Fast Facts

BULLETIN 126 | MONDAY, OCTOBER 5, 2026

Women's History Month

Women's History Month

Imagine being denied opportunities simply because of your gender. For many women, this was a reality within the last few decades. While significant progress has been made, Women's History Month is an opportunity to reflect on how far we've come and the work that still remains.

Did you know?
As per the Government of Canada:

- In 2025, the labour force participation rate for Canadian women aged 25-54 reached 85%, up from 38% in 1976.
- Canada has one of the highest rates of workforce participation among women in the world.
- Despite the progress, women continue to be over-represented in low-wage occupations, such as administrative support roles. In 2022, compared to 16% of men, 28% of women worked in the five lowest-paid occupations.
- On average, Canadian women earn approximately 88 cents for every dollar earned by men.

Resources

Below are a few resources for you and your team.

Women of Impact in Canada (Government of Canada)
An online gallery featuring stories of women in Canada who have left an impact in various fields.

Invisible Women: Data Bias in a World Designed for Men by **Caroline Criado Pérez**
This is an award-winning book grounded in research and data. It investigates how missing data can lead to unintended biases by looking at real-world examples.

Women and the workplace - How employers can advance equality and diversity (Government of Canada)
This resource offers practical tips and strategies for employers on how they can support hiring, retention, career advancement, and inclusion.

Legislative Updates

Ontario - Increase in Minimum Wage

Effective October 1, Ontario's minimum hourly wage has increased from $17.60 to $17.95.

Alberta - Changes in the Health Statutes Amendments Act

Effective October 1, the changes listed below have come into effect through Bill 11, the Health Statutes Amendments Act, 2025 (No. 2):

Blog

Termination of Benefits at The Age of 65 - Regardless of an employee's age, employers must continue certain prescription drugs and supplemental health benefits for as long as an employee is actively employed.

Private Plans Pay First - If an employee has both private and government-sponsored coverage, claims must generally be submitted to the private plan first.

Click here for more information about Bill 11.

"If you believe it will work out, you'll see opportunities. If you believe it won't, you will see obstacles."

- Wayne Dyer

OCTOBER 05, 2026 | EMPLOYMENT LEGISLATION

Women's History Month and the Conversation on Pay Equity

Women's History Month in Canada, celebrated each October since its designation in 1992, recognizes the achievements, contributions, and lasting impact of women throughout Canadian history. It is an opportunity for Canadians to celebrate the women who helped shape the country while reflecting on the systemic barriers that continue to affect women and girls today. From pioneers in medicine and civil rights to advocates for social justice and equality, countless Canadian women have driven meaningful change. Among them are…

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