



Fair, safe and productive workplaces

Employment Equity Act Annual Report



Labour Program
2014

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Employment Equity Act Annual Report 2014

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Message from the Minister

The *Employment Equity Act: Annual Report 2014* outlines progress made by federally regulated private-sector employers to achieve equality and fairness in the workplace.

All Canadians have the right to work in an environment where opportunities are based on skills and abilities. That's why it's important to remove barriers to employment and allow all Canadians to fully participate in the labour market.

By promoting the equitable representation of women, Aboriginal peoples, people with disabilities, and members of visible minorities in federally regulated workplaces, the *Employment Equity Act* helps employers identify and address workplace barriers by implementing fair practices and policies.

Our efforts are making a difference. The 2014 report indicates that the representation of all four designated groups has increased in the past year. Ensuring that the representation of these groups reflects their labour market availability remains a priority.

To this end, the Labour Program recently launched the Workplace Opportunities: Removing Barriers to Equity grants and contributions program. It is designed to support federally regulated private-sector employers covered by the *Employment Equity Act* in their efforts to improve designated group representation through partnerships and industry-tailored strategies.

Our Government will continue to work with employers, the provinces and territories, and other stakeholders to eliminate barriers to employment and give all Canadians access to the same opportunities. It is our duty to keep Canadian workplaces fair, safe and productive.

A workforce that reflects the diversity of our country will grow the economy and ensure the long-term prosperity for all Canadians.

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

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Introduction

“The purpose of this Act is to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfilment of that goal, to correct the conditions of disadvantage in employment experienced by women, aboriginal peoples, persons with disabilities and members of visible minorities by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.”

- Section 2 of the *Employment Equity Act*

The Minister of Labour is mandated by the *Employment Equity Act* (the Act) to submit a report to Parliament describing the status of employment equity in the federally regulated private sector.¹ The Act requires employers in the federally regulated private sector with a workforce of 100 employees or more to file a report with the Minister by June 1 every year. *The Employment Equity Act: Annual Report 2014* consolidates the information submitted by employers on June 1, 2014 and highlights the

progress that employers have made during the 2013 calendar year in achieving an equitable workforce for the four designated groups: women, Aboriginal peoples, persons with disabilities and members of visible minorities.

The most common indicator of progress is the representation rate. The representation of designated groups is compared to their labour market availability (LMA). Progress has been made when the gap between a group's representation and its LMA narrows, or when the group's representation exceeds its LMA.

About the Data

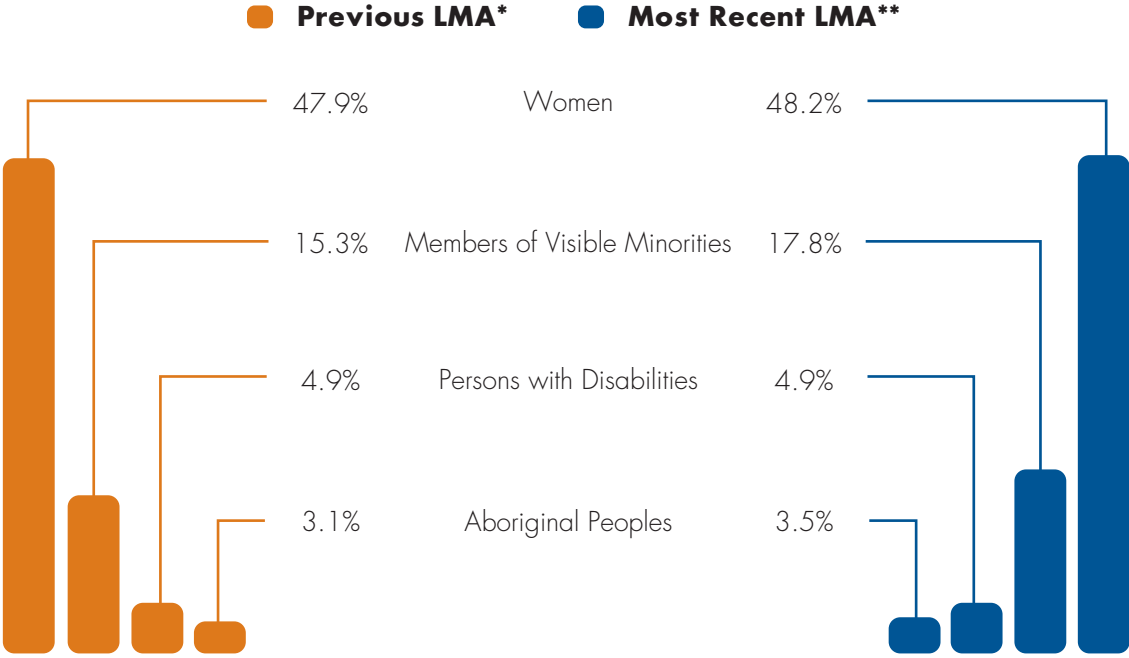
This year marks the release of LMA data based on the most recent census and post-censal surveys. The LMA data for women, Aboriginal peoples and members of visible minorities is obtained from Statistics Canada's 2011 National Household Survey (NHS). Data for persons with disabilities is obtained from the 2012 Canadian Survey on Disability (CSD), also conducted by Statistics Canada.

The 2011 NHS and 2012 CSD show that LMA has increased for all groups except persons with disabilities.

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

The change in LMA for each designated group is indicated below.

Previous and Most Recent LMA for each Designated Group



* (based on the 2006 Census and Participation and Activity Limitation Survey)

** (based on the 2011 NHS and 2012 CSD)

Despite the release of the new LMA data, there remains a time lag in measuring representation gaps because the 2013 representation is being compared to 2011 NHS and 2012 CSD availability data.

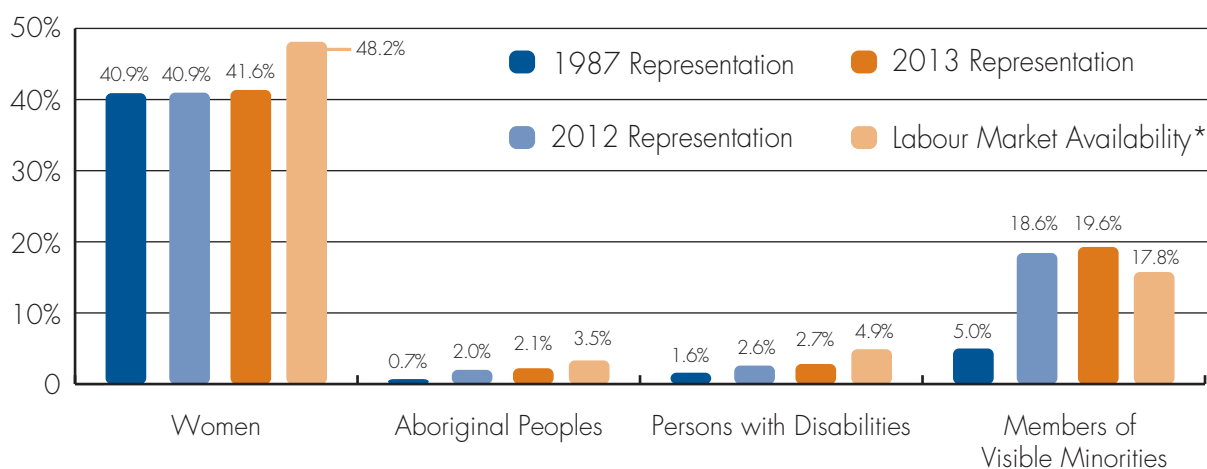
<p>Representation is the share of designated groups in a given labour force (e.g., the entire federally regulated private-sector workforce, the banking sector or an individual bank).</p>	<p>Labour market availability refers to the share of designated group members in the workforce from which the employers could hire.</p>
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Section 1 – Year in Review

In 2013, the representation of all four designated groups increased in the federally regulated private sector compared to 2012. Employers continue to make progress towards achieving a fully representative² workforce.

