

Equinet Training

Equality Bodies using Situation Testing

Agenda

3rd of June (full day) and 4th of June (half day), Vilnius, Lithuania

Trainer: Prof. Pieter-Paul Verhaeghe

Sociologist at the Vrije Universiteit Brussels (Belgium)

Day 1 – 3rd of June 2024

09:00 – 09:30

Welcoming remarks

Introductions: participants and trainer, Equality Body presenters.
Icebreaker exercise.
Presentation of training objectives and format.

09:30 – 10:30

Discrimination tests: What, Why and How?

In this part we distinguish between the different types of discrimination tests, among which correspondence tests, situation tests and mystery shopping. Subsequently, we elaborate on the purposes for which the tests can be used and provide concrete examples about how the tests have already been applied to examine different forms of discrimination. We end with an overview of the advantages and disadvantages of discrimination tests. This session includes room for discussion and Q&A.

10:30 – 11:00

Coffee break

11:00 – 12:00

How to design sound discrimination tests?

This is a hands-on session in which we walk you through the different practical steps to design reliable and valid discrimination tests, ranging from operationalizing the discrimination ground (e.g. how to make disability, ethnic origin or family composition clear without being suspicious), over contacting the alleged perpetrators (e.g. by phone, mail or in person), to finding similar profiles or composing comparable CV's. During this session



we will discuss several studies from the participating countries as concrete examples. This session includes room for discussion and Q&A.

12:00 – 13:15

Lunch

13:15 – 15:00

Applying discrimination tests for research or raising awareness

- The trainer will provide an overview of the methodological, statistical, and practical challenges to conduct discrimination tests for research or to raise awareness. This session includes room for discussion and Q&A.
- Concrete case-studies from:
 - Steffen Shah (Germany – FADA)
 - Sandra Konstatzky and Charlotte Christoph (Austria – Ombud for Equal Treatment)
 - Jakub Konecny (Czech Republic – Public Defender of Rights)
- Exercises in small discussion groups

15:00 – 15:15

Coffee served

15:15 – 16:00

Reporting back

Plenary discussion of the findings from the break-out rooms, together with trainer's feedback.

Day 2 – 4th of June 2024

09:00 – 11:00

Applying discrimination tests for legal purposes

- The trainer will provide an overview of the methodological, ethical, and legal challenges to conduct discrimination tests for legal purposes. In addition, the legal critiques will be discussed with legal experts from Unia. This session includes room for discussion and Q&A.
- Concrete case-studies from:
 - Rik Reusen (Belgium – Unia)
- Exercises

11:00 – 11:30

Coffee break

11:30 – 12:40

Why are discrimination tests not used more often?

If discrimination tests are such a powerful tool to examine discrimination, then why aren't they used more often? In this part we address the main critiques of discrimination tests and share experiences about how to deal with policy and political responses to discrimination tests. In this session, we take the societal and policy contexts of the different participating countries into account. This session includes room for discussion and Q&A.



12:40 – 12:45

Closing

Equinet Secretariat and trainer say their goodbyes

12:45 – 14:00

Lunch

