

# YesWePlan!

## Country Situation Report

### FRANCE

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1. BASIC DATA					
Total population	66.992.699	... of which are female	51,64%		
Number of Architects*	30.000	...of which are female	28,60%		
Number of Civil Engineers*	112000 <sup>2)</sup>	...of which are female	<sup>2)</sup>		
Graduates in Architecture	2019	-	...of which are female	2019	-
	2018	-		2018	-
	2017	3728 <sup>3)</sup>		2017	39,59%
	2016	3785 <sup>3)</sup>		2016	36,99%
	2015	3621 <sup>3)</sup>		2015	31,54%
	2014	3711 <sup>3)</sup>		2014	37,43%
	2013	3515 <sup>3)</sup>		2013	37,13%
	2012	-		2012	-
	2011	2352 <sup>3)</sup>		2011	48,09%
	2010	2432 <sup>3)</sup>		2010	48,07%
	2009	3083 <sup>3)</sup>		2009	37,95%
	2008	2929 <sup>3)</sup>		2008	37,97%
Graduates in Civil Engineering	2019	-	...of which are female	2019	-
	2018	39.656		2018	27,5%
	2017	-		2017	-
	2016	30.400		2016	28,5%
	2015	-		2015	-
	2014	-		2014	-
	2013	-		2013	-
	2012	-		2012	-
	2011	-		2011	-
	2010	-		2010	-
	2009	-		2009	-
	2008	-		2008	-
Students in Architecture	2019	-	...of which are female	2019	-
	2018	18.000		2018	60,00%
	2017	18.100		2017	58,00%
	2016	18.100		2016	57,00%
	2015	17.900		2015	57,00%
Students in Civil Engineering	2019	-	...of which are female	2019	-
	2018	-		2018	-
	2017	-		2017	-
	2016	-		2016	-
	2015	-		2015	-
For Comparison: Number of medical doctors	-	...of which are female	-		
For Comparison: Number of Lawyers	-	...of which are female	-		

\* Architects and Civil Engineers are defined as professionals with a master degree in Architecture or Civil Engineering that are authorised to conduct the profession according to the legal requirements of their country.

2) As the Engineering profession is only partly regulated in France, there are only rough estimations available and the average proportion of women is about 20%.

3) This number includes both forms of diplomas in France (DPLG, HMONP)



## 2. FACTS

### 2.1 The professions of Architects and Civil Engineers: Regulation and Organisation

The profession of Architects in France is regulated by the law of 3 January 1977 on Architecture. It is a profession organised in an Order. Registration on the Roll of the Order confers the protection of the title of Architects and the right to practice the profession throughout the territory. In order to be registered on the Roll of the Order, the Architect must hold a French or foreign diploma recognized by the State and authorizing him to practice, or a recognition of qualification pronounced by the Ministry of Culture.

Once registered with the Order, the Architect is subject to the provisions of the code of ethics and may be sanctioned by the disciplinary chamber in case of infringement. The regional disciplinary chambers composed in part of magistrates can take sanctions ranging from a warning to striking off the roll. An appeal may be made against sanctions imposed before the national chamber.

Architects may practice individually in a liberal capacity; as a partner in an architectural firm (which may have a civil or commercial form); as a civil servant or a public servant; as an employee of research organisations carrying out their activities exclusively on behalf of the State or local authorities in the field of town planning and development; as an employee of an Architect or an architectural firm; as an employee or partner of a natural person or legal entity governed by private law building constructions for their own exclusive use and not engaged in the study of projects, financing, construction, restoration, sale or rental of buildings, or the purchase or sale of land or building materials and components; as an employee of a collective agricultural interest company for rural housing.

The Order of Architects is composed of 17 regional councils and a national council responsible for their coordination. The regional council is elected for six years by direct suffrage of all the Architects registered on the regional roll. The elector may, on pain of the vote being declared null and void and unless the number of candidates of one sex is insufficient, appoint a maximum number of candidates of each sex equal to half, if necessary, rounded up to the next whole number for one of the two sexes, of the number of members of the regional council to be elected. Similar regulations apply to the national council (Law on Architecture for parity representation in regional councils and in the national council of the Order).

