

Achieving Pay Equity for Women in Canada

For Federal Government



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.

Why It Matters

Pay inequity affects economic security, financial independence and Canada's broader economy. For people experiencing gender-based violence and economic abuse, employment disruption, employment sabotage, and barriers to maintaining or advancing in work can compound existing wage inequities and have lasting impacts on earnings, pensions, and retirement security.

The federal government has an important role in strengthening the legislative and policy framework that determines how pay equity, employment equity, human rights, and workplace protections are addressed across Canada.

Read Achieving Pay Equity for Women in Canada to explore the evidence, policy analysis, and full recommendations.

Calls to Action

1. Create a single federal equity framework

Amalgamate the Pay Equity Act and Employment Equity Act under the Canadian Human Rights Act to address pay equity, employment barriers, representation, and workplace discrimination through an integrated framework.

2. Embed intersectionality in equity assessments and data

Ensure federal assessments and Statistics Canada data collection account for intersecting barriers affecting compensation, hiring, retention, and advancement.

3. Recognize GBV as an employment equity issue

Recognize people experiencing GBV as facing systemic barriers to labour and economic participation and establish appropriate protections and supports.

4. Strengthen pay transparency and wage protections

Strengthen pay transparency and protections against wage theft, unlawful withholding of wages, and retaliation for reporting violations.

5. Strengthen income and employment protections

Improve access to paid leave, benefits, income supports, and Employment Insurance for people experiencing GBV and economic abuse.

6. Strengthen implementation and enforcement

Resource relevant federal authorities to support proactive compliance, enforcement, and public reporting on pay and employment equity outcomes.