

CNC**DH**

COMMISSION NATIONALE
CONSULTATIVE
DES DROITS DE L'HOMME

RÉPUBLIQUE FRANÇAISE

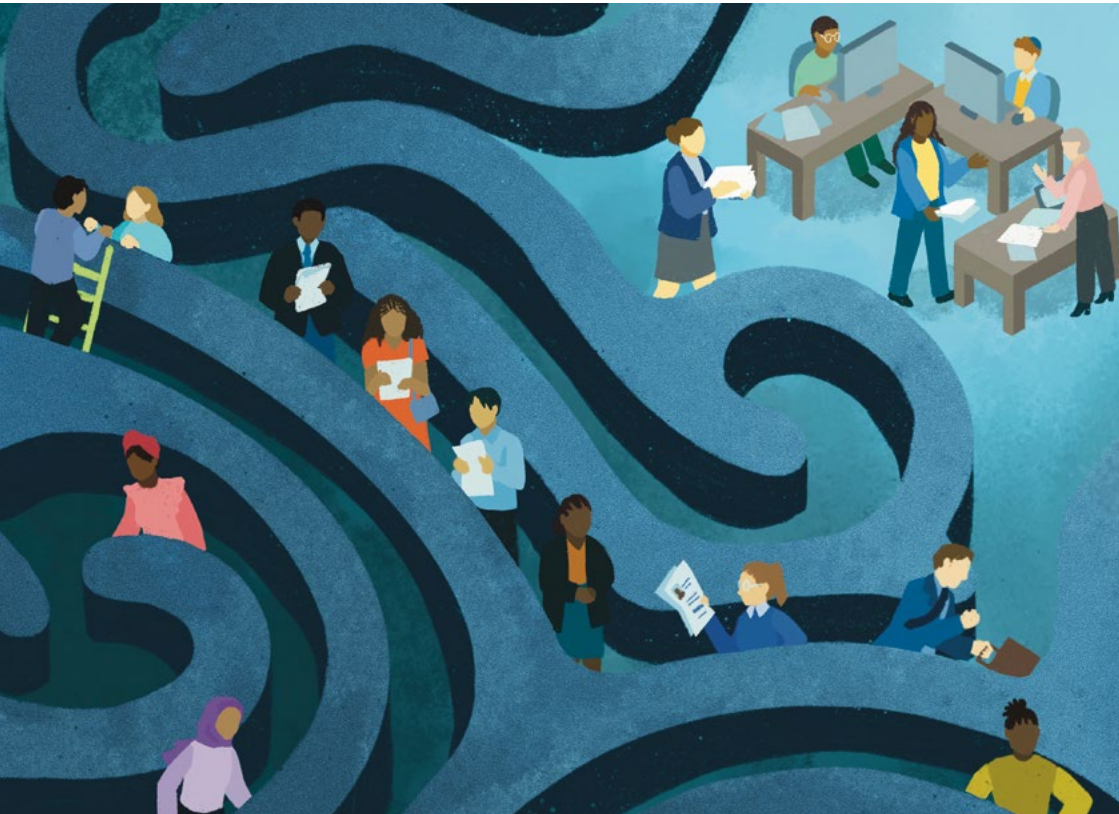
REPORT

2023



LES ESSENTIELS

2023 REPORT ON THE FIGHT AGAINST RACISM, ANTISEMITISM AND XENOPHOBIA



The illustration was created by Agathe Pineau, a student in the Advanced Diploma of Applied Arts programme, specialising in Scientific Illustration Design at École Estienne, March 2024.

Foreword

The persistence of xenophobic rhetoric throughout 2023 has profoundly affected the socio-political landscape of the country. Immigrants, conveniently targeted for all criticisms, have been regularly blamed for the difficulties faced in our societies, especially during the political debate surrounding the law to control immigration and strengthen integration.

The French National Consultative Commission on Human Rights (CNCDH), which measures the level of racism in France every year, observed a decline in the “Longitudinal Tolerance Index” for the second year in a row, after many years of continuous rise. This setback raises serious questions about the future of social cohesion. 2023 was also marked, after October 7th, by an exceptionally high number of antisemitic acts, starkly reminding us of the persistence of antisemitism in our country.

This report focuses on tackling racism and origin-based discrimination in the workplace. It examines the ongoing segregation in job roles and certain professions, as well as discrimination in hiring and career progression.

Given these significant challenges, it is imperative to intensify efforts to promote tolerance. Implementing the National Plan to Combat Racism, Antisemitism, and Discrimination on Grounds of Origin must be a top priority to curb this scourge in our country.

*Jean-Marie Burguburu
President de la CNCDH*

Mandate

In 1990, the CNCDDH was appointed National Independent Rapporteur on the fight against racism, antisemitism and xenophobia. Each year, it submits a report to the Government which takes stock of racism, antisemitism and xenophobia in France, as well as the means of combating them implemented by the institutions of the Republic.

Drawing on a critical analysis of current policies and hearings, and supported by observations from international bodies, the CNCDDH offers a series of practical recommendations to prevent and combat racism and racial discrimination.

