

EQUAL-SALARY CERTIFIES THE HES-SO VALAIS-WALLIS

Vevey / Sion, April 8, 2020 – The EQUAL-SALARY Foundation is pleased to announce that **HES-SO Valais-Wallis** has obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries, HES-SO Valais-Wallis underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men. HES-SO Valais-Wallis is the first institution in the field of education to obtain the EQUAL-SALARY certification.

"Certifying a HES (University of Applied Sciences) is a strong signal for the equal pay movement in Switzerland. Indeed, beyond the direct benefit for HES-so's employees, students are also positively impacted as they are evolving in an environment which advocates for -and implements- equal pay before they even start their worklife. This is a beautiful example for a new generation of leaders." said **Véronique Goy Veenhuys**, Founder and CEO of EQUAL-SALARY.

"HES-SO Valais-Wallis, university of applied sciences and Arts, places his employees at the very heart of its missions. This is why the top management endeavours since several years to create a fair and non-discriminatory wage policy. Being EQUAL-SALARY certified is hence in absolute correspondence with our corporate culture and our values: transparency, ethics and sustainability." added **François Seppey**, General Director of HES-SO Valais-Wallis.

Pay equity in practice ...

While most companies claim to pay women and men fairly, the wage gap is still close to 18,3% in Switzerland¹, averaging 16.2% in Europe.²

...in the education field

In Switzerland, women account for almost half of teachers (45,1%) and students (52%) in the Universities of Applied Sciences and Arts³. Therefore, equal pay issues in such institutions are especially important. In teaching, at swiss level, women earn approximatively 13.1% less than men.⁴

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 development of the EQUAL-SALARY certification 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.

¹ Source : [Statistique OFS – écart salarial](#)

² Source: eurostat June 2018, based on 2016 data

³ Source : [statistique de l'éducation 2019](#)

⁴ Source : [Final Report, Swiss Salaries Survey 2016](#)

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

To date, the EQUAL-SALARY Foundation has completed over 90 certification procedures throughout the world. Several 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.

About the EQUAL-SALARY certification process, symbol of excellence

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 PwC, 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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