

The **ERG** at a glance

2016 Edition

Survey on Total Compensation: an exceptional tool

The *Survey on Total Compensation* (ERG) by the Institut de la statistique du Québec enhances the field of compensation.

- The survey data disseminated reflect the compensation paid in companies with 200 employees or more in Québec. The ERG is a scientific survey conducted using rigorous methodology.
- The ERG is the only survey of the Canadian labour market to cover the compensation envelope and a full range of occupations, as well as one of the only ones to compile data on subjects other than salaries: fringe benefits, working hours, workforce characteristics (seniority, union status and sex) and paid time off. Taking global compensation into consideration gives a more accurate overview than salary comparisons alone, and publishing this
- type of information increases the value of the ERG in comparison with other compensation surveys. *National Occupational Classification* (NOC) codes are used for the ERG to cover every occupation at the targeted businesses (the NOC is a recognized job classification system of the Canadian labour market). Compensation professionals at the Institut then meticulously match up these occupations with the benchmark jobs selected. Findings are available per occupation or employment group for clearly identified economic sectors.
- Co-operation between the compensation professional at the Institut and the respondent for the business is key to the data collection process, whose success depends on in-depth knowledge of the compensation structure and the employment classification system. A visit to the

business allows the investigator to get a better grasp of the file, obtain missing or ambiguous data, rigorously match jobs and develop a solid professional relationship with the respondent.

The ERG has been conducted out by the Direction des statistiques du travail et de la rémunération (DSTR) of the Institut de la statistique du Québec since 1999, but the first survey dates back to 1983. At the time, the ERG was the responsibility of the Ministry of Labour. The Institut, whose credibility in global compensation is anchored in over thirty years of research, assessments, analyses and studies, has led various methodological research projects on such subjects as the global compensation conceptual framework, variable compensation, retirement plans, the selection of benchmark jobs and fringe benefits.

Conducting a survey of this magnitude requires the expertise of personnel from different Institut departments, in particular survey methodology, collection strategy and IT. The quality of the data produced rests on the co-operation between the DSTR and all internal contributors.

Over the next few years, efforts will be focused on optimizing data use and preparing publications for stakeholders in the field.

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How is a business selected to participate in the ERG?

The population targeted¹ by the ERG comprises all businesses with at least 200 employees² in different labour market sectors in Québec.³ However, certain sectors are excluded from the survey: agriculture and related services, fishing and trapping, logging and forestry services, construction, international organizations and other offshore organizations. For municipal governments, the universe is defined by the size of the population served by the municipality and corresponds to cities with at least 25,000 residents. These municipal governments generally have at least 200 employees. A random sampling is selected within a group made up of businesses from the same sector and of similar size (called “strata”). By assigning a weight to each selected business in a strata, the Institut ensures its findings are representative.

Figure 1 illustrates that, in a given sector, a higher proportion of businesses (sampling fraction) in the population is sampled in the larger business strata than in the smaller one. This is done to ensure quality data, since there are fewer businesses in the first strata than in the second. In some strata (called surveyed strata), all businesses must fill out the survey, there being too few of them to allow sampling.

The mandatory nature of the survey increases business participation, and that in turn enhances data quality.

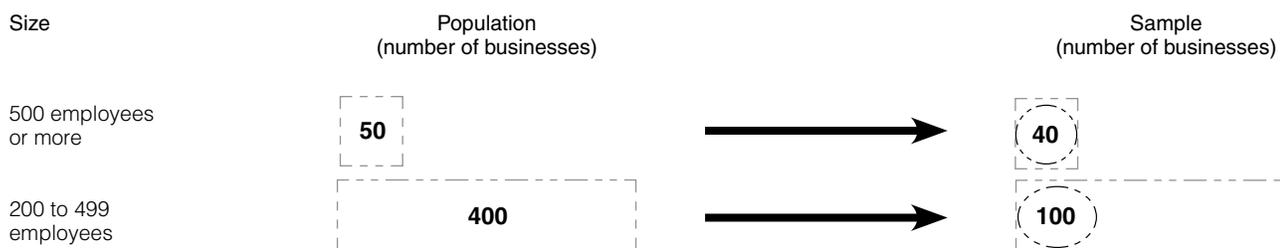
Data collection may prove more challenging for complex businesses. During the profiling stage, which consists of characterizing the business according to its organizational structure and the diversity of its compensation policies, the investigator

can divide the business into logical units for the collection of compensation data.⁴ More complex businesses then see their data collection task reduced through collection unit sampling. Note that some units may comprise fewer than 200 employees, depending on how the profiling was done.

