



*“US\$28 billion is what gender equality could bring to the global economy by 2025.”  
(UNDP)*

# Complying with the new legal requirements for gender equality in Switzerland

*Methodological and scientific support to draw the best results from the equal pay assessment.*

On 1 July 2020, new requirements resulting from the revision of the **Equality Act and the Equality Ordinance** (Art. 13c, para. 2, LEg) came into force in Switzerland.

This means that **all employers** based in Switzerland with **100 or more employees** are now required to carry out an **equal pay analysis before 31 June 2021** (Art. 17a, para. 1, LEg). This analysis must be monitored by an independent body and the results presented to the employees. For this purpose, the Federal Office for Gender Equality (FOGE) has made available an **official self-assessment tool** called **Logib**.

When using Logib, as soon as a gender-related effect is identified, it recommends that "*an in-depth analysis of the data and pay practice is carried out in order to identify concrete courses of action*"<sup>1</sup>.

To respond to this, CORESO proposes an in-depth analysis of equal pay supported by **collaborative modelling**. The approach is based on the **participation of employees** in order to better understand the entire **organisational structure and dynamics** with its actors, relational elements as well as internal and external issues. Each stakeholder can thus actively contribute to understanding and resolving the problem in order to **remedy the causes of inequality and avoid short-term solutions**.

To conduct such analysis, CORESO considers **each organisational structure as unique**, which allows it to be studied as a **complex system**, and draws on the *leaky pipeline*<sup>2</sup> scientific literature to **evaluate the employment process** with the aim to identifying *glass ceilings*<sup>3</sup> that could occur unintentionally within the structure of the entity involved in the analysis. The application process is illustrated on the following page.

### Logib at a glance :

- Generalised web tool for the analysis of an entity's salary gaps.
- Web tool that provides information on the existence of unjustified wage differences, without giving details on the extent and source.
- A web tool requiring careful data preparation and import.
- A web tool requiring technical aid to obtain insightful explanations.

**1455** CHF

*is the average difference in the monthly pay slips of women and men in Switzerland (FOGE, 2016).*

**0,77** USD

*average amount earned by women for every dollar earned by men (world average). This gap is wider for mothers. (UNWOMEN, 2020).*

