

The gender equality index



What is it?

Since September 2018, the Gender Equality in the Workplace Index has been implemented to fight against inequalities in the world of work.

The Index is a component of the law «for the freedom to choose one's professional future» it has been developed to allow companies to evaluate themselves in terms of gender equality on the basis of several criteria criteria, the minimum score required being 75 points out of 100.

What about Itancia?

Itancia has obtained a score of 86/100 for the year 2022, an encouraging score since it is above the minimum minimum required of 75 points and is higher than the average of French companies with 250 to 1,000 employees. Here are the details of the score obtained by indicator:

- the gender pay gap: **36/40**
- the gender pay gap in individual raises: **20/20**
- employees on maternity leave who received a salary increase during the reference period: **15/15**
- the number of people of the under-represented gender among the 10 highest earners: **0/10**
- the difference in the distribution of promotions: **15/15**

And then?

Itancia is committed to attracting and retaining female talent to maintain this score.

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60% of Itancia employees
are women

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Itancia received a score of
86/100 for the year 2022!

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The average of the grades published this year
is **85/100** for companies of 251 to
999 employees!

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