

June 2017 | Issue #22

30th anniversary of the Passage of Ontario's *Pay Equity Act*

June 15, 2017 marked 30 years for the Passage of Ontario's *Pay Equity Act, 1987*.

On November 24, 1986, Bill 154 "An Act to provide for Pay Equity in the Broader Public Sector and the Private Sector", known as the *Pay Equity Act, 1986* was tabled in the House for First Reading. On February 3, 1987, it received Second Reading.

On June 15, 1987, Bill 154 received and passed Third Reading. On June 29, 1987, it received Royal Assent. Bill 154 was proclaimed on January 1, 1988, when it came into effect.

The purpose of the Act is to redress systemic gender discrimination in the compensation of employees in female job classes. All public sector employers and all private sector employers with ten or more employees are required to have compensation practices that provide for pay equity.

For 30 years, the Pay Equity Commission established under the *Pay Equity Act, 1987* has been promoting gender economic equality. It:

- Enforces pay equity rights and obligations through effective case and complaint management;
- Coordinates research on the gender wage gap; and
- promotes awareness to advance economic equality for Ontario's working women.

PEO Business Plan 2017-18

The Pay Equity Office's 2017-18 Business Plan is now available on our [website](#).

Gender Wage Gap Grant Program

The Pay Equity Office is pleased to announce three successful applicants for the 2017-18 Gender Wage Gap Grant Program (GWGGP) -- Principal Dr. Joanne Leck and Co-lead Dr. Peruvemba Jaya, both from University of Ottawa; Principal Dr. Phillipa Kah-Yee Chong from McMaster University; and Principal Dr. Wendy Cukier and Co-lead Dr. Kevin Stolarick, both from Ryerson University.

The two 2016-17 Gender Wage Gap Grant Program research reports are available on

our website.

For more information, visit our [website](#).

PEO participates in Global Compact Network Canada's Sustainable Development Goals (SDGs) Reporting Training

The Pay Equity Office participated in Global Compact Network Canada's first session on [SDGs Reporting Training](#) on June 12, 2017. The Office continues to advance the [United Nation's Sustainable Development Goal #5 - Gender Equality](#) through its outreach and monitoring programs.

The SDGs Reporting Training started with "Ringing the Bell" at the TMX. During the day, participants were provided with the opportunity to learn from industry leaders and experts, including Ontario's Pay Equity Commissioner, GRI, Statistics Canada, TELUS, and eRevalue, on how to report on the SDGs through an interactive learning experience.

Global Compact Network Canada is dedicated to assisting and empowering over 150 Canadian organizations with the advancement of the 17 Sustainable Development Goals and the 10 Principles of the UN Global Compact.

Early Lessons on Pay Equity for Young Learners

In 2016, the Pay Equity Office launched lesson plans for young learners specially tailored for different age groups. These plans help children understand the concepts of fairness and equality, why equal pay for work of equal value makes sense. Useful to teachers at the elementary and intermediate grade levels, these interactive educational materials are useful for other organizations such as Brownies, Guides, Beavers, Scouts, Boys and Girls clubs, summer camps, among other children organizations. Check them out at our [website](#).

On May 2, 2017, the Pay Equity Office also participated in [Skills Ontario's Young Women's Conference](#) held at the Toronto Congress Centre in Etobicoke. The conference provided young women with the opportunity to explore non-traditional careers in the skilled trades and technologies through hands-on challenges and interactive booths. It was also an opportunity for them to meet actual tradeswomen and learn about their experiences in the workplace. Review Officers from the Pay Equity Office conducted an interactive lesson with students to educate them on the concept of fairness and pay equity.

On June 9, the Pay Equity Commissioner visited Bishop Strachan School, Canada's oldest independent day and boarding school for girls, and spoke to Grade 8 students

about pay equity and fairness. The Commissioner also shared the Office's Young Learner Lesson Plans with teachers.

PEO's New Monitoring Programs

The Pay Equity Office is responsible for enforcing the *Pay Equity Act*, 1987. In addition to investigating pay equity related complaints, the Office also monitors individual workplaces in Ontario to enforce the Act. The Office has commenced its new monitoring programs for 2017-18 for:

- Federal Government Contractors
- Ontario Government's Vendor of Record

More information on our Monitoring Programs can be found [here](#).

Outreach to Unions and Employers

As part of its Phase 2 outreach efforts, the Pay Equity Office is contacting unions and employers whose collective agreements are expiring in 2017 with a short questionnaire to raise awareness with employers and unions of the *Pay Equity Act* in the Office's 30th anniversary year; highlight the information resources and staff supports provided by PEO; gauge the way the parties engage on pay equity issues and estimate the extent to which parties are using resources or tools provided by PEO and their satisfaction with these resources.

To learn more about the questionnaire, visit our [website](#).

PEO posts Order Summaries and Notices of Decisions

As part of an Open Government initiative and to mark the Pay Equity Office's 30th anniversary year, we have commenced posting Order Summaries and Notices of Decisions retroactive to April 1, 2016 on our website. The Orders and Notices of Decisions are organized alphabetically and by fiscal year.

To view the Order Summaries and Notices, click [here](#).