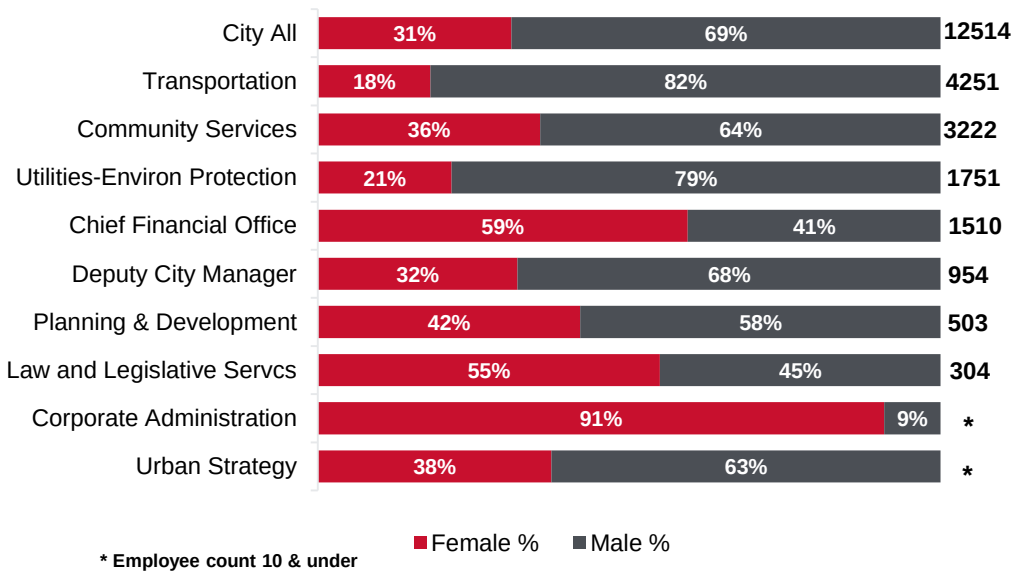
City Gender Analytics

April 2019

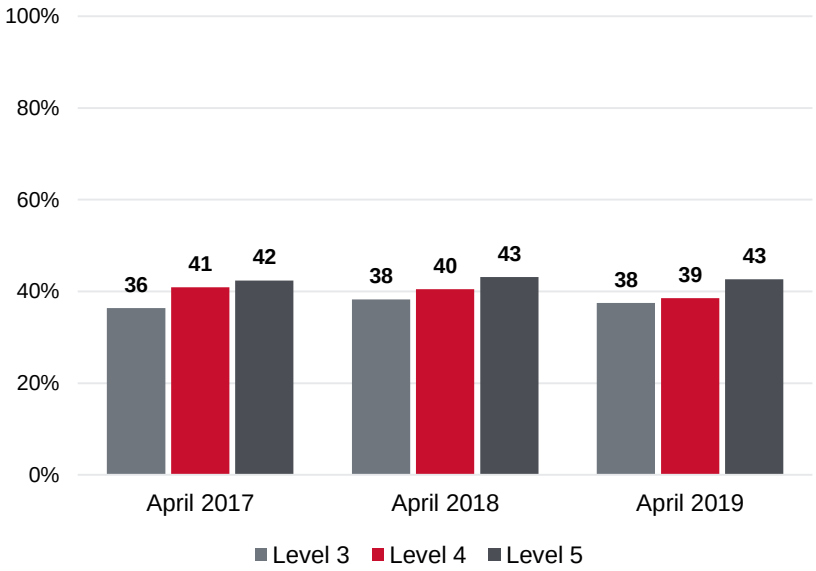
City Gender Analytics

Core Gender Distribution



*** Employee count 10 & under**

Female Representation in Leadership



The City's overall gender distribution has remained stable over the last five years. As of April 1 2019, females represented 31 per cent of the core workforce compared to 30 per cent as of April 1 2014.

As a percentage of the total workforce, females represented 35 per cent. Comparatively, female representation was higher at the director, manager and leader levels.

While gender distribution varies by department across The City, the three largest departments in terms of number of employees are male concentrated. As of April 1 2019, Transportation, Community Services and Utilities and Environmental Protection accounted for 74 per cent of the core workforce and 80 per cent of core males. Departments that comprised the remaining 26 per cent of the core workforce accounted for 41 per cent of core females.

