

APPENDIX No. 4—CONCLUSIONS RELATING TO INTERNATIONAL REGULATIONS CONCERNING EQUAL REMUNERATION FOR MEN AND WOMEN WORKERS FOR WORK OF EQUAL VALUE

I. FORM OF THE INTERNATIONAL REGULATIONS

The form of the international regulations to be decided by the Conference at its thirty-fourth session.

II. GENERAL PRINCIPLES

1. For the purpose of these regulations, the term “remuneration” to be defined as including the rate of—

- (a) The ordinary, basic or minimum wage or salary; and
- (b) Any additional emoluments whatsoever, either in cash or in kind, which are received by the worker from his employer and arise out of his employment.

2. (1) For the purpose of these regulations, the term “equal remuneration for men and women workers for work of equal value” to be regarded as meaning that rates of remuneration be established without discrimination based on sex.

(2) Where necessary and appropriate for this purpose, measures to be taken to promote objective appraisal of jobs, on the basis of job content or, if more suitable, on any other basis as may be decided by the competent authorities or bodies responsible for the determination of remuneration, or, where the remuneration of the workers concerned is determined under collective agreements, by the parties to such agreements.

3. Each member to take all practicable measures, by means appropriate to the methods which are in force in the country for determining rates of remuneration, to further and, in so far as this is in conformity with such methods, to ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.

4. Application of the principle of equal remuneration for men and women workers for work of equal value to be by means of—

- (a) National laws or regulations;
- (b) Collective agreements between employers and workers; or
- (c) A combination of laws or regulations and collective agreements between employers and workers.

5. Appropriate measures to be taken to encourage co-operation between the competent public authorities and the employers' and workers' organizations concerned for the purpose of giving effect to the provisions of these regulations.

III. METHODS OF APPLICATION

6. Appropriate action to be taken, after consultation with the workers or with representatives of the workers' organizations concerned—

- (a) To ensure the application of the principle of equal remuneration for men and women workers for work of equal value to all employees of central Government Departments or agencies, and
- (b) To encourage, in accordance with paragraph 3 of these regulations, its application to employees of State, provincial or local government departments or agencies, where these have jurisdiction over rates of remuneration.

7. Appropriate action to be taken, after consultation with the representatives of the employers' and workers' organizations concerned, to ensure, as rapidly as practicable, the application of the principle of equal remuneration for men and women workers for