



EMPLOYMENT EQUITY ACT

Annual Report
2020

LABOUR PROGRAM
Labour.gc.ca



Employment and
Social Development Canada

Emploi et
Développement social Canada

Canada 

Employment Equity Act – Annual Report 2020

It is available upon request in multiple formats (large print, MP3, braille, audio CD, e-text CD, DAISY or accessible PDF), by contacting 1 800 O-Canada (1-800-622-6232). By teletypewriter (TTY), call 1-800-926-9105.

© Her Majesty the Queen in Right of Canada, 2021

For information regarding reproduction rights:
droitdauteur.copyright@HRSDC-RHDCC.gc.ca.

PDF

Cat. No.: Em5-2E-PDF
ISSN: 1929-5456

ESDC

Cat. No.: LT-185-03-21E

TABLE OF CONTENTS

1	Message from the Minister
3	Introduction
4	Federally regulated private sector
4	About the data
6	Section 1 ■ Federally regulated private sector
14	Section 2 ■ Sector profiles
14	Sector employers and employees
19	Sector representation and attainment rates of designated groups
19	■ Banking and financial services sector
20	■ Communications sector
22	■ Transportation sector and subsectors
26	■ 'Other' sector and subsectors
29	Section 3 ■ Designated group profiles
29	Women
33	Aboriginal peoples
36	Persons with disabilities
39	Members of visible minorities
43	Section 4 ■ Employment equity highlights
43	Federal Contractors Program
44	Workplace Opportunities: Removing Barriers to Equity
45	Pay transparency
46	Review of the <i>Employment Equity Act</i>
46	Other legislative initiatives in support of inclusive workplaces
47	Conclusion
48	Appendix A ■ Federally regulated private sector employers tables
89	Appendix B ■ Technical notes
89	Employers covered under the <i>Employment Equity Act</i>
90	Limitations of the employment equity data



2020

MESSAGE FROM THE MINISTER

I am pleased to present the *Employment Equity Act: Annual Report 2020*. This report captures the most recent data on employment equity in federally regulated private sector workplaces. Overall, the report shows that while some progress was made in 2019, there remains work ahead to secure the full inclusion of the four designated groups covered under the *Employment Equity Act*.

In addition to the data presented, we must also recognize the lived experiences of Black, Indigenous and racialized individuals, LGBTQ2 people, women and persons with disabilities in federally regulated workplaces as we work to identify ways to make these spaces more inclusive and representative.

The Government of Canada is taking meaningful action to ensure workplaces are fair, inclusive, diverse, respectful and secure:

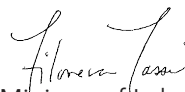
- We brought into force workplace harassment and violence prevention legislation with Bill C-65 and its regulations, which provide a comprehensive, streamlined approach to protecting workers against all forms of harassment and violence.
- We implemented new pay transparency measures to help address wage gaps experienced by all four designated groups. This makes pay information available that can help shift business culture and expectations toward greater equality.

- We are moving forward with the implementation of the *Pay Equity Act*, which will help ensure that women in all designated groups receive equal pay for work of equal value.

We will soon be launching a task force to review the *Employment Equity Act*. The Act is a critical tool to ensure that our workplaces are equitable, diverse and representative spaces—yet, it has not seen a substantial overhaul since it was introduced 35 years ago. Through consultations and research, the task force will make evidence-based recommendations on how to modernize the Act. It will also advise on how a renewed act can contribute to ensuring that Canada’s economic recovery is equitable, inclusive and fair.

The COVID-19 pandemic has shaken our country and changed the way that many of us work and live. While everyone has been affected in some way, certain groups have felt the impacts more than others. The pandemic has also amplified many of the social and economic barriers that some were already facing. As we look toward our country’s economic recovery and growth, we must work together to build back better with equity and equality at the heart of everything we do.

This has been a challenging time, but I want to recognize the leadership and ongoing efforts of those who have continued working toward greater equity in their workplaces. Their efforts to eliminate barriers to recruitment, promotion and retention in their workplaces are critical to our success. Let’s keep working together to give all Canadians a fair and equal chance to live out their dreams and reach their full potential.



Minister of Labour

Filomena Tassi

INTRODUCTION |

Under the *Employment Equity Act* (the Act), the Minister of Labour must prepare and table an annual report to Parliament on the status of employment equity in the federally regulated private sector.¹ This report consolidates and highlights the results achieved by employers subject to the Legislated Employment Equity Program² during the 2019 calendar year for the four designated groups:

- women;
- Aboriginal peoples;
- persons with disabilities; and
- members of visible minorities.

The Act aims to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability. In the fulfilment of that goal, the Act seeks to correct the conditions of disadvantage in employment experienced by the four designated groups.

The Act supports the principle that employment equity means more than not only treating persons in the same way, but also requires special measures and the accommodation of differences.

In addition to presenting consolidated data from 2019, data from 2018 is provided to allow year-to-year comparison. The individual employers' statistical forms containing the disaggregated data that is consolidated in this report are made available [online](#).

¹ Private sector employers include federal Crown corporations, other federal consolidated entities (namely, Canada Pension Plan Investment Board, Public Sector Pension Investment Board and St. Lawrence Seaway Management Corporation) and other federal government business enterprises (namely, Montreal Port Authority, PortsToronto and Vancouver Fraser Port Authority).

² The Legislated Employment Equity Program applies to organizations that employ 100 or more employees in the federally regulated private sector, federal Crown corporations and other federal consolidated entities and business enterprises.

Federally regulated private sector

Employers are grouped by sector, based on the classification of the majority of their workforce using the North American Industry Classification System. The federally regulated private sector workforce comprises four industrial sectors:

- **Banking and financial services:** Includes all major Canadian banks and other establishments primarily engaged in financial transactions or in facilitating financial transactions
- **Communications:** Comprises businesses that operate radio and television broadcasting studios and facilities, as well as telecommunications services providers
- **Transportation:** Consists of:
 - air, rail, bus, water and pipeline transportation industries
 - inter-provincial trucking
 - postal service
 - couriers
 - warehousing and storage
- **Other:** Encompasses industries such as:
 - nuclear power generation
 - metal ore mining
 - professional, scientific and technical services
 - investigation and security services
 - public administration

About the data

Employment equity requires employers to establish working conditions that are free of barriers, and to correct conditions of disadvantage in employment. It also means that equality requires special measures and the accommodation of differences. Employers use their data to assess representation gaps, determine whether there are barriers and identify where progress can be made.

Under the Act, employer reports consist of the following:

- statistical forms containing data on the number of employees and designated groups, their employment status—permanent full-time, permanent part-time and temporary—geography, gender, occupational group and salary range, as well as data on the number of hires, promotions and terminations
- narrative reports providing information on consultations with employee representatives, measures taken to implement employment equity and the results achieved

A key employment equity performance measurement is the attainment rate,³ where the representation⁴ of designated groups is compared to their respective labour market availability⁵ (LMA). The attainment rate is used to identify gaps between the representation and LMA of a designated group. Where a designated group's representation is below LMA, the attainment rate is less than 100%. Progress is considered to have been made when the gap between a designated group's representation and LMA narrows (that is, the attainment rate approaches 100%) or when a group's representation equals or exceeds LMA (that is, the attainment rate equals or surpasses 100%). A segment of the workforce is considered representative when the representation of a designated group is equal to its LMA.

For this report, LMA is based on Statistics Canada data at the Canadian or sector level. The 2018 and 2019 employer data is compared to the 2016 Census for women, Aboriginal peoples and members of visible minorities. For persons with disabilities, the 2017 Canadian Survey on Disability (CSD) is used.

³ Attainment rate, expressed as a percentage, refers to the extent to which representation of designated groups in the employers' workforce approaches, meets or exceeds their representation in the Canadian/sector workforce or the LMA. It is calculated by dividing representation by LMA.

⁴ Representation, expressed as a percentage, is the share of designated group members in a given workforce (for example, an individual employer, a sector or the entire federally regulated private sector).

⁵ LMA, expressed as a percentage, refers to the share of designated group members in the workforce from which the employers could hire, based on Statistics Canada data.

SECTION 1

Federally regulated private sector

For 2019, 595 employers submitted an employment equity annual report to the Minister of Labour. Together, they employed 776,997 employees across Canada, which represents approximately 3.8%⁶ of the Canadian workforce. Of these submissions, 24 were from employers who were reporting for the first time on their 4,595 employees. Therefore, these employers reported statistical information for men and women only and will provide complete reports (that is, on all designated groups) for the 2020 reporting year and subsequent years.

Data from all 595 employers (**Table 1A**) shows that both the representation and the attainment rate of Canadian LMA of women remained about the same in 2018 and 2019.

TABLE 1A

Representation and attainment rate of women in 2018 and 2019 (by percentage)

Year	Representation	LMA (Canadian)*	Attainment rate
2018 for all 603 employers	39.3	48.2	81.6
2019 for all 595 employers	39.4	48.2	81.7

* Source: Statistics Canada, 2016 Census.

Complete data from 571 employers, with 772,402 employees, (**Table 1B**) shows that the representation and attainment rates of women, Aboriginal peoples and persons with disabilities remained about the same between 2018 and 2019. Representation increased for members of visible minorities by +0.6 of a percentage point. Members of visible minorities was the only designated group whose representation exceeded Canadian LMA.

⁶ Source: Statistics Canada, [Table 14-10-0287-02 Labour force characteristics by age group, monthly, seasonally adjusted](#) (individuals 15 years of age and over who during 2019 were employed or unemployed).

TABLE 1B

Designated group representation and attainment rate in 2018 and 2019 (by percentage)

Designated groups	2018 representation for 536 employers	2019 representation for 571 employers	Change* in representation from 2018 to 2019	LMA (Canadian)**	2018 attainment rate	2019 attainment rate
Women	39.4	39.5	0.0	48.2	81.8	81.9
Aboriginal peoples	2.3	2.3	0.0	4.0	57.1	57.8
Persons with disabilities	3.4	3.5	0.0	9.1	37.5	37.9
Members of visible minorities	23.8	24.4	+0.6	21.3	111.8	114.5

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

From this point forward, this report will cover information on the 571 employers who prepared a full set of employment equity forms (that is, exclude the 24 employers who reported for the first time).

Chart 1 presents the attainment rate for the four designated groups at the overall national level since 1987, when employers started reporting under the Act. Values below 100% show that representation is less than LMA.

For women, the attainment rate has been declining since reaching its highest point in 1990 (99.4%), and 2018 marked the lowest rate (81.8%). For 2019, there was a small increase to 81.9%.

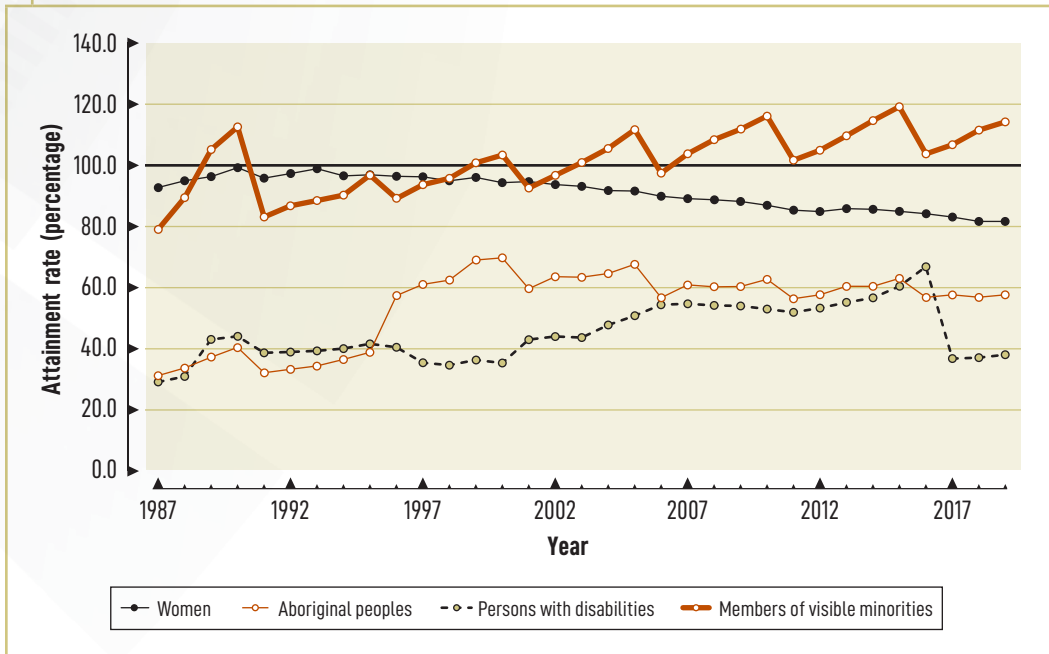
From 1987 to 2000, the attainment rate for Aboriginal peoples exhibited an upward trend. The sharp increase of 18.8 percentage points posted from 1995 (39.1%) to 1996 (57.9%) was due to changes made to LMA. Since 2001, the attainment rate has remained stable and, for 2019, was 57.8%.

The attainment rate of persons with disabilities more than doubled from 29.4% in 1987 to 67.0% in 2016. In 2017, because of changes in the collection of LMA data, this measurement increased from 4.9% to 9.1%. Given the new LMA, the attainment rate dropped to 36.4%. However, for 2019, there was a small increase to 37.9%.

For members of visible minorities, the attainment rate has been positive since 2007. While there have been adjustments to attainment rates due to changes to LMA, there continues to be an upward trend with the attainment rate for 2019 at 114.5%.

CHART 1

Designated group attainment rate (Canadian LMA*) from 1987 to 2019 (by percentage)



* Sources: Statistics Canada, 1986 to 2016 Census; 1986 and 1991 Health and Activity Limitation Survey; 2001 and 2006 Participation and Activity Limitation Survey; 2011 National Household Survey; and 2012 and 2017 Canadian Survey on Disability.

Note: In 1996, the Census methodology for calculating LMA of Aboriginal peoples changed, causing a drop in LMA. 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 for persons with disabilities. In 2017, Statistics Canada introduced a new methodology for gathering data on persons with disabilities that resulted in a significant increase in LMA for this designated group.

Tables 2A, 2B, 2C and 2D show the distribution and cumulative distribution of permanent full-time designated group and non-designated group employees by salary range: under \$15,000, various ranges from \$15,000 to \$99,999, and \$100,000 and over.

The data shows that designated groups had higher concentrations of members in some salary ranges when compared to other groups of employees within the same range. For example:

- The highest proportion of women (18.4%) earned between \$50,000 and \$59,999, compared to 25.5% of men, 18.2% of Aboriginal peoples, 22.2% of non-Aboriginal peoples, 19.1% of persons with disabilities, 22.2% of persons without disabilities, 20.3% of members of visible minorities and 22.7% of non-visible minority members who earned \$100,000 and over
- A high proportion of women (29.0%) earned a salary below \$50,000, compared to 19.5% of men, 26.2% of Aboriginal peoples, 23.0% of non-Aboriginal peoples, 25.1% of persons with disabilities, 23.0% of persons without disabilities, 25.7% of members of visible minorities and 22.3% of non-visible minority members
- A high proportion of Aboriginal peoples (13.1%) earned a salary below \$40,000, compared to 9.8% of non-Aboriginal peoples, 12.5% of women, 8.3% of men, 9.8% of persons with disabilities, 9.9% of persons without disabilities, 10.9% of members of visible minorities and 9.6% of non-visible minority members
- Over one half of persons with disabilities (52.1%) earned salaries between \$35,000 and \$69,999, compared to 47.2% of persons without disabilities, 54.2% of women and 43.3% of men
- A high proportion of members of visible minorities (41.3%) earned salaries between \$20,000 and \$59,999, compared to 37.5% of non-visible minority members, 46.8% of women and 33.3% of men

TABLE 2A

Distribution of women and men in permanent full-time employment by salary range as of December 31, 2019 (by percentage)

Salary range (in dollars)	Women distribution	Women cumulative distribution*	Men distribution	Men cumulative distribution*
Under 15,000	0.5	0.5	0.7	0.7
15,000 to 19,999	0.1	0.6	0.2	0.9
20,000 to 24,999	0.8	1.4	0.4	1.3
25,000 to 29,999	1.9	3.3	1.1	2.5
30,000 to 34,999	3.3	6.6	2.2	4.6
35,000 to 37,499	2.7	9.3	1.7	6.3
37,500 to 39,999	3.2	12.5	2.0	8.3
40,000 to 44,999	8.1	20.6	5.5	13.9
45,000 to 49,999	8.4	29.0	5.7	19.5
50,000 to 59,999	18.4	47.4	14.7	34.3
60,000 to 69,999	13.4	60.8	13.6	47.9
70,000 to 84,999	13.6	74.4	15.2	63.1
85,000 to 99,999	9.1	83.5	11.4	74.5
100,000 and over	16.5	100.0	25.5	100.0

* Each figure in the cumulative percentage columns represents the cumulative total percentage of employees in the identified salary range or lower.

