



# ***Equal pay for equal work or work of equal value: Swiss practices***

**Regional Conference:  
Equal pay between men and women  
for more prosperous and inclusive economy**

**Panama, 30-31 January 2018**

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Federal Office for Gender Equality FOG  
[www.equality-switzerland.ch](http://www.equality-switzerland.ch)**



# Implementation of the law

- The effective application of gender equality legislation remains one of the biggest challenges.

Bern – 7 March 2015  
12'000 men and women  
asking for gender pay equality



Zurich – 18 March 2017  
10'000 people  
at the Women's March



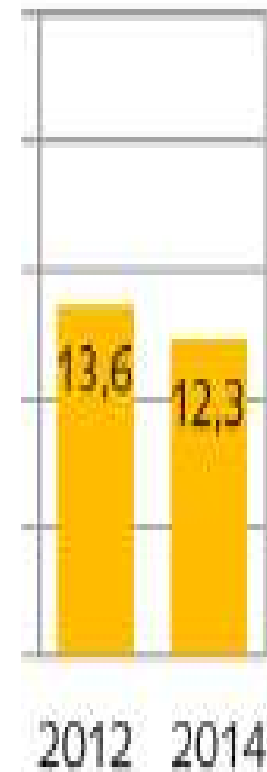
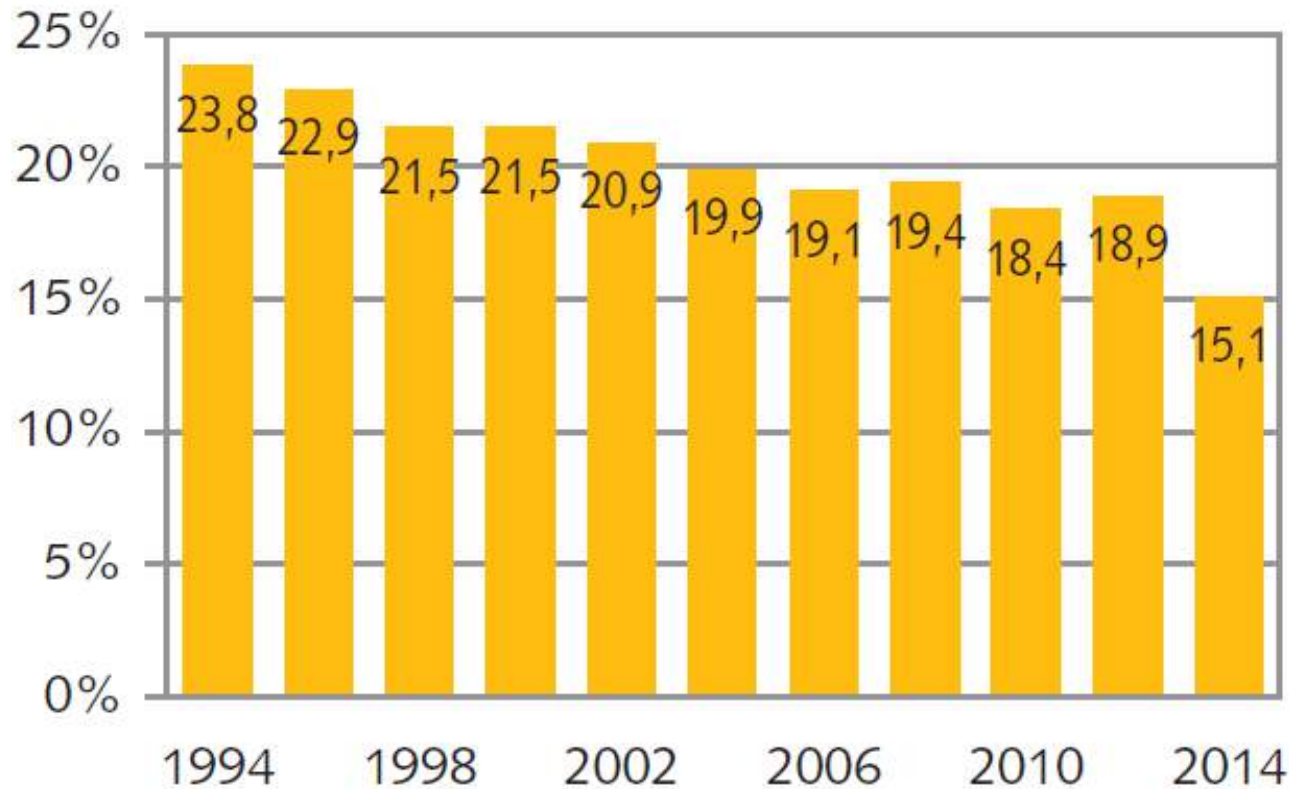
# Gender pay gap in Switzerland

