the total number of elected officials
- Number of male elected officials compared to the total number of candidates,
- Number of female elected officials compared to the total number of candidates.

When possible, party membership, political orientation must be indicated, and the overall figures given along with the percentages. For Mayors⁸, the distinction will be based on the size of their towns.

The Interior Ministry (elections and studies office) is working on the establishment of a central register for elected officials on the basis of the mandate-based registers. For now, the CNIL (National Commission on Information Technology and Freedom) has not given the green light for the single register to be set up. The law on parity, and the establishment of commissions on women's rights in Parliament, in the Senate and in the Economic and Social Council, should augur well for the granting of the authorisation.

On the condition that the inadequacies of existing registers are remedied, especially the ones on town councillors and on the division of tasks (per major category) between men and women within the Councils⁹, the single register would be well suited for dealing with the "parity" problem. Over and above framework data, we would have information on successive terms of office and in particular on plurality of offices.

2.2 – *Nominees : dispersed information to be put together*

Are under review, the male/female component of ministers' Cabinets, of the Economic and Social Council (national and regional) and of party headquarters.

The information on ministers' Cabinets is detailed and produced by a private sector company "La société Générale de Presse". Registers (age, office, training) can be obtained, but against payment. The "Société Générale de Presse" also has information on the makeup of party headquarters staff.

The series relating to the Economic and Social Council are long (since 1954) and detailed (sections, groups). The officials in charge are willing to prepare the information yearly.

3- – **Women and businesses**

Statistics on businesses, their activity, their size, their operating results..., because of their objectives, show little or no interest in establishing gender distinctions. Therefore annual business surveys (EAE) present the economic situation of the company but are silent on the gender of the leaders. However, by putting several sources together, we can come up with a fairly exhaustive inventory. Improvements, as is often the case, would involve processing data in such a way as to focus more on parity related issues and on giving published results a higher profile.

⁸ The Interior Ministry's figures are : 3,500 inhabitants ; 3,500 to 9 000 ; 9,000 to 30,000 ; 30,000 to 100,000 and 10,000 and more.

⁹ We would look at towns with more than 3,500 inhabitants.

3.1 – *Data for inventory : diverse sources*

INSEE employment survey (now done every six months) informs on the number of female company heads and specifies their status (artisan, shopkeeper, company). Size is defined in terms of companies with less than ten or more than ten employees.

The SIRENE register (Insee) covers all single person businesses, with gender distinctions, and in considerable detail for each sector of activity.

The DIANE database set up by a branch of the COFACE presents the large firms (turnover, results, staff figures...) and gives the names of the shareholders and the administrators. Gender is specified for managers. These data are available for purchase.

Regarding lists published by weekly magazines (the largest 200/500 French companies), there is need to specify the gender of the head of the company and do the same for international classifications.

Finally the SINE (Information system on new businesses) panel follows up a set of companies over five years. It shows in detail the role of women in the economic sphere. In charge of this survey is the Agency for New Businesses which has focused several of its analyses on gender distinctions.

Thanks to these sources, one is able to gain a fair understanding of the status and role of women in companies. However little is known about wives who work with their husbands, and family member assistants (butcher's, bakery...), whereas there are actually many women who have this status. We recommend that these categories be better accounted for in the Register of professions. Indeed, very few of these women register as "spouse partner" with "les chambres de commerce et d'industrie".

Female heads of farm businesses

None of the preceding statistics systematically covers farming. For farming, it would be better to use the data of the statistics department of the Ministry of Agriculture. The Ministry of Agriculture and Fisheries' Central Department for Surveys and Statistical Studies undertakes agricultural censuses and "structural"¹⁰ surveys that give the following breakdown of topics :

- Assessment of women as heads of farming businesses (with a description of their farms, size, type of production,...) and of female co-managers of farm companies;
- Situation of family member assistants and of permanent farm staff;
- Proportion of farm work done by women;
- Role of young girls and women in agricultural training.

