



rk;gsr; rkepiy
Mizf;FO

rk;gsr; rkepiy njhopyhsh;fSf;fhd NkNyhl;lkhd ghh;it

rk;gsr; rkepiy vd;why; vd;d?

rk;gsr; rkepiy vd;gJ rkkhd ngWkjpAs;s Ntiyf;Fhpa rkkhd rk;gskhFk;. **rk;gsr; rkepiyr; rl;lk; (PAY EQUITY ACT)**. ,jd; Nehf;fk; ghy; mbg;gilapyhd> Mjpfhye;njhl;L ,Ue;JtUk; Vw;wj;jho;Tfis epth;j;jp nra;tjw;fhf> xd;uhwpNahtpy; ngz;fSf;fhd njhopy;fspy; ,Uf;Fk; njhopyhsh;fSf;F toq;fg;gLk;. e\;l<Nlh my;yJ rk;gsNkh MFk;. ,jw;fhf ngUk;ghyhNth my;yJ kuGhPjpahfNth Mz;fshy; nra;ag;gLk; Nritfis> ngz;fshy; ngUk;ghyhNth my;yJ kuGhPjpahfNth nra;ag;gLk; NtiyfSld; xg;gpl;L kjpg;gPL nra;aNtz;b cs;sJ. Ntiyfs; **xg;gplf;\$ba kjpg;Giladthf ,Ue;jhy;**> ngz;fSila NtiyfSf;F Mz;fSila Ntiyfisg; Nghd;W rkkhd rk;gsk; toq;f Ntz;bAs;sJ. Ngz;fSf;Fhpa Ntiyfs; ngUk;ghyhNth my;yJ kuGhPjpahfNth ngz;fshNyNa nra;ag;gLfps;wd. cjhuzkhf Ehyfh;> Foe;ijg; guhkhpg;ghsh;> nrayhsh; Nghd;w Ntiyfisf; Fwpg;gplyhk;. Mz;fsJ njhopy;fs; ngUk;ghyhNth my;yJ kuGhPjpahfNth Mz;fshNyNa nra;ag;gLgit. cjhuzkhf gz;lkhw;W> tz;bNahl;Leh;> neUg;G mizg;Geh;> nghUs; mDg;Geh; Nghd;w Ntiyfisf; Fwpg;gplyhk;.

Ntiyfspd; ngWkjp mt;NtiyfSld; njhlh;ghd jpwd;fs;> gpuaj;jdk;> nghWg;G> Ntiynra;fpd;w Ntiyj;jy epiyikfspd; mbg;gilapy; jq;fpAs;sJ.

rl;l;j;dpdhy; ahUf;F ghJfhg;G cz;L?

Xd;uhwpNahtpy; gj;jpw;Nfh my;yJ mjw;F Nkw;g;gl;l Ntiyahl;fisf; nfhz;l VjhtJ xU nghJj;Jiw rhh;e;j \$l;Lj;jhgdj;jpNyh my;yJ jdpahh;Jiwf; \$l;Lj;jhgdj;jpNyh ePq;fs; Ntiyghh;g;gtuhf ,Ue;jhy; cq;fSf;Fg; ghJfhg;G cz;L.

- Fwpg;gpl;l gUthfyj;jpy; Ntiynra;gth;fs; cl;gl KONEu Ntiyahl;fSf;Fk; **ghJfhg;G cz;L**. tpLKiw ehl;fspy; khj;jpuk; Ntiynra;Ak; khzth;fSf;Fg; ghJfhg;G fpilahJ.
- tq;fpfs;> tpkhd epWtdq;fs;> mQ;ry; epiyaq;fs;> njhiyf;fhl;rp my;yJ thndhyp epiyaq;fs; Nghd;w \$l;L murhq;fj;jpd; ePjp ghpghyd Mjpf;fj;jpw;Fl;gl;l njhopy;fSf;Nfh my;yJ ePq;fs; \$l;L murhq;fj;jpw;F Ntiy nra;gtuhf ,Ue;jhNyh cq;fSf;Fg; **ghJfhg;G fpilahJ**.

