



Gender Equality Indicator
Zebra Technologies France
26 february 2022

What are we talking about ?

The introduction of a gender equality index from march 1st, 2020

The law of September 5th, 2018, requires companies with at least 50 employees to calculate an index of pay gaps between men and women (called the gender equality index – in French “Index égalité Hommes/Femmes”).

A final score out of 100 points is given and if the score is below 75 points, the company must take measures to reduce the pay gap.

The company has 3 years to improve its score and get back above 75 points.

How to calculate this gender equality index?

The gender equality index is calculated on the basis of four legally defined criteria:

1. The gender pay gap (40 points)
2. The difference in the rate of individual increases between women and men (35 points)
3. The percentage of employees who received a pay rise in the year following maternity (or adoption) leave (15 points)
4. The number of employees of the under-represented sex in the ten highest paid employees (10 points)

Results of the index calculation for 2022

The reference period taken for the calculation of this index is the calendar year 2020

Gender Pay Gap
19/40

69/100*

*Ce résultat est calculé et pondéré en fonction des indicateurs calculables (ici 4/4)

Percentage of employees receiving a raise upon return from maternity/adoption leave
15/15

Difference in the rate of individual increases between women and men
35/35

Number of employees of the under-represented gender in the top 10 of remuneration
0/10

The population of Zebra Technologies France could not be compared by occupation but by socio-professional category (manual, clerical, supervisory and executive), a method of distribution imposed by law. Within these categories, the employees were then divided by age group (under 30 / 30 to 39 / 40 to 49 / 50+). Any group not respecting the minimum presence of 3 women and 3 men was excluded from the calculation, in accordance with the law.

Impact of this outcome

Measures taken as a result of this outcome

Zebra Technologies France intends to continue the policy of Inclusion and Diversity that has been instilled in the group at global level and to relay it at local level.

Although the result obtained does not reflect the reality of the situation between women and men at Zebra France, due to the (legal) way in which the population is divided up when the index is calculated, General Management has decided to take corrective measures to improve the gaps on which Zebra France can have a direct and concrete impact.

A collective agreement on professional equality between men and women and the quality of life at work was signed between General Management and the CFE-CGC trade union delegate on 26 February 2020.

This agreement enabled Zebra France to commit to actions for a period of 4 years in order to prevent and correct any disparities between women and men. In addition, this agreement allows the establishment of rules and actions to improve the quality of life at work and outside of work in the long term.

This agreement can be found on the French page of the "France policies" group intranet