



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

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

10th Meeting of the Gender Equality Commission

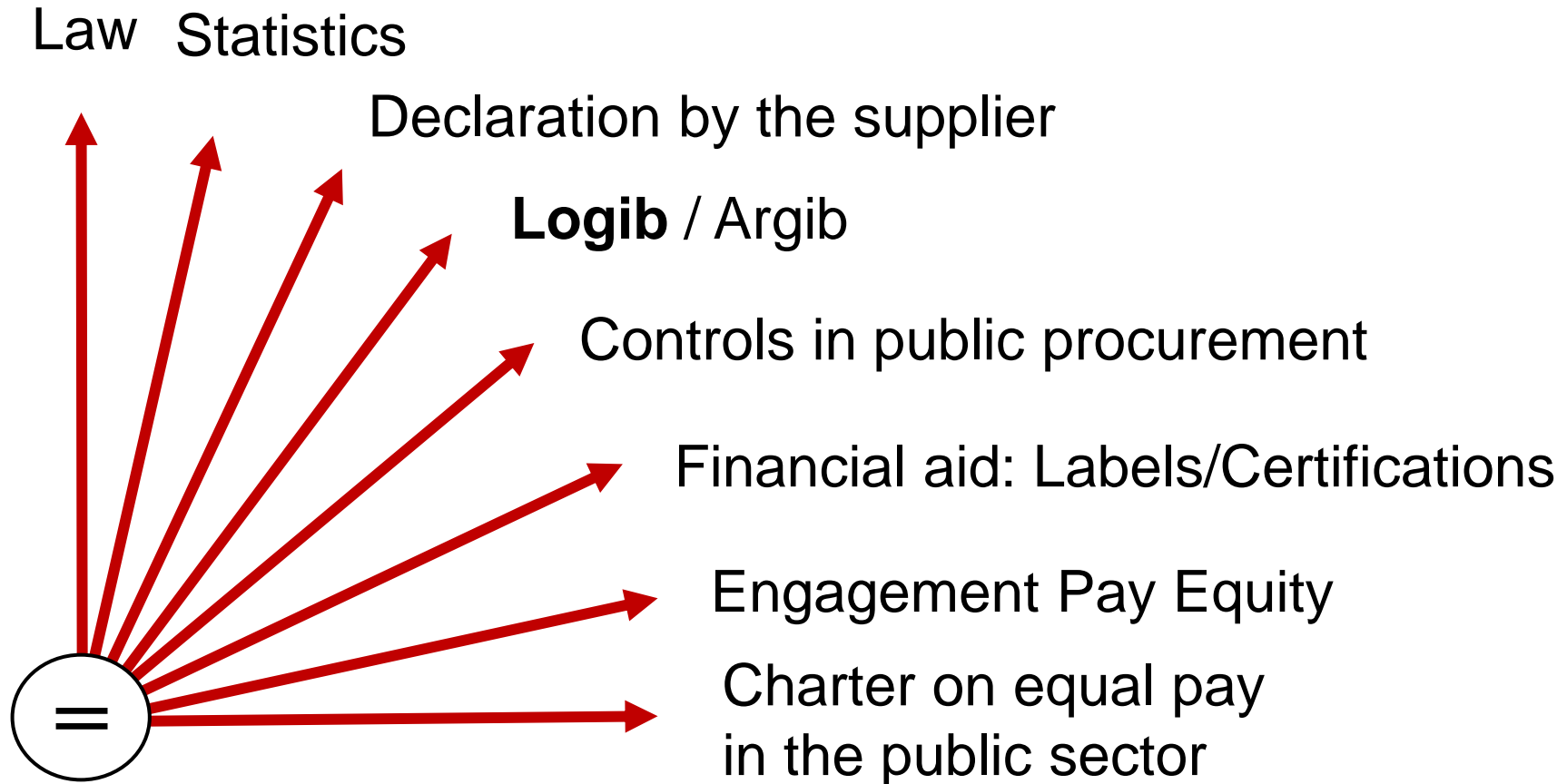
The Swiss programme to eliminate gender pay discrimination

Dr. Steve Binggeli

18 November 2016
Strasbourg, France



What does the Swiss administration do to eliminate gender pay discrimination ?





Legal bases

Swiss Federal Constitution (art.8)

“... Men and women shall have the right to equal pay for work of equal value”

Federal Act on Gender Equality (art. 3)

“Employees must not be discriminated against on the basis of their sex”

“This prohibition applies in particular ... to pay”

Federal Act on Public Procurement (art. 8)

[The contracting authority] will only award a contract to a tenderer who guarantees the equal treatment of men and women providing services in Switzerland in respect of salary.

Ordinance on Public Procurement (art. 6)

The Federal Office for Gender Equality FOGE carries out controls. To this end it may require the support of external experts to conduct the controls.