### 2.2 Legal framework of Gender Equality

Regarding the Constitutional principle: The third paragraph of the Preamble to the Constitution of 27 October 1946 guarantees equal rights for women and men "in all fields". Moreover, according to the second paragraph of article 1 of the Constitution of 4 October 1958, "the law shall promote equal access of women and men to electoral mandates and elective offices, as well as to professional and social responsibilities".

The principle of parity allows "the legislator to establish any mechanism to ensure that women and men have equal access to electoral mandates and elective offices as well as to professional and social responsibilities (...)".



Regarding professional equality: Article L. 1142-5 of the Labour Code states that it is incumbent on all employers "to take into account the objectives of professional equality" and "to take the measures necessary to achieve them". Moreover, article L. 1142-4 of the Labour Code provides that temporary measures may be taken for the sole benefit of women with a view to establishing equal opportunities between women and men, in particular by remedying de facto inequalities affecting women's opportunities. These measures are based on regulatory provisions in the areas of recruitment, training, promotion, organisation and working conditions, the stipulations of extended branch agreements or extended collective agreements or the plan for professional equality between women and men.

In addition, article L. 4121-3 of the Labour Code provides that risk assessment takes into account the differential impact of exposure to risk according to sex and leads the employer to implement preventive actions and work and production methods that guarantee a better level of protection of workers' health and safety.

Since 2019, companies with 50 or more employees must publish their Gender Equality Index before 1<sup>st</sup> of March. Companies with at least 50 employees must calculate and publish their Gender Equality Index on their website.

Gender mainstreaming in all public policies: The Act of 4 August 2014 on real equality between women and men defines the objectives of an integrated equality policy, combining specific measures and the taking into account of transversal of equality issues in all public policies.

### 2.3 Official pay gap

The average annual income in Architecture in 2016 was 43.349 EUR (Men 48.745 EUR, Women 28.734 EUR, i.e. 41% less for women in fees, which represent 2.394,50 EUR less) from which the costs of renting offices, maintenance charges, travel and reception expenses, professional equipment, type of computer and furniture, and the payment of social security charges, must be subtracted, which represent about 25% or 1.795 EUR without the charges (a minimum wage for 6 years of studies!).

The rate of feminization of the status of salaried employees in architectural firms has remained stable since 2009: In 2014, 55% of employees working in an architectural firm were women. In 2015, the average hourly wage was 19,30 EUR for a woman, 23,40 EUR for a man.

Compared to other occupations, women in France earn 19.7% less than men do. Female Architects earn 18% less than their male colleagues do.

2011: Average salary women 17.800 EUR, men 21.400 EUR, average: 19.500 EUR

2012: Average salary women 18.300 EUR, men 22.500EUR, average: 20.300EUR

2013: Average salary women 18.800 EUR, men 22.900 EUR, average: 20.800 EUR

2014: Average salary women 19.100 EUR, men 23.300 EUR, average: 21.100 EUR

### 2.4 Income transparency

In 2015, a survey conducted by "Glassdoor" revealed that only 37% of French people were aware of their colleagues' income. Only one in five employers communicated internally on



salaries and one in ten shared this information beyond the company's borders. However, 77% of the employees believed that employers should be coerced to communicate more on the subject in order to reduce inequalities, particularly between women and men.

Since 1 March 2019, companies with more than 1.000 employees are obliged to publish their "gender equality index". By 2021, all structures with more than 50 employees will be obliged to do the same. This index is based on five criteria: the gender pay gap (40 points), the gap in annual pay rises (20 points), the gap in promotions (15 points), increases on return from maternity leave (15 points) and finally the presence of women among the highest paid in the company (10 points). If the company falls below 75 points, it will be given three years to improve the situation, where failing will incur financial penalties of up to 1% of its payroll.

The PACTE bill also requires each listed company to disclose the difference between the level of compensation of its executives and the average salary and the median, the threshold below which half of the employees (in France, 1.710 EUR) are paid within the same company. These measures are a first step towards greater transparency of salaries.

*Source: Wage transparency for greater equality... But at what price?*

## **2.5 Maternal, Parental and Care leave**

Pregnant women during their employment contract benefit from a protective status defined by the Labour Code and possibly improved by the company's collective agreement.

