

# Equal pay for equal work!

Your rights in the event of pay discrimination



# Pay discrimination is not okay!

Do you have the same responsibilities as your male colleague and still get paid less?

Are your colleagues given pay rises faster than you? You suspect a connection with your gender, your ethnicity, your sexual orientation, your religion, your ideology, your age or the fact that you are caring for children or relatives.

This could be pay discrimination and can be opposed under the Equal Treatment Act. You can then reclaim the difference in payment and compensation.

## What is Equal Pay?

Discrimination in pay due to gender, ethnicity, sexual orientation, religion, ideology, age or the fact that someone is caring for children or relatives is prohibited by law.

You have the right to receive the same pay as your colleagues for doing the same or comparable work.

*“He was just our preferred candidate.”*

If you do comparable tasks, you should be paid just as much as your new colleague.

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*“She simply demanded less salary than her colleague did.”*

“Negotiating skills” do not justify pay discrimination.

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*“She’s just not as flexible.”*

Flexibility may only be required and compensated with a higher pay if it is crucial for the job.

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*“As a part-time employee, she has to prove herself first.”*

Part-time employees must be evaluated with the same criteria as full-time employees.

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# Here is what you can do:

- Document the situation as soon and as specifically as possible. Collect evidence and documents.
- Let us advise you. Together, we will find a suitable solution for your concerns.
- If you like, we can contact the employer and request a statement.
- We can help you submit a claim to the Equal Treatment Commission.
- You can also take legal action in court. We recommend getting legal protection before you do this.

**Does your employer have over 150 employees?**

Then they have to report on the income structure by gender. Use that information!

The Ombud for Equal Treatment supports you in combating pay discrimination. You will receive free and confidential consultation from us.



# We advise, support and document

Are you being paid less than your colleagues and suspect discrimination?

We advise you free of charge, independently and confidentially. We will listen and discuss your legal options with you. We won't take any steps without your consent.

The Ombud for Equal Treatment documents all reported incidents.



Call us free of charge: **0800 206 119**



Find out about your rights at  
**[gleichbehandlungsanwaltschaft.gv.at/english](https://gleichbehandlungsanwaltschaft.gv.at/english)**



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**Legal information:** Media owner, publisher and editor:

Ombud for Equal Treatment, Leopold-Moses-Gasse 4/1/2, 1020 Vienna

Edited by: Ombud for Equal Treatment

Design: BKA Design & Graphics

Printed by: Digitalprintcenter des BMI; Vienna, 2024