

GENDER DISTRIBUTION OF CANADA'S GREEN WORKFORCE

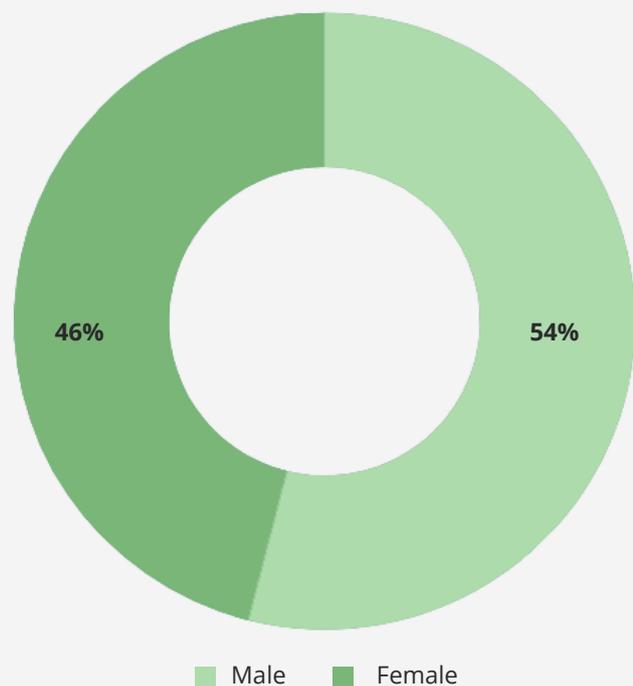
The promotion of gender diversity in Canada's workforce has had a prominent role in the representation we see today. Gender diversity also has the potential to help ease the hiring challenges we forecast for the environmental sector over the coming years due to high levels of retirement and sector growth. Though gender diversity has improved in recent decades, Statistics Canada found that women were more heavily affected by COVID-19 related employment losses than those who identified as male.¹

In our survey of 600 employers, 435 respondents reported on the gender distribution of the 48,170 environmental workers they employed in 2021. Looking at these responses, the following observations were obtained:

OVERALL

Male workers accounted for approximately 54% of the environmental workforce. Female workers consisted of the remaining 46% of the sector.²

The latest available census data showed that 51% of Canada's total working population were female.

