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*Fair, safe and productive workplaces*

# *Employment Equity Act:* Annual Report 2013



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**Employment Equity Act: Annual Report 2013**

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## Message from the Minister

I am pleased to present the *Employment Equity Act: Annual Report 2013*, which outlines efforts made by federally regulated private-sector employers to create and foster inclusive workplaces.

**We will encourage our partners to consider the needs of their employees and tailor their approaches accordingly to ensure healthy, inclusive workplaces for all Canadians.**

In 2012, Canada's workforce continued to evolve. A still-recovering global economy, coupled with skills shortages in many sectors and regions in Canada, serves as a reminder that all Canadians deserve the opportunity to achieve their full potential and contribute to Canada's prosperity.

The *Employment Equity Act* promotes equitable representation for women, Aboriginal peoples, persons with disabilities and members of visible minorities who work in federally regulated workplaces. In our current environment, employment equity has an increasingly important role to play both in addressing the needs of Canadian business and in achieving

our goal of creating jobs, economic growth and long-term prosperity for all Canadians. While 2012 saw improvements in some areas, it is clear there is still work that needs to be done to ensure these four groups are represented at levels that match their labour market availability.

Moving forward, our Government will continue to collaborate with employers, governments and other stakeholders in the pursuit of improved representation and use of available skills and talents among the four designated groups. We will encourage our partners to consider the needs of their employees and tailor their approaches accordingly to ensure healthy, inclusive workplaces for all Canadians.

In the coming year, it is my hope that we continue our joint efforts to build fair, safe and productive workplaces – for the benefit of Canada's society and our economy.

**The Honourable Dr. K. Kellie Leitch,**  
P.C., O.Ont., M.P.  
Minister of Labour and Minister of  
Status of Women

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# Introduction

**“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 fulfilment 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.”**

**- Section 2 of the *Employment Equity Act***

Under the *Employment Equity Act* (the Act), the Minister of Labour must submit a report to Parliament describing the status of employment equity in the federally regulated private sector.<sup>1</sup> Under the Act, employers in the federally regulated private sector with a workforce of 100 employees or more must file a report with the Minister by June 1 every year. The *Employment Equity Act: Annual Report 2013* consolidates the information submitted by employers for 2012 and highlights the progress that employers have made in achieving an equitable workforce for the four designated groups: women, Aboriginal peoples, persons with disabilities and members of visible minorities.

The report also compares this year’s data with last year’s, and with the data from 2001 (the year when the Act was last reviewed) and 1987 (the year reporting began). The representation of designated groups is compared to their labour market availability (LMA). Progress has been made when the gap between a group’s representation and its LMA narrows, or when the group’s representation exceeds its LMA.

## About the Data

The LMA data for women, Aboriginal peoples and members of visible minorities is obtained from the Statistics Canada Census. Data for persons with disabilities is obtained from the Participation and Activity Limitation Survey (PALS), which is also conducted by Statistics Canada.

There is a time lag in measuring representation gaps in this report because the 2012 representation is being compared to 2006 Census and PALS availability data. Availability estimates based on the 2011 Census will be released in 2014.

**Representation** is the share of 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 designated group members in the workforce from which the employers could hire.

<sup>1</sup> Private-sector employers include Crown corporations and other federally regulated organizations.



# Section 1 – Year in Review

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Employers in the federally regulated private sector continue to make progress toward employment equity, but the results vary across designated groups and sectors. Employers still need to make improvements in order to achieve a fully representative<sup>2</sup> workforce.

- The representation rate for three of the four designated groups (women, Aboriginal peoples and persons with disabilities) remained below their LMA. In contrast, representation for members of visible minorities continued to exceed the group's LMA.
- The representation of women has fluctuated over the years settling at 40.9% in 2012, which is the same as it was in 1987, reflecting attainment of 85.4% of LMA (a shortfall of 14.6%). Since 1987, the increase in the number of women (29.6%) in the federally regulated private-sector workforce has matched the increase in the number of men (29.8%).
- The representation of Aboriginal peoples climbed from 0.7% in 1987 to 2.0% in 2012. Despite the number of Aboriginal peoples in the federally regulated private sector more than quadrupling since

1987, the representation rate remains at 64.5% of the group's LMA, a gap of 35.5%.

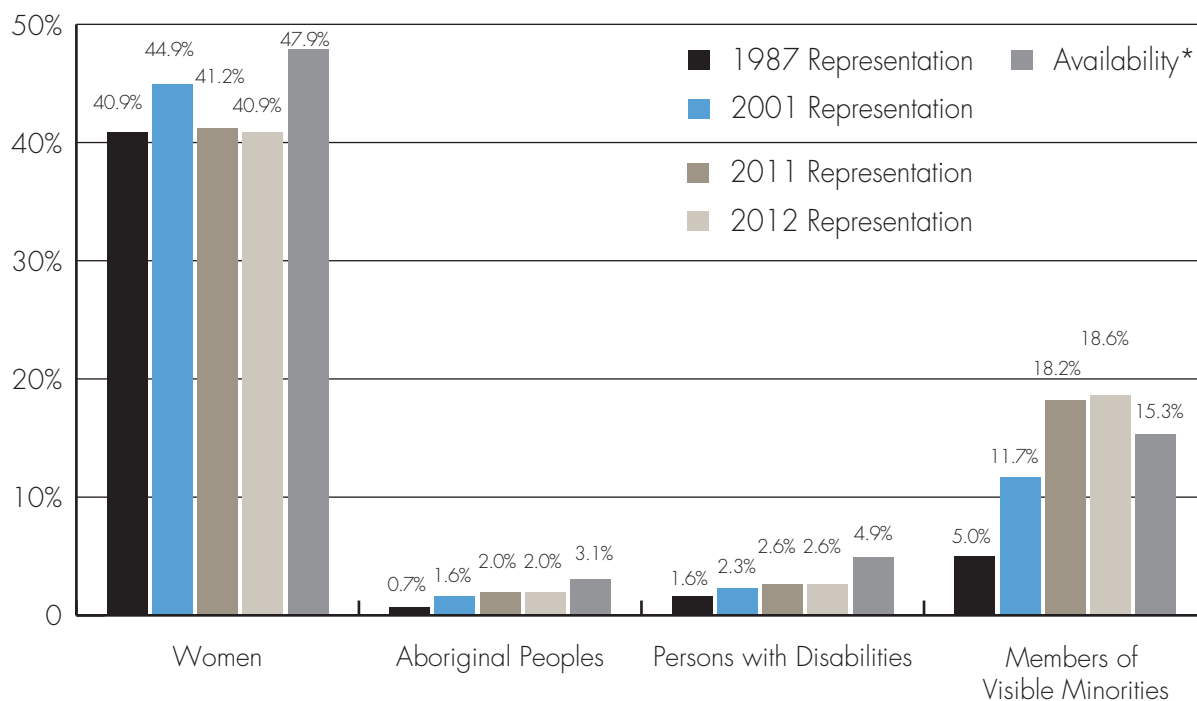
- The representation of persons with disabilities increased a full percentage point from 1.6% in 1987 to 2.6% in 2012, reaching just over half (53.1%) of the 4.9% LMA. Although the percentage representation has not increased significantly (still lagging by 46.9%), there has been a substantial rise in the number of persons with disabilities working in the federally regulated private sector since the Act came into force. This number more than doubled to over 20,000 in 2012.
- Members of visible minorities have seen the most progress with their representation, which increased from 5.0% in 1987 to 18.6% in 2012, surpassing the group's LMA of 15.3%. This is the only designated group in the federally regulated private sector whose overall representation surpasses its LMA.

