

# Equal Pay Handbook

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## Foreword

Women in Australia have been fighting for the right to equal pay since early this century. The principle of equal pay for equal work was enshrined in the Universal Declaration of Human Rights in 1948. Since then, women's right to equal remuneration has gained increasing international support.

Equalised women workers were granted equal pay in 1969. Nearly thirty years later it is true, but not universal yet. The women who paid a higher wage were those who were during the same job. What equal pay means is the 1969 law has been complex than this. For example, female dominated jobs may be paid lower than mixed payments than male dominated jobs. Job is different persons may undertake female dominated occupations and therefore not lower pay when compared with male dominated jobs. In past time workers may not be paid the same as full time during the same job, on a part-time basis. All these factors, and others, contribute to unequal pay between men and women.

The complexity of the issue has not been well understood by employers and unions. As a result, many critical factors which hamper the provision of pay equity have not been adequately tackled. Today, modern industrial legislation like Workplace Relations Act 1996 promotes strong provisions requiring that employers avoid male and female employees equal remuneration for work of equal value. Claims for equal remuneration under that legislation can be made in the Australian Industrial Relations Commission (AIRC). Compliance of any discrimination in remuneration can also continue to be made in the Human Rights and Equal Opportunity Commission under the Sex Discrimination Act 1984.

While the capacity to claim equal remuneration has made of equal value in the AIRC is relatively new in Australian industrial relations, perhaps, it is the United Kingdom and the United States have all had specific equal remuneration legislation for several decades. Because their equal remuneration laws have a long history, some examples from these jurisdictions have been included throughout this Handbook to illustrate that principles governing equal remuneration practice for equal remuneration. Examples of international events are considered in the following, but not including, some Australian events.

# The Equal Rights Handbook

**G Thomas**



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