3.2 – *Taking the analysis further*

Specific processing of the preceding sources should reveal gender specific analytical indicators and explanatory factors.

¹⁰ The next agricultural census will be conducted in the year 2000. "Structural" surveys are conducted every two years.

- We would have to dwell more extensively on the way women invest in new technologies. Do they focus exclusively on female businesses (hairdressing, florist...) and why?
- Are male and female company heads in two different worlds, in terms of employment and capital? If yes, are there signs of the gap closing?
- Compared to the United States and the Scandinavian countries, are there any features peculiar to French female company heads? The OECD has started work on female company heads. Information is, or will be available.

3.3 - *Who takes charge?*

There is a reservoir of data that must be processed from the perspective of “parity” Furthermore, existing analyses are little known. Hence the need for a ‘director of works’ The Directorate for Commercial and Crafts businesses and Crafts Departments has offered to undertake processing and publication in liaison with the Agency for New Business and the Statistics Department of the Secretariat of State for Industry. This suggestion is particularly welcome because female company heads today are mostly found in SMEs (Secretariat of State for small and medium scale enterprises and the Craft Industry).

4- **Women and Trade Union activity**

The inadequacies relating to inventory and warning indicators are currently being remedied. Gender information of “breeding grounds” remains sketchy. In fact statistical inadequacies also reflect the low level of Union membership in France.

4.1 *Inventory : a new survey of trade union representation*

- Trade union representation

In 1999, for the first time ever, the Directorate for the Promotion of Research, Studies and Statistics of the Ministry of Employment and Solidarity conducted a survey on staff representation bodies involving non-agricultural private employers with more than 10 employees. Also, by March 2000, we’ll be in a position to know the percentage of women among the elected members of the Works Council, the Health and Safety committee, as well as among staff representatives, union representatives and mandated employees, and this information will cover all the trade unions. The analysis with respect to women will most likely be incomplete :

- Survey of employers, there will be no information on union membership rates. Besides, the survey only covers private companies, whereas most women work in the public sector.
- As we already know, feminisation of professions is extremely variable, and moreover women are mostly engaged in sectors with less than ten employees (trade in particular).

This survey will be undertaken every three or four years.

- Trade Union responsibilities

At the CGT, CFDT and at the FEN (some French Trade Unions), statistics are available on the percentage of women among members, in the offices of the departmental or regional unions, in the federations, among the secretaries general of the departmental unions or the federations, and in the national bodies (executive commission, confederal office, national office, secretariat). These statistics are reviewed at least after each congress, that is every three years and at each re-election of a departmental union bureau or federation. They are published in “hebdo VO”, “le Syndicalisme hebdo” and “FEN hebdo” respectively. Data has been available in the CGT and the CFDT since 1994, and in the FEN since 1997.

A quota system has been put in place, officially at the CFDT, but still unofficially at the CGT and the FEN. At the FEN, the approach is somewhat different. The result is most enlightening in the national bodies of the CFDT.

Data are relatively numerous. It would be useful to look at the percentage of women among secretaries general of departmental and regional unions and federations. FO, the CFTC and especially the CGC should be required to bring in improvements here.

FO conducts a regular survey on the percentage of women in leadership in the departmental unions and federations as well as within **confederal** bodies. These statistics are not published. However, there are no statistics on the percentage of female union members. The CFTC knows the percentage of women among its members and at national level, but it does not have any statistics for federations and departmental unions. Finally, the CGC has no data on the percentage of women among its members or in the regional bodies.

4.2 *Analysis – impact of quotas*

Some trade unions should be able to provide further information on the male/female breakdown of their membership and also take into account the sector of activity and the size of the companies.

A study on the impact of quotas will be more than welcome.

In order to undertake studies on the gender component of union leadership, all the data will have to be brought together in the same place. The Working Conditions and Professional Relations department of the DARES (Ministry of Employment and Solidarity) would appear to be the legitimate place for this to be done.

