

THE GENDER EQUALITY INDEX

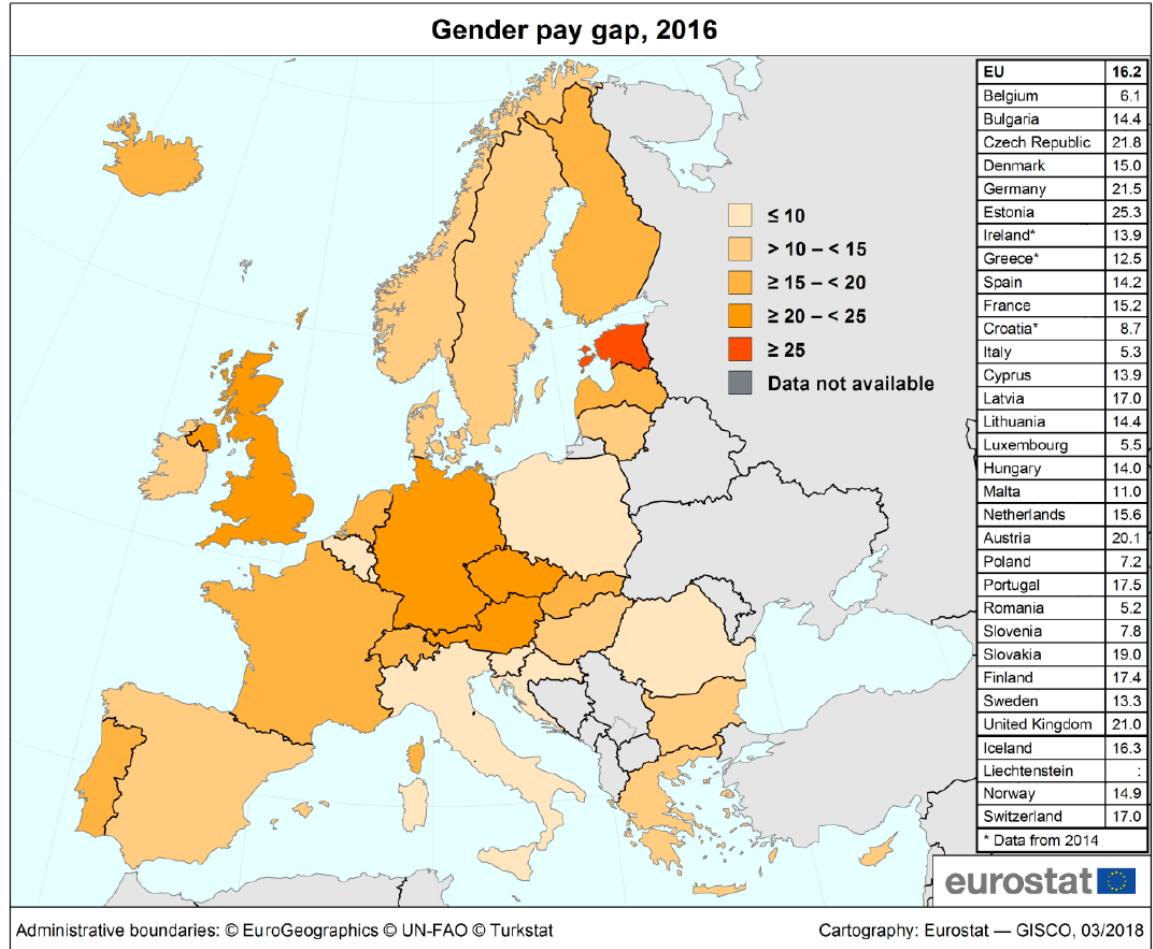
September 11, 2019

Where do we stand in terms of gender inequality in the EU ?

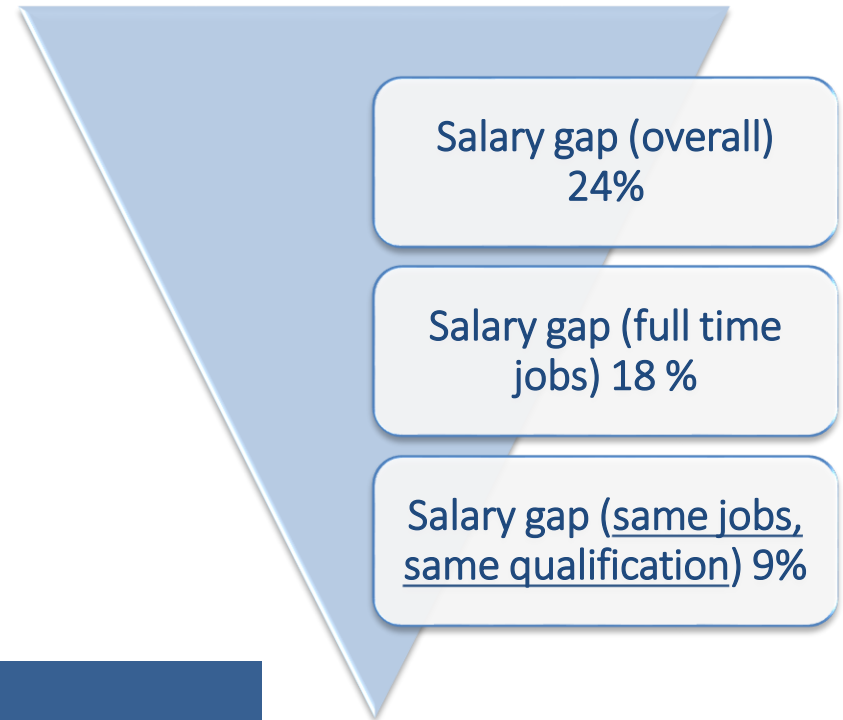
38/2018 - 7 March 2018

8 March 2018: International Women's Day

Women in the EU earned on average 16% less than men in 2016



Where do we stand in terms of gender inequality (in France) ?



