

THE LABOUR PROGRAM IN BRIEF



Mandate

The Labour Program develops policies, administers labour regulations and legislation, and provides mediation services to ensure safety, fairness, equity and inclusivity in federally regulated workplaces and beyond.

Legislative Context

Five key pieces of legislation, covering employers and employees across federally regulated private and public sectors, underpin the Labour Program's mandate.

Canada Labour Code Part I: Industrial Relations

Governs workplace relations, collective bargaining and labour disputes.



21,800 employers

1.1 million employees

Employment Equity Act

Advances workplace equality for women, Indigenous peoples, persons with disabilities, and visible minorities.



650 employers

1.2 million employees

Canada Labour Code Part II: Occupational Health and Safety

Legislates and enforces compliance to protect workers' health and safety.



19,000 employers

1.4 million employees

Pay Equity Act

Requires equal pay for equal work, addressing gender wage gaps.



4,900 employers

1.4 million employees

Canada Labour Code Part III: Labour Standards

Sets employment conditions and provides protection for employees.



18,500 employers

1.0 million employees

Wage Earner Protection Program Act (WEPPA)

Pays employees unpaid wages when employers go bankrupt.



1.4 million employers

13.7 million employees

Canada Labour Code Part IV: Administrative Monetary Penalties

Imposes fines and publicly names non-compliant employers, with appeal procedures.



19,000 employers

1.4 million employees

Government Employees Compensation Act (GECA)

Provides workers' compensation for work-related injuries or illnesses.



220 employers

0.5 million employees

PRIVATE SECTOR

- F Federal
- P Provincial
- T Territorial

FEDERAL PUBLIC SECTOR

- + Public service
- Crown corporations
- ◆ Royal Canadian Mounted Police
- ▲ Canadian Armed Forces

Note: This section includes generalizations and does not cover some smaller sectors.

The Federally Regulated Private Sector

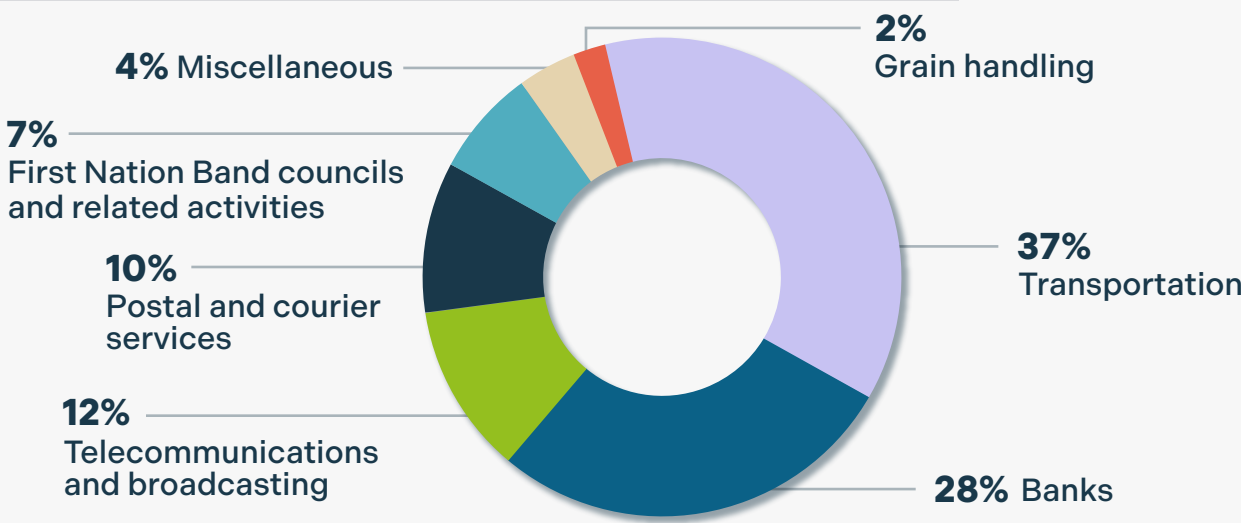
Most legislation overseen by the Labour Program applies to the federally regulated private sector.

In 2024, these workplaces had **18,500** employers with **1.0 million** employees and accounted for **5.8%** of the Canadian workforce.



Most of these jobs were concentrated in service industries.

Share of employees in the federal jurisdiction by sector, 2024



Note: Miscellaneous includes Crown corporations not classified in the other industries, uranium mining, oil and gas exploration in the territories, and certain activities related to the management of fisheries.

Key Areas of Responsibility and Achievements

Labour Relations

Facilitate mediation and conciliation for collective bargaining through the Federal Mediation and Conciliation Service.

Part I

96% of labour disputes resolved without work stoppages in fiscal year (FY) 2023-24.

Equitable Workplaces

Advance workplace and pay equity under the *Pay Equity Act* and *Employment Equity Act*.

Equity Acts

The **Employment Equity Act Review Task Force** final report released in 2023.

The **Pay Equity Act and Regulations** implemented in 2021.

Equi'Vision website launched in 2024.

Occupational Health and Safety

Promote and enforce occupational health and safety standards.

Part II

Part IV

85 officers nationwide prevent and investigate workplace fatalities, injuries, complaints, and refusal to work, as of March 2025.

3,600 education, outreach, inspection, and investigation activities initiated in FY 2024-25.

Wage Earner Protection Program

Oversee legislative policies for the WEPPA and monitor its activities.

WEPPA

14,400 individuals applied to the program in FY 2024-25, with 87% receiving a payment.

\$5,600 average payment in FY 2024-25.

Labour Standards

Promote and enforce minimum conditions of employment.

Part III

Part IV

130 officers nationwide enforce employment rights, as of March 2025.

7,500 education, outreach, inspection, and investigation activities initiated in FY 2024-25.

35 amendments since 2019 resulted in a 60% surge in complaints and increased wait times.

Federal Workers' Compensation

Ensure compensation for workplace illness or injury.

GECA

11,100 new claims received during FY 2023-24.

23,000 active claims managed during FY 2023-24.

International and Intergovernmental Labour Affairs

Lead Canada's multilateral labour efforts, negotiate labour provisions in free trade agreements (FTAs), and address labour exploitation in global supply chains.

\$6.4M in grants provided to help FTA partners improve labour standards, including in the Americas and Indo-Pacific in FY 2025-26.

Canada-United States-Mexico Agreement labour chapter to be reviewed in 2025, with the first joint review by the three nations in 2026.

Looking Forward

As the labour market evolves, both workers and employers will encounter new challenges. The Labour Program remains committed to fostering safe, fair, and equitable workplaces, ensuring protection for all parties.

