EMPLOYMENT EQUITY ACT

ANNUAL REPORT 2016

LABOUR PROGRAM Labour.gc.ca



Employment Equity Act – Annual Report 2016

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MESSAGE FROM THE MINISTER

Canada is a nation that ensures all Canadians have real opportunities for success, where opportunities are based solely on skills and abilities, where there are no barriers to inclusive employment, and where the workforce is reflective of Canadian society.

With this in mind as the Minister responsible for employment equity, I present the *Employment Equity Act:* Annual Report 2016. The report outlines the progress made by federally regulated private-sector employers to achieve equality and fairness in workplaces across Canada.

I am pleased to report that we have seen progress. For example, from 2014 to 2015, the representation of Aboriginal peoples, persons with disabilities and members of visible minorities increased at the overall level, despite the decreased number of jobs available in the federal jurisdiction during the reporting period.

What's more, our annual Employment Equity Achievement Awards highlight some innovative approaches and best practices by industry to improve inclusion and diversity in the federal sector, and we have seen that employers are showing increased interest and commitment to this.

The report also shows that more work needs to be done. The number of women in the federally regulated private sector has decreased, and the representation of underrepresented groups must increase much more substantially. We can do more.

The Government of Canada is committed to doing our part to be a model of inclusion for employers. Through the Labour Program, we 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. Equity is everyone's right, and everyone's responsibility.

I look forward to reporting further progress on these commitments. In the meantime, take a look around your workplace. Do you see employment equity? If not, I encourage you to take action.

The Honourable Patricia A. Hajdu, P.C., M.P.

Minister of Employment, Workforce Development and Labour

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INTRODUCTION

The *Employment Equity Act* requires the Minister of Employment, Workforce Development and Labour to submit an annual report to Parliament on the status of employment equity in the federally regulated private sector. This report, *Employment Equity Act: Annual Report 2016*, consolidates and highlights results achieved by employers during the 2015 calendar year regarding 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. The representation of each of the 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 a group's representation equals or exceeds its LMA.

¹ Private-sector employers include federal Crown corporations and other federal government business enterprises.

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.

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 2015 representation is being compared to 2011 NHS and 2012 CSD availability data.

Federally Regulated Private Sectors

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 and equipment manufacturing; wholesale trade; arts, entertainment and recreation; and public administration.

Section 1 Year in Review

OVERVIEW OF THE FEDERALLY REGULATED PRIVATE SECTOR

A total of 486 employers submitted a report to the Minister of Employment, Workforce Development and Labour for the 2015 calendar year. Together, these employers had a total of 730,485 employees across Canada, representing approximately 4% of the Canadian workforce. Table 1 below summarizes the composition of the federally regulated private-sector workforce for the 1987, 2014 and 2015 calendar years by the four sectors.

TABLE 1
Number of Employers and Employees (1987, 2014 and 2015) in the Federally Regulated Private Sector

		Employers			Employees	yees	
Sector	1987	2014	2015	1987	2014	2015	
Banking	23	25	28	169,632	231,812	230,358	
Communications	90	71	66	179,247	227,310	222,348	
Transportation	208	332	317	203,207	225,770	221,850	
'Other'	52	73	75	43,331	55,848	55,929	
All Sectors	373	501	486	595,417	740,740	730,485	

The total number of employers decreased by 15 from 2014 to 2015.² The banking and the 'other' sectors increased by three and two employers respectively. The communications sector decreased by five employers and the transportation sector decreased by 15 employers. The transportation sector continued to have the most employers (317 or 65.2%).

² 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.

Between 2014 and 2015, there was a net decrease of 10,255 employees in the federally regulated private sector (-1.4%). In 2015, most workers in the federally regulated private sector were evenly distributed among the banking (31.5%), communications (30.4%) and transportation (30.4%) sectors. The smallest sector, 'other', employed 7.7% of the federally regulated private-sector workforce. Reductions in the number of employees were noted in the banking (-0.6%), communications (-2.2%) and transportation (-1.7%) sectors.

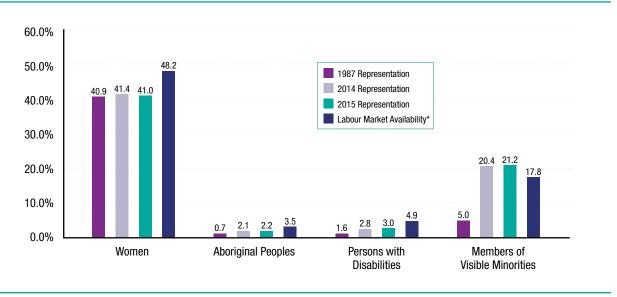
WORKFORCE SUMMARY

In 2015, employers continued to make progress towards achieving a fully representative³ workforce. The representation of members of visible minorities continued to exceed LMA. Women are the only designated group whose representation decreased, which suggests that women were the most impacted by overall workforce shrinkages in 2015. The overall representation of three of the four designated groups — Aboriginal peoples, persons with disabilities and members of visible minorities — increased from 2014 to 2015 and reached its highest level since the adoption of the *Employment Equity Act* in 1987. Chart 1 provides an overview of progress in representation over time.

To allow for a comparative analysis, data from 1987 (the year data was first collected) is included. It should be noted that the representation of women and persons with disabilities fluctuated between 1987 and 2015 and did not follow a linear growth pattern.

³ A workforce is considered fully representative when the representation of designated groups is equal to their LMA.

CHART 1
Progress in Representation over Time in the Federally Regulated Private Sector (%)



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

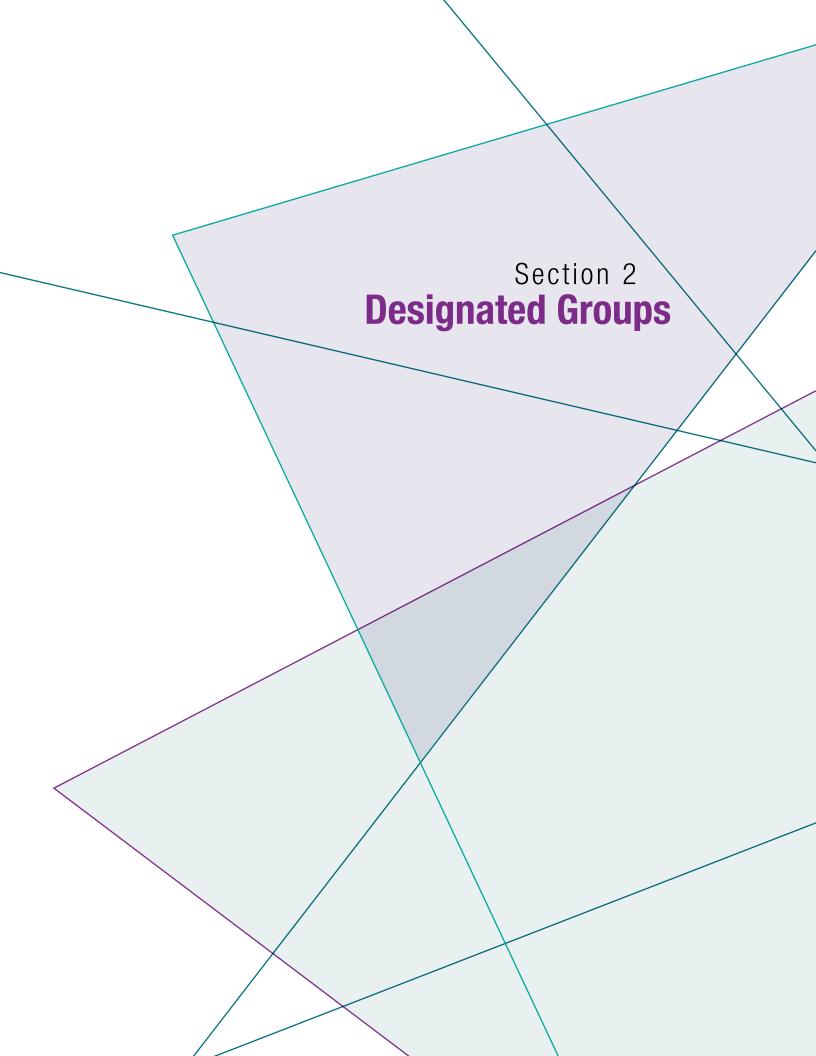
Table 2 provides the representation of the designated groups in each of the sectors comprising the federally regulated private sector in 2014 and 2015.

