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Impact of Covid-19 on Employment Equity: A Canadian Perspective

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ABSTRACT

Being called as a country of "Cultural Mosaic", Canada consists of diverse cultures and people coming and working together as one. Many programs, laws have been designed to deal with the barriers whilst managing the diverse communities including women, racial minorities, immigrants etc. In this Research, we tried to understand if with the there has been an impact on the employment participation of these groups with the world struck epidemic in 2020. , we perform student t statistics to represent the difference between female and male participation and employment rate. We find the percentage difference between the pre and post pandemic employment rate for people with disability, visible minorities and Financials with respect to different provinces of Canada.

JEL Classification : D63 , M14

Key Words : Equity, Justice and Inequality , Diversity

INTRODUCTION

A human resource management strategy known as "managing diversity" or "valuing diversity" has been used in an increasing number of companies since the mid-1980s in the USA and the late 1980s in Canada. The makeup of diversity management programmes vary greatly from one firm to another because it is a voluntary corporate strategy (Abella, 1984; Towers Perrin and The Hudson Institute, 1990). Managing diversity is essentially a response to demographic changes, including as the rising representation of women, racial minorities, and immigrants in the workforce and in client and customer communities (Agocs et al., 1996).

The two pillars of Canada's approach to nation-building have been immigration and multiculturalism, with the former providing the country's ethnic, religious, and racial variety and the latter serving as the country's intellectual framework for accepting difference (Breton, 1986). Non-discrimination is the first and most fundamental step towards establishing workplace fairness. Section 15 of the Canadian Charter of Rights and Freedoms, the Canadian Human Rights Act, and a number of international agreements to which Canada is a party all forbid discrimination by federally regulated companies.

The percentage of the Canadian workforce that is qualified to work for the federal government is known as the Workforce Availability (WFA). With the exception of people with disabilities, the federal government met WFA targets in 2018–2019 for all designated categories. In contrast to their overall employment numbers, all defined groups are underrepresented in executive roles. While the number of Indigenous employees has remained constant and the number of employees with disabilities has decreased from 2014–2015, the proportions of women and visible minority workers have increased[1].

To advance, each allocated group must overcome specific obstacles. Promotion rates for employees from non-designated categories are lower than those for employees who are indigenous or have disabilities. Women who belong to a visible minority group have promotion rates that are comparable to males, despite the fact that overall women receive more promotions than men do. Additionally, Indigenous workers receive less promotion to executive-level positions than non-Indigenous workers. Members of visible minorities are promoted at a lesser rate than their counterparts when only executive feeder groups are taken into account, whereas all other groups are promoted at a faster rate than their counterparts. In executive posts, all groups receive promotions at a lesser rate than their peers.

[1]Employment Equity in Canada's Federal Public Service - HillNotes

The Fall Economic Statement 2020, released on November 30, 2020, includes $6.6 million towards a study of the Employment Equity Act in 2021–2022. A revised Act is anticipated to help ensure that Canada's economic recovery is just, inclusive, and equitable while also enhancing the results of employment equity for employees[2].

The Budget Implementation Act, 2018, No. 2 (Bill C-86), which was presented to the House of Commons on October 29, 2018, is the vehicle through which the government presented the Pay Equity Act2018. On August 31, 2021, the Pay Equality Act went into effect, replacing the complaint-based system under Canadian Human Rights Act, with a proactive pay equity system for employers in the public and private sectors that are subject to federal regulation. The regulation for employment equity is imperative for several reasons as it helps in elimination of employment barriers, it acts as a remedy to past discrimination and helps improve designated group members access and distribute throughout all occupations and at all levels.

One of the most serious work problems since the Great Depression has been brought on by the COVID-19 epidemic. There is a genuine risk that the crisis will worsen inequality and poverty, with the effects lasting for years. Currently, nations must do every effort to prevent this jobs crisis from developing into a social disaster. It is crucial to make an investment in the future and in future generations by rebuilding a better and more resilient labour market.The COVID-19 epidemic poses a previously unheard-of threat to Canadians' health, social, and economic security. One of the worst job crises since the Great Depression was brought on by the epidemic. There is a genuine risk that the crisis will worsen inequality and poverty, with the effects lasting for years. Currently, nations must do every effort to prevent this jobs crisis from developing into a social disaster. It is crucial to make an investment in the future and in future generations by rebuilding a better and more resilient labour market[3].

Therefore, we contribute to the literature by assessing the employment equity according to gender, visible minorities, disability and financials. We find that there has been a slight improvement in female employment positions after Covid in 2020 for females falling under the age group of 25 to 44 years. We find that after pandemic there was a notable influx of employment rates for Chinese group in Atlantic region which was about 14% while Blacks were least preferred with 0.3% increase. Overall, all the visible minority groups were preferred as the percentage change is positive. We find that for pre-pandemic although there was a significant difference between men and women of disability to be employed in almost all the industries with disabled population involved more than the abled population. On the other hand, for post pandemic the percentage employment was more or less similar for the disabled as well as abled population across the industries. We also found that there was an increase in the median salaries and wages post covid.

LITERATURE REVIEW AND HYPOTHESIS

Despite the advancements achieved during the second wave of feminism, women still lack the same level of political literacy as men. Even though this gender difference has not altered in decades, it has surprisingly received little scholarly attention in recent years (Gidengil et al., 2008). Extant literature documents that male wages inequality rose more than female earnings inequality during the past 20 years (Heisz et al., 2002). The significant growth in women's work rates over the last several decades has been one of the labor market's most intriguing phenomena; one that Lu et al. (2011) anticipated would have an impact on the family incomes distribution. They discovered that the employment rates for women increased consistently from 72% in 1980 to 84% in 1995 to 90% in 2005. 7 Married women with children had the biggest gains. Only 59% of these women were employed in 1980. 85 percent of these women were employed in 2005. Men, on the other hand, gradually became slightly less likely to be working, with employment rates falling from 100% in our 1980 sample to 97% in our 2005 sample.