<sup>2</sup> A workforce is considered "fully representative" when the representation of designated group members is equal to the respective LMA.

The number of designated group members in the federally regulated private-sector workforce has increased over time; however, percentage gains in terms of representation are harder to achieve. It was found that:

- overall, women continue to lag behind in earnings, and women who are members of other designated groups fare worse than women overall, especially Aboriginal women.
- persons with disabilities and Aboriginal peoples have seen minimal increases in actual employee numbers and have stalled in overall percentage representation.
- visible minorities are represented at levels above their LMA and their representation was not affected in sectors that saw job losses.
- job losses in the communications sector affected women, persons with disabilities and Aboriginal peoples, while job losses in the 'other' sector affected women and persons with disabilities.

**Chart 1: Progress in Representation over Time in the Federally Regulated Private Sector**



\*Source: Statistics Canada 2006 Census & PALS

# Sector

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The federally regulated private sector is made up of four sectors:

## **Banking**

Includes all major Canadian banks.

## **Communications**

Comprises radio and television broadcasting, telecommunications and postal and courier services.

## **Transportation**

Consists of employers in the air, rail, bus and water transportation industries; inter-provincial trucking; pipelines; and investigation and security services.

## **'Other'**

Encompasses a diverse group of employers working 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.

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## Federally Regulated Private Sector: Overall workforce

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A total of 516 employers filed a report with the Minister of Labour for 2012. Together, these employers had a total of 772,480 employees across Canada, which represents approximately 4.3% of the Canadian workforce. This is a net increase of 3,933 employees over the previous year, even though the number of employers dropped slightly.<sup>3</sup>

At the sectorial level only the banking and transportation sectors saw a workforce increase (1.4% and 3.5%, respectively). The communications and 'other' sectors saw an overall workforce decrease of 1.9% and 5.1%, respectively.

<sup>3</sup> The number of employers can shift as a result of mergers, acquisitions, closures, start-ups or organizations fluctuating above or below the 100 employee threshold.



Transportation remained the largest sector with 67.2% of employers and 32.9% of employees. Despite having the lowest number of employers (25), the banking sector comprised 29.4% of employees in the federally regulated private sector.

The table below shows the sectorial composition of the federally regulated private-sector workforce for the 2012 calendar year.

**Table 1: Number of Employers and Employees (1987, 2011 and 2012) in the Federally Regulated Private Sector**

Sector	Employers			Employees		
	1987	2011	2012	1987	2011	2012
	#	#	#	#	#	#
Banking	23	25	25	169,632	224,378	227,455
Communications	90	81	72	179,247	235,275	230,819
Transportation	208	345	347	203,207	245,819	254,330
'Other'	52	78	72	43,331	63,075	59,876
<b>All Sectors</b>	<b>373</b>	<b>529</b>	<b>516</b>	<b>595,417</b>	<b>768,547</b>	<b>772,480</b>

In terms of representation of designated groups, the banking sector has achieved a workforce composition that exceeds LMA for women and members of visible minorities.

The communications sector is fully representative of members of visible minorities, and the 'other' sector has achieved full representation for Aboriginal peoples.

No sector has achieved representation equal to the LMA for persons with disabilities.

**Table 2: Designated Group Representation by Sector**

Sector	2012 Representation			
	Women	Aboriginal	Persons with Disabilities	Members of Visible Minorities
	%	%	%	%
Banking	63.7	1.3	3.8	28.2
Communications	37.7	1.7	2.3	17.1
Transportation	26.0	2.6	1.8	13.4
'Other'	30.1	3.8	2.5	10.7
<b>All Sectors</b>	<b>40.9</b>	<b>2.0</b>	<b>2.6</b>	<b>18.6</b>
<b>Availability*</b>	<b>47.9</b>	<b>3.1</b>	<b>4.9</b>	<b>15.3</b>

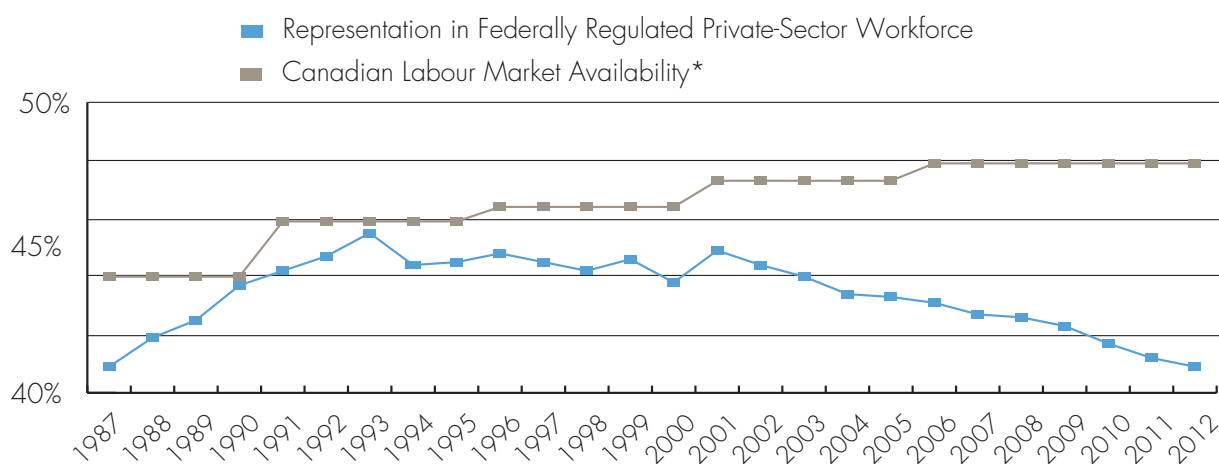
\*Source: Statistics Canada, 2006 Census and 2006 PALS.

# Section 2 – Designated Groups

## Women

The number of women in the federally regulated private sector has increased since 1987. However, women's representation in 2012 continued its downward trend to 40.9%, remaining below the group's LMA of 47.9% and achieving 85.4% of LMA.

**Chart 2: Representation and Availability of Women in the Federally Regulated Private Sector**



\*Source: Statistics Canada Censuses.

Table 3 provides details on the employment situation of women in each sector of the federally regulated private sector.

- While the representation of women decreased slightly overall from the previous year, the transportation and 'other' sectors reported increases in their representation of women.
- There was a net increase of 3,933 employees in the federally regulated private-sector workforce from 2011 to 2012. However, the total number of women decreased by 825.
  - The most significant decrease was noted in the communications sector with a 4.3% drop in the number of women as compared to 2011.
  - In contrast, the number of men in the communications sector dropped by 0.4% from 2011 to 2012.

- All sectors combined, more women left the federally regulated private-sector workforce than entered it.
  - These losses are a result of the large number of women leaving the communications sector, where more women left than were hired. The trend was reversed in the other three sectors, where more women entered the workforce than left it.
- The transportation and 'other' sectors had shares of hires that exceeded shares of terminations,<sup>4</sup> which means that more women entered the workforce than left it. This is a contributing factor to the increase in representation observed in these two sectors.

