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E.P. Folder One

THE CIVIL SERVICE EQUAL PAY COMMITTEE

The History of the Quest for Equal Pay for Equal Work in the Civil Service

This Folder, issued by the Civil Service Equal Pay Committee, is the first of a series, intended to explain and justify the demand of Civil Servants for the immediate application of Equal Pay for Equal Work to the Civil Service.

Parliament Mansions,
Victoria Street,
London, S.W. 1.

28th May, 1935.

THE HISTORY OF EQUAL PAY FOR EQUAL WORK IN THE CIVIL SERVICE

Acceptance of Equal Pay by Commissions and Committees of Enquiry

"Equal Pay for Equal Work" or "Equal Pay for the Same Post" was accepted by the Royal Commission on the Civil Service (1912-15) and was subsequently endorsed by later Commissions and similar bodies. The majority report of the Commission of 1912-15 recommended that the Treasury should make a general enquiry "with the object of removing inequalities of salary not based on differences in the efficiency of service" of men and women. Incidentally this enquiry never took place, and in 1919 another Committee recommended that it should be put in hand with the least possible delay. This body was the War Cabinet Committee on Women in Industry which was appointed in order to "investigate and report upon the relationship which should be maintained between the wages of women and men having regard to the interests of both as well as to the value of the work." The report of this Committee recommended that the Government should apply equal pay to its own establishments "with the least possible delay."

Acceptance of Equal Pay by The House of Commons

On 19th May, 1920, the House of Commons adopted the principle of equal pay for the Civil Service. On that date Major Hills moved a Resolution stating "That it is expedient that women should have equal opportunity of employment with men in all branches of the Civil Service within the United Kingdom . . . and should also receive equal pay." The Financial Secretary to the Treasury (Mr. Baldwin) was the only speaker against the Resolution, but the Government did not press its opposition to a division, and the House carried the Resolution unanimously.

A year later no action had been taken on this Resolution and on 5th August, 1921, Major Hills, therefore, moved a further Resolution to the same effect. The Government opposed its

adoption, and the Chancellor of the Exchequer (Sir Robert Horne) moved an amendment to it which the House finally carried. This amendment was :—

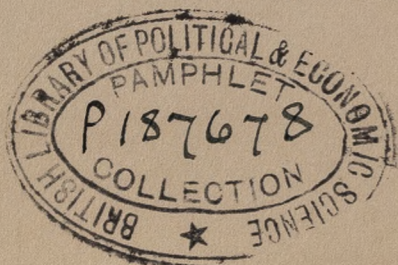
"That having regard to the present financial position of the country, this House cannot commit itself to the increase in Civil Service salaries involved in the payment of women in all cases at the same rate as men ; but that the question of the remuneration of women as compared with men shall be reviewed within a period not exceeding three years."

The Failure to Review

The review promised by the Government in 1921 never materialised. On 3rd July, 1924, the Chancellor of the Exchequer (Mr. Snowden) stated that it was impossible to grant equal pay to the Service in view of "the enormous increase in expenditure" involved. Similar replies were given on behalf of the Government on 5th March, 1925, and 31st January, 1929. In 1924, 1932 and 1934, the Staff Side of the Civil Service National Whitley Council sought and was refused negotiation on the question. The Government has even refused the appointment of a Committee of Enquiry (e.g., replies in the House of Commons of 8th August, 1924, 2nd October, 1924 and 19th November, 1925). Finally, in October, 1929, the Government washed its hands of the problem by referring it to yet another Royal Commission on the Service which sat till 1931. This Commission reported itself as divided almost equally into those who were and those who were not prepared to recommend the introduction of Equal Pay.

The Present Position

To sum up, the Service is still without Equal Pay 15 years after the House of Commons declared that its introduction was expedient. During the interval the question has been shelved on a number of occasions and negotiations upon it have been refused. In the meantime, as the second folder of this series will show, Treasury policy has been steadily devoted to making the attainment of Equal Pay more and more difficult.



E.P. Folder Two

THE CIVIL SERVICE EQUAL PAY COMMITTEE

The Flight from Equal Pay in the Civil Service

This Folder, issued by the Civil Service Equal Pay Committee, is the second of a series, intended to explain and justify the demand of Civil Servants for the immediate application of Equal Pay for Equal Work to the Civil Service.