TABLE 2B

Distribution of Aboriginal and non-Aboriginal peoples in permanent full-time employment by salary range as of December 31, 2019 (by percentage)

Salary range (in dollars)	Aboriginal peoples distribution	Aboriginal peoples cumulative distribution*	Non-Aboriginal peoples distribution	Non-Aboriginal peoples cumulative distribution*
Under 15,000	0.8	0.8	0.6	0.6
15,000 to 19,999	0.4	1.2	0.2	0.8
20,000 to 24,999	0.7	1.9	0.5	1.3
25,000 to 29,999	2.0	3.9	1.4	2.7
30,000 to 34,999	3.7	7.7	2.6	5.3
35,000 to 37,499	2.7	10.3	2.1	7.4
37,500 to 39,999	2.8	13.1	2.4	9.8
40,000 to 44,999	6.3	19.4	6.5	16.3
45,000 to 49,999	6.9	26.2	6.7	23.0
50,000 to 59,999	16.3	42.5	16.1	39.2
60,000 to 69,999	14.2	56.8	13.5	52.7
70,000 to 84,999	15.3	72.0	14.6	67.3
85,000 to 99,999	9.8	81.8	10.5	77.8
100,000 and over	18.2	100.0	22.2	100.0

* Each figure in the cumulative percentage columns represents the cumulative total percentage of employees in the identified salary range or lower.

TABLE 2C

Distribution of persons with and without disabilities in permanent full-time employment by salary range as of December 31, 2019 (by percentage)

Salary range (in dollars)	Persons with disabilities distribution	Persons with disabilities cumulative distribution*	Persons without disabilities distribution	Persons without disabilities cumulative distribution*
Under 15,000	0.3	0.3	0.7	0.7
15,000 to 19,999	0.1	0.4	0.2	0.8
20,000 to 24,999	0.2	0.7	0.6	1.4
25,000 to 29,999	1.0	1.6	1.4	2.8
30,000 to 34,999	2.6	4.2	2.6	5.4
35,000 to 37,499	2.5	6.7	2.1	7.5
37,500 to 39,999	3.0	9.8	2.4	9.9
40,000 to 44,999	8.0	17.8	6.4	16.3
45,000 to 49,999	7.3	25.1	6.7	23.0
50,000 to 59,999	17.5	42.6	16.1	39.1
60,000 to 69,999	13.7	56.2	13.5	52.6
70,000 to 84,999	14.3	70.5	14.6	67.3
85,000 to 99,999	10.3	80.9	10.5	77.8
100,000 and over	19.1	100.0	22.2	100.0

* Each figure in the cumulative percentage columns represents the cumulative total percentage of employees in the identified salary range or lower.

TABLE 2D

Distribution of members and non-members of visible minorities in permanent full-time employment by salary range as of December 31, 2019 (by percentage)

Salary range (in dollars)	Members of visible minorities distribution	Members of visible minorities cumulative distribution*	Non-members of visible minorities distribution	Non-members of visible minorities cumulative distribution*
Under 15,000	0.5	0.5	0.7	0.7
15,000 to 19,999	0.2	0.7	0.2	0.8
20,000 to 24,999	0.6	1.3	0.5	1.4
25,000 to 29,999	1.6	2.9	1.3	2.7
30,000 to 34,999	2.8	5.7	2.5	5.3
35,000 to 37,499	2.4	8.1	2.0	7.3
37,500 to 39,999	2.8	10.9	2.3	9.6
40,000 to 44,999	7.5	18.4	6.2	15.8
45,000 to 49,999	7.3	25.7	6.5	22.3
50,000 to 59,999	16.3	42.0	16.0	38.3
60,000 to 69,999	12.8	54.8	13.8	52.1
70,000 to 84,999	14.1	68.9	14.8	66.9
85,000 to 99,999	10.8	79.7	10.4	77.3
100,000 and over	20.3	100.0	22.7	100.0

* Each figure in the cumulative percentage columns represents the cumulative total percentage of employees in the identified salary range or lower.

SECTION 2

Sector profiles

Sector employers and employees

This section provides an analysis of the combined federally regulated private sector, as well as its four industrial sectors and their subsectors for 2018 and 2019.

Between 2018 and 2019, the overall number of employers increased by +6.5% and the number of employees overall increased by +2.1% (shown in **Table 3A** and **Table 3B**, respectively).

While accounting for less than 10% of the employer population, the **banking and financial services sector** employs nearly a third of all employees. For 2019, there was growth in both the number of employers and employees. For employees, this was the highest growth of all sectors at +3.9%.

In the **communications sector**, the number of employers increased in 2019, while the number of employees decreased by -1.5%. It remained the third largest sector with nearly 11% of the employer population.

The **transportation sector**, with 68% of the employer population, continued to have the largest number of employers and of employees, and posted growth in 2019 (+2.3%).

The **'other' sector** saw an increase in the number of employers and of employees by +11.4% and +1.4% respectively.

TABLE 3A

Number and percentage distribution of employers* by sector in 2018 and 2019

Sector	2018 number of employers	2019 number of employers	Percentage change in number of employers from 2018 to 2019	2018 percentage distribution of employers**	2019 percentage distribution of employers**
Banking and financial services	38	43	+13.2	7.1	7.5
Communications	58	62	+6.9	10.8	10.9
Transportation	370	388	+4.9	69.0	68.0
'Other'	70	78	+11.4	13.1	13.7
All sectors	536	571	+6.5	100.0	100.0

* The number of employers in the federally regulated private sector can change from year to year because of mergers, acquisitions, closures, start-ups or organizations fluctuating above or below the 100-employee threshold.

** Total may not equal the sum of components due to rounding.

TABLE 3B

Number and percentage distribution of employees by sector in 2018 and 2019

Sector	2018 number of employees	2019 number of employees	Percentage change in number of employees from 2018 to 2019	2018 percentage distribution of employees*	2019 percentage distribution of employees*
Banking and financial services	244,910	254,434	+3.9	32.4	32.9
Communications	131,305	129,398	-1.5	17.4	16.8
Transportation	321,707	329,240	+2.3	42.5	42.6
'Other'	58,492	59,330	+1.4	7.7	7.7
All sectors	756,414	772,402	+2.1	100.0	100.0

* Total may not equal the sum of components due to rounding.

Further analysis of the transportation and 'other' sectors is shown in **Tables 3C to 3F**.

Table 3C and **Table 3D** show the number and distribution of employers and employees by the air, ground and water subsectors of the transportation sector for 2018 and 2019.

Overall, each of the subsectors posted growth in their employer population and number of employees.

The **air transportation subsector** posted the highest growth in the number of employers at +5.5% and accounted for 29.8% of the transportation workforce in 2019.

Among the subsectors, **ground transportation** was the largest, comprising 64.3% of the transportation's workforce in 2019. It also saw the highest increase in the number of employees (+2.7%).

The **water transportation subsector** was the smallest, with 10.3% of the employer population and 5.9% of the transportation workforce.

TABLE 3C

Number and percentage distribution of employers* by subsectors of the transportation sector in 2018 and 2019

Subsectors of transportation sector	2018 number of employers	2019 number of employers	Percentage change in number of employers from 2018 to 2019	2018 percentage distribution of employers within sector**	2019 percentage distribution of employers within sector**
Air transportation	91	96	+5.5	24.6	24.7
Ground transportation	241	252	+4.6	65.1	64.9
Water transportation	38	40	+5.3	10.3	10.3
Transportation sector	370	388	+4.9	100.0	100.0

* The number of employers in the federally regulated private sector can change from year to year because of mergers, acquisitions, closures, start-ups or organizations fluctuating above or below the 100-employee threshold.

** Total may not equal the sum of components due to rounding.

TABLE 3D

Number and percentage distribution of employees by subsectors of the transportation sector in 2018 and 2019

Subsectors of transportation sector	2018 number of employees	2019 number of employees	Percentage change in number of employees from 2018 to 2019	2018 percentage distribution of employees within sector*	2019 percentage distribution of employees within sector*
Air transportation	96,419	97,969	+1.6	30.0	29.8
Ground transportation	206,160	211,829	+2.7	64.1	64.3
Water transportation	19,128	19,442	+1.6	5.9	5.9
Transportation sector	321,707	329,240	+2.3	100.0	100.0

* Total may not equal the sum of components due to rounding.

Table 3E and **Table 3F** show the number and distribution of employers and employees by the two subsectors of the 'other' sector for 2018 and 2019. The production industries subsector includes employers such as those primarily engaged in nuclear power generation, metal ore mining, support activities for crop production, and grain and oilseed milling. The service industries subsector comprises businesses such as those providing professional, scientific and technical services, investigation and security services, public administration, and heritage institutions (museums).

Overall, each of the subsectors posted growth in their employer population and number of employees.

The number of employers in the '**other**' sector's subsectors were equally distributed in 2019. The highest proportional increase in the number of employers occurred in the **production industries subsector** (+14.7%), which saw a +1.4% increase in its number of employees.

The **service industries subsector** posted growth in the number of employers and of employees amounting to +8.3% and +1.5% respectively.

TABLE 3E

Number and percentage distribution of employers* by subsectors of the 'other' sector in 2018 and 2019

Subsectors of 'other' sector	2018 number of employers	2019 number of employers	Percentage change in number of employers from 2018 to 2019	2018 percentage distribution of employers within sector**	2019 percentage distribution of employers within sector**
Production industries	34	39	+14.7	48.6	50.0
Service industries	36	39	+8.3	51.4	50.0
'Other' sector	70	78	+11.4	100.0	100.0

* The number of employers in the federally regulated private sector can change from year to year because of mergers, acquisitions, closures, start-ups or organizations fluctuating above or below the 100-employee threshold.

** Total may not equal the sum of components due to rounding.

TABLE 3F

Number and percentage distribution of employees by subsectors of the 'other' sector in 2018 and 2019

Subsectors of 'other' sector	2018 number of employees	2019 number of employees	Percentage change in number of employees from 2018 to 2019	2018 percentage distribution of employees within sector*	2019 percentage distribution of employees within sector*
Production industries	30,525	30,938	+1.4	52.2	52.1
Service industries	27,967	28,392	+1.5	47.8	47.9
'Other' sector	58,492	59,330	+1.4	100.0	100.0

* Total may not equal the sum of components due to rounding.

Sector representation and attainment rates of designated groups

This section provides an analysis of the designated groups' representation and attainment rates for the four industrial sectors and their subsectors in 2018 and 2019, in order to focus on any improvements made by the federally regulated private sector employers when compared to federally and non-federally regulated employers in all sectors at the Canadian or national level (Canadian LMA) and in their respective sector LMA. The sector LMA is used to show how the designated groups in the federally regulated private sector are faring when compared to those employed by all federally and non-federally regulated employers within their sector. Sector LMA differs from Canadian LMA, because each sector has a unique occupational group profile.

Banking and financial services sector

Table 4A presents data on the overall representation and attainment rates (based on Canadian and sector LMA) of the designated groups in the **banking and financial services sector** between 2018 and 2019.

- **Women:** Representation in this sector decreased by 0.5 of a percentage point and continued to exceed Canadian LMA of 48.2%, for an attainment rate of 116.3%. When compared with sector LMA of 58.9%, the attainment rate decreased to 95.2%.
- **Aboriginal peoples:** Representation in this sector remained unchanged and below Canadian LMA of 4.0%, with a corresponding attainment rate of 30.9%. When compared with sector LMA of 1.7%, the attainment rate increased slightly to 72.7%.
- **Persons with disabilities:** Representation in this sector decreased by 0.1 of a percentage point and remained below Canadian LMA of 9.1%, with an attainment rate of 54.1%. When compared with sector LMA of 9.2%, the attainment rate decreased to 53.5%.
- **Members of visible minorities:** Representation in this sector increased by 0.5 of a percentage point and continued to exceed Canadian LMA of 21.3%, for an attainment rate of 161.4%. When compared with sector LMA of 31.2%, the attainment rate increased to 110.2%.

TABLE 4A

Representation and attainment rate of designated group members in the banking and financial services sector in 2018 and 2019 (by percentage)

Designated groups	2018 representation	2019 representation	Change* in representation from 2018 to 2019	LMA (Canadian)**	2018 attainment rate based on LMA (Canadian)	2019 attainment rate based on LMA (Canadian)	LMA (sector)**	2018 attainment rate based on LMA (sector)	2019 attainment rate based on LMA (sector)
Women	56.6	56.1	-0.5	48.2	117.4	116.3	58.9	96.1	95.2
Aboriginal peoples	1.2	1.2	0.0	4.0	30.6	30.9	1.7	72.1	72.7
Persons with disabilities	5.0	4.9	-0.1	9.1	54.7	54.1	9.2	54.1	53.5
Members of visible minorities	33.9	34.4	+0.5	21.3	159.0	161.4	31.2	108.5	110.2

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Communications sector

Table 4B presents data on the overall representation and attainment rates (based on Canadian and sector LMA) of the designated groups in the **communications sector** between 2018 and 2019.

- **Women:** Representation in this sector increased by 0.2 of a percentage point and continued to be below Canadian LMA of 48.2%, for an attainment rate of 72.5%. When compared with sector LMA of 44.1%, the attainment rate increased to 79.2%.
- **Aboriginal peoples:** Representation in this sector remained unchanged and below Canadian LMA of 4.0%, for an attainment rate of 53.8%. When compared with sector LMA of 2.5%, the attainment rate increased to 86.1%.

- **Persons with disabilities:** Representation in this sector increased by 0.3 of a percentage point and remained below Canadian LMA of 9.1%, for an attainment rate of 40.4%. When compared with sector LMA of 11.0%, the attainment rate increased to 33.4%.
- **Members of visible minorities:** Representation in this sector increased by 0.2 of a percentage point and continued to exceed Canadian LMA of 21.3%, for an attainment rate of 111.5%. When compared with sector LMA of 24.8%, the attainment rate increased to 95.8%.

TABLE 4B

Representation and attainment rate of designated group members in the communications sector in 2018 and 2019 (by percentage)

Designated groups	2018 representation	2019 representation	Change* in representation from 2018 to 2019	LMA (Canadian)**	2018 attainment rate based on LMA (Canadian)	2019 attainment rate based on LMA (Canadian)	LMA (sector)**	2018 attainment rate based on LMA (sector)	2019 attainment rate based on LMA (sector)
Women	34.8	34.9	+0.2	48.2	72.1	72.5	44.1	78.9	79.2
Aboriginal peoples	2.1	2.2	0.0	4.0	52.9	53.8	2.5	84.6	86.1
Persons with disabilities	3.4	3.7	+0.3	9.1	37.5	40.4	11.0	31.0	33.4
Members of visible minorities	23.5	23.8	+0.2	21.3	110.4	111.5	24.8	94.8	95.8

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Transportation sector and subsectors

Table 4C presents data on the overall representation and attainment rates (based on Canadian and sector LMA) of the designated groups in the **transportation sector** between 2018 and 2019.

- **Women:** Representation and attainment rates in this sector remained unchanged. Representation continued to be below Canadian LMA of 48.2%, for an attainment rate of 62.4%. When compared with sector LMA of 25.3%, the attainment rate stayed at 118.9%.
- **Aboriginal peoples:** Representation in this sector remained unchanged and below Canadian LMA of 4.0%, for an attainment rate of 73.3%. When compared with sector LMA of 3.9%, the attainment rate increased to 75.1%.
- **Persons with disabilities:** Representation in this sector remained unchanged and below Canadian LMA of 9.1%, for an attainment rate of 27.1%. When compared with sector LMA of 9.8%, the attainment rate increased slightly to 25.1%.
- **Members of visible minorities:** Representation in this sector increased by 0.7 of a percentage point and continued to be below Canadian LMA of 21.3%, for an attainment rate of 86.3%. When compared with sector LMA of 25.1%, the attainment rate increased to 73.2%.

TABLE 4C

Representation and attainment rate of designated group members in the transportation sector in 2018 and 2019 (by percentage)

Designated groups	2018 representation	2019 representation	Change* in representation from 2018 to 2019	LMA (Canadian)**	2018 attainment rate based on LMA (Canadian)	2019 attainment rate based on LMA (Canadian)	LMA (sector)**	2018 attainment rate based on LMA (sector)	2019 attainment rate based on LMA (sector)
Women	30.1	30.1	0.0	48.2	62.4	62.4	25.3	118.9	118.9
Aboriginal peoples	2.9	2.9	0.0	4.0	72.9	73.3	3.9	74.7	75.1
Persons with disabilities	2.5	2.5	0.0	9.1	27.0	27.1	9.8	25.0	25.1
Members of visible minorities	17.7	18.4	+0.7	21.3	83.2	86.3	25.1	70.6	73.2

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Table 4D.1 presents data on the overall representation and attainment rates (based on the transportation sector LMA) of the designated groups in the **air transportation subsector** between 2018 and 2019.

- **Women:** Representation in this subsector increased by 0.1 of a percentage point and continued to be above sector LMA of 25.3%, for an increase in the attainment rate to 152.6%.
- **Aboriginal peoples:** Representation in this subsector remained unchanged and below sector LMA of 3.9%, for an increase in the attainment rate to 72.2%.
- **Persons with disabilities:** Representation in this subsector decreased by 0.1 of a percentage point and continued to be below sector LMA of 9.8%, for a decrease in the attainment rate to 15.8%.
- **Members of visible minorities:** Representation in this subsector increased by 1.2 of a percentage point and continued to be below sector LMA of 25.1%, for an increase in the attainment rate to 82.8%.

