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Analysis of French Cultural Patterns: Based on Hofstede and Minkov's Theories

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Abstract: This analysis explores French cultural patterns through the frameworks provided by Geert Hofstede and Michael Minkov's theories. Hofstede's cultural dimensions, including Power Distance, Individualism vs. Collectivism, Masculinity vs. Femininity, and Uncertainty Avoidance, offer insights into the nuances of French societal norms and values. Additionally, Minkov's dimensions, such as Masculinity Values and Universalism Traits, provide further understanding of French cultural tendencies. The analysis reveals that France exhibits a balance between individualism and collectivism, valuing personal autonomy alongside strong social connections. Furthermore, France demonstrates a preference for lower Power Distance, flexibility in uncertainty, and a blend of masculine traits with universalistic values. Understanding these cultural dimensions is essential for effective cross-cultural communication and collaboration in a diverse global landscape.

Keywords: French Cultural Patterns; Hofstede's Theories; Minkov's Theories.

1. Introduction

The analysis of cultural patterns within a society provides invaluable insights into its values, behaviors, and societal norms. France, with its rich history, diverse population, and influential cultural contributions, serves as an intriguing case study for examining cultural dynamics through the frameworks of Geert Hofstede and Michael Minkov's theories. Hofstede's seminal work on cultural dimensions, encompassing aspects such as Power Distance, Individualism vs. Collectivism, Masculinity vs. Femininity, and Uncertainty Avoidance, offers a comprehensive framework for understanding cross-cultural differences. Likewise, Minkov's cultural patterns theories, including Masculinity Values and Universalism Traits, provide further depth in analyzing cultural nuances. By applying these theoretical frameworks to the study of French culture, we can gain a deeper understanding of the underlying values, beliefs, and behavioral patterns that shape the French society. This analysis seeks to explore and elucidate the intricate cultural fabric of France, offering valuable insights into its unique cultural landscape and societal dynamics.

2. Analysis of French Cultural Patterns - Based on Hofstede's Theories

2.1. Individualism/ Collectivism Values

2.1.1. Definition

By definition, collectivistic cultures emphasize community, collaboration, shared interests, harmony, tradition, the public good, and maintaining face. Individualistic cultures emphasize personal rights and responsibilities, privacy, voicing one's own opinion, freedom, innovation, and self-expression.

Collectivistic cultures typically prioritize the interests of the group over individual needs and desires. In these societies, individuals often have strong connections to their family, community, or social group, and group harmony is highly valued. Decision-making tends to be consensus-based, and there is an emphasis on cooperation, loyalty, and interdependence. Social norms and obligations play a significant role in guiding behavior, and maintaining relationships is considered crucial. Respect for authority and tradition is common, with individuals often deferring to elders or those in positions of authority. In contrast, individualistic cultures place greater emphasis on personal autonomy, independence, and self-expression. Individuals in these societies tend to prioritize their own goals and aspirations over group cohesion, and there is a greater acceptance of diversity of thought and opinion. Decision-making is often individualistic, with individuals encouraged to pursue their own paths and make choices based on personal preferences and values. Success is measured more in terms of personal achievement and fulfillment rather than collective accomplishments. In conclusion, while both collectivistic and individualistic cultures offer distinct ways of organizing society and understanding social relations, acknowledging and respecting these differences is essential for effective cross-cultural communication and collaboration in our increasingly interconnected world.

2.1.2. Analysis

As shown in Table 1, in France, individualism is often considered the dominant cultural value, albeit with nuances influenced by historical, societal, and economic factors. One of the most prominent examples of individualism in French culture is the emphasis on personal freedom and expression. France has a long history of championing individual rights and liberties, dating back to the French Revolution and the Declaration of the Rights of Man and of the Citizen in 1789. This legacy has ingrained a sense of individual autonomy and agency within French society, with a strong belief in the rights of individuals to pursue their own interests and goals.

