

# Equal opportunities

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WHAT ARE THE POSITIVE  
AND NEGATIVE ASPECTS OF EQUAL  
OPPORTUNITIES IN FRANCE ?

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# I – Gender Pay Gap



## Wage Inequality

Women earn 15% less than men on average, with the gap reaching 24% when considering all working hours.

## Contributing Factors

1. Part-time work
2. Sectoral differences
3. Limited access to leadership roles
4. Wage discrimination

## French Legislation

The Gender Equality Index aims to measure wage equality and penalize companies scoring below 75 out of 100.

## II- Discrimination in the workplace

Discriminations in the workplace : **Unfair practices** based on characteristics related to work

Mores

Family status

Political opinions

Religious convictions

Age

Origin

Pregnancy

Place of residence

Disability Identity

Physical appearance

Race

State of health Gender

Genetic characteristics

# II- Discrimination in the workplace

## Hiring discrimination is controlled by laws

### Article 225-2

- Criminal sanctions
- Employer risks 3 years of jail and a fine of 45 000€

### 2008 law

- Expand protections
- Victims can directly complaint
- Severe penalties

## II - Discrimination in the workplace





## II - Discrimination in the workplace

### Study made by the French Institute of French Public Opinion

- 88% think that **age** is the most discriminatory factor
- 85% think that being **pregnant** is discriminating
- 77% think that being **disabled** is discriminating
- 75% think that being **obese** is discriminating
- --> Despite **laws**, these factors are **still discriminating** in the workplace

# III) Racial and Ethnic Discrimination



## Geographic Origin

Stereotypes targeting people from Africa, the Maghreb, or Asia persist in areas like employment, housing, and education.

## Skin Color

Racism against Black and mixed-race individuals is deeply entrenched, leading to marginalization in professional life and beyond.

## Religion

Discrimination against Muslims, particularly women wearing headscarves, is significant, creating barriers to employment and recognition of qualifications.

# III) Discrimination based on Sexual Orientation

## Homophobia

LGBT individuals face discrimination in social and professional environments, with nearly 40% reporting insults or discrimination.



## Transphobia

Transgender and non-binary people face more visible and violent discrimination, including barriers to healthcare and education.

# III) Socio-economic Discrimination



- Impacts individuals from lower-income families, limiting their access to quality education, stable employment, and housing opportunities
- Reduce students' chances of academic success, while hiring discrimination

# III) Discrimination against Roms



## Housing

Many Roma live in precarious conditions in informal camps and are often evicted without alternative housing solutions.

## Education

Roma children face stigma in schools, contributing to high dropout rates.

## Employment

Access to jobs is limited, as employers often discriminate against them due to their background.

# III) Discrimination against homeless people



## 1. Stigma

Homeless individuals are often stigmatized as being responsible for their condition, complicating their access to services.

## 2. Housing challenges

Landlords impose strict criteria that many homeless people cannot meet, making it difficult to obtain stable housing.

## 3. Exclusion

Their precarious situation excludes them from the job market and makes healthcare access difficult.

# IV- Access to healthcare

## The health insurance



- Financed by social contributions of workers
- 70-80% expenses are **reimbursed**
- Supplementary costs : "La Mutuelle"
- --> Healthcare accessible to everyone **regardless their financial situation**



## IV- Access to healthcare



**Financial problems**



**Lack of information**



# IV- Access to healthcare

## Information campaigns

Raise awareness about the rights to healthcare

## Community workers

Help to bridge the information gap

## Online information

Provide information about the French healthcare system

## IV- Access to healthcare

- **Medical deserts** : Geographic areas where the **access to healthcare is limited** because of **lack** of medical professionals

Rural areas, suburbs, sensitive urban areas

Difficulties to consult due to **distance** and **waiting times**

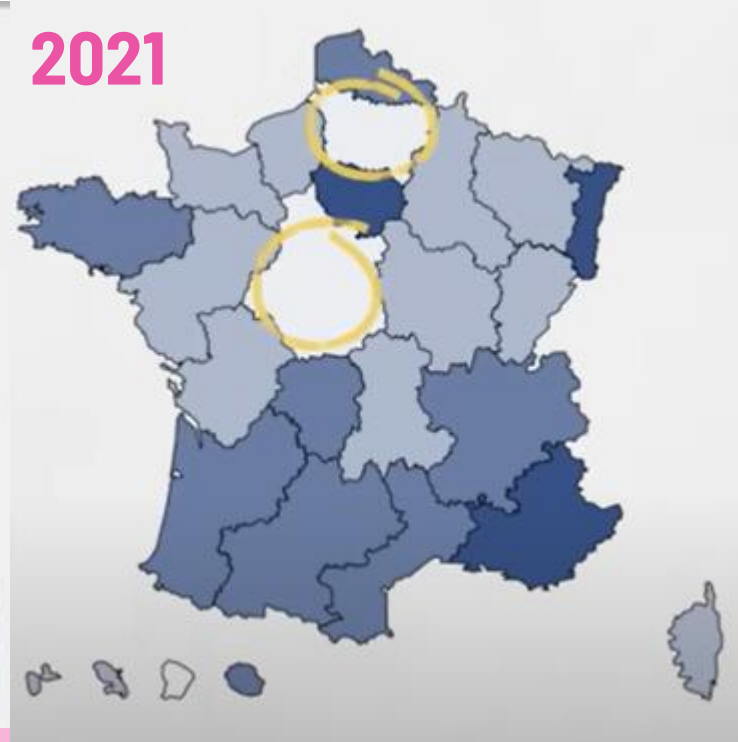
Elderly, Children, Low-income individuals

# IV- Access to healthcare

2012



2021



# IV- Access to healthcare

## Government introduced incentives

Installation aids

Tax exemptions

Bonuses

## Development of telemedicine

Remote consultations

## Case study

Chaumont, France

+ and + a medical desert

8 000 are without doctor

# V - Inequalities related to disability



- **Workplace Barriers**

Despite laws requiring companies to employ individuals with disabilities, the unemployment rate for this group remains twice the national average.

- **Education Challenges**

Achieving inclusive education remains a challenge due to a lack of adapted facilities and educational resources.

- **Accessibility Issues**

Many locations remain difficult to access, limiting mobility and integration into society.

- **Social Discrimination**

Disabilities are still associated with stereotypes and discriminatory attitudes, further marginalizing affected individuals.

# Conclusion

- France faces **persistent inequalities** across many areas, including employment, housing, and healthcare.
- Gender stereotypes, racial bias, and prejudice against marginalized groups continue **to hinder equal opportunities**.
- Addressing these issues requires a **multi-faceted approach**, including stricter laws, education initiatives, and inclusive policies.



**Thank you  
for listening**

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