

## Justice Demands EQUAL PAY

The A.C.T.U. has led two deputations to the Menzies Government on Equal Pay. The first in 1957 with a petition containing over 60,000 signatures, and again in September, 1960, with demands for Equal Pay, and to give a practical lead, by granting Equal Pay to its own women employees.

A similar type of reply was received on both occasions, viz., that the Government considered this is a matter for the Courts, though it is not opposed to the principle.

Having regard to International obligations, this reply by a responsible Government cannot be accepted.


At Geneva in 1951, Government and Employer representatives abstained from voting on Convention No. 100 — EQUAL REMUNERATION FOR MEN AND WOMEN WORKERS FOR WORK OF EQUAL VALUE — but supported recommendation No. 90, the implementing document which accompanied the Convention.

All organisations are now called upon to intensify activity during the Equal Pay Week and participate in the Equal Pay Seminar in order to renew demands on the Federal Government to—

- Seek agreement by the various States for ratification or implementation of the terms of the Convention and recommendation.
- Grant Equal Pay to its own women employees.
- Make every effort to promote public understanding on the matter.

## Demand Equal Pay For Women Workers

Authorised by H. J. Souter for A.C.T.U.

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THE AUSTRALIAN COUNCIL OF TRADE UNIONS IS CONDUCTING A  
VIGOROUS CAMPAIGN IN SUPPORT OF TRADE UNION POLICY OF

# EQUAL PAY FOR THE SEXES

As a First Step towards this Objective, the Trade Union Movement has Adopted  
the Principle of the 1951 I.L.O. Convention:

## Equal Remuneration for Men and Women Workers for Work of Equal Value

This objective will be the subject of discussion and increased activity during  
1961 by—

***National EQUAL PAY Week, April 10-16, 1961***

ACTIVITIES BY ALL A.C.T.U. STATE BRANCHES

and

***EQUAL PAY SEMINAR, April 17 & 18, 1961***

TRADES HALL, SYDNEY

★

Your Active Support and Participation Can Bring Results

# Developments in AUSTRALIA

The present Federal Government has maintained its inability to ratify Convention No. 100 because of limitations by the Constitution. No positive attempt has been made to bring about agreement by the Australian States.

In November, 1960, members of the Federal Government voted against amendments to the Public Service Recruiting Act proposed by the Leader of the Opposition, the Hon. A. A. Calwell. This amendment sought to establish equal pay for women employees of the Commonwealth Government under this Act. The Government repeated its previous stereotyped reply: "It is a matter for the Courts," etc. Despite this deplorable complacency on the part of the Federal Government, the ACTU intensified its Campaign for Equal Pay, and with the setting-up of Equal Pay Committees through the ACTU State Branches, advances have been made in the various States of the Commonwealth.

## NEW SOUTH WALES

In March, 1958, the Premier of NSW, the late Hon. J. J. Cahill, announced that he intended to introduce legislation to implement equal pay in that State.

In May, 1958, the then Minister for Labor and National Service, the Hon. H. H. Holt, made a statement in the Commonwealth Parliament in which he reiterated the Government's attitude on the matter of equal pay as stated in October, 1953, and commented unfavorably on the proposals of the NSW Government. He said: "It would be doubly unfortunate, in our view, if one State should act on its own in this matter"; and then proceeded to give reasons against, based purely on supposition. In spite of these dire predictions and very much to the credit of the NSW Government, who undertook the responsibility of pioneering this reform in Australia, it is pleasing to report as follows:—

The NSW Industrial Arbitration (Female Rates) Act of 1958 has ensured that:

- (1) A full 75 per cent of the male basic wage was restored to the women workers of this State.
- (2) 10,000 women teachers, approximately 1000 public servants, certain categories of women in Local Government, fifteen extra sections of Shop Assistants' Awards which have affected thousands of women, 400-500 women petrol sellers under State Awards, 45 "A" and "B" grade cooks under the Hospitals (Metropolitan) Award, and tobacco workers, and others have been placed on the "Equal Pay Formula" pronounced by the Industrial Commission in November, 1959.

