

## GAVI – THE VACCINE ALLIANCE IS NOW EQUAL-SALARY CERTIFIED

**Vevey/Geneva 26.11.2018** – EQUAL-SALARY Foundation is pleased to announce that, having met all requirements of the EQUAL-SALARY procedure, Gavi, the Vaccine Alliance is now an EQUAL-SALARY employer. Gavi is the first Global Health organisation to obtain the EQUAL-SALARY label, certifying that women and men get equal pay for work of equal value. With this certification, the organisation sets itself apart as a top employer where principles of fairness, diversity and inclusion and good governance are the foundation for success.

Created in 2000, Gavi - the Vaccine Alliance - is an international not-for-profit organization bringing together public and private sectors with the shared goal of creating equal access to lifesaving vaccines for children living in the world's poorest countries. Gavi support has contributed to the immunisation of close to 700 million children, helping to save 10 million lives.

*"I am extremely proud that Gavi is leading the way as an EQUAL-SALARY employer," said Anuradha Gupta, Deputy CEO of Gavi the Vaccine Alliance. "We will continue to work tirelessly to ensure the Gavi Secretariat is an inclusive and equitable environment, in which every employee feels valued. And we won't stop there – we are also committed to reducing gender barriers in the countries we support to ensure a person's health is not dictated by their gender and that mothers, the primary care givers, are enabled to access quality services for their children."*

### Equal pay in practice

While most companies claim to pay women and men the same, the gender pay gap is still close to 23% on a worldwide level, reaching an average of 16.2% in Europe. (source: eurostat June 2018, based on 2016 data).

### About the EQUAL-SALARY Foundation

EQUAL-SALARY is a not-for-profit foundation established since 2010. It is the first and only certification that focuses on equal pay for women and men. The Foundation is a member of the UN Global Compact, has been highlighted by the European Commission in the report on Gender Pay Gap and its methodology was used as a reference by the Swiss Federal Court of High Justice.

As of December 2018, EQUAL-SALARY Foundation will have completed over 70 certification procedures. Many of the certified companies have renewed their commitment, demonstrating a strong will to promote fairness, building trust and respect for their employees.

As an EQUAL-SALARY employer, an organisation is in a better position to attract and retain talent and to prove it complies with the rules of good governance.

### EQUAL-SALARY certification process

Similar to an ISO for wages, the EQUAL-SALARY certification process includes two phases. First, experts contracted by EQUAL-SALARY run a statistical analysis of salary data based on a methodology developed with University of Geneva. Second, if the results are positive and show an overall gender pay gap under 5 percent, the process is moved further and an audit is contracted with our main auditing partner, who certifies the conformity of the process. During this phase, PwC assesses both the company's overall commitment to equal pay as well as its implementation in Human Resources processes. In order to be fully inclusive, employees are involved through a survey and interviews during the on-site audit. Only the companies having fulfilled all the

# EQUAL PAY IS A BASIC HUMAN RIGHT. LEAD BY EXAMPLE.

requirements of the procedure get the EQUAL-SALARY certification, meaning they have reached excellence in equal pay.

The EQUAL-SALARY certification allows organizations to verify and communicate that they pay women and men equally. It is a practical and scientific solution to achieve transparency, while preserving confidentiality.

## Press contact

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