

Are you looking for a tangible way to demonstrate your company's commitment to Equal Opportunities and Equality at Work?



Equality is a diversity & inclusion 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.

Why is it important to showcase your commitment?

Being an equal employer is key for your company to war for talents and retain key people. Generation Z and Millennials are bringing their values to work and are expressing greater concern about where their employers stand on social issues. Creating a sustainable workforce is also a key component of the 'S' in ESG, currently highly scrutinized by investors and shareholders.

For your people:

- Attract talented candidates;
- Increase employee retention;
- Improve employee satisfaction & engagement.



For you:

- Improve company reputation internally and externally;
- Increase productivity and innovation;
- Increase workforce diversity;
- Increase performance;
- Reduce legal risks & significant costs in case of discrimination cases;
- Contribute positively to society.

Have you considered the following recently?

Most leaders are convinced that no issues may arise within their company as it complies with legal non-discrimination requirements, but a deeper insight at HR data may reveal areas of improvements often triggered due to unconscious bias and unbalanced representation within the organisation. Has your company done a comprehensive pay audit recently? Does one of the below challenges ring a bell to you?

- Do you struggle attracting certain profiles or retain women?
- Are your HR policies, job descriptions and job offers gender neutral and future proof?
- Is your job classification and grading system up to date (i.e. identification of those jobs that require equal skills, effort and responsibility) to support equal pay for equal work and equal pay for work of equal value?
- Is your performance management system free of biases?
- How do you support parents within your company?
- Did you analyze HR data at each step of an employee life cycle?
- Did you notice differences by gender in promotion rate, participation in L&D, length at the same position within the company, etc.?
- Is there a glass ceiling at your company?
- Did you notice a difference in the participation rate between men and women in your long-term incentive plans (e.g. acceptance rate of SOPs or RSUs)?
- Etc.



## How can PwC help?

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.

We do a certification readiness assessment of your organisation in a holistic way, including statistical analyses, policy checks and stakeholders' interviews. We guide you through the two steps of assessment preparation. Keep in mind: it is all about improving your company's pay policies and practices!



### Step 1:

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

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

### 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 - an independent non-profit foundation that promotes equal pay around the world - 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.
- The EQUAL-SALARY certification is recognised in the EU and is rapidly gaining ground worldwide.

### Want to know more?

Interested in the certification or looking for a "light" approach? Don't hesitate to contact Bart Van den Bussche or Aurore Zadeling for an initial exploratory discussion.



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