

# **2019 Workforce Analysis Summary Tables**

**Prepared by Equity & Human Rights Services**

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## Introduction

The data presented in the workforce analysis summary tables reflects the composition of Western's workforce as of March 31<sup>st</sup>, 2019. Western's workforce analysis seeks to quantify the representation of the designated group members (women, members of racialized groups/visible minorities, Indigenous/Aboriginal persons and persons with disabilities) in keeping with best practices guidelines set out in the Federal Contractors Program. For more information on the analysis, please refer to the [2019 Workforce Analysis Summary Report](#) and the [Supplementary Guide to the 2019 Workforce Analysis Summary](#).

**Table 1: Western's Employment Equity Survey Response Rates**

Employee Group	2019 Response Rate
Staff	74.9%
Faculty	68.0%
Overall	71.8%

**Table 2: Equity Survey Response Rate of Full-time Staff Members by EEOG**

Occupational Groups	2019 Response Rate
Senior Managers	84.6%
Middle and Other Managers	77.7%
Professionals	76.9%
Semi-Professionals & Technicians	78.7%
Supervisors	76.4%
Supervisors: Crafts and Trades	81.8%
Administrative & Senior Clerical	78.5%
Skilled Sales & Service Personnel	61.1%
Skilled Crafts & Trades Workers	63.1%
Clerical Personnel	83.6%
Intermediate Sales & Service	72.5%
Semi-Skilled Manual Workers	35.0%
Other Sales & Service Personnel	52.2%
Other Manual Workers*	0.0%
All Staff	74.9%

\*Note: There are no longer any Western staff positions categorized in the 'Other Manual Workers' category.

**Table 3 - Response Rate of Full-time Faculty Members by Faculty**

Faculty	2019 Response Rate
Arts and Humanities	90.8%
Education	65.9%
Engineering	78.0%
Health Sciences	73.7%
Info and Media	77.1%
Law	73.5%
Medicine and Dentistry	59.0%
Music	87.2%
Business	55.1%
Science	82.0%
Social Science	77.1%
All Faculties	68.0%

**Table 4 - Representation Gap Analysis of Women in Full-time Administrative Staff - as of March 31, 2019**

Occupational Group	Response Rate	% of Empl.	Census Data	Gap #	Gap %
Senior Managers	84.6%	46.2%	27.6%	2+	n/a
Middle and Other Managers	77.7%	63.8%	40.5%	62+	n/a
Professionals	76.9%	53.5%	53.5%	0	n/a
Semi-Professionals & Technicians	78.7%	54.5%	56.6%	5-	96%
Supervisors	76.4%	74.2%	57.5%	15+	n/a
Supervisors: Crafts and Trades	81.8%	9.1%	10.3%	0	n/a
Administrative & Senior Clerical	78.5%	91.2%	82.8%	43+	n/a
Skilled Sales & Service Personnel	61.1%	22.2%	49.1%	10-	44%
Skilled Crafts & Trades Workers	63.1%	1.9%	3.9%	2-	50%
Clerical Personnel	83.6%	88.0%	69.9%	45 +	n/a
Intermediate Sales & Service	72.5%	82.5%	68.0%	6 +	n/a
Semi-Skilled Manual Workers	35.0%	10.0%	17.4%	1-	67%
Other Sales & Service Personnel	52.2%	61.2%	57.3%	9+	n/a
Other Manual Workers*	0.0%	0.0%	18.7%	0	n/a
All Staff	74.9%	63.9%	n/a	n/a	n/a

External Data Source: 2016 Census of Canada

**Notes:**

- i) \*There are no longer any Western staff positions categorized in the 'Other Manual Workers' category.
- ii) The shading of cells in the table signifies where a significant under-representation exists. In keeping with the recommendations under the FCP, two separate benchmarks are used to determine whether a gap in representation is significant: a gap number and gap percent. Employment Equity Occupational Groups (EEOG's) with both a gap number of -3 or greater and a gap percentage of 80% or less are deemed to be significantly under-represented.

**Table 5 - Representation Gap Analysis of Members of Racialized Groups/Visible Minorities in Full-time Administrative Staff - as of March 31, 2019**

Occupational Group	Response Rate	% of Empl.	Census Data	Gap #	Gap %
Senior Managers	84.6%	15.4%	11.5%	0	n/a
Middle and Other Managers	77.7%	4.5%	23.2%	49-	20%
Professionals	76.9%	11.3%	30.7%	161-	37%
Semi-Professionals & Technicians	78.7%	8.6%	13.1%	11-	66%
Supervisors	76.4%	5.6%	10.9%	5-	50%
Supervisors: Crafts and Trades	81.8%	18.2%	8.4%	1+	n/a
Administrative & Senior Clerical	78.5%	7.6%	8.8%	6-	86%
Skilled Sales & Service Personnel	61.1%	8.3%	17.6%	3-	50%
Skilled Crafts & Trades Workers	63.1%	6.8%	7.6%	1-	88%
Clerical Personnel	83.6%	8.0%	11.2%	8-	71%
Intermediate Sales & Service	72.5%	7.5%	15.5%	3-	50%
Semi-Skilled Manual Workers	35.0%	5.0%	14.3%	2-	33%
Other Sales & Service Personnel	52.2%	2.7%	16.1%	30-	17%
Other Manual Workers*	0.0%	0.0%	16.3%	0	n/a
All Staff	74.9%	8.1%	n/a	n/a	n/a

External Data Source: 2016 Census of Canada

**Notes:**

- i) \*There are no longer any Western staff positions categorized in the 'Other Manual Workers' category.
- ii) The shading of cells in the table signifies where a significant under-representation exists. In keeping with the recommendations under the FCP, two separate benchmarks are used to determine whether a gap in representation is significant: a gap number and gap percent. Employment Equity Occupational Groups (EEOG's) with both a gap number of -3 or greater and a gap percentage of 80% or less are deemed to be significantly under-represented.