## Private and Public sector (median)

Différence salariale

**Private sector**

**Public sector**



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# Multi-factor issue, different answers

- **Public authorities** shall adopt gender equality policies and implement them; shall organise and finance good and affordable day care facilities for children; shall fight against stereotypes in the public space, at schools;
- **Companies** shall hire and promote women in all sectors and at all levels, ensure equal pay for equal work or work of equal value, develop family friendly policies.
- **Individuals**
  - Women shall know their rights and fight for them;
  - Men shall engage for women's rights, take their share in the housework, etc
  - Women and men should be conscious of their own barriers;

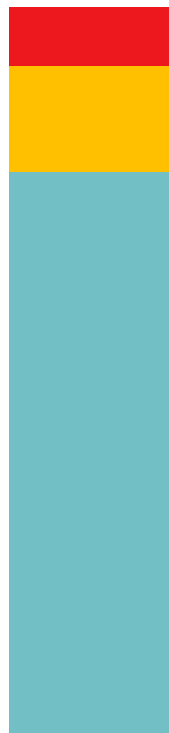


# GPG, a multi-factor issue

**Men**



**Women**



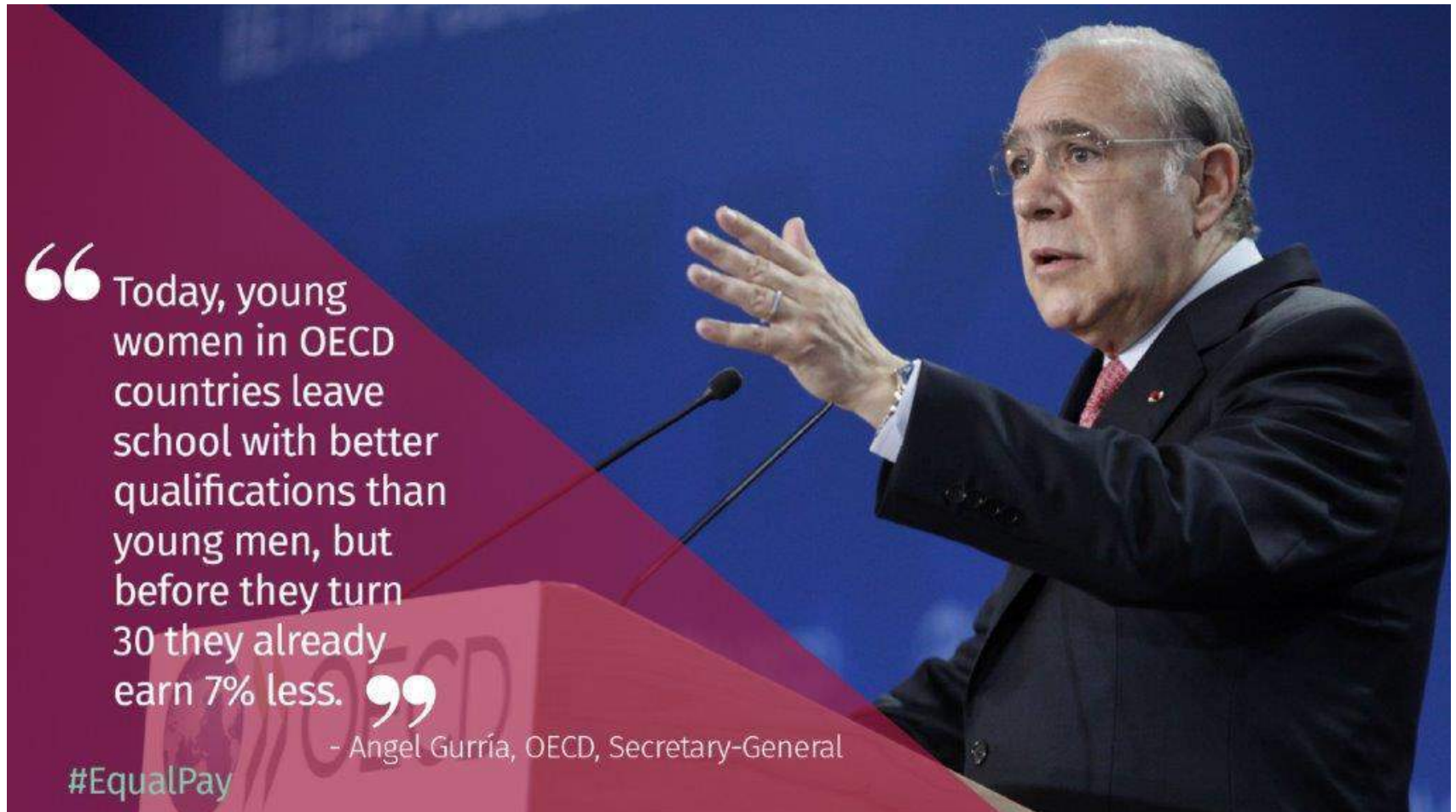
**Unexplained - Unjustified**

**Explained  
by objective factors:**

- Level of education
- Years of service
- Professional experience
- Professional position
- Skill level
- Night work, shift work, etc.



