

GENDER DISTRIBUTION OF CANADA'S GREEN WORKFORCE

A key finding from Canada's 2021 Census of Population is that women¹ made up 48% of the Canadian labour force.² However, the proportion of women varied significantly by industry. For example, 29% of workers were women in Manufacturing, while the percentage of women workers jumped to 69% in Educational services.

In this challenging labour market, one concrete step employers can take to widen and deepen their talent pool is to include gender diversity in their employment policies and practices. Research suggests that workforce diversity enhances an organization's creativity and resilience and that employees are happier and healthier.³

In comparison with the broader economy, employers seeking environmental workers are experiencing similar challenges: how to attract, recruit, train, and retain qualified workers.⁴ ECO Canada's 2022 Survey of Environmental Employers⁵ demographic data suggest an opportunity to increase the number of women and gender-diverse workers involved in environmental roles.

OVERALL

ECO Canada surveyed 738 companies of various industries, regions, sizes, and organization types. 468 employers responded reflecting the characteristics of their green workforce, not the broader environmental workforce across Canada.

Of the 41,710 environmental workers, gender distribution shows that:



60% of workers identified as male



38% of workers identified as female



2% of workers identified as gender diverse

FOOTNOTES & REFERENCES

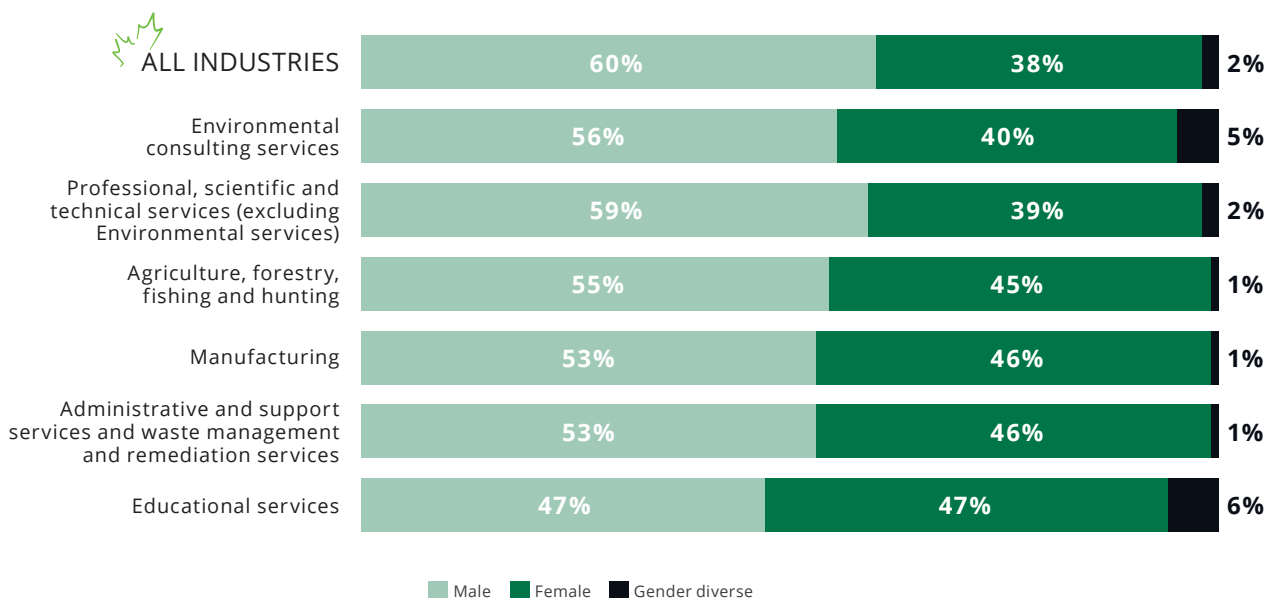
¹ We are reporting data from Canada's 2021 Census as a comparison to ECO Canada's 2022 annual survey. In Canada, the non-binary population is small. To protect the confidentiality of non-binary Census respondents, Statistics Canada reports a two-category gender variable (Men+, Women+) that includes non-binary individuals. We use the terms women and men in place of Women+ and Men+ for simplicity. See Footnote 4 of Statistics Canada (2022, November 30) *Table 98-10-0048-0*. DOI: <https://doi.org/10.25318/9810044801-eng>