National statistics

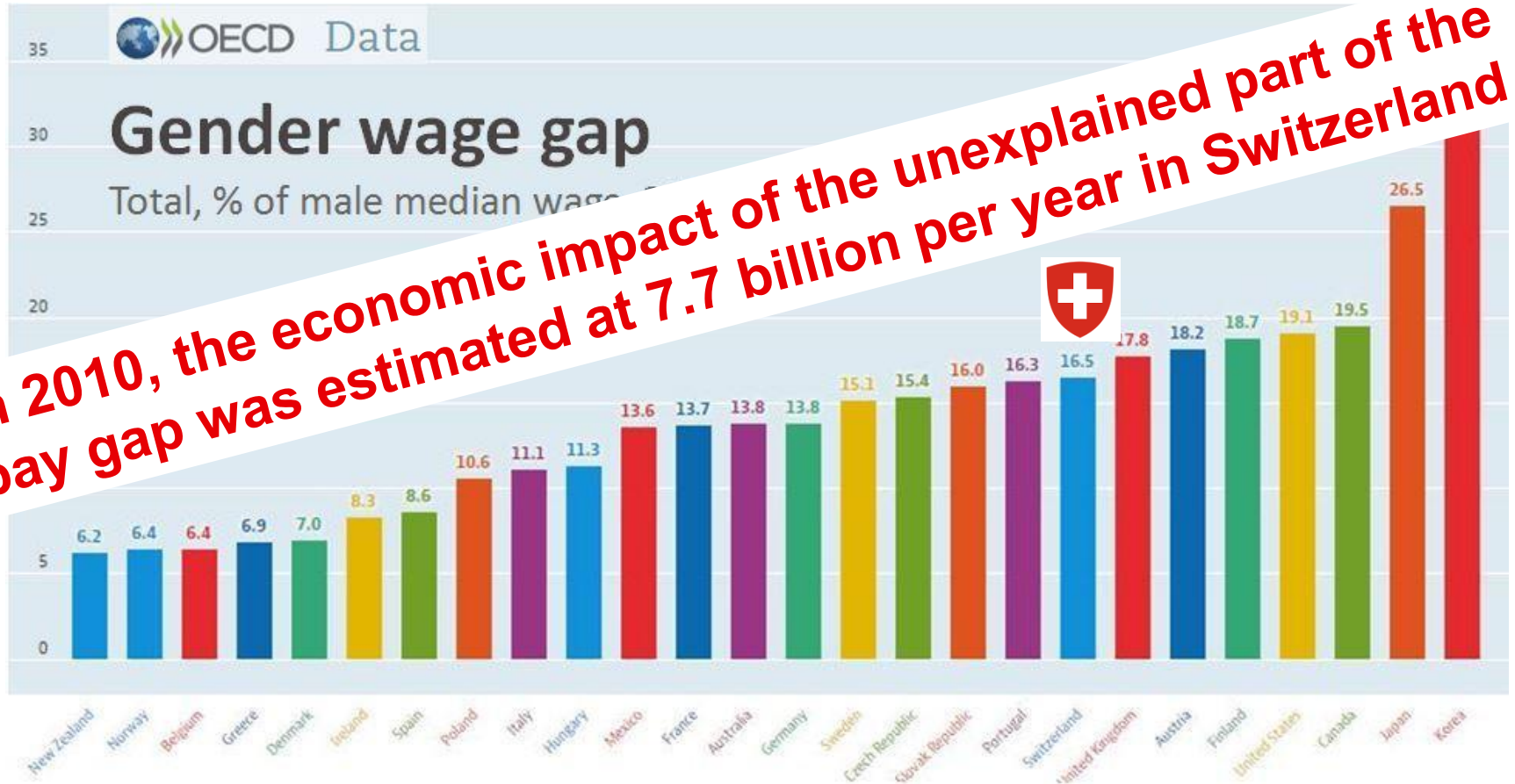
<i>Gender wage gap in 2012 (in %)</i>					
	<i>Median gap</i>	<i>Average gap</i>	<i>Explained part</i>	<i>Unexplained part</i>	<i>Average unexplained gap</i>
Private sector	16.8	21.3	59	41	8.7
Public sector	14.5	16.5	61	39	6.5
Overall	14	19.3	56	44	8.3

Statistical approach
Explaining

Legal approach
Justifying



National statistics





Declaration by the supplier

- For every offer, a member of the board has to sign this declaration to confirm that his/her company as well as its subcontractors and sub-suppliers respect a number of working conditions, including equal pay
- According to the declaration introduced in 2016, suppliers and their first-level contractors with over 50 employees have to provide evidence of the way they have checked their wage practice

<p>The wage practices were checked as follows:</p> <p><input type="checkbox"/> Logib self-test (www.logib.ch).</p> <p><input type="checkbox"/> Through an extern (_____)</p> <p><input type="checkbox"/> State-controlled equal pay by</p> <p><input type="checkbox"/> confederation <input type="checkbox"/> canton <input type="checkbox"/> city/commune</p>	<p>Wage data of the month: _____</p> <p>All things being equal, women earn _____ % <input type="checkbox"/> more <input type="checkbox"/> less</p> <p>The procurement tolerance threshold of 5% <input type="checkbox"/> is respected <input type="checkbox"/> is not respected</p>
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Results of the controls conducted since 2006

