

Appendix C: Statement of Ole Olsen (excerpt)

I am 48 years old and have been employed at Johannes Breweries for many years. In the first years, I worked in the brewery. In 2018 I was transferred to Johannes Beer Garden and Bodega, working in the outside areas and greenhouses. I love the outdoor work.

My own background is that I have a four-year education as a brewer. When I transferred to work outside, I followed a short course for greenhouse work. This is what most transferred brewery workers do, as the brewer education is not really that relevant for the outdoor or greenhouse work.

Most of the outdoor workers have a relevant education consisting of 2.5 years of occupational training, including a two-year internship. Some of the workers are unskilled, and training for the work is on-the-job-training.

For the outdoor work, we have a lot of mechanical equipment to assist us with the heavy lifting, and we have all the latest in power-tools for the heavy cultivating and pruning jobs. The outdoor work is not as hard and strenuous as forestry work or park maintenance work used to be in the old days.

In my view, it is only reasonable that women are paid the same as men. The women also work hard. From my point of view, we are all colleagues, and we all contribute to the success of the Johannes Beer Garden and Bodega. Every person is a small but important cog in a well-oiled machinery. Really, I do not understand, why there should be any difference in pay.