



EMPLOYMENT EQUITY ACT

Annual Report
2022

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Canada 

Employment Equity Act – Annual Report 2022

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PDF

Cat. No.: ###

ISSN: ###

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LIST OF ABBREVIATIONS

The Act *Employment Equity Act*

LMA Labour market availability

FAA *Financial Administration Act*

2022



MESSAGE FROM THE MINISTER



INTRODUCTION

The *Employment Equity Act* (the Act) aims to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability. In the fulfilment of that goal, the Act seeks to correct the conditions of disadvantage in employment experienced by the four designated groups:

- women;
- Aboriginal peoples;¹
- persons with disabilities; and
- members of visible minorities.

The Act supports the principle that employment equity means more than treating persons in the same way, but also requires special measures and the accommodation of differences.

Under the Act, federally regulated private-sector employers² who employ 100 or more employees must report annually on employment equity to the Minister of Labour. The Minister must then prepare and table an annual report in Parliament that consolidates and analyzes these employer reports. In accordance with the Act, this report presents employers' employment equity data from the 2021 calendar year.

In addition to presenting consolidated data from 2021, the report also presents data from 2020 to allow year-to-year comparisons.

¹ For the purpose of reporting the data collected under the *Employment Equity Act*, the term Aboriginal peoples is used throughout this report as it is the current legal term required by the Act and the Regulations.

² Under the Act, private-sector employers include federal Crown corporations, other federal consolidated entities (namely, Canada Pension Plan Investment Board, Public Sector Pension Investment Board and St. Lawrence Seaway Management Corporation) and other federal government business enterprises (namely, Montreal Port Authority, Ports Toronto, and Vancouver Fraser Port Authority).

About the federally regulated private-sector

The federally regulated private-sector includes approximately 19,000 employers and 945,000 employees. Employers are grouped by sector, based on the industry with the largest employee population within their workforce, using the North American Industry Classification System (NAICS). The federally regulated private-sector workforce comprises four industrial sectors:

- **Banking and financial services:** All major Canadian banks and other establishments primarily engaged in financial transactions or in facilitating financial transactions.
- **Communications:** Businesses that operate radio and television broadcasting studios and facilities, as well as telecommunications services providers.
- **Transportation:** Establishments primarily engaged in transporting passengers and goods, warehousing and storing goods, and providing services to these establishments. These establishments are engaged in:
 - air, rail, bus, water, and pipeline transportation industries;
 - inter-provincial trucking;
 - postal service;
 - couriers; and
 - warehousing and storage.
- **Other:** Federally regulated entities not included in the other three sectors. This includes:
 - companies in production industries, including construction, manufacturing, natural resources, and nuclear power generation;
 - companies in service industries, including health services, arts and heritage, architecture, real estate, and other professional services; and
 - services providers in public administration, including defense services.

About the data

Employers use their data to assess representation gaps, determine where there are barriers, set goals and monitor progress in implementing employment equity. Under the Act, employer reports consist of the following:

- statistical forms containing data on the number of employees and members of designated groups, organized by gender, occupational group, salary ranges and pay gap data, employment status (permanent full-time, permanent part-time and temporary), industry and geography, as well as data on hires, promotions, and terminations;
- narrative reports providing information on consultations with employee representatives, measures taken to implement employment equity and the results achieved.

A key performance measure for employment equity is the attainment rate,³ where the representation⁴ of designated groups is compared to their respective labour market availability⁵ (LMA). The attainment rate is used to identify gaps between the representation and LMA of a designated group. An attainment rate below 100% shows that a designated group's representation is below their LMA. Progress is considered to have been made when the gap between a designated group's representation and LMA narrows (that is, the attainment rate approaches 100%) or when a group's representation equals or exceeds LMA (that is, the attainment rate equals or surpasses 100%). A segment of the workforce is considered representative when the representation of a designated group is equal to its LMA.

For this report, LMA is based on Statistics Canada data at the Canadian (national) or sector level. The 2020 and 2021 employer data is compared to 2016 Census data for women, Aboriginal peoples, and members of visible minorities. For persons with disabilities, 2017 Canadian Survey on Disability (CSD) data is used.

³ Attainment rate, expressed as a percentage, refers to the extent to which representation of designated groups in a given workforce approaches, meets or exceeds their representation in a given labour market workforce, or their labour market availability (LMA). It is calculated by dividing representation by LMA.

⁴ Representation, expressed as a percentage, is the share of designated group members in a given workforce (for example, an individual employer, a sector or the entire federally regulated private-sector).

⁵ LMA, expressed as a percentage, refers to the share of designated group members in the workforce from which the employers could hire, based on Statistics Canada data.

About the term “employer”

Throughout this report, the term “employer” refers only to private-sector employers subject to the Act; that is, employers in the federally regulated sectors who have at least 100 employees. Any employer who does not meet this definition – meaning employers in other sectors, employers with fewer than 100 employees, or public-sector employers – are not considered in this report.

SECTION 1

Federally regulated private-sector employers subject to the Act

In 2021, 551 federally regulated private-sector employers with 100 or more employees submitted employment equity annual reports. By comparison, 575 employers reported in 2020. Together, the 2021 reports covered 742,506 employees across Canada (an increase of 0.5% from the 739,067 employees reported for 2020), which represents approximately 3.6% of the Canadian workforce.⁶

Data from all employers (**Table 1A**) shows that the representation of women increased from 39.0% in 2020 to 39.2% in 2021, and the attainment rate based on the Canadian LMA increased from 80.9% to 81.3%.

TABLE 1A

Representation and attainment rate of women in 2020 and 2021 (by percentage)

Year	Representation	LMA (Canadian)*	Attainment rate
2020 for all 575 employers	39.0	48.2	80.9
2021 for all 551 employers	39.2	48.2	81.3

* Source: Statistics Canada, 2016 Census.

In 2021, submissions included 21 from employers who were reporting for the first time. These 21 employers had a combined workforce of 3,903 employees. Given their first-year status, these employers only reported statistical information for men and women and will provide data on the four designated groups in their reports for the 2022 reporting year and going forward.

⁶ Source: Statistics Canada, [Table 14-10-0287-02 Labour force characteristics by age group, monthly, seasonally adjusted](#) (individuals 15 years of age and over who were employed or unemployed during December 2021).

For continuity and comparability purposes, this report will cover data submitted by the 530 employers who reported on all four designated groups for 2021. These employers reported data on 738,356 employees, a gain of 2,566 employees (or an increase of 0.3%) from the 735,790 employees reported by 562 employers for 2020. Overall, 146,197 employees were hired and 140,557 left the workforce (a net gain of 5,640 employees). Only persons with disabilities left the workforce in higher numbers than those entering – 4,284 left the workforce, compared to 3,755 hired (a net loss of 529 employees). All designated groups have seen their representation and attainment rate surpass their 2020 levels in 2021, as shown in **Table 1B**.

Table 1B shows that between 2020 and 2021, the representation and attainment rate of all designated groups increased. Members of visible minorities saw the largest increase, with representation going up by 1.4 percentage points. This was the only designated group whose representation exceeded Canadian LMA (that is, the only designated group with an attainment rate above 100%).

TABLE 1B

Designated group representation and attainment rate in 2020 and 2021 (by percentage)

Designated groups	2020 representation for 562 employers	2021 representation for 530 employers	Change* in representation from 2020 to 2021	LMA (Canadian)**	2020 attainment rate	2021 attainment rate
Women	39.1	39.3	+0.3	48.2	81.0	81.5
Aboriginal peoples	2.4	2.4	+0.1	4.0	59.9	60.0
Persons with disabilities	3.9	4.4	+0.5	9.1	43.0	48.4
Members of visible minorities	26.0	27.4	+1.4	21.3	122.1	128.6

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Chart 1 presents the overall attainment rate for the four designated groups at the national level since 1987, when employers first reported under the Act. Values below 100% show that representation is less than the Canadian LMA.

For women, the attainment rate has been declining since reaching its highest point in 1990 (99.4%). For 2021, there has been an increase from 81.0% to 81.6%.

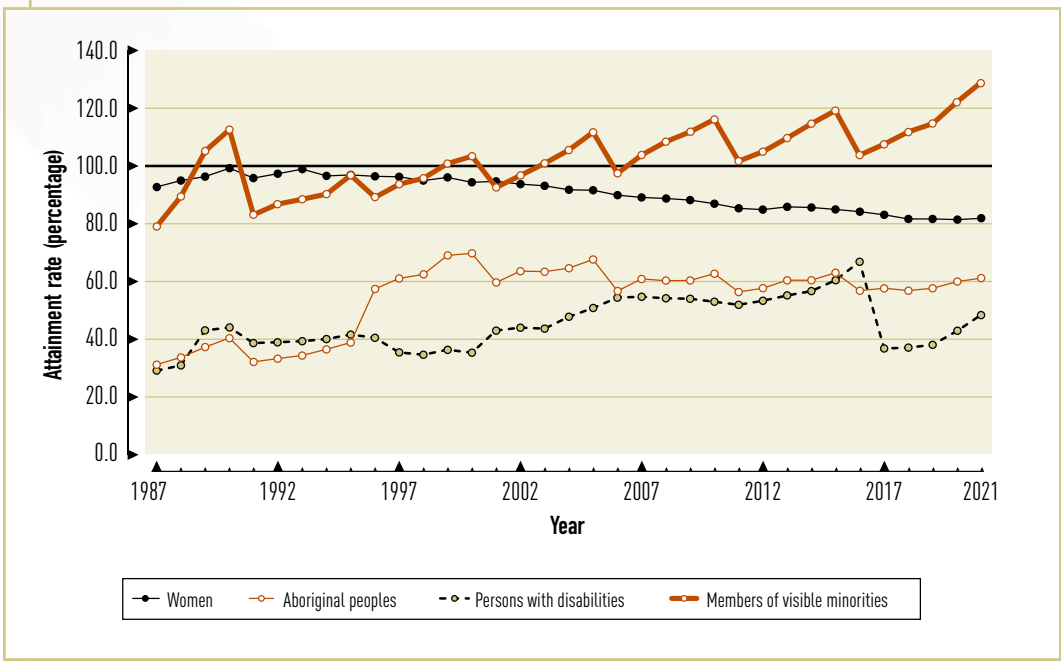
From 1987 to 2000, the attainment rate for Aboriginal peoples exhibited an upward trend. The sharp increase of 18.8 percentage points posted from 1995 (39.1%) to 1996 (57.9%) was due to changes made to LMA calculations. Since 2001, the attainment rate has remained stable and, for 2021, was 61.2%.

The attainment rate of persons with disabilities more than doubled from 29.4% in 1987 to 67.0% in 2016. In 2017, Statistics Canada changed their collection method for data on persons with disabilities resulting in an LMA increase from 4.9% to 9.1%. This redefined LMA meant that the attainment rate for persons with disabilities dropped to 36.4% in 2017 but has since trended upward to 48.1% in 2021.

For members of visible minorities, the attainment rate has been over 100% since 2007. While there have been adjustments to attainment rates due to changes to LMA, there continues to be a positive trend with the attainment rate for 2021 at 128.5%.

CHART 1

Designated group attainment rate (Canadian LMA*) from 1987 to 2021 (percentage)



* Sources: Statistics Canada, 1986 to 2016 Census; 1986 and 1991 Health and Activity Limitation Survey; 2001 and 2006 Participation and Activity Limitation Survey; 2011 National Household Survey; and 2012 and 2017 Canadian Survey on Disability.

Note: In 1996, the Census methodology for calculating LMA of Aboriginal peoples changed, causing a drop in LMA. In 2001, Statistics Canada began using the World Health Organization's *International Classification of Functioning, Disability and Health* framework to define disability rather than the 1980 *International Classification of Impairments, Disabilities, and Handicaps*; this resulted in a drop in LMA for persons with disabilities. In 2017, Statistics Canada introduced a new methodology for gathering data on persons with disabilities that resulted in a significant increase in LMA for this designated group.

Tables 2A, 2B, 2C and 2D show the number of permanent full-time employees from each designated group that fall into each of the 13 salary ranges.

The “distribution” columns show the percentage of a given group making the listed amount – for example, 38.2% of women were paid between \$50,000 and \$74,999. The “cumulative distribution” column shows the percentage of a given group who were paid anything less than the listed amount – for example, 65.8% of women were paid \$74,999 or less. Each designated group is also compared to the non-designated group that represents the rest of the population: women are compared to men, Aboriginal peoples to non-Aboriginal peoples, and so on.

The data shows that designated groups had lower or higher concentrations of members in some salary ranges when compared to other groups of employees. For example:

- the proportion of women (15.2%) who earned \$100,000 and over was the lowest, compared to 24.1% of men, 16.9% of Aboriginal peoples, 20.8% of non-Aboriginal peoples, 18% of persons with disabilities, 20.9% of persons without disabilities, 18.5% of members of visible minorities and 21.6% of non-members of visible minorities;
- the proportion of women (27.7%) who earned a salary below \$50,000 was the highest, compared to 17.6% of men, 24.3% of Aboriginal peoples, 21.4% of non-Aboriginal peoples, 21.8% of persons with disabilities, 21.4% of persons without disabilities, 24.1% of members of visible minorities and 20.4% of non-members of visible minorities;
- the proportion of Aboriginal peoples (5.5%) who earned a salary below \$35,000 was the highest, compared to 3.8% of non-Aboriginal peoples, 5.0% of women, 3.1% of men, 2.9% of persons with disabilities, 3.9% of persons without disabilities, 3.8% of members of visible minorities and 3.8% of non-members of visible minorities;
- the proportion of women (60.9%) who earned a salary between \$35,000 and \$74,999 was the highest, compared to 48.5% of men, 55.2% of Aboriginal peoples, 53.2% of non-Aboriginal peoples, 55.5% of members of visible minorities and 52.4% of non-members of visible minorities; and
- the proportion of women (30.8%) who earned a salary between \$75,000 and \$149,999 was the lowest, compared to 41.8% of men, 35.9% of Aboriginal peoples, 37.7% of non-Aboriginal peoples, 36.9% of persons with disabilities, 37.7% of persons without disabilities, 37.2% members of visible minorities and 37.8% of non-members of visible minorities.

TABLE 2A

Distribution of women and men in permanent full-time employment by salary range as of December 31, 2021 (by percentage)

Salary range (in dollars)	Women		Men	
	Distribution	Cumulative distribution*	Distribution	Cumulative distribution*
Under \$5,000	0.1	0.1	0.1	0.1
\$5,000 - \$9,999	0.1	0.1	0.1	0.1
\$10,000 - \$14,999	0.1	0.3	0.1	0.3
\$15,000 - \$19,999	0.2	0.4	0.2	0.4
\$20,000 - \$24,999	0.4	0.8	0.3	0.8
\$25,000 - \$34,999	4.2	5.0	2.4	3.1
\$35,000 - \$49,999	22.7	27.7	14.5	17.6
\$50,000 - \$74,999	38.2	65.8	34.0	51.7
\$75,000 - \$99,999	18.9	84.8	24.2	75.9
\$100,000 - \$149,999	11.9	96.6	17.6	93.5
\$150,000 - \$199,999	2.1	98.7	4.1	97.6
\$200,000 - \$249,999	0.5	99.2	1.0	98.6
\$250,000 and over	0.8	100.0	1.4	100.0

* Each figure in the cumulative percentage columns represents the cumulative total percentage of employees in the identified salary range or lower.

TABLE 2B

Distribution of Aboriginal and non-Aboriginal peoples in permanent full-time employment by salary range as of December 31, 2021 (by percentage)

Salary range (in dollars)	Aboriginal peoples		Non-Aboriginal peoples	
	Distribution	Cumulative distribution*	Distribution	Cumulative distribution*
Under \$5,000	0.1	0.1	0.1	0.1
\$5,000 - \$9,999	0.1	0.2	0.1	0.1
\$10,000 - \$14,999	0.3	0.5	0.1	0.3
\$15,000 - \$19,999	0.3	0.8	0.2	0.4
\$20,000 - \$24,999	0.4	1.2	0.3	0.8
\$25,000 - \$34,999	4.3	5.5	3.0	3.8
\$35,000 - \$49,999	18.8	24.3	17.6	21.4
\$50,000 - \$74,999	36.4	60.7	35.6	57.0
\$75,000 - \$99,999	22.4	83.1	22.2	79.2
\$100,000 - \$149,999	13.5	96.6	15.5	94.6
\$150,000 - \$199,999	2.3	99.0	3.3	98.0
\$200,000 - \$249,999	0.5	99.5	0.8	98.8
\$250,000 and over	0.5	100.0	1.2	100.0

* Each figure in the cumulative percentage columns represents the cumulative total percentage of employees in the identified salary range or lower.

TABLE 2C

Distribution of persons with and without disabilities in permanent full-time employment by salary range as of December 31, 2021 (by percentage)

Salary range (in dollars)	Persons with disabilities		Persons without disabilities	
	Distribution	Cumulative distribution*	Distribution	Cumulative distribution*
Under \$5,000	0.0	0.0	0.1	0.1
\$5,000 - \$9,999	0.1	0.1	0.1	0.1
\$10,000 - \$14,999	0.1	0.2	0.1	0.3
\$15,000 - \$19,999	0.1	0.3	0.2	0.4
\$20,000 - \$24,999	0.2	0.5	0.3	0.8
\$25,000 - \$34,999	2.4	2.9	3.1	3.9
\$35,000 - \$49,999	18.9	21.8	17.6	21.4
\$50,000 - \$74,999	37.7	59.6	35.5	56.9
\$75,000 - \$99,999	22.4	82.0	22.2	79.1
\$100,000 - \$149,999	14.5	96.4	15.5	94.6
\$150,000 - \$199,999	2.4	98.8	3.4	98.0
\$200,000 - \$249,999	0.5	99.3	0.8	98.8
\$250,000 and over	0.7	100.0	1.2	100.0

* Each figure in the cumulative percentage columns represents the cumulative total percentage of employees in the identified salary range or lower.

TABLE 2D

Distribution of members and non-members of visible minorities in permanent full-time employment by salary range as of December 31, 2021 (by percentage)

Salary range (in dollars)	Members of visible minorities		Non-members of visible minorities	
	Distribution	Cumulative distribution*	Distribution	Cumulative distribution*
Under \$5,000	0.1	0.1	0.1	0.1
\$5,000 - \$9,999	0.1	0.1	0.1	0.1
\$10,000 - \$14,999	0.1	0.2	0.1	0.3
\$15,000 - \$19,999	0.2	0.4	0.2	0.5
\$20,000 - \$24,999	0.3	0.7	0.3	0.8
\$25,000 - \$34,999	3.1	3.8	3.0	3.8
\$35,000 - \$49,999	20.3	24.1	16.6	20.4
\$50,000 - \$74,999	35.2	59.3	35.8	56.2
\$75,000 - \$99,999	22.2	81.5	22.2	78.4
\$100,000 - \$149,999	15.0	96.5	15.6	94.0
\$150,000 - \$199,999	2.2	98.7	3.8	97.7
\$200,000 - \$249,999	0.5	99.2	1.0	98.7
\$250,000 and over	0.8	100.0	1.3	100.0

* Each figure in the cumulative percentage columns represents the cumulative total percentage of employees in the identified salary range or lower.

SECTION 2

Sector profiles

Sector employers and employees

This section provides a combined analysis of all private-sector employers subject to the Act, as well as the four federally regulated sectors and their subsectors, for 2020 and 2021.

Between 2020 and 2021, the overall number of employers decreased by 5.3% but the overall number of employees increased by 0.4% (shown in **Table 3A** and **Table 3B**, respectively).

While accounting for less than 10.0% of the employer population, the **banking and financial services sector** employed over a third of all employees in the federally regulated private-sector, pointing to a concentration of large employers in that sector. For 2021, the number of banking and financial services employers remained unchanged, but there was growth in the number of employees (+1.1%).

The **communications sector** remained the third largest sector, accounting for 10.9% of the employer population and 15.9% of the combined workforce in 2021. The number of employers and employees in this sector decreased by 4.9% and 1.5% respectively since 2020. It is the only sector to experience a decrease in the number of employees in 2021.

The **transportation sector** saw the largest decrease in its number of employers (-7.9%) but the number of employees increased by 0.3%. With 65.4% of the employer population and 41.2% of the combined workforce, the sector continued to have the largest number of employers and employees in 2021.

The **'other' sector** saw the only increase in the number of employers (+3.8%) and the largest percentage point increase in the number of employees (+1.4%).

TABLE 3A

Number and percentage distribution of employers* by sector in 2020 and 2021

Sector	Number of employers		Percentage change in number of employers from 2020 to 2021	Percentage distribution of employers*	
	2020	2021		2020	2021
Banking and financial services	43	43	0.0	7.7	8.1
Communications	61	58	-4.9	10.9	10.9
Transportation	378	346	-8.5	67.3	65.3
'Other'	80	83	+3.8	14.2	15.7
All sectors	562	530	-5.7	100.0	100.0

* The number of employers in the federally regulated private-sector can change from year to year because of mergers, acquisitions, closures, start-ups, or organizations fluctuating above or below the 100-employee threshold.

** Total may not equal the sum of components due to rounding.

TABLE 3B

Number and percentage distribution of employees by sector in 2020 and 2021

Sector	Number of employees		Percentage change in number of employers from 2020 to 2021	Percentage distribution of employees*	
	2020	2021		2020	2021
Banking and financial services	255,560	258,291	+1.1	34.7	35.0
Communications	118,905	117,123	-1.5	16.2	15.9
Transportation	303,071	303,859	+0.3	41.2	41.2
'Other'	58,254	59,083	+1.4	7.9	8.0
All sectors	735,790	738,356	+0.3	100.0	100.0

* Total may not equal the sum of components due to rounding.

Further analysis of the transportation and 'other' sectors is shown in **Tables 3C to 3F**.

Table 3C and **Table 3D** show the number and distribution of employers and employees by the air, ground, and water subsectors of the transportation sector for 2020 and 2021.

The **air transportation subsector** accounted for 25.0% of employers and employees in the transportation sector in 2021. It saw a decrease in the number of employers by 8.4% but an increase in the number of employees by 12.3%.

Among the subsectors, **ground transportation** was the largest, comprising 63.2% of employers and 68.8% of employees in the transportation sector in 2021. It saw a decrease of 9.5% in its employer population and was the only subsector that experienced a decline in the number of employees (-3.6%).

The **water transportation subsector** was the smallest, with 11.8% of the employer population and 6.2% of the transportation workforce. It was the only subsector that saw increases in both the number of employers (+2.5%) and the number of employees (+2.3%).

TABLE 3C

Number and percentage distribution of employers* by subsectors of the transportation sector in 2020 and 2021

Subsectors of transportation sector	Number of employers		Percentage change in number of employers from 2020 to 2021	Percentage distribution of employers within sector*	
	2020	2021		2020	2021
Air transportation	95	87	-8.4	25.1	25.1
Ground transportation	243	218	-10.3	64.3	63.0
Water transportation	40	41	+2.5	10.6	11.8
Transportation sector	378	346	-8.5	100.0	100.0

* The number of employers in the federally regulated private-sector can change from year to year because of mergers, acquisitions, closures, start-ups, or organizations fluctuating above or below the 100-employee threshold.

** Total may not equal the sum of components due to rounding.

TABLE 3D

Number and percentage distribution of employees by subsectors of the transportation sector in 2020 and 2021

Subsectors of transportation sector	Number of employers		Percentage change in number of employers from 2020 to 2021	Percentage distribution of employers within sector*	
	2020	2021		2020	2021
Air transportation	67,787	76,100	+12.3	22.4	25.0
Ground transportation	216,884	208,945	-3.7	71.6	68.8
Water transportation	18,400	18,814	+2.3	6.1	6.2
Transportation sector	303,071	303,859	+0.3	100.0	100.0

* Total may not equal the sum of components due to rounding.

Table 3E and **Table 3F** show the number and distribution of employers and employees by the two subsectors of the 'other' sector for 2020 and 2021. The production industries subsector includes employers such as those primarily engaged in nuclear power generation, metal ore mining, support activities for crop production, and grain and oilseed milling. The service industries subsector comprises businesses such as those providing professional, scientific, and technical services, investigation and security services, public administration, and heritage institutions including museums.

The **production industries subsector** experienced a decrease in the number of employers (-2.4%) but an increase in the number of employees (+0.9%). This subsector accounted for 48.2% of the employer population and 54.6% of the employees in the 'other' sector in 2021.

In the **service industries subsector**, the number of employers increased by 10.3% and the number of employees increased by 2.1% in 2021. This subsector constituted 51.8% of the employer population and 45.4% of the 'other' sector workforce.

TABLE 3E

Number and percentage distribution of employers* by subsectors of the 'other' sector in 2020 and 2021

Subsectors of 'other' sector	Number of employers		Percentage change in number of employers from 2020 to 2021	Percentage distribution of employers within sector*	
	2020	2021		2020	2021
Production industries	41	40	-2.4	51.3	48.2
Service industries	39	43	+10.3	48.8	51.8
'Other' sector	80	83	+3.8	100.0	100.0

* The number of employers in the federally regulated private-sector can change from year to year because of mergers, acquisitions, closures, start-ups, or organizations fluctuating above or below the 100-employee threshold.

