

HES-SO RECTORATE OBTAINS THE EQUAL-SALARY RECERTIFICATION

Vevey, 20 September 2022 – The EQUAL-SALARY Foundation is pleased to announce that **HES-SO Rectorate** has obtained the EQUAL-SALARY certification, a symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries, HES-SO underwent an internal audit entrusted to PwC proving that it applied equal pay amongst women and men in the Rectorate's departments.

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

« Education is one of the great equalizers when looking at equality of opportunities. With the EQUAL-SALARY certification, the HES-SO (University of Applied Sciences) Rectorate is exceeding its social responsibility by proving its commitment to equal pay between women and men. This certification sends a clear message of justice, diversity and inclusion to students and Swiss Universities alike. We are proud of this great achievement! », commented **Lisa Rubli**, co-CEO of the EQUAL-SALARY Foundation.

« As the Rectorate of a university, it is our responsibility to be exemplary regarding equality between women and men. Today, we know that we are guaranteeing a fair salary for those who work at our institution. With the EQUAL-SALARY certification, we are sending a strong signal, not only to our staff but also to the students of the HES-SO. Inequality and discrimination have no place in our institution », added **Luciana Vaccaro**, Rector of HES-SO.

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 2020¹.

...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 Arts². Therefore, equal pay issues in such institutions are especially important. In teaching, at the Swiss level, women earn approximatively 13% less than men.³

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.

¹ https://www.ilo.org/wcmsp5/groups/public/--ed_dialogue/--act_emp/documents/publication/wcms_735949.pdf

² <https://www.reiso.org/actualites/fil-de-l-actu/4387-combien-d-eleves-d-etudiants-et-de-profs-en-suisse>

³ [Analyse des différences salariales entre femmes et hommes sur la base de l'enquête suisse sur la structure des salaires \(ESS\) 2018](#)

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 close to 130 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

EQUAL-SALARY

aurelien.joly@equalsalary.org

M +41 76 823 51 14