

8 March 2017: International Women's Day

## Men and Women – Equality in question

Collection Insee Références

This morning, INSEE presented *Insee Références* “Men and women – Equality under the microscope” in the presence of its experts, **Marie Reynaud**, Unit Head of the Demographic and Social Studies, **Laurence Rioux**, Head of the Social Studies Directorate, **Arnaud Dupray**, Head of Studies at Cereq, and **Adrien Papuchon**, Opinion Indicator Manager of the DREES.

In the overview, the publication describes the current situation of male and female pathways at **different ages in life** and the resulting **inequalities**. Women in recent generations are **more qualified** than men and there are now **fewer gender disparities** in the **labour market**.

However, **single-parent situations**, **work interruptions related to children** and **part-time employment** still concern more **mothers** than fathers, and women's wages remain lower.

**“Eight times more mothers who work do so part-time compared with fathers”** Laurence Rioux

### Two reports were presented during the conference

#### Male and female access to managerial positions at the start of their working life: convergence underway?

**“For access to managerial positions, we are now seeing a convergence of situations between genders at the start of working life”** Arnaud Dupray

In 2013, for the first time, the proportion of young women in employment and occupying a **managerial position** three years after completing their studies was the same as for young men (20%). Female **labour conditions**, and in particular **wages**, have **drawn closer to those of men**. Despite this, young women managers are more likely to work for a **limited duration**: 32% are on a fixed-term contract compared with 20% of male managers.

#### Social roles of men and women. The enduring idea of a maternal vocation for women despite the decline in adherence to gender stereotypes

The adherence to **gender stereotypes** and the **gendered division of work** are following a downward trend. In 2014, **22%** of people interviewed still subscribed to the **model of the housewife**, compared with 43% in 2002. But the idea of a specific female “**parental vocation**” still endures among a significant proportion of the population: **1 in 5 people** think that “ideally, women should **stay at home to raise their children**”.

**“Women are distinctly less disposed to gender stereotypes than men”** Adrien Papuchon

The publication also includes thirty or so themed information sheets which present essential data on gender inequalities from different perspectives (**wage income**, **work/family articulation**, **contraception** etc.)

### Publications across France to measure gender inequalities by region

In this publication, a special focus brings together a series of regional comparisons on gender equality. We learn, for example, that “**single-parent situations are more common among women in Overseas Departments**”, or that “**entering working life is much harder for women than for men in the South of France**”.

In addition, **17 regional studies** explore further the issue of gender inequalities throughout life and present analyses which take account of the **specific context in each region**. In several cases, specific topics are explored such as the professional mix, retirement and equality in politics.

See the full publication and all the regional studies from 12:00 at [insee.fr](http://insee.fr).

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