



# EMPLOYMENT EQUITY ACT

Annual Report  
**2019**

LABOUR PROGRAM  
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Employment and  
Social Development Canada

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Développement social Canada

Canada 

## **Employment Equity Act – Annual Report 2019**

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A close-up portrait of a woman with long, dark brown hair, smiling warmly at the camera. She is wearing a dark brown blazer with a small, circular, metallic pin on the lapel. The background is a textured, warm-toned wall.

# 2019

## MESSAGE FROM THE MINISTER

As the new Minister of Labour, I am pleased to present the *Employment Equity Act: Annual Report 2019*. This report demonstrates the ongoing efforts of employers in the federally regulated private sector to ensure equity in workplaces across the country for the four designated groups under the *Employment Equity Act*—women, Aboriginal peoples, persons with disabilities and members of visible minorities.

The 2019 report demonstrates that, overall, workplace representation of persons with disabilities and members of visible minorities has increased. It also shows that the representation of women in senior management positions exceeded labour market availability at the national level and at the industrial sector level. In addition, both women and members of visible minorities in middle management occupations continue to surpass labour market availability at the national level.

These results demonstrate the success of our continued efforts and commitment to making federally regulated workplaces more equitable and inclusive. Over the last four years, the Government has introduced a number of new pieces of legislation and regulations that will make a real difference for Canadians:

- We introduced proactive pay equity legislation to ensure that women and men receive equal pay for work of equal value, as well as new pay transparency measures to address wage gaps that affect not only women, but also other groups, including Aboriginal peoples, persons with disabilities and members of visible minorities.

- We are helping employees improve their overall work-life balance by bringing federal labour standards into the 21st century.
- We also recently published the final *Workplace Harassment and Violence Prevention Regulations* to better protect Canadian workers from harmful behaviours in the workplace. The Regulations, along with the legislation (Bill C-65), will come into force on January 1, 2021.

These and other measures will help ensure that workers in the federally regulated private sector have good quality jobs and, at the same time, will support employers in creating a supportive and positive work environment that attracts and retains talent.

We know that we need to do more.

The COVID-19 pandemic has touched every part of Canadian society; however, the pandemic is disproportionately impacting certain groups. For example, front-line workers are predominantly women, and many of them have had to balance work with increased child care responsibilities as a result of school and daycare closures. This situation amplifies the social and economic barriers they face, in some cases putting them at greater risk of stress, job loss, poverty and domestic violence.

While this unprecedented situation is undoubtedly creating many challenges, it is also an opportunity to make meaningful and lasting change. The decisions we make today will impact the workplaces of tomorrow. Together, let's seize this opportunity to create more equitable, inclusive, respectful and secure workplaces where everyone has an equal and fair chance to succeed.

**The Honourable Filomena Tassi, P.C., M.P.**

*Minister of Labour*

# INTRODUCTION I

Under the *Employment Equity Act* (the Act), the Minister responsible for Labour must submit an annual report to Parliament on the status of employment equity in the federally regulated private sector.<sup>1</sup> This report consolidates and highlights the results achieved by employers subject to the Legislated Employment Equity Program<sup>2</sup> during the 2018 calendar year for the 4 designated groups: women, Aboriginal peoples, persons with disabilities and members of visible minorities. While information from the employers' submitted narrative reports is not consolidated in this report, it is used in program and policy development.

Data from 2017 is included throughout the report to allow for year-to-year comparisons.

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<sup>1</sup> Private sector employers include federal Crown corporations, other federal consolidated entities (namely, Canada Pension Plan Investment Board, Public Sector Pension Investment Board and St. Lawrence Seaway Management Corporation) and other federal government business enterprises (namely, Montreal Port Authority, PortsToronto and Vancouver Fraser Port Authority).

<sup>2</sup> The Legislated Employment Equity Program applies to organizations that employ 100 or more employees in the federally regulated private sector, federal Crown corporations, other federal consolidated entities and other federal government business enterprises. All of these organizations are grouped into 4 sectors: banking and financial services, communications, transportation and 'other'.

**The purpose of the Act is to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability. In the fulfilment of that goal, the Act seeks to correct the conditions of disadvantage in employment experienced by women, Aboriginal peoples, persons with disabilities and members of visible minorities.**

**The Act gives effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.**

## Federally regulated private sector

Employers are organized by sector, based on the classification of the majority of their workforce using the North American Industry Classification System (NAICS). The federally regulated private sector workforce comprises 4 industrial sectors:

- **Banking and financial services:** Includes all major Canadian banks and other establishments primarily engaged in financial transactions or in facilitating financial transactions.
- **Communications:** Comprises businesses that operate radio and television broadcasting studios and facilities, as well as telecommunications services providers.
- **Transportation:** Consists of employers in:
  - air, rail, bus, water and pipeline transportation industries
  - inter-provincial trucking
  - postal service
  - couriers
  - warehousing and storage
- **'Other':** Encompasses a diverse group of employers working in industries such as:
  - nuclear power generation
  - metal ore mining
  - professional, scientific and technical services
  - investigation and security services, and
  - public administration

## About the data

Employment equity requires the establishment of working conditions that are free of barriers, corrects the conditions of disadvantage in employment and promotes the principle that equality requires special measures and the accommodation of differences.

A key indicator of employment equity is the extent to which the representation of members of designated groups in the employers' workforce meets their representation in the Canadian workforce. The representation of each of the 4 designated groups is

compared to their availability in the Canadian labour market, referred to as labour market availability (LMA). A workforce is considered fully representative when the representation of designated group members is equal to their LMA.

The extent to which the representation of a particular designated group approaches, meets or surpasses LMA is referred to as the attainment rate. This indicator allows for the identification of gaps between the representation of a particular designated group and its LMA. For example, if a designated group's representation is below its LMA, the attainment rate will be less than 100% and further analysis may be required to identify if barriers to employment exist and where appropriate corrective measures would need to be implemented.

Progress is considered to have been made when the gap between a designated group's representation and LMA narrows (namely, the attainment rate approaches 100%) or when a group's representation equals or exceeds LMA (namely, the attainment rate equals or surpasses 100%).

Other indicators of employment equity include salary ranges, as well as shares of hires, promotions and terminations. This report provides statistics on each of these indicators for the 4 designated groups.

**REPRESENTATION** is the share of designated group members in a given labour force (e.g. the entire federally regulated private-sector workforce, the banking and financial services sector or an individual bank).

**LABOUR MARKET AVAILABILITY** refers to the share of designated group members in the workforce from which the employers could hire.

**ATTAINMENT RATE** refers to the extent to which representation approaches, meets or exceeds labour market availability. This is calculated by dividing the representation by the LMA.

**Table 1** provides Statistics Canada’s LMA data at the national (Canadian) level that is used for comparison to representation of the designated groups reported by employers. In this report, the 2018 employer data is compared to the 2016 Census for women, Aboriginal peoples and members of visible minorities, and to the 2017 Canadian Survey on Disability (CSD) for persons with disabilities.

Since the new LMA data based on the 2016 Census and 2017 CSD was not available until after the previous annual report was published, it was not used for comparisons to the 2017 representation data reported by employers. Throughout this report, the 2017 employer data is kept as previously reported and compared to LMA data that is based on the 2011 National Household Survey (NHS) and 2012 CSD.

**TABLE 1**

Overall Canadian LMA\* of the designated groups in the federally regulated private sector in 2011 and 2016 (by percentage)

Year	Women	Aboriginal peoples	Persons with disabilities	Members of visible minorities
2011	48.2	3.5	4.9	17.8
2016	48.2	4.0	9.1	21.3

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

At the national level, from 2011 to 2016, the new LMA data for Aboriginal peoples, persons with disabilities and members of visible minorities increased, while the LMA for women remained at the same level. The most significant increase in LMA was observed for persons with disabilities. This is due to changes made in capturing the CSD data by Statistics Canada. The CSD became more inclusive of all persons with a disability, especially of persons with less visible types of disabilities. Given that the 2017 CSD is more inclusive than the 2012 CSD, one cannot interpret the higher rate in 2017 to mean that disability has increased compared to 2012. The higher 2017 number of persons with disabilities is in large part due to the fact that the new Disability Screening Questions on the 2016 Census allowed to identify persons with disabilities that may have been missed previously. Those who tended to be missed with the previous census questions were people who had less visible types of disabilities such as learning, developmental, memory, mental health-related and pain-related disabilities.

# SECTION 1

## The federally regulated private sector

For the 2018 calendar year, 603 employers submitted a report to the Minister of Labour. Together, these employers had a total of 771,698 employees across Canada, which represents approximately 3.9%<sup>3</sup> of the Canadian workforce. Of these submissions, 67 were from employers that reported for the first time on a combined total of 15,284 employees. These employers who reported for the first time were only required to include statistical reports by gender; no data was required to be included on Aboriginal peoples, persons with disabilities and members of visible minorities.

**Table 2A** shows the data from all 603 employers that submitted reports for the 2018 calendar year, including the 67 employers that reported for the first time and were only required to submit statistical reports by gender. The representation of women decreased by 0.4<sup>4</sup> of a percentage point while the attainment rate of Canadian LMA decreased from 82.5% in 2017 to 81.6% in 2018.

**TABLE 2A**

Representation and attainment rate of Canadian LMA\* of women in the federally regulated private sector\*\* in 2017 and 2018 (by percentage)

Year	Representation	Attainment rate of Canadian LMA***
2017	39.8	82.5
2018	39.3	81.6

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* 603 employers overall in 2018.

\*\*\* The 2017 and 2018 attainment rates are respectively based on the 2011 Canadian LMA (48.2%) and the 2016 Canadian LMA (48.2%).

<sup>3</sup> Source: Statistics Canada, Table [14-10-0287-02](#) Labour force characteristics by age group and sex, seasonally adjusted (individuals aged 15 years and over who during 2018 were employed or unemployed).

<sup>4</sup> Change values may not equal the differences between the representation rates due to rounding.

**Table 2B** provides the data submitted from the 536 employers with a total of 756,414 employees that had full reporting responsibility, excluding the 67 employers noted above. It shows that the representation of women decreased, while that of Aboriginal peoples remained the same between 2017 and 2018. Persons with disabilities and members of visible minorities made progress, increasing their overall representation by +0.1 and +1.0 percentage point respectively. Members of visible minorities was the only designated group whose representation continued to surpass Canadian LMA.

## TABLE 2B

Designated group representation and attainment rate of Canadian LMA\* for the federally regulated private sector\*\* in 2017 and 2018 (by percentage)

Designated groups	2017 representation	2018 representation	Change in representation from 2017 to 2018***	2017 attainment rate of 2011 Canadian LMA****	2018 attainment rate of 2016 Canadian LMA*****
<b>Women</b>	40.2	39.4	-0.7	83.3	81.8
<b>Aboriginal peoples</b>	2.3	2.3	0.0	66.1	57.1
<b>Persons with disabilities</b>	3.3	3.4	+0.1	67.6	37.5
<b>Members of visible minorities</b>	22.8	23.8	+0.1	128.2	111.8

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* 536 employers overall in 2018

\*\*\* Change values may not equal the differences between the representation rates due to rounding

\*\*\*\* The 2017 attainment rate is calculated from the 2011 Canadian LMA (%): women (48.2), Aboriginal peoples (3.5), persons with disabilities (4.9) and members of visible minorities (17.8).

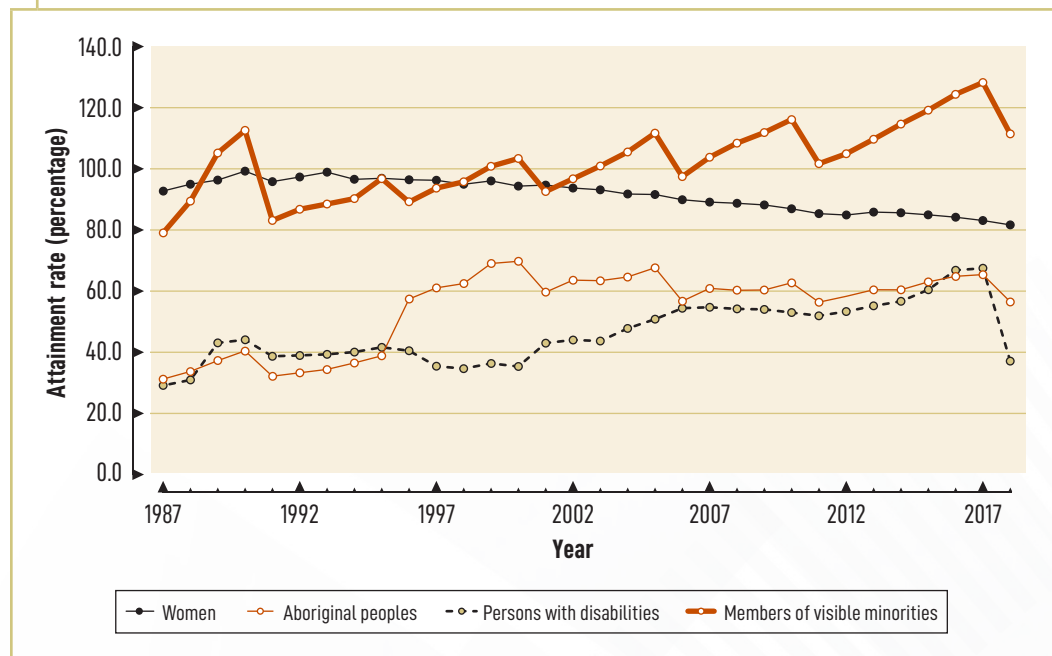
\*\*\*\*\* The 2018 attainment rate is calculated from the 2016 Canadian LMA (%): women (48.2), Aboriginal peoples (4.0), persons with disabilities (9.1) and members of visible minorities (21.3).

From this point forward, this report will only include information on the 536 employers that did not report for the first time (namely, exclude the 67 employers who reported for the first time). For the 2019 data, these new employers will be expected to submit their workforce data on all 4 designated groups and their results will be included in the 2020 annual report.

**Chart 1** provides an overview of the extent to which representation approaches, meets or exceeds LMA for the 4 designated groups at the overall national level. The chart shows that Aboriginal peoples and persons with disabilities have made progress towards LMA since 1987, when employers started reporting under the Act, and members of visible minorities have surpassed LMA since 2007.

## CHART 1

Designated group attainment rate of Canadian LMA\* from 1987 to 2018 (by percentage)



\* Sources: Statistics Canada, 1986 to 2016 Census; 1986 and 1991 Health and Activity Limitation Survey; 2001 and 2006 Participation and Activity Limitation Survey; 2011 National Household Survey; and 2012 and 2017 Canadian Survey on Disability.

Note: In 1996, the Census methodology for calculating LMA of Aboriginal peoples changed, causing a drop in LMA. In 2001, Statistics Canada began using the World Health Organization's *International Classification of Functioning, Disability and Health* framework to define disability rather than the 1980 *International Classification of Impairments, Disabilities, and Handicaps*; this resulted in a drop in LMA for persons with disabilities. In 2017, Statistics Canada introduced new methodology for capturing persons with disabilities data that resulted in a significant increase in LMA for this designated group.

The attainment rate for women has been declining since reaching its highest point in 1990 (99.4%), and 2018 marked the lowest rate (81.8%) for women. The attainment rate for Aboriginal peoples was exhibiting an upward trend between 1987 and 2000, with a substantial increase of +18.8 percentage points from 1995 (39.1%) to 1996 (57.9%) due to changes made to the collection of LMA data, but has remained stable since 2001. The attainment rate for persons with disabilities more than doubled since 1987,

but decreased from 67.6% in 2017 to 37.5% in 2018 and currently is the lowest of all 4 designated groups. This decrease in attainment rate is mainly due to the significant increase in persons with disabilities' LMA from 4.9% in 2012 to 9.1% in 2017. The only group whose representation has continued to surpass LMA is members of visible minorities.

**Table 3** displays the cumulative distribution of permanent full-time designated group and non-designated group members by salary ranges. The data shows that some of the designated groups experience higher concentrations in certain salary ranges when compared to other groups of employees within the same threshold. For example:

- a higher proportion of women (30.7%) earned a salary below \$50,000, compared to 20.6% of men, or any other groups of employees (27.4% of Aboriginal peoples, 24.3% of non-Aboriginal peoples, etc.); and
- a higher proportion of Aboriginal peoples (14.2%) earned a salary below \$40,000, compared to 10.6% of non-Aboriginal peoples, 13.6% of women, 8.9% of men, or any other groups of employees.

