



kdp\_ `Npf  
`-Q

kdp\_ `Npf

L\$d@QpfuAp; dpV; \$ kdN° Al;hpg

kdp\_ `Npf iy- R>i?

kdp\_ `Npf A;V\$g; kfMp âL\$pf\_p L\$pd dpV; \$ kdp\_ `Npf. **kdp\_ `Npf L\$pe] \$p\_p; l;[y(Pay Equity Act)** Aÿr[lprkL\$ fu[; År[ NyZ] \$p; j\_p c;] \$cph\_p hm[f\_; îehsõ\l L\$fhy- A\hp Ap; ÆV\$pfuAp; dp- ÷uAp; dpV; \$\_u \_p; L\$fudp- L\$d@Qpfu\_p `Npf. A; S>ê\$fu R>i L; \$ L\$pe@\_y- dyëep-L\$\_ \hy- Å; BA; A; rhi; j L\$fu\_; A\hp âZprgL\$pn[ ÷uAp; Üpfp L\$fhpdp- Aph[p L\$pe@\_u kfMpdZu `yfyjpi; Üpfp \[p L\$pe@ A\hp âZprgL\$pn[ `yfyjpi; Üpfp \[p L\$pe@ kp\; \hu Å; BA; . Å; L\$pi; B r\_sð[ L\$pe@\_p **dyëep-L\$\_** \B iL\$[p lp; e, [pi ÷uAp; i\_ `Z `yfyjpi\_ i; A; L\$pd dpV; \$ S>i hm[f dm[y lp; e [; âdpZ; ÷uAp; i; Ap`hy S> füy-. ÷uAp; \_p L\$pd rhi; j L\$fu\_; A\hp âZprgL\$pn[ fu[; ÷uAp; Üpfp S> L\$fhpdp- Aph; R>i. ] \$p.[. `yõ[L\$pege îehõ\p`L\$, bpmL\$pi\_u k-cpm fpM\_pf L\$d@Qpfu A\hp L\$pi; B îes¼[ L; \$ k-õ\p\_u d-Ôu. `yfyjpi; Üpfp \[p L\$pd rhi; j L\$fu\_; A\hp âZprgL\$pn[ fu[; `yfyjpi; Üpfp S> L\$fhpdp- Aph; R>i. ] \$p.[. V²L\$ X²\$pbhf, apefapBV\$f A\hp S>lpS> Üpfp dp; g dp; L\$g\_pf L; \$ gi\_pf (iu`f)

L\$pd\_u **qL-\$d[** AphX\$[\_p âdpZdp- `°eÐ\_, S>hpb] \$pfu A; L\$pd L\$fhp\_u `qfsõ\r[\_; Ap^u\_ lp; e R>i.

L\$pe] \$pdp- L\$pi\_p; kdph; i \pe R>i?

[dpfp; kdph; i \pe Å; [d; Ål; f n; i\_Ó\_p r\_ep; i¼[p A\hp Mp\_Nu n; i\_Ó\_p r\_ep; i¼[p\_i Ðep- L\$pd L\$f[p lp; e L; \$ Äep- 10 L; \$ [i\ u h^pf; Ap; ÆV\$pfuAp; dp- L\$pd; gpN; g îes¼[dp- lp; .

- `|Z@ kde\_p L\$pd L\$f\_pf A; Ap-riL\$ kde\_p L\$pd L\$f\_pf L\$d@QpfuAp; \_p; **kdph; i** \pe R>i. D`fp-[ A; hp L\$d@QpfuAp; \_p; `Z kdph; i \pe R>i L; \$ F>[y Ap^u\_ L\$pd L\$f[p lp; e.

rhÛp\wAp; S>Ap; a¼[ fÅ\_p kdedp¬ L\$pd L\$f; R> [i\_p; kdph;i L\$fhpdp¬ \u Aph[p;.

- Ap`\_p; kdph;i L\$fhpdp¬ \u **Aph[p; Å; Ap` kfL\$pfdp¬ A\hp A;hu S>ÅepA; Åep¬ kfL\$pfu[-ó\_p; L\$pbyp lp;e. ]\$p.[. bçL\$, A;fgpBk, `p;öV\$Ap;qak A; V;gghuT\_ A; f;X\$uAp; öV;si\_.**
- Ap`\_p; kdph;i L\$fhpdp¬ \u **Aph[p; Å; Ap` Mp\_Nun;ó\_p r\_ep;¼[p; Dep¬ L\$pd L\$f[p lp;e A; 10 \u Ap;R>p L\$d@QpfuAp; Ap;FV\$pfuAp;dp¬ ÅPeyApfu 1, 1988\u L\$pd L\$f[p lp;e. `f-[y Ap L-\$`\_uAp; 10 A\hp h^pf; L\$d@QpfuAp; fpMhpdp¬ rhL\$pk L\$f; [p; [iAp;A; kdp\_ `Npf [pDL\$prgL\$ lp-kg L\$fu g;hp; Å;BA;.**