Another significant example is the French education system, which tends to foster individualism through its emphasis on critical thinking, creativity, and personal development. From a young age, French students are encouraged to express their opinions, challenge authority, and pursue their passions. This educational philosophy prioritizes the cultivation of individual talents and abilities, rather than conformity to societal norms or group expectations.

Furthermore, France's economic structure, characterized by

a strong emphasis on entrepreneurship and innovation, reinforces individualistic values. The French economy is home to numerous small businesses and startups, driven by individuals who are willing to take risks and pursue their entrepreneurial ambitions. This entrepreneurial spirit is celebrated in French society, with success often attributed to individual ingenuity and hard work.

Table 1. Individualism/ Collectivism Values for some Countries (and Regions)

1	United States	19	Israel	37	Hong Kong
2	Australia	20	Spain	38	Chile
3	Great Britain	21	India	39–41	Singapore
4/5	Canada	22/23	Japan	39–41	Thailand
4/5	Netherlands	22/23	Argentina	39–41	West Africa
6	New Zealand	24	Iran	42	El Salvador
7	Italy	25	Jamaica	43	South Korea
8	Belgium	26/27	Brazil	44	Taiwan
9	Denmark	26/27	Arab countries	45	Peru
10/11	Sweden	28	Turkey	46	Costa Rica
10/11	France	29	Uruguay	47/48	Pakistan
12	Ireland	30	Greece	47/48	Indonesia
13	Norway	31	Philippines	49	Colombia
14	Switzerland	32	Mexico	50	Venezuela
15	Germany	33–35	Yugoslavia	51	Panama
16	South Africa	33–35	Portugal	52	Ecuador
17	Finland	33–35	East Africa	53	Guatemala
18	Austria	36	Malaysia		

Additionally, French culture places a high value on personal relationships and connections, which can sometimes be perceived as individualistic. Unlike collectivist cultures where group harmony takes precedence, French social interactions often prioritize individual needs and desires. This emphasis on personal relationships allows individuals to maintain a sense of autonomy and independence, while still fostering meaningful connections with others.

The inner reasons behind the dominance of individualism in France can be traced back to a combination of historical, philosophical, and societal factors. The Enlightenment ideals of liberty, equality, and fraternity, which emerged during the 18th century, played a significant role in shaping French culture and politics. These principles championed the rights of individuals to govern themselves and pursue their own happiness, laying the groundwork for modern notions of individualism.

Moreover, French philosophy, particularly existentialism, has embraced the concept of individual freedom and responsibility. Existentialist thinkers such as Jean-Paul Sartre and Albert Camus emphasized the importance of individual choice and authenticity in the face of life's inherent absurdity. Their ideas resonated deeply with French intellectuals and artists, influencing cultural attitudes towards individualism.

Additionally, France's tumultuous history, marked by revolutions, wars, and political upheaval, has contributed to a strong sense of individual resilience and self-reliance. The French people have often had to navigate periods of uncertainty and instability, relying on their own resourcefulness and determination to overcome challenges.

In conclusion, while collectivist tendencies exist within French society, individualism is undeniably the dominant cultural value. From historical legacies to philosophical ideals, economic structures, and social norms, a myriad of factors contribute to the prevalence of individualism in France. This emphasis on personal freedom, expression, and autonomy continues to shape French identity and influence various aspects of French life.

2.2. Uncertainty Avoidance Values

2.2.1. Definition

As used in Hofstede's research, uncertainty avoidance can be defined as "the extent to which the members of a cul0ture feel threatened by ambiguous or unknown situations.