**TABLE 3**

Salaries by designated group of federally regulated private sector employees in permanent full-time employment as of December 31, 2018 (cumulative percentage)

Salary range (by dollar)	Women	Men	Aboriginal peoples	Non-Aboriginal peoples
<b>Under 15,000</b>	0.5	0.6	1.7	0.5
<b>15,000 – 19,999</b>	0.6	0.8	2.1	0.7
<b>20,000 – 24,999</b>	1.5	1.2	2.7	1.3
<b>25,000 – 29,999</b>	3.6	2.4	4.8	2.8
<b>30,000 – 34,999</b>	7.3	4.8	8.6	5.7
<b>35,000 – 39,999</b>	13.6	8.9	14.2	10.6
<b>40,000 – 44,999</b>	22.0	14.7	20.6	17.3
<b>45,000 – 49,999</b>	30.7	20.6	27.4	24.3
<b>50,000 – 59,999</b>	49.9	35.6	44.3	40.9
<b>60,000 – 69,999</b>	63.2	49.8	59.0	54.7
<b>70,000 – 84,999</b>	75.9	65.2	73.4	69.1
<b>85,000 – 99,999</b>	84.5	75.8	83.1	79.0
<b>100,000 and over</b>	100.0	100.0	100.0	100.0

Salary range (by dollar)	Persons with disabilities	Persons without disabilities	Members of visible minorities	Non-visible minority members
<b>Under 15,000</b>	0.3	0.5	0.4	0.6
<b>15,000 – 19,999</b>	0.5	0.7	0.6	0.8
<b>20,000 – 24,999</b>	0.8	1.3	1.1	1.4
<b>25,000 – 29,999</b>	1.9	2.9	2.8	2.9
<b>30,000 – 34,999</b>	4.8	5.8	5.9	5.7
<b>35,000 – 39,999</b>	11.3	10.6	11.7	10.3
<b>40,000 – 44,999</b>	19.3	17.3	19.6	16.7
<b>45,000 – 49,999</b>	26.7	24.3	27.2	23.5
<b>50,000 – 59,999</b>	44.5	40.8	43.9	40.0
<b>60,000 – 69,999</b>	58.3	54.7	57.0	54.1
<b>70,000 – 84,999</b>	72.7	69.1	70.8	68.7
<b>85,000 – 99,999</b>	82.2	79.0	81.2	78.5
<b>100,000 and over</b>	100.0	100.0	100.0	100.0

\* Each figure in the Cumulative percentage columns represents the cumulative total percentage of each designated group in the identified salary range or lower.

## SECTION 2

### Sector profiles

This section provides an analysis of the sectors and subsectors that comprise the federally regulated private sector.

**Table 4A** and **Table 4B** show that overall, the number of employers across federally regulated private sectors increased by +16.0% and the number of employees increased by +5.0% between 2017 and 2018. The banking and financial services sector continued to account for less than 10% of employers but employed about a third of all employees. Communications was the third largest sector, comprising 10.8% of employers and 17.4% of employees. The transportation sector continued to have the largest number of employers (69.0%) and of employees (42.5%), with the majority of this workforce operating in the ground transportation subsector. Among all sectors, the transportation sector experienced the highest increase in the number of employees (+9.2%). The other sector experienced an increase in the number of employers and of employees by +14.8% and +4.9% respectively.

**TABLE 4A**

Count and distribution (by percentage) of federally regulated private sector employers\* by sectors in 2017 and 2018

Federally regulated private sectors	2017 count	2018 count	Change in number of employers from 2017 to 2018 (by percentage)	2017 distribution	2018 distribution
Banking and financial services	36	38	+5.6	7.8	7.1
Communications	52	58	+11.5	11.3	10.8
Transportation	313	370	+18.2	67.7	69.0
'Other'	61	70	+14.8	13.2	13.1
<b>All sectors</b>	<b>462</b>	<b>536</b>	<b>+16.0</b>	<b>N/A</b>	<b>N/A</b>

\* The number of employers in the federally regulated private sector can change from year to year as a result of mergers, acquisitions, closures, start-ups or organizations fluctuating above or below the 100-employee threshold.

**TABLE 4B**

Count and distribution (by percentage) of employees, members of designated groups, by federally regulated private sectors in 2017 and 2018

Federally regulated private sectors	2017 count	2018 count	Change in number of employees from 2017 to 2018 (by percentage)	2017 distribution	2018 distribution
Banking and financial services	237,016	244,910	+3.3	32.9	32.4
Communications	132,890	131,305	-1.2	18.4	17.4
Transportation	294,612	321,707	+9.2	40.9	42.5
'Other'	55,779	58,492	+4.9	7.7	7.7
All sectors	720,297	756,414	+5.0	N/A	N/A

**Table 4C** and **Table 4D** show the count and distributions of federally regulated private sector employers and employees by subsectors in 2017 and 2018. The highest proportional increases in the number of federally regulated private sector employers are in the production industries subsector (+25.9%) and the ground transportation subsector (+24.2%). Among all subsectors, the air transportation subsector experienced the highest increase in the number of employees (+10.8%).

**TABLE 4C**

Count and distribution (by percentage) of federally regulated private sector employers\* by subsectors in 2017 and 2018

Federally regulated private sub-sectors	2017 count	2018 count	Change in number of employers from 2017 to 2018 (by percentage)	2017 distribution	2018 distribution
Air transportation	84	91	+8.3	26.8	24.6
Ground transportation	194	241	+24.2	62.0	65.1
Water transportation	35	38	+8.6	11.2	10.3
Production industries	27	34	+25.9	44.3	48.6
Service industries	34	36	+5.9	55.7	51.4

\* The number of employers in the federally regulated private sector can change from year to year as a result of mergers, acquisitions, closures, start-ups or organizations fluctuating above or below the 100-employee threshold.

**TABLE 4D**

Count and distribution (by percentage) of employees, members of designated groups, by federally regulated private subsectors in 2017 and 2018

Federally regulated private sub-sectors	2017 count	2018 count	Change in number of employees from 2017 to 2018 (by percentage)	2017 distribution	2018 distribution
Air transportation	86,987	96,419	+10.8	29.5	30.0
Ground transportation	190,024	206,160	+8.5	64.5	64.1
Water transportation	17,601	19,128	+8.7	6.0	5.9
Production industries	29,237	30,525	+4.4	52.4	52.2
Service industries	26,542	27,967	+5.4	47.6	47.8

**Table 5A** shows that in the banking and financial services sector between 2017 and 2018, the representation of women decreased by – 1.1 percentage point and the representation of members of visible minorities increased by +2.3 percentage points. While the representation of members of visible minorities continued to surpass sector LMA with an attainment rate above 100%, women’s attainment rate is getting closer to full representation. The representation of Aboriginal peoples in 2018 remained unchanged and stayed below the sector LMA (1.7%) with an attainment rate of 72.1%. While the representation of persons with disabilities increased by +0.5 of a percentage point, it was below the sector LMA of 9.2%.

**TABLE 5A**

Representation and attainment rate of sector LMA\* of designated group members in the banking and financial services sector in 2017 and 2018 (by percentage)

Designated groups	2017 representation	2018 representation	Change in representation from 2017 to 2018 (point of percentage)**	2017 attainment rate of 2011 sector LMA***	2018 attainment rate of 2016 sector LMA****
<b>Women</b>	57.7	56.6	-1.1	93.2	96.1
<b>Aboriginal peoples</b>	1.2	1.2	0.0	76.4	72.1
<b>Persons with disabilities</b>	4.5	5.0	+0.5	136.2	54.1
<b>Members of visible minorities</b>	31.6	33.9	+2.3	119.1	108.5

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* Change values may not equal the differences between the representation rates due to rounding.

\*\*\* The 2011 banking and financial services sector LMA: women (61.9), Aboriginal peoples (1.6), persons with disabilities (3.3) and members of visible minorities (26.5).

\*\*\*\* The 2016 banking and financial services sector LMA: women (58.9), Aboriginal peoples (1.7), persons with disabilities (9.2) and members of visible minorities (31.2).

**Table 5A.1** shows that in the banking and financial services sector between 2017 and 2018, the representation of women decreased and the representation of members of visible minorities increased, but both designated groups' representation continued to surpass Canadian LMA with attainment rates above 100%. The representation of Aboriginal peoples in 2018 remained unchanged and stayed below the Canadian LMA (4.0%) with an attainment rate of only 30.6%. While the representation of persons with disabilities increased by +0.5%, it was below the Canadian LMA of 9.1%. The representation of members of visible minorities increased by +2.3% and continued to surpass the Canadian LMA, with attainment rates above 100%.

### TABLE 5A.1

Attainment rate of Canadian LMA\* of designated group members in the banking and financial services sector in 2017 and 2018 (by percentage)

Designated groups	2017 attainment rate of 2011 Canadian LMA**	2018 attainment rate of 2016 Canadian LMA***
<b>Women</b>	119.7	117.4
<b>Aboriginal peoples</b>	34.9	30.6
<b>Persons with disabilities</b>	91.7	54.7
<b>Members of visible minorities</b>	177.3	159.0

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* The 2011 Canadian LMA (%): women (48.2), Aboriginal peoples (3.5), persons with disabilities (4.9) and members of visible minorities (17.8).

\*\*\* The 2016 Canadian LMA (%): women (48.2), Aboriginal peoples (4.0), persons with disabilities (9.1) and members of visible minorities (21.3).

**Table 5B** indicates that for the communications sector between 2017 and 2018, the representation among all designated groups remained generally stable. Given the increase in sector LMA in 2016 for all designated groups except women, the attainment rate of sector LMA for the communications sector decreased to 84.6% for Aboriginal peoples, to 31.0% for persons with disabilities and to 94.8% for members of visible minorities. Women's attainment rate of this sector LMA slightly increased by +0.7 of a percentage point to 78.9%.

**TABLE 5B**

Representation and attainment rate of sector LMA\* of designated group members in the communications sector in 2017 and 2018 (by percentage)

Designated groups	2017 representation	2018 representation	Change in representation from 2017 to 2018 (point of percentage)**	2017 attainment rate of 2011 sector LMA***	2018 attainment rate of 2016 sector LMA****
<b>Women</b>	35.2	34.8	-0.4	78.2	78.9
<b>Aboriginal peoples</b>	2.2	2.1	-0.1	96.2	84.6
<b>Persons with disabilities</b>	3.5	3.4	-0.1	69.1	31.0
<b>Members of visible minorities</b>	23.2	23.5	+0.4	167.8	94.8

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* Change values may not equal the differences between the representation rates due to rounding.

\*\*\* The 2011 communications sector LMA (%): women (45.0), Aboriginal peoples (2.3), persons with disabilities (5.1) and members of visible minorities (13.8).

\*\*\*\* The 2016 communications sector LMA (%): women (44.1), Aboriginal peoples (2.5), persons with disabilities (11.0) and members of visible minorities (24.8).

**Table 5B.1** shows that members of visible minorities continued to surpass the Canadian LMA with an attainment rate above 100%. Given the increase in Canadian LMA in 2016 for the designated groups except women, the attainment rate of Canadian LMA decreased to 52.9% for Aboriginal peoples and to 37.5% for persons with disabilities.

**TABLE 5B.1**

Attainment rate of Canadian LMA\* of designated group members in the communications sector in 2017 and 2018 (by percentage)

Designated groups	2017 attainment rate of 2011 Canadian LMA**	2018 attainment rate of 2016 Canadian LMA***
<b>Women</b>	73.0	72.1
<b>Aboriginal peoples</b>	63.2	52.9
<b>Persons with disabilities</b>	71.9	37.5
<b>Members of visible minorities</b>	130.1	110.4

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* The 2011 Canadian LMA (%): women (48.2), Aboriginal peoples (3.5), persons with disabilities (4.9) and members of visible minorities (17.8).

\*\*\* The 2016 Canadian LMA (%): women (48.2), Aboriginal peoples (4.0), persons with disabilities (9.1) and members of visible minorities (21.3).

**Table 5C** indicates that in the transportation sector, representation remained stable from 2017 to 2018. While the representation of women continued to exceed sector LMA with an attainment rate of over 100%, higher sector LMA resulted in decreased attainment rates for the other 3 designated groups. The representation of persons with disabilities remained low in 2018 with a 25.0% attainment rate of sector LMA.

## TABLE 5C

Representation and attainment rate of sector LMA\* of designated group members in the transportation sector in 2017 and 2018 (by percentage)

Designated groups	2017 representation	2018 representation	Change in representation from 2017 to 2018 (point of percentage)**	2017 attainment rate of 2011 Sector LMA***	2018 attainment rate of 2016 Sector LMA****
<b>Women</b>	30.4	30.1	-0.3	118.2	118.9
<b>Aboriginal peoples</b>	2.9	2.9	0.0	88.3	74.7
<b>Persons with disabilities</b>	2.5	2.5	0.0	42.2	25.0
<b>Members of visible minorities</b>	17.0	17.7	+0.7	87.4	70.6

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* Change values may not equal the differences between the representation rates due to rounding.

\*\*\* The 2011 transportation sector LMA (%): women (25.7), Aboriginal peoples (3.3), persons with disabilities (5.9) and members of visible minorities (19.5).

\*\*\*\* The 2016 transportation sector LMA (%): women (25.3), Aboriginal peoples (3.9), persons with disabilities (9.8) and members of visible minorities (25.1).

**Table 5C.1** shows the attainment rate of Canadian LMA in the transportation sector for designated groups in 2017 and 2018. While none of the designated groups reached or surpassed Canadian LMA, the attainment rate of women showed the smallest decrease in 2018. The representation of persons with disabilities continue to remain low compared to Canadian LMA.

### TABLE 5C.1

Attainment rate of Canadian LMA\* of designated group members in the transportation sector in 2017 and 2018 (by percentage)

Designated groups	2017 attainment rate of 2011 Canadian LMA**	2018 attainment rate of 2016 Canadian LMA***
<b>Women</b>	63.0	62.4
<b>Aboriginal peoples</b>	83.3	72.9
<b>Persons with disabilities</b>	50.8	27.0
<b>Members of visible minorities</b>	95.7	83.2

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* The 2011 Canadian LMA (%): women (48.2), Aboriginal peoples (3.5), persons with disabilities (4.9) and members of visible minorities (17.8).

\*\*\* The 2016 Canadian LMA (%): women (48.2), Aboriginal peoples (4.0), persons with disabilities (9.1) and members of visible minorities (21.3).

**Tables 5D.1, 5D.2 and 5D.3** indicate that the representation of women decreased in the air and the ground transportation subsectors but increased in the water transportation subsector. Women's representation continued to surpass the transportation sector LMA in the air and the ground transportation subsectors with an attainment rate above 100%, but remained below the transportation sector LMA in the water transportation subsector with a 66.8% attainment rate. The representation of Aboriginal peoples continued to surpass the transportation sector LMA in the water transportation subsector with an attainment rate above 100%. The representation of persons with disabilities and members of visible minorities remained below the transportation sector LMA across all transportation subsectors.

**TABLE 5D.1**

Representation and attainment rate of sector LMA\* of designated group members in the air transportation subsector of the transportation sector in 2017 and 2018 (by percentage)

Designated groups	2017 representation	2018 representation	Change in representation from 2017 to 2018 (point of percentage)**	2017 attainment rate of 2011 Sector LMA***	2018 attainment rate of 2016 Sector LMA****
<b>Women</b>	38.6	38.5	-0.1	150.2	152.0
<b>Aboriginal peoples</b>	2.9	2.8	-0.2	88.8	71.2
<b>Persons with disabilities</b>	1.6	1.6	0.0	27.7	16.4
<b>Members of visible minorities</b>	18.9	19.6	+0.7	97.0	78.0

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* Change values may not equal the differences between the representation rates due to rounding.

\*\*\* The 2011 transportation sector LMA (%): women (25.7%), Aboriginal peoples (3.3%), persons with disabilities (5.9%) and members of visible minorities (19.5%).

\*\*\*\* The 2016 transportation sector LMA (%): women (25.3%), Aboriginal peoples (3.9%), persons with disabilities (9.8%) and members of visible minorities (25.1%).

**TABLE 5D.2**

Representation and attainment rate of sector LMA\* of designated group members in the ground transportation subsector of the transportation sector in 2017 and 2018 (by percentage)

Designated groups	2017 representation	2018 representation	Change in representation from 2017 to 2018 (point of percentage)**	2017 attainment rate of 2011 Sector LMA***	2018 attainment rate of 2016 Sector LMA****
<b>Women</b>	27.9	27.4	-0.6	108.7	108.2
<b>Aboriginal peoples</b>	2.8	2.8	0.0	83.8	71.7
<b>Persons with disabilities</b>	2.9	2.9	0.0	48.8	29.3
<b>Members of visible minorities</b>	16.4	17.1	+0.7	84.3	68.3

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* Change values may not equal the differences between the representation rates due to rounding.

\*\*\* The 2011 transportation sector LMA (%): women (25.7%), Aboriginal peoples (3.3%), persons with disabilities (5.9%) and members of visible minorities (19.5%).

\*\*\*\* The 2016 transportation sector LMA (%): women (25.3%), Aboriginal peoples (3.9%), persons with disabilities (9.8%) and members of visible minorities (25.1%).

**TABLE 5D.3**

Representation and attainment rate of sector LMA\* of designated group members in the water transportation subsector of the transportation sector in 2017 and 2018 (by percentage)

Designated groups	2017 representation	2018 representation	Change in representation from 2017 to 2018 (point of percentage)**	2017 attainment rate of 2011 Sector LMA***	2018 attainment rate of 2016 Sector LMA****
<b>Women</b>	16.0	16.9	+0.9	62.3	66.8
<b>Aboriginal peoples</b>	4.5	4.9	+0.4	135.2	124.8
<b>Persons with disabilities</b>	2.5	2.2	-0.3	42.4	22.7
<b>Members of visible minorities</b>	14.2	14.5	+0.2	72.9	57.6

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* Change values may not equal the differences between the representation rates due to rounding.

\*\*\* The 2011 transportation sector LMA (%): women (25.7%), Aboriginal peoples (3.3%), persons with disabilities (5.9%) and members of visible minorities (19.5%).

\*\*\*\* The 2016 transportation sector LMA (%): women (25.3%), Aboriginal peoples (3.9%), persons with disabilities (9.8%) and members of visible minorities (25.1%).

