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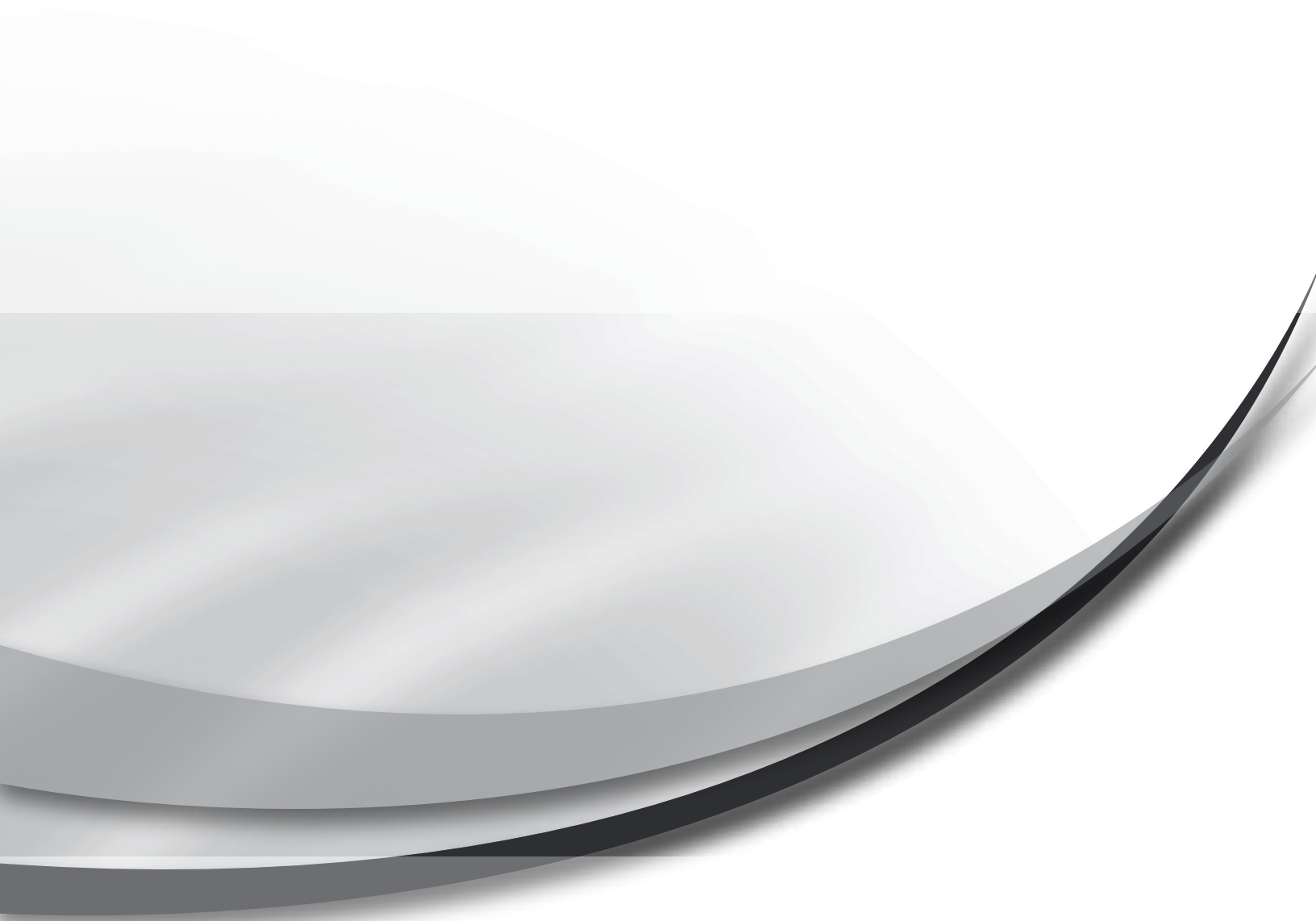
Employment Equity Act: Annual Report 2012

Labour Program

Labour.gc.ca



■ *Employment Equity Act:* Annual Report 2012



Employment Equity Act: Annual Report 2012

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PDF

Cat. No.: HS21-1/2012E-PDF

ISSN: 1929-5456

HRSDC

Cat. No.: LT-185-08-13

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MESSAGE FROM THE MINISTER

As a surgeon and a Member of Parliament, I have had the opportunity to meet people from a number of different backgrounds. What they all have in common is the shared expectations that each and every Canadian is treated fairly with opportunities to fully participate in the labour market and contribute to Canada's economy.

The Government of Canada helps Canadians by expanding opportunities for everyone to succeed in the labour market. Economic Action Plan 2013 introduced measures to support people who are under-represented in the workplace, so that women, Aboriginal peoples and persons with disabilities, among others, get the training they need to get meaningful jobs.

One of my responsibilities as the Minister of Labour is to ensure that Canada's labour force remains strong, healthy and competitive in workplaces that are fair and safe.

Through the *Employment Equity Act*, the Labour Program promotes equitable representation for women, Aboriginal peoples, persons with disabilities and members of visible minorities who work in federally regulated workplaces. The *Employment Equity Act: Annual Report 2012* describes the progress made by federally regulated private sector employers in their efforts to achieve an equitable and inclusive workforce.

All Canadians have the right to work in an environment where their employment opportunities are based solely on their skills and abilities. By working together I am confident that we can address the skills shortage Canada faces by continuing to build stronger, more competitive and fully inclusive workplaces that are reflective of Canada's population.

Honorable Dr. Kellie Leitch

P.C. MP O. Ont.

Minister of Labour and Minister of Status of Women

One of my responsibilities as the Minister of Labour is to ensure that Canada's labour force remains strong, healthy and competitive in workplaces that are fair and safe.



Table of Contents

Introduction	1
Overview	5
Chapter 1	The 2011 Sector Workforce Overview	9
Chapter 2	Women	13
Chapter 3	Aboriginal Peoples.....	19
Chapter 4	Persons with Disabilities	25
Chapter 5	Members of Visible Minorities.....	31
Appendix A	Tables – Federally Regulated Private-Sector Employers	37
Appendix B	Technical Notes	47

INTRODUCTION

About the *Employment Equity Act*

The *Employment Equity Act* (the Act) came into force in 1986. Section 2 of the Act outlines its purpose:

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 and, in the fulfillment of that goal, to correct the conditions of disadvantage in employment experienced by women, Aboriginal peoples, persons with disabilities and members of visible minorities by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.

The Act applies to federally regulated private-sector employers¹ with 100 or more employees and provincially regulated suppliers of goods and services² with at least 100 employees that enter into contracts above a specified contract value threshold with the Government of Canada. It also applies to the Core Public Administration managed by the Treasury Board of Canada Secretariat and

other federal public sector organizations such as the Canada Revenue Agency and the Canadian Forces.

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 terminations³ 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 employment barriers; and
- to prepare plans to eliminate these barriers.

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.

Employer data is submitted to the Labour Program through the Workplace Equity Information Management System (WEIMS), an easily-accessible web-based system that enables self-service transactions and workforce analysis by employers. The Labour Program works closely with each employer to ensure their data is accurate and, when necessary, to resolve any discrepancies. The validated data is consolidated and then published

¹ Private-sector employers include Crown corporations and other federal organizations.

² For more information on the provincially regulated contractors covered under the Federal Contractors Program, please refer to: <http://www.labour.gc.ca/eng/home.shtml>.

³ Terminated means retired, resigned, laid off, dismissed or otherwise having ceased to be an employee, but does not include laid off temporarily or absent by reason of illness, injury or a labour dispute.

in the annual employment equity reports which are tabled in Parliament by the Minister of Labour. Currently, approximately 97% of federally regulated private-sector employers who have reporting obligations use WEIMS to assist them in reporting to the Labour Program.

The 2012 Report

The *Employment Equity Act* Annual Report 2012 (Annual Report 2012) consolidates the information submitted by employers for 2011. The report describes the employment situation of the four designated groups—women, Aboriginal peoples, persons with disabilities and members of visible minorities—in federally regulated private-sector workplaces covered under the Act. It highlights the progress employers have made in achieving an equitable workforce in 2011.

Progress is measured by comparing the representation of designated groups against their labour market availability (LMA). Progress is demonstrated when the gap between representation and LMA narrows, and also where representation surpasses LMA.

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

For employers, embracing employment equity aids in creating a cohesive work environment and in maximizing the potential of an organization's most valuable resource—its employees.

About the Data

Statistics Canada Census and Surveys

The data on Canadian labour market availability for women, Aboriginal peoples and members of visible minorities are obtained from the Statistics Canada Census, which operates on a five-year cycle. For persons with disabilities, the data on Canadian labour market availability are obtained from surveys that are conducted by Statistics Canada. Since 1987, three surveys were conducted: the Health and Activity Limitation Survey in 1991, followed by the Participation and Activity Limitation Survey (PALS) in 2001 and in 2006.

To measure the progress of the designated groups covered by the Act, representation is compared to availability in the workforce population. There is a time lag in measuring representation gaps because 2011 representation is being compared to 2006 Census and PALS availability data.

Employers should be aware of the limitations of using LMA data from 2006 in preparing and implementing their employment equity plans. They should take into consideration the assumption that the representation and availability of the designated groups may increase over time, and adjust their plans accordingly.

Federally Regulated Private-Sector Data

In 2011, the Labour Program conducted a review of industry codes and sector classifications. As a result, the investigation and security services subsector was reclassified to the transportation sector from the other sector.⁴ This subsector is more appropriately classified under the transportation sector as it comprises establishments primarily engaged in providing secure transportation services. The reclassification created a 36.2% decrease in the overall employee numbers found in the other sector and a 17.0% increase in the numbers found in the transportation sector. This should be noted when reviewing the results of these sectors in this report.

Organization of Annual Report 2012

The **Overview** highlights key findings from 2011 and provides comparisons with previous 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**.

⁴ The other sector is a diverse group of employers involved in industries such as nuclear power generation, warehousing and storage, and metal ore mining.

■ Overview

This section highlights key findings from 2011, drawing comparisons to previous years' data as well as 2001 (the year the Act was last reviewed) and 1987 (the year reporting began).

Varying degrees of progress made since the Act came into force

Employers in the federally regulated private sector continue to make varied levels of progress in the attainment of their employment equity goals, but there is room for improvement. For example, in 1987, women were found mostly in clerical and supervisory positions and were under-represented in other occupational groups. By 2011, women's representation in senior management and other professions had increased, but progress remained limited in areas such as the semi-professional and technical, as well as trades-related occupations.

The following graph shows the representation progress for all four designated groups from 1987 (the year after the Act came into force) to 2011 as compared to labour market availability.

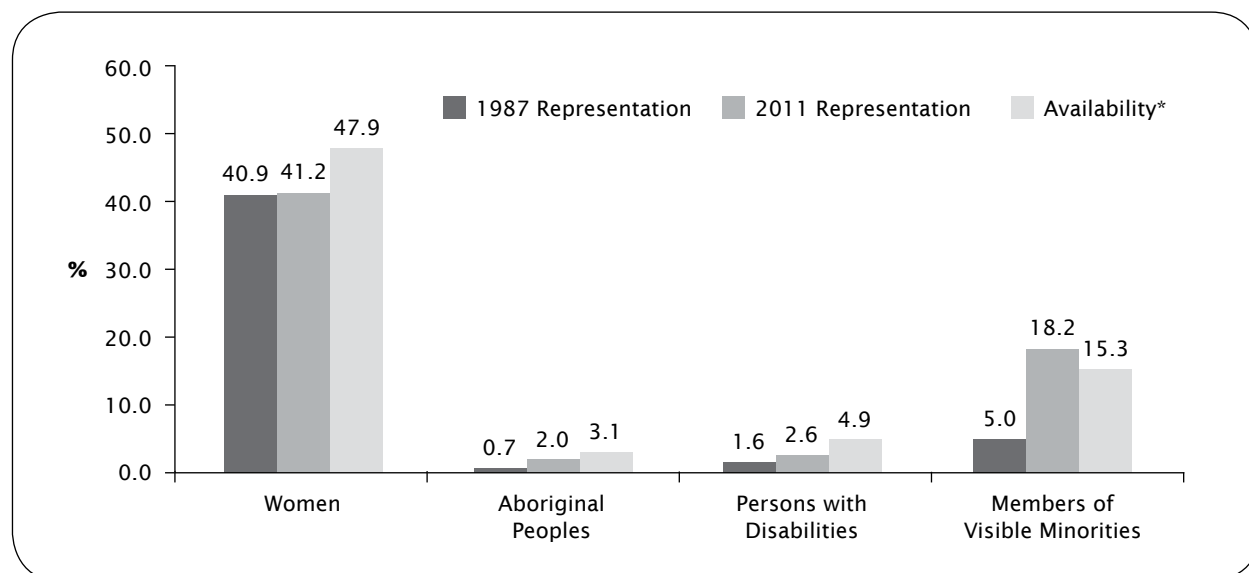
The representation of women in the federally regulated private-sector workforce has increased from 40.9% in 1987 to 41.2% in 2011 but remains below the 47.9% LMA.

The representation of Aboriginal peoples has also risen since 1987, edging upwards from 0.7% to 2.0%. Despite this increase, representation remains below the LMA for Aboriginal peoples of 3.1%.

