Use KNIME to analyse dender equality in a company

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Gender equality indices

Promotion ferquency

Raise frequency

Raise after pregnancy

Wage gap

Index

Scale

Score

Women presence among the highest salaries

The indices, scales and calculations are given by the Regional direction of the economy of the PACA region in France

Gender equality indices

Promotion frequency
Score /15

Raise frequency
score /20

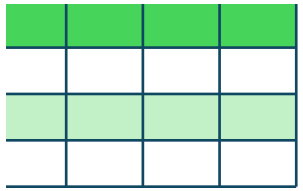
Raise after pregnancy
Score /15

Wage gap
Score /40

Score /100

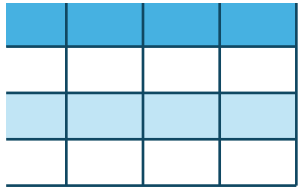
Women presence among the highest salaries
Score /10

Data collection and preparation



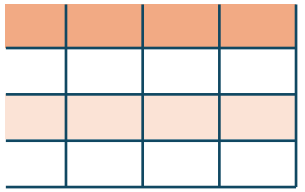
worker.csv

First name, second name, gender,
Marital status, pregnancy leave,
Birth date...



Infos_Pro.csv

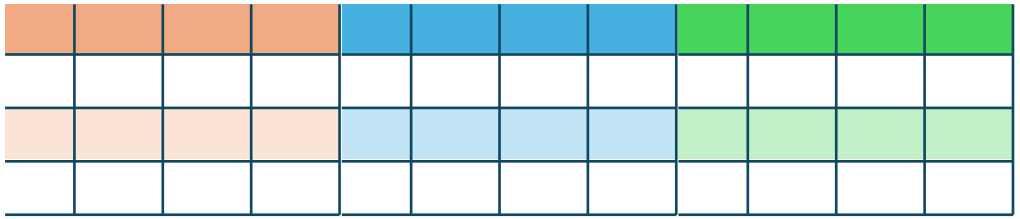
Length of service, department ...



Remuneration.csv

salary, raise
or promotion during the year,
Complement to salary...

