

OVERVIEW OF THE 2024 EMPLOYMENT EQUITY ACT ANNUAL REPORT

EMPLOYMENT EQUITY IN CANADA

- The Government of Canada believes that Canada's strength lies in its diversity. One of the ways this is demonstrated is through the *Employment Equity Act*, which aims to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability.
- The 2024 *Employment Equity Act* Annual Report provides the latest information on the representation of designated groups in federally regulated private sector workplaces. The 2024 report highlights important progress, particularly in the increased representation of persons with disabilities across all sectors and continued gains among members of visible minorities. It also acknowledges that gaps and barriers to full inclusion remain for women, Aboriginal peoples, persons with disabilities and members of visible minorities.
- This overview features key highlights related to the 2024 report.

WORKFORCE

As of December 31, 2023, the federally regulated private sector workforce includes 792,534 employees (a 1.5% decrease from the previous year). Designated group members are represented as follows:

Women

312,155

Aboriginal peoples

19,282

Persons with disabilities

41,182

Members of visible minorities

238,785

ATTAINMENT RATE

- One way to measure progress in employment equity is by looking at the attainment rate of a designated group. This involves evaluating how closely the representation of people from designated groups aligns with their availability in the labour market.
- If the attainment of a designated group approaches 100%, this indicates that the specific group is well represented in the labour force.

	ATTAINMENT RATE	
WOMEN	Representation rate: 39.4% Labour market availability: 48.2%	= 81.7% ↓
ABORIGINAL PEOPLES	Representation rate: 2.4% Labour market availability: 4.2%	= 58.5% ↓
PERSONS WITH DISABILITIES	Representation rate: 5.2% Labour market availability: 12.3%	= 42.2% ↑
MEMBERS OF VISIBLE MINORITIES	Representation rate: 30.1% Labour market availability: 26.8%	= 112.6% ↑

Sources: Statistics Canada, 2021 Census and 2022 Canadian Survey on Disability.

HIRES, PROMOTIONS AND TERMINATIONS

- To understand how designated groups are doing in federally regulated workplaces, we need to look at hiring, promotion and termination trends. These patterns help explain changes in representation over time.
- Looking at hiring and termination rates helps explain why some designated groups are more represented in the workforce. In this case, more hires than terminations among visible minorities shows why they make up a larger share of the labour market.

	HIRES	PROMOTIONS	TERMINATIONS
WOMEN	40.9% ↑	48.9% ↑	39.9% ↑
ABORIGINAL PEOPLES	2% ↓	1.8% —	2.1% —
PERSONS WITH DISABILITIES	3.3% ↑	5.3% —	4% ↑
MEMBERS OF VISIBLE MINORITIES	35.3% ↑	38.1% ↑	28.8% ↑

(↑): increase / (↓): decrease / (—): stable compared to the 2023 *Employment Equity Act* Annual Report.

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HOURLY WAGE GAPS

- A different way to measure progress in employment equity in Canada is by looking at the hourly wage differences between designated groups and non-designated groups.
- The wage gaps below show how much the median person in a designated group earns for every \$1.00 earned by someone in the comparison group. If the number is \$1.00, it means both groups are paid equally.
- These wage gaps don't show all employment equity issues—like how certain jobs might be mostly held by one designated group—but they can help reveal these issues. For example, to better understand the wage gap between women and men in the banking and financial services sector, check the women's section in this year's Annual Report.

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

SALARIES

- Wage gaps can sometimes hide other important employment equity issues. One way to uncover these is by looking at salary ranges within each designated group and comparing women and men separately. This helps show patterns within each group.
- As of December 31, 2023, there were **238,155 women** and **382,374 men** working full-time in permanent jobs. The chart below shows how these workers are spread across different salary ranges.
- Within each designated group, women often earn less than men. For example, more women than men fall into the “under \$50,000” salary range, while fewer women are in the “\$100,000 and above” range.

Distribution of permanent full-time employees by salary ranges