TABLE 2
Designated Group Representation by Sector (%)

	Women		Aborigina	Aboriginal Peoples		ns with pilities		Members of Visible Minorities		
Sector	2014	2015	2014	2015	2014	2015	2014	2015		
Banking	61.5	60.2	1.3	1.3	4.0	4.0	30.2	30.6		
Communications	37.4	37.3	1.8	1.9	2.3	2.7	18.6	19.9		
Transportation	27.2	27.4	2.8	3.0	2.0	2.3	14.2	14.9		
'Other'	30.9	31.1	4.5	4.3	2.6	2.6	12.2	12.5		
All Sectors	41.4	41.0	2.1	2.2	2.8	3.0	20.4	21.2		
Availability*	48	48.2		3.5		4.9		17.8		

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

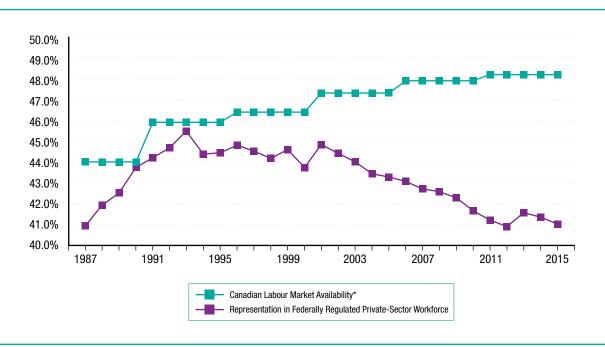
While the overall representation in the federally regulated private sector continues to be below LMA for all designated groups except members of visible minorities, specific sectors have made progress in 2015. As such, although the overall representation of women decreased, it increased in the transportation and 'other' sectors. In addition, the transportation sector was the only sector to show increases in the representation of all designated groups. The communications sector most significantly increased its representation of persons with disabilities and members of visible minorities. While the banking sector saw a decrease in the representation of women in 2015, it nevertheless continues to significantly surpass the overall LMA for this designated group. The 'other' sector continued to surpass LMA for Aboriginal peoples in 2015, the only sector to do so.



WOMEN

From 2014 to 2015, the total number of women in the federally regulated private sector decreased by 6,608 women (-2.2%), indicating that more women left than entered the workforce. The representation of women declined for the second year in a row, dropping from 41.4% in 2014 to 41.0% in 2015 — 7.2 percentage points below the 48.2% LMA. This result represents an LMA attainment rate of 85.1%, a shortfall of 14.9% compared to a shortfall of 14.1% in 2014.

CHART 2
Representation and Availability of Women in the Federally Regulated Private Sector (%)



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

The largest proportion of women in the federally regulated private sector continued to be in the banking sector (46.3%). This was followed by the communications (27.6%), transportation (20.3%) and 'other' sector (5.8%). Table 3 provides details on the employment situation of women overall and in each of the four sectors comprising the federally regulated private sector.

TABLE 3

Number, Representation, Hires, Promotions and Terminations of Women in the Federally Regulated Private Sector by Sector⁴

		Women								
-	All Se	ectors	Ban	Banking		nications	Transportation		'Other'	
_	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015
Number Employed	306,397	299,789	142,643	138,774	84,981	82,885	61,502	60,717	17,271	17,413
Representation	41.4%	41.0%	61.5%	60.2%	37.4%	37.3%	27.2%	27.4%	30.9%	31.1%
Number of Hires	39,903	37,934	16,862	16,595	9,006	8,607	11,842	10,587	2,193	2,145
Number of Promotions	22,716	22,915	16,189	16,030	3,408	3,582	1,814	1,810	1,305	1,493
Number of Terminations	41,128	44,377	17,681	19,270	12,154	12,415	9,135	10,441	2,158	2,251
Share of Hires	35.0%	35.7%	51.7%	50.7%	32.0%	33.7%	25.6%	25.7%	31.1%	31.2%
Share of Promotions	47.9%	48.2%	57.1%	57.1%	36.1%	37.3%	30.3%	30.5%	35.6%	37.9%
Share of Terminations	37.0%	38.1%	59.1%	58.2%	35.4%	37.1%	23.0%	24.5%	29.4%	31.2%

At the sector level, representation increased by 0.2 percentage points in the transportation and 'other' sectors but decreased in the banking and communications sectors by 1.3 percentage points and 0.1 percentage point respectively. All sectors combined, the share of terminations for women continued to exceed their share of hires and women left the workforce at a higher rate than they were entering it. The share of promotions increased to 48.2% surpassing their representation and matching the LMA.

⁴ 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.

Banking Sector

- While the banking workforce decreased by 0.6% and the number of women decreased by 2.7%, the sector continued to have the highest representation of women (60.2%) in 2015, the only sector to surpass the 48.2% overall LMA. The decrease in representation indicates that women were more impacted by workforce shrinkages than those who did not self-identify as women.
- This sector reported shares of terminations⁵ that exceeded shares of hires of women.

Communications Sector

- While the communications sector saw a decline in the total workforce of 2.2% from 2014 to 2015, the number of women decreased by 2.5%, leading to a decrease in representation from 37.4% to 37.3%. This indicates that women in the communications sector were also more impacted by workforce shrinkages than those who did not self-identify as women.
- The communications sector reported shares of terminations that exceeded shares of hires.

Transportation Sector

- The number of all employees in the transportation sector decreased by 1.7% and the number of women by 1.3%; however, the representation of women increased from 27.2% in 2014 to 27.4% in 2015, which denotes that the representation of women was not negatively impacted by the decrease in the size of the workforce.
- The transportation sector reported a positive net effect between the number of hires and terminations, meaning that more women entered this sector's workforce than left it.
- The transportation sector reported shares of promotions for women that exceeded internal representation.

⁵ "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.

'Other' Sector

- The representation of women remained relatively stable in this sector in 2015, increasing by 0.2 percentage points, a nominal increase of 142 women employees, mirroring the relative stability of the size of the workforce for the sector.
- The sector reported equivalent shares of hires and terminations, and a share of promotions for women that exceeded their internal representation in 2015.

As shown in Table 4, a higher proportion of women in permanent full-time positions earned a salary of \$60,000 or more in 2015 than in 2014 (44.5% compared to 41.5%), while 35.6% of women remained in the lowest salary range of below \$50,000. In contrast, 59.8% of men were in the top salary range and only 22.9% of men earned below \$50,000.

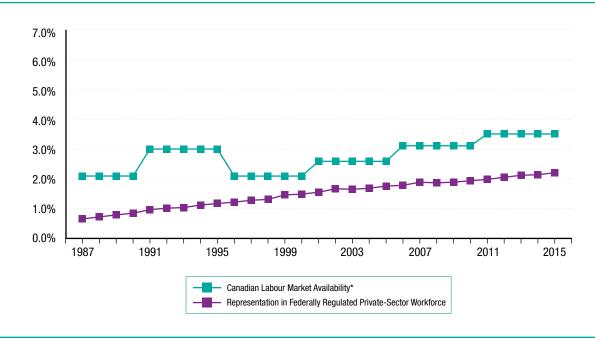
TABLE 4
Distribution of Salary Ranges by Year and Gender (%)

		Distribution of Permanent Full-Time Employees							
		2014	20	015					
Salary Range	Men	Women	Men	Women					
\$60,000 and above	57.7	41.5	59.8	44.5					
\$50,000 to \$59,999	18.3	20.1	17.3	19.9					
Below \$50,000	24.0	38.4	22.9	35.6					

ABORIGINAL PEOPLES

From 2014 to 2015, the total number of Aboriginal employees increased by 359 (+2.3%) in the federally regulated private-sector workforce. This led to an increase in the representation of Aboriginal peoples from 2.1% in 2014 to 2.2% in 2015. While representation of this designated group remains below its LMA of 3.5%, this represents an attainment rate of 62.9%, a reduced shortfall of 37.1% in 2014 compared to a shortfall of 40.0% in 2014.

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.

In 2015, the largest proportion of Aboriginal peoples in the federally regulated private sector continued to be in the transportation sector (40.7%). This was followed by the communications, banking and 'other' sectors with 26.5%, 18.0% and 14.8% respectively. 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.

