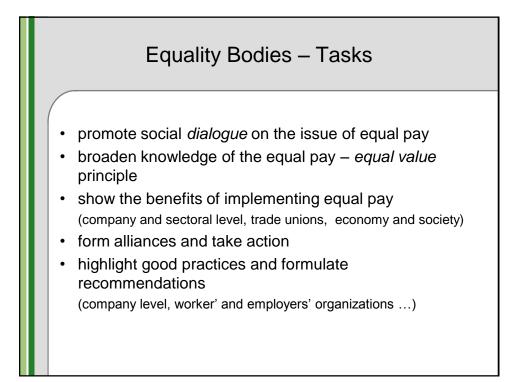
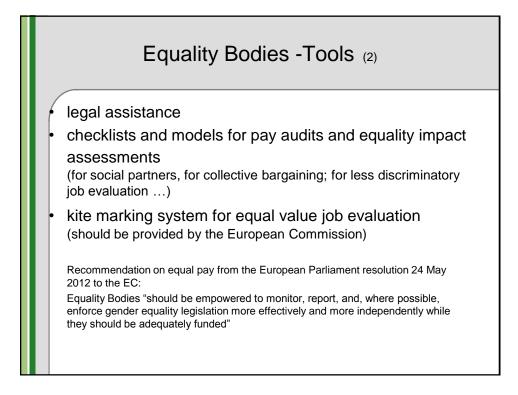


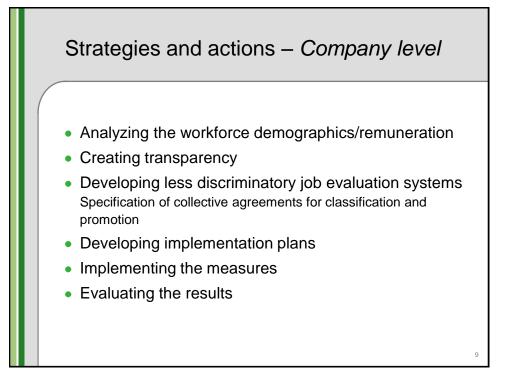
- Providing know-how (equal value principle, sources of discrimination, approaches, principle of discrimination-free job evaluation)
- Equal pay reviews (detailed income reports + analysis)
- Modernising pay schemes and collective agreements (scanning the regulations for discriminatory potential checklists!)
- Sensitisation (campaigns, public discussions, public media)
- Equal pay task force groups (analysing and developing proposals and measures)
- National equal pay conferences (at sector level)

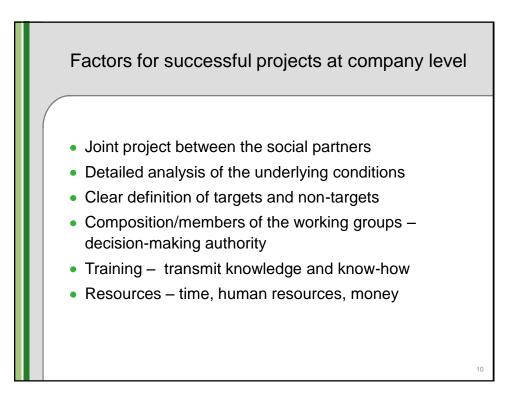


## Equality Bodies -Tools (1)

- Dialogue "Dialogue as a tool can build a Think Tank with a broad scope in equality issues" (Sandra Konstatzky)
- information campaigns (printed material, webpages, newsletters, conferences ...)
- give and exchange constructive information
- partnership, cooperation and joint projects (with social partners)
- advice and recommendations
- trainings and training material







## Benefits of less discriminatory job evaluation

- · Changing the rank-order/relation of jobs
- Adequate grading of new innovative jobs
- Reference to good management practices
- Enhancing the contentment and motivation of employees
- Prestige (public procurement bound on gender equality)
- Reducing the hierarchical gender order
- Avoiding of negative consequences of equal pay claims





