

# WAGE EQUALITY AND DIVERSITY: PACKAGE SOLUTION FOR THE BANKING INDUSTRY



# SUMMARY

- As of 2020, companies with over 100 employees will be required to **carry out salary analyses**. The analyses must be carried out for the **first time by 30.6.2021**.
- This process has three stages:
  1. Internal **salary analysis**
  2. External **review**
  3. **Information** (employees and shareholders)
- The Employers Association of Banks in Switzerland offers its members a **cost-effective, modular package solution** for the internal analysis and external review\*.
- The Employers Association of Banks in Switzerland's solution also provides **additional value** as there is also the option to participate in **Diversity Benchmarking** and gain important insights with no additional effort and at a low additional cost.
- The industry solution is provided in association with the **“Competence Centre for Diversity & Inclusion”** (CCDI) of the University of St. Gallen.

**The industry solution offers salary analyses in accordance with legal standards together with a helpful benchmarking service for under CHF 10,000. In this way the industry is setting an important standard in achieving wage equality and increasing diversity.**

*\* External confirmation is provided by a third-party organisation independent of the CCDI.*

# OVERVIEW

## Salary analysis



Complete  
solution from  
a single  
source

## Benchmarking



# SALARY ANALYSES: WHAT ARE THE BENEFITS?

Companies can **increase their attractiveness as an employer**

Possible **distortions in perceptions of salary classifications** are highlighted

Companies can identify **for which employee groups salary adjustments** should be made

Companies receive **confirmation** that they comply with legally required wage equality (depending on the outcome)



# SALARY ANALYSES: WHAT DO COMPANIES RECEIVE?

- ✓ A report with **interpretation of the results and recommendations**
- ✓ **Outliers** (salaries that differ from the expected salary)
- ✓ **Diagrams** showing selected analysis criteria
- ✓ **A general description** of the linear regression analysis
- ✓ **Confirmation** that legally required wage equality is complied with
- ✓ An hour to discuss the results



More in-depth or further salary analysis if required:



# SALARY ANALYSES: WHAT NEEDS TO BE DONE? (I/II)

## Data requirements

- Companies receive an exact description of the **data requirements** (which criteria in which format, e.g. gender, joining date, level of education, etc.).

## Data provision

- Companies make **anonymised** data available for each employee using clearly defined criteria and confirm the completeness of the data set (you can export data from HR management software (e.g. SAP); this should take approx. 6 to 8 hours).

## Data storage

- Data are securely stored on a **local server** of the University of St. Gallen. Only authorised employees have access to these data.

## Data check

- Data is **cleaned up** using the data check tool.

# SALARY ANALYSES: WHAT NEEDS TO BE DONE? (II/II)

## Clarification of queries

- Queries sent to the company in case of data discrepancies
- 

## Validation

- Validation of the data using the four-eyes principle
- 

## Analysis

- Analyses are carried out (also available on site if required; specific software will, however, be required and additional costs incurred)
- 

## Interpretation and report

- Interpretation of results and report creation

# BENCHMARKING: WHAT ARE THE BENEFITS?

**Strengths** and **action areas** are highlighted

Companies receive an independent **outside perspective** and a **comparison** with other companies