TABLE 4D.1

Representation and attainment rate of designated group members in the air transportation subsector in 2018 and 2019 (by percentage)

Designated groups	2018 representation	2019 representation	Change* in representation from 2018 to 2019	LMA (sector)**	2018 attainment rate based on LMA (sector)	2019 attainment rate based on LMA (sector)
Women	38.5	38.6	+0.1	25.3	152.0	152.6
Aboriginal peoples	2.8	2.8	0.0	3.9	71.2	72.2
Persons with disabilities	1.6	1.5	-0.1	9.8	16.4	15.8
Members of visible minorities	19.6	20.8	+1.2	25.1	78.0	82.8

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Table 4D.2 presents data on the overall representation and attainment rates (based on the transportation sector LMA) of the designated groups in the **ground transportation subsector** between 2018 and 2019.

- **Women:** Representation in this subsector remained unchanged and continued to be above sector LMA of 25.3%, for a decrease in the attainment rate to 108.1%.
- **Aboriginal peoples:** Representation in this subsector remained unchanged and below sector LMA of 3.9%, for an increase in the attainment rate to 72.2%.
- **Persons with disabilities:** Representation in this subsector remained unchanged and continued to be below sector LMA of 9.8%, for an increase in the attainment rate to 29.6%.
- **Members of visible minorities:** Representation in this subsector increased by 0.5 of a percentage point and continued to be below sector LMA of 25.1%, for an increase in the attainment rate to 70.2%.

TABLE 4D.2

Representation and attainment rate of designated group members in the ground transportation subsector in 2018 and 2019 (by percentage)

Designated groups	2018 representation	2019 representation	Change* in representation from 2018 to 2019	LMA (sector)**	2018 attainment rate based on LMA (sector)	2019 attainment rate based on LMA (sector)
Women	27.4	27.4	0.0	25.3	108.2	108.1
Aboriginal peoples	2.8	2.8	0.0	3.9	71.7	72.2
Persons with disabilities	2.9	2.9	0.0	9.8	29.3	29.6
Members of visible minorities	17.1	17.6	+0.5	25.1	68.3	70.2

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Table 4D.3 presents data on the overall representation and attainment rates (based on the transportation sector LMA) of the designated groups in the **water transportation subsector** between 2018 and 2019.

- **Women:** Representation in this subsector increased by 0.1 of a percentage point and continued to be below sector LMA of 25.3%, for an increase in the attainment rate to 67.1%.
- **Aboriginal peoples:** Representation in this subsector decreased by 0.1 of a percentage point and remained above sector LMA of 3.9%, for a decrease in the attainment rate to 122.1%.
- **Persons with disabilities:** Representation in this subsector increased by 0.2 of a percentage point and continued to be below sector LMA of 9.8%, for an increase in the attainment rate to 24.3%.
- **Members of visible minorities:** Representation in this subsector increased by 0.3 of a percentage point and continued to be below sector LMA of 25.1%, for an increase in the attainment rate to 58.9%.

TABLE 4D.3

Representation and attainment rate of designated group members in the water transportation subsector in 2018 and 2019 (by percentage)

Designated groups	2018 representation	2019 representation	Change* in representation from 2018 to 2019	LMA (sector)**	2018 attainment rate based on LMA (sector)	2019 attainment rate based on LMA (sector)
Women	16.9	17.0	+0.1	25.3	66.8	67.1
Aboriginal peoples	4.9	4.8	-0.1	3.9	124.8	122.1
Persons with disabilities	2.2	2.4	+0.2	9.8	22.7	24.3
Members of visible minorities	14.5	14.8	+0.3	25.1	57.6	58.9

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

'Other' sector and subsectors

Table 4E presents data on the overall representation and attainment rates (based on Canadian and sector LMA) of the designated groups in the **'other' sector** between 2018 and 2019.

- **Women:** Representation in this sector increased by 0.5 of a percentage point and continued to be below Canadian LMA of 48.2%, for an attainment rate of 62.8%. When compared with sector LMA of 34.5%, the attainment rate increased to 87.8%.
- **Aboriginal peoples:** Representation in this sector increased by 0.2 of a percentage point and continued to be below Canadian LMA of 4.0%, for an attainment rate of 95.4%. When compared with sector LMA of 4.6%, the attainment rate increased to 82.9%.
- **Persons with disabilities:** Representation in this sector increased by 0.1 of a percentage point and continued to be below Canadian LMA of 9.1%, for an attainment rate of 23.8%. When compared with sector LMA of 8.3%, the attainment rate increased to 26.1%.
- **Members of visible minorities:** Representation in this sector increased by 0.4 of a percentage point and continued to be below Canadian LMA of 21.3%, for an attainment rate of 76.1%. When compared with sector LMA of 16.0%, the attainment rate increased to 101.3%.

TABLE 4E

Representation and attainment rate of designated group members in the 'other' sector in 2018 and 2019 (by percentage)

Designated groups	2018 representation	2019 representation	Change* in representation from 2018 to 2019	LMA (Canadian)**	2018 attainment rate based on LMA (Canadian)	2019 attainment rate based on LMA (Canadian)	LMA (sector)**	2018 attainment rate based on LMA (sector)	2019 attainment rate based on LMA (sector)
Women	29.8	30.3	+0.5	48.2	61.7	62.8	34.5	86.2	87.8
Aboriginal peoples	3.6	3.8	+0.2	4.0	90.5	95.4	4.6	78.7	82.9
Persons with disabilities	2.1	2.2	+0.1	9.1	22.6	23.8	8.3	24.7	26.1
Members of visible minorities	15.9	16.2	+0.4	21.3	74.4	76.1	16.0	99.1	101.3

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Table 4F.1 presents data on the overall representation and attainment rates (based on the 'other' sector LMA) of the designated groups in the **production industries subsector** between 2018 and 2019.

- **Women:** Representation in this subsector decreased by 0.2 of a percentage point and continued to be below sector LMA of 34.5%, for a decrease in the attainment rate to 67.4%.
- **Aboriginal peoples:** Representation in this subsector increased by 0.4 of a percentage point and exceeded sector LMA of 4.6%, for an increase in the attainment rate to 102.7%.
- **Persons with disabilities:** Representation in this subsector increased by 0.1 of a percentage point and continued to be below sector LMA of 8.3%, for an increase in the attainment rate to 27.6%.
- **Members of visible minorities:** Representation in this subsector increased by 0.1 of a percentage point and continued to be below sector LMA of 16.0%, for an increase in the attainment rate to 80.1%.

TABLE 4F.1

Representation and attainment rate of designated group members in the production industries subsector in 2018 and 2019 (by percentage)

Designated groups	2018 representation	2019 representation	Change* in representation from 2018 to 2019	LMA (sector)**	2018 attainment rate based on LMA (sector)	2019 attainment rate based on LMA (sector)
Women	23.4	23.3	-0.2	34.5	67.9	67.4
Aboriginal peoples	4.3	4.7	+0.4	4.6	93.5	102.7
Persons with disabilities	2.2	2.3	+0.1	8.3	27.0	27.6
Members of visible minorities	12.7	12.8	+0.1	16.0	79.6	80.1

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Table 4F.2 presents data on the overall representation and attainment rates (based on the 'other' sector LMA) of the designated groups in the **service industries subsector** between 2018 and 2019.

- **Women:** Representation in this subsector increased by 1.3 of a percentage point and continued to be above sector LMA of 34.5%, for an increase in the attainment rate to 109.9%.
- **Aboriginal peoples:** Representation in this subsector decreased by 0.1 of a percentage point and continued to be below sector LMA of 4.6%, for a decrease in the attainment rate to 61.3%.
- **Persons with disabilities:** Representation in this subsector increased by 0.2 of a percentage point and continued to be below sector LMA of 8.3%, for an increase in the attainment rate to 24.6%.
- **Members of visible minorities:** Representation in this subsector increased by 0.6 of a percentage point and continued to be above sector LMA of 16.0%, for an increase in the attainment rate to 124.4%.

TABLE 4F.2

Representation and attainment rate of designated group members in the service industries subsector in 2018 and 2019 (by percentage)

Designated groups	2018 representation	2019 representation	Change* in representation from 2018 to 2019	LMA (sector)**	2018 attainment rate based on LMA (sector)	2019 attainment rate based on LMA (sector)
Women	36.7	37.9	+1.3	34.5	106.3	109.9
Aboriginal peoples	2.9	2.8	-0.1	4.6	62.5	61.3
Persons with disabilities	1.9	2.0	+0.2	8.3	22.3	24.6
Members of visible minorities	19.3	19.9	+0.6	16.0	120.3	124.4

* Change values may not equal the differences between the representation rates due to rounding.

** Sources: Statistics Canada, 2016 Census and 2017 Canadian Survey on Disability.

Additional data on the representation, attainment rates, hires, promotions and terminations of employees by designated group and sector is provided in Appendix A.

SECTION 3

Designated group profiles

Women

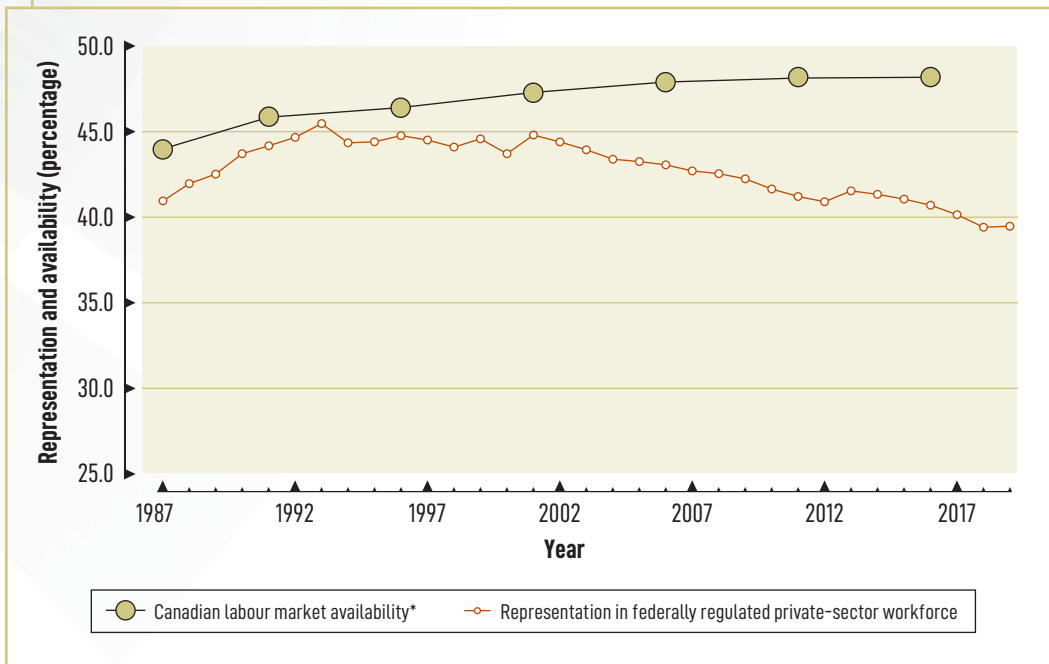
The representation of women increased slightly from 39.4% in 2018 to 39.5% in 2019. Overall, between 2013 and 2018, the percentages of women leaving the workforce were higher than the percentages of women entering the workforce, resulting in a decrease in the representation of women. This trend was reversed in 2019, when the percentage of women hired (35.2%) exceeded the percentage of women leaving the workforce (34.6%). Women's share of promotions decreased from 47.2% in 2018 to 46.8% in 2019, but remained above their representation level. In 2019, in the banking and financial services sector, where the majority of women were employed (46.8%), the number of all employees increased by +3.9% and the number of women also increased by +2.9%, but women's representation decreased by -0.5 of a percentage point. In this sector, the percentage of women leaving the workforce continued to be higher than the percentage entering the workforce (53.6%, compared to 51.0%), and their share of promotions decreased from 55.9% in 2018 to 55.6% in 2019.

Progress was observed for women in some occupations in the federally regulated private sector. For instance, between 2018 and 2019, the representation of women in the senior managers occupational group continued to exceed this occupational group's Canadian LMA. During the same period, although the representation of women decreased in the skilled sales and service personnel and in the skilled crafts and trades workers occupational groups, it continued to exceed the corresponding occupational group's Canadian LMA.

Chart 2 shows that from 1987 onwards, the representation of women increased and peaked in 1993, but the trend has been downward since the early 2000s. The representation of women in 2019 (39.5%) was 1.5 of a percentage point below what it was in 1987 (40.9%).

CHART 2

Representation and Canadian LMA* of women from 1987 to 2019 (by percentage)



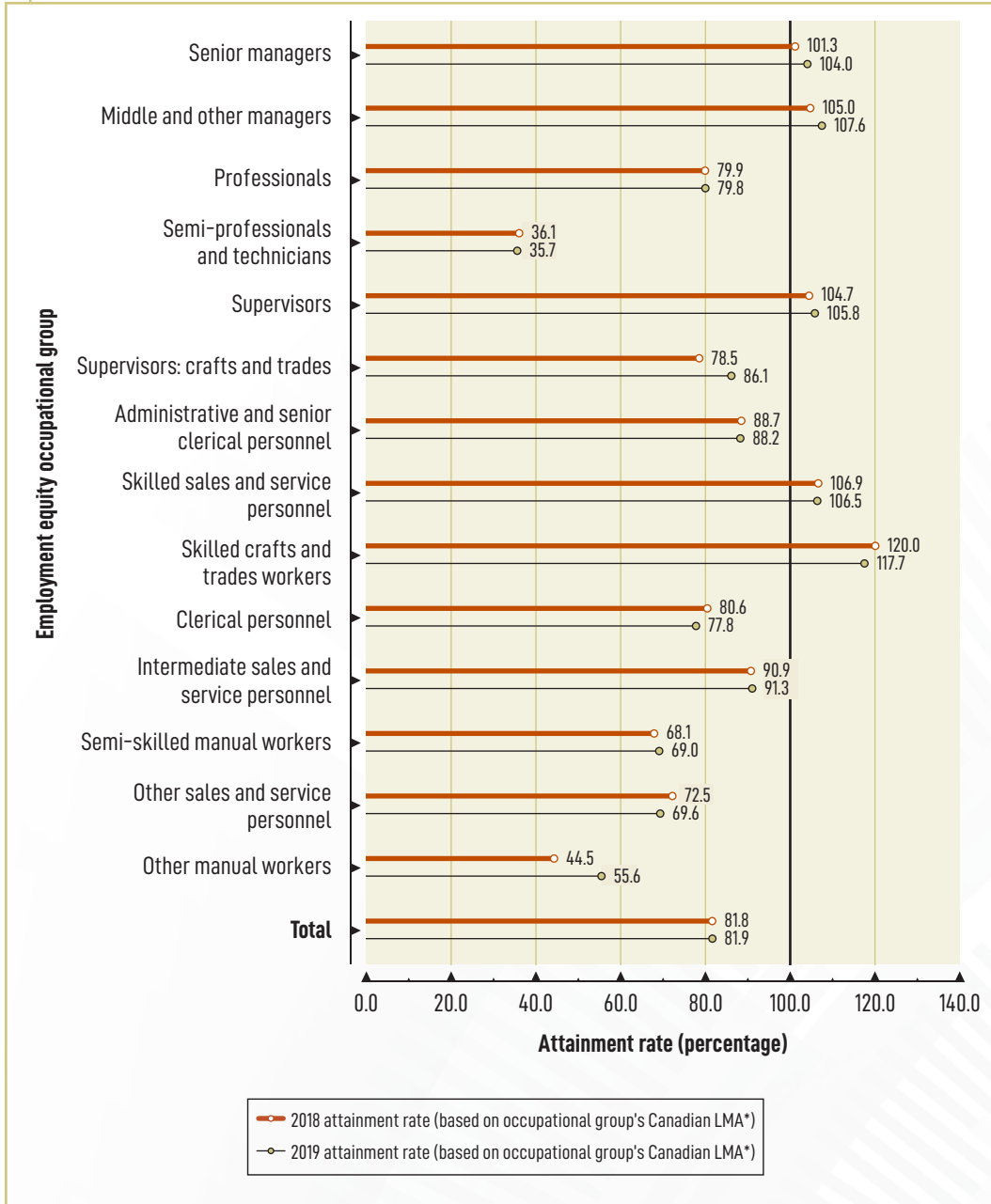
* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.

Occupational Group

Chart 3 shows that overall between 2018 and 2019, the representation of women in management and skilled occupational groups continued to exceed the corresponding occupational group’s Canadian LMA (senior managers, middle and other managers, supervisors, skilled sales and service personnel, and skilled crafts and trades workers). Attainment rates in two occupational groups (semi-professionals and technicians and other manual workers) remain particularly low. Among the four designated groups, women have the highest attainment rate in the senior managers occupational group. Among all occupational groups, the attainment rate is highest for women in the skilled crafts and trades workers group.

CHART 3

Attainment rate (occupational group's Canadian LMA*) of women in 2018 and 2019 (by percentage)



* Source: Statistics Canada, 2016 Census.

Wage gap

According to Statistics Canada, in 2019, full- and part-time employed women combined (aged 25 to 54) earned an average of \$28.06 per hour, while men earned \$31.93. Women earned \$3.87 less per hour than men, or \$0.88 for every dollar earned by men.⁷ That is a wage gap of 12.1%. In the case of full-time workers, for every dollar a man earned, a woman earned \$0.89.

