



Federal Ministry for
Family Affairs, Senior Citizens,
Women and Youth

Logib-D

pay equality in companies – Germany



What does 'Logib-D' mean?

'Logib-D' means pay equality in companies – Germany and it is supported by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. In this way, enterprises are given a voluntary and rapid tool which can be used confidentially. It facilitates the analyses of intra-company pay and personnel structures and offers consulting for an increased pay equality in enterprises.

'Logib-D' analysis: Two computer applications help in the anonymous and detailed cause analysis of pay inequalities between women and men in companies.

'Logib-D' consulting: Until the end of the year 2012, enterprises may apply for the free and confidential 'Logib-D' consulting on issues concerning pay and personnel structures.

'Logib-D' solution: Analysis and consulting provide numerous information and solution concepts showing how to reduce pay gaps within a company.

Every enterprise is capable of improving its pay equality!



Why should 'Logib-D' be applied?

Pay equality is an important objective, not only for society as a whole, but for every single company. In times of increasing competitive pressures both at the national and international level and a rising employee mobility, enterprises may improve their corporate culture and their attractiveness as employers by using "Logib-D":

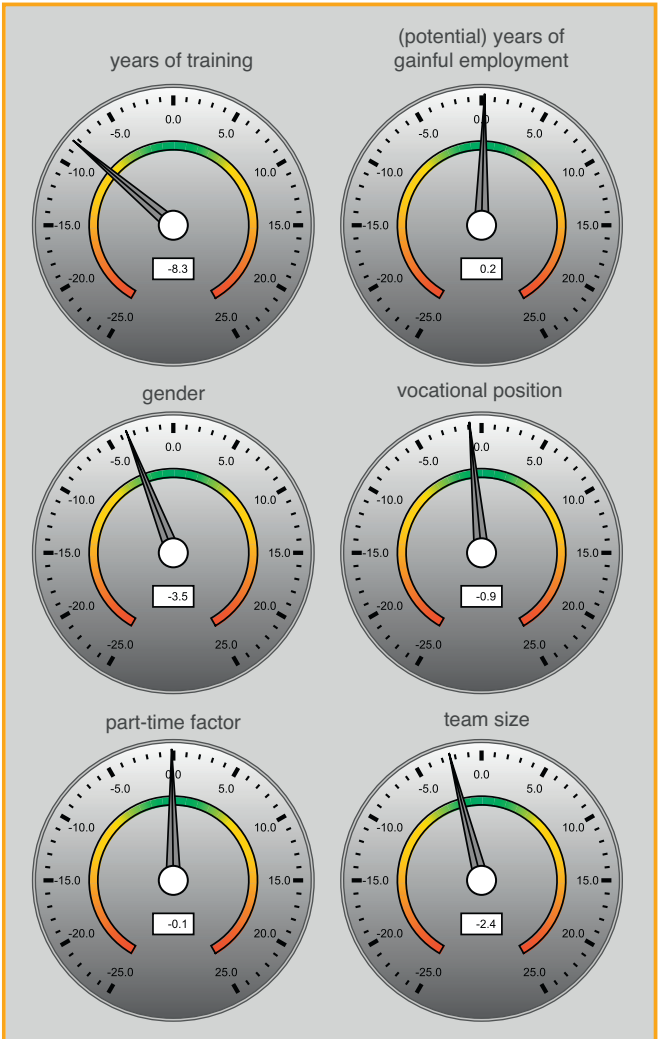
- Expert and management staff reserves are utilised:** Enterprises may benefit from 'Logib-D' in the recruitment and retention of female expert and executive staff.
- Motivation in enterprises can be improved:** Wage and salary settlements and a personnel policy which are more orientated towards equality may have a positive impact on motivation, job satisfaction and productivity. However, enterprises can also improve their image in this way.
- Pay control can be simplified:** 'Logib-D' may be used for benchmarking in personnel policy and regular reporting.
- Support in equality issues:** 'Logib-D' may serve as a data basis for questions relating to the topics of pay and gender equality.

Applying the 'Logib-D' system and implementing its concept of measures may lead to a strategic competitive advantage.

Logib-D offers the following benefits

The 'Logib-D' analysis package includes the following elements:

- An anonymous and user-friendly online application (www.logib-d.de) with a management summary record in PDF format**
- An excel application for exclusive offline use in enterprises**
- The website www.logib-d.de with up-to-date and substantiated information on all elements and on the issue of pay equality.**



The 'Logib-D' applications have been successfully tested at a number of enterprises taking part in a pilot scheme. The data in all 'Logib-D' applications will not be used for any other purpose any time. Data protection is always of utmost priority.

Extract of a management summary record of the 'Logib-D' online application.

Logib-D offers the following benefits

The 'Logib-D' consulting package offers numerous economic benefits:

Until the end of 2012, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth will offer the opportunity to apply for the *Logib-D* consulting package to 200 enterprises. This package offers a structural analysis of the earnings within the enterprise and valuable information on the potential for improvements towards more pay equality. The advantages of this free and voluntary offer are:

- | A kick-off event with important details for all the enterprises which have been chosen
- | A consulting workshop focussing on fields of action and measures for achieving more pay equality between women and men employed at enterprises
- | An enhanced analysis tool enabling a considerably broader and more thorough analysis
- | Telephone support for the purpose of data collection and quality assurance
- | A comprehensive and detailed report with due consideration for extended analyses
- | Exchange of opinion and experience with representatives from the fields of politics and economics concerning issues of equality in companies and society within the scope of a 'quality circle'
- | Opportunity to receive a 'Logib-D' label

Enterprises interested may apply at www.logib-d.de any time and will receive additional information and contact data.



This leaflet is part of the public relations work of the Federal Government; it is made available free of charge and is not intended for sale.

Published by:

Federal Ministry for
Family Affairs, Senior Citizens,
Women and Youth – BMFSFJ
11018 Berlin
www.bmfsfj.de

Available from:

Publikationsversand der Bundesregierung
Postfach 48 10 09
18132 Rostock
Tel.: +49 180 5 778090*
Fax: +49 180 5 778094*
Telephone service for the deaf:
gebaerdentelefon@sip.bundesregierung.de
Email: publikationen@bundesregierung.de
www.bmfsfj.de

If you have any questions, use our
service telephone: +49 180 1 907050**
Fax: +49 30 18555-4400
Monday–Thursday 9.00 a. m. to 6.00 p. m.
Email: info@bmfsfjservice.bund.de

Public service telephone number for all government agencies and
offices: 115***

Access to the 115 telephone service for the deaf:
115@gebaerdentelefon.d115.de

As of: January 2011, 1. Edition

Designed by: www.avitamin.de

Printer: Silber Druck oHG, Niestetal

- * Each call from a German landline phone is charged with 14 cents per minute; a maximum of 42 cents/min. from mobile networks.
- ** 3.9 cents/min. from German landlines, a maximum of 42 cents/min. from mobile networks
- *** For general questions to all government offices and agencies, the general civil service telephone number 115 is also available from Monday to Friday from 8 a.m. to 6 p.m. Currently, you can reach this number from selected pilot regions, such as Berlin, Hamburg, Hessen, and North Rhine-Westphalia among others. You can find further information at www.d115.de; 7 cents/min. from German landlines, a maximum of 42 cents/min. from mobile networks.