The minimum duration of maternity leave is set at 16 weeks: 6 weeks before the presumed date of delivery (prenatal leave) and 10 weeks after delivery (postnatal leave). Its duration varies, depending on the number of children to be born or already dependent (up to 26 weeks in total from the third child onwards). In case of illness due to pregnancy or childbirth, as attested by a medical certificate, the duration of maternity leave is increased within the following limits: 2 weeks before the expected date of delivery and 4 weeks after delivery. It is necessary to have been affiliated to the Social Security for at least 10 months as an employee, to have worked 150 hours in the 3 calendar months (or 90 days) preceding the work stoppage, at least 600 hours in the 12 months preceding the work stoppage or to have contributed in the 6 calendar months preceding your work stoppage on the basis of a remuneration of at least 10.302,25 EUR or to have paid contributions during the 12 calendar months preceding the cessation of work on the basis of remuneration of at least 20.604,50 EUR and finally to have stopped working for at least 8 weeks. The "Caisse Primaire d'Assurance Maladie" pays a daily allowance (IJ), the amount of which is determined according to the daily calculation, i.e. the sum of the last 3 gross salaries received before the date of cessation of work, divided by 91,25. The amount cannot be less than 9,63 EUR nor more than 89,03 EUR per day.

Maternity leave for freelancers: a minimum of 8 weeks of leave

The minimum duration of maternity leave for self-employed women, identical to that of employees, is increased to 8 weeks (56 days). The distribution of these 8 weeks is as follows: 2 weeks before birth (prenatal leave) and 6 weeks after birth (postnatal leave).

The maximum duration is 16 weeks (112 days). The distribution of these 16 weeks is as follows: 6 weeks before birth and 10 weeks after. The duration of prenatal leave must be at least 3 weeks.



Payments of the flat-rate daily allowance and the flat-rate maternal rest allowance are therefore subject to a minimum 8-week break in activity. This provision applies to leave for self-employed persons whose first payment is made after January 1, 2019. As a reminder, self-employed women previously benefited from compensated maternity leave starting from 6 weeks of interruption (i.e. 44 days).

## 2.6 Childcare services

Since 2019, childcare is compulsory from the age of 3. From 0 to 3 years of age, parents have access to individual or collective early childhood care. Individual childcare arrangements involve nursery or certified parental assistants who take care of the child at their home or at the parents' home. There are also structures for childcare assistants, mainly women, to meet with the children: The "*maisons relais maternelles*". Collective childcare facilities include collective early childhood care establishments, i.e. collective *crèches* offering regular childcare, drop-in day-care centres, which offer occasional childcare, or kindergartens, which provide occasional childcare for children aged 2 to 6 years by childminders, or multi-purpose facilities or parental or family *crèches*, partly managed by parents. These types of "childcare facilities" are managed either by the municipality, the *département*, the region, an association or a company, or by families. These structures are highly regulated in terms of staff numbers, operating rules, the number of places and of professionals supervising them, the management function and reception arrangements as well as the cost of the reception mode for families. As of 1 January 2017, there are 2.3 million children under the age of 3 in France. There are currently 56.6 places for every 100 children, i.e. 33 places by childminders, 33 places by parents' childminders, 17.8% by early childhood care institutions, 1.7 places at home by an employee, 4 places in nursery schools for children under 2 years of age. In 2016, 1.07 million employing parents used the services of 328.000 childcare assistants, 8.500 fewer than in 2015. At the start of the school year in 2016, 96.600 two-year-olds were enrolled in private and public schools in metropolitan France and the French overseas departments and territories, i.e. 11.9% of this age group (compared with 11.5% in 2015). Only 3% of children under 3 years of age were cared for mainly by grandparents in 2013. Childcare capacity has increased from 50.5 places in 2010 to 56.6 places in 2015. The wishes of the childcare system are distributed as follows: 26% of the families wish to look after the children themselves; 30% wish to entrust them to a crèche; 19% to a childcare assistant and 24% of the families do not express any particular preference. In December 2016, 410.800 families benefited from additional activities, including 268.600 families benefiting from the "PreParE/" where the cost of a collective structure depends on the parents' income and the family's daily life.

