

A black and white aerial photograph of the Paris skyline, featuring the Eiffel Tower prominently in the center. The city extends far into the background, showing a dense grid of buildings.

it_depends

insights into earnings: analyzing the french market

03.03.2024

agenda

1. introduction

- 1.1. analytical team "itdepends"
- 1.2. purpose of the project
- 1.3. input data

2. data analysis

3. summary

introduction

analyst team- “itdepends”



Elżbieta Chruściel



Katarzyna Donaj



Tomasz Mazur



Bartłomiej Brzostek

project objective

conducting a comprehensive analysis of salary trends in France, incorporating various factors:

- **geographic factors:** examining salary variances based on regional locations and city sizes
- **economic factors:** analyzing the impact of company count and scale on salary structures
- **demographic factors:** assessing salary disparities based on gender and age demographics

input data

- **geographic data:** information on cities and regions, including population statistics
- **company data:** data on the number of companies categorized by employee count
- **salary data:** comprehensive data sets on salaries, segregated by gender and job position

data source:

[French employment, salaries, population per town](#)
[\(google.com\)](#)



data analysis

demographic distribution in France

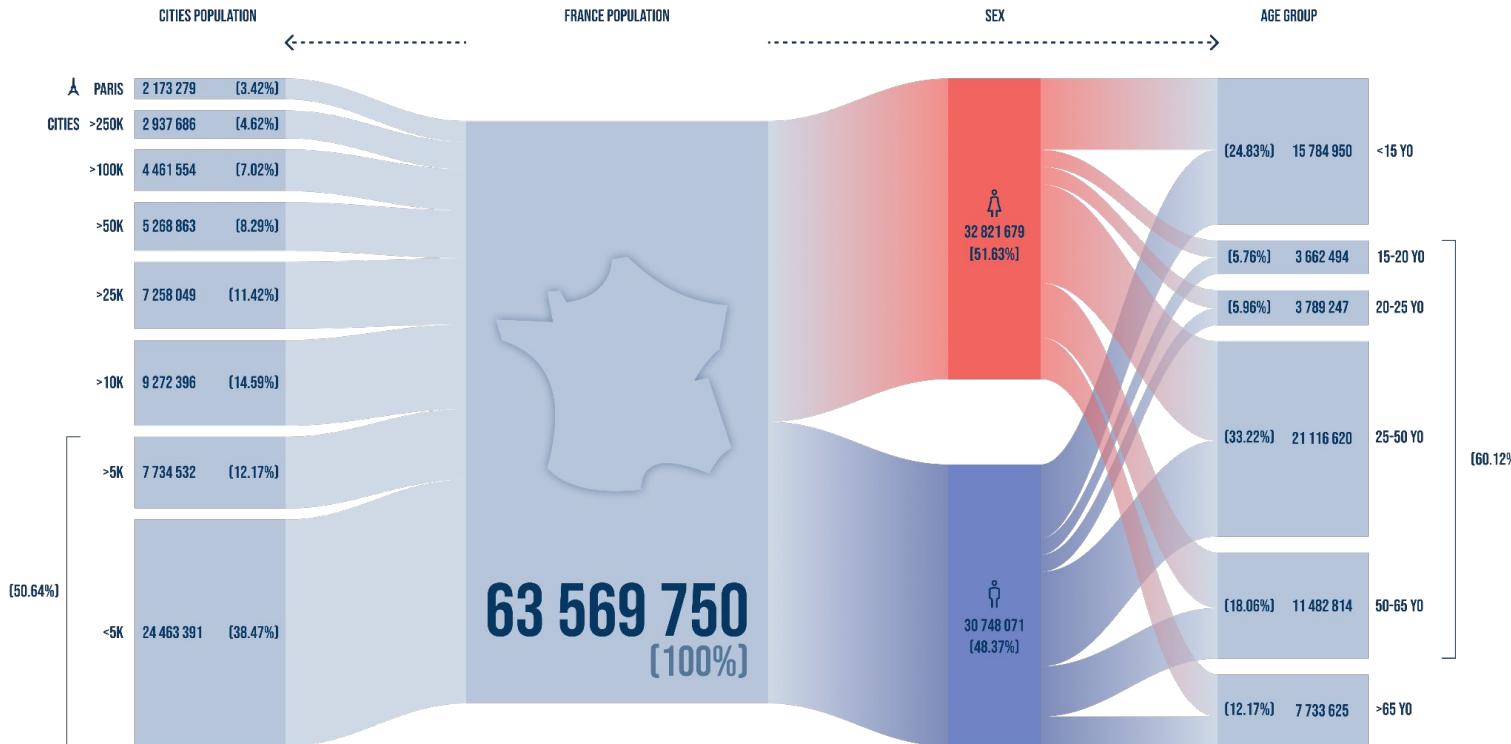


chart 1. France - population distribution

top ten France's urban centers

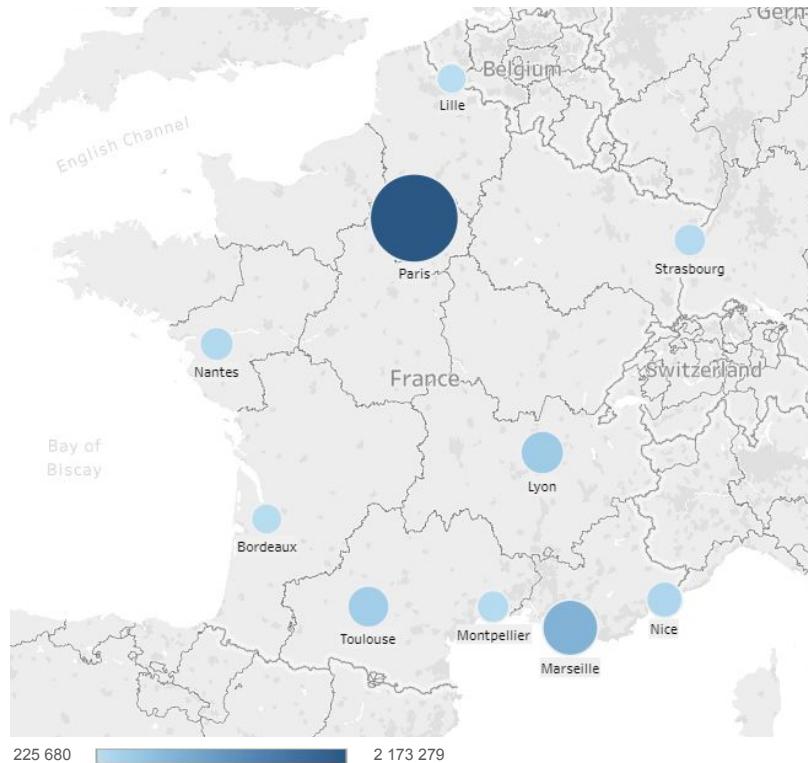


chart 2. The map with 10 cities with the largest population in France

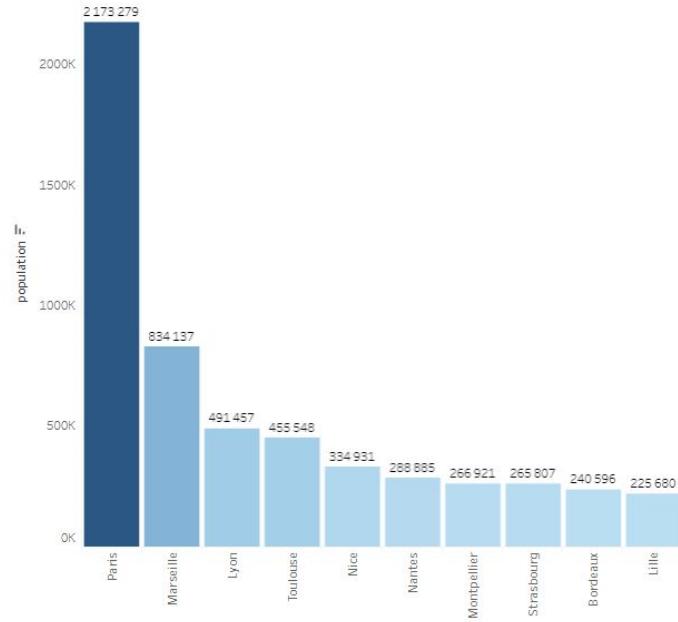
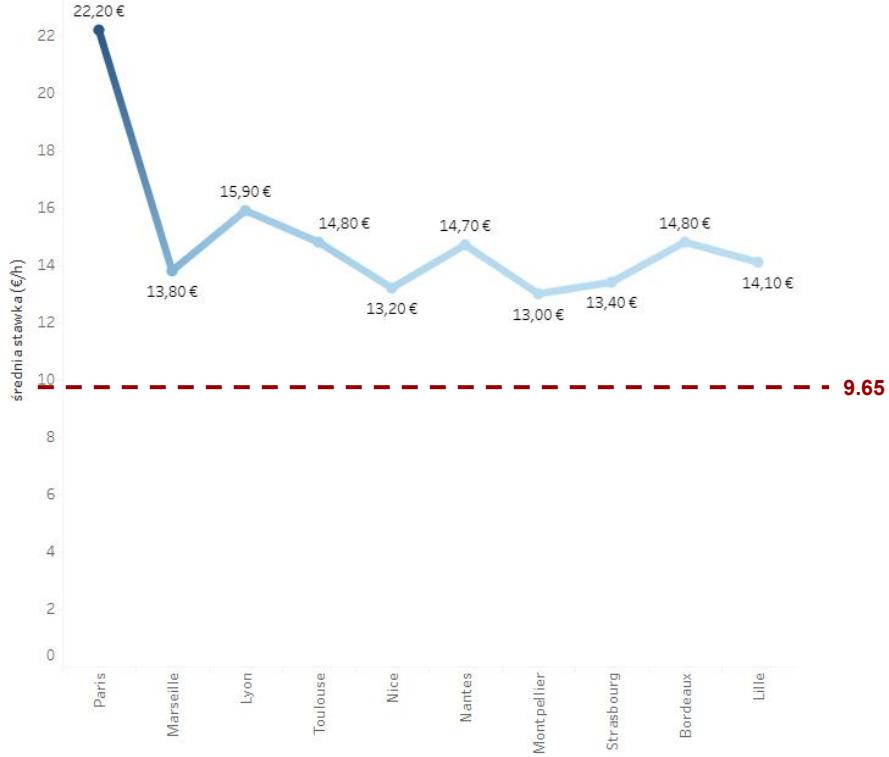


chart 3. Top 10 cities with the largest population in France

France: average salary across the top ten largest cities



10 of 10

In all 10 of the largest cities, the average net hourly salary surpasses the national mean of €9.65/hour.

