



**Impact of the
Employment Equity Act and of
the CHRC Employment Equity Program
over the years**

Prepared by the Statistical Analysis Unit, Employment Equity Compliance Division

March 2010



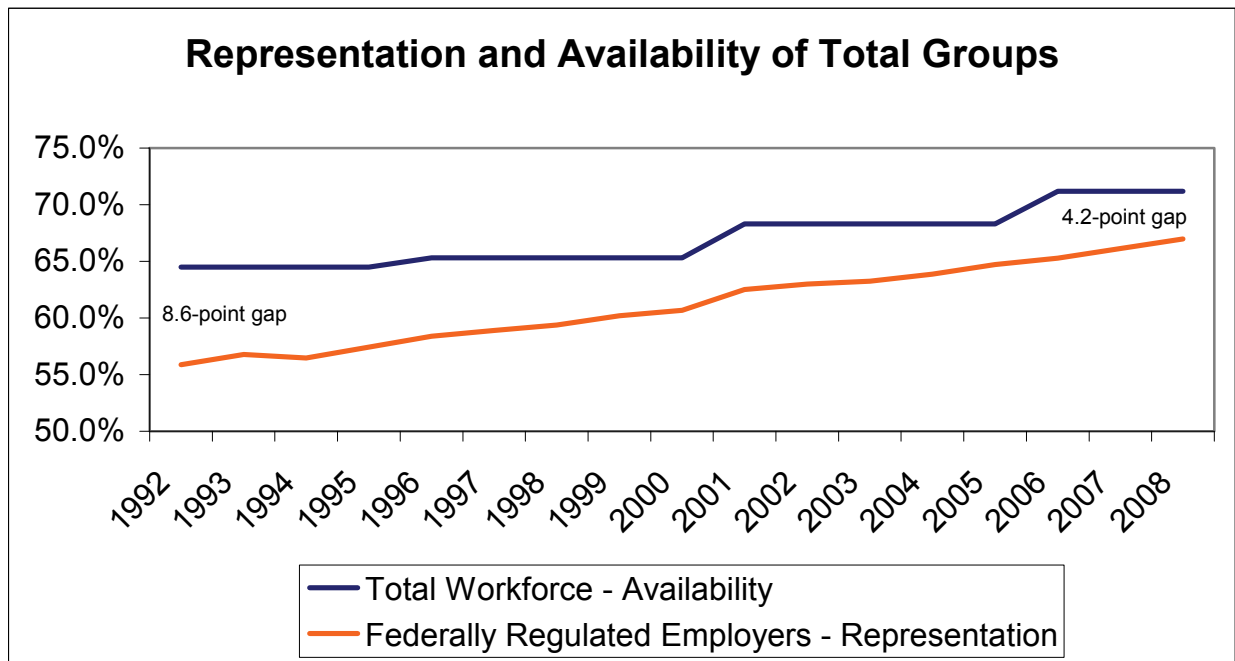
TABLE OF CONTENTS

| | |
|--|----------|
| Overall impact | 3 |
| <hr/> | |
| Women | |
| Overview | 5 |
| Private Sector versus Public Sector | 6 |
| Private Sector Industries | 7 |
| <hr/> | |
| Aboriginal Peoples | |
| Overview | 8 |
| Private Sector versus Public Sector | 9 |
| Private Sector Industries | 10 |
| <hr/> | |
| Persons with Disabilities | |
| Overview | 11 |
| Private Sector versus Public Sector | 12 |
| Private Sector Industries | 13 |
| <hr/> | |
| Members of a Visible Minority | |
| Overview | 14 |
| Private Sector versus Public Sector | 15 |
| Private Sector Industries | 16 |
| <hr/> | |
| Annexes | |
| Annex 1: Representation of Women by sector in Private Industry | 17 |
| Annex 2: Representation of Aboriginal Peoples by sector in Private Industry | 18 |
| Annex 3: Representation of Persons with Disabilities by sector in Private Industry | 19 |
| Annex 4: Representation of members of a Visible Minority by sector in Private Industry | 20 |

OVERALL IMPACT

The purpose of the *Employment Equity Act* is to achieve equality in the workplace and to increase the representation of members of the following designated groups: women, Aboriginal peoples, persons with disabilities and members of a visible minority.

The original EEA, passed in 1986, was aimed at federally regulated employers in the private sector. A decade later, Parliament amended this legislation by applying it also to the federal public service and adding a system of compliance audits to be conducted by the Commission. These audits began in October 1997, as stipulated in the Act.



- Employment Equity (EE) improved in the years between 1992 and 2008: the gap in representation and availability among designated group members of the Federally Regulated sector¹ was reduced from 8.6 percentage points to 4.2 percentage points.
 - The availability of all designated group members (Total Groups²) rose from 64.5% in 1992 to 71.2% in 2008, while representation rose from 55.9% to 67.0% over the same time period.
- Except for the Women`s Group, all the designated groups are now better represented in the labour market than they were in 1992.

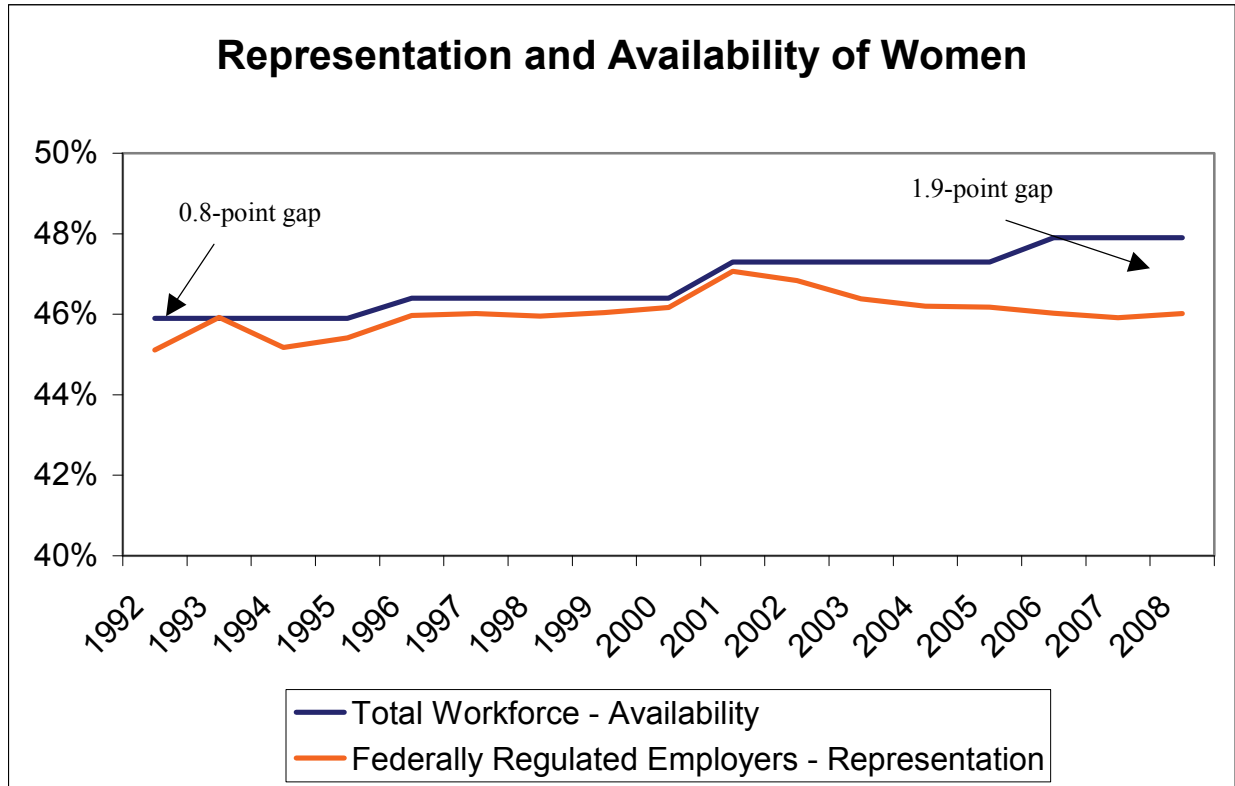
¹ Data for the Canadian Forces has been removed from “Federally Regulated Employers” because the representation numbers were only available as of 2004.

² “Total Groups” represents an aggregation of the four designated groups under the *Employment Equity Act*. Some individuals may have been counted more than once if they are part of more than one designated group. However, given that this discrepancy is constant among representation and availability, it should not have an impact on the comparison between the two categories.