The representation of persons with disabilities has increased from 1.6% in 1987 to 2.6% in 2011 but is also below LMA of 4.9%

The representation for members of visible minorities has climbed from 5.0% in 1987 to 18.2% in 2011. While their representation surpasses LMA (15.3%), there has been little progress in the senior management group, the transportation sector and other sectors.

Representation Progress



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

Findings from the past decade and 2011

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

- Since 2001, the representation of women has been decreasing (44.9% in 2001, 41.7% in 2010 and 41.2% in 2011). The representation rate of 41.2% in 2011 represents the widest gap for women between representation and LMA (47.9%) over these years.

Progress Over Time				
	2001 %	2010 %	2011 %	Availability* %
Women	44.9	41.7	41.2	47.9
Aboriginal Peoples	1.6	1.9	2.0	3.1
Persons with Disabilities	2.3	2.6	2.6	4.9
Members of Visible Minorities	11.7	17.8	18.2	15.3

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

The representation of Aboriginal peoples has increased over the last decade but remained below LMA.

- The representation of Aboriginal peoples rose from 1.6% in 2001 to 1.9% in 2010 and then to 2.0% in 2011. Despite this growth, representation still falls short of the LMA of 3.1%.

In the past 10 years, the representation of persons with disabilities has increased but has remained consistently below LMA.

- The representation of persons with disabilities increased from 2.3% in 2001 to 2.6% (remaining constant in 2010 and 2011) yet remained below the LMA of 4.9%.

Between 2001 and 2011, 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 17.8% in 2010 and then to 18.2% in 2011. In both 2010 and 2011, the representation rate surpassed the LMA of 15.3%.

In 2011, the representation rate for three of the four designated groups remained below LMA: women, Aboriginal peoples and persons with disabilities – representation for members of visible minorities continued to exceed their LMA.

In 2011, representation of the four designated groups varied across the four sectors, with the banking sector employing the greatest percentages in three out of the four groups.

- The representation of women in the banking sector at 64.5% surpassed their representation in the other three sectors. Women's representation was below LMA in the communications, transportation and other sectors.

Sector	2011 Representation			
	Women %	Aboriginal Peoples %	Persons with Disabilities %	Members of Visible Minorities %
Banking	64.5	1.3	3.4	28.2
Communications	38.6	1.7	2.4	16.7
Transportation	25.4	2.5	1.9	12.5
Other	29.4	3.5	2.6	10.0
All Sectors	41.2	2.0	2.6	18.2
Availability*	47.9	3.1	4.9	15.3

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

- The highest representation of Aboriginal peoples was in the other sector, where their representation reached 3.5% and exceeded LMA. Their representation in the banking, communications and transportation sectors was below LMA.
- The representation of persons with disabilities was below LMA in all sectors, with their highest representation reported in the banking sector (3.4%).
- The representation of members of visible minorities in both the banking (28.2%) and communications (16.7%) sectors exceeded their LMA. However, they continue to be under-represented in the transportation and other sectors compared to LMA.

■ Chapter 1

The 2011 Sector Workforce Overview

The following chapter presents a synopsis of the overall 2011 federally regulated private-sector workforce covered under the Employment Equity Act.⁵ Key findings from 2011 are compared to those from the previous year unless otherwise indicated.

⁵ Please refer to **Appendix A** for data on the federally regulated private-sector workforce.

The majority of the federally regulated private-sector workforce was employed in Ontario and Quebec

In 2011, the federally regulated private-sector workforce consisted of 768,547 individuals working for 529 employers, representing a 29.1% increase compared to 1987 when reporting under the Act commenced. Nearly two-thirds of these employees worked in Ontario (45.5%) and Quebec (18.7%).

The majority of the workforce was employed in service-producing industries and was fairly evenly distributed across the three main industrial sectors—banking, communications and transportation—at 29.2%, 30.6% and 32.0% respectively. The other sector accounted for 8.2%. When analyzing the data for the four sectors combined, it was found that the majority of employees worked full-time (82.9%), while 16.0% worked part-time and 1.1% worked on temporary basis.

People working in the federally regulated private sector were likely to be employed as clerical personnel (25.8%), professionals (15.4%) or semi-skilled manual workers (12.9%). These occupational groups accounted for the majority of the workforce (54.1% of employees).

Employment activities increased overall between 2010 and 2011, with employers reporting more hiring, promotions and terminations. Hiring increased by 10.8%, promotions by 5.3% and terminations by 10.0%.

The banking sector experienced job growth in 2011

In 2011, the Canadian banking sector, comprising 25 employers, represented 29.2% of the federally regulated private-sector workforce with a total of 224,378 employees. The majority of these employees worked full-time (82.2%), while 17.4% worked part-time, and the remaining, less than 1% of these employees worked on temporary basis.

The largest share of the banking workforce was employed in the following occupational groups: clerical personnel (38.7%), professionals (28.1%), middle and other managers (16.2%) and administrative and senior clerical personnel (10.6%).

Number of Employers and Employees (1987, 2010 and 2011) in the Federally Regulated Private Sector⁶

Sector	Employers			Employees		
	1987 #	2010 #	2011 #	1987 #	2010 #	2011 #
Banking	23	25	25	169,632	221,570	224,378
Communications	90	89	81	179,247	231,591	235,275
Transportation	208	349	345	203,207	206,085	245,819
Other	52	81	78	43,331	96,720	63,075
All Sectors	373	544	529	595,417	755,966	768,547

⁶ Data regarding the investigation and security services subsector was reclassified in 2011 to the transportation sector. Prior to 2011, it was classified under the other sector. Data prior to 2011 have not been adjusted in this table.

Six employers in the banking sector accounted for 90.9% of sector employees:

- The Toronto-Dominion Bank
- Royal Bank of Canada
- Canadian Imperial Bank of Commerce
- The Bank of Nova Scotia
- Bank of Montreal
- National Bank Financial Group

In 2011, more people joined (29,552) the banking sector compared to those who left (25,987) resulting in a net gain of 3,565 jobs in this sector; however, from 2010 to 2011, there were decreases in the number of hires (8.8%), promotions (6.4%) and terminations (0.7%).

In 2011, the communications sector experienced job loss

The communications sector covered by the Act consists mainly of employers working in radio and television broadcasting, telecommunications and postal and courier services. A total of 235,275 employees were distributed among 81 employers, representing 30.6% of the federally regulated private-sector workforce. The majority of employees in the communications sector held full-time occupations (79.4%), while 18.6% worked part-time and 2.0% worked on temporary basis.

Employees worked mainly in clerical (37.2%), professional (13.9%) and middle and other management (10.1%) occupations. The largest percentage of workers were employed by telecommunications carriers (48.1%), followed by postal and courier services (37.9%) and broadcasting businesses (13.9%).

Eight employers in the communications sector accounted for 70.6% of sector employees:

- Canada Post Corporation
- TELUS Communications Company
- Rogers Communications Inc.
- Bell Canada
- Shaw Communications Inc.
- Purolator Inc.
- United Parcel Service Canada Ltd.
- Canadian Broadcasting Corporation

In 2011, overall, more people left (36,379) than entered (35,558) the communications sector resulting in an overall loss of 821 positions. The number of hires increased by 28.6%, promotions by 15.1% and terminations by 8.7% between 2010 and 2011.

The transportation sector experienced the largest job growth compared to the other three sectors

In 2011, the Act covered 345 employers in the air, rail, bus and water transportation industries, in inter-provincial trucking, pipelines and in investigation and security services. In terms of workforce size, transportation was the largest sector reporting under the Act in 2011. A total of 245,819 individuals worked in the transportation sector, representing 32.0% of the federally regulated private-sector workforce. The majority of these employees (84.6%) held full-time occupations, with the remainder working on a part-time (15.2%) or temporary basis (0.2%).

Employees were mainly employed in semi-skilled manual work (29.5%), other sales and service (14.8%), skilled crafts and trades (13.3%) and intermediate sales and service positions (11.0%). The highest percentage of employees worked in air transportation (31.9%), followed by trucking (22.4%), investigation and security services (14.5%) and rail transportation (13.3%).

Four employers in the transportation sector accounted for 33.0% of sector employees:

- Le Groupe de Sécurité Garda Inc.
- Air Canada
- Canadian National Railway Company
- Canadian Pacific Railway Company

In 2011, more people entered (50,995) than exited (45,565) the transportation workforce resulting in an overall gain of 5,430 jobs in this sector. The number of hires, promotions and terminations increased (by 14.5%, 37.8% and 11.1% respectively).

The other sector had the largest job loss compared to the other three sectors

In 2011, the other sector included a group of 78 diverse employers engaged in industries such as nuclear power generation; warehousing and storage; metal ore mining; professional, scientific and technical services;

finance; construction management; food, wood, chemical and equipment manufacturing; wholesale trade; waste management; arts, entertainment and recreation; and public administration. The total number of employees in the other sector was 63,075, representing 8.2% of all employees reported in the federally regulated private-sector workforce.

The majority of employees (92.4%) were in full-time positions, 4.1% worked part-time, and 3.5% worked on temporary basis. The largest portion of the other sector workforce was employed in professional (22.3%) and skilled crafts and trades occupations (16.1%).

Five employers in the other sector accounted for 42.1% of sector employees:

- Ontario Power Generation
- Bruce Power LP
- Atomic Energy of Canada Limited
- Viterro Inc.
- Cameco Corporation

In 2011, more people left (10,206) than entered (7,945) the other sector resulting in a net job loss (2,261) for this sector. Hires, promotions and terminations increased by 7.5%, 6.4% and 51.0% respectively.

■ 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. Key findings from 2011 are compared to those from the previous year unless otherwise indicated.

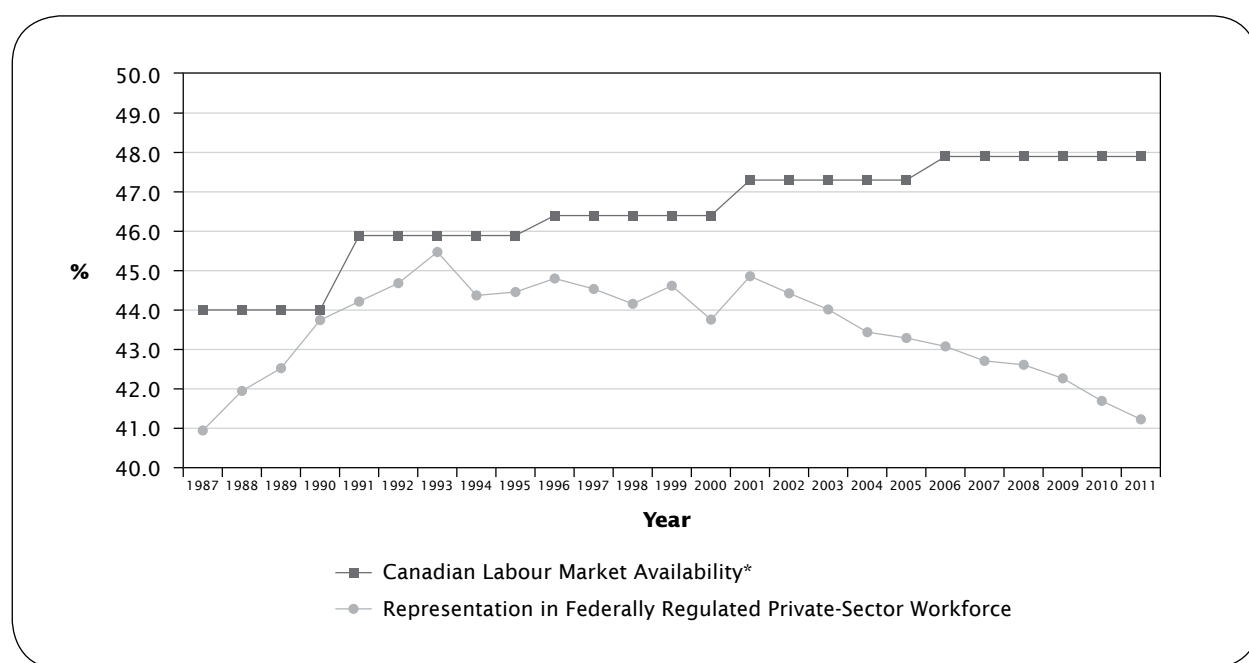
There are more women in the workforce since 1987, but their representation in 2011 remained below LMA

Since 1987, there has been a 30.0% increase in the number of women employed in the federally regulated private-sector workforce. This resulted in 73,011 more women in the workforce. Despite increases in actual numbers, women remained under-represented in 2011 at 41.2% and remain below LMA of 47.9%.⁷ In all provinces and territories, women's representation was below the respective LMA, with the exception of New Brunswick.⁸

Women in a permanent position were more likely to work full-time than part-time

When analyzing permanent positions in the federally regulated private sector, 77.8% of women worked full-time and 22.2% worked part-time. By comparison, 88.1% of men in permanent positions were full-time and 11.9% were part-time.⁹

Representation and Availability of Women in the Federally Regulated Private Sector



* Source: Statistics Canada, 2006 Census.

⁷ For information regarding the number, representation, hires, promotions, terminations and net effect of employees in the federally regulated private sector, see Table 4 in Appendix A.

⁸ For more information about the representation and availability of federally regulated private-sector employees in provinces and territories, see Table 1 in Appendix A.

⁹ For information pertaining to permanent full-time positions in the federally regulated private sector, see Table 5 in Appendix A. For part-time positions, see Table 6 in Appendix A.