**Table 5E** shows that in the 'other' sector, the representation of women increased by +0.4 of a percentage point between 2017 and 2018 but remained below sector LMA. The representation of Aboriginal peoples decreased by -0.4 of a percentage point and their attainment rate of sector LMA decreased to 78.7%. The representation of persons with disabilities remained at the same level and below sector LMA. Members of visible minorities' representation increased but their attainment rate is now below the sector LMA due to an increase of +2.2 percentage points in their sector LMA level.

**TABLE 5E**

Representation and attainment rate of sector LMA\* of designated group members in the 'other' sector in 2017 and 2018 (by percentage)

Designated groups	2017 representation	2018 representation	Change in representation from 2017 to 2018 (point of percentage)**	2017 attainment rate of 2011 Sector LMA***	2018 attainment rate of 2016 Sector LMA****
<b>Women</b>	29.3	29.8	+0.4	83.1	86.2
<b>Aboriginal peoples</b>	4.0	3.6	-0.4	93.6	78.7
<b>Persons with disabilities</b>	2.1	2.1	0.0	56.5	24.7
<b>Members of visible minorities</b>	15.4	15.9	+0.4	111.7	99.1

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* Change values may not equal the differences between the representation rates due to rounding.

\*\*\* The 2011 'other' sector LMA (%): women (35.3), Aboriginal peoples (4.3), persons with disabilities (3.8) and members of visible minorities (13.8).

\*\*\*\* The 2016 'other' sector LMA (%): women (34.5), Aboriginal peoples (4.6), persons with disabilities (8.3) and members of visible minorities (16.0).

**Table 5E.1** shows that, in the 'other' sector, women's representation remained below the Canadian LMA. The attainment rate of the Canadian LMA for Aboriginal peoples decreased to 90.5%. The representation of persons with disabilities remained at the same level and below the Canadian LMA. Due to the increase in the LMA levels of members of visible minorities, their attainment rate continues to be below the Canadian LMA.

### TABLE 5E.1

Attainment rate of Canadian LMA\* of designated group members in the 'other' sector in 2017 and 2018 (by percentage)

Designated groups	2017 attainment rate of 2011 Canadian LMA**	2018 attainment rate of 2016 Canadian LMA***
<b>Women</b>	60.9	61.7
<b>Aboriginal peoples</b>	114.9	90.5
<b>Persons with disabilities</b>	43.8	22.6
<b>Members of visible minorities</b>	86.6	74.4

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* The 2011 Canadian LMA (%): women (48.2), Aboriginal peoples (3.5), persons with disabilities (4.9) and members of visible minorities (17.8).

\*\*\* The 2016 Canadian LMA (%): women (48.2), Aboriginal peoples (4.0), persons with disabilities (9.1) and members of visible minorities (21.3).

**Tables 5F.1** and **5F.2** show that the representation of women and members of visible minorities increased between 2017 and 2018 in both subsectors of the 'other' sector and continued to exceed the sector LMA in the service industries subsector. The representation of Aboriginal peoples decreased by  $-0.9$  of a percentage point in the production industries subsector and increased by  $+0.1$  of a percentage point in the service industries subsector but their attainment rates were below the 'other' sector LMA in both subsectors. The attainment rate of sector LMA for persons with disabilities across both subsectors of the 'other' sector dropped by more than half from 2017 to 2018, partly due to the sector LMA increase.

**TABLE 5F.1**

Representation and attainment rate of sector LMA\* of designated group members in the production industries subsector of the 'other' sector in 2017 and 2018 (by percentage)

Designated groups	2017 representation	2018 representation	Change in representation from 2017 to 2018 (point of percentage)**	2017 attainment rate of 2011 Sector LMA***	2018 attainment rate of 2016 Sector LMA****
<b>Women</b>	22.9	23.4	+0.6	64.8	67.9
<b>Aboriginal peoples</b>	5.2	4.3	-0.9	120.9	93.5
<b>Persons with disabilities</b>	2.4	2.2	-0.2	64.2	27.0
<b>Members of visible minorities</b>	12.2	12.7	+0.5	88.4	79.6

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* Change values may not equal the differences between the representation rates due to rounding.

\*\*\* The 2011 other sector LMA (%): women (35.3), Aboriginal peoples (4.3), persons with disabilities (3.8) and members of visible minorities (13.8).

\*\*\*\* The 2016 other sector LMA (%): women (34.5), Aboriginal peoples (4.6), persons with disabilities (8.3) and members of visible minorities (16.0).

**TABLE 5F.2**

Representation and attainment rate of sector LMA\* of designated group members in the service industries subsector of the other sector in 2017 and 2018 (by percentage)

Designated groups	2017 representation	2018 representation	Change in representation from 2017 to 2018 (point of percentage)**	2017 attainment rate of 2011 Sector LMA***	2018 attainment rate of 2016 Sector LMA****
<b>Women</b>	36.5	36.7	+0.2	103.3	106.3
<b>Aboriginal peoples</b>	2.7	2.9	+0.1	63.4	62.5
<b>Persons with disabilities</b>	1.8	1.9	0.0	48.1	22.3
<b>Members of visible minorities</b>	18.9	19.3	+0.3	137.3	120.3

\* Sources: Statistics Canada, 2011 National Household Survey; 2016 Census; and 2012 and 2017 Canadian Survey on Disability.

\*\* Change values may not equal the differences between the representation rates due to rounding.

\*\*\* The 2011 'other' sector LMA (%): women (35.3), Aboriginal peoples (4.3), persons with disabilities (3.8) and members of visible minorities (13.8).

\*\*\*\* The 2016 'other' sector LMA (%): women (34.5), Aboriginal peoples (4.6), persons with disabilities (8.3) and members of visible minorities (16.0).

Additional data on the representation, hires, promotions and terminations of employees by designated group and sector is provided in Appendix A.

# SECTION 3

## Designated group profiles

### Women

In 2018, the representation of women decreased by  $-0.8$  of a percentage point compared to 2017 (from 40.2% in 2017 to 39.4% in 2018), the only designated group to have experienced a decrease. At the combined workforce level, and more specifically in the banking and financial services sector and the communications sector, where the majority of women were employed (61.7%) in 2018, women continued to leave the workforce at a higher rate than enter it. Since 2013, this trend has affected and led to the decline in the representation of women at the overall level.

Progress was observed for women in some areas in the federally regulated private sector. For instance, between 2017 and 2018, the representation of women in the Senior Managers occupational group increased and surpassed LMA. During the same time period, although the representation of women in the Middle and Other Managers, Skilled Sales and Service Personnel, and Skilled Crafts and Trades Workers occupational groups decreased, it continued to surpass LMA.

**Chart 2** shows that since 1987, the representation of women increased and peaked in 1993; however, it has been on a mostly downward trend since the early 2000s. The representation of women in 2018 (39.4%) was 1.5 of a percentage point below what it was in 1987 (40.9%).

**CHART 2**

Representation and Canadian LMA\* of women in the federally regulated private sector from 1987 to 2018 (by percentage)

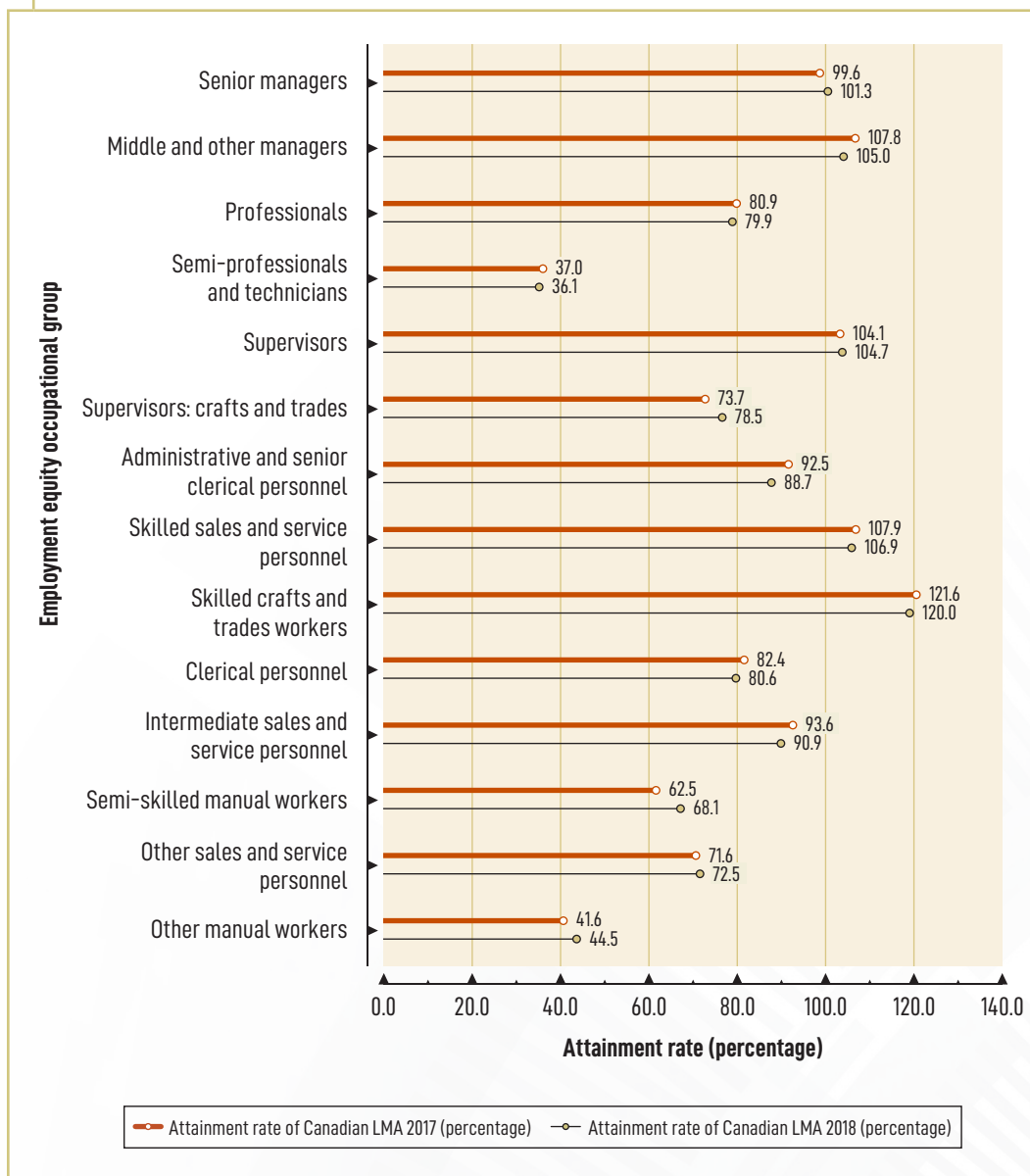


\* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.

**Chart 3** illustrates that at the overall level, the attainment rates of women in management and skilled occupational groups exceeded the Canadian LMA (Senior Managers; Middle and Other Managers; Supervisors; Skilled Sales and Service Personnel; and Skilled Crafts and Trades Workers) but remain particularly low for the following 2 occupational groups: Semi-professionals and Technicians and Other Manual Workers. Women have the highest attainment rate of Canadian LMA of all 4 designated groups in the Senior Managers occupational group. Of all occupational groups, the attainment rate is highest for women in the Skilled Crafts and Trades Workers group.

### CHART 3

Attainment rate of Canadian LMA\* of women by occupational group in the federally regulated private sector in 2017 and 2018 (by percentage)



\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

## Banking and financial services sector

**Table 6A** shows that the attainment rate of sector occupational LMA of women increased from 2017 to 2018 in the Senior Managers, Supervisors, Clerical Personnel, Intermediate Sales and Service Personnel, Other Sales and Service Personnel and Other Manual Workers occupational groups. The increase in the Other Manual Workers occupational group is particularly noticeable at +170.1 percentage points, but this is a very small occupational group, where only 2 women of a total of 3 employees were reported for 2018. The representation of women was above sector occupational LMA in the Senior Managers, Professionals, Supervisors and Other Manual Workers occupational groups in 2018. However, the representation of women was well below sector occupational LMA in the Supervisors: Crafts and Trades, a small occupational group that consisted of 2 women out of a total of 13 employees for 2018.

**TABLE 6A**

Attainment rate of sector LMA\* of women in the banking and financial services sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	117.1	124.1	+7.1
Middle and other managers	88.8	88.8	-0.1
Professionals	106.2	105.1	-1.0
Semi-professionals and technicians	92.5	82.3	-10.1
Supervisors	93.6	100.1	+6.5
Supervisors: crafts and trades	123.3	47.1	-76.3
Administrative and senior clerical personnel	99.6	96.5	-3.2
Skilled sales and service personnel	97.4	97.0	-0.4
Skilled crafts and trades workers	84.9	69.4	-15.5
Clerical personnel	87.6	88.0	+0.5
Intermediate sales and service personnel	94.4	96.1	+1.6
Semi-skilled manual workers	108.7	65.3	-43.4
Other sales and service personnel	40.7	57.6	+16.9
Other manual workers	80.4	250.6	+170.1
<b>Total</b>	<b>93.2</b>	<b>96.1</b>	<b>+2.9</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

## Communications sector

**Table 6B** shows that the attainment rate of sector occupational LMA of women improved in 11 of the 14 occupational groups. The only 3 occupational groups that did not improve were the Administrative and Senior Clerical Personnel, Clerical Personnel and Other Manual Workers. The representation of women was above the communications sector's occupational LMA and reached the highest level of attainment rate of sector occupational LMA among the 4 sectors in the Senior Managers, Semi-skilled Manual Workers and Other Sales and Service Personnel occupational groups in 2018. However, women in this sector have the lowest level of attainment rate of sector occupational LMA in the Professionals, Supervisors and Clerical Personnel occupational groups. The decrease in the attainment rate of sector occupational LMA between 2017 and 2018 for the Other Manual Workers is particularly noticeable at -228.6 percentage points, but this is a very small occupational group that consisted of a total of 9 male employees for 2018.

**TABLE 6B**

Attainment rate of sector LMA\* of women in the communications sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	108.5	124.8	+16.3
Middle and other managers	92.1	96.8	+4.7
Professionals	85.6	85.7	+0.1
Semi-professionals and technicians	84.0	87.0	+3.0
Supervisors	72.5	75.3	+2.9
Supervisors: crafts and trades	52.2	68.9	+16.6
Administrative and senior clerical personnel	98.3	97.1	-1.2
Skilled sales and service personnel	81.3	84.3	+3.0
Skilled crafts and trades workers	63.7	80.1	+16.4
Clerical personnel	86.2	84.6	-1.6
Intermediate sales and service personnel	85.3	88.0	+2.8
Semi-skilled manual workers	107.5	153.7	+46.2
Other sales and service personnel	112.7	135.1	+22.4
Other manual workers	228.6	0.0	-228.6
<b>Total</b>	<b>78.2</b>	<b>78.9</b>	<b>+0.7</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

## Transportation sector

**Table 6C** shows that the attainment rate of sector occupational LMA of women increased in 5 of the 14 occupational groups from 2017 to 2018. In 2018, the representation of women was also above sector occupational LMA in 8 of the occupational groups, making this sector the most successful at reaching full representation for women at the occupational group level, compared to sector-specific occupational level LMA. Among the 4 sectors, women in the transportation sector reached the highest level of attainment rate of sector occupational LMA in the Middle and Other Managers, Supervisors, Clerical Personnel and Intermediate Sales and Service Personnel occupational groups in 2018.

**TABLE 6C**

Attainment rate of sector LMA\* of women in the transportation sector by occupational group in 2017 and 2018 (percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	117.1	123.7	+6.6
Middle and other managers	109.3	108.3	-0.9
Professionals	104.1	103.1	-1.0
Semi-professionals and technicians	89.1	79.2	-9.9
Supervisors	114.2	118.5	+4.3
Supervisors: crafts and trades	74.1	57.0	-17.1
Administrative and senior clerical personnel	89.9	88.0	-1.9
Skilled sales and service personnel	72.9	64.5	-8.5
Skilled crafts and trades workers	125.2	130.4	+5.2
Clerical personnel	101.5	99.4	-2.0
Intermediate sales and service personnel	112.2	109.0	-3.2
Semi-skilled manual workers	96.7	104.0	+7.3
Other sales and service personnel	131.3	125.1	-6.3
Other manual workers	37.9	39.2	+1.4
<b>Total</b>	<b>118.2</b>	<b>118.9</b>	<b>+0.7</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

## 'Other' sector

**Table 6D** shows that, between 2017 and 2018, the attainment rate of sector occupational LMA of women increased in 8 of the 14 occupational groups. In 2018, the representation of women surpassed sector occupational LMA in the Senior Managers, Skilled Crafts and Trades Workers and Other Sales and Service Personnel occupational groups. Among the 4 sectors, women in the 'other' sector reached the highest level of attainment rate of sector occupational LMA in the Supervisors: Crafts and Trades, Administrative and Senior Clerical Personnel and Skilled Crafts and Trades Workers occupational groups in 2018. However, women in this sector have the lowest level of attainment rate of sector occupational LMA in the Senior Managers, Middle and Other Managers, Semi-professionals and Technicians, Skilled Sales and Service Personnel, Intermediate Sales and Service Personnel and Semi-skilled Manual Workers occupational groups in 2018.

