

E Equinet
European network
of equality bodies

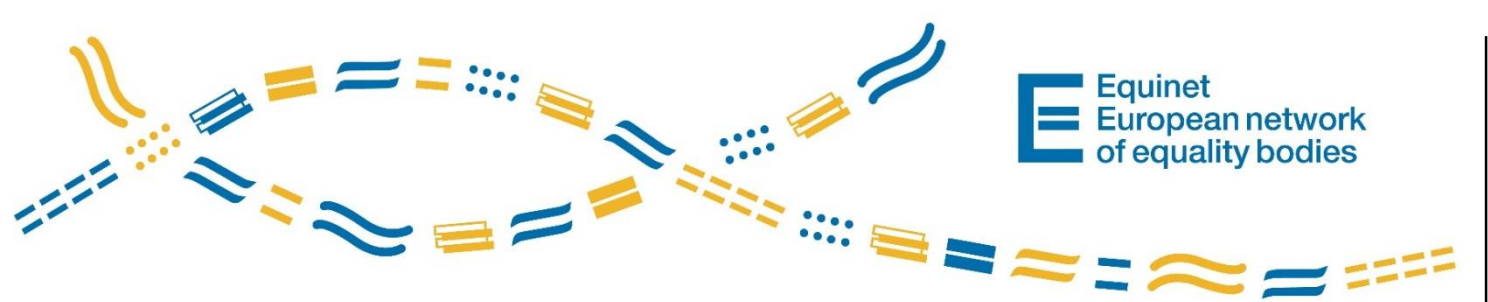


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HOW TO BUILD A CASE ON EQUAL PAY

The Experience of Equality Bodies

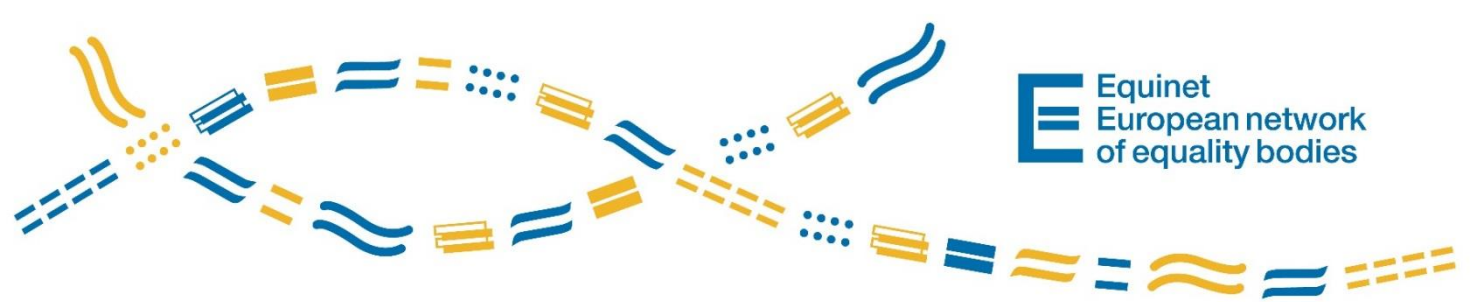
Katrine Steinfeld, Policy Officer (Gender Equality), Equinet



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Introduction

- Equality bodies in Europe and Equinet, their network
- The Working Group on Gender Equality
- Equal pay: a longstanding concern
 - Perspective “Equal pay for Equal Work and Work of Equal value” (2013)
- Handbook “How to build a case on equal pay” (2016)
 - Aims
 - Methodology
- Preliminary findings

