Employment and Social Development Canada
Emploi et Développement social Canada
Canada

2024 annual report – Occupational injuries in the Canadian federal jurisdiction

Compliance, Operations and Program Development

2024 annual report – Occupational injuries in the Canadian federal jurisdiction

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PDF

Cat. No. Em5-11E-PDF

ISSN: 2816-6868

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List of abbreviations and acronyms

AIRT

Air Transportation

BANK

Banking and Banks

BRID

Interprovincial Infrastructure (Bridges, Tunnels, Canals, and Causeways)

BROAD

Broadcasting (Television, Radio, and Internet)

COMM

Communications

DIFR

Disabling Injury Frequency Rate

EAHOR

Employer's Annual Hazardous Occurrence Report

ENER

Energy, Mining and Mineral Processing

FEED

Feed, Flour and Seed

FIFR

Fatal Injury Frequency Rate

FIIR

Fatal Injury Incidence Rate

FTE

Full-time Equivalent

GRAIN

Grain Handling and Grain Elevators

INDG

First Nations, Band Councils, and Indigenous Self-Governments (certain activities)

LONG

Longshoring, Stevedoring, Port, Harbour Operations and Pilotage

PIPE

Pipeline Transportation

POST

Postal Services and Postal Contractors

PUBS

Federal Public Services, Public Service Departments and Crown Corporations

RAIL

Rail Transportation

ROAD

Road Transportation

WATER

Water Transportation (Shipping and Ferries)

List of terms

The following definitions are used in this publication.

Disabling injury

An employment injury or an occupational disease that:

- prevents an employee from reporting for work or from effectively performing all the duties connected with the employee's regular work on any day subsequent to the day on which the injury or disease occurred, whether or not that subsequent day is a working day for that employee
- results in the loss by an employee of a body member or part thereof or in the complete loss of the usefulness of a body member or part thereof, or
- results in the permanent impairment of a body function of an employee

Disabling Injury Frequency Rate (DIFR)

The total number of disabling and fatal occupational injuries per 1 million hours worked. The calculation is: (Total Disabling Injuries + Total Fatal Injuries)*1,000,000/Total Hours Worked.

Employee

Any person employed by an employer.

Employer

Any person who employs 1 or more employees and includes an employers' organisation and any person who acts on behalf of an employer.

Employment

Work or activities performed in carrying out assignments or requests made by the employer. It includes 1) related activities not specifically covered by an assignment or request; 2) voluntary work or activities undertaken while on duty for the benefit of the employer, or 3) any activities undertaken while on duty with the consent or approval of the employer

Fatal Injury

An occupational injury or disease resulting in death.

Fatal Injury Frequency Rate (FIFR)

The total number of fatal occupational injuries per 1 billion hours worked. The calculation is: Total Fatal Injuries*1,000,000,000/Total Hours Worked.

Fatal Injury Incidence Rate (FIIR)

The total number of fatal occupational injuries per 100,000 employees. The calculation is: Total Fatal Injuries/Total Employees (expressed as Full-time Equivalents)*100,000.

Federal Jurisdiction

Federal jurisdiction covers:

- any work, undertaking or business that is within the legislative authority of Parliament, and
- any work deemed to be for the common good of 2 or more provinces and outside the exclusive authority of provincial legislatures

Full-time Equivalent (FTE)

Refers to the employment of 1 person full time. It may also refer to more than 1 person part time whose total working time is the equivalent of 1 person working full time. For example:

- 100 people employed full time equals 100 FTEs
- 10 people employed half time equals 5 FTEs
- all 110 people combined represent 105 FTEs

Minor Injury

An employment injury or an occupational disease for which medical treatment is provided and excludes a disabling injury. Medical treatment means medical care provided at a medical treatment facility, such as a hospital, medical clinic or doctor’s office where a patient in need of emergency care can be treated. Not to be confused with first aid.

Occupational Injury

Any injury, disease or illness incurred by an employee in the performance of, or in connection with, his or her work.

Work place

Any place where an employee is engaged in work for the employee’s employer.

Executive summary

The Labour Program of Employment and Social Development Canada (ESDC) publishes a report annually to provide aggregated statistics on disabling and fatal injuries occurring at work reported by industries within the federal jurisdiction.

The report draws on data from the Employer's Annual Hazardous Occurrence Report (EAHOR), which federally regulated employers are required to submit to the Labour Program for each reporting year.

Based on the 4,720 EAHOR submissions received in 2024, this report provides an overview of the state of work place safety across federally regulated industries, highlighting both key challenges and areas of progress. While some industries have demonstrated notable improvements, the data for other industries reinforces the need for sustained attention to reduce injuries. The findings highlight the importance of ongoing efforts to monitor and enhance work place safety in the federal jurisdiction.

Key findings from the 2024 annual report

- **Increase in disabling injuries:** The number of disabling work-related injuries reported by federally regulated employers increased slightly by 0.4% or 81 injuries, from 18,796 in 2023 to 18,877 in 2024.
- **Increase in fatal injuries:** The number of fatal injuries reported by federally regulated employers increased by 3 fatalities or 4.2%, from 71 in 2023 to 74 in 2024.
- **Increase in hours worked:** Workers in federally regulated industries worked approximately 0.4 million more hours in 2024 than in 2023, a 0.02% increase.
- **Disabling Injury Frequency Rate (DIFR) increases:** The national DIFR - the number of disabling injuries per 1 million hours worked - increased slightly from 7.77 in 2023 to 7.80 in 2024.
    - **Industry variance:** The 2024 DIFR values for 6 of the 16 federally regulated industries were greater than the federal jurisdiction rate of 7.80. The Air Transportation industry had the highest DIFR of any federally regulated industry. Its rate increased from 21.38 in 2023 to 21.41 in 2024.
- **Fatal Injury Incidence Rate (FIIR) increases:** The national FIIR - the number of fatal injuries for every 100,000 FTEs - increased slightly from 5.74 in 2023 to 6.00 in 2024.
- **Pre- and post-COVID-19 pandemic trends:**
    - **Fewer disabling injuries:** Compared to pre-pandemic levels in 2019, the total number of disabling injuries in 2024 decreased by 9.5%, dropping to 18,877 from 20,850. As a result, the 2024 DIFR of 7.80 is significantly lower than the 2019 rate of 9.39.
    - **Varying DIFR trends:** Compared to 2019,
        - The DIFR values of 7 industries - **Postal Services**, **Rail Transportation**, **Water Transportation**, **Feed**, **Broadcasting**,

Federal Public Services and **Banking** - have been gradually decreasing, strongly suggesting an improving work place safety trend for these industries since the pandemic.

- In contrast, the DIFR values of 4 industries - **Air Transportation**, **Grain Handling**, **Communications** and **Energy** - have steadily increased since 2019, signaling a worsening work place safety trend in these industries.
- Another 3 industries exhibited stable DIFR values over the same period but the nature of this stability differs significantly – maintaining a consistently high DIFR value reflects the sustained high-risk conditions for **Road Transportation**, while maintaining a low DIFR shows that the **First Nations band councils and Indigenous self-governments** and **Pipeline Transportation** industries have maintained a strong safety performance despite minor post-pandemic upwards shifts.

Introduction

Each year, the Labour Program of Employment and Social Development Canada (ESDC) publishes a report on work-related injuries in the federal jurisdiction. The report is based on yearly submissions received from federally regulated employers through their Employer's Annual Hazardous Occurrence Report (EAHOR) and provides an update on the overall safety performance of work places across the federal jurisdiction.

The purpose of this report is to help identify the industries where occupational injuries are most frequent and to help inform measures that improve work place safety in the federal jurisdiction. By analysing EAHOR data over several years, the report tracks key statistics for occupational injuries, including the national DIFR for the federal jurisdiction. This analysis helps federally regulated employers become aware of the risks associated with their work places and highlights where stronger preventive measures are necessary.

The 2024 report is organised into 6 sections:

Section 1 – **About the data:** Describes the data source used in this report.

Section 2 – **Occupational injuries in federal jurisdiction industries:** Examines the prevalence of work-related injuries by industry in 2024.

Section 3 – **Changes in disabling injuries and hours worked between 2023 and 2024:** Analyses the changes in economic activity (measured in hours worked) and occurrences of injuries by comparing EAHOR data from 2023 and 2024.

Section 4 – **Disabling and fatal injury rates:** Analyses the DIFR and FIIR values for federally regulated industries in 2024.

Section 5 – **Safety performance trends for federally regulated industries from 2019 to 2024:** Analyses DIFR changes in the federal jurisdiction and for each industry, from 2019 to 2024.

Section 6 – **Moving forward:** Concludes the report, offering recommendations to strengthen occupational safety performance monitoring and reporting for the federal jurisdiction.

The report also includes a List of abbreviations and a List of terms to clarify terminology.

Section 1: About the data

The data presented in this publication is drawn from the Employer's Annual Hazardous Occurrence Report (EAHOR), submitted by federally regulated employers to the Labour Program, in accordance with section 15.10 of the *Canada Occupational Health and Safety Regulations* (COHSR).

The analyses in this report are based on submissions received for the 2024 reporting year. Where applicable, data from previous years was used when analysing trends or making year-to-year comparisons.

It is important to note that EAHOR submissions only collect aggregate injury data and do not identify the types or severity of injuries reported. The information contained in this publication is based on what employers have reported to the Labour Program in their EAHOR submissions for the 2024 calendar year. As a result, the data may not have captured every injury in the federal jurisdiction.

Historical data on all injury rates dating back to 2008 are available at the Government of Canada's Open Government Portal.

Industries under federal jurisdiction

According to the *Canada Labour Code* (the Code), federal jurisdiction encompasses any work that is within the legislative authority of the Parliament of Canada. This includes all work deemed to be for the common good of at least 2 provinces and outside the exclusive authority of provincial legislatures, such as international and interprovincial transport, banking, telecommunications, the federal public service and most Crown Corporations. Part II (Occupational Health and Safety) of the Code also applies to employers and employees covered under the *Parliamentary Employment and Staff Relations Act*.

