

ANNUAL REPORT 2024



EMPLOYMENT EQUITY ACT

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Canada 

Employment Equity Act: Annual Report 2024

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2024

MINISTER'S MESSAGE

Inclusive workplaces don't just reflect our values, they help drive Canada's success.

When opportunities are in reach for everyone, our economy grows, our communities thrive and our country moves forward together. That's why we remain focused on building a labour market where equity isn't a goal, it's a given.

The *Employment Equity Act: Annual Report 2024* reflects both progress and the work still ahead. This year's data shows continued growth in representation for some designated groups in federally regulated workplaces. Persons with disabilities now make up 5.2% of the workforce, continuing a steady upward trend. Representation of members of visible minorities also grew, reaching 30.1%. While women's representation dipped slightly, it remains consistent with 2020 levels, and the representation of Indigenous Peoples held steady for the third consecutive year.

These results are something we can all be proud of. They reflect the real efforts being made by employers who understand that we all benefit from measures that promote equity and inclusion in the workplace. They also reinforce the need for sustained, focused action to advance equity across the board.

While progress has been made, pay gaps remain and systemic barriers still stand in the way of too many workers. Through programs like Workplace Opportunities: Removing Barriers to Equity, we're funding innovative projects that break down employment barriers. With a new call for concepts launching this fall, we're opening the door to even more ideas that will make a difference.

We're also driving accountability. Our Equi'Vision platform now publicly shares representation and pay gap data from all federally regulated private sector employers with 100 or more employees, covering three full years. This transparency is helping to identify gaps and support meaningful change in Canadian workplaces.

In May of this year, we brought together employers, equity leaders and stakeholders at Canada's first-ever Employment Equity Employers' Forum. Their insights left more than 120 employers and industry stakeholders feeling inspired to continue advancing workplace equity through innovative approaches and contributing to building an inclusive Canadian workforce.

This work is not just about policies, it's about people. It's about building a future where everyone can contribute, grow and succeed. We're proud of the work that we've done, and we're committed to going even further.

The Honourable Patty Hajdu

Minister of Jobs and Families and Minister responsible for the Federal Economic Development Agency for Northern Ontario

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 peoples¹
- 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, it also requires special measures and the accommodation of differences.

Under the Act, federally regulated private-sector employers² who employ 100 or more employees must report annually on employment equity to the Minister of Jobs and Families. 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 2023 calendar year.

This is the third 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.

¹ 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.

² 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 2023, the report also presents data from 2022 and earlier to allow year-to-year comparisons.

Some of the statistics presented in this report are also available on the Equi'Vision platform. While all efforts are made to ensure consistency in the published data, there may be minor differences between the consolidated data published on Equi'Vision and those contained in the Annual Report. These variations typically occur in relation to overall statistics provided for general comparison purposes and are not statistically significant. Users are encouraged to consider these minor variations when analyzing and presenting these overall statistics in other research or publications.

About the federally regulated private-sector

The federally regulated private-sector includes approximately 19,000 employers and 950,000 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
 - service 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, Aboriginal 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 are not reflected in the report.

A key performance measure for employment equity is the attainment rate,³ which is a designated group's representation rate⁴ divided by their labour market availability⁵ (LMA). When the attainment rate is 100%, it suggests that a group's representation among

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

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

⁵ LMA, expressed as a percentage, refers to the share of designated group members in the workforce from which the employers could hire, based on Statistics Canada data. LMA data can be accessed through the Open Government portal at <https://open.canada.ca/data/> by searching for "Workforce Representation."

the sector's employees is the same as their representation among potential hires. An attainment rate below 100% shows that there is a shortfall 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 2021 Census. For persons with disabilities, LMA is based on the 2022 Canadian Survey on Disability (CSD).

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.⁶ 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.

⁶ 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 2023, 563 federally regulated private-sector employers with 100 or more employees submitted employment equity annual reports. Together, the 2023 reports covered 796,905 employees across Canada (a decrease of 1.6% from the 809,836 employees reported for 2022), which represents approximately 3.7% of the Canadian labour force.⁷

Data from all employers ([Table 1A](#)) shows that the representation of women decreased from 39.7% in 2022 to 39.4% in 2023, and the attainment rate based on the Canadian LMA decreased from 82.4% to 81.8%.

TABLE 1A

Representation and attainment rate of women, 2022 and 2023 (percentage)

Year	Representation	LMA (Canadian)*	Attainment rate
2022 (representing 566 employers)	39.7	48.2	82.4
2023 (representing 563 employers)	39.4	48.2	81.8

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for that year may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

Employers reporting for the first year are only required to report data for men and women, not for the other 3 designated groups. In 2023, there were 23 first-time employers with a combined workforce of 4,371 employees. For continuity and comparability purposes, the rest of this report will only consider the 540 employers who reported data for all 4 designated groups. These employers have a combined workforce of 792,534 employees, which is a decrease of 11,837 (or 1.5%) from the 804,371 employees covered by 534 employers for 2022. Some of this difference is due to fluctuation in employers' workforces. The rest is due to changes in the group

⁷ 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 2023).

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 above or below the 100-employee threshold.

Table 1B shows that between 2022 and 2023, representation and attainment rates decreased for women, remained constant for Aboriginal peoples, and increased for persons with disabilities and members of visible minorities. Members of visible minorities saw the largest increase, with representation going up by 1.3 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, 2022 and 2023 (percentage)

Designated group	2022 representation for 532 employers	2023 representation for 540 employers	Change* in representation from 2022 to 2023	LMA (Canadian)**	2022 attainment rate	2023 attainment rate
Women	39.7	39.4	-0.4	48.2	82.6	81.7
Aboriginal peoples	2.4	2.4	+0.0	4.2	58.8	58.5
Persons with disabilities	4.9	5.2	+0.3	12.3	40.2	42.2
Members of visible minorities	28.7	30.1	+1.3	26.8	107.6	112.6

* Change values may not equal the differences between the representation rates due to rounding. The values "+0.0" and "-0.0" show increases or decreases, respectively, that were less than 0.1 of a percentage point.

** Sources: Statistics Canada, 2021 Census and 2022 Canadian Survey on Disability. This chart presents updated attainment rates for 2022, using the 2021 Census and the 2022 CSD. That means statistics for that year may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

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.

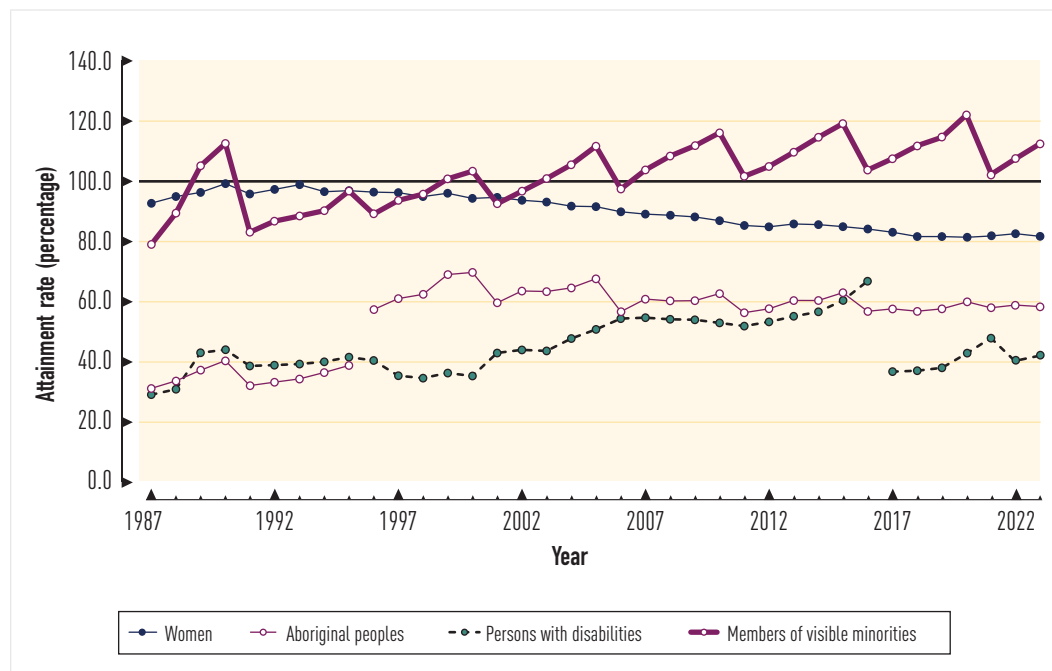
The attainment rate for women has been in a steady decline, falling from 93.0% in 1987 to 81.7% in 2023. This is up slightly from the low of 81.0% in 2020, but below the high of 99.4% observed in 1990.

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. The attainment rate for 2023 was 58.5%, similar to the 57.9% observed in 2001.

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%. The 2022 CSD, which was the second survey using the new method, produced an LMA of 12.3%. Since this change, the attainment rate for persons with disabilities has continued trending upward, from 36.4% in 2017 to 42.2% in 2023.

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 112.6% for 2023.

CHART 1
Designated group attainment rate (Canadian LMA*) from 1987 to 2023 (percentage)



* Sources: Statistics Canada, 1986 to 2021 Census; 1986 and 1991 Health and Activity Limitation Survey; 2001 and 2006 Participation and Activity Limitation Survey; 2011 National Household Survey; and 2012 to 2022 Canadian Survey on Disability (CSD). This chart presents updated attainment rates for 2022 and 2023, using the 2021 Census and the 2022 CSD. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

Distribution of employers by sector and subsector

The majority of employers are in the transportation sector; 360, or 66.7%. The banking and financial services sector and communications sector saw slight decreases of 1 employer and 6 employers, respectively. The 'other' sector added 5 employers.

Within transportation, most employers (223) are in the ground transportation subsector. Air transportation and water transportation make up smaller proportions, with 93 and 44 employers respectively. The 'other' sector is more evenly divided between its subsectors: other production industries and other service industries had 41 and 46 employers, respectively, in 2023.

TABLE 1C

Distribution of employers* by sector and subsector, 2022 and 2023

Sector	2022 number of employers	2023 number of employers	Percentage change in number of employers from 2022 to 2023	2022 percentage of employers**	2023 percentage of employers**
Banking and financial services	43	42	-2.3	8.1	7.8
Communications	57	51	-10.5	10.7	9.4
Transportation	352	360	+2.3	65.9	66.7
Air transportation subsector	90	93	+3.3	16.9	17.2
Ground transportation subsector	220	223	+1.4	41.2	41.3
Water transportation subsector	42	44	+4.8	7.9	8.1
'Other'	82	87	+6.1	15.4	16.1
Other production industries subsector	39	41	+5.1	7.3	7.6
Other service industries subsector	43	46	+7.0	8.1	8.5
All sectors	534	540	+1.1	100.0	100.0

* 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 7.8% 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 accounts for 66.7% of employers, but because they are mostly small employers, the sector accounts for just 42.9% of employees. The communications and 'other' sectors account for 13.7% and 8.5% of employees, respectively.

The ground transportation sector still accounts for most transportation employees: 217,557 out of 339,753. However, the air transportation sector grew by 9.1% from 2022 to 2023, from 94,357 employees to 102,986. The 'other' subsectors are similar in terms of employee count, though the other service industries subsector grew by 7.0% from 31,413 in 2022 to 33,597 in 2023.

TABLE 1D

Distribution of employees* by sector and subsector, 2022 and 2023

Sector	2022 number of employees	2023 number of employees	Percentage change		
			in number of employees from 2022 to 2023	2022 percentage of employees**	2023 percentage of employees**
Banking and financial services	281,073	276,879	-1.5	34.9	34.9
Communications	118,515	108,844	-8.2	14.7	13.7
Transportation	341,003	339,753	-0.4	42.4	42.9
Air transportation subsector	94,357	102,986	+9.1	11.7	13.0
Ground transportation subsector	227,011	217,557	-4.2	28.2	27.5
Water transportation subsector	19,635	19,210	-2.2	2.4	2.4
'Other'	63,780	67,058	+5.1	7.9	8.5
Other production industries subsector	32,367	33,461	+3.4	4.0	4.2
Other service industries subsector	31,413	33,597	+7.0	3.9	4.2
All sectors	804,371	792,534	-1.5	100.0	100.0

* 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

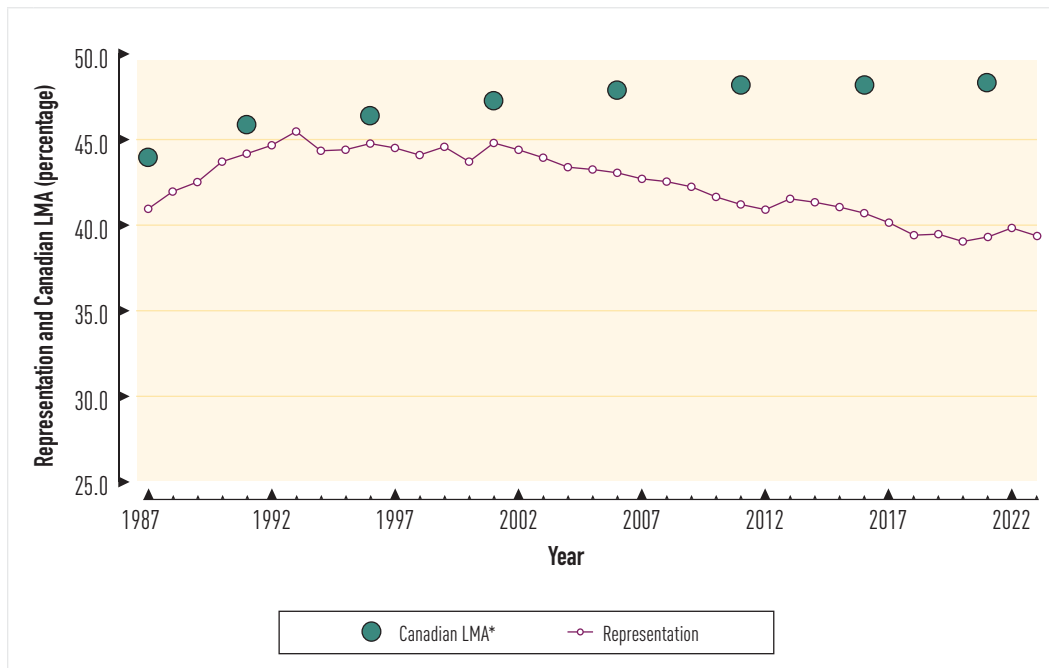
Women

Representation and attainment rate

Women's representation dropped by 0.4 of a percentage point, from 39.8% in 2022 to 39.4% in 2023. [Chart 2A](#) shows that the representation rate for women has largely trended downward since its peak of 45.5% in 1993. The 2023 rate of 39.4% was slightly above the lowest reported rate of 39.1% in 2020.

CHART 2A

Representation and Canadian LMA* of women from 1987 to 2023 (percentage)



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

Attainment rate by occupational group

Chart 2B shows that, from 2022 to 2023, the representation of women continued to exceed their Canadian LMA for most management and supervisory occupational groups (the LMA shown in this chart is specific to each occupational group). This includes senior managers, middle and other managers, and supervisors. The highest attainment rate for women in 2022 was among supervisors, at 106.3%.

Women's attainment rates increased in 4 occupational groups:

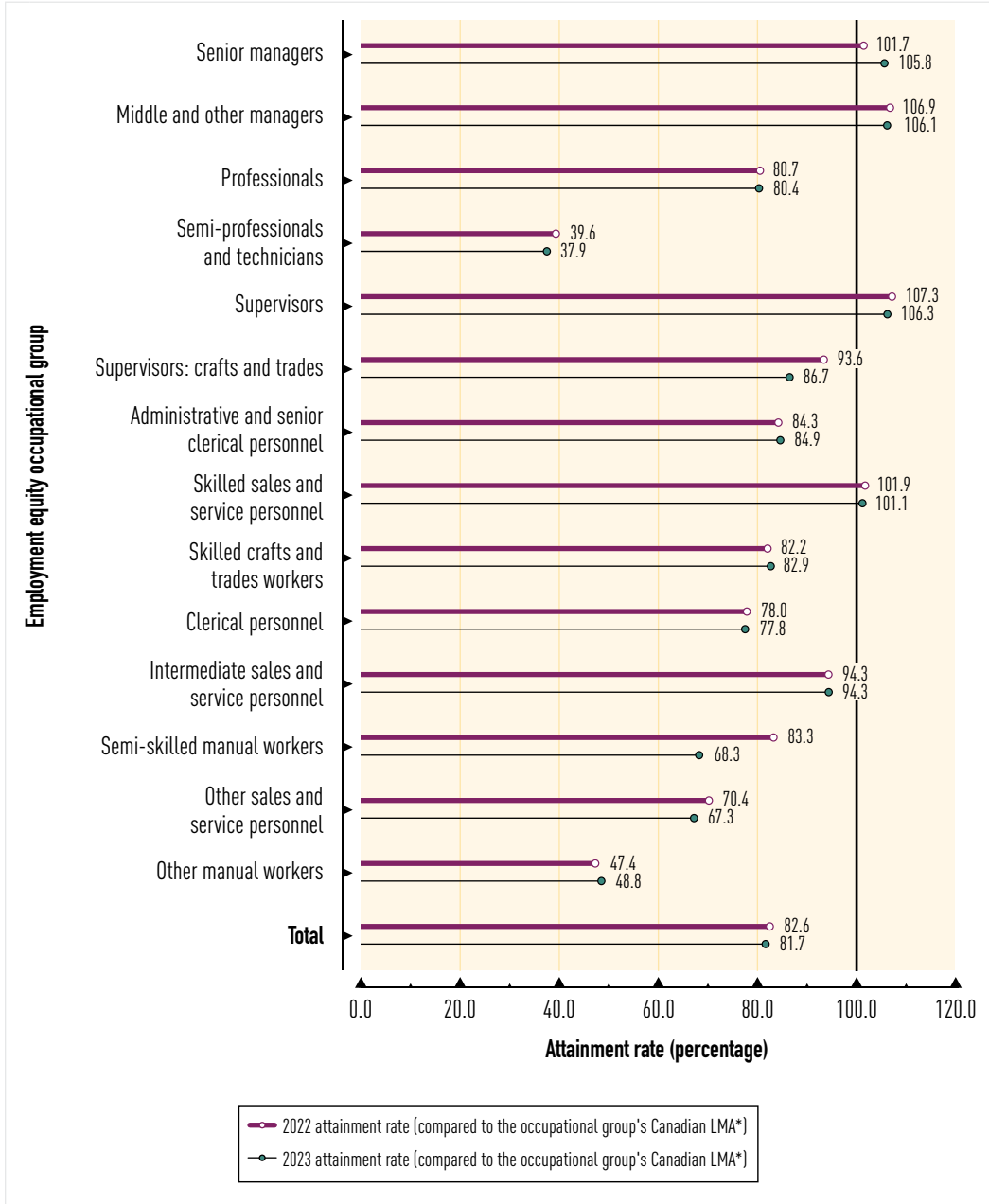
- senior managers (from 101.7% to 105.8%)
- administrative and senior clerical personnel (from 84.3% to 84.9%)
- skilled crafts and trades workers (from 82.2% to 82.9%)
- other manual workers (from 47.4% to 48.8%)

The attainment rates remained constant among intermediate sales and service personnel (at 94.3%). The lowest attainment rate was among semi-professionals and technicians, at 37.9%, which was down from 39.6% in 2022.

The *Employment Equity Annual Report 2023* showed an attainment rate of 110.2% for women among skilled crafts and trades workers. That estimate was based on the 2016 Census, which yielded an LMA of 4.0% for women in that occupational group. The revised estimate shown here is based on the 2021 Census, which puts the LMA at 5.3% and drops women's 2022 attainment rate among skilled crafts and trades workers to 82.2%.

CHART 2B

Attainment rate (compared to the Canadian LMA* for each occupational group) of women, 2022 and 2023 (percentage)



* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

Representation and attainment rate by sector and subsector

In 2023, women were better represented in banking and financial services than any other sector, with a representation rate of 53.8%. However, this representation rate was slightly below the sector LMA, meaning women's attainment rate in banking and financial services was 95.4%.

Transportation was the only sector in which women's representation exceeded their LMA, for an attainment rate of 122.7%. The attainment rates were also above 100.0% in the air and ground transportation subsectors. The water transportation subsector had an attainment rate of 71.9% in 2023, up from 68.1% in 2022.

