



Catholic Education Commission

Archdiocese of Canberra and Goulburn

President:
Archbishop Mark Coleridge

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15 August 2008

Ms Cheryl Scarlett
Inquiry Secretary
Employment & Workplace Relations Committee
PO Box 6021
Parliament House
CANBERRA ACT 2600

Dear Ms Scarlett

**RE: PAY EQUITY & ASSOCIATED ISSUES RELATED TO INCREASING
FEMALE PARTICIPATION IN THE WORKFORCE**

I write in reply to your letter of 15 July 2008 to Mr Daryl Smeaton, Chairperson of the Catholic Education Commission for the Archdiocese of Canberra and Goulburn. The respective roles of the Catholic Education Commission (CEC) and the Catholic Education Office (CEO) for the Archdiocese of Canberra and Goulburn relate to the provision and administration of Catholic education and schooling in the Archdiocese of Canberra and Goulburn.

The position of the CEC and the CEO, in relation to the matters being considered by the House of Representatives Standing Committee on Employment and Workplace Relations, is that females and males who are employed in the same roles in the workforce should enjoy equity of pay and employment conditions for doing the same work in the same jobs.

There should not be any differences in the pay and conditions enjoyed by a male and a female for doing the same work in the same job just because of the gender of the worker. This principle should apply across all industries and workplaces, regardless of whether or not the employees are permanent, temporary or casual workers.

Yours sincerely,

Moira Najdecki
Executive Secretary