Women in permanent full-time positions earned more in 2011 than 2010

In 2011, 20.7% of women in permanent full-time positions earned between \$50,000 and \$59,999. This salary range represents the highest number of women in permanent full-time positions. For men, 19.8% were in the \$50,000 to \$59,999 salary range.

After combining salary ranges for 2011,¹⁰ it was found that a large percentage of women (45.7%) in the permanent full-time workforce earned below \$50,000 and 33.6% earned \$60,000 or more. For men, 30.3% earned less than \$50,000 and 49.9% had a salary of \$60,000 or more.

Distribution of Salary Ranges by Year and Gender

Salary Range	Distribution of Permanent Full-Time Employees			
	2010		2011	
	Men %	Women %	Men %	Women %
\$60,000 and above	48.2	30.5	49.9	33.6
\$50,000 to \$59,999	20.1	20.9	19.8	20.7
Below \$50,000	31.7	48.6	30.3	45.7

The distribution of women working in professional occupations improved¹¹

The highest proportion of women in the workforce remained in clerical positions (41.3%), although this number has decreased in comparison to previous years.

There has been continued improvement in the distribution of women working in professional occupations, with an increase from 16.5% in 2010 to 16.8% in 2011.

The representation of women in senior management positions rose from 22.5% in 2010 to 23.5% in 2011 but remains below the LMA for senior managers (24.2%).

Women's representation in two occupational groups exceeded LMA. In middle and other management positions, the representation of women was 42.4% with an LMA of 39.1%. In supervisory positions, the representation of women (60.0%) surpassed LMA for supervisors (57.2%).

More women entered the federally regulated private-sector workforce in 2011

Between 2010 and 2011, there was an increase (10.1%) in the number of women hired in the federally regulated private sector, but their share¹² of the hiring that occurred fell slightly from 35.5% to 35.3% and was below LMA of 47.9%.

In 2011, there was a drop (3.0%) in the number of promotions for women compared to the previous year. Their share of promotions also decreased from 50.2% to 46.2% but remained above representation.

Overall terminations of employees from the federally regulated private-sector workforce increased in 2011. A similar trend was exhibited for women, with a 4.3% increase in the number leaving the workforce compared to the level recorded in 2010. Despite this

¹⁰ As prescribed in the *Employment Equity Act*, data are collected for 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.

¹¹ For more information about representation, availability and distribution of federally regulated private-sector employees by occupational group, see Tables 2 and 3 in Appendix A.

¹² The share is the percentage of the total number of people that were hired, promoted or terminated. The share of women hired is compared to overall LMA (47.9%), while the shares of women promoted and terminated are compared to representation.

*Number, Representation, Hires, Promotions, and Terminations of Women
in the Federally Regulated Private Sector by Sector*

	Women									
	All Sectors		Banking		Communications		Transportation		Other	
	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
Number Employed	315,109	316,755	144,923	144,797	90,540	90,877	61,080	62,552	18,566	18,529
Representation	41.7%	41.2%	65.4%	64.5%	39.1%	38.6%	25.3%	25.4%	30.1%	29.4%
Number of Hires	39,759	43,755	17,772	16,118	9,043	12,690	10,810	12,530	2,134	2,417
Number of Promotions	24,543	23,806	17,033	15,407	4,213	4,659	2,194	2,576	1,103	1,164
Number of Terminations	40,701	42,446	16,154	15,582	12,838	13,466	9,774	10,230	1,935	3,168
Share of Hirings	35.5%	35.3%	54.9%	54.5%	32.7%	35.7%	24.3%	24.6%	28.9%	30.4%
Share of Promotions	50.2%	46.2%	61.4%	59.3%	37.4%	35.9%	33.9%	28.9%	32.3%	32.0%
Share of Terminations	37.9%	35.9%	61.7%	60.0%	38.4%	37.0%	23.8%	22.5%	28.6%	31.0%

increase, the share of terminations belonging to women fell from 37.9% to 35.9% and remained below representation.

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

There was a decline in the number of women in the banking sector from 2010 to 2011. Their representation also decreased between these years from 65.4% to 64.5%. Due to fewer hiring opportunities in this sector, there was a drop of 9.3% in the number of women hired. Their share of the hiring also decreased from 54.9% to 54.5%. Despite these downward trends, the banking sector continued to be the only sector where both the workforce representation and the hiring of women exceeded LMA. In the federally regulated private-sector workforce, banking had the highest number and representation of women.

Overall, there were fewer promotions in this sector in 2011 compared to the previous year. This attributed to a drop of 9.5% in the number of women promoted, with a share decrease from 61.4% to 59.3%, at a rate below representation.

The banking sector was able to retain employees from 2010 to 2011 as the number of women who left the workforce dropped by 3.5% and their share of terminations decreased from 61.7% to 60.0% (remaining at a level lower than representation).

More women were hired in the communications sector

Between 2010 and 2011, the overall number of employees hired into the communications sector increased by 28.6%. There was an increase of 0.4% in the number of women employed in the communications sector from 2010 to 2011; however, the share of women in the communications sector (representation) decreased from 39.1% to 38.6%. The number of women hired rose by 40.3% and their share of hiring increased from 32.7% to 35.7%. This increase is mainly due to the cumulative effect of larger employers hiring more women in 2011 than in 2010. Despite this upward trend, both representation and share of hiring for women continued to be below LMA.

There was an increase of 10.6% in the number of women promoted, but their share of promotions decreased from 37.4% to 35.9% and was lower than the representation of 39.1% in 2010.

The number of women who left the communications sector rose by 4.9%, but their share of terminations fell from 38.4% to 37.0% and remained below their representation.

There was an increase in the number of women in the transportation sector

From 2010 to 2011, the number of women in the transportation sector increased by 2.4%. Their representation also rose from 25.3% to 25.4%. The number of women hired rose by 15.9% and their share of the hiring that occurred improved from 24.3% to 24.6%. Despite these gains, both representation and hiring share continued to be below LMA.

The transportation sector provided women with more promotions, with an increase of 17.4% over the previous year. Although the share of promotions belonging to women dropped from 33.9% to 28.9%, they continued to exceed representation (25.3% in 2010).

In the overall transportation workforce, there was an increase in the number of employees terminated in 2011 for both men and women compared to the previous year. For women, there was a 4.7% increase in the number who left the workforce. Their share of terminations declined from 23.8% to 22.5% and remained below representation.

Women had more hiring and promotion opportunities in the other sector

The number of women hired grew by 13.3% with a share of hiring increase from 28.9% to 30.4%; however, both women's representation and hiring share remained below LMA of 47.9%.

Women received a higher number of promotions—a growth of 5.5% between 2010 and 2011. Although their share of promotions decreased from 32.3% to 32.0%, it remained above representation (30.1% in 2010).

There was an increase in the overall number of employees terminated from the other sector in 2011 compared to the previous year. This led to an increase (63.7%) in the number of women leaving this sector. The share of terminations for women also went up from 28.6% to 31.0% and was above representation.

■ 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. Key findings from 2011 are compared to those from the previous year unless otherwise indicated.

In 2011, the number of Aboriginal peoples in the workforce grew, but their representation continues to remain below LMA

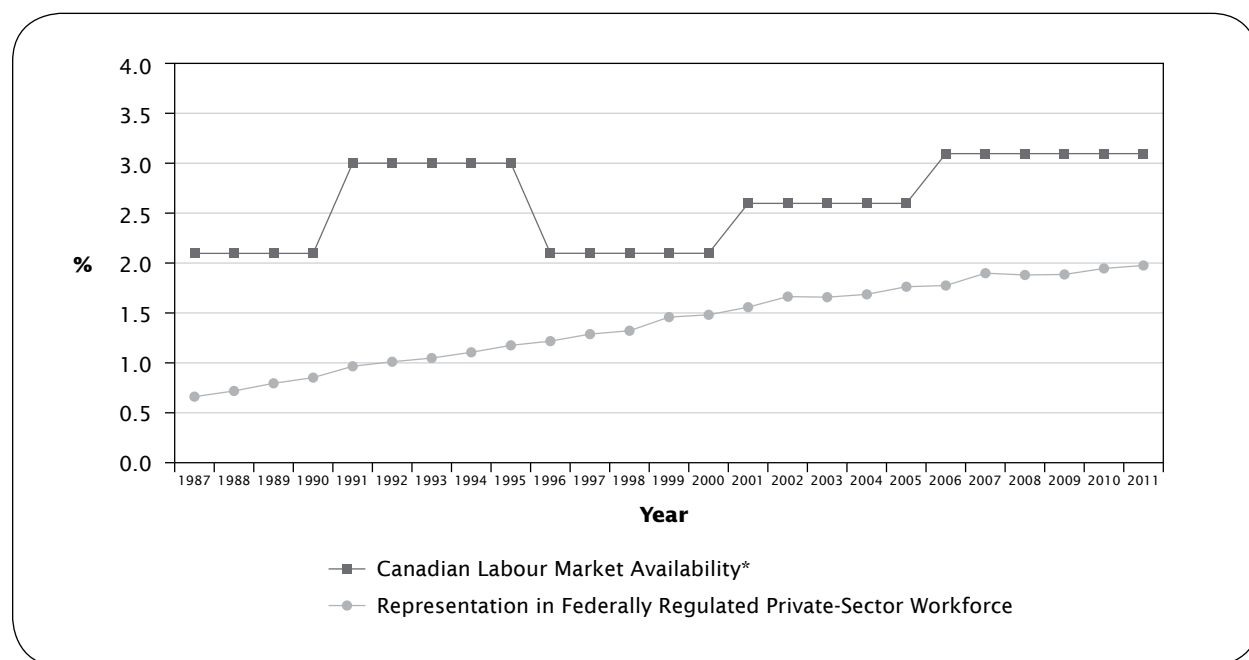
The number of Aboriginal peoples employed in the federally regulated private-sector workforce has increased more than three-fold since 1987, from 3,921 to 15,166. Between 2010 and 2011, the number of Aboriginal employees rose by 3.3%.¹³ Their representation grew to 2.0% but remained below LMA of 3.1%. Aboriginal peoples were also under-represented in every Canadian province and territory when compared to the respective LMA of each area.¹⁴

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

In 2011, Aboriginal peoples accounted for 1.9% of all permanent full-time employees and 2.2% of all permanent part-time employees in the federally regulated private sector.¹⁵

Taking into account only Aboriginal employees in permanent positions in the federally regulated private-sector workforce, 82.4% of this group worked full-time, while the other 17.6% held part-time positions. By comparison, 83.9% of non-Aboriginal employees were in permanent full-time positions and 16.1% held permanent part-time positions.

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



* Source: Statistics Canada, 2006 Census. In 1996, the Census methodology changed with respect to computation of the availability of Aboriginal peoples, thereby causing a drop.

¹³ For information regarding the number, representation, hires, promotions, terminations and net effect of employees in the federally regulated private sector, see Table 4 in Appendix A.

¹⁴ For more information about the representation and availability of federally regulated private-sector employees in provinces and territories, see Table 1 in Appendix A.

¹⁵ For information pertaining to permanent full-time positions in the federally regulated private sector, see Table 5 in Appendix A. For part-time positions, see Table 6 in Appendix A.

Aboriginal peoples in permanent full-time positions earned more in 2011 compared to 2010

When analyzing earnings for Aboriginal peoples as a whole, the highest number (21.1%) of Aboriginal peoples in permanent full-time positions earned between \$50,000 and \$59,999, with 20.1% of non-Aboriginal employees in that salary range.

When the permanent full-time salary ranges were combined for 2011¹⁶ the majority of Aboriginal peoples in the permanent full-time workforce (40.1%) earned below \$50,000 and 38.8% earned \$60,000 or more in 2011. In comparison, 36.2% of non-Aboriginal employees earned less than \$50,000 and 43.7% earned \$60,000 or more.

Between 2010 and 2011, the number of Aboriginal peoples in permanent full-time positions who earned below \$50,000 was reduced by 2.7%, while those who earned \$60,000 or more increased by 8.6%. The number of non-Aboriginal employees who earned less than \$50,000 also dropped by 3.9% and those who earned \$60,000 and above rose by 7.0%.

Both Aboriginal women and men in permanent full-time positions earned more in 2011 than in 2010

Aboriginal women represented 36.1% of the 12,367 Aboriginal employees in the 2011 federally regulated private-sector workforce, and Aboriginal men represented 63.9%.

When analyzing earnings for Aboriginal peoples by gender, it was found that in the 2011 permanent full-time workforce, the highest number (20.8%) of Aboriginal women earned between \$50,000 and \$59,999, with 21.2% of Aboriginal men in this salary range. These proportions were close to those for all women (20.7%) and men (19.8%).

Following the combining of salary ranges, 53.8% of Aboriginal women employed in permanent full-time positions earned an annual salary of less than \$50,000 in 2011. In contrast, 32.4% of Aboriginal men earned less than \$50,000 in 2011. By comparison, the figures for all women and all men were 45.7% and 30.3% respectively.

Of the Aboriginal women in permanent full-time positions, 25.4% earned \$60,000 or more, compared to 46.4% of Aboriginal men in 2011. For all women and men, 33.6% and 49.9% respectively were in the salary range of \$60,000 or more.

Distribution of Salary Ranges by Year and Gender

Salary Range	Distribution of Permanent Full-Time Employees							
	2010				2011			
	Men %	Women %	Aboriginal Men %	Aboriginal Women %	Men %	Women %	Aboriginal Men %	Aboriginal Women %
\$60,000 and above	48.2	30.5	44.4	22.9	49.9	33.6	46.4	25.4
\$50,000 to \$59,999	20.1	20.9	22.1	20.1	19.8	20.7	21.2	20.8
Below \$50,000	31.7	48.6	33.5	57.0	30.3	45.7	32.4	53.8

¹⁶ As prescribed in the *Employment Equity Act*, data are collected for 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.