Women in executive committee :

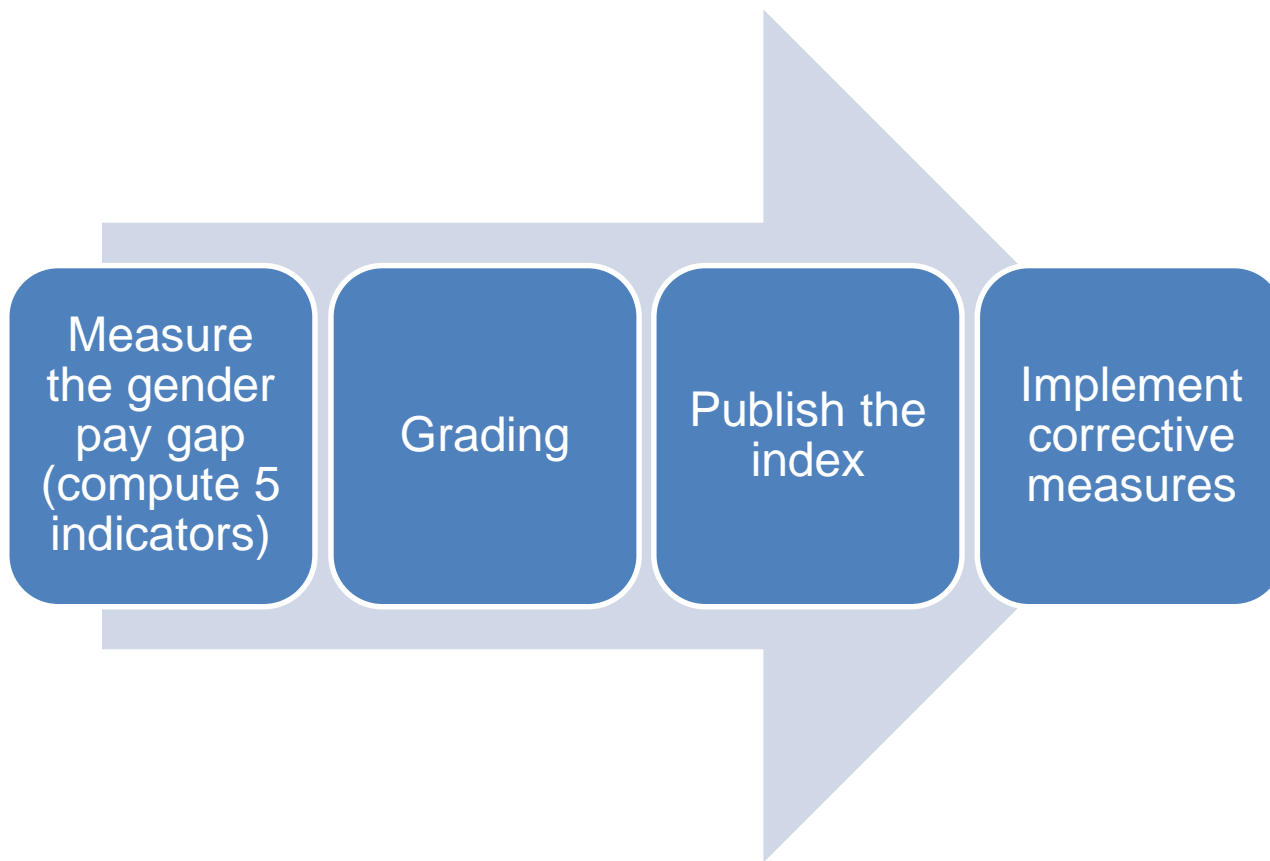
- CAC 40 (France) : 42%
- MIB 40 (Italy) : 32 %
- FTSE 100 (UK) : 27 %
- HDAX (Germany) : 27 %

Objective of the new law

- Suppress any salary gap between men and women if it is not justified by the position or qualifications.
- « equal pay for equal work » by March 2022 for all companies with 50 workers or more.
- Companies that do not have satisfactory results will be liable to a financial penalty of up to 1% of their wage bill.

How to measure unjustified salary gap ?

A 4-step process



The gender quality index : 5 indicators for 5 targets



75/100

points	Indicators Companies > 250 people	Indicators Companies between 50 and 250 people	points
40 pts	Closing the gender pay gap for comparable jobs and age group		40 pts
20 pts	Same opportunity of having a pay rise for women and men		35 pts
15 pts	Same opportunity of getting a promotion for women and men		
15 pts	All female employees given a pay rise on returning from maternity leave where pay rises have been granted in their absence		15 pts
10 pts	At least 4 women (or men) in the top ten highest paid employees		10 pts

WHEN ?



Companies > 1000 : index published by the 1st of March 2019

Companies 251 to 1000 : index published by the 1st of September 2019

Companies 50 to 250 : index published by the 1st of March 2020



Grading



- Budgetary allowance for closing the gap within 3 years
- Apply the law on maternity leave
- Grant personal pay rises
- Ensure promotions for women
- Establish a pool of talent to ensure a fair representation of both sexes at the top of the organisation

Publication on the company's external website

Transparency at two levels :

- Within the company, the social partners will have detailed results available for each incator
- On a broader scale : publication on the company's website in order to show if the company is committed to make progress in terms of equality in the workplace



Controls by the Labour Inspection Department



« Name and shame » ?

