



Fair, Safe and Productive Workplaces

Employment Equity Act: Annual Report 2011



Labour Program

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■ *Employment Equity Act:* Annual Report 2011



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MESSAGE FROM THE MINISTER

The Government of Canada is focused on what matters to Canadians – jobs, growth and long-term prosperity. All Canadians deserve the opportunity to achieve their full potential and contribute to Canada's prosperity. Canada's inclusive workplaces – healthy, innovative and productive workplaces where the talents and skills of all workers are developed and promoted – contribute to our economic growth. It is by drawing on everyone's capabilities that businesses will succeed and the Canadian economy will continue to perform.

Employment equity continues to play an important role in Canadian society and in Canada's economic development. *The Employment Equity Act* promotes equitable representation for women, Aboriginal peoples, persons with disabilities and members of visible minorities who work in federally regulated workplaces. The Act also allows employers to identify workplace barriers and supports the implementation of fair policies and practices in the workplace. *Employment Equity Act: Annual Report 2011* describes the progress made by federally regulated private sector employers in their efforts to achieve an equitable and inclusive workforce.

Our government is committed to creating workplaces that reflect our society – workplaces that are fair, safe and productive. By working together I am confident that we can eliminate workplace barriers and build a stronger, more competitive and fully inclusive workforce that is reflective of Canada's population.



Lisa Raftt
Minister of Labour

Our government is committed to creating workplaces that reflect our society – workplaces that are fair, safe and productive.



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INTRODUCTION

About the *Employment Equity Act*

In June 1983, a Royal Commission on Equality in Employment was established by the federal government. In October 1984, Judge (now Justice) Rosalie Silberman Abella tabled a report in which she proposed the term "employment equity" to describe a distinct Canadian process for achieving equality.

In response, Parliament enacted the first *Employment Equity Act* in 1986. Following a second parliamentary review, the Act was amended with clear enforcement procedures and later received Royal Assent in 1995. The objective of the Act is to ensure employers take concrete steps to improve the situations of the four designated groups: women, Aboriginal peoples, persons with disabilities and members of visible minorities.

Employers covered by the Act have four core obligations in implementing employment equity: to survey their workforce and collect information on the representation, occupational groups, salary distributions and shares of hires, promotions and terminations of designated group members; to conduct an analysis of any under-representation in their workforce; to review their employment systems, policies and practices to identify barriers to employment; and, to prepare plans to eliminate these barriers.

The Act applies to federally regulated private sector employers¹ with 100 or more employees and provincially regulated suppliers of goods and services, with at least 100 employees, who entered into contracts of \$200,000 or more with the Government of Canada. It also applies to the Core Public Administration managed by the Treasury

'The purpose of this Act is to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability.'

Section 2 of the Employment Equity Act

Board of Canada Secretariat (TBS), and other federal public sector organizations such as the Canada Revenue Agency and the Canadian Forces.

The *Employment Equity Act* Annual Report

According to section 18 of the Act, federally regulated private sector employers must file a report with the Minister of Labour by June 1 every calendar year containing prescribed information on their workforce. The Minister of Labour is required to table an annual report to Parliament which consolidates these reports filed by the employers through the Labour Program.

Working with employers to collect and validate data

Employment equity annual reports are prepared by the Labour Program from reports collected from federally regulated private sector employers. Data is submitted through the Workplace Equity Information Management Systems, a web-based system that enables self-service transactions and is accessible to employers from anywhere, at anytime. The Labour Program works closely with each

¹ Private sector employers include Crown corporations and other federal organizations such as Canadian Wheat Board and Montreal Port Authority.

Providing Innovative Tools

The Workplace Equity Information Management System replaced previous applications that required manual reporting, substantially increasing the effectiveness of both data submission by employers and the efficiency of resources dedicated to validating reports received from more than 500 employers every year.

employer to ensure their data is accurate and to resolve any discrepancies found. The validated data is consolidated and then published in the annual employment equity reports which are tabled in Parliament by the Minister of Labour.

The 2011 Report

The *Employment Equity Act: Annual Report 2011* (Annual Report 2011) consolidates the information submitted by employers for 2010. The report describes the employment situation of the four designated groups in federally regulated private sector workplaces. It highlights the progress employers have made towards achieving employment equity according to the Act.

Progress is measured by comparing the representation of designated groups against their labour market availabilities.

Representation is the share of the designated groups in a given labour force (e.g. the entire federally regulated private

sector workforce, the banking sector or an individual bank).

Labour market availability (LMA) refers to the share of designated group members in the workforce from which the employers could hire.

The current LMA is based on the 2006 Census and 2006 Participation and Activity Limitation Survey (PALS). Census information used to calculate LMA, to which representation of the designated groups are compared, is collected every five years by Statistics Canada resulting in a time lag in measuring gaps. Also, please note this report may not reflect previously reported data for all employers due to timing of data submission.

Annual Report 2011 does not include analysis of information on federal departments falling under the management of the TBS or other portions of the federal public sector responsible for preparing their own employment equity reports. Reports on the Core Public Administration are the responsibility of TBS and can be found on TBS's website at www.tbs-sct.gc.ca/reports-rapports/ee/index-eng.asp. Information on other federal public sector organizations is available on request by contacting them directly.

Overview provides highlights of key findings from 2010 and describes progress achieved over the years.

Chapter 1 provides an overview of trends in the federally regulated private sector and offers insights into the four industrial sector workforces.

Chapters 2 to 5 provide employment data for each of the designated groups. Supporting data is included in Appendix A and technical notes in Appendix B.

■ Overview

Highlights

This section highlights key findings from 2010 drawing comparisons to previous year's data as well as 2001 (the year the Act was last reviewed) and 1987 (the year of the inception of reporting under the Act).



Varying degrees of progress made since the Act came into force

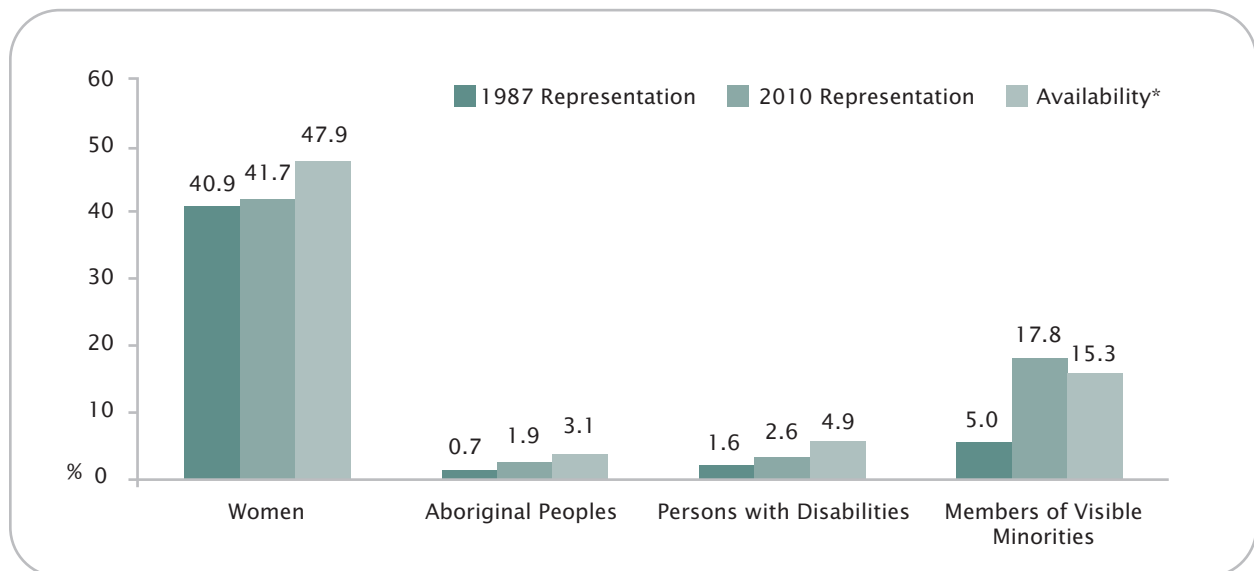
Since 1987, varying degrees of progress have been made towards achieving equity for the four designated groups, but there is still room for improvement. For example, in 1987 women were clustered in clerical and supervisory positions and consequently under-represented in most other occupational groups. By 2010, women's representation in senior management and many other professions had risen, but progress in the semi-professional, technical as well as other blue-collar related occupations was limited.

The representation of women in the federally regulated private sector workforce has increased from 40.9% in 1987 to 41.7% in 2010 but remains below the 47.9% LMA. Aboriginal peoples' representation has

Since 1987, varying degrees of progress have been made for all four designated groups.

increased as well since 1987, changing from 0.7% to 1.9%, yet remains below availability of 3.1%. Similarly, the representation of persons with disabilities has increased from 1.6% to 2.6%, but is also below availability of 4.9%. In contrast, the representation for members of visible minorities has risen from 5.0% in 1987 to 17.8% in 2010. While their representation surpasses the 15.3% availability, data shows that progress in gaining positions in the senior management group and in certain industrial sectors has been slow for this designated group.

Representation Progress



* Source: Statistics Canada, 2006 Census and 2006 Participation and Activity Limitations Survey

Findings in the last decade and over previous year

Over the last decade, the representation gap for women compared to LMA has been widening.

- Since 2001, the representation of women has been decreasing slightly from year to year (44.9% in 2001, 42.3% in 2009 and 41.7% in 2010).

There has been progress in the representation of Aboriginal peoples over the last decade but progress has remained stagnant over the past four years.

- The representation of Aboriginal peoples rose from 1.6% in 2001 to 1.9% both in 2009 and 2010.

In the past ten years, the representation of persons with disabilities has fluctuated but remained consistently below LMA.

- The representation of persons with disabilities increased from 2.3% in 2001 to 2.7% in 2009 and subsequently decreased to 2.6% in 2010 from the previous year yet remained below the LMA of 4.9%.

Over the last decade, the representation rate for members of visible minorities has been increasing at a faster rate than the other three designated groups.

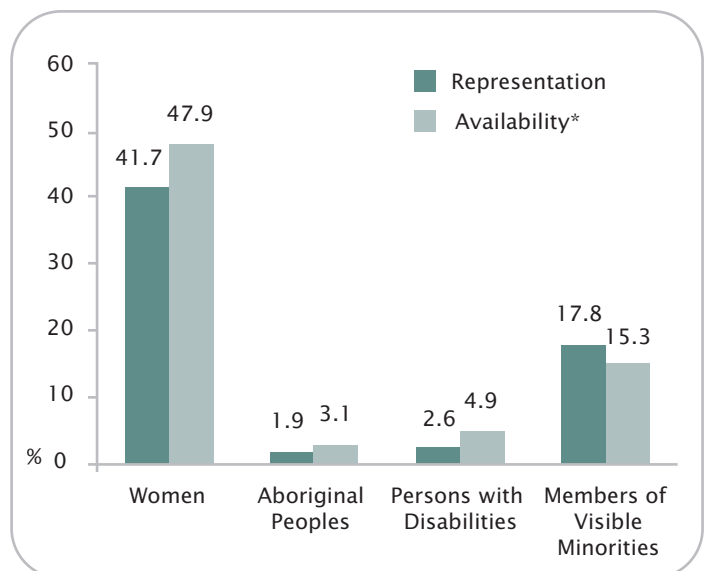
- The representation of members of visible minorities improved from 11.7% in 2001 to 17.1% in 2009 and 17.8% in 2010.

Progress Over Time (Last Decade and Previous Year)				
	2001	2009	2010	Availability*
	%	%	%	%
Women	44.9	42.3	41.7	47.9
Aboriginal Peoples	1.6	1.9	1.9	3.1
Persons with Disabilities	2.3	2.7	2.6	4.9
Members of Visible Minorities	11.7	17.1	17.8	15.3

* Source: Statistics Canada, 2006 Census and 2006 Participation and Activity Limitation Survey

In 2010, the representation rate for three of the four designated groups remained below the LMA: women, Aboriginal peoples and persons with disabilities. Representation for members of visible minorities continued to exceed their LMA.

2010 Representation



* Source: Statistics Canada, 2006 Census and 2006 Participation and Activity Limitation Survey

In 2010, representation of the four designated groups varied across the four sectors with the banking sector employing the greatest percentages of three of the four groups.

- Both women and members of visible minorities exceeded their LMA in the banking sector. Persons with disabilities, although below LMA, experienced the highest percentage in employment in the same sector.
- The representation of women in the banking sector at 65.4% greatly surpassed their representation in all other sectors. This was also true for the members of the visible minorities group with representation of 27.3% in this sector.
- The representation of women and members of visible minorities was below their respective LMA in the transportation and other sectors and Aboriginal peoples and persons with disabilities were below their LMA in all sectors.
- Aboriginal peoples are better represented in the transportation and other sector.

Sector	2010 Representation			
	Women %	Aboriginal Peoples %	Persons with Dis- abilities %	Members of Visible Minorities %
Banking	65.4	1.3	3.5	27.3
Communications	39.1	1.7	2.6	16.2
Transportation	25.4	2.6	2.0	10.8
Other	28.1	2.5	1.9	14.2
All Sectors	41.7	1.9	2.6	17.8
Availability*	47.9	3.1	4.9	15.3

* Source: Statistics Canada, 2006 Census and 2006 Participation and Activity Limitation Survey

■ Chapter 1

The 2010 Sector Workforce Overview

The following chapter presents a synopsis of the overall 2010 federally regulated private sector workforce covered under the Employment Equity Act.² Key findings from 2010 are compared to those from the previous year unless otherwise indicated.



² Please refer to **Appendix A** for data on the federally regulated private sector workforce.

Number of Employers and Employees (1987, 2009 and 2010) in the Federally Regulated Private Sector

Sector	Employers			Employees		
	1987 #	2009 #	2010 #	1987 #	2009 #	2010 #
Banking	23	25	25	169,632	212,779	221,570
Communications	90	95	89	179,247	231,498	231,591
Transportation	208	359	349	203,207	203,326	206,085
Other	52	84	81	43,331	96,234	96,720
All Sectors	373	563	544	595,417	743,837	755,966

Two thirds of employees covered under the Act in 2010 worked in the federally regulated private sector with the majority of the workforce employed in Ontario and Quebec

In 2010, 66.1% of employees reported under the Act were part of the federally regulated private sector workforce. This workforce consisted of 755,966 individuals working for 544 employers, representing a 27.0% increase (+160,549) compared to the figures from 1987, when reporting under the Act commenced. Nearly two-thirds of these employees worked in Ontario (45.4%) and Quebec (18.6%).

