



IHS Markit®

# France Gender Professional Equality Index 2020



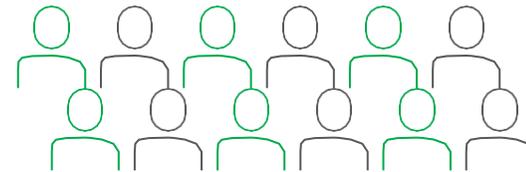
# What is this about?

The french government has made professional gender equality as one of the top priorities of the five year-period. This priority was notably reflected by the law "loi Avenir professionnel", and the publication on January 9<sup>th</sup>, 2019, of the french "Workplace gender equality Index" decree, which is designed to identify any unjustified pay gaps between men and women.

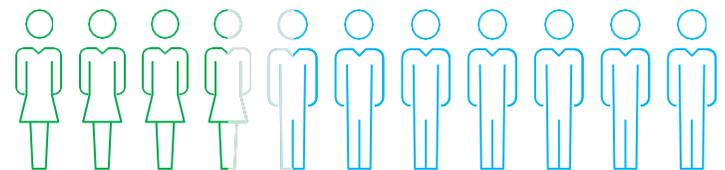
To enable companies (with more than 50 employees and less than 250 employees), to measure their progress with regards to professional equality between women and men and to set up remedial actions if necessary, companies should calculate their index score yearly based on four indicators, which are set out below:

1. Gender Pay Gap by socio-economic profession (40 points)
2. Differences in individual increases by Gender (35 points)
3. Percentage of employees increased upon return from Maternity leave (15 points)
4. Gender Differentiation represented in 10 highest paid employees (10 points)

We have **135** employees in France in 2020



Our gender balance is **37%** female and **63%** male



# Performance measurement indicators

## Our index for 2020 is measured by four indicators

**Indicator 1** 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\*.

A remuneration difference is stated in male's favour.

Most employees are "Cadres" with different job levels/functions are part of the same age group which make the comparison imprecise.

**Indicator 2** shows individual increase rate difference of the salary between women and men.

Remuneration difference is stated in women's favour.

**Indicator 3** 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.

The regulation has been applied to all the employees on maternity/parental leave. All the points are granted.

**Indicator 4** shows the number of employees of the underrepresented sex (Female for IHS Markit) among 10 employees receiving the highest remunerations.

Women are the equally represented amongst the top 10 highest paid of workers.

*\*INSEE CSP: 4 catégories socio- professionnelles: Ouvriers, employés, techniciens et agents de maîtrise/ETAM, Ingénieurs & Cadres*

# Equality professional index – IHS Markit France

Indicator	Score Awarded for IHS Markit 2019	Score Awarded for IHS Markit 2020	Maximum Score Available	Difference YOY
1- Gender Pay Gap by socio-economic profession (CSP)	11	29	40	163%
2- Differences in individual increases by Gender	35	35	35	-
3- Percentage of employees increased upon return from Maternity leave	15	15	15	-
4- Gender Differentiation represented in 10 highest paid employees	5	10	10	100%
<b>INDEX:</b>	<b>66</b>	<b><u>89</u></b>	<b>100</b>	<b>34%</b>



IHS Markit France (IHS Global SAS entity) have scored **89** out of **100 points**, a **34% increase** on the prior year professional equality index.

This represents is a significant improvement, achieving our ambition to obtain a professional equality index that is greater than or equal to 75 points, further to our commitment in 2019.

IHS Markit continue to deliver equality and will pursue our global commitments in regard to inclusion and diversity.

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