



KNIME

Création des graphiques de diagnostic sur l'égalité
professionnelle femmes - hommes

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1 Contexte

- Diagnostic égalité professionnelle femmes-hommes
- RGPD

2 KNIME

- Présentation de l'outil
- Présentation du workflow

3 Outil ETL

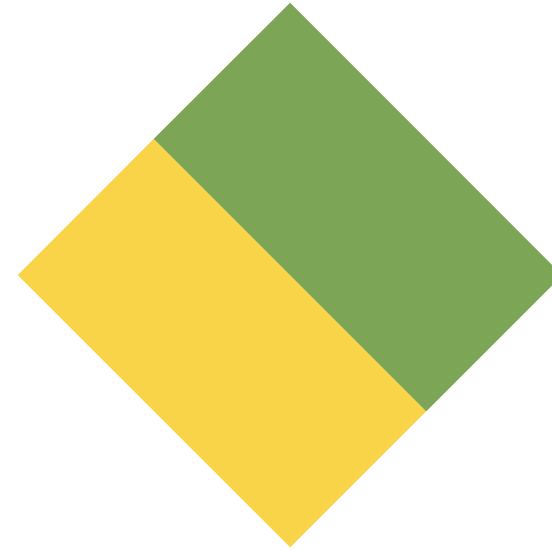
- Principales étapes de transformation des données
- Output

4 Outil de visualisation

Présentation et interprétation des graphiques générés

5 Conclusion

- Concernant l'outil
- Concernant l'index « égalité professionnelle femmes – hommes »



CONTEXTE

Contexte

Diagnostic égalité professionnelle femmes – hommes :

- obligation : calcul et publication annuelle de l'**index égalité femmes – hommes**

- l'*index* est calculé au moyen de **cinq indicateurs** : *rémunération, augmentation, promotion, parité parmi les 10 plus hauts salaires, taux d'augmentation suite à congés maternité*

- recommandation : produire un **diagnostic** sexué et une analyse de la situation respective des femmes et des hommes



Contexte

RGPD :

Les 5 grands principes des règles de protection des données personnelles :

- principe de **finalité**
- principe de **proportionnalité** et de **pertinence**
- principe d'une durée de **conservation limitée**
- principe de **sécurité** et de **confidentialité**
- respect des **droits des personnes**



KNIME

KNIME : présentation de l'outil

- Logiciel libre et open-source
- Version 4.4.1
- L'interface utilisateur graphique permet la construction de workflow par l'assemblage de nœuds réalisant une opération spécifique
- Opérations réalisées grâce aux nodes : le formatage des données (ETL: Extraction, Transformation, Chargement), l'analyse, la visualisation des résultats au sein de la même interface
- Il est également possible de concevoir ses propres nodes KNIME en Java



KNIME : présentation du workflow

Workflow gender equality:

- generate graphs on gender equality indicators
- write CSV file with anonymous data

xlsx files are pasted in the "files_input" folder, located in the "gender_equality" folder

CSV file is written in the gender_equality_workflow data folder. You can change this location by specifying a new one in the node "output location" setting

File readers:

Excel reader nodes x3:
- info_pro.xlsx
- remuneration.xlsx
- salaries.xlsx
Each file has **256** rows
Useless columns are discarded, data types are checked and modified if necessary

File readers metanode



Data explorers:

Data explorer nodes x3 :
- data info_pro
- data remuneration
- data salaries
Data explorer nodes display properties of input data (ex: statistical indicators, missing values...)

Data explorers metanode



Data transformation:

- Calculate "age"
- Binning "data values" (age, seniority)
- Calculate "salaire total"

Data transformations metanode



Data joiners:

Joiner nodes x2:
Inner join on "id_salariés"
Join result table has **256** lines

Data joiners metanode



Columns transformers:

- Column filter: useless columns are discarded
- Column sorter: columns are organized before writing csv file
- Column combiner: columns "service" and "sex" are combined to be used in graphics views

Metanode columns transformations



Write CSV file with anonymous data

CSV Writer



To open gender equality report :
=> right click on Component visualisation node
=> click "Interactive view"

Displays gender equality graphs using Views nodes. Pivoting and Groupby nodes are used to produce indicators per gender and also per department and gender / age and gender

Component visualisation



xlsx files are deleted from the "files_input" folder, original datas are no longer available. To replay the workflow, paste the xlsx files into the "files_input" folder

Delete Files/Folders



ETL

KNIME : présentation du workflow

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Component visualisation



KNIME : readers



Fichiers sources
provenant du
SIRH au format
xlsx

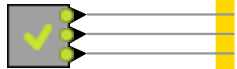
File readers:

Excel reader nodes x3:

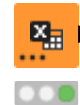
- info_pro.xlsx
- remuneration.xlsx
- salaries.xlsx

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necessary

File readers metanode

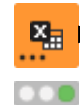


Excel Reader



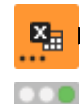
read_salaries

Excel Reader



read_remuneration

Excel Reader



read_info_pro

Dialog - 0:56:7 - Excel Reader (read_salaries)

File

Settings Transformation Advanced Settings Encryption Flow Variables Memory Policy

Transformations

Reset actions Move up Move down Enforce types Take columns from: Union Intersection

Column	New name	Type
<input checked="" type="checkbox"/> id_salarie		[S] String
<input checked="" type="checkbox"/> Sexe		[S] String
<input type="checkbox"/> Prénom/Nom		[S] String
<input type="checkbox"/> Telephone		[I] Number (integer)
<input checked="" type="checkbox"/> Date_naissance		[S] String
<input type="checkbox"/> Etat Civil		[S] String
<input type="checkbox"/> Enfants		[I] Number (integer)
<input checked="" type="checkbox"/> <any unknown new column>		[?] Default

Preview File Content

Preview with current settings

The suggested column types are based on the first 10000 rows only. See 'Advanced Settings' tab.

Row ID	[S] id_salarie	[S] Sexe	[S] Date_n...
Row0	16920105-1209	F	1955-07-07
Row1	16661123-8764	H	1970-09-22
Row2	16230718-4297	F	1965-03-01
Row3	16130305-6954	F	1963-09-02
Row4	16360125-5924	F	1959-04-02
Row5	16520612-7770	F	1960-12-18
Row6	16860412-1965	H	1975-10-18
Row7	16551001-4151	F	1970-11-03
Row8	16220420-6227	H	1975-02-05
Row9	16550904-2932	F	1969-05-14
Row10	16350127-5733	H	1966-03-22
Row11	16080130-8107	H	1974-05-13
Row12	16390301-2403	H	1960-11-25
Row13	16861012-1389	H	1968-06-26
Row14	16800116-6613	H	1959-11-30
Row15	16050619-6252	F	1968-11-19

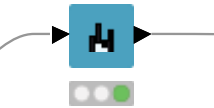
OK Apply Cancel ?

KNIME : data explorers



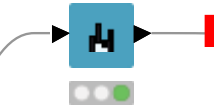
Data explorers:
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Data explorers metanode

Data Explorer



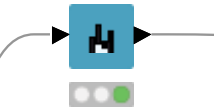
explore_salaries

Data Explorer



explore remuneration

Data Explorer



explore info_pro

Numeric Nominal Data Preview

Search:

Column	Exclude Column	Minimum	Maximum	Mean	Standard Deviation	Variance	Skewness	Kurtosis	Overall Sum	No. zeros	No. missings	No. NaN	No. +∞	No. -∞	Histogram
Salaire base mensuel	<input type="checkbox"/>	1059.760	9999.383	5326.531	2505.494	6277497.829	0.223	-1.174	1363591.840	0	0	0	0	0	
%variable_moyen	<input type="checkbox"/>	0	40	20.027	11.530	132.937	0.061	-1.167	5127	3	0	0	0	0	
Augmentation	<input type="checkbox"/>	0	1	0.519	0.501	0.251	-0.075	-2.011	125	116	15	0	0	0	
Promotion	<input type="checkbox"/>	0	1	0.519	0.501	0.251	-0.075	-2.011	125	116	15	0	0	0	

