



**Business & Professional Women Australia**

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### **You Can't Have It Both Ways**

In the past that might have been true – but today's decision regarding wages for workers in the Social and Community Services Sector now dispels that myth.

Employees, predominantly women, will receive between 19 and 41 per cent wage rises over the next eight years. It means that women, who want to work in this sector, can survive – and thrive. They can afford to train for the sector and stay in the sector – and we will all reap the rewards.

The announcement by Fair Work Australia was a landmark decision, delivering pay rises to almost 200,000 workers. It confirmed what many of us have long suspected – that the care sector – featuring a largely female workforce – has been consistently undervalued because the services supplied largely are by women.

Over an eight year period the increases will bring wages to a sustainable level in comparison to remuneration in similar sectors, the lengthy roll out period granted to allow service providers to introduce the changes without putting pressure on the provision of services. We urge State Governments to follow the lead of the Federal Government to support the decision which delivers long term benefits to all in our society.

Equal pay for equal work is a core principle of BPW and was the catalyst for the Equal Pay Alliance three years ago. Today's decision serves as a reminder that there are still too many workers who do not receive equal pay for work of equal value and that we must continue to press for change.

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