



RÉMUNÉRATION DES SALARIÉS. ÉTAT ET ÉVOLUTION COMPARÉS 2018

MAIN FINDINGS

SALARIES AND TOTAL COMPENSATION

All other Québec employees

In 2018, the salaries of Québec government employees are 13.7% lower than those of other Québec employees when all the benchmark jobs covered by the comparison are considered. In all, 56 of the 74 benchmark jobs are behind; these jobs represent 76% of the employees covered. Every occupational category in the Québec government has lower salaries, apart from service employees who are on par. The differentials range from -11.4% for professionals to -36.4% for manual workers.

Total compensation for Québec government employees is behind by 6.6% that of other Québec employees in the benchmark jobs overall. This holds true for 37 of the 74 jobs, which represent 51% of the employees covered, and for four of the five occupational categories studied. Service employees are on par in both sectors. In the benchmark jobs overall, the gap is smaller for total compensation than for salaries because Québec government employees spend fewer hours at work. This is also the case for technicians and office employees.

Private sector

The salaries of Québec government employees are behind by 10.6% those of their private sector counterparts for the benchmark jobs overall. This holds true for 43 out of 72 benchmark jobs, which represent 63% of the employees covered. Four occupational categories have lower salaries in the Québec government, with differentials ranging from -8.4% to -40.2%. Service employees in the two sectors are on a par.

Québec government employees are on par with their private sector counterparts in terms of total compensation for the benchmark jobs overall. Parity is observed in 21 out of 72 jobs, which represent 26% of employees, while Québec government employees are ahead in 29 jobs (49% of employees) and behind in 22 jobs (25% of employees). Québec government employees are on par with private sector employees because the 29 jobs that are ahead are offset by the 22 jobs that are behind. Office and service employees in both sectors are also on par in terms of total compensation. Professionals and technicians are ahead by 4.1% and 4.9% respectively, while manual workers are behind by 33.6%. In the benchmark jobs overall and in the case of technicians and office employees, Québec government employees are in a better comparative position for total compensation than for salaries because they have fewer hours at work than their counterparts in the private sector and benefit costs are higher in the Québec government.

“Other public” sector

The salaries of Québec government employees are 20.4% lower than those of their counterparts in the “other public” sector in the benchmark jobs overall. Québec government employees are even further behind in terms of total compensation, which is 24.6% lower than that of “other public” sector employees. For all benchmark jobs and every occupational category (other than service employees), Québec government employees are farther behind in terms of total compensation on account of the lower benefit costs paid by the Québec government. Office employees and manual workers in the Québec government also spend more hours at work than their counterparts in the “other public” sector.

With regard to salaries, Québec government employees are behind for all the benchmark jobs compared. They are also behind in terms of total compensation in 72 out of 73 benchmark jobs, which represent nearly all Québec government employees. Salary differentials range from -15.6% for professionals to -33.4% for manual workers, while total compensation differentials range from -16.4% (professionals) to -48.1% (manual workers).

Municipal government sector

The salaries and total compensation of Québec government employees are behind those of municipal employees by 24.0% and 35.3%, respectively, in the benchmark jobs overall. It has been observed that 63 out of 64 benchmark jobs, accounting for nearly all Québec government employees, are behind in terms of both salary and total compensation. Québec government employees are also behind in every occupational category. Salary differentials range from -14.8% to -33.9%, while total compensation differentials range from -22.7% to -57.0%.

The total compensation differential is greater than the salary differential due to a larger number of hours spent at work by Québec government employees. In addition, benefit costs are lower for Québec government employees in the benchmark jobs overall and in every occupational category except professionals.

“Government enterprise” sector

The salaries of Québec government employees are 19.9% lower than those of government enterprise employees for the benchmark jobs overall. This has been observed for all occupational categories and for 55 out of 62 benchmark jobs, which represent 95% of the employees covered. The differentials range from -15.9% for service employees to -40.6% for manual workers.

