



***Australian Federation of University Women Inc.***

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<http://www.afuw.org.au>

6 November 2009

The Hon Julia Gillard MP  
Deputy Prime Minister, Minister for Education, Workplace Relations and Social Inclusion  
Parliament House  
Canberra ACT 2600

Dear Ms Gillard.

**Re National Pay Equity for Community Service Workers**

The Australian Federation of University Women would like to congratulate you on the announcement in your press release of 4 November concerning the Government's support for a major test case on pay equity for community sector employees under the Fair Work system.

This is an encouraging example of the Government's commitment to the principle enunciated in the Fair Work Act that there should be equal pay for work of comparable value as well as for work of equal value.

Given that 87% of the employees in this large and valuable but underpaid sector are women, it is also an important move towards changing the pattern whereby occupations in which women are clustered generally carry less remuneration than those in which men predominate, a pattern that is a major contributor to the Gender Pay Gap, which has recently received considerable attention, especially in submissions to the recent Review of the Equal Opportunity for Women in the Workplace Act and Agency.

Closing the Gender Pay Gap is crucial to securing lifelong financial security for women, something that has been identified by the International Federation of University Women as a priority for advocacy and action in all its 74 national affiliates. I have been pleased to be able to report this initiative on the part of the Australian Government to the Federation as exemplifying the kind of action needed to meet that goal,

Yours Sincerely,

(Dr) Jennifer Strauss AM, President, AFUW Inc.

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