

ECA OBTAINS THE EQUAL-SALARY LABEL FOR THE THIRD TIME

Vevey/Lausanne August 26 2019 – The EQUAL-SALARY is pleased to announce that, having reached all the requirements of the EQUAL-SALARY procedure, ECA (cantonal office of real-estate insurances for the Canton de Vaud) has renewed the EQUAL-SALARY certification for the 3rd time in a row.

Present since 2011 in the group of EQUAL-SALARY certified organizations, ECA stays true to its image of pioneering and outstandingly equal company, passing successfully the various steps of the certification.

"I am particularly proud of ECA's involvement. It was one of the first organization trusting our Foundation. The fact that ECA renews its certification for the third time is to me a proof - if still needed - that this commitment to equal pay is valuable" commented **Véronique Goy Veenhuys**, **Founder and CEO of the EQUAL-SALARY Foundation**.

"As a public service provider, ECA must set itself as an example. The renewal of our EQUAL-SALARY certification values ECA as an attractive and accountable employer on the labour market. (...) Today, it is no longer conceivable to have differences in treatment for a same role in a company" added **Serge Depallens**, **Managing director of ECA**.

Pay equity in practice ...

While most companies claim to pay women and men fairly, the wage gap is still close to 23% globally, averaging 16.2% in Europe. In Switzerland, in the sector of finance and insurances, the gap still reaches 31%. (sources: eurostat June 2018, based on 2016 data / Federal office of statistics).

... and particularly in the public sector of the Canton de Vaud

According to the swiss investigation on the wages' structure (OFS 2016) the wage gap between women and men working in the public sector reaches 9.6%.

About the EQUAL-SALARY Foundation

EQUAL-SALARY is a not-for-profit foundation established since 2010. It is the first and only certification, based on a robust and transparent methodology, that focuses on equal pay for women and men. The Foundation was financially supported by the Federal Office for Gender Equality and its methodology was used as a reference by the Swiss Federal Court of High Justice.

EQUAL-SALARY is the only certification for equal pay highlighted by the European Commission in a report on Gender Pay Gap. EQUAL-SALARY is a member of EPIC (Equal Pay International Coalition) and of the UN Global Compact.

To date, the EQUAL-SALARY Foundation has completed over 90 certification procedures throughout the world. 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 PAY IS A BASIC HUMAN RIGHT. LEAD BY EXAMPLE.

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 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 fairly. It is a practical and scientific solution to achieve transparency, while preserving confidentiality.

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