The majority of the workforce was employed in service-producing industries and fairly evenly distributed across the three main industrial sectors—banking, communications and transportation—29%, 31% and 27%

The federally regulated private sector experienced an overall increase in employment activities in 2010—more hirings, promotions and terminations.

respectively. The other sector (a diverse group of employers involved in industries such as security, agriculture, metal ore mining and nuclear power generation) accounted for approximately 13%.

People working in the federally regulated private sector were likely to be employed as clerical personnel (26.6%), professionals (15.1%) or semi-skilled manual workers (12.9%). These occupational groups accounted for the majority of the workforce (54.7% of employees).

Employment activities increased between 2009 and 2010, with employers reporting more hirings, promotions and terminations. Hiring increased by 14.6% (+14,294), promotions by 27.8% (+10,640) and terminations by 1.6% (+1,727).

Of the four sectors, the largest employment growth occurred in the banking sector

In 2010, the Canadian banking sector, comprising of 25 employers, represented 29.3% of the federally regulated private sector workforce with a total of 221,570 employees. The majority of these employees worked full-time (81.6%) while 18.0% worked part-time. The largest share of the banking workforce

was employed in the following occupational groups: clerical personnel (40.1%), professionals (27.4%), middle and other managers (15.4%) and administrative and senior clerical personnel (10.6%).

The banking, transportation and other sectors reported higher number of employees joining than leaving the workforce.

Canada's six largest domestic banks accounted for 201,207 workers, or 90.8% of the banking sector workforce. These six banks are The Toronto-Dominion Bank, The Royal Bank of Canada, Canadian Imperial Bank of Commerce, The Bank of Nova Scotia, The Bank of Montreal and National Bank Financial Group.

Banking experienced the largest employment growth when compared to the communications, transportation and other sectors. In 2010, employment in the banking sector grew by 4.1% (+8,791) from the previous year. The number of hires increased by 47.1% (+10,379), while promotions increased by 37.8% (+7,608). The sector also experienced a rise in terminations by 13.6% (+3,125) but overall, more people joined the banking sector.

The communications sector experienced the lowest employment growth compared to the other three sectors

The communications sector covered by the Act consists mainly of employers working in radio and television broadcasting, telecommunications and postal and courier services. In terms of workforce size,

communications was the largest sector reporting under the Act in 2010. A total of 231,591 employees were distributed among 89 employers, representing 30.6% of the workforce. The majority of employees in the communications sector (79.9%) held full-time occupations while 18.6% worked part-time. Employees mainly worked in clerical (38.1%), professional (13.4%) and middle and other management (10.1%) occupations.

The largest percentage of workers was employed by telecommunications carriers (47.6%), followed by postal and courier services (34.1%) and broadcasting businesses (11.0%). The seven biggest employers in this sector (Canada Post Corporation, TELUS Communications Company, Rogers Communications Inc., Bell Canada, Purolator Inc., Shaw Communications Inc. and United Parcel Service Canada Ltd.) accounted for 65.8% of communications employees.

Although the communications sector showed marginal growth in overall employment, more promotion opportunities were provided to employees in this sector.

Communications experienced the lowest employment growth among the four industrial sectors, increasing by only 0.04% (+93) between 2009 and 2010. Promotions increased by 17.9% (+1,709), but the number of new hires dropped by 7.0% (-2,081). The number of terminations also decreased by 3.3% (-1,133) but when compared to the other three sectors, communications was the only sector where more people left than entered the workforce.

The transportation sector experienced modest growth

In 2010, the Act covered 349 employers in the air, rail, bus and water transportation industries, as well as in inter-provincial trucking and pipelines. A total of 206,085 individuals worked in the transportation sector, representing 27.3% of the federally regulated private sector workforce. The majority of these employees (86.9%) held full-time occupations while 12.7% worked part-time. They were mainly employed in semi-skilled manual work (34.6%), skilled crafts and trades (16.1%) and intermediate sales and service positions (12.4%).

The highest percentage of employees worked in air transportation (37.5%), followed by trucking (26.4%) and rail transportation (15.3%). The four largest transportation employers (Air Canada, Canadian National Railway Company, Canadian Pacific Railway Company and WestJet Airlines Ltd.) accounted for 28.7% of sector employees.

Employment increased by 1.4% (+2,759) between 2009 and 2010. The number of hires and promotions also increased by 19.4% (+5,946) and 32.9% (+1,571) respectively. The number of terminations dropped by 4.0% (-1,436), leading to higher retention rates. Overall, more people entered than exited the transportation workforce.

The other sector also experienced modest growth

In 2010, the other sector included a group of 81 diverse employers engaged in industries such as security; agriculture; metal ore mining; oil and gas extraction; nuclear power generation; construction management; food, wood, chemical and equipment manufacturing; wholesale trade; warehousing and storage; finance; insurance; real estate; professional, scientific and technical services; waste management; arts, entertainment and recreation; and public administration.

The total number of employees in the other sector was 96,720, representing 12.8% of all employees reported in the federally regulated private sector workforce. The majority of employees (86.2%) were in full-time positions and 11.3% worked part-time. The largest portion of the other sector workforce was employed in other sales and service (35.3%) and professional occupations (14.6%).

Five employers—Le Groupe de Sécurité Garda Inc., Ontario Power Generation, Bruce Power LP, Atomic Energy of Canada Limited and Viterra Inc.—accounted for roughly one-half of all employees in this sector.

Between 2009 and 2010, the number of employees rose by 0.5% (+486). Hires increased by 0.3% (+50), but the sector experienced a 6.5% (-248) decline in promotions.

■ Chapter 2

Women

This chapter provides data on the employment situation of women in the federally regulated private sector workforce covered under the Employment Equity Act.³ Key findings from 2010 are compared to those from the previous year unless otherwise indicated.



³ Please refer to **Appendix A** for data on women in the federally regulated private sector workforce subject to the Act.

Representation and Availability of Women in the Federally Regulated Private Sector



* The data on Canadian labour market availability of women are obtained from censuses that are conducted once every five years by Statistics Canada.

There are more women in the workforce since 1987 but their representation remained below their availability in 2010

The number of women employed in the federally regulated private sector workforce increased by 29.3% (+71,365) since 1987 but has still not regained the 2008 pre-recession level. There has been a drop of 0.6% (-1,828) in the number of women between 2008 and 2010. Despite gains in actual numbers, women continued to be under-represented in the workforce in 2010. The representation dropped to 41.7%, compared to 42.3% in 2009 and remained below LMA of 47.9%.⁴ Women's representation was below the respective LMA in all provinces and territories, with the exception of New Brunswick.

Higher concentration of women in permanent part-time jobs than full-time jobs

In 2010, women held 38.6% of the 628,237 permanent full-time and 58.0% of the 119,945 permanent part-time jobs in the federally regulated private sector. In contrast, a higher concentration of men had been employed in permanent full-time (61.4%) and less in permanent part-time (42.0%) work. Of all the women in permanent positions in the workforce, 77.7% worked full-time, while the other 22.3% held part-time jobs. By comparison, 88.4% of men were in permanent full-time positions with only 11.6% holding permanent part-time jobs.

⁴ To measure the progress of women covered by the Act, representation is compared to availability in the workforce population. Availability data are obtained from censuses conducted by Statistics Canada every five years. There is, therefore, a time lag in measuring representation gaps as, for example, 2010 representation is being compared to 2006 Census availability data.

Women in permanent full-time positions earned more in 2010 compared to the previous year⁵

In 2010, the highest concentration (20.9%) of women in permanent full-time positions earned between \$50,000 and \$59,999. Similarly, 20.1% of men were in the same salary range.

When the salary ranges were combined, the majority of women (48.6%) in the permanent full-time workforce earned below \$50,000 and 30.5% earned \$60,000 or more in 2010. In comparison, 31.7% of men earned less than \$50,000 and 48.2% received \$60,000 or more.

Between 2009 and 2010, the number of women in permanent full-time jobs who earned below \$50,000 was reduced by 2.6% (-3,102) while those who earned \$60,000 or more increased by 3.3% (+2,391). The number of men who earned less than \$50,000 also dropped by 2.7% (-3,408) and those who earned \$60,000 and above grew by 5.4% (+9,460).

More promotion opportunities for women in the federally regulated private sector led to improvement in their salaries.

Distribution of women working in professional occupations continued to improve

The highest proportion (42.6%) of women in the workforce remained in clerical positions, although the number decreased compared to previous years. The distribution of women working in professional occupations continued to improve, increasing from 16.0% in 2009 to 16.5% in 2010.

Women's representation in senior management positions increased slightly from 22.3% in 2009 to 22.5% in 2010, but still continued to be below LMA of 24.2%.

The representation of women in less traditional work, such as crafts and trades supervisors and skilled crafts and trades, has increased over time. Yet, women remained under-represented in these occupations.

Salary Range	Distribution of Permanent Full-time Employees			
	2009		2010	
	Men %	Women %	Men %	Women %
Below \$50,000	33.2	49.7	31.7	48.6
\$50,000 to \$59,999	20.3	20.8	20.1	20.9
\$60,000 and above	46.6	29.4	48.2	30.5

⁵ As prescribed under the *Employment Equity Act*, data are collected by 14 salary ranges. Since the highest concentration of employees in permanent full-time positions is in the \$50,000 to \$59,999 salary range, analyses have been carried out for the ranges above and below this range.

More women entered the workforce and more were promoted in 2010

Between 2009 and 2010, the number of women hired into the federally regulated private sector increased by 14.4% (+5,017), but their share of hiring actually dropped slightly from 35.6% to 35.5%, remaining below LMA of 47.9%.⁶

Promotions for women improved by 31.4% (+5,868); their share of promotions increased from 48.8% to 50.2% and remained above representation. A higher number of women left the workforce in 2010 compared to the previous year, an increase of 2.4% (+969). Their share of terminations also increased from 37.6% to 37.9%. Their terminations share remained below representation.

Banking was the only sector where both women's representation and hiring continued to exceed availability

The highest number and representation of women in the federally regulated private sector workforce continued to be in the banking sector. The number of women in this sector increased by 2.3% (+3,248) from 2009 to 2010 but their representation dropped from 66.6% to 65.4%. Similarly, 41.9% (+5,250) more women were hired, while their share of hiring decreased from 56.9% to 54.9%.

The representation of women in the banking sector exceeded those in the other three sectors and continued to be above their LMA in this sector.

Banking was the only sector where both the workforce representation and hiring of women continued to exceed LMA.

More women were promoted in the banking sector in 2010, an increase of 37.9% (+4,683) from the previous year, with a slight share increase from 61.3% to 61.4%. However, their share of promotions remained below representation.

The number of women who left the workforce also grew by 13.6% (+1,932) but their share of terminations remained stable at 61.7% and below representation.

In 2010, fewer job opportunities in the communications sector resulted in minimal hiring of women into this sector

Between 2009 and 2010, the number of women employed in the communications sector decreased by 2.1% (-1,924). The representation also declined from 39.9% to 39.1%. With fewer hiring opportunities in this sector, there was a drop of 14.4% (-1,524) in the number of women hired and their share of hiring also fell from 35.5% to 32.7%, well below LMA.

There was an increase of 18.0% (+643) in the number of women promoted. Their share of promotions remained stable at 37.4%, but was lower than their representation.

The number of women who left the workforce decreased by 3.9% (-523). Their share of terminations reduced from 38.6% to 38.4% and remained lower than their representation.

⁶ The share is the percentage of the total number of people within a particular designated group that were hired, promoted or terminated. The share of people hired is compared to availability, while the shares of people promoted and terminated are compared to representation.

More women worked as well as were hired and promoted in the transportation sector in 2010

The number of women in the transportation sector increased by 1.0% (+537) in 2010 compared to the previous year but their representation decreased from 25.5% to 25.4%. Also, the number of women hired rose by 19.6% (+1,488), while their share of hiring remained stable at 24.8%. Both representation and hiring share continued to be about half of availability.

The transportation sector provided women with more promotions, an increase of 49.9% (+717) over the previous year. The share of women promoted grew from 30.1% to 33.9% and was above representation.

Employers in the transportation sector were able to retain more women. The number of women who left the workforce dropped by 4.9% (-423). Their share of terminations fell from 24.1% to 23.9% and was below representation.

Fewer promotion opportunities in the other sector in 2010 resulted in a reduction of promotions of women in this sector

In the other sector, the number of women dropped by 4.4% (-1,238) and their representation decreased from 29.6% in 2009 to 28.1% in 2010. The number of women hired fell by 4.9% (-197) with their share of hiring decreasing from 26.5% to 25.1%. Both women's representation and hiring share remained below LMA.

With fewer promotion opportunities in this sector, women received a lower number of promotions, a drop of 13.3% (-175) between 2009 and 2010. Their share of promotions decreased from 34.7% to 32.2%. However, the promotions share remained above representation.

Fewer women left the other sector in 2010. When compared to the previous year, there was a drop of 0.5% (-17). The share of women terminated also decreased from 28.9% to 26.2% and remained below representation.

In 2010, the increase in the number of promotions in banking, communications and transportation attributed to higher levels of promotions for women. Women who worked in the other sector encountered limited promotional opportunities, in line with the lower number of promotions in this sector.

