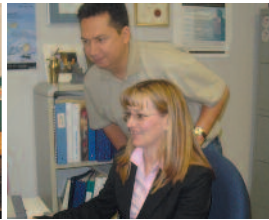
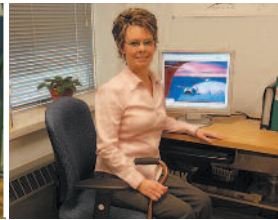




Fair, Safe and Productive Workplaces

Employment Equity Act: Annual Report 2007



Labour Program

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Employment Equity Act: **Annual Report 2007**

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Message From The Minister

Inclusive workplaces are central to a productive economy and a cohesive society. It is important that the workplace reflects the increasing diversity of Canada, in order to ensure that the talents of all Canadian workers can be fully developed and can contribute to our shared prosperity.

The main objective of the *Employment Equity Act* is to eliminate barriers in the workplace so that no person is denied employment opportunities for reasons unrelated to ability. Its focus is the hiring and promotion of members of the four designated groups: women, Aboriginal peoples, persons with disabilities and members of visible minorities.

The Annual Report describes the progress towards a more representative workforce achieved by federally regulated private sector employers, Crown corporations, the federal Public Service, separate employers (e.g., Canada Revenue Agency and Parks Canada), and other public sector employers (Royal Canadian Mounted Police and Canadian Forces).

This report analyzes 2006 data, which indicate that the representation of members of visible minorities has risen noticeably, especially in the private sector, and that improvements have been made regarding the hiring of Aboriginal peoples, particularly in the public sector.

We are committed to working towards workplaces that are fair, safe, and productive. Individuals should be able to get jobs and promotions based on their abilities, free from discrimination. By breaking down barriers to equal opportunity within the workplace, the Canadian economy will become stronger and more competitive.

The Canada of this new century is moving ever closer to realizing a shared vision of a truly inclusive society, a Canada for all. Working together, we can make that vision a reality.



Jean-Pierre Blackburn, P.C., M.P.

Minister of Labour and

Minister of the Economic Development Agency of Canada for the Regions of Quebec



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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 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.”

- Section 2 of the *Employment Equity Act*

Canada’s diverse population plays a substantial role enabling Canadian businesses to compete efficiently in the global economy. Having access to the perspectives and skills of Canadians of different cultures and backgrounds gives employers a competitive advantage. Embracing diversity has also become increasingly important as the Canadian labour market growth increasingly depends on immigration. Employment equity is an effective tool to help employers achieve these goals.

As the large working population of baby boomers begin to exit the workforce, shortages will arise in both skilled and unskilled occupations in many sectors of

the Canadian economy and a large number of new workers will need to be integrated into Canadian workplaces. For the Canadian economy to maximize labour force participation and remain efficient within the world economy, it will be essential to have workplace practices that welcome and take advantage of the skills of all.

The *Employment Equity Act* aims to make workplaces inclusive and open to individuals from designated groups (women, Aboriginal peoples, persons with disabilities and members of visible minorities) which have historically faced particular employment barriers.

Employers covered under the Act have four core obligations in implementing employment equity:

- To survey their workforces and collect information on the representation, occupational groups, salary distribution and shares of hires, promotions and terminations of designated group members;
- To carry out analysis of any under-representation of the designated groups in each occupational group in their workforces;
- To review their employment systems, policies and practices in order to identify employment barriers; and
- To prepare plans outlining how they propose to remove employment barriers and introduce positive policies and practices for the hiring, training, promotion and retention of persons in the designated groups, including making reasonable accommodations and establishing timetables complete with short and long-term goals.

On June 1, 2007, federally regulated private sector employers covered by the Act submitted their annual employment equity reports to the Labour Program. The information presented in this Annual Report describes the employment situation of the four designated groups and the progress that employers made toward achieving equitable representation in 2006. It summarizes workforce information contained in these employer reports, and it presents the ongoing progress made by all other employers covered under the Act.

Although this year's results show overall progress, particular attention needs to be paid to improving the representation of persons with disabilities and Aboriginal peoples in both the federally regulated private sector workforce and in the Crown corporations.

The Act is the only comprehensive federal legislation for employment equity in Canada. It covers the following five types of employers:

1. **Federally Regulated Private Sector Employers and Crown Corporations** with 100 or more employees.
2. **Federal Public Service** organizations listed under Schedule I, Part I of the *Public Service Staff Relations Act* (PSSRA) [e.g., Human Resources and Social Development Canada (HRSDC), National Defence, Correctional Service of Canada and Health Canada].
3. **Separate Employer** organizations in the federal public sector with 100 or more employees listed in Schedule I, Part II of the PSSRA (e.g., Canada Revenue Agency, Canadian Food Inspection Agency and Parks Canada).
4. **Other Public Sector Employer** organizations with 100 or more employees, including the Canadian Forces (officers and non-commissioned members in the Regular and the Reserve Forces) and the Royal Canadian Mounted Police (regular and civilian members, excluding federal public service employees).
5. **Federal Contractor** organizations that are provincially regulated suppliers of goods and services, with at least 100 employees in Canada, who bid on or receive federal government contracts valued at \$200,000 or more.

Overview

This Annual Report is the twentieth edition tabled in Parliament. It describes the employment situation of the four designated groups (women, Aboriginal peoples, persons with disabilities and members of visible minorities) and the progress that employers made towards achieving employment equity based on reports submitted for 2006.

Throughout the report, key findings from 2006 are compared to those from the previous year and, where available, 1987 and 2001 (the last time the *Employment Equity Act* was reviewed by Parliament).

Chapters 1 to 4 provide data on the employment situation of each of the designated groups in the different workforces covered under the Act.

Chapter 5 Recognizing Excellence – Good Practices provides information on the tools used by the federally regulated private sector employers and Crown corporations for improving equity outcomes.

Chapter 6 Employment Equity Success Story showcases an employer, Nasittuq Corporation, for special efforts in tapping into the Aboriginal peoples' talent pool.

Chapter 7 The Road Ahead: Workplace Equity Initiatives describes the work being undertaken by the Labour Program which supports the advancement of employment equity.

Key Observations on All *Employment Equity Act* Employers¹

In 2006

- In the **federally regulated private sector**, the representation of members of visible minorities exceeded labour market availability. However, workforce representation gaps existed for the other three designated groups with particular challenges for persons with disabilities and Aboriginal peoples (Table 1).
- In the **federal public sector**, slight improvement in representation was noted for women and Aboriginal peoples. However, the greatest challenge continued to be the gap in the representation of members of visible minorities (Table 1).

Table 1
Summary Statistics for All Employers Reporting Under the *Employment Equity Act*

Employers		All Employees	Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			2005	2006	A**	2005	2006	A**	2005	2006	A**	2005	2006	A**
	#	#	R* %	R* %	A** %	R* %	R* %	A** %	R* %	R* %	A** %	R* %	R* %	A** %
Total Private Sector	524	698,210	43.3	43.1	47.3	1.8	1.8	2.6	2.7	2.7	5.3	14.1	14.9	12.6
Federal Public Service	75	176,630	53.5	53.8	52.2	4.2	4.2	2.5	5.8	5.8	3.6	8.1	8.6	10.4
Separate Employers	16	66,571	55.2	55.7	47.3	2.6	2.8	2.6	4.9	5.0	5.3	11.3	11.8	12.6
Other Public Sector Employers	2	125,198	18.2	18.3	47.3	3.1	3.2	2.7	1.6	1.4	5.3	3.0	3.2	10.3
Total Public Sector	93	368,399	41.7	42.1	49.6	3.5	3.6	2.6	4.2	4.1	4.5	7.0	7.3	10.8
Grand Total for Both Sectors	617	1,066,609	42.7	42.7	48.1	2.4	2.4	2.6	3.2	3.2	5.0	11.6	12.3	12.0

* "R" refers to the percentage representation of the respective designated group of all employees in the employer's workforce. The data on the federally regulated private sector are collected on a calendar year basis by the Labour Program, while those on the federal public sector are collected on a fiscal year basis (i.e., April 1, 2004 to March 31, 2005 and April 1, 2005 to March 31, 2006) by the Canada Public Service Agency (CPSA).

** "A" refers to the percentage workforce availability from the 2001 Census of Canada and the 2001 Participation and Activity Limitation Survey (PALS) conducted by Statistics Canada. The workforce availability for the federal public service are estimates produced by CPSA based on occupations in the Canadian workforce that correspond to occupations in this workforce of Canadian citizens only (excludes landed immigrants). The other public sector employers' availability are based on the Canadian citizens data. The total availability statistics have been weighted.

¹ Employers who report under the *Employment Equity Act* include the federally regulated private sector and Crown corporations, the federal public service, the separate employers [federal public sector organizations with 100 or more employees that are listed in Schedule I, Part II of the *Public Service Staff Relations Act* (e.g., Canada Revenue Agency, Canadian Food Inspection Agency and Parks Canada)], and the other public sector employers (include the Canadian Forces and the Royal Canadian Mounted Police). Provincially regulated employers subject to the Federal Contractors Program (FCP) do not submit annual reports. Therefore, representation data for the designated groups in the entire FCP workforce are not available.

Federally Regulated Private Sector Employers

2006 in relation to 2005

For all federally regulated private sector employers and Crown corporations who reported in 2005 and 2006:

- The largest improvement was in the representation of members of visible minorities (Table 2).
- The representation of Aboriginal peoples and persons with disabilities remained stable while the representation of women slightly declined (Table 2).

Over the longer run

The data for all federally regulated private sector employers and Crown corporations indicate that since 1987, when the Act came into force:

- Considerable progress was achieved in the representation of all the designated groups (Table 2).
- The largest relative improvements were for members of visible minorities and Aboriginal peoples (Table 2).

Table 2
Representation of the Designated Groups as Reported by Federally Regulated Private Sector Employers*

Sector	Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	1987 %	2005 %	2006 %	1987 %	2005 %	2006 %	1987 %	2005 %	2006 %	1987 %	2005 %	2006 %
Banking	76.1	68.9	68.4	0.6	1.3	1.3	1.8	3.3	3.4	9.5	22.8	23.5
Communications	39.6	40.8	40.6	0.6	1.5	1.5	1.4	2.6	2.5	4.0	12.6	13.2
Transportation	16.9	25.3	25.4	0.7	2.3	2.4	1.4	2.4	2.3	2.6	9.1	9.4
Other	21.3	30.7	30.2	0.9	2.3	2.3	2.3	2.4	2.3	2.6	8.3	11.8
All	40.9	43.3	43.1	0.7	1.8	1.8	1.6	2.7	2.7	5.0	14.1	14.9

* These data are collected on a calendar year basis by the Labour Program. Discrepancies may occur with data previously reported due to database additions and/or adjustments made to employer reports after publication deadlines.

Federal Public Sector Employers²

2006 in relation to 2005

For almost all of the federal public sector employers, there has been a slight improvement in the representation of all designated groups. The following are the highlights of the situation in federal public sector employer workforces that fall under the *Employment Equity Act*.

- In the **federal public service**, unlike the federally regulated private sector and Crown corporations, women, Aboriginal peoples and persons with disabilities were well represented, but members of visible minorities remained under-represented (Table 1).
- Among **separate employers**, women and Aboriginal peoples were well represented, but persons with disabilities and members of visible minorities remained under-represented (Table 1).
- Among **other public sector employers**, Aboriginal peoples were well represented, but significant representation gaps continued to exist for women, persons with disabilities and members of visible minorities (Table 1).

Government Workplace Equity Initiatives

Racism-Free Workplace Strategy

- The Labour Program's Racism-Free Workplace Strategy promotes a fair and inclusive workplace, free of discriminatory barriers to the employment and upward mobility of Aboriginal peoples and members of visible minorities. It

focuses primarily on workplaces that fall under the *Employment Equity Act* and the *Federal Contractors Program* and brings employers and representatives from the two groups together to work on innovative approaches to training, recruitment, retention, advancement and conflict resolution.

- The Strategy marked its second year of implementation in 2007 and has hired racism prevention officers across Canada. These officers provide employers and other stakeholders with practical support in creating a racism-free workplace, through sharing business practices, success stories and business cases; providing inclusive workplace awareness sessions; building networks; and providing other tools.

Legislative Review

- As a statutory requirement, the *Employment Equity Act* is reviewed by a Committee of the House every five years. The Act was last reviewed in 2001, and the Government responded to the Committee's recommendations in November 2002. On December 13, 2006, the mandate for the review of the Act was referred by the House to the Standing Committee on Human Resources, Social Development and the Status of Persons with Disabilities. However, prior to the commencement of the review, this mandate lapsed when Parliament was prorogued in September 2007. At the time of publication, the House had not again referred the *Employment Equity Act* review to the Standing Committee.

² Historical data are not available for some of the employers in the federal public sector.

Limitations of the Employment Equity Data³

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

1. The data are received from employers on an annual basis. However, the employer universe changes from one year to the next, largely due to the addition of new employers. Alternatively, some employers may cease to fall under federal jurisdiction. If one compares the statistics from year to year, keeping in mind that the pool of employers has changed, the comparison may produce inaccurate results. As

an example, if a new employer reports weak representation of women, then this figure may lower the overall average representation of women for the year. This could lead to the erroneous impression that there has been a decline in the overall representation of women. To provide a more accurate impression, one needs to consider only those employers that have reported on a consistent basis over time. This is what has been labelled as “adjusted” data. However, not all of the historical data have been adjusted.

The following tables illustrate the changes in the data that arise due to using different employer bases.

Table 3
Unadjusted Representation of the Designated Groups in All of the Federally Regulated Private Sector Employers who Reported in 2001, 2005 and 2006*

Sector	Women						Aboriginal Peoples					
	2001		2005		2006		2001		2005		2006	
	#	%	#	%	#	%	#	%	#	%	#	%
Banking	139,080	71.0	131,415	68.9	135,634	68.4	2,139	1.1	2,460	1.3	2,636	1.3
Communications	88,861	41.3	89,849	40.8	91,518	40.6	2,921	1.4	3,263	1.5	3,353	1.5
Transportation	44,318	24.7	48,553	25.3	48,957	25.4	3,588	2.0	4,509	2.3	4,537	2.4
Other	12,461	28.0	21,381	30.7	24,638	30.2	1,217	2.7	1,622	2.3	1,838	2.3
All	284,720	44.9	291,198	43.3	300,747	43.1	9,865	1.6	11,854	1.8	12,364	1.8
Sector	Persons with Disabilities						Members of Visible Minorities					
	2001		2005		2006		2001		2005		2006	
	#	%	#	%	#	%	#	%	#	%	#	%
Banking	3,911	2.0	6,236	3.3	6,736	3.4	33,575	17.1	43,550	22.8	46,620	23.5
Communications	5,009	2.3	5,664	2.6	5,667	2.5	23,359	10.8	27,763	12.6	29,705	13.2
Transportation	4,385	2.4	4,597	2.4	4,364	2.3	13,679	7.6	17,493	9.1	18,191	9.4
Other	1,214	2.7	1,666	2.4	1,895	2.3	3,436	7.7	5,767	8.3	9,598	11.8
All	14,519	2.3	18,163	2.7	18,662	2.7	74,049	11.7	94,573	14.1	104,114	14.9

* Figures have not been adjusted in this table. The data show all of the numbers that were reported in each year (i.e., 418 employers in 2001, 520 employers in 2005 and 524 employers in 2006). Discrepancies may occur with data previously reported due to database additions and/or adjustments made to employer reports after publication deadlines.

³ For detailed descriptions of the terms and statistical approaches used in this report, please refer to the Technical Guide at: http://www.hrsdc.gc.ca/asp/gateway.asp?hr=/en/lp/lo/lsw/e/we/ee_tools/reports/annual/TechnicalGuide.shtml&hs=wzp

Table 4

Adjusted Representation of the Designated Groups in Only the Federally Regulated Private Sector Employers who Reported in Each Year Since 2001*

Sector	Women						Aboriginal Peoples					
	2001		2005		2006		2001		2005		2006	
	#	%	#	%	#	%	#	%	#	%	#	%
Banking	138,425	71.1	130,282	69.0	134,274	68.4	2,124	1.1	2,448	1.3	2,605	1.3
Communications	76,556	41.1	82,995	40.8	88,398	40.8	2,533	1.4	3,087	1.5	3,275	1.5
Transportation	35,614	22.9	38,199	24.1	38,949	24.5	3,174	2.0	3,824	2.4	3,821	2.4
Other	12,021	27.9	14,082	31.2	14,783	31.7	1,203	2.8	1,387	3.1	1,526	3.3
All	262,616	45.3	265,558	44.5	276,404	44.7	9,034	1.6	10,746	1.8	11,227	1.8
	Persons with Disabilities						Members of Visible Minorities					
	2001		2005		2006		2001		2005		2006	
	#	%	#	%	#	%	#	%	#	%	#	%
Banking	3,900	2.0	6,223	3.3	6,715	3.4	33,456	17.2	43,264	22.9	46,101	23.5
Communications	4,610	2.5	5,380	2.6	5,520	2.5	18,944	10.2	24,983	12.3	28,023	12.9
Transportation	3,943	2.5	4,123	2.6	3,871	2.4	11,857	7.6	15,042	9.5	15,697	9.9
Other	1,206	2.8	1,235	2.7	1,183	2.5	3,391	7.9	4,310	9.6	4,762	10.2
All	13,659	2.4	16,961	2.8	17,289	2.8	67,648	11.7	87,599	14.7	94,583	15.3

* Figures have been adjusted in order to measure the yearly progress in the representation of the designated groups in the employer base. Data in this table cannot be compared to those published last year as the employer base in this report includes 314 employers who reported each year since 2001 (i.e., employers who reported for the first time after 2000 are excluded). Last year's report covered 322 employers.

- To measure the progress of designated groups covered by the Act, their percentage representation (i.e., the number of designated group employees divided by the number of all employees) is compared to their availability in the workforce population. Availability data are obtained from Censuses or surveys conducted every five years by Statistics Canada. There is therefore a time lag in measuring representation gaps, as for example, 2006 designated group representation is being compared to 2001 Census/survey availability data.
- Due to some data being reported by employers after publication deadlines, there may be differences in the data reported in Annual Reports for particular years.
- The data on the workforces covered by the Act are collected from different sources. The federally regulated private sector and Crown corporations' employment equity data are collected on a calendar year basis and consolidated by the Labour Program, while the federal public service data are collected on a fiscal year basis and by the Canada Public Service Agency.

Chapter 1:

Women

This chapter provides data on the employment situation of women in the different workforces covered under the Employment Equity Act.⁴ Throughout the chapter key findings from 2006 are compared to those from the previous year and, where available, 2001 and 1987.⁵

Highlights

- From 2005 to 2006, women's representation remained stable at the aggregate level and continued to be below availability in both the **federal private** and **public sectors** (Table 1.1).⁶
- Women were significantly overrepresented in the banking sector, but there has been a downward trend in this representation over time (Table 1.2). The opposite was the case for the transportation sector.
- In the **federally regulated private sector**, between 2001 and 2006, women's representation in senior and middle management, as well as professional occupations increased. Their representation in the remaining groups decreased between 2001 and 2005 and showed a slight increase between 2005 and 2006 (Table 1.3). However, the representation continued to be below availability in senior management and professional occupations.
- The share of women hired and promoted in the **federally regulated private sector** increased in 2006 (Tables 1.4 and 1.6), while the share of women leaving the workforce slightly decreased (Table 1.5).

4 Please refer to **Appendix B** for data on women in the federally regulated private sector and Crown corporations workforce, and **Appendix C** for data on women in the public sector subject to the Act.

5 Tables throughout this section show comparisons between adjusted and unadjusted federally regulated private sector employers and Crown corporations data. The adjusted data cover employees from the same population of employers (314) who reported in every year since 2001, while the unadjusted data cover all employees reported in the specific year (i.e., all employers are included in year-to-year comparisons).

6 To measure the progress of women covered by the Act, representation is compared to availability in the workforce population. Availability data are obtained from Censuses conducted by Statistics Canada every five years. There is therefore a time lag in measuring representation gaps, as for example, 2006 representation is being compared to 2001 Census of Canada availability data.

Table 1.1
All Women Employees Under the *Employment Equity Act*

Employers	Adjusted			Unadjusted		
	2005		2006	2005		2006
	R*	R*	A**	R*	R*	A**
	%	%	%	%	%	%
Total Private Sector	44.5	44.7	47.3	43.3	43.1	47.3
Federal Public Service				53.5	53.8	52.2
Separate Employers†				55.2	55.7	47.3
Other Public Sector Employers‡				18.2	18.3	47.3
Total Public Sector				41.7	42.1	49.6
Grand Total for Both Sectors				42.7	42.7	48.1

* "R" refers to the percentage representation of the respective designated group of all employees in the employer's workforce. The data on the federally regulated private sector are collected on a calendar year basis by the Labour Program, while those on the federal public sector are collected on a fiscal year basis (i.e., April 1, 2004 to March 31, 2005 and April 1, 2005 to March 31, 2006) by the Canada Public Service Agency (CPSA).

** "A" refers to the percentage workforce availability from the 2001 Census of Canada conducted by Statistics Canada. The workforce availability for the federal public service are estimates produced by CPSA based on occupations in the Canadian workforce that correspond to occupations in this workforce of Canadian citizens only (excludes landed immigrants). The other public sector employers' availability are based on the Canadian citizens data. The total availability statistics have been weighted.

† Separate Employers are federal public sector organizations with 100 or more employees that are listed in Schedule I, Part II of the *Public Service Staff Relations Act* (e.g., Canada Revenue Agency, Canadian Food Inspection Agency and Parks Canada).

‡ The other public sector employers include the Canadian Forces and the Royal Canadian Mounted Police.

Table 1.2
Representation of Women in the Federally Regulated Private Sector*

Sector	Adjusted						Unadjusted			
	2001		2005		2006		1987	2001	2005	2006
	#	%	#	%	#	%	%	%	%	%
Banking	138,425	71.1	130,282	69.0	134,274	68.4	76.1	71.0	68.9	68.4
Communications	76,556	41.1	82,995	40.8	88,398	40.8	39.6	41.3	40.8	40.6
Transportation	35,614	22.9	38,199	24.1	38,949	24.5	16.9	24.7	25.3	25.4
Other	12,021	27.9	14,082	31.2	14,783	31.7	21.2	28.0	30.7	30.2
All	262,616	45.3	265,558	44.5	276,404	44.7	40.9	44.9	43.3	43.1

* Discrepancies may occur with data previously reported due to database additions and/or adjustments made to employer reports after publication deadlines.

Table 1.3

Women in the Federally Regulated Private Sector by Selected Occupational Groups*

Employment Equity Occupational Groups (EEOGs)	Representation**			Availability***
	2001	2005	2006	2001
	%	%	%	%
Senior Managers	20.4	22.0	22.2	25.1
Middle and Other Managers	43.0	44.2	44.2	37.5
Professionals	45.2	45.9	46.3	52.8
Remaining EEOGs	45.9	44.6	44.7	47.7
Total	45.3	44.5	44.7	47.3

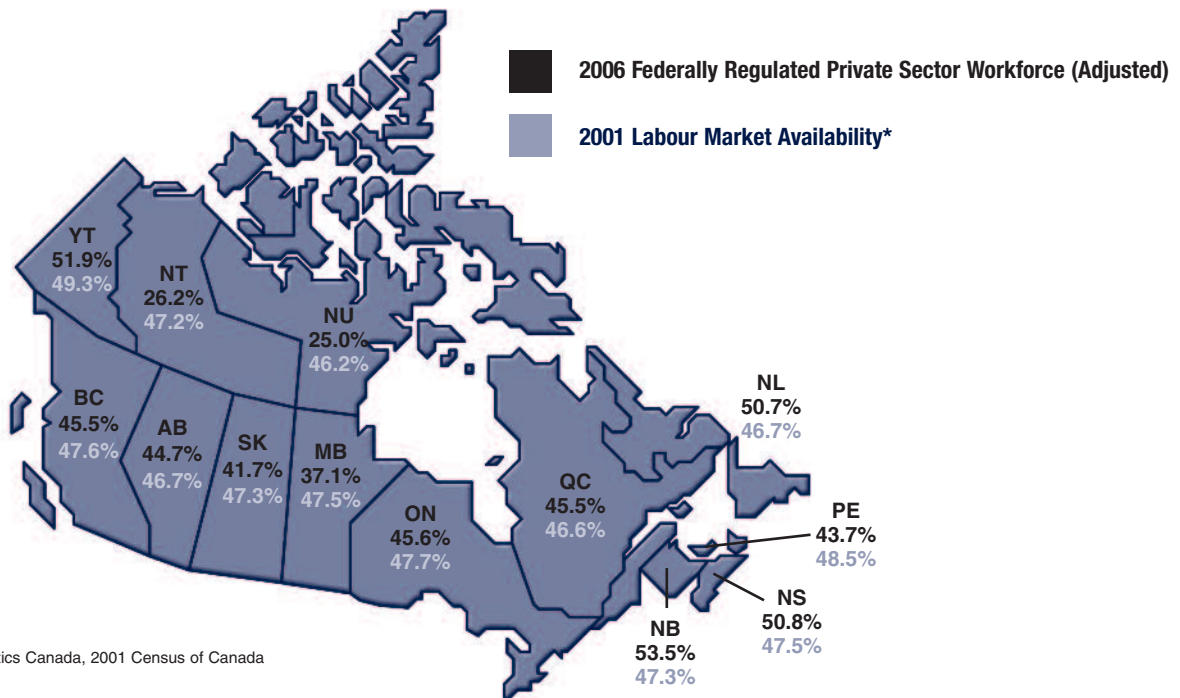
* Employers report according to 14 Employment Equity Occupational Groups (EEOGs). This table shows selected EEOGs with significant differences between representation and availability for women.

** Data are based on adjusted employer database.

*** Source: Statistics Canada, 2001 Census of Canada

Figure 1.1

Representation (2006) and Availability (2001) of Women in the Federally Regulated Private Sector by Region



* Source: Statistics Canada, 2001 Census of Canada

Table 1.4**Share of Women Hired into the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	17,688	61.5	14,749	58.4	17,331	58.6
Communications	9,592	38.2	9,722	36.5	12,986	37.3
Transportation	10,924	31.0	7,092	24.3	7,297	25.5
Other	1,447	31.6	1,876	35.3	2,469	34.6
All	39,651	42.3	33,439	38.7	40,083	40.0

* The "share" is the percentage of total hires received by members of a designated group.
Data are based on adjusted employer database.

Table 1.5**Share of Women Leaving the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	16,274	64.7	14,117	62.0	15,061	61.4
Communications	8,001	38.5	10,468	38.8	12,684	38.3
Transportation	6,171	24.7	5,876	23.1	6,081	23.1
Other	1,847	24.2	1,780	35.3	1,657	32.1
All	32,293	41.1	32,241	40.2	35,483	39.8

* The "share" is the percentage of total terminations received by members of a designated group.
Data are based on adjusted employer database.

Table 1.6**Share of Women Promoted in the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	18,869	68.4	15,373	64.3	19,855	66.1
Communications	4,378	45.9	3,627	41.6	4,595	41.9
Transportation	1,694	22.1	1,979	32.6	1,677	27.9
Other	1,142	29.3	1,129	33.7	1,303	34.3
All	26,083	53.6	22,108	52.6	27,430	54.0

* The "share" is the percentage of total promotions received by members of a designated group.
Data are based on adjusted employer database.

Chapter 2:

Aboriginal Peoples

This chapter provides data on the employment situation of Aboriginal peoples in the different workforces covered under the Employment Equity Act.⁷ Throughout the chapter key findings from 2006 are compared to those from the previous year and, where available, 2001 and 1987.⁸

Highlights

- The representation of Aboriginal peoples remained stable from 2005 to 2006. Aboriginal peoples were well represented in the **federal public sector**, whereas in the **federally regulated private sector** they generally continued to be at levels below availability (Tables 2.1 and 2.2).⁹
- In 2006, Aboriginal peoples' representation remained stable in almost all occupational groups in the **federally regulated private sector** (Table 2.3) and below availability in all groups except for the crafts and trades supervisory occupations.
- The share of Aboriginal peoples hired into the **federally regulated private sector** continued to be significantly below availability in 2006 (Table 2.4) and their share of terminations increased (Table 2.5). The share of Aboriginal peoples promoted remained stable (Table 2.6).

⁷ Please refer to **Appendix B** for data on Aboriginal peoples in the federally regulated private sector and Crown corporations workforce, and **Appendix C** for data on Aboriginal peoples in the public sector subject to the Act.

⁸ Tables throughout this section show comparisons between adjusted and unadjusted federally regulated private sector employers and Crown corporations data. The adjusted data cover employees from the same population of employers (314) who reported in every year since 2001, while the unadjusted data cover all employees reported in the specific year (i.e., all employers are included in year-to-year comparisons).

