



Bundesministerium
für Familie, Senioren, Frauen
und Jugend



Logib-D supports Companies Contributions reducing the Gender Pay Gap

Dr. Katharina Greszczuk



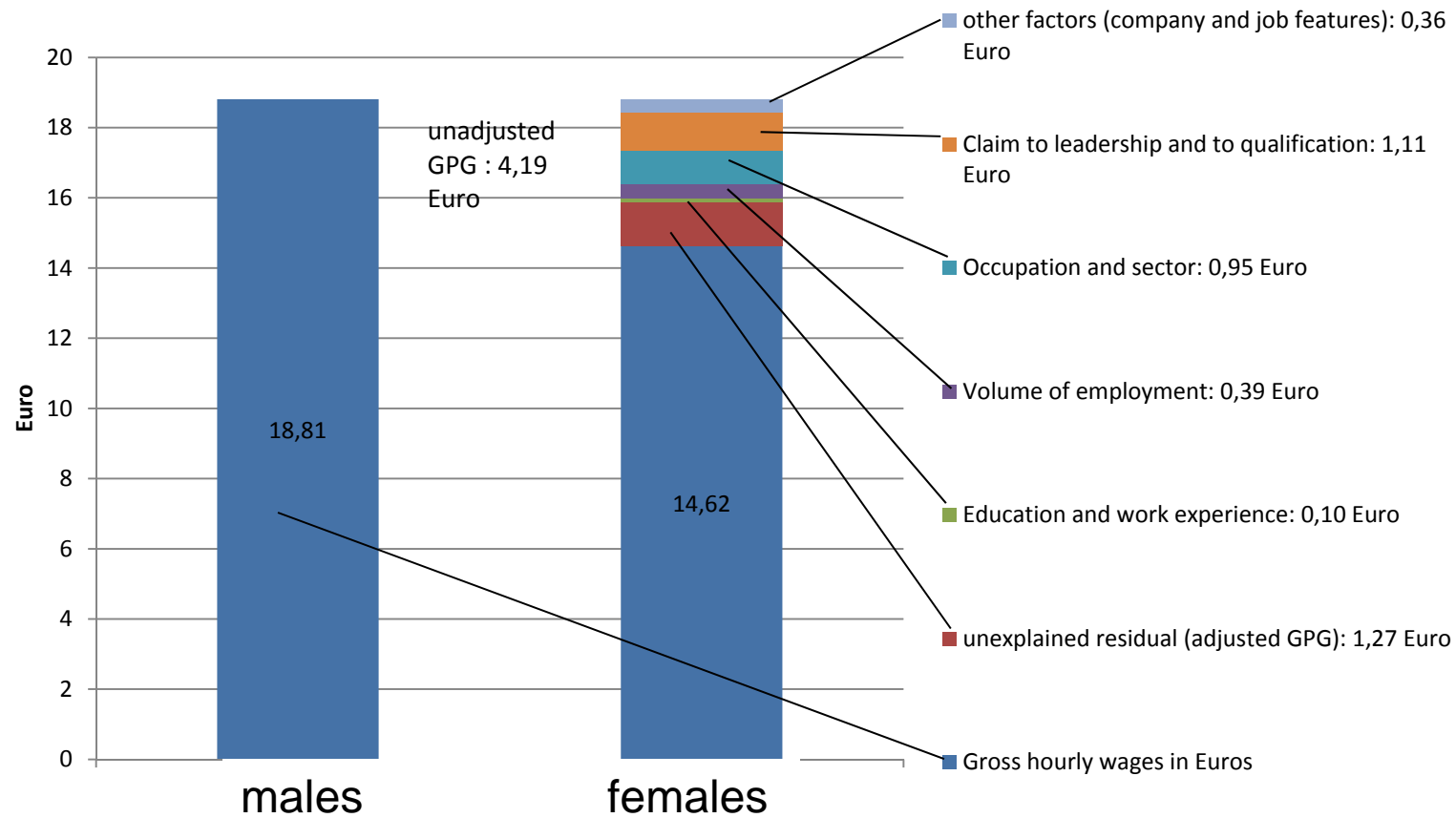


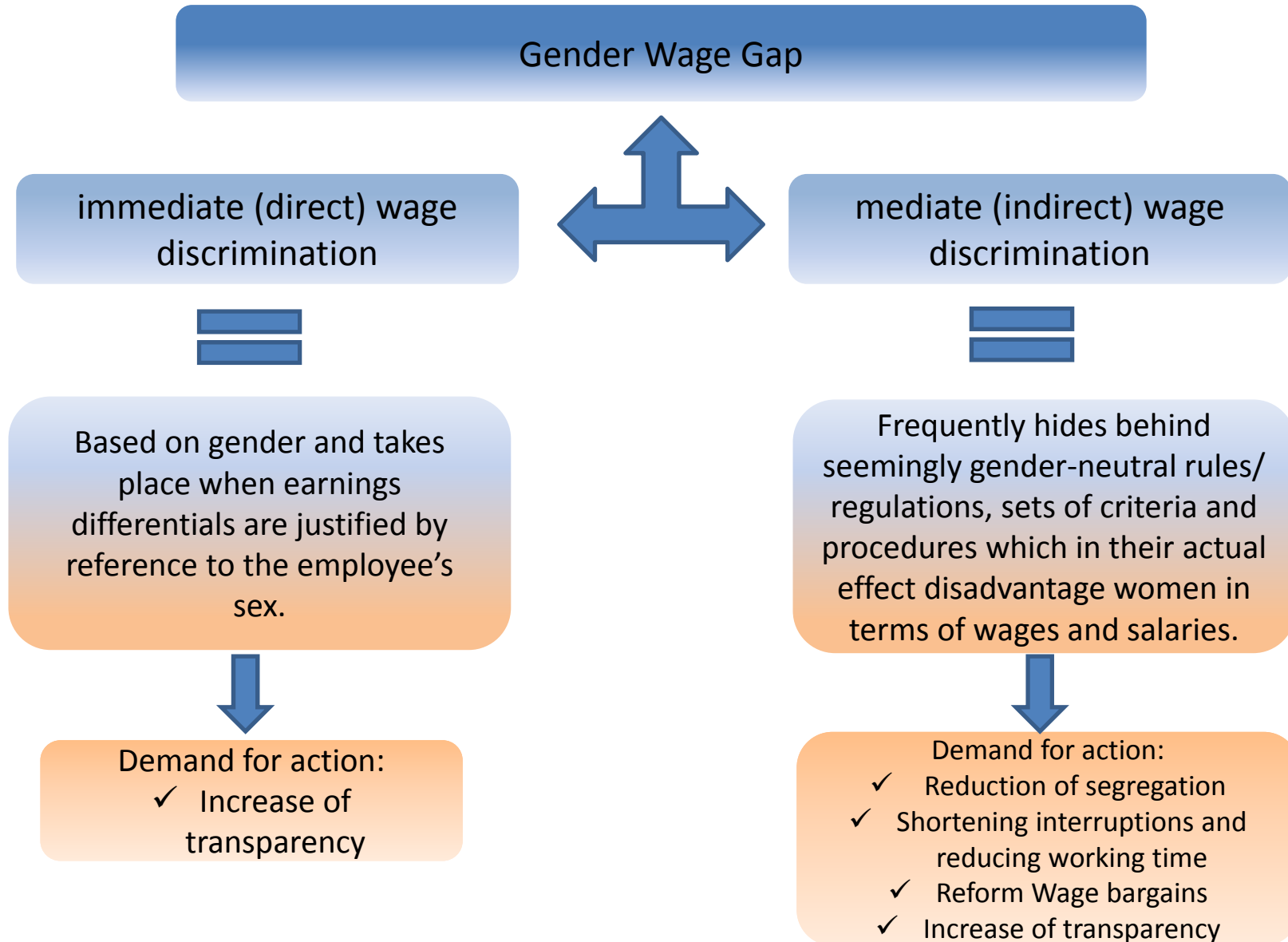
Gender Pay Gap in the Czech Republic and in Germany