Uncertainty Avoidance Values, as proposed by Hofstede, refer to the extent to which a society feels uncomfortable with uncertainty and ambiguity. Cultures high in Uncertainty Avoidance tend to exhibit several typical features. Firstly, there is a preference for rules, regulations, and structured environments to minimize uncertainty. These societies often have strict social norms and protocols that dictate behavior and decision-making processes. Additionally, risk aversion is prevalent, with individuals and institutions preferring stability and predictability over ambiguity and change. Innovation and experimentation may be viewed with skepticism, as there is a reluctance to deviate from established practices. Conversely, cultures low in Uncertainty Avoidance tend to embrace ambiguity and change more readily. These societies may exhibit greater tolerance for risk-taking and innovation, as individuals are more comfortable with uncertainty and are willing to adapt to new situations. In conclusion, while Uncertainty Avoidance Values vary across cultures, understanding these differences is crucial for effective cross-cultural communication and cooperation. Recognizing and respecting varying levels of comfort with uncertainty can help bridge cultural divides and foster collaboration in an increasingly interconnected world.

2.2.2. Analysis

As shown in Table 2, in France, there is a notable comfort with uncertainty, evident in various aspects of society. One dominant example is the French attitude towards bureaucracy and regulations. Despite having a reputation for bureaucratic red tape, many French people exhibit a certain level of flexibility and adaptability when faced with uncertainty within administrative processes.

Table 2. Uncertainty Avoidance Values for some Countries (and Regions)

1	Greece	19	Israel	37	Australia
2	Portugal	20	Colombia	38	Norway
3	Guatemala	21/22	Venezuela	39/40	South Africa
4	Uruguay	21/22	Brazil	39/40	New Zealand
5/6	Belgium	23	Italy	41/42	Indonesia
5/6	El Salvador	24/25	Pakistan	41/42	Canada
7	Japan	24/25	Austria	43	United States
8	Yugoslavia	26	Taiwan	44	Philippines
9	Peru	27	Arab Countries	45	India
10~15	Spain	28	Ecuador	46	Malaysia
10~15	Argentina	29	Germany	47/48	Great Britain
10~15	Panama	30	Thailand	47/48	Ireland
10~15	France	31/32	Iran	49/50	Hong Kong
10~15	Chile	31/32	Finland	49/50	Sweden
10~15	Costa Rica	33	Switzerland	51	Denmark
16/17	Turkey	34	West Africa	52	Jamaica
16/17	South Korea	35	Netherlands	53	Singapore
18	Mexico	36	East Africa		

Additionally, French cuisine and dining culture exemplify a willingness to embrace ambiguity and spontaneity. Meals are often prepared with a sense of creativity and improvisation, with chefs and home cooks alike experimenting with flavors and techniques.

Furthermore, France's rich history and tradition of intellectual discourse contribute to a cultural openness towards uncertainty. French philosophers and thinkers have long grappled with existential questions and the complexities of human existence, fostering a society comfortable with ambiguity and philosophical inquiry. Moreover, the French appreciation for art, literature, and cinema often celebrates

ambiguity and nuance, encouraging individuals to embrace complexity rather than seek clear-cut answers.

The inner reasons behind this comfort with uncertainty in France can be attributed to a combination of historical, cultural, and philosophical factors. France's tumultuous history, marked by revolutions, wars, and political upheaval, has instilled a resilience and adaptability in its people, allowing them to navigate uncertainty with confidence.

Additionally, the French reverence for individualism and personal freedom fosters a sense of autonomy and self-reliance, empowering individuals to confront uncertainty head-on. Philosophically, existentialist ideas emphasizing the absurdity and unpredictability of life have permeated French culture, encouraging a willingness to embrace uncertainty as an inherent aspect of the human condition.

Ultimately, this comfort with uncertainty in France reflects a cultural ethos that values adaptability, creativity, and intellectual curiosity, contributing to a society that thrives in the face of ambiguity.

2.3. Power Distance Values

2.3.1. Definition

Power Distance is one of the cultural dimensions proposed by Geert Hofstede to analyze and compare cultural differences across societies. It refers to the extent to which less powerful members of a society accept and expect that power is distributed unequally. In cultures with high Power Distance Values (PDV), there is a greater acceptance of hierarchical structures, and individuals tend to defer to those in positions of authority without questioning their decisions or challenging the existing power dynamics. Conversely, in cultures with low Power Distance Values, there is a tendency towards more egalitarianism, with individuals expecting power to be distributed more equally and being more willing to question authority.

