



*Fair, safe and productive workplaces*

# *Employment Equity Act* **Annual Report 2015**

# **Labour Program**

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## **Employment Equity Act Annual Report 2015**

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# Message from the Minister

**"First and foremost, the Government believes that all Canadians should have a real and fair chance to succeed."**

***Speech from the Throne to Open the First Session of the Forty-second Parliament of Canada***

As the Minister responsible for employment equity, I present the *Employment Equity Act: Annual Report 2015*, which outlines the progress made by federally regulated private-sector employers to achieve equality and fairness in workplaces across Canada.

The report indicates that while some progress has been made in some areas, more work is needed to achieve a fully representative workforce. The Government of Canada has made diversity and inclusion a priority, pledging to ensure gender parity and better representation of Indigenous Canadians and minority groups in leadership positions through merit-based appointments. In fact, it is leading by example with an equal number of women and men appointed to Cabinet for the first time.



**The Honourable MaryAnn Mihychuk, P.C., M.P.**  
Minister of Employment, Workforce Development and Labour

Moving forward, the Government will continue to work with federally regulated employers to make more progress on equity and inclusion by:

- introducing a Canadians with disabilities act;
- renewing its nation-to-nation relationship with Indigenous peoples, one based on recognition, rights, respect, co-operation and partnership; and
- amending the *Canada Labour Code* to allow workers to formally request flexible work arrangements.

Through the Labour Program, the Government will continue to work with employers to identify and remove workplace employment barriers to ensure that federally regulated private-sector workplaces are inclusive and provide all Canadians with employment opportunities.

Employment equity is good for business. In a competitive global market, workplace diversity and inclusion provide opportunities to capitalize on the unique talents and contributions that diverse communities offer. Reflecting the rich diversity of our society in our federal workplaces is essential to growing our country's economy and strengthening the middle class. I look forward to tabling reports in the future that demonstrate further progress in meeting these important goals.

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# Introduction

The *Employment Equity Act* requires the Minister of Employment, Workforce Development and Labour to submit a report to Parliament on the status of employment equity in the federally regulated private sector.<sup>1</sup> Employers in this sector with a workforce of 100 employees or more submit a report to the Minister on or before June 1 of every year.

The *Employment Equity Act: Annual Report 2015* consolidates the information submitted by employers on June 1, 2015, and provides an overview of the results achieved by federally regulated private-sector employers during the 2014 calendar year in creating an equitable, diverse and inclusive workforce for the four designated groups: women, Aboriginal peoples, persons with disabilities and members of visible minorities.

Indicators of progress include salary ranges as well as shares of hires, promotions and terminations. However, the most common indicator is the representation rate, which provides effective insights on the status of employment equity at the overall level and in each of the four sectors of the federally regulated private sector. The representation of each designated group 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 a group's representation exceeds its LMA.

**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***

## About the Data

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.

There is a time lag in measuring representation gaps in this report because the 2014 representation is being compared to 2011 NHS and 2012 CSD availability data.

***Representation* is the share of designated groups in a given labour force (e.g., the entire federally regulated private-sector workforce, the banking sector or an individual bank).**

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

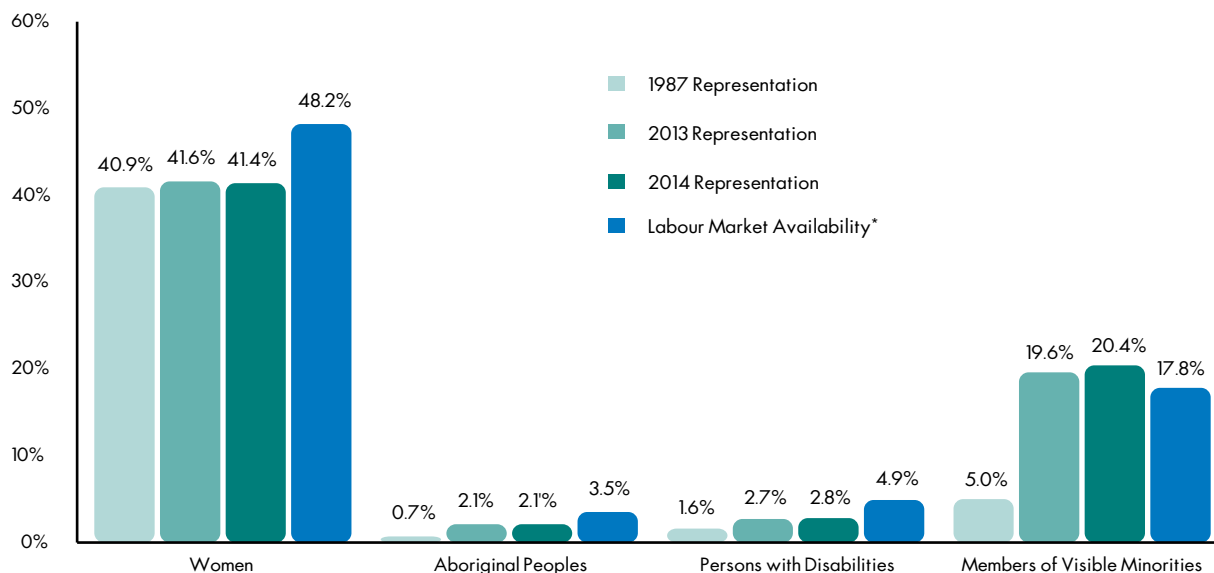
<sup>1</sup> Private-sector employers include federal Crown corporations and other federal government business enterprises.

# Section 1 – Year in Review

In 2014, only the representation of persons with disabilities and members of visible minorities increased in the federally regulated private sector compared to 2013. While progress has been made over time, additional efforts are required before a fully representative<sup>2</sup> workforce is achieved.