**TABLE 6D**

Attainment rate of sector LMA\* of women in the 'other' sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	104.9	119.4	+14.6
Middle and other managers	89.0	87.7	-1.3
Professionals	92.8	93.9	+1.1
Semi-professionals and technicians	64.3	67.2	+2.8
Supervisors	86.6	92.0	+5.4
Supervisors: crafts and trades	68.5	78.2	+9.8
Administrative and senior clerical personnel	101.4	98.8	-2.6
Skilled sales and service personnel	28.7	30.6	+1.9
Skilled crafts and trades workers	199.3	186.6	-12.7
Clerical personnel	104.9	99.0	-5.9
Intermediate sales and service personnel	79.7	79.0	-0.7
Semi-skilled manual workers	56.4	62.5	+6.1
Other sales and service personnel	94.6	101.7	+7.1
Other manual workers	46.5	46.2	-0.3
<b>Total</b>	<b>83.1</b>	<b>86.2</b>	<b>+3.1</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

Additional data on the representation, hires, promotions and terminations of employees by designated group and sector is provided in Appendix A.

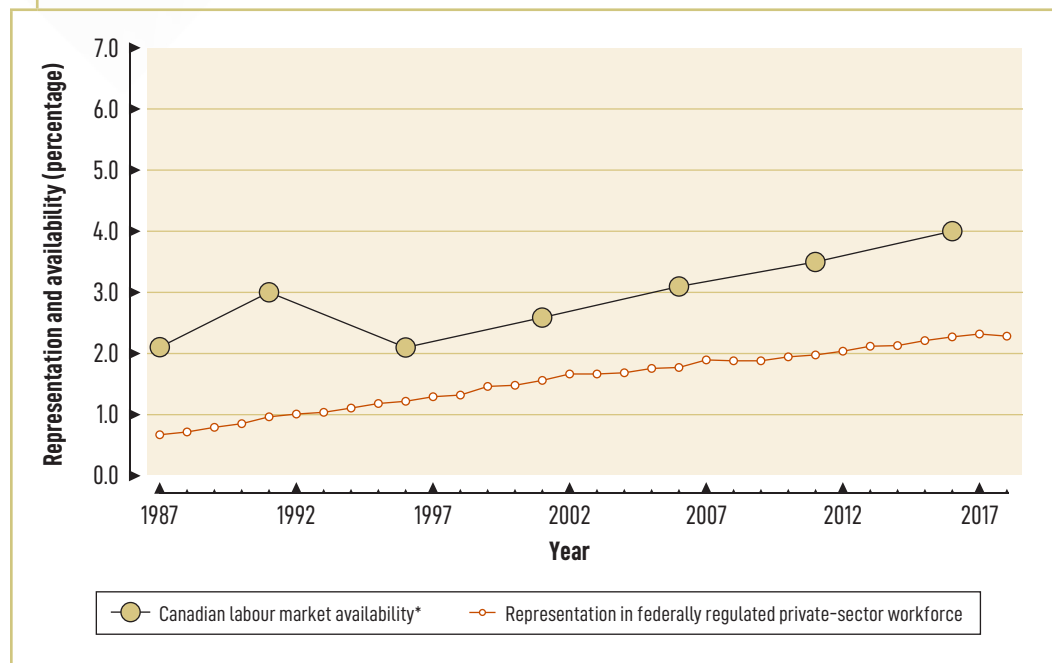
## Aboriginal peoples

For the third year in a row, the representation of Aboriginal peoples remained at 2.3%. In 2018, more Aboriginal employees left than entered the workforce at the overall level and in 3 of the 4 sectors. The only exception was the transportation sector where a higher number and share of Aboriginal employees were hired than left the workplace.

**Chart 4** shows that the representation of Aboriginal peoples remained short of the 4.0% Canadian LMA; however, the representation of Aboriginal peoples has been increasing steadily since its initial low of 0.7% in 1987.

### CHART 4

Representation and Canadian LMA\* of Aboriginal peoples in the federally regulated private sector from 1987 to 2018 (by percentage)



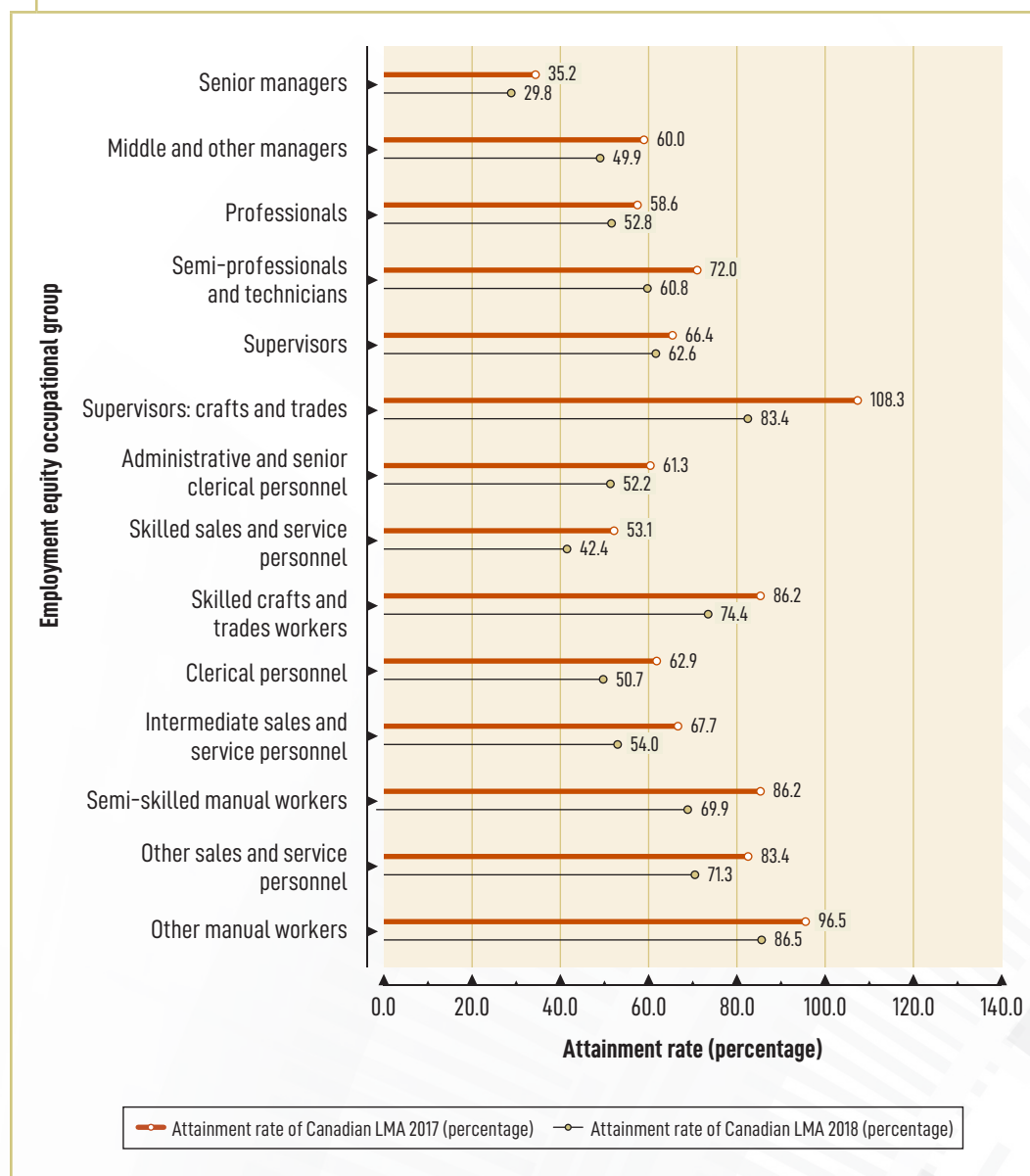
\* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.

Note: In 1996, the Census methodology for calculating LMA of Aboriginal peoples changed, causing a drop in LMA.

**Chart 5** shows that at the overall level, the representation of Aboriginal peoples continued to be significantly short of reaching full representation in the Senior Managers occupational group. Aboriginal peoples' representation in the other supervisory and management occupations were also below Canadian LMA but to a lesser extent. Aboriginal employees in the Supervisors: Crafts and Trades occupational group were fully represented in 2017 but dropped to an attainment rate of Canadian LMA of 83.4% in 2018.

## CHART 5

Attainment rate of Canadian LMA\* of Aboriginal peoples by occupational group in the federally regulated private sector in 2017 and 2018 (by percentage)



\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

## Banking and financial services sector

**Table 7A** shows that, from 2017 to 2018, the attainment rate of sector occupational LMA of Aboriginal peoples decreased in all occupational groups where there were employees, except in the Semi-skilled Manual Workers occupational group which increased by +0.9 of a percentage point. The decrease in the attainment rate of sector occupational LMA in the Skilled Crafts and Trades Workers occupational group is particularly noticeable at –240.5 percentage points, but this is a very small occupational group that consisted of a total of 14 employees and no reported Aboriginal peoples in 2018. The representation of Aboriginal peoples was well below sector occupational LMA in all occupational groups in 2018.

**TABLE 7A**

Attainment rate of sector LMA\* of Aboriginal peoples in the banking and financial services sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	87.5	58.5	-29.1
Middle and other managers	86.9	74.0	-13.0
Professionals	89.6	84.6	-4.9
Semi-professionals and technicians	88.7	53.1	-35.6
Supervisors	100.2	67.7	-32.6
Supervisors: crafts and trades	0.0	0.0	0.0
Administrative and senior clerical personnel	76.2	63.8	-12.4
Skilled sales and service personnel	110.0	64.8	-45.2
Skilled crafts and trades workers	240.5	0.0	-240.5
Clerical personnel	71.9	71.7	-0.2
Intermediate sales and service personnel	76.6	69.5	-7.1
Semi-skilled manual workers	56.0	56.9	+0.9
Other sales and service personnel	0.0	0.0	0.0
Other manual workers	0.0	0.0	0.0
<b>Total</b>	<b>76.4</b>	<b>72.1</b>	<b>-4.3</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

## Communications sector

**Table 7B** shows that the attainment rate of sector occupational LMA of Aboriginal peoples improved in Senior Managers, Supervisors, Supervisors: Crafts and Trades and Other Sales and Service Personnel occupational groups between 2017 and 2018. Two particularly noticeable declines in the Aboriginal peoples' attainment rate of sector LMA were noted. The first decrease of -242.5 percentage points in the Semi-skilled Manual Workers occupational group was mainly due to the increase in the sector occupational LMA from 0.8% in 2017 based on the 2011 National Household Survey to 3.7% in 2018 based on the 2016 Census. The second noticeable decrease of -400.0 percentage points in the *Other Manual Workers* occupational group was due to the small size of this occupational group that consisted of a total of 9 employees and no reported Aboriginal peoples in 2018. However, the representation of Aboriginal peoples in the Professionals, Supervisors and Supervisors: Crafts and Trades occupational groups was above sector occupational LMA in 2018.

**TABLE 7B**

Attainment rate of sector LMA\* of Aboriginal peoples in the communications sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	26.9	53.6	+26.6
Middle and other managers	109.6	85.2	-24.4
Professionals	111.4	109.3	-2.1
Semi-professionals and technicians	79.1	61.6	-17.5
Supervisors	179.4	231.4	+52.0
Supervisors: crafts and trades	69.8	104.0	+34.2
Administrative and senior clerical personnel	68.6	67.9	-0.7
Skilled sales and service personnel	118.7	84.8	-33.9
Skilled crafts and trades workers	126.3	93.3	-33.0
Clerical personnel	100.3	80.6	-19.7
Intermediate sales and service personnel	108.7	77.1	-31.6
Semi-skilled manual workers	317.6	75.0	-242.5
Other sales and service personnel	66.2	87.1	+20.9
Other manual workers	400.0	0.0	-400.0
<b>Total</b>	<b>96.2</b>	<b>84.6</b>	<b>-11.6</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

## Transportation sector

The attainment rate of sector occupational LMA of Aboriginal peoples decreased in all 14 occupational groups from 2017 to 2018. The attainment rate of sector occupational LMA that were fully represented in 6 occupational groups in 2017 dropped below 100% in 2018 mainly due to increases in the Aboriginal peoples' sector occupational LMA data between the 2011 National Household Survey and the 2016 Census.

**TABLE 7C**

Attainment rate of sector LMA\* of Aboriginal peoples in the transportation sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	212.7	58.0	-154.7
Middle and other managers	86.4	65.6	-20.8
Professionals	145.3	101.1	-44.2
Semi-professionals and technicians	98.9	66.9	-32.0
Supervisors	88.2	83.5	-4.7
Supervisors: crafts and trades	152.4	77.7	-74.6
Administrative and senior clerical personnel	80.8	66.2	-14.6
Skilled sales and service personnel	224.3	77.5	-146.8
Skilled crafts and trades workers	111.5	85.8	-25.7
Clerical personnel	83.1	66.1	-17.0
Intermediate sales and service personnel	121.0	84.8	-36.2
Semi-skilled manual workers	90.2	79.4	-10.8
Other sales and service personnel	91.4	87.3	-4.1
Other manual workers	63.7	60.4	-3.3
<b>Total</b>	<b>88.3</b>	<b>74.7</b>	<b>-13.6</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

## 'Other' sector

Between 2017 and 2018, Aboriginal peoples' attainment rate of sector occupational LMA decreased in 10 occupational groups but this designated group continued to be fully represented in the Semi-professionals and Technicians, Skilled Crafts and Trades Workers and Semi-skilled Manual Workers occupational groups in 2018. The attainment rate of sector occupational LMA improved in the Professionals, Skilled Sales and Service Personnel and Other Sales and Service Personnel occupational groups.

**TABLE 7D**

Attainment rate of sector LMA\* of Aboriginal peoples in the 'other' sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	20.0	14.8	-5.3
Middle and other managers	61.1	61.1	0.0
Professionals	83.2	89.9	+6.6
Semi-professionals and technicians	109.5	106.3	-3.1
Supervisors	88.0	60.9	-27.1
Supervisors: crafts and trades	97.2	73.7	-23.5
Administrative and senior clerical personnel	82.1	73.3	-8.8
Skilled sales and service personnel	64.9	68.4	+3.5
Skilled crafts and trades workers	151.2	113.0	-38.2
Clerical personnel	86.4	65.4	-21.0
Intermediate sales and service personnel	48.4	44.4	-4.0
Semi-skilled manual workers	211.9	127.5	-84.4
Other sales and service personnel	43.5	45.8	+2.2
Other manual workers	79.2	71.6	-7.6
<b>Total</b>	<b>93.6</b>	<b>78.7</b>	<b>-14.9</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

Additional data on the representation, hires, promotions and terminations of employees by designated group and sector is provided in Appendix A.

## Persons with disabilities

The representation of persons with disabilities increased from 3.3% in 2017 to 3.4% in 2018 despite the continued trend over the past decade of a higher number of this designated group leaving than entering the workforce.

Statistics Canada introduced new methodology for collecting the LMA data on persons with disabilities when it conducted its 2017 CSD which resulted in a significant increase in LMA from 4.9% in 2012 to 9.1% in 2017 at the overall level. This change is largely due to one factor – better overall coverage of persons with disabilities in the 2017 CSD compared to the 2012 CSD. The significant changes are largely the result of introducing the new version of the 2016 Census “Activities of Daily Living” filter questions, which were used to create the sampling frame for the CSD. Qualitative and quantitative testing have shown that these new filter questions used for the 2017 CSD sampling frame, compared to the census filter questions used for the 2012 CSD, allow for better coverage overall of persons with disabilities, and especially of persons with disability types that are less visible, such as disabilities related to pain, memory, learning, development and mental health. The increased prevalence of disability in the 2017 CSD is attributable in large part to this improved coverage of persons with disabilities.<sup>5</sup>

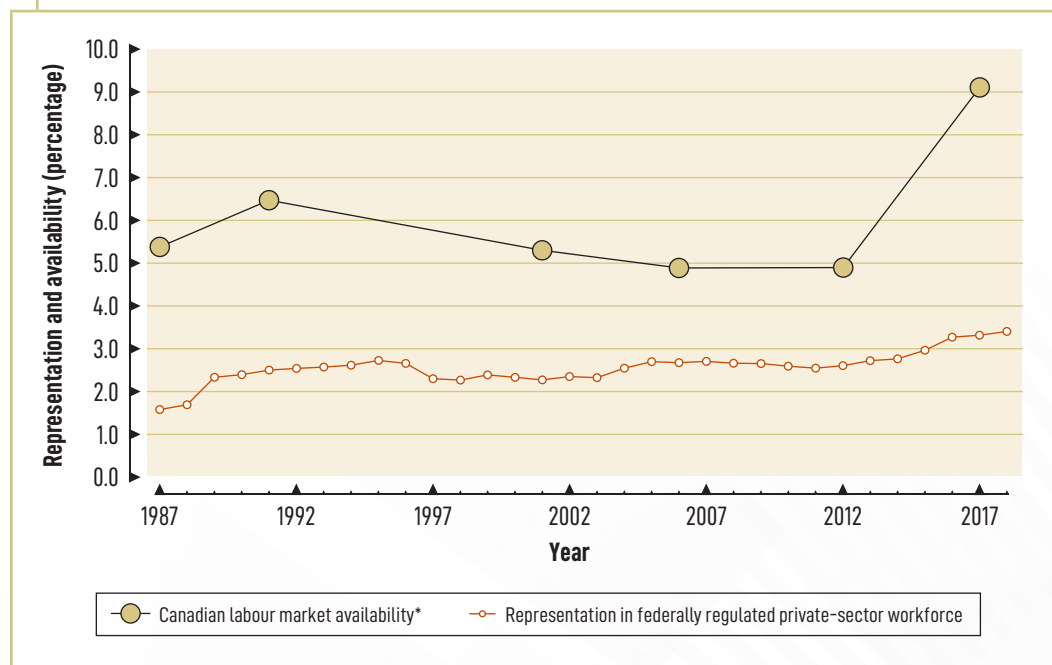
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<sup>5</sup> Source: Statistics Canada, [\*The evolution of disability data in Canada: Keeping in step with a more inclusive Canada\*](#).