The Li et al. (2023) inspected the impact of employers' recruiting and pay-setting strategies on the gender earnings gap in Canada using data from the Canadian Employer-Employee Dynamics Database between 2001 and 2015. Findings support Card, Cardoso, and Kline (2016) and the body of previous data by demonstrating that approximately one-quarter of the 26.8% average earnings discrepancy between male and female workers may be attributed to firm-specific premiums. They found that the hiring practices of businesses, which are influenced by differences in the relative proportion of women, hired at high-wage businesses, and pay-setting policies, which are influenced by variations in pay by gender within similar businesses, each account for about half of this firm effect, on average. Throughout a worker's

[2]Government of Canada launches Task Force to review the Employment Equity Act – rdeq Canada.ca
[3] Public Health Agency of Canada. Federal/provincial/territorial public health response plan for ongoing management of COVID-19. Government of Canada (2020).

life cycle, according to parental and marital status, and between provinces, there are significant variations in the compositional difference between the two channels.

Following the COVID-19 outbreak, working life in Canada has undergone a significant adjustment. Using data from the Labour Force Survey, Qian et al. (2020) demonstrate that, after adjusting for variations in work and personal variables, gender employment inequalities among parents of young children significantly worsened between February and May 2020. They found that parents of preschoolers had a decrease in gender disparities, but parents of elementary school-aged children experienced an increase. Policymakers should concentrate on fostering an accessible, well-funded public care sector and implementing flexible leave policies beyond the period of infancy to help working parents manage caregiving demands fairly to aid post pandemic recovery and prepare for future disruptive disasters/pandemics.

Our paper contributes to the existing labor literature we study the pre and post pandemic effect on the gender participation and employment rate gap across various provinces of Canada. We also documented the proportion of employment and representation of women on board. Since the existing literature shows the disparity in the employment and wage rate, we hypothesis that

H1: Gender participation and employment pay parity decrease after Covid-19 across various provinces of Canada.

Significant labor market inequality persists despite the advancements achieved since employment equity was implemented in Canada. For instance, compared to the typical Canadian-born worker, visible minorities continue to have greater unemployment rates (Haq et al., 2010).A cosmopolitan nation, Canada is said to be known for its cultural mosaic. About one in five (22%) of Canadians were classified as members of the visible minority community in the 2016 Census. Despite making up a sizeable fraction of Canada's population, visible minorities typically report feeling less secure than the overall populace. Feeling unsafe may have detrimental effects on one's own physical and mental health as well as on society as a whole by weakening social cohesiveness (Jenson, 2019). Additionally, certain visible minority groups are far more likely to encounter prejudice, with Arab or Black people being the most likely to report such experiences (Simpson, 2018).

The perception of personal and communal safety of various ethno-cultural groups may be adversely affected by the COVID-19 pandemic due to fear and misleading facts about the virus. For instance, since the commencement of the COVID-19 pandemic in Canada, media outlets and police agencies have seen an upsurge in anti-Asian discriminatory behaviors that are similar to those to the SARS epidemic in 2003 (Leung, 2008). These results imply that some demographic groups may be under additional stress due to their ethnic or cultural background in addition to their concern of a worldwide pandemic.According to Heidinger et al. (2020), since the COVID-19 epidemic began a greater percentage of visible minority participants (18%) than the general population (6%) observed an increase in the frequency of harassment or attacks motivated by race, ethnicity, or skin color. This disparity was particularly noticeable among people who were Chinese (30%), Korean (27%), and Southeast Asian (19%). In other words, not only were individuals identified as members of a visible minority group more likely to feel prejudice before to the pandemic, but reported increases in these sorts of instances have been disproportionately influenced by COVID-19.

Our study differs from the existing study as we studied the employment discrimination with visible minorities during the time of crisis and therefore we hypothesis that:

H2: Employment rate for visible minorities decrease with the influx of COVID Cases.

Compared to other designated categories, people with disabilities face the most representational gaps in the workforce. Even while their presence in the workforce has increased year after year, it still falls short of their availability in the labor market, which is 4.8% based on the most current census statistics. They make up just 3.2% of the workforce in the regulated industries. Since impairments must be "self-reported" under the EEA, the real representation rate may be greater because many respondents may be hesitant to disclose their disabilities due to societal stigma (Ng et al., 2014).Despite having an obligation to do so, many businesses refuse to provide accommodations by claiming "undue hardship" (putting an undue financial burden on the employer) and "bona fide occupational need" (for example, job tasks cannot be amended without seriously endangering safety) (Atkins, 2006). It may be even less likely that people with disabilities will participate in the workforce if their termination rates are greater than their hiring rates.

Additionally, the proportion of promotions given to employees with impairments is lower than their employment rate. In comparison to their availability rates, they are likewise equally under-represented in professional and managerial (including senior management) occupations. Disability-related underemployment is a recurrent problem for workers

(Ng et al., 2014).Disabled individuals are exposed to new medical and discursive realities as COVID-19 spreads around the globe. Abrams et al. (2020) claim that the current language of pre-existing conditions promotes disability as non-life, explaining away the material realities faced by handicapped people, focusing on the effects of the latter by utilizing news stories from Canada and the UK.The research by Maroto et al. (2021) demonstrates that although most persons with disabilities and chronic health disorders in Canada have not lost their jobs as a direct result of the epidemic, those who have are struggling. Even while the situation for those in employment has improved, half of them expressed anxiety about losing their jobs in the upcoming year, and part-time and non-union employees were more likely to express this worry. They stressed the possibility of escalating economic insecurity as the epidemic continues to have a disastrous impact on underprivileged people' job opportunities.

