

Ontario's Pay Equity Act (1987) — Mandatory Job-Comparison Pay Equity, With Gaps in Small and Non-Union Workplaces

Gender Equality · Good practice · Canada

Quality score: 78/100

Evidence strength: Strong

Summary

Passed in June 1987 and in force from 1 January 1988, the Act requires job-value comparison between female- and male-dominated jobs. Adjustments continue, but coverage gaps remain and no source attributes a measured gap reduction to it.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-01

[Pay Equity Commission of Ontario](#) — accessed 2026-10-01

[Policy Options — Gender pay equity in Ontario \(2017\)](#) — accessed 2026-10-01

[EBSCO Research Starters — Ontario's Pay Equity Act](#) — accessed 2026-10-01

Cite this — Evidoria. *Ontario's Pay Equity Act (1987) — Mandatory Job-Comparison Pay Equity, With Gaps in Small and Non-Union Workplaces*. Persistent ID: 03fb9723-7544-49bc-bed9-56dfaa2e0066.