

Annex: Validations of the scientific rigour and legal conformity of the method as well as the relevance of Logib

Year	Document	Independent body/bodies	Validation of the individual components of Logib ¹				Relevance
			(1)	(2)	(3)	(4)	
1991	For Module 2: BGE 117 Ia 262, confirmed regularly ever since (in German)	Federal Supreme Court			X		
1996	Instrumente zur Analyse von Lohndiskriminierung: Orientierungshilfe für die juristische Praxis (available in German, French and Italian)	Marianne Schär Moser / Jürg Baillod, Swiss Bar Association			X		
2003	For Module 1: BGE 130 III 145, E. 3.2 (in German)	Federal Supreme Court			X		
2004	Überprüfung der Einhaltung von Lohngleichheit zwischen Frauen und Männern bei Beschaffungen des Bundes – Bericht über die Pilotphase zur Umsetzung von Art. 8 Abs. 1 Bst. c des Bundesgesetzes über das öffentliche Beschaffungswesen (available in German and French)	Büro für arbeits- und sozialpolitische Studien BASS AG	X	X	X	X	X
2009	Dialogue on equal pay	Social partners					X
2010	Tolerance threshold: Motion 10.3420 Carobbio (available in German, French and Italian)	Parliament, Federal Council				X	
2011	Evaluation of controls in public procurement (tolerance threshold), in German	Infras				X	
2014	Dialogue on equal pay, evaluation (in German and French)	Thomazine von Witzleben, evaluator, on behalf of the Federal Office of Justice					X
2015	Regulierungsfolgenabschätzung zu den geplanten Massnahmen zur Durchsetzung der Lohngleichheit (in German).	Fachhochschule Nordwestschweiz, INRAS, Sounding board (FOJ, Seco, FSO)	X	X	X	X	X
2015	Study on the Confederation's statistical analyses concerning wage equality between women and men	University of St. Gallen, INFRAS, Sounding board (FOJ, Seco, FSO)	X	X	X	X	
2015	Bericht des Bundesrates in Erfüllung des Postulats 14.3388 Noser vom 2. Juni 2014 (in German and French)	Parliament, Federal Council	X	X	X	X	
2015	Engagement Lohngleichheit – Egalité salariale – Parità salariale ELEP	Social partners					X
2016	Charter for equal pay in the public sector. (264 signatories, status 29.02.2024)	Confederation, canton, municipalities, state-associated organisations					X
2018	Impact of the Swiss Confederation's wage equality reviews.	Infras					X
2019	Discussion paper on the discrimination potential from a legal perspective, of individual explanatory factors used to measure wage equality between women and men	University of Basel, Sounding board (FOJ, Seco, FSO)		X			

¹ (1) **dependent variable**: standardized gross wage based on a wage specification (2) **independent variables**: Factors to justify wage differences between men and women (education, seniority, potential work experience, level of qualifications and professional position for Logib Module 1, age, years of service, education and training, function value for Logib Module 2) as well as the variable gender (3) **analysis procedure**: OLS regression analysis for Logib Module 1, scientific method of job evaluation, paired comparison with calculation of total score for Logib Module 2 (4) **limit value (until 2023 tolerance threshold)**: 5% for the gender co-efficient (for Logib Module 1) resp. the total score 5 (for Logib Module 2).

2020	Technical description of the pay specification used in the Confederation's standard analysis model: A specification of pay that conforms with the law	PwC, Sounding board (FOJ, FSO, Swissdec)	X				
2020	Certificate of EPIC Good Practice Logib Module 1	Equal Pay International Coalition EPIC (ILO, OECD, UN Women)	X	X	X		X
2020	Development report on Logib Module 2	University of Bern, Chair of Work and Organisational Psychology, plus peer review participants (experts in economics, work science, law) and the ILO	X	X	X		X
2021	Certificate of EPIC Good Practice Logib Module 2	Equal Pay International Coalition EPIC (ILO, OECD, UN Women)	X	X	X		X
2023	Zusammenstellung der Grundlagen der Toleranzschwelle bei Lohnvergleichsanalysen mit dem Standard-Analyse-Tool Logib (available in German and French)	Büro für arbeits- und sozialpolitische Studien BASS AG		X	X	X	X
2023	Der Einfluss der Kontrollvariablen in Logib Modul 1 (available in German)	BSS Volkswirtschaftliche Beratung AG		X	X	X	X
2023	Monte-Carlo-Simulation der Lohnvergleichsanalyse in Logib Modul 1 (available in German)	BSS Volkswirtschaftliche Beratung AG		X	X	X	X
2023	Kurzgutachten zur Rolle und Notwendigkeit von zwei Signifikanztests im Rahmen der Lohnvergleichsanalysen mit Logib Modul 1 (available in German)	Coreso		X	X	X	X