

Equal pay for similar work


INFORMATION SHEET

The *Alberta Human Rights Act* (the *Act*) prohibits discrimination based on the ground of gender.

Section 6(1) of the *Act* states: “Where employees of both sexes perform the same or substantially similar work for an employer in an establishment the employer shall pay the employees at the same rate of pay.” 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. Section 6(2) of the *Act* specifies that an employer should not reduce an employee’s 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 us

The Alberta Human Rights Commission is 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 Wireless) or #310 (for Telus and Bell), followed by the area code and phone number. Public and government callers can phone without paying long distance or airtime charges.

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

Website www.albertahumanrights.ab.ca

Please note: A complaint must be made to the Alberta Human Rights Commission within one year after the alleged incident of discrimination. The one-year period starts the day after the date on which the incident occurred. For help calculating the one-year period, contact the Commission.

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Upon request, the Commission will make this publication available in accessible multiple formats. Multiple formats provide access for people with disabilities who do not read conventional print.