

Equity is highly valued by many, particularly in the public and parapublic sectors. Organizational justice is the perception of being treated equitably in the workplace.

# What do we mean by organizational justice?



***Prevent  
and cure***



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**Lack of organizational  
justice**



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## What should organizational justice in the workplace look like?

There are three main types of organizational justice.

### 1. Distributive justice:

- ✓ Competencies, efforts, and performance are rewarded equitably (salary, promotion, work space, recognition, etc.).

### 2. Procedural justice:

- ✓ Rules and policies are applied consistently and coherently.
- ✓ Workers feel listened to and heard in the decision-making process.
- ✓ Decisions are neutral and unbiased.
- ✓ Decisions can be reviewed or corrected on the basis of new information.
- ✓ Choices are ethical and in line with the values of the organization.

### 3. Interactional justice:

- ✓ Every person in the organization is treated with respect.
- ✓ Elements that contribute to decision-making can be shared (criteria, processes, context, etc.).
- ✓ There is a transparent flow of information.

## What does a lack of organizational justice look like?

- Superiors do not show personnel the respect, dignity, and consideration they deserve.
- The opinion of workers is not sufficiently considered in the decisions of the organization.
- Rewards or advantages are not given to the most deserving.
- Employees are not treated equally.
- Some employees unjustly benefit from better advantages.
- Decisions are not communicated or explained, and seem questionable.
- Decisions are not applied consistently and coherently.

## What are the risks?

A lack of organizational justice lessens:

- Involvement;
- Effort;
- The desire to remain within the organization.

An unfair workplace creates uncertainty, which generates stress and tension that can lead to psychological distress as well as cardiovascular and musculoskeletal diseases.

## How can the situation be improved?

Acting alone to demand greater justice in a resistant organization is not easy.

**TALK TO YOUR UNION.**

By raising the subject with your union, you alert them to your situation. They may already be aware of other workers experiencing the same problem and be able to put you in touch with them. Together with you and other affected workers, your union can analyze the situation and devise a strategy to remedy the issues arising from the organization of work.

The problem is not in your head. The organization of work is at fault and it can make you sick. Talk to your union.

**Together, we have  
the power to act.**