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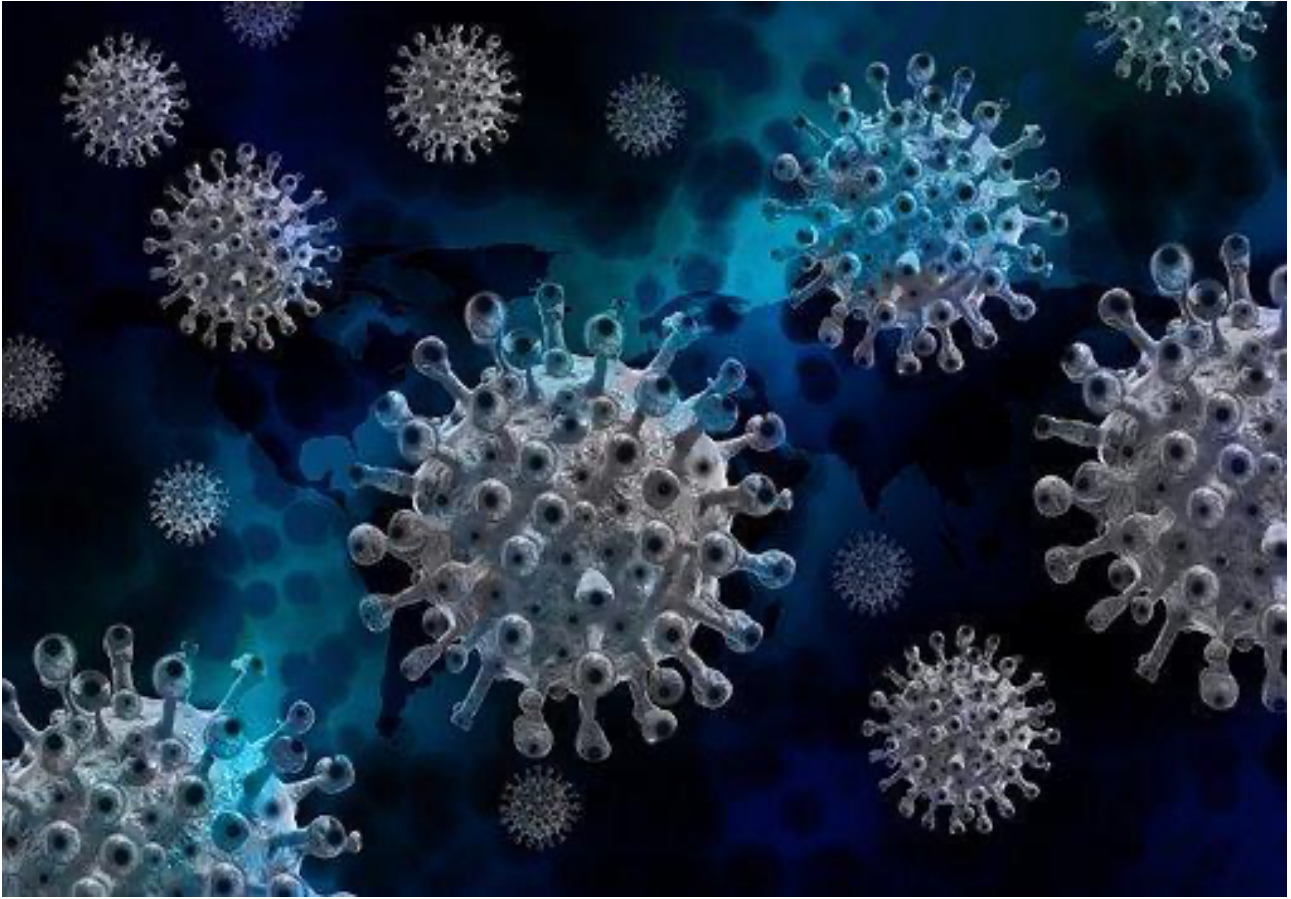
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**Gender Equality and Socio-Economic Consequences of COVID-19
crisis EIGE/2020/OPER/15**

Country Report France

Dr. Anne-Sophie Godfroy

1. INTRODUCTION

France has been deeply affected by the COVID crisis. The mortality rate and the infection rate have been among the highest in the EU, even if the impact may vary from a place to another. On March 26th, 2021, a total of 111 092 persons died of Covid-19, 54.826 women and 56.266 men¹ for a population of 67,4 million inhabitants in January 2021. The excess of all-cause mortality in the first wave of the pandemic (March-April 2020) over the 2016-2019 average is higher in Spain (70%), Italy (47%), the UK and Belgium (43%) than in France (28%). In contrast, it is much lower in Germany (4%). While the peak of deaths was reached in France and Spain in the week of 30 March 2020. In 2020, the pandemic caused women to lose 0.4 years of life expectancy and men 0.5 years.²

Large cities and especially Paris have been more affected as the north-east around Mulhouse, where the first super spreader outbreak happened. The pandemic affected more severely old-aged people, and the less privileged areas as the Seine-Saint-Denis, in the Paris area³. The vaccination campaign prioritised the elderly first, then carers over 50, then people with co-morbidities. It started at the end of December 2020. This choice explains why old-aged people were more affected during the first and second wave, and why young people are the majority of recorded cases in spring and summer 2021, as their vaccination coverage is low. Vaccination was open to all adults on May 31st 2021 and to children above 12 on June 15th. Women are more vaccinated than men (53% versus 47%, same numbers for one or two jabs in July 2021⁴). The difference in the level of vaccination between men and women is explained by a higher rate of women in senior nursing homes as well as among health professionals and health workers.

During year 2020, in France, GDP fell by 7.9% compared to 6,6 in the Euro zone⁵. The sectors most affected by the effects of the pandemic and the health restrictions directly account for half of the overall loss of activity. According to the INED's COCONEL survey, one in two employees who were on fixed-term or temporary contracts at the start of the lockdown in March 2020 are no longer working a few months later. These precarious jobs are in fact the first adjustment variable used by companies to cope with the crisis.

Not only are women over-represented in these precarious jobs - they account for 60% of those on fixed-term contracts, 70% of temporary workers and 83% of part-time workers - but they are particularly so in the sectors most affected by the crisis: hotels, restaurants, commerce, and culture. Due to the phenomenon of "sectoral polarisation", women are concentrated in a limited number of sectors of activity, which are vulnerable to the effects of the crisis: half of them are concentrated in 12 professional families out of 87, in particular the professions of personal services, teaching, cleaning staff, paramedical professions. Women are largely over-represented in these jobs, accounting for 82% of hotel employees, 97% of home helps and housekeepers, 73% of maintenance workers (73% women), 76% of cashiers and shop assistants⁶.

According to INSEE, nearly 50,000 jobs disappeared in the hotel sector in the first half of 2020. To this figure can be added the non-recourse to seasonal jobs in tourism.

Women have therefore lost more of their jobs. In these conditions, in addition to the obvious financial difficulties, the health crisis and the containment measures have exposed them to the risk of being distanced from the professional sphere and of being de-socialised.

In 2020, on the household side, purchasing power increased slightly (+0.4%), thanks to support measures. Over the year 2020, household consumption fell by 7.0%. The changes in consumption reflect the effects of the pandemic, the restrictive measures, and the adaptation of household behaviour to them⁷. But 41% of

¹ Source : La démographie des décès par COVID-19 (2021). Institut national d'études démographiques (Ined) (distributeur). <https://dc-covid.site.ined.fr/fr/> / (July 28 2021) The demography of deaths by COVID-19 (2021). National Institute of Demographic Studies.

² Papon S., Beaumel C., (2021) <https://www.insee.fr/fr/statistiques/5012724?sommaire=5007726#consulter-sommaire>

³ Goutte S., Péran T. & Porcher T. (2020)

⁴ Source : <https://solidarites-sante.gouv.fr/grands-dossiers/vaccin-covid-19/article/le-tableau-de-bord-de-la-vaccination>

⁵ Baleyte J. et al. (2021) . <https://www.insee.fr/fr/statistiques/5389038>

⁶ Escandon (2020) and Collet M., Gayraud A., (2021). CESE Reports

⁷ Baleyte J. et al. (2021) . <https://www.insee.fr/fr/statistiques/5389038>

women under 65 report that their income has decreased since the start of the conflict; 13% of single-parent families fear losing their home in the next twelve months⁸.

In 2020, salaried employment fell sharply (-284,000), returning at the end of the year to a level comparable to that of mid-2018. However, the decline was limited in relation to the fall in activity, due to the massive use of the partial activity scheme. This is also reflected in the evolution of the unemployment rate, even if it loses its meaning in a period of confinement: at 8% at the end of 2020, it is close to its level at the end of 2019⁹. But among women in employment on March 1st, 2020, only two out of three were still working two months later, compared to three out of four men.¹⁰

To mitigate the effects of the fall in economic activity, public administrations have implemented substantial aid to households and businesses. The public expenditure jumped, while the public revenue fell: the public deficit rose sharply to 9.2% of GDP. Thus, most of the loss of national income was absorbed by public administrations.¹¹

While much data on the social and economic aspects of the crisis is already available, not all studies are based on gendered data, especially regarding economic support measures. Young people, part-time workers, informal workers, isolated mothers, underprivileged persons have been much more impacted than others, both economically and psychologically as they represented a huge proportion of short-term and/or part time and/or low paid workers in the most impacted sectors¹².

Overall, very strong support measures have been taken, but without taking the gender dimension into account. The only measures taken explicitly in favour of gender equality are measures against domestic violence.

A great deal of uncertainty remains about the years to come. The end of the pandemic is not yet in sight, although vaccines are improving the outlook significantly. When the support measures come to an end, a wave of layoffs and company closures is expected. Finally, the pandemic has accelerated the transformation of certain sectors which are at risk of major job losses due to digitalisation, particularly in the service sector where women are very numerous¹³. Some economists' scenarios project between 46,000 and 87,000 additional job losses by 2028, the majority of which will be women, without considering the impact of the health crisis and the jump in e-commerce¹⁴.

If women have been numerous in the essential jobs as nurses, cashiers, teachers, service professions, home care¹⁵, they are for the moment the forgotten ones in the recovery plans which are focused on the sectors of energy transition and digital technology where jobs are predominantly male¹⁶.

2. BROAD POLICY CONTEXT

On January 24th, 2020, the three first cases in metropolitan France were identified. An evangelical gathering of the Christian Open-Door Church from 17 to 21 February in Mulhouse (Haut-Rhin) led to a super spreader event. On March 5th, all the French metropolitan regions and French Guiana were affected, but on March 7th in Paris, Emmanuel Macron still declared that "there is no reason, except for vulnerable populations, to

⁸ Collet M., Gayraud A., (2021) The source of numbers is the COCONEL survey.

⁹ Baleyte J. et al. (2021) . <https://www.insee.fr/fr/statistiques/5389038>

¹⁰ Collet M., Gayraud A., (2021) The source of numbers is the COCONEL survey.

¹¹ Baleyte J. et al. (2021) . <https://www.insee.fr/fr/statistiques/5389038>

¹² Collet M., Gayraud A., (2021) Analysis is based on the COCONEL survey.

¹³ Loublie, A. (2021)

¹⁴ Mouradian F., Kuhanathan A., (2020)

¹⁵ Most of the „essential“ jobs are held by women: nurses (87% women) and care assistants (91% women), home helps and housekeepers (97% women), maintenance workers (73% women), cashiers and shop assistants (76% women) or teachers (71% women). See Collet et Gayraud (2021).

¹⁶ Haut-Conseil à l'Égalité (May 13 2020).

change our habits of going out "¹⁷. The 1.000 confirmed cases mark was passed on Sunday March 8th, 2020. Between March 11th and March 15th, the whole country was suddenly shut down, but the first run of the municipal election was maintained on March 15th, the second run on March 22nd was finally cancelled and postponed at the last minute to the end of June.

1st pandemic wave

On March 12th, the President of the Republic addressed solemnly the nation on TV at 8 pm¹⁸. Contrasting with the attitude on March 7th, he declared the top priority for the nation was health. He would not compromise on anything: "One principle guides us in defining our actions (...): it is confidence in science." He announced the closure of nurseries, schools, colleges, and universities until further notice and setting up of a duty service, region by region, for staff who are essential¹⁹ to the management of the health crisis; he declared the mobilisation of doctors, carers, but also students and young retirees and postponement of non-essential care and non-urgent operations in hospitals. Social protection was also declared: the extension of the winter moratorium on evictions by two months; the implementation of an exceptional and massive mechanism of partial unemployment, with the State taking charge of the compensation of employees forced to stay at home because of administrative closures or to take care of dependants, as schools were closed; the possibility of postponing the payment of contributions and taxes due in March for all companies that wish to do so without justification or penalty.

On March 14th, the Prime Minister declared the first lockdown: on midnight the same evening, all places open to the public that are not essential to the life of the country are closed, except food shops and markets, pharmacies, banks, petrol stations, tobacco shops and newsagents. Urban transport is maintained but reduced (it was reduced to 20% of the normal capacity during the first lockdown). Places of worship remain open, but ceremonies will have to be postponed. All decisions are taken at national level and the prefects, and the mayors must ensure the application of these measures in their municipalities. The Prime Minister asked people to "avoid gathering as much as possible, limit family and friends' meetings, use public transport only for work, and only if physical presence is essential, go out only for essential shopping, a little exercise or to vote." Everyone must follow instructions, by respecting the barrier gestures to protect themselves and others but masks are not recommended and not available. There is no shortage of food or hygiene products. The shelves of shops and supermarkets continue to be normally stocked.

On March 16th, the day following the election, the President addressed again the nation on TV, the second election round was cancelled, and new restrictions were announced²⁰: "I have decided to further strengthen measures to reduce our travel and contacts to the strict minimum. From noon tomorrow and for at least 15 days, our travel will be greatly reduced." Very strict restrictions limit to a radius of one kilometre the authorised moves, except for working. All "non-essential" workers are put on furlough scheme or teleworking, and people must stay at home except "essential²¹" workers in hospital and vital services. All current reforms are suspended, starting with the pension reform which was the occasion of major strikes and demonstrations since December. A bill to allow the government to respond to the emergency and, when necessary, to legislate by ordinance in areas strictly related to crisis management was submitted to Parliament on March 19th. The fight against the pandemic was framed as a war: "We are at war" is repeated several times, which promoted a virilist and masculine vision of the fight against the pandemic. The President called on "all political, economic, social and associative actors, on all French people, to join in this national unity which has enabled our country to overcome so many crises in the past".

¹⁷ BFM TV: https://www.bfmtv.com/people/emmanuel-et-brigitte-macron-au-theatre-pour-inciter-les-francais-a-sortir-malgre-le-coronavirus_AN-202003070063.html

¹⁸ <https://www.elysee.fr/emmanuel-macron/2020/03/12/adresse-aux-francais>

¹⁹ List of essential jobs provided roughly in note 15. This list has changed over time, for example, bookshops or hairdressers were not „essential" during the first lockdown but were essential during the next ones.

²⁰ <https://www.elysee.fr/emmanuel-macron/2020/03/16/adresse-aux-francais-covid19>

²¹ « Essential » workers are workers in public hospitals and some open public services (firefighters, police, garbage collectors) and "second-line" workers in the private sector. See note 23 for the definition of second line workers by DARES.

The same day, 17% of Paris area inhabitants moved somewhere else to spend the first lockdown in less dense areas and ran away from crowded environments²². For two months, deaths and hospitalisations in ICU increased dramatically and hospitals were overwhelmed. Old-aged people were the most impacted, especially in nursing homes. Medical supplies were lacking, especially masks and hydroalcoholic gel. Selling masks was forbidden, they were reserved for health personnel. A scandal broke when it was revealed that the stocks of medical supplies built up at the time of the H1N1 epidemic had been destroyed because of budget cuts following the 2008 crisis. Home-made masks were sewn and at the end of April, masks were available in shops. As the priority was given to COVID patients, other patients were not treated and lost chances. Traffic and transportation were reduced by 80 to 90%, streets were almost empty, and cities were very quiet. Second line workers²³ had almost no protection, increasing stress²⁴ for them. The closure of schools and services increased the burden of domestic work, especially for women. Only children of essential workers were allowed to continue going to school for supervision reasons.

After 55 days, the country slowly reopened: on May 11th, restrictions were relaxed in the green areas, the next steps were on June 2nd and June 22nd: schools, colleges and high schools reopened on site after weeks of online teaching (but not universities), economic activities slowly resumed, shops reopened including cafés, bars and restaurants, cultural and sporting life resumed, travel was allowed. Social distance, barrier gestures and teleworking as far as possible were maintained as masks in public transportation. The second round of the municipal election took place on June 28th with a massive abstention rate. Maybe because of the lockdown, a new concern for climate change and ecology emerged and the green party won major cities as Lyon, Marseille, Bordeaux, Strasbourg, Besançon, Grenoble.

2nd pandemic wave

The pandemic slowly increased during summer holidays. Masks were required in dense areas and inside shops and working places during the summer and became compulsory in autumn inside and outside. In September, the government was focused on the economic recovery plan when it became obvious the pandemic was back.