The CNCDDH's analysis is based on a variety of complementary tools: surveys on public opinion, statistical reports mainly from the Ministries of Home Affairs and Justice, and numerous contributions from national institutions, associations and international stakeholders.



Focus : The world of work

For this 35th edition, the CNCDDH has decided to focus particularly on combating racism and origin-based discrimination in the workplace. As part of this analysis, it examines the current state of discrimination in hiring and career advancement and explores the ongoing segregation of tasks within certain professions. The Commission critically assesses the measures taken to prevent, sanction, and address these issues.

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The CNCDH Barometer

Since 1990, the CNCDH's report includes a survey aimed at assessing racist perceptions and attitudes, and analysing the underlying factors contributing to the emergence and persistence of certain prejudices. This survey establishes a barometer of public opinion and measures the tolerance levels of the French population.

Over 30 years of change

Renewed every year with the support of the Service d'information du Gouvernement (SIG, French government's information department) and by a team of researchers, the Racism Barometer provides insights into the evolution and structure of opinions underpinning racism, antisemitism and xenophobia.

Since 1990, the acceptance of minorities has generally improved in France, with occasional declines linked to specific events such as terrorist attacks, periods of economic insecurity and electoral contexts.

Longitudinal Tolerance Index

What is the Longitudinal Tolerance Index (LTI)? This index measures changes in prejudice every year on a scale of 0 to 100. The closer the index is to 100, the higher the tolerance level. The ILT provides an overview of yearly changes in the opinions and feelings of the respondents towards minorities.

Since its creation, the ILT has evolved to track changes in antisemitic, racist, and xenophobic prejudices by introducing new question sets, such as those concerning Roma, Gypsies, and people perceived as Asian.


People considered as tolerant are

those whose opinions are the most assertive, such as those who strongly agree with the idea that “French Jews” and “French Muslims” are “French people like anyone else”.

Since 2016, tolerance levels have generally stabilised at a higher level.

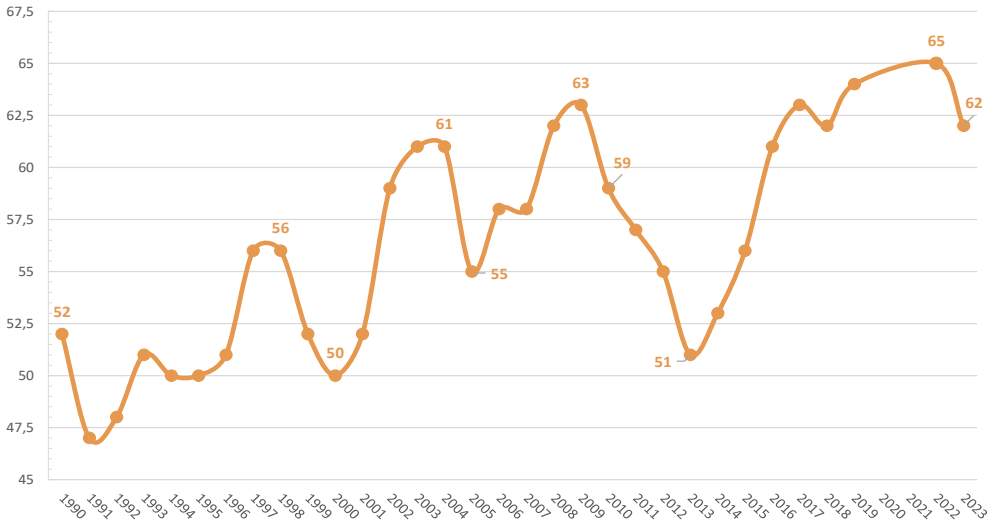
General evolution of tolerance in France in 2023

In 2023, the Longitudinal Tolerance Index stands at **62** out of 100,

 marking a three points drop from 2022 and returning to levels seen in 2017 and 2018. This decline had already started between March and November 2022. However, this result should be put into perspective, as the ILT had already started its decline in 2022.

This decline, as noted by the CNCDH, occurs amid a backdrop of growing distrust of others and the spread of hateful rhetoric in certain political and media spheres, where immigrants are frequently scapegoated for societal issues.

Figure 1 : Changes in the tolerance index since 1990, Barometer, CNCDH, 2023



Evolution of tolerance by minority in 2023

The survey also measures tolerance indices for specific minorities on a scale of 0 to 100. The decline in tolerance affects all groups.

77 for Black people (down from 78 in 2022).

68 for Jewish people (down from 72 in 2022).

57 for Muslim people (down from 59 in 2022).