Showing 1 to 4 of 4 entries

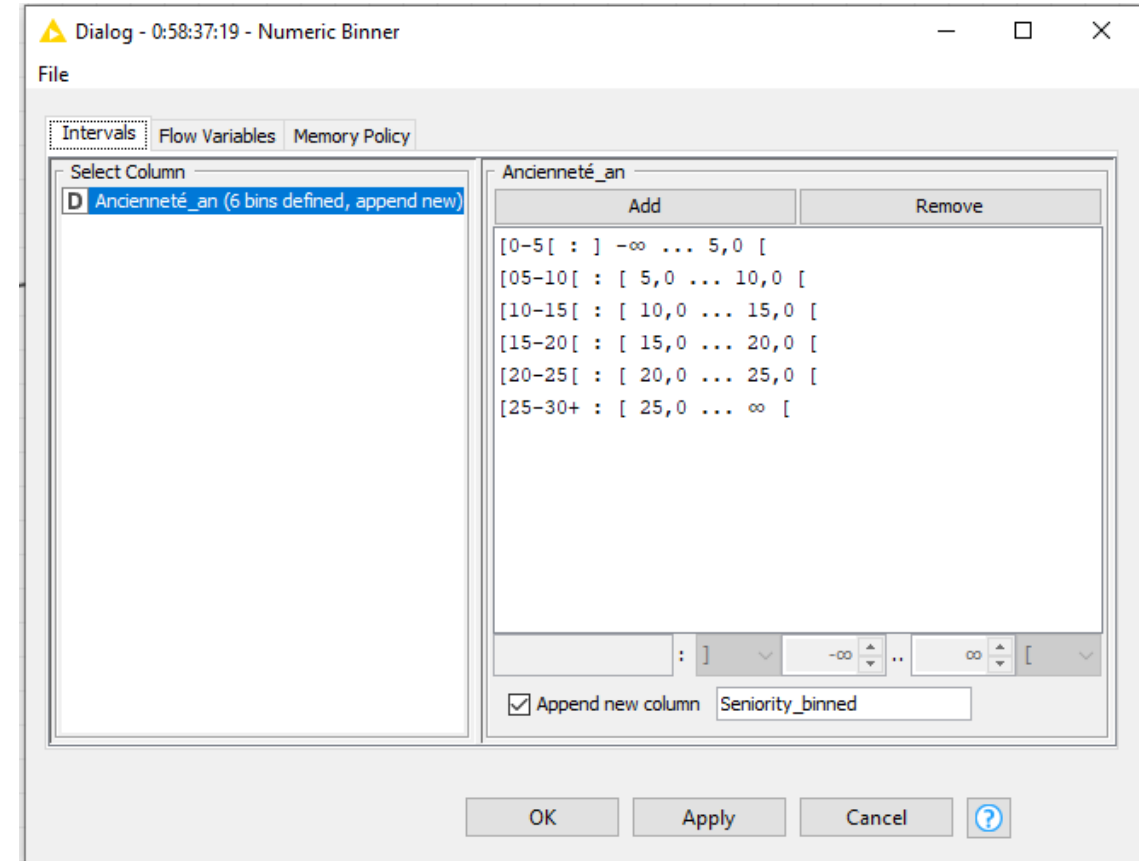
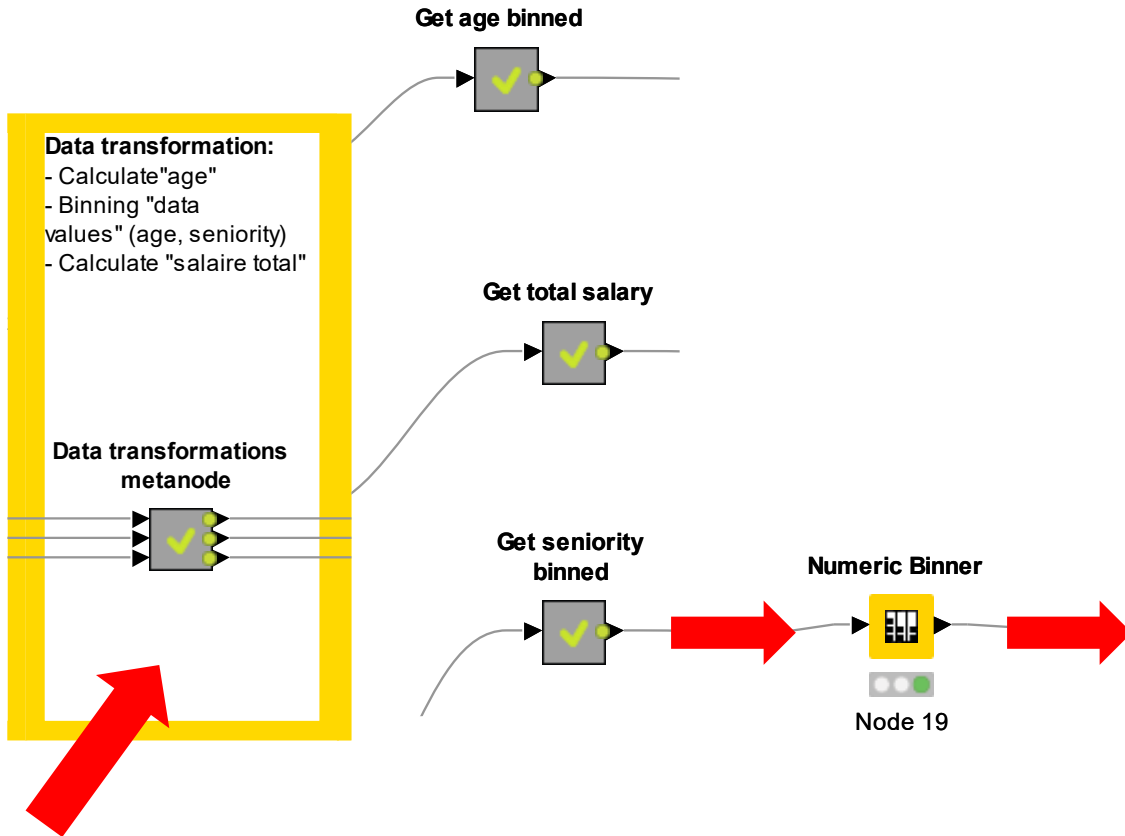
Numeric Nominal Data Preview

Search:

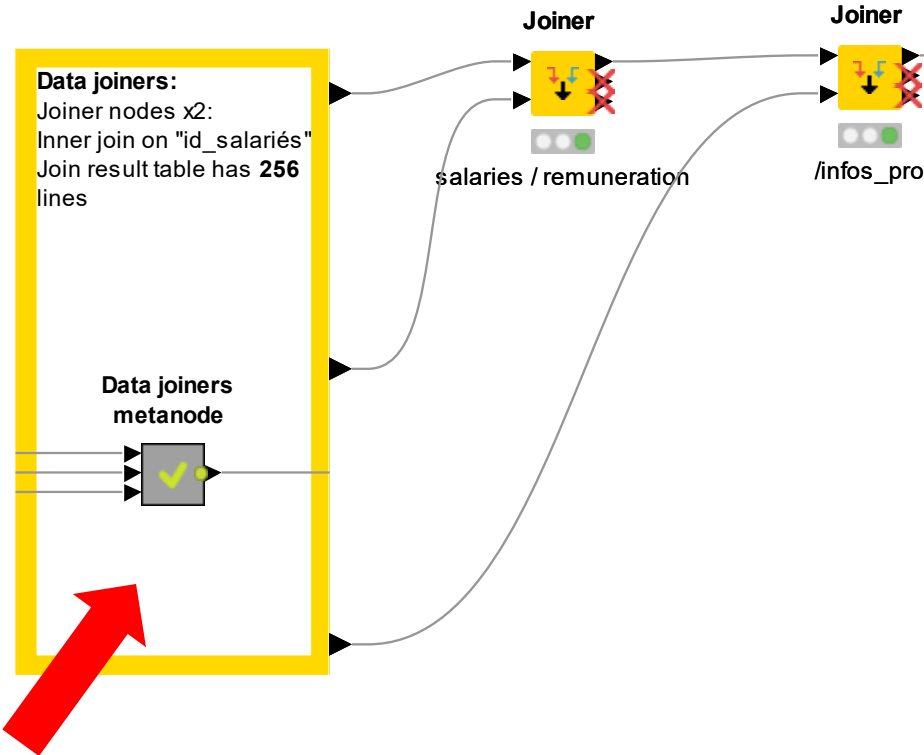
Column	Exclude Column	No. missings	Unique values	All nominal values	Frequency Bar Chart
id_salaire	<input type="checkbox"/>	0	256	16560517-2740, 16080130-8107, 16960906-7989, 16610809-8713, 16620412-8323, [...], 16940521-7028, 16230718-4297, 16540728-0337, 16950828-2259, 16430518-1481	
Contrat	<input type="checkbox"/>	0	2	CDI, CDD	
Durée hebdo	<input type="checkbox"/>	0	4	35, 24, 28, 32	

Showing 1 to 3 of 3 entries

KNIME : data transformation



KNIME : joiners



Dialog - 0:59:11 - Joiner

File

Joiner Settings | Column Selection | Performance | Flow Variables | Memory Policy

Join columns

Match ☒ all of the following ☐ any of the following

Top Input ('left' table) Bottom Input ('right' table)

S id_salarié S id_salarié

Compare values in join columns by ☒ value and type ☐ string representation ☐ making integer types compatible

Include in output

☒ Matching rows

☐ Left unmatched rows

☐ Right unmatched rows

Output options

☐ Route unmatched rows to separate ports

☒ Merge join columns

☐ Hiding enabled

Row Keys

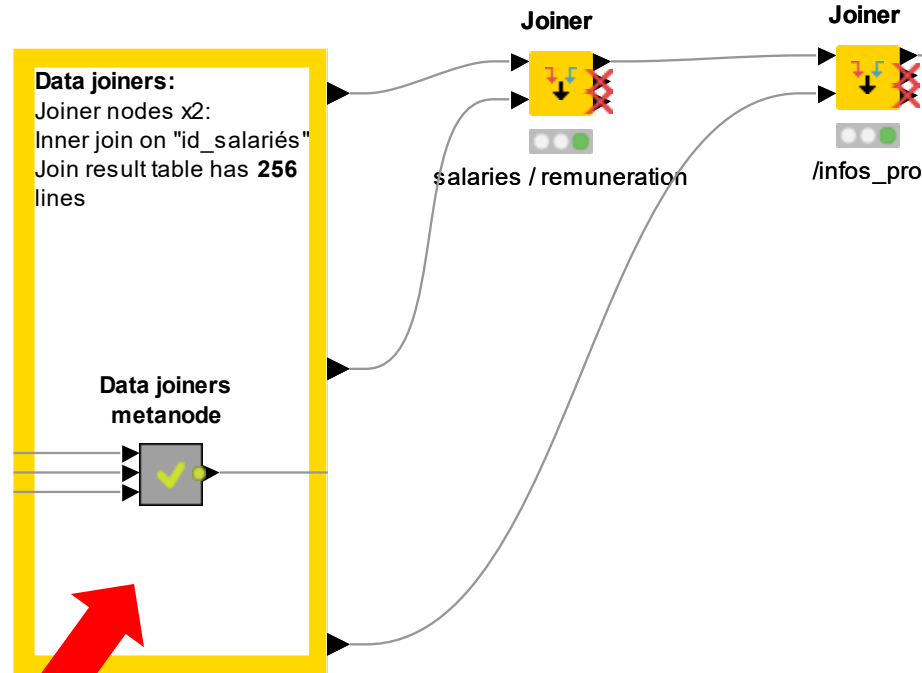
☒ Concatenate original row keys with separator

☐ Assign new row keys sequentially

Inner join

OK Apply Cancel ?