** Total may not equal the sum of components due to rounding..

TABLE 3F

Number and percentage distribution of employees by subsectors of the 'other' sector in 2020 and 2021

Subsectors of 'other' sector	Number of employers		Percentage change in number of employers from 2020 to 2021	Percentage distribution of employers within sector*	
	2020	2021		2020	2021
Production industries	31,961	32,239	+0.9	54.9	54.6
Service industries	26,293	26,844	+2.1	45.1	45.4
'Other' sector	58,254	59,083	+1.4	100.0	100.0

* Total may not equal the sum of components due to rounding.

Sector representation and attainment rates of designated groups

This section provides an analysis of the designated groups' representation and attainment rates for the four industrial sectors and their subsectors in 2020 and 2021. Attainment rates are presented two ways:

- Attainment rates based on the Canadian LMA show a designated group's representation in the sector, compared to their LMA across the whole Canadian workforce. This is the same LMA used in 1A and 1B, and in Chart 1; and
- Attainment rates based on the sector LMA show a designated group's representation in the sector, compared to their LMA within that sector. This includes the federally and non-federally regulated parts of each sector. Sector LMA includes only persons in the workforce who had relevant work experience in relevant sectors. Members of designated groups in the Canadian workforce are not represented at the same rate in all sectors. As such, sector LMAs differ from the Canadian LMA for each designated group.

Banking and financial services sector

Table 4A presents data on the overall representation and attainment rates (based on Canadian and sector LMA) of the designated groups in the **banking and financial services sector** between 2020 and 2021.

- **Women:** Representation in this sector decreased by 0.6 of a percentage point but continued to exceed the Canadian LMA of 48.2%, for an attainment rate of 113.6%. When compared with sector LMA of 58.9%, the attainment rate is 93.0%.
- **Aboriginal peoples:** Representation in this sector increased slightly but remained below Canadian LMA of 4.0%, with an attainment rate of 36.1%. When compared with sector LMA of 1.7%, the attainment rate is 84.8%.
- **Persons with disabilities:** Representation in this sector increased slightly but remained below Canadian LMA of 9.1%, with an attainment rate of 64.4%. When compared with sector LMA of 9.2%, the attainment rate is 63.7%.
- **Members of visible minorities:** Representation in this sector increased by 1.0 percentage point and continued to exceed Canadian LMA of 21.3%, for an attainment rate of 185.4%. When compared with sector LMA of 31.2%, the attainment rate is 126.6%.

TABLE 4A

Representation and attainment rate of designated group members in the banking and financial services sector in 2020 and 2021 (by percentage)

Designated groups	2020 representation	2021 representation	Change* in representation from 2020 to 2021	LMA (Canadian)**	2020 attainment rate based on LMA (Canadian)	2021 attainment rate based on LMA (Canadian)	LMA (sector)**	2020 attainment rate based on LMA (sector)	2021 attainment rate based on LMA (sector)
Women	55.4	54.8	-0.6	48.2	114.9	113.6	58.9	94.0	93.0
Aboriginal peoples	1.4	1.4	+0.0	4.0	35.4	36.1	1.7	83.3	84.8
Persons with disabilities	5.8	5.9	+0.0	9.1	64.0	64.4	9.2	63.3	63.7
Members of visible minorities	38.5	39.5	+1.0	21.3	180.9	185.4	31.2	123.5	126.6

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Communications sector

Table 4B presents data on the overall representation and attainment rates (based on Canadian and sector LMA) of the designated groups in the **communications sector** between 2020 and 2021.

- **Women:** Representation in this sector increased by 0.7 of a percentage point and remained below Canadian LMA of 48.2%, for an attainment rate of 74.4%. When compared with sector LMA of 44.1%, the attainment rate is 81.3%.
- **Aboriginal peoples:** Representation in this sector increased marginally and continued to be below Canadian LMA of 4.0%, for an attainment rate of 55.3%. When compared with sector LMA of 2.5%, the attainment rate is 88.4%.
- **Persons with disabilities:** Representation in this sector increased by 0.5 of a percentage point and remained below Canadian LMA of 9.1%, for an attainment rate of 54.2%. When compared with sector LMA of 11.0%, the attainment rate is 44.9%.
- **Members of visible minorities:** Representation in this sector increased by 1.0 percentage point and continued to exceed Canadian LMA of 21.3%, for an attainment rate of 120.2%. When compared with sector LMA of 24.8%, the attainment rate is 103.2%.

TABLE 4B

Representation and attainment rate of designated group members in the communications sector in 2020 and 2021 (by percentage)

Designated groups	2020 representation	2021 representation	Change* in representation from 2020 to 2021	LMA (Canadian)**	2020 attainment rate based on LMA (Canadian)	2021 attainment rate based on LMA (Canadian)	LMA (sector)**	2020 attainment rate based on LMA (sector)	2021 attainment rate based on LMA (sector)
Women	35.7	35.9	+0.2	48.2	74.0	74.4	44.1	80.9	81.3
Aboriginal peoples	2.2	2.2	+0.0	4.0	55.2	55.3	2.5	88.3	88.4
Persons with disabilities	4.4	4.9	+0.5	9.1	48.5	54.2	11.0	40.2	44.9
Members of visible minorities	24.6	25.6	+1.0	21.3	115.5	120.2	24.8	99.2	103.2

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Transportation sector and subsectors

Table 4C presents data on the overall representation and attainment rates (based on Canadian and sector LMA) of the designated groups in the **transportation sector** between 2020 and 2021.

- **Women:** Representation in this sector increased by 0.9 of a percentage point and continued to be below Canadian LMA of 48.2%, for an attainment rate of 60.5%. When compared with sector LMA of 25.3%, the attainment rate increased to 115.2% from 111.9% in the previous year.
- **Aboriginal peoples:** Representation in this sector increased by 0.1 of a percentage point and remained below Canadian LMA of 4.0%, for an attainment rate of 76.4%. When compared with sector LMA of 3.9%, the attainment rate increased to 78.4%.
- **Persons with disabilities:** Representation in this sector increased by 0.7 of a percentage point and remained below Canadian LMA of 9.1%, for an attainment rate of 34.7%. When compared with sector LMA of 9.8%, the attainment rate increased to 32.2%.
- **Members of visible minorities:** Representation in this sector increased 1.9 percentage points and continued to be below Canadian LMA of 21.3%, for an attainment rate of 92.5%. When compared with sector LMA of 25.1%, the attainment rate increased to 78.5%.

TABLE 4C

Representation and attainment rate of designated group members in the transportation sector in 2020 and 2021 (by percentage)

Designated groups	2020 representation	2021 representation	Change* in representation from 2020 to 2021	LMA (Canadian)**	2020 attainment rate based on LMA (Canadian)	2021 attainment rate based on LMA (Canadian)	LMA (sector)**	2020 attainment rate based on LMA (sector)	2021 attainment rate based on LMA (sector)
Women	28.3	29.2	+0.9	48.2	58.7	60.5	25.3	111.9	115.3
Aboriginal peoples	3.0	3.1	+0.1	4.0	74.2	76.5	3.9	76.1	78.4
Persons with disabilities	2.4	3.2	+0.7	9.1	26.9	34.7	9.8	24.9	32.3
Members of visible minorities	17.8	19.7	+1.9	21.3	83.7	92.5	25.1	71.0	78.5

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Table 4D.1 presents data on the overall representation and attainment rates of the designated groups in the **air transportation subsector** between 2020 and 2021. The sector LMA used in table 4D.1 is the LMA for the transportation sector as a whole, not just the air transportation subsector.

- **Women:** Representation in this subsector increased by 2.3 percentage points, remaining above the sector LMA of 25.3%, increasing the attainment rate to 145.8%.
- **Aboriginal peoples:** Representation in this subsector decreased by 0.3 of a percentage point and remained below the sector LMA of 3.9%, decreasing the attainment rate to 76.0%.
- **Persons with disabilities:** Representation in this subsector increased by 0.2 of a percentage point and remained below the sector LMA of 9.8%, increasing the attainment rate to 19.4%.
- **Members of visible minorities:** Representation in this subsector increased by 3.6 percentage points and remained below the sector LMA of 25.1%, increasing the attainment rate to 84.9%.

TABLE 4D.1

Representation and attainment rate of designated group members in the air transportation subsector in 2020 and 2021 (by percentage)

Designated groups	2020 representation	2021 representation	Change* in representation from 2020 to 2021	LMA (sector)**	2020 attainment rate based on LMA (sector)	2021 attainment rate based on LMA (sector)
Women	34.5	36.9	+2.3	25.3	136.5	145.8
Aboriginal peoples	3.2	3.0	-0.3	3.9	82.9	76.0
Persons with disabilities	1.7	1.9	+0.2	9.8	17.2	19.4
Members of visible minorities	17.7	21.3	+3.6	25.1	70.6	84.9

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Table 4D.2 presents data on the overall representation and attainment rates of the designated groups in the **ground transportation subsector** between 2020 and 2021. Of note, in 2021, increases in attainment rate for all for designated groups was identified. The sector LMA used in table 4D.1 is the LMA for the transportation sector as a whole, not just the ground transportation subsector.

- **Women:** Representation in this subsector increased by 0.1 of a percentage point and continued to be above sector LMA of 25.3%, increasing the attainment rate to 108.3%.
- **Aboriginal peoples:** Representation in this subsector increased by 0.3 of a percentage point and continued to be below sector LMA of 3.9%, increasing the attainment rate to 76.2%.
- **Persons with disabilities:** Representation in this subsector increased by 1.0 percentage point and continued to be below sector LMA of 9.8%, increasing the attainment rate to 37.9%.
- **Members of visible minorities:** Representation in this subsector increased by 1.5 percentage points and continued to be below sector LMA of 25.1%, increasing the attainment rate to 77.6%.

TABLE 4D.2

Representation and attainment rate of designated group members in the ground transportation subsector in 2020 and 2021 (by percentage)

Designated groups	2020 representation	2021 representation	Change* in representation from 2020 to 2021	LMA (sector)**	2020 attainment rate based on LMA (sector)	2021 attainment rate based on LMA (sector)
Women	27.3	27.4	+0.1	25.3	107.9	108.4
Aboriginal peoples	2.7	3.0	+0.3	3.9	69.5	76.3
Persons with disabilities	2.7	3.7	+1.0	9.8	27.5	38.0
Members of visible minorities	18.0	19.5	+1.5	25.1	71.8	77.7

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Table 4D.3 presents data on the overall representation and attainment rates of the designated groups in the **water transportation subsector** between 2020 and 2021. The sector LMA used in table 4D.1 is the LMA for the transportation sector as a whole, not just the water transportation subsector.

- **Women:** Representation in this subsector increased by 0.1 of a percentage point and continued to be below sector LMA of 25.3%, increasing the attainment rate to 68.3%.
- **Aboriginal peoples:** Representation in this subsector decreased by 0.7 of a percentage point and remained above sector LMA of 3.9%, decreasing the attainment rate to 112.2%.
- **Persons with disabilities:** Representation in this subsector decreased by 0.2 of a percentage point and continued to be below sector LMA of 9.8%, decreasing the attainment rate to 20.9%.
- **Members of visible minorities:** Representation in this subsector decreased marginally and continued to be below sector LMA of 25.1%, decreasing the attainment rate to 62.4%.

TABLE 4D.3

Representation and attainment rate of designated group members in the water transportation subsector in 2020 and 2021 (by percentage)

Designated groups	2020 representation	2021 representation	Change* in representation from 2020 to 2021	LMA (sector)**	2020 attainment rate based on LMA (sector)	2021 attainment rate based on LMA (sector)
Women	17.2	17.3	+0.1	25.3	68.0	68.3
Aboriginal peoples	5.0	4.4	-0.7	3.9	128.9	112.2
Persons with disabilities	2.3	2.1	-0.2	9.8	23.5	20.9
Members of visible minorities	15.7	15.7	-0.0	25.1	62.5	62.4

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

'Other' sector and subsectors

Table 4E presents data on the overall representation and attainment rates (based on Canadian and sector LMA) of the designated groups in the **'other' sector** between 2020 and 2021. Attainment rates increased for all four designated groups in this sector, with the greatest gains in the production industries subsector.

- **Women:** Representation in this sector increased by 0.4 of a percentage point and continued to be below Canadian LMA of 48.2%, for an attainment rate of 64.1%. When compared with sector LMA of 34.5%, the attainment rate increased to 89.6%.
- **Aboriginal peoples:** Representation in this sector increased by 0.1 of a percentage point and exceeded Canadian LMA of 4.0%, for an attainment rate of 104.6%. When compared with sector LMA of 4.6%, the attainment rate increased to 90.9%.
- **Persons with disabilities:** Representation in this sector increased by 0.8 of a percentage point and remained below Canadian LMA of 9.1%, for an attainment rate of 33.0%. When compared with sector LMA of 8.3%, the attainment rate increased to 36.2%.
- **Members of visible minorities:** Representation in this sector increased by 0.8 of a percentage point and continued to be below Canadian LMA of 21.3%, for an attainment rate of 81.8%. When compared with sector LMA of 16.0%, increasing the attainment rate to 108.9%.

TABLE 4E

Representation and attainment rate of designated group members in the 'other' sector in 2020 and 2021 (by percentage)

Designated groups	2020 representation	2021 representation	Change* in representation from 2020 to 2021	LMA (Canadian)**	2020 attainment rate based on LMA (Canadian)	2021 attainment rate based on LMA (Canadian)	LMA (sector)**	2020 attainment rate based on LMA (sector)	2021 attainment rate based on LMA (sector)
Women	30.5	30.9	+0.4	48.2	63.3	64.1	34.5	88.4	89.6
Aboriginal peoples	4.1	4.2	+0.1	4.0	102.0	104.6	4.6	88.7	90.9
Persons with disabilities	2.2	3.0	+0.8	9.1	23.7	33.0	8.3	26.0	36.2
Members of visible minorities	16.6	17.4	+0.8	21.3	77.9	81.8	16.0	103.7	108.9

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Table 4F.1 presents data on the overall representation and attainment rates (based on the 'other' sector LMA) of the designated groups in the **production industries subsector** between 2020 and 2021.

- **Women:** Representation in this subsector increased by 0.4 of a percentage point and continued to be below sector LMA of 34.5%, increasing the attainment rate to 70.6%.
- **Aboriginal peoples:** Representation in this subsector increased by 0.4 of a percentage point and continued to be above sector LMA of 4.6%, increasing the attainment rate to 113.6%.
- **Persons with disabilities:** Representation in this subsector increased by 1.6 percentage points and continued to be below sector LMA of 8.3%, increasing the attainment rate to 44.7%.
- **Members of visible minorities:** Representation in this subsector increased by 2.7 percentage points and continued to be below sector LMA of 16.0%, increasing the attainment rate to 95.9%.

TABLE 4F.1

Representation and attainment rate of designated group members in the production industries subsector in 2020 and 2021 (by percentage)

Designated groups	2020 representation	2021 representation	Change* in representation from 2020 to 2021	LMA (sector)**	2020 attainment rate based on LMA (sector)	2021 attainment rate based on LMA (sector)
Women	24.0	24.4	+0.4	34.5	69.5	70.6
Aboriginal peoples	4.8	5.2	+0.4	4.6	104.1	113.6
Persons with disabilities	2.1	3.7	+1.6	8.3	25.1	44.7
Members of visible minorities	12.6	15.3	+2.7	16.0	78.8	95.9

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Table 4F.2 presents data on the overall representation and attainment rates (based on the 'other' sector LMA) of the designated groups in the **service industries subsector** between 2020 and 2021.

- **Women:** Representation in this subsector increased by 0.4 of a percentage point and continued to be above sector LMA of 34.5%, increasing the attainment rate to 112.4%.
- **Aboriginal peoples:** Representation in this subsector decreased by 0.3 of a percentage point and continued to be below sector LMA of 4.6%, decreasing the attainment rate to 63.7%.
- **Persons with disabilities:** Representation in this subsector decreased by 0.1 of a percentage point and continued to be below sector LMA of 8.3%, decreasing the attainment rate to 26.0%.
- **Members of visible minorities:** Representation in this subsector decreased by 1.5 percentage points and continued to be above sector LMA of 16.0%, decreasing the attainment rate to 124.5%.

TABLE 4F.2

Representation and attainment rate of designated group members in the service industries subsector in 2020 and 2021 (by percentage)

Designated groups	2020 representation	2021 representation	Change* in representation from 2020 to 2021	LMA (sector)**	2020 attainment rate based on LMA (sector)	2021 attainment rate based on LMA (sector)
Women	38.4	38.8	+0.4	34.5	111.3	112.4
Aboriginal peoples	3.2	2.9	-0.3	4.6	69.9	63.7
Persons with disabilities	2.2	2.2	-0.1	8.3	27.1	26.0
Members of visible minorities	21.4	19.9	-1.5	16.0	133.9	124.5

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Additional data on the representation, attainment rates, hires, promotions, and terminations of employees by designated group and sector is provided in Appendix A.

SECTION 3

Designated group profiles

Women

The number of women employed by federally regulated private-sector employers increased from 287,425 in 2020 to 290,341 in 2021, for a gain of 1.0%. This increase raised the representation of women from 39.1% to 39.3%. These trends represent a change from the declines observed for women in 2020, but they are not sufficient to reach 2019 levels (304,895 women; representation of 39.5%).

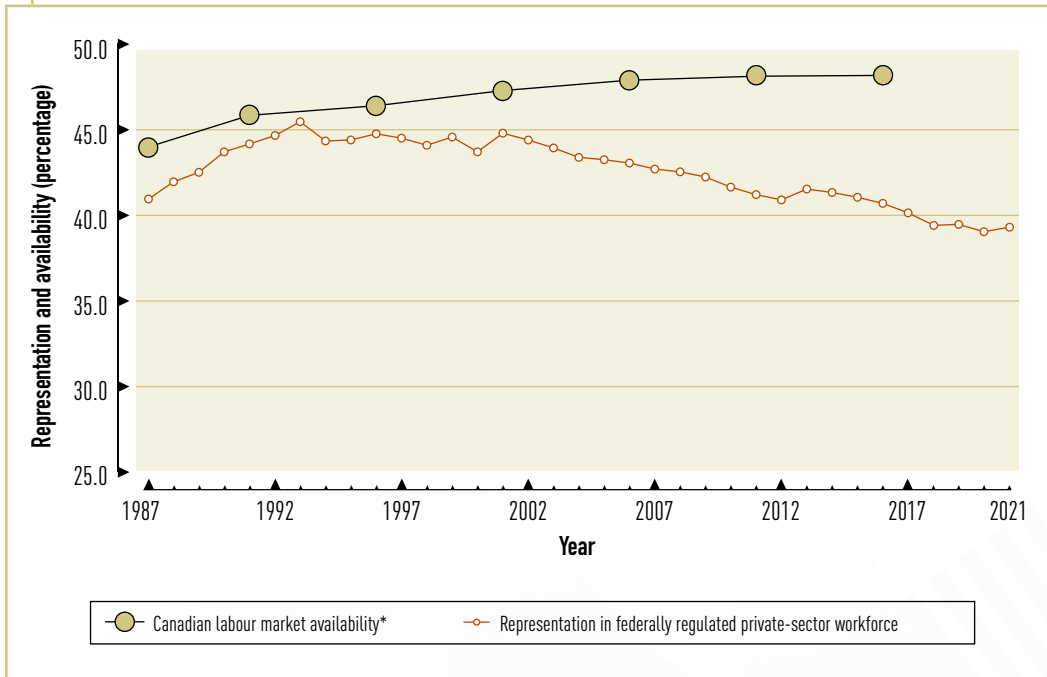
In 2021, women's share of hires was higher than their share of terminations, overall and in three of the four sectors. The only exception was the banking and financial services sector, where women's share of terminations exceeded the share of hires. Women's share of promotions at the combined workforce level increased from 45.0% in 2020 to 49.4% in 2021, and remained above their representation level, meaning that women within the federally regulated workforce are more likely to get promoted than men.

Women made progress in some occupations. Between 2020 and 2021, the representation and attainment rates of women increased in 9 of the 14 occupational groups. This includes senior managers and middle and other managers; in those occupational groups, women's attainment rate (based on Canadian LMA) was over 100%. Although the representation of women decreased among supervisors, it continued to exceed women's Canadian LMA in that occupational group.

Chart 2 shows that the representation of women increased from 1987 until its peak in 1993 and has trended downward since the early 2000s. The representation of women in 2021 (39.1%) was 1.9 of a percentage point below what it was in 1987 (40.9%).

CHART 2

Representation and Canadian LMA* of women from 1987 to 2021 (percentage)



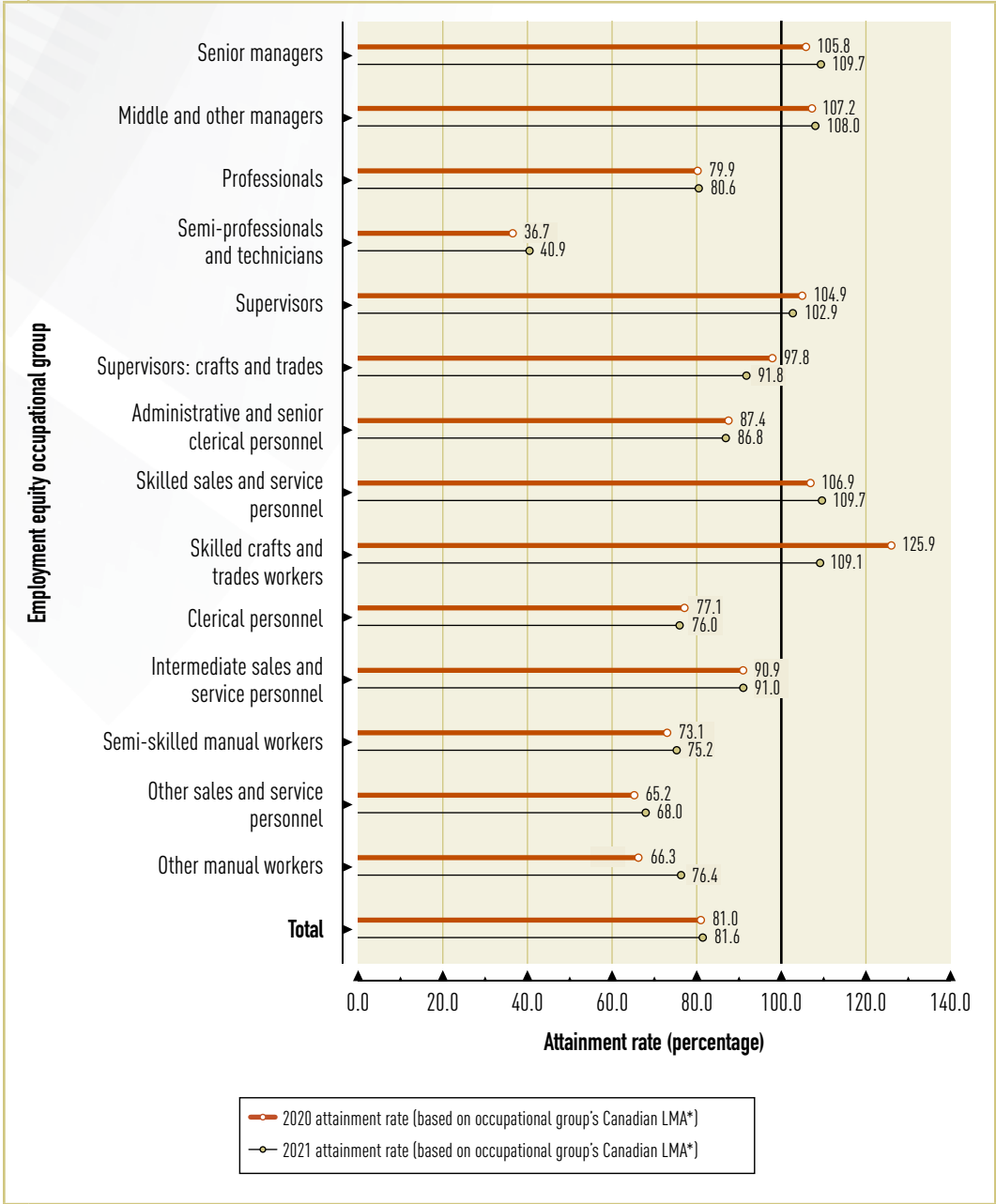
* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.

Occupational group

Chart 3 shows that, between 2020 and 2021, the representation of women in management and skilled occupational groups continued to exceed their Canadian LMA in those occupational groups (senior managers, middle and other managers, supervisors, skilled sales and service personnel, and skilled crafts and trades workers). The attainment rate in the semi-professionals and technicians group increased but remained particularly low, with an attainment rate of 40.9% (compared to Canadian LMA). Among all occupational groups, the attainment rate was highest for women in the senior managers group.