■ Chapter 3

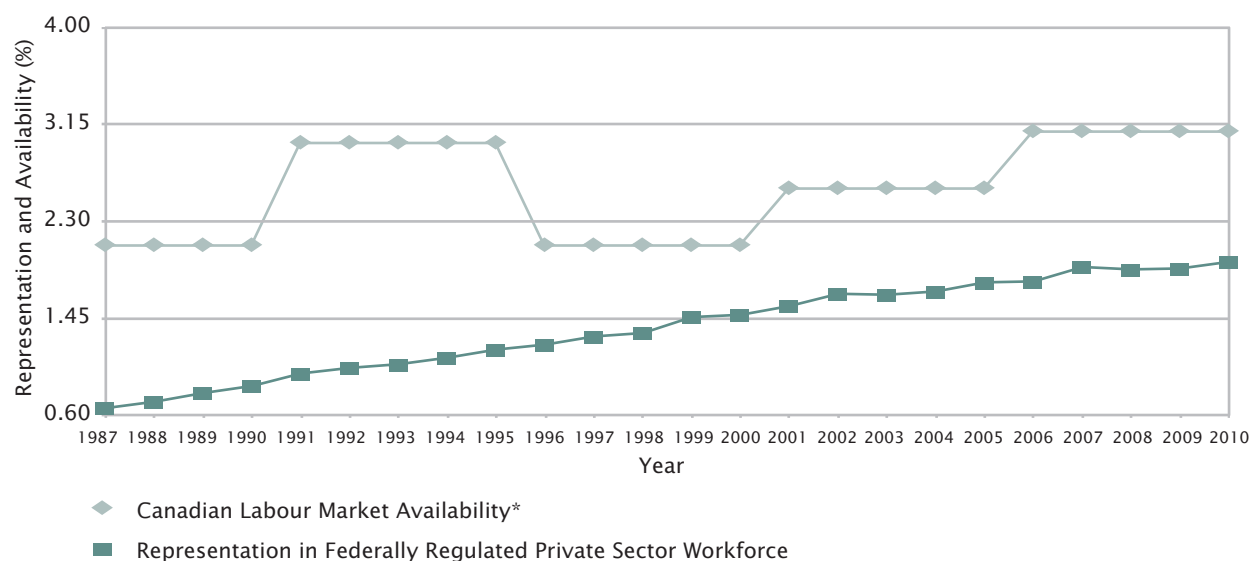
Aboriginal Peoples

This chapter provides data on the employment situation of Aboriginal peoples in the federally regulated private sector workforce covered under the Employment Equity Act.⁷ Key findings from 2010 are compared to those from the previous year unless otherwise indicated.



⁷ Please refer to **Appendix A** for data on Aboriginal peoples in the federally regulated private sector workforce subject to the Act.

Representation and Availability of Aboriginal Peoples in the Federally Regulated Private Sector



* The data on Canadian labour market availability of Aboriginal peoples are obtained from censuses that are conducted once every five years by Statistics Canada. In 1996, the Census methodology changed with respect to computation of the availability of Aboriginal peoples, thereby causing a drop.

There are more Aboriginal peoples in the workforce since 1987 but their representation remained below their availability in 2010

The number of Aboriginal peoples employed in the federally regulated private sector more than tripled since 1987. Between 2009 and 2010, the number of Aboriginal employees rose by 4.8% (+670). Their representation has grown over time but stayed at 1.9% over the past four years and continued to be below LMA of 3.1%.⁸ Aboriginal peoples were also under-represented in every Canadian province and territory, when compared to the respective availability of each area.

Representation of Aboriginal peoples in permanent part-time jobs exceeded their representation in permanent full-time jobs

In 2010, Aboriginal peoples accounted for 1.9% of the permanent full-time employees and 2.1% of the permanent part-time employees in the federally regulated private sector.

Eighty-three percent of Aboriginal employees holding permanent positions worked full-time, while the other 17.0% held part-time jobs. Non-Aboriginal employees exhibited similar trends.

⁸ To measure the progress of Aboriginal peoples covered by the Act, representation is compared to availability in the workforce population. Availability data are obtained from censuses conducted by Statistics Canada every five years. There is, therefore, a time lag in measuring representation gaps as, for example, 2010 representation is being compared to 2006 Census availability data.

Aboriginal peoples in permanent full-time positions earned more in 2010 compared to the previous year⁹

The highest concentration (21.3%) of Aboriginal peoples in permanent full-time positions earned between \$50,000 and \$59,999. Similarly, 20.4% of non-Aboriginal employees were in the same salary range.

When the salary ranges were combined, the majority of Aboriginal peoples (42.1%) in the permanent full-time workforce earned below \$50,000 and 36.5% earned \$60,000 or more in 2010. In comparison, 38.2% of non-Aboriginal employees earned less than \$50,000 and 41.5% received \$60,000 or more.

Between 2009 and 2010, the number of Aboriginal peoples in permanent full-time jobs who earned below \$50,000 was reduced by 0.4% (-18) while those who earned \$60,000 or more increased by 7.8% (+319). The number of non-Aboriginal employees who earned less than \$50,000 also dropped by 2.7% (-6,492) and those who earned \$60,000 and above grew by 4.7% (+11,532).

Both Aboriginal women and men in permanent full-time positions earned more in 2010 compared to the previous year

Of the 14,686 Aboriginal employees in the 2010 federally regulated private sector workforce, Aboriginal women represented 40.7% and Aboriginal men 59.3%.

In the 2010 permanent full-time workforce, the highest concentration (20.1%) of Aboriginal women earned between \$50,000 and \$59,999. Similarly, 22.1% of Aboriginal men were in the same salary range. These proportions were close to those of all women (20.9%) and men (20.1%).

Following the combining of salary ranges, 57.0% of Aboriginal women employed in permanent full-time positions earned an annual salary of less than \$50,000. In contrast, 33.5% of Aboriginal men earned less than \$50,000 in 2010. By comparison, the figures for all women and all men were 48.6% and 31.7% respectively.

Only 22.9% of all Aboriginal women in permanent full-time positions earned \$60,000 or more, compared to 44.4% of all Aboriginal men in 2010. This is compared to 30.5% of all women and 48.2% of all men in the same salary range.

Salary Range	Distribution of Permanent Full-time Employees							
	2009				2010			
	Men %	Women %	Aboriginal Men %	Aboriginal Women %	Men %	Women %	Aboriginal Men %	Aboriginal Women %
Below \$50,000	33.2	49.7	35.4	58.3	31.7	48.6	33.5	57.0
\$50,000 to \$59,999	20.3	20.8	20.8	20.4	20.1	20.9	22.1	20.1
\$60,000 and above	46.6	29.4	43.8	21.3	48.2	30.5	44.4	22.9

⁹ As prescribed under the *Employment Equity Act*, data are collected by 14 salary ranges. Since the highest concentration of employees in permanent full-time positions is in the \$50,000 to \$59,999 salary range, analyses have been carried out for the ranges above and below this range.

When the number of Aboriginal women in permanent full-time jobs who earned below \$50,000 was compared to the previous year, there was a reduction of 0.5% (-14) while the number of those who earned \$60,000 or more increased by 9.2% (+86). The number of Aboriginal men who earned less than \$50,000 was also reduced by 0.2% (-4) and those who earned \$60,000 and above grew by 7.4% (+233).

Distribution of Aboriginal peoples working in semi-skilled manual work continued to grow

The highest proportion (25.7%) of Aboriginal peoples in the workforce continued to occupy clerical positions, however the number decreased compared to previous years. The distribution of Aboriginal peoples in semi-skilled manual occupations continued to rise, increasing from 18.2% in 2009 to 18.8% in 2010.

Aboriginal peoples' representation increased in 9 of the 14 occupational groups but continued to be below availability except in supervisory crafts and trades positions.

More Aboriginal peoples entered the workforce and more were promoted in 2010

The number of Aboriginal peoples hired into the federally regulated private sector increased by 27.0% (+529) from 2009 to 2010. Their share of hiring also increased from 2.0% to 2.2%, yet remained below LMA of 3.1%.¹⁰

The increase in the overall number of hires and promotions in the federally regulated private sector led to more hiring and promotion opportunities for Aboriginal peoples.

Promotions for Aboriginal peoples improved by 33.7% (+218), while their share of promotions increased from 1.7% to 1.8%. The promotions share remained below representation.

A higher number of Aboriginal employees left the workforce—an increase of 0.4% (+9). Their share of terminations remained stable at 2.3%, continuing to be above representation.

More Aboriginal peoples were hired and promoted in the banking sector

In the banking sector, the number of Aboriginal peoples increased between 2009 and 2010 by 0.3% (+9). The representation remained stable at 1.3%. The number of Aboriginal employees hired went up by 27.3% (+90), and the hiring share decreased from 1.5% to 1.3%. Both representation and hiring rates for Aboriginal peoples continued to be well below LMA.

More Aboriginal peoples were promoted in the banking sector in 2010, an increase of 50.4% (+133) from the previous year. Their share of promotions increased from 1.3% to 1.4% and was above representation.

¹⁰ The share is the percentage of the total number of people within a particular designated group that were hired, promoted or terminated. The share of people hired is compared to availability, while the shares of people promoted and terminated are compared to representation.

The number of Aboriginal employees who left the workforce grew by 6.6% (+24). Their share of terminations decreased from 1.6% to 1.5%, but remained higher than representation.

More Aboriginal peoples worked in the communications sector and more were hired and promoted in 2010

Between 2009 and 2010, the number of Aboriginal peoples in the communications workforce increased by 7.0% (+258). The representation also increased from 1.6% to 1.7%. There was an increase of 11.4% (+47) in the number of Aboriginal peoples hired despite limited opportunities. Their share of hiring also increased from 1.4% to 1.7%, and yet both representation and hiring shares remained lower than LMA.

The number of Aboriginal peoples promoted increased by 26.5% (+43). Their share of promotions increased from 1.7% to 1.8% and was above representation.

Despite a rise of 1.1% (+6) in the number of Aboriginal peoples leaving the communications sector, an increase from 1.5% to 1.6% in the terminations share, their termination rate remained lower than the representation level.

The highest representation of Aboriginal peoples was in transportation, followed by the other sector.

Highest number and representation of Aboriginal peoples occurred in the transportation sector

The highest number and representation of Aboriginal peoples in the 2010 federally regulated private sector workforce was found in the transportation sector. When compared to the previous year, their number increased by 5.9% (+300) and representation from 2.5% to 2.6%. Also, the number of Aboriginal peoples hired rose by 36.7% (+337), while their share of hiring increased from 3.0% to 3.4%. Despite these increases, Aboriginal peoples remained under-represented in this sector.

Between 2009 and 2010, promotions for Aboriginal peoples in the transportation sector increased by 39.5% (+45). Their share of promotions grew from 2.4% to 2.5%. However, the share of Aboriginal peoples promoted was below representation.

Although the number of Aboriginal peoples who left the transportation workforce dropped by 3.3% (-39), their share of terminations increased from 3.2% to 3.3% and was higher than their representation.

More Aboriginal peoples worked and were hired in the other sector

More Aboriginal peoples were employed in the other sector in 2010 compared to the previous year. Their number increased by 4.4% (+103) while their representation remained at 2.5%. The number of Aboriginal peoples hired increased by 18.4% (+55) and their hiring share grew from 2.0% to 2.3%. Despite the improvement in the figures for Aboriginal peoples, both representation and hiring share remained below LMA.

With fewer promotion opportunities in this sector, Aboriginal peoples received a lower number of promotions, a decrease of 2.8% (-3), but their share of promotions increased from 2.8% to 2.9% and was above representation.

More Aboriginal peoples left the other sector, an increase of 5.1% (+18). Their share of terminations dropped from 2.9% to 2.8%, but remained above representation.

■ Chapter 4

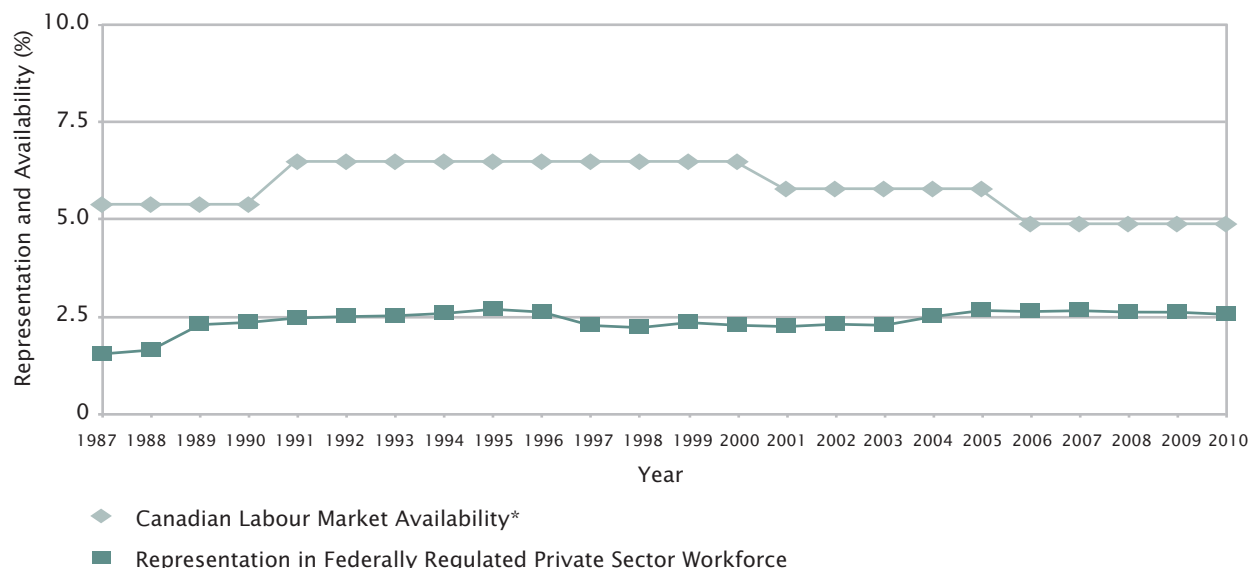
Persons with Disabilities

This chapter provides data on the employment situation of persons with disabilities in the federally regulated private sector workforce covered under the Employment Equity Act.¹¹ Key findings from 2010 are compared to those from the previous year unless otherwise indicated.



¹¹ Please refer to **Appendix A** for data on persons with disabilities in the federally regulated private sector workforce subject to the Act.

Representation and Availability of Persons with Disabilities in the Federally Regulated Private Sector



* The data on Canadian labour market availability of persons with disabilities are obtained from surveys that are conducted by Statistics Canada. Note that, since 1987, only three surveys were conducted. The Health and Activity Limitation Survey was conducted in 1991 followed by the Participation and Activity Limitation Survey (PALS) in 2001 and 2006. The PALS methodology used 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, which caused a drop.