On October 14th, the curfew was imposed in some regions with a high infection rate. On October 30th, the President announced a second lockdown in a tv address: Mandatory closure of non-essential businesses. Travel ban. Return of travel certificates (authorised to go out for 1 hour at a maximum distance of 1 km from one's place of residence). Contrary to the 1st confinement, nurseries, schools, secondary schools²⁵ will remain open as well as medical practices and hospital for non-covid patients. Ski resorts were not allowed to open ski lifts. If economic support measures were still in place, economic life did not completely stop except non-essential retail shops. On November 24th, President Emmanuel Macron announced the end of the lockdown by 15 December 2020, which would be replaced by a curfew from 9pm to 7am if the health situation continues to improve. The target of 5000 new positive cases per day, and less than 3000 patients in intensive care is expected by Christmas, in fact it will be reached in May-June 2021. An exception was planned for the evenings of 24 and 31 December when traffic would be free. He also announced the reopening of small non-essential shops from Saturday 28 November. In mid-December, the emergence of the alpha variant

²² Untersinger M. (2020). The number was calculated according to a statistical analysis carried out by Orange using data from its telephone subscribers.

²³ Amossé et al. (2021). Graphical presentation here: <https://dares.travail-emploi.gouv.fr/publication/quelles-sont-les-conditions-de-travail-des-metiers-de-la-deuxieme-ligne-de-la-crise> To define the second-line occupations among private-sector employees (excluding healthcare occupations), two main criteria were mobilised by DARES: the degree of potential exposure to Covid-19 during the work activity and the fact that the majority of them continued to work on site during the first containment period (from March to May 2020). 17 occupations are defined as „second line” and represent 4,6 million workers, 44% of second line workers are women. Most second line occupations have a very high level of gender segregation. Female employment is concentrated in the lowest paid occupations as cashiers and supermarket employees (67,6%), cleaners, home helpers and domestic helpers (95% of women), shop assistants. 26% are part-time workers, particularly home helpers and housekeepers, cleaners, cashiers, and self-service workers. 19% of them work more than 10 Sundays per year. The share of low wages is 1,5 times higher in the second line occupations than in the private sector. This share is particularly high for home helpers and household helpers who are mainly women.

²⁴ Beatriz et al. (2021).

²⁵ Situation in secondary schools was complex, with half groups on site and half groups online. More explanations are provided in the next pages.

compromised the initial planning. On December 27th, the vaccination campaign started very slowly in care homes.

3rd pandemic wave

The country was not officially under lockdown from January to March 2021 but curfews and restrictions increased because of the alpha variant, we propose to name this period the “phoney lockdown”.

As the number of cases increased again, the Prime Minister declared new restrictions from January 31st: international travel is strictly limited, non-food shopping centres larger than 20,000 square metres will be closed, reinforcement of teleworking, increased checks on non-compliance with curfews, the organisation of clandestine parties and the illegal opening of restaurants. On February 25th, local week-end lockdowns are decided in Dunkerque and Nice. A third lockdown was foreseen as cases exploded, but the President decided to implement curfews instead, against the advice of the scientific council, which contrasted with the strategy during the first lockdown in March 2020. Science was in 2021 subordinated to politics, a risky political gamble. The hope was that the vaccination campaign was advanced enough to slow down the pandemic before the alpha variant became predominant. Unfortunately, even though the President stated the scientists were wrong and he was right on several occasions, this was not the case. In February and March, many voices recommended a new lockdown or a zero covid strategy but were not listened. The situation in schools became more and more critical with many cases and partial closures even if the Ministry of Education pretended everything was operating normally. Secondary schools were opened in half groups, with various interpretations of the scheme, increasing inequalities. Hospitals were again overwhelmed with Covid patients and overcrowded ICU. Finally, on March 31st, a third lockdown became inevitable: curfew from 7 pm to 6 am everywhere, teleworking, inter-regional travel forbidden. Non-essential shops were closed again (cinemas and museums, restaurants and bars never reopened since November 1st). Primary schools are closed one week before and one week after the spring holidays, secondary schools one week before and two weeks after, but teaching takes place online outside holiday periods even if schools are closed. Vaccination was extended to new age groups: more than 60 after April 16th, more than 50 after May 5th, all adults after May 31st (initially June 15th, the date was advanced). On April 15th, the threshold of 100.000 deaths was crossed. The incidence rate slowly came down and finally reached 20 for 100.000 by the end of June.

The country reopened in several steps in May and June 2021: On May 3rd, travel was permitted again across regions and attestations were abandoned. On May 19th, curfew was postponed to 9 pm, restaurants and bars reopened on terrasses only, museums and cinemas reopened, sport facilities reopened with restrictions. On June 9th, the curfew is postponed to 11pm, restaurants reopen inside with half capacity. Restrictions are relaxed in cinemas and museums. On June 17th, the mask is not compulsory anymore outside, but remains compulsory inside, on markets, in dense areas. On June 20th, the curfew is left (initially it was planned on June 30th), on June 30th, almost all restrictions are left, sanitary pass is required for events of more than 1000 persons.

The regional elections took place on June 20 and 27 with a massive abstention again (more than two thirds of voters did not vote), women and young people voted less than other categories. They are also the most impacted categories. The outcome of the election was very conservative: all outgoing presidents were re-elected.

The presidential election in April 2022 was the next horizon and the government wanted to move on beyond the pandemic. Holidays and economic recovery in the autumn were the expected roadmap. Sadly, during the first week of July, the concern for the raise of the delta variant emerged again. The hope for a quick vaccine campaign to counter the progress of covid and keep it low is the governmental strategy now. The presidential website²⁶ claims “Vaccination: the only solution to Covid-19.” On July 6th 2021, 34.7 million have received a first injection (more than half of the whole population) and 22,45 million are fully vaccinated (one third).

The presentation of two waves in year 2020-2021 is true for hospitalisations and infection rate but may be misleading to describe social life. In practice, masks everywhere except home and curfews have been

²⁶ <https://www.elysee.fr/emmanuel-macron/2021/04/24/la-vaccination-seule-solution-face-a-la-covid-19>. Accessed on July 7th 2021.

imposed continuously from October 14th to June; restaurants, museums, theatres, concert halls, sport facilities have been closed from November 1st to May or June, universities spent the academic year online, schools remained officially open except two weeks of online teaching in primary schools and three in secondary schools, but occasional local class closures have permanently affected school life. Secondary schools worked most of the time with half groups²⁷, etc. First surveys show the year was extremely tiring and stressful for parents (especially mothers) and teachers (who are predominantly women). Thanks to the massive support of public money, the overall situation is not too bad according to numbers, but the psychological cost of the lockdown and the curfew, the burn-out of many workers, the increase of inequalities, the situation of young people and women, must be addressed.

Governmental strategies have changed across the pandemic: putting lives and science first during the first wave, living with the virus, opening schools and shops as far as possible, and giving the priority to politics over science, even at the cost of lives, during the third wave. Banning masks for the public and later making them compulsory for months. Recommending stay at home and asking to vote. Enforcing complex and exacting restrictions and later relying on self-responsibility.

Those changing strategies raised mistrust and doubts. What has never changed all along the pandemic was the strong support to the economy, whatever it costs, even if this support was mostly gender blind as explained in the next parts.

Moreover, a common vision of the future and the recovery plan has never been publicly discussed. The municipal elections raised some concern for a more sustainable society, but the regional elections were a lost occasion to discuss those issues (hence the huge abstention rate and the reconduction of former presidents). The presidential election should provide a space for this public discussion if it is not impeded by a new pandemic wave.

3. SELECTED NATIONAL POLICIES AND THEIR EFFECTIVENESS: OUTPUTS, OUTCOMES AND IMPACTS IN TERMS OF GENDER EQUALITY

National policies may be divided in different groups: specific policies because of the pandemic, specific policies against sexist and domestic violence, existing and new policies with or without pandemic. Main COVID policies are gender blind, as most of the reports analysing their impact. Nonetheless, some studies analyse the differential impacts on men and women (see bibliography).

Specific policies because of the pandemic consist in massive public support to the economy, oriented towards individuals and companies. The only measures more specifically aimed at women are measures against domestic violence and parental leave.

1. Specific Covid policies: Long Term Partial activity and Solidarity Fund

The support to companies has been evaluated in the Cœuré public report²⁸ published in April 2021. The analyses covered in this progress report focus primarily on the four main measures – partial activity (or furlough), the Solidarity Fund, state-guaranteed loans, and the deferral of social security contribution– which mobilised 206 billion euros as of the end of March 2021, i.e. 9% of the French GDP. Because of the focus of our report, we develop only partial activity (or furlough) and Solidarity fund, which had a direct impact on the incomes of individuals (among them women) and protected them. It is important to note that, as most official public reports, this report never propose gender-disaggregated data and seems gender blind.

²⁷ Half groups and hybrid teaching have been the official instruction of the Ministry of Education, but each institution interpreted the rule rather freely. Normally the class is divided in two groups, one at school and the other one online, and the two groups alternate, but some institutions have favoured examination classes over the other classes and interpreted the rule as half of all the pupils on site and half online without splitting each class in two groups. This hybrid teaching has been extremely tiring for teachers (66% of women in secondary schools).

²⁸ Cœuré, B. (2021)

Nonetheless, the gendered structure of the labour market provides insights on the benefits for women and men.

If consumption fell, household incomes resisted, which resulted in a significant increase in household savings. Savings increased by nearly half in 2020 compared to 2019, from 14,9% to 21,3% of gross disposable income. Business investment has held up relatively well. Paid employment held up even better, falling more moderately than activity. Anyway, as already mentioned, women seem more impacted as 41% of women under 65 report that their income has decreased since the start of the conflict; 13% of single-parent families fear losing their home in the next twelve months²⁹.

1.1. The **Solidarity Fund**³⁰ has been set up from the first lockdown in March 2020³¹ and has changed across time regarding the amounts and the eligible business sectors. Initially open to all companies subject to administrative closure during the first lockdown period - i.e. the vast majority - and then to all companies demonstrating a sufficient loss of turnover, it was then limited several times and then extended. It was designed to support independent workers and small businesses. The amount varied from 1500€ per month in spring 2020 to 10.000€ per month during the second and third waves. From June 2021, it will only concern companies in the restaurant sector and those that are administratively closed. There is no gender disaggregated data on the beneficiaries as they are companies, not persons. It supported women self-employed or running companies. Women entrepreneurs, who cover a wide range of situations (manager of an SME, craftswoman, farmer, start-up founder, creator of a micro-business providing personal assistance or a liberal profession, etc.), were particularly exposed to the effects of the crisis³². As the CESE (Economic, Social and Environmental Council) pointed out in its study "Women and entrepreneurship"³³, they are proportionally more present in the most fragile categories of businesses, particularly SMEs, women have been helped by this measure.

1.2 The **Long-Term Partial Activity**³⁴ scheme consist in compensating the time not worked because of the reduction of the activity to save jobs. It was set up from the first lockdown in March 2020. The compensation rate has varied across time and sectors, it is very generous for the low salaries (100% or almost), covers 70 to 80% of mid-range salaries and is limited to 4 times the minimal salaries for high salaries. The rates slowly decreased during second and third waves and the scheme was progressively restricted to the most impacted sectors. It was massively mobilized during the first lockdown. In his report on the impact of the COVID economic measures, Benoit Cœuré evaluates that *the recourse rate of partial activity in full-time equivalent (FTE) saw its high point – 29% of private sector employees – in April 2020, then fell gradually, bottoming out at 2% in September 2020. Following the second lockdown in autumn, the recourse rate of the measures recorded a rebound to 8%, before undergoing a slight decrease, reaching a plateau at 6% in early 2021.*³⁵

From the beginning, employees whose children cannot be looked after due to the closure of their class or nursery or the application of half-group guidelines in accordance with the health protocol will be able to benefit from partial activity to look after their children. **This measure has been very important for women,**

²⁹ Collet M., Gayraud A., (2021) The source of numbers is the COCONEL survey.

³⁰ According to the Ministry of Finance: "Solidarity Fund" is a fund created by the State and the regions to prevent the cessation of activity of very small enterprises, micro-entrepreneurs, the self-employed and the liberal professions, which are particularly affected by the economic consequences of covid-19. The solidarity fund makes it possible to pay direct aid to the companies concerned in addition to other measures or other aid that they may have elsewhere. (FAQ on the Ministry website: https://www.impots.gouv.fr/portail/files/media/cabcom/covid19/fds/20210721_nid_13482_faq_fds_v2.pdf). Exact modalities have changed all the time and are rather complex. The amount varied from 1500€ to 10.000€ per month.

³¹ Order no. 2020-317 of March 25, 2020, creating a solidarity fund for companies particularly affected by the economic, financial and social consequences of the spread of the covid-19 epidemic and the measures taken to limit this spread. The initial order was modified on April 22, June 10 and December 29, 2020, February 23 and July 19, 2021. See History here: <https://www.legifrance.gouv.fr/loda/id/JORFTEXT000041755852/2021-08-01/>

³² Joseph D., Trostiansky O., (2021)

³³ Escandon (2020)

³⁴ Initial decree is decree n° 2020-926 of July 28 2020 on the specific partial activity scheme in the event of a lasting reduction in activity. Updates and new decrees have been issued on September 29, October 30, December 14 and December 30 2020. It was completed by an order on February 10 2021, and decrees on March 31, May 28 and July 28 2021. History available on Legifrance website: <https://www.legifrance.gouv.fr/loda/id/JORFTEXT000042169955/>

³⁵ Cœuré (2021)

single parents, and persons caring for disabled dependents. It protected women's income and jobs when caring for dependents. It has been identified by all the experts interviewed as a very important measure for women.

Overall, the Cœuré report considers that "business support measures were quickly and heavily mobilized and adapted to the evolution of the crisis". The consumption rate over the period was highly uneven. During the first wave, partial activity was massively used (20 billions out of 30) and Solidarity Fund was less (6,8 billions out of 21,4). Solidarity Fund was expanded during the second wave and became the highest expense each month. In February 2021, it represented 2,4 billion, versus 1,6 for partial activity.

The sectorial breakdown and the geographical breakdown varied very little since the first wave as it intersects with the sectorial structure and the business size. Small businesses represent a higher share than their share of total jobs. If we look at employees benefiting from partial activity, it should be noted that men represent 58% of beneficiaries, whereas they represent approximately 55% of private sector employees³⁶.

Those measures have been successful to protect individual incomes and jobs, but lots of uncertainties remain as the measures are very progressively suppressed.

The data is very rich concerning the use and the impacts by sectors, by regions, by company size, by level of salary, etc. but there is almost no information on the gender distribution of this huge amount of money. Very often, the data exists³⁷ but is not used in the public reports, which is a major gap in the political decision-making process³⁸, even if researchers and public bodies aimed at gender equality³⁹ may use it for further analysis and to make recommendations. The national statistical services (DARES, INSEE, see bibliography) are sometimes sensitive to gender issues, sometimes not at all, as some notes and reports use the masculine gender for all occupations as if women do not exist.

Specific policies against sexist and domestic violence

In addition to existing voluntary policies against domestic violence, additional measures were adopted in the spring 2020 and renewed in autumn as: additional financial support for associations specializing in supporting victims and women's rights; the financing of overnight accommodation to protect victims of violence; the perpetuation of the "pharmacy alert" system, which allows victims to report violence in pharmacies. If the victim so wishes, the pharmacy can provide her with helpline numbers or directly call the police for intervention; the creation of reception and information points in supermarkets; the establishment of a partnership with Uber to provide 2,000 free rides for women victims⁴⁰.

These measures respond to the explosion of gender-based violence during the lockdowns, emergency calls at number 3919 increased 40% during the first lockdown and 60% during the second.

Beyond the measures, the lockdowns have raised awareness towards gender-based violence.

2. Existing and new policies independent of pandemic situation

Among existing policies that revealed to be essential during the pandemic, teleworking and public services must be mentioned. Among the new policies, the law Rixain for gender equality voted May 2021 but not yet

³⁶ Cœuré (2021)

³⁷ The datasets of ACEMO, EPICOV, TRAVOV, COCONEL and other national surveys are sex disaggregated. The data of the Ministry of finance is not always. The Cœuré report mentions once the word *women* in the full report (41 pages) and none in the synthesis report of 13 pages. It is totally gender blind.

³⁸ Collet M., Gayraud A., (2021) as the notes of the High Council for Gender Equality (HCE May 13 2020) also mention the gender blindness of this major report and of the recovery plan in general.

³⁹ For example, the Ministry for Gender Equality, the High Council for Gender Equality, the Economic, Social and Environmental Council (which is the third chamber after Parliament and Senate).

⁴⁰ Website of the government: <https://www.gouvernement.fr/les-actions-du-gouvernement/securete/violences-faites-aux-femmes-je-m-informe-je-aide-je-signale>

implemented should accelerate gender equality, but at the same time, other major laws are on the agenda regardless of the health crisis and will have negative impacts on gender equality.

