

Defining and measuring employment equity

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Employment equity is a uniquely Canadian term, introduced in 1984 by Judge Rosalie Abella in her Report of the commission on equality in employment. This report has been the cornerstone of the federal employment equity legislation and programs developed since the mid-1980s. Judge Abella stated, "Equality in employment means that no one is denied opportunities for reasons that have nothing to do with inherent ability. It means equal access free from arbitrary obstructions." [\(1\)](#)

The aim of this article is to explain Statistics Canada's role in furnishing benchmark data for employment equity purposes. To put this role in context, the first section provides an overview of employment equity in the federal sphere - the Act; the programs; the roles, responsibilities, and relationships among the key players; and the statistical requirements. The second section consists of questions and answers that focus on data sources, the interpretation of definitions and concepts, and the methods used by Statistics Canada to produce data in support of federal employment equity initiatives.

An overview of employment equity

The Employment Equity Act

The Employment Equity Act was proclaimed on August 13, 1986. Its goal was to achieve workplace equality by ensuring that ability and qualifications are the only criteria for employment opportunities, benefits, and advancement. Specifically, the intention was to correct disadvantages experienced by four designated groups: women, visible minorities, Aboriginal peoples, and persons with disabilities.

The Act has three major premises. First, no one shall be denied employment opportunities and benefits for reasons unrelated to ability. Second, special measures are necessary to improve the employment

situation of members of the designated groups. And third, "reasonable accommodation" requires employers to recognize legitimate differences between groups and take reasonable steps to accommodate those differences.

Federal employment equity programs and responsibilities

The federal government has established three employment equity programs: Employment Equity in the Federal Public Service, the Legislated Employment Equity Program (LEEP), and the Federal Contractors Program (FCP).

Employment Equity in the Federal Public Service

This program predates the Employment Equity Act. It was introduced in 1985 with the Survey of Public Service Employees, a voluntary survey of employees covered by the Public Service Employment Act (PSEA), which was conducted by the Treasury Board Secretariat (TBS). Since then, on the basis of departmental administrative records and individual submissions, this information about public service employees has been updated by the Public Service Commission (PSC). In addition, the PSC provides analytical and data services to the TBS by calculating availability estimates of members of the designated groups and establishing recruitment, promotion and separation targets for them. The TBS prepares annual reports, which contain information on designated group populations and changes over time.

In December 1992, the Public Service Reform Act (C-26) made the TBS explicitly responsible for designating employment equity groups in the federal public service and provided the legal basis for work towards the achievement of a representative workforce. The President of the Treasury Board Secretariat is now required to report to Parliament annually on the number of employees and the proportion of designated group members among them: a) for each public service institution; b) for each public service occupational group; c) by salary ranges; and d) in respect of recruitments, promotions and separations. This information is generated through collaboration of the TBS and the PSC. As of December 1992, the workforce for which the Treasury Board is employer totalled 235,340 employees.

Legislated Employment Equity Program

LEEP was established in 1986 within Human Resources and Labour Canada (HRLC - formerly Employment and Immigration Canada) to administer, implement, and monitor compliance with the Act. It applies to Crown corporations and employers with 100 or more employees in federally regulated sectors such as banking, communications, and transportation. These employers are required to prepare an employment equity plan with goals and timetables, identify and remove employment barriers, institute positive policies, and accommodate employees' physical, cultural, and other differences.

In 1988, employers began filing annual reports with HRLC on hirings, promotions, terminations, occupations, and salary levels of the designated groups. By 1991, the legislation covered 353 employers

with a total workforce of approximately 617,000 ([EIC](#), 1992).

Federal Contractors Program

In addition to LEEP, Human Resources and Labour Canada is responsible for administering the Federal Contractors Program, which also began in 1986. Under this non-statutory program, to be eligible to bid on a federal contract to provide goods or services of \$200,000 or more in value, any employer with 100 or more employees must certify their commitment to employment equity. Although the FCP does not require employers to file annual reports, compliance officers request them to submit documents periodically. Officers also visit employers' premises to assess their efforts in meeting 11 planning and implementation criteria stipulated by the FCP. As of December 31, 1991, 1,348 organizations representing 1.1 million employees had certified their commitment under the FCP ([EIC](#), 1992).