⁹ To measure the progress of Aboriginal peoples covered by the Act, representation is compared to availability in the workforce population. Availability data are obtained from Censuses conducted by Statistics Canada every five years. There is therefore a time lag in measuring representation gaps, as for example, 2006 representation is being compared to 2001 Census of Canada availability data.

Table 2.1
Aboriginal Peoples in All Employers Under the *Employment Equity Act*

Employers	Adjusted			Unadjusted		
	2005	2006		2005	2006	
	R*	R*	A**	R*	R*	A**
	%	%	%	%	%	%
Total Private Sector	1.8	1.8	2.6	1.8	1.8	2.6
Federal Public Service				4.2	4.2	2.5
Separate Employers†				2.6	2.8	2.6
Other Public Sector Employers‡				3.1	3.2	2.7
Total Public Sector				3.5	3.6	2.6
Grand Total for Both Sectors				2.4	2.4	2.6

* "R" refers to the percentage representation of the respective designated group of all employees in the employer's workforce. The data on the federally regulated private sector are collected on a calendar year basis by the Labour Program, while those on the federal public sector are collected on a fiscal year basis (i.e., April 1, 2004 to March 31, 2005 and April 1, 2005 to March 31, 2006) by the Canada Public Service Agency (CPSA).

** "A" refers to the percentage workforce availability from the 2001 Census of Canada conducted by Statistics Canada. The workforce availability for the federal public service are estimates produced by CPSA based on occupations in the Canadian workforce that correspond to occupations in this workforce of Canadian citizens only (excludes landed immigrants). The other public sector employers' availability are based on the Canadian citizens data. The total availability statistics have been weighted.

† Separate Employers are federal public sector organizations with 100 or more employees that are listed in Schedule I, Part II of the *Public Service Staff Relations Act* (e.g., Canada Revenue Agency, Canadian Food Inspection Agency and Parks Canada).

‡ The other public sector employers include the Canadian Forces and the Royal Canadian Mounted Police.

Table 2.2
Representation of Aboriginal Peoples in the Federally Regulated Private Sector*

Sector	Adjusted						Unadjusted			
	2001		2005		2006		1987	2001	2005	2006
	#	%	#	%	#	%	%	%	%	%
Banking	2,124	1.1	2,448	1.3	2,605	1.3	0.6	1.1	1.3	1.3
Communications	2,533	1.4	3,087	1.5	3,275	1.5	0.6	1.4	1.5	1.5
Transportation	3,174	2.0	3,824	2.4	3,821	2.4	0.7	2.0	2.3	2.4
Other	1,203	2.8	1,387	3.1	1,526	3.3	0.9	2.7	2.3	2.3
All	9,034	1.6	10,746	1.8	11,227	1.8	0.7	1.6	1.8	1.8

* Discrepancies may occur with data previously reported due to database additions and/or adjustments made to employer reports after publication deadlines.

Table 2.3

Aboriginal Peoples in the Federally Regulated Private Sector by Selected Occupational Groups*

Employment Equity Occupational Groups (EEOGs)	Representation**			Availability***
	2001	2005	2006	2001
	%	%	%	%
Senior Managers	0.5	0.7	0.7	2.5
Middle Managers and Professionals	0.8	1.0	1.0	1.5
Supervisors: Crafts and Trades	2.4	2.9	2.7	1.7
Remaining EEOGs	1.8	2.1	2.1	3.0
Total	1.6	1.8	1.8	2.6

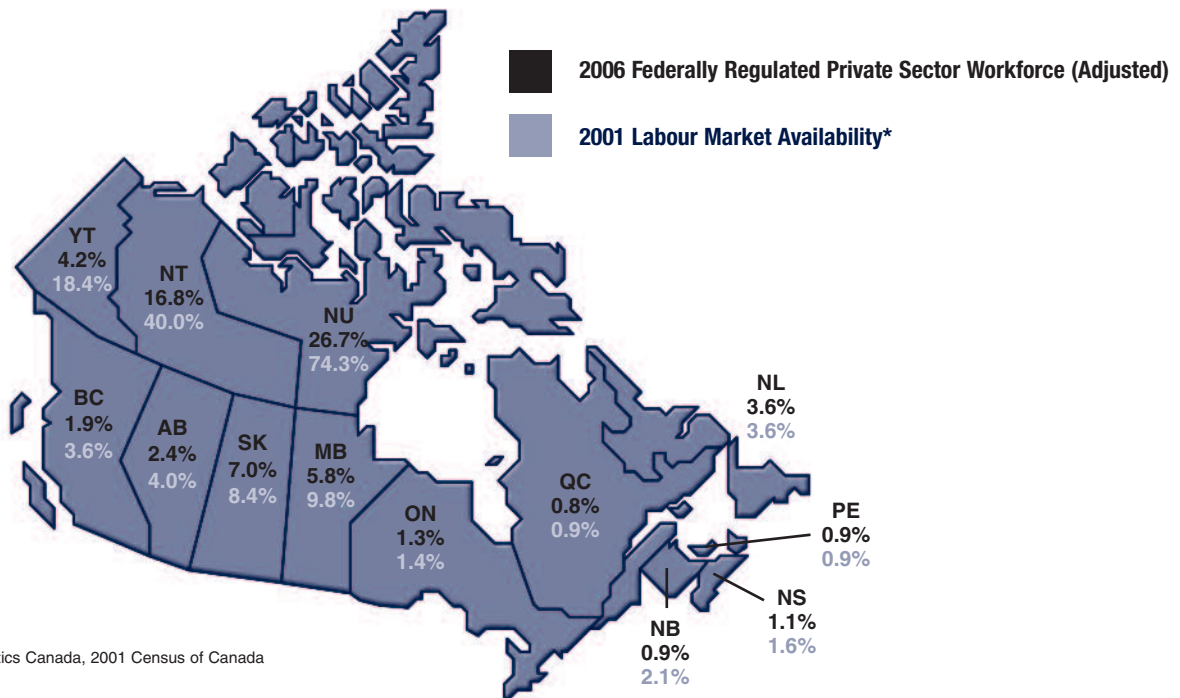
* Employers report according to 14 Employment Equity Occupational Groups (EEOGs). This table shows selected EEOGs with significant differences between representation and availability for Aboriginal peoples.

** Data are based on adjusted employer database.

*** Source: Statistics Canada, 2001 Census of Canada

Figure 2.1

Representation (2006) and Availability (2001) of Aboriginal Peoples in the Federally Regulated Private Sector by Region



* Source: Statistics Canada, 2001 Census of Canada

Table 2.4**Share of Aboriginal Peoples Hired into the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	267	0.9	235	0.9	345	1.2
Communications	407	1.6	486	1.8	630	1.8
Transportation	780	2.2	832	2.8	905	3.2
Other	159	3.5	203	3.8	253	3.5
All	1,613	1.7	1,756	2.0	2,133	2.1

* The "share" is the percentage of total hires received by members of a designated group.
Data are based on adjusted employer database.

Table 2.5**Share of Aboriginal Peoples Leaving the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	311	1.2	315	1.4	342	1.4
Communications	327	1.6	478	1.8	684	2.1
Transportation	588	2.4	769	3.0	874	3.3
Other	177	2.3	148	2.9	153	3.0
All	1,403	1.8	1,710	2.1	2,053	2.3

* The "share" is the percentage of total terminations received by members of a designated group.
Data are based on adjusted employer database.

Table 2.6**Share of Aboriginal Peoples Promoted in the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	322	1.2	314	1.3	409	1.4
Communications	149	1.6	131	1.5	175	1.6
Transportation	183	2.4	156	2.6	148	2.5
Other	111	2.8	172	5.1	207	5.5
All	765	1.6	773	1.8	939	1.8

* The "share" is the percentage of total promotions received by members of a designated group.
Data are based on adjusted employer database.

Chapter 3:

Persons with Disabilities

This chapter provides data on the employment situation of persons with disabilities in the different workforces covered under the Employment Equity Act.¹⁰ Throughout the chapter key findings from 2006 are compared to those from the previous year and, where available, 2001 and 1987.¹¹

Highlights

- From 2005 to 2006, the representation of persons with disabilities remained stable at the aggregate level and continued to be below availability in both the **federal private** and **public sectors** (Table 3.1).¹²
- The **federal public service** workforce is the exception where the representation was well above availability in both 2004-05 and 2005-06 (Table 3.1).
- The representation of persons with disabilities rose significantly in the banking sector over time, but stayed relatively stable in the remaining **federally regulated private sector** (Table 3.2).
- Between 2001 and 2006, the representation of persons with disabilities increased and met availability in senior and middle management in the **federally regulated private sector** (Table 3.3). However, persons with disabilities remained under-represented in supervisory and all other occupational groups.
- The share of persons with disabilities hired and promoted in the **federally regulated private sector** rose slightly over time (Tables 3.4 and 3.6). However, the overall representation did not improve due to an increase in their share of terminations (those leaving the workforce) (Tables 3.1 and 3.5).

¹⁰ Please refer to **Appendix B** for data on persons with disabilities in the federally regulated private sector and Crown corporations workforce, and **Appendix C** for data on persons with disabilities in the public sector subject to the Act.

¹¹ Tables throughout this section show comparisons between adjusted and unadjusted federally regulated private sector employers and Crown corporations data. The adjusted data cover employees from the same population of employers (314) who reported in every year since 2001, while the unadjusted data cover all employees reported in the specific year (i.e., all employers are included in year-to-year comparisons).

¹² To measure the progress of persons with disabilities covered by the Act, representation is compared to availability in the workforce population. Availability data are obtained from surveys conducted by Statistics Canada every five or ten years. There is therefore a time lag in measuring representation gaps, as for example, 2006 representation is being compared to 2001 Participation and Activity Limitation Survey (PALS) availability data.

Table 3.1
Persons with Disabilities in All Employers Under the *Employment Equity Act*

Employers	Adjusted			Unadjusted		
	2005	2006		2005	2006	
	R*	R*	A**	R*	R*	A**
	%	%	%	%	%	%
Total Private Sector	2.8	2.8	5.3	2.7	2.7	5.3
Federal Public Service				5.8	5.8	3.6
Separate Employers†				4.9	5.0	5.3
Other Public Sector Employers‡				1.6	1.4	5.3
Total Public Sector				4.2	4.1	4.5
Grand Total for Both Sectors				3.2	3.2	5.0

* "R" refers to the percentage representation of the respective designated group of all employees in the employer's workforce. The data on the federally regulated private sector are collected on a calendar year basis by the Labour Program, while those on the federal public sector are collected on a fiscal year basis (i.e., April 1, 2004 to March 31, 2005 and April 1, 2005 to March 31, 2006) by the Canada Public Service Agency (CPSA).

** "A" refers to the percentage workforce availability from the 2001 Participation and Activity Limitation Survey (PALS) conducted by Statistics Canada. The workforce availability for the federal public service are estimates produced by CPSA based on occupations in the Canadian workforce that correspond to occupations in this workforce of Canadian citizens only (excludes landed immigrants). The other public sector employers' availability are based on the Canadian citizens data. The total availability statistics have been weighted.

† Separate Employers are federal public sector organizations with 100 or more employees that are listed in Schedule I, Part II of the *Public Service Staff Relations Act* (e.g., Canada Revenue Agency, Canadian Food Inspection Agency and Parks Canada).

‡ The other public sector employers include the Canadian Forces and the Royal Canadian Mounted Police.

Table 3.2
Representation of Persons with Disabilities in the Federally Regulated Private Sector*

Sector	Adjusted						Unadjusted			
	2001		2005		2006		1987	2001	2005	2006
	#	%	#	%	#	%	%	%	%	%
Banking	3,900	2.0	6,223	3.3	6,715	3.4	1.8	2.0	3.3	3.4
Communications	4,610	2.5	5,380	2.6	5,520	2.5	1.4	2.3	2.6	2.5
Transportation	3,943	2.5	4,123	2.6	3,871	2.4	1.4	2.4	2.4	2.3
Other	1,206	2.8	1,235	2.7	1,183	2.5	2.3	2.7	2.4	2.3
All	13,659	2.4	16,961	2.8	17,289	2.8	1.6	2.3	2.7	2.7

* Discrepancies may occur with data previously reported due to database additions and/or adjustments made to employer reports after publication deadlines.

Table 3.3

Persons with Disabilities in the Federally Regulated Private Sector by Selected Occupational Groups*

Employment Equity Occupational Groups (EEOGs)	Representation**			Availability***
	2001	2005	2006	2001
	%	%	%	%
Senior Managers	2.0	2.7	2.6	2.1
Middle and Other Managers	1.9	2.6	2.7	2.5
Supervisors	2.0	2.8	2.9	2.0
Remaining EEOGs	2.4	2.9	2.8	4.4
Total	2.4	2.8	2.8	5.3

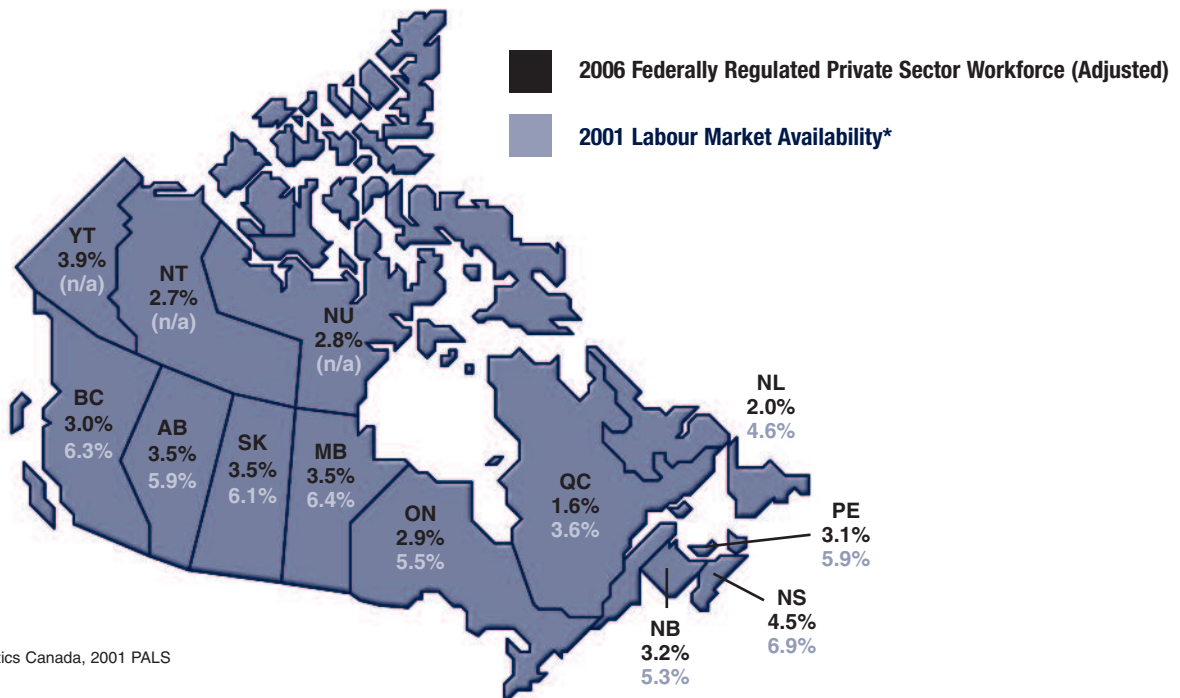
* Employers report according to 14 Employment Equity Occupational Groups (EEOGs). This table shows selected EEOGs with significant differences between representation and availability for persons with disabilities.

** Data are based on adjusted employer database.

*** Source: Statistics Canada, 2001 PALS

Figure 3.1

Representation (2006) and Availability (2001) of Persons with Disabilities in the Federally Regulated Private Sector by Region



* Source: Statistics Canada, 2001 PALS

Table 3.4**Share of Persons with Disabilities Hired into the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	223	0.8	379	1.5	489	1.7
Communications	225	0.9	281	1.1	415	1.2
Transportation	655	1.9	354	1.2	319	1.1
Other	54	1.2	55	1.0	82	1.2
All	1,157	1.2	1,069	1.2	1,305	1.3

* The "share" is the percentage of total hires received by members of a designated group.
Data are based on adjusted employer database.

Table 3.5**Share of Persons with Disabilities Leaving the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	469	1.9	694	3.0	800	3.3
Communications	414	2.0	570	2.1	702	2.1
Transportation	426	1.7	498	2.0	530	2.0
Other	246	3.2	106	2.1	137	2.6
All	1,555	2.0	1,868	2.3	2,169	2.4

* The "share" is the percentage of total terminations received by members of a designated group.
Data are based on adjusted employer database.

Table 3.6**Share of Persons with Disabilities Promoted in the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	526	1.9	489	2.0	740	2.5
Communications	176	1.8	150	1.7	188	1.7
Transportation	168	2.2	128	2.1	124	2.1
Other	76	2.0	76	2.3	89	2.3
All	946	1.9	843	2.0	1,141	2.2

* The "share" is the percentage of total promotions received by members of a designated group.
Data are based on adjusted employer database.

Chapter 4:

Members of Visible Minorities

This chapter provides data on the employment situation of members of visible minorities in the different workforces covered under the Employment Equity Act.¹³ Throughout the chapter key findings from 2006 are compared to those from the previous year and, where available, 2001 and 1987.¹⁴

Highlights

- From 2005 to 2006, representation of members of visible minorities rose in both the **federal private** and **public sectors**. The representation continued to be above availability in the **federally regulated private sector**. In the **federal public sector**, the representation was significantly below availability (Table 4.1).¹⁵
- The representation of members of visible minorities rose in each industrial sector of the **federally regulated private sector** since 2001. They were significantly overrepresented in the banking sector (Table 4.2).
- In the **federally regulated private sector**, the representation of members of visible minorities increased in all occupational groups between 2001 and 2006. The representation exceeded availability for middle management and professional occupations in 2006; however, the representation in senior management was still significantly below availability (Table 4.3).
- Between 2001 and 2006, the number of members of visible minorities increased in the **federally regulated private sector** due to an increase of 42% in their hiring (Tables 4.2 and 4.4).
- Due to the growing representation of members of visible minorities between 2001 and 2006 in the **federally regulated private sector**, their shares of both promotion and termination (those leaving the workforce) increased (Tables 4.5 and 4.6).

¹³ Please refer to **Appendix B** for data on members of visible minorities in the federally regulated private sector and Crown corporations workforce, and **Appendix C** for data on members of visible minorities in the public sector subject to the Act.

¹⁴ Tables throughout this section show comparisons between adjusted and unadjusted federally regulated private sector employers and Crown corporations data. The adjusted data cover employees from the same population of employers (314) who reported in every year since 2001, while the unadjusted data cover all employees reported in the specific year (i.e., all employers are included in year-to-year comparisons).

¹⁵ To measure the progress of members of visible minorities covered by the Act, representation is compared to availability in the workforce population. Availability data are obtained from Censuses conducted by Statistics Canada every five years. There is therefore a time lag in measuring representation gaps, as for example, 2006 representation is being compared to 2001 Census of Canada availability data.

Table 4.1**Members of Visible Minorities in All Employers Under the *Employment Equity Act***

Employers	Adjusted			Unadjusted		
	2005	2006		2005	2006	
	R* %	R* %	A** %	R* %	R* %	A** %
Total Private Sector	14.7	15.3	12.6	14.1	14.9	12.6
Federal Public Service				8.1	8.6	10.4
Separate Employers†				11.3	11.8	12.6
Other Public Sector Employers‡				3.0	3.2	10.3
Total Public Sector				7.0	7.3	10.8
Grand Total for Both Sectors				11.6	12.3	12.0

* "R" refers to the percentage representation of the respective designated group of all employees in the employer's workforce. The data on the federally regulated private sector are collected on a calendar year basis by the Labour Program, while those on the federal public sector are collected on a fiscal year basis (i.e., April 1, 2004 to March 31, 2005 and April 1, 2005 to March 31, 2006) by the Canada Public Service Agency (CPSA).

** "A" refers to the percentage workforce availability from the 2001 Census of Canada conducted by Statistics Canada. The workforce availability for the federal public service are estimates produced by CPSA based on occupations in the Canadian workforce that correspond to occupations in this workforce of Canadian citizens only (excludes landed immigrants). The other public sector employers' availability are based on the Canadian citizens data. The total availability statistics have been weighted.

† Separate Employers are federal public sector organizations with 100 or more employees that are listed in Schedule I, Part II of the *Public Service Staff Relations Act* (e.g., Canada Revenue Agency, Canadian Food Inspection Agency and Parks Canada).

‡ The other public sector employers include the Canadian Forces and the Royal Canadian Mounted Police.

Table 4.2**Representation of Members of Visible Minorities in the Federally Regulated Private Sector***

Sector	Adjusted						Unadjusted			
	2001		2005		2006		1987	2001	2005	2006
	#	%	#	%	#	%	%	%	%	%
Banking	33,456	17.2	43,264	22.9	46,101	23.5	9.5	17.1	22.8	23.5
Communications	18,944	10.2	24,983	12.3	28,023	12.9	4.0	10.8	12.6	13.2
Transportation	11,857	7.6	15,042	9.5	15,697	9.9	2.6	7.6	9.1	9.4
Other	3,391	7.9	4,310	9.6	4,762	10.2	2.6	7.7	8.3	11.8
All	67,648	11.7	87,599	14.7	94,583	15.3	5.0	11.7	14.1	14.9

* Discrepancies may occur with data previously reported due to database additions and/or adjustments made to employer reports after publication deadlines.

Table 4.3

Members of Visible Minorities in the Federally Regulated Private Sector by Selected Occupational Groups*

Employment Equity Occupational Groups (EEOGs)	Representation**			Availability***
	2001	2005	2006	2001
	%	%	%	%
Senior Managers	3.8	5.4	5.2	8.2
Middle and Other Managers	8.9	11.8	12.5	11.8
Professionals	16.4	20.3	21.3	13.8
Clerical	13.6	17.2	17.6	12.7
Remaining EEOGs	9.8	12.1	12.6	12.6
Total	11.7	14.7	15.3	12.6

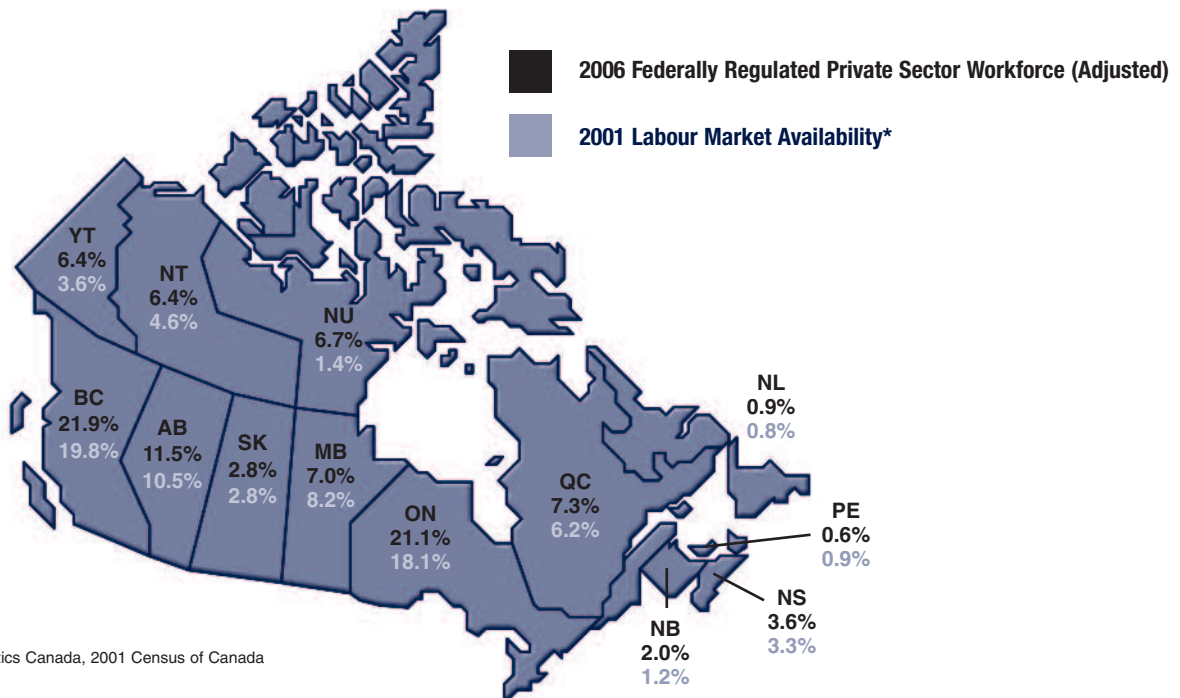
* Employers report according to 14 Employment Equity Occupational Groups (EEOGs). This table shows selected EEOGs with significant differences between representation and availability for members of visible minorities.

** Data are based on adjusted employer database.

*** Source: Statistics Canada, 2001 Census of Canada

Figure 4.1

Representation (2006) and Availability (2001) of Members of Visible Minorities in the Federally Regulated Private Sector by Region



* Source: Statistics Canada, 2001 Census of Canada

Table 4.4**Share of Members of Visible Minorities Hired into the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	3,971	13.8	4,888	19.3	6,174	20.9
Communications	4,104	16.3	4,650	17.5	6,306	18.1
Transportation	3,704	10.5	4,324	14.8	3,900	13.6
Other	395	8.6	708	13.3	920	12.9
All	12,174	13.0	14,570	16.9	17,300	17.3

* The "share" is the percentage of total hires received by members of a designated group.
Data are based on adjusted employer database.

Table 4.5**Share of Members of Visible Minorities Leaving the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	3,479	13.8	4,478	19.7	5,209	21.2
Communications	2,737	13.2	4,253	15.8	5,625	17.0
Transportation	2,065	8.3	2,977	11.7	3,011	11.4
Other	505	6.6	603	11.9	523	10.1
All	8,786	11.2	12,311	15.3	14,368	16.1

* The "share" is the percentage of total terminations received by members of a designated group.
Data are based on adjusted employer database.

Table 4.6**Share of Members of Visible Minorities Promoted in the Federally Regulated Private Sector***

Sector	2001		2005		2006	
	#	%	#	%	#	%
Banking	5,204	18.9	6,409	26.8	8,008	26.6
Communications	1,062	11.1	1,203	13.8	1,631	14.9
Transportation	470	6.1	632	10.4	487	8.1
Other	359	9.2	402	12.0	454	12.0
All	7,095	14.6	8,646	20.6	10,580	20.8

* The "share" is the percentage of total promotions received by members of a designated group.
Data are based on adjusted employer database.

Chapter 5:

Recognizing Excellence – Good Practices

The Employment Equity Act requires federally regulated private sector employers and Crown corporations to submit a narrative report that describes the measures taken during the reporting period to remove barriers faced by designated group members in the workplace. These measures could include activities related to: communication, workplace environment improvement, recruitment, training and development, retention, reasonable accommodation and consultations. An overview of good practices implemented by employers in 2006 is provided in this chapter.

Communications

Employment equity issues were communicated regularly to employees by more than 70% of all employers. For example, the Royal Bank of Canada supports an employee resource group that raises awareness of Aboriginal culture and fosters employee engagement. Activities include liaison with Aboriginal communities, monthly web casts and an annual leadership conference. Similarly, employees at TransCanada Pipelines Limited were invited to five events related to Aboriginal awareness in 2006, including sessions to explore Aboriginal culture or to discuss myths and misconceptions about Aboriginal peoples.

Workplace Environment

Canadians believe that teamwork and diversity promote innovation and strengthen the business landscape.¹⁶ However, translating these ideals into a more equitable workplace takes concerted effort and partnering. Canadian Pacific Railway Company, for example, has launched an internal network to facilitate mentoring, communications, learning and networking for women. Employers in Manitoba can work with the Manitoba Employment Equity Practitioners Association, which provides access to professionals who share information and resources to support and promote employment equity in the province.

In 2006, some employers introduced awards to recognize employees who have helped to advance diversity in their workplace. HSBC Bank Canada launched the Diversity Ambassador award to recognize staff members who helped develop the firm's core

Did You Know? Visuals in your workplace provide subtle messages to your employees. The Laurentian Bank of Canada used pictures of designated group members in an internal newsletter with the intention to “demystify their integration at the bank, to communicate their contribution within the organization, and to underline the added value that a diversified workplace brings”. Similarly, ECL Group of Companies Ltd. posted a 20-foot by 7-foot display board showing a multicultural workforce.

¹⁶ Online survey conducted in July 2007 by Leger Marketing for Xerox Canada Limited.

diversity values and those who create an inclusive environment in the workplace.

