

# EQUAL-SALARY Certification

Equal pay for woman and  
men



# How can your organisation commit to Inclusion & Diversity?

## Become EQUAL-SALARY Certified



### Step 1: Statistical analysis

Company employee data is provided to the EQUALSALARY Foundation for analysis through a **secured IT platform** which is ceded to PwC CH for the statistical analysis according to the standard requirements of the EQUAL-SALARY foundation.

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)

During an on-site audit, PwC local experts from the People & Organisation ("P&O") division, under the direction of the responsible auditors of PwC CH, conduct audit procedures in accordance with international standards on the following topics:

1. **Management commitment** to equal pay for woman and men;
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 women and men, 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 women and men.

# More success through the EQUAL-SALARY certification

[www.equalsalary.org](http://www.equalsalary.org)

Companies recognize that inclusion and diversity have a major impact on business success. This is most evident in improved financial performance, more success in recruiting and retaining workers, more innovation and broader knowledge from female customers and clients. Globally, 47% of women and 72% of men are employed; in some countries, female employment is far below this level (source: [www.ilo.org](http://www.ilo.org)).

Gender equality is thus a top priority for companies. Many countries are introducing legislation to advance gender diversity at the management level and are taking other measures to promote gender pay equality.

Currently, men worldwide earn on average 20% more than women doing the same work. For the top 1% earners, the difference between the sexes is up to 45%. The differences also vary from country to country (Source: ILO, Global Wage Report 2022/23).

EQUAL-SALARY is an independent non-profit foundation whose mission is to promote gender pay equality worldwide. In collaboration with the University of Geneva, the Foundation has developed a reliable method for objective wage analysis.

<https://www.equalsalary.org/the-foundation/>

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The European Commission recognizes EQUAL-SALARY as a method that examines equal pay between women and men.

The Federal Office for Gender Equality has supported the development of EQUAL-SALARY with grants under the Gender Equality Act.



# PwC CH examines you so that you can become an EQUAL-SALARY certified employer

## Some reasons why more than 100 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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[www.pwc.ch/en/insights/hr/global-gender-pay-compass.html](http://www.pwc.ch/en/insights/hr/global-gender-pay-compass.html)



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