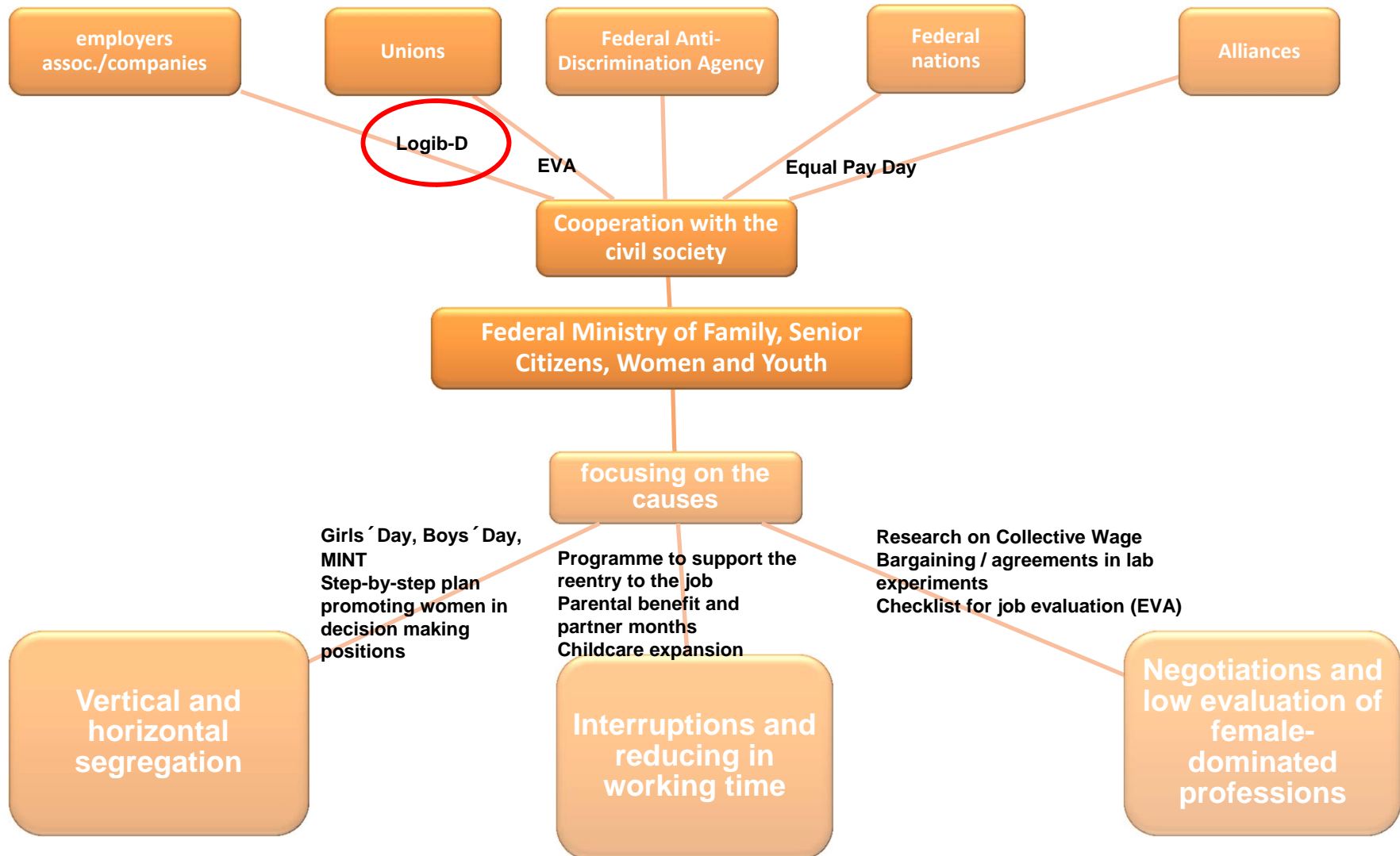
Unadjusted and adjusted Gender Pay Gap in Germany







Governance strategy for tackling the Gender Pay Gap





Logib-D

...is a voluntary pay calculator to identify the gender gap in the pay structure in a company

...identifies the factors that determine the wage gap where men and women have equal characteristics