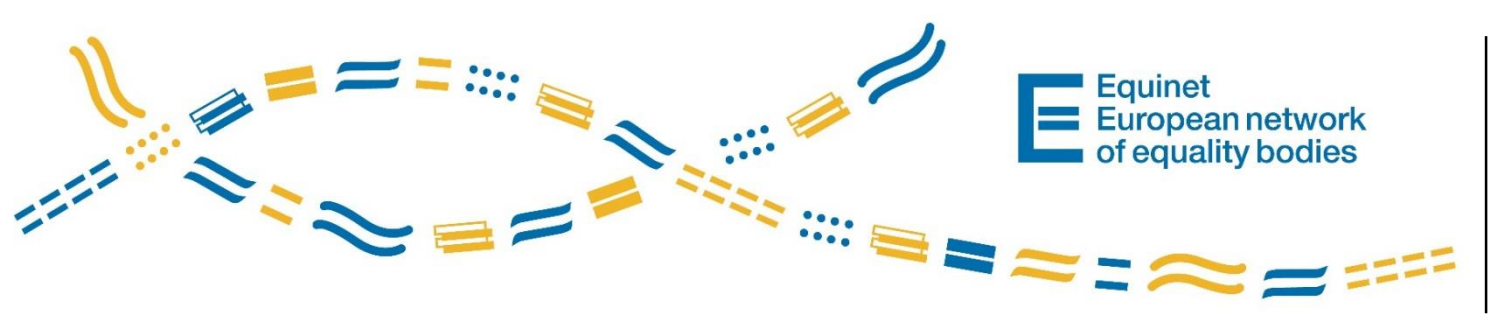


EQUINET – European Network of Equality Bodies

- **Network of specialised equality bodies** (45 members from 33 European countries)
- Specialised equality bodies on the basis of **EC Equal Treatment Directives (2000/43/EC; 2004/113/EC; 2006/54/EC)**
- **Diversity among national equality bodies** in terms of size, mandate, grounds, structure and experience

Executive Board (2015-2017)

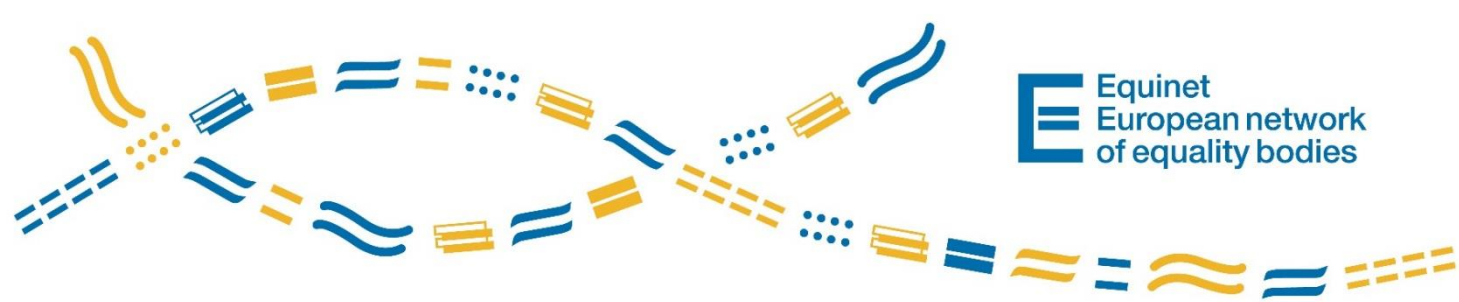
Kosana BEKER	Assistant to the Commissioner for Protection of Equality	Commissioner for Protection of Equality, Serbia
Evelyn COLLINS <i>Chair</i>	Chief Executive	Equality Commission for Northern Ireland, UK (Northern Ireland)
Sarah BENICHO	Head of 'Access to Rights and Discriminations' Unit	Defender of Rights, France
Anna BŁASZCZAK	Deputy Director of the Constitutional and International Law Department	Human Rights Defender, Poland
Patrick CHARLIER	Acting Director	Interfederal Centre for Equal Opportunities, Belgium
Sandra KONSTATZKY	Deputy Director	Ombud for Equal Treatment, Austria
Elisabeth LIER HAUGSETH	Deputy Ombud	The Equality and Anti-Discrimination Ombud, Norway
Kalliopi LYKOVARDI	Coordinator of Anti-Discrimination Unit	Greek Ombudsman, Greece
Petr POLAK	Head of the Division of Equal Treatment	Public Defender of Rights, Czech Republic



