

## SERVICES INDUSTRIELS DE GENÈVE – SIG BECOMES EQUAL-SALARY CERTIFIED FOR THE THIRD TIME

**Vevey, 7 June 2022** – The EQUAL-SALARY Foundation is pleased to announce that **Services Industriels de Genève - SIG** has obtained the EQUAL-SALARY certification for the third time, symbol of excellence in terms of equal pay for all of its employees in Switzerland. After successfully passing the statistical analysis of its salaries, SIG underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men.

The EQUAL-SALARY certification is valid for 3 years, during which, the company undergoes two monitoring audits. After 3 years, the organization needs to renew the certification process with a new salary analysis and a full on-site audit.

« *Three times the charm! With a third consecutive EQUAL-SALARY certification, SIG reaffirms its strong commitment to gender pay equity in the public sector and beyond. This continuous investment improves the motivation and well-being of staff, the performance of the organisation, but also equality in the family sphere and tasks allocation. Our cause continues to advance, and we are deeply grateful to pioneering companies such as SIG* », commented **Noémie Storbeck**, co-CEO of the EQUAL-SALARY Foundation.

« *For the third time, SIG has confirmed its commitment to the fair treatment of its employees by receiving the EQUAL-SALARY label. This initiative is part of the diversity and inclusion program supported by our senior management, aimed at the well-being of everyone in the workplace. Respect and fairness within our teams are a matter of course if we want these values to be conveyed to all our stakeholders* », added **Christian Brunier**, General Manager of SIG.

### Equal pay in practice

While most companies claim to pay women and men the same, the gender pay gap is still close to 20% on a worldwide level, according to ILO report published on February 2020<sup>1</sup>.

### ...and in the swiss public sector

In 2018, the median standardised gross monthly salary in the Swiss public sector as a whole was CHF 7,538 for women and CHF 8,509 for men, which represents a difference of 11.4%. (FSO report, April 2022<sup>2</sup>).

### 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.

<sup>1</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_dialogue/---act\\_emp/documents/publication/wcms\\_735949.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_735949.pdf)

<sup>2</sup> <https://www.bfs.admin.ch/bfs/fr/home/statistiques/situation-economique-sociale-population/egalite-femmes-hommes/salaires/competences-formation-position-professionnelle.assetdetail.22364136.html>

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

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 120 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 organization 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, a symbol of excellence

Similar to an ISO for wages, the EQUAL-SALARY certification process includes two phases. First, experts contracted by EQUAL-SALARY run statistical analysis of salary data based on a methodology developed by the 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.

## Press contact

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