...comprises an easy to use test which is available as an online web tool

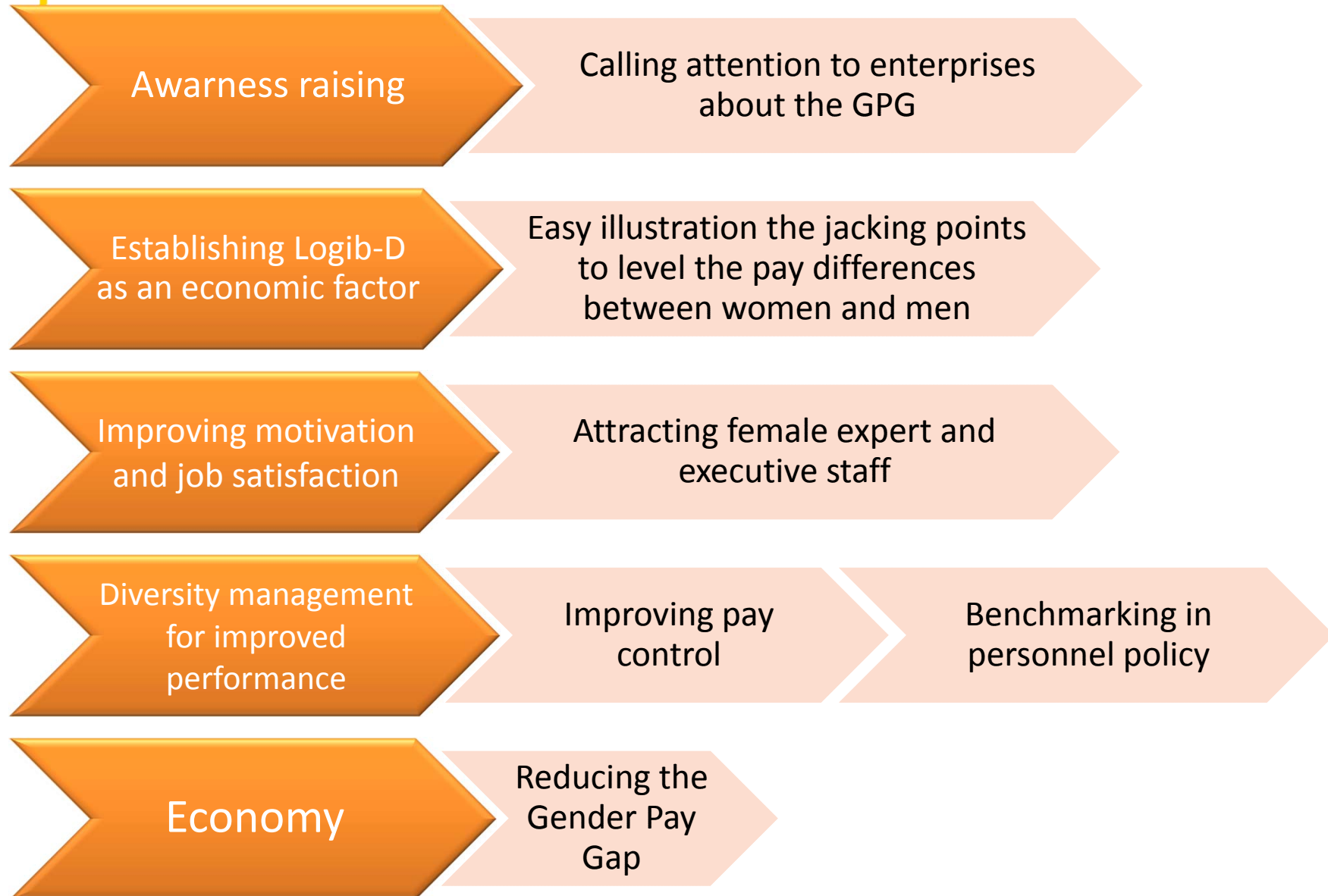
...analyzes on the basis of the unadjusted and adjusted gender pay gap

...provides a report with an analysis of the pay structure and a diagnosis of the gender pay gap in the company

...analysis includes gross hourly wages, education, years in employment and position in company, profile based on skills



