CCWESTT

HONESTLY, WE NEED THIS TO WORK.

CHANGING THE NARRATIVE: GENDER EQUALITY IN SETT REPORT

Honestly, we need *this* to work.

The Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) presents the 2025 SETT Gender Equality Report Card. This pivotal report delivers comprehensive, evidence-based insights into the state of gender equality across Canada's federal, provincial, and territorial jurisdictions in science, engineering, trades, and technology (SETT). Drawing on eighteen participatory research studies and an internal Canada–Iceland comparison, the Report Card evaluates policy environments, structural barriers and outlines practical pathways for systemic change.

METHODOLOGY AND SCOPE

The Report Card applies a participatory policy-audit approach across three themes—Pathways to Equality, SETT Recruitment, and SETT Retention—combining qualitative and quantitative evidence, jurisdictional policy reviews and cross-sector benchmarking.

Community-centred co-researchers from Indigenous, Black, racialized, 2SLGBTQIA+ and disability-led groups helped shape the questions and validate findings, and an internal Canada–Iceland case study added international perspective.

Indicators included policy presence, implementation rigor, outcomes and perceptions; experts and regional review panels validated scores. Line items were marked as implemented or not, averaged into topic and category scores, and rolled up into theme grades and an overall jurisdiction grade (A+ to F), highlighting where governments lead, where progress is underway, and where coordinated, well-resourced action can accelerate inclusive pathways in SETT.

WHAT THIS REPORT COVERS

This executive summary presents the core findings and recommendations from CCWESTT's Honestly, We Need This To Work: Changing the Narrative: Gender Equality in SETT Report September 2025 report, using a gender-based analysis plus (GBA+) and intersectional lens.

Gender-Based Analysis Plus (GBA+) is Canada's analytical framework to assess how diverse groups—by gender, race, ability, newcomer status, sexual orientation and much more—experience policies, programs, and systems. Canada's leadership on GBA+ provides a strong foundation for more inclusive SETT systems.

The scope includes the full SETT ecosystem — education, workplace practice, regulatory frameworks, advocacy and community programming — and centers the experiences of women and gender-diverse people, including Indigenous, Black, racialized, newcomer, disabled and 2SLGBTQIA+ communities.

This report shows the system already delivers strong results for many, and with targeted action those gains can be broadened so it works for everyone. Our analysis identifies clear, practical policy levers that will turn existing talent and commitment into lasting, equitable careers for women and gender-diverse people.

The State of Gender Equality in SETT:

MOMENTUM AND PROGRESS—BUT NOT FOR ALL

Canada's SETT sectors have made important strides toward equity over the past decade. Progress includes near gender parity among recent university graduates, stronger public-sector representation, and national initiatives such as the 50-30 Challenge that broaden inclusion.

Targeted efforts, for example, the 30 by 30 engineering goal and Indigenous-led STEM education programs, are shifting the dial. These advances create momentum, even as persistent gaps show more coordinated action is still needed to secure lasting, system-wide change.

KEY INSIGHTS:

- Pay remains uneven: women working full time still earn noticeably less than men, with larger gaps for racialized and Indigenous women.

- Women hold nearly half of Canadian jobs but are less present in management and senior leadership, and Indigenous, Black and disabled women are especially underrepresented at the top.

- Women and gender-diverse people remain markedly underrepresented in the skilled trades, with certification and retention rates far below overall enrollment. Persistent barriers—including workplace harassment, inaccessible worksites, rigid apprenticeship pathways, and a lack of targeted recruitment and wraparound supports—limit entry and advancement. Scaling inclusive apprenticeship models, paid bridging programs, accessible training sites, and employer-led retention incentives will open trades careers to a broader, more diverse workforce.

- Indigenous, Black, racialized, disabled, 2SLGBTQIA+ and newcomer communities continue to be significantly underrepresented across SETT education and other professional roles.

Together, these patterns show that the pathway from education to rewarding SETT careers is uneven: opportunity and advancement still tend to favour those with the fewest barriers, so targeted, sustained action is needed to make the system that works for everyone.

EARLY BARRIERS, LASTING CONSEQUENCES

Gendered expectations, stereotypes, and structural biases in education begin early and persist throughout the career cycle. Girls, gender-diverse, Indigenous, and racialized youth are often excluded from "advanced" science and math tracks, lacking access to role models and mentors who reflect their identities and lived realities. High school streaming, limited physics exposure, and "chilly" classroom or lab environments cause interest and confidence in SETT to erode before post-secondary education even begins.

