**Working Group on discrimination against women in law and in practice**

**Questionnaire on good practices**

In accordance with its mandate, the UN Working Group on the issue of discrimination against women in law and practice has developed this questionnaire to gather information on “good practices” in eliminating discrimination and empowering women for its next thematic report. Given the centrality of the law to the Working Group’s mandate, the report will focus on the processes by which laws that support women’s equality and enjoyment of human rights come into being and are implemented in ways that support women’s enjoyment of their human rights and fundamental freedoms.

The questionnaire intends to solicit information on how a specific law aimed at addressing discrimination against women and promoting women’s substantive equality has come into being, was effectively implemented (I), and what impacts the law has had for women on the ground (II).

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) clearly establishes State obligation to respect, protect and fulfill women’s human rights, ensuring the de facto enjoyment of those rights by women. CEDAW’s framework is founded on the principle of substantive equality, which requires States to take active measures to not only eliminate laws and practices that directly discriminate against women, but to create an environment in which women’s rights can be fulfilled. Good practices in the promotion of women’s human rights thus require a holistic approach that addresses both the causes and consequences of discrimination, and aim at social transformation.

Recognizing the aspiration of the Working Group to better understand the processes and elements which contribute to build “good practices” in legislation and its implementation the Working Group requests that you provide detailed information on at least **one law** adopted in a State that has been successfully implemented in that it has had a notably substantial impact on eliminating discrimination against women in the specific area related to that law and has enhanced women’s enjoyment of their human rights in your national context, such that you consider it a “good practice.” Processes of substantive change often take place over a period of many years, so the law need not be new: this survey should focus on a law whose impact has been substantiated and the impacts of which are still being seen.

The Working Group wishes to thank all stakeholders for responding to this questionnaire **by 12 September 2016.**

**Questionnaire**

**For the following sections, please provide information about a law that has been selected as an exemplary case study of a “good practice” in eliminating discrimination and empowering women in your national context.**

**I. Identification of a law that has eliminated or substantially reduced discrimination and supported women’s empowerment.**

*Background Information on the Law*

1. Name/Title of the Legislation: *Employment Equity Act* (1996)

2. Date the law passed and came into force: Came into force on October 24, 1996.

3. Was it a new law or an amendment of an existing law?

New ( ) Amendment ( X )

 If it was an amendment of an existing law, please providing name/title of existing law and any pertinent information here:

The first *Employment Equity Act* (EEA) came into force in 1986. It covered federally-regulated private-sector employers with 100 or more employees primarily in the banking, communications and transportation industries. In 1996, the EEA was amended to extend coverage to the federal public service, mandated the Canadian Human Rights Commission (CHRC) to conduct compliance audits, and provided for final enforcement of the EEA, where necessary, by an Employment Equity Review Tribunal (the Tribunal).

4. Is the legislation focused specifically on discrimination against women/gender equality, or is it part of a larger piece of legislation (i.e. Labour law with provisions around gender)? Please explain.

The EEA is specifically but not exclusively focused on discrimination against women in employment. It also covers three other groups designated on the basis of three characteristics: participation and unemployment rates, income levels, and occupational segregation. In addition to women, the three other designated groups are:

* Aboriginal peoples: persons who are Indians, Inuit or Métis.
* Persons with disabilities: persons who have a long-term or recurring physical, sensory, psychiatric or learning impairment who consider themselves to be disadvantaged in employment or believe that an employer would consider them so; also includes those whose functional limitations have been accommodated in the workplace.
* Members of visible minorities: persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

5. Please provide a summary of the content of the law, its preamble or explanatory note, policy measures, dissemination and implementation regulations, and provisions for access to justice, as well a link to where all these can be found online.

**Summary of the content of the law**

The purpose of this EEA is to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfilment of that goal, to correct the conditions of disadvantage in employment experienced by the four designated groups by giving effect to the principle that employment equity (EE) means more than treating persons in the same way but also requires special measures and the accommodation of differences. In achieving equality, the need for special measures and the accommodation of differences, not just identical treatment, is explicitly recognized.

The EEA applies to federally regulated private-sector employers, federal Crown corporations and other federal government business enterprises with 100 or more employees in four sectors (i.e., banking, communications, transportation and other [e.g., metal ore mining, nuclear power generation, warehousing and storage]), non-federally regulated employers with 100 or more employees who receive goods and services contracts from the Government of Canada valued at $1 million or more, the portions of the federal public administration set out under Schedules I, IV and V of the *Financial Administration Act* (FAA) (i.e., the core public administration and separate employers), and other portions of the public sector employing 100 or more employees (i.e., the Canadian Forces and the Royal Canadian Mounted Police).