EAHOR submissions

Section 15.10 of the COHSR, requires employers under federal jurisdiction to submit an EAHOR to the Labour Program by March 1 each year. An EAHOR, which covers the period from January 1 to December 31 of the preceding calendar year, must include the following information:

- number of disabling injuries
- number of deaths
- number of minor injuries
- number of other hazardous occurrences
- total number of hours worked
- total number of employees (in Full-time Equivalents (FTEs)
- number of office employees
- whether they are in operation (yes/no)

- date that they ceased operation, if applicable

For the 2024 reporting year, the Labour Program received 4,720 EAHOR submissions. As illustrated in Table 1.1 the number of submissions received in 2024 decreased by 73 or 1.5%, compared to 4,793 reports included in the 2023 publication.

Table 1.1: EAHOR submissions by federally regulated industry, 2023 vs 2024

Industry	Submissions in 2023	Submissions in 2024	Change from 2023 to 2024
AIRT	708	724	16
BANK	64	62	-2
BRID	7	8	1
BROAD	181	172	-9
COMM	181	175	-6
ENER	17	16	-1
FEED	321	301	-20
GRAIN	60	57	-3
INDG	296	290	-6
LONG	56	55	-1
PIPE	19	22	3
POST	16	14	-2
PUBS	199	213	14
RAIL	23	25	2
ROAD	2,507	2,452	-55
WATER	138	134	-4
Canada	**4,793**	**4,720**	**-73**

Eleven out of 16 federally regulated industries submitted fewer reports in 2024 than in 2023. The Road Transportation industry experienced the largest decrease in its number of submissions, from 2,507 in 2023 to 2,452 in 2024. This was followed by the Feed, Flour and Seed industry, which submitted 321 reports in 2023 and 301 in 2024. The Air Transportation industry had the largest increase in submissions, from 708 in 2023 to 724 in 2024.

Since an organisation's industry is determined by the nature of its activities in terms of products and services delivered, some Crown corporations are not classified under Federal Public Services, Public Service Departments and Crown Corporations. As an example, Canada Post is classified as a Crown corporation under the Postal Services industry due to the nature of its work.

Business size analysis

EAHOR submission trends vary significantly by business size, which is classified as small (fewer than 100 full-time equivalents (FTEs)), medium (100 to 499 FTEs), or large (500 or more FTEs).

Table 1.2 shows that the 2024 EAHOR submissions covered approximately 1.23 million FTE employees under federal jurisdiction. The total economic activity within the federal jurisdiction - measured by total hours worked - was reported at around 2.43 billion hours in 2024.

Table 1.2: 2024 EAHOR submissions, total FTEs and total hours worked by business size*

Employer size (number of FTEs)	EAHOR submissions	EAHOR submissions (%)	Total FTEs	Total FTEs (%)	Total hours worked	Total hours worked (%)
Small (1 to 99)	3,832	83.2%	89,959	7.3%	185,871,793	7.7%
Medium (100 to 499)	561	12.2%	119,724	9.7%	243,720,868	10.0%
Large (500 and above)	211	4.6%	1,022,755	83.0%	2,000,067,057	82.3%
Total	4,604	100.0%	1,232,438	100.0%	2,429,659,718	100.0%

*Please note that due to rounding, percentage values in some charts and tables may not add up to 100%.

As in 2023, the majority (or 83%) of EAHOR submissions in 2024 came from small employers, yet they represented only 7% of total FTEs and nearly 8% of total hours worked within the federal jurisdiction.

The remaining 17% of reports were submitted by medium and large employers, representing 93% of the FTE population and contributing roughly 92% of economic activities under federal jurisdiction. Among these, the 211 large employers reported the greatest share, accounting for 83% of FTEs and 82% of total hours worked.

By analysing the EAHOR data provided by employers with diverse work environments and business sizes, this report explores the risk of occupational injuries facing federally regulated work places.

Section 2: Occupational injuries in federal jurisdiction industries

Assessments of work place safety performance often emphasise the prevalence of disabling injuries and fatal injuries and the related injury rates. Disabling injuries - those causing temporary or permanent impairment - reflect significant harm while fatal injuries represent the most severe outcome of work place hazards. Both have lasting impacts on employees and their families, and substantial costs for employers through compensation, operational disruptions and lost productivity. Reducing work place hazards that lead to these injuries delivers the greatest safety outcomes.

This section examines 2024 EAHOR data to assess work place safety performance across federally regulated industries, highlighting progress and industries with elevated risks.

Prevalence of disabling and fatal injuries in 2024

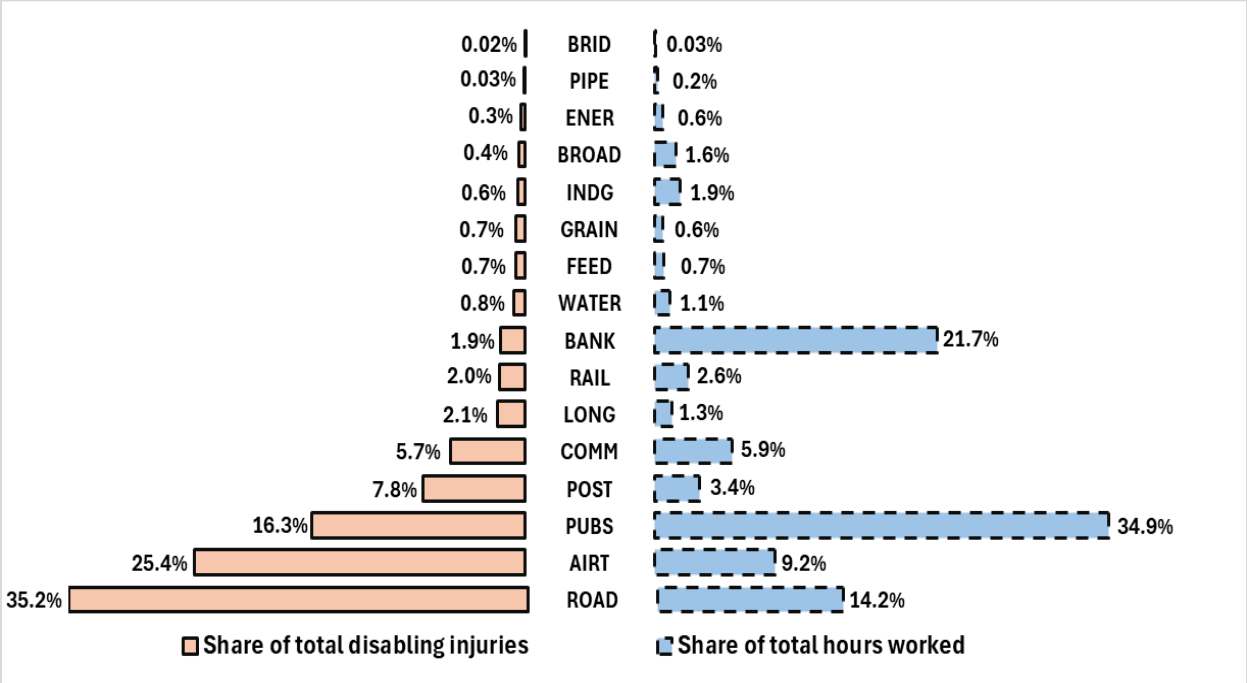
In 2024, federally regulated employers reported a total of 42,910 work-related injuries, including 18,877 disabling injuries (44.0%), 74 fatal injuries (0.2%) and 23,959 minor injuries (55.8%).

The breakdown of these injuries by industry and by type of injury – disabling, fatal and minor injuries – as well as economic activity measured by total hours worked, is provided in Table 2.1. Furthermore, each industry’s share of the total number of disabling injuries and share of the total hours worked are provided in Chart 2.1.

Table 2.1: Numbers of disabling injuries, fatal injuries, minor injuries and total hours worked reported by federally regulated industries in 2024

Industry	Disabling injuries	Fatal injuries	Minor injuries	Total hours worked
AIRT	**4,793**	**9**	**3,977**	**224,282,669**
BANK	354	2	1,084	527,041,029
BRID	4	0	22	675,679
BROAD	79	0	166	38,354,505
COMM	**1,076**	**1**	**1,934**	**144,262,266**
ENER	57	0	49	13,840,358
FEED	135	4	446	16,810,493
GRAIN	126	2	190	14,744,406
INDG	107	3	590	45,938,168
LONG	400	0	892	32,492,119
PIPE	5	0	7	5,228,592
POST	**1,480**	**0**	**797**	**83,741,261**
PUBS	**3,083**	**15**	**6,822**	**847,372,104**
RAIL	371	3	146	62,675,992
ROAD	**6,652**	**35**	**6,335**	**344,889,362**
WATER	155	0	502	27,310,715
Canada	**18,877**	**74**	**23,959**	**2,429,659,718**

Chart 2.1: Shares (%) of total disabling injuries vs total hours worked by federally regulated industry in 2024



Based on the data in Table 2.1 and Chart 2.1, the 5 industries that reported the most disabling injuries and the largest shares of disabling injuries in 2024 were:

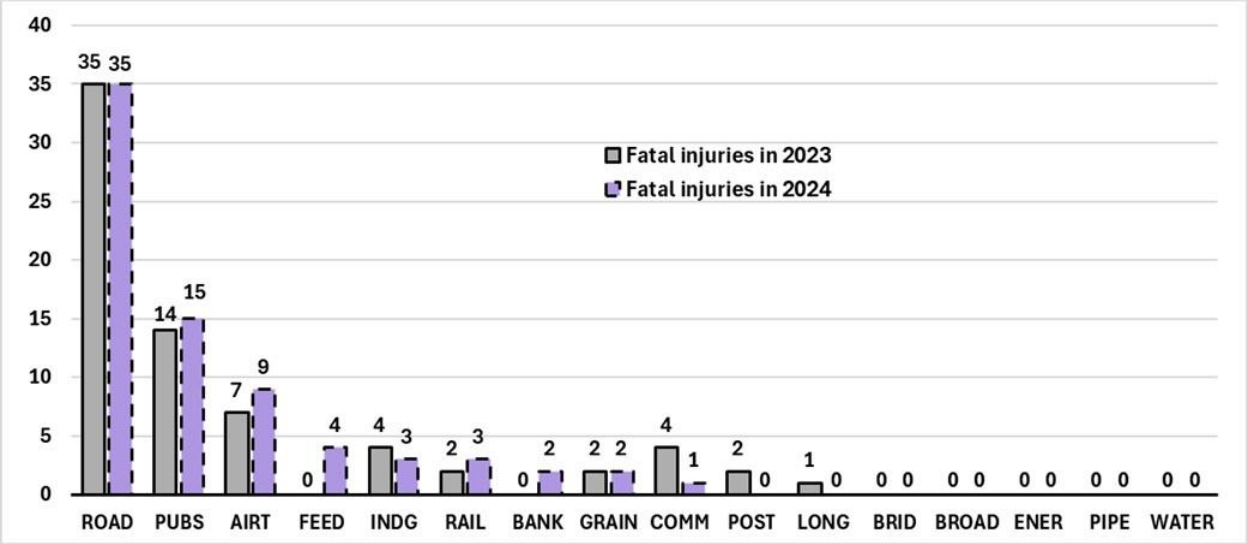
- Road Transportation (6,652, 35.2%)
- Air Transportation (4,793, 25.4%)
- Federal Public Services, Public Service Departments and Crown Corporations (3,083, 16.3%)
- Postal Services and Postal Contractors (1,480, 7.8%)
- Communications (1,076, 5.7%)

The number of disabling injuries reported in these 5 industries accounted for 17,084 or 90.5% of the total number of disabling injuries in the federal jurisdiction in 2024.

