



Schweizerische Eidgenossenschaft
Confédération suisse
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Swiss Confederation

Federal Department of Home Affairs FDHA
Federal Office for Gender Equality FOGE



Editor

Federal Office for Gender Equality

Technical design and implementation

Silvia Rothen | ecotronics Bern

Selection of language

English

Logib Equal pay self-test tool

Logib is an Excel tool
for (self) assessment of
pay equity

Address

Please fill in the address and general information in the following fields.

It is not necessary to do this if you import the data from the Swiss earnings structure survey.

Firm/institution : Costco ehf

Address:

Contact person :

Tel. :

E-Mail:

1. General information

The columns designated with an * are mandatory.

Reference month

Data entered for 12 (Month) 2020* year

Size of company

Employees 215*

Usual weekly working hours during the reference month

Hours per week (at 100% employment) 40* Hours

Conclusion

Version 2.4
01.12.2014

	<p align="center">Standard regression</p> <p>Considered are</p> <ul style="list-style-type: none"> - Personal characteristics - years of training - (potential) years of employment - years of service - characteristics connected to workplace - required level of skills - professional position
Women earn under otherwise the same conditions	<p align="center">0.4%</p> <p align="center">more</p>
The wage equality between men and women in the stricter sense	<p align="center">is respected</p>
The tolerance threshold of 5% applied within the scope of the procurement	<p align="center">is respected</p>
R2	<p align="center">0.951</p>
Interpretation of R2	<p align="center">The model explains 95% of wage variability</p>

Statistical identification numbers

Discrimination coefficient	0.004
Standard error of the discrimination coefficient	0.007
Total number of data records	215
Number of valid data records	215
Of these, number of women	96
Degree of freedom	202
Test to find out whether the wage difference varies significantly from zero	
H0: wage diff. = 0%; HA wage diff. <> 0	0%
Critical t-value	1.972
Test statistics t	0.615
Significance	No
Test to find out whether the wage difference significantly exceeds the tolerance threshold	
H0: wage diff. = 5% to the detriment of the women; HA wage diff. <> 5% to the detriment of the women	5%
Critical t-value	1.652
(Alpha = 5%, one-sided; N = degree of freedom	-6.482
Test statistics t	No
Significance	No

City, date
Kauphar 3/2/2021

Signature
[Signature]

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Tabular evaluations and diagrams

Data basis: valid data record of the
Explanatory characteristics used

Standard regression

Years of training, (potential) years of
employment, years of service,
characteristics connected with workplace,
required level of skills, professional position

Average values of the explanatory characteristics and monthly gross wages according to gender

	Average values		Difference in % of Ø of men
	Men (N = 119)	Women (N = 96)	
Age (in years)	38.6	38.1	-1.2%
Years of training	8.3	9.0	8.1%
Potential earning years	24.3	23.1	-4.7%
Years of service	2.5	2.9	17.3%
Level of requirements			
1 Demanding and most difficult works	6.7%	4.2%	-38.0%
2 Very independent and qualified works	2.5%	5.2%	106.6%
3 Professional and specialised knowledge required	39.5%	52.1%	31.9%
4 Simple and/or repetitive activities	51.3%	38.5%	-24.8%
Professional position			
1 Senior and upper management	2.5%	1.0%	-58.7%
2 Middle management	2.5%	1.0%	-58.7%
3 Lower management	5.9%	9.4%	59.4%
4 Lowest management	89.1%	88.5%	-0.6%
5 No management function	0.0%	0.0%	
Gross wages (standardised on full-time in francs)	3,973	4,087	2.9%

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Distribution of the wage difference

	amount	Portion of wage difference	In % of men's salary
Total wage difference	-113	100.0%	-2.9%
Explained by differences in personal qualification characteristics and workplace-related features	-96	84.8%	-2.4%
Explained by gender	-17	15.2%	-0.4%