- ij khjk; Kjyhk; jpfjp 1988k; Mz;bypUe;J ePq;fs; jdpahh;Jiwapidr; rhh;e;j \$!;Lj;jhgdj;jpy; Ntiy nra;gtuhf ,Ue;jhy; cq;fSf;Fg; **ghJfhg;Gf; fpilahJ**. Mdhy; ,f; \$!;Lj;jhgd; 10 my;yJ mjw;F Nkw;g;gl;l njhifapdiuf; nfhz;litaht tsh;r;rpailAkhf tpUe;jhy; mtw;wpw;F cldbahf rk;gsr; rkepiy fpl;Lk;.

rkNtiyf;fhd rk;gsKk; rkepiy rk;gsKk; xd;iwNa Fwpg;gdth?

,y;iy. rkNtiyf;fhd rk rk;gsk; vd;gJ xNu msthd Ntiyapid nra;Ak; xU MZk;> ngz;Zk; rkkhd rksj;jpidf; fl;lhak; ngw Ntz;Lk; vd;gjhFk;. (Ntiy epakq;fs; njhlh;ghd rl;l;jpw;fika) (*Employment Standards Act*).

rk;gsr; rkepiy vd;gJ tioikaha; ngz;fshy; nra;ag;gLk; njhopy;fis toikahf Mz;fshy; nra;ag;gLk; NtWgl;l NtiyfSld; xg;gpLfpd;wJ. epiwNtw;wg;gl;l Ntiyapd; ngWkjp xNu jd;ikAlajhf tpUe;jhy; ngz;fSf;fhd njhopy;fSf;F Fiwe;j gl;rk; Mz;fSf;fhd njhopy;fisg; Nghd;W rkkhd rk;gsk; toq;fg;gLjy; Ntz;Lk;.

vt;thW tpj;jpahrkhd Ntiyfs; rkkhd kjpg;igg; ngWfpd;wd?

tpj;jpahrkhd NtiyfSf;F NtWgLk; epiyfspYs;s jpwd;fs;> gpuaj;jdk;> nghWg;G> Ntiyj;jy epiyikfs; Njitg;gLfpd;wd. cq;fs; njhopy; mjpgUk;> njhopw; rq;fKk; (mg;gb xd;W ,Ue;jhy;) xt;nthU NtiyapdJk; ngWkjpifis ,e;j ehd;F mk;rq;fspd; ngWkjpifisAK; \$!;b xl;L nkjh;jkhd kjpg;ngz;zpid KbT nra;fpd;wdh;.

cjhuzkhf xU nrayhshpd; Ntiy> xU fhtyh; my;yJ guhkhpg;ghsuJ NtiyapYk; ghh;f cly; uPjpahd gpuaj;jdk;> Ntiyj;jy epiyikfs; Mfpatw;wpd; tiffspYk;> epiyikfspYk; NtWgLfpd;wd. ,e;j ,U NtiyfSf;Fk; ntt;NtW tiffSk;> epiyfSk; nfhz;l nghWg;Gk;> kd;g; gpuaj;jdKk;> nray;pwDk; ,Uf;\$Lk;. ghy; rkepiy mbg;gilapyhd xg;gPI;L Kiwapd;gb ,e;j ehd;F mk;rq;fspd; xl;L nkjh;jkhd kjpg;G ,t;tpU NtiyfisAk; ghprPypj;J kjpg;gpLk;ngHOJ nrayhsh; Ntiy> fhtyh; my;yJ guhkhpg;ghsh; Ntiyf;Fr; rkkhdjhfnth my;yJ \$bajhfnth fhzg;gl;lhy;> rl;IKiwg;gb ngz;fs; njhopy; tFg;gpdUf;Fk; Fiwe;j gl;rk; rkkhd rk;gsk; toq;fg;gl Ntz;ba Njit cs;sJ.

ngz;fsJ Ntiyfs; vt;thW Fiwthf kjpg;gplg;gLfpd;wd?

tuyhw;W hPjpahf vkJ r%fk; ngz;fshy; ,ay;ghfr; nra;ag;gLk; Ntiyapd; mk;rq;fisf; ftdpj;Jk; ftdpahJ js;Sgb nra;Jtpl;LJ. rkkhd rk;gsj;ij my;yJ Neh;ikahd Ntjid;ij eph;zapf;Fk;ngHOJ> njhopy; nfhs;Nthh;> njhopw; rq;fq;fs;> njhopyhsh;fs; ngz;fsJK; Mz;fsJK; Ntiyfspd; rfy mkrq;fisAk; KOikahf tpghpj;J ngWkjp fz;L> fzpg;gPL nra;Nj rk;gsk; toq;f Ntz;Lk;. fle;j fhy;Jr; rpy cjhuzq;fshtd:

- njhopy; nfhs;Nthh; xU nrhw;fis xOq;FgLj;Jk; ,af;FeUf;Fj; Njitg;gLk; ifj;jpwd;fisf; fz;[hilahf tpl;Ltpl;Lg; nghwp jpUj;Jehpd; ifj;jpwd;fSf;F \$ba mq;fpfhuj;jpidAk; ngWkjpapidAk; toq;fpapUf;fyhk;.

- jhpkhh;fs; Nehahspfisj; Jhf;Ftjw;fhd Kaw;rpapidNah> gps;isfisj; Jhf;Fk; gfy;Neug; gps;is gukhpg;ghsh;fsJ cly; ciog;gpidNah njhopy; nfhs;Nthh; ngWkjp toq;fhky; xU fl;ll epiyaj;jpy; NtiyahI;fs; ghukhd nghUl;fisj; Jhf;Ftjw;Nfh my;yJ gz;lfrihyapy; nghUl;fisj; Jhf;Ftjw;Nfh \$ba kjpg;gpid toq;fpapUf;fyhk;.
- gfy; Neug; gps;isg; gukhpg;ghsh;fsJ ghJfhg;gpw;fhd nghWg;gpid ngWkjpAs;sjhff; nfhs;shky;> cgfuzq;fs;> epjp my;yJ nghUs; %ytsq;fisg; ghJfhg;gjw;fhd nghWg;G kjpg;Gilajhff; nfhs;sg;gl;L Ntjdk; toq;fg;gl;bUf;fyhk;.

Ntiyj; jiyg;gg;fSk; Ntiy kjpg;G gw;wpa jtwhd fUJNfhs;fSf;F ,lkspj;jpUf;fyhk;. ‘Kfhikahsh;’ vd;Dk; gjtpepiy ‘eph;thf cjt pahsh;’ vd;gjpYk; gh;f;f Kf;fpakhdjhff; njhdpf;fyhk;. vg;gbapUg;gpDk; Ntiyapd; ngWkjp xUj;jd;ikahd my;yJ NtWgl;l nghWg;G> jpwd;> gpuaj;jdk;> Ntiyj;jy epiyikfspdhy; ed;whfr; Rl;bf;fhl;lg;gLtjhff; fhzg;gLfpd;wJ.

vt;thW vdJ njhopy; mjpggh; rkkhd rk;gsj;ij fzpf;fpwhh;?

Ntiyfs; Ntiy tFg;Gf;fshf tFf;fg;gLfpd;wd. Ntiy tFg;Gf;fs; xU rPuhd flikfs;> nghWg;Gf;fisf; nfhz;l epiyikfisf; nfhz;L xNu Kiwg;gbNa nfhLg;gdTfs; toq;fg;gLfpd;wd. ,t;Ntiy tFg;Gf;fs; ngz;fsJ Ntiy> Mz;fs; Ntiy> eLepiy Ntiy vd milahsk; fhzg;gLfpd;wd. Fiwe;j gl;rk; 60 tPjkhd gjtp epiyfs; ngz;fshy; tfpf;fg;gLk; nghOJ mit ngz;fSf;Fhpa tFg;ghff; nfhs;sg;gLfpd;wd. Fiwe;j gl;rk; 70 tPjkhd gjtp epiyfs; Mz;fshy; tfpf;fg;gLk; nghOJ mit Mz;fSf;Fhpa tFg;ghf nfhs;sg;gLfpd;wd. tuyhw;W hPjpahd cj;jpNahfk; tfpj;jw;Fhpa epiyak; ghy; mbg;gilapyhd khWe;jd;ikAk; rpy NtiyfSld; njhlh;Gilait vd;gijf; fUj;jpw; nfhz;Lk; xU Ntiy Mz;fsJ tFg;Gf;Fhpajh my;yJ ngz;fs; tFg;Gf;Fhpajh vd;gij KbT nra;jy; Ntz;Lk;.

