

Analyse equal pay – simply and securely with Logib



www.logib.ch

WORK

Federal Department of Home Affairs FDHA
Federal Office for Gender Equality FÖGE

Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Swiss Confederation



EQUAL PAY



Standardised average wage for men:
CHF 7946



Standardised average wage for women:
CHF 6491



Pay gap (economy as a whole)
18.3% / CHF 1455 a month



44%
Unexplained pay gap, potential wage discrimination



56%
Explained gap

- > Years of service
- > Educational level
- > Required level of skills
- > Professional position
- > Other factors

Source: Federal Statistical Office FSO,
Swiss Earnings Structure Survey 2016

PAY GAP IN SWITZERLAND

On average, women earn CHF 1455 less per month than men. 56% of this amount can be explained by objective factors such as professional position, years of service or educational level. 44% of the pay gap remains unexplained and equates to lost income of CHF 642 a month.

THE GENDER EQUALITY ACT

The Gender Equality Act now requires employers with 100 or more employees to conduct an equal pay analysis, have it verified by an independent body and inform the employees of the result. The aim is to enforce the constitutional right to equal pay for work of equal value.

The federal government has made the Logib standard analysis tool available free of charge to all companies wishing to carry out an equal pay analysis.

A QUICK GUIDE TO LOGIB

SELF-ASSESSMENT IN 5 STEPS

A self-assessment is quick to do. It only takes 5 steps to evaluate your pay data.

FREE SUPPORT

You can find full instructions plus answers to frequently asked questions about Logib at www.logib.ch.

The Logib Helpline on 0800 55 99 00 / logib@ebg.admin.ch provides free, competent advice.

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LAUNCH LOGIB

You can launch the webtool and use it for free at www.logib.ch. There is no need to register.

> All data is deleted when you close the browser. However, you have the option of exporting the data you have entered and uploading it again at a later point in time to continue editing it.

2

Fr. 6739.-

Fr. 9463.-

Fr. 5172.-

Fr. 4580.-

Fr. 8251.-

Fr. 7514.-

Fr. 6908.-

	4785		
3649	6739	9463	
7514	6908	8251	6580
35			

3



PREPARE DATA

> To prepare for the equal pay analysis, export the data required from your personnel system and copy it into in the data sheet template.

IMPORT DATA

> Import the data sheet template.

4



VERIFY DATA

> Logib checks your data. You can adjust it and add to it directly in the tool.

5



START ANALYSIS AND INTERPRET

- > Start the evaluation with just one click. The results will be available almost immediately and will show whether your company complies with the requirement of equal pay for women and men.
- > You receive the evaluation, complete with an interpretation of the results, plus various reports to download.

EQUAL PAY PLATFORM

You will find a wide range of information about equal pay for women and men at www.plattform-lohngleichheit.ch:

BACKGROUND INFORMATION

The latest facts, figures and studies.

REVISED GENDER EQUALITY ACT

Answers to frequently asked questions about the equal pay analysis in accordance with the Gender Equality Act.

EQUAL PAY CHARTER

The Charter highlights the example set by the public sector in encouraging equal pay and signals its joint commitment.

GOVERNMENT CONTROLS IN PUBLIC PROCUREMENT

Monitoring compliance with the equal pay requirement in the awarding of public contracts.

COMMITMENT OF SOCIAL PARTNERS

Voluntary, based on partnership, effective – these three words describe "Commitment to Equal Pay", a project that unites the social partners and federal government.

LOGIB

WHAT IS LOGIB?

Logib is the Confederation's standard analysis tool for assessing equal pay practices. It is free, anonymous, secure and easy to use.

Independent third parties have confirmed that Logib is based on sound scientific methods that conform to legal requirements.

Logib is internationally recognised. In addition to the UN Public Service Award, it has received the EPIC Good Practice Label from the Equal Pay International Coalition (OECD, ILO, and UN Women).

SELF-ASSESSMENT FOR COMPANIES

You can find out yourself whether your company complies with the requirement of equal pay for men and women by conducting an analysis with Logib. Once your data has been imported into Logib, it takes just a few minutes for it to be evaluated. Detailed user instructions and the answers to frequently asked questions make Logib easy for you to use.

DATA PROTECTION

Your pay data will not be saved. Only you can access it.

ADVANTAGES OF LOGIB

- > Logib produces meaningful equal pay analyses with a minimum of effort on your part.
- > In addition to the results of the equal pay analysis, Logib delivers further useful reports and figures to help identify gender-specific differences.
- > Logib is a free service provided by the federal government.
- > Logib is constantly being upgraded with the aim of reducing the time and effort involved for companies and increasing the quality of the service.
- > There are many additional services available on the market, such as Logib training, consultations and certificates.
- > If your company applies for public procurement contracts or subsidies, you can use Logib to provide the required proof of compliance with the equal pay requirement.

LAUNCH LOGIB

www.logib.ch (free of charge)

GUIDELINES

www.logib.ch/guidelines

FAQ

www.logib.ch/faq

HELPLINE

Phone: 0800 55 99 00 (free of charge)

E-mail: logib@ebg.admin.ch

WORKSHOPS

www.logib.ch/workshops

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