- Members of visible minorities achieved a representation rate that continued to surpass their LMA. The representation rates for the other designated groups – women, Aboriginal peoples and persons with disabilities – remained below their respective LMA, but were higher than the previous year.
- The representation of women increased from 40.9% in 2012 to 41.6% in 2013 and remained below their LMA of 48.2%. This represents an LMA attainment rate of 86.3%, a shortfall of 13.7%.
- The representation of Aboriginal peoples reached 2.1% in 2013 after remaining at 2.0% during the two previous years. This represents an attainment rate of 60.0%, a shortfall of 40.0%.
- The representation of persons with disabilities increased to 2.7% in 2013 from 2.6% in 2012, a rate that had remained unchanged since 2010. This represents an attainment rate of 55.1%, the lowest attainment rate for all designated groups.
- The representation of members of visible minorities increased a full percentage point from 2012 to 2013, reaching 19.6%. This surpasses the group's most recent LMA of 17.8% (LMA in 2006 was 15.3%). Members of visible minorities continue to be the only designated group in the federally regulated private sector whose overall representation surpasses their LMA.

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



*Sources: Statistics Canada, 2011 NHS and 2012 CSD.

² A workforce is considered fully representative when the representation of designated groups is equal to their LMA.

Sectors

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

Banking

Includes all major Canadian banks.

Communications

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

Transportation

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

'Other'

Encompasses a diverse group of employers working in industries such as nuclear power generation; warehousing and storage; metal ore mining; professional, scientific and technical services; finance; construction management; food, wood, chemical and equipment manufacturing; wholesale trade; waste management; arts, entertainment and recreation; and public administration.

Federally Regulated Private Sector Overall workforce

A total of 507 employers filed a report with the Minister of Labour for the 2013 calendar year. Together, these employers had a total of 738,053 employees across Canada, representing about 4.1% of the Canadian workforce.

The total number of employers decreased by nine from 2012 to 2013: three in the communications sector, five in the transportation sector and one in the 'other' sector.³ The transportation sector continued to have the most employers (342 or 67.5%).

Overall, the federally regulated private sector saw a net decrease of 34,427 employees over the previous year. The banking sector is the only sector to have seen a workforce increase (656 employees). The transportation sector had the largest reduction in employees with a decrease of 31,826 employees (a 12.5% reduction from the previous year).

Most workers in the federally regulated private sector are evenly distributed among the banking (30.9%), communications (31.3%) and transportation (30.1%) sectors. The smallest sector, 'other', employs 7.7% of the federally regulated private-sector workforce.

The table below shows the federally regulated private-sector workforce composition by sector for the 2013 calendar year.

Table 1: Number of Employers and Employees (1987, 2012 and 2013) in the Federally Regulated Private Sector

Sector	Employers			Employees		
	1987	2012	2013	1987	2012	2013
	#	#	#	#	#	#
Banking	23	25	25	169,632	227,455	228,111
Communications	90	72	69	179,247	230,819	230,786
Transportation	208	347	342	203,207	254,330	222,504
'Other'	52	72	71	43,331	59,876	56,652
All Sectors	373	516	507	595,417	772,480	738,053

The banking sector has achieved a workforce representation that exceeds LMA for women and members of visible minorities.

The 'other' sector has achieved full representation of Aboriginal peoples.

No sector has achieved a level of representation equal to LMA for persons with disabilities.

Table 2: Designated Group Representation by Sector

Sector	2013 Representation			
	Women	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
	%	%	%	%
Banking	62.6	1.3	3.8	29.6
Communications	37.7	1.7	2.3	17.7
Transportation	26.9	2.9	2.0	13.4
'Other'	30.1	4.1	2.6	11.4
All Sectors	41.6	2.1	2.7	19.6
Availability*	48.2	3.5	4.9	17.8

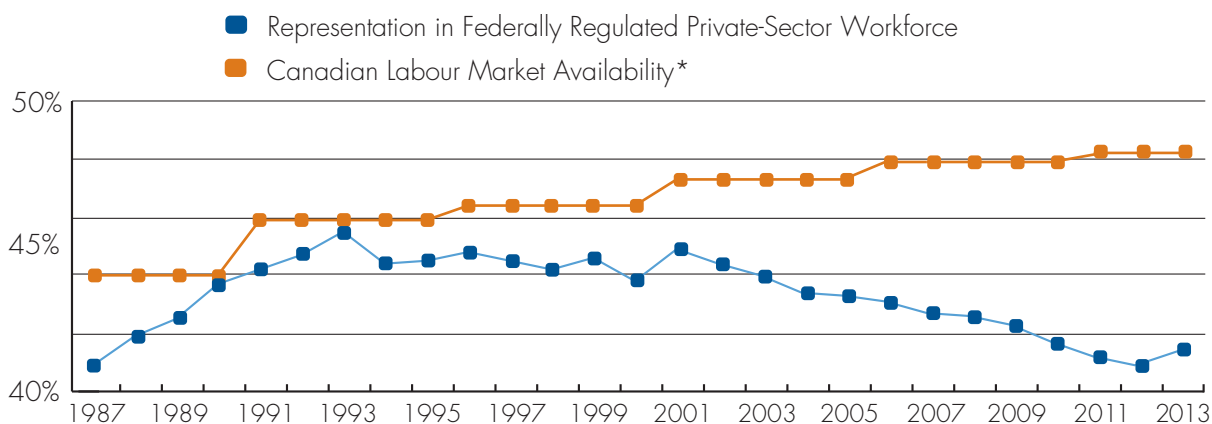
* Sources: Statistics Canada, 2011 NHS and 2012 CSD.

Section 2 – Designated Groups

Women

From 2012 to 2013, the representation of women increased by 0.7 percentage points to 41.6%, ending the downward trend noted since 2001. The reported increase represents an attainment rate of 86.3% of the group's LMA of 48.2%.

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



* Sources: Statistics Canada, 1986 to 2006 Census and 2011 NHS.

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

- There was a net decrease of 34,427 employees (4.5%) in the federally regulated private sector from 2012 to 2013. Of these employees, 9,167 were women.
 - The number of women declined by 9.3% in the transportation sector, by 5.3% in the 'other' sector, by 1.4% in the banking sector and by 0.04% in the communications sector.
- The representation of women increased overall from 40.9% in 2012 to 41.6% in 2013.
 - The representation of women increased in the transportation sector, decreased in the banking sector and remained unchanged in the communications and 'other' sectors.
- The largest proportion of women in the federally regulated private sector continued to be in the banking sector (46.6%). This is followed by the communications, transportation and 'other' sectors with 28.3%, 19.5% and 5.6% respectively.