Distribution of Aboriginal peoples working in semi-skilled manual work continued to grow¹⁷

The highest proportion (24.4%) of Aboriginal peoples in the workforce continued to occupy clerical positions; however, the percentage decreased compared to previous years.

The distribution of Aboriginal peoples in semi-skilled manual occupations continued to rise, increasing from 18.8% in 2010 to 19.1% in 2011.

Aboriginal peoples' representation increased in 5 of the 14 occupational groups but continued to be below availability, except in supervisory crafts and trades positions where it reached 3.0% compared to 2.2% LMA.

Representation at the senior management level remained at 0.8% and below LMA of 2.4%.

More Aboriginal peoples entered the workforce in 2011 compared to 2010

The number of Aboriginal peoples hired in the federally regulated private sector increased by 14.6% from 2010 to 2011. Their share¹⁸

of hiring also increased from 2.2% to 2.3% yet remained below LMA of 3.1%.

Promotions for Aboriginal peoples improved by 0.2%, while their share of promotions decreased from 1.8% to 1.7% and remained below representation.

The number of Aboriginal peoples who left the workforce climbed by 16.0%. Their share of terminations also rose from 2.3% to 2.4% and continued to be above representation.

The representation of Aboriginal peoples in the banking sector remained stable

With fewer hiring opportunities in the banking sector, there was a drop of 14.5% in the number of Aboriginal peoples hired, and their share of the hiring that occurred also fell from 1.3% to 1.2%. Both representation and share of hiring for Aboriginal peoples continued to be below LMA.

Between 2010 and 2011, there was an overall decrease of 6.4% in the number of promotion opportunities in the banking sector. This contributed to a drop of 23.4%

Number, Representation, Hires, Promotions, and Terminations of Aboriginal Peoples in the Federally Regulated Private Sector by Sector

	Aboriginal Peoples									
	All Sectors		Banking		Communications		Transportation		Other	
	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
Number Employed	14,686	15,166	2,872	2,881	3,970	3,981	5,727	6,084	2,117	2,220
Representation	1.9%	2.0%	1.3%	1.3%	1.7%	1.7%	2.4%	2.5%	3.4%	3.5%
Number of Hires	2,489	2,852	420	359	460	535	1,397	1,730	212	228
Number of Promotions	864	866	397	304	205	229	163	214	99	119
Number of Terminations	2,427	2,815	387	449	541	749	1,252	1,369	247	248
Share of Hirings	2.2%	2.3%	1.3%	1.2%	1.7%	1.5%	3.1%	3.4%	2.9%	2.9%
Share of Promotions	1.8%	1.7%	1.4%	1.2%	1.8%	1.8%	2.5%	2.4%	2.9%	3.3%
Share of Terminations	2.3%	2.4%	1.5%	1.7%	1.6%	2.1%	3.1%	3.0%	3.7%	2.4%

¹⁷ For more information about representation, availability and distribution of federally regulated private-sector employees by occupational group, see Tables 2 and 3 in Appendix A.

¹⁸ The share is the percentage of the total number of people that were hired, promoted or terminated. The share of Aboriginal peoples hired is compared to overall LMA (3.1%), while the shares of Aboriginal peoples promoted and terminated are compared to representation.

in the number of Aboriginal peoples promoted. The share of promotions for Aboriginal peoples decreased from 1.4% to 1.2% —slightly below representation.

The number of Aboriginal employees who left the banking sector grew by 16.0%. Their share of terminations increased from 1.5% to 1.7% and remained higher than representation.

More Aboriginal peoples were hired and promoted in the communications sector in 2011

Between 2010 and 2011, the number of Aboriginal peoples in the communications sector increased by 0.3% and their representation remained stable at 1.7%. There was an increase of 16.3% in the number of Aboriginal peoples hired, but their share of hiring decreased from 1.7% to 1.5%. Both representation and share of hiring remained lower than LMA.

The number of Aboriginal peoples promoted improved by 11.7%. Their share of promotions stayed at 1.8% and was above representation.

Similar to the increase in the overall number of employees terminated from the communications sector, there was an increase of 38.4% in the number of Aboriginal peoples leaving this sector. Their share of terminations grew from 1.6% to 2.1% and was above representation in 2011.

Highest number of Aboriginal employees in the transportation sector

The highest number of Aboriginal peoples in the 2011 federally regulated private-sector workforce was found in the transportation sector. When compared to the previous year, the number of Aboriginal employees in this sector increased by 6.2%. The representation also edged up from 2.4% to 2.5%. The number

of Aboriginal peoples hired improved by 23.8% and their share of hiring grew from 3.1% to 3.4%. Although Aboriginal peoples remained under-represented in this sector, their hiring share was above LMA.

Between 2010 and 2011, promotions for Aboriginal peoples in the transportation sector grew by 31.3%, but their share of promotions fell from 2.5% to 2.4% and remained at the same level of their 2010 representation.

Similar to the increase in the overall number of employees terminated from the transportation sector, the number of Aboriginal peoples who left this sector rose as well (9.3%). Although their share of terminations fell from 3.1% to 3.0%, it was higher than their representation.

More Aboriginal peoples worked, were hired, and were promoted in the other sector in 2011

The highest representation of Aboriginal peoples in the 2011 federally regulated private-sector workforce was found in the other sector. More Aboriginal peoples were employed in this sector compared to the previous year. Their number improved by 4.9% while their representation reached 3.5%, surpassing LMA. The number of Aboriginal peoples hired also increased by 7.5%, while their hiring share remained at 2.9% and below LMA.

Aboriginal peoples received a higher share of promotions in the other sector when compared to the other three sectors. Their share of promotions increased from 2.9% to 3.3% and was below representation.

The number of Aboriginal peoples who left the other sector increased by 0.4%. Their share of terminations fell from 3.7% to 2.4% and was below 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. Key findings from 2011 are compared to those from the previous year unless otherwise indicated.

Growing number of persons with disabilities in the workforce, but their representation remained below LMA in 2011

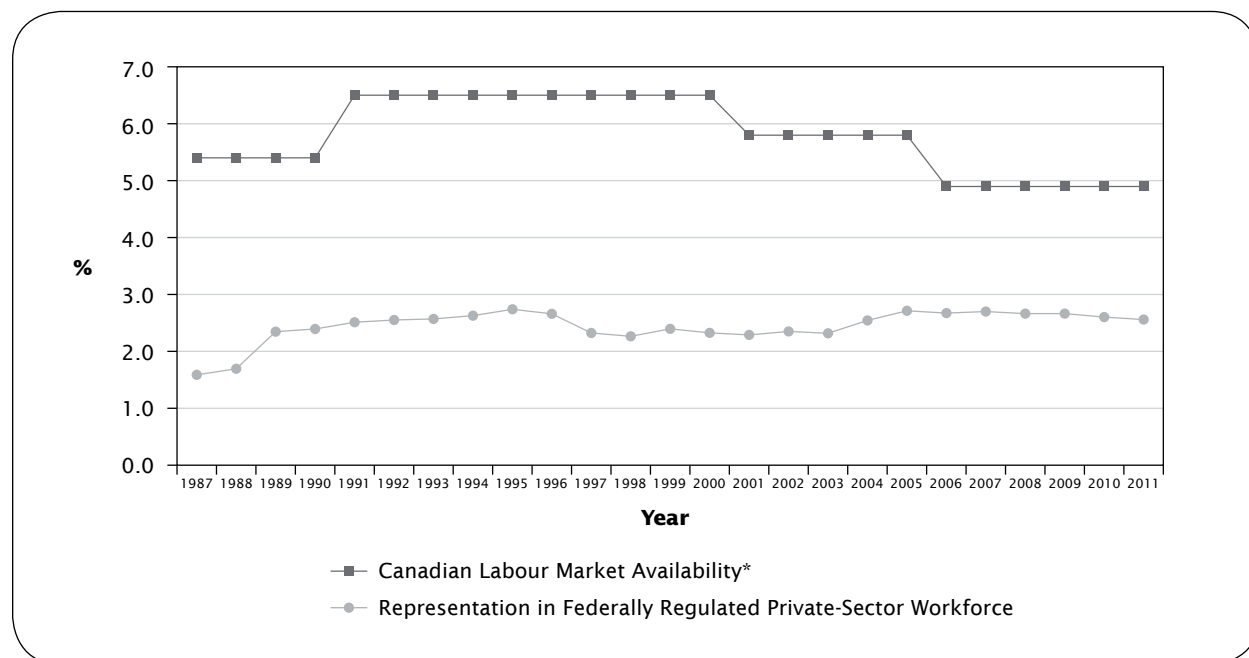
The number of persons with disabilities employed in the federally regulated private-sector workforce¹⁹ has more than doubled since 1987. Despite this increase, the overall number of persons with disabilities employed in the federally regulated private sector was relatively unchanged (decline of 0.05%) from 2010 to 2011 and their representation remained at 2.6% — below LMA of 4.9%. Representation for persons with disabilities was below respective availability for each province and territory.²⁰

Percentage of persons with disabilities who worked in permanent full-time positions exceeded those of persons without disabilities

In 2011, persons with disabilities held 2.6% of the permanent full-time and 2.3% of the permanent part-time positions in the federally regulated private sector.²¹

Of all employees with disabilities in permanent positions in the federally regulated private-sector workforce, a higher proportion held permanent full-time positions compared to employees without disabilities (85.2% and 83.8% respectively). A lower proportion of employees with disabilities

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



* Source: Statistics Canada, 1991 Health and Activity Limitation Survey, 2001 PALS and 2006 PALS. 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.

¹⁹ For information regarding the number, representation, hires, promotions, terminations and net effect of employees in the federally regulated private sector, see Table 4 in Appendix A.

²⁰ For more information about the representation and availability of federally regulated private-sector employees in provinces and territories, see Table 1 in Appendix A.

²¹ For information pertaining to permanent full-time positions in the federally regulated private sector, see Table 5 in Appendix A. For part-time positions, see Table 6 in Appendix A.

were employed in permanent part-time positions (14.8%) compared to employees without disabilities (16.2%).

Persons with disabilities in permanent full-time positions earned more in 2011, but earnings remained below those of persons without disabilities

When analyzing earnings for persons with disabilities as a whole, the highest number of persons with disabilities in permanent full-time positions (25.4%) earned between \$50,000 and \$59,999. In comparison, 20.0% of employees without disabilities were in the same salary range.

When the permanent full-time salary ranges were combined for 2011,²² a slightly higher proportion of persons with disabilities (39.6%) earned \$60,000 or more and 35.0% earned below \$50,000. In comparison, 43.7% of employees without disabilities earned \$60,000 or more and 36.3% earned less than \$50,000.

Between 2010 and 2011, the number of persons with disabilities in permanent full-time positions who earned below \$50,000 decreased by 5.4% and the number

who earned \$60,000 or more increased by 6.6%. The number of employees without disabilities who earned less than \$50,000 also dropped by 3.8% and the number who earned \$60,000 or more rose by 7.0%.

Both women and men with disabilities in permanent full-time positions earned more in 2011

Women with disabilities represented 41.8% of the 16,631 persons with disabilities in the 2011 federally regulated private-sector workforce and men with disabilities represented 58.2%.

When analyzing earnings for persons with disabilities by gender, it was found that in the 2011 permanent full-time workforce, the highest concentration (26.0%) of women with disabilities earned between \$50,000 and \$59,999. In comparison, 25.0% of men with disabilities were in the same salary range. Comparatively, these figures were higher than those for all women and men in the permanent full-time workforce (20.7% and 19.8% respectively).

Following the combining of salary ranges, 45.0% of women with disabilities employed in permanent full-time positions earned an annual salary of less than \$50,000. In contrast,

Distribution of Salary Ranges by Year and Gender

Salary Range	Distribution of Permanent Full-Time Employees							
	2010				2011			
	Men %	Women %	Men with Disabilities %	Women with Disabilities %	Men %	Women %	Men with Disabilities %	Women with Disabilities %
\$60,000 and above	48.2	30.5	44.9	26.0	49.9	33.6	47.2	29.0
\$50,000 to \$59,999	20.1	20.9	26.4	26.0	19.8	20.7	25.0	26.0
Below \$50,000	31.7	48.6	28.7	48.1	30.3	45.7	27.9	45.0

²² As prescribed in the *Employment Equity Act*, data are collected for 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.

27.9% of men with disabilities earned less than \$50,000 in 2011. By comparison, the figures for all women and all men were 45.7% and 30.3% respectively.

For women with disabilities in permanent full-time positions, 29.0% earned \$60,000 or more, compared to 47.2% of men with disabilities in 2011. This is compared to 33.6% of all women and 49.9% of all men in this salary range.

Distribution of persons with disabilities in the professional group increased²³

The highest proportion (36.9%) of persons with disabilities in the workforce continued to occupy clerical positions, although the figure has decreased from 2010.

Subsequently, the distribution of persons with disabilities in professional occupations continued to rise, increasing from 12.9% in 2010 to 13.2% in 2011.

Representation at 2.9% continued to exceed LMA of 2.6% in administrative and senior clerical occupations.

Representation of 2.4% at the senior management level remained below LMA of 3.2%.