5 -Women and Associations

“ The place of men and women in associations”, this was the theme of workshop V of the National Conference on Associations (1999). Monique Mitrani (Economic and Social Council) writes in her introduction :

“Although we have very few reliable figures, we do know that there are many areas of imbalance. And despite there being great freedom of organisation within associations, one finds that associations mostly follow the same organisational pattern as businesses or the family”.

During the discussions, the lack of figures on the place of women in associations was an oft repeated point. According to CREDOC (French research centre), 48% of French people today are involved in the activities of at least one association.

The situation is the same for the Inter-ministerial Commission for Social Innovation and Social Economics (Ministry of Employment and Solidarity), for the Bureau for the promotion of Associations (Ministry of Youth and Sports), for the Social Economics Laboratory (University of Paris 1) and even for the National Council of Associations : information is partial, highly irregular, and, as relates to us, totally lacking in gender perspective. We yet await the full picture with regards to associations.

Furthermore, and this is an important point, report n° 44 of the National Council for Statistical Information (CNIS- Insee) “Associations governed by the 1901 law” of November 1998, seeks to pinpoint statistical inadequacies. It however failed to give priority to gender distinction. Implementation of the findings has barely begun and so it is still possible to incorporate this perspective. However, given the immensely wider scope of the problem, its contribution will be but marginal.

5.1 *Should we reactivate the processing of the National Fund for Association management data ?*

There are two regular surveys that provide information on the types of persons involved in associations.

- CREDOC : the survey on the living conditions and aspirations of French people gives an order of magnitude for male/female rates of participation, depending on type of association (cultural, sports, educational) , professional category, and income.

- The Social Economics laboratory : a survey is conducted every two years using a representative sample of 2,000 people. It focuses strictly on volunteers, or rather on time devoted to volunteer work. It specifies the types of associations with higher female involvement, and the constraints they face (presence of children...)

INSEE’s new permanent survey on living conditions should provide a good general framework for all these. The first one, conducted in October 1999 includes questions on involvement in associations¹¹. Fourteen types of association were noted. The questions cover involvement, the extent of it, and, in particular, and this is what interests us, the level of responsibility.

The important thing in assessing gender equality is to have fairly accurate data on the place of women in the leadership of associations (chairmanship, secretariat general...). This is why we would want to reactivate the processing of the management data of the National Fund for Associations (Ministry of Youth and Sports). Admittedly this Fund covers Federations and their members and so leaves aside the very small associations, however, it does cover most associations and should thus enable us to :

- Establish gender distinction,
- List chairpersons, by gender

¹¹ The permanent survey on the living conditions of households is conducted three times a year. This survey includes a “hard core ” (and so repeated in each survey) describing individuals, households, and briefly, their jobs. A section conducted regularly each year, in October for instance “social participation and contact” , which covers involvement in associations. Finally, there are others conducted randomly on the basis of specific requests and paid for by the requestees
1 National Institute for Demographic studies.

- Give the age of the chairpersons and the number of years of tenure,
- And indicate who had more training, men or women.

Obviously the work done for the “Women and Sports” conference will have to be repeated.

5.2 Analytical data : the report : the work “ gender-parity in sports” sets a good precedent

During the “Women and Sports” national conference (May 23-30, 1999), the theme of gender equality in sports was the subject of an in depth report. Over and above the information on the place of women in Sports Federations, it provided in depth analysis of women’s access or lack of access to positions of responsibility.

6 - Women of Influence

Admittedly, influence is not easily measured, yet, aside from politicians alone, the media, the cultural sphere and the sporting world are worthwhile examples.

We may not be able to measure influence, but we can draw attention to it : who is in the limelight? For what reason? And as we draw attention to it, what is the attitude towards men and women?

Suggestions

- Do a daily check in the “Bulletin Quotidien” of the number of women mentioned compared to the total number of persons mentioned.
- When a woman is mentioned, check if it is in relation to her job or if it is as the wife of... or the mother of...
- Conduct a serious study of three daily papers to see under what circumstances women are mentioned – What is the tone of the article? Is the woman a victim or an overcomer?
- Assess the place of women in “alumni” networks – Is mixity a positive factor?

