



Declaration of conformity Standard analysis tool Logib

Verification of a scientifically rigorous and legally compliant method for analysing wage equality¹

1. Context

In accordance with Art. 13c para. 2 of the Gender Equality Act (GEA) the Confederation provides employers with a free standard tool for conducting wage equality analyses. With this declaration of conformity, employers who conduct wage equality analyses as per Art. 13a GEA with the standard analysis tool can provide verification of a scientifically rigorous and legally compliant method in accordance with Art. 13c para. 1 GEA (see Art. 7 para. 3 Ordinance on the evaluation of the wage equality analysis).

Logib, the Confederation's standard analysis tool for analysing equal pay between women and men, consists of two modules. It was developed by the Federal Office for Gender Equality FOG in the early 2000s with the support of specialised private institutions. Since 2006, Module 1 has also been used for state-run checks at the Federation, cantons and municipalities with regard to maintaining wage equality in the public procurement and/or subsidies systems. Module 2 was developed with scientific assistance from the University of Bern and widely trialled in field tests between 2011 and 2019 in order to make the Confederation's standard analysis tool equally accessible to smaller companies.

2. Verification of scientifically rigorous method and legal conformity

2.1. Name and brief description of the method

The Logib standard analysis tool is available to all employers free of charge as an online application. The tool is designed as a self-assessment that can be performed by users with the aid of the documents made available and without requiring any specialist knowledge.

Logib Module 1

Module 1 is suitable for employers with 50 employees or more and consists of the following components:

- (1) one dependent variable: standardized gross wage based on a wage specification;
- (2) multiple independent variables: factors to justify wage differences between men and women (education, seniority, potential work experience, level of qualifications and professional position) as well as the gender variable;
- (3) a statistical analysis method (semi-logarithmic OLS regression analysis);
- (4) a limit value of +/-5% for the gender factor that must be statistically significant different from zero.

Based on this method, it is possible to establish which part of the wage difference cannot be explained by objective, wage-relevant and non-discriminatory factors. It is therefore possible to determine which wage differences exist between all the men and women in a company at otherwise comparable conditions, based on the personal and function-related characteristics mentioned above, and whether a gender-specific wage discrimination is therefore to be suspected. The limit value of +/-5% mentioned above was set in order to take account of the potential influence of any further company-specific, objective, non-discriminatory factors. If this limit value is exceeded and the value is statistically significant different from zero, there are grounds to suspect systematic wage discrimination in this company.

¹ Art. 13c para. 1 GEA i.c.w. Art. 7 para. 3 Ordinance on the evaluation of the wage equality analysis

Logib Module 2

Module 2 is especially recommended for small companies (with at least 1 employee of each gender) and consists of the following components:

- (1) standardised gross wage based on a wage specification;
- (2) function, personal experience, actual educational level and gender of all employees;
- (3) a methodology based on scientific job evaluation;
- (4) a robustness measurement in order to control the influence of single cases;
- (5) a limit value of 5 which is considered to have been exceeded if both the total score and the robustness measurement exceed the value 5.

Module 2 records the requirements and demands in four areas – intellectual, responsibility-related, psycho-social and physical – by means of six factors. The result is a function value. The function values arrived at in this way are combined with data on the personal experience and educational level attained by the person occupying the function thus allowing each employee to be given their own individual ranking value. This theoretical ranking of employees is then compared with their actual ranking by amount of standardised gross wage.

Constellations in which a person earns at least 5% less in comparison with a person of the opposite gender than would be expected on the basis of function, personal experience and education and training are identified as risk pairs. Subsequently comparing risk constellations that disadvantage women and those that disadvantage men determines the risk of non-compliance with the equal pay requirement at company level which is shown in a total score at company level. If both the total score and the robustness measurement exceed the threshold of 5, the limit value is considered to have been exceeded.

2.2. Full and transparent documentation of the method and a guide to the formal evaluation of this method in at least one official language

The method is described in detail in the [methodological approach](#) document. All documents are available in German, French, Italian and English.

The manual for the formal evaluation as per Art. 13d GEA can be downloaded for [Module 1](#) and [Module 2](#) and is also available in the standard analysis tool Logib in German, French, Italian and English.

2.3. Validation of the scientific rigour and legal conformity of the method and the relevance of the guidelines by an independent body (university, research unit, public administration or court)

Logib was evaluated by independent bodies. A detailed list of the individual scientifically rigorous and legal evaluations can be found on the EBG website under [Publications equal pay](#).

2.4. Name, function, affiliation and address of a contact person or institution able to provide expert information on the method

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3. Declaration of conformity

The Federal Office for Gender Equality FOGE hereby confirms that the standard analysis tool Logib is based on a scientifically rigorous and legally compliant method as per Art.13c GEA. This document serves as verification of the scientifically rigorous method and legal conformity of the method (Art. 7 para. 3 line 2 Ordinance on the evaluation of the wage equality analysis).

Bern, 5 June 2024

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