The 2024 data also reveals that 74 workers in the federal jurisdiction tragically lost their lives due to a fatal injury at work, an increase from the 71 fatal injuries that were reported in 2023.

As Chart 2.2 shows, 9 of 16 industries within the federal jurisdiction reported fatal injuries in 2024. Road Transportation accounted for 35 fatal injuries, the same amount that it reported in 2023.

Chart 2.2: Numbers of fatal injuries by federally regulated industry, 2023 vs 2024



By analysing the prevalence of disabling injuries and fatal injuries, the report highlights the industries that reported the most work place injuries in 2024. This data-driven review provides a foundation for targeted interventions aimed at reducing severe work place incidents and improving overall safety outcomes as we move forward.

Section 3: Changes in disabling injuries and hours worked between 2023 and 2024

This section explores potential links between work-related injuries and total hours worked. Higher cumulative hours worked at a work place or organisation can increase an employee's exposure to safety risks, which may lead to a greater likelihood of injuries.

Table 3.1 presents industry-specific data on disabling injuries and total hours worked (in millions) for 2023 and 2024. The table's data highlights industries with notable changes in disabling injuries and indicates whether this shift aligns proportionally with changes in their work activity, as measured in hours worked.

Table 3.1: Total disabling injuries reported and total hours worked in 2023 and 2024 by federally regulated industry

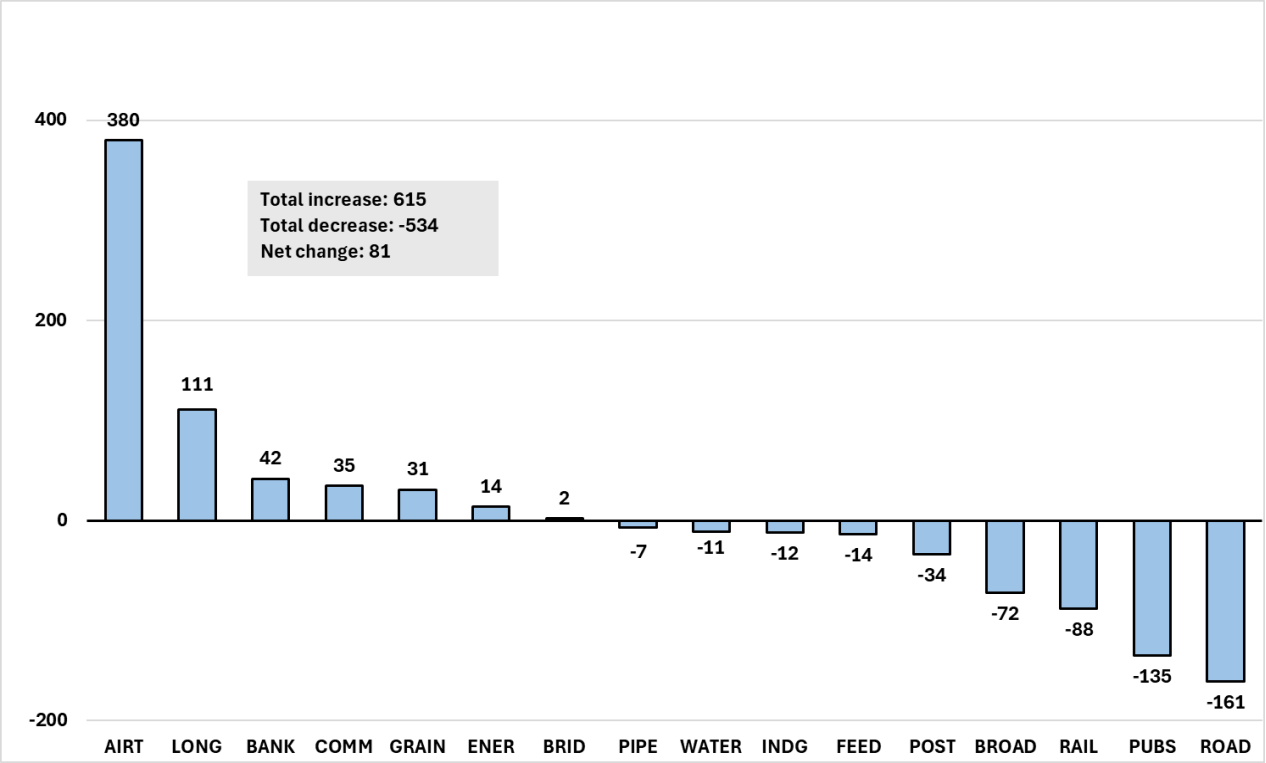
Industry	Total disabling injuries in 2023	Total disabling injuries in 2024	Change in disabling injuries from 2023 to 2024	Total hours worked (millions) in 2023	Total hours worked (millions) in 2024	Change in total hours worked from 2023 to 2024
ROAD	6,813	6,652	-2.4%	355.9	344.9	-3.1%
AIRT	4,413	4,793	8.6%	206.7	224.3	8.5%
PUBS	3,218	3,083	-4.2%	833.2	847.4	1.7%
POST	1,514	1,480	-2.2%	92.3	83.7	-9.3%
COMM	1,041	1,076	3.4%	159.5	144.3	-9.5%
LONG	289	400	38.4%	29.7	32.5	9.3%
RAIL	459	371	-19.2%	67.3	62.7	-6.9%
BANK	312	354	13.5%	505.2	527.0	4.3%
WATER	166	155	-6.6%	27.4	27.3	-0.3%
FEED	149	135	-9.4%	19.3	16.8	-12.7%
GRAIN	95	126	32.6%	15.2	14.7	-2.9%
INDG	119	107	-10.1%	46.2	45.9	-0.6%
BROAD	151	79	-47.7%	45.2	38.4	-15.2%
ENER	43	57	32.6%	13.5	13.8	2.2%
PIPE	12	5	-58.3%	11.8	5.2	-55.7%
BRID	2	4	100.0%	0.7	0.7	-0.7%
Canada	**18,796**	**18,877**	**0.4%**	**2,429.3**	**2,429.7**	**0.02%**

As shown in Table 3.1, the number of reported disabling injuries increased by 81 between 2023 to 2024. During the same period, economic activity in the federal jurisdiction, measured by total hours worked, increased by approximately 0.4 million hours. Due to the increases in both the total number of disabling injuries and hours worked, the national DIFR for the federal jurisdiction increased slightly from 7.77 in

2023 to 7.80 in 2024. This change reflects that the percentage increase in disabling injuries (0.4%) exceeded the percentage increase in hours worked (0.02%).

Chart 3.1 illustrates which industries reported an increase in disabling injuries and which ones reported a decrease between 2023 and 2024.

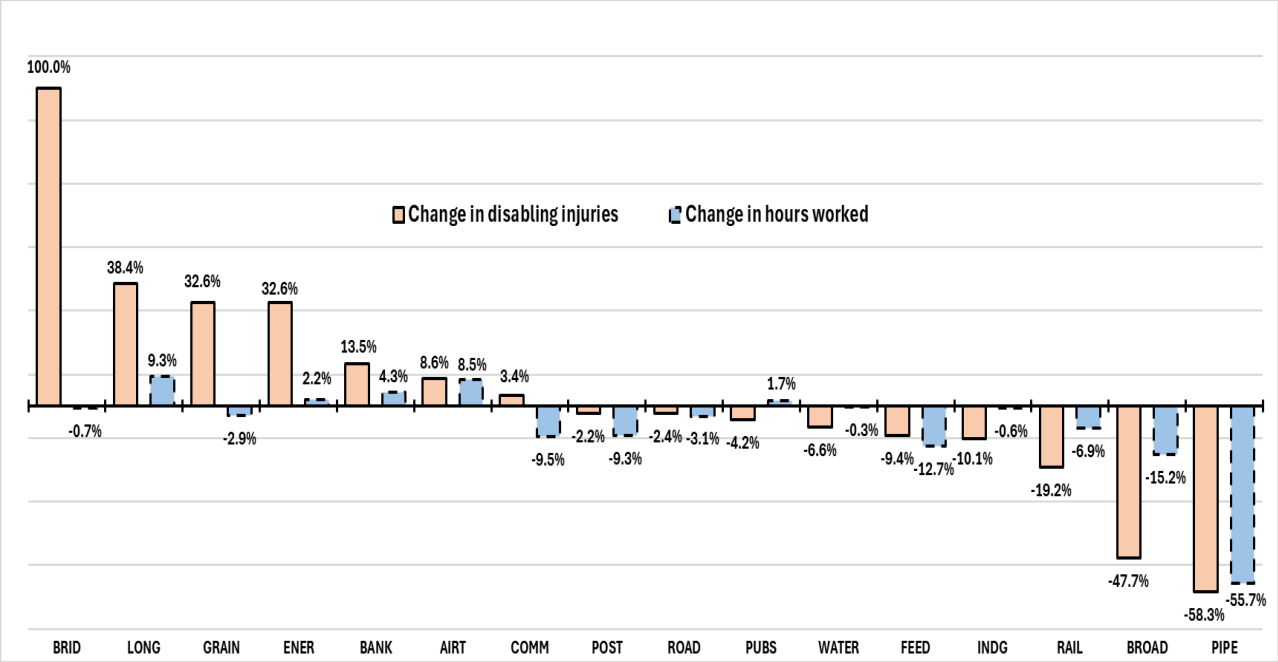
Chart 3.1: Changes in the number of disabling injuries reported between 2023 and 2024 by federally regulated industry



The net increase of 81 disabling injuries reported in the federal jurisdiction in 2024 is largely attributable to the Air Transportation and Longshoring industries. While the overall increase totalled 615 disabling injuries, this was largely offset by decreases in several industries. The most significant decreases occurred in the Road Transportation industry and Federal Public Services.