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**iy¬ kdp\_ `Npf A; kdp\_ L\$pd dpV; \$ kdp\_ `Npf S>id S> R> ?**

\_p. kdp\_ `Npf kdp\_ L\$pd dpV; \$ A;V\$g; `yfyj A; ÷u bP\_; dp;V; \$cpN; kfMy L\$pd L\$f[p lp;e [p; bP\_;\_i kdp\_ `Npf dmhp; Å;BA; (A;ç`gp;ed;FV\$ öV\$PFX\$X@\$ A;¼V\$\_p rlkpb;) (*Employment Standards Act*).

kdp\_ `Npf kdp;e fu[; ÷uAp; Üpfp L\$pd \pe R> A; `yfyjp; Üpfp S> L\$pd \pe R> [i\_u kfMpdZu L\$f; R>. Å; L\$pd\_u qL-\$d[ L\$fhpdp¬ Aph; A; [i kfMu S> lp;e [p; ÷uAp;\_i A; L\$pd\_y¬ A;V\$gy¬ S> hm[f Ap`hy¬ `X; \$ S> `yfyjp;\_i L\$pd L\$fhp dpV; \$ dm; R>.

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**Å; L\$pd Sy>] \$p lp;e [p; L\$pd\_u qL-\$d[ A;L\$kfMu L; \$hu fu[; lp;B iL; \$ ?**

Sy>] \$p Sy>] \$p L\$pd L\$fhp dpV; \$ rhriô\$ âL\$pf\_u AphX\$[, âeÐ\_ A; S>hpb]\$pfu D`fp¬[ AgN âL\$pf\_u L\$pd L\$fhp\_u if[p; lp;B iL; \$. Å; [dpf; L\$piB r\_ep;¼[p A; k¬0 lp;e [p; , ]\$f;L\$ L\$pd\_u qL-\$d[ D`f S>Zph;g Qpf `fubmp;\_p; kfhpmp; L\$fu;\_ ½\$u L\$fp;.

] \$p.[. k;¼; \$V\$fu\_y¬ L\$pd Sy>] \$p âL\$pf\_y¬ A; [idp¬ ipfuqfL\$ îd\_y¬ âdpZ A; L\$pd L\$fhp\_u if[p; A;L\$ L\$öV\$piX\$uA\_\_p L\$pd L\$f[p Sy>] \$u lp;B iL; \$. L\$] \$pQ [idp¬ Sy>] \$p âL\$pf\_u S>hpb]\$pfu\_y¬ âdpZ, dp\_rkL\$ âeÐ\_ A; AphX\$[ bP\_; L\$pd dp¬ Sy>] \$u lp;B iL; \$. Å; L; \$ L\$pd\_y¬ dyëep¬L\$\_ r\_ó`n År[c;] \$\_p Ap^pf; L\$fhpdp¬ Aph; [p; kdN° Qpf `qfsö\r[Ap;\_i Ýep\_dp¬ gB; k;¼; \$V\$fu\_p L\$pd\_u qL-\$d[ L\$öV\$piqX\$e\_\_p L\$pd\_u qL-\$d[ S>V\$gu A\hp [p; h^pf; lp;B iL; \$. Åepf; A; L\$pd kfMp âL\$pf\_y¬ gpN; Depf; L\$pe] \$p; L\$l; R> L; \$ ÷uAp;\_p L\$f;g L\$pd; A; S> âdpZ; Ap¬Lu; QyL\$hZu L\$fhpdp¬ Aph;.