## 2.7 Public supporting measures for women in technical professions

Supporting measures by associations:

- ARVHA: The Association for Research on the City and Habitat was created in 1994 (law 1901) for the promotion, research and training in Architecture and the fight against all forms of discrimination. ARVHA is a member of WIA since 2005, and implemented a study on the situation of women in the Architecture sector in 2012. Further the association is organising symposiums, exhibitions and actions for the promotion of female Architects since 1998 and created the annual prize for female Architects in 2013. ARVHA organises numerous events in France and abroad and has been taking part in international conferences on the issue of



Architecture and professional equality for 20 years. The association has launched the “Women Architects” prize.

- Women in Architecture FR: The network is presenting France within the international network "Women in Architecture" and is the French interlocutor of the European Council of Architects (ACE) within the framework of a working group on Equality Women/Men in Architecture. The site [www.femmes-archi.org](http://www.femmes-archi.org) offers a database with 280 female Architects, 39 of whom are foreigners. The network puts measures in place to facilitate their profession, publicizes the ARVHA women Architects' prize, and disseminates it at international level.

Public supporting measures:

From the 1980s onwards, the objective of diversifying girls' choices of orientation became part of the policy of gender equality. In 2004, the Gender Equality Charter introduced the broader concept of "job mix". Since 2005, the Education Code (article L. 121-1) provides that "schools, *collèges*, *lycées* and higher education establishments (...) shall contribute to promoting gender diversity and equality between men and women, particularly in the area of guidance". Since 2013, numerous national initiatives have been relaunched to promote job diversity, with three main national frameworks for action: The inter-ministerial convention for equality between girls and boys, women and men in the education system signed in 2013; the platform of actions for the mix of professions launched in 2014, which sets the objective of achieving one third of mixed professions by 2025 and the framework agreements signed with *Pôle emploi* in 2013 and 2015. At the same time, the objective of gender diversity in the professions has been introduced in several pieces of legislation and recently reaffirmed as part of the inter-ministerial plan for professional equality between women and men (PIEP) presented on 4 October 2016 before the High Council for Professional Equality.

## 2.8 Gender equality programmes in Education

All the colleges training future cultural professionals are now strongly mobilized, notably through the elaboration of ethical charters. The Ministry assists schools in drawing up these charters, in particular by providing them with a common core, which they can adapt to their specific needs. The drafting of these charters must be part of a broad dialogue between the management, teaching staff, the student population, and staff representatives. At the end of 2019, 44 institutions have adopted a charter, including 15 in the Architecture and heritage sector (out of 20 national schools in the sector, totalling around 20.000 students), and about 15 additional charters should be finalized in the very near future.

The purpose of these charters is to define an action plan to promote the transmission of a culture of equality to students of all genders in order to change representations. The approach is also reflected in the development of gendered data, the search for equity and transparency in the recruitment process for young people. Several of these modules are already in place or under development. They offer a reflection on stereotypes, an analysis of the representations of women developed in the repertoires, as well as elements for understanding behaviour, so that students are able to decipher them and, if necessary, oppose them. The ethical charters also address the prevention of all forms of violence, in order to act against the impunity often enjoyed by the perpetrators of reprehensible behaviour, and to encourage those who are the victims to come out of silence and refuse all forms of harassment or disrespect. The Ministry has provided schools with several legal fact sheets to help them in their efforts.



With the support of the Ministry of Culture, each school (national and territorial), as well as each public institution under its supervision, is encouraged to prepare its application for the dual Equality-Diversity label awarded by AFNOR.

## 2.9 Working hours

Teleworking is now a right for all employees, not specific to Architects. The collective agreement or charter drawn up by the employer specifies the posts eligible for telework, the conditions for switching to telework (especially in the event of a pollution episode) and for returning to an employment contract without telework, the method of acceptance by the employee of the conditions for implementing telework, the method of controlling working time or regulating the workload, and the determination of the time slots during which the employer can usually contact the employee for telework.

Part-time work has only existed since the 1990s. The share of working part-time in 2013 was 30.6% for women and 7.2% for men.

