

Equity Member Employment Report ————— FY2025

Equity's annual Employment Report presents an in-depth look at the membership and its work opportunities, providing the Association with a better understanding of the state of the industry across the country.

The Report captures Equity engagements, contracts, work weeks, earnings by genre, and member earnings in comparison to overall earnings. Additionally, the Report presents member demographics, including age and gender, and earnings by category.

The reporting period is fiscal year 2025, which is April 1, 2024 to March 31, 2025.

Notes:

The data in this report is drawn from Equity's database and has not been audited.

"Engagements" and "Contracts" are those that were active during the reporting period and may therefore be reported in multiple years.

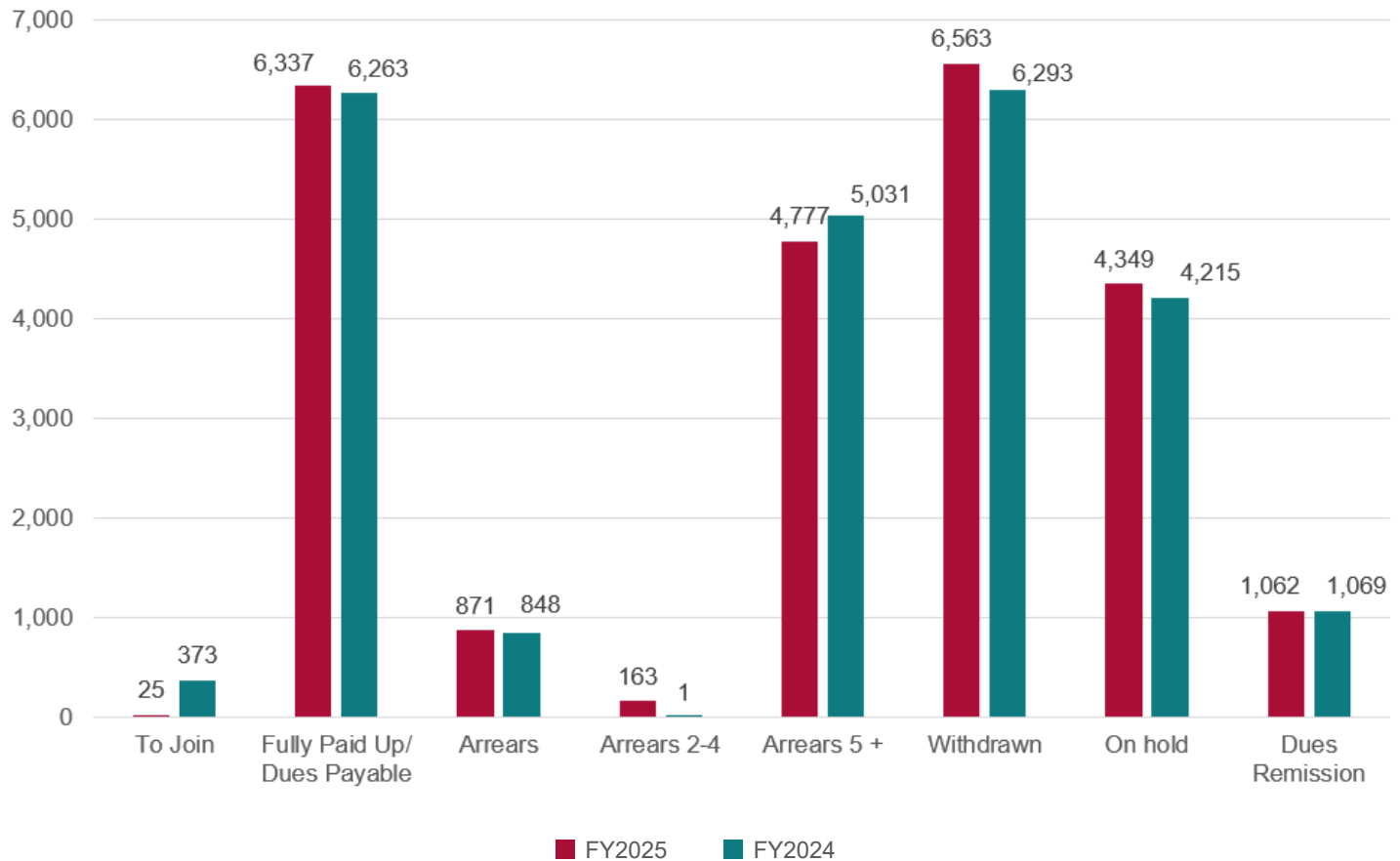
"Work Weeks" and "Earnings" are specific to the reporting period of each fiscal year.