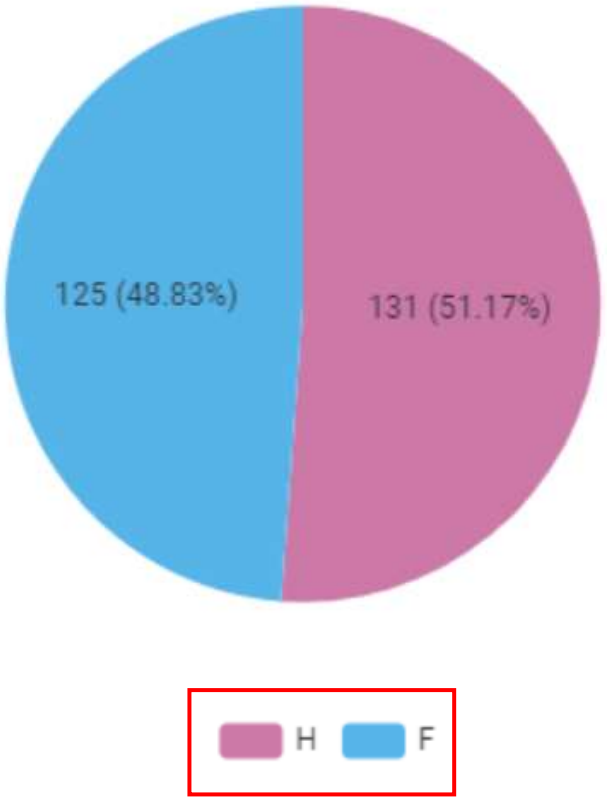
Id_worker

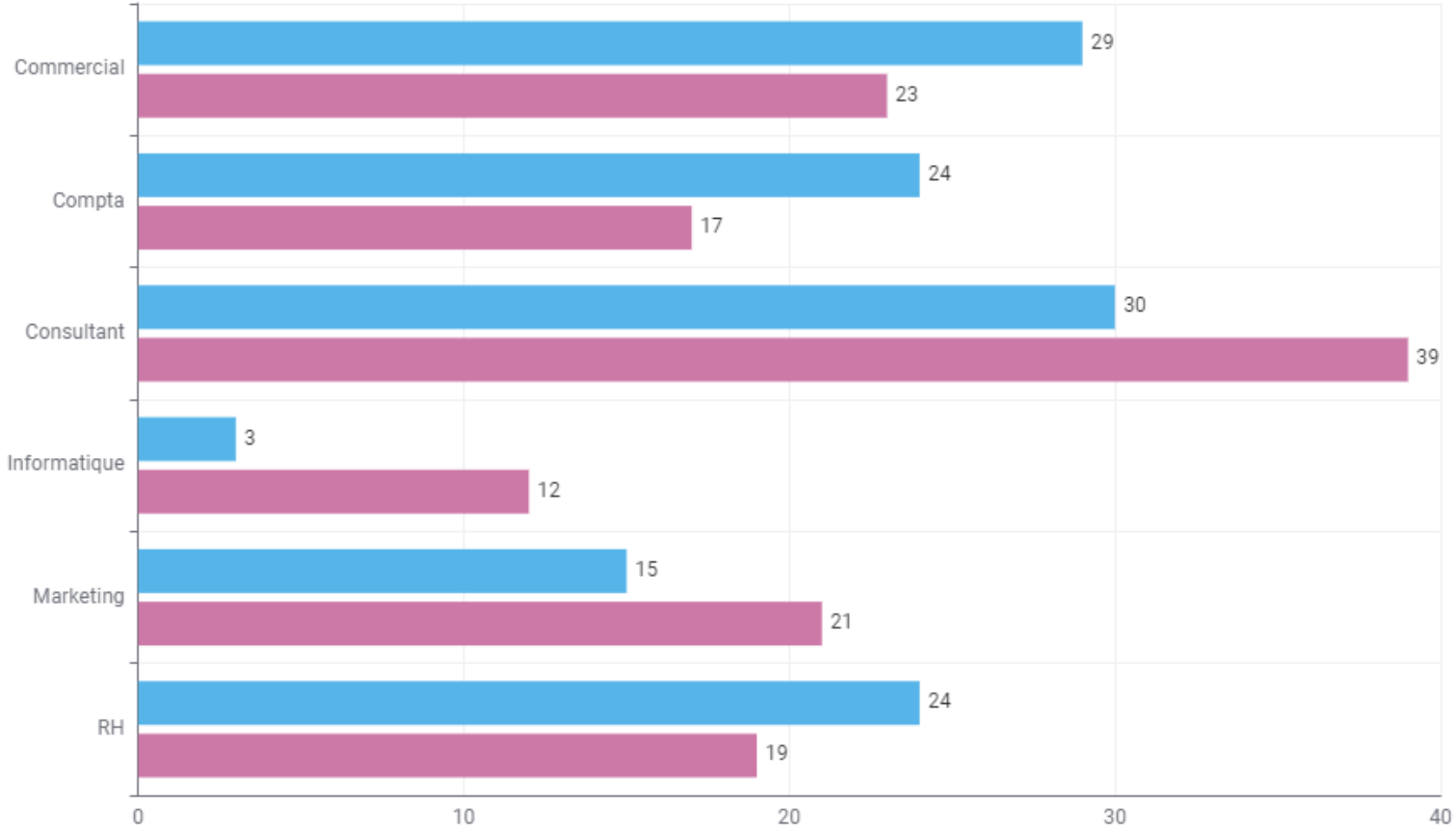


Personal information:
removed for the analysis.