- All sectors combined, more women left the federally regulated private-sector workforce than entered it.
 - Only the transportation sector reported a positive net effect between the number of hires and terminations⁴, meaning that more women entered the workforce in this sector than left it.
 - The banking, communications and ‘other’ sectors reported shares of terminations that exceeded shares of hires.
- The transportation and ‘other’ sectors reported shares of promotions for women that exceeded their representation.

Table 3: Number, Representation, Hires, Promotions, and Terminations of Women in the Federally Regulated Private Sector by Sector⁵

	Women									
	All Sectors		Banking		Communications		Transportation		‘Other’	
	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013
Number Employed	315,930	306,763	144,898	142,883	86,927	86,896	66,068	59,909	18,037	17,075
Representation	40.9%	41.6%	63.7%	62.6%	37.7%	37.7%	26.0%	26.9%	30.1%	30.1%
Number of Hires	40,983	38,429	16,859	15,890	9,372	10,079	12,731	10,639	2,021	1,821
Number of Promotions	22,527	21,259	15,203	14,498	4,499	3,767	1,789	1,835	1,036	1,159
Number of Terminations	41,832	40,981	16,479	17,416	13,196	11,791	10,310	9,283	1,847	2,491
Share of Hires	35.4%	35.9%	54.9%	53.7%	33.4%	34.1%	25.7%	25.6%	27.6%	29.0%
Share of Promotions	47.2%	47.2%	58.8%	57.6%	36.0%	36.9%	29.8%	29.1%	30.6%	34.3%
Share of Terminations	36.9%	37.3%	59.5%	59.5%	38.2%	35.9%	23.5%	23.7%	25.7%	29.1%

A higher proportion of women in permanent full-time positions earned \$60,000 or more in 2013 than in 2012. Of women in permanent full-time positions, 40.3% remained in the lowest salary range (below \$50,000) compared to 43.4% in 2012. In contrast, 25.0% of men were in this salary range in 2013 compared to 29.3% in 2012. Most men (55.6%) earned \$60,000 or more, while only 38.7% of women were in that salary range.

Table 4: Distribution of Salary Ranges by Year and Gender

Salary Range	Distribution of Permanent Full-Time Employees (%)			
	2012		2013	
	Men	Women	Men	Women
\$60,000 and above	51.5	35.7	55.6	38.7
\$50,000 to \$59,999	19.2	20.9	19.4	21.0
Below \$50,000	29.3	43.4	25.0	40.3

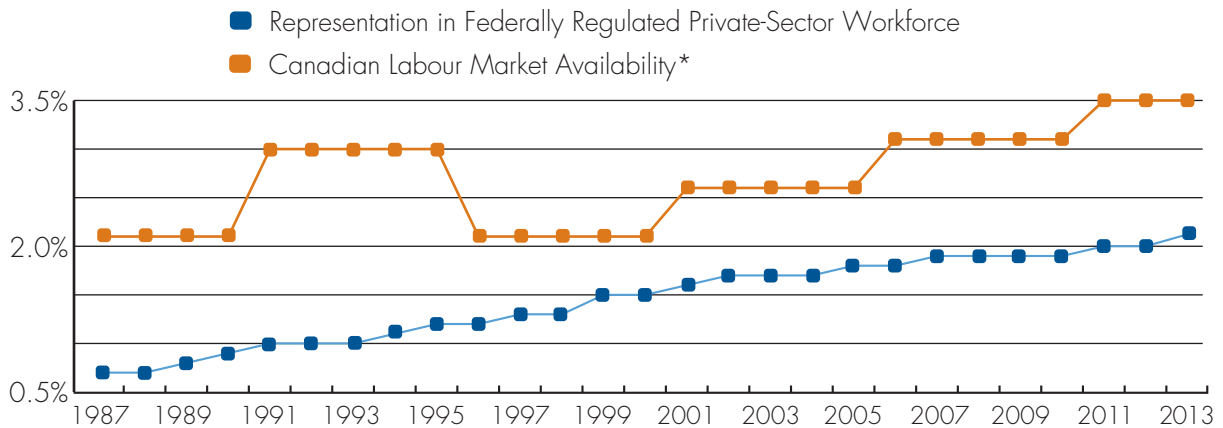
⁴ Terminated means retired, resigned, laid off, dismissed or otherwise having ceased to be an employee, but does not include being laid off temporarily or absent by reason of illness, injury or a labour dispute.

⁵ For more information, see Table 4 in Appendix A: Federally regulated private-sector employees by designated group and sector: number, representation, hires, promotions, terminations and net effect.

Aboriginal peoples

The representation of Aboriginal peoples has increased from 2.0% in 2012 to 2.1% in 2013, achieving 60.0% of LMA. LMA for Aboriginal peoples is 3.5%.

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



* Sources: Statistics Canada, 1986 to 2006 Census and 2011 NHS.

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

Table 5 provides details on the employment situation of Aboriginal peoples overall and in each of the four sectors comprising the federally regulated private sector.

- Similar to the net decrease in the number of employees in the federally regulated private sector from 2012 to 2013, the total number of Aboriginal employees also decreased by 109 (0.7%).
 - At the sector level, the number of Aboriginal employees decreased only in the transportation sector, by 233 (3.5%). Their numbers increased in the banking, communications and ‘other’ sectors.
- The representation of Aboriginal peoples continues to be highest in the ‘other’ and transportation sectors (4.1% and 2.9% respectively). Representation increased by 0.3 percentage points in each of these two sectors, while remaining steady in the banking (1.3%) and communications (1.7%) sectors.
- The largest proportion of Aboriginal peoples in the federally regulated private sector is in the transportation sector (41.2%).
- The ‘other’ sector has the smallest proportion of Aboriginal peoples (14.9%), yet is the only sector to have achieved a representation level that exceeded LMA (4.1% representation compared to 3.5% LMA).

- The 'other' sector reported shares of hires that surpassed LMA and that also exceeded shares of terminations. This means that Aboriginal peoples are being hired at an equitable level and are entering the sector's workforce at a higher rate than they are leaving it.
- Each of the sectors reported that shares of promotions for Aboriginal peoples are at least equal to their internal representation.

Table 5: Number, Representation, Hires, Promotions, and Terminations of Aboriginal Peoples in the Federally Regulated Private Sector by Sector

	Aboriginal Peoples									
	All Sectors		Banking		Communications		Transportation		'Other'	
	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013
Number Employed	15,778	15,669	2,887	2,917	3,907	3,957	6,686	6,453	2,298	2,342
Representation	2.0%	2.1%	1.3%	1.3%	1.7%	1.7%	2.6%	2.9%	3.8%	4.1%
Number of Hires	3,088	2,667	341	395	489	513	1,970	1,445	288	314
Number of Promotions	846	889	344	371	232	189	141	182	129	147
Number of Terminations	2,839	2,834	428	455	604	609	1,556	1,419	251	351
Share of Hires	2.7%	2.5%	1.1%	1.3%	1.7%	1.7%	4.0%	3.5%	3.9%	5.0%
Share of Promotions	1.8%	2.0%	1.3%	1.5%	1.9%	1.9%	2.3%	2.9%	3.8%	4.3%
Share of Terminations	2.5%	2.6%	1.5%	1.6%	1.7%	1.9%	3.5%	3.6%	3.5%	4.1%

A higher proportion of Aboriginal peoples in permanent full-time positions earned \$60,000 or more in 2013 than in 2012. However, the proportion of Aboriginal men and women in this salary range continues to be lower than all men and all women respectively. Aboriginal women in particular are much less likely (29.2%) to earn \$60,000 or more compared to Aboriginal men (51.2%) and to all women (38.7%). As is the case for all women, the largest proportion of Aboriginal women (49.4%) earn salaries below \$50,000.