Youth with disabilities, Black youth, and newcomer youth also report:

- Lack of accessible learning spaces, culturally relevant curriculum, and peer/mentor support.

- Microaggressions, stereotype threats, and direct discouragement from teachers or advisors about their potential to succeed in SETT fields.

Addressing these barriers early—through inclusive curricula, accessible environments and visible mentorship—protects curiosity and strengthens the pipeline Canada needs.

WORKPLACE REALITIES: CULTURE, SAFETY, AND ADVANCEMENT

SETT workplaces are improving: more employers recognize the value of diverse teams and are adopting practices to strengthen belonging, safety and career pathways for women and gender-diverse people. Yet for many the everyday experience still falls short.

- Women engineers, for example, earn roughly $20,000 less than their male peers, and career progression often stalls in mid-career.

- 2SLGBTQIA+ workers report discrimination and harassment—about 35% experience bias in hiring interviews and 56% face harassment at work

- Disabled scientists regularly confront labs, conferences and fieldwork that are physically or procedurally inaccessible, with accommodations treated as exceptions rather than standard practice.

These gaps most sharply affect people at the intersections of multiple barriers. Two-Spirit, Indigenous, Black, newcomer, disabled and racialized colleagues frequently describe both visible and hidden obstacles: exclusion from informal sponsorship and networks, unrecognized "diversity work," and burnout from carrying extra labour that rarely counts toward promotion. Those experiences erode retention and limit the return on investments in recruitment and training.

Employers that combine practical supports with clear accountability—regular culture audits, effective grievance processes, transparent pay and promotion practices—retain more staff, lower turnover, and boost innovation.

Key Findings on Three Themes

The Report Card review covers three themes: Pathways to Equality, SETT Recruitment, and SETT Retention. Key findings for these themes are summarised below. The resulting analysis of all topics included in the jurisdictional policy reviews and cross-sector benchmarking can be found in the Appendix.

PATHWAYS TO EQUALITY

The first theme, Pathways to Equality, covers legislative structures to create equality, including Human Rights legislation, as well as implementation frameworks such as the Human Rights Tribunal. This theme identifies any strategies for change that have been implemented by federal/provincial/territorial governments through an intersectional lens. This section of the report card is valuable to all Canadians, beyond SETT.

Within the Pathways to Equality theme, Canadian jurisdictions demonstrate that they value human rights in theory and in their structures, yet inequality persists in practice. Legislators must strengthen systems that support people across intersections of gender, disability, culture, and racial identity—because equity is the pathway to true equality. Analysis on strategies for change highlights how strategic planning and coordination can drive better outcomes, with Iceland offering a leading example. Results show that while there is progress, there are gaps that must be closed to achieve genuine workplace and societal inclusion.

SETT RECRUITMENT

The SETT Recruitment theme examines how people enter science, engineering, trades and technology—from school to credentialing to early career opportunities. The report card identifies both legislative structures and strategies for change that the governments have created that either support or hinder the progression into SETT, from early education to career path accreditation. This section also includes current educational outcomes for the four main SETT categories - science, engineering, trades and technology.

Within this theme, legislative structures analysis shows promising potential in education pathways and initiative funding in SETT, but outcomes remain limited. A look at strategies for change shows that jurisdictions such as Germany, Lithuania, and Australia demonstrate how strong strategic planning and coordination can improve results.

SETT RETENTION

The final report card theme, SETT Retention, focuses on the workplace supports, culture and systems that retain talent and advance them into leadership. This section will be valuable to many people in the workplace setting, as the legislative structures and strategies presented here apply to most workplaces.

Within this theme, the legislative structures analysis highlights the need for robust laws that ensure workplace safety and support the entire worker. This includes advancing equal pay, addressing gender-based violence, reducing precarity by creating stable working conditions, and guaranteeing access to care structures. Promising strategies are highlighted, demonstrating what can be achieved when Canada acts in a coordinated way and underscores the importance of harmonisation across jurisdictions.

