



Proof of compliance with the condition of participation regarding equal pay for women and men for public procurement (Art. 12 para. 5 PPA / ICAPP) and subsidies

This document may be submitted together with the self-declaration form as proof of compliance for public tenders and subsidies.

Proof of compliance for the attention of the contracting authority

Bidder **INSTITUT FUR MOLEKULARE UND KLINISCHE OPHTHALMOLOGIE
BASEL**

UID

1. The equal pay analysis was conducted using the standard analysis tool Logib module 1.
2. The equal pay analysis is based on the following reference month: 12 / 2024.
3. The limit value has not been exceeded.

Verifying compliance with the equal pay requirement; note for the contracting authority in public procurement and subsidies:

The provisions of the respective competent authorities apply.

Details of the equal pay analysis for the attention of the verifying body

Reference month	12 / 2024	Difference in average wage	Women earn CHF 1364 (14.4%) less.
Number of employees	111, of which 59 (53.2%) women and 52 (46.8%) men	Unexplained gender-specific wage difference	Taking personal qualification and workplace characteristics into consideration, women earn 1.0% more.
Number of employees included in the analysis	111, of which 59 (53.2%) women and 52 (46.8%) men		Difference not statistically significant different from zero.
R2	0.565	Standard error on gender coefficient	0.080
H ₀ : Wage diff. = 0%; H _A : Wage diff. ≠ 0		Critical t-value	1.985
(Alpha = 5%, two-sided, N = degree of freedom)		Test statistic t	0.164

Annette Keinath
Director of Operations

Nicolas Feltgen
Director of Clinic

Botond Roska
Director of Science