There are more persons with disabilities in the workforce since 1987 but their representation remained below their availability in 2010

There are more than twice the number of persons with disabilities employed in the federally regulated private sector workforce than in 1987. However, between 2009 and

2010, the number of employees with disabilities dropped by 0.5% (-101). Their representation fluctuated over the years but also dropped from 2.7% in 2009 to 2.6% in 2010 and continued to be below LMA of 4.9%.¹² Representation for persons with disabilities was below the respective availability of all provinces and territories.

¹² To measure the progress of persons with disabilities covered by the Act, representation is compared to availability in the workforce population. Availability data are obtained from the Participation and Activity Limitation Survey (PALS) conducted by Statistics Canada every five years. There is, therefore, a time lag in measuring representation gaps as, for example, 2010 representation is being compared to 2006 PALS availability data.

Percentage of persons with disabilities who worked in permanent full-time jobs exceeded percentage of persons without disabilities

In 2010, the representation of persons with disabilities employed in permanent full-time positions remained stable at 2.7% but increased to 2.4% in permanent part-time positions.

A slightly higher proportion of persons with disabilities held permanent full-time jobs compared to persons without disabilities (85.4% and 83.9% respectively). A lower proportion of persons with disabilities were employed in permanent part-time positions (14.6%) compared to persons without disabilities (16.1%).

Persons with disabilities in permanent full-time positions earned more in 2010 but earnings remained below those of persons without disabilities¹³

The highest concentration (26.2%) of persons with disabilities in permanent full-time positions earned between \$50,000 and \$59,999. Similarly, 20.2% of employees without disabilities were in the same salary range.

When the permanent full-time salary ranges were combined for 2010, a slightly higher proportion of persons with disabilities (36.9%) earned \$60,000 or more and 36.8% earned below \$50,000. In comparison, 41.5% of employees without disabilities earned \$60,000 or more and 38.3% received less than \$50,000.

Between 2009 and 2010, the number of persons with disabilities in permanent full-time jobs who earned below \$50,000

decreased by 8.1% (-546) while those who earned \$60,000 or more increased by 3.4% (+205). The number of employees without disabilities who earned less than \$50,000 also dropped by 2.5% (-5,964) and those who earned \$60,000 and above grew by 4.8% (+11,646).

Both women and men with disabilities in permanent full-time positions earned more in 2010 compared to the previous year

Of the 19,658 persons with disabilities in the 2010 federally regulated private sector workforce, women with disabilities represented 45.2% and men with disabilities 54.8%.

In the 2010 permanent full-time workforce, the highest concentration (26.0%) of women with disabilities earned between \$50,000 and \$59,999. Similarly, 26.4% of men with disabilities were in the same salary range. By comparison, these figures were higher than those for all women (20.9%) and all men (20.1%).

Following the combining of salary ranges, 48.1% of women with disabilities employed in permanent full-time positions earned an annual salary of less than \$50,000. In contrast, 28.7% of men with disabilities earned less than \$50,000 in 2010. By comparison, the figures for all women and all men were 48.6% and 31.7% respectively.

Only 26.0% of all women with disabilities in permanent full-time positions earned \$60,000 or more, compared to 44.9% of all men with disabilities in 2010. This is compared to 30.5% of all women and 48.2% of all men in the same salary range.

¹³ As prescribed under the *Employment Equity Act*, data are collected by 14 salary ranges. Since the highest concentration of employees in permanent full-time positions is in the \$50,000 to \$59,999 salary range, analyses have been carried out for the ranges above and below this range.

Salary Range	Distribution of Permanent Full-time Employees							
	2009				2010			
	Men %	Women %	Men with Disabilities %	Women with Disabilities %	Men %	Women %	Men with Disabilities %	Women with Disabilities %
Below \$50,000	33.2	49.7	31.5	50.5	31.7	48.6	28.7	48.1
\$50,000 to \$59,999	20.3	20.8	25.8	24.7	20.1	20.9	26.4	26.0
\$60,000 and above	46.6	29.4	42.7	24.8	48.2	30.5	44.9	26.0

When the number of women with disabilities in permanent full-time jobs who earned below \$50,000 was compared to the previous year, there was a reduction of 6.8% (-244) while the number of those who earned \$60,000 or more increased by 2.6% (+46). The number of men with disabilities who earned less than \$50,000 also fell by 9.8% (-302) while those who earned \$60,000 and above grew by 3.8% (+159).

More persons with disabilities worked in the professional occupational group

The highest proportion (38.5%) of persons with disabilities in the workforce continued to occupy clerical positions, although the figure has decreased from 2009. Subsequently, the distribution of persons with disabilities in professional occupations continued to rise, increasing from 12.7% in 2009 to 12.9% in 2010.

The representation of persons with disabilities exceeded LMA only in administrative and senior clerical occupations, continuing the trend from recent years.

More persons with disabilities left than entered the workforce in 2010, contributing to the decrease in representation for this designated group

Although the number of persons with disabilities hired into the federally regulated private sector workforce increased by 4.3% (+59) from 2009 to 2010, their share of hiring fell slightly from 1.4% to 1.3% and remained below LMA of 4.9%.¹⁴

Promotions for persons with disabilities improved by 26.7% (+236), while their share of promotions stayed unchanged at 2.3% and remained below representation.

A higher number of employees with disabilities left the workforce, an increase of 1.3% (+33) but their share of terminations remained stable at 2.4% and continued to be below representation.

¹⁴ The share is the percentage of the total number of people within a particular designated group that were hired, promoted or terminated. The share of people hired is compared to availability, while the shares of people promoted and terminated are compared to representation.

More persons with disabilities were hired and promoted in the banking sector

The highest number and representation of persons with disabilities in the 2010 federally regulated private sector workforce were found in the banking sector. Compared to 2009, the number of persons with disabilities increased by 1.2% (+89) but the representation dropped from 3.6% to 3.5%. Similarly, the number of persons with disabilities hired grew by 25.5% (+131) but the hiring share decreased from 2.3% to 2.0%. Both representation and hiring rates for persons with disabilities continued to be below LMA.

The representation of persons with disabilities in the banking sector kept outperforming their representation in the other three sectors.

More persons with disabilities were promoted in the banking sector in 2010, an increase of 24.8% (+142) from the previous year. Their share of promotions decreased from 2.8% to 2.6% and was below representation.

The number of persons with disabilities who left the workforce increased by 6.2% (+52) but their share of terminations fell from 3.6% to 3.4% and it was lower than their representation.

More persons with disabilities worked in the communications sector and more were promoted in 2010

Between 2009 and 2010, the number of persons with disabilities in the communications sector increased by 3.9% (+227). The representation also increased from 2.5% to 2.6%. With fewer hiring opportunities, there was a drop of 10.1% (-34) in the number of persons with disabilities hired but their share of hiring remained stable at 1.1%. Both representation and hiring share of persons with disabilities remained lower than LMA.

There was an increase of 40.7% (+70) in the number of persons with disabilities promoted. Their promotion share also increased from 1.8% to 2.1% but stayed below representation.

The number of persons with disabilities who left the communications sector rose by 13.0% (+99). Their share of terminations increased from 2.2% to 2.6%, reaching the same level as their representation in this sector.

More persons with disabilities were hired and promoted in the transportation sector in 2010

The number of persons with disabilities in the transportation sector decreased by 1.5% (-64) in 2010 compared to the previous year but their representation remained stable at 2.0%. The number of employees with disabilities hired rose by 11.7% (+38), while their share of hiring dropped from 1.1% to 1.0%. Both representation and hiring share continued to be below LMA.

Persons with disabilities were provided with more promotions in this sector, an increase of 64.3% (+36). The share of employees with disabilities promoted grew from 1.2% to 1.4%.

Employers in the transportation sector were also able to retain more employees with disabilities. The number of persons with disabilities who left the workforce dropped by 8.3% (-51). Their share of terminations fell from 1.7% to 1.6% and remained below representation.

Despite the reduction in promotion opportunities in the other sector, the share of persons with disabilities who were promoted was above representation

In the other sector, the number of persons with disabilities dropped by 16.4% (-353) and their representation decreased from 2.2% in 2009 to 1.9% in 2010. The number of persons with disabilities hired also fell by 40.6% (-76) with the share of hiring decreasing from 1.2% to 0.7%. Both representation and hiring rates remained below LMA.

With fewer promotion opportunities in this sector, persons with disabilities received a lower number of promotions, a drop of 14.6% (-12) between 2009 and 2010. Their share of promotions decreased from 2.2% to 2.0%. Yet the promotions remained above representation.

Fewer employees with disabilities left the other sector in 2010. When compared to the previous year, there was a drop of 23.1% (-67). The share of terminations dropped from 2.4% to 1.7% and was below representation.

Promotions for persons with disabilities in the banking, communications and transportation sectors increased in 2010.

■ Chapter 5

Members of Visible Minorities

This chapter provides data on the employment situation of members of visible minorities in the federally regulated private sector workforce covered under the Employment Equity Act.¹⁵ Key findings from 2010 are compared to those from the previous year unless otherwise indicated.



¹⁵ Please refer to **Appendix A** for data on members of visible minorities in the federally regulated private sector workforce subject to the Act.

Representation and Availability of Members of Visible Minorities in the Federally Regulated Private Sector



* The data on Canadian labour market availability of members of visible minorities are obtained from censuses that are conducted once every five years by Statistics Canada.

There are more members of visible minorities in the workforce since 1987 and their representation exceeded their availability in 2010

The number of members of visible minorities employed in the federally regulated private sector has steadily grown since 1987. Between 2009 and 2010, the number of visible minority employees rose by 5.5% (+6,948). Meanwhile, their representation grew over the years and reached an all-time high of 17.8% in 2010, exceeding LMA of 15.3%.¹⁶ The representation of members of visible minorities met or exceeded respective availability in all provinces and territories except for Prince Edward Island.

Higher concentration of members of visible minorities in permanent part-time jobs than full-time jobs

In 2010, members of visible minorities accounted for 17.6% of permanent full-time and 18.8% of permanent part-time employees in the federally regulated private sector.

Compared to non-visible minorities, visible minority members had a slightly lower proportion of workers in permanent full-time positions and a higher proportion in permanent part-time jobs.

¹⁶ To measure the progress of members of visible minorities covered by the Act, representation is compared to availability in the workforce population. Availability data are obtained from censuses conducted by Statistics Canada every five years. There is, therefore, a time lag in measuring representation gaps as, for example, 2010 representation is being compared to 2006 Census availability data.

Members of visible minorities in permanent full-time positions earned more in 2010 compared to the previous year¹⁷

The highest concentration (18.1%) of members of visible minorities in permanent full-time positions earned between \$50,000 and \$59,999. Similarly, 20.9% of non-visible minority employees were in the same salary range.

When the salary ranges were combined for 2010, the majority of members of visible minorities (46.1%) who worked in permanent full-time positions earned below \$50,000, following the trend previously noted for women and Aboriginal peoples, and 35.8% earned \$60,000 or more. In comparison, 36.5% of non-visible minority employees earned less than \$50,000 and 42.6% received \$60,000 or more.

Between 2009 and 2010, the number of members of visible minorities in permanent full-time jobs who earned below \$50,000 increased by 2.0% (+992) and those who earned \$60,000 or more increased by 9.2% (+3,350). The number of non-visible minority employees who earned less than \$50,000 dropped by 3.8% (-7,502) and those who earned \$60,000 and above grew by 4.0% (+8,501).

Both visible minority women and men in permanent full-time positions earned more in 2010 compared to the previous year

Of the 134,256 members of visible minorities in the 2010 federally regulated private sector workforce, visible minority women represented 44.0% and visible minority men 56.0%.

In the 2010 permanent full-time workforce, the highest concentration (18.1%) of visible minority women earned between \$50,000 and \$59,999. Similarly, 18.2% of visible minority men were in the same salary range. These proportions were close to those of all women (20.9%) and men (20.1%).

Following the combining of salary ranges, the majority of visible minority women (53.5%) employed in permanent full-time positions earned an annual salary of less than \$50,000 in 2010. In contrast, 40.4% of visible minority men earned less than \$50,000. By comparison, the figures for all women and all men were 48.6% and 31.7% respectively.

The proportion of visible minority women earning an annual salary of \$60,000 or more in permanent full-time occupations was 28.4% compared to 41.4% of visible minority men. The figures were 30.5% for all women and 48.2% for all men in the same salary range.

¹⁷ As prescribed under the *Employment Equity Act*, data are collected by 14 salary ranges. Since the highest concentration of employees in permanent full-time positions is in the \$50,000 to \$59,999 salary range, analyses have been carried out for the ranges above and below this range.

Salary Range	Distribution of Permanent Full-time Employees							
	2009				2010			
	Men %	Women %	Visible Minority Men %	Visible Minority Women %	Men %	Women %	Visible Minority Men %	Visible Minority Women %
Below \$50,000	33.2	49.7	41.7	54.8	31.7	48.6	40.4	53.5
\$50,000 to \$59,999	20.3	20.8	18.1	18.0	20.1	20.9	18.2	18.1
\$60,000 and above	46.6	29.4	40.2	27.1	48.2	30.5	41.4	28.4

Between 2009 and 2010, the number of visible minority women in permanent full-time jobs who earned below \$50,000 increased by 0.3% (+87) and those who earned \$60,000 or more rose by 7.8% (+984). The number of visible minority men who earned less than \$50,000 also increased by 3.7% (+905) and those who earned \$60,000 and above grew by 10.0% (+2,366).

Representation of members of visible minorities increased in most occupational groups

The highest proportion of members of visible minorities in the workforce continued to be found in clerical (31.6%) and professional (21.6%) occupations.

Representation for visible minority members rose in most occupational groups. Their 2010 representation also met or exceeded LMA in 8 of the 14 occupational groups. Representation at the senior management level remained below availability.

Overall, many more members of visible minorities entered than exited the federally regulated private sector contributing to an increase in their representation

Between 2009 and 2010, the number of members of visible minorities hired into the federally regulated private sector increased by 27.5% (+4,514). Their share of hiring also increased from 16.8% to 18.7% and exceeded LMA of 15.3%.¹⁸

Promotions for members of visible minorities improved by 41.7% (+3,569) and their share of promotions increased from 22.4% to 24.8%. Their promotions share continued to be above representation.