Questions? Please contact communications@caea.com

Membership

All Members by Member Status

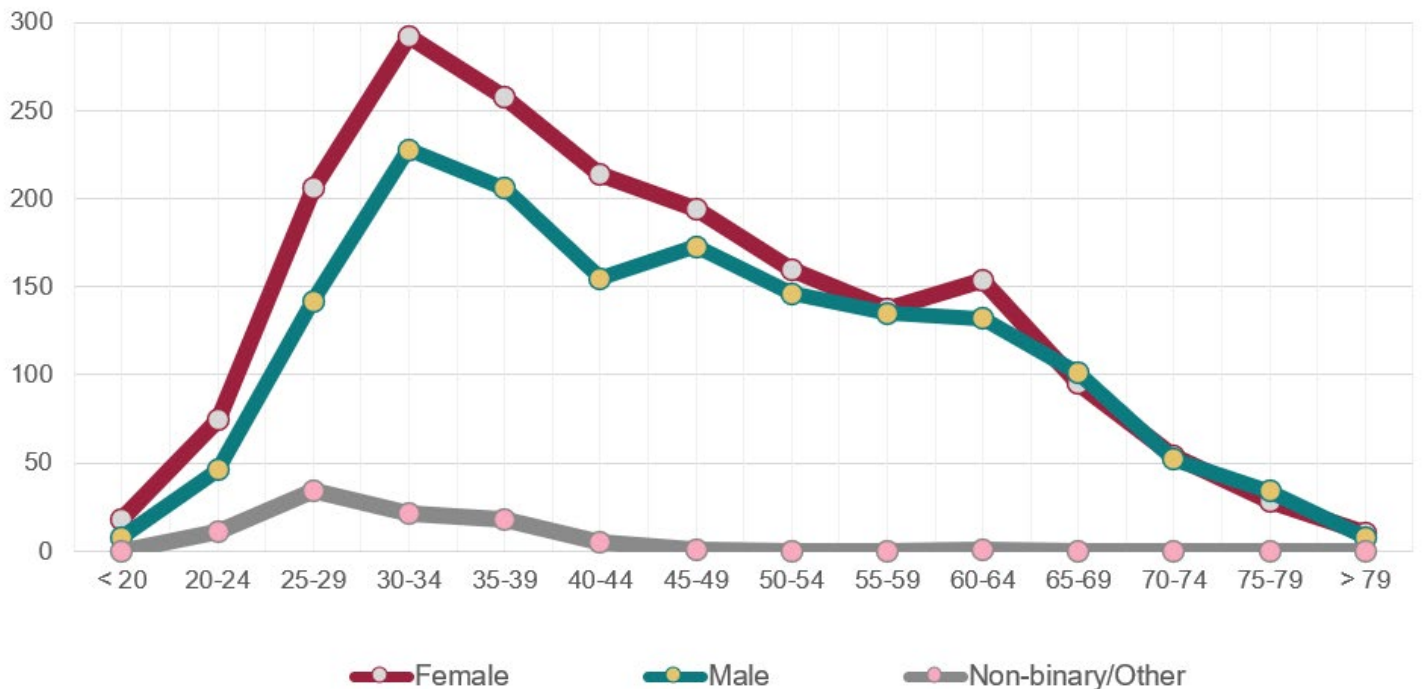
MEMBER STATUS	As of March 31, 2025					03/31/2024 Total	Variance	Variance %
	Female	Male	Non-binary/ Other	Unknown	TOTAL			
TO JOIN	7	6	-	12	25	373	(348)	(93.3%)
FULLY PAID UP	3,187	2,754	92	231	6,264	5,993	271	4.5%
DUES PAYABLE	22	24	-	6	52	253	(201)	(79.4%)
ARREARS	382	473	11	5	871	848	23	2.7%
ARREARS 2 - 4	65	103	2	1	163	1	162	16,200.0%
ARREARS 5 +	2,111	2,642	7	8	4,777	5,031	(254)	(5.0%)
WITHDRAWN	3,609	2,925	9	20	6,563	6,293	270	4.3%
ON HOLD	1,721	2,603	-	25	4,349	4,215	134	3.2%
NOT APPLICABLE	1	3	-	-	4	249	(245)	(98.4%)
DUES REMISSION	506	556	-	-	1,062	1,069	(7)	(0.7%)
TOTAL	11,611	12,089	121	308	24,130	24,325	(195)	(0.8%)



Membership

Working Members by Age and Gender in FY2025

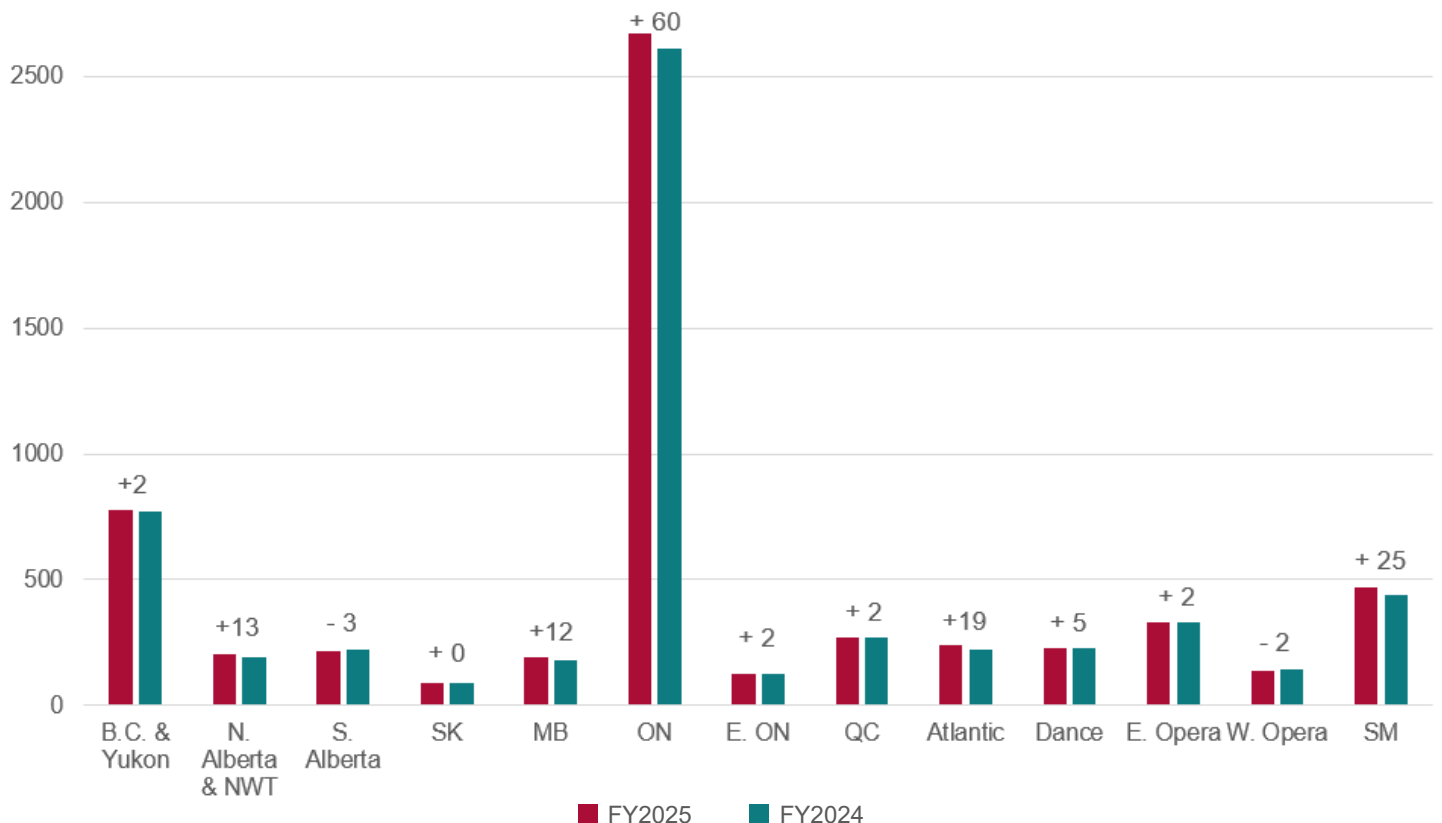
AGE RANGE	Female	Male	Non-binary/ Other	Unknown	TOTAL
< 20	18	8	-	-	26
20-24	75	46	11	3	135
25-29	206	142	34	3	385
30-34	292	228	21	-	541
35-39	258	206	18	1	483
40-44	214	155	5	2	376
45-49	194	173	1	1	369
50-54	160	146	-	-	306
55-59	137	135	-	-	272
60-64	154	132	1	-	287
65-69	95	101	-	-	196
70-74	54	52	-	-	106
75-79	28	34	-	-	62
> 79	10	8	-	-	18
UNKNOWN	32	37	-	24	93
TOTAL	1,927	1,603	91	34	3,655



