

# ANNUAL REPORT 2023



# EMPLOYMENT EQUITY ACT

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### **Employment Equity Act: Annual Report 2023**

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# 2023

## MESSAGE FROM THE MINISTER

If you're not including everyone in your workplace, you're not getting the best people.

I'm proud of the milestones we've reached and the initiatives we've implemented to make Canada's workplaces as inclusive and diverse as the country itself. But we know there's more work left to do to make real equity and inclusion a reality for every Canadian worker.

We have launched several initiatives, including funding projects through the Workplace Opportunities: Removing Barriers to Equity program that help break down barriers to employment, the modernization of the *Employment Equity Act*, and Equi'Vision, a first-of-its-kind pay transparency website.

In order to close pay gaps in our workplaces, we have to know where they exist. That's why we created Equi'Vision. By making pay and representation data publicly available, Equi'Vision helps us see where improvements are needed. Better information leads

to better, more informed decision making. When employers recognize these gaps and act upon them by providing opportunities to all workers, everyone succeeds.

This year's *Employment Equity Act Annual Report* shows that the representation and attainment rates of the four designated groups under the Act—women, Indigenous Peoples, persons with disabilities and members of visible minorities—have either increased or remained stable. This is thanks to the ongoing efforts of employers across the country who are working to create inclusive workplaces for everyone. However, pay gaps do still remain.

In our journey to achieve greater equity, we are also working to modernize the Act. Our government looks forward to soon tabling legislation that is comprehensive of the needs of marginalized communities across Canada and knocks down the barriers that prevent people from achieving their full potential in the workplace.

Protecting and promoting equity and inclusion is no small task, but going backwards is not an option. Canadians, businesses, workers and our entire economy deserve to succeed and reach their full potential. They can't do that without including everyone.

**The Honourable Steven MacKinnon**

Minister of Labour and Seniors

# INTRODUCTION

## About the *Employment Equity Act*

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 4 designated groups:

- women
- Aboriginal peoples<sup>1</sup>
- 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 employers<sup>2</sup> 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 2022 calendar year.

This is the second year for which pay gap data was included in this report. The data includes information on the hourly wage gaps, bonus pay gaps, overtime pay and hours gaps of employers for each of the 4 designated groups. The report consolidates the pay gap information reported by employers. Individual employer data can be accessed on Equi'Vision – the Government of Canada's data visualization tool for employment equity data. The website includes the representation rates and pay gaps experienced by members of the 4 designated groups for each private-sector employer subject to the Act.

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<sup>1</sup> The Act uses the term "Aboriginal peoples." This report follows the Act's language, although other terms such as "Indigenous peoples" are common in other contexts, as are more specific terms such as First Nations, Inuit and Métis.

<sup>2</sup> Under the Act, private-sector employers include federal Crown corporations, other federal consolidated entities (such as the St. Lawrence Seaway Management Corporation) and other federal government business enterprises (such as the Montréal Port Authority, Toronto Port Authority, Québec Port Authority, and Vancouver Fraser Port Authority).



In addition to presenting consolidated data from 2022, the report also presents data from 2021 and earlier to allow year-to-year comparisons.

## 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 4 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 and couriers
  - Warehousing and storage
- **'Other':** Federally regulated entities not included in the other 3 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
  - Services providers in public administration, including defense services

## About the data

Under the Act, employers must collect data on their workforce. They use this data to assess representation and pay gaps, identify barriers to employment, set goals and monitor progress in implementing employment equity. Under the Act, employer reports consist of the following:

- statistical forms showing the total number of employees and the representation of members of designated groups, organized by industry, geography, gender, occupational group, salary ranges and employment status (permanent full-time, permanent part-time and temporary)
- statistical forms on hires, promotions, and terminations among all employees and members of designated groups, organized in a manner similar to the representation data
- statistical forms showing gaps in hourly wage, bonus pay, overtime pay, and overtime hours worked for each designated group, as well as the incidence of bonus pay and overtime pay, all organized in a manner similar to the representation data
- a narrative report providing information on consultations with employees' representatives, measures taken to implement employment equity and the results achieved

While this data provides a comprehensive view of equity among private-sector workplaces subject to the Act, there are 2 major limitations. First, Indigenous peoples, persons with disabilities and members of visible minorities are counted through self-identification, meaning that employees who choose not to self-identify will not be captured in these statistics. Second, the data are reported annually, and reflect workforces as they existed on specific dates during the year; any variations in representation throughout the calendar year is not reflected in the report.

A key performance measure for employment equity is the attainment rate,<sup>3</sup> which is a designated group's representation rate<sup>4</sup> divided by their labour market availability<sup>5</sup> (LMA). An attainment rate of 100% shows that a group is employed as often as they are available for hire in the workforce. An attainment rate below 100% shows that there is a shortfall

<sup>3</sup> 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.

<sup>4</sup> 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).

<sup>5</sup> 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.



between a group's level of employment and their availability. Progress is considered to have been made when a designated group's attainment rate approaches 100%; that is, when a designated group's representation rate grows closer to their LMA.

For this report, LMA is based on Statistics Canada data at the national level (for all of Canada). In some cases, specific LMA is used for certain sectors and occupations. For women, Aboriginal peoples, and members of visible minorities, LMA in this report is based on the 2016 Census. For persons with disabilities, LMA is based on the 2017 Canadian Survey on Disability (CSD).

This report provides the most recent information on employment equity data for private-sector employers subject to the Act, with the following limitation:

- 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 workforce of private-sector employers subject to the Act is compared to their availability in the workforce population of Canada. Availability data is obtained from censuses or surveys conducted every 5 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

## About the term “employer”

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

Although the Federal Public Sector is subject to the Act, no public sector data is included in this report. 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.<sup>6</sup> 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.

<sup>6</sup> At the time of writing, this website is <https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/diversity-inclusion-public-service/employment-equity-annual-reports.html>.

# SECTION 1

## Federally regulated private-sector employers

### Representation and attainment

In 2022, 566 federally regulated private-sector employers with 100 or more employees submitted employment equity annual reports. By comparison, 551 employers reported in 2021. Together, the 2022 reports covered 809,836 employees across Canada (an increase of 9.1% from the 742,506 employees reported for 2021), which represents approximately 3.8% of the Canadian labour force.<sup>7</sup>

Data from all employers ([Table 1A](#)) shows that the representation of women increased from 39.2% in 2021 to 39.7% in 2022, and the attainment rate based on the Canadian LMA increased from 81.3% to 82.4%.

**TABLE 1A**

Representation and attainment rate of women, 2021 and 2022 (percentage)

Year	Representation	LMA (Canadian)*	Attainment rate
2021 for all 551 employers	39.2	48.2	81.3
2022 for all 566 employers	39.7	48.2	82.4

\* Source: Statistics Canada, 2016 Census.

Employers reporting for the first year are only required to report data for men and women, not for the other 3 designated groups. In 2022, there were 32 first-time employers with a combined workforce of 5,465 employees. For continuity and comparability purposes, the rest of this report will only consider the 534 employers who reported data for all 4 designated groups. These employers have a combined workforce of 804,371 employees, which is an increase of 66,015 (or 8.9%) from the 738,356 employees covered by 530 employers for 2021. Some of this increase is due to growth in employers' workforces.

<sup>7</sup> 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).

The rest is due to changes in the group of employers included in these statistics; these changes can happen when employers enter or exit the market, acquire or merge with other employers, or cross the 100-employee threshold.

**Table 1B** shows that between 2021 and 2022, representation and attainment rates increased for 3 of the 4 designated groups, while rates for Aboriginal peoples remained the same. 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, 2021 and 2022 (percentage)

Designated group	2021 representation for 530 employers	2022 representation for 534 employers	Change* in representation from 2021 to 2022	LMA (Canadian)**	2021 attainment rate	2022 attainment rate
Women	39.3	39.8	+0.5	48.2	81.5	82.6
Aboriginal peoples	2.4	2.4	+0.0	4.0	60.0	60.0
Persons with disabilities	4.4	4.9	+0.6	9.1	48.4	53.8
Members of visible minorities	27.4	28.8	+1.4	21.3	128.6	135.2

\* 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.

**Chart 1** presents the overall attainment rate for the 4 designated groups at the national level since 1987, the first year for which employers reported data under the Act. Values below 100% show that representation is less than the Canadian LMA.

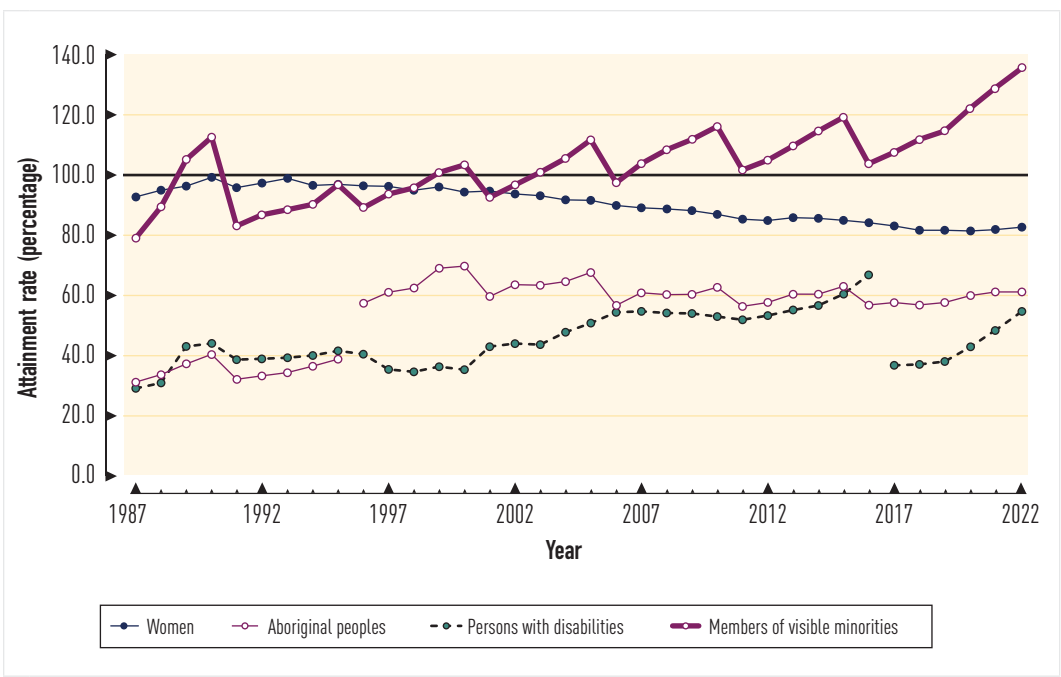
The attainment rate for women had been in a steady decline, falling from a high of 99.4% in 1990 to a low of 81.0% in 2020. The last 2 years have seen modest growth: up to 81.6% in 2021, then further increasing a full percentage point to 82.6% in 2022. This is still below the 93.0% observed in 1987, the first year for which employment equity data were reported.

From 1987 to 2000, the attainment rate for Aboriginal peoples exhibited an upward trend. This holds even when considering the change in LMA calculations in 1996, which was responsible for most of the sharp increase from 39.1% in 1995 to 57.9% in 1996. Since 2001, the attainment rate has remained stable. For 2022, it was 61.1%.

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 method for collecting data on persons with disabilities, which increased the LMA 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 it has continued to trend upwards to 54.3% in 2022.

For members of visible minorities, the attainment rate remains above 100.0%. The LMA for members of visible minorities changes significantly from one Census to the next, which is why the attainment rate seems to drop every 5 years. However, the positive trend for members of visible minorities continues, with an attainment rate of 135.3% for 2022.

**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.

## Distribution of employers by sector and subsector

The majority of employers are in the transportation sector; 352, or 65.9%. The number of employers held steady in banking and financial services at 43, while the communications and 'other' sectors each decreased by 1 employer.

Within transportation, most employers (220) are in the ground transportation subsector. Air transportation and water transportation make up smaller proportions, with 90 and 42 employers respectively. The 'other' sector is more evenly divided between its subsectors: other production industries and other service industries had 39 and 43 employers, respectively, in 2022.

**TABLE 1C**

Distribution of employers\* by sector and subsector, 2021 and 2022

Sector	2021 number of employers	2022 number of employers	Percentage change in number of employers from 2021 to 2022	2021 percentage of employers**	2022 percentage of employers**
Banking and financial services	43	43	+0.0	8.1	8.1
Communications	58	57	-1.7	10.9	10.7
Transportation	346	352	+1.7	65.3	65.9
Air transportation subsector	87	90	+3.4	16.4	16.9
Ground transportation subsector	218	220	+0.9	41.1	41.2
Water transportation subsector	41	42	+2.4	7.7	7.9
'Other'	83	82	-1.2	15.7	15.4
Other production industries subsector	40	39	-2.5	7.5	7.3
Other service industries subsector	43	43	+0.0	8.1	8.1
<b>All sectors</b>	<b>530</b>	<b>534</b>	<b>+0.8</b>	<b>100.0</b>	<b>100.0</b>

\* The number of private-sector employers subject to the Act 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.

Despite containing just 8.1% of employers, the banking and financial services sector account for 34.9% of all employees. This is because the sector contains several large employers. The opposite is true of transportation: it contains for 65.9% of employers, but because they are mostly small employers, the sector accounts for just 42.4% of employees. The communications and 'other' sectors account for 14.7% and 7.9% of employees, respectively.

The ground transportation sector still accounts for most transportation employees: 227,011 out of 341,003. However, the air transportation sector grew by almost a quarter from 2021 to 2022, from 76,100 employees to 94,357. The 'other' subsectors are similar in terms of employee count, though the other service industries subsector grew from 26,844 in 2021 to 31,413 in 2022.

**TABLE 1D**

Distribution of employees\* by sector and subsector, 2021 and 2022

Sector	2021 number of employees	2022 number of employees	Percentage change		
			in number of employees from 2021 to 2022	2021 percentage of employees**	2022 percentage of employees**
<b>Banking and financial services</b>	258,291	281,073	+8.8	35.0	34.9
<b>Communications</b>	117,123	118,515	+1.2	15.9	14.7
<b>Transportation</b>	303,859	341,003	+12.2	41.2	42.4
<b>Air transportation subsector</b>	76,100	94,357	+24.0	10.3	11.7
<b>Ground transportation subsector</b>	209,097	227,011	+8.6	28.3	28.2
<b>Water transportation subsector</b>	18,814	19,635	+4.4	2.5	2.4
<b>'Other'</b>	59,083	63,780	+7.9	8.0	7.9
<b>Other production industries subsector</b>	32,239	32,367	+0.4	4.4	4.0
<b>Other service industries subsector</b>	26,844	31,413	+17.0	3.6	3.9
<b>All sectors</b>	<b>738,356</b>	<b>804,371</b>	<b>+8.9</b>	<b>100.0</b>	<b>100.0</b>

\* The number of employees in private-sector workplaces subject to the Act 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.

# SECTION 2

## Women

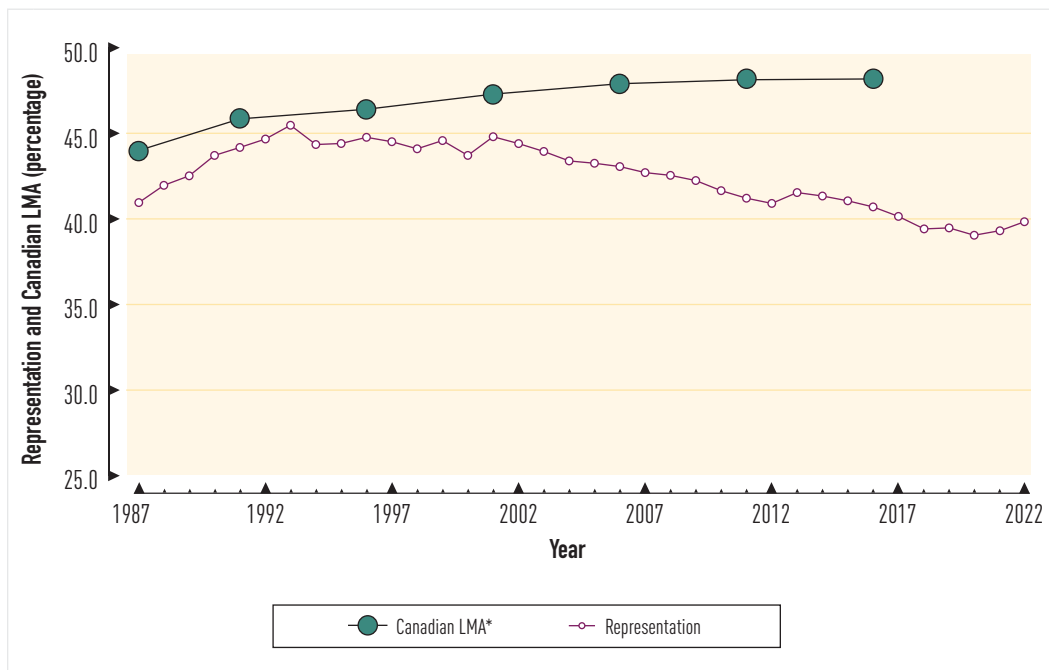
### Representation and attainment rate

The number of women increased from 290,341 in 2021 to 320,020 in 2022, for a gain of 10.2%. This marks the largest absolute number of women ever reported under the Act, surpassing the previous high of 316,937 in 2008. Women's representation rate increased from 39.3% in 2021 to 39.8% in 2022.

However, [Chart 2A](#) shows that the representation rate for women has largely trended downward since its peak at 45.5% in 1993. The 2022 rate of 39.8% was 1.1 percentage points below where it started in 1987 (40.9%), but up 0.8 of a percentage point since its all-time low in 2020 (39.1%).

#### CHART 2A

Representation and Canadian LMA\* of women from 1987 to 2022 (percentage)



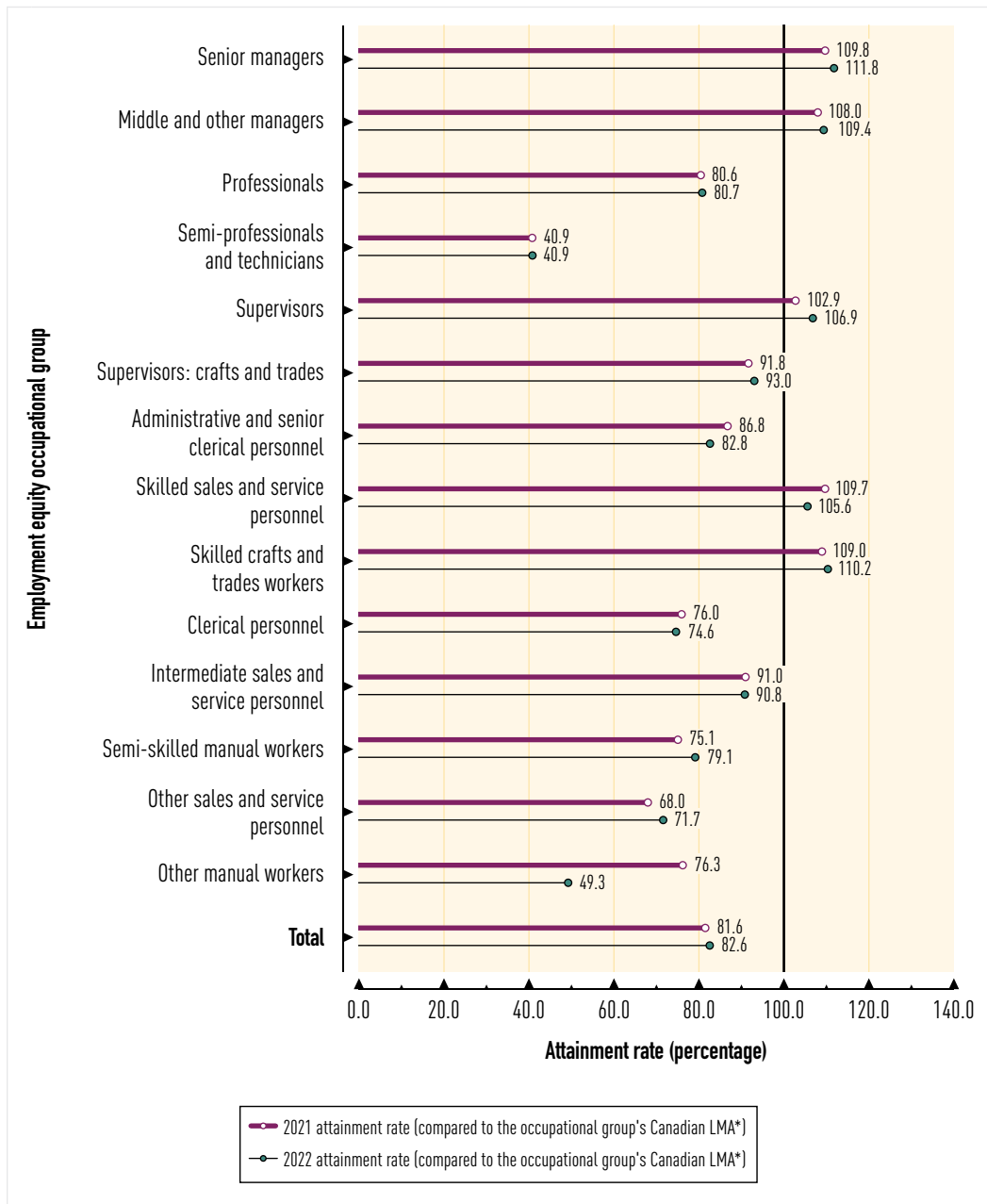
\* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.



# Attainment rate by occupational group

## CHART 2B

Attainment rate (compared to the Canadian LMA\* for each occupational group) of women, 2021 and 2022 (percentage)



\* Source: Statistics Canada, 2016 Census.

**Chart 2B** shows that, from 2021 to 2022, the representation of women continued to exceed their Canadian LMA for most management and skilled occupational groups (the LMA shown in this chart is specific to each occupational group). This includes senior managers, middle and other managers, supervisors, skilled sales and service personnel, and skilled crafts and trades workers. The highest attainment rate for women in 2022 was among senior managers, at 111.8%.

While women's attainment rates were below 100.0% for the 3 other management and skilled occupational groups (professionals, semi-professionals and technicians, and supervisors: crafts and trades), it increased among professionals, and among supervisors: crafts and trades. The attainment rate among semi-professionals and technicians was the lowest at 40.9% and held steady from 2021 to 2022.

Of the remaining 6 occupational groups – which are not management nor skilled occupational groups – women's attainment rates increased among 2, declined among 3, and held effectively steady in one. The steepest decline was among in the other manual workers group, where a net decrease of 405 women represented a drop in the attainment rate from 76.3% to 49.3%.

## Representation and attainment rate by sector and subsector

In 2022, women were better represented in banking and financial services than any other sector, with a representation rate of 54.2%. However, this representation rate was still below the sector LMA, meaning women's attainment rate in banking and financial services was only 92.0%.

Transportation was the only sector in which women's representation exceeded their LMA, for an attainment rate of 122.5%. The attainment rates were also above 100.0% in the air and ground transportation subsectors. The water transportation subsector had an attainment rate of 67.6% in 2022, down from 68.3% in 2021.

Within the 'other' sector, there was a clear divide between the production and service industries subsectors. Women's attainment rate in the production industries subsector was just 72.8% (based on a representation rate of 25.1%), while in the services industries subsector it was 113.3% (based on a representation rate of 39.1%).