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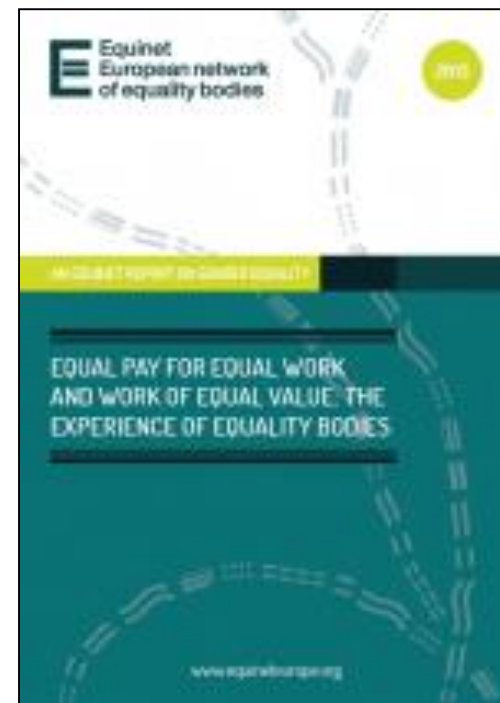
Equinet Members

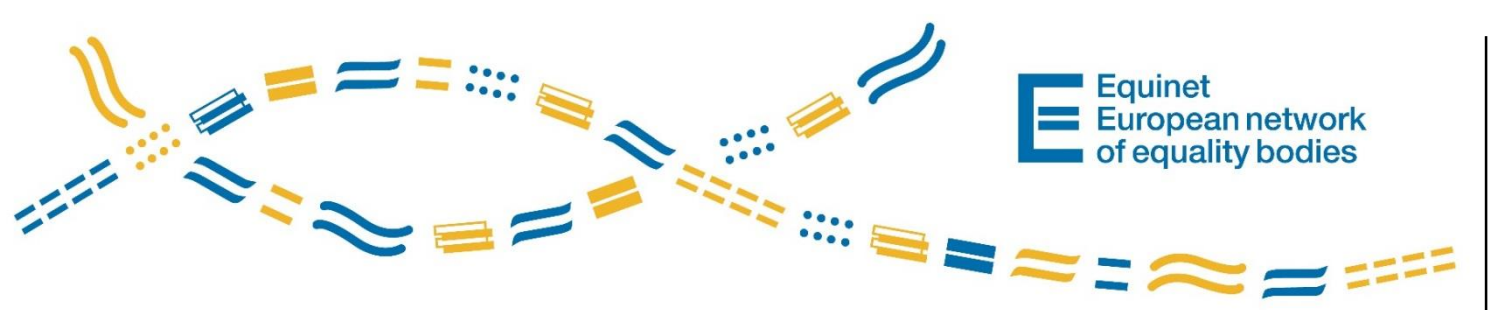
- **Functions of Equality Bodies as laid down in EU directives:**
 - Independent assistance to victims of discrimination
 - Independent surveys and reports concerning discrimination
 - Recommendations on discrimination issues
 - Exchange of information with European bodies
- **Wider functions taken on by Equality Bodies:**
 - awareness raising, promotion of good practices



Working Group on Gender Equality

- About **35 staff members** from more than 25 countries
- **Equal pay for equal work and work of equal value** a core area of interest
- **Report** «Equal Pay for Equal Work and Work of Equal Value» (2013)





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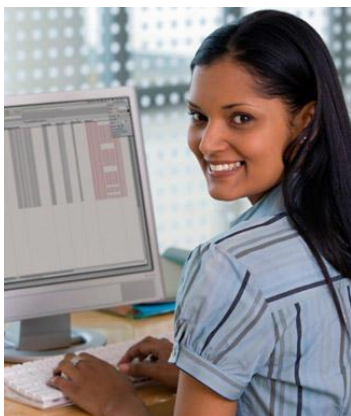
«Equal Pay for Equal Work and Work of Equal Value»

Lessons learned

Need:

- Awareness raising
- Job evaluation methods free of bias
- Encouragement to companies to tackle pay gap internally
- Combat gender stereotypes
- Cooperation with social partners