TABLE 2A

Representation, Labour Market Availability, and attainment rate of women by sector and subsector, 2022 and 2023 (percentage)

Sector or subsector	2022 representation	2023 representation	Change* in representation from 2022 to 2023	LMA (Canadian)**	2022 attainment rate based on LMA (Canadian)	2023 attainment rate based on LMA (Canadian)	LMA (sector)**	2022 attainment rate based on LMA (sector)	2023 attainment rate based on LMA (sector)
Banking and financial services	54.2	53.8	-0.3	48.2	112.4	111.7	56.4	96.0	95.4
Communications	35.2	34.5	-0.7	48.2	73.1	71.6	43.6	80.7	79.0
Transportation	31.0	30.7	-0.3	48.2	64.4	63.8	25.0	123.8	122.7
Air Transportation subsector	38.3	38.2	-0.1	n/a	n/a	n/a	25.0	153.0	152.5
Ground Transportation subsector	29.2	28.3	-0.8	n/a	n/a	n/a	25.0	116.5	113.1
Water Transportation subsector	17.1	18.0	+1.0	n/a	n/a	n/a	25.0	68.1	71.9
'Other'	32.0	31.5	-0.5	48.2	66.4	65.4	36.8	87.0	85.7
Other production industries subsector	25.1	24.8	-0.4	n/a	n/a	n/a	36.8	68.4	67.4
Other service industries subsector	39.1	38.2	-0.8	n/a	n/a	n/a	36.8	106.2	104.0

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

** Source: Statistics Canada, 2021 Census. This table presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

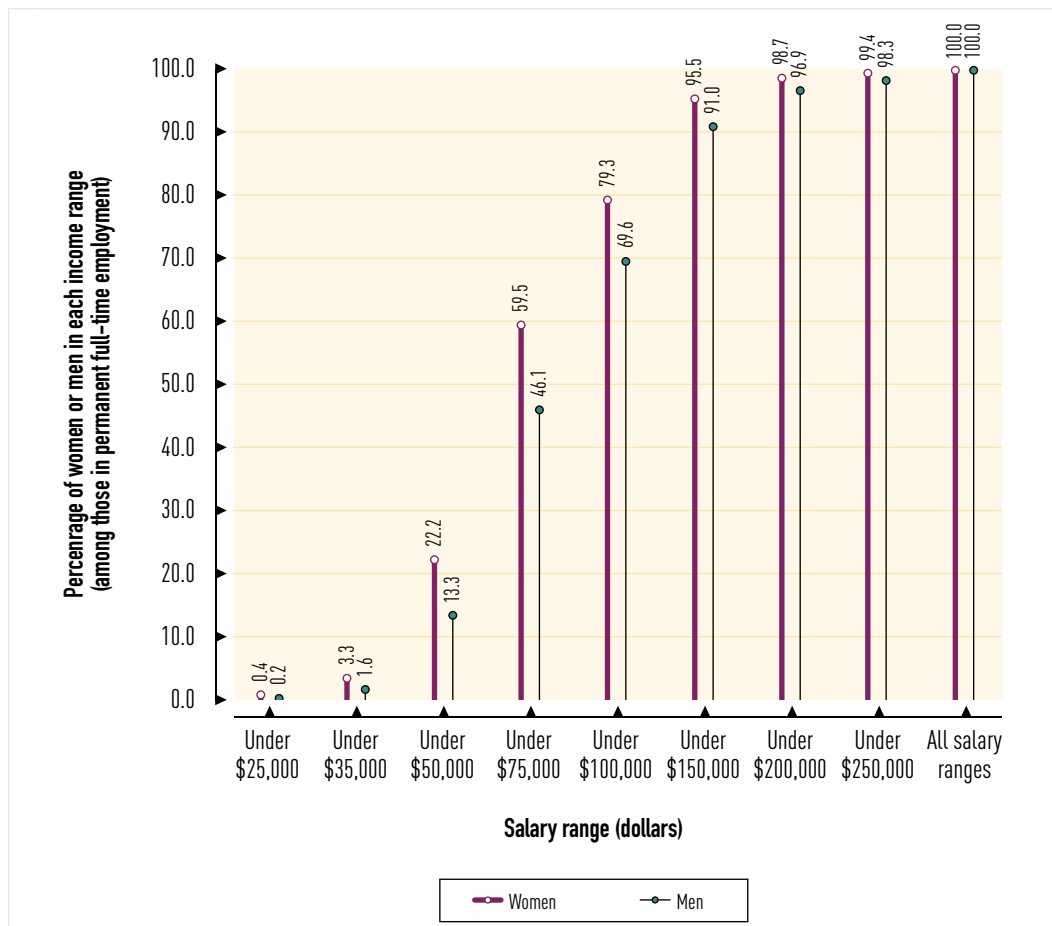
Within the 'other' sector, there was a clear divide between the production and service industries subsectors. Women's attainment rate in the production industries subsector was just 67.4% (based on a representation rate of 24.8%), while in the services industries subsector it was 104.0% (based on a representation rate of 38.2%).

Salary ranges

Chart 2C shows the percentage of women and men in each of the 9 salary ranges, among those in permanent full-time employment. The chart shows that women were 8.9 percentage points more likely than men to be paid less than \$50,000 (22.2% compared to 13.3%). Women were also 9.7 percentage points more likely to be paid less than \$100,000 (79.3% compared to 69.6%). Women were also 9.7 percentage points more likely to be paid less than \$100,000 (79.3% compared to 69.6%).

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](#).

CHART 2C
Distribution of women and men in permanent full-time employment by salary range as of December 31, 2023 (percentage)

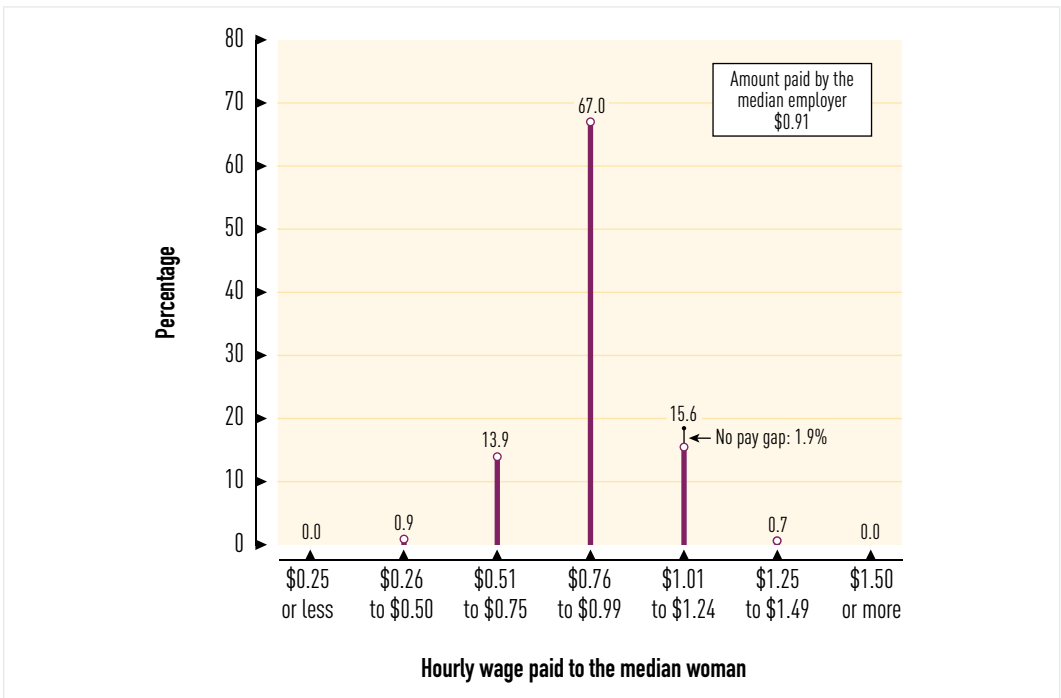


Hourly wage gaps

The median employer paid the median woman \$0.91 per hour for every \$1.00 they paid the median man. Employers had a wide range of median hourly wage gaps:

- 18.2% of employers paid the median woman at least as much per hour as they paid the median man
- Over two-thirds of employers (67.0%) paid the median woman \$0.76 to \$0.99 per hour for every \$1.00 they paid the median man
- 14.8% 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 \$0.80 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; 2.4% 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; 19.4% 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

Data on mean hourly wage gaps can be 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	\$0.80	0.0	0.0	19.0	78.6	0.0	2.4	0.0	0.0	0.0
Communications	\$0.90	0.0	0.0	5.9	80.4	0.0	13.7	0.0	0.0	0.0
Transportation	\$0.91	0.0	0.8	16.4	63.3	2.5	16.1	0.8	0.0	0.0
'Other'	\$0.93	0.0	2.3	5.8	68.6	1.2	20.9	1.2	0.0	0.0
All sectors	\$0.91	0.0	0.9	13.9	67.0	1.9	15.6	0.7	0.0	0.0

Bonus pay gaps

In 2023, 81.8% 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 \$0.90 for every \$1.00 made by the median man. The median gender bonus pay gaps were more evenly spread across the range than the median hourly wage gaps:

- 31.4% of employers paid the median woman at least as much bonus pay as they paid the median man
- Among 21.2% of employers, the bonus pay of the median woman was \$0.76 to \$0.99 for every \$1.00 paid to the median man
- Among 29.3% 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; the median employer paid the median woman \$0.67 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; 4.8% of employers did so
- The **communications sector and 'other' sector** had the smallest bonus pay gaps; the median employer in each sector paid the median woman \$0.94 in bonus pay for every \$1.00 they paid the median man. The communications sector was also most likely to pay the median woman at least as much in bonus pay as the median man; 35.3% of employers did so
- The median employer in the **transportation sector** paid the median woman \$0.93 in bonus pay for every \$1.00 they paid the median man
- The **'other' sector** had the highest concentration of small pay gaps; 55.8% of employers in this sector paid the median woman \$0.76 to \$1.24 in bonus pay for every \$1.00 they paid the median man

Data on mean bonus pay gaps can be found in Table 7.2 in [Appendix A](#). Additional context is provided by data on proportions of men and women who received bonus pay (see Tables 7.3A and 7.3B 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	\$0.67	0.0	23.8	42.9	28.6	0.0	2.4	0.0	2.4	0.0
Communications	\$0.94	2.0	2.0	17.6	35.3	7.8	9.8	0.0	17.6	7.8
Transportation	\$0.93	3.1	11.1	13.1	15.6	7.2	9.2	4.4	13.1	23.3
'Other'	\$0.94	1.2	3.5	19.8	32.6	8.1	15.1	4.7	3.5	11.6
All sectors	\$0.90	2.4	10.0	16.9	21.2	6.9	9.6	3.7	11.1	18.2

Overtime pay gaps

In 2023, 85.7% 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 \$0.53 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.

- 13.7% of employers paid the median woman at least as much per hour of overtime as they paid the median man
- 39.3% of employers paid the median woman \$0.50 or less per hour of overtime 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 \$0.67 per hour of overtime for every \$1.00 they paid the median man. This sector was also most likely to pay the median woman at least as much per hour of overtime as the median man; 16.7% of employers did so

- The **communications sector** was least likely to pay the median woman at least as much per hour of overtime as the median man; 9.8% of employers did so
- The median employer in the **transportation sector** paid the median woman \$0.53 per hour of overtime for every \$1.00 they paid the median man
- The **'other' sector** had the largest overtime pay gap; the median employer paid the median woman \$0.47 per hour of overtime for every \$1.00 they paid the median man

Data on mean overtime pay gaps can be found in Table 7.4 in [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	\$0.67	4.8	23.8	26.2	19.0	0.0	7.1	0.0	9.5	9.5
Communications	\$0.50	11.8	31.4	19.6	13.7	0.0	3.9	0.0	5.9	13.7
Transportation	\$0.53	18.1	19.4	24.2	7.2	0.0	4.2	3.3	6.4	17.2
'Other'	\$0.47	16.3	33.7	20.9	11.6	0.0	8.1	3.5	1.2	4.7
All sectors	\$0.53	16.1	23.2	23.4	9.5	0.0	5.0	2.8	5.8	14.3

Overtime hours gaps

For the median employer, the median woman worked 20 fewer hours of overtime during the year than the median man.

Additional data on overtime hours gaps and proportions of men and women who received overtime pay is available in [Appendix A](#) (see Tables 7.5 to 7.7B of [Appendix A](#)).

SECTION 3

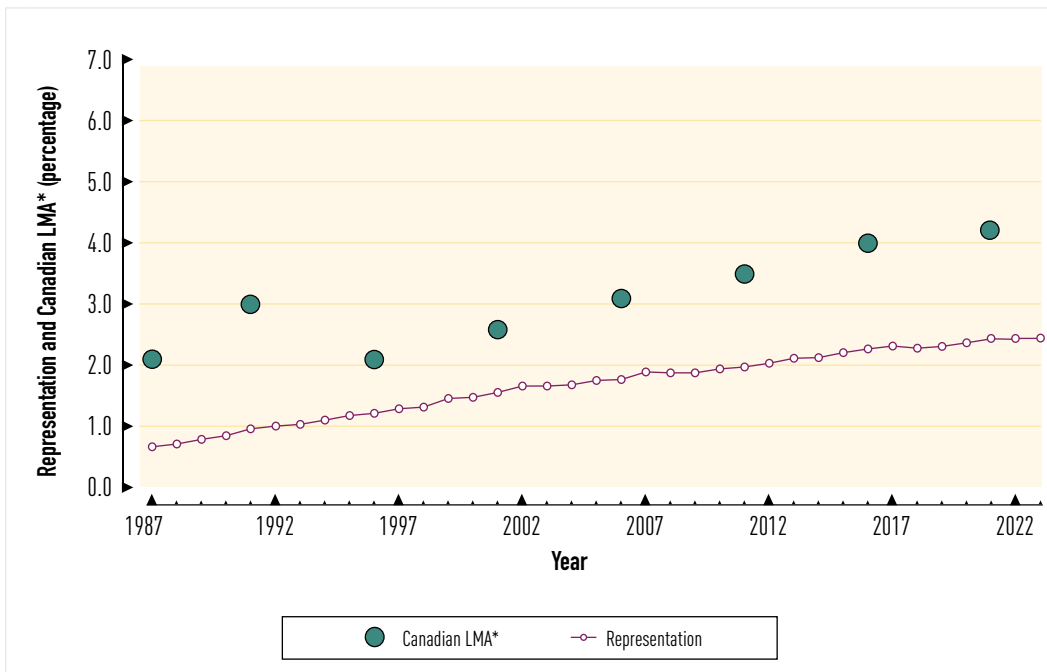
Aboriginal peoples

Representation and attainment rate

Chart 3A shows that the representation of Aboriginal peoples was 2.4% in 2023, remaining below the Canadian LMA of 4.2%. The long-term trend shows a steady increase since the first published data, when the representation rate was just 0.7% for 1987. Since 2020, representation has remained constant at 2.4%.

CHART 3A

Representation and Canadian LMA* of Aboriginal peoples from 1987 to 2023 (percentage)



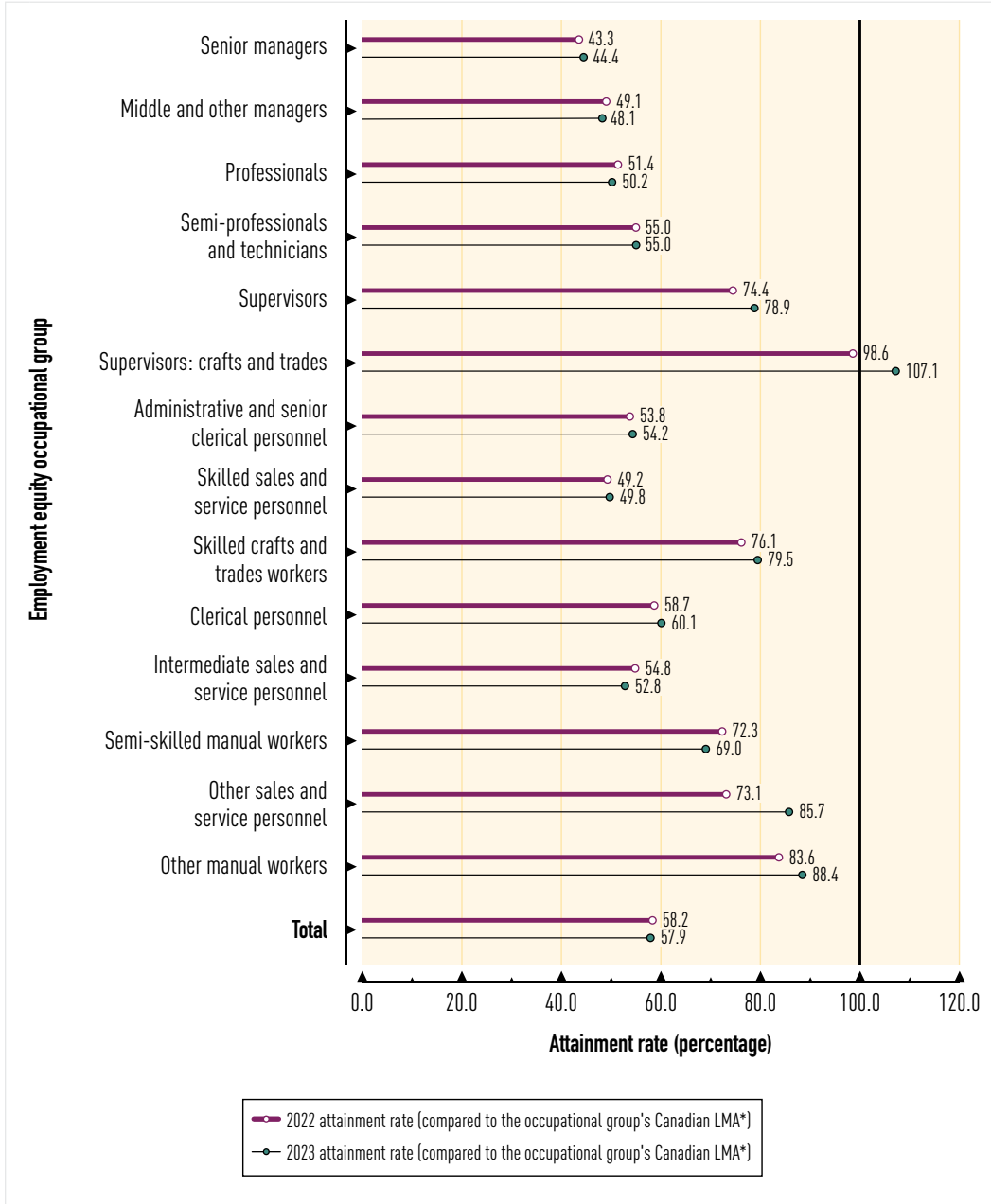
* Sources: Statistics Canada, 1986 to 2021 Census and 2011 National Household Survey.

Attainment rate by occupational group

Chart 3B shows that, between 2022 and 2023, the representation and attainment rates of Aboriginal peoples increased in 9 of the 14 occupational groups, including senior managers. Aboriginal peoples' representation remains below the Canadian LMA in every occupational group except supervisors: crafts and trades. The attainment rate among senior managers increased by more than a percentage point, from 43.3% in 2022 to 44.4% in 2023.

CHART 3B

Attainment rate (compared to the Canadian LMA* for each occupational group) of Aboriginal peoples, 2022 and 2023 (percentage)



* Source: Statistics Canada, 2016 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

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 94.9% in the 'other' sector, which also had the highest Aboriginal representation at 3.9%.

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

Aboriginal peoples did have an attainment rate above 100.0% in the other production industries subsector at 123.9% (up from 122.7% in 2022). Water transportation had an attainment rate of 99.7% (down from 114.0% in 2022).

