

EQUAL-SALARY Certification

*Your partner
in becoming an
EQUAL-SALARY
Certified employer.*





*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;
- 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 **two monitoring audits**, which monitor their fulfilment

of the assigned actions to apply a fair, non-discriminatory wage policy between men and women.

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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?

Our Inclusion & Diversity Team

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