More persons with disabilities hired into the workforce in 2011 than in 2010

Although the number of persons with disabilities hired in the federally regulated private-sector workforce increased by 14.1% from 2010 to 2011, their share²⁴ of the hiring that occurred remained at 1.3% and below LMA of 4.9%.

Promotions for persons with disabilities fell by 4.0% and their share of promotions decreased from 2.3% to 2.1%, remaining below representation.

There was an increase in the overall number of terminations from the workforce in 2011 compared to the previous year. Persons with

Number, Representation, Hires, Promotions, and Terminations of Persons with Disabilities in the Federally Regulated Private Sector by Sector

	Persons with Disabilities									
	All Sectors		Banking		Communications		Transportation		Other	
	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
Number Employed	19,658	19,649	7,672	7,729	6,098	5,689	4,279	4,566	1,609	1,665
Representation	2.6%	2.6%	3.5%	3.4%	2.6%	2.4%	1.8%	1.9%	2.6%	2.6%
Number of Hires	1,421	1,621	644	521	304	383	408	636	65	81
Number of Promotions	1,119	1,074	715	617	242	228	93	151	69	78
Number of Terminations	2,537	2,973	892	1,000	862	1,047	599	711	184	215
Share of Hirings	1.3%	1.3%	2.0%	1.8%	1.1%	1.1%	0.9%	1.2%	0.9%	1.0%
Share of Promotions	2.3%	2.1%	2.6%	2.4%	2.1%	1.8%	1.4%	1.7%	2.0%	2.1%
Share of Terminations	2.4%	2.5%	3.4%	3.8%	2.6%	2.9%	1.5%	1.6%	2.7%	2.1%

²³ For more information about representation, availability and distribution of federally regulated private-sector employees by occupational group, see Tables 2 and 3 in Appendix A.

²⁴ The share is the percentage of the total number of people that were hired, promoted or terminated. The share of persons with disabilities hired is compared to overall LMA (4.9%), while the shares of persons with disabilities promoted and terminated are compared to representation.

disabilities exhibited a similar trend, with a higher number leaving the workforce—an increase of 17.2%. Their share of terminations also went up from 2.4% to 2.5% but continued to be below representation.

The banking sector had the highest number and representation of persons with disabilities

The highest number and representation of persons with disabilities in the 2011 federally regulated private-sector workforce was found in the banking sector. Compared to 2010, the number of persons with disabilities in this sector increased by 0.7%, but their representation in the workforce fell from 3.5% to 3.4%. With fewer hiring opportunities in the banking sector, the hiring of persons with disabilities dropped by 19.1% and their hiring share also decreased from 2.0% to 1.8%. Both representation and hiring rates for persons with disabilities continued to be below LMA.

Overall, there were fewer promotions in this sector in 2011 compared to the previous year. This attributed to a drop of 13.7% in the number of persons with disabilities promoted, with a share decrease from 2.6% to 2.4%, at a rate remaining below representation.

The number of persons with disabilities who left the banking sector increased by 12.1%. Their share of terminations rose from 3.4% to 3.8% and was higher than their representation.

More persons with disabilities were hired in the communications sector in 2011

Between 2010 and 2011, the number of persons with disabilities in the communications sector decreased by 6.7%. Their representation in this workforce also lowered from 2.6%

to 2.4%. Despite this decrease, more employees with disabilities were hired in this sector. The number of persons with disabilities hired improved by 26.0% and their share of hiring remained stable at 1.1%. Both representation and share of hiring for persons with disabilities remained lower than LMA.

Promotions for persons with disabilities dropped by 5.8%. Their share of promotions also decreased from 2.1% to 1.8% and remained below representation.

Similar to the increase in the overall number of employees terminated from the communications sector, there was an increase of 21.5% in the number of persons with disabilities leaving this sector. Their share of terminations rose from 2.6% to 2.9% and was above representation.

More persons with disabilities were hired and promoted in the transportation sector in 2011

The number of employees with disabilities hired improved by 55.9% and their share of hiring increased from 0.9% to 1.2%. Both representation and hiring share continued to be below LMA.

Persons with disabilities were given more promotions in this sector—an increase of 62.4%. The share of promotions for employees with disabilities rose from 1.4% to 1.7%.

There was an overall increase in the number of employees terminated from the transportation sector, and the number of persons with disabilities who left the workforce also increased by 18.7%. Their share of terminations went up from 1.5% to 1.6% but remained below representation.

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

The number of persons with disabilities hired rose by 24.6% with a share of hiring improvement from 0.9% to 1.0%. Both representation and hiring rates remained below LMA.

Persons with disabilities received a higher number of promotions—an increase of 13.0% between 2010 and 2011. Their share of promotions went up from 2.0% to 2.1% but stayed below representation.

More employees with disabilities left the other sector in 2011. When compared to the previous year, there was an increase of 16.8%. The share of terminations fell from 2.7% to 2.1% and remained below representation.

■ 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. Key findings from 2011 are compared to those from the previous year unless otherwise indicated.

There are more members of visible minorities in the workforce since 1987 and their representation exceeded LMA in 2011

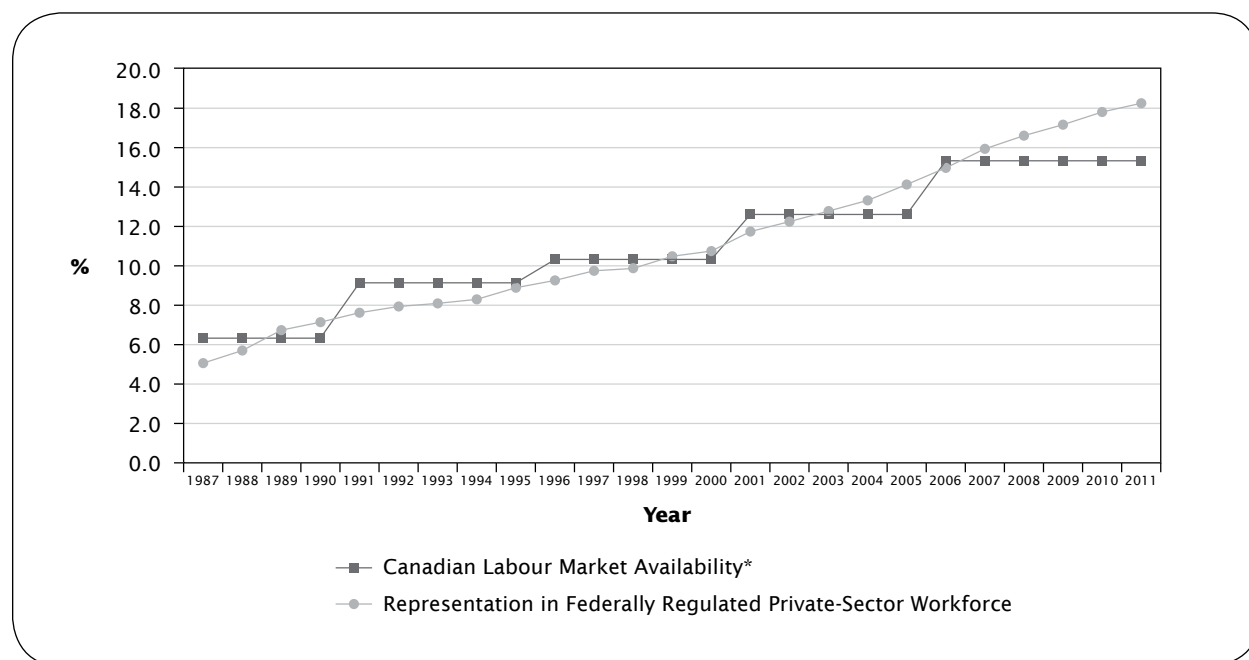
The number of members of visible minorities employed in the federally regulated private sector has steadily grown since 1987. Between 2010 and 2011, the number of visible minority employees rose by 4.0%.²⁵ Meanwhile, their representation grew over the years and reached a high of 18.2% in 2011, exceeding LMA of 15.3%. The representation of members of visible minorities met or exceeded respective availability in all provinces and territories except for Prince Edward Island.²⁶

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

In 2011, members of visible minorities accounted for 18.0% of all permanent full-time and 19.2% of all permanent part-time employees in the federally regulated private sector.²⁷

Taking into account only the members of visible minority employees in permanent positions in the workforce, 82.9% of this group worked full-time, while the other 17.1% held part-time positions. By comparison, 84.1% of non-visible minority employees were in permanent full-time positions and 15.9% held permanent part-time positions.

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



* Source: Statistics Canada, 2006 Census.

²⁵ For information regarding the number, representation, hires, promotions, terminations and net effect of employees in the federally regulated private sector, see Table 4 in Appendix A.

²⁶ For more information about the representation and availability of federally regulated private-sector employees in provinces and territories, see Table 1 in Appendix A.

²⁷ For information pertaining to permanent full-time positions in the federally regulated private sector, see Table 5 in Appendix A. For part-time positions, see Table 6 in Appendix A.

Members of visible minorities in permanent full-time positions earned more in 2011 compared to the previous year

When analyzing earnings for members of visible minorities as a whole, the highest concentration (18.5%) of members of visible minorities in permanent full-time positions earned between \$50,000 and \$59,999. In comparison, 20.5% of non-visible minority employees were in the same salary range.

When the permanent full-time salary ranges were combined for 2011,²⁸ the majority of members of visible minorities in the permanent full-time workforce (43.0%) earned below \$50,000 and 38.5% earned \$60,000 or more in 2011. In comparison, 34.8% of non-visible minority employees earned less than \$50,000 and 44.7% earned \$60,000 or more.

Between 2010 and 2011, the number of members of visible minorities in permanent full-time positions who earned below \$50,000 decreased by 3.4% and those who earned \$60,000 or more increased by 11.3%. The number of non-visible minority employees who earned less than \$50,000 dropped by 4.0% and those who earned \$60,000 and above grew by 6.2%.

Both visible minority women and men in permanent full-time positions earned more in 2011 compared to the previous year

Visible minority women represented 43.3% of the 139,665 members of visible minorities in the 2011 federally regulated private-sector workforce, and visible minority men represented 56.7%.

When analyzing earnings for members of visible minorities by gender, it was found that in the 2011 permanent full-time workforce, the highest number (18.5%) of visible minority women earned between \$50,000 and \$59,999. In comparison, 18.4% of visible minority men were in this salary range. These proportions were close to those of all women (20.7%) and men (19.8%).

Following the combining of salary ranges, nearly half of visible minority women (49.7%) employed in permanent full-time positions earned an annual salary of less than \$50,000 in 2011. In contrast, 38.1% of visible minority men earned less than \$50,000. The figures for all women and all men were 45.7% and 30.3% respectively.

Distribution of Salary Ranges by Year and Gender

Salary Range	Distribution of Permanent Full-Time Employees							
	2010				2011			
	Men %	Women %	Visible Minority Men %	Visible Minority Women %	Men %	Women %	Visible Minority Men %	Visible Minority Women %
\$60,000 and above	48.2	30.5	41.4	28.4	49.9	33.6	43.5	31.8
\$50,000 to \$59,999	20.1	20.9	18.2	18.1	19.8	20.7	18.4	18.5
Below \$50,000	31.7	48.6	40.4	53.5	30.3	45.7	38.1	49.7

²⁸ As prescribed in the *Employment Equity Act*, data are collected for 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.

The proportion of visible minority women earning an annual salary of \$60,000 or more in permanent full-time occupations was 31.8% compared to 43.5% of visible minority men. The figures were 33.6% for all women and 49.9% for all men in the same salary range.

Distribution of members of visible minorities increased in most occupational groups²⁹

The highest proportion of members of visible minorities in the workforce continued to be found in clerical (30.5%) and professional (21.8%) occupations.

Distribution of visible minority members stayed the same or rose in all occupational groups, except for clerical personnel and other sales and service personnel which decreased by 1.1% and 0.3% respectively.

Visible minority representation in 2011 exceeded LMA in 9 of the 14 occupational groups.

Representation of 6.7% at the senior management level remained below LMA of 8.7%.

Overall, more members of visible minorities entered the workforce in 2011

Between 2010 and 2011, the number of members of visible minorities hired in the federally regulated private-sector workforce increased by 6.6%. Despite this increase in numbers, their share³⁰ of hiring in the workforce fell (18.7% to 18.0%) but continued to exceed LMA (15.3%).

Promotions for members of visible minorities improved by 1.7%, but their share of promotions decreased from 24.8% to 23.9%. Their share of promotions continued to be above representation.

Number, Representation, Hires, Promotions, and Terminations of Members of Visible Minorities in the Federally Regulated Private Sector by Sector

	Members of Visible Minorities									
	All Sectors		Banking		Communications		Transportation		Other	
	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
Number Employed	134,256	139,665	60,537	63,239	37,630	39,298	29,803	30,829	6,286	6,299
Representation	17.8%	18.2%	27.3%	28.2%	16.2%	16.7%	12.4%	12.5%	10.2%	10.0%
Number of Hires	20,912	22,299	8,270	8,047	5,316	6,690	6,557	6,765	769	797
Number of Promotions	12,125	12,333	8,832	8,560	2,009	2,359	869	1,026	415	388
Number of Terminations	17,628	20,649	6,310	6,670	5,834	6,792	4,851	5,641	633	1,546
Share of Hirings	18.7%	18.0%	25.5%	27.2%	19.2%	18.8%	14.7%	13.3%	10.4%	10.0%
Share of Promotions	24.8%	23.9%	31.8%	33.0%	17.8%	18.2%	13.4%	11.5%	12.2%	10.7%
Share of Terminations	16.4%	17.5%	24.1%	25.7%	17.4%	18.7%	11.8%	12.4%	9.4%	15.1%

²⁹ For more information about representation, availability and distribution of federally regulated private-sector employees by occupational group, see Tables 2 and 3 in Appendix A.

