

REPORT TO

STANDING COMMITTEE ON EMPLOYMENT AND WORKPLACE RELATIONS

The adequacy of current data to reliably monitor employment changes that may impact on pay equity issues

- *While there may be pay equity within a workforce or workplace concerning positions undertaken, there remains the perception of inequity due to women not always being willing to apply for positions of greater responsibility with higher salaries and such matters are hard to measure or monitor. In particular there is a need to encourage women to apply for jobs to eliminate pay equity discrepancies.*

The need for education and information among employers, employees and trade unions in relation to pay equity issues

- *Encouragement is needed for women in the workplace to take up opportunities and this may well be aided by further education and information for the above parties.*

Current structural arrangements in the negotiation of wages that may impact disproportionately on women

- *Women are not disadvantaged in wage negotiation as men and women are represented equally in the wage negotiation process, with sectors within the school workforce being encouraged to seek out information regarding their sector, then join forces as part of the Staff Association negotiation.*

The adequacy of recent and current equal remuneration provisions in state and federal workplace relations legislation

- *Not relevant*

The adequacy of current arrangements to ensure fair access to training and promotion for women who have taken maternity leave and/or returned to work part time and/or sought flexible work hours

- *Women have been able to negotiate when they return to work with the understanding that they are able to extend the length of maternity leave.*
- *Part time work has almost been the norm for women returning to work after maternity leave, with job share opportunities also creating a positive situation for women seeking flexible work hours*

- *Professional learning opportunities are readily available to women*

The need for further legislative reform to address pay equity in Australia

- *Difficulty in legislating what amounts to social and attitudinal changes to achieve pay equity in real terms, not just as may appear in a salary or wage schedule.*
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