Membership

“Voting Eligible” Members by Region

REGION	FY2025		FY2024		CHANGE	
	Artists	%	Artists	%	Artists	%
ATLANTIC	242	3.9%	223	3.7%	19	0.2%
BRITISH COLUMBIA & YUKON	776	12.6%	774	12.9%	2	(0.3%)
DANCE	231	3.8%	226	3.8%	5	(0.0%)
EASTERN ON & OUTAOUAIS	128	2.1%	126	2.1%	2	(0.0%)
EASTERN OPERA	331	5.4%	329	5.5%	2	(0.1%)
MANITOBA	194	3.2%	182	3.0%	12	0.1%
NORTHERN AB & NWT	203	3.3%	190	3.2%	13	0.1%
ONTARIO	2,672	43.5%	2,612	43.5%	60	0.0%
OPEN	159	2.6%	164	2.7%	(5)	(0.1%)
QUEBEC	271	4.4%	269	4.5%	2	(0.1%)
SASKATCHEWAN	92	1.5%	92	1.5%	-	(0.0%)
SOUTHERN ALBERTA	218	3.5%	221	3.7%	(3)	(0.1%)
STAGE MANAGEMENT	467	7.6%	442	7.4%	25	0.2%
UNKNOWN	18	0.3%	14	0.2%	4	0.0%
WESTERN OPERA	141	2.3%	143	2.4%	(2)	(0.1%)
TOTAL	6,143	100%	6,007	100%	136	0.0%