More informal approaches also increase awareness of diversity, and about one in ten employers held special events to build understanding and acceptance. For example, the National Bank of Canada held a Diversity Week around the theme of “Breaking Down Perceptions”. Even the humble potluck lunch can provide an ice-breaker to promote equity. Discussions about the food during potlucks at the ECL Group of Companies Ltd. “expanded to other cultural topics and continued for weeks. Such a simple idea brought together people who may not have previously socialized and opened even more doors of understanding.”

Recruitment

Employers found partnerships with community based organizations encourage applications from designated group members and increase representation rates. For example, Pelmorex Media Inc. continues to be a part of the Strategic Alliance of Broadcasters for Aboriginal Reflection Committee, which works towards increasing Aboriginal representation in the broadcasting industry. Likewise, Rawlco Radio Ltd. and US Airways Group, Inc. reported partnering with INROADS to hire highly qualified visible minority interns, while the Citizens Bank of Canada partnered with the Greater Vancouver Business Leadership Network, an employer-led coalition dedicated to improving employment opportunities for persons with disabilities, which resulted in the collection of referrals and two practicum placements.

While employers sometimes find it difficult to recruit qualified candidates, some have implemented initiatives to increase the number of qualified applicants by targeting potential designated group employees at an earlier stage. For example, Standard Aero Limited became a sponsor of the Engineering Access Program, which offers Aboriginal peoples opportunities to enroll in university studies in Engineering. Wasaya Airways Limited Partnership developed a new strategic plan to attract youth to the aeronautics field by sponsoring an Aboriginal children’s camp with a focus on aviation.

Some employers, such as Challenger Motor Freight Inc., Skyservice F.B.O. Inc. and Skyservice Aviation Inc., began advertising job postings in different languages to attract visible minority applicants. Not only does this send a welcoming message, but it also increases visibility in ethnic publications.

Training and Development

Training and staff development also contribute to workplace equity. During 2006, training workshops such as “Building Cross-Cultural Competency” at the Royal Bank of Canada and “Micro-inequities & Micro-advantages: The Power of Inclusive Leadership” at JPMorgan Chase Bank, N.A., provided employees with information to help prevent biases and misconceptions in the workplace.

Nearly half of all employers use training sessions to promote equity, and most of these combine it with related developmental opportunities for designated groups. For example, Enbridge Pipelines Inc. successfully reduced language barriers for foreign workers by training them in English and in communication strategies.

Did You Know? Some studies have shown that multicultural teams “produce more innovative solutions to problems than homogeneous teams”. It has been found that a workplace that can bring forth different ideas from employees of different backgrounds and experiences is able to “outperform homogeneous groups in both identifying problem perspectives and generating alternative solutions”.¹⁷

17 Jackson, S.E., May, K.E. & Whitney, K., Understanding the Dynamics of Diversity in Decision-Making Teams, quoted in Robinson, G., Building a Business Case for Diversity, *Academy of Management Executive*, Vol. 11, Issue 3, August 1997, p. 21.

Targeted Outreach

Employers reported that the following community based organizations helped them to meet recruitment goals in 2006 and to reap the benefits of a diverse workforce.

AbilityEdge

<http://www.abilityedge.ca>

Inclusion Network

<http://www.inclusionnetwork.ca>

EmployAbilities

<http://www.employabilities.ab.ca/index.cfm>

Greater Vancouver Business Leadership Network (GVBLN)

<http://www.gvbln.ca>

INROADS

<http://www.inroads.org>

LifeWorks

<http://www.lifeworks.mb.ca>

LinkUp Employment

<http://www.linkup.ca>

New Canadian Program

<http://www.newcanadians.org>

Strategic Alliance of Broadcasters for Aboriginal Reflection (SABAR)

<http://www.sabar.ca/index.html>

Strategic Employment Solutions

<http://www.strategicemploymentsolutions.ca>

Mentorship programs and job shadowing became a more popular means of providing employees from designated groups with developmental opportunities in 2006. Air Transat Inc. introduced a new program called “One day in the life of...” which allowed employees to learn more about a position of interest.

Retention

Roughly one-third of all employers hold exit interviews as a valuable source of information on retaining workers; identifying trends, systematic barriers or unfair treatment in the workplace; and assessing as well as prioritizing workplace issues that need to be addressed. For example, information gathered from

exit interviews at the Royal Bank of Canada led to the development of Web casts on “Creating an Inclusive Work Environment for Persons with Disabilities” and the creation of the “Employees with Disabilities Resource Group”.

Retention strategies used by employers in 2006 also included integration programs for new employees to prevent early departures. Westcoast Energy Inc. specifically met with new immigrant employees to identify special needs and create support mechanisms as well as identify tools and resources to assist with proper integration.

Reasonable Accommodation

The most commonly reported accommodation measure was the facilitation of the return to work of employees who have suffered injury or illness. Employers were successful in developing creative solutions for unique circumstances. For example, a Dover Industries Limited employee and single parent who suffered a severe injury needed to move to her hometown four hours away in order to receive the assistance that she required. She now performs her duties from a distance, with expenses covered by her employer. Similarly, an employee at Grant Transport who acquired diabetes was accommodated with the installation of an electrical power supply and small fridge in his tractor to allow him access to food as needed to maintain his blood sugar levels.

Increased awareness of the challenges of persons with disabilities has resulted in enhanced accommodation measures. US Airways Group, Inc., for example, implemented the Job Access with Speech (JAWS) Project to address the challenges of one visually impaired employee. Following the success of the JAWS Project, nine visually impaired reservation agents were hired and trained in 2006. Symcor Inc., Canadian Imperial Bank of Commerce, The Toronto Dominion Bank and Canada Post Corporation hired or trained sign language interpreters in 2006 to support deaf and hard of hearing employees.

Accommodation is not just important for employees, but sometimes it is necessary to break down barriers for designated group applicants and ensure qualified candidates are not unnecessarily screened out. Grant Transport, for example, provided translation during the interview for a visible minority applicant whose first language was not English and found that this measure also helped the individual feel welcomed into a diversified environment once hired. Laidlaw Transit Ltd. is also aware of the benefits of going above and beyond accommodation requirements and has made employment testing available in 50 languages.

Consultations

Employers must report annually on consultations between management and employee representatives regarding the implementation of employment equity in their workplaces. Most employers consulted their employees through employment equity committees, which were composed of management and employee representatives from different occupational levels and backgrounds.

For example, a National Employment Equity and Diversity Congress was initiated at Canadian Imperial Bank of Commerce to develop its next three-year Employment Equity Plan with the participation of more than 130 executives, managers and employees from all business units. The one and half day congress provided participants with the opportunity to review progress and contribute ideas for the new Plan.

Chapter 6:

Employment Equity Success Story

This chapter focuses on a federally regulated private sector employer who has demonstrated an exemplary commitment to the hiring and advancement of Aboriginal peoples within its workforce. In Canada, Aboriginal peoples continue to encounter employment barriers and are under-represented in the federally regulated private sector workforce. This chapter highlights the techniques used by Nasittuq Corporation to tap into the talent of Aboriginal peoples. This organization was selected based on its 2006 ratings for Aboriginal peoples, its Report Compliance Index (RCI), as well as its employment equity initiatives described in its narrative report.

Representatives of the Labour Program met with this employer to identify the factors that contributed to the success of its human resource initiatives for Aboriginal peoples under its employment equity program.

Nasittuq Corporation: Tapping into Aboriginal Peoples' Talents

Nasittuq Corporation acts as the agent for a joint venture between ATCO Frontec Corporation and Pan Arctic Inuit Logistics. The organization operates and maintains the North Warning System of radar which detects airborne threats to North America. Nasittuq Corporation has submitted annual reports under the *Employment Equity Act* for nine years and exhibited substantial progress over time.

Legal Name: Nasittuq Corporation

Sector: Transportation

Industry: Support Activities for Air Transportation

Number of Employees: 321

Headquarters: Ottawa, Ontario

Reaching out to Aboriginal Peoples

Partnerships

Nasittuq has benefited from partnerships with organizations in the communities in which it conducts business; by participating in community events, Nasittuq creates awareness of its operations and attracts individuals interested in employment. In 2006,

it partnered with the Kitikmeot Economic Development Commission to attend a traveling tradeshow that visited five communities in five days throughout the Kitikmeot region. Other organizations Nasittuq has created partnerships with over the years include: Canadian Council for Aboriginal Business, Inuit Tapiriit Kanatami, the Chamber of Commerce of Inuvik, and the Baffin Regional Chamber of Commerce.

Job Postings

Nasittuq advertises career opportunities in several publications targeting Aboriginal peoples, including: Inuktitut Magazine, Native and Inuit Yearbook, Diversity Canada, Wind Speaker, Alberta Native News, Nunatsiaq News, and News North.

Developing Potential

One of the keys to Nasittuq's success is its commitment to training existing and potential employees. Nasittuq believes that when employees are allowed to grow within the organization, they are more inclined to stay. Not only does it attract and retain outstanding employees through its programs, but it also avoids expensive recruitment and retraining costs due to staff turnover. Nasittuq has implemented the following three programs targeting Aboriginal peoples to develop high-quality talent.

Training Program

Nasittuq has designed a unique on-the-job training program which is tailored to the individual needs of each trainee. Upon completion of the program, trainees can apply for vacancies within Nasittuq.

Development Program

Building on the success of its training program, Nasittuq implemented a development program to act as an incentive and to attract potential Aboriginal employees to its workforce. The development program combines academic work and on-the-job training which upon successful completion, provides participants with an occupational designation or certification. The development program builds more senior technical skills and enhanced employment opportunities for Aboriginal peoples employed at Nasittuq. Since the creation of the development program in December 2001, 93% of participants completed all required coursework and on-the-job training.

Aboriginal Scholarship Program

Nasittuq has also established an annual Aboriginal Scholarship Program to encourage Aboriginal students to pursue advanced education in such areas as electronics, electrical engineering, computer science, environmental, business and Aboriginal studies related to its activities.

Cost-effective Initiatives

"Nasittuq's cost-effective strategy commenced with the implementation and communication of employment equity related policies throughout the organization. Training and development programs were established following the utilization of the Internet and the identification of organizations, designated group associations, and educational institutions. These activities were also supported by contacting and networking with other employment equity officers and human resource professionals, understanding the Employment Equity Act, and reviewing employment equity reports."

*- Miria Visentin, Staffing Specialist
Nasittuq Corporation*

Communicating Management's Commitment to Employment Equity

Nasittuq conveys commitment to employment equity through its Web site and internal application portal. Its internal portal contains information on employment equity policy, a copy of its self-identification survey, and various employment equity questions and answers. In addition, every year Nasittuq requires that each employee sign a form indicating that they have read and understood the organization's employment equity policy. Having these documents readily available to its employees increases response rates and accuracy of the workforce survey, and awareness amongst its workforce.

Embracing Work/Life Balance

When it comes to providing its employees with a good work/life balance, Nasittuq looks at individual needs. Programs that Nasittuq has implemented include: job rotation, job sharing, family gym memberships, and various family events and activities. Nasittuq employees interviewed by the Labour Program indicated that the ability to balance work, family and their other responsibilities is the most influential factor as to why they stay with the organization.

Nasittuq's Commitment to Employment Equity

"Every employee is made aware of the organization's support for employment equity and belief in equitable treatment of all employees. Is it just an initiative, or is it part of how we conduct our daily business? A good part of it starts with me as the manager, and how it trickles down throughout the organization."

*- Ivan Warwyk, President
Nasittuq Corporation*



Chapter 7:

The Road Ahead –

Workplace Equity Initiatives

This chapter describes the work undertaken by the Labour Program regarding the Racism-Free Workplace Strategy and the anticipated second Parliamentary Review of the Employment Equity Act.

7.1 Racism-Free Workplace Strategy: An On-Going Commitment

The Racism-Free Workplace Strategy is a horizontal initiative led by Canadian Heritage in partnership with the Labour Program, Citizenship and Immigration Canada and Justice Canada. The strategy consists of a multi-faceted approach to *A Canada for All: Canada's Action Plan Against Racism* which endeavours to eradicate racism, thereby promoting fair, inclusive and equitable workplaces.

In 2007, the strategy's second year of implementation, the Labour Program pursued its mandate to support employers in their efforts to address racism in the workplace, remove discriminatory employment barriers and reinforce upward mobility for members of visible minorities and Aboriginal peoples by:

- Fostering awareness of issues surrounding racism in the workplace and the objectives set out in the *Employment Equity Act* through 75 awareness sessions delivered to over 500 employers across Canada;
- Sharing best practices among employers;
- Creating community and business linkages to facilitate the workplace integration of these two designated groups; and

- Developing and disseminating learning tools such as online mentoring and e-Learning programs for employers and employees.

In 2007, racism prevention officers were hired in the Labour Program's regional offices across Canada. These officers will be instrumental in carrying out the strategy's mandate and enabling employers to implement practical measures to accommodate a racially diverse workforce.

7.2 Parliamentary Review of the Employment Equity Act

Subsection 44(1) of the *Employment Equity Act* requires a comprehensive review of the Act be undertaken every five years. A parliamentary committee reviews the impact and operation of the Act. The mandate focuses on whether the Act has met its objectives (i.e., whether the four designated groups – women, Aboriginal peoples, persons with disabilities, and members of visible minorities are adequately represented in workplaces covered by the Act), and assesses how the federal departments and agencies with mandates derived from the Act fulfilled their employment equity responsibilities. The committee may also present recommendations to parliament on how to improve the legislation and its administration.

The first review of the Act took place in 2001, and the Government responded to the Committee's

recommendations in November 2002. The second parliamentary review was set to commence on December 13, 2006, when the mandate for the review of the Act was referred by the House to the Standing Committee on Human Resources, Social Development and the Status of Persons with Disabilities (HUMA). However, prior to the commencement of the review, this mandate lapsed when Parliament was prorogued in September 2007. Subsequently, at the time of publication, the House had not yet referred the *Employment Equity Act* review to the Standing Committee.

In anticipation for the review, the Labour Program is undertaking the following activities:

- A departmental program evaluation to assess the implementation of its responsibilities under the Act;
- Consultations with a broad range of stakeholders to solicit their views and recommendations (e.g., Canadian Human Rights Commission, Canada Public Service Agency, business and labour umbrella organizations such as the Canadian Labour Congress and the Canadian Bankers Association); and
- A progress report on the government's commitments to the 2002 Report Recommendations.

Appendix A:

Employers Performance Ratings

This appendix presents an assessment of the quantitative results that federally regulated private sector employers and Crown corporations achieved during 2006. Additionally, it evaluates the degree to which employers were in compliance with the requirements of the *Employment Equity Act*, as measured by the Report Compliance Index (RCI).

Employers who fail to comply with their employment equity reporting obligations may be considered for a monetary penalty levied by the Labour Program. Cases of non-compliance are referred to the Canadian Human Rights Commission.

Performance Summary

Employers who submit employment equity reports for the first time are required to only report by gender in order to allow them sufficient time to complete self-identification surveys of their workforces. In 2006, 21 employers reported for the first time, four were voluntary and seven had no employees on

December 31st. The remaining employers reported on all four designated groups.

Employers are given a rating of A, B, C, D or Z for each of the four designated groups. An "A" represents the highest rating and "D" the lowest. "Z" indicates no designated groups present.¹⁸

Number of Federally Regulated Private Sector Employers by Performance Rating and Designated Group (2006)

Designated Group	Rating				
	A	B	C	D	Z
Women	102	100	214	95	2
Aboriginal Peoples	189	70	58	88	87
Persons with Disabilities	72	32	115	191	82
Members of Visible Minorities	125	85	139	99	44

- In 2006, among all designated groups, employers received the greatest number of superior ratings (A) and the greatest number of lowest ratings (Z) for Aboriginal peoples.
- Employers' weakest (combined D and Z) ratings occurred for persons with disabilities.

¹⁸ "A" indicates superior performance, "B" good, "C" adequate, "D" poor and "Z" no designated groups in the employer's workforce. For more information on how the ratings are calculated, please refer to the Technical Guide at: http://www.hrsdc.gc.ca/en/lp/lo/lsw/e/ee_tools/reports/annual/TechnicalGuide.shtml

Number of Federally Regulated Private Sector Employers by Performance Rating, Designated Group and Sector (2006)

Designated Group	Banking					Communications					Transportation					Other				
	A	B	C	D	Z	A	B	C	D	Z	A	B	C	D	Z	A	B	C	D	Z
Women	17	3	0	0	0	35	38	17	7	0	26	50	164	75	2	24	9	33	13	0
Aboriginal Peoples	6	6	3	2	2	33	13	12	13	20	126	43	29	53	55	24	8	14	20	10
Persons with Disabilities	1	0	11	7	0	13	8	28	29	13	41	16	56	129	64	17	8	20	26	5
Members of Visible Minorities	13	6	0	0	0	23	19	31	16	2	57	47	88	74	40	32	13	20	9	2

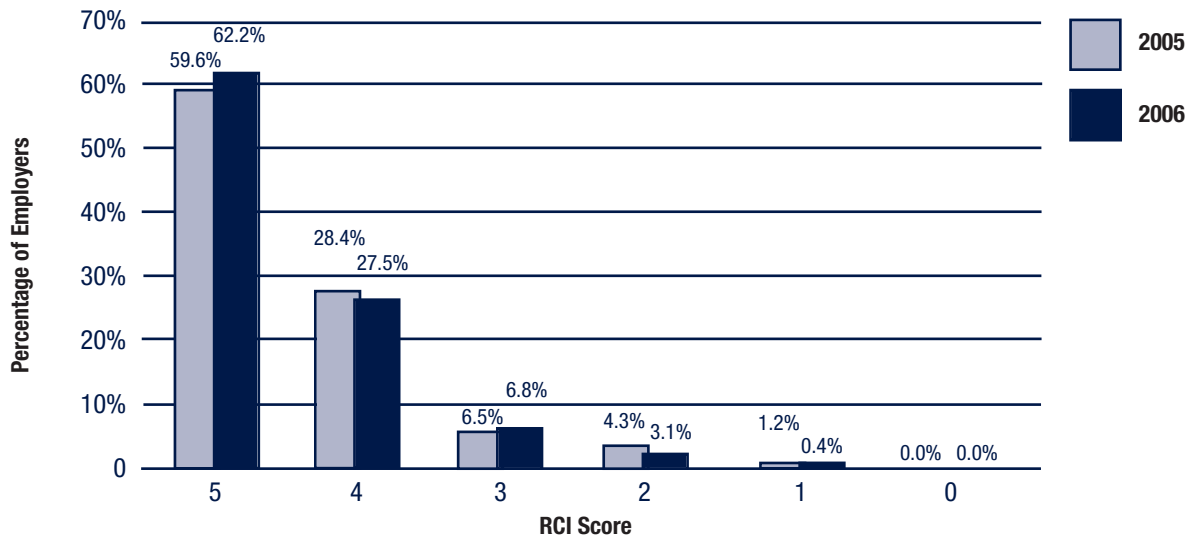
- The banking sector held the strongest (A) ratings for women and members of visible minorities. The banks made outstanding progress in improving the representation, hiring and promotion opportunities for these two designated groups in their workforces. However, the weakest (combined D and Z) ratings occurred for persons with disabilities.
- The situation of women in the communications sector was comparable to Canadian Labour Market Availability, whereas in the transportation sector, performance was average to poor.
- In the transportation sector, employers made outstanding progress in improving the representation of Aboriginal peoples in their workforces by hiring and promoting group members. However, employers scored very low for persons with disabilities.
- The situation of members of visible minorities in the other sector was quite impressive. “A” ratings were achieved by more than 40% of employers.

Report Compliance Index Summary

The Report Compliance Index (RCI) covers five aspects of the employer’s report: timeliness, measures taken, results achieved, consultations held with employee representatives, and explanations of year-to-year data variances. In 2006, 319 employers obtained an RCI of five out of five, while 141 obtained four out of five. Another 35 employers received three out of five, 16 received two out of five and two employers received one out of five. No employers received an RCI of zero in 2006.¹⁹

¹⁹ For more information on the RCI, please refer to the Technical Guide at: http://www.hrsdc.gc.ca/en/lp/l0/lsw/ee_tools/reports/annual/TechnicalGuide.shtml

Distribution of RCI Scores (2005 and 2006)



- In 2006, over 60% of employers received an RCI of five.

Outstanding Representation

This was the fifth consecutive year that the **Canadian Museum of Nature** achieved straight “A’s”. There were six employers who received four “A’s”, 27 employers who received three “A’s”, 101 employers who received two “A’s”, and 181 employers who received one “A”.

American Airlines, Inc. is the first employer from the Scheduled Air Transportation industry to receive straight “A’s”.

The top employers highlighted below received “A’s” for all four designated groups and also received the maximum value of five points for their RCI.

Top Federally Regulated Private Sector Employers Based on Overall Ratings (2006)

Legal Name	Total Workforce	Women	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities	RCI
American Airlines, Inc.	251	A	A*	A	A	5
Business Development Bank of Canada	1,693	A	A	A	A	5
CTV Inc. -- CFCF	130	A	A*	A*	A	5
Canada Council for the Arts	197	A	A	A	A	5
Canadian Museum of Nature	158	A	A*	A*	A*	5
Canadian Museum of Civilization Corporation	373	A	A	A	A	5

* Indicates that the employer’s workforce included fewer than ten members of a particular designated group.

Legend

Description of Performance Ratings

RATING	RESULTS	EXPLANATION
A	Indicates superior performance in all six indicators.	The employer made outstanding progress in improving the representation of the designated group in its workforce by hiring and promoting group members. The designated group's situation compared well to its Canadian Labour Market Availability (CLMA). The group received adequate shares of hires and promotions, compared favourably with other employees in terms of salary and occupational distribution, and did not suffer adversely from terminations compared to other employees.
B	Indicates good performance, but problems persist.	The situation of the designated group was comparable to its CLMA and to the jobs and salaries of other employees in the organization. However, there were barriers to achieving adequate representation, as well as problems in the occupational distribution and salaries of members of the designated group. This rating indicates that the hiring and promotion of members of a designated group were inadequate, or that members of a particular group were leaving the organization in disproportionate numbers.
C	Indicates average to less than average performance.	The situation of the designated group in the organization did not compare well with its CLMA or with the jobs and salaries of other employees. The organization also failed to hire and/or promote members of the group at a rate sufficient to maintain its representation in the workforce.
D	Indicates poor performance.	Legislative obligations were not met and the employer scored low on all six indicators. A follow-up and an employment systems review are required to detect and remove employment barriers.
Z	Indicates no presence of a designated group in the employer's workforce.	The organization appears to have had no representation of the designated group in its workforce. This could occur for several reasons: no workforce survey or workforce analysis was conducted; there was no hiring of designated group members; or there were no retention policies. The employer needs to conduct an employment systems review and adopt special measures to hire designated group members.

For more details about the methodology used to calculate the performance ratings, please refer to the Technical Guide at:

http://www.hrsdc.gc.ca/en/lp/lo/lsw/we/ee_tools/reports/annual/TechnicalGuide.shtml.

Description of Codes

COMMENT	RESULTS	EXPLANATION
*	Indicates a small employee population.	The asterisk indicates that the employer's workforce included fewer than ten members of a particular designated group.
F	Indicates employer had no employees as of December 31.	Employers are required to submit an employment equity report when they have 100 or more employees on any given day of the calendar year. It is possible for an employer to have 100 or more employees during the year but no employees on December 31 st . When this is the case, the employer does not receive a rating.
G	Indicates employer's report was submitted by gender only.	Employers reporting for the first time do so by gender only. As a result the performance rating is calculated only for women.
I	Indicates employer's report was closed with minor discrepancies.	The employer failed to account for year to year variances that were found in their quantitative data.
J	Indicates employer's report was closed with major discrepancies.	The employer failed to account for significant year to year variances that were found in their quantitative data.
L	Indicates employer's report was submitted late.	The employer submitted a report after the deadline of June 1 st without permission from the Labour Program of Human Resources and Social Development Canada and may be subject to a monetary penalty.
M	Indicates late amendment.	An amendment to the employment equity report was requested but was either not received or received after the closing date of the database.
N	Indicates employer's report was not inclusive of all designated groups in the Annual Report.	The employer's workforce is reported in the Annual Report by gender only. Its complete workforce was submitted by all designated groups after the database had been consolidated.
R	Indicates no report submitted.	The employer failed to submit an employment equity report as required by section 18 of the <i>Employment Equity Act</i> .
V	Indicates voluntary employer.	The employer is not covered by the Act but has submitted a voluntary employment equity report.
T1	Indicates a Type 1 violator.	Without reasonable excuse, the employer failed to file an employment equity report as required by section 18 of the Act.
T2	Indicates a Type 2 violator.	Without reasonable excuse, the employer failed to include in the employment equity report any information that is required by section 18 of the Act and its <i>Regulations</i> ; or the employer knowingly filed false or misleading information in its report.

How to Read the Individual Results

In the Performance Ratings Table, employers are listed by their legal name along with their performance ratings for each designated group. The number of employees for each employer appears in the first

column after the legal name. Employers with 100 or more employees on any given day of the calendar year receive a rating, but the total number of permanent full-time and permanent part-time employees in this column is based on the figure for December 31, 2006.

The Performance Ratings Table

Employer Name	Total	W	AP	PWD	VM	RCI
BANKING SECTOR						
ABN AMRO BANK N.V., CANADA BRANCH	101	A	A*	D*	A	5
BANK OF AMERICA NATIONAL ASSOCIATION, CANADA BRANCH	256	A	Z	D*	A	5
BANK OF CANADA	1,164	A	C	C	A	5
BANK OF MONTREAL	24,836	A	A	C	A	5
F BCP BANK CANADA	0					
BNP PARIBAS (CANADA)	260	B	Z	D*	A	5
CANADIAN IMPERIAL BANK OF COMMERCE	32,408	A	B	C	B	5
CANADIAN WESTERN BANK	964	B	C	C	B	5
CITIBANK CANADA	453	A	A*	C*	A	5
CITIZENS BANK OF CANADA	385	A	D*	D*	A	4
V DEUTSCHE BANK AG, CANADA BRANCH	83					
HSBC BANK CANADA	5,806	A	C	C	B	5
G ICICI BANK CANADA	118	B				5
ING BANK OF CANADA	939	A	A	D*	A	4
JPMORGAN CHASE BANK, N.A.	1,522	A	B	D	A	5
LAURENTIAN BANK OF CANADA	2,874	A	B	C	B	5
MANULIFE BANK OF CANADA	239	A	D*	D*	B	5
NATIONAL BANK OF CANADA	12,550	A	B	C	A	5
F NATIONAL BANK OF GREECE (CANADA)	0					
ROYAL BANK OF CANADA	40,883	A	A	C	A	5
SYMCOR INC.	4,076	A	B	A	B	5
THE BANK OF NOVA SCOTIA	28,398	A	A	C	A	5
THE TORONTO-DOMINION BANK	38,542	A	B	C	A	5

Legend: **Total:** Number of permanent full-time and part-time employees as of December 31, 2006;
W: Women; **AP:** Aboriginal Peoples; **PWD:** Persons with Disabilities; **VM:** Visible Minorities;
RCI: Report Compliance Index.

The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
COMMUNICATIONS SECTOR						
ACCESS COMMUNICATIONS CO-OPERATIVE LIMITED	174	C	A	B*	A	5
ALLIANCE ATLANTIS COMMUNICATIONS INC.	629	A	A*	B	C	5
G AMTELECOM INC.	79	C				5
ASTRAL MEDIA RADIO INC.	750	A	Z	Z	C	5
BELL ALIANT	6,860	B	B	C	D	5
BELL CANADA	24,276	A	C	D	B	5
BELL EXPRESSVU L.P.	1,184	A	A	C	A	4
BELL MOBILITY INC.	4,106	A	B	D	A	5
BELL SOLUTION D'IMPARTITION EN TIC INC.	768	B	Z	D*	C	5
BLACKBURN RADIO INC.	191	B	D*	D*	B*	4
CANADA POST CORPORATION	59,737	A	B	C	B	5
CANADIAN BROADCASTING CORPORATION	7,455	A	A	C	C	5
G CANADIAN SATELLITE RADIO INC.	122	B				5
CANPAR TRANSPORT L.P.	1,574	C	A	A	A	5
CENTURY II HOLDINGS INC.	1,087	B	B	A	A	5
CHUM LIMITED	3,048	A	C	C	C	5
COGECO CABLE CANADA INC.	1,084	A	A	D	C	5
J COGECO CÂBLE QUÉBEC INC.	459	C	Z	Z	D*	3
COGECO DIFFUSION INC.	130	A	Z	Z	D*	3
G COLISPRO INC.	146	D				5
CORUS ENTERTAINMENT INC.	1,897	A	C	C	C	5
<i>CTV INC. - Total</i>	3,252	A	A	B	C	
CTV INC.	1,675	A	A	B	C	5
CTV INC. - ATV/ASN	174	B	A*	A	C*	5
CTV INC. - CFCF	130	A	A*	A*	A	5
CTV INC. - CFCN	160	A	A*	C*	C	5
CTV INC. - CFRN	120	A	C*	D*	D*	5
CTV INC. - CJOH	99	B	D*	D*	C*	5
CTV INC. - CKCO	121	B	Z	A*	A*	5
CTV INC. - CKY	89	A	C*	A*	B*	5
CTV INC. - CTV SASKATCHEWAN	162	B	D*	A	D*	5
CTV INC. - MCTV	120	A	A*	A	D*	5
CTV SPECIALTY TELEVISION INC./ RDS	207	B	A*	D*	D*	5
CTV TELEVISION INC. - CIVT	195	A	A*	D*	B	5

Legend: **Total:** Number of permanent full-time and part-time employees as of December 31, 2006;
W: Women; **AP:** Aboriginal Peoples; **PWD:** Persons with Disabilities; **VM:** Visible Minorities;
RCI: Report Compliance Index.