Canadian Human Rights Commission

The commission (CHRC) also plays an important role in federal employment equity programs. The Commission receives all reports submitted to HRLC under LEEP and has the authority to initiate a joint review or a formal investigation if it has reasonable grounds to believe that systemic discrimination is demonstrated by the employers' submissions. The CHRC also investigates - under the authority of the Human Rights Act - individual and group complaints based on the reports received under the Employment Equity Act. Joint reviews and complaint investigations may also be based on the annual reports of federal departments. About two-thirds of the jobs under the Employment Equity Act and three-quarters of the jobs in the federal public service are currently subject to - or have been subject to - either a complaint investigation or a joint review.

Statistics Canada's role

To determine if their workforce is representative of the four designated groups, employers require benchmark data that describe the pool of workers potentially available. Such information on the composition of the external labour force, usually referred to as "availability" data (which include the building blocks for developing tailor-made availability estimates for each employer), is provided by Statistics Canada. With availability data, employers can compare the distribution of their own employees with these external statistics to gauge their performance in achieving employment equity and to develop realistic goals and timetables.

In response to recommendations in several reports ([Abella](#), 1984; HC, [1984](#) and [1981](#)) and the passage of the Employment Equity Act in 1986, Statistics Canada took measures to ensure that information would be collected on the four designated groups. As employment equity data requirements became more specific, the Employment Equity Data Program (EEDP) was established at Statistics Canada. All quantitative and qualitative data issues and reports in support of employment equity, including a broad spectrum of advisory functions, are performed or co-ordinated by this Program.

The EEDP is based on consensus about the interpretation and application of concepts, definitions, standards, methodologies, and questions by the four federal departments and agencies responsible for employment equity policies and programs. To facilitate the exchange of information and ensure consistency in approach by these agencies and Statistics Canada, the Interdepartmental Working Group on Employment Equity Data (IWGEED), along with an interdepartmental steering committee, was created.

Data sources, concepts, and questions used by Statistics Canada

Judge Abella recommended that "the data classifications developed for the implementation of employment equity match as closely as possible the data classifications of Statistics Canada." ⁽²⁾ However, designing or modifying survey questions to address specific employment equity needs presents a number of challenges. Not only is employment equity a concept without precedents, but many of the variables are complex, sensitive, and contentious (for example, race, colour, "limited at work" - for persons with disabilities). In addition, most data on the designated groups and employment equity concepts must be derived from information collected for other purposes. Thus, in some instances, standard Statistics Canada classification systems, labour force reference periods, and terminology had to be modified to address employment equity needs. Such adjustments, along with the underlying assumptions and supporting documentation, must withstand the scrutiny of employers, advocacy groups, federal departments and, ultimately, courts of law.

The following questions and answers are designed to show how Statistics Canada sources have been used to provide employment equity availability data.

What are "availability" data?

"Availability" data are statistics describing the composition of the external labour force. Availability statistics are defined as "data on the number or percentage of designated group members possessing the requisite skills within the relevant labour market for particular occupations or groups of occupations." ⁽³⁾

The latest package of availability data ([EIC](#), 1988) displays the numbers and percentages of designated group members by qualification, labour force activity, occupational group, and geographic area (national, provincial/territorial, selected census metropolitan areas) for 1986. ⁽⁴⁾ Updated availability statistics based on 1991 data sources will be released in 1994 (see [1991 data](#)).

How is the labour force defined for employment equity purposes?

Statistics Canada compiles most of its labour force data based on the week before enumeration (reference period). For employment equity, this reference period is too short to identify the supply of designated group members in various occupations because women, visible minorities, Aboriginal peoples, and persons with disabilities experience greater mobility into and out of the labour force than do most other individuals. As well, once out of the labour force, members of the designated groups tend to encounter more difficulty re-entering than do other workers. A one-week reference period does not take into account people who are qualified and potentially available for work, but who have dropped out of the labour force because of discouragement or other factors.

