

# GENDER EQUALITY INDICATORS





# Context

- In France, all companies with 50+ employees must publish a yearly index of gender equality.
- Useful to have a proactive policy to develop gender equality – attract talent more easily.
- 2 steps required:
  - Creation of a CSV file for future analysis
  - A workflow created with KNIME with a graph for each indicator



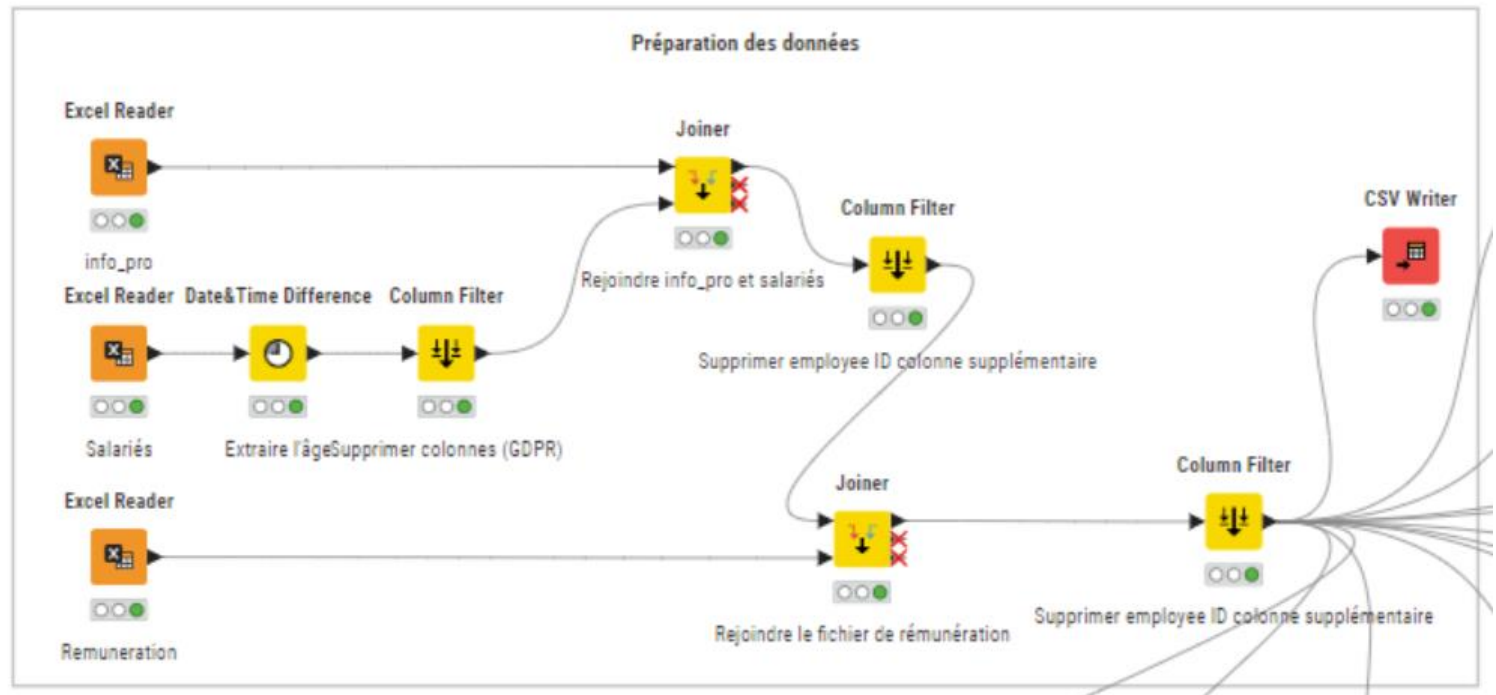
# GDPR

- Creation of the CSV file - ensured that it complied with GDPR regulations.
- Used the 5 principles of the data protection rules mentioned by [CNIL](#)
- Updated the file by:
  - Changing DOB to age
  - Deleting first name, last name and phone numbers
  - Deleting marital status, number of children, and distance between home and work