**Chart 6** illustrates that the representation of persons with disabilities reached its highest level at 3.4% in 2018, a significant increase from the initial low of 1.6% in 1987. The 2018 representation rate is currently 5.7 percentage points below the 9.1% Canadian LMA.

## CHART 6

Representation and Canadian LMA\* of persons with disabilities in the federally regulated private sector from 1987 to 2018 (by percentage)



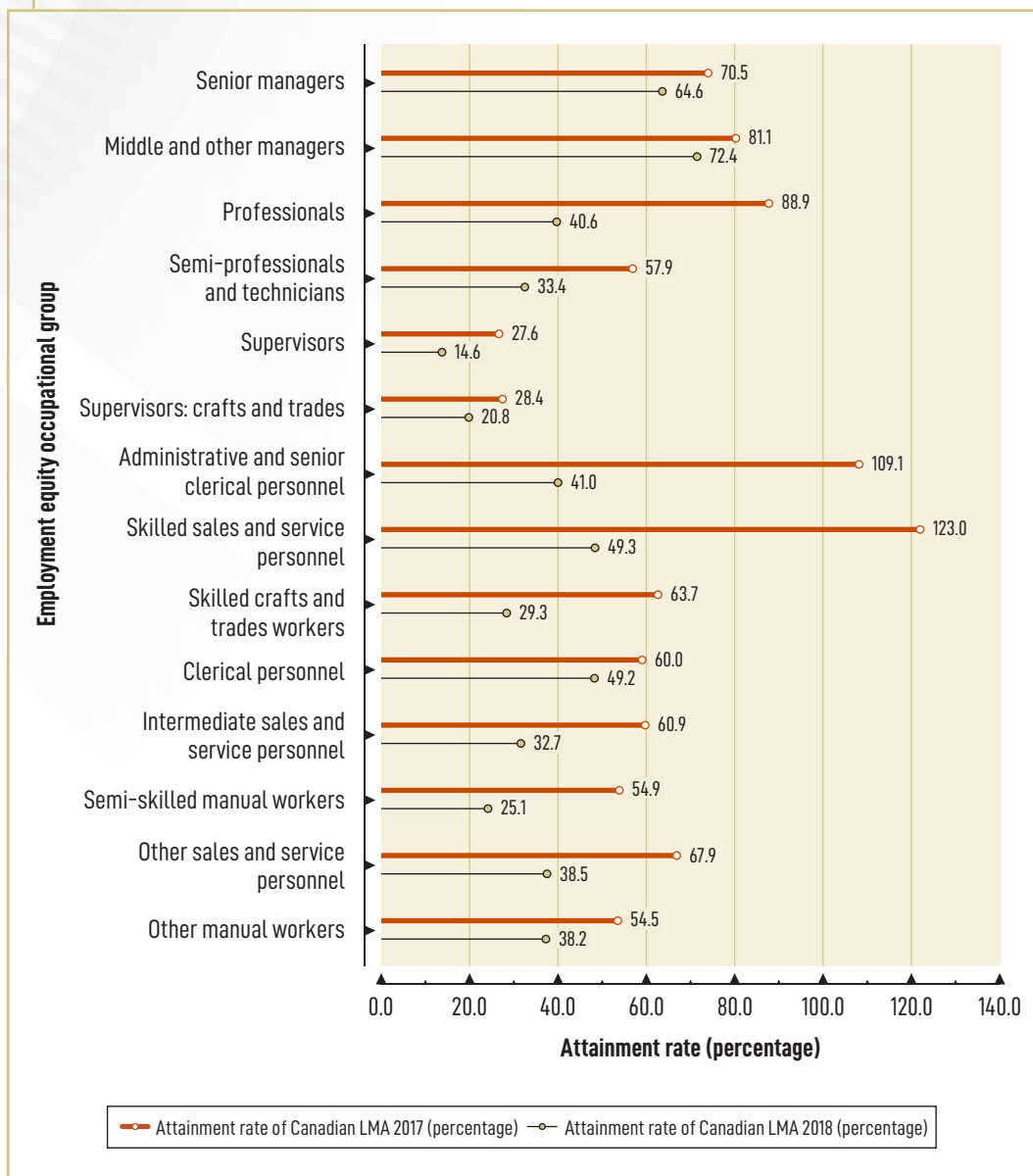
\* Sources: Statistics Canada, 1986 and 1991 Health and Activity Limitation Survey; 2001 and 2006 Participation and Activity Limitation Survey; and 2012 and 2017 Canadian Survey on Disability.

Note: In 2001, Statistics Canada began using the World Health Organization's *International Classification of Functioning, Disability and Health* framework to define disability rather than the 1980 *International Classification of Impairments, Disabilities, and Handicaps*; this resulted in a drop in LMA. In 2017, Statistics Canada introduced new methodology for capturing persons with disabilities data that resulted in a significant increase in LMA for this designated group.

**Chart 7** shows that at the overall level, the attainment rate of Canadian LMA of persons with disabilities is low in all occupational groups in 2018. The attainment rate of persons with disabilities dropped by more than 50 percentage points in the Administrative and Senior Clerical Personnel and Skilled Sales and Service Personnel occupational groups, where this designated group was previously well represented in 2017. The main reason for the decrease in attainment rates of Canadian LMA of persons with disabilities is Statistics Canada's change in methodology, when it collected the LMA data through the new 2017 CSD, which led to higher LMA data.

## CHART 7

Attainment rate of Canadian LMA\* of persons with disabilities by occupational group in the federally regulated private sector in 2017 and 2018 (percentage)



\* Sources: Statistics Canada, 2012 and 2017 Canadian Survey on Disability.

Data on the attainment rate of sector occupational LMA of persons with disabilities is not available as numbers are negligible. Additional data on the representation, hire, promotions and terminations of employees by designated group and sector is provided in Appendix A.

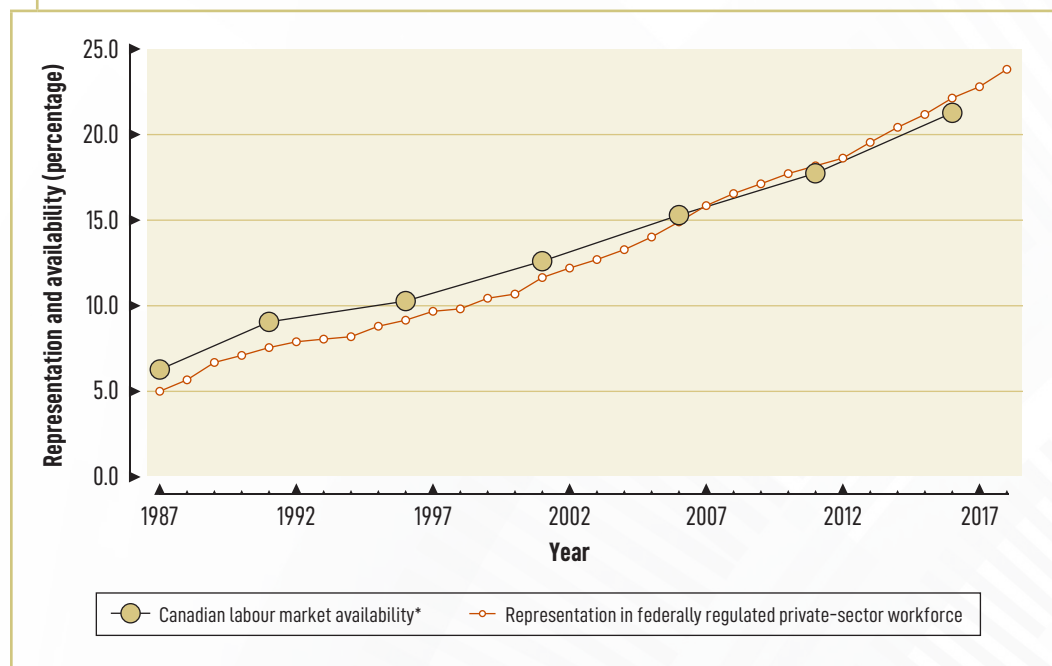
## Members of visible minorities

The representation of members of visible minorities in the federally regulated private sector increased from 22.8% in 2017 to 23.8% in 2018. All sectors combined and in each sector, except for the communications sector, more members of visible minorities entered than left the workforce. This designated group also received a higher share of promotions than their representation level at the overall level and in each sector, with the exception of the 'other' sector.

**Chart 8** illustrates that since 1987, the representation of members of visible minorities has been increasing steadily; this designated group has made the most progress in overall representation since 1987.

### CHART 8

Representation and Canadian LMA\* of members of visible minorities in the federally regulated private sector from 1987 to 2018 (by percentage)

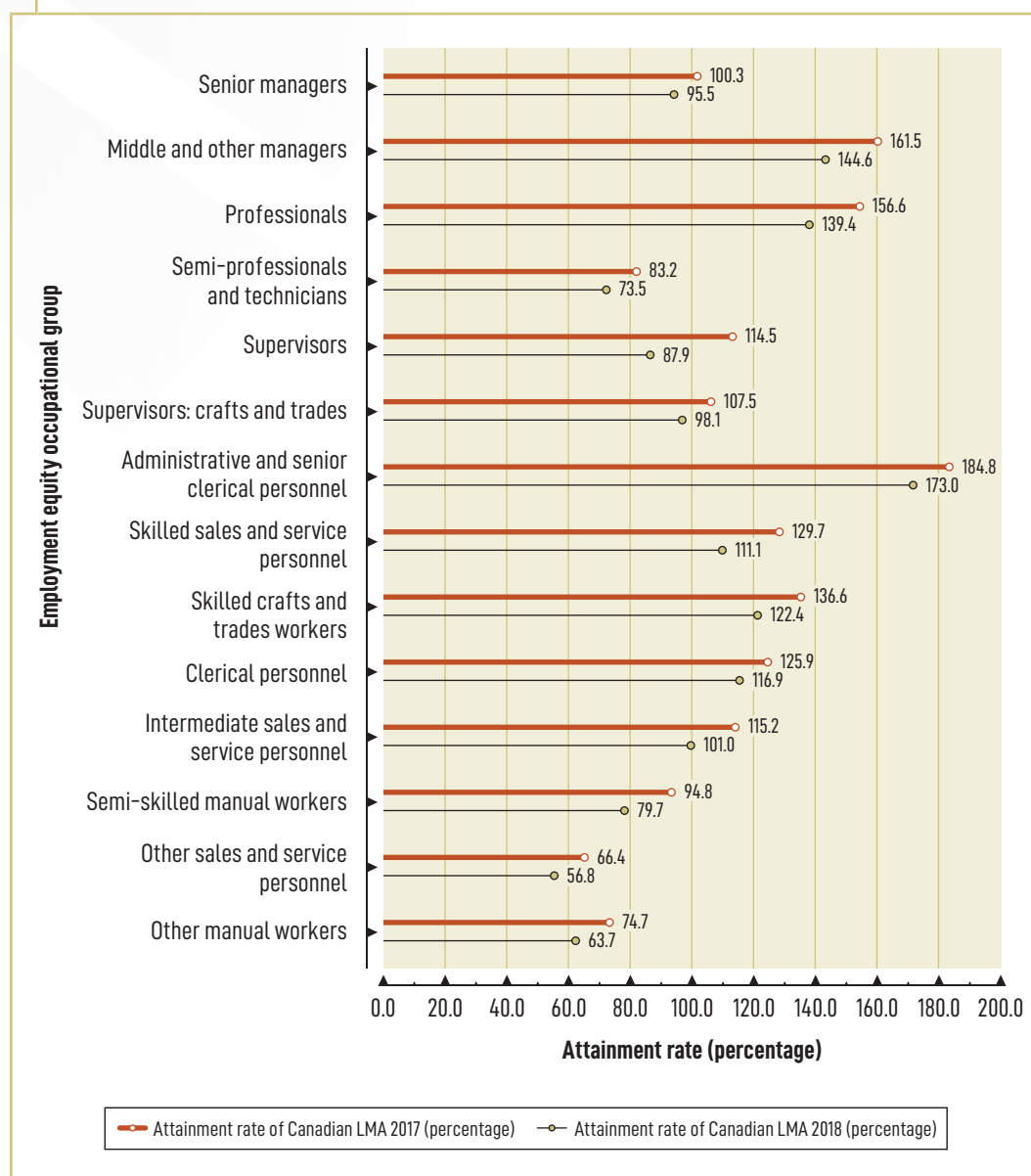


\* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.

**Chart 9** shows that at the overall level, members of visible minorities had attainment rates of Canadian LMA that are above the 100% threshold in 7 of the 14 occupational groups in 2018, including reaching full representation and the highest attainment rate of Canadian LMA in the Administrative and Senior Clerical Personnel occupational group. This designated group's representation continued to surpass Canadian LMA in the Middle and Other Managers and Professionals occupational groups that are important feeder groups to the Senior Managers occupational group.

## CHART 9

Attainment rate of Canadian LMA\* of members of visible minorities by occupational group in the federally regulated private sector in 2017 and 2018 (by percentage)



\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

## Banking and financial services sector

**Table 8A** shows that, from 2017 to 2018, the attainment rate of sector occupational LMA of members of visible minorities increased in the Supervisors: Crafts and Trades, Administrative and Senior Clerical Personnel and Skilled Crafts and Trades Workers occupational groups. The increase in the attainment rate of the Supervisors: Crafts and Trades occupational group is particularly noticeable at +457.1 percentage points, but this is a very small occupational group, where only 8 visible minority employees of a total of 13 employees were reported for 2018, and the sector occupational LMA increased from a negligible amount based on the 2011 NHS to 13.5% based on the 2016 Census. The representation of members of visible minorities was above sector occupational LMA in all but 2 occupational groups where the sector reported representation in 2018. Only in the Skilled Crafts and Trades Workers and Intermediate Sales and Service Personnel occupational groups did the representation of members of visible minorities remain below the sector occupational LMA.

**TABLE 8A**

Attainment rate of sector LMA\* of members of visible minorities in the banking and financial services sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	112.8	107.3	-5.5
Middle and other managers	125.4	111.4	-14.0
Professionals	113.7	104.9	-8.8
Semi-professionals and technicians	119.7	106.8	-12.9
Supervisors	143.9	130.5	-13.4
Supervisors: crafts and trades	–	457.1	+457.1
Administrative and senior clerical personnel	147.8	155.1	+7.3
Skilled sales and service personnel	130.3	105.1	-25.2
Skilled crafts and trades workers	0.0	54.0	+54.0
Clerical personnel	123.4	118.3	-5.1
Intermediate sales and service personnel	86.3	82.8	-3.5
Semi-skilled manual workers	277.1	234.5	-42.5
Other sales and service personnel	230.2	154.6	-75.6
Other manual workers	0.0	0.0	0.0
<b>Total</b>	<b>119.1</b>	<b>108.5</b>	<b>-10.6</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

–: Amount is negligible

## Communications sector

**Table 8B** shows that the attainment rate of sector occupational LMA of members of visible minorities improved in Senior Managers, Supervisors: Crafts and Trades, Clerical Personnel and Other Sales and Service Personnel occupational groups between 2017 and 2018. The decrease in the attainment rate of sector occupational LMA of this designated group in the Other Manual Workers occupational group by –124.6 percentage points is particularly noticeable, but this is a very small occupational group where only one visible minority employee of a total of 9 employees were reported for 2018, and the sector occupational LMA increased from 9.4% based on the 2011 NHS to 20.9% based on the 2016 Census. The representation of members of visible minorities was above sector occupational LMA in only 4 of the 14 occupational groups in 2018, including the Middle and Other Managers occupational group.

**TABLE 8B**

Attainment rate of sector LMA\* of members of visible minorities in the communications sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	73.7	87.6	+13.9
Middle and other managers	115.6	109.9	-5.7
Professionals	106.0	98.3	-7.7
Semi-professionals and technicians	89.6	86.1	-3.5
Supervisors	122.7	82.3	-40.4
Supervisors: crafts and trades	62.7	79.9	+17.3
Administrative and senior clerical personnel	122.1	109.9	-12.2
Skilled sales and service personnel	83.6	75.5	-8.1
Skilled crafts and trades workers	98.6	84.7	-14.0
Clerical personnel	107.1	107.3	+0.2
Intermediate sales and service personnel	90.9	78.6	-12.3
Semi-skilled manual workers	115.5	101.8	-13.7
Other sales and service personnel	35.7	72.9	+37.2
Other manual workers	177.8	53.1	-124.6
<b>Total</b>	<b>167.8</b>	<b>94.8</b>	<b>-73.0</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

## Transportation sector

**Table 8C** shows that the attainment rate of sector occupational LMA of members of visible minorities only increased in the Semi-professionals and Technicians occupational group from 2017 to 2018. The representation of this designated group only continued to exceed sector occupational LMA in the Administrative and Senior Clerical Personnel occupational group in 2018.