**÷uAp;\_p L\$pd\_u qL-\$d[ Ap;R>u Li\$hu fu[; lp;B iLi\$ ?**

Aÿr[lprkL\$ fu[; Ap`Zp kdpS>; ÷uAp; Üpfp S>; L\$pd \pe R>;  
[;\_u l-d;ip D`inp L\$fu R>;. Äepfi kdp\_ `Npf L\$fhpdp- Aph;  
Depfi r\_ep;¼[p, k-O A\_; L\$d@Qpfu Ap;A; k-`|Z@ hZ@\_ L\$fhÿ-  
Å;BA; [\p ÷u A\_; `yfyjpi\_p L\$pd\_p [dpd `pkpAp;\_ÿ-  
dyëep-L\$\_ \hy- Å;BA;. S>;\u [;d\_p L\$pd\_u ep;Äe qL-\$d[ \B  
iLi\$ A\_; QyL\$hZu \pe. AdyL\$ cy[L\$pm\_p ]\$pMgp S>;hp Li\$,

- r\_ep;¼[pAp;A; L\$]\$pQ ia]\$pi V\$pb` L\$f\_pf ies¼[\_u lp\\u  
L\$f;g AphX\$[\_u D`inp L\$fu lp;e Äepfi e-Ó ky^pf\_pf ies¼[\_u  
lp\\u L\$f;g AphX\$[\_; Ap;mmu; [;\_u qL-\$d[ Ap-L\$u lp;e.
- r\_ep;¼[pAp;A; L\$]\$pQ \_k@ Üpfp budpf dpZk; D-QL\$hp\_p  
âeÐ\_\_ÿ- A\hp q]\$hk ]\$fçep\_\_u ipmpdp- bpmL\$pi\_u k-cpm  
fpM\_pf L\$d@Qpfu\_p âeÐ\_\_ÿ- dyëep-L\$\_ \_ L\$ey- lp;e. `f-[y  
S>; L\$d@Qpfu bp-^L\$pd\_u S>ÄepA; A\hp h;flpDkdp- cpf; hõ[y  
D`pX\$; R>; [;\_u qL-\$d[ h^pf; Ap-Li\$ R>;.
- q]\$hk ]\$fçep\_\_u ipmpdp- bpmL\$pi\_u k-cpm fpM\_pf L\$d@Qpfu\_u  
S>hpb]\$pfu\_ÿ- L\$pi;B dyëep-L\$\_ L\$fhpdp- \_\u Apley `f-[y  
kp^\_kpdN°u, \_pZp-L\$ue A\hp L\$pi;B `]\$p\@\_p klpfp\_u qL-\$d[  
Ap-L\$u; [;\_i QyL\$hhpdp- Apìep lp;e.

\_p;L\$fu\_p rij@L\$\_i gu^; `Z L\$pd\_u qL-\$d[ Ap-L\$hpdp- cyg \B  
Äe R>;. "d;\_iS>f' L\$]\$pQ "A;X\$du\_uöV²;\$V\$uh ApkuöV\$Pv\$' \_u  
`]\$hu L\$f[p- kp-cmhpdp- Myb S> dlÐh\_ÿ- gpN; R>[p- L\$pe@\_ÿ-  
dyëep-L\$\_ L\$pd\_p kfMp âL\$pf\_u A\hp Sy>]\$p Sy>]\$p õ[f;  
S>hpb]\$pfu, AphX\$[, âeÐ\_ A\hp L\$pe@ L\$fhp\_u if[pi;\_i kpfu  
fu[; S>Zph; R>;.

**dpfp; r\_ep;¼[p B½huV\$u Li\$hu fu[; Ap`i ?**

r\_rò[ L\$pe@ Sy>]\$p Sy>]\$p hN@dp- rhcpÆ[ L\$f;g R>;. L\$pe@  
rhcpÆ[ Sy>]\$p Sy>]\$p lp;Øpdp- Li\$ S>;dp- kfMp âL\$pf\_u afS>  
A\_; S>hpb]\$pfuAp; lp;e A\_; A;L\$ kfMu fu[; S> QyL\$hhpdp-  
Aph;. Ap L\$pe@ rhcpÆ[ ÷u, `yfyj A\hp [V\$ö\ År[ [fuLi\$  
Ap;mmpe R>;. ÷uAp; dpVi\$\_p L\$pe@ rhcpÆ[ A;hp R>; Li\$ Äep-  
g^yÑd fu[; 60% lp;ØpAp; ÷uAp; dpVi\$ lp;e. `yfyjpi dpVi\$  
L\$pe@ rhcpÆ[ A;hp R>; Li\$ Äep- gOyÑd fu[; 70% lp;]¹\$Ap;  
`yfyjpi dpVi\$ lp;e. Aÿr[lprkL\$ afS> A\_; r\_sò[ õhê\$`\_u  
A;L\$^pfu År[ S>; L\$pe@ kp\; k-L\$mp;egu [;\_i `Z NZ[fudp-  
g;hu Å;BA; Äepfi \_½\$u L\$fuA; Li\$ L\$pe@ ÷u dpVi\$ R>; Li\$  
`yê\$ j dpVi\$.

