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What's New?

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2015-2016 Gender Wage Gap Grant Program

Applications for the 2015-2016 Gender Wage Gap Grant Program are now closed. Thank you to everyone who applied! We will contact all applicants in August.

Job Descriptions

Clear and accurate job information is the foundation for a fair and equitable pay equity process. Job descriptions should include all relevant information so there is a distinct understanding of what is done, why it is done and how it is done. A glossary of active verbs has been compiled that will help you describe work activities accurately, using simple, straightforward, precise and bias-free language.

[View Glossary](#) >

Requirements to Achieve Pay Equity

To meet the minimum requirements and to show that pay equity has been achieved, all employers covered by the Pay Equity Act must have carried out each of these activities for each of their establishments:

1. Determine job classes, including the gender and job rate of job classes.
2. Determine the value of job classes based on factors of skill, effort, responsibility and working conditions.
3. Conduct comparisons for all female job classes.
4. Adjust the wages of underpaid female job classes so that they are paid at least as much as an equal or comparable male job class or classes.

[Learn More](#) >

Interview: 2014-2015 Gender Wage Gap Grant Program Recipient

Last month, the Pay Equity Office sat down with Jasmine Irwin of the Ontario Undergraduate Student Alliance (OUSA) to discuss the gender wage gap awareness project which was funded through last year's Gender Wage Gap grant. OUSA created a video campaign to raise awareness at key university campuses in Ontario. Their two clever videos targeted demographics of two segments; viewers between the ages of 18-24 and viewers between 25-34 years old. In addition to online videos, mock "bachelorette" degrees and cards were given out detailing facts about the wage gap. "Getting paid less is sexist and it was supposed to be illustrative of that as opposed to a genuine or earnest way of saying a women's degree is different, because of course it isn't but unfortunately it's treated as such" said Irwin.

[Watch The Video](#) >

Did you know?

The Pay Equity Commission has provided a case study as a learning tool for those who would like more information about how to create a pay equity plan. The Space Toy Company case study is designed to provide guidance on the steps needed to create the plan, as well as information on why a plan may be needed. Sample pay equity plans are also available on our website.

[Read The Case Study](#) >

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