

# France

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>90.0</b>	<b>87.5</b>	<b>72.5</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For France, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Paris). The scores for France are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	100.0	100.0	100.0	100.0	75.0	75.0	100.0	100.0
Supportive frameworks score	75.0	66.7	100.0	100.0	100.0	66.7	100.0	100.0	66.7	100.0
Expert opinions score	25.0	100.0	75.0	37.5	100.0	100.0	50.0	62.5	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for France (90.0 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women’s decisions to work, laws affecting women’s pay, constraints related to marriage, laws affecting women’s work after having children, laws affecting women’s property and inheritance and laws affecting the size of a woman’s pension, France obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for France is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, France may wish to consider putting in place legislation on domestic violence and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for France (87.5 out of 100.0) is higher than the global average (39.5) and higher than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women’s decisions to work, supportive frameworks affecting women’s pay, supportive frameworks related to marriage, supportive frameworks affecting childcare, supportive frameworks related to women starting and running a business and supportive

frameworks affecting the size of a woman's pension, France obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for France is on the indicator measuring supportive frameworks affecting freedom of movement. To improve on the Mobility indicator, France may wish to consider putting in place a policy or plan that explicitly considers the specific mobility needs of women in public transportation.

The **WBL 2.0 expert opinions score** for France (72.5 out of 100.0) is higher than the global average (65.7) and lower than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children and expert opinions on women's property and inheritance, France obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for France is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Code du Travail, Arts. L1153-1, L1235-3-1 et L1153-5; Code Pénal, Arts. 222-33 et 222-33-1-1; Loi No. 2023-22, Art. 14
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	Yes	Code Pénal, Arts. 132-77 et 221-1
<b>Mobility</b>		
Can a woman choose where to live in the same way as a man?	Yes	Code Civil, Art. 215
Can a woman travel internationally in the same way as a man?	Yes	Décret no. 2005-1726 relatif aux passeports, Arts. 4 et 5
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Code Civil, Arts. 18, 21-1 et 21-2
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	Code Civil, Art. 223
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Code du Travail, Article L1132-1
Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Arts. L1132-1 et L1142-1
Does the law allow employees to request flexible work?	Yes	Code du Travail, Arts. L1222-9, L3122-23 et L3123-2
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	Yes	Code du Travail, Art. L3221-2
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
<b>Marriage</b>		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Code Civil, Art. 212
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Code Civil, Art. 213
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Code Civil, Art. 229
Does a woman have the same rights to remarry as a man?	Yes	Code Civil, Art. 263
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Code de la Sécurité Sociale, Arts. L331-3 et L531-4; Code du Travail, Arts. L1225-17 et L1225-47-48

Are leave benefits for mothers paid solely by the government?	Yes	Code de la Sécurité Sociale, Art. L111-1
Is paid leave available to fathers?	Yes	Code du Travail, Arts. L1225-35, L1225-47 et L-1225-48; Code de la Sécurité Sociale, Art. L331-8 et L531-4
Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. L1225-4
<b>Childcare</b>		
Does the law establish the provision of center-based childcare services?	Yes	Code de la Santé Publique, Art. L2324-1, R2324-1 et R2324-17; Code de l'Action Sociale et des Familles, Art. L214-2
Does the law establish any form of support for families for childcare services?	Yes	Code de la Sécurité Sociale, Arts. L531-1, 4), L531-5 et L531-6; Site Web Officiel des Caisse d'Allocations Familiales (CAF); Code Général des impôts, Art. 200(B)
Does the law establish any form of support for nonstate childcare providers?	Yes	Site Web Officiel des Caisses d'Allocations Familiales (CAF); Circulaire No. 2021-009; Arrêté du 23 juin 1987; Code Général des Impôts, Art. 244 quater F
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Code Civil, Arts. 221 and 216; Code du Commerce, Art. L123-36
Does the law prohibit discrimination in access to credit based on gender?	Yes	Code Pénal, Arts. 225-1 et 225-2
Does the law prescribe a gender quota for corporate boards?	Yes	Loi No. 2021-1774 du 24 décembre 2021, Art. 14
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Code Civil, Arts. 518, 544, 1421, 1422, 1424 et 1425
Do sons and daughters have equal rights to inherit assets?	Yes	Code Civil, Art. 735
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Code Civil, Arts. 756 et 757-2
Does the law provide for the valuation of nonmonetary contributions?	Yes	Code Civil, Arts. 1387 et 1400-1405
<b>Pension</b>		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Code de la Sécurité Sociale, Arts. L351-8 et L161-17-2; Loi no. 2023-270 du 14 avril 2023 de financement rectificative de la sécurité sociale pour 2023 (1)
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	Code de la Sécurité Sociale, Art. L351-1 para. 3 et L161-17-2
Is the mandatory retirement age for a woman and a man the same?	Yes	Code du Travail, Art. L1237-5
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Code de la Sécurité Sociale, Arts. L136-2(II)(7) et L351-3(1)

