

November 2016 | Issue #19

Recognizing the First Reading of the *Pay Equity Act*

On November 24, 1986, Bill 154 (an Act to provide for Pay Equity in the broader public sector and in the private sector) received its First Reading in the [Legislative Assembly](#). In June 15, 1987, it received Third Reading and passage into law. The *Pay Equity Act*, 1987 as it is commonly known, was given Royal Assent on June 29, 1987 and came into effect on January 1, 1988.

The Pay Equity Office will be holding a series of events throughout 2017 to commemorate the 30th year since enactment. Details will be forthcoming in the next issue.

Two successful applicants for the 2016-17 Gender Wage Gap Grant Program: Dr. Tammy Schirle and Ontario Women's Health Network

The Pay Equity Office is pleased to announce Dr. Tammy Schirle (Associate Professor (Economics) & Director, Laurier Centre for Economic Research & Policy Analysis, Wilfrid Laurier University) and the Ontario Women's Health Network were the two successful applicants for the 2016-17 Gender Wage Gap Grant Program (GWGGP).

[Learn more](#) (link to the News Page on our website for the whole story).

Ontario's Pay Equity Commissioner participates in Quebec's Pay Equity forum, November 24, 2016

Emanuela Heyninck, Commissioner of Ontario's Pay Equity Commission attended a forum in Quebec City, hosted by [Quebec's Pay Equity Commission](#). The forum, entitled "20 ans de la Loi sur l'équité salariale / 20 years of the *Pay Equity Act*" celebrated the 20th anniversary of Quebec's *Pay Equity Act*, which was passed into law on November 20, 1996. Invited guests discussed innovative policies and practices towards advancement of improved application of pay equity regulatory compliance.

Ontario's *Pay Equity Act* will celebrate its 30th anniversary in 2017.

The Commissioner addresses issues on women's economic empowerment at the United Nations, Ryerson and Humber.

Over the past six months, the Commissioner has participated on a number of panel discussions on pay equity within the context of the gender wage gap, including the United Nations Secretary-General's High Level Panel on Women's Economic Empowerment, as well as sessions at Ryerson University and Humber College.

In addition, the Commissioner made [submissions](#) to [Ontario's Changing Workplace Review](#), Submission to the [United Nations Working Group on Discrimination against Women in Law and in Practice](#); and the [House of Common's Special Committee on Pay Equity](#). The Commissioner also made a presentation to this Parliamentary Committee about Ontario's *Pay Equity Act*.

Beware of unauthorized consultants offering assistance with pay equity.

It has come to our attention that some employers have received letters from a consultant offering assistance with pay equity and soliciting business. These letters use the Government Ontario logo, and name and address of the Commission without any authorization, and may appear to be from or on behalf of the Pay Equity Commission.

Please note that the Ontario Pay Equity Commission does not endorse any consultant and the use of Ontario's marks on any products, services or communications materials is prohibited.

The Pay Equity Office offers assistance to employers and to the public through its [website](#), publications and educational services. For further information on pay equity you may contact our office via email: pecinfo.pecinfo@ontario.ca, or by telephone: (416) 314-1896.

Pay Equity Office's Business Plan 2016-2017 is now online

The Pay Equity Office's Business Plan for 2016-17 outlines the office's priorities and future planning over the next three years, to advance gender economic equality in Ontario.

[Learn more](#) (link to the Business Plan on our website)

Canada ranks #35 in the World Economic Forum's Global Gender Gap Report 2016

The [World Economic Forum's Global Gender Gap Report 2016](#) covers 144 countries and quantifies the magnitude of gender disparities, tracking their progress over time, with a specific focus on the relative gaps between women and men across four key areas: health, education, economy and politics. While Canada ranks 35 on the global index, it scored 36 on economic participation and opportunity, one on educational attainment, 108 on health and survival, and 49 on political empowerment. The report says no country has fully closed the overall gender gap, but the five countries that top its Global Gender Gap 2016 index - Iceland, Finland, Norway, Sweden and Rwanda, have closed more than 80 per cent of theirs. The report also finds that the global gender pay gap will not be closed for another 170 years if current trends continue.