Objectives





Web-Tool

- An anonymous and user-friendly online application
- management summary record in PDF format
- Analysis of intra-company pay and personnel structures
- Over 4000 downloads and prints of different records

Consulting packages

- 200 consulting packages were available until the end of 2013
- Comprehensive solution concepts and strategies

Logib-D Label and Exchange meetings

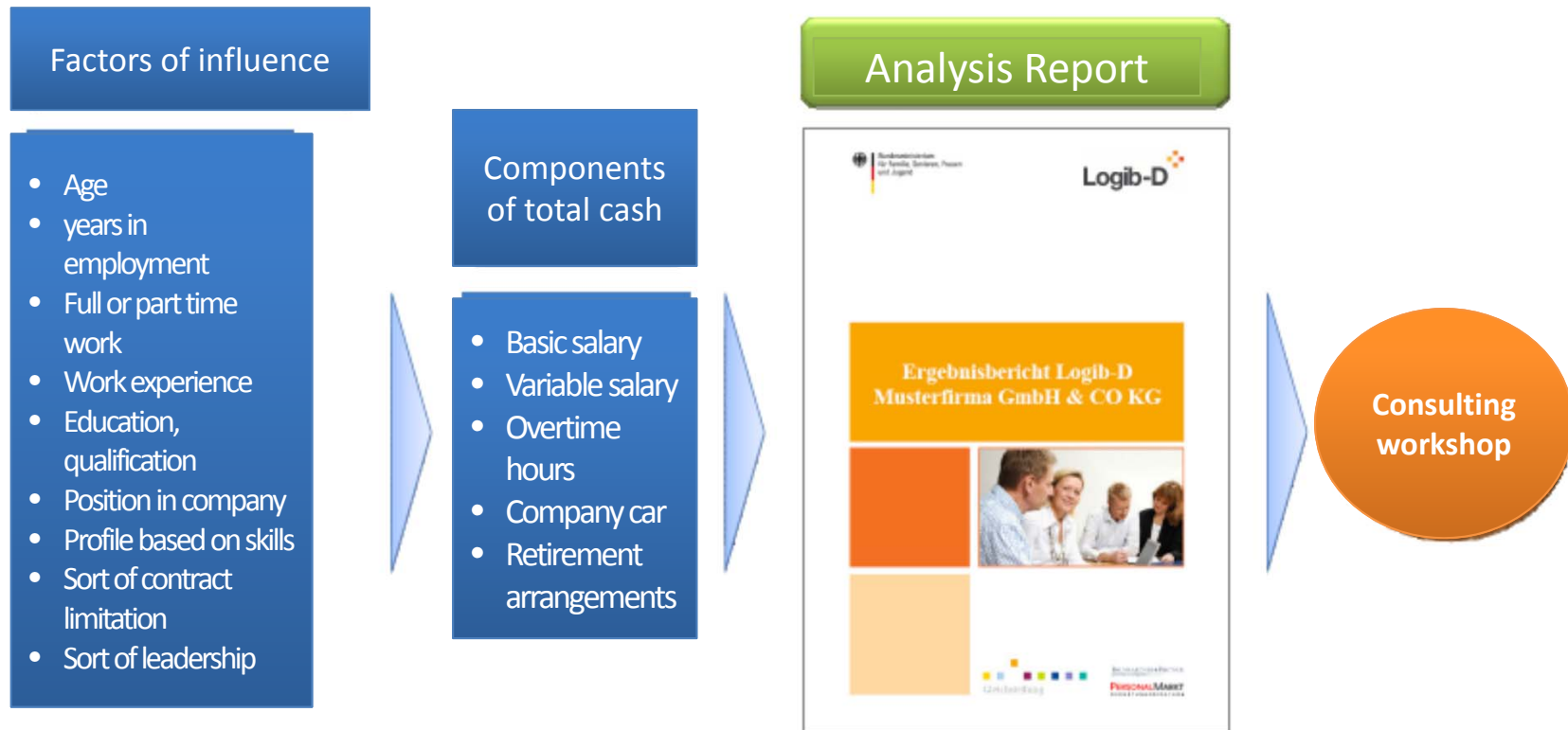
- Label
- 
- 200 companies just received the label
 - Promotion on their websites, in newsletters and in job advertisements
 - 7 Exchange Meetings and Awardings

www.logib-d.de

- up-to-date information on Logib-D
- support of usage of and application for consulting package
- Access to web-tool, excel-tool, step-by-step-instructions, FAQ



