

Achieving Pay Equity for Women in Canada

For Provincial and Territorial Governments



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

Provincial and territorial governments shape many of the employment standards, workplace protections, and pay equity measures that directly affect workers. Yet pay equity and pay transparency protections remain inconsistent across Canada.

People experiencing gender-based violence and economic abuse can face employment disruption, employment sabotage, and barriers to maintaining work or advancing in their careers. Stronger protections can help ensure these experiences do not lead to further economic disadvantage.

Calls to Action

1. Establish proactive pay equity legislation

Ensure every province and territory has pay equity legislation covering public and private sector employees, with monitoring, compliance, enforcement, and maintenance provisions.

2. Establish pay transparency requirements

Require employers to disclose pay scales during the hiring process and expand protections across jurisdictions.

3. Strengthen wage standards and restitution

Promote consistency in minimum wage standards and civil remedies for wage restitution for exploited workers.

4. Recognize GBV and economic abuse in labour legislation

Recognize financial control, interference with employment or income, and coercion affecting a person's ability to work or maintain employment.

5. Protect employment during periods of crisis

Strengthen standards for job-protected leave, flexible work arrangements, and workplace accommodations for people experiencing GBV and economic abuse without requiring unnecessary disclosure.

Read [Achieving Pay Equity for Women](#) for the full analysis of Canada's pay equity landscape and recommendations for governments, employers, and organizations.