

Upcoming Challenges

There is still work to do. It is clear that gender parity has not been achieved at all levels in the labour market. Even though the gap is closing, when it comes to the average salary, women still earn less than men for the same or equivalent work.

The CSQ and its partners will continue to fight on several fronts. We must attain recognition for:

- Pay equity as a fundamental, non-negotiable right. We cannot back down from this highly strategic issue, which is fully in line with women's equality;
- The right to a fair and equitable assessment when evaluating the maintenance of pay equity for all female workers;
- Transparency of information used to achieve the maintenance of pay equity;
- The participation of certified associations when evaluating the maintenance of pay equity;
- The importance of maintaining the Pay Equity Act for all businesses.

2019 will be the year of truth. The Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) will be conducting a review. The CSQ hopes that this will be the perfect opportunity to demonstrate the importance of the Act for all female workers in Québec.

The right to pay equity is fundamental.
We must remain vigilant and assert
our rights during its application.

PRIDE IN A JOB
WELL DONE AND
AWARENESS OF
THE ROAD AHEAD



Centrale des syndicats
du Québec



9405 Sherbrooke St. East, Montréal (Québec) H1L 6P3
Phone: (514) 386-8888 • Fax: (514) 356-9999

For more information, visit
lacsq.org/equitesalariale



PRIDE IN A JOB
WELL DONE AND
AWARENESS OF
THE ROAD AHEAD

Centrale des syndicats
du Québec



lacsq.org/equite-salariale/

Did You Know...

The Act celebrates 20 years this year!

It was on November 21, 1996, that the Québec government adopted the Pay Equity Act, which aims to eliminate systemic gender discrimination in predominantly female job categories for all businesses with more than 10 employees.

The Act was adopted after numerous demands by women's groups and union organizations.

The CSQ has been involved since the beginning of the fight against discrimination and continues to be active and vigilant in this regard.

During the mid-90s, it was estimated that the salaries of women with full-time jobs were 30% less than men in Québec.

The value of job classes is determined by comparing four main factors: qualifications required, responsibilities of the job, efforts required, and work conditions.

The Act ensures the management and responsibility on the part of employers to adequately remunerate workers in predominantly female job categories.

The Act requires that employers review the maintenance of pay equity in their companies every five years. They must ensure that discriminatory wage gaps do not recur in predominantly female job categories.

The importance of the Pay Equity Act

- As the Act tends to prevent wage differences between men and women on the job market, pay gaps between them have decreased over the last ten years.
- Since its adoption in Québec, we have seen the gap in the average hourly wage between men and women decrease from 16.5% to 9.9% between 2000 and 2015. The average hourly wage for women has gone from \$15.06 to \$22.31.
- For the same period, the gap in the average hourly wage between unionized men and women has gone from 7.97% to 2.16%, whereas for non-unionized men and women, the gap in the average hourly wage has gone from 21.37% to 15.61%.

Table illustrating the evolution of the salary gap between men and women

Year	All jobs in Québec		Union jobs in Québec		Non-union jobs in Québec	
	\$ gap	% gap	\$ gap	% gap	\$ gap	% gap
2000	2.88	16.5	1.54	7.97	3.43	21.4
2005	2.78	14.0	1.03	4.85	3.76	20.0
2010	2.74	12.2	1.30	5.29	3.58	17.0
2015	2.46	9.9	0.58	2.16	3.66	15.6

Source: STATISTICS CANADA. *Labour force survey estimates*, Table 282-0074