Despite narrowing gaps in education and work experience, there continues to be gap in hourly wages between men and women workers in Canada. Some of the reasons cited for this ongoing disparity by Employment and Social Development Canada, Statistics Canada and various academics include:

- more limited employment in more highly paid jobs (for example, some managerial and professional jobs) related to less flexibility in the weekly schedule and reduced work hours owing to caregiving;
- workforce interruptions related to caregiving;
- gender discrimination in hiring and under-valuation of work traditionally done by women; and
- lower likelihood of negotiation over salary, raises and promotions.

The wage gap is also reflected in the salary reporting for men and women in permanent full-time positions. According to the 2019 data:

- 52.6% of women earned a salary of \$60,000 or more, compared to 65.7% of men
- 29.0% of women earned below \$50,000, while only 19.5% of men earned below \$50,000
- 16.5% of women earned salaries of \$100,000 or more, compared to 25.5% of men

Additional data on the representation, attainment rates, hires, promotions and terminations of employees by designated group and sector is provided in Appendix A.

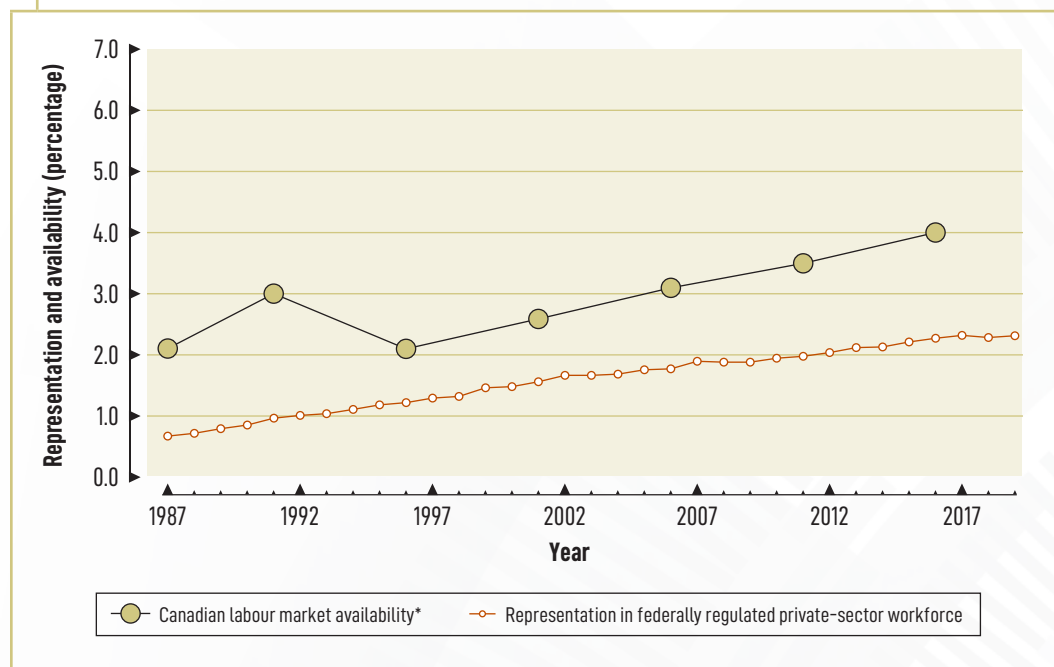
⁷ Statistics Canada, [Table 14-10-0340-01 Employee wages by occupation, annual](#).

Aboriginal peoples

For the fourth year in a row, the representation of Aboriginal peoples remained at 2.3%. In 2019, a higher percentage of Aboriginal employees left the workforce than entered it at the overall level and in three of the four sectors. The only exception was the 'other' sector, where the number and percentage of Aboriginal employees who entered the workforce exceeded the number and percentage who left. At the overall level, this designated group's share of promotions decreased from 1.9% in 2018 to 1.7% in 2019, and continued to be below their representation.

Chart 4 shows that the representation of Aboriginal peoples remained below the 4.0% Canadian LMA; however, the representation of Aboriginal peoples has been increasing steadily since its initial low of 0.7% in 1987.

CHART 4
Representation and Canadian LMA* of Aboriginal peoples from 1987 to 2019 (by percentage)



* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.

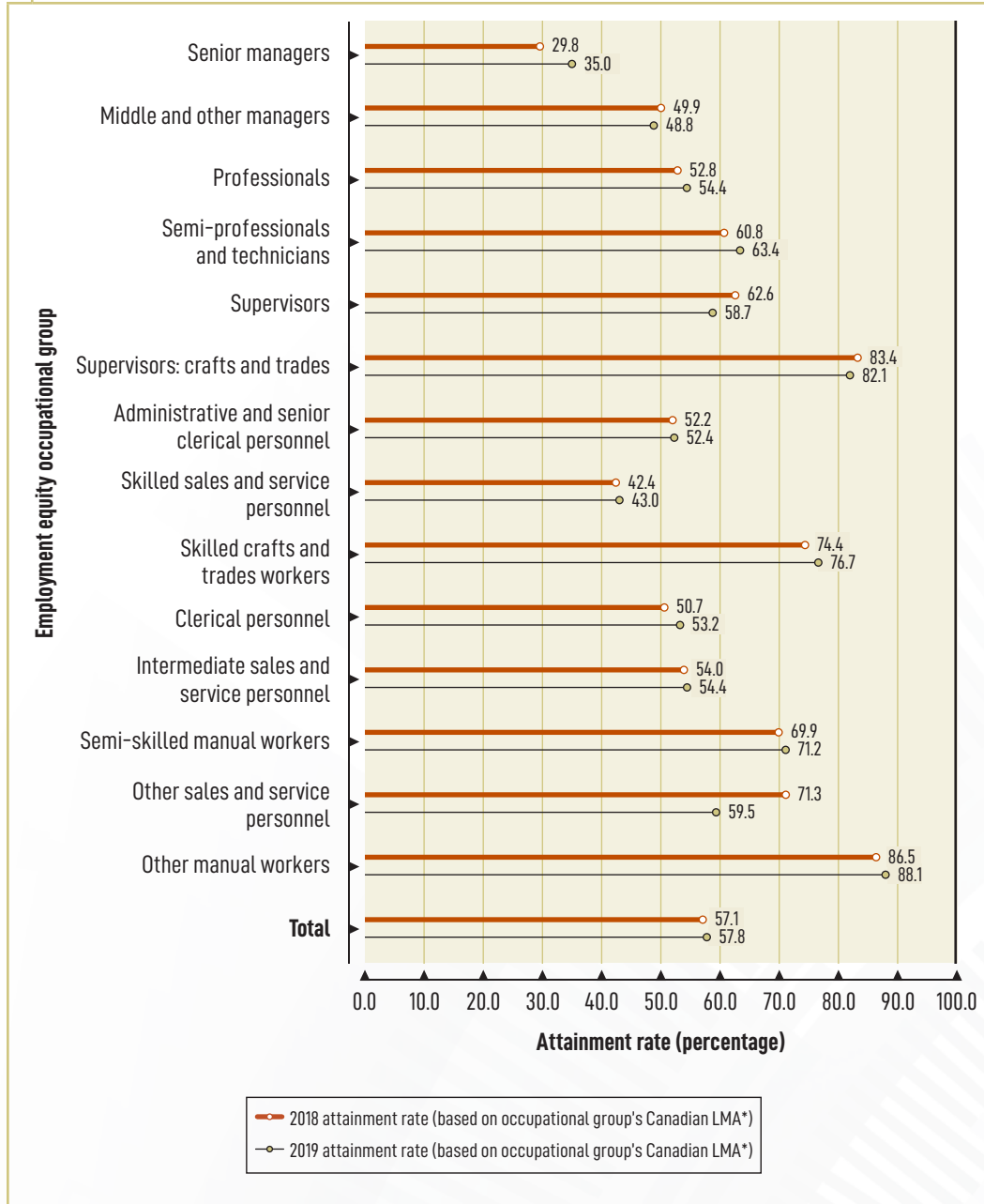
Note: In 1996, the Census methodology for calculating LMA of Aboriginal peoples changed, causing a drop in LMA.

Occupational Group

Chart 5 shows that at the overall level between 2018 and 2019, the representation of Aboriginal peoples continued to be below the corresponding occupational group's Canadian LMA in all occupational groups. Aboriginal peoples' representation is significantly short of reaching full representation in the senior managers occupational group. Of all occupational groups, the attainment rates are highest for Aboriginal peoples in the supervisors: crafts and trades and other manual workers groups.

CHART 5

Attainment rate (occupational group's Canadian LMA*) of Aboriginal peoples in 2018 and 2019 (by percentage)



* Source: Statistics Canada, 2016 Census.

Wage gap

The wage gap is reflected in the statistics for Aboriginal women working in permanent full-time positions in 2019:

- Aboriginal women remained much less likely (46.3%) to earn \$60,000 or more, compared to Aboriginal men (63.5%) and all women (52.6%)
- a higher percentage of Aboriginal women (34.4%) earned salaries below \$50,000 than Aboriginal men (21.8%) and all women (29.0%)
- a smaller percentage of Aboriginal women (11.4%) earned salaries of \$100,000 or more, compared to Aboriginal men (21.8%) and all women (16.5%)

Additional data on the representation, attainment rates, hires, promotions and terminations of employees by designated group and sector is provided in Appendix A.

Persons with disabilities

The representation of persons with disabilities increased from 3.4% in 2018 to 3.5% in 2019, despite the continued trend over the past decade of a higher number of this designated group leaving than entering the workforce. At the overall level, this designated group's share of promotions was the same as their representation in 2018 and 2019.

Chart 6 shows that the representation of persons with disabilities reached its highest level of 3.5% in 2019, an increase from the initial low of 1.6% in 1987. The 2019 representation rate is 5.6 percentage points below the 9.1% Canadian LMA.

CHART 6

Representation and Canadian LMA* of persons with disabilities from 1987 to 2019
(by percentage)



* Sources: Statistics Canada, 1986 and 1991 Health and Activity Limitation Survey; 2001 and 2006 Participation and Activity Limitation Survey; and 2012 and 2017 Canadian Survey on Disability.

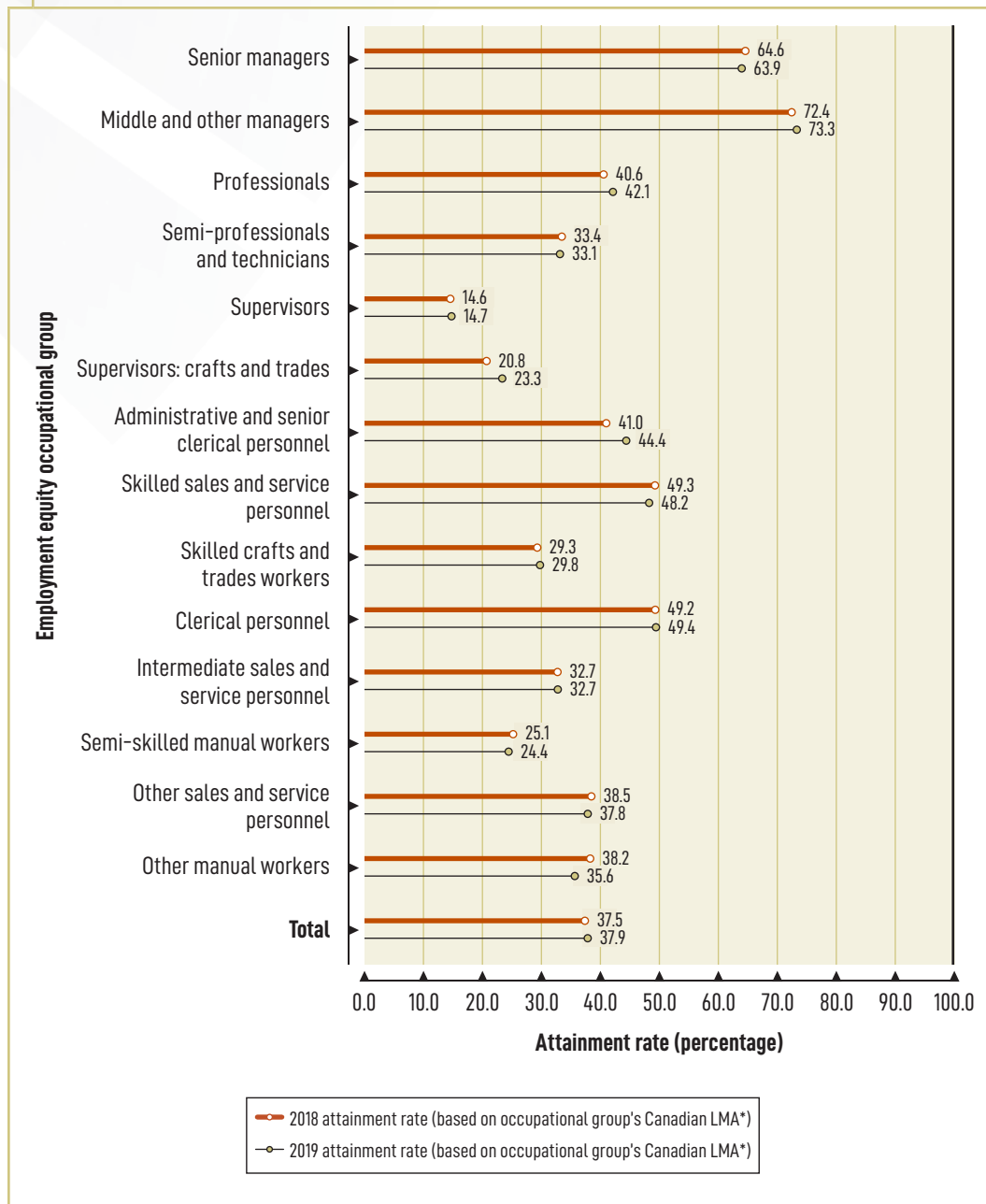
Note: In 2001, Statistics Canada began using the World Health Organization's *International Classification of Functioning, Disability and Health* framework to define disability rather than the 1980 *International Classification of Impairments, Disabilities, and Handicaps*; this resulted in a drop in LMA. In 2017, Statistics Canada introduced a new methodology for gathering data on persons with disabilities that resulted in a significant increase in LMA for this designated group.

Occupational Group

Chart 7 shows that at the overall level between 2018 and 2019, the representation of persons with disabilities continued to be below the corresponding occupational group's Canadian LMA in all occupational groups. Among all occupational groups, the attainment rate is highest for persons with disabilities in the middle and other managers group.

CHART 7

Attainment rate (occupational group's Canadian LMA*) of persons with disabilities in 2018 and 2019 (by percentage)



* Source: Statistics Canada, 2017 Canadian Survey on Disability.

Wage gap

In 2019, there was a wage gap in the case of women with disabilities working in permanent full-time positions:

- women with disabilities remained less likely (50.8%) to earn \$60,000 or more, compared to men with disabilities (63.1%) and all women (52.6%)
- a higher percentage of women with disabilities (30.2%) earned salaries below \$50,000 than men with disabilities (20.7%) and all women (29.0%)
- a smaller percentage of women with disabilities (15.0%) earned salaries of \$100,000 or more, compared to men with disabilities (22.7%) and all women (16.5%)

Additional data on the representation, attainment rates, hires, promotions and terminations of employees by designated group and sector is provided in Appendix A.

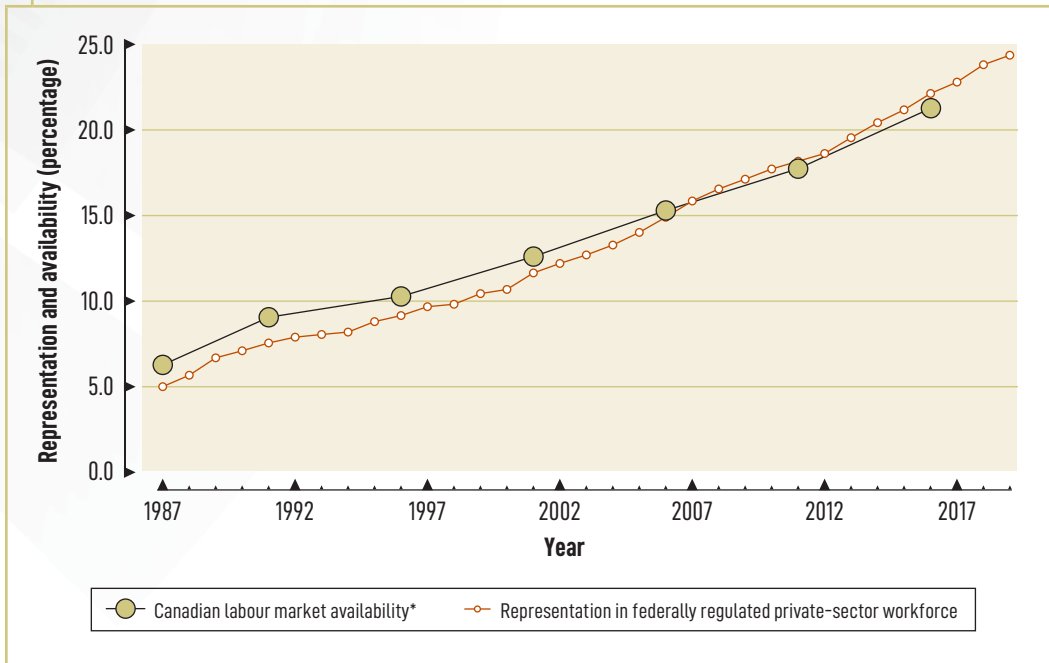
Members of visible minorities

The representation of members of visible minorities in the federally regulated private sector increased from 23.8% in 2018 to 24.4% in 2019. In all sectors combined and in each sector, except for the communications sector, more members of visible minorities entered than left the workforce. This designated group also received a higher share of promotions than their representation level at the overall level and in each sector, with the exception of the 'other' sector.