# CSV File

- 13 columns
- 256 rows





# Part 2 – KNIME workflow





# Equality Indicators

## Hiring

- Gender equity
- Average age
- Contract type

## Promotion

- Internal promotions
- Avg years at company

## Department

- Department

## Safety and Security

- Work accidents

## Remuneration

- Average monthly salary

### Additional indicators :

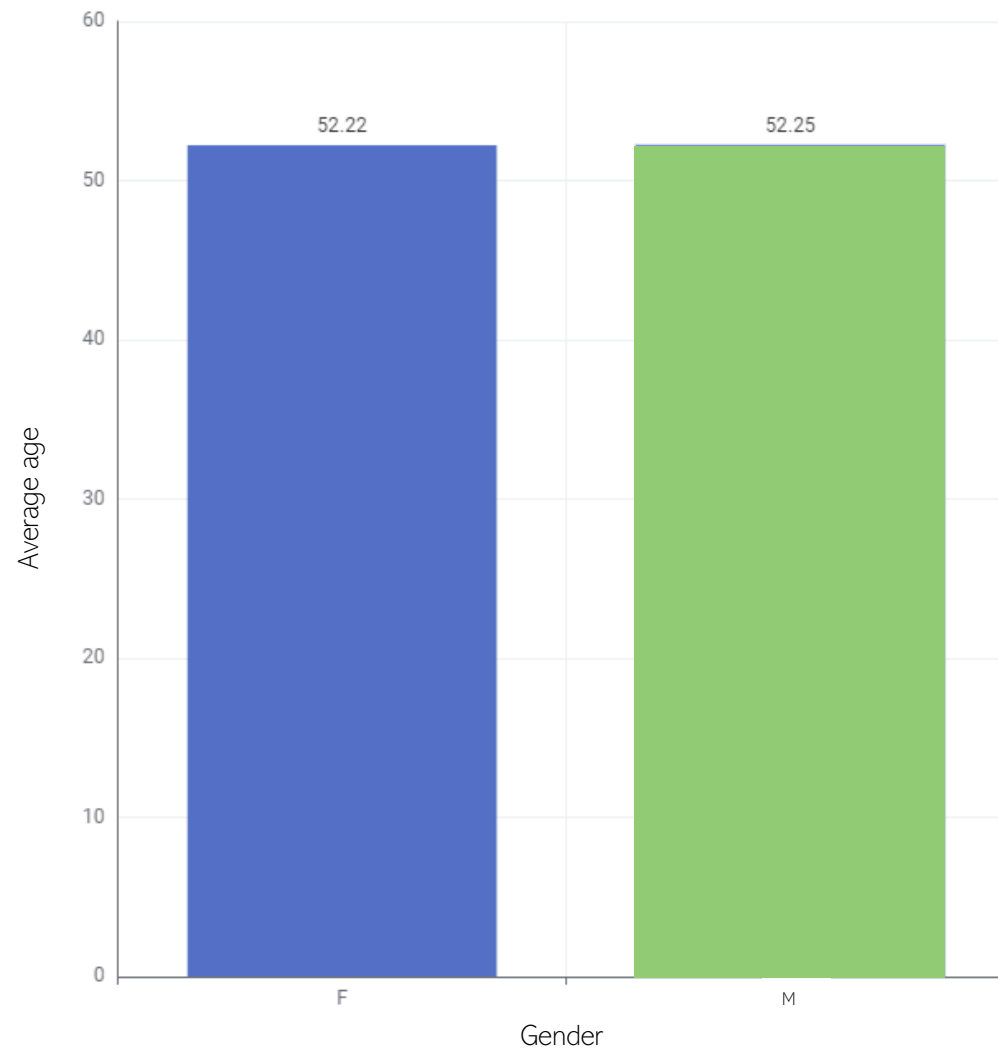
- Pay rises
