

Inequities in employment

Everyone has the right to **fair treatment at work**.

Many people experience barriers when seeking employment



1 in 10

people living in B.C. in 2021 said that they had faced discrimination when applying for a job

Many people struggle to find work due to:



Lack of child care

Education and experience from other countries not being recognized




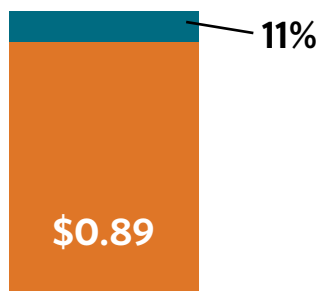
Not getting the workplace accommodations they need

Many Indigenous people, racialized people, immigrants, women, people with disabilities and others with marginalized identities face barriers to getting hired and being treated equally in the workplace due to unconscious bias or overt discrimination from employers.

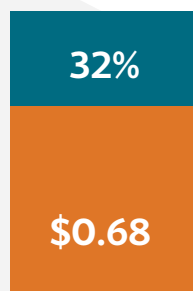
Here are some statistics on pay gaps in B.C. from 2021:

 Earning of designated group for every dollar earned by comparison group

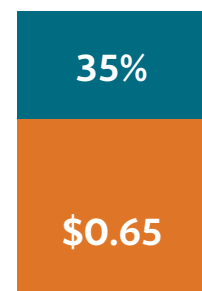
 Pay gap



Immigrants earned 89 cents for every dollar that non-immigrants earned



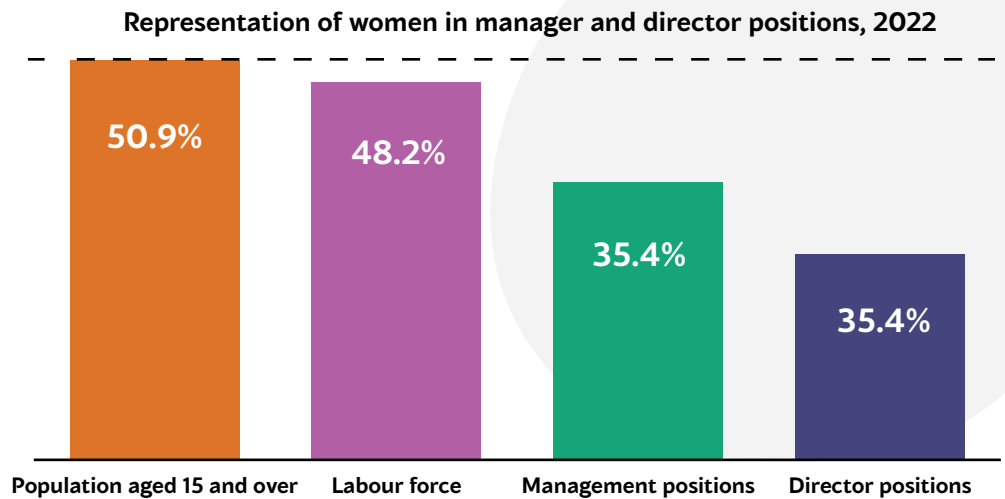
Women earned about 68 cents for every dollar that men earned.



People with disabilities earned about 65 cents for every dollar that people without disabilities earned.

Marginalized workers are more likely to:

- have unstable jobs with unpredictable hours and no benefits
- be passed over for promotions into leadership roles
- have low pay and to be paid less than others doing similar work (even with the same education and experience)



Many of the 220,000 temporary foreign workers approved to work in Canada (as of 2022) experience:



...poor working conditions, low pay and unsafe housing



...fears being fired or deported if they report abuse

People living with disabilities are much less likely to have a job, even though over 40% of unemployed adults with disabilities would be able to work with accommodations.



About BC's Office of the Human Rights Commissioner

Under B.C.'s *Human Rights Code*, B.C.'s Human Rights Commissioner is responsible for promoting and protecting human rights in the province. Learn more about our Office at bchumanrights.ca

10 key systems impacting human rights in B.C.

This fact sheet is based on the Commissioner's 2024 report, *Rights in Focus: Lived Realities in B.C.*, which highlights significant inequities and injustices affecting B.C. residents across 10 key systems. These include inequities in housing, the social safety net, health care, education, employment, child welfare, criminal justice, public spaces and the family sphere, as well as in the effects of the environmental crisis. Exploring these systems is an important way to determine the state of human rights in British Columbia.



baseline.bchumanrights.ca/in-focus