



♀ ST. JOHN'S WOMEN'S CENTRE
📍 MARGUERITE'S PLACE

🚫 SAFE HARBOUR OUTREACH PROJECT
🧠 MANAGED ALCOHOL PROGRAM

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August 2023 marks one year since the St. John's Status of Women Council, the Newfoundland and Labrador Federation of Labour, the Worker's Action Network and the Provincial Action Network on the Status of Women (PANSOW) released their report, *Proactive Pay Equity Legislation in Newfoundland and Labrador: Put money back in the pockets of women and marginalized people.*

Here is a timeline of what has happened since:

- **October 2022:** The Government of Newfoundland and Labrador introduced and quickly passed Bill 3, AN ACT RESPECTING PAY EQUITY FOR THE PUBLIC SECTOR AND PAY TRANSPARENCY FOR THE PUBLIC AND PRIVATE SECTORS.
- **October 2022:** The St. John's Status of Women Council and others share letters to the Government of Newfoundland and Labrador with recommendations on how to employ a widespread feedback process to strengthen the Act before it comes into effect.
- **April 2023:** The Pay Equity and Pay Transparency Act comes into force with pay equity requirements for core government, without timelines for when or how the Act will come into effect for the rest of the public sector, private sector, or around pay transparency whatsoever.
- **April 2023:** The Newfoundland and Labrador Federation of Labour launched a backgrounder on Bill 3 called Newfoundland and Labrador Needs an Equality Reset, calling for a full rewrite of the legislation.
- **April 2023:** Engagement sessions were held online and in person across the province to allow stakeholders and community members to offer input on the *regulations* on the Pay Equity and Pay Transparency Act, such as the process and frequency for employers to prepare reports for the government.
- **May 2023:** As part of the consultation process, the Worker's Action Network, PANSOW and others share unsolicited submissions calling for amendments to the Interdepartmental Working Committee on pay equity with the Government of Newfoundland and Labrador. These reiterate the urgent need for redrafted legislation with critical revisions that uphold human rights, allowing a wider reach, employ a reasonable timeline to include the public sector in its entirety and the private sector, all with strong oversight.

What now?

- After a year of clear recommendations, we have seen late-stage consultations, submissions towards amendments for stronger legislation and mechanisms for oversight and accountability. These calls for change remain. **We are urging the Government of Newfoundland and Labrador** to establish a reasonable timeline and path forward **to redraft the Pay Equity and Pay Transparency Act**, for legislation that upholds our human rights and can be wide reaching and effective.