- Work satisfaction



# Hiring – Employees by gender

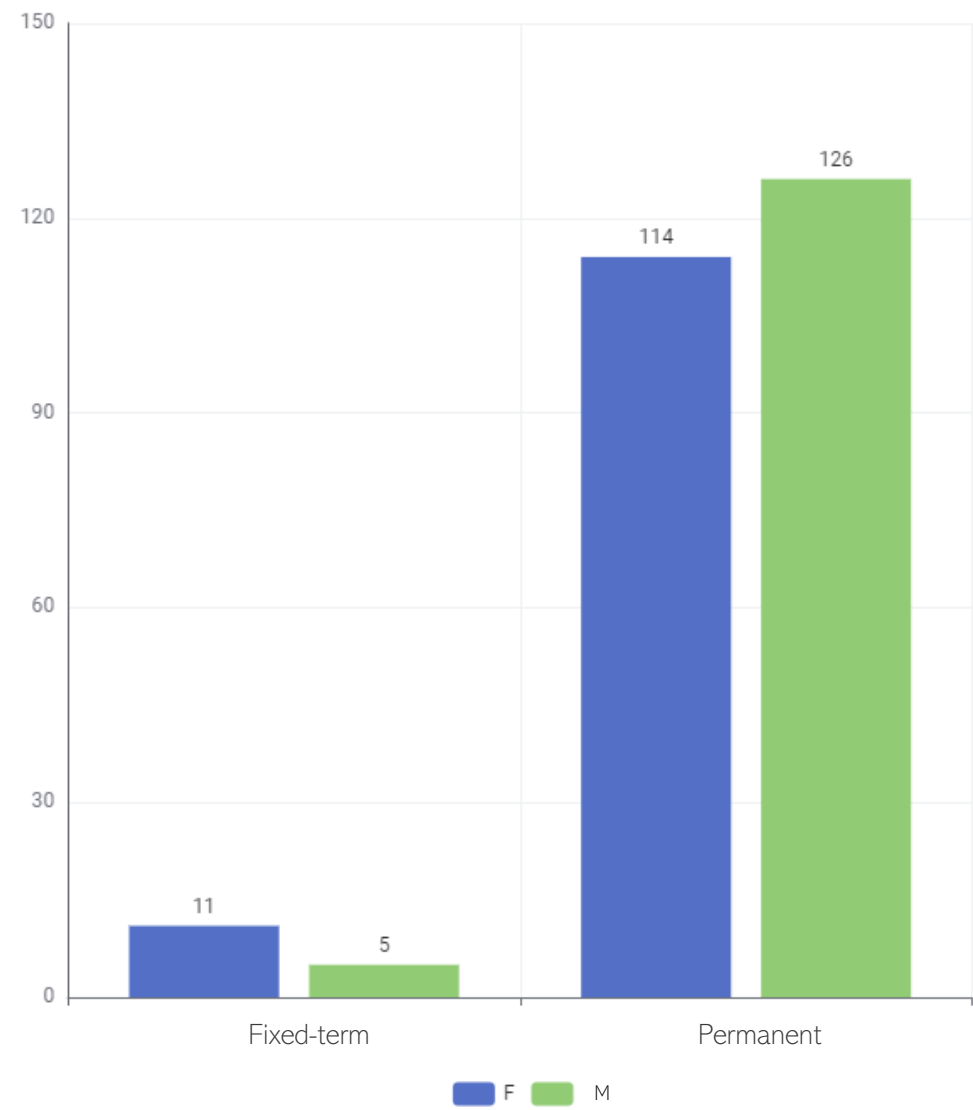


# Hiring – Average age by gender

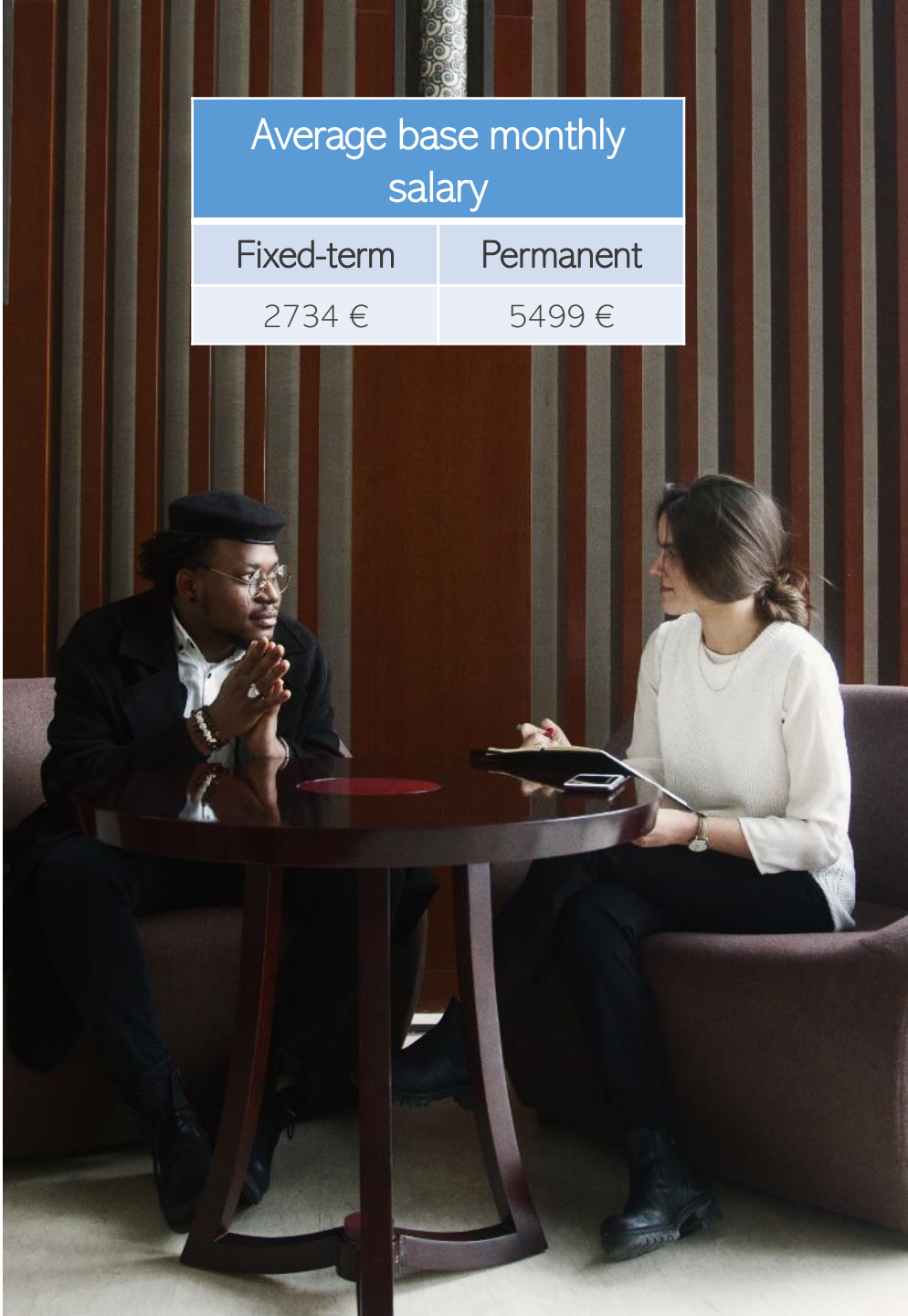