- 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.
- The representation of women decreased by 0.2 percentage points from 41.6% in 2013 to 41.4% in 2014 and remained below the group's LMA of 48.2%. This represented an LMA attainment rate of 85.9%, a shortfall of 14.1%.
- The representation of Aboriginal peoples remained at 2.1% in 2014. This represented an attainment rate of 60.0%, a shortfall of 40.0%.
- The representation of persons with disabilities increased to 2.8% in 2014 from 2.7% in 2013. This represented an attainment rate of 57.1%. Despite the noted progress, this remained the lowest attainment rate for all designated groups.
- The representation of members of visible minorities increased by almost a full percentage point from 2013 to 2014, reaching 20.4%. Since 2007, members of visible minorities have consistently exceeded the group's LMA of 17.8% and are the only designated group in the federally regulated private sector to have achieved a representation level that surpassed their LMA.

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



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

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

# Sectors

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The federally regulated private-sector workforce comprises 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

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A total of 501 employers submitted a report to the Minister of Labour for the 2014 calendar year. Together, these employers had a total of 740,740 employees across Canada, representing approximately 4% of the Canadian workforce.

The total number of employers decreased by six from 2013 to 2014.<sup>3</sup> The communications and the 'other' sectors each increased by two employers. The transportation sector decreased by 10 employers. The transportation sector continued to have the most employers (332 or 66.3%).

From 2013 to 2014, the federally regulated private sector saw a net increase of 2,687 employees. Increases were noted in the workforces of the banking and transportation sectors, while the communications and 'other' sectors reported fewer employees than the previous year.

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



Most workers in the federally regulated private sector were evenly distributed among the banking (31.3%), communications (30.7%) and transportation (30.5%) sectors. The smallest sector, 'other', employed 7.5% of the federally regulated private-sector workforce.

The workforce composition of the federally regulated private sector for the 2014 calendar year is outlined in Table 1 below.

**Table 1: Number of Employers and Employees (1987, 2013 and 2014) in the Federally Regulated Private Sector**

Sector	Employers			Employees		
	1987	2013	2014	1987	2013	2014
	#	#	#	#	#	#
Banking	23	25	25	169,632	228,111	231,812
Communications	90	69	71	179,247	230,786	227,310
Transportation	208	342	332	203,207	222,504	225,770
'Other'	52	71	73	43,331	56,652	55,848
<b>All Sectors</b>	<b>373</b>	<b>507</b>	<b>501</b>	<b>595,417</b>	<b>738,053</b>	<b>740,740</b>

The banking sector maintained a workforce composition that exceeded LMA for women and members of visible minorities.

The communications sector achieved a representation level for members of visible minorities that exceeded the group's LMA.

The 'other' sector's workforce saw representation that surpassed LMA for Aboriginal peoples.

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

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

Sector	2014 Representation			
	Women	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
	%	%	%	%
Banking	61.5	1.3	4.0	30.2
Communications	37.4	1.8	2.3	18.6
Transportation	27.2	2.8	2.0	14.2
'Other'	30.9	4.5	2.6	12.2
<b>All Sectors</b>	<b>41.4</b>	<b>2.1</b>	<b>2.8</b>	<b>20.4</b>
<b>Availability*</b>	<b>48.2</b>	<b>3.5</b>	<b>4.9</b>	<b>17.8</b>

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

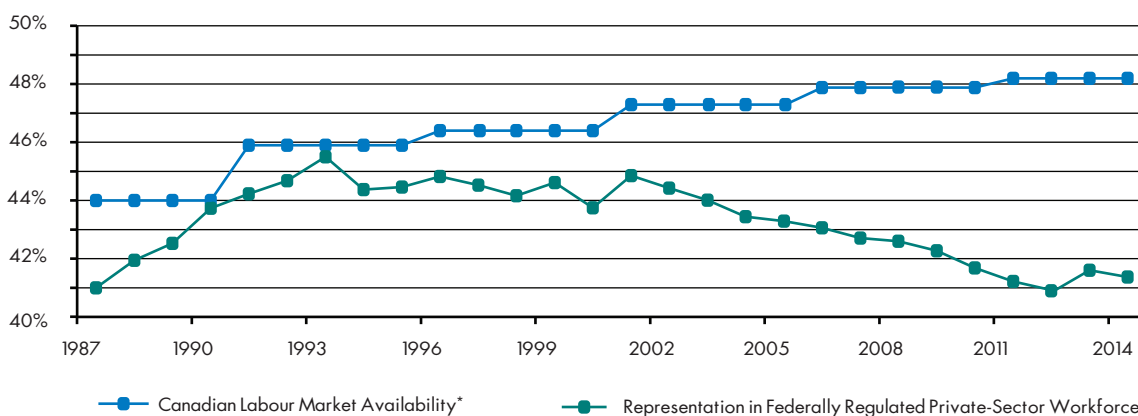


# Section 2 – Designated Groups

## Women

The representation of women decreased from 41.6% in 2013 to 41.4% in 2014, remaining 6.8 percentage points below the current 48.2% LMA. This result represents an LMA attainment rate of 85.9%, a shortfall of 14.1%.

**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 of the four sectors comprising the federally regulated private sector.

- While the total number of employees in the federally regulated private sector increased by 2,687 (0.4%) from 2013 to 2014, there was a net decrease of 366 women (0.1%).
  - At the sector level, the number of women declined by 240 (0.2%) in banking and by 1,915 (2.2%) in communications. Their numbers increased by 1,593 (2.7%) in the transportation sector and by 196 (1.1%) in the 'other' sector.
- The largest proportion of women in the federally regulated private sector continued to be in the banking sector (46.6%). This was followed by the communications, transportation and 'other' sectors with 27.7%, 20.1% and 5.6% respectively.
- Overall, the representation of women decreased from 41.6% in 2013 to 41.4% in 2014.
  - The representation of women increased in the transportation and 'other' sectors from the previous year by 0.3 percentage points and 0.8 percentage points respectively and decreased in the banking and communications sectors by 1.1 percentage points and 0.3 percentage points respectively.