2.1 Teleworking

Teleworking was an existing working modality but was not largely used by companies. Because of the lockdowns, it became the norm in all activities where it was possible. The fact of having teleworked is very much related to social category: 58% of managers and intermediate professions have teleworked, compared to 20% of employees and 2% of workers. This translated into very different working conditions according to standard of living: 21% of the most modest people (1^{er} quintile of standard of living) teleworked during the lockdown compared to 53% of the most affluent (last quintile). Conversely, the lowest income people continued to work on site to a greater extent. This was particularly the case for blue-collar workers (53%), ahead of employees (41%), farmers, business owners and the self-employed (40%), with managers and professionals clearly lagging (21%).⁴¹

Among those teleworking during the March 2020 lockdown, there were as many men as women. But the conditions of telework were unequal⁴²: Women have more often had to work with children: 48% of teleworking women have been confined to one or more children, compared to 37% of men. Women were less likely to have a room of their own, the "room of one's own" described by Virginia Woolf as a prerequisite for creation and concentration, as Prof. Guillopé underlined. Most women thus had to work sharing a space with one or more children, adolescents in the same room. 25% of women versus 40% of men were able to telework in a dedicated room. This gap widens further for female managers⁴³.

Those outcomes are confirmed by the Boston Consulting Group x IPSOS survey published in February 2021⁴⁴: 34% of women teleworkers feel they are on the verge of breaking down or having a burnout. This is 21 points higher than for men. For sleep problems, the difference is 26 points in their favour. And women are 1.3 times more likely than men to say they are anxious. This affects their confidence in the future. Only 60% of women are confident in their professional future, which is 15 points less than men. Women also admit that during this crisis they have not maintained their network and even that they have not spoken up in meetings. There is a 29-point difference between women and men in terms of speaking up in meetings.

2.2. Availability of public services

France offers a good level of public services, especially regarding childcare, education and health. Public services are available to all, for free, or for an income-based price. They are largely used by the population. Public childcare is available for some kids, and from the age of 3, school is compulsory and available for all, either public or private under contract. Young mothers can continue their professional activity and women's activity rate is good (76%, 87% for graduate women), even if some of them work part-time (more than one quarter).

According to the Coconel study by INED⁴⁵, women lost or stopped their jobs more often than men following the first lockdown: of those who were employed on 1 March 2020, only two out of three were still working two months later, compared with three out of four men. Not only are women over-represented in precarious jobs - they account for 60% of those on fixed-term contracts, 70% of temporary workers and 83% of part-time workers - but they are more particularly so in the sectors most affected by the crisis: hotels, restaurants, commerce and culture. In addition, the pressure of increased domestic work may have contributed to the withdrawal of many women from the labour force.

For those who remained in activity, the imbalance of domestic tasks during the period of confinement has reduced women's capacity for professional investment, with the risk of a negative impact on their career advancement. As Brigitte Grésy recalled during her interview, "leaving the home to work has been a liberation

⁴¹ Albouy V., Legleye S. (2020)

⁴² Lambert A. et al. (2020)

⁴³ Lambert A. et al. (2020)

⁴⁴ Boston Consulting Group x IPSOS (2021)

⁴⁵ COCONEL Summary note 1

for women". However, telework or partial unemployment at home, despite its positive aspects, has also had the effect of reversing some of the equality gains of recent years.

During the first lockdown, public services have been closed, except emergency services at hospitals, a minimal in-person schooling service for children of front-line workers⁴⁶, and minimal public transportation, very important for front-line and second-line workers as they mainly use public transportation in big cities⁴⁷ even if the minimal transportation service (20% of the normal service) created longer hours of commuting. More women than men use public transportation according to studies⁴⁸. In Paris, the over-representation of women during peak hours has been noticed and may be explained by their over-representation in the health and the care sector.⁴⁹

The availability of these emergency services has been essential during the pandemic crisis. The sympathy for hospital workers was manifested by applause at 8 pm each day. Nonetheless, the lack public services was a huge burden for the whole society, especially for women who supported the largest part of childcare and schooling at home. Among parents of children under 16 who continued to work, 40% of women and 25% of men reported spending more than an extra 4 hours a day looking after their children⁵⁰. It became clear that economic recovery would be impossible without the support of public services and the lesson was learned for the next lockdowns.

During the second and third lockdowns, public services as public transportation and primary and secondary schools remained open, even if they operated sometimes in a degraded mode (especially secondary schools with half groups and hybrid teaching⁵¹). It helped a lot working parents during the long covid period between October 2020 and June 2021. They were able to work in much better conditions and second-line workers with children, especially women, were not obliged to use partial unemployment.

2.3 A law to accelerate economic and professional gender equality: Law Rixain for gender equality

In May 2021, **the law Rixain**⁵² to accelerate economic and professional gender equality was voted at Parliament. It is still under discussion before the Senate. To accelerate the participation of women in the economic and professional system, the bill provides for various measures: introduction of quotas in the management bodies of companies, equality index in higher education, reserved places in crèches for single-parent families, etc. Some lessons from the covid crisis have been learned, but it is too early to measure the impact as the law is not yet implemented. In any case, it could counterbalance the backlash experienced by gender equality during covid.

2.4 But also gender-blind laws: research programming act, reform of public service management, possible reform of unemployment benefits, possible reform of pensions

If the law Rixain is a progress towards gender equality, some recent laws may have very negative effects on gender equality and were designed without considering the needs of women. They could increase gender inequalities already revealed and increased by the pandemic.

2.4.1 The Research Programming Act⁵³ (Loi de Programmation de la Recherche or "LPR" in French, adopted in December 2020) creates new short-term status for early career researchers as "contrats de mission" and "tenure track positions". Women scientists associations has warned that precariousness at the beginning of

⁴⁶ This service was aimed at children from 3 to 16 of the employees of public hospitals and of the persons who worked on site to ensure essential services to manage the pandemic. The other employees (the second line workers, see list note 23) were invited to use the partial unemployment scheme to take care of children or dependents as many care homes also closed during the first lockdown. During the second school closure in April 2021 (one week only), the list was extended to all medical professions, nursing homes for small babies and care homes did not close again.

⁴⁷ 68% of workers use public transportation to go to work in the Paris area, see Bolusset & Rafrat (2019).

⁴⁸ Tallet & Valles (2017)

⁴⁹ Bontinck (2020)

⁵⁰ Albouy V., Legleye S. (2020)

⁵¹ See note 27

⁵² <https://www.legifrance.gouv.fr/dossierlegislatif/JORFDOLE000043498050/>

⁵³ Presentation on the website of the Ministry of Higher Education and Research: <https://www.enseignementsup-recherche.gouv.fr/pid39124/loi-de-programmation-de-la-recherche-2021-2030.html> Presentation on LegiFrance: <https://www.legifrance.gouv.fr/dossierlegislatif/JORFDOLE000042137953/>

a career puts women at a very high risk of giving up or not having a career, but they have not been heard. It increases the share of project-based funding and the competition in the name of excellence, which may encourage men's careers more than women's'. The proportion of female applicants is lower than male applicants, the difference increased during covid crisis, mentioned Prof. Guillopé⁵⁴. The High Council for Gender Equality⁵⁵ and the CPED (Conference of Equality-Diversity Officers)⁵⁶ have issued the same warning.

2.4.2 The reform of the access to **public service senior management** positions is based on competition between civil servants, individualization of bonuses and rather virilist values. Common good, service to all, are not as valued as they were. The Haut Conseil à l'Égalité has warned the government about the impact it could have on the promotion and recruitment of female senior civil servants and published a "note de vigilance", but it was not heard⁵⁷. This reform is not only bad for women's careers as senior civil servants, but also for the gender awareness of public service. Public decision in France already tends to be gender blind and not gender balanced as gender blind public reports and the composition of top decision committees show. After slow improvements in the recent period, improvements have been erased by the COVID crisis which has been managed in a very masculine, centralized, and top-down way with no gender perspective. This gender blindness of public policies and policy implementation is at risk of being accelerated by the recent reform.

2.4.3. The reform of **pensions** and the reform of **unemployment benefits** were on tracks and have been paused during the covid crisis. The reform of unemployment benefits has been finally implemented on July 1st 2021. Even before the COVID, the two reforms were highly controversial and presented a risk to disadvantage women who are more susceptible than men to have worked part-time or accumulated short-time contracts or precarious status.

In the context of uncertainty created by covid and the possible explosion of layoffs and bankruptcies, the implementation of the unemployment insurance reform risks disadvantaging women who are more likely to lose their jobs, as they work in the most impacted sectors. Either the activity has been reduced, as in the culture, tourism, and the restaurant sectors, either the activity could be victim of accelerating digitalization in the cashier and desk jobs in contact with the public, as Brigitte Grésy, Corinne Hirsch and Isabelle Lestic highlighted during interviews.

The crisis is accompanied by reforms that are particularly damaging to women. Women who have lost their jobs or are about to lose their jobs because of the economic crisis will be affected by the reform of unemployment insurance, which will come into effect in part from July. The tightening of entitlement will come into force on 1 October at the earliest. To receive benefits, it will now be necessary to have worked for at least six months in the last twenty-four months, compared with four out of twenty-eight at present. Benefits will be calculated based on average monthly income, rather than based on days worked. These changes will primarily affect women, who are largely over-represented among precarious workers in discontinuous employment, according to report of the Fondation des Femmes⁵⁸.

The reform of pensions is still paused, and the implementation is now postponed after the pandemic.

4. CHALLENGES, SUCCESS FACTORS AND LEARNING POINTS FROM A GENDER PERSPECTIVE

Overall protection of jobs and income, but huge impact on working conditions and psychosocial risks

INSEE, the national statistical institute, INED, the national institute for demography and DARES, the Ministry of Labour's Directorate for Research, Studies, and Statistics, have conducted important surveys to document the covid crisis, some of them, as the COCONEL survey, are longitudinal. The analyses based on those surveys

⁵⁴ On the same issue see Kitchener (2020)

⁵⁵ Haut Conseil à l'Égalité (September 17 2020).

⁵⁶ Rousseau et al. (2020)

⁵⁷ Haut Conseil à l'Égalité (June 23 2021).

⁵⁸ Collet M., Gayraud A., (2021)

are the source of this report (see detailed references in the bibliography). COCONEL, EpiCov, TRACOV and Camme surveys are important sources of data. The datasets are sex desegregated, but the analyses based on the datasets do not always consider the gender perspective or incidentally.

Impacts depend on age, education, sex, location: inequalities increased

The surveys Camme and EPICOV⁵⁹ documented the impact of covid on everyday life and health with a focus on social inequalities and on economic consequences. Two INSEE publications analyze the impact of the first lockdown, INSEE Focus n°197 (June 19 2020) and INSEE première n°1822 (October 14 2020).

The sanitary confinement linked to the Covid-19 epidemic lasted for almost two months, from 17 March to 11 May 2020, and profoundly modified living conditions. One third of those in employment experienced an activity restriction that reduced their income from work, including 27% who were technically or partially unemployed. 34% of those in employment have teleworked while 35% have continued to travel to work. On the other hand, 35% of parents with a child under 14 years of age had difficulties in keeping up with school.

*20% of people said that their household financial situation had deteriorated. The negative consequences of confinement were more frequent for people on low incomes, who also perceived this period as more difficult, and for women. Women, more than men, reduced their professional activity and devoted time to their children, but also accumulated more than 4 hours of work per day and more than 4 hours with their children.*⁶⁰

According to Albouy & Legleye (2020), blue-collar workers experienced more activity restrictions and the managers experienced more teleworking; time spent at home increased with few occasions to exit home, time in front on the screen increased dramatically, women have taken on a large share of childcare. The financial situation of the poorest people has deteriorated more often. Single people find confinement more difficult.

Childcare was more likely to be provided by women: 83% of women living with children spent more than 4 hours a day (57% of men) and 6% between 2 and 4 hours a day (19% of men). Among those in employment, mothers gave up work to look after their children twice as often as fathers (21% compared to 12%). Even more markedly, among those in employment who were not on special leave for childcare, 80% of women spent more than 4 hours a day with the children (compared to 52% of men) and 45% worked a 'double day' at work and at home, combining more than 4 hours of work and 4 hours with the children, compared to 29% of men.

Perceived hardship of lockdown and difficulties in doing school at home with the online support of the teacher is highly correlated with the standard of living and affects the most modest people much more: half of the people in the 1^{er} quintile of the standard of living against a quarter of those in the 5^e quintile. It is more often experienced by women (41% compared to 28% of men), particularly in employment (38% of employed women report this difficulty compared to 29% of men), and by single-parent families (48% compared to 34% for other types of households).

The TraCov survey⁶¹ collected data from January 25 2021 to March 7 2021. During this period, schools were opened, secondary schools were open in half groups and hybrid teaching with some local disruptions⁶². Economic activity was not as reduced as during the first lockdown. The aim of the survey was to describe the consequences of these changes on working conditions: teleworking and use of digital tools, work rhythms, economic insecurity, emotional demands, (re)organisation of work collectives, cooperation, ethical conflicts, private/work life articulation, etc.; the consequences of these changes on the state of health, prevention in the workplace, the perception of work-related health risks, the experiences and health of people who had been employed during the health crisis and who had left or lost their jobs before the survey. The main findings of this survey are published in two reports: one about health at the workplace and risks to get contaminated

⁵⁹ www.epicov.fr

⁶⁰ Albouy V., Legleye S. (2020) Data source is the EPICOV survey.

⁶¹ <https://dares.travail-emploi.gouv.fr/enquete-source/le-vecu-du-travail-et-du-chomage-pendant-la-crise-sanitaire-liee-au-covid-19-tracov>

⁶² See note 23.

(DARES Analyses n°29, May 28 2021⁶³), one about the consequences of the health crisis on working conditions and psychosocial risks (DARES Analyses, n°28 May 28 2021⁶⁴). The two publications confirm women have been more impacted by men.

At the beginning of 2021, for half of those in employment, working conditions have changed little compared to before the health crisis. For a minority, they have even improved slightly. For one in three people in employment, however, work has intensified considerably, even if this intensification has been accompanied by an adaptation of objectives, increased use of digital tools, a strengthened work group and a feeling of meaningful work. Finally, for one in ten people in employment, working conditions have deteriorated considerably, due to an intensification of work combined with a lack of resources to carry out their work properly and a weakening of the collective. Women, workers in the health, social work and education sectors, and a proportion of managers and intermediate occupations working from home, have experienced a greater intensification and deterioration of their working conditions.⁶⁵ For a third of those in employment, work has intensified but the meaning of work has increased. Poor working conditions are associated with increased contamination, it is especially the case of cashiers in shops, teachers, nurses, and caretakers, mostly women. Women managers in private companies suffered the double burden of teleworking and childcare and the lack of benevolence of male colleagues, they report having worked late at night and being exhausted.

At the beginning of 2021, the state of psychological health of workers deteriorated sharply, with a doubling of the risk of depression and a sharp deterioration in perceived health, especially as their working conditions have been affected by the health crisis.

The ACEMO Covid-19 survey studied sectoral trajectories to test the health crisis in 2020 in another publication released in June 2021⁶⁶. It provides a more detailed understanding of the transformations during year 2020 and 2021. Among the sectors studied, some are men-dominated, some are very women-dominated.

In the restaurant and arts and entertainment sectors, the economic situation remained grim throughout 2020, with massive recourse to short time working. Those sectors employ many women and are rather gender-balanced (43% of women in the arts and entertainment sector) but few women are in senior or management positions and they have lower salaries and more precarious positions than men⁶⁷.

On the reverse, in construction, activity returned to normal from the beginning of the summer, but it is a mostly men-dominated sector with less than 2% of women.

In an intermediate position, in the automotive industry and IT services, other men-dominated sectors, activity recovered but remained weak, these two sectors being distinguished by the more or less important possibility of substituting telework for on-site work. 20 to 25% of workers in the automotive industry are women⁶⁸ and one third in the IT sector, but they work mainly in the so-called "support" functions such as human resources, administration, marketing, or communication. Among IT design and development technicians, 16% are women⁶⁹.

Finally, trade was less affected by the crisis than the other sectors, but the situation is very heterogeneous depending on the type of products sold (food or non-food) and the position in the distribution chain (wholesale or retail). If trade is globally gender balanced, with 47 % of women et 53 % of men in 2018, it is not gender balanced at all in the different types of trade occupations. Women account for 72% of the retail sales force and 76% of cashiers.⁷⁰

⁶³ Coutrot et al. (2021)

⁶⁴ Beatriz et al. (2021)

⁶⁵ Beatriz et al. (2021)

⁶⁶ DARES (2021) <https://dares.travail-emploi.gouv.fr/sites/default/files/f57cfc59ca403e277b35e731b3c4bd12/ECRT2021-D4.pdf>

⁶⁷ For the culture sector, a detailed gender equality report is available each year, the "Observatoire des inégalités" (see edition 2021 in the bibliography).

⁶⁸ Report to the Senate on gender equality in the automobile industry 2015-2016. <https://www.senat.fr/rap/r15-835/r15-835.html>

⁶⁹ Source: Quelle place pour les femmes dans le numérique ? <https://femmes-numerique.fr/quelle-place-pour-les-femmes-dans-le-numerique/> (what place for women in the digital sector)

⁷⁰ Rousset (2019)

Even if the financial public support was massive, people who were fragile have been further weakened by the crisis as Corinne Hirsch highlighted in interview. Young people and women suffered more in terms of income loss and/or psychological difficulties and increased stress and fatigue⁷¹. According to a study conducted by the Observatoire de la vie étudiante (Observatory of student's life), 40% of women and 31% of men among students had to stop their paid work during the first lockdown⁷².