Our study differs from their as it investigates relative change in employment of people with and without disability from pre-pandemic situation to post pandemic situation across different industries in Canada according to gender. Therefore, we hypothesis that

H3: Employment for people with and without disabilities decrease across all industries during the pandemic.

Lin et al. (2000) research transitions to and from self-employment, describe the size and cyclicality of self-employment entry and departure flows, and examine the impact of personal traits, prior job history, and macroeconomic factors on the likelihood of entering or exiting self-employment.Gallacher et al. (2020) showed that, with substantial variation between provinces, cities, and sectors, 41 percent of employment in Canada can be carried out remotely. They support their findings with labor microdata and provide information on the connections between the viability of remote work and issues with pay equity, worker characteristics such as gender and age, and other issues.

The early effects of the coronavirus disease 2019 (COVID-19) pandemic on the Canadian labour market are reviewed by Lemieux et al. (2020). Between February 2020 and April 2020, we pay particular attention to changes in employment and total hours worked while taking into consideration regular monthly variations in these indicators. They discovered that COVID-19 caused a 15 percent fall in employment as well as a 32 percent decrease in total weekly labor hours among individuals aged 20 to 64.

Our study differs from theirs's that we investigate the pre and post pandemic effect on the wages and salaries across various provinces of Canada. Therefore, we hypothesis that

H4: Average income decrease across different provinces after the pandemic.

EMPIRICAL RESULTS

In order to gauge the overall covid impact on employment we divide our paper into four categories which are as follows:

Assessment of employment equity according to gender

(i) Gender Participation and Employment Rate Gap:

The accomplishment of proportionate representation (numerical targets) among designated group members in relation to their availability rates in the workforce serves as one indicator of the effectiveness of employment equity in Canada. Table 1 represents the difference in the male and female annual participation rates and the Employment rate across different age groups for the period from 2017-2021.According to the International Labour Organization (ILO), only men's employment is projected to return post pandemic. Women have been struck harder than men by job losses caused by the COVID-19 epidemic over the world. In order to confirm the same in Canada, we perform student t statistics to represent the difference between female and male participation and employment rate. Therefore, the significance of the differences in means is based on the student t-test.

The table also represents the gender difference across different provinces in Canada and Canada. For Canada,wepurport that female participation is more during the age group of 25 to 44 years, which is evident as the results are positively significant at 1%. From the age group of 45 and above, thefemale participation rate decreases at an increasing rate. Given the high participation rate, the female population's employment rate is less than that of males. In the same age group, i.e., between 25 to 44 years, the mean coefficient is negatively significant at a 1% level indicating the gender gap. The female employment rate decreases with the increasing age but at a slightly lower level than the participation

rate. The results suggest that the participation rate is higher for females, but at the same time, they have to face lower employment levels.

We extend our analysis to the various provinces of Canada and found that Manitoba has the lower female participation and employment rate within the age group of 25 to 44 years among all the provinces with the highest gender gap. On the other hand,the gender gap between male-female participation and employment rate is the lowest in New Brunswick in the same age group. The results are negatively significant at a 1% level. In similar terms, we find that the gender participation and employment gap is highest in Alberta, with a smaller number of females participating and employed between the age of 45 to 64 years. At the same time, it is the lowest for Newfoundland and Labrador. For the age group of 65 to 69 years,the highest participation and employment gap is found in Saskatchewan, while the lowest is in New Brunswick. While for the aged 70 and above, the lowest gap is located in Newfoundland and Labrador, and the highest is in Saskatchewan.

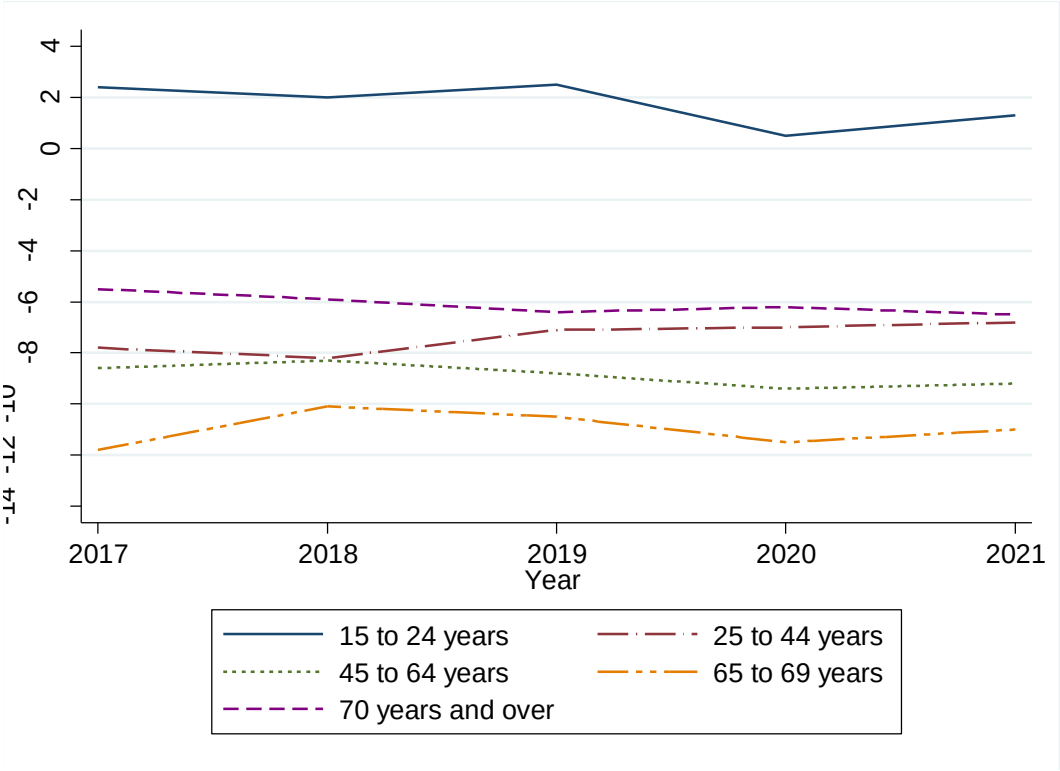
Table 1: Gender Participation and Employment Rate Gap

This table reports the differences between participation and employment rates between the mean of females and males across different age groups in various provinces of Canada from 2017-2021. The significance of the mean is based on the student t-test. ***, **, and * represent significance at the 1%, 5% and 10% levels, respectively.