Parliament Mansions,
Victoria Street,
London, S.W. 1.

4th June, 1935.

THE FLIGHT FROM EQUAL PAY IN THE CIVIL SERVICE

It is sometimes assumed that the Civil Service is progressing towards Equal Pay though it has not yet attained it. This assumption is wrong. On the contrary, the measure of Equal Pay enjoyed in the Civil Service has steadily decreased over a period of recent years. Every measure of reorganisation, whether general or sectional, has been used to deprive some staffs of Equal Pay or to standardise existing inequalities of pay in a direction unfavourable to women.

The 1920 Reorganisation of the Service.

Curiously enough, these developments belong to the years following 1920, that is, to the period following the adoption by the House of Commons of the principle of Equal Pay for the Civil Service. Equally singular is the fact that some of these at least took place during the application of the 1920 Reorganisation Report, for this Report accorded to women in the mixed classes a status, authority and range of work identical with that of men. Nevertheless, it is the fact that the women employed as Inspectors in the Trade Boards Division of the Ministry of Labour and as Managers in the Employment Exchanges lost equality of pay with their men colleagues on assimilation to the post-reorganisation grades. Similarly, women Health Insurance Officers lost Equal Pay on becoming Assistant Inspectors under the Ministry of Health. It is true that, in some cases, the women obtained a higher scale of pay through the reorganisation, but in no instance did they benefit to the same extent as the men, whilst the women First and Second Class Inspectors of the Trade Boards Division actually suffered a heavy reduction of pay.

1920 to 1935.

This process of attrition has continued to operate. In 1926 the Chief Commissioners and Assistant Commissioners of the National Savings Committee, formerly employed on an unpensionable basis, were made pensionable. Coincidentally the Chief Commissioners and Assistant Commissioners lost equality of pay, and it is understood that future Commissioners will be paid on differentiated rates.

In 1933 a very glaring example of this process occurred. It was a condition of Sir Alfred Yarrow's gift of an experimental tank to the National Physical Laboratory that the Scientific staff of that Department should receive Equal Pay. A partial reorganisation took place in 1933, and as from 1st April of that year men and women have been paid on differentiated rates. New scales have now been introduced which involve for every grade but one a heavy reduction in the salaries payable to women before 1st April, 1933. In October, 1933, the Admiralty and Air Ministry

followed suit and the women in the corresponding scientific grades of these two Departments also lost Equal Pay as from 1st October, 1933. Thus a woman Senior Scientific Officer in charge of a branch of aeronautical research staffed entirely by men finds, well on in her career, that she has not only lost equality of pay, but that, in a reorganisation conferring increases of pay on her male colleagues, she retains her existing salary only as an act of grace since it is no longer appropriate to her post. Promotion will now mean actual financial loss for her, and her successors, if they be women, will be on a scale the maximum of which is not only lower than the minimum of the corresponding male scale but is actually lower than the maximum of the next junior male grade which they control.

But this is not all. As from 1st January, 1935, Employment Clerks in the Employment Exchanges of the Ministry of Labour have also been placed on new scales. On this occasion the maximum of both sexes has been increased, but future women entrants will lose equality of pay with their male colleagues at the age of 19 instead of at 22 as at present. In every parallel clerical grade of the Civil Service Equal Pay obtains up to the age of 22, and neither the Treasury nor the Department has advanced any valid reason for this departure from the general practice.

Staffs now receiving Equal Pay.

The only staffs now receiving Equal Pay are Medical Officers (except in the Post Office and General Board of Control for Scotland), Factory Inspectors, Class II, in the Home Office, Senior Commissioners and Commissioners, Board of Control, Sub-Postmasters and Postmistresses (unpensionable) in the Post Office, House Masters and House Mistresses and Assistant House Masters and House Mistresses in Borstal Institutions under the Prison Commission.

The Need for Action.