**Hard facts** serve as a good starting point for targeted discussions with executives

Companies receive **concrete action recommendations**

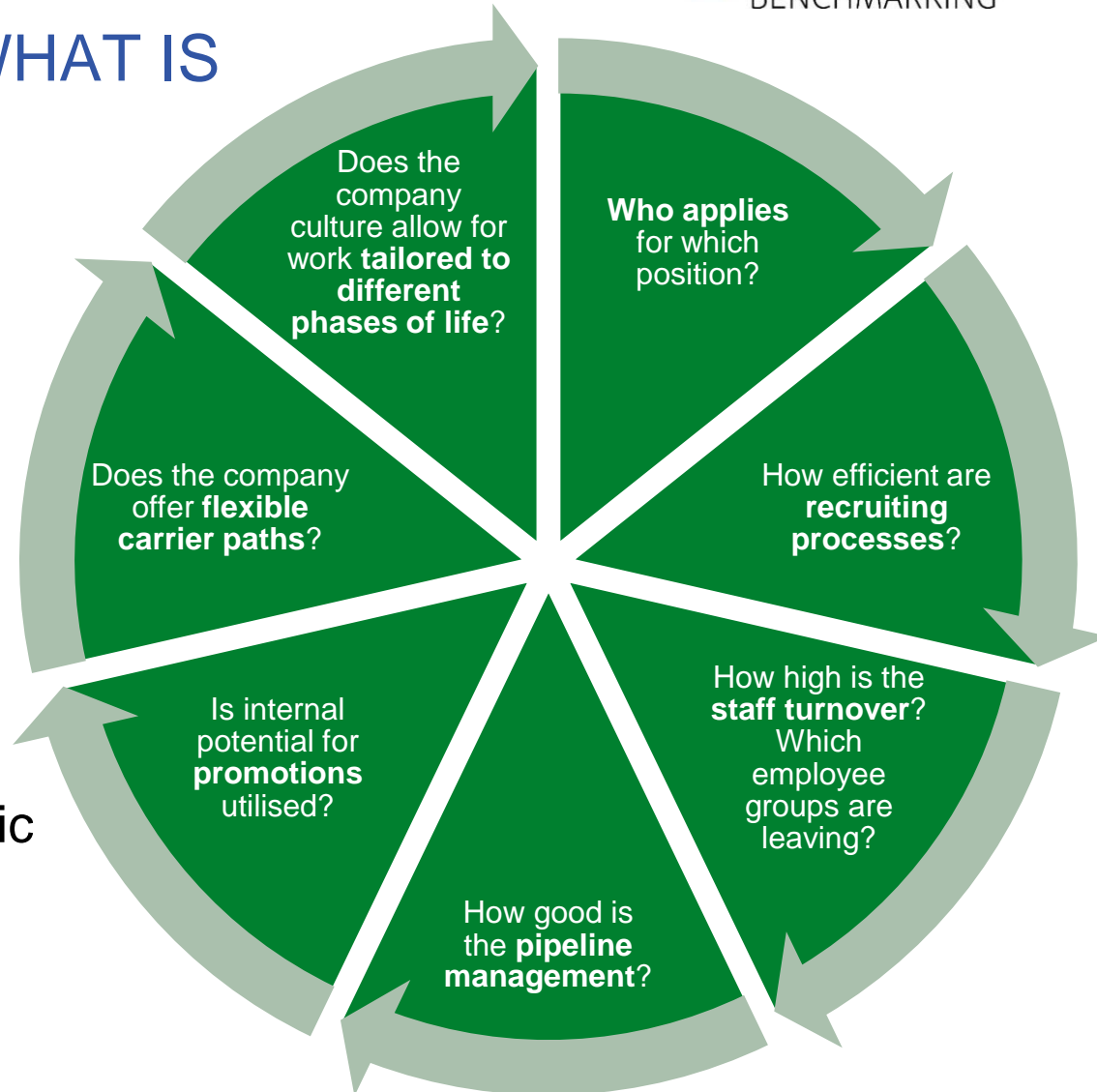


ST. GALLEN DIVERSITY  
BENCHMARKING





# BENCHMARKING: WHAT IS EXAMINED?



Additional company-specific evaluations available upon request e.g. on performance and potential assessments

# BENCHMARKING: WHAT DO COMPANIES RECEIVE?

## ✓ **Benchmarking report** for the industry

- Consolidated overview of the industry
- Direct comparison with other companies in the industry using different diversity indicators
- Strengths and concrete action recommendations are highlighted



## ✓ **Additional multi-year report** for the company

- Interpretation of the evaluations for the respective company
- Information about the current level of D&I within the company
- Comparison over time

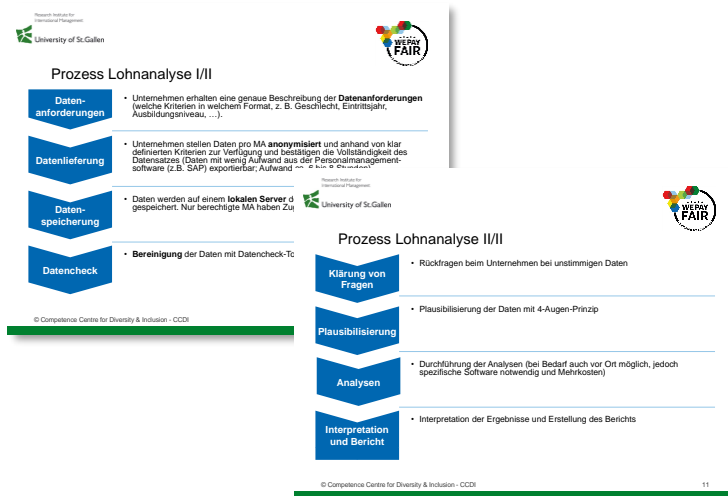


## ✓ **Further company-specific analyses**

- Internal company benchmarking
- Performance and potential assessments, etc.



# BENCHMARKING: WHAT NEEDS TO BE DONE?



- The **same data set** is processed as for salary analysis
- This means there is **no additional effort required to compile the company data**

# HOW MUCH DOES THE PACKAGE COST?



<b>Bronze</b>	Salary analysis, incl. report and confirmation	CHF 6,000
<b>Silver</b>	Salary analysis with benchmarking report	CHF 9,000
<b>Gold</b>	Salary analysis with benchmarking and multi-year report	CHF 12,500
<b>+</b>	Further analyses can also be carried out upon request. A separate quotation will be made for these.	

- Benchmarking report only: CHF 3,500
- Benchmarking report and multi-year comparison only without salary analysis: CHF 7,000

# CONTACT PERSONS

Research Institute for  
International Management



## **Prof. Dr. Gudrun Sander**

Direktorin

Competence Centre for Diversity & Inclusion (CCDI)

Universität St. Gallen

Tel.: +41 71 224 75 52 oder +41 79 247 70 56

[gudrun.sander@unisg.ch](mailto:gudrun.sander@unisg.ch)

[www.ccdi-unisg.ch](http://www.ccdi-unisg.ch)

[www.diversitybenchmarking.ch](http://www.diversitybenchmarking.ch) (D, F, E)

[www.diversity-controlling.org](http://www.diversity-controlling.org)

ARBEITGEBER  
BANKEN 



## **Dr. Balz Stückelberger**

Geschäftsführer, Leiter Recht und Sozialpartnerschaft

Arbeitgeberverband der Banken in der Schweiz

Tel.: +41 61 295 92 95

[balz.stueckelberger@arbeitgeber-banken.ch](mailto:balz.stueckelberger@arbeitgeber-banken.ch)

[www.arbeitgeber-banken.ch](http://www.arbeitgeber-banken.ch)