SETT Gender Equality Report Card Final Scores

The grades for the three themes are combined to give an overall grade per jurisdiction. In the report card there are best practices and strengths in pathways to equality, with persistent gaps in outcomes for women, gender-diverse and underrepresented groups. This underscores the importance of a strategic and coordinated effort to ensure all Canadians can benefit from lasting careers in science, engineering, trades and technology. Details of the individual scores by theme and the relevant topics analysed for legislative structure and strategies for change can be found in the Appendix.

READ THE FULL REPORT AT
CCWESTT.org/ReportCard

	OVERALL GRADE	PATHWAYS TO EQUALITY	SETT RECRUITMENT	SETT RETENTION
Canada	B	A	B	B
British Columbia	B	A	C	C
Alberta	D	D	D	D
Saskatchewan	D	D	D	F
Manitoba	C	C	C	D
Ontario	C	C	C	D
Quebec	C	A	C	C
New Brunswick	D	D	D	C
Nova Scotia	C	B	C	D
Prince Edward Island	D	D	C	D
Newfoundland and Labrador	C	B	C	F
Yukon	D	D	D	D
North West Territories	D	D	C	D
Nunavut	D	F	C	F

Conclusion

BUILDING A SYSTEM THAT WORKS: COORDINATED ACTION FOR SETT INCLUSION

Canada already has the people, ideas and local success stories to build a more inclusive SETT sector. With focused, coordinated action—clear policy, stable multi-year funding, better data and community leadership—we can turn promising pilots into lasting careers for women, gender-diverse and other underrepresented groups.

Systemic barriers still block progress. Unsafe workplaces, pay gaps, inconsistent credential recognition and limited care and accessibility supports reduce access, hurt retention and waste talent. These obstacles not only undermine fairness but also make it harder for Canada to meet urgent labour needs in science, engineering, trades and technology.

A SYSTEM THAT WORKS

- Support economic growth: Investing in SETT education, recruitment and retention drives innovation, strengthens industries and supports long-term prosperity.

- Better mobility: Faster, transparent credential recognition lets skilled workers contribute across provinces and territories.

- Safer workplaces: Stronger protections for harassment, better OHS standards and pay transparency create environments where people stay and succeed.

- Real inclusion: Intersectional policies will support Indigenous, racialised, 2SLGBTQIA+, immigrant and disabled workers so SETT reflects Canada's diversity.

- Clear accountability: Public data, audits and enforcement will track progress and build trust.

- Practical supports: Affordable child care, elder care, housing and mental-health services reduce attrition and make careers possible for more people.

- Nation-building: A diverse SETT workforce strengthens major projects— clean energy, infrastructure and technology—and fuels inclusive growth.

We must stop treating SETT retention as a niche equity issue and make it a national priority tied to economic growth and workforce planning. That means harmonized laws, coordinated national strategies and clear accountability so progress is measurable and sustained. Canada has shown it can collaborate across jurisdictions on big social priorities; the same approach is needed now for SETT.

RECOMMENDATIONS AND NEXT STEPS

1 Require and fund intersectional GBA+ in all SETT policy and funding decisions.

2 Standardize and publish disaggregated data on recruitment, pay, promotion and retention.

3 Scale community-led programs with stable, multi-year funding.

4 Legislate workplace safety, pay transparency and survivor-centred protections.

5 Streamline credential recognition and expand paid bridging programs with employer partnerships.

6 Make universal design and accessibility a funding and accreditation standard.

7 Tie public procurement and major funding to measurable inclusion and retention outcomes.

8 Create independent monitoring and public reporting to ensure accountability.

With political will, coordinated resources and ongoing accountability, equity in SETT can move from aspiration to measurable reality. Now is the moment to invest, align and act. Together we can make SETT the backbone of a more inclusive, innovative and prosperous Canada.

Let us change the narrative—together—to ensure that equity in SETT is no longer an aspiration but a measurable, sustained reality for all Canadians.

Appendix

A NOTE ON REPORT CARD SCORING

Each theme's categories—legislative structures and strategies for change—include key topics. These key topics were broken down into related public policy or outcome line-items. For more on Report Card Scoring, please see the full report.

The public policy line-items contained in this report card were selected based on whether this type of public policy has been implemented as a best practice (within Canada or another jurisdiction) toward gender equality overall or within SETT specifically (within Canada or outside of Canada). The outcome line-items focus on SETT education or SETT working environments in Canada. These line-item outcomes or policies (such as the creation of legislation, an implementation framework or steps/plans within a broader equity strategy) were evaluated at a jurisdictional level.