France: average salary across the top ten largest cities

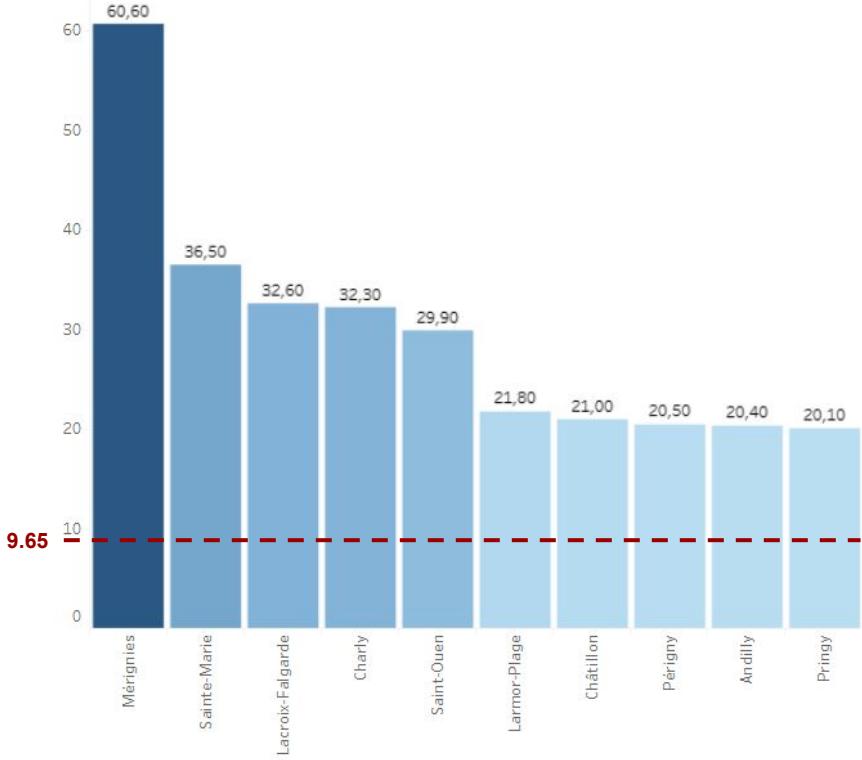


chart 5. Top 10 cities with the highest mean salary per hour in France

The highest mean hourly salary is observed in **Mérignies**, reaching €60.60/hour. For men aged 18-25 in this group, the average hourly salary equates to €93.30/hour.



