

Ontario Pay Equity Checklist



The Ontario *Pay Equity Act* requires all public sector employers and private sector employers with 10+ employees to take proactive measures to achieve and maintain gender wage equality. Employers must use gender-neutral methods to compare female-dominated job classes with similar male-dominated classes based on skill, effort, responsibility, and working conditions to identify pay gaps and eliminate those gaps by increasing pay for underpaid female roles. Covered employers must also post their pay equity plans, perform continual monitoring, and maintain communication with employees and unions. Here's a Checklist you can use to monitor your company's compliance with the Act.