



European network of legal experts in gender equality and non-discrimination

FLASH REPORT

Country:	France
Title:	Results of Testing requested by Government relating to discrimination access to employment on the ground of origin and place of residence
Date:	16 April 2020
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<u>Context</u>	
Issue at stake:	Testing of discrimination in access to employment of persons of North African origin and living in specific geographical areas
Grounds of discrimination:	Racial or ethnic origin, Other ground
Field of application:	Employment
Source:	Policy development

Context

In November 2017, the President of the Republic announced that the Government would hire a research team to implement testing operations to document discriminatory practices on the ground of origin and place of residence in relation to access to employment, and that it would use the results to practise 'naming and shaming' and to prosecute employers who were practising discrimination.

Testing operations, by mailing according to the method of applications by pairs, were granted to an experimented research team directed by Yannick L'Horty at Université Paris-Est Marne-la-Vallée.

The tests

8572 tests, i.e. 17 643 job applications, were made in reply to an offer or spontaneously, addressed to 103 important corporations (registered on the stock market) in 6 different geographical areas in France between November 2018 and January 2019, testing the impact of North African origin by using north African names and last names, and place of residence.

As a result, candidates with North African last names have 20 % less chances to be invited to an interview when they reply to a job offer, and 30 % less in case of spontaneous application, than applicants with French names and last names. Place of residence has little impact on results except in the industrial economic sector in the Paris region.

The overall analysis indicates significant discrimination on the ground of North African origin for all tested employers in all geographical areas tested.

However, it is more acute in the 40 larger corporations, and more specifically in 15 corporations concentrated in specific economic sectors operating in the areas of industry,

consumer goods and services to other corporations, where it is mentioned to be massive by the research team without providing more detailed information. The research team's hypothesis is that these firms are more attractive which has a negative impact on candidates of North African origin.

Key points of analysis: This testing operation was launched with massive publicity, however, Government reneged on its undertaking to publicly divulge its results, because of the negative results on important brand names of the French economy.

Meanwhile, the research team decided to publish anonymized results in reaction to the Government's failure to do so. However, the publication is very synthetic and does not provide as much details as usual scientific testings because of the governmental embargo on the results.

Internet link source: Anonymous results of the study:
https://drive.google.com/file/d/1_-z4deMawsSD3x2xVDGXWQgPNBsS7UV9/view.