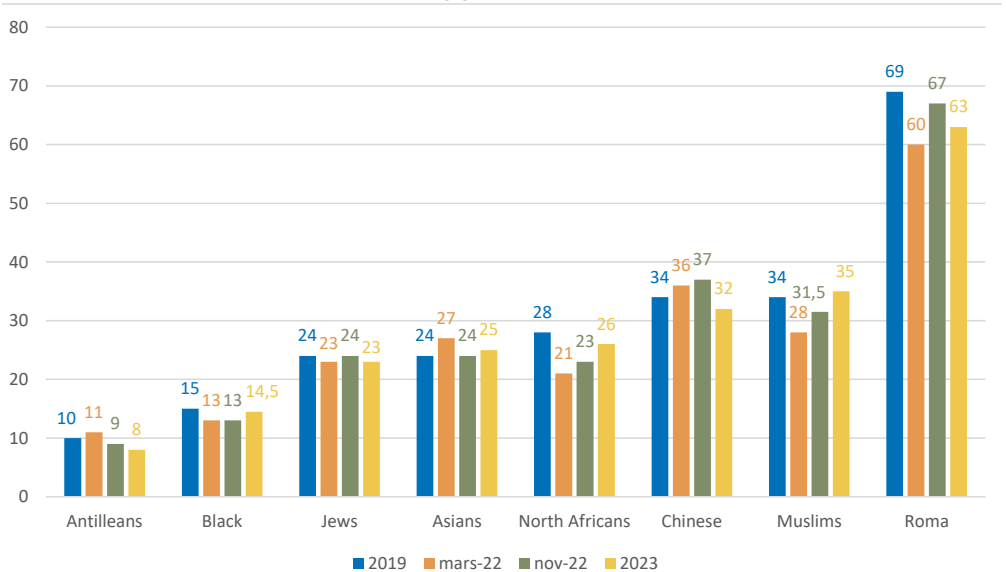
42 for Roma people (down from 45 in 2022).

Prejudice against minorities

The face-to-face survey in November 2023 shows that certain prejudices are still widely held.

Some minorities continue to be seen predominantly as “separate groups”.

Figure 2 : Proportion of respondents who “strongly” or “somewhat” agree that the following groups are “separate” (%)



Key findings of the 2023 Barometer

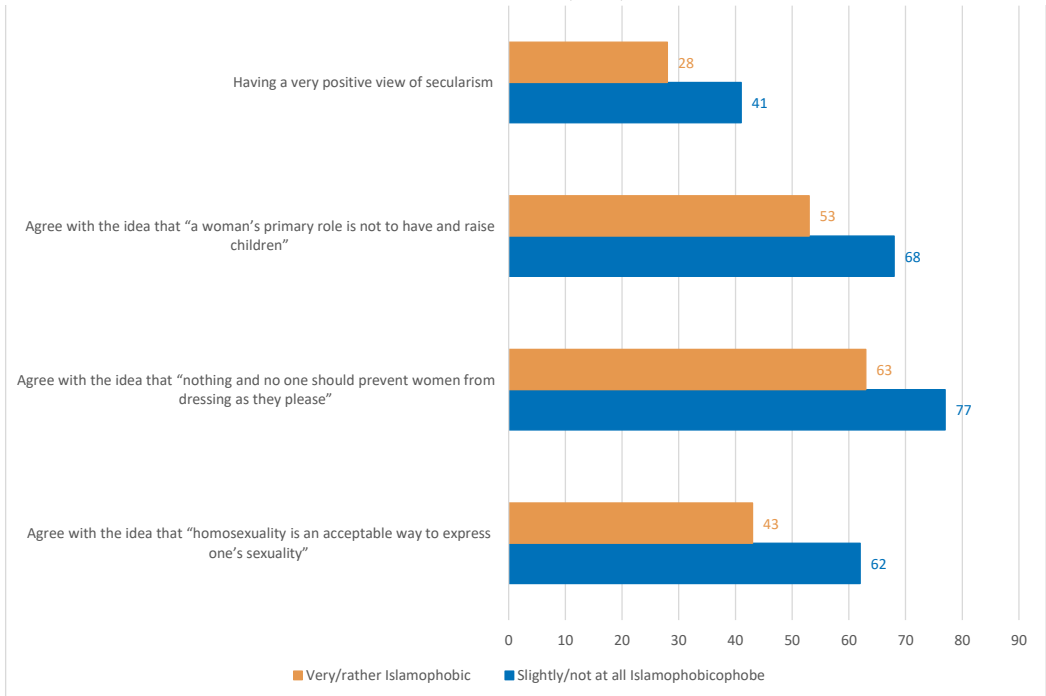
A strong correlation between the different spheres of intolerance

The various statistical techniques converge to show that, overall, prejudice against different ethnic groups is inter-correlated.

Anti-immigrant sentiment appears to be the most closely correlated with the other forms of hatred and intolerance captured by the Barometer. For example, people who strongly reject immigrants are more likely to express misogynistic, antisemitic, anti-Islamic or anti-communitarian views, to identify as racist or to believe that some races are superior to others.

Anti-Islamic sentiment is also strongly correlated with other forms of intolerance. A long-term analysis of the barometer allows us to find nuances to the theory of a rejection of Islam in the name of the republican values of tolerance (that this religion supposedly threatens). People hostile to Islam (highlighted in orange in the graph below) are statistically less attached to the principle of secularism, less inclined to defend Women’s Rights and more likely to condemn homosexuality.

