

Achieving Pay Equity for Women in Canada

For NGOs and Changemakers



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 identifies opportunities for civil society to advance a more equitable labour market.

Why It Matters

NGOs, unions, worker organizations, advocates, researchers, and other changemakers play an important role in translating policy into action. They can help workers understand and exercise their rights, strengthen access to justice, influence workplace practices, and bring evidence and lived experience into policy development.

Addressing pay inequity also requires greater attention to how gender-based violence and economic abuse affect employment, income, and long-term economic security.

Read [Achieving Pay Equity for Women](#) for the full evidence, analysis, and recommendations for advancing pay equity across Canada.

Calls to Action

1. Build awareness of workers' rights through training

Provide accessible education on pay equity, pay transparency, wage theft, workplace rights, and employment protections related to GBV.

2. Strengthen access to justice

Support and provide access to legal information, representation, and justice mechanisms for workers experiencing GBV and economic abuse.

3. Advocate for inclusive workplaces

Promote trauma-informed policies that prevent people experiencing GBV from being penalized in compensation, promotion, or advancement.

4. Support worker-led systems change

Work with unions, worker organizations, and people with lived experience to advance pay equity and economic security.

5. Advance intersectional research

Support research examining the relationship between GBV, economic abuse, wage gaps, and pay inequity across diverse populations.

6. Turn evidence into action

Use research, community expertise, and lived experience to inform policy advocacy, employer practices, public education, and systems change.