EXPERIENCES IN EQUAL PAY CASES

- A PERSPECTIVE FROM DANISH COMPLAINANTS

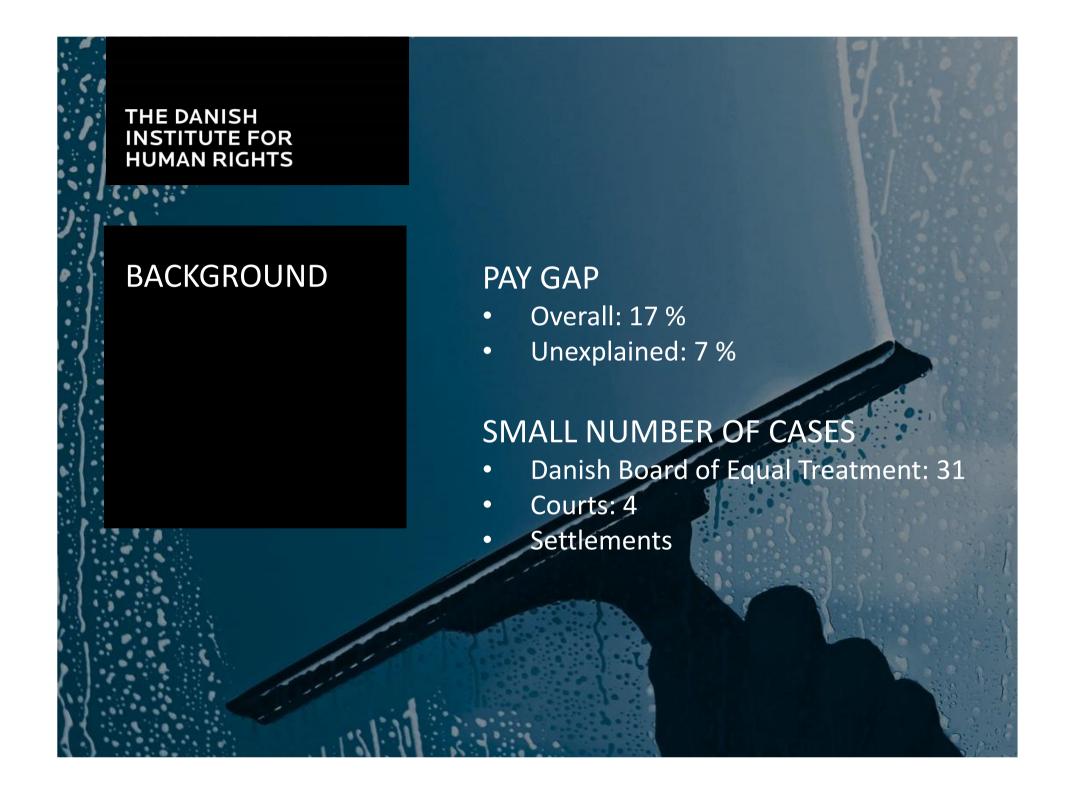
EQUAL PAY
AND GENDER EQUALITY

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NOVEMBER 13TH 2014

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DATA

18 COMPLAINANTS (14 cases)

Results: 10 won, 1 settled, 3 lost

Employers: 8 public, 6 private

E.g. ministry, municipality, industry,

shipping, recruitment bureau

Duration: 3½ months – 8 years

ABOUT THE COMPLAINANTS

AGE: 26-65 YEARS

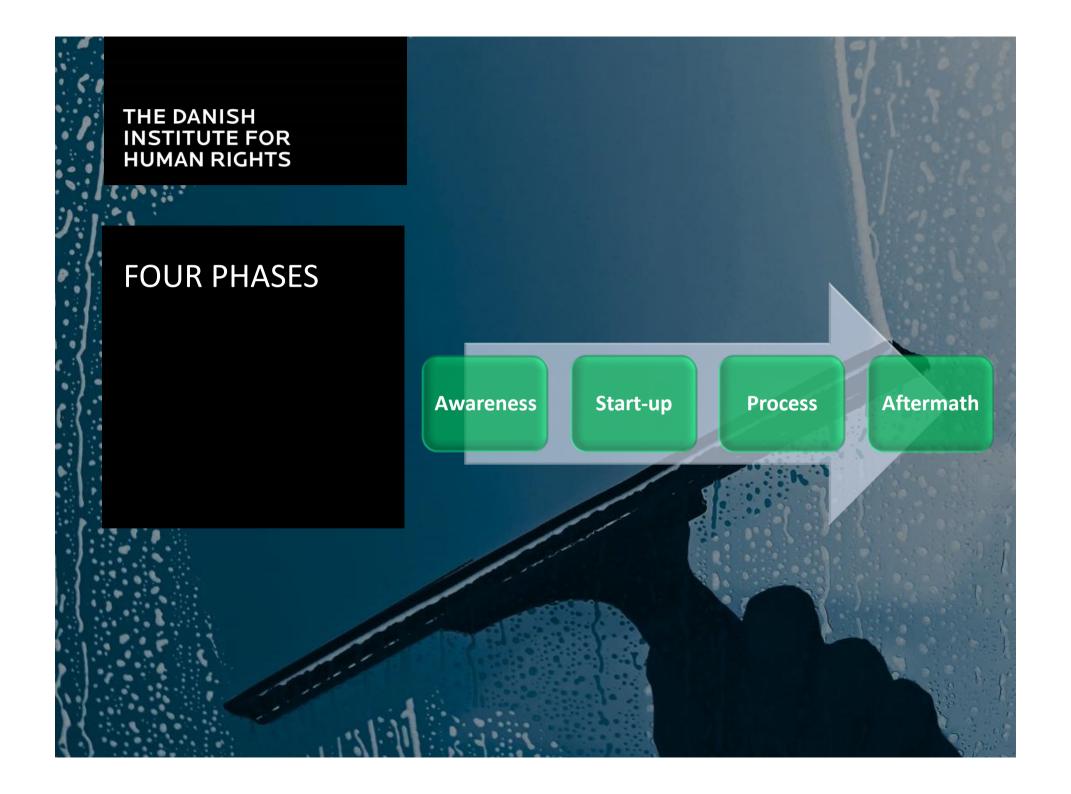
EXPERIENCE: 2-32 YEARS

REPRESENTATIVES (secondary data)