The past 15 years have, therefore, witnessed a definite flight from Equal Pay, although the same years have been marked by a growing recognition of the value of women's services. It is clearly Treasury policy not only to deny any closer approximation to Equal Pay, but actually to abolish Equal Pay in those small areas of the Civil Service where it exists.

Immediate action is called for, but such action will only be successful if taken in the House of Commons where it is hoped Members will utilise every opportunity for endeavouring to implement the intentions of the 1920 Resolution.

E.P. Folder Three

THE CIVIL SERVICE EQUAL PAY COMMITTEE

The Present Differentiation in Pay and Examples of the Resulting Anomalies

This Folder, issued by the Civil Service Equal Pay Committee, is the third of a series intended to explain and justify the demand of Civil Servants for the immediate application of Equal Pay for Equal Work to the Civil Service.

Parliament Mansions,
Victoria Street,
London, S.W. 1.

18th June, 1935.

It is suggested that Members may desire to file these Folders for reference, then when complete they will serve as a guide to the question of Equal Pay for Equal Work in the Civil Service.

Further information upon any of the matters mentioned in the Folders will gladly be furnished upon application to—

The Secretary,
Civil Service Equal Pay Committee,
Parliament Mansions,
Victoria Street,
Westminster, S.W. 1.

McCorquodale & Co., Ltd., London.

The Present Differentiation in Pay and Examples of the Resulting Anomalies

The effects of the present differentiation in pay between men and women Civil Servants can be appreciated only by means of concrete examples. As the following examples clearly show, the present discrimination against women is unfair, anomalous and based on no coherent set of principles.

All the cases cited relate to "common" classes, that is, classes composed of men and women and to which members of either sex secure entry by the same test.

The salaries quoted are inclusive rates payable from 1st July, 1935.

Anomalies in the Recruiting Grade of Various Classes

The Treasury has stated in writing that the general Service rule which governs differentiation in pay as between the sexes in the recruiting or lower grade of each class is that the scales for both sexes are the same at the minimum and continue to be identical to a point and that the women's maximum is about 75 or 80 per cent. of that for men.

Investigation proves that this "general" rule is not in fact general at all, as the following examples show.

The Clerical Class is the largest class on the Administrative side of the Service. It numbers about 44,000 and consists of the "General" Clerical Class and the "Departmental" Clerical Classes, both recruited by the same examination. The woman appointed to the lowest grade of the General Clerical Class receives equal pay up to the age of 23 and a maximum representing 75 per cent. of the corresponding man's maximum. The woman appointed to the lowest grade of one of the Departmental Clerical Classes loses equal pay one year earlier, at 22 (except in the Employment Exchange Service of the Ministry of Labour where there is inequality from the age of 19), but goes up to a maximum representing 85 per cent. of the man's maximum.

Again, Assistant Inspectors of Taxes and Third Class Officers in the Ministry of Labour are recruited by the same examination. The woman appointed to the Tax Inspectorate loses equality of pay with her man colleague one year after entry, whilst the woman appointed as a Third Class Officer enjoys equal pay for four years.

Amongst the Professional and Scientific Classes there is no general practice governing the period of time subsequent to entry during which men and women are paid at the same rate. For example, Factory Inspectors recruited between 23 and 32. Third Class Valuers (Valuation Office) recruited between 25 and 30, and

Assistant Inspectors of Ancient Monuments (Office of Works) recruited between 23 and 30 all enter the Service at the same starting rate. The Factory Inspectors have equal pay for 15 years after entry, the Third Class Valuers lose it after 7 years and the Assistant Inspectors after one year.

Anomalies in the Higher Grades of Classes

Women employed in higher grades within a class generally receive only a percentage of the corresponding men's rate both at the minimum and at the maximum of the scale. In other words there is unequal pay throughout the scale.

This arrangement has two results. The first is that many women receive less pay for part or the whole of their career than the men in the grade immediately below their own. Thus the maximum of the Woman Higher Executive Officer is the same as that of the man Junior Executive Officer and the maximum of the Woman First Class Officer (Ministry of Labour) is the same as that of the man Second Class Officer. Numerous other cases parallel or similar to these, could be cited.