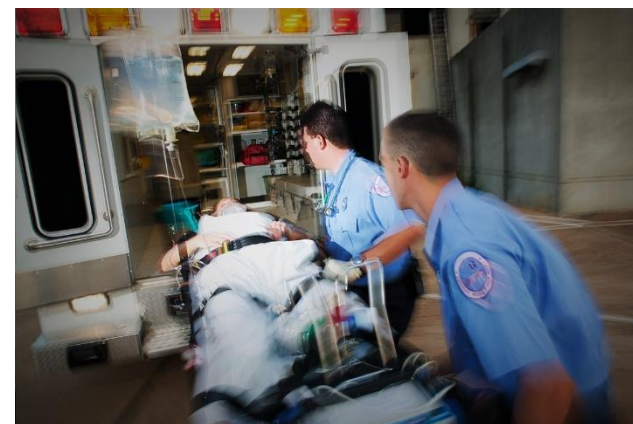
The Situation

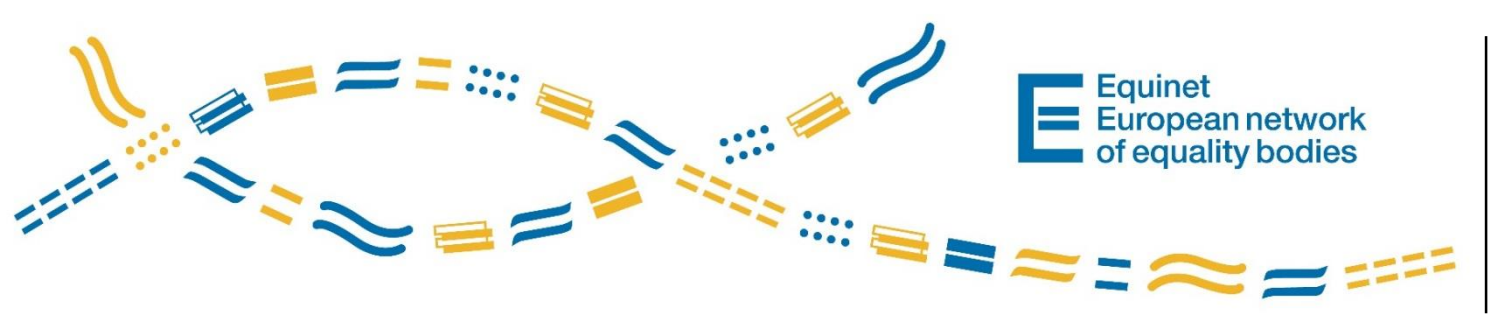


Equal work
Direct discrimination



Work of equal value?
Indirect discrimination





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Current project: Handbook «How to build a Case on Equal Pay»

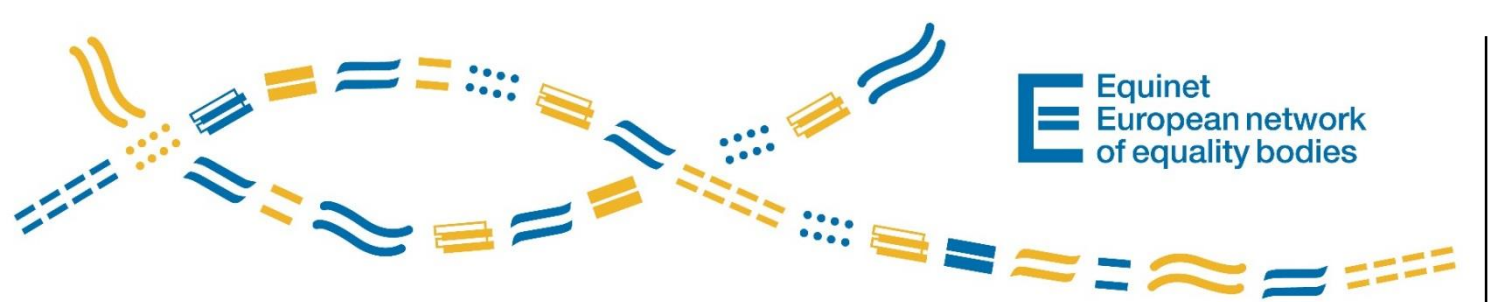
Aims:

- Assist equality bodies in tackling equal pay cases
- Collect best practices in the practical handling of equal pay cases
- Identify common challenges in handling equal pay cases with systemic relevance