² Statistics Canada. (2022, November 30). *Table 98-10-0448-01 Industry groups by class of worker including job permanency, labour force status, age and gender: Canada, provinces and territories, census metropolitan areas and census agglomerations with parts*. DOI: <https://doi.org/10.25318/9810044801-eng>

³ Krentz, Matt, Ashley Dartnell, Dinesh Khanna and Susanne Locklair (2021, September 14). *Inclusive Cultures Have Healthier and Happier Workers*. Boston Consulting Firm. <https://mkt-bcg-com-public-pdfs.s3.amazonaws.com/prod/building-an-inclusive-culture-leads-to-happier-healthier-workers.pdf>

⁴ ECO Canada. (2021, March). *From Recession to Recovery: Environmental Workforce Needs, Trends and Challenges. Updated Labour Market Outlook to 2025*. <https://eco.ca/new-reports/updated-environmental-labour-outlook-to-2025/>

⁵ See *2022 Survey of Environmental Employers: Survey scope, methodology and respondent profile* for further information and definitions of variables.

BY INDUSTRY⁶

In five of six industries reported, more than 50% of environmental workers were identified as male. The exception is Educational services, where males were 47% of the environmental workforce. **Contrasting with the broader Canadian labour force in Educational services, men comprised 31% of workers.**⁷

Professional, scientific, and technical services (excluding environmental consulting services) employers reported that their environmental workforce was 39% female and 2% gender diverse. Environmental consulting services organizations reported slightly higher proportions: 40% female and 5% gender diverse. **Canada's 2021 Census data indicates that the broader national labour force in these industries was 44% women.**

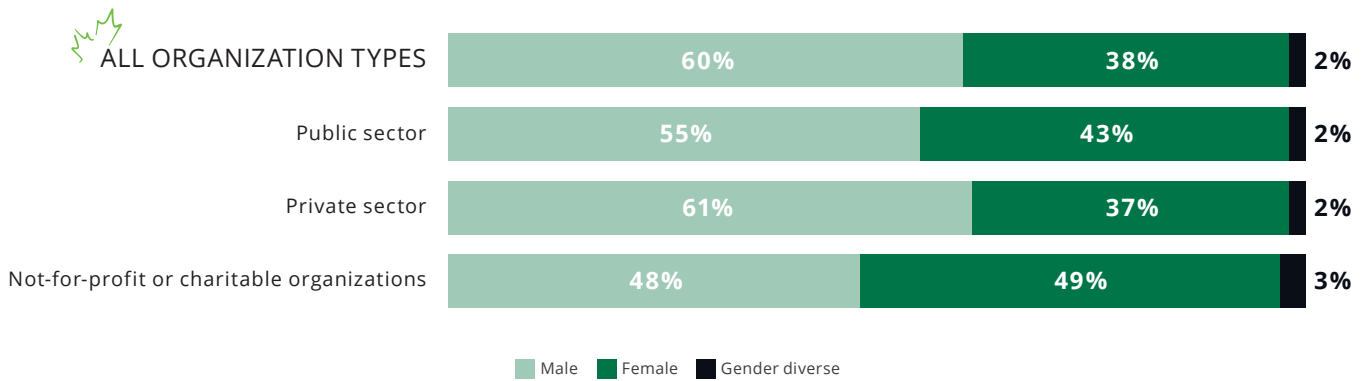


FOOTNOTES & REFERENCES

⁶ Industries with 40 or more employer respondents are included in this factsheet. The infographic represents the industry group employer respondents indicated best describes their primary business activity.