Thus, the employment equity reference period was expanded, and information was tabulated for the "extended" labour force. The extended labour force includes the employed and the unemployed, as well as those not currently in the labour force, but who last worked sometime within the previous 17 months (for women, visible minorities, and Aboriginal peoples) and, for persons with disabilities, anytime in the previous five and a half years. ⁽⁵⁾ The lengthened period for persons with disabilities reflects the fact that they tend to stay out of the labour force for longer periods than the non-disabled population.

How are availability data developed for occupations?

Occupational data from the 1986 Census are based on the Standard Occupational Classification (SOC) of 1980. For employment equity purposes, HRLC collapsed the SOC unit group occupations (approximately 500) into 12 specific categories (and one residual group) to correspond to the occupational structure within companies and to measure the representation and career movements of designated group members over time. The groups are:

1. Upper-level managers
2. Middle and other managers
3. Professionals
4. Semi-professionals and technicians
5. Supervisors
6. Foremen/women
7. Clerical workers
8. Sales workers
9. Service workers
10. Skilled crafts and trades workers
11. Semi-skilled manual workers
12. Other manual workers
13. Not stated

Since 1986, HRLC, in consultation with Statistics Canada, has developed a new system, the National

Occupational Classification (NOC), to replace the 1980 SOC. The NOC unit groups reflect changes in the labour market that have taken place over the past two decades. The two main classification criteria on which the NOC is based are skill level (amount and type of education and training required to enter an occupation) and skill type (type of work performed). The NOC can be organized from a skill level or skill type perspective or a combination of the two. This flexibility allows users to re-organize the information to best meet their needs.

The 1991 Census was coded to both the 1980 SOC and the NOC. It is, therefore, possible to derive occupational data using either classification. Plans call for future Censuses of Population to be coded to the NOC alone.

Why are availability data provided for different geographic levels?

The Employment Equity Regulations specify that employers must submit reports according to the number of employees that they have at different geographic levels: national (all Canada); provincial/territorial; and eight CMAs (Halifax, Montreal, Toronto, Winnipeg, Regina, Calgary, Edmonton, and Vancouver). Thus, Statistics Canada provides availability data for these geographic levels to help ensure that employers are judged fairly and realistically on the basis of the pool of workers in their specific location ([Table](#)). For example, in 1986, Aboriginal peoples accounted for approximately 45% of the availability pool in the Northwest Territories, but less than 2% in Newfoundland. Similarly, the counts of visible minorities varied widely in different CMAs: the availability pool in Toronto and Vancouver exceeded 16%, compared with 4.5% in Halifax.



Table Representation of designated groups by geographic area

Source: 1986 Census of Canada

Note: Totals may not equal the sum of components due to rounding and suppression.

How are availability data used?

An employer's workforce is representative when it approximates the proportions of women, visible minorities, Aboriginal peoples, and persons with disabilities in each occupation estimated to be available in the external workforce. A non-representative workforce signals the need for evaluation and remedial action. Availability data can help these employers develop realistic goals and timetables for achieving a more balanced workforce by providing the building blocks from which employer-specific availability estimates (based on the occupational and geographical composition of an employer's workforce) may be developed.

What surveys does Statistics Canada use to produce availability data?

Because of the level of occupational and geographic detail required by the Employment Equity Regulations, only two surveys have sufficiently large sample sizes to permit the calculation of reliable availability estimates: the Census of Population and the Health and Activity Limitation Survey (HALS). [\(6\)](#) The Census, which is conducted every five years, is the source of data on women, visible minorities, and Aboriginal peoples. HALS is a post-censal survey first undertaken after the 1986 Census and repeated after the 1991 Census.

Women

From an employment equity perspective, which designated group is the easiest to measure?

As might be expected, the identification and counts of women are the most straightforward. Data on women have been obtained from the Census (1986 and 1991) using the following question:

[View question](#)

Based on the 1986 Census, women accounted for **44%** of the population aged 15 and over who worked in 1985 or the first five months of 1986 ([EIC](#), 1988).