CHART 3

Attainment rate (compared to the Canadian LMA for each occupational group) of women in 2020 and 2021 (percentage)



* Source: Statistics Canada, 2016 Census.

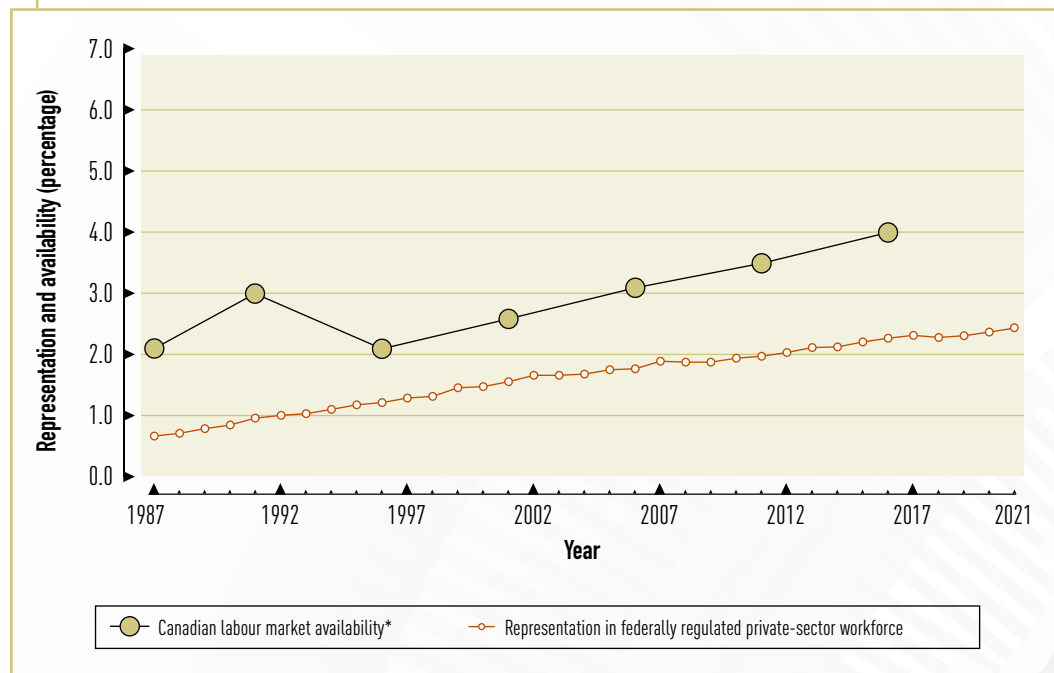
Aboriginal peoples

Between 2020 and 2021, the number of Aboriginal peoples employed by federally regulated employers increased from 17,616 to 18,081, a gain of 2.6%. During the same period, the attainment rate of Aboriginal peoples increased from 59.9% to 61.2%.

In 2021, Aboriginal peoples' share of terminations was slightly higher than their share of hires, overall and in three of the four sectors. The only exception was the 'other' sector, where Aboriginal peoples' share of hires exceeded their share of terminations. At the combined workforce level, Aboriginal peoples' share of promotions decreased from 2.1% in 2020 to 2.0% in 2021 and continued to be below their representation.

Chart 4 shows that the representation of Aboriginal peoples remained below their 4.0% Canadian LMA; however, the representation of Aboriginal peoples has been increasing steadily since its low of 0.7% when employment equity data were first published in 1987.

CHART 4
Representation and Canadian LMA* of Aboriginal peoples from 1987 to 2021 (percentage)



* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.

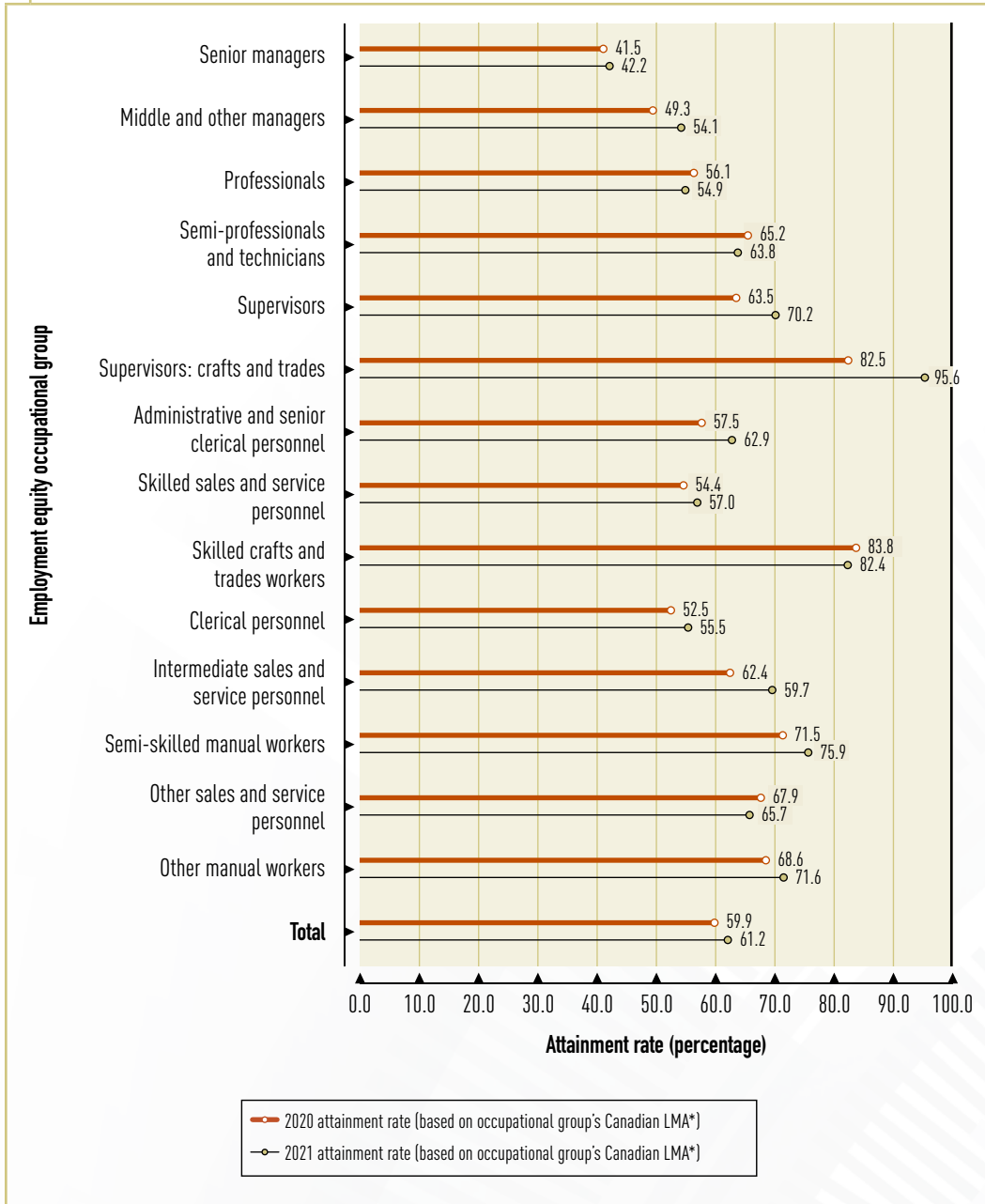
Note: In 1996, the Census methodology for calculating LMA of Aboriginal peoples changed, causing a drop in LMA.

Occupational group

Chart 5 shows that, between 2020 and 2021, the representation and attainment rates of Aboriginal peoples increased in 9 of 14 occupational groups. However, Aboriginal peoples' representation remains below the Canadian LMA for all 14 occupational groups. Aboriginal peoples' attainment rate was significantly short of 100% in the senior managers occupational group but did increase by 0.7 of a percentage point from 2020 to 2021. Attainment rates were highest for Aboriginal peoples in the supervisors: crafts and trades and skilled crafts and trades workers groups.

CHART 5

Attainment rate (compared to the Canadian LMA for each occupational group) of Aboriginal peoples in 2020 and 2021 (percentage)



* Source: Statistics Canada, 2016 Census.

Persons with disabilities

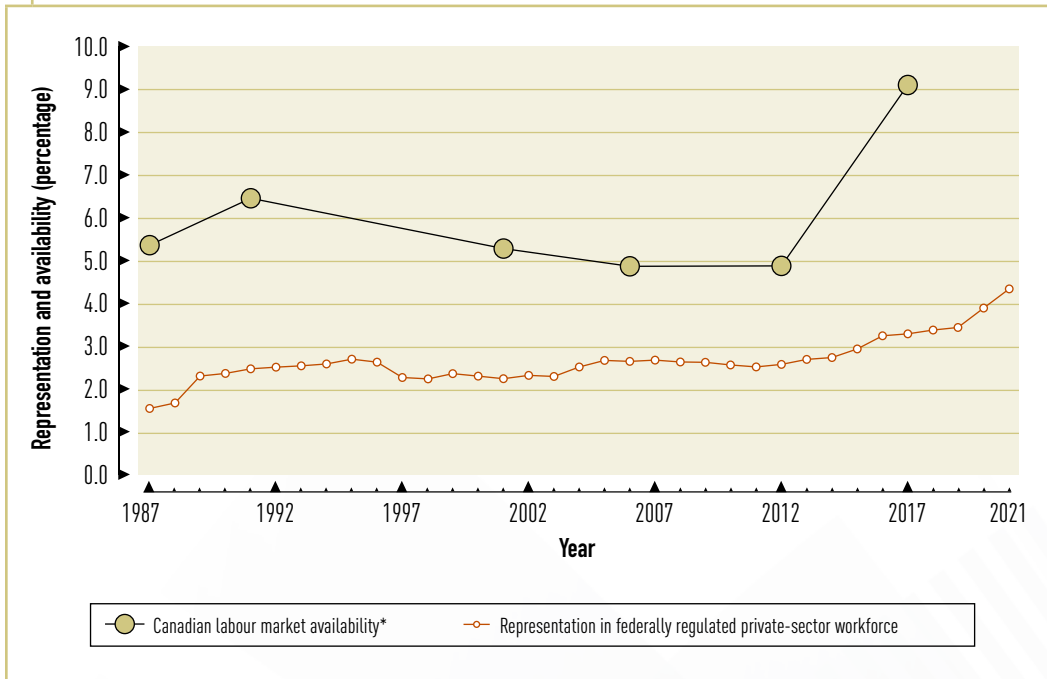
The number persons with disabilities employed by federally regulated employers increased from 28,811 in 2020 to 32,299 in 2021, for a growth of 12.1%. The representation of persons with disabilities also increased from 3.9% in 2020 to 4.4% in 2021.

Over the past decade, more persons with disabilities left the federally regulated private-sector workforce than entered it. This trend continued in 2021: 3,755 persons with disabilities were hired and 4,284 left, for a net loss of 529 employees. Persons with disabilities left more than they were hired in three of the four sectors; banking and finance saw a small net gain of five employees. At the overall level, this designated group's share of promotions increased from 3.9% in 2020 to 4.8% in 2021, which is now above their representation.

Chart 6 shows that the representation of persons with disabilities reached a high of 3.5% in 2020, an increase from the initial point of 1.6% in 1987. The 2020 representation rate is 5.6 percentage points below the 9.1% Canadian LMA.

CHART 6

Representation and Canadian LMA* of persons with disabilities from 1987 to 2021 (by percentage)



* Sources: Statistics Canada, 1986 and 1991 Health and Activity Limitation Survey; 2001 and 2006 Participation and Activity Limitation Survey; and 2012 and 2017 Canadian Survey on Disability.

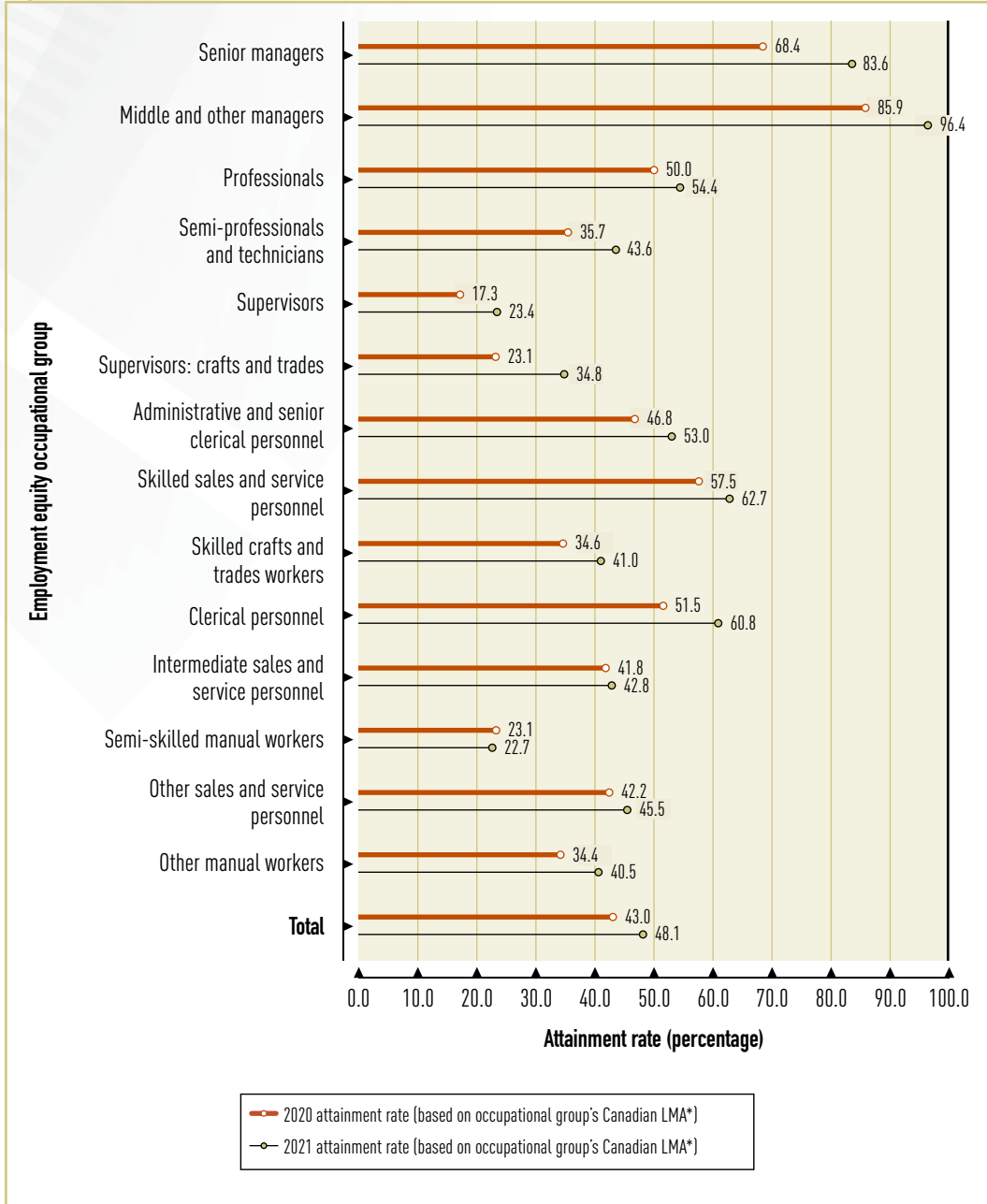
Note: In 2001, Statistics Canada began using the World Health Organization's *International Classification of Functioning, Disability and Health* framework to define disability rather than the 1980 *International Classification of Impairments, Disabilities, and Handicaps*; this resulted in a drop in LMA. In 2017, Statistics Canada introduced a new methodology for gathering data on persons with disabilities that resulted in a significant increase in LMA for this designated group.

Occupational group

Chart 7 shows that, between 2020 and 2021, the representation of persons with disabilities increased in 13 of 14 occupational groups. Although this means attainment rates also improved, they remain below 100% in all 14 occupational groups. The only occupational group in which the representation and attainment rates decreased was the semi-skilled manual workers group, which is also the group where persons with disabilities have their lowest attainment rate. Persons with disabilities had their highest attainment rate, 96.4%, in the middle and other managers group.

CHART 7

Attainment rate (compared to the Canadian LMA for each occupational group) of persons with disabilities in 2020 and 2021 (by percentage)



* Source: Statistics Canada, 2017 Canadian Survey on Disability.

Members of visible minorities

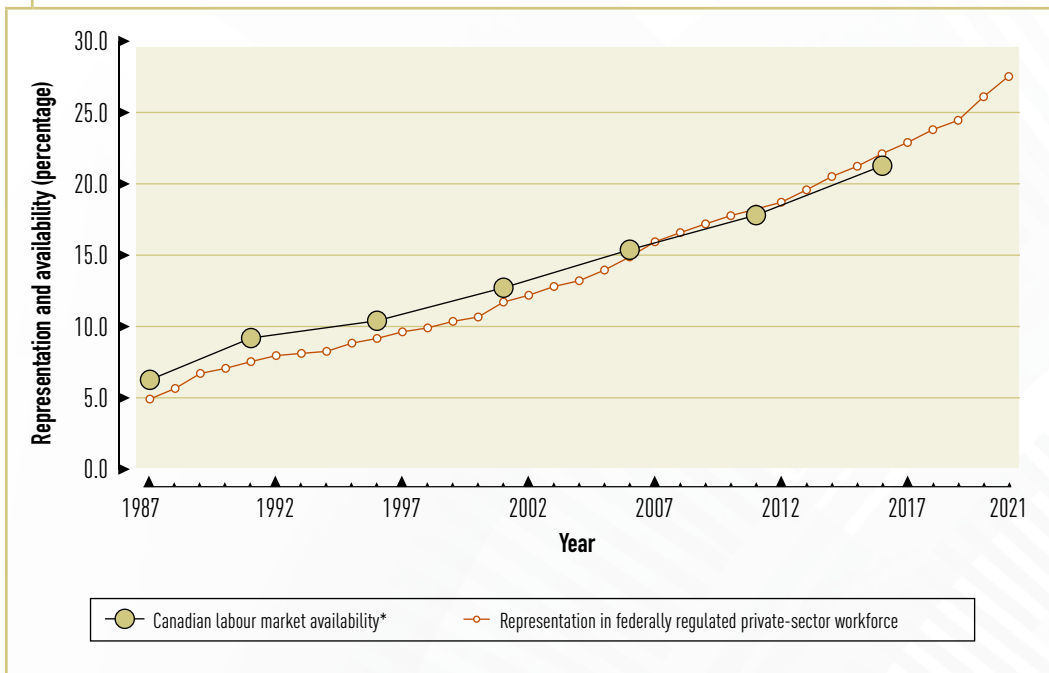
The number of members of visible minorities employed by federally regulated employers increased from 191,389 in 2020 to 202,180 in 2021, for an increase of 5.6%. The representation of members of visible minorities also increased from 26.0% to 27.4%.

In 2021, members of visible minorities were hired more often than they left or were terminated, overall and in each of the four sectors. Members of visible minorities also continued to receive a higher share of promotions compared to their representation, both overall and in each sector besides the 'other' sector.

Chart 8 shows that since 1987, the representation of members of visible minorities has been increasing steadily. Of the four designated groups, members of visible minorities have made the most progress in overall representation since 1987.

CHART 8

Representation and Canadian LMA* of members of visible minorities from 1987 to 2021 (by percentage)



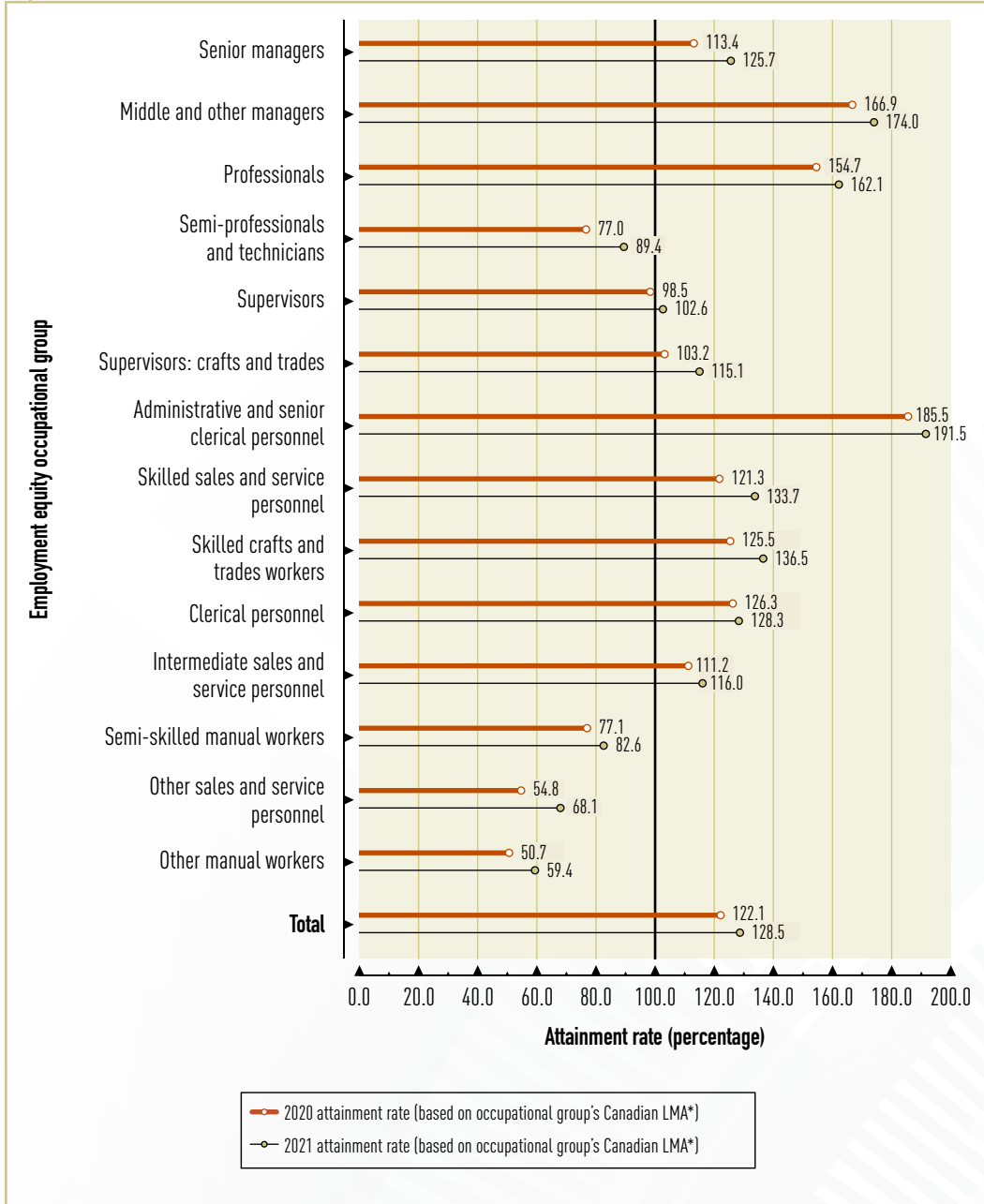
* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.

Occupational group

Chart 9 shows that, between 2020 and 2021, the representation of members of visible minorities increased in all occupational groups. Visible minorities are now above the Canadian LMA for 10 of the 14 groups. The highest attainment rate was in the administrative and senior clerical personnel occupational group. Visible minorities have a higher attainment rate among senior managers than any other designated group. This designated group's representation continued to exceed the occupational group Canadian LMA among senior managers, middle and other managers, professionals, and supervisors.

CHART 9

Attainment rate (compared to the Canadian LMA for each occupational group) of members of visible minorities in 2020 and 2021 (by percentage)



* Source: Statistics Canada, 2016 Census.

SECTION 4

Designated groups pay gap profiles

In 2018, the Government of Canada introduced a new measure to require federally regulated private-sector employers subject to the Act to include pay gap information as part of their annual employment equity reports. The *Employment Equity Regulations* were amended in 2020 and the new measure came into force on January 1, 2021.

As a result, private-sector employers subject to the Act reported pay gap information for the first time in their 2021 annual reports. In addition to the consolidated data contained in this report, the pay gap information will be made available on a new government website. The new website is planned for launch by the end of 2023.

Pay gap reporting goes beyond addressing the gender wage gap by highlighting pay gaps that affect all four designated groups, making Canada the first country to make this level of information publicly available. This will give employers an opportunity to review their practices, show leadership in reducing pay gaps and improve employment outcomes. It will help to shift business culture and expectations towards greater equality.

This section presents highlights from the consolidation of the pay gap information submitted by employers under the Act. Additional data is provided in Tables 7 to 10.7 of Appendix A. Pay gap data is presented for employers' overall workforce of permanent and temporary employees. Pay gap information for specific employment equity occupational groups, employment status, sector or region will be made available on the new website.

What are pay gaps?

A pay gap is the difference between what two groups typically earn. This difference is shown as the amount one group earns for every \$1.00 earned by the other group. Private-sector employers subject to the Act report hourly wage gaps, bonus pay gaps, overtime pay gaps and overtime hours gaps that affect the four designated groups. They also report the proportions of employees who received bonus pay or overtime pay.

