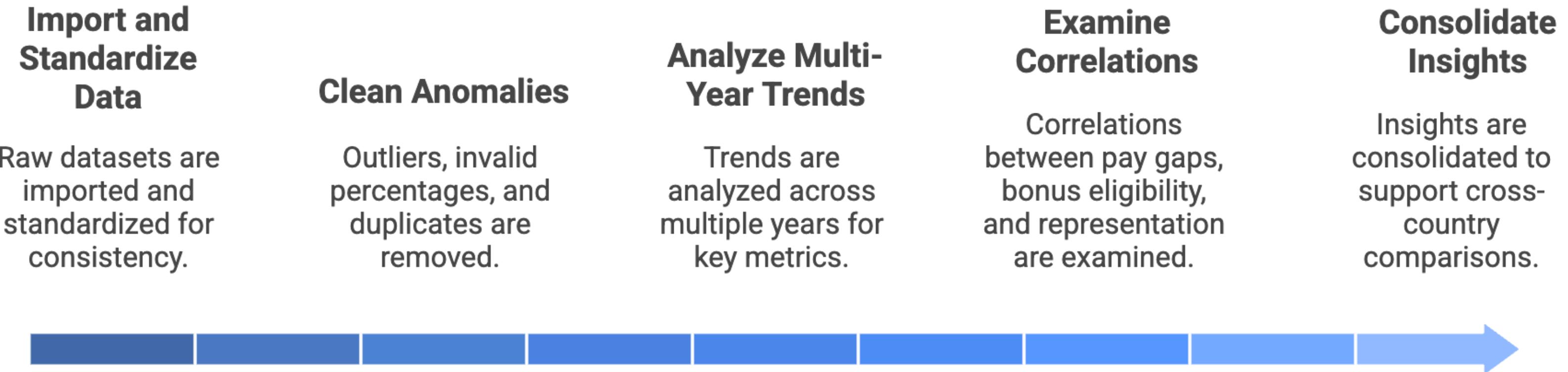


EDA Process



Check Data Completeness

Data is checked for missing values and schema consistency.

Generate Descriptive Statistics

Statistics are calculated for key metrics like hourly gaps.

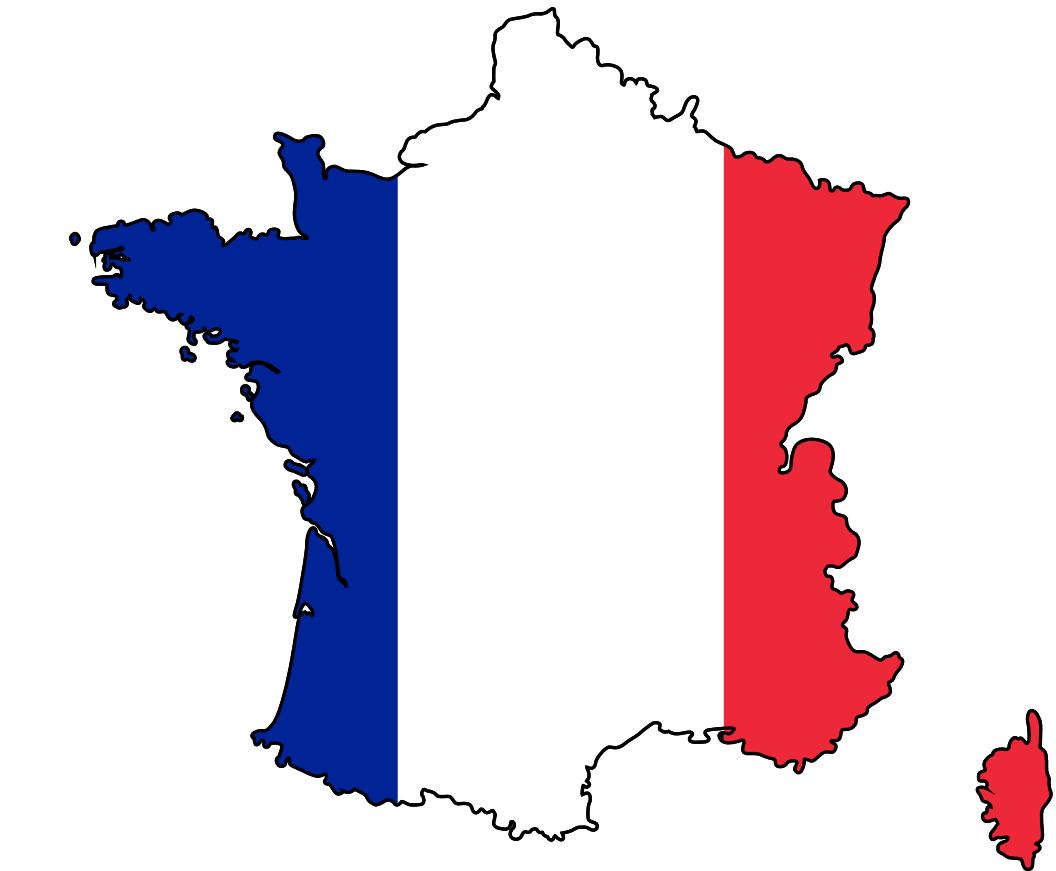
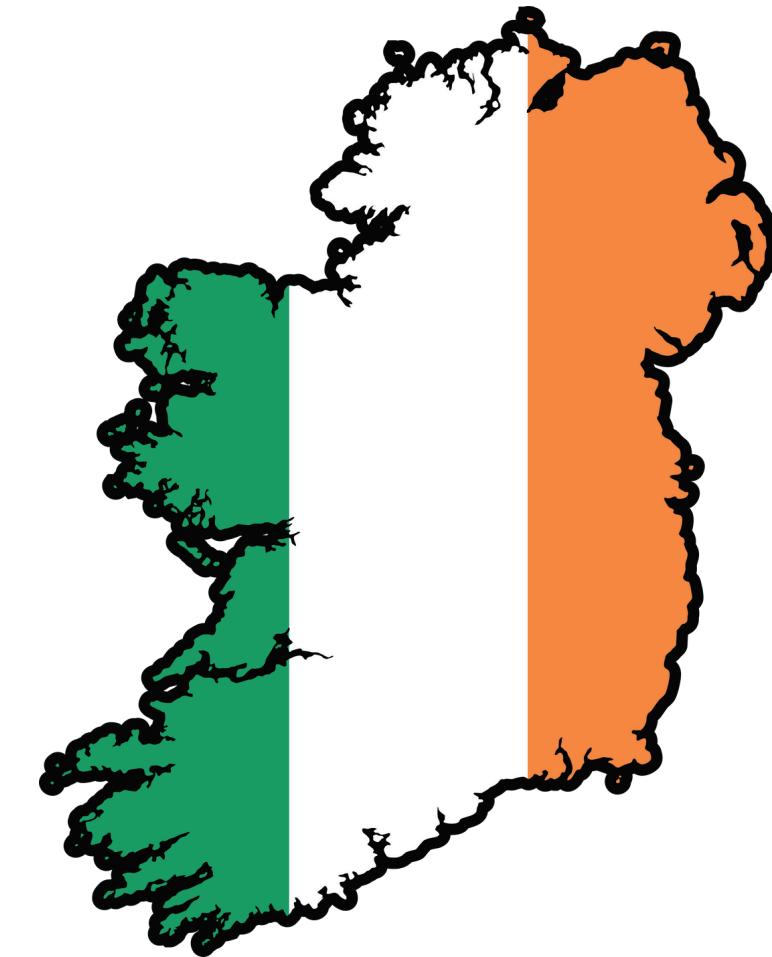
Create Distribution Plots

Plots are created to assess variability and skewness.