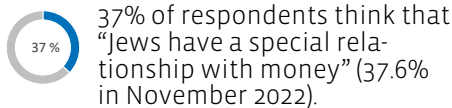
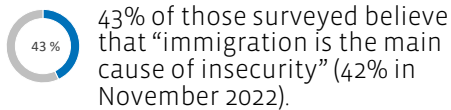
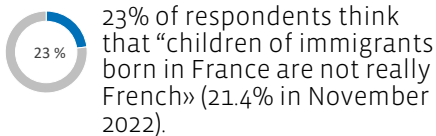
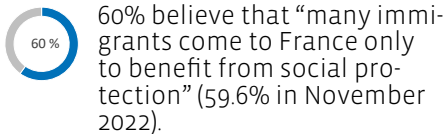
Figure 3 : Correlation between aversion to Islam and attitudes towards secularism and freedom of morals (as %)



The persistence of prejudices

The face-to-face survey conducted in November 2023 confirms that certain prejudices remain widely held and, in some cases, have increased compared to the previous year.

Among the respondents,



The transition from biological racism to culturally based racism

The crudest form of biologically based racism, based on the belief that some races are superior to others, is clearly declining in public opinion. Today, racism is often associated with a feeling of guilt and is surrounded by justifications. The most common of these is the supposed inability of immigrants and foreigners to conform to the norms and values of the host society. Racism thus has a cultural and identity-related dimension.

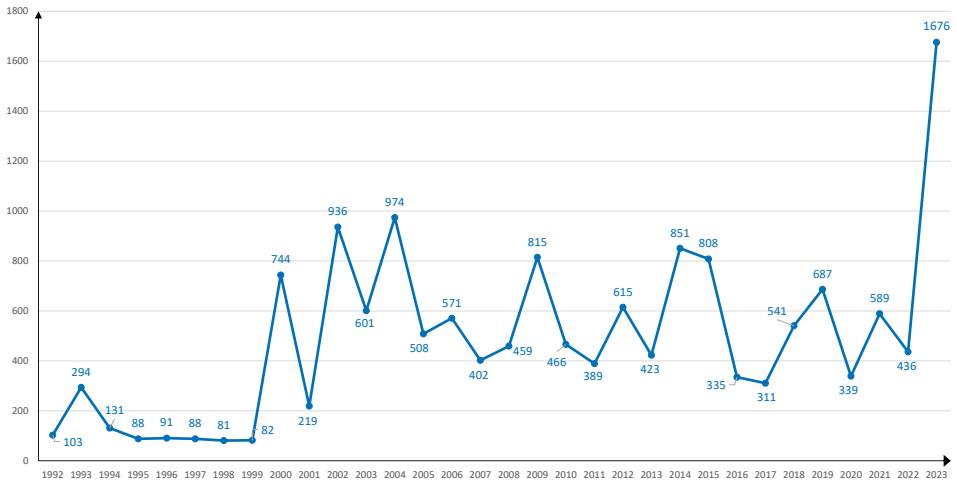
Antisemitism in 2023 : unprecedented level

A distinct international context

The year 2023 was notably influenced by international events in Israel and the Palestinian territories. An exponential increase in racist acts between October and December 2023 (1,242 recorded acts) heightened a profound sense of insecurity among both French Jewish and Muslim communities.

In 2023, France recorded 1,676 anti-semitic incidents, quadrupling those of 2022, marking an unprecedented surge. These incidents occurred nationwide, predominantly in the final three months of the year (1,241 incidents, including 562 in October, 504 in November, and 175 in December). Since the year 2000 and the onset of the Second Intifada, the Israeli-Palestinian conflict has often triggered waves of antisemitism in France, but never at such a level.

Figure 4 : Overall evolution of antisemitic incidents recorded by territorial intelligence services in the long term



This year, for the first time since 2005, the tolerance index towards Jews has seen the sharpest decline, dropping by four points, compared to one point for North Africans and Black people, two points for Muslims, and three points for Roma.

The year 2023 clearly marks a deterioration in both antisemitic acts and attitudes.

The persistence of “old” antisemitism

Despite the emergence of a “new antisemitism,” based on anti-Zionism that lumps together and demonises “Jews,” “Israelis” and “Zionists,” the results of the Barometer tend to show that antisemitic opinions are still largely built on old stereotypes linking Jews to power and money.

Ministry figures

Figures from different ministries are important sources for measuring annual changes in racist speech and acts against victims.

Statistical data from the SSMSI (Ministry of Home affairs)

Data from the Ministry of Home affairs records offences, classified law enforcement agencies (police and “*gendarmerie*”) as “of a criminal or delinquent nature, committed based on the origin, ethnicity, nation, alleged race or religion”.

In 2023, the following were recorded :

- 5,000 offences of a racist, xenophobic or anti-religious nature ;
- 8,500 crimes or offences of a racist, xenophobic, or anti-religious nature, marking a 32% increase compared to 2022. There was a notable acceleration in the last quarter, with the number of crimes and offences doubling compared to the previous year during that period.

Data from the Platform for harmonising, analysing, cross-checking and referring (PHAROS)

PHAROS is the online platform for reporting illegal content or behaviour on the Internet, analysed by police and “*gendarmerie*” agents.

- 211,543 reports (compared to 175,924 in 2022), indicating an increase of over 20% from the previous year.
- The platform with the highest number of reported contents is X (formerly Twitter), with 8,097 reports in 2023.