## 3. EXPERT OPINIONS

### 3.1 History of professional Gender Equality

The beginning of the 20<sup>th</sup> century marked the lifting of prohibitions on women's civil rights. Following the Second World War in 1946, the preamble of the constitution guaranteed equal rights for men and women. After developments in the political and economic fields, women saw their social rights improve. It was in the 1960s that the issue of women's professional work became more important, following Article 119 of the Treaty of Rome, which in 1959 established the principle of equal pay for work of equal value. The law of 22nd December 1972, taking up ILO Convention 100, ratified by France in 1951, enshrined the principle in the Labour Code that "every employer shall ensure, for the same work or for work of equal value, equal remuneration for women and men".

The 1980s followed the evolution of women's professional work which began in the 1960s. The Act of 13 July 1983 on professional equality between women and men (known as the "Roudy Act"), which transposed the 1976 European directive on equal treatment into French law. The arrival of the left in power, the creation of a Ministry of Women's Rights and the appointment of a socialist and feminist Minister of Women's Rights, Yvette Roudy, founder of the Women's Democratic Movement, which demanded rights for all women, not only for mothers, put the demand for professional equality between women and men at the forefront of the left's political agenda.

The third key moment concerning professional equality happened in the 2000s: the 2001 law on the obligation to negotiate on professional equality, an increasing place is given to collective bargaining to ensure the implementation of professional equality. The Act of 23 March 2006 on equal pay for women and men aimed to eliminate the pay gap between men and women within five years, by taking this objective into account in negotiations opened at branch or enterprise level, and also to neutralize the negative impact of maternity on wages. In 2014, this negotiation, which aimed at professional and salary equality, was reinforced by a law requiring the employer to engage in annual negotiations on equality objectives.



### 3.2 Societal obstacles preventing comprehensive Gender Equality

Sexist acts are massively committed by men against women: 89% of victims of sexist acts are women, and 91% of respondents are men. In its report, the High Council chose to focus on two areas: sexist insults and humour. Since sexism is at the root of all the inequalities that exist between women and men, ARVHA has recommended a report to understand the roots of sexism, where it is expressed, how it is expressed, etc. The report will be published in the next few months. The Equality and Citizenship Act of January 2017 took up this recommendation and gave ARVHA the task, among others, of producing an annual report on the state of sexism in France.

Four out of ten women say that today they suffer either injustice or humiliation because they are women. Compared to the number of women in France, it means that 10,000.000 women have recently experienced a sexist act, which is a lot. ARVHA has therefore chosen to study humour and sexist insults, as these are two extremely trivialized subjects, and yet they are present in women's daily lives.

In France, as in all countries, there are obstacles that hinder the progress of gender equality in society as a whole. These obstacles are complex and diverse and may be due to a lack of awareness of inequalities, but also due to a lack of beliefs and representations, to differences of opinion as to how to remedy them, or to the questioning of women's rights and their voices in general.

Finally, there are ideological and structural obstacles to gender equality. The Centre Hubertine Auclert, the regional centre for gender equality, held a study day in December 2018 on this topic and identified several types of obstacles: resistance to change, which is based on belief, unbelief and stereotypes, particularly on the fact that equality has already been achieved. Alternatively, more biased considerations, on the crisis of masculinity, or the fact that movements for equality between women and men such as the "Me Too" movement would go "too far".

They may be the work of individuals with very different social or political tendencies, or of constituted groups such as the Ligue du lol. There is also resistance from constituted movements such as "single fathers with children", ultra-conservative movements, etc. The discourses deliver the underlying message that women should remain confined to the domestic sphere and that men could be deployed in the public, economic and political spheres. These stereotypes reinforce and justify persistent professional inequalities and the lack of gender diversity in certain professions, particularly in construction and Architecture. Finally, there is institutional and economic resistance, in particular the gap between the declarations made by public authorities and companies to remedy these gender inequalities and the low level of financial, material and human resources allocated to public policies on gender equality, which are nonetheless essential to its progress. Equality of rights is, however, a central principle of the Republic today. It is inscribed on the pediments of institutions, town halls and schools. As well as in the fundamental legal texts, at national and European level. Finally, there is a continuity of anti-feminist movements, as evidenced by the work of Christine Bard, Francis Dupuis-Déri and Juliette Rennes in this regard. Maria Martin, director of the Journal des Femmes in 1908, gave the following definition of feminism: "the goal that feminists pursue is the same everywhere and can be summed up in one word; equality of men and women before the law."