**TABLE 2A**

Representation, Labour Market Availability, and attainment rate of women by sector and subsector, 2021 and 2022 (percentage)

Sector or subsector	2021 representation	2022 representation	Change* in representation from 2021 to 2022	LMA (Canadian)**	2021 attainment rate based on LMA (Canadian)	2022 attainment rate based on LMA (Canadian)	LMA (sector)**	2021 attainment rate based on LMA (sector)	2022 attainment rate based on LMA (sector)
<b>Banking and financial services</b>	54.8	54.2	-0.6	48.2	113.6	112.4	58.9	93.0	92.0
<b>Communications</b>	35.9	35.2	-0.6	48.2	74.4	73.0	44.1	81.3	79.8
<b>Transportation</b>	29.2	31.0	+1.9	48.2	60.5	64.3	25.3	115.2	122.5
<b>Air transportation subsector</b>	36.9	38.3	+1.4	N/A	N/A	N/A	25.3	145.8	151.4
<b>Ground transportation subsector</b>	27.4	29.2	+1.8	N/A	N/A	N/A	25.3	108.3	115.4
<b>Water transportation subsector</b>	17.3	17.1	-0.2	N/A	N/A	N/A	25.3	68.3	67.6
<b>'Other'</b>	30.9	32.0	+1.1	48.2	64.1	66.4	34.5	89.6	92.8
<b>Other production industries subsector</b>	24.4	25.1	+0.8	N/A	N/A	N/A	34.5	70.6	72.8
<b>Other service industries subsector</b>	38.8	39.1	+0.3	N/A	N/A	N/A	34.5	112.4	113.3

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

\*\* Source: Statistics Canada, 2016 Census.

## Salary ranges

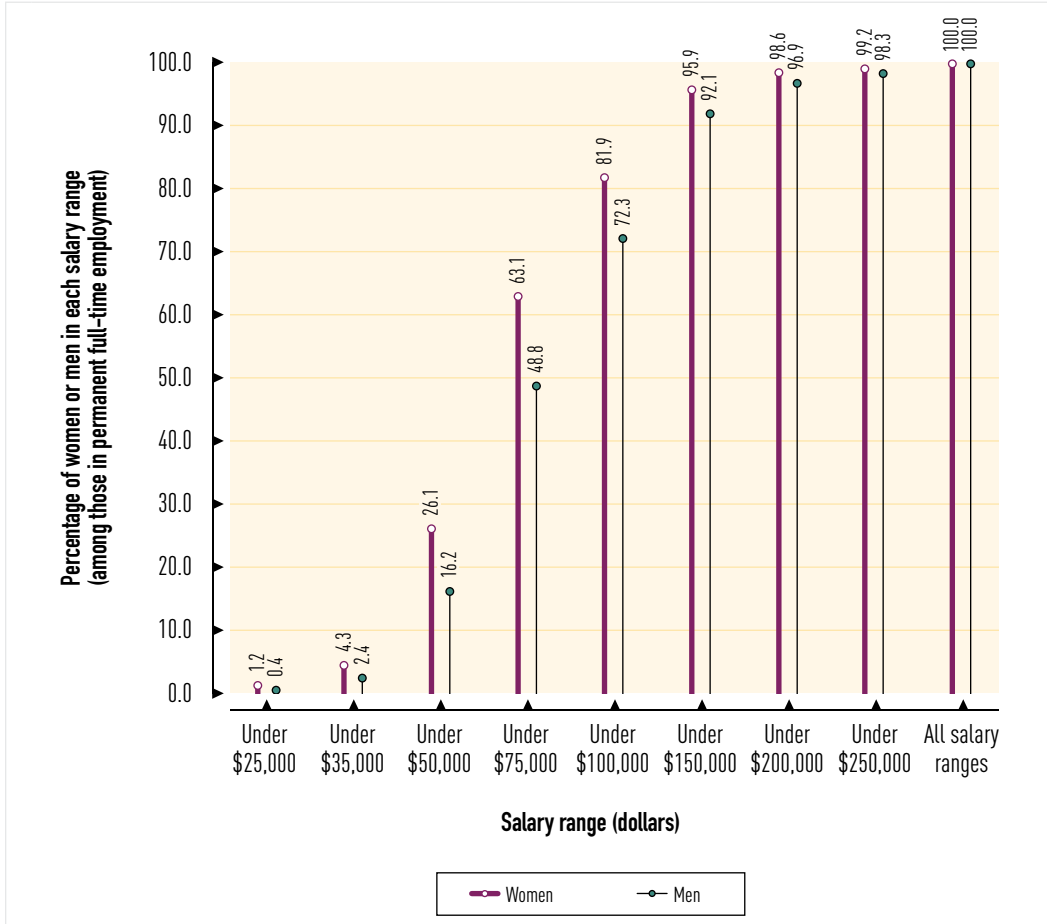
**Chart 2C** shows the percentage of women and men who fell into each of 9 salary ranges, among those in permanent full-time employment. The chart shows that women were 9.9 percentage points more likely than men to be paid less than \$50,000 (26.1% compared to 16.2%). Women were also 9.7 percentage points more likely to be paid less than \$100,000 (81.9% compared to 72.3%).<sup>8</sup>

More detailed salary information, including distribution and cumulative distribution across 13 salary ranges, is available in Tables 5.1 and 6.1 in **Appendix A**.

<sup>8</sup> The difference does not align with the numbers due to rounding.

## CHART 2C

Distribution of women and men in permanent full-time employment by salary range as of December 31, 2022 (percentage)



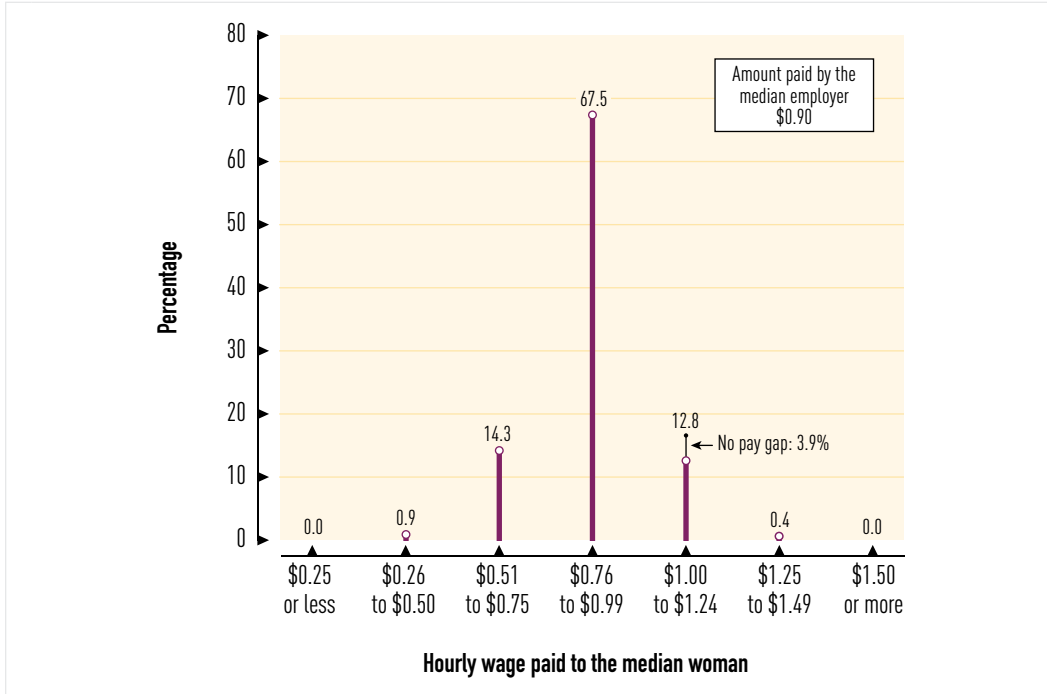
## Hourly wage gaps

The median employer paid the median woman \$0.90 per hour for every \$1.00 they paid the median man. Employers had a wide range of median hourly wage gaps:

- 17.3% of employers paid the median woman at least as much per hour as they paid the median man
- Over two-thirds of employers (67.5%) paid the median woman \$0.76 to \$0.99 per hour for every \$1.00 they paid the median man
- 15.2% of employers paid the median woman \$0.75 or less per hour for each \$1.00 they paid the median man

### CHART 2D

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



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 \$0.79 per hour for each \$1.00 they paid the median man
  - This sector was also the least likely to pay the median woman at least as much per hour as the median man; 2.3% of employers did so
- The median employer in the **communications sector** paid the median woman \$0.90 per hour for every \$1.00 they paid the median man
- The **transportation sector** was the most likely to pay the median women at least as much per hour as the median man; 19.9% of employers did so
- The **'other' sector** had the smallest hourly wage gap; the median employer paid the median woman \$0.93 per hour for each \$1.00 they paid the median man

Mean hourly wage gaps show similar tendencies. These figures are found in Table 7.1 in [Appendix A](#).

**TABLE 2B**

Hourly wage 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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.79	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	8.8	78.9	3.5	8.8	0.0	0.0	0.0
Transportation	\$0.91	0.0	1.4	15.7	62.7	5.1	14.5	0.3	0.0	0.3
'Other'	\$0.93	0.0	0.0	7.3	76.8	1.2	13.4	1.2	0.0	0.0
<b>All sectors</b>	<b>\$0.90</b>	<b>0.0</b>	<b>0.9</b>	<b>14.3</b>	<b>67.5</b>	<b>3.9</b>	<b>12.8</b>	<b>0.4</b>	<b>0.0</b>	<b>0.2</b>

## Bonus pay gaps

In 2022, 80.2% of employers subject to the Act paid a bonus to both women and men in their organization. For the median employer, bonus pay for the median woman was \$0.88 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:

- 29.3% of employers paid the median woman at least as much bonus pay as they paid the median man
- Among 22.9% 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 29.1% of employers, this number was \$0.75 or less

Median bonus pay gaps varied greatly across sectors:

- The **banking and financial services sector** had the largest bonus pay gap; median employer paid the median woman \$0.64 in bonus pay for every \$1.00 they paid the median man
  - This sector was also least likely to pay the median woman at least as much in bonus pay as the median man; 4.7% of employers did so
- The **communications sector** had the smallest bonus pay gap; the median employer paid the median woman \$0.95 in bonus pay for every \$1.00 they paid the median man.
  - This sector was also most likely to pay the median woman at least as much in bonus pay as the median man; 40.4% of employers did so
- The median employer in the **transportation sector** paid the median woman \$0.92 in bonus pay for every \$1.00 they paid the median man
- The **'other' sector** had the highest concentration of small pay gaps; 64.6% of employers in this sector paid the median women \$0.76 to \$1.24 in bonus pay for every \$1.00 they paid the median man

Similar tendencies can be observed with mean bonus pay gaps (see Table 7.2 of [Appendix A](#)). The mean gaps are generally larger; this is often true in pay statistics since very large numbers (that is, very high bonus pay amounts) affect means more than medians.

Additional context is provided by data on proportions of men and women who received bonus pay (see Tables 7.3 and 7.4 of [Appendix A](#)).



**TABLE 2C**

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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.64	0.0	20.9	48.8	23.3	0.0	2.3	0.0	2.3	2.3
Communications	\$0.95	1.8	3.5	17.5	31.6	7.0	14.0	5.3	14.0	5.3
Transportation	\$0.92	3.7	12.3	11.7	16.5	7.4	6.8	2.6	14.8	24.2
'Other'	\$0.89	2.4	7.3	8.5	43.9	9.8	11.0	1.2	2.4	13.4
All sectors	\$0.88	3.0	11.3	14.8	22.9	7.1	7.9	2.4	11.8	18.8

## Overtime pay gaps

In 2022, 86.3% of employers subject to the Act paid overtime to both women and men in their organization. For the median employer, the overtime pay of the median woman was \$0.54 for every \$1.00 made by the median man. Median overtime pay gaps were more likely to be large, compared to hourly wage and bonus pay gaps.

- 13.3% of employers paid the median woman at least as much in overtime pay as they paid the median man
- 40.9% of employers paid the median woman \$0.50 or less in overtime pay for every \$1.00 they paid the median man

Median overtime pay gaps varied greatly across sectors:

- The **banking and financial services sector** had the smallest overtime pay gap; the median employer paid the median woman \$0.76 in overtime pay for every \$1.00 they paid the median man
  - This sector was also most likely to pay the median woman at least as much in overtime pay as the median man; 25.6% of employers did so

- The **communications sector** had the largest overtime pay gap; the median employer paid the median woman \$0.47 in overtime pay for every \$1.00 they paid the median man
  - This sector was also least likely to pay the median woman at least as much in overtime pay as the median man; 10.5% of employers did so
- The **transportation sector** had the highest concentration of small pay gaps; 14.8% of employers paid the median woman between \$0.76 and \$1.24 for every \$1.00 they paid the median man
- The median employer in the **'other' sector** paid the median woman \$0.51 in overtime pay for every \$1.00 they paid the median man

Similar tendencies can be observed with mean overtime pay gaps (see Table 7.5 of [Appendix A](#)).

**TABLE 2D**

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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.76	4.7	14.0	27.9	23.3	2.3	14.0	2.3	7.0	4.7
Communications	\$0.47	17.5	24.6	17.5	14.0	0.0	5.3	1.8	3.5	15.8
Transportation	\$0.49	19.7	22.8	18.2	10.8	0.0	4.0	2.3	6.0	16.2
'Other'	\$0.51	14.6	30.5	20.7	14.6	0.0	8.5	2.4	2.4	6.1
All sectors	<b>\$0.53</b>	<b>17.4</b>	<b>23.5</b>	<b>19.3</b>	<b>12.8</b>	<b>0.2</b>	<b>5.6</b>	<b>2.3</b>	<b>5.3</b>	<b>13.7</b>

## Overtime hours gaps

For the median employer, the median woman worked 19 fewer hours of overtime during the year than the median man. The gap was similar in most sectors, but in banking and financial services women worked just 3 fewer overtime hours than men.

Additional data on overtime hours gaps and proportions of men and women who received overtime pay is available in [Appendix A](#) (see Tables 7.6 to 7.9 of [Appendix A](#)).

# SECTION 3

## Aboriginal peoples

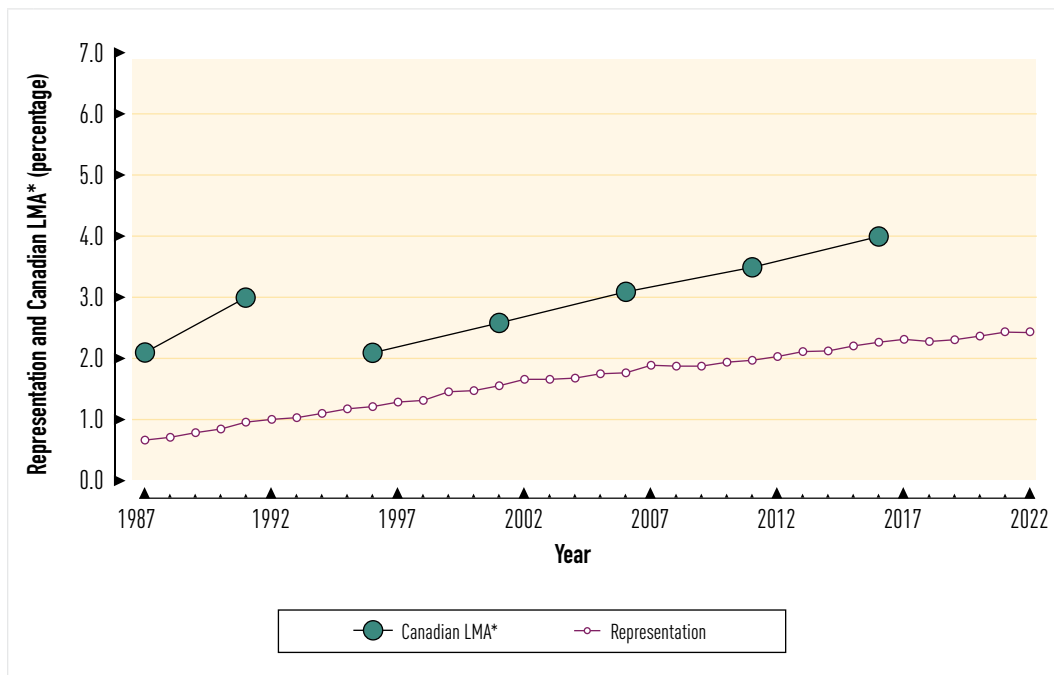
### Representation and attainment rate

Between 2021 and 2022, the number of Aboriginal peoples increased from 18,081 to 19,621, a gain of 8.5%. However, the attainment rate remained at 2.4%, since the total number of employees grew at approximately the same rate.

**Chart 3A** shows that the representation of Aboriginal peoples remained below the 4.0% Canadian LMA. It has been increasing steadily since the first published data, when it was just 0.7% for 1987. The representation rate first reached 2.4% in 2020.

#### CHART 3A

Representation and Canadian LMA\* of Aboriginal peoples from 1987 to 2022 (percentage)

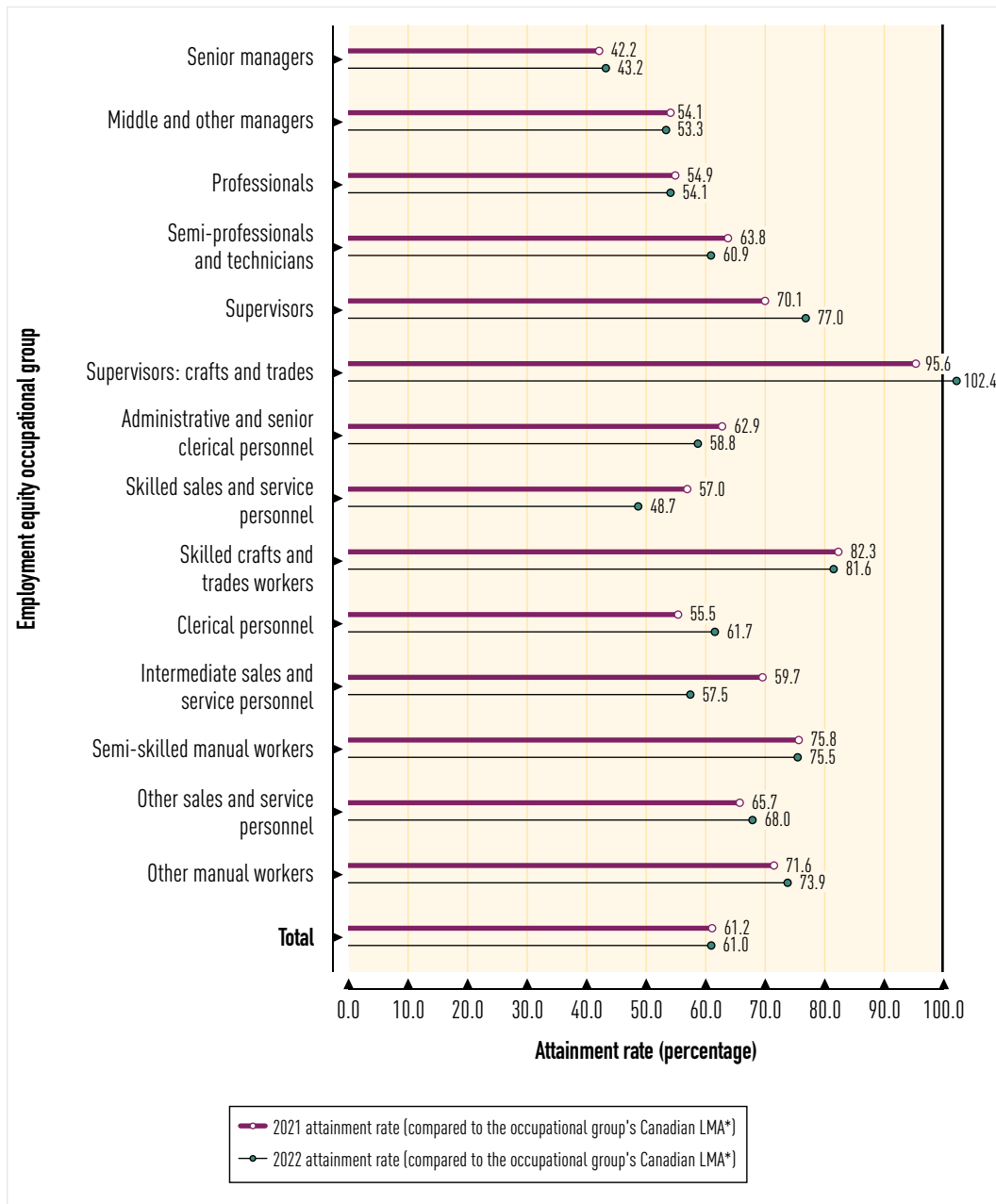


\* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.

# Attainment rate by occupational group

## CHART 3B

Attainment rate (compared to the Canadian LMA\* for each occupational group) of Aboriginal peoples, 2021 and 2022 (percentage)



\* Source: Statistics Canada, 2016 Census.

**Chart 3B** shows that, between 2021 and 2022, the representation and attainment rates of Aboriginal peoples decreased in 9 of the 14 occupational groups. However, it increased in 3 of the 4 management groups (senior managers, supervisors, and supervisors: crafts and trades). Aboriginal peoples' representation remains below the Canadian LMA for 13 of the 14 occupational groups. The exception is supervisors: crafts and trades, where the attainment rate increased from 95.6% in 2021 to 102.4% in 2022. The attainment rate was significantly short of 100% in the senior managers occupational group but did increase by a full percentage point from 2021 to 2022.

## Representation and attainment rate by sector and subsector

When considering sector LMA, Aboriginal peoples did not have an attainment rate above 100.0% in any of the 4 sectors. The highest attainment rate was 89.0% in the communications sector, though this was partially due to that sector having the second lowest LMA for Aboriginal peoples. Representation was highest in the 'other' sector, where Aboriginal peoples made up 4.0% of employees.

The attainment rate was up slightly in communications and transportation, but down in banking and financial services and 'other' sectors.

Aboriginal peoples did have attainment rates above 100.0% in 2 subsectors: water transportation at 112.8% (up from 112.2% in 2021), and other production industries at 108.7% (down from 113.6% in 2021). Although the attainment rate in the ground transportation subsector was 82.1%, this was up 5.8 percentage points from 2021, thanks to an increase in representation from 3.0% to 3.2%.

**TABLE 3A**

Representation, Labour Market Availability, and attainment rate of Aboriginal peoples by sector and subsector, 2021 and 2022 (percentage)

Sector or subsector	2021 representation	2022 representation	Change* in representation from 2021 to 2022	LMA (Canadian)**	2021 attainment rate based on LMA (Canadian)	2022 attainment rate based on LMA (Canadian)	LMA (sector)**	2021 attainment rate based on LMA (sector)	2022 attainment rate based on LMA (sector)
Banking and financial services	1.4	1.4	-0.1	4.0	36.1	34.8	1.7	84.8	82.4
Communications	2.2	2.2	+0.0	4.0	55.3	55.6	2.5	88.4	89.0
Transportation	3.1	3.1	+0.0	4.0	76.4	77.5	3.9	78.4	79.5
Air transportation subsector	3.0	2.7	-0.3	N/A	N/A	N/A	3.9	76.0	69.2
Ground transportation subsector	3.0	3.2	+0.2	N/A	N/A	N/A	3.9	76.2	82.1
Water transportation subsector	4.4	4.4	+0.1	N/A	N/A	N/A	3.9	112.2	112.8
'Other'	4.2	4.0	-0.2	4.0	104.6	99.0	4.6	90.9	87.0
Other production industries subsector	5.2	5.0	-0.2	N/A	N/A	N/A	4.6	113.6	108.7
Other service industries subsector	2.9	2.9	-0.1	N/A	N/A	N/A	4.6	63.7	63.0

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

\*\* Source: Statistics Canada, 2016 Census.