Chart 8 shows that since 1987, the representation of members of visible minorities has been increasing steadily; this designated group has made the most progress in overall representation since 1987.

CHART 8

Representation and Canadian LMA* of members of visible minorities from 1987 to 2019 (by percentage)



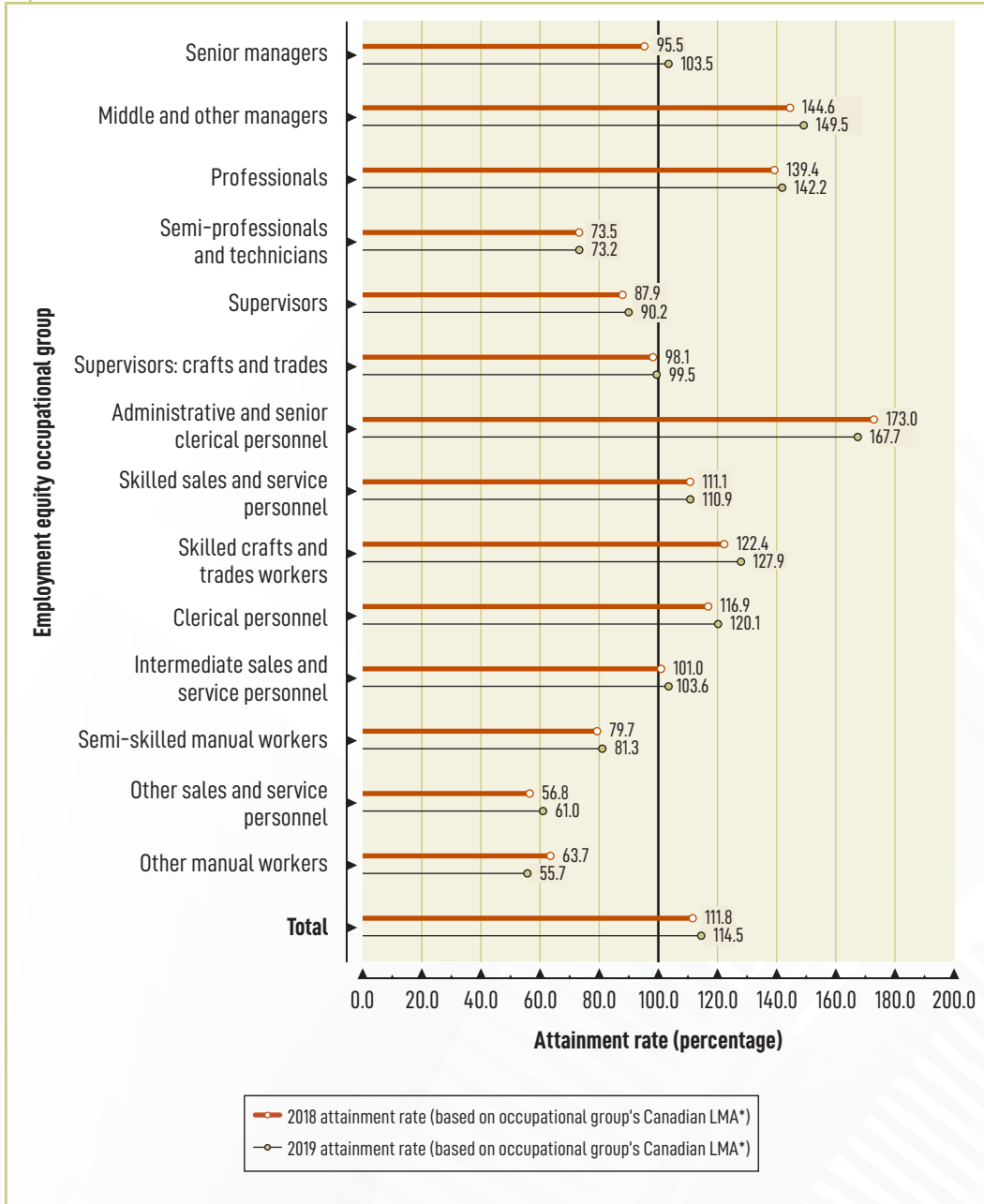
* Sources: Statistics Canada, 1986 to 2016 Census and 2011 National Household Survey.

Occupational Group

Chart 9 shows that at the overall level, the attainment rates (based on occupational groups' Canadian LMA) of members of visible minorities are above the 100% threshold in 8 of the 14 occupational groups in 2019, and reached full representation and the highest attainment rate in the administrative and senior clerical personnel occupational group. This designated group's representation continued to exceed the corresponding occupational group's Canadian LMA in the middle and other managers and professionals occupational groups that are important feeder groups to the senior managers occupational group.

CHART 9

Attainment rate (occupational group's Canadian LMA*) of members of visible minorities in 2018 and 2019 (by percentage)



* Source: Statistics Canada, 2016 Census.

Wage gap

In 2019, there was a wage gap in the case of visible minority women working in permanent full-time positions:

- visible minority women remained less likely (52.1%) to earn \$60,000 or more, compared to visible minority men (62.1%) and all women (52.6%)
- a higher percentage of visible minority women (30.2%) earned salaries below \$50,000 than visible minority men (22.6%) and all women (29.0%)
- a smaller percentage of visible minority women (16.4%) earned salaries of \$100,000 or more, compared to visible minority men (23.0%) and all women (16.5%)

Additional data on the representation, attainment rates, hires, promotions and terminations of employees by designated group and sector is provided in Appendix A.

SECTION 4

Employment equity highlights

This section provides an overview of the initiatives and activities that support the achievement of employment equity objectives, including:

- the Federal Contractors Program;
- the Workplace Opportunities: Removing Barriers to Equity (grants and contributions);
- pay transparency measures;
- review of the *Employment Equity Act*; and
- other legislative initiatives that support diversity and inclusion.

Federal Contractors Program

The aim of the [Federal Contractors Program](#) (FCP) is to advance social and economic development objectives through government procurement by requiring organizations that are under contract with the Government of Canada to implement employment equity in their workplaces. It applies to provincially regulated employers that have a workforce in Canada of 100 or more employees and have a federal government goods and services contract valued at \$1 million or more (including applicable taxes).

As part of their obligations, contractors must collect and analyze data about their workforce and, where gaps in representation exist, set goals to increase representation for the four designated groups: women, Aboriginal peoples, persons with disabilities and members of visible minorities. Contractors are required to make progress towards meeting their goals and achieving an equitable workforce.

As of December 31, 2019, 350 (341 certified and 9 voluntary) employers were covered under the FCP. A total of 22 (20 certified and 2 voluntary) employers were added during the 2019 calendar year.

The Labour Program conducts compliance assessments to ensure that contractors fulfill the terms of the FCP. A first compliance assessment is conducted one year after an employer has been awarded a contract. Subsequent assessments are conducted four years after the contract award date and every three years thereafter to verify that progress is being made. In 2019, the Labour Program completed 34 first-year assessments and 71 subsequent assessments for a combined total of 105 compliance assessments, with all contractors found to be in compliance.

Workplace Opportunities: Removing Barriers to Equity

Workplace Opportunities: Removing Barriers to Equity (WORBE) is a grants and contributions initiative designed to support private sector employers subject to the Act in their efforts to improve the representation and participation of designated group members in areas with low representation through partnerships, information sharing and implementation of industry-tailored strategies.

Up to \$500,000 per fiscal year in total funding is currently available to eligible recipients. In the Supporting Canadians and Fighting COVID-19 Fall Economic Statement 2020, the Government of Canada committed \$3.6 million on an ongoing basis to expand WORBE, to promote projects that help federally regulated workplaces become more representative of Canada's diversity.

Since its launch in 2014, WORBE has supported 10 projects, as follows:

- four grant projects completed in 2016;
- two contribution agreements concluded in 2017;
- three contribution agreements concluded in 2018; and
- one project in progress.

In 2018, a contribution agreement valued at nearly \$1.5 million with Ryerson University for the ALiGN Network for Employment Equity and Inclusion project began and will conclude in March 2022. The objectives of this project are to:

- improve understanding among stakeholders in the banking and financial services, communications and transportation sectors of industry-specific barriers to inclusion, including systemic barriers, implicit bias and non-essential qualifications in high demand occupations, and of effective processes to overcome them;
- expand the pool of women, Aboriginal peoples and persons with disabilities for select job classifications across the three sectors using evidence-based recruitment to minimize unconscious bias and industry-tailored skills training; and
- develop new inclusion tools and guides to promote evidence-based approaches to recruitment, based on research and practices for the three sectors.

A new intake process will be launched in 2021 to allocate future WORBE funding.

Pay transparency

In 2018, the Government of Canada undertook to implement new pay transparency measures in federally regulated private sector workplaces that require employers subject to the Act to report new salary data as part of their annual reporting requirements. The new pay transparency measures will provide Canadians with online and easily comparable information on wage gaps among these employers. Pay transparency will go beyond addressing the gender wage gap by highlighting wage gaps that affect all four designated groups, making Canada the first country to make this level of information publicly available. The pay transparency measures will give employers an opportunity to review their practices, show leadership in reducing wage gaps and improve employment outcomes, thus helping to shift business culture and expectations towards greater equality.

After the *Employment Equity Regulations* were amended in 2020, the new measures came into force on January 1, 2021 and will require employers to report new salary data in their 2021 annual employment equity reports to be submitted by June 1, 2022.

Review of the *Employment Equity Act*

In the 2020 Fall Economic Statement, the government committed \$4 million to support a task force on modernizing the Act. The task force will have a mandate to study, consult and advise on how a renewed *Employment Equity Act* can help ensure that Canada's economic recovery is equitable, inclusive and fair. The review of the Act will be supported by a Secretariat housed within the Labour Program.

Other legislative initiatives in support of inclusive workplaces

Over the past few years, a number of legislative and regulatory initiatives have been implemented to further support diversity and inclusion in the federally regulated private sector, including the following:

- The federal government passed the *Pay Equity Act* in 2018 to ensure that employers provide equal pay to women and men doing work of equal value.
- In 2019, the *Accessible Canada Act* came into force to make Canada barrier-free by January 1, 2040.
- In 2019, a number of changes to Part III (Standard Hours, Wages, Vacations and Holidays) of the *Canada Labour Code* came into force. The changes included making improvements to employees' work-life balance and introducing new types of leave, such as leave for victims of family violence, to address gender-based violence, and leave for traditional Aboriginal peoples practices. Employees may now have more flexibility with respect to annual vacations and greater control over their hours of work.
- To ensure that workplaces are free from harassment and violence, including sexual harassment and sexual violence, the *Workplace Harassment and Violence Prevention Regulations* came into force on January 1, 2021.

CONCLUSION |

This report contains a broad analysis of the results that federally regulated private sector employers have achieved in implementing employment equity in their workplaces for the 2019 calendar year. This year's report covers 571 employers with a combined workforce of 772,402 employees. This is a 29.7% increase in the workforce coverage since the gathering of employment equity data started in 1987, when 373 employers reported on their workforce data for 595,417 employees.

At the overall level, the representation of members of visible minorities has continued to consistently exceed the Canadian LMA since 2007, reaching 24.4% in 2019. Women, Aboriginal peoples and persons with disabilities continue to be under-represented, as their representation remained stable between 2018 and 2019. Increases in representation were observed for all of the designated groups in the communications and 'other' sectors at the sector level. Improvements in representation were also noted for women and members of visible minorities in management positions, and Aboriginal peoples and persons with disabilities in the professionals occupational group at the all employers combined level. Although members of visible minorities have attained a representation rate that exceeds LMA at the overall level, they are under-represented in some sectors and occupational groups.

With the spread of COVID-19 in 2020, employers and employees may have faced significant disruptions in the workplace. It is anticipated that the employers' 2020 annual employment equity reports to be submitted in 2021 will show contractions, especially in some industries that were the most affected by the pandemic. We will be analyzing the impacts on the designated groups and providing the results in next year's annual report.

Given Canada's current economic situation, it is important to ensure that everyone has access to equal employment opportunities. Employers are encouraged to continue their efforts to eliminate barriers to recruitment, promotion and retention of the designated groups and contribute to the creation of safe, fair and productive workplaces for all Canadians.

APPENDIX A

Federally regulated private sector employers tables

The following tables consolidate data from the annual reports submitted by federally regulated private sector employers. To allow for comparative analysis, some of the data from 1987 (the year when data was first collected) is included with 2018 and 2019 data.

Tables 1.1 to 3.4 in this Appendix present data aggregated to include permanent full-time, permanent part-time and temporary employees. Tables 4.1 to 4.10 summarize information for the four industrial sectors, including: number, representation, shares of hires, promotions and terminations, as well as the net effect of hires less terminations. Tables 5.1 to 6.4 present salary data for permanent full-time and permanent part-time employees respectively.

List of tables

- TABLE 1.1** Representation and availability of women in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2018 and 2019 (by percentage)
- TABLE 1.2** Representation and availability of Aboriginal peoples in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2018 and 2019 (by percentage)
- TABLE 1.3** Representation and availability of persons with disabilities in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2018 and 2019 (by percentage)
- TABLE 1.4** Representation and availability of members of visible minorities in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2018 and 2019 (by percentage)
- TABLE 2.1** Representation and attainment rate (sector availability) of women in the banking and financial services sector by occupational group in 2018 and 2019 (by percentage)

- TABLE 2.2** Representation and attainment rate (sector availability) of women in the communications sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.3** Representation and attainment rate (sector availability) of women in the transportation sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.4** Representation and attainment rate (sector availability) of women in the 'other' sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.5** Representation and attainment rate (sector availability) of Aboriginal peoples in the banking and financial services sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.6** Representation and attainment rate (sector availability) of Aboriginal peoples in the communications sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.7** Representation and attainment rate (sector availability) of Aboriginal peoples in the transportation sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.8** Representation and attainment rate (sector availability) of Aboriginal peoples in the 'other' sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.9** Representation and attainment rate (sector availability) of members of visible minorities in the banking and financial services sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.10** Representation and attainment rate (sector availability) of members of visible minorities in the communications sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.11** Representation and attainment rate (sector availability) of members of visible minorities in the transportation sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.12** Representation and attainment rate (sector availability) of members of visible minorities in the 'other' sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.13** Representation and attainment rate (Canadian availability) of women in all sectors by occupational group in 2018 and 2019 (by percentage)

- TABLE 2.14** Representation and attainment rate (Canadian availability) of Aboriginal peoples in all sectors by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.15** Representation and attainment rate (Canadian availability) of persons with disabilities in all sectors by occupational group in 2018 and 2019 (by percentage)
- TABLE 2.16** Representation and attainment rate (Canadian availability) of members of visible minorities in all sectors by occupational group in 2018 and 2019 (by percentage)
- TABLE 3.1** Distribution of women and men in the federally regulated private sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 3.2** Distribution of Aboriginal and non-Aboriginal peoples in the federally regulated private sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 3.3** Distribution of persons with and without disabilities in the federally regulated private sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 3.4** Distribution of members and non-members of visible minorities in the federally regulated private sector by occupational group in 2018 and 2019 (by percentage)
- TABLE 4.1** Number, hires, promotions, terminations and net effect of designated group members in the banking and financial services sector in 2018 and 2019
- TABLE 4.2** Representation and shares of hires, promotions and terminations of designated group members in the banking and financial services sector in 2018 and 2019 (by percentage)
- TABLE 4.3** Number, hires, promotions, terminations and net effect of designated group members in the communications sector in 2018 and 2019
- TABLE 4.4** Representation and shares of hires, promotions and terminations of designated group members in the communications sector in 2018 and 2019 (by percentage)
- TABLE 4.5** Number, hires, promotions, terminations and net effect of designated group members in the transportation sector in 2018 and 2019
- TABLE 4.6** Representation and shares of hires, promotions and terminations of designated group members in the transportation sector in 2018 and 2019 (by percentage)

- TABLE 4.7** Number, hires, promotions, terminations and net effect of designated group members in the 'other' sector in 2018 and 2019
- TABLE 4.8** Representation and shares of hires, promotions and terminations of designated group members in the 'other' sector in 2018 and 2019 (by percentage)
- TABLE 4.9** Number, hires, promotions, terminations and net effect of designated group members in all sectors in 2018 and 2019
- TABLE 4.10** Representation and shares of hires, promotions and terminations of designated group members in all sectors in 2018 and 2019 (by percentage)
- TABLE 5.1** Number and representation of men and women in permanent full-time employment in the federally regulated private sector by salary range as of December 31, 2019
- TABLE 5.2** Number and representation of Aboriginal peoples in permanent full-time employment in the federally regulated private sector by salary range as of December 31, 2019
- TABLE 5.3** Number and representation of persons with disabilities in permanent full-time employment in the federally regulated private sector by salary range as of December 31, 2019
- TABLE 5.4** Number and representation of members of visible minorities in permanent full-time employment in the federally regulated private sector by salary range as of December 31, 2019
- TABLE 6.1** Number and representation of men and women in permanent part-time employment in the federally regulated private sector by salary range as of December 31, 2019
- TABLE 6.2** Number and representation of Aboriginal peoples in permanent part-time employment in the federally regulated private sector by salary range as of December 31, 2019
- TABLE 6.3** Number and representation of persons with disabilities in permanent part-time employment in the federally regulated private sector by salary range as of December 31, 2019
- TABLE 6.4** Number and representation of members of visible minorities in permanent part-time employment in the federally regulated private sector by salary range as of December 31, 2019

TABLE 1.1

Representation and availability* of women in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2018 and 2019 (by percentage)

Census metropolitan area, province and territory	1987 representation	2018 representation	2019 representation	2016 availability*
Halifax	41.2	40.9	41.1	49.6
Montréal	39.0	39.6	39.4	48.5
Toronto	47.1	43.5	43.8	48.7
Winnipeg	32.7	31.8	32.0	48.6
Regina	42.9	47.2	46.3	48.1
Calgary	47.6	43.0	42.3	47.2
Edmonton	44.5	37.1	38.0	47.1
Vancouver	40.4	37.5	38.1	48.5
<hr/>				
Newfoundland and Labrador	38.4	42.9	42.2	48.2
Prince Edward Island	38.0	35.2	34.2	49.4
Nova Scotia	34.4	42.6	41.8	49.2
New Brunswick	32.2	46.7	47.0	48.5
Quebec	39.8	38.3	38.0	48.1
Ontario	44.2	41.6	41.7	48.6
Manitoba	30.5	31.2	31.3	47.9
Saskatchewan	35.1	37.0	37.2	47.5
Alberta	45.3	40.0	39.9	46.7
British Columbia	41.5	36.9	37.4	48.4
Yukon	31.4	40.3	40.8	49.7
Northwest Territories	21.9	27.6	27.4	47.8
Nunavut	N/A	26.4	22.3	48.4
Canada	40.9	39.4	39.5	48.2

* Source: Statistics Canada, 2016 Census.