# Hiring – Type of contract by gender

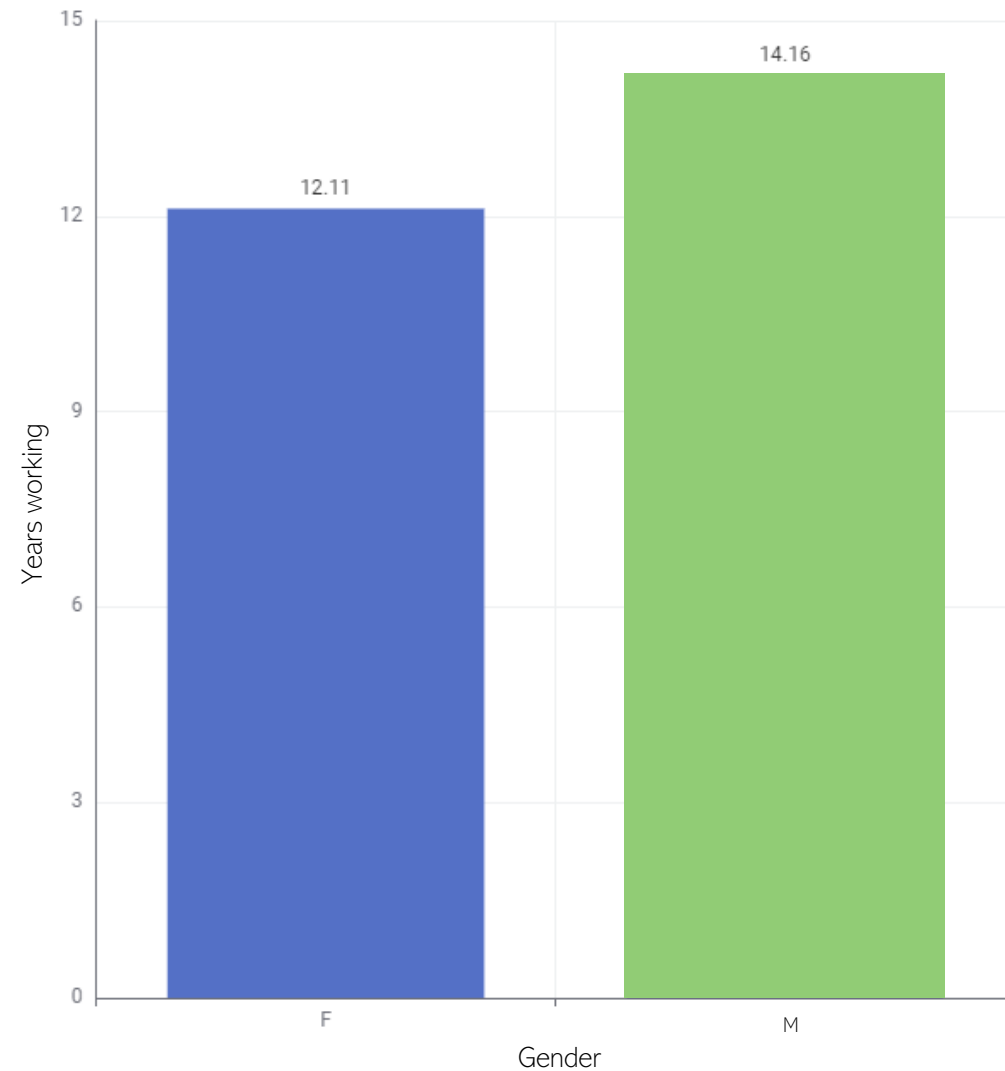


Average base monthly salary	
Fixed-term	Permanent
2734 €	5499 €



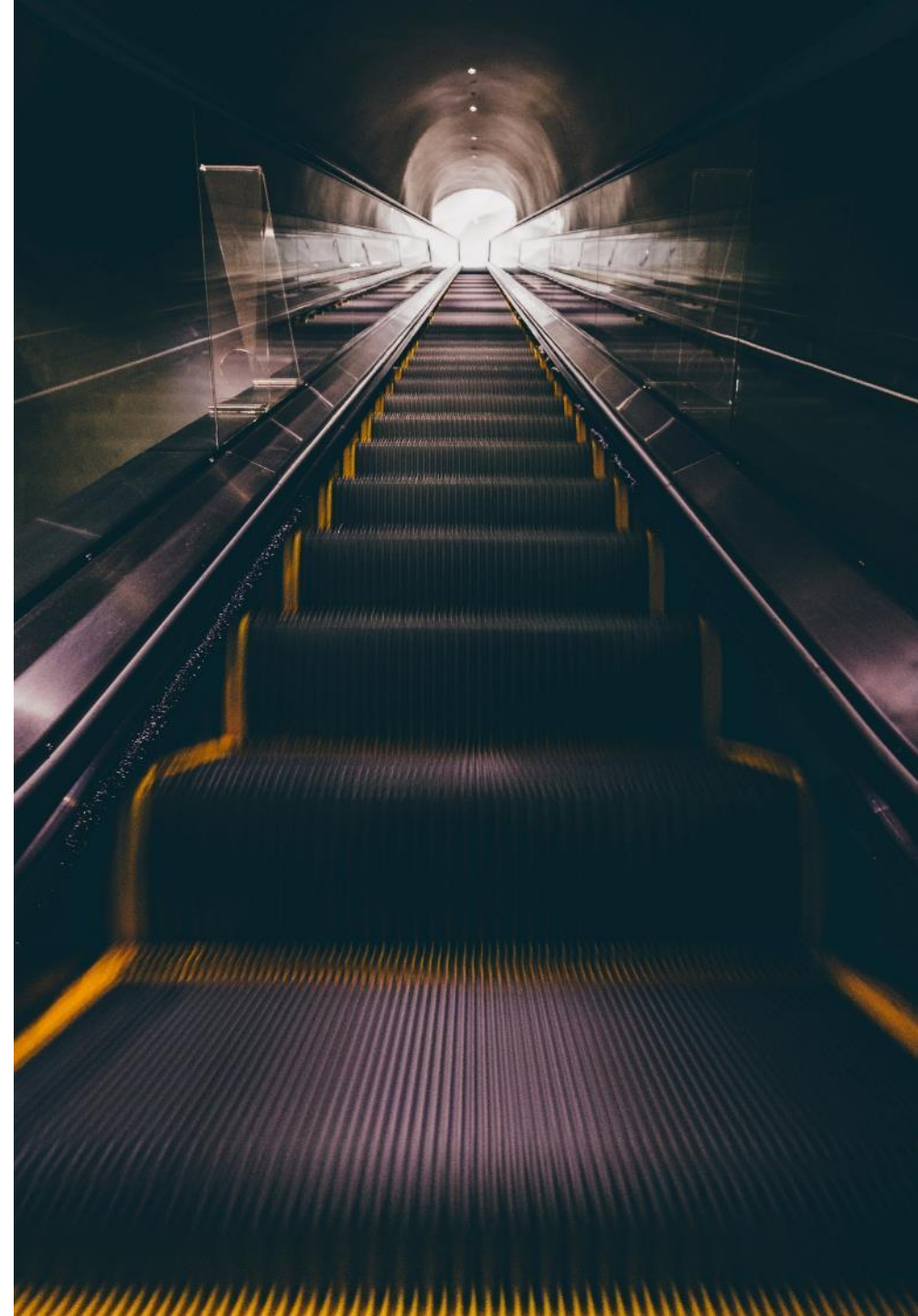
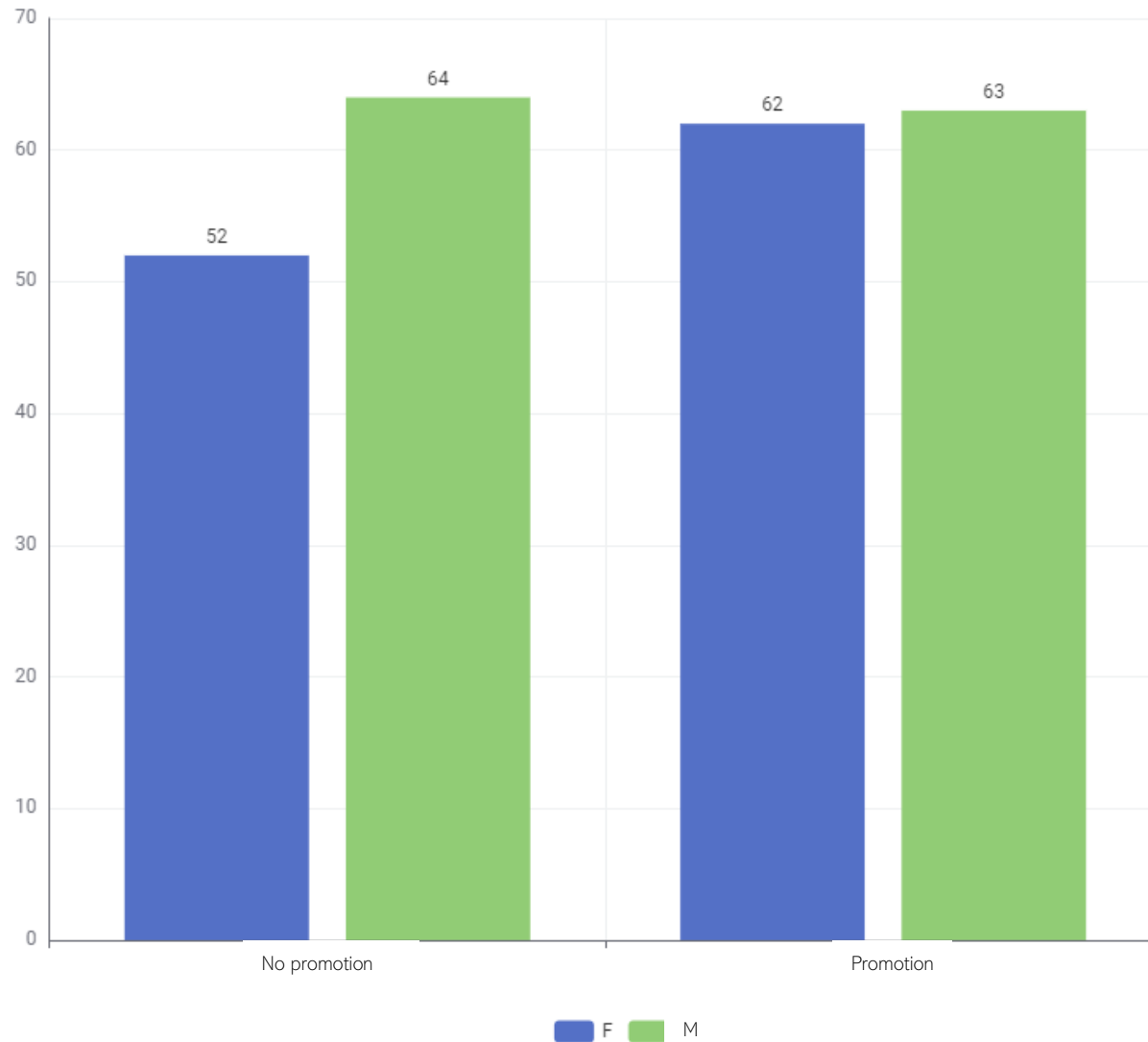


