

# Evaluation of the Employment Equity Programs (EEP) 2011-12 to 2015-16

The Legislated Employment Equity Program, the Federal Contractors Program, and the Workplace Opportunities Program support the *Employment Equity Act* by improving workplace<sup>1</sup> equity for designated groups in private-sector workplaces. Designated groups include: women, Indigenous peoples, persons with disabilities and members of visible minorities.



## KEY FINDINGS

The Programs promoted equitable representation and adherence to obligations under the Act:

- By 2015-16, representation of each designated group had increased; yet only members of visible minorities reached levels of labour market availability.
- Women earned lower salaries than men across all the designated groups. For example, there was a sizeable gap (approx. 15%) in earnings between men and women in the top salary range (\$60,000 and above) in 2015.
- The salary gap was more pronounced among Indigenous women in that year. For example, there were 9.1% fewer Indigenous women making \$60,000 compared to all women at that salary range, and 24.4% fewer than all men.
- Earnings were also substantially lower for women with disabilities in 2015. In particular, there were 3.6% fewer women with disabilities making \$60,000 compared to all women at that salary range, and 18.9% fewer than all men.
- The vast majority of employers understood their employment equity obligations under the Act, according to survey results. As well, administrative data indicated that 100% of employer reports had been submitted on time.



## OBSERVATIONS FOR PROGRAM IMPROVEMENT

1. re-examining definitions of the designated groups;
2. the need for greater capacity/resources; and
3. enhancing performance measurement and access to information for the next evaluation period.

The full Evaluation of the Employment Equity Programs is available on Employment and Social Development Canada's website.

<sup>1</sup>Sectors include: the federally regulated private-sector and provincially regulated contractors with the Federal government.