Company workforce

We are almost at parity





Wage gap

Calculation method

Data division by age category

- de 30 ans
30 à 39 ans
40 à 49 ans
50 ans et +

Data division by socio-professional category

Gross deviation

Wage difference (%) H/F within each category

Relevant deviation

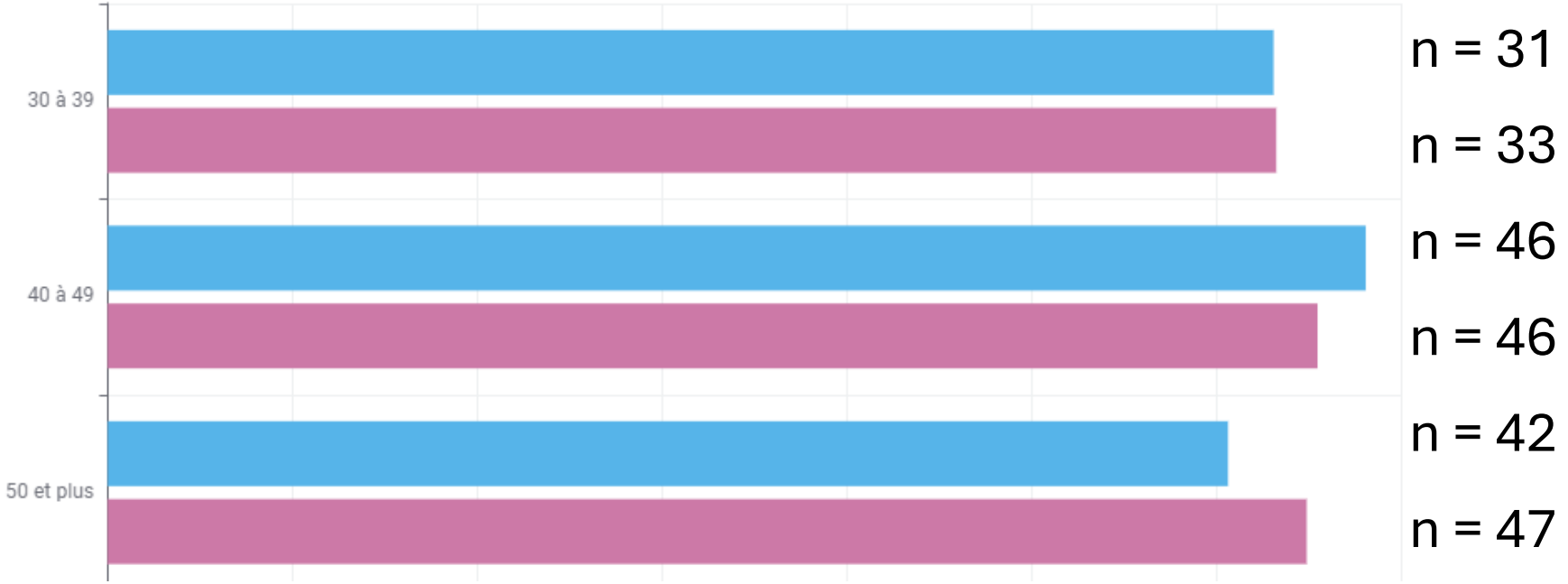
We remove 2% to any difference

Weighted average

Average of the relevant deviation for each category, weighted by the number of people in each category.