2.3.2. Analysis

France is often characterized by relatively high Power Distance Values, with several dominant examples reflecting this cultural tendency. One prominent example is the hierarchical structure of French society, which is deeply ingrained in various aspects of life, including politics, education, and business. France has a long history of centralized governance, with a strong emphasis on authority and hierarchy. Political leaders, such as presidents and government officials, are typically viewed with respect and deference, and their decisions are often accepted without much questioning from the general populace.

Table 3. Power Distance Values for some Countries (and Regions)

1	Malaysia	18/19	Turkey	37	Jamaica
2/3	Guatemala	20	Belgium	38	United States
2/3	Panama	21~23	East Africa	39	Canada
4	Philippines	21~23	Peru	40	Netherlands
5/6	Mexico	21~23	Thailand	41	Australia
5/6	Venezuela	24/25	Chile	42~44	Costa Rica
7	Arab countries	24/25	Portugal	42~44	Germany
8/9	Ecuador	26	Uruguay	42~44	Great Britain
8/9	Indonesia	27/28	Greece	45	Switzerland
10/11	India	27/28	South Korea	46	Finland
10/11	West Africa	29/30	Iran	47/48	Norway
12	Yugoslavia	29/30	Taiwan	47/48	Sweden
13	Singapore	31	Spain	49	Ireland
14	Brazil	32	Pakistan	50	New Zealand
15/16	France	33	Japan	51	Denmark
15/16	Hong Kong	34	Italy	52	Israel
17	Colombia	35/36	Argentina	53	Austria
18/19	El Salvador	35/36	South Africa		

Additionally, the educational system in France reinforces high Power Distance Values, with a traditional emphasis on respect for authority and adherence to rules. Teachers are held in high esteem, and students are expected to show deference to their authority figures. The rigid structure of the French education system, with its emphasis on rote learning and standardized testing, further reinforces the hierarchical relationship between teachers and students.

Furthermore, French businesses often exhibit high Power Distance Values, with clear hierarchies and centralized decision-making processes. Corporate culture in France tends to prioritize respect for authority and adherence to established procedures, with managers and supervisors wielding significant power and influence over their subordinates. Employees are expected to follow orders without question and to defer to their superiors in matters of decision-making and problem-solving.

The inner reasons behind France's high Power Distance Values can be traced back to various historical, cultural, and societal factors. Historically, France has been characterized by strong centralized authority, dating back to the monarchy and the absolute rule of kings. This legacy has left a lasting imprint on French society, with a deep-seated reverence for authority and hierarchy. Additionally, France's Catholic heritage, with its emphasis on obedience and submission to authority, has further reinforced high Power Distance Values within the culture.

Moreover, the legacy of French colonialism has also contributed to the perpetuation of high Power Distance Values in France and its former colonies. Colonial administrations were often characterized by strict hierarchies and authoritarian rule, which were subsequently absorbed into the cultural norms of French society.

In conclusion, France exhibits relatively higher Power Distance Values, with a strong emphasis on respect for authority and hierarchical structures. This cultural tendency is reflected in various aspects of French life, including politics, education, and business. The historical, cultural, and societal factors that underpin France's high Power Distance Values have contributed to the perpetuation of hierarchical relationships and a deferential attitude towards authority within French culture.

2.4. Masculinity Values

2.4.1. Definition

Masculinity is one of the cultural dimensions proposed by Geert Hofstede to analyze and compare cultural differences across societies. It refers to the degree to which a society values traditional masculine traits such as assertiveness, competitiveness, and achievement, as opposed to feminine traits such as cooperation, modesty, and quality of life. Cultures high in Masculinity Values tend to prioritize material success, career advancement, and the accumulation of wealth, often at the expense of work-life balance and emotional well-being. Conversely, cultures low in Masculinity Values place greater emphasis on quality of life, interpersonal relationships, and the pursuit of personal fulfillment.

