

# Employment equity act reports examples

[Business](#), [Company](#)



The employment equity act was established to provide a platform for members of the minority groups in the employment sector. The Employment Equity Act (EEA) was established in 1995 by the Canadian government to remove barriers among the minority groups. The minorities include disabled persons, Aboriginals, visible minorities and women. The act targets to promote equity in employment among all persons regardless of their status. The paper will be mainly on the Employment Equity Act and the concepts of the EEA in Canada's labor market. The relevance of this topic is also addressed.

The Employment Equity Act is supposed to withdrawal barriers in employment, these barriers may include making the business premises accessible to all its employees specifically the disabled. The Act entails that organizations need provide a comfortable working conditions to all its employees. For example, holding meetings in ethical places that socially acceptable (IEEA, 1999). Employers should set strategies under the EEA that assure equity in the employment of all the workers in its various departments. The EEA is only applicable to companies whose activities are regulated by the Canadian government. These industries include financial institutions, media houses, airlines and other private businesses. Federal government departments have been set up to oversee various companies' policies and check on their compliance with the EEA. The Canadian Treasury secretariat checks on the effectiveness of the federal government in overseeing employers policies on the enactment of the EEA (IEEA, 1999). This topic was chosen for awareness on diversity in the employment sector. EEA application foresees economic growth in countries where all citizens are

given equal opportunities. The Human Rights are promoted through the EEA since every individual is provided with an equal opportunity (SHRM, 2014). This topic is also under human resources as it looks into the interest of employees. The application of the EEA has implications on the designated groups in the banking sector. RBC made little effort in the increasing the number of women in employment and other minorities in its company (RBC, 2012). The effectiveness of the EEA can be assured by new strategies which aim at equality should be in all employment sectors. Women and the visible minorities are currently not classified among the minorities; this is because of their increased social status, level of education and increased income. This is one of the implications that has been drawn from the case in relevance to the financial industry and further examines any more implications affecting the company's policies on the designated groups. Employment Equity Act can be improved by setting numerical goals. These goals are established to increase the diversity representation (IEEA, 1999). This can be achieved through checking the number of employees under the various diverse groups. Plans should be set to monitor progress and the improvements made according to the Employment Equity Act and resolve any issues that arise. Affirmative action measures should be taken to accommodate all employees specifically the disabled by making the company's premises accessible (IEEA, 1999). Employment rate can be improved by offering training among the different groups within the company. Resources should be well distributed within the company, and implementation should be followed to promote equity among all employees (PEEP, 2013). Employers should follow the law by submitting their

employment activities to the labor department for auditing. This makes sure that cases of inequity are addressed and necessary measures taken where needed.

## **References**

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