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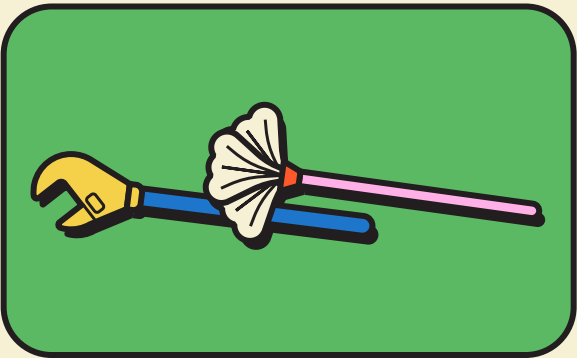
What is systemic pay discrimination?

Systemic pay discrimination can be observed in several ways:



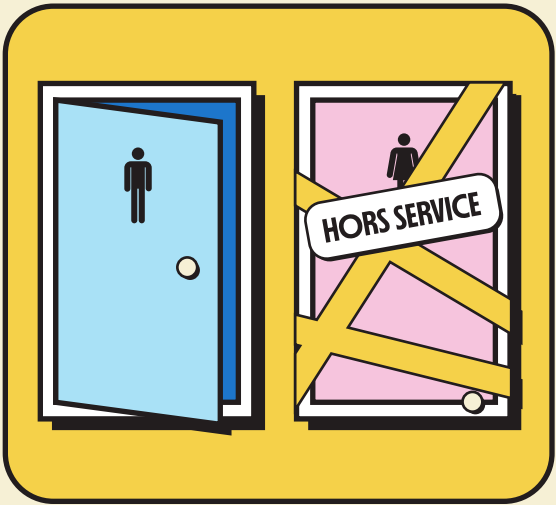
Social stereotypes and biases.

These are preconceived notions — often negative — that relate to a woman’s work.



Occupational segregation.

Preconceived assumptions about the type of work women can do or should do based on arbitrarily assigned gender roles, such as care work being associated with women or physical labour with men, which create a visible divide in the workplace.



Undervaluation of women’s work.

The contribution of women’s work is less recognized, valued, visible, or understood. As a result, the job itself is under-valued.

Systemic pay discrimination is reflected both in how **work is recognized**, such as through compensation, and in how work is **evaluated**.

Here are two concrete examples that show this type of discrimination in action:

Job evaluation systems consider **visible physical effort**, often associated with male-dominated jobs, such as lifting or moving heavy loads; however, tasks related to female-coded work, like helping patients or providing personal care, are rarely taken into account.

The monetary value of **equipment used in male-dominated jobs**, such as large vehicles or heavy machinery, is factored into evaluations; however, the impact of tasks in female-dominated roles—such as reviewing complex policies or managing tight budgets—is often unacknowledged.

These two examples emphasize the need for action in two key areas:

- ✱ Revise job evaluation systems so that they recognize the specific characteristics of female-dominated jobs and more accurately reflect their true value.
- ✱ Address and correct unfair pay gaps that affect female-dominated jobs.



Gender-based discrimination is subtle and unintentional but nevertheless harmful. It creeps into the way we think and act. It stems from an established order based on practices that may or may not be deliberate and that seem neutral but have a real impact on the pay allocated to jobs traditionally performed by women.

To combat pay inequity, we must alert ourselves to the most common risk: overlooking certain job characteristics or task changes simply because they're associated with women's work.

Skills that must be properly valued:

- **Fine and fast motor skills**
data entry, keyboard use, sewing machine operation.
- **Efficient task-switching or multitasking**
looking at a screen while consulting a document, answering the phone, or helping a student or client at the counter.
- **Working in psychologically demanding environments**
with children, hostile clients, or people with special needs.

UNDERVALUED JOBS = UNDERVALUED WAGES

When society ignores or overlooks women's work, the result is the undervaluation of both the job and the wages paid to those who do it.

How can we concretely address systemic pay discrimination and inequity?

- Identify job categories and determine their gender predominance based on the criteria established in the *Pay Equity Act* (PEA).
- Create a pay equity or pay equality maintenance committee in accordance with the PEA and with representatives from the employer, union(s), and nonunionized employees.
- Use or develop a fair job evaluation system and survey tools to gather information on various jobs (see Fact Sheet #X for more information).
- Evaluate job categories, not individuals.
- Be aware of unconscious biases or prejudices that may affect evaluations.
- Choose a fair method for correcting pay gaps (e.g., estimating pay disparities).
- Take part in the process if the employer is conducting the pay equity maintenance evaluation alone.
- Ask questions or share feedback when results are posted, especially if the employer performs the initial pay equity exercise or maintenance evaluation alone.
- File noncompliance complaints if the employer fails to meet legal obligations during the initial exercise or maintenance process.