

**INDUSTRIAL RELATIONS COMMISSION
OF NEW SOUTH WALES**

MATTER NO. IRC6320 OF 1997

PAY EQUITY INQUIRY

Reference by the Minister for Industrial Relations pursuant to
section 146(1)(d) of the Industrial Relations Act 1996

REPORT TO THE MINISTER

VOLUME I

14 DECEMBER 1998

TABLE OF CONTENTS

INTRODUCTION	1
THE TERMS OF REFERENCE	1
BACKGROUND TO REFERENCE	3
APPEARANCES	5
PROCEDURE	8
OCCUPATIONS AND INDUSTRIES (TERM 1)	11
TERM OF REFERENCE 1 (TERM 1)	43
TERM OF REFERENCE 2 (TERM 2)	48
TERM OF REFERENCE 3 (TERM 3)	52
TERM OF REFERENCE 4 (TERM 4)	64
TERM OF REFERENCE 5 (TERM 5)	66
ROLE OF COUNSEL ASSISTING	71
EQUAL OPPORTUNITY AND EQUAL TREATMENT	78
GENERAL	81
ACKNOWLEDGMENTS	85
STATISTICAL AND ECONOMIC ANALYSIS OF MALE AND FEMALE WAGE DIFFERENTIALS.....	87
MEASUREMENT	88
STATISTICAL DATA	89
ECONOMIC ANALYSIS - AGGREGATE DATA	90
ECONOMIC ANALYSIS - ALTERNATIVE APPROACH - ELIMINATING OR REDUCING AGGREGATION	103
'INTRA' AND 'INTER' OCCUPATIONAL GENDER WAGE DIFFERENCES	105
EFFECTS OF SEGREGATION	114
CENTRALISED AND DECENTRALISED WAGE FIXING SYSTEMS	123
AGE EFFECTS	142
CONCLUSION	146
INDUSTRIES AND OCCUPATIONS	156
CHILD CARE WORKERS	156
CLERICAL EMPLOYEES & METAL TRADESPERSONS	279
HAIRDRESSERS & BEAUTY THERAPISTS	287
MOTOR MECHANICS	344
LIBRARIANS	390
GEOSCIENTISTS	471
NURSES AND COAL MINERS	497
OUTWORKERS	523
SEAFOOD PROCESSING	648