2.4.2. Analysis

France is often characterized by a neutrality in Masculinity Values, exhibiting a blend of both traditional masculine and feminine traits. One dominant example of this neutrality is evident in French attitudes towards work-life balance. While France has a strong work ethic and values professional success, there is also a significant emphasis on leisure, relaxation, and enjoying the finer things in life. French workers benefit from generous vacation time, shorter

workweeks, and a culture that values time spent with family and friends.

Table 4. Masculinity Values for some Countries (and Regions)

1	Japan	18/19	Hong Kong	37/38	Spain
2/3	Austria	20/21	Argentina	37/38	Peru
2/3	Venezuela	20/21	India	39	East Africa
4/5	Italy	22	Belgium	40	El Salvador
4/5	Switzerland	23	Arab countries	41	South Korea
6	Mexico	24	Canada	42	Uruguay
7/8	Ireland	25/26	Malaysia	43	Guatemala
7/8	Jamaica	25/26	Pakistan	44	Thailand
9/10	Great Britain	27	Brazil	45	Portugal
9/10	Germany	28	Singapore	46	Chile
11/12	Philippines	29	Israel	47	Finland
11/12	Colombia	30/31	Indonesia	48/49	Yugoslavia
13/14	South Africa	30/31	West Africa	48/49	Costa Rica
13/14	Ecuador	32/33	Turkey	50	Denmark
15	United States	32/33	Taiwan	51	Netherlands
16	Australia	34	Panama	52	Norway
17	New Zealand	35/36	Iran	53	Sweden
18/19	Greece	35/36	France		

Additionally, France's approach to gender roles and relationships reflects a certain neutrality in Masculinity Values. French society tends to be more egalitarian in its treatment of men and women, with both genders enjoying relatively equal opportunities in education, employment, and politics. French women, in particular, have made significant strides in recent decades, with increased representation in traditionally male-dominated fields and greater autonomy in their personal and professional lives.

Furthermore, French attitudes towards success and ambition also demonstrate a neutrality in Masculinity Values. While professional achievement is certainly valued in French culture, there is less emphasis on aggressive competition and individual achievement compared to cultures with higher Masculinity Values. Instead, French society values collaboration, creativity, and the pursuit of passion and intellectual fulfillment.

The inner reasons behind France's neutrality in Masculinity Values can be traced back to various historical, cultural, and societal factors. Historically, France has a rich tradition of intellectualism, artistry, and cultural refinement, which has shaped its attitudes towards success and fulfillment. French culture places a strong emphasis on creativity, innovation, and the pursuit of personal passions, which often transcend traditional notions of masculinity and femininity.

Moreover, France's social welfare system, with its emphasis on providing support and protection for all citizens, contributes to a more balanced approach to Masculinity Values. The availability of social services such as healthcare, education, and childcare allow French individuals to prioritize personal fulfillment and well-being over purely materialistic pursuits.

In conclusion, France exhibits a neutrality in Masculinity Values, blending elements of both traditional masculine and feminine traits. This cultural tendency is reflected in French attitudes towards work-life balance, gender roles, and success, where a balance is struck between professional achievement and personal fulfillment. The historical, cultural, and societal factors that underpin France's neutrality in Masculinity Values have contributed to a society that values collaboration, creativity, and the pursuit of a balanced and fulfilling life.

3. Analysis of French Cultural Patterns - Based on Minkov's Theories

3.1. Industry Versus Indulgence

3.1.1. Definition

Michael Minkov's Cultural Patterns Theories also include the dimension of Masculinity Values, which reflects the degree to which a society emphasizes traditional masculine traits such as assertiveness, competition, and material success. This dimension contrasts with femininity values, which prioritize qualities such as cooperation, nurturing, and quality of life. Cultures high in Masculinity Values tend to prioritize career advancement, financial success, and the accumulation of wealth, often at the expense of work-life balance and personal fulfillment. Conversely, cultures low in Masculinity Values place greater emphasis on leisure, interpersonal relationships, and the pursuit of personal interests and passions.