The second result is that the measure of differentiation and the resulting anomalies become even worse as we proceed up the Service hierarchy. In the Ministry of Labour there is a woman Deputy Divisional Controller, on a scale of £680 to £797, who, even at her maximum, receives £50 a year less than the minimum payable to men in her own grade. On her staff are a number of male First Class Officers, members of the grade immediately below her own, who are paid on a scale which is nearly £60 more at the minimum and £50 more at the maximum than that of their Deputy Divisional Controller. This case is not an isolated one, and further examples are to be found in the Factory Inspectorate, where there is one woman Deputy Chief Inspector on a scale of £905 to £1,011 who is paid on the same scale as the men in the grade immediately below her own, and two women Superintending Inspectors whose minimum is £59 less than the men's maximum for the grade below. It is, in fact, quite common for a woman of senior rank never to attain even the minimum of the male scale for her grade.

General Conclusions

The foregoing examples could be multiplied by many others. They show, first, that the degree of differentiation varies from class to class in an entirely arbitrary manner, secondly, that many women are receiving less pay than the male staff under their control, and, thirdly, that the differentiation in pay is most anomalous in those grades promotion to which depends on outstanding ability. This situation can be rectified only by the introduction of Equal Pay.

It is suggested that Members may desire to file these Folders for reference, then when complete they will serve as a guide to the question of Equal Pay for Equal Work in the Civil Service.



The series includes :—

E.P. Folder One, entitled, "The History of the Quest for Equal Pay for Equal Work in the Civil Service."

E.P. Folder Two, ,, "The Flight from Equal Pay in the Civil Service."

Copies of these Folders and further information upon any of the matters mentioned therein will gladly be furnished on application to—

The Secretary,
Civil Service Equal Pay Committee,
Parliament Mansions,
Victoria Street,
Westminster,
S.W. 1.

McCormac & Co., Ltd., London.

E.P. Folder Four

THE CIVIL SERVICE EQUAL PAY COMMITTEE

Some Objections to Equal Pay Answered

This Folder, issued by the Civil Service Equal Pay Committee, is the fourth of a series intended to explain and justify the demand of Civil Servants for the immediate application of the principle of Equal Pay for Equal Work to the Civil Service.

Parliament Mansions,
Victoria Street,
London, S.W. 1.

2nd July, 1935.

SOME OBJECTIONS TO EQUAL PAY ANSWERED

On 7th June, 1935, in the course of his reply to the House of Commons debate upon Equal Pay for the Civil Service, the Financial Secretary to the Treasury described the phrase "Equal pay for equal work" as extremely misleading. He then went on to say that one would be nearer the truth if one spoke of "Equal pay for equal value" and that Civil Service experience proved the value of women's work to be less than that of men's in the long run. This was due to several causes. The first was the greater sick leave amongst women, the second was the fact that for certain kinds of work women were not as efficient as men, and the third was the fact that large numbers of women retired for marriage.

The Civil Service Equal Pay Committee considers it necessary to place before Members its observations upon each of the points mentioned by the Financial Secretary.

The Relative Value of Men's and Women's Work

In the opinion of the Equal Pay Committee, it is unsound to dogmatise upon women Civil Servants as a whole, or to attempt to generalise upon the relative value of their work as compared with that of their men colleagues. Such generalisations are more easily made than proved, because they depend very largely upon the individual outlook, experience and prejudices of the person who makes them. On the other hand, when considering the case for Equal Pay, certain facts relating to the employment of women Civil Servants are very relevant and these facts are as follows.

In the first place, the employment of women in the Civil Service has always been and still is governed by the principle that "the object should be, not to provide employment for women as such, but to secure for the State the advantages of the services of women whenever those services will best promote its interests," and if the majority of Civil Service grades are now open to both sexes, this is because experience has shown that such arrangements are in the public interest.

In the second place, men and women employed in "common" classes secure entry to those classes by the same test, whether it be open competitive examination or competitive interview.