**Table 3: Number, Representation, Hires, Promotions, and Terminations of Women in the Federally Regulated Private Sector by Sectors<sup>5</sup>**

	Women									
	All Sectors		Banking		Communications		Transportation		'Other'	
	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012
<b>Number Employed</b>	316,755	315,930	144,797	144,898	90,877	86,927	62,552	66,068	18,529	18,037
<b>Representation</b>	41.2%	40.9%	64.5%	63.7%	38.6%	37.7%	25.4%	26.0%	29.4%	30.1%
<b>Number of Hires</b>	43,755	40,983	16,118	16,859	12,690	9,372	12,530	12,731	2,417	2,021
<b>Number of Promotions</b>	23,806	22,527	15,407	15,203	4,659	4,499	2,576	1,789	1,164	1,036
<b>Number of Terminations</b>	42,446	41,832	15,582	16,479	13,466	13,196	10,230	10,310	3,168	1,847
<b>Share of Hirings</b>	35.3%	35.4%	54.5%	54.9%	35.7%	33.4%	24.6%	25.7%	30.4%	27.6%
<b>Share of Promotions</b>	46.2%	47.2%	59.3%	58.8%	35.9%	36.0%	28.9%	29.8%	32.0%	30.6%
<b>Share of Terminations</b>	35.9%	36.9%	60.0%	59.5%	37.0%	38.2%	22.5%	23.5%	31.0%	25.7%

More women in permanent full-time positions earned \$60,000 or more in 2012 than in 2011. However, the salaries reported in 2012 showed that the highest percentage of women in permanent full-time positions (43.4%) earned a salary below \$50,000. In contrast, 29.3% of men were in this salary range in 2012. The majority of men (51.5%) earned \$60,000 or more, whereas only 35.7% of women received earnings in that salary range.

**Table 4: Distribution of Salary Ranges by Year and Gender**

Salary Range	Distribution of Permanent Full-Time Employees (%)			
	2011		2012	
	Men	Women	Men	Women
\$60,000 and above	49.9	33.6	51.5	35.7
\$50,000 to \$59,999	19.8	20.7	19.2	20.9
Below \$50,000	30.3	45.7	29.3	43.4

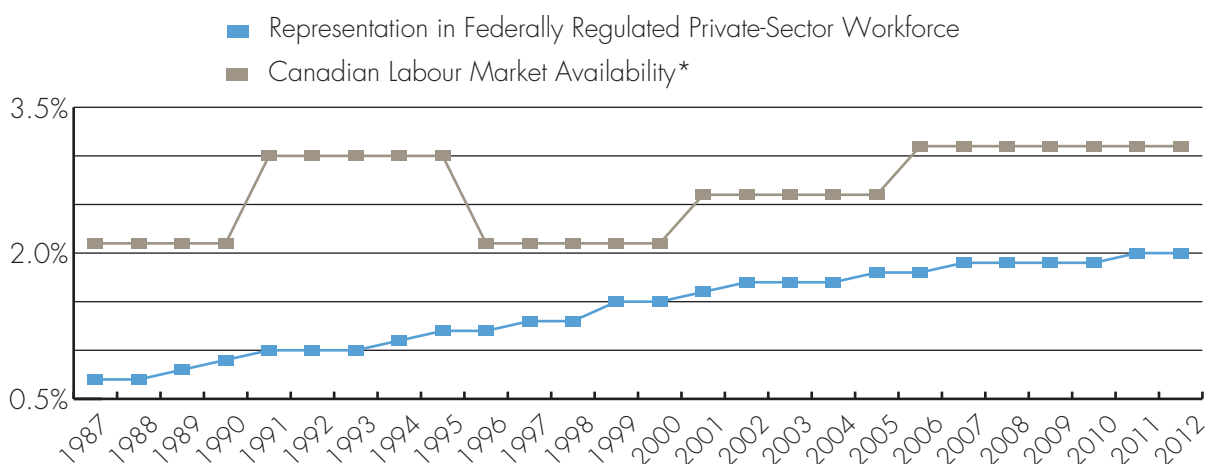
<sup>4</sup> Terminated means retired, resigned, laid off, dismissed or otherwise having ceased to be an employee, but does not include laid off temporarily or absent by reason of illness, injury or a labour dispute.

<sup>5</sup> For more information regarding the number, representation, hires, promotions, terminations and net effect of employees in each sector, see Table 4 in Appendix A.

## Aboriginal peoples

The representation of Aboriginal peoples has increased steadily since 1987 but has remained at 2.0% for a second consecutive year, achieving 64.5% of LMA. The LMA for Aboriginal peoples is 3.1%.

**Chart 3: Representation and Availability of Aboriginal Peoples in the Federally Regulated Private Sector**



\*Source: Statistics Canada Censuses.

Note: In 1996, the Census methodology changed with respect to computation of the availability of Aboriginal peoples, thereby causing a drop.

Table 5 provides details on the employment situation of Aboriginal peoples in each sector of the federally regulated private sector.

- The representation of Aboriginal peoples is highest in the 'other' and transportation sectors (3.8% and 2.6%, respectively). Representation in these sectors exceeds the group's overall representation of 2.0%, and in the 'other' sector, it exceeds the group's LMA of 3.1%.
  - In these two sectors, the share of hirings of Aboriginal peoples is higher than their share of terminations. This contributes positively to the group's representation levels. In fact, between 2011 and 2012, the representation of Aboriginal peoples increased 0.1 percentage point in the transportation sector and 0.3 percentage point in the 'other' sector. Representation in the banking and communications sectors remained unchanged.
- A total of 42.4% of Aboriginal peoples working in the federally regulated private sector are employed in the transportation sector.
- The second biggest proportion of Aboriginal peoples work in the communications sector (24.8%), followed by the banking sector (18.3%) and the 'other' sector (14.6%).

**Table 5: 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'	
	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012
<b>Number Employed</b>	15,166	15,778	2,881	2,887	3,981	3,907	6,084	6,686	2,220	2,298
<b>Representation</b>	2.0%	2.0%	1.3%	1.3%	1.7%	1.7%	2.5%	2.6%	3.5%	3.8%
<b>Number of Hires</b>	2,852	3,088	359	341	535	489	1,730	1,970	228	288
<b>Number of Promotions</b>	866	846	304	344	229	232	214	141	119	129
<b>Number of Terminations</b>	2,815	2,839	449	428	749	604	1,369	1,556	248	251
<b>Share of Hirings</b>	2.3%	2.7%	1.2%	1.1%	1.5%	1.7%	3.4%	4.0%	2.9%	3.9%
<b>Share of Promotions</b>	1.7%	1.8%	1.2%	1.3%	1.8%	1.9%	2.4%	2.3%	3.3%	3.8%
<b>Share of Terminations</b>	2.4%	2.5%	1.7%	1.5%	2.1%	1.7%	3.0%	3.5%	2.4%	3.5%

More Aboriginal peoples in permanent full-time positions earned \$60,000 or more in 2012 than in 2011. Even with this progress, Aboriginal peoples remain at a disadvantage in terms of their distribution across salary ranges. For instance, the proportion of Aboriginal peoples in the \$60,000 and above range is lower than their non-Aboriginal counterparts. Aboriginal women in particular are much less likely (27.2%) to earn such salaries compared to all women (35.7%). Correspondingly, the majority of Aboriginal women (51.9%) earned salaries below \$50,000 as compared to 43.4% of women overall.

