

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

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What's New?

January 2013 | Issue #5

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Emanuela Heyninck re-appointed as Commissioner of the Pay Equity Commission

The Pay Equity Commission is pleased to announce that Emanuela Heyninck has been re-appointed for a further five year term as Commissioner. Before her appointment in 2004 Emanuela practiced civil, family and administrative law in London, Ontario. She currently serves on the Executive of the Society of Adjudicators and Regulators and is on the Program Advisory Council of several educational organizations.

National Franchise & Business Opportunities Show

The Commission will be participating in the next National Franchise & Business Opportunities Show taking place January 12-13, 2013 at the Metro Convention Centre. This exciting 2 day event offers start-up information for individuals interested in entrepreneurial opportunities, including best practices for meeting workplace regulatory requirements.

Visit our booth and attend our 30-minute seminar which will provide you with an overview on pay equity.

[Visit their website to register and obtain further information >](#)

HRPA 2013 Annual Conference & Trade-Show

The Commission will be hosting a booth at the HRPA 2013 Annual Conference & Trade-Show in Toronto at the Metro Convention Centre scheduled January 23-25. This is Canada's foremost Human Resource event with over 230 exhibitors showcasing a wide range of products and services

[Visit their website to register and obtain further information >](#)

Full-day Seminar on the Pay Equity Act

Attend a full-day seminar on the Pay Equity Act, presented in partnership with the Pay Equity Office Education Unit, Compensation Specialists and employment law counsellors. This seminar is offered by **Lorman Education Services**, a leading provider of continuing education seminars. The training will take place in Toronto on February 21, 2013.

[Visit their website to register and obtain further information >](#)

Spring 2013 Training Schedule

Our **Spring 2013** Training schedule will be posted online in February. The webinars will resume early March 2013. Registration is free, fast and easy.

Question & Answer

Is there any law or regulation on equality among job classes or job titles within one gender?

The answer would depend on the gender of the job classes being referred to. If an employee in a female job class is paid less than a co-worker in another female job class, the employer is not required to compare these two jobs. Pay equity requires employers to value job classes to make comparisons between female and male job classes of equal or comparable value. The Act requires that employees in female job classes are paid at least equal to the wages of employees in male job classes found to be comparable in value based on skill, effort, responsibility and working conditions. According to the Act both men and women in undervalued female job classes would receive pay equity wage adjustments. **A Guide to Interpreting Ontario's Pay Equity Act section 7.**

If you are referring to equal pay for equal work visit the **employment standards** website.

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