

Pay transparency



Why?

- Many reasons
 1. No priority
 2. Subtlety of the matter

As for priority: what to do?

- Frapper toujours
- Enthusiasm
- Inspiration

Inspiring websites:

<http://genderpaygap.eu/>

<https://www.youtube.com/watch?v=sVnLHVVR568>

http://ec.europa.eu/justice/newsroom/gender-equality/infographs/equal-pay-day-2015/equal-pay-day/index_en.html

As for subtlety:

We need research.

E.g. Dutch NIHR into standards for wage setting, discriminatory or not?

- *Relevant work experience obtained in a previous job*
- *Determining the salary on the basis of the last-earned salary in the previous job*
- *Determining the salary on the basis of negotiations*
- *Establishing a higher salary because of a shortage on the labour market*
- *Giving guarantees*
- *Any other?*

Be aware of your own assumptions

And help others to learn:

<http://wageindicator.co.uk/main/pay/gender-pay-gap-in-the-uk/gender-pay-gap-test-for-employers>

