Lobbyists, lobby groups and lobbying
Lobbyists and lobby groups try to influence politicians and other decision-makers. Lobbying activities include collecting and publishing information, talking and writing letters to decision-makers, and organising petitions.

Trade unions
Trade unions are organisations of workers in the same occupation or industry. Trade union members support one another and bargain as a group with employers to improve their working conditions and wages.

Arbitration Court
The Commonwealth Arbitration Court was established in 1905 to make decisions in disputes between workers and employers. Some of the Court’s important decisions about wages are:
• 1907 – men will be paid a ‘basic wage’ (enough for a man, his wife and three children)
• 1921 – women hat-makers will be paid 54% of the wages of men hat-makers (other industries copied this 54% decision)
• 1969 – equal pay for equal work (where men and women did the same tasks)
• 1972 – equal pay for work of equal value
• 1974 – equal minimum wages for men and women.

Equal Opportunity legislation
Equal Opportunity legislation states that it is unlawful for an employer to discriminate against a person because of the person’s sex, or because a person is married or single.