

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	Aboriginal peoples	Persons with disabilities	Members of visible minorities
290,316	18,080	32,299	202,169

REPRESENTATION, AVAILABILITY AND ATTAINMENT RATE

	REPRESENTATION RATE	OVERALL CANADIAN LABOUR MARKET AVAILABILITY*	ATTAINMENT RATE
WOMEN	39.3% ↑	48.2%	81.5% ↑
ABORIGINAL PEOPLES	2.4% ↑	4.0%	60.0% ↑
PERSONS WITH DISABILITIES	4.4% ↑	9.1%	48.4% ↑
MEMBERS OF VISIBLE MINORITIES	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](#)

	HIGHEST		LOWEST	
	↓		↑	
WOMEN	54.8% in banking		29.2% in transportation	
ABORIGINAL PEOPLES	4.2% in others	↔	1.4% in banking	
PERSONS WITH DISABILITIES	5.9% in banking		3.0% in others	
MEMBERS OF VISIBLE MINORITIES	39.5% in banking		17.4% in others	

(↑): increase / (↓): decrease / (↔): stable compared to the [2021 Employment Equity Act Annual Report](#)

SHARES OF HIRES, PROMOTIONS AND TERMINATIONS

	HIRES	PROMOTIONS	TERMINATIONS
WOMEN	37.1% ↑	49.4% ↑	35.1% ↑
ABORIGINAL PEOPLES	2.5% ↑	2.0% ↓	2.5% ↔
PERSONS WITH DISABILITIES	2.6% ↑	4.8% ↑	3.0% ↓
MEMBERS OF VISIBLE MINORITIES	28.4% ↑	36.0% ↑	24.0% ↑

(↑): increase / (↓): decrease / (↔): stable compared to the [2021 Employment Equity Act Annual Report](#)

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.

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		BETWEEN \$50,000 AND \$99,999		\$100,000 AND OVER	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
WOMEN	27.7%	17.6%	57.1%	58.2%	15.2%	24.1%
ABORIGINAL PEOPLES	32.7%	19.5%	56.7%	60.0%	10.6%	20.5%
PERSONS WITH DISABILITIES	26.4%	17.7%	59.5%	60.8%	14.1%	21.6%
MEMBERS OF VISIBLE MINORITIES	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.

	ALL SECTORS	BANKING AND FINANCIAL SERVICES	COMMUNICATIONS	TRANSPORTATION	'OTHER'
WOMEN compared to men	\$0.89	\$0.80	\$0.90	\$0.89	\$0.91
ABORIGINAL PEOPLES compared to non-Aboriginal peoples	\$0.98	\$0.91	\$0.95	\$0.99	\$0.96
PERSONS WITH DISABILITIES compared to persons without disabilities	\$0.99	\$0.97	\$0.93	\$1.00*	\$0.97
MEMBERS OF VISIBLE MINORITIES compared to non-members of visible minorities	\$0.95	\$0.94	\$0.96	\$0.96	\$0.92

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