

GENDER EQUALITY INDEX

2024



To date, PICOT and DIRICKX have 339 employees including 76 women.

The Law regulates the Gender Equality Index and sets strict calculation rules of the different items shared below.

According to these rules, the calculation below only apply to 283 of the company's employees.

Gender pay gap



> 5% and \leq 6% \rightarrow 34 points

Distribution difference of the individual pay increases (%)



> 5 and \leq 10 points %
 \rightarrow 5 points

Promotion distribution gap (%)



In favour of women
 \rightarrow 15 points

Number of women promoted upon their return from maternity leave (%)



100% \rightarrow 15 points

Gender parity among the top 10 highest pays



0 or 1 employee \rightarrow 0 point

OVERALL SCORE



69/100

For more information, [click here](#)