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Board of the  
Swiss Federal  
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of Technology

ETH Board, Häldeliweg 15, 8092 Zurich, Switzerland

To all ETH Domain employees

Zurich, 10 March 2022

### **Assessment of the equal pay analysis 2020**

Dear ETH Domain employees

The revised Gender Equality Act (GEA) entered into force on 1 July 2020. Undertakings with more than 100 employees are required to conduct an equal pay analysis, have it verified by an independent body and inform the employees of the result. Although the ETH Domain has regularly been conducting such equal pay analyses on a voluntary basis and has always obtained favourable results, it has now been required to conduct this analysis in accordance with the GEA.

The equal pay analysis for 2020 was carried out in all institutions by PricewaterhouseCoopers (PwC) using the EQUAL-SALARY method of the EQUAL SALARY Foundation – which is both scientifically verified and legally compliant – taking August 2020 as the reference month. The main goals of the equal pay analysis were to verify compliance with the legally prescribed equal pay principles, to examine the requirement profiles, to incorporate assessment characteristics as well as job- and function-related factors, to test for “unconscious bias” and to establish a possible correlation between pay levels and gender. Once the analysis by PwC was completed, it was validated by BDO.

The gender coefficient within the institutions ranged from 2.0% in favour of men to 1.4% in favour of women: ETH Zurich: -1.2%, EPFL: -0.1%, PSI: -2.0%, WSL: -1.2%, Empa: -1.2%, Eawag: +1.4%. The tolerance threshold is set at 5%. The results of the equal pay analysis confirm the good results of the equal pay analysis of the year 2015 and show that the criteria specified by the EQUAL-SALARY method, which must be satisfied cumulatively, were met both by the two Federal Institutes of Technology and by the four research institutes – all of which thus successfully passed the analysis.

This gratifying outcome marks a further key step towards achieving equal opportunities and diversity, showing that the ETH Domain consciously addresses and fosters diversity. Concepts for promoting a culture of equality and integration have been established and implemented, thus ensuring that jobs within the ETH Domain are attractive for staff in the long term.

Yours sincerely

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President of the ETH Board

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