Chart 3.2 presents the percentage changes in total hours worked and the number of disabling injuries reported between 2023 and 2024 for each industry. The 2024 data shows that, in general, changes in hours worked tend to correspond with changes in injury counts. However, the magnitude of these relationships varied across industries.

Chart 3.2: Changes (%) in disabling injuries and hours worked reported between 2023 and 2024 by federally regulated industry



While the number of disabling injuries generally correlates with hours worked, this relationship is more complex in certain industries. For example, in the Air Transportation industry, both disabling injuries and hours worked increased by nearly the same percentage (8.6% and 8.5% respectively). A similar trend was observed in the Road Transportation industry, where both measures fell by nearly equal amounts (-2.4% and -3.1% respectively).

In contrast, some industries showed weaker correlations, with significant gaps between changes in disabling injuries and hours worked. In the Broadcasting industry, disabling injuries fell by 47.7% despite only a 15.2% decrease in hours worked.

The Grain Handling and Communications industries displayed an inverse relationship, where disabling injuries rose while hours worked declined. The opposite relationship was observed in Federal Public Services, where disabling injuries fell by 4.2% despite hours worked increasing by 1.7%.

Overall, the relationship between work place injuries and the time spent working is complex and influenced by multiple factors. Regulatory compliance, work place safety practices, job complexity, fatigue, stress, technology and training all play critical roles. Organisations with strong safety cultures and rigorous adherence to work place health and safety regulations often report fewer work place injuries, regardless of the number of hours worked. Adequate training, robust safety protocols, and the proper use of protective equipment further contribute to safer work environments.

Section 4: Disabling and fatal injury rates

Tracking the standardised rates of disabling and fatal injuries provides critical insight into the effectiveness of safety measures, enables industry comparisons, and identifies areas needing urgent prevention.

This section examines 2024 injury rate data to assess work place safety performance across federally regulated industries, highlighting progress and industries with elevated risks.

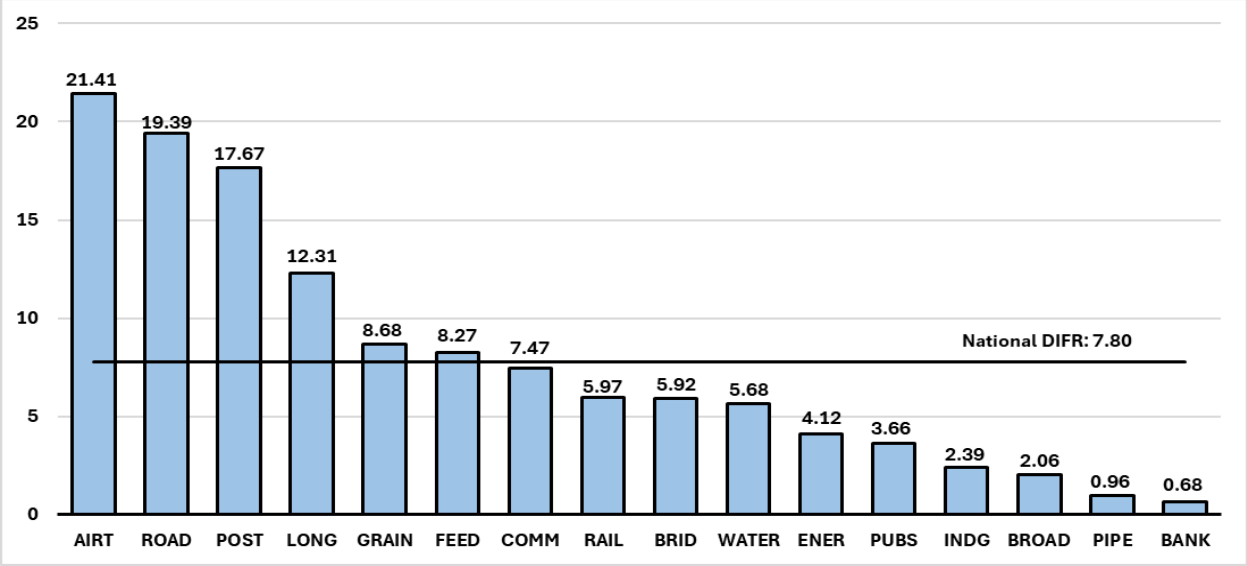
Disabling Injury Frequency Rate

The Disabling Injury Frequency Rate (DIFR) is a standard work place safety metric that measures the number of disabling injuries for every 1 million hours worked. By accounting for differences in organisational size, the DIFR enables meaningful comparisons of risks and safety performance across organisations or industries. However, because the severity of disabling injuries can vary, caution is advised when comparing industries with distinct work environments.

In 2024, the national DIFR for the federal jurisdiction increased slightly to 7.80, from 7.77 in 2023. As shown in Chart 4.1, 6 industries reported DIFR values above the national average, indicating higher relative safety risks, based on EAHOR data:

- Air Transportation (21.41)
- Road Transportation (19.39)
- Postal Services and Postal Contractors (17.67)
- Longshoring, Stevedoring, Port, Harbour Operations and Pilotage (12.31)
- Grain Handling and Grain Elevators (8.68)
- Feed, Flour and Seed (8.27)

Chart 4.1: DIFR by federally regulated industry in 2024



All 6 of the top industries reported an increase in their DIFR values compared to 2023. Air Transportation reported the highest DIFR across federally regulated industries, however it reported the smallest year over year increase from 2023 to 2024, among the top 6 industries. Notably, the Grain Handling and Feed, Flour and Seed industries rose above the national rate in 2024 after being below it in the previous year. Meanwhile, Road Transportation, Postal Services and Longshoring have consistently ranked as higher risk industries based on their DIFR results.

Fatal Injury Incidence Rate

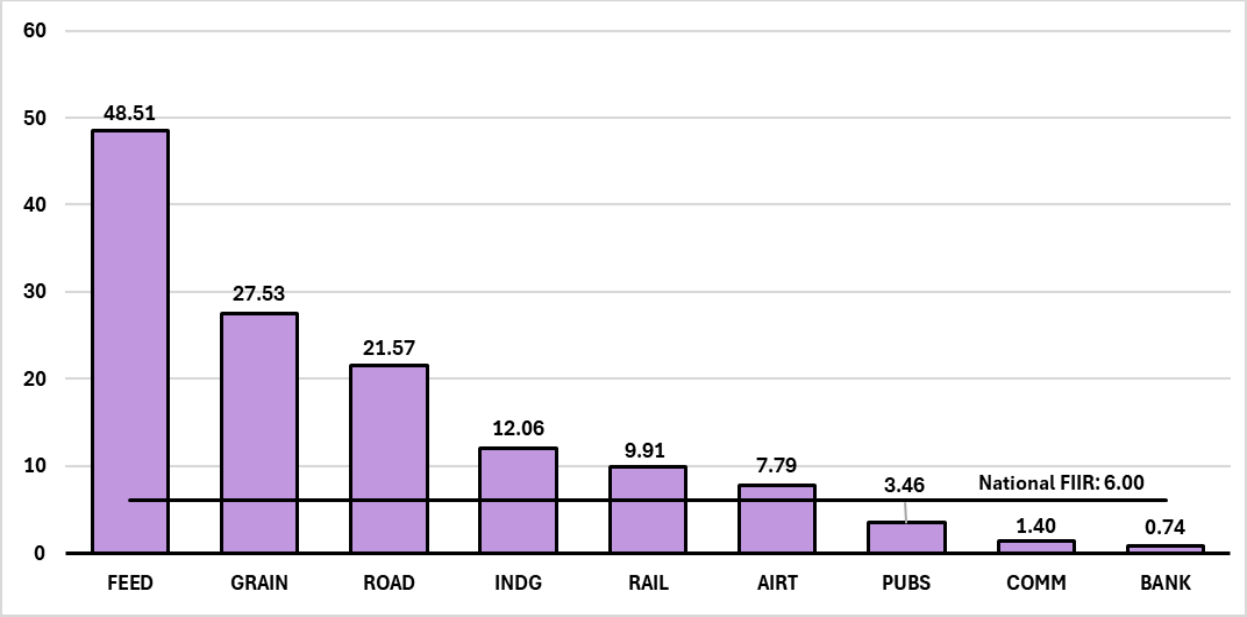
Similar to the DIFR, the Fatal Injury Incidence Rate (FIIR) is another key safety metric that enables comparisons of the most severe injury risks across diverse organisations or work places. Whereas the DIFR measures the number of disabling injuries for every 1 million hours worked, the FIIR reflects the number of fatal injuries for every 100,000 FTEs.

Please note that previous annual reports have used the Fatal Injury Frequency Rate (FIFR), which calculates the total number of fatal injuries reported for every 1 billion hours worked. This report uses the FIIR instead of the FIFR as it is more commonly used in other countries and aligns better with international standards.

The national FIIR for the federal jurisdiction increased from 5.74 in 2023 to 6.00 in 2024. As shown in Chart 4.2, of the 9 industries that reported fatal injuries, 6 of them had an FIIR above the national rate, meaning that fatal injuries were more likely in these industries:

- Feed, Flour and Seed (48.51)
- Grain Handling and Grain Elevators (27.53)
- Road Transportation (21.57)
- First Nations, Band Councils, and Indigenous Self-Governments (certain activities) (12.06)
- Rail Transportation (9.91)
- Air Transportation (7.79)

Chart 4.2: FIIR by federally regulated industry in 2024



Of the 9 federally regulated industries reporting fatal injuries, the Road Transportation, Air Transportation and Banking industries, and Federal Public Services reported more than 100,000 FTEs in 2024.

Overall, the industries with the highest risk of disabling injuries, based on their DIFR values, remain largely consistent with 2023. Closer monitoring of the work place safety performance of the Grain Handling and Feed, Flour and Seed industries may be warranted now that their DIFR values exceed the national DIFR for the federal jurisdiction. While the increase in fatal injuries and the national FIIR compared to 2023 should be noted, these changes remain relatively modest and do not yet indicate a significant overall decline in work place safety under federal jurisdiction.