# EPIC - New York, 18 September 2017

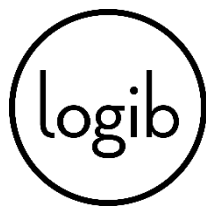






# Switzerland - Some tools and policies to eliminate gender pay discrimination

- **LOGIB (Lohngleichheitsinstrument Bund)**
  - Self-analysis tool for companies with at least 50 employees, which has prompted considerable interest in other countries ([www.equal-pace.eu](http://www.equal-pace.eu))
- **Charter for equal pay in the public sector**
  - Regular monitoring in accordance with accepted standards to ensure the respect of equal pay within the public administration, corporations close to the public administration, public procurement or subsidies.
- **Controls in relation with public procurements**
  - Controls are made to verify that companies which receive mandates from public authorities comply with the requirement of equal pay.
- ***New legislative proposal (discussed in parliament)***
  - *All companies with at least 50 employees should be obliged to carry out a self-test every 4 years under the supervision of a third party.*



- 1) **Feasibility:** only standard data needed – suitable for all businesses with at least 50 employees;
- 2) **Autonomy:** Logib can be downloaded anonymously and free of charge - employers themselves can check their wage practice - online tutorials, detailed instructions and a helpline are available;
- 3) **Reliability:** Logib relies on a solid scientific method accepted by many courts;
- 4) **Transparency:** Logib and all technical details about the method are available in English, German, French, Italian;
- 5) **Cost-efficiency:** no need of any sophisticated statistics programme or specialised know-how – Logib is based on Excel;
- 6) **Established international practice:** Germany, France, United Kingdom, Belgium, Netherlands, Luxemburg, Finland, Poland and Portugal made available a similar tool ([www.equal-pace.eu](http://www.equal-pace.eu))



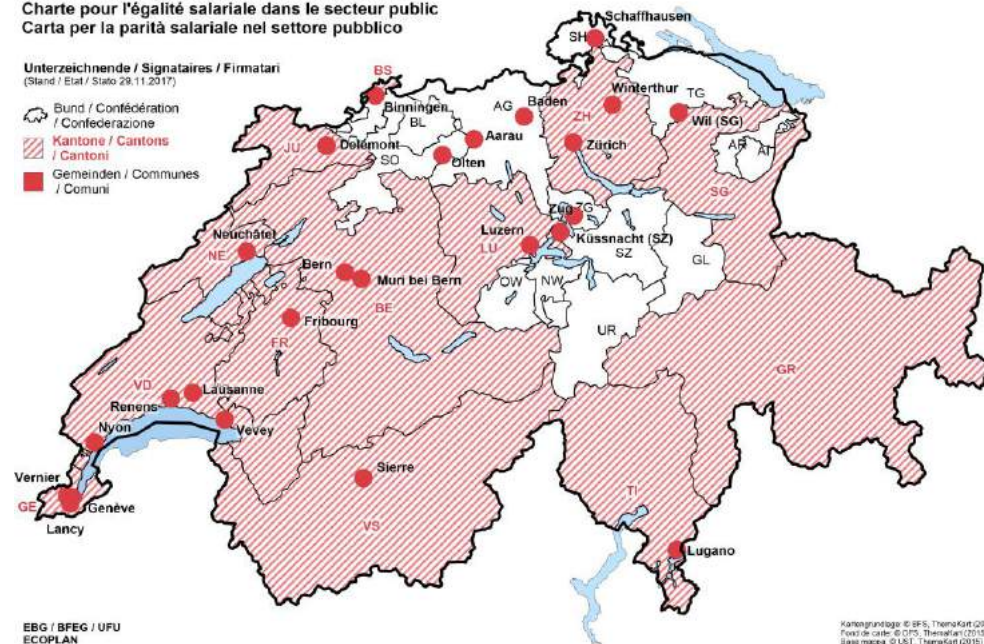
## Charta's signature – Strong political will



Charta der Lohngleichheit im öffentlichen Sektor  
Charte pour l'égalité salariale dans le secteur public  
Carta per la parità salariale nel settore pubblico

**Unterzeichnende / Signataires / Firmatari**  
(Stand / Etat / Stato 29.11.2017)

-  Bund / Confédération  
/ Confederazione
-  Kantone / Cantons  
/ Cantoni
-  Gemeinden / Communes  
/ Comuni





# Thank you for your attention

For more information:

[www.equality-switzerland.ch](http://www.equality-switzerland.ch)

