

Calculation of the gender equality index 2021

Summary of your indicator results

Year for which the indicators are calculated: 2020

Reference period

Start date: 01/01/2020

End date: 12/31/2020

Headcount range of the company or SEU: 1000 and more

Number of employees taken into account for the calculation of the index: 13 022

GENDER EQUALITY INDEX

Your result is: 88/100

Calculation details

	Calculable indicator (1=yes, 0=no)	Value of the indicator	Points obtained	Number of maximum points of the indicator	Number of maximum points of the calculable indicators
Gender Pay gap (in %)	1	1.2	38	40	40
Gender individual pay gap (in points)	1	0.5	20	20	20
Difference in individual increases (in points)	1	2	15	15	15
Percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
Number of women employees of the under-represented gender in the 10 highest earners	1	0	0	10	10
Total calculable indicators			88		100
INDEX (on 100 points)			88		100

Detailed results by indicator

Gender pay gap indicator

	Pay gap by CSP (before relevance threshold)			
	Less than 30 years old	30 years old to 39 years old	40 years old to 49 years old	50 years old to 59 years old
Workers	1.4%	0.6%	- 1.5%	- 4.6%
Employees	nc	nc	nc	nc
Technicians or supervisors	0.5%	1.6%	1.7%	2.4%
Engineers and managers	- 0.4%	0.4%	3.4%	11.6%

Your final result is 1.2%. The difference is in favour of men.

Score obtained: 38/40

Gender individual pay gap indicator

	Difference in the rate of increase by CSP
Workers	1%
Employees	nc
Technicians or supervisors	- 7%
Engineers and managers	4%

Your final result is 0.5%. The difference is in favour of men.

Score obtained: 20/20

Difference in individual increases between women and men indicator

	Difference in the rate of increase by CSP
Workers	1%
Employees	nc
Technicians or supervisors	3%
Engineers and managers	- 6%

Your final result is 2.45%. The difference is in favour of women.

Score obtained: 15/15

Percentage of employees receiving a raise after returning from maternity leave

Your final result is 100%.

Score obtained: 15/15

Number of women employees of the under-represented gender in the 10 highest earners

Your final result is 0%. Men are over-represented.

Score obtained: 0/10