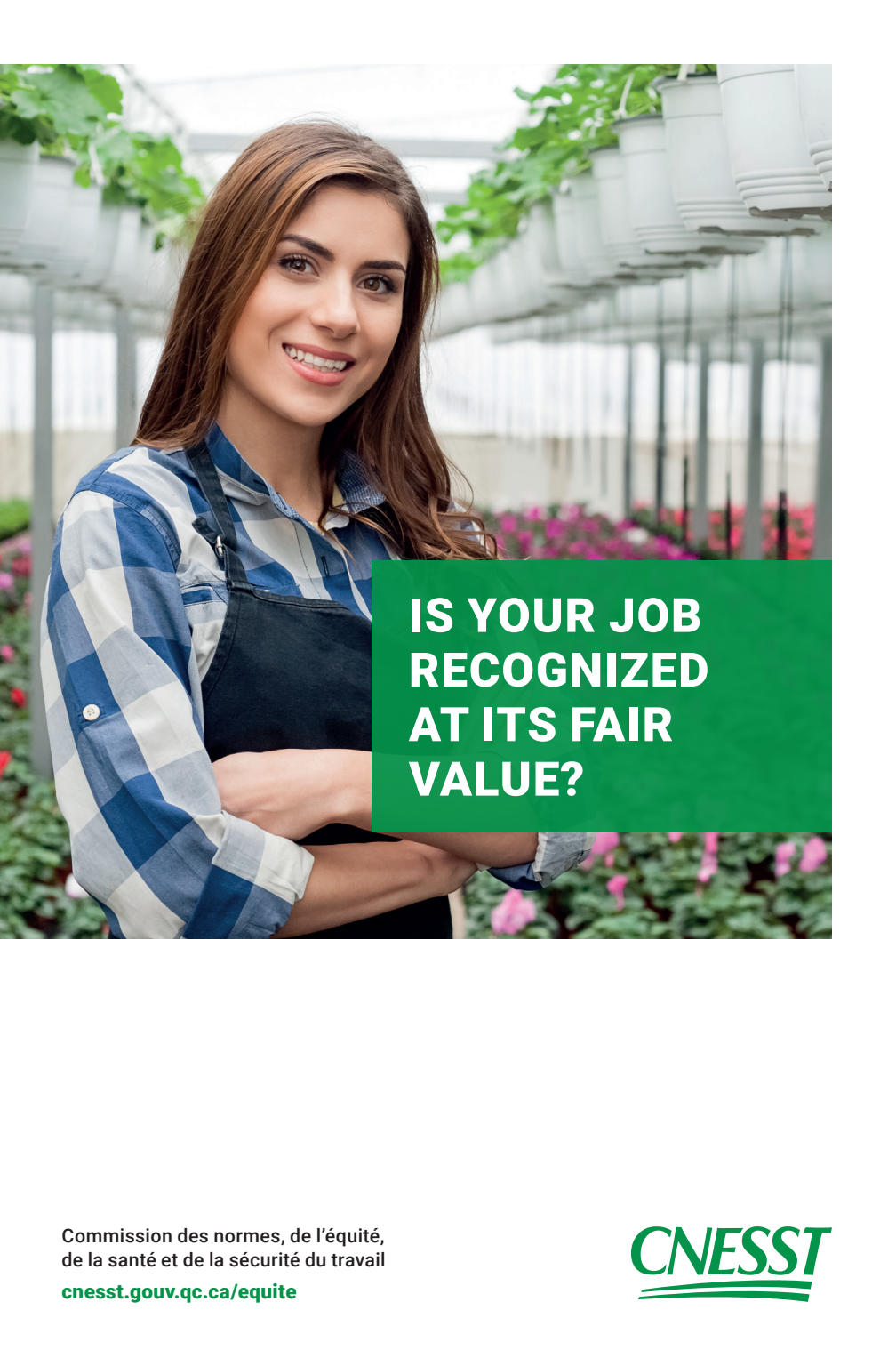


A woman with long brown hair, wearing a blue and white plaid shirt and a black apron, stands in a greenhouse. She is smiling and looking towards the camera. In the background, there are rows of white hanging pots with green plants and some pink flowers.