Participation rate and Employment Rate by Sex (ANNUAL)		**15 to 24 years**	**25 to 44 years**	**45 to 64 years**	**65 to 69 years**	**70 years and over**
		Diff. (t stat)	Diff. (t stat)	Diff. (t stat)	Diff. (t stat)	Diff. (t stat)
Canada	Participation rate	0.16 (0.21)	8.24*** (21.13)	-9.58*** (-21.617)	-11.98*** (-17.71)	-6.32*** (-34.58)
	Employment rate	1.74 (-0.79)	-7.38*** (-7.1245)	-8.86*** (-13.196)	-10.98*** (-15.08)	-6.1*** (-29.48)
Newfoundland and Labrador	Participation rate	-0.76 (-0.68)	-4.66*** (-7.89)	-9.08*** (-19.58)	-11.2*** (-6.14)	-3.98*** (-7.15)
	Employment rate	3.04** (2.33)	0.64 (0.53)	-3.36*** (-4.51)	-8.52*** (-5.07)	-3.02*** (-6.3)
Prince Edward Island	Participation rate	-0.28 (-0.16)	-5.76*** (-8.67)	-8.4*** (-7.79)	-18.7*** (-10.92)	-9.5*** (-16.31)
	Employment rate	2.98 (1.17)	-3.6*** (-3.10)	-5.76*** (-7.08)	-15.62*** (-11.12)	-8.66*** (-13.77)
Nova Scotia	Participation rate	0.74 (0.42)	-4.9*** (-7.71)	-6.72*** (-8.68)	-8.78*** (-7.55)	-5.84*** (-22.73)
	Employment rate	3.62* (1.68)	-1.98** (-2.54)	-4.82*** (-4.89)	-7.42*** (-8.09)	-5.78*** (-25.74)
New Brunswick	Participation rate	-1.14 (-0.66)	-4.56*** (-7.01)	-7.62*** (-21.38)	-8.88*** (-13.19)	-5.74*** (-9.44)
	Employment rate	2.12 (1.03)	-1.66* (-2.03)	-4.88*** (-15.28)	-6.94*** (-10.05)	-5.32*** (-8.52)
Quebec	Participation rate	1.7** (2.61)	-4.68*** (-23.4)	-9.04*** (-18.39)	-10.78*** (-12.81)	-5.88*** (-22.35)
	Employment rate	3.44** (2.03)	-3.6*** (-4.34)	-8.38*** (-12.26)	-9.86*** (-10.66)	-5.74*** (-22.18)
Ontario	Participation rate	-0.3 (-0.42)	-9.02*** (-18.08)	-9.62*** (-16.90)	-11.92*** (-11.59)	-6.28*** (-33.09)
	Employment rate	0.74 (0.33)	-8.56*** (-8.48)	-9.32*** (-14.25)	-11.42*** (-14.49)	-6.06*** (-27.37)
Manitoba	Participation rate	0.12 (0.11)	-11.58*** (-23.11)	-10.94*** (-27.97)	-13.88*** (-14.45)	-8.16*** (-13.17)
	Employment rate	2.08 (1.13)	-10.8*** (-12.51)	-10.38*** (-19.51)	-13.24*** (-12.75)	-7.92*** (-12.63)
Saskatchewan	Participation rate	-1.78** (-2.59)	-10.4*** (-24.92)	-9.6*** (-26.30)	-16.86*** (-6.09)	-10.74*** (-15.94)
	Employment rate	0.4 (0.25)	-9.02*** (-10.03)	-8.38*** (-12.15)	-15.58*** (-5.46)	-10.5*** (-18.03)

Alberta	Participation rate	-1.84 (-1.26)	-11.8*** (-21.83)	-11.58*** (-16.06)	-15.48*** (-6.63)	-8.56*** (-14.31)
	Employment rate	0.84 (0.27)	-10.68*** (-7.55)	-10.5*** (-10.31)	-13.08*** (-5.39)	-8*** (-10.69)
British Columbia	Participation rate	1.46 (0.76)	-8.48*** (-10.85)	-9.46*** (-15.95)	-11.96*** (-11.52)	-5.1*** (-7.92)
	Employment rate	2.58 (0.78)	-7.98*** (-5.35)	-9.14*** (-10.9)	-11.08*** (-10.13)	-4.88*** (-7.47)