- The following highlights provide detailed information on each of the specifically designated groups and include comparisons between the private and public sectors, as well as within private sector industries.
- The current status of employment equity is different in the private and public sectors:
 - Private sector: Members of a visible minority were fully represented in the private sector in 2008. However, under-representation continued among the other three designated groups: women, Aboriginal peoples and persons with disabilities. In fact, the share of jobs held by women has dropped by two percentage points since 1997. Aboriginal peoples and persons with disabilities have made some gains but remain under-represented, based on the 2006 Census.
 - Public service: In this sector, three of the four groups – women, Aboriginal peoples and persons with disabilities – continued to be fully represented in 2008. However, despite continuous growth in representation (from 3.8% in 1992 to 10.9% in 2008), members of a visible minority remained under-represented in the public sector when compared to availability.

DATA HIGHLIGHTS FOR WOMEN

OVERVIEW

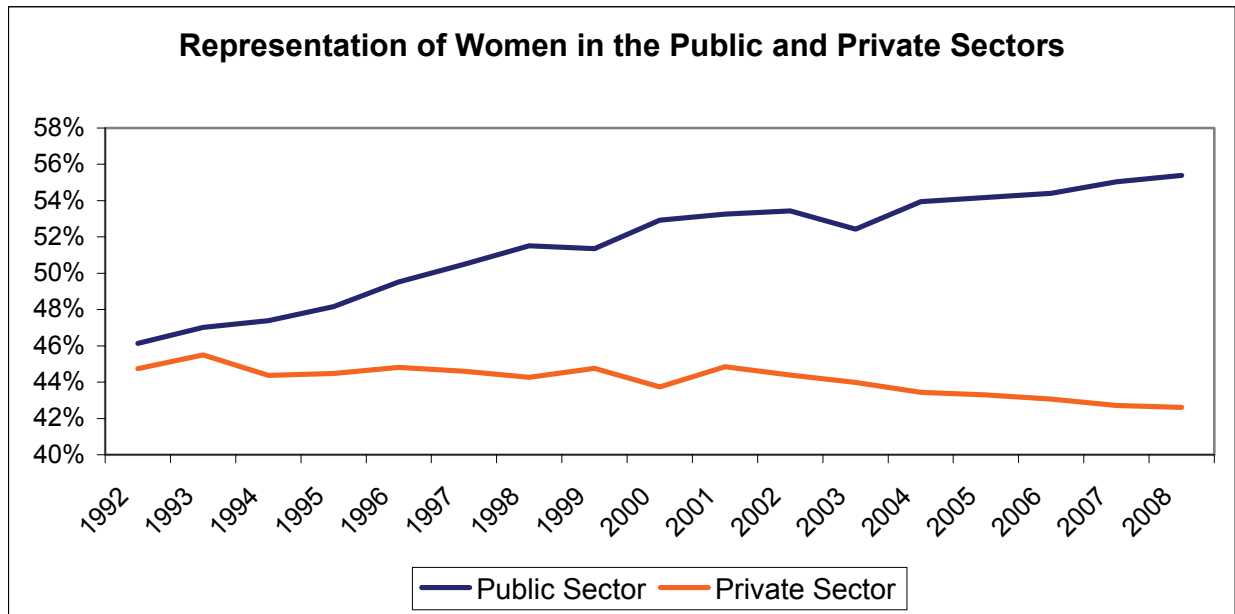


- The gap between availability and representation of women increased significantly during the 16-year period: in 1992, the gap was 0.8 percentage points, and by 2008 it had increased to 1.9 percentage points.³
 - The downward trend in representation of women began in 2001, largely resulting from a decline in the private sector.
 - The availability of women rose consistently from 1992 to 2008 - by a total of 2.0 percentage points.⁴
- One cause of the decline in representation was the increased use of automated technology, which made some clerical positions redundant. This was particularly true in the banking sector, where representation of women declined the most. Given that women held the vast majority of clerical positions, their representation decreased when many of these jobs were eliminated.

³ For the purposes of this report each year of private sector data, ending on December 31st, has been compared to public sector data, in which each fiscal year ends the following March 31st.

⁴ "2006 Employment Equity Data Report." Human Resources and Skills Development Canada. 2006.

PRIVATE SECTOR VERSUS PUBLIC SECTOR

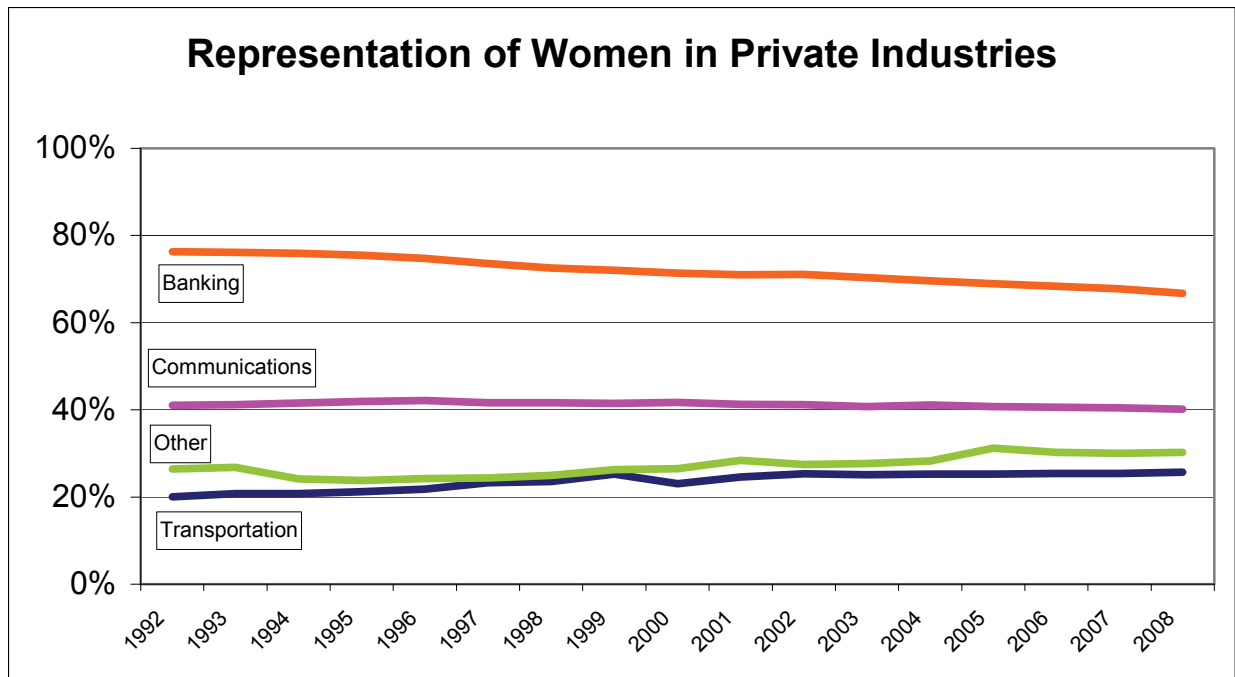


- Over the years, the representation of women has significantly increased in the public sector, while it has decreased in the private sector.
 - The difference between the public and private sectors grew significantly over the 16-year span. In 1992, the difference in representation was just 1.4 percentage points, but by 2008 it had increased to 12.8 points.
- The representation of women grew at a rapid pace in the public sector, going from 46.1% in 1992 to 55.4% in 2008. The overall representation of women in the core public sector is currently above availability, based on Census data.⁵
 - On March 31, 2009, 62% of federal departments/agencies with more than 500 employees met or exceeded public service availability of 52.3% for women.⁶
 - The Royal Canadian Mounted Police (Civilian Staff) has the largest proportion of women employees (79.6% of its workforce), followed by Veterans Affairs Canada (72.1%), Canada School of Public Service (70.7%) and Human Resources and Skills Development Canada (70.3).
- In the private sector, representation of women remained fairly consistent from 1992 to 2001, but fell by 2.3 percentage points between 2001 and 2008. Overall, in 2008, women held 42.6% of all jobs in the private sector, compared to an availability rate of 47.9%.

⁵ Core public sector data has been combined with that of separate government employers from the year 2000 to 2008.

⁶ For the purposes of this report, both the public and private sectors are compared to national availability data, which is based upon the Census of Population and the Participation and Activity Limitation Survey (PALS). However, federal departments and agencies use modified availability rates which reflect the occupations in their workforce.

