

# EQUAL-SALARY

## Certification



How can your organisation commit to equal pay?

**Lead by example:** closing the wage gap adds value, builds a strong reputation and attracts top talent



### EQUAL-SALARY certification

Equal-Salary certification is a diversity and inclusion (D&I) key element increasingly sought after by stakeholders. For employees, clients and suppliers considering working with you, assurance that your organisation practises equal pay can tip the scales in your favour.

While equal pay certainly casts a favourable light on you as a fair and ethical business, it is also soon expected to be woven into the framework of Belgian and EU legislation.

Show the world you are serious about equal pay and get certified now. As EQUAL-SALARY's exclusive partner in certification readiness assessment, PwC can help.



### What it is

**EQUAL-SALARY is an independent, nonprofit foundation that promotes equal pay for men and women around the world.**

Together with the University of Geneva, the foundation has developed a robust methodology for objective pay analysis.

EQUAL-SALARY is recognised in the EU and is rapidly gaining ground worldwide.



[www.equalsalary.org](http://www.equalsalary.org)



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## Why you really need it

D&I, of which equal pay is a concrete, measurable element, is increasingly recognised as key to business success, including:

- Improved financial performance
  - Increased attraction and retention of employees
  - Increased innovation
- Deeper customer insights
  - Improved branding and reputation



## How PwC will help you to get there

### CERTIFICATION READINESS ASSESSMENT

We do a certification readiness assessment of your organisation, including statistical analyses and policy checks. We guide you through the two steps of assessment preparation:

#### Step 1

We collect your existing salary data and carry out a statistical analysis to determine:

- Wage gap as a percentage between men and women
- Quality of the data
- List of specific cases requiring intervention

Your organisation's salary gap must be less than predetermined statistical standards. If you're on target, you can proceed to **step 2**.

#### Step 2

We perform an onsite review of the quality standards EQUAL-SALARY will assess during its visit.

Following a favourable assessment, we send our report to the EQUAL-SALARY foundation and recommend your organisation for certification.

Once you are certified, we return twice during the three-year certification period to monitor your compliance and progress.

## Contacts

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