KNIME : joiners



Join result - 0:59:12 - Joiner (/infos_pro)

File Edit Hilite Navigation View

Table "default" - Rows: 256 Spec - Columns: 16 Properties Flow Variables

Row ID	S Id_salarié	S Sexe	D Date_n...	I annee...	D age	S Age_bi...	S Contrat	S Durée ...	D Salaire ...	I %varia...	I Augme...	I Promotion	D Salaire ...	D Anden...	S Service
Row34_Row0...	16990924-2829	F	1976-02-18	1976	45	40-49	CDI	35	9,873.5	13	0	0	11,157.055	22.5	Consultant
Row144_Row...	16990414-3527	H	1955-07-01	1955	66	50+	CDI	35	4,296.717	39	0	1	5,972.436	10.8	Consultant
Row126_Row...	16981206-3817	F	1970-01-19	1970	51	50+	CDI	35	3,705.217	29	1	1	4,779.73	13	RH
Row42_Row3...	16970415-1050	H	1963-10-25	1963	58	50+	CDI	35	1,697.15	17	1	0	1,985.666	21.7	Consultant
Row235_Row...	16960906-7989	H	1983-03-04	1983	38	30-39	CDD	35	2,848.3	15	1	0	3,275.545	3.3	R&D
Row149_Row...	16960628-0338	H	1968-11-07	1968	53	50+	CDI	35	5,464.55	34	0	0	7,322.497	10.5	Commercial
Row76_Row6...	16960619-9017	H	1976-06-26	1976	45	40-49	CDI	35	9,999.383	27	0	1	12,699.217	17.8	Marketing
Row178_Row...	16951117-9468	F	1955-08-01	1955	66	50+	CDI	24	3,116.88	37	0	1	4,270.126	8.2	RH
Row187_Row...	16950828-2259	H	1985-08-09	1985	36	30-39	CDI	24	5,462.08	39	0	1	7,592.291	7.5	Marketing
Row70_Row9...	16950514-2464	H	1979-03-09	1979	42	40-49	CDI	35	2,769.433	33	0	0	3,683.346	18.9	Compta Fina...
Row210_Row...	16940521-7028	F	1955-04-07	1955	66	50+	CDI	35	5,522.183	9	1	1	6,019.18	5.9	RH
Row56_Row1...	16940414-0312	F	1979-01-19	1979	42	40-49	CDI	35	7,308.817	12	0	1	8,185.875	20.2	Consultant
Row35_Row1...	16931211-0175	F	1965-02-04	1965	56	50+	CDI	24	5,895.76	23	1	1	7,251.785	22.4	Commercial
Row60_Row1...	16931009-2151	H	1963-04-19	1963	58	50+	CDI	35	7,081.317	26	0	1	8,922.459	20	R&D
Row124_Row...	16920917-6040	H	1970-03-23	1970	51	50+	CDI	35	6,195.583	23	0	1	7,620.567	13.1	Commercial
Row23_Row1...	16920713-6616	H	1971-08-12	1971	50	50+	CDI	35	5,517.633	23	1	1	6,786.689	23.3	Marketing
Row105_Row...	16920528-2461	H	1979-09-12	1979	42	40-49	CDI	35	8,458.45	1	0	0	8,543.035	15.2	R&D
Row236_Row...	16920219-1855	F	1970-08-15	1970	51	50+	CDI	35	2,132.433	18	1	1	2,516.271	3.2	Consultant
Row0_Row18...	16920105-1209	F	1955-07-07	1955	66	50+	CDI	35	3,097.033	13	0	0	3,499.648	25	Consultant
Row89_Row1...	16910902-6667	F	1955-03-03	1955	66	50+	CDI	35	8,218.817	14	0	1	9,369.451	16.3	Compta Fina...
Row175_Row...	16910826-9763	F	1971-12-09	1971	50	50+	CDI	35	5,388.717	30	1	0	7,005.332	8.4	Consultant
Row134_Row...	16910810-6712	H	1969-02-18	1969	52	50+	CDI	35	1,873.083	27	0	0	2,378.816	12.2	Consultant
Row97_Row2...	16910501-3081	F	1968-08-18	1968	53	50+	CDI	35	4,152.633	7	1	1	4,443.318	15.8	Commercial
Row211_Row...	16900610-6265	H	1958-07-19	1958	63	50+	CDI	35	9,096.967	21	0	1	11,007.33	5.8	R&D
Row103_Row...	16900402-0286	H	1960-01-26	1960	61	50+	CDI	35	7,264.833	31	0	1	9,516.932	15.6	Marketing
Row220_Row...	16891227-4985	F	1987-04-23	1987	34	30-39	CDI	35	2,052.05	13	1	1	2,318.817	5.3	Compta Fina...
Row247_Row...	16891203-4397	F	1967-10-08	1967	54	50+	CDD	32	2,496	21	?	?	3,020.16	1.3	Consultant
Row169_Row...	16891013-6921	H	1955-07-16	1955	66	50+	CDI	35	2,767.917	6	1	0	2,933.992	9.2	RH
Row237_Row...	16891006-1830	H	1986-05-08	1986	35	30-39	CDI	35	3,486.817	19	0	1	4,149.312	3.1	RH
Row153_Row...	16890714-6248	H	1966-10-12	1966	55	50+	CDI	24	1,709.76	10	1	1	1,880.736	10.3	Consultant
Row197_Row...	16890313-1335	F	1958-10-22	1958	63	50+	CDI	35	3,165.283	0	0	1	3,165.283	6.8	Commercial
Row28_Row3...	16880121-1056	H	1969-10-23	1969	52	50+	CDI	35	6,002.967	2	1	1	6,123.026	22.8	Marketing
Row180_Row...	16870824-4853	H	1987-07-01	1987	34	30-39	CDI	35	2,998.45	21	1	1	3,628.124	8.2	Marketing
Row13_Row3...	16861012-1389	H	1968-06-26	1968	53	50+	CDI	35	3,508.05	11	0	1	3,893.936	24	RH
Row6_Row34...	16860412-1965	H	1975-10-18	1975	46	40-49	CDI	35	3,232.017	35	0	0	4,363.223	24.4	Consultant
Row19_Row3...	16851208-5567	H	1972-03-31	1972	49	40-49	CDI	28	1,851.547	19	0	1	2,203.341	23.7	Consultant
Row100_Row...	16850430-6617	H	1956-06-19	1956	65	50+	CDI	35	5,359.9	4	1	0	5,574.296	15.7	RH

KNIME : columns transformers



Columns transformers:

- Column filter: useless columns are discarded
- Column sorter: columns are organized before writing csv file
- Column combiner: columns "service" and "sex" are combined to be used in graphics views

Metanode columns transformations



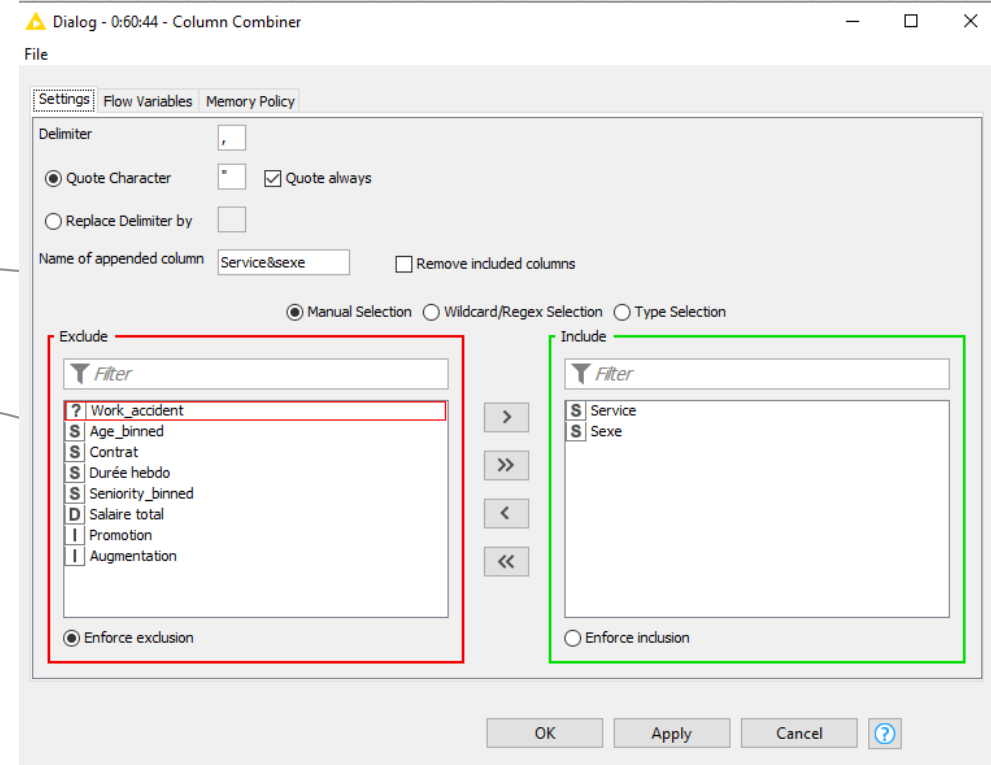
Column Filter



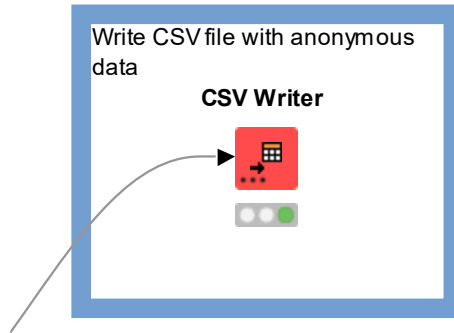
Column Resorter



Column Combiner



KNIME : CSV writer



Dialog - 0.4 - CSV Writer

File

Settings | Advanced Settings | Comment Header | Encoding | Flow Variables

Output location

Write to: Relative to Current workflow data area

File: infos_salaries_anonymisees.csv

Write options: ☐ Create missing folders If exists: ☒ overwrite ☐ append ☐ fail

⚠ There exists a file with the specified path 'infos_salaries_anonymisees.csv' that will be overwritten.

Format

Column Delimiter: , System Default Row Delimiter

Quote Char: " Quote Escape Char: \

Header

☒ Write column header

☐ Don't write column headers if file exists

☐ Write row ID

OK Apply Cancel ?