STATISTICS ON PARITY

Recommendations

- **Women and higher civil service**

(1) Agree on the definition of higher civil service for the State civil service. Establish a nomenclature of posts. Begin with “Point stat” DGAFP – December 1998 – N° 98-03.

- (2) Indicate equivalent level posts for the hospital and the local civil service systems.
- (3) Currently, local authorities' statistics do not allow for locating of agents individually. This is made even more difficult by the large number of employers. Try to conduct the review with the assistance of the National Centre for the Territorial Civil Service.
- (4) Incorporate into the survey questions that shed light on the breeding ground from which appointments are made to the higher civil service. If possible, indicate the marital status of the candidates.
- (5) Improve the processing of the information on ENA examinations in the Supervisory Staff Bureau of the DGAFP.
- (6) Do a follow up of the careers of some men and women as case studies :Ministry of Employment, General Directorate for Taxes, the Treasury, the CNRS (for the latter, the work must, as much as possible, distinguish between the different fields). Marital status must be specified.
- (7) Since the figures here are fairly low, the absolute values must be indicated in the tables and commentaries. Indeed, as the Association science of Women Graduates has pointed out, two times "almost nil" is still "almost nil". This association is represented in the "Demain la parité" (Parity tomorrow) network. (36, rue de la Pompe, 75116 Paris).
- (8) The observatory on employment in the civil service set up during the 13th of July Inter-ministerial Committee could facilitate/co-ordinate all the reports on parity.

On this point, see :

- "Senior management in the civil service : towards equality between men and women". Report by Anne-Marie Colmou, maître des requêtes at the Conseil d'Etat. Documentation Française – 1999
- "The civil service and the reform of the State".
- Annual report, March 1998 – March 1999, Ministry of the Civil Service, State Reform and Decentralisation – Documentation Française.

- **Women and political power".**

- (1) Fill gaps in town councils :
 - Breakdown of men/women in town councils, total number and per size of town,
 - For towns with more than 3,500 inhabitants, breakdown of activities (social, employment, budget, town planning...) between men and women.
- (2) Promote the establishment of a central register of elected officials. This would especially provide access to reliable information on plurality of mandates.
 - In charge : Interior Ministry, Office of Elected Officials and Political Studies.

(3) Government Appointees : composition of the government and of ministers' departmental staff, the Economic and Social Council, party headquarters. The most exhaustive register is prepared in real time by the Société Générale de Presse (a private company). There is also a register in the Information Department of the government, but it is less exhaustive.

(4) Studies :

- Europe-wide comparison of women in politics : for a Parliament with or without quotas. European network of experts "Women in decision making"
- Institutional Studies : how appointments are made at political party headquarters
- Monographs on the careers of a few male/female politician in France and Europe. We must manage to distinguish between discrimination and the "applicants'" own voluntarism.
- Direct, focus studies on the theme of women and political power :
 - Observatory on parity?
 - Department on women's rights?

On this point, see :

D. Gillot, "Towards parity in political life" – report prepared for the Honourable Prime Minister, 1999.

- **Women and businesses**

1 - It would be useful to have information on the performance of businesses run by women. Consequently, the Annual Business Survey (EAE) must include a question that clearly shows the gender of the head of the company. This initiative will fall foul of the requirement that company surveys be simplified. Yet there are those who feel that simply adding Mr or Ms is not particularly complicated.

2 - With large numbers of them in small businesses and cottage industries, family member assistants, male or female are still little known. Qualitative surveys are required.

3 - A unit must be appointed to process existing data, focusing on the distinction between men and women, and to publish it yearly. The statistics department of the Secretariat of State for small and medium scale enterprises and crafts has offered to do this.

- **Women and trade union activity**

1. Ensure that the new DARES survey on trade union representation is conducted every three years. And also, that processing and publication be gender sensitive.
2. Encourage the unions who have not yet done so to count their members, distinguishing between men and women, and to indicate the gender makeup of their different leadership bodies.