3.1.2. Analysis

France is renowned for its commitment to maintaining a balance between work and leisure, which is evident in various aspects of French culture. One dominant example is the French approach to the working week and vacation time. French workers benefit from relatively shorter workweeks compared to many other countries, with the standard being 35 hours per week. Additionally, France has generous vacation policies, with most employees entitled to at least five weeks of paid vacation per year. This commitment to leisure time allows French individuals to prioritize relaxation, recreation, and spending quality time with family and friends.

Table 5. Industry Versus Indulgence Order Ranking Scores for some Countries (and Regions)

1,000	China	625	Poland	321	Slovenia
968	Vietnam	625	South Africa	316	Argentina
900	South Korea	609	Georgia	251	Colombia
883	India	600	Iran	250	Switzerland
869	Indonesia	563	Jordan	228	Mexico
864	Moldova	548	Turkey	213	Chile
827	Romania	527	Serbia	213	United Kingdom
826	Russia	489	Brazil	196	Australia
744	Bulgaria	463	Italy	167	New Zealand
739	Ukraine	455	France	124	Uruguay
705	Morocco	402	Nigeria	84	Finland
700	Egypt	399	United States	71	Netherlands
653	Iraq	395	Germany	0	Sweden
636	Zimbabwe	372	Spain		
627	Taiwan	343	Japan		

Another example of France's focus on work-life balance is its thriving culture of dining and culinary excellence. In France, meals are not just about sustenance but are seen as opportunities for socializing, relaxation, and enjoyment. The French tradition of the "apéritif" before dinner and the leisurely "café culture" are examples of how French society values taking time to savor life's pleasures and connect with others outside of work obligations.

Furthermore, France's commitment to preserving leisure time is reflected in its strong labor laws and social welfare system. French workers enjoy protections such as paid maternity and paternity leave, healthcare coverage, and unemployment benefits, which contribute to a sense of security and well-being. This allows individuals to prioritize their personal lives and pursue interests outside of work without fear of financial instability.

The inner reasons behind France's emphasis on work-life balance can be traced back to various historical, cultural, and societal factors. Historically, France has a long tradition of

valuing leisure and pleasure, dating back to the Renaissance and the courtly culture of the French monarchy. French philosophers and intellectuals have also contributed to the cultural ethos of prioritizing personal fulfillment and quality of life over purely materialistic pursuits.

Moreover, France's strong labor movement and history of social activism have played a role in shaping its labor laws and commitment to work-life balance. The French Revolution and subsequent labor movements led to the establishment of worker protections and rights, which continue to be upheld and expanded upon today.

In conclusion, France's commitment to maintaining a balance between work and leisure is deeply ingrained in its cultural values and societal norms. The historical, cultural, and societal factors that underpin this emphasis on work-life balance have contributed to a society that values leisure, relaxation, and personal fulfillment as essential components of a well-lived life.

3.2. Monumentalism and Flexumility

3.2.1. Definition

In Michael Minkov's Cultural Patterns Theories, Masculinity Values represent the degree to which a society emphasizes traditional masculine traits such as assertiveness, competition, and material success, as opposed to feminine traits such as cooperation, nurturance, and quality of life. Cultures high in Masculinity Values tend to prioritize career advancement, financial success, and the accumulation of wealth, often at the expense of work-life balance and personal fulfillment. Conversely, cultures low in Masculinity Values place greater emphasis on interpersonal relationships, leisure, and the pursuit of personal interests and passions.