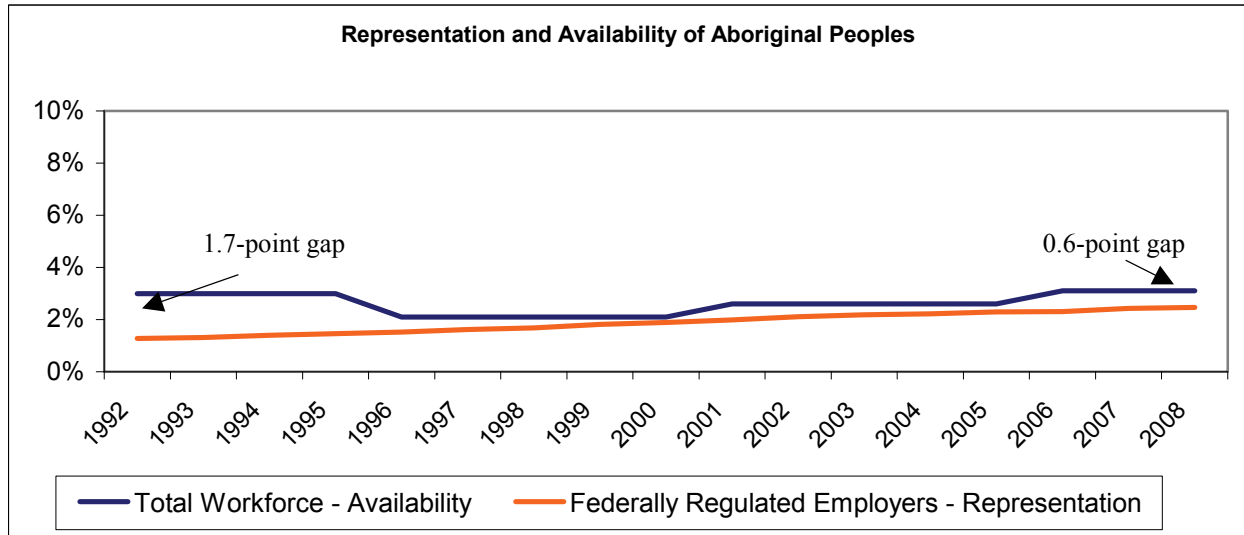
PRIVATE SECTOR INDUSTRIES



- The highest levels of women’s representation within the private sector have consistently been in the banking industry. However, from 1992 to 2008, representation declined from 76.3% to 67% – a total of 9.3 percentage points.
 - In the banking sector, roughly 6 out of 10 jobs were clerical jobs in the early 1990s – compared to 5 out of 10 jobs in 2008. As clerical positions were eliminated, the representation of women in the banking sector was reduced.
- Women’s representation was at its lowest in the transportation sector, although representation did grow from 20.0% in 1992 to 25.7% in 2008.
- The representation of women in the communications industry fluctuated slightly over the 16-year period, but for the most part remained relatively constant – beginning at 41.1% in 1992 and ending at 40.2% in 2008.
- In the “Other” category, private sector industries experienced some growth in women’s representation, which rose from 26.5% in 1992 to 30.2% in 2008.

DATA HIGHLIGHTS FOR ABORIGINAL PEOPLES

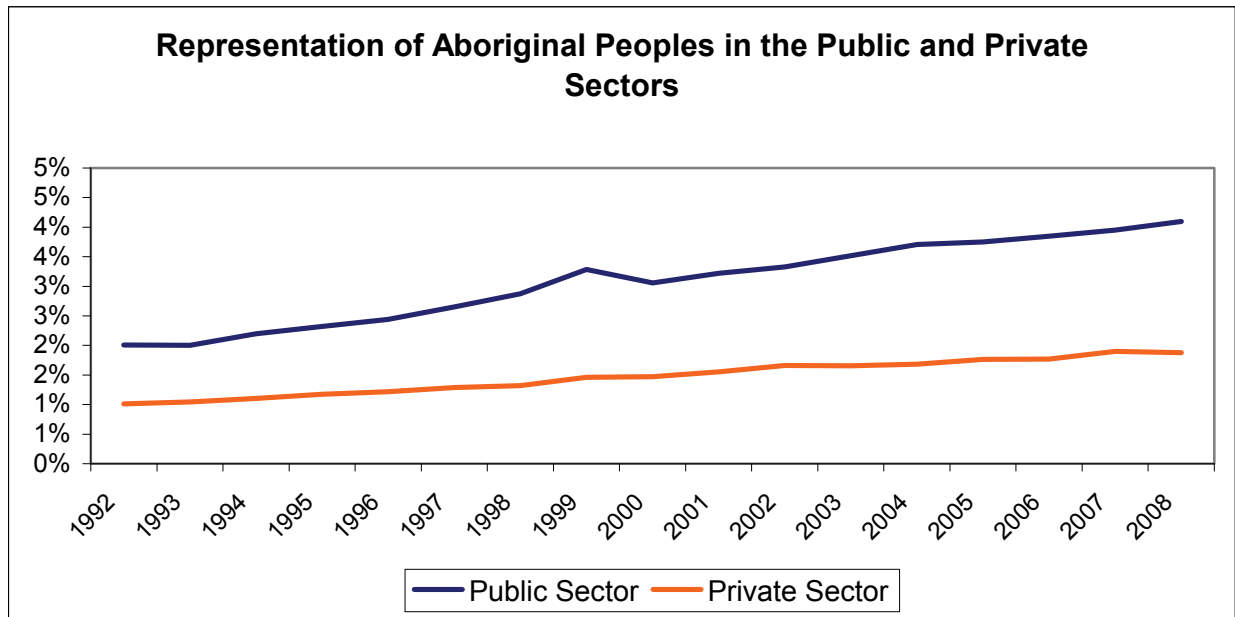
OVERVIEW



- The representation of Aboriginal peoples increased steadily - from 1.3% in 1992 to 2.5% in 2008 - throughout the entire federally regulated workforce.⁷
- However, it is difficult to comment on the evolution of the gap between representation and availability because the measurement of Aboriginal peoples in the Census changed over the years.
 - New question: Prior to 1996, estimates were based upon Aboriginal ancestry, which was more inclusive. In 1996, a new question was added to the Census, asking respondents to self-identify as Aboriginal. The new question more closely resembles the question used by employers to determine Aboriginal representation.
 - Under-coverage: It should also be noted that some Indian reserves and settlements did not participate in Censuses, either because enumeration was not complete, or it was interrupted before completion. In 2006, there were 22 incompletely enumerated reserves - down from 30 in 2001, and 77 in 1996. Statistics Canada data quality rules require that these non-enumerated areas be excluded from the Census.

⁷ For the purposes of this report each year of private sector data, ending on December 31st, has been compared to public sector data, in which each fiscal year ends the following March 31st.

PRIVATE SECTOR VERSUS PUBLIC SECTOR

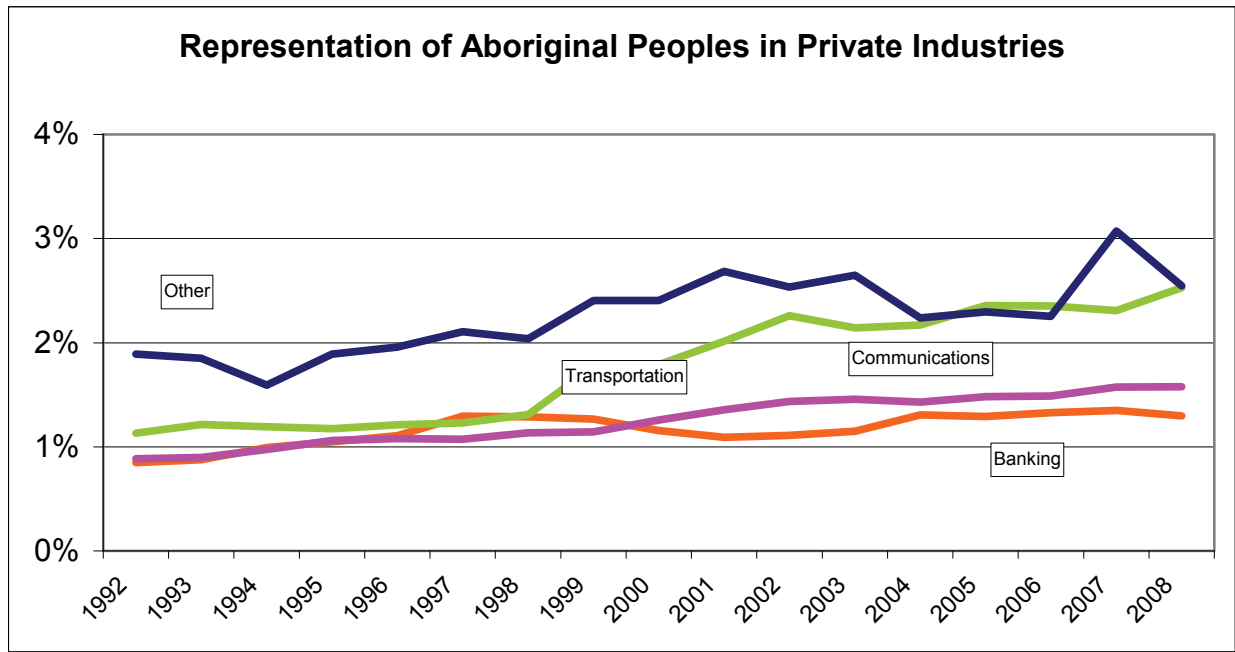


- The representation of Aboriginal peoples doubled in both the public and private sectors between 1992 and 2008.
 - In the public sector, the representation of Aboriginal peoples increased from 2.0% in 1992 to 4.1% in 2008. Likewise, private sector representation grew from 1.0% in 1992 to 1.9% in 2008.⁸
- Aboriginal peoples are better represented in the public sector than in the private sector, and the gap continues to grow: the difference between the two sectors was 1.0 percentage point in 1992, compared to 2.2 percentage points in 2008.
 - At March 31, 2009, 65% of federal departments/agencies with 500 employees or more met or exceeded public service availability of 3.0% for Aboriginal peoples.⁹
 - Indian and Northern Affairs Canada has the largest proportion of Aboriginal employees (30.2% of its workforce), followed by the Correctional Service of Canada (8.1%), Health Canada (7.0%), the Canadian Grain Commission (5.8%), and the Royal Canadian Mounted Police – Civilian Staff (5.3%).

