PAY GAP REPORTING AND PAY EQUITY: A COMPARISON

	PAY GAP REPORTING	PAY EQUITY
LEGISLATION	Employment Equity Act	Pay Equity Act
EMPLOYERS	Federally regulated private sector employers with 100+ employees Federally regulated private sector industries include: • banking and financial services • communications • transportation • 'other' – federally regulated entities in production industries, service industries and public administration	Federally regulated public and private sector employers with an average of 10+ employees Employers subject to pay equity requirements include: • federally regulated private and public-sector employers • parliamentary workplaces • the Prime Minister's and Ministers' offices
WORKFORCE	Applies to over 560 employers, employing approximately 809,000 employees	Applies to about 5,000 employers, employing 1.4 million workers
PURPOSE	Achieve equality in the workplace for the groups designated under the Act: • women • Indigenous peoples • persons with disabilities • members of visible minorities Identify and address pay gaps experienced by the 4 designated groups	Identify and correct systemic gender-based discrimination Equal pay for work of equal value
EMPLOYER OBLIGATIONS	Employers must report pay gaps that affect the 4 designated groups: • hourly wage gaps • bonus pay gaps • overtime pay and hours gaps Employers should identify and eliminate employment barriers that are causing pay gaps	Employers proactively examine their compensation practices and: • establish a pay equity plan within 3 years of becoming subject to the Act that compares compensation between predominantly female and male job classes doing work of equal or comparable value • increase the compensation of any predominantly female job classes that are receiving less compensation than their male counterparts • update plans at least every 5 years
REPORTING FREQUENCY	Send annual reporting to the Minister responsible for Labour	Send annual statements to Pay Equity Commissioner
VISIBILITY OF RESULTS	**EXTERNAL:** employer-level data published online	**INTERNAL:** pay equity plans for internal use
COMPLIANCE AND ENFORCEMENT	Labour Program, for annual reporting Canadian Human Rights Commission (CHRC), for non-reporting obligations	Pay Equity Commissioner (CHRC), for plans and annual statements
MORE RESOURCES	Legislated Employment Equity Program Equi'Vision: An Employment Equity Tool	What is Pay Equity (CHRC) Overview of the Pay Equity Act

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