The path to equal pay: public and private sector initiatives

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Equal pay, a Swiss Priority

https://www.youtube.com/watch?v=QkxTYniubEI
Many changes in Swiss society over time

Government 1848

Government 2019

Family 1945

Family 2019
More has to be done!
Gender wage gap in OECD countries
Data refer to median earnings of full-time employees, 2015 or latest available year

Swiss path to equal pay


- **LOGIB**, a self-analysis tool for companies, free of charge to fight the unexplained, unjustified part
- **Charter for equal pay in the public sector**
- Checks of pay equity within **public procurements**
- Mandatory pay equality analysis for **all companies with 100 and more employees**
New law to fight pay discrimination

- All companies with **100 and more employees** are obliged to carry out an analysis every 4 years.
- The **method** used has to be compliant with scientific and legal norms.
- The Federal Council provides employers with a **standard analysis tool free of charge**.
- This analysis has to be reviewed by an **independent 3rd party** (e.g., an audit firm).
- The results have to be **communicated** to the employees and shareholders where applicable.

- Perspective: name, praise or shame
Important topic for companies

- Results of a representative survey 2015 (part of regulatory impact assessment):
  - strong interest in the topic of pay equality: 2’700 companies contacted - 1’305 answers; response rate of 48%;
  - around 65% of companies think government measures aimed at the enforcement of pay equality make sense;
  - the effort for a self-test with Logib is considered proportionate;
  - self-tests are effective: 50% of companies that carried out a self-test made adjustments, usually raising women’s wages.
Equal Pay International Coalition

• The Equal Pay International Coalition (EPIC) is the only multi-stakeholder partnership working to reduce the gender pay gap at the global, regional and national levels.
• Current members: Australia, Canada, Germany, Iceland, Jordan, New Zealand, Panama, Portugal, South Africa, Switzerland (chair of the Steering Committee), Republic of Korea, Portugal, U.K., ILO, OECD, UN Women, the International Trade Union Confederation, the International Organisation of Employers.
• By joining EPIC, stakeholders demonstrate their commitment to achieving Sustainable Development Goal SDG and gain access to an invaluable network of support and expertise.
Importance of EPIC for Switzerland

• Fulfill our commitments (Constitution, CEDAW, ILO 100)
• Support an international dynamic and the achievement of SDGs
• Ensure justice for women and facilitate their economic empowerment in the short and long terms, in Switzerland as well as in other countries
• Contribute to fair competition between companies, both at the national and global levels
• Identify and share good practices

For Switzerland, social partnership and multilateralism are essential values.
Recommendations

For governments
• Adopt and implement policies for gender equal pay
• Check in details that your administration is indeed applying the principle of equal pay for work of equal value (ILO 100)
• Join Equal Pay International Coalition EPIC

For companies
• Be fair and transparent about your salary system; make regular checks, using a sound method, to make sure that you are respecting the principle of equal pay for work of equal value

For individuals
• Get information about your employer's salary system
• Negotiate as best as you can, stating clearly to your company that you expect your employer to respect gender pay equality

Walk the talk and talk the walk!
Equal pay benefits the whole society

UN Public Award 2018 for Switzerland