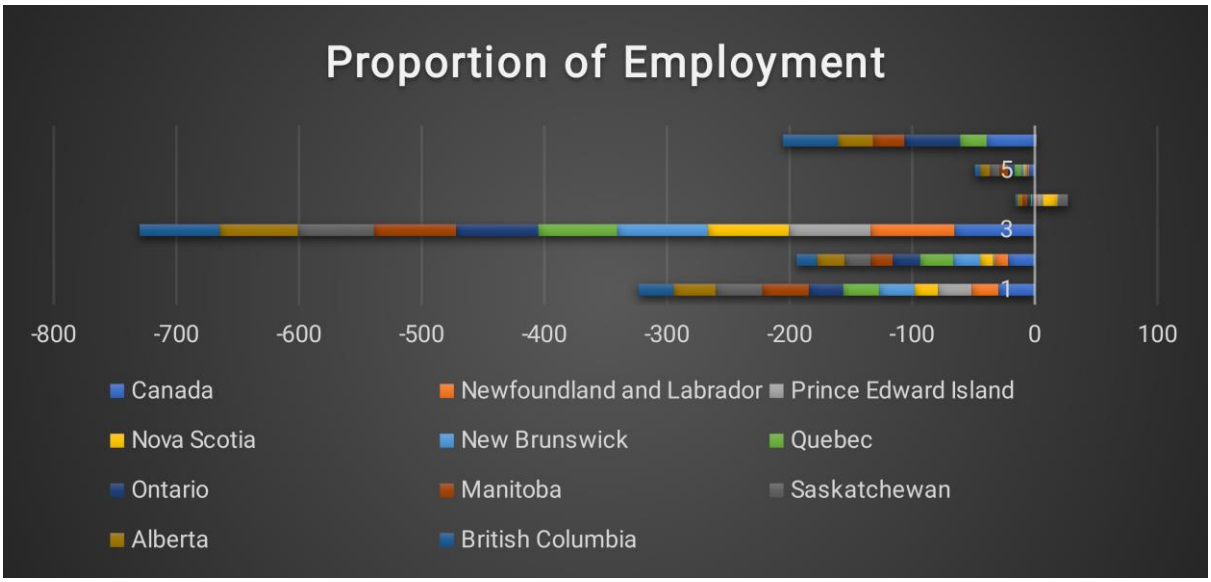
Fig. 1: Difference between male Female Male employment rates in Canada and Covid impact



The graph shows a high percentage of females employed in the age group 15 to 24 years from 2017-19. But soon after the crisis,i.e, Covid 19 the percentage of female population employment decreased by 80%. Nevertheless, there was an increase in female employment after 2020.For the other age groups, a more significant number of males are employed compared to females in all the years with the highest difference in 65 to 69 years where a more significant number of the male population is employed. It is found that there has been a slight improvement in female employment positions after Covid in 2020 for females falling under the age group of 25 to 44 years. The condition remains negative for the rest of the age groups.

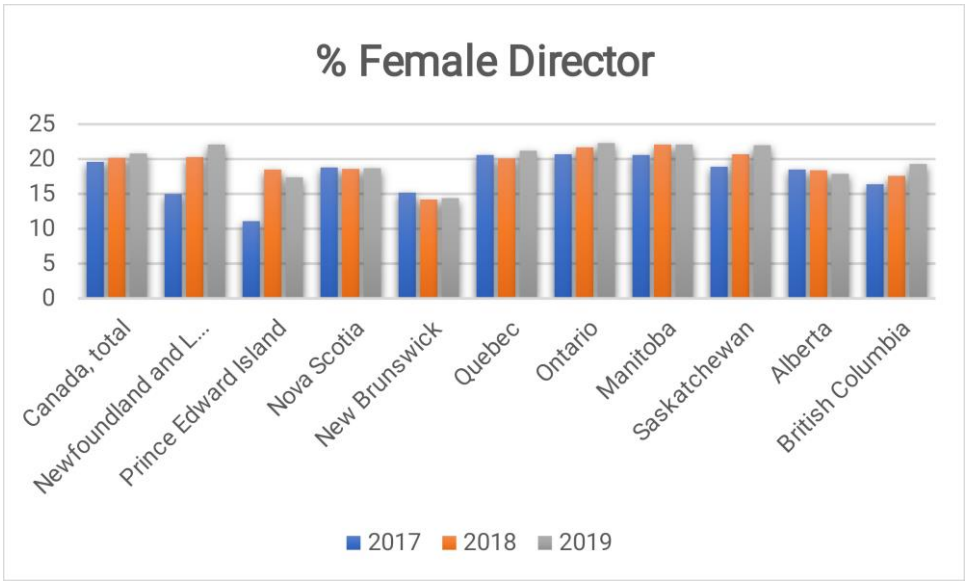
Therefore, the results indicate that the crisis has a negative impact on the employment positions of the female population in Canada.

Fig 2. Mean Difference in proportion of employment between the female and male population in Canada and its provinces



This figure represents the difference between the female and male proportion of employment in Canada and its provinces for the period from 2017-2021 holistically. The graph illustrates the female dominates the specialized middle management positions while the rest of the parts are dominated by the male population in all the provinces across the sample period.

Fig.3 Representation of women on Board of Directors by province



The figure represents the percentage of women on the Board of Directors in Canada and its various provinces. The results indicate that there has been an increase in the number of female representatives as directors in Canada along with its multiple provinces. However, it is still far less than the male representation. Newfoundland and Labrador, Quebec, Ontario, Saskatchewan, and Manitoba have the highest number of female directors. The engagement percentage is more than 20% but less than 25%—the province with the most minuscule rate of women directors in New Brunswick. Overall, the percentage representation of the male population is 80%, while that of females is just 20%. The results indicate that women directors are fewer in number than male directors.

We find that fewer females are employed in other occupations than men. The highest difference in gender employment is located in middle management occupations in trades, transportation, production, and utilities. The most negligible

difference is indicated in specialized intermediate management occupations, which suggests that almost the same number of females are recruited and sustained in the same. In Newfoundland and Labrador, Prince Edward Island, and New Brunswick, females are more engaged in specialized middle management occupations. Still, the results are not statistically significant the economically considerable results indicate that more females are employed in these occupations. But in Nova Scotia, the females are more engaged in these roles. The gender employment difference in management occupations is highest in Saskatchewan, while it is lowest in Nova Scotia. While for middle management occupations in retail and wholesale trade and customer services, the east and the highest gender employment difference is found in Prince Edward Island and Quebec. There is a high amount of gender employment difference found in middle management occupations in trades, transportation, production, and utilities, i.e., male employees are preferred and engaged in this level of job positions. The highest is in New Brunswick, and the lowest is in Saskatchewan. The highest female-male employment difference is found in Manitoba, where a smaller number of females are preferred for the said role.

