

## RETRAITES POPULAIRES BECOMES EQUAL SALARY CERTIFIED FOR THE 5<sup>TH</sup> TIME

**Vevey / Lausanne, 10 October 2024** – The EQUAL-SALARY Foundation is pleased to announce that **Retraites Populaires** has obtained the EQUAL-SALARY certification for the fifth time, a symbol of excellence in terms of equal pay, for all employees of Retraites Populaires in Switzerland. After successfully passing the statistical analysis of its salaries, Retraites Populaires underwent an internal audit entrusted to Forvis Mazars proving that it applied equal pay and equal opportunities 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.

*"We extend our warmest congratulations to Retraites Populaires for receiving its fifth EQUAL-SALARY certification! Since 2010, its exceptional dedication to equality, ensuring equal pay and equal opportunities between men and women, embodies a consistent and exemplary commitment that values and attracts top talent. This rare and inspiring commitment makes Retraites Populaires a true role model for the economic fabric of Vaud and Switzerland, encouraging other companies to follow their lead. This fifth certification not only reaffirms its leadership in social responsibility but also its status as an employer of excellence, dedicated to the well-being and success of each and every employee",* commented **Lis Rubli** co-CEO of the EQUAL-SALARY Foundation.

*"It is a true source of pride to receive this new EQUAL-SALARY certification for the fifth consecutive time. Rooted in strong human values, Retraites Populaires is fully aware of its social responsibility and is committed to maintaining transparent, fair, and non-discriminatory wage practices. This recertification represents much more than just a label; it is a symbol of our strong and ongoing commitment to equality within our organization. It reflects our determination to recognize and value the talent, skills, and contributions of each individual, regardless of gender. As a responsible company, this certification does not mark the end of our commitment. It is a symbol of our resolve to continue working in this direction for our current employees and future talent",* added **Eric Niederhauser**, CEO of Retraites Populaires.

### Equal pay in practice...

While most companies claim to pay men and women fairly, the global gender pay gap still hovers around 20% (ILO report, February 2020)<sup>1</sup>.

### ...and in the Swiss private sector

In 2020, the standardized median gross monthly salary in the entire Swiss public sector was 6,594 francs for women and 8,193 francs for men, representing a 19.5% difference (FSO report, April 2022)<sup>2</sup>.

### About the EQUAL-SALARY Foundation

EQUAL-SALARY is a not-for-profit Foundation established in 2010. It is the first and only certification, based on a robust and transparent methodology, that focuses on equal pay and equal opportunities. The development of the EQUAL-SALARY Certification was financially supported by

<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/travail-remuneration/salaires-revenus-cout-travail/niveau-salaires-suisse/ecart-salarial.html>

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

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 first 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 Network. EQUAL-SALARY has been recognized by Equileap (the world leading provider of data and insights on gender diversity and equal opportunities in companies) as a gender equality auditor.

To date, the EQUAL-SALARY Foundation has completed over 150 certification procedures throughout the world. Many of the certified companies have renewed their commitment, demonstrating a strong will to promote fairness, gaining trust and respect from their employees, clients and partners as a result.

## About the EQUAL-SALARY certification process, symbol of excellence

Similar to an ISO standard for wages, all EQUAL-SALARY Certification processes include two phases: First, experts contracted by EQUAL-SALARY run statistical analyses of salary data. Upon having concluded phase 1 successfully, demonstrating an overall pay gap equal or lower than 5 percent, phase 2 is initiated. Phase 2 consists of an audit conducted by major audit firms such as PwC, Forvis Mazars or SGS who assess both the company's overall commitment to equal pay and its implementation in Human Resources processes. To allow further investigation and a more comprehensive approach, employees are involved by means of surveys and interviews during the on-site audit. Only the companies that meet all requirements of all phases successfully are awarded the EQUAL-SALARY Certificate, proving their excellence in equal pay and equal opportunities.

The EQUAL-SALARY Certification allows organizations to verify and communicate that they pay their employees fairly across gender, ethnicity, or both. It is a practical and scientific solution to achieve transparency while preserving confidentiality.

## Press contact

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