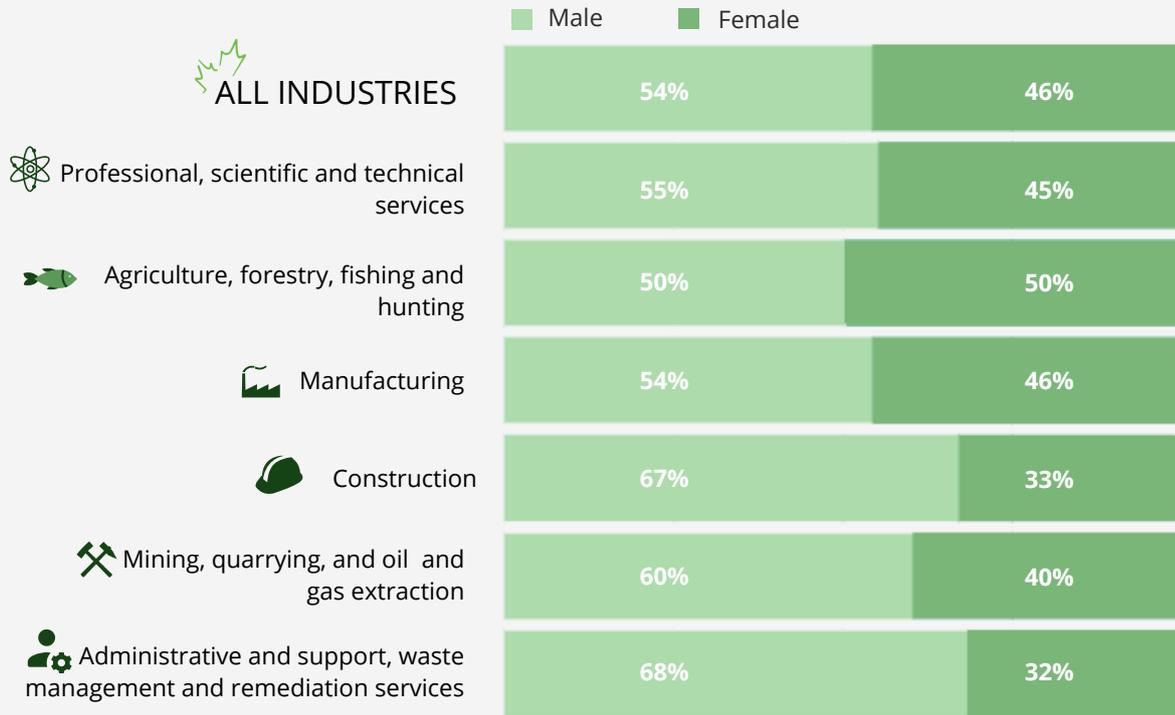


FOOTNOTES & REFERENCES

[1] Lu, Y., & Grekou, D. (2021), Gender differences in employment one year into the COVID-19 pandemic: An analysis by industrial sector and firm size. Retrieved November 26, 2021, available at <https://www150.statcan.gc.ca/n1/pub/36-28-0001/2021005/article/00005-eng.htm>

[2] Due to small sample size, counts of the Gender diverse workforce (i.e., neither male nor female) have been suppressed from our published results.

BY INDUSTRY



MALE WORKERS

Administrative and support, waste management and remediation services displayed the largest proportion of its environmental workforce being male with 68%.

