









Pay transparency

Pressures on employers to act on fair pay are driven by a diverse group of stakeholders

Fair pay
 Broad term to refer to different aspects of pay and benefits fairness including but not limited to...

<p>Equal pay*</p> 	<p>Low pay – high pay</p> 
<p>Benefits equity</p> 	<p>Career equity (equal opportunity)</p> 
<p>Governance</p> 	<p>Transparency</p> 

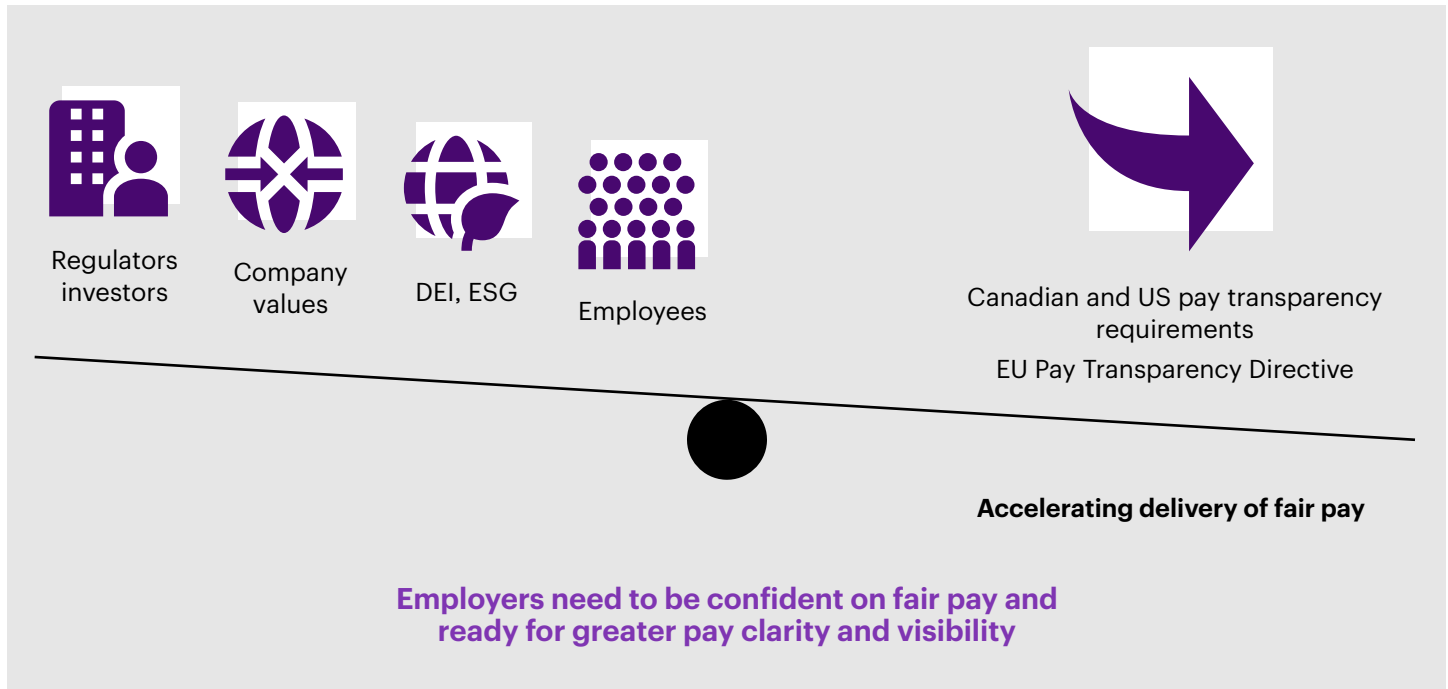
Canadian pay equity

Canadian pay equity is about equal pay for comparable jobs, where jobs traditionally held by women should receive the same compensation opportunities as jobs traditionally held by men.



* Where individuals perform same work, similar work or work of equal value, differences in pay are for objective reasons and not related to gender, ethnicity, age or any other protected characteristic

We are now at a tipping point



How to think about pay transparency



Pay clarity goes beyond just complying with local pay transparency legislation.

The opportunity is to generate **awareness, confidence and engagement** among employees about how pay works at your organization.

Accelerating delivery of fair pay

Disclosure of pay range

At job posting, upon selection or upon request, as required by local legislation or proactively as a responsible employer.

Reporting of pay gap

Annual reporting, as required by local legislation or proactively as a responsible employer.

Beyond compliance

Visibility into and education about how pay decisions are made

This includes:

- Compensation philosophy
- How you look at the market
- How pay programs and processes work
- How the company ensures consistent decisions

This can be focused on **pay transparency** alone or, alternatively, fair pay as one piece of the broader pay and DEI story.

Understand what you need to prepare

...Regardless of your geographic footprint

1

Get your house in order

Conduct fair pay analyses to identify any potential current inequities; ensure **foundational pay structures and processes are ready for inspection**; collect the required information from employees

2

Prepare employees

Ensure your **current employees understand** how the pay ranges on job postings relate to their own pay

3

Confirm HR data and analytical capability

Identify available and applicable **HR data and analytical capability** to determine and update pay ranges for posting, data for reporting and recordkeeping

4

Clearly define approach

Determine **how posting ranges will be developed** and **how pay data will be compiled** for each job/job group

5

Enable managers

Help leaders and front-line managers **talk effectively about pay** and how decisions are made

6

Update process over time

Recognize it will **take time** to achieve transparency ambitions as regulations evolve, and be prepared to pivot and persevere

About WTW

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WTW-111802/06/23

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