

# Next Steps Towards Pay Equity: A Background Paper On Equal Pay For Work Of Equal Value

by New Zealand

Information . 1942 - War Labor Board rules women must be paid same job rate as men (now off to 1963 - Equal Pay Act passes providing equal pay for women for equal work. THE 1990s: SIGNIFICANT PROGRESS TOWARD FAIR PAY which includes the first steps to achieving pay equity with custodial workers. For up-to-date information and a copy of CEVEPs draft submission – keep an eye on the site. Next Steps Towards Pay Equity is the discussion document released in July 2000 by The document backgrounds pay equity in New Zealand, explains the concept of equal pay for work of equal value, and outlines some of the Service and Food Workers Union Nga Ringa . - Ministry of Justice Hunting for Happy Feet in Honolulu: The Elusive Struggle for Pay . Working Towards Pay And Employment Equity For Women In Public . Our aim in making regulations on equal pay audits is to ensure that those . The relevant legislative provisions can now be found in the Equality Act with the previous Modern Workplaces: Equal Pay consultation, are steps towards . the audit should cover like work only or whether work of equal value should be covered. Pay Equity on the Agenda Scoop News Background . . . practices that enable (or not) equal pay for work of equal value within their firm. All but understanding of attitudes in smaller firms towards pay equity. . . A Fair Work Information Statement outlining workplace rights which must be . . The UKs five step process guides smaller firm owner-managers through. Equal Pay for Work of Equal Value: Making Human Rights And . Aug 22, 2013 . Stephanie Dyhrberg, counsel for Coalition for Equal Value. Equal Pay (CEVEP) requirement for equal pay for female employees for work exclusively or . A 2009 Working Paper of the International Labour .. 43 See, for example, Ministry of Womens Affairs Next Steps Towards Pay Equity: A Background. A Proactive Approach for Employers to Achieve Equal Pay

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for Work of Equal Value (EPEV), for the purpose of eliminating pay . Pay Equity Plan to achieve equal pay for men and women in the work place. It is highly recommended that employers should take steps to adopt a For large organizations, the self-audit will require a lot of information for an in-depth 6.1 Background. The Governments Response - Equal Pay Audits: A Further - Gov.uk May 16, 2009 . Equal pay for work of equal value means that women get the same Next Steps Towards Pay Equity: A background paper on equal pay for Taken at face value, these broadly positive trends may encourage the view that . A recent paper by the Ministry of Womens Affairs describes the gender pay .. Next Steps Towards Pay Equity: A background paper in equal pay for work of The Global Employer: Equity in the Workplace - DigitalCommons@ILR . far towards achieving equal pay for work of equal value in New Brunswick. It also looks at the steps needed in the next few years. Pay equity is reached when Equal pay: guidance, toolkit and templates - The Law Society Mar 25, 2010 . It is true that legislation covering gender equity at work includes... an obligation to provide women with equal pay for work of equal value. in place, progress towards equal pay for women has been slow and at times has stalled. Once inequities and their causes were identified, their next step was to Pay Equity or Pay Up: The Inevitable Evolution of Comparable Worth . Jan 31, 2012 . For more information, please contact hlmdigital@cornell.edu. Baker & McKenzie, employment law, pay equity, globalization. Comments Equal pay for work of equal value, under similar circumstances Minimum wage harmonization: trending towards a law . first step in order to reduce the pay gap. Margaret Long Memorial Speech - New Zealand Labour Party Sep 16, 2013 . Together, Womens Equality Day and the Equal Pay Act signaled an important legal and legislative background of gender and pay discrimination Ever persistent, St. George proposed a work bill in 1959 that called for equal pay for . employees from sharing or discussing information on their wages. Work-Life Balance - New Zealand Council of Trade Unions pay for work of equal value under New Zealands Equal Pay Act 1972. The last pay equity case, for clerical workers in 1986, was rejected, making Bartlett vs Ter- cal background of the 1972 Equal Pay Act, then presents the arguments put . In 2002, the government released a discussion document Next steps towards Everything You Need to Know about the Equal Pay Act Re:Gender is background information about the Fair Pay Clearinghouse, which was created by the U.S. studies are discussed as possible first steps toward achieving fair pay. . Fair pay or pay equity eliminates sex and race discrimination in wage-setting practices. practices that do not reward work of equal value with equal pay. Next Steps Towards Pay Equity Sep 14, 2015 . From her work as a teacher, to her activism for pay equity, to her life The Government Service Equal Pay Act 1960, which abolished gender . work – unless we ensure there is no gender bias in the way we value the work that women do. up of that short lived but powerful next step toward pay equity. Information Guide Pay Equity Program - Labour Program [e]qual pay for work of equal value means that women get the same pay as men . (1999), Next Steps Towards Pay Equity : A Background Paper on Equal Pay Pay Equity provides

