Appendix B - Workforce Analyses By Employment Equity Occupation Group (EEOG)

Representation by Employment Equity Occupation Group (EEOG) uses data collected by, and shared back through open data from, the Government of Canada. The below table compares the City of Winnipeg (CoW) Workforce to the larger Winnipeg and Manitoba Workforces.

This example provides information regarding how this table is to be interpreted.

	Women				
Occupational Group	CoW 2019	CoW 2020	Wpg 2016	Mb 2016	Gap
Senior Managers	24.2	21.9	30.2	31.8	-9.9 to -8.3

24.2% of Senior Mangers in CoW were Women in 2019.
21.9% of Senior Mangers in CoW were Women in 2020.
30.2% of Senior Managers in Winnipeg were Women according to the 2016 Census.
31.8% of Senior Managers in Manitoba were Women according to the 2016 Census.
The City is 9.9 to 8.3 percentage points under full representation for Senior Managers who are Women based on 2020 representation.

	Equity Group																			
	Women					Indigenous Peoples					Racialized Peoples					Persons with Disabilities				
Occupational Group	CoW 2019	CoW 2020	Wpg 2016	Mb 2016	Gap	CoW 2019	CoW 2020	Wpg 2016	Mb 2016	Gap	CoW 2019	CoW 2020	Wpg 2016	Mb 2016	Gap	CoW 2019	CoW 2020	Wpg 2016	Mb 2016	Gap
Senior Managers	24.2	21.9	30.2	31.8	-9.9 to -8.3	-	3.1	8.3	12.6	-9.5 to -5.2	6.1	6.3	5.8	4.2	0.5 to 2	-	-	-	-	
Middle Managers	26.4	28.4	40.1	36.4	-11.7 to -8	6.0	6.0	7.0	7.9	-1.9 to -1	7.1	6.0	15.3	9.7	-9.3 to -3.7	0.5	0.5	-	7.7	-7.1 to -7.1
Professionals	42.4	42.0	56.2	58.9	-16.8 to -14.2	3.9	3.7	6.8	9.1	-5.5 to -3.2	19.5	20.4	19.3	15.7	1.1 to 4.7	3.9	3.5	-	8.0	-4.5 to -4.5
Semi-Professionals and Technicians	28.6	27.3	51.4	52.8	-25.6 to -24.2	11.3	11.5	10.4	13.9	-2.4 to 1	10.1	9.9	22.6	16.8	-12.7 to -6.9	1.9	1.8	-	9.5	-7.6 to -7.6
Supervisors	12.9	12.8	32.0	29.8	-19.3 to -17.1	9.5	11.8	10.7	13.0	-1.3 to 1.1	8.7	10.0	19.4	13.3	-9.4 to -3.3	4.1	3.8	-	13.2	-9.5 to -9.5
Clerical and Admin	74.4	73.4	74.1	75.9	-2.5 to -0.8	8.5	8.6	10.4	12.7	-4.1 to -1.9	18.5	19.0	20.1	14.6	-1.2 to 4.4	4.3	4.9	-	9.5	-4.6 to -4.6
Skilled Service	35.6	36.5	59.8	62.5	-25.9 to -23.3	7.9	9.0	10.8	15.9	-6.9 to -1.8	24.8	25.7	33.7	24.1	-8 to 1.6	4.1	4.2	-	10.1	-5.9 to -5.9
Skilled Crafts and Trades	1.9	2.2	3.3	3.4	-1.2 to -1.1	11.4	12.7	11.6	15.4	-2.7 to 1.1	8.8	9.8	18.4	11.3	-8.6 to -1.5	1.9	2.7	-	9.3	-6.6 to -6.6
Semi-Skilled and Manual	10.5	10.9	15.6	16.3	-5.4 to -4.7	12.2	13.2	11.5	15.0	-1.9 to 1.6	24.0	24.6	35.9	22.3	-11.3 to 2.3	3.3	3.5	-	6.8	-3.3 to -3.3
Grand Total	**30.0**	**29.3**	**48.6**	**47.9**	**-19.3 to -18.6**	**10.3**	**10.7**	**9.8**	**13.2**	**-2.5 to 0.9**	**15.9**	**16.2**	**25.2**	**17.8**	**-8.9 to -1.6**	**2.9**	**3.0**	**-**	**8.9**	**-5.9 to -5.9**

Winnipeg and Manitoba Workforces: Workforce Population Showing Representation by Employment Equity Occupational Groups for Women, Aboriginal Peoples, Persons with Disabilities and Visible Minorities, 2016 Census. Available on https://open.canada.ca/en/open-data