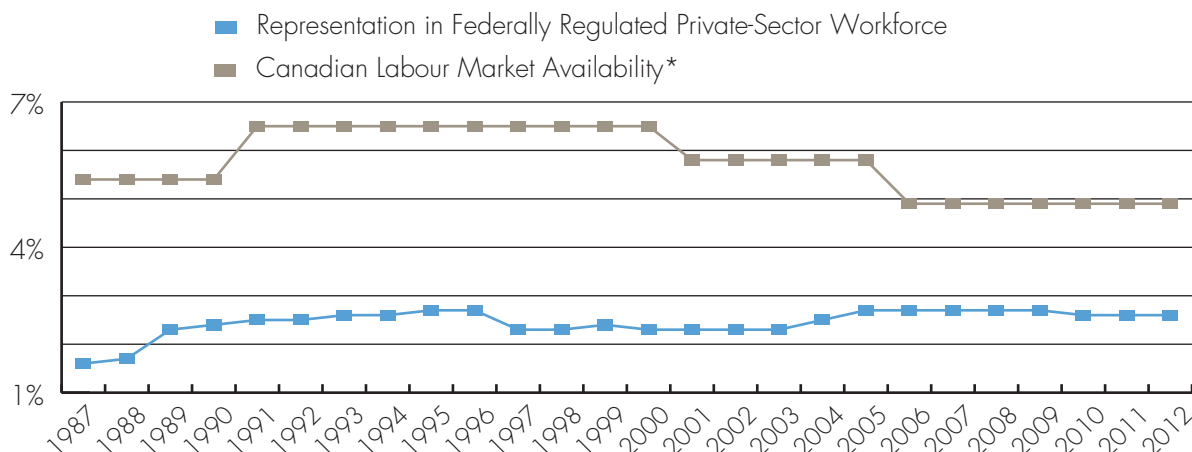
**Table 6: Distribution of Salary Ranges by Year and Gender**

Salary Range	Distribution of Permanent Full-Time Employees (%)							
	2011				2012			
	Men	Women	Aboriginal Men	Aboriginal Women	Men	Women	Aboriginal Men	Aboriginal Women
\$60,000 and above	49.9	33.6	46.4	25.4	51.5	35.7	47.6	27.2
\$50,000 to \$59,999	19.8	20.7	21.2	20.8	19.2	20.9	20.4	20.9
Below \$50,000	30.3	45.7	32.4	53.8	29.3	43.4	32.0	51.9

## Persons with disabilities

At 53.1% of LMA, the representation of persons with disabilities remained at 2.6% in 2012, a rate that has remained unchanged since 2010. This rate continues to fall below the group's LMA of 4.9%. Since 1987, the total number of persons with disabilities in the federally regulated private sector has more than doubled.

**Chart 4: Representation and Availability of Persons with Disabilities in the Federally Regulated Private Sector**



\*Source: Statistics Canada, 1986 & 1991 Health and Activity Limitation Survey (HALS), 2001 & 2006 PALS.

Note: 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.

Table 7 provides insight into the situation of persons with disabilities in each sector of the federally regulated private sector.

- The representation of persons with disabilities in the banking sector increased from 3.4% in 2011 to 3.8% in 2012. Representation decreased in the other three sectors.
  - The banking sector also provided persons with disabilities more opportunities for advancement with a share of promotions of 2.7%. This represents the highest share of promotions for persons with disabilities of any sector.
- The largest proportion of persons with disabilities in the federally regulated private sector was found in the banking sector (42.9%).
  - This is followed by the communications, transportation and 'other' sectors with 26.7%, 22.9% and 7.5%, respectively.
- The number of terminations received by persons with disabilities (overall and in each sector) for 2011 and 2012 exceeded their number of hires. If this trend continues, progress in terms of representation levels will remain slow since persons with disabilities are leaving the workforce at a higher rate than they are entering it.



**Table 7: 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'	
	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012
<b>Number Employed</b>	19,649	20,232	7,729	8,686	5,689	5,396	4,566	4,639	1,665	1,511
<b>Representation</b>	2.6%	2.6%	3.4%	3.8%	2.4%	2.3%	1.9%	1.8%	2.6%	2.5%
<b>Number of Hires</b>	1,621	1,594	521	507	383	315	636	696	81	76
<b>Number of Promotions</b>	1,074	1,080	617	695	228	238	151	83	78	64
<b>Number of Terminations</b>	2,973	2,662	1,000	870	1,047	818	711	784	215	190
<b>Share of Hirings</b>	1.3%	1.4%	1.8%	1.7%	1.1%	1.1%	1.2%	1.4%	1.0%	1.0%
<b>Share of Promotions</b>	2.1%	2.3%	2.4%	2.7%	1.8%	1.9%	1.7%	1.4%	2.1%	1.9%
<b>Share of Terminations</b>	2.5%	2.3%	3.8%	3.1%	2.9%	2.4%	1.6%	1.8%	2.1%	2.6%

More persons with disabilities in permanent full-time positions earned \$60,000 or more in 2012 than in 2011. The proportion of men with disabilities earning a salary of \$60,000 or more increased from 47.2% to 48.9% and the proportion of women with disabilities with earnings in that range increased from 29.0% to 32.5%. Men with disabilities fare better than women with disabilities: the highest proportion of men with disabilities (48.9%) is in the top salary range while the highest proportion of women with disabilities (43.3%) is in the lowest salary range. This finding is also true for all men and women.

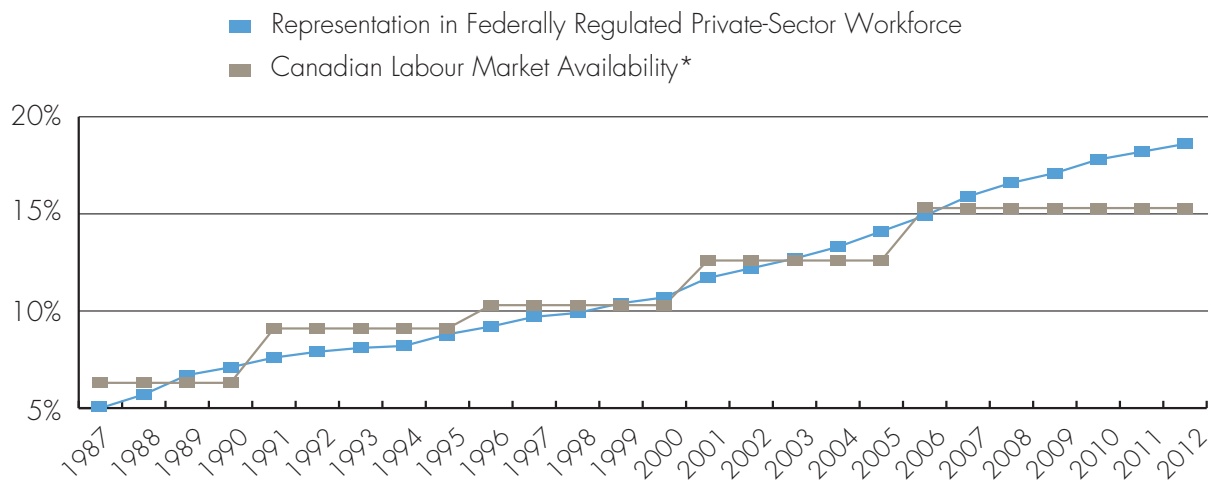
**Table 8: Distribution of Salary Ranges by Year and Gender**

Salary Range	Distribution of Permanent Full-Time Employees (%)							
	2011				2012			
	Men	Women	Men with Disabilities	Women with Disabilities	Men	Women	Men with Disabilities	Women with Disabilities
\$60,000 and above	49.9	33.6	47.2	29.0	51.5	35.7	48.9	32.5
\$50,000 to \$59,999	19.8	20.7	25.0	26.0	19.2	20.9	23.6	24.2
Below \$50,000	30.3	45.7	27.9	45.0	29.3	43.4	27.5	43.3

## Members of visible minorities

The representation of members of visible minorities has climbed steadily from 5.0% in 1987 to 18.6% in 2012. Since 2007, this group's representation has consistently been above its LMA of 15.3%.