3. The priority area of the follow up should be the proportion of women among the secretaries general of the departmental or regional unions, and the federations.
4. Turn the “Working conditions and professional relations” department of the DARES into the collection point for all this data.

- **Women and Associations**

1. Ensure that requests for subsidies sent to the National Fund for Sports/associations specify the male/female component of the organisations generally and of the leadership, as well as the administrative agents. It would also be useful to have information on age and actual duration of tenure.

In charge : Ministry of Youth and Sports.

2. In all the major federations/unions : analyse access to positions of responsibility, and indicate the impact of reconciling family and professional life.

On this topic, see :

National Conference on Women and Sports –29-30 May 1999.

Equality – male/female parity in sports – Situation report of Group 7 of the conference – May 1999 – Ministry of Youth and Sports.

IV STATISTICS ON SPECIFIC QUESTIONS

The theme “specific questions” tends to cover issues that relate only to women (children,...) or most often to women (single parent families, very elderly persons,...). The underlying factors in all these situations are mostly socio-economic in nature (age, social background, income, size of family...) and are well covered by the gender statistics.

1. – *Population censuses, “employment surveys”, and the permanent survey on living conditions (INSEE) – crucial role to play*

Population census is the only exhaustive source of detailed information on households, families, and their housing conditions. It details the working conditions of women and the distance they travel to work. It is also useful for comparing women’s activity to the number of children they have, their age, ... ; all this information is available at a very detailed geographical level.

This wealth of census data is of considerable usefulness to us, especially now that INSEE is going to replace specific data census (organised around every 9 years), the last being in 1999, with an annual collection, a sort of “continuous” census taking.

Furthermore, “employment” surveys inform on working hours, conditions of precariousness, flexibility... for men and women

Finally, the new permanent survey on living conditions of households (social indicators) will help assess how men and women achieve the “child – professional life” balance, time constraints at home and at work, assistance, and type of aid...

2. – *Fertility, abortion, contraception*

a/ Fertility

International comparisons :

World : UN yearbook

Europe : Eurostat

France : Annual population Report (INSEE and INED)¹, extensive information on age, foreigners, married/unmarried couples...

We have information on the number of births before 17/16 years. Salient indicator.

Premature births

- The annual information is almost exhaustive. Indicator : rate for 1,000 births based on different characteristics of the newborn, and the age of the mother (less than 18 years and more than 38 years). Trends are difficult to interpret because the increase in the number of premature births is linked to improved care during pregnancy.

1 National Institute for Demographic Studies

- National perinatal survey. (Various Ministries Are involved). The first was held in 1995 and the second in 1998 (sample of 14,000 women). In principle the survey will be done every four years.
Use : the survey will help detect the categories of women requiring increased follow up during pregnancy.

Abortions

Quite obviously we have no information on “underground activity” or on abortions done “outside the deadline”. The following indicators were developed based on the information sheets sent to the Ministry of Employment and Solidarity :

- Number of births
- Number of terminations of pregnancy
- Number of terminations of pregnancy per 100 conceptions
- Number of terminations of pregnancy per 1,000 teenagers

Long series are available.

Contraception¹²

¹² Source : C.Gubert-Lantoine, H. Leridon : “30 years after liberalisation . An inventory of contraception in France.” , Population, 4, 1998, 785-812

Source for past information – the INED surveys :

- 1978 : global survey on fertility
- 1988 : 1988 regulation survey
- 1994 : marital situation and employment survey

Limitations : begins at 20 years of age; no information on teenagers.

Indicators :

- proportion of women using some form of contraception (20 –44 years) :
- proportion of women using the pill for contraception :
- proportion of women in the 20-24 years generation using the pill for contraception, as from 1994

However, this INED source is going to be done away with and replaced by a very ambitious INSERM (Health Research Institute) project involving INED. A prospective study of contraceptive practices in France¹³ This is a socio-epidemiological, longitudinal survey (individual follow up over 5 years). The goal is to gain better knowledge of contraceptive habits and recourse to termination of pregnancy. The work will cover ten years (1999-2009). During the first stage (oct. 1999) data will be collected both on contraception and on termination of pregnancy. Quite unfortunately, the survey only covers women between the ages of 20 and 40 years of age.