# Average years working for company by gender



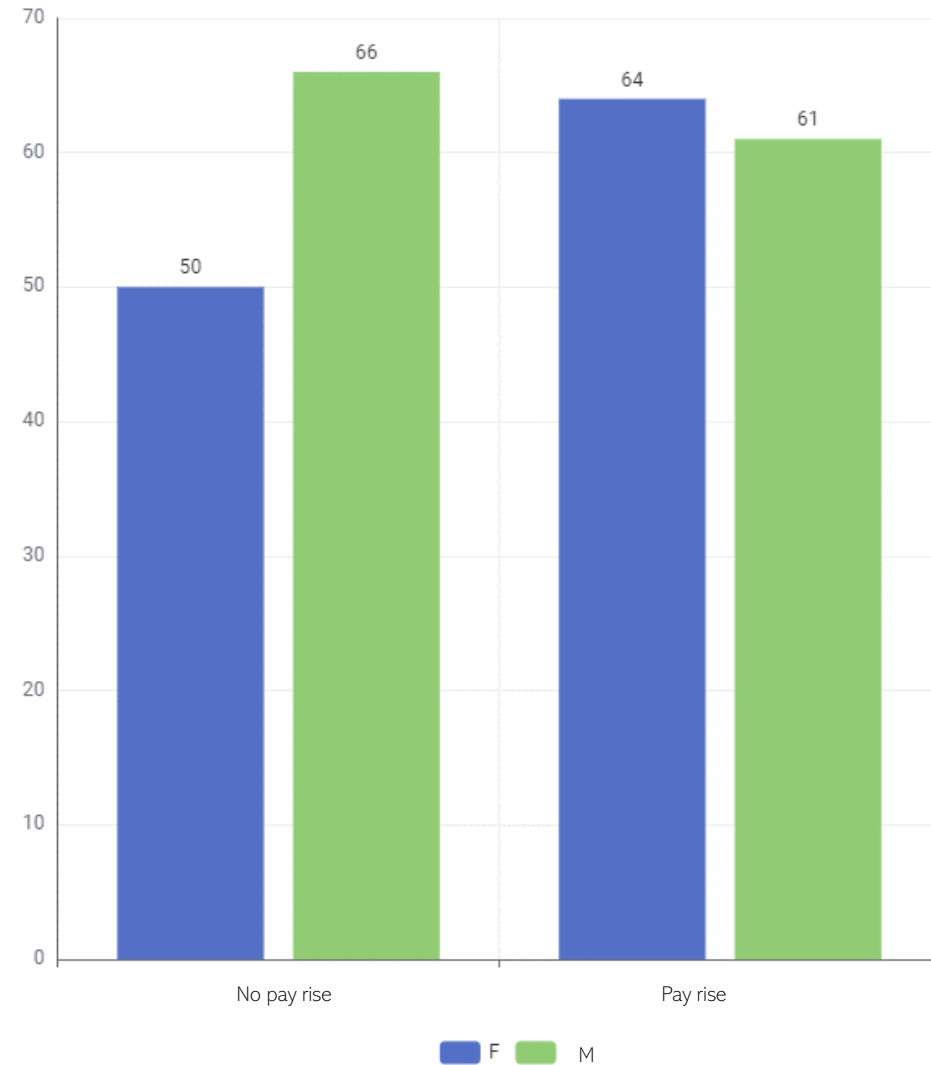


# Promotions by gender



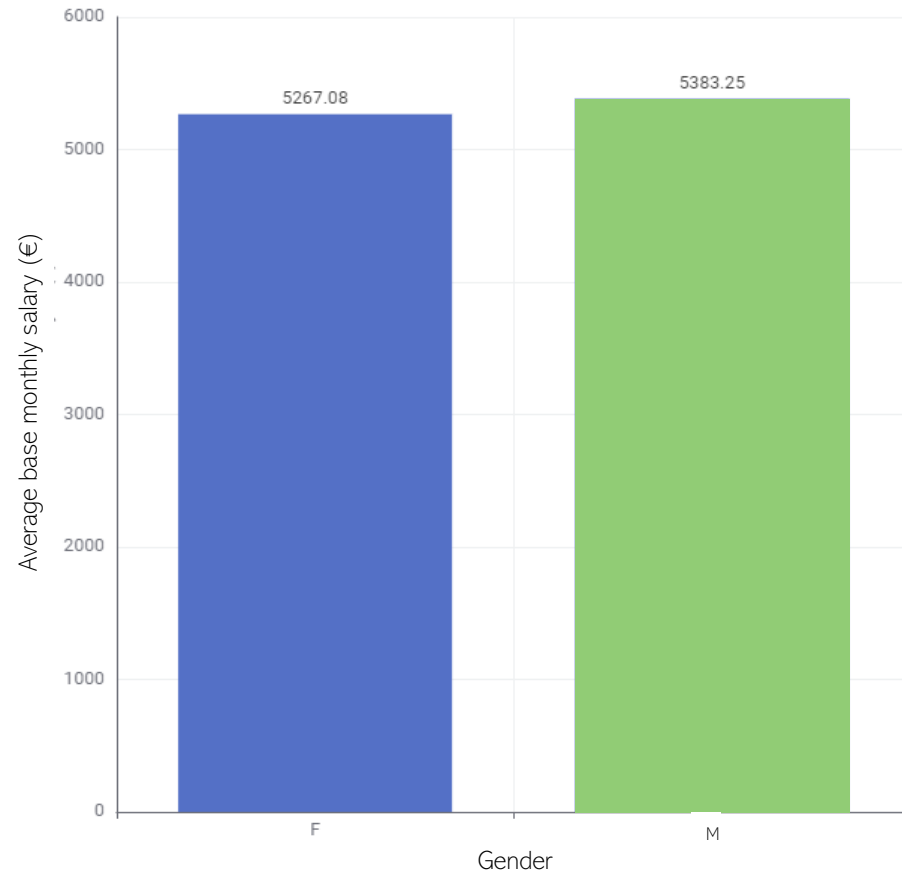


# Pay rises by gender



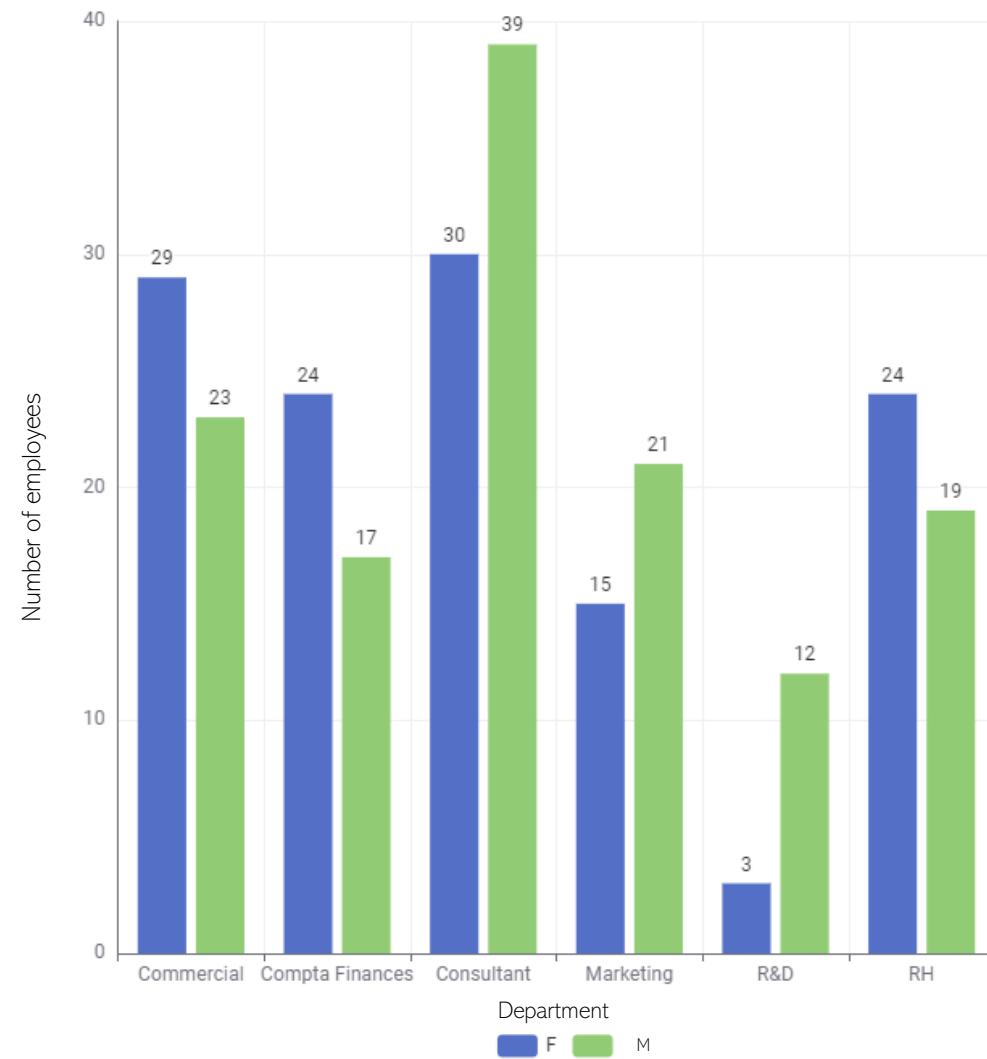


# Average base monthly salary by gender





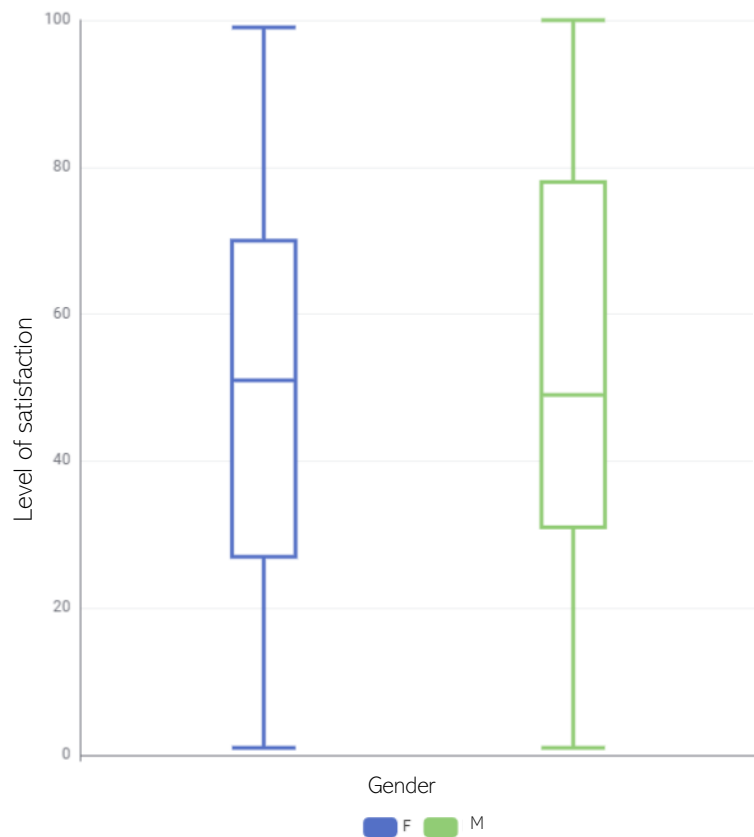
## Employee gender by department



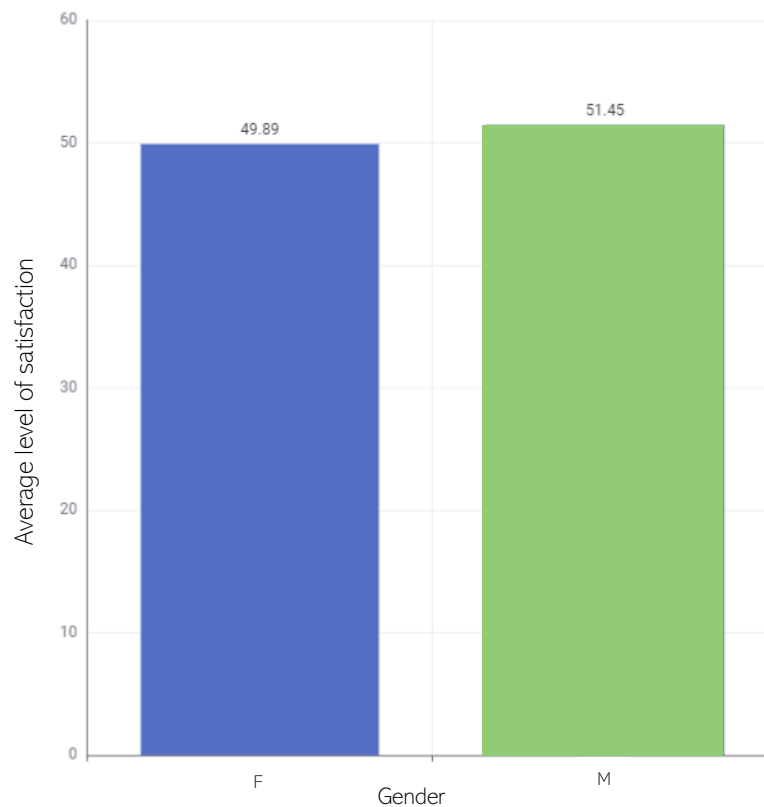


# Satisfaction at work

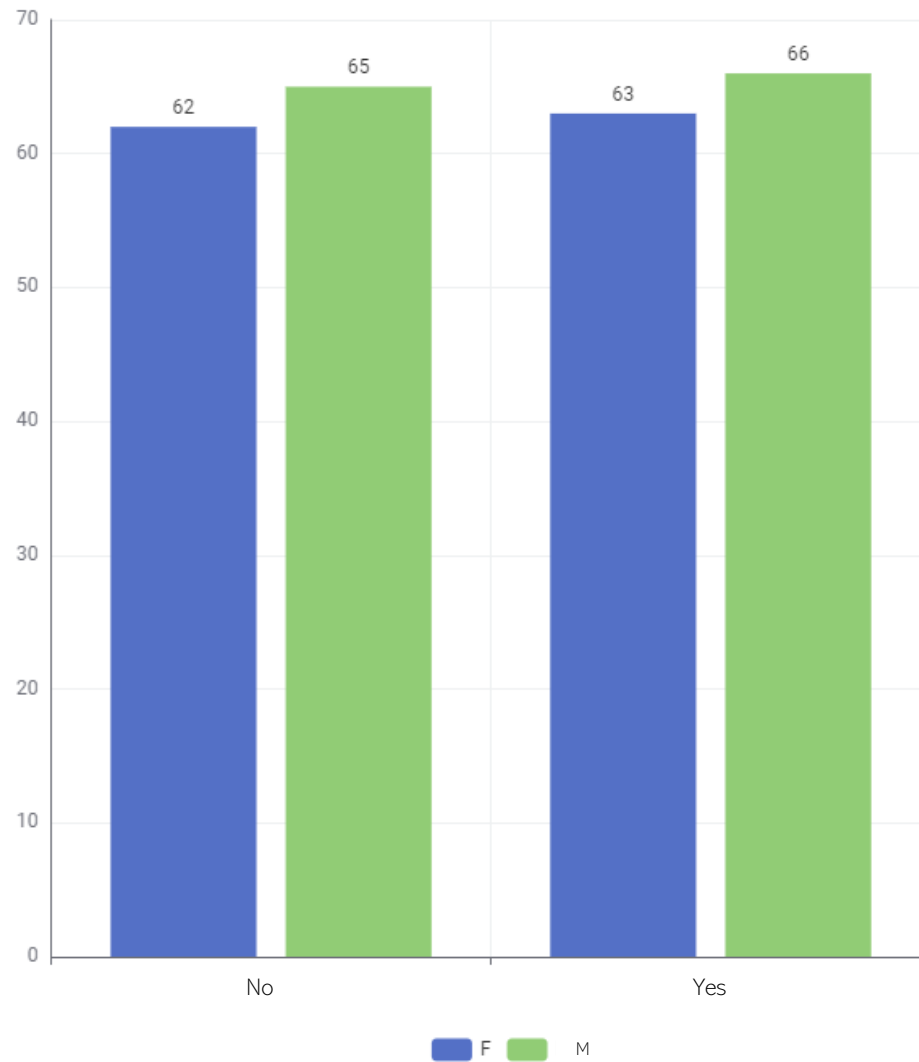
Satisfaction at work by gender



Average satisfaction at work by gender



# Experienced an accident at work







# Conclusion

1

## Many of indicators point towards equality

Gender distribution, age, job satisfaction and the number of workplace accidents all have similar figures for both sexes.

2

## Women receive more pay rises and promotions

Despite this, women's salaries are lower than those of men. We need to investigate the reasons for the disparity in promotions and salary increases.

3

## The R&D department have an unequal distribution of men and women

We should do further work to better understand the reasons for this difference, and to see what steps we should take to reduce the unequal distribution. .

4

## Women are more likely to have fixed-term contracts than men

Fixed-term contracts offer less job security and these roles to have lower monthly salaries than permanent contracts. We should work to better understand the reason why women are more likely to have fixed-term contracts.

5

## Men work more years for our company than women

Additionally, overall job satisfaction is relatively low. It would be useful to consider more flexible hours, teleworking and improved parental leave policies. This will benefit both sexes, while particularly encouraging women to continue working with us.