

Australia's SACS Equal Remuneration Order (2012) — Pay Rises of 19–41% for a Female-Dominated Community-Services Workforce

Gender Equality · Good practice · Australia

Quality score: 63/100

Evidence strength: Moderate

Summary

Fair Work Australia found in 2011 that social and community services pay was depressed partly by gender and ordered phased award-rate rises of 19–41% over eight years from December 2012, plus a 4% loading. Long-run outcomes beyond the pay rises are less documented.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-29

[Fair Work Australia / Fair Work Commission](#) — accessed 2026-09-29

[Fair Work Commission — \[2012\] FWAFB 1000](#) — accessed 2026-09-29

[Fair Work Ombudsman — Equal Remuneration Order in the SACS Award](#) — accessed 2026-09-29

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