



Equal Pay

Inspiration From Abroad

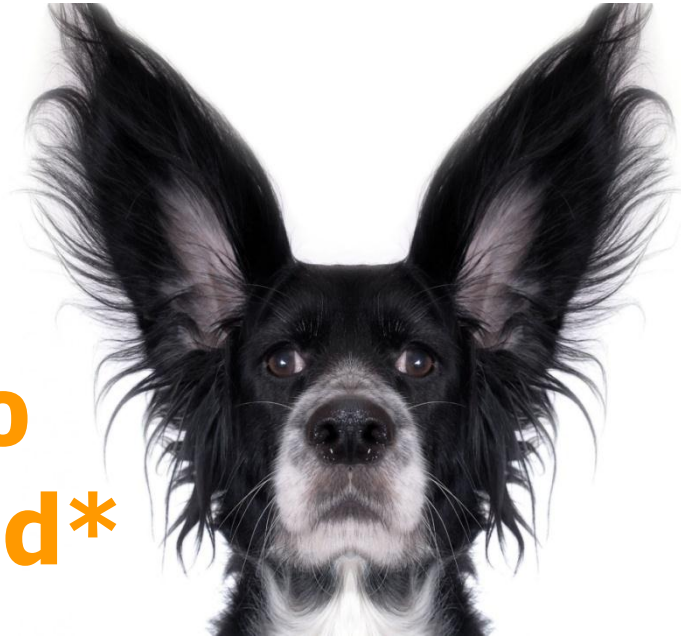
Best Practices from Switzerland

Company of the Year
Equal Opportunities Award

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Founder & President
Foundation equal-salary

Situation in Switzerland, in Europe...



-19,3%
Switzerland*

0.0%!!

What does it mean?
Who to believe ?
How to check ?

*Source : Swiss Federal Statistical Office

What does it mean ?

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19,3%


of which *

60 % = inequality

40 % = discrimination

* Buro Bass, Bern

Discrimination is unefficient

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- **Individuals** (David & Goliath)
 - **Companies** (conflicts, bad reputation, lack of attractiveness)
 - **States** (lost of income taxes, poor allocation of education costs, etc...)

Solutions – Best practices

- Dialogue of Social Partners*
- LOGIB (www.logib.ch) = self-evaluation*
- Equal Pay Day from BPW Switzerland
(www.equalpayday.ch)
- Certification equal-salary*
- Financial Support to companies

* Financially supported by Federal Office for Gender Equality

Certification equal-salary



A competitive advantage to
Attract & Retain Talent

Collaboration & partners

- OUE (Labor Observatory) of University of Geneva
- Audits : SGS, world leader in certification
- Financially supported by the Swiss State



**UNIVERSITÉ
DE GENÈVE**



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Certification process

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Salaries analysis by OUE

On-site audit by SGS

- Management commitment
- HR procedures
- Interviews with employees



Companies need it

- Swiss City 
- Deluxe Watches 
- Water & Electricity Canton Geneva 
- Davos Forum Organisator 
- Cantonal Protestant Church 
- Innovation Company 
- Cantonal Insurance against fire 
- Institutional fund management Organisations 

Retraites
Populaires

Motivations of ES certified companies

- Motivate both internally and externally
- HR Marketing - talent recruiting
- Better understand target clientele
- Exemplarity & CSR
- Reassure donors
- Public markets (governments contracts)



be an equal-salary ambassador !

www.equalsalary.org



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