**Preamble or explanatory note:**

N/A

**Policy measures**

Employers shall implement EE by:

* identifying and eliminating employment barriers against persons in designated groups that result from the employer’s employment systems, policies and practices that are not authorized by law; and
* instituting such positive policies and practices and making such reasonable accommodations as will ensure that persons in designated groups achieve a degree of representation in each occupational group in the employer’s workforce that reflects their representation in the Canadian workforce, or those segments of the Canadian workforce that are identifiable by qualification, eligibility or geography and from which the employer may reasonably be expected to draw employees.

The obligation to implement EE does not require an employer:

* to take a particular measure to implement EE where the taking of that measure would cause undue hardship to the employer;
* to hire or promote persons who do not meet the essential qualifications for the work to be performed; or
* to create new positions in its workforce.

Under the EEA, for the purpose of implementing EE, employers are required to:

* collect information and conduct an analysis of their workforce, in accordance with the EE Regulations, to determine the degree of underrepresentation of members of designated groups in each occupational group in their workforce;
* conduct a review of the employer’s employment systems, policies and practices, in accordance with the EE Regulations, in order to identify employment barriers against persons in designated groups that result from those systems, policies and practices; and
* prepare an EE plan that:
	+ specifies the positive policies and practices that are to be instituted in the short term for the hiring, training, promotion and retention of persons in designated groups and for the making of reasonable accommodations for those persons, to correct the underrepresentation of those persons;
	+ specifies the measures to be taken in the short term for the elimination of any employment barriers;
	+ establishes a timetable for the implementation of the short term goals;
	+ establishes short term numerical goals for the hiring and promotion of persons in designated groups in order to increase their representation in each occupational group in the workforce where underrepresentation has been identified and sets out measures to be taken in each year to meet those goals; and
	+ sets out longer term goals for increasing the representation of persons in designated groups in the workforce and the strategy for achieving those goals.

On or before June 1 in each year, federally regulated private-sector employers, federal Crown corporations and other federal government business enterprises file an EE report with the Minister of Employment, Workforce Development and Labour (the Minister). The employers’ EE reports consist of workforce data as specified in the EE Regulations and narrative reports. The Minister prepares an annual report consolidating and analyzing all the employer reports, which is laid before the House of Parliament. The Treasury Board of Canada Secretariat (TBS) publishes a similar report covering the federal public service. The President of the Treasury Board also tables in Parliament the annual reports of employers covered under Schedule V of the FAA and the other portions of the public sector.

Federally-regulated employers covered under the EEA are also subject to compliance audits by the CHRC.

**Dissemination and implementation regulations**

The *Employment Equity Regulations* (EE Regulations) came into force in 1996. They detail the manner in which the requirements under the EEA are fulfilled.

**Provisions for access to justice**In case of disagreement regarding a CHRC compliance audit, an employer may request a review of decisions or directions made by the CHRC to the Tribunal.

Individuals who believe that they have been discriminated against regarding employment can file a formal complaint with the CHRC who refers them to the Canadian Human Rights Tribunal. However, complaints cannot be solely based on statistical information that purports to show that members of one or more designated groups are underrepresented in the employer’s workforce.

**Links:**

* *Employment Equity Act*: <http://laws.justice.gc.ca/eng/acts/e-5.401/>
* *Employment Equity Regulations*: <http://laws-lois.justice.gc.ca/eng/regulations/sor-96-470/index.html>
* Employment Equity Review Tribunal: <http://www.chrt-tcdp.gc.ca/procedures/employment-equity-review-tribunal-en.html>
* Canadian Human Rights Tribunal: <http://www.chrt-tcdp.gc.ca/index-en.html>
* Canadian Human Rights Commission: <http://www.chrc-ccdp.gc.ca/eng/content/general-public>

6. When was the first draft of this law introduced, and when was it adopted (please specify dates of first draft and adoption?

The first draft of the EEA was introduced on June 27, 1986. The EEA was adopted on
August 13, 1986.

*The Law’s Compliance with CEDAW*

7. In your view, does the law in question place a positive duty on the State to achieve substantive equality for women?

Yes ( X ) No ( )

 If yes, please explain:

The EEA places a positive duty on the State to ensure employers comply with the law. The State conducts audits to ensure that employers are complying with their EE obligations.

