



# Discrimination based on origin: an overview in France

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# Experiences of discrimination in France

- Correspondance studies show persistently high levels of ethno-racial discrimination in France (Arnoult *et al.*, 2021; Quillian and Midboen, 2021).
- Self-reported discrimination has increased over the past decade :
  - From 14% in 2009 to 18% in 2020,
  - Mostly among women (a prevalence rate from 14% to 22%),
  - But migration background remains the main predictor of self-reported discrimination for individuals from Sub-saharian Africa or overseas territories (Lê *et al.*, 2022).

# Ethnoracial discrimination in France

Source : “ Chapitre 16 : l’expérience des discriminations et du racisme au fil des enquêtes Trajectoires et Origines”, in *Trajectoires et Origines 2 – Diversité des populations et inégalités sociales en France*, McAvay H, Primon JL, Safi M., Simon P, 2026.

- **Origin/nationality is the main criterion** of discrimination in 2020 ...
  - more frequently cited by men (41%) than women (23%),
  - persisting accroc immigrant generations (G1 = 68%, G2 = 66%, extra-european G3 = 52%).
- ... and **color of skin the third one** (18%)
  - specifically cited by immigrants and their descendants from Subsaharian Africa or overseas territories (~75%).

# Discrimination in employment : key insights from the latest *Defender of rights Barometer*

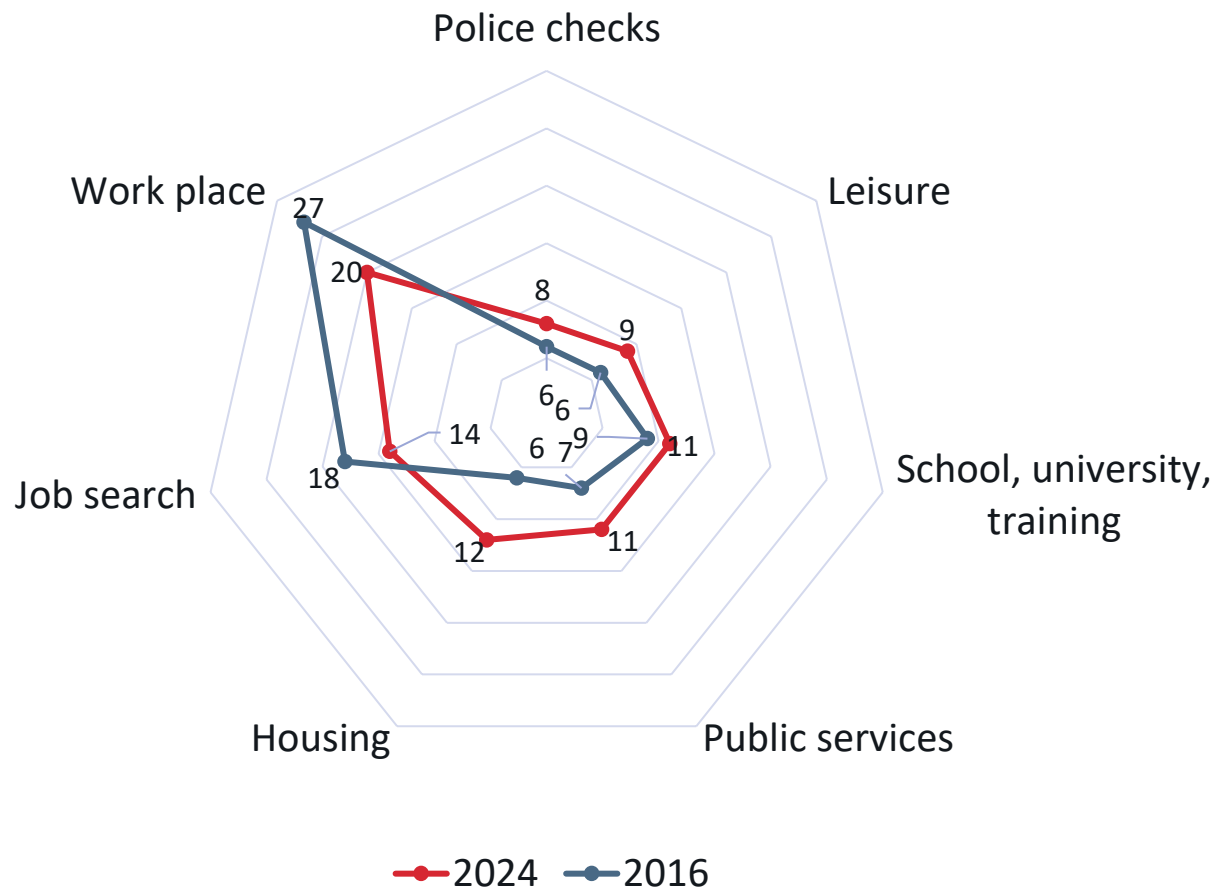
Source : “18e baromètre des discriminations dans l’emploi - Les évolutions des discriminations dans l’emploi entre 2016 et 2024”, Defender of Rights, 2025.

Main result: cumulative unequal treatment in employment.

- Employment remains **the leading area of discrimination** (21% in the workplace, 14% during job search)
- **Origin/color of skin** is reported as factor by 21% of discrimination victims during job searches and 12% in the workplace.
- **Inappropriate questions** about origins during job interviews are 9 times more likely to be asked to foreign individuals or those perceived as such.
- **Stigmatizing remarks and behaviours** in the workplace have increased, particularly racist remarks (+22% among workers) and religion-related remarks (+40%).

# Self-reported discrimination have increased in all areas except employment

## Self-reported discrimination over the past five years



Source: Access to Rights Survey, 2024.

# Key findings from the *Access to Rights Survey* (2024)

- **Police-public relations :**
  - young men perceived as Black, Arab or North African are 4 times more likely to be stopped by the police ...
  - ... and 12 times more likely to undergo an invasive police check (search, pat-down, being taken to the station or ordered to leave the area).
  - People perceived as Black, Arab or North African face a higher risk having their complaints refused by police.
- **Interaction with public services :** higher levels of reported discrimination (38% vs. 16%), while no more difficulties with administrative procedures.
- **School environment :** differences in treatment (grading, academic tracking, disciplinary sanctions, teachers' tone of communication) linked to child's origin/skin color according to 25% of parents.

# Limited reporting of discrimination cases

- **Workplace discrimination cases :**
  - people perceived as Black, Arab or North African less likely to take steps to have their situation formally recognized (29% vs. 42%) (*Acces to Rights Survey, 2024*).
- **Complaints to *Defender of Rights* remains limited** in volume :
  - Despite rising discrimination, complaints remains stable (~ 6 500 in 2025),
  - Origins accounts for only 22% of complaints, and nationality for 4%.



Thank you for your attention