**Chart 5: Representation and Availability of Members of Visible Minorities in the Federally Regulated Private Sector**



\*Source: Statistics Canada Censuses.

Table 9 provides more detail regarding areas of strength leading to the high representation of members of visible minorities. It also identifies sectors where more progress is needed in order for the group's representation to match its LMA.

- Both the banking and communications sectors have achieved a workforce representation of members of visible minorities that is above the group's LMA.
  - Although not equal to the group's LMA, the representation of members of visible minorities has increased in both the transportation (13.4%) and 'other' (10.7%) sectors when compared to the previous year's representation of 12.5% and 10.0%, respectively.
- The recruitment levels of members of visible minorities in the banking, communications and transportation sectors are at least equal to the group's LMA. This should continue to have a positive effect on representation levels.
  - The transportation and 'other' sectors have a positive net effect (number of hires minus number of terminations), meaning that members of visible minorities are entering the workforce in these sectors at a greater rate than they are leaving it.

**Table 9: 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'	
	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012
Number Employed	139,665	143,968	63,239	64,141	39,298	39,434	30,829	33,983	6,299	6,410
Representation	18.2%	18.6%	28.2%	28.2%	16.7%	17.1%	12.5%	13.4%	10.0%	10.7%
Number of Hires	22,299	21,462	8,047	6,161	6,690	6,226	6,765	8,201	797	874
Number of Promotions	12,333	11,383	8,560	8,097	2,359	2,158	1,026	779	388	349
Number of Terminations	20,649	20,067	6,670	6,862	6,792	6,914	5,641	5,641	1,546	650
Share of Hirings	18.0%	18.6%	27.2%	20.1%	18.8%	22.2%	13.3%	16.6%	10.0%	11.9%
Share of Promotions	23.9%	23.8%	33.0%	31.3%	18.2%	17.3%	11.5%	13.0%	10.7%	10.3%
Share of Terminations	17.5%	17.7%	25.7%	24.8%	18.7%	20.0%	12.4%	12.8%	15.1%	9.0%

More members of visible minorities in permanent full-time positions earned \$60,000 or more in 2012 than in 2011. The proportion of visible minority men who earned a salary of \$60,000 or more increased from 43.5% to 45.3%, which is 6.2 percentage points lower than the proportion of all men in the same salary range but 11.2 percentage points higher than the proportion of visible minority women in that salary range. The highest proportion of visible minority women (47.3%) earned a salary of \$50,000 or less.

**Table 10: Distribution of Salary Ranges by Year and Gender**

Salary Range	Distribution of Permanent Full-Time Employees (%)							
	2011				2012			
	Men	Women	Visible Minority Men	Visible Minority Women	Men	Women	Visible Minority Men	Visible Minority Women
\$60,000 and above	49.9	33.6	43.5	31.8	51.5	35.7	45.3	34.1
\$50,000 to \$59,999	19.8	20.7	18.4	18.5	19.2	20.9	18.0	18.7
Below \$50,000	30.3	45.7	38.1	49.7	29.3	43.4	36.7	47.3

# Appendix A

## Tables – Federally Regulated Private-Sector Employers

The following tables consolidate data from the annual reports submitted by federally regulated private-sector employers. The data provided is from various calendar years: 1987 (the year data was first collected), 2001 (the year the Act was last reviewed), 2011 and 2012.

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.

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**Table 1**  
**Representation (1987, 2001, 2011 and 2012) and Availability (2006) of Federally Regulated Private-Sector Employees by Designated Group, Census Metropolitan Area, Province and Territory**

Census Metropolitan Area & Province/Territory	Women					Aboriginal Peoples					Persons with Disabilities					Members of Visible Minorities				
	Representation				Availability*	Representation				Availability*	Representation				Availability*	Representation				Availability*
	1987 (%)	2001 (%)	2011 (%)	2012 (%)	2006 (%)	1987 (%)	2001 (%)	2011 (%)	2012 (%)	2006 (%)	1987 (%)	2001 (%)	2011 (%)	2012 (%)	2006 (%)	1987 (%)	2001 (%)	2011 (%)	2012 (%)	2006 (%)
Halifax	41.2	46.2	44.4	43.1	49.6	0.5	1.0	1.7	1.8	1.4	1.6	3.4	4.4	4.3	N/A	1.9	4.1	6.1	6.4	6.3
Montréal	39.0	45.6	41.5	40.6	48.2	0.3	0.5	0.7	0.7	0.5	1.1	1.3	1.6	1.7	N/A	3.0	5.5	13.5	14.4	14.7
Toronto	47.1	46.9	44.2	44.1	48.4	0.6	0.9	1.0	0.9	0.5	1.5	1.9	2.5	2.7	N/A	12.0	23.7	34.1	34.2	40.5
Winnipeg	32.7	38.2	34.4	33.7	48.8	0.8	4.1	6.0	6.3	8.1	1.8	3.4	3.1	3.2	N/A	2.9	6.6	12.1	13.3	14.6
Regina	42.9	52.4	45.5	44.7	49.6	0.4	2.0	2.7	3.3	6.6	2.4	4.4	3.2	3.4	N/A	1.6	4.0	8.7	8.9	6.0
Calgary	47.6	46.8	44.2	43.8	47.3	0.5	1.8	1.8	1.9	2.3	1.9	3.2	2.6	2.4	N/A	5.6	9.9	17.6	18.6	20.3
Edmonton	44.5	41.7	40.6	39.9	47.5	0.7	2.3	2.4	2.5	4.3	2.0	2.9	2.4	2.4	N/A	4.4	9.2	16.4	17.2	15.9
Vancouver	40.4	43.4	38.9	38.3	48.4	0.5	1.5	1.9	2.0	1.8	1.5	2.6	2.8	2.7	N/A	7.9	22.4	32.3	32.4	38.4
Newfoundland and Labrador	38.4	47.8	45.5	45.5	48.1	0.6	3.1	4.4	4.6	4.6	1.0	2.3	1.8	1.8			0.7	1.6	1.6	
Prince Edward Island	38.0	48.9	31.9	34.7	49.4	0.2	0.4	0.6	0.5	1.0	1.2	2.2	1.7	2.0			1.0	0.8	0.9	
Nova Scotia	34.4	48.8	46.3	45.6	48.6	0.4	0.8	1.7	1.8	2.4	3.5	3.5	4.1	4.1			1.3	3.3	4.7	
New Brunswick	32.2	51.8	49.9	49.6	48.0	0.4	0.9	1.3	1.2	2.2	1.8	2.5	3.3	3.3			1.1	1.6	2.3	
Quebec	39.8	44.9	40.1	39.2	47.5	0.4	0.7	0.9	0.9	1.3	1.1	1.3	1.5	1.5			2.6	4.7	10.6	
Ontario	44.2	46.2	43.2	43.1	48.2	0.7	1.1	1.4	1.4	1.8	1.6	2.2	2.8	3.0			7.3	16.3	24.2	
Manitoba	30.5	37.5	33.9	33.4	48.0	1.0	4.5	6.9	7.1	11.4	1.7	3.4	3.1	3.1			2.6	5.6	10.3	
Saskatchewan	35.1	42.3	37.3	37.1	47.8	1.4	5.3	7.2	7.8	9.9	1.8	3.3	2.9	2.8			1.2	3.2	5.4	
Alberta	45.3	44.9	41.7	41.3	46.9	0.7	2.1	2.3	2.4	4.7	1.9	3.1	2.5	2.5			4.0	8.4	14.9	
British Columbia	41.5	44.3	39.5	39.0	48.2	0.7	1.7	2.4	2.5	4.1	1.7	2.7	2.9	2.8			6.2	17.5	24.7	
Yukon	31.4	57.6	47.3	44.5	49.1	3.8	5.7	8.9	9.5	20.8	0.8	2.6	3.8	4.0			1.4	4.3	9.7	
Northwest Territories	21.9	31.8	25.0	24.5	47.1	9.6	16.1	12.5	9.4	41.0	1.4	1.0	1.9	1.6			2.5	3.0	7.8	
Nunavut	N/A	25.4	26.5	25.5	47.0	N/A	16.8	33.3	34.7	74.6	N/A	3.8	1.9	1.3			N/A	3.2	5.9	
Canada	40.9	44.9	41.2	40.9	47.9	0.7	1.6	2.0	2.0	3.1	1.6	2.3	2.6	2.6			5.0	11.7	18.2	