Visible minorities

How are visible minorities defined for employment equity purposes?

According to the Employment Equity Regulations, visible minorities are persons (other than Aboriginal peoples) who are "non-Caucasian in race or non-white in colour" and who identify themselves to an employer, or agree to be identified by an employer, as "non-Caucasian in race or non-white in colour." The term "visible minorities" encompasses ten groups: Blacks, Indo-Pakistanis, Chinese, Koreans, Japanese, Southeast Asians, Filipinos, other Pacific Islanders, West Asians and Arabs, and Latin Americans. Approximately 50 ethnic groups are included in these 10 categories ([Coulter and Furrie](#), 1989).

How were visible minorities identified in the 1986 Census?

The 1986 Census questionnaire was finalized in 1985, thus predating passage of the Employment Equity

Act by over a year. Because the Census did not contain questions enabling the direct identification of visible minorities, counts had to be derived indirectly. The ethnic origin question was the main source of information for calculating estimates of visible minorities, with supplementary data from questions such as place of birth and mother tongue also being used ([Coulter and Furrie](#), 1989). Nevertheless, the ethnic origin question alone identified about 90% of visible minorities. The ethnic origin question asked:

[View question](#)

The accompanying information in the Census Guide stated:

Ethnic or cultural group refers to the "roots" or ancestral origin of the population and should not be confused with citizenship or nationality. Canadians belong to many ethnic and cultural groups such as Inuit, North American Indian, Métis, Irish, Scottish, Ukrainian, Chinese, Japanese, East Indian (from the subcontinent of India), Dutch, English, French, etc.

Note that in cases where you use language as a guide to your ethnic group, you should report the specific ethnic group to which you belong, e.g., Haitian rather than French; Austrian rather than German.

The ethnic origin question will provide information which is used extensively by the many ethnic or cultural associations in Canada to study the size, location and other aspects of their respective groups.

What if people checked and/or wrote in more than one response to the ethnic origin question?

An eleventh group was added for persons reporting more than one visible minority origin. These responses were grouped separately to avoid giving preference to one group and to avoid double-counting. For example, those who reported being both Chinese and Indo-Pakistani were assigned to the multiple origin category.

Persons who reported both a visible minority and non-visible minority status were included in the counts for the appropriate visible minority group. For instance, those who reported Filipino and British ethnic origins were included in the Filipino group. A very small number of people (12,485) who reported **both** visible minority and Aboriginal ethnic origins were included in the counts of both designated groups. This decision by HRLC was made to avoid assigning a respondent to one designated group as opposed to another.

What was the size of the visible minority population in 1986?

From the 1986 Census it was determined that, for employment equity purposes, Canada's visible minorities accounted for 6.3% of the population aged 15 or over who worked in 1985 or the first five

months of 1986 ([EIC](#), 1988).

Were any changes made to the 1991 Census that could affect counts of visible minorities?

To encourage the reporting of visible minority origins, a "Note" accompanied the ethnic origin question, and more extensive information was provided in the instructions about the purpose of the question and the level of specificity required. The examples were also modified and the number of write-in spaces was reduced from three to two. The question was:

[View question](#)

In addition to repeating the "Note," the Census Guide information for this question read:

"This question provides information which can be used extensively by ethnic or cultural associations to study the size, location, characteristics and other aspects of their respective groups.

Ethnic or cultural origin refers to the ethnic "roots" or ancestral background of the population, and should not be confused with citizenship or nationality. Canadians have many ethnic or cultural origins such as Inuit, North American Indian, Métis, Irish, Scottish, French, Ukrainian, Chinese, Japanese and East Indian (from India).

When determining cultural origin, report the specific ethnic group to which your ancestors belonged rather than the language they spoke. For example, report Haitian rather than French, or Austrian rather than German.

For persons of South Asian origin, do not report Indian. Please specify Indian from India, Indian from Fiji, Indian from Guyana, etc., or indicate the group such as Punjabi, Tamil, Pakistani."