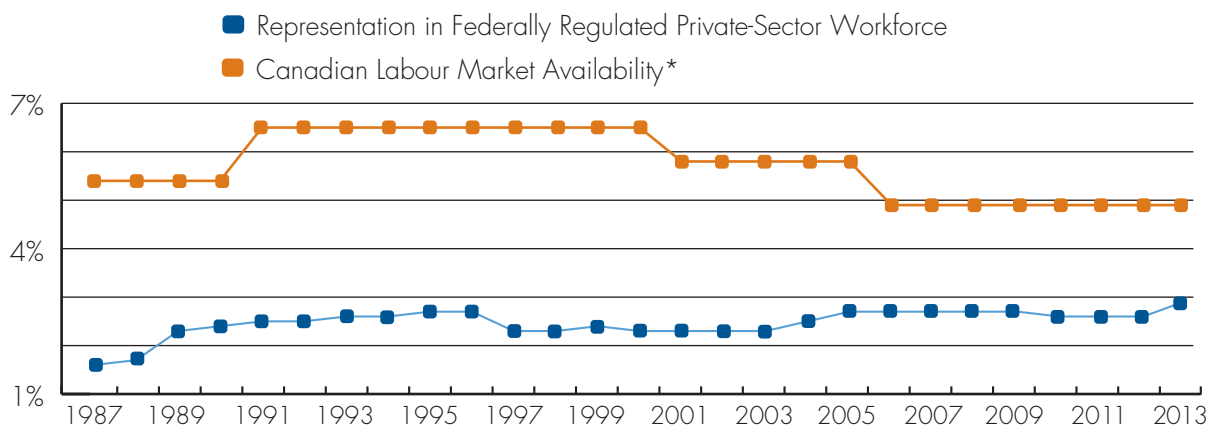
Table 6: Distribution of Salary Ranges by Year and Gender

Salary Range	Distribution of Permanent Full-Time Employees (%)							
	2012				2013			
	Men	Women	Aboriginal Men	Aboriginal Women	Men	Women	Aboriginal Men	Aboriginal Women
\$60,000 and above	51.5	35.7	47.6	27.2	55.6	38.7	51.2	29.2
\$50,000 to \$59,999	19.2	20.9	20.4	20.9	19.4	21.0	19.1	21.4
Below \$50,000	29.3	43.4	32.0	51.9	25.0	40.3	29.6	49.4

Persons with disabilities

In 2013, the representation of persons with disabilities increased to 2.7% after remaining at 2.6% for the previous three years. This represents an attainment rate of 55.1% of the group's 4.9% LMA.

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



* Sources: Statistics Canada, 1986 and 1991 Health and Activity Limitation Survey (HALS), 2001 and 2006 Participation and Activity Limitation Survey (PALS) and 2012 CSD.

Note: In 2001, Statistics Canada began using the World Health Organization's *International Classification of Functioning, Disability and Health* framework to define disability rather than the 1980 *International Classification of Impairments, Disabilities, and Handicaps*; this resulted in a drop in LMA.

Table 7 provides details on the employment situation of persons with disabilities overall and in each of the four sectors comprising the federally regulated private sector.

- The total number of persons with disabilities in the federally regulated private sector decreased by 179 (0.9%) from 2012 to 2013.
 - The number of persons with disabilities decreased in three of the sectors and showed a slight increase in the banking sector by 28 (0.3%).
- The representation of persons with disabilities increased in the transportation and 'other' sectors. The banking and communications sectors maintained their representation levels from the previous year.
- The largest proportion of persons with disabilities in the federally regulated private sector was found in the banking sector (43.5%). This is followed by the communications, transportation and 'other' sectors with 26.5%, 22.6% and 7.4% respectively.
- The shares of terminations for persons with disabilities (overall and in each sector) exceeded their shares of hires. This means that persons with disabilities are leaving the workforce at a higher rate than they are entering it.

- Overall, as well as in each sector, the share of hires for persons with disabilities is well below their LMA of 4.9%.
 - The banking sector reported the highest share of hires at 2.4%. This is followed by the 'other' sector with a share of 1.4%, and the communications and transportation sectors with shares of 1.3% each.
- All sectors have reported that shares of promotions for persons with disabilities are below their internal representation.

Table 7: Number, Representation, Hires, Promotions, and Terminations of Persons with Disabilities in the Federally Regulated Private Sector by Sector

	Persons with Disabilities									
	All Sectors		Banking		Communications		Transportation		'Other'	
	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013
Number Employed	20,232	20,053	8,686	8,714	5,396	5,323	4,639	4,536	1,511	1,480
Representation	2.6%	2.7%	3.8%	3.8%	2.3%	2.3%	1.8%	2.0%	2.5%	2.6%
Number of Hires	1,594	1,714	507	716	315	382	696	531	76	85
Number of Promotions	1,080	969	695	648	238	168	83	92	64	61
Number of Terminations	2,662	2,821	870	1,122	818	761	784	734	190	204
Share of Hires	1.4%	1.6%	1.7%	2.4%	1.1%	1.3%	1.4%	1.3%	1.0%	1.4%
Share of Promotions	2.3%	2.2%	2.7%	2.6%	1.9%	1.6%	1.4%	1.5%	1.9%	1.8%
Share of Terminations	2.3%	2.6%	3.1%	3.8%	2.4%	2.3%	1.8%	1.9%	2.6%	2.4%

A higher proportion of persons with disabilities in permanent full-time positions earned \$60,000 or more in 2013 than in 2012. The proportion of men with disabilities earning a salary of \$60,000 or more increased from 48.9% to 51.2%; the proportion of women with disabilities with earnings in that range increased from 32.5% to 34.3%. Similar to all men and all women, men with disabilities fare better than women with disabilities: the highest proportion of men with disabilities is in the top salary range, while the highest proportion of women with disabilities is in the lowest salary range.