gpd;dy; Ntiy tpguq;fs; ngz;fs;> Mz;fs; tFg;Gfs; rk;ge;jkhf jpul;lg;gLfpd;wJ. xU Ntiy kjpg;gPl;Lj; jpl;l;j;ijg; gad; gLj;jp jpul;lg;gl;l Ntiy tpguq;fis xt;nthU Ntiy tFg;ghf ehd;F fhuzpfsd; mbg;gilapy; kjpg;gPL nra;a rl;lk; NfhUfpd;wJ: jpwd;> gpuaj;jdk;> nghWg;G> Ntiyj;jy epiyikfs;. vd;d Ntiy tFg;GfSk; kjpg;gPL nra;ag;gl;l gpd;G ngz;fs; Ntiy tFg;G Mz;fs; Ntiy tFg;Gld; xg;gPL nra;ag;gLfpd;wJ.

ePq;fs; xU Ntiyahs; vdpd;> rkdhd rkgsk; cq;fs; chpikahFk;

cq;fs; njhopy; mjpggh; %d;W topfsy; rk;gsr; rkepiy xg;gPLfisr; nra;ayhk;:

1. NtiyAld; Ntiyapid xg;gpLk; Kiw> ngz;fs; Ntiy tFg;Gf;fis Mz;fs; Ntiy tFg;Gf;fSld; xNu jhgdj;jpy; xg;gPL nra;J mit ngWkjpapy; rkdhditah my;yJ xg;gplf;\$baitah vdf; fzpf;fpd;wdh;. Ntiyfs; xg;gplf;\$baitah ,Ue;jhy; ngz;fSf;Fhpa Ntiy tFg;gpw;F Fiwe;j gl;rk; mNj msT nfhLg;gdTfis toq;fy; Ntz;Lk;.
2. tpfjhrhu ngWkjp kjpg;gPl;LKiw xNu jhgdj;jpYs;s (nghJthf Neub xg;gPLfs; rhj;jpaky;yhtpby;) ngz;fSf;Fhpa Ntiy tFg;Gf;fis Mz;fsJ Ntiy tFg;Gf;fis gpuipepjpf;Fk; xU njhFjpAld; xg;gLjyhFk;. ,k;Kiwg;gb ngz;fs; njhopy; tFg;G Mz; njhopy; tFg;gpid gpuipepjpf;Fk; njhFjpAld; xNu tpjkhd kjpg;G nfhLg;gdTj; njhlh;gpidf; nfhz;bUj;jy; Ntz;Lk;.

3. gjpyp xg;gPl;L Kiw NtiyAld; Ntiy xg;gpLk; Kiw. tpfjhrhu Kiwapyhd ngWkjp xg;gPl;LKiwfspd; %yk; rk;gsr; rkepiyapid va;j Kbahj Mb khjk; Kjyhk; jpfjp 1993k; Mz;L Ntiyah;fisf; nfhz;l nghJj;Jiw epWtdq;fspdhy; rk;gsr; rkepiy Mizf;FOtpypUe;J> kPs; gh;it cj;jpNahfj;jhpd; cj;jutpd;gb gad;gLj;jg;gLfpd;wJ. ,k;Kiw mij xj;j Nritfis toq;Fk; gpwpnjhU jhgdj;jpYs;s rk;gsr; rkepiya va;jpa ngz; NtiytFg;Gf; FOTId; xg;gLtjw;F mDkjpf;fpd;wJ.

vg;ngHOJ vdJ njhopy; mjpggh; ‘rkgsr; rkepiy’ nra;jy; Ntz;Lk;?

ngUk;ghyhd njhopy; mjpggh;fs; rl;l;jpd;gb Vw;fdNt rk;gsr; rkepiyr; nra;Kiwapidg; G+h;j;jp nra;jpUf;f Ntz;Lk; my;yJ jkJ rk;gs mikg;Gkiw rk;gsr; rkepiyapidf; fUj;jpw;nfhs;Stjw;F Vw;ghL nra;jpUj;jy; Ntz;Lk;. mth;fs; Njitapd;gb nra;atpy;iy vd ePq;fs; fUjpdhy; rkrkgs Mizf;FOTId; njhlh;G nfhs;sTk;.