chart 6. Mérignies - city with the highest mean salary per hour in France

France: regional distribution of companies

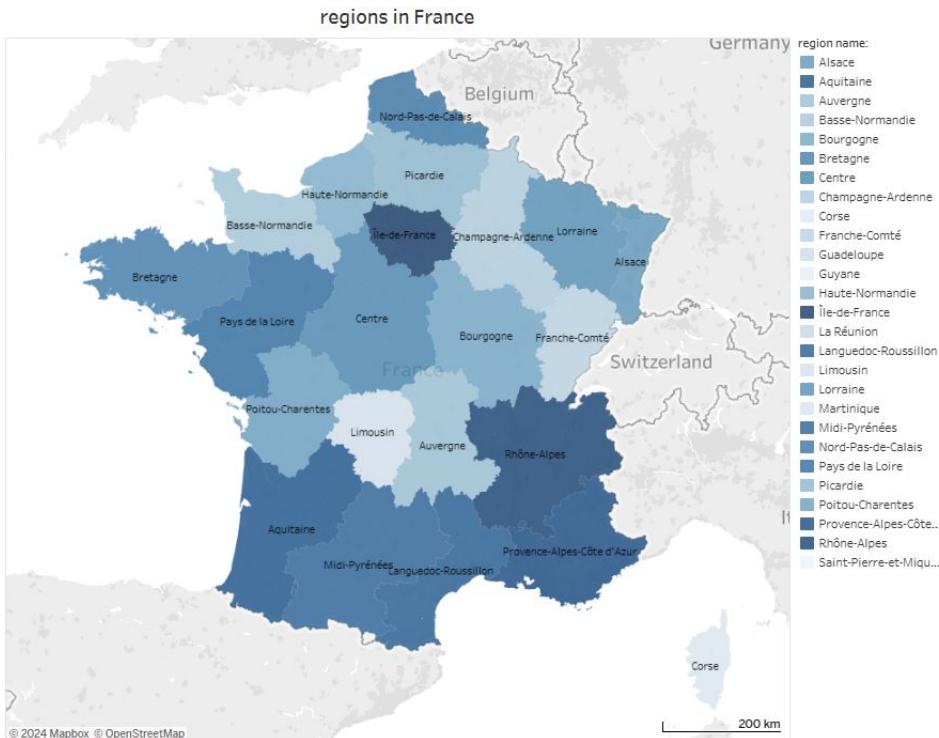


chart 7. Regions in France colored corresponding to number of companies

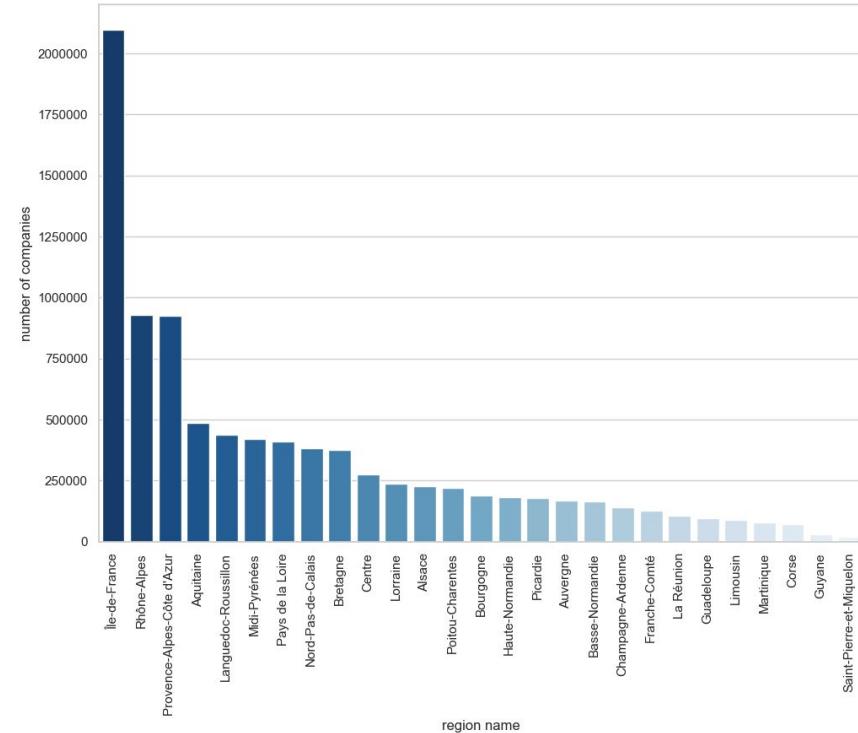


chart 8. Number of companies per region in France.

2 096 504

Île-de-France: Leading Region

with 2 096 504 registered companies,
the highest in France.