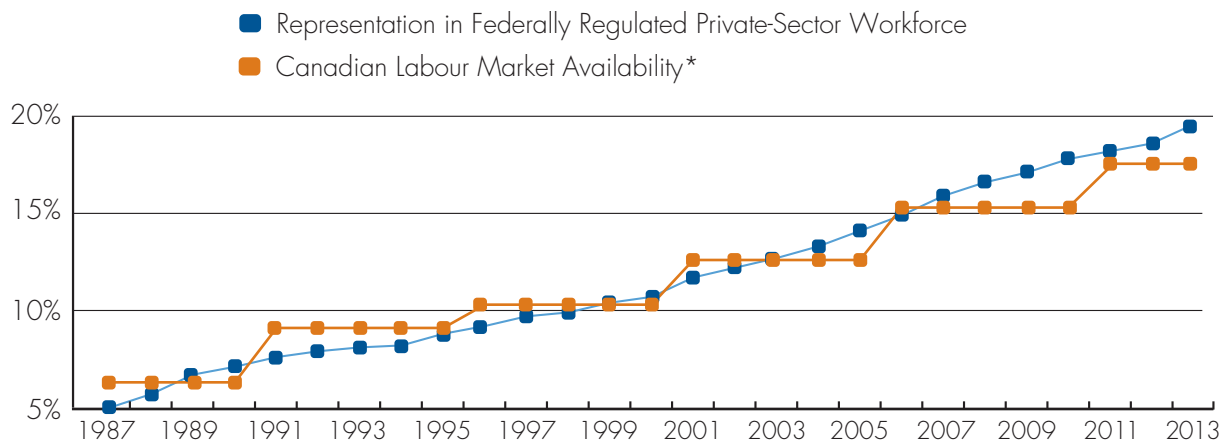
Table 8: Distribution of Salary Ranges by Year and Gender

Salary Range	Distribution of Permanent Full-Time Employees (%)							
	2012				2013			
	Men	Women	Men with Disabilities	Women with Disabilities	Men	Women	Men with Disabilities	Women with Disabilities
\$60,000 and above	51.5	35.7	48.9	32.5	55.6	38.7	51.2	34.3
\$50,000 to \$59,999	19.2	20.9	23.6	24.2	19.4	21.0	21.9	23.7
Below \$50,000	29.3	43.4	27.5	43.3	25.0	40.3	26.9	41.9

Members of visible minorities

From 2012 to 2013, the representation of members of visible minorities has increased a full percentage point to 19.6%, surpassing its LMA of 17.8%. Members of visible minorities are the only designated group to have achieved a representation level that is above their LMA.

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



* Sources: Statistics Canada, 1986 to 2006 Census and 2011 NHS.

Table 9 provides details on the employment situation of members of visible minorities overall and in each of the four sectors comprising the federally regulated private sector.

- Members of visible minorities are the only designated group whose number increased (by 0.4% or 520 people) in spite of the overall workforce decrease in the federally regulated private sector.
 - The transportation sector is the only sector that reported a decrease in the number of members of visible minorities employed compared to 2012. This decrease (12.3%) is comparable to the decrease in the overall transportation sector's workforce (12.5%).
- Only the banking sector has achieved a workforce representation of members of visible minorities above the group's LMA (29.6% representation compared to 17.8% LMA).
 - With the release of the most recent LMA estimates, the communications sector is 0.1 percentage points away from reaching LMA, reporting a representation of 17.7% (an increase of 0.6 percentage points from the previous year).
 - The representation rate of members of visible minorities has remained the same in the transportation sector (13.4%) and increased from 10.7% to 11.4% in the 'other' sector.
- The largest proportion of members of visible minorities in the federally regulated private sector continued to be in the banking sector (46.7%). This is followed by the communications, transportation and 'other' sectors with 28.3%, 20.6% and 4.4%, respectively.

- All sectors reported that shares of hires for members of visible minorities are higher than their shares of terminations. This means that members of visible minorities are entering the workforce at a greater rate than they are leaving it.
 - The banking, communications and transportation sectors reported recruitment levels that are at least equal to the group’s LMA.
- All sectors reported shares of promotions that are at least equal to their representation of members of visible minorities.

Table 9: Number, Representation, Hires, Promotions, and Terminations of Members of Visible Minorities in the Federally Regulated Private Sector by Sector

	Members of Visible Minorities									
	All Sectors		Banking		Communications		Transportation		'Other'	
	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013
Number Employed	143,968	144,488	64,141	67,413	39,434	40,819	33,983	29,817	6,410	6,439
Representation	18.6%	19.6%	28.2%	29.6%	17.1%	17.7%	13.4%	13.4%	10.7%	11.4%
Number of Hires	21,462	22,928	6,161	7,797	6,226	6,940	8,201	7,381	874	810
Number of Promotions	11,383	11,427	8,097	8,289	2,158	1,856	779	897	349	385
Number of Terminations	20,067	20,586	6,862	7,623	6,914	6,718	5,641	5,480	650	765
Share of Hires	18.6%	21.4%	20.1%	26.3%	22.2%	23.5%	16.6%	17.8%	11.9%	12.9%
Share of Promotions	23.8%	25.4%	31.3%	32.9%	17.3%	18.2%	13.0%	14.2%	10.3%	11.4%
Share of Terminations	17.7%	18.7%	24.8%	26.1%	20.0%	20.5%	12.8%	14.0%	9.0%	8.9%

A higher proportion of members of visible minorities in permanent full-time positions earned \$60,000 or more in 2013 than in 2012. The proportion of visible minority men earning a salary of \$60,000 or more increased from 45.3% to 49.3% and the proportion of visible minority women with earnings in that salary range increased from 34.1% to 36.4%. Visible minority men fare better than visible minority women: the highest proportion of visible minority men (49.3%) is in the top salary range while the highest proportion of visible minority women (44.6%) is in the lowest salary range. This finding is also true for all men and women.

Table 10: Distribution of Salary Ranges by Year and Gender

Salary Range	Distribution of Permanent Full-Time Employees (%)							
	2012				2013			
	Men	Women	Visible Minority Men	Visible Minority Women	Men	Women	Visible Minority Men	Visible Minority Women
\$60,000 and above	51.5	35.7	45.3	34.1	55.6	38.7	49.3	36.4
\$50,000 to \$59,999	19.2	20.9	18.0	18.7	19.4	21.0	18.5	19.0
Below \$50,000	29.3	43.4	36.7	47.3	25.0	40.3	32.2	44.6

Conclusion

Each year, the *Employment Equity Act Annual Report* presents the progress made by federally regulated private-sector employers in achieving employment equity. The report highlights the representation of each designated group as well as other indicators of equity such as salary and shares of hires, promotions and terminations.

The *2014 Employment Equity Act Annual Report* indicates that progress is being made but more work needs to be done. From 2012 to 2013, the representation of all four designated groups increased in the federally regulated private sector – a trend that has not been observed since 2001.

Building diverse and inclusive workplaces where each person is valued for their skills and contributions will bring benefits to individuals and their families, to employers, and to the Canadian workforce as a whole. Employers are encouraged to continue their efforts to eliminate barriers to the recruitment, promotion and retention of under-represented groups and contribute to the creation of safe, fair and productive workplaces for all Canadians.

Appendix A

Tables – Federally Regulated Private-Sector Employers

The following tables consolidate data from the annual reports submitted by federally regulated private-sector employers. To allow for comparative analysis, data from 1987 (the year data was first collected) is included with 2012 and 2013 data.