The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
DHL EXPRESS (CANADA) LTD.	2,096	C	A	C	A	5
DICOM EXPRESS INC.	160	C	A*	Z	B	4
DYNAMEX CANADA CORP.	607	B	B	C	B	5
EASTLINK	690	B	A	C	B	5
EQUANT CANADA INC.	124	D	Z	D*	B	5
G EXECULINK TELECOM INC	99	C				5
EXPERTECH NETWORK INSTALLATION INC./EXPERTECH BÂTISSSEUR DE RESEAUX INC	1,609	C	A	C	C	4
FAIRCHILD TELEVISION LTD.	257	B	Z	D*	A	5
FEDERAL EXPRESS CANADA LIMITED	4,550	B	A	C	A	5
G3 WORLDWIDE CANADA INC.	88	A	Z	Z	A	5
<i>GLOBAL COMMUNICATIONS - Total</i>	1,393	A	B	C	C	
CANWEST MEDIAWORKS INC. (CH Vancouver Island)	92	B	D*	D*	Z	5
CANWEST MEDIAWORKS INC. (Global BC)	303	B	D*	C*	C	5
CHCH, A DIVISION OF CANWEST MEDIAWORKS INC.	159	B	A*	B*	C*	4
CICT A DIVISION OF GLOBAL COMMUNICATIONS LTD.	199	B	B*	D*	C	5
CITY A DIVISION OF GLOBAL COMMUNICATIONS LTD.	150	B	D*	D*	C*	5
GLOBAL ONTARIO, A DIVISION OF CANWEST MEDIAWORKS INC.	408	A	A*	D*	B	5
GLOBAL TELEVISION NETWORK QUEBEC, LIMITED PARTNERSHIP	82	B	Z	Z	A*	5
G GLOBALIVE COMMUNICATIONS CORP.	158	B				4
GOLDEN WEST BROADCASTING LTD.	278	B	D*	D*	D*	4
GROUPE TVA INC.	1,019	B	Z	Z	C	5
HENRI SICOTTE INC.	212	D	Z	Z	C*	2
INSTECH TÉLÉCOMMUNICATION INC.	125	C*	Z	Z	A	5
JIM PATTISON INDUSTRIES LTD.	528	B	C	A	D	5
LEARNING & SKILLS TELEVISION OF ALBERTA LTD.	99	A	D*	D*	B*	5
LOOK COMMUNICATIONS INC.	105	D	Z	Z	B	4
MARITIME BROADCASTING SYSTEM LIMITED	204	A	C*	D*	D*	5
MTS ALLSTREAM INC. - Manitoba	3,046	A	B	C	C	5
MTS ALLSTREAM INC. - Ontario	2,798	B	A	B	B	5
MUSIQUEPLUS INC.	175	A	Z	D*	B	4
NAVIGATA COMMUNICATIONS LTD.	27	A	Z	Z	C*	4
NEWCAP INC.	914	A	C	C	C	5
NORTHERNTEL LIMITED PARTNERSHIP	216	A	A*	D*	D*	5
NORTHWESTEL INC.	573	B	C	B	A	5
PAGING NETWORK OF CANADA INC.	104	A	Z	D*	A	4
PELMOREX MEDIA INC.	354	A	A*	A	B	5

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The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
PERSONA COMMUNICATIONS CORP.	510	B	C*	C*	C*	5
PRIMUS TELECOMMUNICATIONS CANADA INC.	801	A	A	C	A	5
PUROLATOR COURIER LTD	10,567	C	A	C	A	5
RADIAN COMMUNICATION SERVICES (CANADA) LTD.	282	C	A*	D*	C	5
RADIO NORD COMMUNICATIONS INC.	208	B	A*	A*	A*	3
RADIO-ONDE INC.	120	C	D*	C*	Z	4
RAWLCO RADIO LTD.	214	B	A	A	D*	5
REUTERS CANADA LTD.	164	B	Z	Z	A	5
J ROGERS COMMUNICATIONS INC.	19,305	A	B	C	B	4
SENTREX COMMUNICATIONS CO.	156	D	Z	B*	C	5
SHAW COMMUNICATIONS INC.	8,190	C	B	C	A	5
STANDARD RADIO INC.	984	A	A	B	C	5
STRATOS WIRELESS INC.	245	B	D*	D*	D*	5
TBAYTEL	357	B	A*	A	B	5
TÉLÉBEC S.E.C.	642	A	B*	C*	C*	5
TÉLÉGLOBE CANADA ULC	549	B	A*	D*	B	2
TELESAT CANADA	496	C	C*	C*	A	5
TELUS COMMUNICATIONS COMPANY	22,245	B	B	C	C	5
TELUS COMMUNICATIONS (QC) INC.	1,715	A	D*	C	C	4
THE CANADIAN PRESS	387	B	B*	C	C	5
THE SCORE TELEVISION NETWORK LTD.	154	C	A*	D*	C	5
TNT EXPRESS (CANADA) LTD.	124	C	Z	D*	B	5
TQS INC.	535	B	D*	D*	D*	5
UNITED PARCEL SERVICE CANADA LTD.	8,764	C	A	D	A	4
VIDEOTRON LTD.	3,235	B	C*	C	D	5
VISTA BROADCAST GROUP INC.	147	B	B*	D*	D*	4
G VONAGE CANADA CORP.	202	A				5
WESTOWER COMMUNICATIONS LTD.	330	D	D*	C*	C*	4
WIRECOMM SYSTEMS INC.	136	D*	Z	Z	A	5
TRANSPORTATION SECTOR						
101004597 SASKATCHEWAN LTD., 101008427 SASKATCHEWAN LTD.	239	C	C	Z	B	3
1507953 ONTARIO INC.	133	D	C*	D*	D*	5
1641-9749 QUÉBEC INC.	452	C	Z	D*	D*	4
168886 CANADA INC.	980	D	A	B	B	5
L 3087-9449 QUÉBEC INC.	197	C	Z	D*	C	3

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The Performance Ratings Table (continued)

	Employer Name	Total	W	AP	PWD	VM	RCI
G	417 BUS LINE LTD.	75	A				5
	591182 ONTARIO LTD.	331	C	A*	D*	C*	4
	682439 ONTARIO INC.	163	D*	A	D*	C*	5
L	A.J. BUS LINES LTD.	127	A	A*	B*	D*	2
	ACROHELIPRO GLOBAL SERVICES INC	420	C	D*	D*	B	5
L	ACTIVE CANADA INC.	193	D	D*	Z	A	2
	ACTIVE TRANSPORT INC.	90	C*	A*	D*	D*	2
	AÉROPORTS DE MONTRÉAL	560	C	A*	Z	C	4
	AIR CANADA	26,590	B	B	D	C	4
	AIR CREEBEC INC.	248	C	A	A*	D*	5
	AIR GEORGIAN LIMITED	201	D	A*	Z	C	5
	AIR INUIT LTD	508	C	B	D*	A	5
	AIR NORTH CHARTER & TRAINING LTD.	229	A	C*	D*	B	5
	AIR TINDI LTD	150	C	C	D*	A*	5
	AIR TRANSAT INC.	1,858	A	A	C*	C	5
	AIRBORNE ENERGY SOLUTIONS LTD.	177	C	D*	D*	B*	4
	AIRPORT TERMINAL SERVICES CANADIAN CO.	435	C	B	C*	B	5
	ALCAN SMELTERS AND CHEMICALS LIMITED	197	C*	A*	A	Z	5
	ALGOMA CENTRAL CORPORATION	717	C	C*	C	B	5
	ALLIANCE PIPELINE LTD.	222	B	A*	A	A	4
	ALLIED SYSTEMS (CANADA) COMPANY	1,250	C	C	C	C	3
	ALPINE HELICOPTERS LTD.	112	C*	A*	Z	Z	4
	AL'S CARTAGE LTD.	74	C	C*	D*	Z	4
	AMERICAN AIRLINES, INC.	251	A	A*	A	A	5
J, L	AMJ CAMPBELL INC.	323	C	B	C*	D	2
	APEX MOTOR EXPRESS INC.	136	B	A*	D*	B	5
V	APPS CARTAGE INC.	86					
	ARMOUR TRANSPORT INC.	451	C	A*	A	B*	5
	ARMSTRONG GROUP LTD.	333	A	C*	D*	B	5
	ARNOLD BROS. TRANSPORT LTD.	367	C	C	D*	C	4
	ATLANTIC TOWING LIMITED	223	D*	Z	Z	Z	4
	ATLANTIC TURBINES INTERNATIONAL INC.	288	C	B*	D*	D*	4
	ATS ANDLAUER TRANSPORTATION SERVICES LP.	911	C	B	D	B	5
G	AUTOCAR CONNAISSEUR INC.	124	C				5
	AUTOCARS ORLÉANS EXPRESS	160	C	Z	Z	D*	4
	AVMAX GROUP INC.	235	C	Z	D*	B	5

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The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
AYR MOTOR EXPRESS INC.	221	D	A*	A	B*	5
B&R ECKEL'S TRANSPORT LTD.	224	D	A	C*	D*	5
BANDSTRA TRANSPORTATION SYSTEMS LTD.	152	C	A*	A	C*	4
BAX GLOBAL (CANADA) LTD.	263	A	B*	D*	A	5
BAY FERRIES LIMITED	146	D	Z	Z	Z	4
BEARSKIN LAKE AIR SERVICE LTD.	224	B	A*	D*	B	5
BESSETTE & BOUDREAU INC.	160	D	Z	D*	Z	4
BIG FREIGHT SYSTEMS INC.	242	C	B	D*	A*	5
BIG HORN TRANSPORT LTD.	113	D*	A*	A*	C*	4
BISON TRANSPORT INC.	1,098	C	A	A	C	5
BRADLEY AIR SERVICES	960	B	D	C	B	5
BREWSTER INC.	49	C*	D*	Z	Z	4
BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION	4,323	D	A	C	B	4
BROOKVILLE CARRIERS VAN LP	115	C*	A*	D*	A*	3
BRUCE R. SMITH LIMITED	399	C	D*	D*	C	3
BUFF-MAR CARTAGE LIMITED	304	C	A*	D*	B	5
C.A.T. INC.	249	C	Z	D*	C*	5
C.T.M.A. TRAVERSIER LTÉE	56	C	Z	Z	Z	4
CAFAS FUELING, ULC	116	C*	A*	Z	A	4
CALAC TRUCKING LTD.	103	D*	D*	D*	D*	2
CALM AIR INTERNATIONAL LIMITED	386	B	B	D*	D	4
CANADA CARTAGE SYSTEM LIMITED PARTNERSHIP	1,391	C	A	C*	C	5
CANADIAN NATIONAL RAILWAY COMPANY	12,571	C	A	C	C	5
CANADIAN NORTH INC.	290	B	C	Z	D*	5
CANADIAN PACIFIC RAILWAY COMPANY	12,611	C	A	B	B	5
CAN-AM WEST CARRIERS INC.	259	D	B	D*	C*	5
CANCREW ENTERPRISES LTD.	297	D	A*	Z	D*	4
CANJET AIRLINES, A DIVISION OF IMP GROUP	155	B	C*	Z	D*	5
CARGOJET PARTNERSHIP	392	D	B	D*	B	5
CARON TRANSPORTATION SYSTEMS PARTNERSHIP	265	C	B*	C	C	5
CASCADE AEROSPACE INC.	536	C	B	B*	A	4
CASCADE CARRIERS L.P.	119	B	D*	D*	B	5
CATHAY PACIFIC AIRWAYS LIMITED	499	A	D*	Z	A	4
CELADON CANADA, INC.	211	D	C*	D*	A	5
CENTRAL MOUNTAIN AIR LTD.	306	B	C*	D*	B	4
CHALLENGER MOTOR FREIGHT INC.	1,476	C	B	D	A	5

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The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
CHC HELICOPTERS INTERNATIONAL INC.	447	B	D*	D*	A	5
CITY OF OTTAWA	2,374	C	A	B	A	5
I CLARKE TRANSPORT INC.	314	C	A*	C*	C	4
CLEAN HARBORS CANADA INC.	597	C	C*	B	A	4
C-MAR SERVICES (CANADA) LTD.	205	C*	Z	Z	Z	4
L CONAIR GROUP, INC.	161	C	D*	D*	A	4
CONSOLIDATED AVIATION FUELING OF TORONTO, ULC	291	C*	B*	D*	B	4
CONSOLIDATED FASTFRATE INC.	1,220	C	C	C	C	4
COONEY GROUP INC.	299	C	A*	D*	C	4
L, F CP SHIPS (CANADA) AGENCIES LIMITED	0					
CREEKBANK TRANSPORT A DIVISION OF TRIANGLE FREIGHT SERVICES LTD.	71	D	Z	Z	C*	4
D&W FORWARDERS INC.	152	C	Z	A*	B	5
DANFREIGHT SYSTEMS INC.	220	C	A*	A*	Z	4
DAY & ROSS INC.	1,916	C	B	C	B	4
DELTA AIR LINES, INC.	237	A	Z	Z	B	5
DESGAGNÉS MARINE CARGO INC.	175	C*	Z	Z	A*	4
DICOM EXPRESS INC.	350	D	A*	Z	A	4
DIRECT INTEGRATED TRANSPORTATION	830	D	B	C*	A	5
EASSONS TRANSPORT LTD.	124	C	D*	D*	D*	4
ECL CARRIERS L.P.	99	D*	A*	C*	A*	2
J ECL GROUP OF COMPANIES LTD.	409	C	A	D*	C	5
EDGE TRANSPORTATION SERVICES LTD.	130	D	Z	Z	Z	4
EDMONTON REGIONAL AIRPORTS AUTHORITY	169	A	D*	D*	C	5
EGL - EAGLE GLOBAL LOGISTICS (CANADA) CORP.	348	A	A*	D*	B	5
ELGIN MOTOR FREIGHT INC.	153	D	A*	A*	A*	4
ENBRIDGE PIPELINES INC.	952	B	C	C*	A	4
ERB ENTERPRISES INC.	1,110	D	A	C	C	5
EUROCOPTER CANADA LIMITED	140	D	A*	D*	A*	4
EXECAIRE, A DIVISION OF I.M.P. GROUP	240	D	Z	D*	C*	5
F EXEL GLOBAL LOGISTICS (CANADA) INC.	0					
FEDEX GROUND PACKAGE SYSTEM, LTD.	807	C	D*	D*	C	4
V FEDNAV LTD.	90					
L FIELD AVIATION COMPANY INC.	185	D	Z	Z	A	3
FLOYD SINTON LIMITED	233	B	A*	D*	D*	4
GOSSELIN EXPRESS LTD	122	D	Z	D*	Z	5
GREAT SLAVE HELICOPTERS LTD.	132	D	A*	D*	D*	4

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The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
GREATER TORONTO AIRPORTS AUTHORITY	1,212	B	A	C	C	4
GREYHOUND CANADA TRANSPORTATION CORP.	1,867	D	B	C	C	5
GRIMSHAW TRUCKING L.P.	303	C	B	D*	C	4
GROUPE CONNEX GVI INC.	117	B	A*	D*	Z	5
GROUPE GUILBAULT INC.	399	C	D*	D*	D*	5
GROUPE THIBODEAU INC.	526	C	A	A	C	4
J H & R TRANSPORT LTD.	620	C	D*	Z	D	2
HALIFAX EMPLOYERS ASSOCIATION INC.	522	C	A	A	A	5
HALIFAX INTERNATIONAL AIRPORT AUTHORITY	123	C	A*	B*	A*	4
HALLCON CORPORATION	187	A	A*	D*	A	3
HALLCON CREW TRANSPORT INC.	226	C	D*	A	D*	3
HÉLICOPTÈRES CANADIENS LIMITÉE/CANADIAN HELICOPTERS LIMITED	524	D	A	D*	B	4
HELIJET INTERNATIONAL INC.	133	C	D*	D*	C	5
HIGHLAND MOVING AND STORAGE LTD.	104	B	B	Z	D*	3
HMY AIRWAYS INC.	348	B	Z	Z	A	4
HORIZON AIR INDUSTRIES, INC.	112	A	D*	Z	A	5
HOYT'S MOVING AND STORAGE LTD.	154	C	A*	D*	D*	5
HUTTON TRANSPORT LIMITED	159	C	D*	C*	D*	5
G HYNDMAN TRANSPORT (1972) LIMITED	110	C				5
INNOTECH AVIATION, A DIVISION OF IMP GROUP LIMITED	347	C	A*	D*	A	5
INTERNATIONAL AIR TRANSPORT ASSOCIATION	290	A	Z	D*	A	5
J & R HALL TRANSPORT INC.	143	C	D*	B*	D*	5
J. & T. MURPHY LIMITED	398	B	D*	A	C*	5
J.D. SMITH AND SONS LIMITED	254	C	A*	A	C	5
J.E. FORTIN INC.	105	C	D*	A*	Z	4
JAY'S MOVING & STORAGE LTD.	49	B	A*	C*	D*	5
JAZZ AIR L.P.	4,415	B	A	C	C	5
JET TRANSPORT LTD.	99	C*	Z	D*	D*	5
JOHN GRANT HAULAGE LTD.	101	C*	A*	A*	D*	5
JULES SAVARD INC.	231	D	Z	Z	Z	4
KEITH HALL & SONS TRANSPORT LIMITED	150	D	A*	A	A*	3
KELOWNA FLIGHTCRAFT GROUP OF COMPANIES	926	D	B	C	A	4
KELTIC TRANSPORTATION INCORPORATED	142	C	D*	D*	A*	4
KENN BOREK AIR LTD.	380	D	A	D*	D	4
KINDER MORGAN CANADA INC.	354	B	B*	B	C	5
KINDERSLEY TRANSPORT LTD.	648	C	C	D*	D	4

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The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
KLEYSON GROUP LP	351	D	B	A	C	4
KRISKA HOLDINGS LTD.	432	C	A	C*	C	5
KUNKEL BUS LINES LTD.	138	B	A*	D*	D*	4
J L. BILODEAU ET FILS LTÉE.	135	C	Z	Z	Z	3
G L. SIMARD TRANSPORT LTÉE	186	C				5
L.E. WALKER TRANSPORT LTD.	210	C	Z	D*	D*	5
L-3 COMMUNICATIONS, SPAR AEROSPACE LTD.	595	C	D*	C	B	5
LABRADOR AIRWAYS LTD.	207	B	A	Z	Z	5
LIDLAW CARRIERS TANK LP	123	D*	D*	A*	Z	3
LIDLAW CARRIERS VAN LP	102	D*	A*	D*	D*	3
LIDLAW TRANSIT LTD.	7,045	B	B	D	C	5
F LANGDON'S COACH LINES CO. LIMITED	0					
LEASEWAY MOTORCAR TRANSPORT CANADA	177	C*	D*	D*	C*	5
LIBERTY LINEHAUL INC.	91	C	A*	Z	Z	3
LINAMAR TRANSPORTATION INC.	170	C	D*	A	D*	5
LOGISTEC CORPORATION	179	C	Z	D*	C*	5
MACKIE MOVING SYSTEMS CORPORATION	182	B	A*	D*	A	5
MACKINNON TRANSPORT INC.	178	C	A*	A*	D*	5
MAERSK CANADA INC.	225	A	A*	D*	A	5
MARINE ATLANTIC INC.	1,243	B	C*	C	C	4
MARITIME EMPLOYERS ASSOCIATION	1,293	B	A*	C*	C	4
MCKEVITT TRUCKING LIMITED	127	C	A*	A*	C*	4
MEYERS TRANSPORT LIMITED	281	C	A	A	C	5
MID-ARCTIC TRANSPORTATION CO. LTD.	132	C	B	D*	D*	4
MIDLAND TRANSPORT LIMITED	1,165	C	C*	C	B	4
MILL CREEK MOTOR FREIGHT L.P.	124	C	B*	D*	D*	5
MONTREAL PORT AUTHORITY	327	C	Z	D*	C*	4
MONTSHIP INC.	176	B	B*	A*	B	5
MTU MAINTENANCE CANADA	163	D	D*	Z	B	4
MULLEN OILFIELD SERVICES L.P.	169	D	B	Z	D*	5
MULLEN TRUCKING L.P.	101	B	D*	D*	Z	5
MUSKOKA TRANSPORT LIMITED	186	C	A*	A*	D*	5
N. YANKE TRANSFER LTD.	658	C	C	C	D	4
NASITTUQ CORPORATION	263	C	B	C*	A	5
NAV CANADA	5,168	C	C	C	C	5
NESEL FAST FREIGHT INCORPORATED	288	C	D*	D*	C	5

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The Performance Ratings Table (continued)

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NORMANDIN TRANSIT INC.	325	C	Z	Z	D*	5
NORTHERN TRANSPORTATION COMPANY LIMITED	288	C	B	D*	D*	4
NORTHUMBERLAND FERRIES LIMITED	193	B	Z	D*	D*	5
OCEANEX INC.	277	C	D*	D*	D*	4
OK TRANSPORTATION LIMITED	213	D	A*	C*	B	5
G ORLEANS MARITIMES INC.	124	C				5
OTTAWA MACDONALD-CARTIER INTERNATIONAL AIRPORT AUTHORITY	129	B	D*	D*	D*	5
P.W. TRANSPORTATION LTD.	165	D	Z	Z	C	5
PACIFIC COASTAL AIRLINES LTD.	260	B	D*	D*	C	2
PAUL'S HAULING LTD.	287	D	B	D*	C*	4
PENAUILLE SERVISAIR INC.	2,816	A	C	D	A	5
PENETANG-MIDLAND COACH LINES LIMITED	149	B	A*	A	C	5
PENNER INTERNATIONAL INC.	141	C	Z	Z	D*	2
PENTASTAR ENERGY SERVICES LTD.	295	C	A	D*	Z	4
PERIMETER AVIATION LTD.	466	C	B	C*	D	4
PLH AVIATION SERVICES INC.	200	D	A	A	C	5
POLE STAR TRANSPORT INCORPORATED	358	C	A*	A	D*	4
G PORTER AIRLINES INC.	197	B				5
PREMAY EQUIPMENT L.P.	85	C*	A*	Z	Z	5
G PRINCESS CRUISES (BC) LTD.	7	A*				5
PROVINCIAL AIRLINES LIMITED	564	B	B	D*	D*	5
PRUDHOMME GROUP OF COMPANIES	156	D	C*	D*	A*	5
QUEBEC NORTH SHORE AND LABRADOR RAILWAY	421	C	D*	Z	Z	5
QUIK X TRANSPORTATION INC.	252	B	A*	D*	C	5
RAILINK CANADA LTD.	165	C*	A*	A*	D*	5
RAINBOW TRANSPORT (1974) LTD.	316	C	A	C*	C*	5
REIMER EXPRESS LINES LTD.	1,381	C	A	B	B	5
RIDSDALE TRANSPORT LTD	225	D	B	C*	D*	3
ROBYN'S TRANSPORTATION & DISTRIBUTION SERVICES LTD	108	C	A*	D*	D*	3
ROSEDALE TRANSPORT LIMITED	385	C	A*	C*	A	5
ROSENAU TRANSPORT LTD.	302	C	B	B	D*	5
RTL ROBINSON ENTERPRISES LTD.	171	D	D*	D*	B*	3
RYDER TRUCK RENTAL CANADA LTD.	1,398	C	A	C	C	5
S.G.T. 2000 INC.	432	D	A*	Z	C	5
SASKATCHEWAN TRANSPORTATION COMPANY	234	C	A	A	A*	5
SCHNEIDER NATIONAL CARRIERS CANADA	496	D	B*	D*	C	5

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The Performance Ratings Table (continued)

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SEABOARD LIQUID CARRIERS LIMITED	630	D	A*	C*	B	5
G SEARAIL CARGO SURVEYS	112	C				5
SEASPAN INTERNATIONAL LTD.	603	C	A	D*	C	5
L SECUNDA MARINE SERVICES LIMITED	315	C	D*	D*	C*	1
SERCO FACILITIES MANAGEMENT INC.	719	B	A	D*	D	4
J SERVICES AÉROPORTUAIRES HANDLEX INC.	1,117	A	D*	Z	A	5
SHANNAHAN'S INVESTIGATION AND SECURITY LTD.	679	A	A	C	D*	5
SKYSERVICE AIRLINES INC.	1,374	B	C*	D*	C	5
SKYSERVICE F.B.O. INC. ET SKYSERVICE AVIATION INC.	474	C	Z	D*	C	5
SMIT MARINE CANADA INC.	156	C	A*	D*	C	4
SOCIÉTÉ AIR FRANCE	279	A	Z	D*	A	5
SOCIÉTÉ DE TRANSPORT DE L'OUTAOUAIS	528	C	A	C*	A	5
SUNBURY TRANSPORT LTD.	110	A	Z	Z	Z	5
SUNWEST AVIATION LTD.	204	D	D*	D*	C	4
SWANBERG BROS. TRUCKING LTD.	244	D	A	D*	D*	5
L, F TBI PARTNERSHIP	0					
TFI TRANSPORT 20 L.P.	217	D	A	D*	D*	3
THE ST. LAWRENCE SEAWAY MANAGEMENT CORPORATION	528	C	A	A	A	5
THE CALGARY AIRPORT AUTHORITY	153	B	C*	D*	C	4
TIPPET-RICHARDSON LIMITED	146	C	A*	A	A	5
TORONTO PORT AUTHORITY	89	C	Z	D*	D*	5
TORONTO TERMINALS RAILWAY COMPANY LTD.	119	D	A*	A*	C	3
L TOTALLINE TRANSPORT INC.	150	B	Z	Z	B	2
L TRANS PROVINCIAL FREIGHT CARRIERS LIMITED	257	C	Z	Z	D*	2
TRANSCANADA PIPELINES LIMITED	2,069	B	A	C	B	5
<i>TRANSFORCE - Total</i>	4,750	C	C	D	C	
BYERS TRANSPORT LIMITED	429	C	B	B	D	4
CANADIAN FREIGHTWAYS	956	C	A	C	C	4
PAPINEAU INT S.E.C. (TRANSPORT PAPINEAU INTERNATIONAL)	177	C	A*	D*	C*	5
TRANSPORT ALBANY BERGERON & FILS INC.	104	C	Z	Z	Z	4
G TRANSPORT L.R.L. INC.	109	D*				5
TRANSPORT TFI 1, S.E.C.	312	D	D*	D*	D*	3
TRANSPORT TFI 12 SEC (TRANSPÉL)	94	C	Z	Z	Z	4
TRANSPORT TFI 14 S.E.C. (TRANSPORT NORDIQUE)	109	C	A*	D*	Z	5
TRANSPORT TFI 15 S.E.C. (TRANSPORT GRÉGOIRE)	400	D	D*	D*	D*	5
TRANSPORT TFI 16 S.E.C.	193	D	Z	D*	A*	4

