



Building Fair and Productive Workplaces

2006 Employment Equity Data Report



Labour Program

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Table of Contents

Executive summary	1
Introduction	3
Data highlights – Total population	7
Women	7
Aboriginal peoples	10
Members of visible minorities	14
Persons with disabilities	18
Total population in the last decade, between 1996 and 2006	25
Women	25
Aboriginal peoples	26
Members of visible minorities	30
Data highlights – Canadian citizens	33
Women	33
Aboriginal peoples	36
Members of visible minorities	40
Canadian citizens in the last decade, between 1996 and 2006	43
Women	43
Aboriginal peoples	44
Members of visible minorities	47
Technical notes	51
General	51
Women	51
Aboriginal peoples	51
Members of visible minorities	52
Persons with disabilities	53
Special notes on confidentiality and random rounding	55
Special note on PALS data	56
Data variables	57
Census Metropolitan Areas (CMAs)	57
National Occupational Classification (NOC)	58
Employment Equity Occupational Groups (EEOGs)	59
Highest certificate, diploma, or degree	59
Major field of study	59
Population	60
Workforce	60
Questions and answers	61
Appendix A: Incompletely enumerated Indian reserves and Indian settlements in 2006 population	69
Appendix B: Employment Equity Occupational Groups and their corresponding unit groups (2006 NOC)	71
Appendix C: Employment Equity Occupational Group definitions	79
Appendix D: Census Metropolitan Areas and their Census subdivision components	83
Appendix E: List of tables	89
Appendix F: Data variables	91
Appendix G: Workplace Equity Regional Offices	93
Appendix H: Maps of Canada and the 33 Census Metropolitan Areas	95

Executive summary

“The purpose of this Act is to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfillment of that goal, to correct the conditions of disadvantage in employment experienced by women, aboriginal peoples, persons with disabilities, and members of visible minorities by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.”

– Section 2 of the *Employment Equity Act*

The *Employment Equity Act* aims to make workplaces inclusive and open to individuals from designated groups (women, Aboriginal peoples, persons with disabilities, and members of visible minorities) that have historically faced particular employment barriers.

Employers measure and report their progress toward equity by comparing their internal representation of Canada’s four designated groups against availability benchmarks set by the Labour Program at Human Resources and Skills Development Canada. The benchmarks for each employer depend on the worker skills it requires and where it operates.

This technical report presents the availability benchmarks established by the Labour Program based on the 2006 Census and the Participation and Activity Limitation Survey (PALS) data. These benchmarks will prepare employers for conducting workforce comparisons that employers covered under the *Employment Equity Act* are expected to meet. It also describes the main features of the 2006 Census and PALS data on the four designated groups and provides their national availability rates. The final chapters and annexes provide technical details of how availability rates are calculated.

Since each employer’s availability is unique, recognition of how their benchmarks relate to the national average can provide key information. The national workforce availability derived from the 2006 Census has risen for three of the four designated groups. Between 2001 and 2006, national workforce availability has risen rapidly among visible minorities and Aboriginal peoples. The gain was relatively small among women, and there was a decrease for persons with disabilities.

National Workforce Availability

	1996	2001	2006
Women	46.4	47.3	47.9
Visible minorities	10.3	12.6	15.3
Persons with disabilities	n/a	5.8	4.9
Aboriginal peoples	2.1	2.6	3.1

Source: Derived from Censuses and the Participation and Activity Limitation Survey data.

The contributing factors differ by designated group:

- Women's availability (women's share of the workforce) rose by 0.6 percentage points to 47.9%, as the participation rate (share of women who are active in the labour market) increased by 1.1% from 60.5% in 2001 to 61.6% in 2006. Despite their increased educational attainment, the availability of women is low in the ranks of senior management.
- Due to increased immigration levels, the availability of visible minorities rose more (by 2.7 percentage points) than any other designated group. Educational attainment is high among visible minorities, and their availability is now 15.3% nationally.
- Due to factors such as technological advance and the presence of some assistive technology in the workplace (e.g., people with poor vision may eliminate their disability by changing the font size on their computer), fewer people declared that they needed special accommodation to work. This resulted in a decrease in the availability of persons with disabilities (Employment Equity defined) from 5.8% in 2001 to 4.9% in 2006¹.
- The population of Aboriginal peoples has risen rapidly due to demographic reasons (for example, higher birth rates) and an increased willingness of Aboriginal peoples to self-identify in the Census. Their availability has increased by a half in the last decade, and now stands at 3.1%.

The 2006 Employment Equity Data Report (EEDR) makes available to employers, under the *Employment Equity Act*, relevant labour market information on designated groups in the Canadian workforce. This includes the Labour Market Workforce Availability benchmarks. These benchmarks will help employers establish equitable employment goals.

1. Please refer to the Technical notes section on the Participation and Activity Limitation Survey (PALS).

Introduction

This report provides key data on Canada's federal employment equity programs that will help employers plan, develop, and implement measures to bring about a fully representative workforce under the *Employment Equity Act*. The report explains the process for developing benchmarks for equity performance and prepares employers for obtaining data on their workforce. Analyzing these data will guide employers in setting realistic goals and timetables for achieving employment equity.

1.0 Legislation

The current Act and accompanying *Employment Equity Regulations* form the legislative framework for federal employment equity programs. They came into effect on October 24, 1996, and designate four groups for federal equity programs: women, Aboriginal peoples, members of visible minorities, and persons with

disabilities. According to Subsection 42(3) of the Act, the Minister of Labour is responsible for providing employers with the relevant information and data on these designated groups. This report fulfils that responsibility.

1.1 Employers covered by the Act

The Act is the only comprehensive federal legislation for employment equity in Canada. It covers the following five types of employers:

1. **Federally Regulated Private Sector Employers and Crown Corporations** with 100 or more employees.
2. **Federal Public Service** organizations listed under Schedule I, Part I of the *Public Service Staff Relations Act* (PSSRA) [e.g., Human Resources and Skills Development Canada (HRSDC), National Defence, the Correctional Service of Canada, and Health Canada].
3. **Separate Employer** organizations in the federal public sector with 100 or more employees listed in Schedule I, Part II of the PSSRA (e.g., the Canada Revenue Agency, the Canadian Food Inspection Agency, and Parks Canada).
4. **Other Public Sector Employer** organizations with 100 or more employees, including the Canadian Forces (officers and non-commissioned members in the Regular and the Reserve Forces) and the Royal Canadian Mounted Police (regular and civilian members, excluding federal public service employees).
5. **Federal Contractor** organizations that are provincially regulated suppliers of goods and services, with at least 100 employees in Canada, who bid on or receive federal government contracts valued at \$200,000 or more.

2.0 Data sources and worker selection criteria

Employers covered by the Act are required to have a workforce that reflects the availability of the four designated groups in the parts of the Canadian workforce from which they draw employees. Sections 5 to 10 of the Act detail an employer's core equity-related responsibilities. These duties to develop and implement employment equity plans and programs are the same for public- and private-sector employers. The Regulations clarify how employers should collect workforce information and how they should analyze their workforce with the benchmarks for availability that are provided under authority of the Minister of Labour.

Based on this legal framework, the workforce availability estimates are derived based on the following principles: first, availability is derived from the part of the population that has recent, relevant experience in their occupation of choice. Second, availability estimates vary according to the skills that employers hire and where their operations are located. Some employers also may have justifiable restrictions on the pools from which they recruit.

2.1 Sources of data

Workforce availability estimates for women, Aboriginal peoples, and members of visible minorities are derived by the Labour Program from statistics collected by Statistics Canada in the 2006 Census of Canada. Estimates for persons with disabilities are derived from the post-censal survey, 2006 Participation and Activity Limitation Survey (PALS), also conducted by Statistics Canada. The operational definitions used to identify each of these groups are included in the Technical notes section of this report.

2.2 Experience required

The availability benchmarks are derived from estimates of workers with relevant recent experience. As a result, the workforces for women, Aboriginal peoples, and members of visible minorities were derived from the non-student population aged 15 and over who worked some time within the 17 months previous to the Census. The labour market workforce of persons with disabilities was derived from the population aged between 15 and 64 who worked any time in the

previous five years. Thus, workers who develop a disability and undergo lengthy treatment periods are considered part of the workforce when they return to the labour market.

2.3 Occupational structure of an employer's workforce

Every employer has an availability goal that is unique to the organization, since it accounts for the specific occupational demand of each employer covered under the Act. The National Occupational Classification (NOC) provides the link between jobs as an employer sees them and similar jobs in the Canadian labour market. These codes are assigned to occupations in each employer's workforce based on both the type of skill involved in the work and the level of education or training required to reach competence. These occupations are subsequently assigned to employees that are employed in them. Workforce availability data for each employer are then defined over the NOC occupations that its operations require. The NOC coding system is used for analyzing both public-and private-sector organizations.

2.4 Geography

Availability must mirror the profile of the region from which an employer may reasonably be expected to recruit. This also reflects the occupations involved. Generally speaking, less specialized occupations require common skills and are easier to staff on a local basis than more specialized occupations (e.g., clerical or sales and service personnel). This is because the local labour market can usually supply a sufficient pool of qualified candidates. Accordingly, workforce data for the relevant Census Metropolitan Area (CMA)² are used to develop availability benchmarks for these jobs.

By contrast, jobs that require more specialized education or experience may require a wider area of selection to identify a sufficiently large pool of candidates. In this case, national workforce data more reasonably reflect the availability of designated group members. In line with this, estimates of workforce availability for senior managers or professional staff are derived from national data.

2. Please refer to the Data variables section for the CMA definition.

The quality of workforce estimates for the four designated groups vary greatly, and the most reliable estimates relate to women. The variances are much larger around estimates for persons with disabilities, which are derived using the 2006 PALS. Therefore, data for persons with disabilities are only available at the national and provincial levels.

2.5 Public sectors

Under the *Public Service Employment Act* (PSEA), Canadian citizens receive preference for any openings in the federal public service. This means that, while citizens of other countries are not prevented from working for the federal government, they are hired only if there are no qualified Canadian citizens. The PSEA applies to the portions of the public service of Canada set out in Part I of Schedule I of the PSSRA. Therefore, the workforce availability for the public service is based on the Census respondents who are Canadian citizens.

3.0 Administrative varia

The operational definition for persons with disabilities under the Act was developed by inter-departmental committees on employment equity data comprising representatives from Human Resources and Skills Development Canada, the Canada Public Service Agency, Statistics Canada, the Canadian Human Rights Commission, and the Public Service Commission.

Labour market workforce availability estimates are produced for various levels of comparison (e.g., national and regional, occupational categories by designated group). The list of tables is in Appendix E, and the data is also provided in Adobe's Portable Document Format (PDF) and in Excel (XLS) on our Web site at www.labour.gc.ca. Employers can perform their workforce analysis by:

- extracting the data from the Labour Program Web site at www.labour.gc.ca; or

- using the data that is integrated into the Workplace Equity Information Management System (WEIMS), which is being introduced to employers with the release of this report. WEIMS is a new, dynamic online application that consists of Internet-based user search/reporting, analytical tools (e.g., workforce analysis, ratings calculator, variance tool), an administrative toolset, a secure stakeholder access portal, and a backend database. WEIMS is replacing the current Employment Equity Computerized Reporting System (EECRS).

The Minister of Labour has published guidelines to help private-sector employers understand their responsibilities under the Act and Regulations. These guidelines are intended to coach employers, employee representatives, and other interested parties on how to:

- develop an equity survey of their employees;
- conduct a workforce analysis to determine whether they are fully representative;
- implement an employment systems review of barriers to full participation by designated groups; and
- develop an employment equity plan that specifies how equity gaps will be closed.

The guidelines are available on the Labour Program Web site (www.labour.gc.ca), and Labour Program Workplace Equity Officers (WEOs) located across Canada provide consultative services and training for employers (see Appendix G).

Data highlights – Total population

Women

Total Population and Workforce for Women

Population ...	Total Population		
	Total	Men	Women
Population	31,241,030	15,326,270	15,914,760
Population Representation	100.0%	49.1%	50.9%
Population 15 Years & Over	25,664,220	12,470,785	13,193,435
Population Representation	100.0%	48.6%	51.4%
Workforce ...			
Workforce	18,418,100	9,599,250	8,818,855
Workforce Availability	100.0%	52.1%	47.9%

Source: Statistics Canada, 2006 Census of Canada

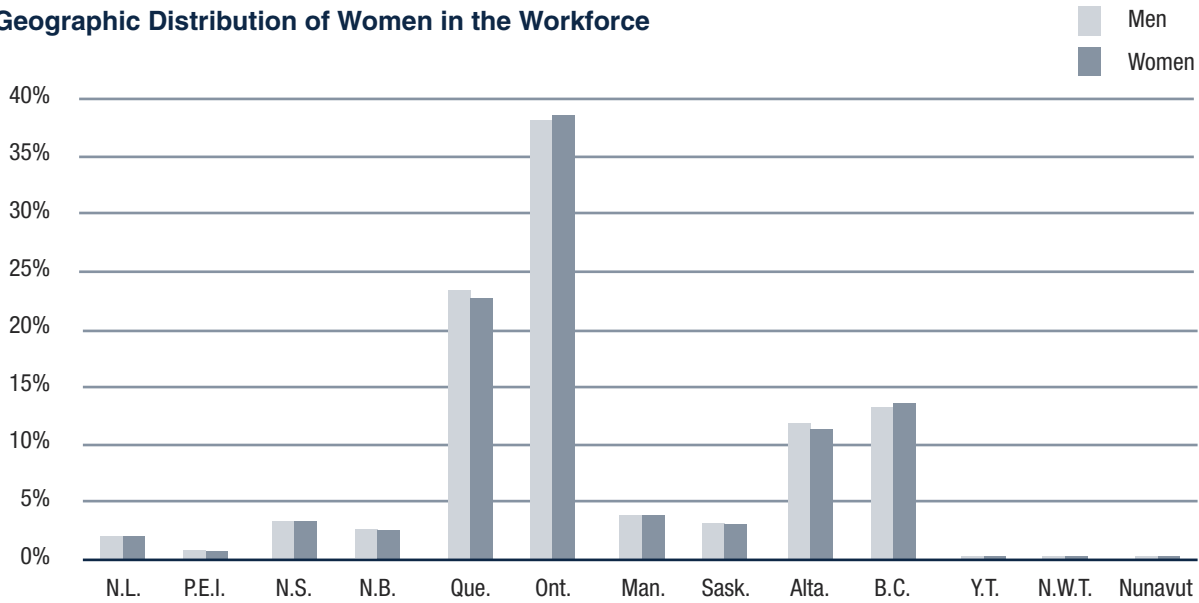
Workforce availability estimates for women were derived from the 2006 Census data on the population aged 15 and over who worked in 2005 or 2006. In 2006, the national workforce availability for women was 47.9%. The tables on our Web site (www.labour.gc.ca) contain more detailed availability estimates by NOC and by region (province and CMA).

Population

Canada's population in 2006, excluding institutional residents, was 31.2 million. Women made up about 51% or 16 million of the total population, and three-quarters of them lived in three provinces: Quebec (24%), Ontario (39%), and British Columbia (13%). Canada is one of the most urbanized countries in the world, and 68% of Canadian women and men live in one of Canada's 33 CMAs.

Workforce

Geographic Distribution of Women in the Workforce

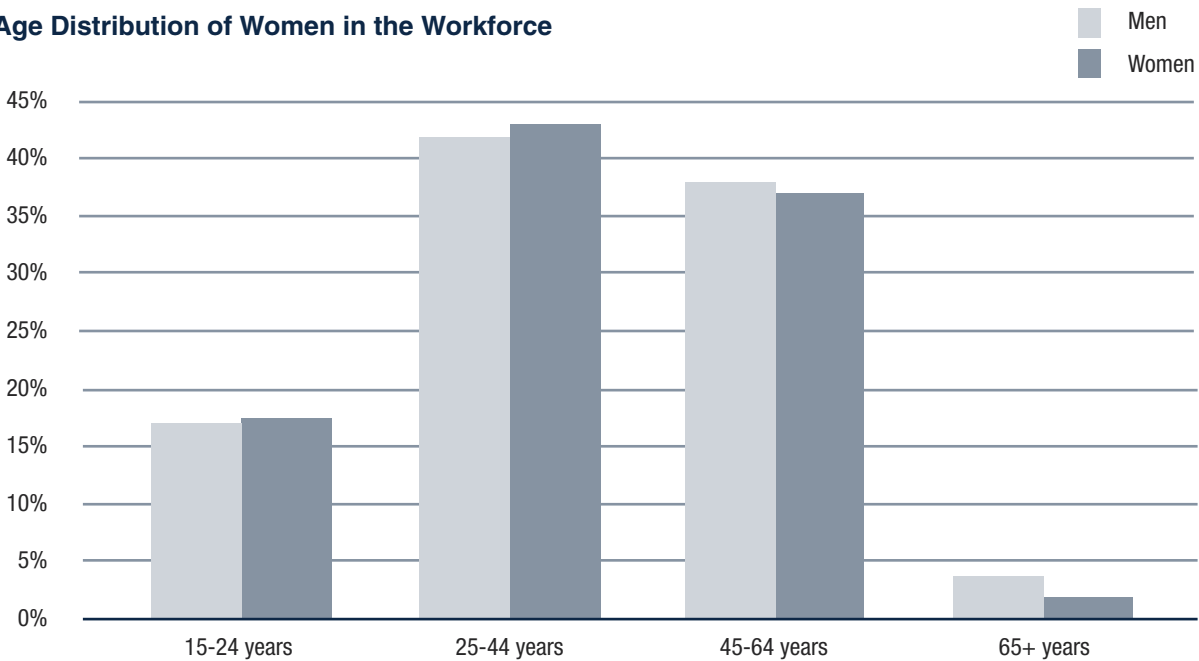


Source: Adapted from Statistics Canada, 2006 Census of Canada

The 2006 Census counted 18.4 million people in the workforce³. The number of women and men in the workforce are nearly equal. Women accounted for 48% of the total workforce, or approximately 8.8 million.

Women's workforce distribution is similar to men's. Approximately three-quarters of women work in three provinces: Quebec (23%), Ontario (39%), and British Columbia (13%). Seven percent of women work in the Atlantic provinces, 18% in the prairies, and less than 1% in the three territories. The majority of women (69%) work in the 33 CMAs.

Age Distribution of Women in the Workforce



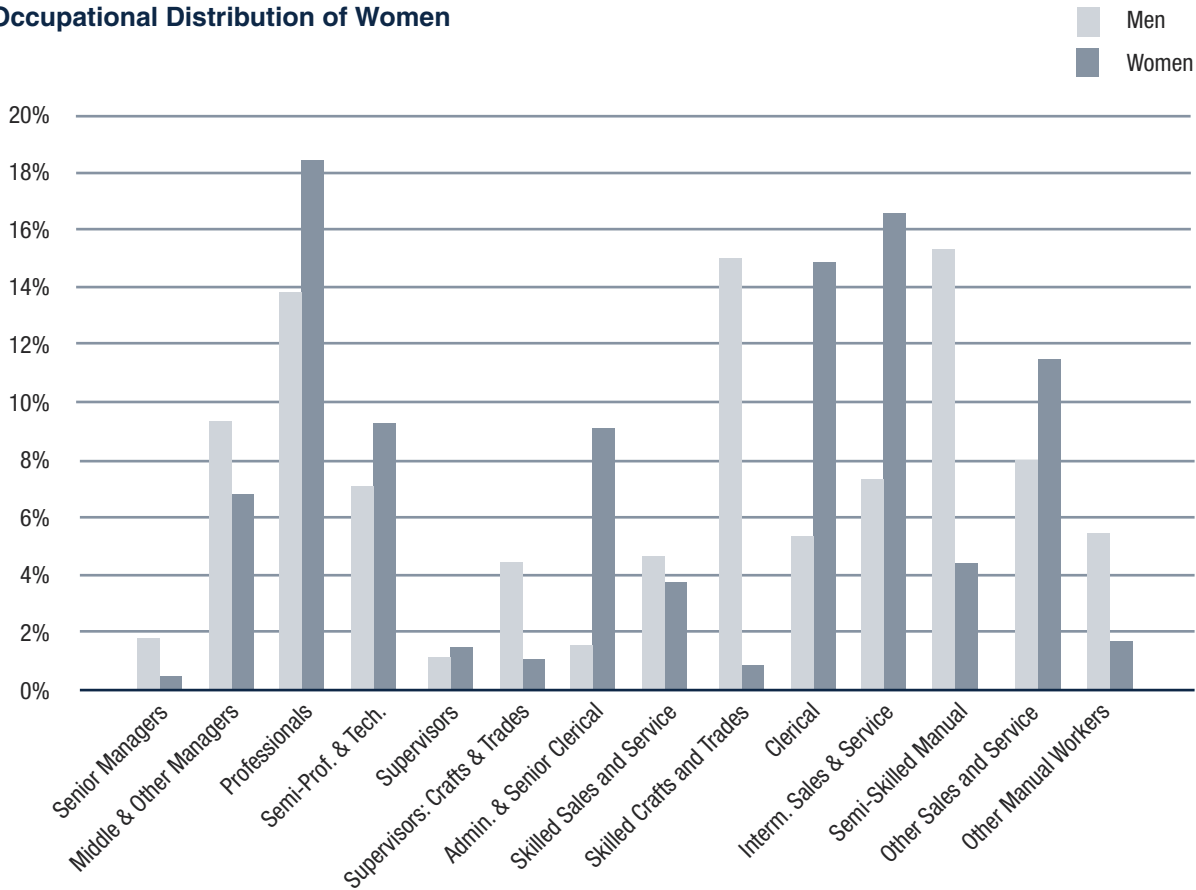
Source: Adapted from Statistics Canada, 2006 Census of Canada

3. Population aged 15 and over who worked anytime between January 1, 2005 and May 16, 2006.

Out of the 18.4 million Canadians that were in the workforce, the largest proportion was 25 to 44 years old. They make up 44% of the working-age population. The numbers of those aged 45 to 64 have been growing more rapidly than average as Canada's population ages, and they make up 36% of the workforce. Youths and young adults, aged 15 to 24, were 18% of the workforce. The final 2% of the workforce were older than 65. In the women's workforce, the shares tend to be higher than the national average among those under 45 and smaller for older women.

Occupation

Occupational Distribution of Women



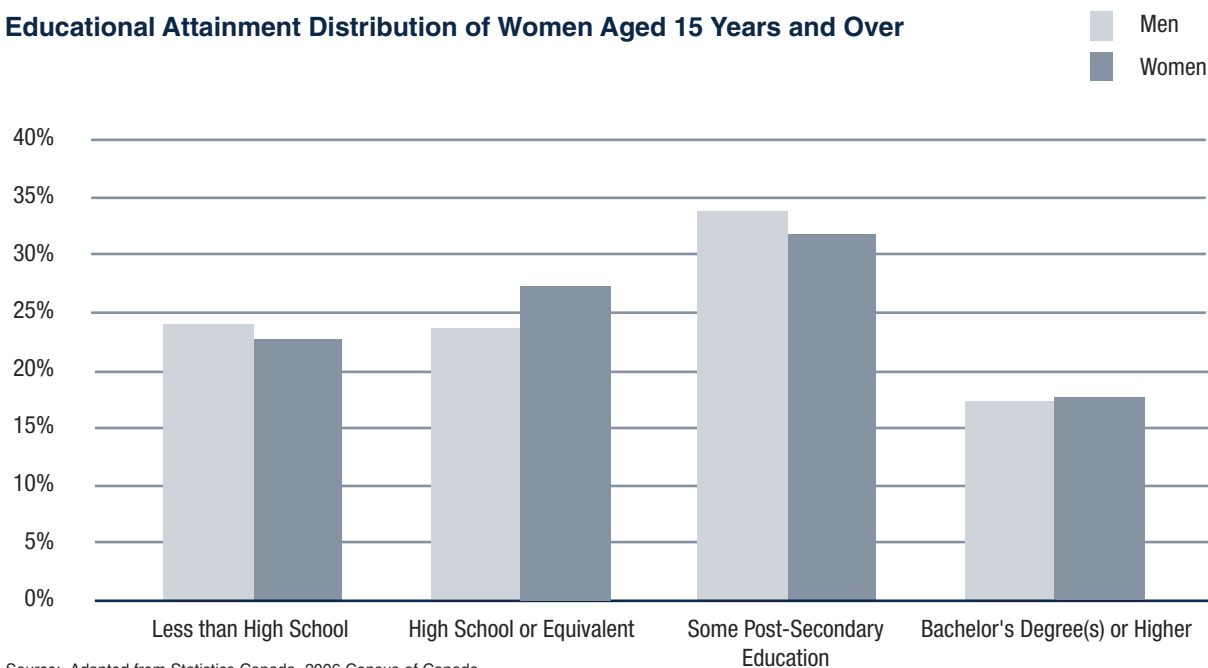
Source: Adapted from Statistics Canada, 2006 Census of Canada

While women's educational attainment has risen rapidly, occupational clustering is still evident. Almost 80% of women were found in 6 of the 14 Employment Equity Occupational Groups (EEOGs): Professionals (18.2%), Semi-Professionals and Technicians (9.3%), Administrative and Senior Clerical Personnel (8.9%), Clerical Personnel (14.7%), Intermediate Sales and Service Personnel (16.5%) and Other Sales and Service Personnel (11.5%). These occupations formed only 44% of the men's workforce.

Men tend to dominate the following occupations: Skilled Crafts and Trades Workers, Semi-Skilled Manual Workers, Supervisors: Crafts and Trades, Senior Managers and Middle and Other Managers.

Education

Educational Attainment Distribution of Women Aged 15 Years and Over



Source: Adapted from Statistics Canada, 2006 Census of Canada

Women have closed the gender gap in educational attainment at the university level. Eighteen percent of men and women had a university certificate or degree. At other levels of attainment, 32% of women had some post-secondary education⁴, 27% had high school education, and 23% had less than high school; compared to 33%, 24%, and 24% respectively for men.

Aboriginal peoples

Total Population and Workforce for Aboriginal Peoples

Population ...	Total Population			Aboriginal Peoples		
	Total	Male	Female	Total	Male	Female
Population	31,241,030	15,326,270	15,914,760	1,172,790	572,095	600,695
Population Representation	100.0%	49.1%	50.9%	3.8%	1.8%	1.9%
Population 15 Years & Over	25,664,220	12,470,785	13,193,435	823,890	393,680	430,205
Population Representation	100.0%	48.6%	51.4%	3.2%	1.5%	1.7%
Workforce ...						
Workforce	18,418,100	9,599,250	8,818,855	568,195	285,690	282,500
Workforce Availability	100.0%	52.1%	47.9%	3.1%	1.6%	1.5%

Source: Statistics Canada, 2006 Census of Canada

4. Some post-secondary education includes apprenticeship or trades certificate or diploma, college, CEGEP or other non-university certificate or diploma and university certificate or diploma below bachelor level.

Availability estimates for the Aboriginal peoples workforce were derived from the 2006 Census for the population aged 15 and over who worked in 2005 or 2006. In 2006, the national availability for Aboriginal peoples was 3.1%. The tables on our Web site contain more detailed availability estimates by NOC and by region (province and CMA).

Population

The Aboriginal population surpassed 1 million and accounted for 3.8% of the total Canadian population in 2006. Over 1.2 million people reported Aboriginal identity: North American Indian, Métis, or Inuit. Nearly 60% (698,000) were North American Indian, one-third (390,000) Métis, and 4.3% (50,000) Inuit. The remaining 3.0% identified themselves as members of more than one Aboriginal group, Registered Indians, or band members.

Ontario was home to the most Aboriginal peoples, although they accounted for only 2.0% of the province's population. About 8 in every 10 of the Aboriginal peoples (944,000) lived in Ontario and 4 western provinces in 2006, as opposed to 69% of the total population. Among Aboriginal peoples, the Census enumerated 243,000 (20.7%) in Ontario, 196,000 (16.7%) in British Columbia, 188,000 (16.1%) in Alberta, 175,000 (15%) in Manitoba, and 142,000 (12.1%) in Saskatchewan. Nearly 85% of the Nunavut population identified themselves as being an Aboriginal person (mainly Inuit).

Most Aboriginal peoples live in rural areas, in the North or in smaller communities such as Indian reserves or settlements. One third (396,000) of Aboriginal peoples lived in the nation's 33 CMAs in 2006, compared to 65% of the total population. The three CMAs with the most Aboriginal peoples were Winnipeg, Edmonton, and Vancouver.

Workforce

Geographic Distribution of Aboriginal Peoples in the Workforce

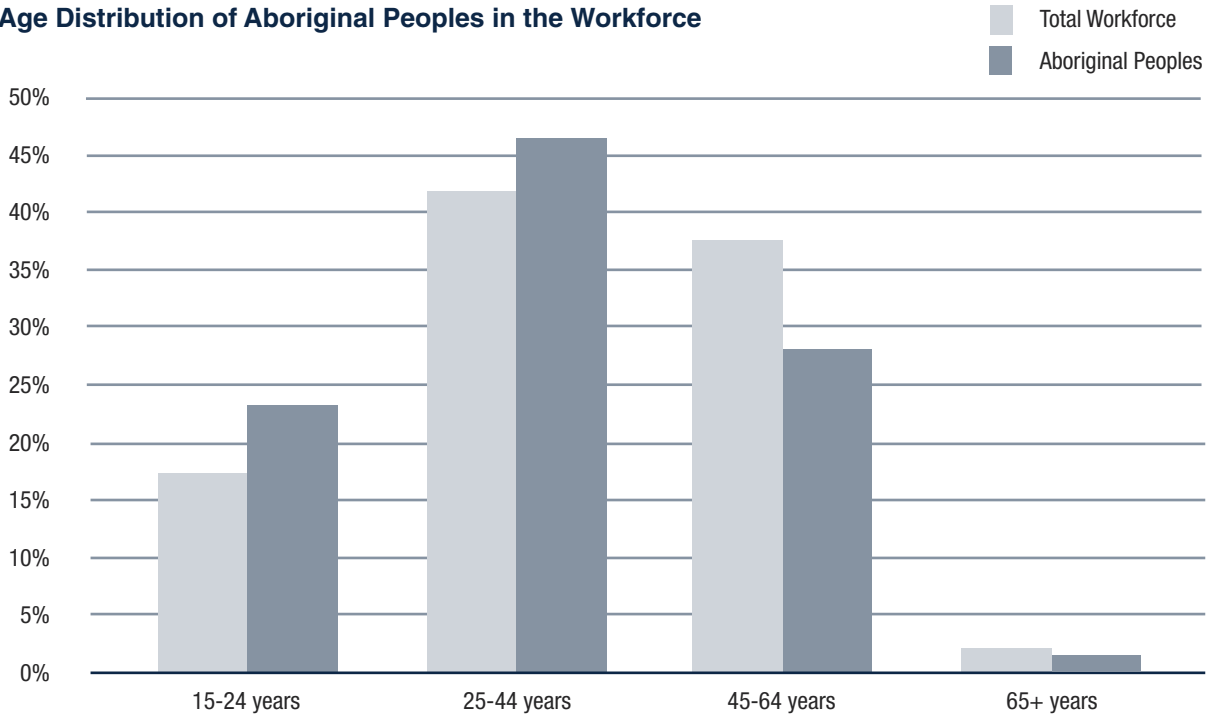


Source: Adapted from Statistics Canada, 2006 Census of Canada

The Aboriginal peoples workforce of over 568,000 forms 3.1% of the national workforce and was distributed much like their population. About 80% of the Aboriginal peoples workforce live in five provinces: Ontario (22%), British Columbia (18%), Alberta (17%), Manitoba (13%), and Saskatchewan (10%).

Some 37% of the Aboriginal peoples workforce live in Canada's 33 CMAs. Three CMAs (Winnipeg, Edmonton, and Vancouver) had the largest Aboriginal peoples workforce.

Age Distribution of Aboriginal Peoples in the Workforce

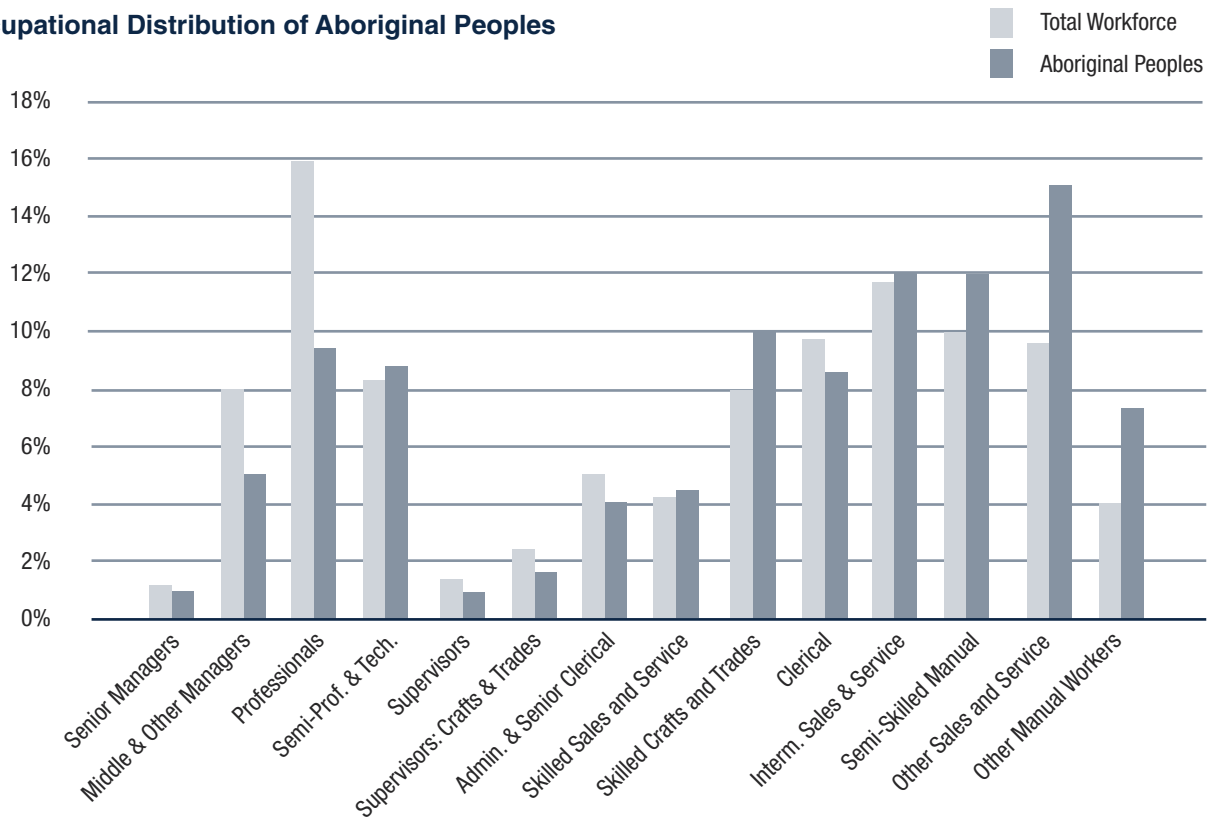


Source: Adapted from Statistics Canada, 2006 Census of Canada

Canada's Aboriginal peoples workforce population is younger than average. Of these, 23% were aged 15 to 24 and 47% were 25 to 44 years old, compared to the national averages of 17% and 43% respectively. In some areas of the four western-most provinces, the Aboriginal peoples workforce accounts for nearly half of all young workers.

Occupation

Occupational Distribution of Aboriginal Peoples

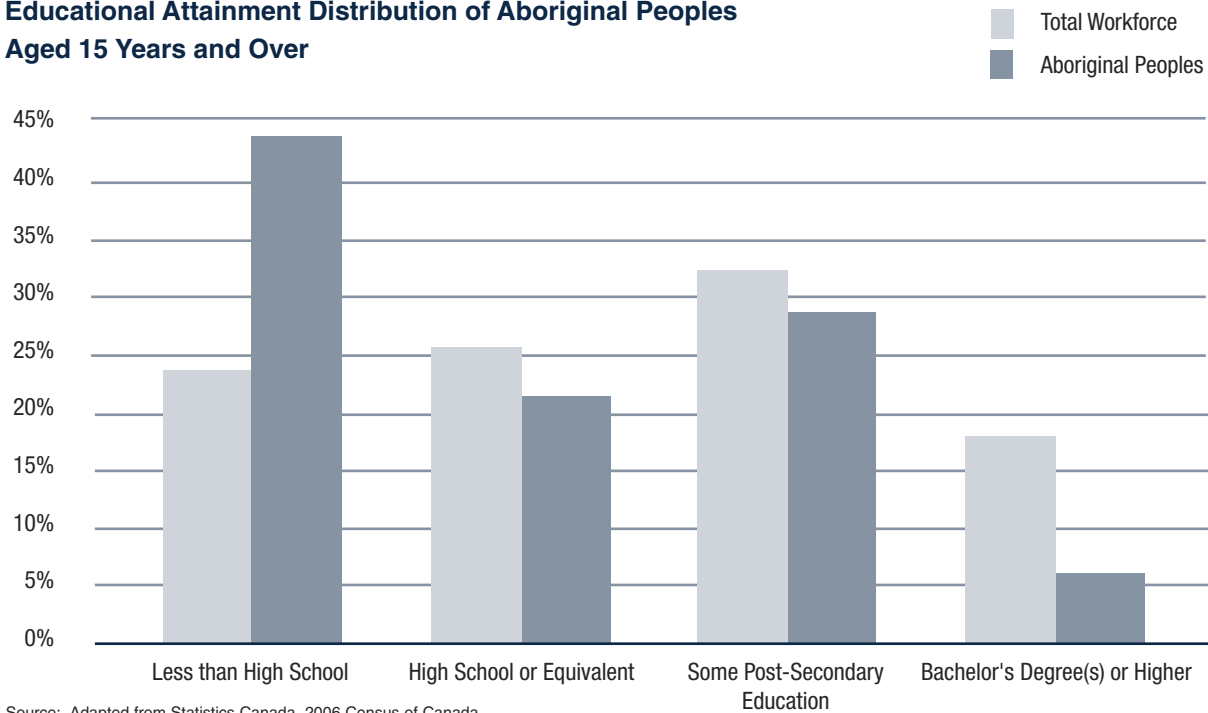


Source: Adapted from Statistics Canada, 2006 Census of Canada

Close to 60% of Aboriginal peoples were employed in five employment equity occupational groups: Other Sales and Service Personnel (15%), Semi-Skilled Manual Workers (12%), Intermediate Sales and Service Personnel (12%), Skilled Crafts and Trades Workers (10%) and Professionals (9%). About 6% of the Aboriginal peoples workforce compared to 9% of the national workforce were employed as Senior, Middle and Other managers.

Education

Educational Attainment Distribution of Aboriginal Peoples Aged 15 Years and Over



Educational attainment among the Aboriginal peoples population aged 15 and older is lower than for their non-Aboriginal counterpart. More than 40% had less than high school education, compared to only 24% nationally. A further 22% of Aboriginal peoples had high school education (versus 26% for the total population), 29% had some post-secondary education (33% nationally), and 6% had a university degree (18% nationally).

Members of visible minorities

Total Population and Workforce for Visible Minorities

Population ...	Total Population			Visible Minorities		
	Total	Male	Female	Total	Male	Female
Population	31,241,030	15,326,270	15,914,760	5,068,090	2,464,025	2,604,065
Population Representation	100.0%	49.1%	50.9%	16.2%	7.9%	8.3%
Population 15 Years & Over	25,664,220	12,470,785	13,193,435	3,922,705	1,880,545	2,042,145
Population Representation	100.0%	48.6%	51.4%	15.3%	7.3%	8.0%
Workforce ...						
Workforce	18,418,100	9,599,250	8,818,855	2,811,390	1,451,265	1,360,125
Workforce Availability	100.0%	52.1%	47.9%	15.3%	7.9%	7.4%

Source: Statistics Canada, 2006 Census of Canada

Workforce availability estimates for members of visible minorities were derived from the 2006 Census counts for the population aged 15 and over who worked in 2005 or 2006. In 2006, the national workforce availability for members of visible minorities was 15.3%. The tables on our Web site contain more detailed workforce availability estimates by NOC and by region (province and CMA).