## Salary ranges

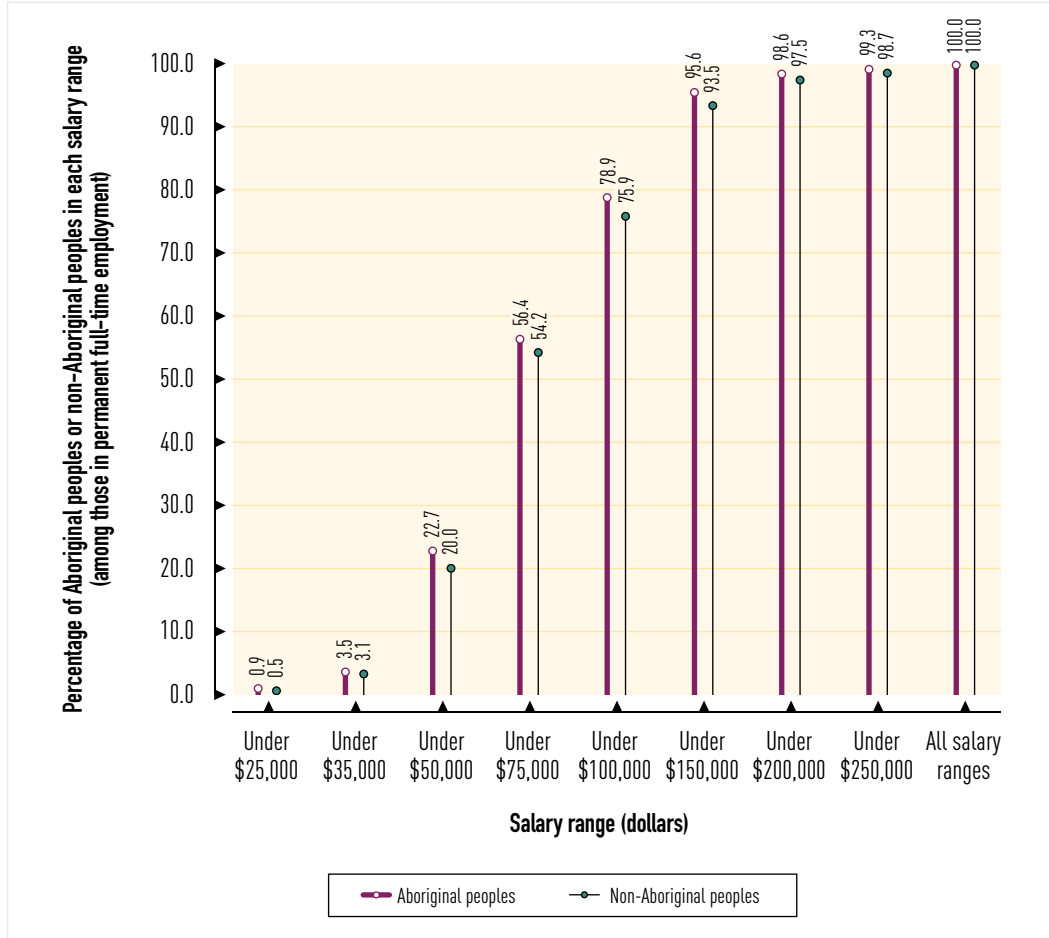
**Chart 3C** shows the percentage of Aboriginal peoples and non-Aboriginal people who fell into each of 9 salary ranges, among those in permanent full-time employment. The chart shows that Aboriginal peoples were 2.7 percentage points more likely than non-Aboriginal peoples to be paid less than \$50,000 (22.7% compared to 20.0%), and 3.0 percentage points more likely to be paid less than \$100,000 (78.9% compared to 75.9%).

More detailed salary information, including distribution and cumulative distribution across 13 salary ranges, is available in Tables 5.2 and 6.2 in [Appendix A](#).



### CHART 3C

Distribution of Aboriginal peoples and non-Aboriginal peoples in permanent full-time employment by salary range as of December 31, 2022 (percentage)



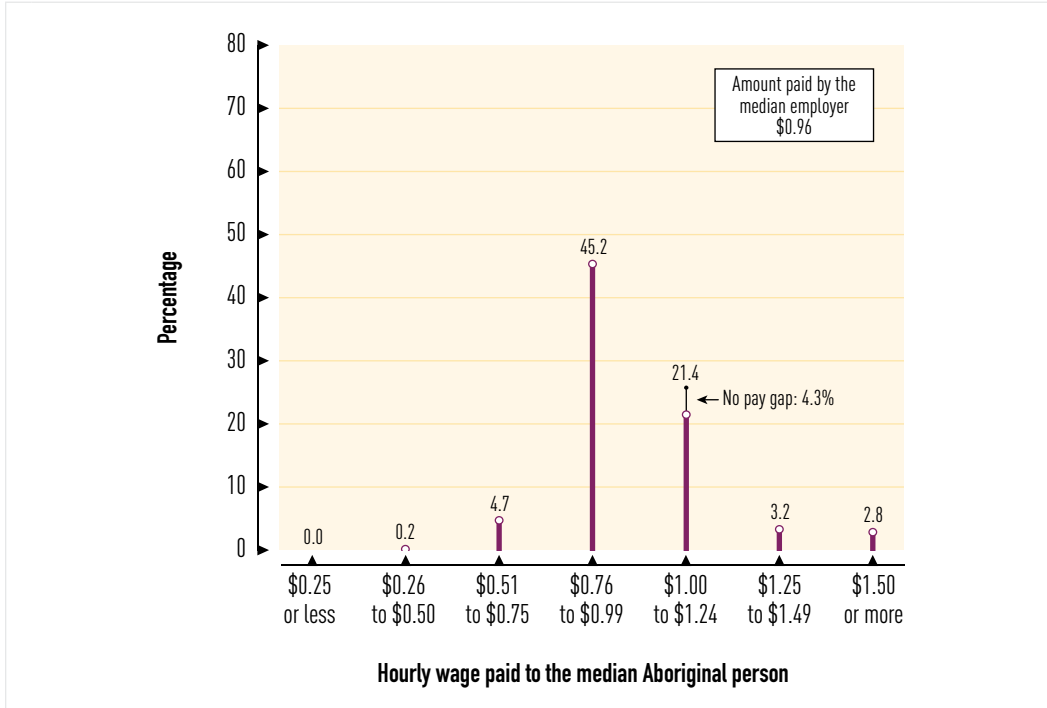
## Hourly wage gaps

For the median employer, the median Aboriginal person made \$0.96 per hour for each \$1.00 paid to the median non-Aboriginal person.

- 31.7% of employers paid the median Aboriginal person at least as much as they paid the median non-Aboriginal person
- Approximately 7 out of 10 employers (70.9%) paid the median Aboriginal person between \$0.76 and \$1.24 for every \$1.00 they paid the median non-Aboriginal person

### CHART 3D

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



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 Aboriginal person \$0.89 per hour for every \$1.00 they paid the median non-Aboriginal person
  - This sector was also least likely to pay the median Aboriginal person at least as much per hour as they paid the median non-Aboriginal person; 23.3% of employers did so
- The median employer in the **communications sector** paid the median Aboriginal person \$0.93 per hour for every \$1.00 they paid the median non-Aboriginal person
- The **transportation sector** had the smallest hourly wage gap; the median employer paid the median Aboriginal person \$0.97 per hour for every \$1.00 they paid the median non-Aboriginal person
- The **'other' sector** was most likely to pay the median Aboriginal person at least as much per hour as they paid the median non-Aboriginal person; 34.1% of employers did so

Similar tendencies for employers overall can be observed with mean hourly wage gaps but with gaps being generally larger (see Table 8.1 in [Appendix A](#)).

**TABLE 3B**

Hourly wage 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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.89	0.0	0.0	7.0	46.5	0.0	14.0	7.0	2.3	23.3
Communications	\$0.93	0.0	0.0	5.3	45.6	3.5	14.0	5.3	3.5	22.8
Transportation	\$0.97	0.0	0.3	3.7	45.0	4.8	22.5	2.8	2.8	17.9
'Other'	\$0.95	0.0	0.0	7.3	45.1	4.9	25.6	1.2	2.4	13.4
<b>All sectors</b>	<b>\$0.96</b>	<b>0.0</b>	<b>0.2</b>	<b>4.7</b>	<b>45.2</b>	<b>4.3</b>	<b>21.4</b>	<b>3.2</b>	<b>2.8</b>	<b>18.2</b>

## Bonus pay gaps

In 2022, 56.7% of employers subject to the Act paid bonuses to both Aboriginal and non-Aboriginal people in their organization. For the median employer, the bonus pay of the median Aboriginal person was \$0.91 for every \$1.00 paid to a non-Aboriginal person. The median bonus pay gaps were more evenly spread across the range than the median hourly wage gaps:

- Among 18.2% of employers, the bonus pay of the median Aboriginal person was \$0.75 or less for every \$1.00 given to the median non-Aboriginal person
- 23.5% of employers paid the median Aboriginal person at least as much bonus pay as the median non-Aboriginal person

Median bonus pay gaps varied greatly across sectors:

- The **banking and financial services sector** and the **communications sector** were tied for the largest bonus pay gap; the median employer in each sector paid the median Aboriginal person \$0.85 in bonus pay for every \$1.00 they paid the median non-Aboriginal person
  - The **banking and financial services sector** was most likely to pay the median Aboriginal person at least as much bonus pay as the median non-Aboriginal person; 27.9% of employers did so
  - The **communications sector** was least likely to pay the median Aboriginal person at least as much bonus pay as the median non-Aboriginal person; 17.5% of employers did so<sup>9</sup>
- The **transportation sector** had the smallest bonus pay gap; the median employer paid the median Aboriginal person \$0.94 for every \$1.00 they paid the median non-Aboriginal person
- The median employer in the **'other' sector** paid the median Aboriginal person \$0.88 in bonus pay for every \$1.00 they paid the median non-Aboriginal person

Mean bonus pay gaps tended to be larger (see Table 8.2 in [Appendix A](#)). Additional context is provided by data on proportions of Aboriginal people who received bonus pay (see Table 8.3 in [Appendix A](#)).

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<sup>9</sup> This number does not align with Table 3C due to rounding.

**TABLE 3C**

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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.85	0.0	4.7	20.9	18.6	0.0	7.0	11.6	9.3	27.9
Communications	\$0.85	3.5	5.3	10.5	24.6	1.8	5.3	1.8	8.8	38.6
Transportation	\$0.94	5.1	6.0	4.8	12.8	6.0	5.4	3.4	8.8	47.6
'Other'	\$0.88	3.7	7.3	12.2	15.9	4.9	9.8	4.9	4.9	36.6
All sectors	<b>\$0.91</b>	<b>4.3</b>	<b>6.0</b>	<b>7.9</b>	<b>15.0</b>	<b>4.9</b>	<b>6.2</b>	<b>4.1</b>	<b>8.3</b>	<b>43.3</b>

## Overtime pay gaps

In 2022, 64.7% of employers subject to the Act paid overtime to both Aboriginal and non-Aboriginal people in their organization. The median employer paid the median Aboriginal person \$1.03 in overtime pay for every \$1.00 they paid the median non-Aboriginal person.

- 33.6% of employers paid the median Aboriginal person at least as much as the median non-Aboriginal person
- 16.1% of employers paid the median Aboriginal person \$1.50 or more for every \$1.00 they paid the median non-Aboriginal person
- For 10.9% of employers, this number was \$0.50 or less

These trends varied across sectors:

- The **banking and financial services sector** was the only sector that paid Aboriginal peoples less overtime pay: the median employer paid the median Aboriginal person \$0.78 in overtime pay for every \$1.00 they paid the median non-Aboriginal person
  - This sector was also the least likely to pay the median Aboriginal person at least as much in overtime pay as they paid the median non-Aboriginal person; 20.9% of employers did so

- In the **communications sector**, the median employer paid the median Aboriginal person \$1.08 per hour of overtime for every \$1.00 they paid the median non-Aboriginal person
- In the **transportation sector**, this number was \$1.01
- In the **'other' sector**, this number was \$1.07
  - This sector was also the most likely to pay the median Aboriginal person more in overtime pay than they paid the median non-Aboriginal person; 41.5% of employers did so

Similar trends can be observed in mean overtime pay gaps, though the gaps are generally larger (see Table 8.4 in [Appendix A](#)).

**TABLE 3D**

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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.78	2.3	7.0	14.0	9.3	0.0	7.0	4.7	9.3	46.5
Communications	\$1.08	5.3	3.5	5.3	7.0	0.0	15.8	10.5	5.3	47.4
Transportation	\$1.01	5.1	7.1	8.8	11.4	0.3	8.3	6.3	18.8	33.9
'Other'	\$1.07	2.4	4.9	12.2	12.2	0.0	11.0	14.6	15.9	26.8
All sectors	\$1.03	4.5	6.4	9.4	10.9	0.2	9.4	7.9	16.1	35.3

## Overtime hours gaps

For the median employer, the median Aboriginal person worked 3 more hours of overtime during the year than the median non-Aboriginal person. Additional context is provided by data on overtime hours gaps and the proportions of Aboriginal peoples who received overtime pay (see Tables 8.5 to 8.7 in [Appendix A](#)).

# SECTION 4

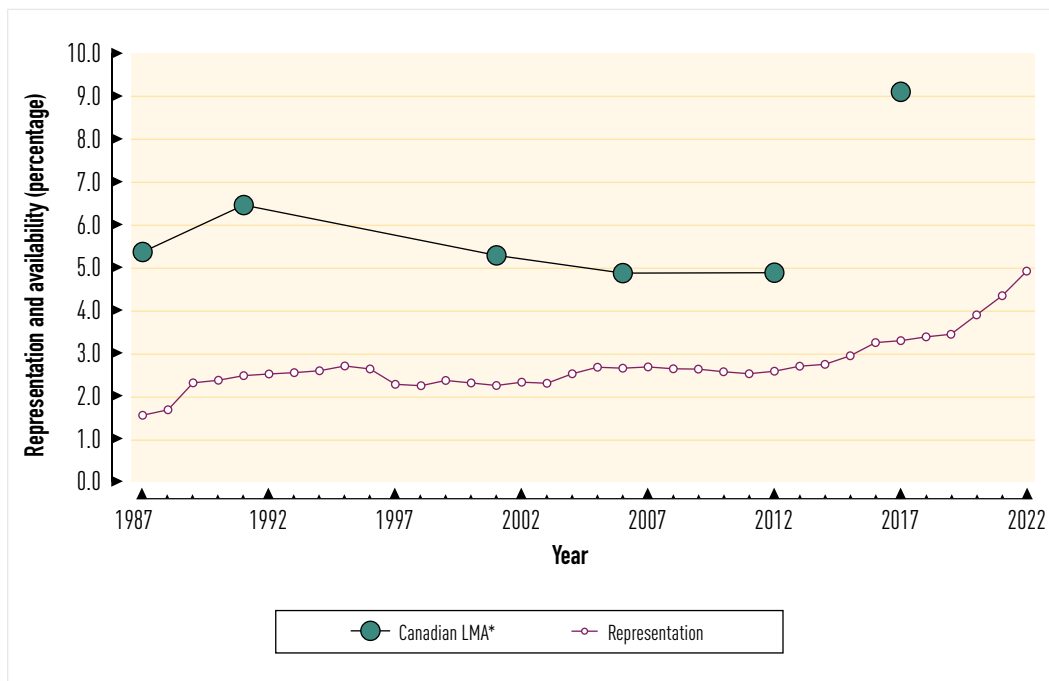
## Persons with disabilities

### Representation and attainment rate

The number of persons with disabilities grew from 32,299 in 2021 to 39,698 in 2022, for an increase of 22.9%. [Chart 4A](#) shows that this increase brought the representation rate of persons with disabilities up to 4.9% in 2022, up from the previous high of 4.4% in 2021. This representation rate is up 3.4 percentage points from 1.6% when data was first reported for 1987. However, it is still 4.2 percentage points below the Canadian LMA of 9.1%.

#### CHART 4A

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

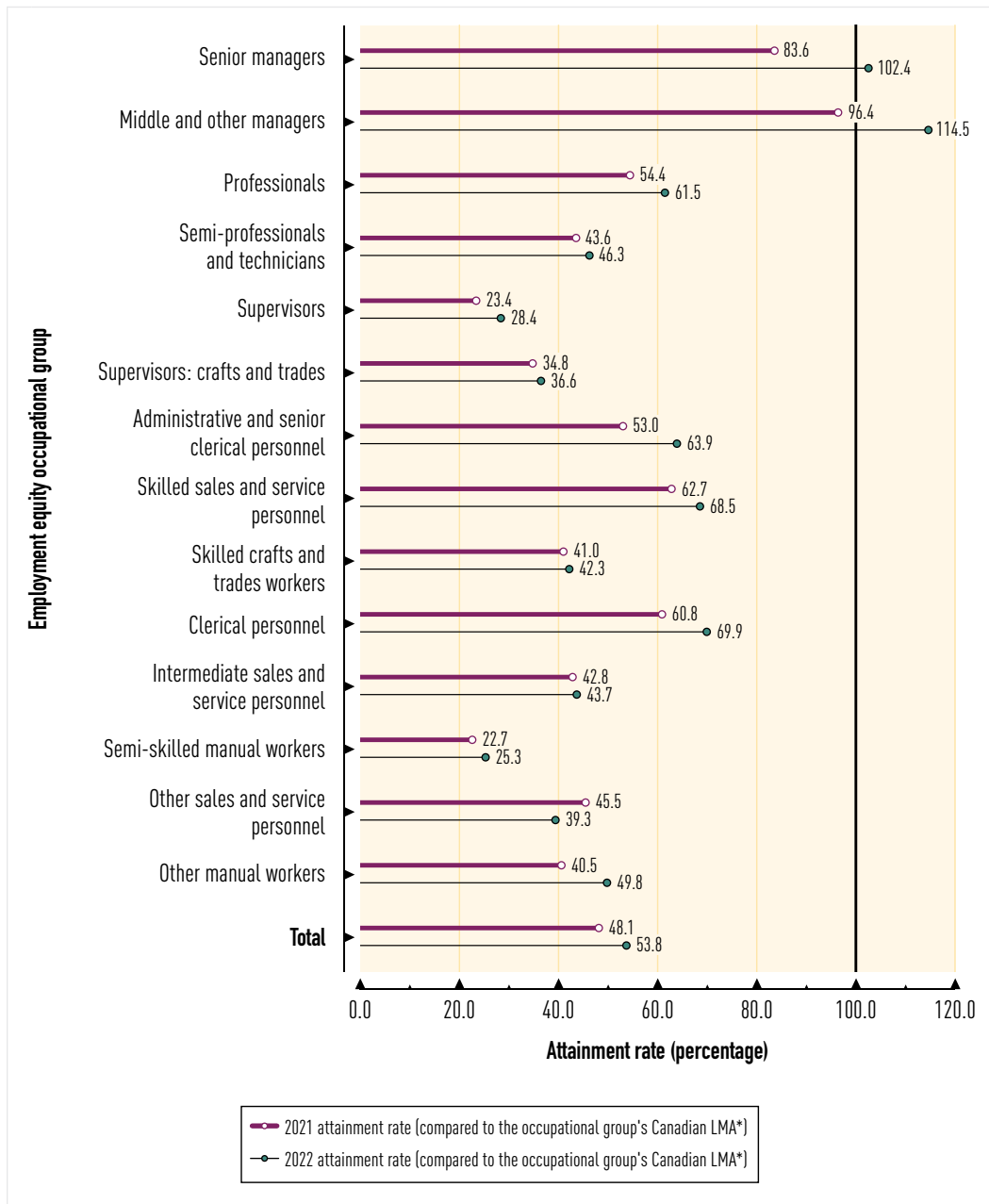


\* Sources: Statistics Canada, 1986 and 1991 Health and Activity Limitation Survey; 2001 and 2006 Participation and Activity Limitation Survey; and 2012 and 2017 Canadian Survey on Disability.

# Attainment rate by occupational group

## CHART 4B

Attainment rate (compared to the Canadian LMA\* for each occupational group) of persons with disabilities, 2021 and 2022 (percentage)



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



**Chart 4B** shows that, between 2021 and 2022, the attainment rates of persons with disabilities increased in 13 of the 14 occupational groups. The only exception was other sales and service personnel, where attainment dropped from 45.5% in 2021 to 39.3% in 2022. Attainment for persons with disabilities surpassed 100.0% in 2 occupational groups, reaching 102.4% for senior managers and 114.5% for middle and other managers. In other occupational groups, the attainment rate for persons with disabilities ranged from 25.3% (semi-skilled manual workers) to 69.9% (clerical personnel).

## Representation and attainment rate by sector and subsector

Persons with disabilities did not have an attainment rate above 100.0% in any sector or subsector in 2022. The highest attainment rate based on sector LMA was in banking and financial services, at 75.0%. That sector also had the highest representation, with 6.9% of employees being persons with disabilities.

However, attainment rates did increase in 3 of the 4 sectors between 2021 and 2022. Banking and financial services saw a double-digit increase in the attainment rate, from 63.7% in 2021 to 75.0% in 2022. Despite an increasing attainment rate in the transportation sector, the water transportation subsector saw a small decline from 20.9% to 20.4%. The attainment rate for the 'other' sector fell from 36.2% to 33.7%, with similar declines in both subsectors.

**TABLE 4A**

Representation, Labour Market Availability, and attainment rate of persons with disabilities by sector and subsector, 2021 and 2022 (percentage)

Sector or subsector	2021 representation	2022 representation	Change* in representation from 2021 to 2022	LMA (Canadian)**	2021 attainment rate based on LMA (Canadian)	2022 attainment rate based on LMA (Canadian)	LMA (sector)**	2021 attainment rate based on LMA (sector)	2022 attainment rate based on LMA (sector)
Banking and financial services	5.9	6.9	+1.0	9.1	64.4	75.8	9.2	63.7	75.0
Communications	4.9	5.3	+0.4	9.1	54.2	58.2	11.0	44.9	48.1
Transportation	3.2	3.6	+0.5	9.1	34.7	39.6	9.8	32.2	36.7
Air transportation subsector	1.9	2.1	+0.2	9.1	N/A	N/A	9.8	19.4	21.4
Ground transportation subsector	3.7	4.4	+0.7	9.1	N/A	N/A	9.8	37.9	44.9
Water transportation subsector	2.1	2.0	-0.1	9.1	N/A	N/A	9.8	20.9	20.4
'Other'	3.0	2.8	-0.2	9.1	33.0	30.8	8.3	36.2	33.7
Other production industries subsector	3.7	3.6	-0.1	9.1	N/A	N/A	8.3	44.7	43.4
Other service industries subsector	2.2	2.0	-0.2	9.1	N/A	N/A	8.3	26.0	24.1

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

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

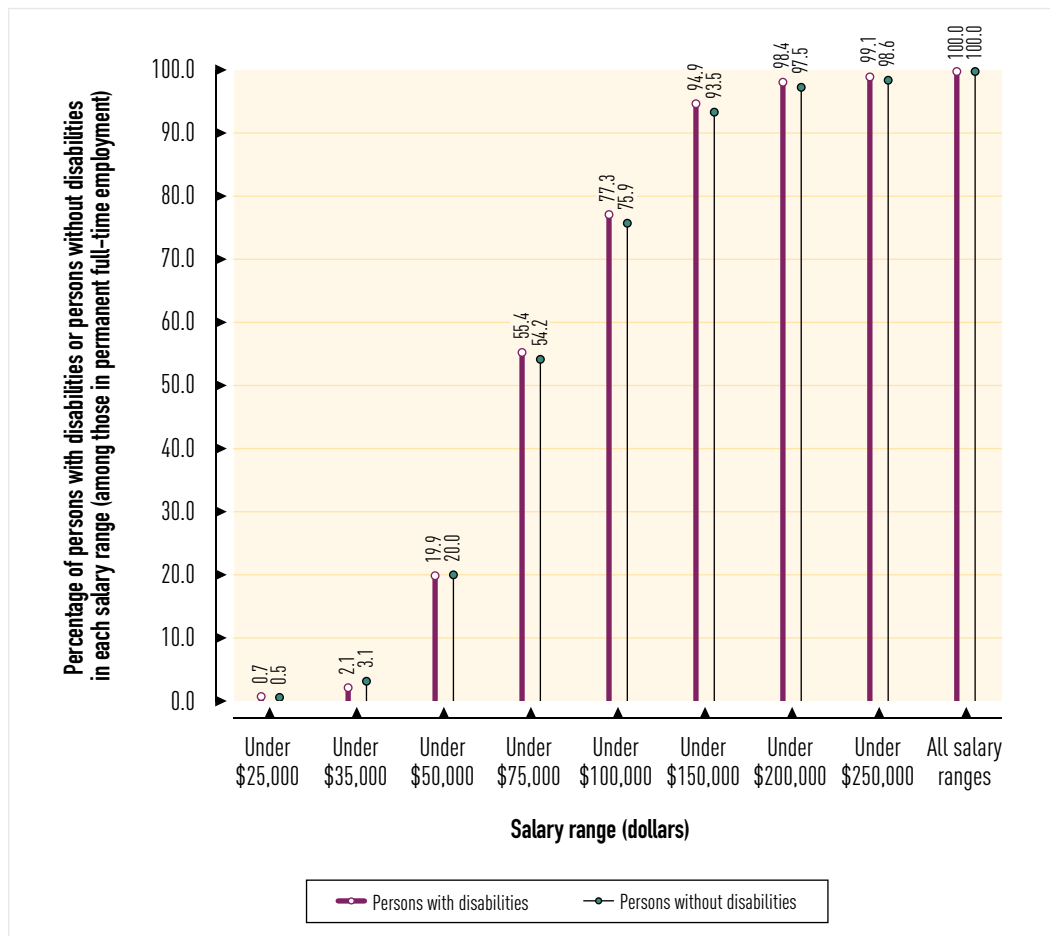
## Salary ranges

**Chart 4C** shows the percentage of persons with disabilities and persons without disabilities who fell into each of 9 salary ranges, among those in permanent full-time employment. The chart shows that persons with disabilities were about as likely as persons without disabilities to be paid less than \$50,000 (19.9% compared to 20.0%). However, persons with disabilities were 1.4 percentage points more likely than persons without disabilities to be paid less than \$100,000 (77.3% compared to 75.9%).<sup>10</sup>

<sup>10</sup> The difference does not align with the numbers due to rounding.