TABLE 1.2

Representation and availability* of Aboriginal peoples in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2018 and 2019 (by percentage)

Census metropolitan area, province and territory	1987 representation	2018 representation	2019 representation	2016 availability*
Halifax	0.5	2.5	2.6	3.8
Montréal	0.3	0.8	0.8	0.8
Toronto	0.6	1.0	1.0	0.8
Winnipeg	0.8	7.3	7.6	9.8
Regina	0.4	2.9	3.2	6.8
Calgary	0.5	2.1	2.0	2.7
Edmonton	0.7	3.1	3.0	5.0
Vancouver	0.5	2.1	2.1	2.3
<hr/>				
Newfoundland and Labrador	0.6	6.1	6.1	8.7
Prince Edward Island	0.2	1.3	1.2	1.8
Nova Scotia	0.4	2.6	2.6	5.3
New Brunswick	0.4	1.4	1.6	3.6
Quebec	0.4	1.1	1.1	2.1
Ontario	0.7	1.5	1.5	2.5
Manitoba	1.0	8.1	8.6	13.2
Saskatchewan	1.4	6.2	6.5	11.1
Alberta	0.7	2.8	2.8	5.2
British Columbia	0.7	3.4	3.3	5.2
Yukon	3.8	7.3	8.3	19.9
Northwest Territories	9.6	9.2	8.4	41.7
Nunavut	N/A	32.0	28.1	75.6
Canada	0.7	2.3	2.3	4.0

* Source: Statistics Canada, 2016 Census.

TABLE 1.3

Representation and availability* of persons with disabilities in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2018 and 2019 (by percentage)

Census metropolitan area, province and territory	1987 representation	2018 representation	2019 representation	2017 availability*
Halifax	1.6	5.6	5.4	N/A
Montréal	1.1	2.3	2.3	N/A
Toronto	1.5	3.6	3.7	N/A
Winnipeg	1.8	3.4	3.4	N/A
Regina	2.4	3.6	3.7	N/A
Calgary	1.9	3.1	3.3	N/A
Edmonton	2.0	3.4	3.6	N/A
Vancouver	1.5	3.0	3.0	N/A
Newfoundland and Labrador	1.0	3.0	2.9	8.9
Prince Edward Island	1.2	2.9	2.4	10.2
Nova Scotia	3.5	5.5	5.3	13.1
New Brunswick	1.8	4.5	4.5	10.7
Quebec	1.1	2.2	2.1	6.1
Ontario	1.6	3.9	4.0	9.6
Manitoba	1.7	3.3	3.4	10.1
Saskatchewan	1.8	3.1	3.4	9.1
Alberta	1.9	3.3	3.4	9.9
British Columbia	1.7	3.3	3.3	11.0
Yukon	0.8	3.2	3.2	11.3
Northwest Territories	1.4	1.6	1.8	9.8
Nunavut	N/A	2.1	2.0	8.2
Canada	1.6	3.4	3.5	9.1

* Source: Statistics Canada, 2017 Canadian Survey on Disability.

TABLE 1.4

Representation and availability* of members of visible minorities in the federally regulated private sector by census metropolitan area, province and territory in 1987, 2018 and 2019 (by percentage)

Census metropolitan area, province and territory	1987 representation	2018 representation	2019 representation	2016 availability*
Halifax	1.9	9.8	10.7	9.7
Montréal	3.0	18.1	19.1	20.7
Toronto	12.0	39.0	39.6	48.8
Winnipeg	2.9	20.9	22.2	25.2
Regina	1.6	18.0	17.1	16.9
Calgary	5.6	24.8	26.0	31.3
Edmonton	4.4	24.2	24.9	26.5
Vancouver	7.9	37.0	37.4	45.9
<hr/>				
Newfoundland and Labrador	0.7	2.5	3.4	2.3
Prince Edward Island	1.0	2.8	3.1	4.2
Nova Scotia	1.3	8.5	9.1	5.8
New Brunswick	1.1	5.0	6.4	3.0
Quebec	2.6	15.2	15.9	12.1
Ontario	7.3	29.9	30.4	27.9
Manitoba	2.6	17.6	18.6	17.8
Saskatchewan	1.2	11.0	11.2	10.7
Alberta	4.0	21.5	22.1	22.3
British Columbia	6.2	29.4	29.8	29.2
Yukon	1.4	13.0	12.3	8.5
Northwest Territories	2.5	14.3	16.2	10.5
Nunavut	N/A	8.6	8.8	4.0
Canada	5.0	23.8	24.4	21.3

* Source: Statistics Canada, 2016 Census.

TABLE 2.1

Representation and attainment rate (sector availability)* of women in the banking and financial services sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	36.1	36.5	29.1	124.1	125.5
Middle and other managers	47.5	48.4	53.4	88.8	90.6
Professionals	47.2	47.0	44.9	105.1	104.6
Semi-professionals and technicians	33.1	32.2	40.2	82.3	80.2
Supervisors	71.0	70.4	70.9	100.1	99.3
Supervisors: crafts and trades	15.4	13.3	32.7	47.1	40.8
Administrative and senior clerical personnel	73.6	72.6	76.3	96.5	95.2
Skilled sales and service personnel	61.3	60.6	63.2	97.0	95.9
Skilled crafts and trades workers	7.1	12.5	10.3	69.4	121.4
Clerical personnel	66.9	65.8	76.0	88.0	86.5
Intermediate sales and service personnel	74.6	74.9	77.7	96.1	96.4
Semi-skilled manual workers	15.8	16.2	24.2	65.3	66.9
Other sales and service personnel	28.9	27.8	50.2	57.6	55.3
Other manual workers	66.7	100.0	26.6	250.6	375.9
Total	56.6	56.1	58.9	96.1	95.2

* Source: Statistics Canada, 2016 Census.

TABLE 2.2

Representation and attainment rate (sector availability)* of women in the communications sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	27.2	28.8	21.8	124.8	132.1
Middle and other managers	37.3	37.8	38.6	96.8	98.0
Professionals	38.3	38.4	44.7	85.7	85.8
Semi-professionals and technicians	27.3	27.5	31.4	87.0	87.6
Supervisors	43.4	43.9	57.7	75.3	76.2
Supervisors: crafts and trades	18.7	17.7	27.1	68.9	65.2
Administrative and senior clerical personnel	74.7	74.5	77.0	97.1	96.7
Skilled sales and service personnel	32.5	32.6	38.6	84.3	84.4
Skilled crafts and trades workers	5.3	5.1	6.6	80.1	78.1
Clerical personnel	66.0	65.3	78.0	84.6	83.7
Intermediate sales and service personnel	45.7	45.2	51.9	88.0	86.9
Semi-skilled manual workers	27.9	34.9	18.2	153.7	191.8
Other sales and service personnel	56.0	52.7	41.4	135.1	127.1
Other manual workers	0.0	0.0	17.3	0.0	0.0
Total	34.8	34.9	44.1	78.9	79.2

* Source: Statistics Canada, 2016 Census.

TABLE 2.3

Representation and attainment rate (sector availability)* of women in the transportation sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	21.0	21.9	17.0	123.7	128.6
Middle and other managers	31.1	31.9	28.7	108.3	111.3
Professionals	40.4	40.1	39.2	103.1	102.3
Semi-professionals and technicians	11.3	11.5	14.2	79.2	80.6
Supervisors	53.4	53.2	45.1	118.5	118.0
Supervisors: crafts and trades	7.2	8.9	12.7	57.0	70.0
Administrative and senior clerical personnel	70.7	71.6	80.3	88.0	89.1
Skilled sales and service personnel	21.8	24.9	33.8	64.5	73.6
Skilled crafts and trades workers	4.2	4.0	3.2	130.4	126.2
Clerical personnel	48.5	46.5	48.8	99.4	95.2
Intermediate sales and service personnel	71.1	70.8	65.2	109.0	108.5
Semi-skilled manual workers	11.5	11.6	11.0	104.0	105.8
Other sales and service personnel	41.6	39.1	33.2	125.1	117.6
Other manual workers	9.7	12.5	24.7	39.2	50.6
Total	30.1	30.1	25.3	118.9	118.9

* Source: Statistics Canada, 2016 Census.

TABLE 2.4

Representation and attainment rate (sector availability)* of women in the 'other' sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	27.8	27.1	23.3	119.4	116.3
Middle and other managers	25.9	27.0	29.5	87.7	91.4
Professionals	39.1	39.2	41.6	93.9	94.3
Semi-professionals and technicians	24.7	25.0	36.8	67.2	68.1
Supervisors	41.3	44.4	44.8	92.0	99.0
Supervisors: crafts and trades	7.1	6.7	9.1	78.2	73.1
Administrative and senior clerical personnel	74.5	73.8	75.5	98.8	97.8
Skilled sales and service personnel	12.0	13.5	39.2	30.6	34.5
Skilled crafts and trades workers	6.3	6.5	3.4	186.6	194.7
Clerical personnel	70.3	70.6	71.0	99.0	99.4
Intermediate sales and service personnel	34.6	36.8	43.8	79.0	84.0
Semi-skilled manual workers	13.5	13.2	21.5	62.5	61.3
Other sales and service personnel	37.3	36.9	36.7	101.7	100.7
Other manual workers	10.2	12.0	22.1	46.2	54.2
Total	29.8	30.3	34.5	86.2	87.8

* Source: Statistics Canada, 2016 Census.

TABLE 2.5

Representation and attainment rate (sector availability)* of Aboriginal peoples in the banking and financial services sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	0.7	0.6	1.2	58.5	48.5
Middle and other managers	1.1	1.0	1.5	74.0	72.0
Professionals	0.9	0.9	1.1	84.6	87.0
Semi-professionals and technicians	0.9	1.2	1.6	53.1	75.5
Supervisors	1.6	1.5	2.4	67.7	61.8
Supervisors: crafts and trades	0.0	0.0	3.8	0.0	0.0
Administrative and senior clerical personnel	1.3	1.3	2.0	63.8	66.0
Skilled sales and service personnel	1.4	1.4	2.1	64.8	64.3
Skilled crafts and trades workers	0.0	6.3	5.9	0.0	106.3
Clerical personnel	1.4	1.5	2.0	71.7	74.9
Intermediate sales and service personnel	1.9	2.0	2.7	69.5	72.8
Semi-skilled manual workers	1.5	1.7	2.7	56.9	62.3
Other sales and service personnel	0.0	0.0	3.9	0.0	0.0
Other manual workers	0.0	0.0	7.3	0.0	0.0
Total	1.2	1.2	1.7	72.1	72.7

* Source: Statistics Canada, 2016 Census.

TABLE 2.6

Representation and attainment rate (sector availability)* of Aboriginal peoples in the communications sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	0.5	1.6	1.0	53.6	167.1
Middle and other managers	1.6	1.6	1.8	85.2	86.4
Professionals	1.7	1.9	1.6	109.3	119.8
Semi-professionals and technicians	2.1	2.2	3.5	61.6	64.6
Supervisors	2.4	2.2	1.0	231.4	211.3
Supervisors: crafts and trades	2.2	1.7	2.1	104.0	81.2
Administrative and senior clerical personnel	1.8	1.8	2.7	67.9	67.5
Skilled sales and service personnel	1.9	1.9	2.2	84.8	85.0
Skilled crafts and trades workers	2.9	2.8	3.1	93.3	92.1
Clerical personnel	2.3	2.3	2.9	80.6	78.6
Intermediate sales and service personnel	2.3	2.3	3.0	77.1	77.5
Semi-skilled manual workers	2.8	1.8	3.7	75.0	48.2
Other sales and service personnel	3.0	2.4	3.4	87.1	70.5
Other manual workers	0.0	0.0	5.5	0.0	0.0
Total	2.1	2.2	2.5	84.6	86.1

* Source: Statistics Canada, 2016 Census.

TABLE 2.7

Representation and attainment rate (sector availability)* of Aboriginal peoples in the transportation sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	1.3	1.4	2.3	58.0	60.1
Middle and other managers	1.8	1.7	2.7	65.6	61.7
Professionals	1.6	1.6	1.6	101.1	97.9
Semi-professionals and technicians	2.5	2.5	3.7	66.9	67.2
Supervisors	3.0	3.0	3.6	83.5	83.1
Supervisors: crafts and trades	3.8	3.7	4.9	77.7	76.6
Administrative and senior clerical personnel	2.1	2.1	3.2	66.2	67.0
Skilled sales and service personnel	2.8	2.9	3.6	77.5	81.9
Skilled crafts and trades workers	4.0	4.1	4.7	85.8	86.8
Clerical personnel	2.3	2.4	3.5	66.1	69.2
Intermediate sales and service personnel	3.1	3.1	3.6	84.8	85.1
Semi-skilled manual workers	3.2	3.2	4.0	79.4	80.1
Other sales and service personnel	4.4	4.1	5.0	87.3	81.6
Other manual workers	5.8	5.6	9.5	60.4	58.5
Total	2.9	2.9	3.9	74.7	75.1

* Source: Statistics Canada, 2016 Census.

TABLE 2.8

Representation and attainment rate (sector availability)* of Aboriginal peoples in the 'other' sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	0.9	1.4	6.4	14.8	21.2
Middle and other managers	1.6	1.8	2.6	61.1	67.9
Professionals	2.1	2.2	2.4	89.9	91.1
Semi-professionals and technicians	4.5	4.7	4.2	106.3	111.3
Supervisors	2.8	2.3	4.5	60.9	50.0
Supervisors: crafts and trades	3.8	3.9	5.2	73.7	74.9
Administrative and senior clerical personnel	3.6	3.1	5.0	73.3	63.1
Skilled sales and service personnel	3.0	3.6	4.4	68.4	82.5
Skilled crafts and trades workers	6.3	7.0	5.5	113.0	125.6
Clerical personnel	4.1	4.7	6.3	65.4	74.7
Intermediate sales and service personnel	2.2	2.0	5.0	44.4	40.0
Semi-skilled manual workers	7.3	8.3	5.7	127.5	145.2
Other sales and service personnel	3.9	2.2	8.4	45.8	26.6
Other manual workers	6.2	6.8	8.7	71.6	78.2
Total	3.6	3.8	4.6	78.7	82.9

* Source: Statistics Canada, 2016 Census.

TABLE 2.9

Representation and attainment rate (sector availability)* of members of visible minorities in the banking and financial services sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	16.4	18.5	15.3	107.3	120.5
Middle and other managers	31.0	31.8	27.8	111.4	114.6
Professionals	36.6	37.2	34.9	104.9	106.5
Semi-professionals and technicians	38.2	40.9	35.7	106.8	114.3
Supervisors	32.7	31.9	25.1	130.5	127.0
Supervisors: crafts and trades	61.5	66.7	13.5	457.1	495.2
Administrative and senior clerical personnel	37.6	36.8	24.3	155.1	151.5
Skilled sales and service personnel	34.5	34.6	32.9	105.1	105.4
Skilled crafts and trades workers	7.1	6.3	13.2	54.0	47.2
Clerical personnel	39.8	39.9	33.6	118.3	118.5
Intermediate sales and service personnel	26.6	27.5	32.2	82.8	85.4
Semi-skilled manual workers	62.2	58.1	26.5	234.5	218.9
Other sales and service personnel	39.5	38.9	25.5	154.6	152.4
Other manual workers	0.0	0.0	25.7	0.0	0.0
Total	33.9	34.4	31.2	108.5	110.2

* Source: Statistics Canada, 2016 Census.