Depfbp]\$ ÷u A\_i `yfyj dpV;\$\_p L\$pe@\_u dprl[u A;L\$rÓ[ L\$fh  
 Å;BA;. dyëep-L\$\_ L\$fh dpV;\$ L\$pe]\$p A\_ykpf S>ê\$fu AphX\$[,  
 âeD\_p; S>hpb]\$pfu A\_i rhrcß L\$pd\_u S>Äep\_u if[p; - A; Qpf  
 `qfbmp;\_u A;L\$rÓ[ dprl[u\_p; D`ep;N L\$fi R>|. A;L\$ hM[ Äepf;  
 b^p S> L\$pe@\_y- dyëep-L\$\_ \pe Depfbp]\$ ÷u rhcpÆ[ L\$pe@  
 `yfyj rhcpÆ[ L\$pe@ kp\; kfMphhpdp- Aph;.

**Å; [d; L\$d@Qpfu lp; [p; , kdp\_ `Npf [dpfp;  
 l½\$ R>|.**

*r\_ep;¼[p ÓZ fu[; kdp\_ `Npf\_u kfMpdZu L\$fi R>|.*

1. **L\$pe@\u L\$pe@\_u kfMpdZu\_u `Ý^r[** ku^u fu[; ÷uAp;\_p  
 L\$pe@ rhcpÆ[ `yfyjpi\_p L\$pe@ rhcpÆ[ kp\; A;L\$ S> k-õ\p  
 flu \_½\$u L\$fi R>| L; \$ [; L\$pe@ kfMp R>| A\hp qL-\$d[dp-  
 kfMphu iL\$pe R>|. Å; [;hp L\$pe@ kfMphu iL\$[p lp;e [p;  
 `R>u ÷uAp;\_p rhcpÆ[ L\$pe@\_i `Z A;V\$gy S> QyL\$shhy- füy-.
2. **kâdpZ qL-\$d[\_u kfMpdZu `Ý^r[** ApX\$L\$[fu fu[; ÷uAp;\_p L\$pe@  
 rhcpÆ[ A;L\$ \_p\_p `yfyjpi\_p L\$pe@ rhcpÆ[ kp\; A;L\$ S>  
 k-õ\pdp- (kdppe fu[; Ap hõ[yAp;\_p; Dep- D`ep;N \pe R>|  
 Äep- ku^;ku^u kfMpdZu i¼e \_\u) kfMpdZu L\$fi R>|. Ap  
 `Ý^r[dp- ÷uAp;\_p L\$pe@ rhcpÆ[; A; S> k-b-^ lp;hp; S>ê\$fu  
 R>| Äep- qL-\$d[ A\_i `Npf A; `yfyj rhcpÆ[ L\$pe@\_p âr[r\_r^  
 lp;e.
3. **âr[r\_^u Üpfp kfMpdZu `Ý^r[ Depf; S>** D`ep;Ndp- gi;hpdp-  
 Aph; Äepf; Å;l;fMp[p\_u k-õ\pAp; S>| kdp\_ `Npf \_\u L\$fu  
 iL\$[u Äepf; L\$pe@\u L\$pe@\_i A\hp âdpZkf k-b-^\_u qL-\$d[\_u  
 kfMpdZu L; \$ S>|\_p L\$d@QpfuAp; 1 Sy>gpB, 1993 A\_i Äep-  
 Ar^L\$pfu\_p lzL\$d\_u kdunp kdp\_ `Npf `~Q Üpfp L\$fdpdp- Aphu  
 lp;e. Ap `Ý^r[ k-õ\p\_i kfMpdZu L\$fhq Qgphhp ]i\$ R>| L; \$  
 ÷uAp; L\$pe@ rhcpÆ[ Äep- kfMpdZu \_\u \[u [i\_i A;hu  
 ÷uAp;\_p- ìes¼[\_p kdy l kp\; kfMphhpdp- Aph; L; \$ S>|\_i kdp\_  
 `Npf buÆ Å;l;f k-õ\p L; \$ S>| Aphu k;hp A`@Z L\$ff[u lp;e.

**dpfp r\_ep;¼[pA; ¼epf; kdp\_ `Npf Ap`hp; Å;BA; ?**

L\$pe]\$p âdpZ; dp;V\$pcpN\_p r\_ep;¼[pAp;A; kdp\_ `Npf\_u âq¼\$ep  
 L\$fu \_pM;g lp;hu Å;BA; A\hp A; âdpZ; OX\$[f L\$fi;g lp;hy  
 Å;BA; Äep- kdp\_ `Npf\_i NZ[fudp- gu^p; lp;e. [dpi\_i A;hy  
 gpN; L; \$ A;d\_i S>ê\$fuelp[ âdpZ; \_\u L\$ey@ [p; kdp\_ `Npf  
 `~Q\_p; k-`L@\$ L\$fp;.