TABLE 3A

Representation, Labour Market Availability, and attainment rate of Aboriginal peoples by sector and subsector, 2022 and 2023 (percentage)

Sector or subsector	2022 representation	2023 representation	Change* in representation from 2022 to 2023	LMA (Canadian)**	2022 attainment rate based on LMA (Canadian)	2023 attainment rate based on LMA (Canadian)	LMA (sector)**	2022 attainment rate based on LMA (sector)	2023 attainment rate based on LMA (sector)
Banking and financial services	1.4	1.4	-0.0	4.2	33.5	32.5	1.9	73.2	71.0
Communications	2.2	2.3	+0.0	4.2	53.5	54.5	2.6	84.9	86.5
Transportation	3.1	3.1	-0.0	4.2	74.6	74.2	3.9	79.6	79.2
Air Transportation subsector	2.7	2.7	-0.0	n/a	n/a	n/a	3.9	69.0	68.3
Ground Transportation subsector	3.2	3.2	+0.1	n/a	n/a	n/a	3.9	81.1	82.6
Water Transportation subsector	4.4	3.9	-0.6	n/a	n/a	n/a	3.9	114.0	99.7
'Other'	4.0	3.9	-0.1	4.2	95.3	93.1	4.1	97.1	94.9
Other production industries subsector	5.0	5.1	+0.0	n/a	n/a	n/a	4.1	122.7	123.9
Other service industries subsector	2.9	2.7	-0.2	n/a	n/a	n/a	4.1	70.6	65.9

* Change values may not equal the differences between the representation rates due to rounding. The values "+0.0" and "-0.0" show increases or decreases, respectively, that were less than 0.1 of a percentage point.

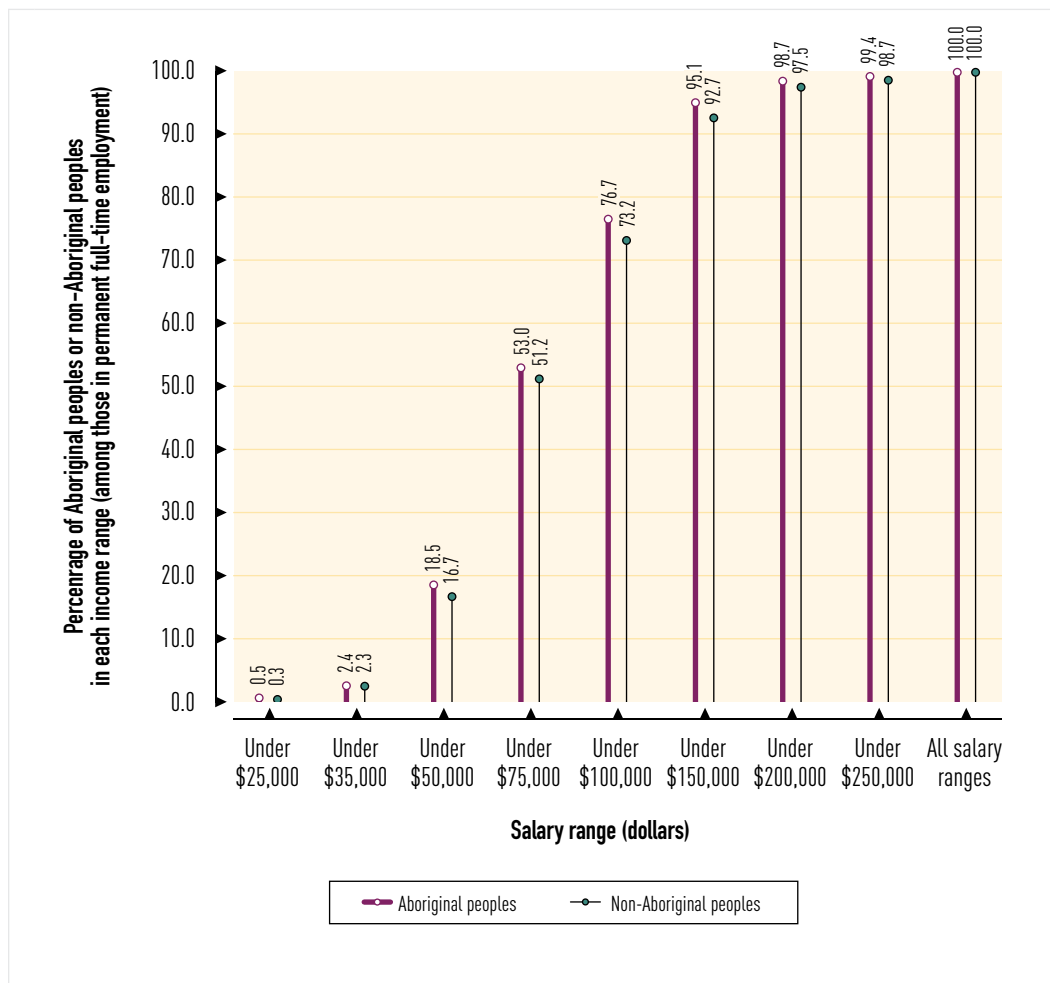
** Source: Statistics Canada, 2021 Census. This table presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

Salary ranges

Chart 3C shows the percentage of Aboriginal peoples and non-Aboriginal people in each of 9 salary ranges, among those in permanent full-time employment. The chart shows that Aboriginal peoples were 1.8 percentage points more likely than non-Aboriginal peoples to be paid less than \$50,000 (18.5% compared to 16.7%), and 3.5 percentage points more likely to be paid less than \$100,000 (76.7% compared to 73.2%).

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, 2023 (percentage)



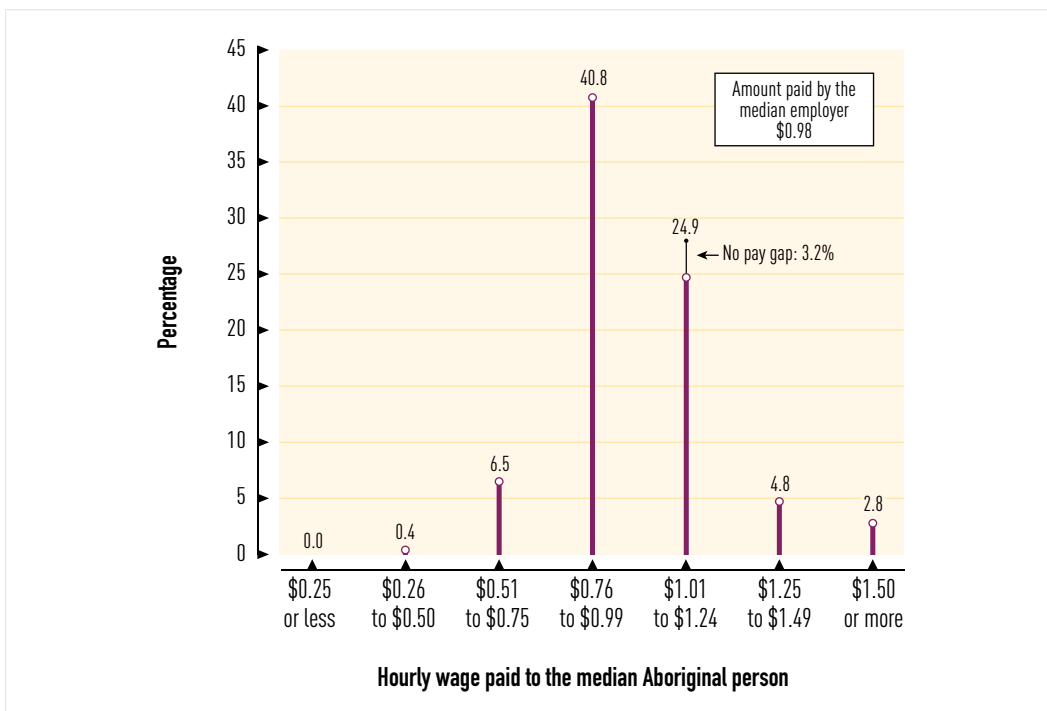
Hourly wage gaps

For the median employer, the median Aboriginal person made \$0.98 per hour for each \$1.00 paid to the median non-Aboriginal person.

- 35.6% of employers paid the median Aboriginal person at least as much as they paid the median non-Aboriginal person
- Approximately 2 out of 3 employers (68.8%) 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** and the **communication sector** had the largest hourly wage gap; the median employer in each sector paid the median Aboriginal person \$0.94 per hour for every \$1.00 they paid the median non-Aboriginal person. The communications 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; 19.6% of employers did so
- The **transportation sector** had the smallest hourly wage gap; the median employer paid the median Aboriginal person \$0.99 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; 40.7% of employers did so

Data on mean hourly wage gaps can be found in 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	\$0.94	0.0	0.0	9.5	38.1	0.0	16.7	9.5	2.4	23.8
Communications	\$0.94	0.0	0.0	7.8	60.8	2.0	11.8	3.9	2.0	11.8
Transportation	\$0.99	0.0	0.6	6.4	37.2	4.4	27.2	3.3	2.5	18.3
'Other'	\$0.98	0.0	0.0	4.7	45.3	0.0	26.7	9.3	4.7	9.3
All sectors	\$0.98	0.0	0.4	6.5	40.8	3.2	24.9	4.8	2.8	16.7

Bonus pay gaps

In 2023, 58.3% 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 \$0.95 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 18.6% 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
- 26.9% 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** had the largest concentration of small pay gaps: 31.0% of employers paid the median Aboriginal person between \$0.76 and \$1.24 in bonus pay for every \$1.00 they paid the median non-Aboriginal person
- The **communications sector** had the largest bonus pay gap; the median employer paid the median Aboriginal person \$0.82 in bonus pay 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 bonus pay as the median non-Aboriginal person; 17.6% of employers did so
- The **transportation sector** was the least likely to pay the median Aboriginal person \$0.75 or less for every \$1.00 they paid the median non-Aboriginal person; 16.1% of employers did so
- The **'other' sector** effectively had no median bonus pay gap; the median employer paid the median Aboriginal person \$1.00 in bonus pay for every \$1.00 they paid the median non-Aboriginal person

Data on mean bonus pay gaps can be found in 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](#)).

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	\$0.89	0.0	2.4	21.4	21.4	0.0	9.5	4.8	14.3	26.2
Communications	\$0.82	9.8	7.8	9.8	19.6	7.8	0.0	2.0	7.8	35.3
Transportation	\$0.99	2.8	7.5	5.8	10.3	6.1	7.2	4.4	7.8	48.1
'Other'	\$1.00	4.7	10.5	5.8	15.1	7.0	8.1	5.8	16.3	26.7
All sectors	\$0.95	3.5	7.6	7.4	12.8	5.9	6.9	4.5	9.6	41.7

Overtime pay gaps

In 2023, 63.5% 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 \$0.95 per hour of overtime for every \$1.00 they paid the median non-Aboriginal person.

- 30.1% of employers paid the median Aboriginal person at least as much as the median non-Aboriginal person
- 14.7% of employers paid the median Aboriginal person \$1.50 or more for every \$1.00 they paid the median non-Aboriginal person
- For 11.5% of employers, this number was \$0.50 or less

These trends varied across sectors:

- The **banking and financial services sector** paid Aboriginal peoples higher overtime pay: the median employer paid the median Aboriginal person \$1.07 per hour of overtime 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 per hour of overtime as they paid the median non-Aboriginal person 26.2% of employers did so

- The **communications sector** had the largest overtime pay gap; the median employer paid the median Aboriginal person \$0.89 per hour of overtime for every \$1.00 they paid the median non-Aboriginal person
- The median employer in the **transportation sector** paid the median Aboriginal person \$0.91 per hour of overtime for every \$1.00 they paid the median non-Aboriginal person
- The **'other' sector** also paid Aboriginal peoples higher overtime pay; the median employer paid the median Aboriginal person \$1.06 per hour of overtime for every \$1.00 they paid the median non-Aboriginal person. This sector was also the most likely to pay the median Aboriginal person at least as much per hour of overtime as they paid the median non-Aboriginal person; 40.7% of employers did so

Data on mean overtime pay gaps can be found in 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	\$1.07	0.0	11.9	9.5	4.8	0.0	7.1	2.4	16.7	47.6
Communications	\$0.89	2.0	11.8	5.9	15.7	0.0	3.9	15.7	11.8	33.3
Transportation	\$0.91	3.9	7.2	11.1	11.9	0.0	10.0	4.4	13.3	38.1
'Other'	\$1.06	3.5	8.1	7.0	14.0	1.2	14.0	4.7	20.9	26.7
All sectors	\$0.95	3.3	8.2	9.8	12.1	0.2	9.8	5.4	14.7	36.5

Overtime hours gaps

For the median employer, the median Aboriginal person worked 1 more hour of overtime 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

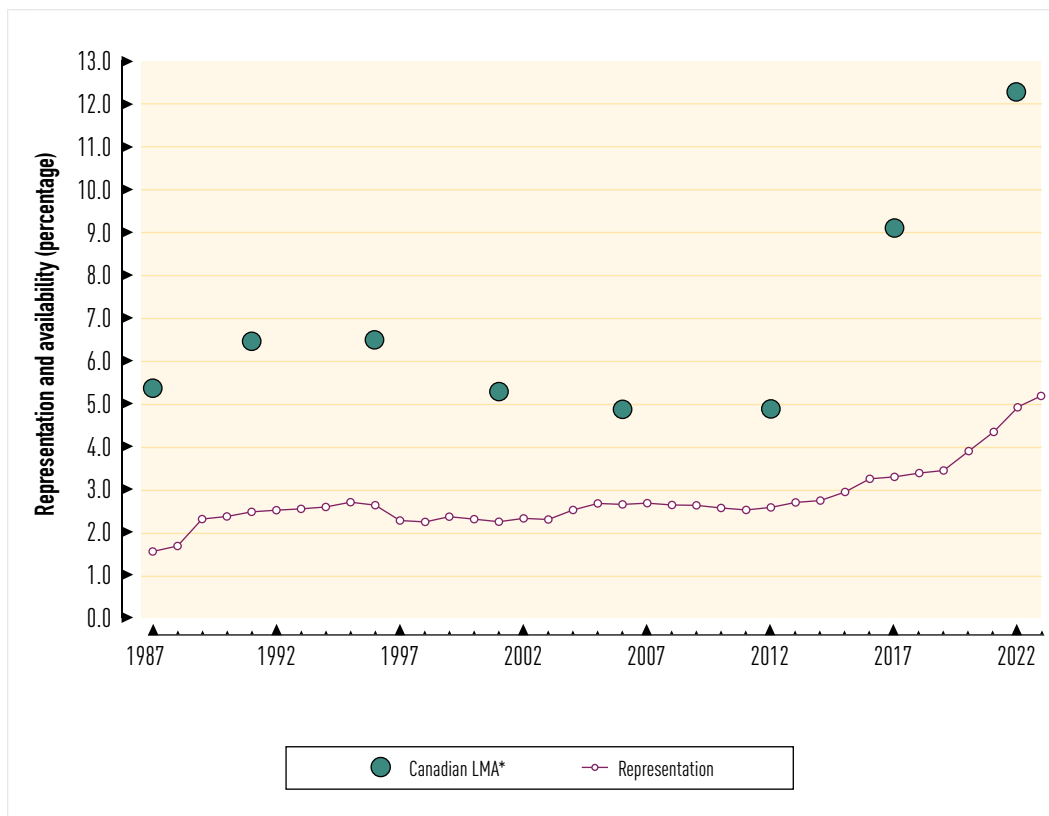
Persons with disabilities

Representation and attainment rate

Chart 4A shows that the representation rate of persons with disabilities increased to 5.2% in 2023, up from the previous high of 4.9% in 2022. This representation rate is up 3.6 percentage points from 1.6% when data was first reported for 1987 but remains 7.1 percentage points below the updated Canadian LMA of 12.3%.

CHART 4A

Representation and Canadian LMA* of persons with disabilities from 1987 to 2023 (percentage)



* Sources: Statistics Canada, 1986 and 1991 Health and Activity Limitation Survey; 2001 and 2006 Participation and Activity Limitation Survey; and 2012, 2017 and 2022 Canadian Survey on Disability.

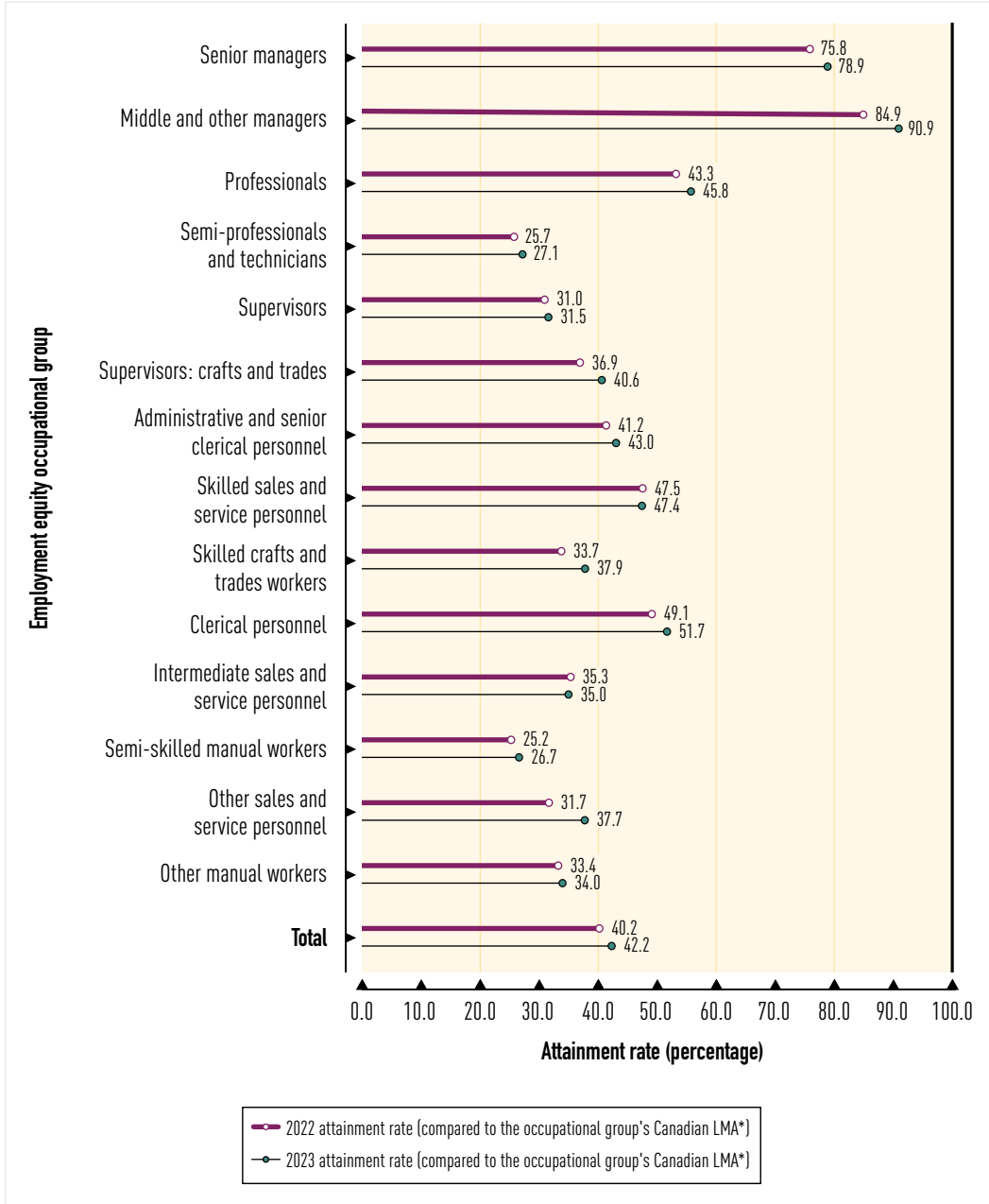
Attainment rate by occupational group

Chart 4B shows that, between 2022 and 2023, the attainment rates of persons with disabilities increased in 12 of the 14 occupational groups. The exceptions were skilled sales and service personnel, which saw the attainment drop by 0.3 of a percentage point from 2022 to 2023, and intermediate sales and service personnel, which saw a drop of 0.1 of a percentage point. The attainment rate remained below 100% in all occupational groups, ranging from 26.7% (semi-skilled manual workers) to 90.9% (middle and other managers).

The *Employment Equity Act: Annual Report 2023* showed that the 2022 attainment for persons with disabilities among senior managers was 102.4%, and among middle and other managers it was 114.5%. Those estimates were based on the 2017 Canadian Survey on Disability, which produced an LMA of 5.0% for persons with disabilities in those occupational groups (managers are treated as a single occupational group when determining LMA for persons with disabilities). The revised estimates shown here are based on the 2022 Canadian Survey on Disability which puts the LMA at 6.7%, resulting in the reduction of the 2022 attainment rates to 75.8% for senior managers and 84.9% for middle and other managers.

