

Equal pay - new Swiss legal requirements



Are you ready to comply with the upcoming requirements?



Are we affected by the change in the law?



Where do we stand in terms of equal pay?



Do our HR processes and policies safeguard equal pay?

On 3 December 2018, the Swiss Parliament adopted an amendment to the Equality Act including a new section on equal pay requirements. Under the new provisions, the equal pay analyses will be required to demonstrate compliance with the law and prove that no gender discrimination exists. During its meeting on 21 August 2019, the Federal Council set 1 July 2020 as the date for the entry into force of the amendment of the Equality Act. The employers subject to the new law have to perform their first equal pay analysis by the end of June 2021 at the latest.

What are the main changes?



Swiss employers with more than 100 employees will have to perform an equal pay analysis before the end of June 2021, using a recognised scientific method



The analysis must be repeated every four years if a company has not demonstrated equal pay between women and men



The analysis must be verified by an external party, namely an approved audit firm



The results of the analysis must be communicated to the employees. Publicly-traded companies must publish the result in their annual report



Equal pay will increase employer attractiveness and improve the reputation of compliant companies

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According to independence requirements, a “pay gap analysis” cannot be performed along with its verification by the same service provider.

Service	Our offerings and your benefits
Kick-off meeting	<p>What we do:</p> <ul style="list-style-type: none">– Understand your compensation policies and practices– Understand where your pay and personal data (HRIS, payroll software) are recorded– Understand your company’s job grades and position structure– Understand existing internal procedures and gather relevant documentation <p>What you get:</p> <ul style="list-style-type: none">– Overview of regulations and requirements related to equal pay– Detailed plan setting out the steps and timing for our assessment
Pay gap analysis	<p>What we do:</p> <ul style="list-style-type: none">– Support you in defining roles and positions for the equal pay analysis– Collect all employees’ data for equal pay– Perform the equal pay statistical analysis <p>What you get:</p> <ul style="list-style-type: none">– Overview of the global gender pay gap– Insight into pay gaps per employee or job grade– Understanding of required action to remedy any pay gap
Implementation of changes	<p>What we do:</p> <ul style="list-style-type: none">– Support you in identifying actions to fix any pay gap– Recommend strategies to change HR policies and processes, including remuneration, to comply with equal pay requirements <p>What you get:</p> <ul style="list-style-type: none">– Action plan to remedy any pay gap at your company
Verification of the pay gap analysis	<p>What we do:</p> <ul style="list-style-type: none">– Carry out an examination in accordance with the requirements of the Equality Act– Issue an independent report on the results of the verification whether the pay gap analysis was performed in accordance with Swiss law <p>What you get:</p> <ul style="list-style-type: none">– A clear view on your compliance with the Equality Act– Powerful external and internal message that you value fair pay for men and women
Ongoing review	<p>What we do:</p> <ul style="list-style-type: none">– Regular voluntary verification to ensure continuous equal pay compliance

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