- All sectors combined, more women left the federally regulated private-sector workforce than entered it.
  - The transportation and ‘other’ sectors reported a positive net effect between the number of hires and terminations<sup>4</sup>, meaning that more women entered the workforce in these sectors than exited these same sectors.
  - The banking and communications sectors reported shares of terminations that exceeded shares of hires.
- The transportation and ‘other’ sectors reported shares of promotions for women that exceeded their internal representation.

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

	Women									
	All Sectors		Banking		Communications		Transportation		‘Other’	
	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014
<b>Number Employed</b>	<b>306,763</b>	<b>306,397</b>	<b>142,883</b>	<b>142,643</b>	<b>86,896</b>	<b>84,981</b>	<b>59,909</b>	<b>61,502</b>	<b>17,075</b>	<b>17,271</b>
<b>Representation</b>	<b>41.6%</b>	<b>41.4%</b>	<b>62.6%</b>	<b>61.5%</b>	<b>37.7%</b>	<b>37.4%</b>	<b>26.9%</b>	<b>27.2%</b>	<b>30.1%</b>	<b>30.9%</b>
Number of Hires	38,429	39,903	15,890	16,862	10,079	9,006	10,639	11,842	1,821	2,193
Number of Promotions	21,259	22,716	14,498	16,189	3,767	3,408	1,835	1,814	1,159	1,305
Number of Terminations	40,981	41,128	17,416	17,681	11,791	12,154	9,283	9,135	2,491	2,158
Share of Hires	35.9%	35.0%	53.7%	51.7%	34.1%	32.0%	25.6%	25.6%	29.0%	31.1%
Share of Promotions	47.2%	47.9%	57.6%	57.1%	36.9%	36.1%	29.1%	30.3%	34.3%	35.6%
Share of Terminations	37.3%	37.0%	59.5%	59.1%	35.9%	35.4%	23.7%	23.0%	29.1%	29.4%

The 2014 reporting year marks the first time that a higher proportion of women in permanent full-time positions earned a salary within the top range of \$60,000 or more (41.5%) compared to the lowest salary range of below \$50,000 (38.4%). In contrast, 57.7% of men were in the top salary range in 2014, while only 24.0% of men earned below \$50,000.

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

Salary Range	Distribution of Permanent Full-Time Employees (%)			
	2013		2014	
	Men	Women	Men	Women
\$60,000 and above	55.6	38.7	57.7	41.5
\$50,000 to \$59,999	19.4	21.0	18.3	20.1
Below \$50,000	25.0	40.3	24.0	38.4

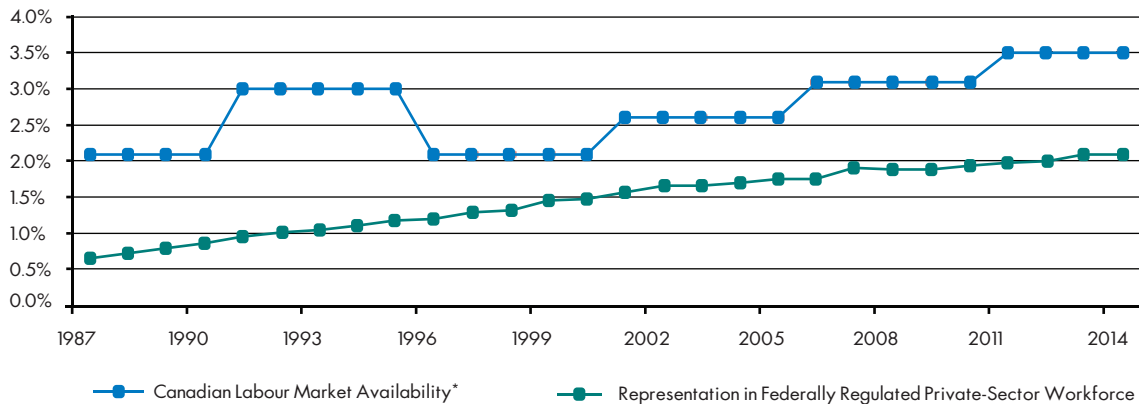
<sup>4</sup> “Terminated” means retired, resigned, laid off, dismissed or otherwise having ceased to be an employee, but does not include being laid off temporarily or absent by reason of illness, injury or a labour dispute.

<sup>5</sup> 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 remained at 2.1% for the second year in a row. This represents an attainment rate of 60.0% of the group's 3.5% LMA.

**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.

- From 2013 to 2014, the total number of Aboriginal employees increased by 117 (0.7%) in the federally regulated private sector.
  - At the sector level, the number of Aboriginal employees decreased only in the transportation sector by 108 (1.7%). Their numbers increased in the banking, communications and 'other' sectors by 17, 52 and 156 respectively.
- The largest proportion of Aboriginal peoples in the federally regulated private sector was in the transportation sector (40.2%).
- The representation of Aboriginal peoples continued to be highest in the 'other' and transportation sectors (4.5% and 2.8% respectively).
  - Representation increased by 0.4 percentage points in the 'other' sector and by 0.1 percentage point in the communications sector.
  - Representation remained stable at 1.3% in the banking sector and decreased by 0.1 percentage point in the transportation sector.
- The 'other' sector continued to have the smallest proportion of Aboriginal peoples (15.8%), yet was the only sector to have maintained a representation level that exceeded LMA (4.5% representation compared to 3.5% LMA).