In the third place, Departments disregard the sex of officers in these classes when fixing the numbers of staff to be employed; where standards of output are in force they are the same for both sexes and, with certain exceptions, Departments treat men and women as interchangeable for staffing purposes. It should be added that where men and women are not interchangeable, this is due either to purely historical circumstances or to Government policy, and not to the proved relative inefficiency of women. The Post Office, for instance, was the first Department to employ women and this accounts for the fact that it began and continued with separate men's and women's cadres; but this arrangement is now being terminated in its "common" classes, while for some years

women have been employed on the same work as men with the same standard of output. For example, men and women Clerks in the London Telephone Service and in District Managers' Offices, men and women Counter Clerks and Telegraphists in London and Salaried Sub-Postmasters and Sub-Postmistresses have common standards of output and efficiency. Again, Government policy has dictated that in Employment Exchanges men clerks deal with men and women clerks with women, but the duties and output of the men and women clerks are the same.

Lastly, it should be noted that if men or women are regarded by the Government as relatively less suitable for any type of work, it is the practice to confine the grade to men or to women as the case may be. In other words, women are not admitted to any grade unless it is considered that they will be as efficient as men in that grade and upon the particular duties involved.

Sick Leave

The sick leave of men and women as affecting the relative value of their work was specifically considered by the Royal Commission of 1929-31, but the Chairman, Lord Tomlin, stated that the difference in men's and women's sick leave was, in his view, "negligible and not of any assistance one way or the other."

It is also worth noting that eight signatories to the Report of the Royal Commission of 1912-15 expressed the view that the lower pay of women affected their sickness rate.

Marriage Wastage

It is both illogical and unfair to argue that women are less valuable as employees than men because they retire on marriage. It is the Government as employer which has made compulsory the retirement of women Civil Servants on marriage and it has often expressed the view that in the lower grades such compulsory retirement has advantages from its point of view. The system guarantees a constant flow of new blood into the grades concerned and possibly keeps down the cost of the work. Further, if this argument is valid it is curious that women now receive equal pay during their early years of service instead of later on in their career when the risk of retirement for marriage is less.

Conclusions

To sum up, there is no evidence that women are less efficient than men as employees, indeed the known facts suggest a very different conclusion. Neither can it be argued that sick leave rates or the marriage wastage offer the justification for the present differentiation in pay. The Equal Pay Committee would suggest that these are points which cannot be taken as a serious answer to the case for Equal Pay and that the Government should be pressed for a further and more adequate statement of its views.

It is suggested that Members may desire to file these Folders for reference, then when complete they will serve as a guide to the question of Equal Pay for Equal Work in the Civil Service.

The series also includes :—

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E.P. Folder Two, entitled—

“The Flight from Equal Pay in the Civil Service.”

E.P. Folder Three, entitled—

“The Present Differentiation in Pay and Examples of the Resulting Anomalies.”

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Civil Service Equal Pay Committee,
Parliament Mansions,
Victoria Street,
Westminster, S.W.1.

McCorquodale & Co., Ltd., London.

E.P. Folder Five

THE CIVIL SERVICE EQUAL PAY COMMITTEE

Equal Pay and Family Allowances

This Folder, issued by the Civil Service Equal Pay Committee, is the fifth of a series intended to explain and justify the demand of Civil Servants for the immediate application of the principle of Equal Pay for Equal Work to the Civil Service.

Parliament Mansions,
Victoria Street,
London, S.W.1.

16th July, 1935.

EQUAL PAY AND FAMILY ALLOWANCES

From time to time it is suggested that the logical accompaniment of Equal Pay is Family Allowances. The Family Endowment Society expressed this view to the Royal Commission of 1929-31 and more recently, during the Equal Pay debate of 7th June, 1935, a Member of the House asked the Financial Secretary to consider, in connection with Equal Pay, the introduction of some system of family allowances for the Civil Service.

Family Allowances in Foreign Civil Services

Before dealing with the proposal to introduce family allowances into the British Civil Service, it is useful to consider the evidence relating to foreign countries which have applied equal pay, plus family allowances to their Civil Services. Information for 1930 relating to nine such countries, namely, Belgium, Bulgaria, Czechoslovakia, France, Germany, Italy, the Netherlands, Spain and Switzerland, is obtainable from an "International Survey of Social Services," published by the International Labour Office in 1933.

