

# Québec Pay Equity Checklist



The Québec *Pay Equity Act* requires all Québec employers with 10 or more employees to take proactive measures to eliminate gender-based pay differences and ensure that men and women receive equal pay for work of equal value. Employers must develop a pay equity plan to identify job classes, determine the value of the work those classes perform, compare compensation to identify gender-based pay caps, and increase pay for women to eliminate those gaps. The Act also requires employers to:

- Conduct a maintenance audit every five years.
- Maintain and retain records documenting their pay equity process.
- Post the results of the pay equity audit.
- Submit an annual online declaration of their pay equity status to CNESST.

Here's a Checklist you can use to ensure your company complies with the Act.