

The background of the slide is a dark blue image showing a close-up of a hand holding a black pen, poised to write on a document. The surface of the document is covered with numerous water droplets of varying sizes, creating a textured, glistening effect. The lighting is dramatic, highlighting the contours of the hand and the pen against the dark background.

THE DANISH
INSTITUTE FOR
HUMAN RIGHTS

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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The background of the slide is a dark blue image showing a hand holding a handgun, with water droplets scattered across the surface. The text is overlaid on this background.

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OUTLINE

- BACKGROUND
- METHODOLOGY
- RESULTS

The background of the slide is a dark blue image showing a hand holding a pen, with water droplets scattered across the surface, suggesting a document or a report.

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BACKGROUND

PAY GAP

- Overall: 17 %
- Unexplained: 7 %

SMALL NUMBER OF CASES

- Danish Board of Equal Treatment: 31
- Courts: 4
- Settlements

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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

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FOUR PHASES

Awareness

Start-up

Process

Aftermath



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**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”

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**PHASE 2:
STARTING UP THE
CASE**

(SECOND) THOUGHTS

Career, economics

COUNSELLING AND HELP

Trade unions, shop stewards

ROLES OF COMPLAINANTS

A hand holding a handgun against a blue background with water droplets. The hand is in the lower right, and the gun barrel points towards the upper left. The background is a dark blue with white water droplets of various sizes scattered across it.

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**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”

A hand holding a pen over a document with water droplets. The background is a dark blue gradient with white water droplets and a white pen tip pointing towards the bottom right.

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PHASE 4:
AFTERMATH

VICTIMIZATION

More intense, job change

BEING A 'PUBLIC' PERSON

'Damaged goods,' disloyalty, troublemakers

ASSESSMENT OF THE CASE

Not worth the effort, responsibility



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THANKS

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