More detailed salary information, including distribution and cumulative distribution across 13 salary ranges, is available in Tables 5.3 and 6.3 in [Appendix A](#).

**CHART 4C**  
 Distribution of persons with disabilities and persons without disabilities in permanent full-time employment by salary range as of December 31, 2022 (percentage)



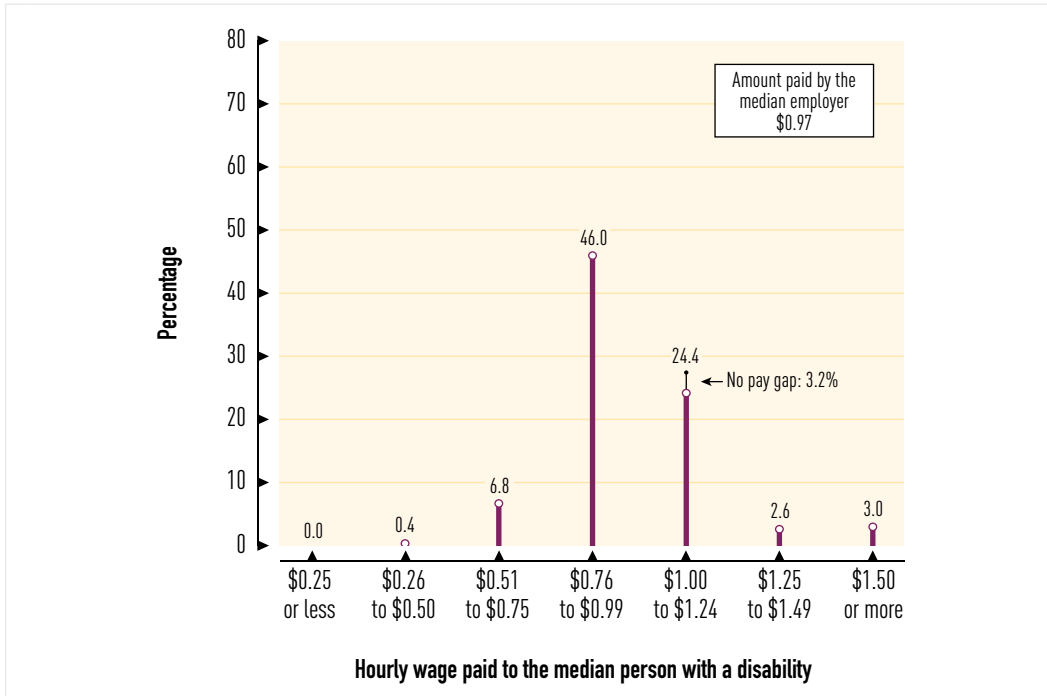
## Hourly wage gaps

In 2022, the median employer paid the median person with a disability \$0.97 per hour for every \$1.00 paid to the median person without a disability.

- For more than 7 in every 10 employers (73.5%), this number was between \$0.76 and \$1.24
- 33.2% of employers paid the median person with a disability at least as much as the median person without a disability

## CHART 4D

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



Median hourly wage gaps varied slightly across sectors:

- The **banking and financial services sector** had the smallest hourly wage gap; the median employer paid the median person with a disability \$0.99 per hour for every \$1.00 they paid the median person without a disability
  - This sector was also the most likely to pay the median person with a disability at least as much as the median person without a disability; 39.5% of employers did so
- The **communications sector** had the largest hourly wage gap; the median employer paid the median person with a disability \$0.94 per hour for every \$1.00 they paid the median person without a disability
  - This sector was also the least likely to pay the median person with a disability at least as much as the median person without a disability; 26.3% of employers did so
- In the **transportation sector** had the lowest concentration of employers with small pay gaps, even though the majority of employers (70.9%) paid the median person with a disability \$0.76 to \$1.24 per hour for every \$1.00 they paid the median person without a disability
- The median employer in the **'other' sector** paid the median person with a disability \$0.97 per hour 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 9.1 in [Appendix A](#)).

**TABLE 4B**

Hourly wage 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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.99	0.0	0.0	9.3	41.9	0.0	37.2	2.3	0.0	9.3
Communications	\$0.94	0.0	0.0	3.5	63.2	3.5	15.8	5.3	1.8	7.0
Transportation	\$0.97	0.0	0.6	6.3	43.6	3.4	23.9	2.6	3.7	16.0
'Other'	\$0.97	0.0	0.0	9.8	46.3	3.7	25.6	1.2	2.4	11.0
<b>All sectors</b>	<b>\$0.97</b>	<b>0.0</b>	<b>0.4</b>	<b>6.8</b>	<b>46.0</b>	<b>3.2</b>	<b>24.4</b>	<b>2.6</b>	<b>3.0</b>	<b>13.7</b>

## Bonus pay gaps

In 2022, 59.4% of employers subject to the Act paid a bonus to both persons with disabilities and persons without disabilities in their organization. The median employer gave the median person with a disability \$0.98 in bonus pay for every \$1.00 they gave the median person without a disability. The median bonus pay gaps were more evenly spread across the range than the median hourly wage gaps:

- 28.7% of employers paid the median person with a disability at least as much bonus pay as the median person without a disability
- A similar percentage – 31.7% – paid the median person with a disability less in bonus pay than the median person without a disability

In 2022, bonus pay gaps for persons with disabilities varied across sectors:

- The **banking and financial services sector** was most likely to pay the median person with a disability at least as much bonus pay as the median person without a disability; 39.5% of employers did so

- The **communications sector** had the largest bonus pay gap; the median employer paid the median person with a disability \$0.88 in bonus pay for every \$1.00 they paid the median person without a disability
  - This sector was also the least likely to pay the median person with a disability at least as much bonus pay as the median person without a disability; 26.3% of employers did so, slightly fewer than the 26.8% in transportation
- The **transportation sector** and the **'other' sector** had effectively no median bonus pay gap; the median employer in each sector paid the median person with a disability \$1.00 in bonus pay for every \$1.00 they paid the median person without a disability

Mean bonus pay gaps were generally larger than median bonus pay gaps (see Table 9.2 in [Appendix A](#)).

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

### TABLE 4C

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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.99	2.3	4.7	7.0	30.2	2.3	20.9	2.3	14.0	16.3
Communications	\$0.88	5.3	5.3	17.5	24.6	7.0	8.8	3.5	7.0	21.1
Transportation	\$1.00	3.4	5.4	4.8	13.1	5.1	8.5	3.1	10.0	46.4
'Other'	\$1.00	3.7	3.7	11.0	13.4	7.3	9.8	6.1	9.8	35.4
All sectors	\$0.98	3.6	5.1	7.3	15.8	5.4	9.8	3.6	9.9	39.6

## Overtime pay gaps

In 2022, 66.2% of employers subject to the Act paid overtime to both persons with disabilities and persons without disabilities in their organization. The median employer paid the median person with a disability \$0.88 in overtime pay for every \$1.00 they paid the median person without a disability.

- 27.4% of employers paid the median person with a disability at least as much as the median person without a disability

In 2022, overtime pay gaps for persons with disabilities varied across sectors:

- The **banking and financial services sector** was the least likely to pay the median person with a disability at least as much in overtime pay as they paid the median person without a disability; 20.9% of employers did so, slightly fewer than the 21.1% in communications
- The **communications sector** had the largest overtime pay gap; the median employer paid the median person with a disability \$0.83 in overtime pay for every \$1.00 they paid the median person without a disability
- The **transportation sector** had the smallest overtime pay gap; the median employer paid the median person with a disability \$0.92 in overtime pay for every \$1.00 they paid the median person without a disability
  - This sector was also the most likely to pay the median person with a disability at least as much in overtime pay as they paid the median person without a disability; 29.3% of employers did so
- The median employer in the **'other' sector** paid the median person with a disability \$0.85 in overtime pay for every \$1.00 they paid the median person without a disability

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

**TABLE 4D**

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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.90	7.0	7.0	11.6	14.0	0.0	7.0	2.3	11.6	39.5
Communications	\$0.83	0.0	10.5	14.0	14.0	0.0	3.5	0.0	17.5	40.4
Transportation	\$0.92	7.1	9.4	10.8	10.0	0.0	6.6	6.6	16.2	33.3
'Other'	\$0.85	6.1	4.9	19.5	14.6	0.0	6.1	8.5	12.2	28.0
<b>All sectors</b>	<b>\$0.89</b>	<b>6.2</b>	<b>8.6</b>	<b>12.6</b>	<b>11.4</b>	<b>0.0</b>	<b>6.2</b>	<b>5.8</b>	<b>15.4</b>	<b>33.8</b>

## Overtime hours gaps

For the median employer, the median person with a disability worked 4 fewer hours of overtime during the year than the median person without a disability. Additional context is provided by data on overtime hours gaps and proportions of persons with disabilities who received overtime pay (see Tables 9.5 to 9.7 in [Appendix A](#)).



# SECTION 5

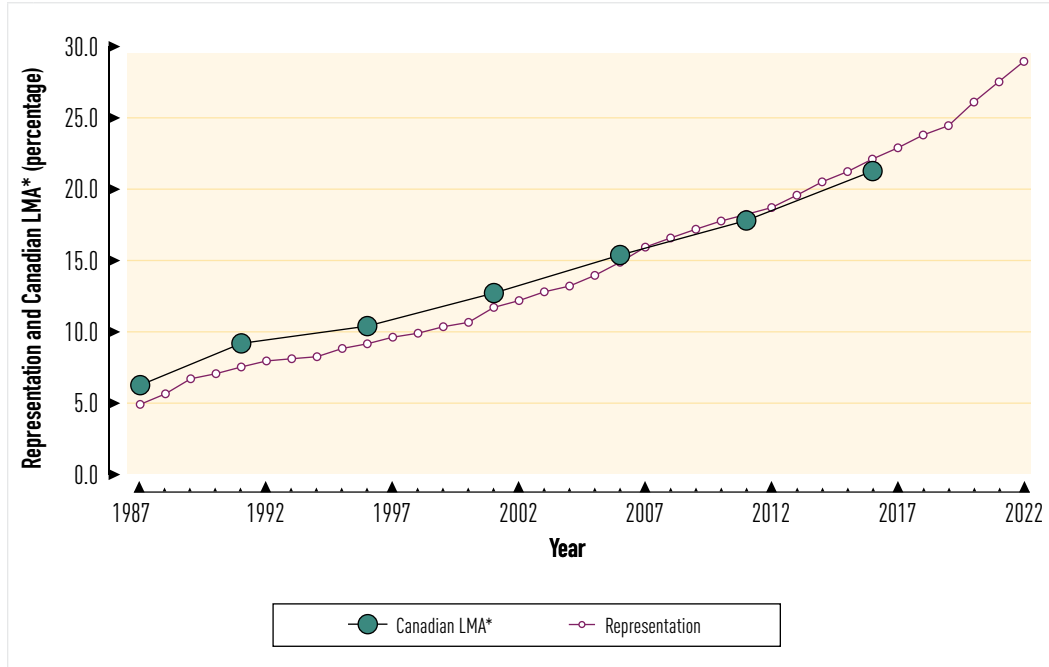
## Members of visible minorities

### Representation and attainment rate

The number of members of visible minorities increased from 202,180 in 2021 to 231,560 in 2022, for an increase of 14.5%. [Chart 5A](#) shows that the representation of members of visible minorities reached a new high of 28.8%, surpassing the 2021 rate of 27.4%. This continues the steady upward trend observed since data were first reported for 1987. Of the 4 designated groups, members of visible minorities are the only group with representation above the Canadian LMA. This has been the case since at least 2011, when the LMA was calculated at 17.8% and the representation rate was 18.2%.

#### CHART 5A

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

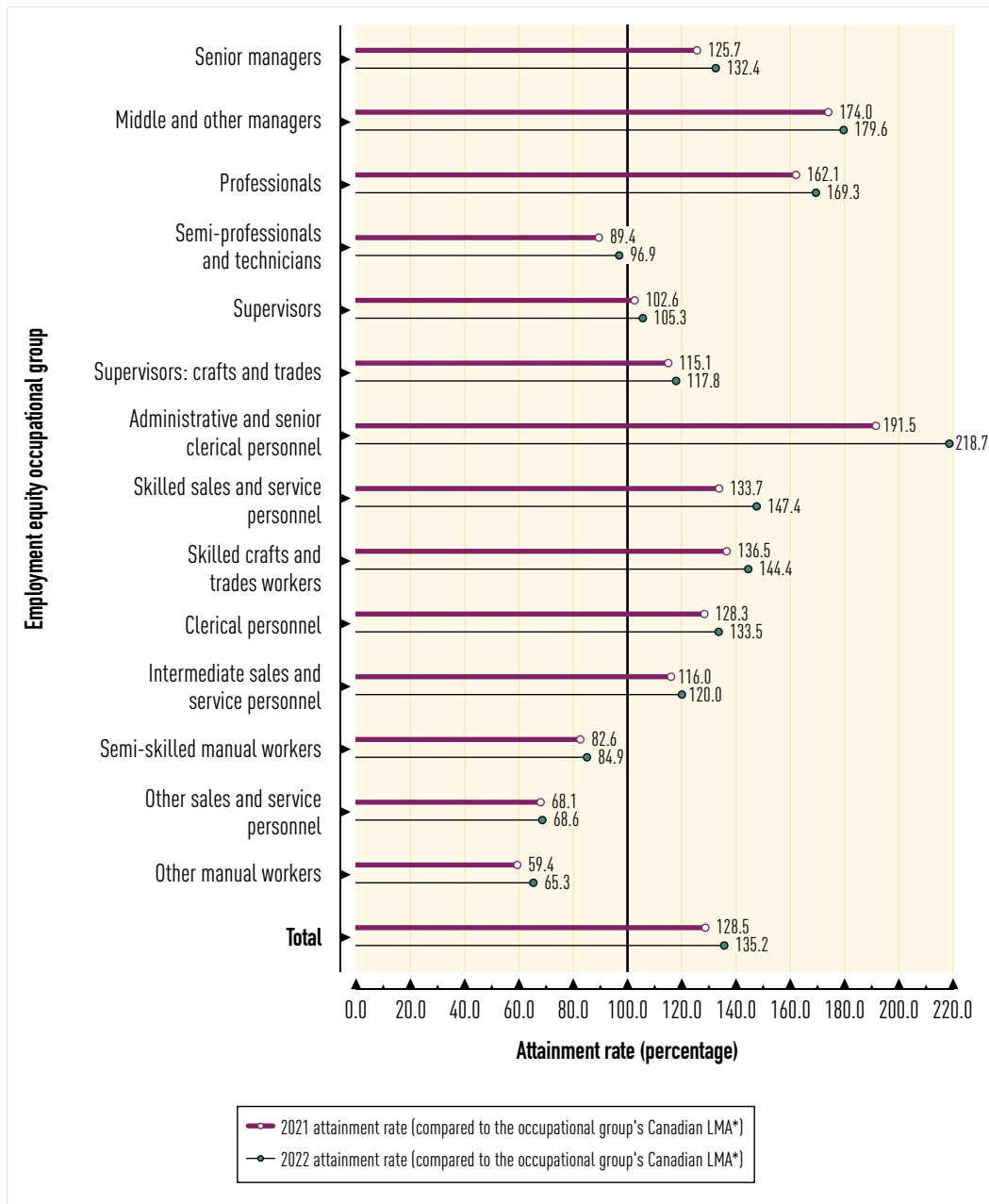


\* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.

# Attainment rate by occupational group

## CHART 5B

Attainment rate (compared to the Canadian LMA\* for each occupational group) of members of visible minorities, 2021 and 2022 (percentage)



\* Source: Statistics Canada, 2016 Census.

**Chart 5B** shows that, between 2021 and 2022, the representation of members of visible minorities increased in all occupational groups. Members of visible minorities were above the Canadian LMA for 10 of the 14 groups. The 4 exceptions were semi-professionals and technicians (96.9%), semi-skilled manual workers (84.9%), other sales and service personnel (68.6%), and other manual workers (65.3%). The highest attainment rate was in the administrative and senior clerical personnel occupational group, where it was over 200.0%, showing that the representation for members of visible minorities was more than double the Canadian LMA. Members of visible minorities have a higher attainment rate among senior managers than any other designated group, at 132.4%.

## Representation and attainment rate by sector and subsector

Members of visible minorities had attainment rates based on sector LMA above 100.0% in 3 of 4 sectors in 2022, including 134.0% in banking and financial services. The only exception was transportation, though the attainment rate in that sector improved from 78.5% in 2021 to 84.1% in 2022, including increases in all 3 subsectors. The attainment rate for the 'other' sector fell by 0.1 of a percentage point, remaining above 100.0%. This was the result of a slight decline in the attainment rate in the other service industries subsector, and a slight increase in the other production industries subsector.

**TABLE 5A**

Representation, Labour Market Availability, and attainment rate of members of visible minorities by sector and subsector, 2021 and 2022 (percentage)

Sector or subsector	2021 representation	2022 representation	Change* in representation from 2021 to 2022	LMA (Canadian)**	2021 attainment rate based on LMA (Canadian)	2022 attainment rate based on LMA (Canadian)	LMA (sector)**	2021 attainment rate based on LMA (sector)	2022 attainment rate based on LMA (sector)
<b>Banking and financial services</b>	39.5	41.8	+2.3	21.3	185.4	196.2	31.2	126.6	134.0
<b>Communications</b>	25.6	26.1	+0.5	21.3	120.2	122.5	24.8	103.2	105.3
<b>Transportation</b>	19.7	21.1	+1.4	21.3	92.5	99.1	25.1	78.5	84.1
<b>Air transportation subsector</b>	21.3	22.7	+1.4	21.3	N/A	N/A	25.1	84.9	90.4
<b>Ground transportation subsector</b>	19.5	20.9	+1.5	21.3	N/A	N/A	25.1	77.6	83.3
<b>Water transportation subsector</b>	15.7	15.9	+0.2	21.3	N/A	N/A	25.1	62.4	63.3
<b>'Other'</b>	17.4	17.4	+0.0	21.3	81.8	81.7	16.0	108.9	108.8
<b>Other production industries subsector</b>	15.3	14.9	-0.5	21.3	N/A	N/A	16.0	95.9	93.1
<b>Other service industries subsector</b>	19.9	20.1	+0.2	21.3	N/A	N/A	16.0	124.5	125.6

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

\*\* Source: Statistics Canada, 2016 Census.

## Salary ranges

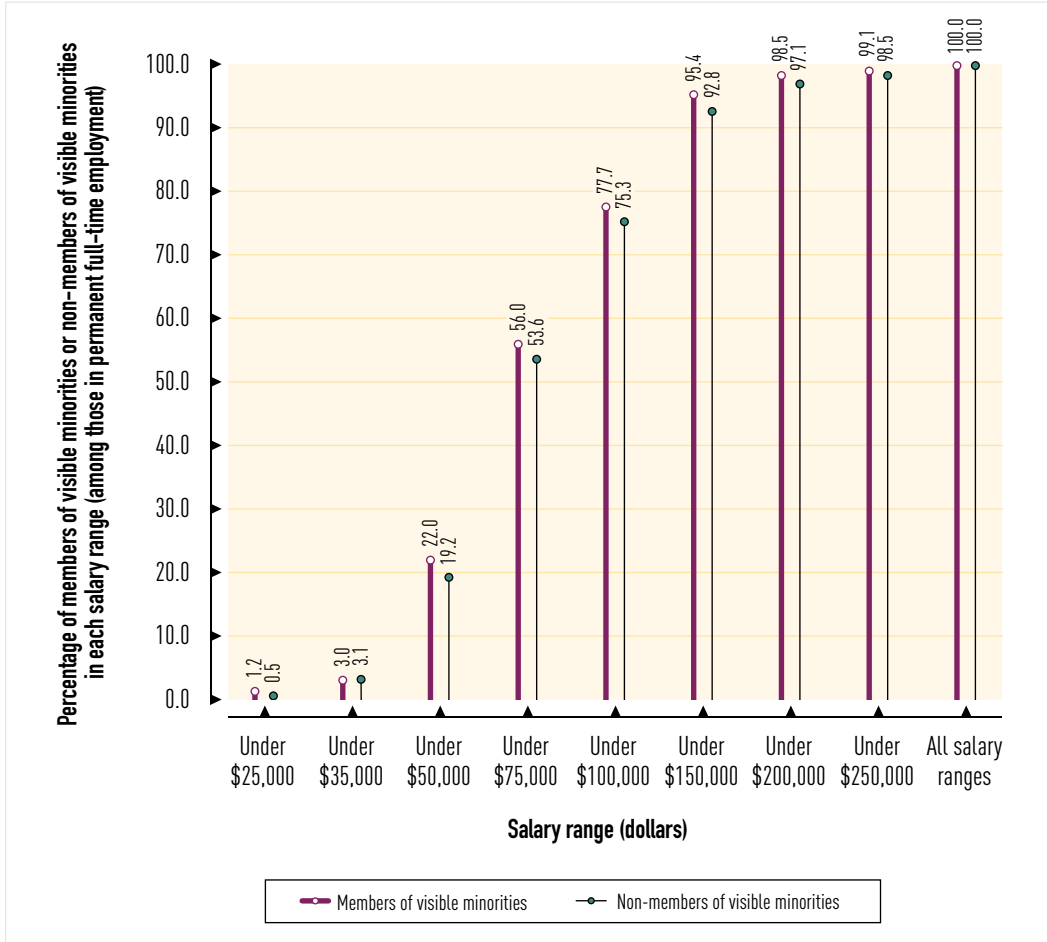
**Chart 5C** shows the percentage of members and non-member of visible minorities who fell into each of 9 salary ranges, among those in permanent full-time employment. The chart shows that members of visible minorities were 2.7 percentage points more likely than non-members of visible minorities to be paid less than \$50,000 (22.0% compared to 19.2%),<sup>11</sup> and 2.4 percentage points more likely to be paid under \$100,000 (77.7% compared to 75.3%).

