



IHS Markit®

# France Gender Professional Equality Index

2019



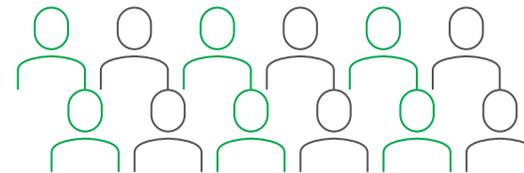
# What is this about?

The french government has made professional gender equality as one of the top priorities of the five year-period.

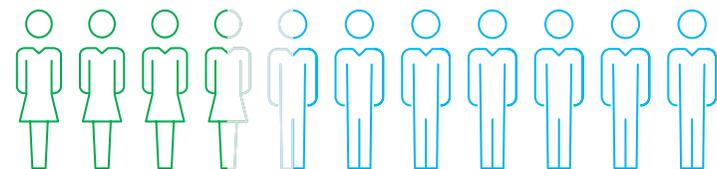
This priority was notably reflected by the law "loi Avenir professionnel", and the publication on January, 9th 2019, of the french Workplace gender equality Index"decree which is designed to identify any unjustified pay gaps between men and women. To enable companies (with more than 50 employees and 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 **140** employees in France in 2019



Our gender balance is **35%** female and **65%** male



# Performance measurement indicators

## Our index for 2019 is measured by four indicators

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

**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. 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 under-represented gender amongst the highest paid of workers.

IHS Markit globally has a 35% female, 65% male split – so these results are similar to the overall firm gender split.

# Equality professional index - IHS Markit France

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



IHS Markit France ( IHS Global SAS entity) have scored 66 out of 100 points.

We have reviewed this result and identified actions to be implemented in order to obtain, at the latest within 3 years, a professional equality index that is greater than or equal to 75 points.

To achieve this goal, IHS Markit will continue with the following global commitments in terms of inclusion and diversity.

# Focusing on our local commitments

Socio-Economic Professions (CSP) to be thoroughly reviewed and audited across 2020, to ensure comparable employees are being reviewed against each other for 2020 reporting.

Local HR Partner to attend external workshop (provided by Ministry of Labour) to understand successful corrective measures that can be implemented for IHS Markit.

Conduct annual equal pay review to review comparable roles against each other and correct any discrepancies.

Work with France Works Council to provide additional local corrective measures to help score 75 out of 100 over the next three years.

Continue to focus on **Inclusion and Diversity** commitments globally and locally such as:

Continue to improve our promotion processes to ensure they are robust, fair, transparent and well understood by applying the IHS Markit Way

Seek to have at least one female candidate for every job role interviewed since our experience is that, due to the nature of our roles, we often have low gender balance in job applications

Continue the development of the inclusion council that will be responsible for driving and sponsoring inclusion initiatives including those focused on gender balance.

Continue to roll out unconscious bias and cultural training across the organization.

Set internal targets for gender balance.

Roll out a global maternity assistance program to help mothers and their managers through maternity leave and transition back to work.

Continue to develop our global mobility program to give all employees a greater choice of career paths and working locations.

Continue to develop an early career program (for those recently graduated or in the first years of their careers) globally with a target of 50% female recruits.

# Focusing on our Inclusion & Diversity global commitments

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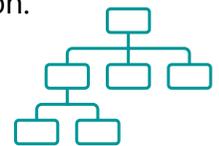
Launched a new talent framework, the IHS Markit Way, that provides transparency to our people of what is expected of them, including the skills and behaviors, at every level within the firm. This same framework acted as a guide to our promotion process, providing transparency and an objective standard. We further provided guidance on unconscious bias awareness to all promotion boards and carried out gender balance checks throughout the process to ensure objectivity and consistency.



3 We have moved closer to our goal of having a female candidate for every job role interviewed through launching a number of initiatives to improve the diversity of our hiring pools and selections. These initiatives include building partnerships with organisations that provide access to diverse hiring pools. In addition we now use the IHS Markit Way to help structure the interview process to reduce bias and we launched the use of Pymetrics, a recruiting tool that combines artificial intelligence and neuroscience to help remove unconscious bias in the recruiting process. We successfully piloted a Return to Work program.



4 We have launched our inclusion council which is responsible for driving, sponsoring and championing inclusion across IHS Markit. Achieving gender balance is a key focus for the group. The council is chaired by a member of our Executive Committee and is made up of representatives from each of our affinity groups and regions as well as human resources and recruitment. The council is in the process of establishing inclusion champions in each of our offices in order to ensure engagement and the two-way flow of information.



- 5 Our unconscious bias training has been rolled out across the organisation. The training has been revised to include clear linkage to our values and culture and incorporates a practical toolkit to enable easy implementation.



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We have established long term gender goals and are in the process of operationalising them at the business level. These will complement a number of inclusion and diversity targets that we have detailed in our inclusion statement produced by our inclusion council.

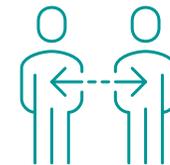


- 7 We have launched a dashboard to provide leaders with clear visibility of the demographics and diversity of their mobile workforce. We are embedding our global mobility program into our talent and career mobility strategy which will allow us to better understand the business rationale for mobility as it relate to diversity, talent, performance, leadership development and retention and allow us to make better decisions in relation to the selection of mobility employees.



8

We have successfully launched an early career program for graduates and those in their first year of their careers with over 200 colleagues in each program. We are working towards our goal of 50/50 gender balance but have more to do to ensure we have a wider cadre of strong female candidates.



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