Newfoundland and Labrador's Pay Equity and Pay Transparency Act (2022) — Public-Sector Pay Equity Plus Province-Wide Posting Transparency, Outcomes Not Yet Evidenced

Gender Equality · Good practice · Canada

Quality score: 30/100

Evidence strength: Cautionary / limited

Summary

The 2022 bill requires public-sector employers with 10+ employees to value jobs on skill, effort, responsibility and working conditions, and requires all employers to show pay in postings and not ask pay history. Passed third reading 27 Oct 2022; no outcome data found.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-11-08

Government of Newfoundland and Labrador — Women and Gender Equality — accessed 2026-11-08

Government of NL — Pay Equity and Pay Transparency Legislation announcement — accessed 2026-11-08

Canadian Lawyer — Bill passes third reading — accessed 2026-11-08

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