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

		Aboriginal Peoples								
_	All Se	ectors	Banking		Communications		Transportation		'Other'	
_	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015
Number Employed	15,786	16,145	2,934	2,899	4,009	4,280	6,345	6,570	2,498	2,396
Representation	2.1%	2.2%	1.3%	1.3%	1.8%	1.9%	2.8%	3.0%	4.5%	4.3%
Number of Hires	2,912	2,696	368	353	624	585	1,570	1,461	350	297
Number of Promotions	913	925	360	375	193	231	202	170	158	149
Number of Terminations	2,907	3,032	447	514	733	701	1,468	1,454	259	363
Share of Hires	2.6%	2.5%	1.1%	1.1%	2.2%	2.3%	3.4%	3.5%	5.0%	4.3%
Share of Promotions	1.9%	1.9%	1.3%	1.3%	2.0%	2.4%	3.4%	2.9%	4.3%	3.8%
Share of Terminations	2.6%	2.6%	1.5%	1.6%	2.1%	2.1%	3.7%	3.4%	3.5%	5.0%

At the sector level, the number of Aboriginal employees decreased by 35 (-1.2%) in banking and by 102 (-4.1%) in 'other'. Their numbers increased in the communications and transportation sectors by 271 (+6.8%) and 225 (+3.5%) respectively. Their representation continued to be highest in the 'other' and transportation sectors (4.3% and 3.0% respectively). In 2015, at the overall sector level, the share of terminations for Aboriginal peoples was higher than the share of hires. This means that all sectors combined, more Aboriginal peoples left the federally regulated private-sector workforce than entered it. Between 2014 and 2015, their share of promotions remained stable at 1.9% and below their internal representation of 2.2%.

Banking Sector

- While the number of all employees in this sector decreased by 0.6%, the number of Aboriginal peoples decreased by 1.2%. Nevertheless, the representation of Aboriginal peoples in the banking sector remained stable at 1.3% between 2014 and 2015.
- For Aboriginal employees, the banking sector reported shares of terminations that exceeded shares of hires and shares of promotions that were at least equal to internal representation.

Communications Sector

- While the total number of employees in this sector decreased by 2.2%, the number of Aboriginal peoples increased by 6.8%, and there was an increase in representation from 1.8% in 2014 to 1.9% in 2015. This means that the sector was successful in hiring and retaining Aboriginal employees.
- The communications sector reported shares of promotions for Aboriginal employees that exceeded their internal representation and higher shares of hires than terminations.

Transportation Sector

- While the total number of employees in the transportation sector decreased by 1.7%, the number of Aboriginal peoples increased by 3.5% between 2014 and 2015. This led to an increase in representation for the sector from 2.8% in 2014 to 3.0% in 2015, which may be attributable to the sector's ability to hire and retain Aboriginal employees.
- The transportation sector reported a positive net effect between the number of hires and terminations, meaning that more Aboriginal employees entered this sector's workforce than left it.
- The share of hires in the transportation sector met the overall LMA in 2015, resulting in equitable levels of hiring for Aboriginal peoples.

'Other' Sector

- The representation of Aboriginal peoples in the sector decreased from 4.5% in 2014 to 4.3% in 2015. As this sector is the smallest one, slight changes in the number of employees impact representation. In nominal terms, the decrease in this sector was of 102 Aboriginal employees.
- The representation of Aboriginal peoples in this sector remained well above the overall LMA of 3.5%, the only sector for which this is the case.
- The 'other' sector reported a share of terminations that exceeded share of hires in 2015, but the share of hires exceeded the overall LMA, resulting in equitable levels of hiring for Aboriginal peoples.

As shown in Table 6, a higher proportion of Aboriginal peoples in permanent full-time positions earned a salary of \$60,000 or more in 2015 than in 2014. 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 (35.4%) to earn \$60,000 or more compared to Aboriginal men (57.5%) and to all women (44.5%). The largest proportion of Aboriginal women (43.7%) earned salaries below \$50,000.

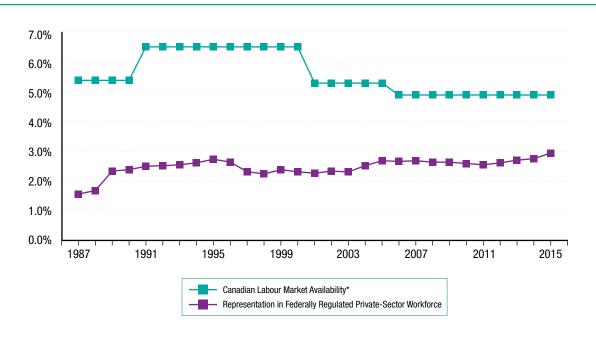
TABLE 6
Distribution of Salary Ranges by Year and Gender (%)

			Distribution	of Permane	nt Full-Tim	e Employees	3	
	2014 2015							
Salary Range	Men	Women	Aboriginal Men	Aboriginal Women	Men	Women	Aboriginal Men	Aboriginal Women
\$60,000 and above	57.7	41.5	55.5	32.2	59.8	44.5	57.5	35.4
\$50,000 to \$59,999	18.3	20.1	17.6	20.9	17.3	19.9	16.8	20.8
Below \$50,000	24.0	38.4	26.8	46.9	22.9	35.6	25.7	43.7

PERSONS WITH DISABILITIES

From 2014 to 2015, the total number of persons with disabilities increased by 1,071 employees (+5.2%) in the federally regulated private-sector workforce, leading to an increase in representation of 0.2 percentage points from 2.8% in 2014 to 3.0% in 2015, remaining below an overall LMA of 4.9%. While this attainment rate of 61.2% in 2015 remains the lowest attainment rate for all designated groups, it marks an improvement over the attainment rate of 57.1% in 2014.

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.

The largest proportion of persons with disabilities in the federally regulated private sector continued to be in the banking sector (42.7%). This was followed by the communications, transportation and 'other' sectors with 27.5%, 23.1% and 6.7% respectively. 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.

TABLE 7

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

				Pe	rsons witl	n Disabilit	ies			
_	All Se	All Sectors		Banking		nications	Transp	ortation	'Other'	
	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015
Number Employed	20,556	21,627	9,307	9,242	5,224	5,942	4,599	5,002	1,426	1,441
Representation	2.8%	3.0%	4.0%	4.0%	2.3%	2.7%	2.0%	2.3%	2.6%	2.6%
Number of Hires	1,849	2,093	654	754	439	584	667	652	89	103
Number of Promotions	1,202	1,200	848	821	187	199	92	100	75	80
Number of Terminations	2,793	3,336	1,078	1,364	828	881	695	905	192	186
Share of Hires	1.6%	2.0%	2.0%	2.3%	1.6%	2.3%	1.4%	1.6%	1.3%	1.5%
Share of Promotions	2.5%	2.5%	3.0%	2.9%	2.0%	2.1%	1.5%	1.7%	2.0%	2.0%
Share of Terminations	2.5%	2.9%	3.6%	4.1%	2.4%	2.6%	1.8%	2.1%	2.6%	2.6%

At the sector level, the number of persons with disabilities decreased by 65 (-0.7%) in the banking sector. Their numbers increased in the communications, transportation and 'other' sectors by 718 (+13.7%), 403 (+8.8%) and 15 (+1.1%) respectively. The representation of persons with disabilities remained at the same levels in the banking and 'other' sectors but increased by 0.4 percentage points in the communications sector and by 0.3 percentage points in the transportation sector. All sectors combined, the share of terminations for persons with disabilities continued to exceed their share of hires, while the share of promotions remained stable and below representation.

Banking Sector

- The majority of persons with disabilities in the federally regulated private sector worked in the banking sector.
- While the number of all employees in the banking sector decreased by 0.6%, the number of persons with disabilities decreased by 0.7%, leaving the representation rate unchanged at 4.0%. This rate continued to be highest in the banking sector but remained below the 4.9% overall LMA.
- The share of terminations for persons with disabilities continued to exceed their share of hires. This means that persons with disabilities were leaving the workforce at a higher rate than they were entering it.
- Share of promotions for persons with disabilities continued to be below their internal representation in this sector.

Communications Sector

- While the communications sector saw a decline in the total workforce of 2.2%, the number of persons with disabilities increased by 13.7%, increasing the representation of this group from 2.3% in 2014 to 2.7% in 2015.
- The share of terminations for persons with disabilities continued to exceed the share of hires. This means that persons with disabilities were leaving the workforce at a higher rate than they were entering it.
- Share of promotions for persons with disabilities continued to be below internal representation in 2015 but has increased when compared to the previous year.