7 union workers

1 lawyer

2 shop stewards



PHASE 1: AWARENESS OF DISCRIMINATION

LACK OF TRANSPARENCY

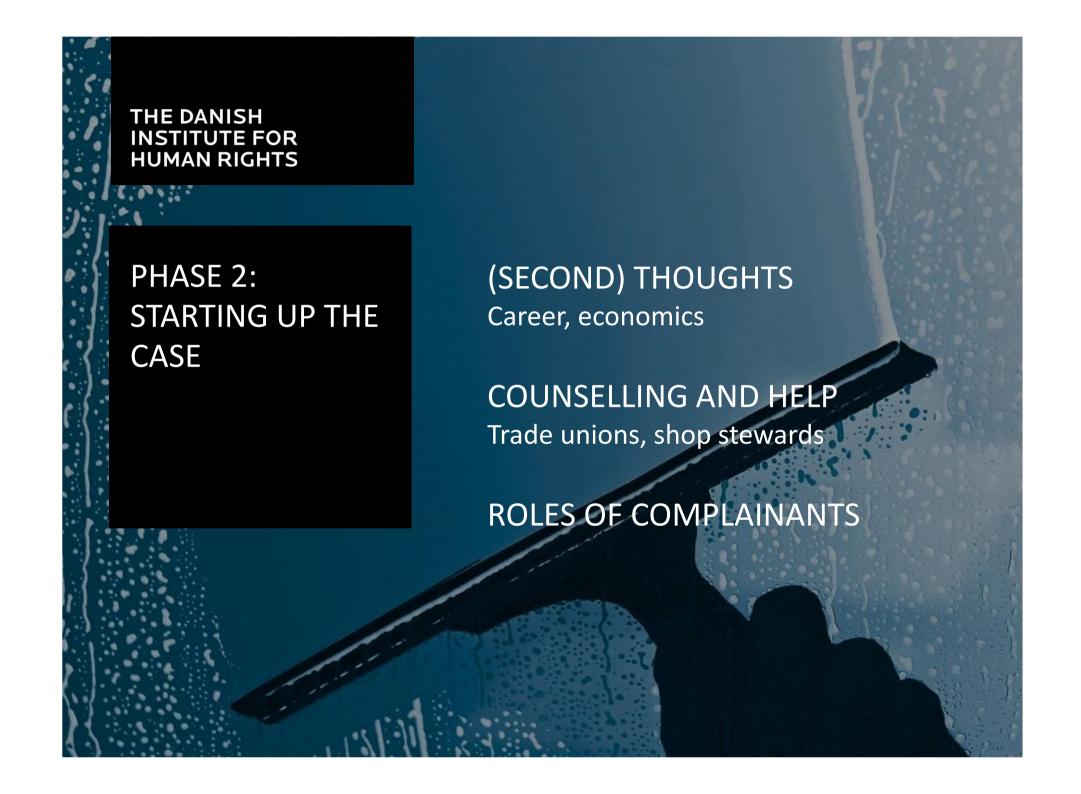
Statistics, payslips, salary policy, taboo

AWARENESS

Informal insights, shop stewards, new positions, leave

REACTION

- "Used," "stupid," and "own fault"
- "Injustice," "matter of principles,""wrong," and "anger"



PHASE 3: BEING PART OF THE PROCESS

NEGOTIATIONS

Battlefield, uncomfortable, devaluation, "fired a long time ago?," doubts

COLLABORATION/RELATIONSHIP Poor, strained

PERSONAL EXPENSES

Families, hobbies, careers

REACTION OF VERDICT

Relief, "waste of time"