The components analyzed to establish collection units are as follows: number of businesses and employees, union status, and compensation similarities among different types of union accreditation. It is also important to know if global compensation and working condition data are centralized in a business. Profiling serves to identify data collection problems and find appropriate solutions.

Figure 1

Example of a stratified sample



1. The reference file for the survey universe is Statistics Canada's Business Register (BRDB) database, though the table *Total population, municipalities with populations of 15,000 and over, 1996–2015*, available on the Institut website, is used for municipalities.
2. Other criteria are taken into consideration for businesses whose number of employees varies widely over the year. To be included in this universe, a business must have at least 200 employees working there for at least six months of the year (not necessarily consecutively), and the number of employees at the business must never drop below 100. Respecting these criteria enables the Institut to control which businesses are included in this universe without compromising collection efficacy.
3. The criteria “at least 200 full- and part-time employees” does not apply to public teaching institutions, public health and social service organizations, the Québec civil service and federal civil service (employees working in Québec).
4. For more information about this stage of the survey, see Karine Charbonneau (2005). “Une nouvelle ère... lancement de la nouvelle ERG,” *Flash-info*, vol. 6, no. 4, September, pp. 10–12.

Targeted universe

The tables below give the number of businesses and employees: by sector for businesses with 200 employees or more (Table 1) and by business size strata (Table 2).

Table 1

Number of businesses with 200 employees of more and total number of employees, by sector, Québec¹, 2013–2015²

Sector	NAICS ³ code	Business	Employees ⁴	
			Regular full time	All
n				
Mining	21	14	5,800	6,600**
Manufacturing	31-32-33	248	160,500	171,300
Wholesale and retail trade	41-44-45	219	105,700	199,200
Transportation and warehousing	48-49	35	23,700	32,500
Information and cultural industries, recreation	51-71	29	38,600	50,400
Finance, insurance, real estate, and rental and leasing	52-53	47	69,900	85,000
Professional, scientific and technical services	54	58	46,500	56,000*
Management of companies and enterprises, building and other support services	55-56	63	29,900	48,400*
Educational services, health care and social assistance	61-62	47	7,100	14,700**
Accommodation and food services	72	56	12,300	33,900**
Other services	81	21	8,700	12,800**
Public businesses	...	33	72,800	95,900
Universities	...	10	24,300	59,800
Municipalities, 25 000 residents or more	...	45	43,400	65,500
Total⁵		925	649,100	931,800

... Sector with at least three NAICS codes.

* Coefficient of variation between 15% and 25%; interpret with caution.

** Coefficient of variation greater than 25%; imprecise estimate, provided for information only.

1. Except for the federal and provincial governments.

2. The universe of businesses with 200 employees or more has been divided into three equal blocks. Depending on the collection cycle, the profile and selection of businesses in each block is determined every three years. The number of employees is obtained by the Institut to determine if a business can be included in the universe. The number of businesses is thus based on the data collected on three separate occasions (block 1 – rotation group J introduced in the 2015 ERG; block 2 – group H introduced in the 2013 ERG; and block 3 – group I introduced in the 2014 ERG).

3. North American Industry Classification System.

4. Full-time employees. The number of employees is based on estimates made from survey data (rotation groups H, I and J). A quality score has been assigned to these data, as they are estimates. Figures without an asterisk have a coefficient of variation below 15%, which indicates the quality ranges from good to excellent.

5. Employee figures are rounded to the closest hundred. Consequently, the total may differ from the sum of all the estimates.

