

THINGS TO KNOW ... AND WHAT TO EXPECT WHEN APPLYING FOR THE EQUAL-SALARY GENDER & ETHNICITY CERTIFICATION:

What are the main benefits of getting certified EQUAL-SALARY Gender & Ethnicity?

In today's business climate, it's not enough to say your company supports equal pay for the same job or for a job of equal value, regardless of gender or ethnic background. You need to prove it. Getting certified allows your organization to demonstrate good governance and transparency. It significantly improves your ability to attract and retain strong and diverse talent. It helps your company do the right thing: close the gender and ethnicity wage gap, gain a competitive advantage, and position yourself as leaders in diversity and inclusion. It also allows your organization to anticipate and mitigate risk of any potential unequal pay case and create the foundation for a robust ESG strategy.

What are the pre-requisites for organizations to be eligible for the EQUAL-SALARY Gender & Ethnicity Certification?

1. There must be at least 100 employees in-scope of which 10 women.
2. Disclosure rate: data about ethnicity must be available for minimum 70% of the employees in scope.
3. At least one ethnicity category must contain 50 employees or more.

You will be asked to provide:

- Data about ethnicity for minimum 70% of the employees in scope
- Full salary data in digital format (Excel)
- A well-documented salary policy
- Formalized HR processes
- The involvement of employees through surveys and interviews

What are the requirements for organizations to get certified?

1. A ethnicity pay gap of less than five percent with a R2 of at least 90%
2. A commitment to equal pay clearly supported by top management
3. Fully implemented HR processes, including indicators implemented by gender

What are the costs?

The costs of the certification depend on the size of the organization (number of employees and number of sites). They include the Certification fees, the salary analysis and the on-site audits.

What are the key steps of the certification process?

Quantitative phase: Statistical analysis of salary data to measure the ethnicity pay gap within the company and a list of individual discrepancies to be explained or addressed, where applicable.

Qualitative phase: On site audit to assess the company's overall commitment to equal pay, and its implementation in HR processes. Employees are involved through surveys and interviews.

How long does it take for SME companies to get certified?

Depending on your preparation and readiness, the process takes minimum 4 to 6 months. The internal workload for the organization's staff takes approx. 20 days if you already have the ethnicity data of all your employees.

How long is the certification valid for?

The EQUAL-SALARY certificate is valid for three years. Following the main initial audit, the organization will need to undergo two monitoring audits in years 2 and 3.