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Professional Equality Index in France

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Today we have some good news from French companies: a new law imposes on all companies with 50 or more employees to calculate and publish their gender equality index on their website by March 1, 2023.

Entreprises with more than 1,000 employees will also have to calculate and publish any gaps in representation between women and men among their senior managers and members of their governing bodies. These results must be transmitted to the Ministry of Labor at www.egapro.travail.gouv.fr.

The law of December 24, 2021, aimed at accelerating economic and professional equality between women and men in France, also introduced an obligation for companies employing at least 1,000 employees for the third consecutive financial year to calculate and publish before March 1 their gender gaps among their senior executives and members of their management bodies.

In addition to this transparency obligation, the law provides for an obligation of balanced representation between women and men in the management positions of large companies. Companies must reach a minimum target of 30% of women and men in senior management positions and 30% of women and men in executive positions by March 1, 2026. This target will be increased to 40% as of March 1, 2029.

A legal obligation, the Professional Equality Index has been designed as a simple and practical tool. It allows companies to measure the pay gap between women and men and highlights areas for improvement when these disparities are unjustified.





Companies with an overall score of less than 85/100 must set targets for improvement and publish them on their website. Companies with a score below 75/100 must define appropriate and relevant corrective measures by agreement or, failing that, by unilateral decision, and publish these measures.

Such initiatives in the legal framework make us think in an optimistic perspective. Hopefully, they will have the expected positive impact, but we can only check the results in the following years.