Dialog - 0.4 - CSV Writer

File

Settings | Advanced Settings | Comment Header | Encoding | Flow Variables

Select a character set for the encoding type:

☐ OS default (windows-1252)

☐ ISO-8859-1

☐ US-ASCII

☒ UTF-8

☐ UTF-16

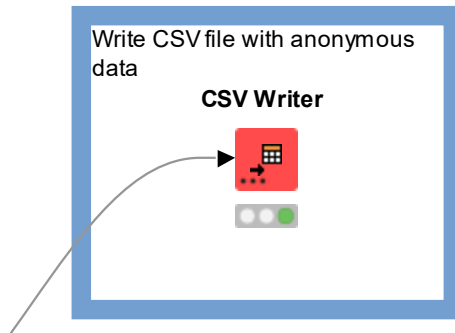
☐ UTF-16BE

☐ UTF-16LE

☐ Other

OK Apply Cancel ?

KNIME : CSV writer



*Rappel RGPD : principe de **finalité**, principe de **proportionnalité** et de **pertinence**, principe d'une durée de **conservation limitée***

```
infos_salaries_anonymisees.csv
1 "Service","Sexe","Age_binned","Contrat","Durée hebdo","Seniority_binned","Salaire total","Promotion","Augmentation"
2 "Consultant","F","40-49","CDI","35","[20-25[",11157,0,0
3 "Consultant","H","50+","CDI","35","[10-15[",5972,1,0
4 "RH","F","50+","CDI","35","[10-15[",4780,1,1
5 "Consultant","H","50+","CDI","35","[20-25[",1986,0,1
6 "R&D","H","30-39","CDD","35","[0-5[",3276,0,1
7 "Commercial","H","50+","CDI","35","[10-15[",7322,0,0
8 "Marketing","H","40-49","CDI","35","[15-20[",12699,1,0
9 "RH","F","50+","CDI","24","[05-10[",4270,1,0
10 "Marketing","H","30-39","CDI","24","[05-10[",7592,1,0
11 "Compta Finances","H","40-49","CDI","35","[15-20[",3683,0,0
12 "RH","F","50+","CDI","35","[05-10[",6019,1,1
13 "Consultant","F","40-49","CDI","35","[20-25[",8186,1,0
14 "Commercial","F","50+","CDI","24","[20-25[",7252,1,1
15 "R&D","H","50+","CDI","35","[20-25[",8922,1,0
16 "Commercial","H","50+","CDI","35","[10-15[",7621,1,0
17 "Marketing","H","50+","CDI","35","[20-25[",6787,1,1
18 "R&D","H","40-49","CDI","35","[15-20[",8543,0,0
19 "Consultant","F","50+","CDI","35","[0-5[",2516,1,1
20 "Consultant","F","50+","CDI","35","[25-30+",3500,0,0
21 "Compta Finances","F","50+","CDI","35","[15-20[",9369,1,0
22 "Consultant","F","50+","CDI","35","[05-10[",7005,0,1
23 "Consultant","H","50+","CDI","35","[10-15[",2379,0,0
24 "Commercial","F","50+","CDI","35","[15-20[",4443,1,1
25 "R&D","H","50+","CDI","35","[05-10[",11007,1,0
26 "Marketing","H","50+","CDI","35","[15-20[",9517,1,0
27 "Compta Finances","F","30-39","CDI","35","[05-10[",2319,1,1
28 "Consultant","F","50+","CDD","32","[0-5[",3020,,
29 "RH","H","50+","CDI","35","[05-10[",2934,0,1
30 "RH","H","30-39","CDI","35","[0-5[",4149,1,0
31 "Consultant","H","50+","CDI","24","[10-15[",1881,1,1
32 "Commercial","F","50+","CDI","35","[05-10[",3165,1,0
33 "Marketing","H","50+","CDI","35","[20-25[",6123,1,1
34 "Marketing","H","30-39","CDI","35","[05-10[",3628,1,1
35 "RH","H","50+","CDI","35","[20-25[",3894,1,0
36 "Consultant","H","40-49","CDI","35","[20-25[",4363,0,0
37 "Consultant","H","40-49","CDI","28","[20-25[",2203,1,0
```

Normal text file length : 13 821 lines : 257 Ln : 1 Col : 66 Pos : 67 Windows (CR LF) UTF-8

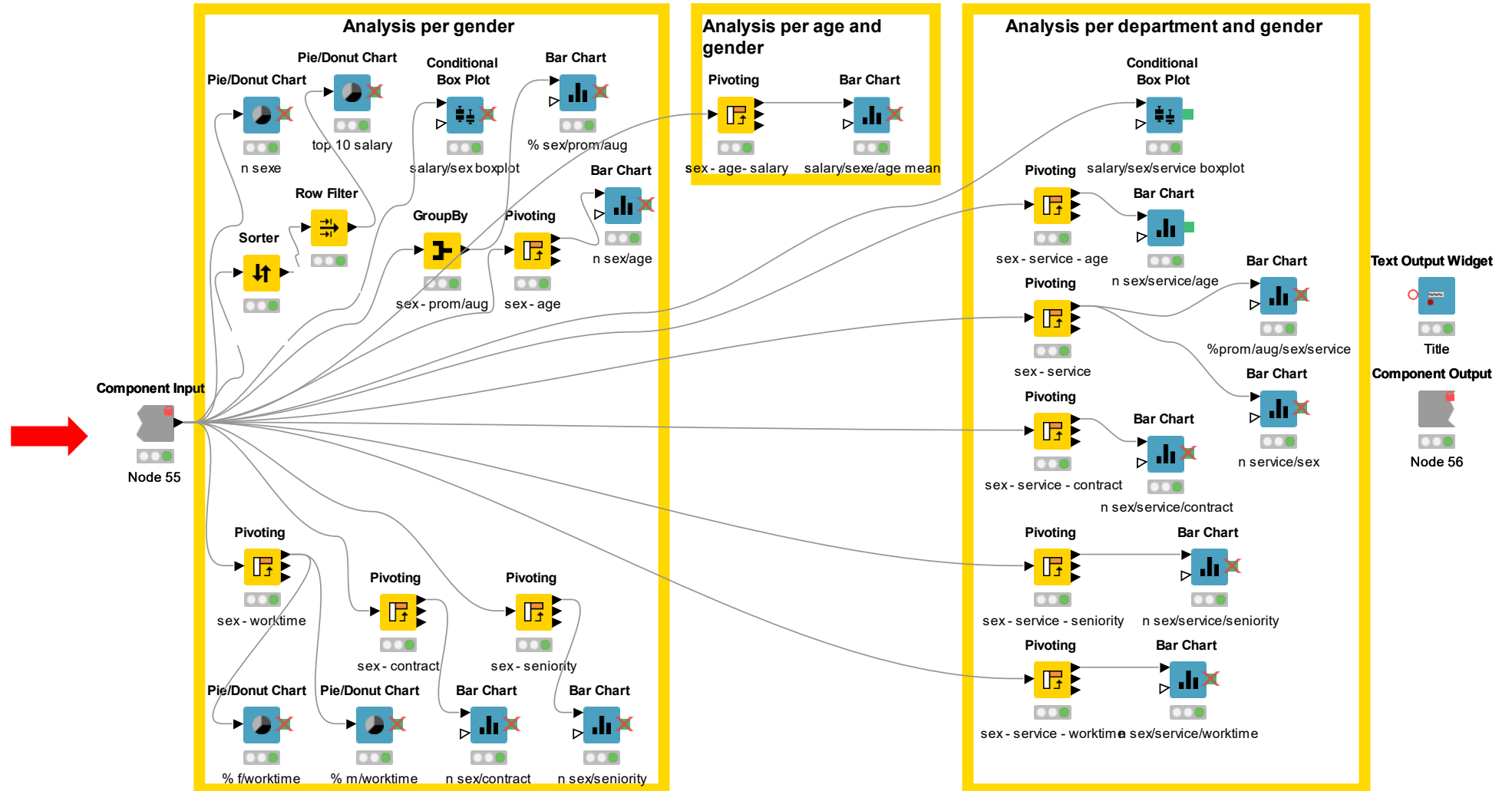
KNIME : views nodes



To open gender equality report :
=> right click on Component visualisation node
=> click "Interactive view"

Displays gender equality graphs using Views nodes.
Pivoting and Groupby nodes are used to produce indicators per gender and also per department and gender / age and gender

Component visualisation



KNIME : delete files node



Workflow gender equality:

- generate graphs on gender equality indicators
- write CSV file with anonymous data

xlsx files are pasted in the "files_input" folder, located in the "gender_equality" folder

File readers:

Excel reader nodes x3:
 - info_pro.xlsx
 - remuneration.xlsx
 - salaries.xlsx
 Each file has **256** rows
 Useless columns are discarded, data types are checked and modified if necessary

File readers metanode



Data explorers:

Data explorer nodes x3 :
 - data info_pro
 - data remuneration
 - data salaries
 Data explorer nodes display properties of input data (ex: statistical indicators, missing values...)