Section 5: Safety performance trends for federally regulated industries from 2019 to 2024

Over the past 6 years – from the pre-pandemic period in 2019 through to the post-pandemic recovery (2022-2024), economic activity and work place safety performance within the federal jurisdiction experienced notable fluctuations. During the peak of the COVID-19 pandemic (2020 to 2021), federally regulated employers reported significant declines in injuries and hours worked. Comparing results from 2019 and 2024 offers a meaningful lens to assess the pandemic's impact, as well as other factors influencing long-term safety performance in federally regulated work places.

Economic activity and occupational injuries

Table 5.1 presents the statistics and percentage changes in total hours worked and disabling injuries reported in 2019 and 2024 for each federally regulated industry and the federal jurisdiction overall.

Table 5.1: Total hours worked and total disabling injuries reported in 2019 and 2024 by federally regulated industry

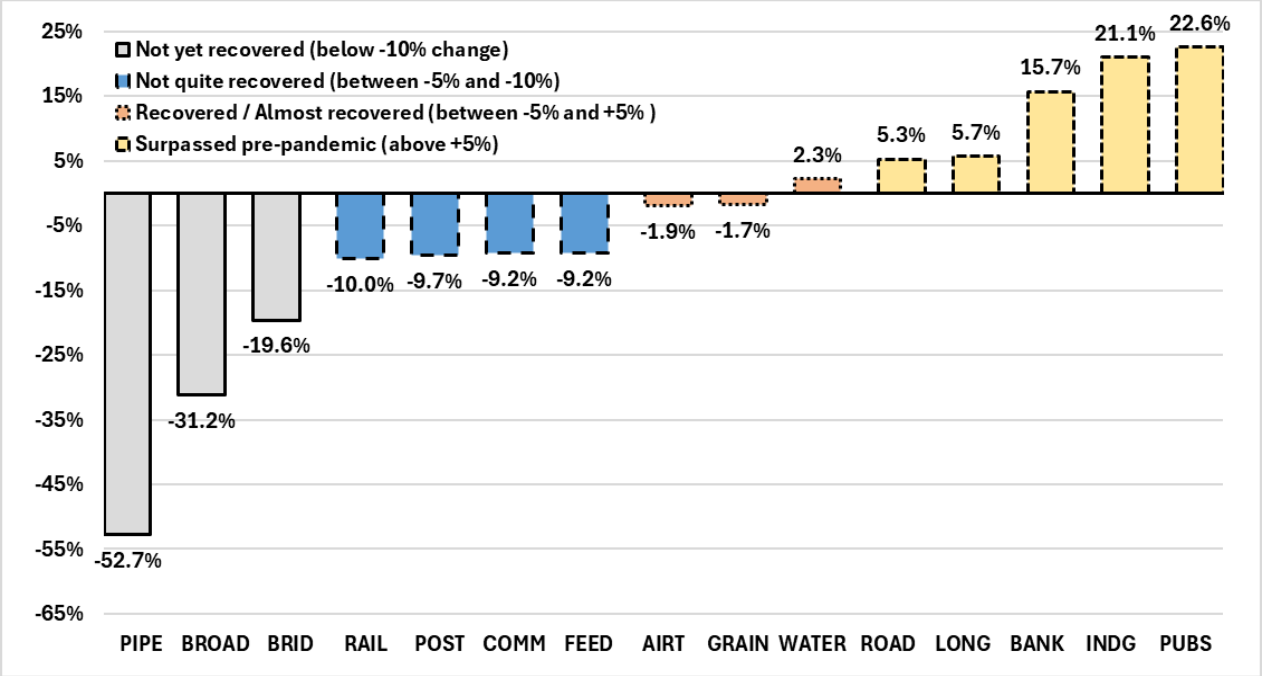
Industry	Total disabling injuries in 2019	Total disabling injuries in 2024	Change in disabling injuries between 2019 and 2024	Total hours worked (millions) in 2019	Total hours worked (millions) in 2024	Change in total hours worked between 2019 and 2024
ROAD	6,908	6,652	-3.7%	327.6	344.9	5.3%
AIRT	3,511	4,793	36.5%	228.7	224.3	-1.9%
PUBS	3,725	3,083	-17.2%	691.4	847.4	22.6%
POST	2,990	1,480	-50.5%	92.7	83.7	-9.7%
COMM	801	1,076	34.3%	158.9	144.3	-9.2%
LONG	342	400	17.0%	30.7	32.5	5.7%
RAIL	726	371	-48.9%	69.7	62.7	-10.0%
BANK	822	354	-56.9%	455.5	527.0	15.7%
WATER	269	155	-42.4%	26.7	27.3	2.3%
FEED	223	135	-39.5%	18.5	16.8	-9.2%
GRAIN	92	126	37.0%	15.0	14.7	-1.7%
INDG	90	107	18.9%	37.9	45.9	21.1%
BROAD	325	79	-75.7%	55.7	38.4	-31.2%
ENER	14	57	307.1%	5.7	13.8	143.7%
PIPE	8	5	-37.5%	11.1	5.2	-52.7%
BRID	4	4	0.0%	0.8	0.7	-19.6%
Canada	**20,850**	**18,877**	**-9.5%**	**2,226.6**	**2,429.7**	**9.1%**

Overall, the total hours worked in the federal jurisdiction increased by 9.1% in 2024 compared to 2019, but the changes varied significantly by industry. Energy reported the largest increase in hours worked at 143.7%, followed by Federal Public Services at 22.6%.

Chart 5.1 (a) categorizes changes in total hours worked between 2019 and 2024 to evaluate the level of economic recovery:

- Not yet recovered to pre-pandemic levels: Below -10% change
- Not quite recovered to pre-pandemic levels: Between -5% and -10% change
- Recovered or almost recovered to pre-pandemic levels: Between -5% and +5% change
- Surpassed pre-pandemic levels: Above +5% change

Chart 5.1 (a): Changes (%) in hours worked reported between 2019 and 2024 by federally regulated industry*



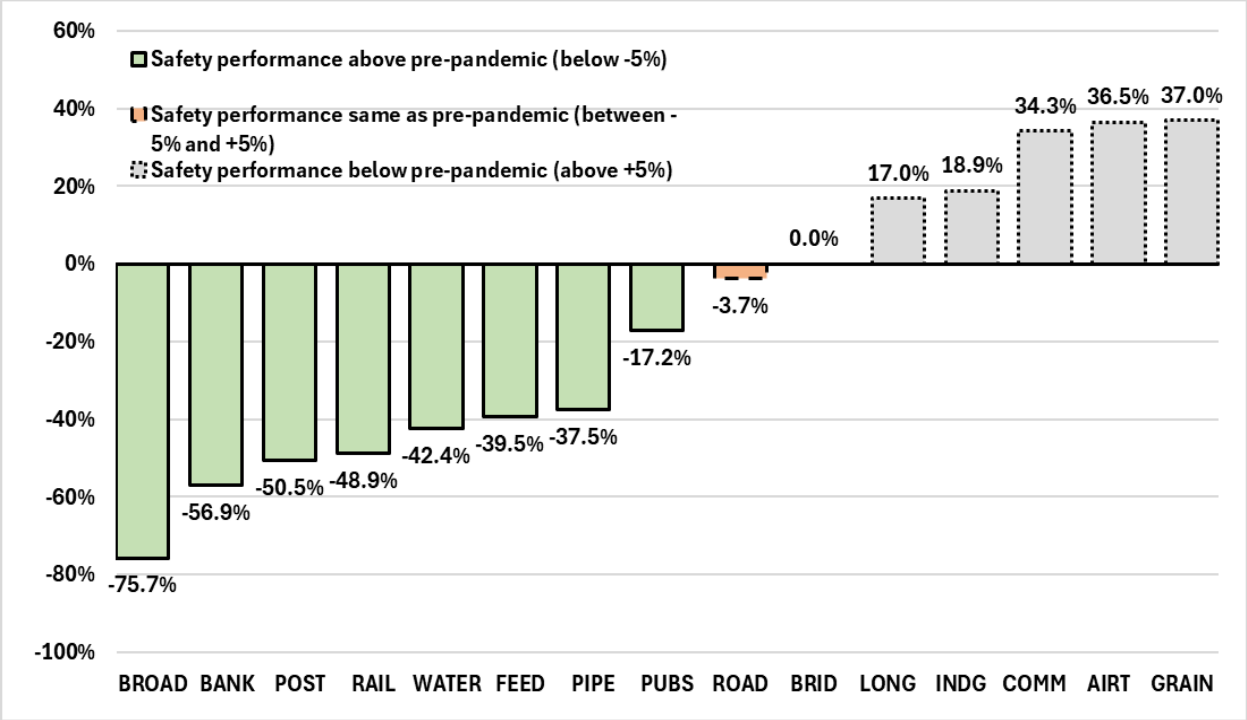
*ENER is removed from this chart due to its percentage change of 143.7% being significantly larger than the other industries.

By applying these categories to the data in Table 5.1, Chart 5.1 (a) shows that 9 of 16 federally regulated industries reported lower economic activity in 2024 compared to 2019, with the Air Transportation and Grain Handling industries nearly returning to pre-pandemic levels. The remaining industries, such as Federal Public Services, Banking and Road Transportation, reported a higher volume of economic activity than their pre-pandemic level.
In Chart 5.1 (b), a similar series of categories is used to compare work place safety performance between 2019 and 2024, measured by the percentage change in the number of disabling injuries between the 2 years:

- Safety performance above pre-pandemic levels: Below -5% change
- Safety performance same as pre-pandemic levels: Between -5% and +5% change
- Safety performance below pre-pandemic levels: Above +5% change

Based on these criteria and the data from Table 5.1, half of federally regulated industries have experienced a significant improvement in safety performance compared to the pre-pandemic era. It is possible that the reduced economic activity shown in Chart 5.1 (a) contributed to this.

Chart 5.1 (b): Changes (%) in disabling injuries reported between 2019 and 2024 by federally regulated industry*



*ENER is removed from this chart due to its percentage change of 307.1% being significantly larger than the other industries.

As reflected in Charts 5.1 (a) and 5.1 (b), 6 industries including Energy experienced economic activity that surpassed pre-pandemic levels based on total hours worked between 2019 and 2024. This growth may have contributed to a decline in safety performance in the Longshoring, Energy and First Nations band councils and Indigenous self-governments industries.