TABLE 2.10

Representation and attainment rate (sector availability)* of members of visible minorities in the communications sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	10.2	10.1	11.7	87.6	86.3
Middle and other managers	23.4	23.7	21.3	109.9	111.2
Professionals	26.7	27.0	27.2	98.3	99.3
Semi-professionals and technicians	18.5	18.3	21.4	86.1	85.5
Supervisors	22.6	23.1	27.5	82.3	84.1
Supervisors: crafts and trades	16.2	17.4	20.3	79.9	85.8
Administrative and senior clerical personnel	22.4	22.6	20.4	109.9	110.7
Skilled sales and service personnel	24.3	22.8	32.2	75.5	70.8
Skilled crafts and trades workers	17.4	18.2	20.6	84.7	88.6
Clerical personnel	22.5	23.2	20.9	107.3	111.0
Intermediate sales and service personnel	28.5	28.4	36.3	78.6	78.3
Semi-skilled manual workers	28.6	29.5	28.1	101.8	105.0
Other sales and service personnel	20.9	14.0	28.7	72.9	48.9
Other manual workers	11.1	0.0	20.9	53.1	0.0
Total	23.5	23.8	24.8	94.8	95.8

* Source: Statistics Canada, 2016 Census.

TABLE 2.11

Representation and attainment rate (sector availability)* of members of visible minorities in the transportation sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	7.1	7.4	10.8	66.0	68.4
Middle and other managers	14.2	15.1	19.0	75.0	79.6
Professionals	25.9	26.5	31.3	82.5	84.6
Semi-professionals and technicians	9.4	9.9	12.9	72.9	76.8
Supervisors	13.6	13.9	22.8	59.8	61.2
Supervisors: crafts and trades	11.5	11.4	13.9	82.8	81.9
Administrative and senior clerical personnel	19.5	20.2	19.1	101.8	105.7
Skilled sales and service personnel	6.6	6.5	23.2	28.2	28.1
Skilled crafts and trades workers	13.7	14.2	13.8	99.2	102.5
Clerical personnel	20.3	21.6	24.7	82.2	87.3
Intermediate sales and service personnel	23.6	24.7	28.3	83.4	87.3
Semi-skilled manual workers	18.1	18.4	28.6	63.1	64.3
Other sales and service personnel	14.0	16.5	31.2	44.9	52.9
Other manual workers	13.1	12.7	20.6	63.7	61.7
Total	17.7	18.4	25.1	70.6	73.2

* Source: Statistics Canada, 2016 Census.

TABLE 2.12

Representation and attainment rate (sector availability)* of members of visible minorities in the 'other' sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (sector)*	2018 attainment rate	2019 attainment rate
Senior managers	7.6	7.9	10.7	70.7	73.4
Middle and other managers	12.3	12.7	9.6	128.8	132.6
Professionals	22.4	22.8	23.6	94.9	96.6
Semi-professionals and technicians	10.3	10.5	16.0	64.6	65.6
Supervisors	10.1	10.1	17.5	57.9	57.8
Supervisors: crafts and trades	6.5	7.0	7.6	86.0	92.5
Administrative and senior clerical personnel	13.6	14.3	15.0	90.8	95.8
Skilled sales and service personnel	11.7	10.8	17.7	66.0	60.8
Skilled crafts and trades workers	11.1	12.7	9.2	119.7	137.6
Clerical personnel	14.5	15.2	17.9	81.1	85.0
Intermediate sales and service personnel	23.2	24.0	25.2	91.9	95.1
Semi-skilled manual workers	9.4	10.0	15.0	62.3	66.4
Other sales and service personnel	15.6	14.5	15.4	101.5	94.5
Other manual workers	14.0	9.7	16.2	86.3	59.6
Total	15.9	16.2	16.0	99.1	101.3

* Source: Statistics Canada, 2016 Census.

TABLE 2.13

Representation and attainment rate (Canadian availability)* of women in all sectors by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (Canadian)*	2018 attainment rate	2019 attainment rate
Senior managers	28.0	28.7	27.6	101.3	104.0
Middle and other managers	41.4	42.4	39.4	105.0	107.6
Professionals	44.0	43.9	55.0	79.9	79.8
Semi-professionals and technicians	19.3	19.1	53.5	36.1	35.7
Supervisors	58.1	58.7	55.5	104.7	105.8
Supervisors: crafts and trades	8.4	9.3	10.8	78.5	86.1
Administrative and senior clerical personnel	73.1	72.7	82.4	88.7	88.2
Skilled sales and service personnel	53.1	53.0	49.7	106.9	106.5
Skilled crafts and trades workers	4.8	4.7	4.0	120.0	117.7
Clerical personnel	55.4	53.5	68.7	80.6	77.8
Intermediate sales and service personnel	62.2	62.4	68.4	90.9	91.3
Semi-skilled manual workers	11.6	11.8	17.1	68.1	69.0
Other sales and service personnel	40.8	39.2	56.3	72.5	69.6
Other manual workers	9.8	12.3	22.1	44.5	55.6
Total	39.4	39.5	48.2	81.8	81.9

* Source: Statistics Canada, 2016 Census.

TABLE 2.14

Representation and attainment rate (Canadian availability)* of Aboriginal peoples in all sectors by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (Canadian)*	2018 attainment rate	2019 attainment rate
Senior managers	1.0	1.1	3.2	29.8	35.0
Middle and other managers	1.3	1.3	2.7	49.9	48.8
Professionals	1.2	1.3	2.4	52.8	54.4
Semi-professionals and technicians	2.5	2.6	4.2	60.8	63.4
Supervisors	2.4	2.3	3.9	62.6	58.7
Supervisors: crafts and trades	3.6	3.6	4.3	83.4	82.1
Administrative and senior clerical personnel	1.8	1.8	3.5	52.2	52.4
Skilled sales and service personnel	1.6	1.6	3.7	42.4	43.0
Skilled crafts and trades workers	3.9	4.0	5.2	74.4	76.7
Clerical personnel	2.1	2.2	4.2	50.7	53.2
Intermediate sales and service personnel	2.4	2.4	4.5	54.0	54.4
Semi-skilled manual workers	3.3	3.4	4.8	69.9	71.2
Other sales and service personnel	4.1	3.5	5.8	71.3	59.5
Other manual workers	5.9	6.0	6.8	86.5	88.1
Total	2.3	2.3	4.0	57.1	57.8

* Source: Statistics Canada, 2016 Census.

TABLE 2.15

Representation and attainment rate (Canadian availability)* of persons with disabilities in all sectors by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2017 availability (Canadian)*	2018 attainment rate	2019 attainment rate
Senior managers	3.2	3.2	5.0	64.6	63.9
Middle and other managers	3.6	3.7	5.0	72.4	73.3
Professionals	3.6	3.8	8.9	40.6	42.1
Semi-professionals and technicians	2.5	2.5	7.6	33.4	33.1
Supervisors	4.0	4.0	27.5	14.6	14.7
Supervisors: crafts and trades	2.1	2.3	10.1	20.8	23.3
Administrative and senior clerical personnel	4.1	4.5	10.0	41.0	44.4
Skilled sales and service personnel	4.0	3.9	8.0	49.3	48.2
Skilled crafts and trades workers	2.3	2.3	7.8	29.3	29.8
Clerical personnel	4.6	4.6	9.3	49.2	49.4
Intermediate sales and service personnel	3.5	3.5	10.8	32.7	32.7
Semi-skilled manual workers	2.6	2.5	10.3	25.1	24.4
Other sales and service personnel	4.1	4.0	10.7	38.5	37.8
Other manual workers	2.6	2.4	6.8	38.2	35.6
Total	3.4	3.5	9.1	37.5	37.9

* Source: Statistics Canada, 2017 Canadian Survey on Disability.

TABLE 2.16

Representation and attainment rate (Canadian availability)* of members of visible minorities in all sectors by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018 representation	2019 representation	2016 availability (Canadian)*	2018 attainment rate	2019 attainment rate
Senior managers	11.0	11.9	11.5	95.5	103.5
Middle and other managers	25.4	26.3	17.6	144.6	149.5
Professionals	32.4	33.0	23.2	139.4	142.2
Semi-professionals and technicians	14.0	14.0	19.1	73.5	73.2
Supervisors	21.1	21.7	24.0	87.9	90.2
Supervisors: crafts and trades	10.9	11.1	11.1	98.1	99.5
Administrative and senior clerical personnel	28.3	27.4	16.4	173.0	167.7
Skilled sales and service personnel	30.7	30.7	27.7	111.1	110.9
Skilled crafts and trades workers	14.7	15.3	12.0	122.4	127.9
Clerical personnel	25.6	26.4	21.9	116.9	120.1
Intermediate sales and service personnel	25.6	26.3	25.4	101.0	103.6
Semi-skilled manual workers	17.9	18.2	22.4	79.7	81.3
Other sales and service personnel	15.1	16.2	26.5	56.8	61.0
Other manual workers	13.4	11.7	21.0	63.7	55.7
Total	23.8	24.4	21.3	111.8	114.5

* Source: Statistics Canada, 2016 Census.

TABLE 3.1

Distribution of women and men in the federally regulated private sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018		2019	
	Women distribution	Men distribution	Women distribution	Men distribution
Senior managers	0.6	1.0	0.6	1.0
Middle and other managers	11.3	10.5	12.2	10.9
Professionals	21.4	17.8	21.9	18.3
Semi-professionals and technicians	3.2	8.7	3.1	8.6
Supervisors	4.6	2.2	4.9	2.2
Supervisors: crafts and trades	0.3	2.2	0.3	2.2
Administrative and senior clerical personnel	5.4	1.3	4.9	1.2
Skilled sales and service personnel	4.4	2.5	4.3	2.5
Skilled crafts and trades workers	1.0	13.0	1.0	12.6
Clerical personnel	18.0	9.5	17.8	10.1
Intermediate sales and service personnel	25.0	9.9	24.2	9.5
Semi-skilled manual workers	4.0	19.9	3.9	19.1
Other sales and service personnel	0.4	0.4	0.4	0.4
Other manual workers	0.2	1.1	0.3	1.4
Total	100.0	100.0	100.0	100.0

TABLE 3.2

Distribution of Aboriginal and non-Aboriginal peoples in the federally regulated private sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018		2019	
	Aboriginal peoples distribution	Non-Aboriginal peoples distribution	Aboriginal peoples distribution	Non-Aboriginal peoples distribution
Senior managers	0.4	0.9	0.4	0.9
Middle and other managers	6.3	10.9	6.4	11.5
Professionals	10.5	19.4	11.0	19.9
Semi-professionals and technicians	7.2	6.5	7.3	6.4
Supervisors	3.3	3.1	3.2	3.3
Supervisors: crafts and trades	2.3	1.5	2.3	1.5
Administrative and senior clerical personnel	2.3	2.9	2.1	2.7
Skilled sales and service personnel	2.3	3.3	2.2	3.2
Skilled crafts and trades workers	14.1	8.2	13.9	7.9
Clerical personnel	11.9	12.9	12.6	13.1
Intermediate sales and service personnel	16.8	15.9	16.1	15.3
Semi-skilled manual workers	19.9	13.5	19.3	12.9
Other sales and service personnel	0.8	0.4	0.7	0.4
Other manual workers	1.9	0.7	2.4	0.9
Total	100.0	100.0	100.0	100.0

TABLE 3.3

Distribution of persons with and without disabilities in the federally regulated private sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018		2019	
	Persons with disabilities distribution	Persons without disabilities distribution	Persons with disabilities distribution	Persons without disabilities distribution
Senior managers	0.8	0.9	0.8	0.9
Middle and other managers	11.4	10.8	12.1	11.4
Professionals	20.5	19.2	21.5	19.7
Semi-professionals and technicians	4.8	6.6	4.7	6.5
Supervisors	3.7	3.1	3.8	3.3
Supervisors: crafts and trades	0.9	1.5	1.0	1.5
Administrative and senior clerical personnel	3.5	2.9	3.4	2.6
Skilled sales and service personnel	3.8	3.2	3.6	3.2
Skilled crafts and trades workers	5.6	8.4	5.4	8.1
Clerical personnel	17.2	12.7	17.4	12.9
Intermediate sales and service personnel	16.4	15.9	15.6	15.3
Semi-skilled manual workers	10.3	13.7	9.5	13.2
Other sales and service personnel	0.5	0.4	0.5	0.4
Other manual workers	0.6	0.7	0.7	1.0
Total	100.0	100.0	100.0	100.0

TABLE 3.4

Distribution of members and non-members of visible minorities in the federally regulated private sector by occupational group in 2018 and 2019 (by percentage)

Employment equity occupational group	2018		2019	
	Members of visible minorities distribution	Non-members of visible minorities distribution	Members of visible minorities distribution	Non-members of visible minorities distribution
Senior managers	0.4	1.0	0.4	1.0
Middle and other managers	11.6	10.6	12.3	11.1
Professionals	26.1	17.1	26.7	17.5
Semi-professionals and technicians	3.8	7.3	3.7	7.3
Supervisors	2.8	3.3	2.9	3.4
Supervisors: crafts and trades	0.7	1.7	0.7	1.7
Administrative and senior clerical personnel	3.5	2.7	3.0	2.6
Skilled sales and service personnel	4.2	3.0	4.0	2.9
Skilled crafts and trades workers	5.1	9.3	5.0	9.0
Clerical personnel	13.8	12.5	14.2	12.8
Intermediate sales and service personnel	17.1	15.5	16.6	14.9
Semi-skilled manual workers	10.2	14.7	9.8	14.1
Other sales and service personnel	0.3	0.5	0.3	0.5
Other manual workers	0.4	0.8	0.5	1.1
Total	100.0	100.0	100.0	100.0

TABLE 4.1

Number, hires, promotions, terminations and net effect* of designated group members in the banking and financial services sector in 2018 and 2019**

Designated groups	2018 number of employees	2019 number of employees	2018 number of hires	2019 number of hires	2018 number of promotions	2019 number of promotions	2018 number of terminations	2019 number of terminations	2018 net effect*	2019 net effect*
Women	138,586	142,657	22,763	21,891	21,046	17,866	22,652	20,310	111	1,581
Aboriginal peoples	3,002	3,145	465	512	500	372	559	486	-94	26
Persons with disabilities	12,199	12,520	1,557	1,402	1,475	1,335	1,917	1,844	-360	-442
Members of visible minorities	82,920	87,454	14,603	13,382	13,560	11,878	11,671	12,263	2,932	1,119
All employees	244,910	254,434	45,721	42,895	37,658	32,142	40,533	37,883	5,188	5,012

* The number of employees hired reduced by those terminated.

** The number of employees covers permanent full-time, permanent part-time and temporary employees.

The data on hires, promotions, terminations and net effect covers only permanent full-time and permanent part-time employees.

TABLE 4.2

Representation and shares of hires, promotions and terminations of designated group members in the banking and financial services sector in 2018 and 2019* (by percentage)

Designated groups	2018 representation	2019 representation	2018 share of hires	2019 share of hires	2018 share of promotions	2019 share of promotions	2018 share of terminations	2019 share of terminations
Women	56.6	56.1	49.8	51.0	55.9	55.6	55.9	53.6
Aboriginal peoples	1.2	1.2	1.0	1.2	1.3	1.2	1.4	1.3
Persons with disabilities	5.0	4.9	3.4	3.3	3.9	4.2	4.7	4.9
Members of visible minorities	33.9	34.4	31.9	31.2	36.0	37.0	28.8	32.4
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* The data on the representation of designated group employees covers permanent full-time, permanent part-time and temporary employees. The data on the shares of hires, promotions and terminations covers only permanent full-time and permanent part-time employees.

TABLE 4.3

Number, hires, promotions, terminations and net effect* of designated group members in the communications sector in 2018 and 2019**

Designated groups	2018 number of employees	2019 number of employees	2018 number of hires	2019 number of hires	2018 number of promotions	2019 number of promotions	2018 number of terminations	2019 number of terminations	2018 net effect*	2019 net effect*
Women	45,662	45,204	7,193	6,523	2,955	2,560	9,040	7,176	-1,847	-653
Aboriginal peoples	2,776	2,786	456	289	161	139	624	397	-168	-108
Persons with disabilities	4,484	4,753	571	503	252	205	849	673	-278	-170
Members of visible minorities	30,877	30,738	5,335	4,614	2,127	1,828	5,884	5,000	-549	-386
All employees	131,305	129,398	20,032	17,737	7,783	6,406	24,226	20,270	-4,194	-2,533

* The number of employees hired reduced by those terminated.

** The number of employees covers permanent full-time, permanent part-time and temporary employees.

The data on hires, promotions, terminations and net effect covers only permanent full-time and permanent part-time employees.

TABLE 4.4

Representation and shares of hires, promotions and terminations of designated group members in the communications sector in 2018 and 2019* (by percentage)

Designated groups	2018 representation	2019 representation	2018 share of hires	2019 share of hires	2018 share of promotions	2019 share of promotions	2018 share of terminations	2019 share of terminations
Women	34.8	34.9	35.9	36.8	38.0	40.0	37.3	35.4
Aboriginal peoples	2.1	2.2	2.3	1.6	2.1	2.2	2.6	2.0
Persons with disabilities	3.4	3.7	2.9	2.8	3.2	3.2	3.5	3.3
Members of visible minorities	23.5	23.8	26.6	26.0	27.3	28.5	24.3	24.7
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* The data on the representation of designated group employees covers permanent full-time, permanent part-time and temporary employees. The data on the shares of hires, promotions and terminations covers only permanent full-time and permanent part-time employees.