### 3.3 Challenges for female Architects and Civil Engineers

The glass ceiling is hard to shatter. Women have to work more to justify their presence and skills on the site. With equal skills, salaries often differ, notably due to differences in seniority, as the profession is being feminised, and part-time work is more important for women. Size and typology of projects less important are often left in the responsibility of women. Clients may be more distrustful of a woman in charge.

Following a questionnaire sent out to Architecture graduates between 2000 and 2014 (ENSAPL and UCL LOCI), there are more declared situations of sexism, discrimination and even violence among women than among men. The survey ARVHA is currently conducting will deepen these difficulties in oral interviews (asking about pregnancy, children etc.). Youth adds to the difficulty of being a woman in the profession.

### 3.4 Pay gap: Reasons and future tendencies

The average income of men and women increased over the period 2002-2011. However, there is a lag following the economic crisis of 2008. Both average incomes are contracting simultaneously, although women's income seems to be less affected. The income gap between men and women changed little over the period. A male Architect earns on average almost twice (1.9 times) as much as a female Architect in the same profession, although this ratio tended to decrease slightly in 2011 (1.83). In 2018, the gap remains glaringly wide. The clear inequalities in salaries between male and female Architects appear to be the result of the differences noted above. In fact, female Architects are rare among the highest age groups, even though they are the best paid. Similarly, women are more likely to occupy salaried or civil servant positions, which are less remunerative than those of partners or liberals, which are favoured by men, therefore under-represented in the highest quartiles.

### 3.5 Parental leave in practice

Women stay at home more often than men do, only 3% of them take parental leave. Allocations are derisory; generally, couples sacrifice the lowest salary, which is often the female income.

### 3.6 Care leave in practice

Usually, the women take care leave, which represents two days of work. Men do not claim it or only if the mothers are actually unavailable.

### 3.7 Importance of supporting networks

In France, it is estimated that 3% of grandparents keep their grandchildren permanently, which is cheaper than a crèche, nursery assistant or baby-sitter.



### **3.8 Working hours in practice**

Part-time work is often suffered by women to look after children – because they often earn less than their partners - which often leads to difficulties to return to work and to loss of self-confidence.

### **3.9 Access to the profession for Newcomers**

Being hired as an employee seems to be difficult (according to testimonies of former students and young colleagues) for women around the age of 30 - an age when women are most likely to have children. Paternity leave worthy of the name could help to alleviate this phenomenon.

### **3.10 Solidarity in practice**

Architectuelles Hauts-de-France, an association governed by the law of 1 July 1901 and the decree of 16 August 1901, was founded on 30 January 2018 and is – among other things – enhancing Mutual Aid and Solidarity by giving visibility to female Architects and graduates and offering opportunities for exchange and networking.

### **3.11 Future developments of professional Gender Equality**

Generally speaking, there is not a lot of progress. The profession attracts many women, but the pay gap is stagnating, only few women are at the head of agencies, and very few women are known and recognised. Figures allow us to map this stagnation: 60% of female students in Architecture, but only 30% are registered in the order. Women are taking on more salaried positions than men are.

Regarding the university education the glass ceiling for female teachers is very low, but a new recruiting system - the Ministry has delegated recruitment - seems to aggravate these disparities. Concerning the contents of teaching, there are still very few references to the work of female Architects and Civil Engineers.

From the moment of its acquisition of the two AFNOR certification labels (“Equality” and “Diversity”) in 2017, the Ministry of Culture equipped the entirety of its services and operators with an external counselling and legal advice unit, AlloDiscrim, set to manage and remediate to all matters of established or suspected discrimination within the scope of the Ministry. In August 2018, a second unit was implemented, AlloSexism, to specifically handle cases of sexual and sexist harassment and violence. Both units are available freely for all 30.000 Ministry agents and for all 37.000 students in ESC schools. In all domains of arts and culture, the Ministry of Culture pilots dedicated taskforces to gender equality and representation improvement.