

At www.platform-equalpay.ch you will find comprehensive information on the subject of wage equality between women and men.

STATISTICS
Latest figures and studies.

GOVERNMENT MONITORING
Control of equal pay in public procurement.

SELF-TEST TOOL
Logib, the free and simple self-test for companies.



LOGIB BY THIRD PARTIES
On the website you will find options for support by third parties.

WORKING WITH SOCIAL PARTNERS
Commitment to equal pay, the social partners' wage assessment in companies.



SELF-TEST TOOL
With Logib you can assess whether your company's wage policy respects wage equality between women and men. The approach used in Logib has been validated by the Swiss federal court and is internationally recognised as good practice. The Logib self-test tool can be downloaded anonymously and free of charge at any time from the internet.

REGULAR ASSESSMENT WITH LOGIB
We recommend that you carry out a self-test with Logib once a year.

- LOGIB IS**
- > free of charge
 - > simple
 - > confidential
 - > tested and approved
 - > internationally recognised
 - > available at any time

DOWNLOAD
www.logib.ch (free of charge)

INSTRUCTIONS
www.logib-step-by-step.ch

HELPLINE
Telephone: 0800 55 99 00 (free of charge)
Email: logib@ebg.admin.ch

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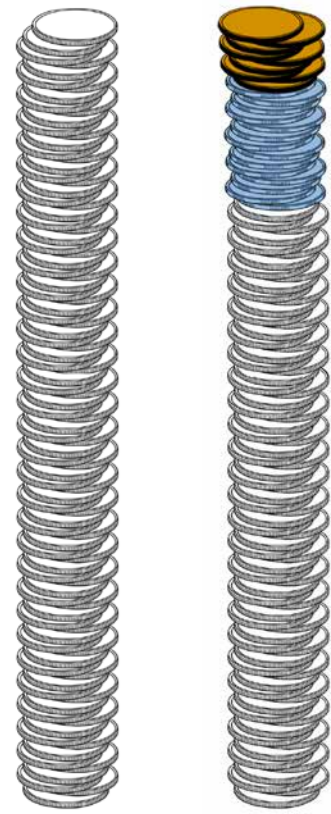
BBL Norm:
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Bern, March 2017

Test wage equality in your company

www.logib.ch



WAGE EQUALITY



Average monthly wages per full-time equivalent dependent employee
Men: Fr. 7661.-



Average monthly wages per full-time equivalent dependent employee
Women: Fr. 6166.-



Wage gap (private sector)

19,5 % / Fr. 1495.-



39,1 %
Unexplained difference



60,9 %
Explained difference

- > Years of service
- > Training
- > Level of qualifications required for the job
- > Professional position
- > Other factors

A wage gap of 39,1 %, or 585 francs every month, is due to gender and considered potentially discriminatory.

Source: FSO, Swiss earnings structure survey 2014

WHY WAGE EQUALITY?

- > Because fair pay should be the norm.
- > Because equal pay for work of equal value is required by law.
- > Because respecting wage equality protects the reputation of your company.

HOW BIG IS THE WAGE GAP IN SWITZERLAND?

The analysis of the Swiss earnings structure survey 2014 by the Federal Statistical Office continues to show wage differences: On average, women have 1495 francs less than men on their pay slip every month. 60,9 % of these wage differences can be explained by factors such as years of service, training, or level of qualifications required for the job. A wage gap of 39,1 %, or 585 francs every month, cannot be explained and is due to potential gender-based discrimination.

LOGIB EXPLAINED IN BRIEF

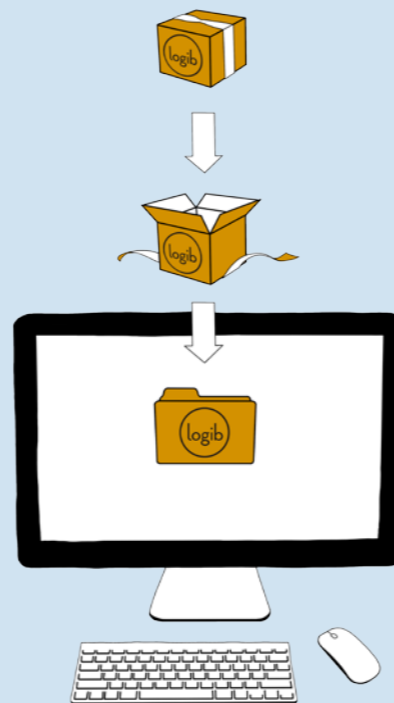
THE SELF-TEST IN 5 STEPS

The self-test is fast. It only takes 5 steps to analyse wage data.

FREE SUPPORT

Instructions for Logib can be found at www.logib-step-by-step.ch.
The Logib helpline 0800 55 99 00 / logib@ebg.admin.ch can provide you free and competent advice.

1

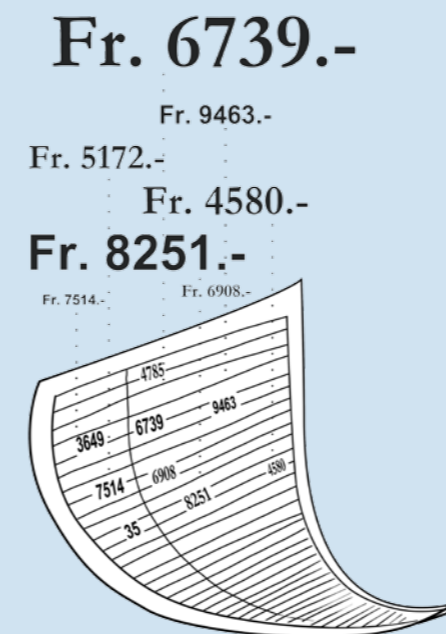


DOWNLOADING LOGIB

The tool can be downloaded free of charge at www.logib.ch.

- Save Logib on your computer.
- All subsequent steps take place locally on your computer and can only be seen by you.

2



PREPARING THE DATA

- Prepare your wage data for Logib.
- Prepare your data in one of the possible formats.

3



STARTING LOGIB AND IMPORTING THE DATA

- Logib is based on Excel.
- Open the file, enable the macros and import your data.

4



STARTING THE ANALYSIS

- The analysis can now be performed with a single click.
- Results are available immediately.

5



INTERPRETING THE ANALYSIS

- You will receive a summary sheet with the main results.
- Here you can see whether wage equality between women and men is respected.
- Further tables and detailed charts provide additional valuable information.