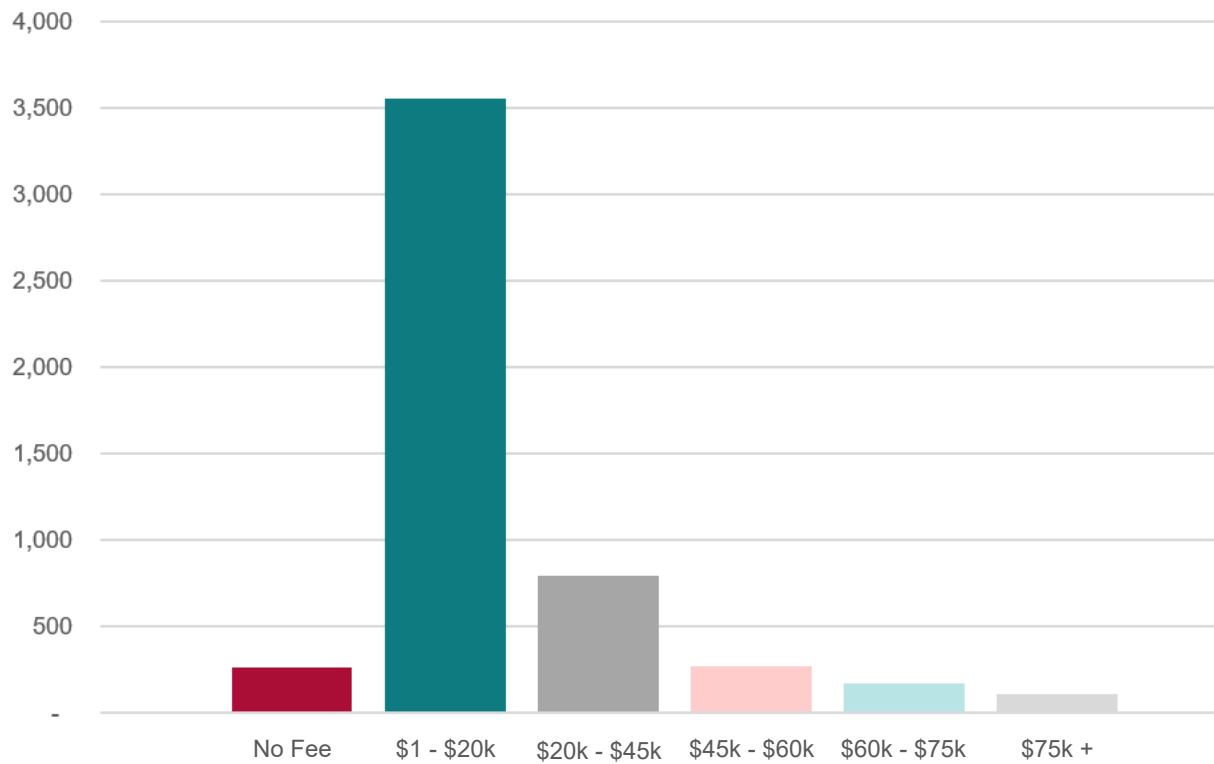
Overall Earnings

All Earnings by Age & Gender in FY2025

AGE & GENDER	No Fee	\$1 - \$19,999	\$20,000 - \$44,999	\$45,000 - \$59,999	\$60,000 - \$74,999	\$75,000 +	TOTAL
< 21 years old							
Female	-	17	9	3	-	-	29
Male	-	4	6	3	-	-	13
Non-binary/Other	-	-	1	-	-	-	1
Unknown	-	1	-	-	-	-	1
21 - 35 years old							
Female	13	349	164	72	33	10	641
Male	10	248	110	61	43	11	483
Non-binary/Other	2	47	20	7	-	-	76
Unknown	1	9	3	-	-	-	13
36 - 55 years old							
Female	23	497	174	52	36	28	810
Male	20	437	129	32	26	28	672
Non-binary/Other	1	12	4	-	-	-	17
Unknown	-	3	1	-	-	-	4
56 - 64 years old							
Female	14	184	37	14	6	8	263
Male	12	161	39	6	8	15	241
Non-binary/Other	-	1	-	-	-	-	1
Unknown	-	1	-	-	-	-	1
64 - 79 years old							
Female	10	143	15	4	2	3	177
Male	13	138	22	5	4	4	186
80 + years old							
Female	1	9	-	-	-	-	10
Male	-	7	1	-	-	-	8
Unknown Age							
Unknown	142	1286	60	16	17	1	1,522
TOTAL	262	3,554	795	275	175	108	5,169

Overall Earnings

Number of Artists by Earnings Bracket in FY2025



Engagements by Agreement or Policy Type

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
AMATEUR	15	0.9%	0.8%	19	(4)	(21.1%)	12	7	58.3%
APPRENTICE	2	0.1%	0.1%	2	-	0.0%	2	-	0.0%
ACP	57	3.4%	3.2%	41	16	39.0%	47	(6)	(12.8%)
BENEFIT/FUND	9	0.5%	0.5%	9	-	0.0%	9	-	0.0%
CTA	707	42.3%	39.2%	731	(24)	(3.3%)	755	(24)	(3.2%)
CTA STRATFORD	40	2.4%	2.2%	39	1	2.6%	55	(16)	(29.1%)
DOT THEATRE	535	32.0%	29.7%	554	(19)	(3.4%)	544	10	1.8%
ESCA	5	0.3%	0.3%	3	2	66.7%	6	(3)	(50.0%)
FESTIVAL	54	3.2%	3.0%	68	(14)	(20.6%)	46	22	47.8%
INDIE	25	1.5%	1.4%	42	(17)	(40.5%)	37	5	13.5%
ITA	222	13.3%	12.3%	223	(1)	(0.4%)	241	(18)	(7.5%)
TOTAL	1,671	100%	92.7%	1,731	(60)	(3.5%)	1,754	(23)	(1.3%)

Contracts by Agreement or Policy Type

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
AMATEUR	28	0.3%	0.2%	30	(2)	(6.7%)	18	12	66.7%
APPRENTICE	14	0.1%	0.1%	6	8	133.3%	9	(3)	(33.3%)
ACP	203	1.9%	1.6%	167	36	21.6%	214	(47)	(22.0%)
BENEFIT/FUND	42	0.4%	0.3%	92	(50)	(54.3%)	78	14	17.9%
CTA	5,982	55.5%	48.4%	5,767	215	3.7%	5,999	(232)	(3.9%)
CTA STRATFORD	571	5.3%	4.6%	544	27	5.0%	624	(80)	(12.8%)
DOT THEATRE	1,811	16.8%	14.7%	1,927	(116)	(6.0%)	1,721	206	12.0%
ESCA	140	1.3%	1.1%	186	(46)	(24.7%)	166	20	12.0%
FESTIVAL	137	1.3%	1.1%	173	(36)	(20.8%)	105	68	64.8%
INDIE	179	1.7%	1.4%	302	(123)	(40.7%)	284	18	6.3%
ITA	1,670	15.5%	13.5%	1,638	32	2.0%	1,833	(195)	(10.6%)
TOTAL	10,777	100%	87.3%	10,832	(55)	(0.5%)	11,051	(219)	(2.0%)