⁸ Core public sector data has been combined with that of separate government employers from the year 2000 to 2008.

⁹ For the purposes of this report, both the public and private sectors are compared to national availability data, which is based upon the Census of Population and the Participation and Activity Limitation Survey (PALS). However, federal departments and agencies use modified availability rates, which reflect the occupations in their workforce.

PRIVATE SECTOR INDUSTRIES

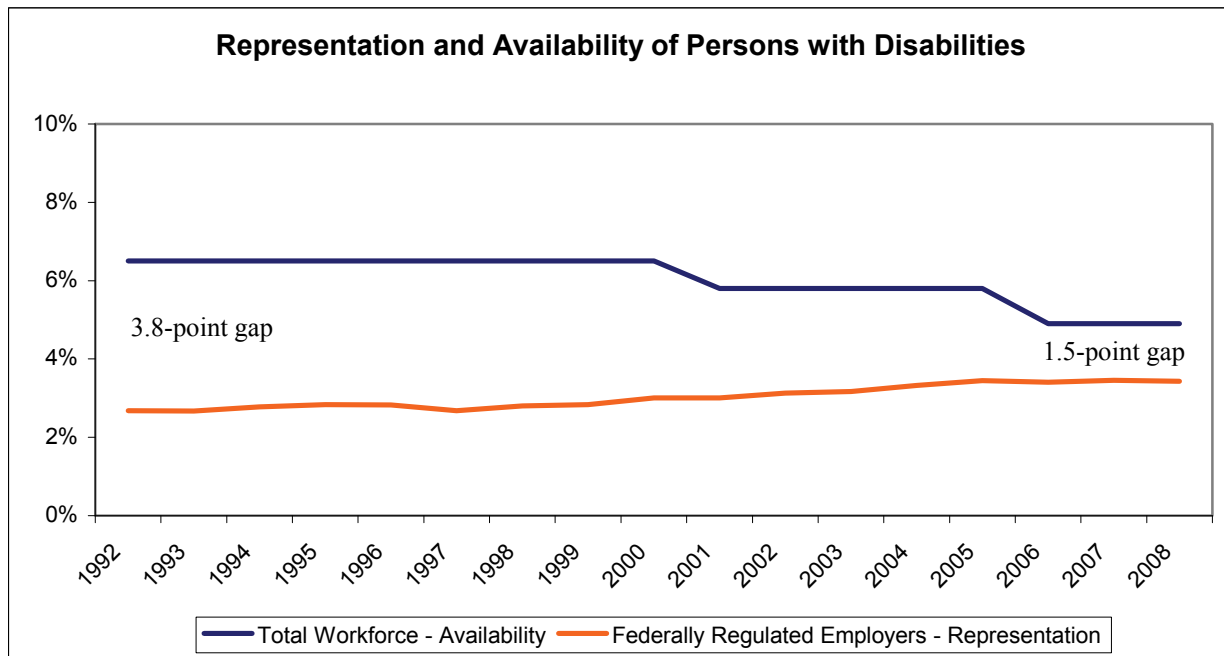


- Transportation and other industries were the private sector industries with the highest levels of representation of Aboriginal peoples, at 2.5% each in 2008.
- Representation of Aboriginal peoples was lowest in the banking sector, rising from 0.8% in 1992 to 1.3% in 2008. This can partly be explained by the fact that a significant proportion of employees in banks are located in Toronto – a city with a relatively low percentage of Aboriginal persons (0.5%). Aboriginal peoples make up a larger share of the total population elsewhere in the country.¹⁰
- The most substantial growth occurred in the transportation industry, which more than doubled in representation. The major portion of this growth occurred from 1998 to 2002, as representation rose from 1.3% to 2.3% in that time frame.
- In the communications industry, representation of Aboriginal peoples remains low but has grown from 0.9% in 1992 to 1.6% in 2008.

¹⁰ “Aboriginal Peoples in Canada in 2006: Inuit, Métis and First Nations, 2006 Census.” Statistics Canada. 2008. Pages 6 and 13. (Catalogue: 97-558)

DATA HIGHLIGHTS FOR PERSONS WITH DISABILITIES

OVERVIEW



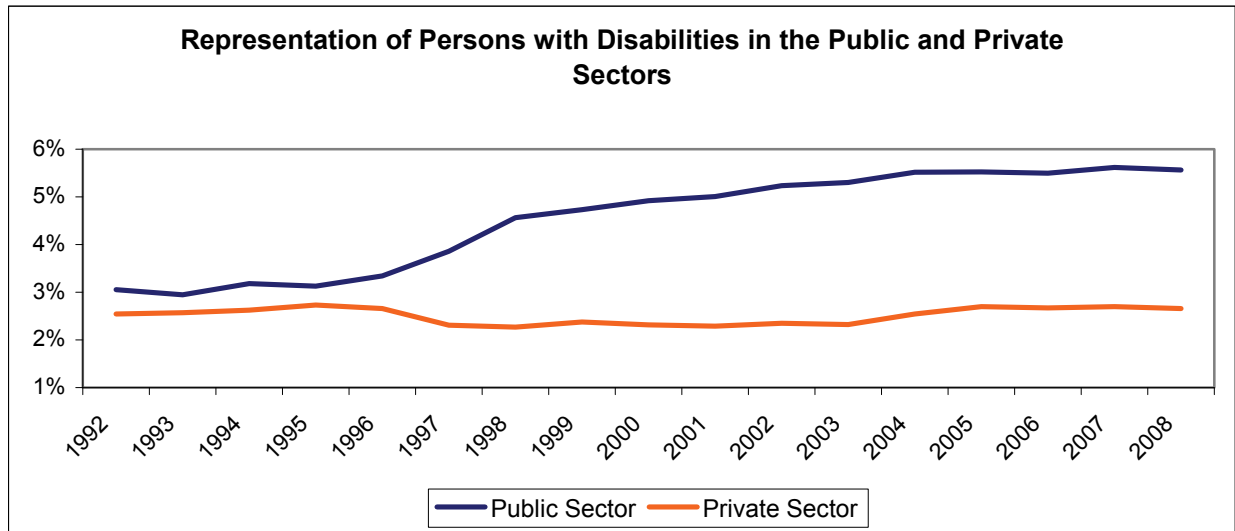
- The representation of persons with disabilities among federally regulated employers grew from 2.7% in 1992 to 3.4% in 2008.¹¹
- However, it is difficult to comment on the evolution of the gap between representation and availability of persons with disabilities because the measurement of persons with disabilities changed over the years.
 - In 1992, availability of persons with disabilities was 6.5%. This figure dropped to 5.8% in 2001,¹² and to 4.9% in 2006. The decrease in availability between the last two censuses was due to a number of factors. In 2001, occupational data for 23% of persons with disabilities who were included in the workforce population were not available. The availability rate would have been 4.5% (and not 5.8%) if these “non-applicable” counts had been excluded from the workforce population. This was corrected in 2006: persons with disabilities who did not report an occupation were not included in the workforce data.
 - A decline in requirements for workforce accommodations and in the perception of disadvantage also contributed to the decrease in the representation gap in 2006.¹³

¹¹ For the purposes of this report each year of private sector data, ending on December 31st, has been compared to public sector data, in which each fiscal year ends the following March 31st.

¹² There was no survey on persons with disabilities in 1996. As a result, the 1991 estimates – taken from the 1991 “Health and Activity Limitation Survey” (now known as the “Participation and Activity Limitation Survey”) – were used for the entire decade.