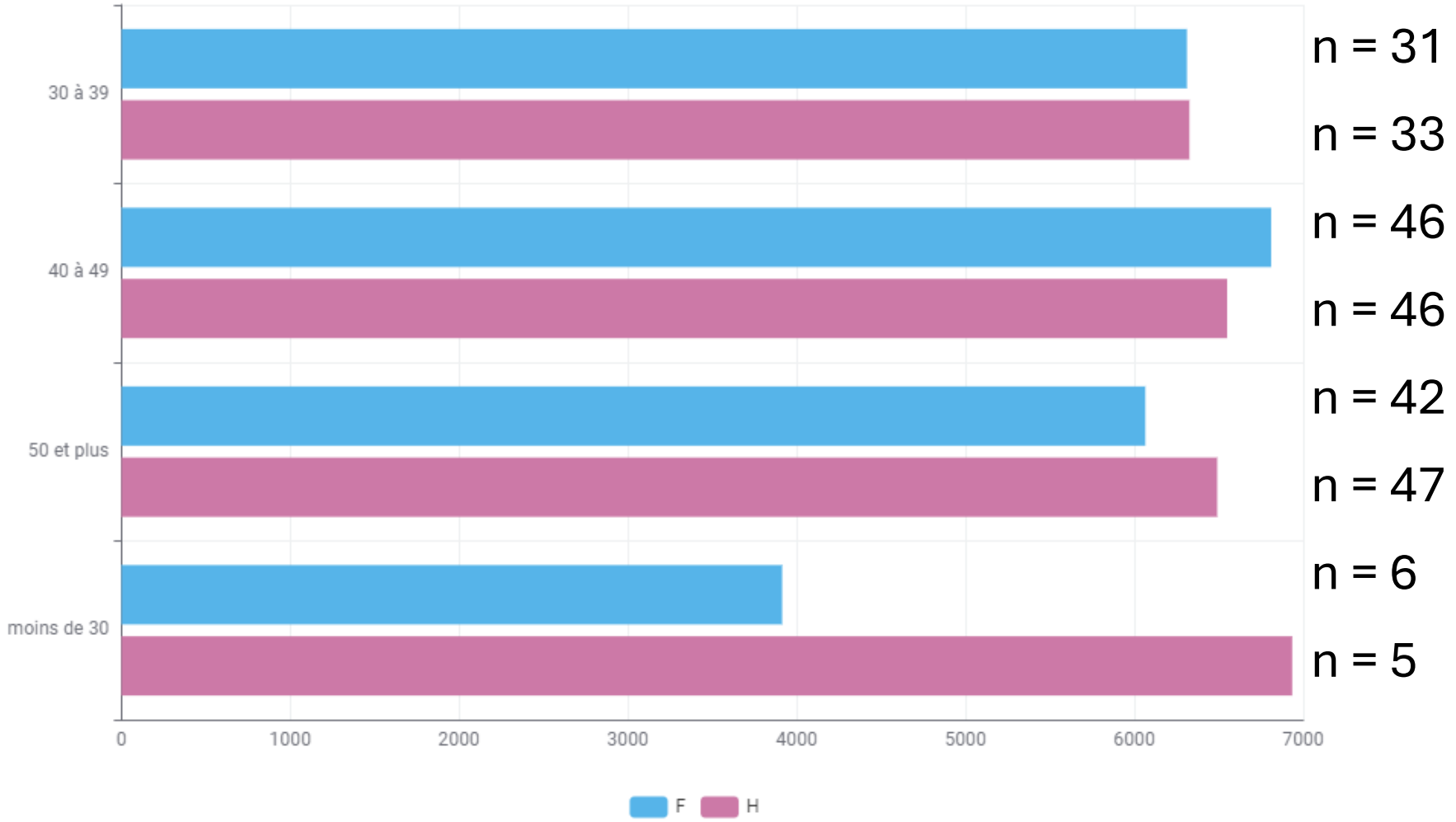
Wage gap

Men are paid more than women by 4.1%



Wage gap score

Men are paid more than women by 4.1%



Wage gap score

35 /40

Raise frequency

Data division by socio-professional category

Gross deviation

Difference in the proportion of the workforce (M/F), which got a raise during the previous year.

