

Pay inequity in NEWFOUNDLAND AND LABRADOR

June 12th

The average woman
in N.L. makes

76 cents

for each dollar the
average man makes.



Average weekly earnings:

Men

\$1,472

Women

\$1,117

The average woman in N.L.
needed to work an additional

116 days

to make what the average
man made in 2025.

JUNE

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					



CCPA
CANADIAN CENTRE
for POLICY ALTERNATIVES
NOVA SCOTIA OFFICE

JUNE 2026

Pay inequity in Newfoundland and Labrador

Weekly wage gap: \$355 or 24%

- The weekly wage gap for women in Newfoundland and Labrador is \$355. That is, the average woman in Newfoundland and Labrador makes \$355 less per week than the average man, or 24 per cent less.
- For each dollar a man makes, a woman makes only 76 cents.
- This is the **highest gap in Atlantic Canada**, and the **second-highest gap of all provinces**, only after Alberta.

Hourly wage gap: \$3.65 or 10%

- The hourly wage gap for women in Newfoundland and Labrador is \$3.65. That is, the average woman in Newfoundland and Labrador makes \$3.65 less per hour than the average man, or 10 per cent less.

Equal Pay Day: 116 extra paid workdays; June 12

- In order for the average woman to make what the average man made in 2025, she would need to work an additional 116 days into 2026. This means that Equal Pay Day for Newfoundland and Labrador women was June 12. (Based on a five day work week with two days of rest).

Average annual employment earnings: 0.70

- The average gender pay ratio in annual wages, salaries and commissions in Newfoundland and Labrador is 0.70. The median is 0.72.

The pay gap is considerably higher for employees in the private sector... though the gap remains present in both sectors

- In the private sector, the pay gap is \$514 (36%).
- In the public sector, the pay gap is \$98 (6%).

Even in woman-dominated occupations, the pay gap still persists, even if less pronounced at times.

- Women make up 81.5 per cent of health occupations, and the average woman in that field makes 96 cents to what a man in that field makes.
- Women make up 71.3 per cent of business, finance and administrative occupations, and make 84 cents in comparison to the average man in that sector.
- Women make up 73 per cent of people working in education, law, and social, community and government services, and make 79 cents to what the average man makes.

There are wide gender pay gaps in male-dominated occupations

- Men make up 86 per cent of jobs in natural resources, agriculture, and related production occupations, meaning women only hold 14 per cent of these jobs. The average woman working in this sector makes 76 cents to the average man's dollar.
- Men make up 69.2 per cent of jobs in manufacturing and utilities, meaning women only hold 30.8 per cent of these jobs. The average woman in this sector makes 63 cents to the average man's dollar.

The more education a woman has, the smaller the pay gap.

- The average Newfoundland and Labrador woman who has less than a high school diploma has a 42 per cent pay gap.
- Women with a bachelor's degree or higher have a wage gap of 10 per cent.

Women who are unionized or covered by a collective agreement face a smaller pay gap than non-unionized women, though the pay gap is significant in both groups.

- The average non-unionized woman has a weekly pay gap of \$380 (28%).
- The average unionized woman has a weekly pay gap of \$313 (20%).

Racialized women in Newfoundland and Labrador face high pay gaps.

- The wage gap for racialized women (compared to non-racialized men) is 36 per cent.
- **This means that for every \$100 the average non-racialized man makes, the average racialized woman makes only \$64.**

Indigenous women in Newfoundland and Labrador face high pay gaps.

- The wage gap for Indigenous women (compared to non-Indigenous men) is 33 per cent.

Women with non-permanent resident status face the highest pay gap.

- The (annual) gender wage gap for non-permanent resident women (compared to non-immigrant men) is 54 per cent.
- While it is smaller for permanent residents, it is still significant, at 21 per cent.

Women make up most of part-time workers.

- In Newfoundland and Labrador, women make up 49.3 per cent of all workers, but they make up 66 per cent (two-thirds) of part-time workers. In comparison, men make up 50.7 per cent of all workers and 34 per cent of part-time workers.
- This is significant because part-time work is often low-wage work.

This fact sheet draws from the CCPA-NS report on pay inequity, available in both English and French: Cerdas Sandí, D. and Saulnier, C. (2026). *Closing the Gaps: Gender pay inequity in Atlantic Canada*. Canadian Centre for Policy Alternatives – Nova Scotia.

www.policyalternatives.ca/news-research/closing-the-gaps/

This publication is available free of charge at

www.policyalternatives.ca/regions/nova-scotia/

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