Grey zones

Bonuses and overtime are not considered by the partial activity scheme, as a result, some professions lost a large share of income. It was the case of waitresses for example.

As the care services were performed at home mostly by women, childcare, baby-sitters, cleaning women, lost their jobs. In some cases, the partial activity scheme compensated the lost income, but not for unformal or occasional care. As women are over-represented in those jobs, they suffered more. It is especially the case of women students, who experienced more economic difficulties than men students. Corinne Hirsch explains this by the predominance of women student's jobs in the care and the restauration sectors, highly impacted. Men students had an easier access to delivery jobs, very active during the lockdown.

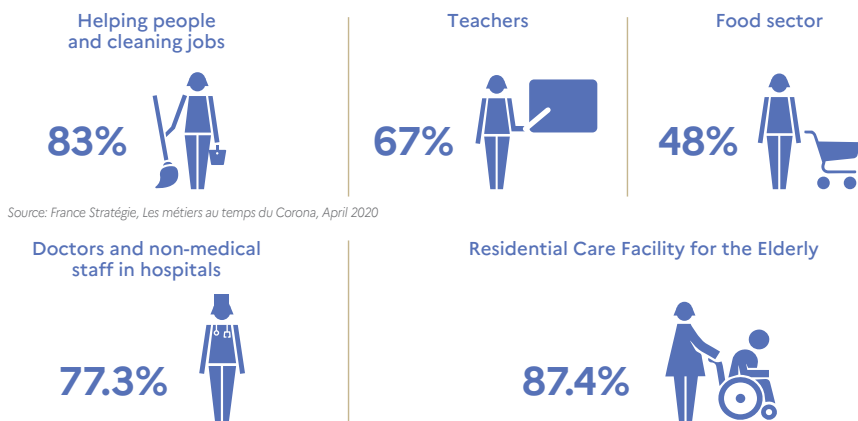
For the moment, data on homeless persons, illegal migrant workers, is not available.

Regarding independent workers, the Solidarity Fund (1500€ per month) was not enough to cover their losses from March to October 2020, even if better than nothing, their situation improved a lot after November 2020 when it was raised to 10.000€. Beneficiaries by sex are not available, which is a huge gap.

Women in the first and second lines have not been rewarded and their situation remain undervalued⁷³

1.1 > Female professions at the forefront of the health crisis

Percentage of women in "front line" occupations



Source: France Stratégie, Les métiers au temps du Corona, April 2020

Source: Siasp, Insee, DGAFD-DESSI processing. Number of employees as of December 31, 2017

Women in first lines: Women represent 77,3% of doctors and non-medical staff in hospitals 87,4% of the staff in residential care facilities for the elderly.

Women in second lines: According to DARES⁷⁴, most of the second line professions show a very high level of gender segregation. Women are virtually absent from the building trades (1.2% among unskilled structural

⁷¹ Collet M., Gayraud A., (2021)

⁷² Belgith F., Ferry O., Patros, T., Tenret E. (2020)

⁷³ Graph from Key figures / Edition 2020 • Towards real equality between women and men, edited by the Ministry for Gender Equality, Diversity and Equal Opportunities. Available https://www.egalite-femmes-hommes.gouv.fr/wp-content/uploads/2021/01/Chiffres-cles-EFH_2020_EN.pdf

⁷⁴ Amossé T. et al. (2021) and note 23

workers), while they account for almost all (95%) of home helpers and housekeepers. More than two thirds of cashiers, self-service employees and food salesmen are also women, while more than 80% of butchers, butchers and bakers are men. This very particular gender structure of employment has a strong influence on employment conditions such as working hours and wages. Precarious employment conditions, low wages, and career prospects. They work in difficult conditions, are exposed to more occupational risks and suffer more accidents. However, they are no more dissatisfied than other employees in the private sector and have a strong sense of purpose in their work.

In the public sector, other employees (notably teachers, police officers, firefighters, and military personnel) have also been exposed.

In addition, women who have continued to work "face-to-face" since the first confinement have been subjected to a high emotional burden linked to Covid-19: 18% (14% for men) have been subjected to verbal aggression in connection with the crisis and, above all, 42% (26% for men) have had to deal with conflicts or people in distress⁷⁵.

Despite the promise of reward for those heroines, they have been missed in the recovery plans which focus on other economic sectors as Brigitte Grésy and the High Council for Gender Equality repeated⁷⁶. The same observation is made by unions, as Béatrice Lestic confirmed. The same statement is repeated in other reports by Fondation des Femmes⁷⁷ and the CESE⁷⁸.

A lump sum of 1000€ once was decided for second line workers in the private sector during summer 2020, but was not made compulsory, so many employers pretended they had not enough money to pay the full bonus or reduced the bonus because of part-time working. It was the case of many cashiers in supermarkets. Despite the risk of contamination, they had no priority either to get vaccinated at the beginning of the vaccination campaign end of December 2020, which would have been another way of rewarding them. The strategy was based only on age groups.

In the case of cashiers and many women in front of the public, they are also facing the destruction of their jobs because of the accelerating digital transition, many jobs have already been destroyed. According to the Fondation des Femmes⁷⁹, the Ile-de-France Employment Observatory indicates a 26.6% drop in "cashier" job offers between January 2020 and January 2021. This is also the case for cleaning companies, which are largely impacted by the reduction in economic activity, particularly due to the closure of offices and the massive development of teleworking. Also, despite the need for more thorough and more frequent cleaning of surfaces, in Ile-de-France, the job offers for "cleaning" published between January 2020 and January 2021 have decreased by almost 10%⁸⁰.

The public healthcare sector salaries have been slightly upgraded during the "Ségur de la Santé" (Ségur Health Conference) but are still far behind similar jobs in terms of qualification, responsibility, and social value. The "Ségur Health Conference" was a large concertation process organized by the Ministry of Solidarity and Health. It took place at the Ministry building, located avenue de Ségur in Paris from May 25 to July 10 2020, hence the nickname "Ségur de la Santé" (Ségur Health Conference). It brought together the Prime Minister, the Minister of Solidarity and Health, and representatives of the entire health system. Chaired by Nicole Notat, a woman, former Secretary General of CFDT, one of the major unions, this consultation dealt with various subjects such as the upgrading of careers, the organisation of care in the regions, investment, digital health, governance, and the inclusion of carers in decision-making, the fight against health inequalities, psychiatry, research, and the health of the elderly and the disabled⁸¹. The main outcome has been the revaluation of salaries in the public health sector. As a reminder, French nurses (87% of whom are women)

⁷⁵ Silvera & Erb (2020)

⁷⁶ Haut Conseil à l'Egalité (May 13 2020)

⁷⁷ Collet M., Gayraud A., (2021)

⁷⁸ Joseph D., Trostiansky O., (2021)

⁷⁹ Collet & Gayraud (2021)

⁸⁰ Collet & Gayraud (2021)

⁸¹ See the presentation of the "Ségur de la santé" on the Ministry of Solidarity and Health webpage: <https://solidarites-sante.gouv.fr/systeme-de-sante-et-medico-social/segur-de-la-sante/article/la-segur-de-la-sante-50-jours-de-concertation>

are currently paid 20% less than the average European nursing salary. The increase in their net monthly salary to 183 € planned for all paramedical and non-hospital staff in nursing homes and hospitals does not make up for this gap: they will still be underpaid by 10% compared to the European average. By way of comparison, the unions were demanding 300 € to reach the average salary⁸². Béatrice Lestic (CFDT) summed up this outcome in her interview: “it represents a lot for public finances but little for people”. Beyond the increase in salaries, she also mentioned burnout and recruitment difficulties: “These are painful and exhausting jobs. There is a real alert on this topic”.

The Ségur Health Conference announced a study to be carried out by 2021 on the integration of nurses into the "standard" category A grid, it is specified that "reclassifications in the grids will be made based on an equal or, failing that, immediately higher index", but it is still work under progress.

The Ségur Health Conference initially left out social establishments and medico-social services. Caregivers, medical-psychological assistants, nurses, or home helpers in social or medico-social establishments were originally not concerned by the 183 € increase mentioned above and planned for paramedical and non-hospital staff in Ehpad and hospitals. Following a major mobilisation of the staff concerned, the government finally agreed last January to the principle of an increase on 1 July, initially in the form of a bonus, then as a "supplement to the salary of the index" from 1 January 2022 for all staff of social establishments and medico-social services attached to a public establishment. This means that 18,500 additional people will benefit from this 183€ increase.⁸³

Staff in private residential care facilities for the elderly were considered as second line workers with a possible lump sum of 1000€ once and were not included in the discussion to reevaluate staff salaries in public institutions. As it was not compulsory, most institutions did not pay the full lump sum, pretexting part time or financial difficulties, explained Béatrice Lestic.

As Héléne Périvier, an economist, remarked in her interview, “this is a real economic problem: these are jobs in sectors where there is no possible gain in productivity, the only solution is a public social contract to increase the remuneration of these jobs.”

Teachers have not been rewarded for the risks of contamination and the difficult job they performed for one year and a half, online during spring 2020, and since September 2020, fully on-site for kindergarten and primary schools (for children aged 3 to 10) and sometimes on-site, sometimes in hybrid mode with alternating half groups in secondary schools. They have not even been invited to be vaccinated in priority either despite the fact schools have been repeatedly identified as clusters of alpha variant⁸⁴. Béatrice Lestic and other interviewees denounced the total lack of support and the denial of contamination risk from their hierarchies because of the political choice of keeping schools open on-site.

From Beatrice Lestic’s interview, the hope of unions is “a European directive to revise salaries according to qualification, social value, and responsibility, as it was done in Quebec⁸⁵ and in New-Zealand”, but she fears “States and companies objecting they do not have the financial resources to significantly raise their salaries, especially in times of economic crisis”. The first beneficiaries of such a policy would be the women in the health and education sectors, nurses, and teachers.

Impacts of remote education and onsite education and importance of public services

Even if schools did not operate completely smoothly during year 2020-2021, there is consensus to consider that it was less disastrous than school closure during the first lockdown. School closure increased inequality

⁸² Collet & Gayraud (2021)

⁸³ Collet & Gayraud (2021)

⁸⁴ Fontanet (2021). On BFM TV on March 21 2021, Prof. Fontanet, member of the Scientific Council, estimated that having a secondary school pupil at home increases the risk of infection by 30%.

⁸⁵ The case of Québec is an example of good practice and is studied by Chicha (2000 and 2008), Lemièrre (2006), Lemièrre & Silvera (2010). The “salary equity” is implemented in Québec since 1996.

and put the burden of schooling mainly on mothers. Even if domestic work is better shared, the mental load and the parental work relied primarily on mothers, even if many employers did not consider this additional work. For this reason, schools remained open or almost⁸⁶ open during year 2020-2021, as childcare facilities and children's extracurricular activities outside. The lack of sport and cultural activities has been disastrous for children health during the first lockdown. The price to pay for this choice has been the denial of covid circulation in schools, school clusters and a high infection rate among teachers, with possible long covid.

In secondary schools, during pandemic outbreaks, half groups were organised, with half of the students on site and the other half online. It concerned mainly pupils aged 15-18 and sometimes 13-14. Secondary school for age 11-12 remained on-site all the time. The situation varied a lot depending on the covid indicators of the regions. In the Paris region, it impacted the whole academic year. It was an exhausting choice for teachers, with many inequalities from an institution to another, applying differently this complex policy. In addition, this complex organisation happened at the same time as a large reform of the high school curriculum and of the baccalaureate. It also created a difficult situation at home, with teenagers working at home half of the time. Even if it was not completely satisfying, it was better than the full closure of secondary education, as Julie Landour and all other interviewees reported.

Universities moved online on March 15th, 2020, and are still not back on-site, except very few small groups of students, and some lectures in September 2020 and June 2021, when restrictions were left. Therefore, students suffered a lot during the covid period, in addition many of them lost the occasional income they usually earn with students' jobs and faced poverty. Lines of students in front of food distribution became a familiar scene. In those lines, female students outnumbered male students.⁸⁷ A possible explanation is the loss of childcare and restaurants jobs due to the curfew and the closure of restaurants and cinemas, as suggested by Corinne Hirsch. Male students had probably more options with food delivery. Many students moved back to their parents' home. Students also suffered psychological difficulties. The government decided a bonus of 50€ to consult a psychologist and the reopening of university restaurants with 1€ meals.

Medicine doctors, medical professions and non-covid medicine did not close during year 2020-2021, to prevent the loss of chances many patients experienced because they waited two months before being treated during spring 2020.

Social services, public libraries, remained open, even if the activity was restricted during some periods. It maintained social relation and ensured a follow-up of persons experiencing difficulties.

Public gardens, public open spaces remained open, which was a vital improvement compared to the first lockdown, especially in dense and big cities as in Paris. During the third wave, people were invited to go outside and take exercise and fresh air instead of contaminating each other in closed spaces.

All those changes between the spring 2020 and the following year alleviate the burden of domestic work and mental load for women, even if the situation remained very tiring, especially for the teleworkers. The lockdown revealed the importance of public open spaces, public services, and public facilities, especially in education, sport, culture, and health. Without those public services, most of the burden is put on the shoulders of women to replace them. They are a condition of gender equality and equality for those who don't have large and comfortable homes.

Impacts on culture and knowledge

Cultural life has been paused for more than one year. Theatres, cinemas, concert halls, festivals, museums have been closed almost continuously. Only bookshops and libraries remained finally open. Cultural practices

⁸⁶ Kindergarden and primary schools were open on site for children aged 3 to 10, except one week of online teaching in April 2021. Secondary schools were opened on-site as far as possible, except two weeks of online teaching in April 2021. When the pandemic was too severe, secondary schools opened on site for children aged 11-12, and with alternating half groups and hybrid teaching for children aged 13-18. The interpretation of "hybrid teaching with alternating half groups" varied a lot from a place to the other and concerned older pupils as far as possible. The Covid situation also created differences from a region to another. As a result, the situation was quite diverse in secondary schools, from almost normal on-site schooling to hybrid teaching almost all the year. In addition, classes and schools have been closed locally when covid cases developed (after 3 cases in one class, later after 1 only).

⁸⁷ Belgith F., Ferry O., Patros, T., Tenret E. (2020). Detailed data is provided in the next pages.

moved online to the huge advantage of entertainment platforms. The social dimension of culture has been totally missed and it is urgent to move towards a more diverse and living cultural life.

We observe a slow but continuous movement of feminisation of cultural professions (43% of cultural professionals are women). In 2017, 54% of women worked in a literary profession, 46% in an artistic or craft profession, 34% in architecture and 31% in the entertainment sector. Before working in a cultural profession, women are clearly in the majority of students in cultural higher education institutions (61%). Journalism is becoming a gender balanced profession and women press card holders are increasingly present in the media: 48% in print, 43% in television and 44% in radio. But in leadership positions, men are still over-represented, and women artists are less visible.⁸⁸

During the pandemic, culture almost disappeared and women in culture disappeared. In March 2020, the TV experts became 90% male experts, compared to 35 to 40% of female experts before. Situation improved the next month after the intervention of the Haut Conseil à l'Égalité and the CSA (regulating authority). Scientific Committees were mostly male, one or two women were finally added to improve the gender balance. Corinne Hirsch and Brigitte Grésy expressed their indignation. CESE⁸⁹ and High Council for Gender Equality⁹⁰ constantly advised to better include women in decision making.

In universities, female researchers published less and submitted less research proposals than male researchers according to Prof. Guillopé who quoted international studies⁹¹ and personal experience. It may be explained by the fact they supported a larger share of the burden of the transition towards a fully online university, spent more time to support students and performed administrative tasks. Early career women researchers experienced more difficulties to accommodate academic work and domestic work from home, they also faced difficult recruitment conditions. "If benevolence and gender sensitive approach was recommended in some departments and recommended by women's scientists associations as European Platform of Women Scientists⁹² and Femmes & Sciences⁹³, it was not the case everywhere", declared Prof. Guillopé.

Opportunities and risks of teleworking

Teleworking has been an opportunity and provided flexibility to face the new situation created by the crisis.

According to Prof. Guillopé, in many public administrations and especially in universities, it was considered as unrealistic, and managers wanted to watch the other employees. This culture had to change radically. Forced to experience teleworking and to equip the employees, the managers discovered it was an efficient way of working. The employees gained some autonomy and avoided long commuting, especially in the Paris area. They probably won't return to a full week in the office. The first agreement on the implementation of telework in the civil service was signed on 13 July 2021⁹⁴: voluntariness is an essential principle in the implementation of telework; the right to disconnection is recognized, a full-time employee should not telework more than 3 days a week, but there an option for a family carer, with the agreement of his or her employer, to telework more than three days a week; there is an option of working remotely from a third location.