Median pay gaps

Median pay gaps compare the pay of employees in the middle of the pay distribution of each group. For example, if a group has 11 employees, the pay of the sixth highest-paid employee is used for calculating the median pay gap. Because medians are not affected by very high-paid or low-paid employees, they are useful for exploring the situation affecting employees in the middle of the distribution. This section of the report uses median gaps to discuss the consolidated pay gap data.

Mean pay gaps

Mean pay gaps measure salary differences by comparing the mean, or average, pay in each group. They take into account the amounts paid to all employees and are sensitive to the presence of a small group of very high-paid people. Mean gaps are useful for understanding differences in overall amounts paid to the two groups. Data on mean gaps are presentation Tables 7.1 to 10.7 in Appendix A.

Hourly wage gaps

An hourly wage represents pay for one hour of work. Calculating hourly wage gaps allows for salary comparisons between employees. Hourly wages are used rather than weekly or annual earnings so that the results are not affected by differences in the numbers of hours worked.

Bonus pay gap information

Bonus pay reporting includes:

- mean and median gaps in annual amounts of bonus pay among employees who received bonus pay during the reporting year; and
- proportions of employees who received bonus pay during the reporting year.

Bonus pay gaps are only calculated and reported for employees who received bonus pay.

Overtime gap information

Overtime gap reporting includes:

- mean and median gaps in annual amounts of overtime pay among employees who received pay for overtime worked during the reporting year;
- mean and median gaps in the number of annual overtime hours worked among employees who received pay for overtime worked during the reporting year; and
- proportions of employees who received pay for overtime worked during the reporting year.

Overtime gaps are only calculated and reported for employees who received overtime pay.

Consolidated data

These pay gap data do not enable the calculation of pay gaps for all employers subject to the Act, nor for sectors taken as a whole. Employers report pay gap percentages that represent their organization's pay gaps. They do not report individual salaries of their employees. Since mean and median pay gaps rely on the number of employees and amounts paid to these employees, no mean or median pay gap can be calculated for the employees of all employers or specific sectors taken as a whole when the individual salaries of each employee are not included in the individual employer reports.

Consolidated data presented in this section therefore focus on the gaps of median employers and how employers are distributed around these median employers' gaps. This provides an overview of pay gaps among all employers subject to the Act, as well as among employers of specific sectors, by drawing attention to the pay gap in the middle of the distribution and examining how other employers are distributed around this middle point.

In the tables below, employers subject to the Act are divided into eight groups based on the size of their pay gaps for each designated group. The pay gap of the median employer is also presented, as well as the percentage of employers for whom no pay gap could be calculated.

Women

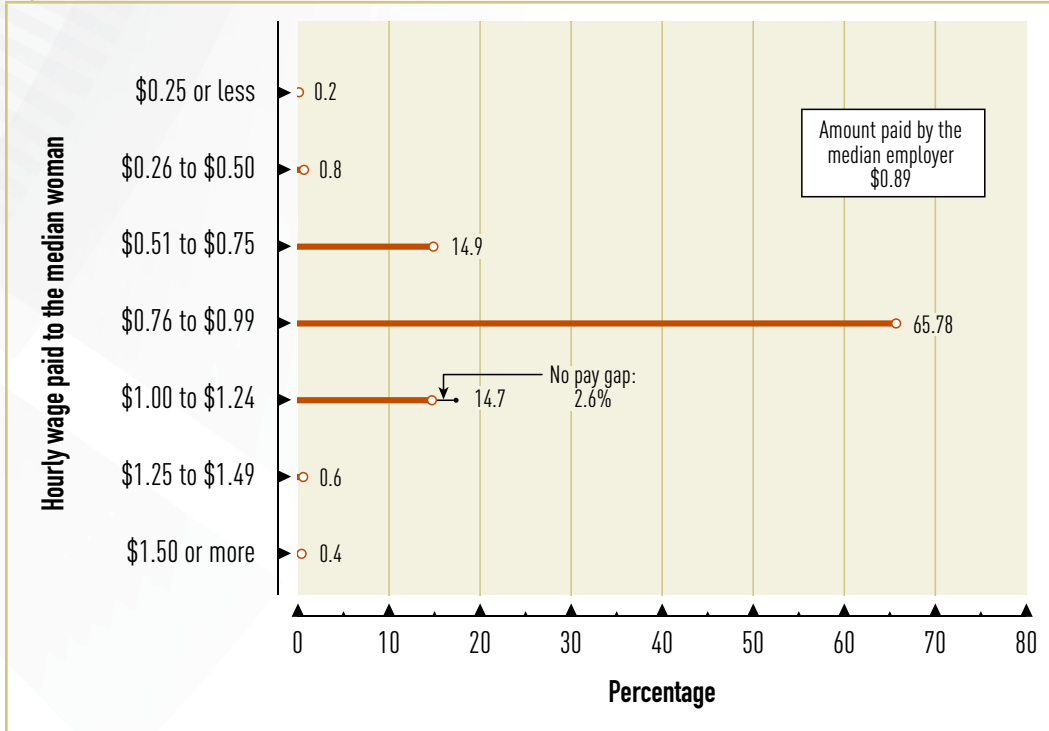
Hourly wage gaps

In 2021, for the median employer subject to the Act, the median woman made \$0.89 for every \$1.00 paid to the median man. Employers in the federally regulated private-sector had a wide range of median hourly wage gaps:

- 18.3% of employers had no median hourly wage gap or had a gap in favour of women (meaning they paid the median women more than the median man).
- Almost two-thirds of employers (65.8%) paid the median woman \$0.76 to \$0.99 for every \$1.00 they paid the median man.
 - For 34.0% of employers, this number was between \$0.76 and \$0.88 – that is, at least \$0.76 but less than the median.
 - For 34.0% of employers, this number was between \$0.90 and \$0.99 – that is, more than the median but less than \$1.00.
- 15.8% of employers paid the median woman \$0.75 or less for each \$1.00 they paid the median man.

CHART 10

Distribution of employers by hourly wage paid to the median woman for each \$1.00 paid to the median man



Median hourly wage gaps varied by sector:

- The **banking and financial services sector** had the largest hourly wage gap; the median employer paid the median woman \$0.80 for each \$1.00 they paid the median man. This sector also had the smallest percentage of employers (2.3%) which had no gap or gaps in favour of women (meaning the median woman was paid more than the median man).
- The median gap in the **communications sector** is similar to the overall gap, with a figure of \$0.90.
- The **transportation sector** had the largest percentage of employers with no gap or a gap in favour of women at 21.5%, including 3.2 % with no gap.
- The median employer in the **'other' sector** had the smallest hourly wage gap, paying the median woman \$0.91 for each \$1.00 they paid the median man. However, this sector also had the largest percentage (8.8%) of employers paying the median woman \$0.50 or less for each \$1.00 they paid the median man.

Mean hourly wage gaps show similar tendencies, though the gaps are generally larger. These figures are found in Table 8.1 in Appendix A.

TABLE 10.1

Hourly wage paid to the median woman for each \$1.00 paid to the median man, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.80	0.0	0.0	23.3	74.4	0.0	2.3	0.0	0.0	0.0
Communications	\$0.90	0.0	0.0	6.9	79.3	1.7	10.3	1.7	0.0	0.0
Transportation	\$0.89	0.3	0.9	17.3	60.1	3.2	17.1	0.6	0.6	0.0
Other	\$0.91	0.0	1.2	6.0	75.9	2.4	14.5	0.0	0.0	0.0
All sectors	\$0.89	0.2	0.8	14.9	65.8	2.6	14.7	0.6	0.4	0.0

Bonus pay gaps

In 2021, 78.1% of employers subject to the Act paid a bonus to both men and women in their organization. For the median employer, bonus pay for the median woman was \$0.89 for every \$1.00 made by the median man. The median gender bonus pay gaps were more evenly spread across the range than the median hourly wage gaps:

- 31.7% of employers had no bonus pay gap, or had a gap in favour of women (meaning the median woman made more in bonus pay than the median man).
- Among 17.2% of employers, the bonus pay of the median woman was \$0.76 to \$0.99 for every \$1.00 paid to the median man.
- Among 29.2% of employers, this number was \$0.75 or less.

Median bonus pay gaps varied greatly across sectors:

- The median employer in the **banking and financial services sector** had the largest bonus pay gap; the bonus pay of the median woman was just \$0.64 for every \$1.00 paid to the median man.
 - This sector had the largest percentage of employers (20.9%) for which this number was \$0.50 or less.
 - It also had the smallest percentage (6.9%) of employers with no gap or a gap in favour of women (meaning the bonus pay of the median woman was higher than that of the median man).
- The **communications sector** had the highest percentage of employers with no pay gap (meaning the bonus pay of the median woman was the same as that of the median man). The 12.1% in this sector is slightly higher than the 12.0% in the 'other' sector.
- The **transportation sector** and the **'other' sector** are tied for the largest bonus pay gap. For the median employer in each sector, the bonus pay of the median woman was \$0.98 for every \$1.00 paid to the median man.
 - The 'other' sector also had the smallest percentage of employers (7.2%) for which this number of \$0.50 or less, and the largest percentage (39.8%) with no bonus pay gap or a gap in favour of women (meaning the bonus pay of the median woman was higher than that of the median man).

Similar tendencies can be observed with mean bonus pay gaps but with gaps being generally larger (see Table 8.2 of Appendix A).

Additional context is provided by data on proportions of men and women who received bonus pay (see Tables 8.3 and 8.4 of Appendix A).

TABLE 10.2

Bonus pay of the median woman for each \$1.00 paid to the median man, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.64	0.0	20.9	48.8	20.9	0.0	2.3	2.3	2.3	2.3
Communications	\$0.82	5.2	6.9	17.2	37.9	12.1	5.2	0.0	6.9	8.6
Transportation	\$0.98	5.8	10.4	10.4	11.3	8.7	6.6	6.9	11.8	28.0
Other	\$0.98	2.4	4.8	12.0	25.3	12.0	10.8	6.0	10.8	15.7
All sectors	\$0.89	4.7	10.0	14.5	17.2	8.9	6.8	5.7	10.4	21.9

Overtime pay gaps

In 2021, 83.4% of employers subject to the Act paid overtime to both men and women in their organization. For the median employer, the overtime pay of the median woman was \$0.57 for every \$1.00 made by the median man. Median overtime pay gaps were more concentrated in the high end of the range than the other gaps:

- 15.7% of employers had no gap or a gap in favour of women (meaning the overtime pay of the median woman was higher than that of the median man).
 - Only 13.4% of employers paid the median woman \$0.76 to \$0.99 in overtime pay for every \$1.00 paid to the median man.
- For 54.3% of employers, this number was \$0.75 or less.

In the **banking and financial services sector**, median overtime pay gaps were generally smaller than the other three sectors:

- The median employer paid the median woman \$0.84 in overtime pay for every \$1.00 paid to the median man.
- This number was \$0.50 or less among just 14.0% of employers.
- 30.2% of employers in this sector had no gap or a gap in favour of women (meaning the overtime pay of the median woman was higher than that of the median man).

Whereas median overtime pay gaps were similarly distributed in the **communications, transportation, and 'other' sectors**:

- Among the median employers in those sectors, the overtime pay of the median woman was between \$0.53 and \$0.56 for every \$1.00 paid to the median man.
- Among many employers (between 34.4% and 44.6%) in those sectors, this number was \$0.50 or less.
- Relatively few employers (between 10.3% and 15.7%) in those sectors had no gap or gaps in favour of women (meaning the overtime pay of the median woman was higher than that of the median man).

Similar tendencies can be observed with mean overtime pay gaps (see Table 8.5 of Appendix A).

For the median employer, the median woman worked 16 fewer overtime hours per year than the median man; in the banking and financial services sector, it was only three fewer hours. Additional context is provided by data on overtime hours gaps and proportions of men and women who received overtime pay (see Tables 8.6 to 8.9 of Appendix A).

TABLE 10.3

Overtime pay of the median woman for each \$1.00 paid to the median man, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.84	7.0	7.0	20.9	25.6	0.0	16.3	4.7	9.3	9.3
Communications	\$0.53	12.1	25.9	20.7	12.1	0.0	5.2	3.4	1.7	19.0
Transportation	\$0.56	13.6	20.8	19.9	11.0	0.0	6.1	2.6	6.1	19.9
Other	\$0.55	16.9	27.7	16.9	18.1	0.0	6.0	6.0	3.6	4.8
All sectors	\$0.57	13.4	21.3	19.6	13.4	0.0	6.8	3.4	5.5	16.6

Aboriginal peoples

Hourly wage gaps

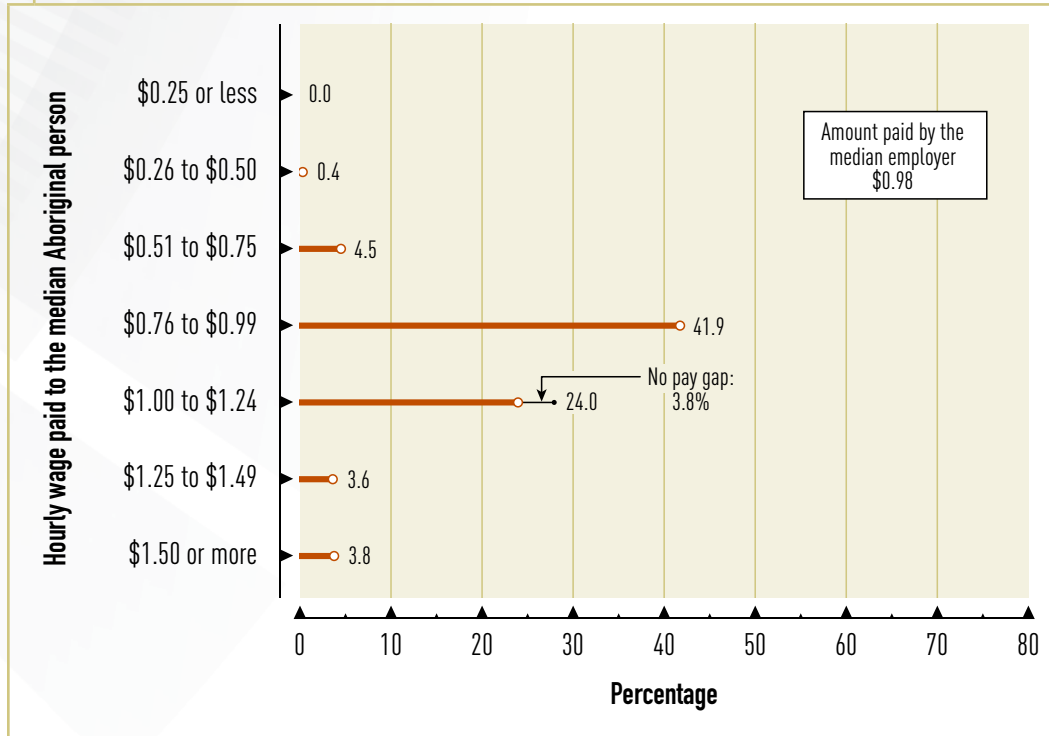
In 2021, for the median employer subject to the Act, the median Aboriginal employee made \$0.98 per hour for each \$1.00 paid to the median non-Aboriginal employee.

- 35.1% of employers had no hourly wage gap, or a gap in favour of Aboriginal peoples (meaning the median Aboriginal person made more than the median non-Aboriginal person).
- Almost 7 out of 10 employers (69.6%) paid the median Aboriginal person between \$0.76 and \$1.24 for every \$1.00 they paid the median non-Aboriginal person
- Among 36.0% of employers, this number was between \$0.76 and \$0.97 – that is, between \$0.76 and the median of \$0.98.
 - Just 5.8% of employers had a figure of \$0.99 – that is, more than the median but less than \$1.00.
- Among 4.9% of employers, this number was \$0.75 or less.

It should be noted that 18.1% of employers did not report having any Aboriginal employees and therefore did not have an hourly wage gap for Aboriginal peoples.

CHART 11

Distribution of employers by hourly wage paid to the median Aboriginal person for each \$1.00 paid to the median non-Aboriginal person



Median hourly wage gaps varied by sector:

- The median employer in the **banking and financial services sector** had the largest hourly wage gap, paying the median Aboriginal employee \$0.91 for every \$1.00 they paid the median non-Aboriginal employee.
- The **communications sector** had the smallest percentage of employers (22.4%) with no gap or a gap in favour of Aboriginal peoples.
- For the median employer in the **transportation sector** this number was \$0.99, giving that sector the smallest hourly wage gap.
- The **'other' sector** had the most even distribution of employers across the range of hourly wage gaps.
 - This sector had the largest percentage of employers (38.6%) with no gap or a gap in favour of Aboriginal peoples (meaning the median Aboriginal person made more than the median non-Aboriginal person).
 - This sector also had the largest percentage of employers (10.8%) which paid the median Aboriginal person \$0.75 or less for every \$1.00 they paid the median non-Aboriginal person.

Similar tendencies for employers overall can be observed with mean hourly wage gaps but with gaps being generally larger (see Table 9.1 of Appendix A).

TABLE 11.1

Hourly wage paid to the median Aboriginal person for each \$1.00 paid to the median non-Aboriginal person, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.91	0.0	0.0	4.7	46.5	0.0	18.6	4.7	4.7	20.9
Communications	\$0.95	0.0	0.0	1.7	53.4	3.4	8.6	5.2	5.2	22.4
Transportation	\$0.99	0.0	0.3	3.8	39.9	4.6	26.3	3.2	3.2	18.8
Other	\$0.96	0.0	1.2	9.6	39.8	2.4	27.7	3.6	4.8	10.8
All sectors	\$0.98	0.0	0.4	4.5	41.9	3.8	24.0	3.6	3.8	18.1

Bonus pay gaps

In 2021, 55.8% of employers subject to the Act paid bonuses to both Aboriginal and non-Aboriginal employees. For the median employer, the bonus pay of the median Aboriginal person was \$0.93 for every \$1.00 paid to non-Aboriginal person. The median bonus pay gaps were more evenly spread across the range than the median hourly wage gaps:

- Among 17.0% of employers, the bonus pay of the median Aboriginal person was \$0.75 or less for every \$1.00 they paid the median non-Aboriginal person.
- For only 15.1% of employers, this number was between \$0.76 and \$0.99.
- 23.8% of employers had no gap or a gap in favour of Aboriginal peoples (meaning the bonus pay of the median Aboriginal person was higher than that of the median non-Aboriginal person).

Median bonus pay gaps varied greatly across sectors:

- The **banking and financial services sector** had the largest bonus pay gap; the median employer paid the median Aboriginal employee \$0.82 in bonus pay for every \$1.00 they paid the median non-Aboriginal employee. This sector also had the largest percentage of employers (27.9%) with no gap or a gap in favour of Aboriginal peoples (meaning the bonus pay of the median Aboriginal person was higher than that of the median non-Aboriginal person).
- This percentage was lowest in the **communications sector** at 19.0%.
- In the **transportation sector**, the median employer paid the median Aboriginal person \$0.98, for every \$1.00 they paid the median non-Aboriginal person, giving that sector the smallest bonus pay gap.
- In the **'other' sector** this number was \$0.86 and 20.4% of employers had no gap or a gap in favour of Aboriginal peoples, both similar statistics to the communications sector.

Mean bonus pay gaps tended to be larger (see Table 9.2 of Appendix A). For the median employer, the bonus pay of the mean Aboriginal person was just \$0.64 for every \$1.00 paid to the mean non-Aboriginal person. Trends across sectors were also different for mean gaps, suggesting that patterns among middle-paid Aboriginal peoples are not reflected among highly-paid Aboriginal peoples.

Additional context is provided by data on proportions of Aboriginal employees who received bonus pay (see Table 9.3 of Appendix A).

TABLE 11.2

Bonus pay of the median Aboriginal person for each \$1.00 paid to the median non-Aboriginal person, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.82	0.0	7.0	23.3	16.3	0.0	9.3	4.7	14.0	25.6
Communications	\$0.84	1.7	5.2	12.1	20.7	3.4	6.9	1.7	6.9	41.4
Transportation	\$0.98	2.0	4.9	5.2	14.2	8.4	4.9	4.0	7.5	48.8
Other	\$0.86	7.2	10.8	10.8	14.5	3.6	6.0	1.2	9.6	36.1
All sectors	\$0.93	2.6	6.0	8.3	15.1	6.4	5.7	3.4	8.3	44.2

Overtime pay gaps

In 2021, 60.0% of employers subject to the Act paid overtime to both Aboriginal and non-Aboriginal employees in their organization. For the median employer, the overtime pay of the median Aboriginal employee was \$0.97 for every \$1.00 paid to the median non-Aboriginal employee. The median overtime pay gaps were relatively evenly distributed:

- 28.5% of employers had no gap or a gap in favour of Aboriginal peoples (meaning the overtime payoff the median Aboriginal person was higher than that of the median non-Aboriginal person).
- Among 17.2% of employers, the overtime pay of the median Aboriginal person was \$1.50 for every \$1.00 they paid the median non-Aboriginal person.
- Among 21.5% of employers, this number was \$0.75 or less.
- Only 10.0% of employers had numbers between \$0.76 and \$0.99.

In all four sectors, the median employer paid the median Aboriginal person at least \$0.90 in overtime pay for every \$1.00 they paid the median non-Aboriginal person. This number was lowest in the **banking and financial services sector** at \$0.92; the **communications sector** and **transportation sector** had the smallest gaps, with numbers of \$0.97 and \$0.98 respectively.

The **'other' sector** had the largest percentage of employers (36.1%) with no gap or a gap in favour of Aboriginal peoples (meaning the overtime pay of the median Aboriginal person was higher than that of the median non-Aboriginal person). However, this sector also had the largest percentage of employers (14.5%) which paid the median Aboriginal person \$0.50 or less in overtime pay for every \$1.00 they paid the median non-Aboriginal person.

Similar trends can be observed in mean overtime pay gaps, though the gaps are generally larger (see Table 9.4 of Appendix A).

For the median employer, the median Aboriginal person worked the same number of overtime hours as the median non-Aboriginal person. In the banking and financial services sector, it they worked five more overtime hours per year. Additional context is provided by data on overtime hours gaps and the proportions of Aboriginal employees who received overtime pay (see Tables 9.5 to 9.7 of Appendix A).

TABLE 11.3

Overtime pay of the median Aboriginal person for each \$1.00 paid to the median non-Aboriginal person, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.92	2.3	9.3	11.6	4.7	0.0	4.7	0.0	18.6	48.8
Communications	\$0.98	3.4	5.2	3.4	17.2	0.0	5.2	3.4	13.8	48.3
Transportation	\$0.97	5.5	6.1	9.2	9.8	0.0	7.2	3.5	17.6	41.0
Other	\$0.94	4.8	9.6	15.7	8.4	0.0	13.3	6.0	16.9	25.3
All sectors	\$0.97	4.9	6.8	9.8	10.0	0.0	7.7	3.6	17.2	40.0

Persons with disabilities

Hourly wage gaps

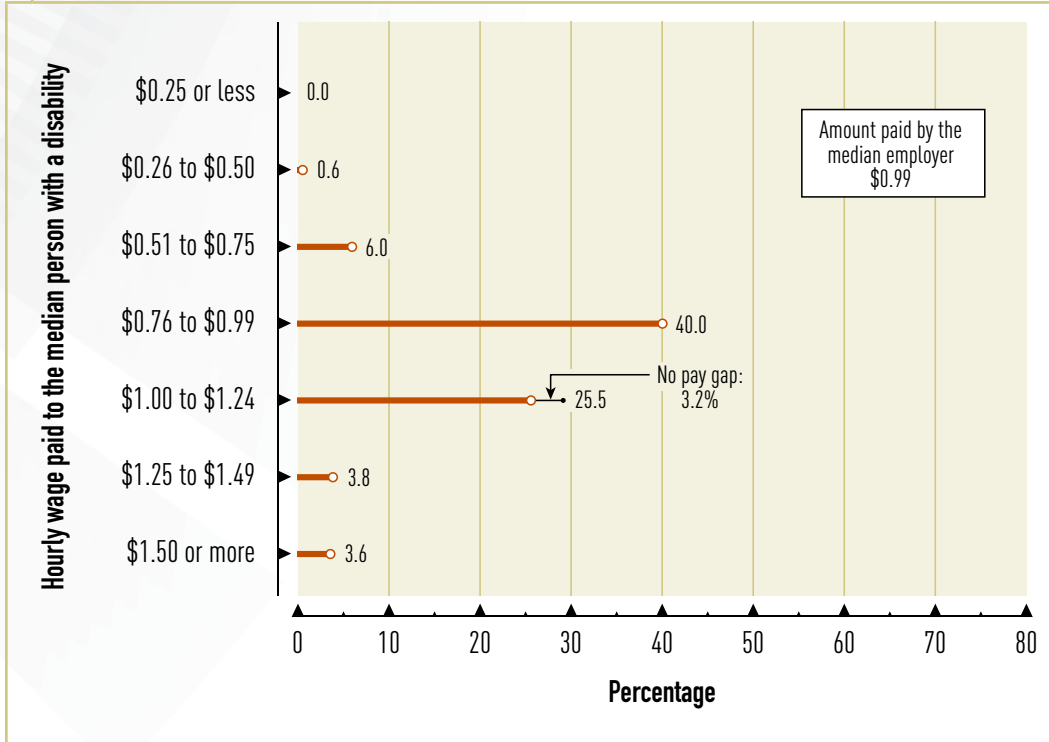
In 2021, the median employer subject to the Act paid the median person with a disability \$0.99 per hour for every \$1.00 paid to a person without a disability.

