



Equal Pay Act 1970

1970 CHAPTER 41

An Act to prevent discrimination, as regards terms and conditions of employment, between men and women.

[29th May 1970]

Enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows—

1 Requirement of equal treatment for men and women in same employment

(1) The provisions of this section shall have effect with a view to securing that employers give equal treatment as regards terms and conditions of employment to men and to women, that is to say that (subject to the provisions of this section and of section 6 below)—

- (a) for men and women employed on like work the terms and conditions of one sex are not in any respect less favourable than those of the other; and
- (b) for men and women employed on work rated as equivalent (within the meaning of subsection (2) below) the terms and conditions of one sex are not less favourable than those of the other in any respect in which the terms and conditions of both are determined by the rating of their work.

The following provisions of this section and section 2 below are framed with reference to women and their treatment relative to men, but are to be read as applying equally in a converse case to men and their treatment relative to women.

(2) It shall be a term of the contract under which a woman is employed at an establishment in Great Britain that she shall be given equal treatment with men in the same employment, that is to say men employed by her employer or any associated employer at the same establishment or at establishments in Great Britain which include that one and at which common terms and conditions of employment are observed either generally or for employees of the relevant class.

(3) Where a woman is employed at an establishment in Great Britain otherwise than under a contract which includes (directly or by reference to a collective agreement or otherwise) a term satisfying subsection (2) above, the terms and conditions of her employment shall include an implied term giving effect to that subsection.

We intend to make equal pay for equal work a reality
Barbara Castle, 1970

50 years of Equal Pay?

Roundtable Discussion on the Legacy of the 1970 Equal Pay Act

**Friday 6th November, 4.00pm-5.30pm
(UTC) online**

The Equal Pay Act of 1970 was the culmination of decades of campaigning for pay inequalities between women and men to be addressed at an institutional level. During the Second Reading of the Equal Pay Bill on the 9th February 1970, Barbara Castle herself acknowledged the problems of defining equal pay for equal value, but she argued the bill offered a practical solution to the problem of equal pay, ‘that brings equal pay out of the debating room and into recognisable situations in factories, offices and shops, and into the black and white of pay agreements.’

Join us for a roundtable discussion considering the historical context of the Act and examining its legacy for Equal Pay campaigns over the past fifty years, including the successful 2019 campaign for Glasgow City Council workers. Our panellists are:

Prof Nicole Busby, Professor in Human Rights, Equality and Justice, University of Glasgow

Jennifer McCarey, Regional Organiser, Unison Scotland

Dr Jonathan Moss, Lecturer in Politics, University of Sussex

Hosted by University of Glasgow's Centre for Gender History and Women's History Scotland. Please register on Eventbrite: <https://www.eventbrite.co.uk/e/50-years-of-equal-pay-roundtable-on-the-legacy-of-the-1970-equal-pay-act-tickets-126086595401?aff=ebdssbeac>