TABLE 4.5

Number, hires, promotions, terminations and net effect* of designated group members in the transportation sector in 2018 and 2019**

Designated groups	2018 number of employees	2019 number of employees	2018 number of hires	2019 number of hires	2018 number of promotions	2019 number of promotions	2018 number of terminations	2019 number of terminations	2018 net effect*	2019 net effect*
Women	96,736	99,069	18,739	18,411	3,716	3,802	16,467	17,331	2,272	1,080
Aboriginal peoples	9,375	9,649	2,556	2,215	343	316	2,155	2,259	401	-44
Persons with disabilities	7,895	8,113	1,278	1,381	287	269	1,469	1,629	-191	-248
Members of visible minorities	56,997	60,528	17,694	17,804	2,397	2,439	13,249	14,928	4,445	2,876
All employees	321,707	329,240	74,744	70,878	12,474	12,556	65,584	69,712	9,160	1,166

* The number of employees hired reduced by those terminated.

** The number of employees covers permanent full-time, permanent part-time and temporary employees.

The data on hires, promotions, terminations and net effect covers only permanent full-time and permanent part-time employees.

TABLE 4.6

Representation and shares of hires, promotions and terminations of designated group members in the transportation sector in 2018 and 2019* (by percentage)

Designated groups	2018 representation	2019 representation	2018 share of hires	2019 share of hires	2018 share of promotions	2019 share of promotions	2018 share of terminations	2019 share of terminations
Women	30.1	30.1	25.1	26.0	29.8	30.3	25.1	24.9
Aboriginal peoples	2.9	2.9	3.4	3.1	2.7	2.5	3.3	3.2
Persons with disabilities	2.5	2.5	1.7	1.9	2.3	2.1	2.2	2.3
Members of visible minorities	17.7	18.4	23.7	25.1	19.2	19.4	20.2	21.4
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* The data on the representation of designated group employees covers permanent full-time, permanent part-time and temporary employees. The data on the shares of hires, promotions and terminations covers only permanent full-time and permanent part-time employees.

TABLE 4.7

Number, hires, promotions, terminations and net effect* of designated group members in the 'other' sector in 2018 and 2019**

Designated groups	2018 number of employees	2019 number of employees	2018 number of hires	2019 number of hires	2018 number of promotions	2019 number of promotions	2018 number of terminations	2019 number of terminations	2018 net effect*	2019 net effect*
Women	17,403	17,965	2,698	2,783	869	848	2,289	2,830	409	-47
Aboriginal peoples	2,117	2,263	293	391	129	82	527	342	-234	49
Persons with disabilities	1,201	1,287	88	116	37	53	159	179	-71	-63
Members of visible minorities	9,274	9,615	2,072	2,223	322	363	1,675	1,826	397	397
All employees	58,492	59,330	8,827	9,530	2,690	2,517	8,448	9,921	379	-391

* The number of employees hired reduced by those terminated.

** The number of employees covers permanent full-time, permanent part-time and temporary employees.

The data on hires, promotions, terminations and net effect covers only permanent full-time and permanent part-time employees.

TABLE 4.8

Representation and shares of hires, promotions and terminations of designated group members in the 'other' sector in 2018 and 2019* (by percentage)

Designated groups	2018 representation	2019 representation	2018 share of hires	2019 share of hires	2018 share of promotions	2019 share of promotions	2018 share of terminations	2019 share of terminations
Women	29.8	30.3	30.6	29.2	32.3	33.7	27.1	28.5
Aboriginal peoples	3.6	3.8	3.3	4.1	4.8	3.3	6.2	3.4
Persons with disabilities	2.1	2.2	1.0	1.2	1.4	2.1	1.9	1.8
Members of visible minorities	15.9	16.2	23.5	23.3	12.0	14.4	19.8	18.4
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* The data on the representation of designated group employees covers permanent full-time, permanent part-time and temporary employees. The data on the shares of hires, promotions and terminations covers only permanent full-time and permanent part-time employees.

TABLE 4.9

Number, hires, promotions, terminations and net effect* of designated group members in all sectors in 2018 and 2019**

Designated groups	2018 number of employees	2019 number of employees	2018 number of hires	2019 number of hires	2018 number of promotions	2019 number of promotions	2018 number of terminations	2019 number of terminations	2018 net effect*	2019 net effect*
Women	298,387	304,895	51,393	49,608	28,586	25,076	50,448	47,647	945	1,961
Aboriginal peoples	17,270	17,843	3,770	3,407	1,133	909	3,865	3,484	-95	-77
Persons with disabilities	25,779	26,673	3,494	3,402	2,051	1,862	4,394	4,325	-900	-923
Members of visible minorities	180,068	188,335	39,704	38,023	18,406	16,508	32,479	34,017	7,225	4,006
All employees	756,414	772,402	149,324	141,040	60,605	53,621	138,791	137,786	10,533	3,254

* The number of employees hired reduced by those terminated.

** The number of employees covers permanent full-time, permanent part-time and temporary employees.

The data on hires, promotions, terminations and net effect covers only permanent full-time and permanent part-time employees.

TABLE 4.10

Representation and shares of hires, promotions and terminations of designated group members in all sectors in 2018 and 2019* (by percentage)

Designated groups	2018 representation	2019 representation	2018 share of hires	2019 share of hires	2018 share of promotions	2019 share of promotions	2018 share of terminations	2019 share of terminations
Women	39.4	39.5	34.4	35.2	47.2	46.8	36.3	34.6
Aboriginal peoples	2.3	2.3	2.5	2.4	1.9	1.7	2.8	2.5
Persons with disabilities	3.4	3.5	2.3	2.4	3.4	3.5	3.2	3.1
Members of visible minorities	23.8	24.4	26.6	27.0	30.4	30.8	23.4	24.7
All employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* The data on the representation of designated group employees covers permanent full-time, permanent part-time and temporary employees. The data on the shares of hires, promotions and terminations covers only permanent full-time and permanent part-time employees.

TABLE 5.1

Number and representation of men and women in permanent full-time employment in the federally regulated private sector by salary range as of December 31, 2019

Salary range (in dollars)	Number of all employees	Number of men	Representation of men (by percentage)	Number of Women	Representation of women (by percentage)
Under 15,000	4,269	3,116	73.0	1,153	27.0
15,000 to 19,999	1,144	801	70.0	343	30.0
20,000 to 24,999	3,620	1,679	46.4	1,941	53.6
25,000 to 29,999	9,431	4,673	49.5	4,758	50.5
30,000 to 34,999	17,341	8,995	51.9	8,346	48.1
35,000 to 37,499	13,962	7,068	50.6	6,894	49.4
37,500 to 39,999	16,225	8,255	50.9	7,970	49.1
40,000 to 44,999	43,235	22,999	53.2	20,236	46.8
45,000 to 49,999	44,802	23,669	52.8	21,133	47.2
50,000 to 59,999	107,462	61,286	57.0	46,176	43.0
60,000 to 69,999	90,204	56,559	62.7	33,645	37.3
70,000 to 84,999	97,363	63,354	65.1	34,009	34.9
85,000 to 99,999	70,150	47,295	67.4	22,855	32.6
100,000 and over	147,400	105,948	71.9	41,452	28.1
Total	666,608	415,697	62.4	250,911	37.6

TABLE 5.2

Number and representation of Aboriginal peoples in permanent full-time employment in the federally regulated private sector by salary range as of December 31, 2019

Salary range (in dollars)	Number of all employees	Number of Aboriginal peoples	Representation of Aboriginal peoples (by percentage)	Number of Aboriginal men	Number of Aboriginal women
Under 15,000	4,269	124	2.9	90	34
15,000 to 19,999	1,144	55	4.8	36	19
20,000 to 24,999	3,620	108	3.0	70	38
25,000 to 29,999	9,431	306	3.2	155	151
30,000 to 34,999	17,341	562	3.2	304	258
35,000 to 37,499	13,962	401	2.9	204	197
37,500 to 39,999	16,225	417	2.6	219	198
40,000 to 44,999	43,235	944	2.2	519	425
45,000 to 49,999	44,802	1,036	2.3	532	504
50,000 to 59,999	107,462	2,454	2.3	1,430	1,024
60,000 to 69,999	90,204	2,141	2.4	1,399	742
70,000 to 84,999	97,363	2,301	2.4	1,608	693
85,000 to 99,999	70,150	1,477	2.1	1,062	415
100,000 and over	147,400	2,735	1.9	2,129	606
Total	666,608	15,061	2.3	9,757	5,304

TABLE 5.3

Number and representation of persons with disabilities in permanent full-time employment in the federally regulated private sector by salary range as of December 31, 2019

Salary range (in dollars)	Number of all employees	Number of persons with disabilities	Representation of persons with disabilities (by percentage)	Number of men with disabilities	Number of women with disabilities
Under 15,000	4,269	73	1.7	48	25
15,000 to 19,999	1,144	22	1.9	19	3
20,000 to 24,999	3,620	54	1.5	27	27
25,000 to 29,999	9,431	222	2.4	118	104
30,000 to 34,999	17,341	586	3.4	250	336
35,000 to 37,499	13,962	580	4.2	237	343
37,500 to 39,999	16,225	698	4.3	295	403
40,000 to 44,999	43,235	1,837	4.2	813	1,024
45,000 to 49,999	44,802	1,673	3.7	757	916
50,000 to 59,999	107,462	4,009	3.7	1,996	2,013
60,000 to 69,999	90,204	3,127	3.5	1,701	1,426
70,000 to 84,999	97,363	3,271	3.4	1,873	1,398
85,000 to 99,999	70,150	2,370	3.4	1,418	952
100,000 and over	147,400	4,385	3.0	2,807	1,578
Total	666,608	22,907	3.4	12,359	10,548

TABLE 5.4

Number and representation of members of visible minorities in permanent full-time employment in the federally regulated private sector by salary range as of December 31, 2019

Salary range (in dollars)	Number of all employees	Number of members of visible minorities	Representation of members of visible minorities (by percentage)	Number of visible minority men	Number of visible minority women
Under 15,000	4,269	883	20.7	641	242
15,000 to 19,999	1,144	254	22.2	190	64
20,000 to 24,999	3,620	918	25.4	386	532
25,000 to 29,999	9,431	2,664	28.2	1,302	1,362
30,000 to 34,999	17,341	4,525	26.1	2,510	2,015
35,000 to 37,499	13,962	3,917	28.1	1,994	1,923
37,500 to 39,999	16,225	4,521	27.9	2,300	2,221
40,000 to 44,999	43,235	12,102	28.0	6,228	5,874
45,000 to 49,999	44,802	11,884	26.5	6,191	5,693
50,000 to 59,999	107,462	26,522	24.7	14,803	11,719
60,000 to 69,999	90,204	20,773	23.0	12,496	8,277
70,000 to 84,999	97,363	22,831	23.4	13,962	8,869
85,000 to 99,999	70,150	17,564	25.0	11,166	6,398
100,000 and over	147,400	32,940	22.3	22,132	10,808
Total	666,608	162,298	24.3	96,301	65,997

TABLE 6.1

Number and representation of men and women in permanent part-time employment in the federally regulated private sector by salary range as of December 31, 2019

Salary range (in dollars)	Number of all employees	Number of men	Representation of men (by percentage)	Number of Women	Representation of women (by percentage)
Under 5,000	2,720	1,650	60.7	1,070	39.3
5,000 to 7,499	1,821	908	49.9	913	50.1
7,500 to 9,999	1,847	950	51.4	897	48.6
10,000 to 12,499	2,521	1,316	52.2	1,205	47.8
12,500 to 14,999	10,393	5,892	56.7	4,501	43.3
15,000 to 17,499	8,346	4,126	49.4	4,220	50.6
17,500 to 19,999	8,625	4,290	49.7	4,335	50.3
20,000 to 22,499	8,043	3,722	46.3	4,321	53.7
22,500 to 24,999	6,992	3,116	44.6	3,876	55.4
25,000 to 29,999	15,999	7,485	46.8	8,514	53.2
30,000 to 34,999	10,261	4,344	42.3	5,917	57.7
35,000 to 39,999	7,143	3,118	43.7	4,025	56.3
40,000 to 49,999	7,552	3,479	46.1	4,073	53.9
50,000 and over	7,212	3,392	47.0	3,820	53.0
Total	99,475	47,788	48.0	51,687	52.0

TABLE 6.2

Number and representation of Aboriginal peoples in permanent part-time employment in the federally regulated private sector by salary range as of December 31, 2019

Salary range (in dollars)	Number of all employees	Number of Aboriginal peoples	Representation of Aboriginal peoples (by percentage)	Number of Aboriginal men	Number of Aboriginal women
Under 5,000	2,720	120	4.4	74	46
5,000 to 7,499	1,821	61	3.3	34	27
7,500 to 9,999	1,847	70	3.8	32	38
10,000 to 12,499	2,521	84	3.3	50	34
12,500 to 14,999	10,393	246	2.4	129	117
15,000 to 17,499	8,346	240	2.9	111	129
17,500 to 19,999	8,625	249	2.9	109	140
20,000 to 22,499	8,043	208	2.6	83	125
22,500 to 24,999	6,992	178	2.5	73	105
25,000 to 29,999	15,999	406	2.5	172	234
30,000 to 34,999	10,261	253	2.5	108	145
35,000 to 39,999	7,143	177	2.5	79	98
40,000 to 49,999	7,552	171	2.3	67	104
50,000 and over	7,212	180	2.5	80	100
Total	99,475	2,643	2.7	1,201	1,442

TABLE 6.3

Number and representation of persons with disabilities in permanent part-time employment in the federally regulated private sector by salary range as of December 31, 2019

Salary range (in dollars)	Number of all employees	Number of persons with disabilities	Representation of persons with disabilities (by percentage)	Number of men with disabilities	Number of women with disabilities
Under 5,000	2,720	81	3.0	49	32
5,000 to 7,499	1,821	51	2.8	26	25
7,500 to 9,999	1,847	55	3.0	29	26
10,000 to 12,499	2,521	116	4.6	48	68
12,500 to 14,999	10,393	346	3.3	171	175
15,000 to 17,499	8,346	276	3.3	110	166
17,500 to 19,999	8,625	278	3.2	120	158
20,000 to 22,499	8,043	292	3.6	95	197
22,500 to 24,999	6,992	273	3.9	91	182
25,000 to 29,999	15,999	689	4.3	259	430
30,000 to 34,999	10,261	400	3.9	141	259
35,000 to 39,999	7,143	271	3.8	98	173
40,000 to 49,999	7,552	265	3.5	108	157
50,000 and over	7,212	272	3.8	108	164
Total	99,475	3,665	3.7	1,453	2,212

TABLE 6.4

Number and representation of members of visible minorities in permanent part-time employment in the federally regulated private sector by salary range as of December 31, 2019

Salary range (in dollars)	Number of all employees	Number of members of visible minorities	Representation of members of visible minorities (by percentage)	Number of visible minority men	Number of visible minority women
Under 5,000	2,720	571	21.0	404	167
5,000 to 7,499	1,821	328	18.0	203	125
7,500 to 9,999	1,847	359	19.4	221	138
10,000 to 12,499	2,521	509	20.2	287	222
12,500 to 14,999	10,393	3,279	31.6	2,078	1,201
15,000 to 17,499	8,346	2,370	28.4	1,293	1,077
17,500 to 19,999	8,625	2,390	27.7	1,324	1,066
20,000 to 22,499	8,043	2,198	27.3	1,124	1,074
22,500 to 24,999	6,992	1,879	26.9	974	905
25,000 to 29,999	15,999	4,579	28.6	2,664	1,915
30,000 to 34,999	10,261	2,420	23.6	1,185	1,235
35,000 to 39,999	7,143	1,635	22.9	820	815
40,000 to 49,999	7,552	1,521	20.1	852	669
50,000 and over	7,212	1,232	17.1	712	520
Total	99,475	25,270	25.4	14,141	11,129

APPENDIX B

Technical notes

Employers covered under the *Employment Equity Act*

The Act covers:

- organizations that employ 100 or more employees in the federally regulated private sector, federal Crown corporations, other federal consolidated entities (namely, Canada Pension Plan Investment Board, Public Sector Pension Investment Board and St. Lawrence Seaway Management Corporation) and other federal government business enterprises (namely, Montreal Port Authority, PortsToronto and Vancouver Fraser Port Authority);
- core public administration organizations listed in 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); and
- 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).

Limitations of the employment equity data

This report provides the most recent information on employment equity data for the federally regulated private sector, with the following limitations:

- To measure progress of the designated groups, their representation (that is, 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 labour market availability (LMA) is based on the 2016 Census and the 2017 Canadian Survey on Disability. More information on LMA can be found in the [2016 Employment Equity Data Report](#).
- The designated groups data is based on self-identification. Some individuals may not self-identify to their employer and/or to Statistics Canada. Therefore, the data on all designated group members may not be gathered by the employers and Statistics Canada.
- 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 and agencies that make up the core public administration. This information is available on the [Employment Equity in Public Service of Canada](#) website. Other areas of the federal public sector are responsible for preparing their own reports on employment equity, which can be found on their respective websites or obtained upon request directly from the organizations.
- Federal contractors are not required to report annually.