**Paris** Overall Score 45.4/100 | Overall Rank 12/50

**Basic Facts**
- 10.9 million population
- $834 billion Gross Metro Product (2016)
- Top industries by employment are: automotive vehicle and motorcycle trade, public administration, administrative services and support activities

**Notable Strengths**
- Ranked in the top 15 overall, No. 13 for Markets and No. 2 in Talent, Paris can aspire to become one of the most attractive cities for women entrepreneurs in the next few years
- With a large local market (as measured by GMP) and one of the highest percentages of women on boards of the highest capitalized, publicly traded companies in the European Union (those listed on the CAC40 Index), women in Paris have significant market access
- 39 percent of all businesses in Paris had a woman involved in its creation, making the city not only a hub for businesswomen in general, but also for women entrepreneurs
- Thanks to a large number of universities, including 10 that are listed in the U.S. News and World Report’s 2017 list of the 1000 Best Global Universities, the city attracts a large number of talented individuals
- Nearly 57 percent of women hold a post-secondary degree or higher, ranking it No. 4. Furthermore, women represent approximately two-fifths of enrollment among Paris’ nine accredited MBA programs
- Another strength of Paris is a culture in which women are supported and protected to achieve their goals. Paris has also enacted policies to protect women who are active in the labor force
- Notably, a policy for equal remuneration for work of equal value has been in place since 1972 and a 2012 decree increases sanctions on companies that don’t respect it

**Areas for Improvement**
- Paris ranks in the top half on every pillar and sub-category except Market Policy where it ranks No. 26 and Attitudes & Expectations (Culture) where it ranks No. 31
- Although Paris has several undeniably positive qualities, the city struggles with relatively slow growth and a lack of government goals for women-owned business procurement, to ensure equal opportunities in their supply chains, which is pulling down its rank
- Paris can also do better at highlighting women entrepreneurs and successful businesswomen in news articles and other media outlets

"Women represent 42 percent of the Cabinet and 38.4 percent of the local government."

**Policy Notes**
- A policy for nondiscrimination based on gender in hiring has been in place since May 2008, and the 2014 Gender Equality Law provides incentives for men to take parental leave, encourages companies to respect gender equality principles and protects women from violence, among other things that expand the principle of gender parity
- The city also has numerous organizations and events that are dedicated to female entrepreneurs, including the “Paris Pionnières.” The group provides counselling, mentors, a community of experts, leadership and empowerment training, subsidies and office space. The Association for Female Entrepreneurs organizes a network, hosts events, and publishes an e-magazine dedicated to women entrepreneurs