See the *Framework for Compliance Audits Under the Employment Equity Act* by the CHRC for additional information: <http://www.chrc-ccdp.ca/sites/default/files/framework_cadre_eng_0.pdf>

8. Does the law contain a definition of discrimination that is in accord with Article 1 of CEDAW?

Yes ( ) No ( X )

 If yes, please direct us to the section of the pertinent document. If not, please indicate if that definition is enshrined already in the constitution or charter of rights.

The EEA references the *Canadian Human Rights Act* (CHRA) of 1985 with regards to defining discrimination and discriminatory practices. Part I of the CHRA lists the prohibited grounds of discrimination. They are race, national or ethnic origin, colour, religion, age, **sex** (including pregnancy or child-birth), sexual orientation, marital status, family status, disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

<http://laws-lois.justice.gc.ca/eng/acts/h-6/fulltext.html>

9. Does the law’s definition of discrimination include and define both direct and indirect discrimination?

Yes ( ) No ( X )

 If yes, please explain:

The EEA does not explicitly provide a definition for both direct and indirect discrimination. However, the EEA references the CHRA which states what constitutes an employment-related direct or indirect discriminatory practice.

10. How has the Constitution supported the process of adoption and implementation of the law? Does the Constitution have an equality and non-discrimination provision?

The Canadian Charter of Rights and Freedoms (the Charter), which is Part I of the *Constitution Act* of 1982, provides provisions for equality and non-discrimination, The Charter was instrumental in supporting and guiding the creation of the Royal Commission Report on Equality in Employment in 1984, which recommended the adoption of the EEA.

Principles of equality and non-discrimination are enshrined in the CHRA, as described in question 8.

11. Does the law contain provisions that address discrimination against women from an intersectional perspective, taking into account a diversity of women’s social identities, statuses and experiences?

 Yes ( ) No ( X )

 If yes, please explain which social identities, statuses and/or intersectional factors are explicitly noted in the law:

12. Whom of the following are bound by the law?

 The State Yes ( ) No ( X )

Public Authorities/Bodies Yes ( X ) No ( )

Civil society organisations Yes ( ) No ( X )

Private companies Yes ( X ) No ( )

Individuals Yes ( ) No ( X )

**II. How the law came into being and was implemented**

1. What was the impetus for the development of this law (i.e. social movement activism, political platform, a Supreme Court ruling, an egregious case of discrimination, constitutional reform…)?

In 1983, Justice Rosalie Abella, then of the Ontario Provincial Court, was appointed as the sole commissioner to conduct the Royal Commission for Equality in Employment with a terms of reference that included an inquiry "into the most efficient, effective, and equitable means of promoting employment opportunities, eliminating systemic discrimination and assisting all individuals to compete for employment opportunities on an equal basis.”

2. Were there any conditions in the political context that made it possible for this law to be developed and adopted at the time that it was (i.e. a particular political party in power, a conflict/post-conflict situation, a recent ratification of an HR instrument, etc.)?

Yes ( X ) No ( )

If yes, please explain:

Please see answer provided above (section II, question 1).

3. What actors were consulted and how were they consulted in the law’s development and formulation? Check all that apply, and, where possible, provide names of involved individuals, agencies, organizations, etc.

Legal Experts/scholars (please specify) ( X )

* Many scholars and experts who made path-breaking work on workplace equality were assigned research as part of a substantial research program.

Government Ministries ( X )

* Eleven Crown and government corporations

NHRI ( X )

* Various provincial human rights commission (e.g., Manitoba Human Rights) Commission

NGOs/CSOs ( X )

* Various groups dedicated to further causes for women, Indigenous peoples, persons with disabilities and members of visible minorities

Other social groups (specify) ( X )

* Unions

**Consultations process**

The process of the Royal Commission’s inquiry included several aspects:

* The Commission sent almost 3,000 letters to individuals and organizations, inviting them to send written submissions. Additionally members of the public were invited via open invitations through 60 newspaper, journal and magazine advertisements in 23 Canadian centres to make submissions. The Commission received 274 written submissions as well as hundreds of letters and documents. Some examples of women’s organizations that provided submissions include The Agriculture Institute of Canada, B.C. Native Women’s Society, Canadian Jewish Congress, Canadian Psychological Association, Focus on Black Women, and Human Development Center of Winnipeg.
* The Commission met separately with groups of women, Indigenous peoples, persons with disabilities, and members of visible minorities, government employees, union representatives, human rights officials, and representatives from business and labour organizations, including 11 Crown and government-owned corporations (Petro Canada, Air Canada, Canadian National Railway Company, Canada Mortgage and Housing Corporation, Canada Post Corporation, Canadian Broadcasting Corporation, Atomic Energy of Canada Limited, Export Development Corporation, TelegIobe of Canada Limited, The de Havilland Aircraft of Canada Limited, and the Federal Business Development Bank), taken as illustrative models of the issues under study, who were given an extensive questionnaire to complete.
* Concurrently, the Commission held 137 informal meetings over seven months, which involved an intensive six-week cross-Canada tour where these meetings were held in 17 cities. More than 1,000 individuals attended these meetings. These meetings were kept informal to encourage discussions to be open, frank and anonymous. Some of the attendees included Manitoba Human Rights Commission, Canadian Daycare Advocacy Association, National Congress of Black Women in Canada, and the Canadian Research Institute for the Advancement of Women.
* The Commission also consulted approximately 160 other advisors from academia, business, labour, government, and the public concerning various aspects of related issues.

Alongside the comprehensives consultation process, a substantial research program was also developed. The Commission contracted 39 research papers on various relevant topics such as child care, education, racism and pay equity. Some examples of research topics included: Trends in the Employment Opportunities of Women in Canada; The International Context: How do Canadian Women Fare Compared to Women in the Rest of the OECD Region?; and Day Care and Equality in Canada.

4. Was there opposition to the law?

Yes ( X ) No ( )

If yes, please explain from whom and why, and how it was addressed:

Some critics of the EEA, such as the National Action Committee on the Status of Women (NAC) raised concerns at the time with regards to the absence of quota/numeric target requirements. The EEA was also criticized for not containing requirements to follow-up on employers’ EE plans. The EEA was not amended to address these concerns.

6. Were there other laws that needed to be reformed in order to enact this law?

Yes ( ) No ( X )

If yes, please list and explain:

7. Were any international human rights treaties or mechanisms referenced in the law’s creation?

Yes ( ) No ( X )

If yes, please list and explain:

8. Did any international/regional/national human rights mechanism issue recommendations to the State in regard to amendment or formulation of this law, or regarding effective implementation? If yes, was this recommendation formulated prior, during or after the adoption of the law?

Yes ( X ) No ( )

If yes, please list and explain:

Prior to the adoption of the law, in the late 1960s, domestic, foreign and international organizations such as the UN and the ILO exerted pressure on the Canadian government "to align its employment practices with its commitment to democratic and representative institutions." In the early 1980s, the Royal Commission for Equality in Employment consulted with and received recommendations on the formulation of the law from regional and national human rights commissions.

9. What measures to support implementation were built into the law or developed immediately after (and as a result of) its passing? This could include such measures as budgetary and resource allocation, monitoring mechanisms, data collection, impact measurement mechanisms, independent monitoring, etc. Please list and explain, providing any relevant documents.

**Monitoring mechanisms:**

Every employer shall:

* in accordance with the EE Regulations, establish and maintain employment equity records in respect of the employer’s workforce, the employer’s EE plan and the implementation of EE by the employer as prescribed in section 17 of the EEA; and
* conduct a review of the employer’s employment systems, policies and practices, in accordance with the EE Regulations, in order to identify employment barriers against persons in designated groups that result from those systems, policies and practices as prescribed in paragraph 9(1)(b) of the EEA.

**Data collection:**

Every employer shall:

* collect information and conduct an analysis of the employer’s workforce, in accordance with the EE Regulations, in order to determine the degree of the underrepresentation of persons in designated groups in each occupational group in that workforce as prescribed in paragraph 9(1)(a) of the EEA; and
* report annually in accordance to sections 18 and 21 of the EEA.

**Impact measurement mechanisms**

Every employer shall prepare an EE plan as prescribed in section 10 of the EEA, monitor its implementation on a regular basis and update it periodically to ensure reasonable progress is made toward implementing EE, as per sections 12 and 13 of the EEA.

**Independent monitoring**

Independent monitoring is done through compliance audits conducted by the CHRC with regards to federally-regulated employers and Employment and Social Development Canada (ESDC) for federal contractors.

10. How was the law made accessible to the public? Did it include formal training on the new law for all stakeholders involved? Were specific groups of women targeted for these activities? Who was involved in these initiatives, and where did the funding come from? Please answer in detail.

