



# EQUAL-SALARY certification

Demonstrate your commitment to gender equality. Get EQUAL-SALARY certified.

[www.pwc.ch/equal-salary](http://www.pwc.ch/equal-salary)



# The bottom line is pay. Prove that you're paying men and women equally.

Equal pay isn't just a human right. It's a business imperative. There's now so much evidence on the benefits of gender equality and a diverse workforce that CEOs are expected to deliver.

You improve your employer and company brand by committing to diversity and equality:

- You become a magnet for attracting and retaining the best talent
- You attract positive attention from new customers
- You enhance your reputation among investors

But your commitment has to be credible.

EQUAL-SALARY certification demonstrates that you're paying men and women equal pay for equal work. The EQUAL-SALARY Foundation is an independent organisation that issues the certificate based on a consistent scientific approach. You also gain valuable insights into opportunities for improvement.

There is an increasing number of organisations earning the right to use the EQUAL-SALARY label in their company communications. Are you ready to join them?



# How to become EQUAL-SALARY certified?

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## Step 1: Statistical analysis

The company uploads employee data onto the EQUAL-SALARY Foundation's secured IT platform. All data is pseudonymised before being analysed by PwC. The compensation data are destroyed at the end of the procedure.

A statistical regression model is used to analyse the difference in pay for equal work between men and women. To proceed to step 2, the difference needs to be  $\leq 5\%$  and the regression coefficient  $\geq 90\%$ .

A list of individual employees who are underpaid by  $>5\%$  is provided so that the company can explain this and/or prepare a remediation plan.

PwC's EQUAL-SALARY team carries out an on-site visit to assess:

- management's commitment to equal treatment for men and women
- integration of equal pay and opportunity strategies in HR processes and policies
- employees' perception of their company's practices on equal treatment

## Step 2: On-site visit by PwC

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### Step 3: Certification

Depending on the result of PwC's visit, the EQUAL-SALARY Foundation grants the EQUAL-SALARY certificate. This gives the company the right to use the EQUAL-SALARY label.

The EQUAL-SALARY label can be used on all company communications, such as the website, recruitment ads, letterheads and annual reports.

EQUAL-SALARY certification is valid for three years.

During this period, the certified company undergoes two monitoring visits to demonstrate its ongoing commitment and fulfilment of actions to apply a policy of fair, non-discriminatory treatment for men and women.

### Step 4: Monitoring visits

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# Benefits of EQUAL-SALARY certification



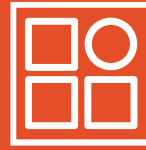
## Confidence

Independent certification by the EQUAL-SALARY Foundation based on PwC's findings.



## Credibility

Focused, consistently applied methodology for certification, so you know that you are applying a robust, tried and tested methodology developed in Switzerland.



## Differentiation

Certification earns you a place among the best employers that don't just talk about their commitment to equality, but can actually demonstrate it.



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

Eidgenössisches Departement des Innern EDI  
Département fédéral de l'intérieur DFI  
Dipartimento federale dell'interno DFI

**Eidgenössisches Büro für die Gleichstellung von Frau und Mann EBG**  
**Bureau fédéral de l'égalité entre femmes et hommes BFEG**  
**Ufficio federale per l'uguaglianza fra donna e uomo UFU**  
Finanzhilfen nach dem Gleichstellungsgesetz  
Aides financières prévues par la loi sur l'égalité  
Aiuti finanziari in base alla legge sulla parità dei sessi

The Swiss Federal Office for Gender Equality financially supported the development of the EQUAL-SALARY certification as part of the Gender Equality Act.

# Your partners in becoming an EQUAL-SALARY certified employer



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