Number of controls conducted	57
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No systematic discrimination (non significant gender coefficient)	25
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Problems observed (gender coefficient sign above 0 but not above 5%)	24
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Violation of the conditions to participate in Federal public procurement (gender coefficient significantly above 5%)	8
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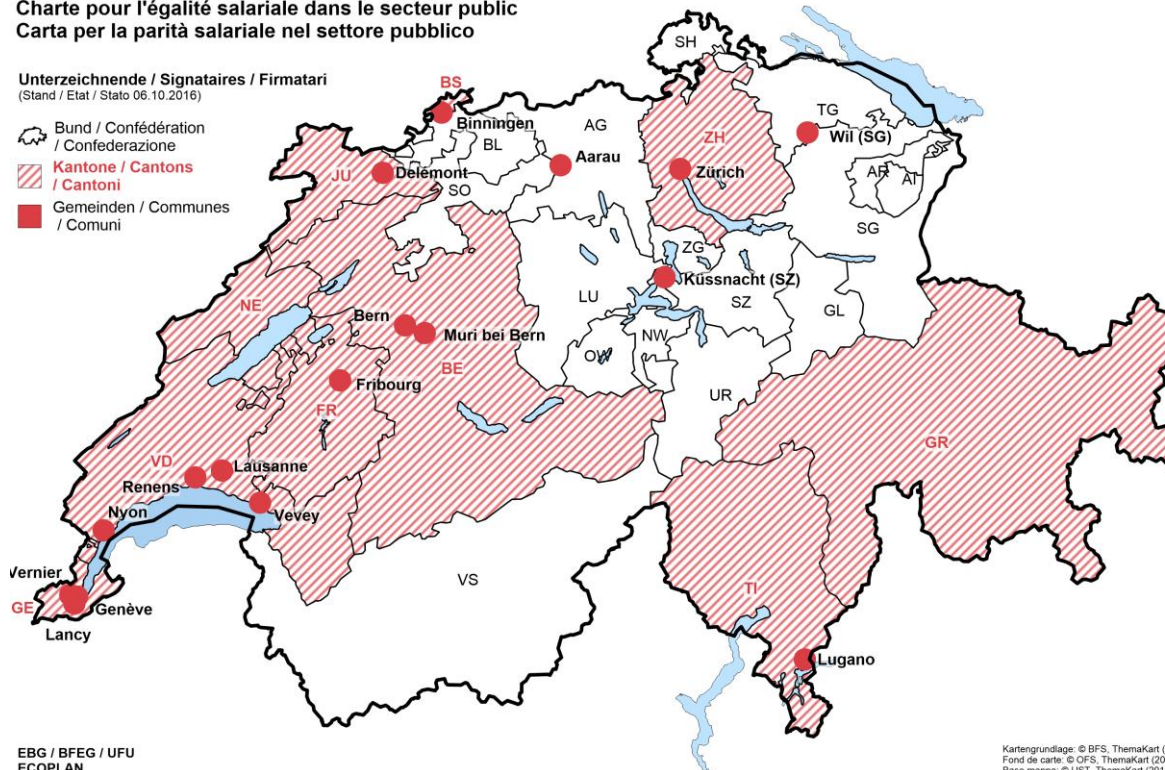


Charter on equal pay for the public sector

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 06.10.2016)

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



EBG / BFEG / UFU
ECOPLAN

Kartengrundlage: © BFS, ThemaKart (2015)
Fond de carte: © OFS, ThemaKart (2015)
Base mappa: © UST, ThemaKart (2015)

- The charter has been developed by the FOGE and signed in September 2016 by the government as well as 25 cantons and municipalities.
- Among other actions, signatories are committed to conduct equal pay analysis on a regular basis and to enforce, within public procurement and/or subsidies, wage equality by introducing control mechanisms.



The self-test tool

- Logib has been developed by the FOGE to assess whether the pay practice of an organisation with 50 or more employees respects gender equality
 - **Autonomy:** Can be downloaded anonymously and free of charge
 - **Cost-efficiency:** Businesses should have the required data
 - **Feasibility:** Based on Excel, does not require any specialised know-how
 - **Reliability:** Solid scientific method accepted by the Swiss Federal Supreme Court
 - **Transparency:** Logib, technical information, methods and instructions are publicly available in German, French, Italian and English
 - **Established international practice:** Adapted in many European countries



www.logib.ch



The origins of Logib



The legal basis: Federal Act on Public Procurement

- **Federal Act on Public Procurement (art. 8, para. 1, let. c) - 1994**
 - [The contracting authority] will only award a contract to a tenderer who guarantees the equal treatment of men and women providing services in Switzerland in respect of salary.
- **Ordinance on Public Procurement (art. 6) - 1995**
 - The Federal Office for Gender Equality FOGE carries out controls. To this end it may require the support of external experts to conduct the controls.



The method : ATF 130 III 145

- In 1996, a multinational society was sued by a female lawyer for wage discrimination
- One of the two forensic examinations was entrusted to Prof. Yves Flückiger (University of Geneva) who used a new method to investigate the case :



1. The burden of proof was reversed by revealing that the gender inequalities were larger in the company than in its reference market
 2. A statistical analysis including the company's relevant wage variables showed, everything being equal, that women were paid significantly less than men
 3. The estimation of employees' salary was so accurate, that it was possible to determine objectively which employees were over, correctly or underpaid
- In 2003, the Swiss Federal Supreme Court accepted for the first time the use of this statistical analysis (regression) and sided with the plaintiff



The standard analysis model (SAM): Pilot study and implementation in Excel

- In 2001, the FOGE mandated the Office of Labor Policy Studies and Social Policy (BASS) to develop a SAM in order to monitor the compliance with equal pay between women and men
- The tool had to address constraints that were...
 - Scientific
 - Legal
 - Practical
- In 2004, BASS published the results of its pilot study and delivered a SAM that was scientifically based and well accepted by companies
- The SAM was then been implemented in an Excel file, which was given the name Logib (**L**ohn**g**leichheit **I**nstrument **B**und)



The scientific validation

- In 2015, a scientific evaluation was conducted by Prof. Christina Felfe from the University of St. Gallen (Felfe, Trageser, Iten, 2015)
 - The evaluation acknowledges that the statistical method used in the SAM corresponds to the current state of scientific knowledge
 - The variables included to justify wage differences are suitable
 - The tolerance threshold of 5% has proven itself in practice
- This evaluation included an online survey completed by 1305 businesses (response rate 48%), in depth interviews with 50 businesses and interviews with various experts