- All sectors combined, Aboriginal peoples received shares of hires that were equal to their shares of terminations.
  - The 'other' sector reported shares of hires that surpassed LMA and that also exceeded shares of terminations. This means that Aboriginal peoples were being hired at an equitable level and were entering the sector's workforce at a higher rate than they were leaving it.
- The banking, communications and transportation sectors reported shares of promotions for Aboriginal employees that were 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'	
	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014
<b>Number Employed</b>	<b>15,669</b>	<b>15,786</b>	<b>2,917</b>	<b>2,934</b>	<b>3,957</b>	<b>4,009</b>	<b>6,453</b>	<b>6,345</b>	<b>2,342</b>	<b>2,498</b>
<b>Representation</b>	<b>2.1%</b>	<b>2.1%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>1.7%</b>	<b>1.8%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>4.1%</b>	<b>4.5%</b>
Number of Hires	2,667	2,912	395	368	513	624	1,445	1,570	314	350
Number of Promotions	889	913	371	360	189	193	182	202	147	158
Number of Terminations	2,834	2,907	455	447	609	733	1,419	1,468	351	259
Share of Hires	2.5%	2.6%	1.3%	1.1%	1.7%	2.2%	3.5%	3.4%	5.0%	5.0%
Share of Promotions	2.0%	1.9%	1.5%	1.3%	1.9%	2.0%	2.9%	3.4%	4.3%	4.3%
Share of Terminations	2.6%	2.6%	1.6%	1.5%	1.9%	2.1%	3.6%	3.7%	4.1%	3.5%

A higher proportion of Aboriginal peoples in permanent full-time positions earned \$60,000 or more in 2014 than in 2013. However, the proportion of Aboriginal men and women in this salary range continued to be lower than all men and all women respectively. Aboriginal women in particular remained much less likely (32.2%) to earn \$60,000 or more compared to Aboriginal men (55.5%) and to all women (41.5%). The largest proportion of Aboriginal women (46.9%) earned salaries below \$50,000.

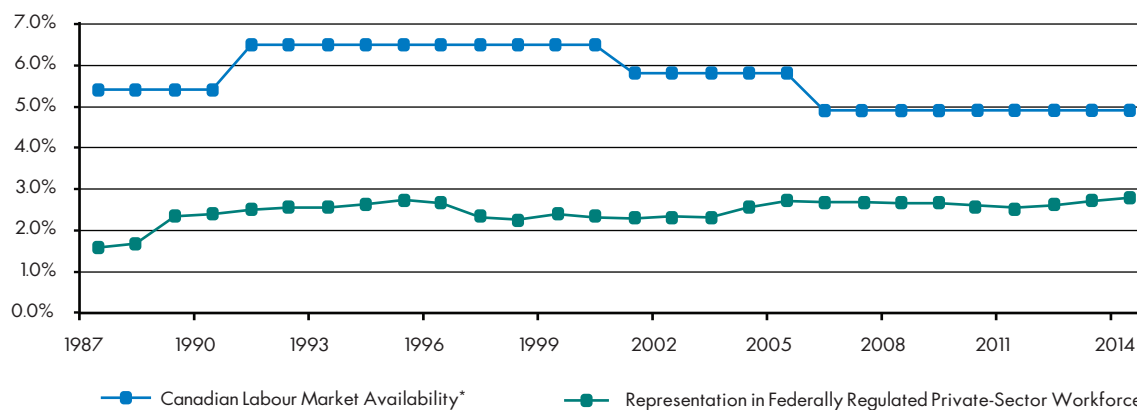
**Table 6: Distribution of Salary Ranges by Year and Gender**

Salary Range	Distribution of Permanent Full-Time Employees (%)							
	2013				2014			
	Men	Women	Aboriginal Men	Aboriginal Women	Men	Women	Aboriginal Men	Aboriginal Women
\$60,000 and above	55.6	38.7	51.2	29.2	57.7	41.5	55.5	32.2
\$50,000 to \$59,999	19.4	21.0	19.1	21.4	18.3	20.1	17.6	20.9
Below \$50,000	25.0	40.3	29.6	49.4	24.0	38.4	26.8	46.9

## Persons with Disabilities

The representation of persons with disabilities increased from 2.7% in 2013 to 2.8% in 2014. This represents an attainment rate of 57.1% 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, 2001 and 2006 Participation and Activity Limitation Survey 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 increased by 503 (2.5%) from 2013 to 2014.
  - The number of persons with disabilities decreased by 99 (1.9%) in the communications sector and by 54 (3.6%) in the 'other' sector. Their numbers increased by 593 (6.8%) in banking and by 63 (1.4%) in transportation.
- The largest proportion of persons with disabilities in the federally regulated private sector was found in the banking sector (45.3%). This was followed by the communications, transportation and 'other' sectors with 25.4%, 22.4% and 6.9% respectively.
- From 2013 to 2014, the representation of persons with disabilities increased in the banking sector from 3.8% to 4.0%. The communications, transportation and 'other' sectors maintained their representation levels from the previous year at 2.3%, 2.0% and 2.6% respectively.

- The shares of terminations for persons with disabilities (overall and in each sector) continued to exceed their shares of hires. This means that persons with disabilities were leaving the workforce at a higher rate than they were entering it.
- All sectors reported shares of promotions for persons with disabilities that were below their internal representation.
  - The shares of promotions for persons with disabilities have increased when compared to the previous year in the banking, communications and 'other' sectors.

