

Canada's Federal Pay Equity Act 2018 — Proactive Equal-Pay Regime for Federally Regulated Workplaces

Gender Equality · Good practice · Canada

Quality score: 85/100

Evidence strength: Observational / pre–post

Summary

Canada's Pay Equity Act (2018, in force Aug 2021) shifts pay equity from complaint-based to proactive: ~5,000 federally regulated employers covering 1.4 million workers must build pay equity plans and close identified gaps within prescribed timelines.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-23

[Office of the Pay Equity Commissioner / Canadian Human Rights Commission \(CHRC\)](#) — accessed 2026-06-23

[Government of Canada – Pay Equity Act overview](#) — accessed 2026-06-23

[CHRC Pay Equity Commissioner 2024–25 Annual Report](#) — accessed 2026-06-23

[Canadian Women's Foundation – Gender Pay Gap facts](#) — accessed 2026-06-23

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