Data explorers metanode



Data transformation:

- Calculate "age"
- Binning "data values" (age, seniority)
- Calculate "salaire total"

Data transformations metanode



Data joiners:

Joiner nodes x2:
 Inner join on "id_salariés"
 Join result table has **256** lines

Data joiners metanode



Columns transformers:

- Column filter: useless columns are discarded
- Column sorter: columns are organized before writing csv file
- Column combiner: columns "service" and "sex" are combined to be used in graphics views

Metanode columns transformations



CSV file is written in the gender_equality_workflow data folder. You can change this location by specifying a new one in the node "output location" setting

Write CSV file with anonymous data

CSV Writer



To open gender equality report :
 => right click on Component visualisation node
 => click "Interactive view"

Displays gender equality graphs using Views nodes. Pivoting and Groupby nodes are used to produce indicators per gender and also per department and gender / age and gender

Component visualisation



xlsx files are deleted from the "files_input" folder, original datas are no longer available. To replay the workflow, paste the xlsx files into the "files_input" folder

Delete Files/Folders



Outil de visualisation

KNIME : outil de visualisation

To open gender equality report :
=> right click on Component
visualisation node
=> click "Interactive view"

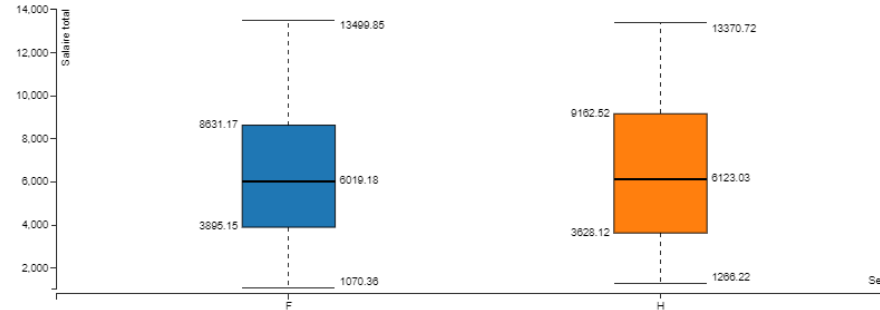
Displays gender equality graphs
using Views nodes.
Pivoting and Groupby nodes are
used to produce indicators per
gender and also per department
and gender / age and gender

Component
visualisation

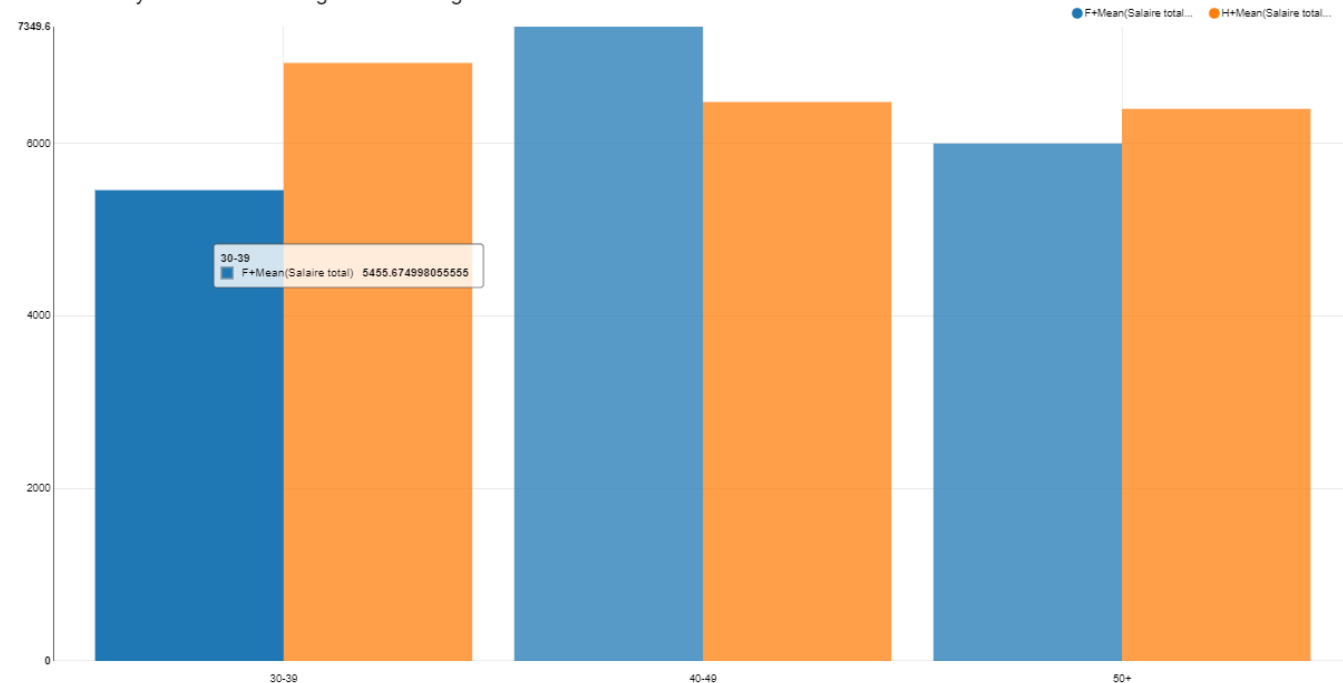


Component visualisation

Dispersion du salaire en fonction du genre



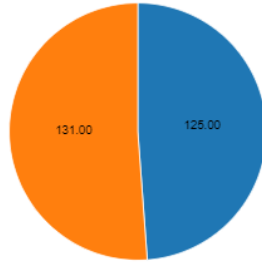
Salaire moyen en fonction du genre et de l'âge



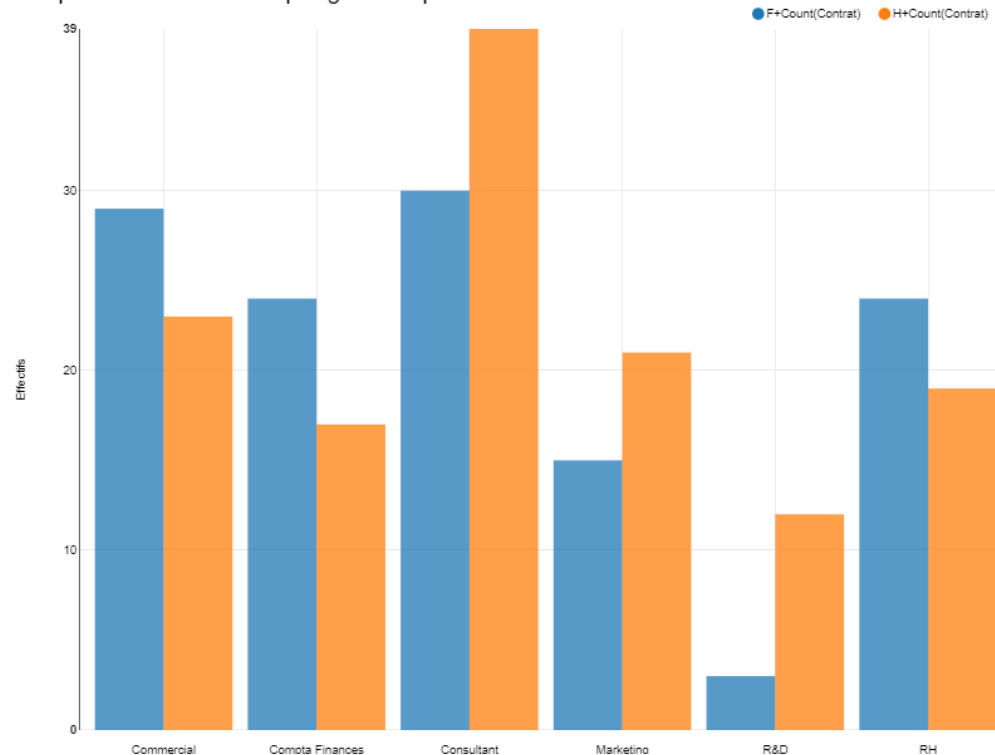
Domaines des indicateurs calculés :
Qualification
Embauche
Promotion
Conditions de travail
Rémunération

QUALIFICATION : répartition des effectifs

Répartition des effectifs H/F



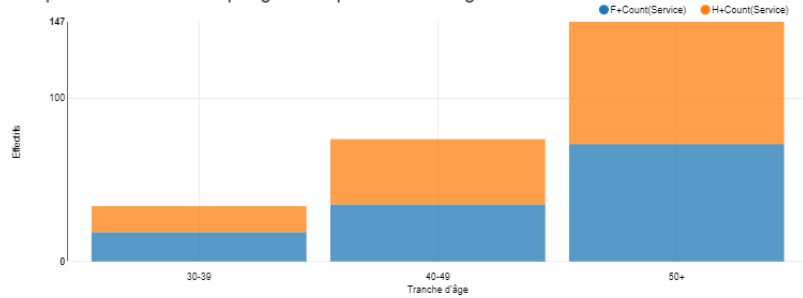
Répartition des effectifs par genre et par service



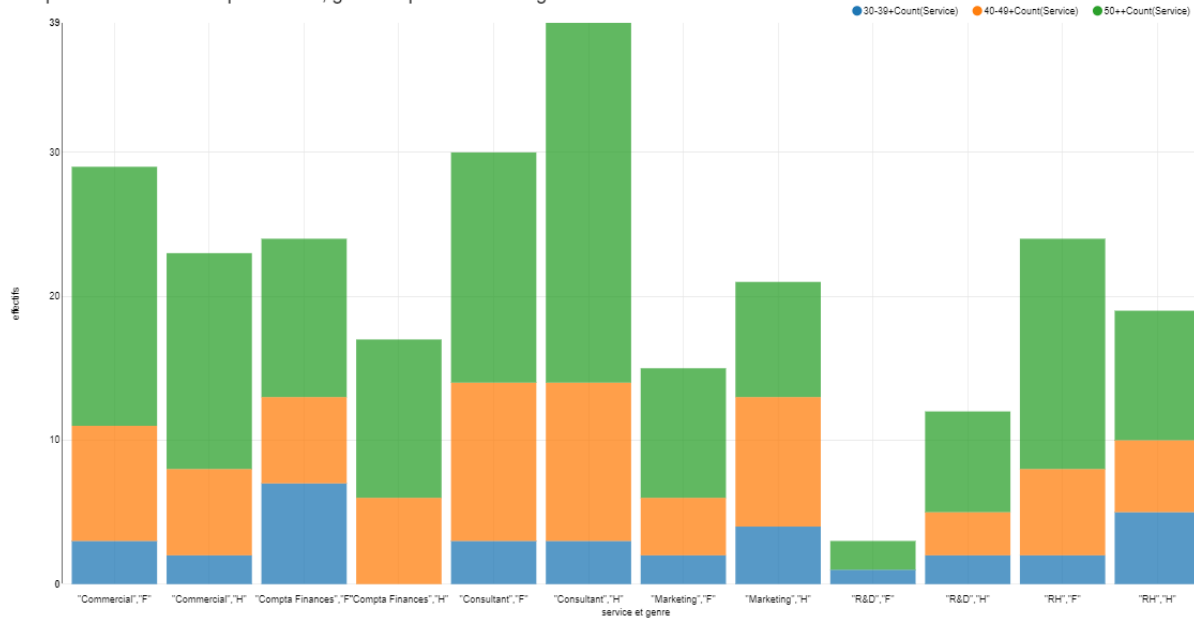
- 256 employés : 125 femmes, 131 hommes
- Services majoritairement féminins : commercial, compta finance, RH
- Services majoritairement masculins : consultant, marketing, R&D