**IS YOUR JOB
RECOGNIZED
AT ITS FAIR
VALUE?**

Commission des normes, de l'équité,
de la santé et de la sécurité du travail
cnesst.gouv.qc.ca/equite

CNESST



Did you know that the purpose of the *Pay Equity Act* is to have the work of female employees recognized at its fair value?

The Act requires employers to equally compensate historically or predominantly female job classes and predominantly male job classes of equivalent value within a company. This applies even if those jobs are different. To determine whether female and male job classes are of equal value, the employer must compare them by evaluating all of the characteristics of the jobs..

The Act applies to all businesses under provincial jurisdiction that employ on average, 10 or more employees, regardless of their category (public, private, not-for-profit, etc.).



10
OR +
EMPLOYEES



Who is entitled to pay equity?

Pay equity is a right for **all employees in Québec who are in a historically or predominantly female job class**. Whether you are a female or male employee, unionized or not, regardless of your job status (full-time, part-time, permanent, casual, temporary, seasonal, etc.), you are entitled to pay equity.



EMPLOYER'S OBLIGATIONS

If subject to the *Pay Equity Act*, your employer must **implement a pay equity** procedure in the company. This procedure is comprised of:

- Identifying the current job classes within the company;
- Determining the predominant gender of the job classes (female, male, or without predominance);
- Determining the value of the job classes;
- Comparing female and male job classes of **equal value** to see if salary adjustments must be paid to employees in female job classes;
- Displaying the results of the pay equity procedure within the company for them to be equally accessible to all employees.

The purpose of the pay equity procedure is to verify whether both **historically or predominantly female job and male job classes** receive a compensation of equal value. If that is not the case, employees whose jobs are in a female class and are not compensated fairly are entitled to a positive compensation adjustment.

Following the pay equity procedure, your employer must ensure that pay equity is **maintained** within the company by conducting a **pay equity audit** every 5 years.

If the audit identifies a difference in compensation, it must be corrected as of the date of the event that caused the difference. In order to do so, your employer must keep track of events that may alter the pay equity that was achieved during the **procedure**.

DISPLAYING THE RESULTS

After completing the pay equity process (procedure or audit), your employer must **display the results for 60 days**. The displaying of results informs employees of the completion and of the results of the pay equity process. It contains the following information:

- The list of job classes in the company;
- The predominant gender of those classes, whether female, male or without predominance;
- The list of female job classes to receive compensation adjustments and the amount of these adjustments;

Displaying the results of a **pay equity audit** must also, among other things, list the dates of the events that led to the adjustments. Where no adjustments are required, the employer must display a notice to that effect.

Difference between pay equity and equal pay

EQUAL PAY

Equal pay for equal work

When two people perform the same work, and their seniority and productivity are equal, they must receive the same compensation.

EXAMPLE

A female welder must receive the same compensation as a male welder.

PAY EQUITY

Equal pay for work that is of different but equal value

Pay equity aims to redress discrimination against certain predominantly or historically female jobs. Two job classes are found to be of equal value when they obtain the same score in an evaluation during the pay equity procedure.

EXAMPLE

In company X, following the evaluation of the job of administrative assistant (a predominantly female job) and machinist (a predominantly male job), both score 350 points. Those jobs are different, but of equal value. Therefore, they must receive the same compensation.



RIGHTS AND REMEDIES

The *Pay Equity Act* involves a participation process. It is possible to consult the results of the pay equity process when they are displayed. You may then ask questions or address your comment(s) to your employer or the person responsible whose name will be indicated.

If you believe that the *Pay Equity Act* is not being respected where you work, you can file a complaint with the CNESST. You can file a complaint if:

- Your employer has not implemented a pay equity procedure or a pay equity audit and has not displayed the results;
- Your employer has implemented the pay equity procedure or the pay equity audit and displayed the results, but you believe that it has not been done correctly;
- You believe that the steps taken by your employer or your employer's attitude infringe on the rules of pay equity;
- Your employer does not pay employees in female job classes compensation equal to that of employees in male job classes that are of the same value or of equivalent value;
- You are subjected to negative consequences for exercising a right provided for in the Act.

It is possible to file a complaint if you believe that an employer has not implemented a pay equity process, even if you are no longer employed by them. This type of complaint is filed using the form prescribed by the Act, which is available on the CNESST website.

To obtain information on implementing pay equity work and your current or previous employer's obligations under the *Pay Equity Act*, you can contact the CNESST.



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



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