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

**Table 2**  
**Representation (2001, 2011 and 2012) 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 (%)	2011 (%)	2012 (%)	2006 (%)	2001 (%)	2011 (%)	2012 (%)	2006 (%)	2001 (%)	2011 (%)	2012 (%)	2006 (%)	2001 (%)	2011 (%)	2012 (%)	2006 (%)
Senior Managers	19.6	23.5	23.5	24.2	0.5	0.8	0.7	2.4	1.9	2.4	2.5	3.2	3.8	6.7	6.9	8.7
Middle and Other Managers	42.4	42.4	43.6	39.1	0.8	1.2	1.2	1.9	1.9	2.6	2.8	3.2	8.8	16.1	17.4	14.0
Professionals	44.5	45.0	44.4	54.2	0.9	1.0	1.0	1.8	1.9	2.2	2.5	4.5	16.5	25.8	26.2	16.5
Semi-Professionals and Technicians	16.9	18.5	18.6	54.3	1.4	2.0	2.1	3.2	1.7	1.9	1.8	4.8	5.1	10.3	10.9	14.3
Supervisors	63.3	60.0	59.7	57.2	1.5	2.0	2.0	2.8	2.0	2.8	3.0	9.5	13.0	18.0	19.0	15.4
Supervisors: Crafts and Trades	4.4	7.5	8.1	18.2	2.4	3.0	2.9	2.2	3.1	2.5	2.2	4.6	4.7	8.4	8.8	5.6
Administrative and Senior Clerical Personnel	81.0	74.1	73.6	83.2	1.2	1.6	1.7	2.3	1.9	2.9	3.0	2.6	17.5	24.9	24.4	11.2
Skilled Sales and Service Personnel	45.8	31.8	29.1	45.1	1.3	2.0	2.0	3.1	1.9	1.7	1.6	5.6	6.8	10.4	10.3	17.2
Skilled Crafts and Trades Workers	3.0	3.6	3.6	5.4	2.1	3.3	3.4	3.8	3.0	2.3	2.2	5.3	6.9	10.0	10.6	9.3
Clerical Personnel	66.6	66.1	65.8	71.7	1.5	1.9	1.8	2.8	2.6	3.7	3.7	4.4	13.8	21.5	21.5	17.2
Intermediate Sales and Service Personnel	65.9	65.6	67.1	67.9	1.7	2.7	2.9	3.2	1.8	1.5	1.5	5.3	11.0	17.0	18.5	16.5
Semi-Skilled Manual Workers	11.4	12.7	13.3	20.8	2.5	2.9	3.0	3.7	2.4	2.2	2.3	5.5	8.5	13.7	14.3	17.9
Other Sales and Service Personnel	24.2	23.9	23.8	56.5	2.7	1.3	1.9	4.7	2.3	0.9	1.0	6.5	13.4	19.7	20.7	18.5
Other Manual Workers	8.9	10.9	10.5	24.8	5.4	4.4	5.4	5.7	3.8	2.9	2.8	5.2	6.2	12.4	13.0	15.6
<b>Total Number of Employees</b>	<b>44.9</b>	<b>41.2</b>	<b>40.9</b>	<b>47.9</b>	<b>1.6</b>	<b>2.0</b>	<b>2.0</b>	<b>3.1</b>	<b>2.3</b>	<b>2.6</b>	<b>2.6</b>	<b>4.9</b>	<b>11.7</b>	<b>18.2</b>	<b>18.6</b>	<b>15.3</b>

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



**Table 3**  
**Distribution of Federally Regulated Private-Sector Employees by Designated Group and Occupational Group**  
**(2001, 2011 and 2012)**

Occupational Group	Women			Men			Aboriginal Peoples			Non-Aboriginal Peoples		
	2001 (%)	2011 (%)	2012 (%)	2001 (%)	2011 (%)	2012 (%)	2001 (%)	2011 (%)	2012 (%)	2001 (%)	2011 (%)	2012 (%)
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	10.3	11.2	10.8	9.8	10.0	5.4	6.0	6.4	10.4	10.1	10.6
Professionals	12.4	16.8	16.7	12.6	14.4	14.5	7.1	7.8	7.8	12.6	15.6	15.5
Semi-Professionals and Technicians	2.1	2.9	3.0	8.6	9.0	8.9	4.9	6.6	6.5	5.7	6.5	6.5
Supervisors	4.8	4.1	4.2	2.3	1.9	2.0	3.2	2.8	2.8	3.4	2.8	2.9
Supervisors: Crafts and Trades	0.1	0.3	0.3	2.4	2.4	2.3	2.1	2.3	2.1	1.4	1.5	1.5
Administrative and Senior Clerical Personnel	12.5	7.7	7.3	2.4	1.9	1.8	5.5	3.5	3.4	7.0	4.3	4.0
Skilled Sales and Service Personnel	1.1	0.8	0.8	1.1	1.2	1.4	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	13.8	13.4	12.1	14.2	13.8	9.1	8.3	8.1
Clerical Personnel	45.3	41.3	40.3	18.5	14.8	14.5	30.0	24.4	22.6	30.5	25.8	25.1
Intermediate Sales and Service Personnel	6.9	7.4	7.5	2.9	2.7	2.5	5.1	6.4	6.5	4.7	4.6	4.5
Semi-Skilled Manual Workers	2.7	4.0	4.3	17.4	19.2	19.2	17.2	19.1	19.2	10.7	12.8	13.0
Other Sales and Service Personnel	1.0	2.9	3.2	2.5	6.5	7.0	3.1	3.4	5.0	1.8	5.1	5.4
Other Manual Workers	0.2	0.2	0.2	1.4	1.4	1.4	3.0	2.1	2.4	0.8	0.9	0.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Occupational Group	Persons with Disabilities			Persons without Disabilities			Members of Visible Minorities			Non-Visible Minority Members		
	2001 (%)	2011 (%)	2012 (%)	2001 (%)	2011 (%)	2012 (%)	2001 (%)	2011 (%)	2012 (%)	2001 (%)	2011 (%)	2012 (%)
Senior Managers	0.6	0.7	0.7	0.8	0.7	0.8	0.2	0.3	0.3	0.8	0.9	0.9
Middle and Other Managers	8.4	10.0	11.1	10.3	10.0	10.5	7.7	8.9	9.8	10.6	10.2	10.7
Professionals	10.4	13.2	14.4	12.6	15.5	15.4	17.7	21.8	21.7	11.8	14.0	13.9
Semi-Professionals and Technicians	4.2	4.7	4.6	5.7	6.5	6.5	2.5	3.7	3.8	6.1	7.1	7.1
Supervisors	3.0	3.1	3.3	3.4	2.8	2.9	3.8	2.8	2.9	3.4	2.8	2.9
Supervisors: Crafts and Trades	1.9	1.5	1.3	1.4	1.5	1.5	0.6	0.7	0.7	1.5	1.7	1.7
Administrative and Senior Clerical Personnel	5.8	4.9	4.6	7.0	4.3	4.0	10.4	5.9	5.3	6.5	4.0	3.7
Skilled Sales and Service Personnel	0.9	0.7	0.7	1.1	1.1	1.2	0.6	0.6	0.6	1.2	1.2	1.3
Skilled Crafts and Trades Workers	12.2	7.6	6.9	9.1	8.4	8.3	5.4	4.6	4.7	9.7	9.2	9.1
Clerical Personnel	34.2	36.9	35.6	30.4	25.5	24.8	36.1	30.5	28.9	29.8	24.7	24.2
Intermediate Sales and Service Personnel	3.7	2.7	2.6	4.7	4.7	4.6	4.5	4.3	4.5	4.8	4.7	4.6
Semi-Skilled Manual Workers	11.4	11.2	11.3	10.8	13.0	13.1	7.9	9.8	10.1	11.2	13.6	13.8
Other Sales and Service Personnel	1.8	1.7	2.0	1.8	5.1	5.5	2.1	5.5	6.0	1.8	5.0	5.3
Other Manual Workers	1.4	1.0	1.0	0.8	0.9	0.9	0.5	0.6	0.6	0.9	1.0	1.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**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, 2011 and 2012)\***