There are limited records dating back to 1986 pertaining to how the EEA was made accessible to the public, what training was made available, targeted groups of women and funding sources.

Typically, statutory instruments and regulations are made public through the *Canada Gazette.* The *Canada Gazette* is the official newspaper of the Government of Canada and has been published regularly by the Queen’s Printer since 1841. The *Canada Gazette* includes new statutes and regulations, proposed regulations, decisions of administrative boards and an assortment of government notices. Canadians have a right of access to the laws and regulations that govern their daily lives. Due to its legislative content, the *Canada Gazette* is one of the vehicles that guarantee that right of access. The *Canada Gazette* also serves as a vehicle which facilitates the process of engaging the general public in voicing any concerns about the proposed regulations published in Part I. Canadians can actively contribute to the regulatory process by sending their comments or concerns on the subject under consultation to the appropriate department or agency.

11. Have there been any barriers to the law’s full and successful implementation?

Yes ( X ) No ( )

If yes, please explain the barriers and how they were/are being addressed:

Important progress has occurred over time. However, the EEA has not been fully effective in overcoming barriers that certain designated groups face in the federally-regulated workplaces. Data collected in 2015 shows that, despite federal intervention, gaps persist in the overall representation of women, Aboriginal peoples and persons with disabilities in the federally regulated private sector. A number of factors may be contributing to uneven outcomes – educational attainment, language skills and/or geographic location. Some organizations have raised concerns with respect to the ongoing relevance of the EEA, the continuing application to the federal public service, the limited definitions of designated groups, and the impact of recent program changes on outcomes for designated groups. However, many organizations now see diversity as a strength and incorporate goals for social inclusion and corporate social responsibility in their business strategy. Interest and dialogue is increasing regarding the equitable treatment of individuals in the workplace and, more broadly, around issues such as sexual orientation, gender identity, mental health, and harassment.

To address these challenges, ESDC-Labour Program continues to work with federally regulated private sector employers to promote EE through such measures as a new Employment Equity Achievement Awards for federally private-sector employers and a grants and contributions program (Workplace Opportunities: Removing Barriers to Equity) to fund projects to improve outcomes for the four designated groups. It is also engaging in program and policy development activities to move EE forward.

12. What kinds of roles are being carried out by civil society/women’s organizations in supporting the implementation and impact of the law? How are these activities being financed?

There are various women’s civil society organizations in Canada that support the implementation of the EEA through:

* advocacy
* educational programs
* apprenticeship programs
* leadership programs
* research
* programs to integrate women into non-traditional occupations

Examples include:

* Canadian Research Institute for the Advancement of Women (CRIAW)
* Canadian Women`s Health Network
* Metro Action Committee on Violence Against Women and Children (METRAC)
* National Association of Women and the Law (NAWL)

Funding is provided from various means such as private donations, public grants and contributions (federal and provincial).

**III. The impacts that the law has had for women on the ground**

1. Did the adoption of the law result in the creation of any policies?

Yes ( X ) No ( )

If yes, please list and explain:

The EEA did not result in the creation of a federal policy applicable to all federally regulated employers. However, individual employers have developed policies in support of the implementation of the EEA. For example, in the federal public service, TBS issued a *Policy on Employment Equity*. The main objectives of this policy are to achieve equality in the federal Public Service so that no person is denied employment opportunities or benefits for reasons unrelated to ability; and improved human resources management, which contributes to the achievement of business goals and service to Canadians.

TBS Employment Equity Policy: <https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12543>

2. Have court cases/decisions resulted from the law? Has this data been systematically collected? If so, please provide details about the number of cases, convictions, decisions made.

There are over 450 court cases as early as 1987 which reference the EEA to make decisions. Information on court cases and decisions can be found here:

Canadian Human Rights Tribunal <http://decisions.chrt-tcdp.gc.ca/chrt-tcdp/en/d/s/index.do?cont=employment+equity&ref=&d1=&d2=&ca=&p=&su=0>

The Supreme Court of Canada database: <http://scc-csc.lexum.com/scc-csc/en/d/s/index.do?cont=employment+equity>

3. What specific and measurable outcomes showing the impact of the law on society and on women’s enjoyment of their rights have been recorded as a result of the adoption and implementation of the law? How have these been monitored and by whom?

**Outcomes**

Since the EEA came into force in 1986, there have been various degrees of progress in the employment situations for women.

