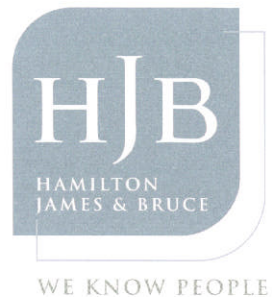


SYDNEY  
PARRAMATTA  
MELBOURNE  
BRISBANE

**Submission Number: 77**  
**Date Received: 28/8/08**

EXCHANGE CENTRE  
LEVEL 12  
20 BRIDGE STREET  
SYDNEY NSW 2000  
GPO BOX 7039  
SYDNEY NSW 2001  
T: 02 8248 7000  
F: 02 8248 7200  
WWW.HJB.COM.AU



The Secretary  
Standing Committee on Employment and Workplace Relations  
House of Representatives  
PO Box 6021  
Parliament House  
CANBERRA ACT 2600

27 August 2008

**RE: Pay equity and associated issues related to increasing female participation in the workforce.**

Hamilton James and Bruce (HJ&B) has actively been involved in addressing women in its workforce. Almost 65 percent of HJ&B's workforce is female. Therefore, HJ&B has always been an advocate for female participation and equity within the workplace. HJ&B's workplace policies are flexible and promote the participation of women. With regards to pay equity, HJ&B ensures that the principles of equity are upheld through remuneration is allocated according to the job task. HJ&B is an employer of choice for women having being an active member of the Equal Opportunity for Women in the Workplace Agency (EOWA). A body designed to promote and allow for the greater participation and workplace equity for females.

Being an organisation that is passionate about the participation of women in the workplace, HJ&B suggests that legislative reform should be focused on providing greater workplace flexibility and in doing so address the potential limits still found in legislation. When considering legislative reform it is pertinent the government consider addressing the causes of pay equity that exist in societal, industrial and organisation structures. Some of these include addressing gender segregation in the workforce, the provision of training and development across the wider demographic of professional and working women, reducing the impact of breaks in workforce participation for women (maternity leave), better structures of training and development for all part time and casual staff, as well as greater remedies and provisions that allow women to negotiate pay beyond state and federal awards.

In response to the above, specific legislative reforms should also consider motivating and empowering structures to effectively address and monitor pay equity. In doing so, state and federal governments should make all businesses accountable for upholding the principles of equal pay stipulated in legislation through mandatory reporting, auditing and sanctions for non compliance. Lastly, legislation needs to be more transparent in its attempt to represent women in industrial relations by specifically addressing pay equity principles, guidelines and test cases that are relative and do not discriminate against women.

Regards

Hamilton James and Bruce

RECRUITMENT ADVICE & CONSULTING