
**Guide to Pay Equity and
Job Evaluation:**

*A Summary
of Experience
and Lessons Learned*

This publication is available on computer diskette to ensure it is accessible to people who are blind or vision impaired.
It is also available on the Commission's Web site (www.chrc-ccdp.ca).



Table of Contents

Introduction 1

Chapter 1

 Phase 1: Logistics 7

Chapter 2

 Phase 2: The Job Comparison Tool 19

Chapter 3

 Phase 3: Collecting Job Information 47

Chapter 4

 Phase 4: Evaluating Jobs 65

Chapter 5

 Phase 5: Determining Total Value 79

Chapter 6

 The Role of the Human Rights Commission in Examining Gender Bias 85

Appendices



