

Référent Harcèlement Sexuel — France's Statutory Workplace Harassment Referent Scheme

Gender Equality · Good practice · France

Quality score: 41/100

Evidence strength: Moderate

Summary

Since 2019, French law requires companies with 250+ staff and every works council to appoint a sexual-harassment referent. No national referent count or outcome evaluation exists, despite a 2019 survey finding 10% of women faced workplace harassment.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-02

[Ministère du Travail \(French Ministry of Labour\)](#) — accessed 2026-09-02

[Loi n° 2018-771 \(Légifrance\)](#) — accessed 2026-09-02

[Code du travail Art. L1153-5-1](#) — accessed 2026-09-02

[INRS — Focus juridique référent harcèlement sexuel](#) — accessed 2026-09-02

[INRS — chiffres DARES](#) — accessed 2026-09-02

[CSE Matin — bilan de la mise en place des référents](#) — accessed 2026-09-02

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