Population

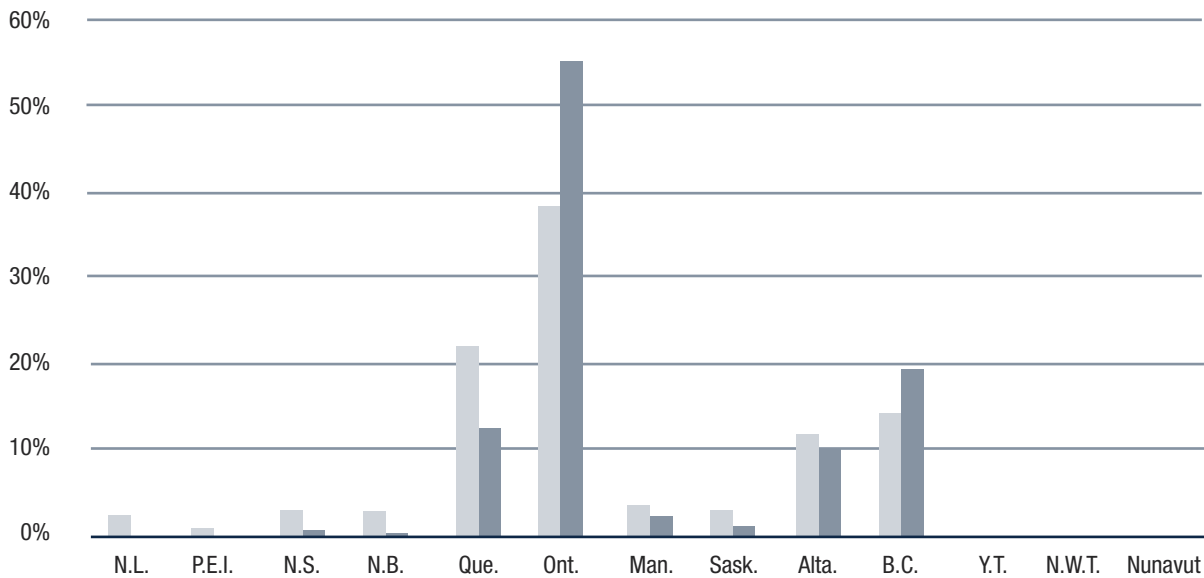
Census 2006 showed that persons who identified themselves as belonging to one of the visible minority groups numbered 5.1 million or 16% of the population. The group from South Asia was the largest visible minority group and represents one quarter of the visible minority population, followed by the Chinese and the Black populations, which formed 24% and 16% of all visible minority members.

On a provincial basis, representation of visible minorities was highest in three provinces: British Columbia (25%), Ontario (23%), and Alberta (14%). Toronto, Vancouver, and Montréal remain the CMAs with the largest number of members of visible minorities. By themselves, these CMAs have 71% of the visible minority population. More than 40% of everyone living in Toronto and Vancouver belong to visible minorities.

Workforce

Geographic Distribution of Visible Minorities in the Workforce

Total Workforce
 Visible Minorities

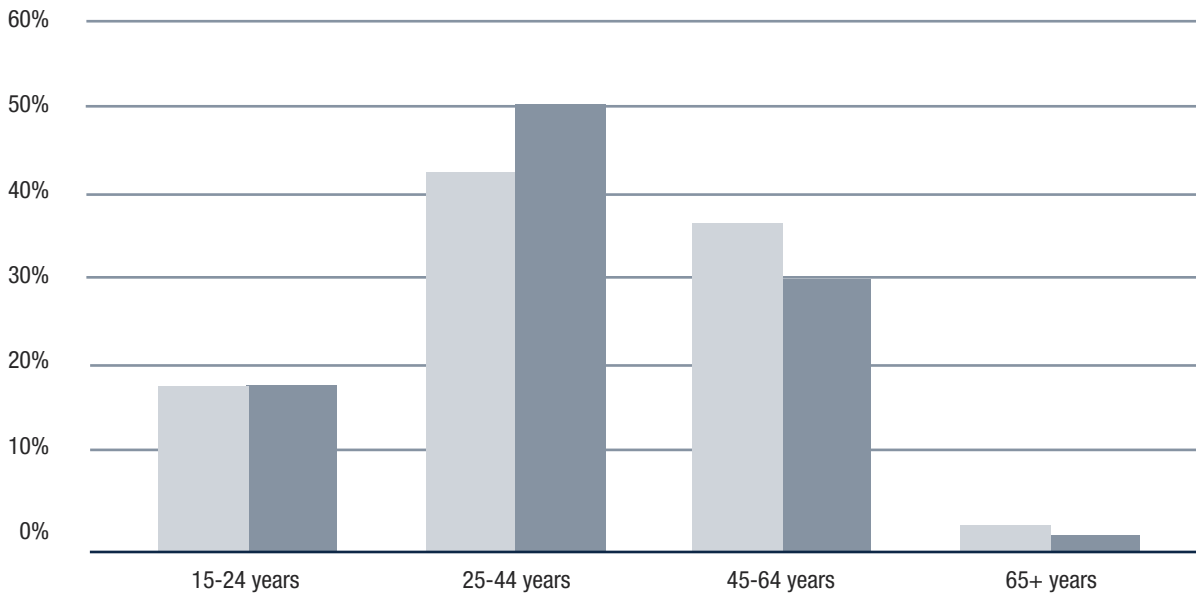


Source: Adapted from Statistics Canada, 2006 Census of Canada

Visible minorities form 15% of Canada’s workforce. They are grouped in four provinces that total 96% of the visible minority workforce. More than half (54%) are concentrated in Ontario, 20% in British Columbia, 12% in Quebec, and 10% in Alberta. The visible minority workforce is over-represented in Ontario and in British Columbia. In contrast, it is strongly under-represented in the other provinces.

Age Distribution of Visible Minorities in the Workforce

Total Workforce
 Visible Minorities

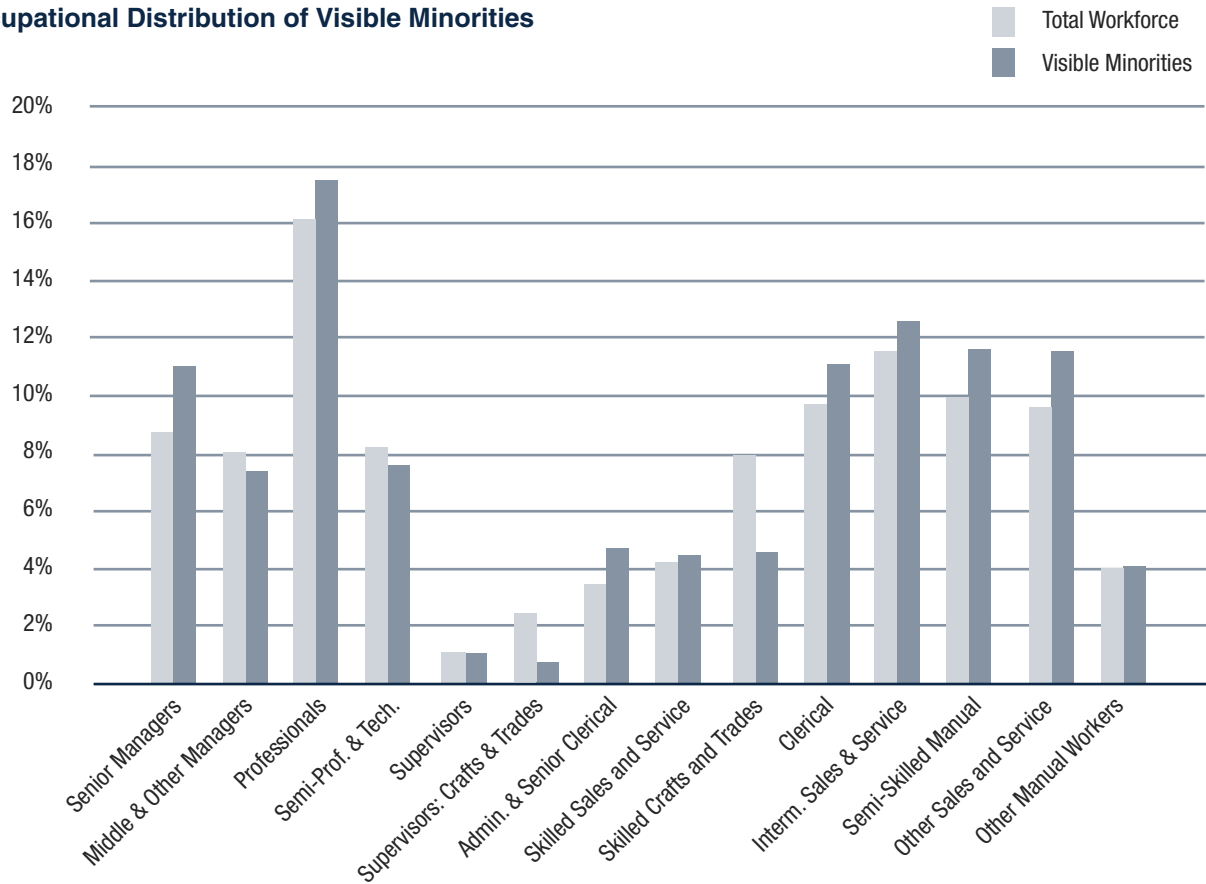


Source: Adapted from Statistics Canada, 2006 Census of Canada

The visible minority workforce is younger than the rest of the Canadian workforce. The workforce shares of those under 25 are about 17% for both visible minorities and others. About half of the visible minority workforce is 25 to 44, compared to 43% nationally. The workforce share aged 45 to 64 is 30% among visible minorities and 37% on average. Workers aged 65 and older form a small part of the workforce for both groups.

Occupation

Occupational Distribution of Visible Minorities



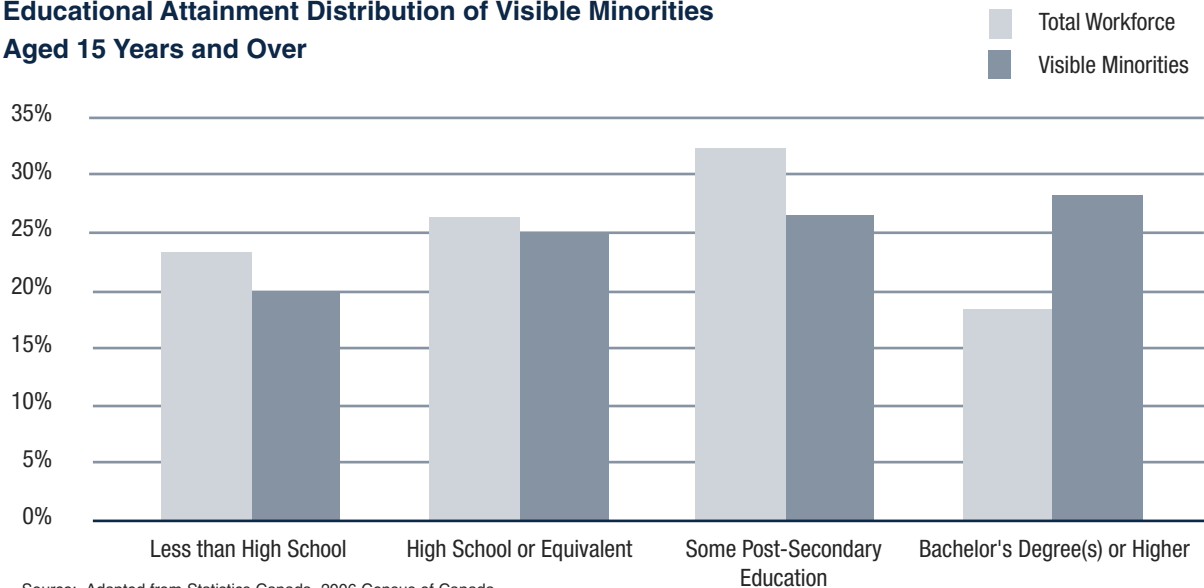
Source: Adapted from Statistics Canada, 2006 Census of Canada

The share of the visible minority workforce in senior, middle, and other management is much lower than the national average. Nationally, 12 workers in 1,000 work in management, while only 7 in 1,000 visible minority workers fall in these occupations. A similar situation can be found among Supervisors: Crafts and Trades, Skilled Crafts and Trades Workers, and in Administrative and Senior Clerical Personnel.

In contrast, the shares of the visible minority workforce are larger in occupations that require less skills: Clerical Personnel, Intermediate Sales and Service Personnel, Semi-Skilled Manual Workers and the least-skilled Other Sales and Service Personnel.

Education

Educational Attainment Distribution of Visible Minorities Aged 15 Years and Over



Source: Adapted from Statistics Canada, 2006 Census of Canada

Proportionally more of the working-age visible minority population has a university degree than the Canadian average. They form 28% of the visible minority population versus the 18% national average. Visible minority members are less likely than other groups to belong to any of the other levels of educational attainment.

Persons with disabilities

Total Population and Workforce for Persons with Disabilities (EE Defined)

Population ...	Total Population			Persons with disabilities		
	Total	Male	Female	Total	Male	Female
Population	31,241,030	15,326,270	15,914,760	n/a	n/a	n/a
Population Representation	100.0%	49.1%	50.9%	n/a	n/a	n/a
Population 15 to 64 Years	21,589,925	10,657,075	10,932,850	999,640	473,650	525,990
Population Representation	100.0%	49.4%	50.6%	4.6%	2.2%	2.4%
Workforce ...						
Workforce 15 to 64 Years	17,842,370	9,226,965	8,615,405	874,700	425,210	449,490
Workforce Availability	100.0%	51.7%	48.3%	4.9%	2.4%	2.5%

Source: 2006 Census of Canada and Participation and Activity Limitation Survey.
n/a = not available

Population

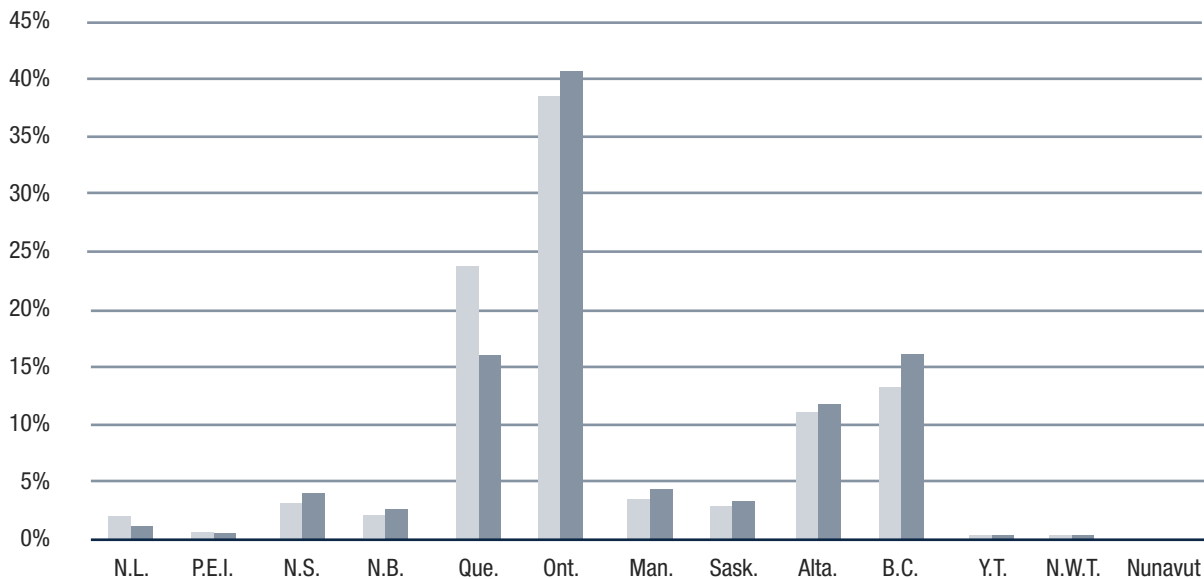
The Participation and Activity Limitation Survey (PALS) conducted by Statistics Canada reveals that availability and representation rates for persons with disabilities fell to 4.9% from 5.8% in 2001.

In 2006, there were 999,640 persons with disabilities aged 15 to 64 years, which accounted for 4.6% of the total population. Similar to the total population, 84% of persons with disabilities were located in four provinces: Ontario (40%), Quebec (16%), British Columbia (16%), and Alberta (12%).

Workforce

**Geographic Distribution of Persons with Disabilities (EE Defined)
Aged 15-64 Years in the Workforce**

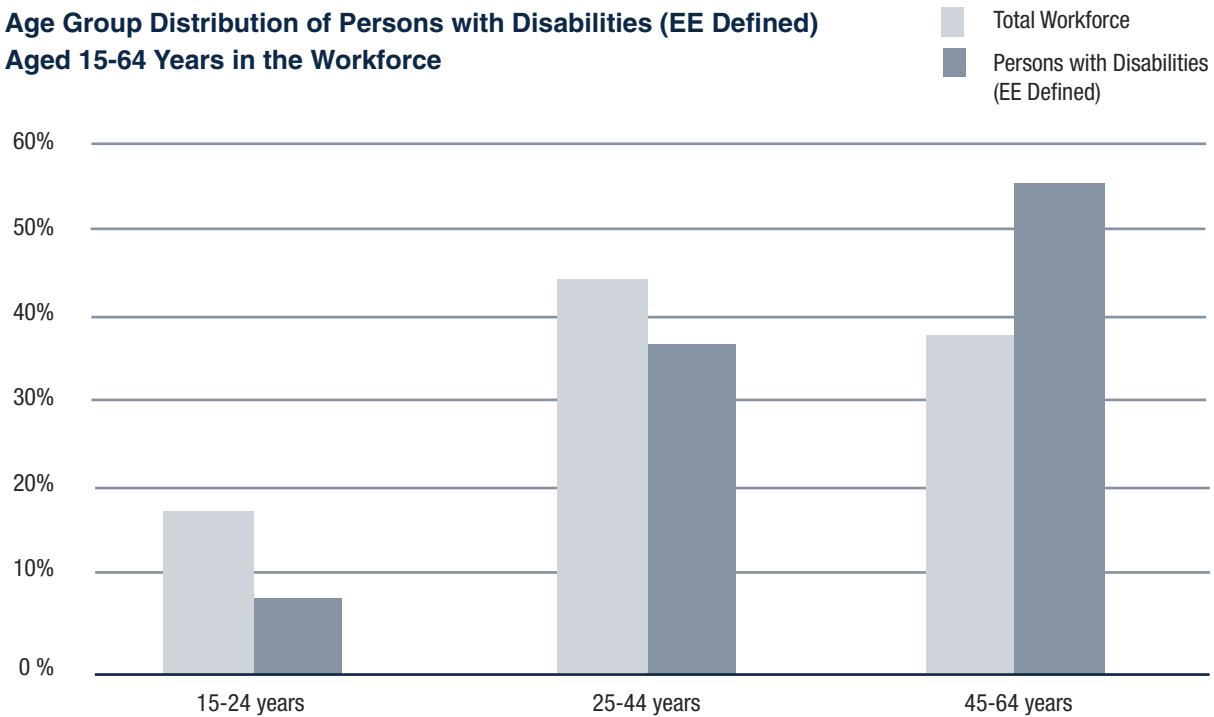
Legend:
 Total Workforce
 Persons with Disabilities (EE Defined)



Source: Adapted from Statistics Canada, 2006 Census of Canada

In 2006, there were 874,700 persons with disabilities aged 15 to 64 years within the workforce, which accounted for 4.9% of the total Canadian workforce. Areas of concentration continue to be found in Ontario (40%), Quebec (16%), British Columbia (16%), and Alberta (12%). Yukon, the Northwest Territories, and Nunavut reported the lowest representation of persons with disabilities in the workforce, with a combined figure of less than 1%.

**Age Group Distribution of Persons with Disabilities (EE Defined)
Aged 15-64 Years in the Workforce**



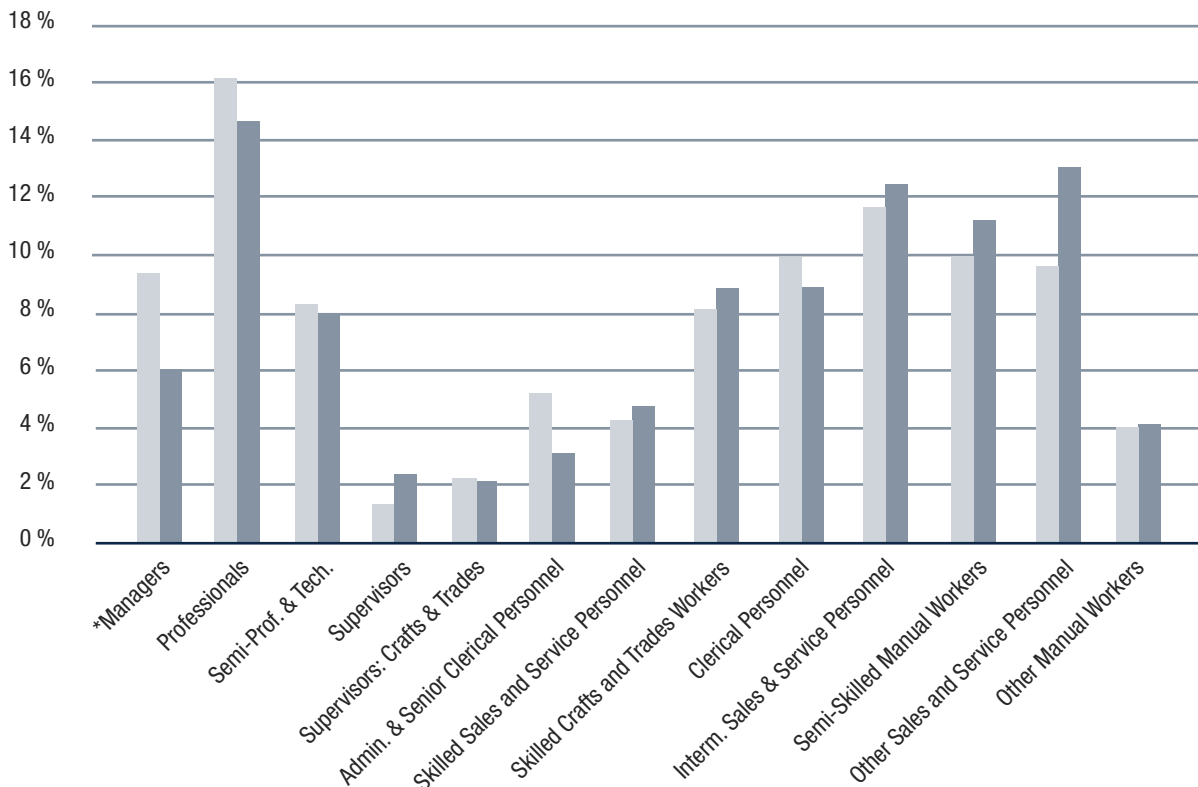
Source: Adapted from Statistics Canada, 2006 Participation and Activity Limitation Survey

Since the 2001 Census, many more working Canadians have reported disability. Reasons for the increase include the ageing of the population, which created a large increase in the number of workers 45 and older who have a disability, and an increased willingness of Canadians to self-identify.

Data from the 2006 PALS indicated that persons with disabilities were much older than the general workforce: 55% were in the 45 to 64 age category, compared to 38% of the total workforce. On the other hand, only 8% of persons with disabilities were in the 15 to 24 age category compared to 18% of the total workforce.

Occupational Group Distribution of Persons with Disabilities (EE Defined) Aged 15-64 Years

Total Workforce
 Persons with Disabilities (EE Defined)



Source: Adapted from Statistics Canada, 2006 Participation and Activity Limitation Survey
 * Managers include Senior, Middle and Other Managers.

The number of persons with disabilities in the workforce aged 15 to 64 in 2006 was 874,700. The occupational groups where persons with disabilities have the highest concentration are the Professionals (14.7%), Other Sales and Service Personnel (12.9%), and Intermediate Sales and Service Personnel (12.6%).

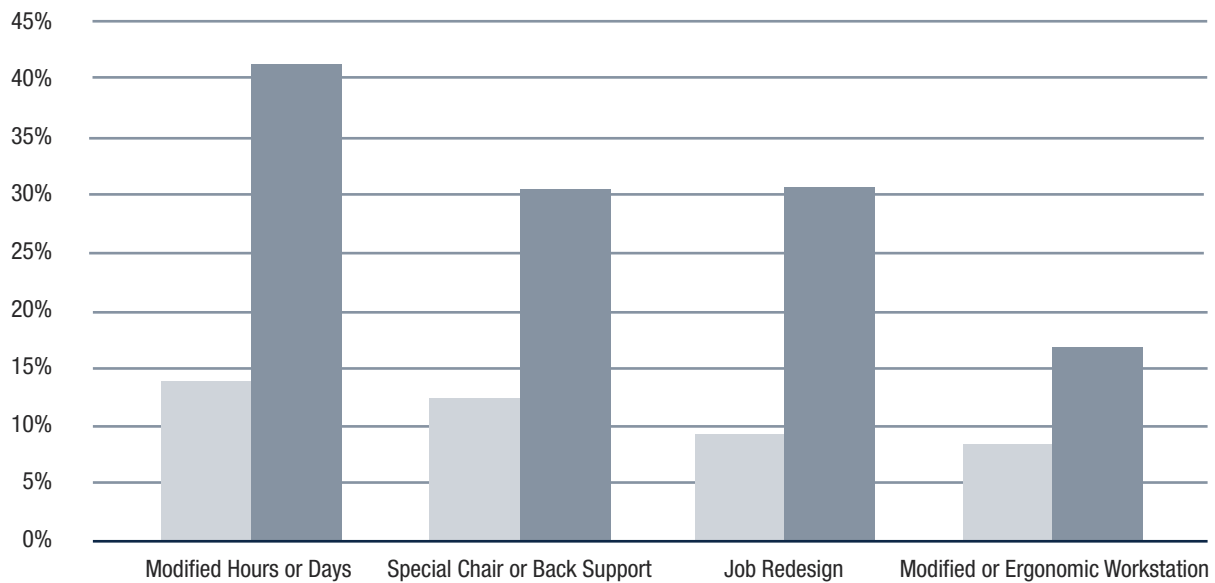
Accommodation

Conditions for labour market performance have improved for those who have a disability and are working. Along with the constant enhancement of technology and falling prices for hardware and software, a tightening labour market in 2006 contributed to improved labour conditions for persons with disabilities.

While the rates of increase of disability were much higher for older workers, the rise in the number of disabled workers was found in most age groups. The increases were largest among workers who reported a mild or a moderate disability and smaller among those who had severe or very severe disability. As a result, about 60% of the workers with disabilities needed to be accommodated in the workplace.

Most Frequent Accommodation Needed to be Able to Work Aged 15-64 Years

Mild or Moderate Disability
 Severe or Very Severe Disability



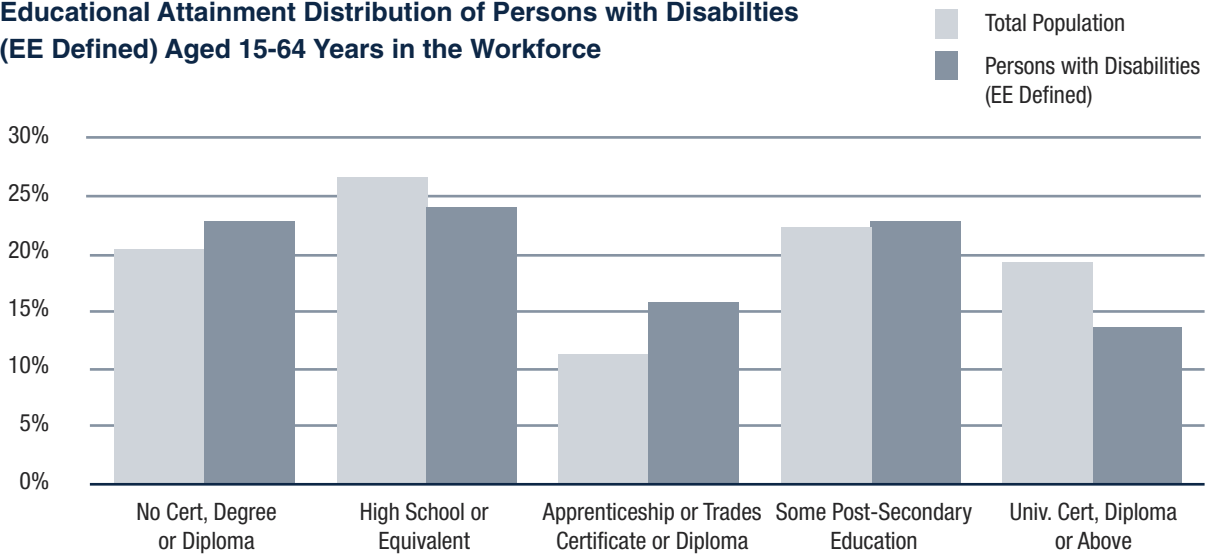
Source: Adapted from Statistics Canada, 2006 Participation and Activity Limitation Survey

The technology associated with accommodation has become less expensive, thereby enabling more persons with disabilities to work.

While some workers with disabilities require extensive accommodations to perform work-related duties, the most frequent accommodations typically involve relatively minor adjustments by employers. A modified schedule would accommodate 14% of those with a mild or moderate disability and 41% of those whose disability was more severe. Special chairs, job redesign, and the provision of an ergonomic work station were the other most frequent needs for workers with disabilities.

Education

Educational Attainment Distribution of Persons with Disabilities (EE Defined) Aged 15-64 Years in the Workforce



Source: Adapted from Statistics Canada, 2006 Participation and Activity Limitation Survey

According to the 2006 Participation and Activity Limitation Survey, persons with disabilities are well educated, and their educational profile is similar to that of the non-disabled. However, one exception is among those with a university certificate, diploma, or above. Persons with disabilities are 6% less likely to be found in this category as compared to the total population.

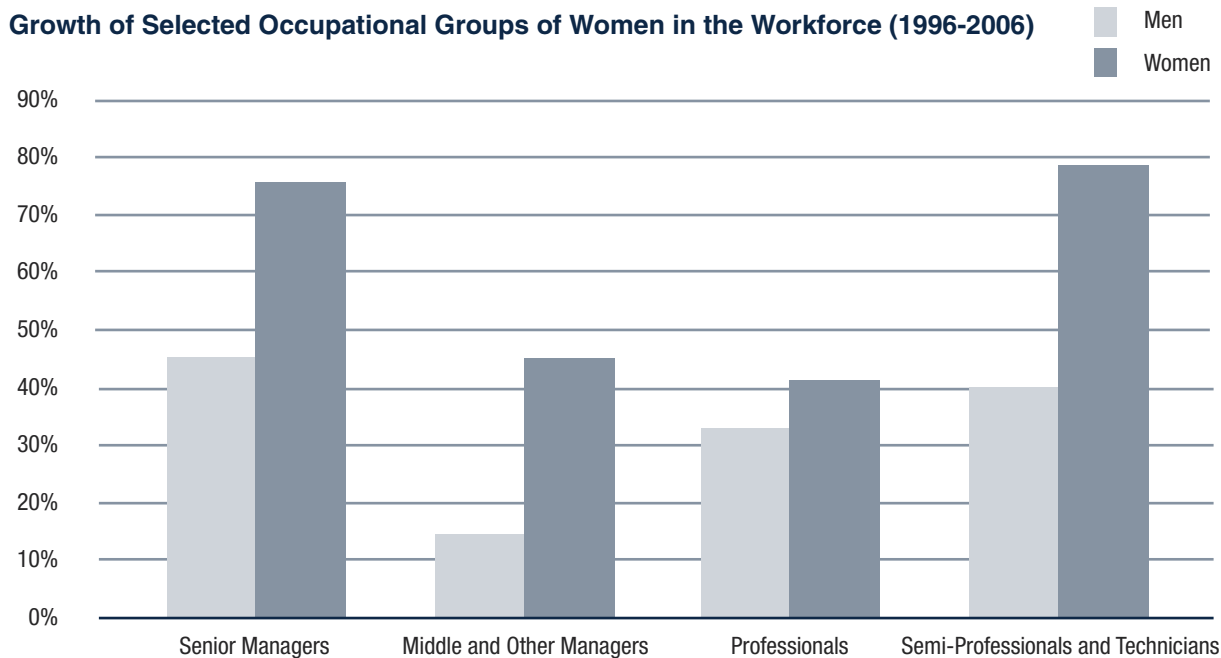
Persons with disabilities are more likely by 3% to have no certificate, degree, or diploma compared to the total population, and more likely to possess an apprenticeship or trade certificate or diploma by 4%.

About 14% of persons with disabilities had a university certificate, degree, or diploma compared to 20% of the total population. Additionally, 23% of persons with disabilities had less than a high school education, while 23% had some post-secondary level of education equal to that of the total population.

Total population in the last decade, between 1996 and 2006⁵

Women

Workforce



Source: Adapted from Statistics Canada, 2006 Census of Canada

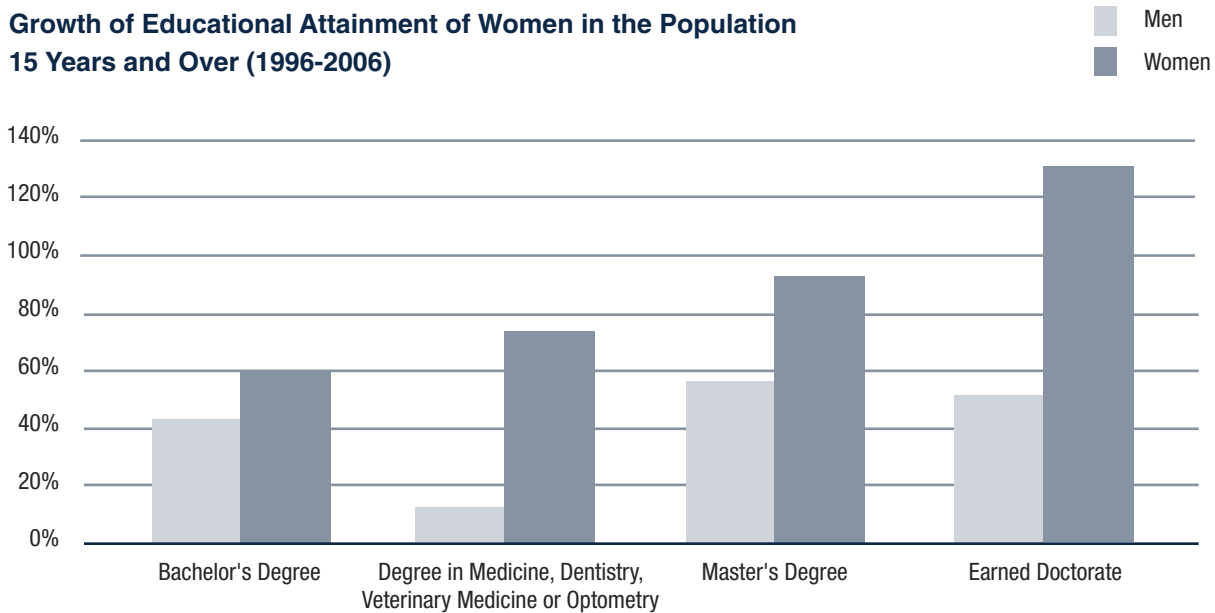
Although there are still more men in management, there is a clear increased female presence in the workforce. Women are playing stronger roles in the workplace, and their profile is rising in management and professional fields.

The workforce growth in the most skilled occupations reflected women's performance between 1996 and 2006. Among the 14 Employment Equity Occupational Groups, women's growth was strongest in Semi-Professionals and Technicians (79%) and Senior Managers (76%) compared to 40% and 45% respectively for men. Growth for women was also much higher among both Middle and Other Managers and Professionals.

5. Describing the demographic and labour market patterns of people with disabilities from 1996 to 2006 is not possible because a disability survey was not conducted in 1996.

Education

Growth of Educational Attainment of Women in the Population 15 Years and Over (1996-2006)



Source: Adapted from Statistics Canada, 2006 Census of Canada

Women have gained considerable ground in terms of educational attainment and increased their participation in higher education in the last decade. In 2006, for the first time, women accounted for over half (51%) of all degree-holders, up from 47% in 1996 and 49% in 2001.

Women had increased their representation in every level of post-secondary education during the period between 1996 and 2006. Women formed 23% of all those with doctoral degrees in 1996 and 32% in 2006. Their numbers have grown from 24,000 to 56,000 over the period, for a gain of 130% compared to 52% for men.

Women are catching up and surpassing men in some non-traditional fields of study. Women increased their representation at the masters level to 46% in 2006; in medicine, dentistry, and veterinary medicine, representation rose to 40%; and they formed 54% of those with a bachelor's degree.

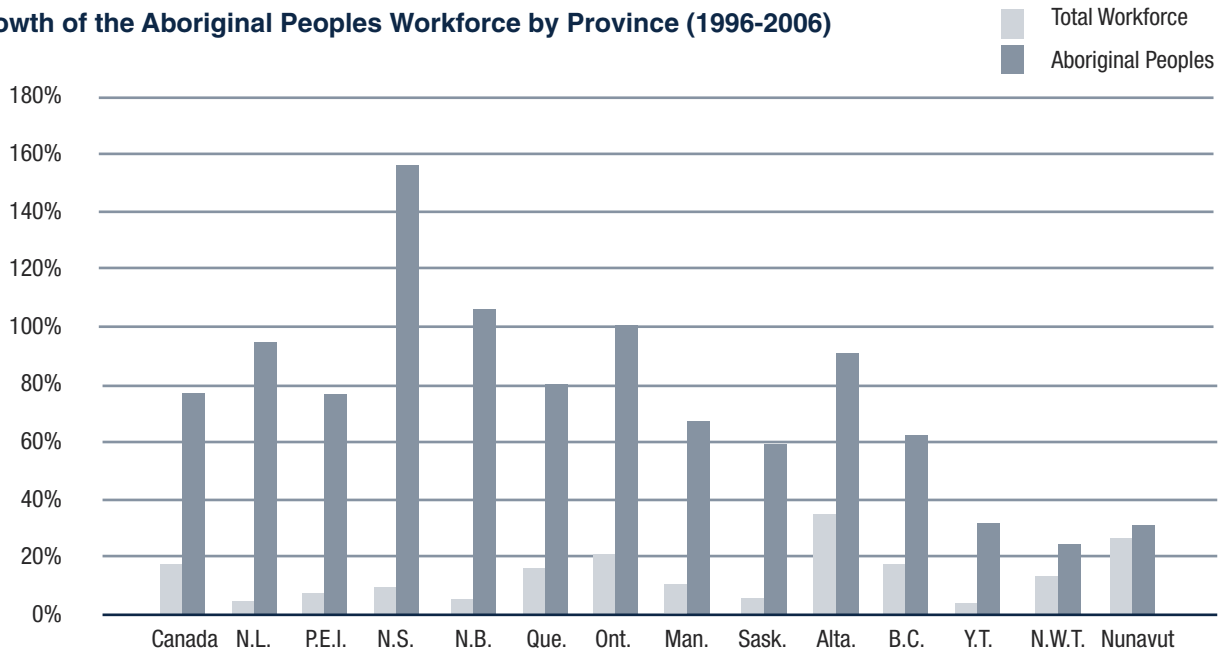
Aboriginal peoples

Workforce

In 2006, the Aboriginal peoples workforce accounted for 3.1% of the national total—an increase from 2.6% in 2001 and 2.1% in 1996. Between 1996 and 2006, the Aboriginal peoples workforce increased by 77%—more than four times faster than the 19% increase of the total workforce population.

This growth of the Aboriginal peoples workforce is due to a higher birth rate, an increasing number of people identifying themselves as Aboriginal, and a reduction in the number of incompletely enumerated Indian reserves since 1996.