The jurisdictional key topic line-items were given either a **check mark** ✔ or a **NO** for each line-item. For outcomes, jurisdictions were given a **NO** if they had not reached 30% for that line-item. Key topics received credit for the line-items marked with a **check mark** ✔, and each key topic was assigned a score average.

GRADES BASED ON SCORE
A+ 90% +
A 80–89%
B 70–79%
C 60–69%
D 50–59%
F 49% or lower

THEME ONE: Pathways to Equality

The first theme identified was Pathways to Equality. This section of the report card will present legislative structures to create equality, including Human Rights legislation, as well as implementation frameworks such as the Human Rights Tribunal.

	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
THEME GRADE	A	A	D	D	C	C	A	D	B	D	B	D	D	F
THEME: Pathways to Equality	87%	80%	52%	56%	68%	62%	80%	58%	71%	58%	73%	50%	50%	43%
JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
LEGISLATIVE STRUCTURES— EQUALITY SCORE	75%	69%	44%	51%	65%	53%	80%	57%	62%	46%	65%	50%	50%	36%
HUMAN RIGHTS LEGISLATION	100%	100%	100%	75%	100%	100%	100%	75%	75%	75%	100%	100%	100%	75%
Human Rights Legislation—protects employees from discrimination based on protected grounds	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Human Rights Legislation—Equality of women and men	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Human Rights Commission(er)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NO
Human Rights Tribunal	✓	✓	✓	NO	✓	✓	✓	NO	NO	NO	✓	✓	✓	✓
INTERSECTIONAL LENS— STRUCTURES FOR INCLUSION	57%	57%	14%	29%	29%	43%	57%	29%	43%	14%	29%	0%	0%	0%
Gender Equality Legislation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Equal Representation Legislation	NO	NO	NO	NO	NO	NO	✓	NO	NO	NO	NO	NO	NO	NO
Multiculturalism Acts and/or Policies	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NO	NO	NO
Anti-Racism Acts	NO	✓	NO	NO	NO	✓	NO	NO	✓	NO	NO	NO	NO	NO
Indigenous Consent—Commitments to UNDRIP	✓	✓	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Accessibility Acts/Legislation	✓	✓	NO	✓	✓	✓	✓	✓	✓	NO	✓	NO	NO	NO
Employment Equity Acts Note: outdated language—includes women, Aboriginal peoples, persons with disabilities and members of visible minorities	✓	NO	NO	NO	NO	NO	✓	NO	NO	NO	NO	NO	NO	NO

This theme will also identify any strategies for change that have been implemented by the FTP governments, paying attention through an intersectional lens. This section of the report card is valuable to all Canadians, beyond SETT.

JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
GENDER EQUALITY OFFICES AND FRAMEWORKS	67%	50%	17%	50%	67%	17%	83%	67%	67%	50%	67%	50%	50%	33%
Gender Budgeting using OECD framework (over 50%)	✓	✓	NO	NO	NO	NO	✓	✓	NO	NO	✓	NO	NO	NO
Established Gender Equality Offices	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NO
Established Gender Equality Advisory Council	NO	NO	NO	NO	✓	NO	✓	✓	✓	✓	✓	✓	✓	✓
• Office and/or Council established through legislation	✓	NO	NO	✓	✓	NO	✓	NO	✓	NO	NO	NO	NO	✓
• Office or Council—legislative oversight and authority towards gender equality	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
• GBA+ use in policy design—partially or fully, NO given if GBA+ use unclear	✓	✓	NO	✓	✓	NO	✓	✓	✓	✓	✓	✓	✓	NO
STRATEGIES FOR CHANGE—INCLUSION	100%	90%	60%	60%	70%	70%	80%	60%	80%	70%	80%	50%	50%	50%
DISAGGREGATE DATA	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Disaggregate Data across jurisdictions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
INTERSECTIONAL LENS—STRATEGIES FOR INCLUSION	100%	80%	20%	20%	40%	40%	60%	20%	60%	40%	60%	0%	0%	0%
Gender Equality Inclusion—Equity Strategies	✓	✓	NO	NO	✓	NO	✓	NO	NO	✓	✓	NO	NO	NO
Racial Inclusion—Equity Strategies	✓	✓	NO	✓	✓	✓	NO	✓	✓	NO	NO	NO	NO	NO
2SLGBTQIA+ Inclusion—Equity Strategies	✓	✓	NO	NO	NO	NO	✓	NO	✓	NO	NO	NO	NO	NO
Indigenous Inclusion—Implementation of the TRC 94 Calls to Action, > 50% self-reported completion	✓	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Persons with a Disability (PwD) Inclusion—Equity Strategies	✓	✓	NO	✓	✓	✓	✓	✓	✓	NO	✓	NO	NO	NO

