

[ontario.ca](#) | [français](#)

Search	GO
--------	----

[HOME](#) | [ABOUT US](#) | [REVIEW SERVICES](#) | [TRAINING](#) | [RESOURCES](#) | [CONTACT US](#)Location: [Pay Equity Commission](#) > [What's New](#) > Issue #2 | March 2012

About Us

- [The Commission](#)
- [The Commissioner](#)
- [The Pay Equity Office](#)
- [The Pay Equity Act](#)
- [The Gender Wage Gap](#)
- [Wage Gap Program](#)
- [Monitoring](#)
- [Annual Reports](#)
- [Public Complaints Policy](#)
- [Customer Service Accessibility Policy](#)
- [Important Notices](#)

 [Print](#)

What's New?

March 2012 | Issue #2

 [Subscribe to "What's New" by E-Mail](#)

International Women's Day

March 8th is International Women's Day - a day set aside to recognize and celebrate women's achievements in developed and developing countries and to reflect on the work that still needs to be done to ensure that women's place in society is valued.

In Ontario, women now make up almost half of the workforce and are graduating in significant numbers from secondary schools, colleges and universities. The gender wage gap is narrowing, but at a slow pace. On International Women's Day, we take this opportunity to remind Ontarians of the requirements of the *Pay Equity Act*, in place to redress gender discrimination in the compensation of employees in female jobs.

Benefits of Pay Equity

Employers who implement pay equity gain many benefits, including the opportunity to:

- Bring about more objective pay practices;
- Maintain gender neutrality in the job evaluation process and increase the understanding of all jobs within the organization;
- Identify strengths, weaknesses, and opportunities for improving productivity;
- Establish a first step towards a diversity strategy by identifying other forms of discrimination that represent barriers to employee engagement;
- Engage employees and their unions in the process and provide employees with the opportunity to understand and appreciate their role in achieving the employer's business goals;
- Attract female workers and to appeal to women consumers who make 80% of purchasing decisions.

[Visit our e-learning course to learn about achieving pay equity >](#)

Spring Training Schedule

The 2012 spring training schedule is now available. Registration is free, fast and easy.

We are offering a new 2 hour course on gender-neutrality in job evaluation to help you understand how biases may impact the evaluation of jobs.

[Learn More >](#)

Online Workshop for Women (A joint project with Ontario Business and Professional Women's Association)

"You're Worth It! Compensation Pitfalls and How to Avoid Them" is an online workshop that aims to educate women about the existence of discriminatory compensation practices in the workplace, to examine the personal economic consequences of such discrimination and to explore some strategies to minimize the effects of these practices.

[Learn More >](#)

[Site survey](#) | [Important Notices](#) | [Ministry of Labour](#) | [Subscribe](#)



This site is maintained by the Government of Ontario, Canada.

[ontario.ca](#) | [français](#)

[© Queen's Printer for Ontario, 2010 - 2012](#)

Last modified: March 05 2012