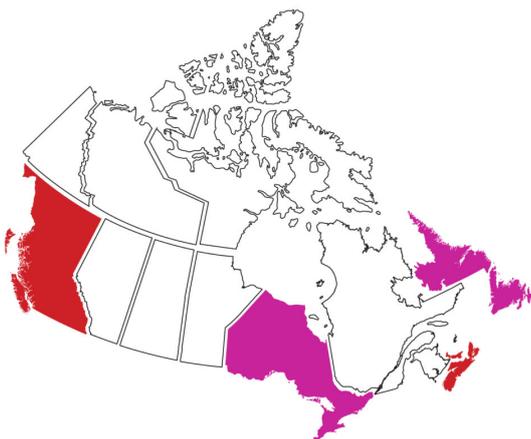


# Where Is Pay Transparency Legally Required?



Pay transparency has become the hottest thing in cutting edge HR law. Six of Canada's 14 jurisdictions have recently adopted pay transparency laws. However, the pay transparency legislation that passed in Newfoundland and Ontario hasn't yet actually taken effect. And there's no way of knowing when or even if it will. Here's a visual summary of the current state of pay transparency laws across the country.

## **Where Is Pay Transparency Legally Required?**



- Pay transparency laws are in effect
- No pay transparency laws
- Pay transparency laws have passed the Assembly but not taken effect

- Pay transparency reporting required in federal jurisdiction
- New BC pay transparency laws took effect on Nov. 1, 2023
- Proposed pay transparency legislation was defeated in Manitoba and Saskatchewan