Growth of the Aboriginal Peoples Workforce by Province (1996-2006)



Source: Adapted from Statistics Canada, 2006 Census of Canada

Aboriginal peoples workforce growth rates varied greatly by province. During 1996-2006, the gains in Nova Scotia were 156% followed by New Brunswick (107%) and Ontario (101%). The lowest growth of 23.2% during the period occurred in the Northwest Territories. Statistics Canada trace the gains to both a growing Aboriginal population and to an increased willingness to identify as an Aboriginal person.

Age Distribution of Aboriginal Peoples Workforce (1996-2006)



Source: Adapted from Statistics Canada, 2006 Census of Canada

The Aboriginal peoples workforce is ageing, although not as quickly as the rest of the national workforce. During 1996-2006, the share of the Aboriginal peoples workforce that was 25 to 44 fell from 56% to 47%. In contrast, the share for those aged 45 to 64 rose from 19% in 1996 to 28% in 2006. The shares of the remaining age groups were relatively stable.

Occupation

Growth of Selected Occupational Groups of Aboriginal Peoples in the Workforce (1996-2006)



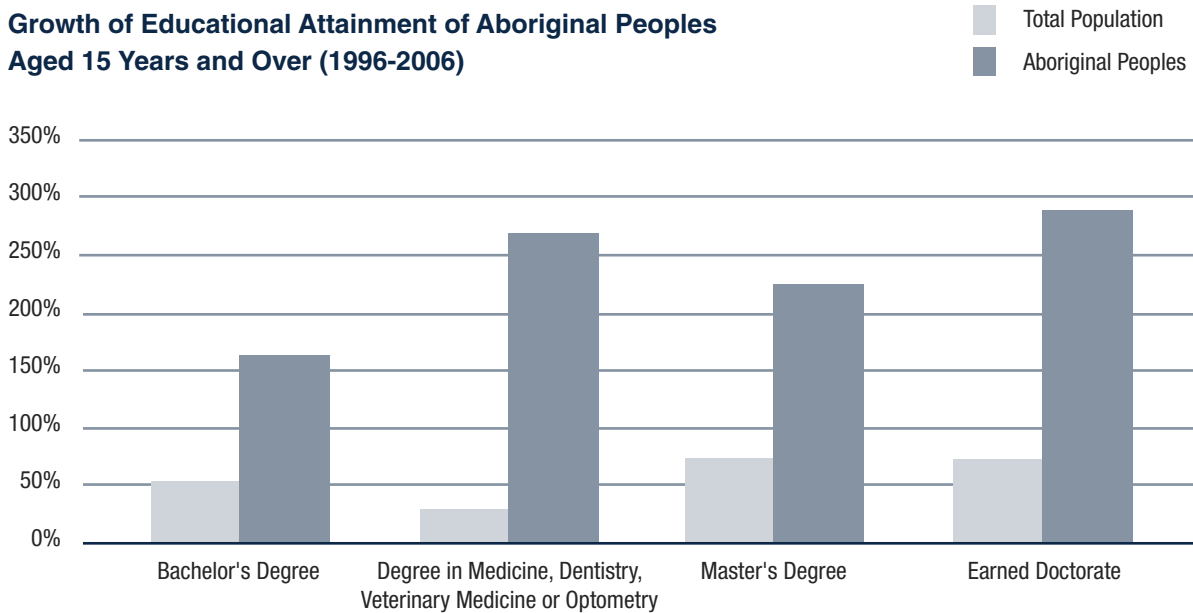
Source: Adapted from Statistics Canada, 2006 Census of Canada

Among the 14 EEOGs, some of the fastest growth in the Aboriginal peoples workforce occurred in trades. For example, the number of Semi-Professionals and Technicians grew 153%, and among Skilled Crafts and Trades Workers the growth was 94%, compared to national average increases of 59% and 29% respectively.

Other significant occupational growth for Aboriginal peoples was in Middle and Other Managers (135%), Supervisors (149%) and Professionals (86%). The growth was less than 40% nationally in these occupations.

Education

Growth of Educational Attainment of Aboriginal Peoples Aged 15 Years and Over (1996-2006)



Source: Adapted from Statistics Canada, 2006 Census of Canada

Because of changes in the Census questionnaire, comparisons between 1996 and 2006 are only possible for those who hold university degrees. The proportion of Aboriginal peoples with a university degree has grown significantly between 1996 and 2006.

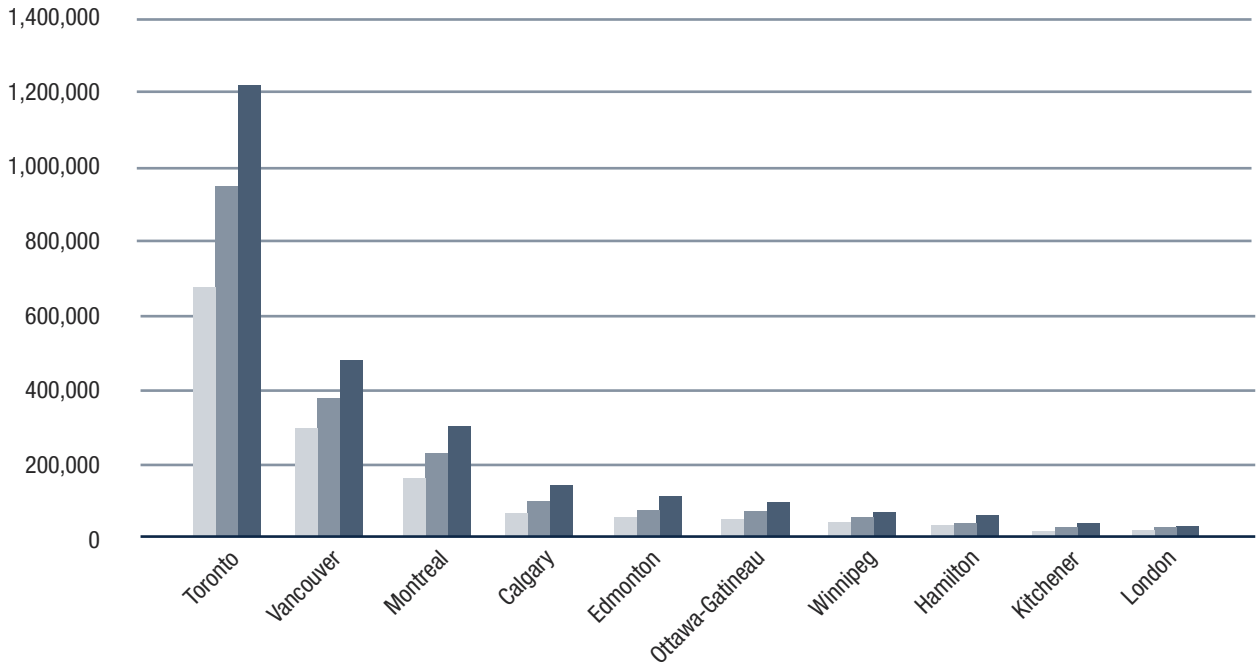
Aboriginal peoples were still much less likely to have a university degree than the total population in 2006 (6% compared with 18%). However, they made significant progress in the last decade. In 2006, 1,200 Aboriginal people had earned a doctorate. This compares to 310 in 1996, which represents a 292% gain compared with a 70% rise in the total population.

Between 1996 and 2006, Aboriginal peoples' attainment in medicine, dentistry, and veterinary medicine has grown nine times faster than the total population (269% compared with 30%). The other significant gain was at the master's level (225%) and doctoral levels (292%). The growth was about 70% for these levels in the total population.

Members of visible minorities

Workforce

Geographic Distribution of the Visible Minorities Workforce in 10 Main CMAs of their Location, Between 1996 and 2006

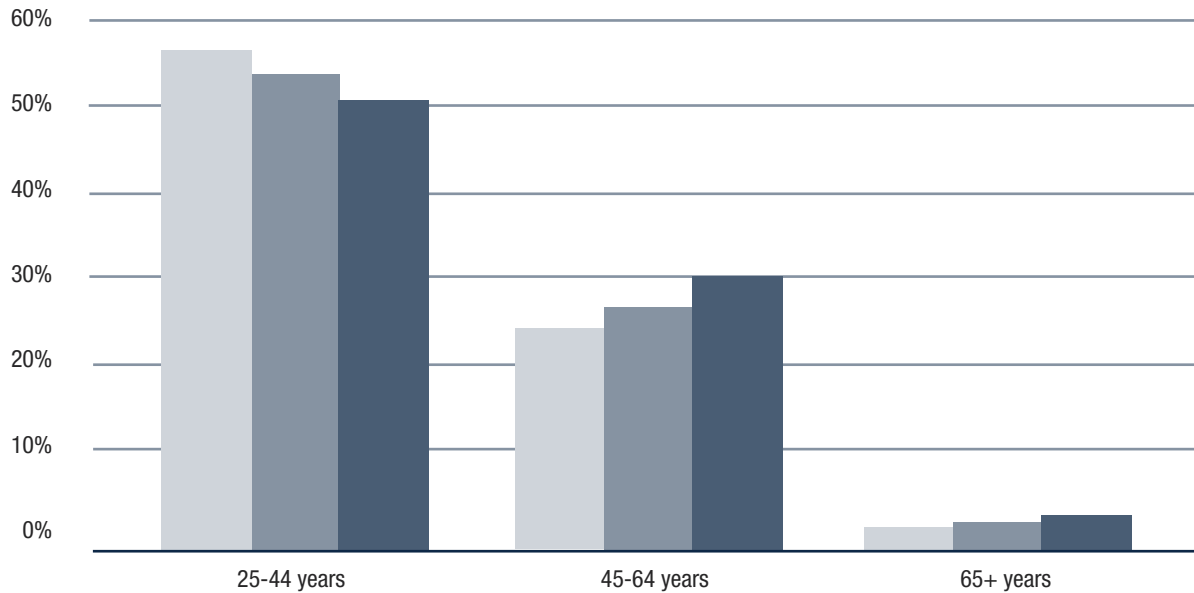


Source: Adapted from Statistics Canada, 2006 Census of Canada

The growth in the visible minority workforce is concentrated in Canada's major CMAs, with the largest centres contributing the largest gains. As a result, their order in workforce size is almost unchanged over the 1996-2006 period.

Age Distribution of the Visible Minorities Population Between 1996 and 2006

1996 2001 2006



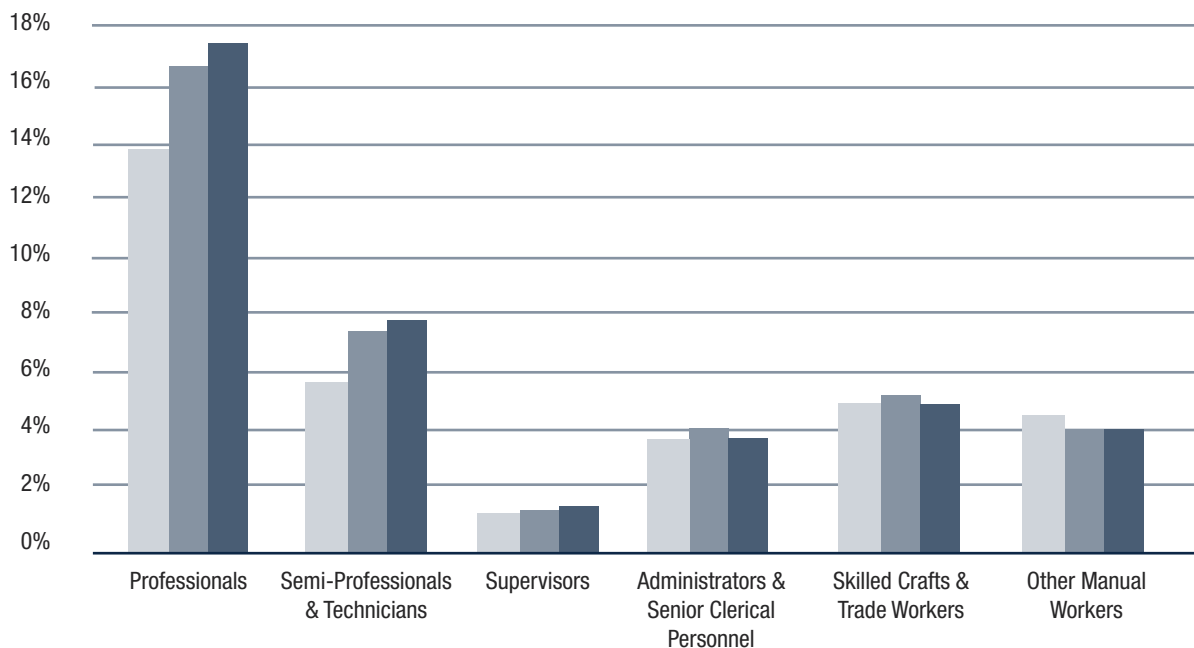
Source: Adapted from Statistics Canada, 2006 Census of Canada

Despite the influx of large numbers of visible minority immigrants since 1996, the visible minority workforce is ageing. The share who are 25 to 44 years old fell progressively from 56% in 1996 to 50% in 2006. The share of those 45 and older rose from 26% to 30% over the same period.

Occupation

Occupational Distribution of Visible Minorities Between 1996 and 2006

1996 2001 2006



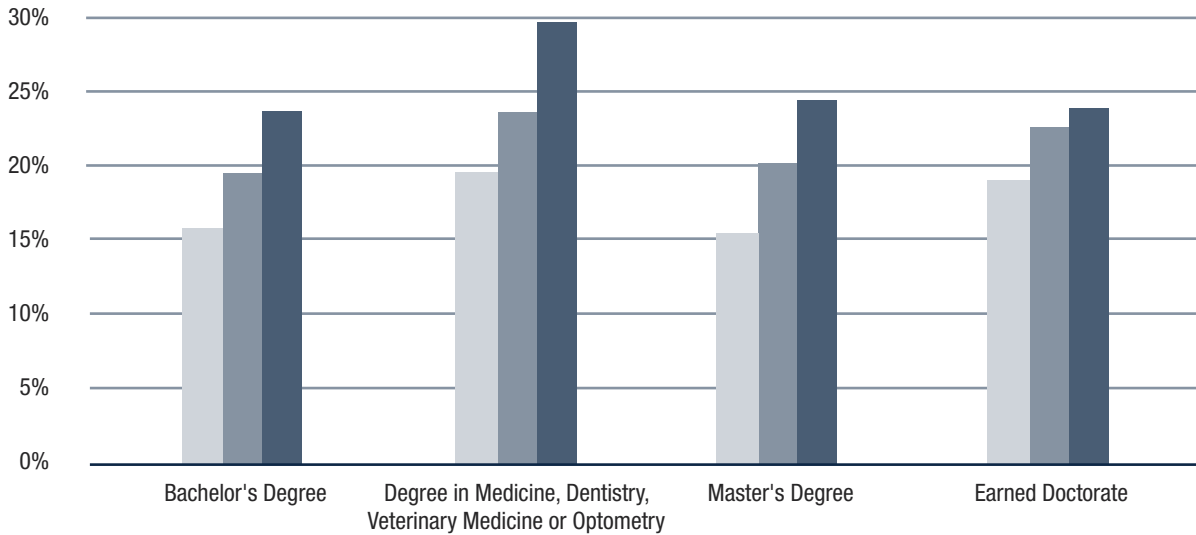
Source: Adapted from Statistics Canada, 2006 Census of Canada

From 1996 to 2006, the share of visible minorities in the ranks of the Professionals and the Semi-Professionals and Technicians grew progressively larger. The proportion for the Professionals rose from 14% to 17% and that for the Semi-Professionals and Technicians from 5% to 8%.

Education

Educational Attainment of Visible Minorities 15 Years and Over Between 1996 and 2006

1996 2001 2006



Source: Adapted from Statistics Canada, 2006 Census of Canada

In the 1996-2006 period, members of visible minorities have accounted for an increasing share of those with university degrees. The most rapid growth has been among those with degrees in medicine, dentistry, veterinary medicine, and optometry, where the visible minority share jumped from 20% to 30%. The slowest growth occurred among those with a doctorate, where the share rose from 19% to 24%.

Data highlights – Canadian citizens⁶

The following analysis is based on Census 2006 data for Canadian citizens, who receive preferential treatment under provisions of the PSEA when they apply for positions in the federal public service. Most separate employers and the private sector do not exercise this preference unless they have an explicit reason to restrict their hiring process to Canadian citizens.⁷

Women

Total Canadian Citizen Population and Workforce for Women

Population ...	Total Population		
	Total	Men	Women
Population	29,480,160	14,492,990	14,987,175
Population Representation	100.0%	49.1%	50.9%
Population 15 Years & Over	23,361,560	11,373,035	11,988,540
Population Representation	100.0%	48.7%	51.3%
Workforce ...			
Workforce	17,381,780	9,057,250	8,324,530
Workforce Availability	100.0%	52.1%	47.9%

Source: Statistics Canada, 2006 Census of Canada

Population

Canadian citizens numbered 29 million in 2006, of which 15 million or 51% were women. Three-quarters of all women citizens live in three provinces: Ontario (38%), Quebec (24%), and British Columbia (13%)—the same distribution as men. About two-thirds of each lived in one of Canada's 33 CMAs.

Workforce

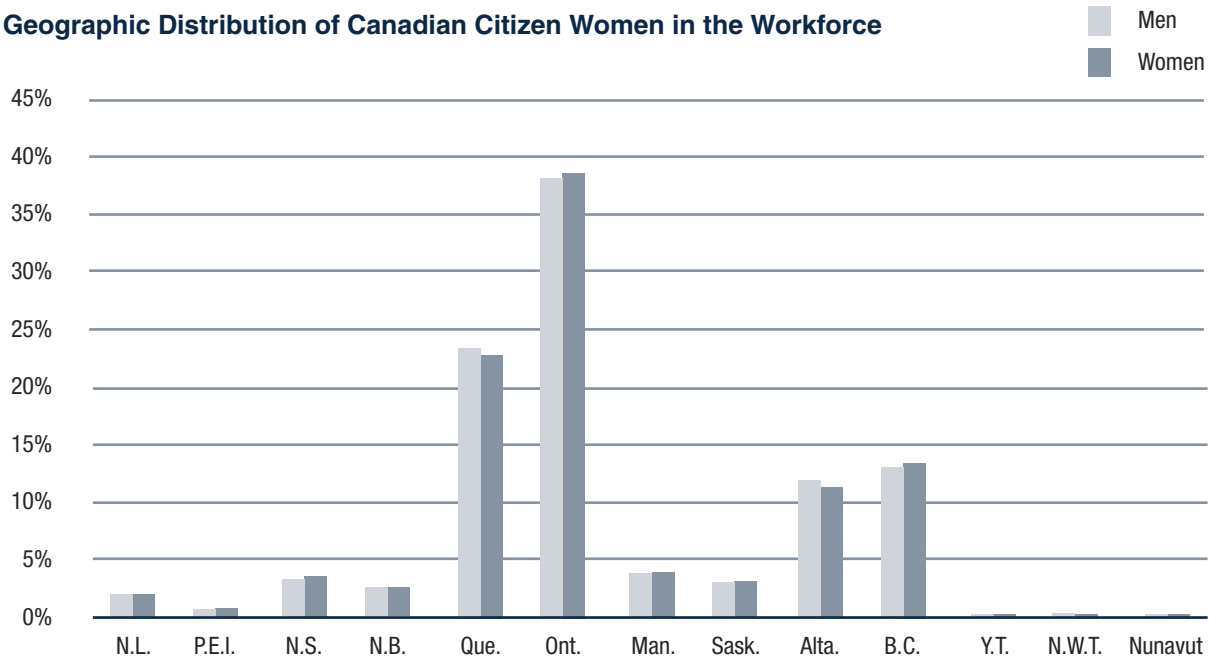
In 2006, there were 17 million Canadian citizens in the workforce.⁸ Women accounted for a little more than 8 million or 48% of this workforce compared to some 9 million men.

6. Tables on citizenship for persons with disabilities are unavailable since the Participation and Activity Limitation Survey contains no information on citizenship.

7. Separate employers are federal agencies with 100 or more employees who are listed in Schedule 1, Part II of the *Public Service Staff Relations Act*.

8. The population of Canadian citizens aged 15 years and over who worked anytime between January 1, 2005, and May 16, 2006.

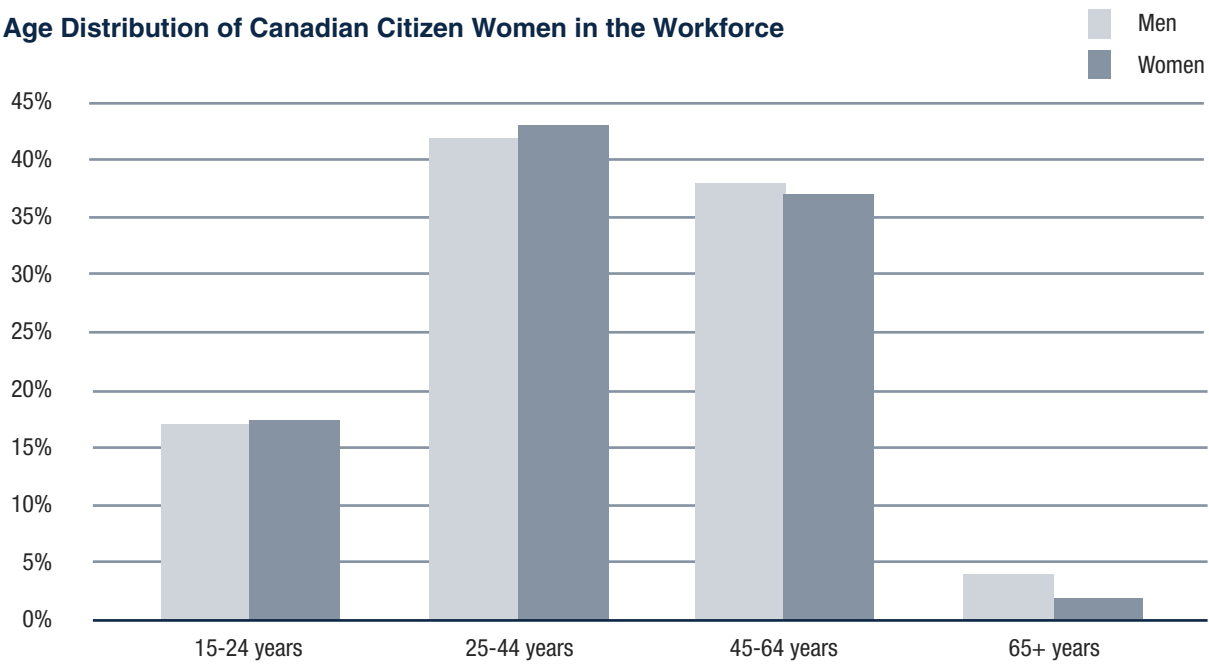
Geographic Distribution of Canadian Citizen Women in the Workforce



Source: Adapted from Statistics Canada, 2006 Census of Canada

Nearly three-quarters (74%) of the female citizens worked in three provinces: Ontario (38%), Quebec (23%), and British Columbia (13%). Seven percent worked in the Atlantic provinces, 18% worked in the prairie provinces, and less than 1% worked in the three territories. The majority of women (72%) and men (71%) work in the CMAs.

Age Distribution of Canadian Citizen Women in the Workforce

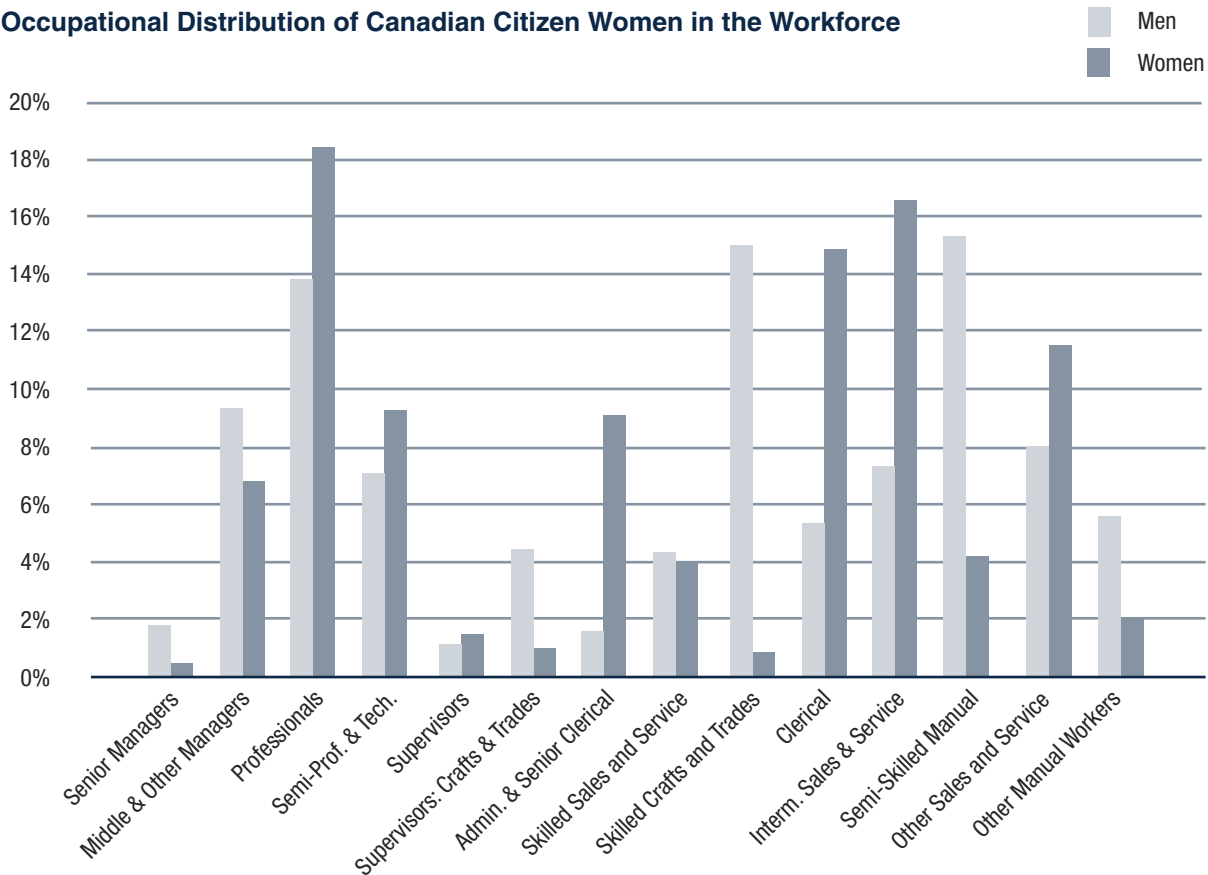


Source: Adapted from Statistics Canada, 2006 Census of Canada

While women and men are similarly distributed in the Canadian citizen workforce, women tend to be slightly younger. For women and men, those aged 25 to 44 formed the largest age group: 43% of all working women compared to 41% among men. The second-highest concentration was among women aged 45 to 64 years (37%), followed by 18% for the young women aged 15 to 24. Only 2% of women still worked after 65 years of age.

Occupation

Occupational Distribution of Canadian Citizen Women in the Workforce



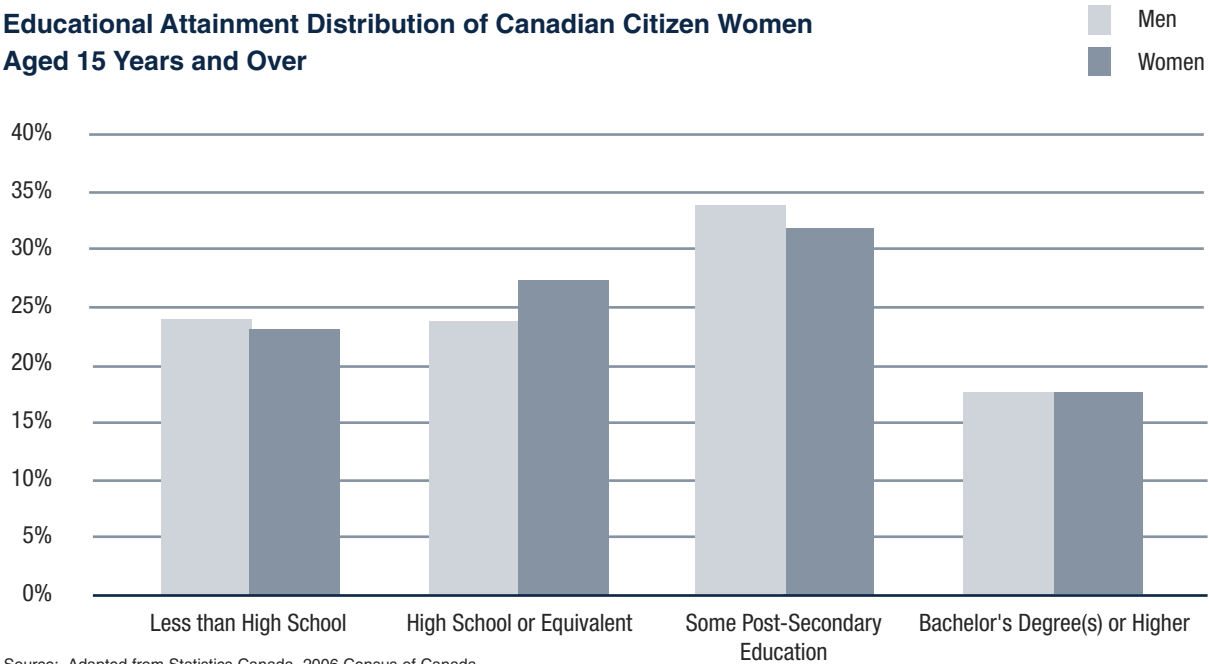
Source: Adapted from Statistics Canada, 2006 Census of Canada

Close to 80% of women Canadian citizens worked in 6 of the 14 EEOGs: Professionals (18%), Semi-Professionals and Technicians (9%), Administrative and Senior Clerical Personnel (9%), Clerical Personnel (15%), Intermediate Sales and Service Personnel (16%) and Other Sales and Service Personnel (11%). Two per cent or less worked in each of five occupations: Senior Managers, Supervisors, Supervisors: Crafts and Trades, Skilled Crafts and Trades Workers and Other Manual Workers.

In 2006, there were more women than men among professionals—18% of women were professionals compared to 14% of men. However, the share of women who were senior managers and middle and other managers was well below the share among men.

Education

Educational Attainment Distribution of Canadian Citizen Women Aged 15 Years and Over



Source: Adapted from Statistics Canada, 2006 Census of Canada

The 2006 Census showed that men and women citizens were equally likely to have a bachelor's degree or higher (17% of all citizens). And the same number of women and men had less than a high school certificate or equivalent (24%). There were slightly less women with some post-secondary⁹ education compared to men; 32% and 34% respectively. However, there were more women (27%) with a high school certificate or equivalent than men (24%).

Aboriginal peoples

Total Canadian Citizen Population and Workforce for Aboriginal Peoples

Population ...	Total Population			Aboriginal Peoples		
	Total	Male	Female	Total	Male	Female
Population	29,480,160	14,492,990	14,987,175	1,167,825	569,975	597,855
Population Representation	100.0%	49.1%	50.9%	4.1%	2.0%	2.1%
Population 15 Years & Over	24,133,330	11,754,815	12,378,510	819,720	391,940	427,785
Population Representation	100.0%	48.7%	51.3%	3.4%	1.6%	1.8%
Workforce ...						
Workforce	17,381,780	9,057,250	8,324,530	565,230	284,355	280,880
Workforce Availability	100.0%	52.1%	47.9%	3.3%	1.6%	1.6%

Source: Statistics Canada, 2006 Census of Canada

9. Some post-secondary education includes apprenticeship or trade certificate or diploma, college, CEGEP, or other non-university certificate or diploma and university certificate or diploma below bachelor level.

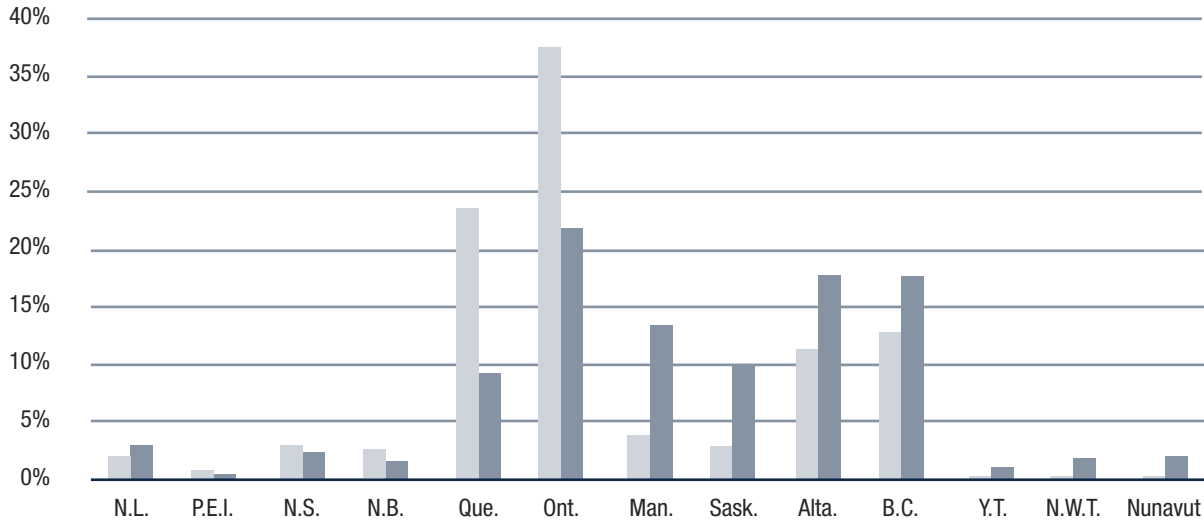
Population

According to the 2006 Census, Aboriginal citizens accounted for 4.1% of all Canadian citizens.¹⁰ A total of 1.2 million people reported they were North American Indian, Métis, or Inuit.

Workforce

Geographic Distribution of Canadian Citizen Aboriginal Peoples in the Workforce

■ Total Citizen Workforce
■ Aboriginal Peoples



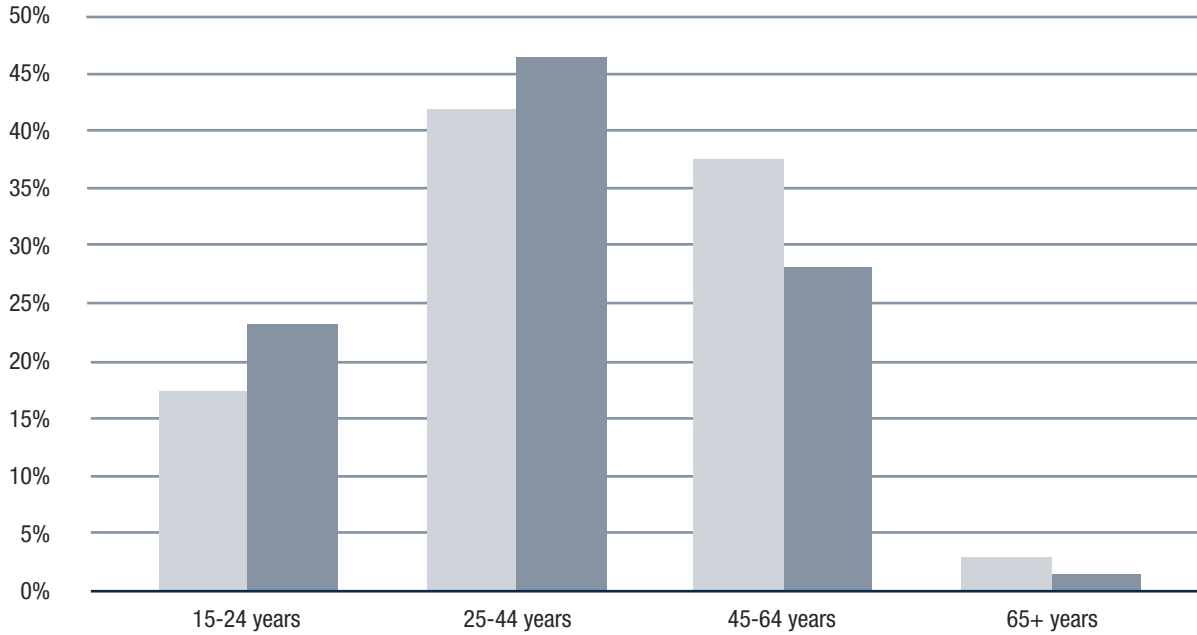
Source: Adapted from Statistics Canada, 2006 Census of Canada

About 80% of the Aboriginal citizens workforce lived in five provinces: Ontario (22%), British Columbia (18%), Alberta (17%), Manitoba (13%), and Saskatchewan (10%). Only 37% of the Aboriginal peoples workforce population lived in 33 CMAs. Three CMAs (Winnipeg, Edmonton, and Vancouver) had the largest distribution of Aboriginal peoples.

10. Persons living on Indian reserves and Indian settlements who were enumerated with the 2006 Census were not asked the questions on citizenship and immigration.

Age Distribution of Canadian Citizen Aboriginal Peoples in the Workforce

Total Citizen Workforce
 Aboriginal Peoples



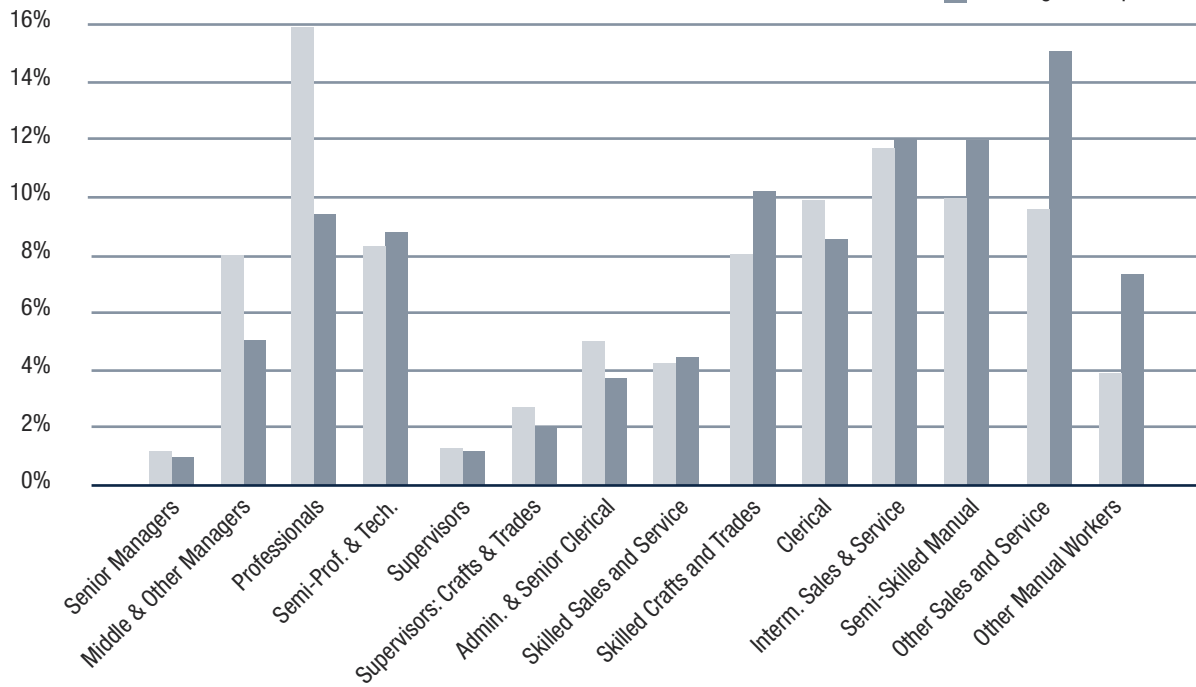
Source: Adapted from Statistics Canada, 2006 Census of Canada

Of the more than 17 million Canadian citizens in the workforce, 565,000 (3.3%) were Aboriginal peoples. On average, the Aboriginal peoples workforce was younger than the total citizen's workforce—about 70% of the Aboriginal peoples workers were under 45 years old versus 60% nationally.

