

GREEN WORKFORCE DIVERSITY WITHIN THE MINING, QUARRYING AND OIL AND GAS EXTRACTION SECTOR

SECTOR OVERVIEW

ECO Canada conducts an annual survey to identify trends shaping the environmental sector and its workforce in Canada. Mining, quarrying, and oil and gas extraction establishments¹ are engaged in extracting naturally occurring minerals. Activities in this sector also include exploration and supportive activities.² The demand for skilled workers across the environmental sector will increase as industries adopt sustainable practices to generate long-term social and environmental benefits for Canadians.

INDUSTRY STATISTICS

As an industry, mining, quarrying, and oil and gas extraction accounts for 19,611 establishments across Canada with 95% being classified as small and micro level (1-99 employees). More specifically, 58.0% would be classified as micro (1-4 employees) and 36.9% as small (5-99 employees).³ Establishments in the sector have reported an average annual revenue of \$444,000, and approximately 70.2% of them have been identified as being profitable.⁴



19,600+
establishments



95% are
small-scale
(0-99 employees)



**Average total
revenue of:**
**Bottom quartile
\$58,200**
**Top quartile
\$1,367,200**



70.2% are
profitable

FOOTNOTES & REFERENCES

[1] The "establishment" is third of four hierarchical statistical entity subtypes (enterprise, company, establishment and location). It is a statistical unit and it generally corresponds to a plant, mill or factory. More detailed information available at: www.ic.gc.ca/eic/site/cis-sic.nsf/eng/h_00005.html

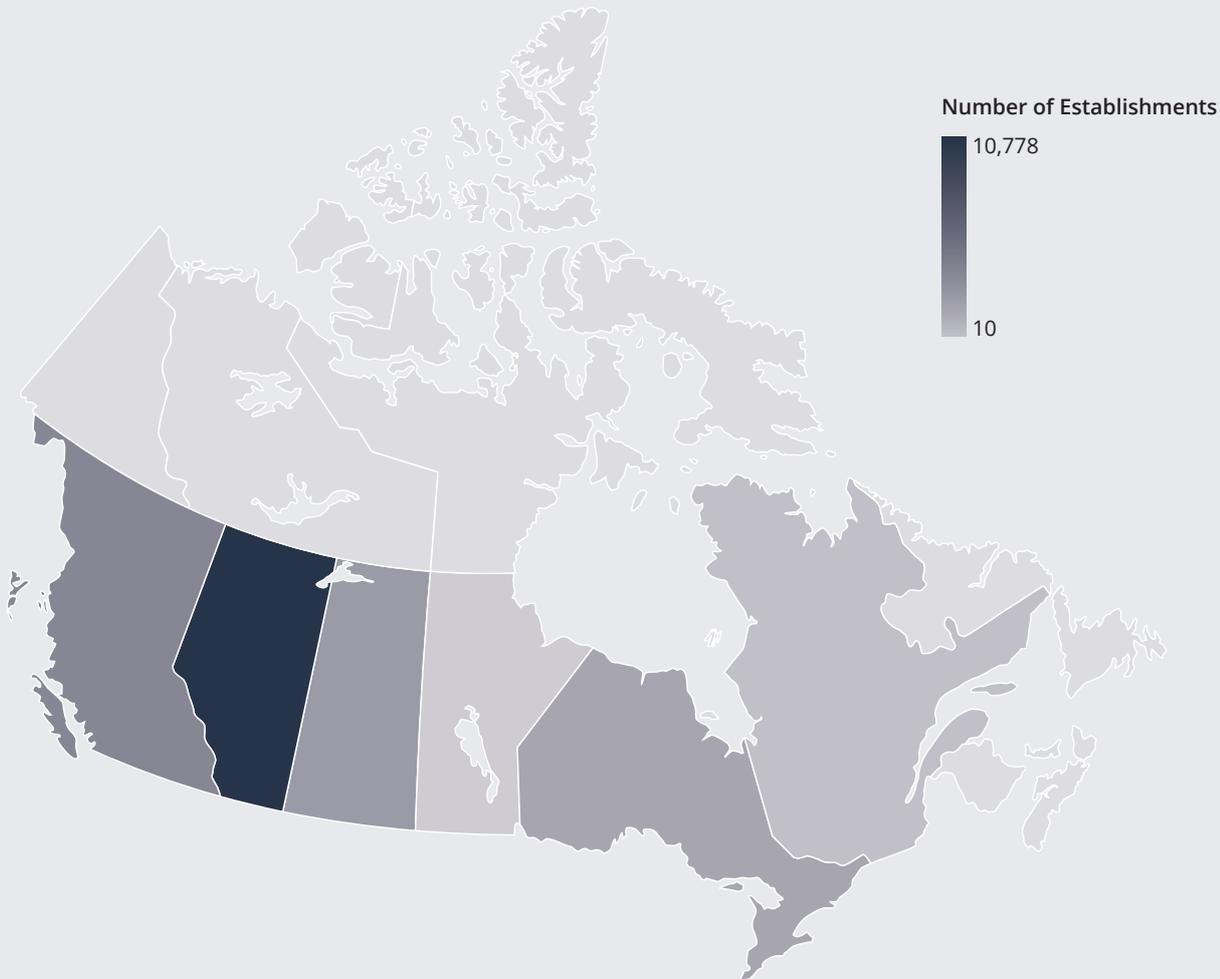
[2] Government of Canada, S. C. (2018). *North American Industry Classification System (NAICS) - Mining, quarrying, and oil and gas extraction*. Retrieved from www23.statcan.gc.ca/imdb/p3VD.pl?CLV=1&CPV=21&CST=01012012&CVD=118465&Function=getVD&MLV=5&TVD=118464