vdJ Ntiyf;Fhpa rk;gs; rkepiyapid vdJ njhopy; mjpggh; Vw;ghL my;yJ gukhpf;fhJ tpl;lhy; vd;d?

ePq;fs; xU rq;fj;jpdhy; gpujpejpf;fg;gl;lhy;:

rq;fk; cq;fs; njhopy; mjpgUld; Nguk; Ngrp rk;gsr; rkepiyapid va;Jk; tz;zk; Ntz;lg;gl;lJ.

ePq;fs; xU rq;fj;jpdhy; gpujpejpf;fg;glhtpl;lhy;:

cq;fs; Ntiyapl;jpy; rk;gsr; rkepiy va;jg;gl;lJ vd cq;fSf;F cq;fs; njhopy; mjpggh; vLj;Jf; fh;l;f;\$bajhf ,Uj;jy; Ntz;Lk;. ePq;fs; rk;gsr; rkepiy tpguq;fis cq;fs; njhopy; mjpgghplk; jw;ngHONjh my;yJ tUk;fhyj;jpNyh Nfl;fyhk;. rk;gsr; rkepiy va;jg;gltpy;iy vd;w jpUg;jp cq;fSf;F ,y;yhtpbd;> ePq;fs; cq;fsJ Kiwg;ghl;il Mizf;FOtplk; jhf;fy; nra;ayhk;.

rk;gsr; rkepiy va;jg;gl;lgpd; vd;d elf;Fk;?

fhyjhkj;jpdhy; cq;fs; rk;gs rkepiy ,yhgq;fs; GiuNahbg; Nghfhky; e\;l <l;Lr; nra;Kiwfisg; gukhkpg;gjw;fhd Vw;ghLfis toq;f Ntz;ba Njitapidr; rl;l; Ntz;Lfpd;wJ.

ehd; Mizf;FOtpw;F Kiwg;ghL nra;jij njhopyjggh; mwpthuh?

ePq;fs; mDkjpf;fhhtpl;lhy;> Mizf;FOtpw;F ePq;fs; Kiwg;ghL nra;Ak; gl;r;jpy; cq;fs; ngaiuNah> ePq;fs; Kiwg;ghL nra;jijg; gw;wpNah cq;fsJ njhopy; mjpgUf;F njhptpf;fhJ. Cq;fs; Kiwg;ghl;bid Mizf;FOtplk; gpujpejpg;gjw;F xU Kftiu itj;Jf; nfhs;syhk;. njhopyhsh; FOtpdh; ,ize;J Kiwg;ghl;bidj; jhf;fy; nra;ayhk;.

Nkyjpf jfty;fisNah my;yJ cjtpiag; ngw;Wf; nfhs;tjw;F ehd; vq;F nry;y Ntz;Lk;?

ehq;fs; ,q;F cjtp nra;tjw;fhf ,Uf;fpd;Nwhk;. cq;fs; Nfs;tpfSf;F ehq;fs; <mailto:pecinfo@ontario.ca>
vd;w ,yj;jpud; mQ;ry; tpyhrj;jpNyh my;yJ 416-314-1896 vd;w njhiyNgrp ,yf;fj;jpNyh my;yJ 1-
800-387-8813 vd;w jPh;itapy;yhj njhiyNgrp ,yf;fj;jpNyh tpilasp;Nghk;. gpuRuq;fSk;>
fUj;juq;fq;fSk; ,ytrkhf; fpilf;Fk; trjpAs;sJ. pecseminars@mol.gov.on.ca my;yJ www.payequity.gov.on.ca
vd;w ,izaj;jsj;jpw; \$lhNth vk;Kld; njhlh;G nfhz;L Nfl;Lg; ngw;Wf; nfhs;syhk;.

rfy njhlh;Gfs; ahTk; me;juq;fkhdit.

rk;gsr; rkepiy Mizf;FO

,e;jj; jfty; mlq;fpa jhs; jftYf;fhfNtad;wp kPs;Nrhjid nra;Ak; cj;jpNahfj;jh;fisNah my;yJ
rk;gsr; rkepiy tprhuiz ePjpkd;W tplaq;fis KbTnra;tijNah kl;Lg;gLj;Jk; Nehf;fj;Jldy;y.
jpl;ltl;lkhd tpsf;fj;jpw;F rkrk;gsr; rl;l;j;jpjpid crhtTk;.

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