Sources: Institut de la statistique du Québec, *Survey on Total Compensation (ERG). 2013, 2014 and 2015 Data Collection*.
Statistics Canada, *Banque de données du registre des entreprises (BDRE)*.

Table 2

Number of businesses and total number of employees, by business size strata, Québec, 2013–2015¹

Businesses and personnel	All businesses ²	Business with 200 employees or more ³			
		Total	200 to 499	500 to 999	1,000 and more
n					
Businesses ⁴	257,224	925	563	178	184
Employees ⁵	3,512,200	931,800	169,000	130,500*	632,400

* Coefficient of variation between 15% and 25%; interpret with caution.

1. The universe of businesses with 200 employees or more has been divided into three equal blocks. Depending on the collection cycle, the profile and selection of businesses in each block is determined every three years. The number of employees is obtained by the Institut to determine if a business can be included in the universe. The number of businesses is thus based on the data collected on three separate occasions (block 1 – rotation group J introduced in the 2015 ERG; block 2 – group H introduced in the 2013 ERG; and block 3 – group I introduced in the 2014 ERG).

2. All businesses includes some sectors that are not part of the survey: agriculture and related services, fishing and trapping, logging and forestry services, construction, international organizations and other offshore organizations. Data from Statistics Canada, tables CANSIM 552-0003 and 282-0077.

3. Except for the federal and provincial governments.

4. The BDRE and profiling were used for the strata of 200 employees or more with regard to the number of businesses.

5. The numbers given for employees are rounded to the closest hundred. For businesses with 200 employees or more, the number of employees is based on estimates calculated using survey data (H, I and J rotation group).

Sources: Institut de la statistique du Québec, *Survey on Total Compensation (ERG). 2013, 2014 and 2015 Data Collection*.
Statistics Canada, *Business Register Database (BRDB)*.

ERG collection cycle

The ERG is conducted in a three-year collection cycle, with participating businesses required to take part for the entire cycle. The workload is greater when a business joins a rotation group and drops as the cycle progresses (see table below). Thus, little work is required by the business during the second and third years of the cycle. In the inventoried strata (for example, universities), businesses start a new cycle once the previous one ends.

The Institut's delegated compensation professional supports each respondent throughout the collection cycle.

In order to implement a three-year collection cycle, the ERG population is divided into three equally-sized blocks. A sample of businesses was selected for each block: a first group of businesses was introduced in the 2006 ERG (rotation group A), another in the 2007 ERG

(rotation group B) and the sampling was completed with rotation group C, added in the 2008 ERG. Rotation groups were progressively added from one year to the next. In 2015, there was an excellent private business response rate (approximately 90.0%). Complete non-response for benefits was observed in less than 0.5% of collection units. The response rate for the respondent collection units varied from 76.6% to 99.6%.

Table 3
Collection cycle of the ERG

Rotation group	2010 ERG	2011 ERG	2012 ERG	2013 ERG	2014 ERG	2015 ERG	2016 ERG
Group C (block 3)	Reduced						
Group D (block 1)	Updated	Reduced					
Group E (block 2)	Standard	Updated	Reduced				
Group F (block 3)		Standard	Updated	Reduced			
Group G (block 1)			Standard	Updated	Reduced		
Group H (block 2)				Standard	Reduced	Reduced	
Group I (block 3)					Standard ¹	Reduced ²	Reduced ²
Group J (block 1)						Standard ¹	Reduced ²
Group K (block 2)							Standard ¹

1. An in-depth analysis of the organizational structure, compensation policies, and fringe benefit and short-term variable compensation programs is conducted during this stage, along with the entire match-up process. The respondent sends an electronic version of the compensation file.
2. Only the average rate increases for pay scales and salaries are collected.

Global compensation components

The various components gathered in the ERG (see Table 4) make it possible to conduct an in-depth analysis of a business' organizational structure, compensation policies, fringe benefit programs and short-term variable compensation. Using the business' documents and compensation file, the compensation professional from the Institut can establish a link between compensation methods and survey concepts. This analysis, carried out during the first year of the collection cycle, makes it easier for businesses to update their data during the second and third years of their participation in the ERG.

