OVERVIEW OF THE 2022 EMPLOYMENT EQUITY ACT REPORT

The 2022 Employment Equity Act Annual Report provides the latest information on the representation of designated groups in federally regulated private sector workplaces. This overview features key highlights and initiatives related to employment equity.

WORKFORCE

The federally regulated private sector workforce includes 742,506 employees. Designated groups members are represented as follows:

Women

290,316

Aboriginal peoples

18,080

Persons with disabilities

32,299

Members of visible minorities

202,169

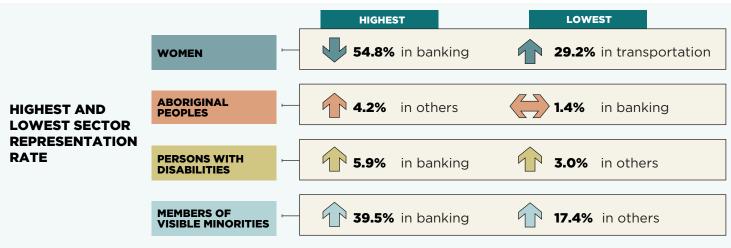
REPRESENTATION, AVAILABILITY AND ATTAINMENT RATE

WOMEN
ABORIGINAL PEOPLES
PERSONS WITH DISABILITIES
MEMBERS OF VISIBLE MINORITIES

REPRESENTATION RATE	OVERALL CANADIAN LABOUR MARKET AVAILABILITY*	ATTAINMENT RATE
39.3% ↑	48.2%	81.5% 🕇
2.4% ↑	4.0%	60.0% 🕇
4.4% ↑	9.1%	48.4% 个
27.4% 🕇	21.3%	128.6% 🕇

^{*}Sources: Statistics Canada, 2016 Census and Canadian Survey on Disability, 2017

^{():} increase compared to the 2021 Employment Equity Act Annual Report



(\uparrow): increase / (\downarrow): decrease / (\leftrightarrow): stable compared to the <u>2021 Employment Equity Act Annual Report</u>

SHARES OF HIRES, PROMOTIONS AND TERMINATIONS

WOMEN
ABORIGINAL PEOPLES
PERSONS WITH DISABILITIES
MEMBERS OF VISIBLE MINORITIES

HIRES	PROMOTIONS	TERMINATIONS	
37.1% 个	49.4% 🕇	35.1% 个	
2.5% 🕇	2.0% 🗸	2.5% ↔	
2.6% ↑	4.8% ↑	3.0% ↓	
28.4% 🕇	36.0% ↑	24.0%	

(\uparrow): increase / (\downarrow): decrease / (\leftrightarrow): stable compared to the <u>2021 Employment Equity Act Annual Report</u>

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SALARIES

The permanent full-time workforce includes 243,676 women and 396,232 men. Distribution of permanent full-time workers who earned a salary:

UNDER \$50,000	
WOMEN	MEN
27.7%	17.6%
32.7%	19.5%
26.4%	17.7%
29.4%	20.3%
	\$50,0 WOMEN 27.7% 32.7% 26.4%

UNDER \$50,000		BETWEEN \$50,000 AND \$99,999		\$100,000 AND OVER	
WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
27.7%	17.6%	57.1%	58.2%	15.2%	24.1%
32.7%	19.5%	56.7%	60.0%	10.6%	20.5%
26.4%	17.7%	59.5%	60.8%	14.1%	21.6%
29.4%	20.3%	55.9%	58.5%	14.7%	21.2%

HOURLY WAGE GAPS

The median hourly wage of designated group for every \$1.00 paid to the comparison group. A figure of \$1.00 reflects equal pay between the two groups.

WOMEN compared to men
ABORIGINAL PEOPLES compared to non-Aboriginal peoples
PERSONS WITH DISABILITIES compared to persons without disabilities
MEMBERS OF VISIBLE MINORITIES compared to non-members of visible minorities

ALL SECTORS	BANKING AND FINANCIAL SERVICES	COMMUNICATIONS	TRANSPORTATION	'OTHER'
\$0.89	\$0.80	\$0.90	\$0.89	\$0.91
\$0.98	\$0.91	\$0.95	\$0.99	\$0.96
\$0.99	\$0.97	\$0.93	\$1.00*	\$0.97
\$0.95	\$0.94	\$0.96	\$0.96	\$0.92

^{*}A figure of \$1.00 reflects equal pay between the two groups