



EQUAL SALARY Certification

Recognized by the Swiss Federal Office
for Gender Equality and the European
Commission.





How can your
organisation commit
to Inclusion
& Diversity?

Become
EQUAL-SALARY
Certified.

01

Statistical Analysis

Company employee data is provided to the EQUAL-SALARY Foundation for analysis through a secured IT platform. All data is made anonymous prior to analysis and compensation data is destroyed after the audit report has been transmitted.

The EQUAL-SALARY statistical regression model analyses the wage difference; this difference needs to be inferior or equal to 5% and the regression strength (R^2) must exceed or equal 90% in order to proceed to Step 2. A list of individual employee cases falling outside these criteria is generated, enabling the company to put in place a specific action plan.

02

On-site Audit (PwC)

An on-site audit is carried out by the PwC EQUAL-SALARY Team following international standards on quality management to assess:

- Management commitment to equal pay for men and women;
 - Integration of equal pay strategies within the HR processes and policies;
 - Employee perception of the company
-

03

Certification

Depending on a successful outcome from the PwC audit, the company is awarded the EQUAL-SALARY Label from the EQUAL-SALARY Foundation.

This label is a clear demonstration of a company's commitment to equal pay for men and women, and can be used on all company communications. cases falling outside these criteria is generated, enabling the company to put in place a specific action plan.

04

Monitoring Audits

The EQUAL-SALARY Certification is valid for three years. During this period certified companies complete to two monitoring audits, which monitor their fulfilment of the assigned actions to apply a fair, nondiscriminatory wage policy between men and women.

Equal Pay for Men and Women



EQUAL-SALARY Certification is Good for Business

Globally the wage earning workforce consists of 52% men and 48% women, so gender equality is a top priority for organisations. Many countries are introducing legislation to drive gender diversity at the C-suite level, and are taking other measures to enable the equal pay of men and women for equal work.

Currently the global pay gap between men and women performing equal work is approximately 20%; this widens to 45% for the top 1% of earners and varies from country to country (source: ILO 2016/2017 Global Wage Report).

'EQUAL-SALARY' is an independent non-profit foundation, which aims to promote equal pay for men and women around the world. In collaboration with the University of Geneva, the foundation has developed a robust methodology for objective pay analysis.

www.equalsalary.org

Organisations are recognising that workforce inclusion and diversity is key to business success. This advantage is driven by:

- improved financial performance
- better talent attraction and retention,
- more innovation, and deeper customer insight.

The European Commission recognizes EQUAL-SALARY as an approach to verify the fairness of pay between men and women.

The Swiss Federal Office for Gender Equality has financially supported the development of EQUAL-SALARY.



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

PwC: Your Partner in Becoming an EQUAL-SALARY Certified Employer

Some reasons why more than 20 companies have obtained the EQUAL-SALARY Label:



Attract
Quality Candidates



Increase
Productivity



Increase
Employee Retention



Increase
Workforce Diversity



Improve
Employee Satisfaction



Increase
Performance



Improve
Company Reputation



Reduce
Legal Risks

Will your company be next?



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