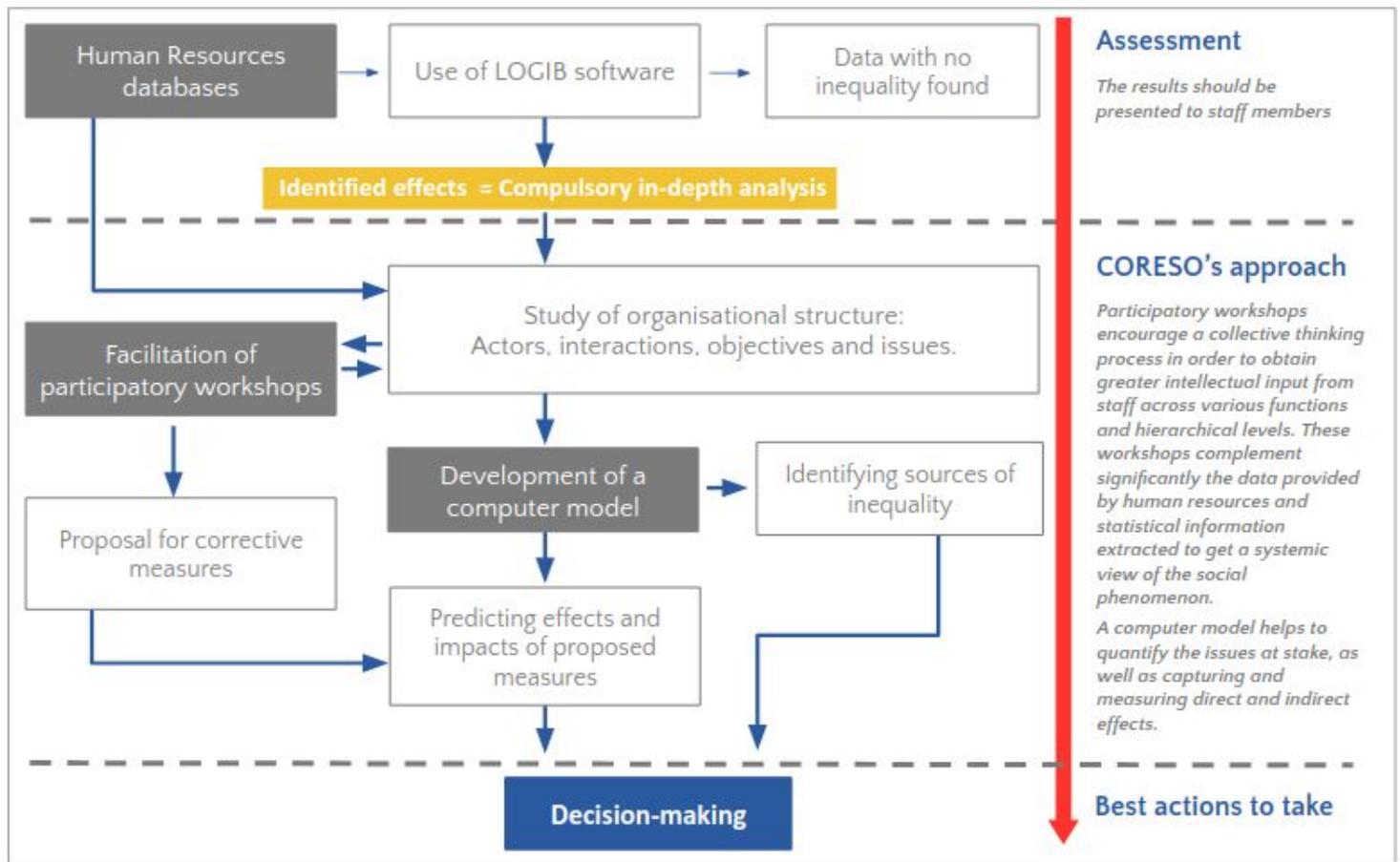
### Our services

- Personalised support in the application of logib and the appropriate interpretation of data outcomes.
- Coordination and facilitation of *virtual and/or face-to-face* participatory workshops.
- Simulation models and *what-if* analysis.

### Your benefits

- Identification of key mechanisms to avoid false leads.
- Make the most of existing (*in-house*) data, experience and knowledge.
- An inclusive process with a higher likelihood for better acceptance by staff and contributors.
- Decision-making based on conclusive data.

## What is the application process?



Scientific research finds that **wage differences reflect other sources of inequality** in the employment process.

The **combination of statistical information and the participatory involvement** of staff allows for a genuine identification of existing **imbalances and key mechanisms**. In this way, actors can realise the extent of the system they are in and enable **optimal practices** through highly accepted **corrective measures in the long term**.

Thanks to this combination of approaches, both **CORESO's analytical and coaching** supports enable actors' **effective response** to this **sensitive and complex issue**. Together, we can collaborate and contribute to making this change a reality.

### The advantages of a systemic and participatory approach:

- The processes that lead to imbalances are often unknown and cumulative.
- The outcomes are often impacted in unexpected and imperceptible ways by the unique dynamics of the system.
- An assisted participatory dialogue contributes to the development of reliable and realistic models.
- An inclusive process motivates a better adoption of measures.

<sup>1</sup> <https://www.ebg.admin.ch/ebg/en/home/topics/work/equal-pay/equal-pay-claim.html>

<sup>2</sup> The scientific literature on the leaky pipeline analyses the differences between women's and men's career paths within an organisation, which can lead to imbalances in the employment structure, especially at higher hierarchical levels.

<sup>3</sup> The "glass ceiling" is an analogy that refers to the hardly perceptible, yet existing, barriers that women face when higher levels are not accessible in a hierarchical structure.

## Our research team

We align four key profiles from our international network to satisfy all the requirements of the equal pay evaluation and ensure concrete results.

**Dr. Florian  
Wendelspiess Chávez  
Juárez**



Co-founder of CORESO and scientific researcher with an academic background of more than 13 years. Florian specialises in complex systems, quantitative analysis, applied econometrics and computational modelling.

**Dr. Eva Arceo  
Gómez**



Professor expert on labour market discrimination and application of the leaky pipeline literature. Her research of more than 15 years has been published in leading journals such as the *American Economic Review*.

**Begoña  
Lopez**



Specialist in workshop design and application of collective intelligence techniques, facilitation, and *Design Thinking*, with the aim of fostering the generation and exchange of ideas, inclusiveness and participatory innovation.

**Roman  
Graf**



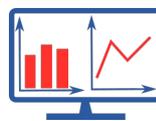
Expert on equal pay analysis and calculation of associated income losses. Roman was part of the development group of Logib, the official tool of the Swiss Confederation for the diagnosis of equal pay in companies.

CORESO (Collaborative Research Solutions) offers decision-making support tools based on applied research. Our vision relies on performing participatory analysis that combine scientific methods with the expertise and knowledge of our customers and partners. Our techniques enable us to solve complex problems in an efficient and transparent manner. Thanks to our collaborative modelling approach, complexity is made understandable through a well-defined process that comes with the confirmed technical expertise of a multidisciplinary research network.



### DEFINING

Comprehensive study of organisational dynamics.



### MODELLING

Identification of imbalances thanks to a computer model.



### DECISION-MAKING

Suggestion of corrective actions through participatory methodologies.



coreso.ch

Contact:  
Mayra Chávez Juárez  
General Manager

mayra.chavez@coreso.ch  
+41 76 228 2909  
+41 21 824 1092



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Collaborative Research Solutions