

Message from the Pay Equity Commissioner

In June of this year, I was honoured to be appointed as Pay Equity Commissioner for a term of five years. I am enthusiastic about continuing to work with all of you who are leading the way in making pay equity a reality for women in Canada. Since my arrival last November, I have witnessed growing momentum across the federal jurisdiction, with many organizations benefiting from the Pay Equity Unit's proactive compliance efforts.

All workplaces across the federal jurisdiction must meet their legal requirements under the [Pay Equity Act](#). Regardless of an employer's size, be it 10 or 10,000 employees, the time to act is now. Closing the gender pay gap is essential to advancing gender equality and fostering workplaces driven by inclusivity and fairness. It is also integral to Canada's economic recovery and prosperity.

These are the key actions to take in the year ahead to meet your pay equity obligations:

1. Put in place a **Pay Equity Committee**: For those required to do so, your pay equity committee should be in place.
2. **Post the draft pay equity plan by May 2024**: Employees must have **60 days to comment** on the draft plan. Posting in May 2024 ensures employers meet this legislative requirement while providing them enough time to consider comments as they craft the final pay equity plan.
3. **Post the final pay equity plan and notice of increases by September 3, 2024**, to avoid penalties.
4. **Start increasing compensation by September 4, 2024**.
5. **Submit annual statement by June 30, 2025** (information coming soon).

Thank you for your continued commitment to pay equity,

Lori Straznicky

Pay Equity Commissioner

Canadian Human Rights Commission

About the Pay Equity Unit

Our mission is to be leaders in proactive pay equity through reliable information, timely resolution of disputes and transparent oversight. **Our vision** is to be an excellent federal regulator that ensures compliance with the Pay Equity Act. To do this, **our approach** encompasses four key areas of work:

1. We promote **proactive compliance** through outreach, guidance and tools, supporting workplace parties in creating pay equity plans and complying with the Act.
2. We **facilitate compliance** through early dispute resolution, such as mediation.
3. When needed, we **enforce compliance** through a range of mechanisms such as administrative monetary penalties and audits.
4. Finally, we ensure **user-centered services** are efficiently delivered through well-established structures and systems. This work involves:
 - Implementing the Pay Equity Portal, a new system that streamlines processes and offers a one-stop shop for information and authorization requests (more info below!).
 - Rendering pay equity decisions in a fair, expeditious and transparent manner.

News

Pay Equity Portal

We're thrilled to introduce the Pay Equity Portal, designed to streamline and improve your experience. Here's what you can expect:

What is the Pay Equity Portal? The Pay Equity Portal is a one-stop-shop for requesting information or submitting authorization requests.

What's included? With the Portal, you can:

- Submit your request for information or Authorization request form, and all required evidence
- Interact with Pay equity officers to clarify and resolve issues through a chat function
- Add other affected workplace parties to a case where appropriate
- Exchange documents
- Receive decisions

What's not included? The Portal does not include dispute resolution processes, such as complaints or matters in dispute.

When will it go live and how can I get access? The Pay Equity Portal is currently being used to submit all authorization requests; your Pay Equity Officer will guide you on how to do so. It will be available on our website soon - stay tuned for more information on how to access and navigate the Portal.

Access the Pay Equity Commissioner's decisions

The Pay Equity Commissioner's decisions are now available on [CanLII](#).

Pay Equity Commissioner's annual report to parliament

Check out the second annual report for the [Pay Equity Unit of the Canadian Human Rights Commission for fiscal year 2022-23](#). This report highlights the work of the Pay Equity Unit in laying the first blocks for its regulatory role.

We now have a podcast!

Our limited-series podcast "[Putting Pay Equity into Practice](#)" was launched in August!

Join us as we delve into the road transportation sector in Canada, exploring the challenges and opportunities for achieving pay equity. Stay tuned for interviews with industry experts and helpful insights into how you can achieve pay equity in your organization!

Important events

September 18: International Equal Pay Day

- Check out the action online by following the [Pay Equity Unit on LinkedIn](#) and read the [Pay Equity Commissioner's statement here](#).

Our 2024 Fireside Chat: Championing Leadership in Pay Equity

- Join us for an engaging and informative event designed specifically for employers and senior decision-makers committed to driving pay equity within their organizations. Led by Pay Equity Commissioner Straznicki, this dynamic one-hour virtual fireside chat with special guests will provide insights and essential guidance to empower leaders in championing pay equity within their businesses.

New publications and resources

Available on the [Pay Equity Unit's Website](#) of the Canadian Human Rights Commission.

These include:

Interpretations, Policies and Guidelines (IPGs) on subjects such as:

- [Frozen rates of pay](#)
- [Developing a pay equity plan when there are no predominantly male job classes](#)
- Calculating compensation bundle:
 - [Definition of compensation](#)
 - [Exclusions](#)
 - [Definition of salary and highest rate](#)
 - [Calculating variable pay](#)
 - [Calculating incentive pay](#)
 - [Calculating indirect compensation](#)

Upcoming publications this fall:

- IPG series on comparing compensation
- A revised edition of the IPG on multiple plans based on the most recent Pay Equity Commissioner's decisions

Coming soon: online course on the Federal Pay Equity Act

Achieving pay equity in federally regulated organizations: why and how?

In collaboration with l'Université TÉLUQ, the Pay Equity Unit will be offering a free online course on the federal Pay Equity Act. This course is intended for:

- federally regulated employers with 10 or more employees
- employees working in a federally regulated organization
- bargaining agents and unions representing federally regulated employees, or
- anyone who wants to learn more about the federal Pay Equity Act

The course will provide you with tools and examples that will not only enhance your learning experience but also enable you to apply and assess your knowledge.



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Commission
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Scheduled for release by the end of fall 2023, the course will be accessible in both official languages. You will be able to access the course link on the [Pay Equity Unit's Website](#) and [LinkedIn page](#).

Have questions? Reach out.

If you have any questions, please **contact us**:

By telephone through our National Call Centre:

Toll Free: 1-888-214-1090

TTY: 1-800-465-7735

VRS: [VRS Canada](#)

Hours of operation:

Monday to Friday, 8:00 a.m. to 8:00 p.m. (Eastern Time)

By completing a [Request for Information Form](#).

If you need this information in another format, please contact us at payequity-equitesalariale@chrc-ccdp.gc.ca.

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