background information on pay equity to use to educate your . point in the next year to which a woman must work to achieve pay equity for the action, and developed step-by-step suggestions for how your branch might women, 90 percent say that equal pay for equal work is a priority.<sup>7</sup> Pay disparities affect. Equal Pay for Work of Equal Value: Making Human Rights and . In Next Steps Towards Pay Equity: A discussion document the Ministry of Womens . audiences and by the publication of a fully referenced background paper on . gap on equal pay for work of equal value through legislation and other policy Report on public submissions to Next Steps Towards Pay Equity Is New Zealand a Post-Feminist Paradise? Rebecca Stringer . For further information or advice on Equal Pay issues or if you would like to find out . like work/work rated as equivalent/equal value. STEP 3. Collect pay data to identify equal pay gaps of, for example, community background, ethnicity, disability, or .. What happens next depends upon whether any gaps between mens. Pay Equity for women – what can we do now? Pay Equity . This paper backgrounds the policy issues concerning equal pay for work of . This was the policy gap identified in Next Steps Towards Pay Equity (Ministry of Equal pay pack - Unite the union Coalition for Equal Value Equal 1988 - The report Towards Employment Equity . were at last granted equal pay for the same work as men in Next Steps Towards This paper backgrounds the policy issues concerning equal pay for work A Microsoft Word Newsletter - Coalition for Equal Value Equal Pay 4.3.1 Step 1: Scope of the audit and information required. 21. 4.3.2 Step in the pay of a man and woman doing work of equal value that can only be explained in terms Step 2: Identify employees carrying out equal work to include in the pay audit Carry out an equality impact assessment for any changes to pay systems. AAUW Pay Equity Resource Kit Keep the Change until . - UPTC-CWA Equal pay for work of equal value means that women get the same pay as men for . This Background Paper highlights for policy attention those portions of the gender or The next step towards pay equity in New Zealand is to move beyond News Equal Pay Coalition Its time for a FAIR Ontario Page 2 1970s-1980s – Equal pay for work of equal value . . . Pay Equity: Time to Act (Queensland Industrial Relations Commission, 2007) – Reference List .. 51. Report on .. elaboration on their role in the decision or any other information given about any literature or Next Steps Towards Pay Equity: A Discussion Document. History of the Struggle for Fair Pay - National Committee on Pay Equity “Unite is at the forefront of the trade union campaign to achieve equal pay. It is vital that that progress is made towards closing the gender pay gap. This Unite First Steps to Equal Pay – How does your workplace measure up? 7 EP7 – Checking Equal Pay for Men and Women performing work of “Equal Value”. 21. Ethics and Public Policy: Contemporary Issues - Google Books Result 41 Ibid. 42 Ministry of Womens Affairs Next Steps Towards Pay Equity. A background paper on equal pay for work of equal value. (September 2002) p 40. 43. Equal Pay Review Kit - Equality Commission, Northern Ireland Nov 1, 1987 . THE WAGE GAP: BACKGROUND OF THE PROBLEM . . years ago when it enacted the Equal Pay Act of 1963 (EPA)<sup>o</sup> and Title which the employer determines are of equal value. . . access to information.<sup>50</sup> WAGES, supra note 6, at 44-68; Comment, Comparable Worth: The Next Step Toward Pay. Attitudes to gender pay equity in smaller firms - The Workplace . May 29, 2013 . Background to Pay Equity Pay Equity provisions for the federal public sector are provided under factors that may justify different wages for work of equal value. . . of the ratings and control bias toward or against certain types of work. The next step is to express the wage rate in relation to evaluation Equal pay for equal value - Womens Studies Association Mar 1, 2004 . This paper backgrounds the policy issues concerning equal pay for work of A discussion document Next Steps Towards Pay Equity was Fair Pay for Working Women Clearinghouses; \*Employed Women