Occupation

Occupational Distribution of Canadian Citizen Aboriginal Peoples

Total Citizen Workforce
 Aboriginal Peoples



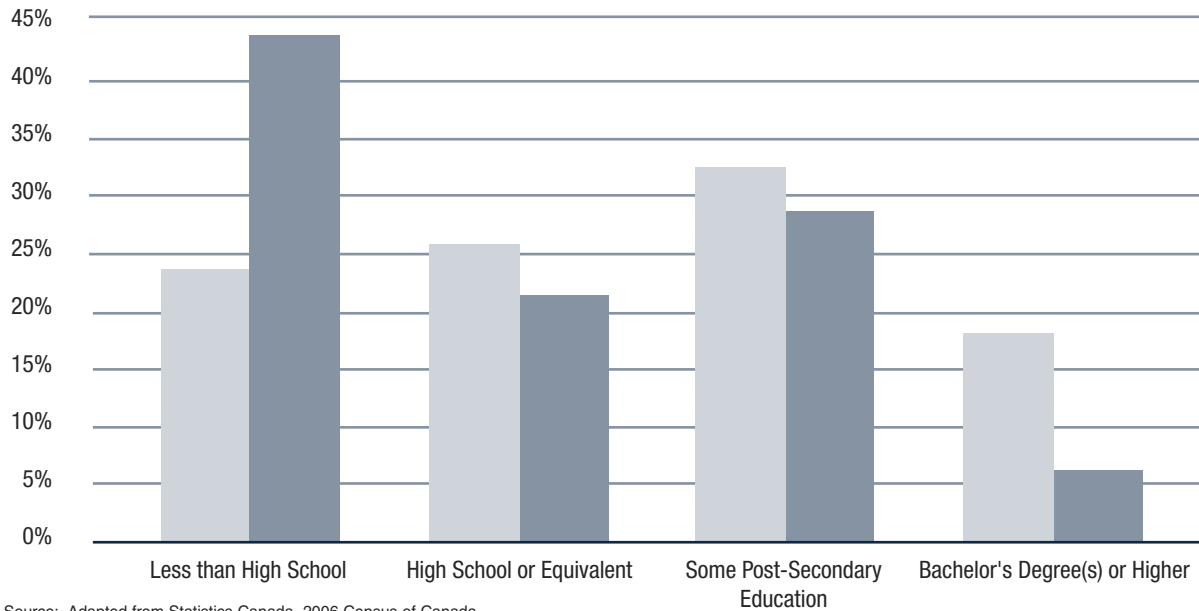
Source: Adapted from Statistics Canada, 2006 Census of Canada

Nearly 60% of Aboriginal peoples were employed in the following employment equity occupational groups: Other Sales and Service Personnel (14%), Semi-Skilled Manual Workers (12%), Intermediate Sales and Service Personnel (12%), Skilled Crafts and Trades Workers (10%) and Professionals (9%). Six percent of the Aboriginal peoples and 9% of the total citizen workforce was employed at the senior, middle, and other management levels.

Education

Educational Attainment Distribution of Canadian Citizen Aboriginal Peoples Aged 15 Years and Over

■ Total Citizen Workforce
■ Aboriginal Peoples



Source: Adapted from Statistics Canada, 2006 Census of Canada

The Aboriginal peoples population has much lower educational attainment than the rest of the Canadian citizen population. More than 40% of Aboriginal peoples had less than high school, compared to only 24% for the total citizen population.

Differences were apparent among those with a university degree. While the share of degree holders in the total population was 17%, it was only 6% among Aboriginal peoples. The Aboriginal peoples population had proportionally fewer people with either high school education or partially completed post-secondary schooling.

Members of visible minorities

Total Canadian Citizen Population and Workforce for Visible Minorities

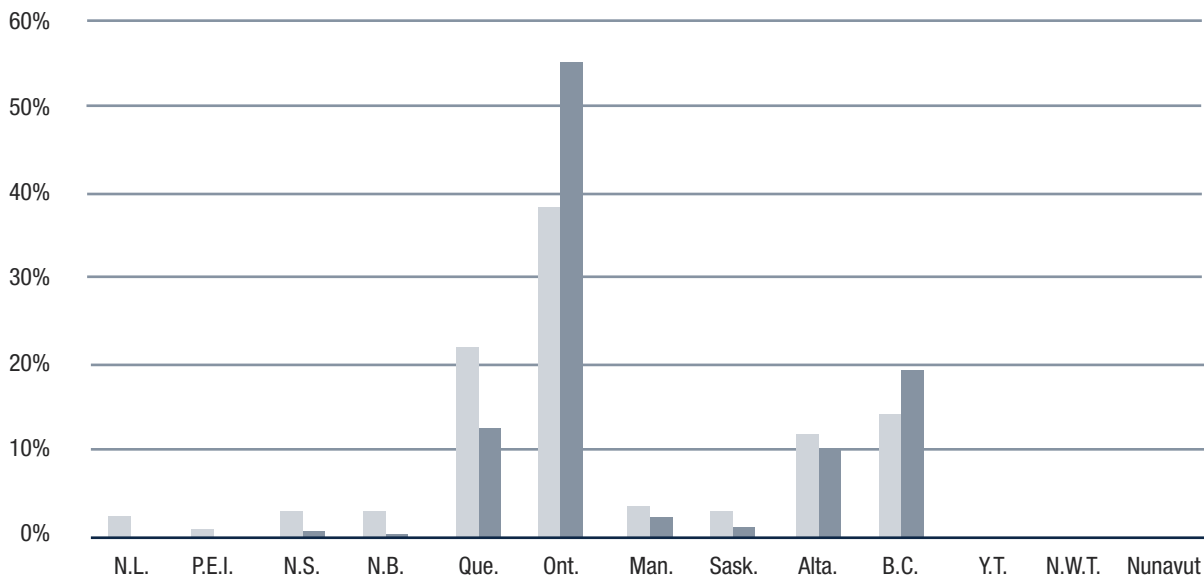
Population ...	Total Population			Visible Minorities		
	Total	Male	Female	Total	Male	Female
Population	29,480,160	14,492,990	14,987,175	3,958,110	1,936,740	2,021,360
Population Representation	100.0%	49.2%	50.8%	13.4%	6.6%	6.9%
Population 15 Years & Over	24,133,330	11,754,815	12,378,510	2,978,355	1,437,360	1,541,000
Population Representation	100.0%	48.7%	51.3%	12.3%	6.0%	6.4%
Workforce ...						
Workforce	17,381,780	9,057,250	8,324,530	2,180,935	1,121,510	1,059,425
Workforce Availability	100.0%	52.1%	47.9%	12.5%	6.5%	6.1%

Source: Statistics Canada, 2006 Census of Canada

Workforce

Geographic Distribution of Canadian Citizen Visible Minorities in the Workforce

Total Citizen Workforce
 Visible Minorities

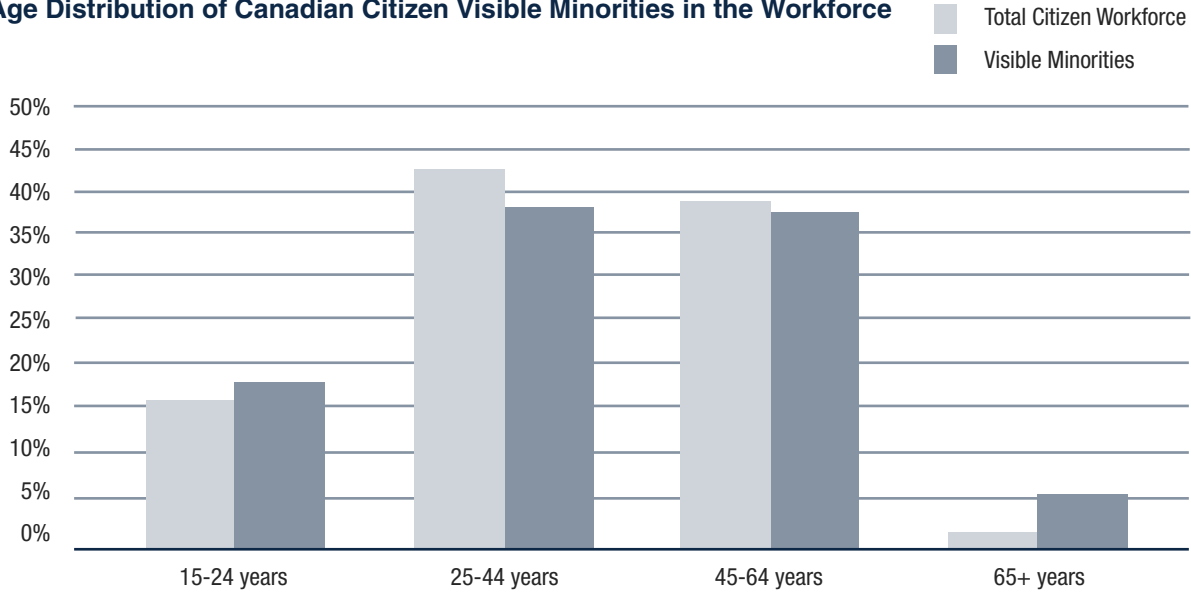


Source: Adapted from Statistics Canada, 2006 Census of Canada

According to the 2006 Census, 54% of all visible minority members in the workforce who have Canadian citizenship live in Ontario, followed by British Columbia (20%), Quebec (12%), and Alberta (9%). In all, 95% of them live in these four provinces.

Visible minorities are greatly under-represented in Quebec, Nova Scotia, New Brunswick, Saskatchewan, and Manitoba.

Age Distribution of Canadian Citizen Visible Minorities in the Workforce

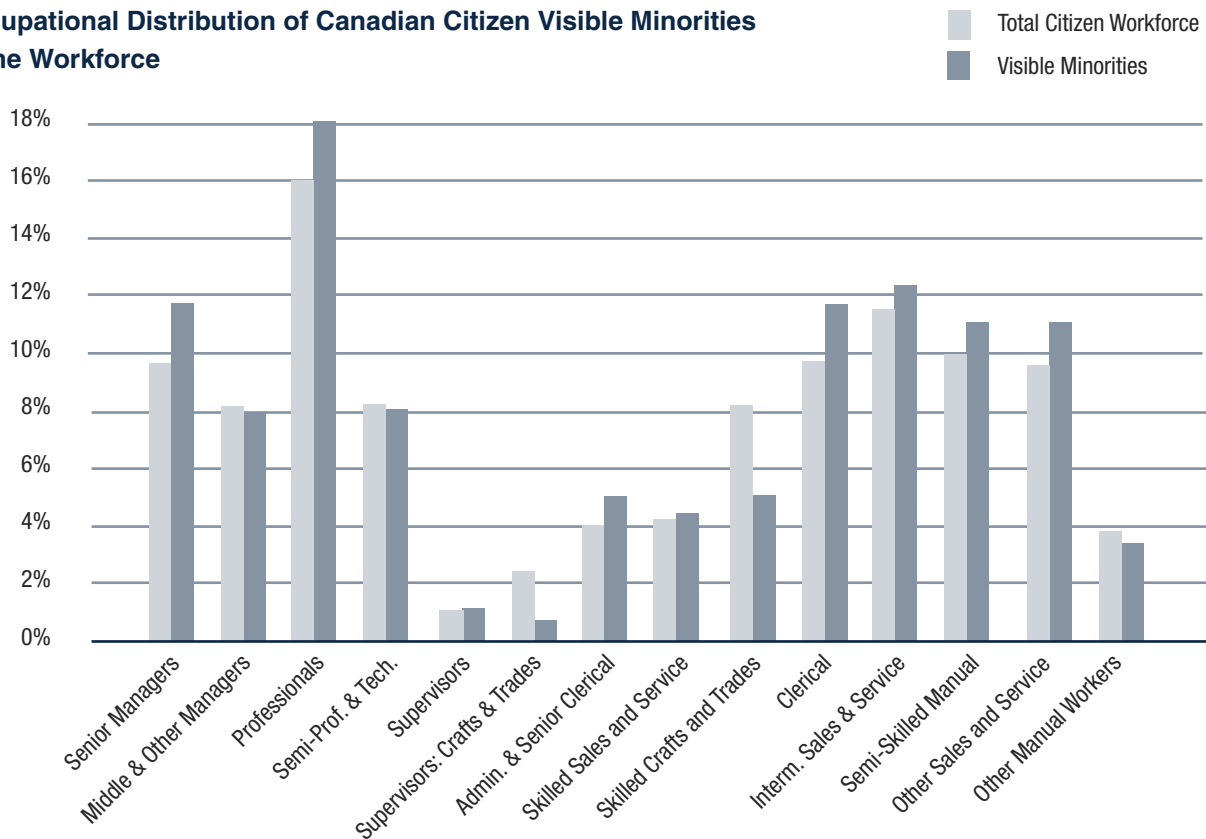


Source: Adapted from Statistics Canada, 2006 Census of Canada

People aged 25 to 44 formed the largest proportion of the workforce with Canadian citizenship, both for visible minorities (39%) and nationally (43%). Among those aged 45 to 64, the shares were roughly 38% for both populations. The shares of those younger than 25 and older than 65 were higher among visible minorities.

Occupation

Occupational Distribution of Canadian Citizen Visible Minorities in the Workforce

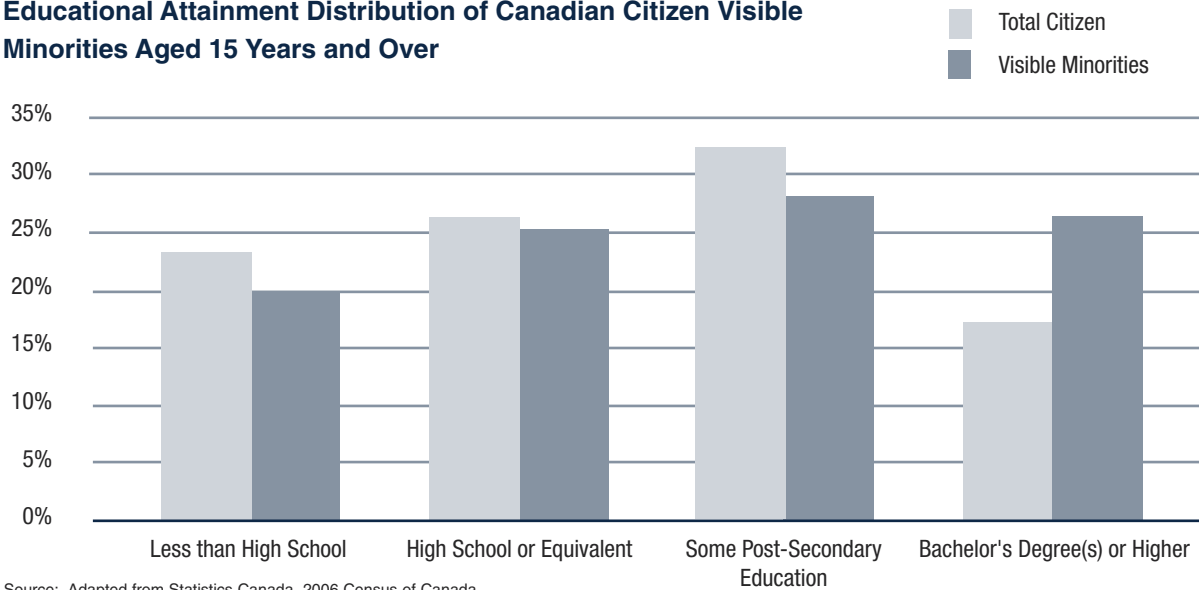


Source: Adapted from Statistics Canada, 2006 Census of Canada

While the occupational distribution of the workforce of visible minority citizens is much like the Canadian average, there are important differences. There are relatively fewer visible minority workers in management, administration, and skilled trades. In contrast, they are over-represented in the professional ranks, among clerical staff, semi-skilled workers, and in less skilled sales and service occupations.

Education

Educational Attainment Distribution of Canadian Citizen Visible Minorities Aged 15 Years and Over



Source: Adapted from Statistics Canada, 2006 Census of Canada

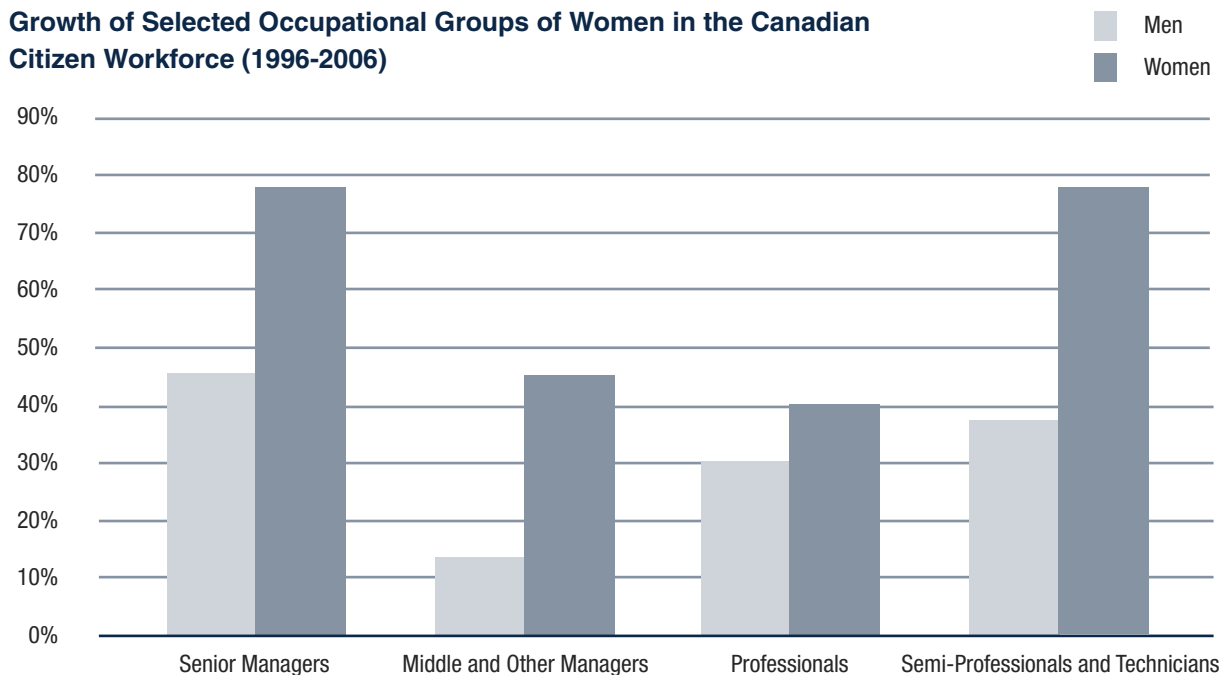
Despite its weaker occupational profile, the population of Canadian citizen visible minorities is better educated than average. In fact, 26% of them hold a bachelor's degree or higher, compared to 17% on average in Canada. At all other levels of attainment, the shares are lower among visible minorities.

Canadian citizens in the last decade, between 1996 and 2006

Women

Workforce

Growth of Selected Occupational Groups of Women in the Canadian Citizen Workforce (1996-2006)



Source: Adapted from Statistics Canada, 2006 Census of Canada

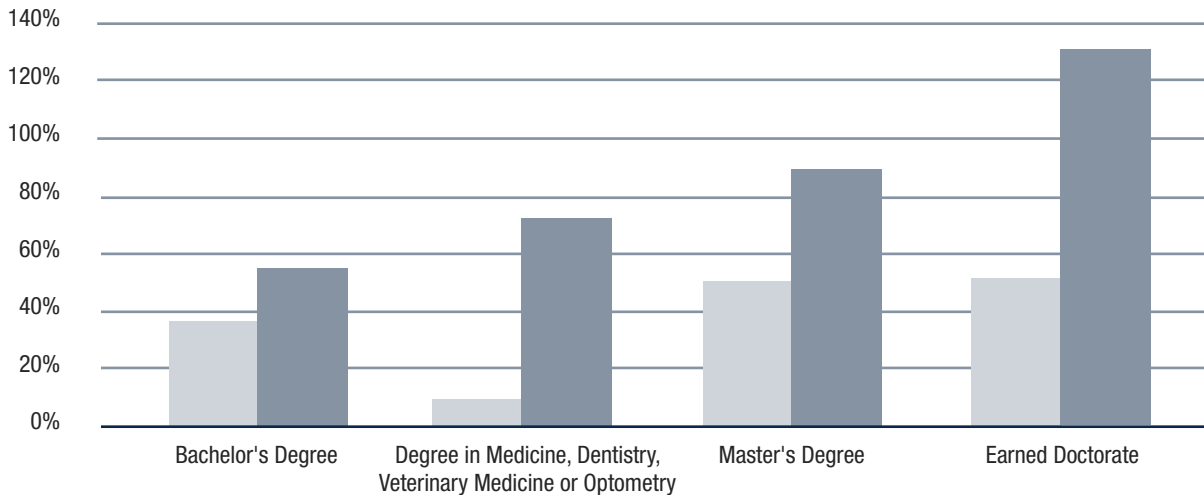
The workforce of women citizens grew 22% between 1996 and 2006, compared to a 15% rate for men. While substantial gaps remained between women and men as senior managers and in middle and other managers, women had made large gains in these occupations. In 2006, there were 54,000 women working as senior managers; up from 30,000 in 1996 (78% growth). Women also made a significant advance among middle and other managers (45% gain compared to 14% for men). Other remarkable gains that women made were as semi-professionals and technicians at 78% and professionals at 40%, compared to 39% and 31% for men.

Education

In the last decade, women and men have reversed their positions on the educational ladder. In 1996, women's share of the total university certificates or degrees was 47% and men's share was 53%. Ten years later in 2006, women's share was 51% and 49% for men.

Growth of Educational Attainment of Women in the Canadian Citizen Population 15 Years and Over (1996-2006)

Men
Women



Source: Adapted from Statistics Canada, 2006 Census of Canada

Between 1996 and 2006, the population aged 15 years and over with university degrees grew by 52%. The gain was 64% for women 40% for men. The largest gain was among women with a doctorate (133%), followed by holders of master's degrees (88%). Women also had significant gains in medicine, dentistry, veterinary medicine, and optometry (72% compared to only 9% for men).

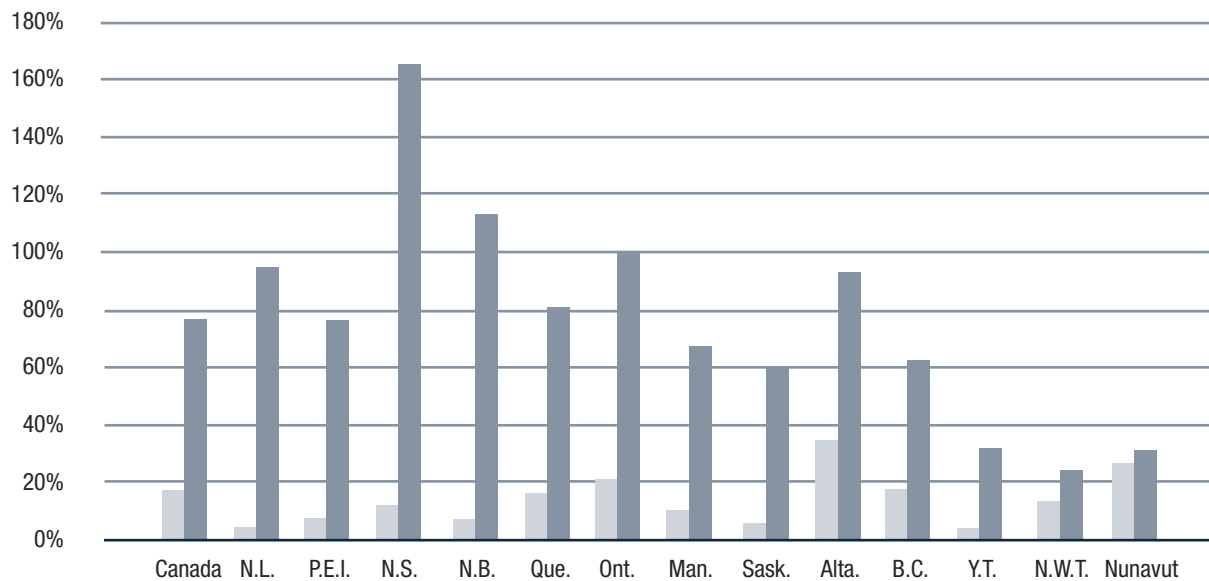
Aboriginal peoples

Workforce

In 2006, the Aboriginal citizens workforce accounted for 3.3% of the total workforce—an increase from 2.7% in 2001 and 2.2% in 1996. Between 1996 and 2006, the Aboriginal citizens workforce increased by 77%, more than four times faster than the 18% increase of the total workforce.

Growth of Aboriginal Peoples in the Canadian Citizen Workforce by Province (1996-2006)

Total Citizen Population
 Aboriginal Peoples



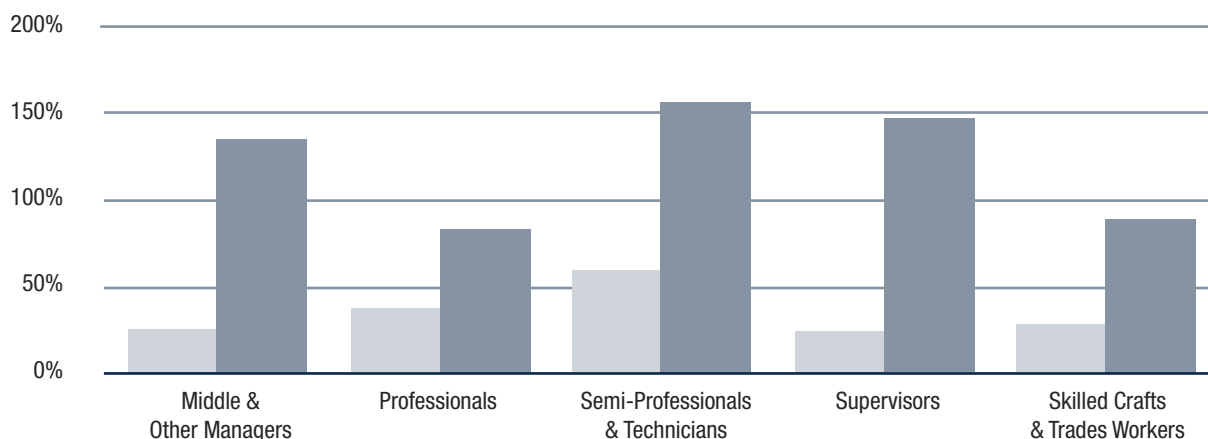
Source: Adapted from Statistics Canada, 2006 Census of Canada

The provincial growth in the Aboriginal citizens workforce was uneven. During 1996-2006, the fastest growth occurred in Nova Scotia (164%), followed by New Brunswick (112%) and Ontario (101%). The lowest growth rate (23%) during 1996-2006 occurred in the Northwest Territories.

Occupation

Growth of Selected Occupational Groups of Aboriginal Peoples in the Canadian Citizen Workforce (1996-2006)

Total Citizen Population
 Aboriginal Peoples



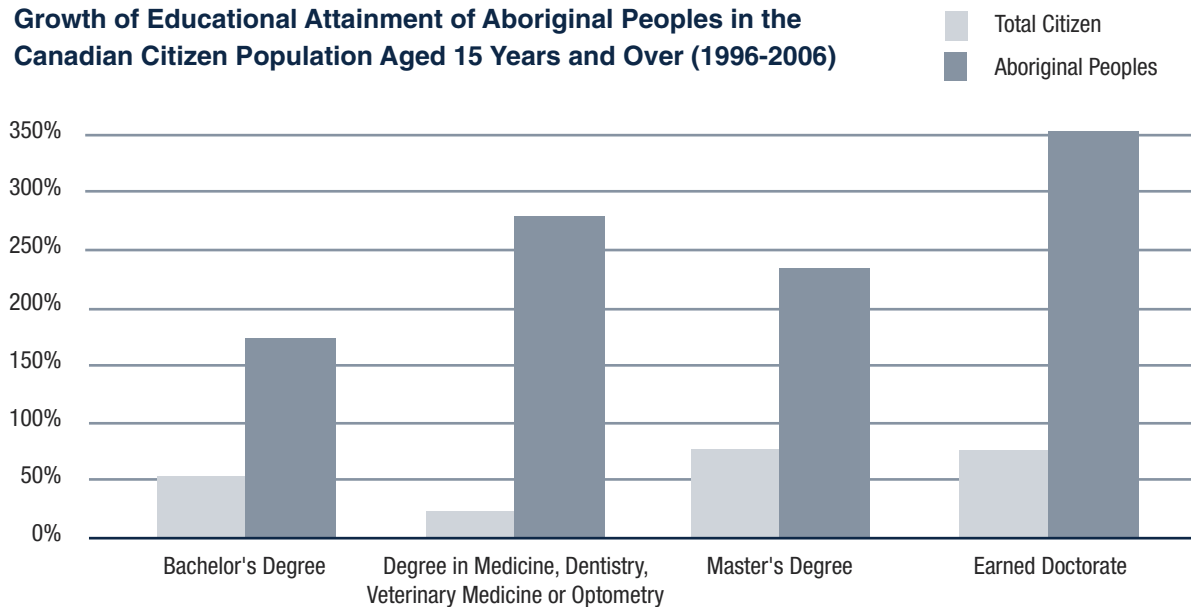
Source: Adapted from Statistics Canada, 2006 Census of Canada

Among the 14 EEOGs, the fastest gain in the workforce between 1996 and 2006 occurred in the trades. Semi-Professionals and Technicians grew 154% and Skilled Crafts and Trades Workers grew 94%. These growth rates were three times faster than the national averages.

Aboriginal citizens also made significant gains in supervisory and management roles. In the last decade, the number of Aboriginal peoples working as Middle and Other Managers grew 136%, and among Supervisors growth was 149%. These rates of growth are six times higher than the total Canadian averages for these occupations.

Education

Growth of Educational Attainment of Aboriginal Peoples in the Canadian Citizen Population Aged 15 Years and Over (1996-2006)



Source: Adapted from Statistics Canada, 2006 Census of Canada

Because of changes in the questions, comparisons between 1996 and 2006 are only possible for university degree holders. Over the last decade, Aboriginal peoples made significant gains in every level of university attainment.

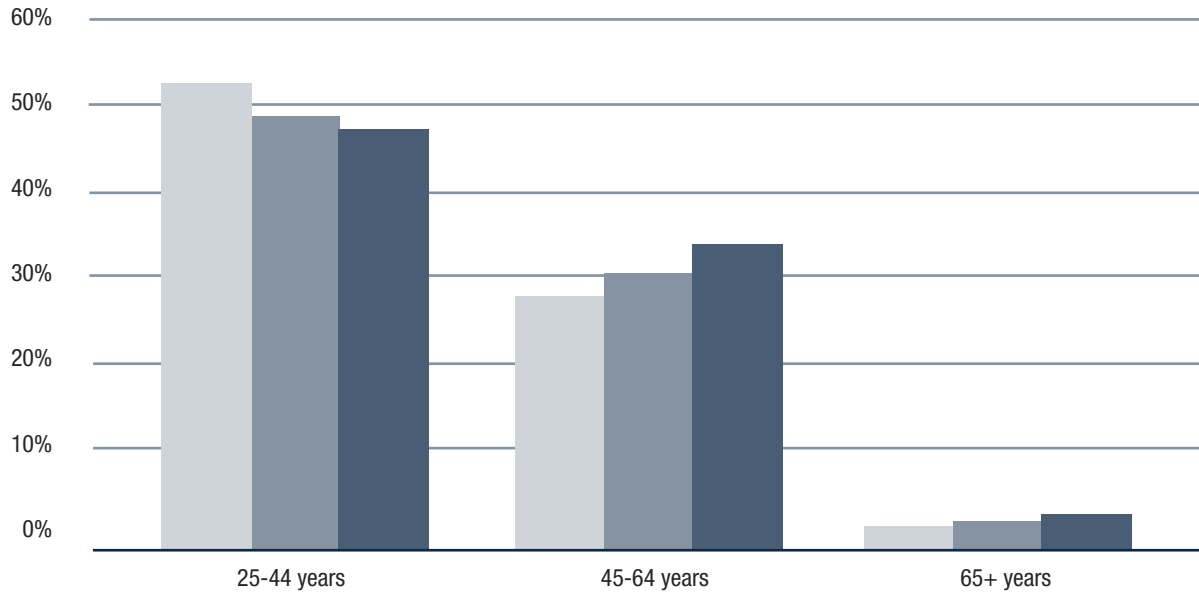
The number of Aboriginal citizens with a bachelor's degree leaped 163% over the 1996 to 2006 period—three times faster than the national average of 48%. The gains were proportionally greater for Aboriginal peoples with degrees in medicine, dentistry, and veterinary medicine (274%). The growth in this educational attainment was 10 times faster than the national average of 27%.

Aboriginal peoples also made huge gains in the other two post-graduate levels: Master's (234%) and doctorate (352%).

Members of visible minorities

**Age Distribution of Canadian Citizen Visible Minorities
Between 1996 and 2006**

1996 2006
2001

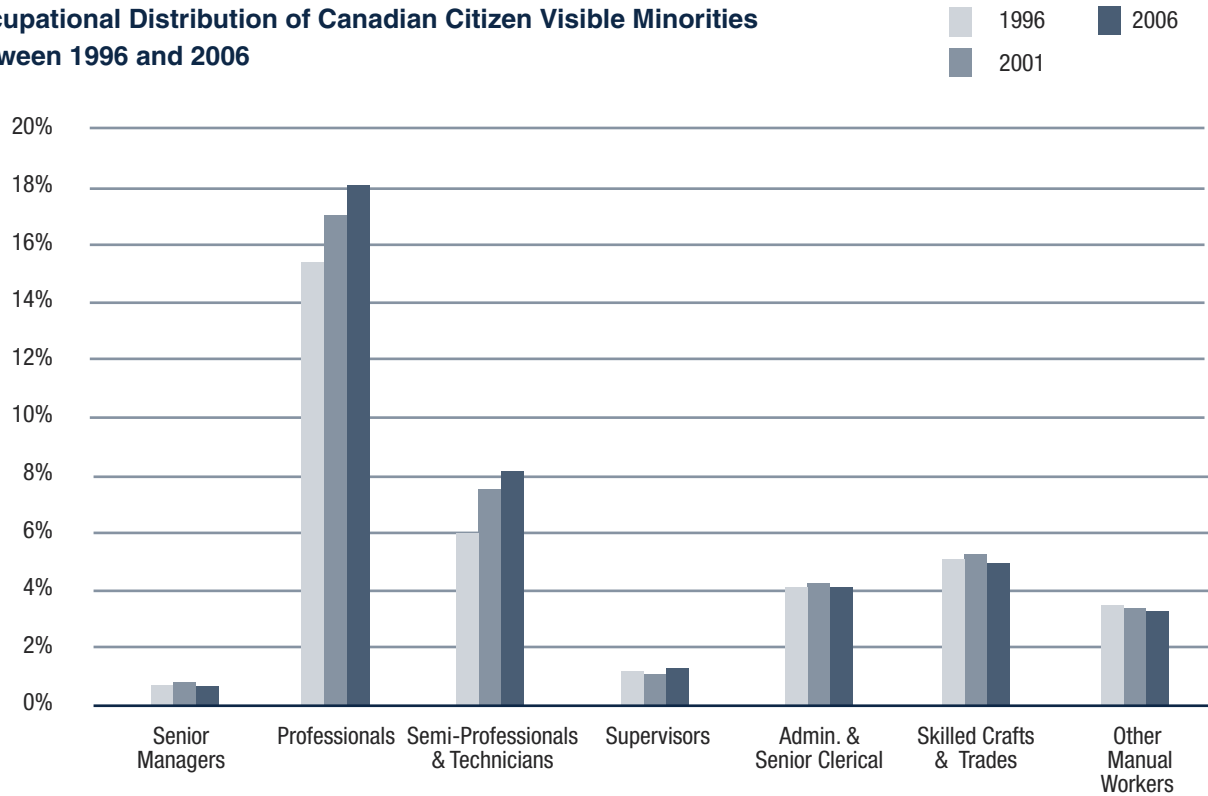


Source: Adapted from Statistics Canada, 2006 Census of Canada

While Canada experienced an accelerated flow of young immigrants between 1996 and 2006, the visible minority population is ageing. The population share of those aged 25 to 44 fell consistently (from 53% to 47%) over the period. The share of those aged 45 to 64 rose from 28% to 33%.

Occupation

**Occupational Distribution of Canadian Citizen Visible Minorities
Between 1996 and 2006**



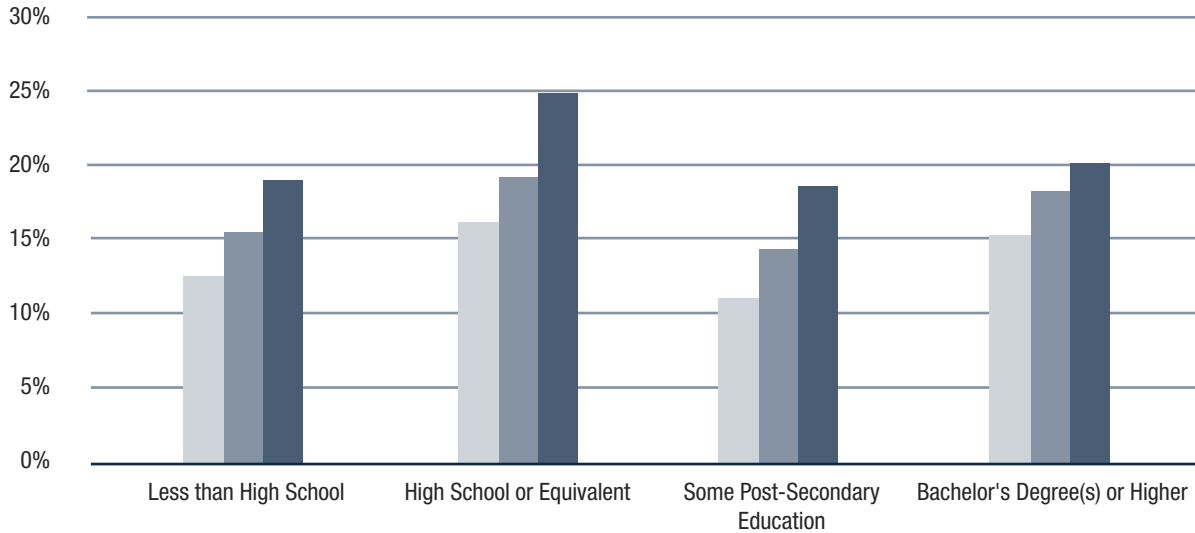
Source: Adapted from Statistics Canada, 2006 Census of Canada

From 1996 to 2006, increasingly more visible minority citizens were active as Professionals, Semi-Professionals and Technicians. The shares of the other occupational groups were relatively constant over the period.

Education

Educational Attainment Distribution of Canadian Citizen Visible Minorities Between 1996 and 2006

1996 2006
2001



Source: Adapted from Statistics Canada, 2006 Census of Canada

From 1996 to 2006, the share of visible minority citizens with university degrees grew greatly. Their share of all degree holders in Canada rose from 12% to 19% over the period. In medicine, dentistry, veterinary medicine, and optometry, their share rose from one in six in 1996 to one in four by 2006.

The growth was equally impressive among those who held post-graduate degrees. Their numbers grew 33% in all, and their representation rose from 15% to 20% over the period.

Technical notes

This section of the report covers information on the sources of data on designated groups, legislative definitions, and the process the Labour Program uses to develop availability numbers.

General

Every five years, Statistics Canada conducts a census. The last Census of Canada took place on Tuesday, May 16, 2006.