CHART 4B

Attainment rate (compared to the Canadian LMA* for each occupational group) of persons with disabilities, 2022 and 2023 (percentage)



* Source: Statistics Canada, 2017 Canadian Survey on Disability. This chart presents updated attainment rates for 2022, using the 2022 Canadian Survey on Disability. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*. For persons with disabilities, Senior managers and Middle and other managers are compared to a single combined LMA for both occupational groups. Another combined LMA is used for Supervisors: crafts and trades and Skilled crafts and trades workers.

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 2023. The highest attainment rate based on sector LMA was in banking and financial services, at 64.5%. That sector also had the highest representation, with 7.0% of employees being persons with disabilities.

Attainment rates did increase in all 4 sectors between 2022 and 2023. The largest increase was in the communications sector, where the attainment rate rose by 5.0 percentage points. While the attainment rate grew in the transportation sector, the water transportation subsector saw a small decline from 20.3% to 19.9%.

TABLE 4A

Representation, Labour Market Availability, and attainment rate of persons with disabilities by sector and subsector, 2022 and 2023 (percentage)

Sector or subsector	2022 representation	2023 representation	Change* in representation from 2022 to 2023	LMA (Canadian)**	2022 attainment rate based on LMA (Canadian)	2023 attainment rate based on LMA (Canadian)	LMA (sector)**	2022 attainment rate based on LMA (sector)	2023 attainment rate based on LMA (sector)
Banking and financial services	6.9	7.0	+0.1	12.3	55.7	56.8	10.8	63.3	64.5
Communications	5.3	5.9	+0.6	12.3	43.0	48.0	12.3**	43.0	48.0
Transportation	3.6	3.9	+0.2	12.3	29.5	31.5	9.7	37.5	40.0
Air Transportation subsector	2.1	2.3	+0.2	n/a	n/a	n/a	9.7	21.6	24.1
Ground Transportation subsector	4.4	4.8	+0.4	n/a	n/a	n/a	9.7	45.6	49.2
Water Transportation subsector	2.0	1.9	-0.0	n/a	n/a	n/a	9.7	20.3	19.9
'Other'	2.8	3.3	+0.5	12.3	22.9	27.2	11.8	23.8	28.2
Other production industries subsector	3.6	4.3	+0.7	n/a	n/a	n/a	11.8	30.7	36.5
Other service industries subsector	2.0	2.4	+0.4	n/a	n/a	n/a	11.8	16.6	20.0

* Change values may not equal the differences between the representation rates due to rounding. The values "+0.0" and "-0.0" show increases or decreases, respectively, that were less than 0.1 of a percentage point.

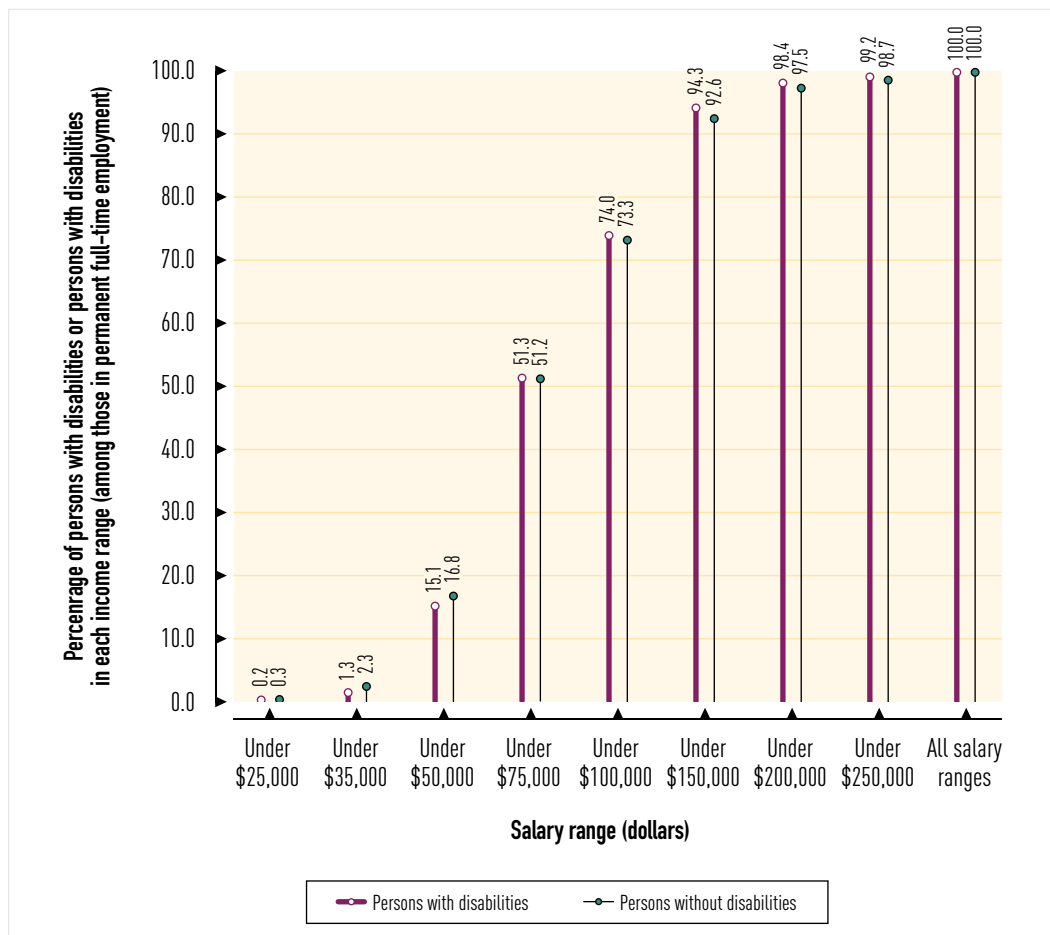
** Source: Statistics Canada, 2022 Canadian Survey on Disability. This table presents updated attainment rates for 2022, using the 2022 Canadian Survey on Disability. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*. The 2022 Canadian Survey on Disability did not have a sufficient sample size to produce a reliable LMA for the Communications sector, so the Canadian LMA of 12.3% is used for that sector as the most reliable estimate available.

Salary ranges

Chart 4C shows the percentage of persons with disabilities and persons without disabilities in each of the 9 salary ranges, among those in permanent full-time employment. The chart shows that persons with disabilities were 1.7 percentage points less likely than persons without disabilities to be paid less than \$50,000 (15.1% compared to 16.8%). However, persons with disabilities were 0.7 of a percentage point more likely than persons without disabilities to be paid less than \$100,000 (74.0% compared to 73.3%).

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, 2023 (percentage)

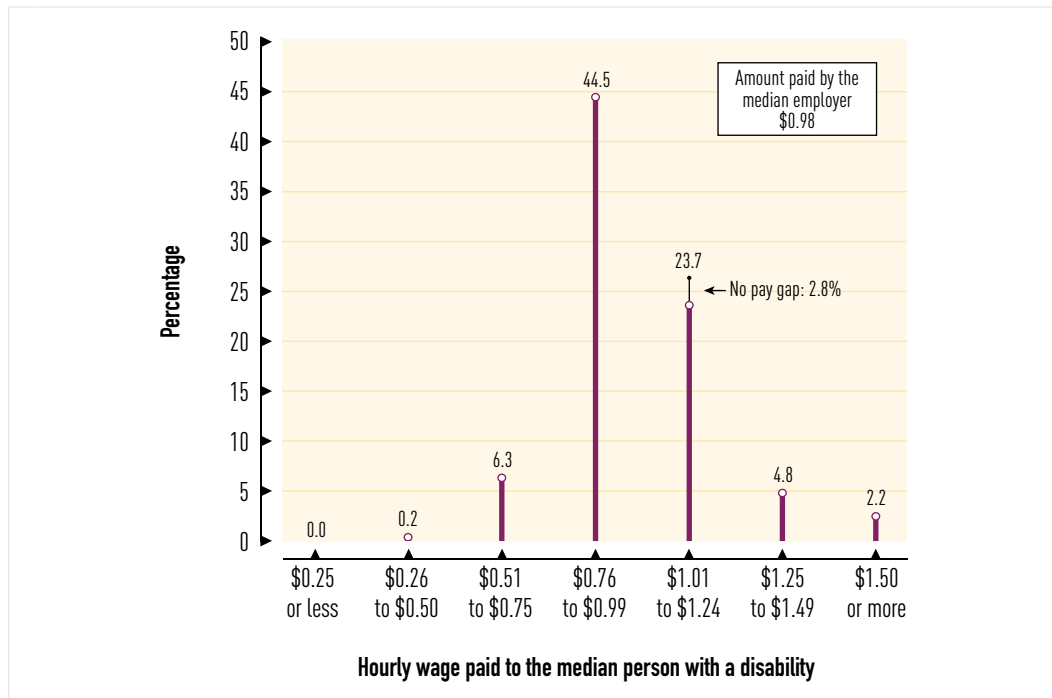


Hourly wage gaps

In 2023, the median employer paid the median person with a disability \$0.98 per hour for every \$1.00 paid to the median person without a disability.

- For more than 7 in every 10 employers (71.1%), this number was between \$0.76 and \$1.24
- 33.6% 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** was the least likely to pay the median person with a disability at least as much as the median person without a disability; 31.0% of employers did so
- The **communications sector** had the largest hourly wage gap; the median employer paid the median person with a disability \$0.96 per hour for every \$1.00 they paid the median person without a disability
- The **transportation sector and the 'other sector'** had the smallest pay gap; the median employer in each sector paid the median person with a disability \$0.98 per hour for every \$1.00 they paid the median person without a disability

Data on mean hourly wage gaps can be found in 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	\$0.97	0.0	0.0	14.3	50.0	2.4	19.0	7.1	2.4	4.8
Communications	\$0.96	0.0	0.0	0.0	58.8	3.9	25.5	5.9	0.0	5.9
Transportation	\$0.98	0.0	0.3	5.8	41.1	3.1	22.8	4.7	2.8	19.4
'Other'	\$0.98	0.0	0.0	8.1	47.7	1.2	29.1	3.5	1.2	9.3
All sectors	\$0.98	0.0	0.2	6.3	44.5	2.8	23.7	4.8	2.2	15.4

Bonus pay gaps

In 2023, 60.9% 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:

- 28.0% of employers paid the median person with a disability at least as much bonus pay as the median person without a disability
- 32.8% paid the median person with a disability less in bonus pay than the median person without a disability

In 2023, bonus pay gaps for persons with disabilities varied across sectors:

- The median employer in the **banking and financial services sector** paid the median person with a disability \$0.98 in bonus pay for every \$1.00 they paid the median person without a disability
- The **communications sector** had the largest bonus pay gap; the median employer paid the median person with a disability \$0.91 in bonus pay for every \$1.00 they paid the median person without a disability
- The **transportation sector** had the smallest bonus pay gap; the median employer paid the median person with a disability \$0.99 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; 26.4% of employers did so
- The median employer in the **'other' sector** paid the median person with a disability \$0.97 in bonus pay for every \$1.00 they paid the median person without a disability

Data on mean bonus pay gaps can be found in 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	\$0.98	2.4	9.5	9.5	33.3	0.0	21.4	4.8	4.8	14.3
Communications	\$0.91	5.9	7.8	13.7	23.5	5.9	11.8	3.9	7.8	19.6
Transportation	\$0.99	3.6	7.5	4.2	11.7	6.7	6.9	5.0	7.8	46.7
'Other'	\$0.97	2.3	5.8	11.6	16.3	8.1	10.5	2.3	11.6	31.4
All sectors	\$0.98	3.5	7.4	6.7	15.2	6.3	9.1	4.5	8.2	39.1

Overtime pay gaps

In 2023, 63.2% 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 \$0.89 per hour of overtime for every \$1.00 they paid the median person without a disability.

- 26.9% of employers paid the median person with a disability at least as much as the median person without a disability

In 2023, 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 per hour of overtime as they paid the median person without a disability; 23.8% of employers did so
- The median employer in the **communications sector** paid the median person with a disability \$0.83 per hour of overtime 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 \$0.91 per hour of overtime for every \$1.00 they paid the median person without a disability
- The **'other' sector** had the largest overtime pay gap; the median employer paid the median person with a disability \$0.80 per hour of overtime 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 per hour of overtime as they paid the median person without a disability; 29.1% of employers did so

Data on mean overtime pay gaps can be found in 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	\$0.87	0.0	9.5	16.7	16.7	0.0	7.1	0.0	16.7	33.3
Communications	\$0.83	0.0	5.9	15.7	13.7	0.0	5.9	2.0	17.6	39.2
Transportation	\$0.91	6.9	7.5	8.3	11.7	0.0	6.4	5.0	15.6	38.6
'Other'	\$0.80	4.7	14.0	15.1	14.0	0.0	3.5	5.8	19.8	23.3
All sectors	\$0.89	5.4	8.5	10.8	12.6	0.0	5.9	4.5	16.5	35.8

Overtime hours gaps

For the median employer, the median person with a disability worked 3 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

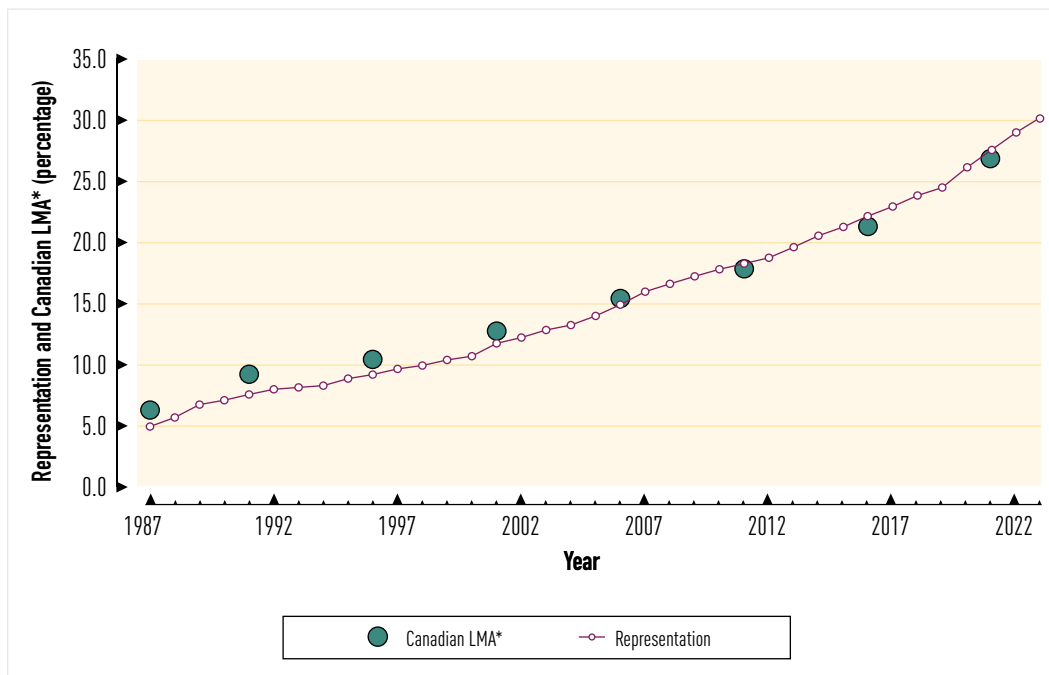
Members of visible minorities

Representation and attainment rate

Chart 5A shows that the representation of members of visible minorities reached a new high of 30.1% in 2023, surpassing the 2022 rate of 28.8%. 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 2023 (percentage)



* Sources: Statistics Canada, 1986 to 2021 Census and 2011 National Household Survey.

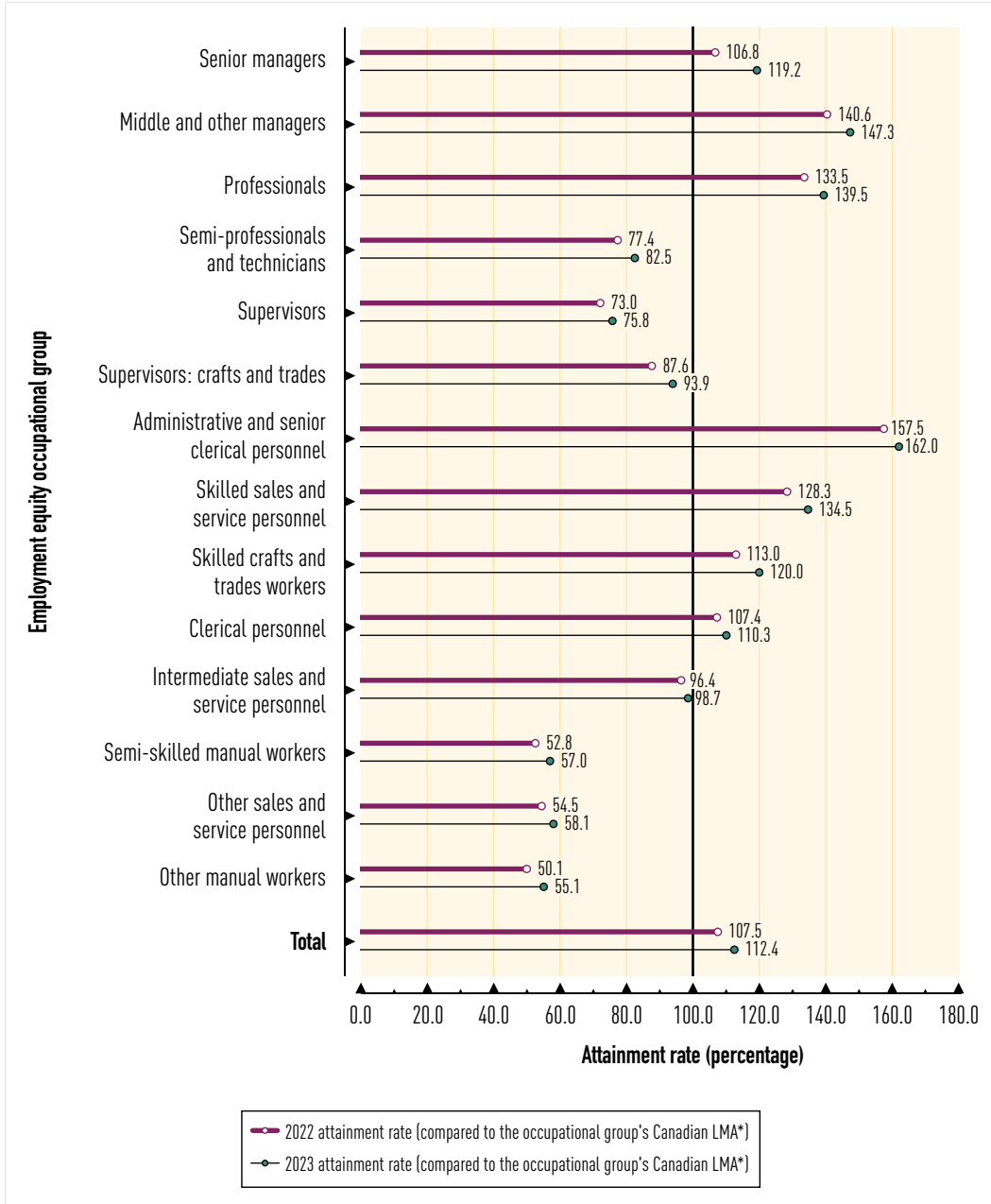
Attainment rate by occupational group

Chart 5B shows that, between 2022 and 2023, the representation of members of visible minorities increased in all occupational groups. Members of visible minorities were above the Canadian LMA for half of the 14 groups, including senior managers (119.2%), middle and other managers (147.3%), and professionals (139.5%). The highest attainment rate was in the administrative and senior clerical personnel occupational group, at 162.0%.

The *Employment Equity Act: Annual Report 2023* showed attainment rates of 105.3% for supervisors, 117.8% among supervisors: crafts and trades, and 120.0% among intermediate sales and service personnel. Those estimates were based on the 2016 Census. The revised estimates shown here are based on the 2021 Census, which showed higher LMA for members of visible minorities in those three occupational groups. The revised attainment rates for 2022 are 73.0% among supervisors, 87.6% among supervisors: crafts and trades, and 96.4% among intermediate sales and service personnel.

CHART 5B

Attainment rate (compared to the Canadian LMA* for each occupational group) of members of visible minorities, 2022 and 2023 (percentage)



* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

Representation and attainment rate by sector and subsector

In 2023, attainment rate for members of visible minorities rose in every sector and subsector. The banking and financial services sector had an attainment rate above 100.0% (118.7%) and also had the largest gain among sectors with 4.6 percentage points. The largest gain in a subsector was 5.5 points in air transportation.

