

Ontario's Job-Posting Pay Transparency Rules (Working for Workers Act, 2026) — Salary Ranges Required, Enforcement Criticised as 'Toothless'

Gender Equality · Good practice · Canada

Quality score: 30/100

Evidence strength: Cautionary / limited

Summary

From 1 Jan 2026 Ontario employers with 25+ staff must post a pay range (max spread \$50,000) and disclose AI use in hiring. Lawyers criticise the lack of an effective enforcement mechanism.

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	1/1
Gender-mainstreaming embedding	0/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-09-30

Government of Ontario, Ministry of Labour — accessed 2026-09-30

CP24 — New pay transparency laws in effect in Ontario — accessed 2026-09-30

The Globe and Mail — Ontario's hiring and pay transparency rules lack enforcement — accessed 2026-09-30

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