France: average salary and company count analysis

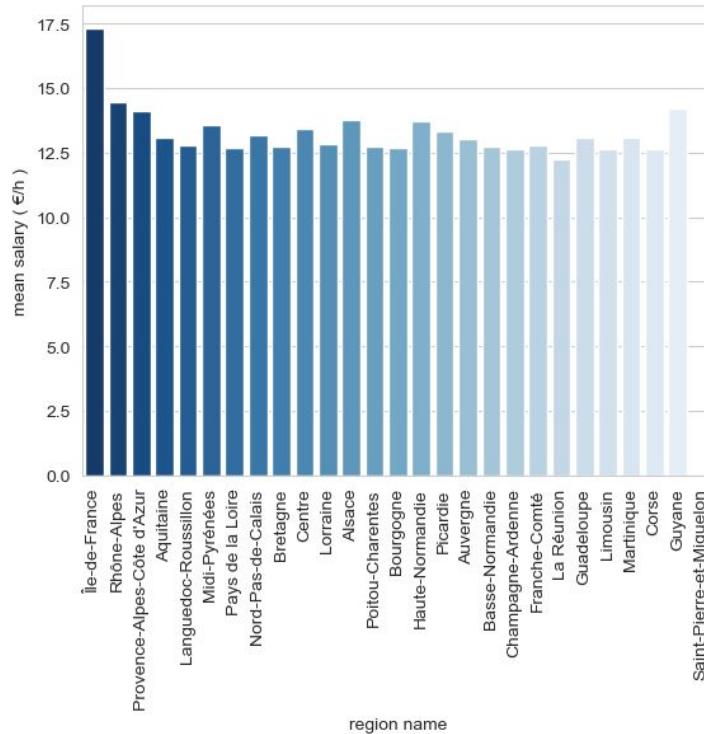


chart 9. Mean salary per hour in regions in France

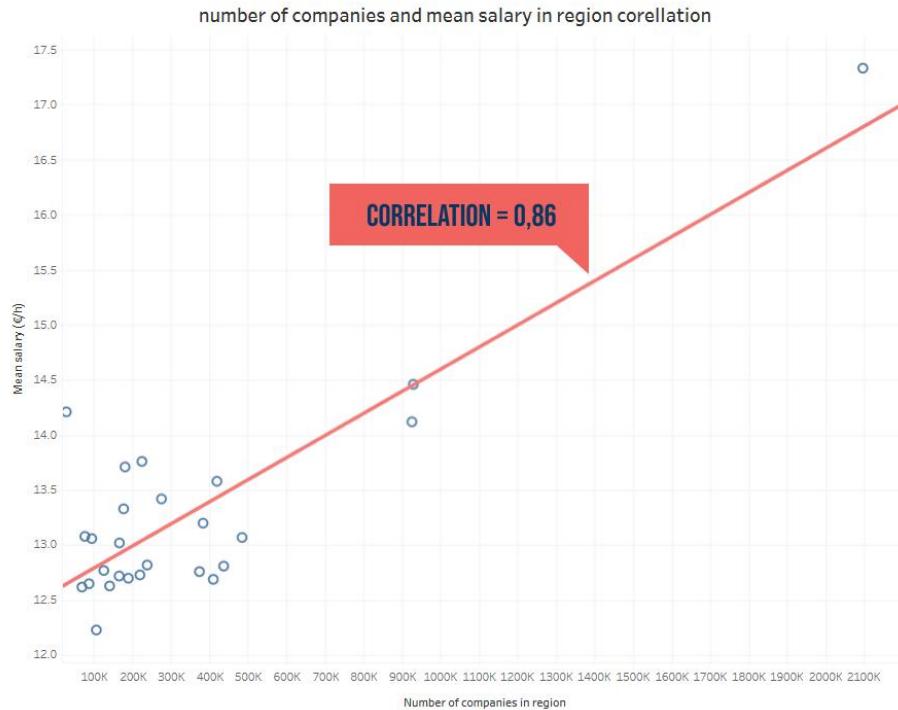


chart 10. Correlation between number of companies and mean salary in regions

gender pay disparity



France: gender pay disparity analysis across the nation and regions

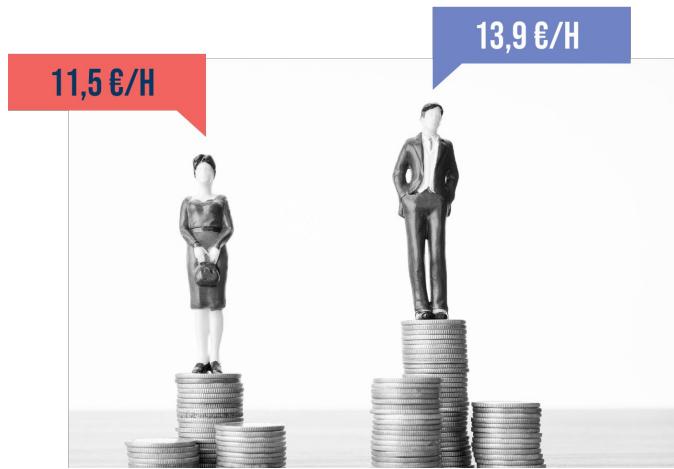


chart 11. Mean salary for woman and man in France



chart 12. Mean salary across French regions

France: gender pay disparity across different age groups

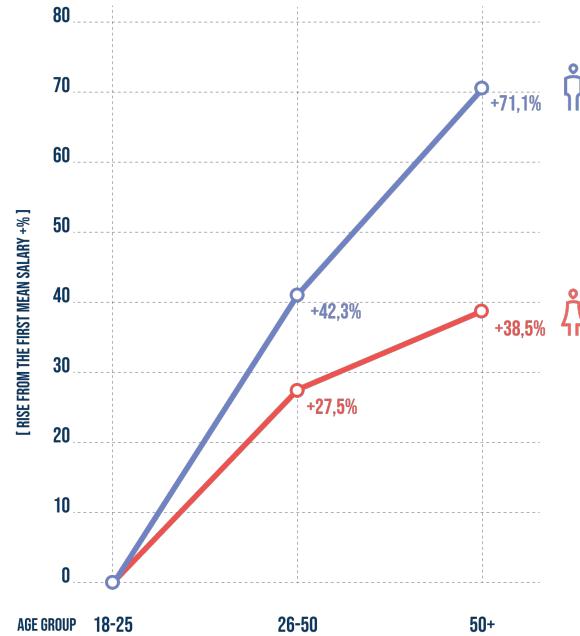


chart 13. Percentage rise in salary from the entry level



chart 14. gender pay gap within group age in France

France: gender pay disparity across job position categories





instances of female CEOs

earning higher salaries

than male CEOs

gender pay disparity analysis among CEOs

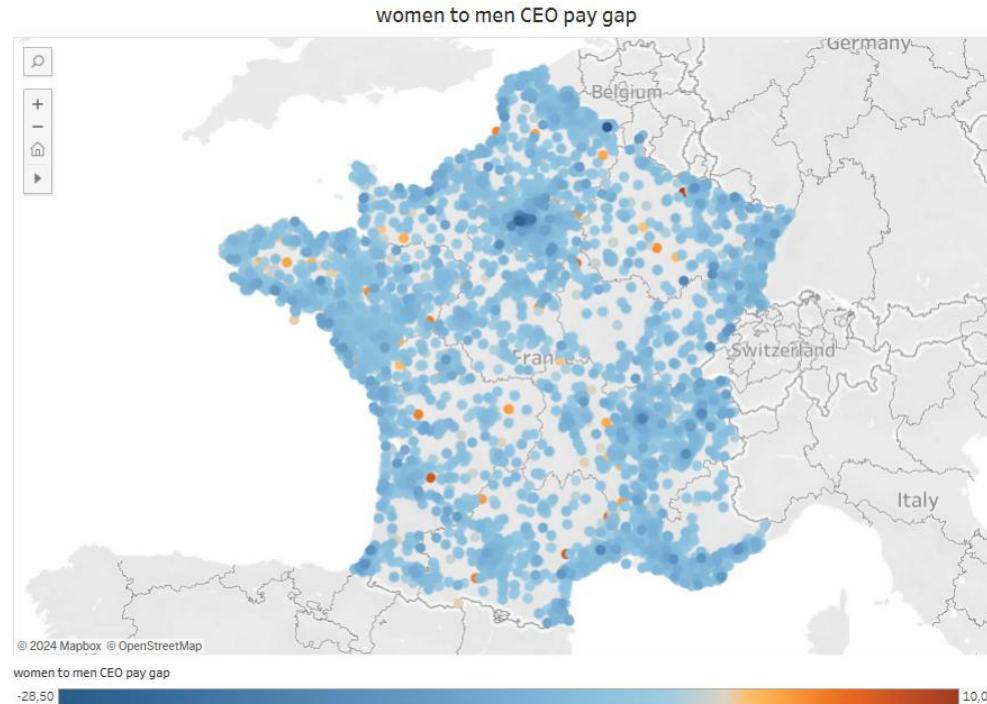


chart 16. Map with differences in mean salary for CEO women/men in cities