Consulting process





Logib-D Consulting

Realization

Council
(7 persons)

Baumgartner &
Partner,
Personalmarkt

IW Köln, IW Consult
GmbH

Regularly
selecting the
enterprises

Supporting
public relations
and the
prevalence

Consulting
workshop

Telephone
support

Kick-off
event

Requirements:
Application
procedure,
Basis:
,Webtool'

Supporting
public relations
and the
prevalence

Online
Webinars

Networking
Meetings

Logib-D
Label

Online
Questioning



Findings and results

Results

- ,Greatly beneficial for HR management‘
- Main causes are not unexpected → Large variety of solutions for reducing the GPG
- Label and exchange meetings have a crucial role
- **But: Apart of the voluntary reports of the firms, we don't know about their concrete actions after their participation**

Participants

- All consulting packages were distributed and finalized
- Over **400** firms have applied for a consulting package
- Over **4000** downloads of the web tool report
- **But: Small enterprises couldn't take part due to stastitical reasons**

Events

- Trade fairs for HR management, meetings with employer associations, etc.
- Presentation of Logib on Sideevents at the 55th CSW, EU Commission, Governments in Austria, Luxembourg, Israel and Poland and EU Best Practice Exchange Meetings



Milestones

2009

- Logib originates in Switzerland
- Pilot phase launched to figure out the needs and requests for alterations in the German context
- Call for proposals and start of the project

2010

- Website with step-by-step-instructions and Excel-Tool, brand announcement
- Interview with the Minister and founding Experts Council as a kick-off for the application phase of the consulting packages
- Introduction of the Webtool and 1st consulting package started in Summer 2010 (1 initiative = 25 firms)

2011

- Label: „Logib-D proved“
- Regular network meetings (2 per year), award ceremony with the secretary of state
- Präsentation at the UN Commission on the Status of Women (side event with Austria and Switzerland)

2012

- Trade fairs, events with employer associations
- Presentation in Austria and Luxembourg
- EU-Best-Practise-Exchange Event in Berlin

2013

- Presentation in Poland, Israel and at UN Women
- Best practise brochure with companies who are in the Logib-D-process
- 200 consulting packages are finished

2014

- Intermediate phase: Preparation of the legal reforms
- Evaluation: Consistent further development
- Equal pacE (2014-2016): Webtool in 5 more languages, new information workshops in 5 countries (GB, FR, POR, FIN, PL)



Further developments: Main issues - solutions

Monitoring

- Evaluation started in January 2014
- First results in winter 2014
- Questions: Success and efficacy of the voluntary project, how to develop to get a bigger coverage, how to develop on a statutory and legal level, how to implement job evaluation modules

Expansion

- Plan: Comprehensive and sustainable program for companies for equal opportunities (Logib-D, eg-check, job reentry fasc., promotion of women on career ladder, compatibility of family/work), solution for SMU
- Support/Backing for the legal reforms

Strengthen the incentives

- Program for companies: Develop an auditioning process based on Logib-D, eg-check and a corresponding Label
- Intermediate-term goal: Emancipating from public subsidies: companies are willing to pay for the certificate and label
- Repetitive, comprehensive, justification, reliability, large coverage



Further developments: Planned Legal Reforms

German Commercial Code:

new mandatory reporting about gender wage gap, promotion of women in management's discussion and analysis

Individual Entitlement to get Information:

Wage gap on the different levels, criteria on the wage setting, wage average of comparable employees or employee groups

Mandatory Treatments for determination of wage discrimination:

Bases for job evaluation, equality plan, legal criteria, certification by an independent institution like the federal antidiscrimination agency (ADS)



Bundesministerium
für Familie, Senioren, Frauen
und Jugend

Thank you for your attention!

Logib-D 