Although the number of members of visible minority employees who left the workforce increased by 4.6% (+774) and their share of terminations rose from 16.0% to 16.4%, their terminations share continued to be below representation.

¹⁸ The share is the percentage of the total number of people within a particular designated group that were hired, promoted or terminated. The share of people hired is compared to availability, while the shares of people promoted and terminated are compared to representation.

More members of visible minorities were hired than left the banking sector resulting in continued growth in their representation in this sector

The highest number and representation of members of visible minorities in the 2010 federally regulated private sector workforce occurred in the banking sector. The number of members of visible minorities in this sector increased by 7.8% (+4,382) from 2009 to 2010 and their representation grew from 26.4% to 27.3%. Similarly, 81.7% (+3,718) more visible minority employees were hired, while their share of hiring increased from 20.7% to 25.5%. Both the workforce representation and hiring of members of visible minorities continued to exceed LMA.

The representation of members of visible minorities increased from 2009 to 2010 in all four sectors and continued to be above LMA in the banking and communications sectors.

More visible minority employees were promoted in the banking sector in 2010, an increase of 48.8% (+2,896) from the previous year. Their share of promotions increased from 29.5% in 2009 to 31.8% in 2010, and was above representation.

The number of members of visible minorities who left the workforce also grew by 14.5% (+797). Their share of terminations increased from 23.9% to 24.1% but stayed below representation.

Members of visible minorities received more promotions and their representation improved and continued to be above LMA in the communications sector

Between 2009 and 2010, the number of members of visible minorities employed in the communications sector increased by 2.6% (+967). The representation also grew from 15.8% to 16.2%. With fewer hiring opportunities in this sector, there was a drop of 6.3% (-358) in the number of members of visible minorities hired but their share of hiring rose from 19.1% to 19.2%. Rates for both representation and hiring share were above LMA.

Promotion opportunities for members of visible minorities improved in the communications sector in 2010. The number of members of visible minorities promoted increased by 24.5% (+395) from the previous year. Their share of promotions rose from 16.9% to 17.8% and continued to reach a level above their representation.

Although the number of visible minority employees who left the workforce decreased by 0.7% (-40), their share of terminations increased from 17.0% to 17.4% and exceeded the representation level.

More members of visible minorities were hired and promoted in the transportation sector

The number of members of visible minorities in the transportation sector increased by 6.1% (+1,292) in 2010 compared to the previous year and their representation grew from 10.4% to 10.8%. The number of members of visible minorities hired rose by 33.4% (+1,295), while their share of hiring went up from 12.6% to 14.1%. Both representation and hiring share continued to be below LMA.

The transportation sector provided members of visible minorities with more promotion opportunities in 2010. The number of promotions increased by 67.9% (+341) from the previous year and the share of those who were promoted increased from 10.5% to 13.3%. The promotions share was above representation.

Between 2009 and 2010, the number of visible minority employees who left the workforce increased by 0.4% (+17). The share of those who were terminated also increased from 11.0% to 11.5% and was above representation.

In 2010, fewer promotion opportunities in the other sector resulted in a reduction of promotions for members of visible minorities in this sector

In the other sector, the number of members of visible minorities increased by 2.3% (+307) and their representation grew from 14.0% in 2009 to 14.2% in 2010. The number of members of visible minorities hired fell by 6.2% (-141) with the share of hiring decreasing from 15.0% to 14.0%. Both members of visible minorities' representation and hiring share remained below LMA.

With fewer promotion opportunities in this sector, members of visible minorities received a lower number of promotions in 2010 compared to the previous year. The number of visible minority employees promoted declined by 12.5% (-63). Their share of promotions decreased from 13.3% to 12.4% and was below representation.

Employers in the other sector retained visible minority employees. The same amount of members of visible minorities left the workforce in 2009 and 2010 (1,495). The share of terminations for members of visible minorities decreased from 12.4% to 11.3%, remaining below representation.

In 2010, the increase in the number of promotions in banking, communications and transportation attributed to higher levels of promotions for members of visible minorities. Visible minority employees who worked in the other sector encountered limited promotional opportunities, in line with the lower number of overall promotions in this sector.

■ Appendix A

Tables – Federally Regulated Private Sector Employers¹⁹



¹⁹ The federally regulated private sector employers include Crown corporations and other federal organizations with 100 or more employees.

Under section 20 of the *Employment Equity Act*, the Minister of Labour is required to table in Parliament a consolidation and analysis of the reports provided annually by federally regulated private sector employers.

This annual report consolidates the 2010 employer reports and includes tables showing data on the four designated groups. The data provided is from various calendar years: 1987 (the year data was first collected), 2001 (the year the Act was last reviewed), as well as 2009 and 2010.

Tables 1 to 7 in this appendix present data aggregated to include permanent full-time, permanent part-time and temporary employees. Tables 8 to 10 cover data on hires, promotions and terminations for permanent full-time and permanent part-time employees. Table 11 summarizes information for the four industrial sectors: representation, hires, promotions, terminations and the net effect of hires less terminations. Tables 12 and 13 present salary data for permanent full-time and permanent part-time employees respectively.

This annual report consolidates the 2010 employer reports and includes tables showing data on the four designated groups.

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Table 1
Number of Federally Regulated Private Sector Employees by Designated Group, Gender, Sector and Subsector as of December 31, 2010

Sector & Subsector	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Depository Credit Intermediation	220,289	76,030	144,259	2,859	667	2,192	7,649	2,447	5,202	60,339	24,819	35,520
Monetary Authorities - Central Bank	1,281	617	664	13	9	4	23	13	10	198	111	87
Banking	221,570	76,647	144,923	2,872	676	2,196	7,672	2,460	5,212	60,537	24,930	35,607
Couriers	22,128	16,688	5,440	508	371	137	550	423	127	4,889	3,695	1,194
Information Services	304	197	107	4	3	1	4	2	2	30	17	13
Local Messengers and Local Delivery	10,031	7,464	2,567	174	136	38	133	98	35	2,885	2,289	596
Pay TV, Specialty TV and Program Distribution	5,635	3,461	2,174	68	37	31	103	61	42	554	317	237
Postal Service	56,807	29,816	26,991	1,161	506	655	2,760	1,532	1,228	6,819	4,277	2,542
Radio and Television Broadcasting	25,399	14,044	11,355	339	165	174	491	338	153	2,127	1,055	1,072
Telecommunications	110,311	68,734	41,577	1,656	974	682	2,049	1,265	784	20,006	12,624	7,382
Wireless Telecommunications Carriers (except Satellite)	976	647	329	60	31	29	8	4	4	320	232	88
Communications	231,591	141,051	90,540	3,970	2,223	1,747	6,098	3,723	2,375	37,630	24,506	13,124
Charter Bus Industry	1,182	861	321	12	6	6	21	15	6	199	162	37
Deep Sea, Coastal and Great Lakes Water Transportation	6,214	5,104	1,110	117	91	26	55	53	2	256	161	95
Freight Transportation Arrangement	1,643	1,421	222	78	65	13	70	62	8	118	100	18
General Freight Trucking	42,560	35,665	6,895	933	774	159	972	808	164	3,492	2,814	678
Inland Water Transportation	292	259	33	0	0	0	1	1	0	2	2	0
Interurban and Rural Bus Transportation	3,844	3,312	532	100	86	14	99	77	22	387	356	31
Non-Scheduled Air Transportation	5,409	3,817	1,592	261	157	104	25	18	7	587	383	204
Other Pipeline Transportation	425	319	106	16	14	2	6	5	1	21	7	14
Other Support Activities for Transportation	492	383	109	20	14	6	13	12	1	20	16	4

Table 1
Number of Federally Regulated Private Sector Employees by Designated Group, Gender, Sector and Subsector
as of December 31, 2010 continued

Sector & Subsector	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Other Transit and Ground Passenger Transportation	1,816	1,468	348	66	55	11	59	52	7	197	158	39
Pipeline Transportation of Crude Oil	1,921	1,337	584	30	24	6	15	12	3	241	151	90
Pipeline Transportation of Natural Gas	3,746	2,598	1,148	102	76	26	112	76	36	490	288	202
Rail Transportation	31,353	27,395	3,958	963	850	113	830	751	79	2,072	1,693	379
Scenic and Sightseeing Transportation, Land	100	81	19	1	1	0	2	2	0	9	6	3
Scenic and Sightseeing Transportation, Water	10	4	6	0	0	0	0	0	0	1	0	1
Scheduled Air Transportation	50,379	29,870	20,509	1,306	722	584	682	428	254	7,427	4,139	3,288
School and Employee Bus Transportation	11,972	5,485	6,487	158	53	105	201	109	92	924	508	416
Specialized Freight Trucking	10,299	8,732	1,567	292	250	42	245	207	38	567	480	87
Support Activities for Air Transportation	21,450	15,999	5,451	520	385	135	364	292	72	3,811	2,829	982
Support Activities for Rail Transportation	206	196	10	1	1	0	3	3	0	28	24	4
Support Activities for Water Transportation	9,841	8,636	1,205	374	334	40	295	272	23	1,434	1,268	166
Urban Transit Systems	931	717	214	28	22	6	13	12	1	55	43	12
Transportation	206,085	153,659	52,426	5,378	3,980	1,398	4,083	3,267	816	22,338	15,588	6,750
Activities Related to Real Estate	543	318	225	3	1	2	6	5	1	190	114	76
Animal Food Manufacturing	1,653	1,211	442	30	24	6	15	10	5	42	35	7
Architectural, Engineering and Related Services	5,072	3,722	1,350	202	154	48	122	97	25	784	580	204
Basic Chemical Manufacturing	868	612	256	11	5	6	20	14	6	104	73	31
Construction Management	804	521	283	32	18	14	35	21	14	70	49	21
Electric Power Generation, Transmission and Distribution	17,183	13,517	3,666	225	178	47	400	337	63	1,671	1,298	373

Table 1
Number of Federally Regulated Private Sector Employees by Designated Group, Gender, Sector and Subsector as of December 31, 2010 continued

Sector & Subsector	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Engine, Turbine and Power Transmission Equipment Manufacturing	1,408	1,142	266	70	59	11	17	15	2	230	186	44
Farm Product Wholesaler-Distributors	855	524	331	19	11	8	8	2	6	54	29	25
Federal Protective Services	495	283	212	5	1	4	7	4	3	58	37	21
Foreign Affairs and International Assistance	323	107	216	3	0	3	13	8	5	57	21	36
Forging and Stamping	830	564	266	43	28	15	27	18	9	119	76	43
Grain and Oilseed Milling	1,217	952	265	18	12	6	62	51	11	53	41	12
Heritage Institutions	1,106	435	671	21	10	11	50	27	23	63	24	39
Insurance Carriers	101	47	54	3	2	1	2	0	2	14	10	4
Investigation and Security Services	35,038	26,384	8,654	349	248	101	196	151	45	7,465	5,965	1,500
Management, Scientific and Technical Consulting Services	62	43	19	1	0	1	1	1	0	2	1	1
Metal Ore Mining	4,459	3,593	866	847	701	146	195	172	23	202	175	27
Motor Vehicle Parts Manufacturing	115	66	49	0	0	0	0	0	0	0	0	0
Non-Depository Credit Intermediation	4,427	2,048	2,379	100	48	52	140	86	54	673	337	336
Oilseed and Grain Farming	363	299	64	1	1	0	14	13	1	3	1	2
Other Amusement and Recreation Industries	378	196	182	1	0	1	6	3	3	35	23	12
Other Electrical Equipment and Component Manufacturing	207	197	10	2	2	0	4	4	0	90	88	2
Other Federal Government Public Administration	3,030	1,209	1,821	85	39	46	132	49	83	415	173	242
Other Financial Investment Activities	1,827	912	915	22	7	15	60	17	43	235	101	134
Other Food Manufacturing	535	467	68	23	23	0	23	21	2	42	34	8

Table 1
Number of Federally Regulated Private Sector Employees by Designated Group, Gender, Sector and Subsector
as of December 31, 2010 continued

Sector & Subsector	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Other Professional, Scientific and Technical Services	112	60	52	3	1	2	2	2	0	19	7	12
Other Wood Product Manufacturing	923	677	246	25	10	15	27	23	4	127	94	33
Pension Funds	893	579	314	2	0	2	11	5	6	229	144	85
Performing Arts Companies	526	275	251	10	8	2	16	12	4	64	39	25
Scientific Research and Development Services	171	135	36	4	3	1	4	4	0	15	13	2
Seafood Product Preparation and Packaging	326	193	133	83	54	29	2	2	0	67	33	34
Securities and Commodity Contracts Intermediation and Brokerage	84	47	37	0	0	0	0	0	0	16	8	8
Support Activities for Crop Production	1,709	1,244	465	68	57	11	57	42	15	81	48	33
Support Activities for Mining and Oil and Gas Extraction	627	550	77	32	26	6	5	5	0	13	10	3
Utility System Construction	456	400	56	5	5	0	0	0	0	41	36	5
Warehousing and Storage	7,224	5,342	1,882	106	84	22	113	83	30	328	239	89
Waste Collection	127	105	22	5	5	0	10	9	1	15	14	1
Waste Treatment and Disposal	643	524	119	7	5	2	3	3	0	65	56	9
Other	96,720	69,500	27,220	2,466	1,830	636	1,805	1,316	489	13,751	10,212	3,539
All Sectors	755,966	440,857	315,109	14,686	8,709	5,977	19,658	10,766	8,892	134,256	75,236	59,020

Table 2
Representation of Designated Groups by Sector and Subsector (2009 and 2010)

