

British Columbia's Pay Transparency Act — Phased Wage-Gap Reporting

Gender Equality · Good practice · Canada

Quality score: 74/100

Evidence strength: Descriptive / self-reported

Summary

BC's Pay Transparency Act requires salary ranges in all public job postings and phases in annual gender pay-gap reports for employers with 50+ staff by 2026; the province's median gender pay gap fell from 18% (2022) to 17% in the first reporting year.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-14

[Government of British Columbia — Gender Equity Office](#) — accessed 2026-09-14

[BC Government News — Legislation will help close B.C.'s gender pay gap](#) — accessed 2026-09-14

[KPMG Canada — Pay transparency reporting in British Columbia](#) — accessed 2026-09-14

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