EMBAUCHE : répartition des effectifs

Répartition des effectifs par genre et par tranche d'âge

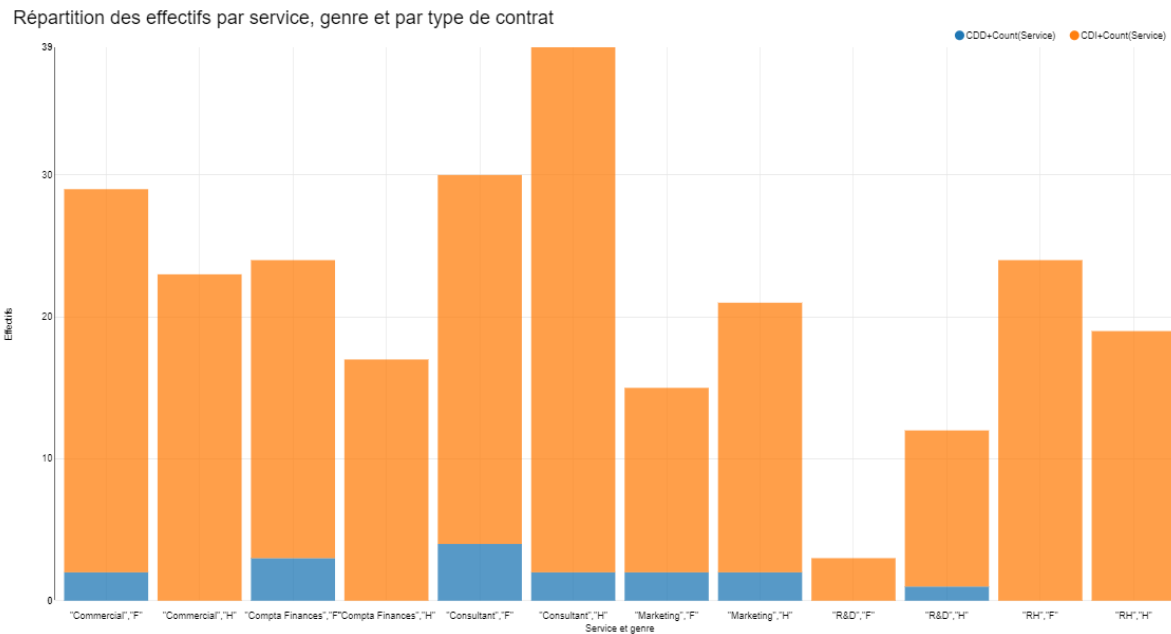
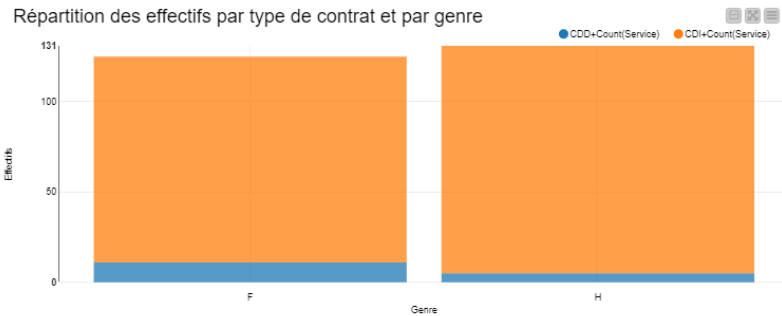


Répartition des effectifs par service, genre et par tranche d'âge



- La tranche d'âge 50 + compte le plus grand nombre de salariés
- Pas de différence marquée dans la répartition des effectifs par tranche d'âge entre les femmes et les hommes

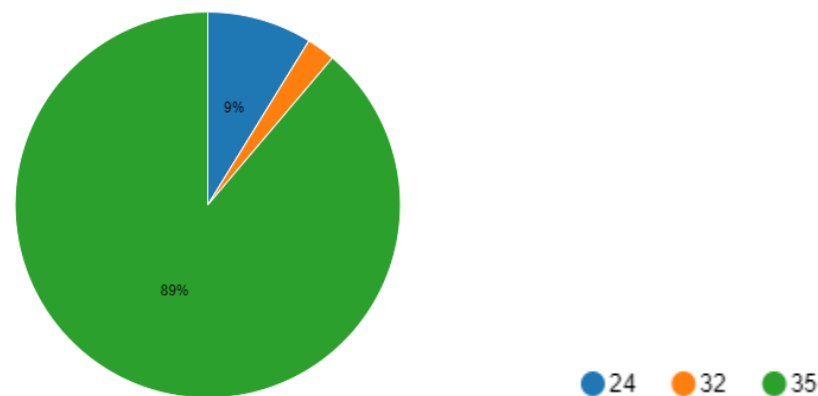
EMBAUCHE : types de contrats



- La part de salariés en CDD est plus importante chez les femmes que chez les hommes
- Le recours au CDD a lieu dans tous les services, excepté en RH
- Au sein des services commercial et compta finances les CDD concernent uniquement les femmes

CONDITIONS DE TRAVAIL : durée du travail

Répartition du temps de travail - femmes



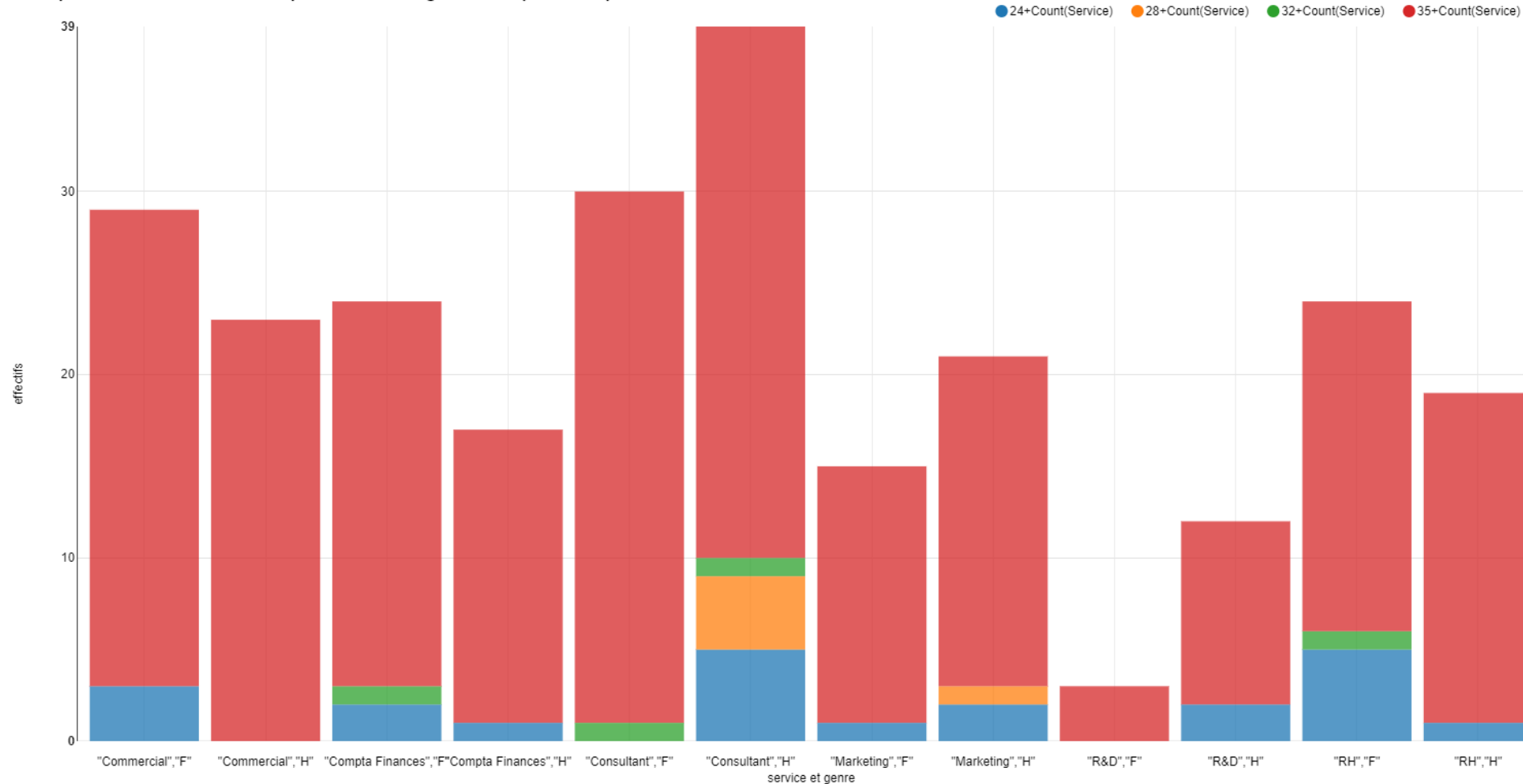
Répartition du temps de travail - hommes



13 % des hommes exercent un temps partiel contre 10 % des femmes

CONDITIONS DE TRAVAIL : durée du travail

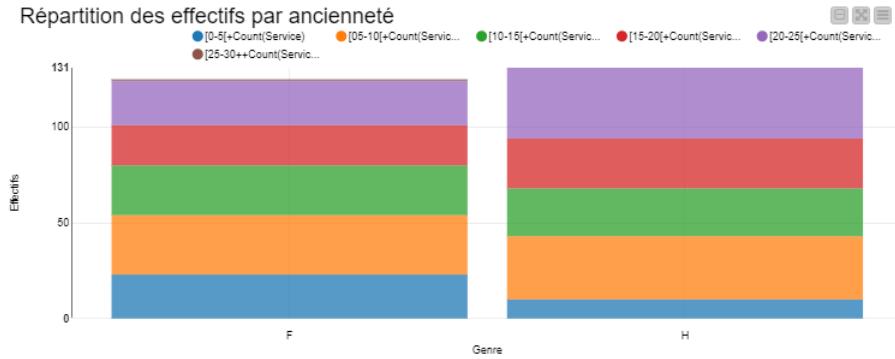
Répartition des effectifs par service, genre et par temps de travail