With the exception of Bulgaria, none of the above-mentioned countries had limited the application of family allowances to the Public services. In Belgium, France and Spain the allowances were applicable to all employees, and in the remaining countries, except Bulgaria, to important occupational groups other than public servants.

In Belgium, Germany and Switzerland family allowances had been introduced to meet difficulties arising from the economic situation created by the Great War. France, Italy and Spain, on the other hand, had introduced family allowances as an encouragement to larger families. Incidentally, the allowances have apparently failed to achieve this purpose since the birth rate in these, as in other countries, continues to fall.

On examining the actual allowances paid several interesting facts emerged. In the first place, none of the schemes provided for allowances for adult dependents and, except in Bulgaria, there were no marriage, as distinct from children's, allowances. Secondly, in Belgium, Bulgaria, France, Germany and Switzerland the allowance did not vary with salary, in other words it represented a very much larger proportion of total salary for the lower than for the middle and higher grades. In the remaining countries the allowances varied, but within maxima and minima. In assessing the value of the allowances it was, of course, necessary to take account of differences in standards of living, but even allowing for this factor the amounts payable to families of one, two or three children were in most cases small. For example, at par the annual allowances payable in Belgium, Bulgaria, Switzerland and Italy were as follows:— Belgium, flat rates, irrespective of salary, of £2 3s. for one child, £5 12s. for two and £13 3s. for three; Bulgaria, similar flat rates of £2 9s. for one or two children, £5 13s. for three; Switzerland, similar flat rates of £4 15s. for one child, £9 10s. for two and £14 15s.

for three; Italy, varying rates, subject to the following minima and maxima, one child from £1 6s. to £3 18s., two children from £2 12s. to £7 16s., three children from £3 18s. to £11 14s. In Spain no allowance was payable to families of less than 11 children.

The British Civil Service and Family Allowances

On the specific proposal to apply family allowances to the British Civil Service the Equal Pay Committee has the following comments to make.

It is opposed to the introduction of family allowances for the Civil Service in advance of or in the absence of a national scheme of allowances. The introduction of such a national scheme would be a social and economic experiment of the first importance, but with its merits or demerits the Committee is not concerned.

The introduction of family allowances for the Civil Service alone would involve either a contributory insurance scheme or a redistribution of the money now spent on salaries or an increase in the wages bill. Either of the first two alternatives would be highly objectionable to Civil Servants as a whole for very obvious reasons, whilst the third alternative would, in the long run, encourage the employment of women on the cheaper single rate. Unless compulsory retirement on marriage for women were abolished, women would seldom be in receipt of allowances and would consequently be always cheaper to employ than men who would represent a potential expense to the Government as employer. In other words, women would tend to undercut men as at present.

Again, an examination of statistics as to the average size of families amongst Civil Servants leads to the conclusion that the Civil Service is probably the least suitable occupational group with which to experiment as regards family allowances. The latest available Census figures suggest that the average number of children under 16 per married Civil Servant is not more than one, and they also show that out of 194,509 married men employed in Public Administration and Defence, the number of whose children was known, 31 per cent. had no children, 33 per cent. had one child and 20 per cent. had two children.

Finally, it should be noted that the Royal Commission of 1929-31 considered the question of family allowances for the Civil Services, but did not recommend either that such allowances should be introduced or that their introduction should be considered by the Government.

The Civil Service Equal Pay Committee takes its stand on the principle of Equal Pay for Equal Work or "Equal Pay for the Same Post," and it would desire to see this principle applied to Civil Service remuneration.

It is suggested that Members may desire to file these Folders for reference, then when complete they will serve as a guide to the question of Equal Pay for Equal Work in the Civil Service.

The Series also includes :—

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E.P. Folder Four, entitled—

“Some Objections to Equal Pay Answered.”

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The Secretary,
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Victoria Street,
Westminster, S.W.1.

McCorquodale & Co., Ltd., London.

E.P. Folder Six

THE CIVIL SERVICE EQUAL PAY COMMITTEE

Equal Pay for Equal Work

This Folder, issued by the Civil Service Equal Pay Committee, is the sixth of a series intended to explain and justify the demand of Civil Servants for the immediate application of the principle of Equal Pay for Equal Work to the Civil Service.

