

Pay inequity in NOVA SCOTIA

April 1st

The average woman
in Nova Scotia makes

85 cents

for each dollar the
average man makes.

Average weekly earnings:

Men

\$1,295

Women

\$1,099

APRIL

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			

The average woman in Nova Scotia
needed to work an additional

65 days

to make what the average
man made in 2025.



CCPA
CANADIAN CENTRE
for POLICY ALTERNATIVES
NOVA SCOTIA OFFICE

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FACT SHEET

Pay inequity in Nova Scotia

Weekly wage gap: \$196 or 15%

- The weekly wage gap for women in Nova Scotia is \$196. That is, the average woman in Nova Scotia makes \$196 less per week than the average man, or 15 per cent less.
- For each dollar a man makes, a woman makes only 85 cents.

Hourly wage gap: \$2.16 or 6%

- The hourly wage gap for women in Nova Scotia is \$2.16. That is, the average woman in Nova Scotia makes \$2.16 less per hour than the average man, or 6 per cent less.

Equal Pay Day: 65 extra paid work days; April 1st

- In order for the average woman to make what the average man made in 2025, she would need to work an additional 65 days into 2026. This means that Equal Pay Day for Nova Scotian women was April 1st. (Based on a five day work week with two days of rest).

Average annual employment earnings: 0.78

- The average gender pay ratio in annual wages, salaries and commissions in Nova Scotia is 0.78. The median is 0.80.

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

- In the private sector, the pay gap is \$281 (23%).
- In the public sector, the pay gap is \$221 (14%).

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

- Women make up 83.9 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 70.9 per cent of business, finance and administrative occupations, and make 87 cents in comparison to the average man in that sector.
- Women make up two-thirds (67.6%) of people working in education, law, and social, community and government services, and make 74 cents to what the average man makes.

There are wide gender pay gaps in male-dominated occupations

- Men make up 81.2 per cent of jobs in natural resources, agriculture, and related production occupations, meaning women only hold 18.8 per cent of these jobs. The average woman working in this sector makes 67 cents to the average man's dollar.

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

- The average Nova Scotian woman who has less than a high school diploma has a 49 per cent pay gap—this is the highest of all this category of woman compared to the other Atlantic provinces.
- Women with a bachelor's degree or higher have a wage gap of 14 per cent.

Unionized women face a smaller pay gap than non-unionized women.

- The average non-unionized woman has a weekly pay gap of \$262 (21%).
- The average unionized woman has a weekly pay gap of \$163 (11%).

Racialized women in Nova Scotia face high pay gaps.

- The wage gap for racialized women (compared to non-racialized men) is 38 per cent. This is the second highest in the Atlantic provinces, after P.E.I. (42%).
- **This means that for every \$100 the average non-racialized man makes, the average racialized woman makes only \$62.**

Indigenous women in Nova Scotia face high pay gaps.

- The wage gap for Indigenous women (compared to non-Indigenous men) is 34 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 24 per cent.

Women with disabilities have a lower annual income than men without disabilities.

- Men without disabilities had a median annual income (after-tax) of \$45,630, while women with moderate disabilities had a median annual income of \$32,120.
- The gap is more severe for women with more severe disabilities. Women with severe disabilities had a median annual income of \$30,910, and women with very severe disabilities had a median annual income of \$23,530.

Women make up most of part-time workers.

- In Nova Scotia, women make up 48.5 per cent of all workers, but they make up 64.3 per cent of part-time workers. In comparison, men make up 51.5 per cent of all workers and 35.7 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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