Sector & Subsector	Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	2009 (%)	2010 (%)	2009 (%)	2010 (%)	2009 (%)	2010 (%)	2009 (%)	2010 (%)
Depository Credit Intermediation	66.7	65.5	1.3	1.3	3.6	3.5	26.5	27.4
Monetary Authorities - Central Bank	51.7	51.8	1.1	1.0	1.8	1.8	14.9	15.5
Banking	66.6	65.4	1.3	1.3	3.6	3.5	26.4	27.3
Couriers	25.2	24.6	2.2	2.3	2.5	2.5	21.8	22.1
Information Services	34.9	35.2	1.2	1.3	1.5	1.3	9.5	9.9
Local Messengers and Local Delivery	26.9	25.6	1.8	1.7	1.3	1.3	28.6	28.8
Pay TV, Specialty TV and Program Distribution	38.5	38.6	1.3	1.2	1.4	1.8	9.0	9.8
Postal Service	47.0	47.5	1.8	2.0	4.2	4.9	11.1	12.0
Radio and Television Broadcasting	44.4	44.7	1.3	1.3	2.0	1.9	8.4	8.4
Telecommunications	39.3	37.7	1.4	1.5	1.9	1.9	18.1	18.1
Wireless Telecommunications Carriers (except Satellite)	N/A	33.7	N/A	6.1	N/A	0.8	N/A	32.8
Communications	39.9	39.1	1.6	1.7	2.5	2.6	15.8	16.2
Charter Bus Industry	26.9	27.2	1.0	1.0	0.9	1.8	7.8	16.8
Deep Sea, Coastal and Great Lakes Water Transportation	17.5	17.9	2.1	1.9	0.9	0.9	4.3	4.1
Freight Transportation Arrangement	12.9	13.5	4.7	4.7	5.1	4.3	6.1	7.2
General Freight Trucking	16.0	16.2	2.0	2.2	2.2	2.3	7.9	8.2
Inland Water Transportation	18.8	11.3	0.0	0.0	0.2	0.3	0.5	0.7
Interurban and Rural Bus Transportation	13.6	13.8	2.5	2.6	3.1	2.6	9.6	10.1
Non-Scheduled Air Transportation	28.0	29.4	4.9	4.8	0.5	0.5	9.4	10.9
Other Pipeline Transportation	25.2	24.9	4.4	3.8	1.3	1.4	4.4	4.9
Other Support Activities for Transportation	21.1	22.2	3.5	4.1	2.5	2.6	3.8	4.1
Other Transit and Ground Passenger Transportation	16.4	19.2	3.1	3.6	2.2	3.2	8.2	10.8
Pipeline Transportation of Crude Oil	30.8	30.4	1.6	1.6	0.6	0.8	12.1	12.5

Table 2
Representation of Designated Groups by Sector and Subsector (2009 and 2010) continued

Sector & Subsector	Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	2009 (%)	2010 (%)	2009 (%)	2010 (%)	2009 (%)	2010 (%)	2009 (%)	2010 (%)
Pipeline Transportation of Natural Gas	30.6	30.6	2.8	2.7	2.7	3.0	13.0	13.1
Rail Transportation	11.8	12.6	2.8	3.1	3.2	2.6	6.5	6.6
Scenic and Sightseeing Transportation, Land	12.5	19.0	1.1	1.0	2.3	2.0	8.0	9.0
Scenic and Sightseeing Transportation, Water	62.5	60.0	0.0	0.0	0.0	0.0	12.5	10.0
Scheduled Air Transportation	41.5	40.7	2.6	2.6	1.4	1.4	14.5	14.7
School and Employee Bus Transportation	55.1	54.2	1.3	1.3	1.6	1.7	6.8	7.7
Specialized Freight Trucking	16.8	15.2	2.5	2.8	2.5	2.4	5.6	5.5
Support Activities for Air Transportation	25.1	25.4	2.4	2.4	1.6	1.7	16.3	17.8
Support Activities for Rail Transportation	33.8	4.9	3.4	0.5	0.9	1.5	19.1	13.6
Support Activities for Water Transportation	12.3	12.2	3.6	3.8	2.9	3.0	13.6	14.6
Urban Transit Systems	22.7	23.0	2.8	3.0	3.0	1.4	4.4	5.9
Transportation	25.5	25.4	2.5	2.6	2.0	2.0	10.4	10.8
Activities Related to Real Estate	41.8	41.4	0.6	0.6	0.9	1.1	32.1	35.0
Animal Food Manufacturing	26.5	26.7	1.5	1.8	0.6	0.9	1.8	2.5
Architectural, Engineering and Related Services	26.3	26.6	3.7	4.0	2.7	2.4	15.7	15.5
Basic Chemical Manufacturing	27.3	29.5	1.2	1.3	1.9	2.3	10.6	12.0
Construction Management	37.9	35.2	3.7	4.0	3.5	4.4	9.2	8.7
Electric Power Generation, Transmission and Distribution	21.0	21.3	1.2	1.3	2.1	2.3	9.4	9.7
Engine, Turbine and Power Transmission Equipment Manufacturing	17.9	18.9	4.2	5.0	1.3	1.2	16.0	16.3
Farm Product Wholesaler-Distributors	41.7	38.7	1.7	2.2	1.0	0.9	5.0	6.3
Federal Protective Services	42.1	42.8	1.0	1.0	1.4	1.4	12.0	11.7
Foreign Affairs and International Assistance	65.8	66.9	1.5	0.9	3.3	4.0	18.8	17.6
Forging and Stamping	32.1	32.0	5.7	5.2	3.4	3.3	13.4	14.3

Table 2
Representation of Designated Groups by Sector and Subsector (2009 and 2010) continued

Sector & Subsector	Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	2009 (%)	2010 (%)	2009 (%)	2010 (%)	2009 (%)	2010 (%)	2009 (%)	2010 (%)
Grain and Oilseed Milling	23.7	21.8	1.5	1.5	6.1	5.1	3.6	4.4
Heritage Institutions	59.0	60.7	1.7	1.9	4.0	4.5	4.5	5.7
Insurance Carriers	51.9	53.5	1.9	3.0	1.9	2.0	11.5	13.9
Investigation and Security Services	25.5	24.7	1.1	1.0	0.6	0.6	21.9	21.3
Management, Scientific and Technical Consulting Services	29.9	30.6	0.0	1.6	3.0	1.6	3.0	3.2
Metal Ore Mining	18.9	19.4	17.8	19.0	3.1	4.4	3.4	4.5
Motor Vehicle Parts Manufacturing	N/A	42.6	N/A	0.0	N/A	0.0	N/A	0.0
Non-Depository Credit Intermediation	53.2	53.7	1.9	2.3	3.2	3.2	14.5	15.2
Oilseed and Grain Farming	18.9	17.6	0.3	0.3	3.9	3.9	1.3	0.8
Other Amusement and Recreation Industries	50.0	48.1	0.3	0.3	1.8	1.6	9.5	9.3
Other Electrical Equipment and Component Manufacturing	4.3	4.8	0.5	1.0	3.2	1.9	39.5	43.5
Other Federal Government Public Administration	60.0	60.1	2.8	2.8	4.4	4.4	13.1	13.7
Other Financial Investment Activities	50.2	50.1	1.2	1.2	3.4	3.3	12.6	12.9
Other Food Manufacturing	13.0	12.7	3.7	4.3	4.9	4.3	7.9	7.9
Other Professional, Scientific and Technical Services	47.2	46.4	2.8	2.7	1.9	1.8	17.0	17.0
Other Wood Product Manufacturing	28.1	26.7	3.0	2.7	2.4	2.9	11.7	13.8
Pension Funds	36.5	35.2	0.6	0.2	1.6	1.2	22.6	25.6
Performing Arts Companies	51.2	47.7	1.7	1.9	2.9	3.0	11.8	12.2
Scientific Research and Development Services	19.5	21.1	1.3	2.3	2.5	2.3	8.8	8.8
Seafood Product Preparation and Packaging	40.3	40.8	27.2	25.5	0.3	0.6	19.5	20.6
Securities and Commodity Contracts Intermediation and Brokerage	55.2	44.0	0.0	0.0	1.9	0.0	17.1	19.0

Table 2
Representation of Designated Groups by Sector and Subsector (2009 and 2010) continued

Sector & Subsector	Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	2009 (%)	2010 (%)	2009 (%)	2010 (%)	2009 (%)	2010 (%)	2009 (%)	2010 (%)
Support Activities for Crop Production	26.3	27.2	4.0	4.0	3.7	3.3	4.0	4.7
Support Activities for Mining and Oil and Gas Extraction	6.7	12.3	0.0	5.1	0.0	0.8	0.0	2.1
Utility System Construction	N/A	12.3	N/A	1.1	N/A	0.0	N/A	9.0
Warehousing and Storage	25.5	26.1	1.7	1.5	1.9	1.6	4.8	4.5
Waste Collection	17.1	17.3	0.0	3.9	0.0	7.9	0.0	11.8
Waste Treatment and Disposal	24.6	18.5	0.0	1.1	0.0	0.5	0.0	10.1
Other	29.6	28.1	2.5	2.5	2.2	1.9	14.0	14.2
All Sectors	42.3	41.7	1.9	1.9	2.7	2.6	17.1	17.8

Table 3
Number of Federally Regulated Private Sector Employees by Designated Group, Gender, Census Metropolitan Area, Province and Territory as of December 31, 2010

Census Metropolitan Area & Province/Territory	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Halifax	10,124	5,522	4,602	142	70	72	475	241	234	620	315	305
Montreal	95,391	54,931	40,460	585	320	265	1,516	785	731	12,532	7,500	5,032
Toronto	198,365	108,712	89,653	1,947	979	968	5,075	2,736	2,339	67,880	35,633	32,247
Winnipeg	19,592	13,150	6,442	1,167	746	421	618	405	213	2,289	1,486	803
Regina	4,176	2,177	1,999	117	64	53	144	70	74	314	203	111
Calgary	37,758	20,878	16,880	699	350	349	1,033	554	479	6,748	3,722	3,026
Edmonton	21,605	12,673	8,932	566	305	261	576	319	257	3,558	2,081	1,477
Vancouver	51,376	30,421	20,955	1,033	640	393	1,436	825	611	17,052	9,379	7,673
Census Metropolitan Areas	438,387	248,464	189,923	6,256	3,474	2,782	10,873	5,935	4,938	110,993	60,319	50,674
Newfoundland and Labrador	8,390	4,541	3,849	339	188	151	162	75	87	118	69	49
Prince Edward Island	1,558	1,003	555	8	6	2	31	15	16	13	7	6
Nova Scotia	16,111	8,628	7,483	251	140	111	709	379	330	731	378	353
New Brunswick	13,408	6,525	6,883	174	85	89	478	229	249	299	154	145
Quebec	140,283	83,258	57,025	1,148	654	494	2,077	1,094	983	14,146	8,589	5,557
Ontario	342,884	193,530	149,354	4,653	2,623	2,030	9,702	5,158	4,544	80,990	43,899	37,091
Manitoba	29,569	19,368	10,201	1,974	1,258	716	962	644	318	2,867	1,860	1,007
Saskatchewan	17,403	10,735	6,668	1,197	858	339	524	280	244	813	540	273
Alberta	78,861	45,765	33,096	1,936	1,070	866	2,095	1,175	920	11,600	6,683	4,917
British Columbia	76,407	43,996	32,411	1,641	889	752	2,206	1,181	1,025	19,238	10,510	8,728
Yukon	481	249	232	46	16	30	19	6	13	37	24	13
Northwest Territories	1,117	852	265	153	94	59	21	15	6	86	63	23
Nunavut	276	221	55	95	63	32	6	6	0	16	13	3
Canada*	755,966	440,857	315,109	14,686	8,709	5,977	19,658	10,766	8,892	134,256	75,236	59,020

* The total for Canada is not equal to the sum of provincial/territorial totals.

Table 4
Representation (1987, 2001, 2009 and 2010) and Availability (2006) of Federally Regulated Private Sector Employees by Designated Group, Census Metropolitan Area, Province and Territory

Census Metropolitan Area & Province/Territory	Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities							
	Representation				Availability*	Representation				Availability*	Representation				Availability*					
	1987 (%)	2001 (%)	2009 (%)	2010 (%)	2006 (%)	1987 (%)	2001 (%)	2009 (%)	2010 (%)	2006 (%)	1987 (%)	2001 (%)	2009 (%)	2010 (%)	2006 (%)	1987 (%)	2001 (%)	2009 (%)	2010 (%)	2006 (%)
Halifax	41.2	46.2	44.5	45.5	49.6	0.5	1.0	1.5	1.4	1.4	1.6	3.4	4.5	4.7	N/A	1.9	4.1	5.7	6.1	6.3
Montreal	39.0	45.6	43.4	42.4	48.2	0.3	0.5	0.6	0.6	0.5	1.1	1.3	1.6	1.6	N/A	3.0	5.5	12.3	13.1	14.7
Toronto	47.1	46.9	45.8	45.2	48.4	0.6	0.9	1.0	1.0	0.5	1.5	1.9	2.7	2.6	N/A	12.0	23.7	33.1	34.2	40.5
Winnipeg	32.7	38.2	33.0	32.9	48.8	0.8	4.1	5.7	6.0	8.1	1.8	3.4	3.4	3.2	N/A	2.9	6.6	11.4	11.7	14.6
Regina	42.9	52.4	51.3	47.9	49.6	0.4	2.0	3.1	2.8	6.6	2.4	4.4	3.8	3.4	N/A	1.6	4.0	5.2	7.5	6.0
Calgary	47.6	46.8	45.7	44.7	47.3	0.5	1.8	1.9	1.9	2.3	1.9	3.2	3.0	2.7	N/A	5.6	9.9	17.8	17.9	20.3
Edmonton	44.5	41.7	41.5	41.3	47.5	0.7	2.3	2.6	2.6	4.3	2.0	2.9	2.7	2.7	N/A	4.4	9.2	16.0	16.5	15.9
Vancouver	40.4	43.4	41.6	40.8	48.4	0.5	1.5	2.1	2.0	1.8	1.5	2.6	2.9	2.8	N/A	7.9	22.4	33.6	33.2	38.4
Newfoundland and Labrador	38.4	47.8	46.8	45.9	48.1	0.6	3.1	4.4	4.0	4.6	1.0	2.3	2.0	1.9		0.7	0.7	1.2	1.4	1.1
Prince Edward Island	38.0	48.9	31.9	35.6	49.4	0.2	0.4	0.5	0.5	1.0	1.2	2.2	2.0	2.0	5.7	1.0	0.8	0.8	0.8	1.1
Nova Scotia	34.4	48.8	46.5	46.4	48.6	0.4	0.8	1.6	1.6	2.4	3.5	3.5	4.4	4.4	7.0	1.3	3.3	4.4	4.5	3.7
New Brunswick	32.2	51.8	52.4	51.3	48.0	0.4	0.9	1.1	1.3	2.2	1.8	2.5	3.4	3.6	5.8	1.1	1.6	2.2	2.2	1.6
Quebec	39.8	44.9	41.5	40.6	47.5	0.4	0.7	0.8	0.8	1.3	1.1	1.3	1.5	1.5	3.3	2.6	4.7	9.5	10.1	7.9
Ontario	44.2	46.2	44.3	43.6	48.2	0.7	1.1	1.3	1.4	1.8	1.6	2.2	2.9	2.8	5.2	7.3	16.3	22.7	23.6	21.6
Manitoba	30.5	37.5	34.4	34.5	48.0	1.0	4.5	6.1	6.7	11.4	1.7	3.4	3.2	3.3	5.5	2.6	5.6	9.1	9.7	9.7
Saskatchewan	35.1	42.3	38.9	38.3	47.8	1.4	5.3	7.3	6.9	9.9	1.8	3.3	3.1	3.0	5.5	1.2	3.2	4.0	4.7	3.5
Alberta	45.3	44.9	42.5	42.0	46.9	0.7	2.1	2.4	2.5	4.7	1.9	3.1	2.8	2.7	5.0	4.0	8.4	14.5	14.7	13.1
British Columbia	41.5	44.3	42.8	42.4	48.2	0.7	1.7	2.1	2.1	4.1	1.7	2.7	2.9	2.9	6.2	6.2	17.5	25.1	25.2	23.2
Yukon	31.4	57.6	49.7	48.2	49.1	3.8	5.7	7.8	9.6	20.8	0.8	2.6	4.0	4.0	5.5	1.4	4.3	7.1	7.7	3.8
Northwest Territories	21.9	31.8	26.4	23.7	47.1	9.6	16.1	14.9	13.7	41.0	1.4	1.0	2.0	1.9	4.0	2.5	3.0	7.0	7.7	5.6
Nunavut	N/A	25.4	24.4	19.9	47.0	N/A	16.8	42.8	34.4	74.6	N/A	3.8	3.5	2.2	2.7	N/A	3.2	7.5	5.8	2.1
Canada	40.9	44.9	42.3	41.7	47.9	0.7	1.6	1.9	1.9	3.1	1.6	2.3	2.7	2.6	4.9	5.0	11.7	17.1	17.8	15.3