In the benchmark jobs overall, the total compensation of Québec government employees is 22.2% lower than that of employees in the “government enterprise” sector. This holds true for 52 out of 62 benchmark jobs, which represent 95% of the employees covered. All five occupational categories are behind, with differentials ranging from -17.7% to -46.9%. The greater total compensation differential for all benchmark jobs and for professionals, office employees and manual workers is due to lower benefit costs in the Québec government. For office employees and manual workers, the larger gap is also due to a greater number of hours spent at work by Québec government employees.

University sector

The salaries of Québec government employees are 12.6% less than those in the university sector for all benchmark jobs. This holds true for 51 out of 63 benchmark jobs, which represent 85% of the employees covered. All occupational categories in the Québec government are behind, with differentials ranging from -7.9% among professionals to -17.8% among office employees.

Total compensation for Québec government employees is 16.8% less than that in the university sector for all benchmark jobs. This holds true for 55 of the 63 benchmark jobs, which represent 92% of the employees covered. All five occupational categories are behind, with differentials ranging from -9.9% to -25.3%. For the benchmark jobs overall and in every occupational category except service employees, Québec government employees are further behind for total compensation than for salaries because benefit costs are lower in that sector. Québec government employees overall, office employees and manual workers also spend more hours at work than their counterparts in the university sector.

Federal government

Benchmark jobs in the Québec government are behind those in the federal government in terms of both salary (-18.2%) and total compensation (-16.4%). This has been observed for all occupational categories and all benchmark jobs compared. Salary differentials range from -16.9% for office employees to -32.4% for manual workers, while total compensation differentials range from -14.8% to -32.0%.

In the benchmark jobs overall and every occupational category except service employees, Québec government employees are in a better comparative position for total compensation than for salaries, despite lower benefit costs in the Québec government, because they spend fewer hours at work than their counterparts in the federal government.

Other unionized Québec employees

Salaries paid by the Québec government are 19.6% lower than those paid to other unionized Québec employees for the benchmark jobs overall. This has been observed for 67 out of 73 benchmark jobs, which represent 88% of the employees covered. Every occupational category is behind in terms of salary, with differentials ranging from -11.0% for service employees to -40.1% for manual workers.

The total compensation of Québec government employees is behind by 20.8% that of other unionized Québec employees. This has been observed for 61 out of 73 benchmark jobs, which represent 82% of the employees covered. All occupational categories are behind, with differentials ranging from -6.5% to -44.5%. In the benchmark jobs overall and in the case of professionals, Québec government employees are further behind for total compensation than for salaries because of lower benefit costs in the Québec government, despite the fewer hours spent at work by employees in that sector.

Other non-unionized Québec employees

The salaries paid to Québec government employees are 6.3% lower than those paid to other non-unionized Québec employees for the benchmark jobs overall. This has been observed for 32 out of 72 benchmark jobs, which represent 49% of the employees covered. Québec government employees are behind in four of the five occupational categories, with differentials ranging from -7.4% to -10.8%. Québec government service employees are ahead by 11.1%.

The total compensation of Québec government employees is 7.3% higher than that of other non-unionized Québec employees in the benchmark jobs overall. This holds true for 37 out of 72 benchmark jobs, which represent 61% of the employees covered. Four out of the five occupational categories in the Québec government are ahead, with differentials ranging from 3.4% to 22.7%. Manual workers are on par in both sectors.

For the benchmark jobs overall and every occupational category, Québec government employees are in a better comparative position for total compensation than for salaries because they spend fewer hours at work than other non-unionized employees. For the benchmark jobs overall and four occupational categories, this is also due to higher benefit costs paid by the Québec government for its employees.

Unionized private sector

The salaries of Québec government employees are 20.1% lower than those of unionized private sector employees for the benchmark jobs overall. This has been observed for 50 out of 66 benchmark jobs, which represent 76% of the employees covered. All of the occupational categories are behind, with differentials ranging from -10.2% to -47.2%.

The total compensation of Québec government employees is 17.7% lower than that of unionized private sector employees. This holds true for 45 out of 66 benchmark jobs, which represent 68% of the employees covered. Four of the five occupational categories are behind, with differentials ranging from -15.6% to -41.9%. Service employees are on par in both sectors. In the benchmark jobs overall and in the case of professionals and office employees, Québec government employees are in a similar position compared with unionized private sector employees for both salaries and total compensation.