Statistical data from the Ministry of Justice

In 2022 (most recent stabilised data) :

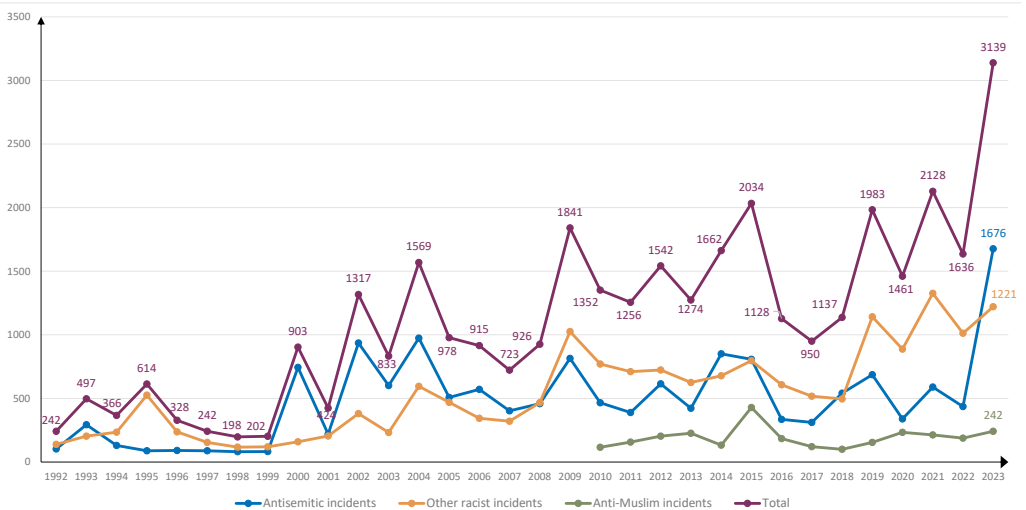
- 📉 - **17 %** : public prosecutors referred fewer cases of a racist nature (only 7,614 cases, similar to levels in 2019 and 2020).
- 📉 - **16 %** : public prosecutors charged fewer people with racist offences (only 6,607 individuals).

For 55% of those charged, their cases were dismissed without further action.


A closer look at the figures from the Direction nationale du renseignement territorial (DNRT, French National Directorate of Territorial Intelligence)

The DNRT records racist and antisemitic incidents throughout the year. The figures it provides are based on feedback from its regional contact people, local partners, the media and non-profit organisations representing the Muslim and Jewish religious communities, which have filed complaints. The DNRT classifies racist incidents according to the following categories: antisemitic, anti-Muslim, and “other racist and xenophobic acts” (targeting Black, Arab, Asian, and Roma communities, among others).

Overall evolution of racist incidents recorded by the DNRT in the long term



Trends in racist incidents by category between 2022 and 2023

 **3,139 incidents recorded in 2023 (compared to 1,636 incidents in 2022):**

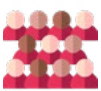
- + 284 %** for antisemitic incidents, i.e. 1,676 incidents ;
- + 29 %** for anti-Muslim incidents, i.e. 242 incidents ;
- + 21 %** for all other racist incidents, i.e. 1,121 incidents.

Continuing the fight against the “dark number”

The term “dark number” refers to the invisibility of all unreported racist acts that escape prosecution. The figures from the Ministry of Home Affairs represent only a tiny fraction of racist acts committed in France. Widespread under-reporting of racism perpetuates impunity, harms victims, and undermines social cohesion.

Acts of racism significantly under-reported

The annual data presented is based solely on reported incidents. Complaints directly lodged with the public prosecutor are not factored into the Ministry statistics. Similarly, informal police reports registered as incidents (“mains courantes”) are not forwarded to the prosecutor’s office for investigation and legal action. No formal charges are filed in the judicial intelligence report. Moreover, a majority of victims choose not to file complaints or take any action, as highlighted by victimisation surveys, such as the VRS (Enquête “Vécu et ressenti en matière de sécurité” [security experiences and feelings survey]).



1 million people every year report to have been the victim of at least one racist, antisemitic or xenophobic attack, according to estimates.

(Survey “Vécu et ressenti en matière de sécurité” [security experiences and feelings] 2022).

What is the reason for this under-reporting?

Understanding racist litigation is complex

Most of the time, people who are the victims of racism suffer verbal assaults and, because of the complexity of legally defining an act of racism, few prosecutions are initiated, which discourages individuals from filing complaints.

Filing a complaint is often difficult

Filing a complaint can be a daunting process for victims already grappling with the trauma of their experience. Difficulties in expressing oneself, feelings of shame, or fear of retaliation can discourage victims from filing complaints. Police and “gendarmerie” personnel must receive specific training in handling racial cases

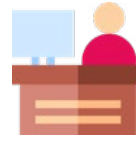


In 2022, out of 6,607 individuals referred by public prosecutors for racially motivated offences, only 1,606 faced prosecution in court.

How can we reduce the “dark number?” ?



Support victimization surveys like the “Ressenti et vécu en matière de sécurité” [security experiences and feelings] survey (VRS) to address the gap between actual incidents and those reported to police and courts.



Improve victim support and facilitate the filing of complaints, ensuring victims have access to information and appropriate support services



Increase the clearance rate for racist, antisemitic and xenophobic offences to combat impunity.