TABLE 5A

Representation, Labour Market Availability, and attainment rate of members of visible minorities by sector and subsector, 2022 and 2023 (percentage)

Sector or subsector	2022 representation	2023 representation	Change* in representation from 2022 to 2023	LMA (Canadian)**	2022 attainment rate based on LMA (Canadian)	2023 attainment rate based on LMA (Canadian)	LMA (sector)**	2022 attainment rate based on LMA (sector)	2023 attainment rate based on LMA (sector)
Banking and financial services	41.8	43.5	+1.7	26.8	156.2	162.4	36.6	114.1	118.7
Communications	26.1	27.4	+1.3	26.8	97.6	102.4	30.1	86.7	90.9
Transportation	21.1	22.5	+1.4	26.8	79.0	84.2	33.1	63.8	68.0
Air Transportation subsector	22.7	24.5	+1.8	n/a	n/a	n/a	33.1	68.5	74.0
Ground Transportation subsector	20.9	22.1	+1.2	n/a	n/a	n/a	33.1	63.2	66.7
Water Transportation subsector	15.9	16.7	+0.8	n/a	n/a	n/a	33.1	48.0	50.5
'Other'	17.4	18.0	+0.6	26.8	65.2	67.3	24.5	71.2	73.5
Other production industries subsector	14.9	15.9	+1.0	n/a	n/a	n/a	24.5	60.7	64.8
Other service industries subsector	20.1	20.2	+0.1	n/a	n/a	n/a	24.5	81.9	82.3

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

** Source: Statistics Canada, 2021 Census. This table presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

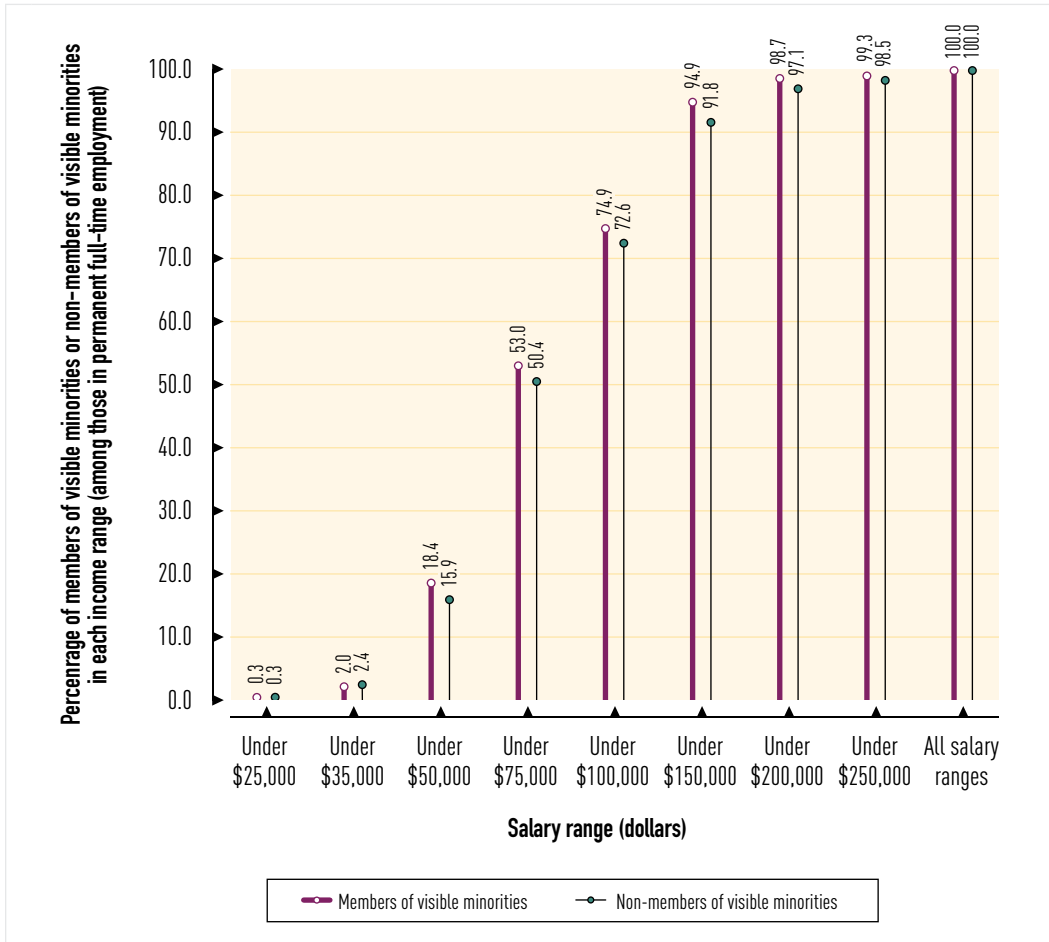
Salary ranges

Chart 5C shows the percentage of members and non-members of visible minorities in each of the 9 salary ranges, among those in permanent full-time employment. The chart shows that in 2023 members of visible minorities were 2.5 percentage points more likely than non-members of visible minorities to be paid less than \$50,000 (18.4% compared to 15.9%),⁸ and 2.3 percentage points more likely to be paid under \$100,000 (74.9% compared to 72.6%).

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](#).

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, 2023 (percentage)



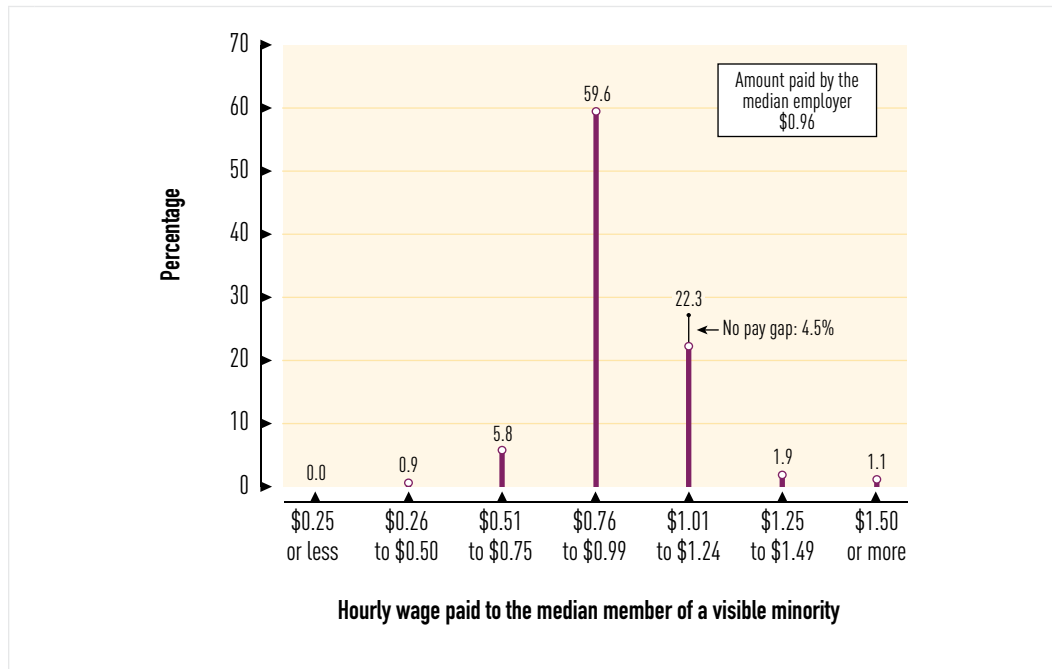
⁸ The difference does not align with the numbers due to rounding.

Hourly wage gaps

In 2023, the median employer paid the median member of a visible minority \$0.96 per hour for every \$1.00 they paid the median non-member of a visible minority.

- For 86.3% of employers, this number was between \$0.76 and \$1.24
- Among 6.7% of employers, the number was \$0.75 or less
- 29.7% 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 non-member of a visible minority (percentage)



Median hourly wage gaps varied slightly across sectors:

- The **banking and financial services sector** and the **'other' sector** had the largest hourly wage 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; 21.4% of employers did so
- Most employers in the **communications sector** had small pay gaps; 94.1% paid the median member of a visible minority between \$0.76 and \$1.24 per hour for every \$1.00 they paid the median non-member of a visible minority
- The **transportation sector** had the smallest pay gap; the median employer paid the median member of a visible minority \$0.97 per hour for every \$1.00 they paid to the median non-member of a visible minority. This 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; 31.9% of employers did so, slightly more than the 31.4% in communications

Data on mean hourly wage gaps can be found in 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	4.8	2.4	69.0	0.0	16.7	2.4	2.4	2.4
Communications	\$0.96	0.0	0.0	3.9	64.7	2.0	27.5	2.0	0.0	0.0
Transportation	\$0.97	0.0	0.8	7.5	55.0	6.1	23.1	1.7	1.1	4.7
'Other'	\$0.94	0.0	0.0	1.2	70.9	1.2	18.6	2.3	1.2	4.7
All sectors	\$0.96	0.0	0.9	5.8	59.6	4.5	22.3	1.9	1.1	4.1

Bonus pay gaps

In 2023, 75.9% 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:

- 25.4% 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 22.1% of employers, this number was between \$0.76 and \$0.99
- 28.4% 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 \$0.80 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; 11.9% of employers did so
- The **communications sector** had the highest concentration of small bonus pay gaps; 49.0% of employers paid the median members of a visible minority between \$0.76 and \$1.24 in bonus pay for every \$1.00 they paid the median non-member of a visible minority
- The median employer in the **transportation sector** paid the median member of a visible minority \$0.90 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 \$0.93 in bonus pay for every \$1.00 they paid to the median non-member of a visible minority. This sector was also the 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; 36.0% of employers did so

Data on mean bonus pay gaps can be found in 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	\$0.80	2.4	7.1	33.3	42.9	0.0	4.8	4.8	2.4	2.4
Communications	\$0.90	2.0	2.0	19.6	27.5	5.9	15.7	3.9	5.9	17.6
Transportation	\$0.90	4.7	9.4	10.0	18.1	8.9	10.0	3.9	5.3	29.7
'Other'	\$0.93	1.2	5.8	16.3	25.6	12.8	8.1	7.0	8.1	15.1
All sectors	\$0.89	3.7	8.0	13.7	22.1	8.5	9.8	4.5	5.6	24.1

Overtime pay gaps

In 2023, 80.1% 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 the same amount per hour of overtime they paid the median non-member of a visible minority (\$1.00 for \$1.00). Overtime pay gaps were relatively evenly distributed, with a slight concentration at the bottom of the range:

- 23.4% of employers paid the median member of a visible minority \$0.75 or less for every \$1.00 they paid the median non-member of a visible minority
- For 16.9% of employers, this number was between \$0.76 and \$0.99
- 39.9% of employers paid the median member of a visible minority at least as much per hour of overtime as they paid the median non-member of a visible minority

In 2 of the 4 sectors (banking and financial services and 'other'), the median employer paid the median member of visible minorities at least as much 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 per hour of overtime than they paid the median non-member of a visible minority; 52.4% of employers did so
- The median employer in the **communications sector** paid the median member of a visible minority \$0.97 per hour of overtime 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 overtime pay than the median non-member of a visible minority; 35.3% of employers did so
- The **transportation sector** had the lowest concentration of employers with small overtime pay gaps; 33.0% paid the median member of a visible minority \$0.76 to \$1.24 per hour of overtime every \$1.00 they paid the median non-member of a visible minority
- The median employer in the **'other' sector** paid the median member of a visible minority effectively the same overtime rate they paid the median non-member of a visible minority (\$1.00 for every \$1.00)

Data on mean overtime pay gaps can be found in 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	\$1.15	2.4	2.4	9.5	16.7	0.0	19.0	14.3	19.0	16.7
Communications	\$0.97	3.9	7.8	11.8	19.6	0.0	9.8	11.8	13.7	21.6
Transportation	\$0.98	3.9	7.2	11.1	17.5	0.3	15.3	8.6	13.3	22.8
'Other'	\$1.00	9.3	5.8	17.4	12.8	1.2	19.8	11.6	14.0	8.1
All sectors	\$1.00	4.6	6.7	12.1	16.9	0.4	15.8	9.8	13.9	19.9

Overtime hours gaps

For the median employer, the median member of a visible minority worked 2 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 2023 calendar year. This year's report covers 563 employers with a combined workforce of 796,905 employees. Overall, the 2023 workforce total represents a 33.8% increase compared to the first employment equity data reported for 1987, when 373 employers reported 595,417 employees.

At the overall workforce level, 2 of the 4 designated groups increased their representation in 2023. Representation for women dipped slightly to 39.4%, still above its low point of 39.1% in 2020. Aboriginal peoples held steady for a third straight year, with a representation rate of 2.4%. Persons with disabilities continued an upward trend to a representation rate of 5.2%, while representation for members of visible minorities continued growing to 30.1%.

At the sector level, women's representation declined across all 4 sectors. Representation rates for Aboriginal people all stayed within 0.1 of a percentage point, with the only increase in the communications sector. Persons with disabilities and members of visible minorities saw improvements in all 4 sectors.

At the occupational group level, all 4 designated groups saw their attainment rates improve among senior managers. Persons with disabilities and members of visible minorities also saw increases among middle and other managers and professionals, and all 4 groups saw increases among skilled crafts and trades workers.

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, Aboriginal peoples, and persons with disabilities were also paid less than the rest of the workforce in terms of overtime. Members of visible minorities received overtime rates similar to non-members of visible minorities.

Those interested in more detailed data can explore [Equi'Vision](#). This data visualization website allows users to explore employment equity data by geography, sector, and employer.

As Canada continues to grow and change, employment equity will remain 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 2022 and 2023 data.

Tables 1.1 to 3.4 in this Appendix present representation data disaggregated by province, Census Metropolitan Area, and employment status. 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 7.1 to 10.7 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, 2022 and 2023 (percentage)

Census metropolitan area, province and territory	1987 representation	2022 representation	2023 representation	2021 availability*
Halifax	41.2	40.6	38.4	49.5
Montréal	39.0	39.8	39.5	48.7
Toronto	47.1	44.5	44.3	48.7
Winnipeg	32.7	32.2	32.2	48.3
Regina	42.9	46.6	44.7	48.8
Calgary	47.6	41.7	41.5	47.9
Edmonton	44.5	39.1	38.6	47.7
Vancouver	40.4	38.4	37.5	48.6
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Newfoundland and Labrador	38.4	44.8	44.9	49.1
Prince Edward Island	38.0	29.6	29.9	48.9
Nova Scotia	34.4	41.4	40.5	49.1
New Brunswick	32.2	45.5	45.3	48.5
Quebec	39.8	37.9	37.7	48.1
Ontario	44.2	41.9	41.6	48.4
Manitoba	30.5	31.9	32.0	47.4
Saskatchewan	35.1	37.2	36.5	47.8
Alberta	45.3	40.5	40.3	47.4
British Columbia	41.5	37.6	36.6	48.5
Yukon	31.4	39.9	40.1	50.7
Northwest Territories	21.9	25.4	23.6	48.6
Nunavut	n/a	24.8	23.4	49.7
Canada	40.9	39.8	39.8	48.2

* Source: Statistics Canada, 2021 Census.

TABLE 1.2

Representation and availability* of Aboriginal peoples by census metropolitan area, province and territory in 1987, 2022 and 2023 (percentage)

Census metropolitan area, province and territory	1987 representation	2022 representation	2023 representation	2021 availability*
Halifax	0.5	2.9	2.8	4.1
Montréal	0.3	1.0	0.9	1.1
Toronto	0.6	1.1	1.1	0.7
Winnipeg	0.8	7.2	7.2	10.5
Regina	0.4	4.3	3.9	7.5
Calgary	0.5	2.1	2.0	3.1
Edmonton	0.7	3.6	3.6	5.4
Vancouver	0.5	2.0	2.0	2.4
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Newfoundland and Labrador	0.6	7.2	7.6	9.3
Prince Edward Island	0.2	1.0	1.3	2.1
Nova Scotia	0.4	2.9	3.0	5.1
New Brunswick	0.4	1.6	1.7	4.0
Quebec	0.4	1.2	1.3	2.2
Ontario	0.7	1.7	1.6	2.6
Manitoba	1.0	8.0	8.3	13.5
Saskatchewan	1.4	8.3	8.5	11.9
Alberta	0.7	3.0	3.0	5.5
British Columbia	0.7	3.4	3.2	5.2
Yukon	3.8	8.1	7.0	18.9
Northwest Territories	9.6	13.4	12.2	39.8
Nunavut	n/a	34.0	38.8	73.5
Canada	0.7	2.4	2.4	4.2

* Source: Statistics Canada, 2016 Census.

TABLE 1.3

Representation and availability* of persons with disabilities by census metropolitan area, province and territory in 1987, 2022 and 2023 (percentage)

Census metropolitan area, province and territory	1987 representation	2022 representation	2023 representation	2022 availability*
Halifax	1.6	8.5	8.8	n/a
Montréal	1.1	3.3	3.9	n/a
Toronto	1.5	5.3	5.5	n/a
Winnipeg	1.8	5.2	5.5	n/a
Regina	2.4	5.3	5.6	n/a
Calgary	1.9	4.7	4.4	n/a
Edmonton	2.0	5.8	6.0	n/a
Vancouver	1.5	3.6	3.6	n/a
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Newfoundland and Labrador	1.0	4.6	5.2	12.5
Prince Edward Island	1.2	4.3	5.6	12.8
Nova Scotia	3.5	8.6	8.5	17.2
New Brunswick	1.8	6.7	7.0	16.0
Quebec	1.1	3.0	3.6	8.9
Ontario	1.6	5.6	5.9	12.9
Manitoba	1.7	5.0	5.1	12.2
Saskatchewan	1.8	4.9	5.0	12.5
Alberta	1.9	5.0	5.0	13.7
British Columbia	1.7	4.4	4.4	13.6
Yukon	0.8	6.1	6.7	18.0
Northwest Territories	1.4	6.1	7.0	13.8
Nunavut	n/a	9.9	11.3	10.0
Canada	1.6	4.9	5.3	12.3

* Source: Statistics Canada, 2022 Canadian Survey on Disability.

TABLE 1.4

Representation and availability* of members of visible minorities by census metropolitan area, province and territory in 1987, 2022 and 2023 (percentage)

Census metropolitan area, province and territory	1987 representation	2022 representation	2023 representation	2021 availability*
Halifax	1.9	16.9	16.1	12.2
Montréal	3.0	22.0	23.1	24.6
Toronto	12.0	45.6	47.1	54.4
Winnipeg	2.9	26.3	27.6	30.1
Regina	1.6	23.4	26.4	21.4
Calgary	5.6	30.9	33.0	36.3
Edmonton	4.4	28.9	29.7	30.9
Vancouver	7.9	40.9	41.6	51.2
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Newfoundland and Labrador	0.7	4.2	5.3	3.8
Prince Edward Island	1.0	8.8	14.1	10.5
Nova Scotia	1.3	14.0	15.7	10.5
New Brunswick	1.1	9.9	10.9	6.3
Quebec	2.6	18.1	19.0	16.2
Ontario	7.3	35.9	37.5	34.4
Manitoba	2.6	22.2	23.5	24.6
Saskatchewan	1.2	14.7	16.5	15.2
Alberta	4.0	26.6	28.1	27.4
British Columbia	6.2	32.8	33.8	34.8
Yukon	1.4	22.0	22.8	14.0
Northwest Territories	2.5	19.4	21.1	13.9
Nunavut	n/a	16.4	18.2	6.8
Canada	5.0	28.8	30.4	26.8

* Source: Statistics Canada, 2021 Census.

