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Marking the 30th anniversary year of the *Pay Equity Act*, 1987

2017 marks 30 years for Ontario's *Pay Equity Act*, 1987. The Pay Equity Office launched this 30th anniversary year with a reception on January 25, 2017. The Commissioner's remarks recognized the tremendous effort of the many individuals and organizations who worked and continue to work tirelessly to make pay equity a reality in Ontario.

Read about upcoming Pay Equity Office events in future issues.

New visual identity to mark the 30th anniversary year of the *Pay Equity Act*, 1987

To recognize the 30th anniversary year of the *Pay Equity Act*, 1987, PEO has created a special visual identity. It will be used on PEO's letterhead, website and other official communications.



Pay Equity Office does not endorse or 'authorize' consultants

In our November issue, we informed readers to be aware of consultants offering assistance with pay equity.

Please note: The Pay Equity Commission does not 'authorize' or endorse consultants to offer employers any assistance with pay equity. If you have been contacted by a consultant that uses the Government of Ontario logo, and/or name and address of the Commission, please contact the Pay Equity Office at pecinfo.pecinfo@ontario.ca, or (416) 314-1896 for investigation.

The Pay Equity Office provides a variety of resources on its website to assist employers in complying with the legislation at: www.payequity.gov.on.ca.

Pay Equity Office at the HRP A 2017 Conference

PEO once again had a strong presence at the Human Resources Professionals Association (HRPA) 2017 Conference in Toronto on February 1, 2 and 3. Review Officers provided conference-goers with information on the requirements of the Act, and how the various services PEO offers work to advance women's economic equality.

The PEO exhibit booth was well attended with over 600 conference-goers stopping to speak with staff and management.



PEO also provided a one-hour presentation entitled: Creating a fair workplace: What you need to know about pay equity. The presentation provided attendees with information about the Pay Equity Office and the 30th anniversary of Ontario's Pay

Equity Act, 1987. It focussed on why pay equity is good for business, the legal implications of the Act, the on-going obligation to maintain pay equity, and the role of Review Officers.

The 2017-18 Gender Wage Gap Grant Program coming soon

The Pay Equity Office will soon communicate an invitation for proposals for the 2017-18 Gender Wage Gap Grant Program (GWGGP). The GWGGP is intended to advance actions to promote equality between women and men that support efforts to close Ontario's gender wage gap.

Since 2014, the Office's Gender Wage Gap Grant Program has funded six projects that add to our understanding of pay equity, the gender wage gap, and how the earning potential of Ontario's working women can be maximized. This supports the government's priority of economic growth, and in turn benefits working families, the labour force, and overall economic productivity.

More information on past recipients is available [here](#).

UK Government taking steps to tackle the gender pay gap

Employers in the United Kingdom with 250 or more employees may be required to provide statistical information about levels of pay for each gender.

In February 2016, the UK Government published a Consultation Paper entitled Mandatory Gender Pay Gap Reporting. Its purpose was to gather views on what, if any, modifications should be made to draft regulations requiring large private and voluntary sector employers in England, Wales and Scotland to publish the differences between the average pay and bonuses of their female and male employees.

In December 2016, the UK Government published its response to the consultation on draft regulations.