Work Weeks by Agreement or Policy Type

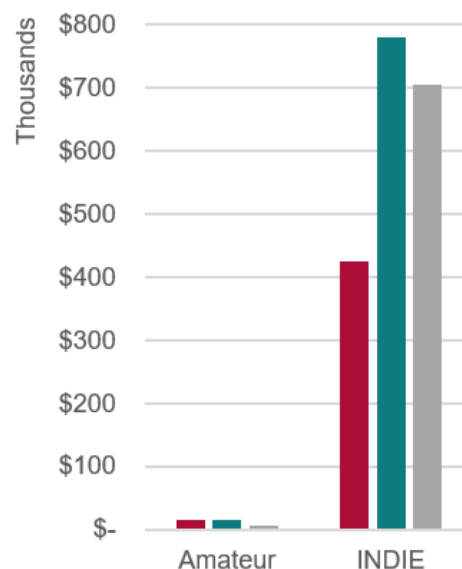
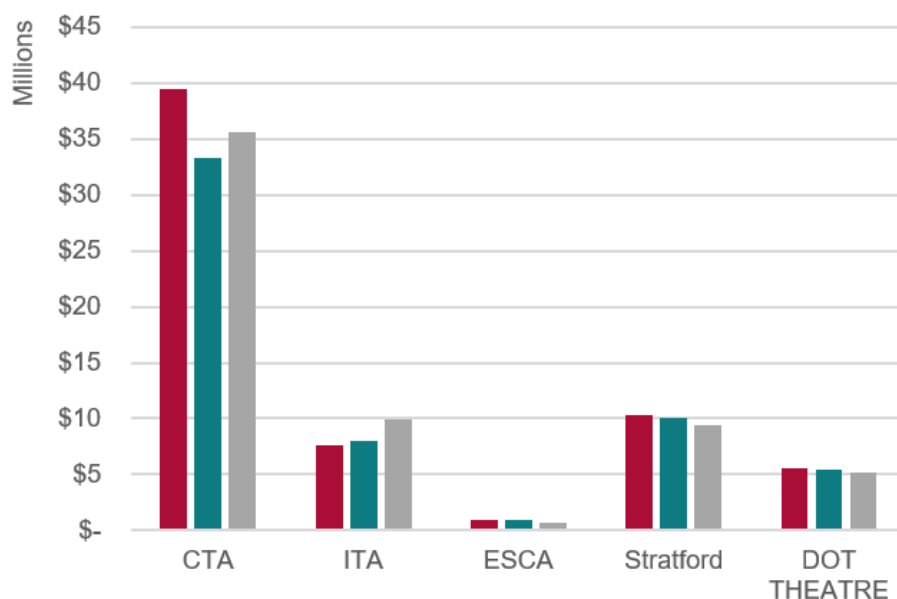
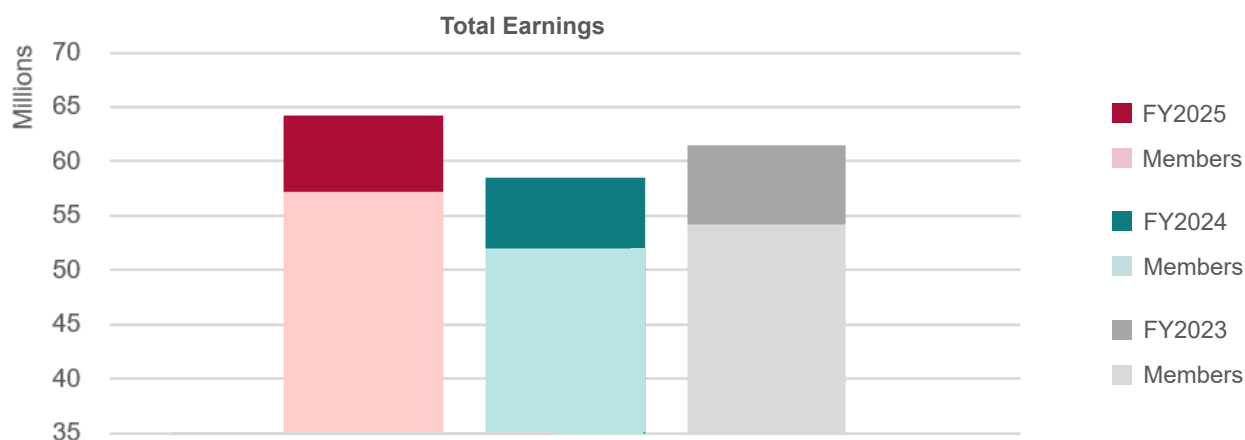
AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
AMATEUR	232	0.4%	0.3%	195	37	19.0%	131	64	48.9%
APPRENTICE	14	0.0%	0.0%	6	8	133.3%	9	(3)	(33.3%)
ACP	715	1.3%	1.0%	522	193	37.0%	859	(337)	(39.2%)
BENEFIT/FUND	72	0.1%	0.1%	31	41	132.3%	16	15	93.8%
CTA	30,296	56.6%	44.4%	27,942	2,354	8.4%	29,216	(1,274)	(4.4%)
CTA STRATFORD	6,288	11.7%	9.2%	6,443	(155)	(2.4%)	6,352	91	1.4%
DOT THEATRE	6,458	12.1%	9.5%	6,412	46	0.7%	6,130	282	4.6%
ESCA	1,755	3.3%	2.6%	1,917	(162)	(8.5%)	1,792	125	7.0%
FESTIVAL	489	0.9%	0.7%	652	(163)	(25.0%)	375	277	73.9%
INDIE	707	1.3%	1.0%	1,244	(537)	(43.2%)	1,244	-	0.0%
ITA	6,525	12.2%	9.6%	6,794	(269)	(4.0%)	8,211	(1,417)	(17.3%)
TOTAL	53,551	100%	78.6%	52,158	1,393	2.7%	54,341	(2,183)	(4.0%)

All Earnings by Agreement or Policy Type

AGREEMENT/ POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
AMATEUR	15,512	0.0%	0.0%	16,734	(1,222)	(7.3%)	6,874	9,860	143.4%
APPRENTICE	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%
ACP	120	0.0%	0.0%	-	120	0.0%	-	-	0.0%
BENEFIT/FUND	7,263	0.0%	0.0%	8,151	(888)	(10.9%)	4,748	3,403	71.7%
CTA	39,412,548	61.4%	46.8%	33,266,505	6,146,043	18.5%	35,536,629	(2,270,124)	(6.4%)
CTA STRATFORD	10,261,388	16.0%	12.2%	10,045,342	216,046	2.2%	9,457,736	587,606	6.2%
DOT THEATRE	5,509,357	8.6%	6.5%	5,470,003	39,354	0.7%	5,147,990	322,013	6.3%
ESCA	916,859	1.4%	1.1%	910,455	6,404	0.7%	710,877	199,578	28.1%
FESTIVAL	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%
INDIE	425,917	0.7%	0.5%	781,539	(355,622)	(45.5%)	705,541	75,998	10.8%
ITA	7,678,504	12.0%	9.1%	8,046,563	(368,059)	(4.6%)	9,973,193	(1,926,630)	(19.3%)
TOTAL	64,227,468	100%	76.2%	58,545,292	5,682,176	9.7%	61,543,588	(2,998,296)	(4.9%)