**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'	
	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014
<b>Number Employed</b>	<b>20,053</b>	<b>20,556</b>	<b>8,714</b>	<b>9,307</b>	<b>5,323</b>	<b>5,224</b>	<b>4,536</b>	<b>4,599</b>	<b>1,480</b>	<b>1,426</b>
<b>Representation</b>	<b>2.7%</b>	<b>2.8%</b>	<b>3.8%</b>	<b>4.0%</b>	<b>2.3%</b>	<b>2.3%</b>	<b>2.0%</b>	<b>2.0%</b>	<b>2.6%</b>	<b>2.6%</b>
Number of Hires	1,714	1,849	716	654	382	439	531	667	85	89
Number of Promotions	969	1,202	648	848	168	187	92	92	61	75
Number of Terminations	2,821	2,793	1,122	1,078	761	828	734	695	204	192
Share of Hires	1.6%	1.6%	2.4%	2.0%	1.3%	1.6%	1.3%	1.4%	1.4%	1.3%
Share of Promotions	2.2%	2.5%	2.6%	3.0%	1.6%	2.0%	1.5%	1.5%	1.8%	2.0%
Share of Terminations	2.6%	2.5%	3.8%	3.6%	2.3%	2.4%	1.9%	1.8%	2.4%	2.6%

A higher proportion of persons with disabilities in permanent full-time positions earned \$60,000 or more in 2014 than in 2013. The proportion of men with disabilities earning a salary of \$60,000 or more increased from 51.2% to 54.4%; the proportion of women with disabilities with earnings in that range increased from 34.3% to 37.3%. Men with disabilities fared better than women with disabilities: the highest proportion of men with disabilities was in the top salary range, while the highest proportion of women with disabilities was in the lowest salary range.

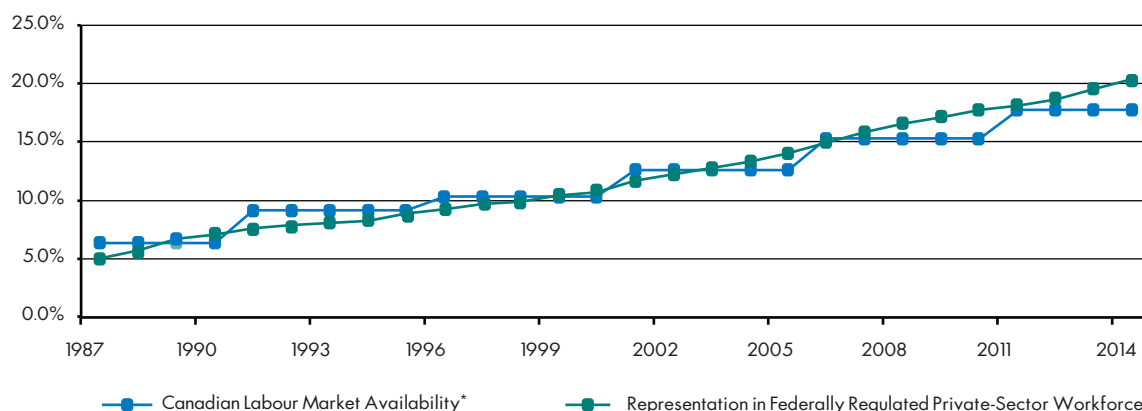
**Table 8: Distribution of Salary Ranges by Year and Gender**

Salary Range	Distribution of Permanent Full-Time Employees (%)							
	2013				2014			
	Men	Women	Men with Disabilities	Women with Disabilities	Men	Women	Men with Disabilities	Women with Disabilities
\$60,000 and above	55.6	38.7	51.2	34.3	57.7	41.5	54.4	37.3
\$50,000 to \$59,999	19.4	21.0	21.9	23.7	18.3	20.1	19.8	22.6
Below \$50,000	25.0	40.3	26.9	41.9	24.0	38.4	25.8	40.1

## Members of Visible Minorities

The representation of members of visible minorities increased from 19.6% in 2013 to 20.4% in 2014, surpassing the group's LMA of 17.8%. Members of visible minorities was the only designated group to have achieved a representation level that was above LMA, a trend that has continued since 2007.

**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.

- The total number of members of visible minorities increased by 6,697 (4.6%) in the overall workforce of the federally regulated private sector from 2013 to 2014.
  - All four sectors — banking, communications, transportation and 'other' — saw an increase in the number of members of visible minorities in their workforce.
- The largest proportion of members of visible minorities in the federally regulated private sector continued to be in the banking sector (46.4%). This was followed by the communications, transportation and 'other' sectors with 27.9%, 21.2% and 4.5%, respectively.
- The communications sector successfully met and surpassed the 0.1 percentage point gap between the representation and LMA reported in the previous annual report for members of visible minorities. In 2014, the communications sector achieved an 18.6% representation rate for this designated group, surpassing the 17.8% LMA.
  - The banking sector maintained a workforce representation of members of visible minorities above the group's LMA (30.2% representation compared to 17.8% LMA).
  - The representation rate of members of visible minorities increased in the transportation sector (from 13.4% in 2013 to 14.2% in 2014) and in the 'other' sector (from 11.4% in 2013 to 12.2% in 2014).



- All sectors reported that shares of hires for members of visible minorities were higher than their shares of terminations. This means that members of visible minorities were entering the workforce at a greater rate than their rate of departure from these sectors.
  - The banking, communications and transportation sectors reported recruitment levels that exceeded the group's LMA.
- The banking, transportation and 'other' sectors reported shares of promotions that surpassed 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'	
	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014
<b>Number Employed</b>	<b>144,488</b>	<b>151,185</b>	<b>67,413</b>	<b>70,097</b>	<b>40,819</b>	<b>42,171</b>	<b>29,817</b>	<b>32,121</b>	<b>6,439</b>	<b>6,796</b>
<b>Representation</b>	<b>19.6%</b>	<b>20.4%</b>	<b>29.6%</b>	<b>30.2%</b>	<b>17.7%</b>	<b>18.6%</b>	<b>13.4%</b>	<b>14.2%</b>	<b>11.4%</b>	<b>12.2%</b>
Number of Hires	22,928	26,101	7,797	8,689	6,940	7,439	7,381	8,924	810	1,049
Number of Promotions	11,427	12,647	8,289	9,555	1,856	1,718	897	894	385	480
Number of Terminations	20,586	22,560	7,623	7,696	6,718	7,642	5,480	6,367	765	855
Share of Hires	21.4%	22.9%	26.3%	26.6%	23.5%	26.5%	17.8%	19.3%	12.9%	14.9%
Share of Promotions	25.4%	26.7%	32.9%	33.7%	18.2%	18.2%	14.2%	14.9%	11.4%	13.1%
Share of Terminations	18.7%	20.3%	26.1%	25.7%	20.5%	22.3%	14.0%	16.0%	8.9%	11.7%

A higher proportion of members of visible minorities in permanent full-time positions earned \$60,000 or more in 2014 than in 2013. The proportion of visible minority men earning a salary of \$60,000 or more increased from 49.3% to 52.1%, and the proportion of visible minority women with earnings in that salary range increased from 36.4% to 39.8%. Visible minority men fared better than visible minority women: the highest proportion of visible minority men (52.1%) was in the top salary range, while the highest proportion of visible minority women (41.7%) was in the lowest salary range.