In the private sector, the situation varies a lot, from full teleworking to part-time teleworking or full on-site working, even if the official instruction was to telework as far as possible. On the side of workers, autonomy and the end of long commuting everyday was appreciated. On the side of companies, some companies understood they had the opportunity to cut the cost of large offices. Teleworking is especially appreciated

⁸⁸ Report on gender equality in cultural sector, Ministry of culture. <https://www.culture.gouv.fr/Actualites/Egalite-femmes-hommes-des-disparites-persistantes>

⁸⁹ Joseph & Trostiansky (2021)

⁹⁰ Haut Conseil à l'Égalité (May 13 2020)

⁹¹ Kitchener C. (2020)

⁹² www.epws.org

⁹³ <https://www.femmesetsciences.fr>

⁹⁴ Full text available on the website of the Ministry: https://www.fonction-publique.gouv.fr/files/files/Espace_Presse/Montchalin/20210713_Accord_relatif_mise_oeuvre_teletravail_fonction_publicque.pdf

by employees living in large cities with long commuting hours as the Paris area where the structure of jobs is also in favour of teleworking⁹⁵.

However, as Prof. Guillopé noticed in an interview, no movement towards full teleworking in the future has been observed in France as it was the case in California. Some companies have been quick to return to their culture of long hours, some others consider hybrid solutions with one, two or three days of teleworking and the rest in the office. The workers enjoyed the autonomy but also appreciate social life with colleagues.

Among the risks of teleworking, increased intensity and flexibility and blurring of the borders of personal and professional life has been identified.⁹⁶ Studies have also found that if teleworking may seem attractive for women, it may be very dangerous for them. Because of the blurring and the flexibility, many teleworking female managers were exhausted after one year working from home, especially when the working environment was not benevolent and promoted a culture of competition and self-promotion against others, as noticed by Julie Landour. Another potential risk is the lack of recognition of female teleworkers as, when restrictions relaxed, males were more often in the office than women, where they develop networks and promote their careers, which is impossible from home. In some cases, this led to the return of the boys' club culture with sexist jokes in the office, warned Corinne Hirsch.

Gender inequality is also in the working conditions of women and men at home. Studies⁹⁷ show that men are more likely to have a room of their own, where they can quietly work all day, while women work from communal areas, such as the living room or kitchen, and are always disturbed. Third places close to home with comfortable space dedicated space to work would be the solution.

Last danger, some women could renounce to a professional career to refocus on domestic life or give up services because they are at home, to the detriment of their personal balance. Brigitte Grésy and Prof. Guillopé were very concerned by the possible return of conservative norms with COVID, keeping women trapped in the domestic sphere. Hélène Périvier mentioned the work on values of Anne Boring⁹⁸ and Réjane Sénac⁹⁹ and the ongoing reactivation of conservative norms.

Will the covid measures and the recovery plans benefit equally to men and women?

We know that long term employment benefited slightly more to men¹⁰⁰, but we have no numbers concerning the solidarity fund, as the data has not been collected. An in-depth sex-segregated study of the beneficiaries is an urgent need to know if financial support benefited equally to men and women or not.

Officially, the first cause of the five-year period of the ongoing French presidency is gender equality. Nevertheless, it is the blind spot in the accompanying measures and the recovery plans after COVID as the CESE remarks.¹⁰¹

Regarding sectoral support plans¹⁰², those plans are designed to compensate the loss during the pandemic. The list is already long and is changing, new sectors or new money may be added depending on the evolution of the situation. The supported sectors are local commerce, crafts and the self-employed, the book sector (publishing, bookstores), the building and public works sector, the aeronautics sector, the technology companies, the automotive sector, the tourism sector, the sports sector. The support plans come in addition to the general measures (long term partial activity, solidarity fund and State-guaranteed loans). The Fondation des Femmes has calculated that only 7 billion euros of the 35 billion allocated to sectoral support plans will be invested in women's jobs¹⁰³. Extremely large sums have been allocated to the protection and recovery of industries which are mainly male-dominated, and which represent a small proportion of salaried

⁹⁵ On teleworking see Jauneau & Vidalenc (2020), Beatriz et al. (2021), Boring (2020), Charrel (2020).

⁹⁶ Beatriz et al. (2021)

⁹⁷ Lambert A. et al. (2020)

⁹⁸ Boring (2020)

⁹⁹ Sénac (2021)

¹⁰⁰ See note 37 for the evaluation of this measure.

¹⁰¹ Joseph D., Trostiansky O., (2021)

¹⁰² An overview of the sectoral support plans is available on the website of the Ministry of Economy and Finance: <https://www.economie.gouv.fr/covid19-soutien-entreprises/plans-de-soutien-sectoriels>

¹⁰³ Collet & Gayraud (2021) page 35.

employment: 8 billion euros for the automobile industry, 15 billion for the aeronautics industry, 4 billion for technology companies and finally almost 8 billion for the building and public works sector.

In addition to the support plans, the recovery plan is designed to invest in the future and is part of the EU Green Deal. To recover the French economy rapidly and sustainably, the Government has deployed an exceptional €100 billion (€40 billions of which comes from the EU) recovery plan based on three main components: ecology, competitiveness, and cohesion. This recovery plan, which represents the roadmap for the country's economic, social, and ecological reconstruction, should benefit everyone. The plan¹⁰⁴ was presented on September 3, 2020 and is regularly updated. The plan is totally gender blind and never mentions gender equality. As the CESE underlined "there is a blatant discrepancy with the reality of the effects of the crisis, which are gendered."¹⁰⁵ The CESE in the recommendation 16¹⁰⁶ calls for a share of the recovery plan to be targeted for gender equality. It also calls for the immediate implementation of the principle of ega-conditionality for all public aid (particularly to businesses and business start-ups), with procedures to be adapted to the size of the business. It also recalls its previous recommendations on the experimentation of gender-sensitive budgets.

As for sectorial support plans, the government does not consider the gender impact of the recovery plan and provides no sex disaggregated data¹⁰⁷. Even if we have no numbers, we can assume that plans will clearly benefit to more men than women, due to the amount targeted on sectors where women's employment is very low.

In green jobs, women represent only 16% of employees and generally speaking, there are very few women in sectors with a high "green" potential: this is the case in construction (10% of the workforce), engineering (less than 15%), manufacturing (25%) and transport (26%)¹⁰⁸.

After the environment, digital technology is the second pillar of the recovery: 7 billion euros are devoted to it. Of the 3.7 billion euros dedicated to start-ups, more than half are dedicated to disruptive technologies, such as quantum computing, artificial intelligence, and the cloud.

As the Fondation des Femmes underlines, "not only are there very few female tech graduates, whether in digital or engineering, but they are becoming fewer: a 6% drop in female graduates was recorded between 2013 and 2017. The same applies to jobs: in the digital sector, women represent 30% of employees and are mainly employed in support functions within human resources, administration, marketing and communication. Between 2013 and 2018, the number of women in high-tech jobs fell by 11%"¹⁰⁹. They are also virtually absent from entrepreneurship and tech startups. Inequalities are even more marked for startups, as women receive 2.5 times less funding than startups created by men¹¹⁰.

300 million of the recovery plan is directly dedicated to training in digital professions, but the lack of gender diversity in these professions has not, at this stage, been taken into account at all. For sure, the digital sector represents a job opportunity for women, but without a strong political will to develop a gender-balanced culture and education in STEM and high tech, the gender gap will increase as it is already the case. Prof. Guillopé highlighted the fact that the recent reform of high schools was a disaster for gender equality in disciplines, accelerating the gendered stereotyped choices of many pupils.

Even if the two priorities for a greener and more digitalized economy are totally legitimate, they are translated in investments in very male-dominated sectors in France: transition to electric cars and hydrogen planes means investments in the automobile and the aeronautic sectors, limitation of carbon emissions

¹⁰⁴ The press-kit about the plan is available in English on the website of the Ministry of Economy: https://www.economie.gouv.fr/files/files/directions_services/plan-de-reliance/French-recovery-plan-press-kit.pdf

¹⁰⁵ Joseph D., Trostiansky O., (2021), page 41.

¹⁰⁶ Joseph D., Trostiansky O., (2021), page 42.

¹⁰⁷ As already mentioned above, the Cœuré report (Cœuré 2021) which evaluate the impact of the recovery measures never mentions the work "gender" and only once the word "women".

¹⁰⁸ The numbers are from Collet & Gayraud (2021) page 37.

¹⁰⁹ Collet & Gayraud (2021) page 37-38.

¹¹⁰ Quoted by Haut Conseil à l'Égalité (May 13 2020)

means investments in the construction sector to isolate buildings. The digital sector is one of the most masculine one, and the digitalisation put at risk many women's jobs in administration and services. To Brigitte Grésy, the recovery plan as it is designed was the worst possible measure for gender equality.

Possible recommendations:

1. Support a European directive¹¹¹ to revise salaries according to qualification, social value, and responsibility, as it was done in Quebec and in New-Zealand¹¹². The first beneficiaries of such a policy would be the women in the health and education sectors, nurses, and teachers, they have been in first and second lines and they deserve it.
2. Systematically use sex-disaggregated data and gender budgeting when designing and evaluating policies. If it had been done during the crisis, the inequalities would not have widened as they did. Also involve women in the decision-making process. This is a top recommendation of the CESE and the High Council for Gender Equality¹¹³.
3. Better regulate teleworking to transform it into an opportunity and to avoid risks to women in terms of flexibility, increased intensity of work, career progression, invisibility, return to home and domestic work, over workload. Regulate workspace at home and ensure all workers, women included work in comfortable conditions in a dedicated space. Developing third places close to home could be a good solution. Teleworking needs a better framing not to become the promoter of gender inequality and the instrument of backlash to lock up women at home.
4. Support public services as they are the condition for gender equality.
5. Design gender sensitive recovery plans, do not invest in male dominated sectors without policies towards better gender balance, even if climate change and digitalisation are legitimate top priorities. To have gender sensitive recovery plans should be a top priority also. Quotas and attention to gender balance in the sectors that benefit from public subsidies should be implemented as recommended by the CESE¹¹⁴.
6. Consider health, care, education, culture, and knowledge as top priorities for our common future, as they are the condition to develop other priorities. Those sectors have been massively impacted, they have proven essential for the society, and they also deserve massive investment. Investment should be also directed to care, health and education sectors that have shown how essential they are in the crisis and for supporting everyday life. As those sectors cannot become more profitable through the raising of productivity, it could be a political choice to support them for the common good of the society and to make them also more gender-balanced and better rewarded.

CONCLUSIONS

Covid revealed and increased gender and social inequalities prior to the crisis. Public policies have protected incomes and jobs, which has been a huge relief. Many women have been in the first and the second lines and have not been properly rewarded for the service they offered to the whole society. From the first studies we have¹¹⁵, we know that women were more impacted by the crisis than men and supported most of the domestic and care work in addition to their paid work¹¹⁶. The outcome of the crisis is clearly a step backwards from gender equality. The implemented policies have been mostly gender blind and most of the data is not even sex segregated. It should be compulsory to better consider gender equality in policy decisions and

¹¹¹ This is the top priority according to Beatrice Lestic (CFDT).

¹¹² see note 87 for references

¹¹³ See note 116.

¹¹⁴ see note 108

¹¹⁵ See bibliography for the list of the main surveys and analysis about the pandemic.

¹¹⁶ Boring et al. (2020) and Lambert et al. (2020)

better include women in decision-making bodies. As Brigitte Grésy highlighted in her interview, “gender equality analysis is not embedded in public policies, there are isolated initiatives, but the central principle of institutional sexism remains”.

Transformations of the working environment with the development of teleworking and increased digitalisation may be opportunities if they are framed by gender sensitive regulations to avoid the risk of locking women in the home and shifting the burden of unpaid work onto them to replace public services. Labour regulations should be aware of the potential backlash and better include gender equality issues.

After the crisis, there is a huge risk of further widening gender inequalities if policies remain gender blind. Priorities to green transition and digitalisation will promote gender equality only if they become gender sensitive. Investment in public services et revaluation of the care, the health, and the education sectors as well as culture and knowledge should be additional priorities as those sectors have an essential social value for the whole society.

ANNEXES

ANNEX 4 – TOOLS FOR THE COLLECTION OF DATA AND INFORMATION

TABLE A - SUMMARY GRID FOR RECOVERY AND POLICY MEASURES

<p>Policy measures</p> <p><i>Please specify for all above listed typology of measures main priorities and objectives</i></p>	<p>Reference</p> <p><i>Please specify the exact title of the measure (both in national and English languages, the number of regulatory document/law if it is the case and url/website if available)</i></p>	<p>Description</p> <p><i>Conditions, length, etc.</i></p> <p><i>The following are indicative guiding questions to fill in this part.</i></p>	<p>Inclusivity/ Exceptions</p> <ul style="list-style-type: none"> - Workers in essential services, teleworkers - Self-employed, atypical workers, domestic workers - Lone parents, couples - Specific sectors (health, education...) - Specific ages - Specific sex - Other parent <p><i>Please always specify which groups (if any) are not eligible</i></p>
<p>SERVICES AND INFRASTRUCTURES</p>		<ul style="list-style-type: none"> - Brief description of the measure - Exceptional closure - Exceptional opening - Re-organisation of timetables - Strengthening - Other restrictions (i.e. including bankruptcies, permanent closures or diminishing availability of care providers?) 	
<p>1st lockdown measures (March 17-May 11 2020)</p>	<p>LOI n° 2020-290 du 23 mars 2020 d'urgence pour faire face à l'épidémie de covid-19 (LAW No. 2020-290 of 23 March 2020 on the emergency response to the covid-19 epidemic) The law was revised six times in 2020 and completed by decrees on March 27, April 3, May 15, June 23, July 11 2020, and revised twice in 2021 on February 17 and June 2 2021.</p> <p>Text: https://www.legifrance.gouv.fr/eli/loi/2020/3/23/PRMX2007883L/lo/texte</p>	<p>Title I Article 2: The law allows the Prime Minister to take the following measures in emergency for the sole purpose of ensuring public health: 1° Restrict or prohibit the movement of persons and vehicles in places and at times fixed by decree; 2° Prohibit people from leaving their homes, except for trips strictly necessary for family or health needs; 3° To order measures aimed at quarantining, within the meaning of Article 1 of the 2005 International Health Regulations, persons likely to be affected 4° To order measures for the placement and maintenance in isolation, within the meaning of Article 1, at home or in any other suitable accommodation, of persons affected;</p>	<p>Article 2: Everybody</p>

