

The background features a blue gradient with white wireframe lines forming a globe. Silhouettes of various workers are overlaid: a woman on the left, a man in a hard hat on the right, and a row of smaller silhouettes at the bottom depicting a forklift, a family, a worker with a tool, a worker with a pallet jack, a handshake, a person in a chair, and a worker on a ladder.

Working Families at Industrial Relations Victoria

- Quality Part Time Work
- Pay Equity

Quality Part Time Work

- Frequently used flexible work arrangement
- Question of *quality*:
 - Available to all employees
 - Protection from discrimination
 - Predictability of hours
 - Pro rata wages and access to benefits
 - Access to training and promotion
 - Transfer to full time
 - Part of work group/ culture
 - Recognise life outside of work

Quality Part Time Work

- Statistical overview
- National and international literature review
- Forming the partnership
- Industry roundtable
- Industry endorsement of guidelines

Pay Equity

- Information, education and facilitation
- Key principles:
 - Equitable outcomes
 - Partnership
 - Organisational development

Pay Equity – NAB/ FSU Audit

- Finance Sector largest pay gap
- Provision in pre *WorkChoices* EBA
- **Findings:**
 - Significant job segregation/ lack of career progression
 - Women’s difficulties in negotiating satisfactory start/ transition rates
 - Unfair access to short term incentives
 - Low take up of flexible working arrangements
- **Action:**
 - Mentoring program
 - Training on negotiating pay rates
 - Manager training on indirect discrimination and rewarding performance
 - Map flexible work practices, investigate causes of low take up rates, promote models

Lessons Learned

- **Learning from the NAB/ FSU experience**
 - Engagement of local government – VEC CI, ASU and MAV
 - Audits underway:
 1. City of Greater Bendigo
 2. Moreland City Council
- **The role of state government to advance a cooperative approach – industry – workplace – organisational – levels**

For further information

Industrial Relations Victoria:

- Range of information on *Working Families Program* including *Pay Equity*
> www.irv.vic.gov.au

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