	All Employees				Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	1987	2001	2011	2012	1987	2001	2011	2012	1987	2001	2011	2012	1987	2001	2011	2012	1987	2001	2011	2012
<b>Banking</b>																				
Employees	169,632	195,870	224,378	227,455	129,076	139,080	144,797	144,898	951	2,139	2,881	2,887	3,053	3,911	7,729	8,686	16,062	33,575	63,239	64,141
Hirings	21,879	25,491	29,552	30,709	16,704	15,210	16,118	16,859	109	232	359	341	158	216	521	507	2,211	3,765	8,047	6,161
Promotions	39,456	27,363	25,975	25,866	27,599	18,716	15,407	15,203	204	319	304	344	607	524	617	695	3,778	5,184	8,560	8,097
Terminations	21,715	23,350	25,987	27,716	16,819	14,951	15,582	16,479	150	294	449	428	331	454	1,000	870	1,432	3,337	6,670	6,862
Net Effect**	164	2,141	3,565	2,993	-115	259	536	380	-41	-62	-90	-87	-173	-238	-479	-363	779	428	1,377	-701
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	76.1	71.0	64.5	63.7	0.6	1.1	1.3	1.3	1.8	2.0	3.4	3.8	9.5	17.1	28.2	28.2
Share of Hirings	100.0	100.0	100.0	100.0	76.3	59.7	54.5	54.9	0.5	0.9	1.2	1.1	0.7	0.8	1.8	1.7	10.1	14.8	27.2	20.1
Share of Promotions	100.0	100.0	100.0	100.0	69.9	68.4	59.3	58.8	0.5	1.2	1.2	1.3	1.5	1.9	2.4	2.7	9.6	18.9	33.0	31.3
Share of Terminations	100.0	100.0	100.0	100.0	77.5	64.0	60.0	59.5	0.7	1.3	1.7	1.5	1.5	1.9	3.8	3.1	6.6	14.3	25.7	24.8
<b>Communications</b>																				
Employees	179,247	215,330	235,275	230,819	71,038	88,861	90,877	86,927	1,090	2,921	3,981	3,907	2,512	5,009	5,689	5,396	7,257	23,359	39,298	39,434
Hirings	17,416	32,521	35,558	28,049	7,515	12,632	12,690	9,372	49	485	535	489	129	286	383	315	975	5,098	6,690	6,226
Promotions	11,099	11,183	12,960	12,505	4,900	5,145	4,659	4,499	55	172	229	232	112	198	228	238	445	1,349	2,359	2,158
Terminations	16,020	27,257	36,379	34,517	6,176	10,871	13,466	13,196	36	385	749	604	112	472	1,047	818	437	3,422	6,792	6,914
Net Effect**	1,396	5,264	-821	-6,468	1,339	1,761	-776	-3,824	13	100	-214	-115	17	-186	-664	-503	538	1,676	-102	-688
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	39.6	41.3	38.6	37.7	0.6	1.4	1.7	1.7	1.4	2.3	2.4	2.3	4.0	10.8	16.7	17.1
Share of Hirings	100.0	100.0	100.0	100.0	43.1	38.8	35.7	33.4	0.3	1.5	1.5	1.7	0.7	0.9	1.1	1.1	5.6	15.7	18.8	22.2
Share of Promotions	100.0	100.0	100.0	100.0	44.1	46.0	35.9	36.0	0.5	1.5	1.8	1.9	1.0	1.8	1.8	1.9	4.0	12.1	18.2	17.3
Share of Terminations	100.0	100.0	100.0	100.0	38.6	39.9	37.0	38.2	0.2	1.4	2.1	1.7	0.7	1.7	2.9	2.4	2.7	12.6	18.7	20.0

**Table 4 continued**  
**Number, Representation, Hires, Promotions, Terminations and Net Effect of Employees in the Federally Regulated Private Sector by Designated Group and Sector (1987, 2001, 2011 and 2012)\***

	All Employees				Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	1987	2001	2011	2012	1987	2001	2011	2012	1987	2001	2011	2012	1987	2001	2011	2012	1987	2001	2011	2012
<b>Transportation</b>																				
Employees	203,207	178,307	245,819	254,330	34,423	43,891	62,552	66,068	1,479	3,588	6,084	6,686	2,892	4,383	4,566	4,639	5,318	13,656	30,829	33,983
Hirings	33,535	41,221	50,995	49,536	7,316	12,564	12,530	12,731	211	891	1,730	1,970	118	699	636	696	691	4,141	6,765	8,201
Promotions	14,723	8,154	8,928	6,007	2,655	1,843	2,576	1,789	123	189	214	141	198	180	151	83	376	510	1,026	779
Terminations	32,588	29,929	45,565	43,913	6,028	7,281	10,230	10,310	168	646	1,369	1,556	231	493	711	784	478	2,345	5,641	5,641
Net Effect**	947	11,292	5,430	5,623	1,288	5,283	2,300	2,421	43	245	361	414	-113	206	-75	-88	213	1,796	1,124	2,560
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	16.9	24.6	25.4	26.0	0.7	2.0	2.5	2.6	1.4	2.5	1.9	1.8	2.6	7.7	12.5	13.4
Share of Hirings	100.0	100.0	100.0	100.0	21.8	30.5	24.6	25.7	0.6	2.2	3.4	4.0	0.4	1.7	1.2	1.4	2.1	10.0	13.3	16.6
Share of Promotions	100.0	100.0	100.0	100.0	18.0	22.6	28.9	29.8	0.8	2.3	2.4	2.3	1.3	2.2	1.7	1.4	2.6	6.3	11.5	13.0
Share of Terminations	100.0	100.0	100.0	100.0	18.5	24.3	22.5	23.5	0.5	2.2	3.0	3.5	0.7	1.6	1.6	1.8	1.5	7.8	12.4	12.8
<b>Other</b>																				
Employees	43,331	45,231	63,075	59,876	9,207	12,883	18,529	18,037	401	1,220	2,220	2,298	983	1,218	1,665	1,511	1,123	3,578	6,299	6,410
Hirings	4,500	6,020	7,945	7,333	1,485	1,848	2,417	2,021	46	176	228	288	37	65	81	76	150	489	797	874
Promotions	3,248	3,938	3,633	3,383	856	1,169	1,164	1,036	23	111	119	129	64	76	78	64	85	364	388	349
Terminations	5,080	9,965	10,206	7,187	1,402	2,361	3,168	1,847	40	208	248	251	93	308	215	190	86	576	1,546	650
Net Effect**	-580	-3,945	-2,261	146	83	-513	-751	174	6	-32	-20	37	-56	-243	-134	-114	64	-87	-749	224
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	21.2	28.5	29.4	30.1	0.9	2.7	3.5	3.8	2.3	2.7	2.6	2.5	2.6	7.9	10.0	10.7
Share of Hirings	100.0	100.0	100.0	100.0	33.0	30.7	30.4	27.6	1.0	2.9	2.9	3.9	0.8	1.1	1.0	1.0	3.3	8.1	10.0	11.9
Share of Promotions	100.0	100.0	100.0	100.0	26.4	29.7	32.0	30.6	0.7	2.8	3.3	3.8	2.0	1.9	2.1	1.9	2.6	9.2	10.7	10.3
Share of Terminations	100.0	100.0	100.0	100.0	27.6	23.7	31.0	25.7	0.8	2.1	2.4	3.5	1.8	3.1	2.1	2.6	1.7	5.8	15.1	9.0

