

Equal Pay



New Swiss legal requirements and certification

On December 3, 2018, the Swiss Parliament approved the revised Swiss Gender Equality Act, which includes a section on equal pay requirements. Under the new provisions, equal pay analyses must demonstrate compliance with the law and the absence of gender discrimination.

At its meeting on August 21, 2019, the Federal Council set July 1, 2020, as the date of entry into force of the amendment to the Equal Pay Act. Employers affected by the new provisions are required to perform an initial equal pay analysis by the end of June 2021 at the latest.

Are you prepared to meet the new requirements?



Are we affected by the change in law?



Where do we stand in terms of equal pay?



Is equal pay ensured through our HR processes and policies?

What are the main changes?



Swiss companies with more than 100 employees must perform an equal pay analysis using a recognized scientific and legally compliant method by the end of June 2021.

The analysis must be repeated every four years if a company has not demonstrated that it applies equal pay for women and men.

The analysis must be reviewed by an external third party, i.e. a licensed audit company.

All companies must report the results of the equal pay analysis to staff. Listed companies are also required to publish the findings in the annual financial statements.

Evidence of equal pay increases the attractiveness of the company and improves the reputation of companies that comply with the legal requirements.

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According to the independence requirements, an “equal pay analysis” and the legal verification cannot be performed by the same service provider.

Services	Our activities and your benefits
Equal Pay Analysis	<p>What we provide:</p> <ul style="list-style-type: none">– Understanding and analysis of your HR and compensation processes and policies– Review of your payroll and personal data and where they are recorded and stored (HRIS, salary administration software)– Understanding and analysis of jobs, functions and roles in your company– Supporting the definition of roles and classifications as a basis for the equal pay analysis– Prepare and collect data from all employees for the equal pay analysis– Conduct the statistical analysis of equal pay using Logib, a scientific and legally compliant methodology <p>What you receive:</p> <ul style="list-style-type: none">– Identification of potential wage discrimination– Recommendations for your HR and compensation processes to eliminate gender pay gaps through appropriate policies and processes– An equal pay analysis to determine if you are in compliance with the law
Legal Verification of the Equal Pay Analysis	<p>What we provide:</p> <ul style="list-style-type: none">– A formal review of the equal pay analysis in accordance with the requirements of the law– Issuance of an independent assurance report on the results of the review of the equal pay analysis based on the Equal Pay Act. In accordance with Swiss Auditing Standards (PS950), a negative assurance is provided <p>What you receive:</p> <ul style="list-style-type: none">– An overview of your compliance with the Gender Equality Act– A powerful message to be communicated both inside and outside the company, showing that equal pay is important to you
Voluntary Equal Pay Certification	<p>What we provide:</p> <ul style="list-style-type: none">– A statistical analysis performed by our equal pay experts to ensure that the potential pay gap is less than 5% and that the statistical model only allows for a low unexplained pay gap– Evaluation of the procedure for the conduct of the equal pay analysis– In-depth content analysis of the data collected in the equal pay analysis based on a random sample– Analysis of HR and compensation processes and policies– Conducting interviews with key personnel <p>What you receive:</p> <ul style="list-style-type: none">– KPMG Equal Pay certification, a certification that is valid for 3 years. The certification includes an annual review that confirms your commitment to equal pay– Comprehensive recommendations on your HR and compensation processes, policies, and equal pay analysis

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