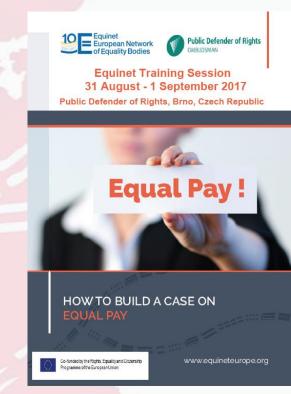


How to build a case on Equal Pay

Equinet training







"The devil is in the details"...

- Find a (new) pair/playermate
- Stand in front of each other and silently watching for 20 sec'
- Turn back on each other
- ... 🙂



Workshop 2

Interviews and data collection



What to ask a claimant?

- Your first contact with the case is their story
 → let them tell you their version of what happened
- Categories and list of questions in the Handbook (ch. 1.) \rightarrow "check list"



Categories of Questions

- What happened?
- Personal charactereistics
- Claimant's work status
- Formal job description
- Job profile in practice
- Leave arrangements
- Renumeration





- Performance assessment
- Situation at company level

Useful advices to the claimant:

- Ask colleagues about their income
- Gather as much evidence as possible
- Collect relevant written documentation
- Seek help from staff representative s and/or work council in the company





- Contact trade union representatives
- Talk the to emploler
- Contact the office within the company/enterprise, which is responsible for discrimination complaints



How to gather data?

- Variety of legal and policy frameworks
- Every equality body has different powers and mandates
- Public sector: collective agreements, income reports, general transparancy focused legislatioin
- Private sector: collective agreements, pay reports





Information resources

- DATA SETS that might be accessed
- WHO has access to pay data in the given country?
- Who can HELP accessing data for building the case?
- depending on the national legal framework, listed in the Handbbok. (ch.2.)





Group discussions - Tasks

- 1. Collect interview-questions in the case of Susanna
- 2. Collect the relevant information resources in the case of Susanna
- 3. Interview with complainant
- 4. Data collection





Group discussions - Questions

- How did the claimant find out (s)he earns less?
- Who is (s)he comparing him/herself with at work?
- What is the claimant age, education level, marital/family status?
- Is there any additional information in the claimant's employment contract?
- Did the claimant and/or the comaprator(s) receive any bonuses?







Thank you for your attention! Any questions?



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