

## **GOVERNMENT SERVICE EQUAL PAY BILL**

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### **EXPLANATORY NOTE**

THIS Bill provides for the elimination in three yearly stages commencing 1 April 1961 of differentiations based on sex in scales of salary or wages of Government employees and others whose salaries or wages are paid wholly from money appropriated by Parliament, to the end that women shall be paid the same salaries or wages as men where, as Government employees, they do equal work under equal conditions.

*Right Hon. Mr Nash*

## GOVERNMENT SERVICE EQUAL PAY

### ANALYSIS

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

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### A BILL INTITULED

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

**1. Short Title and commencement**—(1) This Act may be cited as the Government Service Equal Pay Act 1960.

(2) This Act shall come into force on the first day of April, nineteen hundred and sixty-one.

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

“Conditions” includes privileges and terms of employment:

“Government employees” means all employees of Her Majesty in respect of the Government of New Zealand; and includes all other employees whose salaries or wages are met wholly from money appropriated by Parliament:

“Wage-fixing authority” means—

- (a) The Government Service Tribunal:
  - (b) The Government Railways Industrial Tribunal:
  - (c) The Public Service Commission: 5
  - (d) Every person or authority responsible for fixing the salaries or wages of Government employees.
- (2) References in this Act to men and women shall include persons under the age of twenty-one years as well as persons of or over that age. 10

**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 Government employees shall, subject to the provisions of this section, have regard and give effect to the following principles: 15

- (a) That differentiations based on sex in scales of salary or wages of Government employees shall be eliminated, to the end that women shall be paid the same salaries or wages as men where as Government employees they do equal work under equal conditions: 20
  - (b) That in cases where women as Government 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 fairly be related, regard shall be had to 25 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.
- (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 first day of April, nineteen hundred and sixty-two, and the remaining one-third 35 of the said differentiations shall disappear as soon as practicable after the first day of April, nineteen hundred and sixty-three:

Provided that, in any case or class or classes of cases where the Minister of Finance so directs, the elimination of the said 40 differentiations may be effected in such other stage or stages as that Minister may specify but so that all such differentiations shall disappear as soon as practicable after the first day of April, nineteen hundred and sixty-three.