Relevant deviation

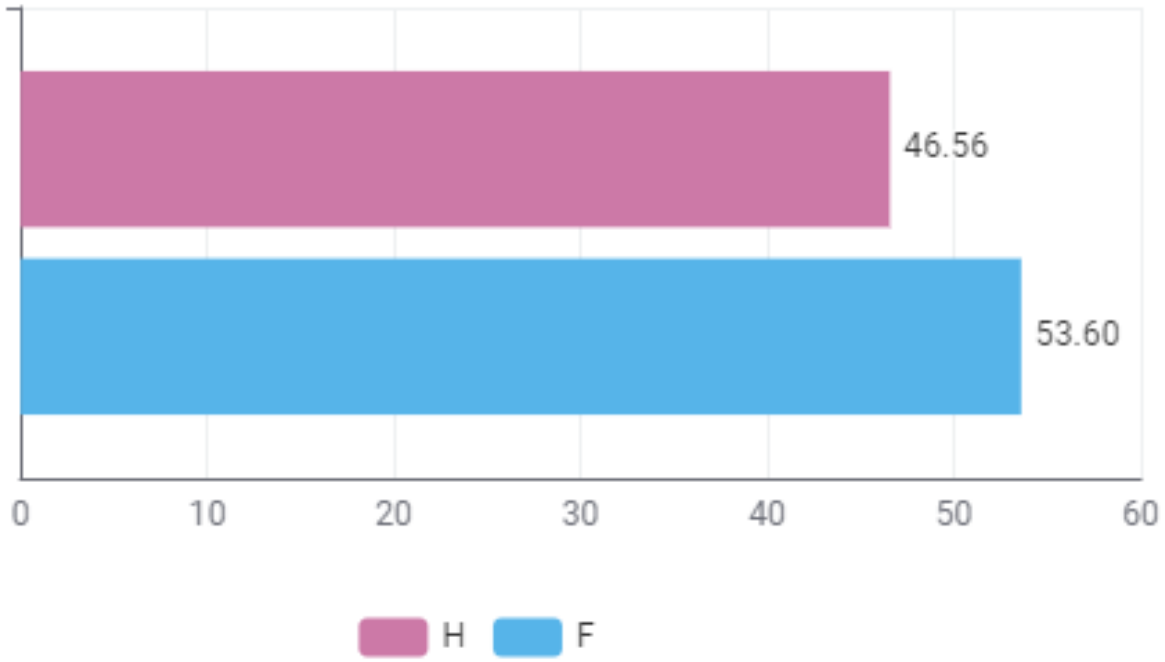
We remove 2% to any difference

Weighted average

Average of the relevant deviation for each category, weighted by the number of people in each category.

Raise frequency

Women are raised a lot more than men (5% of relevant deviation)