In contrast, the Air Transportation industry has nearly regained its pre-pandemic level of economic activity, yet its safety performance has worsened, as disabling injuries reported in 2024 exceeded those in 2019. A similar pattern emerged in the Communications industry, where hours worked fell by 9.2% compared to 2019, while disabling injuries rose by 34.3%.

However, these findings should be interpreted with caution. Industries that have either not fully recovered or have exceeded pre-pandemic economic activity levels may be experiencing temporary conditions linked to business contraction or rapid growth. Continued monitoring is essential as organisations navigate long-term operational challenges and adapt to evolving economic conditions in the post-pandemic era.

Tracking safety performance trends for federally regulated industries from 2019 to 2024

The following analysis uses Disabling Injury Frequency Rate (DIFR) values to assess trends from 2019 to 2024 and to examine variations in safety performance among federally regulated industries. The DIFR is a key metric for evaluating work place safety, as it facilitates comparisons across industries and over time.

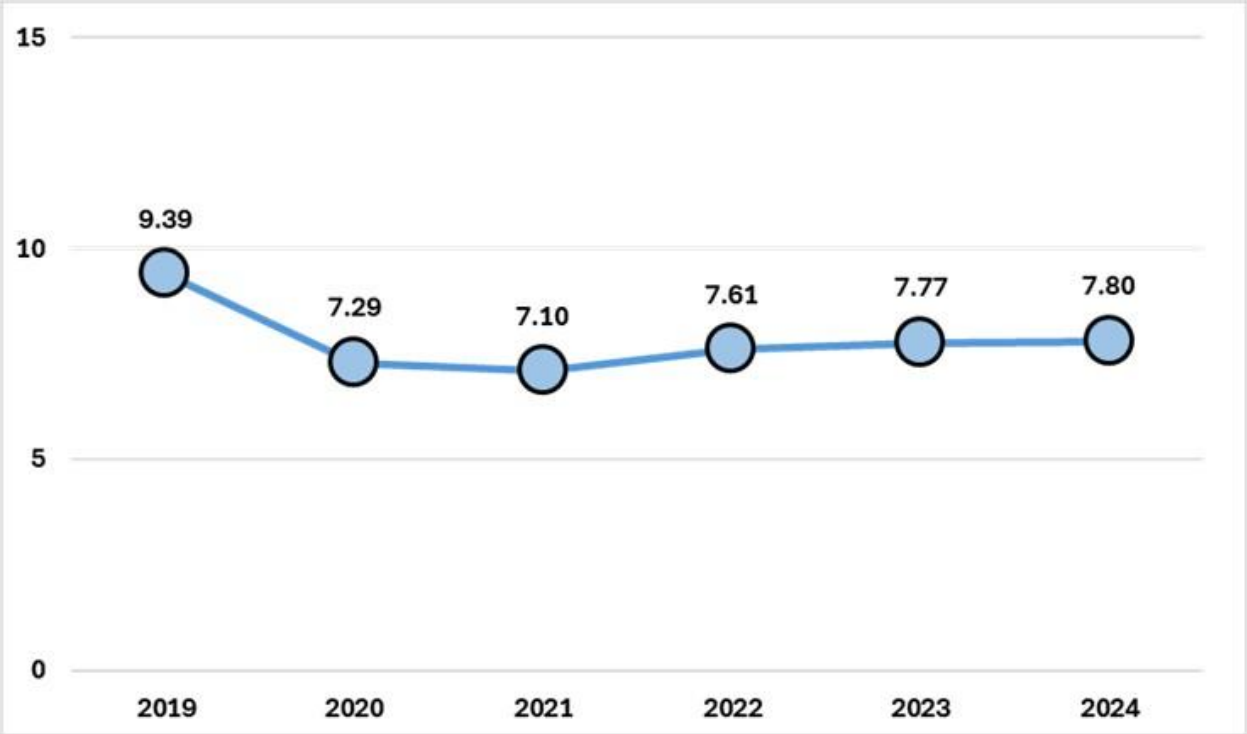
The following overview presents aggregate DIFR trends for the federal jurisdiction as well as industry-to-industry analysis from 2019 to 2024. Each industry's performance trajectory is classified as Improving, Worsening, Stabilising, or Volatile, based on the following criteria:

- **Improving:** trend is clearly negative or 2024 ≤ −20% vs. 2019.
- **Worsening:** trend is clearly positive or 2024 ≥ +20% vs. 2019.
- **Stabilising:** trend levels off with fluctuations within ±20%.
- **Volatile:** high year-to-year trend variability, excluding pandemic peak years (2020-2021).

Aggregate work place safety in the federal jurisdiction

As Chart 5.2 shows, the federal jurisdiction exhibited a general stabilising trend and modest overall improvement in work place safety performance based on its DIFR values from 2019 to 2024.

Chart 5.2: Federal jurisdiction DIFR, 2019 to 2024



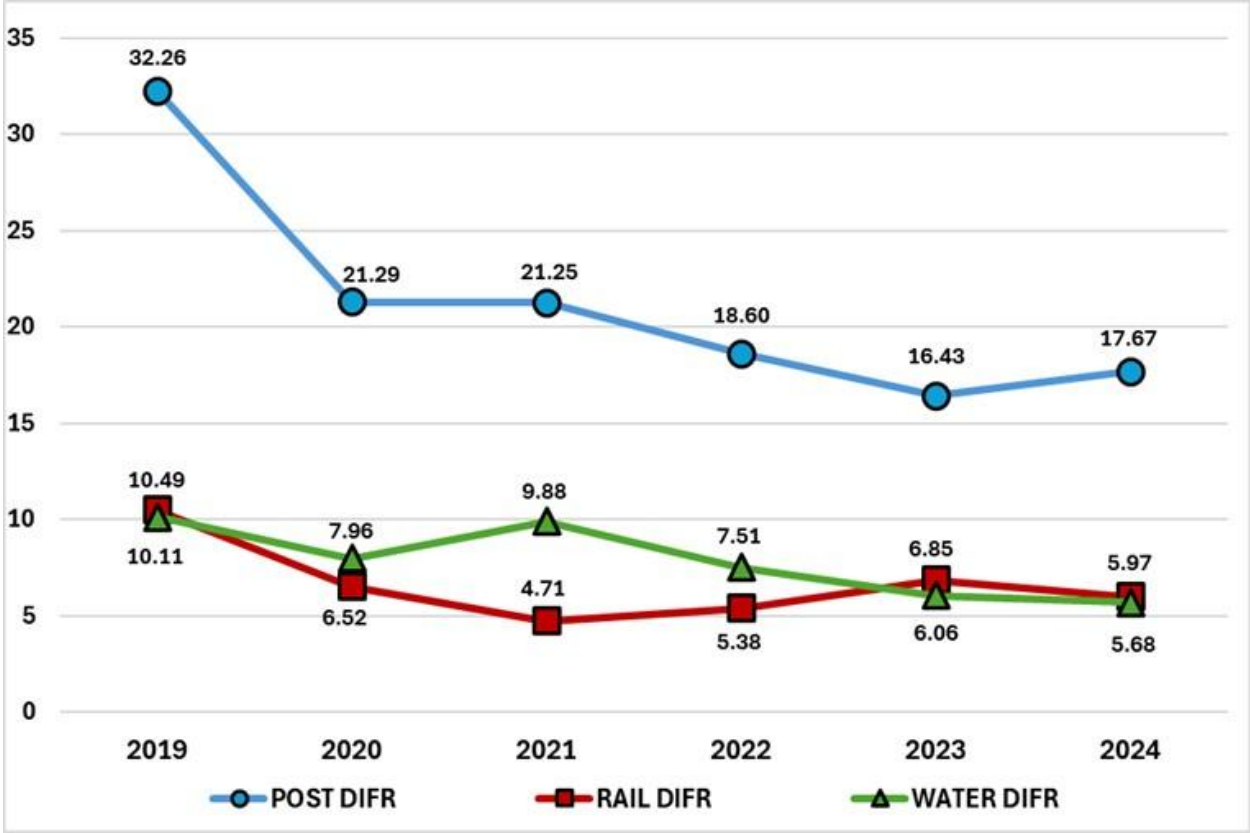
During the peak of the COVID-19 global pandemic years (2020-2021), most federally regulated employers reported significant declines in hours worked and work-related injuries. As a result, the decline in the federal jurisdiction's DIFR during the pandemic years (2020 and 2021) aligned with large operational and staffing changes. The average decrease in DIFR was 23%, from the pre-pandemic value of 9.39 in 2019 to a mean DIFR of 7.20 over the peak pandemic years of 2020-2021.

The post-pandemic DIFR values drifted up slightly between 2022 and 2024 but remained below the 2019 baseline. The linear trend over the period of 2019-2024 is slightly negative, suggesting that work place safety in the federal jurisdiction has modestly improved over this period.

Industries with improving trends

As shown in Chart 5.3 (a) and Chart 5.3 (b), between 2019 and 2024, 7 federally regulated industries exhibited a mostly consistent downward DIFR trend. While all 7 of these industries shared this positive trajectory, the size and variability of the changes differed significantly.

