

PRACTICE AREAS

EU Pay Transparency Directive and Canadian Pay Equity Plans

Roffman Horvitz supports multi-national organizations that will be required to comply with laws enacted by member states pursuant to the European Union Pay Transparency Directive (the Directive). Member states are in the process of enacting laws to implement the Directive and must do so before June 7, 2026. These laws will differ from country to country. Roffman Horvitz advises employers regarding laws passed under the Directive and the unique requirements of each member state's implementing law.

Roffman Horvitz assists employers with developing and implementing both the pay transparency requirements and the pay equity and pay gap reporting requirements. Roffman Horvitz can review or develop transparent pay structures, job grades, and job architecture based on objective, gender-neutral criteria such as skills, effort, responsibility, and working conditions to help organizations ensure they are reporting pay transparently in job adverts. For future pay equity and pay gap reporting, how employers are grouping together the employees doing equal work is key. Once grouped, if there are pay gaps, we can evaluate the proffered justification for the difference and, if necessary, help drive the employer's cooperation with worker representatives to conduct a joint pay assessment. Our work will account for the unique requirements of the relevant jurisdictions.

We also assist clients with the development and preparation of Canadian Pay Equity Plans, including identifying female-dominated and male-dominated job classes, identifying pay gaps, and advising on pay adjustments. We also assist clients with preparation of their five-year updated plans.