Due to the gender segregation of economic activity, the COVID-19 epidemic has had a detrimental influence on both women's and men's employment, although at different intervals of the crisis. According to the data analysed, men's unemployment rate was higher than that of women in 2020, and more women completely exited the labour force.

According to statista research development report 2022, 1.84 single parent are there in Canada. The ongoing closure of schools and childcare facilities has significantly raised the childcare demands of parent especially single mothers and decreased their capacity to work. Many of these parents are unable to work because small children need more supervision, and this situation will persist if day care centres close and other childcare options are not accessible. More than 60% of all childcare is provided by women in married homes. Even in families where both parents work full time, the majority of childcare is provided by women. Women have taken up the majority of the additional childcare demands throughout the crisis as a result. Mothers with small children have been most negatively impacted, with a five-fold reduction in work hours compared to fathers. Therefore, women's empowerment progress made over many years is in jeopardy of being undone due to the massive decline in the proportion of women who were actively seeking employment.

(ii) Visible Minorities Employment

Significant labour market disparity persists despite the advancements achieved since employment equity was implemented in Canada. For instance, compared to the typical worker who was born in Canada, visible minorities continue to have greater unemployment rates. Table 2 represents percentage change in the employment rate of the visible minority group with respect to post pandemic. The COVID-19-induced economic lockdown has so far resulted in disproportionate unemployment among young and low-paid workers. Currently, little is known about how it affects visible minorities. Because they frequently earn less money and have less stable employment than White people (Block et al. 2019; Lightman and Gingrich 2018), visible minorities have a probable smaller buffer for the income losses brought on by job interruptions. We investigate whether or not this is the case, illuminating the financial effects of the COVID-19 epidemic on various visible minority groups. As Canada opened its doors to foreign workers in July 2022, we compare the rate from March 2022 to November 2022.

The two pillars of Canada's approach to nation-building have been immigration and multiculturalism, with the former providing the country's ethnic, religious, and racial variety and the latter serving as the country's intellectual framework for accepting difference (Breton, 1986). These facts haven't changed over time, but what has changed are the attitudes and laws dictating how Canada's social, economic, and legal institutions handle the various groups of people.Historically, immigrants to Canada have originated from Europe, but during the past 30 years, Asia and the Pacific area have overtaken Europe as the primary source of immigration. With changing demographic and increased workforce of immigrants in Canada we study the wages they extract from non-profit institutions. We find that for overall Canada the percentage salary earned by employees over the years remains high for non-immigrants rather than the immigrants.

It was found that states such as Newfoundland and Labrador, Prince Edward Island, Nova Scotia and Yukon pay better to immigrant employees as compared to non-immigrant employees. Probably because of the reason that the population of immigration workers are more in these places. In 2019 it is found that immigrants salary is more than that of non-immigrants but the same is not true for those who came to Canada without pre-admission experience have salary far less than the Canadian median salary.

Table 2: Employment rate of labour force by visible minority groups

Geography	Population group	22-Mar	22-Nov	% Change (Mar to Nov)
Atlantic region	Total population	53.2	56	5.26
	Visible minority population	66.7	69	3.45
	South Asian	77.2	78	1.04
	Chinese	53.6	61.1	13.99
	Black	67.3	67.5	0.30
	Filipino	75.2	82.3	9.44
	Southeast Asian	66.2	71	7.25
	Other visible minority groups	59.4	55.8	-6.06
	Not a visible minority	52.3	55.1	5.35
Quebec	Total population	59.9	61.9	3.34
	Visible minority population	66.7	68.2	2.25
	South Asian	62.6	60.7	-3.04
	Chinese	66.7	50.4	-24.44
	Black	69.8	71.8	2.87
	Filipino	62.7	74.1	18.18
	Southeast Asian	50.6	59.1	16.80
	Other visible minority groups	64.4	65.2	1.24
	Not a visible minority	58.7	60.7	3.41
Ontario	Total population	60.3	61	1.16
	Visible minority population	62.8	64.3	2.39
	South Asian	65.9	66.8	1.37
	Chinese	57.2	57.8	1.05
	Black	58.1	62.2	7.06
	Filipino	74.8	70.9	-5.21
	Southeast Asian	60.6	69.3	14.36
	Other visible minority groups	60.1	65	8.15
	Not a visible minority	59	59.4	0.68
Prairie region	Total population	62.5	62.5	0.00
	Visible minority population	73.5	71.8	-2.31
	South Asian	74	74.4	0.54
	Chinese	63	63.3	0.48
	Black	73.1	68.4	-6.43
	Filipino	79	75.8	-4.05
	Southeast Asian	70.9	72.1	1.69
	Other visible minority groups	69.5	61.2	-11.94
	Not a visible minority	59.8	60.2	0.67
Alberta	Total population	63.6	65	2.20
	Visible minority population	66.1	68.5	3.63
	South Asian	67	65.2	-2.69
	Chinese	60.7	59.4	-2.14
	Black	63.3	73.8	16.59
	Filipino	77.8	77.6	-0.26

	Southeast Asian	68.6	66.1	-3.64
	Other visible minority groups 10	59.6	65.9	10.57
	Not a visible minority	62.6	63.6	1.60
British Columbia	Total population	61.1	62	1.47
	Visible minority population	65.3	64.4	-1.38
	South Asian	68.5	66.6	-2.77
	Chinese	57	57.1	0.18
	Black	74.7	72.4	-3.08
	Filipino	76.1	72.8	-4.34
	Southeast Asian	64.4	69.6	8.07
	Other visible minority groups	66.6	66.1	-0.75
	Not a visible minority	58.9	60.8	3.23

