PUBLIC PROCUREMENT TOOLBOX

Country case: Gender equality – Switzerland

Public Procurement Principle: **Balance**

Procurement Stage: **Pre-tendering, Tendering**

Audience: **Policy makers, Procuring entity, Private sector**

Description

Switzerland's public procurement law requires equal pay for men and women as a prerequisite for participation in public procurement. Government agencies are empowered to carry out random controls to ensure compliance. Infractions may lead to sanctions, such as a contractual penalty or the exclusion from the procurement market. The aim of these regulations is to ensure social achievements and to avoid distortions of competition.

The Swiss government developed an instrument named Logib to support the implementation of these requirements. Other things being equal, Logib shows whether there is a statistically significant gender effect on wage. The tool takes into account human capital related factors like level of education, years of service, potential working experience, and factors reflecting the performed function, like skill level and professional position. Companies can use Logib as a self-analysis tool. The tool is publicly available in various languages, anonymous, and free of charge. An equal pay self-check draws on readily available data.

In July 2020, the Excel-based application of Logib has been replaced with a powerful, modern web tool. This version meets the latest application and data privacy requirements. It also provides additional gender-specific indicators alongside the actual equal pay analysis. Publicly available since 2004, Logib is internationally recognised and has been adopted by various countries. In addition to the UN Public Service Award, it has received the EPIC Good Practice Label from the Equal Pay International Coalition (OECD, ILO, and UN Women). The previous, Excel-based version is still available for reference, but will not be developed further.

Source: OECD (2020), Integrating Responsible Business Conduct in Public Procurement, OECD Publishing, Paris