The viewpoint of businesses

- 66% of businesses who have carried out an internal statistical analysis of their wage practices (without outside assistance) have used Logib
- 72% of the businesses that used Logib considered it suitable to highlight wage inequalities between the genders
- 90% of businesses regard the administrative workload associated with the check as not very significant or even insignificant
 - 2 days for medium-sized business (50 to 249 employees)
 - 3 days for large business (250 to 999 employees)
 - 8 days for very large business (more than 1000 employees)

Note: This workload is halved from the second analysis onwards.
- Criticisms of Logib mainly concern its standardisation



International recognition



- Logib has been adapted in several European countries, like Czech Republic, Finland, Flemish-Belgium/the Netherlands, France, Germany, Luxembourg, Poland and the United Kingdom
- Logib is described as good practice by the following institutions:
 - OECD
 - European commission – Justice
 - ILO
 - UN
 - Oregon Council on Civil Right
 - ...



The Standard Analysis Model



The standard analysis model

- The SAM describes the Confederation's procedure for controlling compliance with wage equality regulations in companies with more than 50 employees. It consists of two components:
 - a) a statistical methodology: semi-logarithmic OLS regression analysis;
 - b) a model with the following explanatory characteristics: years of training, potential years of employment, years of service, required level of professional skills, professional position and sex;



Criteria to select variables

The selected variables respond to the following criteria:

- Scientific
 - Variables with high explanatory potential
- Legal – non discriminatory variables
 - No or low discriminatory potential
 - No or limited bias potential in the operationalization
- Practical
 - Companies should be treated equally
 - Limited costs for data collection



Variables included in the SAM

$$\ln(Y_i) = \beta_0 + \beta_1 * FORM_i + \beta_2 * EXP_i + \beta_3 * EXP_i^2 + \beta_4 * ANC_i + \beta_5 * COM_i + \beta_6 * PP_i + \beta_7 * SEXE_i$$

Dependent variable
“wage”

Independent variables

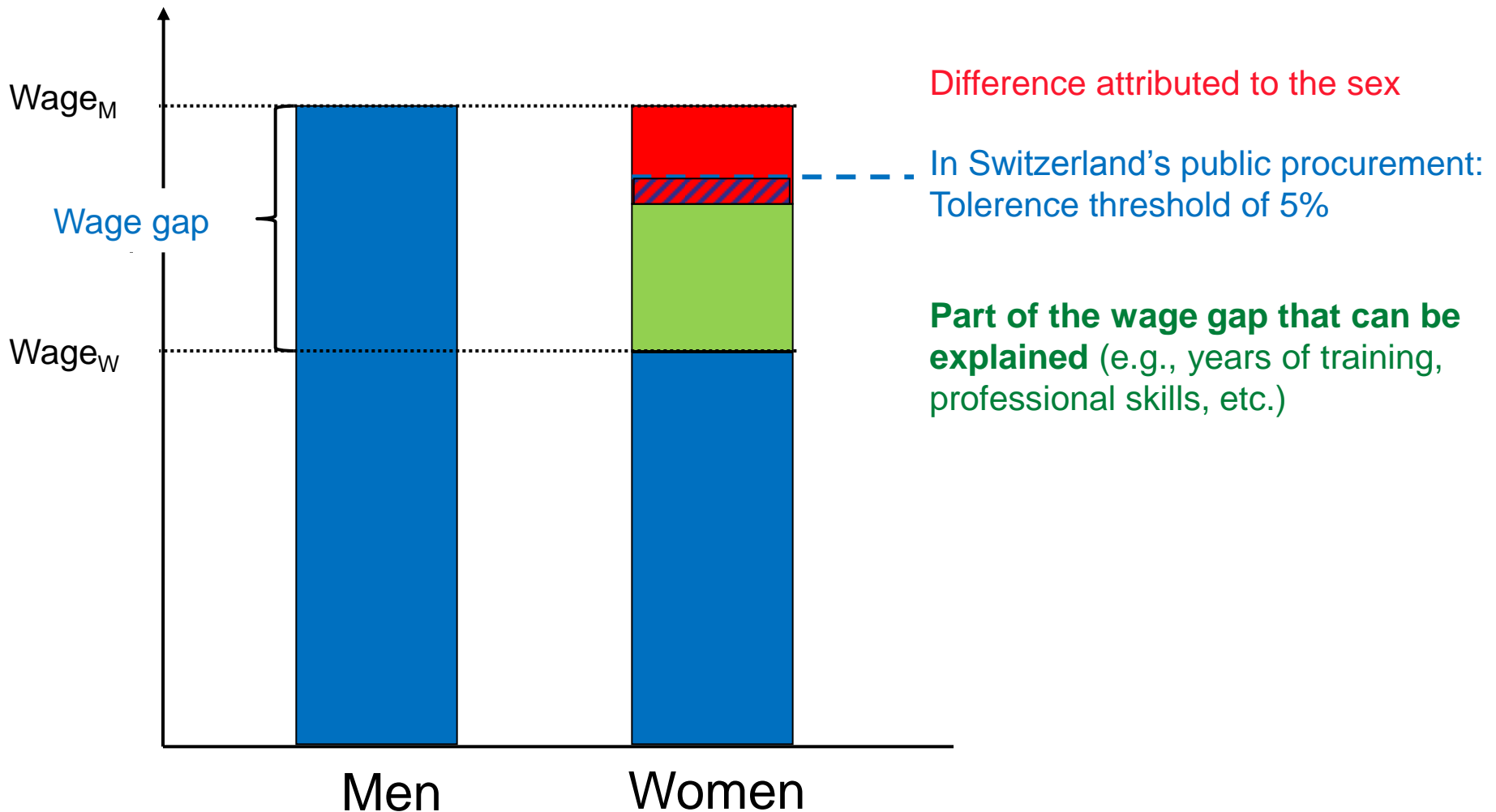
Influence of gender
on wage

- *FORM* = Years of training
- *EXP* = Potential experience
- *ANC* = Years of service

