

EQUAL-SALARY Certification is good for business

www.equalsalary.org



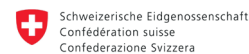
Organisations are recognising that workforce inclusion and diversity is key to business success. This advantage is driven by: improved financial performance, better talent attraction and retention, more innovation, and deeper customer insight.

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.

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.

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 employee retention
- Improve employee satisfaction
- Improve company reputation
- Increase productivity
- Increase workforce diversity
- Increase performance
- Reduce legal risks

Will your company be next?

Our Inclusion & Diversity Team

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EQUAL-SALARY Certification

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



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**Equal pay
for men and
women**

How can your organisation commit to Inclusion & Diversity? Become EQUAL-SALARY Certified



Step 1: 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.



Step 2: 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:
1. Management commitment to equal pay

for men and women;
2. Integration of equal pay strategies within the HR processes and policies;
3. Employee perception of the company pay practices.



Step 3: 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.



Step 4: 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, non-discriminatory wage policy between men and women.