More detailed salary information, including distribution and cumulative distribution across 13 salary ranges, is available in Tables 5.4 and 6.4 in **Appendix A**.

<sup>11</sup> The difference does not align with the numbers due to rounding.

### CHART 5C

Distribution of members of visible minorities and non-members of visible minorities in permanent full-time employment by salary range as of December 31, 2022 (percentage)



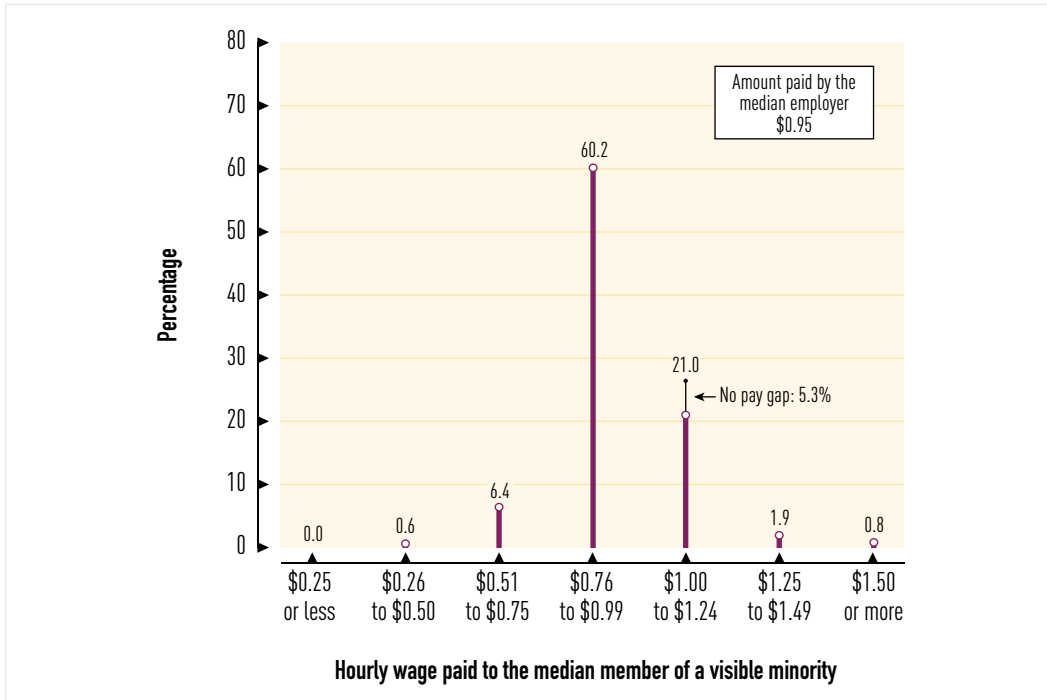
## Hourly wage gaps

In 2022, the median employer 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 86.5% of employers, this number was between \$0.76 and \$1.24
- Among 6.9 of employers, the number was \$0.75 or less
- 28.9% of employers paid the median member of a visible minority at least as much as the median non-member of a visible minority

## CHART 5D

Distribution of employers by hourly wage of the median member of a visible minority for each \$1.00 paid to the median nonmember of a visible minority (percentage)



Median hourly wage gaps varied slightly across sectors:

- The **banking and financial services sector** and the **'other' sector** were effectively tied for the largest pay gap; the median employer in each sector paid the median member of a visible minority \$0.94 per hour for every \$1.00 they paid the median non-member of a visible minority
  - The **banking and financial services sector** was also the least likely to pay members of visible minorities at least as much as they paid non-members of visible minorities; 18.6% of employers did so
- The **communications sector** and **transportation sector** were effectively tied for the smallest pay gap; the median employer in each sector paid the median member of a visible minority \$0.96 per hour for every \$1.00 they paid to the median non-member of a visible minority
  - The communication sector was also the most likely to pay members of visible minorities at least as much per hour as they paid non-members of visible minorities; 31.6% of employers did so, slightly more than the 31.1% in transportation

Similar trends can be observed in mean hourly wage gaps, though the gaps are generally larger (see Table 10.1 in [Appendix A](#)).

**TABLE 5B**

Hourly wage 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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.94	0.0	4.7	2.3	72.1	2.3	14.0	0.0	2.3	2.3
Communications	\$0.96	0.0	0.0	5.3	61.4	5.3	26.3	0.0	0.0	1.8
Transportation	\$0.96	0.0	0.3	7.1	57.3	6.6	21.7	2.0	0.9	4.3
'Other'	\$0.94	0.0	0.0	6.1	65.9	1.2	18.3	3.7	0.0	4.9
All sectors	<b>\$0.95</b>	<b>0.0</b>	<b>0.6</b>	<b>6.4</b>	<b>60.2</b>	<b>5.3</b>	<b>21.0</b>	<b>1.9</b>	<b>0.8</b>	<b>3.9</b>

## Bonus pay gaps

In 2022, 74.7% of employers subject to the Act paid a bonus to both members and non-members of visible minorities in their organization. The median employer gave the median member of a visible minority \$0.89 in bonus pay for every \$1.00 they gave 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:

- 25.1% of employers gave the median member of a visible minority \$0.75 or less in bonus pay for every \$1.00 they gave the median non-member of a visible minority
- Among 22.9% of employers, this number was between \$0.76 and \$0.99
- 26.6% of employers paid the median member of a visible minority at least as much bonus pay as the median non-member of a visible minority

Median bonus pay gaps varied across sectors:

- The **banking and financial services sector** had the largest bonus pay gap; the median employer paid the median member of a visible minority \$0.85 in bonus pay for every \$1.00 they paid to the median non-member of a visible minority
  - This sector was also the least likely to pay the median member of a visible minority at least as much bonus pay as they paid the median non-member of a visible minority; 23.3% of employers did so

- The **communications sector** was most likely to pay the median member of a visible minority at least as much bonus pay as they paid the median non-member of a visible minority; 29.8% of employers did so
- The **transportation sector** had the lowest concentration of employers with small pay gaps; 35.9% paid the median member of a visible minority \$0.76 to \$1.24 in bonus pay for every \$1.00 they paid the median non-member of a visible minority
- The **'other' sector** had the smallest bonus pay gap; the median employer paid the median member of a visible minority \$0.92 in bonus pay for every \$1.00 they paid to the median non-member of a visible minority

Similar trends can be observed in mean bonus pay gaps, though the gaps are generally larger (see Table 10.2 in [Appendix A](#)).

Additional context is provided by data on proportions of members of visible minorities who received bonus pay (see Table 10.3 in [Appendix A](#)).

**TABLE 5C**

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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.85	2.3	7.0	27.9	34.9	0.0	16.3	2.3	4.7	4.7
Communications	\$0.89	1.8	5.3	22.8	26.3	7.0	17.5	0.0	5.3	14.0
Transportation	\$0.89	4.0	7.1	12.5	19.4	7.7	8.8	1.7	8.0	30.8
'Other'	\$0.92	2.4	7.3	12.2	29.3	6.1	12.2	4.9	4.9	20.7
All sectors	\$0.89	3.4	6.9	14.8	22.9	6.8	10.9	2.1	6.9	25.3



## Overtime pay gaps

In 2022, 79.9% of employers subject to the Act paid overtime to both members of visible minorities and non-members of visible minorities in their organization. The median employer paid the median member of a visible minority \$1.03 in overtime pay 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 23.5% 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 14.1% of employers this number was between \$0.76 and \$0.99
- 42.4% of employers paid the median member of a visible minority at least as much in overtime pay as they paid the median non-member of a visible minority

In 2 of the 4 sectors, the median employer paid the median member of visible minorities more in overtime pay than the median non-member of a visible minority.

- The **banking and financial services sector** was the most likely to pay the median member of a visible minority more in overtime pay than they paid the median non-member of a visible minority; 55.8% of employers did so
- The median employer in **communications sector** paid the median member of a visible minority \$0.90 in overtime pay for every \$1.00 they paid the median non-member of a visible minority, the least of any sector
  - This sector was also the least likely to pay the median member of a visible minority more in overtime pay than they paid the median non-member of a visible minority; 35.1% of employers did so
- The **transportation sector** had the lowest concentration of employers with small pay gaps; 27.9% paid the median member of a visible minority \$0.76 to \$1.24 in bonus pay for every \$1.00 they paid the median non-member of a visible minority
- The **'other' sector** was the other sector that paid the median member of a visible minority less in overtime pay than they paid the median non-member of a visible minority (\$0.99 for every \$1.00)

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

**TABLE 5D**

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	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$1.13	2.3	4.7	14.0	9.3	0.0	23.3	9.3	23.3	14.0
Communications	\$0.90	1.8	7.0	15.8	15.8	0.0	17.5	8.8	8.8	24.6
Transportation	\$1.04	4.3	9.7	8.5	13.7	0.0	14.2	9.1	18.2	22.2
'Other'	\$0.99	6.1	12.2	9.8	17.1	0.0	17.1	12.2	14.6	11.0
<b>All sectors</b>	<b>\$1.03</b>	<b>4.1</b>	<b>9.4</b>	<b>9.9</b>	<b>14.1</b>	<b>0.0</b>	<b>15.8</b>	<b>9.6</b>	<b>17.1</b>	<b>20.1</b>

## Overtime hours gaps

For the median employer, the median member of a visible minority worked 3 more hours of overtime during the year than the median non-member of a visible minority. Additional context is provided by data on overtime hours gaps and proportions of members of visible minorities who received overtime pay (see Tables 10.5 to 10.7 in [Appendix A](#)).

# CONCLUSION

This report contains an analysis of the representation and pay gap data that employers reported for the 2022 calendar year. This year's report covers 566 employers with a combined workforce of 809,836 employees, an increase of 9.1% from the 742,506 employees reported for 2021. Overall, the 2022 workforce total represents a 36.0% increase compared to the first employment equity data reported for 1987, when 373 employers reported 595,417 employees.

At the overall workforce level, 3 of the 4 designated groups increased their representation in 2022. Representation for women reached 39.7%, marking a second year of growth after a low point of 39.1% in 2020. Persons with disabilities continued an upward trend to a representation rate of 4.9%. The only designated group which did not improve was Aboriginal peoples, whose representation rate held steady at 2.4%.

At the sector level, women's declining representation in banking and financial services and communications was offset by increases in transportation and 'other' sectors. Aboriginal peoples saw declines in banking and financial services and 'other' sectors roughly balanced out by increases in communications and transportation. For persons with disabilities, declining representation in 'other' sectors was outweighed by improvements in the other 3 sectors. Members of visible minorities saw increasing representation in all 4 sectors.

At the occupational group level, almost all 4 designated groups saw their attainment rates improve for managerial and supervisory occupational groups (senior managers, middle and other managers, supervisors, and supervisors: crafts and trades). The exception was Aboriginal peoples among middle and other managers, where attainment fell from 54.1% to 53.3%. Attainment rates for persons with disabilities and member of visible minorities also increased in professional and skilled occupational groups (professionals, semi-professionals and technicians, skilled sales and service personnel, and crafts and trades workers).

Following the amendments to the *Employment Equity Regulations*, 2022 marked the second year for which pay gap data was included in this report. The new year's worth of data saw some variability and signs of emerging trends. Additional data reported

in future years will likely reveal more about the state of pay gaps in the workforce of private-sector employers subject to the Act. Canadians will be able to follow this emerging understanding through Equi'Vision.

In terms of median hourly wage and median bonus pay, the median employer paid the members of all 4 designated groups less than they paid other employees. Women and persons with disabilities were also comparatively underpaid in terms of overtime, while Aboriginal peoples and members of visible minorities received higher median overtime pay than other employees from the median employer.

As Canada continues to grow and change, employment equity will be an important part of building prosperity and stability. Employers are encouraged to continue their efforts to eliminate employment barriers against members of the designated groups and contribute to the creation of safe, fair, and productive workplaces for all Canadians.

# APPENDIX A

## Tables of Federally regulated private-sector employer data

The following tables consolidate data from the annual reports submitted by federally regulated private-sector employers with at least 100 employees. To allow for comparative analysis, some of the data from 1987 (the year for which data was first reported) is included alongside 2021 and 2022 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 4 industrial sectors, including: number of employees, 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. Tables 7 to 11.7 present mean and median gaps in hourly wage, bonus pay, overtime pay, and overtime hours worked, as well as the incidence of bonus pay and overtime pay, for each of the 4 designated groups.

**TABLE 1.1**

Representation and availability\* of women by census metropolitan area, province and territory in 1987, 2021 and 2022 (percentage)

Census metropolitan area, province and territory	1987 representation	2021 representation	2022 representation	2016 availability*
Halifax	41.2	41.5	40.6	49.6
Montréal	39.0	39.6	39.8	48.5
Toronto	47.1	44.1	44.5	48.7
Winnipeg	32.7	32.3	32.2	48.6
Regina	42.9	46.2	46.6	48.1
Calgary	47.6	41.0	41.7	47.2
Edmonton	44.5	38.0	39.1	47.1
Vancouver	40.4	37.8	38.4	48.5
<hr/>				
Newfoundland and Labrador	38.4	42.0	44.8	48.2
Prince Edward Island	38.0	32.0	29.6	49.4
Nova Scotia	34.4	41.6	41.4	49.2
New Brunswick	32.2	46.6	45.5	48.5
Quebec	39.8	37.8	37.9	48.1
Ontario	44.2	41.6	41.9	48.6
Manitoba	30.5	31.3	31.9	47.9
Saskatchewan	35.1	36.6	37.2	47.5
Alberta	45.3	39.7	40.5	46.7
British Columbia	41.5	36.8	37.6	48.4
Yukon	31.4	40.1	39.9	49.7
Northwest Territories	21.9	25.4	25.4	47.8
Nunavut	N/A	23.2	24.8	48.4
<b>Canada</b>	<b>40.9</b>	<b>39.3</b>	<b>39.8</b>	<b>48.2</b>

\* Source: Statistics Canada, 2016 Census.

**TABLE 1.2**

Representation and availability\* of Aboriginal peoples by census metropolitan area, province and territory in 1987, 2021 and 2022 (percentage)

Census metropolitan area, province and territory	1987 representation	2021 representation	2022 representation	2016 availability*
Halifax	0.5	3.0	2.9	3.8
Montréal	0.3	0.9	1.0	0.8
Toronto	0.6	1.2	1.1	0.8
Winnipeg	0.8	7.3	7.2	9.8
Regina	0.4	4.2	4.3	6.8
Calgary	0.5	2.2	2.1	2.7
Edmonton	0.7	3.4	3.6	5.0
Vancouver	0.5	2.0	2.0	2.3
<hr/>				
Newfoundland and Labrador	0.6	6.5	7.2	8.7
Prince Edward Island	0.2	0.8	1.0	1.8
Nova Scotia	0.4	2.9	2.9	5.3
New Brunswick	0.4	1.7	1.6	3.6
Quebec	0.4	1.2	1.2	2.1
Ontario	0.7	1.7	1.7	2.5
Manitoba	1.0	8.6	8.0	13.2
Saskatchewan	1.4	7.6	8.3	11.1
Alberta	0.7	3.0	3.0	5.2
British Columbia	0.7	3.5	3.4	5.2
Yukon	3.8	6.2	8.1	19.9
Northwest Territories	9.6	12.1	13.4	41.7
Nunavut	N/A	34.2	34.0	75.6
<b>Canada</b>	<b>0.7</b>	<b>2.4</b>	<b>2.4</b>	<b>4.0</b>

\* Source: Statistics Canada, 2016 Census.

**TABLE 1.3**

Representation and availability\* of persons with disabilities by census metropolitan area, province and territory in 1987, 2021 and 2022 (percentage)

Census metropolitan area, province and territory	1987 representation	2021 representation	2022 representation	2016 availability*
Halifax	1.6	7.3	8.5	N/A
Montréal	1.1	2.9	3.3	N/A
Toronto	1.5	4.8	5.3	N/A
Winnipeg	1.8	4.4	5.2	N/A
Regina	2.4	4.6	5.3	N/A
Calgary	1.9	4.4	4.7	N/A
Edmonton	2.0	5.3	5.8	N/A
Vancouver	1.5	3.6	3.6	N/A
<hr/>				
Newfoundland and Labrador	1.0	3.8	4.6	8.9
Prince Edward Island	1.2	3.5	4.3	10.2
Nova Scotia	3.5	7.2	8.6	13.1
New Brunswick	1.8	5.5	6.7	10.7
Quebec	1.1	2.7	3.0	6.1
Ontario	1.6	5.0	5.6	9.6
Manitoba	1.7	4.2	5.0	10.1
Saskatchewan	1.8	4.1	4.9	9.1
Alberta	1.9	4.7	5.0	9.9
British Columbia	1.7	4.1	4.4	11.0
Yukon	0.8	6.0	6.1	11.3
Northwest Territories	1.4	2.1	6.1	9.8
Nunavut	N/A	3.3	9.9	8.2
<b>Canada</b>	<b>1.6</b>	<b>4.4</b>	<b>4.9</b>	<b>9.1</b>

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



**TABLE 1.4**

Representation and availability\* of members of visible minorities by census metropolitan area, province and territory in 1987, 2021 and 2022 (percentage)

Census metropolitan area, province and territory	1987 representation	2021 representation	2022 representation	2016 availability*
Halifax	1.9	14.2	16.9	9.7
Montréal	3.0	21.1	22.0	20.7
Toronto	12.0	44.4	45.6	48.8
Winnipeg	2.9	25.8	26.3	25.2
Regina	1.6	20.5	23.4	16.9
Calgary	5.6	29.3	30.9	31.3
Edmonton	4.4	27.7	28.9	26.5
Vancouver	7.9	39.3	40.9	45.9
<hr/>				
Newfoundland and Labrador	0.7	3.8	4.2	2.3
Prince Edward Island	1.0	3.9	8.8	4.2
Nova Scotia	1.3	11.6	14.0	5.8
New Brunswick	1.1	8.6	9.9	3.0
Quebec	2.6	17.4	18.1	12.1
Ontario	7.3	34.4	35.9	27.9
Manitoba	2.6	21.4	22.2	17.8
Saskatchewan	1.2	13.4	14.7	10.7
Alberta	4.0	25.3	26.6	22.3
British Columbia	6.2	31.4	32.8	29.2
Yukon	1.4	19.4	22.0	8.5
Northwest Territories	2.5	17.8	19.4	10.5
Nunavut	N/A	10.0	16.4	4.0
<b>Canada</b>	<b>5.0</b>	<b>27.4</b>	<b>28.8</b>	<b>21.3</b>

\* 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 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	38.0	38.6	29.1	130.5	132.6
Middle and other managers	48.2	48.1	53.4	90.2	90.0
Professionals	46.6	46.7	44.9	103.7	104.0
Semi-professionals and technicians	36.3	35.6	40.2	90.4	88.6
Supervisors	69.5	69.5	70.9	98.0	98.0
Supervisors: crafts and trades	21.4	18.2	32.7	65.5	55.7
Administrative and senior clerical personnel	71.8	66.4	76.3	94.1	87.1
Skilled sales and service personnel	59.5	56.2	63.2	94.2	88.9
Skilled crafts and trades workers	7.7	16.7	10.3	74.8	162.2
Clerical personnel	66.7	66.7	76.0	87.8	87.8
Intermediate sales and service personnel	72.6	72.8	77.7	93.5	93.7
Semi-skilled manual workers	17.0	14.7	24.2	70.2	60.7
Other sales and service personnel	26.0	18.2	50.2	51.7	36.2
Other manual workers	100.0	100.0	26.6	375.9	375.9
<b>Total</b>	<b>54.8</b>	<b>54.2</b>	<b>58.9</b>	<b>93.0</b>	<b>92.0</b>

\* Source: Statistics Canada, 2016 Census.

**TABLE 2.2**

Representation and attainment rate (sector availability)\* of women in the communications sector by occupational group in 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	29.9	30.1	21.8	137.0	137.9
Middle and other managers	37.6	37.9	38.6	97.5	98.3
Professionals	39.4	39.3	44.7	88.1	87.9
Semi-professionals and technicians	31.2	31.2	31.4	99.5	99.5
Supervisors	45.1	46.1	57.7	78.2	79.9
Supervisors: crafts and trades	20.5	17.7	27.1	75.6	65.3
Administrative and senior clerical personnel	74.3	73.2	77.0	96.5	95.0
Skilled sales and service personnel	35.0	34.4	38.6	90.7	89.2
Skilled crafts and trades workers	4.1	3.4	6.6	62.2	51.6
Clerical personnel	60.5	60.7	78.0	77.6	77.9
Intermediate sales and service personnel	49.6	49.1	51.9	95.5	94.5
Semi-skilled manual workers	41.0	42.4	18.2	225.5	233.2
Other sales and service personnel	50.3	48.1	41.4	121.4	116.1
Other manual workers	0.0	9.1	17.3	0.0	52.7
<b>Total</b>	<b>35.9</b>	<b>35.2</b>	<b>44.1</b>	<b>81.4</b>	<b>79.8</b>

\* Source: Statistics Canada, 2016 Census.

**TABLE 2.3**

Representation and attainment rate (sector availability)\* of women in the transportation sector by occupational group in 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	23.1	24.7	17.0	135.8	145.2
Middle and other managers	32.0	34.9	28.7	111.6	121.7
Professionals	40.3	40.7	39.2	102.7	103.8
Semi-professionals and technicians	11.9	12.4	14.2	83.7	87.2
Supervisors	50.7	53.3	45.1	112.5	118.3
Supervisors: crafts and trades	9.4	9.9	12.7	73.9	77.8
Administrative and senior clerical personnel	69.1	68.7	80.3	86.0	85.5
Skilled sales and service personnel	25.1	26.1	33.8	74.2	77.2
Skilled crafts and trades workers	4.1	4.5	3.2	128.1	140.6
Clerical personnel	45.6	44.1	48.8	93.4	90.3
Intermediate sales and service personnel	68.8	69.0	65.2	105.5	105.8
Semi-skilled manual workers	12.8	13.8	11.0	116.3	125.3
Other sales and service personnel	36.0	39.1	33.2	108.3	117.6
Other manual workers	17.4	8.7	24.7	70.5	35.2
<b>Total</b>	<b>29.2</b>	<b>31.4</b>	<b>25.3</b>	<b>115.4</b>	<b>124.1</b>

\* Source: Statistics Canada, 2016 Census.