Eighty percent of households received the short census questionnaire, which contained eight questions on basic topics such as age, sex, marital status, and mother tongue. One in five households (20%) received the long questionnaire, which contained the 8 questions from the short form plus 53 additional questions on topics such as education, ethnicity, mobility, income, and employment. The information in the 2006 EEDR is based on the 20% sample data and weighted up to compensate for sampling. All individuals who reside in Northern and Indian reserves must complete and submit the long questionnaire (100% of the population).

The Census is the most comprehensive and reliable data source for the total population and for three designated groups (women, Aboriginal peoples, and visible minorities) by industry and occupation for provinces, territories, and CMAs. Because the designated group questions were similar in the last three censuses, they permit an assessment of the changes that have occurred in the make-up of Canada over time.

Women

Legislative definition

Women are a designated group under Section 3 of the Act.

Operational definition

Employment equity data for women is obtained from the following question on sex in the 2006 Census:

Question 2:

Sex	<input type="radio"/> Male <input type="radio"/> Female
-----	--

Aboriginal peoples

Legislative definition

In the 1995 Act, “Aboriginal peoples” means persons who are Indian, Inuit, or Métis.


Operational definition

Employment equity data on Aboriginal peoples in the 2006 Census refer to people who:

- self-identified as being at least one of North American Indian, Métis, or Inuit (Question 18);
- reported being a Treaty Indian or a Registered Indian (Question 21) as defined by the *Indian Act* of Canada; or
- reported they were members of an Indian Band or First Nation (Question 20).

Ninety-eight percent of the Aboriginal-identity population was identified using single or multiple mark-in responses to Question 18 as North American Indian, Métis, or Inuit.

Question 18:

Is this person an Aboriginal person, that is, North American Indian, Métis or Inuit (Eskimo)?	<input type="radio"/> No <input type="radio"/> Yes, North American Indian <input type="radio"/> Yes, Métis <input type="radio"/> Yes, Inuit (Eskimo)	 Go to Question 20
If "Yes", mark "X" the circle(s) that best describe(s) this person now.		

settlements are noted. While for higher-level geographic areas (Canada, provinces, census metropolitan areas, and census agglomerations) the impact of the missing data is very small, the impact can be significant for smaller areas, where the affected reserves and settlements account for a higher proportion of the population. Because of the missing data, users are cautioned that, for the affected areas, comparisons between 2001 and 2006 are not recommended.

Question 20:

Is this person a member of an Indian Band/First Nation?	<input type="radio"/> No <input type="radio"/> Yes, member of an Indian Band/First Nation Specify Indian Band/First Nation (for example, Musqueam)	<input type="text"/>
---	--	----------------------

A list of incompletely enumerated Indian reserves and Indian settlements, along with population counts from the last two censuses (where available), has been compiled and is shown in Appendix A.

Visible minorities

Legislative definition

In the 1995 Act, "members of visible minorities" means persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

Operational definition

In the 2006 Census, data on members of visible minorities for employment equity purposes were based on responses to Question 19. This question was introduced for the first time in the 1996 Census. The 2006 question is similar to the one used in the 1996 Census. Prior to 1996, data on visible minorities were derived from responses to the ethnic origin question, in conjunction with other ethno-cultural information such as language, place of birth, and religion.

In the 2006 Census, persons who marked-in Chinese, South Asian, Black, Filipino, Latin American, Southeast Asian, Arab, West Asian, Japanese, or Korean were included in the visible minority population.

Question 21:

Is this person a Treaty Indian or a Registered Indian as defined by the <i>Indian Act</i> of Canada?	<input type="radio"/> No <input type="radio"/> Yes, Treaty Indian or Registered Indian
--	---

Incompletely enumerated Indian reserves and Indian settlements

On some Indian reserves and Indian settlements in the 2006 Census, enumeration was not permitted or was interrupted before it could be completed. For some Indian reserves and Indian settlements, the quality of the enumeration was considered inadequate. These areas (a total of 22) are called incompletely enumerated Indian reserves and Indian settlements.

Since data for 2006 are not available for the incompletely enumerated reserves and settlements, they are not included in tabulations. Data for areas containing one or more of these reserves or

Besides these visible minority sub-groups, two residual groupings were formed in the 2006 Census [i.e., visible minority not included elsewhere (n.i.e.) and multiple visible minority]. Visible minority n.i.e. includes those responses that could not be classified into one of the specific sub-groups. Multiple visible minority includes multiple responses such as a combination of Chinese and Korean, Black and West Asian, or White and Filipino.

The operational definition of the visible minority population was developed by inter-departmental committees on employment equity data comprising representatives from Human Resources and Skills Development Canada, the Canada Public Service Agency, Statistics Canada, the Canadian Human Rights Commission, and the Public Service Commission. This definition was incorporated into Question 19:

Question 19:

<p>Is this person: Mark more than one or specify, if applicable.</p> <p>This information is collected to support programs that promote equal opportunity for everyone to share in the social, cultural and economic life of Canada.</p>	<input type="radio"/> White <input type="radio"/> Chinese <input type="radio"/> South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.) <input type="radio"/> Black <input type="radio"/> Filipino <input type="radio"/> Latin American <input type="radio"/> Southeast Asian (e.g., Cambodian, Malaysian, Laotian, Vietnamese, etc.) <input type="radio"/> Arab <input type="radio"/> West Asian (e.g., Afghan, Iranian, etc.) <input type="radio"/> Korean <input type="radio"/> Japanese <input type="radio"/> Other – Specify <input style="width: 100px; height: 15px;" type="text"/>
---	---

- The majority of the visible minority population (91.6%) was identified using either a single mark-in or a single write-in response to Question 19.
- 2.1% of the visible minority population gave a multiple mark-in and/or write-in response to any of the following listed groups: Chinese, South Asian, Black, Arab, West Asian, Filipino, Southeast Asian, Latin American, Japanese, and Korean.
- Persons who reported a multiple response of white in combination with Chinese, South Asian, Black, Filipino, Southeast Asian, Japanese, or Korean represented 4.9% of the visible minority population.
- Finally, visible minority n.i.e., which includes responses that could not be classified into one of the specific sub-groups, formed 1.4% of the visible minority population.

Persons with disabilities

General

The Participation and Activity Limitation Survey (PALS) is Canada's national survey that gathers information about adults and children whose daily activities are limited by a physical, mental, or other health-related condition or problem. The objective of the survey is to assist social policy development by governments at all levels.

The 2006 PALS was the source of information on persons with disabilities for employment equity purposes. The PALS collects information on people whose everyday activities may be limited because of a health-related condition or problem. The 2006 PALS uses the World Health Organization's International Classification of Functioning, Disability and Health (ICF) framework to define disability by looking at the relationships between body structure, function, activities, and participation. The new classification shifted its emphasis from the negative description of disability, impairment, and handicap used in the 1980

International Classification of Impairments, Disabilities, and Handicaps (ICIDH) definition to a neutral description of body structure function, activities, and participation. It also recognized the role of environmental factors in either facilitating functioning or raising barriers for the participation of persons with disabilities. For more information on PALS, visit Statistics Canada's Web site at www.statcan.ca.

Legislative definition

The definition of persons with disabilities in the 1995 Act is as follows:

- “persons with disabilities means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who
- (a) consider themselves to be disadvantaged in employment by reason of that impairment, or
 - (b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.”

Operational definition

The employment equity data on persons with disabilities under the 1995 Act include people aged 15 to 64 living in private households who have a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment, **and** who:

- (a) consider themselves to be disadvantaged in employment by reason of that impairment; or
- (b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

This includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

The operational definition for persons with disabilities under the Act was developed by inter-departmental committees on employment equity data comprising representatives from Human Resources and Skills Development Canada, the Canada Public Service Agency, Statistics Canada, the Canadian Human Rights Commission, and the Public Service Commission.

The persons with disabilities workforce population included those aged 15 to 64 who worked any time between 2001 and 2006. This extended five-year reference period reflects the fact that injured workers with disabilities may need time to undergo treatment before they can re-enter the workforce.

The following questions in the 2006 PALS were used to identify the counts of persons with disabilities for employment equity purposes:

Questions used to indicate a respondent who considers himself/herself to be disadvantaged in employment because of his/her condition:

GG24, KK10, LL10: Does your condition limit the amount or kind of work you can do at your present job or business?

JJ9: Do you consider yourself to be disadvantaged in employment because of your condition?

Questions used to indicate a belief that an employer (either current or potential) would likely consider the respondent to be disadvantaged in employment:

GG29: Do you believe that your condition makes it difficult for you to change jobs or to advance at your present job?

JJ10: Do you believe that your current employer or any potential employer would be likely to consider you disadvantaged in employment because of your condition?

Question used to indicate the need for special accommodation or a modification to be able to work:

- HH1b: Because of your condition, **would you** require any of the following to be able to work?
1. Job redesign (modified or different duties)
 2. Modified hours or days or reduced work hours
 3. Human support, such as a reader, Sign language interpreter, job coach or personal assistant
 4. Technical aids, such as a voice synthesizer, a TTY or TDD, an infrared system or portable note-takers
 5. A computer with Braille, large print or speech access or a scanner
 6. Communication aids, such as Braille or large print reading material or recording equipment
 7. A modified or ergonomic workstation
 8. A special chair/back support
 9. Handrails, ramps
 10. Appropriate parking
 11. Accessible elevator
 12. Accessible washrooms
 13. Accessible transportation
 14. Other equipment, help or work arrangement
 15. Other, Please Specify

Special notes on confidentiality and random rounding

2006 Census of Canada

The figures shown in the tables have undergone a confidentiality procedure known as random rounding to prevent the possibility that an outsider could identify any person from their detailed Census responses. Under this method, all figures, including totals and margins, are randomly rounded either up or down to a multiple of 5, and in some cases 10. While providing strong protection against disclosure, this technique does not add significant error to the census data.

Users should be aware that totals and margins are rounded independently of the cell data, so there may be some differences between these and the sum of rounded cell. Also, minor differences can be expected in corresponding totals and cell values among various census tabulations. Similarly, percentages, which are calculated on rounded figures, do not necessarily add up to 100%. When a statistic is defined as the quotient of two numbers (which is the case for averages,

percentages, and proportions), the two numbers are rounded before the division is performed. For income, hours worked, weeks worked, and age, the sum is defined as the product of the average and the rounded weighted frequency. Otherwise, it is the weighted sum that is rounded. It should also be noted that small cell counts may suffer a significant distortion as a result of random rounding. Individual data cells containing small numbers may lose their precision as a result.

Users should be aware of possible data distortions when they are aggregating these rounded data. Imprecisions as a result of rounding tend to cancel each other out when data cells are re-aggregated. However, users can minimize these distortions by using, whenever possible, the appropriate subtotals when aggregating.

In addition to random rounding, area suppression has been adopted to further protect the confidentiality of individual responses. Area suppression is the deletion of all characteristic data for geographic areas with populations below a specified size. Since the EEDR is based on the 20% sample database, they are suppressed if the total non-institutional population in the area is less than 40.

For more information, visit Statistics Canada's Web site at www.statcan.ca.

Participation and Activity Limitation Survey

All figures from the PALS are estimates which have been produced from the sample and are, therefore, subject to sampling error. Estimates with a coefficient of variation of less than 16.6% are released without reservation. Estimates with a coefficient of variation falling between 16.6% and 33.3% are flagged with the "*" symbol to indicate they should be used with caution.

When the coefficient of variation is more than 33.3% of the estimate itself, it is considered too unreliable to be published and the symbol "--" will appear in place of the estimated number. As well, all figures have been

randomly rounded to a multiple of 5. As was the case with the Census-based information, the symbol "--" does not mean that the count is actually zero—rather that Statistics Canada, based on its rules of reliability, did not publish that particular number.

Note: A non-mathematical definition of the coefficient of variation

Sampling error is the error attributed to studying a fraction of the population rather than carrying out a census under the same general conditions. Ideally, the way to assess it would be to measure the difference between the results of a sample estimate and a census. Since it is seldom possible to measure this difference directly, the approach used is to determine the extent to which sample estimates based upon different possible samples of the same size and the same design differ from one another. In this way, one estimates the sampling error on the assumption that it is possible to draw repeated samples, using the same procedure.

Guides to the precision (reliability) of sample results or potential size of sampling errors are provided through **sampling variance** (defined on the basis of differences in the sample estimates observed in all possible samples), or the **standard error** (square root of the sampling variance) of the estimates. A relative measure of precision, which is frequently used in sample surveys, relates the standard error of an estimate to its size. Such a measure is called the coefficient of variation. This measure is very useful in comparing the precision of different sample estimates, where their sizes or the scale of sample estimates differ from one another.

One does not draw all possible samples to calculate the variance or the standard error of an estimate. However, if probability sampling methods are used, the sample estimates and their associated measures of sampling error can be determined on the basis of a single sample.

Special note on PALS data

Revised 2001 PALS data

A post-released note from Statistics Canada was issued to describe an error on the 2001 PALS questionnaire that resulted in an underestimate of persons with disabilities in the workforce. As a result, the workforce with disabilities (EE defined) is 957,000 or 5.8%. The previous estimate based on the first database by Statistics Canada was 866,000 or 5.3%.

Persons with disabilities (EE defined) population and workforce data

The decrease in the employment equity population and workforce is due mostly to a large decline in the reported requirements for workplace accommodations, but there were also sizable decreases in both the reporting of perceived difficulty in the labour force and the reporting of perceived disadvantage in the labour force.

"Not Applicable" category

The "Not Applicable" category includes people who did not know their occupational classification, who refused to provide their occupation or who provided a response that was too vague to be classified.

Data variables

Census Metropolitan Areas (CMAs)

A CMA is formed by one or more adjacent municipalities centred on a large urban area (known as the urban core). A CMA must have a total population of at least 100,000, of which 50,000 or more must live in the urban core. To be included in the CMA, other adjacent municipalities must have a high degree of integration with the central urban area, as measured by commuting flows derived from census place of work data.

Once an area becomes a CMA, it is retained as a CMA even if its total population declines below 100,000 or the population of its urban core falls below 50,000.

The urban areas in the CMA that are not contiguous to the urban core are called the urban fringe. Rural areas in the CMA or Census Agglomeration (CA) are called the rural fringe.

Canada in 2006 had 33 CMAs, up from 27 in 2001. The six new CMAs are Barrie, Guelph, Brantford, and Peterborough in Ontario, Moncton in New Brunswick, and Kelowna in British Columbia. Appendix D has the complete list of CMAs and their municipalities, and Appendix H has maps with geographic boundaries of each CMA.

Legislated Employment Equity Program (LEEP)

Employers covered under the LEEP are required to report on their activities on up to eight designated CMAs as stated under the *Employment Equity Regulations*, Schedule 1, Subsection 1 (1). They are: Halifax, Montréal, Toronto, Winnipeg, Regina, Edmonton, Calgary, and Vancouver.

Federal Contractors Program (FCP)

Employers covered under the FCP are required to provide information on their activities in any of the 33 CMAs across Canada.

Separate employers

Portions of the public service of Canada set out in Part II of Schedule 1 of the *Public Staff Relations Act* are required to report to the President of Treasury Board on their activities in any of the 33 CMAs in which they are **reasonably** expected to recruit.

However, when conducting an analysis of the employer's workforce (workforce analysis), employers are required to analyze their workforce in any of the 33 CMAs or province minus CMA(s) where employers have employees.

Due to the small sample size of the 2006 Participation Activity Limitation Survey, data are not available for persons with disabilities at the CMA level.

National Occupational Classification (NOC)

The (NOC) is the nationally accepted taxonomy and organizational framework of occupations in the Canadian labour market. The NOC is based on extensive occupational research, analysis, and consultation conducted across the country.

NOC classification criteria

The two major attributes of occupations on which the NOC relies to classify occupations are skill type and skill level.

Skill type

Skill type refers to the type of work performed, but also reflects the field of training or experience that is normally required for entry into an occupation. It also includes the educational area of study required, as well as the industry of employment in cases where experience within an internal job ladder is required for entry. The NOC recognizes 10 different types of occupations:

- 0 Management Occupations
- 1 Business, Finance, and Administration Occupations
- 2 Natural and Applied Sciences and Related Occupations
- 3 Health Occupations
- 4 Occupations in Social Science, Education, Government Service, and Religion
- 5 Occupations in Art, Culture, Recreation, and Sport
- 6 Sales and Service Occupations
- 7 Trades, Transport, and Equipment Operators and Related Occupations
- 8 Occupations Unique to Primary Industry
- 9 Occupations Unique to Processing, Manufacturing, and Utilities

The first digit of a NOC code normally designates the skill type. For example, Health Occupations such as physicians, nurses, and dentists start with the digit 3.

Skill level

Skill level refers to the type and/or amount of training or education required for the work of an occupation. The NOC recognizes four different skill level categories:

Skill level A: Occupations that usually require university education (second digit = 1)

Skill level B: Occupations that usually require college education or apprenticeship training (second digit = 2 or 3)

Skill level C: Occupations that usually require secondary school and/or occupation-specific training (second digit = 4 or 5)

Skill level D: No formal educational requirements. On-the-job training is usually provided (second digit = 6)

The second digit of a NOC code denotes the skill level (except in the case of management occupations).

Management occupations are not assigned to a skill level category because factors other than education and training (e.g., previous experience, capital) are often more significant determinants for employment.

Structure of the NOC

The NOC is a three-tiered hierarchical arrangement of occupational groups.

26 major groups

Each major group has a unique two-digit code number and is composed of one or more minor group.

140 minor groups

Each minor group has a unique three-digit code number and is composed of one or more unit groups. The first two digits of this code indicate the major group to which the minor group belongs.

520 unit groups

Each unit group has a unique four-digit code. The first three digits of this code indicate the major and minor groups to which the unit group belongs.

A number of occupational titles are classified within each unit group. All occupational titles classified in the same unit group share the same four-digit unit group code. The title or label of the unit group represents the overall contents of the group.

There are over 30,000 occupational titles included in the revised NOC system. Some titles are clearly occupations, such as librarian and chef, while others reflect specializations within an occupational area, such as music librarian and pastry chef. Still others represent a range of jobs, such as furniture assembler and sawmill machine operator.

These titles are used to describe the work performed by many individuals holding similar jobs within an occupational area. The list of titles in the NOC is not meant to be exhaustive, but attempts to cover the most commonly used and universally understood labels that identify work in the labour market.

Overview of changes made to the NOC 2006

The NOC 2006 is considered a minor update with no revisions to the classification structure. The changes include the addition of new titles and the modification of descriptive content for certain NOC groups. Some changes were also made to reflect consistency between English and French and to correct errors. The update affected approximately 150 of the 520 NOC unit groups.

Employment Equity Occupational Groups (EEOGs)

Employers covered under the LEEP and FCP programs and Separate Employers are required, for the purpose of reporting, to aggregate the different NOC codes that they have assigned to the occupations that exist within their organization into 14 EEOGs (see Appendix C). EEOGs have been developed by Human Resources and Skills Development Canada to reflect the departmental as well as hierarchical structure of organizations. Grouping NOC codes by EEOGs allows employers to track the movement of designated group members over time from one department to the other as well as from one hierarchical level of the organization to the other.

Highest certificate, diploma, or degree

“Highest certificate, diploma, or degree” refers to the highest certificate, diploma, or degree completed based on a hierarchy which is generally related to the amount of time spent “in class.” For post-secondary graduates, a university education is considered to be a higher level of schooling than a college education, while a college education is considered to be a higher level of education than in a trade. Although some trade requirements may take as long or longer to complete than a given college or university program, the majority of time is spent in on-the-job paid training and less time is spent in the classroom.

Major field of study – Classification of Instructional Programs, 2000

The major field of study data in 2006 were coded with the Classification of Instructional Programs (CIP), Canada, 2000. Prior to the 2006 Census, the Major Field of Study (MFS) Classification was used to classify major field of study.

“Field of study” is defined as the main discipline or subject of learning. It is collected for the highest certificate, diploma, or degree above the high school or secondary school level.

The structure comprises “primary groupings” that are a convenient and useful basis for summarizing and analyzing more detailed classes. Groupings are based on field of study and are independent of the level at which the study was undertaken. See Appendix F for the major field of study list.

Population

Includes:

- 1) Canadian citizens (by birth or by naturalization) and landed immigrants with a usual place of residence in Canada;
- 2) Canadian citizens (by birth or by naturalization) and landed immigrants who are abroad, either on a military base or attached to a diplomatic mission;
- 3) Canadian citizens (by birth or by naturalization) and landed immigrants at sea or in port aboard merchant vessels under Canadian registry; and
- 4) non-permanent residents.

People that satisfy one of these criteria but that live in institutional residences and foreign residents are excluded from the population. For more information on who is included in the Canadian population, see the 2006 Census dictionary at www.statcan.ca.

Workforce

For employment equity purposes, the term workforce is used to refer to persons who are employed by a given organization, and it is also used to refer to the persons in the labour market that have the necessary qualifications to occupy a particular position within a given organization.

The labour market workforce data on women, Aboriginal peoples, and visible minorities were derived from the population aged 15 and over who worked any time between January 1, 2005, and May 16, 2006. The labour market workforce data of persons with disabilities were derived from the population aged between 15 and 64 who worked anytime between 2001 and 2006.

Questions and answers

Summary list of questions

- 1) What are employment equity data?
- 2) Who is responsible for developing these data and what are their respective roles and responsibilities in the area of employment equity data?
- 3) Am I legally obliged as an employer to use this Employment Equity Data Report?
- 4) How are the data useful in discharging obligations under the *Employment Equity Act*?
- 5) How reliable are the Census and the Participation and Activity Limitation Survey (PALS) data?
- 6) Why do certain separate employers use Canadian citizenship data only?
- 7) How often are you required to conduct a workforce analysis?
- 8) What is new in the 2006 Census?
- 9) Who do we contact for employment equity data-related help?
- 10) Why were the counts for persons with disabilities not derived directly from the Census?
- 11) Why were persons aged 65 and over not included in the population of persons with disabilities for the purposes of employment equity?
- 12) Why is employment equity necessary?
- 13) Why is equity an issue in the federal jurisdiction?
- 14) How do we measure equity?
- 15) How many employers, workers, and firms are covered by the *Employment Equity Act*?
- 16) Does the *Employment Equity Act* require employers to set quotas?
- 17) How do employers come up with their targets?
- 18) What happens if designated groups are under-represented?
- 19) Why does the federal public service have different availability than federally regulated private-sector and Crown corporations?
- 20) Availability data are always out-of-date. Can we use more current data?
- 21) Does HRSDC help employers in fulfilling their obligations under the *Employment Equity Act*?
- 22) Should Statistics Canada provide the availability data to employers?
- 23) Did HRSDC fund the 2006 Census and Participation and Activity Limitation Survey (PALS) for persons with disabilities?

1) What are employment equity data?

A wide range of data are produced for employment equity purposes. These data include total population counts, workforce population counts, participation and unemployment rates, occupational data, and educational attainment data, among others. They enable employers, designated group members, and other interested parties to assess the progress made in establishing an equitable workforce by providing an external measure/yardstick for comparative purposes. The data can also be obtained from our Web site at www.labour.gc.ca.

2) Who is responsible for developing these data and what are their respective roles and responsibilities in the area of employment equity data?

Section 42(3) of the Act provides the Minister of Labour with the following powers:

“The Minister shall make available to employers any relevant labour market information that the Minister has respecting designated groups in the Canadian workforce in order to assist employers in fulfilling their obligations under this Act.”

The operational definitions used to generate employment equity data were developed by interdepartmental committees drawn from the federal government departments and agencies responsible for implementing, monitoring, and enforcing employment equity legislation and policies. They include Human Resources and Skills Development Canada, the Canadian Human Rights Commission, the Canada Public Service Agency, the Public Service Commission, and Statistics Canada.

These committees were formed to ensure the general acceptance and sharing of information with respect to data concepts and to ensure that a consistent statistical approach is maintained in the federal employment equity sphere. They are also responsible for developing and producing employment equity information that encourages the planning, implementation, and enforcement of employment equity.

Human Resources and Skills Development Canada (HRSDC) administers the Act and provides private-sector employers with information and advice they need to establish equitable employment goals and programs. HRSDC receives employers' reports, makes these reports accessible to the public, assesses employers' compliance with relevant sections of the Act, and recommends sanctions for those who are not.

Each year, the Minister of Labour tables a report in Parliament that contains a summary and an analysis of employers' reports. HRSDC also administers the Federal Contractors Program, which applies to employers with 100 employees or more who bid on federal contracts equal to or in excess of \$200,000 annually. The Federal Contractors Program is designed to ensure that employers who do business with the Government of Canada achieve and maintain a representative workforce. For more information, visit our Web site at www.labour.gc.ca.

The **Canada Public Service Agency (CPSA)** is responsible for ensuring the implementation of employment equity in the federal public service. To help departments comply with their legislated obligations under the Act (e.g., to update their employment equity plans, conduct their workforce analysis, and carry out their employment system reviews), the CPSA provides annually adjusted departmental workforce analysis (WFA) estimates to assess progress in establishing a representative workforce. The CPSA compiles data for the President of the Treasury Board to report to Parliament annually on the state of employment equity in the federal public service. For more information, please visit their Web site at www.psagency-agencefp.gc.ca.

The **Public Service Commission (PSC)** develops policies, programs, and services to match qualified people with work and deliver the employment equity programs on behalf of the Treasury Board of Canada Secretariat. It uses employment equity data to conduct analysis to support its mandate related to staffing, as under the *Public Service Employment Act*, in the public service. The PSC also collaborates with the CPSA in developing data for departments and agencies of the public service to assess progress in establishing a representative workforce. For more information, visit their Web site at www.psc-cfp.gc.ca.

The **Canadian Human Rights Commission (CHRC)** under the *Employment Equity Act* has the authority to ensure the compliance of federally regulated private-sector employers, Crown corporations, and federal public-sector organizations through an audit process. The CHRC receives reports filed by employers subject to the *Employment Equity Act*. Through a Memorandum of Understanding with the Treasury Board of Canada Secretariat, the CHRC also receives data reports on departments and agencies of the federal public service. For more information, visit their Web site at www.chrc-ccdp.ca.

Statistics Canada provides Census and other data from which the employment equity data are drawn. It also provides statistical and methodological support for the design and evaluation of projects related to employment equity. For more information, visit their Web site at www.statcan.ca.

3) Am I legally obliged as an employer to use this Employment Equity Data Report?

The *Employment Equity Act* legally obliges employers to use labour market information data deemed relevant by the Minister of Labour. The 2006 Employment Equity Data Report is made available by the Minister under section 42 (3) of the Act to help employers fulfill their obligations.

4) How are the data useful in discharging obligations under the *Employment Equity Act*?

The Minister of Labour publishes employment equity data designed to assist employers in discharging their statutory obligations under the Act. The data are intended to assist employers in planning, developing, and implementing employment equity programs. The numbers and percentages of designated group members possessing the required skills for particular occupations are shown within a specific labour market area. A workforce analysis will then need to be conducted. A workforce analysis compares an employer's internal workforce of designated group members with the designated group representation in the relevant external labour pool in order to determine

the degree of under-representation in each occupational group in the employer's workforce. This is critical when conducting an employment systems review and when developing realistic goals and timetables for achieving employment equity.

5) How reliable are the Census and the Participation and Activity Limitation Survey (PALS) data?

The 2006 Census is designed to provide information about the demographic, social, and economic characteristics of the Canadian population and is the most comprehensive and reliable data source for the total population and three designated groups (women, Aboriginal peoples, and members of visible minorities) by provinces, territories, Census Metropolitan Areas, and by Service Canada Administrative Areas. The Census provides a wealth of information about the population and designated groups' education, occupations, and labour force activity which is not available from any other sources. The Census has been able to obtain accurate population and dwelling counts and to maintain high response rates to census questions, which makes comparison possible for all above-mentioned geographic areas in Canada.

The 2006 PALS, a post-censal survey which took place immediately following the 2006 Census, is the data source for persons with disabilities. The post-censal survey used a more detailed set of questions to identify persons with disabilities than the Census, and it provided an accurate count and is the most comprehensive and reliable source of information on the persons with disabilities population.

6) Why do certain separate employers use Canadian citizenship data only?

Separate employers can use Canadian citizenship data only to develop external benchmarks. This is because preference can be accorded to Canadian citizens in the hiring decisions for public service positions, under the *Public Service Employment Act*. This is consistent with the March 2002 Supreme Court of Canada ruling, in the case of *Lavoie et al v. the Attorney General of*

Canada, where the constitutionality of citizenship provisions in the *Public Service Employment Act* were upheld. Most separate employers do not exercise such preference on the basis of citizenship unless they have a bona fide reason to restrict their hiring process to Canadian citizens only.

7) How often are you required to conduct a workforce analysis?

Section 5 of the *Employment Equity Regulations* requires that the workforce analysis be kept up-to-date as the employer's workforce changes and new self-identification information is collected from employees. In addition, employers should "redo" their workforce analysis when the Minister issues revised estimates of designated group representation in occupational groups by designated geographical areas, most likely to occur after each Census (every five years). When an employer is subject to a compliance audit, an up-to-date workforce analysis is expected by auditors.

8) What is new in the 2006 Census?

2006 Census

- The following six new Census Metropolitan Areas (CMAs) have been added:
 1. Moncton (New Brunswick)
 2. Barrie (Ontario)
 3. Brantford (Ontario)
 4. Guelph (Ontario)
 5. Peterborough (Ontario)
 6. Kelowna (British Columbia)
- CMA Greater Sudbury is now called Greater Sudbury/Grand Sudbury.
- CMA Chicoutimi-Jonquière is now called Saguenay.
- CMA Ottawa-Hull is now called Ottawa-Gatineau.
- Visible minority subgroup
 - Southeast Asian (changed Indonesian to Malaysian as an example).
- NOC 2006 has replaced the 2001 NOC.

9) Who do we contact for employment equity data-related help?

Your Labour Program Regional Workplace Equity Officer should be your first point of contact for any employment equity data-related help. See the list of Workplace Equity Officers in each region in Appendix G or visit our Web site at www.labour.gc.ca.

10) Why were the counts for persons with disabilities not derived directly from the Census?

The PALS provides a better identification of the target population than the Census alone. Therefore, the primary source of data concerning disabilities for publications and other products is the PALS database.

PALS collects data on the nature and severity of disabilities, and the barriers that persons with disabilities face in household tasks, employment, accommodation, transportation, finances, and recreation and lifestyles. It provides more detailed information on persons with disabilities than the two questions on the Census.

11) Why were persons aged 65 and over not included in the population of persons with disabilities for the purposes of employment equity?

The PALS questions on education and employment were limited to those aged 15 to 64 for practical and efficiency reasons. The decision was based on interviewer debriefing concerning respondent burden—most respondents with disabilities aged 65 and over were not working. In discussions with persons involved in employment issues, the suggestion was to **not** include these respondents in these two sections.

The inclusion of the cohort of persons aged 65 and over in the employment equity data base would have added a substantial number of persons who were not active and who did not want to be active in the workforce. This would have distorted many labour market measures and indicators such as participation and unemployment rates and would have made it

difficult to track, evaluate, and analyze what was really occurring with this group.

Two factors have to be kept in mind when considering the selection of age 64 as the upper limit for PALS. First, the incidence of disability and its severity increase substantially with age. Second, because the conventional age of retirement in Canada is 65, a relatively small proportion of persons are active or want to be active in the labour force beyond that age.

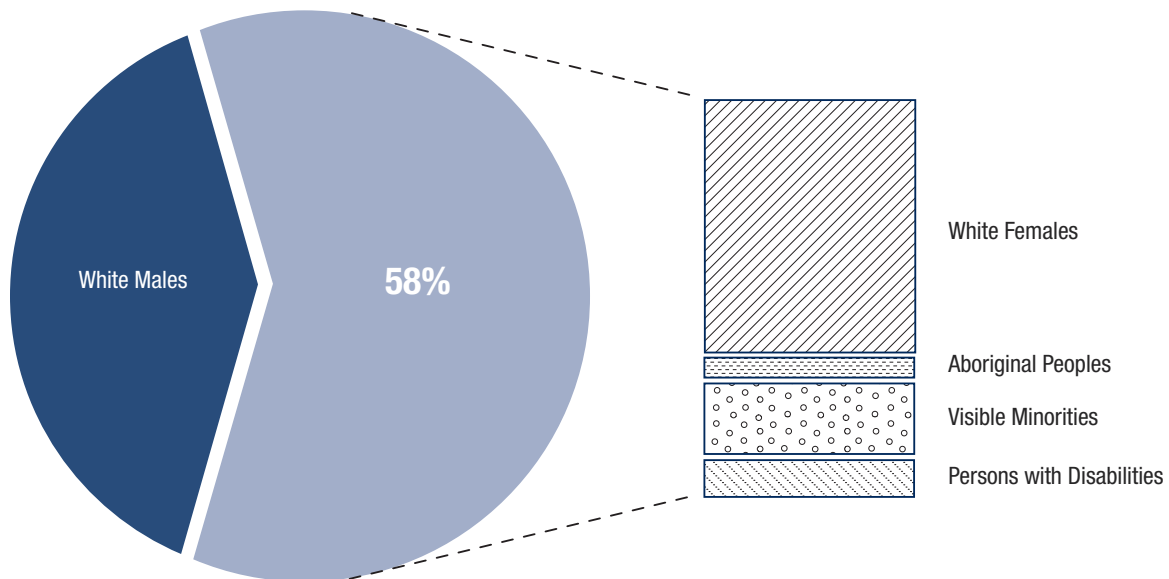
12) Why is employment equity necessary?

Canadians want a fair workplace, and the Act was passed in 1986 to ensure that women, Aboriginal peoples, persons with disabilities, and visible minorities had a more level playing field in the federal jurisdiction.

By advocating employment based on skills alone, the employment equity policy also strengthens Canada's economy.

In 1986, the four designated groups systematically under-performed the national average. They still do: women earn much less than men; the employment rates of Aboriginal peoples and those with disabilities are well below average; and visible minorities are greatly under-represented in some occupations in the public sector.

Share of Designated Groups in the Canadian Workforce



These four designated groups form more than half of Canada's workforce.

The federal government led by example in establishing a program in the federal jurisdiction to ensure that these four groups were not denied employment

opportunities that should be available to all. The level of this commitment is maintained via the employer reports and compliance audits, our annual reports to Parliament, and the periodic reviews to help re-align our policies with the needs of the workplace.

13) Why is equity an issue in the federal jurisdiction?

Canada is among the world leaders in integrating people into the labour force, including designated groups. The employment rates for Canadian women¹¹ or persons with disabilities¹² are high relative to other countries, particularly the major industrialized countries. Also, Canada has proportionally more immigrants in its labour force than any country in the world but Finland.¹³ Furthermore, the children of immigrants do better in Canada's school system than they do in other countries.¹⁴

While Canada's record in providing opportunity to disadvantaged groups is solid, the large employers in the federal jurisdiction are under-performing the rest of the country—sometimes by a significant margin. For example:

- Women continue to be below availability in senior management and professional occupations.
- Aboriginal peoples are under-represented in all occupational groups except for the crafts and trades supervisory occupations.
- Persons with disabilities were adequately represented in only managerial occupations, and there was a gap in all others.
- Visible minorities were under-represented in the federal civil service.

14) How do we measure equity?

Groups are designated under the Act because they are disadvantaged in the labour market. Disadvantage is characterized by:

- higher levels of unemployment;
- lower wage levels;
- under-representation in a given workforce; or
- concentration in lower levels of occupational groups.

In 2006, women, Aboriginal peoples, and persons with disabilities were under-represented in the federally regulated labour force, and members of visible minorities were under-represented in the public sector. Representation is the share of people in the designated groups in a given labour force (e.g., the entire federally regulated workforce, the banking sector, or an individual bank). Representation is compared to worker availability—the share of designated groups in the workforce from which the employers could hire. This comparison helps to ensure that employers' workforces are qualified and representative, reflecting the diversity of Canadian society.

15) How many employers, workers, and firms are covered by the *Employment Equity Act*?

Federally regulated private-sector employers and Crown corporations with 100 or more employees must report annually under the Act. There are over 500 of these, mainly in the banking, transportation, and telecommunications sectors. About 960 other employers fall under the Federal Contractors Program because they have secured federal government goods or services contracts of \$200,000 or more and have more than 100 employees. In total, over 2 million employees are covered under the Act.

16) Does the *Employment Equity Act* require employers to set quotas?

Section 33(1)(e) of the Act does not require employers to set quotas. It specifically states that quotas cannot be imposed. Employers are not required to hire or promote a specific number of people from the designated groups. Rather, they are required to set realistic goals designed to achieve fair representation in the workforce.

17) How do employers come up with their targets?

The employer determines the degree of under-representation of designated groups in each occupational group. Data from a workforce survey that

11. OECD, *Employment outlook*, Paris, 2006.

12. OECD, *Transforming disability into ability*, Paris, 2004.

13. OECD, *Trends in international migration*, Paris, 2005.

14. OECD, *Where immigrants succeed*, Paris, 2006.

contains questions related to self-identification are compared with the availability of designated groups in the labour pool from which the employer may reasonably be expected to recruit, taking into account qualifications, eligibility, and geographic recruitment area for each occupational group.

The labour market availability data are provided by the Labour Program of HRSDC and derived from the Canadian Census and a follow-up census, the 2006 PALS. The results for all occupations are then compiled.

18) What happens if designated groups are under-represented?

In this case, an employer must set short-term numerical goals for the hiring and promotion of designated group members. The Act also requires an employer to establish longer-term goals for increasing the representation of designated groups. These goals recognize how under-represented each designated group is in each occupational group, anticipate changes in the employer's workforce, and take into account the expected worker turnover. Goals must be set at or above labour market availability in order to eliminate the gaps.

The Act requires employers to develop an employment equity plan, which includes these short-term hiring and promotion and longer-term representation goals to eliminate the gaps and increase the representation of designated groups. Employers also must identify any qualitative measures needed to meet the goals.

19) Why does the federal public service have different availability than federally regulated private-sector and Crown corporations?

The workforce availability estimates for the public sector are being calculated from the portion of census respondents who are Canadian citizens. This derives from the preference accorded to Canadian citizens in the hiring decisions for public service positions under the *Public Service Employment Act*. The Act applies to the portions of the public service of Canada set out in

Part I of Schedule I to the Public Service Staff Relations Act. Therefore, the workforce availability for the public service is based on the Canadian-citizens-only workforce.

The public service workforce availability is based only on the population of those occupations that the public service hires. This principle applies to all other employers who report under the Act.

20) Availability data are always out-of-date. Can we use more current data?

The Census is the best source for demographic, social and economic views of Canadians. Also, it is the only reliable data source for women, Aboriginal peoples, and members of visible minorities at the detail we require.

The 2006 PALS, a survey which took place immediately following the 2006 Census, is the main data source for persons with disabilities.

Two other Statistics Canada surveys, the monthly Labour Force Survey (LFS) and the annual Survey of Labour and Income Dynamics (SLID) capture some data on designated groups. While both of these sources provide more timely data than the Census, they have significant weaknesses in assessing employment equity:

- Neither is accurate enough below the provincial level due to their small sample size (both sample some 50,000 Canadian households).
- The LFS is not a good alternative because it doesn't distinguish Aboriginal peoples, members of visible minorities, and persons with disabilities status. SLID provides information on the four employment equity groups, but at less detail than needed under the definitions in the Act.
- The LFS and SLID samples do not include reserves for Aboriginal peoples.

Thus, LFS or SLID data can be used to develop a more timely analysis of national labour markets, but they are less useful in analyzing the situations of individual employers.

21) Does HRSDC help employers in fulfilling their obligations under the *Employment Equity Act*?

Yes. The Minister of Labour provides employers with a software or Web-based application that permits them to assess their own workforce. This includes the data on external availability, the tabulation routines, and the report generators. These data are provided in considerable detail:

- **Geographical:** Detailed labour market information for Canada, the provinces and territories, and 33 CMAs are provided to employers. Detailed geographic information is provided because recruitment areas are occupation-specific. An employer may recruit non-technical workers or clerical workers from her or his local area, while senior executives may be drawn from across Canada.
- **Occupational:** Occupational data provide information on designated group members with the skills to fill specific jobs. Occupational data provide the representation of designated groups who have, in the recent past, worked in a particular occupation. For example, representation of women who worked recently as electrical engineers in the Ottawa-Gatineau area.
- **Designated groups:** Working-age population, occupational information at the employment equity group level and detailed occupational group level. Educational data for various geographic areas.