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

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**Table 1
Representation (1987, 2012 and 2013) and Availability (2011) of Federally Regulated Private-Sector Employees by Designated Group, Census Metropolitan Area, Province and Territory**

Census Metropolitan Area & Province/Territory	Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities						
	Representation		Availability*	Representation		Availability*	Representation		Availability*	Representation		Availability*				
	1987 (%)	2012 (%)	2013 (%)	2011 (%)	1987 (%)	2012 (%)	2013 (%)	1987 (%)	2012 (%)	2013 (%)	1987 (%)	2012 (%)	2013 (%)			
Halifax	41.2	43.1	42.6	49.6	0.5	1.8	2.1	2.6	1.6	4.3	4.2	N/A	1.9	6.4	6.8	7.6
Montréal	39.0	40.6	42.0	48.4	0.3	0.7	0.7	0.7	1.1	1.7	1.7	N/A	3.0	14.4	14.2	18.0
Toronto	47.1	44.1	44.8	48.7	0.6	0.9	0.9	0.6	1.5	2.7	2.7	N/A	12.0	34.2	35.3	44.1
Winnipeg	32.7	33.7	33.7	48.8	0.8	6.3	6.5	9.0	1.8	3.2	3.2	N/A	2.9	13.3	14.2	18.9
Regina	42.9	44.7	45.7	48.6	0.4	3.3	3.5	7.2	2.4	3.4	4.1	N/A	1.6	8.9	10.4	9.8
Calgary	47.6	43.8	44.5	47.1	0.5	1.9	1.9	2.5	1.9	2.4	2.4	N/A	5.6	18.6	19.4	25.7
Edmonton	44.5	39.9	41.0	47.1	0.7	2.5	2.8	4.5	2.0	2.4	2.7	N/A	4.4	17.2	17.7	21.0
Vancouver	40.4	38.3	38.2	48.6	0.5	2.0	1.9	2.1	1.5	2.7	2.7	N/A	7.9	32.4	33.6	41.8
Newfoundland and Labrador	38.4	45.5	46.7	48.2	0.6	4.6	5.9	6.7	1.0	1.8	2.7	5.6	0.7	1.6	1.7	1.3
Prince Edward Island	38.0	34.7	34.2	49.5	0.2	0.5	0.4	1.4	1.2	2.0	1.7	5.7	1.0	1.1	1.1	2.4
Nova Scotia	34.4	45.6	45.0	49.2	0.4	1.8	2.0	3.4	3.5	4.1	4.2	7.2	1.3	5.1	5.6	4.5
New Brunswick	32.2	49.6	49.3	48.3	0.4	1.2	1.2	2.6	1.8	3.3	3.3	5.3	1.1	2.2	2.6	2.2
Quebec	39.8	39.2	41.0	47.9	0.4	0.9	0.9	1.6	1.1	1.5	1.6	3.0	2.6	11.3	11.6	9.8
Ontario	44.2	43.1	43.6	48.7	0.7	1.4	1.4	2.1	1.6	3.0	3.0	5.5	7.3	24.5	25.5	24.4
Manitoba	30.5	33.4	33.4	48.0	1.0	7.1	7.5	12.1	1.7	3.1	3.2	5.9	2.6	11.2	11.9	13.2
Saskatchewan	35.1	37.1	37.2	47.3	1.4	7.8	8.3	10.4	1.8	2.8	3.0	5.6	1.2	5.9	6.9	6.3
Alberta	45.3	41.3	42.0	46.6	0.7	2.4	2.5	4.7	1.9	2.5	2.6	4.9	4.0	15.7	16.5	17.3
British Columbia	41.5	39.0	38.9	48.5	0.7	2.5	2.6	4.6	1.7	2.8	2.9	5.8	6.2	25.0	26.0	25.8
Yukon	31.4	44.5	41.1	49.5	3.8	9.5	8.6	19.0	0.8	4.0	3.5	6.9	1.4	10.3	11.3	5.9
Northwest Territories	21.9	24.5	23.7	47.8	9.6	9.4	9.8	40.3	1.4	1.6	1.5	3.6	2.5	8.0	7.7	7.8
Nunavut	N/A	25.5	24.1	46.9	N/A	34.7	35.5	75.1	N/A	1.3	3.2	2.6	N/A	4.2	7.6	2.6
Canada	40.9	40.9	41.6	48.2	0.7	2.0	2.1	3.5	1.6	2.6	2.7	4.9	5.0	18.6	19.6	17.8

* Sources: Statistics Canada, 2011 National Household Survey (NHS) and 2012 Canadian Survey on Disability (CSD).

**Table 2
Representation (2012 and 2013) and Availability (2011) of Federally Regulated Private-Sector Employees by
Designated Group and Occupational Group**

Occupational Group	Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Representation		Availability*	Representation		Availability*	Representation		Availability*	Representation		Availability*
	2012 (%)	2013 (%)	2011 (%)	2012 (%)	2013 (%)	2011 (%)	2012 (%)	2013 (%)	2012 (%)	2012 (%)	2013 (%)	2011 (%)
Senior Managers	23.5	23.8	27.4	0.7	0.7	2.9	2.5	2.4	4.3	6.9	7.2	10.1
Middle and Other Managers	43.6	43.3	38.9	1.2	1.2	2.2	2.8	2.7	4.3	17.4	18.3	15.0
Professionals	44.4	44.5	55.0	1.0	1.0	2.1	2.5	2.4	3.8	26.2	27.0	19.9
Semi-Professionals and Technicians	18.6	18.9	52.0	2.1	2.1	3.7	1.8	1.9	4.6	10.9	11.3	16.3
Supervisors	59.7	60.0	56.5	2.0	2.2	3.6	3.0	3.1	13.9	19.0	19.8	18.5
Supervisors: Crafts and Trades	8.1	7.8	11.2	2.9	3.1	3.7	2.2	2.2	7.8	8.8	9.4	9.5
Administrative and Senior Clerical Personnel	73.6	72.8	82.6	1.7	1.7	3.0	3.0	3.0	3.4	24.4	26.0	14.1
Skilled Sales and Service Personnel	29.1	30.2	49.9	2.0	1.7	3.2	1.6	1.6	3.5	10.3	10.6	22.8
Skilled Crafts and Trades Workers	3.6	3.7	3.9	3.4	3.5	4.5	2.2	2.1	3.8	10.6	10.9	10.3
Clerical Personnel	65.8	65.0	68.4	1.8	1.9	3.4	3.7	3.8	7.0	21.5	22.7	19.0
Intermediate Sales and Service Personnel	67.1	66.2	66.8	2.9	3.0	3.7	1.5	1.6	5.6	18.5	19.9	20.7
Semi-Skilled Manual Workers	13.3	13.2	17.9	3.0	3.2	4.1	2.3	2.3	4.8	14.3	15.7	18.7
Other Sales and Service Personnel	23.8	34.5	57.5	1.9	3.4	5.1	1.0	2.2	6.3	20.7	22.0	21.9
Other Manual Workers	10.5	10.9	22.7	5.4	5.5	6.0	2.8	2.7	5.3	13.0	15.1	17.3
Total Number of Employees	44.9	40.9	41.6	48.2	2.0	2.1	2.6	2.7	4.9	18.6	19.6	17.8

* Sources: Statistics Canada, 2011 NHS and 2012 CSD.