female CEOs tutearning male CEOs

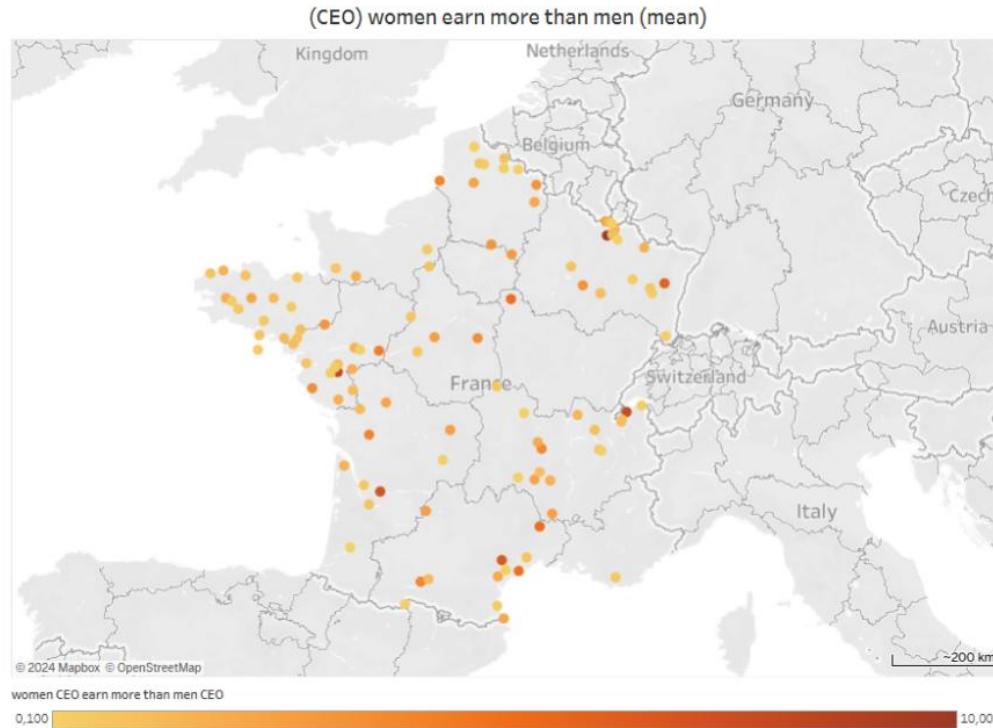


chart 17. Map with cities where CEO women earn more than CEO man (mean €/h)

female CEOs earn a minimum of €5/hour more than male CEO



chart 18. Map with cities where CEO women earn at least 5/h more than CEO men (mean)

summary

conclusions

- the correlation between city size and average net hourly earnings is low, at **0.08**
- The correlation between city size and average net hourly earnings is low, at **0.08**
- average earnings exhibit a strong correlation (0.86) with the average number of operating companies by region



conclusions - factors contributing to the gender pay disparity

- **Career Choice:** Women are more inclined to pursue professions with lower salaries, such as education.
- **Part-Time Work:** Women often opt for part-time employment, which tends to be less remunerative. In France, up to 76% of part-time positions are occupied by women.
- **Family Responsibilities:** Following the birth of their first child, women tend to reduce their working hours, resulting in diminished work experience due to factors like maternity leave, childcare, and household responsibilities.
- **Cumulative Effect:** Over time, these factors contribute to an increasing disparity in pay between men and women as they age.

Gender pay gap by EU country

Difference between average gross hourly earnings of male and female employees as a % of male gross earnings*



tools and libraries utilized in the presentation:

DBeaver SQLite for database management

Python programming language

Pandas library for data manipulation and analysis

Seaborn library for statistical data visualization

Tableau for creating interactive visualizations and dashboards

graphs and pictures:

Pages 4, 8-12, 14, 16-18, 20-22: Created internally

Pages 1, 6, 13, 15, 16, 19, 24: Sourced from www.pexels.com

Page 25: Sourced from ec.europa.eu/eurostat

it_depends

Insights into Earnings: Analyzing the French Market

03.03.2024