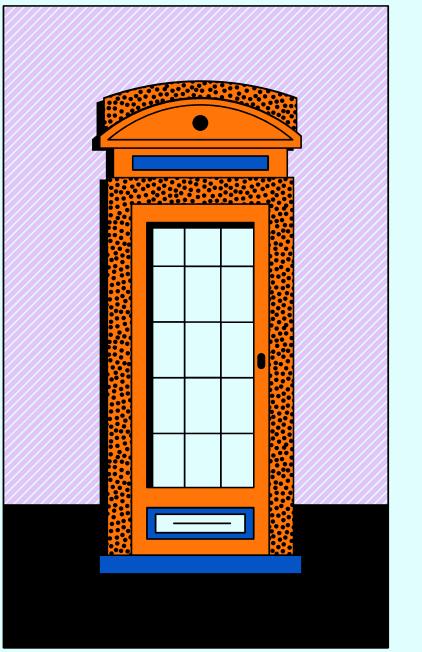
Validate Results

Results are validated through sensitivity checks.

The purpose = Insights that drive action



UNITED



KINGDOM

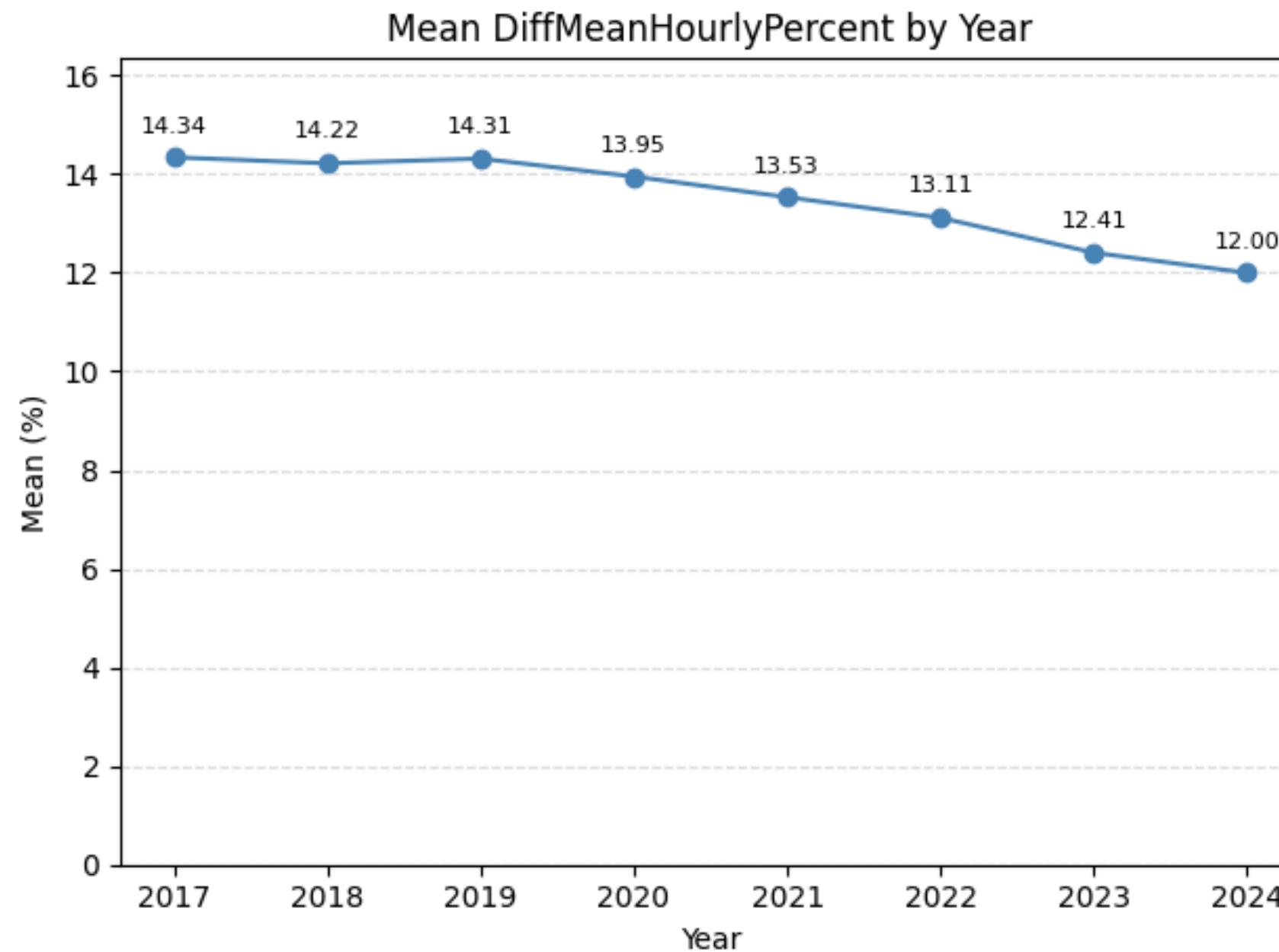


Key Insights:

- Hourly gender pay gap is narrowing, improving from **14.3% → 12.0%**.
- Median gaps persist, confirming women earn less at the midpoint across almost all employers.
- Bonus gaps remain high (**15–21%**) and volatile, largely due to eligibility and high-earner concentration.
- Female representation in top quartile is rising (**39.2% → 41.8%**) but remains 8.2 pp below parity.
- Bonus eligibility gap is shrinking, dropping from **~1.5 pp → ~0.8 pp**, supporting improvements in bonus outcomes.
- Top-quartile representation strongly correlates with hourly and bonus gaps.



