



December 1, 2020

Mr. Paul Cardegna
Clerk of the Committee
Standing Committee on Government Operations and Estimates
131 Queen Street, 6th floor
House of Commons
Ottawa ON K1A 0A6

Dear Mr. Cardegna:

On behalf of the Labour Program of Employment and Social Development Canada (ESDC), please find attached all records requested under the motion for production of documents related to the Federal Contractors Program (FCP), adopted on November 2, 2020, by the Standing Committee on Government Operations and Estimates.

As you will see from the attached files, ESDC is disclosing as much information as possible within the scope of the motion.

The motion stipulates that departments tasked with gathering and releasing the documents do their assessment and vetting as would be done through the access to information process. This was the approach adopted by ESDC.

The following redactions were applied in accordance with the *Access to Information Act*:

- Personal information as per section 19(1); and
- Statutory prohibitions as per section 24(1).

Additionally, a consultation was undertaken with third parties as per section 20 of the Act. At the request of contractors, some further redactions were applied under sections 20(1)(b) and 20(1)(c). Please note that given the consultation deadline, which was October 28, 2020, ESDC was unable to consider some recommendations since the Committee's date for producing the records is December 1, 2020.

The original package attached contains complete employer submissions under the FCP and all related working documents in the employers' language of choice (English or French). This may include the target-setting report, the results table, workforce analysis, revised objectives or targets for the remaining gaps in representation, and any explanatory materials that have been submitted as outlined in the table below.

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Following Contract Award	Initial Assessment	Subsequent Assessment
During the 12 months following the contract award date, contractors collect and analyze employee data, take appropriate actions to identify and remove barriers, and develop achievable and realistic short- and long-term goals to decrease gaps in representation.	One year after the contract award date, contractors must provide the following compliance documents: <ul style="list-style-type: none">• a copy of the Workforce Survey Questionnaire;• Workforce Survey Results;• Workforce Analysis; and• a completed Achievement Report.	Every three years thereafter, contractors must provide the following compliance documents: <ul style="list-style-type: none">• an updated Workforce Analysis;• forms 1 to 6, comprising workforce data reports; and• an updated Achievement Report.

The package attached contains translated versions (English and French, as appropriate) of all documents. Where exceptions exist, the original document is included and, for reference, sample templates and forms are provided to show headers and titles in both official languages. This approach was adopted for efficiency in producing the package, to reduce the risk of errors and to reduce translation costs.

Finally, it is to be noted that the package does not follow the normal sequence of pagination. This is due to the removal of duplicates to reduce volume. It also ensures documents are grouped by companies to ease reading.

We trust that the committee finds the enclosed material useful for its work.

Yours sincerely,



Gary Robertson
Acting Deputy Minister of Labour and
Associate Deputy Minister of Employment and Social Development

Enclosures