

EQUAL PAY COALITION



Pay Transparency to Close the Gender Pay Gap

A few global examples

April 11, 2017

1. **Quebec Pay Equity Act¹**

- Applies to all businesses with an average of ten employees or more.
- As of March 1, 2011, employers were obligated to file annual, on-line reports on pay equity compliance with the Quebec government.
- Failure to comply with *Pay Equity Act* results in a fine of 5% in addition to salary adjustments and legal fees.

2. **Iceland²**

- Iceland is committed to closing its gender pay gap by 2022.
- New mandatory equal pay for work of equal value standard.
- Applies to business with average of 25 employees or more.
- Requires public and private companies to pay employees equally 'regardless of gender, ethnicity, sexuality or nationality'.
- Employers have to get a certification to prove that they offer equal pay for work of equal value.

3. **Denmark³**

- In 2014, the *Equal Pay Act* (Section 5a. 2(5)) was amended to include pay transparency.
- Applies to companies with 35 employees or more.
- Employers provide gender wage statistics for men and women of similar classifications.
- Employees are informed and gender-based wage statistics disclosed.
- Employees are provided with an opportunity to discuss findings.

1 Commission L'égalité du Québec, Transparency and Report Keys in the Quebec Pay Equity Act.

2 https://www.weforum.org/agenda/2017/03/iceland-could-become-the-first-country-to-require-equal-pay-iceland-will-make-employers-prove-they-offer-equal-pay/?utm_content=bufferbaf5b&utm_medium=social&utm_source=twitter.com&utm_campaign=buffer

3 http://ec.europa.eu/justice/gender-equality/files/ge_country_reports_d1/2016-dk-country-report-ge_final_en.pdf

4. **Belgium**⁴

- In April 2012, Belgium adopted a law on reducing the gender pay gap.
- Employers provide an annual audit of differences in pay and labour costs between men and women.
- Annual audits are publicly available.
- Every two years firms with over 50 employees conduct a comparative analysis of the wage structure of female and male employees. If this analysis shows that women earn less than men, the firm will be obliged to produce an action plan.

5. **Australia**⁵

- Under the *Workplace Gender Equality Act, 2012*, all private sector employers with 100 or more employees in their corporate structure (relevant employers) are required to report to the Workplace Gender Equality Agency (WGEA) annually.
- In 2015, new amendments to the *Fair Wage Act* removed legal prohibitions on workers discussing their own pay with colleagues without reprisals. This effectively eliminates non-discussion and gag orders in employment contracts.

6. **United Kingdom**⁶

- Initially the U.K. encouraged all employers to provide pay transparency reports voluntarily.
- Effective April 2017, *Equality Act* Regulation amended to include pay transparency regulations to apply to all employers with more than 250 employees. Compensation includes salaries and bonuses.
- Employers' reports to be public in 2018.

⁴ http://ec.europa.eu/justice/gender-equality/gender-pay-gap/national-action/law/index_en.htm

⁵ <https://www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/gender-pay-equity>

⁶ <http://www.lexology.com/library/detail.aspx?g=1d275523-f84e-4f79-ae60-9bb00223fb0b>



EQUAL PAY DAY APRIL 11, 2017

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