[3] *Mining, quarrying and oil and gas extraction (2020) - Businesses - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/21

[4] *Mining, quarrying and oil and gas extraction (2020) - Summary - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/summary-sommaire/21

Mining, quarrying, and oil and gas extraction establishments primarily operate within Alberta (10,778), followed by British Columbia, Saskatchewan, and Ontario. The total number of establishments across all Territories (51) is less than the number within any of the provinces.⁵

Mining, Quarrying, and Oil and Gas Extraction Establishments by Province



ECO Canada's latest [Labour Market Outlook](#) found that in 2020, the sector employed 233,200 people, of which 17,400 held environmental positions. Through 2025, mining, quarrying and oil and gas extraction is expecting an expansion of 2,100 new positions as a result of national growth.

FOOTNOTES & REFERENCES

[5] *Mining, quarrying and oil and gas extraction (2020) - Businesses - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/21

Of the 3,720 environmental workers employed by the 35 mining, quarrying, and oil and gas extraction firms⁶ who responded to our survey:⁷



74% were core workers, or those requiring environmental-specific competencies.

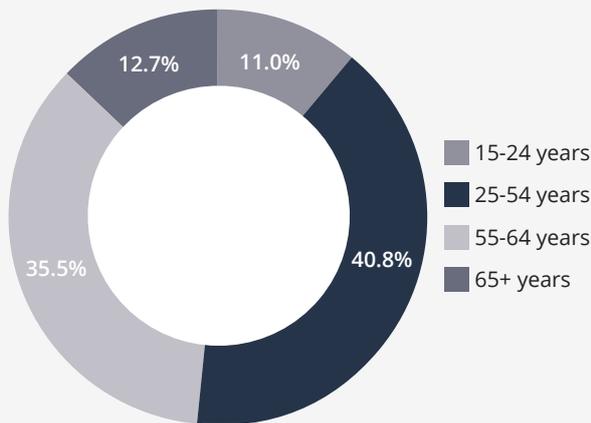


79% were in full-time roles within the sector.

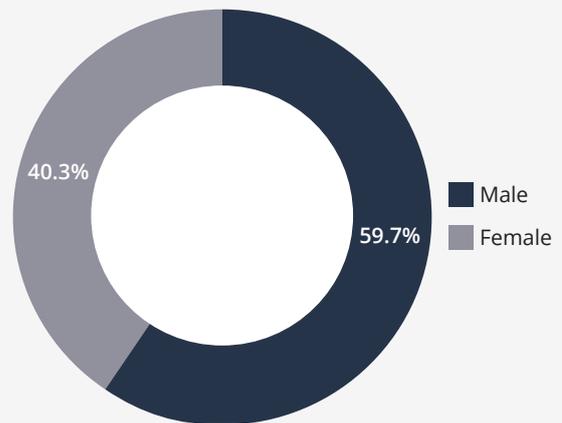


78% were in permanent positions and **13%** in contract-term positions, with the remaining workforce in co-op placement and internships.

Age Distribution



Gender Distribution⁸



4.0% were Indigenous Persons



0.3% were Persons with Disabilities



5.1% were Visible Minorities

A comparative analysis of diversity across the environmental workforce and specific industries is available at ECO Canada's Workforce Diversity Series.⁹

FOOTNOTES & REFERENCES

[6] A firm is defined as: a corporation, limited liability company (LLC), or partnership—that provides professional services. Most firms have just one location.

[7] 2021 HR Survey of Environmental Employers, Scope Methodology and Respondent Profile available at: info.eco.ca/acton/attachment/42902/f-76841385-3995-4fd6-b0ac-14620a0b87e6/1/-/-/Diversity%20%282022%29%20Methodology_%20scope_.pdf

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

[9] Workforce Diversity Series available at: eco.ca/research-and-resources/environmental-workforce-diversity-2021/