

Equal gender index: 2018 results

« Liberté de choisir son avenir professionnel » (Free professional future choice) law, published on 5 September 2018, forces companies established in France with more than 250 employees, to compute pay gaps between men and women, starting January 1st of 2019.

This law requires to calculate the pay gap around 5 criteria, each of them has respective points. The sum of all the points allows to know how high is the equal gender index in the company. The maximum to earn is 100.

The criteria to be computed are:

- general pay gap between men and women in the company, at post and at the same age;
- gap in the chances of getting a wage increase, between men and women;
- gap in the chances of getting an advancement ;
- pay increase for women returning from maternity ;
- number of women who are in the top 10 earnings.

If the sum of all the points earned from each criteria (which are provided by the law) is less than 75/100, the company has to take actions in order to improve equal gender in its practices and to reduce the pay gap between men and women. A financial penalty can be decided against the company by the French authorities.

UPS France company applied all the legal calculations required and the result is that we earned 84 points out of 100!



According to this result, it can be concluded that UPS France company doesn't practice illegal pay gap between men and women.

This result is good and it is the consequence of a longtime work made by HR service in France in order to improve the equal gender, by studies and by acts.

It is also the achievement of a social policy conducted by the company for several years, which take cares of national social affairs, such as professional equality.