Non-unionized private sector

Salaries paid by the Québec government are behind by 5.7% those paid to non-unionized private sector employees for the benchmark jobs overall. This has been observed for 31 out of 72 benchmark jobs, which represent 47% of the employees covered. Salaries are behind in four of the five occupational categories, with differentials ranging from -6.7% to -10.4%. Service employees are ahead by 11.2%.

In the benchmark jobs overall, Québec government employees are ahead by 8.4% in terms of total compensation over the non-unionized private sector. This has been observed for 38 out of 72 benchmark jobs, which represent 62% of the employees covered. Four of the five occupational categories in the Québec government are ahead, with differentials ranging from 4.5% to 22.8%. Manual workers in the two sectors are on a par.

In the benchmark jobs overall and every occupational category except professionals, Québec government employees are in a better comparative position for total compensation than for salaries due to the higher benefits costs paid by the Québec government for its employees, as well as to the fewer hours spent at work by employees in that sector. Professionals are in a better position for total compensation than for salaries only on account of the fewer hours they spend at work.

Salary scales

The job rates at the top of the salary scales (normal maximums) of Québec government professionals, technicians and office employees are in general lower than those of other Québec employees. Likewise, the salaries of Québec government employees in these three occupational categories are lower. Québec government professionals are further behind other professionals in Québec for salaries than for normal maximums because they are not positioned as high in their salary scales. In contrast, Québec government technicians and office employees are in a better position in terms of salary than for the normal maximum.

The normal maximums of Québec government professionals, technicians and office employees are lower than those of their counterparts from each of the other 10 sectors studied. Québec government professionals are in a better situation in terms of normal maximums than for salaries compared to 6 out of 10 sectors, indicating that professionals in the Québec government are generally not positioned as high in their salary scales as their counterparts. When compared with other non-unionized Québec employees and with unionized and non-unionized private sector employees, the normal maximum and salary gap are similar.

Québec government technicians are in a better comparative position for normal maximums than for salaries in relation to five sectors, but the opposite holds true in comparison with three other sectors. Office employees in the Québec government are in a more favourable position for salaries than for normal maximums when compared with seven sectors. The opposite is observed when compared with two other sectors.

Approximately 72% of professionals, 48% of technicians and 47% of office employees in the private sector who are paid according to a salary scale benefit from merit maximums. These proportions rise to 74%, 57% and 53%, respectively, among non-unionized private sector employees. Québec government salary scales have no merit maximums.

Benefits and paid time off

The total costs of benefits and paid time off for Québec government employees (42.5% of the salary) are higher than those observed for other Québec employees overall, the private sector and non-unionized employees. However, these costs are lower than those observed for other unionized Québec employees and employees in the “other public” sector and its components (municipal and federal governments in Québec, universities, and government enterprises), where these costs range from 44.7% to 52.2% of the salary. Lastly, the total costs for Québec government employees are similar to those observed for unionized private sector employees.

When benefits are considered separately from paid time off, the costs for Québec government employees (25.9%) are similar to those observed for other Québec employees overall. However, they are lower than those observed in every other sector compared, except for the private sector and non-unionized employees (other non-unionized Québec employees and non-unionized private sector). Benefit costs account for 27.4% to 35.3% of the salary in those sectors. The Québec government pays less for benefits compared with those sectors due to lower pension plan costs.

Paid time off costs for Québec government employees (16.6% of the salary) are higher than those for other Québec employees, other non-unionized Québec employees, and private sector employees (unionized and non-unionized). However, paid time off costs for Québec government employees are lower than those for other unionized Québec employees and employees in the “other public” sector and its components.

Hours of work

Québec government employees have a regular workweek of 35.9 hours, which is nearly one and a half hours less than other Québec employees. The regular workweek of Québec government employees is shorter than that of unionized and non-unionized employees, private sector employees (unionized and non-unionized), employees in the “other public” sector, and federal government employees. However, it is longer than that of municipal government employees and university sector employees, and similar to that of government enterprise employees.