22) Should Statistics Canada provide the availability data to employers?

No. According to the Act, the Minister of Labour has the only mandate to provide relevant labour market information respecting designated groups in the Canadian workforce.

- The lead role with respect to employment equity policy development resides at HRSDC.
- The respective roles of all other agencies have been set out in an inter-departmental agreement that was made more than 10 years ago.

23) Did HRSDC fund the 2006 Census and Participation and Activity Limitation Survey (PALS) for persons with disabilities?

Yes.

- Both the Census and the Post-Censal Survey are very important in order to provide timely, accurate information on the designated groups covered by the Act.
- There would be no reliable information on progress with respect to employment of Aboriginal peoples, members of visible minorities, and persons with disabilities for employers to set goals, and for the enforcement agency to use for assessment purposes.

Appendix A:

Incompletely enumerated Indian reserves and Indian settlements in 2006 population

	Population	
	2001	1996
Quebec		
Akwesasne (formerly Akwesasne (Part))	*	*
Doncaster (formerly Doncaster 17)	*	*
Gesgapegiag (formerly Gesgapegiag 2)	488	442
Kahnawake (formerly Kahnawake 14)	*	*
Kanesatake	*	*
Lac-Rapide	*	228
Wendake	1555	*
Ontario		
Akwesasne (Part) 59	*	*
Attawapiskat 91 A	1293	1258
Bear Island 1	*	153
Factory Island 1	1430	1286
Fort Severn 89	401	362
Oneida 41	*	*
Six Nations (Part) 40 (Brant County)	*	*
Six Nations (Part) 40 (Haldimand-Norfolk R.M.)	*	*
Tyendinaga Mohawk Territory	*	*
Wahta Mohawk Territory	*	*
Saskatchewan		
Big Island Lake Cree Territory (formerly Big Head 124)	*	*
Alberta		
Little Buffalo	*	*
Saddle Lake 125	*	*
Tsuu T'ina Nation 145 (Sarcee 145)	1982	1509
British Columbia		
Esquimalt {Victoria CMA}	*	*

* Incompletely enumerated Indian reserve or Indian settlement in 1996 and/or 2001.

Appendix B:

Employment Equity Occupational Groups and their corresponding unit groups (2006 NOC)

1. Senior Managers¹	0512 Managers - Publishing, Motion Pictures, Broadcasting and Performing Arts
0011 Legislators	0513 Recreation, Sports and Fitness Program and Service Directors
0012 Senior Government Managers and Officials	0611 Sales, Marketing and Advertising Managers
0013 Senior Managers - Financial, Communications and Other Business Services	0621 Retail Trade Managers
0014 Senior Managers - Health, Education, Social and Community Services and Membership Organizations	0631 Restaurant and Food Service Managers
0015 Senior Managers - Trade, Broadcasting and Other Services, n.e.c. ²	0632 Accommodation Service Managers
0016 Senior Managers - Goods Production, Utilities, Transportation and Construction	0641 Commissioned Police Officers
	0642 Fire Chiefs and Senior Firefighting Officers
	0643 Commissioned Officers, Armed Forces
	0651 Other Services Managers
2. Middle and Other Managers¹	0711 Construction Managers
0111 Financial Managers	0712 Residential Home Builders and Renovators
0112 Human Resources Managers	0713 Transportation Managers
0113 Purchasing Managers	0721 Facility Operation and Maintenance Managers
0114 Other Administrative Services Managers	0811 Primary Production Managers (Except Agriculture)
0121 Insurance, Real Estate and Financial Brokerage Managers	0911 Manufacturing Managers
0122 Banking, Credit and Other Investment Managers	0912 Utilities Managers
0123 Other Business Services Managers	
0131 Telecommunication Carriers Managers	3. Professionals
0132 Postal and Courier Services Managers	1111 Financial Auditors and Accountants
0211 Engineering Managers	1112 Financial and Investment Analysts
0212 Architecture and Science Managers	1113 Securities Agents, Investment Dealers and Brokers
0213 Computer and Information Systems Managers	1114 Other Financial Officers
0311 Managers in Health Care	1121 Specialists in Human Resources
0312 Administrators - Post-Secondary Education and Vocational Training	1122 Professional Occupations in Business Services to Management
0313 School Principals and Administrators of Elementary and Secondary Education	2111 Physicists and Astronomers
0314 Managers in Social, Community and Correctional Services	2112 Chemists
0411 Government Managers - Health and Social Policy Development and Program Administration	2113 Geologists, Geochemists and Geophysicists
0412 Government Managers - Economic Analysis, Policy Development and Program Administration	2114 Meteorologists
0413 Government Managers - Education Policy Development and Program Administration	2115 Other Professional Occupations in Physical Sciences
0414 Other Managers in Public Administration	2121 Biologists and Related Scientists
0511 Library, Archive, Museum and Art Gallery Managers	2122 Forestry Professionals
	2123 Agricultural Representatives, Consultants and Specialists
	2131 Civil Engineers
	2132 Mechanical Engineers
	2133 Electrical and Electronics Engineers

2134 Chemical Engineers	4155 Probation and Parole Officers and Related Occupations
2141 Industrial and Manufacturing Engineers	4161 Natural and Applied Science Policy Researchers, Consultants and Program Officers
2142 Metallurgical and Materials Engineers	4162 Economists and Economic Policy Researchers and Analysts
2143 Mining Engineers	4163 Business Development Officers and Marketing Researchers and Consultants
2144 Geological Engineers	4164 Social Policy Researchers, Consultants and Program Officers
2145 Petroleum Engineers	4165 Health Policy Researchers, Consultants and Program Officers
2146 Aerospace Engineers	4166 Education Policy Researchers, Consultants and Program Officers
2147 Computer Engineers (Except Software Engineers)	4167 Recreation, Sports and Fitness Program Supervisors and Consultants
2148 Other Professional Engineers, n.e.c. ²	4168 Program Officers Unique to Government
2151 Architects	4169 Other Professional Occupations in Social Science, n.e.c. ²
2152 Landscape Architects	5111 Librarians
2153 Urban and Land Use Planners	5112 Conservators and Curators
2154 Land Surveyors	5113 Archivists
2161 Mathematicians, Statisticians and Actuaries	5121 Authors and Writers
2171 Information Systems Analysts and Consultants	5122 Editors
2172 Database Analysts and Data Administrators	5123 Journalists
2173 Software Engineers and Designers	5124 Professional Occupations in Public Relations and Communications
2174 Computer Programmers and Interactive Media Developers	5125 Translators, Terminologists and Interpreters
2175 Web Designers and Developers	5131 Producers, Directors, Choreographers and Related Occupations
3111 Specialist Physicians	5132 Conductors, Composers and Arrangers
3112 General Practitioners and Family Physicians	5133 Musicians and Singers
3113 Dentists	5134 Dancers
3114 Veterinarians	5135 Actors and Comedians
3121 Optometrists	5136 Painters, Sculptors and Other Visual Artists
3122 Chiropractors	
3123 Other Professional Occupations in Health Diagnosing and Treating	4. Semi-Professionals and Technicians
3131 Pharmacists	2211 Chemical Technologists and Technicians
3132 Dietitians and Nutritionists	2212 Geological and Mineral Technologists and Technicians
3141 Audiologists and Speech-Language Pathologists	2213 Meteorological Technicians
3142 Physiotherapists	2221 Biological Technologists and Technicians
3143 Occupational Therapists	2222 Agricultural and Fish Products Inspectors
3144 Other Professional Occupations in Therapy and Assessment	2223 Forestry Technologists and Technicians
3151 Head Nurses and Supervisors	2224 Conservation and Fishery Officers
3152 Registered Nurses	2225 Landscape and Horticultural Technicians and Specialists
4111 Judges	2231 Civil Engineering Technologists and Technicians
4112 Lawyers and Quebec Notaries	2232 Mechanical Engineering Technologists and Technicians
4121 University Professors	2233 Industrial Engineering and Manufacturing Technologists and Technicians
4122 Post-Secondary Teaching and Research Assistants	2234 Construction Estimators
4131 College and Other Vocational Instructors	2241 Electrical and Electronics Engineering Technologists and Technicians
4141 Secondary School Teachers	2242 Electronic Service Technicians (Household and Business Equipment)
4142 Elementary School and Kindergarten Teachers	2243 Industrial Instrument Technicians and Mechanics
4143 Educational Counsellors	
4151 Psychologists	
4152 Social Workers	
4153 Family, Marriage and Other Related Counsellors	
4154 Ministers of Religion	

2244 Aircraft Instrument, Electrical and Avionics Mechanics, Technicians and Inspectors	5212 Technical Occupations Related to Museums and Art Galleries
2251 Architectural Technologists and Technicians	5221 Photographers
2252 Industrial Designers	5222 Film and Video Camera Operators
2253 Drafting and Design Technologists and Technicians	5223 Graphic Arts Technicians
2254 Land Survey Technologists and Technicians	5224 Broadcast Technicians
2255 Mapping and Related Technologists and Technicians	5225 Audio and Video Recording Technicians
2261 Non-destructive Testers and Inspectors	5226 Other Technical and Co-ordinating Occupations in Motion Pictures, Broadcasting and the Performing Arts
2262 Engineering Inspectors and Regulatory Officers	5227 Support Occupations in Motion Pictures, Broadcasting and the Performing Arts
2263 Inspectors in Public and Environmental Health and Occupational Health and Safety	5231 Announcers and Other Broadcasters
2264 Construction Inspectors	5232 Other Performers
2271 Air Pilots, Flight Engineers and Flying Instructors	5241 Graphic Designers and Illustrators
2272 Air Traffic Control and Related Occupations	5242 Interior Designers
2273 Deck Officers, Water Transport	5243 Theatre, Fashion, Exhibit and Other Creative Designers
2274 Engineer Officers, Water Transport	5244 Artisans and Craftspersons
2275 Railway Traffic Controllers and Marine Traffic Regulators	5245 Patternmakers - Textile, Leather and Fur Products
2281 Computer Network Technicians	5251 Athletes
2282 User Support Technicians	5252 Coaches
2283 Systems Testing Technicians	5253 Sports Officials and Referees
3211 Medical Laboratory Technologists and Pathologists' Assistants	5254 Program Leaders and Instructors in Recreation, Sport and Fitness
3212 Medical Laboratory Technicians	
3213 Veterinary and Animal Health Technologists and Technicians	5. Supervisors
3214 Respiratory Therapists, Clinical Perfusionists and Cardio-Pulmonary Technologists	1211 Supervisors, General Office and Administrative Support Clerks
3215 Medical Radiation Technologists	1212 Supervisors, Finance and Insurance Clerks
3216 Medical Sonographers	1213 Supervisors, Library, Correspondence and Related Information Clerks
3217 Cardiology Technologists	1214 Supervisors, Mail and Message Distribution Occupations
3218 Electroencephalographic and Other Diagnostic Technologists, n.e.c. ²	1215 Supervisors, Recording, Distributing and Scheduling Occupations
3219 Other Medical Technologists and Technicians (except Dental Health)	6211 Retail Trade Supervisors
3221 Denturists	6212 Food Service Supervisors
3222 Dental Hygienists and Dental Therapists	6213 Executive Housekeepers
3223 Dental Technologists, Technicians and Laboratory Bench Workers	6214 Dry Cleaning and Laundry Supervisors
3231 Opticians	6215 Cleaning Supervisors
3232 Midwives and Practitioners of Natural Healing	6216 Other Service Supervisors
3233 Licensed Practical Nurses	
3234 Ambulance Attendants and Other Paramedical Occupations	6. Supervisors: Crafts and Trades
3235 Other Technical Occupations in Therapy and Assessment	7211 Supervisors, Machinists and Related Occupations
4211 Paralegal and Related Occupations	7212 Contractors and Supervisors, Electrical Trades and Telecommunications Occupations
4212 Community and Social Service Workers	7213 Contractors and Supervisors, Pipefitting Trades
4213 Employment Counsellors	7214 Contractors and Supervisors, Metal Forming, Shaping and Erecting Trades
4214 Early Childhood Educators and Assistants	7215 Contractors and Supervisors, Carpentry Trades
4215 Instructors and Teachers of Persons with Disabilities	7216 Contractors and Supervisors, Mechanic Trades
4216 Other Instructors	7217 Contractors and Supervisors, Heavy Construction Equipment Crews
4217 Other Religious Occupations	
5211 Library and Archive Technicians and Assistants	

7218 Supervisors, Printing and Related Occupations	1243 Medical Secretaries
7219 Contractors and Supervisors, Other Construction Trades, Installers, Repairers and Servicers	1244 Court Recorders and Medical Transcriptionists
7221 Supervisors, Railway Transport Operations	
7222 Supervisors, Motor Transport and Other Ground Transit Operators	8. Skilled Sales and Service Personnel
8211 Supervisors, Logging and Forestry	6221 Technical Sales Specialists - Wholesale Trade
8221 Supervisors, Mining and Quarrying	6231 Insurance Agents and Brokers
8222 Supervisors, Oil and Gas Drilling and Service	6232 Real Estate Agents and Salespersons
8251 Farmers and Farm Managers	6233 Retail and Wholesale Buyers
8252 Agricultural and Related Service Contractors and Managers	6234 Grain Elevator Operators
8253 Farm Supervisors and Specialized Livestock Workers	6241 Chefs
8254 Nursery and Greenhouse Operators and Managers	6242 Cooks
8255 Landscaping and Grounds Maintenance Contractors and Managers	6251 Butchers, Meat Cutters and Fishmongers - Retail and Wholesale
8256 Supervisors, Landscape and Horticulture	6252 Bakers
8257 Aquaculture Operators and Managers	6261 Police Officers (Except Commissioned)
9211 Supervisors, Mineral and Metal Processing	6262 Firefighters
9212 Supervisors, Petroleum, Gas and Chemical Processing and Utilities	6271 Hairstylists and Barbers
9213 Supervisors, Food, Beverage and Tobacco Processing	6272 Funeral Directors and Embalmers
9214 Supervisors, Plastic and Rubber Products Manufacturing	
9215 Supervisors, Forest Products Processing	9. Skilled Crafts and Trades Workers
9216 Supervisors, Textile Processing	7231 Machinists and Machining and Tooling Inspectors
9221 Supervisors, Motor Vehicle Assembling	7232 Tool and Die Makers
9222 Supervisors, Electronics Manufacturing	7241 Electricians (Except Industrial and Power System)
9223 Supervisors, Electrical Products Manufacturing	7242 Industrial Electricians
9224 Supervisors, Furniture and Fixtures Manufacturing	7243 Power System Electricians
9225 Supervisors, Fabric, Fur and Leather Products Manufacturing	7244 Electrical Power Line and Cable Workers
9226 Supervisors, Other Mechanical and Metal Product Manufacturing	7245 Telecommunications Line and Cable Workers
9227 Supervisors, Other Products Manufacturing and Assembly	7246 Telecommunications Installation and Repair Workers
	7247 Cable Television Service and Maintenance Technicians
7. Administrative and Senior Clerical Personnel	7251 Plumbers
1221 Administrative Officers	7252 Steamfitters, Pipefitters and Sprinkler System Installers
1222 Executive Assistants	7253 Gas Fitters
1223 Personnel and Recruitment Officers	7261 Sheet Metal Workers
1224 Property Administrators	7262 Boilermakers
1225 Purchasing Agents and Officers	7263 Structural Metal and Platework Fabricators and Fitters
1226 Conference and Event Planners	7264 Ironworkers
1227 Court Officers and Justices of the Peace	7265 Welders and Related Machine Operators
1228 Immigration, Employment Insurance and Revenue Officers	7266 Blacksmiths and Die Setters
1231 Bookkeepers	7271 Carpenters
1232 Loan Officers	7272 Cabinetmakers
1233 Insurance Adjusters and Claims Examiners	7281 Bricklayers
1234 Insurance Underwriters	7282 Concrete Finishers
1235 Assessors, Valuators and Appraisers	7283 Tilesetters
1236 Customs, Ship and Other Brokers	7284 Plasterers, Drywall Installers and Finishers and Lathers
1241 Secretaries (Except Legal and Medical)	7291 Roofers and Shinglers
1242 Legal Secretaries	7292 Glaziers
	7293 Insulators

7294 Painters and Decorators	1414 Receptionists and Switchboard Operators
7295 Floor Covering Installers	1422 Data Entry Clerks
7311 Construction Millwrights and Industrial Mechanics (Except Textile)	1423 Desktop Publishing Operators and Related Occupations
7312 Heavy-Duty Equipment Mechanics	1424 Telephone Operators
7313 Refrigeration and Air Conditioning Mechanics	1431 Accounting and Related Clerks
7314 Railway Carmen/women	1432 Payroll Clerks
7315 Aircraft Mechanics and Aircraft Inspectors	1433 Customer Service Representatives - Financial Services
7316 Machine Fitters	1434 Banking, Insurance and Other Financial Clerks
7317 Textile Machinery Mechanics and Repairers	1435 Collectors
7318 Elevator Constructors and Mechanics	1441 Administrative Clerks
7321 Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers	1442 Personnel Clerks
7322 Motor Vehicle Body Repairers	1443 Court Clerks
7331 Oil and Solid Fuel Heating Mechanics	1451 Library Clerks
7332 Electric Appliance Servicers and Repairers	1452 Correspondence, Publication and Related Clerks
7333 Electrical Mechanics	1453 Customer Service, Information and Related Clerks
7334 Motorcycle and Other Related Mechanics	1454 Survey Interviewers and Statistical Clerks
7335 Other Small Engine and Equipment Mechanics	1461 Mail, Postal and Related Clerks
7341 Upholsterers	1462 Letter Carriers
7342 Tailors, Dressmakers, Furriers and Milliners	1463 Couriers, Messengers and Door-to-Door Distributors
7343 Shoe Repairers and Shoemakers	1471 Shippers and Receivers
7344 Jewellers, Watch Repairers and Related Occupations	1472 Storekeepers and Parts Clerks
7351 Stationary Engineers and Auxiliary Equipment Operators	1473 Production Clerks
7352 Power Systems and Power Station Operators	1474 Purchasing and Inventory Clerks
7361 Railway and Yard Locomotive Engineers	1475 Dispatchers and Radio Operators
7362 Railway Conductors and Brakemen/women	1476 Transportation Route and Crew Schedulers
7371 Crane Operators	11. Intermediate Sales and Service Personnel
7372 Drillers and Blasters - Surface Mining, Quarrying and Construction	3411 Dental Assistants
7373 Water Well Drillers	3413 Nurse Aides, Orderlies and Patient Service Associates
7381 Printing Press Operators	3414 Other Assisting Occupations in Support of Health Services
7382 Commercial Divers	6411 Sales Representatives - Wholesale Trade (Non-Technical)
7383 Other Trades and Related Occupations	6421 Retail Salespersons and Sales Clerks
8231 Underground Production and Development Miners	6431 Travel Counsellors
8232 Oil and Gas Well Drillers, Servicers, Testers and Related Workers	6432 Pursers and Flight Attendants
8241 Logging Machinery Operators	6433 Airline Sales and Service Agents
8261 Fishing Masters and Officers	6434 Ticket Agents, Cargo Service Representatives and Related Clerks (Except Airline)
8262 Fishing Vessel Skippers and Fishermen/women	6435 Hotel Front Desk Clerks
9231 Central Control and Process Operators, Mineral and Metal Processing	6441 Tour and Travel Guides
9232 Petroleum, Gas and Chemical Process Operators	6442 Outdoor Sport and Recreational Guides
9233 Pulping Control Operators	6443 Casino Occupations
9234 Papermaking and Coating Control Operators	6451 Maîtres d'hôtel and Hosts/Hostesses
10. Clerical Personnel	6452 Bartenders
1411 General Office Clerks	6453 Food and Beverage Servers
1413 Records Management and Filing Clerks	6461 Sheriffs and Bailiffs
	6462 Correctional Service Officers

6463 By-law Enforcement and Other Regulatory Officers, n.e.c. ²	9422 Plastics Processing Machine Operators
6464 Occupations Unique to the Armed Forces	9423 Rubber Processing Machine Operators and Related Workers
6465 Other Protective Service Occupations	9424 Water and Waste Plant Operators
6471 Visiting Homemakers, Housekeepers and Related Occupations	9431 Sawmill Machine Operators
6472 Elementary and Secondary School Teacher Assistants	9432 Pulp Mill Machine Operators
6474 Babysitters, Nannies and Parents' Helpers	9433 Papermaking and Finishing Machine Operators
6481 Image, Social and Other Personal Consultants	9434 Other Wood Processing Machine Operators
6482 Estheticians, Electrologists and Related Occupations	9435 Paper Converting Machine Operators
6483 Pet Groomers and Animal Care Workers	9436 Lumber Graders and Other Wood Processing Inspectors and Graders
6484 Other Personal Service Occupations	9441 Textile Fibre and Yarn Preparation Machine Operators
	9442 Weavers, Knitters and Other Fabric-Making Occupations
12. Semi-Skilled Manual Workers	9443 Textile Dyeing and Finishing Machine Operators
7411 Truck Drivers	9444 Textile Inspectors, Graders and Samplers
7412 Bus Drivers and Subway and Other Transit Operators	9451 Sewing Machine Operators
7413 Taxi and Limousine Drivers and Chauffeurs	9452 Fabric, Fur and Leather Cutters
7414 Delivery and Courier Service Drivers	9453 Hide and Pelt Processing Workers
7421 Heavy Equipment Operators (Except Crane)	9454 Inspectors and Testers, Fabric, Fur and Leather
7422 Public Works Maintenance Equipment Operators	Products Manufacturing
7431 Railway Yard Workers	9461 Process Control and Machine Operators, Food and
7432 Railway Track Maintenance Workers	Beverage Processing
7433 Deck Crew, Water Transport	9462 Industrial Butchers and Meat Cutters, Poultry Preparers and
7434 Engine Room Crew, Water Transport	Related Workers
7435 Lock and Cable Ferry Operators and Related Occupations	9463 Fish Plant Workers
7436 Boat Operators	9464 Tobacco Processing Machine Operators
7437 Air Transport Ramp Attendants	9465 Testers and Graders, Food and Beverage Processing
7441 Residential and Commercial Installers and Servicers	9471 Printing Machine Operators
7442 Waterworks and Gas Maintenance Workers	9472 Camera, Platemaking and Other Pre-Press Occupations
7443 Automotive Mechanical Installers and Servicers	9473 Binding and Finishing Machine Operators
7444 Pest Controllers and Fumigators	9474 Photographic and Film Processors
7445 Other Repairers and Servicers	9481 Aircraft Assemblers and Aircraft Assembly Inspectors
7451 Longshore Workers	9482 Motor Vehicle Assemblers, Inspectors and Testers
7452 Material Handlers	9483 Electronics Assemblers, Fabricators, Inspectors and Testers
8411 Underground Mine Service and Support Workers	9484 Assemblers and Inspectors, Electrical Appliance, Apparatus and
8412 Oil and Gas Well Drilling Workers and Service Operators	Equipment Manufacturing
8421 Chainsaw and Skidder Operators	9485 Assemblers, Fabricators and Inspectors, Industrial Electrical Motors
8422 Silviculture and Forestry Workers	and Transformers
8431 General Farm Workers	9486 Mechanical Assemblers and Inspectors
8432 Nursery and Greenhouse Workers	9487 Machine Operators and Inspectors, Electrical
8441 Fishing Vessel Deckhands	Apparatus Manufacturing
8442 Trappers and Hunters	9491 Boat Assemblers and Inspectors
9411 Machine Operators, Mineral and Metal Processing	9492 Furniture and Fixture Assemblers and Inspectors
9412 Foundry Workers	9493 Other Wood Products Assemblers and Inspectors
9413 Glass Forming and Finishing Machine Operators and Glass Cutters	9494 Furniture Finishers and Refinishers
9414 Concrete, Clay and Stone Forming Operators	9495 Plastic Products Assemblers, Finishers and Inspectors
9415 Inspectors and Testers, Mineral and Metal Processing	9496 Painters and Coaters - Industrial
9421 Chemical Plant Machine Operators	9497 Plating, Metal Spraying and Related Operators

9498 Other Assemblers and Inspectors
 9511 Machining Tool Operators
 9512 Forging Machine Operators
 9513 Woodworking Machine Operators
 9514 Metal Working Machine Operators
 9516 Other Metal Products Machine Operators
 9517 Other Products Machine Operators

- 1 Please note that management occupations are not assigned to a skill level category because factors other than education and training (e.g., previous experience, capital) are often more significant determinants for employment.
- 2 n.e.c. = not elsewhere classified

13. Other Sales and Service Personnel

6611 Cashiers
 6621 Service Station Attendants
 6622 Grocery Clerks and Store Shelf Stockers
 6623 Other Elemental Sales Occupations
 6641 Food Counter Attendants, Kitchen Helpers and Related Occupations
 6651 Security Guards and Related Occupations
 6661 Light Duty Cleaners
 6662 Specialized Cleaners
 6663 Janitors, Caretakers and Building Superintendents
 6671 Operators and Attendants in Amusement, Recreation and Sport
 6672 Other Attendants in Accommodation and Travel
 6681 Dry Cleaning and Laundry Occupations
 6682 Ironing, Pressing and Finishing Occupations
 6683 Other Elemental Service Occupations

14. Other Manual Workers

7611 Construction Trades Helpers and Labourers
 7612 Other Trades Helpers and Labourers
 7621 Public Works and Maintenance Labourers
 7622 Railway and Motor Transport Labourers
 8611 Harvesting Labourers
 8612 Landscaping and Grounds Maintenance Labourers
 8613 Aquaculture and Marine Harvest Labourers
 8614 Mine Labourers
 8615 Oil and Gas Drilling, Servicing and Related Labourers
 8616 Logging and Forestry Labourers
 9611 Labourers in Mineral and Metal Processing
 9612 Labourers in Metal Fabrication
 9613 Labourers in Chemical Products Processing and Utilities
 9614 Labourers in Wood, Pulp and Paper Processing
 9615 Labourers in Rubber and Plastic Products Manufacturing
 9616 Labourers in Textile Processing
 9617 Labourers in Food, Beverage and Tobacco Processing
 9618 Labourers in Fish Processing
 9619 Other Labourers in Processing, Manufacturing and Utilities

Appendix C:

Employment Equity Occupational Group definitions

1. Senior Managers

Employees holding the most senior positions in large firms or corporations. They are responsible for the corporation's policy and strategic planning, and for directing and controlling the functions of the organisation.

Examples: President, chief executive officer, vice-presidents, chief operating officer, senior government officials, general managers and divisional heads, and directors who have several middle managers reporting to them or are responsible for the direction of a critical technical function.

2. Middle and Other Managers

Middle and other managers receive instructions from senior managers and administer the organization's policy and operations through subordinate managers or supervisors. Senior managers and middle and other managers comprise all managers.

Examples: Managers of transport operations, communications, finances, human resources, sales, advertising, purchasing, production, marketing, research and development, information systems, maintenance; commissioned police officers, commissioned officers in the armed forces.

3. Professionals

Professionals usually need either university graduation or prolonged formal training and often have to be members of a professional organization.

Examples: Engineers (civil, mechanical, electrical, petroleum, nuclear, aerospace), chemists, biologists, architects, economists, lawyers, teachers, doctors, accountants, computer programmers, registered

nurses, physiotherapists, ministers of religion.

4. Semi-Professionals and Technicians

Workers in these occupations have to possess knowledge equivalent to about two years of post-secondary education, offered in many technical institutions and community colleges, and often have further specialized on-the-job training. They may have highly developed technical and/or artistic skills.

Examples: Technologists and technicians (broadcast, forestry, biological, electronic, meteorological, geological, surveying, drafting and design, engineering, library, medical, dental), specialized inspectors and testers (public and environmental health, occupational health and safety, engineering, industrial instruments), dental hygienists, midwives, ambulance attendants, paralegal workers, graphic designers and illustrating artists, announcers and other broadcasters, coaches.

5. Supervisors

Non-management first-line coordinators of white-collar (administrative, clerical, sales, and service) workers. Supervisors may, but do not usually, perform any of the duties of the employees under their supervision.

Examples: Supervisors of administrative and clerical workers such as general office clerks, secretaries, word processing operators, receptionists, and switchboard operators, computer operators, accounting clerks, letter carriers, tellers; supervisors of sales workers such as airline sales agents, service station attendants, grocery clerks and shelf stockers, cashiers; and supervisors of service workers such as food and beverage workers, canteen workers, hotel housekeeping, and cleaning workers, dry cleaning and laundry workers, janitors, groundspeople, tour guides, parking lot attendants.

6. Supervisors: Crafts and Trades

Non-management first-line coordinators of workers in manufacturing, processing, trades, and primary industry occupations. They supervise skilled crafts and trades workers, semi-skilled manual workers, and/or other manual workers. Supervisors may, but do not usually, perform any of the duties of the employees under their supervision.

Examples: Supervisors of workers in manufacturing (motor vehicle assembling, electronics, electrical, furniture, fabric, etc.), processing (mineral and metal, chemical, food and beverage, plastic and rubber, textiles, etc.), trades (carpentry, mechanical, heavy construction equipment, printing, etc.), and primary industry (forestry, logging, mining and quarrying, oil and gas, agriculture and farms, etc.).

7. Administrative and Senior Clerical Personnel

Workers in these occupations carry out and coordinate administrative procedures and administrative services primarily in an office environment, or perform clerical work of a senior nature.

Examples: Administrative officers, executive assistants, personnel and recruitment officers, loan officers, insurance adjusters, secretaries, legal secretaries, medical secretaries, court recorders, property administrators.

8. Skilled Sales and Service Personnel

Highly skilled workers engaged wholly or primarily in selling or in providing personal service. These workers have a thorough and comprehensive knowledge of the processes involved in their work and usually have received an extensive period of training involving some post-secondary education, part or all of an apprenticeship, or the equivalent on-the-job training and work experience.

Examples: Sales – insurance agents and brokers, real estate agents, retail and wholesale buyers, technical sales specialists. Service – police officers, firefighters, chefs, cooks, butchers, bakers, funeral directors, and embalmers.

9. Skilled Crafts and Trades Workers

Manual workers of a high skill level, having a thorough and comprehensive knowledge of the processes involved in their work. They are frequently journeymen and journeywomen who have received an extensive period of training.

Examples: Sheet metal workers, plumbers, electricians, tool and die makers, carpenters, glaziers, welders, telecommunications line and cable, installation and repair technicians; mechanics (heavy duty, refrigeration, aircraft, elevator, motor vehicle), tailors, jewellers, oil and gas well drillers, fishing masters and officers, paper making control operators.

10. Clerical Personnel

Workers performing clerical work, other than senior clerical work.

Examples: General office and other clerks (data entry, records and file, accounting, payroll, administrative, personnel, library, purchasing, storekeepers and parts, mail and postal, insurance clerks, customer service, statistics, purchasing and inventory clerks), typists and word processing operators, receptionists and switchboard operators, computer operators, typesetters, dispatchers and radio operators, couriers and messengers, letter carriers, tellers.

11. Intermediate Sales and Service Personnel

Workers engaged wholly or primarily in selling or in providing personal service who perform duties that may require from a few months up to two years of on-the-job training, training courses, or specific work experience. Generally, these are workers whose skill level is less than that of skilled sales and service, but greater than that of elementary sales and service workers.

Examples: Sales – airline sales agents, non-technical wholesale sales representatives, retail salespersons. Service – dental assistants, nurses aides and orderlies, tour and travel guides, hotel front desk clerks, correctional service officers, sheriffs and bailiffs, bartenders, nannies, aestheticians, pet groomers.

12. Semi-Skilled Manual Workers

Manual workers who perform duties that usually require a few months of specific vocational on-the-job training. Generally, these are workers whose skill level is less than that of skilled crafts and trades workers, but greater than that of elementary manual workers.

Examples: Truck drivers; railway yard workers; longshore workers; material handlers; foundry workers; machine operators (plastics processing, chemical plant, sawmill, textile, pulp mill, tobacco, welding); workers assembling, inspecting, or testing products (motor vehicles, boats, electrical motors, furniture).

13. Other Sales and Service Personnel

Workers in sales and service jobs that generally require only a few days or no on-the-job training. The duties are elementary and require little or no independent judgement.

Examples: Sales – service station attendants, grocery clerks, and shelf stockers, cashiers. Service – security guards, janitors, kitchen and food service helpers, dry cleaning and laundry occupations, attendants in recreation and sport.

14. Other Manual Workers

Workers in blue collar jobs which generally require only a few days or no on-the-job training or a short demonstration. The duties are manual, elementary, and require little or no independent judgement.

Examples: Helpers and labourers in construction and other trades (plumber assistants, carpenter helpers, refrigeration mechanic helpers, surveyor helpers), garbage collectors, road maintenance workers, railway labourers, tobacco or fruit pickers, landscape labourers, fish farm helpers, roustabouts, roughnecks, swampers, labourers in processing industry.

Appendix D:

Census Metropolitan Areas and their Census subdivision components

List of 33 Census Metropolitan Areas (2006 CMA Boundaries)

Abbotsford, British Columbia

Abbotsford
Fraser Valley H
Matsqui Main 2
Mission
Upper Sumas 6

Barrie, Ontario

Barrie
Innisfil
Springwater

Brantford, Ontario

Brant
Brantford
Six Nations (Part) 40

Calgary, Alberta

Airdrie
Beiseker
Calgary
Chestermere
Cochrane
Crossfield
Irricana
Rocky View No. 44
Tsuu T'ina Nation 145

Edmonton, Alberta

Alexander 134
Beaumont
Betula Beach
Bon Accord
Bruderheim
Calmar
Devon
Edmonton

Fort Saskatchewan
Gibbons
Golden Days
Itaska Beach
Kapasiwin
Lakeview
Leduc
Leduc County
Legal
Morinville
New Sarepta
Parkland County
Point Alison
Redwater
Seba Beach
Spring Lake
Spruce Grove
St. Albert
Stony Plain
Stony Plain 135
Strathcona County
Sturgeon County
Sundance Beach
Thorsby
Wabamun
Wabamun 133A
Wabamun 133B
Warburg

Greater Sudbury/Grand Sudbury, Ontario

Greater Sudbury/Grand Sudbury
Wahnapitei 11
Whitefish Lake 6

Guelph, Ontario

Guelph
Guelph/Eramosa

Halifax, Nova Scotia

Beaver Lake
Cole Harbour 30
Halifax
Sheet Harbour 36
Shubenacadie 13

Hamilton, Ontario

Burlington
Grimsby
Hamilton

Kelowna, British Columbia

Central Okanagan
Central Okanagan J
Duck Lake 7
Kelowna
Lake Country
Peachland
Tsinstikeptum 9
Tsinstikeptum 10

Kingston, Ontario

Frontenac Islands
Kingston
Loyalist
South Frontenac

Kitchener, Ontario

Cambridge
Kitchener
North Dumfries
Waterloo
Woolwich

London, Ontario

Adelaide Metcalfe
Central Elgin
London
Middlesex Centre
Southwold
St. Thomas
Strathroy - Caradoc
Thames Centre

Moncton, New Brunswick

Coverdale
Dieppe

Dorchester (Parish)
Dorchester (Village)
Elgin
Fort Folly 1
Hillsborough (Parish)
Hillsborough (Village)
Memramcook
Moncton (Parish)
Moncton (City)
Riverview
Saint-Paul
Salisbury

Montréal, Quebec

Baie-d'Urfé
Beaconsfield
Beauharnois
Beloeil
Blainville
Bois-des-Filion
Boisbriand
Boucherville
Brossard
Candiac
Carignan
Chambly
Charlemagne
Châteauguay
Coteau-du-Lac
Côte-Saint-Luc
Delson
Deux-Montagnes
Dollard-des-Ormeaux
Dorval
Gore
Hampstead
Hudson
Kahnawake
Kanesatake
Kirkland
L'Assomption
L'Épiphanie
L'Île-Cadieux
L'Île-Dorval
L'Île-Perrot
La Prairie
Laval
Lavaltrie

Léry
Les Cèdres
Les Coteaux
Longueuil
Lorraine
Mascouche
McMasterville
Mercier
Mirabel
Mont-Royal
Mont-Saint-Hilaire
Montréal
Montréal-Est
Montréal-Ouest
Notre-Dame-de-l'Île-Perrot
Oka
Otterburn Park
Pincourt
Pointe-Calumet
Pointe-Claire
Pointe-des-Cascades
Repentigny
Richelieu
Rosemère
Saint-Amable
Saint-Basile-le-Grand
Saint-Bruno-de-Montarville
Saint-Colomban
Saint-Constant
Saint-Eustache
Saint-Isidore
Saint-Jérôme
Saint-Joseph-du-Lac
Saint-Lambert
Saint-Lazare
Saint-Mathias-sur-Richelieu
Saint-Mathieu
Saint-Mathieu-de-Beloeil
Saint-Philippe
Saint-Placide
Saint-Sulpice
Saint-Zotique
Sainte-Anne-de-Bellevue
Sainte-Anne-des-Plaines
Sainte-Catherine
Sainte-Julie
Sainte-Marthe-sur-le-Lac
Sainte-Thérèse

Senneville
Terrasse-Vaudreuil
Terrebonne
Varennes
Vaudreuil-Dorion
Vaudreuil-sur-le-Lac
Verchères
Westmount

Oshawa, Ontario

Clarington
Oshawa
Whitby

Ottawa-Gatineau, Ontario-Quebec

Cantley
Chelsea
Clarence - Rockland
Denholm
Gatineau
L'Ange-Gardien
La Pêche
Ottawa
Pontiac
Russell
Val-des-Monts

Peterborough, Ontario

Cavan-Millbrook-North Monaghan
Curve
Douro-Dummer
Hiawatha First Nation
Otonabee-South Monaghan
Peterborough
Smith-Ennismore-Lakefield

Québec, Quebec

Beaumont
Boischatel
Château-Richer
Fossambault-sur-le-Lac
L'Ancienne-Lorette
L'Ange-Gardien
Lac-Beauport
Lac-Delage
Lac-Saint-Charles
Lac-Saint-Joseph
Lévis

Notre-Dame-des-Anges
Québec
Saint-Augustin-de-Desmaures
Saint-François-de-l'Île-d'Orléans
Saint-Gabriel-de-Valcartier
Saint-Henri
Saint-Jean-de-l'Île-d'Orléans
Saint-Lambert-de-Lauzon
Saint-Laurent-de-l'Île-d'Orléans
Saint-Pierre-de-l'Île-d'Orléans
Sainte-Brigitte-de-Laval
Sainte-Catherine-de-la-Jacques-Cartier
Sainte-Famille
Sainte-Pétronille
Shannon
Stoneham-et-Tewkesbury
Wendake

Regina, Saskatchewan

Balgonie
Belle Plaine
Buena Vista
Disley
Edenwold
Edenwold No. 158
Grand Coulee
Lumsden
Lumsden Beach
Lumsden No. 189
Pense
Pense No. 160
Pilot Butte
Regina
Regina Beach
Sherwood No. 159
White City

Saguenay, Quebec

Larouche
Saguenay
Saint-Fulgence
Saint-Honoré

Saint John, New Brunswick

Grand Bay-Westfield
Greenwich
Hampton (Parish)
Hampton (Town)

Kingston
Lepreau
Musquash
Petersville
Quispamsis
Rothesay (Parish)
Rothesay (Town)
Saint John
Saint Martins
Simonds
St. Martins
Upham
Westfield

Saskatoon, Saskatchewan

Allan
Asquith
Blucher No. 343
Bradwell
Clavet
Colonsay
Colonsay No. 342
Corman Park No. 344
Dalmeny
Delisle
Dundurn
Dundurn No. 314
Elstow
Langham
Martensville
Meacham
Osler
Saskatoon
Shields
Thode
Vanscoy
Vanscoy No. 345
Warman
White Cap

