

# Achieving Pay Equity for Women in Canada

## For Employers



CANADIAN CENTER  
FOR WOMEN'S  
EMPOWERMENT

CENTRE CANADIEN  
POUR L'AUTONOMISATION  
DES FEMMES

CCFWE's [Achieving Pay Equity for Women in Canada](#) examines the structural barriers that prevent pay equity and contribute to persistent wage gaps. The report highlights how workplace policies and practices can either reinforce these barriers or help remove them.

## Why It Matters

Pay equity is not only a legal responsibility; it is an important part of creating fair, accessible, and economically secure workplaces. Workplace inequities can affect hiring, retention, advancement, earnings, and long-term financial security.

For people experiencing GBV and economic abuse, workplace flexibility, fair compensation, privacy, and access to accommodations can be critical to maintaining employment and economic independence.

**Read [Achieving Pay Equity for Women](#) to understand the systemic factors contributing to wage gaps and identify opportunities to strengthen workplace practices.**

## Calls to Action

### 1. Strengthen pay equity and transparency

Meet applicable pay equity requirements, monitor compensation practices, disclose pay scales during hiring, and address identified inequities.

### 2. Ensure workers are paid accurately and fairly

Track hours accurately, pay overtime, and prevent underreported or unpaid hours.

### 3. Remove barriers to hiring and advancement

Review recruitment and promotion practices, provide accommodations, avoid unnecessarily restrictive job requirements, and train HR staff to identify systemic bias.

### 4. Build flexible and inclusive workplaces

Support flexible scheduling, part-time work, and time off for court proceedings, childcare, safety needs, and access to health or support services.

### 5. Prevent stigma and discrimination

Adopt trauma-informed HR policies and training so that people experiencing GBV are not penalized in compensation or advancement because of disclosure or accommodation needs.

### 6. Support secure channels to wages

Employers should provide a secure process for workers to change payroll destination information, and, where systems permit, offer survivor-directed options such as split deposits or alternate accounts while maintaining privacy and fraud safeguards.