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EQUALITY, CLARITY & EFFICIENCY WITH A DIGITAL PAY SYSTEM

LOGIB PAY SYSTEM: THE EQUAL PAY SOLUTION

As of November 2023, the Swiss Confederation is making «Logib Pay System» available, a new web application for companies and organizations. It's an innovative tool designed to facilitate wage setting. Tailored specifically for small and medium-sized enterprises, it promotes transparency, fairness, and systematic wage setting, ensuring equal pay for work of equal value. This tool not only helps to structure wage practices, but also supports the fight against pay discrimination. adesso supported the customer in the front- and back-end development.



CHALLENGE

The Federal Council attaches great importance to promoting equal pay as a central element of the Gender Equality Strategy 2030. A key measure in this context is to enhance the existing Logib application with the functionality to create a simple, gender-neutral function and a salary system that ensures transparency and fairness in setting wages to avoid discrimination. There was also a need for systematic wage determination in companies.

There was also a request for tools that could provide insight into existing wage practices and help to structure them efficiently, as well as a request for a guide to implementing a systematic wage system.



SOLUTION

The introduction of the Logib pay system serves as a fundamental tool for implementing systematic wage determination. Available in German, French, Italian, and English, this system is open to all interested companies and organizations and available free of costs.

It offers comprehensive insights into existing wage practices, enabling structured analysis and opportunities for optimization. The system guides users through the process of creating a functional framework, establishing a wage system, and downloading results for subsequent actions.



BENEFITS

With the Logib application enterprises gain insight into existing wage practices and can subsequently create a simple functional and wage system.

> Equal pay: the tool promotes the principle of "equal pay for work of equal value", actively setting a foundation for wage equality.

> Detailed analysis: users can gain in-depth insights into their existing wage practices, analyze them structurally, and optimize.

> Methodological soundness: the system is based on work science job evaluation, ensuring accurate and fair wage categorization.

MORE ON THE SOLUTION

adesso was able to provide the customer with excellent support thanks to its technological expertise and constant availability. Due to the good communication and a lively exchange, all specifications were implemented to the complete customer's satisfaction.

Logib Pay System is an addition to the already existing Logib applications (Logib Module 1 and Logib Module 2) which enable employers to conduct wage equality analyses. The new Logib Pay System provides an unparalleled deep dive into systematic wage determination, specially crafted for modern companies.

Through detailed guides, FAQs, and regular training programs, users can seamlessly integrate and optimize their wage practices. More information can be found [here](#).

METHODS AND APPLIED TECHNOLOGIES

Employing Agile Scrum methodologies ensures that the development and deployment of developments like Logib Pay System remain flexible, iterative, and user-focused.

With the combination of DevOps practices and ASP.NET Core, Angular and R, the tool offers robust performance, security, and a seamless user experience.

Utilizing R for data processing and analysis guarantees that all wage determinations are data-driven, accurate, and in line with modern statistical practices.

[Azure DevOps](#) | [Angular](#) | [R](#) | [ASP.NET Core](#) | [C#](#)

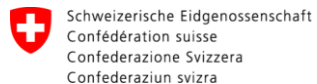


“ With Logib Pay System, Logib has gained an important new functionality in only one years time. To create an innovative product of high quality in this short time was only possible thanks to the great expertise of the developers involved and the excellent collaboration of the whole team in each subprojects.”

Monika Heinen, Project Manager FOGE

ABOUT THE CUSTOMER

The Federal Office for Gender Equality (FOGE) promotes gender equality. Its central objectives are equality in the workplace and the elimination of violence against women and domestic violence. The FOGE is also responsible for coordinating the gender equality strategy 2030, the first national strategy for equality in all areas of life.



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