**TABLE 8C**

Attainment rate of sector LMA\* of members of visible minorities in the transportation sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	73.8	66.0	-7.8
Middle and other managers	91.6	75.0	-16.6
Professionals	95.5	82.5	-13.0
Semi-professionals and technicians	72.1	72.9	+0.8
Supervisors	80.5	59.8	-20.7
Supervisors: crafts and trades	108.7	82.8	-25.8
Administrative and senior clerical personnel	129.3	101.8	-27.5
Skilled sales and service personnel	53.3	28.2	-25.0
Skilled crafts and trades workers	104.5	99.2	-5.3
Clerical personnel	91.3	82.2	-9.1
Intermediate sales and service personnel	93.4	83.4	-10.0
Semi-skilled manual workers	85.0	63.1	-22.0
Other sales and service personnel	51.2	44.9	-6.3
Other manual workers	96.9	63.7	-33.2
<b>Total</b>	<b>87.4</b>	<b>70.6</b>	<b>-16.8</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

## 'Other' sector

**Table 8D** shows that, between 2017 and 2018, the attainment rate of sector occupational LMA of members of visible minorities increased in the Senior Managers, Semi-professionals and Technicians, Skilled Sales and Service Personnel and Other Manual Workers occupational groups. This designated group's representation continued to exceed sector occupational LMA in the Middle and Other Managers, Skilled Crafts and Trades Workers and Other Sales and Service Personnel occupational groups in 2018.

**TABLE 8D**

Attainment rate of sector LMA\* of members of visible minorities in the 'other' sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 attainment rate of 2011 sector LMA	2018 attainment rate of 2016 sector LMA	Change in attainment rate from 2017 to 2018 (point of percentage)**
Senior managers	62.4	70.7	+8.4
Middle and other managers	145.2	128.8	-16.4
Professionals	108.2	94.9	-13.3
Semi-professionals and technicians	61.7	64.6	+2.9
Supervisors	83.8	57.9	-25.9
Supervisors: crafts and trades	109.9	86.0	-23.9
Administrative and senior clerical personnel	99.4	90.8	-8.6
Skilled sales and service personnel	47.6	66.0	+18.3
Skilled crafts and trades workers	137.6	119.7	-17.9
Clerical personnel	91.7	81.1	-10.5
Intermediate sales and service personnel	116.0	91.9	-24.1
Semi-skilled manual workers	66.0	62.3	-3.7
Other sales and service personnel	130.9	101.5	-29.4
Other manual workers	84.8	86.3	+1.5
<b>Total</b>	<b>111.7</b>	<b>99.1</b>	<b>-12.6</b>

\* Sources: Statistics Canada, 2011 National Household Survey and 2016 Census.

\*\* Change values may not equal the differences between the attainment rates due to rounding.

Additional data on the representation, hires, promotions and terminations of employees by designated group and sector is provided in Appendix A.

# SECTION 4

## Employment equity program highlights

Under the Act, in addition to ensuring compliance with the annual reporting requirements of federally regulated private sector employers, the Minister of Labour is mandated a number of responsibilities including:

- administering the Federal Contractors Program
- undertaking research and developing information programs that foster understanding and promote employment equity, and
- recognizing private sector employers that demonstrate outstanding achievement and efforts in implementing employment equity

This section provides an overview of the Labour Program's activities as they relate to the Federal Contractors Program, the Workplace Opportunities: Removing Barriers to Equity grants and contributions program, pay transparency, the Employment Equity Achievement Awards and the 2019 Symposium on Women and the Workplace.

### Federal Contractors Program

The Federal Contractors Program (FCP) seeks to advance social and economic development objectives through procurement by ensuring that organizations that do business with the Government of Canada implement employment equity in their workplace. It applies to provincially regulated employers that have a workforce in Canada of 100 or more employees and that received a federal government goods and services contract valued at \$1 million or more (including applicable taxes).

The Treasury Board's *Contracting Policy* is the main policy instrument through which FCP is administered, making Treasury Board of Canada Secretariat and Public Services and Procurement Canada key partners.

As part of their obligations, contractors must collect and analyze data about their workforce and, where gaps in representation exist, establish goals to increase representation for the 4 designated groups: women, Aboriginal peoples, persons with disabilities and members of visible minorities. Contractors are required to make reasonable efforts to ensure that reasonable progress is made towards meeting their goals and achieving an equitable workforce.

As of December 31, 2018, 328 (321 certified and 7 voluntary) employers were covered under the FCP. A total of 36 (34 certified and 2 voluntary) employers were added during the 2018 calendar year.

The Labour Program conducts compliance assessments to ensure that contractors fulfill their commitment to implement employment equity. A first compliance assessment is conducted one year after an employer has been awarded a contract. Subsequent assessments are conducted 4 years after the contract award date and every 3 years thereafter to verify that progress is being made. In 2018, the Labour Program completed 45 first-year assessments and 122 subsequent assessments for a combined total of 167 compliance assessments, with all contractors being found in compliance.

## Workplace opportunities: Removing barriers to equity

Workplace Opportunities: Removing Barriers to Equity is a grants and contributions program designed to support employers in their efforts to improve the representation and participation of designated group members in areas experiencing low representation through partnerships, information sharing and implementation of industry-tailored strategies. Up to \$500,000 per fiscal year in total funding is available to eligible recipients.

Since the launch of Workplace Opportunities in 2014, a total of 10 projects have been funded. Four grant projects were completed in 2016. Two contribution agreements concluded in 2017 and 3 contribution agreements concluded in March 2018. Project results were included in the *Employment Equity Act: Annual Report 2018*. A contribution agreement with Ryerson University for the “ALiGN Network for Employment Equity and Inclusion” project began in 2018 and will conclude in October 2021 (see Box 1).

## BOX 1

### Workplace Opportunities Project in 2019

Ryerson University Diversity Institute

*ALiGN Network for Employment Equity and Inclusion*

Funding: \$1,498,370 (November 2018 to October 2021)

The “ALiGN Network for Employment Equity and Inclusion” project aims to:

- Improve understanding among stakeholders in the banking and financial services, communications and transportation sectors of industry-specific barriers to inclusion, including systemic barriers, implicit bias and non-essential qualifications in high demand occupations, and effective processes to overcome them
- Expand the pool of women, Aboriginal peoples and persons with disabilities for select job classifications across the 3 sectors using evidence-based recruitment to minimize unconscious bias and industry-tailored skills training
- Develop new inclusion tools and guides tailored to promote evidence-based approaches to recruitment, based on research and practices for the 3 sectors

## Pay transparency

In Budget 2018, the Government of Canada committed to reducing the gender wage gap through several measures including new pay transparency requirements for employers subject to the Act. The pay transparency measures will provide Canadians with accessible, comparable, online information about the wage gaps of federally regulated private sector employers with 100 or more employees. Pay transparency will go beyond addressing the gender wage gap by highlighting wage gaps that affect women, Aboriginal peoples, persons with disabilities and members of visible minorities, making Canada the first country to make this level of information publicly available.

Pay transparency is recognized across the world as a key measure towards addressing wage gaps. The United Kingdom was the first country to require all large employers to publish gender wage gaps online and has found pay transparency to be effective in raising awareness on wage gaps. Making this information publicly available prompts employers to take action to examine their practices and show leadership in reducing wage gaps, helping to shift business culture and expectations towards greater equality.

In Canada, despite narrowing educational and work experience gaps, the gap in wages between men and women persists among workers at the overall national level. According to Statistics Canada, on average, women aged 15 years and over in full-time employment earned \$0.89 for every dollar earned by men in 2018, up from \$0.83 in 1997.<sup>6</sup>

Wage gaps also exist for Aboriginal peoples, persons with disabilities and members of visible minorities in the Canadian federally regulated private sector as reported to the Labour Program. In 2018, the earnings of designated group members in permanent full-time positions were consistently lower than those not belonging to the designated groups. For example, as per the salary data displayed in Table 2 of this report:

- 50.1% of women earned a salary of \$60,000 or more, whereas 64.4% of men were at this threshold
- 55.7% of Aboriginal peoples earned a salary of \$60,000 or more, compared to 59.1% of non-Aboriginal peoples
- 55.5% of persons with disabilities earned a salary of \$60,000 or more, compared to 59.2% of persons without disabilities, and
- 56.1% of visible minority members earned a salary of \$60,000 or more, compared to 60% of non-visible minority members

Federally regulated private sector employers with 100 or more employees already report employee salary information as part of the requirements under the Act and the *Employment Equity Regulations* (the Regulations). Budget 2019 introduced amendments to both the Act and the Regulations that will change the way employers report salary information to, in part, support the introduction of pay transparency.

Throughout 2019, the Labour Program engaged Legislated Employment Equity Program employers, Federal Contractors Program employers, union representatives, special interest groups, industry associations and representatives from provincial and municipal orders of government in several consultation initiatives aimed at soliciting feedback on the proposed amendments to the Regulations. Feedback was collected from in-person sessions that were held across Canada, an online questionnaire and communication with the Labour Program. Overall, employers, industry associations and other stakeholders are supportive of the proposed amendments to the Regulations, as well as the overarching purpose. Several stakeholders have also emphasized that pay transparency is an important measure that will support reducing wage gaps.

<sup>6</sup> Statistics Canada, [Table 14-10-0340-01 Employee wages by occupation, annual](#).

Work is ongoing and the Labour Program will continue to engage employers, employee representatives and special interest groups in the coming months regarding supporting tools detailing the changes to reporting processes and to system tools that are provided by the Government of Canada.

## 2019 Employment Equity Achievement Awards

The Employment Equity Achievement Awards (EEAA) recognize federally regulated private sector employers, federal contractors and individual business leaders for their outstanding achievements in employment equity and their commitment to creating diverse and inclusive workplaces.

Following an application process, 14 private sector employers and 4 champion award recipients (see Box 2) were recognized for their efforts in advancing employment equity, as well as promoting diversity and inclusiveness in the workplace.

### BOX 2

## 2019 Employment Equity Achievement Award Recipients

### Sector Distinction

- Air Canada
- Atlantic Towing Limited
- Canada Mortgage & Housing Corporation
- Defence Construction Canada
- HSBC Bank Canada
- RST Industries and Sunbury Transport

### Innovation

- Hudbay Minerals Inc.
- Queen's University

### Outstanding Commitment

- Canadian National Railway Company
- Irving Shipbuilding Inc.
- Jazz Aviation LP
- Ontario Power Generation Inc.
- Randstad Canada
- Vancouver Airport Authority

### Employment Equity Champion

- James J.D. Paul and Juliet Woodfield (Defence Construction Canada)
- Chris J. Hatton (HSBC Bank Canada)
- Michele Mawhinney (Vancouver Airport Authority)

The 2019 awards were distributed according to the following categories:

- **Sector distinction:** this award recognizes employers who are inspirational role models in their sector. In addition to demonstrating a strong commitment and achieving success in implementing employment equity in their own organization, these employers also champion employment equity for the sector.
- **Outstanding commitment:** this award recognizes employers who have demonstrated outstanding commitment in implementing their employment equity plans by instituting measures to remove barriers, adopting special measures and/or establishing positive policies and practices to achieve tangible results.
- **Innovation:** this award recognizes employers who have been innovative in the implementation of employment equity. This can include creativity in the design and implementation of measures to remove barriers, adoption of special measures, establishment of positive policies or practices, forward-thinking in human resources practices and/or development of new or unique initiatives.
- **Employment equity champion:** this award recognizes an executive or executive team of an employer for their proven track record of championing employment equity within their organization, as well as their overall contribution to diversity and inclusiveness in the workplace.

## Symposium on women and the workplace

The Labour Program hosted a 2-day Symposium on Women and the Workplace at the University of Toronto's Rotman School of Management in May 2019. Two hundred and forty Canadian leaders and champions of workplace gender equality and diversity shared best practices to inspire and advance women's participation in the workplace. Presenters and participants came from the public and private sector, unions, academia, industry and human resource associations and civil society organizations.

Although their perspectives varied, there was general agreement on 3 key components to advancing workplace gender equality and diversity in Canada:

1. Increasing awareness about gender equality and challenging widespread myths
2. Changing structures instead of people
3. Adopting an intersectional approach to gender equality in the workplace

Best practice strategies that emerged during the Symposium centred around 3 phases of the employment cycle: hiring, retention and career advancement. To disseminate the learnings from the event to a broader Canadian audience, a report, *Women and the workplace – How employers can advance equality and diversity*, was written that provides readers links to key note and panel discussions, workshop presentations and resources. Partners from the event have shared the developed resources with their networks.<sup>7</sup>

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<sup>7</sup> Source: Employment and Social Development Canada, [\*Women and the workplace – How employers can advance equality and diversity – Report from the Symposium on Women and the Workplace\*](#).

# CONCLUSION

This report contains a high-level analysis of the results that employers have achieved in implementing employment equity in their workplaces for the 2018 calendar year. This year's report includes submissions received from 536 employers with a combined workforce of 756,414 employees, an increase of 27.0% in the workforce coverage since the collection of employment equity data commenced in 1987, when 373 employers reported on their workforce data, which was composed of 595,417 employees.

At the overall level, the representation of members of visible minorities has continued to consistently exceed labour market availability since 2007, reaching 23.8% in 2018. Women, Aboriginal peoples and persons with disabilities remain under-represented. The representation of women decreased from 40.2% in 2017 to 39.4% in 2018, which is the lowest level of representation for this designated group since the implementation of the Act in 1986. Aboriginal peoples remained at 2.3% and persons with disabilities increased from 3.3% in 2017 to 3.4% in 2018, yet both of these groups' representation shows a gradual long-term upward trend. Some increases in representation of the designated groups were observed at the sector and occupational group levels. Although members of visible minorities continue to maintain a representation rate that exceeds LMA at the overall level, they are still under-represented in certain sectors and occupational groups.

Three Workplace Opportunities: Removing Barriers to Equity projects successfully concluded in 2018 and 1 new contribution agreement has been put in place. As part of each completed project, outcomes and tools have been disseminated to relevant stakeholders through in-person presentations and webinars, as well as online, to help strengthen employers' efforts and support them in implementing measures to remove barriers and improve their workplaces.

The Labour Program has been working on addressing wage gaps through the Pay Transparency initiative for the 4 designated groups. Consultations on employment equity regulatory changes with stakeholders from across the country took place during the 2019 calendar year, including the engagement of stakeholders on supporting tools that detail the changes to reporting processes and to system tools that are provided by the Government of Canada. This initiative will raise awareness of the wage gaps affecting the designated group members, providing a platform for further action.

The 2-day Symposium on Women and the Workplace that was hosted by the Labour Program in 2019 brought together Canadian leaders and champions of workplace gender equality and diversity to share best practices to inspire and advance women's participation in the workplace. A report was produced and made available online to provide materials and resources related to the event.

It is encouraging to see the level of commitment from employers engaging in activities to identify and eliminate employment barriers and to improve working conditions for the 4 designated groups.

# APPENDIX A

## Federally regulated private sector employers tables

The following tables consolidate data from the annual reports submitted by federally regulated private sector employers. To allow for comparative analysis, some of the data from 1987 (the year data was first collected) is included with 2017 and 2018 data.

Tables 1.1. to 3.4 in this appendix present data aggregated to include permanent full-time, permanent part-time and temporary employees. Tables 4.1 to 4.10 summarize information for the 4 industrial sectors, including: number, representation, hires, promotions, terminations and the net effect of hires less terminations. Tables 5.1 to 6.4 present salary data for permanent full-time and permanent part-time employees respectively.

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**TABLE 1.1**

Women's representation and availability\* in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2017 and 2018 (by percentage)

Census metropolitan area and province/territory	1987	2017	2018	Availability
Halifax	41.2	41.2	40.9	49.6
Montréal	39.0	40.4	39.6	48.5
Toronto	47.1	44.2	43.5	48.7
Winnipeg	32.7	32.2	31.8	48.6
Regina	42.9	48.4	47.2	48.1
Calgary	47.6	43.5	43.0	47.2
Edmonton	44.5	38.5	37.1	47.1
Vancouver	40.4	37.5	37.5	48.5
Newfoundland and Labrador	38.4	44.6	42.9	48.2
Prince Edward Island	38.0	32.3	35.2	49.4
Nova Scotia	34.4	42.5	42.6	49.2
New Brunswick	32.2	47.7	46.7	48.5
Quebec	39.8	39.2	38.3	48.1
Ontario	44.2	42.4	41.6	48.6
Manitoba	30.5	31.9	31.2	47.9
Saskatchewan	35.1	36.8	37.0	47.5
Alberta	45.3	41.1	40.0	46.7
British Columbia	41.5	37.2	36.9	48.4
Yukon	31.4	41.5	40.3	49.7
Northwest Territories	21.9	25.7	27.6	47.8
Nunavut	N/A	25.3	26.4	48.4
<b>Canada</b>	<b>40.9</b>	<b>40.2</b>	<b>39.4</b>	<b>48.2</b>

\* Sources: Statistics Canada, 2016 Census.

**TABLE 1.2**

Aboriginal peoples' representation and availability\* in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2017 and 2018 (by percentage)

Census metropolitan area and province/territory	1987	2017	2018	Availability
Halifax	0.5	2.4	2.5	3.8
Montréal	0.3	0.9	0.8	0.8
Toronto	0.6	1.0	1.0	0.8
Winnipeg	0.8	7.2	7.3	9.8
Regina	0.4	2.8	2.9	6.8
Calgary	0.5	2.1	2.1	2.7
Edmonton	0.7	3.1	3.1	5.0
Vancouver	0.5	2.2	2.1	2.3
Newfoundland and Labrador	0.6	6.0	6.1	8.7
Prince Edward Island	0.2	0.9	1.3	1.8
Nova Scotia	0.4	2.5	2.6	5.3
New Brunswick	0.4	1.4	1.4	3.6
Quebec	0.4	1.1	1.1	2.1
Ontario	0.7	1.5	1.5	2.5
Manitoba	1.0	8.1	8.1	13.2
Saskatchewan	1.4	7.4	6.2	11.1
Alberta	0.7	2.8	2.8	5.2
British Columbia	0.7	3.2	3.4	5.2
Yukon	3.8	7.3	7.3	19.9
Northwest Territories	9.6	8.6	9.2	41.7
Nunavut	N/A	29.9	32.0	75.6
<b>Canada</b>	<b>0.7</b>	<b>2.3</b>	<b>2.3</b>	<b>4.0</b>

\* Sources: Statistics Canada, 2016 Census.