	<p>Legislative file: https://www.legifrance.gouv.fr/dossierlegislatif/JORFDOLE000041736258/</p> <p>Additional economic measures: Ordonnance n° 2020-460 du 22 avril 2020 portant diverses mesures prises pour faire face à l'épidémie de covid-19 (Order No. 2020-460 of 22 April 2020 on various measures taken to deal with the covid-19 epidemic) https://www.legifrance.gouv.fr/loda/id/JORFTEXT000041814597?init=true&page=1&query=ordonnance+2020-460&searchField=ALL&tab_selection=all</p>	<p>5° Order the temporary closure of one or more categories of establishments open to the public as well as places of assembly, with the exception of establishments providing essential goods or services;</p> <p>6° To limit or prohibit gatherings on the public highway as well as meetings of any kind;</p> <p>7° Order the requisition of all goods and services necessary for the fight against the health disaster as well as of any person necessary for the functioning of these services or the use of these goods. Compensation for these requisitions is governed by the Defence Code;</p> <p>8° To take temporary measures to control the prices of certain products made necessary to prevent or correct tensions observed on the market for certain products; the National Consumer Council is informed of the measures taken in this respect;</p> <p>9° Where necessary, take any measure enabling appropriate medicines to be made available to patients to eradicate the health disaster;</p> <p>10° Where necessary, take by decree any other regulatory measure limiting the freedom to undertake, with the sole aim of putting an end to the health disaster mentioned in Article L. 3131-12 of this Code.</p> <p>The measures prescribed in application of 1° to 10° of this article are strictly proportionate to the health risks incurred and appropriate to the circumstances of time and place. They shall be terminated without delay when they are no longer necessary.</p> <p>Punishments in case of non-compliance</p> <p>Article 8 Cash sickness insurance benefits from a compulsory social security scheme and the maintenance of salary or remuneration for periods of leave for health reasons for insured persons mentioned in Article L. 711-1 and 1° of Article L. 713-1 of the Social Security Code in cases equivalent to those provided for in Article L. 321-1 of the same code shall be paid or guaranteed from the first day of sick leave or leave for all sick leave or leave starting from the date of publication of this law and until the end of the state of health emergency declared pursuant to Article 4 of this law.</p> <p>Title II: Economic emergency</p> <p>1° In order to deal with the economic, financial and social consequences of the spread of the covid-19 epidemic and the consequences of the measures taken to limit this spread, and in particular in order to prevent and limit the cessation of activity of natural and legal persons exercising an economic activity and associations as well as its impact on employment, by taking any measure :</p> <p>a) Direct or indirect aid to these persons whose viability is in question, in particular by setting up cash-flow support measures for these persons and a fund whose financing will be shared with the regions,</p>	<p>Article 8 : sick persons</p> <p>Support to jobs</p>
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		<p>local authorities under Article 74 of the Constitution, New Caledonia and any other territorial authority or voluntary public establishment;</p> <p>(b) In the field of labour law, social security law and civil service law, with the aim of:</p> <ul style="list-style-type: none"> - to limit the termination of employment contracts and mitigate the effects of the drop in activity, by facilitating and reinforcing the use of partial activity for all companies regardless of their size, in particular by temporarily adapting the social regime applicable to the indemnities paid in this context, by extending it to new categories of beneficiaries, by reducing, for employees, the remaining costs for the employer and, for the self-employed, the loss of income, by adapting its implementation procedures, by promoting a better link with vocational training and by taking better account of part-time employees; - to adapt the conditions and procedures for awarding the additional compensation provided for in Article L. 1226-1 of the Labour Code; - to allow a company or branch agreement to authorise the employer to impose or modify the dates on which part of the paid leave is taken, up to a limit of six working days, by derogating from the periods of notice and the procedures for taking this leave defined by the provisions of Book I of Part Three of the Labour Code and by the collective agreements and agreements applicable in the company; - to allow any employer to unilaterally impose or modify the dates of days of reduced working hours, rest days provided for in fixed price agreements and rest days allocated to the employee's time savings account, by derogating from the notice periods and the terms of use defined in Book I of Part Three of the Labour Code, by collective agreements and by the general statute of the public service; - to allow companies in sectors that are particularly necessary for national security or the continuity of economic and social life to derogate from the rules of public order and the conventional stipulations relating to working hours, weekly rest and Sunday rest; - to adjust the procedures for the exercise by the occupational health services of their missions defined in Title II of Book VI of Part IV of the Labour Code, in particular the monitoring of the state of health of workers, and to define the rules according to which the monitoring of the state of health is ensured for workers who have not been able to benefit from the monitoring provided for by the same code because of the epidemic; - to modify the procedures for informing and consulting staff representative bodies, in particular the social and economic committee, to enable them to issue the required opinions within the time limits set, and to suspend the electoral processes of the social and economic committees in progress; - to adapt the provisions of Part VI of the Labour Code, in particular to enable employers, training bodies and operators to meet legal obligations in terms of quality and registration of certifications and 	<p>To protect employees and self-employed</p> <p>To protect part-time employees</p> <p>For employers: to impose or modify dates of paid leave</p> <p>For employers: to impose reduced working hours</p> <p>For "essential" companies and services, to derogate usual rules</p> <p>Specific procedures in the health sector</p> <p>To allow decision making without consulting staff and representative bodies</p>
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		<p>authorisations, and to adapt the conditions of remuneration and payment of social security contributions for vocational training trainees;</p> <ul style="list-style-type: none"> - adapting, exceptionally, the methods for determining the duration of the allocation of replacement income mentioned in Article L. 5421-2 of the Labour Code; <p>e) Adapting the provisions of Article L. 115-3 of the Social Action and Family Code, in particular to extend, for 2020, the deadline set in the third paragraph of the same Article L. 115-3, and postponing the date of the end of the suspension of any rental eviction measure provided for in Article L. 412-6 of the Code of Civil Enforcement Procedures for that same year;</p> <p>f) Adapting the rules for awarding, payment deadlines, execution and termination, in particular those relating to contractual penalties, provided for by the public order code as well as the stipulations of public contracts with such a purpose;</p> <p>g) Allowing the payment of rent, water, gas and electricity bills relating to professional and commercial premises to be deferred in full or spread out and waiving the financial penalties and suspensions, interruptions or reductions in supplies that may be applied in the event of non-payment of these bills, for the benefit of microenterprises, within the meaning of Decree No. 2008-1354 of 18 December 2008 on the criteria for determining the category to which an enterprise belongs for the purposes of statistical and economic analysis, whose activity is affected by the spread of the epidemic;</p> <p>i) Allowing the Central Agency for Social Security Bodies to grant loans and advances to bodies managing a compulsory complementary social security scheme.</p> <p>The law also allows simplified governance and provisions against bankruptcies.</p> <p>4° To allow parents whose professional activity is maintained at their place of work to be able to have their young children looked after in the context of the closure of childcare facilities aimed at limiting the spread of the covid-19 epidemic, any measure:</p> <ul style="list-style-type: none"> (a) Exceptionally and temporarily extending the number of children that a childminder approved under Article L. 421-4 of the Code de l'Action Sociale et des Familles is authorised to look after simultaneously; b) Providing for the transmission and exchange of information necessary for families to be aware of the childcare offer and its availability in order to facilitate the accessibility of services to families in terms of childcare for young children. <p>5° In order to ensure continuity of support and protection for people with disabilities and elderly people living at home or in a social and</p>	<p>To suspend rental eviction</p> <p>Adapting rules for payment deadlines</p> <p>Allowing companies to postpone payment of rent, water, gas and electricity bills</p> <p>Social Security and public bodies authorized to spend in order to support persons and companies.</p> <p>Specific childcare facilities open for "essential workers" who are parents.</p>
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<p>2nd lockdown (October 30 – December 15 2020)</p>	<p>LOI n° 2020-1379 du 14 novembre 2020 autorisant la prorogation de l'état d'urgence sanitaire et portant diverses mesures de gestion de la crise sanitaire (LAW No. 2020-1379 of 14 November 2020 authorising the extension of the state of health emergency and taking various measures to manage the health crisis) Text: https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000042520662</p>	<p>October 14: curfew in some places</p> <p>October 30: 2nd lockdown measures</p> <ul style="list-style-type: none"> - Mandatory closure of non-essential businesses - Travel ban - Travel certificates to go out during 1 hour in a radius of 1 km. - Ski resorts: ski lifts closed 	<p>All the population</p> <p>Schools and public services opened as far as possible</p>

	<p>Legislative file: https://www.legifrance.gouv.fr/dossierlegislatif/JORFDOLE000042452030/</p> <p>Modified February 17 2021 and June 2 2021. Most of the modifications concern dates. Dates are postponed because of the alpha variant wave.</p> <p>Ordonnance n° 2020-1553 du 9 décembre 2020 prolongeant, rétablissant ou adaptant diverses dispositions sociales pour faire face à l'épidémie de covid-19 (Order No. 2020-1553 of 9 December 2020 extending, restoring or adapting various social provisions to deal with the covid-19 epidemic) https://www.legifrance.gouv.fr/loda/id/JORFTEXT000042636870?page=1&pageSize=10&query=ordonnance+2020-1553&searchField=ALL&searchType=ALL&tab_selection=all&typePagination=DEFAULT</p>	<ul style="list-style-type: none"> - Nurseries, schools, and high schools remain open (but hybrid teaching in high schools, see below) - Medical practice and hospital opened for non-covid patients - Teleworking <p>End of the lockdown</p> <ul style="list-style-type: none"> - November 28: Movements authorised in a radius of 20 km (1 km before) and a duration of 3 hours (1 hour before). Reopening of “non-essential” shops. Restaurants, bars, and cafés remain closed, cultural places remain closed. - December 15: Official end of the lockdown replaced by a curfew. <p>Planned reopening if the situation improves. Targets were never met in winter, and the reopening did not happen.</p> <ul style="list-style-type: none"> - January 20: reopening of high schools fully on site (15-18), sport facilities and restaurants. - February 4: reopening of universities. 	<p>Economic activities less restricted than during first lockdown</p>
<p>“Phoney lockdown¹¹⁷” (December 15 2020 - April 3 2021)</p>	<p>Mostly updates of previous laws and decrees to extend the restrictions.</p>	<p>Partial lockdowns, and new restrictions (especially curfews from 6pm) were taken from December 15 2020 to April 3 2021.</p> <ul style="list-style-type: none"> - January 31 2021: international travel strictly limited, shopping mall larger than 20.000 sq. meters closed, teleworking reinforced, increased checks. - February 25: week-end lockdowns in Nice and Dunkerque - March 20 2021: Local lockdown in some regions (19 departments on 100), including the Paris area (extended to the whole territory on April 3rd), without school closures (except when local outbreaks, more and more frequents in practice) 	<p>Restrictions differed from a place to another. Curfew and telework has been exhausting and disastrous for mental health and spirits, especially for women and young people.</p>
<p>3rd lockdown (April 3-May 3 2021)</p>	<p>Ordonnance n° 2020-460 du 22 avril 2020 portant diverses mesures prises pour faire face à l'épidémie de covid-19 (Order No. 2020-460 of 22 April 2020 on various measures taken to deal with the covid-19 epidemic) https://www.legifrance.gouv.fr/loda/id/JORFTEXT000041814597?init=true&page=1&query=ordonnance+2020-460&searchField=ALL&tab_selection=all</p>	<p>April 3: 3rd lockdown measures</p> <ul style="list-style-type: none"> - National lockdown plus curfew from 7 pm to 6 am. - Teleworking - Non-essential shops closed - Primary schools closed on-site one week before and one week after spring holidays and moved online for two weeks. - Secondary schools closed on-site one week before and two weeks after spring holidays and moved online for three weeks and returned to hybrid teaching for children aged 13-18. <p>End of the lockdown:</p> <ul style="list-style-type: none"> - May 3: end of written self-authorisation to go out except during curfew, travel across regions permitted again. - May 19: curfew postponed at 9 pm, restaurants and bar terrasses reopen, museums, cinemas and sport facilities reopen with restrictions. 	<p>All the population</p> <p>Schools and public services opened as far as possible</p> <p>Closure and online teaching during 2 weeks in primary schools and 3 weeks in secondary schools</p> <p>Economic activities less restricted than during first lockdown</p>

¹¹⁷ The expression is mine.

		<ul style="list-style-type: none"> - June 9: curfew postponed at 11 pm, restaurants reopen inside with half capacity, end of restrictions in museums and cinemas. - June 17: mask is not compulsory anymore outside (but remains compulsory inside) - June 20: end of the curfew - June 30: almost all restrictions left, sanitary pass for events with more than 1000 persons. 	
Sanitary pass	<p>LOI n° 2021-689 du 31 mai 2021 relative à la gestion de la sortie de crise sanitaire (LAW No. 2021-689 of 31 May 2021 on health crisis management). Modified on June 2 and August 5 2021</p> <p>Text : https://www.legifrance.gouv.fr/loda/id/LEGIARTI000043570425/2021-06-02/</p> <p>Legislative file: https://www.legifrance.gouv.fr/dossierlegislatif/JORFDOLE000043426698/</p> <p>LOI n° 2021-1040 du 5 août 2021 relative à la gestion de la crise sanitaire (LAW No. 2021-1040 of 5 August 2021 on health crisis management)</p> <p>Text : https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000043909676</p> <p>Legislative file: https://www.legifrance.gouv.fr/dossierlegislatif/JORFDOLE000043806849/</p> <p>Presentation on the government website : https://www.gouvernement.fr/info-coronavirus/pass-sanitaire In English: https://www.gouvernement.fr/en/coronavirus-covid-19</p>	<ul style="list-style-type: none"> - June 9: compulsory for events with more than 1000 persons - July 21, 2021: compulsory for adults in museums, cinemas, libraries, and cultural events with more than 50 persons. - August 9: compulsory in restaurants and cafés, fairs, large shopping malls, hospitals and care homes, long distance public transportation - August 30: Sanitary pass compulsory for employees working in places where the sanitary pass is compulsory for customers or users. - September 15: Vaccination compulsory in the health sector and the care sector and for firefighters. - September 30: Sanitary pass for children aged 12-17 (not to go to school, but in case of covid outbreak, non-vaccinated children will return home and attend online courses) - No sanitary pass and no vaccination for children under 12 (on August 9 2021) 	<p>All adults</p> <p>Restaurants, culture, and sport facilities are the more impacted sectors.</p> <p>Compulsory sanitary pass for workers in those sectors.</p> <p>Compulsory for workers vaccination in health and care sectors.</p> <p>No obligation for children 12-17 but at risk of being evicted from schools in case of covid outbreak.</p>
Vaccination	<p>Agenda available on Service Public (governmental website) : https://www.service-public.fr/particuliers/actualites/A14557</p>	<p>December 27 2020:</p> <ul style="list-style-type: none"> - Old-aged persons in care homes - Employees at risk of severe covid 19 in care homes <p>January 4:</p> <ul style="list-style-type: none"> - Persons over 50, working in health or care sectors <p>January 18:</p> <ul style="list-style-type: none"> - Disabled persons over 50 and employees over 50 with comorbidities in care homes - Persons over 75 - Persons with a very high risk of severe covid 19 <p>February 6:</p> <ul style="list-style-type: none"> - All persons working in health and care sectors <p>February 19:</p> <ul style="list-style-type: none"> - Persons 50 to 64 with comorbidities <p>February 25, March 2, March 15</p> <ul style="list-style-type: none"> - Vaccination available in city medicine and pharmacies 	<p>From old to younger persons.</p> <p>Open for health and care sectors before other sectors.</p> <p>Open to persons at risk before others.</p> <p>Rather late opening for persons under 50 : May 1st for those with comorbidity, May 27 for all adults, June 15 for 12-17.</p>

		<p>March 25</p> <ul style="list-style-type: none"> - All persons over 70 <p>April 16:</p> <ul style="list-style-type: none"> - All persons 60-69 <p>May 1st:</p> <ul style="list-style-type: none"> - All adults with comorbidity <p>May 10</p> <ul style="list-style-type: none"> - All adults over 50 <p>May 27</p> <ul style="list-style-type: none"> - All adults <p>June 15</p> <ul style="list-style-type: none"> - Children 12-17 	
<p>Sanitary protocols in education</p>	<p>Protocols are explained in the Bulletin Officiel de l'Éducation Nationale or BO (official bulletin of national education). Several versions have been published. We present here the overall strategy available on the website of the Ministry of education.</p> <p>Sanitary protocol since September 2020 in primary schools: https://www.education.gouv.fr/suite-l-avis-du-haut-conseil-de-la-sante-publique-les-modalites-sanitaires-pour-le-1er-degre-306144</p> <p>Modalités d'organisation des lycées face à la situation sanitaire, circulaire du 6-11-2020, BO 12 novembre 2020 (Modalities of organisation of high schools in the face of the health situation, circular of November 6 2020, BO 12 November 2020) https://www.education.gouv.fr/bo/20/Hebdo43/MENE2030573C.htm</p> <p>Official assessment of the Ministry: "March 2020 - March 2021: one year of educational continuity and health crisis management in schools and institutions" https://www.education.gouv.fr/mars-2020-mars-2021-un-de-continuite-pedagogique-et-de-gestion-de-la-crise-sanitaire-dans-les-ecoles-322704</p> <p>"Modalities for year 2021-2022" (good summary for 2020-2021 and the year to come): https://www.education.gouv.fr/annee-scolaire-2021-2022-protocole-sanitaire-et-mesures-de-fonctionnement-324257</p>	<p>During the first lockdown, schools have been closed on-site and all teaching moved online. An emergency school service was set up for the children of "essential workers".</p> <p>Sanitary protocol since September 2020 in primary schools (from 3 to 10). The protocol was designed to avoid school closures:</p> <ul style="list-style-type: none"> - When a child is confirmed positive for Covid-19 in a class, the class will be able to continue as normal for the other pupils, who are no longer considered as contact cases. - The protocol for identifying contact cases, their possible isolation, and the possible closure of classes or even schools, will however be applied when there are at least three confirmed cases in the same class (children who do not come from the same family or do not live in the same household). - The primary school teacher, because he/she wears a mask which is an effective protective measure, is no longer considered a "contact case" and is not asked to isolate himself/herself if he/she has been in contact with a non-masked Covid-19 positive student. <p>During spring 2021, because of numerous covid outbreaks in schools, the 3 confirmed cases were reduced to 1.</p> <p>Nursery schools (3 to 5) and elementary schools (6 to 10) remain open on site as far as possible, including schools' restaurants and sport activities. Mask is compulsory for pupils in elementary schools, not in nursery schools. Barrier gestures, distancing, disinfections, are performed on a regular basis.</p> <p>In secondary education, the modalities depend on the level of emergency:</p> <ul style="list-style-type: none"> - For children aged 11-12, the situation is the same as for primary school. - For children aged 13-14, in emergency case (level 4, red), they move to "hybrid" teaching - For children ages 15-17 (high schools), they move to "hybrid" teaching when level 3 (amber) and 4 (red). Practically, in some regions, it was almost all the year in 2020-2021. 	<p>Children and parents</p>

		<p>“Hybrid teaching” is teaching both on site and online. Half of the group is on site and the other half is online, and the two groups alternate. In practice, it is a very complex scheduling: because of specialities, the groups are not the same from a course to another. High schools have interpreted the rule of “half groups” in different ways creating inequalities.</p> <p>According to the Ministry, teachers have been well accompanied during the implementation of new digital tools to ensure educational continuity. On the field, the feedback is quite different as our interviews confirmed.</p> <p>For year 2021-2022:</p> <ul style="list-style-type: none"> - Rules for primary education remain the same. There is no vaccination available (August 9, 2021) for children under 12. - Rules for secondary education change as children 12-17 may be vaccinated (but vaccination is not compulsory for them). They need the authorisation of parents under 16. - Secondary school will take place on-site. - In case of covid outbreak, the cases and the contact cases will be isolated at home, the teaching will become hybrid. Vaccinated pupils won't be concerned by isolation and eviction. If the majority of pupils is vaccinated, the availability of online teaching for those isolated is at risk of being less effective. - In secondary schools, the levels of emergency to move to hybrid teaching remain the same. 	
<p>Sanitary protocols in higher education and measures to support students</p>	<p>Source: website of the Ministry of Higher Education: https://www.enseignementsup-recherche.gouv.fr/pid40243/des-aides-inedites-pour-accompagner-les-etudiants-depuis-le-debut-de-la-crise-sanitaire.html</p> <p>As universities are autonomous, specific local rules and support schemes may be also found on universities and HE institutions websites.</p>	<p>Online universities:</p> <p>Since March 2020, the universities operate mostly online. In March 2020, they closed onsite teaching and research and moved all activities online.</p> <p>In September 2020, after the start of the year, they moved fully online again after some hybrid teaching.</p> <p>Research resumed on-site with restrictions, when necessary for experiments, and online for the rest of it.</p> <p>Libraries and restaurants remained open with restrictions.</p> <p>Some specific groups were allowed to learn onsite (some first year students, precarious students) but they are a small minority.</p> <p>The start of year 2021 is planned on-site but other scenarii are possible. For the moment, there is no compulsory vaccination of students and academics.</p> <p>Measures to support students:</p> <ul style="list-style-type: none"> - Revaluation of scholarships +1.2%: more than 750,000 beneficiaries. - Freezing of tuition fees. 	<p>Students and academics</p>

