Is the fair value of your job being recognized?

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**DIFFERENCE BETWEEN “EQUAL PAY” AND “PAY EQUITY”**

**EQUAL PAY**
means “Equal pay for equal work”

When two people perform the same job, have the same amount of seniority and have the same level of productivity, they must be paid the same compensation.

**EXAMPLE**
A female welder must be paid the same compensation as a male welder.

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means “Equal pay for different but equivalent work”

This principle is aimed at rectifying wage discrimination in job classes predominantly or traditionally occupied by women.

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A female welder must be paid the same compensation as a male welder.
The Act requires that employers assign same range of compensation to mostly female job classes as they do to mostly male job classes in their enterprises, even if those jobs are different. To verify if the jobs held by men are of the same value as those held by women, an employer must compare its job classes by examining the aspects and characteristics of the jobs.

The Act affects all employers in Québec with 10 or more employees, regardless of the type of enterprise (public, private, non-profit, etc.).

Under the Pay Equity Act you can take an active part in achieving pay equity in your enterprise by taking the time to read the posted results of the pay equity exercise or the pay equity audit, understand the information in them, ask questions or submit comments to your employer or the designated person in charge (who must be identified in the posting).

If you believe that pay equity rules have not been complied with in your enterprise, you may file a complaint with the CNESST. For example, you could file a complaint if:

- your employer has not conducted the pay equity exercise or the pay equity audit and has not posted the results;
- your employer has conducted the pay equity exercise or the pay equity audit and posted the results, but you have reason to believe that the work is not in compliance with the Act;
- you have reason to believe that your employer’s actions or attitude violates the Act;
- your employer does not pay employees in female jobs compensation equal to that paid to employees in male jobs of the same or equivalent value;
- you are subjected to reprisals for exercising a right under the Act.

To find out if your current or former employer has done its pay equity work, please contact the CNESST.

You may file a complaint if you believe that your current or former employer has not done its pay equity work. It doesn’t matter if you are no longer working for that employer.

Did you know that the Pay Equity Act is aimed at ensuring that work predominantly or traditionally performed by women is recognized at its fair value?

The purpose of the pay equity exercise is to verify if employees in predominantly female jobs are being paid the same as employees in traditionally male job classes of equivalent value. If this is not the case, all the employees in traditionally female jobs who are not receiving fair compensation will be entitled to a positive adjustment in their remuneration.

After the first pay equity exercise, your employer must ensure that pay equity is maintained in its enterprise by conducting a pay equity audit every five years.

Who is entitled to pay equity?

Any person in a job that is predominantly or traditionally held by women is entitled to pay equity. Whether you are a man or a woman, whether you are unionized or not, whether your employment status is full time, part-time, permanent, casual, temporary, or seasonal, you are entitled to pay equity.

Posting of results

After conducting the pay equity exercise or the five-year audit, your employer must post the results for 60 days. This is called the “posting of results.” The purpose of the posting is to inform employees that pay equity work was conducted and to advise them of the results. The posting must contain the following information:

- a list of the current job classes in the enterprise;
- a list of the predominantly female job classes and of the predominantly male job classes in its enterprise;
- a list of predominantly female job classes that are subject to compensation adjustments and the amount of those adjustments.

Your employer’s obligations

If your employer is governed by the Pay Equity Act, it must conduct a pay equity exercise in its enterprise. The pay equity exercise must do the following:

- identify all current jobs in its enterprise;
- identify the predominantly female job classes and the predominantly male job classes in its enterprise;
- evaluate the jobs classes;
- compare the female job classes with the male job classes of equivalent value to verify if compensation adjustments must be paid to the people in predominantly female job classes;
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Rights and remedies

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**EXAMPLE**
In Company X, after an evaluation of job classes, the administrative assistant jobs (predominantly female) and the machinist jobs (predominantly male) both scored 350 points. While those jobs are different, they are of equivalent value and therefore both jobs must offer the same compensation.

**DIFFERENCE BETWEEN "EQUAL PAY" AND "PAY EQUITY"**

**EQUAL PAY**
- Means “Equal pay for equal work”
- Aimed at ensuring fairness in pay for jobs of the same value.

**PAY EQUITY**
- Means “Equal pay for different but equivalent work”
- Focuses on recognizing value in jobs that are different but equivalent in nature.

**EXAMPLES**
- A female welder must be paid the same compensation as a male welder.
- In Company X, administrative assistant jobs (predominantly female) and machinist jobs (predominantly male) scored the same, indicating equivalent value.

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To contact us
1 844 838-0808
cnesst.gouv.qc.ca

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