

EQUAL-SALARY Certification

Contact us now to be among the first certified Romanian companies!

How does it work?

1. Statistical analysis

The **quantitative analysis** determines whether there is an unexplained remuneration gap between women and men. An in-depth analysis highlights individual cases where a remuneration difference is observed - the "special cases". For certification to progress to the next phase, the remuneration difference must be significantly less or equal to 5% with an adjusted R^2 of ≥ 0.9 .

2. Desktop review & on-site visit

The **desktop review and on-site visit** (carried out by PwC) evaluates the fairness of remuneration within the organisation (with a particular focus on the special cases flagged during the statistical analysis):

- Management commitment to equal pay between women and men
- Integration of the fair remuneration strategies within HR policies and practices
- Employees' perception of your remuneration policy

3. Certification

If the organisation meets all the above requirements, the **EQUAL-SALARY Foundation issues the Certification Label** which is valid for **3 years**. The EQUAL-SALARY Label can be used in all of your communication such as its website, recruitment advertisements, letter heads, annual reports.

4. Monitoring visit

Once certified, the organisation must complete **two further monitoring visits** to demonstrate its ongoing commitment to a fair, non-discriminatory remuneration policy between men and women, and **fulfilment of actions identified through the on site visit**.



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