

LAW & POLICY GROUP**GRIST****SWITZERLAND ISSUES GENDER PAY AUDIT
CRITERIA, DEADLINES**

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Any Swiss employer with 100 or more employees will have to conduct its first gender pay gap analysis by 30 Jun 2021, the Federal Council announced in an [ordinance](#) (French) on 21 Aug 2019. The ordinance supplements a recent amendment to the Equality Act. Both measures will take effect on 1 Jul 2020 and expire on 1 Jul 2032.

HIGHLIGHTS

- The requirement for larger companies to analyze their gender pay equity will affect 0.9% of companies employing 46% of employees in Switzerland. Companies with fewer than 100 employees may voluntarily comply.
- Companies must use a “scientific and legally compliant method” to perform the equal pay analysis by 30 Jun 2021 and complete an audit of the analysis by 30 Jun 2022.
- Companies must hire independent auditors for the audits, which can use the public procurement model or another audit type. The ordinance sets out the required training for gender pay auditors.
- Audits must cover all employees and include all elements of remuneration. Employers must share the audit results with employees.
- Audits must take place every four years unless the first analysis finds no unexplained gender pay gap.

RELATED RESOURCES**Non-Mercer Resources**

- [Press Release with Accompanying Ordinance and Explanatory Report](#) (French) (Federal Council, 21 Aug 2019)

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- [Switzerland Advances Measures to Reduce Gender Pay Gap](#) (22 May 2019)

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