



Schweizerische Eidgenossenschaft
Confédération suisse
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The path to equal pay: public and private sector initiatives

Global Summit of Women, Basel, July 2019

Sylvie Durrer, Director, Federal Office for Gender Equality FOG



Many changes in Swiss society over time



1848



2019



Ciné-Journal suisse - Portrait de la femme suisse d'aujourd'hui (1945)

1945



2019

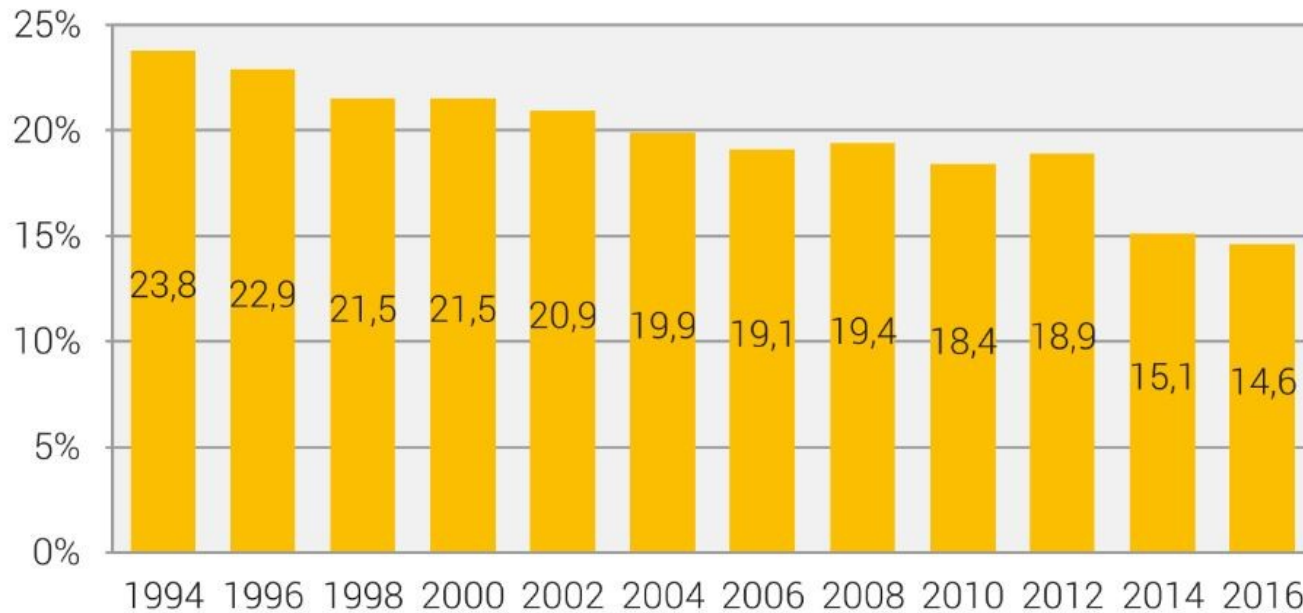


Gender pay gap in Switzerland

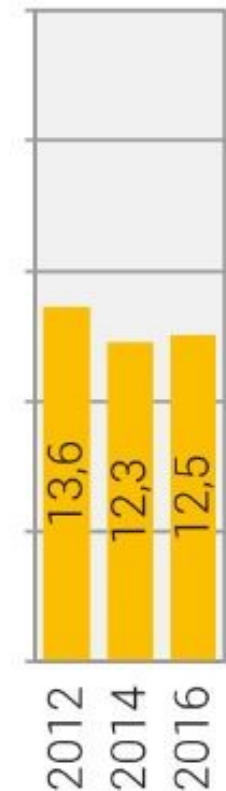
Private and Public sector (median)

Private sector

Différence salariale



Public sector



Source: OFS – Enquête suisse sur la structure des salaires (ESS)

© OFS 2018



Scope of activities and issues

- Equality at work:
 - Equal pay
 - Work-Life balance
 - Women in leading positions
 - Fight against sexual harassment
 - Gender diversity in all professional sectors
- Elimination of domestic violence and violence against women
- Participation in drafting legislation
- Comments for the Federal Supreme Court
- National and international cooperation and networking





GPG, a multi-factorial issue

Men



Women

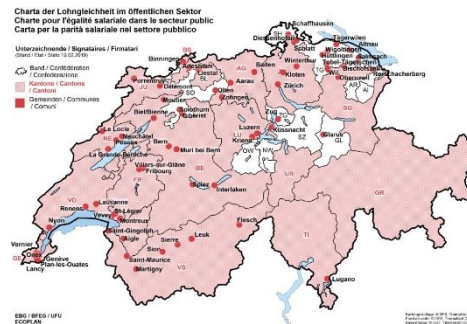


Unexplained - Unjustified

**Explained
by objective factors:**

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

- **LOGIB**, a self-analysis tool for companies, free of charge
- **Charter for equal pay in the public sector**
- Checks of pay equity within **public procurements**
- Mandatory pay equity analysis for **all companies with 100 and more employees**