Sherbrooke, Quebec

Ascot Corner
Compton
Hatley
Magog
North Hatley
Saint-Denis-de-Brompton
Sherbrooke

Stoke
Waterville

St. Catharines-Niagara, Ontario

Fort Erie
Lincoln
Niagara Falls
Niagara-on-the-Lake
Pelham
Port Colborne
St. Catharines
Thorold
Wainfleet
Welland

St. John's, Newfoundland

Bauline
Bay Bulls
Conception Bay South
Flatrock
Logy Bay-Middle Cove-Outer Cove
Mount Pearl
Paradise
Petty Harbour-Maddox Cove
Portugal Cove-St. Philip's
Pouch Cove
St. John's
Torbay
Witless Bay

Thunder Bay, Ontario

Conmee
Fort William 52
Gillies
Neebing
O'Connor
Oliver Paipoonge
Shuniah
Thunder Bay

Toronto, Ontario

Ajax
Aurora
Bradford West Gwillimbury
Brampton
Caledon
Chippawas of Georgina Island 33
East Gwillimbury

Georgina
Halton Hills
King
Markham
Milton
Mississauga
Mono
New Tecumseth
Newmarket
Oakville
Orangeville
Pickering
Richmond Hill
Toronto
Uxbridge
Vaughan
Whitchurch-Stouffville

Trois-Rivières, Quebec

Bécancour
Champlain
Saint-Maurice
Trois-Rivières
Wôlinak 11

Vancouver, British Columbia

Anmore
Barnston Island 3
Belcarra
Bowen Island
Burnaby
Burrard Inlet 3
Capilano 5
Coquitlam
Coquitlam 1
Coquitlam 2
Delta
Greater Vancouver, A
Katzie 1
Katzie 2
Langley (District Municipality)
Langley (City)
Langley 5
Lions Bay
Maple Ridge
Matsqui 4
McMillan Island 6
Mission 1

Musqueam 2
Musqueam 4
New Westminster
North Vancouver (District Municipality)
North Vancouver (City)
Pitt Meadows
Port Coquitlam
Port Moody
Richmond
Semiahmoo
Seymour Creek 2
Surrey
Tsawwassen
Vancouver
West Vancouver
White Rock
Whonnock 1

Victoria, British Columbia

Becher Bay 1
Capital H (Part 1)
Central Saanich
Cole Bay 3
Colwood
East Saanich 2
Esquimalt (District Municipality)
Esquimalt (Indian Reserve)
Highlands
Langford
Metchosin
New Songhees 1A
North Saanich
Oak Bay
Saanich
Sidney
Sooke
South Saanich 1
T'Sou-ke 1 (Sooke 1)
T'Sou-ke 2 (Sooke 2)
Union Bay 4
Victoria
View Royal

Windsor, Ontario

Amherstburg
Lakeshore
LaSalle
Tecumseh
Windsor

Winnipeg, Manitoba

Brokenhead 4
East St. Paul
Headingley
Macdonald
Ritchot
Rosser
Springfield
St. Clements
St. François Xavier
Taché
West St. Paul
Winnipeg

List of the eight Census Metropolitan Areas as stipulated by the *Employment Equity Regulations*, Schedule I, Subsection 1(1)

Calgary, Alberta
Edmonton, Alberta
Halifax, Nova Scotia
Montréal, Quebec
Regina, Saskatchewan
Toronto, Ontario
Vancouver, British Columbia
Winnipeg, Manitoba

Appendix E: List of tables

The following tables are available in these formats:

- Adobe's Portable Document Format (PDF)
- Microsoft Excel Office (.xls)

Tables for the Canadian population (1-9)

Table 1 Total Population Showing Representation by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities

Table 2 Total Population Showing Distribution by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities

Table 3 Workforce Population Showing Representation by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities

Table 4 Workforce Population Showing Representation by Employment Equity Occupational Groups (2006 NOC) for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities

Table 5 Workforce Population Showing Representation by Employment Equity Occupational Groups and Unit Groups (2006 NOC) for Women, Aboriginal Peoples, and Visible Minorities for Canada, Provinces and Territories, and the Census Metropolitan Areas

Table 6 Workforce Population by Employment Equity Occupational Groups (2006 NOC) for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities by Sex

Table 7 Workforce Population Showing Representation by Employment Equity Occupational Groups (2006 NOC) for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities by Sex

Table 8 Population Showing Representation by Highest Degree, Certificate, or Diploma for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities

Table 9 Population Showing Representation by Major Fields of Study for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities

Tables for Canadian citizens (10-18)

Only available on our Web site at: www.labour.gc.ca

Table 10 Total Canadian Citizen Population Showing Representation by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities

Table 11 Total Canadian Citizen Population Showing Distribution by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities

Table 12 Canadian Citizen Workforce Population Showing Representation by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities

- Table 13** Canadian Citizen Workforce Population Showing Representation by Employment Equity Occupational Groups (2006 NOC) for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities
 Geography (Women, Aboriginal Peoples, Visible Minorities): Canada, Provinces/Territories, and 33 Census Metropolitan Areas
 Geography (Persons with Disabilities): Canada, Provinces/Territories
- Table 14** Canadian Citizen Workforce Population Showing Representation by Employment Equity Occupational Groups and Unit Groups (2006 NOC) for Women, Aboriginal Peoples, and Visible Minorities for Canada, Provinces and Territories, and the Census Metropolitan Areas
 Source: 2006 Census of Canada (20% sample) and 2006 Participation and Activity Limitation Survey (PALS)
 Occupational Classification: 2006 National Occupational Classification (NOC) and Employment Equity Occupational Groups (EEOGs)
- Table 15** Canadian Citizen Workforce Population by Employment Equity Occupational Groups (2006 NOC) for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities by Sex
- Table 16** Canadian Citizen Workforce Population Showing Representation by Employment Equity Occupational Groups (2006 NOC) for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities by Sex
- Table 17** Canadian Citizen Population Showing Representation by Highest Degree, Certificate or Diploma for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities
- Table 18** Canadian Citizen Population Showing Representation by Major Fields of Study for Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities

Appendix F: Data variables

Tables 1 to 18

Geography

Canada

Provinces/Territories

Newfoundland and Labrador
Prince Edward Island
Nova Scotia
New Brunswick
Quebec
Ontario
Manitoba
Saskatchewan
Alberta
British Columbia
Yukon Territory
Northwest Territories
Nunavut

Census Metropolitan Areas

St. John's
Halifax
Moncton
Saint John
Saguenay
Québec
Sherbrooke
Trois-Rivières
Montréal
Ottawa-Gatineau
Kingston
Peterborough
Oshawa
Toronto
Hamilton
St. Catharines-Niagara
Kitchener
Brantford
Guelph
London

Windsor
Barrie
Greater Sudbury/Grand Sudbury
Thunder Bay
Winnipeg
Regina
Saskatoon
Calgary
Edmonton
Kelowna
Abbotsford
Vancouver
Victoria

Sex

- 1) Total
- 2) Males
- 3) Females

Employment Equity Occupational Groups (2006 NOC)

- 1) Total – All occupations
- 2) Senior Managers
- 3) Middle and Other Managers
- 4) Professionals
- 5) Semi-Professionals and Technicians
- 6) Supervisors
- 7) Supervisors: Crafts and Trades
- 8) Administrative and Senior Clerical Personnel
- 9) Skilled Sales and Service Personnel
- 10) Skilled Crafts and Trades Workers
- 11) Clerical Personnel
- 12) Intermediate Sales and Service Personnel
- 13) Semi-Skilled Manual Workers
- 14) Other Sales and Service Personnel
- 15) Other Manual Workers

**2006 National Occupational Classification
unit groups**

For more details, refer to Appendix C, the 2006 NOC manual or the Data Variables section of this manual.

Highest certificate, diploma, or degree

- 1) Total – Highest certificate, diploma, or degree
- 2) No certificate, diploma, or degree
- 3) Certificate, diploma, or degree
- 4) High school certificate or equivalent
- 5) Apprenticeship or trades certificate or diploma
- 6) College, CEGEP, or other non-university certificate or diploma
- 7) University certificate, diploma, or degree
- 8) University certificate, diploma, or degree below bachelor level
- 9) University certificate or degree
- 10) Bachelor's degree
- 11) University certificate or diploma above bachelor level
- 12) Degree in medicine, dentistry, veterinary medicine, or optometry
- 13) Master's degree
- 14) Earned doctorate

Major field of study

- 1) Total – Major field of study
- 2) Education
- 3) Visual and performing arts, and communications technologies
- 4) Humanities
- 5) Social and behavioural sciences and law
- 6) Business, management, and public administration
- 7) Physical and life sciences and technologies
- 8) Mathematics, computer and information sciences
- 9) Architecture, engineering, and related technologies

- 10) Agriculture, natural resources, and conservation
- 11) Health, parks, recreation, and fitness
- 12) Personal, protective, and transportation services
- 13) Other fields of study
- 14) No post-secondary certificate or diploma

Appendix G:

Workplace Equity Regional Offices

Quebec and Atlantic Region

(includes Newfoundland and Labrador, Nova Scotia, New Brunswick, Prince Edward Island, and Quebec)

Human Resources and Skills Development Canada
Labour Program, Workplace Equity Regional Operations
200 René-Lévesque West
Tower West, 4th Floor
Montréal, Quebec H2Z 1X4
Telephone: 514-982-2553
Toll-free: 1-877-592-7653
Fax: 514-283-5748

Ontario Region

Human Resources and Skills Development Canada
Labour Program, Workplace Equity Regional Operations
4900 Yonge Street, 8th Floor
North York, Ontario M2N 6A8
Telephone: 416-954-7194
TDD: 416-954-7383
Fax: 416-954-7201

Western/Northwest Pacific and Central Region

(includes Manitoba, Saskatchewan, Alberta, British Columbia, the Northwest Territories, Yukon, and Nunavut)

Human Resources and Skills Development Canada
Labour Program, Workplace Equity Regional Operations
125 East 10th Avenue
Vancouver, British Columbia V5T 1Z3
Telephone: 604-872-4384
Toll-free: 1-800-641-4049
Fax: 604-666-3166

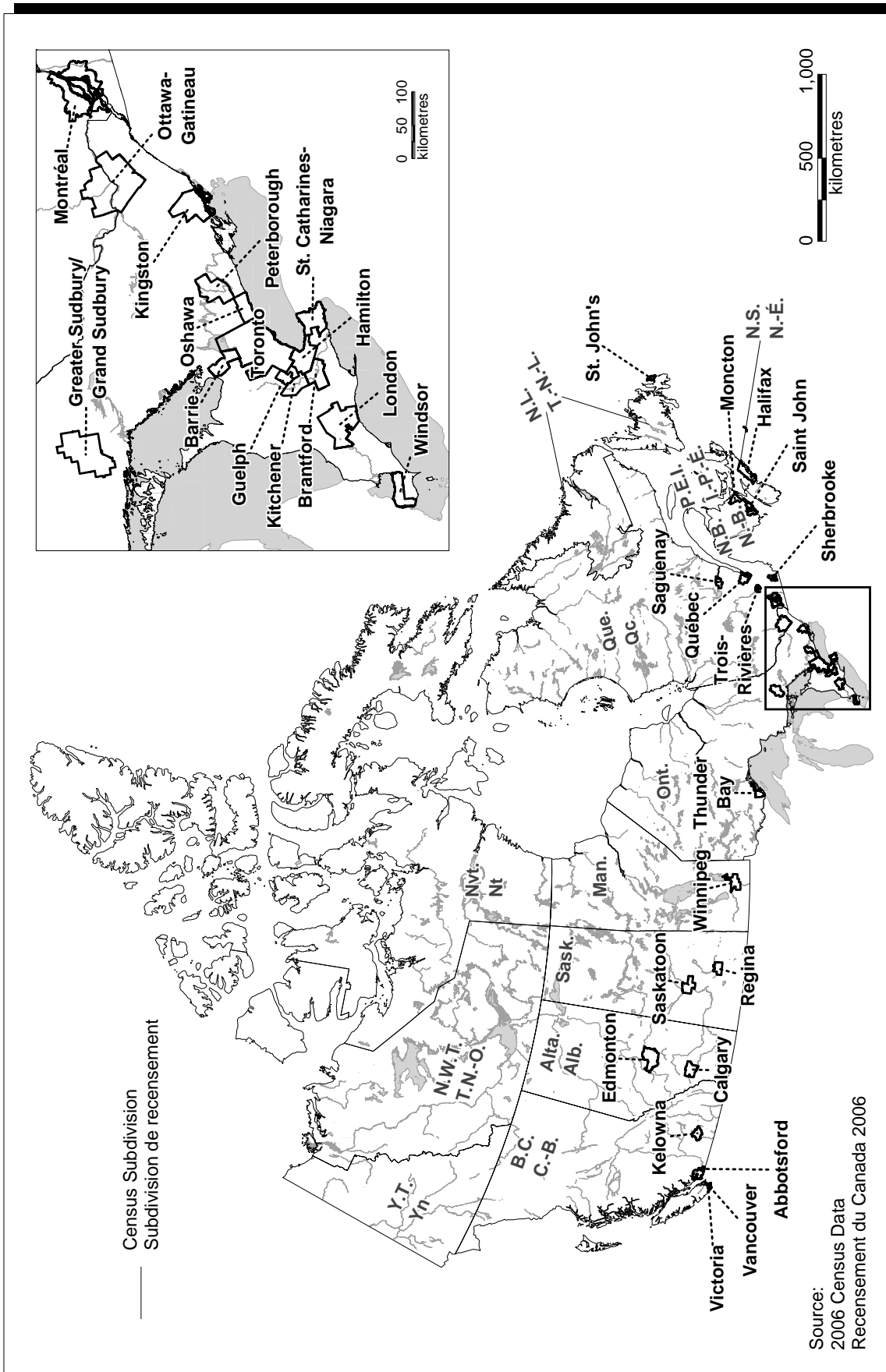
For all e-mail enquiries:

http://www19.hrdc-drhc.gc.ca/workplace_equity/contact_form.shtml

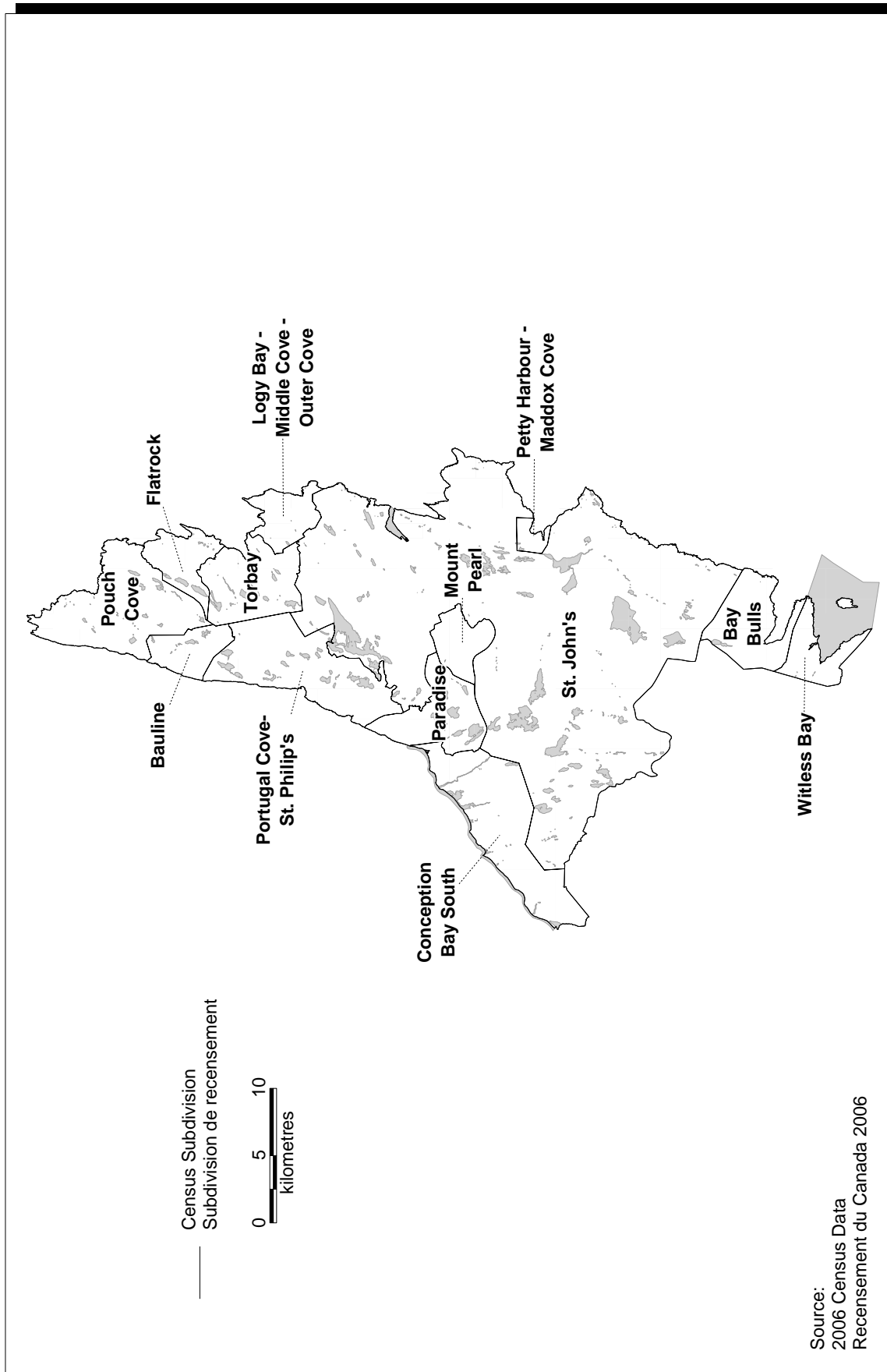
Appendix H

- *Maps of Canada and the 33 Census Metropolitan Areas*

Canada Census Metropolitan Area - Région métropolitaine de recensement

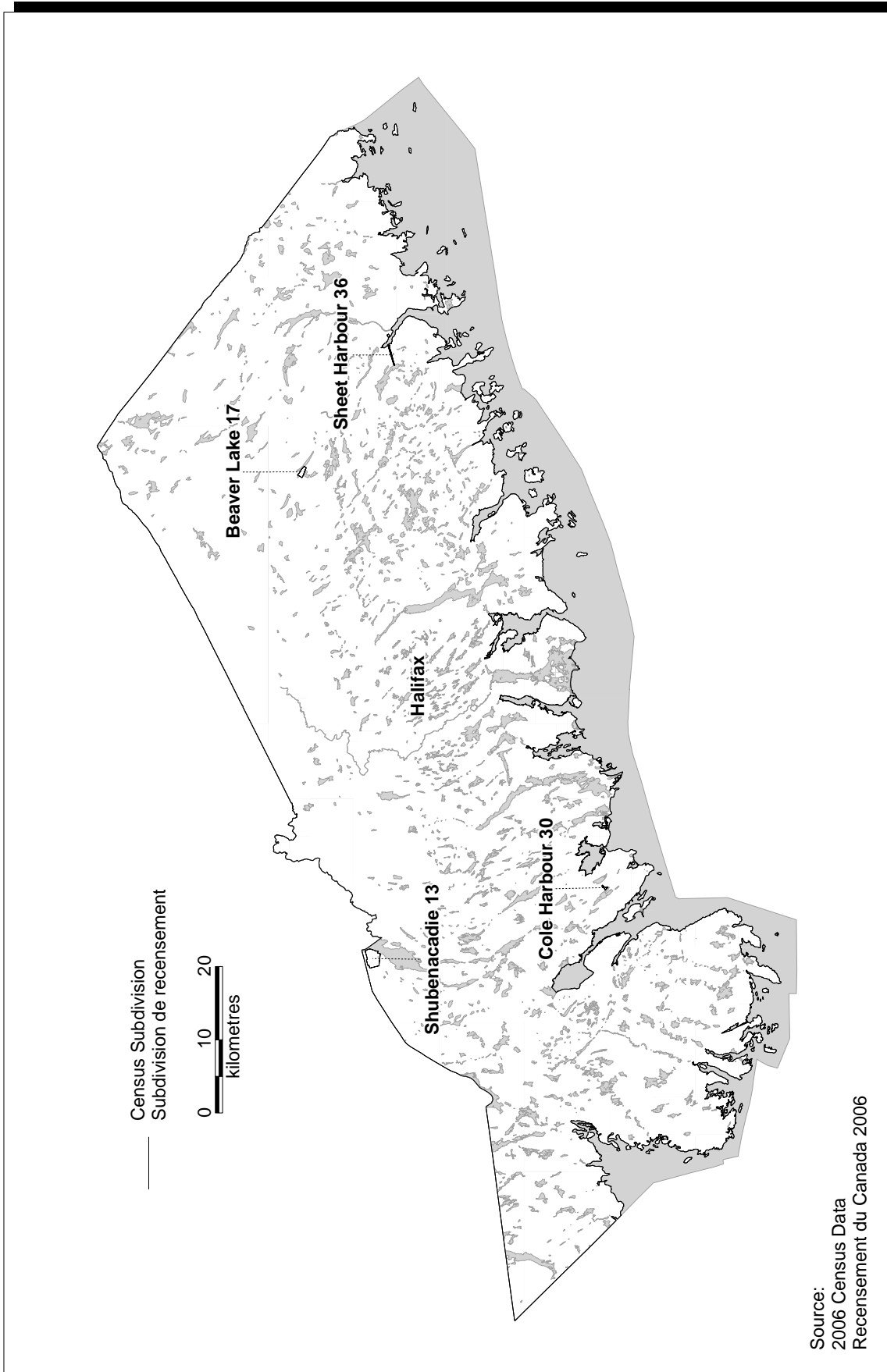


St. John's Census Metropolitan Area - Région métropolitaine de recensement



Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
 Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

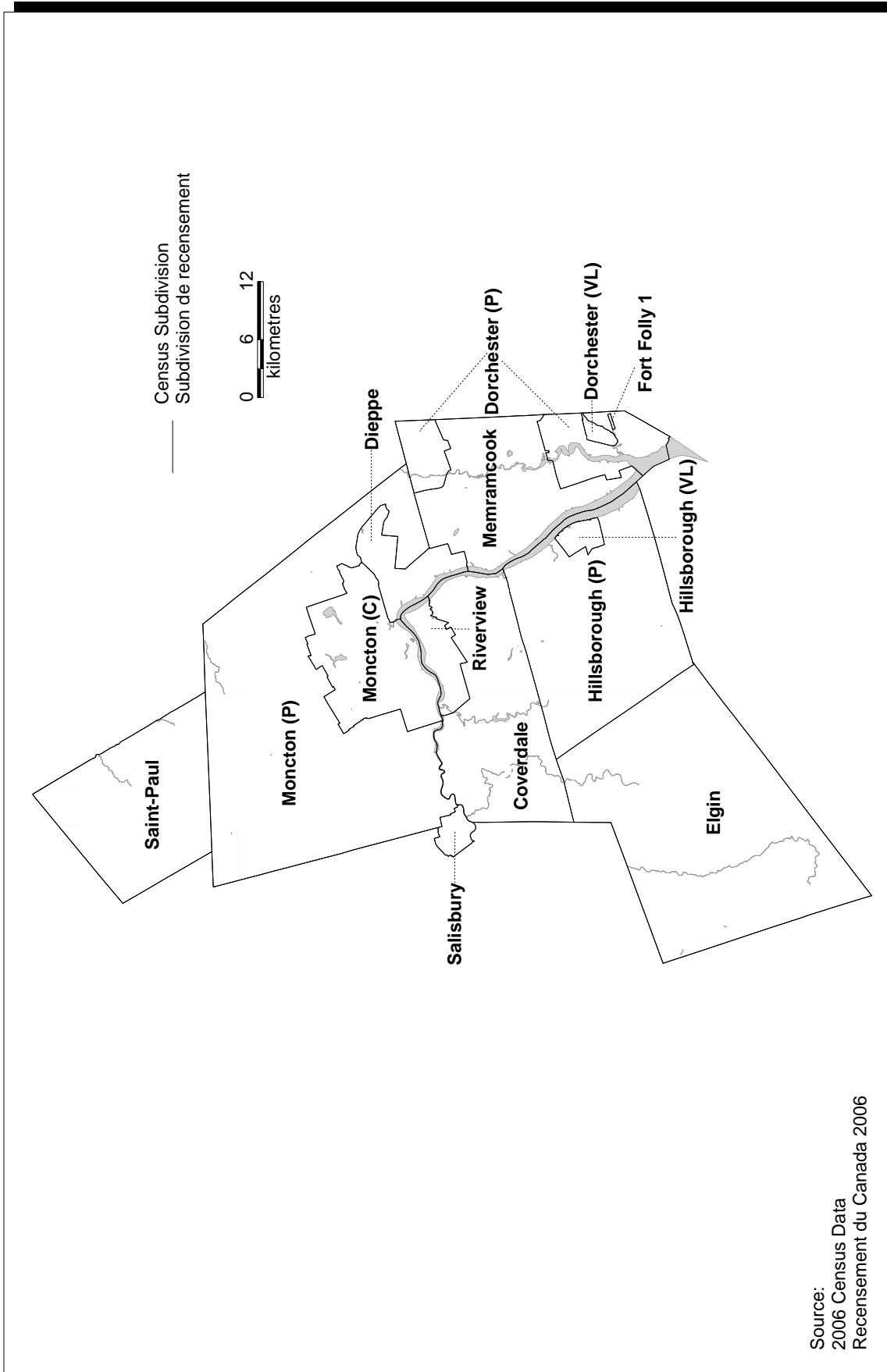
Halifax Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

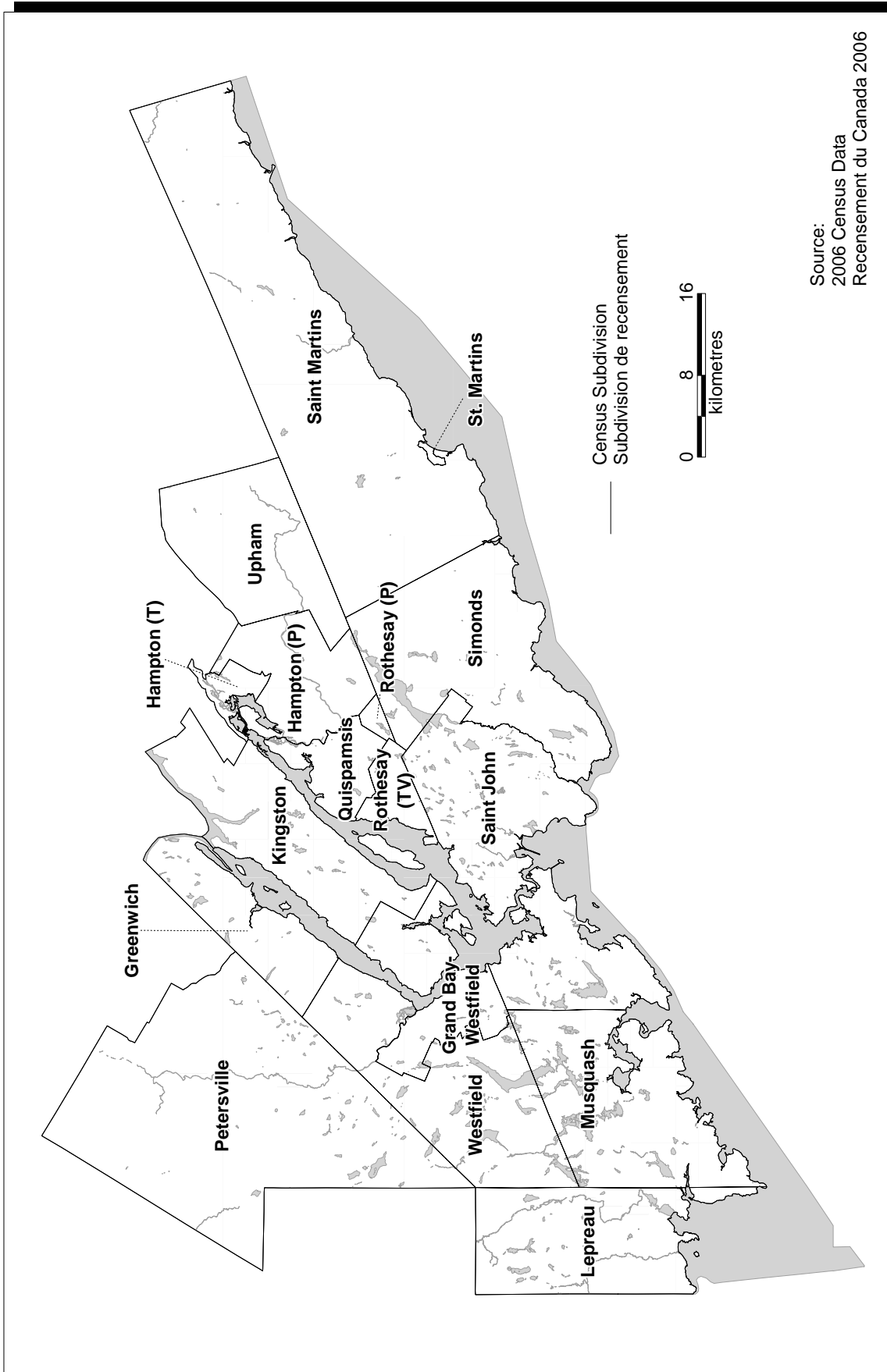
Moncton Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

Saint John Census Metropolitan Area - Région métropolitaine de recensement

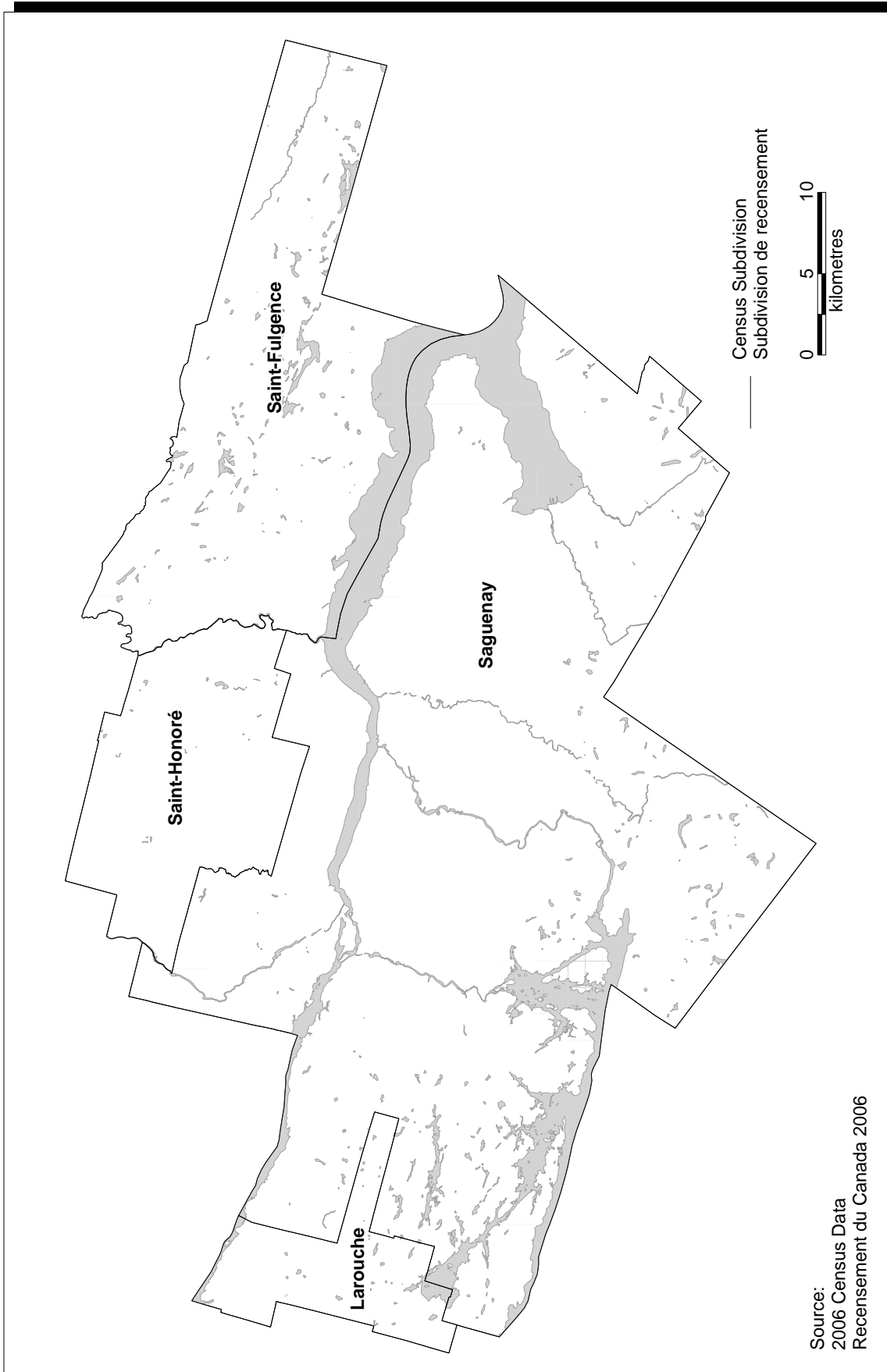


Actuarial and Geomatic Directorate, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

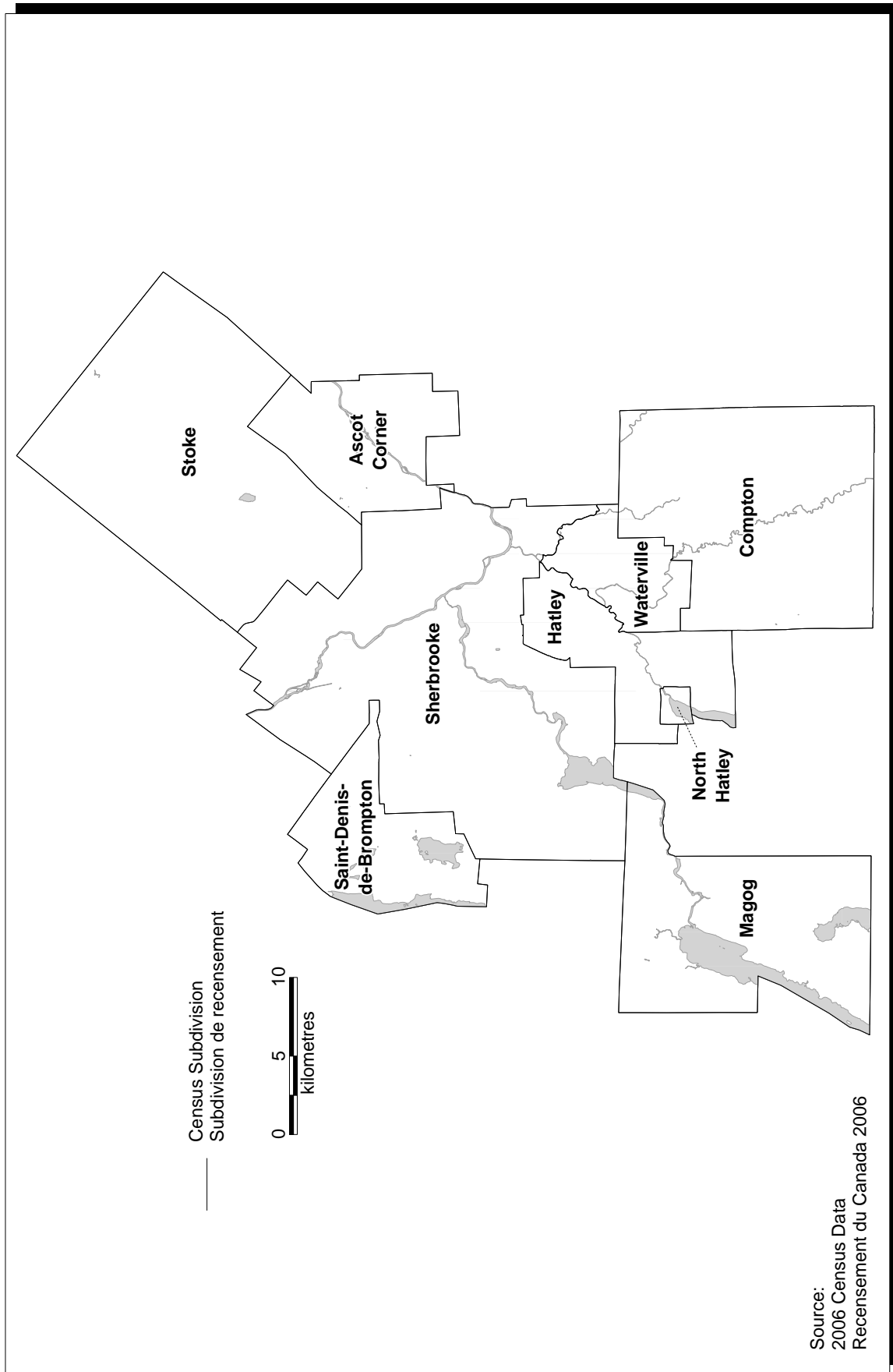


Saguenay

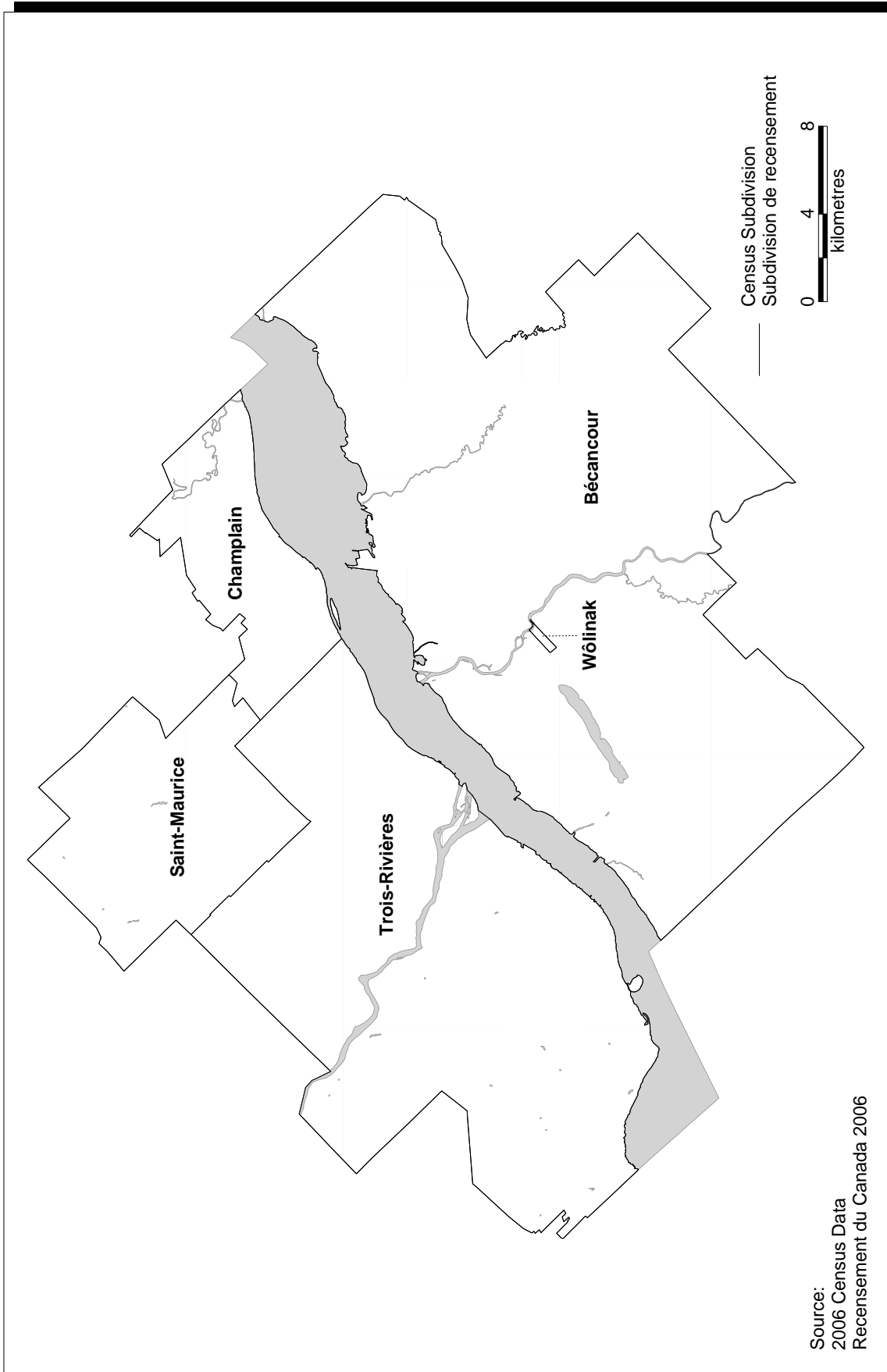
Census Metropolitan Area - Région métropolitaine de recensement