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Guide sur le Harcèlement Sexuel au Travail; Guide de Recommandations pour le Transport en Commun; Les Maisons des Femmes de l'Assistance Publique des Hôpitaux de Paris (l'AP-HP); Loi No. 91-647; Formation de la police sur les violences faites aux femmes
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Mission interministérielle pour la protection des femmes contre les violences et la lutte contre la traite des êtres humains



Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Projet de budget 2023
<b>Mobility</b>		
Are passport application processes the same for a woman and a man?	Yes	Procédures de demande de passeport
Are the application processes for official identity documents the same for a woman and a man?	Yes	Procédures de demande de documents d'identité
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Loi organique n° 2011-333 du 29 mars 2011 relative au Défenseur des droits, Arts. 5 et 28; Code pénal, Arts. 225-1 et 225-2
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	France Défenseur des Droits: Guide Pour un recrutement sans discrimination
Has the government published guidelines on flexible work arrangements?	Yes	Website teletravailler.fr; Guide: Les Nouvelles Pratiques de Teletravail
<b>Pay</b>		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	Yes	Code du travail, Arts. L1142-7-L1142-10; Loi No. 2018-771, Art. 104
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Institut National de la Statistique et des Etudes Economiques: Emploi, chômage, revenus du travail Édition 2022
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Code de procédure civile, Arts. 1073, 1137 et 1144-1
Are there specialized family courts?	Yes	Code de l'Organisation judiciaire, Art. L211-1 et L213-3
Is legal aid available for family law disputes?	Yes	Bureau d'aide juridictionnelle
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Service-Public.Fr—Administration Française: Déclaration de grossesse
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Code du Travail, Art. L1225-4-1
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Site Web Officiel des Caisse d'Allocations Familiales; Site Web Officiel de la Ville de Paris
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Site Web Officiel des Caisse d'Allocations Familiales (CAF)
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Guide Prestation de Service Unique 2023; Site Web Officiel des Caisse d'Allocations Familiales (CAF)
Has the government published any reports on the quality of childcare services?	Yes	Rapport: Qualité de l'Accueil et Prévention de la Maltraitance dans les Crèches 2022
<b>Entrepreneurship</b>		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	INSEE (National Institute of Statistics and Economic Studies); Ministry for Gender Equality, Diversity and Equal Opportunity
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Garantie ÉGALITÉ femmes; Le prêt d'honneur Initiative France; Wom'energy; Willa; Assises de l'entrepreneuriat des femmes; Garantie ÉGALITÉ femmes; Le prêt d'honneur Initiative France
Does a current national government plan or strategy focus on women's access to financial services?	Yes	Plan interministériel pour l'égalité entre les femmes et les hommes (2023-2027)
<b>Assets</b>		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Code Civil, Art. 1402
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Vie publique, Égalité et droits des femmes dans la sphère privée



Have anonymized sex-disaggregated data on property ownership been published?

No

Insufficient evidence located

### **Pension**

Are incentives in place to increase women's retirement benefits?