All of these women will reach the full male rate of pay for the job on January 1, 1963.

Perhaps one of the main benefits to flow from this legislation is that a comprehensive review of women's wages has been necessary.

The terms of the Act which conforms to Article 4 of Recommendation 90 do not apply to women engaged in work essentially performed by females, but upon which male employees may also be employed; or those who perform work which may be of the same or a like nature and of equal value to that performed by males, but whose rates of wages are not fixed by the same award or industrial agreement as that which fixes rates for those males.

## TASMANIA

Legislation on Equal Pay has been promised by the Labor Government early in 1961.

## QUEENSLAND

During 1960 the female basic wage was raised to a full 75 per cent of the male rate—this was the last State in the Commonwealth where this matter was outstanding. Women radiographers, chemists, dentists, physiotherapists, some meat process workers and others have been successful in claims for equal rates. The Labor Party promised legislation in its Policy Speech during the 1960 State Election Campaign.

## VICTORIA

Some categories of workers do receive equal rates, but many—including teachers—do not. A Private Member's Bill has been foreshadowed.

## WEST AUSTRALIA

Equal margins have been obtained by teachers, librarians and others; equal pay operates for Members of Parliament, journalists, pharmacists, barmaids and policewomen. A deputation to the Premier of this State during 1960 brought the answer that the Government was not unsympathetic, but needed to be satisfied that economic difficulties and unemployment would not follow.

## SOUTH AUSTRALIA

Women teachers and others are campaigning for equal margins.

# Resume of Action Taken in OTHER COUNTRIES

- 32 Countries have Equal Pay Provisions in their Constitutions.
- 34 Countries have ratified Convention No. 100.
- 38 Countries have Equal Pay Legislation.
- 43 Countries give Equal Pay to Civil Servants.
- 77 Countries give Equal Pay to Teachers.

## UNITED KINGDOM

Non-Industrial Civil Servants reach full equality on 1/1/61; teachers by 1/4/61. Certain other salaried workers, including National Health Service, Electricity and Gas Authorities and British Transport Commission, are being similarly adjusted. Women employed in the London County Council received equal pay for equal work before the introduction of the scheme under which the aforementioned women have benefited.

Women are paid the same salary as men for doing the same work in medicine, dentistry, physiotherapy, radiography, University teaching, journalism, broadcasting, architecture, Ministers of the Crown and Members of Parliament, salaried magistrates and solicitors, pharmacists working in hospitals, administrative, professional and technical workers in Local Government.

## CANADA

Federal Government and seven States (out of ten) have passed Equal Pay Laws.

## UNITED STATES

Civil Servants have received equal pay since 1923. Twenty States have Equal Pay Legislation.

## ITALY

Agreement signed 16/7/60 on the question of equal pay for women industrial workers numbering 1½ million in Italy today. After two years' negotiation, it is felt this agreement has the merit of winning a better position for the woman worker in the Nation's productive set-up. It is intended to open negotiations now for equal pay in other sections of employment.

## NORWAY

An investigating committee set up by the Government recommended ratification of Convention No. 100 saying: "The measures necessary were not inconsistent with present methods of determining rates of remuneration." Ratification was effected on 24/9/59.

## INDIA

The Constitution of 1949 makes equal pay for equal work for men and women a directive principle of State policy.

## FEDERAL REPUBLIC OF GERMANY

The Basic Law of 1949 entitles women equal rights with men and provides that no person may be discriminated against because of sex. The women's divisions of the German Federation of Trade Unions have done a great deal to help implement the principle of equal pay.

## NEW ZEALAND

Legislation passed in November, 1960, provides that every wage fixing authority when fixing the salaries or wages of Government employees shall give effect to the following principles:

- (a) Differentiations based on sex shall be eliminated where equal work is performed under equal conditions.
- (b) In cases where work is of a kind which is exclusively performed by women and there are no corresponding scales of pay for men to which they can fairly be related, regard shall be had to scales of pay for women in other sections of employment where the principle stated in (a) has been or is being implemented.

This elimination of differentiations based on sex shall be effected in three equal stages to become fully effective on 1st day of April, 1963.