Legend: **Total:** Number of permanent full-time and part-time employees as of December 31, 2006;
W: Women; **AP:** Aboriginal Peoples; **PWD:** Persons with Disabilities; **VM:** Visible Minorities;
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The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
TRANSPORT TFI 17 LP.	245	C	D*	Z	C	2
TRANSPORT TFI 19 S.E.C (DUROCHER INTERNATIONAL)	123	C*	Z	Z	Z	5
TRANSPORT TFI 3, S.E.C.	80	B	A*	C*	B	5
TRANSPORT TFI 5 S.E.C. (TRANSPORT KINGSWAY)	853	C	A*	B	C	3
TRANSPORT TFI 5 SEC (SÉLECT)	171	C	Z	D*	C	4
TRANSPORT TFI 6 S.E.C. (TRANSPORT BESNER)	177	C	D*	B*	D*	5
L TRANSPORT TFI-6 S.E.C. (DIVISION FORTIER)	218	C	D*	D*	Z	2
TRANSFREIGHT INC.	387	C	A*	C*	A	5
TRANS-FRT. MCNAMARA INC.	160	C	A*	D*	D*	5
TRANSIT WINDSOR	266	B	D*	A	A	5
TRANSPORT BERNIERES INC. (GROUPE BERNIÈRES)	200	D	Z	Z	A*	5
TRANSPORT BOURRET INC.	322	C	Z	D*	D*	4
TRANSPORT COUTURE ET FILS LTÉE	211	C	Z	Z	Z	4
G TRANSPORT GILMYR INC.	187	C				5
TRANSPORT GUILBAULT INC.	224	Z	D*	D*	C*	5
TRANSPORT GUY BOURASSA INC.	266	C	A*	D*	D*	5
TRANSPORT HERVÉ LEMIEUX (1975) INC.	291	D	A*	D*	C	5
TRANSPORT JACQUES AUGER INC.	214	D	C*	Z	D*	4
TRANSPORT MORNEAU INC.	360	C	D*	D*	Z	4
TRANSPORT ROBERT (1973) LTÉE	509	D*	D*	Z	Z	4
TRANSPORT THOM LTD	62	D*	Z	B*	A*	2
V TRANSPORT W. J. DEANS INC.	82					
TRANSX LTD.	1,295	C	A	D	C	5
TRAVELERS TRANSPORTATION SERVICES INC.	298	C	A*	C*	C	3
TRENTWAY-WAGAR INC.	933	C	A	C	B	5
<i>TRIMAC TRANSPORTATION MANAGEMENT LTD. - Total</i>	1,028	D	B	C	D	
F A.B. SLAG ENTERPRISES	0					
ADBY TRANSPORT LIMITED	137	D	B*	D*	A	5
BARTLETT TRANSPORT LIMITED	41	D*	Z	Z	Z	5
COLUMBIA RIVER RELOAD LTD.	11	Z	Z	Z	A*	5
H.M. TRIMBLE AND SONS (1983) LTD.	262	C	A*	C*	C*	5
MACCAM TRANSPORT LTD.	114	C*	D*	Z	D*	5
MERCURY TANK LINES LIMITED	33	B	A*	Z	Z	5
MUNICIPAL TANK LINES LIMITED	83	B	A*	D*	C*	5
NORTH STAR TRANSPORT LTD	54	C	Z	D*	Z	5
OIL & INDUSTRY SUPPLIERS (CANADA) LTD	42	D*	A*	Z	Z	5

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The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
OIL & INDUSTRY SUPPLIERS LTD	74	D*	A*	Z	C*	5
PETROLEUM DISTRIBUTION RESOURCES LTD.	27	D*	Z	Z	D*	5
PROVMAR CONTRACT LOGISTICS	56	D*	A*	Z	Z	5
TRIMAC TRANSPORTATION MANAGEMENT INC	78	C	Z	Z	Z	5
VA ROSS	16	D*	Z	Z	Z	5
TSI TERMINAL SYSTEMS INC.	330	C	A*	D*	B	5
TST SOLUTIONS L.P.	986	C	A	A	B	3
UNITED AIRLINES, INC.	175	A	A*	D*	B	5
UPPER LAKES SHIPPING INC.	370	C	D*	D*	C*	5
US AIRWAYS GROUP, INC.	123	A	Z	Z	A	5
VANCOUVER INTERNATIONAL AIRPORT AUTHORITY	358	B	C*	C*	A	4
VANCOUVER PORT AUTHORITY	155	A	B*	B*	C	5
VAN-KAM FREIGHTWAYS LTD.	355	C	A	C*	C	4
VERREULT NAVIGATION INC.	125	D*	Z	D*	Z	4
VERSPEETEN CARTAGE LTD.	295	D	D*	C*	B	3
VIA RAIL CANADA INC.	3,335	C	B	C	C	5
VIH HELICOPTERS LTD.	202	D	D*	D*	D*	4
VOYAGEUR AIRWAYS LIMITED	295	D	B	D*	B	4
WARREN GIBSON LIMITED	562	D	A	C*	C	5
WASAYA AIRWAYS LIMITED PARTNERSHIP	301	C	A	C*	D*	4
WESBELL GROUP OF COMPANIES INC.	128	C	A*	Z	B	4
WESTCAN BULK TRANSPORT LTD.	550	C	C	A	D	5
WESTCOAST ENERGY INC.	801	C	A	A	A	5
WESTERN STEVEDORING COMPANY LTD.	150	C	A*	D*	C	5
WESTJET AIRLINES LTD.	5,678	A	A	C	B	4
WESTSHORE TERMINALS LIMITED PARTNERSHIP	185	C	Z	D*	D*	4
WILLIAMS MOVING AND STORAGE (BC) LTD.	200	C	B*	D*	C*	5
G WILLS TRANSFER LIMITED	131	C				5
WINNIPEG AIRPORTS AUTHORITY INC.	129	B	A*	C*	C*	5
WITHERS L.P.	175	C	C*	A*	D*	3
WORLDWIDE FLIGHT SERVICES, INC.	474	B	Z	Z	B	5
XTL TRANSPORT INC.	152	A	A*	Z	C	4
YELLOW TRANSPORTATION, INC.	271	B	B*	D*	C	5
ZOOM AIRLINES INC.	339	B	D*	D*	D	3

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The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
OTHER SECTORS						
ADM AGRI-INDUSTRIES LTD.	610	C	B	A	B	5
AEROGUARD EASTERN LTD., AEROGUARD INC., AEROGUARD COMPANY LTD.	1,686	A	C	D	A	4
AGRIBRANDS PURINA CANADA INC.	264	C	D*	A	C*	3
AGRICORE UNITED	2,411	C	C	C	C	5
AMEX CANADA INC.	3,724	A	A	A	C	5
AREVA RESOURCES CANADA INC.	382	C	A	D*	A	4
G ATCO FRONTEC CORPORATION	505	C				5
ATOMIC ENERGY OF CANADA LIMITED	4,022	B	A	B	A	5
BIOREX INC.	77	D	Z	Z	A*	4
BRETT-YOUNG SEEDS LIMITED PARTNERSHIP	212	D	C	C	C	4
BRINK'S CANADA LIMITED	2,070	C	A	C	B	4
BRUCE POWER L.P.	3,637	C	B	C	C	5
BUSINESS DEVELOPMENT BANK OF CANADA	1,693	A	A	A	A	5
CAMECO CORPORATION	1,834	B	A	B	B	4
CANADA COUNCIL FOR THE ARTS	197	A	A	A	A	5
CANADA LANDS COMPANY CLC LTD.	537	A	A*	D*	B	5
L CANADA MALTING COMPANY LTD.	171	D	D*	Z	C*	4
CANADA MORTGAGE AND HOUSING CORPORATION	1,769	A	A	B	A	5
G CANADA PENSION PLAN INVESTMENT BOARD	219	B				5
CANADIAN AIR TRANSPORT SECURITY AUTHORITY	237	A	Z	D*	A	4
L, G CANADIAN LIGHT SOURCE INC.	119	D				4
CANADIAN MUSEUM OF CIVILIZATION CORPORATION	373	A	A	A	A	5
CANADIAN MUSEUM OF NATURE	158	A	A*	A*	A*	5
CANADIAN WHEAT BOARD	425	A	D	D	B	5
CAN-OAT MILLING INC.	202	C	C	D*	A*	5
CARGILL LIMITED	1,313	C	C	C*	C	4
CASCADIA TERMINAL	123	C	A*	A	C	4
CEVA LOGISTICS	1,340	C	A	B	C	5
CWS LOGISTICS LTD.	131	D	D*	D*	C*	5
DAWN FOOD PRODUCTS LIMITED, CANADA	320	C	D*	D*	A	4
DEFENCE CONSTRUCTION (1951) LTD.	433	B	C*	D*	A	5
DOVER INDUSTRIES LIMITED	175	C	A*	A*	D*	5
J EXPORT DEVELOPMENT CANADA	1,051	A	C*	B	A	4
FARM CREDIT CANADA	1,231	A	C	C	C	5
FRESHWATER FISH MARKETING CORP.	217	A	A	C*	B	4

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The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
FUGRO AIRBORNE SURVEYS CORP. / FUGRO AVIATION CANADA LIMITED	165	D	Z	D*	C	5
L G4S CASH SERVICES (CANADA) LTD.	2,795	C	C	C	C	4
L GARDA DU CANADA	15,291	C	D*	D*	A	1
GENERAL ELECTRIC CANADA	325	C	A*	A	A	5
GRAIN MILLERS CANADA CORP.	97	C	D*	D*	Z	5
HENSALL DISTRICT CO-OPERATIVE INC.	295	D	Z	D*	D*	5
HUDSON BAY MINING AND SMELTING CO., LIMITED	1,459	B	B	B	A	5
IMP GROUP LIMITED - AEROSPACE DIVISION	163	C*	D*	Z	Z	3
INTEK COMMUNICATIONS INC.	158	D	D*	A*	B	5
INTERMAP TECHNOLOGIES CORPORATION	122	C	D*	Z	A	5
INTERNATIONAL DEVELOPMENT RESEARCH CENTRE	250	A	D*	B*	A	5
JAMES RICHARDSON INTERNATIONAL LIMITED	677	C	D	C*	C	4
LANDMARK FEEDS INC.	293	D	C	D*	D*	5
LOUIS DREYFUS CANADA LTD.	155	D	D*	D*	C*	4
MASTERFEEDS INC.	341	C	B*	D*	B*	5
MBNA CANADA BANK	1,655	A	B	C	A	5
MDS NORDION	616	B	Z	C*	A	4
NATIONAL ARTS CENTRE CORPORATION	658	B	D*	C	B	5
NATIONAL CAPITAL COMMISSION	385	A	B*	A	C	5
NATIONAL GALLERY OF CANADA	253	A	A*	D*	C*	5
NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY	234	A	B*	A	A	5
L NATURE'S PATH FOODS INC.	135	A	D*	Z	A	3
NEW-LIFE MILLS LIMITED	214	C	D*	D*	D*	3
ONTARIO POWER GENERATION	11,454	C	A	D	B	5
PARRISH & HEIMBECKER, LIMITED	879	C	C	B	D	4
L PATERSON GLOBALFOODS INC.	265	D	C*	C*	D*	3
PENSKE LOGISTICS LLC	316	C	A	C*	A	5
PLB INTERNATIONAL INC.	112	A	Z	A*	D*	4
PRINCE RUPERT GRAIN LTD.	104	C	A*	D*	A	4
PUBLIC SECTOR PENSION INVESTMENT BOARD	173	B	A*	D*	A	5
RIDLEY INC.	301	C	D*	D*	B	4
ROGERS FOODS LTD.	107	C	D*	A*	A	5
SANDER GEOPHYSICS LIMITED	124	C	Z	D*	A	5
SASKATCHEWAN WHEAT POOL INC.	1,252	C	C	C	C	5
SHUR-GAIN, A MEMBER OF MAPLE LEAF FOODS INC.	829	C	D*	C*	C*	3
SMUCKER FOODS OF CANADA CO.	457	A	D*	D*	B	5

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The Performance Ratings Table (continued)

Employer Name	Total	W	AP	PWD	VM	RCI
SOCIÉTÉ DU VIEUX-PORT DE MONTRÉAL INC.	243	A	Z	D*	C	5
SOCIÉTÉ GÉNÉRALE (SUCCURSALE CANADA)	135	A	Z	D*	A	5
STANDARD AERO LTD.	1,276	C	C	C	A	4
TELEFILM CANADA	192	A	Z	C*	A	5
THE ROYAL CANADIAN MINT	689	B	B	C	B	5
THOMPSONS LTD.	291	D	A*	A	D*	5
TOTAL OILFIELD RENTALS, A DIVISION OF TOTAL ENERGY SERVICES LTD.	196	D	A	A*	A*	4
ZIRCATEC PRECISION INDUSTRIES, A CAMECO COMPANY	315	C	A*	C*	D*	5

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W: Women; **AP:** Aboriginal Peoples; **PWD:** Persons with Disabilities; **VM:** Visible Minorities;
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Appendix B:

Tables - Federally Regulated Private Sector Employers and Crown Corporations

Under section 20 of the *Employment Equity Act*, each year the Minister of Labour is required to table in Parliament a consolidation and analysis of the federally regulated employers and Crown corporations' reports received under the Act.

This is the twentieth consecutive year that the consolidation of federally regulated employers and Crown corporations' reports has been made available. The consolidation includes detailed tables for 2006 as well as tables showing the representation of designated groups for 1987, 2001, 2005 and 2006.

Tables 1 to 8 in this Appendix present data aggregated to include full-time, part-time and temporary employees. Table 9 is a summary of permanent full-time and part-time employees and designated groups' representation, hires, promotions and terminations. Tables 10 and 11 present salary data for full-time and part-time employees respectively.

Please see Appendix A, "Employers Performance Ratings", for a complete listing of the employers included in the consolidation for 2006.

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Table 1

Number of Federally Regulated Private Sector and Crown Corporation Employees by Designated Group, Gender, Sector and Subsector as of December 31, 2006

Sector and Subsector	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Monetary Authorities - Central Bank	1,164	552	612	13	8	5	27	14	13	148	80	68
Depository Credit Intermediation	197,210	62,188	135,022	2,623	546	2,077	6,709	2,089	4,620	46,472	17,416	29,056
Banking	198,374	62,740	135,634	2,636	554	2,082	6,736	2,103	4,633	46,620	17,496	29,124
Postal Service	59,825	32,746	27,079	966	434	532	2,362	1,414	948	5,952	3,648	2,304
Couriers	20,911	15,376	5,535	487	333	154	591	440	151	4,399	3,212	1,187
Local Messengers and Local Delivery	8,764	6,056	2,708	163	113	50	125	92	33	2,490	1,889	601
Radio and Television Broadcasting	26,658	15,253	11,405	347	168	179	578	391	187	2,185	1,083	1,102
Pay TV, Specialty TV and Program Distribution	4,372	2,615	1,757	57	27	30	86	52	34	387	219	168
Telecommunications	104,420	61,579	42,841	1,330	747	583	1,915	1,126	789	14,223	8,498	5,725
Information Services	551	358	193	3	1	2	10	6	4	69	39	30
Communications	225,501	133,983	91,518	3,353	1,823	1,530	5,667	3,521	2,146	29,705	18,588	11,117
Scheduled Air Transportation	45,607	26,606	19,001	948	488	460	736	450	286	5,893	3,087	2,806
Non-Scheduled Air Transportation	5,966	4,084	1,882	306	194	112	39	29	10	472	314	158
Rail Transportation	30,051	26,239	3,812	858	765	93	1,082	993	89	1,941	1,575	366
Deep Sea, Coastal and Great Lakes Water Transportation	5,102	4,263	839	115	77	38	59	53	6	155	115	40
Inland Water Transportation	270	203	67	0	0	0	0	0	0	0	0	0
General Freight Trucking	45,051	37,839	7,212	865	731	134	1,037	875	162	3,045	2,374	671
Specialized Freight Trucking	9,808	8,146	1,662	291	253	38	254	218	36	597	460	137
Urban Transit Systems	914	698	216	25	18	7	19	16	3	35	29	6
Interurban and Rural Bus Transportation	3,152	2,722	430	82	75	7	136	117	19	316	294	22
School and Employee Bus Transportation	8,152	3,342	4,810	123	34	89	162	85	77	638	309	329
Charter Bus Industry	124	112	12	0	0	0	0	0	0	4	4	0
Other Transit and Ground Passenger Transportation	3,050	2,348	702	98	75	23	70	60	10	367	255	112
Pipeline Transportation of Crude Oil	1,306	959	347	26	23	3	18	17	1	135	83	52

Table 1 (continued)

Number of Federally Regulated Private Sector and Crown Corporation Employees by Designated Group, Gender, Sector and Subsector as of December 31, 2006

Sector and Subsector	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Pipeline Transportation of Natural Gas	3,092	2,209	883	94	71	23	83	69	14	314	184
Scenic and Sightseeing Transportation, Land	49	44	5	1	1	0	0	0	0	0	0	0
Scenic and Sightseeing Transportation, Water	143	25	118	1	0	1	3	0	3	32	0	32
Support Activities for Air Transportation	20,241	14,574	5,667	389	272	117	314	253	61	2,931	1,898	1,033
Support Activities for Rail Transportation	306	176	130	6	2	4	7	5	2	46	26	20
Support Activities for Water Transportation	9,233	8,288	945	282	256	26	329	316	13	1,228	1,113	115
Freight Transportation Arrangement	524	445	79	6	3	3	3	2	1	17	10	7
Other Support Activities for Transportation	658	520	138	21	17	4	13	11	2	25	22	3
Transportation	192,799	143,842	48,957	4,537	3,355	1,182	4,364	3,569	795	18,191	12,152	6,039
Oilseed and Grain Farming	292	238	54	0	0	0	5	5	0	1	1	0
Support Activities for Crop Production	1,313	991	322	10	7	3	8	6	2	13	3	10
Oil and Gas Extraction	196	168	28	16	9	7	8	8	0	6	5	1
Metal Ore Mining	3,675	3,093	582	693	589	104	98	88	10	89	76	13
Electric Power Generation, Transmission and Distribution	16,100	12,867	3,233	172	134	38	387	342	45	1,465	1,171	294
Construction Management	433	277	156	5	3	2	4	2	2	35	21	14
Animal Food Manufacturing	2,090	1,580	510	32	26	6	26	19	7	39	30	9
Grain and Oilseed Milling	1,803	1,244	559	42	30	12	81	60	21	84	46	38
Seafood Product Preparation and Packaging	318	180	138	89	52	37	5	5	0	23	16	7
Other Food Manufacturing	1,065	834	231	26	25	1	38	35	3	160	100	60
Basic Chemical Manufacturing	1,256	942	314	11	8	3	31	27	4	74	61	13
Forging and Stamping	689	470	219	29	19	10	15	11	4	66	43	23
Other Electrical Equipment & Component Manufacturing	158	148	10	2	2	0	6	6	0	56	52	4
Aerospace Product and Parts Manufacturing	1,439	1,201	238	48	37	11	16	14	2	174	141	33
Farm Product Wholesaler-Distributors	574	292	282	15	5	10	14	4	10	34	15	19
Warehousing and Storage	7,669	5,714	1,955	164	123	41	206	159	47	395	282	113

Table 1 (continued)
Number of Federally Regulated Private Sector and Crown Corporation Employees by Designated Group, Gender, Sector and Subsector as of December 31, 2006

Sector and Subsector	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Non-Depository Credit Intermediation	3,937	1,863	2,074	63	32	31	95	50	45	572	282	290
Securities and Commodity Contracts Intermediation and Brokerage	125	61	64	0	0	0	1	0	1	22	11	11
Other Financial Investment Activities	1,693	808	885	26	11	15	72	23	49	226	89	137
Pension Funds	392	231	161	3	1	2	10	2	8	90	45	45
Activities Related to Real Estate	537	295	242	4	1	3	4	1	3	168	81	87
Architectural, Engineering and Related Services	4,433	3,351	1,082	131	107	24	155	125	30	767	596	171
Management, Scientific and Technical Consulting Services	77	60	17	0	0	0	0	0	0	1	0	1
Scientific Research and Development Services	119	100	19	0	0	0	0	0	0	0	0	0
Travel Arrangement and Reservation Services	3,724	1,323	2,401	44	11	33	349	168	181	682	269	413
Investigation and Security Services	22,279	16,398	5,881	112	79	33	86	68	18	3,904	3,015	889
Performing Arts Companies	513	270	243	5	1	4	7	4	3	44	25	19
Heritage Institutions	1,274	494	780	30	14	16	52	27	25	65	36	29
Other Amusement and Recreation Industries	333	166	167	0	0	0	1	0	1	23	15	8
Federal Protective Services	237	132	105	0	0	0	3	2	1	21	10	11
Foreign Affairs and International Assistance	250	80	170	2	1	1	7	4	3	31	7	24
Other Federal Government Public Administration	2,543	1,027	1,516	64	28	36	105	42	63	268	114	154
Other	81,536	56,898	24,638	1,838	1,355	483	1,895	1,307	588	9,598	6,658	2,940
All Sectors	698,210	397,463	300,747	12,364	7,087	5,277	18,662	10,500	8,162	104,114	54,894	49,220

**Table 2
Representation of Designated Groups by Sector and Subsector (2005 and 2006)**

Sector and Subsector	Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	2005 (%)	2006 (%)	2005 (%)	2006 (%)	2005 (%)	2006 (%)	2005 (%)	2006 (%)
Monetary Authorities - Central Bank	53.3	52.6	1.1	1.1	2.6	2.3	11.5	12.7
Depository Credit Intermediation	69.0	68.5	1.3	1.3	3.3	3.4	22.9	23.6
Banking	68.9	68.4	1.3	1.3	3.3	3.4	22.8	23.5
Postal Service	44.7	45.3	1.6	1.6	4.2	3.9	9.5	9.9
Couriers	25.9	26.5	2.2	2.3	2.8	2.8	20.1	21.0
Local Messengers and Local Delivery	31.5	30.9	1.9	1.9	1.2	1.4	27.6	28.4
Radio and Television Broadcasting	42.8	42.8	1.2	1.3	2.1	2.2	6.6	8.2
Pay TV, Specialty TV and Program Distribution	34.6	40.2	2.1	1.3	1.6	2.0	16.0	8.9
Telecommunications	42.6	41.0	1.2	1.3	1.8	1.8	12.9	13.6
Information Services	34.5	35.0	0.6	0.5	1.8	1.8	11.7	12.5
Communications	40.8	40.6	1.5	1.5	2.6	2.5	12.6	13.2
Scheduled Air Transportation	41.4	41.7	2.0	2.1	1.7	1.6	12.4	12.9
Non-Scheduled Air Transportation	31.6	31.5	5.6	5.1	0.5	0.7	6.5	7.9
Rail Transportation	12.2	12.7	2.9	2.9	3.9	3.6	6.5	6.5
Deep Sea, Coastal and Great Lakes Water Transportation	16.8	16.4	2.4	2.3	1.4	1.2	3.0	3.0
Inland Water Transportation	23.2	24.8	0.0	0.0	0.0	0.0	0.4	0.0
General Freight Trucking	15.9	16.0	2.0	1.9	2.3	2.3	6.2	6.8
Specialized Freight Trucking	17.2	16.9	2.5	3.0	2.6	2.6	5.4	6.1
Urban Transit Systems	21.2	23.6	2.3	2.7	1.6	2.1	3.3	3.8
Interurban and Rural Bus Transportation	13.6	13.6	2.5	2.6	4.7	4.3	10.3	10.0
School and Employee Bus Transportation	58.8	59.0	1.4	1.5	2.0	2.0	7.0	7.8
Charter Bus Industry	N/A	9.7	N/A	0.0	N/A	0.0	N/A	3.2
Other Transit and Ground Passenger Transportation	24.0	23.0	3.5	3.2	2.7	2.3	10.8	12.0
Pipeline Transportation of Crude Oil	24.3	26.6	1.7	2.0	1.5	1.4	8.3	10.3

**Table 2 (continued)
Representation of Designated Groups by Sector and Subsector (2005 and 2006)**

Sector and Subsector	Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	2005 (%)	2006 (%)	2005 (%)	2006 (%)	2005 (%)	2006 (%)	2005 (%)	2006 (%)
Pipeline Transportation of Natural Gas	29.1	28.6	2.8	3.0	3.1	2.7	10.6	10.2
Scenic and Sightseeing Transportation, Land	9.0	10.2	1.5	2.0	0.0	0.0	0.0	0.0
Scenic and Sightseeing Transportation, Water	N/A	82.5	N/A	0.7	N/A	2.1	N/A	22.4
Support Activities for Air Transportation	27.9	28.0	1.9	1.9	1.7	1.6	15.7	14.5
Support Activities for Rail Transportation	42.6	42.5	0.4	2.0	1.8	2.3	5.1	15.0
Support Activities for Water Transportation	12.1	10.2	2.9	3.1	3.7	3.6	11.1	13.3
Freight Transportation Arrangement	24.2	15.1	4.2	1.1	1.4	0.6	6.6	3.2
Other Support Activities for Transportation	21.0	21.0	2.5	3.2	1.7	2.0	3.3	3.8
Transportation	25.3	25.4	2.3	2.4	2.4	2.3	9.1	9.4
Oilseed and Grain Farming	19.8	18.5	0.0	0.0	0.0	1.7	0.0	0.3
Support Activities for Crop Production	28.3	24.5	1.1	0.8	0.7	0.6	1.2	1.0
Oil and Gas Extraction	15.0	14.3	8.3	8.2	4.4	4.1	2.2	3.1
Metal Ore Mining	14.0	15.8	18.1	18.9	3.1	2.7	2.6	2.4
Electric Power Generation, Transmission and Distribution	20.7	20.1	1.0	1.1	2.7	2.4	9.6	9.1
Construction Management	35.0	36.0	0.9	1.2	1.5	0.9	6.2	8.1
Animal Food Manufacturing	24.0	24.4	1.2	1.5	0.8	1.2	1.2	1.9
Grain and Oilseed Milling	27.8	31.0	2.1	2.3	3.9	4.5	3.8	4.7
Seafood Product Preparation and Packaging	42.4	43.4	27.0	28.0	1.5	1.6	7.0	7.2
Other Food Manufacturing	28.3	21.7	1.1	2.4	0.7	0.8	1.2	15.0
Basic Chemical Manufacturing	25.6	25.0	0.7	0.9	3.0	2.5	5.7	5.9
Forging and Stamping	29.3	31.8	3.5	4.2	2.2	2.2	9.7	9.6
Other Electrical Equipment & Component Manufacturing	4.9	6.3	0.0	1.3	0.0	3.8	0.0	35.4
Aerospace Product and Parts Manufacturing	17.7	16.5	0.1	3.3	0.0	1.1	0.0	12.1
Farm Product Wholesaler-Distributors	49.2	49.1	2.3	2.6	2.3	2.4	4.7	5.9
Warehousing and Storage	24.9	25.5	2.1	2.1	2.7	2.7	5.0	5.2

**Table 2 (continued)
Representation of Designated Groups by Sector and Subsector (2005 and 2006)**

Sector and Subsector	Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	2005 (%)	2006 (%)	2005 (%)	2006 (%)	2005 (%)	2006 (%)	2005 (%)	2006 (%)
Non-Depository Credit Intermediation	52.8	52.7	1.6	1.6	2.4	2.4	12.0	14.5
Securities and Commodity Contracts Intermediation and Brokerage	48.7	51.2	0.0	0.0	0.0	0.8	16.2	17.6
Other Financial Investment Activities	52.2	52.3	1.4	1.5	4.8	4.3	11.8	13.3
Pension Funds	41.0	41.1	0.0	0.8	0.0	2.6	0.0	23.0
Activities Related to Real Estate	44.4	45.1	0.8	0.7	0.8	0.7	29.6	31.3
Architectural, Engineering and Related Services	23.6	24.4	3.0	3.0	4.1	3.5	15.7	17.3
Management, Scientific and Technical Consulting Services	21.1	22.1	0.0	0.0	2.2	0.0	2.2	1.3
Scientific Research and Development Service	N/A	16.0	N/A	0.0	N/A	0.0	N/A	0.0
Travel Arrangement and Reservation Services	66.1	64.5	1.0	1.2	3.8	9.4	22.0	18.3
Investigation and Security Services	27.6	26.4	0.7	0.5	0.7	0.4	6.8	17.5
Performing Arts Companies	41.8	47.4	0.7	1.0	1.8	1.4	6.4	8.6
Heritage Institutions	60.3	61.2	2.5	2.4	4.5	4.1	4.1	5.1
Other Amusement and Recreation Industries	48.7	50.2	0.6	0.0	0.3	0.3	5.5	6.9
Federal Protective Services	42.3	44.3	0.5	0.0	2.3	1.3	6.6	8.9
Foreign Affairs and International Assistance	65.1	68.0	1.3	0.8	2.3	2.8	15.8	12.4
Other Federal Government Public Administration	58.9	59.6	2.3	2.5	4.3	4.1	10.0	10.5
Other	30.7	30.2	2.3	2.3	2.4	2.3	8.3	11.8
All Sectors	43.3	43.1	1.8	1.8	2.7	2.7	14.1	14.9

Table 3
Number of Federally Regulated Private Sector and Crown Corporation Employees by Designated Group, Gender, Census Metropolitan Area, Province and Territory as of December 31, 2006

Census Metropolitan Area and Province/Territory	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Halifax	8,121	4,301	3,820	107	58	49	389	228	161	385	185
Montreal	93,097	52,607	40,490	475	243	232	1,366	739	627	8,597	4,833	3,764
Toronto	194,306	106,737	87,569	1,952	976	976	5,167	2,814	2,353	56,240	28,449	27,791
Winnipeg	22,586	14,275	8,311	1,225	742	483	776	523	253	1,886	1,151	735
Regina	3,131	1,576	1,555	81	39	42	146	61	85	117	56	61
Calgary	35,979	19,544	16,435	713	341	372	1,158	603	555	5,092	2,613	2,479
Edmonton	20,324	11,986	8,338	516	285	231	657	377	280	2,462	1,371	1,091
Vancouver	56,611	32,997	23,614	1,004	602	402	1,605	934	671	15,924	8,243	7,681
Census Metropolitan Areas	434,155	244,023	190,132	6,073	3,286	2,787	11,264	6,279	4,985	90,703	46,901	43,802
Newfoundland and Labrador	7,554	3,839	3,715	297	158	139	144	80	64	67	33	34
Prince Edward Island	1,369	854	515	10	4	6	36	15	21	7	4	3
Nova Scotia	14,624	7,412	7,212	163	89	74	611	321	290	522	248	274
New Brunswick	13,493	6,438	7,055	122	59	63	433	226	207	271	137	134
Quebec	126,600	72,694	53,906	870	461	409	1,805	988	817	9,218	5,216	4,002
Ontario	313,631	173,537	140,094	4,059	2,221	1,838	9,084	4,996	4,088	64,024	33,057	30,967
Manitoba	29,460	19,012	10,448	1,683	1,046	637	958	654	304	2,137	1,347	790
Saskatchewan	14,540	8,781	5,759	954	699	255	473	254	219	397	235	162
Alberta	71,803	40,990	30,813	1,721	904	817	2,302	1,298	1,004	8,399	4,539	3,860
British Columbia	73,686	40,552	33,134	1,388	707	681	2,135	1,144	991	16,357	8,057	8,300
Yukon	426	212	214	21	6	15	13	6	7	26	17	9
Northwest Territories	853	638	215	135	77	58	20	15	5	54	43	11
Nunavut	180	135	45	48	26	22	5	4	1	12	8	4
Canada*	698,210	397,463	300,747	12,364	7,087	5,277	18,662	10,500	8,162	104,114	54,894	49,220

* The total for Canada is not equal to the sum of Provincial/Territorial totals.