Québec government employees spend nearly 30 hours (29.9) a week at work, which is more than in the “other public” sector and three of its components (university sector, municipal government and “government enterprise” sector), but less than in all of the other sectors compared. The greatest difference in the number of hours at work is observed in comparison with non-unionized employees: -3.5 hours (other Québec employees) and -3.7 hours (private sector).

Evolution of the comparison

Between 2017 and 2018, the position of Québec government employees remained stable in terms of salaries compared to all other Québec employees and private sector employees for the benchmark jobs overall. The same conclusion is true in comparison with seven other sectors. However, compared with the “other public” sector and one of its components (federal government in Québec), the position of Québec government employees improved over that period.

The position of Québec government employees improved between 2017 and 2018 in terms of total compensation compared with all other Québec employees, unionized employees (other unionized Québec employees and unionized private sector), “other public” employees, and municipal and federal government employees. It remained stable compared with the other sectors.

When looking at salaries paid in 2009 and 2018, the comparative position of Québec government employees has become less favourable relative to all sectors. The same observation holds true for total compensation, except in relation to non-unionized employees (other non-unionized Québec employees and non-unionized private sector) and the private sector, as the differentials remained stable in comparison with those sectors over the period studied.

Since 2017, the economic environment and labour market sections are no longer included in this fact sheet. Other publications by the Institut provide users with recent analyses on these subjects, including the publication *État du marché du travail au Québec* and the weekly *Stat-Express* newsletter on cyclical economic indicators.

SALARY TRENDS

Positive real growth for unionized employees in 2018

Average salary-scale increases for all unionized Québec employees resulted in a 0.4% increase in purchasing power in the first six months of 2018.

Positive real growth was observed in all the sectors covered by the analysis, except in the university sector where purchasing power remained stable (0.0%).

Gains in purchasing power ranged from 0.3% for Québec and municipal government employees to 0.7% for Québec government enterprise employees.

Consumer price index (CPI) growth for the first six months of 2018 was 1.7%.

Over 95% of employees received a raise greater than or equal to the inflation rate

In 2018, all unionized Québec government employees received a salary-structure increase greater than or equal to CPI growth. This was also the case in 2017.

In the other sectors, the proportion of employees benefiting from this type of increase in 2018 ranged from 71.1% in the university sector to 99.5% in the Québec government enterprise sector. In 2017, two sectors had lower percentages of employees who received raises greater than or equal to the CPI, while the opposite was observed for two other sectors.

In 2018, 3.1% of unionized employees obtained salary-structure increases lower than the CPI growth rate.

Salary freezes or reductions applied to about 0.7% of unionized employees. The majority of these employees (95%) are in the private sector.

Recently signed agreements: rates of increase stable for employees outside the Québec government

The latest agreements signed provide an indication of how salaries will evolve. Most collective agreements for Québec government employees were renewed in 2016. These five-year agreements provide for an average increase of 1.6% per year.

The analysis for 2018 focuses on unionized Québec employees other than those working for the Québec government. Their respective agreements provide for a rate of increase similar to that in 2017 (2.1% versus 2.0%). Growth increased in the municipal sector, but slowed in the university sector. The rate for Québec government enterprises is the same in 2018 as in 2017.

In the 2018 agreements, 98.4% of all other unionized Québec employees received average annual salary increases of 1.5% or more. This proportion is 16.0 percentage points higher than in 2017.

Projections: greater purchasing power in 2019

According to the Institut's salary projections, Québec employees as a whole (unionized and non-unionized) are expected to receive average salary-scale increases of 1.9% in 2018 and 2.1% in 2019.

The projected increase for unionized Québec employees is lower for 2018 than for 2019 (2.1% versus 2.7%). This trend is also anticipated for Québec government employees.

The reverse is true for the university sector (1.7% versus 1.1%).

Average salary-scale increases for non-unionized employees should be lower than for unionized employees in both 2018 (1.7% versus 2.1%) and 2019 (1.8% versus 2.7%).

In 2018 and 2019, the salaries of Québec employees as a whole should increase by about 2.0%, a growth rate similar to that of the CPI in Québec.

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