**TABLE 2.4**

Representation and attainment rate (sector availability)\* of women in the 'other' sector by occupational group in 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	31.3	31.4	23.3	134.2	134.7
Middle and other managers	28.0	29.7	29.5	95.0	100.7
Professionals	40.1	39.7	41.6	96.3	95.4
Semi-professionals and technicians	24.2	23.6	36.8	65.8	64.2
Supervisors	43.6	46.4	44.8	97.2	103.5
Supervisors: crafts and trades	7.3	7.2	9.1	80.0	78.9
Administrative and senior clerical personnel	73.1	72.7	75.5	96.9	96.4
Skilled sales and service personnel	23.4	25.8	39.2	59.7	65.8
Skilled crafts and trades workers	6.0	6.6	3.4	178.5	196.3
Clerical personnel	65.4	67.4	71.0	92.1	94.9
Intermediate sales and service personnel	37.3	38.9	43.8	85.2	88.8
Semi-skilled manual workers	12.2	12.5	21.5	56.7	58.1
Other sales and service personnel	37.9	39.3	36.7	103.4	107.2
Other manual workers	15.9	16.1	22.1	72.0	73.0
<b>Total</b>	<b>30.9</b>	<b>32.0</b>	<b>34.5</b>	<b>89.6</b>	<b>92.8</b>

\* 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 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	0.8	0.9	1.2	65.3	73.4
Middle and other managers	1.2	1.2	1.5	82.5	82.5
Professionals	1.0	1.0	1.1	93.0	93.0
Semi-professionals and technicians	1.4	1.0	1.6	86.0	61.4
Supervisors	1.8	1.8	2.4	76.4	76.4
Supervisors: crafts and trades	0.0	0.0	3.8	0.0	0.0
Administrative and senior clerical personnel	1.8	1.7	2.0	90.2	85.2
Skilled sales and service personnel	2.1	1.7	2.1	99.3	80.4
Skilled crafts and trades workers	7.7	8.3	5.9	130.9	141.1
Clerical personnel	1.5	1.5	2.0	74.8	74.8
Intermediate sales and service personnel	2.5	2.6	2.7	92.9	96.7
Semi-skilled manual workers	1.9	2.2	2.7	70.6	81.7
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
<b>Total</b>	<b>1.4</b>	<b>1.4</b>	<b>1.7</b>	<b>82.4</b>	<b>82.4</b>

\* 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 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	1.9	2.3	1.0	192.7	233.3
Middle and other managers	1.5	1.6	1.8	81.6	87.0
Professionals	1.8	1.9	1.6	113.4	119.7
Semi-professionals and technicians	2.1	1.9	3.5	60.4	54.7
Supervisors	2.0	1.8	1.0	195.3	175.8
Supervisors: crafts and trades	2.4	3.2	2.1	113.1	150.8
Administrative and senior clerical personnel	2.7	2.4	2.7	101.2	89.9
Skilled sales and service personnel	1.9	1.9	2.2	86.3	86.3
Skilled crafts and trades workers	3.4	3.6	3.1	110.9	117.4
Clerical personnel	2.4	2.4	2.9	83.0	83.0
Intermediate sales and service personnel	2.3	2.2	3.0	76.9	73.6
Semi-skilled manual workers	4.0	3.3	3.7	108.3	89.4
Other sales and service personnel	2.3	3.2	3.4	67.1	93.4
Other manual workers	0.0	0.0	5.5	0.0	0.0
<b>Total</b>	<b>2.2</b>	<b>2.2</b>	<b>2.5</b>	<b>88.0</b>	<b>88.0</b>

\* 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 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	1.5	1.2	2.3	66.5	53.2
Middle and other managers	2.1	1.9	2.7	76.6	69.3
Professionals	1.7	1.7	1.6	105.9	105.9
Semi-professionals and technicians	2.7	2.4	3.7	72.6	64.6
Supervisors	3.6	3.8	3.6	100.5	106.1
Supervisors: crafts and trades	4.3	4.2	4.9	88.4	86.4
Administrative and senior clerical personnel	1.8	1.9	3.2	57.0	60.2
Skilled sales and service personnel	1.9	2.0	3.6	53.1	55.9
Skilled crafts and trades workers	4.3	4.1	4.7	91.8	87.5
Clerical personnel	2.6	2.7	3.5	74.7	77.6
Intermediate sales and service personnel	3.1	2.5	3.6	85.4	68.9
Semi-skilled manual workers	3.3	3.2	4.0	82.3	79.8
Other sales and service personnel	3.8	4.1	5.0	75.2	81.2
Other manual workers	4.2	4.8	9.5	44.0	50.3
<b>Total</b>	<b>3.1</b>	<b>2.9</b>	<b>3.9</b>	<b>79.5</b>	<b>74.4</b>

\* 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 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	2.2	2.3	6.4	34.2	35.8
Middle and other managers	2.3	2.1	2.6	87.2	79.6
Professionals	2.1	2.1	2.4	88.0	88.0
Semi-professionals and technicians	4.7	4.7	4.2	110.8	110.8
Supervisors	2.6	2.8	4.5	57.3	61.7
Supervisors: crafts and trades	4.3	4.9	5.2	83.4	95.1
Administrative and senior clerical personnel	3.8	3.8	5.0	76.8	76.8
Skilled sales and service personnel	4.3	4.4	4.4	98.0	100.2
Skilled crafts and trades workers	6.9	6.0	5.5	124.6	108.3
Clerical personnel	3.4	3.6	6.3	54.3	57.5
Intermediate sales and service personnel	2.6	2.5	5.0	51.8	49.8
Semi-skilled manual workers	9.7	9.9	5.7	169.4	172.9
Other sales and service personnel	4.5	3.6	8.4	53.5	42.8
Other manual workers	6.3	5.9	8.7	72.6	68.0
<b>Total</b>	<b>4.2</b>	<b>4.0</b>	<b>4.6</b>	<b>91.3</b>	<b>87.0</b>

\* 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 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	21.9	23.1	15.3	142.9	150.7
Middle and other managers	36.8	37.8	27.8	132.5	136.1
Professionals	42.0	44.0	34.9	120.4	126.1
Semi-professionals and technicians	44.9	49.9	35.7	125.7	139.6
Supervisors	37.3	38.3	25.1	148.7	152.7
Supervisors: crafts and trades	64.3	72.7	13.5	477.7	540.1
Administrative and senior clerical personnel	41.4	44.6	24.3	170.6	183.8
Skilled sales and service personnel	40.9	44.8	32.9	124.5	136.3
Skilled crafts and trades workers	7.7	8.3	13.2	58.2	62.7
Clerical personnel	44.2	45.7	33.6	131.4	135.9
Intermediate sales and service personnel	33.2	36.6	32.2	103.3	113.8
Semi-skilled manual workers	59.1	56.6	26.5	222.7	213.3
Other sales and service personnel	32.0	40.0	25.5	125.4	156.7
Other manual workers	0.0	0.0	25.7	0.0	0.0
<b>Total</b>	<b>39.5</b>	<b>41.8</b>	<b>31.2</b>	<b>126.6</b>	<b>134.0</b>

\* 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 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	12.1	13.8	11.7	103.5	118.0
Middle and other managers	26.4	27.0	21.3	124.2	127.0
Professionals	29.6	30.2	27.2	108.9	111.2
Semi-professionals and technicians	21.8	23.0	21.4	101.7	107.3
Supervisors	25.3	25.3	27.5	92.1	92.1
Supervisors: crafts and trades	20.9	22.7	20.3	103.0	111.9
Administrative and senior clerical personnel	24.8	25.7	20.4	121.5	125.9
Skilled sales and service personnel	22.6	21.8	32.2	70.3	67.8
Skilled crafts and trades workers	18.5	19.5	20.6	89.9	94.8
Clerical personnel	22.2	23.1	20.9	106.0	110.3
Intermediate sales and service personnel	31.0	31.0	36.3	85.5	85.5
Semi-skilled manual workers	29.7	31.4	28.1	105.6	111.6
Other sales and service personnel	36.4	34.9	28.7	127.0	121.8
Other manual workers	0.0	0.0	20.9	0.0	0.0
<b>Total</b>	<b>25.6</b>	<b>26.1</b>	<b>24.8</b>	<b>103.2</b>	<b>105.2</b>

\* 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 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	9.5	10.2	10.8	87.8	94.2
Middle and other managers	17.6	20.4	19.0	92.7	107.4
Professionals	29.1	31.6	31.3	92.9	100.8
Semi-professionals and technicians	11.2	12.4	12.9	86.8	96.1
Supervisors	15.9	17.7	22.8	69.8	77.8
Supervisors: crafts and trades	13.3	13.7	13.9	95.7	98.5
Administrative and senior clerical personnel	23.2	25.2	19.1	121.4	131.8
Skilled sales and service personnel	9.0	8.4	23.2	38.7	36.1
Skilled crafts and trades workers	15.6	18.1	13.8	112.9	131.0
Clerical personnel	23.7	27.3	24.7	95.9	110.5
Intermediate sales and service personnel	26.7	29.1	28.3	94.2	102.7
Semi-skilled manual workers	18.8	20.2	28.6	65.6	70.5
Other sales and service personnel	14.5	18.1	31.2	46.4	57.9
Other manual workers	12.4	16.3	20.6	60.1	79.0
<b>Total</b>	<b>19.7</b>	<b>22.3</b>	<b>25.1</b>	<b>78.5</b>	<b>88.8</b>

\* 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 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (sector)*	2021 attainment rate	2022 attainment rate
Senior managers	9.4	9.3	10.7	87.5	86.6
Middle and other managers	15.0	16.0	9.6	156.6	167.0
Professionals	27.4	26.9	23.6	115.9	113.8
Semi-professionals and technicians	11.5	12.2	16.0	71.8	76.2
Supervisors	11.0	12.5	17.5	62.9	71.5
Supervisors: crafts and trades	8.2	8.1	7.6	108.1	106.8
Administrative and senior clerical personnel	18.1	18.4	15.0	121.0	123.0
Skilled sales and service personnel	13.3	13.7	17.7	75.0	77.3
Skilled crafts and trades workers	13.8	12.9	9.2	149.2	139.5
Clerical personnel	18.8	19.4	17.9	105.0	108.3
Intermediate sales and service personnel	22.8	21.2	25.2	90.3	84.0
Semi-skilled manual workers	10.1	10.5	15.0	67.2	69.9
Other sales and service personnel	16.2	15.7	15.4	105.2	102.0
Other manual workers	12.7	11.7	16.2	78.4	72.2
<b>Total</b>	<b>17.4</b>	<b>17.4</b>	<b>16.0</b>	<b>108.8</b>	<b>108.8</b>

\* Source: Statistics Canada, 2016 Census.

**TABLE 2.13**

Representation and attainment rate (Canadian availability)\* of women by occupational group in 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (Canadian)*	2021 attainment rate	2022 attainment rate
Senior managers	30.3	30.9	27.6	109.7	111.8
Middle and other managers	42.6	43.1	39.4	108.1	109.4
Professionals	44.3	44.4	55.0	80.5	80.7
Semi-professionals and technicians	21.9	21.9	53.5	40.9	40.9
Supervisors	57.1	59.3	55.5	102.9	106.9
Supervisors: crafts and trades	9.9	10.0	10.8	92.1	93.0
Administrative and senior clerical personnel	71.5	68.2	82.4	86.8	82.8
Skilled sales and service personnel	54.6	52.5	49.7	109.8	105.6
Skilled crafts and trades workers	4.4	4.4	4.0	110.2	110.2
Clerical personnel	52.2	51.3	68.7	76.0	74.6
Intermediate sales and service personnel	62.2	62.1	68.4	90.9	90.8
Semi-skilled manual workers	12.8	13.5	17.1	75.0	79.1
Other sales and service personnel	38.3	40.4	56.3	68.0	71.7
Other manual workers	16.9	10.9	22.1	76.4	49.3
<b>Total</b>	<b>39.3</b>	<b>39.8</b>	<b>48.2</b>	<b>81.5</b>	<b>82.6</b>

\* Source: Statistics Canada, 2016 Census.

**TABLE 2.14**

Representation and attainment rate (Canadian availability)\* of Aboriginal peoples by occupational group in 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (Canadian)*	2021 attainment rate	2022 attainment rate
Senior managers	1.3	1.4	3.2	40.7	43.8
Middle and other managers	1.4	1.4	2.7	52.6	52.6
Professionals	1.3	1.3	2.4	55.0	55.0
Semi-professionals and technicians	2.6	2.5	4.2	62.6	60.2
Supervisors	2.7	3.0	3.9	69.8	77.5
Supervisors: crafts and trades	4.1	4.4	4.3	94.6	101.5
Administrative and senior clerical personnel	2.2	2.0	3.5	63.1	57.4
Skilled sales and service personnel	2.1	1.8	3.7	56.2	48.2
Skilled crafts and trades workers	4.3	4.3	5.2	82.4	82.4
Clerical personnel	2.3	2.6	4.2	55.0	62.2
Intermediate sales and service personnel	2.7	2.6	4.5	60.4	58.2
Semi-skilled manual workers	3.6	3.6	4.8	75.3	75.3
Other sales and service personnel	3.8	3.9	5.8	65.4	67.1
Other manual workers	4.9	5.0	6.8	72.1	73.6
<b>Total</b>	<b>2.4</b>	<b>2.4</b>	<b>4.0</b>	<b>60.0</b>	<b>60.0</b>

\* Source: Statistics Canada, 2016 Census.

**TABLE 2.15**

Representation and attainment rate (Canadian availability)\* of persons with disabilities by occupational group in 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2017 availability (Canadian)*	2021 attainment rate	2022 attainment rate
Senior managers	4.2	5.1	5.0	84.4	102.4
Middle and other managers	4.8	5.7	5.0	96.4	114.5
Professionals	4.9	5.5	8.9	54.8	61.5
Semi-professionals and technicians	3.3	3.5	7.6	43.7	46.3
Supervisors	6.4	7.8	27.5	23.3	28.4
Supervisors: crafts and trades	3.5	3.7	10.1	34.7	36.6
Administrative and senior clerical personnel	5.3	6.4	10.0	52.9	63.9
Skilled sales and service personnel	5.0	5.5	8.0	62.3	68.5
Skilled crafts and trades workers	3.2	3.3	7.8	41.0	42.3
Clerical personnel	5.6	6.5	9.3	60.2	69.9
Intermediate sales and service personnel	4.6	4.7	10.8	42.8	43.7
Semi-skilled manual workers	2.3	2.6	10.3	22.4	25.3
Other sales and service personnel	4.9	4.2	10.7	45.8	39.3
Other manual workers	2.8	3.4	6.8	41.0	49.8
<b>Total</b>	<b>4.4</b>	<b>4.9</b>	<b>9.1</b>	<b>48.4</b>	<b>53.8</b>

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



**TABLE 2.16**

Representation and attainment rate (Canadian availability)\* of members of visible minorities by occupational group in 2021 and 2022 (percentage)

Employment equity occupational group	2021 representation	2022 representation	2016 availability (Canadian)*	2021 attainment rate	2022 attainment rate
Senior managers	14.4	15.2	11.5	125.5	132.4
Middle and other managers	30.6	31.6	17.6	173.9	179.6
Professionals	37.7	39.3	23.2	162.4	169.3
Semi-professionals and technicians	17.1	18.5	19.1	89.6	96.9
Supervisors	24.7	25.3	24.0	102.8	105.3
Supervisors: crafts and trades	12.8	13.1	11.1	115.1	117.8
Administrative and senior clerical personnel	31.4	35.8	16.4	191.9	218.7
Skilled sales and service personnel	37.1	40.8	27.7	134.0	147.4
Skilled crafts and trades workers	16.4	17.3	12.0	136.9	144.4
Clerical personnel	28.2	29.3	21.9	128.5	133.5
Intermediate sales and service personnel	29.5	30.5	25.4	116.1	120.0
Semi-skilled manual workers	18.5	19.0	22.4	82.6	84.9
Other sales and service personnel	18.1	18.2	26.5	68.2	68.6
Other manual workers	12.5	13.7	21.0	59.6	65.3
<b>Total</b>	<b>27.4</b>	<b>28.8</b>	<b>21.3</b>	<b>128.6</b>	<b>135.2</b>

\* Source: Statistics Canada, 2016 Census.

**TABLE 3.1**

Distribution of women and men by occupational group in 2021 and 2022 (percentage)

Employment equity occupational group	2021		2022	
	Women distribution	Men distribution	Women distribution	Men distribution
Senior managers	0.7	1.0	0.7	1.0
Middle and other managers	12.9	11.3	12.8	11.3
Professionals	23.2	18.9	22.3	18.6
Semi-professionals and technicians	3.8	8.8	3.7	8.9
Supervisors	5.1	2.5	5.2	2.4
Supervisors: crafts and trades	0.4	2.3	0.4	2.2
Administrative and senior clerical personnel	4.6	1.2	5.4	1.7
Skilled sales and service personnel	5.3	2.9	5.6	3.4
Skilled crafts and trades workers	0.8	11.5	0.8	11.6
Clerical personnel	17.1	10.1	17.9	11.4
Intermediate sales and service personnel	20.9	8.2	20.4	8.3
Semi-skilled manual workers	4.5	19.7	4.4	18.8
Other sales and service personnel	0.4	0.4	0.5	0.5
Other manual workers	0.4	1.2	0.2	1.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE 3.2**

Distribution of Aboriginal and non-Aboriginal peoples by occupational group in 2021 and 2022 (percentage)

Employment equity occupational group	2021		2022	
	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	7.0	12.0	7.0	12.0
Professionals	10.9	20.9	10.6	20.3
Semi-professionals and technicians	7.4	6.8	7.1	6.8
Supervisors	3.9	3.5	4.3	3.5
Supervisors: crafts and trades	2.7	1.5	2.7	1.5
Administrative and senior clerical personnel	2.3	2.5	2.7	3.2
Skilled sales and service personnel	3.3	3.8	3.2	4.3
Skilled crafts and trades workers	12.9	7.2	12.8	7.1
Clerical personnel	12.2	12.9	14.9	14.0
Intermediate sales and service personnel	14.4	13.2	13.9	13.1
Semi-skilled manual workers	20.3	13.5	19.5	12.9
Other sales and service personnel	0.7	0.4	0.7	0.4
Other manual workers	1.7	0.8	1.6	0.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE 3.3**

Distribution of persons with and without disabilities by occupational group in 2021 and 2022 (percentage)

Employment equity occupational group	2021		2022	
	Persons with disabilities distribution	Persons without disabilities distribution	Persons with disabilities distribution	Persons without disabilities distribution
Senior managers	0.9	0.9	0.9	0.9
Middle and other managers	13.1	11.9	13.7	11.8
Professionals	22.9	20.5	22.3	20.0
Semi-professionals and technicians	5.1	6.9	4.8	6.9
Supervisors	5.2	3.4	5.5	3.4
Supervisors: crafts and trades	1.3	1.6	1.1	1.5
Administrative and senior clerical personnel	3.1	2.5	4.1	3.1
Skilled sales and service personnel	4.4	3.8	4.8	4.3
Skilled crafts and trades workers	5.4	7.4	4.9	7.4
Clerical personnel	16.6	12.7	18.3	13.8
Intermediate sales and service personnel	13.9	13.2	12.4	13.2
Semi-skilled manual workers	7.3	14.0	6.9	13.4
Other sales and service personnel	0.5	0.4	0.4	0.5
Other manual workers	0.5	0.9	0.5	0.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE 3.4**

Distribution of members and non-members of visible minorities by occupational group in 2021 and 2022 (percentage)

Employment equity occupational group	2021		2022	
	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	1.0
Middle and other managers	13.3	11.4	13.0	11.5
Professionals	28.3	17.7	27.3	17.2
Semi-professionals and technicians	4.2	7.8	4.4	7.8
Supervisors	3.2	3.6	3.1	3.7
Supervisors: crafts and trades	0.7	1.9	0.7	1.8
Administrative and senior clerical personnel	2.9	2.4	3.9	2.9
Skilled sales and service personnel	5.2	3.3	6.1	3.6
Skilled crafts and trades workers	4.4	8.4	4.3	8.5
Clerical personnel	13.2	12.7	14.2	13.9
Intermediate sales and service personnel	14.2	12.8	13.8	12.8
Semi-skilled manual workers	9.3	15.4	8.6	14.9
Other sales and service personnel	0.3	0.5	0.3	0.5
Other manual workers	0.4	1.0	0.4	0.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE 4.1**

Number, hires, promotions, terminations and net effect\* of designated group members in the banking and financial services sector in 2021 and 2022\*\*

Designated group	2021 number of employees	2022 number of employees	2021 number of hires	2022 number of hires	2021 number of promotions	2022 number of promotions	2021 number of terminations	2022 number of terminations	2021 net effect*	2022 net effect*
<b>Women</b>	141,444	152,279	24,960	70,174	25,139	49,889	20,768	49,607	4,192	20,567
<b>Aboriginal peoples</b>	3,725	3,913	684	1,815	704	1,236	558	1,338	126	477
<b>Persons with disabilities</b>	15,139	19,272	1,926	5,688	2,408	5,659	1,921	5,352	5	336
<b>Members of visible minorities</b>	102,002	117,489	20,226	66,002	18,041	40,706	14,389	37,829	5,837	28,173
<b>All employees</b>	<b>258,291</b>	<b>281,073</b>	<b>49,031</b>	<b>137,735</b>	<b>43,436</b>	<b>91,766</b>	<b>39,952</b>	<b>96,047</b>	<b>9,079</b>	<b>41,688</b>

\* 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 share of hires, promotions and terminations of designated group members in the banking and financial services sector in 2021 and 2022\* (percentage)

Designated group	2021 representation	2022 representation	2021 share of hires	2022 share of hires	2021 share of promotions	2022 share of promotions	2021 share of terminations	2022 share of terminations
<b>Women</b>	54.8	54.2	50.9	50.9	57.9	54.4	52.0	51.6
<b>Aboriginal peoples</b>	1.4	1.4	1.4	1.3	1.6	1.3	1.4	1.4
<b>Persons with disabilities</b>	5.9	6.9	3.9	4.1	5.5	6.2	4.8	5.6
<b>Members of visible minorities</b>	39.5	41.8	41.3	47.9	41.5	44.4	36.0	39.4
<b>All employees</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* 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 2021 and 2022\*\*

Designated group	2021 number of employees	2022 number of employees	2021 number of hires	2022 number of hires	2021 number of promotions	2022 number of promotions	2021 number of terminations	2022 number of terminations	2021 net effect*	2022 net effect*
Women	42,006	41,749	5,984	4,896	4,045	2,482	6,658	4,888	-674	8
Aboriginal peoples	2,589	2,636	237	248	179	123	349	312	-112	-64
Persons with disabilities	5,779	6,274	590	475	493	261	805	591	-215	-116
Members of visible minorities	29,983	30,961	4,403	3,162	3,360	1,466	4,891	2,797	-488	365
<b>All employees</b>	<b>117,123</b>	<b>118,515</b>	<b>15,126</b>	<b>13,912</b>	<b>9,899</b>	<b>6,245</b>	<b>18,078</b>	<b>13,962</b>	<b>-2,952</b>	<b>-50</b>

\* 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 share of hires, promotions and terminations of designated group members in the communications sector in 2021 and 2022\* (percentage)

Designated group	2021 representation	2022 representation	2021 share of hires	2022 share of hires	2021 share of promotions	2022 share of promotions	2021 share of terminations	2022 share of terminations
Women	35.9	35.2	39.6	35.2	40.9	39.7	36.8	35.0
Aboriginal peoples	2.2	2.2	1.6	1.8	1.8	2.0	1.9	2.2
Persons with disabilities	4.9	5.3	3.9	3.4	5.0	4.2	4.5	4.2
Members of visible minorities	25.6	26.1	29.1	22.7	33.9	23.5	27.1	20.0
<b>All employees</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* 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 2021 and 2022\*\*

Designated group	2021 number of employees	2022 number of employees	2021 number of hires	2022 number of hires	2021 number of promotions	2022 number of promotions	2021 number of terminations	2022 number of terminations	2021 net effect*	2022 net effect*
<b>Women</b>	85,742	105,748	13,370	58,453	3,864	9,090	17,745	49,581	-4,375	8,872
<b>Aboriginal peoples</b>	8,994	10,575	1,512	4,957	319	689	1,981	3,842	-469	1,115
<b>Persons with disabilities</b>	7,410	12,396	792	4,368	353	845	1,579	3,888	-787	480
<b>Members of visible minorities</b>	53,991	72,090	10,850	46,659	2,867	6,080	12,667	35,950	-1,817	10,709
<b>All employees</b>	<b>302,919</b>	<b>341,003</b>	<b>56,818</b>	<b>196,695</b>	<b>12,457</b>	<b>27,101</b>	<b>66,261</b>	<b>172,005</b>	<b>-9,443</b>	<b>24,690</b>

\* 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 share of hires, promotions and terminations of designated group members in the transportation sector in 2021 and 2022\* (percentage)

Designated group	2021 representation	2022 representation	2021 share of hires	2022 share of hires	2021 share of promotions	2022 share of promotions	2021 share of terminations	2022 share of terminations
<b>Women</b>	28.3	31.0	23.5	29.7	31.0	33.5	26.8	28.8
<b>Aboriginal peoples</b>	3.0	3.1	2.7	2.5	2.6	2.5	3.0	2.2
<b>Persons with disabilities</b>	2.4	3.6	1.4	2.2	2.8	3.1	2.4	2.3
<b>Members of visible minorities</b>	17.8	21.1	19.1	23.7	23.0	22.4	19.1	20.9
<b>All employees</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* 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 2021 and 2022\*\*