Transportation Sector

- While the total number of employees in the transportation sector decreased by 1.7%, the number of persons with disabilities increased by 8.8%, increasing the representation of persons with disabilities from 2.0% in 2014 to 2.3% in 2015.
- The share of terminations for persons with disabilities continued to exceed the share of hires. This means that persons with disabilities were leaving the workforce at a higher rate than they were entering it.
- Share of promotions for persons with disabilities continued to be below internal representation in 2015 but has increased when compared to the previous year.

'Other' Sector

- The representation of persons with disabilities in the sector remained at 2.6%, with a slight increase of 15 employees.
- The share of terminations for persons with disabilities continued to exceed the share of hires while the share of promotions remained at the 2014 level and below internal representation.

As shown in Table 8, a higher proportion of persons with disabilities in permanent full-time positions earned a salary of \$60,000 or more in 2015 than in 2014. However, the proportion of men and women with disabilities in this salary range continued to be lower than all men and all women respectively. Women with disabilities in particular remained much less likely (40.9%) to earn \$60,000 or more compared to men with disabilities (56.3%) and to all women (44.5%). A higher proportion of women with disabilities (36.8%) earned salaries below \$50,000 than men with disabilities (24.6%) and all women (35.6%).

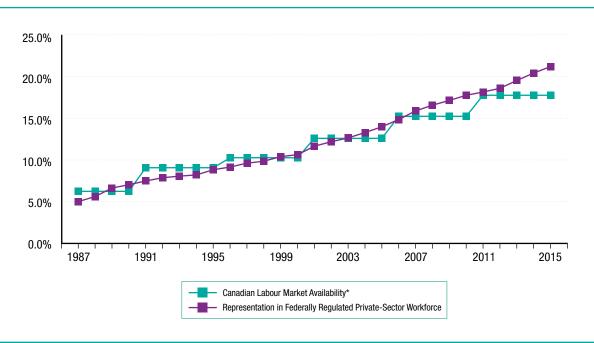
TABLE 8
Distribution of Salary Ranges by Year and Gender (%)

	Distribution of Permanent Full-Time Employees									
		2	014			2	015			
Salary Range	Men	Women	Men with Disabilities	Women with Disabilities	Men	Women	Men with Disabilities	Women with Disabilities		
\$60,000 and above	57.7	41.5	54.4	37.3	59.8	44.5	56.3	40.9		
\$50,000 to \$59,999	18.3	20.1	19.8	22.6	17.3	19.9	19.1	22.3		
Below \$50,000	24.0	38.4	25.8	40.1	22.9	35.6	24.6	36.8		

MEMBERS OF VISIBLE MINORITIES

From 2014 to 2015, the total number of members of visible minorities increased by 3,547 employees (+2.3%) in the federally regulated private-sector workforce. The representation of members of visible minorities increased from 20.4% in 2014 to 21.2% in 2015, 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.

The largest proportion of members of visible minorities in the federally regulated private sector continued to be in the banking sector (45.5%). This was followed by the communications, transportation and 'other' sectors with 28.6%, 21.4% and 4.5% respectively. 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.

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 Se	ectors	Banking		Communications		Transportation		'Other'		
_	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	
Number Employed	151,185	154,732	70,097	70,392	42,171	44,234	32,121	33,089	6,796	7,017	
Representation	20.4%	21.2%	30.2%	30.6%	18.6%	19.9%	14.2%	14.9%	12.2%	12.5%	
Number of Hires	26,101	24,893	8,689	8,086	7,439	7,272	8,924	8,541	1,049	994	
Number of Promotions	12,647	12,872	9,555	9,373	1,718	1,980	894	915	480	604	
Number of Terminations	22,560	24,628	7,696	8,964	7,642	7,819	6,367	6,909	855	936	
Share of Hires	22.9%	23.4%	26.6%	24.7%	26.5%	28.4%	19.3%	20.7%	14.9%	14.4%	
Share of Promotions	26.7%	27.1%	33.7%	33.4%	18.2%	20.6%	14.9%	15.4%	13.1%	15.3%	
Share of Terminations	20.3%	21.2%	25.7%	27.1%	22.3%	23.4%	16.0%	16.2%	11.7%	13.0%	

At the sector level, the representation of members of visible minorities increased in each of the four sectors. It continued to be highest in the banking and communications sectors (30.6% and 19.9% respectively), surpassing the 17.8% overall LMA. All sectors combined, the share of hires of members of visible minorities continued to exceed the share of terminations. This means that at the overall level, more members of visible minorities entered the federally regulated private-sector workforce than left it. The share of promotions of this designated group increased by 0.4 percentage points to 27.1%, well above the internal representation rate of the combined workforce of 21.2%.

Banking Sector

- While the number of all employees in the banking sector decreased by 0.6%, the number of members of visible minorities increased by 0.4%. In 2015, the representation of members of visible minorities continued to be highest in the banking sector (30.6%) and to surpass the 17.8% overall LMA.
- In 2015, the banking sector reported a share of terminations that exceeded share of hires, more members of visible minorities left the sector than entered it. The growth in representation may therefore be attributable to an increase in the number of self-identification for this designated group.
- This sector also reported recruitment levels that exceeded the group's overall LMA and shares of promotions that surpassed internal representation.

Communications Sector

- While the total number of employees in this sector decreased by 2.2%, the number of members of visible minorities increased by 4.9%, leading to an increase in representation from 18.6% in 2014 to 19.9% in 2015 and continuing to exceed the 17.8% overall LMA.
- The communications sector reported shares of hires that surpassed shares of terminations, meaning that members of visible minorities were entering the sector at a higher rate than leaving it.
- This sector also reported recruitment levels that were above the group's overall LMA and share of promotions that surpassed internal representation in 2015.

Transportation Sector

- While the number of all employees in the transportation sector decreased by 1.7% in 2015, the number of members of visible minorities increased by 3.0%, leading to an increase in representation from 14.2% in 2014 to 14.9% in 2015 but remaining below the overall LMA.
- The transportation sector reported a positive net effect between the number of hires and terminations, meaning that more members of visible minorities entered this sector's workforce than left it.
- The sector reported recruitment levels that exceeded the group's overall LMA and shares of promotions that surpassed the representation of members of visible minorities.

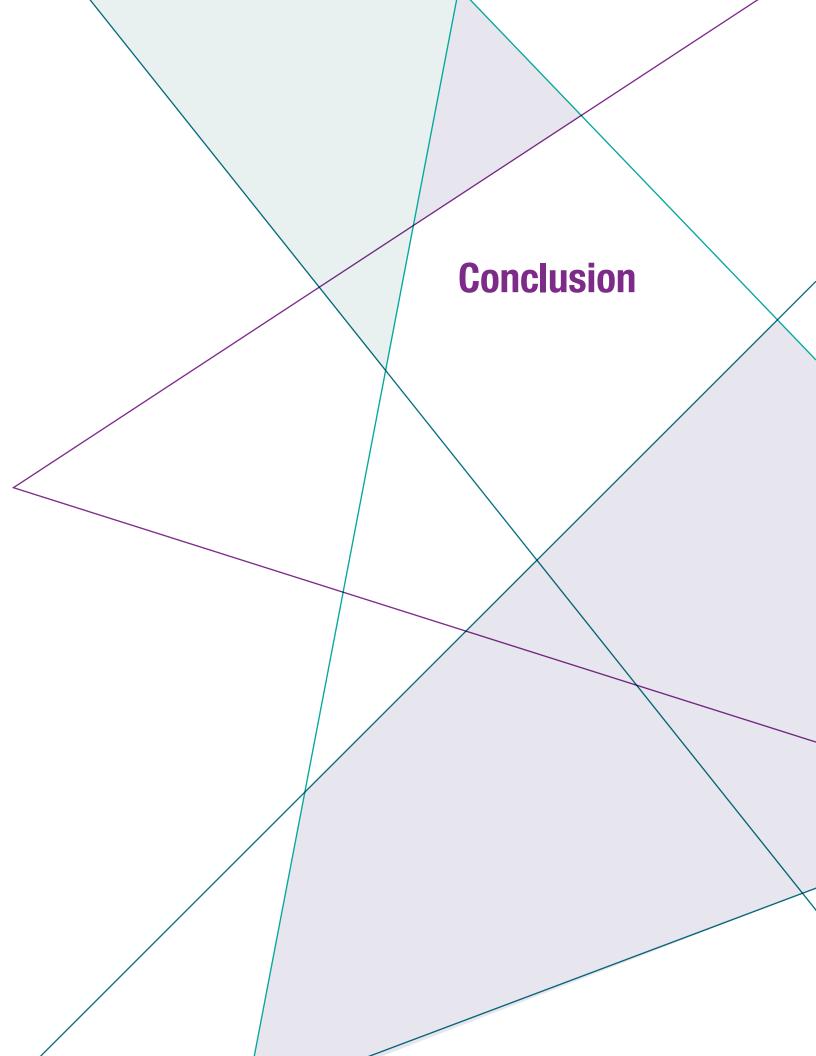
'Other' Sector

- While the total number of all employees in the sector remained relatively stable, the number of members of visible minorities increased by 3.3%, increasing the representation from 12.2% to 12.5% but remaining below the overall LMA.
- This sector reported a positive net effect between the number of hires and terminations, meaning that more members of visible minorities entered the sector than left it.
- The sector also reported shares of promotions that surpassed representation of members of visible minorities.

