CSN

CSQ
Centrale des syndicats du Québec

Fédération des travailleurs et travailleuses de Québec
FTQ

fiq
FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC

APTS
Alliance du personnel professionnel et technique de la santé et des services sociaux

FAE
Fédération autonome de l'enseignement

SPGQ
Syndicat de professionnelles et professionnels du gouvernement du Québec

2025 Pay Equity Audit

Extensive data collection initiative coming soon for the broader parapublic sector

Launched in September 2025, the 2025 pay equity audit for the broader parapublic sector (health and social services, education and higher education) will soon enter a crucial phase: information gathering.

This periodic review aims to determine whether pay gaps disadvantaging job classes predominantly held by women have emerged over the past five years and, if so, to correct them.

For the first time in more than 20 years, the pay equity audit is being conducted by a committee established in accordance with the provisions of the Pay Equity Act. The committee brings together the organizations that make up the inter-union coalition, namely the CSN, CSQ, FTQ, FIQ, APTS, FAE and SPGQ, as well as the Secrétariat du Conseil du trésor.

You may be asked to participate

A firm specializing in large-scale surveys will assist the committee in carrying out its work. Information gathering is expected to begin sometime in 2027.

This phase will involve consulting employees from all job classes in the broader parapublic sector to gain an understanding of events that may have affected pay equity. **This is when you may be asked to participate!**

Based on the sampling method established by the committee, more than 5,000 employees will be randomly selected to complete a questionnaire about their jobs. If you are selected, you will soon receive a communication with further details. Your union will be there to support you throughout the process and provide any information you may need.

Your participation is essential, as you are in the best position to inform us about changes that have occurred in your job. With your cooperation, we can continue our efforts to maintain pay equity in our workplaces.