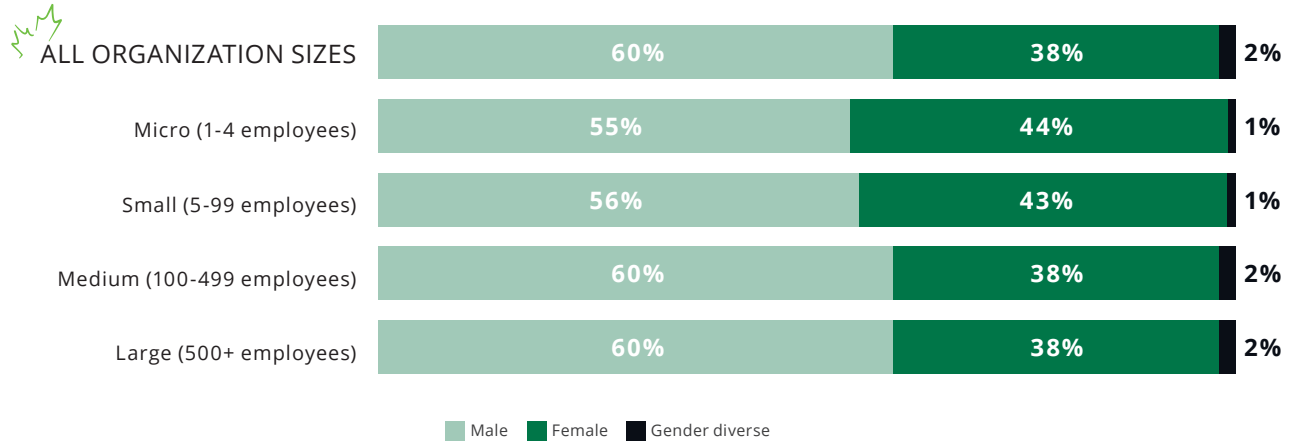
⁷ Statistics Canada. (2022, November 30). *Table 98-10-0448-01 Industry groups by class of worker including job permanency, labour force status, age and gender: Canada, provinces and territories, census metropolitan areas and census agglomerations with parts*. DOI: <https://doi.org/10.25318/9810044801-eng>

BY ORGANIZATION TYPE



- Not-for-profit or charitable organizations reported the lowest share of males at 48%.
- Private organizations reported that 61% were male.
- Public and private sector organizations reported 2% gender diverse, and not-for-profit or charitable organization was 3% gender diverse.

BY ORGANIZATION SIZE



- Gender distribution of the environmental workforce varies little when examined to an organization's size (micro, small, medium, or large).
- Smaller organizations (1-100 employees) had a higher share of female environmental workers than larger organizations.
- Conversely, smaller organizations reported a smaller share of gender diverse environmental workers than larger organizations.

SUMMARY

Employers are confronting a tight labour market and expected growth in environmental job opportunities. To address such challenges, employers who consider employees' wants and needs appeal to a broader and deeper labour talent pool.⁸ Implementing initiatives that encourage greater gender diversity can contribute to supporting a sustainable environmental workforce.

McKinsey & Company's recent study stresses that women, particularly those holding senior-level positions, and women of colour continue to experience barriers in the workplace.⁹ The study's authors recommend a holistic organizational change that includes support programs and policies to address employees' need for equitable access to workplace opportunities.

Organizations that commit to increasing diversity can set up concrete actions, such as implementing policies and practices to recruit diverse applicants, offering employees flexible work conditions when possible, and fostering mentorship programs to support professional development.

As an environmental thought leader, ECO Canada advances responsible, sustainable economic growth around prioritizing environmental care and best practices. ECO Canada offers programs, services, and best practices to support and encourage gender diversity in the environmental workforce and to reduce employment barriers and challenges. Such programs and services include:

- *ECO Canada's Women Reclaiming Leadership* toolkit provides resources and case studies highlighting workforce diversity and workplace inclusion.
- *Women Leaders in the Environmental and Engineering Sector* webinars.
- *ECO Canada's Human Resources* division has a range of customized services from candidate recruitment to strategic HR management. Including the largest online environmental job board in Canada.

FOOTNOTES & REFERENCES

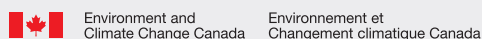
⁸ ECO Canada (2021, March) *National Environmental Workforce Strategy Framework to Address Environmental Talent Needs and Gaps*. <https://eco.ca/hew-reports/national-environmental-workforce-strategy-framework/>. Currie, Lea. (2023, Winter) Labour Shortage: How to Attract People. *Saskatchewan Industry West*. 6(4), 56-57. <https://industrywestmagazine.com/people/labour-shortage-how-to-attract-people/>

⁹ Devillard, Sandrine, Geneviève Bonin, Natasha Bergeron, Tina Pan, Jeanne Olivier, and Lauren Zucker. (2021, November). *Gender diversity at work in Canada*. McKinsey & Company. <https://www.mckinsey.com/ca/overview/gender-diversity-at-work-in-canada>



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