**TABLE 1.3**

Person with disabilities' representation and availability\* in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2017 and 2018 (by percentage)

Census metropolitan area and province/territory	1987	2017	2018	Availability
Halifax	1.6	5.4	5.6	N/A
Montréal	1.1	2.3	2.3	N/A
Toronto	1.5	3.4	3.6	N/A
Winnipeg	1.8	3.4	3.4	N/A
Regina	2.4	3.8	3.6	N/A
Calgary	1.9	3.2	3.1	N/A
Edmonton	2.0	3.3	3.4	N/A
Vancouver	1.5	3.1	3.0	N/A
Newfoundland and Labrador	1.0	3.0	3.0	8.9
Prince Edward Island	1.2	2.2	2.9	10.2
Nova Scotia	3.5	5.3	5.5	13.1
New Brunswick	1.8	4.2	4.5	10.7
Quebec	1.1	2.2	2.2	6.1
Ontario	1.6	3.7	3.9	9.6
Manitoba	1.7	3.3	3.3	10.1
Saskatchewan	1.8	3.1	3.1	9.1
Alberta	1.9	3.3	3.3	9.9
British Columbia	1.7	3.4	3.3	11.0
Yukon	0.8	2.9	3.2	11.3
Northwest Territories	1.4	1.8	1.6	9.8
Nunavut	N/A	1.9	2.1	8.2
<b>Canada</b>	<b>1.6</b>	<b>3.3</b>	<b>3.4</b>	<b>9.1</b>

\* Sources: Statistics Canada, 2017 Canadian Survey on Disability.

**TABLE 1.4**

Members of visible minorities' representation and availability\* in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2017 and 2018 (by percentage)

Census metropolitan area and province/territory	1987	2017	2018	Availability
Halifax	1.9	9.0	9.8	9.7
Montréal	3.0	17.2	18.1	20.7
Toronto	12.0	37.9	39.0	48.8
Winnipeg	2.9	19.8	20.9	25.2
Regina	1.6	17.2	18.0	16.9
Calgary	5.6	23.6	24.8	31.3
Edmonton	4.4	23.0	24.2	26.5
Vancouver	7.9	36.3	37.0	45.9
Newfoundland and Labrador	0.7	2.2	2.5	2.3
Prince Edward Island	1.0	2.9	2.8	4.2
Nova Scotia	1.3	7.7	8.5	5.8
New Brunswick	1.1	4.0	5.0	3.0
Quebec	2.6	14.4	15.2	12.1
Ontario	7.3	28.6	29.9	27.9
Manitoba	2.6	16.8	17.6	17.8
Saskatchewan	1.2	10.1	11.0	10.7
Alberta	4.0	20.8	21.5	22.3
British Columbia	6.2	29.0	29.4	29.2
Yukon	1.4	12.0	13.0	8.5
Northwest Territories	2.5	12.2	14.3	10.5
Nunavut	N/A	7.1	8.6	4.0
<b>Canada</b>	<b>5.0</b>	<b>22.8</b>	<b>23.8</b>	<b>21.3</b>

\* Sources: Statistics Canada, 2016 Census.

**TABLE 2.1**

Representation and availability\* of women in the federally regulated private sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 representation	2018 representation	2016 availability
Senior managers	27.3	28.0	27.6
Middle and other managers	42.0	41.4	39.4
Professionals	44.5	44.0	55.0
Semi-professionals and technicians	19.2	19.3	53.5
Supervisors	58.8	58.1	55.5
Supervisors: crafts and trades	8.3	8.4	10.8
Administrative and senior clerical personnel	76.4	73.1	82.4
Skilled sales and service personnel	53.9	53.1	49.7
Skilled crafts and trades workers	4.7	4.8	4.0
Clerical personnel	56.4	55.4	68.7
Intermediate sales and service personnel	62.5	62.2	68.4
Semi-skilled manual workers	11.2	11.6	17.1
Other sales and service personnel	41.1	40.8	56.3
Other manual workers	9.5	9.8	22.1
<b>Total</b>	<b>40.2</b>	<b>39.4</b>	<b>48.2</b>

\* Sources: Statistics Canada, 2016 Census.

**TABLE 2.2**

Representation and availability\* of Aboriginal peoples in the federally regulated private sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 representation	2018 representation	2016 availability
Senior managers	1.0	1.0	3.2
Middle and other managers	1.3	1.3	2.7
Professionals	1.2	1.2	2.4
Semi-professionals and technicians	2.6	2.5	4.2
Supervisors	2.4	2.4	3.9
Supervisors: crafts and trades	4.0	3.6	4.3
Administrative and senior clerical personnel	1.9	1.8	3.5
Skilled sales and service personnel	1.7	1.6	3.7
Skilled crafts and trades workers	3.9	3.9	5.2
Clerical personnel	2.1	2.1	4.2
Intermediate sales and service personnel	2.5	2.4	4.5
Semi-skilled manual workers	3.5	3.3	4.8
Other sales and service personnel	4.2	4.1	5.8
Other manual workers	5.8	5.9	6.8
<b>Total</b>	<b>2.3</b>	<b>2.3</b>	<b>4.0</b>

\* Sources: Statistics Canada, 2016 Census.

**TABLE 2.3**

Representation and availability\* of persons with disabilities in the federally regulated private sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 representation	2018 representation	2016 availability
Senior managers	3.0	3.2	5.0
Middle and other managers	3.5	3.6	5.0
Professionals	3.4	3.6	8.9
Semi-professionals and technicians	2.7	2.5	7.6
Supervisors	3.8	4.0	27.5
Supervisors: crafts and trades	2.2	2.1	10.1
Administrative and senior clerical personnel	3.7	4.1	10.0
Skilled sales and service personnel	4.3	4.0	8.0
Skilled crafts and trades workers	2.4	2.3	7.8
Clerical personnel	4.2	4.6	9.3
Intermediate sales and service personnel	3.4	3.5	10.8
Semi-skilled manual workers	2.6	2.6	10.3
Other sales and service personnel	4.3	4.1	10.7
Other manual workers	2.9	2.6	6.8
<b>Total</b>	<b>3.3</b>	<b>3.4</b>	<b>9.1</b>

\* Sources: Statistics Canada, 2017 Canadian Survey on Disability.

**TABLE 2.4**

Representation and availability\* of members of visible minorities in the federally regulated private sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 representation	2018 representation	2016 availability
Senior managers	10.1	11.0	11.5
Middle and other managers	24.2	25.4	17.6
Professionals	31.2	32.4	23.2
Semi-professionals and technicians	13.6	14.0	19.1
Supervisors	21.2	21.1	24.0
Supervisors: crafts and trades	10.2	10.9	11.1
Administrative and senior clerical personnel	26.1	28.3	16.4
Skilled sales and service personnel	29.6	30.7	27.7
Skilled crafts and trades workers	14.0	14.7	12.0
Clerical personnel	23.9	25.6	21.9
Intermediate sales and service personnel	23.9	25.6	25.4
Semi-skilled manual workers	17.7	17.9	22.4
Other sales and service personnel	14.6	15.1	26.5
Other manual workers	12.9	13.4	21.0
<b>Total</b>	<b>22.8</b>	<b>23.8</b>	<b>21.3</b>

\* Sources: Statistics Canada, 2016 Census.

**TABLE 3.1**

Distribution of women and men in the federally regulated private sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 women distribution	2017 men distribution	2018 women distribution	2018 men distribution
Senior managers	0.6	1.0	0.6	1.0
Middle and other managers	11.5	10.7	11.3	10.5
Professionals	21.7	18.2	21.4	17.8
Semi-professionals and technicians	3.2	9.0	3.2	8.7
Supervisors	4.8	2.2	4.6	2.2
Supervisors: crafts and trades	0.3	2.2	0.3	2.2
Administrative and senior clerical personnel	5.3	1.1	5.4	1.3
Skilled sales and service personnel	4.8	2.8	4.4	2.5
Skilled crafts and trades workers	1.0	13.2	1.0	13.0
Clerical personnel	17.8	9.2	18.0	9.5
Intermediate sales and service personnel	24.9	10.0	25.0	9.9
Semi-skilled manual workers	3.5	18.7	4.0	19.9
Other sales and service personnel	0.4	0.4	0.4	0.4
Other manual workers	0.2	1.1	0.2	1.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE 3.2**

Distribution of Aboriginal and non-Aboriginal peoples in the federally regulated private sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 Aboriginal peoples distribution	2017 non-Aboriginal peoples distribution	2018 Aboriginal peoples distribution	2018 non-Aboriginal peoples distribution
Senior managers	0.4	0.9	0.4	0.9
Middle and other managers	6.3	11.1	6.3	10.9
Professionals	10.3	19.9	10.5	19.4
Semi-professionals and technicians	7.6	6.7	7.2	6.5
Supervisors	3.4	3.3	3.3	3.1
Supervisors: crafts and trades	2.5	1.4	2.3	1.5
Administrative and senior clerical personnel	2.2	2.8	2.3	2.9
Skilled sales and service personnel	2.6	3.6	2.3	3.3
Skilled crafts and trades workers	13.9	8.2	14.1	8.2
Clerical personnel	11.7	12.7	11.9	12.9
Intermediate sales and service personnel	17.3	16.0	16.8	15.9
Semi-skilled manual workers	19.0	12.4	19.9	13.5
Other sales and service personnel	0.8	0.4	0.8	0.4
Other manual workers	1.8	0.7	1.9	0.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE 3.3**

Distribution of persons with and without disabilities in the federally regulated private sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 persons with disabilities distribution	2017 persons without disabilities distribution	2018 persons with disabilities distribution	2018 persons without disabilities distribution
Senior managers	0.8	0.9	0.8	0.9
Middle and other managers	11.6	11.0	11.4	10.8
Professionals	20.0	19.6	20.5	19.2
Semi-professionals and technicians	5.4	6.7	4.8	6.6
Supervisors	3.8	3.2	3.7	3.1
Supervisors: crafts and trades	1.0	1.5	0.9	1.5
Administrative and senior clerical personnel	3.2	2.8	3.5	2.9
Skilled sales and service personnel	4.6	3.5	3.8	3.2
Skilled crafts and trades workers	6.0	8.4	5.6	8.4
Clerical personnel	16.0	12.5	17.2	12.7
Intermediate sales and service personnel	16.4	16.0	16.4	15.9
Semi-skilled manual workers	10.0	12.7	10.3	13.7
Other sales and service personnel	0.5	0.4	0.5	0.4
Other manual workers	0.6	0.7	0.6	0.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE 3.4**

Distribution of members and non-members of visible minorities in the federally regulated private sector by occupational group in 2017 and 2018 (by percentage)

Occupational group	2017 members of visible minorities distribution	2017 non-members of visible minorities distribution	2018 members of visible minorities distribution	2018 non-members of visible minorities distribution
Senior managers	0.4	1.0	0.4	1.0
Middle and other managers	11.7	10.8	11.6	10.6
Professionals	26.9	17.5	26.1	17.1
Semi-professionals and technicians	4.0	7.5	3.8	7.3
Supervisors	3.0	3.3	2.8	3.3
Supervisors: crafts and trades	0.7	1.7	0.7	1.7
Administrative and senior clerical personnel	3.2	2.7	3.5	2.7
Skilled sales and service personnel	4.6	3.3	4.2	3.0
Skilled crafts and trades workers	5.1	9.3	5.1	9.3
Clerical personnel	13.2	12.5	13.8	12.5
Intermediate sales and service personnel	16.7	15.8	17.1	15.5
Semi-skilled manual workers	9.8	13.4	10.2	14.7
Other sales and service personnel	0.3	0.5	0.3	0.5
Other manual workers	0.4	0.8	0.4	0.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE 4.1**

Number, hires, promotions, terminations and net effect\* of designated group members in the banking and financial services sector in 2017 and 2018\*\*

Designated groups	2017 count	2018 count	2017 hires	2018 hires	2017 promotions	2018 promotions	2017 terminations	2018 terminations	2017 net effect	2018 net effect
<b>Women</b>	136,762	138,586	19,124	22,763	17,686	21,046	22,514	22,652	-3,390	111
<b>Aboriginal peoples</b>	2,899	3,002	378	465	364	500	553	559	-175	-94
<b>Persons with disabilities</b>	10,651	12,199	1,227	1,557	1,054	1,475	1,913	1,917	-686	-360
<b>Members of visible minorities</b>	74,811	82,920	9,803	14,603	11,002	13,560	10,898	11,671	-1,095	2,932
<b>All employees</b>	<b>237,016</b>	<b>244,910</b>	<b>38,007</b>	<b>45,721</b>	<b>31,924</b>	<b>37,658</b>	<b>39,326</b>	<b>40,533</b>	<b>-1,319</b>	<b>5,188</b>

\* The number of employees hired reduced by those terminated.

\*\* The number of employees and representation of the designated groups cover permanent full-time, permanent part-time and temporary employees. The hires, promotions, terminations and net effect data cover only permanent full-time and permanent part-time employees.

**TABLE 4.2**

Representation, and shares of hires, promotions and terminations of designated group members in the banking and financial services sector in 2017 and 2018\* (by percentage)

Designated groups	2017 representation	2018 representation	2017 share of hires	2018 share of hires	2017 share of promotions	2018 share of promotions	2017 share of terminations	2018 share of termination
<b>Women</b>	57.7	56.6	50.3	49.8	55.4	55.9	57.2	55.9
<b>Aboriginal peoples</b>	1.2	1.2	1.0	1.0	1.1	1.3	1.4	1.4
<b>Persons with disabilities</b>	4.5	5.0	3.2	3.4	3.3	3.9	4.9	4.7
<b>Members of visible minorities</b>	31.6	33.9	25.8	31.9	34.5	36.0	27.7	28.8
<b>All employees</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* The representation of the designated groups cover permanent full-time, permanent part-time and temporary employees. The shares of hires, promotions, terminations and net effect data cover only permanent full-time and permanent part-time employees.

**TABLE 4.3**

Number, hires, promotions, terminations and net effect\* of designated group members in the communications sector in 2017 and 2018\*\*

Designated groups	2017 count	2018 count	2017 hires	2018 hires	2017 promotions	2018 promotions	2017 terminations	2018 terminations	2017 net effect	2018 net effect
<b>Women</b>	46,740	45,662	7,623	7,193	2,635	2,955	8,430	9,040	-807	-1,847
<b>Aboriginal peoples</b>	2,941	2,776	585	456	154	161	594	624	-9	-168
<b>Persons with disabilities</b>	4,680	4,484	643	571	206	252	747	849	-104	-278
<b>Members of visible minorities</b>	30,773	30,877	5,242	5,335	1,889	2,127	5,103	5,884	139	-549
<b>All employees</b>	<b>132,890</b>	<b>131,305</b>	<b>20,084</b>	<b>20,032</b>	<b>6,706</b>	<b>7,783</b>	<b>21,665</b>	<b>24,226</b>	<b>-1,581</b>	<b>-4,194</b>

\* The number of employees hired reduced by those terminated.

\*\* The number of employees and representation of the designated groups cover permanent full-time, permanent part-time and temporary employees. The hires, promotions, terminations and net effect data cover only permanent full-time and permanent part-time employees.

**TABLE 4.4**

Representation, and shares of hires, promotions and terminations of designated group members in the communications sector in 2017 and 2018\* (by percentage)

Designated groups	2017 representation	2018 representation	2017 share of hires	2018 share of hires	2017 share of promotions	2018 share of promotions	2017 share of terminations	2018 share of terminations
<b>Women</b>	35.2	34.8	38.0	35.9	39.3	38.0	38.9	37.3
<b>Aboriginal peoples</b>	2.2	2.1	2.9	2.3	2.3	2.1	2.7	2.6
<b>Persons with disabilities</b>	3.5	3.4	3.2	2.9	3.1	3.2	3.4	3.5
<b>Members of visible minorities</b>	23.2	23.5	26.1	26.6	28.2	27.3	23.6	24.3
<b>All employees</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* The representation of the designated groups cover permanent full-time, permanent part-time and temporary employees. The shares of hires, promotions, terminations and net effect data cover only permanent full-time and permanent part-time employees.

**TABLE 4.5**

Number, hires, promotions, terminations and net effect\* of designated group members in the transportation sector in 2017 and 2018\*\*

Designated groups	2017 count	2018 count	2017 hires	2018 hires	2017 promotions	2018 promotions	2017 terminations	2018 terminations	2017 net effect	2018 net effect
<b>Women</b>	89,460	96,736	14,488	18,739	3,293	3,716	13,628	16,467	860	2,272
<b>Aboriginal peoples</b>	8,587	9,375	2,176	2,556	264	343	1,868	2,155	308	401
<b>Persons with disabilities</b>	7,331	7,895	970	1,278	209	287	1,315	1,469	-345	-191
<b>Members of visible minorities</b>	50,201	56,997	12,209	17,694	2,107	2,397	9,794	13,249	2,415	4,445
<b>All employees</b>	<b>294,612</b>	<b>321,707</b>	<b>55,793</b>	<b>74,744</b>	<b>11,070</b>	<b>12,474</b>	<b>53,502</b>	<b>65,584</b>	<b>2,291</b>	<b>9,160</b>

\* The number of employees hired reduced by those terminated.