Raise frequency score

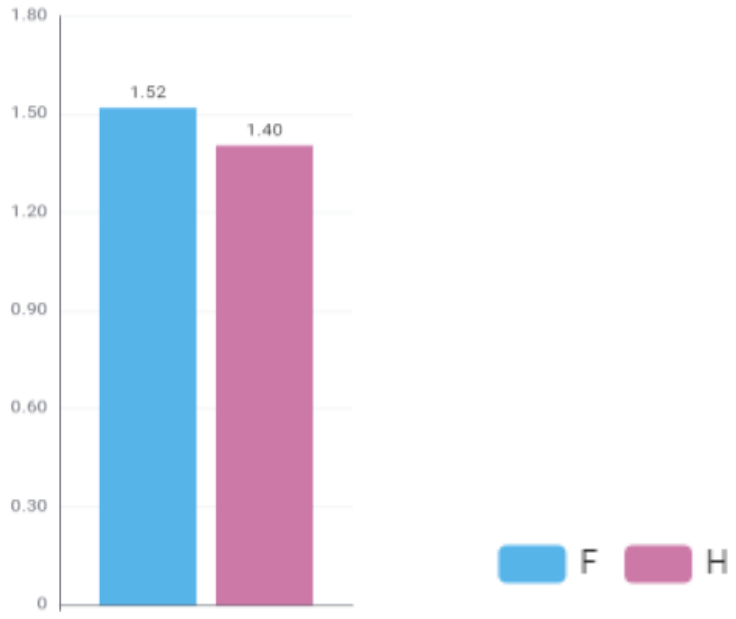
5/20

Raise after pregnancy

Every woman receives a raise after pregnancy

Average number of child per gender

No difference between men and women

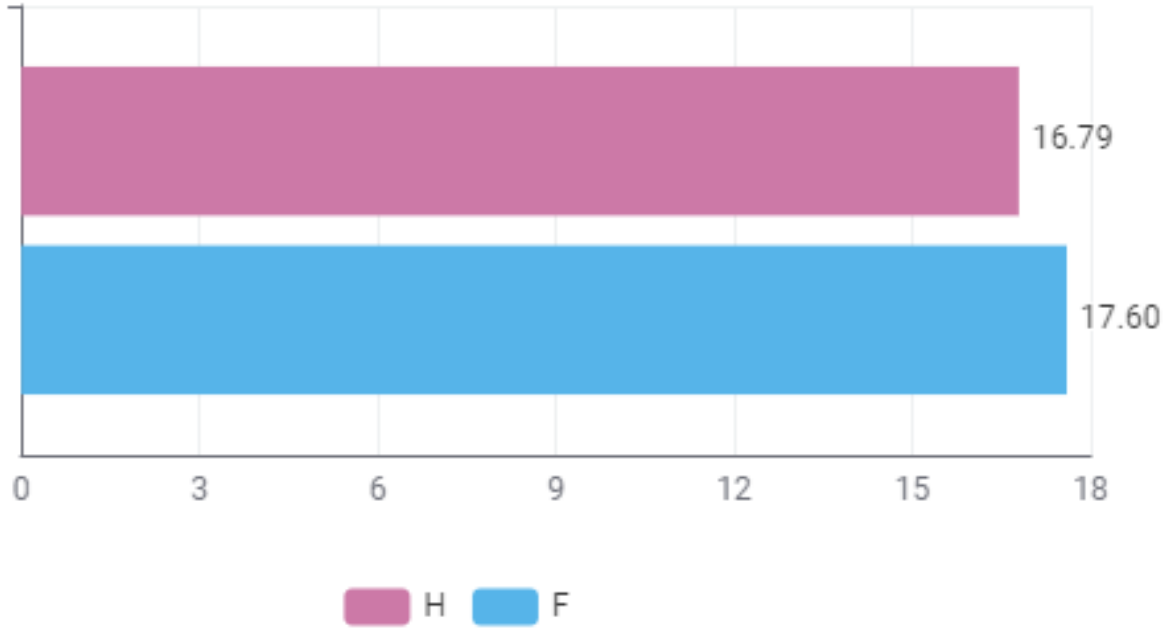


Raise after pregnancy score

15 /15

Promotion frequency

Same calculation as for the raise frequency
Men and women are equally promoted

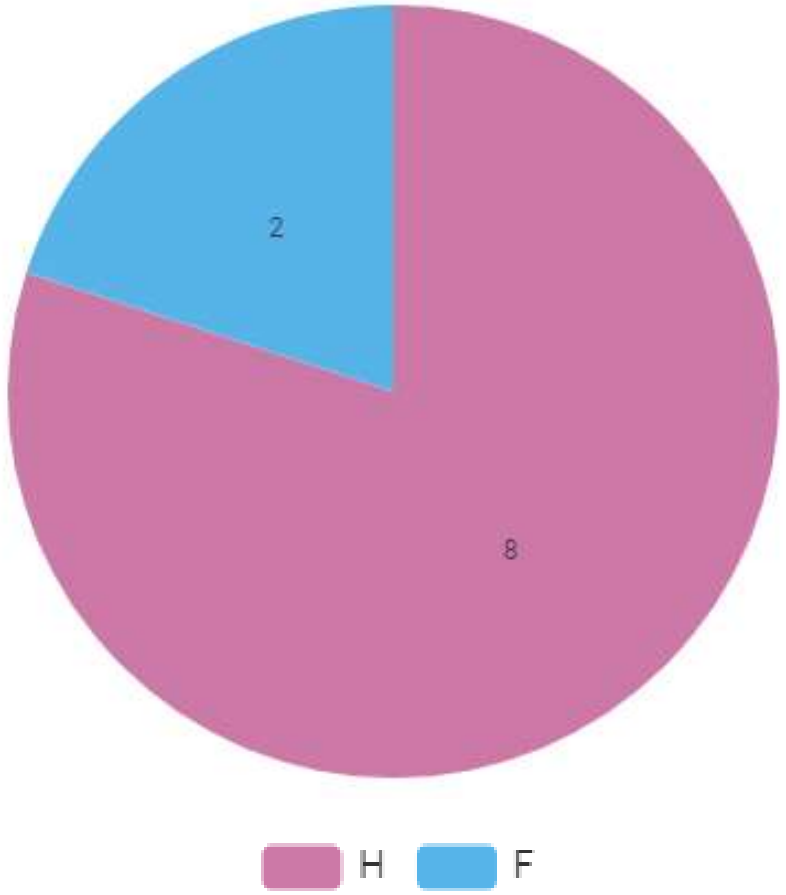


Promotion frequency score

15/15

Women presence among the highest salaries

Women are highly underrepresented among the highest salaries



Women presence among the highest salaries score

5 /10

Gender equality index

Promotion frequency
15 /15

Raise frequency
5 /20

Raise after pregnancy
15 /15

Wage gap
35 /40

75/100

Women presence among the highest salaries
5 /10

In France, this is the minimum score above which no specific measure should be taken. Our company intends to do better than the minimum.

Recommendations

Raise frequency

5 /20

Promotion frequency

15 /15

Raise after pregnancy

15 /15

Wage gap

35 /40

Women presence among the highest salaries

5 /10

→ Give a better pay to women when they are hired

→ rethink / restructure the role and salary of women in the jobs with highest responsibility

→ Get the socio-professional category for the next calculation

Thank you for your attention