

英美兩性工作平等法簡介

英國

英國有關保障兩性工作平等的法案，是分別以同工同酬法以及反性別歧視法來規範。前者保障就業中的個人（兩性適用）不因性別而遭受差別待遇；後者則為未受前法保障的個人（兩性適用）提供機會與權利均等的保障。

其相關法案包括：

- 1919年 Sex Disqualification (Removal) Act
- 1970年 Equal Pay Act
- 1975年 Sex Discrimination Act
- 1975年 Employment Protection Act
- 1978年 Employment Protection (Consolidation) Act
- 1982年 Employment Act
- 1986年 Sex Discrimination Act
- 1988年 Employment Act
- 1989年 Employment Act
- 1996年 Employment Rights Act

1996年就業權利法 (Employment Rights Act) 條文要旨

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美國

綜觀美國歷史，男女不平等之待遇彷彿天經地義，而更有甚者，這些不平等的現象竟有法律為其後盾。例如，加州在1975年以前，已婚婦女不能自行管理或處置其私有財產。就連揭示自由平等的美國憲法，也並非自始至終都賦予女性平等的權利。憲法第十四條修正案中的「平等保護」條款，主要在解決種族不平等的問題，而非性別歧視的爭議，因此，遲至1920年，憲法第十九條修正案通過後，婦女才第一次擁有投票權，其對婦女的歧視可見一斑。1960年代以後，隨著各項人權運動的風起雲湧，婦女權利意識逐漸抬頭，各項具體保障婦女權益之立法才逐一產生。

其相關法案包括：

- 1963年 The Equal Pay Act
- 1964年 Civil Rights Act
- 1972年 Equal Employment Opportunity Act
- 1978年 Pregnancy Discrimination Act
- 1987年 Civil Rights Restoration Act
- 1991年 Civil Rights Act
- 1993年 Family and Medical Leave Act

1993年事病假法 (Family and Medical Leave Act) 條文要旨

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- Sec. 501. Leave for certain Senate employees.
- Sec. 502. Leave for certain House employees.

TITLE VI – SENSE OF CONGRESS

- Sec. 601. Sense of Congress.

參考書目：

1. Equal pay and the industrial tribunals 344.1041421/E64
2. Employment discrimination law 344.7301133/P722
3. The employment and unemployment of women in OECD countries 331.4/P323
4. Equal employment laws and how they affect your business 344.77601133/L277
5. Foundations of employment discrimination law 344.73/D687