Table 4

Representation of Federally Regulated Private Sector and Crown Corporation Employees by Designated Group, Census Metropolitan Area, Province and Territory (1987, 2001, 2005 and 2006)

Census Metropolitan Area and Province/Territory	Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	1987 (%)	2001 (%)	2005 (%)	2006 (%)	1987 (%)	2001 (%)	2005 (%)	2006 (%)	1987 (%)	2001 (%)	2005 (%)	2006 (%)	1987 (%)	2001 (%)	2005 (%)	2006 (%)
Halifax	41.2	46.2	47.6	47.0	0.5	1.0	1.4	1.3	1.6	3.4	4.7	4.8	1.9	4.1	5.1	4.7
Montreal	39.0	45.6	44.2	43.5	0.3	0.5	0.5	0.5	1.1	1.3	1.5	1.5	3.0	5.5	8.3	9.2
Toronto	47.1	46.9	45.2	45.1	0.6	0.9	1.0	1.0	1.5	1.9	2.5	2.7	12.0	23.6	28.1	28.9
Winnipeg	32.7	38.2	38.0	36.8	0.8	4.1	5.3	5.4	1.8	3.4	3.9	3.4	2.9	6.6	7.9	8.4
Regina	42.9	52.4	52.6	49.7	0.4	2.0	2.4	2.6	2.4	4.4	5.5	4.7	1.6	4.0	3.9	3.7
Calgary	47.6	46.8	46.2	45.7	0.5	1.8	2.0	2.0	1.9	3.2	3.5	3.2	5.6	9.9	13.2	14.2
Edmonton	44.5	41.7	41.8	41.0	0.7	2.3	2.7	2.5	2.0	2.9	3.1	3.2	4.4	9.2	11.0	12.1
Vancouver	40.4	43.4	41.6	41.7	0.5	1.5	1.8	1.8	1.5	2.6	3.0	2.8	7.9	22.4	26.2	28.1
Newfoundland and Labrador	38.4	47.8	48.2	49.2	0.6	3.1	3.9	3.9	1.0	2.3	2.1	1.9	0.7	0.7	0.9	0.9
Prince Edward Island	38.0	48.9	40.6	37.6	0.2	0.4	0.7	0.7	1.2	2.2	2.7	2.6	1.0	0.8	0.5	0.5
Nova Scotia	34.4	48.8	49.2	49.3	0.4	0.8	1.2	1.1	3.5	3.5	4.3	4.2	1.3	3.3	3.7	3.6
New Brunswick	32.2	51.8	52.3	52.3	0.4	0.9	0.9	0.9	1.8	2.5	3.2	3.2	1.1	1.6	2.0	2.0
Quebec	39.8	44.9	43.4	42.6	0.4	0.7	0.7	0.7	1.1	1.3	1.5	1.4	2.6	4.7	6.5	7.3
Ontario	44.2	46.2	44.8	44.7	0.7	1.1	1.3	1.3	1.6	2.2	2.8	2.9	7.3	16.3	19.6	20.4
Manitoba	30.5	37.5	35.8	35.5	1.0	4.5	5.4	5.7	1.7	3.4	3.5	3.3	2.6	5.6	6.5	7.3
Saskatchewan	35.1	42.3	40.0	39.6	1.4	5.3	6.3	6.6	1.8	3.3	3.6	3.3	1.2	3.2	2.9	2.7
Alberta	45.3	44.9	43.1	42.9	0.7	2.1	2.5	2.4	1.9	3.1	3.3	3.2	4.0	8.4	10.6	11.7
British Columbia	41.5	44.3	44.5	45.0	0.7	1.7	1.9	1.9	1.7	2.7	3.0	2.9	6.2	17.5	20.8	22.2
Yukon	31.4	57.6	51.2	50.2	3.8	5.7	5.0	4.9	0.8	2.6	4.1	3.1	1.4	4.3	5.5	6.1
Northwest Territories	21.9	31.8	27.0	25.2	9.6	16.1	16.7	15.8	1.4	1.0	1.8	2.3	2.5	3.0	4.5	6.3
Nunavut	N/A	N/A	36.6	25.0	N/A	N/A	31.7	26.7	N/A	N/A	2.0	2.8	N/A	N/A	5.9	6.7
Canada	40.9	44.9	43.3	43.1	0.7	1.6	1.8	1.8	1.6	2.3	2.7	2.7	5.0	11.7	14.1	14.9

**Table 5
Representation of Federally Regulated Private Sector and Crown Corporation Employees by Designated Group and Occupational Group (2005 and 2006)**

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
	Total									
Senior Managers	5,249	21.3	1,119	20.9	39	0.7	130	2.5	267	5.1
Middle and Other Managers	70,368	43.2	30,429	43.0	717	1.0	1,861	2.6	8,610	12.2
Professionals	90,265	45.8	41,380	45.4	869	1.0	1,997	2.2	18,996	21.0
Semi-Professionals and Technicians	47,247	19.3	9,110	18.9	744	1.6	985	2.1	4,845	10.3
Supervisors	21,697	60.5	13,130	61.9	379	1.7	600	2.8	3,385	15.6
Supervisors: Crafts and Trades	10,355	6.1	630	5.5	258	2.5	294	2.8	637	6.2
Administrative and Senior Clerical Personnel	37,885	76.9	29,129	78.3	594	1.6	1,121	3.0	7,566	20.0
Skilled Sales and Service Personnel	6,126	25.5	1,560	25.5	113	1.8	90	1.5	402	6.6
Skilled Crafts and Trades Workers	55,921	3.4	1,895	3.3	1,443	2.6	1,577	2.8	4,524	8.1
Clerical Personnel	198,440	66.3	131,584	66.5	3,489	1.8	6,954	3.5	34,850	17.6
Intermediate Sales and Service Personnel	33,545	66.8	22,393	67.1	701	2.1	537	1.6	4,814	14.4
Semi-Skilled Manual Workers	88,517	11.9	10,511	11.8	2,398	2.7	2,101	2.4	10,195	11.5
Other Sales and Service Personnel	25,771	27.5	7,076	29.0	282	1.1	196	0.8	4,331	16.8
Other Manual Workers	6,824	11.7	801	11.2	338	5.0	219	3.2	692	10.1
Total number of employees	698,210	43.1	300,747	43.3	12,364	1.8	18,662	2.7	104,114	14.9
										14.1

Table 6
Hires into the Federally Regulated Private Sector and Crown Corporations by Designated Group and Occupational Group (2005 and 2006)

Occupational Group	All Employees			Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	#	% 2006	% 2005	#	% 2006	% 2005	#	% 2006	% 2005	#	% 2006	% 2005	#	% 2006	% 2005
	Total														
Senior Managers	427	19.2	20.1	4	0.9	0.3	4	0.9	0.3	20	4.7	5.0			
Middle and Other Managers	5,987	2,183	36.5	48	0.8	0.9	70	1.2	1.1	813	13.6	13.0			
Professionals	12,744	5,001	38.7	110	0.9	0.8	143	1.1	1.0	2,634	20.7	18.4			
Semi-Professionals and Technicians	6,565	1,435	21.0	88	1.3	1.2	64	1.0	1.0	739	11.3	9.2			
Supervisors	1,838	715	38.9	35	1.9	0.8	22	1.2	1.4	235	12.8	12.8			
Supervisors: Crafts and Trades	563	73	13.0	9	1.6	3.2	3	0.5	0.8	49	8.7	7.5			
Administrative and Senior Clerical Personnel	6,091	3,729	61.2	89	1.5	1.3	109	1.8	1.4	1,218	20.0	16.6			
Skilled Sales and Service Personnel	1,152	319	27.7	18	1.6	1.4	7	0.6	0.9	75	6.5	5.5			
Skilled Crafts and Trades Workers	5,750	191	3.3	182	3.2	2.7	61	1.1	0.9	524	9.1	9.8			
Clerical Personnel	36,765	23,180	63.0	610	1.7	1.6	691	1.9	1.4	6,181	16.8	15.9			
Intermediate Sales and Service Personnel	6,792	4,433	65.3	215	3.2	2.9	85	1.3	0.8	1,084	16.0	20.7			
Semi-Skilled Manual Workers	30,247	3,607	11.9	957	3.2	2.8	368	1.2	1.2	5,089	16.8	15.9			
Other Sales and Service Personnel	14,141	3,779	26.7	100	0.7	1.6	32	0.2	0.6	3,120	22.1	11.5			
Other Manual Workers	2,880	251	8.7	188	6.5	6.6	27	0.9	1.0	229	8.0	5.1			
Total number of employees	131,942	48,978	37.1	2,653	2.0	2.0	1,686	1.3	1.2	22,010	16.7	15.0			

Table 7
Promotions within the Federally Regulated Private Sector and Crown Corporations by Designated Group and Occupational Group
(2005 and 2006)

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
	Total		2006	2005	2006	2005	2006	2005	2006	2005
Senior Managers	556		134	24.1	5	0.9	12	2.2	37	6.7
Middle and Other Managers	9,731		4,602	47.3	114	1.2	226	2.3	1,589	16.3
Professionals	11,214		5,660	50.5	131	1.2	221	2.0	3,089	27.5
Semi-Professionals and Technicians	2,966		636	21.4	59	2.0	53	1.8	405	13.7
Supervisors	3,133		1,937	61.8	60	1.9	78	2.5	649	20.7
Supervisors: Crafts and Trades	968		80	8.3	20	2.1	26	2.7	42	4.3
Administrative and Senior Clerical Personnel	7,055		5,307	75.2	106	1.5	140	2.0	1,579	22.4
Skilled Sales and Service Personnel	432		123	28.5	7	1.6	5	1.2	34	7.9
Skilled Crafts and Trades Workers	1,393		107	7.7	106	7.6	32	2.3	153	11.0
Clerical Personnel	13,387		9,011	67.3	237	1.8	334	2.5	3,080	23.0
Intermediate Sales and Service Personnel	568		317	55.8	14	2.5	16	2.8	82	14.4
Semi-Skilled Manual Workers	1,449		145	10.0	110	7.6	37	2.6	145	10.0
Other Sales and Service Personnel	273		87	31.9	5	1.8	4	1.5	30	11.0
Other Manual Workers	155		13	8.4	20	12.9	8	5.2	9	5.8
Total number of employees	53,280		28,159	52.9	994	1.9	1,192	2.2	10,923	20.5
										20.2

Table 8

Terminations from the Federally Regulated Private Sector and Crown Corporations by Designated Group and Occupational Group (2005 and 2006)

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
	Total									
Senior Managers	635	20.2	128	20.2	2	0.3	19	3.0	30	4.7
Middle and Other Managers	7,462	38.3	2,858	38.3	76	1.0	181	2.4	858	11.5
Professionals	10,247	41.2	4,221	41.2	120	1.2	226	2.2	1,955	19.1
Semi-Professionals and Technicians	5,130	21.7	1,111	21.7	67	1.3	86	1.7	441	8.6
Supervisors	2,259	51.4	1,161	51.4	41	1.8	61	2.7	316	14.0
Supervisors: Crafts and Trades	1,017	8.8	90	8.8	30	2.9	27	2.7	66	6.5
Administrative and Senior Clerical Personnel	5,018	65.1	3,269	65.1	71	1.4	126	2.5	943	18.8
Skilled Sales and Service Personnel	1,167	27.2	317	27.2	21	1.8	20	1.7	92	7.9
Skilled Crafts and Trades Workers	6,358	3.0	192	3.0	211	3.3	163	2.6	498	7.8
Clerical Personnel	32,826	63.7	20,905	63.7	600	1.8	975	3.0	5,558	16.9
Intermediate Sales and Service Personnel	5,446	64.3	3,502	64.3	174	3.2	72	1.3	809	14.9
Semi-Skilled Manual Workers	26,474	11.2	2,978	11.2	882	3.3	424	1.6	4,173	15.8
Other Sales and Service Personnel	6,410	29.6	1,899	29.6	83	1.3	44	0.7	1,205	18.8
Other Manual Workers	2,608	8.0	208	8.0	189	7.2	49	1.9	152	5.8
Total number of employees	113,057	37.9	42,839	37.9	2,567	2.3	2,473	2.2	17,096	15.1
										14.3

Table 9
Hires, Promotions, Terminations and Net Effect of Permanent Employees in the Federally Regulated Private Sector and Crown Corporations by Designated Group and Sector (2005 and 2006)

	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	2005	2006	2005	2006	2005	2006	2005	2006	2005	2006
All Sectors										
Employees	#	#	#	#	#	#	#	#	#	#
	665,983	691,639	288,320	297,983	11,717	12,265	18,037	18,560	93,303	102,870
Hirings										
	109,121	131,596	40,167	48,744	2,189	2,649	1,274	1,683	16,423	21,971
Promotions										
	45,537	53,251	23,421	28,140	827	994	893	1,192	9,194	10,921
Terminations										
	103,362	112,811	39,280	42,700	2,015	2,565	2,117	2,471	14,768	17,067
Net Effect										
	5,759	18,785	887	6,044	174	84	-843	-788	1,655	4,904
	%	%	%	%	%	%	%	%	%	%
	100.0	100.0	43.3	43.1	1.8	1.8	2.7	2.7	14.0	14.9
Share of Hirings										
	100.0	100.0	36.8	37.0	2.0	2.0	1.2	1.3	15.1	16.7
Share of Promotions										
	100.0	100.0	51.4	52.8	1.8	1.9	2.0	2.2	20.2	20.5
Share of Terminations										
	100.0	100.0	38.0	37.9	1.9	2.3	2.0	2.2	14.3	15.1
Banking										
Employees	#	#	#	#	#	#	#	#	#	#
	189,353	196,857	130,624	134,636	2,443	2,627	6,171	6,675	42,737	45,940
Hirings										
	26,093	30,409	15,322	17,806	245	354	385	494	5,003	6,478
Promotions										
	23,997	30,168	15,429	19,919	314	412	490	740	6,417	8,042
Terminations										
	23,200	25,665	14,354	15,802	317	350	697	808	4,548	5,408
Net Effect										
	2,893	4,744	968	2,004	-72	4	-312	-314	455	1,070
	%	%	%	%	%	%	%	%	%	%
	100.0	100.0	69.0	68.4	1.3	1.3	3.3	3.4	22.6	23.3
Share of Hirings										
	100.0	100.0	58.7	58.6	0.9	1.2	1.5	1.6	19.2	21.3
Share of Promotions										
	100.0	100.0	64.3	66.0	1.3	1.4	2.0	2.5	26.7	26.7
Share of Terminations										
	100.0	100.0	61.9	61.6	1.4	1.4	3.0	3.1	19.6	21.1

Table 9 (continued)
Hires, Promotions, Terminations and Net Effect of Permanent Employees in the Federally Regulated Private Sector and Crown Corporations by Designated Group and Sector (2005 and 2006)

	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	2005	2006	2005	2006	2005	2006	2005	2006	2005	2006
Communications										
Employees	217,552	223,380	88,519	90,547	3,246	3,332	5,634	5,645	27,439	29,273
Hirings	30,391	36,768	11,132	13,507	511	637	290	424	5,026	6,563
Promotions	10,348	11,278	4,384	4,686	145	177	175	190	1,587	1,690
Terminations	33,616	35,254	13,160	13,310	539	696	651	716	5,444	5,996
Net Effect	-3,225	1,514	-2,028	197	-28	-59	-361	-292	-418	567
	%	%	%	%	%	%	%	%	%	%
Representation	100.0	100.0	40.7	40.5	1.5	1.5	2.6	2.5	12.6	13.1
Share of Hirings	100.0	100.0	36.6	36.7	1.7	1.7	1.0	1.2	16.5	17.8
Share of Promotions	100.0	100.0	42.4	41.5	1.4	1.6	1.7	1.7	15.3	15.0
Share of Terminations	100.0	100.0	39.1	37.8	1.6	2.0	1.9	2.0	16.2	17.0
Transportation										
Employees	190,359	191,322	48,246	48,498	4,478	4,513	4,579	4,355	17,413	18,101
Hirings	41,865	42,494	10,278	10,992	1,186	1,325	462	442	5,310	5,040
Promotions	7,140	7,131	2,276	1,965	186	180	141	139	759	663
Terminations	37,077	39,868	8,638	9,884	984	1,290	591	691	3,901	4,135
Net Effect	4,788	2,626	1,640	1,108	202	35	-129	-249	1,409	905
	%	%	%	%	%	%	%	%	%	%
Representation	100.0	100.0	25.3	25.3	2.4	2.4	2.4	2.3	9.1	9.5
Share of Hirings	100.0	100.0	24.6	25.9	2.8	3.1	1.1	1.0	12.7	11.9
Share of Promotions	100.0	100.0	31.9	27.6	2.6	2.5	2.0	1.9	10.6	9.3
Share of Terminations	100.0	100.0	23.3	24.8	2.7	3.2	1.6	1.7	10.5	10.4

Table 9 (continued)
Hires, Promotions, Terminations and Net Effect of Permanent Employees in the Federally Regulated Private Sector and Crown Corporations by Designated Group and Sector (2005 and 2006)

	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	2005 #	2006 #	2005 #	2006 #	2005 #	2006 #	2005 #	2006 #	2005 #	2006 #
Other										
Employees	68,719	80,080	20,931	24,302	1,550	1,793	1,653	1,885	5,714	9,556
Hirings	10,772	21,925	3,435	6,439	247	333	137	323	1,084	3,890
Promotions	4,052	4,674	1,332	1,570	182	225	87	123	431	526
Terminations	9,469	12,024	3,128	3,704	175	229	178	256	875	1,528
Net Effect	1,303	9,901	307	2,735	72	104	-41	67	209	2,362
	%	%	%	%	%	%	%	%	%	%
Representation	100.0	100.0	30.5	30.3	2.3	2.2	2.4	2.4	8.3	11.9
Share of Hirings	100.0	100.0	31.9	29.4	2.3	1.5	1.3	1.5	10.1	17.7
Share of Promotions	100.0	100.0	32.9	33.6	4.5	4.8	2.1	2.6	10.6	11.3
Share of Terminations	100.0	100.0	33.0	30.8	1.8	1.9	1.9	2.1	9.2	12.7

Table 10

Federally Regulated Private Sector and Crown Corporation Employees in Permanent Full-Time Employment by Designated Group, Gender and Salary Range as of December 31, 2006

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	3,375	2,502	873	25.9	60	42	18	1.8	32	25	7	0.9	701	621	80
\$15,000 - \$19,999	4,267	2,908	1,359	31.8	102	61	41	2.4	45	28	17	1.1	941	624	317
\$20,000 - \$24,999	12,811	6,692	6,119	47.8	345	160	185	2.7	209	84	125	1.6	2,075	1,189	886
\$25,000 - \$29,999	34,791	15,275	19,516	56.1	733	276	457	2.1	845	310	535	2.4	6,373	2,912	3,461
\$30,000 - \$34,999	48,505	20,259	28,246	58.2	947	381	566	2.0	1,470	572	898	3.0	9,547	3,761	5,786
\$35,000 - \$37,499	28,686	13,662	15,024	52.4	593	285	308	2.1	771	337	434	2.7	5,404	2,402	3,002
\$37,500 - \$39,999	25,678	12,676	13,002	50.6	483	253	230	1.9	670	314	356	2.6	4,827	2,056	2,771
\$40,000 - \$44,999	53,092	28,236	24,856	46.8	1,082	637	445	2.0	1,555	893	662	2.9	8,324	3,869	4,455
\$45,000 - \$49,999	85,795	51,013	34,782	40.5	1,546	962	584	1.8	3,178	1,894	1,284	3.7	11,294	5,944	5,350
\$50,000 - \$59,999	93,252	57,488	35,764	38.4	1,632	1,085	547	1.8	2,563	1,644	919	2.7	12,106	6,670	5,436
\$60,000 - \$69,999	62,449	43,576	18,873	30.2	1,046	800	246	1.7	1,538	1,097	441	2.5	7,958	4,940	3,018
\$70,000 - \$84,999	53,760	37,781	15,979	29.7	843	666	177	1.6	1,330	969	361	2.5	7,357	4,790	2,567
\$85,000 - \$99,999	35,331	26,712	8,619	24.4	439	362	77	1.2	890	678	212	2.5	4,606	3,299	1,307
\$100,000 and over	46,545	36,490	10,055	21.6	423	349	74	0.9	1,090	861	229	2.3	4,764	3,392	1,372
Total number of employees	588,337	355,270	233,067	39.6	10,274	6,319	3,955	1.7	16,186	9,706	6,480	2.8	86,277	46,469	39,808

Table 11

Federally Regulated Private Sector and Crown Corporation Employees in Permanent Part-Time Employment by Designated Group, Gender and Salary Range as of December 31, 2006

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	1,903	926	977	51.3	40	18	22	2.1	29	20	9	1.5	209	106	103
\$5,000 - \$7,499	3,164	1,252	1,912	60.4	70	30	40	2.2	45	21	24	1.4	290	119	171
\$7,500 - \$9,999	6,001	2,482	3,519	58.6	128	53	75	2.1	122	45	77	2.0	882	483	399
\$10,000 - \$12,499	11,437	5,579	5,858	51.2	217	101	116	1.9	192	81	111	1.7	2,175	1,364	811
\$12,500 - \$14,999	8,878	3,295	5,583	62.9	203	73	130	2.3	204	74	130	2.3	1,557	742	815
\$15,000 - \$17,499	9,858	3,378	6,480	65.7	194	69	125	2.0	235	73	162	2.4	1,679	759	920
\$17,500 - \$19,999	10,313	3,560	6,753	65.5	172	51	121	1.7	232	61	171	2.2	2,006	930	1,076
\$20,000 - \$22,499	9,753	2,941	6,812	69.8	217	56	161	2.2	231	45	186	2.4	1,717	692	1,025
\$22,500 - \$24,999	9,822	2,829	6,993	71.2	203	59	144	2.1	269	56	213	2.7	1,596	595	1,001
\$25,000 - \$29,999	14,659	5,370	9,289	63.4	251	81	170	1.7	359	96	263	2.4	2,283	968	1,315
\$30,000 - \$34,999	7,796	2,742	5,054	64.8	133	47	86	1.7	235	87	148	3.0	1,088	480	608
\$35,000 - \$39,999	4,376	1,851	2,525	57.7	83	39	44	1.9	98	45	53	2.2	581	347	234
\$40,000 - \$49,999	3,323	1,398	1,925	57.9	56	23	33	1.7	86	33	53	2.6	336	179	157
\$50,000 and over	2,019	783	1,236	61.2	24	17	7	1.2	37	13	24	1.8	194	86	108
Total number of employees	103,302	38,386	64,916	62.8	1,991	717	1,274	1.9	2,374	750	1,624	2.3	16,593	7,850	8,743

Appendix C:

Tables – Federal Public Sector Employers and Contractors

The following tables provide data on the other types of workforces falling under the *Employment Equity Act* that are not federally regulated private sector employers or Crown corporations, namely, the federal

Public Service, the Separate Employers and the Other Public Sector Employers. In addition, a list of the provincially regulated private sector employers covered by the Federal Contractors Program is included.