In 2014[[1]](#footnote-1), women represented 47.3% of the total Canadian labour force, up from 45.7% in 1999. Although the gap between men’s and women’s labour market participation continues to narrow, women’s participation rate still trails that of men’s. Indigenous women’s participation rate was not significantly lower compared to the total female population (59.2% and 62.6% respectively). Women aged 15 years and over were most likely to be employed in sales and service occupations (27.1%); business, finance and administration (24.6%); and education, law and social, community and government services (16.8%).

Nationally, the representation of women in the federally regulated private-sector workforce, federal Crown corporations and other federal government business enterprises slightly decreased from 41.6% in 2013 to 41.4% in 2014 and remained below the group’s Canadian Labour Market Availability (LMA) of 48.2% based on the 2011 National Household Survey.

In 2014, the highest concentration of women in this workforce continued to be in the banking sector at the national level. Nearly 62% of the banks’ combined workforce was composed of women, surpassing LMA.

A number of innovative approaches have been reported by employers seeking to increase the number of women in male-dominated occupations. One such example is a new program introduced by a trucking employer to encourage spouses to join their husbands in long-haul trucking.

**Monitoring of outcomes**

All federally-regulated employers are required to file a report annually to the Minister with regards to their workforce representation. The Minister prepares a consolidated annual report from all these individual employer reports, providing a copy to the CHRC, and tables it to Parliament. Recent versions can be found online: <http://www.esdc.gc.ca/en/reports/labour_standards/employment_equity_2015.page>

TBS has similar responsibility for the federal public service and prepares an annual report of results for the core federal public service.

These annual reports show the impact of the law in terms of improving conditions for the four designated groups within the regulated employers, with regards to the hiring, promotion and termination rates of the designated groups, and a narrative report on the measures, results and consultations to implement EE and improve overall representation.

The CHRC conducts compliance audits of all federally-regulated employers, including the public sector.

4. Are there other impacts of the law that have been observed?

Yes ( ) No ( X )

If yes, please list and explain what they are, as well as monitoring mechanisms used to observe and/or measure those impacts:

5. What mechanisms have been set up to review and assess the implementation of the law?

According to the legislation, the EEA is to be reviewed by a committee of the House of Commons every five years.

6. Is there data on how the law has affected some groups of women differently (i.e. based on race, ethnicity, religion, social class, age, etc.)?

Yes ( X ) No ( )

If yes, please explain the differential impacts and provide any relevant documents.

Under the EEA, data is collected on women who also self-identified as members of the other three designated groups.

Most recent data[[2]](#footnote-2) available indicates that:

* the representation of Indigenous women in the national workforce was 0.9% in 2014 compared to an LMA of 1.7%;
* the representation of women with disabilities in the national workforce was 1.3% in 2014 compared to an LMA of 2.6%; and
* the representation of visible minority women in the national workforce was 8.8% in 2014 compared to an LMA of 8.7%.

7. Has there been independent monitoring of the law?

Yes ( X ) No ( )

Please provide information.

**Compliance Audits:** The CHRC conducts compliance audits of federally-regulated private sector employers, federal Crown corporations, other federal government business enterprises and federal public sector organizations to ensure compliance with the EEA*.* The Commissionfocuses its audits on employers with more than 500 employees and those with below-average EE results in comparison with their sector.

**Parliamentary Review:** A Parliamentary Review was conducted in 2001. During that review, the Committee held consultations across Canada with external stakeholders including representatives from employer associations, unions and the four designated groups.

**Program Evaluations:** There have also been evaluations of the Government of Canada’s EE programs to assess and make recommendations intended to help the Government of Canada design and deliver programs and services that are accountable, focused on results, and meet the needs of Canadian citizens.

The latest program evaluation for the Employment Equity programs can be found in:

<http://www.esdc.gc.ca/en/reports/evaluations/2013/employment_equity.page>

1. Data from employers in the federally regulated private sector with a workforce of 100 employees or more (Source: *Employment Equity Act*: Annual Report 2014 <http://www.esdc.gc.ca/en/reports/labour_standards/employment_equity_2014.page> ). [↑](#footnote-ref-1)
2. Data from employers in the federally regulated private sector with a workforce of 100 employees or more (Source: *Employment Equity Act*: Annual Report 2014 <http://www.esdc.gc.ca/en/reports/labour_standards/employment_equity_2014.page> ). [↑](#footnote-ref-2)