

Pay Equity in Quebec: Employers' Perspective

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Pay Equity In Quebec

Content

-  A few words about the Quebec Employers Council
-  Impact of Pay Equity Regulations on Enterprises
-  Advantages and Disadvantages of the Quebec Model
-  Method of Evaluation
-  Bargaining Autonomy
-  Bureaucratic Effort
-  Protection of Sensitive Information

Pay Equity in Quebec

The Quebec Employers Council

-  Sole employers confederation of Quebec
-  Unique in Canada
-  Distinction with the Canadian Employers Council
-  Sectorial associations and corporations
-  70 000 employers approximately
-  Public and private sectors

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The Quebec Employers Council Our priorities

-  Qualified, abundant and cost-competitive labour force
-  Intelligent regulation
-  Healthy public finances and competitive taxation
-  Sustainable economy

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Impact of Pay Equity Regulations on Enterprises

-  10+ employees
-  Employers are first responsible
-  Administrative burden
-  Financial burden

Advantages and Disadvantages of the Quebec Model

- Advantages: the objectives and their achievement
- Disadvantages: the prescribed means
- A social choice emerged out of this reflexion
- Do not underestimate the power of time
- The importance of a regulatory body bearing a partnership culture

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Method of Evaluation Points/Factors

-  Determine male-predominant and female-predominant job categories
-  Establish factors of evaluation for each job category
-  Evaluate each factor with a point-based score
-  Use total score to compare male-predominant with female-predominant categories
-  Compare the wages of equivalent categories
-  Adjust wages if needed

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Bargaining Autonomy

-  Impact of pay equity on the bargaining framework
-  Impact of collective bargaining on pay equity
-  Impact on employers management rights
-  Impact of union participation in the pay equity committee
-  Impact of union obligation of fair representation

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Bureaucratic effort

-  Annual reporting obligation is short and simple
-  Obligation to keep files for compliance verifications
-  Adds to overall bureaucratic burden

Protection of Sensitive Information

- Sensitive data normally remains within the business
- If provided to the Pay Equity Commission, it will most likely remain confidential under the *Act respecting access to documents held by public bodies and the protection of personal information*.