- For almost 7 out of 10 employers (69.6%), this number was between \$0.75 and \$1.25.
- 34.7% of employers had figures between \$0.76 and \$0.98 – that is, at least \$0.76 but less than the median.
- For 6.6% of employers, this number was below \$0.75.
- 35.1% of employers had no hourly wage gap or a gap in favour of persons with disabilities (meaning the median person with a disability made more than the median person without a disability).

It should be noted that 17.4% of employers did not report having any employees with disabilities and therefore did not have an hourly wage gap for persons with disabilities.

CHART 12

Distribution of employers by hourly wage paid to the median person with a disability for each \$1.00 paid to the median person without a disability



Median hourly wage gaps varied slightly across sectors:

- The **banking and financial services sector** had the largest percentage of employers (16.3%) which paid the median person with a disability \$0.50 or less per hour for every \$1.00 they paid the median person without a disability.
- The median employer in the **communications sector** had the largest hourly wage gap; the median employer paid the median person with a disability \$0.93 per hour for every \$1.00 they paid the median person without a disability.
- The median employer in the **transportation sector** has effectively no hourly wage gap.
- The gap in the **'other' sector** was similar to the overall gap; the median employer in that sector paid the median person with a disability \$0.97 for every \$1.00 they paid the median person without a disability.

Similar trends for employers overall can be observed with mean hourly wage gaps, though the gaps are generally larger (see Table 10.1 of Appendix A). The median employer paid the median person with a disability \$0.92 per hour for every \$1.00 they paid the median person without a disability. Trends across sectors were also different for mean gaps, suggesting that patterns among middle-paid persons with disabilities are not reflected among highly-paid persons with disabilities.

TABLE 12.1

Hourly wage paid to the median person with a disability for each \$1.00 paid to the median person without a disability, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.97	0.0	0.0	16.3	44.2	0.0	20.9	7.0	7.0	4.7
Communications	\$0.93	0.0	0.0	5.2	56.9	3.4	19.0	3.4	1.7	10.3
Transportation	\$1.00	0.0	0.6	4.9	35.0	3.5	27.7	3.5	4.0	20.8
Other	\$0.97	0.0	1.2	6.0	47.0	3.6	22.9	3.6	1.2	14.5
All sectors	\$0.99	0.0	0.6	6.0	40.0	3.2	25.5	3.8	3.6	17.4

Bonus pay gaps

In 2021, 55.7% of employers subject to the Act paid a bonus to both employees with disabilities and employees without disabilities in their organization. For the median employer, the bonus pay of the median person with a disability was the same as that of the median person without a disability. The median bonus pay gaps were more evenly spread across the range than the median hourly wage gaps:

- 30.2% of employers had no gap or a gap in favour of persons with disabilities (meaning the median person with a disability made more than the median person without a disability).
- Only 13.0% of employers paid the median person with a disability between \$0.76 and \$0.99 per hour for every \$1.00 they paid the median person without a disability.
- For 12.5% of employers, that number was \$0.75 or less.

There was little variation in bonus pay gaps across sectors. In the **banking and financial services sector** and the **communications sector**, the median employer paid the median person with a disability \$0.95 in bonus pay for every \$1.00 they paid the median person without a disability. In the **transportation sector** and the **'other' sector**, the median employer paid the same amount of bonus pay to persons with and without disabilities.

There was also little variation in the percentage of employers with no bonus pay gap or a gap in favour of persons with disabilities (meaning the bonus pay of the median person with a disability was higher than the median person without a disability).

This number was 32.7% in **banking and financial services**; 21.0% in **communications**; 29.2% in **transportation**; and 32.4% in the **'other' sector**.

Mean bonus pay gaps were generally larger than median pay gaps (see Table 10.2 of Appendix A). The median employer paid the mean person with a disability \$0.73 in bonus pay for every \$1.00 they paid the median person without a disability.

Additional context is provided by data on proportions of employees who received bonus pay (see Table 10.3 of Appendix A).

TABLE 12.2

Bonus pay of the median person with a disability for each \$1.00 paid to the median person without a disability, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.95	9.3	7.0	9.3	23.3	4.7	14.0	4.7	9.3	18.6
Communications	\$0.95	3.4	6.9	8.6	27.6	8.6	5.2	3.4	13.8	22.4
Transportation	\$1.00	1.7	4.0	4.3	8.1	8.1	7.2	4.3	9.5	52.6
Other	\$1.00	4.8	4.8	1.2	18.1	10.8	8.4	2.4	10.8	38.6
All sectors	\$1.00	3.0	4.7	4.7	13.0	8.3	7.7	4.0	10.2	44.3

Overtime pay gaps

In 2021, 61.1% of employers subject to the Act paid overtime to both employees with disabilities and employees without disabilities in their organization. The median employer paid the median employee with a disability \$0.86 in overtime pay for every \$1.00 they paid the median employee without a disability. The median overtime pay gaps were relatively evenly distributed:

- Among 26.0% of employers, the overtime pay of the median person with a disability was \$0.75 or less for every \$1.00 they paid the median person without a disability
- For only 10.6% of employers, this number was between \$0.76 and \$0.99.
- 24.5% of employers had no gap or a gap in favour of persons with disabilities (meaning the overtime pay of the median person with a disability was higher than that of the median person without a disability)

Median overtime pay gaps were similarly distributed in the **banking and financial services, communications, and transportation sectors**. The median employer in those sector paid the median person with a disability between \$0.88 and \$0.95 for each \$1.00 they paid the median person without a disability. The percentage of employers with no gap or a gap in favour of persons with disabilities (meaning the overtime pay of the median person with a disability was higher than that of the median person without a disability) ranged from 23.3% to 25.8%.

However, for the median employer in the **'other' sector**, the overtime pay of the median person with a disability was \$0.71 for every \$1.00 paid to the median person without a disability. This sector also had the largest percentage of employers (27.7%) for which the number was \$0.50 or less.

Similar trends can be observed in mean overtime pay gaps, though the gaps are generally larger (see Table 10.4 of Appendix A).

For the median employer, the median person with a disability worked four fewer overtime hours per year than the median person without a disability. In the 'other' sector, it was 14 fewer hours. Additional context is provided by data on overtime hours gaps and proportions of employees with disabilities who received overtime pay (see Tables 10.5 to 10.7 of Appendix A).

TABLE 12.3

Overtime pay of the median person with a disability for each \$1.00 paid to the median person without a disability, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.90	4.7	7.0	11.6	14.0	0.0	4.7	7.0	11.6	39.5
Communications	\$0.95	3.4	8.6	10.3	12.1	0.0	6.9	3.4	15.5	39.7
Transportation	\$0.88	6.6	6.6	10.4	10.1	0.0	7.5	4.0	12.7	41.9
Other	\$0.71	9.6	18.1	12.0	9.6	0.0	10.8	3.6	10.8	25.3
All sectors	\$0.86	6.6	8.7	10.8	10.6	0.0	7.7	4.2	12.6	38.9

Members of visible minorities

Hourly wage gaps

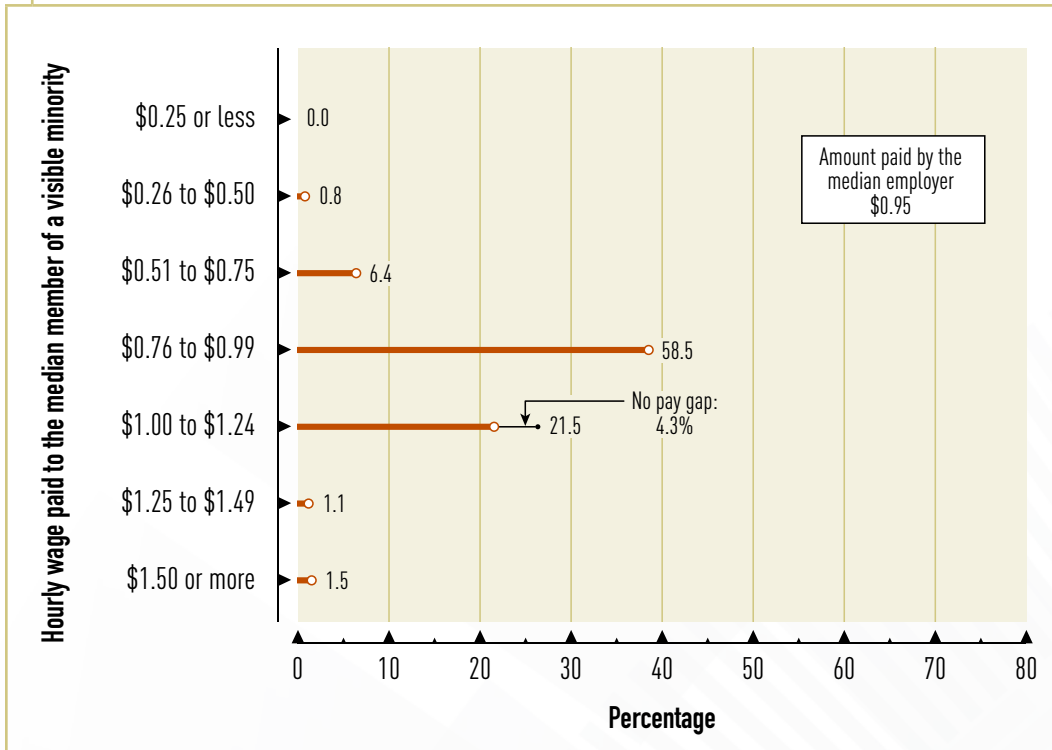
In 2021, the median employer subject to the Act paid the median member of a visible minority \$0.95 per hour for every \$1.00 they paid the median non-member of a visible minority.

- For 85.0% of employers, this number was between \$0.75 and \$1.25.
- 39.4% had numbers between \$0.76 and \$0.94 – that is, at least \$0.76 but lower than the median.
 - 17.9% had numbers between \$0.95 and \$0.99 – that is, lower than \$1.00 but higher than the median.
- Among 7.2% of employers, the number was \$0.75 or less.
- 28.5% of employers had no median hourly wage gap or a gap in favour of members of visible minorities (meaning the median member of a visibly minority made more per hour than the median non-member of a visible minority).

It should be noted that 5.8% of employers did not have both visible minority and non-visible minority employees and could therefore not have an hourly wage gap for members of visible minorities.

CHART 13

Distribution of employers by hourly wage paid to the median member of a visible minority for each \$1.00 paid to the median non-member of a visible minority



Median hourly wages varied slightly across sectors:

- The **banking and financial services sector** had the smallest percentage of employers (23.2%) with no gap or a gap in favour of members of visible minorities (meaning the median member of a visible minority had a higher hourly wage than the median non-member of a visible minority).
- The **communications** and **transportation sectors** were tied for the smallest pay gap. The median employer in each sector paid the median member of a visible minority \$0.96 for every \$1.00 they paid the median non-member of a visible minority.
 - The communications sector also had the largest percentage of employers (36.2%) with no gap or a gap in favour of members of visible minorities (meaning the median member of a visibly minority made more per hour than the median non-member of a visible minority).

- The **'other' sector** had the largest hourly wage gap; the median employer paid the median member of a visible minority \$0.92 per hour for every \$1.00 they paid the median non-member of a visible minority.

Similar trends can be observed in mean hourly wage gaps, though the gaps are generally larger (see Table 11.1 of Appendix A). Trends across sectors were also different for mean gaps, suggesting that patterns among middle-paid members of visible minorities are not reflected among highly-paid members of visible minorities.

TABLE 13.1

Hourly wage paid to the median member of a visible minority for each \$1.00 paid to the median non-member of a visible minority, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.94	0.0	4.7	4.7	65.1	0.0	20.9	0.0	2.3	2.3
Communications	\$0.96	0.0	1.7	5.2	51.7	6.9	27.6	0.0	1.7	5.2
Transportation	\$0.96	0.0	0.3	6.1	58.1	4.6	21.7	1.4	1.2	6.6
Other	\$0.92	0.0	0.0	9.6	61.4	3.6	16.9	1.2	2.4	4.8
All sectors	\$0.95	0.0	0.8	6.4	58.5	4.3	21.5	1.1	1.5	5.8

Bonus pay gaps

In 2021, 69.6% of employers subject to the Act paid a bonus to both visible minority and non-visible minority employees in their organization. The median employer paid the median member of a visible minority \$0.92 for every \$1.00 they paid the median non-member of a visible minority. The median bonus pay gaps were more evenly spread across the range than the median hourly wage gaps:

- Among 23.6% of employers, the bonus pay of the median member of a visible minority was \$0.75 or less for every \$1.00 they paid the median non-member of a visible minority.
- Among 19.1% of employers, this number was between \$0.76 and \$0.99.
- 27.0% of employers had no pay gap or a gap in favour of visible minorities (meaning the median member of a visible minority made more than the median non-member).

Median bonus pay gaps varied across sectors:

- The **banking and financial services sector** had the largest gap; the median employer paid the median member of a visible minority \$0.85 for every \$1.00 they paid the median non-member of a visible minority. This sector also had the largest percentage of employers (34.9%) for which that number was \$0.75 or less.
- The number for the **communications sector** was \$0.88, slightly behind banking and financial services. Communications was also slightly behind banking and financial services in the percentage of employers (25.8%) for which the number was \$0.75 or less.
- The **transportation sector** had the higher percentage of employers (11.8%) with no pay gap (that is, where the bonus pay of the median member of a visible minority was the same as the median non-member of a visible minority).
- In the **'other' sector** this number was \$0.96, giving that sector the smallest gap. This sector also had the largest percentage of employers (32.5%) with no gap or a gap in favour of visible minorities (meaning the median member of a visible minority made more than the median non-member).

Similar trends can be observed in mean hourly wage gaps, though the gaps are generally larger (see Table 11.2 of Appendix A). The median employer paid the mean member of a visible minority \$0.62 for every \$1.00 they paid the median non-member of a visible minority. Similar trends can be observed in mean hourly wage gaps, though the gaps are generally larger (see Table 11.2 of Appendix A). For the median employer, the bonus pay of the mean member of a visible minority was \$0.62 for every \$1.00 paid to the mean non-member of a visible minority. Trends across sectors were also different for mean gaps, suggesting that patterns among middle-paid members of visible minorities are not reflected among highly-paid members of visible minorities.

Additional context is provided by data on proportions of visible minority employees who received bonus pay (see Table 11.3 of Appendix A).

TABLE 13.2

Bonus pay of the median member of a visible minority for each \$1.00 paid to the median non-member of a visible minority, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.85	4.7	9.3	20.9	41.9	0.0	7.0	2.3	7.0	7.0
Communications	\$0.88	3.4	6.9	15.5	27.6	10.3	10.3	0.0	5.2	20.7
Transportation	\$0.94	2.3	9.8	9.8	15.0	11.8	7.2	2.6	5.5	35.8
Other	\$0.96	3.6	8.4	10.8	18.1	9.6	12.0	3.6	7.2	26.5
All sectors	\$0.92	2.8	9.2	11.5	19.1	10.4	8.3	2.5	5.8	30.4

Overtime pay gaps

In 2021, 77.3% of employers subject to the Act paid overtime to both visible minority and non-visible minority employees in their organization. The median employer paid the median member of a visible minority \$1.04 for every \$1.00 they paid the median non-member of a visible minority. Overtime pay gaps were relatively evenly distributed, with a slight concentration at the bottom of the range:

- Among 22.3% of employers, the overtime pay of the median member of a visible minority was \$0.75 or less for every \$1.00 they paid the median non-member of a visible minority.
- For just 14.5% of employers, this number was between \$0.76 and \$0.99.
- 40.8% of employers had no gap or a gap in favour of members of visible minorities (meaning the median member of a visible minority made more than the median non-member of a visible minority).

In three of the four sectors, the median employer paid the median member of a visible minority more overtime pay than the median non-member of a visible minority.

- For the median employer in the **banking and financial services sector**, the bonus pay of the median member of a visible minority was \$1.05 for every \$1.00 paid to the median non-member of a visible minority.
 - This sector also had the largest percentage of employers (48.8%) with no gap or a gap in favour of members of visible minorities (meaning the median member of a visible minority made more than the median non-member of a visible minority).
- For the median employer in the **communications sector**, the bonus pay of the median member of a visible minority was \$1.14 for every \$1.00 paid to the median non-member of a visible minority. That gives the communications sector the largest gap in favour of members of visible minorities.
- In the **transportation sector**, the number was \$1.05.
- The **'other' sector** is the only one in which members of visible minorities received less bonus pay than non-members of visible minorities. For the median employer in this sector, the overtime pay of the median member of a visible minority was \$0.96 for every \$1.00 they paid the median non-member of a visible minority.

Similar trends can be observed in mean overtime pay gaps, though the gaps are generally larger (see Table 11.4 of Appendix A). Trends across sectors were also different for mean gaps, suggesting that patterns among middle-paid members of visible minorities are not reflected among highly-paid members of visible minorities.

For the median employer, the median member of a visible minority worked two more overtime hours per year than the median non-member of a visible minority. In the 'other' sector, it was 2 fewer hours. Additional context is provided by data on overtime hours gaps and proportions of visible minority employees who received overtime pay (see Tables 11.5 to 11.7 of Appendix A).

TABLE 13.3

Overtime pay of the median member of a visible minority for each \$1.00 paid to the median non-member of a visible minority, including distribution of employers, by sector

Sector	Amount paid by the median employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$1.05	0.0	9.3	7.0	20.9	2.3	25.6	7.0	14.0	14.0
Communications	\$1.14	1.7	6.9	8.6	15.5	0.0	6.9	15.5	19.0	25.9
Transportation	\$1.05	4.9	6.1	11.6	12.4	0.3	13.0	10.4	15.3	26.0
Other	\$0.96	6.0	8.4	13.3	19.3	0.0	12.0	8.4	22.9	9.6
All sectors	\$1.04	4.3	6.8	11.1	14.5	0.4	13.2	10.4	16.8	22.5

CONCLUSION I

This report contains an analysis of the representation and pay gap data that federally regulated private-sector employers reported for the 2021 calendar year. This year's report covers 551 employers with a combined workforce of 742,259 employees, an increase of 0.9% from the 735,790 employees reported for 2020. Overall, the 2021 workforce total represents a 24.7% increase compared to when the gathering of employment equity data started in 1987, with 373 employers reporting 595,417 employees.

Between 2020 and 2021, the number of employees increased in three of the four sectors. The communications sector was the only sector that saw an overall decrease in its workforce. The highest percentage increase in the number of employees was in the air transportation subsector.

At the overall workforce level, all designated groups increased their representation in 2021. The representation of members of visible minorities reached 27.4% in 2021, continuing to exceed the Canadian LMA, a trend started in 2007. Women, Aboriginal peoples, and persons with disabilities continued to be underrepresented with attainment rates of 81.6%, 61.2% and 48.1% respectively.

At the sector level, almost all designated groups experienced improvements in their representation in each of the four sectors. The only exception was women in the banking and financial services sector, who saw a decrease in representation but remained above their Canadian sector LMA of 58.9%. However, some decreases in representation were observed at the subsector levels – meaning the decrease was not consistent throughout the sector. Aboriginal peoples decreased in representation in air transportation, water transportation and service industries subsectors. Persons with disabilities and members of visible minorities decreased in representation in both the water transportation and service industries subsectors.

At the occupational group level, improvements in representation were noted for all designated groups in the senior managers, middle and other managers, skilled sales and service personnel, and other manual workers positions. Although women have a representation rate below LMA at the overall level, they exceed LMA in five occupational groups, including senior managers, middle and other managers, and supervisors. As for members of visible minorities, while their representation rate exceeds LMA at the overall level, they are still underrepresented in four occupational groups, such as semi-professionals and technicians and semi-skilled manual workers.

Following the amendments to the *Employment Equity Regulations*, the 2021 annual employment equity reports were the first to include pay gap information. This pay gap information will be made available on a new government website by the end of 2023. It will provide Canadians with a user-friendly way to view and compare pay gaps among private-sector employers that are subject to the Act.

Consolidated data from this first year of employer pay gap reporting show that, for each of the four designated groups, a majority of employers reported that members of designated groups earn less per hour than other employees. For bonus pay gaps, only persons with disabilities had most employers reporting that there was no gap or a gap in favour of that designated group, when comparing the bonus pay of median employees. For overtime pay gaps, only members of visible minorities had most employers reporting that there were gaps in favour of that designated group. In general, mean pay gaps were larger than median pay gaps, indicating the amplifying effect of pay above or below the median.

As we pursue Canada's economic recovery and growth, it is important to keep ensuring that everyone has equal access to employment opportunities and benefits. Employers are encouraged to continue their efforts to eliminate employment barriers for members of the designated groups and contribute to the creation of safe, fair, and productive workplaces for all Canadians.

APPENDIX A

Federally regulated private-sector employers tables

The following tables consolidate data from the annual reports submitted by federally regulated private-sector employers with at least 100 employees who are subject to the Act. To allow for comparative analysis, some of the data from 1987 (the year when data was first collected) is included with 2020 and 2021 data.

Tables 1.1 to 3.4 in this Appendix present data aggregated to include permanent full-time, permanent part-time and temporary employees. Tables 4.1 to 4.10 summarize information for the four industrial sectors, including: number, representation, shares of hires, promotions, and terminations, as well as the net effect of hires less terminations. Tables 5.1 to 6.4 present salary data for permanent full-time and permanent part-time employees respectively.

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TABLE 1.1

Representation and availability* of women in the federally regulated private-sector by census metropolitan area, province, and territory in 1987, 2020 and 2021 (by percentage)

Census metropolitan area, province, and territory	1987 representation	2020 representation	2021 representation	2016 availability*
Halifax	41.2	40.5	41.5	49.6
Montréal	39.0	39.3	39.6	48.5
Toronto	47.1	43.7	44.1	48.7
Winnipeg	32.7	31.9	32.3	48.6
Regina	42.9	47.3	46.2	48.1
Calgary	47.6	41.3	41.0	47.2
Edmonton	44.5	37.2	38.0	47.1
Vancouver	40.4	37.2	37.8	48.5
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Newfoundland and Labrador	38.4	42.9	42.0	48.2
Prince Edward Island	38.0	31.7	32.0	49.4
Nova Scotia	34.4	41.1	41.6	49.2
New Brunswick	32.2	45.8	46.6	48.5
Quebec	39.8	37.7	37.8	48.1
Ontario	44.2	41.4	41.6	48.6
Manitoba	30.5	31.4	31.3	47.9
Saskatchewan	35.1	36.7	36.6	47.5
Alberta	45.3	39.2	39.7	46.7
British Columbia	41.5	36.4	36.8	48.4
Yukon	31.4	38.9	40.1	49.7
Northwest Territories	21.9	27.7	25.4	47.8
Nunavut	N/A	22.8	23.2	48.4
Canada	40.9	39.1	39.3	48.2

* Source: Statistics Canada, 2016 Census.

TABLE 1.2

Representation and availability* of Aboriginal peoples in the federally regulated private-sector by census metropolitan area, province, and territory in 1987, 2020 and 2021 (by percentage)

Census metropolitan area, province and territory	1987 representation	2020 representation	2021 representation	2016 availability*
Halifax	0.5	2.7	3.0	3.8
Montréal	0.3	0.9	0.9	0.8
Toronto	0.6	1.1	1.2	0.8
Winnipeg	0.8	7.3	7.3	9.8
Regina	0.4	3.6	4.2	6.8
Calgary	0.5	2.0	2.2	2.7
Edmonton	0.7	3.2	3.4	5.0
Vancouver	0.5	2.0	2.0	2.3
Newfoundland and Labrador	0.6	6.3	6.5	8.7
Prince Edward Island	0.2	0.9	0.8	1.8
Nova Scotia	0.4	2.8	2.9	5.3
New Brunswick	0.4	1.7	1.7	3.6
Quebec	0.4	1.2	1.2	2.1
Ontario	0.7	1.6	1.7	2.5
Manitoba	1.0	8.3	8.6	13.2
Saskatchewan	1.4	6.7	7.6	11.1
Alberta	0.7	2.8	3.0	5.2
British Columbia	0.7	3.5	3.5	5.2
Yukon	3.8	6.0	6.2	19.9
Northwest Territories	9.6	9.7	12.1	41.7
Nunavut	N/A	33.0	34.2	75.6
Canada	0.7	2.4	2.4	4.0

* Source: Statistics Canada, 2016 Census.