TABLE 2.1

Representation and attainment rate (sector availability)* of women in the banking and financial services sector by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	38.6	39.8	33.6	114.9	118.5
Middle and other managers	48.1	47.9	50.8	94.7	94.3
Professionals	46.7	46.4	45.1	103.5	102.9
Semi-professionals and technicians	35.6	37.9	38.5	92.5	98.4
Supervisors	69.5	70.2	70.4	98.7	99.7
Supervisors: crafts and trades	18.2	30.2	17.5	104.0	172.6
Administrative and senior clerical personnel	66.4	67.5	75.6	87.8	89.3
Skilled sales and service personnel	56.2	55.6	60.3	93.2	92.2
Skilled crafts and trades workers	16.7	14.3	10.7	156.1	133.6
Clerical personnel	66.7	66.4	75.6	88.2	87.8
Intermediate sales and service personnel	72.8	72.7	73.0	99.7	99.6
Semi-skilled manual workers	14.7	20.0	20.1	73.1	99.5
Other sales and service personnel	18.2	22.0	53.4	34.1	41.2
Other manual workers	100.0	100.0	28.4	352.1	352.1
Total	54.2	53.8	56.4	96.1	95.4

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.2

Representation and attainment rate (sector availability)* of women in the communications sector by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	30.1	30.6	28.1	107.1	108.9
Middle and other managers	37.9	37.8	42.7	88.8	88.5
Professionals	39.3	39.0	44.9	87.5	86.9
Semi-professionals and technicians	31.2	29.6	29.7	105.1	99.7
Supervisors	46.1	46.2	55.3	83.4	83.5
Supervisors: crafts and trades	17.7	21.2	26.3	67.3	80.6
Administrative and senior clerical personnel	73.2	71.3	75.8	96.6	94.1
Skilled sales and service personnel	34.4	34.0	40.1	85.8	84.8
Skilled crafts and trades workers	3.4	3.3	7.7	44.2	42.9
Clerical personnel	60.7	60.1	76.9	78.9	78.2
Intermediate sales and service personnel	49.1	48.9	48.0	102.3	101.9
Semi-skilled manual workers	42.4	40.1	16.2	261.7	247.5
Other sales and service personnel	48.1	47.2	42.2	114.0	111.8
Other manual workers	9.1	19.0	19.6	46.4	96.9
Total	35.2	34.5	43.6	80.7	79.1

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.3

Representation and attainment rate (sector availability)* of women in the transportation sector by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	24.7	25.9	18.8	131.4	137.8
Middle and other managers	34.9	33.7	29.1	119.9	115.8
Professionals	40.7	41.5	37.8	107.7	109.8
Semi-professionals and technicians	12.4	12.1	13.1	94.7	92.4
Supervisors	53.3	54.2	44.7	119.2	121.3
Supervisors: crafts and trades	9.9	8.2	13.1	75.6	62.6
Administrative and senior clerical personnel	68.7	69.2	67.4	101.9	102.7
Skilled sales and service personnel	26.1	25.7	39.3	66.4	65.4
Skilled crafts and trades workers	4.5	4.4	3.8	118.4	115.8
Clerical personnel	44.1	45.4	43.2	102.1	105.1
Intermediate sales and service personnel	69.0	68.3	64.7	106.6	105.6
Semi-skilled manual workers	13.8	11.0	4.6	300.0	239.1
Other sales and service personnel	39.1	37.7	23.8	164.3	158.4
Other manual workers	8.7	9.1	22.0	39.5	41.4
Total	31.4	30.7	25.0	125.6	122.8

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.4

Representation and attainment rate (sector availability)* of women in the 'other' sector by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	31.4	30.6	25.0	125.6	122.4
Middle and other managers	29.7	30.3	35.9	82.7	84.4
Professionals	39.7	39.8	39.5	100.5	100.8
Semi-professionals and technicians	23.6	23.8	36.8	64.1	64.7
Supervisors	46.4	41.5	47.6	97.5	87.2
Supervisors: crafts and trades	7.2	7.6	7.0	102.9	108.6
Administrative and senior clerical personnel	72.7	72.2	80.4	90.4	89.8
Skilled sales and service personnel	25.8	30.1	36.6	70.5	82.2
Skilled crafts and trades workers	6.6	7.0	5.0	132.0	140.0
Clerical personnel	67.4	66.2	70.4	95.7	94.0
Intermediate sales and service personnel	38.9	37.8	47.8	81.4	79.1
Semi-skilled manual workers	12.5	10.7	10.3	121.4	103.9
Other sales and service personnel	39.3	39.1	57.2	68.7	68.4
Other manual workers	16.1	16.4	16.3	98.8	100.6
Total	32.0	31.5	36.8	87.0	85.6

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.5

Representation and attainment rate (sector availability)* of Aboriginal peoples in the banking and financial services sector by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	0.9	0.9	1.3	69.2	69.2
Middle and other managers	1.2	1.1	1.6	75.0	68.8
Professionals	1.0	1.0	1.2	83.3	83.3
Semi-professionals and technicians	1.0	0.9	1.6	62.5	56.3
Supervisors	1.8	1.7	2.8	64.3	60.7
Supervisors: crafts and trades	0.0	0.0	5.0	0.0	0.0
Administrative and senior clerical personnel	1.7	1.5	2.5	68.0	60.0
Skilled sales and service personnel	1.7	1.8	2.4	70.8	75.0
Skilled crafts and trades workers	8.3	7.1	4.5	184.4	157.8
Clerical personnel	1.5	1.5	2.4	62.5	62.5
Intermediate sales and service personnel	2.6	2.5	2.7	96.3	92.6
Semi-skilled manual workers	2.2	1.6	4.8	45.8	33.3
Other sales and service personnel	0.0	0.0	2.0	0.0	0.0
Other manual workers	0.0	0.0	7.0	0.0	0.0
Total	1.4	1.4	1.9	73.7	73.7

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.6

Representation and attainment rate (sector availability)* of Aboriginal peoples in the communications sector by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	2.3	2.4	1.6	143.8	150.0
Middle and other managers	1.6	1.5	1.8	88.9	83.3
Professionals	1.9	1.7	1.8	105.6	94.4
Semi-professionals and technicians	1.9	1.9	3.4	55.9	55.9
Supervisors	1.8	1.7	2.4	75.0	70.8
Supervisors: crafts and trades	3.2	3.1	2.8	114.3	110.7
Administrative and senior clerical personnel	2.4	2.6	1.8	133.3	144.4
Skilled sales and service personnel	1.9	2.0	3.2	59.4	62.5
Skilled crafts and trades workers	3.6	4.0	3.8	94.7	105.3
Clerical personnel	2.4	2.3	3.3	72.7	69.7
Intermediate sales and service personnel	2.2	2.2	2.9	75.9	75.9
Semi-skilled manual workers	3.3	3.5	7.7	42.9	45.5
Other sales and service personnel	3.2	3.7	4.4	72.7	84.1
Other manual workers	0.0	0.0	3.4	0.0	0.0
Total	2.2	2.3	2.6	84.6	88.5

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.7

Representation and attainment rate (sector availability)* of Aboriginal peoples in the transportation sector by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	1.2	1.3	2.3	52.2	56.5
Middle and other managers	1.9	2.0	3.1	61.3	64.5
Professionals	1.7	1.7	1.7	100.0	100.0
Semi-professionals and technicians	2.4	2.6	3.8	63.2	68.4
Supervisors	3.8	4.3	4.0	95.0	107.5
Supervisors: crafts and trades	4.2	5.0	5.1	82.4	98.0
Administrative and senior clerical personnel	1.9	2.6	2.7	70.4	96.3
Skilled sales and service personnel	2.0	2.7	3.5	57.1	77.1
Skilled crafts and trades workers	4.1	4.4	5.4	75.9	81.5
Clerical personnel	2.7	2.9	3.6	75.0	80.6
Intermediate sales and service personnel	2.5	2.7	3.5	71.4	77.1
Semi-skilled manual workers	3.2	3.1	3.9	82.1	79.5
Other sales and service personnel	4.1	5.4	4.7	87.2	114.9
Other manual workers	4.8	4.7	5.2	92.3	90.4
Total	2.9	3.1	3.9	74.4	79.5

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.8

Representation and attainment rate (sector availability)* of Aboriginal peoples in the 'other' sector by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	2.3	2.6	2.2	104.5	118.2
Middle and other managers	2.1	2.4	2.7	77.8	88.9
Professionals	2.1	2.0	1.9	110.5	105.3
Semi-professionals and technicians	4.7	4.6	3.7	127.0	124.3
Supervisors	2.8	3.5	4.4	63.6	79.5
Supervisors: crafts and trades	4.9	4.9	4.7	104.3	104.3
Administrative and senior clerical personnel	3.8	3.5	3.5	108.6	100.0
Skilled sales and service personnel	4.4	2.3	4.7	93.6	48.9
Skilled crafts and trades workers	6.0	5.9	5.9	101.7	100.0
Clerical personnel	3.6	3.6	4.2	85.7	85.7
Intermediate sales and service personnel	2.5	2.0	4.3	58.1	46.5
Semi-skilled manual workers	9.9	9.7	7.1	139.4	136.6
Other sales and service personnel	3.6	3.6	5.6	64.3	64.3
Other manual workers	5.9	6.9	7.0	84.3	98.6
Total	4.0	3.9	4.1	97.6	95.1

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

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 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	23.1	25.4	20.3	113.8	125.1
Middle and other managers	37.8	39.4	32.8	115.2	120.1
Professionals	44.0	45.8	41.3	106.5	110.9
Semi-professionals and technicians	49.9	51.3	41.3	120.8	124.2
Supervisors	38.3	39.8	31.9	120.1	124.8
Supervisors: crafts and trades	72.7	48.8	17.5	415.4	278.9
Administrative and senior clerical personnel	44.6	46.1	27.7	161.0	166.4
Skilled sales and service personnel	44.8	47.0	35.1	127.6	133.9
Skilled crafts and trades workers	8.3	7.1	21.4	38.8	33.2
Clerical personnel	45.7	46.7	37.1	123.2	125.9
Intermediate sales and service personnel	36.6	37.8	40.4	90.6	93.6
Semi-skilled manual workers	56.6	59.2	33.9	167.0	174.6
Other sales and service personnel	40.0	24.0	50.8	78.7	47.2
Other manual workers	0.0	0.0	37.2	0.0	0.0
Total	41.8	43.5	36.6	114.2	118.9

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.10

Representation and attainment rate (sector availability)* of members of visible minorities in the communications sector by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	13.8	14.7	17.4	79.3	84.5
Middle and other managers	27.0	28.2	27.6	97.8	102.2
Professionals	30.2	31.9	32.6	92.6	97.9
Semi-professionals and technicians	23.0	25.1	26.2	87.8	95.8
Supervisors	25.3	26.0	34.9	72.5	74.5
Supervisors: crafts and trades	22.7	25.1	25.2	90.1	99.6
Administrative and senior clerical personnel	25.7	26.7	25.1	102.4	106.4
Skilled sales and service personnel	21.8	23.0	29.9	72.9	76.9
Skilled crafts and trades workers	19.5	21.1	23.3	83.7	90.6
Clerical personnel	23.1	24.5	22.5	102.7	108.9
Intermediate sales and service personnel	31.0	30.7	41.7	74.3	73.6
Semi-skilled manual workers	31.4	34.7	35.4	88.7	98.0
Other sales and service personnel	34.9	33.9	37.3	93.6	90.9
Other manual workers	0.0	9.5	31.4	0.0	30.3
Total	26.1	27.4	30.1	86.7	91.0

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.11

Representation and attainment rate (sector availability)* of members of visible minorities in the transportation sector by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	10.2	11.5	16.0	63.8	71.9
Middle and other managers	20.4	21.1	26.6	76.7	79.3
Professionals	31.6	32.8	38.9	81.2	84.3
Semi-professionals and technicians	12.4	13.1	16.1	77.0	81.4
Supervisors	17.7	17.8	30.7	57.7	58.0
Supervisors: crafts and trades	13.7	14.7	19.2	71.4	76.6
Administrative and senior clerical personnel	25.2	24.7	34.1	73.9	72.4
Skilled sales and service personnel	8.4	14.0	30.4	27.6	46.1
Skilled crafts and trades workers	18.1	18.1	17.9	101.1	101.1
Clerical personnel	27.3	26.4	34.5	79.1	76.5
Intermediate sales and service personnel	29.1	29.6	37.0	78.6	80.0
Semi-skilled manual workers	20.2	21.0	34.7	58.2	60.5
Other sales and service personnel	18.1	19.6	39.7	45.6	49.4
Other manual workers	16.3	16.7	43.5	37.5	38.4
Total	22.3	22.5	33.1	67.4	68.0

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.12

Representation and attainment rate (sector availability)* of members of visible minorities in the 'other' sector by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (sector)*	2022 attainment rate	2023 attainment rate
Senior managers	9.3	9.4	14.7	63.3	63.9
Middle and other managers	16.0	17.6	22.1	72.4	79.6
Professionals	26.9	28.6	32.9	81.8	86.9
Semi-professionals and technicians	12.2	14.1	23.4	52.1	60.3
Supervisors	12.5	16.2	30.3	41.3	53.5
Supervisors: crafts and trades	8.1	8.2	12.2	66.4	67.2
Administrative and senior clerical personnel	18.4	20.5	22.7	81.1	90.3
Skilled sales and service personnel	13.7	10.6	18.1	75.7	58.6
Skilled crafts and trades workers	12.9	12.6	13.8	93.5	91.3
Clerical personnel	19.4	19.1	26.5	73.2	72.1
Intermediate sales and service personnel	21.2	21.7	33.9	62.5	64.0
Semi-skilled manual workers	10.5	9.2	15.6	67.3	59.0
Other sales and service personnel	15.7	15.3	31.2	50.3	49.0
Other manual workers	11.7	10.9	20.4	57.4	53.4
Total	17.4	18.0	24.5	71.0	73.5

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.13

Representation and attainment rate (Canadian availability)* of women by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (Canadian)*	2022 attainment rate	2023 attainment rate
Senior managers	30.9	32.2	30.4	101.6	105.9
Middle and other managers	43.1	42.8	40.3	106.9	106.2
Professionals	44.4	44.2	55.0	80.7	80.4
Semi-professionals and technicians	21.9	21.0	55.3	39.6	38.0
Supervisors	59.3	58.8	55.3	107.2	106.3
Supervisors: crafts and trades	10.0	9.3	10.7	93.5	86.9
Administrative and senior clerical personnel	68.2	68.7	80.9	84.3	84.9
Skilled sales and service personnel	52.5	52.1	51.5	101.9	101.2
Skilled crafts and trades workers	4.4	4.4	5.3	83.0	83.0
Clerical personnel	51.3	51.2	65.8	78.0	77.8
Intermediate sales and service personnel	62.1	62.1	65.9	94.2	94.2
Semi-skilled manual workers	13.5	11.1	16.2	83.3	68.5
Other sales and service personnel	40.4	38.6	57.4	70.4	67.2
Other manual workers	10.9	11.2	22.9	47.6	48.9
Total	39.8	39.4	48.2	82.6	81.7

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.14

Representation and attainment rate (Canadian availability)* of Aboriginal peoples by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (Canadian)*	2022 attainment rate	2023 attainment rate
Senior managers	1.4	1.4	3.2	43.8	43.8
Middle and other managers	1.4	1.4	2.9	48.3	48.3
Professionals	1.3	1.3	2.5	52.0	52.0
Semi-professionals and technicians	2.5	2.5	4.6	54.3	54.3
Supervisors	3.0	3.2	4.0	75.0	80.0
Supervisors: crafts and trades	4.4	4.8	4.5	97.8	106.7
Administrative and senior clerical personnel	2.0	2.1	3.8	52.6	55.3
Skilled sales and service personnel	1.8	1.8	3.7	48.6	48.6
Skilled crafts and trades workers	4.3	4.4	5.6	76.8	78.6
Clerical personnel	2.6	2.6	4.4	59.1	59.1
Intermediate sales and service personnel	2.6	2.5	4.7	55.3	53.2
Semi-skilled manual workers	3.6	3.5	5.0	72.0	70.0
Other sales and service personnel	3.9	4.6	5.4	72.2	85.2
Other manual workers	5.0	5.3	6.0	83.3	88.3
Total	2.4	2.4	4.2	57.1	57.1

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.15

Representation and attainment rate (Canadian availability)* of persons with disabilities by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2022 availability (Canadian)*	2022 attainment rate	2023 attainment rate
Senior managers	5.1	5.3	6.7	76.1	79.1
Middle and other managers	5.7	6.1	6.7	85.1	91.0
Professionals	5.5	5.8	12.7	43.3	45.7
Semi-professionals and technicians	3.5	3.7	13.6	25.7	27.2
Supervisors	7.8	7.9	25.0	31.2	31.6
Supervisors: crafts and trades	3.7	4.0	9.9	37.4	40.4
Administrative and senior clerical personnel	6.4	6.7	15.5	41.3	43.2
Skilled sales and service personnel	5.5	5.5	11.6	47.4	47.4
Skilled crafts and trades workers	3.3	3.8	9.9	33.3	38.4
Clerical personnel	6.5	6.8	13.2	49.2	51.5
Intermediate sales and service personnel	4.7	4.7	13.3	35.3	35.3
Semi-skilled manual workers	2.6	2.8	10.3	25.2	27.2
Other sales and service personnel	4.2	5.0	13.3	31.6	37.6
Other manual workers	3.4	3.5	10.3	33.0	34.0
Total	4.9	5.2	12.3	39.8	42.3

* Source: Statistics Canada, 2022 Canadian Survey on Disability. This chart presents updated attainment rates for 2022, using the 2022 Canadian Survey on Disability. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 2.16

Representation and attainment rate (Canadian availability)* of members of visible minorities by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022 representation	2023 representation	2021 availability (Canadian)*	2022 attainment rate	2023 attainment rate
Senior managers	15.2	16.9	14.2	107.0	119.0
Middle and other managers	31.6	33.1	22.5	140.4	147.1
Professionals	39.3	41.0	29.4	133.7	139.5
Semi-professionals and technicians	18.5	19.7	23.9	77.4	82.4
Supervisors	25.3	26.2	34.6	73.1	75.7
Supervisors: crafts and trades	13.1	14.1	15.0	87.3	94.0
Administrative and senior clerical personnel	35.8	36.8	22.7	157.7	162.1
Skilled sales and service personnel	40.8	42.8	31.8	128.3	134.6
Skilled crafts and trades workers	17.3	18.4	15.3	113.1	120.3
Clerical personnel	29.3	30.1	27.3	107.3	110.3
Intermediate sales and service personnel	30.5	31.2	31.6	96.5	98.7
Semi-skilled manual workers	19.0	20.5	25.9	73.4	79.2
Other sales and service personnel	18.2	19.4	33.4	54.5	58.1
Other manual workers	13.7	15.1	27.4	50.0	55.1
Total	28.8	30.1	26.8	107.5	112.3

* Source: Statistics Canada, 2021 Census. This chart presents updated attainment rates for 2022, using the 2021 Census. That means statistics for these years may not match statistics in previous publications of the *Employment Equity Act: Annual Report*.

