

THE CITY OF FRIBOURG IS EQUAL-SALARY CERTIFIED FOR THE 5TH TIME

Vevey, December 3, 2021 – The EQUAL-SALARY Foundation is pleased to announce that **the City of Fribourg in Switzerland** has obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay for the 5th time. Pioneer of the equal pay movement, the city of Fribourg has obtained its first EQUAL-SALARY certification in 2009. After successfully passing the statistical analysis of its salaries, Ville de Fribourg underwent an internal audit entrusted to SGS proving that it applied equal pay for women and men.

“The City of Fribourg was the first public sector entity to participate in the EQUAL-SALARY project and its commitment over time has been exemplary. The public sector has a key role to play in promoting equal pay. EQUAL-SALARY certification allows to take concrete action within the framework of the Swiss Confederation's Charter on Equal Pay in the Public Sector to finally make equal pay a reality” commented **Noémie Storbeck**, co-CEO of the EQUAL-SALARY Foundation.

« *The City of Fribourg has been EQUAL-SALARY certified since 2009 and is pleased to pursue its commitment to equal pay, a topic that is a priority in our municipality's employment policy. The EQUAL-SALARY label is an integral part of our municipality's corporate culture* » added **Thierry Steiert**, Mayor of the city of Fribourg.

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. In Switzerland, the gender pay gap is of 19,6 %².

... and especially in the public sector:

In Switzerland, 17 cantons, 120 municipalities, 67 parastatals and the Confederation have confirmed their commitment to equal pay by signing the Charter on Equal Pay in the Public Sector. EQUAL-SALARY certification is a way to prove the implementation of this charter through concrete action.

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.

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.

¹ Source: eurostat June 2018, based on 2016 data

² Source : BFEG/OFS January 2019

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

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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