\*\* The number of employees and representation of the designated groups cover permanent full-time, permanent part-time and temporary employees. The hires, promotions, terminations and net effect data cover only permanent full-time and permanent part-time employees.

**TABLE 4.6**

Representation, and shares of hires, promotions and terminations of designated group members in the transportation sector in 2017 and 2018\* (by percentage)

Designated groups	2017 representation	2018 representation	2017 share of hires	2018 share of hires	2017 share of promotions	2018 share of promotions	2017 share of terminations	2018 share of terminations
<b>Women</b>	30.4	30.1	26.0	25.1	29.7	29.8	25.5	25.1
<b>Aboriginal peoples</b>	2.9	2.9	3.9	3.4	2.4	2.7	3.5	3.3
<b>Persons with disabilities</b>	2.5	2.5	1.7	1.7	1.9	2.3	2.5	2.2
<b>Members of visible minorities</b>	17.0	17.7	21.9	23.7	19.0	19.2	18.3	20.2
<b>All employees</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* The representation of the designated groups cover permanent full-time, permanent part-time and temporary employees. The shares of hires, promotions, terminations and net effect data cover only permanent full-time and permanent part-time employees.

**TABLE 4.7**

Number, hires, promotions, terminations and net effect\* of designated group members in the 'other' sector in 2017 and 2018\*\*

Designated groups	2017 count	2018 count	2017 hires	2018 hires	2017 promotions	2018 promotions	2017 terminations	2018 terminations	2017 net effect	2018 net effect
<b>Women</b>	16,365	17,403	2,462	2,698	901	869	2,302	2,289	160	409
<b>Aboriginal peoples</b>	2,244	2,117	278	293	100	129	345	527	-67	-234
<b>Persons with disabilities</b>	1,198	1,201	97	88	66	37	180	159	-83	-71
<b>Members of visible minorities</b>	8,597	9,274	1,959	2,072	323	322	1,603	1,675	356	397
<b>All employees</b>	<b>55,779</b>	<b>58,492</b>	<b>8,244</b>	<b>8,827</b>	<b>2,746</b>	<b>2,690</b>	<b>8,277</b>	<b>8,448</b>	<b>-33</b>	<b>379</b>

\* The number of employees hired reduced by those terminated.

\*\* The number of employees and representation of the designated groups cover permanent full-time, permanent part-time and temporary employees. The hires, promotions, terminations and net effect data cover only permanent full-time and permanent part-time employees.

**TABLE 4.8**

Representation, and shares of hires, promotions and terminations of designated group members in the 'other' sector in 2017 and 2018\* (by percentage)

Designated groups	2017 representation	2018 representation	2017 share of hires	2018 share of hires	2017 share of promotions	2018 share of promotions	2017 share of terminations	2018 share of terminations
<b>Women</b>	29.3	29.8	29.9	30.6	32.8	32.3	27.8	27.1
<b>Aboriginal peoples</b>	4.0	3.6	3.4	3.3	3.6	4.8	4.2	6.2
<b>Persons with disabilities</b>	2.1	2.1	1.2	1.0	2.4	1.4	2.2	1.9
<b>Members of visible minorities</b>	15.4	15.9	23.8	23.5	11.8	12.0	19.4	19.8
<b>All employees</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* The representation of the designated groups cover permanent full-time, permanent part-time and temporary employees. The shares of hires, promotions, terminations and net effect data cover only permanent full-time and permanent part-time employees.

**TABLE 4.9**

Number, hires, promotions, terminations and net effect\* of designated group members in the federally regulated private sector in 2017 and 2018\*\*

Designated groups	2017 count	2018 count	2017 hires	2018 hires	2017 promotions	2018 promotions	2017 terminations	2018 terminations	2017 net effect	2018 net effect
<b>Women</b>	289,327	298,387	43,697	51,393	24,515	28,586	46,874	50,448	-3,177	945
<b>Aboriginal peoples</b>	16,671	17,270	3,417	3,770	882	1,133	3,360	3,865	57	-95
<b>Persons with disabilities</b>	23,860	25,779	2,937	3,494	1,535	2,051	4,155	4,394	-1,218	-900
<b>Members of visible minorities</b>	164,382	180,068	29,213	39,704	15,321	18,406	27,398	32,479	1,815	7,225
<b>All employees</b>	<b>720,297</b>	<b>756,414</b>	<b>122,128</b>	<b>149,324</b>	<b>52,446</b>	<b>60,605</b>	<b>122,770</b>	<b>138,791</b>	<b>-642</b>	<b>10,533</b>

\* The number of employees hired reduced by those terminated.

\*\* The number of employees and representation of the designated groups cover permanent full-time, permanent part-time and temporary employees. The hires, promotions, terminations and net effect data cover only permanent full-time and permanent part-time employees.

**TABLE 4.10**

Representation, and shares of hires, promotions and terminations of designated group members in the federally regulated private sector in 2017 and 2018\* (by percentage)

Designated groups	2017 representation	2018 representation	2017 share of hires	2018 share of hires	2017 share of promotions	2018 share of promotions	2017 share of terminations	2018 share of terminations
<b>Women</b>	40.2	39.4	35.8	34.4	46.7	47.2	38.2	36.3
<b>Aboriginal peoples</b>	2.3	2.3	2.8	2.5	1.7	1.9	2.7	2.8
<b>Persons with disabilities</b>	3.3	3.4	2.4	2.3	2.9	3.4	3.4	3.2
<b>Members of visible minorities</b>	22.8	23.8	23.9	26.6	29.2	30.4	22.3	23.4
<b>All employees</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* The representation of the designated groups cover permanent full-time, permanent part-time and temporary employees. The shares of hires, promotions, terminations and net effect data cover only permanent full-time and permanent part-time employees.

**TABLE 5.1**

Number and representation of women in permanent full-time employment in the federally regulated private sector by salary range as of December 31, 2018

Salary range (by dollar)	Total	Men	Women	Women's representation over total employees within the salary range (by percentage)
<b>Under 15,000</b>	3,447	2,326	1,121	32.5
<b>15,000 – 19,999</b>	1,188	753	435	36.6
<b>20,000 – 24,999</b>	3,974	1,859	2,115	53.2
<b>25,000 – 29,999</b>	9,871	4,905	4,966	50.3
<b>30,000 – 34,999</b>	18,783	9,665	9,118	48.5
<b>35,000 – 37,499</b>	15,325	8,095	7,230	47.2
<b>37,500 – 39,999</b>	16,586	8,600	7,986	48.1
<b>40,000 – 44,999</b>	43,778	23,467	20,311	46.4
<b>45,000 – 49,999</b>	45,452	24,136	21,316	46.9
<b>50,000 – 59,999</b>	107,271	60,816	46,455	43.3
<b>60,000 – 69,999</b>	89,944	57,681	32,263	35.9
<b>70,000 – 84,999</b>	93,488	62,685	30,803	32.9
<b>85,000 – 99,999</b>	64,148	43,043	21,105	32.9
<b>100,000 and over</b>	135,601	98,085	37,516	27.7
<b>Total</b>	<b>648,856</b>	<b>406,116</b>	<b>242,740</b>	<b>37.4</b>

**TABLE 5.2**

Number and representation of Aboriginal peoples in permanent full-time employment in the federally regulated private sector by salary range and gender as of December 31, 2018

Salary range (by dollar)	Total	Aboriginal men	Aboriginal women	Representation over total employees within the salary range (by percentage)
<b>Under 15,000</b>	246	171	75	7.1
<b>15,000 – 19,999</b>	66	46	20	5.6
<b>20,000 – 24,999</b>	85	50	35	2.1
<b>25,000 – 29,999</b>	306	146	160	3.1
<b>30,000 – 34,999</b>	554	278	276	2.9
<b>35,000 – 37,499</b>	400	177	223	2.6
<b>37,500 – 39,999</b>	412	244	168	2.5
<b>40,000 – 44,999</b>	937	482	455	2.1
<b>45,000 – 49,999</b>	989	545	444	2.2
<b>50,000 – 59,999</b>	2,470	1,424	1,046	2.3
<b>60,000 – 69,999</b>	2,135	1,470	665	2.4
<b>70,000 – 84,999</b>	2,099	1,520	579	2.2
<b>85,000 – 99,999</b>	1,418	1,001	417	2.2
<b>100,000 and over</b>	2,468	1,950	518	1.8
<b>Total</b>	<b>14,585</b>	<b>9,504</b>	<b>5,081</b>	<b>2.2</b>

**TABLE 5.3**

Number and representation of persons with disabilities in permanent full-time employment in the federally regulated private sector by salary range and gender as of December 31, 2018

Salary range (by dollar)	Total	Men with disabilities	Women with disabilities	Representation over total employees within the salary range (by percentage)
<b>Under 15,000</b>	68	45	23	2.0
<b>15,000 – 19,999</b>	36	17	19	3.0
<b>20,000 – 24,999</b>	83	42	41	2.1
<b>25,000 – 29,999</b>	241	114	127	2.4
<b>30,000 – 34,999</b>	637	256	381	3.4
<b>35,000 – 37,499</b>	593	245	348	3.9
<b>37,500 – 39,999</b>	822	396	426	5.0
<b>40,000 – 44,999</b>	1,765	824	941	4.0
<b>45,000 – 49,999</b>	1,633	737	896	3.6
<b>50,000 – 59,999</b>	3,928	1,951	1,977	3.7
<b>60,000 – 69,999</b>	3,039	1,679	1,360	3.4
<b>70,000 – 84,999</b>	3,188	1,921	1,267	3.4
<b>85,000 – 99,999</b>	2,092	1,254	838	3.3
<b>100,000 and over</b>	3,916	2,584	1,332	2.9
<b>Total</b>	<b>22,041</b>	<b>12,065</b>	<b>9,976</b>	<b>3.4</b>

**TABLE 5.4**

Number and representation of members of visible minorities in permanent full-time employment in the federally regulated private sector by salary range and gender as of December 31, 2018

Salary range (by dollar)	Total	Visible minorities men	Visible minorities women	Representation over total employees within the salary range (by percentage)
<b>Under 15,000</b>	659	445	214	19.1
<b>15,000 – 19,999</b>	212	131	81	17.8
<b>20,000 – 24,999</b>	845	360	485	21.3
<b>25,000 – 29,999</b>	2,544	1,353	1,191	25.8
<b>30,000 – 34,999</b>	4,788	2,450	2,338	25.5
<b>35,000 – 37,499</b>	4,369	2,301	2,068	28.5
<b>37,500 – 39,999</b>	4,649	2,285	2,364	28.0
<b>40,000 – 44,999</b>	12,133	6,282	5,851	27.7
<b>45,000 – 49,999</b>	11,777	6,295	5,482	25.9
<b>50,000 – 59,999</b>	25,641	14,181	11,460	23.9
<b>60,000 – 69,999</b>	20,188	12,257	7,931	22.4
<b>70,000 – 84,999</b>	21,308	13,355	7,953	22.8
<b>85,000 – 99,999</b>	15,917	9,985	5,932	24.8
<b>100,000 and over</b>	29,036	19,525	9,511	21.4
<b>Total</b>	<b>154,066</b>	<b>91,205</b>	<b>62,861</b>	<b>23.7</b>

**TABLE 6.1**

Number and representation of women in permanent part-time employment in the federally regulated private sector by salary range as of December 31, 2018

Salary range (by dollar)	Total	Men	Women	Women's representation over total employees (by percentage)
Under 5,000	2,304	1,327	977	42.4
5,000 – 7,499	1,500	665	835	55.7
15,000 – 17,499	8,692	4,290	4,402	50.6
17,500 – 19,999	9,122	4,627	4,495	49.3
20,000 – 22,499	7,117	3,235	3,882	54.5
22,500 – 24,999	8,859	4,283	4,576	51.7
25,000 – 29,999	14,968	6,410	8,558	57.2
30,000 – 34,999	11,161	4,652	6,509	58.3
35,000 – 39,999	8,016	3,505	4,511	56.3
40,000 – 49,999	8,751	4,017	4,734	54.1
50,000 and over	6,102	3,032	3,070	50.3
<b>Total</b>	<b>101,814</b>	<b>48,165</b>	<b>53,649</b>	<b>52.7</b>

**TABLE 6.2**

Number and representation of Aboriginal Peoples in permanent part-time employment in the federally regulated private sector by salary range and gender as of December 31, 2018

Salary range (by dollar)	Total	Aboriginal men	Aboriginal women	Representation over total employees within the salary range (by percentage)
Under 5,000	56	24	32	2.4
5,000 – 7,499	31	14	17	2.1
15,000 – 17,499	267	121	146	3.1
17,500 – 19,999	248	116	132	2.7
20,000 – 22,499	201	84	117	2.8
22,500 – 24,999	212	93	119	2.4
25,000 – 29,999	376	145	231	2.5
30,000 – 34,999	260	116	144	2.3
35,000 – 39,999	208	93	115	2.6
40,000 – 49,999	184	55	129	2.1
50,000 and over	135	66	69	2.2
<b>Total</b>	<b>2,573</b>	<b>1,116</b>	<b>1,457</b>	<b>2.5</b>

**TABLE 6.3**

Number and representation of persons with disabilities in permanent part-time employment in the federally regulated private sector by salary range and gender as of December 31, 2018

Salary range (by dollar)	Total	Men with disabilities	Women with disabilities	Representation over total employees within the salary range (by percentage)
Under 5,000	57	35	22	2.5
5,000 – 7,499	42	23	19	2.8
15,000 – 17,499	291	110	181	3.3
17,500 – 19,999	326	146	180	3.6
20,000 – 22,499	269	84	185	3.8
22,500 – 24,999	331	142	189	3.7
25,000 – 29,999	614	200	414	4.1
30,000 – 34,999	420	133	287	3.8
35,000 – 39,999	301	107	194	3.8
40,000 – 49,999	274	96	178	3.1
50,000 and over	218	98	120	3.6
<b>Total</b>	<b>3,661</b>	<b>1,396</b>	<b>2,265</b>	<b>3.6</b>

**TABLE 6.4**

Number and representation of members of visible minorities in permanent part-time employment in the federally regulated private sector by salary range and gender as of December 31, 2018

Salary range (by dollar)	Total	Visible minorities men	Visible minorities women	Representation over total employees within the salary range (by percentage)
Under 5,000	534	355	179	23.2
5,000 – 7,499	244	134	110	16.3
15,000 – 17,499	2,384	1,286	1,098	27.4
17,500 – 19,999	2,542	1,433	1,109	27.9
20,000 – 22,499	1,783	928	855	25.1
22,500 – 24,999	2,630	1,515	1,115	29.7
25,000 – 29,999	3,891	2,164	1,727	26.0
30,000 – 34,999	2,740	1,344	1,396	24.5
35,000 – 39,999	1,745	885	860	21.8
40,000 – 49,999	1,589	910	679	18.2
50,000 and over	1,143	655	488	18.7
<b>Total</b>	<b>25,385</b>	<b>14,114</b>	<b>11,271</b>	<b>24.9</b>

# APPENDIX B

## Technical notes

### **Employers covered under the *Employment Equity Act***

The Act covers:

- organizations that employ 100 or more employees in the federally regulated private sector, federal Crown corporations, other federal consolidated entities (namely, Canada Pension Plan Investment Board, Public Sector Pension Investment Board and St. Lawrence Seaway Management Corporation) and other federal government business enterprises (namely, Montreal Port Authority, PortsToronto and Vancouver Fraser Port Authority);
- core public administration organizations listed under Schedule I or IV of the *Financial Administration Act* (FAA) (federal government departments and agencies),
- separate employer organizations in the federal public sector with 100 or more employees, listed in Schedule V of the FAA (separate agencies), and
- other public-sector employer organizations with 100 or more employees, including the Canadian Forces (officers and non-commissioned members in the Regular and Reserve Forces) and the Royal Canadian Mounted Police (regular and civilian members, excluding federal public service employees).

## Limitations of the employment equity data

This report provides the most recent information on employment equity data for the federally regulated private sector, with the following limitations:

- To measure progress of the designated groups, their representation (namely, the number of designated group employees divided by the number of all employees) in the federally regulated private sector is compared to their availability in the workforce population. Availability data is obtained from censuses or surveys conducted every 5 years by Statistics Canada. As a result, there is a time lag in measuring representation gaps. The current labour market availability (LMA) is based on the 2016 Census and the 2017 Canadian Survey on Disability. More information on LMA can be found in the *2016 Employment Equity Data Report*
- The designated groups data is based on self-identification. Some individuals may not self-identify to their employer and/or to Statistics Canada. Therefore, the data on all designated group members may not be captured by the employers and Statistics Canada
- Data is received annually from employers; however, the number of employers can differ from one year to the next
- The Treasury Board of Canada Secretariat is responsible for reporting on employment equity in the federal departments and agencies that make up the core public administration. This information is available on the [Employment Equity in Public Service of Canada](#) website. Other areas of the federal public sector are responsible for preparing their own reports on employment equity, which can be found on their respective websites or obtained upon request directly from the organizations
- Federal contractors are not required to report annually