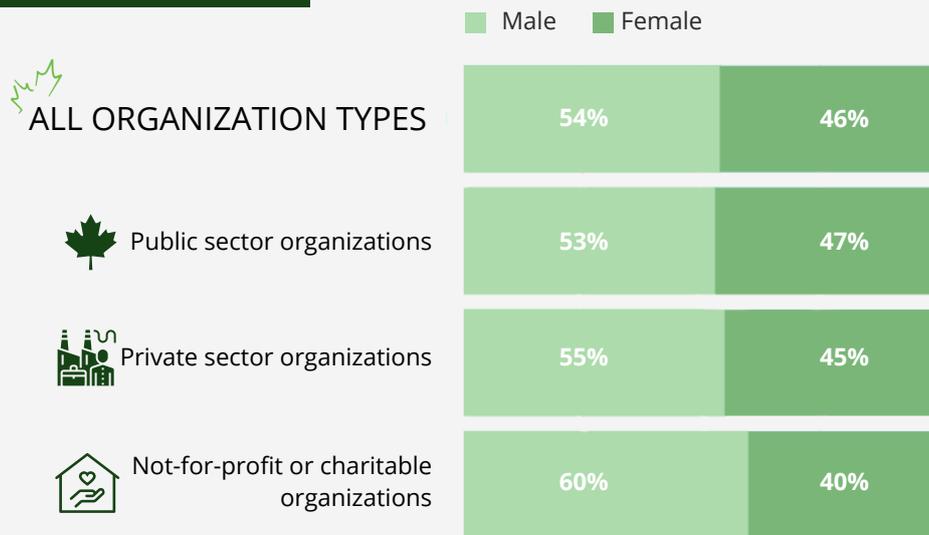


FEMALE WORKERS



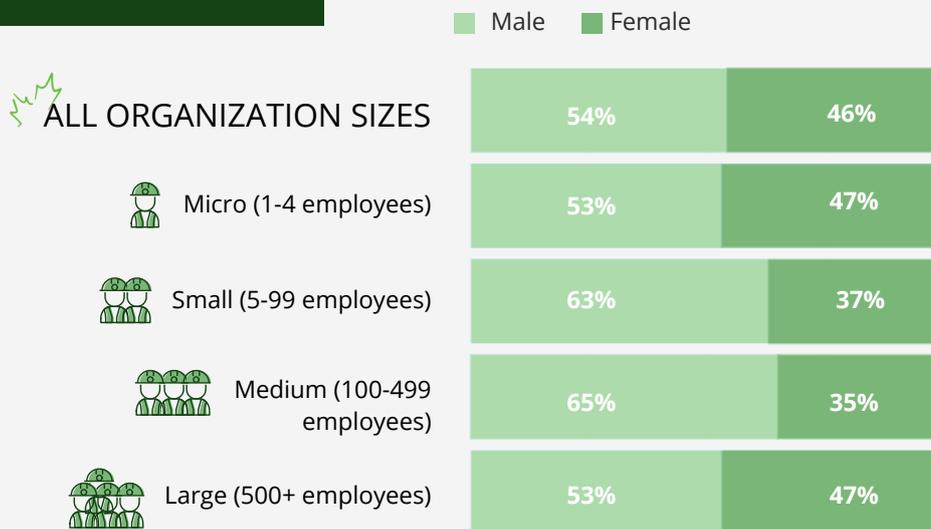
Agriculture, forestry fishing and hunting had the most equitable distribution of male and female workers with 50% for each group.

BY ORGANIZATION TYPE



Among the organization types, not-for-profit or charitable sector organizations showed the greatest deviance between the genders, with male employees accounting for 60% of the total environmental workforce.

BY ORGANIZATION SIZE



Micro and large organizations had the highest distribution of female environmental workers compared to other organization sizes at 47%.



Small and medium sized firms reported the biggest differences between the proportion of male and female employees, with males accounting for 63% of small firms and 65% of medium firms.

SUMMARY

Diversifying the gender distribution of a firm's workforce can enhance an organization's creative strategies and promote alternative approaches to counteracting business issues. Through the effective utilization of a diversified workforce, firms have the opportunity to enhance business practices to exceed the performance of competitors.

A study conducted by Boston Consulting Group on innovation within leadership teams found firms with above-average diversity reported innovation revenue which was 19% higher than firms consisting of low diversity scores.³

Besides firm performance, employees have been noted to be more actively engaged within organizations that foster an inclusive culture. A 2016 report by the Deloitte University Leadership Center for Inclusion surveyed millennials and found that 83% reported higher levels of engagement within organizations that encouraged inclusivity.⁴

Workforce diversity has also been found to bring forward a variety of new perspectives which can inform effective decision-making, thereby optimizing the performance of the business and those who work within it.

Despite benefits in terms of revenue, engagement and decision making, women continue to be underrepresented in leadership teams. Though the latest available Census data shows nearly one in two of Canada's working population is female, only one in four senior managers in Canada, or about one in five corporate board directors are female.⁵ Given some of the hiring gaps forecast for the environmental workforce in our Environmental Labour Market Supply report⁶, especially at senior levels, addressing the disparity between male and female workers could go some way to filling these gaps.

REFERENCES

[3] Boston Consulting Group (2018), How Diverse Leadership Teams Boost Innovation. Available at <https://www.bcg.com/en-us/publications/2018/how-diverse-leadership-teams-boost-innovation>

[4] Deloitte, (2015). Deloitte University, The Radical Transformation of Diversity and Inclusion. The Millennial Influence. Available at <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/about-deloitte/us-inclus-millennial-influence-120215.pdf>

[5] Statistics Canada (2021), Diversity Among Board Directors and Officers: Exploratory Estimates on Family, Work and Income. Available at <https://www150.statcan.gc.ca/n1/pub/11f0019m/11f0019m2021005-eng.htm>

[6] ECO Canada (2021), Environmental Labour Market Supply: Challenges and Opportunities in the Decade Ahead. Available at <https://eco.ca/new-reports/environmental-labour-supply-outlook-report/>