



2024 to 2025 Departmental Sustainable Development Strategy Report

Canada Employment Insurance Commission

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2024 to 2025 Departmental Sustainable Development Strategy Report (Canada Employment Insurance Commission)

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SECTION 1

CEIC's 2024 to 2025 Departmental Sustainable Development Strategy Report

The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#). This is the first FSDS to be framed using the [17 Sustainable Development Goals \(SDGs\) of the United Nations 2030 Agenda](#) and provides a balanced view of the environmental, social, and economic dimensions of sustainable development.

For transparent and accountable decision-making to Parliament, departments support the federal strategy through their own Departmental Sustainable Development Strategies (DSDS).

This report shares the CEIC's progress on its DSDS commitments for fiscal year 2024 to 2025. ESDC delivers numerous high profile employment programs and services on behalf of the CEIC, whose activities are entirely encompassed by the ESDC DSDS.



SECTION 2

Commitments for the Canada Employment Insurance Commission

Through ESDC, the CEIC contributes to the following Federal Sustainable Development Strategy (FSDS) Goals and Sustainable Development Goals (SDGs):





GOAL 10: ADVANCE RECONCILIATION WITH INDIGENOUS PEOPLES AND TAKE ACTION ON INEQUALITY

FSDS Context:

The CEIC recognizes the importance of the *United Nations Declaration on the Rights of Indigenous Peoples Act* (UNDRIP), and actively supports the advancement of reconciliation with Indigenous Peoples through ongoing efforts in its leadership and oversight of the EI program.

The CEIC works closely with ESDC to oversee the EI program. As the program is administered by ESDC employees, the CEIC relies on the efforts of the department to ensure that employees have the tools and knowledge to advance reconciliation with Indigenous Peoples. The ESDC Essential Training Curriculum for Employees includes Indigenous cultural competency training which educates employees and prepares them to work on programs and services with the unique cultures and needs of First Nations, Inuit, and Métis Peoples in mind. This training is provided to all indeterminate and term employees and will be an annual commitment, which will ensure that employees associated with the EI program are able to help advance reconciliation objectives.

Target theme: Advancing reconciliation with First Nations, Inuit, and the Métis communities.

Target: Between 2023 and 2026, and every year on an ongoing basis, develop and table annual progress reports on implementing *the United Nations Declaration on the Rights of Indigenous Peoples Act* (Minister of Justice and Attorney General of Canada).

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION ¹	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></p>	<p>ESDC will provide Indigenous cultural competency training and/or training on the United Nations Declaration on the Rights of Indigenous Peoples. All employees need to complete at least one Indigenous Awareness and Reconciliation learning activity which can be, for example, a course offered through the Canada School of Public Service (PSPC) or participating in an Indigenous Employees' Circle, or an Indigenous Learning Event hosted by the ESDC College.</p> <p>Initiative: ESDC Essential Training Curriculum for Employees.</p>	<p>Performance indicator: Percentage of staff who have completed Indigenous cultural competency training (internal or external)</p> <p>Starting point: Actual of staff trained for 2022-23: 81%</p> <p>Target: Achieve and maintain 100% of eligible employees annually.</p>	<p>As part of the ESDC Essential Training Curriculum for Employees, all indeterminate and term employees across ESDC, Service Canada and the Labour Program must complete Indigenous Awareness and Reconciliation learning activities. This is an ongoing, annual commitment.</p> <p>Relevant targets or ambitions: <i>GIF Target 10.3</i> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and action in this regard.</p>	<p>Indicator result: 85% of employees have attested to completing the Indigenous Awareness and Reconciliation activity as part of the 2024 to 2025 ESDC Essential Training Curriculum.</p>

¹ The departmental actions, targets, and performance indicators are led by ESDC and capture the scope of responsibilities of the CEIC.



GOAL 12: REDUCE WASTE AND TRANSITION TO ZERO-EMISSION VEHICLES

FSDS Context:

As a tripartite organization that uses ESDC infrastructure to manage its operational duties, the CEIC is committed to partnering with ESDC to fight climate change. The CEIC supports ESDC's Goal 12's to transition to a circular economy with net-zero carbon emissions. The CEIC's operations will benefit through ESDC's goal to strengthen green procurement criteria. ESDC is actively reducing energy consumption and material usage by procuring only Energy Star or Electronic Product Environmental Assessment Tool (EPEAT) certified devices. These products are built using less hazardous materials, are energy-efficient, and are designed for easy recycling.

Target theme: Federal Leadership on Responsible Consumption

Target: The Government of Canada's procurement of goods and services will be net-zero emissions by 2050, to aid the transition to a net-zero, circular economy (All Ministers).