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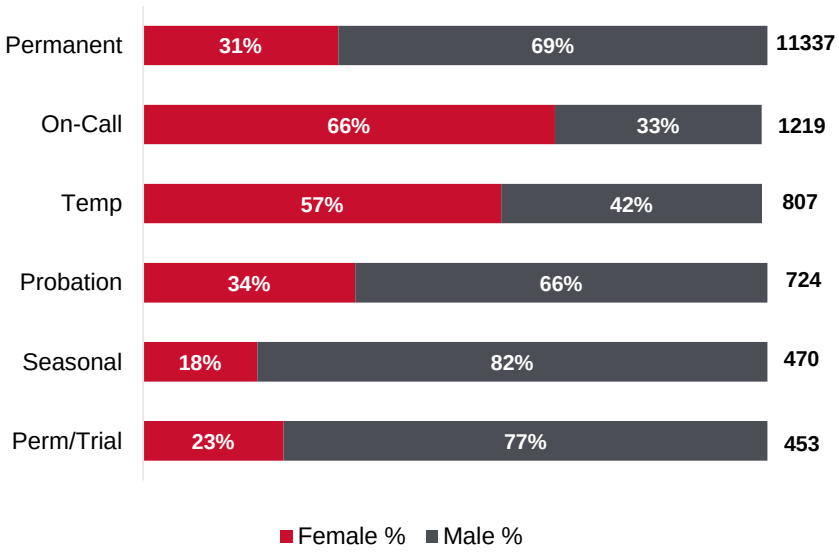
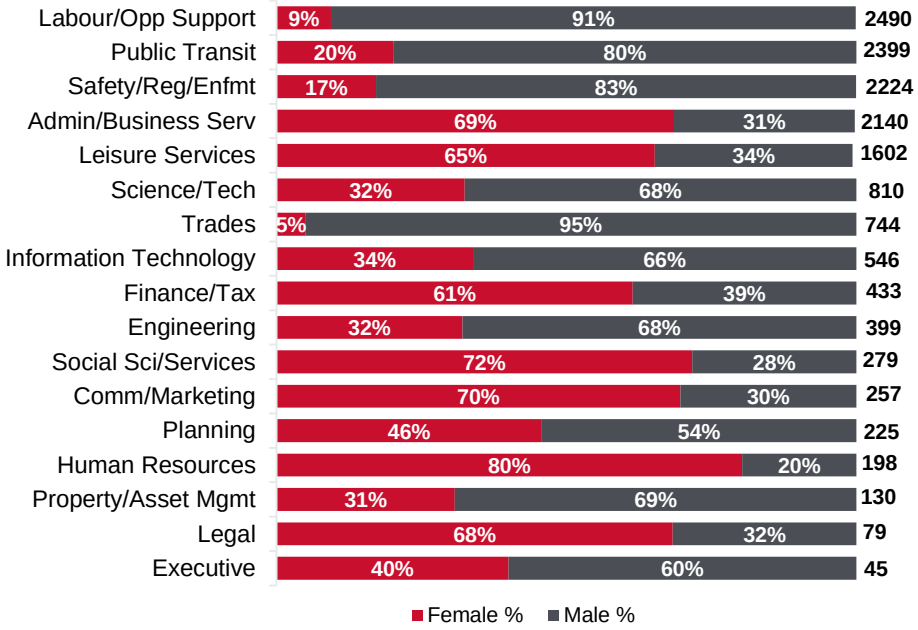
Employee Type by Gender



Job Function by Gender



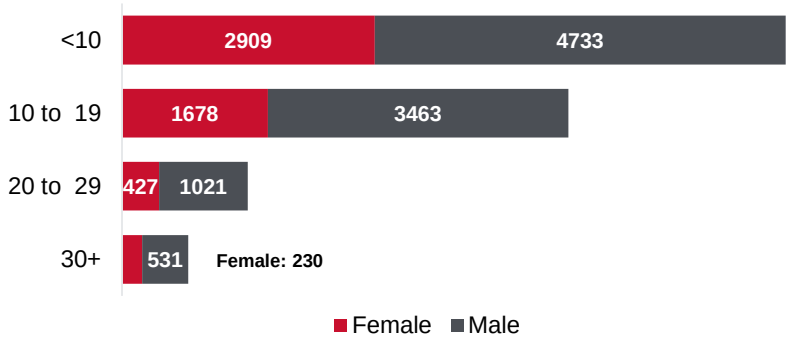
One third of the job functions at The City represented 78 per cent of the core workforce. Five of these six job functions with the most employees were male concentrated.