We find that after pandemic there was a notable influx of employment rates for Chinese group in Atlantic region which was about 14% while Blacks were least preferred with 0.3% increase. Overall, all the visible minority groups were preferred as the percentage change is positive. Quebec shows an increase in the employment rate of about 18.18% of Filipino group and major decrease in the Chinese group of about -24.44%. In Ontario, employment rate for the Southeast Asian group increased while there was a major plunge for the filipino group indicating least preferred group. Prairie region shows decrease in employment rate for almost all the visible minority group with mild increase in the percentage of southeast Asian group. Alberta shows a similar pattern with highest Black population preference with 17% approximately. In British Columbia there is an increase in employment rate for southeast Asian with 8.1% increase. Although the incidence was greater among Filipinos and West Asians, Whites and the majority of visible minority groups reported comparable rates of job loss or reduced work hours. The significant disparities in poverty rates between Whites and members of visible minority groups may have some bearing on immigration status. Southeast Asian and Korean groups both reported that 40 per cent have experienced a work disruption during COVID-19, followed by Black participants (38 per cent), South Asian (37 per cent), Latin American (34 per cent), Arab (33 per cent) and Chinese (31 per cent)[4]. Even after adjusting for group differences in job loss, immigration status, pre-COVID employment status, education, and other demographic characteristics, the COVID-19 pandemic generally had a greater impact on visible minority participants' capacity to meet financial obligations or basic needs than on White participants.

(iii) Disability representation in Employment

Table 3: Industry of employment for persons with and without disabilities (Canada).

[4] Visible minority groups more vulnerable to financial impacts of COVID-19: StatCan | CTV News

Compared to other designated categories, people with disabilities face the most representational gaps in the workforce.During the COVID-19 crisis, there are specific pressures and difficulties that might damage the mental health of persons with disabilities. Disabled persons have a harder time obtaining essential medical supplies, which can become even more difficult if resources become few, according to research on previous pandemics (Campbell, Gilyard, Sinclair, Sternberg, &Kailes, 2009). In comparison to their non-disabled peers, some persons with impairments report higher degrees of social isolation (O'Sullivan &Bourgin, 2010). As a result of the physical distance created, their feelings of loneliness could become more intense. Employers should be wary of the possibility of discrimination if handicapped employees are chosen for redundancy while evaluating any proposed redundancy choices.

The Equality and Human Rights Commission has emphasised that employers still have legal obligations to ensure that the decisions they make in response to COVID-19 do not directly or indirectly discriminate against employees with protected characteristics, but for those employers significantly impacted by the pandemic, the scope of what is reasonable for an employer to do may well have diminished. Our study investigates if there was a significant change in employment of people with disability. Therefore, in Table 3 we find the percentage difference between the pre and post pandemic employment rate for people with disability. We find that for pre-pandemic although there was a significant difference between men and women of disability to be employed in almost all the industries with disabled population involved more than the abled population. On the other hand, for post pandemic the percentage employment was more or less similar for the disabled as well as abled population across the industries. If we only compare the percentage decrease and increase among the disabled population then we find that the there was a major decline in the employment rate for men across all the industries except for agriculture, manufacturing and finance.

	Post Pandemic				**Pre-Pandemic**				**Disability**	
	Men		Women		Men		Women		**Men**	**Women**
Total, all industries	**No Disability**	**With Disability**	**No Disability**	**With Disability**	**No Disability**	**With Disability**	**No Disability**	**With Disability**	**% Change**	
Agriculture, forestry, fishing and hunting	3	3.3	1.3	1.5	5	2.8	1.9	0	17.86	x
Mining, quarrying, and oil and gas extraction	2.6	2.7	0.8	0.7	8.3	19.9	19.4	25.7	-86.43	-97.28
Utilities	1.2	1.3	0.5	0.5	11.9	10	1.8	0	-87.00	x
Construction	12.9	12.1	2.5	2.1	15.6	12.1	0.4	0	0.00	x
Manufacturing	12.9	11.7	5.5	5	15	9.6	5.4	5.9	21.88	-15.25
Wholesale trade	5.3	4.9	3	2.7	5.9	0	3.1	1.7	x	58.82
Retail trade	8.3	9.7	10.6	13.5	8.9	14.2	10.8	15.4	-31.69	-12.34
Transportation and warehousing	7.1	7.4	2.8	2.9	7.2	8.7	2.6	0	-14.94	x
Information and cultural industries	2.8	2.5	1.9	2.3	8.3	19.9	19.4	25.7	-87.44	-91.05
Finance and insurance	3.9	3.7	6	4.9	5.8	3.3	7.3	6.3	12.12	-22.22
Real estate and rental and leasing	1.8	1.7	1.9	0.8					x	x
Professional, scientific and technical services	8.9	8	7.5	6	12.4	9.7	11.2	8.6	-17.53	-30.23
Management of companies and enterprises	0.1		0.2		15.7	10.1	10.1	9.9	0.00	-100.00
Administrative and support, waste management and remediation services	4.3	5.5	3.7	3.6	6.7	7.1	21.5	22.7	-22.54	-84.14
Educational services	4.7	4.9	11.4	10.4	5.3	0	11.7	8	x	30.00
Health care and social assistance	4.1	4.6	21.3	20.5	4	0	21.7	20.1	x	1.99
Arts, entertainment and recreation	1.5	2	1.7	2.2	4	5.3	4	5.7	-62.26	-61.40

Accommodation and food services	3.9	3.7	6	5.6	3.2	11.8	5.3	10.4	-68.64	-46.15
Other services (except public administration)	3.8	3.9	5.2	5.9	4.1	4	5.2	4.4	-2.50	34.09
Public administration	6.9	6.3	6.3	8.8	7.2	9.8	7.8	7.8	-35.71	12.82

While for women the dynamics were different i.e., 50% of sectors showed decrease in employment rate for women and the other half showed increase. Though the decline was dramatic the increase was not as prominent as administrative services and public administration was more inclined towards their employment. The major change occurred during the period of March-April 2020. Based on the typical degree of contact intensity in professions, job trends for people with disabilities followed a distinct pattern during the same time period. Surprisingly, employment for people with disabilities fell more in jobs with low and medium contact intensities than in those with high contact intensities. This can be a result of monthly variations in employment for people with disabilities or it might be a sign that other variables, including the industry, are having an impact.