**Table 4 continued**  
**Number, Representation, Hires, Promotions, Terminations and Net Effect of Employees in the Federally Regulated Private Sector by Designated Group and Sector (1987, 2001, 2011 and 2012)\***

	All Employees				Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	1987	2001	2011	2012	1987	2001	2011	2012	1987	2001	2011	2012	1987	2001	2011	2012	1987	2001	2011	2012
<b>All Sectors</b>	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	595,417	634,738	768,547	772,480	243,744	284,715	316,755	315,930	3,921	9,868	15,166	15,778	9,440	14,521	19,649	20,232	29,760	74,168	139,665	143,968
Hirings	77,330	105,253	124,050	115,627	33,020	42,254	43,755	40,983	415	1,784	2,852	3,088	442	1,266	1,621	1,594	4,027	13,493	22,299	21,462
Promotions	68,526	50,638	51,496	47,761	36,010	26,873	23,806	22,527	405	791	866	846	981	978	1,074	1,080	4,684	7,407	12,333	11,383
Terminations	75,403	90,501	118,137	113,333	30,425	35,464	42,446	41,832	394	1,533	2,815	2,839	767	1,727	2,973	2,662	2,433	9,680	20,649	20,067
Net Effect**	1,927	14,752	5,913	2,294	2,595	6,790	1,309	-849	21	251	37	249	-325	-461	-1,352	-1,068	1,594	3,813	1,650	1,395
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	100.0	40.9	44.9	41.2	40.9	0.7	1.6	2.0	2.0	1.6	2.3	2.6	2.6	5.0	11.7	18.2	18.6
Share of Hirings	100.0	100.0	100.0	100.0	42.7	40.1	35.3	35.4	0.5	1.7	2.3	2.7	0.6	1.2	1.3	1.4	5.2	12.8	18.0	18.6
Share of Promotions	100.0	100.0	100.0	100.0	52.5	53.1	46.2	47.2	0.6	1.6	1.7	1.8	1.4	1.9	2.1	2.3	6.8	14.6	23.9	23.8
Share of Terminations	100.0	100.0	100.0	100.0	40.4	39.2	35.9	36.9	0.5	1.7	2.4	2.5	1.0	1.9	2.5	2.3	3.2	10.7	17.5	17.7

\* 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 number of employees hired reduced by those terminated.



**Table 6**  
**Federally Regulated Private-Sector Employees in Permanent Part-Time Employment by Designated Group, Gender and Salary Range as of December 31, 2012**

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	3,922	1,642	2,280	58.1	69	1.8	15	54	99	2.5	43	56	350	8.9	167	183
\$5,000 - \$7,499	2,706	1,093	1,613	59.6	61	2.3	24	37	52	1.9	24	28	297	11.0	127	170
\$7,500 - \$9,999	3,656	1,574	2,082	56.9	67	1.8	29	38	76	2.1	38	38	388	10.6	180	208
\$10,000 - \$12,499	12,016	6,869	5,147	42.8	248	2.1	135	113	215	1.8	127	88	2,406	20.0	1,706	700
\$12,500 - \$14,999	8,819	4,159	4,660	52.8	237	2.7	108	129	183	2.1	78	105	1,985	22.5	1,145	840
\$15,000 - \$17,499	8,633	3,696	4,937	57.2	251	2.9	102	149	200	2.3	73	127	1,809	21.0	983	826
\$17,500 - \$19,999	9,523	4,113	5,410	56.8	212	2.2	88	124	261	2.7	85	176	2,203	23.1	1,181	1,022
\$20,000 - \$22,499	11,318	4,995	6,323	55.9	252	2.2	102	150	292	2.6	89	203	2,747	24.3	1,548	1,199
\$22,500 - \$24,999	9,223	3,567	5,656	61.3	204	2.2	72	132	253	2.7	66	187	2,106	22.8	1,011	1,095
\$25,000 - \$29,999	18,612	7,367	11,245	60.4	417	2.2	148	269	504	2.7	152	352	3,673	19.7	1,734	1,939
\$30,000 - \$34,999	14,635	6,888	7,747	52.9	350	2.4	180	170	366	2.5	125	241	2,875	19.6	1,585	1,290
\$35,000 - \$39,999	9,557	4,106	5,451	57.0	194	2.0	81	113	249	2.6	83	166	1,747	18.3	955	792
\$40,000 - \$49,999	7,125	3,338	3,787	53.2	130	1.8	49	81	174	2.4	59	115	1,070	15.0	597	473
\$50,000 and over	4,016	1,648	2,368	59.0	53	1.3	24	29	80	2.0	28	52	431	10.7	216	215
Total	123,761	55,055	68,706	55.5	2,745	2.2	1,157	1,588	3,004	2.4	1,070	1,934	24,087	19.5	13,135	10,952



# Appendix B

## Technical Notes

### Employers covered under the Act

The Act covers:

- **federally regulated private-sector employers, Crown corporations** and **other federal organizations** with 100 or more employees;
- **core public administration organizations** listed under Schedule I or IV of the *Financial Administration Act* (FAA) (federal government departments and agencies);
- **separate employer organizations** in the federal public sector with 100 or more employees listed in Schedule V of the FAA (separate agencies);
- **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.

### Additional Information Available

Every year, federally regulated private-sector employers file a report containing both quantitative and qualitative information that describes the status of employment equity within their organization. This report presents a consolidation of the quantitative information submitted.

- The data report filed by each employer can be found on the Labour Program website.
- The qualitative information—in the form of a narrative report describing the measures taken to implement employment equity, the consultation with employee representatives and the results achieved—is available from the Labour Program upon request.

Once the reports are received, every employer is given a performance rating for each of the designated groups. A list of employers and their respective ratings is available on the Labour Program website.

## 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 is 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. More information on availability can be found in the *Employment Equity Data Report*.
- 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.
- The data is received from employers on an annual basis. However, the number of employers can shift from one year to the next. Given that the pool of employers changes, comparisons of statistics from year to year may produce inaccurate results.
- The Treasury Board of Canada Secretariat (TBS) is responsible for reporting on employment equity in the federal departments, agencies and commissions that make up the core public administration. This information is available on the TBS website. Other areas of the federal public sector are responsible for preparing their own employment equity reports, which can be found on their respective websites or can be obtained upon request. Federal contractors are not required to report annually.
- 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*.