**Table 4
Federally Regulated Private-Sector Employees by Designated Group and Sector: Number, Representation, Hires,
Promotions, Terminations and Net Effect (1987, 2012 and 2013)***

	All Employees			Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	1987	2012	2013	1987	2012	2013	1987	2012	2013	1987	2012	2013	1987	2012	2013
Banking															
Employees	169,632	227,455	228,111	129,076	144,898	142,883	951	2,887	2,917	3,053	8,686	8,714	16,062	64,141	67,413
Hires	21,879	30,709	29,615	16,704	16,859	15,890	109	341	395	158	507	716	2,211	6,161	7,797
Promotions	39,456	25,866	25,165	27,599	15,203	14,498	204	344	371	607	695	648	3,778	8,097	8,289
Terminations	21,715	27,716	29,256	16,819	16,479	17,416	150	428	455	331	870	1,122	1,432	6,862	7,623
Net Effect**	164	2,993	359	-115	380	-1,526	-41	-87	-60	-173	-363	-406	779	-701	174
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	76.1	63.7	62.6	0.6	1.3	1.3	1.8	3.8	3.8	9.5	28.2	29.6
Share of Hires	100.0	100.0	100.0	76.3	54.9	53.7	0.5	1.1	1.3	0.7	1.7	2.4	10.1	20.1	26.3
Share of Promotions	100.0	100.0	100.0	69.9	58.8	57.6	0.5	1.3	1.5	1.5	2.7	2.6	9.6	31.3	32.9
Share of Terminations	100.0	100.0	100.0	77.5	59.5	59.5	0.7	1.5	1.6	1.5	3.1	3.8	6.6	24.8	26.1
Communications															
Employees	179,247	230,819	230,786	71,038	86,927	86,896	1,090	3,907	3,957	2,512	5,396	5,323	7,257	39,434	40,819
Hires	17,416	28,049	29,564	7,515	9,372	10,079	49	489	513	129	315	382	975	6,226	6,940
Promotions	11,099	12,505	10,202	4,900	4,499	3,767	55	232	189	112	238	168	445	2,158	1,856
Terminations	16,020	34,517	32,848	6,176	13,196	11,791	36	604	609	112	818	761	437	6,914	6,718
Net Effect**	1,396	-6,468	-3,284	1,339	-3,824	-1,712	13	-115	-96	17	-503	-379	538	-688	222
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	39.6	37.7	37.7	0.6	1.7	1.7	1.4	2.3	2.3	4.0	17.1	17.7
Share of Hires	100.0	100.0	100.0	43.1	33.4	34.1	0.3	1.7	1.7	0.7	1.1	1.3	5.6	22.2	23.5
Share of Promotions	100.0	100.0	100.0	44.1	36.0	36.9	0.5	1.9	1.9	1.0	1.9	1.6	4.0	17.3	18.2
Share of Terminations	100.0	100.0	100.0	38.6	38.2	35.9	0.2	1.7	1.9	0.7	2.4	2.3	2.7	20.0	20.5

Table 4 continued

Federally Regulated Private-Sector Employees by Designated Group and Sector: Number, Representation, Hires, Promotions, Terminations and Net Effect (1987, 2012 and 2013)*

	All Employees			Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	1987	2012	2013	1987	2012	2013	1987	2012	2013	1987	2012	2013	1987	2012	2013
Transportation															
Employees	203,207	254,330	222,504	34,423	66,068	59,909	1,479	6,686	6,453	2,892	4,639	4,536	5,318	33,983	29,817
Hires	33,535	49,536	41,565	7,316	12,731	10,639	211	1,970	1,445	118	696	531	691	8,201	7,381
Promotions	14,723	6,007	6,315	2,655	1,789	1,835	123	141	182	198	83	92	376	779	897
Terminations	32,588	43,913	39,148	6,028	10,310	9,283	168	1,556	1,419	231	784	734	478	5,641	5,480
Net Effect**	947	5,623	2,417	1,288	2,421	1,356	43	414	26	-113	-88	-203	213	2,560	1,901
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	16.9	26.0	26.9	0.7	2.6	2.9	1.4	1.8	2.0	2.6	13.4	13.4
Share of Hires	100.0	100.0	100.0	21.8	25.7	25.6	0.6	4.0	3.5	0.4	1.4	1.3	2.1	16.6	17.8
Share of Promotions	100.0	100.0	100.0	18.0	29.8	29.1	0.8	2.3	2.9	1.3	1.4	1.5	2.6	13.0	14.2
Share of Terminations	100.0	100.0	100.0	18.5	23.5	23.7	0.5	3.5	3.6	0.7	1.8	1.9	1.5	12.8	14.0
'Other'															
Employees	43,331	59,876	56,652	9,207	18,037	17,075	401	2,298	2,342	983	1,511	1,480	1,123	6,410	6,439
Hires	4,500	7,333	6,288	1,485	2,021	1,821	46	288	314	37	76	85	150	874	810
Promotions	3,248	3,383	3,383	856	1,036	1,159	23	129	147	64	64	61	85	349	385
Terminations	5,080	7,187	8,560	1,402	1,847	2,491	40	251	351	93	190	204	86	650	765
Net Effect**	-580	146	-2,272	83	174	-670	6	37	-37	-56	-114	-119	64	224	45
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	21.2	30.1	30.1	0.9	3.8	4.1	2.3	2.5	2.6	2.6	10.7	11.4
Share of Hires	100.0	100.0	100.0	33.0	27.6	29.0	1.0	3.9	5.0	0.8	1.0	1.4	3.3	11.9	12.9
Share of Promotions	100.0	100.0	100.0	26.4	30.6	34.3	0.7	3.8	4.3	2.0	1.9	1.8	2.6	10.3	11.4
Share of Terminations	100.0	100.0	100.0	27.6	25.7	29.1	0.8	3.5	4.1	1.8	2.6	2.4	1.7	9.0	8.9

**Table 4 continued
Federally Regulated Private-Sector Employees by Designated Group and Sector: Number, Representation, Hires,
Promotions, Terminations and Net Effect (1987, 2012 and 2013)***

	All Employees			Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	1987	2012	2013	1987	2012	2013	1987	2012	2013	1987	2012	2013	1987	2012	2013
All Sectors	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	595,417	772,480	738,053	243,744	315,930	306,763	3,921	15,778	15,669	9,440	20,232	20,053	29,760	143,968	144,488
Hires	77,330	115,627	107,032	33,020	40,983	38,429	415	3,088	2,667	442	1,594	1,714	4,027	21,462	22,928
Promotions	68,526	47,761	45,065	36,010	22,527	21,259	405	846	889	981	1,080	969	4,684	11,383	11,427
Terminations	75,403	113,333	109,812	30,425	41,832	40,981	394	2,839	2,834	767	2,662	2,821	2,433	20,067	20,586
Net Effect**	1,927	2,294	-2,780	2,595	-849	-2,552	21	249	-167	-325	-1,068	-1,107	1,594	1,395	2,342
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	40.9	40.9	41.6	0.7	2.0	2.1	1.6	2.6	2.7	5.0	18.6	19.6
Share of Hires	100.0	100.0	100.0	42.7	35.4	35.9	0.5	2.7	2.5	0.6	1.4	1.6	5.2	18.6	21.4
Share of Promotions	100.0	100.0	100.0	52.5	47.2	47.2	0.6	1.8	2.0	1.4	2.3	2.2	6.8	23.8	25.4
Share of Terminations	100.0	100.0	100.0	40.4	36.9	37.3	0.5	2.5	2.6	1.0	2.3	2.6	3.2	17.7	18.7

