

*Mr Bailey*

## EQUAL PAY FOR EQUAL WORK

### ANALYSIS

Title	2. Interpretation
1. Short Title and commencement	3. Equal pay for Women

### A BILL INTITULED

**An Act to make provision for the application of the principle that women should receive the same pay as men where they do equal work under equal conditions**

5 BE IT ENACTED by the General Assembly of New Zealand in Parliament assembled, and by the authority of the same, as follows:

**1. Short Title and commencement**—(1) This Act may be cited as the Equal Pay for Equal Work Act 1970.

10 (2) This Act shall come into force on the 1st day of April 1971.

**2. Interpretation**—(1) In this Act, unless the context otherwise requires—

15 “Conditions” includes privileges and terms of employment:

“Employee” means any person of any age of either sex employed by any employer to do any work for hire or reward:

20 “Employer” means a person employing any employee or employees as set out in section 2 of the Industrial Conciliation and Arbitration Act 1954:

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“Wage-fixing authority” means—

(a) The Court of Arbitration as set out in Part II of the Industrial Conciliation and Arbitration Act 1954;

(b) Every person or authority responsible for fixing the salaries or wages of employees. 5

(2) References in this Act to men and women shall include references to persons under the age of 21 years as well as persons of or over that age.

**3. Equal pay for women—**(1) Notwithstanding anything to the contrary in any other Act, every wage-fixing authority, when fixing the salaries or wages of employees shall, subject to the provisions of this section, have regard and give effect to the following principles: 10

(a) That differentiations based on sex in scales of salary or wages of employees shall be eliminated, to the end that women shall be paid the same salaries or wages as men where as employees they do equal work under equal conditions: 15

(b) That in cases where women as employees perform work of a kind which is exclusively or principally performed by women and there are no corresponding scales of pay for men to which they can be fairly related, regard shall be had to scales of pay for women in other sections of employment where the principle stated in paragraph (a) of this subsection has been or is being implemented. 20 25

(2) The elimination as aforesaid of the said differentiations based on sex shall be effected as nearly as practicable in three equal stages, so that one-third of the said differentiations shall disappear as soon as practicable after the commencement of this Act, a further one-third of the said differentiations shall disappear as soon as practicable after the 1st day of April 1972 and the remaining one-third of the said differentiations shall disappear as soon as practicable after the 1st day of April 1973: 30 35

Provided that in any case or cases or class of cases where the wage-fixing authority so directs, the elimination of the said differentiations may be effected in such other stage or stages as the wage-fixing authority may specify but so that all such differentiations shall disappear as soon as practicable after the 1st day of April 1973. 40