¹³ “2006 Employment Equity Data Report.” Human Resources and Skills Development Canada. 2006. “Due to factors such as technological advance and the presence of some assistive technology in the workplace (e.g. people with poor vision may eliminate their disability by changing the font size on their computer), fewer people declared

PUBLIC SECTOR VERSUS PRIVATE SECTOR



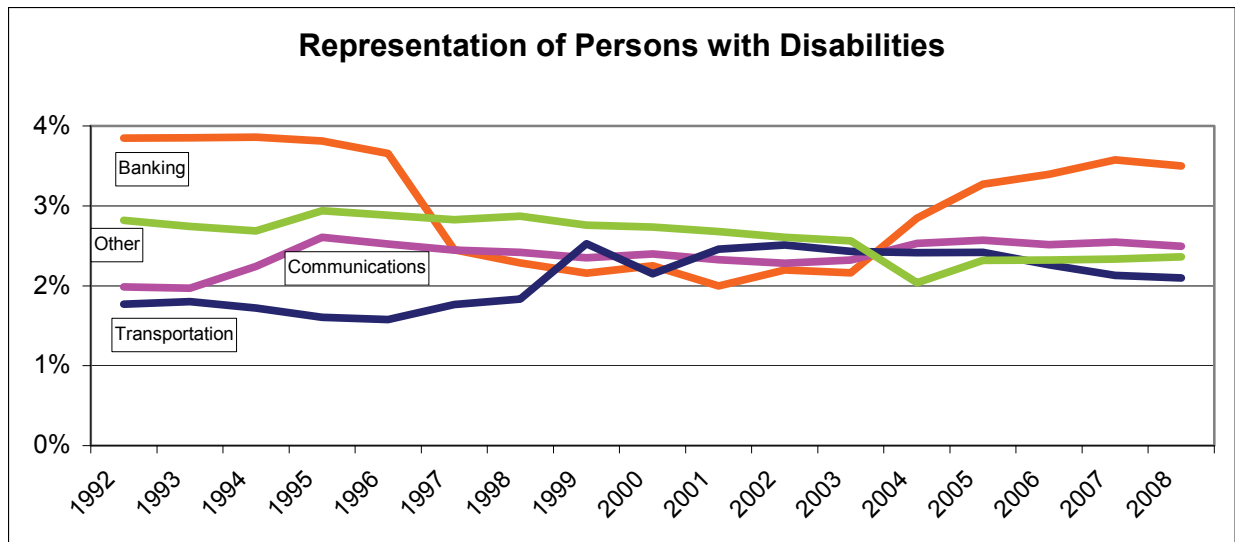
- While representation in the public sector saw substantial growth over the 16-year period from 1992 to 2008, representation in the private sector remained relatively constant.¹⁴
 - The representation in the public sector grew by a total of 2.5 percentage points over the period – from 3.1% in 1992 to 5.6% in 2008.
 - The growth in percentage representation was most pronounced in the late 1990s. From 1996 to 1999, representation grew by 1.4 percentage points – accounting for more than half of the total representational growth during the entire 16-year period.
 - On March 31, 2009, 89% of federal departments/agencies with 500 employees and over met or exceeded availability of 4.0% for persons with disabilities.¹⁵
 - The Canada Public Service Agency has the largest proportion of persons with disabilities in its workforce (12.7%), followed by Veterans Affairs Canada (8.5%), Immigration and Refugee Board of Canada (7.5%), and Human Resources and Skills Development Canada, Treasury Board of Canada Secretariat and Public Service Commission (all at 7.4%).
 - In the private sector, representation of persons with disabilities declined in the 1990s, going from 2.5% in 1992 to 2.3% in 2000. However, this trend was eventually reversed, as representation rose to 2.7% in 2008.

that they needed special accommodation to work. This resulted in a decrease in the availability of persons with disabilities (Employment Equity defined) from 5.8% in 2001 to 4.9% in 2006.”

¹⁴ Core public sector data has been combined with that of separate government employers from the year 2000 to 2008.

¹⁵ For the purposes of this report, both the public and private sectors are compared to national availability data, which is based upon the Census of Population and the Participation and Activity Limitation Survey (PALS). However, federal departments and agencies use modified availability rates, which reflect the occupations in their workforce.

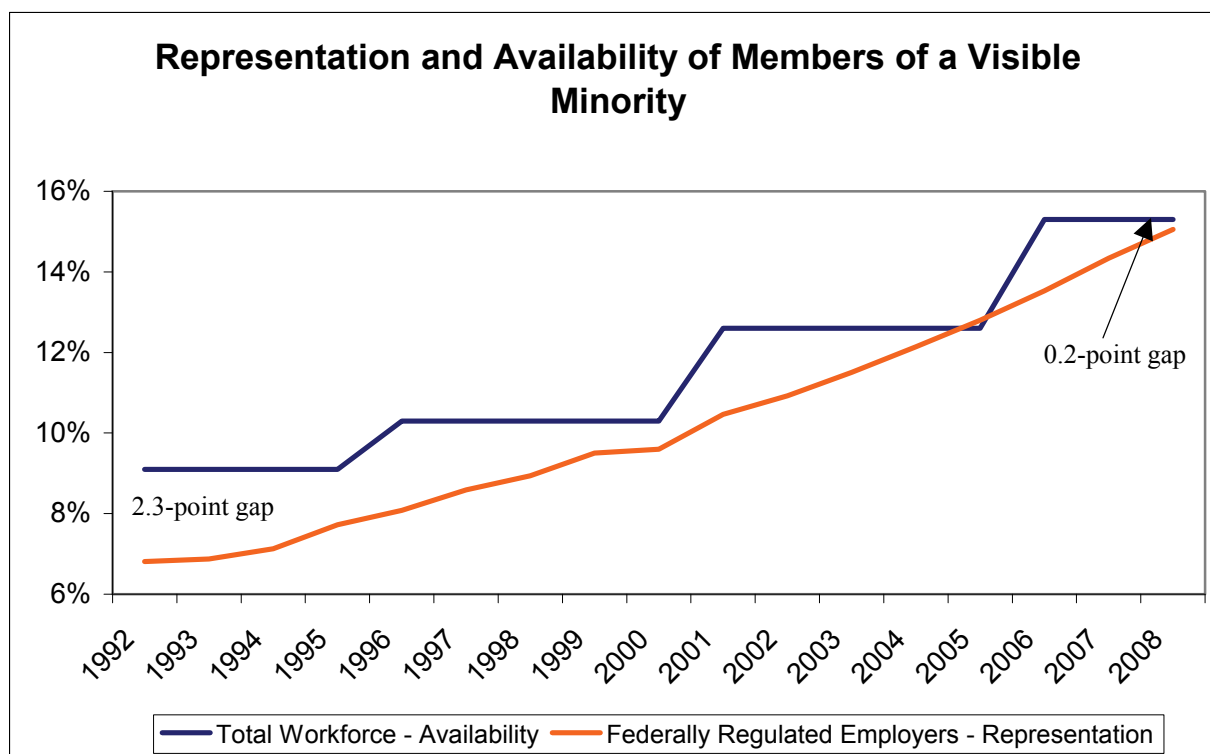
PRIVATE SECTOR INDUSTRIES



- Despite fluctuations between 1992 and 2008, there was little change in the representation of persons with disabilities in private industries. Representation in industries, other than banking, did not vary by more than half of a percentage point.
- The banking industry had the highest levels of representation of persons with disabilities at both the beginning and end of the 16-year period: 3.8% in 1992 and 3.5% in 2008. However, from 1996 to 1997, representation fell from 3.7% to 2.4%, only to rebound in 2004.
- The representation of persons with disabilities grew the most in the communications industry, going from 2.0% in 1992 to 2.5% in 2008.