SETT Recruitment

The remaining themes focus on the SETT journey. Theme two has been called SETT Recruitment. The report card identifies both legislative structures and strategies for change that the governments have created that either support or hinder the progression into SETT, from early education to career path accreditation.

	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
THEME GRADE	B	C	D	D	C	C	C	D	C	C	C	D	C	C
THEME: SETT Recruitment	71%	68%	57%	57%	68%	61%	60%	53%	64%	61%	64%	56%	60%	60%
JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
LEGISLATIVE STRUCTURES— RECRUITMENT PATH	75%	75%	67%	67%	75%	75%	67%	67%	75%	75%	75%	70%	70%	70%
SETT EDUCATION PATH	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
SETT is included in the K–12 curriculum	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Member of the Council of Ministers of Education, Canada (CMEC)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Accredited Post-secondary, Polytechnic, Technology, Trades Institutes		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Canadian Council of Directors of Apprenticeship (CCDA)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Apprenticeship Regulation Legislation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Red Seal program— interprovincial certification	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
SETT EDUCATION OUTCOMES— WOMEN+ >30%	50%	50%	33%	33%	50%	50%	33%	33%	50%	50%	50%	40%	40%	40%
Physical and life sciences and technologies 30%+	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mathematics, computer and information sciences 30%+	✓	✓	NO	NO	✓	✓	NO	NO	✓	✓	✓			
Architecture, engineering and related technologies 30%+	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Agriculture, natural resources and conservation 30%+	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Trades Apprenticeship Registrations 30%+	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Trades Apprenticeship Certifications 30%+	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO

This section also includes current educational outcomes for the four main SETT categories—science, engineering, trades and technology.

JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
STRATEGIES FOR CHANGE—RECRUITMENT	67%	60%	47%	47%	60%	47%	53%	40%	53%	47%	53%	42%	50%	50%
STEM STRATEGIC PLANNING, FINANCIAL COMMITMENT	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%
Robust Strategic Plan Processes (4 out of 6), including:	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
• Public Consultation	NO	NO	NO	NO	NO	✔	NO	NO	NO	NO	NO	NO	NO	NO
• Strategic Plans	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
• Action Plans	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
• Budget Plans	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
• Communication Plans	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
• Evaluation Plans	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Financial commitments to STEM recruitment through initiatives	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔

61%

Most life sciences graduates are women, but without stronger coordination across sectors, much of this talent remains underused.

JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
TRADES STRATEGIC PLANNING, FINANCIAL COMMITMENT	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%
Robust Strategic Plan Processes (4 out of 6), including:	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
· Public Consultation	NO	NO	NO	NO	NO	✔	NO	NO	NO	NO	NO	NO	NO	NO
· Strategic Plans	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
· Action Plans	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
· Budget Plans	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
· Communication Plans	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
· Evaluation Plans	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Financial commitments to STEM recruitment through initiatives	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
LEVERAGING ECONOMIC POTENTIAL— EMERGING STRATEGIES	100%	80%	40%	40%	80%	40%	60%	20%	60%	40%	60%	25%	50%	50%
UNION STRUCTURES— AN EMPLOYMENT EQUITY PATHWAY														
Union Labour Legislation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
· Union Certification— Union certified if a threshold (e.g., ≥50% - ≥65%) of workers sign union cards (no vote required)	✔	✔	✔	NO	✔	NO	✔	NO	NO	NO	NO	NO	NO	NO
· Union Coverage Rate >30% of the workforce	✔	✔	NO	✔	✔	NO	✔	NO	✔	✔	✔			
GOVERNMENT ECONOMIC STIMULUS														
Community Benefit Agreements/Impact and Benefit Agreements—Including employment equity paths	✔	✔	NO	NO	✔	✔	NO	NO	✔	NO	✔	NO	✔	✔
Equity measures in SETT included in Sustainability planning	✔	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO

SETT Retention

The final theme of the report card is SETT Retention. This section includes legislative structures and strategies for change that shape the SETT working environment and the long-term retention of the SETT workforce.

