

France's Professional Equality Index (Index d'égalité professionnelle) — Mandatory Gender Pay Score

Gender Equality · Good practice · France

Quality score: 96/100

Evidence strength: Observational / pre–post

Summary

France's 2018 law requires companies with 50+ employees to publish an annual gender-equality score (0–100 points). Average scores rose from 84/100 (2020) to 88/100 (2023); 93%+ now exceed the 75-point compliance threshold, backed by 42,017 labour inspections.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-21

[Ministère du Travail, du Plein emploi et de l'Insertion](#) — accessed 2026-06-21

[French government: 2023 Professional Equality Index results](#) — accessed 2026-06-21

[Ministry of Labour: Index and Rixain Law results 2025](#) — accessed 2026-06-21

[Egapro: Official calculation and declaration platform](#) — accessed 2026-06-21

[Sciences Po Women in Business: Pénicaud Index — 3-year evaluation](#) — accessed 2026-06-21

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