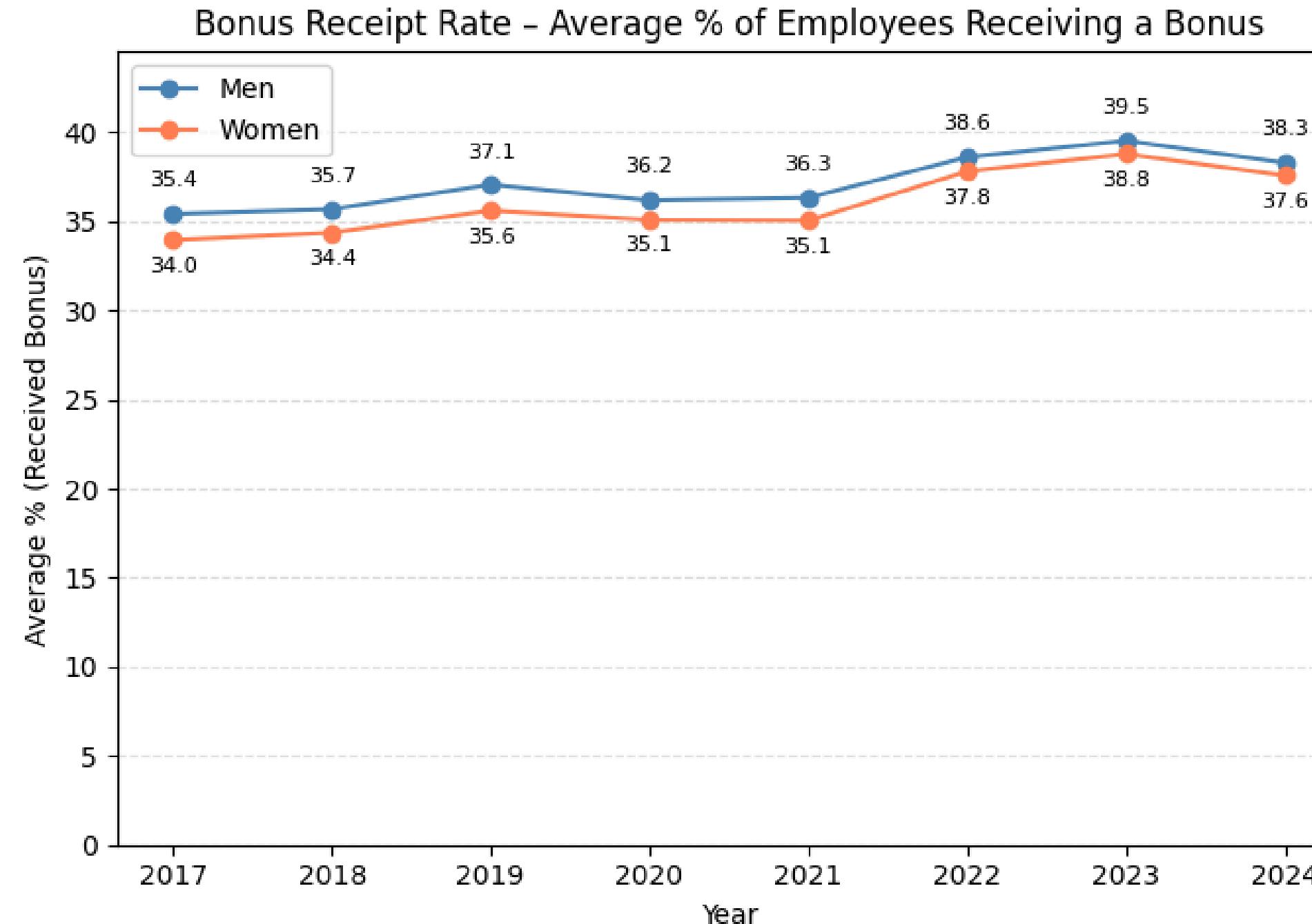
Steady Narrowing of the Average Hourly Gender Pay Gap



The mean gap steadily declines from 14.3% to 12%, showing progress, but still above zero.



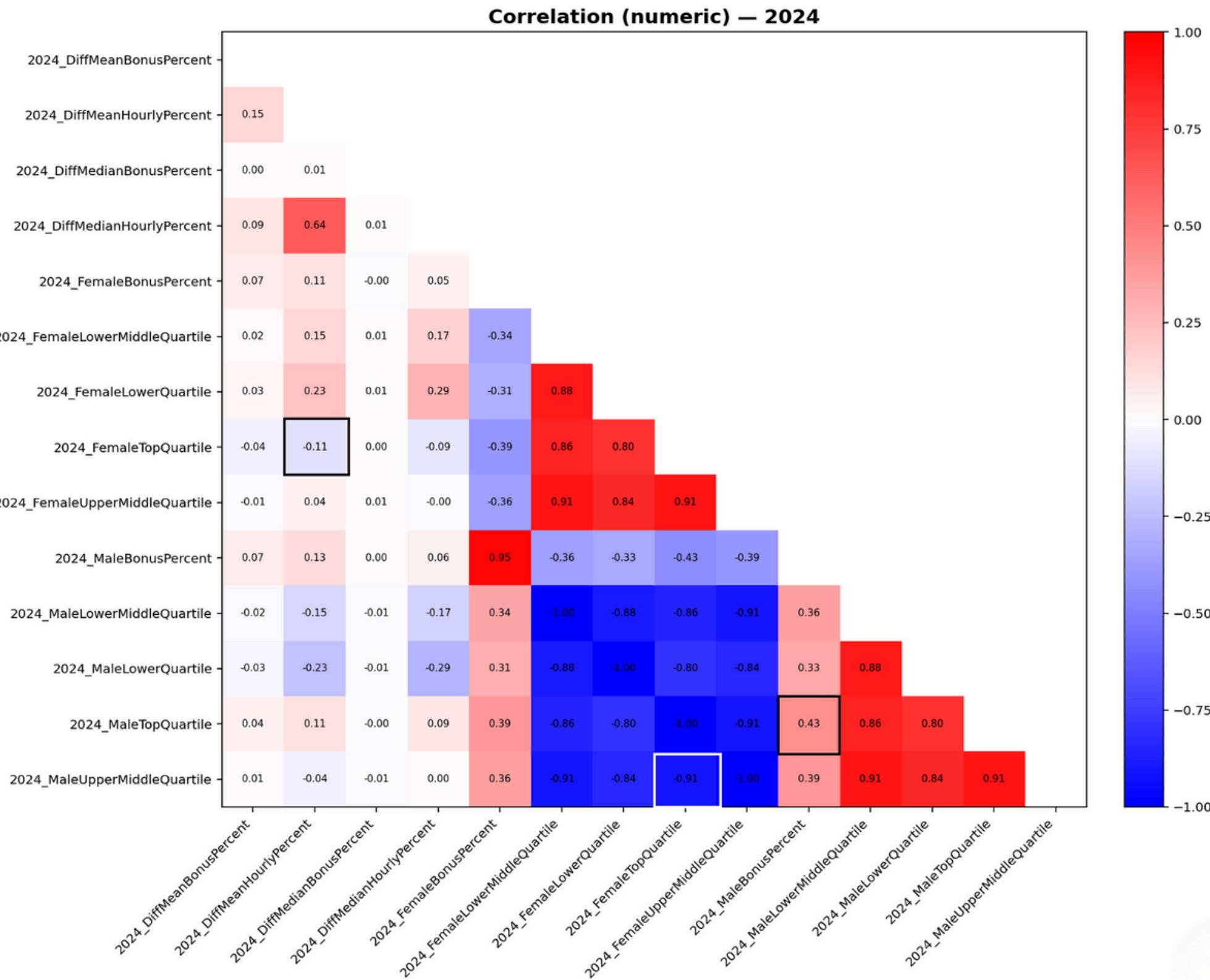
Access to Bonuses Is Becoming More Equal Across Genders



Both men and women increasingly receive bonuses; the difference has halved since 2017.



