



Swiss Association
for Quality and Management
Systems (SQS)

Certification of pay equity

Fair Compensation

Under the Federal Constitution, women and men have a right to claim equal pay for equivalent work. This topic is continually discussed in detail at the level of politics and the trade unions. Salary structures are also often tailored to the internal growth of a business and many times do not reflect the actual circumstances.

Incentive

With the review and certification of fair compensation, SQS offers companies the opportunity to review their salary structure and -system according to recognised criteria and to provide differentiated feedback on compliance with fair compensation.

With a certificate, companies obtain proof of their position as a good employer on the labour market. The review also provides an objective framework by taking into account decisive factors such as experience, training, professional position and level of requirements. The reports produced as part of the certification process are an effective means of presenting and improving the status quo of equal pay in the company. This creates a solid basis for fulfilling legal requirements in the long term. SQS offers this certification in collaboration with EY.

Outcome

The «Fair Compensation» certificate creates trust among employees through proven fairness and offers advantages in public sector tenders. The structured examination of the topic also leads to the identification of any areas for action with regard to remuneration.

Target groups

Companies and organisations of all industry sectors and sizes with at least 100 employees.

Validity

3 years. A surveillance audit is carried out annually.



Certification of pay equity



Recognition

The SQS «Fair Compensation» certificate is recognised nationally.

Combinations

«Fair Compensation» can be combined with ISO 9001 (quality management)..

Contact

Further general information can be obtained from our office in Zollikofen.

Our auditors are also available to answer queries on specific subjects.

T +41 58 710 35 35, F +41 58 710 35 45
headoffice@sqs.ch, www.sqs.ch