Purpose

Employment and Social Development Canada's (ESDC) Federal Contractors Program (FCP) requires provincially regulated employers with 100 or more employees bidding on federal contracts of \$1M or more seek to achieve and maintain a workforce that is representative of the Canadian workforce, including members of the four designated groups under the Employment Equity Act (women, Indigenous persons, persons with disabilities, and racialized persons).

3-Filter Significance Test

- 1. Gaps of -3 or more may be significant and must be recorded, then apply
- 2. Gaps of -3 or more with utilization rates (UTR) of 80% or less are significant
- 3. If gaps between -1 and -3 exist for a designated group in 3 or more EEOGs (columns) and/or in all designated groups within an EEOG (rows) the gaps are significant

However, FCP states if the representation of women in an EEOG is already at 50% or more, you are not required to establish a goal to increase their representation



FCP Employment Equity Significance Testing If the representation of women in an EEOG is 50% or more, goals to increase representation for that EEOG are not required

*Counts less than 5 and related calculations are redacted

01	Senior Managers					
02	Middle and Other Managers					
)3	Professionals	· -				
04	Semi-Professionals and Technicians					
05	Supervisors	•				
06	Supervisors: Crafts and Trades	-				
07	Administrative and Senior Clerical?					
08	Skilled Sales and Service Personnel	,				
09	Skilled Crafts and Trades Workers					
10	Clerical Personnel	<u>-</u>				
11	Intermediate Sales and Service ?.					
12	Semi-SkilleMañauaulaWWorkDers z ?					
13	Other Sales and Service Personnel	-				
14	Other Manual Workers					
	Grand Total					



FCP Employment Equity DFA by Appt
DFA classifications of DM and RD, including NOCs: 4011 Professors and lecturers, 4151 Psychologists, and 5111 Librarians

	-2	0	-1	-1	-1	
	-16	-16	-15	-13	-8	-3
	-49	-30	-13	-15	-6	-6
-4	15	21	24	22	19	
	4	6	7	6	3	
0	-1	-1	0	0	0	0
	9	17	31	39	51	
	0	0	0	0	0	0
	0	1	2	1	4	
	25	31	34	36	33	
	2	3	1	1	1	
0	0	1	1	0	1	
	29	27	24	20	20	
0	2	1	1	1	2	