Representation at the Top Strongly Correlates with Pay/Bonus



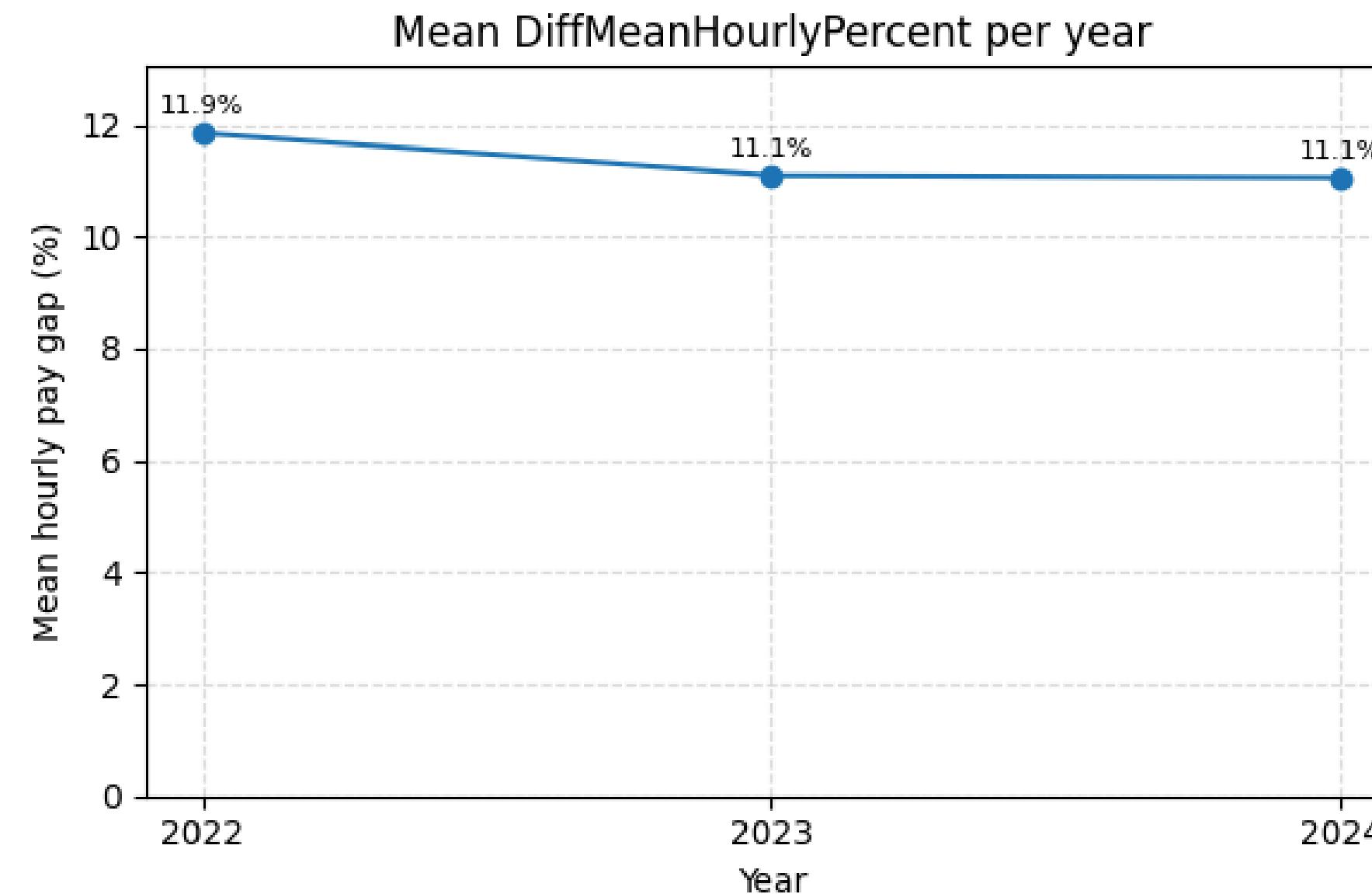


Key Insights:

- Reporting participation is rising, employer submissions increased from **~680** → **~840**.
- Hourly pay gaps show slow improvement, mean gap decreased from **~12% (2022)** to **~11%** (2023–2024).
- Median hourly gaps remain persistent, stable at **~8–12%**, even after outlier removal.
- Female representation in top-paying roles is flat: consistently **~40%** across all years.
- Bonus inequality is worsening, mean bonus gap widened from **~23%** → **~28%**.
- Bonus eligibility improving but unequal: both genders reach **~60%** eligibility, with men 1–2 pts higher each year.