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

Salary Range	Distribution of Permanent Full-Time Employees (%)							
	2013				2014			
	Men	Women	Visible Minority Men	Visible Minority Women	Men	Women	Visible Minority Men	Visible Minority Women
\$60,000 and above	55.6	38.7	49.3	36.4	57.7	41.5	52.1	39.8
\$50,000 to \$59,999	19.4	21.0	18.5	19.0	18.3	20.1	17.2	18.5
Below \$50,000	25.0	40.3	32.2	44.6	24.0	38.4	30.6	41.7

# Conclusion

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The *Employment Equity Act: Annual Report 2015* indicates that progress has been made in equity and that each designated group has experienced important gains, particularly in some relevant areas. For example, for the first time since reporting began, more women are earning salaries in the highest salary range (\$60,000 and over) than ever before. Also, the 'other' sector continues to be a leader in the employment of Aboriginal peoples, with representation levels well above their LMA; while at the overall level, the representation of persons with disabilities has increased 0.1 percentage point for the second year in a row. Finally, members of visible minorities have achieved a representation rate that is above their LMA in the communications sector.

Employers are showing greater interest and awareness in employment equity through their commitment to implementing short-term and long-term measures in the workplace including improvements to hiring and retention processes, accessible training and networking opportunities for advancement, and overall evidence of employment equity integration into day-to-day activities. Building on these positive successes will lead to greater employment equity results for all four designated group members.

The Labour Program will continue to work with federally regulated private-sector employers to remove barriers to the recruitment, promotion and retention of designated group members. Ensuring that employment equity, diversity and inclusion continue to be embedded into everyday business will contribute to Canada's long-term economic stability, growth and prosperity.

# Appendix A

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## 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 2013 and 2014 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 2**

**Representation (2013 and 2014) and Availability (2011/2012) 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*	
	2013 (%)	2014 (%)	2011 (%)	2013 (%)	2014 (%)	2011 (%)	2013 (%)	2014 (%)	2012 (%)	2013 (%)	2014 (%)	2011 (%)
Senior Managers	23.8	24.8	27.4	0.7	0.8	2.9	2.4	2.6	4.3	7.2	8.1	10.1
Middle and Other Managers	43.3	42.0	38.9	1.2	1.2	2.2	2.7	2.9	4.3	18.3	20.4	15.0
Professionals	44.5	45.5	55.0	1.0	1.1	2.1	2.4	2.7	3.8	27.0	28.3	19.9
Semi-Professionals and Technicians	18.9	19.7	52.0	2.1	2.3	3.7	1.9	2.0	4.6	11.3	11.6	16.3
Supervisors	60.0	63.9	56.5	2.2	2.2	3.6	3.1	3.2	13.9	19.8	18.8	18.5
Supervisors: Crafts and Trades	7.8	8.1	11.2	3.1	3.2	3.7	2.2	2.0	7.8	9.4	8.1	9.5
Administrative and Senior Clerical Personnel	72.8	76.8	82.6	1.7	1.9	3.0	3.0	3.1	3.4	26.0	24.7	14.1
Skilled Sales and Service Personnel	30.2	55.6	49.9	1.7	1.7	3.2	1.6	3.2	3.5	10.6	26.9	22.8
Skilled Crafts and Trades Workers	3.7	4.7	3.9	3.5	3.6	4.5	2.1	2.0	3.8	10.9	11.8	10.3
Clerical Personnel	65.0	54.6	68.4	1.9	1.9	3.4	3.8	3.8	7.0	22.7	21.3	19.0
Intermediate Sales and Service Personnel	66.2	65.9	66.8	3.0	2.3	3.7	1.6	2.7	5.6	19.9	23.2	20.7
Semi-Skilled Manual Workers	13.2	13.3	17.9	3.2	3.1	4.1	2.3	2.3	4.8	15.7	16.3	18.7
Other Sales and Service Personnel	34.5	40.2	57.5	3.4	5.0	5.1	2.2	3.9	6.3	22.0	13.3	21.9
Other Manual Workers	10.9	11.3	22.7	5.5	5.6	6.0	2.7	2.7	5.3	15.1	15.5	17.3
<b>Total</b>	<b>41.6</b>	<b>41.4</b>	<b>48.2</b>	<b>2.1</b>	<b>2.1</b>	<b>3.5</b>	<b>2.7</b>	<b>2.8</b>	<b>4.9</b>	<b>19.6</b>	<b>20.4</b>	<b>17.8</b>

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

**Table 3**  
**Distribution of Federally Regulated Private-Sector Employees by Designated Group and Occupational Group**  
**(2013 and 2014)**