- *COM* = Required professional skills
- *PP* = Professional position
- β_7 = Discrimination coefficient



Wage





Systematic vs Individual Discrimination

- The SAM's regression analysis may detect **systematic discrimination** with regard to wage practice. This wage discrimination is:
 1. between all women and all men in the organization
 2. and statistically significant above a tolerance threshold of 5% (Federal public procurement)
- **Individual discrimination** refers to wage discrimination which concerns at least two people of the opposite sex who hold:
 - the same function,
 - functions of equal value



The absence of systematic discrimination does not exclude one or more cases of discrimination at individual or group level!



Logib 3.0



Logib step by step

Logib requires five steps to determine the compliance with equal pay between women and men

1. Downloading Logib and the Excel list from Internet
2. Entering employee data in the Excel data list
3. Importing the data list into Logib
4. Checking data and starting the analysis
5. Interpreting the analysis

Logib tutorial: <https://www.youtube.com/watch?v=-1zCJ6uJubE>



1. Downloading Logib

www.logib.ch

The screenshot shows the website interface for downloading Logib. At the top, there is a navigation bar with 'Federal Administration', 'FDHA', and 'FOGE'. The main header includes the Swiss flag and the text 'Schweizerische Eidgenossenschaft', 'Confédération suisse', 'Confederazione Svizzera', and 'Confederaziun svizra'. The page title is 'Federal Office for Gender Equality FOGE'. A dropdown menu is visible with the text '-- Please select --'. Below the header, there is a 'Topics' section with 'FOGE' selected. The main content area features a breadcrumb trail: 'Home > Services > Equal pay self-test... > Download Logib'. A 'Print version' link is provided. The main heading is 'Download Logib'. Below this, there is a section titled 'Free Logib download version 3.0 (July 2016)'. This section lists three download options:

- [Logib Software Version 3.0](#)
Last modification: 28.09.2016 | Size: 3643 kb | Type: XL.SM
- [Excel data list V3.0: Datalist e.xlsx](#)
Last modification: 31.10.2016 | Size: 31 kb | Type: XL.SX
- [Logib - step by step \(version 3.0\)](#)
Last modification: 19.09.2016 | Size: 3805 kb | Type: PDF

The footer contains the text 'Federal Office for Gender Equality FOGE' and the email address 'ebg@ebg.admin.ch' along with a link to the 'Legal framework'.



2. Entering employee data in the Excel data list Statistical population

- The analysis is conducted on an independent legal entity (min. 50 employees, including 10 men and 10 women)
- A reference month should be selected to conduct the analysis
- In principle, all persons employed in the company should be entered in the Excel data list. In particular, this also includes direction members or partners.
- Certain groups of employees with a special employment situation are excluded from the analysis (e.g., apprentices, trainees, expats)



Personal and workplace data

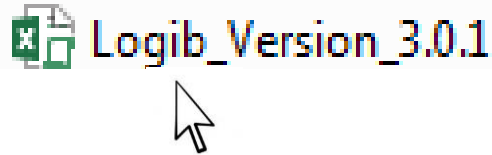
Age or year of birth	Several formats possible
Sex	1 = male, 2 = female
Number of years of service	Several formats possible
Education and training	8 levels (1=University, 8=Compulsory school)
Level of required professional skills	4 levels (1= Demanding and most difficult work, 4=Simple and/or repetitive activities)
Professional position	5 levels (1= Senior and higher level management, 5= No management function)
Activity/function	Title of the function or job carried out according to the functional specifications
Work-time percentage or hours paid during reference month	In order to standardize all wages to a 40-hour week
Wage components	Gross wages Allowances 13 th salary Special payments



Key number (personnel number, ID, AHV)	Age (date of birth, year of birth, age)	Sex	Years of service (date of entry, year of entry, number of years of service)	Training	Function (job carried out)	Required level of professional skills (imported or entered manually)	Professional position	Employees paid monthly: activity rate as %	Employees paid hourly: number of paid hours in reference month	Basic wage	Allowances (Shift, Sunday, night work and other extra pay for difficult conditions, 1/12 of the annual total amount)	13th monthly wage (usually 1/12 of the basic wage)	Special payments (1/12 of the annual total amount)
1	68	1	31	7	Produktion		5	0	125	4410	0	367.5	0
2	68	1	11	6	Verkauf		5	60	0	5800	0	483.333	93
3	68	2	6	7	Produktion		5	60	0	2700	0	225	0
4	68	1	41	6	Drucker		5	0	100	7160	0	596.667	0
5	68	1	18	7	Hilfsarbeiter		5	60	0	4750	0	395.833	0



3. Importing the datalist into Logib Opening Logib



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Swiss Confederation

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



Editor

Federal Office for Gender Equality

Technical design and implementation

Silvia Rothen | ecotronics Bern

Selection of language

English

Move on to the introduction

**Logib
Equal pay self-test
tool**

Logib is an Excel tool
for (self) assessment of
pay equity



General information on the company

1. General information

The columns designated with an * are mandatory.