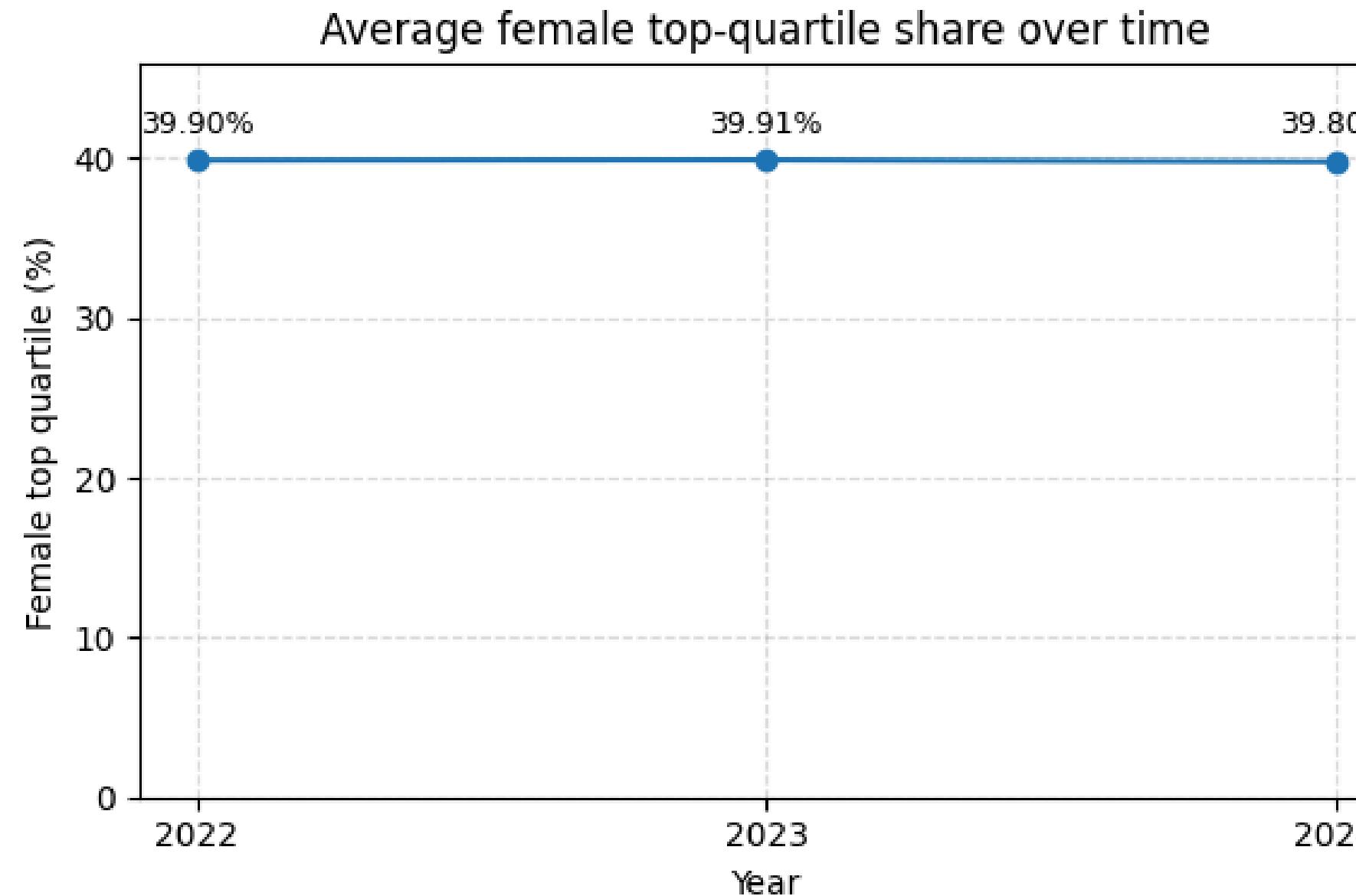
Ireland's mean hourly gender pay gap has shown a slight downward improvement since 2022.



The average gap decreased from ~11.9% in 2022 to ~11% in 2024, signaling slow but positive progress toward hourly pay parity.



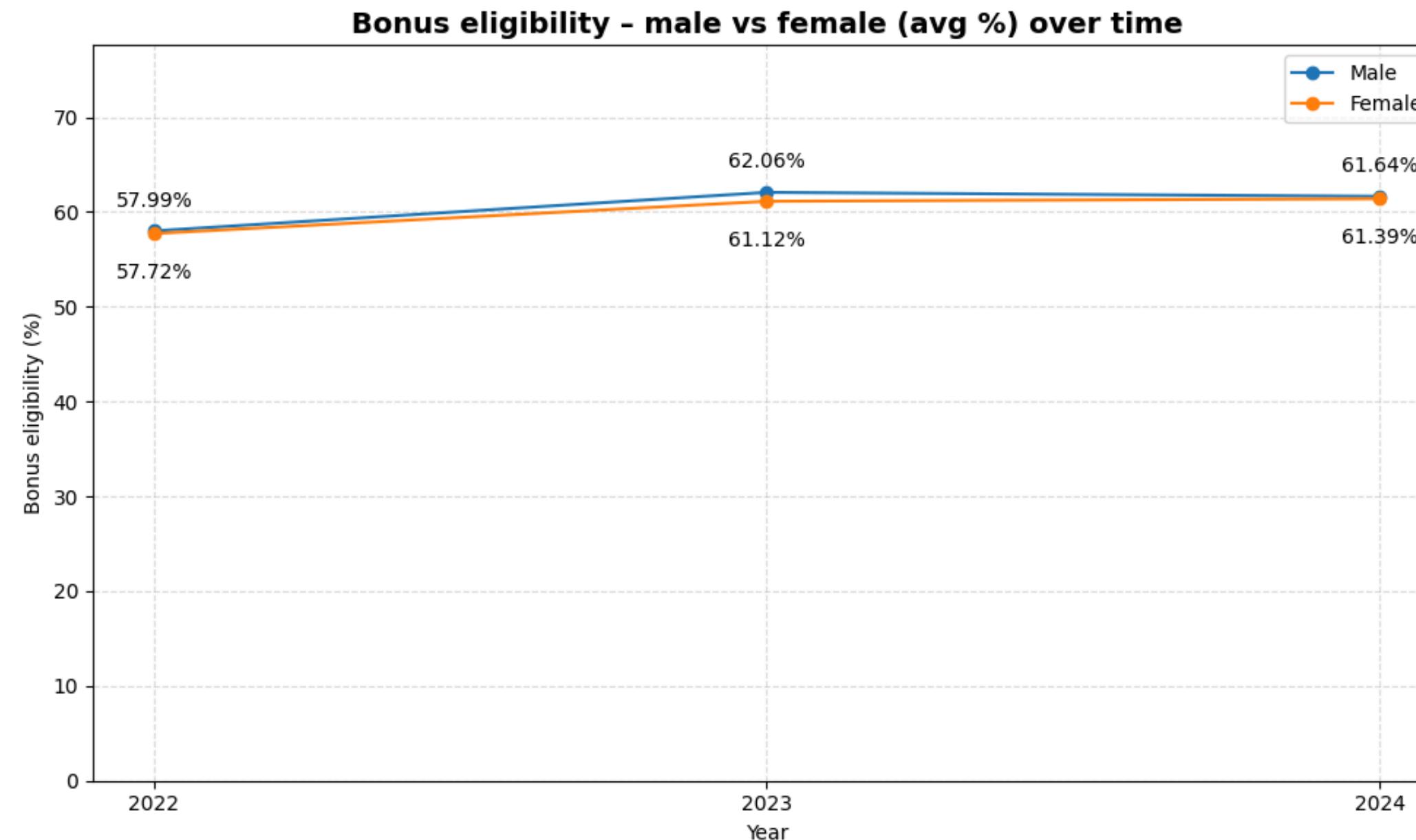
Female representation in top-paying roles has remained essentially flat across 2022–2024.



Despite small fluctuations ($\pm 0.1\%$), women consistently hold ~40% of top-quartile positions, showing stability but no measurable progress in leadership/pay-tier representation.



Bonus eligibility is improving overall, but a persistent gender gap remains



Across 2022–2024, both men and women saw rising eligibility rates, yet men consistently remain ~0.5–1% more likely to receive bonuses, indicating steady progress but ongoing inequality in bonus access.



