

EQUAL-SALARY CERTIFIES THE CANTONAL BANK OF TICINO

Vevey / Bellinzona, May 28, 2020 – The EQUAL-SALARY Foundation is pleased to announce that **Banca dello Stato del Cantone Ticino (BancaStato)** obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries, the cantonal bank underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men. BancaStato is the first company in Ticino, and the second bank overall to be EQUAL-SALARY certified.

« *A cantonal bank such as BancaStato is an important actor in the economical and social development of its territory. Undergoing a certification like EQUAL-SALARY sends a strong and positive signal to the whole economic network of Ticino* » underlines **Véronique Goy Veenhuys**, Founder and CEO of EQUAL-SALARY.

« *We are particularly proud of the EQUAL-SALARY certification that BancaStato just obtained. The analyses lead by experts proved that we had no gender discrepancies in our salary policies. BancaStato wanted to attest this by an external and independent party. We are proud - but not surprised - of the results and we can assure that we will continue to engage ourselves deeply in maintaining and promoting a respectful and balanced work environment. It is the only way for us to be able to count on a cohesive, committed and motivated team, capable of coping with the challenges that await the bank sector in the future.* » added **Fabrizio Cieslakiewicz**, CEO of Banca dello Stato del Cantone Ticino.

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 Europe¹.

... and especially in the banking sector :

According to the Swiss Association of Bank Employees, the gender pay gap in the banking sector is above the average values, with 22,2% gap in 2019. Moreover, the percentage increased by 2 points since 2017.²

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 : Eurostat June 2018, based on 2016 data

² Source : [Enquête sur les salaires 2019, Association suisse des employés de banque](#)

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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