Reference month

Data entered for Month * year

Size of company

Employees

Usual weekly working hours during the reference month

Hours per week (at 100% employment) * Hours

If employee (AN) on hourly wage

Are you entering paid hours for employee on hourly wage?

Usual annual working hours in reference year

Usual annual working hours: gross or net?

For hourly paid employee enter all wage components as follows:

<input type="text" value="1"/> No	*
<input type="text"/>	Hours per year
<input type="text"/>	
<input type="text"/>	Vacation/public holiday allowance

Continuation

You can enter the data in the following 2 ways :

Data import from list (Excel, text, data_form.xlsx)

Please note:

You can import a maximum of one file!

The number and order of the columns is fixed (see sample files).

Following the import, you can revise the data manually on a worksheet.

Data import from form with header data (Exportform_d_....xlsx)



Importing data

1. General information

The columns designated with an * are mandatory.

Reference month

Data entered for Month

Size of company

Employees

Usual weekly working hours during the reference month

Hours per week (at 100% employment)

If employee (AN) on hourly wage

Are you entering paid hours for employee on hourly wage?

Usual annual working hours in reference year

Usual annual working hours: gross or net?

For hourly paid employee enter all wage components as follows:

Continuation

You can enter the data in the following 2 ways :

Please note:

You can import a maximum of one file!

The number and order of the columns is fixed (see sample files).

Following the import, you can revise the data manually on a worksheet

Import settings

Your data to be imported have the following format:

Year of birth: _____

Year of birth, e.g. 1982

Date of birth, e.g. 24.03.1982

Age in years, e.g. 23

Sex _____

Character or number for "male," e.g. 1

Character or number for "female," e.g. 2

Years of service _____

Number of years of service, e.g. 5

Year of entry, e.g. 2000

Date of entry, e.g. 01.06.2000



4. Checking data and starting the analysis

2. Individual information:

Switch to job list sheet and allocate each function to a level of skills
On the current sheet check and complete any coloured data cells
Start the analysis. After analysis data can no longer be altered.
The columns designated with an * are mandatory.

Start evaluation	Start data entry again	Export data	Order by job
------------------	------------------------	-------------	--------------

No.	Personal characteristics				Training, characterist. of workplace				Working hours		Salary in francs corresponding to the degree of employment in the reference month									
	Key	Year of birth	Sex	Years of service	Training	Function (job carried out)	Skill level import/manual	Level of skills from list (job list sheet)	Level of skills for analysis (Column G overrides column H)	Professional position	Employee's hourly wage: level of employment	Employee's hourly wage: paid hours during the reference month	Basic wage	Allowances	13th monthly wage (amount in reference month)	Special payments	Usual weekly working duration	Usual annual working hours in reference year	Statistical population	Remarks
*	*	*	*	*	*	*			*	*	*	*	*	*	*	*				
1	1948	1	31	7	Produktion			4	4	5	0.00	125.00	4'410	0	368	0	42.0			
2	1948	1	11	6	Verkauf			3	3	5	60.00	0.00	5'800	0	483	93	42.0			
3	1948	2	6	7	Produktion			4	4	5	60.00	0.00	2'700	0	225	0	42.0			
4	1948	1	41	6	Drucker			3	3	5	0.00	100.00	7'160	0	597	0	42.0			
5	1948	1	18	7	Hilfsarbeiter			4	4	5	60.00	0.00	4'750	0	396	0	42.0			
6	1948	2	14	6	Verkauf			3	3	4	60.00	0.00	4'560	0	380	854	42.0			Teamchef



5. Interpreting the analysis

	Regression based on characteristics related to personal qualifications only	Standard regression
	Considered are Personal characteristics - years of training - (potential) years of employment - years of service	Considered are Personal characteristics - years of training - (potential) years of employment - years of service characteristics connected to workplace - required level of skills - professional position
Women earn under otherwise the same conditions	8.6% less	4.0% less
The wage equality between men and women in the stricter sense		is not respected
The tolerance threshold of 5% applied within the scope of the procurement		is respected
R2	0.640	0.877
Interpretation of R2	The model explains 64% of wage variability	The model explains 88% of wage variability
Statistical identification numbers		
Discrimination coefficient	-0.090	-0.041
Standard error of the discrimination coefficient	0.023	0.014
Total number of data records	340	340
Statistical population (normal employment contracts)	340	340
Not taken into account	0	0
Statistical population valid/included in the analysis	296	296
Women	124	124
Men	172	172



Other examples

A conditions par ailleurs égales, les femmes gagnent	0.1% de moins	3.4% de moins
L'égalité salariale au sens strict entre femmes et hommes	est respectée	n'est pas respectée
Le seuil de tolérance de 5%, appliqué dans le cadre des marchés publics	est respecté	est respecté
R2	0.939	0.817
Interprétation de R2	La variabilité des salaires est expliquée à 94% par le modèle	La variabilité des salaires est expliquée à 82% par le modèle

A conditions par ailleurs égales, les femmes gagnent	9.0% de moins	5.4% de moins
L'égalité salariale au sens strict entre femmes et hommes	n'est pas respectée	n'est pas respectée
Le seuil de tolérance de 5%, appliqué dans le cadre des marchés publics	n'est pas respecté	est respecté
R2	0.912	0.942
Interprétation de R2	La variabilité des salaires est expliquée à 91% par le modèle	La variabilité des salaires est expliquée à 94% par le modèle



