

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**.*
- 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.

**The obligation to carry out salary analyses has been decided by parliament on 14.12.2018. The implementing ordinance has not yet been issued.*

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 (depending on the outcome)
- ✓ 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

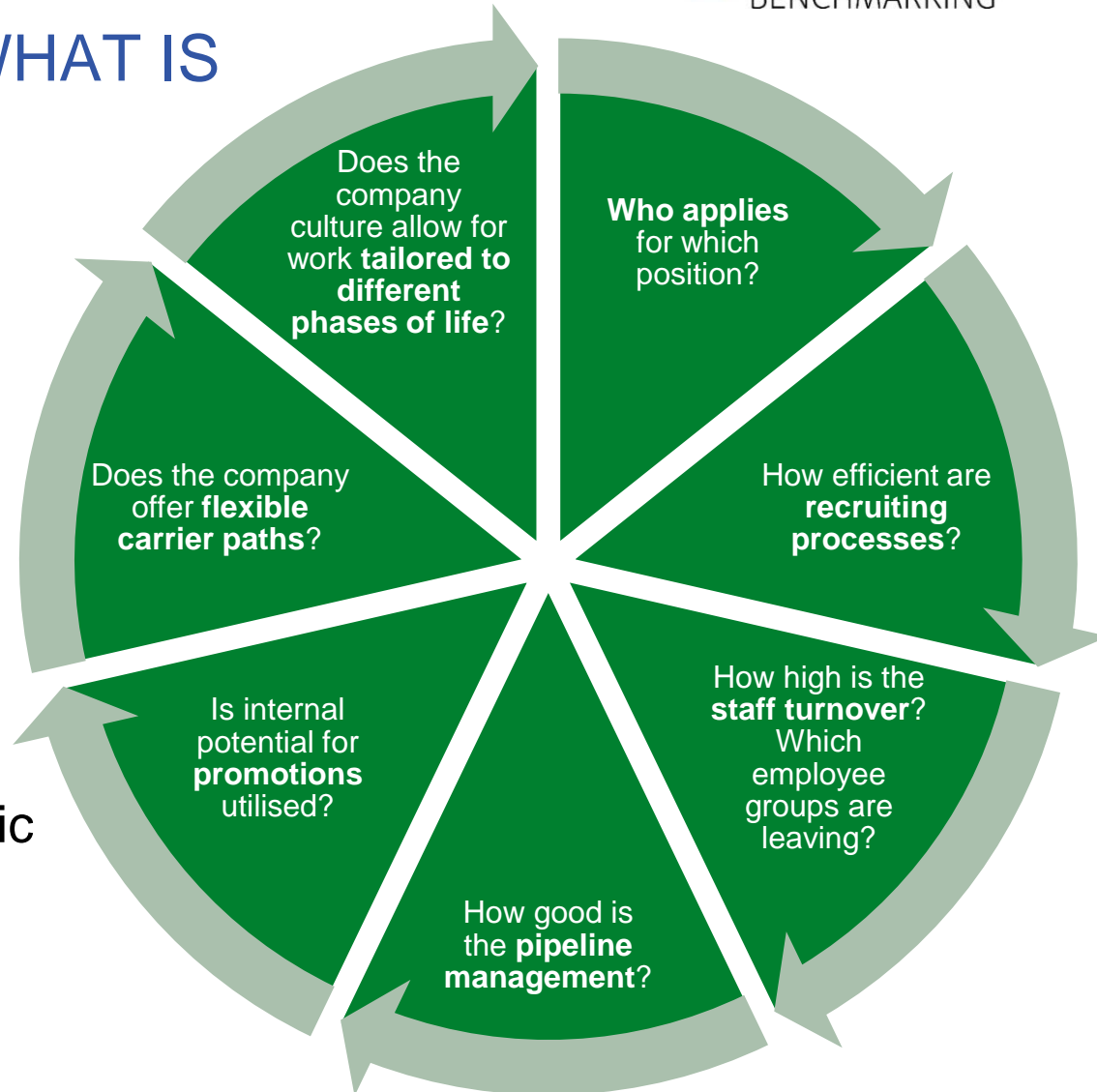
Companies receive **concrete action recommendations**



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

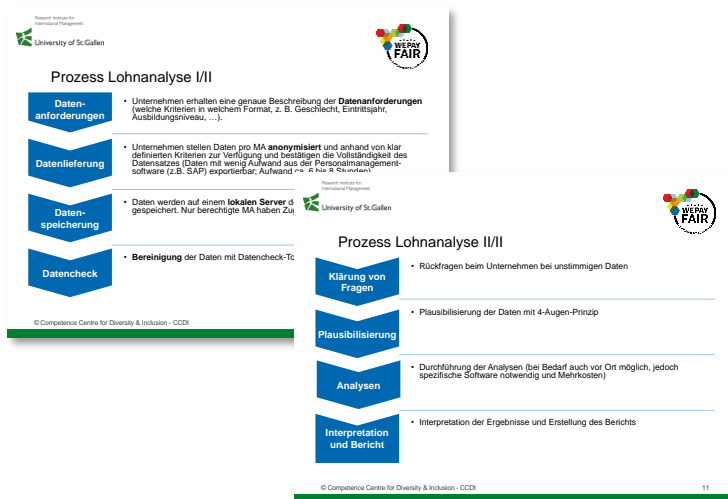


✓ **Further company-specific analyses**

- 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?



Bronze	Salary analysis, incl. report and confirmation	CHF 6,000
Silver	Salary analysis with benchmarking report	CHF 9,000
Gold	Salary analysis with benchmarking and multi-year report	CHF 12,500
+	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

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