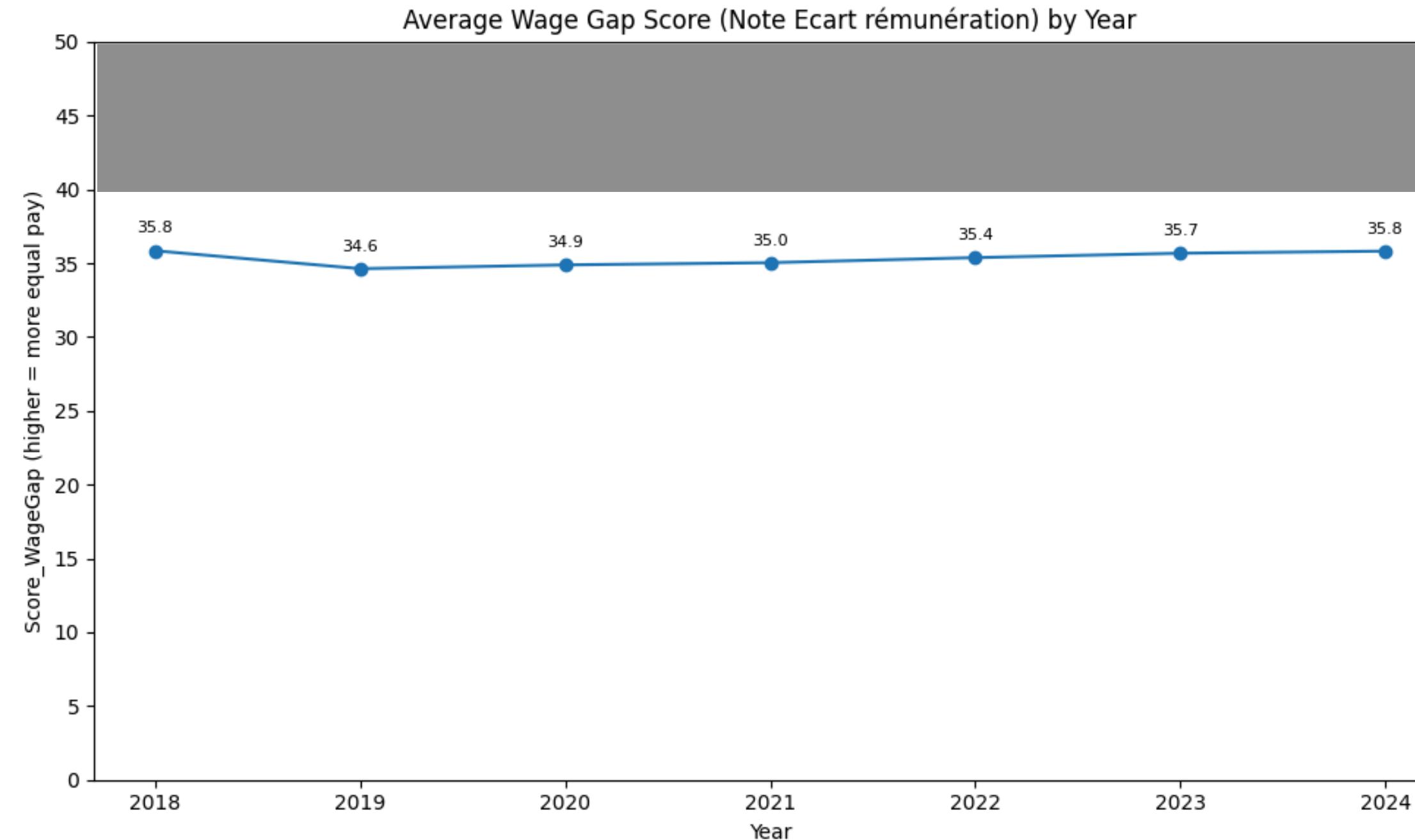


Key Insights:

- ~40,000 employers report every year, showing exceptionally strong and stable national compliance with France's pay-equity mandate
- Wage-gap scores stay consistently high at **35–36/40**, indicating minimal gender wage differences from 2018–2024
- Promotion fairness nearly perfect, rising from **~13.3 → 14/15**, showing equal promotion opportunities nationwide
- Raise fairness improving, increasing from **31 → ~33/35**, reflecting more standardized and equitable salary review processes
- Maternity-return fairness shows strongest gain, climbing **~11 → 13/15**, signalling better reintegration and support for women returning from leave
- Women among top earners rising, with the score improving from **4.1 → ~4.9/10**, though leadership pipelines still lag
- CompositeIndex increases steadily from **~83 → ~87/100**, confirming broad-based, systemic improvement driven by transparency laws



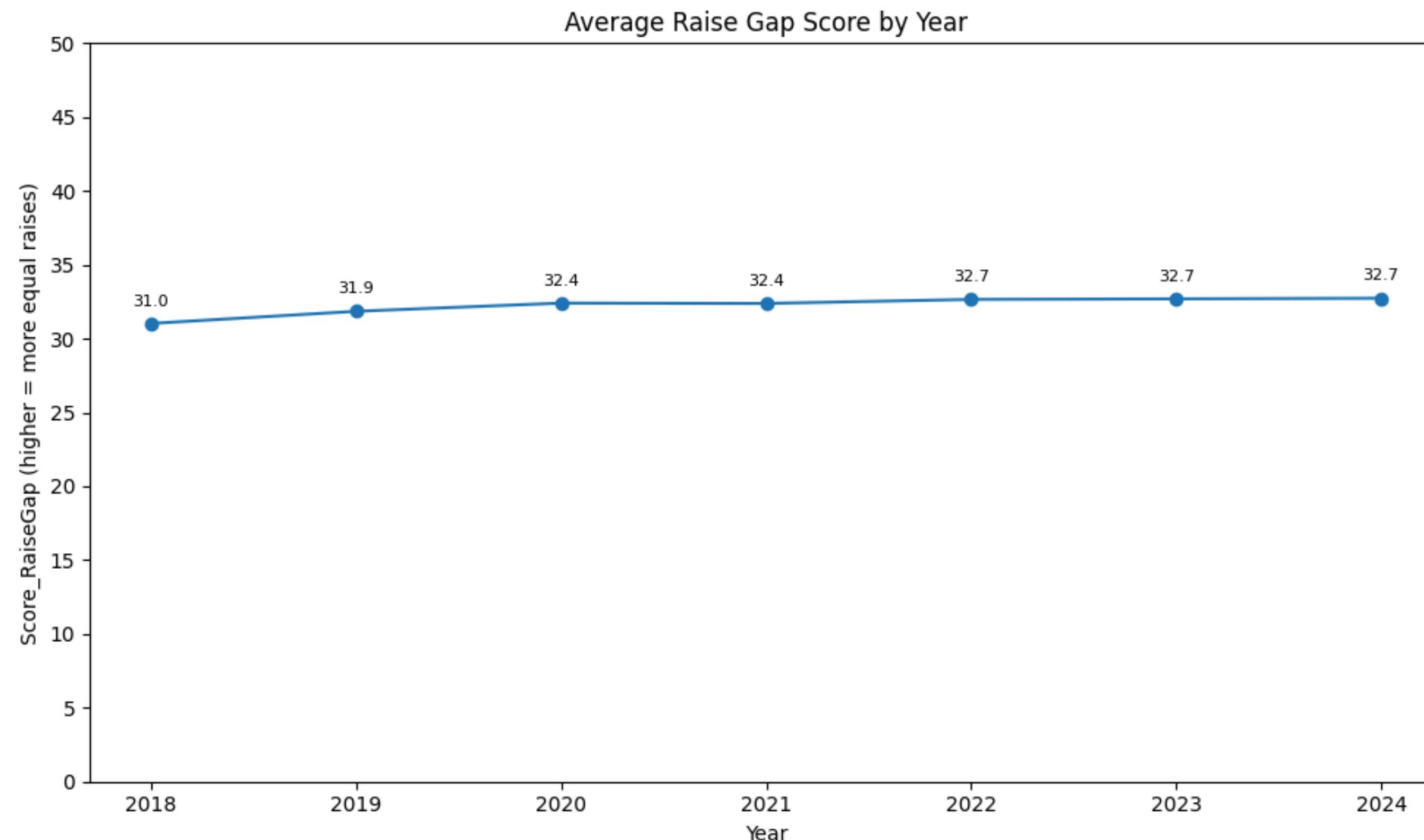
Wage Equality in France Remains Strong and Stable