Distribution of the wage difference

	amount	Portion of wage difference	In % of men's salary
Total wage difference	1'174	100.0%	16.6%
Explained by differences in personal qualification characteristics and workplace-related features	892	76.0%	12.6%
Explained by gender	282	24.0%	4.0%



Difference between effective and predicted salary

Training, characterist. of workplace				Working hours			Salary in francs corresponding to the degree of employment in the reference month											
* Function (job carried out)	Skill level Import/manual	Level of skills from list (job list sheet)	Level of skills for analysis (Column G overrides column H)	* Professional position	* Employee's hourly wage: level of employment	* Employee's hourly wage: paid hours during the reference month	* Basic wage	* Allowances	* 13th monthly wage (amount in reference month)	* Special payments	Usual weekly working duration	Usual annual working hours in reference year	Statistical population	Remarks	Total earnings standardised to 40 hours	Filter variable (valid cases in statistical population)	Total calculated earnings for plausibility tests	Deviation in % of effective from calculated total earnings
															296			
Geschäftsführer		1	1	1	100.00	0.00	25'140	0	2'095	2'795	42.0				28'600	1	12'517	128.5%
Buchhaltung		3	3	5	100.00	0.00	5'280	0	440	0	42.0				5'448	1	5'817	-6.4%
Verkauf		3	3	5	80.00	0.00	4'920	0	410	0	42.0				6'345	1	6'046	4.9%
Produktion		4	4	5	100.00	0.00	4'400	0	367	0	42.0				4'540	1	4'942	-8.1%
Produktion		4	4	5	100.00	0.00	4'840	0	403	0	42.0				4'994	1	5'111	-2.3%
Produktion		4	4	5	100.00	0.00	5'170	0	431	0	42.0				5'334	1	5'024	6.2%
Drucker		3	3	5	100.00	0.00	5'410	0	451	0	42.0				5'582	1	5'888	-5.2%
Informatik		2	2	5	100.00	0.00	6'360	0	530	158	42.0				6'712	1	5'427	23.7%
Werkstatt		3	3	5	80.00	0.00	4'140	0	345	0	42.0				5'339	1	5'661	-5.7%
Werkstatt		3	3	3	100.00	0.00	9'830	0	819	0	42.0		Teamchef		10'142	1	9'291	9.2%
Produktion		4	4	5	100.00	0.00	4'210	0	351	0	42.0				4'344	1	4'641	-6.4%
Produktion		4	4	5	100.00	0.00	5'170	0	431	0	42.0				5'334	1	4'965	7.4%
Polygraf		3	3	5	100.00	0.00	7'560	0	630	0	42.0				7'800	1	5'877	32.7%
Gruppenchef Produktion		2	2	4	100.00	0.00	5'810	0	484	0	42.0				5'994	1	7'551	-20.6%



Average values of the explanatory characteristics and monthly gross wages according to gender

	Average values		Difference in % of Ø of men
	Men (N = 172)	Women (N = 124)	
Age (in years)	51.7	49.8	-3.8%
Years of training	12.2	11.8	-3.1%
Potential earning years	33.5	32.0	-4.7%
Years of service	12.7	15.5	22.3%
skill level			
1 Demanding and most difficult work	10.5%	5.6%	-46.1%
2 Very independent and highly-qualified work	15.7%	8.9%	-43.5%
3 Professional and specialised knowledge required	36.0%	36.3%	0.7%
4 Simple and/or repetitive activities	37.8%	49.2%	30.2%
Professional position			
1 Senior and upper management	9.9%	3.2%	-67.4%
2 Middle management	4.1%	3.2%	-20.7%
3 Lower management	8.1%	2.4%	-70.3%
4 Lowest management	12.8%	7.3%	-43.3%
5 No management function	65.1%	83.9%	28.8%
Gross wages (standardised to full-time in CHF)	7'062	5'888	-16.6%



Wage difference for each variable by gender

Wage difference, number of employees and proportion of women according to professional position

	1	2	3	4	5	Total
Average salary men	12'645	10'285	9'424	8'105	5'513	7'062
Average salary women	11'873	9'863	9'440	7'608	5'254	5'888
Average salary of employees	12'498	10'131	9'427	7'961	5'388	6'570
Wage difference (in % of men's salary)	-6.1%	-4.1%	0.2%	-6.1%	-4.7%	-16.6%
Number of men	17	7	14	22	112	172
Number of women	4	4	3	9	104	124
Number of employees	21	11	17	31	216	296
Portion of women in %	19.0%	36.4%	17.6%	29.0%	48.1%	41.9%

Average wages according to professional position





On the way to new policies



- Some regions should expect to see their gender gaps narrow faster. Among these are ... Western Europe in 61 years
- Projections for other world regions suggest closing their gaps will take longer than 100 years, namely ... 149 years in Eastern Europe

Global gender gap report 2016, WEF

Gender pay gap could take 170 years to close, says World Economic Forum

Global economic disparity between men and women found to be rising, with levels now similar to during 2008 financial crisis



The gender gap in income and employment now stands at 59%, offsetting improvements in equality of education. Photograph: Joe Giddens/PA



Project to modify the Federal Act on Gender Equality in Switzerland

On 18 November 2015, the Swiss Federal Council submitted a legislative proposal obliging companies with 50 and more employees to carry out a self-test every four years.