DATA HIGHLIGHTS FOR MEMBERS OF A VISIBLE MINORITY

OVERVIEW



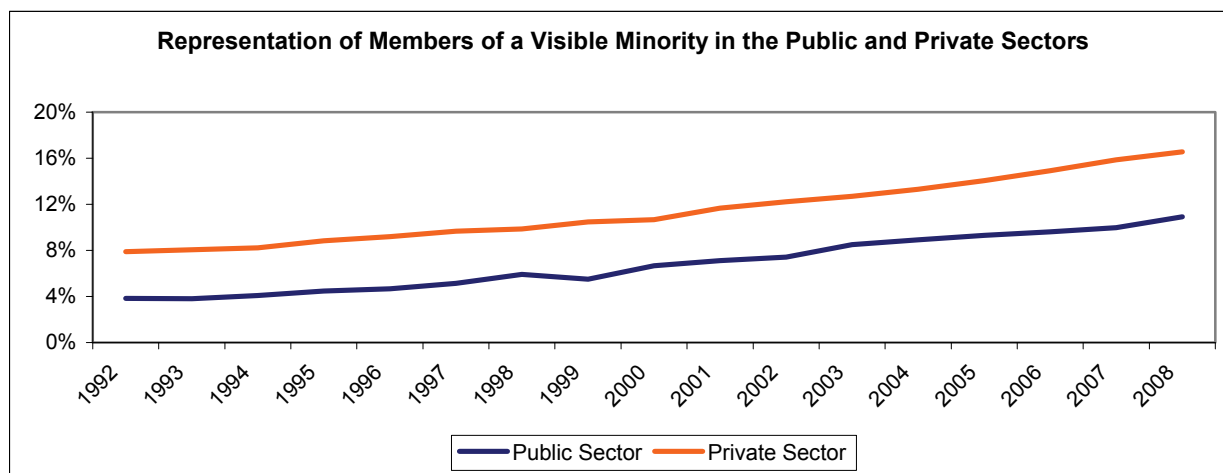
- Substantial growth in the visible minority population over the last two decades caused the workforce availability to increase considerably from 1992 to 2008 – going from 9.1% to 15.3%.¹⁶
 - The overall population growth of visible minorities has been attributed to the increasing number of landed immigrants from non-European countries.¹⁷
- Availability – which is calculated every five years in conjunction with the Census of Population – rose by 1.2 percentage points in 1996, 2.3 percentage points in 2001, and by 2.7 percentage points in 2006.
- The growth in both representation and availability of members of a visible minority was the largest among the designated groups.
- The gap between representation and availability of members of a visible minority has decreased over the years. In 1992, availability was 2.3 percentage points higher than representation; by 2008, this gap had decreased to 0.2 percentage points.¹⁸

¹⁶ For the purposes of this report each year of private sector data, ending on December 31st, has been compared to public sector data, in which each fiscal year ends the following March 31st.

¹⁷ “2006 Census: Ethnic Origin, visible minorities, place of work and mode of transportation.” *The Daily*. Statistics Canada. April 2, 2008. Page 2. (Catalogue: 11-001-XIE)

¹⁸ Ibid.

PUBLIC SECTOR VERSUS PRIVATE SECTOR



- The representation of members of a visible minority grew consistently in both the public and private sectors from 1992 to 2008. The representation grew by 7.1 percentage points in the public sector, and by 8.7 percentage points in the private sector.¹⁹
 - Public sector: Their representation went from 3.8% to 10.9%, which represents an increase of 185% between 1992 and 2008;
 - Private sector: Their representation went from 7.9% to 16.6%, which represents an increase of 110% between 1992 and 2008.
- Despite continuous growth, the representation of members of a visible minority in the public sector has continued to be lower than in the private sector. This can be explained by the following factors:
 - Geography: Many federally regulated private employers are located in cities with large visible minority populations (ex. 41% of the population in Toronto) while the majority of public sector employers are based in Ottawa-Gatineau, which has a smaller visible minority population (14% of the population).
 - The Canadian citizenship requirement for public servants may also impact the representation of members of a visible minority in the public sector. A total of 22% of members of a visible minority in the workforce did not have Canadian citizenship²⁰. To be eligible for Canadian citizenship, immigrants must meet several requirements, including having lived at least three years in Canada.²¹ This means that immigrants who arrived between 2003 and 2006 were not eligible for citizenship: 85% of all immigrants who arrived before 2003 had become Canadian citizens, as opposed to 48% of those who came in 2001 and 2002.

¹⁹ Core public sector data has been combined with that of separate government employers from the year 2000 to 2008.

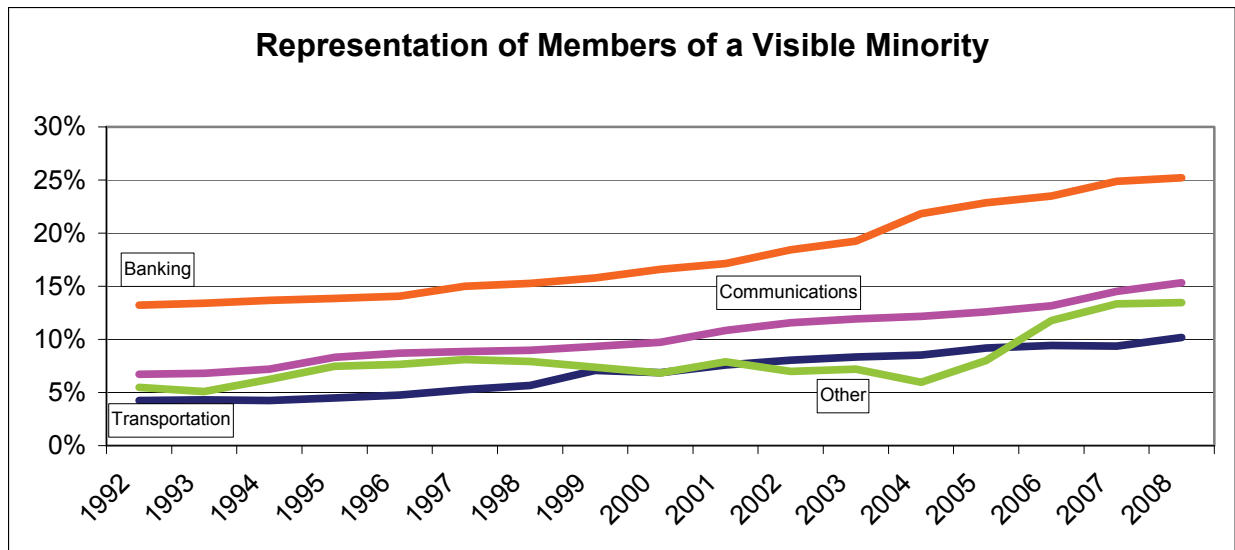
²⁰ Special unpublished table, 2006 Census. Statistics Canada.

²¹ "Immigration in Canada: A Portrait of the Foreign-born Population, 2006 Census." Statistics Canada. (Catalogue: 97-557)

- As of March 31, 2009, 32% of federal departments/agencies with 500 employees and over met or exceeded availability of 12.4% for members of a visible minority.²²
 - The Immigration and Refugee Board of Canada has the largest proportion of members of a visible minority in its workforce (24.8%), followed by Citizenship and Immigration Canada (16.9%) and the Canada Public Service Agency (16.4%).