	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
THEME GRADE	B	C	D	F	D	D	C	C	D	D	F	D	D	F
THEME: SETT Retention	73%	62%	52%	48%	52%	58%	61%	62%	58%	59%	49%	58%	54%	47%
JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
LEGISLATIVE STRUCTURES RETENTION—WORKPLACE	78%	46%	52%	52%	57%	59%	52%	54%	52%	61%	57%	53%	49%	44%
SETT OCCUPATION GENDER DISTRIBUTION—WOMEN+	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%
Science and science technology occupations >30%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Engineering and engineering technology occupations >30%	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Mathematics, computer, and information sciences occupations >30%	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
STEM-related occupations* >30%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Trades workforce >30%	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
EQUAL PAY	85%	15%	15%	8%	62%	69%	62%	38%	46%	62%	69%	31%	31%	0%
Human Rights Legislation —equal pay (women & men)	✓	✓	✓	NO	✓	NO	✓	NO	NO	✓	✓	✓	✓	NO
Employment Standards (ES) Legislation—equal pay (men & women)	✓	NO	NO	✓	✓	✓	NO	✓	✓	NO	NO	✓	NO	NO
Pay equity laws include sexual orientation and gender identity (not binary language)	✓	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Pay Transparency (PT) Legislation	NO	✓	✓	NO	NO	NO	NO	NO	NO	NO	✓	NO	NO	NO
• Or provisions in ES Legislation (n/a if PT legislation is comprehensive)	✓		NO	NO	✓	NO	NO	NO	✓		NO	NO	NO	NO

This section will be valuable to many people in the workplace setting, as the legislative structures and strategies presented here apply to most workplaces.

JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
Pay Equity Legislation	✓	NO	NO	NO	✓	✓	✓	✓	✓	✓	✓	NO	NO	NO
• Proactive (not just reactive)	✓	NO	NO	NO	✓	✓	✓	✓	✓	✓	✓	NO	NO	NO
• Pay Equity Commission(er)	✓	NO	NO	NO	✓	✓	✓	NO	✓	✓	✓	NO	✓	NO
• Pay Equity Tribunal (Gov't Canada–Human Rights Tribunal covers this)	HRT	NO	NO	NO	✓	✓	✓	NO	NO	✓	✓	NO	NO	NO
• Public service workers	✓	NO	NO	NO	✓	✓	✓	✓	✓	✓	✓	✓	✓	NO
• Para-public service workers	✓	NO	NO	NO	✓	✓	✓	✓	✓	✓	✓	✓	✓	NO
• Private Sector workers	✓	NO	NO	NO	NO	✓	✓	NO	NO	NO	NO	NO	NO	NO
• Equal Pay Confirmation	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	✓	NO	NO	NO
• Equal Pay Certification and/or Equal Pay Symbol	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO

$0.84

Women earn about $0.84 per $1 earned by men; Indigenous and immigrant women earn ~20% less, and women with disabilities face gaps over 25%.

JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
OCCUPATIONAL HEALTH AND SAFETY (OHS)	67%	60%	73%	53%	60%	53%	27%	60%	40%	67%	47%	67%	40%	40%
OHS Legislation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
OHS Harmonised (jurisdiction has not carved out protections for a specific industry, i.e. mining)	✓	NO	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NO	NO
Modern workplace definition (including all: virtual workplaces, remote work, and travel to and from worksites)	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Harassment (defined) (Mainstream OHS)	✓	✓	✓	✓	✓	✓	NO	✓	NO	✓	✓	✓	✓	✓
Sexual Harassment (defined) (Mainstream OHS)	NO	NO	NO	NO	NO	✓	NO	NO	NO	✓	NO	NO	NO	NO
Bullying (defined) (Mainstream OHS) (note - not defined in nuclear, or mining for BC)	NO	✓	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Violence (defined) (Mainstream OHS)	✓	✓	✓	✓	✓	✓	NO	✓	✓	✓	✓	✓	✓	✓
Psychological safety (& injury) (defined) (Mainstream OHS)	✓	✓	✓	✓	✓	NO	✓	NO	NO	✓	NO	✓	✓	✓
OHS Mainstream - Policies & Prevention Plans include all: Harassment, Sexual Harassment, Bullying and Violence	NO	NO	✓	NO	NO	NO	NO	✓	NO	✓	NO	✓	NO	NO
OHS Mainstream - Employers are obligated to train include all: Harassment, Sexual Harassment, Bullying and Violence	NO	NO	✓	NO	NO	NO	NO	✓	NO	NO	NO	✓	NO	NO
On-site complaint process—all worksites	✓	✓	✓	✓	✓	✓	NO	✓	✓	✓	✓	✓	NO	NO
Applies to 3rd parties—all worksites	✓	✓	✓	✓	✓	✓	NO	✓	✓	✓	✓	✓	✓	✓
Toilets Facilities—all worksites	✓	✓	✓	✓	✓	NO	✓	✓	✓	✓	✓	✓	✓	✓
OHS Mainstream—Toilet Facilities include all: Toilet paper, Soap & water, Hand-drying equipment, Menstrual product disposal, Cleanliness	✓	NO	✓	NO	✓	NO	NO	NO	NO	NO	NO	NO	NO	NO
Disclosure & Monitoring of Workplace Harassment and Violence	✓	✓	NO	NO	NO	✓	NO	NO	NO	NO	NO	NO	NO	NO

JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
PRECARIOUS WORK	100%	67%	33%	33%	33%	67%	33%	33%	33%	33%	33%	33%	33%	33%
Employment Standards Legislation - Minimum legal working conditions, tied to employee status	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Misclassification of work: explicit legislation, burden is on the employer to prove, strongly enforced	✓	✓	NO	NO	NO	✓	NO	NO	NO	NO	NO	NO	NO	NO
Legislation for portable benefits to support non-standard employment	✓	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
GBVH LEGISLATION	75%	25%	50%	75%	50%	25%	50%	50%	50%	100%	50%	50%	50%	50%
Employment Standards Legislation—Violence and Harassment Provisions	✓	NO	NO	✓	NO	NO	✓	NO	NO	✓	NO	NO	NO	NO
Employment Standards Legislation Domestic Violence Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Domestic Violence Legislation	✓	NO	✓	✓	✓	NO	NO	✓	✓	✓	✓	✓	✓	✓
Non-disclosure Agreements Legislation	NO	NO	NO	NO	NO	NO	NO	NO	NO	✓	NO	NO	NO	NO
CARE STRUCTURES LEGISLATION	100%	67%	100%	100%	100%	100%	100%	100%	100%	67%	100%	100%	100%	100%
Human Rights Legislation—Pregnant individuals are protected	✓	NO	✓	✓	✓	✓	✓	✓	✓	NO	✓	✓	✓	✓
Employment Standards Legislation—Maternity, Parental Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Employment Standards Legislation—Caregiver Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
STRATEGIES FOR CHANGE –RETENTION	68%	78%	51%	44%	47%	57%	70%	70%	63%	56%	42%	62%	59%	51%
GBVH STRATEGIC PLANNING	100%	100%	33%	33%	33%	67%	100%	67%	67%	67%	33%	67%	67%	33%
National Action Plan to End Gender-Based Violence (NAPGBV)–Bilateral Agreement reached (Note: Quebec–provincial strategy, federally funded)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Workplace-related actions part of NAPGBV financial commitments	✓	✓	NO	NO	NO	NO	✓	✓	NO	NO	NO	NO	NO	NO
GBVH Robust Strategic Plan Processes (4 out of 6), including:	✓	✓	NO	NO	NO	✓	✓	NO	✓	✓	NO	✓	✓	NO
· Public Consultation	✓	✓	✓	NO	✓	NO	✓	NO	✓	✓	✓	✓	✓	NO
· Strategic Plans	✓	NO	✓	NO	✓	✓	✓	NO	NO	✓	NO	✓	✓	NO
· Action Plans	✓	✓	NO	NO	NO	✓	✓	✓	✓	NO	NO	✓	✓	NO
· Budget Plans	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
· Communication Plans	✓	✓	NO	✓	NO	✓	✓	NO	✓	✓	✓	✓	NO	NO
· Evaluation Plans	✓	NO	NO	NO	NO	NO	✓	NO	✓	NO	NO	NO	NO	NO
EARLY LEARNING AND CHILD CARE LANDSCAPE AND AGREEMENTS	43%	43%	71%	43%	43%	43%	71%	71%	57%	57%	43%	50%	50%	50%
Canada-Wide Early Learning and Child Care Initiative–Bilateral Agreements between Canada/Provinces/Territories	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Included: Workforce Shortage supports	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Included: $10/day–reached or 2026 formally committed target	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Included: Program makes flexible/extended Hours standard	NO	NO	✓	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Included: Program funding includes overnight care	NO	NO	✓	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
% of Children in Child care Deserts is less than 50%	NO	NO	NO	NO	NO	✓	✓	✓	✓	NO	NO	NO	NO	NO
% of Children in Before/After School Care greater than 50%	NO	NO	NO	NO	NO	✓	✓	NO	NO	NO				

JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
VIOLENCE LEAVE—EMPLOYMENT STANDARDS—BEST PRACTICE	40%	80%	50%	50%	60%	60%	50%	50%	60%	40%	40%	70%	60%	70%
Baseline—Employee domestic violence leave	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
Best Practice: Employee—access leave due to violence affecting a dependent child	NO	NO	NO	NO	NO	NO	✔	NO	NO	NO	NO	NO	NO	NO
Best Practice: Employee (as caregiver)—access leave due to violence affecting a protected adult	NO	✔	✔	✔	✔	NO	NO	NO	✔	✔	✔	✔	NO	✔
Best Practice: Job Protection	NO	✔	✔	✔	✔	✔	NO	✔	✔	✔	NO	✔	✔	✔
Best Practice: No work period eligibility requirement	NO	✔	NO	NO	NO	NO	✔	NO	NO	NO	NO	NO	NO	NO
Best Practice: Short-term leave (5 days unpaid, 5 days paid)	✔	✔	NO	✔	✔	✔	NO	✔	✔	NO	NO	✔	✔	✔
Best Practice: Long-term leave (15 weeks+, unpaid)	NO	✔	NO	NO	✔	✔	✔	✔	✔	NO	NO	✔	✔	✔
Best Practice: Long-term leave (up to 104 weeks in cases of serious bodily injury resulting from a criminal offence)	NO	NO	NO	NO	NO	NO	✔	NO	NO	NO	NO	NO	NO	NO
Best Practice: No verification requirements or documentation from an authorised professional	NO	NO	✔	NO	NO	NO	NO	✔	NO	NO	NO	✔	NO	NO
Best Practice: No leave if the DV offender is also an employee	✔	✔	NO	NO	NO	✔	NO	NO	NO	NO	NO	✔	✔	✔
CARE STRUCTURES - EMPLOYMENT STANDARDS - BEST PRACTICE	90%	90%	50%	50%	50%	60%	60%	90%	70%	60%	50%	60%	60%	50%
Pregnancy, Maternity, Adoption, Parental Leave—Job-protected, unpaid leave following the birth or adoption of a child, minimum 16 weeks	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
Parental/Child care leave (37+ weeks)	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
• Best Practice: No continuous employment required for EI eligibility	✔	✔	NO	NO	NO	NO	✔	✔	✔	NO	NO	NO	NO	NO
Compassionate Care Leave (Adult) (16 to 28 weeks)	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
• Best Practice: No continuous employment required for EI eligibility	✔	✔	NO	NO	NO	✔	NO	✔	NO	✔	NO	✔	✔	NO

JURISDICTION	CAN	BC	AB	SK	MB	ON	PQ	NB	NS	PEI	NL	YK	NT	NV
Critical Illness Leave (Adult) (16 to 17 weeks)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
• Best Practice: No continuous employment required for EI eligibility	✓	✓	NO	NO	NO	NO	NO	✓	NO	NO	NO	NO	NO	NO
• Best Practice: Direct caregiver income support (stand-alone program)	NO	NO	NO	NO	NO	NO	NO	NO	✓	NO	NO	NO	NO	NO
Critical Illness Leave (Child) (36-37 weeks)	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
• Best Practice: No continuous employment required for EI eligibility	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

12%

Low apprenticeship registrations are held by women, slowed by non-portable credentials and fragmented pathways.