Member Earnings by Agreement or Policy Type

AGREEMENT/ POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
AMATEUR	11,769	0.0%	0.0%	15,054	(3,285)	(21.8%)	4,626	10,428	225.4%
APPRENTICE	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%
ACP	120	0.0%	0.0%	-	120	0.0%	-	-	0.0%
BENEFIT/FUND	7,263	0.0%	0.0%	8,151	(888)	(10.9%)	4,748	3,403	71.7%
CTA	35,261,248	61.3%	46.5%	29,460,778	5,800,470	19.7%	30,956,699	(1,495,921)	(4.8%)
CTA STRATFORD	9,889,507	17.2%	13.0%	9,904,688	(15,181)	(0.2%)	9,369,425	535,263	5.7%
DOT THEATRE	5,173,498	9.0%	6.8%	5,012,172	161,326	3.2%	4,609,226	402,946	8.7%
ESCA	699,653	1.2%	0.9%	764,031	(64,378)	(8.4%)	570,589	193,442	33.9%
FESTIVAL	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%
INDIE	294,250	0.5%	0.4%	544,006	(249,756)	(45.9%)	503,281	40,725	8.1%
ITA	6,171,467	10.7%	8.1%	6,529,404	(357,937)	(5.5%)	8,378,636	(1,849,232)	(22.1%)
TOTAL	57,508,775	100%	75.9%	52,238,284	5,270,491	10.1%	54,397,230	(2,158,946)	(4.0%)



Dance

Engagements by Agreement or Policy Type

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
DOT DANCE	16	76.2%	0.9%	21	(5)	(23.8%)	19	2	10.5%

Note: Engagements for Alberta Ballet, Les Grands Ballets, National Ballet, and Royal Winnipeg Ballet are captured as a single Season.

Contracts by Agreement or Policy Type

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
ALBERTA BALLET	81	16.6%	0.7%	77	4	5.2%	67	10	14.9%
DOT DANCE	19	3.9%	0.2%	37	(18)	(48.6%)	52	(15)	(28.8%)
LES GRANDS BALLETS	130	26.6%	1.1%	108	22	20.4%	112	(4)	(3.6%)
NATIONAL BALLET	185	37.8%	1.5%	190	(5)	(2.6%)	186	4	2.2%
ROYAL WINNIPEG BALLET	74	15.1%	0.6%	70	4	5.7%	61	9	14.8%
TOTAL	489	100%	4.0%	482	7	1.5%	478	4	0.8%

Work Weeks by Agreement or Policy Type

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
ALBERTA BALLET	1,489	15.9%	2.2%	1,291	198	15.3%	1,253	38	3.0%
DOT DANCE	19	0.2%	0.0%	55	(36)	(65.5%)	60	(5)	(8.3%)
LES GRANDS BALLETS	2,419	25.8%	3.5%	2,301	118	5.1%	2,218	83	3.7%
NATIONAL BALLET	4,132	44.1%	6.1%	4,233	(101)	(2.4%)	4,496	(263)	(5.8%)
ROYAL WINNIPEG BALLET	1,316	14.0%	1.9%	1,341	(25)	(1.9%)	1,286	55	4.3%
TOTAL	9,375	100%	13.8%	9,221	154	1.7%	9,313	(92)	(1.0%)

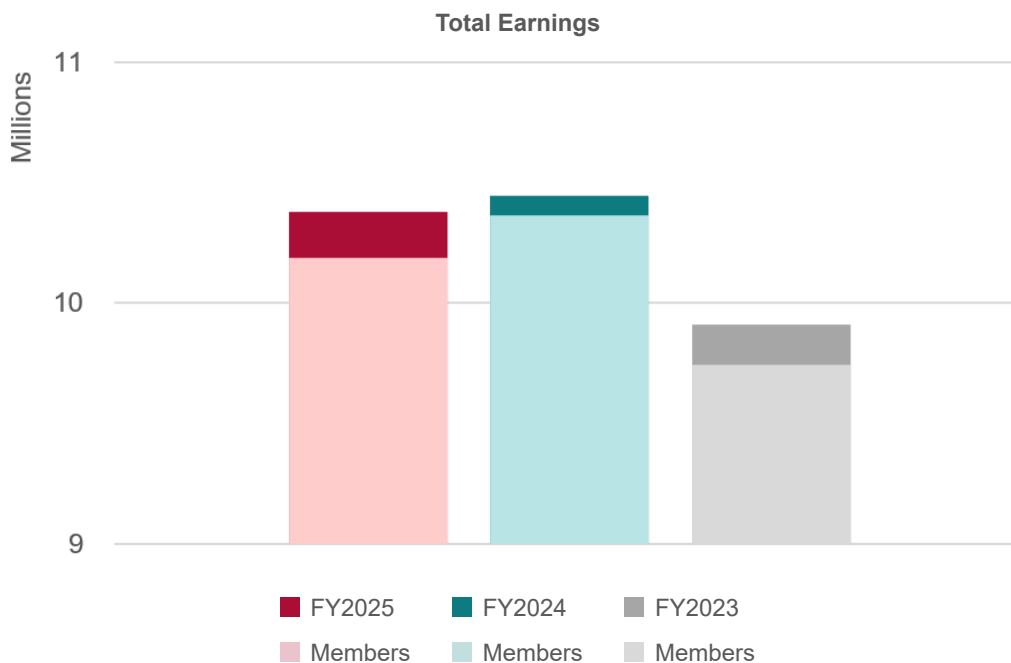
Dance

All Earnings by Agreement or Policy Type

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
ALBERTA BALLET	1,288,170	12.4%	1.5%	1,294,063	(5,893)	(0.5%)	1,216,794	77,269	6.4%
DOT DANCE	43,974	0.4%	0.1%	81,619	(37,645)	(46.1%)	81,828	(209)	(0.3%)
LES GRANDS BALLETS	2,410,793	23.2%	2.9%	2,420,469	(9,676)	(0.4%)	2,122,134	298,335	14.1%
NATIONAL BALLET	5,419,164	52.2%	6.4%	5,423,504	(4,340)	(0.1%)	5,302,872	120,632	2.3%
ROYAL WINNIPEG BALLET	1,217,606	11.7%	1.4%	1,226,616	(9,010)	(0.7%)	1,188,169	38,447	3.2%
TOTAL	10,379,707	100%	12.3%	10,446,271	(66,564)	(0.6%)	9,911,797	534,474	5.4%