Continue to raise awareness among police and *gendarmerie* investigation services about the respectful treatment of victims and the importance of thorough statements that may reveal racist or antisemitic motives when applicable.

The 2023-2026 National Plan

In early 2023, the government presented the 2023-2026 National Plan to Combat Racism, Antisemitism, and Discrimination on Grounds of Origin.

Five main pillars

The 2023-2026 Plan to combat racism, antisemitism and discrimination, presented in January 2023, consists of 80 measures organised around five main pillars :

- Recognising the reality of racism, antisemitism, and xenophobia.
- Quantifying these phenomena.
- Enhancing education and training.
- Penalising perpetrators.
- Supporting victims.

Prioritised measures of the Plan for 2023-2024

- Improve data from victimisation surveys.
- Measure diversity in cultural fields.
- Train educators and sports volunteers.
- Train 100% of current civil servants.
- Provide awareness kits in higher education.
- Improve training for recruitment managers.
- Enhance the handling of reports received by the PHAROS platform.
- Ensure follow-up on reports, centralise information, and raise awareness about the reporting process.
- Create a civil fine as an effective, proportionate and deterrent sanction.
- Mobilise territories and departmental stakeholders.
- Develop partnerships with associations.

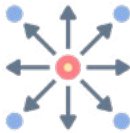
Points of attention for the CNCDH



Expand research and data collection on discrimination.



Ensure effective funding for combating racism, antisemitism and xenophobia.



Extend action measures to all sectors of society through cross-sector deployments.



Make sensitivity training on discrimination mandatory.



Ensure real access to rights for citizens and improve complaint handling.



Combat the “dark number”



Focus : Racism and discrimination in the world of work

Despite clear legal principles against discrimination based on origin in the workplace, their implementation is not guaranteed in practice.

A systemic problem

Discrimination based on origin in the workplace remains at a high level. In 2023, the Defender of Rights barometer revealed that over half of the complaints received by the institution regarding origin-related discrimination occurred within professional contexts. INSEE analyses highlight widespread racial discrimination in hiring practices, especially targeting candidates from immigrant backgrounds.

A complex phenomenon to measure

- **Few studies** on the subject.
- **An intersectional topic.**
- **Minimal legal recourse**, with lengthy and costly procedures, infrequent and insufficient penalties.
 - A lengthy procedure: In 2024, the temp agency Adecco was fined 50,000 euros for “racial profiling” and “discrimination in hiring” after a twenty-year legal battle.

Misconceptions about foreign workers

Misconceptions about foreign workers persist in the workplace, shaped by stereotypical views that echo xenophobic sentiments. Political and media debates, particularly concerning immigrant worker statuses, have exacerbated these stereotypes. Despite immigrants’ significant contributions to France’s economic and cultural diversity, and their role in revitalising the job market, public policies often restrict their access to employment opportunities for themselves and their descendants.

Immigrants play a significant role in “high-demand” occupations, ranging from low-skilled jobs like construction or domestic work to highly skilled roles such as foreign doctors serving in public service missions. **Despite their varied backgrounds, immigrant workers and their descendants often encounter heightened discrimination both during hiring processes and throughout their careers.**

Public actions to combat origin-based discrimination

Public actions to combat origin-based discrimination are structured around three main pillars :

- Training ;
- Testing ;
- Sanctions through legal proceedings.

Training

Training of management is crucial to combat and prevent discrimination in the workplace.

The National Action Plan includes comprehensive training for a diverse range of personnel in the private sector, focusing on industries like real estate, transportation and temporary staffing. In the public sector, the Plan sets ambitious goals, aiming to train “100% of current civil servants, with a priority on education sector personnel. Furthermore, the Plan introduces the deployment of racism and antisemitism advisors, supported by the development of Diversity and Equality labels. In the private sector, the Ministry of Labour is preparing a guide for release in 2024.

Testing

Testing is a pivotal strategy of the Plan as it provides concrete measurements of discrimination in hiring practices. It involves presenting two comparable profiles for the same job, differing only in a specific variable suspected of causing discrimination (such as ethnic origin, disability, religion, age, gender, sexual orientation, etc.).

In 2022, the government conducted tests in the public sector and found that candidates with surnames indicating North African origin were less likely to receive positive responses to their applications.

Legislative progress and bill proposal

On December 6, 2023, the National Assembly adopted a bill proposal in its first reading aimed at combating discrimination through individual and statistical testing practices, aligning with the Plan’s objectives. The proposed legislation seeks to establish a dedicated service for conducting these tests.

Sanctioning

In addition to testing, **it is crucial to ensure that victims can file complaints and be heard and that offenders are identified and penalised to combat impunity.**

The Plan aims to **enhance compensation for employees who are victims of racist acts.** The bill proposed on December 6, 2023, introduces an administrative fine that would penalise perpetrators of discrimination at a rate of 1% of their earnings and gains, increasing to 5% for repeat offences. In line with the Plan, this bill also seeks to **implement the “name and shame” approach**, publicly identifying and denouncing perpetrators of discrimination.

The CNCDH's analysis of the Plan

Training

Training against discrimination is deemed crucial but remains optional for most employees outside of human resources departments. The plan aims at training a broad range of personnel across various sectors, but there are still gaps to fill, especially for small businesses.