(iv) Income and Financials

Table 4 shows the median annual income levels of the different provinces of Canada across all the industries. We find that earnings increase in almost all the provinces in Canada after the pandemic hit with highest surge in Northwest Territories with 9.1% even with the decrease in number if earners. While there is a decrease in some provinces such as Newfoundland and Labrador, Saskatchewan, and Alberta with highest plunge in Alberta with -3.6%. The increase in the headline average wages and can be attributed to various factors. Many employees had their hours cut back or were on vacation throughout the spring and summer of 2020. As a result, people's earnings decreased, resulting in lower weekly salaries. Weekly pay are higher this year since fewer employees are on furlough and hours are closer to normal. The fact that certain earnings were declining last year contributes in part to the faster growth rate we are experiencing this year. Because we start from a low base, the profits improvement that earnings growth is capturing is overestimated. Another reason that we observed that lower-paid individuals were more susceptible to losing their employment during the epidemic. Average salaries for those who stayed in the workforce soared as the number of lower-paid workers decreased.

Table 4: Median annual wages, salaries, and commissions.

	2019	**2020**	**2019 to 2020**	**2019 to 2020**
	Dollars	Dollars	**% Change in median earnings**	**% Change in number of earners**
Canada	39,580	39,880	0.8	-0.1
Newfoundland and Labrador	33,720	32,850	-2.6	-0.9
Prince Edward Island	31,130	32,600	4.7	1.1
Nova Scotia	34,280	35,000	2.1	0.9
New Brunswick	33,890	34,340	1.3	-0.2
Quebec	38,280	38,470	0.5	0.2
Ontario	40,360	40,590	0.6	1
Manitoba	37,330	37,320	0	0.7
Saskatchewan	40,710	40,060	-1.6	-0.4
Alberta	46,310	44,660	-3.6	-1.3
British Columbia	37,880	40,450	6.8	-2.9
Yukon	49,690	53,610	7.9	-0.8
Northwest Territories	53,980	58,900	9.1	-3.8
Nunavut	34,520	36,900	6.9	-4.1

	Pre Covid		**Post Covid**	
	2019	**2020**	**2021**	**% Change**
	Dollars	Dollars	Dollars	
Canada	9,523.20	8,344.90	9,706.50	1.92
Newfoundland and Labrador	102.8	77.3	62.1	-39.59
Prince Edward Island	0	1	0	0
Nova Scotia	109.4	97	107.1	-2.1
New Brunswick	45.2	40.1	44.4	-1.77
Quebec	1,691.40	1,547.60	1,811.60	7.11
Ontario	4,846.90	4,172.30	4,933.30	1.78
Manitoba	58.1	47.3	61	4.99
Saskatchewan	110.8	105.4	114.3	3.16
Alberta	1,932.40	1,653.00	1,866.70	-3.4
British Columbia	620.8	599.5	700.2	12.79
Yukon	0	0	0	0
Northwest Territories	0	4.4	0	0
Nunavut	0	0	0	0

Table 4a: Employment services (Salaries, Wages, Commissions and Benefits)

Table 4a represents the change in the employment salaries in Employment services across various provinces of Canada before and after the Covid-19 (2019-2021). We find that salaries for the salaries employees have increased in almost all the provinces with highest increase in British Columbia with 12.79 %. There was a plunge in the salaries for the salaried people in some states such as New Brunswick, Nova Scotia, and Newfoundland and Labrador with highest decrease in Newfoundland and Labrador with -40%. This might be a result of the states' prior difficulties. Numerous of these issues include a crippling government debt and an oil industry that has been struggling and is not yet sufficiently diversified to resist the wild swings in the world commodities market caused by the COVID-19 crisis.

The COVID-19 virus is upending the labour market once more in 2021 after rendering millions of people jobless in the spring of 2020. And this time, the employees were in charge.Employers are having a harder time filling openings as the virus danger recedes with rising vaccination rates and an uptick in business activity. Statistics Canada reports that in June 2021, the economy created 230,700 jobs as nationwide limitations that had been placed in place to prevent the epidemic were lifted. The increase occurred as there were 263,900 more part-time employment, while there were 33,200 fewer full-time ones. Compared to 8.2%inMay,the jobless rate decreased for the month to 7.8%[5].Hence, anecdotal evidence shows businesses are prepared to pay more for the right applicant which might be the reason for salaries push up.

CONCLUSION

COVID has adversely impacted the world economy and Canada is no exception. Through this research, we assessed the employment equity according to gender, visible minorities, disability and financials before and after COVID. We find that there has been a slight improvement in female employment positions after Covid in 2020 for females falling under the age group of 25 to 44 years.We find that after pandemic there was a notable influx of employment rates for Chinese group in Atlantic region which was about 14% while Blacks were least preferred with 0.3% increase. Overall, all the visible minority groups were preferred as the percentage change is positive.We find that for pre-pandemic although there was a significant difference between men and women of disability to be employed in almost all the industries with disabled population involved more than the abled population. On the other hand, for post pandemic the percentage

[5]Some salaries up 'drastically' as Canada feels impact of labour shortages - National | Globalnews.ca

employment was more or less similar for the disabled as well as abled population across the industries. We also found that there was an increase in the median salaries and wages post covid.

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