Member Earnings by Agreement or Policy Type

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
ALBERTA BALLET	1,288,170	12.7%	1.7%	1,285,064	3,106	0.2%	1,200,492	84,572	7.0%
DOT DANCE	42,374	0.4%	0.1%	81,619	(39,245)	(48.1%)	78,668	2,951	3.8%
LES GRANDS BALLETS	2,257,209	22.2%	3.0%	2,355,645	(98,436)	(4.2%)	2,019,595	336,050	16.6%
NATIONAL BALLET	5,377,236	52.8%	7.1%	5,401,723	(24,487)	(0.5%)	5,250,846	150,877	2.9%
ROYAL WINNIPEG BALLET	1,210,414	11.9%	1.6%	1,226,275	(15,861)	(1.3%)	1,188,169	38,106	3.2%
TOTAL	10,175,403	100%	13.4%	10,350,326	(174,923)	(1.7%)	9,737,770	612,556	6.3%



Engagements by Agreement or Policy Type

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
CANADIAN OPERA CO	14	14.1%	0.8%	17	(3)	(17.6%)	13	4	30.8%
DOT OPERA	36	36.4%	2.0%	46	(10)	(21.7%)	51	(5)	(9.8%)
OPERA	28	38.4%	2.1%	41	(3)	(7.3%)	41	-	0.0%
VANCOUVER OPERA	11	11.1%	0.6%	11	-	0.0%	11	-	0.0%
TOTAL	99	100%	5.5%	115	(16)	(13.9%)	116	(1)	(0.9%)

Contracts by Agreement or Policy Type

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
CANADIAN OPERA CO	391	37.6%	3.2%	370	21	5.7%	338	32	9.5%
DOT OPERA	121	11.6%	1.0%	155	(34)	(21.9%)	170	(15)	(8.8%)
OPERA	329	31.6%	2.7%	359	(30)	(8.4%)	343	16	4.7%
VANCOUVER OPERA	199	19.1%	1.6%	240	(41)	(17.1%)	159	81	50.9%
TOTAL	1,040	100%	8.4%	1,124	(84)	(7.5%)	1,010	114	11.3%

Work Weeks by Agreement or Policy Type

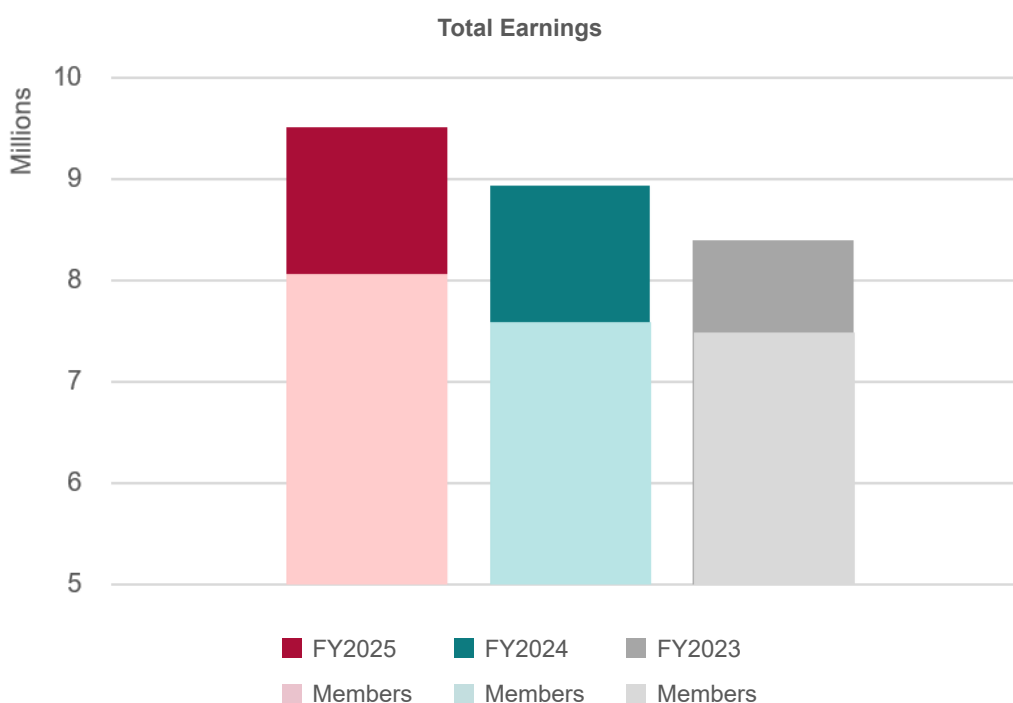
AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
CANADIAN OPERA CO	2,612	50.6%	3.8%	2,495	117	4.7%	2,119	376	17.7%
DOT OPERA	350	6.8%	0.5%	427	(77)	(18.0%)	511	(84)	(16.4%)
OPERA	1,301	25.2%	1.9%	1,316	(15)	(1.1%)	1,312	4	0.3%
VANCOUVER OPERA	898	17.4%	1.3%	895	3	0.3%	691	204	29.5%
TOTAL	5,161	100%	7.6%	5,133	28	0.5%	4,633	500	10.8%