As was the case in 1986, ethnic origin remains the pivotal question on which the identification of visible minorities was based in 1991; however, a comprehensive strategy covering the interaction of the four ethnocultural variables (ethnic origin, place of birth, language, and religion) has been developed. [\(7\)](#)

The target population for the 1991 Census was expanded to include, for the first time, "non-permanent residents"[\(8\)](#) - a total of 223,410 additional persons, of whom 108,420 were part of the extended labour force. It has been estimated that visible minorities could account for three-quarters of non-permanent residents ([Michalowski](#), 1991). Thus, inclusion of non-permanent residents could increase the count of visible minorities by approximately 81,000 in 1991, or 9% over the 1986 figure.

Was any consideration given to including a question that would

allow for the direct identification of visible minorities on the Census?

It has been argued that a question on race is the most appropriate means of identifying persons to satisfy the focus on race and colour inherent in the Employment Equity Act. In preparing for the 1991 Census, Statistics Canada tested this question:

[View question](#)

This question was not tested in isolation; an ethnic origin question (with supplementary questions on country of birth and language) was also asked. The response rate for the race question was excellent, ⁽⁹⁾ yielding a count of the visible minority population comparable to the 1986 availability counts ([Mohan](#), 1990). However, the four departments responsible for federal employment equity legislation and programs concluded that the use of the race question was not sufficiently advantageous to warrant switching from the approach used to derive data from the 1986 Census.

The term "visible minority" was used in questions on the Labour Market Activity Survey and in Overcoverage Study Surveys. These surveys demonstrated that the term is not well understood by the average respondent, even when definitions and instructions are included. Moreover, francophones and immigrants tended to self-identify as visible minorities, even though they were not - by virtue of their race or colour - part of the visible minority population ([White](#), 1989). Thus, a question using the term "visible minority" was not included in the 1991 Census.

Aboriginal peoples

How were Aboriginal peoples defined and counted for employment equity purposes in 1986?

For the purpose of the Employment Equity Act, Aboriginal peoples are "Indians, Inuit or MJtis" who identify themselves to an employer, or agree to be identified by an employer, as "Indians, Inuit or MJtis." Data about this designated group were obtained from the ethnic origin question of the Census. Respondents who checked the boxes for "North American Indian, MJtis, or Inuit" as a single response or as part of a multiple response were included in the Aboriginal counts. As noted earlier, those who indicated both Aboriginal and visible minority origins were included in the counts for both groups.

For employment equity purposes, how large was the Aboriginal population in 1986?

According to 1986 Census results, Canada's Aboriginal peoples accounted for 2.1% of the population 15 and over who worked in 1985 or the first five months of 1986 ([EIC](#), 1988).

In 1986, Census enumeration was not permitted or was interrupted before completion on some Indian reserves and settlements. Consequently, data were not obtainable for these areas and are not included in the availability counts. It is estimated that almost 45,000 people on reserves were excluded from the 1986 Census.

Were any changes made to the 1991 Census that could affect counts of Aboriginal peoples?

As was the case in 1986, the 1991 ethnic origin question included Aboriginal groups; the only change was the inclusion of the term "Eskimo" along with "Inuit." As well, a new question on registered Indian or band status was asked of all persons regardless of how they responded to the ethnic origin query:

[View question](#)

Therefore, the 1991 Census supplements the ancestry dimension in the ethnic origin question by including individuals in the Aboriginal population if they reported a registered Indian status. If and how these two questions will interact is being determined.

During the 1991 Census, 78 Indian reserves and settlements, representing approximately 38,000 individuals, were incompletely enumerated. As a result, 1991 data are not available for those reserves and settlements. However, for large areas (Canada, provinces, territories, CMAs), the impact of the missing data is quite small.

Persons with disabilities

How are persons with disabilities defined for employment equity purposes?