Parliament Mansions,
Victoria Street,
London S.W.1.

30th July, 1935.

EQUAL PAY FOR EQUAL WORK

During the past two months the Civil Service Equal Pay Committee has been privileged to furnish Members of Parliament with a series of Folders setting forth the case for the immediate application to the Civil Service of the principle of Equal Pay for Equal work.

This principle was accepted by a Royal Commission on the Civil Service as long ago as 1915, and was adopted as expedient by the House of Commons itself in 1920. Since that date the Staff Side of the Civil Service National Whitley Council has made repeated efforts to secure the application of the principle of Equal Pay to Civil Service staffs, but without success. Up to date the Government refuses even to negotiate upon Equal Pay through Whitley channels, so that the Service is forced to bring its case to the notice of Members of the House, the ultimate authority on the conditions of employment in the Civil Service.

In the meantime, the trend of events within the Civil Service has been clearly in the direction of making the attainment of equal pay progressively more difficult. Reorganisation, whether general or sectional, has been used to deprive some staffs of Equal Pay or to increase the existing differentiation in pay against women. At the same time a "system" of differentiation has grown up which produces more anomalies and injustices than any other pay arrangements in the Civil Service. The present differentiation in men's and women's pay varies from class to class in an entirely arbitrary manner and is most anomalous in the more senior and highly paid grades. Many women in responsible positions are to-day receiving less pay than the male staff under their immediate control, although this is plainly unfair to one sex and mischievous to both.

To justify the present position the Government has recently had recourse to two main arguments. The first is "outside practice" and the second is "the relative general efficiency of men and women."

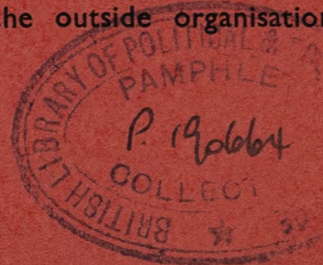
So far as the first of these arguments is concerned, the present Financial Secretary to the Treasury has stated that the Government accepts the principle that we "should be in the front rank, if not better than the best employers in the country." This being so, it should at least follow the practice of a body such as the London County Council, the outside organisation which most closely

resembles the Civil Service in size, structure and functions, and apply equal pay forthwith to at least some groups of Civil Service staffs. Apparently, however, the Government is not prepared to do this, for so the Financial Secretary informed Miss Cazalet, on July 9th, in response to a Parliamentary question. Yet it is precisely in bodies such as the London County Council, or alternatively the League of Nations and International Labour Office (both of which have adopted Equal Pay) that we find the closest analogy to the general Civil Service practice of recruiting men and women by the same test and with the same qualifications and of treating them as interchangeable for staffing purposes, a practice which it is necessary to bear in mind when comparing the Civil Service with other organisations.

Nor can the Civil Service Equal Pay Committee accept the argument that the present differentiation in pay is justified by the sick leave rates or marriage wastage of women, or that it is justified by the fact that their services are of less value than those of men. As shown in Folder Four none of these arguments can be sustained and the facts do not bear them out. In this connection it is also worth noting that the Government has never made a general enquiry "with the object of removing inequalities of salary not based on differences in the efficiency of service" of men and women, although such an enquiry was recommended by a Royal Commission in 1915, and by a Committee of Enquiry in 1919, and has recently been asked for, but without success, by a Member of the House of Commons.

In view of the course of events within the Civil Service and the character of the most recent Government pronouncement in the House, the Civil Service Equal Pay Committee hopes that Members will press for a further Equal Pay debate during the lifetime of the present Parliament. It makes this request on behalf of more than 300,000 non-industrial staffs, including over 75,000 women, of whom about 13,700 are employed in "common" classes, and it would emphasise that Civil Servants of all ranks are gravely concerned at the present position.

In the words of Major Hills, "You cannot discriminate against women without discriminating against men." (House of Commons Debate, 1920.) It is submitted that the only permanent solution of this problem is Equal Pay for the post irrespective of whether it is occupied by a man or a woman.



It is suggested that Members may desire to file their Folders for reference when they will serve as a guide to the question of Equal Pay for Equal Work in the Civil Service.

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