		<ul style="list-style-type: none"> - Reinforcement of State-guaranteed student loans (Recovery Plan): increase in the number of beneficiaries with a target of 60,000 potential beneficiaries in 2021. - Exemption from the notice period for students' rents for the month of April for students who left their housing in March. - Freeze on rents in university halls of residence. - 5,5 million meals served for a price of 1 € since January 2021 - "Psy Health Students" scheme, psychological support is offered to students: three 45-minute sessions entirely free of charge with a psychologist, without any advance payment. <p>The government refused any substantial support as a regular student allowance.</p> <p>Additional support measures have been decided locally, for example extension of fellowships or contract to finish PhD decided by universities with their own funds.</p>	
LABOUR LAW			
		<ul style="list-style-type: none"> - <i>Brief description of the measure</i> - <i>A right for the worker? Subject to consent of the employer (bilateral convention)?</i> - <i>Depending on a collective agreement?</i> - Conditions - Length - <i>Benefits (social security? Wage?)</i> 	
Ségur Health Conference (only public sector)	<p>Agreement to revalorise the professions of the public health service</p> <p>Overall presentation on the Ministry of Solidarity and Health website: https://solidarites-sante.gouv.fr/systeme-de-sante-et-medico-social/segur-de-la-sante/article/la-segur-de-la-sante-50-jours-de-concertation</p> <p>Examples of revalorisations of salaries : https://solidarites-sante.gouv.fr/systeme-de-sante-et-medico-social/segur-de-la-sante/article/accords-carrieres-metiers-et-remunerations</p>	<p>7.6 billion € per year to revalorise the professions of the public health service:</p> <ul style="list-style-type: none"> - 183€ net per month extra for all non-medical professionals (including nurses) in public and private not-for-profit health and nursing homes (+160€ net/month for the private for-profit sector), i.e. 1.5 million professionals. - 35€ net per month on average of additional remuneration for staff in contact with patients: nursing assistants, nurses, reeducation and medico-technical staff thanks to the revaluation of their pay scales. - A collective commitment bonus of €100 net per month to reinforce team projects to improve the quality of care and to value collective commitment. - Improving working time organisations by giving more room for manoeuvre to those working in the field and dedicated funding to develop local agreements and pilot projects and to better pay overtime. - 15,000 recruitments to support hospital employment, fill job vacancies and better ensure recruitment needs and replacements. 	<p>Medical and care professions in public health service</p> <p>Women are 77,3% of doctors and non-medical staff in hospitals and 87,4% in care homes for the elderly (Key figures 2020, Ministry of Gender equality)</p> <p>Health students : 4 on 5 are women (DREES, annual survey 2018¹¹⁸)</p>

¹¹⁸ <https://drees.solidarites-sante.gouv.fr/communique-de-presse/les-etudiants-en-formation-de-sante-en-2017-et-2018>

		<p>450 million € per year for revalued careers and remuneration for 100,000 doctors to make public hospitals attractive again.</p> <p>200 million € per year to revalue the allowances of interns and health students.</p> <p>For the 34,000 students in medical fields:</p> <ul style="list-style-type: none"> - Revaluation of basic emoluments per month (+130€ in 4th year, +69€ in 5th year, +109€ in 6th year). - Creation of a flat-rate accommodation allowance of €150 for internships in underdeveloped areas. <p>For the 106,000 paramedical students: harmonisation and revaluation of 20% of internship allowances.</p> <p>Initially, the revaluation was reserved to the public hospital sector, but it finally included also the other professionals: The salary increase of 183 € net per month will be extended on October 1st to 9,000 employees of autonomous public institutions and then on 1 January 2022 to 65,000 employees of the private non-profit sector.</p>	Extended to private-non-profit and public but not hospital
Other medical professions (private non-profit sector)	<p>https://www.lemonde.fr/societe/article/2021/07/30/la-secu-et-les-medecins-liberaux-trouvent-un-accord-prevoyant-des-revalorisations-pour-les-generalistes-et-les-specialistes_6090059_3224.html (no other reference at the moment)</p>	<p>Health insurance has increased the amount of revaluation for general practitioners from 100 to 165 million euros. For specialists, the envelope has been increased from 80 to 165 million euros. The amounts are very limited compared to the Ségur Health Conference.</p>	Medical and care professions in private non-profit health sector and liberal sector.
Bonus for second line workers	<p>The “Macron bonus” was first introduced in 2018 during the yellow vests crisis by the law n°2018-1213 on December 24 2018 (loi n°2018-1213 du 24 décembre 2018) see: https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEX000037851899&dateTexte=&categorieLien=id</p> <p>It was renewed in 2020 at the end of the lockdown and renewed again in 2021 in article 4 of law n°2021-953 July 19 2021 (article 4 de la loi n° 2021-953 du 19 juillet 2021). See: https://www.legifrance.gouv.fr/jorf/article_io/JORFARTI000043805912</p>	<p>1000€ in 2020 Up to 2000€ in 2021 under some conditions. Once a year (12 months between two bonus) 1000€ (up to 2000€ in 2021) exempt from social security contributions for second line workers. Not compulsory for employers. Bonus to reward second line workers in the private sector, but in fact not limited to second line workers.</p>	<p>Limited to low salaries (maximum of 3 times the minimum salary)</p> <p>83% of women in cleaning jobs, 48% of women in food sector (Key figures 2020, Ministry of gender equality)</p> <p>To support purchasing power and to reward second line workers.</p> <p>As women are well represented in second-line jobs and low salaries, they should have benefit from the measure. Nonetheless, the bonus is not compulsory, and there are no data on the beneficiaries.</p>
Law Rixain to accelerate gender equality at work (voted by	Proposition de loi visant à accélérer l'égalité économique et professionnelle (Proposal for a law to accelerate economic and professional equality):	<p>Various measures:</p> <ul style="list-style-type: none"> - introduction of quotas in company management bodies, - equality index in higher education, 	Employees in enterprises with more than 10 employees.

Parliament in May 2021, not yet implemented)	https://www.legifrance.gouv.fr/dossierlegislatif/JORFDOLE000043498050/ Official presentation: https://www.vie-publique.fr/loi/278858-loi-rixain-accelerer-legalite-economique-et-professionnelle	- reserved cradles in crèches for single-parent families, etc.	The proposed law includes measures for women's daily lives and gender equality at work
Reform of the calculation of unemployment benefits Effective July 1 st 2021	Décret n° 2021-843 du 29 juin 2021 portant diverses mesures relatives au régime d'assurance chômage (Decree No. 2021-843 of 29 June 2021 on various measures relating to the unemployment insurance scheme). https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000043715229	The reform is designed to fight the excessive use of short contracts. These have exploded by 250% in 15 years, according to the Ministry of Work. A “bonus-malus” scheme is instituted in 7 sectors as a lever to encourage companies to offer more sustainable contracts. It should be noted that the companies most affected by the crisis, such as hotels, cafés and restaurants, which were initially to be subject to the bonus-malus, are temporarily excluded for one year. To receive benefits, it will now be necessary to have worked for at least six months in the last twenty-four months, compared with four out of twenty-eight at present.	Benefits will be calculated based on average monthly income, rather than based on days worked. These changes will primarily affect women, who are largely over-represented among precarious workers in discontinuous employment in the 7 sectors. The reform is presented as a lever against precariousness by the government, but NGOs and unions fear a negative impact.
Loi de Programmation de la Recherche (Research Programming Act) Adopted in December 2020.	Presentation on the website of the Ministry of Higher Education and Research: https://www.enseignementsup-recherche.gouv.fr/pid39124/loi-de-programmation-de-la-recherche-2021-2030.html Presentation on LegiFrance: https://www.legifrance.gouv.fr/dossierlegislatif/JORFDOLE000042137953/	- new short-term status for early career researchers as “contrats de mission” and “tenure track positions”. - Increasing share of project-based funding - Increased competition in the name of excellence, which may encourage men’s’ careers more than women’s’.	All academics Women scientists associations have warned that precariousness at the beginning of a career puts women at a very high risk of giving up or not having a career, but they have not been heard.
Order on the reform of the senior management of the State civil service	Ordonnance n° 2021-702 du 2 juin 2021 portant réforme de l'encadrement supérieur de la fonction publique de l'Etat (Order No. 2021-702 of 2 June 2021 on the reform of the senior management of the State civil service) https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000043590607	Increased competition between civil servants, individualization of bonuses and mobility will be more valued in career progression. This reform is not only bad for women’s careers as senior civil servants, but also for the gender awareness of public service. Gender blindness in public policies and policy implementation have good chances to increase.	Senior civil servants, men, and women. High Council for Gender equality fears increased gender inequalities due to the emphasis on virilist values ¹¹⁹
Agreement on teleworking in the public sector (July 13 2021)	Accord relatif à la mise en œuvre du télétravail dans la fonction publique (Agreement on the implementation of telework in the public service), signed July 13 2021. https://www.fonction-publique.gouv.fr/files/files/Espace_Presse/Montchalin/20210713_Accord_relatif_mise_oeuvre_teletravail_fonction_publique.pdf	- Voluntariness is an essential principle in the implementation of telework; - right to disconnection is recognized, - full-time employee should not telework more than 3 days a week, - option for a family carer, with the agreement of his or her employer, to telework more than three days a week; - option of working remotely from a third location.	All employees in the public sector. The civil service has 62% women (compared to 46% in the private sector): the State Public Service 56% (including the military), the Territorial Public Service 61% and the Public Hospital Service 78%.

¹¹⁹ See « Vigilance note » published in May 2021 <https://haut-conseil-egalite.gouv.fr/parite/actualites/article/vigilance-egalite-l-egalite-dans-la-reforme-de-la-haute-fonction-publique>

			(Key figures 2017 ¹²⁰ , Ministry of Public Service)
SOCIAL SECURITY		<ul style="list-style-type: none"> - <i>Brief description of the measure</i> - <i>Flat rate? Vs Linked to previous wage? Vs means test?</i> - <i>Conditions linked to the carers' employment status</i> - <i>Conditions linked to the carers' (age, specific needs etc)</i> <p><i>Other conditions</i></p>	
Long Term Partial Activity	<p>Initial decree: decree n° 2020-926 of July 28, 2020, on the specific partial activity scheme in the event of a lasting reduction in activity. Updates and new decrees have been issued on September 29, October 30, December 14 and December 30 2020.</p> <p>It was completed by an order on February 10 2021, and decrees on March 31, May 28 and July 28 2021.</p> <p>History available on LegiFrance website: https://www.legifrance.gouv.fr/loda/id/JORFTEXT000042169955/</p>	<ul style="list-style-type: none"> - The Long-Term Partial Activity scheme consist in compensating the time not worked because of the reduction of the activity to save jobs. It was set up from the first lockdown in March 2020. - The compensation rate has varied across time and sectors, it is very generous for the low salaries (100% of the net minimal salary), covers 70 to 80% of net mid-range salaries and is limited to 4,5 times the minimal salary for high salaries. - The rates slowly decreased during second and third waves and the scheme was progressively restricted to the most impacted sectors. 	<p>Long term employment benefited slightly more to men: men represent 58% of beneficiaries, whereas they represent approximately 55% of private sector employees (Cœuré report)</p> <p>It peaked at 29% of private sector employees in April 2020, 8% during second lockdown, 6% in early 2021.</p> <p>No systematic gender impact assessment has been produced by decision-makers or evaluators.</p>
Solidarity Fund	<p>Order no. 2020-317 of March 25, 2020, creating a solidarity fund for companies particularly affected by the economic, financial and social consequences of the spread of the covid-19 epidemic and the measures taken to limit this spread.</p> <p>The initial order was modified on April 22, June 10 and December 29, 2020, February 23, and July 19, 2021.</p> <p>See History here: https://www.legifrance.gouv.fr/loda/id/JORFTEXT000041755852/2021-08-01/</p>	<p>Eligible sectors and mounts, from 1500€ per month in spring 2020 to 10.000€ per month after the second lockdown, have changed during time. Open to companies subject to administrative closures or to companies demonstrating significant loss of turnover.</p> <p>It supported independent workers, SMEs, micro-business, self-entrepreneurs, etc.</p>	<p>Women independent workers and women entrepreneurs have been supported by the measure, but there is no gendered data, as, technically, companies have been supported, not persons.</p>
State-guaranteed loans	<p>Article 6, loi n°2020-289 du 23 mars 2020 and corresponding decrees.</p> <p>https://www.legifrance.gouv.fr/eli/loi/2020/3/23/PRMX2007883L/jo/texte</p>	<ul style="list-style-type: none"> - open to all companies until 31 December 2021, regardless of their size or legal form. - amount of the loan can be up to 3 months of 2019 turnover or 2 years of payroll for innovative companies or companies created since 1 January 2019. No repayment is required in the two first years - rates between 1% and 2.5% depending on the number of years of repayment. - On July 23 2021, 140 Billion € 	<p>Detailed dashboard is available, by company size, sectors, and by regions: https://www.economie.gouv.fr/files/files/directions_services/covid19-soutien-entreprises/TableaudebordPGE23.07.2021.pdf</p>

¹²⁰ https://www.fonction-publique.gouv.fr/files/files/statistiques/chiffres_cles/pdf/CC_2020_web.pdf

			There is no gendered data as companies are counted, not persons.
Sectoral support plans	An overview of the sectoral support plans is available on the website of the Ministry of Economy and Finance: https://www.economie.gouv.fr/covid19-soutien-entreprises/plans-de-soutien-sectoriels	<p>The supported sectors are local commerce, crafts and the self-employed, the book sector (publishing, bookstores), the building and public works sector, the aeronautics sector, the technology companies, the automotive sector, the tourism sector, the sports sector.</p> <p>A large share has been allocated to male-dominated sectors, which represent a small proportion of salaried employment:</p> <ul style="list-style-type: none"> - 8 billion euros for the automobile industry, - 15 billion for the aeronautics industry, - 4 billion for technology companies, - almost 8 billion for the building and public works sector 	The Fondation des Femmes has calculated that only 7 billion euros of the 35 billion allocated to sectoral support plans will be invested in women's jobs. There is no official data.
Recovery Plan	<p>Press- on the website of the Ministry of Economy: https://www.economie.gouv.fr/files/files/directions_services/plan-de-relance/French-recovery-plan-press-kit.pdf</p> <p>Presented on September 3 2020</p>	<p>€100 billion (€40 billions of which comes from the EU) recovery plan based on three main components:</p> <ul style="list-style-type: none"> - ecology €30 billion - competitiveness (digital sector and relocalisation of productive industries) €34 billion - cohesion €36 billion (skills, social and territorial cohesion) <p>300 million of the recovery plan is directly dedicated to training in digital professions, but the lack of gender diversity in these professions has not, at this stage, been taken into account at all.</p>	<p>The plan is totally gender blind and never mentions gender equality.</p> <p>No sex disaggregated data or gender impact assessment.</p> <p>Even if we have no numbers, we can assume that plans will clearly benefit to more men than women, due to the amount targeted on sectors where women's employment is very low:</p> <ul style="list-style-type: none"> - In green jobs, women represent only 16% of employees - In the digital sector, women represent 30% of employees and are mainly employed in support functions within human resources, administration, marketing and communication and is decreasing. - Women are virtually absent from entrepreneurship and tech startups. In addition, women receive 2.5 times less funding than startups created by men.