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Table 1

Representation of Federal Public Service Employees by Designated Group and Department or Agency as of March 31, 2006

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
Agriculture and Agri-Food Canada (includes Prairie Farm Rehabilitation Administration)	6,246	46.5	2,907	46.5	185	3.0	267	4.3	484	7.7
Atlantic Canada Opportunities Agency	644	55.7	359	55.7	18	2.8	29	4.5	20	3.1
Canada Border Services Agency	11,007	52.2	5,741	52.2	381	3.5	652	5.9	1,217	11.1
Canada Firearms Centre	355	72.4	257	72.4	23	6.5	29	8.2	11	3.1
Canada Industrial Relations Board	86	67.4	58	67.4	1	1.2	10	11.6	5	5.8
Canada School of Public Service	551	68.4	377	68.4	20	3.6	28	5.1	37	6.7
Canadian Artists and Producers Professional Relations Tribunal	10	70.0	7	70.0	0	0.0	0	0.0	0	0.0
Canadian Dairy Commission	59	62.7	37	62.7	1	1.7	0	0.0	6	10.2
Canadian Environmental Assessment Agency	120	60.8	73	60.8	6	5.0	2	1.7	8	6.7
Canadian Forces Grievance Board	40	77.5	31	77.5	1	2.5	1	2.5	1	2.5
Canadian Grain Commission	615	36.1	222	36.1	31	5.0	44	7.2	50	8.1
Canadian Heritage	2,023	67.9	1,374	67.9	88	4.3	96	4.7	199	9.8
Canadian Human Rights Commission	184	66.8	123	66.8	4	2.2	25	13.6	21	11.4
Canadian Human Rights Tribunal	19	73.7	14	73.7	1	5.3	0	0.0	0	0.0
Canadian Intergovernmental Conference Secretariat	21	52.4	11	52.4	0	0.0	0	0.0	0	0.0
Canadian International Development Agency	1,572	61.9	973	61.9	43	2.7	68	4.3	173	11.0
Canadian International Trade Tribunal	78	59.0	46	59.0	1	1.3	3	3.8	5	6.4
Canadian Radio-television and Telecommunications Commission	389	59.1	230	59.1	9	2.3	30	7.7	25	6.4
Canadian Space Agency	588	40.1	236	40.1	4	0.7	13	2.2	74	12.6
Canadian Transportation Agency	244	59.0	144	59.0	4	1.6	17	7.0	13	5.3
Citizenship and Immigration Canada	3,578	68.9	2,464	68.9	68	1.9	203	5.7	555	15.5
Civil Aviation Tribunal of Canada	6	83.3	5	83.3	0	0.0	0	0.0	0	0.0
Copyright Board Canada	8	50.0	4	50.0	0	0.0	0	0.0	1	12.5

Table 1 (continued)
Representation of Federal Public Service Employees by Designated Group and Department or Agency as of March 31, 2006

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
Correctional Service Canada	14,257	44.0	6,277	44.0	1,005	7.0	670	4.7	740	5.2
Court Administration Services	548	65.7	360	65.7	19	3.5	30	5.5	47	8.6
Department of Finance Canada	956	50.0	478	50.0	13	1.4	39	4.1	96	10.0
Department of Justice Canada	4,676	65.1	3,045	65.1	163	3.5	254	5.4	513	11.0
Economic Development Agency of Canada for the Regions of Quebec	408	57.6	235	57.6	8	2.0	12	2.9	19	4.7
Environment Canada	6,005	43.5	2,613	43.5	146	2.4	282	4.7	639	10.6
Fisheries and Oceans Canada (includes Canadian Coast Guard)	9,480	30.9	2,928	30.9	338	3.6	445	4.7	380	4.0
Foreign Affairs & International Trade Canada	4,010	50.2	2,013	50.2	82	2.0	161	4.0	373	9.3
Hazardous Materials Information Review Commission Canada	22	68.2	15	68.2	0	0.0	1	4.5	5	22.7
Health Canada	8,280	66.2	5,481	66.2	617	7.5	411	5.0	1,090	13.2
Human Resources and Skills Development Canada	12,026	75.4	9,073	75.4	518	4.3	1,036	8.6	911	7.6
Immigration and Refugee Board	837	64.8	542	64.8	24	2.9	36	4.3	183	21.9
Indian and Northern Affairs Canada	3,751	63.8	2,395	63.8	1,196	31.9	245	6.5	235	6.3
Industry Canada	5,426	49.1	2,666	49.1	139	2.6	279	5.1	554	10.2
Infrastructure Canada	154	62.3	96	62.3	1	0.6	5	3.2	12	7.8
International Joint Commission	27	44.4	12	44.4	0	0.0	2	7.4	1	3.7
Law Commission of Canada	11	54.5	6	54.5	1	9.1	1	9.1	0	0.0
Library and Archives Canada	1,092	57.5	628	57.5	34	3.1	75	6.9	65	6.0
Military Police Complaints Commission	12	66.7	8	66.7	0	0.0	0	0.0	0	0.0
NAFTA Secretariat, Canadian Section	8	50.0	4	50.0	0	0.0	0	0.0	2	25.0
National Defence (Civilian Staff)	21,029	38.8	8,151	38.8	516	2.5	1,197	5.7	1,108	5.3
National Farm Products Council	12	50.0	6	50.0	0	0.0	0	0.0	0	0.0
National Parole Board	333	80.2	267	80.2	13	3.9	14	4.2	20	6.0

Table 1 (continued)

Representation of Federal Public Service Employees by Designated Group and Department or Agency as of March 31, 2006

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
Natural Resources Canada	4,373	40.0	1,751	2.6	114	2.6	277	6.3	443	10.1
Office of Indian Residential Schools Resolution of Canada	208	64.9	135	13.0	27	13.0	17	8.2	23	11.1
Office of the Chief Electoral Officer	305	46.2	141	3.6	11	3.6	31	10.2	19	6.2
Office of the Commissioner for Federal Judicial Affairs	59	67.8	40	3.4	2	3.4	2	3.4	4	6.8
Office of the Commissioner of Official Languages	136	64.0	87	3.7	5	3.7	11	8.1	2	1.5
Office of the Registrar of the Supreme Court of Canada	176	66.5	117	4.5	8	4.5	11	6.3	9	5.1
Office of the Secretary to the Governor General	153	61.4	94	2.6	4	2.6	11	7.2	13	8.5
Offices of the Information and Privacy Commissioners	128	64.8	83	3.1	4	3.1	12	9.4	10	7.8
Passport Canada	1,806	70.4	1,271	1.8	33	1.8	57	3.2	277	15.3
Patented Medicine Prices Review Board Canada	41	56.1	23	0.0	0	0.0	1	2.4	6	14.6
Privy Council Office	802	58.5	469	3.4	27	3.4	42	5.2	77	9.6
Public Health Agency of Canada	1,697	68.3	1,159	4.2	72	4.2	92	5.4	217	12.8
Public Safety and Emergency Preparedness Canada	661	56.9	376	4.2	28	4.2	46	7.0	50	7.6
Public Service Commission of Canada	881	65.9	581	4.2	37	4.2	71	8.1	107	12.1
Public Service Human Resources Management Agency of Canada	486	65.2	317	4.3	21	4.3	50	10.3	56	11.5
Public Service Staffing Tribunal	5	80.0	4	20.0	1	20.0	0	0.0	0	0.0
Public Works and Government Services Canada	12,135	52.3	6,350	2.5	303	2.5	682	5.6	1,011	8.3

Table 1 (continued)
Representation of Federal Public Service Employees by Designated Group and Department or Agency as of March 31, 2006

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
Registry of the Competition Tribunal	10	60.0	0	0.0	1	10.0	1	10.0	1	10.0
Royal Canadian Mounted Police (Civilian Staff)	4,396	80.5	223	5.1	240	5.5	319	7.3	319	7.3
Royal Canadian Mounted Police External Review Committee	3	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Royal Canadian Mounted Police Public Complaints Commission	33	69.7	2	6.1	4	12.1	3	9.1	3	9.1
Social Development Canada	10,620	65.3	325	3.1	819	7.7	1,063	10.0	1,063	10.0
Statistics Canada	5,879	53.2	128	2.2	358	6.1	666	11.3	666	11.3
Status of Women Canada	96	93.8	4	4.2	7	7.3	15	15.6	15	15.6
Transport Canada	4,682	41.8	118	2.5	209	4.5	403	8.6	403	8.6
Transportation Safety Board of Canada	219	31.5	2	0.9	15	6.8	25	11.4	25	11.4
Treasury Board of Canada Secretariat	807	60.1	23	2.9	67	8.3	65	8.1	65	8.1
Veterans Affairs Canada	3,666	70.4	117	3.2	305	8.3	278	7.6	278	7.6
Western Economic Diversification Canada	364	57.7	20	5.5	19	5.2	52	14.3	52	14.3
Total	176,630	53.8	7,381	4.2	10,169	5.8	15,112	8.6	15,112	8.6

Table 2
Representation of Federal Public Service Employees by Designated Group and Region of Work as of March 31, 2006

Region of Work	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
Newfoundland and Labrador	3,063	100.0	1,279	41.8	140	4.6	164	5.4	36	1.2
Prince Edward Island	1,775	100.0	1,111	62.6	46	2.6	150	8.5	34	1.9
Nova Scotia	8,912	100.0	3,707	41.6	283	3.2	604	6.8	455	5.1
New Brunswick	5,967	100.0	3,211	53.8	178	3.0	309	5.2	83	1.4
Quebec	41,106	100.0	22,615	55.0	1,240	3.0	1,822	4.4	2,822	6.9
Ontario	76,697	100.0	42,825	55.8	2,343	3.1	4,794	6.3	7,938	10.3
Manitoba	6,753	100.0	3,773	55.9	827	12.2	450	6.7	427	6.3
Saskatchewan	4,394	100.0	2,378	54.1	563	12.8	253	5.8	159	3.6
Alberta	9,352	100.0	5,130	54.9	708	7.6	606	6.5	729	7.8
British Columbia	16,068	100.0	7,798	48.5	797	5.0	926	5.8	2,247	14.0
Yukon	277	100.0	173	62.5	50	18.1	19	6.9	7	2.5
Northwest Territories	591	100.0	337	57.0	126	21.3	28	4.7	20	3.4
Nunavut	180	100.0	100	55.6	58	32.2	4	2.2	7	3.9
Outside Canada	1,495	100.0	576	38.5	22	1.5	40	2.7	148	9.9
Total	176,630	100.0	95,013	53.8	7,381	4.2	10,169	5.8	15,112	8.6

Table 3
Distribution of Federal Public Service Employees by Designated Group and Region of Work as of March 31, 2006

Region of Work	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
Newfoundland and Labrador	3,063	1.7	1,279	1.3	140	1.9	164	1.6	36	0.2
Prince Edward Island	1,775	1.0	1,111	1.2	46	0.6	150	1.5	34	0.2
Nova Scotia	8,912	5.0	3,707	3.9	283	3.8	604	5.9	455	3.0
New Brunswick	5,967	3.4	3,211	3.4	178	2.4	309	3.0	83	0.5
Quebec	41,106	23.3	22,615	23.8	1,240	16.8	1,822	17.9	2,822	18.7
Ontario	76,697	43.4	42,825	45.1	2,343	31.7	4,794	47.1	7,938	52.5
Manitoba	6,753	3.8	3,773	4.0	827	11.2	450	4.4	427	2.8
Saskatchewan	4,394	2.5	2,378	2.5	563	7.6	253	2.5	159	1.1
Alberta	9,352	5.3	5,130	5.4	708	9.6	606	6.0	729	4.8
British Columbia	16,068	9.1	7,798	8.2	797	10.8	926	9.1	2,247	14.9
Yukon	277	0.2	173	0.2	50	0.7	19	0.2	7	0.0
Northwest Territories	591	0.3	337	0.4	126	1.7	28	0.3	20	0.1
Nunavut	180	0.1	100	0.1	58	0.8	4	0.0	7	0.0
Outside Canada	1,495	0.8	576	0.6	22	0.3	40	0.4	148	1.0
Total	176,630	100.0	95,013	100.0	7,381	100.0	10,169	100.0	15,112	100.0

Table 4

Representation of Federal Public Service Employees by Designated Group and Occupational Category as of March 31, 2006

Occupational Category	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
Executive	4,505	100.0	1,749	38.8	153	3.4	248	5.5	247	5.5
Scientific and Professional	25,260	100.0	11,021	43.6	642	2.5	971	3.8	3,181	12.6
Administrative and Foreign Service	79,661	100.0	47,612	59.8	3,387	4.3	4,734	5.9	6,708	8.4
Technical	17,035	100.0	5,332	31.3	560	3.3	810	4.8	1,013	5.9
Administrative Support	31,405	100.0	25,831	82.3	1,614	5.1	2,528	8.0	3,216	10.2
Operational	18,764	100.0	3,468	18.5	1,025	5.5	878	4.7	747	4.0
Total	176,630	100.0	95,013	53.8	7,381	4.2	10,169	5.8	15,112	8.6

Table 5

Distribution of Federal Public Service Employees by Designated Group and Occupational Category as of March 31, 2006

Occupational Category	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
Executive	4,505	2.6	1,749	1.8	153	2.1	248	2.4	247	1.6
Scientific and Professional	25,260	14.3	11,021	11.6	642	8.7	971	9.5	3,181	21.0
Administrative and Foreign Service	79,661	45.1	47,612	50.1	3,387	45.9	4,734	46.6	6,708	44.4
Technical	17,035	9.6	5,332	5.6	560	7.6	810	8.0	1,013	6.7
Administrative Support	31,405	17.8	25,831	27.2	1,614	21.9	2,528	24.9	3,216	21.3
Operational	18,764	10.6	3,468	3.7	1,025	13.9	878	8.6	747	4.9
Total	176,630	100.0	95,013	100.0	7,381	100.0	10,169	100.0	15,112	100.0

Table 6

Representation of Employees in the Separate Employers Workforce by Designated Group as of March 31, 2006

Employer Name	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
Canada Revenue Agency	40,025	60.0	24,016	2.6	1,047	2.6	2,179	5.4	5,577	13.9
Canadian Food Inspection Agency	5,994	49.3	2,957	2.3	138	2.3	286	4.8	591	9.9
Canadian Forces Personnel Support Agency	2,632	66.8	1,758	3.2	84	3.2	144	5.5	88	3.3
Canadian Nuclear Safety Commission	544	42.5	231	2.0	11	2.0	14	2.6	65	11.9
Canadian Security Intelligence Service*	2,000	48.3	966	1.3	26	1.3	70	3.5	200	10.0
Communications Security Establishment	1,661	34.9	580	1.4	23	1.4	45	2.7	98	5.9
Financial Transactions and Reports Analysis Centre of Canada	203	49.8	101	0.5	1	0.5	4	2.0	36	17.7
National Energy Board	328	58.5	192	2.4	8	2.4	14	4.3	26	7.9
National Film Board of Canada	470	63.2	297	1.7	8	1.7	5	1.1	46	9.8
National Research Council Canada	4,323	35.0	1,514	1.0	45	1.0	175	4.0	661	15.3
Natural Sciences and Engineering Research Council	341	69.5	237	0.6	2	0.6	7	2.1	12	3.5
Office of the Auditor General of Canada	604	55.6	336	1.7	10	1.7	20	3.3	42	7.0
Office of the Superintendent of Financial Institutions	467	46.7	218	1.1	5	1.1	17	3.6	91	19.5
Parks Canada	4,814	41.8	2,013	7.8	377	7.8	246	5.1	108	2.2
Social Sciences and Humanities Research Council	186	69.4	129	2.7	5	2.7	14	7.5	5	2.7
Statistical Survey Operations	1,979	77.5	1,534	2.8	56	2.8	68	3.4	205	10.4
Total	66,571	55.7	37,079	2.8	1,846	2.8	3,308	5.0	7,851	11.8

* The numbers of employees and designated groups are estimates.

Table 7

Representation of Employees in the Other Public Sector Employers Workforce by Designated Group as of March 31, 2006

Employer Name	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	#	%	#	%	#	%	#	%	#	%
Canadian Forces (Officers & Non-commissioned Members)	103,843	16.7	17,351	16.7	2,663	2.6	1,278	1.2	2,779	2.7
Royal Canadian Mounted Police (Regular & Civilian Members)	21,355	25.9	5,522	25.9	1,357	6.4	522	2.4	1,289	6.0
Total	125,198	18.3	22,873	18.3	4,020	3.2	1,800	1.4	4,068	3.2

Table 8**List of Federal Contractors as of December 31, 2006**

Employer Name	Employer Name
1110 HOWE HOLDINGS (HOLIDAY INN DOWNTOWN VANCOUVER)	AMEX CANADA INC.
3M CANADA COMPANY	AMPHENOL CANADA CORPORATION
9149-6950 QUÉBEC INC.	ANACHEMIA CANADA INC.
A.R. WILLIAMS MATERIALS HANDLING LTD	ANDREW SHERET LIMITED
A.R.C. ACCOUNTS RECOVERY CORPORATION	ANIXTER CANADA INC.
ABB INC.	AOCO LIMITED
ABI / ADVANCED BUSINESS INTERIORS INC.	AON REED STENHOUSE INC.
ACCENTURE INC.	APOTEX INCORPORATED
ACCÈS SERVICES SANTÉ GSS INC.	APPLE CANADA INC.
ACCO CANADA INC.	ARAMARK CANADA LTD.
ACKLANDS-GRAINGER INC.	ARBORITE DIVISION OF ITW CANADA
ACRES INTERNATIONAL LIMITED	ARCHIVE IRON MOUNTAIN
ACRODEX INC.	ARC'TERYX EQUIPMENT INC.
AD OPT TECHNOLOGIES INC.	AREVA T & D CANADA INC.
ADACEL INC.	ARMTEC LIMITED
ADCOM INC.	ASCO - K&D PRATT LTD.
ADECCO EMPLOYMENT SERVICES LIMITED	ASHLAND CANADA CORP.
ADGA GROUP CONSULTANTS INC.	ASSOCIATED ENGINEERING ALBERTA LTD.
ADI GROUP INC	ASTRAZENECA CANADA INC.
ADOBE SYSTEMS	ATCO GAS AND PIPELINES LTD.
ADT SECURITY SERVICES CANADA INC.	ATCO STRUCTURES INC.
ADVANCE ELECTRONICS INC.	ATELIER DU MARTIN-PÊCHEUR INC.
AERIC INC.	ATLANTIC BUILDING CLEANING LIMITED
AGAT LABORATORIES LTD.	ATLANTIC INDUSTRIES LIMITED
AGFA HEALTHCARE INC.	ATLANTIC TRACTORS & EQUIPMENT LIMITED
AGILENT TECHNOLOGIES CANADA INC.	ATLANTIC WHOLESALERS LIMITED
AHEARN & SOPER INC.	ATLANTIS SYSTEMS INTERNATIONAL, INC.
AIR LIQUIDE CANADA INC.	ATLAS SPECIALTY STEELS DIV. OF SLATER STAINLESS
AIR PRODUCTS CANADA LTD.	AUTODESK CANADA INC.
AIRBOSS ENGINEERED PRODUCTS INC.	AVCORP INDUSTRIES INC.
AIRCRAFT APPLIANCE & EQUIPMENT LTD.	AVENTIS PASTEUR LTD.
AIT CORPORATION	AVERY DENNISON CANADA INC.
AJILON CANADA INC.	AVISCAR INC./AVIS RENT-A-CAR
ALBERTA CANCER BOARD	AVNET INTERNATIONAL CANADA LTD.
ALBERTA RESEARCH COUNCIL	AV-TECH INC.
ALCATEL CANADA INC.	AVW TELAV INC
ALGONQUIN COLLEGE OF APPLIED ARTS & TECHNOLOGY	AXIDATA INC.
ALIMENTS MARTEL INC.	B.G.E. SERVICE & SUPPLY LTD.
ALLARD-JOHNSON COMMUNICATIONS INC.	BABCOCK & WILCOX CANADA LTD.
ALLIANCE ONE LTD.	BACOU-DALLOZ PROTECTIVE APPAREL LTD.
ALLIED INTERNATIONAL CREDIT CORP.	BALLARD POWER SYSTEMS
ALLIED SHIPBUILDERS LTD.	BARDON SUPPLIES LIMITED
ALLIED SIGNAL AEROSPACE CANADA	BARNES DISTRIBUTION CANADA
ALMAC MACHINE WORKS LTD.	BARTLE & GIBSON LTD.
ALS CANADA LTD.	BAXTER CORPORATION
ALUMICOR LIMITED	BAXTERS CANADA INC.
AMBASSADOR CONFERENCE RESORT	BAYER INC.
AMEC AMERICAS LIMITED	BAYSHORE HEALTH CARE LTD.
AMEC EARTH & ENVIRONMENTAL LTD.	BBM CANADA

Table 8 (continued)

List of Federal Contractors as of December 31, 2006

Employer Name	Employer Name
BC CENTRE FOR DISEASE CONTROL SOCIETY	CANAD CORPORATION OF MANITOBA INC.
BDO DUNWOODY LLP	CANADA BREAD ATLANTIC LIMITED
BEAULIEU CANADA	CANADA BREAD COMPANY LTD.
BECKMAN COULTER CANADA INC.	CANADA CAPITAL BUILDING SERVICES LTD.
BECTON DICKINSON CANADA INC.	CANADA CATERING CO. LIMITED
BEE CLEAN BUILDING MAINTENANCE INC	CANADIAN BANK NOTE COMPANY, LIMITED
BELL HELICOPTER TEXTRON CANADA LIMITED	CANADIAN BLUE BIRD COACH LTD.
BELRON CANADA INC	CANADIAN BONDED CREDITS LIMITED
BEST FACILITIES SERVICES LTD.	CANADIAN BUTTONS LIMITED
BF GOODRICH LANDING GEAR DIVISION OAKVILLE	CANADIAN CORPS OF COMMISSIONAIRES
BFI CANADA INC.	CANADIAN LINEN AND UNIFORM SERVICE
BIOGENIE S.R.D.C. INC.	CANADIAN NIAGARA HOTELS INC.
BLACK & MCDONALD LIMITED	CANADIAN SHIPBUILDING & ENGINEERING LTD.
BOC CANADA LIMITED	CANADIAN STANDARDS ASSOCIATION
BODYCOTE ORTECH INC.	CANADIAN TECHNICAL TAPE LTD
BOEHRINGER INGELHEIM (CANADA) LTD.	CANADIAN WASTE SERVICES INC.
BOEING CANADA INC.	CANCER CARE ONTARIO
BOEING CANADA TECHNOLOGY	CANGENE CORPORATION
BOLANDS LIMITED	CANON CANADA INC.
BOMBARDIER INC.	CANTEST LTD.
BOMBARDIER RECREATIONAL PRODUCTS INC.	CAPGEMINI CANADA INC.
BOUTHILLETTE PARIZEAU & ASSOCIATES INC.	CARIS-UNIVERSAL SYSTEMS LTD.
BOWDENS MEDIA MONITORING LIMITED	CARL ZEISS CANADA LTD.
BOWE BELL & HOWELL INTERNATIONAL LTD.	CARLETON UNIVERSITY
BRAINHUNTER INC.	CARMICHAEL ENGINEERIG LTD
BRAMBIES CANADA	CARRIER CANADA LTD.
BRIDGE BRAND FOOD SERVICES LTD.	CARSWELL, A DIVISION OF THOMSON CANADA LTD.
BRIDGESTONE FIRESTONE CANADA INC.	CARTEM INC
BRISTOL-MYERS SQUIBB CO.	CASCADES EAST ANGUS INC.
BROOKFIELD LEPAGE JOHNSON CONTROLS FACILITY MANAGEMENT SERVICES	CASCADES RESOURCES
BROTHER INTERNATIONAL CORPORATION (CANADA) LTD.	CASINO NOVA SCOTIA HOTEL
BROWNING HARVEY LTD.	CASTROL CANADA INC.
BRUNET HEALTH CARE GROUP	CATHOLIC SOCIAL SERVICES
BTI CANADA	CAVALIER ENTERPRISES LTD.
BUDGET CAR & TRUCK RENTALS OF OTTAWA	CBCL LIMITED
BUDGET RENT A CAR OF EDMONTON LTD.	CCH CANADIAN LIMITED
BUNGE CANADA	CCSI TECHNOLOGY SOLUTIONS CORP.
C & D CLEANING AND SECURITY SERVICES LTD.	CDI PROFESSIONAL SERVICES, LTD.
C.S. BROOKS CANADA INC.	CÉGEP ÉDOUARD-MONTPETIT
CABLECOM INT'L NETWORK CABLING INC.	CÉGEP SAINT-JEAN-SUR-RICHELIEU
CAE ELECTRONICS LTD.	CENTENNIAL FOODS CORPORATION LTD.
CAFETERIA DE LA CAPITALE INC.	CENTRAL HEALTH SERVICES/RETIREMENT RESIDENCES INC.
CAISSE CENTRALE DESJARDINS	CENTRAL PRECISION LIMITED
CALIAN TECHNOLOGIES LTD.	CENTRE DE FORMATION PROFESSIONNELLE ET LINGUISTIQUE CARON LTÉE
CAMCO INC.	CENTRE DE RECHERCHE INDUSTRIELLE DU QUÉBEC (CRIQ)
CAMOSUN COLLEGE	CENTRE FOR ADDICTION AND MENTAL HEALTH
CAMPBELL FORD SALES LTD.	CENTRE HOSPITALIER UNIVERSITAIRE DE QUÉBEC
CANAC MARQUIS GRENIER LTÉE	CH2M HILL CANADA LIMITED

Table 8 (continued)**List of Federal Contractors as of December 31, 2006**

Employer Name	Employer Name
CHEMISE EMPIRE LTÉE	CUMMINS EST DU CANADA INC.
CHEMISES JML SHIRTS INC.	CUMMINS MID CANADA LTD
CHESAPEAKE DISPLAY AND PACKAGING	CUMMINS ONTARIO INC.
CHEVRON CANADA LIMITED	CUSTOM FOAM SYSTEMS LTD.
CHIP REIT NO. 32 OPERATIONS LTD.	CUTLER-HAMMER ENGINEERING SERVICES DIVISION
CIA INC.	D. BERTRAND & FILS INC
CIMA, ENGINEERING CONSULTANTS	DAIMLERCHRYSLER CANADA INC
CISCO SYSTEMS CANADA CO.	DAIRYWORLD FOODS
CIT FINANCIAL LIMITED	DALHOUSIE UNIVERSITY
CITÉ DE LA SANTÉ DE LAVAL	DALSA CORPORATION
CLARIANT (CANADA) INC	DANCO EQUIPMENT INC.
CLEANMATTERS JANITORIAL SERVICES LTD	DANKA CANADA INC.
CLINIDATA CORPORATION	DANONE WATERS OF CANADA INC.
CMC ELECTRONIQUE INC	DATA BUSINESS FORMS
CMI INTERLANGUES INC.	DATA GENERAL (CANADA) CO.
CNC GLOBAL LIMITED	DATACARD CANADA INC
COAST HOTELS LIMITED	DAVEY TREE SERVICES A DIVISION OF DAVEY TREE
COCHRANE GROUP INC.	DAVIE MARITIME INC.
COGNOS INC.	DECISION ONE CORPORATION
COHOS EVAMY	DÉCOR EXPERTS EXPO - 3022528 CANADA INC.
COLLECTCORP CORPORATION	DEL LABORATORIES PHARMACEUTICS CANADA INC.
COLLEGE AHUNTSIC	DELL COMPUTER CORPORATION
COLLÈGE DE SAINT-BONIFACE	DELOITTE & TOUCHE LLP
COLONY HOTEL TORONTO/SINGDEER INVESTMENT LTD.	DELPHI SOLUTIONS CORP.
COM DEV INTERNATIONAL LIMITED	DELTA BESSBOROUGH - LEGACY HOTELS CORPORATION
COMCARE HEALTH SERVICES	DELTA CALGARY AIRPORT - LEGACY HOTELS CORP.
COMMERCIAL SOLUTIONS INC.	DELTA CENTRE-VILLE
COMMUNICATIONS QUÉBECOR INC	DELTA CHELSEA - GREAT EAGLE HOTELS (CANADA) LTD.
COMPASS GROUP CANADA (BEAVER) LTD.	DELTA HALIFAX
COMPUGEN INC.	DELTA OTTAWA HOTEL & SUITES
COMPUTER ASSOCIATES CANADA LTD.	DELTA VANCOUVER AIRPORT
COMPUTER SCIENCES CANADA INC. - CSC	DELTA VANCOUVER SUITES (DELTA HOTELS)
COMPUWARE CORPORATION OF CANADA	DERKO LIMITEE
CONCORDIA UNIVERSITY	DESCHENES & FILS LTEE
CONESTOGA-ROVERS & ASSOCIATES LIMITED	DESSAU-SOPRIN INC.
CONNORS BROS. DIVISION OF CLOVER LEAF SEAFOODS, LP	DEW ENGINEERING AND DEVELOPMENT LIMITED
CONOR PACIFIC CANADA	DILLON CONSULTING LIMITED
CONSOLIDATED SERVICE INDUSTRIES CORPORATION	DISCOUNT CAR & TRUCK RENTALS LTD.
CONSOLTEX INC.	DISTAL INC.
COREL CORPORATION	DOLLAR THRIFTY AUTOMOTIVE GROUP CANADA LTD
CORPORATE EXPRESS CANADA INC.	DOLLCO CORPORATION (THE)
CORPORATION DE L'ÉCOLE POLYTECHNIQUE	DOMINION BLUELINE INC.
CORPORATION TECHNOLOGIES EICON	DOMTAR INC.
COSSETTE COMMUNICATION INC.	DOMUS BUILDING CLEANING CO LTEE
CPI CANADA - COMMUNICATIONS & POWER INDUSTRIES CANADA INC.	DOUBLETEX
CRAWFORD ADJUSTERS CANADA INC.	DOWNEAST COMMUNICATIONS
CROWNE PLAZA TORONTO CENTRE	DR. OETKER LTD.
CSG SECURITY INC	DRAKE INTERNATIONAL INC.
	DRS FLIGHT SAFETY AND COMMUNICATIONS

Table 8 (continued)

List of Federal Contractors as of December 31, 2006

Employer Name	Employer Name
DST OUTPUT CANADA INC	FAIRMONT HOTEL VANCOUVER (THE)
DUBE & LOISELLE INC.	FAIRMONT HOTELS INC./THE FAIRMONT NEWFOUNDLAND
DUFFERIN CONSTRUCTION COMPANY	FAIRMONT LE CHATEAU FRONTENAC (THE)
DUOCOM CANADA INC.	FAIRMONT LE REINE ELIZABETH
DURHAM FURNITURE INC.	FAIRMONT ROYAL YORK (THE)
DY 4 SYSTEMS INC	FAIRMONT VANCOUVER AIRPORT (THE)
DYNACARE GAMMA PARTNERSHIP	FAIRMONT WATERFRONT HOTEL (THE)
DYNAMIC MAINTENANCE LTD.	FARMERS CO-OPERATIVE DAIRY LIMITED
DYNEX FACILITY SERVICES INC.	FASTENAL CANADA COMPANY
E S FOX LIMITED	FELLFAB LIMITED
E.I. DU PONT CANADA COMPANY	FGI FAMILY GUIDANCE GROUP INC.
EAGLEPICHER ENERGY PRODUCTS CORPORATION	FINNING INTERNATIONAL INC.
EARTH TECH CANADA INC.	FIRST NATIONS UNIVERSITY OF CANADA INC.
EASTERN BAKERIES LIMITED	FISHER SCIENTIFIC COMPANY
EBA ENGINEERING CONSULTANTS LTD.	FISHERMAN'S MARKET INTERNATIONAL INC
EBCO INDUSTRIES LTD.	FLEETWAY INC.
ECOLAB CO.	FORD MOTOR COMPANY OF CANADA LTD.
ÉCOLE DE LANGUES LA CITÉ INC.	FORENSIC TECHNOLOGY WAI INC.
EDMONTON GEAR CENTRE LTD.	FORMICA CANADA INC.
EDMONTON MEAT PACKING LTD.	FOR-NET INC
EDS CANADA INC.	FORT GARRY INDUSTRIES LTD.
EDULINX CANADA CORPORATION	FOUR POINTS BY SHERATON GATINEAU-OTTAWA
EECOL ELECTRIC LTD.	(KSD ENTERPRISES)
ELECTRO SONIC INC.	FOURNITURE DE BUREAU DENIS
ELI LILLY & CO.	FRANKLIN EMPIRE INC.
EMC CORPORATION OF CANADA	FREIGHTLINER OF VANCOUVER LTD.
EMCO CORPORATION	FRIESENS CORPORATION
EMS TECHNOLOGIES CANADA , LTD.	FRISCO BAY LTD.
ENGEL CANADA INC.	FUJI PHOTO FILM CANADA INC.
ENGINEERED APPAREL LTD.	FUJITSU CONSULTING (CANADA) INC.
ENSEIGNES PATTISON SIGN GROUP	FUTURE ELECTRONICS INC.
ENTERPRISE RENT A CAR OTTAWA	G&K SERVICES CANADA INC.
ENTRUST LIMITED	G.A. BOULET INC.
ENVIRO-TEST LABORATORIES	G.E. WATER AND PROCESS TECHNOLOGIES
E-ONE CANADA LTD.	G.N. JOHNSTON EQUIPMENT CO. LTD.
EPSON CANADA LIMITED	GANOTEC INC.
EQUIFAX CANADA INC.	GARLOCK OF CANADA LTD
ERNST & YOUNG LLP	GAZ METROPOLITAIN INC
ESRI CANADA LIMITED	GDG ENVIRONNEMENT LIMITÉE
ESSELTE CANADA INC.	GENERAL CABLE COMPANY
EVANS CONSOLES CORPORATION.	GENERAL CHEMICAL CANADA LTD
EXCALIBUR LEARNING RESOURCE CENTRE, CANADA CORP.	GENERAL DYNAMICS CANADA LTD.
EXIDE CANADA INC BATTERY DIVISION	GENERAL DYNAMICS LAND SYSTEMS - CANADA CORPORATION
EXPRO TECHNOLOGIES INC.	GENERAL DYNAMICS- PRODUITS DE DÉFENSE
E-Z-EM CANADA INC.	GENERAL ELECTRIC CANADA INC.
FAIRMONT BANFF SPRINGS (THE)	GENERAL MOTORS OF CANADA LTD
FAIRMONT CHATEAU LAURIER (THE)	GENERAL MOTORS OF CANADA LTD DIESEL DIV.
FAIRMONT EMPRESS (THE)	GENPHARM INC.
FAIRMONT HOTEL MACDONALD (THE)	GESCAN DIVISION OF SONAPOR CANADA INC.

