



Decree Equality Index Female/Male PPD France

Decree n°2019-15 of 8 January 2019

[February 2020]



Occupational Law of the Future/ Professional Equality

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

Indicator	Percent	Score
Remuneration difference [fixed + variable]	40%	0 to 40 points
Individual increases: % of increases among women vs. % of increases among men	20%	0 to 20 points
Promotions: % of women promoted vs. % of men promoted	15%	0 to 15 points
% of increases among 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: Indicator 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.

A slight remuneration difference is stated in women's favour.

Global Remuneration Difference	Score
0.10%	39/40

Indicator 2: Indicator related to the difference in the distribution of individual increases

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

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

Increase Rate Difference	Score
5.2%	20/20

Indicator 3: Indicator related to the promotion difference between women and men

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

Promotion indicates the change in the level category.

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

Promotion Rate Difference	Score
2.1%	15/15

Indicator 4: Percent of increases among 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.

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

% of Increases	Score
100%	15/15

Indicator 5: Women 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 ten employees receiving the highest remunerations.

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

Number of Employees Represented	Score
3	5/10