



Public Defender of Rights
OMBUDSMAN

How to build a case on Equal Pay

Equinet training

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2007-2017
Equinet
European Network
of Equality Bodies

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OMBUDSMAN

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Equal Pay !

HOW TO BUILD A CASE ON
EQUAL PAY

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„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.) → „check list”

Categories of Questions

- **What happened?**
- **Personal characteristics**
- **Claimant's work status**
- **Formal job description**
- **Job profile in practice**
- **Leave arrangements**
- **Remuneration**



- 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 transparency focused legislation
- 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 comparator(s) receive any bonuses?



**Thank you for your
attention!
Any questions?**



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