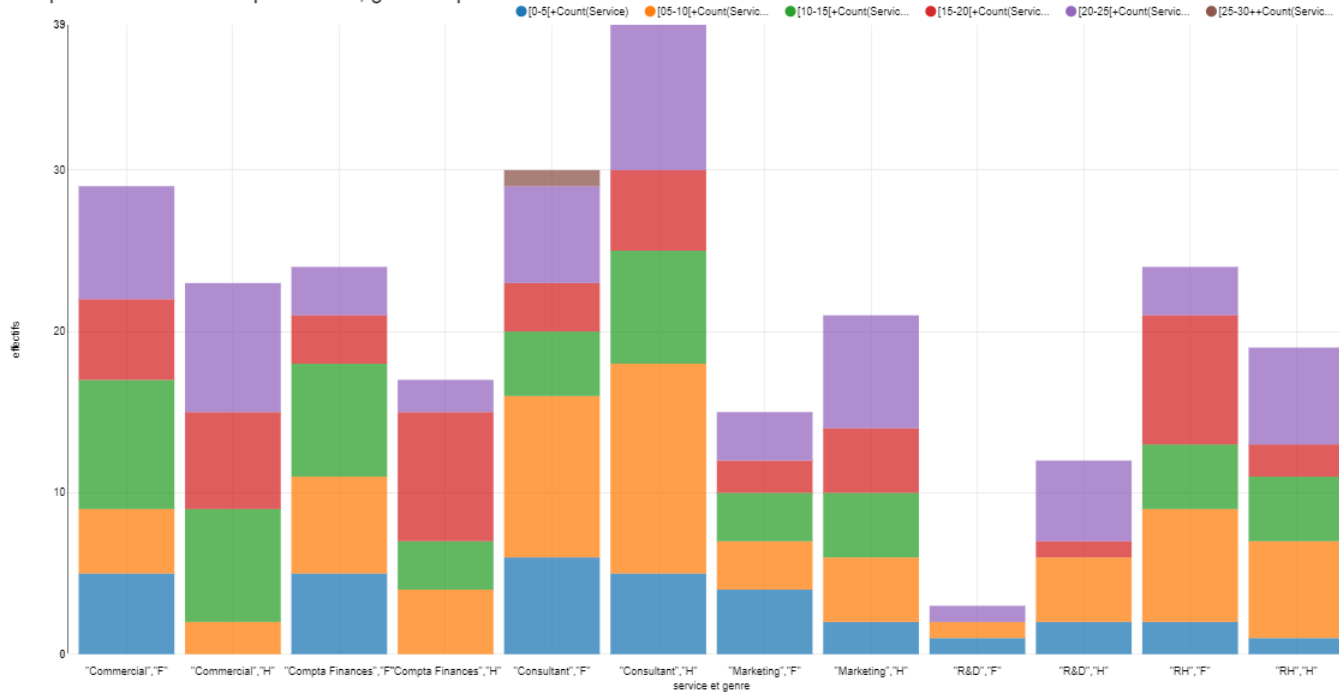
- Le temps partiel est plus utilisé chez les hommes que chez les femmes dans les services majoritairement masculins : consultant, marketing, R&D
- Le temps partiel est plus utilisé chez les femmes que chez les hommes dans les services majoritairement féminins : commercial, compta finance, RH

PROMOTION : ancienneté

Répartition des effectifs par ancienneté



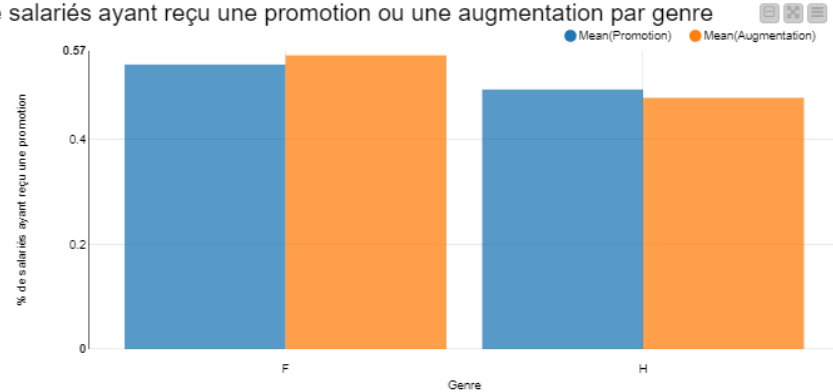
Répartition des effectifs par service, genre et par ancienneté



Globalement, les hommes ont plus d'ancienneté que les femmes au sein de l'entreprise, et ce au sein de tous les services

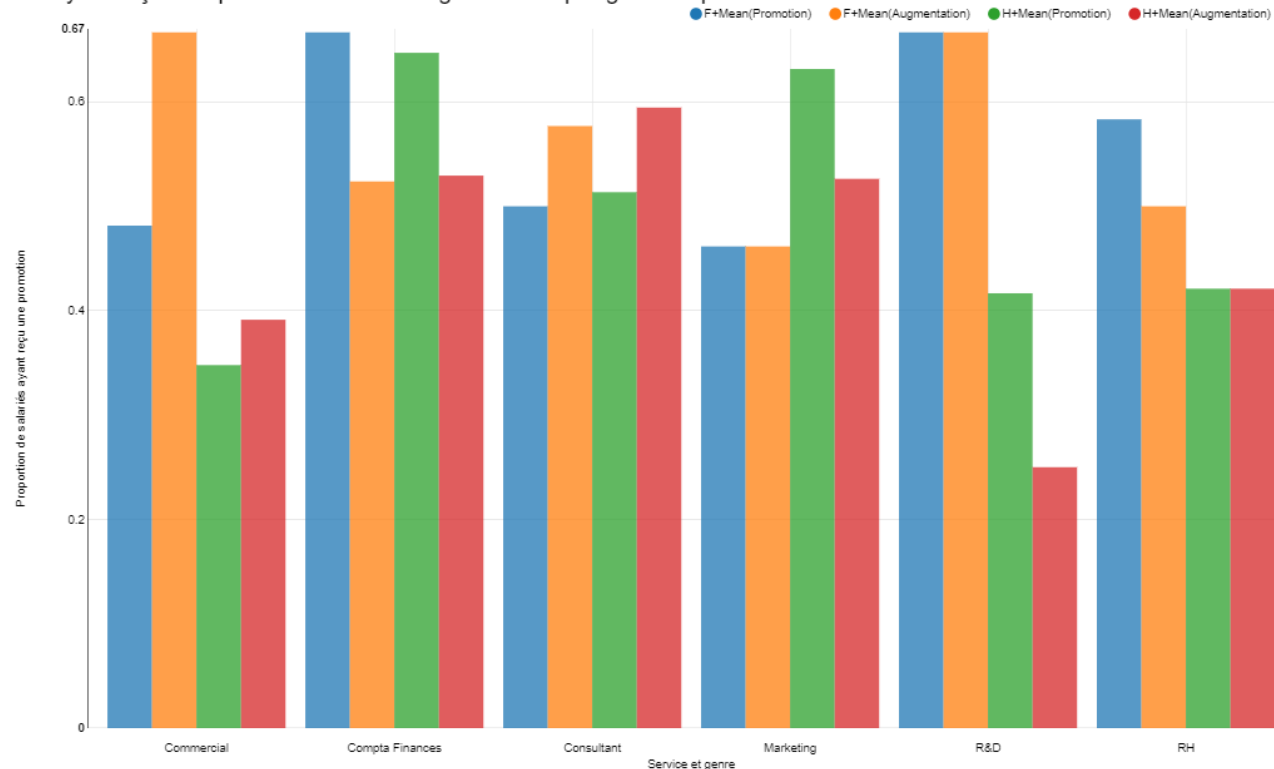
PROMOTION : augmentations et promotions

Proportion de salariés ayant reçu une promotion ou une augmentation par genre



Index
égalité F-H

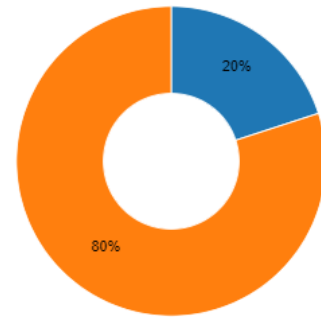
Proportion de salariés ayant reçu une promotion ou une augmentation par genre et par service



- Les parts de salariés ayant reçu une promotion / une augmentation sont plus importantes chez les femmes que chez les hommes
- Services où les parts de femmes ayant reçu une / augmentation sont plus importantes : **commercial, R&D, RH**
- Services où les parts d'hommes ayant reçu une promotion / augmentation sont plus importantes : **marketing**

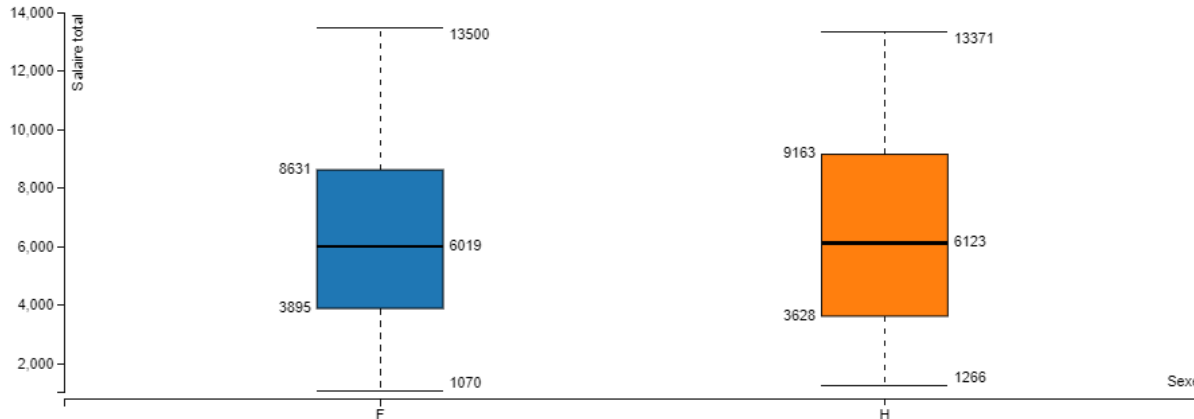
REMUNERATION EFFECTIVE

Proportions hommes - femmes parmi les 10 salaires les plus élevés



Index
égalité F-H

Dispersion du salaire en fonction du genre



- Parmi les 10 plus hauts salaires 8 salaires sur 10 sont des hommes
- La dispersion du salaire est globalement similaire chez les femmes et chez les hommes, bien qu'on remarque une étendue plus importante chez les femmes ainsi qu'un salaire médiant et moyen légèrement plus bas