**Table 6 – Representation Gap Analysis of Indigenous/Aboriginal Persons in Full-time Administrative Staff - as of March 31, 2019**

<b>Occupational Group</b>	<b>Response Rate</b>	<b>% of Empl.</b>	<b>Census Data</b>	<b>Gap #</b>	<b>Gap %</b>
Senior Managers	84.6%	0.0%	3.2%	n/a	n/a
Middle and Other Managers	77.7%	0.0%	1.7%	5-	0%
Professionals	76.9%	1.1%	1.5%	4-	69%
Semi-Professionals & Technicians	78.7%	0.8%	2.4%	4-	33%
Supervisors	76.4%	1.1%	3.1%	2-	33%
Supervisors: Crafts and Trades	81.8%	0.0%	2.4%	n/a	n/a
Administrative & Senior Clerical	78.5%	0.8%	1.6%	4-	50%
Skilled Sales & Service Personnel	61.1%	0.0%	2.5%	1-	0%
Skilled Crafts & Trades Workers	63.1%	0.0%	2.3%	2-	0%
Clerical Personnel	83.6%	0.4%	2.2%	5-	17%
Intermediate Sales & Service	72.5%	2.5%	2.4%	n/a	n/a
Semi-Skilled Manual Workers	35.0%	0.0%	2.2%	n/a	n/a
Other Sales & Service Personnel	52.2%	0.9%	3.1%	5-	29%
Other Manual Workers*	0.0%	0.0%	3.2%	n/a	n/a
All Staff	74.9%	0.8%	n/a	n/a	n/a

External Data Source: 2016 Census of Canada

**Notes:**

- i) \*There are no longer any Western staff positions categorized in the 'Other Manual Workers' category.
- ii) The shading of cells in the table signifies where a significant under-representation exists. In keeping with the recommendations under the FCP, two separate benchmarks are used to determine whether a gap in representation is significant: a gap number and gap percent. Employment Equity Occupational Groups (EEOG's) with both a gap number of -3 or greater and a gap percentage of 80% or less are deemed to be significantly under-represented.

**Table 7 - Representation Gap Analysis of Persons with Disabilities in Full-Time Administrative Staff - as of March 31, 2019**

<b>Occupational Group</b>	<b>Response Rate</b>	<b>% of Empl.</b>	<b>Census Data</b>	<b>Gap #</b>	<b>Gap %</b>
Senior Managers	84.6%	15.4%	5.0%	1+	n/a
Middle and Other Managers	77.7%	1.5%	5.5%	11-	27%
Professionals	76.9%	3.2%	10.3%	59-	31%
Semi-Professionals & Technicians	78.7%	3.7%	5.8%**	5-	64%
Supervisors	76.4%	1.1%	27.7%**	24-	4%
Supervisors: Crafts and Trades	81.8%	0.0%	11.4%**	1-	0%
Administrative & Senior Clerical	78.5%	2.8%	9.7%**	35-	29%
Skilled Sales & Service Personnel	61.1%	2.8%	7.6%**	2-	33%
Skilled Crafts & Trades Workers	63.1%	1.9%	8.6%**	7-	22%
Clerical Personnel	83.6%	5.6%	7.5%**	5-	74%
Intermediate Sales & Service	72.5%	5.0%	12.3%**	3-	40%
Semi-Skilled Manual Workers	35.0%	0.0%	12.2%**	2-	0%
Other Sales & Service Personnel	52.2%	4.0%	10.7%**	15-	38%
Other Manual Workers*	0.0%	0.0%	7.9%**	n/a	n/a
All Staff	74.9%	3.2%	n/a	n/a	n/a

External Data Source: 2016 Census of Canada

**Notes:**

- i) \*There are no longer any Western staff positions categorized in the 'Other Manual Workers' category.
- ii) The shading of cells in the table signifies where a significant under-representation exists. In keeping with the recommendations under the FCP, two separate benchmarks are used to determine whether a gap in representation is significant: a gap number and gap percent. Employment Equity Occupational Groups (EEOG's) with both a gap number of -3 or greater and a gap percentage of 80% or less are deemed to be significantly under-represented.
- iii) \*\* Municipal level data is not available. As such, provincial level data has been used.

**Table 8 - Representation Gap Analysis of All Designated Groups in Full-time Faculty - as of March 31, 2019**

Designated Group	Overall Faculty Response Rate	% of Empl.	Census Data	Gap #	Gap %
Women	68.0%	36.0%	44.0%	174-	82%
Members of Racialized Groups/Visible Minorities	68.0%	14.5%	21.1%	143-	69%
Indigenous/Aboriginal Persons	68.0%	0.5%	1.4%	21-	32%
Persons with Disabilities	68.0%	2.4%	8.9%	142-	27%

External Data Source: 2016 Census of Canada

**Notes:**

i) The shading of cells in the table signifies where a significant under-representation exists. In keeping with the recommendations under the FCP, two separate benchmarks are used to determine whether a gap in representation is significant: a gap number and gap percent. Employment Equity Occupational Groups (EEOG's) with both a gap number of -3 or greater and a gap percentage of 80% or less are deemed to be significantly under-represented.