



Appendix D - Glossary

Awards	Instruments made by the Australian Industrial Relations Commission containing enforceable minimum terms and conditions of employment.
Discrimination (direct and indirect)	Direct discrimination occurs when someone is treated unfairly or less favourably in the same or similar circumstances because, for example, of gender or race. Indirect discrimination occurs when there is a rule, policy, practice or procedure that is the same for everyone, but has an unequal or disproportionate effect for a specific group of people.
Enterprise Agreement	Enterprise agreements are agreements made at an enterprise level between employers and employees about terms and conditions of employment.
Fair Work Australia	The independent, national workplace relations tribunal established under the Fair Work Act 2009. FWA assumed most of the functions of the Australian Industrial Relations Commission and the Australian Fair Pay Commission.
Fair Work Ombudsman	A statutory appointee whose role is to

	impartially assist in, and enforce compliance with, Commonwealth workplace laws.
Gender Wage Gap	The difference between male and female earnings as a proportion of male earnings
Gender wage relativities	Female earnings as a proportion of male earnings
National Employment Standards	A set of 10 minimum employment standards that will apply to all employees within the federal system from 1 January 2010.
Pay Equity	Women and men receiving the same pay, benefits and conditions for work of equal or comparable value. The remuneration of work through proper valuing of work which is free from gender bias.