Handbook «How to build a Case on Equal Pay»

Outline

- Introduction
- What to ask a claimant?
- How to gather information?
- What to ask a respondent?
- Building the case
 - Burden of proof
 - Arguments and counter-arguments
 - Job evaluation schemes
- Sanction and follow-up
- Conclusions
- Annex

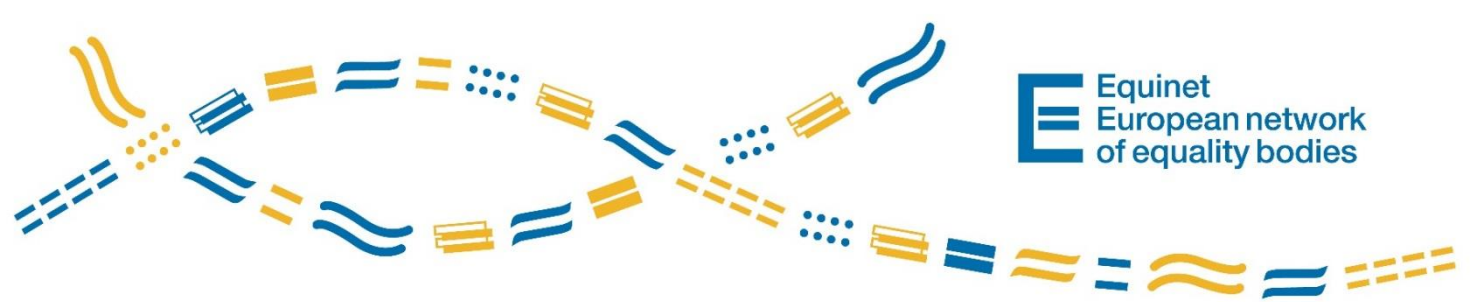


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Handbook «How to build a Case on Equal Pay»

Methodology

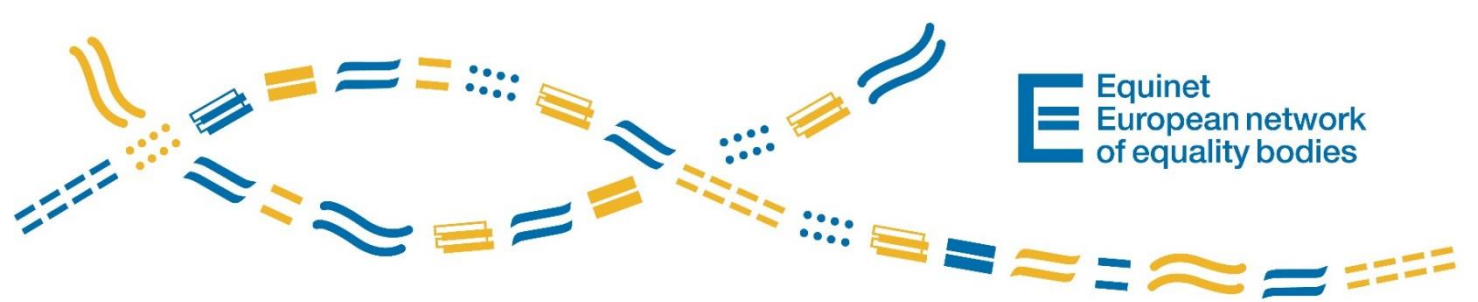
- Questionnaire sent out to all members of the Working Group
- Answers discussed in the Working Group
- Smaller groups write a chapter each
- Members review the first draft and comment
- Final draft sent to members and Executive Board for approval
- Publication (Q2/3 of 2016)



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Preliminary findings

- **Specific situations and difficulties in equal pay cases**
 - Work of equal value
 - Pregnancy
 - Motherhood
 - Social security schemes (occupational)
- **Particular challenges related to discrimination on ground of gender**
 - E.g. Serbian case where parent returning from parental leave demoted, replaced by another woman
- **Confirm that partnership with social partners frequent and fruitful**
 - Labor unions and labor inspectorates on cases
 - Employer's organizations on promotional work
- **Importance of effective and dissuasive sanctions and follow-up**
 - Prevention
 - Social change



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Thank you for your attention!

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