

DECREE EQUALITY INDEX FEMALE/MALE

FRANCE

Decree n°2019-15 of 8 January 2019

Decree No. 2019-15 as of 8 January 2019 offers companies with at least 50 employees to publish an indicator to measure the pay gap between women and men in the company in order to reduce it.

- This decree specifies the methodology for calculating the indicators relating to the differences in remuneration between women and men.
- Every year on 1 March the results of the previous year must be published on the company's website
- This decree requires to set up corrective measures which are to be implemented within 3 years if a company has a score less than 75/100

PROFESSIONAL EQUALITY: 5 INDICATORS

	%	Score
Remuneration difference [fixed + variable]	40	0 to 40 Points
Individual increases: % of increases among women vs % of increase among men	20	0 to 20 points
Promotion: % of women promoted vs % of men promoted	15	0 to 15 points
% of increases among the employees after maternity / adoption leave	15	0 to 15 points
Gender differentiation represented in 10 highest paid employees	10	0 to 10 points

INDICATOR 1: Related to the remuneration difference between women and men

According to article D, 1142-2, the first indicator shows the remuneration difference between women and men, based on average remuneration calculations among women and compared with the same among men by age group and by socio professional category

	%	Score
Global remuneration difference	3.7	36/40 Points

A remuneration difference is stated in men's favour.

INDICATOR 2: Related to the differences in the distribution of individual increases

According to article D, 1142-2, the second indicator shows individual increase rate difference [non promotional ones] of the salary between women and men as per socio-professional categories.

	%	Score
Increase rate difference	6.2	20/20 Points

Increases difference is stated in women's favour. The difference in increases reduces the pay gap. All the points are granted.

INDICATOR 3: Related to the remuneration difference between women and men

According to article D, 1142-2, the third indicator shows promotion rate difference between women and men as per socio-professional categories.

Promotion indicates the change in the level category.

	%	Score
Promotion rate difference	2.6	15/15 Points

Promotion difference is stated in women's favour. The difference in promotions reduces the pay gap. All the points are granted

INDICATOR 4: % of increases among the employees after maternity/adoption leave

According to article D, 1142-2, the fourth indicator shows the percentage of the employees who received a salary increase in the year they returned from maternity leave if there were increases during the period the leave was taken.

	%	Score
% of increases	100	15/15 Points

The regulation has been applied to all the employees.
All the points are granted.

INDICATOR 5: Women and Men represented among 10 highest paid employees

According to article D, 1142-2, the fifth indicator shows the number of employees of the under-represented sex among 10 employees receiving the highest remunerations.

	#	Score
Number of employees represented	2	5/10 Points

Men are the under-represented sex among the highest paid workers.