

Switzerland Mandatory Equal Pay Analysis — Revised Gender Equality Act 2020 (Art. 13 GEA)

Gender Equality · Good practice · Switzerland

Quality score: 89/100

Evidence strength: Observational / pre–post

Summary

The 2020 GEA revision obliges Swiss employers with ≥ 100 staff to audit pay via the free Logib tool. Since Logib launched (2006) the unexplained gender pay gap fell 3.5 pp to 7.8%; Logib holds an EPIC Good Practice label and a UN Public Service Award.

Key dimensions

Dimension	Score
Transferability / replicability	3/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-23

[Federal Office for Gender Equality \(FOGE / EBG\)](#) — accessed 2026-06-23

[FOGE — Logib equal pay analysis](#) — accessed 2026-06-23

[SWI swissinfo — Switzerland leads fight against unexplained wage gaps](#) — accessed 2026-06-23

[Deloitte — Revised Swiss Gender Equality Act](#) — accessed 2026-06-23

[EDGE Cert — Navigating Swiss Gender Equity Pay Regulation](#) — accessed 2026-06-23

Cite this — Evidoria. *Switzerland Mandatory Equal Pay Analysis — Revised Gender Equality Act 2020 (Art. 13 GEA)*. Persistent ID: 7db534a4-3603-4a96-ae6e-6cdd7aee79ca.