3.2.2. Analysis

France exhibits a unique cultural tendency that can be characterized as a preference for flexumility traits, blending elements of flexibility and humility in various aspects of society. One dominant example of this is evident in French attitudes towards work-life balance. While France values professional success and productivity, there is also a strong emphasis on maintaining a healthy balance between work and leisure. French workers benefit from generous vacation time, shorter workweeks, and a culture that encourages taking time off to recharge and enjoy life outside of work obligations. This commitment to flexibility allows individuals to prioritize their personal well-being and relationships, contributing to a more balanced and fulfilling lifestyle.

Table 6. Monumentalism and Flexumility Scores for some Countries (and Regions)

1,000	Egypt	571	Argentina	276	Moldova
997	Iraq	564	Chile	265	Bulgaria
955	Jordan	527	India	242	Switzerland
908	Nigeria	521	Romania	191	Russia
890	Morocco	505	Poland	184	Sweden
811	Zimbabwe	492	Uruguay	175	Ukraine
747	Iran	436	Australia	165	France
736	South Africa	427	Spain	119	Netherlands
668	Turkey	423	Vietnam	99	Germany
667	Colombia	388	New Zealand	43	South Korea
662	Georgia	359	Serbia	40	Japan
659	Mexico	354	United Kingdom	16	Taiwan
623	Indonesia	352	Italy	0	China
614	Brazil	340	Slovenia		
572	United States	312	Finland		

Another example of France's preference for flexumility traits can be seen in its approach to leadership and authority. While France has a history of hierarchical structures in various institutions, there is also a cultural emphasis on humility and collaboration among leaders. French leaders often strive to lead by example, fostering open communication, mutual respect, and inclusivity within their teams. This flexible and humble approach to leadership encourages innovation, creativity, and adaptability, allowing organizations to thrive in a rapidly changing world.

Furthermore, France's cultural heritage and history play a significant role in shaping its preference for flexumility traits. French society has a long tradition of valuing intellectualism, creativity, and individual expression, which are often seen as more important than traditional notions of power and dominance. The French Revolution and subsequent movements towards democracy and equality have further reinforced the importance of humility, empathy, and collective well-being in French culture.

The inner reasons behind France's preference for flexumility traits can also be attributed to the influence of philosophical and existentialist ideas. French philosophers such as Jean-Paul Sartre and Albert Camus have explored themes of freedom, authenticity, and the search for meaning in a complex and uncertain world. These philosophical concepts emphasize the importance of flexibility, adaptability, and humility in navigating life's challenges and embracing the inherent uncertainties of human existence.

In conclusion, France exhibits a unique cultural preference for flexumility traits, blending elements of flexibility and humility in various aspects of society. This cultural tendency is evident in French attitudes towards work-life balance, leadership, and interpersonal relationships, where flexibility and humility are valued as essential components of a well-lived life. The historical, philosophical, and societal factors that underpin France's preference for flexumility traits have contributed to a society that values adaptability, empathy, and collective well-being as essential virtues.

3.3. Exclusionist and Universalist

3.3.1. Definition

Michael Minkov's Cultural Patterns Theories include Masculinity Values, which represent the extent to which a society prioritizes traditional masculine traits such as assertiveness, competition, and material success, as opposed to feminine traits like cooperation, nurturance, and quality of life. Cultures high in Masculinity Values tend to emphasize career advancement, financial success, and individual achievement, often at the expense of work-life balance and interpersonal relationships. Conversely, cultures low in Masculinity Values prioritize qualities such as empathy, collaboration, and a sense of community, valuing the well-being of the collective over individual pursuits.

3.3.2. Analysis

France exhibits a strong preference for universalism traits, emphasizing principles of equality, justice, and human rights across various aspects of society. One dominant example of this is evident in French attitudes towards social welfare and public services. France has a comprehensive social welfare system that provides universal access to healthcare, education, and other essential services. The French government invests heavily in social programs aimed at reducing inequality and ensuring that all citizens have access to basic needs and opportunities for advancement.

