



Human Resources and
Social Development Canada

Ressources humaines et
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Canada

Building Fair and Productive Workplaces

Labour



Federal Pay Equity Program

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Ontario Pay Equity Commission

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Federally Regulated Sector

- ▶ Set out in *Canada Labour Code*
- ▶ Includes chartered banks, telecommunications and broadcasting, inter-provincial and international rail, road and water transport, air traffic, postal operations, the grain industry, First Nations as employers and commercial federal Crown Corporations
- ▶ Represents 10% of Canadian labour force

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Federally Regulated Sector – contd.

- ▶ According to Statistics Canada's Federal Jurisdiction Survey, conducted in 2004, the federally regulated universe contains:
 - 12,000 employers, of whom only 590 employ 100 or more employees
 - 250,000 employees work in the banking sector
 - 45% of the workforce is female
 - 30% of employers are unionised

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Wage Data

Comparison of Average Salaries of Women and Men who Worked in Permanent Full-time Positions in 2006

Sector†	Men	Women	Women as a % of Men
Banking	\$82,895	\$54,508	65.8%
Communications	\$64,560	\$56,060	86.8%
Transportation	\$64,555	\$46,687	72.3%
Other	\$68,875	\$53,992	78.4%
All	\$68,152	\$53,690	78.8%
Canadian Labour Market (2006 Census)*	\$58,537	\$41,331	70.6%

† Data collected from federally regulated private sector employers and Crown corporations employing 100 or more employees who report under the *Employment Equity Act*. These employers employ 82% of the federally regulated sector

• Source: Statistics Canada, 2006 Census of Canada (worked full-time, full-year and unemployed who had worked for pay or in self-employment in 2005).

- In 2006, women represented 45% of the total employment of about 850,000 in the federally regulated private sector

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Federal Pay Equity Program - Mandate

- ▶ Existing federal pay equity provisions are found in two laws as well as one guideline:
 - *Canadian Human Rights Act*
 - *Equal Wages Guidelines, 1986*
 - *Canada Labour Code*

- ▶ Pay Equity applies to all federally regulated employers, regardless of size

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Federal Pay Equity Program

- ▶ Program Objective
- ▶ Three Step Proactive Program:

- Education and promotion
- Compliance monitoring
- Specialized mediation services

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Education and Promotion

- ▶ Labour Affairs Officer are responsible for:
 - providing information and promotional materials to federally-regulated employers, employer associations, employees and unions
 - collecting basic information on employer compliance

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Compliance Monitoring

- ▶ The Pay Equity Program monitors the progress of federally regulated employers implementing pay equity in their establishments
- ▶ The Pay Equity Program may advise the CHRC if an employer refuses to take proper steps to comply with pay equity legislative requirements

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Specialized Mediation

- ▶ In unionized establishments, upon joint management – bargaining unit request, neutral third party mediators, employed by the Federal Mediation and Conciliation Service, are available to assist the parties in achieving equitable compensation and pay equity remedies within the collective bargaining process