All Earnings by Agreement or Policy Type

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
CANADIAN OPERA CO	5,198,126	54.7%	6.2%	4,960,710	237,416	4.8%	4,946,246	14,464	0.3%
DOT OPERA	441,991	4.6%	0.5%	515,153	(73,162)	(14.2%)	601,524	(86,371)	(14.4%)
OPERA	2,439,799	25.7%	2.9%	2,155,491	284,308	13.2%	1,831,838	323,653	17.7%
VANCOUVER OPERA	1,427,566	15.0%	1.7%	1,299,820	127,746	9.8%	1,016,930	282,890	27.8%
TOTAL	9,507,482	100%	11.3%	8,931,174	576,308	6.5%	8,396,538	534,636	6.4%

Member Earnings by Agreement or Policy Type

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
CANADIAN OPERA CO	4,253,593	52.9%	5.6%	4,070,569	183,024	4.5%	4,461,564	(390,995)	(8.8%)
DOT OPERA	415,855	5.2%	0.5%	486,486	(70,631)	(14.5%)	559,381	(72,895)	(13.0%)
OPERA	2,077,096	25.9%	2.7%	1,763,729	313,367	17.8%	1,523,930	239,799	15.7%
VANCOUVER OPERA	1,287,623	16.0%	1.7%	1,234,276	53,347	4.3%	912,535	321,741	35.3%
TOTAL	8,034,167	100%	10.6%	7,555,060	479,107	6.3%	7,457,410	97,650	1.3%



Engagements by Agreement

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
NAC-MUSIC DEPT	10	90.9%	0.6%	11	(1)	(9.1%)	11	-	0.0%
NAC-SPECIAL EVENTS	1	9.1%	0.1%	2	(1)	(50.0%)	1	1	100%
TOTAL	11	100%	0.6%	13	13	(15.4%)	12	1	8.3%

Contracts by Agreement

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
NAC-MUSIC DEPT	20	48.8%	0.2%	27	(7)	(25.9%)	21	6	28.6%
NAC-SPECIAL EVENTS	21	51.2%	0.2%	12	9	75.0%	12	-	0.0%
TOTAL	41	100%	0.3%	39	2	5.1%	33	6	18.2%

Work Weeks by Agreement

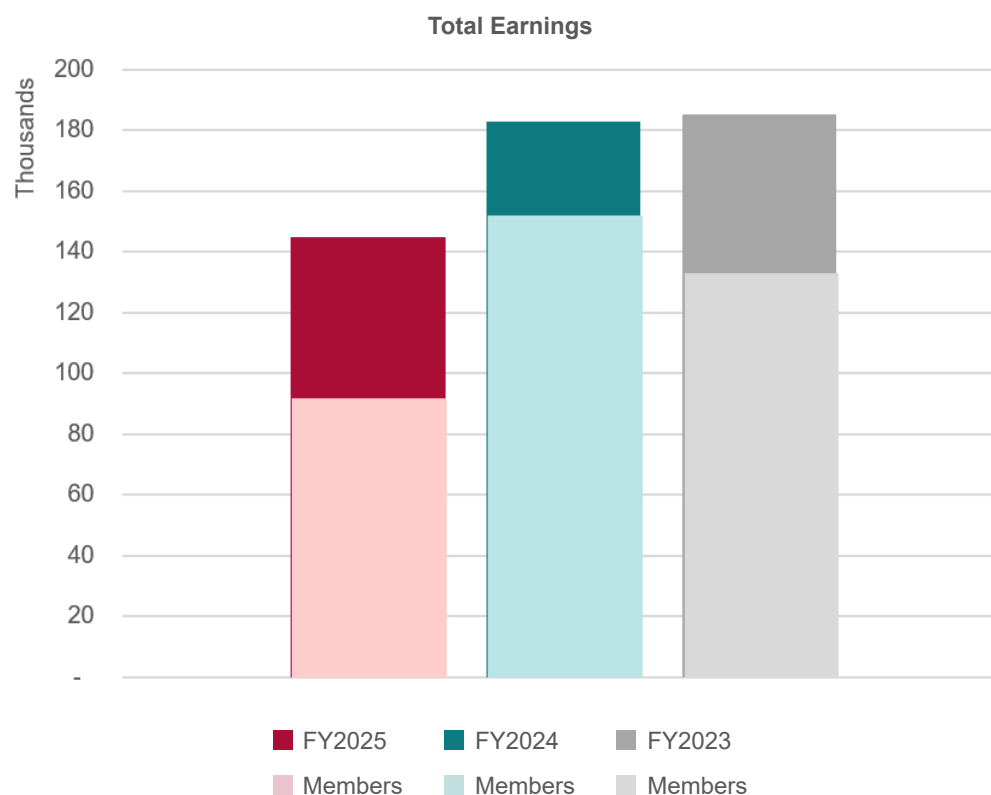
AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
NAC-MUSIC DEPT	57	72.2%	0.1%	71	(14)	(19.7%)	51	20	39.2%
NAC-SPECIAL EVENTS	22	27.8%	0.0%	11	11	100%	13	(2)	(15.4%)
TOTAL	79	100%	0.1%	82	(3)	(3.7%)	64	18	28.1%

All Earnings by Agreement

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
NAC-MUSIC DEPT	84,454	58.4%	0.1%	135,829	(51,375)	(37.8%)	145,541	(9,712)	(6.7%)
NAC-SPECIAL EVENTS	60,200	41.6%	0.1%	46,950	13,250	28.2%	39,600	7,350	18.6%
TOTAL	144,654	100%	0.2%	182,779	(38,125)	(20.9%)	185,141	(2,362)	(1.3%)

Member Earnings by Agreement

AGREEMENT/POLICY	FY2025	% Category	% Total	FY2024	Change	% Change	FY2023	Change	% Change
NAC-MUSIC DEPT	63,904	70.5%	0.1%	131,829	(67,925)	(51.5%)	123,041	8,788	7.1%
NAC-SPECIAL EVENTS	26,700	29.5%	0.0%	17,950	8,750	48.7%	8,100	9,850	121.6%
TOTAL	90,604	100%	0.1%	149,779	(59,175)	(39.5%)	131,141	18,638	14.2%



Overall Earnings

All Earnings by Genre