³⁰ The share is the percentage of the total number of people that were hired, promoted or terminated. The share of members of visible minorities hired is compared to overall LMA (15.3%), while the shares of members of visible minorities promoted and terminated are compared to representation.

Similar to the increase in the overall number of employees terminated from the federally regulated private sector, the number of visible minority employees who left the workforce increased (17.1%). Their share of terminations also rose from 16.4% to 17.5% but remained below representation.

In the banking sector, more members of visible minorities were hired than left, resulting in continued growth in their representation

The highest number and representation of members of visible minorities in the 2011 federally regulated private-sector workforce occurred in the banking sector. Compared to the previous year, the number of members of visible minorities in this sector increased by 4.5% and their representation grew from 27.3% to 28.2%.

With fewer hiring opportunities in the banking sector, 2.7% fewer visible minority employees were hired. However, their share of the hiring that occurred increased from 25.5% in 2010 to 27.2% in 2011 despite the limited opportunities. Both representation and hiring of members of visible minorities continued to exceed LMA.

Overall, there were fewer promotions in the banking sector in 2011 compared to the previous year. As a result, in 2011, there was a drop of 3.1% in the number of members of visible minority employees promoted. Despite a decrease in the overall number of members of visible minority employees promoted, their share of the total promotions available increased from 31.8% to 33.0% and remained above representation.

Between 2010 and 2011, the number of members of visible minorities who left the banking sector grew by 5.7%. Their share of terminations increased from 24.1% to 25.7% but remained below representation.

Members of visible minorities received increased hiring and promotion opportunities in the communications sector

Between 2010 and 2011, the number of members of visible minorities employed in the communications sector increased by 4.4%. Their representation in this sector also rose from 16.2% to 16.7%. More members of visible minorities were hired—an increase of 25.8%—but their share of hiring dropped from 19.2% to 18.8%. Rates for both representation and share of hiring were above LMA.

Promotion opportunities for members of visible minorities improved in the communications sector in 2011. The number of members of visible minorities promoted increased by 17.4% from 2010. Their share of promotions grew from 17.8% to 18.2% and continued to reach a level above representation.

Similar to the increase in the overall number of employees terminated from the communications sector, the number of members of visible minorities who left this workforce rose (16.4%). Their share of terminations increased from 17.4% to 18.7% and continued to exceed 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 3.4% between 2010 and 2011, and their representation edged upward from 12.4% to 12.5%. The number of members of visible minorities hired rose by 3.2%, but their share of the hiring that occurred dropped from 14.7% to 13.3%. Both representation and hiring share continued to be below LMA.

The transportation sector provided members of visible minorities with more promotion opportunities in 2011. The number of promotions increased by 18.1% from the previous year, but their share of promotions decreased from 13.4% to 11.5%. The share of promotions was below representation.

There was an increase in the overall number of employees terminated from the transportation sector, and the number of members of visible minorities who left this sector increased by 16.3%. Their share of terminations grew from 11.8% to 12.4% but remained at the same level of their 2010 representation.

More members of visible minorities were hired in the other sector

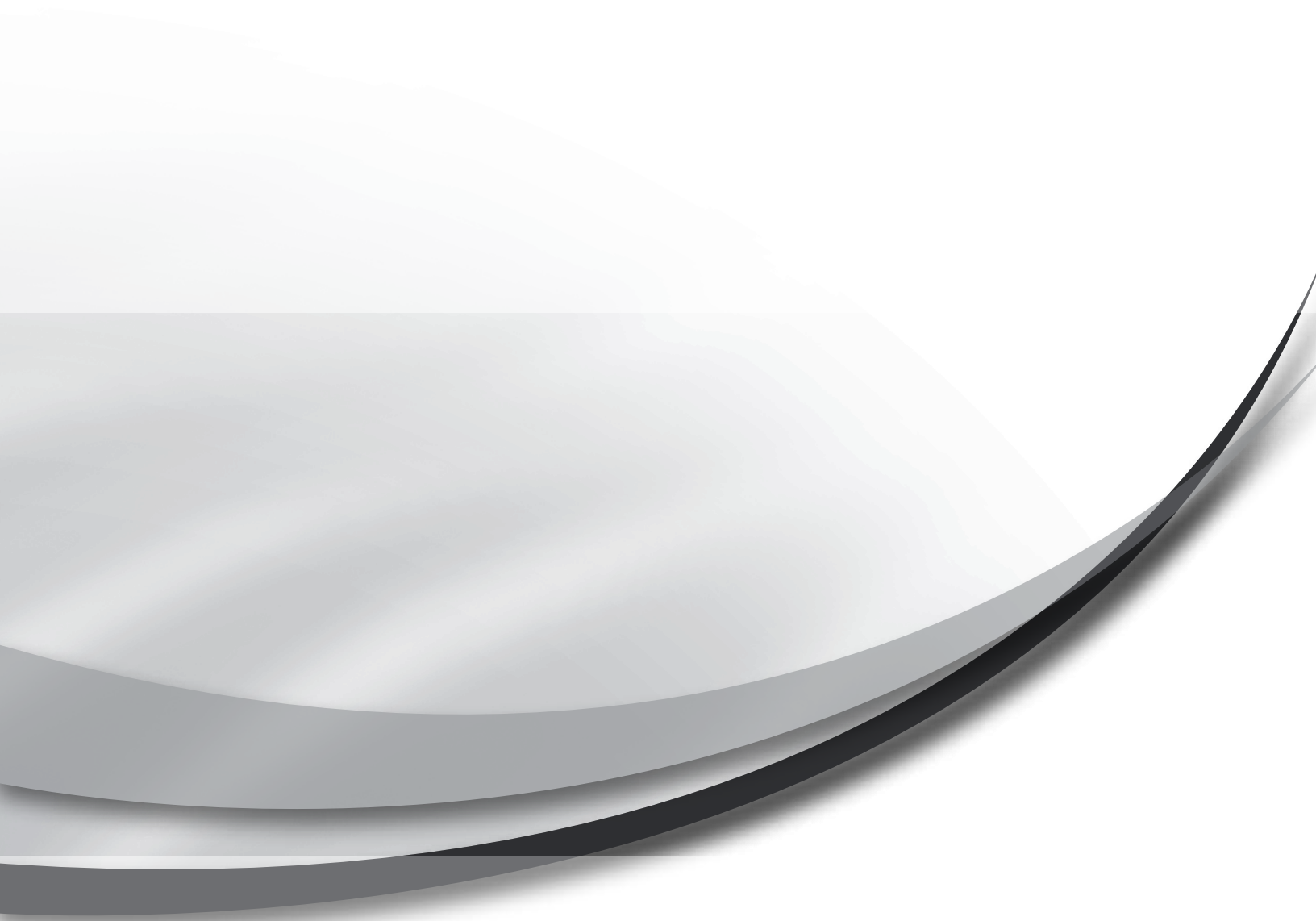
In the other sector, the representation of members of visible minorities fell slightly from 10.2% to 10.0%. Although more members of visible minorities were hired—an increase of 3.6%—their share of hiring decreased from 10.4% to 10.0%. Both members of visible minorities' representation and share of hirings remained below LMA.

Between 2010 and 2011, fewer promotions were received by visible minority employees in the other sector. Promotions dropped by 6.5% and their share of promotions decreased from 12.2% to 10.7%. Despite this decline, their share of promotions exceeded representation.

Overall, more people left than entered the other sector in 2011. Compared to 2010, there was an increase of 51.0% in terminations, mainly due to the cumulative effect of an increase in terminations by the largest employers. As a result, almost double the number of members of visible minorities left this sector. Their share of terminations grew from 9.4% to 15.1% and was above representation.

■ Appendix A

Tables – Federally Regulated Private-Sector Employers



Section 20 of the *Employment Equity Act* requires the Minister of Labour to table in Parliament a consolidation and analysis of the reports provided annually by federally regulated private-sector employers.

This annual report consolidates the 2011 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 2010 and 2011.

Tables 1 to 3 in this appendix present data aggregated to include permanent full-time, permanent part-time and temporary employees. Table 4 summarizes information for the four industrial sectors: representation, hires, promotions, terminations and the net effect of hires less terminations. Tables 5 and 6 present salary data for permanent full-time and permanent part-time employees respectively.

List of Tables

Table 1 Representation (1987, 2001, 2010 and 2011) and Availability (2006) of Federally Regulated Private-Sector Employees by Designated Group, Census Metropolitan Area, Province and Territory

Table 2 Representation (2001, 2010 and 2011) and Availability (2006) of Federally Regulated Private-Sector Employees by Designated Group and Occupational Group

Table 3 Distribution of Federally Regulated Private-Sector Employees by Designated Group and Occupational Group (2001, 2010 and 2011)

Table 4 Number, Representation, Hires, Promotions, Terminations and Net Effect of Employees in the Federally Regulated Private-Sector by Designated Group and Sector (1987, 2001, 2010 and 2011)

Table 5 Federally Regulated Private-Sector Employees in Permanent Full-Time Employment by Designated Group, Gender and Salary Range as of December 31, 2011

Table 6 Federally Regulated Private-Sector Employees in Permanent Part-Time Employment by Designated Group, Gender and Salary Range as of December 31, 2011

TABLE 1

Representation (1987, 2001, 2010 and 2011) and Availability (2006) of Federally Regulated Private-Sector Employees by Designated Group, Census Metropolitan Area, Province and Territory

Census Metropolitan Area and Province/Territory	Women					Aboriginal Peoples					Persons with Disabilities					Members of Visible Minorities				
	Representation				Availability*	Representation				Availability*	Representation				Availability*	Representation				Availability*
	1987 (%)	2001 (%)	2010 (%)	2011 (%)	2006 (%)	1987 (%)	2001 (%)	2010 (%)	2011 (%)	2006 (%)	1987 (%)	2001 (%)	2010 (%)	2011 (%)	2006 (%)	1987 (%)	2001 (%)	2010 (%)	2011 (%)	2006 (%)
Halifax	41.2	46.2	45.5	44.4	49.6	0.5	1.0	1.4	1.7	1.4	1.6	3.4	4.7	4.4	N/A	1.9	4.1	6.1	6.1	6.3
Montréal	39.0	45.6	42.4	41.5	48.2	0.3	0.5	0.6	0.7	0.5	1.1	1.3	1.6	1.6	N/A	3.0	5.5	13.1	13.5	14.7
Toronto	47.1	46.9	45.2	44.2	48.4	0.6	0.9	1.0	1.0	0.5	1.5	1.9	2.6	2.5	N/A	12.0	23.7	34.2	34.1	40.5
Winnipeg	32.7	38.2	32.9	34.4	48.8	0.8	4.1	6.0	6.0	8.1	1.8	3.4	3.2	3.1	N/A	2.9	6.6	11.7	12.1	14.6
Regina	42.9	52.4	47.9	45.5	49.6	0.4	2.0	2.8	2.7	6.6	2.4	4.4	3.4	3.2	N/A	1.6	4.0	7.5	8.7	6.0
Calgary	47.6	46.8	44.7	44.2	47.3	0.5	1.8	1.9	1.8	2.3	1.9	3.2	2.7	2.6	N/A	5.6	9.9	17.9	17.6	20.3
Edmonton	44.5	41.7	41.3	40.6	47.5	0.7	2.3	2.6	2.4	4.3	2.0	2.9	2.7	2.4	N/A	4.4	9.2	16.5	16.4	15.9
Vancouver	40.4	43.4	40.8	38.9	48.4	0.5	1.5	2.0	1.9	1.8	1.5	2.6	2.8	2.8	N/A	7.9	22.4	33.2	32.3	38.4
Newfoundland and Labrador	38.4	47.8	45.9	45.5	48.1	0.6	3.1	4.0	4.4	4.6	1.0	2.3	1.9	1.8	3.9	0.7	0.7	1.4	1.6	1.1
Prince Edward Island	38.0	48.9	35.6	31.9	49.4	0.2	0.4	0.5	0.6	1.0	1.2	2.2	2.0	1.7	5.7	1.0	0.8	0.8	0.9	1.1
Nova Scotia	34.4	48.8	46.4	46.3	48.6	0.4	0.8	1.6	1.7	2.4	3.5	3.5	4.4	4.1	7.0	1.3	3.3	4.5	4.7	3.7
New Brunswick	32.2	51.8	51.3	49.9	48.0	0.4	0.9	1.3	1.3	2.2	1.8	2.5	3.6	3.3	5.8	1.1	1.6	2.2	2.3	1.6
Quebec	39.8	44.9	40.6	40.1	47.5	0.4	0.7	0.8	0.9	1.3	1.1	1.3	1.5	1.5	3.3	2.6	4.7	10.1	10.6	7.9
Ontario	44.2	46.2	43.6	43.2	48.2	0.7	1.1	1.4	1.4	1.8	1.6	2.2	2.8	2.8	5.2	7.3	16.3	23.6	24.2	21.6
Manitoba	30.5	37.5	34.5	33.9	48.0	1.0	4.5	6.7	6.9	11.4	1.7	3.4	3.3	3.1	5.5	2.6	5.6	9.7	10.3	9.7
Saskatchewan	35.1	42.3	38.3	37.3	47.8	1.4	5.3	6.9	7.2	9.9	1.8	3.3	3.0	2.9	5.5	1.2	3.2	4.7	5.4	3.5
Alberta	45.3	44.9	42.0	41.7	46.9	0.7	2.1	2.5	2.3	4.7	1.9	3.1	2.7	2.5	5.0	4.0	8.4	14.7	14.9	13.1
British Columbia	41.5	44.3	42.4	39.5	48.2	0.7	1.7	2.1	2.4	4.1	1.7	2.7	2.9	2.9	6.2	6.2	17.5	25.2	24.7	23.2
Yukon	31.4	57.6	48.2	47.3	49.1	3.8	5.7	9.6	8.9	20.8	0.8	2.6	4.0	3.8	5.5	1.4	4.3	7.7	9.7	3.8
Northwest Territories	21.9	31.8	23.7	25.0	47.1	9.6	16.1	13.7	12.5	41.0	1.4	1.0	1.9	1.9	4.0	2.5	3.0	7.7	7.8	5.6
Nunavut	N/A	25.4	19.9	26.5	47.0	N/A	16.8	34.4	33.3	74.6	N/A	3.8	2.2	1.9	2.7	N/A	3.2	5.8	5.9	2.1
Canada	40.9	44.9	41.7	41.2	47.9	0.7	1.6	1.9	2.0	3.1	1.6	2.3	2.6	2.6	4.9	5.0	11.7	17.8	18.2	15.3