* Source: Statistics Canada, 2006 Census and 2006 Participation and Activity Limitation Survey (PALS).

Table 5
Number of Federally Regulated Private Sector Employees by Designated Group and Occupational Group as of December 31, 2010

Occupational Group	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
Senior Managers	5,616	1,263	44	133	358
Middle and Other Managers	74,233	31,257	883	1,932	11,164
Professionals	114,222	51,849	1,185	2,532	28,998
Semi-Professionals and Technicians	48,155	8,814	967	956	4,991
Supervisors	21,253	12,829	413	640	3,739
Supervisors: Crafts and Trades	10,860	787	309	245	892
Administrative and Senior Clerical Personnel	32,842	24,491	515	949	7,832
Skilled Sales and Service Personnel	8,102	2,520	164	114	834
Skilled Crafts and Trades Workers	62,715	2,305	1,984	1,498	5,925
Clerical Personnel	201,384	134,080	3,769	7,565	42,364
Intermediate Sales and Service Personnel	34,378	22,251	861	537	5,626
Semi-Skilled Manual Workers	97,701	12,427	2,755	2,078	13,010
Other Sales and Service Personnel	37,764	9,520	519	295	7,729
Other Manual Workers	6,741	716	318	184	794
Total Number of Employees	755,966	315,109	14,686	19,658	134,256

Table 6

Representation (2001, 2009 and 2010) and Availability (2006) of Federally Regulated Private Sector Employees by Designated Group and Occupational Group

Occupational Group	Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	Representation		Availability*		Representation		Availability*		Representation		Availability*		Representation		Availability*	
	2001 (%)	2009 (%)	2010 (%)	2006 (%)	2001 (%)	2009 (%)	2010 (%)	2006 (%)	2001 (%)	2009 (%)	2010 (%)	2006 (%)	2001 (%)	2009 (%)	2010 (%)	2006 (%)
Senior Managers	19.6	22.3	22.5	24.2	0.5	0.8	0.8	2.4	1.9	2.2	2.4	3.2	3.8	6.1	6.4	8.7
Middle and Other Managers	42.4	41.8	42.1	39.1	0.8	1.1	1.2	1.9	1.9	2.6	2.6	3.2	8.8	14.0	15.0	14.0
Professionals	44.5	45.7	45.4	54.2	0.9	1.0	1.0	1.8	1.9	2.3	2.2	4.5	16.5	24.6	25.4	16.5
Semi-Professionals and Technicians	16.9	18.2	18.3	54.3	1.4	2.0	2.0	3.2	1.7	2.0	2.0	4.8	5.1	10.4	10.4	14.3
Supervisors	63.3	60.0	60.4	57.2	1.5	1.8	1.9	2.8	2.0	2.9	3.0	9.5	13.0	16.3	17.6	15.4
Supervisors: Crafts and Trades	4.4	7.1	7.2	18.2	2.4	2.6	2.8	2.2	3.1	2.4	2.3	4.6	4.7	7.4	8.2	5.6
Administrative and Senior Clerical Personnel	81.0	75.4	74.6	83.2	1.2	1.6	1.6	2.3	1.9	3.1	2.9	2.6	17.5	22.7	23.8	11.2
Skilled Sales and Service Personnel	45.8	29.7	31.1	45.1	1.3	1.9	2.0	3.1	1.9	1.5	1.4	5.6	6.8	9.5	10.3	17.2
Skilled Crafts and Trades Workers	3.0	3.7	3.7	5.4	2.1	3.1	3.2	3.8	3.0	2.6	2.4	5.3	6.9	8.7	9.4	9.3
Clerical Personnel	66.6	67.0	66.6	71.7	1.5	1.8	1.9	2.8	2.6	3.8	3.8	4.4	13.8	20.5	21.0	17.2
Intermediate Sales and Service Personnel	65.9	65.9	64.7	67.9	1.7	2.4	2.5	3.2	1.8	1.8	1.6	5.3	11.0	15.3	16.4	16.5
Semi-Skilled Manual Workers	11.4	12.8	12.7	20.8	2.5	2.6	2.8	3.7	2.4	2.1	2.1	5.5	8.5	12.5	13.3	17.9
Other Sales and Service Personnel	24.2	26.0	25.2	56.5	2.7	1.5	1.4	4.7	2.3	0.8	0.8	6.5	13.4	20.9	20.5	18.5
Other Manual Workers	8.9	10.8	10.6	24.8	5.4	4.3	4.7	5.7	3.8	2.9	2.7	5.2	6.2	11.8	11.8	15.6
Total Number of Employees	44.9	42.3	41.7	47.9	1.6	1.9	1.9	3.1	2.3	2.7	2.6	4.9	11.7	17.1	17.8	15.3

* Source: Statistics Canada, 2006 Census and 2006 PALS.

Table 8
Hires of Permanent Employees into the Federally Regulated Private Sector by Designated Group and Occupational Group
(2009 and 2010)

Occupational Group	All Employees			Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	2010 (#)	2009 (%)	2010 (%)	2010 (#)	2009 (%)	2010 (%)	2010 (#)	2009 (%)	2010 (%)	2010 (#)	2009 (%)	2010 (%)	2010 (#)	2009 (%)	2010 (%)
Senior Managers	400	21.3	25.0	100	21.3	25.0	2	0.3	0.5	2	1.0	0.5	24	7.8	6.0
Middle and Other Managers	5,753	34.0	34.5	1,987	34.0	34.5	70	0.9	1.2	76	1.4	1.3	1,083	13.2	18.8
Professionals	12,724	35.7	37.0	4,702	35.7	37.0	110	0.9	0.9	147	1.0	1.2	3,339	21.9	26.2
Semi-Professionals and Technicians	4,733	21.0	21.1	998	21.0	21.1	92	1.9	1.9	54	1.2	1.1	558	11.6	11.8
Supervisors	1,047	45.4	44.0	461	45.4	44.0	28	2.3	2.7	14	1.5	1.3	172	13.4	16.4
Supervisors: Crafts and Trades	646	9.5	9.4	61	9.5	9.4	7	1.6	1.1	6	0.4	0.9	75	7.0	11.6
Administrative and Senior Clerical Personnel	4,361	60.6	57.0	2,485	60.6	57.0	74	1.5	1.7	76	2.6	1.7	1,096	18.6	25.1
Skilled Sales and Service Personnel	2,372	36.1	35.7	847	36.1	35.7	28	0.8	1.2	19	1.1	0.8	186	8.8	7.8
Skilled Crafts and Trades Workers	5,395	3.0	3.2	174	3.0	3.2	177	2.6	3.3	37	0.6	0.7	584	9.7	10.8
Clerical Personnel	31,361	60.4	60.3	18,912	60.4	60.3	565	1.7	1.8	568	2.1	1.8	6,623	20.5	21.1
Intermediate Sales and Service Personnel	6,928	60.4	61.2	4,239	60.4	61.2	249	3.4	3.6	75	1.1	1.1	1,185	16.9	17.1
Semi-Skilled Manual Workers	25,485	10.8	10.6	2,704	10.8	10.6	783	2.7	3.1	273	1.2	1.1	4,402	15.0	17.3
Other Sales and Service Personnel	8,438	23.3	22.1	1,864	23.3	22.1	167	2.0	2.0	50	0.6	0.6	1,427	18.0	16.9
Other Manual Workers	2,355	11.7	9.6	225	11.7	9.6	137	3.7	5.8	24	0.8	1.0	158	6.9	6.7
Total Number of Employees	111,998	39,759	35.5	2,489	2.0	2.2	1,421	1.4	1.3	20,912	16.8	18.7			

Table 9
Promotions of Permanent Employees within the Federally Regulated Private Sector by Designated Group and Occupational Group
(2009 and 2010)

Occupational Group	All Employees		Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	2010 (#)		2010 (#)	2009 (%)	2010 (%)	2010 (#)	2009 (%)	2010 (%)	2010 (#)	2009 (%)	2010 (%)	2010 (#)	2009 (%)	2010 (%)
Senior Managers	440		109	26.7	24.8	2	1.2	0.5	5	2.0	1.1	31	8.7	7.0
Middle and Other Managers	8,641		3,841	43.8	44.5	132	1.3	1.5	224	2.3	2.6	1,727	17.2	20.0
Professionals	12,853		6,062	47.5	47.2	157	1.0	1.2	241	2.2	1.9	4,107	30.4	32.0
Semi-Professionals and Technicians	2,017		386	19.1	19.1	47	2.0	2.3	32	1.7	1.6	284	15.9	14.1
Supervisors	3,248		2,189	62.3	67.4	57	1.8	1.8	74	2.1	2.3	789	19.4	24.3
Supervisors: Crafts and Trades	662		64	8.8	9.7	21	2.4	3.2	13	1.4	2.0	58	7.3	8.8
Administrative and Senior Clerical Personnel	4,442		3,193	72.8	71.9	75	1.9	1.7	110	2.5	2.5	1,307	27.5	29.4
Skilled Sales and Service Personnel	459		149	36.7	32.5	7	2.1	1.5	9	1.5	2.0	68	13.0	14.8
Skilled Crafts and Trades Workers	997		52	4.7	5.2	42	4.2	4.2	16	1.3	1.6	113	10.2	11.3
Clerical Personnel	11,835		7,394	60.5	62.5	231	1.8	2.0	332	2.8	2.8	3,047	23.3	25.7
Intermediate Sales and Service Personnel	1,230		834	59.1	67.8	19	2.6	1.5	11	2.5	0.9	301	12.2	24.5
Semi-Skilled Manual Workers	1,750		170	10.7	9.7	63	3.0	3.6	46	1.5	2.6	259	13.6	14.8
Other Sales and Service Personnel	233		98	34.2	42.1	4	3.3	1.7	3	1.3	1.3	24	16.3	10.3
Other Manual Workers	88		2	8.1	2.3	7	4.1	8.0	3	3.3	3.4	10	10.6	11.4
Total Number of Employees	48,895		24,543	48.8	50.2	864	1.7	1.8	1,119	2.3	2.3	12,125	22.4	24.8

Table 10
Terminations of Permanent Employees from the Federally Regulated Private Sector by Designated Group and Occupational Group
(2009 and 2010)

Occupational Group	All Employees			Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	2010 (#)	2010 (%)	2009 (%)	2010 (%)	2010 (%)	2009 (%)	2010 (%)	2009 (%)	2010 (%)	2010 (%)	2009 (%)	2010 (%)	2010 (%)	2009 (%)	2010 (%)
Senior Managers	592	121	21.3	20.4	4	0.7	0.7	2.0	6	2.0	1.0	32	6.4	5.4	
Middle and Other Managers	7,417	2,850	38.4	38.4	86	1.3	1.2	2.3	201	2.3	2.7	1,021	12.2	13.8	
Professionals	11,547	4,899	41.7	42.4	127	1.1	1.1	2.2	245	2.2	2.1	2,654	21.9	23.0	
Semi-Professionals and Technicians	4,681	989	20.7	21.1	103	2.0	2.2	2.2	115	2.2	2.5	494	11.6	10.6	
Supervisors	1,926	960	50.6	49.8	35	2.3	1.8	2.8	62	2.8	3.2	301	16.3	15.6	
Supervisors: Crafts and Trades	961	66	7.3	6.9	22	3.2	2.3	3.1	31	3.1	3.2	59	5.4	6.1	
Administrative and Senior Clerical Personnel	3,845	2,553	65.0	66.4	80	1.7	2.1	3.3	116	3.3	3.0	847	22.5	22.0	
Skilled Sales and Service Personnel	1,945	644	34.8	33.1	23	0.9	1.2	1.0	26	1.0	1.3	170	7.0	8.7	
Skilled Crafts and Trades Workers	5,945	205	3.3	3.4	238	2.7	4.0	2.6	186	2.6	3.1	476	8.0	8.0	
Clerical Personnel	30,917	19,422	63.3	62.8	568	1.9	1.8	3.5	1,063	3.5	3.4	6,115	19.7	19.8	
Intermediate Sales and Service Personnel	5,663	3,545	61.6	62.6	188	3.4	3.3	1.7	72	1.7	1.3	917	15.3	16.2	
Semi-Skilled Manual Workers	23,030	2,593	10.3	11.3	683	3.4	3.0	1.6	319	1.6	1.4	3,517	13.9	15.3	
Other Sales and Service Personnel	6,899	1,645	24.7	23.8	149	1.7	2.2	0.6	51	0.6	0.7	892	15.7	12.9	
Other Manual Workers	2,022	209	11.4	10.3	121	4.8	6.0	1.3	44	1.3	2.2	133	6.5	6.6	
Total Number of Employees	107,390	40,701	37.6	37.9	2,427	2.3	2.3	2.4	2,537	2.4	2.4	17,628	16.0	16.4	