The self-test tool Logib

www.logib.ch



- 1) **Reliability:** Logib relies on a solid scientific method accepted by the Swiss Federal Supreme Court in 2003 (OLS regression analysis - following explanatory characteristics: *years of training, potential years of employment, years of service, required level of professional skills, professional position and sex*);
- 2) **Feasibility:** only standard data needed (those required in official payroll statistics) no need of women and men in every position with exactly the same qualifications to evaluate wage equality – suitable for all businesses with at least 50 employees;
- 3) **Transparency:** the Logib tool and all technical details about the method used as well as instructions are publicly available in German, French, Italian and English;
- 4) **Autonomy:** Logib can be downloaded anonymously and free of charge - employers themselves can check their wage practice and see whether they comply with the requirement of equal pay for women and men (online tutorials, detailed instructions and a helpline are available);
- 5) **Cost-efficiency:** no need of any sophisticated statistics programme or specialised know-how – Logib is based on Excel and thus directly applicable on a lot of workplaces without extra training for the personnel;
- 6) **Established international practice:** UN Public Service Award, etc.



Need of strong political will

Charter for equal pay in the public sector

- Charter was launched by Minister Berset September 2016
- Signatories agree to carry out regular checks to ensure the respect of equal pay within
 - the public administration
 - corporations close to the public administration
 - companies receiving public procurement or subsidies.
- The Confederation, 16 cantons and 77 communes have signed the agreement (state June. 2019)





New law to fight pay discrimination

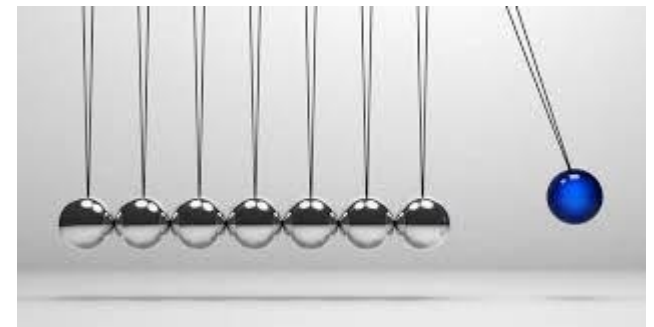
- All companies with 100 and more employees (without apprentices) should be obliged to carry out an analysis every 4 years.
- The method used should be compliant with scientific and legal norms.
- The Federal Council provides employers with a standard analysis tool free of charge.
- This analysis would have to be reviewed by an approved independent 3rd party (eg an audit firm), and the results communicated to the employees and shareholders where applicable.
- If the results are satisfactory, the analysis doesn't have to be repeated.





Pay equality issue for Swiss 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.
- The EPIC Steering Committee is currently chaired by Switzerland with members including Canada, Germany, Iceland, Jordan, New Zealand, Panama, South Africa, 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 8.5 and gain access to an invaluable network of support and expertise.



EPIC

Equal Pay International Coalition

EQUAL PAY FOR WORK OF EQUAL VALUE



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.*





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14.06.2019

Loud and lila : Marches for gender equality



Bern



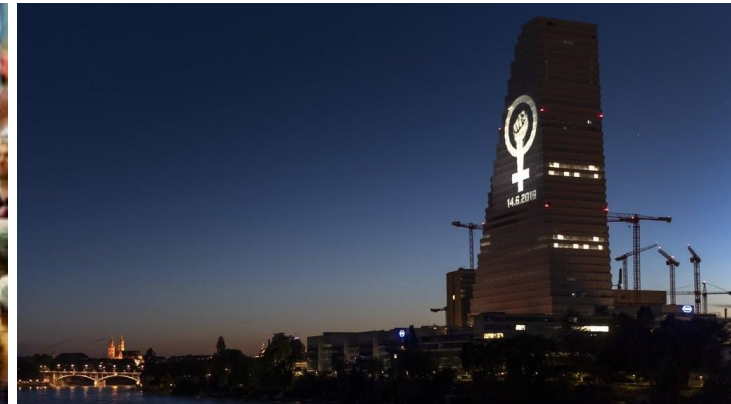
Zürich



Lausanne



Geneva



Basel



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Thank you for your attention !



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Equal pay, a Swiss Priority

UN Public Award 2018 for Switzerland



<https://www.youtube.com/watch?v=QkxTYniubEI>