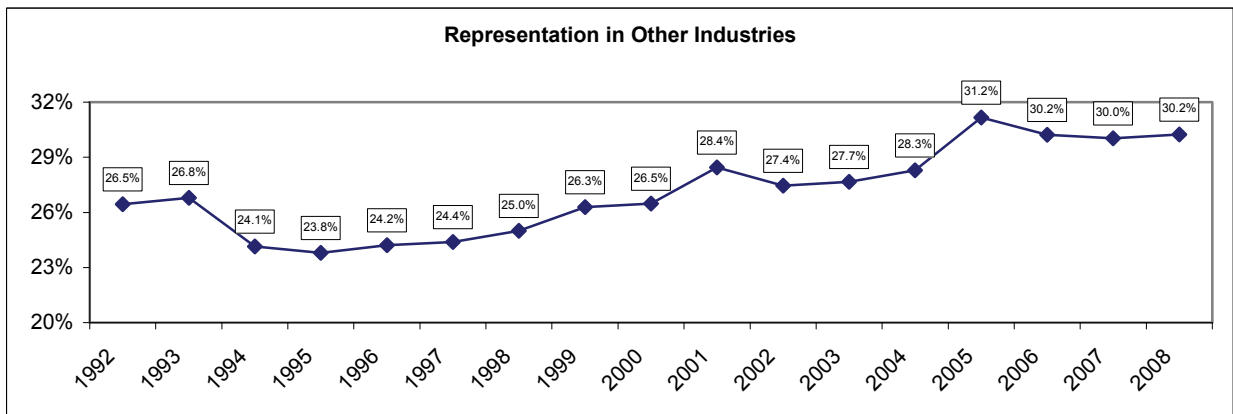
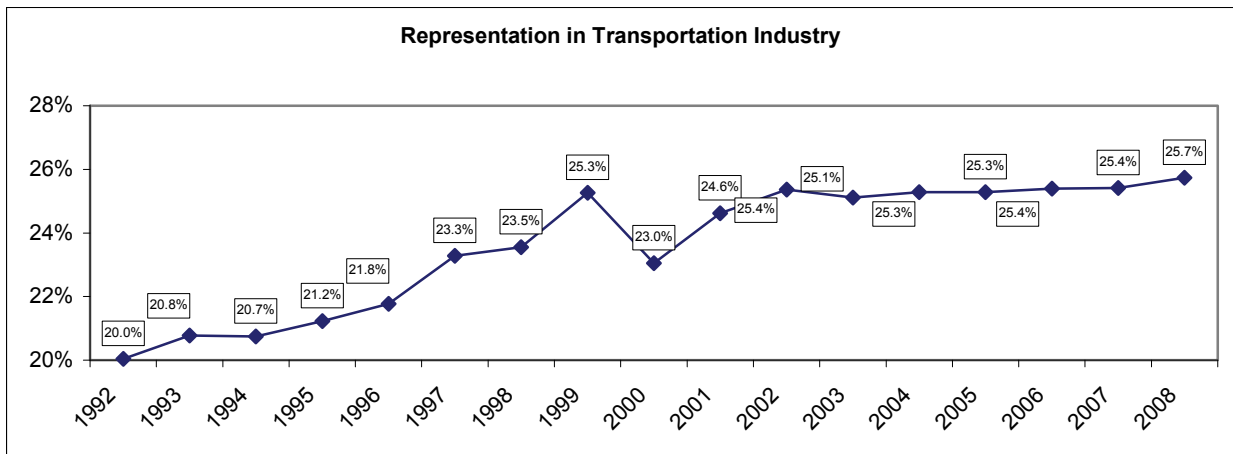
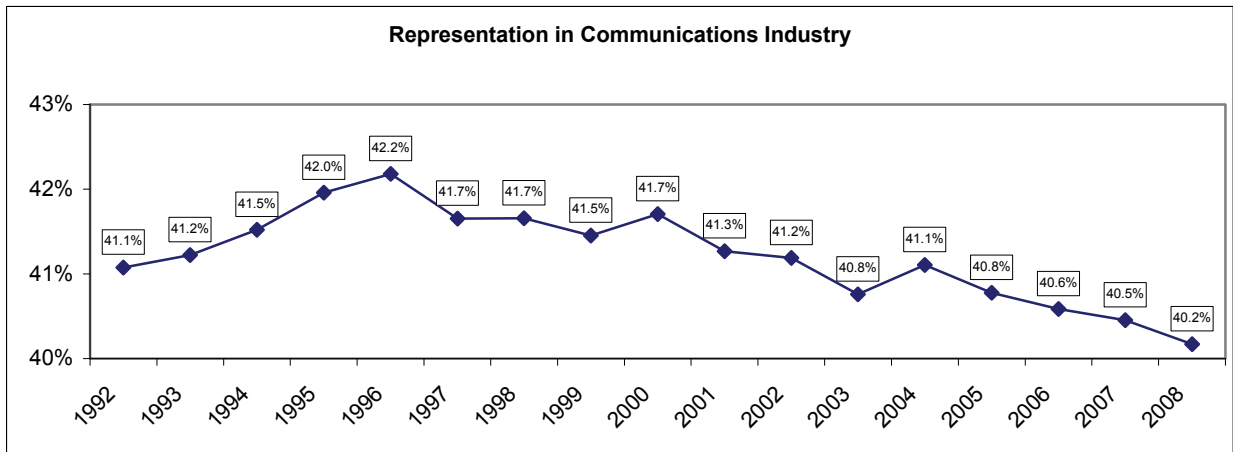
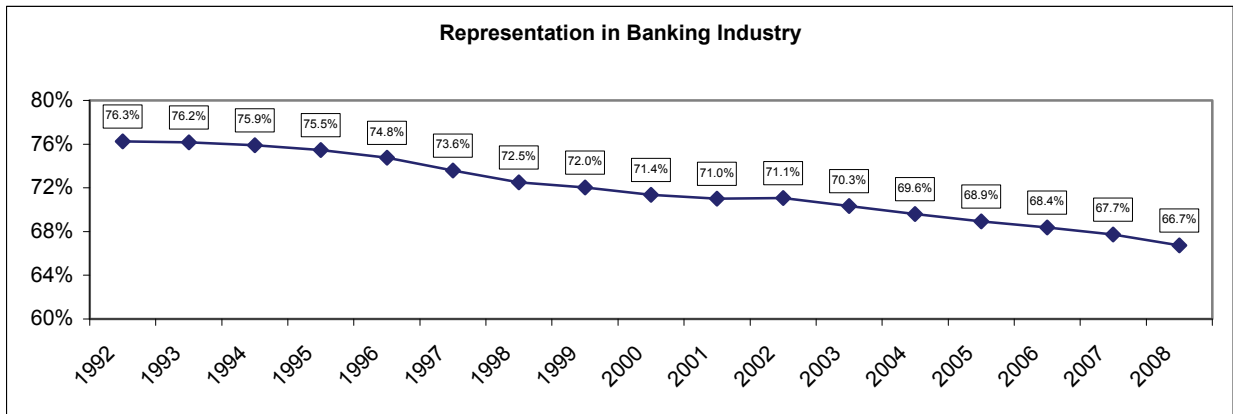
²² For the purposes of this report, both the public and private sectors are compared to national availability data, which is based upon the Census of Population and the Participation and Activity Limitation Survey (PALS). However, federal departments and agencies use modified availability rates, which reflect the occupations in their workforce.

PRIVATE SECTOR INDUSTRIES

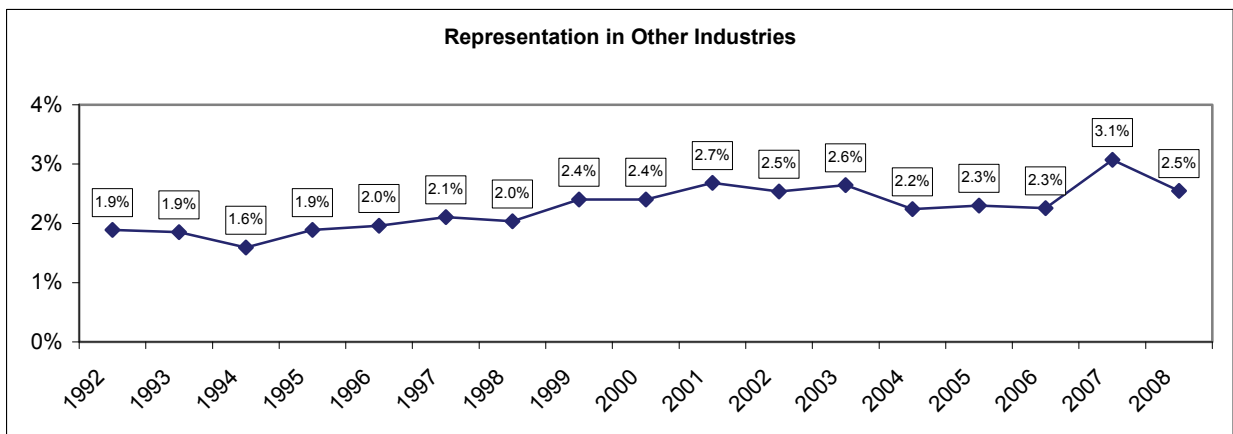
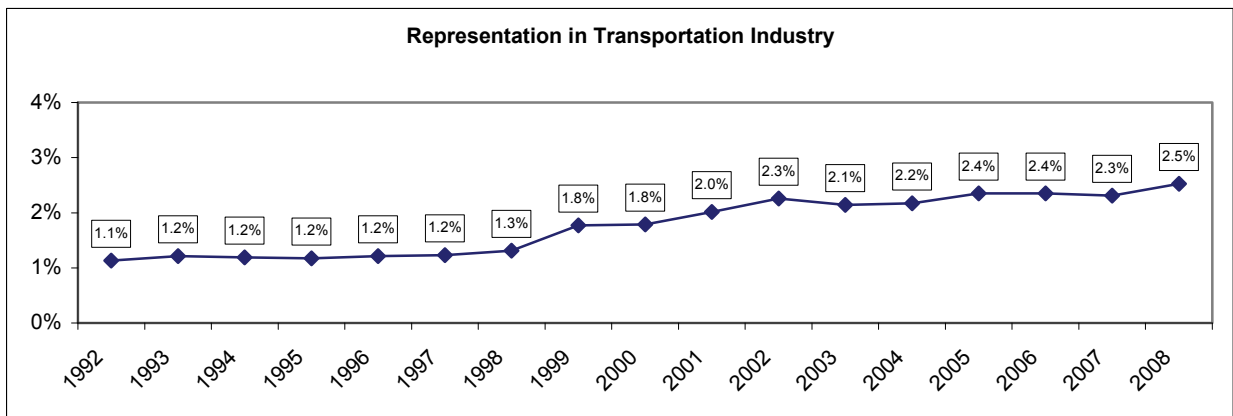
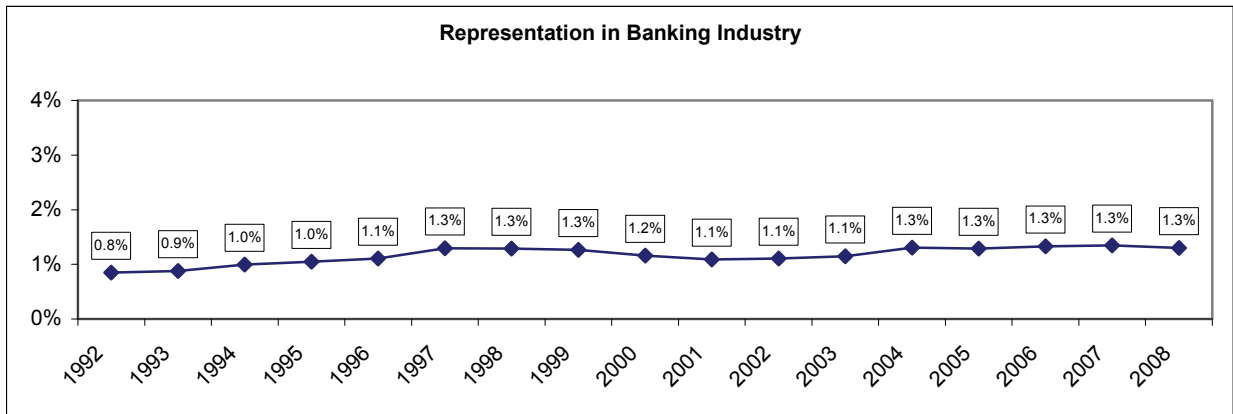