Gender distribution varied across job functions with Trades having the lowest female representation at 5 per cent and Human Resources having the highest at 80 per cent.

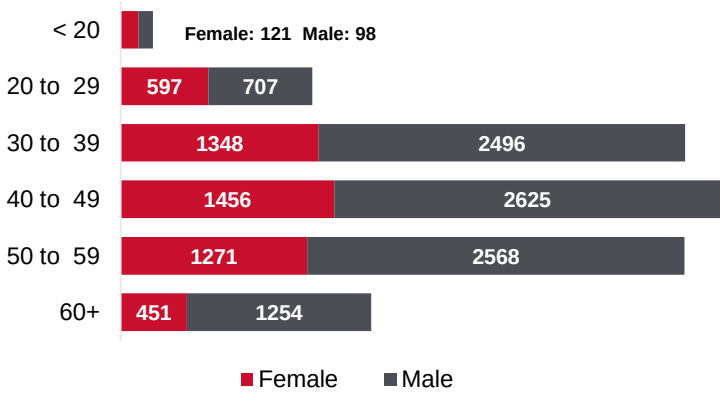
While gender distribution varies by job function at The City, the job functions with the highest number of employees were male concentrated. As of April 1 2019, Labour/Operations Support, Public Transit and Safety/Regulatory/Enforcement accounted for 47 per cent of the total workforce and 40 per cent of all males.

City Gender Analytics

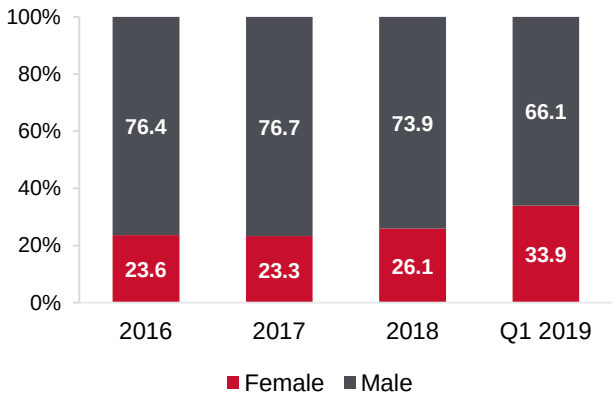
Years of Service



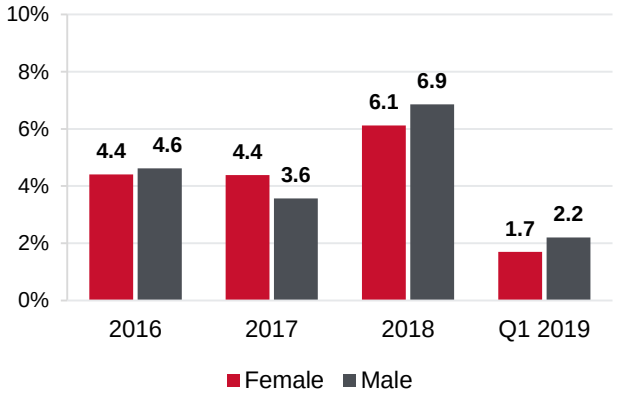
Age Cohorts



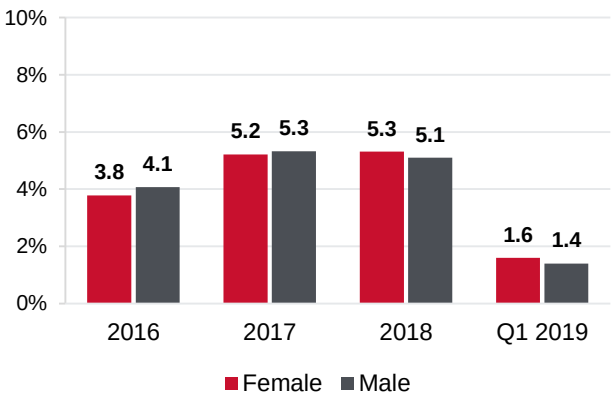
Percentage of Core Hires



Core Promotion Rate



Core Turnover Rate



The City hired 111 core employees in Q1 2019: 67 per cent were male. Transportation and Community Services accounted for 74 per cent of all external core hires. The City continues to hire more males than females; however, the percentage of core female hires was up in 2018 over 2017.

The female core promotion rate was up in 2018. Females represented 29 per cent of promotions in 2018, down from 35 per cent in 2017.

The core turnover rate for females increased over the last 3 years, and was higher than the male turnover rate in 2018.