

EOC – ENTE OSPEDALIERO CANTONALE OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey / Bellinzona February 9 2023 – The EQUAL-SALARY Foundation is pleased to announce that **EOC Ente Ospedaliero Cantonale** has obtained the EQUAL-SALARY certification, a symbol of excellence in terms of equal pay, for all employees of EOC in Switzerland. After successfully passing the statistical analysis of its salaries, EOC 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, 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.

"EOC's EQUAL-SALARY certification is excellent news for the Ticino health sector. By turning values into action, EOC is promoting gender-fair pay and putting the pioneering values of diversity and inclusion into practice. We hope that this certification will inspire the health sector to follow this example", commented **Lisa Rubli** co-CEO of the EQUAL-SALARY Foundation.

"At EOC, achieving this important certification is the first step in a broader journey to continuously improve the quality of women's working conditions and gender inclusion. 67% of our employees are women and their daily work is what ensures the high quality of our healthcare services", added **Glauco Martinetti**, CEO of EOC.

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 the ILO report published on February 2020¹.

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 and is recognized by the Bloomberg Gender-Equality Index.

To date, the EQUAL-SALARY Foundation has completed over 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 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

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

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

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 one of our partners, who certifies the conformity of the process. During this phase, our audit partner 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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