- The representation of members of a visible minority increased in every sector of private industry between 1992 and 2008.
- The banking sector, which had the highest level of representation of members of a visible minority in 1992 (13.2%), also grew the most. In 2008, representation had grown to 25.5%, an increase of 12.3 percentage points.
- The industry with the second highest level of representation was the communications industry. Over the same 16-year period, representation grew from 6.7% to 15.3% – a total growth of 8.6 percentage points.
- The representation in the transportation industry grew from 4.2% in 1992 to 10.2% in 2008. In the “other” private industries, it grew from 5.5% to 13.5% over the same period of time.

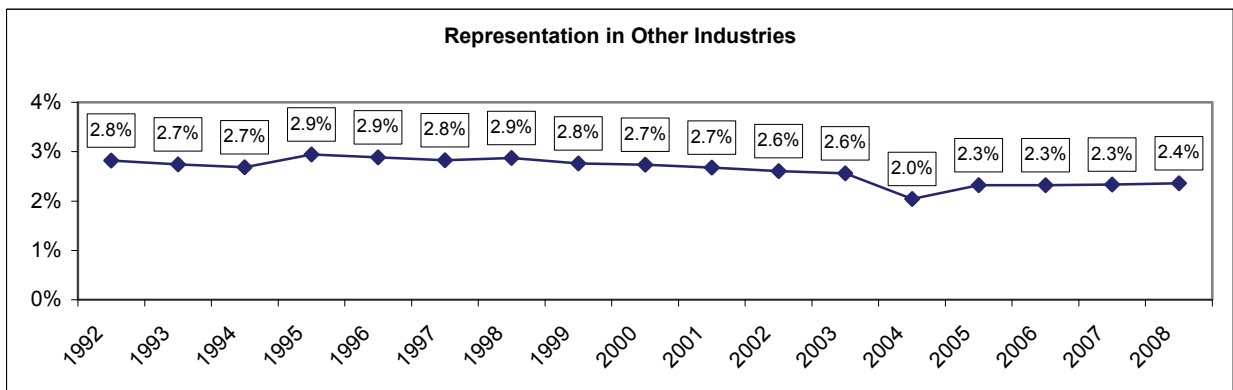
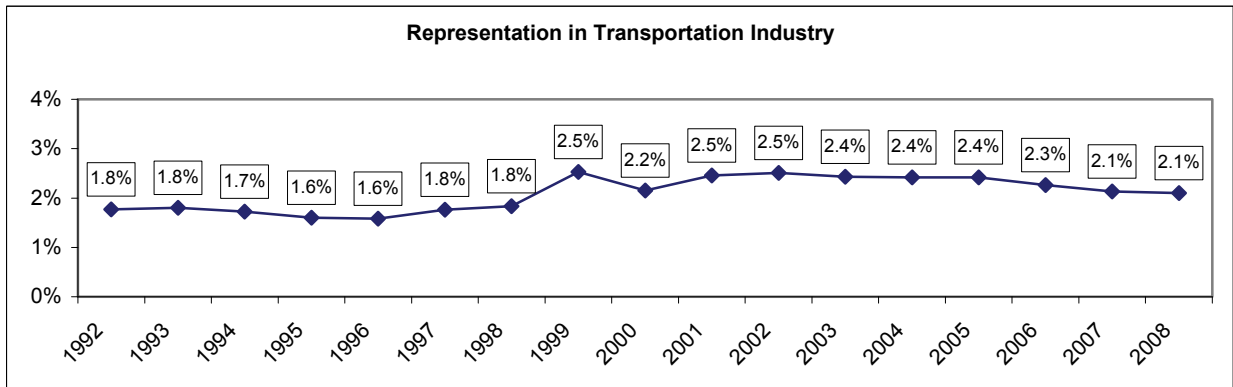
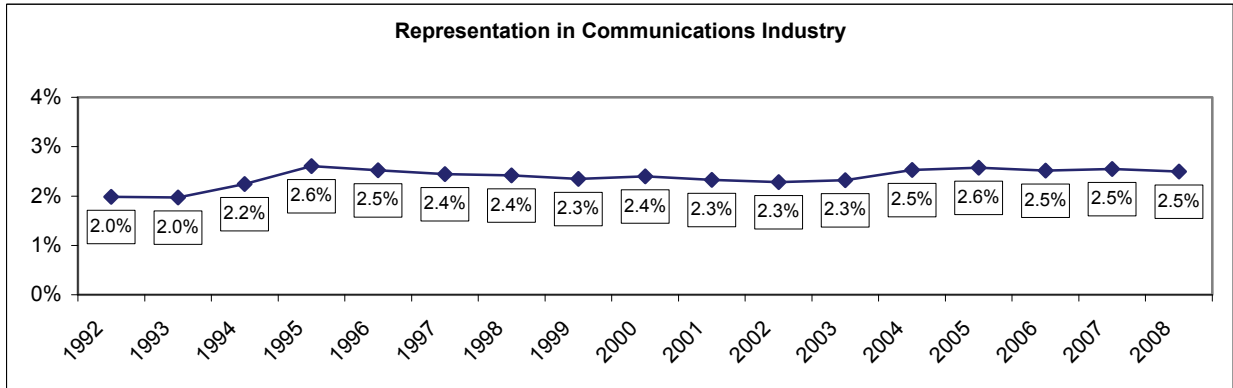
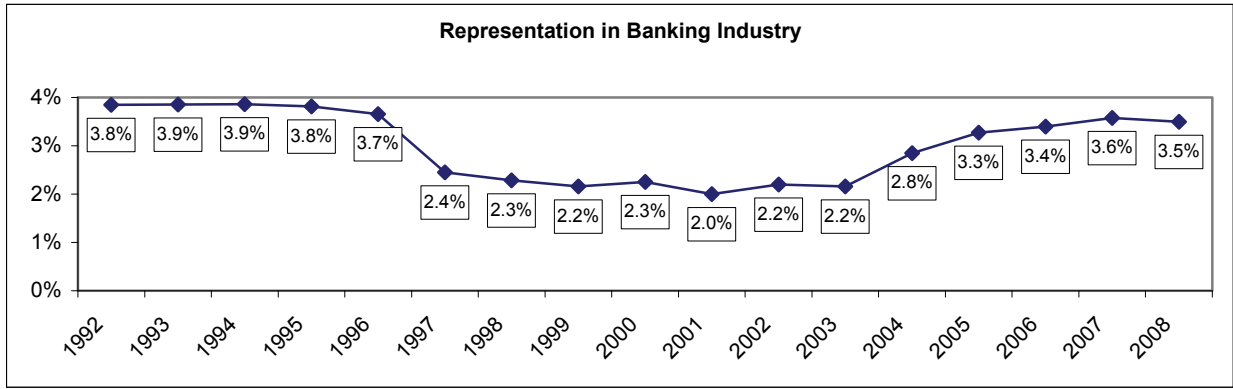
Annex 1: Representation of Women by sector in Private Industry



Annex 2: Representation of Aboriginal Peoples by sector in Private Industry



Annex 3: Representation of Persons with Disabilities by sector in Private Industry



Annex 4: Representation of Members of a Visible Minority by sector in Private Industry