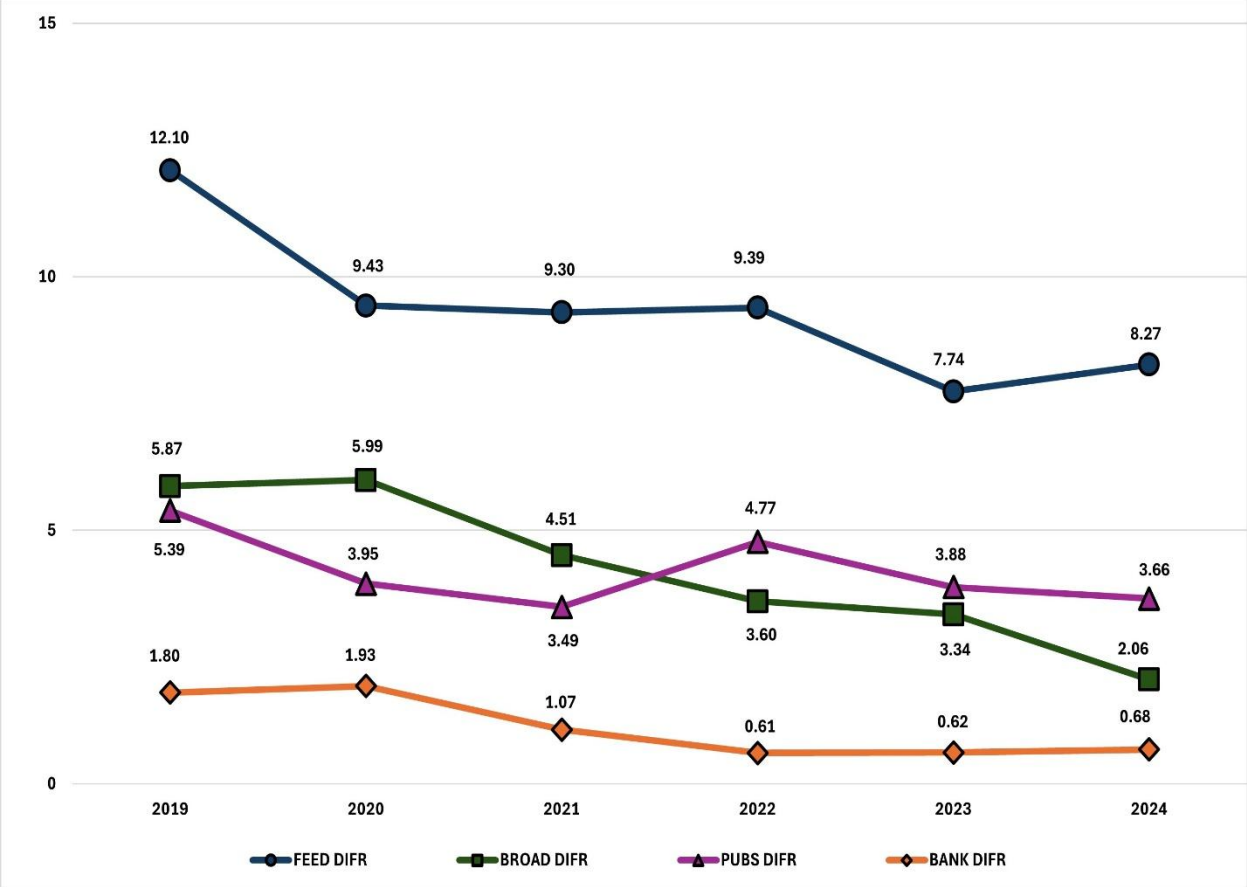
Chart 5.3 (a): Industries with improving DIFR trends 1, 2019 to 2024



- **Postal Services/Postal Contractors** recorded the largest overall decline, with DIFR dropping by from 32.26 in 2019 to 17.67 in 2024. The industry saw a sharp initial decrease of 34.0% during the pandemic years and maintained a consistent year-over-year decrease after that, potentially reflecting strong and sustained safety gains.
- **Rail Transportation** also achieved significant improvement, with the DIFR decreasing over the 6-year period from 10.49 in 2019 to 5.97 in 2024. While the largest drop occurred during the pandemic years, subsequent years showed minor fluctuations. This indicates progress in work place safety tempered by some variability.
- **Water Transportation** experienced a more gradual decline during the pandemic years. However, post-pandemic improvements accelerated, culminating in a decline from 10.11 in 2019 to 5.68 in 2024, indicating a gradual improvement in work place safety.

Chart 5.3 (b) illustrates the other 4 industries with a decline in their DIFR values from 2019 to 2024: Feed, Flour and Seed, Broadcasting, Federal Public Services and Banking.

Chart 5.3 (b): Industries with improving DIFR trends 2, 2019 to 2024



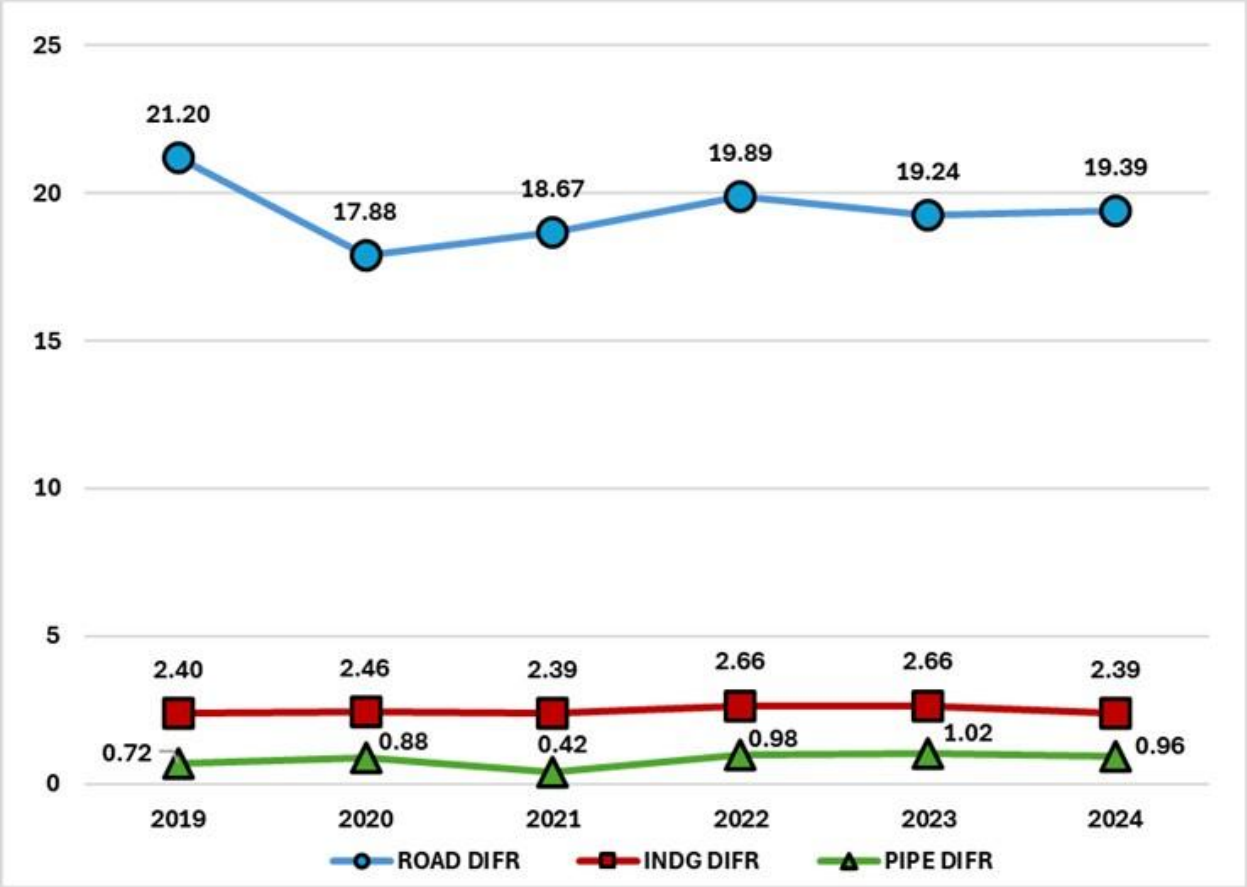
- **Feed, Flour and Seed** had a decline in DIFR from 12.10 in 2019 to 8.27 in 2024. Although trending downward, its injury rates remained notably higher than the federal jurisdiction rate, underscoring persistent safety challenges in this industry.
- **Broadcasting** had a decrease in DIFR from 5.87 in 2019 to 2.06 in 2024, with the DIFR consistently decreasing across the entire period.
- **Federal Public Services** showed moderate improvement between 2019 and 2024, decreasing from 5.39 to 3.66, with most gains concentrated during the pandemic years and relatively stable performance post pandemic.
- **Banking** had a decline in DIFR from 1.80 in 2019 to 0.68 in 2024, maintaining a stable downward trajectory with minimal volatility, despite a slight increase from 2023 to 2024.

All 7 industries demonstrated measurable improvements in DIFR, with the pandemic years acting as a catalyst for initial reductions and post-pandemic years sustaining improvement in work place safety. The Postal Services industry had the largest decrease of 14.59 between 2019 and 2024.

Industries with stabilising trends

Chart 5.3 (c) illustrates the DIFR values of the First Nations band councils and Indigenous self-governments, Pipeline Transportation and Road Transportation industries. The DIFR values of these 3 industries remained relatively stable during and after the pandemic.

Chart 5.3 (c): Industries with stabilising DIFR trends, 2019 to 2024



Although these 3 industries exhibited relatively stable DIFR trends between 2019 and 2024, the nature of this stability differs significantly.

- **Road Transportation** maintained consistently high DIFR values throughout the period. Starting at 21.20 in 2019, the DIFR dipped moderately during the pandemic years but rebounded during the recovery, reaching 19.39 in 2024. The overall change from 2019 to 2024 was limited, indicating stable but high DIFR values.
- **First Nations band councils and Indigenous self-governments** displayed consistently low DIFR values, which fluctuated narrowly between 2.40 in 2019 and 2.39 in 2024. The slight year-to-year changes suggest stable safety performance despite minor increases post-pandemic.
- **Pipeline Transportation** also maintained low DIFR values, starting at 0.72 in 2019, decreasing slightly during the latter pandemic year (2021) to 0.42, and rising to 0.96 by 2024. Although this industry's DIFR was higher in 2024 than in 2019, the industry's rate remained among the lowest in the federal jurisdiction.