The Employment Equity Regulations state that for purposes of the Act, persons with disabilities are considered to be those who:

- (i) have any persistent physical, mental, psychiatric, sensory or learning impairment;
- (ii) consider themselves to be, or believe that an employer or a potential employer would be likely to consider them to be, disadvantaged in employment by reason of an impairment referred to in (i); and
- (iii) for the purposes of section 6 of the Act, identify themselves to an employer or agree to be identified by an employer, as persons with disabilities.

Availability data for persons with disabilities are based on the non-institutionalized population aged 15 to 64 in the extended workforce (i.e., who had worked in the previous five years and a half years), who indicated on the post-censal Health and Activity Limitation Survey (HALS) that they were limited at work by virtue of their disability. The definition of disability used in HALS was taken from the World Health Organization: "In the context of health experience, a disability is any restriction or lack (resulting from an impairment) of ability to perform an activity in the manner or within the range considered normal for a human being." (10) For the adult population, HALS determines disability through a number of screening questions that cover difficulties in performing routine tasks of daily living such as walking, climbing stairs, or reading a newspaper. In addition, to be classified as a disability, the limitation must have lasted (or be expected to last) a minimum of six months. Individuals are not considered disabled if they use a technical aid that completely eliminates the limitation.

What questions in the 1986 HALS were used to identify persons with disabilities for employment equity purposes?

Though developed before passage of the Employment Equity Act, the 1986 HALS was the source used for data on persons with disabilities. The "limited at work" sub-population of disabled persons was determined by including anyone who responded positively to one or more of the screening questions on performing routine tasks and who replied affirmatively to one or more of the following questions:

[View question](#)

For employment equity purposes, how many persons with disabilities were there in Canada in 1986?

It was estimated that 5.4% of the Canadian population aged 15 to 64 who had worked sometime in the period extending from 1981 to fall of 1986 were limited at work because of a disability (EIC, 1992).

Were any changes made to the HALS questions between 1986 and 1991?

Four of the six questions that defined the "limited at work" sub-population in the 1986 HALS were repeated in 1991 (11). Minor modifications were made to the two other questions to take account of past (as well as expected) duration of disability and to eliminate the reference to school:

[View question](#)

This rewording has tightened the congruence between these questions and the Employment Equity Regulations.

The 1991 HALS also introduced new questions about employer perceptions:

[View question](#)

Who should be contacted for further information?

More information about the various federal programs, policies, legislation and data is available from the following:

- Ida Trachtenberg, Manager, Employment Equity Data Program; Housing, Family and Social Statistics Division; Statistics Canada, 7th Floor, Jean Talon Building, Ottawa, Ontario, K1A 0T6, (613) 951-2559.
- Rick Henderson, Director, Data Development and Systems Analysis; Employment Equity; Human Resources and Labour Canada, 5th Floor, Phase IV, 140 Promenade du Portage, Hull, QuJbec, K1A 0J9, (819) 953-7512.
- Erika Boukamp Bosch, Chief, Statistical Analysis; Employment Equity; Canadian Human Rights Commission, Place de Ville, Tower A, 320 Queen Street, Ottawa, Ontario K1A 1E1, (613) 943-9068.

1991 Data

The information on women, visible minorities, Aboriginal peoples, and persons with disabilities in this article is based on results of the 1986 Census and the 1986 Health and Activity Limitation Survey (HALS). Employment equity data from the 1991 Census and the 1991 HALS, as well as the definitions on which these data are based, will be released early in 1994. A document explaining the 1991 definitions and how they differ from those used in 1986 may be obtained from the Employment Equity Data Program; Housing, Family and Social Statistics Division; Statistics Canada (613) 951-0247.

Notes

Note 1

R. Abella, Report of the Commission on equality in employment (1984), p. 2.

Note 2

Ibid., p. 256.

Note 3

Employment and Immigration Canada, *Employment Equity Act and reporting requirements* (1986), glossary.

Note 4

The availability package contains only a small proportion of the data on designated groups provided by Statistics Canada. In addition to the availability tables, the EEDP has published approximately 60 reports covering a range of topics related to employment equity.

Note 5

For 1986, the reference period for the extended labour force for women, visible minorities and Aboriginal peoples was January 1985 to May 1986 inclusive. For persons with disabilities, the reference period for the extended labour force was January 1981 to autumn 1986 inclusive.