Diversity Label

The Diversity Label, issued by the Association française de normalisation (Afnor, the French standardisation association), aims to **foster a culture of discrimination prevention within companies**. It is expected to soon be accessible to small businesses.

Testing

Testing remains a valuable tool. Its findings highlight ongoing discrimination, even in positions requiring advanced degrees. A proposed law currently under review in 2024 aims to standardise testing in hiring processes to promote fair recruitment practices across companies.

Futur challenges

Progress in combating discrimination remains modest. **Emerging technologies like artificial intelligence raise concerns about perpetuating biases**. Moreover, current testing methods only address a portion of the recruitment process, with many employers relying on indirect channels. This highlights the **need to diversify strategies** for a more effective approach to combating employment discrimination throughout individuals' careers.

Prospects for improvement

Some sectors are largely overlooked in the Plan, despite hosting a significant share of origin-based discrimination: personal services, construction and public works, security, agriculture and services provided via platforms, for example.

- **Focus on Personal Services:** This sector is expanding, marked by a racially stratified work environment where **intersectional challenges are pronounced**. Women of foreign origin are disproportionately represented and face difficulties asserting their rights, often due to having multiple employers and spatial isolation.

- **Regulating the “Uberisation of Work”:** This phenomenon creates fertile ground for racially stratified work environments. Immigrants and their descendants are heavily represented in these industries, often under precarious self-employment statuses reliant on platform systems.

- **Raising awareness in the construction and public works sector:** This sector is often criticized for **discriminatory practices**. It extensively relies on foreign labour for strenuous, low-paying tasks, where discriminatory practices are widespread and sometimes obscured due to extensive subcontracting.

- **Considering the impact of racism on physical and mental health at work:** The health effects of racism in the workplace are poorly understood. By assigning immigrants and their descendants to the most strenuous, least remunerative, and least protected tasks, it’s not only their recruitment or career paths that are affected, but also their long-term health.

The CNCDH's recommendations



Strengthen the prerogatives and resources of the **labour inspectorate and occupational health services**.



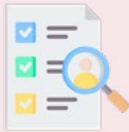
Set up **comprehensive training programs** in companies and government agencies for management staff.



Establish a label to ensure the **non-discriminatory nature of recruitment software**.



Involve as many **representative organizations and associations**.



Ensure the transparency and traceability of recruitment processes by **creating a single recruitment application form**.



Set up a **monitoring unit, attached to the Social and Economic Committee (CSE)**, to prevent and support employees in fighting against racist discriminations.

The attitude of international bodies

France has undertaken to comply with international obligations in terms of fighting racism and antisemitism. France must submit periodic reports to the bodies responsible for monitoring the implementation of the major international human rights treaties that it has ratified and comply with the recommendations made by the expert members of these committees. This regular review process is carried out by United Nations bodies such as the Committee on the Elimination of Racial Discrimination (CERD), and by European bodies such as the Council of Europe's European Commission against Racism and Intolerance (ECRI).

In 2023, several reviews shed light on the effectiveness of human rights in France, including the Universal Periodic Review (UPR) and reviews by three United Nations committees: the Committee on the Rights of the Child (CRC), the Committee on the Elimination of Discrimination against Women (CEDAW), and the Committee on the Elimination of Racial Discrimination (CERD).

France underwent its 4th cycle of the Universal Periodic Review in May 2023. Among the 350 recommendations received by France, nearly 100 focused on combating racism. France "partially accepted" 34 of these recommendations and "noted" 47 others.

In general, these recommendations urge for stronger measures against all forms of racial discrimination towards ethnic and religious minorities, as well as migrants.

Specifically, international bodies have alerted French authorities on the need to:

- Support efforts to combat racism and xenophobia, and take concrete actions against hate speech both online and offline.
- Continue addressing abusive and discriminatory practices within law enforcement by implementing measures to prevent systematic racial discrimination.
- Sustain efforts to combat discrimination and hate crimes based on race, ethnicity or religion through the implementation of the new 2023-2026 National Action Plan.
- Strengthen legislative measures and public policies against all forms of discrimination, especially towards migrants and indigenous peoples.

The French legal framework for fighting racism

What does the law provide for ?

Freedom of expression and opinion are fundamental rights, essential to democracy and pluralism. However, the right to self-expression ends at the point where abuse begins. [See Article 10 of the European Convention on Human Rights; Article 11 of the French Declaration of the Rights of Man and of the Citizen of 1789]

French law punishes racial defamations and abuse, as well as incitement to racial hatred or discrimination, apology for war crimes or crimes against humanity, and denial of crimes against humanity. It also punishes racial or religious discrimination and racist motives as aggravating circumstances in crimes and offences. In particular, sanctions may take the form of fines or even imprisonment. [French Law on Freedom of Press dated 29 July 1881; provisions of the French Criminal Code; Article L 1132-1 of the French Labour Code]

How to assert one's rights ?

Any person who is a victim of a racist offence may lodge a complaint with the police station or “*gendarmerie*”; the reception officer is required to receive their complaint. [Article 15-3 of the Criminal Procedure Code]; they can also submit a written complaint directly to the public prosecutor.