3. – *Single parent families, precariousness*

The information is available (population censuses, employment surveys, permanent employment on living conditions, a Cnaf (National family Allowances Fund survey).

Suggested proposals for single parent families

- Percentage of single parent families out of all couples (married or unmarried with children).
- Percentage of single parent families where the parent is a woman.
- Percentage of non working women among female single parents
- Percentage of women with two children below the age of 18 among female single parents.

Recipients of family benefits (source – Cnaf)

- Percentage of women receiving single parent benefit and their family situation ;
 - With a child below the age of 3
 - Pregnant

For the other benefits, Cnaf distinguishes along gender lines but does not publish these. However, the discussion is not very relevant because of the type of benefit involved.

Europe-wide comparisons

¹³ Inserm U292 – **protocol** of study- April 1999

European panel of households (Eurostat. Annual survey, funding assured till 2002).

- Proportion of “family” benefits in available income of households with children, including single parent families.
- Proportion of women among recipients of minimum benefits

Disabled adult benefit	Cnaf-
Social integration benefit	Unedic (Unemployment Fund)
Solidarity benefit	Unedic
Single Parent benefit	Cnaf-Msa
Widowhood disability benefit	Cnavts (National Pension Fund)
Minimum social integration income	Cnaf-Msa
Old age solidarity fund	Drees (Ministry of Employment and Solidarity)

In “France, a social portrait” – 1999-2000, by Insee, the detailed report given of the survey on what became of beneficiaries of the minimum social integration income (RMI), makes no distinction between men and women. It simply looks at the beneficiaries.

.4 - The retirement pension for women

The most exhaustive source is the Inter-regime Sample of pensioners developed and processed by the Ministry of employment and So leidarity every four years. The latest covered the first quarter of 1997.

Here are a few relevant indicators to measure the situation of women in relation to men, and to one another, because the spread is substantial :

- Median pension for women as a percentage of that of men (direct right pension, that is paid in return for professional activity, and full pension, including incidental advantages and reversion pensions).
- Spread of women’s pensions (and men’s) measured by the inter-decile ratio for example
- Percentage of women at the extreme quintiles of the pension structure (first five and last five);
- Proportion of women receiving payment of their pension at 63 years or above. Given their career breaks and the inadequate number of quarters of contribution, a large proportion of women do not exercise their pension rights until 65 years, to be able to obtain the full rate under the general regime. Under the other regimes, the conditions may be different,

(Less meaningful – family law)

- proportion of women with only a reversion pension, that is who have no entitlement on the basis of work. This number is declining over time and will decline further due to the rise in the number of women in active life.
- Number of female beneficiaries of minimum old age benefit, and percentage of minimum old age benefit beneficiaries who are women.

To understand how the relative situation of women improves as the years go by, we would need to do ratios by generation.

5- *Elderly Women, dependence*

A number of indicators describe the specific situation of elderly women. They are not necessarily negative because the high proportion of women living alone in old age is partly due to the fact that their life expectancy is relatively longer than men's.

Suggested indicators

- rate of prevalence of dependence or incapacitation (several definitions possible) by gender and age group. These rates are in general slightly higher for women than men. The number of years of living with incapacitation is also higher for women (Inserm study).
- proportion of women in old people's homes (Drees) – survey on Disability – Incapacitation – Dependence).
- Proportion of women among elderly people on their own (for instance of 75 years and above) – population survey.

As regards sources, the Dress (Ministry of Employment and Solidarity) surveys provide regular data on housing conditions and dependence of persons housed. To have an overall picture of the entire population, this data must be combined with the data on health and medical care produced every ten years or so by Insee. The latest was conducted in 1991-1992, and the next is planned for 2002. In the mean time the Disability-Incapacitation-Dependence survey should enable us to update our data on dependence and incapacitation. The findings of the first set on institutions done in 1998 are available, the ordinary households survey is underway (initial findings in the summer of 2000). They would have to compare available room with potential demand per detailed geographical zone.