TABLE 1.3

Representation and availability* of persons with disabilities in the federally regulated private-sector by census metropolitan area, province, and territory in 1987, 2020 and 2021 (by percentage)

Census metropolitan area, province and territory	1987 representation	2020 representation	2021 representation	2017 availability*
Halifax	1.6	7.0	7.3	N/A
Montréal	1.1	2.6	2.9	N/A
Toronto	1.5	4.3	4.8	N/A
Winnipeg	1.8	3.7	4.4	N/A
Regina	2.4	3.9	4.6	N/A
Calgary	1.9	3.8	4.4	N/A
Edmonton	2.0	4.1	5.3	N/A
Vancouver	1.5	3.3	3.6	N/A
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Newfoundland and Labrador	1.0	3.5	3.8	8.9
Prince Edward Island	1.2	2.3	3.5	10.2
Nova Scotia	3.5	6.7	7.2	13.1
New Brunswick	1.8	5.3	5.5	10.7
Quebec	1.1	2.4	2.7	6.1
Ontario	1.6	4.5	5.0	9.6
Manitoba	1.7	3.5	4.2	10.1
Saskatchewan	1.8	3.6	4.1	9.1
Alberta	1.9	3.9	4.7	9.9
British Columbia	1.7	3.6	4.1	11.0
Yukon	0.8	4.8	6.0	11.3
Northwest Territories	1.4	2.5	2.1	9.8
Nunavut	N/A	1.9	3.3	8.2
Canada	1.6	3.9	4.4	9.1

* Source: Statistics Canada, 2017 Canadian Survey on Disability.

TABLE 1.4

Representation and availability* of members of visible minorities in the federally regulated private-sector by census metropolitan area, province, and territory in 1987, 2020 and 2021 (by percentage)

Census metropolitan area, province and territory	1987 representation	2020 representation	2021 representation	2016 availability*
Halifax	1.9	10.7	12.1	9.7
Montréal	3.0	19.1	20.0	20.7
Toronto	12.0	39.6	43.4	48.8
Winnipeg	2.9	22.2	23.9	25.2
Regina	1.6	17.1	19.2	16.9
Calgary	5.6	26.0	26.8	31.3
Edmonton	4.4	24.9	26.1	26.5
Vancouver	7.9	37.4	39.1	45.9
<hr/>				
Newfoundland and Labrador	0.7	3.4	3.4	2.3
Prince Edward Island	1.0	3.1	3.3	4.2
Nova Scotia	1.3	9.1	10.2	5.8
New Brunswick	1.1	6.4	8.0	3.0
Quebec	2.6	15.9	16.4	12.1
Ontario	7.3	30.4	33.0	27.9
Manitoba	2.6	18.6	19.9	17.8
Saskatchewan	1.2	11.2	12.5	10.7
Alberta	4.0	22.1	23.2	22.3
British Columbia	6.2	29.8	30.4	29.2
Yukon	1.4	12.3	16.5	8.5
Northwest Territories	2.5	16.2	15.9	10.5
Nunavut	N/A	8.8	10.6	4.0
Canada	5.0	24.4	26.0	21.3

* Source: Statistics Canada, 2016 Census.

TABLE 2.1

Representation and attainment rate (sector availability)* of women in the banking and financial services sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	37.5	38.0	29.1	128.7	130.5
Middle and other managers	48.1	48.2	53.4	89.9	90.2
Professionals	46.5	46.6	44.9	103.5	103.7
Semi-professionals and technicians	32.3	36.3	40.2	80.4	90.4
Supervisors	70.2	69.5	70.9	98.9	98.0
Supervisors: crafts and trades	21.4	21.4	32.7	65.5	65.5
Administrative and senior clerical personnel	72.2	71.8	76.3	94.6	94.1
Skilled sales and service personnel	59.9	59.5	63.2	94.8	94.2
Skilled crafts and trades workers	6.7	7.7	10.3	64.8	74.8
Clerical personnel	66.0	66.7	76.0	86.9	87.8
Intermediate sales and service personnel	74.7	72.6	77.7	96.2	93.5
Semi-skilled manual workers	14.5	17.0	24.2	59.6	70.2
Other sales and service personnel	26.4	26.0	50.2	52.6	51.7
Other manual workers	100.0	100.0	26.6	375.9	375.9
Total	55.4	54.8	58.9	94.0	93.0

* Source: Statistics Canada, 2016 Census.

TABLE 2.2

Representation and attainment rate (sector availability)* of women in the communications sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	29.3	29.9	21.8	134.4	137.0
Middle and other managers	37.3	37.6	38.6	96.7	97.5
Professionals	39.1	39.4	44.7	87.5	88.1
Semi-professionals and technicians	27.0	31.2	31.4	86.1	99.5
Supervisors	45.3	45.1	57.7	78.6	78.2
Supervisors: crafts and trades	19.6	20.5	27.1	72.4	75.6
Administrative and senior clerical personnel	75.1	74.3	77.0	97.5	96.5
Skilled sales and service personnel	33.1	35.0	38.6	85.9	90.7
Skilled crafts and trades workers	5.8	4.1	6.6	87.4	62.2
Clerical personnel	64.0	60.5	78.0	82.1	77.6
Intermediate sales and service personnel	47.1	49.6	51.9	90.6	95.5
Semi-skilled manual workers	36.4	41.0	18.2	200.4	225.5
Other sales and service personnel	56.7	50.3	41.4	136.8	121.4
Other manual workers	0.0	0.0	17.3	0.0	0.0
Total	35.7	35.9	44.1	80.9	81.4

* Source: Statistics Canada, 2016 Census.

TABLE 2.3

Representation and attainment rate (sector availability)* of women in the 'other' sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	22.0	23.1	17.0	129.2	135.8
Middle and other managers	31.3	32.0	28.7	109.3	111.6
Professionals	40.5	40.3	39.2	103.1	102.7
Semi-professionals and technicians	12.0	11.9	14.2	84.0	83.7
Supervisors	51.7	50.7	45.1	114.8	112.5
Supervisors: crafts and trades	10.4	9.4	12.7	81.7	73.9
Administrative and senior clerical personnel	69.8	69.1	80.3	86.9	86.0
Skilled sales and service personnel	26.1	25.1	33.8	77.0	74.2
Skilled crafts and trades workers	4.2	4.1	3.2	130.4	128.1
Clerical personnel	46.0	45.6	48.8	94.2	93.4
Intermediate sales and service personnel	68.4	68.8	65.2	104.9	105.5
Semi-skilled manual workers	12.4	12.8	11.0	112.6	116.3
Other sales and service personnel	34.4	36.0	33.2	103.5	108.3
Other manual workers	15.4	17.4	24.7	62.6	70.5
Total	28.3	29.2	25.3	111.9	115.4

* Source: Statistics Canada, 2016 Census.

TABLE 2.4

Representation and attainment rate (sector availability)* of women in the 'other' sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	26.6	31.3	23.3	114.2	134.2
Middle and other managers	27.4	28.0	29.5	93.1	95.0
Professionals	39.8	40.1	41.6	95.7	96.3
Semi-professionals and technicians	24.3	24.2	36.8	66.0	65.8
Supervisors	44.9	43.6	44.8	100.0	97.2
Supervisors: crafts and trades	6.9	7.3	9.1	75.4	80.0
Administrative and senior clerical personnel	73.2	73.1	75.5	97.0	96.9
Skilled sales and service personnel	15.0	23.4	39.2	38.2	59.7
Skilled crafts and trades workers	6.9	6.0	3.4	206.1	178.5
Clerical personnel	70.0	65.4	71.0	98.5	92.1
Intermediate sales and service personnel	39.6	37.3	43.8	90.4	85.2
Semi-skilled manual workers	12.5	12.2	21.5	57.9	56.7
Other sales and service personnel	36.2	37.9	36.7	98.8	103.4
Other manual workers	12.9	15.9	22.1	58.6	72.0
Total	30.5	30.9	34.5	88.4	89.6

* Source: Statistics Canada, 2016 Census.

TABLE 2.5

Representation and attainment rate (sector availability)* of Aboriginal peoples in the banking and financial services sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	0.7	0.8	1.2	58.7	65.3
Middle and other managers	1.1	1.2	1.5	75.4	82.5
Professionals	1.0	1.0	1.1	95.5	93.0
Semi-professionals and technicians	1.7	1.4	1.6	106.7	86.0
Supervisors	1.9	1.8	2.4	79.6	76.4
Supervisors: crafts and trades	0.0	0.0	3.8	0.0	0.0
Administrative and senior clerical personnel	1.8	1.8	2.0	90.0	90.2
Skilled sales and service personnel	2.0	2.1	2.1	93.2	99.3
Skilled crafts and trades workers	6.7	7.7	5.9	113.3	130.9
Clerical personnel	1.5	1.5	2.0	75.8	74.8
Intermediate sales and service personnel	2.4	2.5	2.7	87.6	92.9
Semi-skilled manual workers	1.7	1.9	2.7	64.4	70.6
Other sales and service personnel	0.0	0.0	3.9	0.0	0.0
Other manual workers	0.0	0.0	7.3	0.0	0.0
Total	1.4	1.4	1.7	83.3	82.4

* Source: Statistics Canada, 2016 Census.

TABLE 2.6

Representation and attainment rate (sector availability)* of Aboriginal peoples in the communications sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	1.9	1.9	1.0	193.4	192.7
Middle and other managers	1.4	1.5	1.8	77.6	81.6
Professionals	1.9	1.8	1.6	117.1	113.4
Semi-professionals and technicians	2.1	2.1	3.5	61.1	60.4
Supervisors	2.2	2.0	1.0	215.4	195.3
Supervisors: crafts and trades	2.3	2.4	2.1	107.8	113.1
Administrative and senior clerical personnel	1.9	2.7	2.7	69.8	101.2
Skilled sales and service personnel	1.9	1.9	2.2	86.7	86.3
Skilled crafts and trades workers	3.5	3.4	3.1	113.3	110.9
Clerical personnel	2.3	2.4	2.9	79.9	83.0
Intermediate sales and service personnel	2.4	2.3	3.0	79.8	76.9
Semi-skilled manual workers	2.3	4.0	3.7	63.0	108.3
Other sales and service personnel	0.5	2.3	3.4	13.9	67.1
Other manual workers	0.0	0.0	5.5	0.0	0.0
Total	2.2	2.2	2.5	88.3	88.0

* Source: Statistics Canada, 2016 Census.

TABLE 2.7

Representation and attainment rate (sector availability)* of Aboriginal peoples in the transportation sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	1.7	1.5	2.3	74.4	66.5
Middle and other managers	1.7	2.1	2.7	63.7	76.6
Professionals	1.5	1.7	1.6	93.8	105.9
Semi-professionals and technicians	2.7	2.7	3.7	71.8	72.6
Supervisors	3.0	3.6	3.6	83.1	100.5
Supervisors: crafts and trades	3.7	4.3	4.9	76.6	88.4
Administrative and senior clerical personnel	1.8	1.8	3.2	56.4	57.0
Skilled sales and service personnel	1.9	1.9	3.6	51.8	53.1
Skilled crafts and trades workers	4.2	4.3	4.7	90.1	91.8
Clerical personnel	2.3	2.6	3.5	67.1	74.7
Intermediate sales and service personnel	3.8	3.1	3.6	104.2	85.4
Semi-skilled manual workers	3.2	3.3	4.0	80.0	82.3
Other sales and service personnel	4.6	3.8	5.0	90.1	75.2
Other manual workers	3.9	4.2	9.5	40.5	44.0
Total	3.0	3.1	3.9	76.1	79.5

* Source: Statistics Canada, 2016 Census.

TABLE 2.8

Representation and attainment rate (sector availability)* of Aboriginal peoples in the 'other' sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	1.4	2.2	6.4	21.3	34.2
Middle and other managers	2.0	2.3	2.6	76.4	87.2
Professionals	2.3	2.1	2.4	95.3	88.0
Semi-professionals and technicians	4.7	4.7	4.2	109.6	110.8
Supervisors	2.3	2.6	4.5	50.7	57.3
Supervisors: crafts and trades	3.7	4.3	5.2	71.9	83.4
Administrative and senior clerical personnel	3.4	3.8	5.0	67.7	76.8
Skilled sales and service personnel	3.2	4.3	4.4	73.8	98.0
Skilled crafts and trades workers	7.2	6.9	5.5	130.1	124.6
Clerical personnel	4.9	3.4	6.3	78.0	54.3
Intermediate sales and service personnel	2.7	2.6	5.0	53.4	51.8
Semi-skilled manual workers	7.9	9.7	5.7	138.3	169.4
Other sales and service personnel	4.0	4.5	8.4	47.7	53.5
Other manual workers	6.5	6.3	8.7	74.5	72.6
Total	4.1	4.2	4.6	88.7	91.3

* Source: Statistics Canada, 2016 Census.

TABLE 2.9

Representation and attainment rate (sector availability)* of members of visible minorities in the banking and financial services sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	20.8	21.9	15.3	135.8	142.9
Middle and other managers	36.2	36.8	27.8	130.2	132.5
Professionals	40.9	42.0	34.9	117.3	120.4
Semi-professionals and technicians	44.3	44.9	35.7	124.0	125.7
Supervisors	37.1	37.3	25.1	147.7	148.7
Supervisors: crafts and trades	64.3	64.3	13.5	477.6	477.7
Administrative and senior clerical personnel	41.0	41.4	24.3	168.8	170.6
Skilled sales and service personnel	38.0	40.9	32.9	115.7	124.5
Skilled crafts and trades workers	13.3	7.7	13.2	100.7	58.2
Clerical personnel	44.1	44.2	33.6	131.2	131.4
Intermediate sales and service personnel	32.1	33.2	32.2	99.8	103.3
Semi-skilled manual workers	58.4	59.1	26.5	220.0	222.7
Other sales and service personnel	39.6	32.0	25.5	155.2	125.4
Other manual workers	0.0	0.0	25.7	0.0	0.0
Total	38.5	39.5	31.2	123.5	126.6

* Source: Statistics Canada, 2016 Census.

TABLE 2.10

Representation and attainment rate (sector availability)* of members of visible minorities in the communications sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	11.0	12.1	11.7	94.2	103.5
Middle and other managers	23.9	26.4	21.3	112.6	124.2
Professionals	28.0	29.6	27.2	103.2	108.9
Semi-professionals and technicians	18.7	21.8	21.4	87.3	101.7
Supervisors	24.4	25.3	27.5	88.7	92.1
Supervisors: crafts and trades	20.7	20.9	20.3	102.0	103.0
Administrative and senior clerical personnel	24.3	24.8	20.4	119.0	121.5
Skilled sales and service personnel	23.4	22.6	32.2	72.9	70.3
Skilled crafts and trades workers	18.7	18.5	20.6	91.1	89.9
Clerical personnel	23.5	22.2	20.9	112.4	106.0
Intermediate sales and service personnel	29.8	31.0	36.3	82.2	85.5
Semi-skilled manual workers	31.4	29.7	28.1	111.6	105.6
Other sales and service personnel	22.9	36.4	28.7	79.8	127.0
Other manual workers	0.0	0.0	20.9	0.0	0.0
Total	24.6	25.6	24.8	99.2	103.2

* Source: Statistics Canada, 2016 Census.

TABLE 2.11

Representation and attainment rate (sector availability)* of members of visible minorities in the transportation sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	7.8	9.5	10.8	71.9	87.8
Middle and other managers	15.8	17.6	19.0	83.0	92.7
Professionals	27.7	29.1	31.3	88.5	92.9
Semi-professionals and technicians	9.9	11.2	12.9	76.6	86.8
Supervisors	14.1	15.9	22.8	61.8	69.8
Supervisors: crafts and trades	11.6	13.3	13.9	83.3	95.7
Administrative and senior clerical personnel	21.7	23.2	19.1	113.4	121.4
Skilled sales and service personnel	6.5	9.0	23.2	27.9	38.7
Skilled crafts and trades workers	13.6	15.6	13.8	98.7	112.9
Clerical personnel	22.1	23.7	24.7	89.3	95.5
Intermediate sales and service personnel	22.3	26.7	28.3	78.9	94.2
Semi-skilled manual workers	17.5	18.8	28.6	61.1	65.6
Other sales and service personnel	14.5	14.5	31.2	46.3	46.4
Other manual workers	10.6	12.4	20.6	51.3	60.1
Total	17.8	19.7	25.1	71.0	78.5

* Source: Statistics Canada, 2016 Census.

TABLE 2.12

Representation and attainment rate (sector availability)* of members of visible minorities in the 'other' sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (sector)*	2020 attainment rate	2021 attainment rate
Senior managers	7.0	9.4	10.7	65.2	87.5
Middle and other managers	13.4	15.0	9.6	140.2	156.6
Professionals	23.7	27.4	23.6	100.3	115.9
Semi-professionals and technicians	10.9	11.5	16.0	67.9	71.8
Supervisors	9.3	11.0	17.5	53.1	62.9
Supervisors: crafts and trades	6.9	8.2	7.6	91.2	108.1
Administrative and senior clerical personnel	16.8	18.1	15.0	112.3	121.0
Skilled sales and service personnel	8.2	13.3	17.7	46.0	75.0
Skilled crafts and trades workers	12.1	13.8	9.2	130.5	149.2
Clerical personnel	15.9	18.8	17.9	88.6	105.0
Intermediate sales and service personnel	26.5	22.8	25.2	105.0	90.3
Semi-skilled manual workers	10.0	10.1	15.0	66.6	67.2
Other sales and service personnel	10.6	16.2	15.4	68.6	105.2
Other manual workers	10.8	12.7	16.2	66.8	78.4
Total	16.6	17.4	16.0	103.7	108.8

* Source: Statistics Canada, 2016 Census.

TABLE 2.13

Representation and attainment rate (Canadian availability)* of women in all sectors by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (Canadian)*	2020 attainment rate	2021 attainment rate
Senior managers	29.2	30.3	27.6	105.8	109.7
Middle and other managers	42.3	42.6	39.4	107.2	108.1
Professionals	43.9	44.3	55.0	79.9	80.5
Semi-professionals and technicians	19.7	21.9	53.5	36.7	40.9
Supervisors	58.2	57.1	55.5	104.9	102.9
Supervisors: crafts and trades	10.5	9.9	10.8	97.8	92.1
Administrative and senior clerical personnel	72.0	71.5	82.4	87.4	86.8
Skilled sales and service personnel	53.1	54.6	49.7	106.9	109.8
Skilled crafts and trades workers	5.0	4.4	4.0	125.9	110.2
Clerical personnel	53.0	52.2	68.7	77.1	76.0
Intermediate sales and service personnel	62.1	62.2	68.4	90.9	90.9
Semi-skilled manual workers	12.5	12.8	17.1	73.1	75.0
Other sales and service personnel	36.7	38.3	56.3	65.2	68.0
Other manual workers	14.7	16.9	22.1	66.3	76.4
Total	39.1	39.3	48.2	81.0	81.5

* Source: Statistics Canada, 2016 Census.

TABLE 2.14

Representation and attainment rate (Canadian availability)* of Aboriginal peoples in all sectors by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (Canadian)*	2020 attainment rate	2021 attainment rate
Senior managers	1.3	1.3	3.2	41.4	40.7
Middle and other managers	1.3	1.4	2.7	49.3	52.6
Professionals	1.3	1.3	2.4	56.1	55.0
Semi-professionals and technicians	2.7	2.6	4.2	65.2	62.6
Supervisors	2.5	2.7	3.9	63.5	69.8
Supervisors: crafts and trades	3.6	4.1	4.3	82.5	94.6
Administrative and senior clerical personnel	2.0	2.2	3.5	57.5	63.1
Skilled sales and service personnel	2.0	2.1	3.7	54.4	56.2
Skilled crafts and trades workers	4.4	4.3	5.2	83.8	82.4
Clerical personnel	2.2	2.3	4.2	52.5	55.0
Intermediate sales and service personnel	2.8	2.7	4.5	62.4	60.4
Semi-skilled manual workers	3.4	3.6	4.8	71.5	75.3
Other sales and service personnel	3.9	3.8	5.8	67.9	65.4
Other manual workers	4.7	4.9	6.8	68.6	72.1
Total	2.4	2.4	4.0	59.9	60.0

* Source: Statistics Canada, 2016 Census.

TABLE 2.15

Representation and attainment rate (Canadian availability)* of persons with disabilities in all sectors by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2017 availability (Canadian)*	2020 attainment rate	2021 attainment rate
Senior managers	3.4	4.2	5.0	68.4	84.4
Middle and other managers	4.3	4.8	5.0	85.9	96.4
Professionals	4.5	4.9	8.9	50.0	54.8
Semi-professionals and technicians	2.7	3.3	7.6	35.7	43.7
Supervisors	4.7	6.4	27.5	17.3	23.3
Supervisors: crafts and trades	2.3	3.5	10.1	23.1	34.7
Administrative and senior clerical personnel	4.7	5.3	10.0	46.8	52.9
Skilled sales and service personnel	4.6	5.0	8.0	57.5	62.3
Skilled crafts and trades workers	2.7	3.2	7.8	34.6	41.0
Clerical personnel	4.8	5.6	9.3	51.5	60.2
Intermediate sales and service personnel	4.5	4.6	10.8	41.8	42.8
Semi-skilled manual workers	2.4	2.3	10.3	23.1	22.4
Other sales and service personnel	4.5	4.9	10.7	42.2	45.8
Other manual workers	2.3	2.8	6.8	34.4	41.0
Total	3.9	4.4	9.1	43.0	48.4

* Source: Statistics Canada, 2017 Canadian Survey on Disability.

TABLE 2.16

Representation and attainment rate (Canadian availability)* of members of visible minorities in all sectors by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020 representation	2021 representation	2016 availability (Canadian)*	2020 attainment rate	2021 attainment rate
Senior managers	13.0	14.4	11.5	113.4	125.5
Middle and other managers	29.4	30.6	17.6	166.9	173.9
Professionals	35.9	37.7	23.2	154.7	162.4
Semi-professionals and technicians	14.7	17.1	19.1	77.0	89.6
Supervisors	23.7	24.7	24.0	98.5	102.8
Supervisors: crafts and trades	11.5	12.8	11.1	103.2	115.1
Administrative and senior clerical personnel	30.4	31.4	16.4	185.5	191.9
Skilled sales and service personnel	33.6	37.1	27.7	121.3	134.0
Skilled crafts and trades workers	15.0	16.4	12.0	125.5	136.9
Clerical personnel	27.7	28.2	21.9	126.3	128.5
Intermediate sales and service personnel	28.2	29.5	25.4	111.2	116.1
Semi-skilled manual workers	17.3	18.5	22.4	77.1	82.6
Other sales and service personnel	14.5	18.1	26.5	54.8	68.2
Other manual workers	10.6	12.5	21.0	50.7	59.6
Total	26.0	27.4	21.3	122.1	128.6

* Source: Statistics Canada, 2016 Census.