Table 11
Number, Representation, Hires, Promotions, Terminations and Net Effect of Employees in the Federally Regulated Private Sector by Designated Group and Sector (1987, 2001, 2009 and 2010)*

	All Employees				Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	1987	2001	2009	2010	1987	2001	2009	2010	1987	2001	2009	2010	1987	2001	2009	2010	1987	2001	2009	2010
Banking	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	169,632	195,870	212,779	221,570	129,076	139,080	141,675	144,923	951	2,139	2,863	2,872	3,053	3,911	7,583	7,672	16,062	33,575	56,155	60,537
Hirings	21,879	25,491	22,019	32,398	16,704	15,210	12,522	17,772	109	232	330	420	158	216	513	644	2,211	3,765	4,552	8,270
Promotions	39,456	27,363	20,133	27,741	27,599	18,716	12,350	17,033	204	319	264	397	607	524	573	715	3,778	5,184	5,936	8,832
Terminations	21,715	23,350	23,039	26,164	16,819	14,951	14,222	16,154	150	294	363	387	331	454	840	892	1,432	3,337	5,513	6,310
Net Effect**	164	2,141	-1,020	6,234	-115	259	-1,700	1,618	-41	-62	-33	33	-173	-238	-327	-248	779	428	-961	1,960
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	76.1	71.0	66.6	65.4	0.6	1.1	1.3	1.3	1.8	2.0	3.6	3.5	9.5	17.1	26.4	27.3
Share of Hirings	100.0	100.0	100.0	100.0	76.3	59.7	56.9	54.9	0.5	0.9	1.5	1.3	0.7	0.8	2.3	2.0	10.1	14.8	20.7	25.5
Share of Promotions	100.0	100.0	100.0	100.0	69.9	68.4	61.3	61.4	0.5	1.2	1.3	1.4	1.5	1.9	2.8	2.6	9.6	18.9	29.5	31.8
Share of Terminations	100.0	100.0	100.0	100.0	77.5	64.0	61.7	61.7	0.7	1.3	1.6	1.5	1.5	1.9	3.6	3.4	6.6	14.3	23.9	24.1
Communications	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	179,247	215,330	231,498	231,591	71,038	88,861	92,464	90,540	1,090	2,921	3,712	3,970	2,512	5,009	5,871	6,098	7,257	23,359	36,663	37,630
Hirings	17,416	32,521	29,738	27,657	7,515	12,632	10,567	9,043	49	485	413	460	129	286	338	304	975	5,098	5,674	5,316
Promotions	11,099	11,183	9,551	11,260	4,900	5,145	3,570	4,213	55	172	162	205	112	198	172	242	445	1,349	1,614	2,009
Terminations	16,020	27,257	34,602	33,469	6,176	10,871	13,361	12,838	36	385	535	541	112	472	763	862	437	3,422	5,874	5,834
Net Effect**	1,396	5,264	-4,864	-5,812	1,339	1,761	-2,794	-3,795	13	100	-122	-81	17	-186	-425	-558	538	1,676	-200	-518
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	39.6	41.3	39.9	39.1	0.6	1.4	1.6	1.7	1.4	2.3	2.5	2.6	4.0	10.8	15.8	16.2
Share of Hirings	100.0	100.0	100.0	100.0	43.1	38.8	35.5	32.7	0.3	1.5	1.4	1.7	0.7	0.9	1.1	1.1	5.6	15.7	19.1	19.2
Share of Promotions	100.0	100.0	100.0	100.0	44.1	46.0	37.4	37.4	0.5	1.5	1.7	1.8	1.0	1.8	1.8	2.1	4.0	12.1	16.9	17.8
Share of Terminations	100.0	100.0	100.0	100.0	38.6	39.9	38.6	38.4	0.2	1.4	1.5	1.6	0.7	1.7	2.2	2.6	2.7	12.6	17.0	17.4

Table 11
Number, Representation, Hires, Promotions, Terminations and Net Effect of Employees in the Federally Regulated Private Sector by Designated Group and Sector (1987, 2001, 2009 and 2010)* continued

	All Employees				Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	1987	2001	2009	2010	1987	2001	2009	2010	1987	2001	2009	2010	1987	2001	2009	2010	1987	2001	2009	2010
Transportation	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	203,207	178,307	203,326	206,085	34,423	43,891	51,889	52,426	1,479	3,588	5,078	5,378	2,892	4,383	4,147	4,083	5,318	13,656	21,046	22,338
Hirings	33,535	41,221	30,684	36,630	7,316	12,564	7,608	9,096	211	891	918	1,255	118	699	324	362	691	4,141	3,881	5,176
Promotions	14,723	8,154	4,780	6,351	2,655	1,843	1,438	2,155	123	189	114	159	198	180	56	92	376	510	502	843
Terminations	32,588	29,929	35,973	34,537	6,028	7,281	8,662	8,239	168	646	1,169	1,130	231	493	611	560	478	2,345	3,972	3,989
Net Effect**	947	11,292	-5,289	2,093	1,288	5,283	-1,054	857	43	245	-251	125	-113	206	-287	-198	213	1,796	-91	1,187
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	16.9	24.6	25.5	25.4	0.7	2.0	2.5	2.6	1.4	2.5	2.0	2.0	2.6	7.7	10.4	10.8
Share of Hirings	100.0	100.0	100.0	100.0	21.8	30.5	24.8	24.8	0.6	2.2	3.0	3.4	0.4	1.7	1.1	1.0	2.1	10.0	12.6	14.1
Share of Promotions	100.0	100.0	100.0	100.0	18.0	22.6	30.1	33.9	0.8	2.3	2.4	2.5	1.3	2.2	1.2	1.4	2.6	6.3	10.5	13.3
Share of Terminations	100.0	100.0	100.0	100.0	18.5	24.3	24.1	23.9	0.5	2.2	3.2	3.3	0.7	1.6	1.7	1.6	1.5	7.8	11.0	11.5
Other	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	43,331	45,231	96,234	96,720	9,207	12,883	28,458	27,220	401	1,220	2,363	2,466	983	1,218	2,158	1,805	1,123	3,578	13,444	13,751
Hirings	4,500	6,020	15,263	15,313	1,485	1,848	4,045	3,848	46	176	299	354	37	65	187	111	150	489	2,291	2,150
Promotions	3,248	3,938	3,791	3,543	856	1,169	1,317	1,142	23	111	106	103	64	76	82	70	85	364	504	441
Terminations	5,080	9,965	12,049	13,220	1,402	2,361	3,487	3,470	40	208	351	369	93	308	290	223	86	576	1,495	1,495
Net Effect**	-580	-3,945	3,214	2,093	83	-513	558	378	6	-32	-52	-15	-56	-243	-103	-112	64	-87	796	655
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	21.2	28.5	29.6	28.1	0.9	2.7	2.5	2.5	2.3	2.7	2.2	1.9	2.6	7.9	14.0	14.2
Share of Hirings	100.0	100.0	100.0	100.0	33.0	30.7	26.5	25.1	1.0	2.9	2.0	2.3	0.8	1.1	1.2	0.7	3.3	8.1	15.0	14.0
Share of Promotions	100.0	100.0	100.0	100.0	26.4	29.7	34.7	32.2	0.7	2.8	2.8	2.9	2.0	1.9	2.2	2.0	2.6	9.2	13.3	12.4
Share of Terminations	100.0	100.0	100.0	100.0	27.6	23.7	28.9	26.2	0.8	2.1	2.9	2.8	1.8	3.1	2.4	1.7	1.7	5.8	12.4	11.3

Table 11
Number, Representation, Hires, Promotions, Terminations and Net Effect of Employees in the Federally Regulated Private Sector by Designated Group and Sector (1987, 2001, 2009 and 2010)* continued

	All Employees				Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	1987	2001	2009	2010	1987	2001	2009	2010	1987	2001	2009	2010	1987	2001	2009	2010	1987	2001	2009	2010
All Sectors	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	595,417	634,738	743,837	755,966	243,744	284,715	314,486	315,109	3,921	9,868	14,016	14,686	9,440	14,521	19,759	19,658	29,760	74,168	127,308	134,256
Hirings	77,330	105,253	97,704	111,998	33,020	42,254	34,742	39,759	415	1,784	1,960	2,489	442	1,266	1,362	1,421	4,027	13,493	16,398	20,912
Promotions	68,526	50,638	38,255	48,895	36,010	26,873	18,675	24,543	405	791	646	864	981	978	883	1,119	4,684	7,407	8,556	12,125
Terminations	75,403	90,501	105,663	107,390	30,425	35,464	39,732	40,701	394	1,533	2,418	2,427	767	1,727	2,504	2,537	2,433	9,680	16,854	17,628
Net Effect**	1,927	14,752	-7,959	4,608	2,595	6,790	-4,990	-942	21	251	-458	62	-325	-461	-1,142	-1,116	1,594	3,813	-456	3,284
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	40.9	44.9	42.3	41.7	0.7	1.6	1.9	1.9	1.6	2.3	2.7	2.6	5.0	11.7	17.1	17.8
Share of Hirings	100.0	100.0	100.0	100.0	42.7	40.1	35.6	35.5	0.5	1.7	2.0	2.2	0.6	1.2	1.4	1.3	5.2	12.8	16.8	18.7
Share of Promotions	100.0	100.0	100.0	100.0	52.5	53.1	48.8	50.2	0.6	1.6	1.7	1.8	1.4	1.9	2.3	2.3	6.8	14.6	22.4	24.8
Share of Terminations	100.0	100.0	100.0	100.0	40.4	39.2	37.6	37.9	0.5	1.7	2.3	2.3	1.0	1.9	2.4	2.4	3.2	10.7	16.0	16.4

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

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

Table 13
Federally Regulated Private Sector Employees in Permanent Part-Time Employment by Designated Group, Gender and Salary Range as of December 31, 2010

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total	Men	Women	(%)	Total	Men	Women	Total	(%)	Men	Women	Total	(%)	Men	Women
Under \$5,000	4,349	1,633	2,716	62.5	77	25	52	99	2.3	32	67	452	10.4	184	268
\$5,000 - \$7,499	3,531	1,472	2,059	58.3	69	22	47	52	1.5	15	37	390	11.0	176	214
\$7,500 - \$9,999	4,408	1,807	2,601	59.0	72	24	48	98	2.2	39	59	525	11.9	235	290
\$10,000 - \$12,499	11,861	6,411	5,450	45.9	262	152	110	220	1.9	105	115	2,523	21.3	1,713	810
\$12,500 - \$14,999	9,441	4,393	5,048	53.5	223	92	131	202	2.1	77	125	2,095	22.2	1,219	876
\$15,000 - \$17,499	8,758	3,419	5,339	61.0	189	67	122	209	2.4	73	136	1,746	19.9	825	921
\$17,500 - \$19,999	10,985	4,609	6,376	58.0	221	93	128	313	2.8	95	218	2,563	23.3	1,414	1,149
\$20,000 - \$22,499	10,792	4,128	6,664	61.7	225	78	147	278	2.6	97	181	2,336	21.6	1,166	1,170
\$22,500 - \$24,999	9,800	3,479	6,321	64.5	209	74	135	236	2.4	78	158	1,950	19.9	879	1,071
\$25,000 - \$29,999	18,726	7,322	11,404	60.9	391	121	270	472	2.5	144	328	3,441	18.4	1,627	1,814
\$30,000 - \$34,999	11,792	4,752	7,040	59.7	243	108	135	323	2.7	109	214	2,363	20.0	1,252	1,111
\$35,000 - \$39,999	7,256	3,293	3,963	54.6	145	70	75	166	2.3	70	96	1,126	15.5	640	486
\$40,000 - \$49,999	5,228	2,382	2,846	54.4	107	44	63	117	2.2	42	75	693	13.3	418	275
\$50,000 and over	3,018	1,286	1,732	57.4	47	25	22	63	2.1	23	40	299	9.9	162	137
Total	119,945	50,386	69,559	58.0	2,480	995	1,485	2,848	2.4	999	1,849	22,502	18.8	11,910	10,592

■ Appendix B

Technical Notes²⁰



20 For detailed descriptions of the terms and statistical approaches used in this report, please refer to the Employment Equity Technical Guide at:

www.hrsdc.gc.ca/eng/labour/equality/employment_equity/tools/resources/technical_guide/page00.shtml.

Employers Covered Under the Act

The Act covers:

- **Federally regulated private sector employers, Crown corporations and other federal organizations** (e.g. Canadian Wheat Board and Montreal Port Authority) with 100 or more employees;
- **Core public administration organizations** listed under Schedule I or IV of the *Financial Administration Act* (FAA) (e.g. Human Resources and Skills Development Canada, National Defence, Correctional Service Canada and Health Canada);
- **Separate employer organizations** in the federal public sector with 100 or more employees listed in Schedule V of the FAA (e.g. the Canada Revenue Agency, the Canadian Food Inspection Agency and Parks Canada);
- **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); and
- **Federal contractor organizations** that are provincially regulated suppliers of goods and services, with at least 100 employees in Canada, and receive contracts of \$200,000 or more from the federal government.

Basic Employer Requirements

Employers subject to the Act must fulfill four basic requirements:

1. Survey their workforces in order to collect information on the representation, occupational groups and salary distribution of designated groups, as well as their share of hires, promotions and terminations.
2. Analyze any under-representation of the designated groups in each occupational group within their workforce.
3. Review their employment systems, policies and practices in order to identify all the barriers to employment.
4. Prepare a plan describing how they expect to eliminate the barriers to employment and institute positive policies and practices. This plan must include a complete timetable, including short- and long-term objectives.