

# Pay inequity on **PRINCE EDWARD ISLAND**

January 28th

The average woman  
on P.E.I. makes

**95 cents**

for each dollar the  
average man makes.

**Average weekly earnings:**

**Men**

**Women**

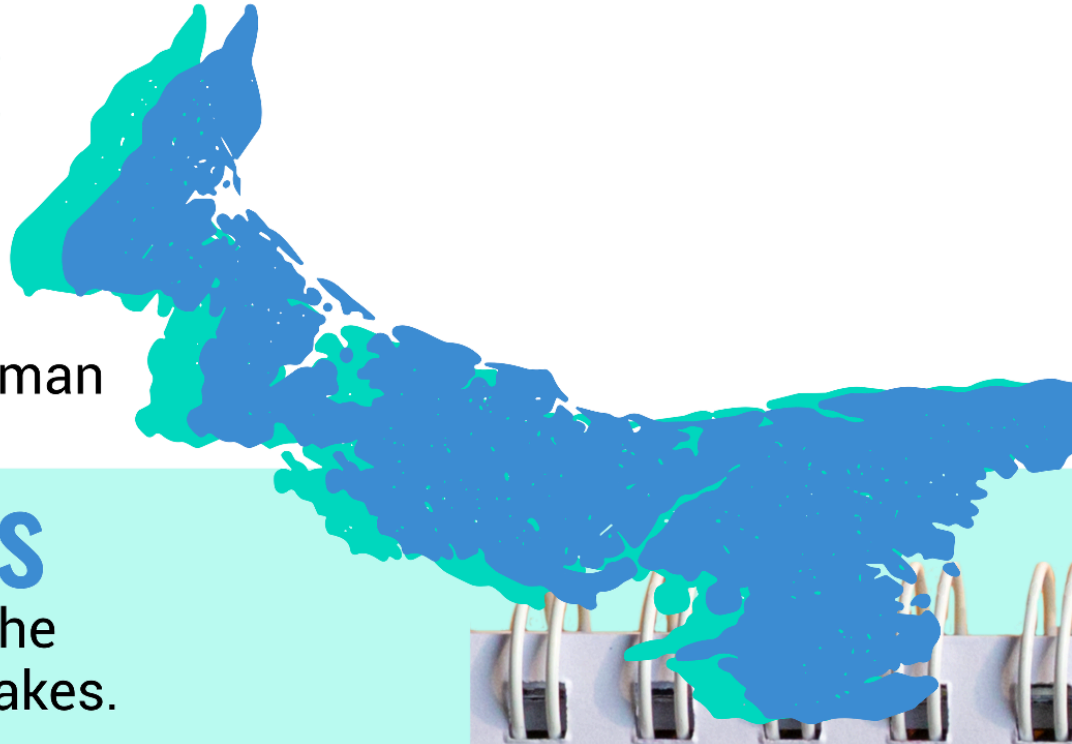
**\$1,158**

**\$1,099**

The average woman on P.E.I.  
needed to work an additional

**20 days**

to make what the average  
man made in 2025.



**JANUARY**

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	31	



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CANADIAN CENTRE  
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NOVA SCOTIA OFFICE

JUNE 2026

## Pay inequity on Prince Edward Island

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### **Weekly wage gap: \$59 or 5%**

- The weekly wage gap for women on Prince Edward Island is \$59. That is, the average woman on Prince Edward Island makes \$59 less per week than the average man, or 5 per cent less.
- For each dollar a man makes, a woman makes only 95 cents.
- This is the **lowest pay gap in Canada**.

### **Hourly wage gap: -\$1.06 or -4%**

- When looking only at the hourly wages, P.E.I. women earn \$1.06 more per hour than men on average. However, women still have lower average weekly wages and lower annual employment earnings.

### **Equal Pay Day: 20 extra paid work days; January 28**

- In order for the average woman to make what the average man made in 2025, she would need to work an additional 20 days into 2026. This means that Equal Pay Day for Islander women was January 28. (Based on a five day work week with two days of rest).

### **Average annual employment earnings: 0.84**

- The average gender pay ratio in annual wages, salaries and commissions in Prince Edward Island is 0.84. The median is 0.84.

**When looking at P.E.I. broadly, the pay gap seems comparatively small. However, when we break it down by sector, occupation, and race, larger gaps appear.**

### **The pay gap is considerably higher for employees in the private sector.**

- In the private sector, the pay gap is \$219 (20%).
- In the public sector, the pay gap is \$23 (2%).

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

- Women make up 86.3 per cent of health occupations, and the average woman in that field makes 93 cents to what a man in that field makes.
- Women make up 73.3 per cent of business, finance and administrative occupations, and make 96 cents in comparison to the average man in that occupational group.
- Women make up 72.5 per cent of people working in education, law, and social, community and government services, and make 86 cents to what the average man makes.

### **There are wide gender pay gaps in male-dominated occupations**

- Men make up 86.2 per cent of jobs in natural resources, agriculture, and related production occupations, meaning women only hold 13.8 per cent of these jobs. The average woman working in this occupational group makes 78 cents to the average man's dollar.

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

- The average Prince Edward Island woman who has less than a high school diploma has a 27 per cent pay gap.
- Women with a bachelor's degree or higher have a wage gap of 3 per cent.

### **Unionized women do not face a pay gap, while non-unionized women do.**

- The average non-unionized woman has a weekly pay gap of \$188 (17%).
- The average unionized or covered by a collective agreement woman has a weekly pay gap of -\$13 (-1%), meaning that this group of women make an additional \$13 per week when compared to the average unionized or covered by a collective agreement man.

### **Racialized women in Prince Edward Island face high pay gaps.**

- The wage gap for racialized women (compared to non-racialized men) is 42 per cent. **This is the highest pay gap for racialized women in Atlantic Canada.**
- **This means that for every \$100 the average non-racialized man makes, the average racialized woman makes only \$58.**

## **Indigenous women in Prince Edward Island face high pay gaps.**

- The wage gap for Indigenous women (compared to non-Indigenous men) is 17 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 30 per cent.

### **Prince Edward Island has the highest pay gap for permanent resident women.**

## **Women make up most of part-time workers.**

- In Prince Edward Island, women make up 49.9 per cent of all workers, but they make up 58.5 per cent of part-time workers. In comparison, men make up 50.1 per cent of all workers and 41.5 per cent of part-time workers.
- This is significant because part-time work is often low-wage work. Given that P.E.I. has a more equal distribution of men and women working part-time jobs, this could be a reason for the less pronounced pay gap.

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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.

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