Salaire moyen F

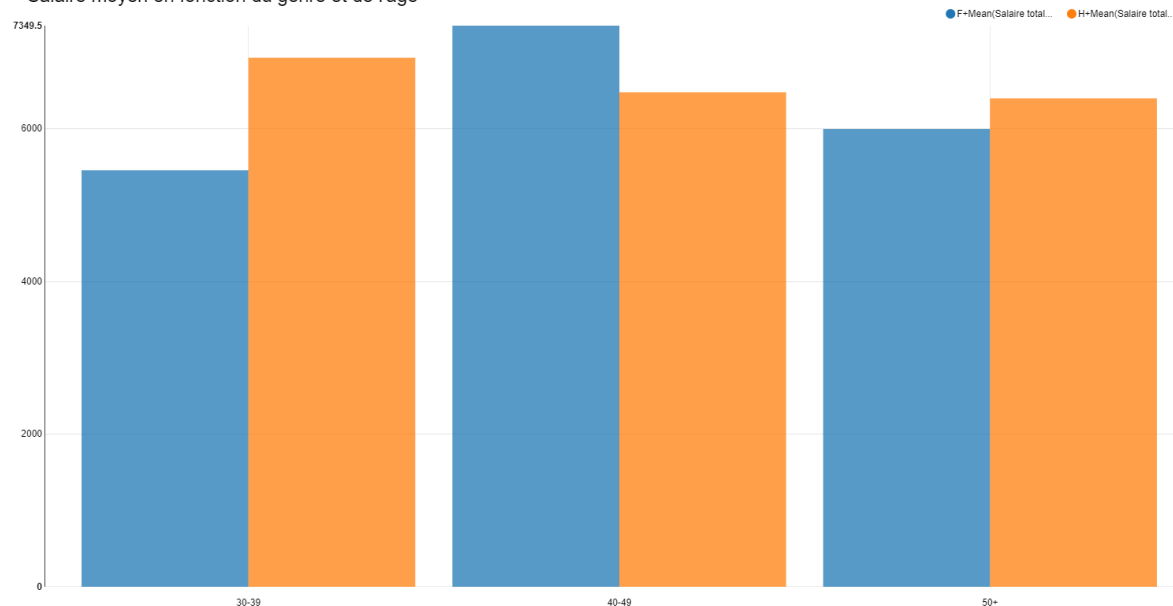
6297 €

Salaire moyen H

6486 €

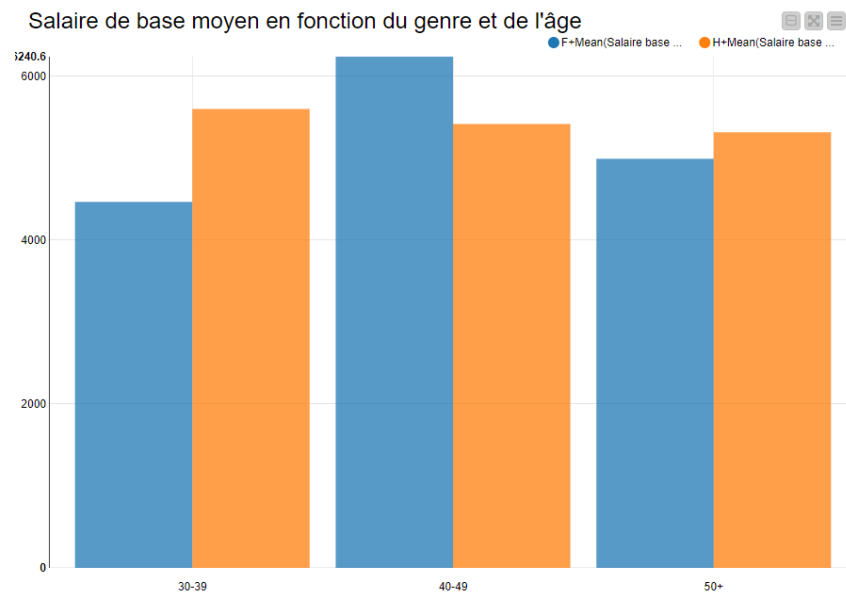
REMUNERATION EFFECTIVE

Salaire moyen en fonction du genre et de l'âge



Index
égalité F-H

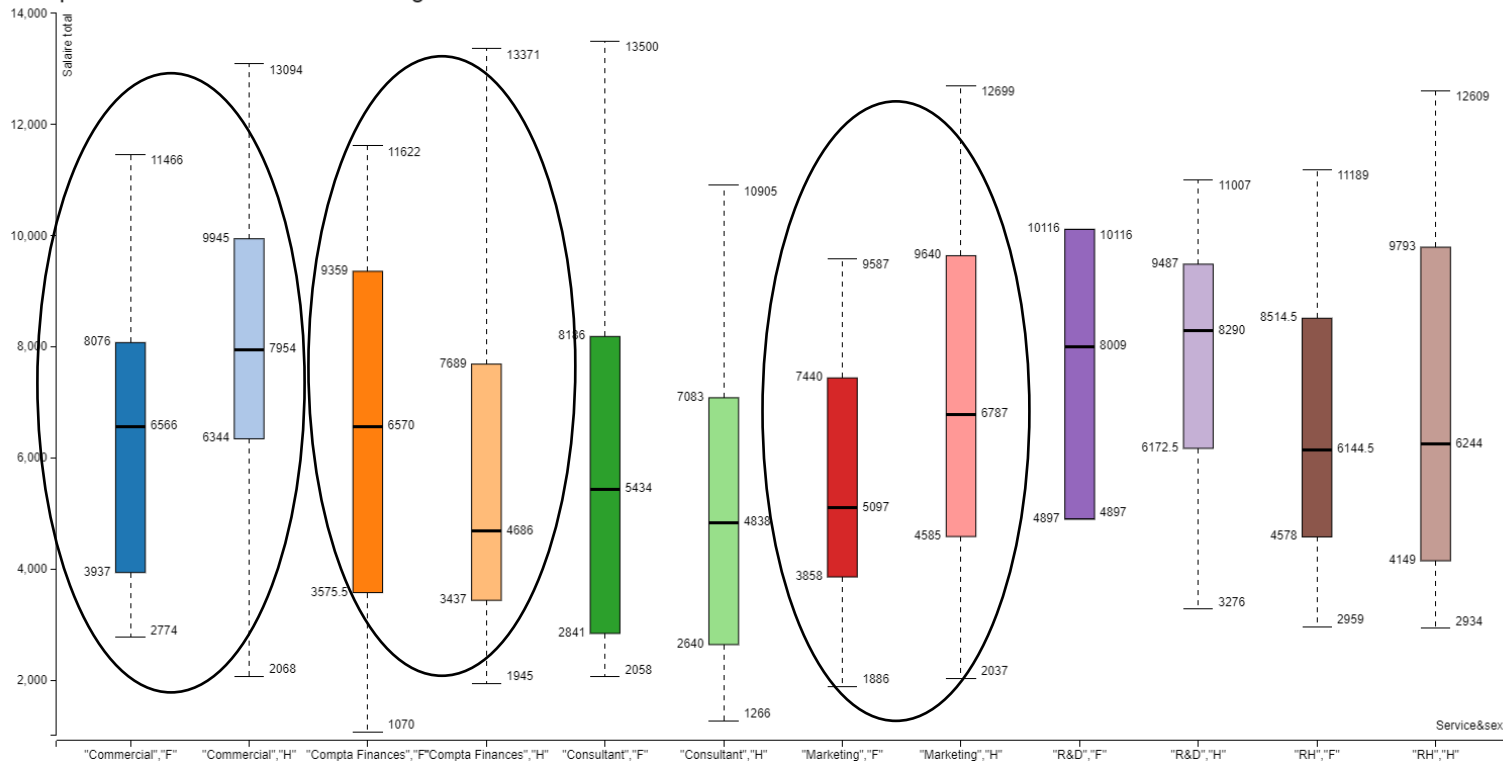
Salaire de base moyen en fonction du genre et de l'âge



C'est parmi les plus jeunes que la différence de salaire moyen est la plus marquée, en faveur des hommes

REMUNERATION EFFECTIVE

Dispersion du salaire en fonction du genre et du service



- Services au sein desquels le salaire médiant est plus élevé chez les femmes que chez les hommes : **compta finances** (malgré des temps partiels plus répandus chez les femmes), consultant (temps partiels plus répandus chez les hommes)
- Services au sein desquels le salaire médiant est plus élevé chez les hommes que chez les femmes : **commercial** (temps partiels plus répandus chez les femmes), **marketing** (malgré des temps partiels plus répandus chez les hommes), RH

Index égalité professionnelle

Calcul index égalité femmes - hommes

- Ecart de rémunération : 39/40
- Ecart augmentation : 20/20
- Ecart promotion : 15/15
- **Augmentation suite à maternité : non calculable**
- Parité 10 plus hautes rémunérations : 5/10
- Index estimé = $79/85 \rightarrow 93/100$



CONCLUSION

Principaux éléments d'analyse

Egalité professionnelle femmes - hommes



- Index estimé à 93/100, supérieur au seuil réglementaire fixé à 75
 - pour un calcul exhaustif de l'index : ajouter les données concernant la CSP des salariés ainsi que les informations concernant les augmentations dans l'année suivant un congés maternité
 - pas d'obligation de mise en œuvre d'un plan d'action
- Toutefois il pourrait être intéressant de mener des analyses complémentaires et actions le cas échéant concernant :
 - la parité parmi les plus hautes rémunérations
 - la répartition des effectifs par genre au sein du service R&D
 - le recours au CDD

KNIME



- Outil no code facile à prendre en main et répondant au besoin
- Niveau de contrôle et personnalisation des graphiques limité



**Merci de votre
attention**