As shown in Table 10, a higher proportion of members of visible minorities in permanent full-time positions earned a salary of \$60,000 or more in 2015 than in 2014. However, the proportion of visible minority men and women in this salary range continued to be lower than all men and all women respectively. Visible minority women in particular remained much less likely (43.7%) to earn \$60,000 or more compared to visible minority men (55.3%) and to all women (44.5%). A higher proportion of visible minority women (38.1%) earned salaries below \$50,000 than visible minority men (28.3%) and all women (35.6%).

TABLE 10
Distribution of Salary Ranges by Year and Gender (%)

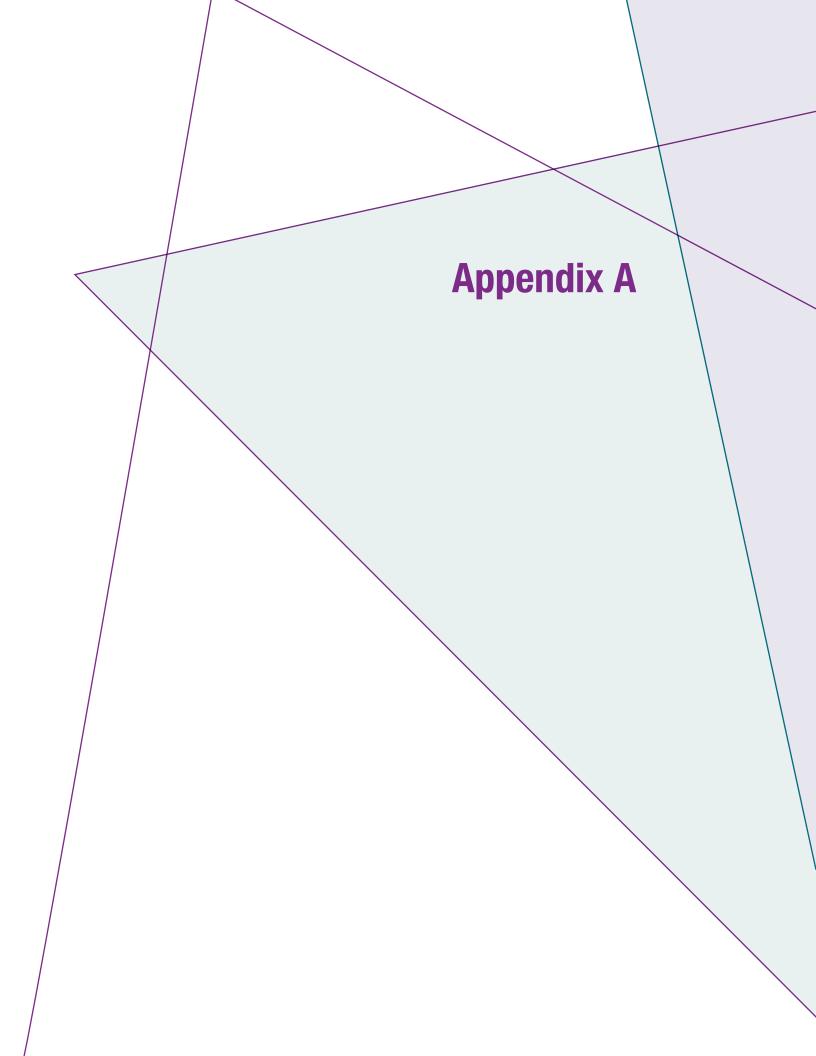
	Distribution of Permanent Full-Time Employees										
		20)14			20)15				
Salary Range	Men	Women	Visible Minority Men	Visible Minority Women	Men	Women	Visible Minority Men	Visible Minority Women			
\$60,000 and above	57.7	41.5	52.1	39.8	59.8	44.5	55.3	43.7			
\$50,000 to \$59,999	18.3	20.1	17.2	18.5	17.3	19.9	16.4	18.2			
Below \$50,000	24.0	38.4	30.6	41.7	22.9	35.6	28.3	38.1			



The *Employment Equity Act: Annual Report 2016* indicates that progress has been made by federally regulated private-sector employers in achieving employment equity. From 2014 to 2015, the representation of Aboriginal peoples, persons with disabilities and members of visible minorities increased at the overall level, despite the decrease in the overall workforce size. While women, Aboriginal peoples and persons with disabilities continue to be under-represented when compared to their LMA, the sectors have continued to show progress despite workforce shrinkages. For example, the communications sector was able to improve the representation of Aboriginal peoples, persons with disabilities and members of visible minorities despite having been the sector most impacted by the reduction in the overall number of employees. The success of the transportation sector in increasing representation of all four designated groups even though the sector's overall workforce shrunk is noteworthy.

Employers are showing increasing interest and commitment to diversity and inclusion. Special measures, policies and positive measures undertaken by employers to support the implementation of employment equity include barrier-free hiring and retention practices and policies, diversity and inclusion training programs, diversity-related performance objectives at all levels of the organization, the creation of targeted internship and apprenticeship programs, knowledge and practice sharing between employers, and partnerships with community stakeholders. While work remains to be done, building on these positive practices will lead to greater employment equity results for all four designated groups.

The federally regulated private-sector employers are encouraged to continue their work to implement measures in their workplaces to eliminate barriers to the recruitment, promotion and retention of under-represented groups. Through employment equity, diversity and inclusion efforts, the Labour Program and employers will be contributing to the creation of fair, safe and productive workplaces for all Canadians.



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 2014 and 2015 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, 2014 and 2015) and Availability (2011/2012) of Federally Regulated
Private-Sector Employees by Designated Group, Census Metropolitan Area, Province and Territory (%)