Average wage-gap scores stay consistently high ($\approx 35/40$), indicating minimal gender pay differences across employers from 2018–2024.



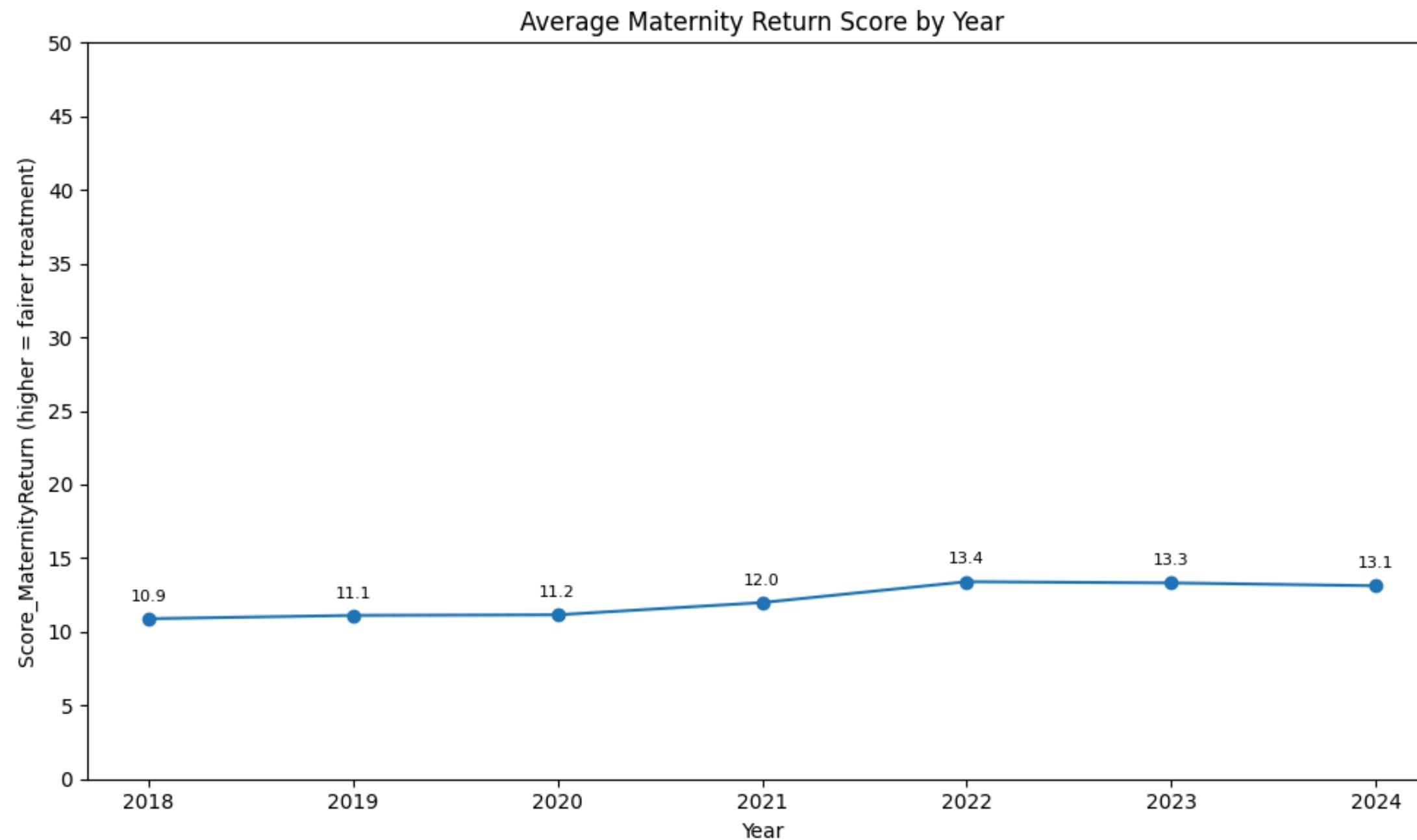
Gender Parity in Salary Raises Continues to Improve



Average raise-gap scores climbed from ~31 to ~33 points, showing steady improvement in how fairly companies award annual salary increases.



