

# OVERVIEW OF THE 2021 EMPLOYMENT EQUITY ACT REPORT

The *Employment Equity Act: Annual Report 2021* provides the latest information on the representation of designated groups in federally regulated private-sector workplaces. This overview features key highlights and initiatives related to employment equity.

## WORKFORCE

The federally regulated private-sector workforce includes 735,790 employees. Designated groups members are represented as follows:

<b>Women</b>	<b>Aboriginal peoples</b>	<b>Persons with disabilities</b>	<b>Members of visible minorities</b>
287,425	17,616	28,811	191,389

## REPRESENTATION, AVAILABILITY AND ATTAINMENT RATE

(BY PERCENTAGE)

	Representation rate	Overall Canadian labour market availability*	Attainment rate
<b>WOMEN</b>	39.1 ↓	48.2	81.0 ↓
<b>ABORIGINAL PEOPLES</b>	2.4 ↑	4.0	59.9 ↑
<b>PERSONS WITH DISABILITIES</b>	3.9 ↑	9.1	43.0 ↑
<b>MEMBERS OF VISIBLE MINORITIES</b>	26.0 ↑	21.3	122.1 ↑

\*Sources: Statistics Canada, 2016 Census and Canadian Survey on Disability, 2017

## HIGHEST AND LOWEST SECTOR REPRESENTATION RATE

(BY PERCENTAGE)

	HIGHEST	LOWEST
<b>WOMEN</b>	↓ 55.4 in banking	↓ 28.3 in transportation
<b>ABORIGINAL PEOPLES</b>	↑ 4.1 in 'other'	↑ 1.4 in banking
<b>PERSONS WITH DISABILITIES</b>	↑ 5.8 in banking	↔ 2.2 in 'other'
<b>MEMBERS OF VISIBLE MINORITIES</b>	↑ 38.5 in banking	↑ 16.6 in 'other'

## SHARES OF HIRES, PROMOTIONS AND TERMINATIONS

(BY PERCENTAGE)

	HIRES	PROMOTIONS	TERMINATIONS
<b>WOMEN</b>	32.7 ↓	45.0 ↓	34.6 ↔
<b>ABORIGINAL PEOPLES</b>	2.4 ↔	2.1 ↑	2.5 ↔
<b>PERSONS WITH DISABILITIES</b>	2.0 ↓	3.9 ↑	3.3 ↑
<b>MEMBERS OF VISIBLE MINORITIES</b>	24.9 ↓	33.9 ↑	23.0 ↓

Legend: (↑): increase / (↓): decrease / (↔): stable compared to the 2020 *Employment Equity Act* Annual Report

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## SALARIES

(BY PERCENTAGE)

The permanent full-time workforce includes **239,503** women and **402,289** men.  
Distribution of permanent full-time workers who earned a salary:

	UNDER \$50,000		BETWEEN \$50,000 AND \$99,999		\$100,000 AND OVER	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
WOMEN	25.1	17.6	56.7	55.8	18.2	26.6
ABORIGINAL PEOPLES	32.1	20.7	55.5	56.5	12.5	22.8
PERSONS WITH DISABILITIES	25.9	18.3	57.9	57.3	16.2	24.4
MEMBERS OF VISIBLE MINORITIES	25.9	19.7	55.9	55.9	18.1	24.4

## KEY INITIATIVES RELATED TO EMPLOYMENT EQUITY

### WORKPLACE OPPORTUNITIES: REMOVING BARRIERS TO EQUITY

The Workplace Opportunities: Removing Barriers to Equity program provides \$3 million in annual funding for projects aimed at reducing barriers faced by members of designated groups in federally regulated private-sector workplaces.

### EMPLOYMENT EQUITY ACT REVIEW

The Employment Equity Act Review Task Force will advise the Minister of Labour on how to modernize the Act and its supporting programs.

### PAY GAP REPORTING

Pay gap data by designated groups will be available online in 2022-2023.

For more information, visit [Canada.ca/Labour](https://Canada.ca/Labour)