

Lessons from Australia

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Abstract

My paper will consider developments on pay equity in Australia, principally in the federal and NSW jurisdictions. I will provide an outline of some key features of the cases that have been dealt with since the 1980s. I will focus on what I think we have learned and what important work is still needed. Some specific questions include: How does equal remuneration fit into the industrial system? What significance do discrimination laws and tribunals have for pay equity? How do we deal with the legacies of the past? How can tribunals and others ensure pay equity is routinely considered? How can matters outside awards be dealt with? How can gender-related undervaluation be shown? What are the roles/limitations of qualifications and competency levels in assessing value? What methods are there to establish work value and rates, free of gender effects? How to choose and use comparators? What does the future hold?