By gathering data on compensation policies and the characteristics and utilization rate of fringe benefits, the ERG obtains complete, relevant data on different fringe benefits, which can also serve to calculate global compensation.

The data collected is obtained from a compensation file extracted from the payroll system or management information system of the respondent business. This file contains employment and compensation data, as well as personal information (sex, hiring date and union status), for each of the business' employees. This

file, a reliable and objective source, is sent through a secure website developed by the Institut to safeguard data confidentiality.

The file is used to conduct an occupational analysis. The first step consists of assigning an NOC employment code to each occupation. Next, each occupation is meticulously matched up with the benchmark jobs pre-established for the survey.

Table 4

Main global compensation components

Direct compensation	Indirect compensation	Working hours
<ul style="list-style-type: none"> - Salary - Short-term variable compensation - Reimbursement of unused sick leave 	<ul style="list-style-type: none"> - Collective insurance (e.g.: life insurance, dental insurance) - Pension plans - Statutory benefit plans (e.g.: CSST, RAMQ, employment insurance) - Compensation for family leave (e.g.: maternity leave) 	<ul style="list-style-type: none"> - Normal working hours - Paid time off (e.g.: annual leave [vacation], statutory and floating holidays, sick leave)

Documentation required for the analysis

- Direct compensation policies
- Fringe benefit policies
- Short-term variable compensation policies
- Collective agreements
- Memorandum of understanding for non-union employees
- Organizational charts
- Employment classification plan
- Actuarial valuation of the retirement plan
- Task descriptions
- ...
-
- Compensation file (electronic format)

Occupations surveyed

National Occupation Classification

The National Occupation *Classification* (NOC) is an occupation classification system recognized across Canada and is comparable to those of other countries. This tool, used, among others, by Statistics Canada and Human Resources and Social Development Canada, serves to classify the jobs at a business according to the standardized description of tasks for each of the 500 unit groups. This system provides statisticians and labour market analysts with a standardized method to gather data and generate findings for

clearly identified groups. Here is a link to the official NOC website: www5.hrsdc.gc.ca/NOC/.

Under the ERG, every occupation of a business is coded by DSTR professionals using a three-digit (minor group) or four-digit (unit groups) NOC code. This method allows Statistique Québec to report compensation data for all the jobs found in the organizations surveyed. The data may then be compared with those from other sources.

Using NOC codes to classify the occupations of a business enables us to do a full analysis and increases our understanding of job classification. Furthermore, it serves to identify those occupations that may be matched up with a benchmark job. More in-depth knowledge of a business' occupational structure improves the job matching process.

Matching occupations with ERG benchmark jobs

The Institut matches business occupations to the ERG benchmark jobs. This involves evaluating similarities between the description of tasks for the benchmark jobs and that for the occupations at the businesses surveyed. The matching up process is carried out according to qualitative and quantitative criteria that are based on a description of tasks, the conditions under which the occupation is practised and the level of education, amount of experience and amount of supervision required. A face-to-face interview with the designated respondent at the business is the final step.⁵

The list of benchmark jobs was prepared using the jobs in the Québec civil service found in other sectors of the labour market. It is for this reason certain occupations (nurses, teachers, etc.) are excluded from the list. The occupations retained must be comparable, which means there must be a sufficient number of them on the comparator market and they must have easily identifiable characteristics (responsibilities, requirements, etc.) that are stable over time. Five occupational categories are analyzed: professionals, technicians, office workers, service workers and labourers.

The benchmark jobs serve to identify task complexity (entry/learning, full working and team leader/expert). The information obtained from the job-matching process offers a better degree of precision than that provided by the NOC with regard to occupational complexity.

In 2007, the Institut completed a project to review its list benchmark jobs. The new list⁶ used to compare jobs was integrated in the 2007 ERG. The descriptions of tasks of the benchmark jobs on the new list are available on the Institut website.

