



FAIR-ON-PAY FACTSHEET 2025

Equal Pay between men and women // fair-on-pay.com



197

Certificates



298

Companies



201'760

Employees



15+

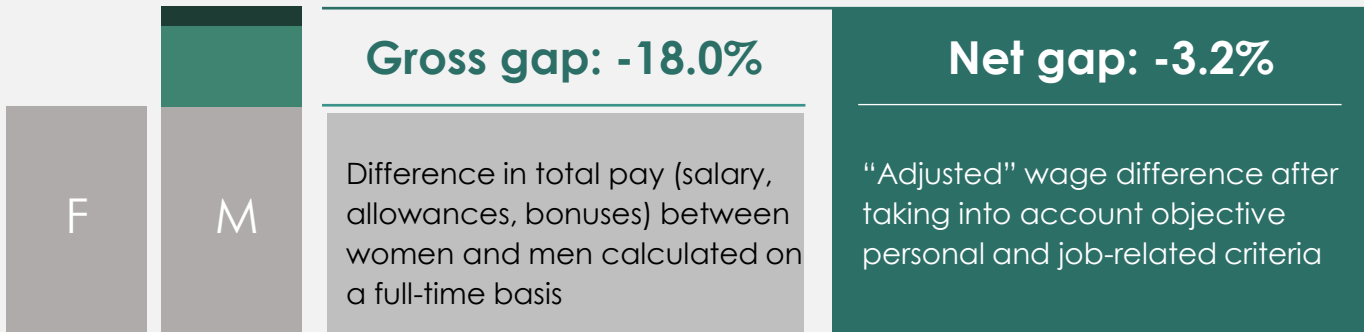
Sectors



global

20 countries

EQUAL PAY ANALYSES 2025: GAP TO THE DISADVANTAGE OF WOMEN



RESULTS SHOW POSITIVE DEVELOPMENT

Fair-ON-Pay Report / Fact Sheet	2021	2022	2024	2025
Analyzed companies	193	222	258	298
Countries	1	5	11	20
Median gross gap	-20.6%	-20.2%	-18.7%	-18.0%
Median net gap	-3.6%	-3.7%	-3.7%	-3.2%

* Only the most recent result is taken into account for each company analyzed.

THERE IS STILL WORK TO BE DONE BUT COMPANIES REMAIN COMMITTED!



In **84%** of the companies, there remains a net gap **to the disadvantage of women**



Almost **half** of the companies comply with the **strict Fair-ON-Pay Advanced** criteria (including functional structure).



Every year, an average of **21 new companies** launch a Fair-ON-Pay certificate.



92% of companies are committed to **recertification** with Fair-ON-Pay even without a legal obligation