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION ²	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA’S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Strengthen green procurement criteria</p>	<p>ESDC will select and operate IT and office equipment in a manner that reduces energy consumption and material usage.</p> <p>Program: ESDC Internal Services</p>	<p>Performance indicator:</p> <ol style="list-style-type: none"> 1. Ratio of mobile to desktop devices. 2. Ensure procurement focuses on vendors and products, such as mobile or print devices that are Energy Star or Electronic Product Environmental Assessment Tool (EPEAT) certified. <p>Starting points:</p> <ol style="list-style-type: none"> 1. 89.54% of devices are mobile as of April 13, 2023. 2. Already at 100% for Procurement. <p>Targets:</p> <ol style="list-style-type: none"> 1. Increase the current ratio of mobile to desktop devices to 95% by 2026. 2. Maintain 100% procurement of goods or services from vendors that have their product Energy Star or Electronic Product Environmental Assessment Tool (EPEAT) certified. 	<p>Increasing the use of mobile devices (laptops/ tablets) facilitates reducing overall energy consumption within the department.</p> <p>Adopting clean technology and environmental considerations into purchasing decisions is expected to motivate suppliers to reduce the environmental impact of the goods and services they and their supply chains provide. By choosing electronic products that are Electronic Product Environmental Assessment Tool (EPEAT) certified consumers and organizations can help reduce their environmental impact by selecting products that are more energy-efficient, have a reduced use of hazardous materials, and are designed for easy recycling.</p>	<p>Indicator Result (1): 97% of ESDC employees are equipped with mobile devices.</p> <p>Indicator Result (2): 100% of ESDC IT procurements of goods for fiscal year 2024 to 2025 complied with green and Energy Star certification standards.</p>

² The departmental actions, targets, and performance indicators are led by ESDC and capture the scope of responsibilities of the CEIC.



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

The CEIC is committed to addressing the challenges arising due to climate change. The CEIC will work closely with ESDC to ensure that work taking place to administer the EI program occurs in greener facilities and with an awareness and preparedness for environmental changes. ESDC is encouraging employees to use low-carbon forms of transportation for commuting as well as facilitating hybrid work arrangements to reduce daily travel. The department has also been incorporating climate change factors into its departmental risk and business assessments, training, and planning.

The CEIC will look to further act on climate change by incorporating an environmental lens in the work we do. For instance, stakeholder consultations could be expanded to include employer and worker insights on how climate change impacts their lives through the employment programs and services we oversee.

Target theme: Federal Leadership on Greenhouse Gas Emissions Reductions and Climate Resilience

Target: The Government of Canada will transition to net-zero carbon operations for facilities and conventional fleets by 2050 (All Ministers).

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION ³	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGs	RESULTS ACHIEVED
<p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations</p>	<p>To further reduce its GHG emission and its overall environmental footprint, ESDC will explore new initiatives that cover fleet management practices, green procurement procedures, and information management and technology.</p> <p>These initiatives include:</p> <p>a) improving building infrastructure sustainability options through the implementation of tenant service projects, such as but not limited to:</p> <ul style="list-style-type: none"> - including refillable water fountains to encourage less single-use plastic; - installing EV chargers in the base building requirements at Service Delivery Spaces and for Fleet vehicle parking to encourage more sustainable modes of transportation; - including biophilia elements, such as Green/Live walls, within the scope of modernization projects; - including automatic lighting, within the scope of projects, in alignment with IDS standards; 	<p>Performance indicator: Percentage reduction of ESDC's overall GHG emissions compared to 2005 levels.</p> <p>Starting point: 79% reduction of GHG emissions compared to 2005 levels.</p> <p>Target: 80% reduction of GHG emissions by 2050 compared to 2005 levels.</p>	<p>ESDC activities in support of Greening Government strategy that contribute to the overall reduction of the department's greenhouse gas emissions and reduce its overall environmental footprint support the federal government goal and the net-zero carbon operations target.</p> <p>Relevant targets or ambitions:</p> <p><i>CIF Ambition/Target:</i> 13.1 Canadians reduce their greenhouse gas emissions. 13.2 Canadians are well equipped and resilient to face the effects of climate change.</p>	<p>Indicator Result: Results currently unavailable and will be provided in the next reporting cycle.</p> <p>Notes: ESDC is implementing energy-saving measures across all buildings, including the installation of electrical switches with timers and motion sensors, reflective of the Interior Design Standard (IDS).</p>

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	<p>- ensuring recycling programs are implemented in all ESDC occupied buildings by engaging the Landlord/Service Provider in each location;</p> <p>(b) Partnering with Natural Resources Canada, Trees Canada and Trees Ontario for national tree planting program to offset the carbon from modernized workplace projects.</p> <p>(c) Increasing training and support on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions to public service employees. Facilitate sharing of best practices and lessons learned.</p> <p>(d) continuing to advance towards the 2030 target of a zero emissions fleet by investing in electric vehicles. In addition, we will continue to optimize our fleet to divest of underutilized vehicles.</p> <p>Program: Internal services</p>			

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SECTION 3

Integrating Sustainable Development

The CEIC, through ESDC's Strategic Environmental and Economic Assessment (SEEA) process, will continue to ensure that the decision-making process considers FSDS goals and targets.

SEEA's analyse policy, program or regulatory proposals' effects on the climate, nature, environment and economy. ESDC has a Centre of Expertise that leads this process and supports the department in using the Climate, Nature and Economy Lens (CNEL) per the [Cabinet Directive](#).

Statements on the results of ESDC's assessments, which include any affecting the CEIC, are made public via ESDC when an initiative has undergone a detailed SEEA.

The purpose of the public statement is to demonstrate that the environmental and economic effects (including contributions to the FSDS goals and targets) have been considered during proposal development and decision making.

No detailed SEEA's were performed in 2024 to 2025.

