

Canada's University Salary Disclosure Laws — Public 'Sunshine' Lists and a 20–40% Narrower Faculty Gender Pay Gap

Gender Equality · Good practice · Canada

Quality score: 74/100

Evidence strength: Strong

Summary

Provincial laws publishing individual salaries above a threshold (from 1996) were followed by a 20–40% smaller gender pay gap among Canadian university faculty in a peer-reviewed event study, driven mainly by slower male salary growth in unionised universities.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-09-29

Provincial governments of British Columbia, Manitoba, Ontario, Nova Scotia, Alberta, Newfoundland and Labrador — accessed 2026-09-29

AEJ: Applied Economics — Pay Transparency and the Gender Gap — accessed 2026-09-29

Statistics Canada — Pay Transparency and the Gender Gap — accessed 2026-09-29

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