



Institut der deutschen
Wirtschaft Köln

Logib-D



Logib-D – A management tool to reduce the Gender Pay Gap in Germany

Exchange of good practices on gender equality

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Dr. Hans-Peter Klös

iW.KÖLN.WISSEN
SCHAFFT KOMPETENZ.

Logib-D: the institutional setting

Logib-D („Lohnleichheit im Betrieb – Deutschland“ = Pay Equality in Companies in Germany)

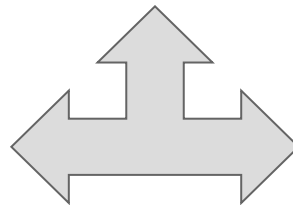
- ▶ ... was introduced by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth to tackle the gender pay gap in Germany (unadjusted: 23 % in 2010)
- ▶ ... goes along with other policy actions to reduce gender pay inequality
- ▶ ... provides a „double dividend“:
 - ▶ ... establishes a valuable instrument for business companies
 - ▶ ... makes aware of and how to overcome gender pay inequality
- ▶ ... is a management tool to enable firms to identify gender pay differences and their causes
- ▶ ... delivers additional HR-information
- ▶ ... can be used on a voluntary basis

Logib-D: a modular concept

- ▶ Data analysis tools (Excel- and Webtool)
- ▶ Consultation package
- ▶ Website (www.logib-d.de)

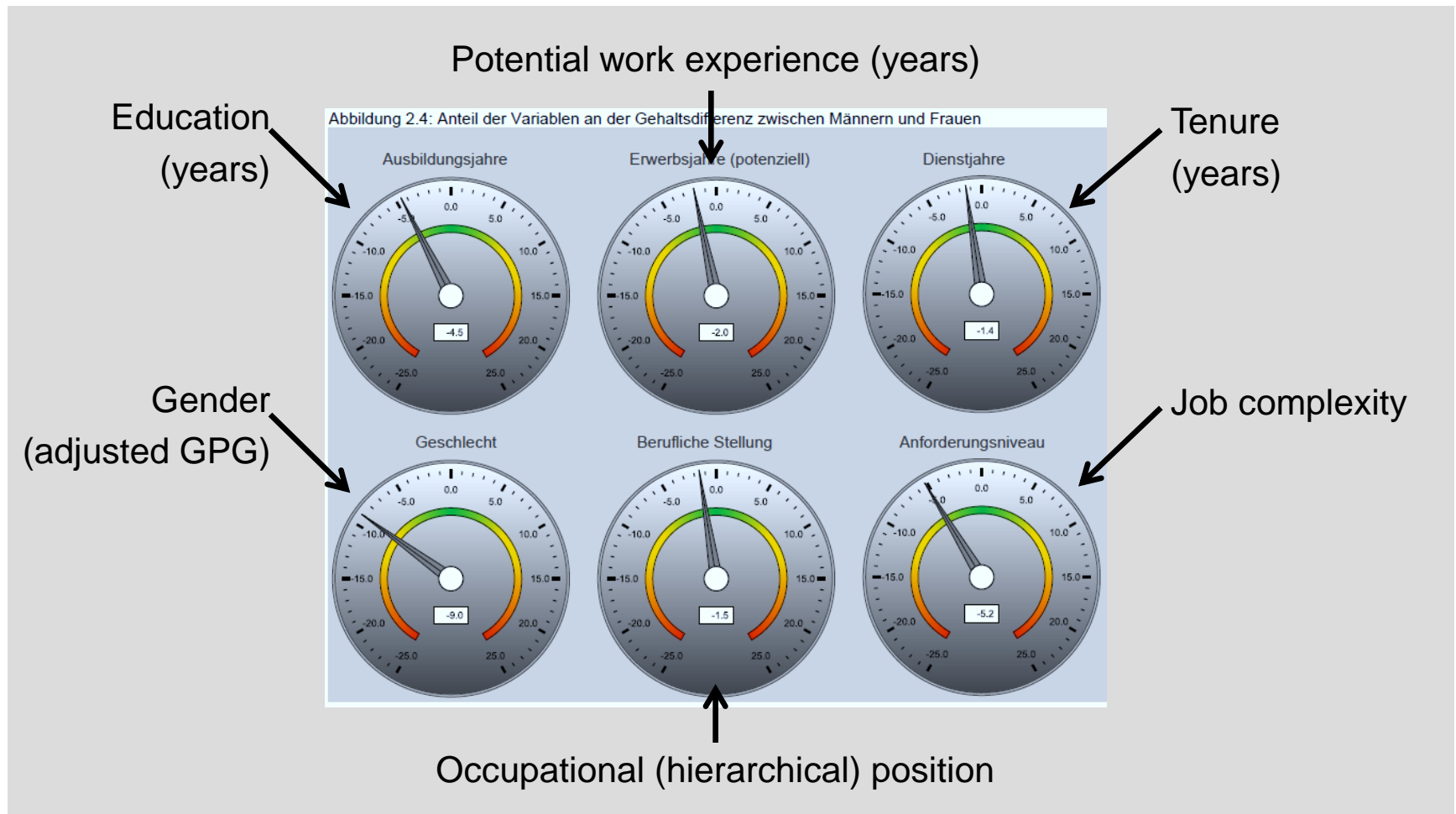
... to initiate
gender-related analysis of
payment structures and
personell arrangements

