



Coalition pour l'équité salariale
Coalition for Pay Equity

POSITIVE IMPACT FOR EMPLOYERS

Fair wages help attract and retain good employees. They also improve staff relations, which in turn benefits employers.

According to a survey of Quebec business employers with 10 to 49 employees, the *Law on Pay Equity* produced a number of positive results following its implementation (Léger Marketing Study). Among the advantages cited were:

- ✓ A better knowledge of what employees do (31%);
- ✓ The creation of job descriptions (29%);
- ✓ Updated compensation policies (27%);
- ✓ Increased equity within the company (16%);
- ✓ Improved staff relations (10%).

(Source : Commission de l'équité salariale Québec, [Des effets positifs pour les entreprises ?](http://www.ces.gouv.qc.ca/fr/apropos/equite_041.asp), Gouvernement du Québec, www.ces.gouv.qc.ca/fr/apropos/equite_041.asp, consulted September 8, 2004.)

According to another survey (*300 jours plus tard : les PME et l'équité salariale*), employers noted that the *Law on Pay Equity*:

- ✓ Clarified job descriptions (73,6%) ;
- ✓ Improved compensation "logic" (66,9%) ;
- ✓ Increased valuing of customer service jobs (54,8%).

(Source : Commission de l'équité salariale Québec, [Des effets positifs pour les entreprises ?](http://www.ces.gouv.qc.ca/fr/apropos/equite_041.asp), Gouvernement du Québec, www.ces.gouv.qc.ca/fr/apropos/equite_041.asp, consulted September 8, 2004)

According to the Federal Task Force on Pay Equity, salary adjustments paid by Quebec and Ontario businesses as a result of pay equity legislation "correspond to a relatively moderate percentage of the payroll, usually under 2.5%."

(Source: Pay Equity Task Force. 2004. Pay Equity : A New Approach to a Fundamental Right. Final Report. Public Works and Government Services Canada. Ottawa)