Census Metropolitan		,	Wom	en	A	bori	ginal	Peoples	Pers	ons	with	Disabilities	N		ers o linori	of Visible ties
Area and	Rep	esenta	ation	Availability*	Repr	esent	ation	Availability*	Repi	resent	ation	Availability*	Repi	resent	ation	Availability*
Province/ Territory	1987	2014	2015	2011	1987	2014	2015	2011	1987	2014	2015	2012	1987	2014	2015	2011
Halifax	41.2	42.6	42.8	49.6	0.5	2.1	2.2	2.6	1.6	4.2	5.0	N/A	1.9	7.0	7.6	7.6
Montréal	39.0	41.6	40.9	48.4	0.3	0.7	0.8	0.7	1.1	1.7	2.0	N/A	3.0	14.9	15.8	18.0
Toronto	47.1	44.8	44.4	48.7	0.6	0.9	1.0	0.6	1.5	2.8	3.0	N/A	12.0	36.1	36.6	44.1
Winnipeg	32.7	33.7	33.3	48.8	0.8	6.7	6.8	9.0	1.8	3.2	3.4	N/A	2.9	15.7	17.5	18.9
Regina	42.9	46.1	46.8	48.6	0.4	3.3	3.0	7.2	2.4	3.8	3.6	N/A	1.6	11.5	13.2	9.8
Calgary	47.6	43.8	43.9	47.1	0.5	1.9	2.0	2.5	1.9	2.4	2.6	N/A	5.6	20.6	21.4	25.7
Edmonton	44.5	40.8	40.1	47.1	0.7	2.7	2.7	4.5	2.0	2.6	2.7	N/A	4.4	20.2	19.5	21.0
Vancouver	40.4	38.7	38.5	48.6	0.5	1.8	1.9	2.1	1.5	2.7	2.9	N/A	7.9	34.7	34.7	41.8
Newfoundland and Labrador	38.4	47.2	46.1	48.2	0.6	5.6	5.7	6.7	1.0	2.7	3.2	5.6	0.7	2.0	2.2	1.3
Prince Edward Island	38.0	34.8	34.4	49.5	0.2	0.5	0.8	1.4	1.2	1.6	2.0	5.7	1.0	1.2	2.7	2.4
Nova Scotia	34.4	44.4	44.6	49.2	0.4	2.1	2.3	3.4	3.5	4.3	5.0	7.2	1.3	5.9	6.7	4.5
New Brunswick	32.2	49.5	48.8	48.3	0.4	1.2	1.3	2.6	1.8	3.3	3.3	5.3	1.1	2.9	3.2	2.2
Quebec	39.8	40.8	40.2	47.9	0.4	0.9	1.0	1.6	1.1	1.6	1.8	3.0	2.6	12.2	13.1	9.8
Ontario	44.2	43.4	43.1	48.7	0.7	1.4	1.5	2.1	1.6	3.1	3.3	5.5	7.3	26.2	27.0	24.4
Manitoba	30.5	33.6	33.0	48.0	1.0	7.7	7.9	12.1	1.7	3.3	3.4	5.9	2.6	13.2	14.8	13.2
Saskatchewan	35.1	36.5	36.4	47.3	1.4	8.6	8.1	10.4	1.8	2.9	2.9	5.6	1.2	8.0	8.7	6.3
Alberta	45.3	41.7	41.7	46.6	0.7	2.5	2.5	4.7	1.9	2.6	2.7	4.9	4.0	18.1	18.5	17.3
British Columbia	41.5	39.0	38.6	48.5	0.7	2.6	2.7	4.6	1.7	2.9	3.0	5.8	6.2	27.0	27.2	25.8
Yukon	31.4	41.6	41.8	49.5	3.8	9.0	9.4	19.0	0.8	3.2	3.8	6.9	1.4	12.0	11.5	5.9
Northwest Territories	21.9	24.2	22.5	47.8	9.6	10.0	10.9	40.3	1.4	1.7	1.7	3.6	2.5	8.4	9.3	7.8
Nunavut	N/A	26.0	24.9	46.9	N/A	35.6	36.1	75.1	N/A	2.8	2.2	2.6	N/A	7.7	7.9	2.6
Canada	40.9	41.4	41.0	48.2	0.7	2.1	2.2	3.5	1.6	2.8	3.0	4.9	5.0	20.4	21.2	17.8

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

TABLE 2
Representation (2014 and 2015) and Availability (2011/2012) of Federally Regulated Private-Sector Employees by Designated Group and Occupational Group (%)

		Wom	ien	Abo	original	Peoples	F	Persons Disabi		Mer	nbers (Minor	of Visible ities
	Repres	entation	Availability*	Repres	entation	Availability*	Repres	entation	Availability*	Repres	entation	Availability*
Occupational Group	2014	2015	2011	2014	2015	2011	2014	2015	2012	2014	2015	2011
Senior Managers	24.8	25.5	27.4	0.8	1.0	2.9	2.6	2.9	4.3	8.1	8.8	10.1
Middle and Other Managers	42.0	42.1	38.9	1.2	1.2	2.2	2.9	3.1	4.3	20.4	21.5	15.0
Professionals	45.5	44.5	55.0	1.1	1.1	2.1	2.7	2.9	3.8	28.3	28.8	19.9
Semi-Professionals and Technicians	19.7	19.4	52.0	2.3	2.4	3.7	2.0	2.3	4.6	11.6	12.5	16.3
Supervisors	63.9	61.9	56.5	2.2	2.3	3.6	3.2	3.3	**13.9	18.8	20.2	18.5
Supervisors: Crafts and Trades	8.1	8.3	11.2	3.2	3.5	3.7	2.0	2.1	**7.8	8.1	9.0	9.5
Administrative and Senior Clerical Personnel	76.8	77.4	82.6	1.9	1.9	3.0	3.1	3.4	3.4	24.7	24.7	14.1
Skilled Sales and Service Personnel	55.6	55.0	49.9	1.7	1.6	3.2	3.2	3.0	3.5	26.9	26.9	22.8
Skilled Crafts and Trades Workers	4.7	4.8	3.9	3.6	3.6	4.5	2.0	2.4	3.8	11.8	12.6	10.3
Clerical Personnel	54.6	58.3	68.4	1.9	2.1	3.4	3.8	4.0	7.0	21.3	22.7	19.0
Intermediate Sales and Service Personnel	65.9	63.9	66.8	2.3	2.3	3.7	2.7	2.8	5.6	23.2	22.9	20.7
Semi-Skilled Manual Workers	13.3	13.3	17.9	3.1	3.3	4.1	2.3	2.6	4.8	16.3	17.3	18.7
Other Sales and Service Personnel	40.2	41.5	57.5	5.0	4.3	5.1	3.9	3.8	6.3	13.3	13.8	21.9
Other Manual Workers	11.3	10.9	22.7	5.6	6.2	6.0	2.7	3.1	**5.3	15.5	15.9	17.3
Total	41.4	41.0	48.2	2.1	2.2	3.5	2.8	3.0	4.9	20.4	21.2	17.8

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

 $^{^{\}star\star}$ Use with caution. The coefficient of variation of the estimate is between 16.5% and 33.3%.

TABLE 3

Distribution (2014 and 2015) of Federally Regulated Private-Sector Employees by Designated Group and Occupational Group (%)

	Woi	men	M	en	Aborigina	al Peoples		original ples
Occupational Group	2014	2015	2014	2015	2014	2015	2014	2015
Senior Managers	0.5	0.5	1.1	1.1	0.3	0.4	0.8	0.9
Middle and Other Managers	10.0	10.9	9.8	10.5	5.4	6.0	10.0	10.8
Professionals	18.6	19.8	15.7	17.2	8.4	9.1	17.1	18.5
Semi-Professionals and Technicians	3.1	3.2	9.0	9.2	7.2	7.2	6.6	6.7
Supervisors	5.2	5.1	2.1	2.2	3.4	3.6	3.3	3.4
Supervisors: Crafts and Trades	0.3	0.3	2.4	2.4	2.3	2.4	1.5	1.5
Administrative and Senior Clerical Personnel	5.3	5.4	1.1	1.1	2.6	2.5	2.9	2.9
Skilled Sales and Service Personnel	3.9	4.3	2.2	2.5	2.3	2.4	2.9	3.3
Skilled Crafts and Trades Workers	0.9	0.9	13.1	13.2	13.6	13.4	8.0	8.0
Clerical Personnel	21.9	19.0	12.8	9.5	14.8	12.6	16.6	13.4
Intermediate Sales and Service Personnel	25.3	25.4	9.2	10.0	16.9	17.0	15.9	16.3
Semi-Skilled Manual Workers	4.3	4.3	19.6	19.5	19.3	19.9	13.1	13.1
Other Sales and Service Personnel	0.4	0.4	0.5	0.4	1.0	0.9	0.4	0.4
Other Manual Workers	0.2	0.2	1.4	1.4	2.4	2.6	0.9	0.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

		s with ilities		without oilities		of Visible rities		/isible Members
Occupational Group	2014	2015	2014	2015	2014	2015	2014	2015
Senior Managers	0.8	0.8	0.8	0.8	0.3	0.4	1.0	1.0
Middle and Other Managers	10.3	11.2	9.9	10.6	9.9	10.8	9.9	10.6
Professionals	16.4	17.6	17.0	18.3	23.5	24.8	15.3	16.5
Semi-Professionals and Technicians	4.7	5.3	6.7	6.8	3.8	4.0	7.3	7.5
Supervisors	3.9	3.8	3.3	3.4	3.1	3.2	3.4	3.4
Supervisors: Crafts and Trades	1.1	1.1	1.5	1.5	0.6	0.6	1.8	1.7
Administrative and Senior Clerical Personnel	3.2	3.3	2.9	2.9	3.5	3.4	2.7	2.8
Skilled Sales and Service Personnel	3.4	3.3	2.9	3.2	3.8	4.1	2.6	3.0
Skilled Crafts and Trades Workers	5.8	6.5	8.1	8.2	4.7	4.9	9.0	9.0
Clerical Personnel	22.5	18.3	16.4	13.2	17.4	14.4	16.4	13.1
Intermediate Sales and Service Personnel	15.4	15.6	15.9	16.4	18.0	17.7	15.3	16.0
Semi-Skilled Manual Workers	11.0	11.6	13.3	13.3	10.6	10.8	13.9	13.9
Other Sales and Service Personnel	0.6	0.6	0.4	0.4	0.3	0.3	0.5	0.5
Other Manual Workers	0.9	1.0	0.9	0.9	0.7	0.7	1.0	1.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 4

