PROFESSIONAL EQUALITY INDEX FROM 01/01/2020 TO 31/12/2020

HOTEL LE 5 CODET 5 rue Louis Codet 75007 PARIS

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Index of average gross annual pay gap in FTE										
Socioprofessional class	Age range	Salary Women	Salary Men	Gap (%)				Validity of group		Weighte d gap
Workers	Under 30 years old									
	30 to 39 years old									
	40 to 49 years old									
	50 years old and over									
Employees	Under 30 years old									
	30 to 39 years old	22 327				1				
	40 to 49 years old		21 817				1			
	50 years old and over		21 724				1			
Technicians and supervisors	Under 30 years old	35 273				2				
	30 to 39 years old	28 655				1				
	40 to 49 years old									
	50 years old and over									
Engineers and executives	Under 30 years old									
	30 to 39 years old		48 933				2			
	40 to 49 years old		45 231				1			
	50 years old and over	101 642				1				
Total		44 634	37 328	-19,6	-14,6	5	5			
Index calculable (1=yes, 0=no):										0
Pay gap index (%)										
Mark received out of 40 (sample size = 56.80)										

Index of individual raise gap										
Socioprofessional class		Rate of Men	Gap (%)		Number of Men				Absolute gap	Employee Gap
Workers						1				
Employees				1	2	1	3			
Technicians and supervisors				3		1	3			
Engineers and executives				1	3	1	4			
Total				5	5		10			
Index calculable (1=yes, 0=no):								0		
Raise gap index (% points)										
Gap in equivalent number of employees										
Absolute raise gap mark										
Gap mark by equivalent number of employees										
Mark received out of 35 (sample size = 56.80)										

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Index of promotion gap									
Socioprofessional class	Rate of Women	Rate of Men	Gap (%)	Number of Women			Number validated	Weighted gap	
Workers						1			
Employees				1	2	1	3		
Technicians and supervisors				3		1	3		
Engineers and executives				1	3	1	4		
Total				5	5		10		
Index calculable (1=yes, 0=no):								0	
Promotion gap index (% points)									
Mark received (sample size = 56.80 is off-scale)									

	Number of Women	Rate of Women	Result
Employees returning from maternity leave			
Index calculable (1=yes, 0=no):			0
Employees who received a raise in the year after their return from maternity leave (%)			
Mark received out of 15 (sample size = 56.80)			

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Number of staff members of the under-represented gender among the 10 highest salaries								
	Number of Women	Number of Men	Total	Result				
Employees among the 10 highest salaries	5	5	10	5				
Index calculable (1=yes, 0=no):				1				
Number of employees of the under-represented gender among the 10 highest salaries				5				
Mark received out of 10 (sample size = 56.80)				10				