Occupational Group	Women		Men		Aboriginal Peoples		Non-Aboriginal Peoples	
	2013 (%)	2014 (%)	2013 (%)	2014 (%)	2013 (%)	2014 (%)	2013 (%)	2014 (%)
Senior Managers	0.5	0.5	1.1	1.1	0.3	0.3	0.8	0.8
Middle and Other Managers	11.6	10.0	10.8	9.8	6.5	5.4	11.2	10.0
Professionals	17.7	18.6	15.7	15.7	8.1	8.4	16.7	17.1
Semi-Professionals and Technicians	3.0	3.1	9.3	9.0	6.7	7.2	6.7	6.6
Supervisors	4.2	5.2	2.0	2.1	3.1	3.4	2.9	3.3
Supervisors: Crafts and Trades	0.3	0.3	2.4	2.4	2.2	2.3	1.5	1.5
Administrative and Senior Clerical Personnel	7.5	5.3	2.0	1.1	3.5	2.6	4.3	2.9
Skilled Sales and Service Personnel	0.9	3.9	1.4	2.2	1.0	2.3	1.2	2.9
Skilled Crafts and Trades Workers	0.8	0.9	14.1	13.1	13.9	13.6	8.4	8.0
Clerical Personnel	39.7	21.9	15.2	12.8	22.7	14.8	25.5	16.6
Intermediate Sales and Service Personnel	8.0	25.3	2.9	9.2	7.0	16.9	5.0	15.9
Semi-Skilled Manual Workers	4.2	4.3	19.9	19.6	19.9	19.3	13.2	13.1
Other Sales and Service Personnel	1.4	0.4	1.9	0.5	2.7	1.0	1.7	0.4
Other Manual Workers	0.2	0.2	1.4	1.4	2.4	2.4	0.9	0.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Occupational Group	Persons with Disabilities		Persons without Disabilities		Members of Visible Minorities		Non-Visible Minority Members	
	2013 (%)	2014 (%)	2013 (%)	2014 (%)	2013 (%)	2014 (%)	2013 (%)	2014 (%)
Senior Managers	0.7	0.8	0.8	0.8	0.3	0.3	1.0	1.0
Middle and Other Managers	11.1	10.3	11.1	9.9	10.4	9.9	11.3	9.9
Professionals	14.8	16.4	16.6	17.0	22.8	23.5	15.0	15.3
Semi-Professionals and Technicians	4.7	4.7	6.7	6.7	3.9	3.8	7.4	7.3
Supervisors	3.3	3.9	2.9	3.3	3.0	3.1	2.9	3.4
Supervisors: Crafts and Trades	1.2	1.1	1.5	1.5	0.7	0.6	1.7	1.8
Administrative and Senior Clerical Personnel	4.7	3.2	4.3	2.9	5.7	3.5	3.9	2.7
Skilled Sales and Service Personnel	0.7	3.4	1.2	2.9	0.6	3.8	1.3	2.6
Skilled Crafts and Trades Workers	6.6	5.8	8.6	8.1	4.7	4.7	9.5	9.0
Clerical Personnel	35.3	22.5	25.1	16.4	29.4	17.4	24.4	16.4
Intermediate Sales and Service Personnel	3.0	15.4	5.1	15.9	5.1	18.0	5.0	15.3
Semi-Skilled Manual Workers	11.5	11.0	13.4	13.3	10.7	10.6	14.0	13.9
Other Sales and Service Personnel	1.4	0.6	1.7	0.4	1.9	0.3	1.6	0.5
Other Manual Workers	0.9	0.9	0.9	0.9	0.7	0.7	1.0	1.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Table 4

# Federally Regulated Private-Sector Employees by Designated Group and Sector: Number, Representation, Hires, Promotions, Terminations and Net Effect (1987, 2013 and 2014)\*

	All Employees				Women				Aboriginal Peoples				Persons with Disabilities				Members of Visible Minorities			
	1987	2013	2014		1987	2013	2014		1987	2013	2014		1987	2013	2014		1987	2013	2014	
<b>Banking</b>																				
Employees	169,632	228,111	231,812	(#)	129,076	142,883	142,643	(#)	951	2,917	2,934	(#)	3,053	8,714	9,307	(#)	16,062	67,413	70,097	(#)
Hires	21,879	29,615	32,617		16,704	15,890	16,862		109	395	368		158	716	654		2,211	7,797	8,689	
Promotions	39,456	25,165	28,349		27,599	14,498	16,189		204	371	360		607	648	848		3,778	8,289	9,555	
Terminations	21,715	29,256	29,892		16,819	17,416	17,681		150	455	447		331	1,122	1,078		1,432	7,623	7,696	
Net Effect**	164	359	2,725	(%)	-115	-1,526	-819	(%)	-41	-60	-79	(%)	-173	-406	-424	(%)	779	174	993	(%)
Representation	100.0	100.0	100.0		76.1	62.6	61.5		0.6	1.3	1.3		1.8	3.8	4.0		9.5	29.6	30.2	
Share of Hires	100.0	100.0	100.0		76.3	53.7	51.7		0.5	1.3	1.1		0.7	2.4	2.0		10.1	26.3	26.6	
Share of Promotions	100.0	100.0	100.0		69.9	57.6	57.1		0.5	1.5	1.3		1.5	2.6	3.0		9.6	32.9	33.7	
Share of Terminations	100.0	100.0	100.0		77.5	59.5	59.1		0.7	1.6	1.5		1.5	3.8	3.6		6.6	26.1	25.7	
<b>Communications</b>																				
Employees	179,247	230,786	227,310	(#)	71,038	86,896	84,981	(#)	1,090	3,957	4,009	(#)	2,512	5,323	5,224	(#)	7,257	40,819	42,171	(#)
Hires	17,416	29,564	28,120		7,515	10,079	9,006		49	513	624		129	382	439		975	6,940	7,439	
Promotions	11,099	10,202	9,444		4,900	3,767	3,408		55	189	193		112	168	187		445	1,856	1,718	
Terminations	16,020	32,848	34,311		6,176	11,791	12,154		36	609	733		112	761	828		437	6,718	7,642	
Net Effect**	1,396	-3,284	-6,191	(%)	1,339	-1,712	-3,148	(%)	13	-96	-109	(%)	17	-379	-389	(%)	538	222	-203	(%)
Representation	100.0	100.0	100.0		39.6	37.7	37.4		0.6	1.7	1.8		1.4	2.3	2.3		4.0	17.7	18.6	
Share of Hires	100.0	100.0	100.0		43.1	34.1	32.0		0.3	1.7	2.2		0.7	1.3	1.6		5.6	23.5	26.5	
Share of Promotions	100.0	100.0	100.0		44.1	36.9	36.1		0.5	1.9	2.0		1.0	1.6	2.0		4.0	18.2	18.2	
Share of Terminations	100.0	100.0	100.0		38.6	35.9	35.4		0.2	1.9	2.1		0.7	2.3	2.4		2.7	20.5	22.3	