5. For more information on the matching process, see *Flash-info, Numéro spécial*, November 2005.

6. For the list of these benchmark jobs, see Isabelle Fréchette (2007). "Le nouveau panier d'emplois repères," *Flash-info*, vol. 8, no. 1, February, p. 8-2.

Occupations surveyed (con'd)

Table 5 illustrates the two approaches used for analyzing occupations.

Table 5
Occupations covered: objectives and findings of both approaches

Approach	Objectives	Results
NOC	<p>Extend the coverage of the jobs surveyed to all jobs at the businesses.</p> <p>Use an employment classification system recognized by other statistical organizations and agencies.</p> <p>Identify jobs that can potentially be matched.</p>	<p>Disseminate salary data of all jobs at the businesses surveyed.</p> <p>Compare ERG data with those from other sources.</p> <p>Improve the matching process and put the compensation data on the benchmark jobs into context.</p>
Job matching	<p>Assign a level of complexity to the tasks carried out for the job by taking into consideration, among other things, the experience, responsibilities, schooling and supervision required.</p> <p>Use benchmark jobs to compare global compensation in the Québec civil service with other salaried workers from different sectors of the labour market.</p>	<p>Disseminate global compensation data by benchmark job (more precise regarding occupational complexity than NOC codes).</p> <p>Disseminate compensation discrepancies, thereby providing a neutral negotiation tool to the parties involved in Québec civil service negotiations.</p>

Table 6 lists some NOC occupations and the corresponding ERG employment group.

Table 6
NOC jobs versus benchmark jobs

NOC-3	Title NOC-3	NOC-4	Title NOC-4	ERG employment groups
211	Physical science professionals	2111	Physicists and astronomers	Physical science professionals
228	Technical occupations in computers and information systems	2281	Computer network technicians	Computer network technicians
411	Judges, lawyers and Quebec notaries	4112	Lawyers and Quebec notaries	Lawyers and notaries
521	Technical occupations in libraries and public archives, museums and art galleries	5211	Library and public archive technicians	Library technicians

Evolution of the survey

Table 7 summarizes the main elements covered by the ERG. The application of NOC occupational codes and the job matching process are fully integrated into the data collection process. Improvements to the approach of selecting occupations likely to be matched in each collection unit has optimized the identification of benchmark jobs sparsely present on the market or in large businesses with many employees, but that are numerous in their sector.

The cost for each fringe benefit covered by the ERG was collected for rotation groups H and I (2013 and 2014 ERGs). For rotation group J, the presence of and cost data on every fringe benefit was collected for the Québec and federal governments, as well as three other businesses. In the remaining rotation group J files, fringe benefit data was also gathered, but only those benefits generally more expensive were the subject of cost data collection: annual leave, statutory and floating holidays, retirement plans and statutory benefit plans. Imputation was carried out for the other

fringe benefits and was based, for each sector, on the most recent data available. In some cases, the collection unit was directly linked to a file in rotation group G (2012 ERG). For others, the average cost per sector was used. This was done for rotation group J on account of the limited human resources available from ERG.

Commission plan compensation is currently being developed for short-term variable compensation (one of the new compensation elements introduced in the revised survey).

Table 7
ERG components and activities

Components	Activities
Occupations with NOC codes	Every occupation in the business is coded (with a 3-digit minor group code and, if an occupation has a potential match, with a 4-digit unit group code)
Match-ups	A list of possible match-ups is drawn up according to NOC employment codes. The goal of the match-up process is to examine each job and compare its similarity with an ERG benchmark jobs.
Salaries	Salary data are collected (file on compensation at the business).
Benefits and paid time off	The presence or absence of each such component (paid in whole or in part by the employer) is collected. Since the 2009 ERG, policies and characteristics used to calculate costs have been collected for each component. The components were introduced gradually: 2007 ERG: annual leave (vacation), statutory and floating holidays, retirement plans and statutory benefit plans. 2008 ERG: maternity leave, paternity leave, adoption leave, parental leave, leave for childbirth, adoption and termination of pregnancy (100% reimbursed), sick leave used, reimbursement of unused sick leave, short-term employment insurance, long-term disability insurance. 2009 ERG: personal leave, life insurance, health insurance, dental insurance and vision insurance.
Short-term variable compensation	The presence of these plans has been collected since the 2008 ERG. The characteristics and costs were introduced in the 2009 ERG. Commission plan compensation data enhancements are underway.

