



CHARTER

for equal pay in the public sector

The Charter encourages the public sector to use its authority and partnerships to promote wage equality

The equality of men and women, in the eyes of the law and in practice, is a fundamental principle of the federal constitution and an underlying value of our society. The public sector must set an example in the promotion of equality in the workplace and combat discrimination in any form.

The **Charter for equal pay in the public sector** reinforces the determination to put into practice the constitutional principle of equal pay for equal work.

On the basis of this Charter, the undersigned are committed to:

- 1. Promoting awareness of the Federal Act on Gender Equality (GEA)** among employees responsible for wage determination and job evaluation, and for recruitment, training and promotion at work.
- 2. Regular monitoring** in accordance with accepted standards to ensure the respect of equal pay within the public administration.
- Encouraging regular monitoring in accordance with accepted standards to ensure that equal pay is respected **within corporations close to the public administration.**
- 4. The respect of equal pay in the areas of government procurement or subsidies** by introducing control mechanisms.
- 5. Making known the concrete results of this commitment,** in particular by participating in the monitoring conducted by the Federal Office for Gender Equality (FOGE).

To help the public administration to put into practice the commitment undertaken by the signatories to this Charter, the FOGE is making an internet platform available at www.equality-switzerland.ch with all the necessary tools and information: statistics, legal bases, the Logib analysis tool, tutorials, helpline, information on workshops, declaration by the tenderer, list of specialists, etc.

Place, date, signature