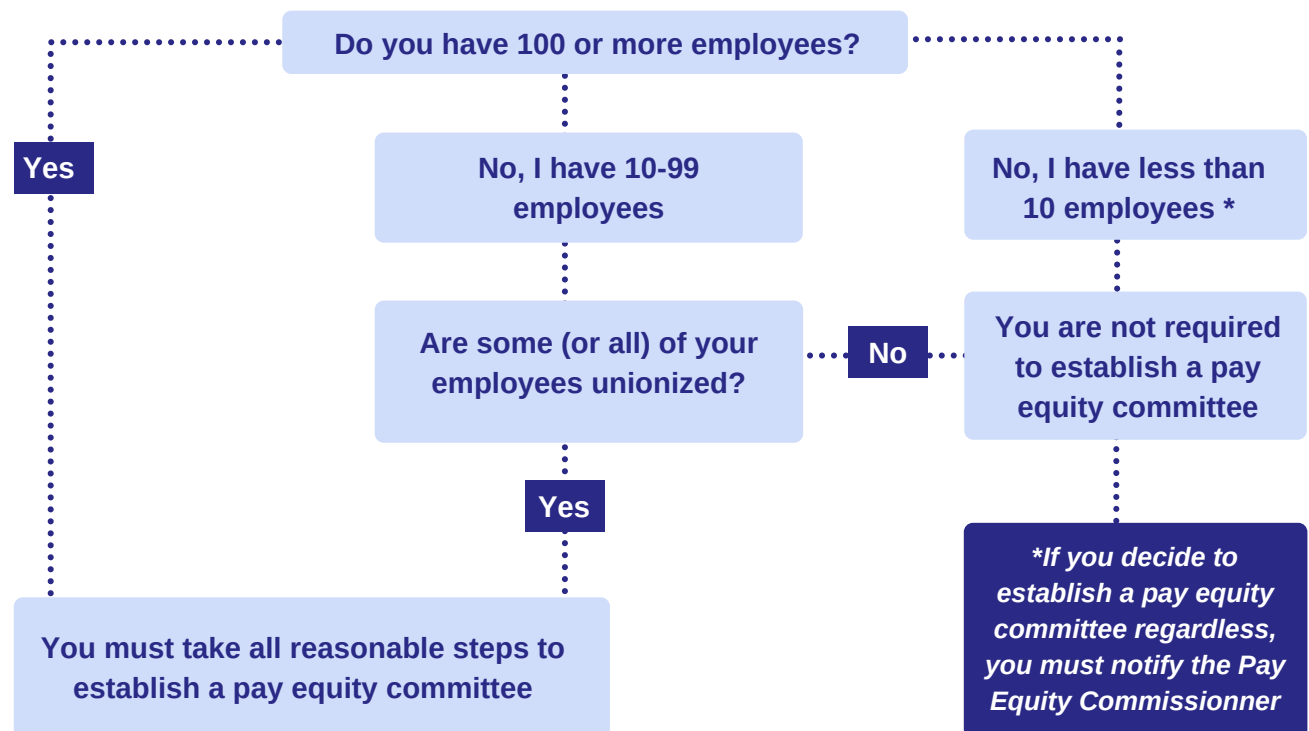


## DO I NEED A PAY EQUITY COMMITTEE?

The Pay Equity Act enters into force on August 31st, 2021 and will apply to all federally regulated employers with 10 or more employees. Depending on the size of their workforce, employers may need to establish a pay equity committee. The role of the committee is to develop a pay equity plan.

This fact sheet provides simplified information on pay equity committees under the the Pay Equity Act. As always, it is preferable to consult with an employment lawyer to determine your company's specific obligations.



\*The Pay Equity Act only applies to federally regulated employers with an average of 10 employees or more.

## HOW DO I GET STARTED?

As of July 7th, 2021, the Pay Equity Regulations are available in Part II of the Canada Gazette. It is a good idea for employers to review these requirements and start taking steps towards achieving key targets as soon as possible. Employers can also consult tools and resources provided by the Canadian Human Rights Commission (CHRC): including,

- [Click here:](#) (CHRC) Pay Equity Committees: Interpretations, Policies and Guidelines
- [Click here:](#) (CHRC) Promising Practices for Forming a Pay Equity Committee
- [Click here:](#) (CHRC) Building a Pay Equity Plan – Milestone 1: Establish the Foundation