**Table 4 continued**

**Federally Regulated Private-Sector Employees by Designated Group and Sector: Number, Representation, Hires, Promotions, Terminations and Net Effect (1987, 2013 and 2014)\***

	All Employees			Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	1987	2013	2014	1987	2013	2014	1987	2013	2014	1987	2013	2014	1987	2013	2014
<b>Transportation</b>															
Employees	203,207	222,504	225,770	34,423	59,909	61,502	1,479	6,453	6,345	2,892	4,536	4,599	5,318	29,817	32,121
Hires	33,535	41,565	46,326	7,316	10,639	11,842	211	1,445	1,570	118	531	667	691	7,381	8,924
Promotions	14,723	6,315	5,992	2,655	1,835	1,814	123	182	202	198	92	92	376	897	894
Terminations	32,588	39,148	39,714	6,028	9,283	9,135	168	1,419	1,468	231	734	695	478	5,480	6,367
Net Effect**	947	2,417	6,612	1,288	1,356	2,707	43	26	102	-113	-203	-28	213	1,901	2,557
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	16.9	26.9	27.2	0.7	2.9	2.8	1.4	2.0	2.0	2.6	13.4	14.2
Share of Hires	100.0	100.0	100.0	21.8	25.6	25.6	0.6	3.5	3.4	0.4	1.3	1.4	2.1	17.8	19.3
Share of Promotions	100.0	100.0	100.0	18.0	29.1	30.3	0.8	2.9	3.4	1.3	1.5	1.5	2.6	14.2	14.9
Share of Terminations	100.0	100.0	100.0	18.5	23.7	23.0	0.5	3.6	3.7	0.7	1.9	1.8	1.5	14.0	16.0
<b>'Other'</b>															
Employees	43,331	56,652	55,848	9,207	17,075	17,271	401	2,342	2,498	983	1,480	1,426	1,123	6,439	6,796
Hires	4,500	6,288	7,041	1,485	1,821	2,193	46	314	350	37	85	89	150	810	1,049
Promotions	3,248	3,383	3,667	856	1,159	1,305	23	147	158	64	61	75	85	385	480
Terminations	5,080	8,560	7,339	1,402	2,491	2,158	40	351	259	93	204	192	86	765	855
Net Effect**	-580	-2,272	-298	83	-670	35	6	-37	91	-56	-119	-103	64	45	194
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	21.2	30.1	30.9	0.9	4.1	4.5	2.3	2.6	2.6	2.6	11.4	12.2
Share of Hires	100.0	100.0	100.0	33.0	29.0	31.1	1.0	5.0	5.0	0.8	1.4	1.3	3.3	12.9	14.9
Share of Promotions	100.0	100.0	100.0	26.4	34.3	35.6	0.7	4.3	4.3	2.0	1.8	2.0	2.6	11.4	13.1
Share of Terminations	100.0	100.0	100.0	27.6	29.1	29.4	0.8	4.1	3.5	1.8	2.4	2.6	1.7	8.9	11.7

Table 4 continued

# Federally Regulated Private-Sector Employees by Designated Group and Sector: Number, Representation, Hires, Promotions, Terminations and Net Effect (1987, 2013 and 2014)\*

	All Employees			Women			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	1987	2013	2014	1987	2013	2014	1987	2013	2014	1987	2013	2014	1987	2013	2014
<b>All Sectors</b>	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Employees	595,417	738,053	740,740	243,744	306,763	306,397	3,921	15,669	15,786	9,440	20,053	20,556	29,760	144,488	151,185
Hires	77,330	107,032	114,104	33,020	38,429	39,903	415	2,667	2,912	442	1,714	1,849	4,027	22,928	26,101
Promotions	68,526	45,065	47,452	36,010	21,259	22,716	405	889	913	981	969	1,202	4,684	11,427	12,647
Terminations	75,403	109,812	111,256	30,425	40,981	41,128	394	2,834	2,907	767	2,821	2,793	2,433	20,586	22,560
Net Effect**	1,927	-2,780	2,848	2,595	-2,552	-1,225	21	-167	5	-325	-1,107	-944	1,594	2,342	3,541
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
Representation	100.0	100.0	100.0	40.9	41.6	41.4	0.7	2.1	2.1	1.6	2.7	2.8	5.0	19.6	20.4
Share of Hires	100.0	100.0	100.0	42.7	35.9	35.0	0.5	2.5	2.6	0.6	1.6	1.6	5.2	21.4	22.9
Share of Promotions	100.0	100.0	100.0	52.5	47.2	47.9	0.6	2.0	1.9	1.4	2.2	2.5	6.8	25.4	26.7
Share of Terminations	100.0	100.0	100.0	40.4	37.3	37.0	0.5	2.6	2.6	1.0	2.6	2.5	3.2	18.7	20.3

\* 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.



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## Employment Equity Act: Annual Report 2015

# Appendix B

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## Technical Notes

### Employers covered under the *Employment Equity Act*

The Act covers:

- **federally regulated private-sector employers, federal Crown corporations and other federal government business enterprises** 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 permanent full-time and/or permanent part-time employees in Canada that receive contracts at or above \$1 million 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.