Designated group	2021 number of employees	2022 number of employees	2021 number of hires	2022 number of hires	2021 number of promotions	2022 number of promotions	2021 number of terminations	2022 number of terminations	2021 net effect*	2022 net effect*
Women	18,264	20,407	2,886	9,812	956	2,467	2,387	6,269	499	3,543
Aboriginal peoples	2,471	2,526	414	1,054	184	293	365	880	49	174
Persons with disabilities	1,776	1,793	149	356	78	180	159	398	-10	-42
Members of visible minorities	10,291	11,118	1,682	4,959	516	1,225	1,514	3,599	168	1,360
<b>All employees</b>	<b>59,083</b>	<b>63,780</b>	<b>8,466</b>	<b>26,582</b>	<b>3,055</b>	<b>6,797</b>	<b>8,065</b>	<b>19,268</b>	<b>401</b>	<b>7,314</b>

\* 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 share of hires, promotions and terminations of designated group members in the 'other' sector in 2021 and 2022\* (percentage)

Designated group	2021 representation	2022 representation	2021 share of hires	2022 share of hires	2021 share of promotions	2022 share of promotions	2021 share of terminations	2022 share of terminations
Women	30.9	32.0	34.1	36.9	31.3	36.3	29.6	32.5
Aboriginal peoples	4.2	4.0	4.9	4.0	6.0	4.3	4.5	4.6
Persons with disabilities	3.0	2.8	1.8	1.3	2.6	2.6	2.0	2.1
Members of visible minorities	17.4	17.4	19.9	18.7	16.9	18.0	18.8	18.7
<b>All employees</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* 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 2021 and 2022\*\*

Designated group	2021 number of employees	2022 number of employees	2021 number of hires	2022 number of hires	2021 number of promotions	2022 number of promotions	2021 number of terminations	2022 number of terminations	2021 net effect*	2022 net effect*
<b>Women</b>	290,316	320,020	54,209	143,335	34,004	63,928	49,291	110,345	4,918	32,990
<b>Aboriginal peoples</b>	18,080	19,621	3,602	8,074	1,386	2,341	3,536	6,372	66	1,702
<b>Persons with disabilities</b>	32,299	39,698	3,755	10,887	3,332	6,945	4,284	10,229	-529	658
<b>Members of visible minorities</b>	202,169	231,560	41,459	120,782	24,784	49,477	33,794	80,175	7,665	40,607
<b>All employees</b>	<b>738,356</b>	<b>803,434</b>	<b>146,197</b>	<b>374,924</b>	<b>68,847</b>	<b>131,909</b>	<b>140,557</b>	<b>301,282</b>	<b>5,640</b>	<b>73,642</b>

\* 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 share of hires, promotions and terminations of designated group members in all sectors in 2021 and 2022\* (percentage)

Designated group	2021 representation	2022 representation	2021 share of hires	2022 share of hires	2021 share of promotions	2022 share of promotions	2021 share of terminations	2022 share of terminations
<b>Women</b>	39.3	39.8	37.1	38.2	49.4	48.5	35.1	36.6
<b>Aboriginal peoples</b>	2.4	2.4	2.5	2.2	2.0	1.8	2.5	2.1
<b>Persons with disabilities</b>	4.4	4.9	2.6	2.9	4.8	5.3	3.0	3.4
<b>Members of visible minorities</b>	27.4	28.8	28.4	32.2	36.0	37.5	24.0	26.6
<b>All employees</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* 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, share, and representation of men and women in permanent full-time employment by salary range as of December 31, 2022

Salary range (dollars)	Number of all employees	Number of men	Share of men (percentage)	Number of women	Share of women (percentage)	Percentage of employees in this range who are women
Under 5,000	313	188	<0.1	125	<0.1	39.9
5,000 – 9,999	337	199	<0.1	138	<0.1	40.9
10,000 – 14,999	385	245	<0.1	140	<0.1	36.4
15,000 – 19,999	510	288	<0.1	222	<0.1	43.5
20,000 – 24,999	1,643	780	0.2	863	0.4	52.5
25,000 – 34,999	15,956	7,265	1.9	8691	3.6	54.5
35,000 – 49,999	105,036	52,723	13.9	52313	21.8	49.8
50,000 – 74,999	212,424	123,912	32.6	88512	37.0	41.7
75,000 – 99,999	134,487	89,322	23.5	45165	18.9	33.6
100,000 – 149,999	108,866	75,358	19.8	33508	14.0	30.8
150,000 – 199,999	24,671	18,290	4.8	6381	2.7	25.9
200,000 – 249,999	7,142	5,545	1.5	1597	0.7	22.4
250,000 and over	8,237	6,396	1.7	1841	0.8	22.4
<b>Total</b>	<b>620,007</b>	<b>380,511</b>	<b>100.0</b>	<b>239,496</b>	<b>100.0</b>	<b>38.6</b>

**TABLE 5.2**

Number, share, and representation of Indigenous peoples, including Indigenous men and Indigenous women, in permanent full-time employment by salary range as of December 31, 2022

Salary range (dollars)	Number of all employees	Number of Indigenous peoples	Share of Indigenous peoples (percentage)	Number of Indigenous men	Share of Indigenous men (percentage)	Number of Indigenous women	Share of Indigenous women (percentage)	Percentage of employees in this range who are Indigenous	Percentage of employees in this range who are Indigenous men	Percentage of employees in this range who are Indigenous women
Under 5,000	313	4	<0.1	3	<0.1	1	<0.1	1.3	1.0	0.3
5,000 – 9,999	337	8	<0.1	4	<0.1	4	<0.1	2.4	1.2	1.2
10,000 – 14,999	385	10	<0.1	5	<0.1	5	<0.1	2.6	1.3	1.3
15,000 – 19,999	510	12	<0.1	6	<0.1	6	0.1	2.4	1.2	1.2
20,000 – 24,999	1,643	30	0.2	13	0.1	17	0.3	1.8	0.8	1.0
25,000 – 34,999	15,956	449	3.1	223	2.4	226	4.3	2.8	1.4	1.4
35,000 – 49,999	105,036	2,772	19.1	1379	14.9	1393	26.5	2.6	1.3	1.3
50,000 – 74,999	212,424	4,879	33.7	2817	30.5	2062	39.3	2.3	1.3	1.0
75,000 – 99,999	134,487	3,263	22.5	2393	25.9	870	16.6	2.4	1.8	0.6
100,000 – 149,999	108,866	2,418	16.7	1883	20.4	535	10.2	2.2	1.7	0.5
150,000 – 199,999	24,671	429	3.0	347	3.8	82	1.6	1.7	1.4	0.3
200,000 – 249,999	7,142	106	0.7	77	0.8	29	0.6	1.5	1.1	0.4
250,000 and over	8,237	98	0.7	78	0.8	20	0.4	1.2	0.9	0.2
<b>Total</b>	<b>620,007</b>	<b>14,478</b>	<b>100.0</b>	<b>9,228</b>	<b>100.0</b>	<b>5,250</b>	<b>100.0</b>	<b>2.3</b>	<b>1.5</b>	<b>0.8</b>

**TABLE 5.3**

Number, share, and representation of persons with disabilities, including men with disabilities and women with disabilities, in permanent full-time employment by salary range as of December 31, 2022

Salary range (dollars)	Number of all employees	Number of persons with disabilities	Share of persons with disabilities (percentage)	Number of men with disabilities	Share of men with disabilities (percentage)	Number of women with disabilities	Share of women with disabilities (percentage)	Percentage of employees in this range who are persons with disabilities	Percentage of employees in this range who are men with disabilities	Percentage of employees in this range who are women with disabilities
Under 5,000	313	11	<0.1	3	<0.1	8	<0.1	3.5	1.0	2.6
5,000 - 9,999	337	12	<0.1	4	<0.1	8	<0.1	3.6	1.2	2.4
10,000 - 14,999	385	14	<0.1	12	<0.1	2	<0.1	3.6	3.1	0.5
15,000 - 19,999	510	20	<0.1	9	<0.1	11	<0.1	3.9	1.8	2.2
20,000 - 24,999	1,643	35	0.1	15	<0.1	20	0.1	2.1	0.9	1.2
25,000 - 34,999	15,956	542	1.8	260	1.7	282	1.9	3.4	1.6	1.8
35,000 - 49,999	105,036	5,296	17.8	2064	13.7	3232	22.0	5.0	2.0	3.1
50,000 - 74,999	212,424	10,531	35.4	5050	33.6	5481	37.2	5.0	2.4	2.6
75,000 - 99,999	134,487	6,525	21.9	3575	23.8	2950	20.0	4.9	2.7	2.2
100,000 - 149,999	108,866	5,243	17.6	3058	20.4	2185	14.8	4.8	2.8	2.0
150,000 - 199,999	24,671	1,035	3.5	667	4.4	368	2.5	4.2	2.7	1.5
200,000 - 249,999	7,142	209	0.7	135	0.9	74	0.5	2.9	1.9	1.0
250,000 and over	8,237	260	0.9	164	1.1	96	0.7	3.2	2.0	1.2
<b>Total</b>	<b>620,007</b>	<b>29,733</b>	<b>100.0</b>	<b>15,016</b>	<b>100.0</b>	<b>14,717</b>	<b>100.0</b>	<b>4.8</b>	<b>2.4</b>	<b>2.4</b>

**TABLE 5.4**

Number, share, and representation of members of visible minorities, including visible minority men and visible minority women, in permanent full-time employment by salary range as of December 31, 2022

Salary range (dollars)	Number of all employees	Number of members of visible minorities	Share of members of visible minorities (percentage)	Number of visible minority men	Share of visible minority men (percentage)	Number of visible minority women	Share of visible minority women (percentage)	Percentage of employees in this range who are members of visible minorities	Percentage of employees in this range who are visible minority men	Percentage of employees in this range who are visible minority women
<b>Under 5,000</b>	313	123	<0.1	77	<0.1	46	<0.1	39.3	24.6	14.7
<b>5,000 - 9,999</b>	337	108	<0.1	76	<0.1	32	<0.1	32.0	22.6	9.5
<b>10,000 - 14,999</b>	385	137	<0.1	87	<0.1	50	<0.1	35.6	22.6	13.0
<b>15,000 - 19,999</b>	510	153	<0.1	88	<0.1	65	<0.1	30.0	17.3	12.7
<b>20,000 - 24,999</b>	1,643	456	0.3	208	0.2	248	0.3	27.8	12.7	15.1
<b>25,000 - 34,999</b>	15,956	4,514	2.5	1974	1.9	2540	3.3	28.3	12.4	15.9
<b>35,000 - 49,999</b>	105,036	34,287	18.9	16592	15.9	17695	23.1	32.6	15.8	16.8
<b>50,000 - 74,999</b>	212,424	61,689	34.1	34875	33.4	26814	35.0	29.0	16.4	12.6
<b>75,000 - 99,999</b>	134,487	39,158	21.6	23982	22.9	15176	19.8	29.1	17.8	11.3
<b>100,000 - 149,999</b>	108,866	32,039	17.7	20748	19.9	11291	14.8	29.4	19.1	10.4
<b>150,000 - 199,999</b>	24,671	5,726	3.2	4008	3.8	1718	2.2	23.2	16.2	7.0
<b>200,000 - 249,999</b>	7,142	1,126	0.6	783	0.7	343	0.4	15.8	11.0	4.8
<b>250,000 and over</b>	8,237	1,543	0.9	1022	1.0	521	0.7	18.7	12.4	6.3
<b>Total</b>	<b>620,007</b>	<b>181,059</b>	<b>100.0</b>	<b>104,520</b>	<b>100.0</b>	<b>76,539</b>	<b>100.0</b>	<b>29.2</b>	<b>16.9</b>	<b>12.3</b>

**TABLE 6.1**

Number, share, and representation of men and women in permanent part-time employment by salary range as of December 31, 2022

Salary range (dollars)	Number of all employees	Number of men	Share of men (percentage)	Number of women	Share of women (percentage)	Percentage of employees in this range who are women
Under 5,000	1,481	953	2.1	528	1.2	35.7
5,000 – 9,999	3,059	1,786	4.0	1,273	2.9	41.6
10,000 – 14,999	5,841	3,250	7.3	2,591	5.9	44.4
15,000 – 19,999	14,946	8,291	18.7	6,655	15.2	44.5
20,000 – 24,999	10,259	4,913	11.1	5,346	12.2	52.1
25,000 – 34,999	18,130	7,978	18.0	10,152	23.2	56.0
35,000 – 49,999	22,991	11,016	24.8	11,975	27.3	52.1
50,000 – 74,999	9,360	4,793	10.8	4,567	10.4	48.8
75,000 – 99,999	1,286	852	1.9	434	1.0	33.7
100,000 – 149,999	687	462	1.0	225	0.5	32.8
150,000 – 199,999	102	66	0.1	36	<0.1	35.3
200,000 – 249,999	20	15	<0.1	5	<0.1	25.0
250,000 and over	14	9	<0.1	5	<0.1	35.7
<b>Total</b>	<b>88,176</b>	<b>44,384</b>	<b>100.0</b>	<b>43,792</b>	<b>100.0</b>	<b>49.7</b>

**TABLE 6.2**

Number, share, and representation of Indigenous peoples, including Indigenous men and Indigenous women, in permanent part-time employment by salary range as of December 31, 2022

Salary range (dollars)	Number of all employees	Number of Indigenous peoples	Share of Indigenous people (percentage)	Number of Indigenous men	Share of Indigenous men (percentage)	Number of Indigenous women	Share of Indigenous women (percentage)	Percentage of employees in this range who are Indigenous	Percentage of employees in this range who are Indigenous men	Percentage of employees in this range who are Indigenous women
<b>Under 5,000</b>	1,481	53	1.9	27	2.1	26	1.7	3.6	1.8	1.8
<b>5,000 - 9,999</b>	3,059	127	4.6	60	4.7	67	4.5	4.2	2.0	2.2
<b>10,000 - 14,999</b>	5,841	181	6.5	87	6.8	94	6.3	3.1	1.5	1.6
<b>15,000 - 19,999</b>	14,946	478	17.3	228	17.8	250	16.8	3.2	1.5	1.7
<b>20,000 - 24,999</b>	10,259	363	13.1	134	10.5	229	15.4	3.5	1.3	2.2
<b>25,000 - 34,999</b>	18,130	576	20.8	232	18.1	344	23.1	3.2	1.3	1.9
<b>35,000 - 49,999</b>	22,991	588	21.2	290	22.6	298	20.0	2.6	1.3	1.3
<b>50,000 - 74,999</b>	9,360	271	9.8	134	10.5	137	9.2	2.9	1.4	1.5
<b>75,000 - 99,999</b>	1,286	70	2.5	45	3.5	25	1.7	5.4	3.5	1.9
<b>100,000 - 149,999</b>	687	53	1.9	37	2.9	16	1.1	7.7	5.4	2.3
<b>150,000 - 199,999</b>	102	8	0.3	7	0.5	1	<0.1	7.8	6.9	1.0
<b>200,000 - 249,999</b>	20	0	<0.1	0	<0.1	0	<0.1	-	-	-
<b>250,000 and over</b>	14	0	<0.1	0	<0.1	0	<0.1	-	-	-
<b>Total</b>	<b>88,176</b>	<b>2,768</b>	<b>100.0</b>	<b>1,281</b>	<b>100.0</b>	<b>1,487</b>	<b>100.0</b>	<b>3.1</b>	<b>1.5</b>	<b>1.7</b>



**TABLE 6.3**

Number, share, and representation of persons with disabilities, including men with disabilities and women with disabilities, in permanent part-time employment by salary range as of December 31, 2022

Salary range (dollars)	Number of all employees	Number of persons with disabilities	Share of persons with disabilities (percentage)	Number of men with disabilities	Share of men with disabilities (percentage)	Number of women with disabilities	Share of women with disabilities (percentage)	Percentage of employees in this range who are persons with disabilities	Percentage of employees in this range who are men with disabilities	Percentage of employees in this range who are women with disabilities
Under 5,000	1,481	41	1.0	31	2.1	10	0.4	2.8	2.1	0.7
5,000 - 9,999	3,059	81	1.9	41	2.8	40	1.5	2.6	1.3	1.3
10,000 - 14,999	5,841	202	4.8	60	4.1	142	5.2	3.5	1.0	2.4
15,000 - 19,999	14,946	565	13.5	229	15.7	336	12.3	3.8	1.5	2.2
20,000 - 24,999	10,259	512	12.2	162	11.1	350	12.8	5.0	1.6	3.4
25,000 - 34,999	18,130	1,013	24.1	296	20.3	717	26.2	5.6	1.6	4.0
35,000 - 49,999	22,991	1,277	30.4	434	29.7	843	30.8	5.6	1.9	3.7
50,000 - 74,999	9,360	438	10.4	178	12.2	260	9.5	4.7	1.9	2.8
75,000 - 99,999	1,286	41	1.0	15	1.0	26	0.9	3.2	1.2	2.0
100,000 - 149,999	687	23	0.5	10	0.7	13	0.5	3.3	1.5	1.9
150,000 - 199,999	102	7	0.2	4	0.3	3	0.1	6.9	3.9	2.9
200,000 - 249,999	20	0	<0.1	0	<0.1	0	<0.1	-	-	-
250,000 and over	14	0	<0.1	0	<0.1	0	<0.1	-	-	-
<b>Total</b>	<b>88,176</b>	<b>4,200</b>	<b>100.0</b>	<b>1,460</b>	<b>100.0</b>	<b>2,740</b>	<b>100.0</b>	<b>4.8</b>	<b>1.7</b>	<b>3.1</b>

**TABLE 6.4**

Number, share, and representation of members of visible minorities, including visible minority men and visible minority women, in permanent part-time employment by salary range as of December 31, 2022

Salary range (dollars)	Number of all employees	Number of members of visible minorities	Share of members of visible minorities (percentage)	Number of visible minority men	Share of visible minority men (percentage)	Number of visible minority women	Share of visible minority women (percentage)	Percentage of employees in this range who are members of visible minorities	Percentage of employees in this range who are visible minority men	Percentage of employees in this range who are visible minority women
<b>Under 5,000</b>	1,481	263	1.1	165	1.3	98	0.9	17.8	11.1	6.6
<b>5,000 - 9,999</b>	3,059	529	2.3	312	2.5	217	2.1	17.3	10.2	7.1
<b>10,000 - 14,999</b>	5,841	1,215	5.3	673	5.5	542	5.1	20.8	11.5	9.3
<b>15,000 - 19,999</b>	14,946	3,810	16.6	2225	18.0	1585	15.0	25.5	14.9	10.6
<b>20,000 - 24,999</b>	10,259	2,626	11.5	1311	10.6	1315	12.5	25.6	12.8	12.8
<b>25,000 - 34,999</b>	18,130	4,966	21.7	2406	19.5	2560	24.2	27.4	13.3	14.1
<b>35,000 - 49,999</b>	22,991	6,902	30.2	3527	28.6	3375	32.0	30.0	15.3	14.7
<b>50,000 - 74,999</b>	9,360	2,147	9.4	1378	11.2	769	7.3	22.9	14.7	8.2
<b>75,000 - 99,999</b>	1,286	264	1.2	203	1.6	61	0.6	20.5	15.8	4.7
<b>100,000 - 149,999</b>	687	137	0.6	111	0.9	26	0.2	19.9	16.2	3.8
<b>150,000 - 199,999</b>	102	21	<0.1	14	0.1	7	<0.1	20.6	13.7	6.9
<b>200,000 - 249,999</b>	20	0	<0.1	0	<0.1	0	<0.1	-	-	-
<b>250,000 and over</b>	14	5	<0.1	3	<0.1	2	<0.1	35.7	21.4	14.3
<b>Total</b>	<b>88,176</b>	<b>22,885</b>	<b>100.0</b>	<b>12,328</b>	<b>100.0</b>	<b>10,557</b>	<b>100.0</b>	<b>26.0</b>	<b>14.0</b>	<b>12.0</b>

**TABLE 7.1**

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

Sector	Amount paid by the median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.82	0.0	0.0	18.6	79.1	0.0	2.3	0.0	0.0	0.0
Communications	\$0.91	0.0	0.0	7.0	77.2	0.0	10.5	3.5	1.8	0.0
Transportation	\$0.88	1.1	1.7	14.0	64.7	0.6	16.2	0.6	0.9	0.3
'Other'	\$0.91	0.0	2.4	8.5	74.4	0.0	13.4	0.0	1.2	0.0
<b>All sectors</b>	<b>\$0.88</b>	<b>0.8</b>	<b>1.5</b>	<b>12.8</b>	<b>68.7</b>	<b>0.4</b>	<b>14.1</b>	<b>0.8</b>	<b>0.9</b>	<b>0.2</b>

**TABLE 7.2**

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 median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.54	2.3	34.9	37.2	16.3	0.0	4.7	0.0	2.3	2.3
Communications	\$0.79	3.5	7.0	22.8	29.8	0.0	12.3	7.0	12.3	5.3
Transportation	\$0.75	5.7	14.5	17.7	14.8	0.3	8.0	4.0	10.8	24.2
'Other'	\$0.85	3.7	14.6	15.9	30.5	1.2	17.1	1.2	2.4	13.4
<b>All sectors</b>	<b>\$0.76</b>	<b>4.9</b>	<b>15.4</b>	<b>19.5</b>	<b>18.9</b>	<b>0.4</b>	<b>9.6</b>	<b>3.6</b>	<b>9.0</b>	<b>18.8</b>

**TABLE 7.3**

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

Sector	Percentage receiving bonus pay in the median employer	Percentage of employers where 0% receive bonus pay	Percentage of employers where 1% to 25% receive bonus pay	Percentage of employers where 26% to 50% receive bonus pay	Percentage of employers where 51% to 75% receive bonus pay	Percentage of employers where 76% to 99% receive bonus pay	Percentage of employers where 100% receive bonus pay	Percentage of employer with no data available
Banking and Financial Services	83	2.3	4.7	7.0	14.0	72.1	0.0	0.0
Communications	56	5.3	26.3	14.0	17.5	33.3	3.5	0.0
Transportation	19	23.6	31.1	12.3	10.8	19.9	2.0	0.3
'Other'	35	13.4	32.9	9.8	19.5	20.7	3.7	0.0
<b>All sectors</b>	<b>30</b>	<b>18.4</b>	<b>28.7</b>	<b>11.6</b>	<b>13.1</b>	<b>25.7</b>	<b>2.3</b>	<b>0.2</b>

**TABLE 7.4**

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

Sector	Percentage receiving bonus pay in the median employer	Percentage of employers where 0% receive bonus pay	Percentage of employers where 1% to 25% receive bonus pay	Percentage of employers where 26% to 50% receive bonus pay	Percentage of employers where 51% to 75% receive bonus pay	Percentage of employers where 76% to 99% receive	Percentage of employers where 100% receive bonus pay	Percentage of employer with no data available
Banking and Financial Services	80	2.3	4.7	4.7	20.9	65.1	2.3	0.0
Communications	60	3.5	22.8	15.8	19.3	38.6	0.0	0.0
Transportation	21	18.8	33.0	13.7	11.7	22.5	0.3	0.0
'Other'	36	12.2	31.7	14.6	17.1	23.2	1.2	0.0
<b>All sectors</b>	<b>36</b>	<b>14.8</b>	<b>29.5</b>	<b>13.3</b>	<b>14.1</b>	<b>27.8</b>	<b>0.6</b>	<b>0.0</b>

**TABLE 7.5**

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 median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.73	2.3	20.9	30.2	25.6	0.0	2.3	7.0	7.0	4.7
Communications	\$0.53	10.5	26.3	31.6	8.8	0.0	0.0	1.8	5.3	15.8
Transportation	\$0.54	13.4	23.4	25.9	10.8	0.0	4.8	2.6	2.8	16.2
'Other'	\$0.57	6.1	29.3	26.8	15.9	0.0	11.0	2.4	2.4	6.1
<b>All sectors</b>	<b>\$0.55</b>	<b>11.1</b>	<b>24.4</b>	<b>27.0</b>	<b>12.6</b>	<b>0.0</b>	<b>5.1</b>	<b>2.8</b>	<b>3.4</b>	<b>13.7</b>