Note 6

Other Statistics Canada surveys have included questions to identify some or all of the designated groups: Labour Market Activity Survey, Follow-up of 1986 Graduates Survey, Survey of Literacy Skills Used in Daily Life, National Apprenticeship Survey, Post-Censal Aboriginal Peoples Survey. Data from these sources supplement information from the "availability" sources and assist with program monitoring and policy development.

Note 7

An algorithm assigning persons to the visible minority sub-population and a summary of the proposed visible minority derivations for 1991 have been presented by W. Boxhill in *Making the tough choices in using census data to count visible minorities in Canada* (1990), pp. 19 and 36-42.

Note 8

"Non-permanent" residents of Canada include the following groups of persons and their dependants: persons claiming refugee status; persons who hold a student authorization; persons who hold an employment authorization; and persons who hold a Minister's permit.

Note 9

The National Census Test (NCT) was the first occasion that a race/colour question was asked by Statistics Canada on a large sample questionnaire using Census methods (drop-off and mail-back). The level of non-response was 4.7% for the race/colour question, slightly lower than the rates recorded for the "ethnic or cultural origins of a person's parents and grandparents" and the "person's ethnic or cultural identity."

Note 10

World Health Organization, *International classifications of impairments, disabilities, and handicaps* (1980), p. 143.

Note 11

Questions E10, E42, E68 and E69 in the 1991 HALS are the same as questions D19, D55, D69 and D73 in the 1986 HALS. See Harvey, 1992.

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Representation of designated groups by geographic data

	Population aged 15 and over who worked in 1985 or 1986									
	Total		Men		Women		Aboriginal peoples		Visible minorities	
	'000	%	'000	%	'000	%	'000	%	'000	%
Canada	13857.8	100.0	7759.6	56.0	6098.2	44.0	294.4	2.1	872.7	6.3
Newfoundland	265.0	100.0	154.8	58.4	110.1	41.6	4.2	1.6	1.7	0.6
Prince Edward Island	67.8	100.0	37.7	55.6	30.1	44.4	0.6	0.9	0.7	1.0
Nova Scotia	443.1	100.0	254.6	57.4	188.6	42.6	5.9	1.3	11.8	2.7
New Brunswick	348.7	100.0	199.5	57.2	149.2	42.8	3.6	1.0	3.7	1.0
Quebec	3343.6	100.0	1921.2	57.5	1422.3	42.5	35.3	1.1	112.3	3.4
Ontario	5262.5	100.0	2887.0	54.9	2375.5	45.1	80.6	1.5	447.4	8.5
Manitoba	585.4	100.0	324.4	55.4	261.1	44.6	30.3	5.2	30.9	5.3
Saskatchewan	544.9	100.0	309.4	56.8	235.5	43.2	24.0	4.4	12.6	2.3
Alberta	1394.5	100.0	774.6	55.5	619.9	44.5	42.8	3.1	90.7	6.5
British Columbia	1560.1	100.0	872.5	55.9	687.6	44.1	52.6	3.4	160.0	10.3
Yukon	14.9	100.0	8.2	55.3	6.7	44.7	2.5	16.6	0.3	2.2
Northwest Territories	27.2	100.0	15.6	57.2	11.6	42.7	12.2	44.7	0.7	2.5
Halifax	171.7	100.0	94.5	55.1	77.1	44.9	2.1	1.2	7.7	4.5
Montreal	1588.7	100.0	886.3	55.8	702.3	44.2	12.8	0.8	103.4	6.5
Toronto	2108.8	100.0	1130.7	53.6	978.0	46.4	19.3	0.9	345.7	16.4
Winnipeg	361.4	100.0	193.9	53.6	167.5	46.4	11.7	3.2	28.2	7.8
Regina	108.1	100.0	57.6	53.3	50.5	46.7	3.1	2.8	4.6	4.2
Calgary	417.8	100.0	227.4	54.4	190.4	45.6	7.7	1.9	39.8	9.5
Edmonton	472.2	100.0	257.4	54.5	214.9	45.5	12.5	2.6	39.2	8.2
Vancouver	790.3	100.0	431.3	54.6	359.0	45.4	14.9	1.9	127.5	16.1

Source: 1986 Census of Canada

Note: Totals may not equal the sum of components due to rounding and suppression.

