Bridging the gap between the national and local levels in policy making and monitoring

The case of equal pay policy

Oliver Schröter PhD, Economist
Swiss Federal Office for Gender Equality FOGE

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Swiss Earnings Structure Survey (ESS)

- Describes the earnings structure in all economic activities of the secondary and tertiary sectors.
- Carried out every two years.
Equal pay policy and monitoring on national level

Swiss Earnings Structure Survey (ESS)

- Based on ESS data, the unexplained part of the gender pay gap is estimated (Oaxaca-Blinder decomposition)...

<table>
<thead>
<tr>
<th></th>
<th>Average pay gap</th>
<th>Explained share</th>
<th>Unexplained share</th>
<th>Unexplained pay gap based on the arithmetic mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall economy</td>
<td>18.3% (1'455 Fr. per month)</td>
<td>56%</td>
<td>44%</td>
<td><strong>7.7%</strong> (642 Fr. per month)</td>
</tr>
</tbody>
</table>

- ...and used for public policy formulation and monitoring.

Source: Federal Statistical Office
The gap between national and local levels

- Statistical data and **analysis** are produced, and **policy** is formulated predominantly on **national level**

- **Implementation** however, often includes subordinate, **local** levels

- **Though**
  - local actors can **neither learn** from national data **about their own situation** in terms of pay equality
  - **nor** can they locally **monitor** their own progress.
Based on such local analysis, adequate policies can be defined and monitoring may be established.

Furthermore, local employers may recognize the value added of high quality (statistical) data and decide to improve data maintenance.

Logib: the Swiss equal pay self-check tool

- Free of charge, available on [www.logib.ch](http://www.logib.ch)
- Local employers with at least 50 employees can conduct their own equal pay analysis with existing data.
The Charter for equal pay in the public sector

- Signed in September 2016 by members of the Swiss Federal, cantonal and communal governments.

- Local authorities used Logib to conduct equal pay analysis.
- The FOGE established a monitoring of local developments.
- In 2018, the Charter and Logib received the UN Public Service Award.
Everything works perfectly?

- Due to large differences in statistical models and universes, comparisons between local and national analysis are unreasonable.

- Explaining to local actors why they should **not benchmark against national statistics** is not a simple task.

![Gender pay gap between women and men](chart.png)

**Gender pay gap between women and men**

<table>
<thead>
<tr>
<th>Year</th>
<th>Pay Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>16.3</td>
</tr>
<tr>
<td>2008</td>
<td>16.6</td>
</tr>
<tr>
<td>2010</td>
<td>15.6</td>
</tr>
<tr>
<td>2012</td>
<td>15.1</td>
</tr>
<tr>
<td>2014</td>
<td>12.5</td>
</tr>
<tr>
<td>2016</td>
<td>12.0</td>
</tr>
</tbody>
</table>

*Source: FSO – Swiss Earnings Structure Survey (ESS) © FSO 2018*
Everything works perfectly?

- Local reuse of statistical data requires data sets that allow for such dual use.

  - **Strong co-operation and concertation** between national statistical offices as well as local stakeholders who are producing and maintaining the data is hence of utmost importance.
  
  - **Experts** should proactively identify data that might allow for such dual use and seize opportunities.
Thank you for your attention

For further information please contact:

oliver.schroeter@ebg.admin.ch

www.ebg.admin.ch

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