Another example of France's preference for universalism traits can be seen in its commitment to secularism and religious tolerance. France has a long history of secularism, enshrined in the principle of laïcité, which separates religion

from state affairs and promotes equal treatment of all religions. This commitment to universalism extends to the protection of religious freedoms and the promotion of cultural diversity within French society.

Table 7. Exclusionist and Universalist Scores for some Countries (and Regions)

1,000	Ethiopia	681	Mexico	395	Hungary
949	Iraq	664	Philippines	382	Chile
872	Morocco	640	Vietnam	333	Japan
858	Egypt	631	Russia	311	Spain
849	Saudi Arabia	615	Brazil, China	274	Portugal
815	Kyrgyzstan	585	Turkey	262	Ireland
803	India	579	Colombia	237	United
791	Zambia	557	Bosnia	170	France
773	Venezuela	554	Croatia	120	Germany
756	South Africa	542	El Salvador	119	Australia
733	Uganda	529	Poland	107	Canada
727	Jordan	507	Bulgaria	57	United Kingdom
724	Bangladesh	476	South Korea	34	Norway
718	Azerbaijan	425	Italy		
710	Guatemala	397	Singapore		

Furthermore, France's dedication to human rights and social justice reflects its embrace of universalism traits. French society has a strong tradition of activism and political engagement, with citizens actively advocating for equality, environmental protection, and social justice. France played a pivotal role in the drafting of the Universal Declaration of Human Rights in 1948 and continues to be a vocal advocate for human rights on the global stage.

The inner reasons behind France's preference for universalism traits can be attributed to various historical, cultural, and philosophical factors. Historically, France has been shaped by Enlightenment ideals of liberty, equality, and fraternity, which have laid the groundwork for modern conceptions of universal human rights and social justice. The French Revolution of 1789, with its emphasis on democracy and the rights of the individual, further reinforced these principles within French society.

Moreover, France's cultural heritage and intellectual tradition have played a significant role in shaping its commitment to universalism traits. French philosophers such as Voltaire, Rousseau, and Montesquieu advocated for principles of equality, justice, and human rights, influencing generations of thinkers and activists.

In conclusion, France demonstrates a strong preference for universalism traits, emphasizing principles of equality, justice, and human rights across various aspects of society. This cultural tendency is evident in French attitudes towards social welfare, secularism, religious tolerance, and human rights advocacy. The historical, cultural, and philosophical factors that underpin France's commitment to universalism traits have contributed to a society that values inclusivity, diversity, and the well-being of all its citizens.

4. Conclusion

In conclusion, when examining France's cultural patterns through the lenses of both Hofstede and Minkov's theories, several key themes emerge. Hofstede's cultural dimensions, including Power Distance, Individualism vs. Collectivism, Masculinity vs. Femininity, and Uncertainty Avoidance, provide insights into the nuanced aspects of French culture. France tends to exhibit a preference for lower Power Distance, emphasizing egalitarianism and a questioning of authority. It also showcases elements of both individualism and collectivism, valuing personal autonomy alongside strong social connections. France's cultural landscape reflects a blend of masculine and feminine traits, with an appreciation for both competition and cooperation. Additionally, the French approach to uncertainty tends to be more accepting, allowing for flexibility and adaptation in the face of change.

Similarly, Minkov's cultural dimensions, such as Masculinity Values and Universalism Traits, shed light on France's cultural tendencies. France demonstrates a balance between traditional masculine traits and universalistic values, emphasizing both assertiveness and empathy, competition and cooperation. Furthermore, France exhibits a strong commitment to universalism traits, prioritizing principles of equality, justice, and human rights across various aspects of society.

Overall, France's cultural patterns reflect a rich tapestry of values, beliefs, and attitudes shaped by historical, philosophical, and societal influences. While there may be variations within different segments of the population and over time, understanding these cultural dimensions provides valuable insights for navigating and engaging with French society effectively. France's cultural landscape is characterized by a dynamic interplay of tradition and modernity, individualism and collectivism, and assertiveness and empathy, making it a fascinating and complex cultural environment to explore.

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