TABLE 3.1

Distribution of women and men in the federally regulated private-sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020		2021	
	Women distribution	Men distribution	Women distribution	Men distribution
Senior managers	0.7	1.1	0.7	1.0
Middle and other managers	12.7	11.1	12.9	11.3
Professionals	23.5	19.2	23.2	18.9
Semi-professionals and technicians	3.1	8.2	3.8	8.8
Supervisors	5.1	2.4	5.1	2.5
Supervisors: crafts and trades	0.4	2.4	0.4	2.3
Administrative and senior clerical personnel	4.8	1.2	4.6	1.2
Skilled sales and service personnel	5.0	2.8	5.3	2.9
Skilled crafts and trades workers	1.0	11.8	0.8	11.5
Clerical personnel	18.3	10.4	17.1	10.1
Intermediate sales and service personnel	20.3	7.9	20.9	8.2
Semi-skilled manual workers	4.4	19.9	4.5	19.7
Other sales and service personnel	0.3	0.3	0.4	0.4
Other manual workers	0.4	1.3	0.4	1.2
Total	100.0	100.0	100.0	100.0

TABLE 3.2

Distribution of Aboriginal and non-Aboriginal peoples in the federally regulated private-sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020		2021	
	Aboriginal peoples distribution	Non-Aboriginal peoples distribution	Aboriginal peoples distribution	Non-Aboriginal peoples distribution
Senior managers	0.5	0.9	0.5	0.9
Middle and other managers	6.4	11.8	7.0	12.0
Professionals	11.6	21.1	10.9	20.9
Semi-professionals and technicians	7.0	6.2	7.4	6.8
Supervisors	3.5	3.4	3.9	3.5
Supervisors: crafts and trades	2.4	1.6	2.7	1.5
Administrative and senior clerical personnel	2.2	2.6	2.3	2.5
Skilled sales and service personnel	3.1	3.7	3.3	3.8
Skilled crafts and trades workers	13.8	7.4	12.9	7.2
Clerical personnel	12.3	13.5	12.2	12.9
Intermediate sales and service personnel	14.8	12.7	14.4	13.2
Semi-skilled manual workers	19.8	13.7	20.3	13.5
Other sales and service personnel	0.6	0.3	0.7	0.4
Other manual workers	1.9	0.9	1.7	0.8
Total	100.0	100.0	100.0	100.0

TABLE 3.3

Distribution of persons with and without disabilities in the federally regulated private-sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020		2021	
	Persons with disabilities distribution	Persons without disabilities distribution	Persons with disabilities distribution	Persons without disabilities distribution
Senior managers	0.8	0.9	0.9	0.9
Middle and other managers	12.8	11.7	13.1	11.9
Professionals	23.8	20.7	22.9	20.5
Semi-professionals and technicians	4.3	6.3	5.1	6.9
Supervisors	4.2	3.4	5.2	3.4
Supervisors: crafts and trades	1.0	1.6	1.3	1.6
Administrative and senior clerical personnel	3.1	2.6	3.1	2.5
Skilled sales and service personnel	4.4	3.7	4.4	3.8
Skilled crafts and trades workers	5.2	7.7	5.4	7.4
Clerical personnel	16.5	13.3	16.6	12.7
Intermediate sales and service personnel	14.6	12.7	13.9	13.2
Semi-skilled manual workers	8.4	14.1	7.3	14.0
Other sales and service personnel	0.4	0.3	0.5	0.4
Other manual workers	0.6	1.0	0.5	0.9
Total	100.0	100.0	100.0	100.0

TABLE 3.4

Distribution of members and non-members of visible minorities in the federally regulated private-sector by occupational group in 2020 and 2021 (by percentage)

Employment equity occupational group	2020		2021	
	Members of visible minorities distribution	Non-members of visible minorities distribution	Members of visible minorities distribution	Non-members of visible minorities distribution
Senior managers	0.5	1.1	0.5	1.1
Middle and other managers	13.2	11.2	13.3	11.4
Professionals	28.8	18.1	28.3	17.7
Semi-professionals and technicians	3.5	7.2	4.2	7.8
Supervisors	3.1	3.6	3.2	3.6
Supervisors: crafts and trades	0.7	1.9	0.7	1.9
Administrative and senior clerical personnel	3.1	2.5	2.9	2.4
Skilled sales and service personnel	4.8	3.3	5.2	3.3
Skilled crafts and trades workers	4.4	8.7	4.4	8.4
Clerical personnel	14.4	13.2	13.2	12.7
Intermediate sales and service personnel	13.8	12.4	14.2	12.8
Semi-skilled manual workers	9.2	15.5	9.3	15.4
Other sales and service personnel	0.2	0.4	0.3	0.5
Other manual workers	0.4	1.2	0.4	1.0
Total	100.0	100.0	100.0	100.0

TABLE 4.1

Number, hires, promotions, terminations, and net effect* of designated group members in the banking and financial services sector in 2020 and 2021**

Designated groups	Number of employees		Number of hires		Number of promotions		Number of terminations		Net effect*	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Women	141,488	141,444	14,095	24,960	13,237	25,139	15,881	20,768	-1,786	4,192
Aboriginal peoples	3,619	3,725	339	684	312	704	398	558	-59	126
Persons with disabilities	14,891	15,139	910	1,926	1,155	2,408	1,536	1,921	-626	5
Members of visible minorities	98,463	102,002	10,302	20,226	10,408	18,041	9,554	14,389	748	5,837
All employees	255,560	258,291	28,129	49,031	24,617	43,436	28,986	39,952	-857	9,079

* The number of employees hired reduced by those terminated.

** The number of employees covers permanent full-time, permanent part-time and temporary employees. The data on hires, promotions, terminations and net effect covers only permanent full-time and permanent part-time employees.

TABLE 4.2

Representation and shares of hires, promotions, and terminations of designated group members in the banking and financial services sector in 2020 and 2021* (by percentage)

Designated groups	Representation		Share of hires		Share of promotions		Share of terminations	
	2020	2021	2020	2021	2020	2021	2020	2021
Women	55.4	54.8	50.1	50.9	53.8	57.9	54.8	52.0
Aboriginal peoples	1.4	1.4	1.2	1.4	1.3	1.6	1.4	1.4
Persons with disabilities	5.8	5.9	3.2	3.9	4.7	5.5	5.3	4.8
Members of visible minorities	38.5	39.5	36.6	41.3	42.3	41.5	33.0	36.0
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* The data on the representation of designated group employees covers permanent full-time, permanent part-time and temporary employees. The data on the shares of hires, promotions and terminations covers only permanent full-time and permanent part-time employees.

TABLE 4.3

Number, hires, promotions, terminations, and net effect* of designated group members in the communications sector in 2020 and 2021**

Designated groups	Number of employees		Number of hires		Number of promotions		Number of terminations		Net effect*	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Women	42,406	42,006	3,661	5,984	1,918	4,045	6,222	6,658	-2,561	-674
Aboriginal peoples	2,625	2,589	143	237	107	179	354	349	-211	-112
Persons with disabilities	5,253	5,779	272	590	198	493	735	805	-463	-215
Members of visible minorities	29,262	29,983	2,512	4,403	1,369	3,360	4,419	4,891	-1,907	-488
All employees	118,905	117,123	9,297	15,126	5,023	9,899	18,090	18,078	-8,793	-2,952

* The number of employees hired reduced by those terminated.

** The number of employees covers permanent full-time, permanent part-time and temporary employees. The data on hires, promotions, terminations, and net effect covers only permanent full-time and permanent part-time employees.

TABLE 4.4

Representation and shares of hires, promotions, and terminations of designated group members in the communications sector in 2020 and 2021* (by percentage)

Designated groups	Representation		Share of hires		Share of promotions		Share of terminations	
	2020	2021	2020	2021	2020	2021	2020	2021
Women	35.7	35.9	39.4	39.6	38.2	40.9	34.4	36.8
Aboriginal peoples	2.2	2.2	1.5	1.6	2.1	1.8	2.0	1.9
Persons with disabilities	4.4	4.9	2.9	3.9	3.9	5.0	4.1	4.5
Members of visible minorities	24.6	25.6	27.0	29.1	27.3	33.9	24.4	27.1
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* The data on the representation of designated group employees covers permanent full-time, permanent part-time and temporary employees. The data on the shares of hires, promotions and terminations covers only permanent full-time and permanent part-time employees.

TABLE 4.5

Number, hires, promotions, terminations, and net effect* of designated group members in the transportation sector in 2020 and 2021**

Designated groups	Number of employees		Number of hires		Number of promotions		Number of terminations		Net effect*	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Women	85,767	88,602	13,370	20,379	2,885	3,864	17,746	19,478	-4,376	901
Aboriginal peoples	8,995	9,295	1,513	2,267	323	319	1,982	2,264	-469	3
Persons with disabilities	7,410	9,605	792	1,090	221	353	1,579	1,399	-787	-309
Members of visible minorities	54,002	59,893	10,850	15,148	2,042	2,867	12,668	13,000	-1,818	2,148
All employees	303,071	303,859	56,838	73,574	9,779	12,457	66,292	74,462	-9,454	-888

* The number of employees hired reduced by those terminated.

** The number of employees covers permanent full-time, permanent part-time and temporary employees. The data on hires, promotions, terminations and net effect covers only permanent full-time and permanent part-time employees.

TABLE 4.6

Representation and shares of hires, promotions, and terminations of designated group members in the transportation sector in 2020 and 2021* (by percentage)

Designated groups	Representation		Share of hires		Share of promotions		Share of terminations	
	2020	2021	2020	2021	2020	2021	2020	2021
Women	28.3	29.2	23.5	27.7	29.5	31.0	26.8	26.2
Aboriginal peoples	3.0	3.1	2.7	3.1	3.3	2.6	3.0	3.0
Persons with disabilities	2.4	3.2	1.4	1.5	2.3	2.8	2.4	1.9
Members of visible minorities	17.8	19.7	19.1	20.6	20.9	23.0	19.1	17.5
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* The data on the representation of designated group employees covers permanent full-time, permanent part-time and temporary employees. The data on the shares of hires, promotions and terminations covers only permanent full-time and permanent part-time employees.

TABLE 4.7

Number, hires, promotions, terminations, and net effect* of designated group members in the 'other' sector in 2020 and 2021**

Designated groups	Number of employees		Number of hires		Number of promotions		Number of terminations		Net effect*	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Women	17,764	18,264	1,922	2,886	744	956	2,851	2,387	-929	499
Aboriginal peoples	2,377	2,471	449	414	150	184	358	365	91	49
Persons with disabilities	1,257	1,776	92	149	40	78	169	159	-77	-10
Members of visible minorities	9,662	10,291	1,470	1,682	359	516	1,760	1,514	-290	168
All employees	58,254	59,083	6,769	8,466	2,365	3,055	9,883	8,065	-3,114	401

* The number of employees hired reduced by those terminated.

** The number of employees covers permanent full-time, permanent part-time and temporary employees. The data on hires, promotions, terminations, and net effect covers only permanent full-time and permanent part-time employees.

TABLE 4.8

Representation and shares of hires, promotions, and terminations of designated group members in the 'other' sector in 2020 and 2021* (by percentage)

Designated groups	Representation		Share of hires		Share of promotions		Share of terminations	
	2020	2021	2020	2021	2020	2021	2020	2021
Women	30.5	30.9	28.4	34.1	31.5	31.3	28.8	29.6
Aboriginal peoples	4.1	4.2	6.6	4.9	6.3	6.0	3.6	4.5
Persons with disabilities	2.2	3.0	1.4	1.8	1.7	2.6	1.7	2.0
Members of visible minorities	16.6	17.4	21.7	19.9	15.2	16.9	17.8	18.8
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* The data on the representation of designated group employees covers permanent full-time, permanent part-time and temporary employees. The data on the shares of hires, promotions and terminations covers only permanent full-time and permanent part-time employees.

TABLE 4.9

Number, hires, promotions, terminations, and net effect* of designated group members in all sectors in 2020 and 2021**

Designated groups	Number of employees		Number of hires		Number of promotions		Number of terminations		Net effect*	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Women	287,425	290,316	33,048	54,209	18,784	34,004	42,700	49,291	-9,652	4,918
Aboriginal peoples	17,616	18,080	2,444	3,602	892	1,386	3,092	3,536	-648	66
Persons with disabilities	28,811	32,299	2,066	3,755	1,614	3,332	4,019	4,284	-1,953	-529
Members of visible minorities	191,389	202,169	25,134	41,459	14,178	24,784	28,401	33,794	-3,267	7,665
All employees	735,790	738,356	101,033	146,197	41,784	68,847	123,251	140,557	-22,218	5,640

* The number of employees hired reduced by those terminated.

** The number of employees covers permanent full-time, permanent part-time and temporary employees. The data on hires, promotions, terminations, and net effect covers only permanent full-time and permanent part-time employees.

TABLE 4.10

Representation and shares of hires, promotions, and terminations of designated group members in all sectors in 2020 and 2021* (by percentage)

Designated groups	Representation		Share of hires		Share of promotions		Share of terminations	
	2020	2021	2020	2021	2020	2021	2020	2021
Women	39.1	39.3	32.7	37.1	45.0	49.4	34.6	35.1
Aboriginal peoples	2.4	2.4	2.4	2.5	2.1	2.0	2.5	2.5
Persons with disabilities	3.9	4.4	2.0	2.6	3.9	4.8	3.3	3.0
Members of visible minorities	26.0	27.4	24.9	28.4	33.9	36.0	23.0	24.0
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* The data on the representation of designated group employees covers permanent full-time, permanent part-time and temporary employees. The data on the shares of hires, promotions and terminations covers only permanent full-time and permanent part-time employees.

TABLE 5.1

Number and representation of men and women in permanent full-time employment in the federally regulated private-sector by salary range as of December 31, 2021

Salary range (in dollars)	Number of all employees	Number of men	Representation of men (by percentage)	Number of Women	Representation of women (by percentage)
Under \$5,000	398	253	63.6	145	36.4
\$5,000 - \$9,999	469	310	66.1	159	33.9
\$10,000 - \$14,999	774	450	58.1	324	41.9
\$15,000 - \$19,999	1,192	754	63.3	438	36.7
\$20,000 - \$24,999	2,112	1,218	57.7	894	42.3
\$25,000 - \$34,999	19,530	9,417	48.2	10,113	51.8
\$35,000 - \$49,999	112,750	57,412	50.9	55,340	49.1
\$50,000 - \$74,999	227,869	134,865	59.2	93,004	40.8
\$75,000 - \$99,999	142,091	95,931	67.5	46,160	32.5
\$100,000 - \$149,999	98,697	69,801	70.7	28,896	29.3
\$150,000 - \$199,999	21,263	16,268	76.5	4,995	23.5
\$200,000 - \$249,999	5,236	3,946	75.4	1,290	24.6
\$250,000 and over	7,525	5,607	74.5	1,918	25.5
Total	639,906	396,232	61.9	243,676	38.1

TABLE 5.2

Number and representation of Aboriginal peoples in permanent full-time employment in the federally regulated private-sector by salary range as of December 31, 2021

Salary range (in dollars)	Number of all employees	Number of Aboriginal peoples	Representation of Aboriginal peoples (by percentage)	Number of Aboriginal men	Number of Aboriginal women
Under \$5,000	398	12	3.0	11	1
\$5,000 - \$9,999	469	19	4.1	13	6
\$10,000 - \$14,999	774	40	5.2	30	10
\$15,000 - \$19,999	1,192	44	3.7	33	11
\$20,000 - \$24,999	2,112	64	3.0	34	30
\$25,000 - \$34,999	19,530	651	3.3	339	312
\$35,000 - \$49,999	112,750	2,841	2.5	1,433	1,408
\$50,000 - \$74,999	227,869	5,509	2.4	3,347	2,162
\$75,000 - \$99,999	142,091	3,381	2.4	2,460	921
\$100,000 - \$149,999	98,697	2,046	2.1	1,579	467
\$150,000 - \$199,999	21,263	355	1.7	293	62
\$200,000 - \$249,999	5,236	78	1.5	54	24
\$250,000 and over	7,525	80	1.1	58	22
Total	639,906	15,120	2.4	9,684	5,436

TABLE 5.3

Number and representation of persons with disabilities in permanent full-time employment in the federally regulated private-sector by salary range as of December 31, 2021

Salary range (in dollars)	Number of all employees	Number of persons with disabilities	Representation of persons with disabilities (by percentage)	Number of men with disabilities	Number of women with disabilities
Under \$5,000	398	3	0.8	3	0
\$5,000 - \$9,999	469	16	3.4	7	9
\$10,000 - \$14,999	774	29	3.7	13	16
\$15,000 - \$19,999	1,192	36	3.0	24	12
\$20,000 - \$24,999	2,112	67	3.2	35	32
\$25,000 - \$34,999	19,530	667	3.4	305	362
\$35,000 - \$49,999	112,750	5,336	4.7	2,212	3,124
\$50,000 - \$74,999	227,869	10,637	4.7	5,194	5,443
\$75,000 - \$99,999	142,091	6,322	4.4	3,749	2,573
\$100,000 - \$149,999	98,697	4,076	4.1	2,510	1,566
\$150,000 - \$199,999	21,263	666	3.1	439	227
\$200,000 - \$249,999	5,236	146	2.8	94	52
\$250,000 and over	7,525	191	2.5	130	61
Total	639,906	28,192	4.4	14,715	13,477

TABLE 5.4

Number and representation of members of visible minorities in permanent full-time employment in the federally regulated private-sector by salary range as of December 31, 2021

Salary range (in dollars)	Number of all employees	Number of members of visible minorities	Representation of members of visible minorities (by percentage)	Number of visible minority men	Number of visible minority women
Under \$5,000	398	108	27.1	62	46
\$5,000 - \$9,999	469	118	25.2	74	44
\$10,000 - \$14,999	774	183	23.6	101	82
\$15,000 - \$19,999	1,192	316	26.5	202	114
\$20,000 - \$24,999	2,112	539	25.5	282	257
\$25,000 - \$34,999	19,530	5,471	28.0	2,591	2,880
\$35,000 - \$49,999	112,750	35,921	31.9	17,786	18,135
\$50,000 - \$74,999	227,869	62,372	27.4	35,956	26,416
\$75,000 - \$99,999	142,091	39,416	27.7	24,773	14,643
\$100,000 - \$149,999	98,697	26,571	26.9	17,730	8,841
\$150,000 - \$199,999	21,263	3,893	18.3	2,725	1,168
\$200,000 - \$249,999	5,236	818	15.6	559	259
\$250,000 and over	7,525	1,489	19.8	940	549
Total	639,906	177,215	27.7	103,781	73,434

TABLE 6.1

Number and representation of men and women in permanent part-time employment in the federally regulated private-sector by salary range as of December 31, 2021

Salary range (in dollars)	Number of all employees	Number of men	Representation of men (by percentage)	Number of Women	Representation of women (by percentage)
Under \$5,000	1,545	895	57.9	650	42.1
\$5,000 - \$9,999	2,992	1,682	56.2	1,310	43.8
\$10,000 - \$14,999	6,326	3,311	52.3	3,015	47.7
\$15,000 - \$19,999	14,928	8,155	54.6	6,773	45.4
\$20,000 - \$24,999	10,162	4,753	46.8	5,409	53.2
\$25,000 - \$34,999	18,762	8,422	44.9	10,340	55.1
\$35,000 - \$49,999	21,980	10,832	49.3	11,148	50.7
\$50,000 - \$74,999	9,616	5,175	53.8	4,444	46.2
\$75,000 - \$99,999	1,406	866	61.6	540	38.4
\$100,000 - \$149,999	712	468	65.7	244	34.3
\$150,000 - \$199,999	87	64	73.6	23	26.4
\$200,000 - \$249,999	24	17	70.8	7	29.2
\$250,000 and over	56	47	83.9	9	16.1
Total	88,596	44,687	50.4	43,912	49.6

TABLE 6.2

Number and representation of Aboriginal Peoples in permanent part-time employment in the federally regulated private-sector by salary range as of December 31, 2021

Salary range (in dollars)	Number of all employees	Number of Aboriginal peoples	Representation of Aboriginal peoples (by percentage)	Number of Aboriginal men	Number of Aboriginal women
Under \$5,000	1,545	39	2.5	15	0
\$5,000 - \$9,999	2,992	80	2.7	30	0
\$10,000 - \$14,999	6,326	208	3.3	77	0
\$15,000 - \$19,999	14,928	441	3.0	200	0
\$20,000 - \$24,999	10,162	329	3.2	123	0
\$25,000 - \$34,999	18,762	654	3.5	319	0
\$35,000 - \$49,999	21,980	609	2.8	268	0
\$50,000 - \$74,999	9,616	273	2.8	152	0
\$75,000 - \$99,999	1,406	80	5.7	46	0
\$100,000 - \$149,999	712	49	6.9	38	0
\$150,000 - \$199,999	87	5	5.7	4	0
\$200,000 - \$249,999	24	1	4.2	1	0
\$250,000 and over	56	0	0.0	0	0
Total	88,596	2,768	3.1	1,273	0

TABLE 6.3

Number and representation of persons with disabilities in permanent part-time employment in the federally regulated private-sector by salary range as of December 31, 2021

Salary range (in dollars)	Number of all employees	Number of persons with disabilities	Representation of persons with disabilities (by percentage)	Number of men with disabilities	Number of women with disabilities
Under \$5,000	1,545	49	3.2	33	16
\$5,000 - \$9,999	2,992	82	2.7	38	44
\$10,000 - \$14,999	6,326	218	3.4	72	146
\$15,000 - \$19,999	14,928	485	3.2	179	306
\$20,000 - \$24,999	10,162	451	4.4	165	286
\$25,000 - \$34,999	18,762	939	5.0	316	623
\$35,000 - \$49,999	21,980	1,122	5.1	387	735
\$50,000 - \$74,999	9,616	409	4.3	178	231
\$75,000 - \$99,999	1,406	54	3.8	22	32
\$100,000 - \$149,999	712	28	3.9	18	10
\$150,000 - \$199,999	87	3	3.4	2	1
\$200,000 - \$249,999	24	0	0.0	0	0
\$250,000 and over	56	0	0.0	0	0
Total	88,596	3,840	4.3	1,410	2,430

TABLE 6.4

Number and representation of members of visible minorities in permanent part-time employment in the federally regulated private-sector by salary range as of December 31, 2021

Salary range (in dollars)	Number of all employees	Number of members of visible minorities	Representation of members of visible minorities (by percentage)	Number of visible minority men	Number of visible minority women
Under \$5,000	1,545	333	21.6	213	120
\$5,000 - \$9,999	2,992	599	20.0	351	248
\$10,000 - \$14,999	6,326	1,569	24.8	886	683
\$15,000 - \$19,999	14,928	4,114	27.6	2,406	1,708
\$20,000 - \$24,999	10,162	2,643	26.0	1,323	1,320
\$25,000 - \$34,999	18,762	5,300	28.2	2,666	2,634
\$35,000 - \$49,999	21,980	6,152	28.0	3,364	2,788
\$50,000 - \$74,999	9,616	2,190	22.8	1,416	774
\$75,000 - \$99,999	1,406	245	17.4	177	68
\$100,000 - \$149,999	712	134	18.8	98	36
\$150,000 - \$199,999	87	15	17.2	13	2
\$200,000 - \$249,999	24	0	0.0	0	0
\$250,000 and over	56	4	7.1	3	1
Total	88,596	23,298	26.3	12,916	10,382

TABLE 7

Distribution of employers and employees across sectors in consolidated pay gap data

Sector	Number of employers	Percentage of LEEP employers	Percentage of LEEP employees
Banking and Financial Services	43	8%	35%
Communications	58	11%	16%
Transportation	346	65%	41%
Other	83	16%	8%
TOTAL	530	100%	100%

TABLE 8.1

Hourly wage paid to the mean woman for each \$1.00 paid to the mean man, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more
Banking and Financial Services	\$0.82	0.0	0.0	16.3	79.1	0.0	4.7	0.0	0.0
Communications	\$0.89	0.0	0.0	12.1	75.9	0.0	8.6	3.4	0.0
Transportation	\$0.86	0.9	2.3	19.7	60.1	0.0	14.5	0.9	1.7
Other	\$0.89	2.4	3.6	8.4	75.9	0.0	7.2	1.2	1.2
All sectors	\$0.87	0.9	2.1	16.8	65.8	0.0	11.9	1.1	1.3

TABLE 8.2

Bonus pay of the mean woman for each \$1.00 paid to the mean man, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more
Banking and Financial Services	\$0.53	4.7	34.9	37.2	16.3	0.0	2.3	0.0	2.3
Communications	\$0.71	6.9	15.5	24.1	22.4	0.0	6.9	1.7	13.8
Transportation	\$0.77	5.2	12.1	16.8	14.2	0.0	9.0	3.8	11.0
Other	\$0.87	2.4	12.0	14.5	25.3	0.0	16.9	8.4	4.8
All sectors	\$0.76	4.9	14.3	18.9	17.0	0.0	9.4	4.0	9.6

TABLE 8.3

% of women receiving bonus pay, including distribution of employers, by sector

Sector	% receiving bonus pay in the median employer	% of employers where 0% receive bonus pay	% of employers where 1% to 25% receive bonus pay	% of employers where 26% to 50% receive bonus pay	% of employers where 51% to 75% bonus pay	% of employers where 76% to 99% bonus pay	% of employers where 100% receive bonus pay	% of employer with no data available
Banking and Financial Services	86	2.3	4.7	0.0	16.3	76.7	0.0	0.0
Communications	49	8.6	25.9	17.2	13.8	34.5	0.0	0.0
Transportation	17	26.3	29.8	11.0	10.1	19.7	3.2	0.0
Other	25	15.7	34.9	8.4	12.0	26.5	2.4	0.0
All sectors	27	20.8	28.1	10.4	11.3	27.0	2.5	0.0

TABLE 8.4

% of men receiving bonus pay, including distribution of employers, by sector

Sector	% receiving bonus pay in the median employer	% of employers where 0% receive bonus pay	% of employers where 1% to 25% receive bonus pay	% of employers where 26% to 50% receive bonus pay	% of employers where 51% to 75% bonus pay	% of employers where 76% to 99% bonus pay	% of employers where 100% receive bonus pay	% of employer with no data available
Banking and Financial Services	85	2.3	4.7	2.3	14.0	76.7	0.0	0.0
Communications	59	3.4	27.6	13.8	19.0	36.2	0.0	0.0
Transportation	23	23.7	27.5	14.2	11.3	22.5	0.9	0.0
Other	27	9.6	34.9	14.5	13.3	27.7	0.0	0.0
All sectors	35	17.5	26.8	13.2	12.6	29.2	0.6	0.0

TABLE 8.5

Overtime pay of the mean woman for each \$1.00 paid to the mean man, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more
Banking and Financial Services	\$0.78	2.3	11.6	23.3	37.2	0.0	7.0	2.3	7.0
Communications	\$0.55	8.6	24.1	31.0	8.6	0.0	5.2	0.0	3.4
Transportation	\$0.56	9.2	24.6	21.1	11.0	0.3	7.5	1.7	4.6
Other	\$0.57	10.8	27.7	21.7	20.5	0.0	2.4	4.8	7.2
All sectors	\$0.57	8.9	24.0	22.5	14.3	0.2	6.4	2.1	5.1

