

PRINCIPLES OF A GOOD PAY EQUITY ACT

(April 2025)

To guarantee that all women and men may fully exercise their right to pay equity, any pay equity legislation must be based upon the following 10 fundamental principles:

1. **A Human Right:** Pay equity is a human right for all workers.
2. **Enforceable and Non-Negotiable:** Pay equity is a fundamental, enforceable, and non-negotiable right.
3. **Inclusive:** Pay equity legislation applies to all employees, regardless of sector (public, private, or para-public), employment type, or position. This includes:
 - Full-time, part-time, temporary, casual, and seasonal employees
 - Employees of government suppliers, contractors, and publicly funded employers
 - Unionized and non-unionized employees
 - Employees in workplaces with and without male comparators
4. **Gender-Neutral:** Pay equity evaluations must be gender-neutral, considering qualifications and skills, responsibilities, effort, and working conditions.
5. **Proactive:** The law must direct employers to take proactive steps to ensure compliance with pay equity standards, rather than merely responding to complaints.
6. **Participatory:** Employees must be informed and actively involved in developing and implementing pay equity.
7. **Transparent:** Information about pay equity must be accessible, ensuring openness and accountability throughout the process.
8. **Timely Implementation:** Pay equity legislation requires implementation of pay equity in a timely manner. Current and future employers must implement pay equity within the legislated timeframe. Compensation must be made retroactive to the coming-into-force date.
9. **Ongoing Maintenance:** Pay equity legislation must provide for the monitoring and maintenance of pay equity after it is initially achieved. Pay equity principles also apply to the maintenance process.
10. **Independent Oversight and Verification:** The law must allow for independent governmental oversight, support, and verification mechanisms to ensure compliance and accountability. The oversight body must provide an annual report to the legislature.