TABLE 3.1

Distribution of women and men by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022		2023	
	Women distribution	Men distribution	Women distribution	Men distribution
Senior managers	0.7	1.0	0.7	1.0
Middle and other managers	12.8	11.3	13.0	11.3
Professionals	22.3	18.6	22.9	18.8
Semi-professionals and technicians	3.7	8.9	3.7	9.0
Supervisors	5.2	2.4	5.2	2.4
Supervisors: crafts and trades	0.4	2.2	0.4	2.3
Administrative and senior clerical personnel	5.4	1.7	5.8	1.7
Skilled sales and service personnel	5.6	3.4	5.2	3.1
Skilled crafts and trades workers	0.8	11.6	0.8	11.6
Clerical personnel	17.9	11.4	17.8	11.0
Intermediate sales and service personnel	20.4	8.3	20.4	8.1
Semi-skilled manual workers	4.4	18.8	3.5	18.2
Other sales and service personnel	0.5	0.5	0.4	0.5
Other manual workers	0.2	1.1	0.2	1.1
Total	100.0	100.0	100.0	100.0

TABLE 3.2

Distribution of Aboriginal and non-Aboriginal peoples by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022		2023	
	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	6.9	12.1
Professionals	10.6	20.3	10.5	20.7
Semi-professionals and technicians	7.1	6.8	7.2	6.9
Supervisors	4.3	3.5	4.5	3.4
Supervisors: crafts and trades	2.7	1.5	3.0	1.5
Administrative and senior clerical personnel	2.7	3.2	2.8	3.3
Skilled sales and service personnel	3.2	4.3	3.0	4.0
Skilled crafts and trades workers	12.8	7.1	13.5	7.2
Clerical personnel	14.9	14.0	14.9	13.7
Intermediate sales and service personnel	13.9	13.1	13.2	12.9
Semi-skilled manual workers	19.5	12.9	17.6	12.3
Other sales and service personnel	0.7	0.4	0.9	0.4
Other manual workers	1.6	0.8	1.6	0.7
Total	100.0	100.0	100.0	100.0

TABLE 3.3

Distribution of persons with and without disabilities by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022		2023	
	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	13.7	11.8	14.0	11.9
Professionals	22.3	20.0	22.9	20.3
Semi-professionals and technicians	4.8	6.9	4.9	7.0
Supervisors	5.5	3.4	5.3	3.4
Supervisors: crafts and trades	1.1	1.5	1.2	1.5
Administrative and senior clerical personnel	4.1	3.1	4.3	3.3
Skilled sales and service personnel	4.8	4.3	4.2	3.9
Skilled crafts and trades workers	4.9	7.4	5.3	7.5
Clerical personnel	18.3	13.8	18.0	13.5
Intermediate sales and service personnel	12.4	13.2	11.6	13.0
Semi-skilled manual workers	6.9	13.4	6.6	12.7
Other sales and service personnel	0.4	0.5	0.4	0.5
Other manual workers	0.5	0.8	0.5	0.7
Total	100.0	100.0	100.0	100.0

TABLE 3.4

Distribution of members and non-members of visible minorities by occupational group in 2022 and 2023 (percentage)

Employment equity occupational group	2022		2023	
	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	1.0	0.5	1.1
Middle and other managers	13.0	11.5	13.2	11.4
Professionals	27.3	17.2	27.8	17.2
Semi-professionals and technicians	4.4	7.8	4.5	7.9
Supervisors	3.1	3.7	3.0	3.7
Supervisors: crafts and trades	0.7	1.8	0.7	1.9
Administrative and senior clerical personnel	3.9	2.9	4.1	3.0
Skilled sales and service personnel	6.1	3.6	5.6	3.2
Skilled crafts and trades workers	4.3	8.5	4.5	8.6
Clerical personnel	14.2	13.9	13.7	13.7
Intermediate sales and service personnel	13.8	12.8	13.4	12.7
Semi-skilled manual workers	8.6	14.9	8.4	14.1
Other sales and service personnel	0.3	0.5	0.3	0.5
Other manual workers	0.4	0.9	0.4	0.9
Total	100.0	100.0	100.0	100.0

TABLE 4.1

Number, hires, promotions, terminations and net effect* of designated group members in the banking and financial services sector in 2022 and 2023**

Designated groups	2022 number of employees	2023 number of employees	2022 number of hires	2023 number of hires	2022 number of promotions	2023 number of promotions	2022 number of terminations	2023 number of terminations	2022 net effect*	2023 net effect*
Women	152,279	149,052	70,174	68,338	49,889	49,180	49,607	47,696	+20,567	+20,642
Aboriginal peoples	3,913	3,738	1,815	1,771	1,236	1,212	1,338	1,277	+477	+494
Persons with disabilities	19,272	19,337	5,688	5,596	5,659	5,616	5,352	5,208	+336	+388
Members of visible minorities	117,489	120,335	66,002	64,356	40,706	40,258	37,829	36,559	+28,173	+27,797
All employees	281,073	276,879	137,735	134,378	91,766	90,462	96,047	92,480	+41,688	41,898

* 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 2022 and 2023* (percentage)

Designated groups	2022 representation	2023 representation	2022 share of hires	2023 share of hires	2022 share of promotions	2023 share of promotions	2022 share of terminations	2023 share of terminations
Women	54.2	53.8	50.9	50.9	54.4	54.4	51.6	51.6
Aboriginal peoples	1.4	1.4	1.3	1.3	1.3	1.3	1.4	1.4
Persons with disabilities	6.9	7.0	4.1	4.2	6.2	6.2	5.6	5.6
Members of visible minorities	41.8	43.5	47.9	47.9	44.4	44.5	39.4	39.5
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

TABLE 4.3

Number, hires, promotions, terminations and net effect* of designated group members in the communications sector in 2022 and 2023**

Designated groups	2022 number of employees	2023 number of employees	2022 number of hires	2023 number of hires	2022 number of promotions	2023 number of promotions	2022 number of terminations	2023 number of terminations	2022 net effect*	2023 net effect*
Women	41,749	37,540	4,896	2,784	2,482	1,575	4,888	2,692	+8	+92
Aboriginal peoples	2,636	2,466	248	112	123	70	312	118	-64	-6
Persons with disabilities	6,274	6,433	475	254	261	95	591	244	-116	+10
Members of visible minorities	30,961	29,816	3,162	1,557	1,466	676	2,797	1,076	+365	+481
All employees	118,515	108,844	13,912	6,803	6,245	3,712	13,962	6,292	-50	+511

* 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 2022 and 2023* (percentage)

Designated groups	2022 representation	2023 representation	2022 share of hires	2023 share of hires	2022 share of promotions	2023 share of promotions	2022 share of terminations	2023 share of terminations
Women	35.2	34.5	35.2	40.9	39.7	42.4	35.0	42.8
Aboriginal peoples	2.2	2.3	1.8	1.6	2.0	1.9	2.2	1.9
Persons with disabilities	5.3	5.9	3.4	3.7	4.2	2.6	4.2	3.9
Members of visible minorities	26.1	27.4	22.7	22.9	23.5	18.2	20.0	17.1
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

TABLE 4.5

Number, hires, promotions, terminations and net effect* of designated group members in the transportation sector in 2022 and 2023**

Designated groups	2022 number of employees	2023 number of employees	2022 number of hires	2023 number of hires	2022 number of promotions	2023 number of promotions	2022 number of terminations	2023 number of terminations	2022 net effect*	2023 net effect*
Women	105,748	104,436	58,453	26,428	9,090	8,065	49,581	25,325	+8,872	+1,103
Aboriginal peoples	10,575	10,482	4,957	2,667	689	627	3,842	2,133	+1,115	+534
Persons with disabilities	12,396	13,171	4,368	2,377	845	799	3,888	2,299	+480	+78
Members of visible minorities	72,090	76,555	46,659	20,612	6,080	5,611	35,950	17,457	+10,709	+3,155
All Hires	341,003	339,753	196,695	95,054	27,101	24,212	172,005	87,615	+24,690	+7,439

* 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 2022 and 2023* (percentage)

Designated groups	2022 representation	2023 representation	2022 share of hires	2023 share of hires	2022 share of promotions	2023 share of promotions	2022 share of terminations	2023 share of terminations
Women	31.0	30.7	29.7	27.8	33.5	33.3	28.8	28.9
Aboriginal peoples	3.1	3.1	2.5	2.8	2.5	2.6	2.2	2.4
Persons with disabilities	3.6	3.9	2.2	2.5	3.1	3.3	2.3	2.6
Members of visible minorities	21.1	22.5	23.7	21.7	22.4	23.2	20.9	19.9
All Hires	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

TABLE 4.7

Number, hires, promotions, terminations and net effect* of designated group members in the 'other' sector in 2022 and 2023**

Designated groups	2022 number of employees	2023 number of employees	2022 number of hires	2023 number of hires	2022 number of promotions	2023 number of promotions	2022 number of terminations	2023 number of terminations	2022 net effect*	2023 net effect*
Women	20,407	21,127	9,812	7,126	2,467	2,437	6,269	4,064	+3,543	+3,062
Aboriginal peoples	2,526	2,596	1,054	594	293	291	880	581	+174	+13
Persons with disabilities	1,793	2,241	356	247	180	166	398	280	-42	-33
Members of visible minorities	11,118	12,079	4,959	3,739	1,225	1,165	3,599	2,513	+1,360	+1,226
All Hires	63,780	67,058	26,582	19,538	6,797	6,772	19,268	13,463	+7,314	+6,075

* 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 2022 and 2023* (percentage)

Designated groups	2022 representation	2023 representation	2022 share of hires	2023 share of hires	2022 share of promotions	2023 share of promotions	2022 share of terminations	2023 share of terminations
Women	32.0	31.5	36.9	36.5	36.3	36.0	32.5	30.2
Aboriginal peoples	4.0	3.9	4.0	3.0	4.3	4.3	4.6	4.3
Persons with disabilities	2.8	3.3	1.3	1.3	2.6	2.5	2.1	2.1
Members of visible minorities	17.4	18.0	18.7	19.1	18.0	17.2	18.7	18.7
All Hires	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

TABLE 4.9

Number, hires, promotions, terminations and net effect* of designated group members in all sectors in 2022 and 2023**

Designated groups	2022 number of employees	2023 number of employees	2022 number of hires	2023 number of hires	2022 number of promotions	2023 number of promotions	2022 number of terminations	2023 number of terminations	2022 net effect*	2023 net effect*
Women	320,020	312,155	143,335	104,676	63,928	61,257	110,345	79,777	+32,990	24,899
Aboriginal peoples	19,621	19,282	8,074	5,144	2,341	2,200	6,372	4,109	+1,702	+1,035
Persons with disabilities	39,698	41,182	10,887	8,474	6,945	6,676	10,229	8,031	+658	+443
Members of visible minorities	231,560	238,785	120,782	90,264	49,477	47,710	80,175	57,605	+40,607	+32,659
All employees	803,434	792,534	374,924	255,773	131,909	125,158	301,282	199,850	+73,642	+55,923

TABLE 4.10

Representation and share of hires, promotions and terminations of designated group members in all sectors in 2022 and 2023* (percentage)

Designated groups	2022 representation	2023 representation	2022 share of hires	2023 share of hires	2022 share of promotions	2023 share of promotions	2022 share of terminations	2023 share of terminations
Women	39.8	39.4	38.2	40.9	48.5	48.9	36.6	39.9
Aboriginal peoples	2.4	2.4	2.2	2.0	1.8	1.8	2.1	2.1
Persons with disabilities	4.9	5.2	2.9	3.3	5.3	5.3	3.4	4.0
Members of visible minorities	28.8	30.1	32.2	35.3	37.5	38.1	26.6	28.8
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

TABLE 5.1

Number, share, and representation of men and women in permanent full-time employment by salary range as of December 31, 2023

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	216	90	<0.1	126	<0.1	58.3
5,000 to 9,999	210	87	<0.1	123	<0.1	58.6
10,000 to 14,999	195	84	<0.1	111	<0.1	56.9
15,000 to 19,999	456	166	<0.1	290	0.1	63.6
20,000 to 24,999	823	429	0.1	394	0.2	47.9
25,000 to 34,999	12,094	5,213	1.4	6,881	2.9	56.9
35,000 to 49,999	89,620	44,632	11.7	44,988	18.9	50.2
50,000 to 74,999	214,094	125,400	32.8	88,694	37.2	41.4
75,000 to 99,999	137,251	89,888	23.5	47,363	19.9	34.5
100,000 to 149,999	120,412	82,040	21.5	38,372	16.1	31.9
150,000 to 199,999	620,529	382,374	5.9	238,155	3.2	25.4
200,000 to 249,999	7,252	5,554	1.5	1,698	0.7	23.4
250,000 and over	7,906	6,410	1.7	1,496	0.6	18.9
Total	620,529	382,374	100.0	238,155	100.0	38.4

TABLE 5.2

Number, share, and representation of Aboriginal peoples, including Aboriginal men and Aboriginal women, in permanent full-time employment by salary range as of December 31, 2023

Salary range (dollars)	Number of all employees	Number of Aboriginal peoples	Share of Aboriginal peoples (percentage)	Number of Aboriginal men	Share of Aboriginal men (percentage)	Number of Aboriginal women	Share of Aboriginal women (percentage)	Percentage of employees in this range who are Aboriginal	Percentage of employees in this range who are Aboriginal men	Percentage of employees in this range who are Aboriginal women
Under 5,000	216	6	<0.1	5	<0.1	1	<0.1	2.8	2.3	0.5
5,000 to 9,999	210	10	<0.1	1	<0.1	9	0.2	4.8	0.5	4.3
10,000 to 14,999	195	9	<0.1	2	<0.1	7	0.1	4.6	1.0	3.6
15,000 to 19,999	456	19	0.1	1	<0.1	18	0.4	4.2	0.2	3.9
20,000 to 24,999	823	25	0.2	14	0.2	11	0.2	3.0	1.7	1.3
25,000 to 34,999	12,094	278	1.9	124	1.3	154	3.0	2.3	1.0	1.3
35,000 to 49,999	89,620	2,303	16.0	1,087	11.8	1,216	23.7	2.6	1.2	1.4
50,000 to 74,999	214,094	4,956	34.5	2,931	31.8	2,025	39.5	2.3	1.4	0.9
75,000 to 99,999	137,251	3,397	23.7	2,441	26.4	956	18.7	2.5	1.8	0.7
100,000 to 149,999	120,412	2,648	18.5	2,055	22.3	593	11.6	2.2	1.7	0.5
150,000 to 199,999	620,529	510	3.6	410	4.4	100	2.0	1.7	1.4	0.3
200,000 to 249,999	7,252	105	0.7	85	0.9	20	0.4	1.4	1.2	0.3
250,000 and over	7,906	85	0.6	74	0.8	11	0.2	1.1	0.9	0.1
Total	620,529	14,351	100.0	9,230	100.0	5,121	100.0	2.3	1.5	0.8

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, 2023

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	216	4	<0.1	1	<0.1	3	<0.1	1.9	0.5	1.4
5,000 to 9,999	210	6	<0.1	1	<0.1	5	<0.1	2.9	0.5	2.4
10,000 to 14,999	195	9	<0.1	2	<0.1	7	<0.1	4.6	1.0	3.6
15,000 to 19,999	456	17	<0.1	8	<0.1	9	<0.1	3.7	1.8	2.0
20,000 to 24,999	823	28	<0.1	15	<0.1	13	<0.1	3.4	1.8	1.6
25,000 to 34,999	12,094	331	1.1	142	0.9	189	1.2	2.7	1.2	1.6
35,000 to 49,999	89,620	4,319	13.8	1,738	10.9	2,581	16.8	4.8	1.9	2.9
50,000 to 74,999	214,094	11,331	36.2	5,481	34.5	5,850	38.0	5.3	2.6	2.7
75,000 to 99,999	137,251	7,090	22.7	3,762	23.7	3,328	21.6	5.2	2.7	2.4
100,000 to 149,999	120,412	6,351	20.3	3,602	22.7	2,749	17.9	5.3	3.0	2.3
150,000 to 199,999	125,409	1,279	4.1	795	5.0	484	3.1	4.3	2.7	1.6
200,000 to 249,999	7,252	270	0.9	176	1.1	94	0.6	3.7	2.4	1.3
250,000 and over	7,906	237	0.8	165	1.0	72	0.5	3.0	2.1	0.9
Total	620,529	31,272	100.0	15,888	100.0	15,384	100.0	5.0	2.6	2.5

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, 2023

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
Under 5,000	216	68	<0.1	28	<0.1	40	<0.1	31.5	13.0	18.5
5,000 to 9,999	210	63	<0.1	27	<0.1	36	<0.1	30.0	12.9	17.1
10,000 to 14,999	195	67	<0.1	33	<0.1	34	<0.1	34.4	16.9	17.4
15,000 to 19,999	456	146	<0.1	55	<0.1	91	0.1	32.0	12.1	20.0
20,000 to 24,999	823	217	0.1	127	0.1	90	0.1	26.4	15.4	10.9
25,000 to 34,999	12,094	3,218	1.7	1,361	1.2	1,857	2.3	26.6	11.3	15.4
35,000 to 49,999	89,620	31,120	16.4	15,107	13.8	16,013	20.2	34.7	16.9	17.9
50,000 to 74,999	214,094	65,451	34.6	37,399	34.1	28,052	35.3	30.6	17.5	13.1
75,000 to 99,999	137,251	41,421	21.9	24,932	22.7	16,489	20.8	30.2	18.2	12.0
100,000 to 149,999	120,412	37,838	20.0	24,043	21.9	13,795	17.4	31.4	20.0	11.5
150,000 to 199,999	1301,032	7,073	3.7	4,915	4.5	2,158	2.7	23.6	16.4	7.2
200,000 to 249,999	7,252	1,263	0.7	872	0.8	391	0.5	17.4	12.0	5.4
250,000 and over	7,906	1,263	0.7	889	0.8	374	0.5	16.0	11.2	4.7
Total	620,529	189,208	100.0	109,788	100.0	79,420	100.0	30.5	17.7	12.8

TABLE 6.1

Number, share, and representation of men and women in permanent part-time employment by salary range as of December 31, 2023

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	1,223	875	2.1	348	0.9	28.5
5,000 to 9,999	1,959	1,213	2.9	746	1.9	38.1
10,000 to 14,999	3,695	2,187	5.3	1,508	3.9	40.8
15,000 to 19,999	9,555	5,647	13.6	3,908	10.0	40.9
20,000 to 24,999	7,896	4,051	9.8	3,845	9.8	48.7
25,000 to 34,999	15,509	7,943	19.1	7,566	19.3	48.8
35,000 to 49,999	27,452	12,370	29.8	15,082	38.5	54.9
50,000 to 74,999	10,875	5,555	13.4	5,320	13.6	48.9
75,000 to 99,999	1,685	1,140	2.7	545	1.4	32.3
100,000 to 149,999	676	463	1.1	213	0.5	31.5
150,000 to 199,999	80,625	41,501	0.1	39,124	<0.1	42.7
200,000 to 249,999	12	6	<0.1	6	<0.1	50.0
250,000 and over	6	4	<0.1	2	<0.1	33.3
Total	80,625	41,501	100.0	39,124	100.0	48.5

TABLE 6.2

Number, share, and representation of Aboriginal peoples, including Aboriginal men and Aboriginal women, in permanent part-time employment by salary range as of December 31, 2023

Salary range (dollars)	Number of all employees	Number of Aboriginal peoples	Share of Aboriginal peoples (percentage)	Number of Aboriginal men	Share of Aboriginal men (percentage)	Number of Aboriginal women	Share of Aboriginal women (percentage)	Percentage of employees in this range who are Aboriginal	Percentage of employees in this range who are Aboriginal men	Percentage of employees in this range who are Aboriginal women
Under 5,000	1,223	49	1.9	23	1.9	26	1.9	4.0	1.9	2.1
5,000 to 9,999	1,959	83	3.3	35	2.9	48	3.6	4.2	1.8	2.5
10,000 to 14,999	3,695	138	5.4	67	5.6	71	5.3	3.7	1.8	1.9
15,000 to 19,999	9,555	311	12.2	163	13.6	148	11.0	3.3	1.7	1.5
20,000 to 24,999	7,896	263	10.4	120	10.0	143	10.6	3.3	1.5	1.8
25,000 - 34,999	15,509	564	22.2	252	21.1	312	23.2	3.6	1.6	2.0
35,000 to 49,999	27,452	686	27.0	295	24.7	391	29.1	2.5	1.1	1.4
50,000 to 74,999	10,875	337	13.3	169	14.1	168	12.5	3.1	1.6	1.5
75,000 to 99,999	1,685	83	3.3	55	4.6	28	2.1	4.9	3.3	1.7
100,000 to 149,999	676	25	1.0	16	1.3	9	0.7	3.7	2.4	1.3
150,000 to 199,999	80,625	1	<0.1	1	<0.1	0,000	<0.1	1.2	1.2	<0.1
200,000 to 249,999	12	0,000	<0.1	0,000	<0.1	0,000	<0.1	<0.1	<0.1	<0.1
250,000 and over	6	0,000	<0.1	0,000	<0.1	0,000	<0.1	<0.1	<0.1	<0.1
Total	80,625	2,540	100.0	1,196	100.0	1,344	100.0	3.2	1.5	1.7

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, 2023

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	1,223	24	0.6	17	1.2	7	0.3	2.0	1.4	0.6
5,000 to 9,999	1,959	52	1.3	25	1.8	27	1.1	2.7	1.3	1.4
10,000 to 14,999	3,695	114	2.9	57	4.1	57	2.2	3.1	1.5	1.5
15,000 to 19,999	9,555	307	7.8	139	9.9	168	6.6	3.2	1.5	1.8
20,000 to 24,999	7,896	299	7.6	96	6.8	203	8.0	3.8	1.2	2.6
25,000 to 34,999	15,509	800	20.3	280	19.9	520	20.5	5.2	1.8	3.4
35,000 to 49,999	27,452	1,657	42.1	518	36.8	1,139	44.9	6.0	1.9	4.1
50,000 to 74,999	10,875	576	14.6	226	16.1	350	13.8	5.3	2.1	3.2
75,000 to 99,999	1,685	73	1.9	28	2.0	45	1.8	4.3	1.7	2.7
100,000 to 149,999	676	32	0.8	19	1.4	13	0.5	4.7	2.8	1.9
150,000 to 199,999	163,790	3	<0.1	0,000	<0.1	3	0.1	3.7	<0.1	3.7
200,000 to 249,999	12	2	<0.1	1	<0.1	1	<0.1	16.7	8.3	8.3
250,000 and over	6	1	<0.1	0,000	<0.1	1	<0.1	16.7	<0.1	16.7
Total	80,625	3,940	100.0	1,406	100.0	2,534	100.0	4.9	1.7	3.1

