

## Human Resources Legislative Update

# Government Announces Consultation on Pay Transparency Reporting Requirements

**Date:** February 20, 2019

On February 19, 2019, the Ministry of Labour [invited feedback on its Pay Transparency Consultation Paper](#) to assist it in the development of regulatory pay transparency reporting requirements under the *Pay Transparency Act, 2018* (Act). The coming into force date of that Act was postponed indefinitely by Bill 57, *Restoring Trust, Transparency and Accountability Act, 2018*.

The proposed regulation would set out the requirements for employers with 100 or more employees “to annually calculate, and make available, information about organizational wage gaps and workforce composition with respect to gender.”

The proposal focuses on the calculation of gender wage gap and of workforce composition, and invites any accompanying information an employer may want to provide. It includes consultation questions on wage gap calculations, reporting periods and implementation costs.

Written responses to the questions and overall proposal can be submitted via email to [pta@ontario.ca](mailto:pta@ontario.ca). Quote proposal number 19-MOL005.

Submissions are due by April 5, 2019.

For background information on the *Pay Transparency Act, 2018*, see our *Human Resources Legislative Update* blog post of April 26, 2018 [Ontario Passes Pay Transparency Legislation](#).