Dissemination of survey findings

The findings of the *Survey on Global Compensation* are disseminated annually, usually in the spring. The data are presented by *National Occupational Classification* (NOC 2011) group for every skill level and type.⁷ For each NOC code, the Institut provides findings on the salaries and pay scales of regular full-time employees, broken down

into five groups: all Québec employees, public sector employees, private sector employees, unionized employees and non-unionized employees. It is on account of the data provided by respondents at numerous Québec businesses that the Institut can produce reliable, relevant and quality data.

Table 8 (see page 10) presents findings from the survey on the following data for all Québec businesses with 200 employees or more: salaries, regular working hours and global compensation for three 4-digit NOC codes⁸ per skill level.

ERG FINDINGS: MAIN PUBLICATIONS ASSOCIATED WITH THE INSTITUT'S MISSION

Every year, the Institut uses ERG data to compare the global Québec government employee compensation with other Québec workers. The Institut is actually obligated to do so under section 4 of the *Act respecting the Institut de la statistique du Québec*, and its findings must be published no later than November 30. The document *Rémunération des salaires. État et évolution comparés* is mainly used by the provincial government and unions during negotiations.

The findings of the new ERG also enable the Institut to more effectively carry out its mission of providing reliable and relevant statistical data on different aspects of Québec society (section 2 of the *Act respecting the Institut de la statistique du Québec*). The annual *Résultats de l'Enquête sur la rémunération globale* report presents the main findings of the survey on different aspects of the labour market. The general public, unions, employers and other labour market actors can use the strategic data in this document to frame their discussions on compensation conditions.

7. The *National Occupational Classification* (NOC) has 4 skill levels (university education, college education, secondary school training and on-the-job training) and 10 skill types. Skill level refers to the type or duration of training or education generally required to practise a given occupation. Skill type is based on the type of work accomplished, but also includes the area of training or experience normally required to practise a given occupation.

8. The NOC codes retained are retained those with the highest number of employees for each skill level.

Dissemination of survey findings (con'd)

Table 8

Salaries, regular working hours and global compensation for certain occupations¹ under the National Occupation Classification (NOC), businesses with 200 employees or more, Québec, 2015

NOC code	Job title	Average annual salary	Regular weekly hours	Hourly salary				Global compensation
				Average	1 st quartile ²	Median ³	3 rd quartile ⁴	
		\$	h	\$/h				
Management								
0114	Other administrative services managers	107,819	36.4	56.86	45.66	53.38	64.84	83.64
0211	Engineering managers	120,664	37.5	61.70	52.64	61.31	69.64	87.27
0621	Retail and wholesale trade managers ⁵	52,345	39.4	25.51	18.44	23.75	29.33	34.42
University education								
1111	Financial auditors and accountants	73,130	37.3	37.77	29.70	36.76	45.49	53.82
1121	Human resources professionals	76,031	37.6	38.98	34.50	36.96	44.37	60.66
1122	Professional occupations in business management consulting	78,082	36.6	40.94	33.91	41.42	46.67	60.70
College education								
1221	Administrative officers	53,436	36.0	28.45	26.50	27.60	29.94	43.56
1241	Administrative assistants	45,975	35.4	24.91	21.59	23.13	27.57	37.75
6211	Retail service supervisors	35,062	37.7	17.62	13.33	16.35	20.12	23.92
Secondary school training								
1411	General office support workers	41,408	35.9	22.13	19.96	21.59	24.65	33.81
6541	Security guards and related security service occupations	35,761	39.3	17.43	23.02
6552	Other customer and information services representatives	42,004	37.1	21.76	17.41	21.52	25.09	31.82
On-the-job training								
6611	Cashiers	30,951	38.3	15.48	11.56	13.70	18.22	21.36
6711	Food counter attendants, kitchen helpers and related support occ.	28,761	37.6	14.54	10.60	13.02	18.22	20.31
6733	Janitors, caretakers and building superintendents	40,195	38.3	20.05	17.00	18.99	22.26	30.18

... Not applicable. A large number of people have the same hourly rate, thus making it impossible to target hourly rates that separate the staff into four equally-sized groups.