Results of a representative survey (part of regulatory impact assessment):

- **Strong interest** in the topic: 1'305 answers / response rate of 48%
- **Few businesses** (34%) have already checked whether their pay practice respect equal pay
- Self-tests are **effective**: 50% of companies that carried out a self-test made adjustments, usually raising women's wages
- Around 65% of companies think government measures aimed at the enforcement of pay equality **make sense**
- The administrative effort for a self-test with Logib has to be kept **limited**



UK - Mandatory Gender Pay Gap Reporting

- Implementation of section 78 of the Equality Act 2010 which concerns the mandatory gender pay gap reporting
- New rules on pay transparency for companies with more than 250 employees



More information:

- <https://www.gov.uk/government/consultations/mandatory-gender-pay-gap-reporting>



Germany

- Employees at businesses with more than 200 employees will have a right to see anonymised data on the wages of men and women in comparable positions
- Companies with more than 500 employees will be asked to carry out checks and publish reports on gender pay parity every five years
- In order to establish a system of comparing professional roles across a variety of sectors, Germany will introduce a points-based system that breaks down wages into separate parts
- The regulations will apply to about 14 million workers in Germany, including those in the public sector



Obama's New Equal-Pay Rules

Companies with 100 employees or more will be required to disclose pay data broken down by race and gender to the U.S. Equal Employment Opportunity Commission.

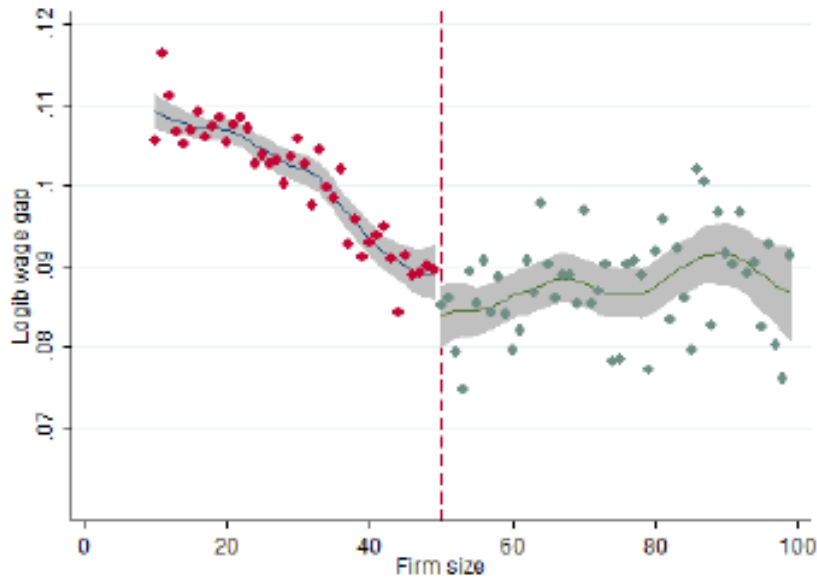


President Barack Obama signs two new executive actions aimed at increasing transparency about women's pay during an event at the White House in Washington, D.C. on April 8, 2014. (Kevin Lamarque / Reuters)

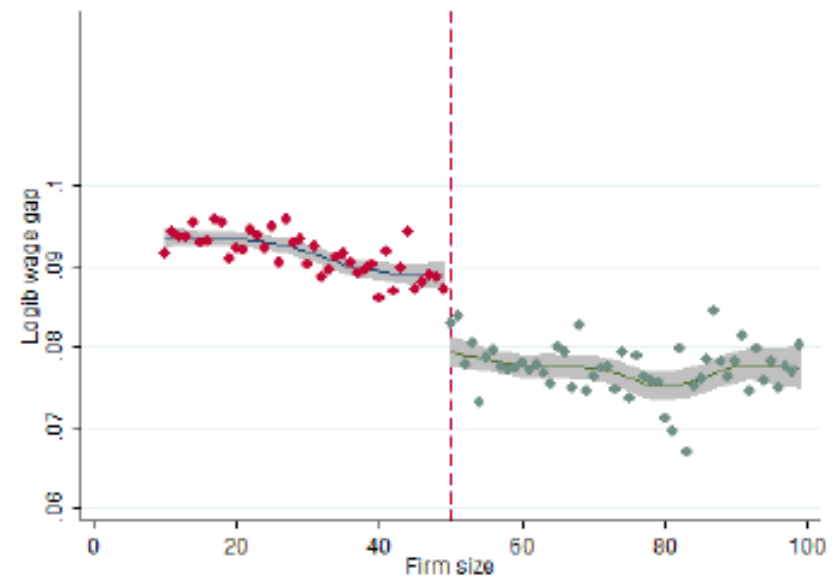
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Can the introduction of a new policy on equal pay be effective ?



(a) Before the introduction of Wage Control (1996, 1998, 2000, 2002, and 2004)



(b) After the introduction of Wage Control (2006, 2008, and 2010)

Vacarro, 2016



Conclusion

- Women's economic empowerment is essential to achieve human rights. Economic empowerment is not only about economy, it is about dignity, well-being, autonomy and self-determination.
- The elimination of gender pay discrimination can only be achieved with a strong programme involving governments, businesses and communities
- An international coalition should be created to accelerate the elimination of gender pay discrimination. Switzerland benefits from solid experience and is willing to collaborate with other countries



Thank you for your attention



Fair compensation. Fair competition.

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