

Ontario's Pay Transparency Act, 2018 — Passed but Suspended Before It Took Effect (Cautionary Case)

Gender Equality · Good practice · Canada

Quality score: 15/100

Evidence strength: Cautionary / limited

Summary

Ontario passed a pay transparency law in May 2018 due to start in January 2019, but a new government suspended it by Bill 57 and it has never been proclaimed — a lesson in legislative durability.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
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	0/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-06

[Government of Ontario](#) — accessed 2026-10-06

[Williams HR Law: Pay Transparency Act delayed indefinitely](#) — accessed 2026-10-06

[Global News: Ford government pay transparency law](#) — accessed 2026-10-06

[Mondaq: Ontario Pay Transparency update](#) — accessed 2026-10-06

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