



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

Swiss Confederation

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

# Presentation of the LOGIB project in Switzerland

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# Swiss Federal Law on Public Procurement

## *Process principle*

(The contracting authority) places the order only with companies that can guarantee equal pay for those male and female employees providing the requested services in Switzerland



# Decree on Public Procurement

(The contracting authority) can initiate inspections to ascertain whether pay equity is guaranteed between the male and female employees concerned. The contracting authority may transfer this task to the federal, cantonal or municipal gender equality office.



# Why pay equity for procurement?

- Prevents distortion of competition
- Preserves social peace
- Complies with company's own regulations and international conventions (ILO, CEDAW)



# Requirements of an analysis tool

- Scientific method – regression analysis was recognized by Federal Supreme Court in 2003
- Transparency and traceability
- Simple data procurement: same data as official payroll statistics



# Salary-defining factors

The analysis tool examines:

- Personal qualification traits (education, purchasing experience, length of service)
- Workplace-related traits (workplace requirements, professional position)

If a difference is found = discrimination



# Measures and sanctions

- Contractual penalty
- Exclusion from the procedure, revocation of surcharge or dissolution of the contract
- Participation in new federal government procedure only once pay equity is proven



# Success and boundaries

- Analyses have been performed regularly
- Good collaboration with procurement agencies
- Analysis option reinforces the company's sensitivity to pay equity
- Reliable results only for companies with more than 50 employees





# Making a virtue of necessity

- The Federal office for Gender Equality can perform just 3-5 analyses per year for reasons relating to resources
- Appeal to companies to take responsibility



# Logib self-analysis tool

- Requires no knowledge of statistics
- Comes as a fixed component in Excel
- Is freely available at [www.logib.ch](http://www.logib.ch) as a download
- Uses the same equation as the federal government analysis tool for public procurement



# Dialogue on equal pay

- Agreement between employer-, employee organizations and government
- Purpose: taking responsibility for eliminating discrimination in pay
- Working with [logib.ch](https://www.logib.ch)



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# Success of [www.logib.ch](http://www.logib.ch)

- Dialogue on equal pay
- Label equal-salary
- Internationally protected brand
- Germany and Luxembourg have adapted Logib to their needs



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Thank you for your attention.