Sex

Male

Female

To which ethnic or cultural group(s) do you or did your ancestors belong?

Mark or specify as many as applicable.

- French
- English
- Irish
- Scottish
- German
- Italian
- Ukrainian
- Dutch (Netherlands)
- Chinese
- Jewish
- Polish
- Black
- Inuit
- North American Indian
- Métis

Other ethnic or cultural group(s). For example, Portuguese, Greek, Indian (India), Pakistani, Filipina, Japanese, Vietnamese. (specify below)

Other (specify)

Other (specify)

Other (specify)

**To which ethnic or cultural group(s)
did this person's ancestors belong?**

Mark or specify as many as applicable.

Note:

While most people of Canada view themselves as Canadian, information about their ancestral origins has been collected since the 1961 Census to reflect the changing composition of the Canadian population and is needed to ensure that everyone, regardless of his/her ethnic or cultural background, has equal opportunity to share fully in the economic, social, cultural and political life of Canada. Therefore, this question refers to the origins of this person's ancestors.

- French
- English
- German
- Scottish
- Italian
- Irish
- Ukrainian
- Chinese
- Dutch (Netherlands)
- Jewish
- Polish
- Black
- North American Indian
- Metis
- Inuit/Eskimo
- Other ethnic or cultural group(s)

Other (specify)

Other (specify)

Examples of other ethnic or cultural groups are:
Portuguese, Greek, Indian from India, Pakistani, Filipino, Vietnamese, Japanese, Lebanese, Haitian, etc.

Which of the following best describes this person's race or colour?

Persons of mixed race should mark or print the applicable groups.

- White
- Asian
- Black

Other race or colour - specify

Is this person a registered Indian as defined by the Indian Act of Canada?

- No
- Yes, registered Indian

Specify Indian Band or First Nation (for example, Musqueam)

Because of a long-term physical condition or health problem, that is, one that is expected to last 6 months or more, are you limited in the kind or amount of activity you can do ... (asked of all respondents)

At school or at work?

- Yes, is limited
- No
- Not applicable

Because of a long-term emotional, psychological, nervous, or mental health condition or problem, are you limited in the kind or amount of activity you can do ... (asked of all respondents)

At school or at work?

- Yes, is limited
- No
- Not applicable

Are you limited in the kind or amount of work you can do at your present job or business because of your condition or health problem? (asked of the employed)

- Yes
- No

Are you limited in the kind or amount of work you could do at a job or business because of a condition or health problem? (asked of the unemployed)

- Yes
- No

Does your condition or health problem completely prevent you from working at a job or business? (asked of persons not in the labour force)

- Yes
- No

Does your condition or health problem limit the kind or amount of work you could do at a job or business? (asked of persons not in the labour force)

- Yes
- No

Because of a long-term physical condition or health problem, that is, one that has lasted or is expected to last 6 months or more, are you limited in the kind or amount of work you can do ... (asked of all respondents)

At work?

- Yes, is limited
- No
- Not applicable

Because of a long-term emotional, psychological, nervous or psychiatric condition, that is, one that is expected to last six months or more, are you limited in the kind or amount of activity you can do ... (asked of all respondents)

At work?

- Yes, is limited
- No
- Not applicable

Do you believe that your current employer or any prospective employer would be likely to consider you disadvantaged in employment because of your condition or health problem?

(asked of the employed)

- Yes
- No
- Don't know

Do you believe that any prospective employer would be likely to consider you disadvantaged in employment because of your condition or health problem? *(asked of the unemployed)*

- Yes
- No

Do you believe that any prospective employer would be likely to consider you disadvantaged in employment because of your condition or health problem? *(asked of persons not in the labour force)*

- Yes
- No