

PAY EQUITY 101

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P r e s e n t a t i o n

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PURPOSE

Essentials of pay equity in Canada:

- Who
- What
- Why
- How
- When



Credit: T. Lappattaranan, Vecteezy.com. Used with permission.

WHO



Credit: Maria Gabriela Bertolini, Vecteezy.com. Used with permission.

Federally-regulated employers, 10 or more employees

WHAT

Pay equity is a kind of internal relativity in compensation, and is achieved by developing a pay equity plan



Credit: Canva.com. Used with permission.



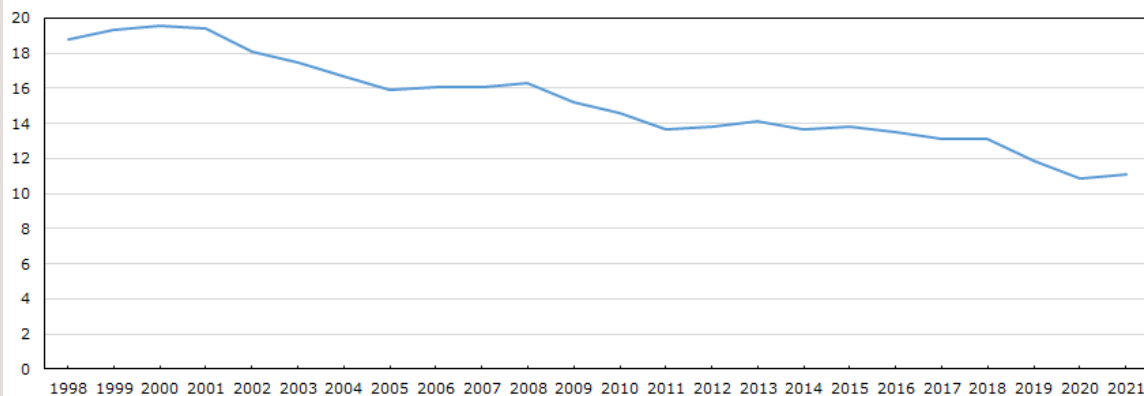
WHY

Pay equity will help reduce the gender wage gap

Chart 1

Gender wage gap among employees aged 25 to 54, 1998 to 2021

percent



Notes: The difference between men's and women's average wages was found to be statistically significant at a 95% confidence level in all years. Hourly wages are adjusted to reflect changes in the Consumer Price Index (CPI) and expressed in 2021 constant dollars. Due to rounding, estimates and percentages may differ slightly between different Statistics Canada products, such as analytical documents and data tables.

Source: Statistics Canada, Labour Force Survey, custom tabulation.

WHY



Credit: Frans de Waal: Moral behavior in animals | TED Talk | November 2011

<https://www.youtube.com/watch?v=meiU6TxysCg>

WHY

Employers who do not develop and post a pay equity plan may face costs:

- ▶ Audits and fines (administrative monetary penalties)
- ▶ Employee complaints & costly litigation
- ▶ Reputational harm

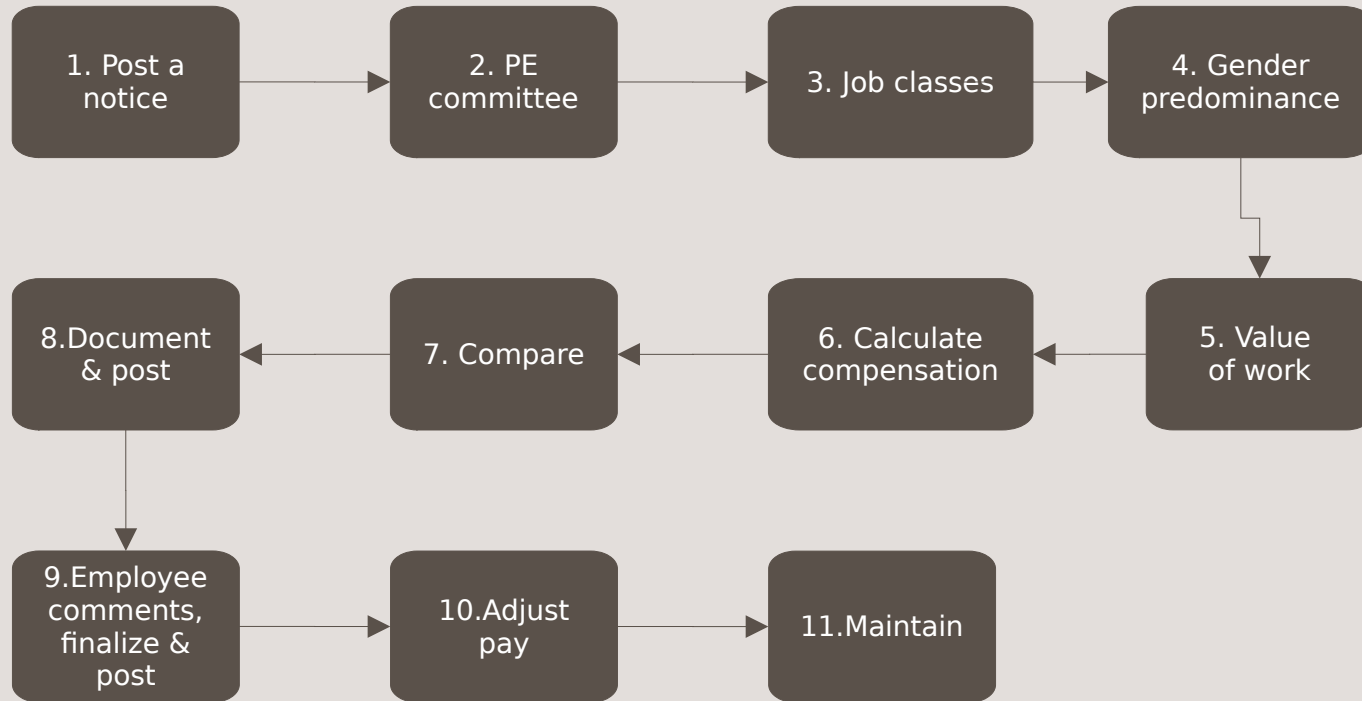


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Credit: P. Dangsungnoen Vecteezy.com.
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HOW



QUESTIONS?



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A group of diverse professionals are gathered around a table in a meeting room. In the foreground, a woman with curly hair is smiling and gesturing with her hands. Behind her, a man with a beard is looking down at a laptop. Other people are visible in the background, some looking at a laptop and others talking. The room has bookshelves filled with books in the background.

THANK YOU

A small inset image in the bottom right corner shows a group of people in a meeting, similar to the main image. It features the same woman with curly hair and the man with a beard, along with other people in the background.

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