THINGS TO KNOW … AND WHAT TO EXPECT WHEN APPLYING FOR EQUAL-SALARY CERTIFICATION:

What are the main benefits of getting certified?

In today's business climate, it's not enough to say your company supports equal pay for men and women. You need to prove it. Getting certified allows your organization to demonstrate good governance and transparency. It significantly improves your ability to attract and retain strong talent, especially female talent. It also allows your organization to anticipate the risk of any potential unequal pay case.

What are the pre-requisites for organizations to be eligible for certification?

- Fifty or more employees on a national activity, of which at least ten are women

You will be asked to provide:

- Full salary data in digital format (Excel)
- A well-documented salary policy
- Formalized HR processes
- The involvement of employees through surveys and interviews.

What are the requirements for organizations to get certified?

1. A gender pay gap of less than five percent with a R2 of at least 90%
2. A commitment to equal pay clearly supported by top management
3. Fully implemented HR processes, including indicators implemented by gender.

What are the costs?

The costs of the certification depend on the size of the organization (number of employees and number of sites). They include the Certification fees, the salary analysis and the on-site audits.

What are the key steps of the certification process?

Quantitative phase: Statistical analysis of salary data to measure the gender pay gap within the company and a list of individual discrepancies to be explained or addressed, where applicable. The methodology has been developed in collaboration with the University of Geneva.

Qualitative phase: On site audit to assess the company's overall commitment to equal pay, and its implementation in HR processes. Employees are involved through surveys and interviews.
PwC is EQUAL-SALARY main auditing partner.

How long does it take for SME companies to get certified?

Depending on your preparation and readiness, the process takes minimum 4 to 6 months. The internal workload for the organization's staff takes approx. 20 days.

How long is the certification valid for?

The EQUAL-SALARY certificate is valid for three years. Following the main initial audit, the organization will need to undergo two monitoring audits in years 2 and 3.