**TABLE 7.6**

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

Sector	Difference in the median employer	Percentage of employers where the mean woman works at least 100 fewer overtime hours	Percentage of employers where the mean woman works 50 to 99 fewer overtime hours	Percentage of employers where the mean woman works 1 to 49 fewer overtime hours	Percentage of employers where the mean woman works the same number of overtime hours	Percentage of employers where the mean woman works 1 to 49 more overtime hours	Percentage of employers where the mean woman works 50 to 99 more overtime hours	Percentage of employers where the mean woman works at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	10 fewer hours	0.0	2.3	72.1	0.0	16.3	2.3	2.3	4.7
Communications	26 fewer hours	3.5	14.0	59.6	0.0	7.0	0.0	0.0	15.8
Transportation	40 fewer hours	20.8	15.1	35.3	0.0	9.7	1.7	1.1	16.2
Other	37 fewer hours	26.8	15.9	34.1	2.4	12.2	1.2	1.2	6.1
<b>All sectors</b>	<b>33 fewer hours</b>	<b>18.2</b>	<b>14.1</b>	<b>40.7</b>	<b>0.4</b>	<b>10.3</b>	<b>1.5</b>	<b>1.1</b>	<b>13.7</b>

**TABLE 7.7**

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

Sector	Difference in the median employer	Percentage of employers where the median woman works at least 100 fewer overtime hours	Percentage of employers where the median woman works 50 to 99 fewer overtime hours	Percentage of employers where the median woman works 1 to 49 fewer overtime hours	Percentage of employers where the median woman works the same number of overtime hours	Percentage of employers where the median woman works 1 to 49 more overtime hours	Percentage of employers where the median woman works 50 to 99 more overtime hours	Percentage of employers where the median woman works at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	3 fewer hours	2.3	2.3	58.1	4.7	27.9	0.0	0.0	4.7
Communications	17 fewer hours	1.8	7.0	64.9	0.0	10.5	0.0	0.0	15.8
Transportation	25 fewer hours	16.2	11.4	40.5	0.0	12.5	1.7	1.4	16.2
Other	30 fewer hours	17.1	18.3	47.6	3.7	4.9	0.0	2.4	6.1
All sectors	19 fewer hours	13.7	11.3	45.6	0.9	12.4	1.1	1.3	13.7

**TABLE 7.8**

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

Sector	Percentage receiving overtime pay in the median employer	Percentage of employers where 0% receive overtime pay	Percentage of employers where 1% to 25% receive overtime pay	Percentage of employers where 26% to 50% receive overtime pay	Percentage of employers where 51% to 75% receive overtime pay	Percentage of employers where 76% to 99% receive overtime pay	Percentage of employers where 100% receive overtime pay	Percentage of employer with no data available
Banking and Financial Services	20	4.7	60.5	27.9	7.0	0.0	0.0	0.0
Communications	28	14.0	31.6	35.1	17.5	1.8	0.0	0.0
Transportation	37	15.7	20.5	29.9	22.5	10.5	0.6	0.3
'Other'	38	6.1	22.0	39.0	23.2	8.5	1.2	0.0
All sectors	33	13.1	25.1	31.7	20.8	8.4	0.6	0.2

**TABLE 7.9**

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

Sector	Percentage receiving overtime pay in the median employer	Percentage of employers where 0% receive overtime pay	Percentage of employers where 1% to 25% receive overtime pay	Percentage of employers where 26% to 50% receive overtime pay	Percentage of employers where 51% to 75% receive overtime pay	Percentage of employers where 76% to 99% receive	Percentage of employers where 100% receive overtime pay	Percentage of employer with no data available
Banking and Financial Services	20	4.7	60.5	27.9	7.0	0.0	0.0	0.0
Communications	28	14.0	31.6	35.1	17.5	1.8	0.0	0.0
Transportation	37	15.7	20.5	29.9	22.5	10.5	0.6	0.3
'Other'	38	6.1	22.0	39.0	23.2	8.5	1.2	0.0
All sectors	33	13.1	25.1	31.7	20.8	8.4	0.6	0.2

**TABLE 8.1**

Hourly wage 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 median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.90	0.0	0.0	7.0	48.8	0.0	18.6	0.0	2.3	23.3
Communications	\$0.91	0.0	0.0	14.0	36.8	0.0	19.3	3.5	3.5	22.8
Transportation	\$0.93	0.6	0.6	8.0	51.3	1.1	15.4	3.1	2.0	17.9
'Other'	\$0.90	2.4	1.2	9.8	52.4	0.0	19.5	1.2	0.0	13.4
All sectors	\$0.92	0.8	0.6	8.8	49.7	0.8	16.7	2.6	1.9	18.2

**TABLE 8.2**

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 median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.75	2.3	14.0	18.6	23.3	2.3	4.7	0.0	7.0	27.9
Communications	\$0.51	12.3	17.5	14.0	7.0	0.0	3.5	0.0	7.0	38.6
Transportation	\$0.64	9.7	10.0	11.7	9.7	0.0	3.4	1.7	6.3	47.6
'Other'	\$0.65	3.7	17.1	20.7	8.5	0.0	4.9	2.4	6.1	36.6
All sectors	\$0.66	8.4	12.2	13.9	10.3	0.2	3.8	1.5	6.4	43.3

**TABLE 8.3**

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

Sector	Percentage receiving bonus pay in the median employer	Percentage of employers where 0% receive bonus pay	Percentage of employers where 1% to 25% receive bonus pay	Percentage of employers where 26% to 50% receive bonus pay	Percentage of employers where 51% to 75% receive bonus pay	Percentage of employers where 76% to 99% receive bonus pay	Percentage of employers where 100% receive bonus pay	Percentage of employer with no data available
Banking and Financial Services	89	4.7	0.0	9.3	2.3	46.5	14.0	23.3
Communications	46	15.8	14.0	12.3	5.3	14.0	15.8	22.8
Transportation	20	29.6	15.4	11.1	7.1	6.8	12.0	17.9
'Other'	31	23.2	18.3	11.0	13.4	11.0	9.8	13.4
All sectors	31	25.1	14.4	11.1	7.5	11.4	12.2	18.2



**TABLE 8.4**

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 median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.77	4.7	7.0	14.0	11.6	0.0	0.0	2.3	14.0	46.5
Communications	\$0.84	5.3	3.5	14.0	12.3	0.0	7.0	0.0	10.5	47.4
Transportation	\$0.89	7.7	7.1	10.5	13.7	0.0	11.1	6.3	9.7	33.9
'Other'	\$0.86	4.9	4.9	15.9	22.0	0.0	11.0	4.9	9.8	26.8
<b>All sectors</b>	<b>\$0.87</b>	<b>6.8</b>	<b>6.4</b>	<b>12.0</b>	<b>14.6</b>	<b>0.0</b>	<b>9.8</b>	<b>5.1</b>	<b>10.1</b>	<b>35.3</b>

**TABLE 8.5**

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 median employer	Percentage of employers where the mean Aboriginal person works at least 100 fewer overtime hours	Percentage of employers where the mean Aboriginal person works 50 to 99 fewer overtime hours	Percentage of employers where the mean Aboriginal person works 1 to 49 fewer overtime hours	Percentage of employers where the mean Aboriginal person works the same number of overtime hours	Percentage of employers where the mean Aboriginal person works 1 to 49 more overtime hours	Percentage of employers where the mean Aboriginal person works 50 to 99 more overtime hours	Percentage of employers where the mean Aboriginal person works at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	7 fewer hours	2.3	2.3	32.6	0.0	11.6	4.7	0.0	46.5
Communications	7 fewer hours	0.0	3.5	31.6	0.0	15.8	1.8	0.0	47.4
Transportation	5 fewer hours	6.0	7.7	22.5	0.3	16.5	7.4	5.7	33.9
Other	6 fewer hours	6.1	8.5	23.2	1.2	28.0	4.9	1.2	26.8
<b>All sectors</b>	<b>6 fewer hours</b>	<b>5.1</b>	<b>6.9</b>	<b>24.4</b>	<b>0.4</b>	<b>17.8</b>	<b>6.2</b>	<b>3.9</b>	<b>35.3</b>

**TABLE 8.6**

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	Percentage of employers where the median Aboriginal person works at least 100 fewer overtime hours	Percentage of employers where the median Aboriginal person works 50 to 99 fewer overtime hours	Percentage of employers where the median Aboriginal person works 1 to 49 fewer overtime hours	Percentage of employers where the median Aboriginal person works the same number of overtime hours	Percentage of employers where the median Aboriginal person works 1 to 49 more overtime hours	Percentage of employers where the median Aboriginal person works 50 to 99 more overtime hours	Percentage of employers where the median Aboriginal person works at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	1 fewer hour	0.0	2.3	32.6	0.0	16.3	0.0	2.3	46.5
Communications	1 more hour	0.0	1.8	19.3	1.8	28.1	1.8	0.0	47.4
Transportation	4 more hours	2.6	4.0	23.1	0.3	21.7	6.0	8.5	33.9
Other	5 more hours	4.9	2.4	23.2	1.2	26.8	8.5	6.1	26.8
All sectors	3 more hours	2.4	3.4	23.5	0.6	22.7	5.4	6.8	35.3

**TABLE 8.7**

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

Sector	Percentage receiving overtime pay in the median employer	Percentage of employers where 0% receive overtime pay	Percentage of employers where 1% to 25% receive overtime pay	Percentage of employers where 26% to 50% receive overtime pay	Percentage of employers where 51% to 75% receive overtime pay	Percentage of employers where 76% to 99% receive overtime pay	Percentage of employers where 100% receive overtime pay	Percentage of employer with no data available
Banking and Financial Services	18	23.3	27.9	14.0	7.0	2.3	2.3	23.3
Communications	37	24.6	8.8	12.3	19.3	7.0	5.3	22.8
Transportation	62	16.0	9.4	10.8	16.5	17.4	12.0	17.9
'Other'	64	13.4	6.1	18.3	17.1	18.3	13.4	13.4
All sectors	54	17.1	10.3	12.4	16.1	15.2	10.7	18.2

**TABLE 9.1**

Hourly wage 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 median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.98	0.0	2.3	9.3	46.5	0.0	30.2	2.3	0.0	9.3
Communications	\$0.90	0.0	1.8	12.3	52.6	1.8	19.3	5.3	0.0	7.0
Transportation	\$0.93	0.3	2.3	8.5	48.4	0.0	18.8	2.3	3.4	16.0
Other	\$0.92	2.4	2.4	8.5	48.8	0.0	22.0	2.4	2.4	11.0
<b>All sectors</b>	<b>\$0.93</b>	<b>0.6</b>	<b>2.3</b>	<b>9.0</b>	<b>48.8</b>	<b>0.2</b>	<b>20.3</b>	<b>2.6</b>	<b>2.6</b>	<b>13.7</b>

**TABLE 9.2**

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 median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.89	9.3	4.7	11.6	27.9	2.3	2.3	16.3	9.3	16.3
Communications	\$0.61	19.3	12.3	24.6	10.5	0.0	5.3	3.5	3.5	21.1
Transportation	\$0.69	8.5	10.3	12.3	7.7	0.0	5.4	1.4	8.0	46.4
Other	\$0.74	8.5	6.1	19.5	13.4	0.0	8.5	1.2	7.3	35.4
<b>All sectors</b>	<b>\$0.70</b>	<b>9.8</b>	<b>9.4</b>	<b>14.6</b>	<b>10.5</b>	<b>0.2</b>	<b>5.6</b>	<b>2.8</b>	<b>7.5</b>	<b>39.6</b>

**TABLE 9.3**

Percentage of persons with disabilities receiving bonus pay, including distribution of employers, by sector

Sector	Percentage receiving bonus pay in the median employer	Percentage of employers where 0% receive bonus pay	Percentage of employers where 1% to 25% receive bonus pay	Percentage of employers where 26% to 50% receive bonus pay	Percentage of employers where 51% to 75% receive bonus pay	Percentage of employers where 76% to 99% receive bonus pay	Percentage of employers where 100% receive bonus pay	Percentage of employer with no data available
Banking and Financial Services	87	7.0	0.0	7.0	18.6	46.5	11.6	9.3
Communications	50	14.0	17.5	15.8	12.3	15.8	17.5	7.0
Transportation	25	30.5	12.5	11.1	6.8	8.5	14.5	16.0
Other	29	24.4	18.3	14.6	9.8	9.8	12.2	11.0
All sectors	37	25.9	12.9	11.8	8.8	12.6	14.3	13.7

**TABLE 9.4**

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 median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.82	9.3	7.0	11.6	16.3	0.0	7.0	4.7	4.7	39.5
Communications	\$0.83	1.8	10.5	8.8	24.6	0.0	5.3	5.3	3.5	40.4
Transportation	\$0.72	10.5	9.4	15.1	11.4	0.0	8.5	4.3	7.4	33.3
Other	\$0.78	6.1	12.2	15.9	15.9	0.0	11.0	2.4	8.5	28.0
All sectors	\$0.76	8.8	9.8	14.3	13.9	0.0	8.4	4.1	6.9	33.8

**TABLE 9.5**

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 median employer	Percentage of employers where the mean person with a disability works at least 100 fewer overtime hours	Percentage of employers where the mean person with a disability works 50 to 99 fewer overtime hours	Percentage of employers where the mean person with a disability works 1 to 49 fewer overtime hours	Percentage of employers where the mean person with a disability works the same number of overtime hours	Percentage of employers where the mean person with a disability works 1 to 49 more overtime hours	Percentage of employers where the mean person with a disability works 50 to 99 more overtime hours	Percentage of employers where the mean person with a disability works at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	6 fewer hours	0.0	4.7	37.2	0.0	18.6	0.0	0.0	39.5
Communications	8 fewer hours	0.0	5.3	36.8	0.0	15.8	1.8	0.0	40.4
Transportation	24 fewer hours	8.8	12.8	23.9	0.3	12.8	4.8	3.1	33.3
Other	22 fewer hours	7.3	15.9	24.4	1.2	14.6	3.7	4.9	28.0
All sectors	18 fewer hours	6.9	11.8	26.5	0.4	13.9	3.9	2.8	33.8

**TABLE 9.6**

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	Percentage of employers where the median person with a disability works at least 100 fewer overtime hours	Percentage of employers where the median person with a disability works 50 to 99 fewer overtime hours	Percentage of employers where the median person with a disability works 1 to 49 fewer overtime hours	Percentage of employers where the median person with a disability works the same number of overtime hours	Percentage of employers where the median person with a disability works 1 to 49 more overtime hours	Percentage of employers where the median person with a disability works 50 to 99 more overtime hours	Percentage of employers where the median person with a disability works at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
<b>Banking and Financial Services</b>	1 fewer hour	0.0	0.0	37.2	0.0	18.6	4.7	0.0	39.5
<b>Communications</b>	4 fewer hours	0.0	0.0	35.1	0.0	22.8	1.8	0.0	40.4
<b>Transportation</b>	6 fewer hours	4.6	6.8	26.5	1.1	15.7	5.4	6.6	33.3
<b>Other</b>	4 fewer hours	3.7	6.1	34.1	1.2	15.9	3.7	7.3	28.0
<b>All sectors</b>	<b>4 fewer hours</b>	<b>3.6</b>	<b>5.4</b>	<b>29.5</b>	<b>0.9</b>	<b>16.7</b>	<b>4.7</b>	<b>5.4</b>	<b>33.8</b>

**TABLE 9.7**

Percentage of persons with disabilities receiving overtime pay, including distribution of employers, by sector

Sector	Percentage receiving overtime pay in the median employer	Percentage of employers where 0% receive overtime pay	Percentage of employers where 1% to 25% receive overtime pay	Percentage of employers where 26% to 50% receive overtime pay	Percentage of employers where 51% to 75% receive overtime pay	Percentage of employers where 76% to 99% receive overtime pay	Percentage of employers where 100% receive overtime pay	Percentage of employer with no data available
Banking and Financial Services	15	30.2	39.5	9.3	9.3	0.0	2.3	9.3
Communications	33	33.3	10.5	22.8	15.8	7.0	3.5	7.0
Transportation	50	17.4	9.1	16.5	17.7	10.3	13.1	16.0
Other	50	17.1	6.1	24.4	24.4	9.8	7.3	11.0
<b>All sectors</b>	<b>46</b>	<b>20.1</b>	<b>11.3</b>	<b>17.8</b>	<b>17.8</b>	<b>9.0</b>	<b>10.3</b>	<b>13.7</b>

**TABLE 10.1**

Hourly wage 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 median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.90	0.0	4.7	2.3	76.7	0.0	11.6	2.3	0.0	2.3
Communications	\$0.93	0.0	0.0	12.3	54.4	1.8	28.1	0.0	1.8	1.8
Transportation	\$0.92	0.3	2.3	8.0	66.7	1.1	16.0	0.9	0.6	4.3
Other	\$0.91	1.2	3.7	2.4	75.6	0.0	9.8	0.0	2.4	4.9
<b>All sectors</b>	<b>\$0.92</b>	<b>0.4</b>	<b>2.4</b>	<b>7.1</b>	<b>67.5</b>	<b>0.9</b>	<b>15.9</b>	<b>0.8</b>	<b>0.9</b>	<b>3.9</b>

**TABLE 10.2**

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 median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$0.67	4.7	16.3	39.5	25.6	0.0	4.7	2.3	2.3	4.7
Communications	\$0.63	3.5	26.3	29.8	21.1	0.0	3.5	0.0	1.8	14.0
Transportation	\$0.63	8.0	16.0	19.7	11.1	0.3	8.3	2.8	3.1	30.8
Other	\$0.74	3.7	18.3	19.5	19.5	0.0	8.5	3.7	6.1	20.7
<b>All sectors</b>	<b>\$0.66</b>	<b>6.6</b>	<b>17.4</b>	<b>22.3</b>	<b>14.6</b>	<b>0.2</b>	<b>7.5</b>	<b>2.6</b>	<b>3.4</b>	<b>0.0</b>

**TABLE 10.3**

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

Sector	Percentage receiving bonus pay in the median employer	Percentage of employers where 0% receive bonus pay	Percentage of employers where 1% to 25% receive bonus pay	Percentage of employers where 26% to 50% receive bonus pay	Percentage of employers where 51% to 75% receive bonus pay	Percentage of employers where 76% to 99% receive bonus pay	Percentage of employers where 100% receive bonus pay	Percentage of employer with no data available
Banking and Financial Services	74	2.3	7.0	7.0	39.5	41.9	2.3	0.0
Communications	62	10.5	24.6	8.8	21.1	35.1	0.0	0.0
Transportation	19	26.2	23.9	14.2	11.4	14.5	5.4	4.3
Other	37	15.9	29.3	12.2	18.3	14.6	4.9	4.9
<b>All sectors</b>	<b>33</b>	<b>21.0</b>	<b>23.5</b>	<b>12.8</b>	<b>15.8</b>	<b>18.9</b>	<b>4.5</b>	<b>3.6</b>



**TABLE 10.4**

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 median employer	Percentage of employers paying \$0.25 or less	Percentage of employers paying \$0.26 to \$0.50	Percentage of employers paying \$0.51 to \$0.75	Percentage of employers paying \$0.76 to \$0.99	Percentage of employers with no pay gap (paying \$1.00)	Percentage of employers paying \$1.01 to \$1.24	Percentage of employers paying \$1.25 to \$1.49	Percentage of employers paying \$1.50 or more	Percentage of employers with no applicable pay gap
Banking and Financial Services	\$1.04	0.0	7.0	7.0	25.6	0.0	27.9	2.3	16.3	14.0
Communications	\$0.94	5.3	1.8	12.3	19.3	0.0	24.6	8.8	3.5	24.6
Transportation	\$1.00	3.4	7.1	12.5	15.1	0.0	19.1	10.5	10.0	22.2
Other	\$0.95	4.9	3.7	14.6	28.0	0.0	23.2	7.3	7.3	11.0
<b>All sectors</b>	<b>\$1.00</b>	<b>3.6</b>	<b>6.0</b>	<b>12.4</b>	<b>18.4</b>	<b>0.0</b>	<b>21.0</b>	<b>9.2</b>	<b>9.4</b>	<b>0.0</b>

**TABLE 10.5**

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 median employer	Percentage of employers where the mean member of a visible minority works at least 100 fewer overtime hours	Percentage of employers where the mean member of a visible minority works 50 to 99 fewer overtime hours	Percentage of employers where the mean member of a visible minority works 1 to 49 fewer overtime hours	Percentage of employers where the mean member of a visible minority works the same number of overtime hours	Percentage of employers where the mean member of a visible minority works 1 to 49 more overtime hours	Percentage of employers where the mean member of a visible minority works 50 to 99 more overtime hours	Percentage of employers where the mean member of a visible minority works at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	1 fewer hour	2.3	2.3	44.2	2.3	34.9	0.0	0.0	14.0
Communications	2 fewer hours	0.0	1.8	38.6	0.0	35.1	0.0	0.0	24.6
Transportation	3 more hours	5.1	7.7	22.2	0.3	30.2	6.8	5.4	22.2
Other	1 fewer hour	6.1	6.1	32.9	1.2	31.7	6.1	4.9	11.0
<b>All sectors</b>	<b>1 more hour</b>	<b>4.5</b>	<b>6.4</b>	<b>27.4</b>	<b>0.6</b>	<b>31.3</b>	<b>5.4</b>	<b>4.3</b>	<b>20.1</b>

**TABLE 10.6**

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	Percentage of employers where the median member of a visible minority works at least 100 fewer overtime hours	Percentage of employers where the median member of a visible minority works 50 to 99 fewer overtime hours	Percentage of employers where the median member of a visible minority works 1 to 49 fewer overtime hours	Percentage of employers where the median member of a visible minority works the same number of overtime hours	Percentage of employers where the median member of a visible minority works 1 to 49 more overtime hours	Percentage of employers where the median member of a visible minority works 50 to 99 more overtime hours	Percentage of employers where the median member of a visible minority works at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	3 more hours	0.0	0.0	32.6	0.0	53.5	0.0	0.0	14.0
Communications	1 fewer hour	0.0	0.0	42.1	0.0	33.3	0.0	0.0	24.6
Transportation	3 more hours	5.1	4.8	23.4	0.3	31.9	4.8	7.4	22.2
Other	2 more hours	4.9	3.7	32.9	2.4	35.4	2.4	7.3	11.0
<b>All sectors</b>	<b>3 more hours</b>	<b>4.1</b>	<b>3.8</b>	<b>27.6</b>	<b>0.6</b>	<b>34.3</b>	<b>3.6</b>	<b>6.0</b>	<b>20.1</b>

**TABLE 10.7**

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

Sector	Percentage receiving overtime pay in the median employer	Percentage of employers where 0% receive overtime pay	Percentage of employers where 1% to 25% receive overtime pay	Percentage of employers where 26% to 50% receive overtime pay	Percentage of employers where 51% to 75% receive overtime pay	Percentage of employers where 76% to 99% receive overtime pay	Percentage of employers where 100% receive overtime pay	Percentage of employer with no data available
Banking and Financial Services	20	4.7	60.5	32.6	2.3	0.0	0.0	0.0
Communications	33	21.1	17.5	29.8	21.1	8.8	1.8	0.0
Transportation	50	17.9	12.5	19.1	21.9	19.7	4.6	4.3
Other	55	6.1	15.9	18.3	31.7	19.5	3.7	4.9
<b>All sectors</b>	<b>46</b>	<b>15.4</b>	<b>17.4</b>	<b>21.2</b>	<b>21.8</b>	<b>16.9</b>	<b>3.8</b>	<b>3.6</b>