to provide
economic benefits



to reveal
causes of the gender pay gap

Logib-D: the Webtool

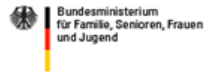


Source: www.logib-d.de

Logib-D: the consultation package

- ▶ **Consulting Partners: Baumgartner & Partner, Personalmarkt**
- ▶ **Until the end of 2012, a consultation package based on Logib-D is available free of charge for 200 business companies**
- ▶ **An application is required (via the Logib-D homepage)**
- ▶ **The participating firms are chosen periodically by a high-ranking advisory board**
- ▶ **Each successful firm obtains a comprehensive management-report with detailed statistics (as the major finding of the consultation process)**
- ▶ **Concluding the consultation process, the results are presented and concrete options for policy actions are discussed in an inhouse consulting workshop**
- ▶ **After the consultation process, the successful firms are awarded with the label „Logib-D geprüft“ (Logib-D approved)**
- ▶ **All Logib-D firms are entitled to join the „Logib-D Erfahrungszirkel“ (Logib-D Experience Circle), a forum to discuss gender-related topics with the ministry, the partners and other participants**

Logib-D: the official Website



Was ist Logib-D? | Logib-D anwenden | Beratung | Über Entgeltgleichheit | Aktuelles

Analysieren Sie jetzt mit dem kostenlosen Web-Tool direkt online Ihre Entgeltstrukturen!

"Faire Chancen motivieren!"
Mit dem Lohntest Logib-D machen sich Unternehmen auf den Weg, Gehaltsunterschiede zwischen Frauen und Männern zu beseitigen.
Und zwar im eigenen Interesse: Denn die Unternehmen brauchen das Potenzial gut ausgebildeter Frauen."
Kristina Schröder

Logib-D Beispielberichte
Überzeugen Sie sich von dem hohen Informationsmehrwert des Logib-D Webtools anhand drei typischer Beispielberichte im pdf-Format.
► Online Anwendung

Alles über Logib-D
Welche Chancen bieten Ihnen die Logib-D Entgeltanalyse und Beratung? Im Logib-D Flyer und hier erfahren Sie mehr...
► Was ist Logib-D?

Bewerben Sie sich jetzt!
Nutzen Sie die Chance und bewerben Sie sich für eines der 200 kostenlosen Beratungspakete zu Logib-D!
► Beratung

AKTUELLES

Label „Logib-D geprüft“ erstmals verliehen
Am 31. August 2011 zeichnete der Parlamentarische Staatssekretär Dr. Hermann Kues erstmals die erfolgreich beratenden Unternehmen mit dem Label „Logib-D geprüft“ aus. Diese und weitere noch zu beratende Unternehmen konnten im Anschluss im Rahmen des „Logib-D Erfahrungszirkels“ ihre Erfahrungen und Meinungen austauschen.
► Aktuelles

Best Practice Exchange - Logib-D
Unter dem Titel „Exchange of good practices in gender equality“ findet am 5./6. Dezember 2011 in Berlin ein gemeinsam von Österreich und Deutschland ausgerichteteter Austausch guter Praktiken statt. Im Rahmen einer von der EU-Kommission durchgeführten Veranstaltungsreihe wird Logib-D als erfolgreiches Beispiel für Maßnahmen zur Reduzierung des „gender pay gap“ in Deutschland vorgestellt.
► Zur Homepage der EU-Kommission

Logib international
Schweiz | Luxemburg | Europäische Kommission

Logib-D Schnellzugang
► Online Anwendung
► Excel Version
► Schritt für Schritt Anleitung

Logib-D: Concept and motivation

Using Excel/ Webtool and generate pdf-reports

Logib-D Label

Best Practice Exchange

News

Background information, especially in the field of gender pay inequality

Information about the consultation package: requirements, application procedure, appointments

Logib-D: lessons learned from exchange of experiences (I)

The first step: Rising the priority of gender pay equality

Strategic areas of action:

- ▶ Establishing internal transparency of remuneration structures and personell arrangements (to rise awareness)
- ▶ Involvement of the management board is required
- ▶ Developing a gender pay strategy
- ▶ Implementing the gender pay strategy in a comprehensive HR approach
- ▶ Integrating gender pay equality in the companies' general principles and in individual target agreements

Logib-D: lessons learned from exchange of experiences (II)

The second step: Implementation of the gender pay strategy

Functional areas of action:

- ▶ Integrating key figures of gender pay inequality in the companies' reporting framework
- ▶ Enabling part-time leadership, especially for females
- ▶ Supporting females' careers (with training, mentoring, ...)
- ▶ Establishing child care concepts
- ▶ Staying in contact with parents during parental leave
- ▶ Communication of best practice is essential

Logib-D: Conclusion

- ▶ The Logib-D „pentathlon“ modules 1) website, 2) excel-/webtool, 3) consultation package , 4) label „Logib-D approved“ and 5) experience circle „Logib-D“ seem to be fairly suitable to rise overall awareness for questions of pay equality on a company as well as on a societal level.
- ▶ Logib-D is an effective management tool to conduct gender-related analyses of remuneration structures and personell arrangements.
- ▶ Logib-D constitutes an additional value for firms, e.g.
 - ▶ The outcome of the Logib-D tools are supposed to be a regular extension of the firms‘ reporting framework
 - ▶ The label „Logib-D geprüft“ is supposed to enhance companies‘ reputation and especially the recruitment of qualified female employees („employer branding“)