**SWISS EQUALITY ACT – GENDER PAY GAP ANALYSIS**

In December 2018, the Swiss parliament amended the Equality Act to require that organizations with more than 100 employees conduct an analysis of gender pay equity. This analysis must be verified by an external third-party and communicated to the organization’s employees.

The law comes into effect on **July 1, 2020** and requires that organizations conduct the analysis by **June 30, 2021**: have it externally verified by an independent body one year after the analysis and at the latest or by **June 30, 2022**: and communicate the results to employees and shareholders by **June 30, 2023**.

The law states that companies are free to select a specific method of analysis, provided it is **scientific** and in **accordance with the law**.

The **EDGE Unexplained Gender Pay Gap Methodology** is a quantitative approach to analyzing gender pay equity that isolates the impact of gender on pay for employees with equivalent personal and professional characteristics. The scientific nature and legal compliance of the EDGE Methodology was validated by an external third-party and allows Swiss-based organizations to comply with the law.

The complete EDGE Methodology to measure if there is any unexplained gender pay gap can be found in [English](https://edge-cert.org/) and [French](https://edge-cert.org/) here.

For more information on the legislation, please refer to the following link: [https://www.bj.admin.ch/bj/fr/home/staat/gesetzgebung/lohngleichheit.html](https://www.bj.admin.ch/bj/fr/home/staat/gesetzgebung/lohngleichheit.html)

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**About EDGE**

EDGE is the leading global assessment methodology and business certification standard for gender equality. Launched at the World Economic Forum in 2011, EDGE has been designed to help companies not only create an optimal workplace for women and men, but also benefit from it. EDGE stands for Economic Dividends for Gender Equality and is distinguished by its rigor and focus on business impact. For more information visit: [https://edge-cert.org/](https://edge-cert.org/) or follow EDGE on [LinkedIn](https://www.linkedin.com/company/edge-certified/).