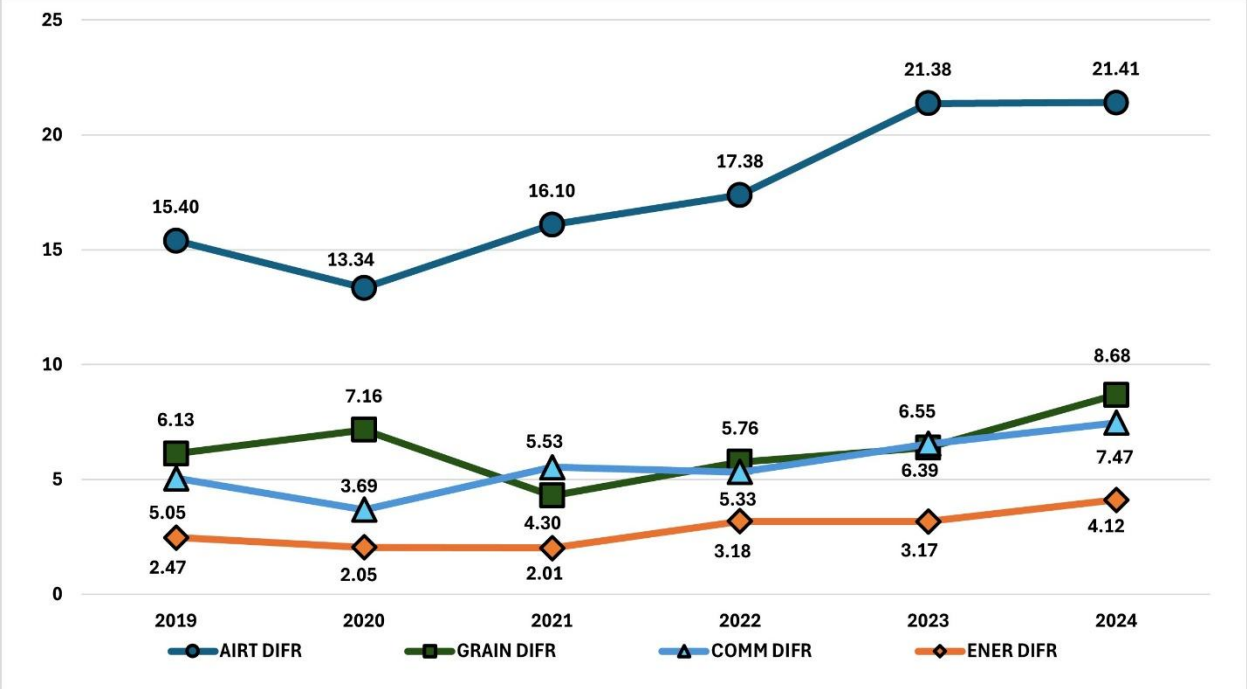
All 3 industries exhibited stable DIFR values over the 6-year period, with only minor shifts during the pandemic years. The stability of the Road Transportation industry's DIFR values reflects sustained high-risk conditions. In contrast, the First Nations band councils and Indigenous self-governments and Pipeline Transportation industries

maintained low DIFR values, signaling strong safety performance despite slight post-pandemic increases.

Industries with worsening trends

Four federally regulated industries – Air Transportation, Communications, Energy and Grain Handling – exhibited a worsening DIFR trajectory between 2019 and 2024. Chart 5.3 (d) shows that while all 4 industries experienced temporary improvements during the pandemic years (2020–2021), each recorded significant DIFR increases during the post-pandemic recovery period, surpassing pre-pandemic levels.

Chart 5.3 (d): Industries with worsening DIFR trends, 2019 to 2024



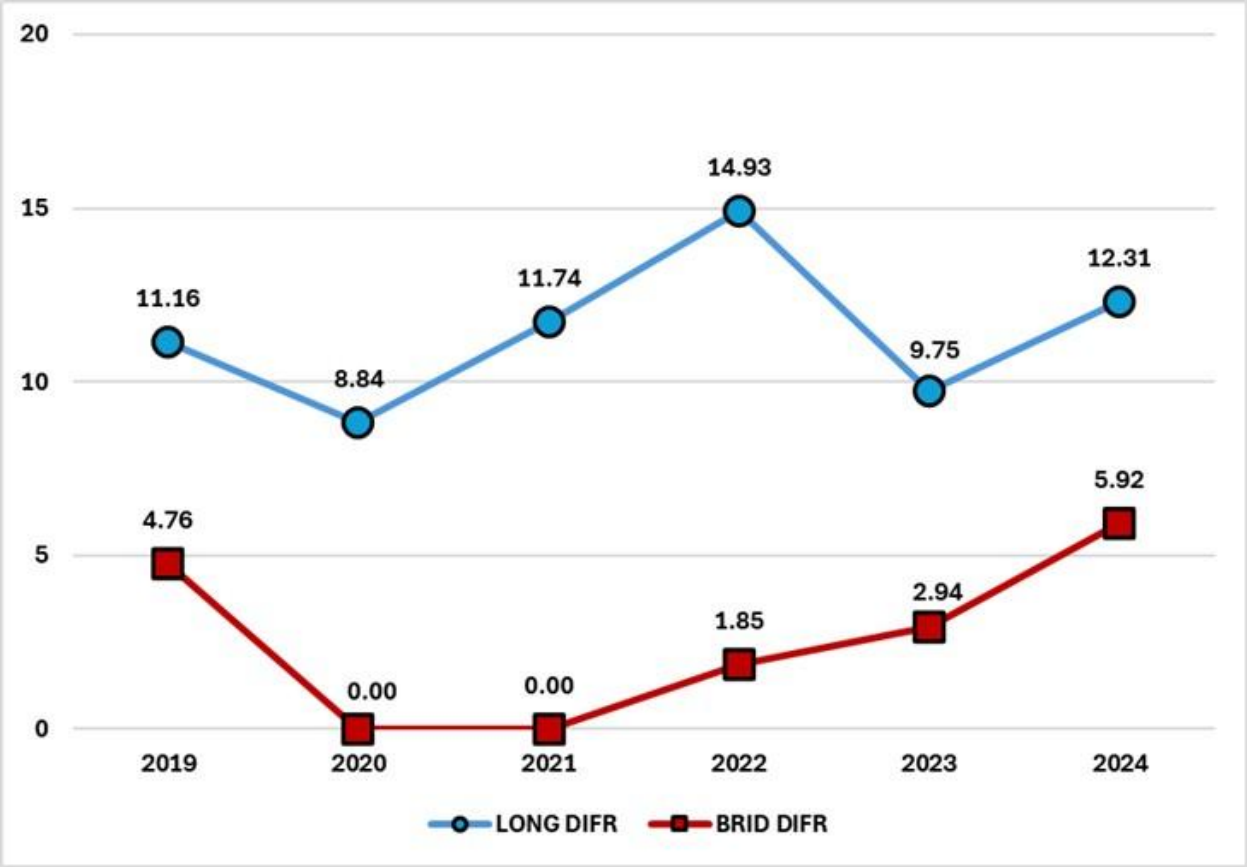
- **Air Transportation**'s DIFR has increased significantly from 15.40 prior to the pandemic, surging to 21.41 in 2024. Because of this sharp rise the industry now has the highest DIFR in the federal jurisdiction, underscoring the need for targeted safety interventions.
- **Grain Handling and Grain Elevators** mirrored this worsening trend, with its DIFR increasing from 6.13 in 2019 to 8.68 in 2024, indicating a greater risk of disabling injuries following the pandemic.
- **Communications** followed a similar pattern as Air Transportation. Its DIFR values decreased during the pandemic but climbed to 7.47 in 2024, higher than its 2019 rate of 5.05.
- **Energy, Mining and Mineral Processing** saw its DIFR increase from 2.47 in 2019 to 4.12 in 2024. This increase of 66.8% was the largest percentage increase among the 4 industries between 2019 and 2024.

All 4 industries shared a worsening post-pandemic trajectory, with their DIFR values exceeding their pre-pandemic values after initially improving during the pandemic. The Energy industry had the largest percentage increase, while the Air Transportation industry had the highest DIFR in the federal jurisdiction as of 2024. The Communications and Grain Handling industries also showed upward trends, suggesting that work place safety in these industries could be gradually worsening post-pandemic.

Industries with volatile trends

Two federally regulated industries – Interprovincial Infrastructure and Longshoring – exhibited volatile DIFR patterns between 2019 and 2024. As Chart 5.3 (e) illustrates, while both industries experienced fluctuations, the nature of these changes varies significantly.

Chart 5.3 (e): Industries with volatile DIFR trends, 2019 to 2024



- **Longshoring, Stevedoring, Port, Harbour Operations and Pilotage** showed moderate volatility, with its DIFR increasing from 11.16 in 2019 to 12.31 in 2024. Despite this increase, further monitoring is required to determine if work place safety is declining in this industry.
- **Interprovincial Infrastructure** recorded an extreme shift, with its DIFR dropping from 4.76 in 2019 to 0.00 during the pandemic and increasing post-pandemic to 5.92 in 2024. These dramatic changes over time are likely due to the small size of this industry. In

2024, it reported the smallest amount of hours worked of any federally regulated industry.

Both industries experienced pandemic-era DIFR declines followed by notable changes in DIFR after the pandemic. These volatile changes suggest that these industries experienced sensitivity to operational conditions when measuring work place safety using DIFR.

The DIFR values of federally regulated industries generally declined during the pandemic and then diverged in the recovery period. By 2024, several industries sustained improvements below their 2019 levels, such as the Postal Services, Rail Transportation and Water Transportation industries. In other industries the DIFR rebounded above pre-pandemic levels, including in the Air Transportation, Communications, Energy and Grain Handling. Notable volatility was observed in the Longshoring and Interprovincial Infrastructure industries, where the year to year DIFR fluctuations warrant closer review of exposure to occupational health and safety risks, reporting practices, or operational changes.

Section 6: Moving forward

The findings of the 2024 annual report underscore the complexity of occupational health and safety across federally regulated industries. Both disabling and fatal injuries have increased compared to 2023. By analysing the injury data submitted by employers, the annual report reveals significant disparities in safety performance among industries, highlighting the need for industry-specific safety interventions to reduce the risk of work place injuries.

The decrease in reports submitted in 2024 compared to 2023 emphasizes the importance of continued outreach to employers. Strengthening compliance with reporting requirements for future cycles by expanding outreach, targeting inspections, and enhancing OHS resources, will help ensure that work place injuries are accurately captured and not left unreported.

Overall, the analysis reveals that while some industries improved their work place safety performance other industries exhibited a decline. Insights from the 2024 EAHOR data reinforces the need for vigilant, informed, and collaborative efforts to enhance safety standards across federally regulated work places. To achieve this, the following actions are recommended:

- **Continued monitoring:** Industries with worsening safety performance or incomplete economic recovery require ongoing oversight and targeted interventions.
- **Sharing of best practices:** Employers in industries with strong safety records should share their successful strategies and best practices to foster improvement in work place safety across the federal jurisdiction.

The Labour Program of ESDC remains committed to advancing occupational health and safety within federally regulated work places. Regulatory initiatives that the Labour Program intends to propose or finalise in the next 2 years can be found in the Labour Program Forward Regulatory Plan – Occupational Health and Safety.

In collaboration with employers, the Labour Program will continue to identify and mitigate work place hazards to enhance the protection of workers. Insights from the 2024 Annual Report will be used to help inform ongoing policy development and program delivery, supporting efforts to strengthen work place safety across Canada.