



WORK

EQUALITY IN THE WORKPLACE

The Gender Equality Act enables men and women to defend themselves against direct and indirect discrimination in the workplace. This is important, since ensuring equal opportunities at work plays a key role in achieving equality in other areas of life.

However, legislation alone is not sufficient. Targeted measures are required because:

- > women still earn less than men;
- > there is clear evidence that women are poorly represented at management level;
- > there is still a very stark division between typical women's professions and men's professions;
- > it is extremely difficult to combine work life with family life;
- > sexual harassment at work is widespread.

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

Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra



WHAT WE DO

EQUAL PAY

We research and inform

We use targeted studies to uncover discrimination in the workplace and develop ideas for action. We provide brochures, guidelines and tips for professionals in the field as well as for companies and employees. We hold conferences for various target audiences and give presentations as guest speakers.

Our equal pay platform provides comprehensive information on the legal situation, causes of pay discrimination, what the public sector is doing to prevent it and measures and tools to tackle pay inequality.

www.ebg.admin.ch

We develop and maintain tools to use in practice

One of our stated objectives is to provide companies with practical support. For this reason we have worked with experts to develop various tools for implementing equal pay:

- > Logib, a free self-test tool for employers to test pay equality in their company www.logib.ch;
- > a helpline, an information brochure, an advertising clip, multilingual tutorials and detailed instructions on how to use the Logib self-test tool, www.logib-schritt-fuer-schritt.ch/en/logib-step-by-step;
- > various publications for employers and employees on implementing equal pay;
- > a gender-neutral work evaluation tool as a basis for determining a non-discriminatory pay level for a particular function.

We educate people

We offer interested companies the opportunity to learn how to competently conduct a pay equality self test in workshops on how to use the Logib software.

We train and refer experts

These experts are able to help companies test whether male and female employees are receiving equal pay, for example by offering their knowledge on equal pay or by introducing a gender-neutral work evaluation tool.

We check that pay equality is implemented

According to federal procurement law, suppliers must respect an equal pay policy. We use random checks to ensure that this regulation is being observed and support employers in implementing pay equality. We work closely with the Federal Procurement Conference to achieve this.

WORK AND FAMILY

The ability to combine work and family life is key to achieving true equality. This requires conducive general conditions. Only then can couples work out a fair division of paid and unpaid work. All men and women should be able to share responsibility for paid work, caring for the family and housework, regardless of who earns what.

Conducive general conditions that support the combination of work and family life are:

- > in the economy: pay equality, part-time work, flexible working hours models, parental leave;
- > in the childcare system and the school system: crèches, all-day schools, block teaching schedules;
- > in social and family policy: family allowances, supplementary benefits, credits for families, recognition of care work;
- > in social insurance: measures to reduce the burden on families, recognition of the contribution of families, credits for care and education, recognition of care work;
- > in taxation policy: reforms of family taxation, tax allowances for families.

We offer well-researched information and decision-making bases for the introduction of specific measures in the political and economic arenas and try to provide an impetus for this action.

Tips for couples....

Our projects and brochures for mothers and fathers and parents-to-be give tips on how to divide tasks up fairly.

www.fairplay-at-home.ch

... for fathers and for companies

In a guideline for fathers employees find out what they can do to gain more time for their families. Part-time work plays an important part in this. How can companies create better conditions for parents? A brochure reveals ways of doing this.

www.fairplay-at-work.ch

WHAT WE DO

SEXUAL HARASSMENT

Sexual harassment in the workplace stems from a lack of respect, it violates the dignity of the victim and can demotivate them or even make them ill, thus ultimately reducing the productivity of the company.

Together with the State Secretariat for Economic Affairs SECO, we are working to combat this and offer:

Information and tools for employers...

Companies are legally obliged to ensure a harassment-free working climate. We provide basic material on how to prevent sexual harassment in the workplace as well as support in the search for experts. A checklist shows companies how they can prevent and combat sexual harassment.

... and a practical advice guide for employees

This contains general information on the issue of sexual harassment as well as practical advice on how victims of sexual harassment can combat it.

Our website for employers and employees is also an extremely important source of information.

www.sexuellebelästigung.ch