Table 8 (continued)

List of Federal Contractors as of December 31, 2006

Employer Name	Employer Name
GETRONICS CANADA INC	HÔPITAL LAVAL
GFS CANADA COMPANY (GORDON FOOD SERVICE)	HORTON TRADING LTD.
GGI GROUP INC.	HOTEL CHATEAU MONT SAINTE-ANNE INC
GIBBARD FURNITURE SHOPS LTD.	HOTEL DIEU HOSPITAL
GLAXOSMITHKLINE INC.	HOTEL GOUVERNEUR PLACE DUPUIS
GLENTEL INC.	HÔTEL LOEWS LE CONCORDE/PLACE MONTCALM HOTEL INC
GLOBAL UPHOLSTERY CO. INC.	HOTEL SASKATCHEWAN RADISSON PLAZA
GOLDEN ARROW SCHOOLBUSES LTD.	HTS ENGINEERING LTD.
GOLDER ASSOCIATES LTD	HUMAN RESOURCES CAPITAL GROUP INC.
GOODFELLOW INC	HUMMINGBIRD COMMUNICATIONS LTD.
GOODYEAR CANADA INC.	HUSKY INJECTION MOLDING SYSTEMS LTD.
GOWLING LAFLEUR HENDERSON LLP	HUSKY OIL LIMITED
GRAND & TOY LIMITED	HYATT REGENCY CALGARY
GRANT EMBLEMS LIMITED	HYATT REGENCY VANCOUVER
GRANT THORNTON LLP	HYDRO AGRI CANADA (NUTRITE)
GRAPHIC CONTROLS CANADA LTD.	IAN MARTIN LIMITED
GRAY FORGINGS & STAMPINGS LIMITED	IBI GROUP
GRAYBAR CANADA LIMITED	IBM CANADA LTD
GROUPE CGI INC.	ICI CANADA INC
GROUPE LACASSE INC.	IDEAL ROOFING COMPANY LTD.
GROUPE LGS INC.	IKON OFFICE SOLUTIONS INC.
GROUPE SANTE MEDISYS INC	IMC (CANADA) GLOBAL LTD.
GROUPE TENCO INC.	IMP AEROSPACE COMPONENTS LTD
GROUPE-CONSEIL ROCHE LTEE	IMP GROUP LIMITED - CSH OPERATIONS
GUILLEVIN INTERNATIONAL INC	IMPERIAL OIL CANADA LIMITED
HAGMEYER CANADA INC. DBA CENTURY VALLEN	IMT PARTNERSHIP
HARBOUR TOWERS HOTEL AND SUITES	INDAL TECHNOLOGIES INC.
HARPER POWER PRODUCTS INC.	INDUSPAC GROUP
HARRIS CANADA INC.	INDUSTRIES DE MAINTENANCE EMPIRE INC.
HATCH ASSOCIATES LTD	INGENIUM GROUP INC.
HAWORTH LTD.	INSCAPE CORPORATION
HAY GROUP LIMITED	INSTITUT NATIONAL DE LA RECHERCHE SCIENTIFIQUE
HENRY SCHEIN ASH ARCONA	INSTITUT NATIONAL D'OPTIQUE
HÉROUX-DEVTEK INC.	INSTITUT PHILIPPE PINEL DE MONTRÉAL
HERTZ CANADA LIMITED	INTEGRATED POWER SYSTEMS CORP.
HEWITT ÉQUIPEMENT LTÉE	INTELCOM SECURITY SERVICES LTD
HEWLETT-PACKARD (CANADA) CO.	INTERCITY PACKERS LTD
HILROY MEAD WESTBACO COMPANY	INTERCON SECURITY LIMITED
HILTON CANADA INC.	INTERGRAPH CANADA LTD.
HITACHI DATA SYSTEMS INC.	INTERNATIONAL ROAD DYNAMICS INC.
HOFFMANN LA ROCHE LIMITED	INTERTEC SECURITY & INVESTIGATION LTD.
HOLIDAY INN AIRPORT WEST	IRON ORE COMPANY OF CANADA
HOLIDAY INN SELECT HALIFAX CENTRE	IRVING EQUIPMENT
HOLIDAY INN SELECT MONTREAL CENTRE-VILLE	IRVING OIL LIMITED
HOLIDAY INN SELECT TORONTO AIRPORT	IRVING SHIPBUILDING INC./LES CHANTIERS MARITIME IRVING
HOLIDAY INN TORONTO YORKDALE	ISLAND FARMS DAIRIES
HOLIDAY INN WINNIPEG SOUTH	ISM INFORMATION SYSTEMS
HONEYWELL LIMITED	J & A BUILDING SERVICES LTD.
HOPITAL DU SAINT-SACREMENT	J. L. RICHARDS & ASSOCIATES LIMITED

Table 8 (continued)

List of Federal Contractors as of December 31, 2006

Employer Name	Employer Name
JACQUES WHITFORD	LIBERTY HEALTH
JH RYDER MACHINERY LTD	LIFTKING INDUSTRIES INC.
JOE'S JANITORIAL SERVICES LTD.	LINCOLN ELECTRIC COMPANY OF CANADA LP
JOHN DEERE LIMITED	LITECO INC.
JOHNSON & JOHNSON INC	LIVERTON HOTELS INC.
JOHNSON & JOHNSON MEDICAL PRODUCTS INC	LOCKHEED MARTIN CANADA
JOHNSON CONTROLS LP	LOGIDEC/MOORE WALLACE INC
JONES PACKAGING INC.	LOGISTIK UNICORP
JTI-MACDONALD CORP.	LONDON KING STREET PURCHASECO INC.
JUSTICE INSTITUTE OF BRITISH COLUMBIA	LOUIS GARNEAU SPORTS INC.
KASIAN ARCHITECTURE INTERIOR DESIGN AND PLANNING LTD.	LOWE-MARTIN CO. INC.
KAVERIT STEEL AND CRANE ULC	LUCENT TECHNOLOGIES CANADA CORP.
KEILHAUER INDUSTRIES LTD.	LUMEN, DIVISION DE SONEPAR CANADA INC.
KELLOWAY CONSTRUCTION LTD.	LUMONICS INC
KELLY SERVICES (CANADA) LTD.	LYRECO (CANADA) INC.
KEMPTVILLE TRUCK CENTRE LIMITED	M&S FOOD SERVICES LTD.
KI PEMBROKE LP	MACDONALD DETTWILER & ASSOCIATES INC.
KLOHN CRIPPEN CONSULTANTS LTD.	MACDONALD DETTWILER & ASSOCIATES LTD.
KNOLL NORTH AMERICA CORPORATION	MACK CANADA INC.
KODAK CANADA INCORPORATED	MAGELLAN AEROSPACE CORPORATION
KOMEX INTERNATIONAL LTD.	MAGELLAN AEROSPACE LIMITED
KONE INC.	MAINTENANCE EUREKA LIMITÉE
KONICA MINOLTA BUSINESS SOLUTIONS (CANADA) LTD.	MALLETTE S.E.N.C.R.L.
KONTZAMANIS GRAUMANN SMITH MACMILLAN INC.	MANAC INC. (INDUSTRIES TANGUAY)
KOPRASH INVESTMENT INC.	MANDEL SCIENTIFIC COMPANY INC.
KROMAR PRINTING LTD	MANITOBA HYDRO
KRUG INC.	MANPOWER SERVICES CANADA LIMITED/SERVICES MANPOWER CANADA LIMITEE
L.P. ROYER INC.	MAPINFO CANADA INC.
L-3 COMMUNICATIONS ELECTRONIC SYSTEMS INC.	MARCONI MEDICAL SYSTEMS CANADA INC.
LA CHEMISE PERFECTION INC	MARITIME PAPER PRODUCTS LIMITED
LABORATOIRES ABBOTT LTÉE	MARK'S WORK WEARHOUSE
LABSTAT INTERNATIONAL INC.	MARRIOTT CHÂTEAU CHAMPLAIN
LAB-VOLT (QUÉBEC) LTÉE	MARRIOTT CORPORATION OF CANADA LTD
LALIBERTÉ ET ASSOCIÉS INC.	MARSH CANADA LIMITED
LANTHIER BAKERY LTD.	MARSHALL MACKLIN MONAGHAN LIMITED
LE GROUPE OCÉAN INC.	MASTECH CANADA
LEGACY HOTELS CORPORATION	MAXSYS PROFESSIONALS AND SOLUTIONS INC.
LENBROOK INDUSTRIES LTD	MAXXAM ANALYTICS INC.
LES DISTRIBUTEURS R. NICHOLLS DISTRIBUTORS INC	MCCORMICK RANKIN CORPORATION
LES EMALLAGES MITCHEL LINCOLN LTEE	MCGILL UNIVERSITY
LES FROMAGES SAPUTO LTÉE	MCGREGOR INDUSTRIES INC.
LES LAINAGES VICTOR LTÉE	MCKESSON CANADA CORPORATION
LES ORDRES, DÉCORATIONS ET MÉDAILLES RIDEAU INC	MCLARENS TOPLIS CANADA
LES SOUS-VÊTEMENTS U M INC	MCMASTER UNIVERSITY
LEVITT SAFETY LIMITED	MCNEIL CONSUMER HEALTHCARE/MCNEIL PDI INC.
LEWISFOODS INC.	MEDAVIE INC.
LEXISNEXIS CANADA INC.	MED-EMERG INTERNATIONAL INC.
LEXI-TECH INTERNATIONAL INC.	MED-ENG SYSTEMS INC.
LEXMARK CANADA INC.	

Table 8 (continued)

List of Federal Contractors as of December 31, 2006

Employer Name	Employer Name
MEDIAGRIF INTERACTIVE TECHNOLOGIES INC.	NORTH ATLANTIC PETROLEUM
MEDTRONIC OF CANADA, LTD	NORTH DOUGLAS SYSCO FOOD SERVICES INC.
MELLON CONSULTANTS LIMITED	NORTHFIELD METAL PRODUCTS LTD.
MEMORIAL UNIVERSITY OF NEWFOUNDLAND	NORTHGATE INDUSTRIES LTD.
MEMRAMCOOK INSTITUTE	NORTHSTAR AEROSPACE INC.
MERCEDES-BENZ CANADA INC.	NORTHUMBERLAND CO-OPERATIVE LIMITED
MERCK FROSST CANADA LTÉE/LTD.	NORWEST SOIL RESEARCH LTD.
MESSIER DOWTY INC.	NOVA SCOTIA COMMUNITY COLLEGE
METAFORE CORPORATION	NOVA SCOTIA TEXTILES LIMITED
METRO EXECUTIVE CLASS CATERING INC.	NOVARTIS PHARMACEUTICALS CANADA INC.
METROPOLITAN CREDIT ADJUSTERS LTD.	NOVOPHARM LIMITED
METROPOLITAN PARKING INC	NOVOTEL TORONTO CENTRE
MHPM PROJECT MANAGERS INC.	NRCS INC.
MICHELIN AMÉRIQUE DU NORD (CANADA) INC	NURUN INC.
MICRO-BOUTIQUE ÉDUCATIVE INC.	O'CONNOR ASSOCIATES ENVIRONMENTAL INC
MICROSOFT CANADA CORPORATION	OERLIKON CONTRAVES INC.
MINTO SUITE HOTEL	OLDS COLLEGE
MITEL NETWORKS CORPORATION	OLYMPUS CANADA INC.
MONDRIAN CANADA INC	OLYMPUS NDT CANADA INC.
MONTEL INC	ONLINE ENTERPRISES INC
MOORE NORTH AMERICA	ONYX CANADA
MORBERN INC	OPEN TEXT CORPORATION
MORNEAU SOBECO	OPERATION SPRINGBOARD
MORRISON HERSHFIELD GROUP INC.	OPTTECH INCORPORATED
MOTOR COACH INDUSTRIES LTD	ORACLE CORPORATION CANADA INC.
MOTOROLA CANADA LIMITED	ORTHO-MCNEIL INC.
MOUNT SAINT VINCENT UNIVERSITY	OSRAM SYLVANIA LTD
MULTI MARQUES INC.	OTIS CANADA INC.
MUSTANG SURVIVAL CORP.	OTTAWA (JCST) PURCHASCO INC
MWG APPAREL CORPORATION	OTTAWA MARRIOTT/1210478 ONTARIO INC.
NATIONAL CAR RENTAL (CANADA) INC.	OTTAWA-CARLETON ASSOCIATION FOR PERSONS WITH DEVELOPMENTAL DISABILITIES
NATIONAL PAPER GOODS	PACCAR DU CANADA LTÉE
NATIONAL STEEL CAR LTD.	PACIFIC SAFETY PRODUCTS INC.
NATREL INC. DIVISION D'AGROPUR COOPÉRATIVE	PACKARD BELL NEC
NBS TECHNOLOGIES INC.	PAN PACIFIC HOTEL VANCOUVER
NCR CANADA LTD	PANALPINA INC.
NEILL AND GUNTER LIMITED	PANASONIC CANADA INC
NELSON LUMBER COMPANY LTD.	PAPRICAN
NEPTUNE FOOD SERVICE INC.	PARK TOWN MOTOR MOTELS LTD.
NETMANAGE CANADA INC.	PARKWAY HOTELS AND CONVENTION CENTRE INC.
NEXIENT LEARNING INC.	PATTERSON DENTAIRE CANADA INC
NEXINNOVATIONS INC.	PAUL DEMERS ET FILS INC.
NFO CF GROUP	PAYMENTECH CANADA
NIENKAMPER FURNITURE & ACCESSORIES INC.	PEACOCK INC
NISSAN CANADA INC	PEARSON CANADA SOLUTIONS LTD.
NOR-DON COLLECTION NETWORK INC.	PEERLESS GARMENTS LTD
NORDX/CDT INC	PENSKE TRUCK LEASING OF CANADA INC.
NORIMCO - DIV OF BATA INDUSTRIES LTD.	PERKINELMER OPTOELECTRONICS
NORTEL NETWORKS	

Table 8 (continued)

List of Federal Contractors as of December 31, 2006

Employer Name	Employer Name
PETRO-CANADA INC.	CONFERENCE CENTER
PFIZER CANADA INC.	RENTOKIL INITIAL CANADA LIMITED
PHARMACIA & UPJOHN INC.	RESIDENCE INN BY MARRIOTT HOTEL
PHARMASCIENCE INC	RESOLVE CORPORATION
PHILIPS & TEMRO INDUSTRIES LTD	RESORT INVESTORS INTERNATIONAL ULC
PHILIPS ELECTRONICS LIMITED	RGO OFFICE PRODUCTS PARTNERSHIP
PIERCEYS BUILDING SUPPLIES	RICOH CANADA INC.
PINCHIN ENVIRONMENTAL LTD.	ROCHE DIAGNOSTICS CANADA DIVISION OF
PIONEER BALLOON CANADA LIMITED	HOFFMAN - LAROCHE LIMITÉE
PIRELLI CABLES ET SYSTEMES INC.	ROCHE LTÉE GROUPE-CONSEIL
PITNEY BOWES OF CANADA LTD.	ROLLAND INC. DIVISION DES PAPIERS FINS
PORTFOLIO MANAGEMENT SOLUTIONS INC.	ROLLS ROYCE CANADA LIMITED
POWER BATTERY SALES LTD.	ROPACK INC.
PPG CANADA INC	ROUSSEAU MÉTAL INC
PRATT & WHITNEY CANADA CORPORATION INC.	ROYAL LEPAGE RELOCATION SERVICES LTD.
PRAXAIR CANADA INC.	RPB HOLDINGS LTD. (PENTICTON LAKESIDE RESORT)
PREVOST CAR INC.	RUSSEL METALS INC
PRICEWATERHOUSECOOPERS LLP	RYERSON UNIVERSITY
PRITCHARD ENGINEERING CO. LTD	SAFT POWER SYSTEMS INC.
PROCTOR & GAMBLE INC	SAINT MARY'S UNIVERSITY
PRODUITS BIOLOGIQUES SHIRE	SAMSONITE CANADA INC.
PROMAXIS SYSTEMS INC.	SANDWELL ENGINEERING INC.
PROTEXION PRODUCTS (1997) INC.	SANOVI-AVENTIS CANADA INC.
PTI GROUP INC.	SAP CANADA INC
PUBLICIS CANADA INC.	SAS INSTITUTE (CANADA) INC
PYLON ELECTRONICS INC	SASKATCHEWAN RESEARCH COUNCIL
QUANTUM MANAGEMENT SERVICES LTD	SAULT COLLEGE OF APPLIED ARTS AND TECHNOLOGY
QUEBECOR WORLD INC	SCA HYGIENE PRODUCTS INC
QUEEN'S UNIVERSITY	SCEPTER CORPORATION
R. J. BURNSIDE & ASSOCIATES LTD.	SCHENKER OF CANADA LIMITED
R.E. GILMORE INVESTMENTS CORP.	SCHERING CANADA INC.
R3D CONSEIL INC.	SCHINDLER ELEVATOR CORPORATION
RAMADA HOTEL AND CONVENTION CENTER	SCHNEIDER CANADA INC.
(607637 SASKATCHEWAN LTD.)	SCIENCE APPLICATIONS INTERNATIONAL CORPORATION
RAMADA INN 400/401	(SAIC CANADA)
RATIOPHARM INC.	SCOTSBURN CO-OPERATIVE SERVICES LIMITED
RAYMOND CHABOT GRANT THORNTON	SCYTHES INC.
RAYTHEON CANADA LIMITED	SEACOR ENVIRONMENTAL INC.
RAYTHEON ELCAN OPTICAL TECHNOLOGIES	SECURITAS CANADA LIMITED/SÉCURITAS CANADA LIMITÉE
RBA INC	SHARP ELECTRONICS OF CANADA LTD
RBC DOMINION SECURITIES INC.	SHARP'S AUDIO VISUAL LTD.
READ JONES CHRISTOFFERSON LTD	SHAW GMC PONTIAC BUICK HUMMER INC.
RECOCHEM INC.	SHELL CANADA LIMITED
REDHEAD EQUIPMENT LTD	SHERATON CENTRE TORONTO HOTELS STARWOOD HOTELS
RÉGULVAR INC.	SHERATON HAMILTON HOTEL STARWOOD HOTELS CANADA
REHAB FOUNDATION FOR THE DISABLED	SHERATON SUITES CALGARY EAU CLAIRE
RELIABLE WINDOW CLEANERS (SUDBURY) LTD	SHERATON VANCOUVER WALL CENTRE HOTEL
RELIZON CANADA INC.	SICO INC.
RENAISSANCE TORONTO AIRPORT HOTEL AND	SIEMENS CANADA LIMITED

Table 8 (continued)

List of Federal Contractors as of December 31, 2006

Employer Name	Employer Name
SIERRA SYSTEMS GROUP INC.	T. LAUZON LTÉE
SIMON FRASER UNIVERSITY	TAB PRODUCTS OF CANADA LTD.
SIMPLEX GRINNELL	TANNIS TRADING INC.
SINCLAIR DENTAL COMPANY LTD.	TAYCO PANELINK LTD.
SKILLSOFT CANADA	TECHNICAL STANDARDS AND SAFETY AUTHORITY
SKOR FOOD SERVICE	TECSULT INC.
SKYJACK INC	TEKNION CORPORATION
SMED INTERNATIONAL	TÉLÉ UNIVERSITÉ
SMITH LYONS TORRENCE STEVENSON & MAYER	TELEMEDIA COMMUNICATIONS INC.
SMITHS DETECTION	TELEPHOTO TECHNOLOGIES INC.
SNAP-ON TOOLS OF CANADA LTD	TELUS NATIONAL SYSTEMS INC.
SNC-LAVALIN PROFAC	TENAQUIP LIMITÉE
SOFTCHOICE CORPORATION	TERRA FOOTWEAR LIMITED
SOLOTECH INC.	THALES CANADA INC.
SOLUTIONS TECHNOLOGIQUES DORVAL S.C.C.- MICROSERV	THE 500 STAFFING SERVICES INC.
SONY OF CANADA LTD.	THE CAMBRIDGE TOWEL CORPORATION
SOROC TECHNOLOGY INC.	THE CANADIAN SALT COMPANY LIMITED
SOUCY INTERNATIONAL INC.	THE GLOBE AND MAIL DIVISION OF BELL GLOBEMEDIA PUBLISHING INC.
SOURCE MEDICAL CORPORATION	THE GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO
SPARTON OF CANADA LIMITED	THE GREAT WEST LIFE ASSURANCE COMPANY
SPRINGWALL SLEEP PRODUCTS INC	THE LOYALIST COLLEGE OF APPLIED ARTS & TECHNOLOGY
SPRUCEGROVE BUILDING CLEANERS (041216 NB LTD)	THE MCELHANNEY GROUP LTD.
ST. JOHN'S DOCKYARD LIMITED	THE NORTH WEST COMPANY INC
ST. JOSEPH PRINT GROUP INC.	THE PRINCE GEORGE HOTEL
ST. LAWRENCE COLLEGE	THE ROYAL OAK INN
STANDARD AERO LIMITED	THE UNIVERSITY OF WESTERN ONTARIO
STANDARD PAPER BOX DIV. OF SPB CANADA INC.	THE WESTIN CALGARY
STANFIELD'S LIMITED	THE WESTIN EDMONTON/STARWOOD
STANTEC CONSULTING LTD.	THE WESTIN HARBOUR CASTLE
STEELCASE CANADA LIMITED	THYSSEN KRUPP ELEVATOR (CANADA) LIMITED
STEELS INDUSTRIAL PRODUCTS LTD	TITAN BUILDING MAINTENANCE LTD.
STEWART WEIR + CO. LTD.	TOROMONT INDUSTRIES LTD.
STORAGETEK CANADA INC	TORONTO AUTO AUCTIONS LIMITED
STRONGCO INC	TOSHIBA OF CANADA LIMITED
SUBARU CANADA, INC.	TOTAL CREDIT RECOVERY LIMITED
SUN MICROSYSTEMS OF CANADA INC	TOYOTA CANADA INC.
SUNCOR ENERGY INC.	TRANS UNION OF CANADA INC.
SUPERIOR PROPANE, A DIVISION OF SUPERIOR PLUS	TRANSCONTINENTAL DIRECT
SUPREME OFFICE PRODUCTS LIMITED	TRANSCONTINENTAL INC
SUPREMEX INC.	TRANSCONTINENTAL PRINTING INC
SUTTON PLACE HOTEL TORONTO (THE)	TRANSPORT ST-LÉONARD INC.
SWISH MAINTENANCE LIMITED	TRENT UNIVERSITY
SYMANTEC CORPORATION	TYCO ELECTRONICS CANADA LTD.
SYSKO FOOD SERVICES OF CANADA INC (QUÉBEC)	UAP INC.
SYSKO FOOD SERVICES OF CANADA INC. (WESTERN DIVISION)	ULTRA ELECTRONICS CANADA LTD
SYSKO FOOD SERVICES OF CENTRAL ONTARIO INC.	ULTRAMAR LTÉE
SYSKO FOOD SERVICES OF TORONTO A DIVISION OF SYSKO FOOD SERVICES OF CANADA INC.	UMA GROUP LTD.
SYSKO FOOD SERVICES OF VANCOUVER INC.	UNICLEAN BUILDING MAINTENANCE CONTRACTOR

Table 8 (continued)**List of Federal Contractors as of December 31, 2006**

Employer Name	Employer Name
UNISOURCE CANADA INC.	WOLSELEY HOLDINGS CANADA INC.
UNISYS CANADA INC.	WYETH PHARMACEUTICAL
UNIVAR CANADA LTD.	XEROX CANADA INC.
UNIVERSITÉ DU QUÉBEC À MONTRÉAL	XWAVE SOLUTIONS INC.
UNIVERSITÉ LAVAL	YAMAHA MOTOR CANADA LTD.
UNIVERSITY COLLEGE OF THE FRASER VALLEY	YONGE STREET HOTELS
UNIVERSITY OF ALBERTA	YORK UNIVERSITY
UNIVERSITY OF BRITISH COLUMBIA	ZELLERS INC.
UNIVERSITY OF CALGARY	ZENON ENVIRONMENTAL INC.
UNIVERSITY OF GUELPH	ZODIAC HURRICANE TECHNOLOGIES INC.
UNIVERSITY OF LETHBRIDGE	ZOMAX INCORPORATED
UNIVERSITY OF MANITOBA	
UNIVERSITY OF MONTREAL	
UNIVERSITY OF NEW BRUNSWICK	
UNIVERSITY OF OTTAWA	
UNIVERSITY OF SASKATCHEWAN	
UNIVERSITY OF VICTORIA	
UNIVERSITY OF WATERLOO	
UNIVERSITY OF WINDSOR	
URS CANADA INC.	
VALEANT CANADA LIMITÉE	
VANCOUVER MARRIOTT PINNACLE DOWNTOWN	
VANCOUVER SHIPYARDS CO. LTD.	
VAPOR RAIL INC.	
VICTOR INNOVATEX INC.	
VICTORIA SHIPYARDS CO LTD	
VICTORIAN ORDER OF NURSES	
VIPOND INC.	
VITALAIRE HEALTHCARE	
VITALITY FOODSERVICE CANADA LTD.	
VITA-TECH CANADA INC.	
VOLKSWAGEN CANADA INC	
VOLVO ROAD MACHINERY, LTD.	
VWR INTERNATIONAL LTD.	
WABUSH MINES	
WAJAX INDUSTRIES LIMITED	
WARDROP ENGINEERING INC.	
WARNER LAMBERT CANADA INC.	
WARREN SHEPELL CONSULTANTS GROUP	
WATSON WYATT & COMPANY	
WEBCOM LIMITED	
WELCH & COMPANY LLP	
WESCAM INC.	
WESCO DISTRIBUTION CANADA LP	
WESTBURNE RUDDY ELECTRIC	
WG THOMPSON & SONS LTD	
WHB IDENTIFICATION SOLUTIONS INC.	
WILLIAM M MERCER LIMITED	
WINPACK TECHNOLOGIES INC.	