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

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

**Table 5
Federally Regulated Private-Sector Employees in Permanent Full-Time Employment by Designated Group, Gender and
Salary Range as of December 31, 2013**

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	3,452	2,125	1,327	38.4	183	125	58	5.3	65	46	19	1.9	531	352	179
\$15,000 - \$19,999	1,605	788	817	50.9	70	43	27	4.4	47	25	22	2.9	333	161	172
\$20,000 - \$24,999	5,374	3,095	2,279	42.4	197	135	62	3.7	131	75	56	2.4	1,451	898	553
\$25,000 - \$29,999	13,382	6,350	7,032	52.5	458	225	233	3.4	414	211	203	3.1	3,165	1,679	1,486
\$30,000 - \$34,999	28,317	12,359	15,958	56.4	851	370	481	3.0	965	382	583	3.4	7,132	3,328	3,804
\$35,000 - \$37,499	20,170	9,400	10,770	53.4	478	241	237	2.4	623	254	369	3.1	5,012	2,337	2,675
\$37,500 - \$39,999	22,765	10,789	11,976	52.6	510	243	267	2.2	687	284	403	3.0	5,524	2,637	2,887
\$40,000 - \$44,999	48,911	24,945	23,966	49.0	1,060	573	487	2.2	1,401	641	760	2.9	11,247	5,450	5,797
\$45,000 - \$49,999	46,749	24,617	22,132	47.3	915	480	435	2.0	1,316	667	649	2.8	10,431	5,078	5,353
\$50,000 - \$59,999	123,457	73,286	50,171	40.6	2,567	1,574	993	2.1	3,843	2,111	1,732	3.1	22,372	12,595	9,777
\$60,000 - \$69,999	76,238	49,462	26,776	35.1	1,624	1,188	436	2.1	2,042	1,304	738	2.7	13,110	7,709	5,401
\$70,000 - \$84,999	79,314	53,739	25,575	32.2	1,460	1,026	434	1.8	1,950	1,244	706	2.5	14,490	9,138	5,352
\$85,000 - \$99,999	50,657	34,756	15,901	31.4	928	712	216	1.8	1,213	759	454	2.4	9,954	6,400	3,554
\$100,000 and over	96,158	72,122	24,036	25.0	1,554	1,288	266	1.6	2,226	1,616	610	2.3	14,774	10,377	4,397
Total	616,549	377,833	238,716	38.7	12,855	8,223	4,632	2.1	16,923	9,619	7,304	2.7	119,526	68,139	51,387

**Table 6
Federally Regulated Private-Sector Employees in Permanent Part-Time Employment by Designated Group, Gender
and Salary Range as of December 31, 2013**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
	Total	Men	Women	(%)	Total	Men	Women	(%)	Total	Men	Women	(%)	Total	Men	Women
Under \$5,000	3,134	1,551	1,583	50.5	70	30	40	2.2	72	36	36	2.3	329	173	156
\$5,000 - \$7,499	2,669	1,085	1,584	59.3	75	26	49	2.8	49	26	23	1.8	343	157	186
\$7,500 - \$9,999	3,381	1,452	1,929	57.1	73	23	50	2.2	63	28	35	1.9	396	189	207
\$10,000 - \$12,499	10,534	5,765	4,769	45.3	267	143	124	2.5	225	129	96	2.1	2,418	1,599	819
\$12,500 - \$14,999	8,025	3,799	4,226	52.7	214	98	116	2.7	199	79	120	2.5	1,855	1,052	803
\$15,000 - \$17,499	8,747	3,898	4,849	55.4	247	109	138	2.8	212	84	128	2.4	2,166	1,190	976
\$17,500 - \$19,999	8,653	3,426	5,227	60.4	218	92	126	2.5	251	82	169	2.9	1,993	947	1,046
\$20,000 - \$22,499	11,824	5,589	6,235	52.7	255	120	135	2.2	297	118	179	2.5	3,117	1,861	1,256
\$22,500 - \$24,999	8,204	2,831	5,373	65.5	204	65	139	2.5	260	62	198	3.2	1,881	807	1,074
\$25,000 - \$29,999	15,994	5,372	10,622	66.4	367	103	264	2.3	495	152	343	3.1	3,282	1,450	1,832
\$30,000 - \$34,999	12,085	4,846	7,239	59.9	252	97	155	2.1	354	121	233	2.9	2,573	1,314	1,259
\$35,000 - \$39,999	8,810	3,557	5,253	59.6	175	71	104	2.0	246	84	162	2.8	1,569	825	744
\$40,000 - \$49,999	7,187	3,062	4,125	57.4	139	50	89	1.9	197	83	114	2.7	1,200	659	541
\$50,000 and over	4,436	1,947	2,489	56.1	82	35	47	1.8	120	52	68	2.7	502	247	255
Total	113,683	48,180	65,503	57.6	2,638	1,062	1,576	2.3	3,040	1,136	1,904	2.7	23,624	12,470	11,154

Appendix B

Technical Notes

Employers covered under the Act

The Act covers:

- **federally regulated private-sector employers, Crown corporations and other federal organizations** with 100 or more employees;
- **core public administration organizations** listed under Schedule I or IV of the *Financial Administration Act* (FAA) (federal government departments and agencies);
- **separate employer organizations** in the federal public sector with 100 or more employees listed in Schedule V of the FAA (separate agencies);
- **other public sector employer organizations** with 100 or more employees, including the Canadian Forces (officers and non-commissioned members in the Regular and Reserve Forces) and the Royal Canadian Mounted Police (regular and civilian members, excluding federal public service employees); and
- **federal contractor organizations** that are provincially regulated suppliers of goods and services with at least 100 employees in Canada that receive contracts at or above \$1M from the federal government.

Additional Information Available

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

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

Limitations of the employment equity data

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

- To measure the progress of the designated groups covered by the Act, their percentage representation (i.e., the number of designated group employees divided by the number of all employees) in the federally regulated private sector is compared to their availability in the workforce population. Availability data is obtained from censuses or surveys conducted every five years by Statistics Canada. As a result, there is a time lag in measuring representation gaps. The current LMA is based on the 2011 National Household Survey and 2012 Canadian Survey on Disability. More information on LMA can be found in the *2011 Employment Equity Data Report*.
- In some cases, data reported by employers is received after publication deadlines. As a result, there may be differences in the data reported in annual reports for particular years.
- Data is received annually from employers; however, the number of employers may differ from one year to the next.
- The Treasury Board of Canada Secretariat (TBS) is responsible for reporting on employment equity in the federal departments, agencies and commissions that make up the core public administration. This information is available on the TBS website. Other areas of the federal public sector are responsible for preparing their own employment equity reports, which can be found on their respective websites or obtained upon request. Federal contractors are not required to report annually.
- Data on the investigation and security services subsector was reclassified in 2011 to the transportation sector. Prior to 2011, it was classified under the 'other' sector.

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