1. Four-digit NOC codes with the large proportion of employees at each level of competence.

2. A quartile corresponds to each of the three values that divide all of the staff into four equally-sized groups. In the first quartile, 25% of the employees earn less than the salary given, and 75% earn more.

3. The median salary is the middle value that separates all employees into two equal parts (50% above and 50% below).

4. In the third quartile, 25% of employees earn more than the salary given.

5. This category includes store section or department heads, shop or convenience store managers, etc.

Source: Institut de la statistique du Québec, *Survey on Total Compensation: 2015 Data Collection*.

Products offered to ERG respondents

The Institut de la statistique du Québec thanks the businesses that participated in the *Survey on Total Compensation* by offering them different products: a customized global compensation profile and publications on the survey findings.

The customized profile comprises a series of tables of the findings compiled according to National Occupational Classification (NOC) skill levels for the primary occupations of a given business.

Here are the aspects of a customized profile:

- Findings representative of Québec businesses with 200 employees or more;
- Jobs classified by compensation professionals according to National Occupational Classification codes;
- Customized compensation data for all employees by NOC skill level (general training required), as well as for two reference markets;
- Findings on the most numerous occupations at the business;
- Cost of benefits and working conditions expressed as a % of salary;
- Findings on global compensation per hour worked: the only product of its kind on the market.

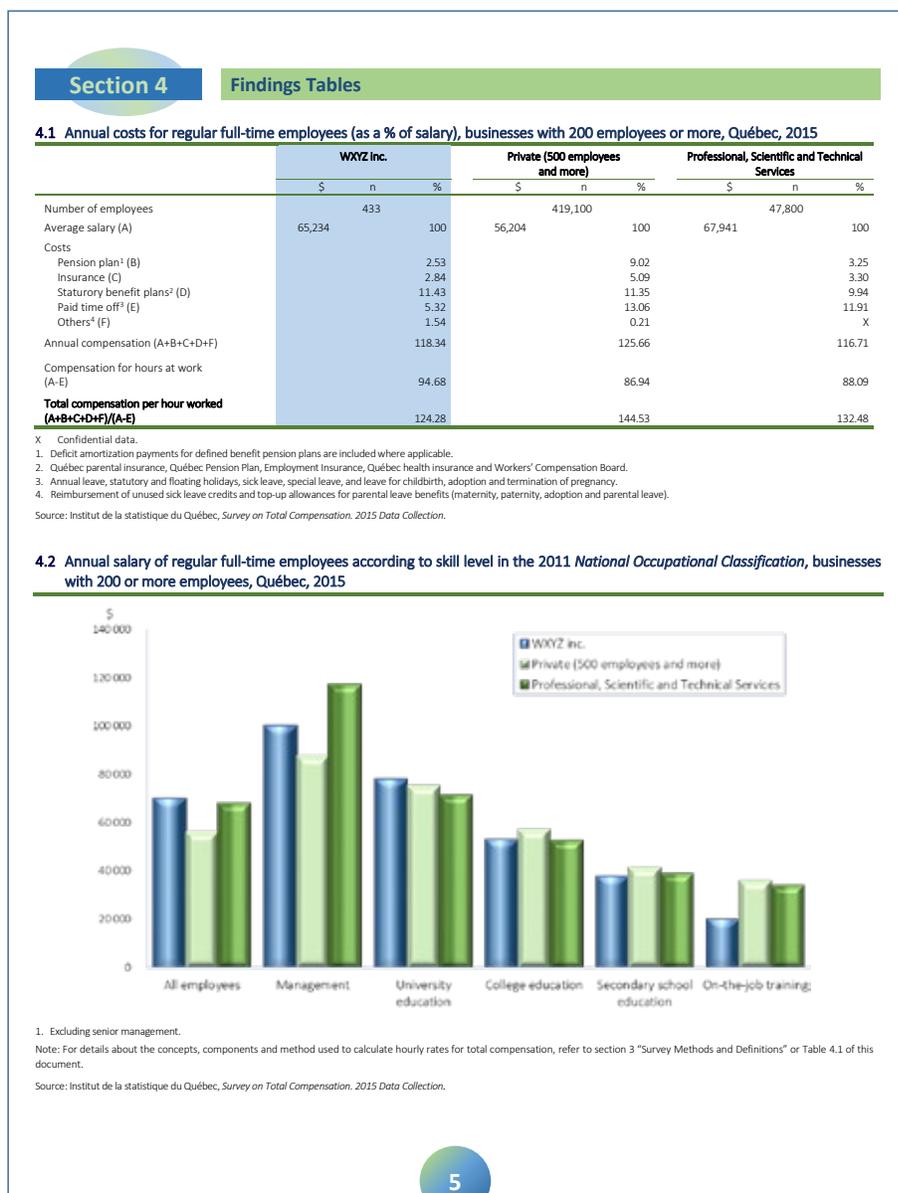
One of the five sections of the profile is given as an example. The information on the participating business appear, along with those of private businesses with 500 employees or more, as well as the Professional, Scientific and Technical Services Industry (North American Industry Classification System) (fictitious data). These findings serve to identify the weight of each element of global compensation, study average annual salaries according to NOC skill levels and examine several breakdowns.