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

TABLE 2

Representation (2001, 2010 and 2011) 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 (%)	2010 (%)	2011 (%)	2006 (%)	2001 (%)	2010 (%)	2011 (%)	2006 (%)	2001 (%)	2010 (%)	2011 (%)	2006 (%)	2001 (%)	2010 (%)	2011 (%)	2006 (%)
Senior Managers	19.6	22.5	23.5	24.2	0.5	0.8	0.8	2.4	1.9	2.4	2.4	3.2	3.8	6.4	6.7	8.7
Middle and Other Managers	42.4	42.1	42.4	39.1	0.8	1.2	1.2	1.9	1.9	2.6	2.6	3.2	8.8	15.0	16.1	14.0
Professionals	44.5	45.4	45.0	54.2	0.9	1.0	1.0	1.8	1.9	2.2	2.2	4.5	16.5	25.4	25.8	16.5
Semi-Professionals and Technicians	16.9	18.3	18.5	54.3	1.4	2.0	2.0	3.2	1.7	2.0	1.9	4.8	5.1	10.4	10.3	14.3
Supervisors	63.3	60.4	60.0	57.2	1.5	1.9	2.0	2.8	2.0	3.0	2.8	9.5	13.0	17.6	18.0	15.4
Supervisors: Crafts and Trades	4.4	7.2	7.5	18.2	2.4	2.8	3.0	2.2	3.1	2.3	2.5	4.6	4.7	8.2	8.4	5.6
Administrative and Senior Clerical Personnel	81.0	74.6	74.1	83.2	1.2	1.6	1.6	2.3	1.9	2.9	2.9	2.6	17.5	23.8	24.9	11.2
Skilled Sales and Service Personnel	45.8	31.1	31.8	45.1	1.3	2.0	2.0	3.1	1.9	1.4	1.7	5.6	6.8	10.3	10.4	17.2
Skilled Crafts and Trades Workers	3.0	3.7	3.6	5.4	2.1	3.2	3.3	3.8	3.0	2.4	2.3	5.3	6.9	9.4	10.0	9.3
Clerical Personnel	66.6	66.6	66.1	71.7	1.5	1.9	1.9	2.8	2.6	3.8	3.7	4.4	13.8	21.0	21.5	17.2
Intermediate Sales and Service Personnel	65.9	64.7	65.6	67.9	1.7	2.5	2.7	3.2	1.8	1.6	1.5	5.3	11.0	16.4	17.0	16.5
Semi-Skilled Manual Workers	11.4	12.7	12.7	20.8	2.5	2.8	2.9	3.7	2.4	2.1	2.2	5.5	8.5	13.3	13.7	17.9
Other Sales and Service Personnel	24.2	25.2	23.9	56.5	2.7	1.4	1.3	4.7	2.3	0.8	0.9	6.5	13.4	20.5	19.7	18.5
Other Manual Workers	8.9	10.6	10.9	24.8	5.4	4.7	4.4	5.7	3.8	2.7	2.9	5.2	6.2	11.8	12.4	15.6
Total Number of Employees	44.9	41.7	41.2	47.9	1.6	1.9	2.0	3.1	2.3	2.6	2.6	4.9	11.7	17.8	18.2	15.3

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

TABLE 3

Distribution of Federally Regulated Private-Sector Employees by Designated Group and Occupational Group (2001, 2010 and 2011)

Occupational Group	Women			Men			Aboriginal Peoples			Non-Aboriginal Peoples		
	2001 (%)	2010 (%)	2011 (%)	2001 (%)	2010 (%)	2011 (%)	2001 (%)	2010 (%)	2011 (%)	2001 (%)	2010 (%)	2011 (%)
Senior Managers	0.3	0.4	0.4	1.1	1.0	1.0	0.3	0.3	0.3	0.8	0.8	0.8
Middle and Other Managers	9.7	9.9	10.3	10.8	9.7	9.8	5.4	6.0	6.0	10.4	9.9	10.1
Professionals	12.4	16.5	16.8	12.6	14.1	14.4	7.1	8.1	7.8	12.6	15.2	15.6
Semi-Professionals and Technicians	2.1	2.8	2.9	8.6	8.9	9.0	4.9	6.6	6.6	5.7	6.4	6.5
Supervisors	4.8	4.1	4.1	2.3	1.9	1.9	3.2	2.8	2.8	3.4	2.8	2.8
Supervisors: Crafts and Trades	0.1	0.2	0.3	2.4	2.3	2.4	2.1	2.1	2.3	1.4	1.4	1.5
Administrative and Senior Clerical Personnel	12.5	7.8	7.7	2.4	1.9	1.9	5.5	3.5	3.5	7.0	4.4	4.3
Skilled Sales and Service Personnel	1.1	0.8	0.8	1.1	1.3	1.2	1.0	1.1	1.1	1.1	1.1	1.1
Skilled Crafts and Trades Workers	0.6	0.7	0.7	16.1	13.7	13.8	12.1	13.5	14.2	9.1	8.2	8.3
Clerical Personnel	45.3	42.6	41.3	18.5	15.3	14.8	30.0	25.7	24.4	30.5	26.7	25.8
Intermediate Sales and Service Personnel	6.9	7.1	7.4	2.9	2.8	2.7	5.1	5.9	6.4	4.7	4.5	4.6
Semi-Skilled Manual Workers	2.7	3.9	4.0	17.4	19.3	19.2	17.2	18.8	19.1	10.7	12.8	12.8
Other Sales and Service Personnel	1.0	3.0	2.9	2.5	6.4	6.5	3.1	3.5	3.4	1.8	5.0	5.1
Other Manual Workers	0.2	0.2	0.2	1.4	1.4	1.4	3.0	2.2	2.1	0.8	0.9	0.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[illegible]

TABLE 4

*Number, Representation, Hires, Promotions, Terminations and Net Effect of Employees in the Federally Regulated Private-Sector by Designated Group and Sector (1987, 2001, 2010 and 2011)**

	All Employees				Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	1987	2001	2010**	2011	1987	2001	2010**	2011	1987	2001	2010**	2011	1987	2001	2010**	2011	1987	2001	2010**	2011
Banking	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	169,632	195,870	221,570	224,378	129,076	139,080	144,923	144,797	951	2,139	2,872	2,881	3,053	3,911	7,672	7,729	16,062	33,575	60,537	63,239
Hirings	21,879	25,491	32,398	29,552	16,704	15,210	17,772	16,118	109	232	420	359	158	216	644	521	2,211	3,765	8,270	8,047
Promotions	39,456	27,363	27,741	25,975	27,599	18,716	17,033	15,407	204	319	397	304	607	524	715	617	3,778	5,184	8,832	8,560
Terminations	21,715	23,350	26,164	25,987	16,819	14,951	16,154	15,582	150	294	387	449	331	454	892	1,000	1,432	3,337	6,310	6,670
Net Effect***	164	2,141	6,234	3,565	-115	259	1,618	536	-41	-62	33	-90	-173	-238	-248	-479	779	428	1,960	1,377
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	76.1	71.0	65.4	64.5	0.6	1.1	1.3	1.3	1.8	2.0	3.5	3.4	9.5	17.1	27.3	28.2
Share of Hirings	100.0	100.0	100.0	100.0	76.3	59.7	54.9	54.5	0.5	0.9	1.3	1.2	0.7	0.8	2.0	1.8	10.1	14.8	25.5	27.2
Share of Promotions	100.0	100.0	100.0	100.0	69.9	68.4	61.4	59.3	0.5	1.2	1.4	1.2	1.5	1.9	2.6	2.4	9.6	18.9	31.8	33.0
Share of Terminations	100.0	100.0	100.0	100.0	77.5	64.0	61.7	60.0	0.7	1.3	1.5	1.7	1.5	1.9	3.4	3.8	6.6	14.3	24.1	25.7
Communications	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	179,247	215,330	231,591	235,275	71,038	88,861	90,540	90,877	1,090	2,921	3,970	3,981	2,512	5,009	6,098	5,689	7,257	23,359	37,630	39,298
Hirings	17,416	32,521	27,657	35,558	7,515	12,632	9,043	12,690	49	485	460	535	129	286	304	383	975	5,098	5,316	6,690
Promotions	11,099	11,183	11,260	12,960	4,900	5,145	4,213	4,659	55	172	205	229	112	198	242	228	445	1,349	2,009	2,359
Terminations	16,020	27,257	33,469	36,379	6,176	10,871	12,838	13,466	36	385	541	749	112	472	862	1,047	437	3,422	5,834	6,792
Net Effect***	1,396	5,264	-5,812	-821	1,339	1,761	-3,795	-776	13	100	-81	-214	17	-186	-558	-664	538	1,676	-518	-102
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	39.6	41.3	39.1	38.6	0.6	1.4	1.7	1.7	1.4	2.3	2.6	2.4	4.0	10.8	16.2	16.7
Share of Hirings	100.0	100.0	100.0	100.0	43.1	38.8	32.7	35.7	0.3	1.5	1.7	1.5	0.7	0.9	1.1	1.1	5.6	15.7	19.2	18.8
Share of Promotions	100.0	100.0	100.0	100.0	44.1	46.0	37.4	35.9	0.5	1.5	1.8	1.8	1.0	1.8	2.1	1.8	4.0	12.1	17.8	18.2
Share of Terminations	100.0	100.0	100.0	100.0	38.6	39.9	38.4	37.0	0.2	1.4	1.6	2.1	0.7	1.7	2.6	2.9	2.7	12.6	17.4	18.7

* 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 2010 data have been adjusted in this table to reflect the movement of the investigation and security services subsector from the other sector to the transportation sector.

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

TABLE 4 (continued)