Federally Regulated Private-Sector Employees by Designated Group and Sector:

Number, Representation, Hires, Promotions, Terminations and Net Effect (1987, 2014 and 2015)*

		All	Employ	rees	,	Womer	1		oorigin Peoples			sons v sabiliti		0	lembe f Visib linoritio	le
		1987	2014	2015	1987	2014	2015	1987	2014	2015	1987	2014	2015	1987	2014	2015
				3					(#)					,		•
	Employees	169,632	231,812	230,358	129,076	142,643	138,774	951	2,934	2,899	3,053	9,307	9,242	16,062	70,097	70,392
	Hires	21,879	32,617	32,734	16,704	16,862	16,595	109	368	353	158	654	754	2,211	8,689	8,086
	Promotions	39,456	28,349	28,081	27,599	16,189	16,030	204	360	375	607	848	821	3,778	9,555	9,373
	Terminations	21,715	29,892	33,113	16,819	17,681	19,270	150	447	514	331	1,078	1,364	1,432	7,696	8,964
S N	Net Effect**	164	2,725	-379	-115	-819	-2,675	-41	-79	-161	-173	-424	-610	779	993	-878
BANKING									(%)							
	Representation	100.0	100.0	100.0	76.1	61.5	60.2	0.6	1.3	1.3	1.8	4.0	4.0	9.5	30.2	30.6
	Share of Hires	100.0	100.0	100.0	76.3	51.7	50.7	0.5	1.1	1.1	0.7	2.0	2.3	10.1	26.6	24.7
	Share of Promotions	100.0	100.0	100.0	69.9	57.1	57.1	0.5	1.3	1.3	1.5	3.0	2.9	9.6	33.7	33.4
	Share of Terminations	100.0	100.0	100.0	77.5	59.1	58.2	0.7	1.5	1.6	1.5	3.6	4.1	6.6	25.7	27.1
			,				,		(#)							
	Employees	179,247	227,310	222,348	71,038	84,981	82,885	1,090	4,009	4,280	2,512	5,224	5,942	7,257	42,171	44,234
	Hires	17,416	28,120	25,568	7,515	9,006	8,607	49	624	585	129	439	584	975	7,439	7,272
رم	Promotions	11,099	9,444	9,591	4,900	3,408	3,582	55	193	231	112	187	199	445	1,718	1,980
ĕ	Terminations	16,020	34,311	33,436	6,176	12,154	12,415	36	733	701	112	828	881	437	7,642	7,819
CAT	Net Effect**	1,396	-6,191	-7,868	1,339	-3,148	-3,808	13	-109	-116	17	-389	-297	538	-203	-547
COMMUNICATIONS									(%)							
SO	Representation	100.0	100.0	100.0	39.6	37.4	37.3	0.6	1.8	1.9	1.4	2.3	2.7	4.0	18.6	19.9
	Share of Hires	100.0	100.0	100.0	43.1	32.0	33.7	0.3	2.2	2.3	0.7	1.6	2.3	5.6	26.5	28.4
	Share of Promotions	100.0	100.0	100.0	44.1	36.1	37.3	0.5	2.0	2.4	1.0	2.0	2.1	4.0	18.2	20.6
	Share of Terminations	100.0	100.0	100.0	38.6	35.4	37.1	0.2	2.1	2.1	0.7	2.4	2.6	2.7	22.3	23.4

		AII	Employ	rees	١	Nomen	l		borigin Peoples			sons v sabiliti		0	lember f Visibl	le
		1987	2014	2015	1987	2014	2015	1987	2014	2015	1987	2014	2015	1987	2014	2015
			,						(#)	•					,	,
	Employees	203,207	225,770	221,850	34,423	61,502	60,717	1,479	6,345	6,570	2,892	4,599	5,002	5,318	32,121	33,089
	Hires	33,535	46,326	41,175	7,316	11,842	10,587	211	1,570	1,461	118	667	652	691	8,924	8,54
	Promotions	14,723	5,992	5,941	2,655	1,814	1,810	123	202	170	198	92	100	376	894	91
	Terminations	32,588	39,714	42,562	6,028	9,135	10,441	168	1,468	1,454	231	695	905	478	6,367	6,909
Z Z	Net Effect**	947	6,612	-1,387	1,288	2,707	146	43	102	7	-113	-28	-253	213	2,557	1,63
IRANSPORTATION									(%)							
X	Representation	100.0	100.0	100.0	16.9	27.2	27.4	0.7	2.8	3.0	1.4	2.0	2.3	2.6	14.2	14.9
	Share of Hires	100.0	100.0	100.0	21.8	25.6	25.7	0.6	3.4	3.5	0.4	1.4	1.6	2.1	19.3	20.7
	Share of Promotions	100.0	100.0	100.0	18.0	30.3	30.5	0.8	3.4	2.9	1.3	1.5	1.7	2.6	14.9	15.4
	Share of Terminations	100.0	100.0	100.0	18.5	23.0	24.5	0.5	3.7	3.4	0.7	1.8	2.1	1.5	16.0	16.2
									(#)							
	Employees	43,331	55,848	55,929	9,207	17,271	17,413	401	2,498	2,396	983	1,426	1,441	1,123	6,796	7,01
	Hires	4,500	7,041	6,886	1,485	2,193	2,145	46	350	297	37	89	103	150	1,049	99
	Promotions	3,248	3,667	3,943	856	1,305	1,493	23	158	149	64	75	80	85	480	60
	Terminations	5,080	7,339	7,220	1,402	2,158	2,251	40	259	363	93	192	186	86	855	93
Ĕ	Net Effect**	-580	-298	-334	83	35	-106	6	91	-66	-56	-103	-83	64	194	5
OINEK,									(%)							
	Representation	100.0	100.0	100.0	21.2	30.9	31.1	0.9	4.5	4.3	2.3	2.6	2.6	2.6	12.2	12.5
	Share of Hires	100.0	100.0	100.0	33.0	31.1	31.2	1.0	5.0	4.3	0.8	1.3	1.5	3.3	14.9	14.4
	Share of Promotions	100.0	100.0	100.0	26.4	35.6	37.9	0.7	4.3	3.8	2.0	2.0	2.0	2.6	13.1	15.3
	Share of Terminations	100.0	100.0	100.0	27.6	29.4	31.2	0.8	3.5	5.0	1.8	2.6	2.6	1.7	11.7	13.0

		All	Employ	/ees	,	Womer	1		borigin People:			sons v		C	Nembe of Visib Ninoriti	le
		1987	2014	2015	1987	2014	2015	1987	2014	2015	1987	2014	2015	1987	2014	2015
			,						(#)							•
	Employees	595,417	740,740	730,485	243,744	306,397	299,789	3,921	15,786	16,145	9,440	20,556	21,627	29,760	151,185	154,732
	Hires	77,330	114,104	106,363	33,020	39,903	37,934	415	2,912	2,696	442	1,849	2,093	4,027	26,101	24,893
	Promotions	68,526	47,452	47,556	36,010	22,716	22,915	405	913	925	981	1,202	1,200	4,684	12,647	12,872
S	Terminations	75,403	111,256	116,331	30,425	41,128	44,377	394	2,907	3,032	767	2,793	3,336	2,433	22,560	24,628
SECTORS	Net Effect**	1,927	2,848	-9,968	2,595	-1,225	-6,443	21	5	-336	-325	-944	-1,243	1,594	3,541	265
ALL SEC									(%)							
¥	Representation	100.0	100.0	100.0	40.9	41.4	41.0	0.7	2.1	2.2	1.6	2.8	3.0	5.0	20.4	21.2
	Share of Hires	100.0	100.0	100.0	42.7	35.0	35.7	0.5	2.6	2.5	0.6	1.6	2.0	5.2	22.9	23.4
	Share of Promotions	100.0	100.0	100.0	52.5	47.9	48.2	0.6	1.9	1.9	1.4	2.5	2.5	6.8	26.7	27.1
	Share of Terminations	100.0	100.0	100.0	40.4	37.0	38.1	0.5	2.6	2.6	1.0	2.5	2.9	3.2	20.3	21.2

^{*} 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.

