

New Draft Standard

Greater Equity for Women in Job Evaluation

Women in the Australian workforce will benefit from greater gender equity in the evaluation of their jobs, if a forthcoming Australian Standard on Gender-inclusive job evaluation and grading is utilised. The voluntary Australian Standard aims to eliminate gender bias from the assessment of the skills and responsibilities required for jobs. It is in draft form and is now out for public comment.

Key experts and stakeholders, including industry groups and unions (the Committee) have been working on developing the draft Standard. The draft draws on the knowledge and experience of the experts and stakeholders involved, and on research and case law on good practice in relation to gender, job evaluation, and grading. The Committee is now asking Australian businesses, industry groups and interested parties to give their feedback on the draft. All this feedback will be considered and debated in an October meeting and will contribute to the Standard being fit-for-purpose and easy to use. The Standard will be finalised in early 2012.

An Australian Standard on Gender-inclusive job evaluation and grading will:

- guide job evaluators through a process designed to eliminate gender bias;
- encourage structured participation in job evaluation processes; and
- set principles which can be applied in the classification of jobs and approaches to remuneration.

The Australian Standard will be voluntary and it is hoped that private and public sector employers will adopt it as a part of their on-going commitment to equity and best practice. It is designed to help employers and human resources practitioners make job evaluation easier and unbiased, and help them to engage with the workforce in a positive way.

You are a valuable part of the process and Standards Australia and the technical development committee encourages you to review the draft. All public comments are welcome whether they are detailed and comprehensive or whether they are about one particular part of the draft. We encourage positive and constructive comments.

The final document will become a model for other countries interested in developing their own Standard.

The organisations participating on the Committee are:

Australian Chamber of Commerce and Industry
Australian Council of Trade Unions
Australian Human Resources Institute
Australian Industry Group
Australian Public Service Commission
Equal Opportunity for Women in the Workplace Agency
Finance Sector Union of Australia
Hay Group
Mercer (Australia) Pty Ltd
University of New South Wales

The draft will be open for public comment for a period of 9 weeks starting Monday 18th July 2011 until Monday 12th September 2011.

The draft can be accessed by going through the Standards Australia website at www.standards.org.au or click on link below for access to public comment drafts:
<http://www.hub.standards.org.au/hub/public/listOpenCommentingPublication.action>

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