	All Employees				Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	1987	2001	2010**	2011	1987	2001	2010**	2011	1987	2001	2010**	2011	1987	2001	2010**	2011	1987	2001	2010**	2011
Transportation	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	203,207	178,307	241,123	245,819	34,423	43,891	61,080	62,552	1,479	3,588	5,727	6,084	2,892	4,383	4,279	4,566	5,318	13,656	29,803	30,829
Hirings	33,535	41,221	44,551	50,995	7,316	12,564	10,810	12,530	211	891	1,397	1,730	118	699	408	636	691	4,141	6,557	6,765
Promotions	14,723	8,154	6,479	8,928	2,655	1,843	2,194	2,576	123	189	163	214	198	180	93	151	376	510	869	1,026
Terminations	32,588	29,929	40,997	45,565	6,028	7,281	9,774	10,230	168	646	1,252	1,369	231	493	599	711	478	2,345	4,851	5,641
Net Effect***	947	11,292	3,554	5,430	1,288	5,283	1,036	2,300	43	245	145	361	-113	206	-191	-75	213	1,796	1,706	1,124
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	16.9	24.6	25.3	25.4	0.7	2.0	2.4	2.5	1.4	2.5	1.8	1.9	2.6	7.7	12.4	12.5
Share of Hirings	100.0	100.0	100.0	100.0	21.8	30.5	24.3	24.6	0.6	2.2	3.1	3.4	0.4	1.7	0.9	1.2	2.1	10.0	14.7	13.3
Share of Promotions	100.0	100.0	100.0	100.0	18.0	22.6	33.9	28.9	0.8	2.3	2.5	2.4	1.3	2.2	1.4	1.7	2.6	6.3	13.4	11.5
Share of Terminations	100.0	100.0	100.0	100.0	18.5	24.3	23.8	22.5	0.5	2.2	3.1	3.0	0.7	1.6	1.5	1.6	1.5	7.8	11.8	12.4
Other	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	43,331	45,231	61,682	63,075	9,207	12,883	18,566	18,529	401	1,220	2,117	2,220	983	1,218	1,609	1,665	1,123	3,578	6,286	6,299
Hirings	4,500	6,020	7,392	7,945	1,485	1,848	2,134	2,417	46	176	212	228	37	65	65	81	150	489	769	797
Promotions	3,248	3,938	3,415	3,633	856	1,169	1,103	1,164	23	111	99	119	64	76	69	78	85	364	415	388
Terminations	5,080	9,965	6,760	10,206	1,402	2,361	1,935	3,168	40	208	247	248	93	308	184	215	86	576	633	1,546
Net Effect***	-580	-3,945	632	-2,261	83	-513	199	-751	6	-32	-35	-20	-56	-243	-119	-134	64	-87	136	-749
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	21.2	28.5	30.1	29.4	0.9	2.7	3.4	3.5	2.3	2.7	2.6	2.6	2.6	7.9	10.2	10.0
Share of Hirings	100.0	100.0	100.0	100.0	33.0	30.7	28.9	30.4	1.0	2.9	2.9	2.9	0.8	1.1	0.9	1.0	3.3	8.1	10.4	10.0
Share of Promotions	100.0	100.0	100.0	100.0	26.4	29.7	32.3	32.0	0.7	2.8	2.9	3.3	2.0	1.9	2.0	2.1	2.6	9.2	12.2	10.7
Share of Terminations	100.0	100.0	100.0	100.0	27.6	23.7	28.6	31.0	0.8	2.1	3.7	2.4	1.8	3.1	2.7	2.1	1.7	5.8	9.4	15.1
All Sectors	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	595,417	634,738	755,966	768,547	243,744	284,715	315,109	316,755	3,921	9,868	14,686	15,166	9,440	14,521	19,658	19,649	29,760	74,168	134,256	139,665
Hirings	77,330	105,253	111,998	124,050	33,020	42,254	39,759	43,755	415	1,784	2,489	2,852	442	1,266	1,421	1,621	4,027	13,493	20,912	22,299
Promotions	68,526	50,638	48,895	51,496	36,010	26,873	24,543	23,806	405	791	864	866	981	978	1,119	1,074	4,684	7,407	12,125	12,333
Terminations	75,403	90,501	107,390	118,137	30,425	35,464	40,701	42,446	394	1,533	2,427	2,815	767	1,727	2,537	2,973	2,433	9,680	17,628	20,649
Net Effect***	1,927	14,752	4,608	5,913	2,595	6,790	-942	1,309	21	251	62	37	-325	-461	-1,116	-1,352	1,594	3,813	3,284	1,650
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	40.9	44.9	41.7	41.2	0.7	1.6	1.9	2.0	1.6	2.3	2.6	2.6	5.0	11.7	17.8	18.2
Share of Hirings	100.0	100.0	100.0	100.0	42.7	40.1	35.5	35.3	0.5	1.7	2.2	2.3	0.6	1.2	1.3	1.3	5.2	12.8	18.7	18.0
Share of Promotions	100.0	100.0	100.0	100.0	52.5	53.1	50.2	46.2	0.6	1.6	1.8	1.7	1.4	1.9	2.3	2.1	6.8	14.6	24.8	23.9
Share of Terminations	100.0	100.0	100.0	100.0	40.4	39.2	37.9	35.9	0.5	1.7	2.3	2.4	1.0	1.9	2.4	2.5	3.2	10.7	16.4	17.5

* 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 2010 data have been adjusted in this table to reflect the movement of the investigation and security services subsector from the other sector to the transportation sector.

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

TABLE 5

Federally Regulated Private-Sector Employees in Permanent Full-Time Employment by Designated Group, Gender and Salary Range as of December 31, 2011

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 \$15,000	3,691	2,763	928	25.1	97	2.6	80	17	46	1.2	38	8	776	21.0	670	106
\$15,000 – \$19,999	3,083	2,383	700	22.7	40	1.3	27	13	40	1.3	31	9	765	24.8	641	124
\$20,000 – \$24,999	9,316	6,008	3,308	35.5	214	2.3	135	79	118	1.3	77	41	2,125	22.8	1,502	623
\$25,000 – \$29,999	25,482	14,106	11,376	44.6	525	2.1	256	269	515	2.0	223	292	4,881	19.2	2,889	1,992
\$30,000 – \$34,999	37,594	17,111	20,483	54.5	938	2.5	438	500	1,036	2.8	422	614	8,681	23.1	3,960	4,721
\$35,000 – \$37,499	23,907	11,088	12,819	53.6	534	2.2	251	283	683	2.9	278	405	5,564	23.3	2,581	2,983
\$37,500 – \$39,999	26,262	12,689	13,573	51.7	570	2.2	291	279	670	2.6	284	386	5,903	22.5	2,802	3,101
\$40,000 – \$44,999	50,309	25,374	24,935	49.6	996	2.0	512	484	1,381	2.7	630	751	10,623	21.1	5,072	5,551
\$45,000 – \$49,999	51,215	27,706	23,509	45.9	1,050	2.1	574	476	1,337	2.6	715	622	9,953	19.4	4,884	5,069
\$50,000 – \$59,999	128,514	77,916	50,598	39.4	2,605	2.0	1,676	929	4,224	3.3	2,414	1,810	21,126	16.4	12,075	9,051
\$60,000 – \$69,999	74,534	49,304	25,230	33.9	1,461	2.0	1,067	394	1,956	2.6	1,343	613	11,782	15.8	6,970	4,812
\$70,000 – \$84,999	74,520	51,073	23,447	31.5	1,337	1.8	966	371	1,746	2.3	1,140	606	12,904	17.3	8,228	4,676
\$85,000 – \$99,999	48,436	34,449	13,987	28.9	773	1.6	595	178	1,136	2.3	785	351	8,332	17.2	5,476	2,856
\$100,000 and over	80,563	61,162	19,401	24.1	1,227	1.5	1,039	188	1,743	2.2	1,295	448	11,091	13.8	7,896	3,195
Total	637,426	393,132	244,294	38.3	12,367	1.9	7,907	4,460	16,631	2.6	9,675	6,956	114,506	18.0	65,646	48,860

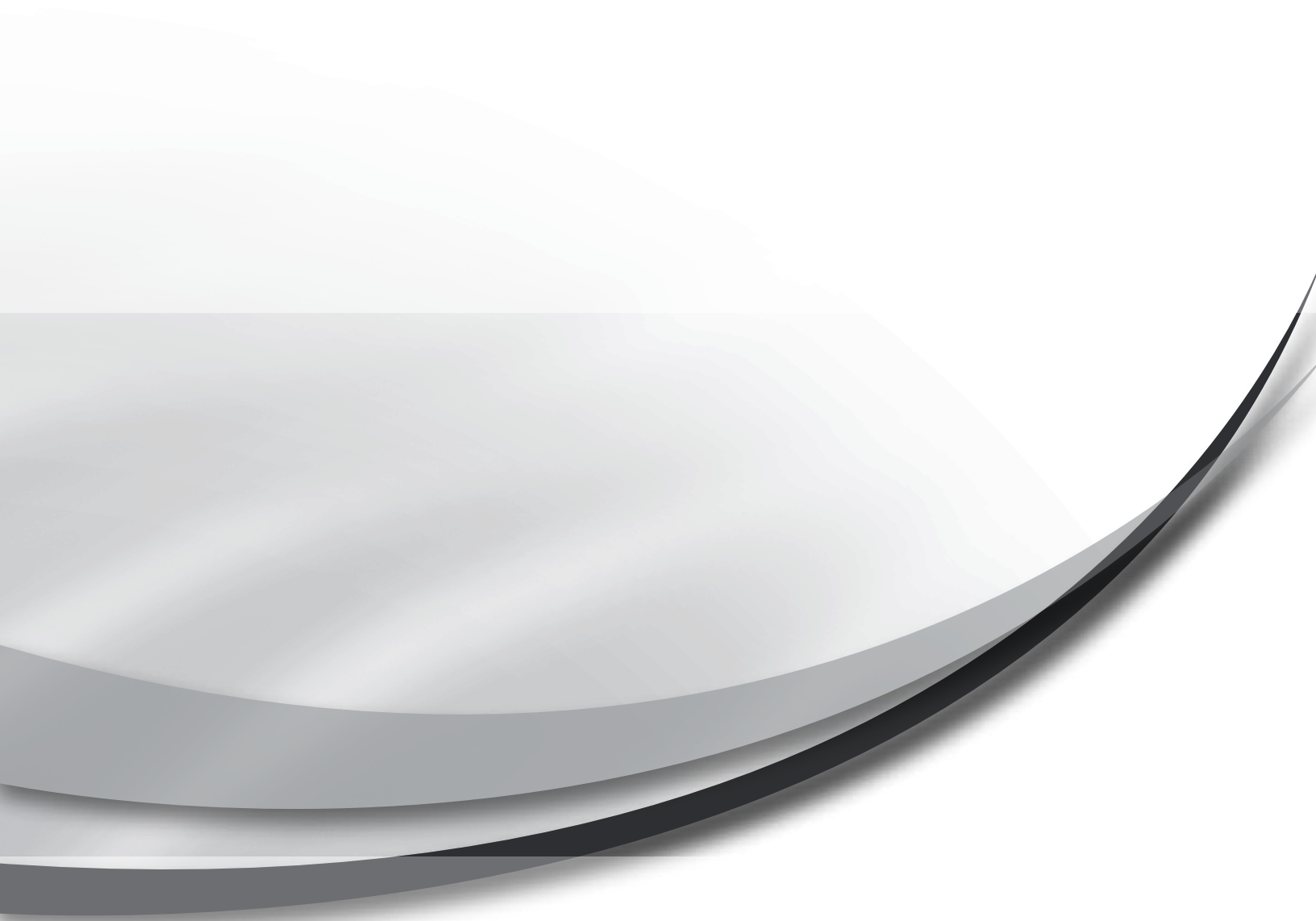
TABLE 6

*Federally Regulated Private-Sector Employees in Permanent Part-Time Employment
by Designated Group, Gender and Salary Range as of December 31, 2011*

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	3,763	1,543	2,220	59.0	74	2.0	21	53	79	2.1	31	48	369	9.8	176	193
\$5,000 – \$7,499	3,337	1,418	1,919	57.5	74	2.2	28	46	46	1.4	22	24	350	10.5	157	193
\$7,500 – \$9,999	4,071	1,716	2,355	57.8	82	2.0	34	48	83	2.0	36	47	467	11.5	222	245
\$10,000 – \$12,499	11,870	6,663	5,207	43.9	266	2.2	159	107	220	1.9	114	106	2,713	22.9	1,848	865
\$12,500 – \$14,999	9,127	4,245	4,882	53.5	241	2.6	111	130	224	2.5	90	134	2,065	22.6	1,169	896
\$15,000 – \$17,499	8,936	3,749	5,187	58.0	249	2.8	91	158	189	2.1	75	114	1,825	20.4	964	861
\$17,500 – \$19,999	10,083	4,101	5,982	59.3	211	2.1	75	136	272	2.7	83	189	2,274	22.6	1,180	1,094
\$20,000 – \$22,499	11,608	4,978	6,630	57.1	260	2.2	112	148	279	2.4	97	182	2,907	25.0	1,571	1,336
\$22,500 – \$24,999	9,480	3,395	6,085	64.2	205	2.2	73	132	228	2.4	59	169	1,981	20.9	847	1,134
\$25,000 – \$29,999	19,165	7,604	11,561	60.3	374	2.0	109	265	525	2.7	162	363	3,528	18.4	1,688	1,840
\$30,000 – \$34,999	13,465	5,691	7,774	57.7	288	2.1	127	161	350	2.6	114	236	2,496	18.5	1,310	1,186
\$35,000 – \$39,999	7,783	3,377	4,406	56.6	159	2.0	72	87	181	2.3	78	103	1,403	18.0	754	649
\$40,000 – \$49,999	6,582	3,155	3,427	52.1	126	1.9	58	68	134	2.0	50	84	894	13.6	516	378
\$50,000 and over	3,430	1,432	1,998	58.3	41	1.2	20	21	73	2.1	30	43	340	9.9	174	166
Total	122,700	53,067	69,633	56.8	2,650	2.2	1,090	1,560	2,883	2.3	1,041	1,842	23,612	19.2	12,576	11,036

■ Appendix B

Technical Notes



Employers covered under the Act

The Act covers:

- **federally regulated private-sector employers, Crown corporations and other federal organizations** (e.g. the 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, the Department of National Defence, the Correctional Service of 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 that receive contracts above a specified contract value threshold from the federal government.

Limitations of the employment equity data

While this report provides the most recent information on employment equity data, it has the following limitations:

- To measure the progress of the designated groups covered by the Act, their percentage representation (i.e. the number of designated group employees divided by the number of all employees) in the federally regulated private sector is compared to their availability in the workforce population. Availability data are obtained from censuses or surveys conducted every five years by Statistics Canada. As a result, there is a time lag in measuring representation gaps. The current LMA is based on the 2006 Census and 2006 PALS.
- In some cases, data reported by employers is received after publication deadlines. As a result, differences may exist in the data reported in annual reports for particular years.
- Annual Report 2012 does not include analysis of information on federal departments falling under the management of the Treasury Board of Canada Secretariat (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 the TBS website at www.tbs-sct.gc.ca/reports-rapports/ee/index-eng.asp.
- Data regarding the investigation and security services subsector was reclassified in 2011 to the transportation sector. Prior to 2011, it was classified under the other sector.

For detailed descriptions of the terms and statistical approaches used in this report, please refer to the *Employment Equity Technical Guide* at: www.labour.gc.ca/eng/standards_equity/eq/emp/tools/technical_guide/page00.shtml.