

# Gender Equality Index at Work in 2025



## What is it?

- In France, although the principle of 'equal pay for equal work' is enshrined in law, **women's pay remains on average 9% lower than men's**.
- The professional equality index was designed by the French ministry in charge of employment as a simple and practical tool to promote gender equality within companies.
- It measures pay and status gaps and highlights areas for improvement where these disparities are unjustified.
- Every year, all companies with at least 50 employees must calculate it and publish it before the 1<sup>st</sup> of March.

## How is it calculated?

The index is scored out of **100 points** and calculated based on **4 metrics**:

1. The pay gap, i.e. the comparison of average pay for women and men, by age group and by socio-professional category or other job classification.
2. The gap in the distribution of individual pay rises between women and men.
3. The percentage of female employees receiving a pay rise on returning from maternity leave.
4. The distribution between women and men among the ten highest salaries.

## What is the index at France Energies Marines?



# 91/100

The minimum score the company must achieve is 75/100



## 36/40

Metric related to pay gap



## 35/35

Metric related to the difference in individual pay rise rates



## 15/15

Metric relating to the % of female employees who received a pay rise in the year following their return from maternity leave



## 5/10

Metric related to the number of employees of under-represented gender among the 10 who received the highest pay

