Updates made to the Workplace Equity Information Management System in 2019

1. National Occupational Classification
   The National Occupational Classification (NOC) unit groups (or four-digit codes) are used to organize occupations. These NOC codes have been updated to the 2016 version in the Workplace Equity Information Management System (WEIMS). The NOC 2016’s structure is identical to that of the NOC 2011. No codes have been added, deleted or combined, although some have new names or updated content (e.g. many new job titles have been added, a few job titles have been re-assigned to a different unit group, and redundant or obsolete job titles were removed).

   The NOC 2016 codes are available at:


2. North American Industry Classification System
   The North American Industry Classification System (NAICS) industry groups (or four-digit codes) are used to organize businesses by industry. These codes have been updated to the 2012 version in WEIMS. Minor NAICS revisions were made for 2012 (e.g. change to descriptions and reduction or addition of industry details).

   The NAICS 2012 codes are available at:

   For more information regarding the changes from NAICS 2007 to NAICS 2012 codes, please refer to the concordance table provided at: [https://www.statcan.gc.ca/eng/subjects/standard/naics/2012/concordances-2007-2012-2](https://www.statcan.gc.ca/eng/subjects/standard/naics/2012/concordances-2007-2012-2)
3. Availability of the Designated Groups in the Workforce Analysis Reports

The Canadian labour market availability data on the four designated groups under the Employment Equity Act is collected and tabulated by Statistics Canada and used to conduct an organization’s workforce analysis. The most current availability data has been updated in WEIMS. The new availability data for women, Aboriginal peoples and members of visible minorities is now obtained from the 2016 Census. Data for persons with disabilities is obtained from the 2017 Canadian Survey on Disability (CSD). The new labour market availability rates at the national level are: women 48.2%, Aboriginal peoples 4.0%, persons with disabilities 9.1% and members of visible minorities 21.3%. The previous availability data based on the 2011 National Household Survey and on the 2012 CSD has been removed from WEIMS.

You may notice higher levels of availability in your workforce analysis reports, especially for persons with disabilities, when using the new 2017 CSD data in WEIMS. This could be due to the following factors:

- prevalence of disabilities among Canadians tends to increase with age;
- possible increase in self-reporting due to:
  - greater recognition of all disability types;
  - increased efforts to reduce the stigma attached to disabilities; and
  - increased attention to mental health and wellness;
- new 2016 Census filter questions greatly improved coverage of persons with disabilities, and especially of persons with disability types that are less visible, such as disabilities related to pain, memory, learning, development and mental health;
- content of the 2017 CSD was expanded to include new indicators and survey questions were revised and updated;
- changes to the CSD collection methods, where approximately 40% of respondents opted to answer the new self-administered online questionnaire (e.g. respondents could view all the possible response choices online as opposed to those who have the choices read to them over the telephone by an interviewer) and respondents tended to divulge more information online than over the telephone or through in-person interviews with paper questionnaires; and
- change in survey methodology, while the 2012 CSD survey frame was established based on voluntary responses to the 2011 National Household Survey, the 2017 CSD survey frame was based on mandatory responses to the 2016 Census long-form questionnaire, which may have impacted the results.

For further information regarding the availability of persons with disabilities, please refer to Statistics Canada's Canadian Survey on Disability, 2017: Concepts and Methods Guide.