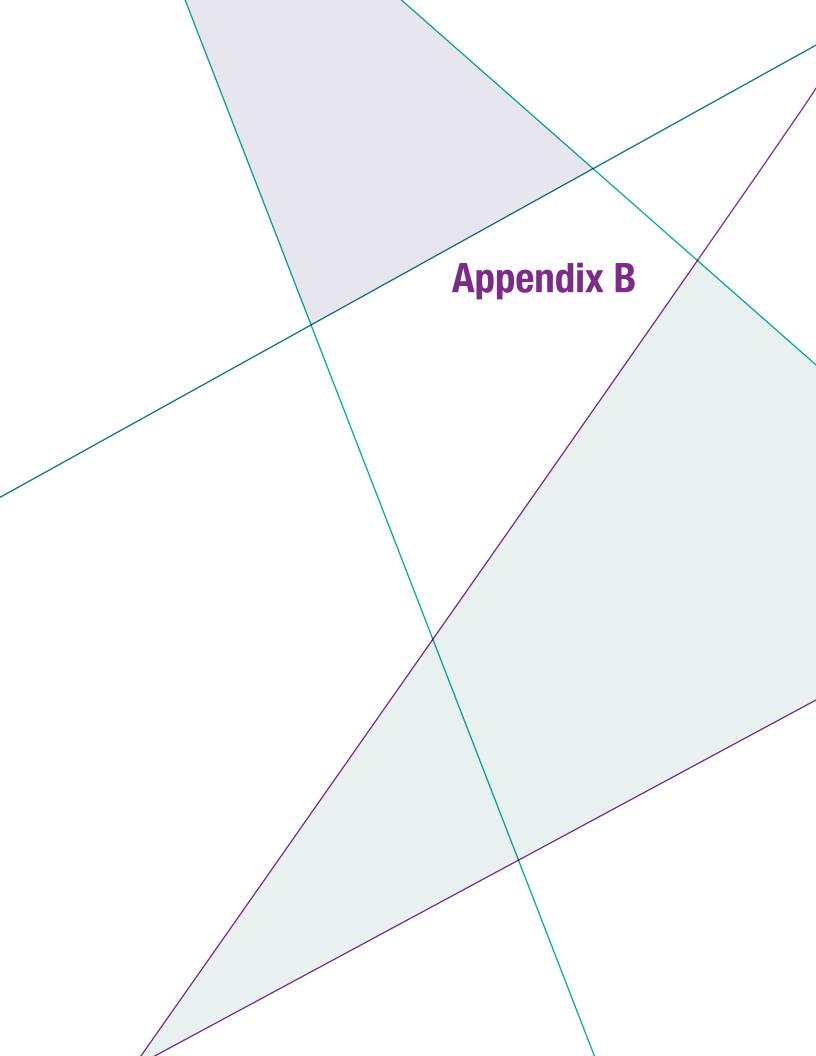
^{**} The number of employees hired reduced by those terminated.

TABLE 5
Federally Regulated Private-Sector Employees in Permanent Full-Time Employment by Designated Group, Gender and Salary Range as of December 31, 2015

	ı	All Emp	loyees		Abo	origii	nal Peo	ples	ı		ons wit abilities		Mei		s of Vi	
Salary Range	Total	Men	Women	(%)	Total	(%)	Men	Women	Total	(%)	Men	Women	Total	(%)	Men	Women
Under \$15,000	4,463	2,905	1,558	34.9	197	4.4	128	69	83	1.9	55	28	884	19.8	626	258
\$15,000 - \$19,999	1,054	616	438	41.6	51	4.8	32	19	33	3.1	24	9	201	19.1	127	74
\$20,000 - \$24,999	3,917	2,297	1,620	41.4	118	3.0	75	43	95	2.4	57	38	852	21.8	530	322
\$25,000 - \$29,999	10,106	4,824	5,282	52.3	318	3.1	156	162	289	2.9	148	141	2,417	23.9	1,252	1,165
\$30,000 - \$34,999	23,397	10,710	12,687	54.2	707	3.0	344	363	848	3.6	339	509	5,955	25.5	2,926	3,029
\$35,000 - \$37,499	17,225	8,219	9,006	52.3	439	2.5	198	241	565	3.3	257	308	4,487	26.0	2,210	2,277
\$37,500 - \$39,999	19,707	9,612	10,095	51.2	466	2.4	229	237	664	3.4	302	362	4,909	24.9	2,370	2,539
\$40,000 - \$44,999	47,373	24,098	23,275	49.1	1,071	2.3	537	534	1,488	3.1	656	832	11,484	24.2	5,741	5,743
\$45,000 - \$49,999	44,240	23,657	20,583	46.5	931	2.1	501	430	1,431	3.2	697	734	10,777	24.4	5,460	5,317
\$50,000 - \$59,999	112,907	65,724	47,183	41.8	2,435	2.2	1,436	999	3,762	3.3	1,970	1,792	22,258	19.7	12,343	9,915
\$60,000 - \$69,999	80,746	50,641	30,105	37.3	1,799	2.2	1,246	553	2,350	2.9	1,385	965	15,725	19.5	9,178	6,547
\$70,000 - \$84,999	86,837	58,278	28,559	32.9	1,746	2.0	1,260	486	2,459	2.8	1,576	883	17,686	20.4	11,154	6,532
\$85,000 - \$99,999	54,536	36,800	17,736	32.5	1,083	2.0	785	298	1,475	2.7	890	585	11,901	21.8	7,554	4,347
\$100,000 and over	110,561	81,213	29,348	26.5	1,995	1.8	1,632	363	2,823	2.6	1,961	862	19,993	18.1	13,657	6,336
Total	617,069	379,594	237,475	38.5	13,356	2.2	8,559	4,797	18,365	3.0	10,317	8,048	129,529	21.0	75,128	54,401

TABLE 6
Federally Regulated Private-Sector Employees in Permanent Part-Time Employment by Designated Group, Gender and Salary Range as of December 31, 2015

	A	All Emp	loyees		Abo	origii	nal Peo	ples			ons wi		Me		rs of Vi norities	
Salary Range	Total	Men	Women	(%)	Total	(%)	Men	Women	Total	(%)	Men	Women	Total	(%)	Men	Women
Under \$5,000	3,513	1,867	1,646	46.9	83	2.4	29	54	109	3.1	64	45	735	20.9	451	284
\$5,000 - \$7,499	2,333	1,007	1,326	56.8	56	2.4	14	42	67	2.9	32	35	306	13.1	168	138
\$7,500 - \$9,999	3,028	1,314	1,714	56.6	88	2.9	34	54	123	4.1	55	68	415	13.7	213	202
\$10,000 - \$12,499	7,642	3,903	3,739	48.9	190	2.5	76	114	192	2.5	95	97	1,734	22.7	1,057	677
\$12,500 - \$14,999	7,363	3,529	3,834	52.1	213	2.9	99	114	181	2.5	79	102	1,904	25.9	1,111	793
\$15,000 - \$17,499	8,138	3,850	4,288	52.7	283	3.5	138	145	211	2.6	96	115	2,121	26.1	1,215	906
\$17,500 - \$19,999	8,382	3,739	4,643	55.4	247	2.9	121	126	245	2.9	89	156	2,037	24.3	1,138	899
\$20,000 - \$22,499	9,509	4,447	5,062	53.2	231	2.4	109	122	277	2.9	107	170	2,513	26.4	1,396	1,117
\$22,500 - \$24,999	9,833	4,563	5,270	53.6	241	2.5	109	132	269	2.7	101	168	2,774	28.2	1,609	1,165
\$25,000 - \$29,999	14,709	5,148	9,561	65.0	358	2.4	104	254	493	3.4	151	342	3,145	21.4	1,419	1,726
\$30,000 - \$34,999	11,886	4,652	7,234	60.9	267	2.2	105	162	408	3.4	142	266	2,616	22.0	1,261	1,355
\$35,000 - \$39,999	8,458	3,402	5,056	59.8	169	2.0	61	108	244	2.9	79	165	1,759	20.8	882	877
\$40,000 - \$49,999	8,412	3,864	4,548	54.1	153	1.8	61	92	204	2.4	87	117	1,766	21.0	1,027	739
\$50,000 and over	4,629	2,087	2,542	54.9	94	2.0	48	46	174	3.8	70	104	646	14.0	343	303
Total	107,835	47,372	60,463	56.1	2,673	2.5	1,108	1,565	3,197	3.0	1,247	1,950	24,471	22.7	13,290	11,181



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.

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 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 Canada.ca 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*.