

WHAT

WHAT IS PAY EQUITY?



Pay equity is **equal pay** for **work of equal value!**

Two different jobs that contribute **equal value** to an employer's operations should receive **equal pay**.

Pay Equity is a **human right**.



WHO

APPROXIMATELY **4,600** employers
1.3 million employees
COVERED

FEDERALLY
REGULATED
EMPLOYERS
WITH **10 OR MORE**
EMPLOYEES



Federal
private-sector
employers

Federal
public-sector
employers



Parliamentary
institutions

WHY



The gender wage gap is even larger for diverse groups of women.

Pay Equity will help address the gender wage gap and contribute to Canada's social and economic development.

HOW

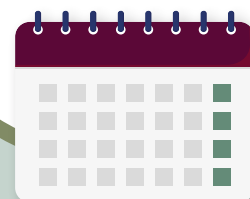
EMPLOYERS MUST **PROACTIVELY** ACHIEVE PAY EQUITY BY DEVELOPING A **PAY EQUITY PLAN**

Many have to form a **pay equity committee** to do that work.



WHEN

THE PAY EQUITY ACT IS IN EFFECT August 31, 2021



Federally **regulated** employers with **10 or more employees** have **three years** to **develop** and **post** a **pay equity plan**.



Canadian
human rights
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Commission
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www.payequitychrc.ca/en

If you need this resource in a different format, contact us at: payequity-equitesalariale@chrc-ccdp.gc.ca