Yes

Code de la sécurité sociale, Art. D351-1-4

Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

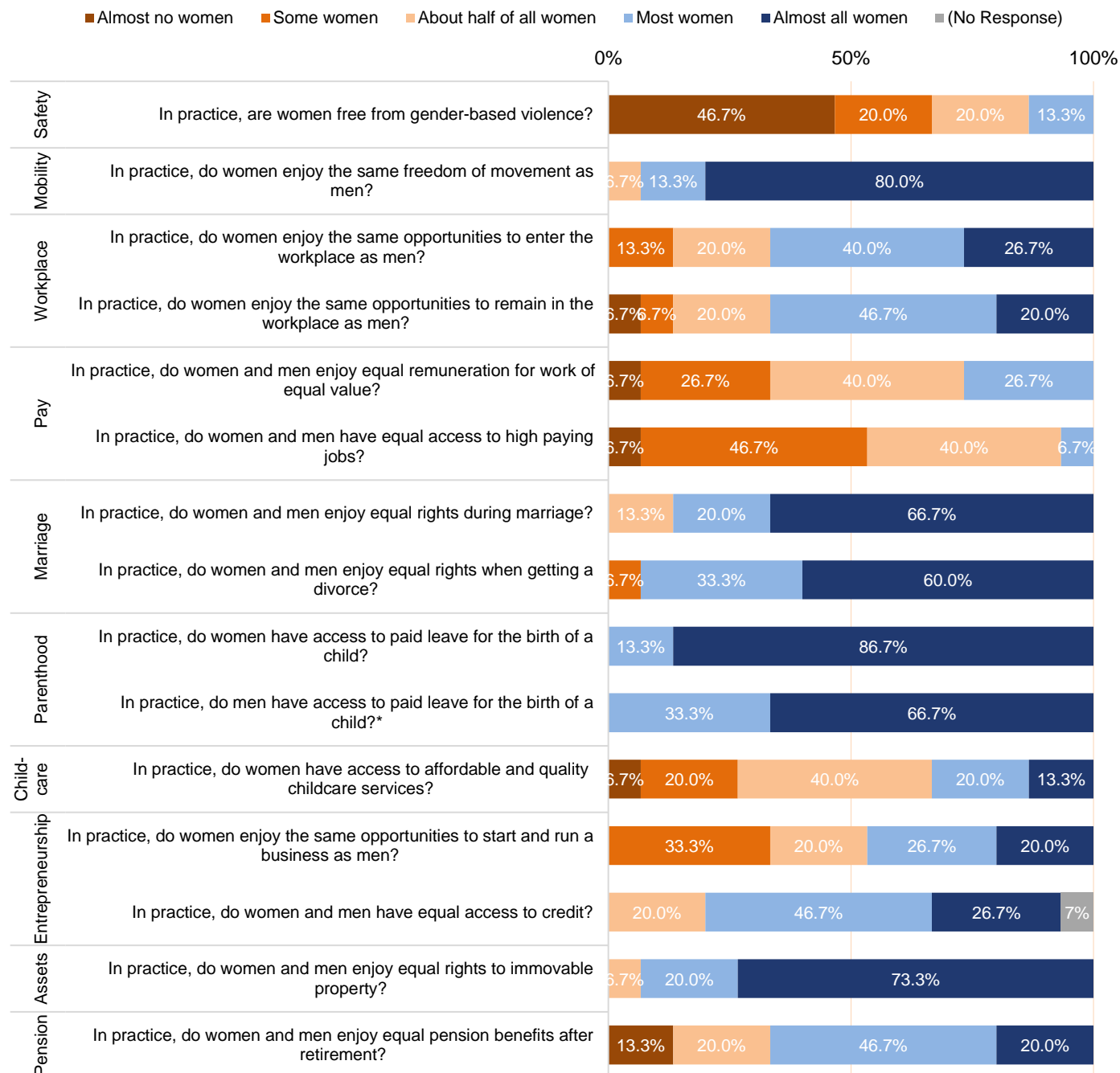
Yes

Code de la Sécurité Sociale, Arts. L142-1 and R142-1

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.