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The Gender Wage Gap Strategy Final Report

The Final Report and Recommendations of the Gender Wage Gap Strategy Steering Committee has been released. Emanuela Heyninck, Ontario's Pay Equity Commissioner was a member of the Steering Committee. The Committee's recommendations will help the province formulate and implement an integrated strategy that contributes to women's economic empowerment in Ontario.

[Learn more](#)

Research Resources

We have recently published two Excel spreadsheets online as part of Ontario's Open Government Initiative. You can see some of the key wage gap initiatives are taking place in other locations around the world and view our library catalogue of over 400 articles.

[Learn more](#)

Canadian Payroll Association Webinars

The Pay Equity Office is pleased to be partnering with the Canadian Payroll Association to present a webinar in English and French direct to your desktop on Wednesday, October 5. These sessions will focus on the importance of maintenance under the *Pay Equity Act*.

[Learn more](#)

New Employer Monitoring

We are continuing our proactive monitoring of new employers this Fall. As part of our mandate, the Pay Equity Office monitors individual workplaces to assess compliance with the *Pay Equity Act*.

[Learn more](#)

The Ursula Franklin Pay Equity Reading Room

The Pay Equity Office is pleased to honour the late Dr. Ursula Franklin by naming the Office's newly created reading room The Ursula Franklin Pay Equity Reading Room. Dr. Franklin, who passed away July 22, 2016, was the first female professor to join the

University of Toronto's Department of Engineering, Metallurgy and Materials Science where she taught for forty years. After her retirement she and other retired professors launched a class action lawsuit against her employer, resulting in about 60 retired women faculty receiving pension benefits previously denied them because of gender discrimination.

[Learn more](#)

Did you know?

Only pay equity adjustments that are clearly identified as pay equity adjustments and distributed according to the rules of the Act to underpaid female job classes are considered for achieving the pay equity job rate for proxy employers (i.e. public sector employers who received proxy orders from PEO and implemented pay equity using the proxy method). If an employer gives other wage increases (for example, cost-of-living increases), the pay equity job rate of female job classes of the seeking employer that have not yet achieved pay equity must be increased by the same dollar amount.

[Learn more](#)