The personalized global compensation portrait is made available to respondents in the first year of the three-year cycle. For the other two years, respondents interested in updating their data may submit a request to this effect to the Institut.

This product is transmitted through the Institut's secure transfer site. Each organization has its own identifier. Additionally, a password to protect the personalized files is provided by telephone to the designa-

ted human resource person at the business. These means serve to safeguard the confidentiality of compensation data.

The Institut gives respondents a copy of the *Résultats de l'Enquête sur la rémunération globale* each year of the collection cycle at no additional cost. They also have access to every Institut publication pertaining to compensation to some degree, such as variable compensation (characteristics, frequency/cost) and workforce characteristics (sex, union status, seniority, etc.).



The Institut listens to its clientele

The Institut's highest priorities are to satisfy its clientele and provide high quality and relevant products and services. The improvements made to work and compensation projects are based on different consultations carried out with labour market actors. The Direction des statistiques du travail et de la rémunération can count on the support of a consultation committee comprising individuals chosen by the

Institut for their expertise and experience in areas related to the activities of the Institut. This committee plays an advisory role in steering and enhancing projects.

The public has access to different statistical products and services of the highest professional and technical quality. By drawing from its databases constituted for its regular work, the Institut can pro-

vide customized statistical compilations that meet the concrete needs of a target clientele while respecting quality standards. Fees may apply, depending on the request.

Providing relevant, reliable, objective, comparable, current, intelligible and accessible information is the quality commitment of the Institut de la statistique du Québec.

ERG: a quality compensation survey ...

- Methodological rigour, quality and up-to-date data
- Global compensation (direct and indirect compensation and working hours)
- Analysis of all occupations and matching them up with predetermined benchmark jobs
- Investigators: compensation professionals
- Confidentiality of survey information

... that meets the needs of its clientele

- *Résultats de l'Enquête sur la rémunération globale. Collecte 2015*
- Current compensation data on businesses with 200 employees or more
- Uses recognized occupation classification system
- Ongoing development to increase the amount of data available

This document was prepared by the Direction des statistiques du travail et de la rémunération de l'Institut.

For information, contact:

Vladimir Racila
Direction des statistiques du travail
et de la rémunération
Institut de la statistique du Québec
1200 McGill College Avenue, suite 400
Montréal QC H3B 4J8

Phone: 514-876-4384 (ext. 6202)
Fax: 514-876-1767
E-mail: vladimir.racila@stat.gouv.qc.ca

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