<p>Measures against violence towards women</p>	<p>Website of the government: https://www.gouvernement.fr/les-actions-du-gouvernement/securite/violences-faites-aux-femmes-je-m-informe-j-aide-je-signale</p> <p>Law Schiappa: LOI n° 2018-703 du 3 août 2018 renforçant la lutte contre les violences sexuelles et sexistes (LAW n° 2018-703 of 3 August 2018 reinforcing the fight against sexual and gender-based violence) https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000037284450</p> <p>Conference on fighting domestic violence: 46 measures adopted on November 25 2019. Press kit: https://www.egalite-femmes-hommes.gouv.fr/wp-content/uploads/2019/11/DP_De_la_mobilisation_à_l'action.pdf</p>	<p>To face the explosion of domestic violence during the first lockdown, additional measures were adopted in the spring 2020 and renewed in autumn:</p> <ul style="list-style-type: none"> - additional financial support for associations specializing in supporting victims and women's rights. - financing of overnight accommodation to protect victims of violence. - perpetuation of the "pharmacy alert" system, which allows victims to report violence in pharmacies. - creation of reception and information points in supermarkets. - establishment of a partnership with Uber to provide 2,000 free rides for women victims. <p>Policies against sexist violence had been reinforced in 2018 (Law Schiappa) and 2019 ("Grenelle" of domestic violence i.e. conference on fighting domestic violence) and 46 measures were already in progress. These 46 measures are structured around three main areas: prevention, protection, and punishment.</p>	<p>Emergency calls at number 3919 increased 40% during the first lockdown and 60% during the second.</p> <p>Beyond the measures, the lockdowns have raised awareness towards gender-based violence.</p> <p>Those measures are among the few measures aimed at women (with parental leave and school opening at all costs, but it was aimed at all parents).</p>
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TABLE B – SPECIAL PARENTAL LEAVE SCHEMES UNDER THE COVID-19 PANDEMIC

<p>Features and payment</p> <p><i>Brief description of the schemes</i></p> <p><i>The following are indicative guiding questions for fill in this part.</i></p>	<p>Inclusivity/Exceptions</p> <p><i>The following are indicative guiding questions for fill in this part.</i></p> <p><i>Please always specify which groups (if any) are not eligible</i></p>	<p>Employer consent needed</p> <p><i>The following are indicative guiding questions for fill in this part.</i></p>	<p>Job protection</p> <p><i>Workers' protection from any form of victimisation (e.g. dismissal)</i></p>	<p>Actual take-up by sex (If not available, expected take-up by sex)</p> <p><i>(or Conditions related to the take-up of the leave by the other parent?)</i></p>
<p>Possible use of the Long-Term Partial Activity scheme to take care of children or disabled dependants or when considered as a vulnerable person.</p> <p>For employees earning the minimal net wage receive 100% of the net wage, for the others they receive 84% of their net wage, capped at 4,5 times the minimal net wage.</p>	<ul style="list-style-type: none"> - All employees if they must take care of children till the age of 16 or disabled children - Independents, liberal professions, or informal workers were excluded. - Measures to preserve parents' wages when schools and childcare structures are closed (because of a general lockdown or because of a local outbreak) 	<p>Right for the employee, the employers must be informed.</p>	<p>yes</p>	<p>Till April 26, 2021: The employee must provide his or her employer with a declaration on honour stating that he or she is the only one of the two parents requesting partial activity for childcare purposes.</p> <p>After April 26, 2021: the employee must provide the employer with a certificate of closure of the class or school or a document from the health insurance authority certifying that the child is identified as a contact case at risk and must respect isolation.</p> <p>This compensation is granted on condition that both parents cannot telework.</p>

				Women probably took up the measure more than men as COCONEL surveys show they spent more time in childcare and 80% of single parents are single mothers.
<p>Extended paternity leave</p> <p>LOI n° 2020-1576 du 14 décembre 2020 de financement de la sécurité sociale pour 2021, Chapitre II : « Allonger le congé de paternité et d'accueil de l'enfant et le rendre pour partie obligatoire » Articles 73 à 75 (LAW No. 2020-1576 of 14 December 2020 on the financing of social security for 2021, Chapter II: "Extending paternity and childcare leave and making it partly compulsory" Articles 73 to 75).</p> <p>https://www.legifrance.gouv.fr/jorf/id/JORFSCATA000042665327</p>	<p>In addition to the 3 days of birth leave financed by the employer, there are now 25 days compensated by social security.</p> <p>Like employees and public servants, self-employed workers and non-salaried agricultural workers, benefit from the extension of paternity leave. Extended to 25 days, this leave can be taken in three instalments. However, a minimum leave period of 7 days is required to receive compensation.</p> <p>Self-employed persons receive a daily allowance of € 56. For civil servants, full pay is maintained during the leave. For employees, the allowance is calculated on the wages of the 3 months, up to the maximum of the social security.</p>	<p>On the birth of a child, the employee now benefits from a compulsory leave of 7 days, consisting of 3 days of birth leave and 4 days of paternity leave.</p> <p>The employer is prohibited from employing the employee during this period: paternity and childcare leave is a right that cannot be refused.</p> <p>After the compulsory period of 7 days, the remaining leave may be divided into two further periods of at least five days each. These periods can be taken immediately after the compulsory period or later. This arrangement thus allows the second parent to benefit from three separate periods of leave. The remaining periods are optional.</p>	Yes	<p>From July 1st 2021, to enable parents to invest in their child together at birth and to better share parental responsibilities Benefit directly to fathers and indirectly to mothers (because fathers will be more involved in childcare)</p>

TABLE C – TELEWORKING/SMARTWORKING SCHEMES UNDER THE COVID-19 PANDEMIC¹²¹

Features and payment	Inclusivity/Exceptions	Employer consent needed	Jobs protection	Take-up by sex (If not available, expected take-up by sex)
Teleworking in normal times with a charter or agreement since 2017	<p>Through an effective social dialogue, telework can be regulated in the company by a collective agreement or a charter.</p> <p>This agreement can determine the following issues</p>	Regulated by the charter	Regulated by the charter	No data

¹²¹ Source : Guidebook on FAQ on teleworking after the lockdown edited by the Ministry of Work. <https://travail-emploi.gouv.fr/IMG/pdf/gr-teletravail-deconfinement.pdf>

	<ul style="list-style-type: none"> - Defining the social and organisational objectives of the implementation of telework in the company, in an individual and collective approach. - Defining the activities eligible for telework and the impact on the jobs covering these activities, - To publish a usage guide for the employees benefiting from the telework modality, - Build indicators for monitoring and impact of telework on the company's activity and employees' health. 			
Teleworking in normal times without a charter or agreement since 2017	Telework can take place at home or away from home unless the charter or agreement provides otherwise.	<ul style="list-style-type: none"> - Simple agreement between employer and employee - Telework can be requested by all employees and by any means (e-mail, oral request...). - No advance notice is required. But it is better to anticipate to organise the work properly. - The employer may refuse the employee's request, but he must give reasons for his decision (tasks not compatible, etc.) 	yes	No data
Teleworking during lockdown	<p>During the first lockdown, except first- and second-line workers, all occupations were either stopped, or teleworked.</p> <p>During the second and third lockdowns, first- and second-line workers worked on site, some professions teleworked when possible (academics, managers, for example) and some professions continued to work face-to-face: employees in the construction sector, hairdressers, booksellers etc. Less sectors were totally closed, and the opening of schools facilitated work.</p>	<p>Employer can impose teleworking: Article L. 1222-11 of the Labour Code mentions the risk of an epidemic as a reason to use telework without the employee's agreement.</p> <p>Employer can refuse teleworking if he/she considers that the conditions for returning to work are in accordance with the health regulations at your place of work. In all cases, your employer must give reasons for refusal. During lockdown, telework must be systematically</p>	Yes	<p>Main outcomes of the COCONEL survey:</p> <ul style="list-style-type: none"> - Telework concerned 40% of workers in the Paris area during lockdowns, much less in smaller cities. Jobs are more “teleworkable” and the benefits of telework are more obvious due to long commuting. - Compared to men, most of the time, women teleworked without a proper workspace, with interruptions, and with the mental load of domestic and parental work. Men teleworked in much better conditions, especially managers. - Women complained of blurring and burn-out more than men.

	<p>Some employers (and probably also some employees) demonstrated that presence at the workplace was essential for the operation of the business, even in times of lockdown.</p>	<p>preferred if the company is not closed. The employer must therefore demonstrate that presence at the workplace is essential for the operation of the business, even in times of lockdown.</p> <p>The employee cannot choose days of teleworking: Following a dialogue between the employee and the employer, the latter determines the amount of work that can be done in telework and its distribution if employees must alternate telework and presence at the workplace.</p> <p>Teleworking is not allowed during holidays. Telework can only be done during working days and hours.</p> <p>It is possible to alternate telework, part-time work and on-site work: the employer determines the amount of work that can be done in telework and its distribution if employees must alternate between telework and part-time work.</p> <p>The employer sets working hours and the employee must be operational and available during the set hours. Break and lunch times remain unchanged.</p> <p>The distinction between working time and rest time must be clear and guarantee the right of employees to disconnect.</p> <p>The employee can use his/her own computer, but it is not an obligation. If the employer requires him/her to telework, he/she must provide with a</p>		<ul style="list-style-type: none"> - More women than men considered stopping work. - Young people had more difficulties to adapt to telework and lacked informal learning from their working environment. - Benevolent working culture is essential to avoid increased stress and competition when teleworking. - Building working collectives is more difficult with telework if the collective does not pre-exist. - If telework (or partial telework) becomes the norm, women are at risk of being sent back home and to become invisible in the working place, even if they telework. Clear regulations on the balanced presence of both men and women in the workplace is necessary to guarantee women's career opportunities and inclusion at work. - Lockdown reactivated conservative gender norms. - Without available public services (especially childcare) women could be trapped in telework and domestic work and finally lost their jobs or dropped out as it happened during the first lockdown: on women working on March 1st, 2020, 2 out of 3 were still working two months later, compared to 3 out of 4 men. Protecting the capacity for women's professional investment is essential for gender equality.
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		<p>computer if the employee does not have one or do not want to use it.</p> <p>It is up to the employer to assess whether the workstation is compatible with telework. If there is no technical solution that allows the employee to telework, the activity can be resumed at the workplace, according to the recommendations in the national decontamination protocol.</p> <p>The employer is not obliged to pay the employee a telework allowance to reimburse the costs arising from telework unless the company has an agreement or charter providing for this. The usual rights regarding catering are maintained (luncheon vouchers, meal bonuses, etc.).</p> <p>The Labour Code already provides for the principle that an accident occurring at the place where telework is carried out during the exercise of the professional activity is presumed to be an accident at work.</p> <p>Unless there is an agreement or a company charter specifying it, there is no prescription in the Labour Code regarding the configuration of the place where telework is carried out. However, the employer may consider the specific situations of each employee to organise the activity in whole or in part in telework or to ask to return to the company's premises.</p>		
Teleworking during pandemic, but not under lockdown	Even if the official recommendations were teleworking as far as possible, it was interpreted in different ways	Same regulations apply, but it is easier for employers to demonstrate that presence at	Yes	From the COCONEL survey, it appears than men returned faster to the office than women, re-creating in some cases a

	<p>depending on the work culture, the activity, the place, etc.</p>	<p>the workplace is essential for the operation of the business. In addition, restrictions are released, and more activities resume, so more people return to work on-site.</p>		<p>masculine culture on the workplace in the absence of women.</p> <p>Same impacts as during the lockdown period (see below, outcomes of COCONEL survey). School opening improved the situation of parents, but restrictions and curfews during all the academic year 2020-2021 have been exhausting for all teleworkers, especially women.</p> <p>Those outcomes are confirmed by the IPSOS-Boston Consulting group survey: 34% of women teleworkers feel they are on the verge of breaking down or having a burnout. This is 21 points higher than for men. For sleep problems, the difference is 26 points in their favour. Only 60% of women are confident in their professional future, which is 15 points less than men. Women also admit that during this crisis they have not maintained their network and even that they have not spoken up in meetings. There is a 29-point difference between women and men in terms of speaking up in meetings.</p>
<p>Teleworking in the public sector (see also labour law)</p>	<p>Except civil servants in contact with the public in open services (nurses, teachers, carers) or operating on the field (policemen and policewomen, firefighters), many civil servants in the administration can telework, and the pandemic has been the starting point of a huge cultural change.</p> <p>This change led to the signing of an agreement to regulate teleworking in June 2021.</p>	<p>Without agreement, employers had to allow telework, especially within the administration where there was no good reason to refuse telework and demonstrate that presence at the workplace is essential for the operation of the business. It introduced a major change in the working culture.</p>	<p>Yes</p>	<p>The State public service and the territorial public service are concerned by telework.</p> <p>They now have an agreement to better regulate teleworking (signed in June 2021).</p> <p>The State Public Service has 56% women employees (including the military), and the Territorial Public Service, 61%.</p> <p>From those numbers, we can assume the development of telework will deeply change working conditions for many women civil servants.</p>

BIBLIOGRAPHY

1) National public surveys:

National public surveys in open access organised by national statistical offices. The datasets are used by researchers for further analysis and publications. For example, TELEGENRE project funded by ANR coordinated by Ariane Ariane Pailhé (INED) will use EPICOV and TRACOV datasets to explore gender-differentiated effects of telework (see <https://covid-19-apport-demographie.site.ined.fr/fr/projets-de-recherche/telegenre/>, just starting in July 2021).

ACEMO Covid: Labour activity and employment conditions during the Covid-19 health crisis

Data collected monthly since April 2020 by DARES (Direction de l'animation de la recherche, des études et des statistiques : Directorate for Research, Studies and Statistics). DARES is the department of the Ministry of Labour which produces analyses, studies and statistics on labour, employment, professional training, and social dialogue.

Datasets and publications are available on the webpage: <https://dares.travail-emploi.gouv.fr/enquete/activite-et-conditions-demploi-de-la-main-doeuvre-pendant-la-crise-sanitaire-covid-19>. DARES releases a new dataset and a new publication each month. It is very detailed but not sex disaggregated most of the time.

Main outcomes of the ACEMO survey: <https://www.insee.fr/fr/statistiques/5392036?sommaire=5392045>

CAMME : Enquête mensuelle de conjoncture auprès des ménages

In order to monitor the opinion of households on their economic environment and on their own personal situation, a household business survey is carried out every month by the Member States of the European Union. The aim of this survey, called Camme in France, is to collect, month by month, information on the behaviour of consumers, as well as on their consumption and savings expectations. CAMME is carried on by INSEE (Institut national de la statistique et des études économiques - The National Institute for Statistics and Economic Studies).

CAMME is not specific to the COVID period and exists since 1958, but it is used by several publications on the COVID crisis, notably Albouy V., Legleye S.(2020).

COCONEL: "Coronavirus and Containment: Longitudinal Survey"

COCONEL survey is an online survey deployed by the IFOP polling institute among a panel of a thousand people representative of the French adult population on various aspects of the current crisis. Conducted by a consortium of researchers from the research unit Vitrome, the Cochin-Pasteur Clinical Investigation Centre, the École des Hautes Études en Santé Publique (EHESP) and the Observatoire Régional de la Santé Sud-Provence-Alpes-Côte d'Azur, the COCONEL study aims to monitor more specifically the psychological, emotional and behavioural response of the French population to the COVID-19 epidemic and to the lockdown. The first two waves of surveys took place from 27 to 29 March 2020 for the first wave, i.e. 10 days after the announcement of the containment, and from 31 March to 2 April 2020 for the second wave. Third wave took place from 7 to 9 April 2020.

4 summary notes have been released with the main outcomes:

- Summary note 1: <https://www.ehosp.fr/wp-content/uploads/2020/04/Etude-Coconel-Note-n1-confinement-conditions-de-vie-2.pdf>

- Summary note 2: <https://www.ehesp.fr/wp-content/uploads/2020/04/Etude-Coconel-Note-n2-impact-sante-mentale.pdf>
- Summary note 3: <https://www.ehesp.fr/wp-content/uploads/2020/04/Etude-Coconel-Note-n3-Confinement-masques-chloroquine-vaccin.pdf>
- Summary note 4: <https://www.ehesp.fr/wp-content/uploads/2020/04/Etude-Coconel-Note-n4-perceptions-risque-covid19.pdf>

EPICOV: Epidemiology and Living Conditions under Covid-19

The EpiCov survey (Epidemiology and Living Conditions related to Covid-19) was set up by Inserm (The National Institute of Health and Medical Research) and the Directorate of Research, Studies, Evaluation and Statistics (DREES) since the beginning of the health crisis. This system combines a questionnaire survey with serological analyses carried out on voluntary respondents to study the proportion of people who have been in contact with the virus and the link with the population's living conditions. This processing is based on the public interest mission of these institutions. www.epicov.fr is the website of the survey. Three data collections campaigns have been organized.

We used two publications based on the EPICOV datasets: Bajos et al., (2020), Givord P., Silhol J., (2020).

TRACOV: statistical survey on the experience of work and unemployment during the Covid-19 health crisis

Survey set up by DARES (Direction de l'animation de la recherche, des études et des statistiques : Directorate for Research, Studies and Statistics). This national survey aims to describe the concrete consequences of the health crisis on the working conditions of people in employment, on the experiences of those who have lost or left their jobs, and their repercussions on health. It will help inform public debate and public policy. The collection takes place from 25 January to 7 March 2021. Website of the survey : www.tracov.fr. Principaux résultats : <https://dares.travail-emploi.gouv.fr/enquete-source/le-vecu-du-travail-et-du-chomage-pendant-la-crise-sanitaire-liee-au-covid-19-tracov>

We used two publications based on the TRACOV survey: Beatriz M., Beque M., Coutrot T., Duval M., Erb L., Inan C., Mauroux, A., Rosankis E. (2021) and Coutrot T., Beatriz M., Beque M., Duval M., Erb L., Inan C., Mauroux A., Rosankis E. (2021).

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