TABLE 8.6

Annual overtime hours worked by the mean woman compared to the mean man, including distribution of employers, by sector

Sector	Difference in the median employer	% of employers where women work at least 100 fewer overtime hours	% of employers where women work 50 to 99 fewer overtime hours	% of employers where women work 1 to 49 fewer overtime hours	% of employers where women work the same number of overtime hours	% of employers where women work 1 to 49 more overtime hours	% of employers where women work 50 to 99 more overtime hours	% of employers where women work at least 100 more overtime hours	% of employers with no applicable overtime hours gap
Banking and Financial Services	6 fewer hours	0.0	4.7	55.8	0.0	25.6	4.7	0.0	9.3
Communications	22 fewer hours	5.2	5.2	62.1	0.0	8.6	0.0	0.0	19.0
Transportation	37 fewer hours	16.5	14.5	33.5	0.0	11.8	2.3	1.4	19.9
Other	40 fewer hours	20.5	18.1	42.2	0.0	12.0	0.0	2.4	4.8
All sectors	31 fewer hours	14.5	13.2	39.8	0.0	12.6	1.9	1.3	16.6

TABLE 8.7

Annual overtime hours worked by the median woman compared to the median man, including distribution of employers, by sector

Sector	Difference in the mean employer	% of employers where women work at least 100 fewer overtime hours	% of employers where women work 50 to 99 fewer overtime hours	% of employers where women work 1 to 49 fewer overtime hours	% of employers where women work the same number of overtime hours	% of employers where women work 1 to 49 more overtime hours	% of employers where women work 50 to 99 more overtime hours	% of employers where women work at least 100 more overtime hours	% of employers with no applicable overtime hours gap
Banking and Financial Services	3 fewer hours	0.0	0.0	51.2	0.0	39.5	0.0	0.0	9.3
Communications	16 fewer hours	1.7	5.2	62.1	1.7	10.3	0.0	0.0	19.0
Transportation	22 fewer hours	10.4	11.8	40.2	0.6	13.6	2.6	0.9	19.9
Other	20 fewer hours	16.9	15.7	43.4	0.0	15.7	0.0	3.6	4.8
All sectors	16 fewer hours	9.6	10.8	44.0	0.6	15.7	1.7	1.1	16.6

TABLE 8.8

% of women receiving overtime pay, including distribution of employers, by sector

Sector	% receiving overtime pay in the median employer	% of employers where 0% receive overtime pay	% of employers where 1% to 25% receive overtime pay	% of employers where 26% to 50% receive overtime pay	% of employers where 51% to 75% receive overtime pay	% of employers where 76% to 99% receive overtime pay	% of employers where 100% receive overtime pay	% of employer with no data available
Banking and Financial Services	20	7.0	58.1	30.2	4.7	0.0	0.0	0.0
Communications	26	17.2	31.0	27.6	22.4	1.7	0.0	0.0
Transportation	33	18.8	23.4	24.9	25.4	6.6	0.9	0.0
Other	33	4.8	27.7	42.2	18.1	7.2	0.0	0.0
All sectors	31	15.5	27.7	28.3	22.3	5.7	0.6	0.0

TABLE 8.9

% of men receiving overtime pay, including distribution of employers, by sector

Sector	% receiving overtime pay in the median employer	% of employers where 0% receive overtime pay	% of employers where 1% to 25% receive overtime pay	% of employers where 26% to 50% receive overtime pay	% of employers where 51% to 75% receive overtime pay	% of employers where 76% to 99% receive overtime pay	% of employers where 100% receive overtime pay	% of employer with no data available
Banking and Financial Services	20	7.0	58.1	30.2	4.7	0.0	0.0	0.0
Communications	26	17.2	31.0	27.6	22.4	1.7	0.0	0.0
Transportation	33	18.8	23.4	24.9	25.4	6.6	0.9	0.0
Other	33	4.8	27.7	42.2	18.1	7.2	0.0	0.0
All sectors	31	15.5	27.7	28.3	22.3	5.7	0.6	0.0

TABLE 9.1

Hourly wage paid to the mean Aboriginal person for each \$1.00 paid to the mean non-Aboriginal person, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.89	0.0	0.0	9.3	51.2	0.0	14.0	2.3	2.3	20.9
Communications	\$0.91	0.0	1.7	8.6	41.4	0.0	15.5	1.7	8.6	22.4
Transportation	\$0.93	0.6	2.0	9.0	44.8	0.3	19.1	3.2	2.3	18.8
Other	\$0.89	0.0	8.4	12.0	47.0	0.0	16.9	2.4	2.4	10.8
All sectors	\$0.92	0.4	2.8	9.4	45.3	0.2	17.9	2.8	3.0	18.1

TABLE 9.2

Bonus pay of the mean Aboriginal person for each \$1.00 paid to the mean non-Aboriginal person, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.70	7.0	16.3	18.6	20.9	0.0	2.3	2.3	7.0	25.6
Communications	\$0.59	13.8	13.8	15.5	5.2	0.0	3.4	1.7	5.2	41.4
Transportation	\$0.67	8.4	11.0	11.8	7.2	0.0	6.1	2.3	4.3	48.8
Other	\$0.55	9.6	14.5	19.3	6.0	0.0	6.0	2.4	6.0	36.1
All sectors	\$0.64	9.1	12.3	14.0	7.9	0.0	5.5	2.3	4.9	44.2

TABLE 9.3

% of Aboriginal peoples receiving bonus pay, including distribution of employers, by sector

Sector	% receiving bonus pay in the median employer	% of employers where 0% receive bonus pay	% of employers where 1% to 25% receive bonus pay	% of employers where 26% to 50% receive bonus pay	% of employers where 51% to 75% bonus pay	% of employers where 76% to 99% bonus pay	% of employers where 100% receive bonus pay	% of employer with no data available
Banking and Financial Services	84	25.6	0.0	4.7	14.0	30.2	25.6	0.0
Communications	17	41.4	10.3	6.9	15.5	8.6	17.2	0.0
Transportation	4	48.6	13.0	9.0	9.5	7.2	12.7	0.0
Other	21	34.9	24.1	7.2	9.6	12.0	12.0	0.0
All sectors	12	43.8	13.4	8.1	10.6	10.0	14.2	0.0

TABLE 9.4

Overtime pay of the mean Aboriginal person for each \$1.00 paid to the mean non-Aboriginal person, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.92	7.0	2.3	7.0	16.3	0.0	7.0	0.0	11.6	48.8
Communications	\$0.93	3.4	6.9	6.9	10.3	0.0	10.3	3.4	10.3	48.3
Transportation	\$0.89	7.2	6.4	10.1	11.8	0.0	7.8	5.8	9.8	41.0
Other	\$0.77	8.4	7.2	21.7	12.0	0.0	6.0	13.3	6.0	25.3
All sectors	\$0.89	7.0	6.2	11.3	12.1	0.0	7.7	6.2	9.4	40.0

TABLE 9.5

Annual overtime hours worked by the mean Aboriginal person compared to the mean non-Aboriginal person, including distribution of employers, by sector

Sector	Difference in the mean employer	% of employers where women work at least 100 fewer overtime hours	% of employers where women work 50 to 99 fewer overtime hours	% of employers where women work 1 to 49 fewer overtime hours	% of employers where women work the same number of overtime hours	% of employers where women work 1 to 49 more overtime hours	% of employers where women work 50 to 99 more overtime hours	% of employers where women work at least 100 more overtime hours	% of employers with no applicable overtime hours gap
Banking and Financial Services	4 more hours	2.3	0.0	14.0	0.0	30.2	4.7	0.0	48.8
Communications	2 more hours	1.7	3.4	17.2	0.0	24.1	5.2	0.0	48.3
Transportation	6 fewer hours	4.0	6.9	22.5	0.0	13.6	4.9	6.9	41.0
Other	10 fewer hours	9.6	10.8	22.9	0.0	19.3	3.6	8.4	25.3
All sectors	4 fewer hours	4.5	6.6	21.3	0.0	17.0	4.7	5.8	40.0

TABLE 9.6

Annual overtime hours worked by the median Aboriginal person compared to the median non-Aboriginal person, including distribution of employers, by sector

Sector	Difference in the median employer	% of employers where Aboriginal peoples work at least 100 fewer overtime hours	% of employers where Aboriginal peoples work 50 to 99 fewer overtime hours	% of employers where Aboriginal peoples work 1 to 49 fewer overtime hours	% of employers where Aboriginal peoples work the same number of overtime hours	% of employers where Aboriginal peoples work 1 to 49 more overtime hours	% of employers where Aboriginal peoples work 50 to 99 more overtime hours	% of employers where Aboriginal peoples work at least 100 more overtime hours	% of employers with no applicable overtime hours gap
Banking and Financial Services	5 more hours	0.0	2.3	20.9	0.0	25.6	2.3	0.0	48.8
Communications	1 fewer hour	0.0	0.0	27.6	0.0	20.7	3.4	0.0	48.3
Transportation	1 more hour	2.6	2.9	22.8	0.6	16.2	5.8	8.1	41.0
Other	1 fewer hour	7.2	8.4	22.9	0.0	19.3	7.2	9.6	25.3
All sectors	0 more hours	2.8	3.4	23.2	0.4	17.9	5.5	6.8	40.0

TABLE 9.7

% of Aboriginal peoples receiving overtime pay, including distribution of employers, by sector

Sector	% receiving overtime pay in the median employer	% of employers where 0% receive overtime pay	% of employers where 1% to 25% receive overtime pay	% of employers where 26% to 50% receive overtime pay	% of employers where 51% to 75% receive overtime pay	% of employers where 76% to 99% receive overtime pay	% of employers where 100% receive overtime pay	% of employer with no data available
Banking and Financial Services	7	48.8	20.9	23.3	7.0	0.0	0.0	0.0
Communications	8	48.3	10.3	6.9	24.1	5.2	5.2	0.0
Transportation	35	40.5	4.9	12.1	17.1	15.3	10.1	0.0
Other	50	24.1	12.0	14.5	19.3	16.9	13.3	0.0
All sectors	33	39.4	7.9	12.8	17.4	13.2	9.2	0.0

TABLE 10.1

Hourly wage paid to the mean person with a disability for each \$1.00 paid to the mean person without a disability, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.97	0.0	2.3	14.0	44.2	0.0	25.6	4.7	4.7	4.7
Communications	\$0.88	0.0	1.7	17.2	50.0	0.0	19.0	0.0	1.7	10.3
Transportation	\$0.92	0.9	2.3	10.1	40.5	0.6	18.8	3.8	2.3	20.8
Other	\$0.93	2.4	3.6	14.5	43.4	0.0	19.3	2.4	0.0	14.5
All sectors	\$0.92	0.9	2.5	11.9	42.3	0.4	19.4	3.2	2.1	17.4

TABLE 10.2

Bonus pay of the mean person with a disability for each \$1.00 paid to the mean person without a disability, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.86	11.6	4.7	16.3	20.9	0.0	9.3	11.6	7.0	18.6
Communications	\$0.53	19.0	19.0	19.0	12.1	1.7	0.0	1.7	5.2	22.4
Transportation	\$0.76	5.5	6.9	11.0	7.8	0.0	5.5	2.3	8.4	52.6
Other	\$0.74	7.2	9.6	14.5	7.2	0.0	10.8	3.6	8.4	38.6
All sectors	\$0.73	7.7	8.5	12.8	9.2	0.2	6.0	3.2	7.9	44.3

TABLE 10.3

% of Aboriginal peoples receiving bonus pay, including distribution of employers, by sector

Sector	% receiving bonus pay in the median employer	% of employers where 0% receive bonus pay	% of employers where 1% to 25% receive bonus pay	% of employers where 26% to 50% receive bonus pay	% of employers where 51% to 75% bonus pay	% of employers where 76% to 99% bonus pay	% of employers where 100% receive bonus pay	% of employer with no data available
Banking and Financial Services	86	18.6	0.0	7.0	14.0	41.9	18.6	0.0
Communications	45	22.4	22.4	10.3	8.6	19.0	17.2	0.0
Transportation	0	52.6	8.7	9.5	6.6	9.0	13.6	0.0
Other	18	37.3	20.5	9.6	4.8	14.5	13.3	0.0
All sectors	14	44.2	11.3	9.4	7.2	13.6	14.3	0.0

TABLE 10.4

Overtime pay of the mean person with a disability for each \$1.00 paid to the mean person without a disability, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.81	2.3	9.3	14.0	14.0	0.0	4.7	2.3	14.0	39.5
Communications	\$0.80	3.4	3.4	15.5	20.7	0.0	6.9	0.0	10.3	39.7
Transportation	\$0.79	10.7	9.0	8.1	11.3	0.0	8.1	4.0	6.9	41.9
Other	\$0.66	14.5	12.0	19.3	3.6	0.0	13.3	4.8	7.2	25.3
All sectors	\$0.77	9.8	8.9	11.1	11.3	0.0	8.5	3.6	7.9	38.9

TABLE 10.5

Annual overtime hours worked by the mean person with a disability compared to the mean person without a disability, including distribution of employers, by sector

Sector	Difference in the mean employer	% of employers where persons with disabilities work at least 100 fewer overtime hours	% of employers where persons with disabilities work 50 to 99 fewer overtime hours	% of employers where persons with disabilities work 1 to 49 fewer overtime hours	% of employers where persons with disabilities work the same number of overtime hours	% of employers where persons with disabilities work 1 to 49 more overtime hours	% of employers where persons with disabilities work 50 to 99 more overtime hours	% of employers where persons with disabilities work at least 100 more overtime hours	% of employers with no applicable overtime hours gap
Banking and Financial Services	7 fewer hours	0.0	4.7	37.2	0.0	9.3	4.7	4.7	39.5
Communications	7 fewer hours	0.0	3.4	39.7	0.0	13.8	3.4	0.0	39.7
Transportation	17 fewer hours	6.4	9.5	22.3	0.0	13.9	2.9	3.2	41.9
Other	23 fewer hours	12.0	14.5	24.1	0.0	15.7	3.6	4.8	25.3
All sectors	14 fewer hours	6.0	9.2	25.7	0.0	13.8	3.2	3.2	38.9

TABLE 10.6

Annual overtime hours worked by the median person with a disability compared to the median person without a disability, including distribution of employers, by sector

Sector	Difference in the median employer	% of employers where Aboriginal peoples work at least 100 fewer overtime hours	% of employers where Aboriginal peoples work 50 to 99 fewer overtime hours	% of employers where Aboriginal peoples work 1 to 49 fewer overtime hours	% of employers where Aboriginal peoples work the same number of overtime hours	% of employers where Aboriginal peoples work 1 to 49 more overtime hours	% of employers where Aboriginal peoples work 50 to 99 more overtime hours	% of employers where Aboriginal peoples work at least 100 more overtime hours	% of employers with no applicable overtime hours gap
Banking and Financial Services	2 fewer hours	0.0	0.0	37.2	0.0	16.3	4.7	2.3	39.5
Communications	2 fewer hours	0.0	1.7	32.8	1.7	17.2	5.2	1.7	39.7
Transportation	3 fewer hours	3.5	4.9	25.1	0.9	14.2	4.0	5.5	41.9
Other	14 fewer hours	8.4	6.0	34.9	0.0	15.7	3.6	6.0	25.3
All sectors	4 fewer hours	3.6	4.3	28.5	0.8	14.9	4.2	4.9	38.9

TABLE 10.7

% of Aboriginal peoples receiving overtime pay, including distribution of employers, by sector

Sector	% receiving overtime pay in the median employer	% of employers where 0% receive overtime pay	% of employers where 1% to 25% receive overtime pay	% of employers where 26% to 50% receive overtime pay	% of employers where 51% to 75% overtime pay	% of employers where 76% to 99% overtime pay	% of employers where 100% receive overtime pay	% of employer with no data available
Banking and Financial Services	14	39.5	30.2	23.3	7.0	0.0	0.0	0.0
Communications	23	39.7	12.1	15.5	19.0	8.6	5.2	0.0
Transportation	33	41.3	6.4	16.8	16.2	9.2	10.1	0.0
Other	50	24.1	13.3	16.9	21.7	13.3	10.8	0.0
All sectors	33	38.3	10.0	17.2	16.6	9.1	8.9	0.0

TABLE 11.1

Hourly wage paid to the mean member of a visible minority for each \$1.00 paid to the mean non-member of a visible minority, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.89	0.0	4.7	4.7	76.7	0.0	11.6	0.0	0.0	2.3
Communications	\$0.94	0.0	1.7	12.1	55.2	0.0	24.1	0.0	1.7	5.2
Transportation	\$0.92	0.3	1.7	10.4	61.6	0.3	16.5	1.4	1.2	6.6
Other	\$0.91	1.2	3.6	12.0	63.9	0.0	10.8	1.2	2.4	4.8
All sectors	\$0.91	0.4	2.3	10.4	62.5	0.2	16.0	1.1	1.3	5.8

TABLE 11.2

Bonus pay of the mean member of a visible minority for each \$1.00 paid to the mean non-member of a visible minority, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$0.65	7.0	20.9	37.2	18.6	0.0	4.7	0.0	4.7	7.0
Communications	\$0.58	15.5	15.5	25.9	12.1	0.0	3.4	0.0	6.9	20.7
Transportation	\$0.61	7.8	15.0	19.9	11.8	0.0	3.8	2.9	2.9	35.8
Other	\$0.78	1.2	15.7	18.1	16.9	0.0	12.0	3.6	6.0	26.5
All sectors	\$0.62	7.5	15.7	21.7	13.2	0.0	5.1	2.5	4.0	0.0

TABLE 11.3

% of members of visible minorities receiving bonus pay, including distribution of employers, by sector

Sector	% receiving bonus pay in the median employer	% of employers where 0% receive bonus pay	% of employers where 1% to 25% receive bonus pay	% of employers where 26% to 50% receive bonus pay	% of employers where 51% to 75% receive bonus pay	% of employers where 76% to 99% receive bonus pay	% of employers where 100% receive bonus pay	% of employer with no data available
Banking and Financial Services	87	4.7	2.3	4.7	18.6	69.8	0.0	0.0
Communications	47	17.2	24.1	12.1	17.2	25.9	3.4	0.0
Transportation	14	35.3	20.5	15.9	7.8	15.6	4.9	0.0
Other	18	24.1	30.1	8.4	14.5	18.1	4.8	0.0
All sectors	25	29.1	20.9	13.4	10.8	21.5	4.3	0.0

TABLE 11.4

Overtime pay of the mean member of a visible minority for each \$1.00 paid to the mean non-member of a visible minority, including distribution of employers, by sector

Sector	Amount paid by the mean employer	% of employers paying \$0.25 or less	% of employers paying \$0.26 to \$0.50	% of employers paying \$0.51 to \$0.75	% of employers paying \$0.76 to \$0.99	% of employers with no pay gap (paying \$1.00)	% of employers paying \$1.01 to \$1.24	% of employers paying \$1.25 to \$1.49	% of employers paying \$1.50 or more	% of employers with no applicable pay gap
Banking and Financial Services	\$1.00	2.3	0.0	20.9	20.9	0.0	18.6	9.3	14.0	14.0
Communications	\$1.05	3.4	5.2	12.1	12.1	0.0	17.2	13.8	10.3	25.9
Transportation	\$1.01	3.8	8.4	9.0	15.3	0.0	18.2	10.4	9.0	26.0
Other	\$0.93	3.6	4.8	12.0	28.9	0.0	15.7	9.6	15.7	9.6
All sectors	\$1.00	3.6	6.8	10.8	17.5	0.0	17.7	10.6	10.6	0.0

TABLE 11.5

Annual overtime hours worked by the mean member of a visible minority compared to the mean non-member of a visible minority, including distribution of employers, by sector

Sector	Difference in the mean employer	% of employers where persons with disabilities work at least 100 fewer overtime hours	% of employers where persons with disabilities work 50 to 99 fewer overtime hours	% of employers where persons with disabilities work 1 to 49 fewer overtime hours	% of employers where persons with disabilities work the same number of overtime hours	% of employers where persons with disabilities work 1 to 49 more overtime hours	% of employers where persons with disabilities work 50 to 99 more overtime hours	% of employers where persons with disabilities work at least 100 more overtime hours	% of employers with no applicable overtime hours gap
Banking and Financial Services	0 fewer hours	0.0	2.3	41.9	0.0	41.9	0.0	0.0	14.0
Communications	4 more hours	0.0	0.0	29.3	1.7	36.2	5.2	1.7	25.9
Transportation	2 more hours	4.9	6.1	23.1	0.0	28.0	6.6	5.2	26.0
Other	2 fewer hours	7.2	2.4	38.6	0.0	25.3	8.4	8.4	9.6
All sectors	2 more hours	3.0	4.0	27.9	0.6	32.1	5.1	4.9	22.5

TABLE 11.6

Annual overtime hours worked by the median member of a visible minority compared to the median non-member of a visible minority, including distribution of employers, by sector

Sector	Difference in the median employer	% of employers where Aboriginal peoples work at least 100 fewer overtime hours	% of employers where Aboriginal peoples work 50 to 99 fewer overtime hours	% of employers where Aboriginal peoples work 1 to 49 fewer overtime hours	% of employers where Aboriginal peoples work the same number of overtime hours	% of employers where Aboriginal peoples work 1 to 49 more overtime hours	% of employers where Aboriginal peoples work 50 to 99 more overtime hours	% of employers where Aboriginal peoples work at least 100 more overtime hours	% of employers with no applicable overtime hours gap
Banking and Financial Services	1 more hour	0.0	0.0	37.2	0.0	48.8	0.0	0.0	14.0
Communications	3 more hours	0.0	0.0	27.6	1.7	39.7	3.4	1.7	25.9
Transportation	4 more hours	2.9	5.5	24.3	0.6	30.3	5.2	5.2	26.0
Other	2 fewer hours	7.2	2.4	38.6	0.0	25.3	8.4	8.4	9.6
All sectors	2 more hours	3.0	4.0	27.9	0.6	32.1	5.1	4.9	22.5

TABLE 11.7

% of members of visible minorities receiving overtime pay, including distribution of employers, by sector

Sector	% receiving overtime pay in the median employer	% of employers where 0% receive overtime pay	% of employers where 1% to 25% receive overtime pay	% of employers where 26% to 50% receive overtime pay	% of employers where 51% to 75% receive overtime pay	% of employers where 76% to 99% receive overtime pay	% of employers where 100% receive overtime pay	% of employer with no data available
Banking and Financial Services	20	4.7	55.8	34.9	4.7	0.0	0.0	0.0
Communications	35	22.4	20.7	25.9	22.4	6.9	1.7	0.0
Transportation	44	25.1	12.7	16.5	26.9	15.0	3.8	0.0
Other	50	8.4	16.9	25.3	31.3	15.7	2.4	0.0
All sectors	39	20.6	17.7	20.4	25.3	13.0	3.0	0.0

APPENDIX B

Technical notes

Employers subject to the *Employment Equity Act*

The Act applies to:

- employers with 100 or more employees in the federally regulated private-sector, including federal Crown corporations, other federal consolidated entities (currently, the St. Lawrence Seaway Management Corporation) and other federal government business enterprises (namely, Montreal Port Authority, Ports Toronto, and Vancouver Fraser Port Authority);
- core federal public administration organizations listed in Schedule I or IV of the *Financial Administration Act* (FAA) (federal government departments and agencies);
- separate employers with 100 or more employees in the federally regulated public sector, listed in Schedule V of the FAA (separate agencies); and
- other employers with 100 or more employees in the federally regulated public sector, namely the Canadian Forces (officers and non-commissioned members in the Regular and Reserve Forces) and the Royal Canadian Mounted Police (regular and civilian members, excluding federal public service employees).

Limitations of the employment equity data

This report provides the most recent information on employment equity data for the federally regulated private-sector, with the following limitations:

- to measure progress of the designated groups, their representation (that is, the number of designated group employees divided by the number of all employees) in the federally regulated private-sector is compared to their availability in the workforce population. Availability data is obtained from censuses or surveys conducted every five years by Statistics Canada. As a result, there is a time lag in measuring representation gaps. The current labour market availability (LMA) is based on the 2016 Census and the 2017 Canadian Survey on Disability. More information on LMA can be found in the [2016 Employment Equity Data Report](#);
- the designated groups data is based on self-identification. Some individuals may not self-identify to their employer and/or to Statistics Canada. Therefore, the data on all designated group members may not be gathered by the employers and Statistics Canada;
- data is received annually from employers; however, the number and identity of employers may differ from one year to the next; and
- the Treasury Board of Canada Secretariat is responsible for reporting on employment equity in the federal departments and agencies that make up the core public administration. This information is available on the [Employment Equity in the Public Service of Canada](#) website. Other areas of the federal public sector are responsible for preparing their own reports on employment equity, which can be found on their respective websites or obtained upon request directly from the organizations.