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Å; dpfp r\_epi¼[pA; lÆ kdp\_ `Npf dpfu \_p;L\$fu dpV; \$ õ\pr`[ \_p  
L\$epf lpie L; \$ Åmïepi \_p lpie [p; iy¬ \pe ?

Å; [dpfy âr[r\_r^Ðh k¬O Üpfp \[y lpie :

k¬O; [dpfp h[u kdp\_ `Npf [dpfp r\_epi¼[p kp\; hpV\$OpV\$  
L\$fu L\$fhpi; `X; \$.

Å; k¬O [dpfy âr[r\_r^Ðh \_p L\$fi; [p; :

[dpfp r\_epi¼[pAp; A; b[piphy `X; \$ L; \$ [dpfp kdp\_ `Npf\_y¬  
^p; fZ [dpfp L\$pe@ L\$fhpi\_u S>ÅepA; S>mhpe; gy R> i. [d;  
kdp\_ `Npf\_u dprl[u [dpfp r\_epi¼[p; i ldZp¬ A\hp crhóedp¬  
Nd; Ðepf; `yR>u iL\$pi. Å; [dp; \_i kdp\_ `Npf âpá \ep A¬N;  
Ak¬[p; j lpie [p; [dp; `¬Q\_u kpd; aqfep]\$ ]\$pMg L\$fu  
iL\$pi R>pi.

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kdp\_ `Npf âpá \pe `R>u iy¬ \pe ?

L\$pel\$pi; A; hy L\$l; R> i L; \$ [dpfp r\_epi¼[pA; [dpfp; kdp\_  
`Npf `yfp; `pX\$hp dpV; \$ QyL\$hZu\_p ^pfp ^p; fZ Åmhhp `X; \$ L; \$  
S> i\ u kdp\_ `Npf\_u h@sÝ^ kde S>[p nuZ \_p \B Åe.

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dpfp r\_epi¼[p; i Mbf `X; \$ Å; \$ lz¬ `¬Qdp¬ aqfep]\$ L\$fy [p; ?

Å; [d; `¬Q\_i aqfep]\$ L\$fp; [p; i, [dpfp r\_epi¼[p; i [dpfy \_pd  
L\$l; hpdp¬ \_p Aph; Åep¬ ky^u [dp; `¬Q\_i g; rM[dp¬ `fhp\_Nu  
Ap`pi. `¬Q\_i aqfep]\$ L\$fhpdp¬ [dp; [dpfp; âr[r\_r^ `Z fpMu  
iL\$pi. L\$d@QpfuAp; \_y¬ b; ig Sy>\ A; L\$kp\; `Z aqfep]\$ L\$fu  
iL; \$.

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dpf; h^pf; dprl[u Å; B[u lpie A\hp d]\$]\$ Å; B[u lpie [p; lz¬ ¼ep¬  
S>B iLy\$ ?

Adp; Ap`\_i d]\$]\$ L\$fhpi [¥epf R> i. Adp; [dpfp âñpi\_p; S>hpb  
B¬d; Bg Üpfp <mailto:pecinfo.pecinfo@ontario.ca> A\hp ap; \_ Üpfp \_¬ (416)  
314-1896, A\hp V\$pi; g äu \_¬. 1-800-387-8813 Ap`uiy¬. âL\$pi\_  
A; i op\_ QQp@ kcp da[dp¬ dmu iLi; . Ap dpV; \$ Adp; \_i k¬`L@\$  
L\$fu rh¬-[u Ap S>ÅepA; L\$fi; pi  
<mailto:pecseminars.pecseminars@ontario.ca> A\hp Adp; fu h; bkpBV\$ Üpfp  
[www.payequity.gov.on.ca](http://www.payequity.gov.on.ca)

[dpfu dprl[u Mp\_Nu R> i.

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## kdp\_ `Npf `¬Q

Ap D`fp;¼[ S>Zph;g `qfQQp® a¼[ dprl[u dpV;§ S> R>i A\_i kdunp  
L\$f\_pf Ar^L\$pfu A\hp kdp\_ `Npf\_u L\$pe@hplu V²\$uåey\_g\_p  
QyL\$p]\$p\_u hp[ \_½\$u L\$fhp dpV;§ \_\u. nr[frl[ cpjp¬[f dpV;§ kdp\_  
`Npf L\$pe]\$p\_u dprl[u d;mhpi.

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