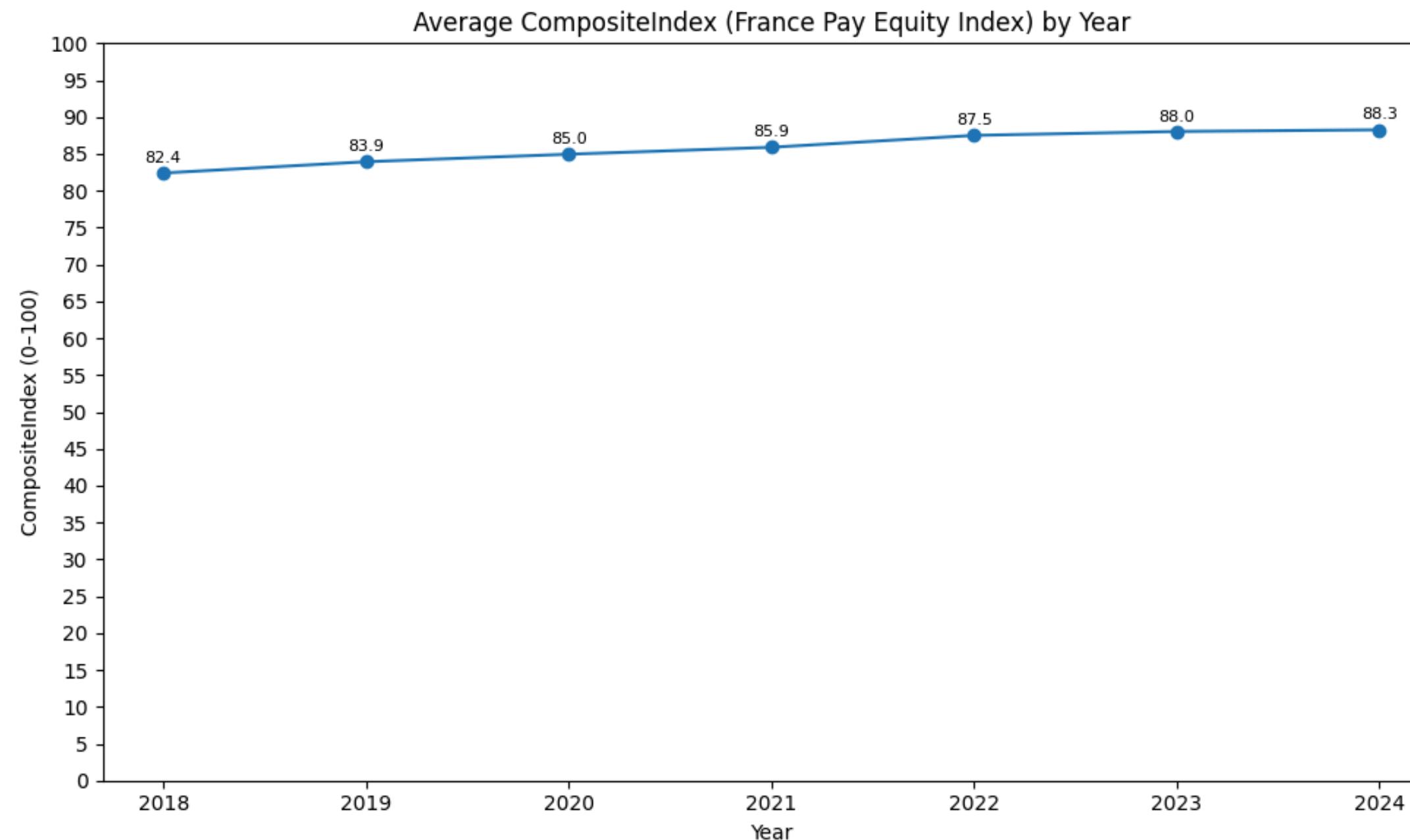
Support for Women Returning from Maternity Leave Is Improving



Scores improve from ~11 to ~13, reflecting better reintegration practices across employers.



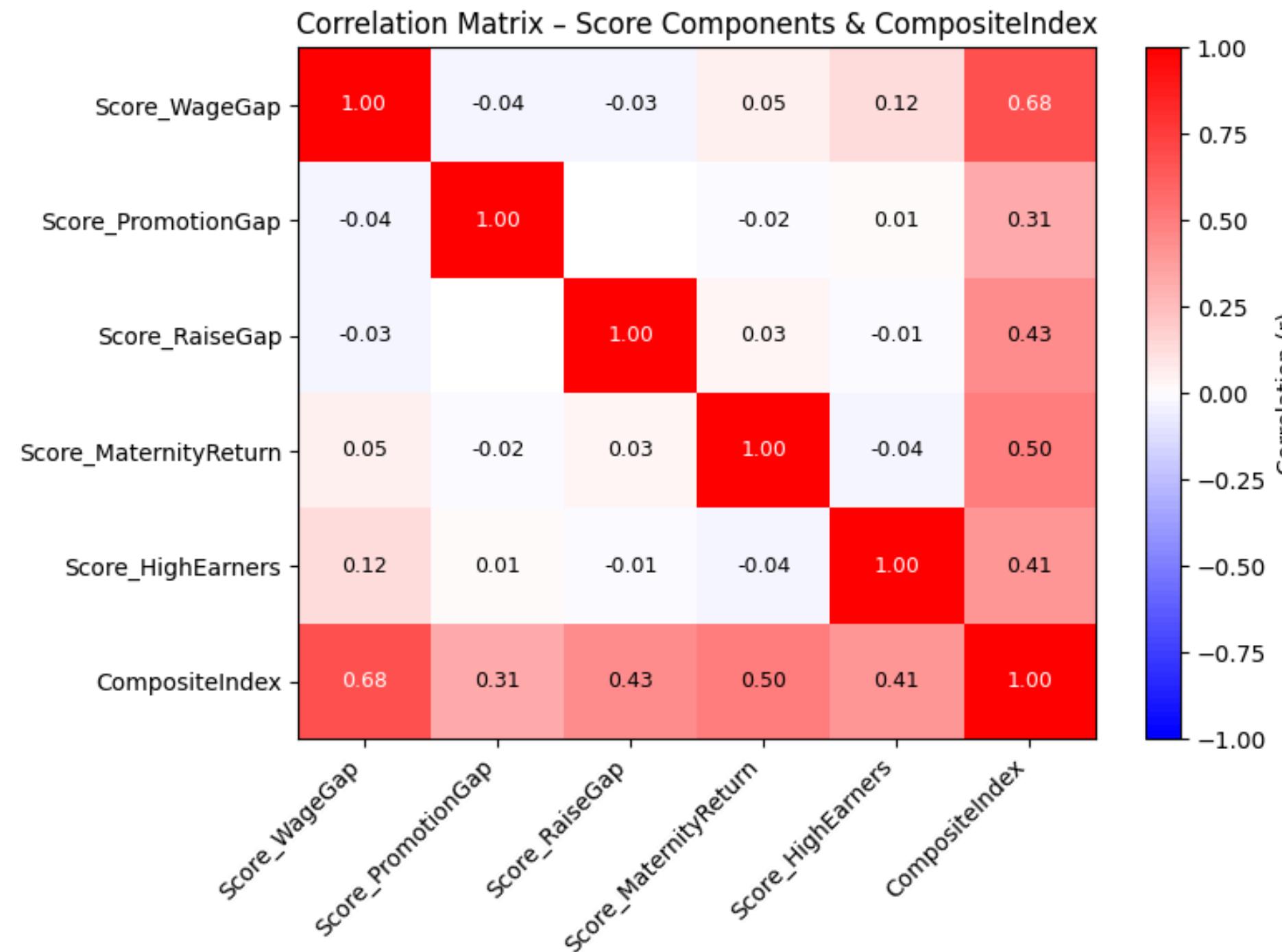
France's Overall Pay-Equity Performance Keeps Improving



The national CompositeIndex rises steadily from ~82 to ~88, confirming sustained and broad-based progress in gender equality across employers.



Pay-Equity Score Components Are All Positively Linked



Employers who perform well on wage, promotion, and raise equity tend to score higher overall.