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, 2023

Salary range (dollars)	Number of all employees	Number of members of visible minorities	Share 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
Under 5,000	1,223	270	1.2	196	1.6	74	0.7	22.1	16.0	6.1
5,000 to 9,999	1,959	351	1.6	215	1.8	136	1.4	17.9	11.0	6.9
10,000 to 14,999	3,695	722	3.3	429	3.6	293	2.9	19.5	11.6	7.9
15,000 to 19,999	9,555	2,414	10.9	1,464	12.1	950	9.4	25.3	15.3	9.9
20,000 to 24,999	7,896	2,194	9.9	1,124	9.3	1,070	10.6	27.8	14.2	13.6
25,000 to 34,999	15,509	4,518	20.4	2,560	21.2	1,958	19.4	29.1	16.5	12.6
35,000 to 49,999	27,452	8,626	39.0	4,185	34.7	4,441	44.1	31.4	15.2	16.2
50,000 to 74,999	10,875	2,581	11.7	1,533	12.7	1,048	10.4	23.7	14.1	9.6
75,000 to 99,999	1,685	345	1.6	273	2.3	72	0.7	20.5	16.2	4.3
100,000 to 149,999	676	102	0.5	80	0.7	22	0.2	15.1	11.8	3.3
150,000 to 199,999	170,270	11	<0.1	6	<0.1	5	<0.1	13.4	7.3	6.1
200,000 to 249,999	12	1	<0.1	1	<0.1	0,000	<0.1	8.3	8.3	<0.1
250,000 and over	6	2	<0.1	2	<0.1	0,000	<0.1	33.3	33.3	<0.1
Total	80,625	22,137	100.0	12,068	100.0	10,069	100.0	27.5	15.0	12.5

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	14.3	83.3	0.0	2.4	0.0	0.0	0.0
Communications	\$0.88	0.0	0.0	11.8	74.5	0.0	13.7	0.0	0.0	0.0
Transportation	\$0.90	0.0	1.7	14.4	64.7	0.0	17.8	1.4	0.0	0.0
'Other'	\$0.90	1.2	1.2	4.7	76.7	1.2	10.5	1.2	3.5	0.0
All sectors	\$0.89	0.2	1.3	12.6	69.0	0.2	15.0	1.1	0.6	0.0

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	\$0.55	0.0	28.6	45.2	19.0	0.0	2.4	2.4	2.4	0.0
Communications	\$0.82	2.0	7.8	21.6	31.4	0.0	13.7	5.9	9.8	7.8
Transportation	\$0.81	5.0	11.1	18.6	15.0	0.0	10.6	3.6	12.8	23.3
'Other'	\$0.81	5.8	14.0	18.6	29.1	0.0	15.1	1.2	4.7	11.6
All sectors	\$0.79	4.5	12.6	21.0	19.1	0.0	10.9	3.3	10.4	18.2

TABLE 7.3A

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	86	0.0	2.4	0.0	9.5	88.1	0.0	0.0
Communications	50	7.8	41.2	25.5	7.8	39.2	2.0	0.0
Transportation	23	23.3	44.2	17.2	9.2	20.0	2.2	0.0
'Other'	40	10.5	40.7	9.3	15.1	30.2	3.5	0.0
All sectors	31	18.0	40.1	15.4	10.0	28.8	2.2	0.0

TABLE 7.3B

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 bonus pay	Percentage of employers where 100% receive bonus pay	Percentage of employer with no data available
Banking and Financial Services	88	0.0	2.4	0.0	9.5	88.1	0.0	0.0
Communications	56	3.9	41.2	17.6	15.7	39.2	0.0	0.0
Transportation	26	19.2	42.8	12.5	16.4	20.0	1.4	0.0
'Other'	43	9.3	41.9	8.1	12.8	36.0	0.0	0.0
All sectors	39	14.7	39.3	11.3	15.2	29.7	0.9	0.0

TABLE 7.4

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	\$0.67	0.0	26.2	31.0	14.3	0.0	4.8	2.4	11.9	9.5
Communications	\$0.55	5.9	35.3	15.7	13.7	0.0	9.8	0.0	5.9	13.7
Transportation	\$0.55	12.2	21.4	26.9	10.3	0.0	4.7	3.6	3.6	17.2
'Other'	\$0.55	8.1	29.1	33.7	15.1	0.0	5.8	2.3	1.2	4.7
All sectors	\$0.56	10.0	24.3	27.3	11.7	0.0	5.4	3.0	4.1	14.3

TABLE 7.5

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 at least 100 fewer overtime hours	Percentage of employers with 50 to 99 fewer overtime hours	Percentage of employers with 1 to 49 fewer overtime hours	Percentage of employers with the same number of overtime hours	Percentage of employers with 1 to 49 more overtime hours	Percentage of employers with 50 to 99 more overtime hours	Percentage of employers with at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	12 fewer hours	0.0	2.4	66.7	0.0	19.0	2.4	0.0	9.5
Communications	29 fewer hours	2.0	15.7	52.9	0.0	11.8	2.0	2.0	13.7
Transportation	43 fewer hours	17.8	18.9	34.7	0.0	8.6	1.7	1.1	17.2
'Other'	44 fewer hours	22.1	18.6	44.2	0.0	8.1	1.2	1.2	4.7
All sectors	35 fewer hours	15.6	17.3	40.4	0.0	9.6	1.7	1.1	14.3

TABLE 7.6

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 with at least 100 fewer overtime hours	Percentage of employers with 50 to 99 fewer overtime hours	Percentage of employers with 1 to 49 fewer overtime hours	Percentage of employers with the same number of overtime hours	Percentage of employers with 1 to 49 more overtime hours	Percentage of employers with 50 to 99 more overtime hours	Percentage of employers with at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	6 fewer hours	2.4	0.0	71.4	0.0	14.3	2.4	0.0	9.5
Communications	14 fewer hours	2.0	3.9	66.7	2.0	9.8	2.0	0.0	13.7
Transportation	23 fewer hours	11.9	12.5	42.5	0.0	13.3	1.7	0.8	17.2
'Other'	37 fewer hours	17.4	18.6	41.9	2.3	14.0	0.0	1.2	4.7
All sectors	20 fewer hours	11.1	11.7	46.9	0.6	13.2	1.5	0.7	14.3

TABLE 7.7A

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	19	9.5	78.6	19.0	9.5	2.4	0.0	0.0
Communications	24	13.7	58.8	23.5	25.5	0.0	0.0	0.0
Transportation	36	16.7	47.5	28.1	24.4	9.2	0.8	0.0
'Other'	39	4.7	60.5	34.9	27.9	5.8	0.0	0.0
All sectors	33	13.9	53.1	28.0	23.9	7.2	0.6	0.0

TABLE 7.7B

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 overtime pay	Percentage of employers where 100% receive overtime pay	Percentage of employer with no data available
Banking and Financial Services	17	9.5	85.7	16.7	4.8	0.0	0.0	0.0
Communications	43	9.8	47.1	21.6	37.3	5.9	0.0	0.0
Transportation	54	12.8	33.9	17.8	26.4	26.7	0.0	0.0
'Other'	63	3.5	33.7	20.9	32.6	30.2	0.0	0.0
All sectors	50	10.8	39.1	18.6	26.7	23.2	0.0	0.0

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	\$0.92	0.0	0.0	7.1	47.6	0.0	19.0	2.4	0.0	23.8
Communications	\$0.91	0.0	0.0	9.8	58.8	0.0	17.6	2.0	0.0	11.8
Transportation	\$0.94	0.0	0.8	7.2	46.7	0.3	20.8	4.4	1.4	18.3
'Other'	\$0.93	1.2	2.3	7.0	46.5	0.0	26.7	4.7	2.3	9.3
All sectors	\$0.93	0.2	0.9	7.4	47.9	0.2	21.3	4.1	1.3	16.7

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	\$0.85	4.8	11.9	19.0	19.0	0.0	9.5	2.4	7.1	26.2
Communications	\$0.50	9.8	23.5	9.8	9.8	0.0	5.9	3.9	2.0	35.3
Transportation	\$0.64	9.2	10.0	10.6	8.3	0.0	5.0	3.1	5.8	48.1
'Other'	\$0.74	11.6	12.8	12.8	15.1	0.0	7.0	5.8	8.1	26.7
All sectors	\$0.67	9.3	11.9	11.5	10.4	0.0	5.8	3.5	5.9	41.7

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	95	2.4	0.0	4.8	4.8	33.3	31.0	23.8
Communications	50	23.5	19.6	13.7	7.8	15.7	15.7	11.8
Transportation	20	29.7	21.9	8.3	7.2	10.0	10.8	18.3
'Other'	50	17.4	25.6	10.5	7.0	12.8	23.3	9.3
All sectors	33	25.0	20.6	8.9	7.1	12.8	14.8	16.7

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	\$0.78	2.4	7.1	14.3	9.5	0.0	2.4	7.1	9.5	47.6
Communications	\$0.83	5.9	9.8	11.8	13.7	0.0	13.7	9.8	2.0	33.3
Transportation	\$0.84	6.4	7.8	11.7	13.6	0.0	10.8	3.3	8.3	38.1
'Other'	\$0.98	5.8	5.8	11.6	16.3	0.0	12.8	9.3	11.6	26.7
All sectors	\$0.86	5.9	7.6	11.9	13.7	0.0	10.8	5.2	8.3	36.5

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 with at least 100 fewer overtime hours	Percentage of employers with 50 to 99 fewer overtime hours	Percentage of employers with 1 to 49 fewer overtime hours	Percentage of employers with the same number of overtime hours	Percentage of employers with 1 to 49 more overtime hours	Percentage of employers with 50 to 99 more overtime hours	Percentage of employers with at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	9 fewer hours	0.0	0.0	33.3	0.0	16.7	0.0	2.4	47.6
Communications	7 fewer hours	0.0	3.9	37.3	0.0	23.5	0.0	2.0	33.3
Transportation	11 fewer hours	3.6	8.3	26.9	0.0	13.6	4.7	4.7	38.1
'Other'	Same number of hours	4.7	11.6	22.1	1.2	25.6	5.8	2.3	26.7
All sectors	9 fewer hours	3.2	7.8	27.6	0.2	16.7	4.1	3.9	36.5

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 with at least 100 fewer overtime hours	Percentage of employers with 50 to 99 fewer overtime hours	Percentage of employers with 1 to 49 fewer overtime hours	Percentage of employers with the same number of overtime hours	Percentage of employers with 1 to 49 more overtime hours	Percentage of employers with 50 to 99 more overtime hours	Percentage of employers with at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	1 fewer hour	0.0	0.0	28.6	0.0	19.0	4.8	0.0	47.6
Communications	1 fewer hour	0.0	0.0	37.3	0.0	21.6	3.9	3.9	33.3
Transportation	1 more hour	2.2	4.4	24.2	0.0	20.3	4.4	6.4	38.1
'Other'	5 more hours	2.3	3.5	22.1	0.0	36.0	4.7	4.7	26.7
All sectors	1 more hour	1.9	3.5	25.4	0.0	22.8	4.5	5.4	36.5

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	14	23.8	38.1	16.7	4.8	2.4	0.0	23.8
Communications	53	21.6	19.6	11.8	27.5	7.8	11.8	11.8
Transportation	56	19.7	15.6	12.8	16.7	16.9	8.9	18.3
'Other'	63	17.4	15.1	17.4	16.3	19.8	15.1	9.3
All sectors	50	19.9	17.6	13.7	16.7	15.4	9.5	16.7

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	\$0.96	0.0	0.0	16.7	45.2	0.0	28.6	2.4	2.4	4.8
Communications	\$0.94	0.0	0.0	7.8	52.9	0.0	25.5	5.9	2.0	5.9
Transportation	\$0.94	0.0	0.8	8.6	46.7	0.0	19.2	3.1	2.2	19.4
'Other'	\$0.93	1.2	2.3	14.0	46.5	0.0	24.4	0.0	2.3	9.3
All sectors	\$0.94	0.2	0.9	10.0	47.1	0.0	21.3	2.8	2.2	15.4

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	\$0.82	4.8	9.5	23.8	28.6	0.0	11.9	4.8	2.4	14.3
Communications	\$0.70	17.6	15.7	13.7	21.6	0.0	5.9	2.0	3.9	19.6
Transportation	\$0.66	8.6	10.3	12.2	10.0	0.0	4.2	1.9	6.1	46.7
'Other'	\$0.71	10.5	10.5	19.8	7.0	1.2	10.5	5.8	3.5	31.4
All sectors	\$0.71	9.5	10.8	14.5	12.1	0.2	5.9	2.8	5.2	39.1

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	89	9.5	0.0	0.0	9.5	59.5	16.7	4.8
Communications	49	13.7	33.3	17.6	5.9	21.6	13.7	5.9
Transportation	28	27.2	20.6	12.5	6.9	10.3	11.4	19.4
'Other'	26	23.3	27.9	11.6	5.8	17.4	11.6	8.1
All sectors	35	23.9	21.3	11.9	6.9	16.3	12.1	15.2

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	\$0.72	4.8	7.1	23.8	14.3	0.0	7.1	2.4	7.1	33.3
Communications	\$0.91	0.0	5.9	11.8	25.5	0.0	3.9	3.9	9.8	39.2
Transportation	\$0.81	9.2	7.2	10.6	15.6	0.0	8.3	4.4	6.1	38.6
'Other'	\$0.84	5.8	14.0	12.8	19.8	0.0	9.3	5.8	9.3	23.3
All sectors	\$0.82	7.4	8.2	12.1	17.1	0.0	8.0	4.5	7.1	35.8

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 with at least 100 fewer overtime hours	Percentage of employers with 50 to 99 fewer overtime hours	Percentage of employers with 1 to 49 fewer overtime hours	Percentage of employers with the same number of overtime hours	Percentage of employers with 1 to 49 more overtime hours	Percentage of employers with 50 to 99 more overtime hours	Percentage of employers with at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	8 fewer hours	0.0	4.8	45.2	0.0	14.3	2.4	0.0	33.3
Communications	7 fewer hours	0.0	2.0	39.2	0.0	11.8	5.9	2.0	39.2
Transportation	18 fewer hours	5.8	11.7	24.4	0.3	11.9	3.9	3.3	38.6
'Other'	15 fewer hours	12.8	5.8	29.1	0.0	20.9	4.7	3.5	23.3
All sectors	12 fewer hours	5.9	9.3	28.2	0.2	13.5	4.1	3.0	35.8

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 with at least 100 fewer overtime hours	Percentage of employers with 50 to 99 fewer overtime hours	Percentage of employers with 1 to 49 fewer overtime hours	Percentage of employers with the same number of overtime hours	Percentage of employers with 1 to 49 more overtime hours	Percentage of employers with 50 to 99 more overtime hours	Percentage of employers with at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	2 fewer hours	0.0	0.0	38.1	0.0	28.6	0.0	0.0	33.3
Communications	5 fewer hours	0.0	0.0	37.3	0.0	13.7	5.9	3.9	39.2
Transportation	4 fewer hours	3.9	4.4	24.7	0.6	18.9	4.4	4.4	38.6
'Other'	8 fewer hours	7.0	5.8	33.7	0.0	22.1	5.8	2.3	23.3
All sectors	3 fewer hours	3.7	3.9	28.4	0.4	19.7	4.5	3.7	35.8

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	13	28.6	50.0	9.5	9.5	0.0	4.8	4.8
Communications	35	33.3	21.6	15.7	23.5	7.8	3.9	5.9
Transportation	50	19.2	15.8	18.1	16.9	11.9	10.3	19.4
'Other'	50	14.0	23.3	24.4	20.9	12.8	11.6	8.1
All sectors	50	20.4	20.2	18.2	17.6	10.8	9.5	15.2

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	\$0.91	0.0	4.8	2.4	76.2	0.0	14.3	0.0	0.0	2.4
Communications	\$0.94	0.0	0.0	15.7	56.9	0.0	25.5	2.0	0.0	0.0
Transportation	\$0.92	0.0	0.8	10.3	64.2	0.3	18.3	0.8	0.6	4.7
'Other'	\$0.91	1.2	0.0	9.3	69.8	0.0	15.1	0.0	0.0	4.7
All sectors	\$0.92	0.2	0.9	10.0	65.3	0.2	18.2	0.7	0.4	4.1

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	7.1	11.9	52.4	21.4	0.0	2.4	2.4	0.0	2.4
Communications	\$0.72	3.9	21.6	21.6	25.5	0.0	5.9	2.0	2.0	17.6
Transportation	\$0.63	7.8	16.7	20.3	14.4	0.0	6.1	1.9	3.1	29.7
'Other'	\$0.68	7.0	20.9	19.8	16.3	0.0	10.5	4.7	5.8	15.1
All sectors	\$0.65	7.2	17.4	22.8	16.3	0.0	6.5	2.4	3.2	24.1

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	86	0.0	2.4	0.0	26.2	71.4	0.0	0.0
Communications	54	13.7	31.4	7.8	15.7	33.3	3.9	0.0
Transportation	24	24.7	35.0	13.3	12.5	14.4	6.7	4.7
'Other'	31	11.6	38.4	5.8	15.1	23.3	5.8	3.5
All sectors	38	19.7	32.7	10.6	14.3	22.1	5.8	3.7

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	\$1.08	0.0	0.0	14.3	19.0	0.0	16.7	14.3	19.0	16.7
Communications	\$0.91	3.9	9.8	15.7	15.7	0.0	19.6	3.9	9.8	21.6
Transportation	\$0.96	3.1	6.9	12.5	19.2	0.0	17.2	8.1	10.3	22.8
'Other'	\$0.97	4.7	9.3	11.6	22.1	0.0	26.7	7.0	10.5	8.1
All sectors	\$0.97	3.2	7.1	12.8	19.3	0.0	18.9	8.0	10.9	19.9

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 with at least 100 fewer overtime hours	Percentage of employers with 50 to 99 fewer overtime hours	Percentage of employers with 1 to 49 fewer overtime hours	Percentage of employers with the same number of overtime hours	Percentage of employers with 1 to 49 more overtime hours	Percentage of employers with 50 to 99 more overtime hours	Percentage of employers with at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	2 more hours	0.0	2.4	28.6	2.4	45.2	4.8	0.0	16.7
Communications	3 fewer hours	0.0	3.9	37.3	0.0	33.3	2.0	2.0	21.6
Transportation	2 more hours	4.4	5.8	25.8	0.0	31.9	3.3	5.8	22.8
'Other'	6 more hours	5.8	5.8	26.7	0.0	41.9	5.8	5.8	8.1
All sectors	2 more hours	3.9	5.4	27.3	0.2	34.7	3.7	5.0	19.9

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 with at least 100 fewer overtime hours	Percentage of employers with 50 to 99 fewer overtime hours	Percentage of employers with 1 to 49 fewer overtime hours	Percentage of employers with the same number of overtime hours	Percentage of employers with 1 to 49 more overtime hours	Percentage of employers with 50 to 99 more overtime hours	Percentage of employers with at least 100 more overtime hours	Percentage of employers with no applicable overtime hours gap
Banking and Financial Services	3 more hours	0.0	2.4	21.4	4.8	54.8	0.0	0.0	16.7
Communications	1 fewer hour	0.0	0.0	39.2	3.9	31.4	2.0	2.0	21.6
Transportation	2 more hours	3.1	4.2	28.9	0.0	30.8	4.4	5.8	22.8
'Other'	3 more hours	4.7	5.8	33.7	0.0	36.0	3.5	8.1	8.1
All sectors	2 more hours	2.8	3.9	30.1	0.7	33.6	3.7	5.4	19.9

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	18	9.5	81.0	23.8	7.1	2.4	0.0	0.0
Communications	37	17.6	39.2	21.6	31.4	9.8	2.0	0.0
Transportation	52	18.1	27.2	17.8	27.2	16.9	4.2	4.7
'Other'	60	3.5	37.2	19.8	30.2	22.1	3.5	3.5
All sectors	48	15.0	34.1	18.9	26.5	16.0	3.5	3.7