They can also seek recourse through civil justice or the employment tribunals if the discrimination occurs in the workplace. Compared to criminal law, the burden of proof upon victims here is lower. [Law no. 2008-496 of 27 May 2008, art. 4]

How to report ?

Any internet user can report content they consider illegal on the internet through the Ministry of the Interior's reporting platform “PHAROS.” [www.internet-signalement.gouv.fr]

The 10 main recommendations

- 1** The CNCNDH recommends continuing to raise awareness among police and “*gendarmerie*” investigation services about respectfully receiving victims and the need to gather as comprehensive statements as possible, highlighting any potential racist motive, while acknowledging the complexity of the evidence to be gathered, and training them in handling these legal qualifications related to racism.
- 2** The CNCNDH recommends that police and “*gendarmerie*” inspection services (IGPN and IGGN) continue to publish regular reports on the results of their annual evaluations of reception conditions in police and “*gendarmerie*” services. This includes focusing on understanding the reasons for refusal to accept complaints and identifying actionable steps for improvement. To ensure the implementation of inspection recommendations aimed at enhancing these areas, the CNCNDH stresses the importance of annually monitoring these indicators for all victims. The results of all investigations should be easily accessible through the ministry’s website, facilitating ongoing monitoring over successive years.
- 3** The CNCNDH advises promptly rolling out the online complaint system as mandated by law for victims of discrimination, ensuring its practical accessibility, so as to ensure that everyone can access their rights without encountering obstacles, and conducting regular evaluations to assess its effectiveness.
- 4** The CNCNDH recommends to significantly increase the proportion of magistrates receiving initial and ongoing training on issues related to racist litigation. The CNCNDH encourages the *École nationale de la magistrature* [the national school for the judiciary] to prioritize the training session titled “Judicial Treatment of Discrimination and Hate Acts,” urging designated magistrates to actively participate. This training could also be provided to court auditors as part of the initial training.

- 5** The CNCDH recommends that a national action plan on digital citizenship training be adopted, in order to ensure that teaching of digital citizenship in schools is effective by integrating it within a nationally standardised programme; by providing teaching staff with appropriate training in the use of new technologies, in particular with the involvement of non-profit stakeholders; by raising general awareness of associations and of platforms, via a coordinated effort of the public authorities; by considering users' experiences in developing and implementing these teaching resources.
- 6** The CNCDH encourages the public authorities to support academic research into racist, antisemitic and xenophobic acts and discrimination. Participatory action and research should also be encouraged in order to obtain accurate data on local areas and the discrimination experienced, to encourage interaction and dialogue between citizens and public authorities (citizens' conferences, consensus conferences, etc.) and to make fundamental changes to stereotypes and prejudices.
- 7** The CNCDH recommends strengthening the powers and resources of labour inspection and occupational health services in the fight against racial discrimination.
- 8** The CNCDH recommends implementing comprehensive training programs within companies and government agencies aimed at management personnel, as well as employee representatives, ensuring mandatory awareness among employees about the importance of preventing and combating racist, antisemitic and xenophobic discrimination. This training should empower employees by enhancing their understanding of their rights and fostering discrimination prevention.
- 9** The CNCDH recommends that authorities establish a label to ensure the non-discriminatory nature of recruitment software, supplementing the forthcoming European Union regulation on artificial intelligence.
- 10** The CNCDH strongly urges France to respond promptly to the request from the United Nations Working Group of Experts on People of African Descent to conduct a visit to France at the earliest opportunity.

Design and writing :

Céline BRANAA - ROCHE, Claire LALLEMAND,
Laure PETRE

Illustration : Agathe Pineau, étudiante
en Diplôme Supérieur d'Arts Appliqués,
option Design d'Illustration Scientifique,
École Estienne

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Independent national rapporteur for 34 years

Appointed as the “independent national rapporteur on the fight against racism, antisemitism and xenophobia” in 1990, the CNCDH, Commission nationale consultative des droits de l'homme [French National Consultative Commission on Human Rights], submits an annual report to the Government, which examines the current state of racism in France.

The CNCDH evaluates public policy and contributes to monitoring France's compliance with its international commitments to eliminate racist discrimination. The CNCDH issues a series of recommendations aimed at combating all forms of racism.

This report bases its analyses and recommendations on various complementary tools: statistical assessments from the Ministry of the Interior and the Ministry of Justice, public opinion surveys, analyses from partner researchers of the CNCDH, and contributions from institutional, associative, and international stakeholders.

The state of racism in France in 2023

The number of recorded racist, antisemitic and xenophobic incidents remains high. In 2023, more than 8,500 crimes and offences of a racist, xenophobic or anti-religious nature were recorded. There were 1,676 antisemitic acts documented, marking a striking increase and reaching an unprecedented level.

Racism in France is still heavily underestimated and under-reported. It often manifests itself through indirect forms of rejection, which are sometimes difficult for victims to identify and speak out against.

This year, the CNCDH has chosen to focus on discrimination based on origin in the workplace.

Les Essentiels (The Essentials)

As a supplement to its 2023 report, the CNCDH is presenting Les Essentiels, a summary of the main trends it has observed.