

Equal pay for similar work



Alberta Human Rights
and Citizenship Commission


INFORMATION SHEET

Alberta's *Human Rights, Citizenship and Multiculturalism Act* requires that employers not discriminate on the basis of gender.

The *Act* specifically ensures that men and women working in the same establishment and performing "similar or substantially similar work" must be paid at the same rate. **Any pay differentials must be based on factors other than gender.**

Job descriptions or classifications should reflect the total expectations of a position. In Alberta, different job descriptions for two similar positions do not legally justify a pay differential because one job is held by a man and the other by a woman. It is also illegal for employers to **reduce** a rate of pay to equalize pay rates between women and men.

Employers are entitled to pay employees different rates of pay based on factors such as experience, education and merit. These factors should be assessed objectively and applied consistently regardless of gender.

In Alberta, it is the employer who is responsible for ensuring non-discriminatory employment practices. The employer must ensure that employees are hired, promoted, paid or dismissed according to objective guidelines, applied equally to both sexes. 

Contact the Commission

For more information, please contact the **Alberta Human Rights and Citizenship Commission**. We are an independent commission of the Government of Alberta. Our mandate is to foster equality and reduce discrimination. We provide public information and education programs, and help Albertans resolve human rights complaints.

Northern Regional Office

800 Standard Life Centre
10405 Jasper Avenue
Edmonton, Alberta T5J 4R7
(780) 427-7661 Confidential Inquiry Line
(780) 427-6013 Fax

Southern Regional Office

Suite 310, 525 – 11 Avenue SW
Calgary, Alberta T2R 0C9
(403) 297-6571 Confidential Inquiry Line
(403) 297-6567 Fax

To call toll-free within Alberta, dial 310-0000 and then enter the area code and phone number. For province-wide free access from a cellular phone, enter *310 (for Rogers-AT&T) or #310 (for Telus).

TTY service for persons who are deaf or hard of hearing

(780) 427-1597 Edmonton
(403) 297-5639 Calgary
1-800-232-7215 Toll-free within Alberta

E-mail humanrights@gov.ab.ca

Web site www.albertahumanrights.ab.ca

Please note: A complaint must be made to the Alberta Human Rights and Citizenship Commission within one year after the alleged incident.

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