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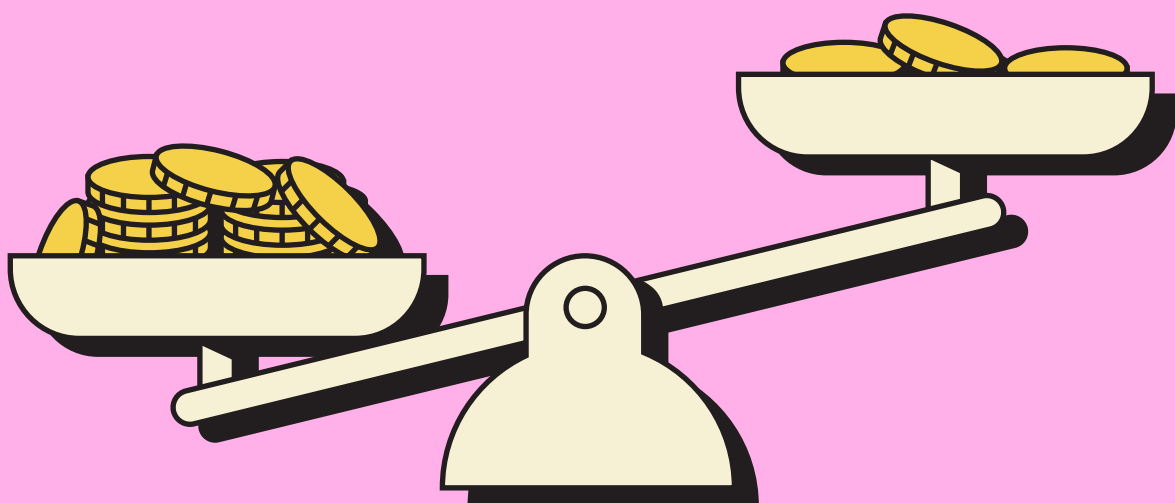
What is the *Pay Equity Act* ?

Salary equity is a **fundamental human right** — not a luxury, not an exception. It's your right, plain and simple.

- The Act applies to all enterprises that employ **10 or more employees**.
- The right to pay equity **takes precedence over any agreement, individual contract, or collective agreement**. In other words, the law **always** has the final say.
- This is a **proactive law**^{*}, meaning that it's up to **the employer** to identify and address any pay gaps as they arise.
- In Québec, the **CNESST** (*Commission des normes, de l'équité, de la santé et de la sécurité du travail*) enforces the law by conducting investigations, issuing decisions, offering training, and producing educational material.



This **proactive law** requires employers to conduct pay equity audits to ensure female-dominated job categories receive fair compensation. If a pay gap is found, it must be corrected retroactively to the date the gap began.



What is the purpose of this law?

- To correct wage gaps caused by systemic gender discrimination against female-dominated job categories
- To compare female-dominated jobs and male-dominated jobs of equal or equivalent value
- To ensure equal pay for work of equal value



Equal pay for
equal work

=

Pay equality
(under the *Charter
of Human Rights
and Freedoms*).



Equal pay for
work of equal
value

=

Pay equity
(under the
Pay Equity Act).

For example

Two different jobs with equivalent value based on skills, responsibilities, and working conditions.

The **principle of pay equity** goes further than pay equality because it requires **equal pay for different jobs that are of equivalent value**.