6- Health, risk factors, hospital use

- causes of death for men and women are quite different between fifteen and thirty four years of age. This is particularly so for accidents.
Source : Inserm and WHO statistics – furthermore, still using WHO sources, we can distinguish the frequency of some cancers (breast, lung), by gender.
- screening –poll survey for the European commission (DGX – euro-barometre). Proportion of women per country and per age group claiming to have undergone a mammograph (poll every three years).
- AIDS rate for men/women in the fifteen countries of the European Union – annual data (European centre for epidemiological surveillance of AIDS, Paris)

- Proportion of the population, per country, gender and age group claiming to smoke daily – European Commission (DGX –eurobarometre).
- Excessive consumption of alcohol and cigarettes by gender (health-social coverage survey done by CreDES (Health French Institute) and the barometre of the French committee for education and health).

Drug addiction : a specific survey, representative of persons who were in hospital for drug addiction is available every two years : it is broken down by gender and age.

More generally, the “health” chapter of the permanent survey on living conditions of households (Insee) gives a good general view of health situations for men and women. The information is collected every year;

7 – Violence, justice

A major national survey on violence against women in France (Enveff) was conducted on September 21 1999. The National Council on Statistical Information approved the conduct of a survey on violence against women to be done by the Demography Institute of the University of Paris 1 (IDUP).

The purpose of this survey is to produce reliable statistics for mainland France on the frequency of violent attacks against women, and how they vary from one social and cultural environment to the other, on action taken by women who have been victims of violent attacks, and the consequences of such attacks. There is currently no tool available that can be used to quantify this phenomenon. The survey will look at demographic, social, cultural, economic and geographical characteristics, aspects of professional and family life, indicators of sexual life, contraception and state of health, indicators of the feeling of insecurity, all the forms of violence exercised against women in the different spheres of life, information on recourse to police and justice departments, to associations and to the health system.

The survey will be conducted by phone on a sample of 7,000 women aged 20 to 59 years. It takes about 45 minutes to answer the questions in the questionnaire. Collection will run from January to April. This survey will fill a major gap in an area where information based on victims’ statements cannot but be partial. Except a survey (albeit modest) on violence is conducted by the Ministry of Justice, all we have right now, and all we will have after this unique survey is over, are only statements on violence (of more restricted scope and more “one sided”).

8 – Divorce, custody of the children

The Ministry of Justice has the information available¹⁴. A specific survey was conducted in 1996. We have data on divorced persons, custody applications and the decisions taken on parental authority as well as the different types of compensatory benefits.

9 – Women and crime

¹⁴ See “divorces in 1996” A statistical analysis of sentences pronounced”– Justice ministry’s studies and statistics- 14- Sub directorate for statistics, Studies, and Documentation, Ministry of Justice.

The Criminal Record Division, in collaboration with the Sub-Directorate for Statistics, Studies and Documentation; each year releases a publication titled “ sentences for...” which lists offences and sentences for men and women. Female crime can in no way be compared to male crime.

More generally, for anything related to statements (assault...) the justice system has very poor statistics, and it cannot possibly be otherwise.

SPECIFIC QUESTIONS

Recommendations

Coverage of specific questions in the statistics is satisfactory, and even more so since some inadequacies are currently being remedied: see for instance the survey on violence. Furthermore, the future continuous survey will provide crucial information on this topic.

1 – Greater knowledge of contraception among young women.

With respect to young women below twenty years of age, there is need to get more information on :

- their level of information,
- their contraceptive habits,
- recourse to (and under what conditions) termination of pregnancy.
- ...

2 – Assistance and care of very elderly women

Locally, what will be the potential supply and demand in the long run?

Globally, there is information available on specific questions. What is missing is regular sorting, gathering, and publishing of indicators.