Gender Equality

The Gender Equality in the Workplace Index is designed to help companies make progress on equal pay for men and women.

Choose Paris Region achieved an overall score of 84 out of 100 on the 2026 Gender Equality Index. Choose Paris Region is continuing its commitment to reducing this gap, and to developing gender diversity and equal opportunities for all, throughout their professional careers.

The law for the freedom to choose one's professional future, which was adopted on August 1, 2018, requires companies to publish their gender equality index annually. This obligation aims to reduce any wage discrepancies that may exist between the genders.

The index takes into consideration 4 criteria that are calculated over a total of 100 points:

- **Pay gap (29/40)**: This indicator shows the difference between men's and women's average pay.
- **Raise gap (35/35)**: This indicator compares the percentage of women and men who received a proportional raise during the year.
- **Number of employees of the under-represented gender among the 10 highest earners (5/10)**): This indicator calculates the gender parity among the 10 highest-paid employees.
- **Percentage of employees who received a raise in the year following their return from maternity leave (15/15)**

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