Sherbrooke Census Metropolitan Area - Région métropolitaine de recensement



Trois-Rivières Census Metropolitan Area - Région métropolitaine de recensement

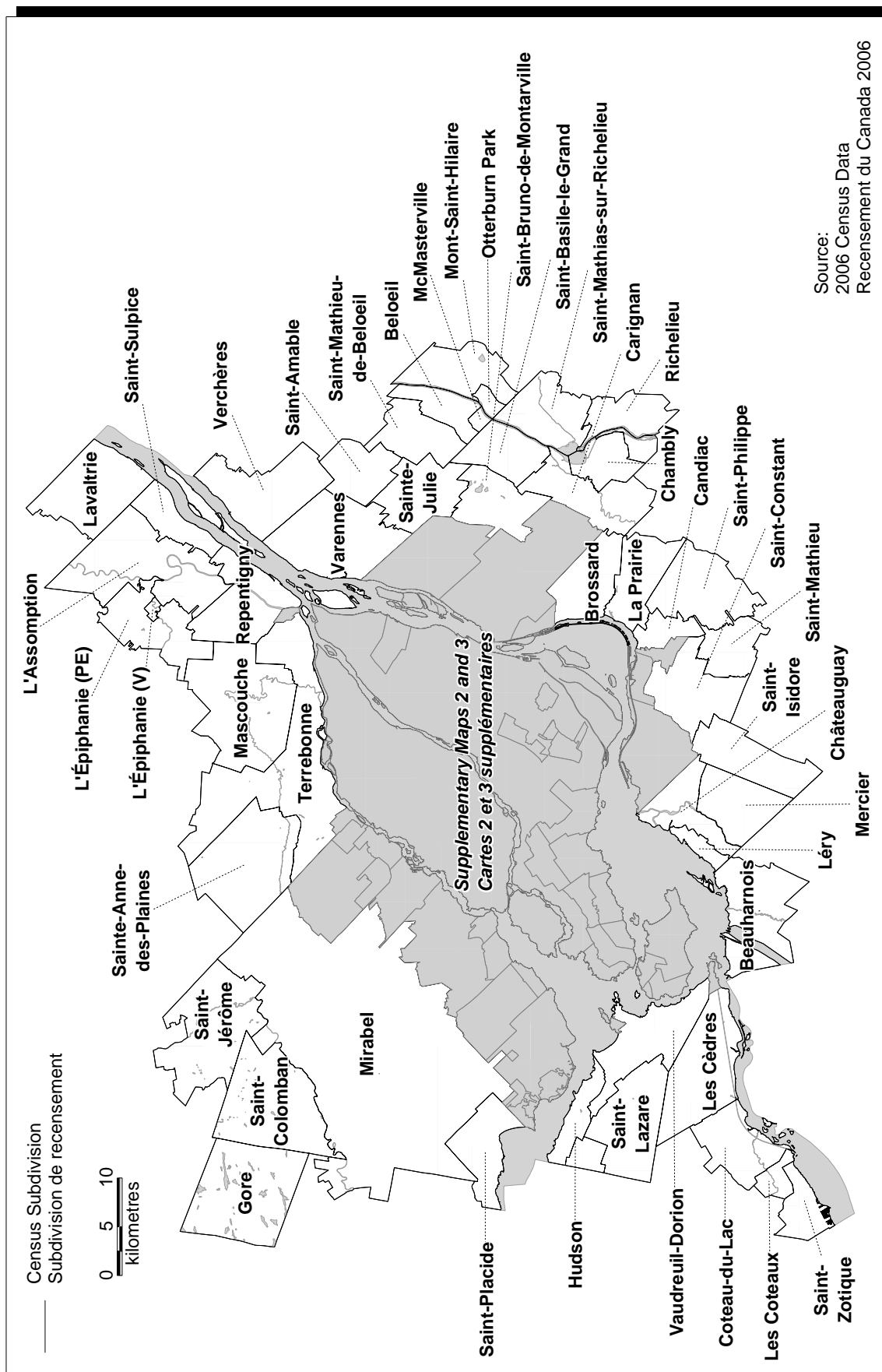


Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Director, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

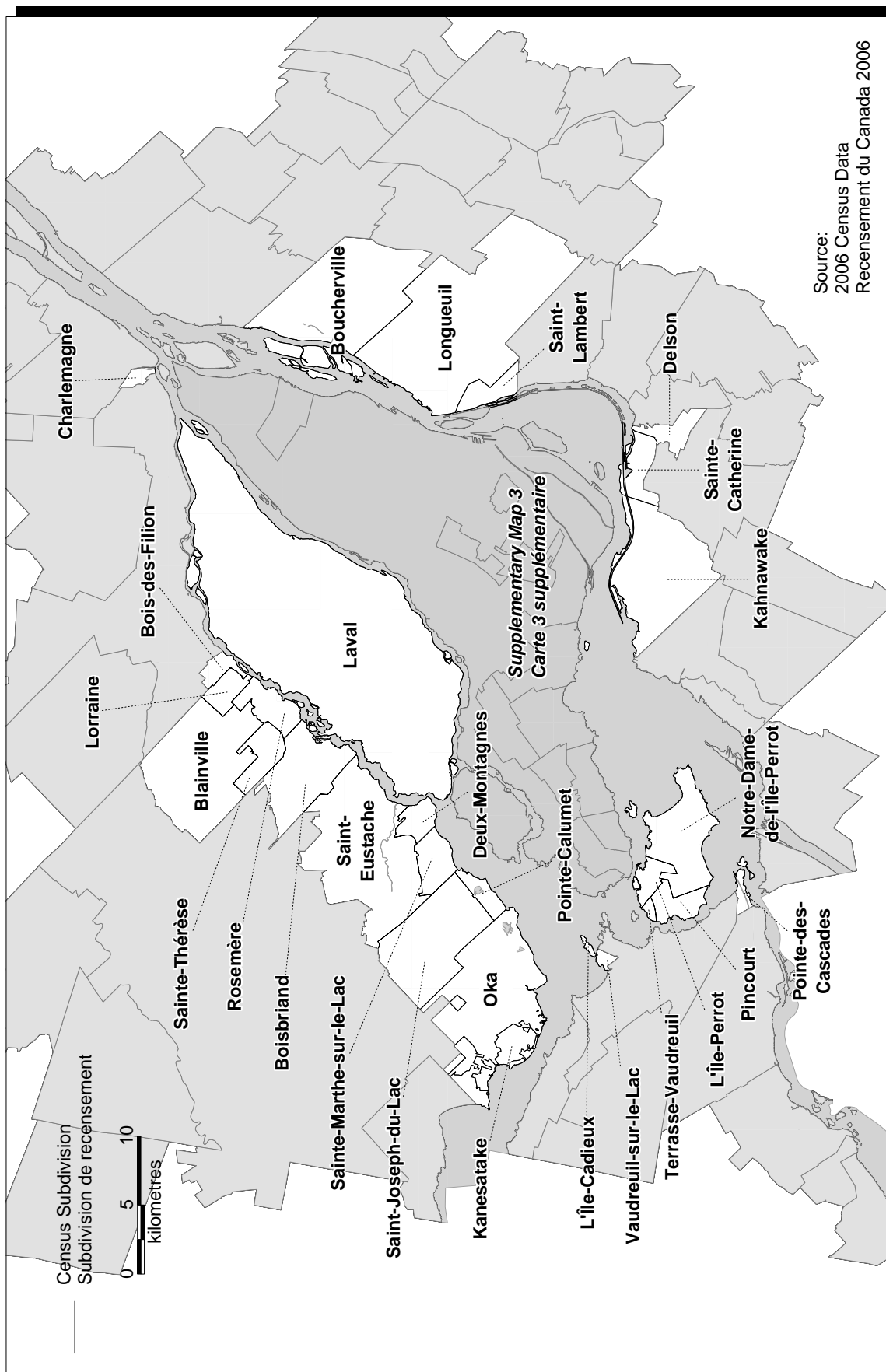
Montréal - 1

Census Metropolitan Area - Région métropolitaine de recensement



Actuarial and Geomatic Director, SEB, HRSDC, January 2008.
 Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

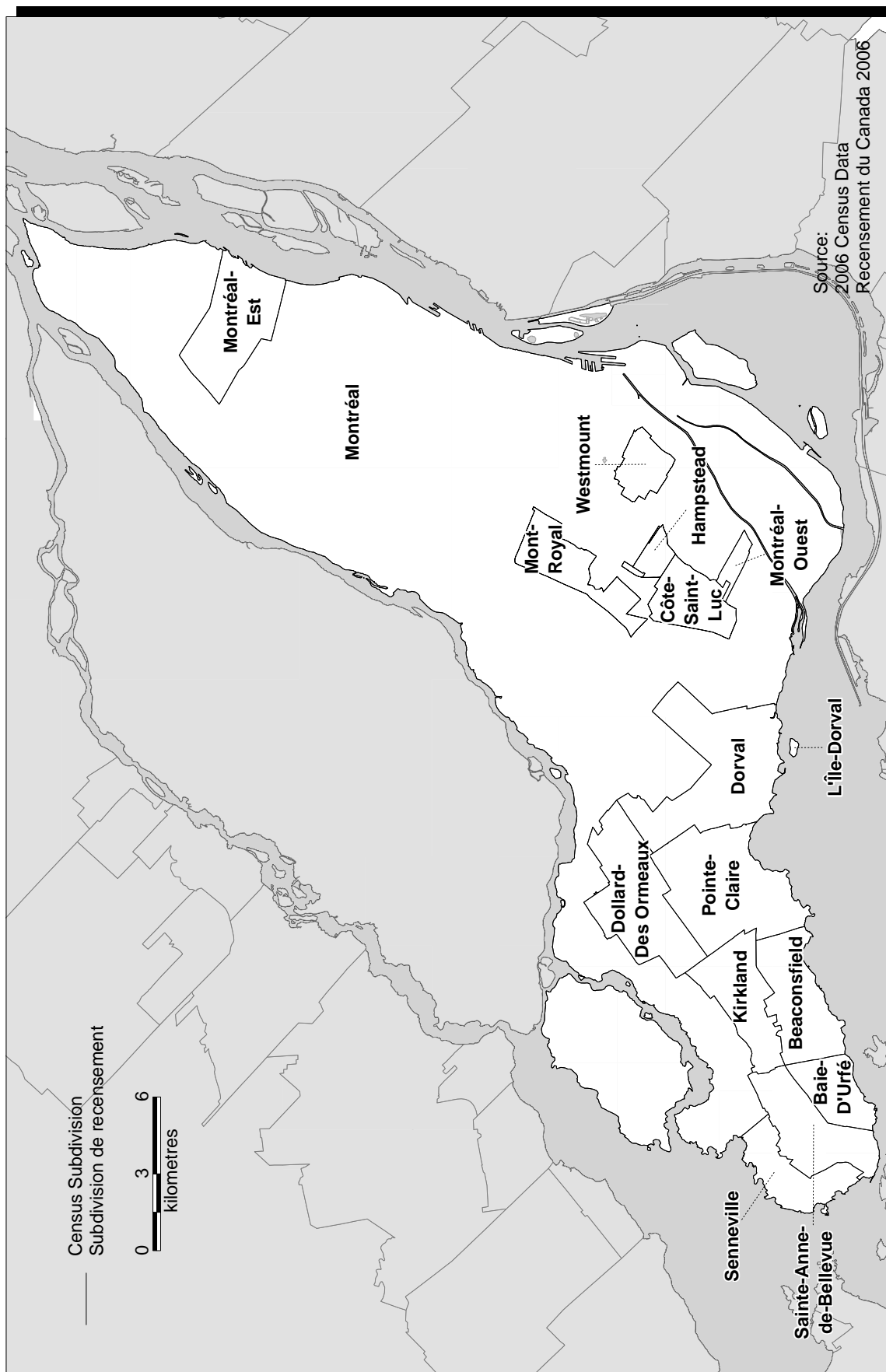
Montréal - 2 Census Metropolitan Area - Région métropolitaine de recensement



Actuarial and Geomatic Directorate, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

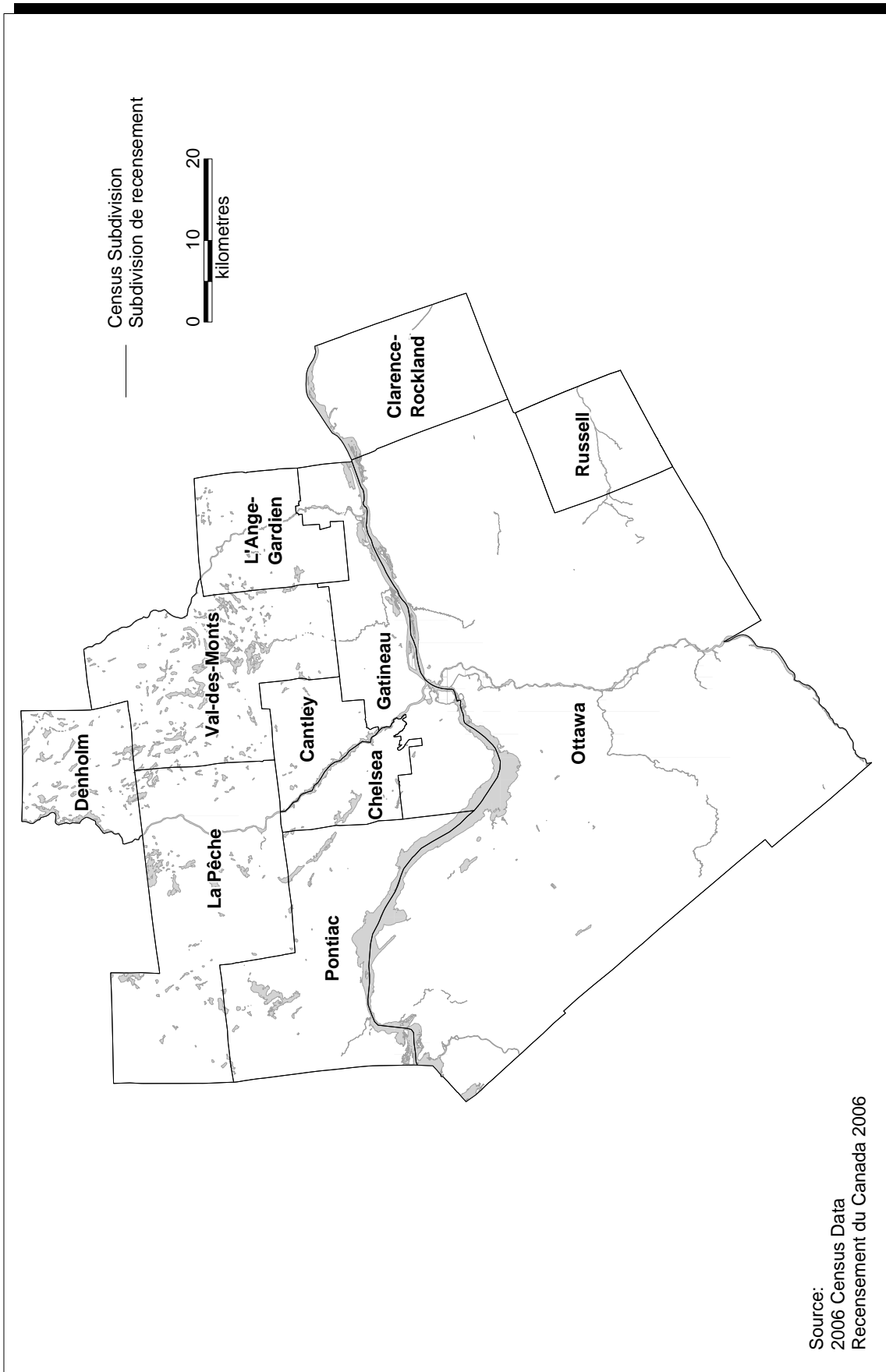
Canada

Montréal - 3 Census Metropolitan Area - Région métropolitaine de recensement



Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
 Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

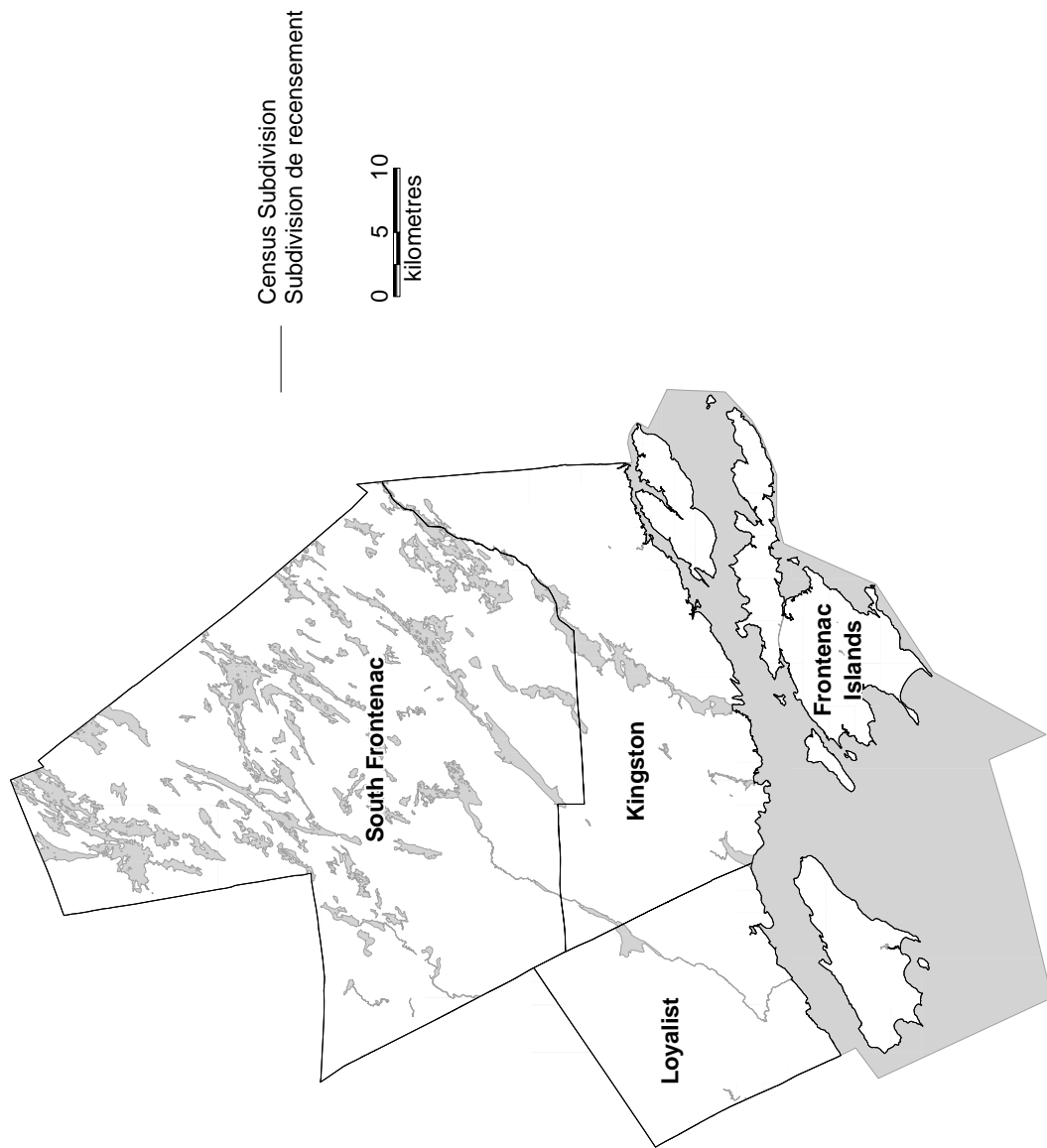
Ottawa - Gatineau Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorat, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

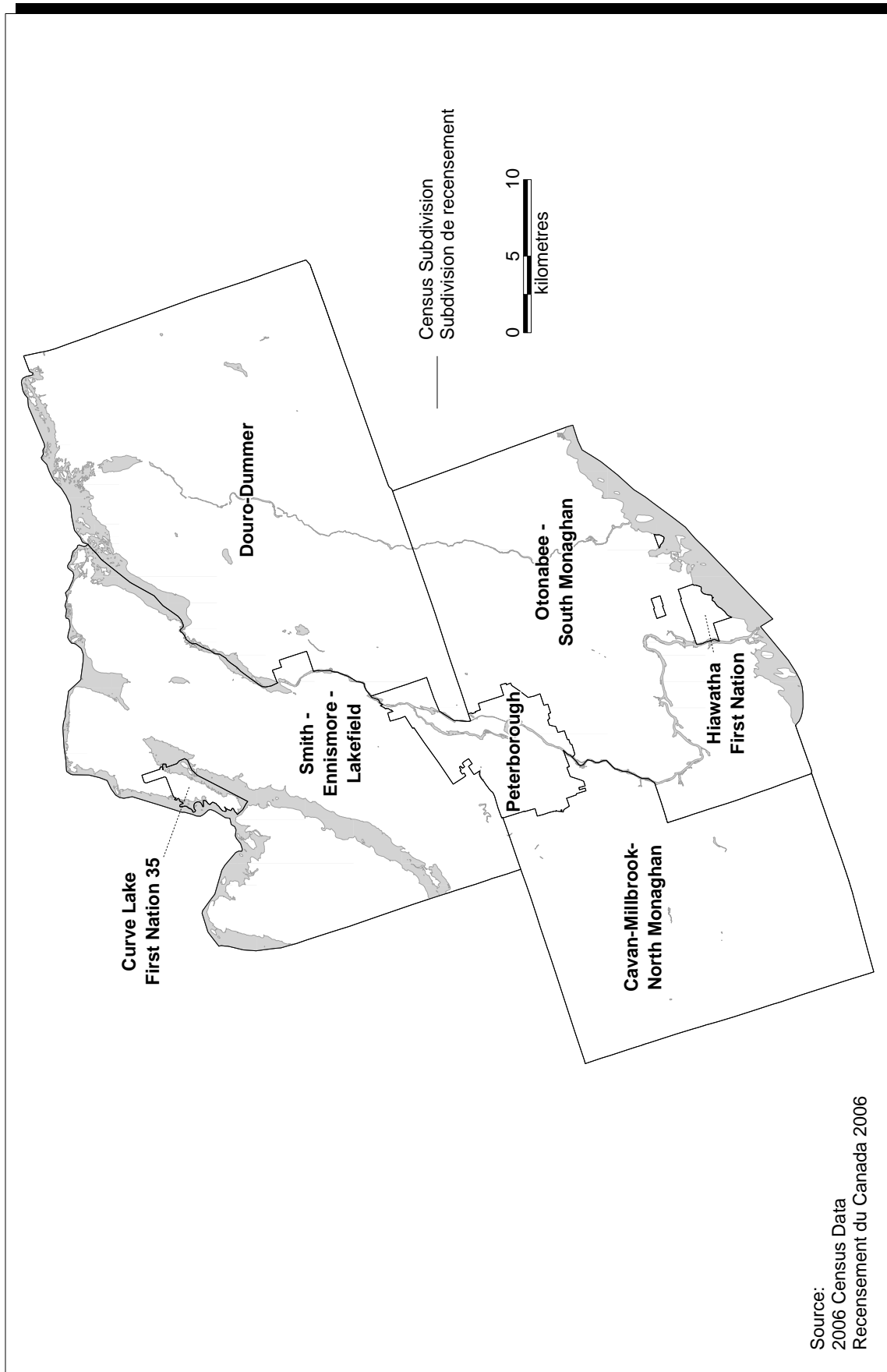
Kingston Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorat, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

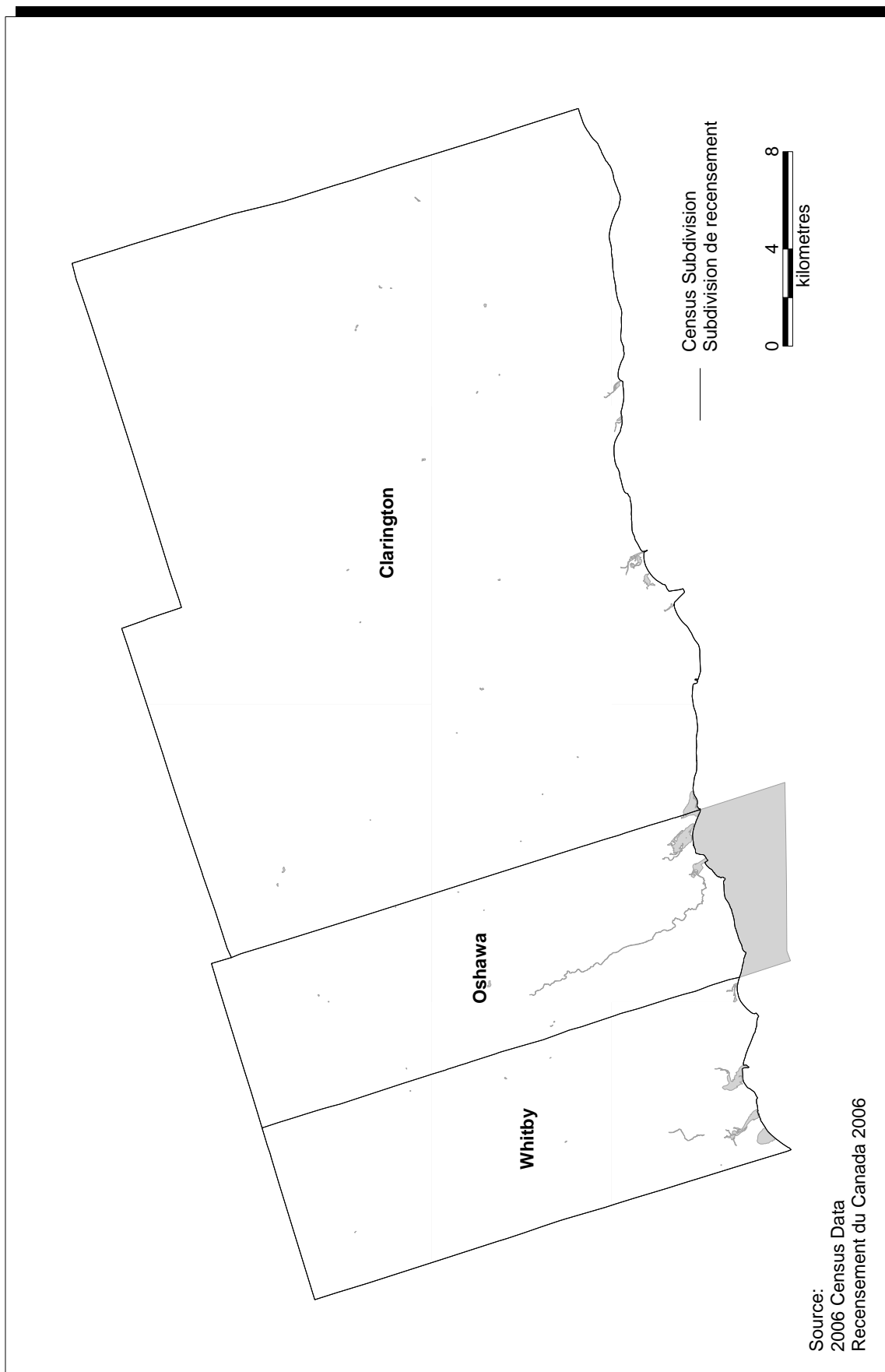
Peterborough Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Director, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

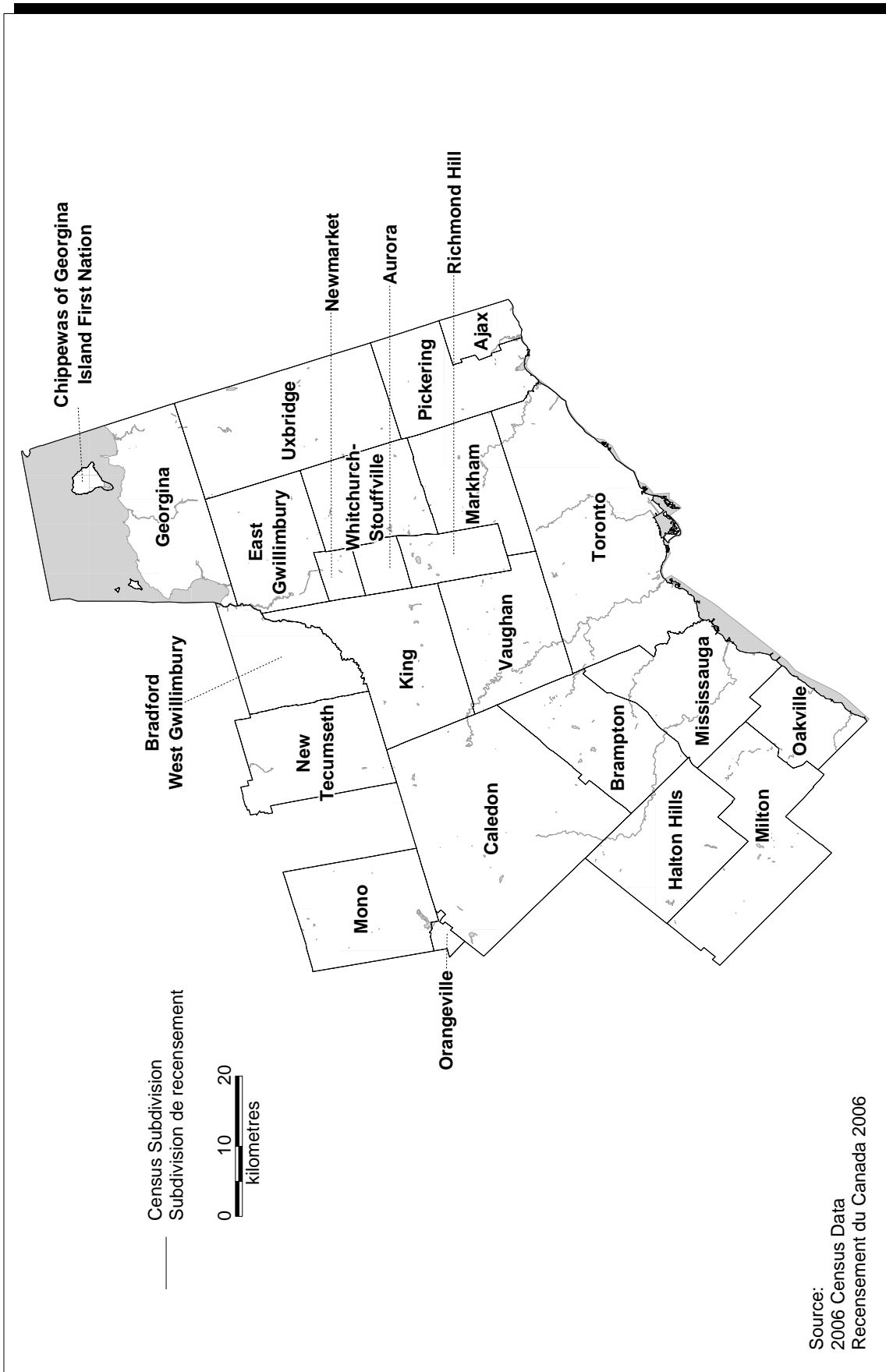
Oshawa Census Metropolitan Area - Région métropolitaine de recensement



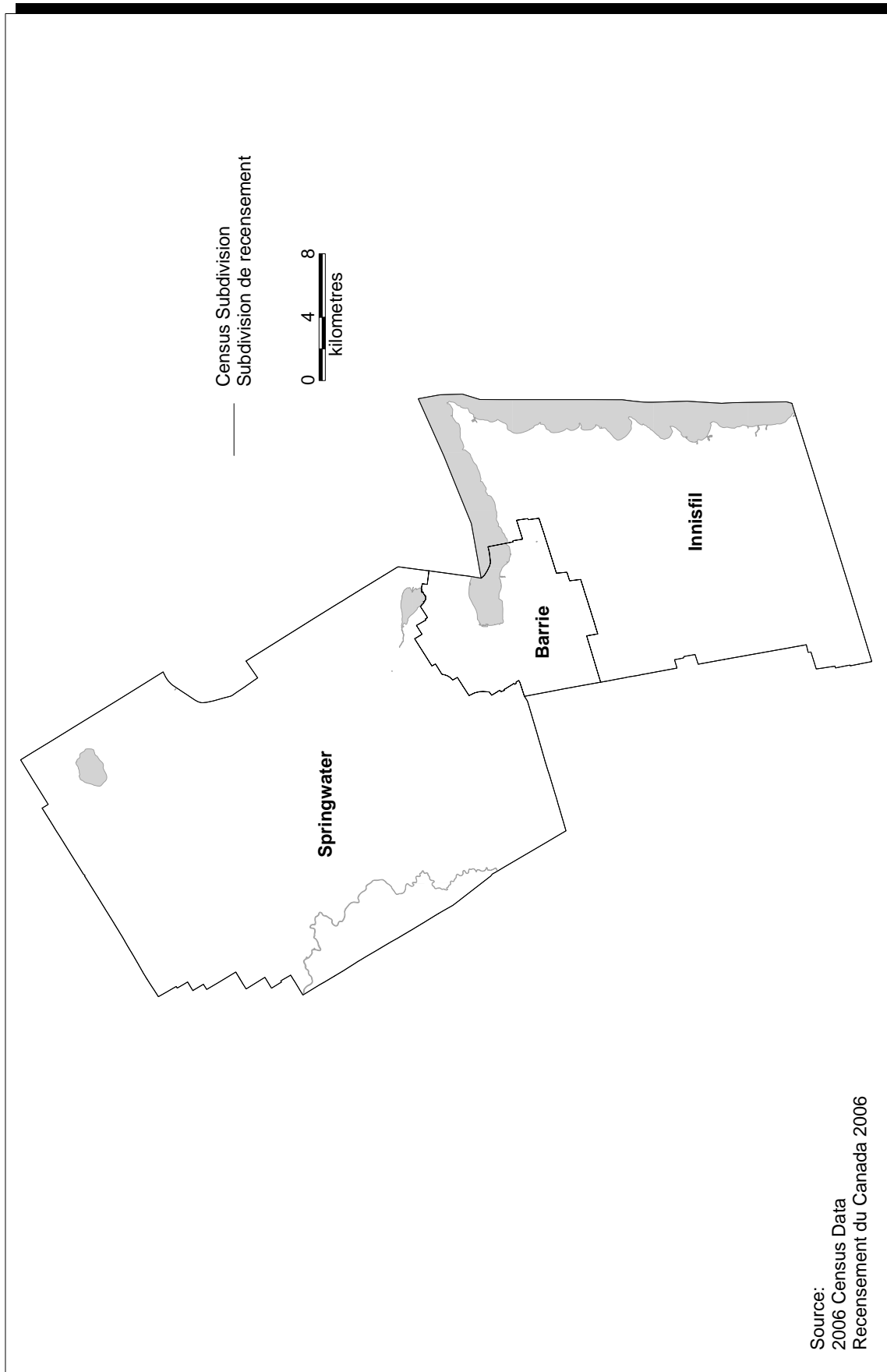
Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

Toronto Census Metropolitan Area - Région métropolitaine de recensement



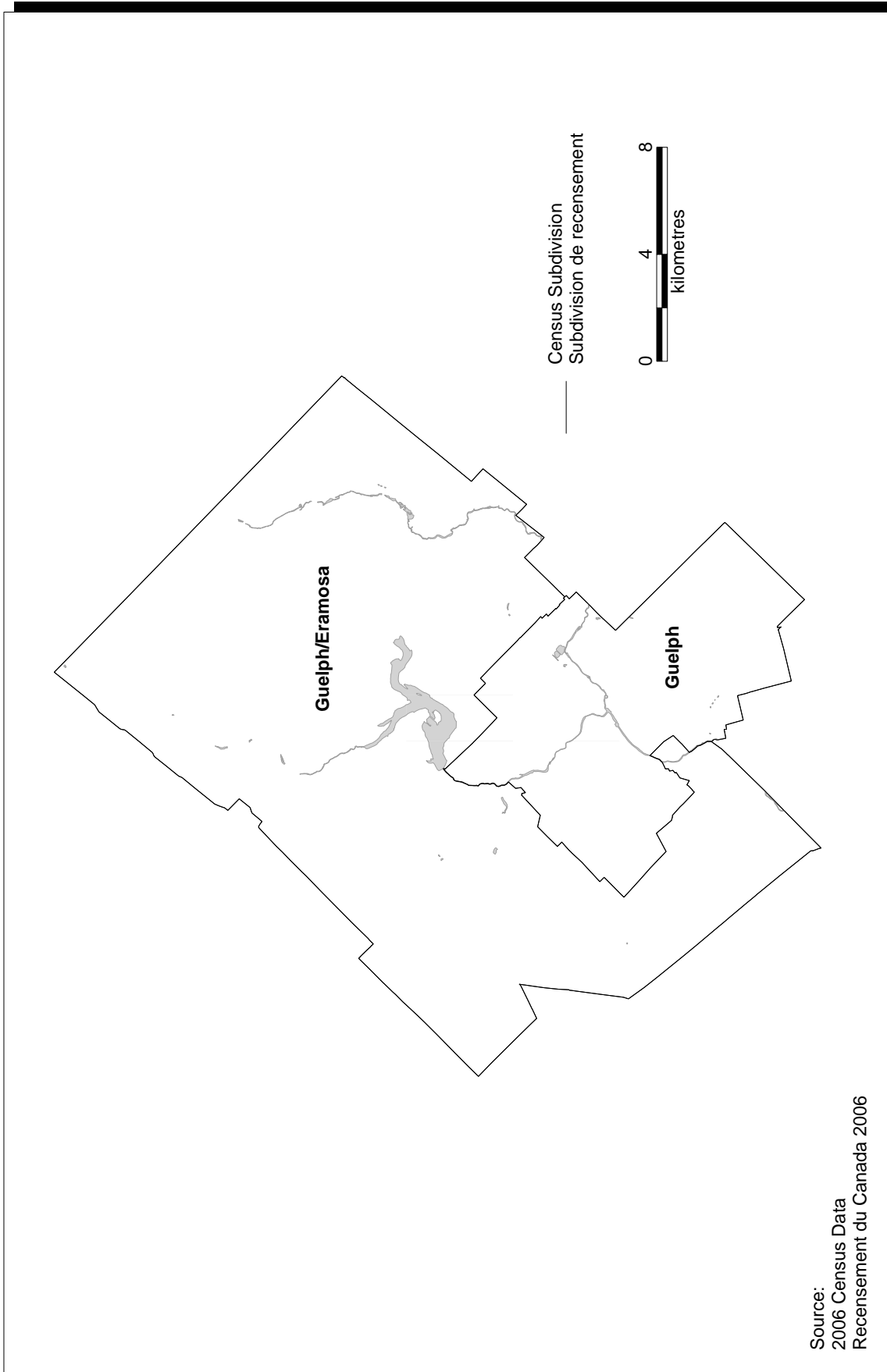
Barrie Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorat, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

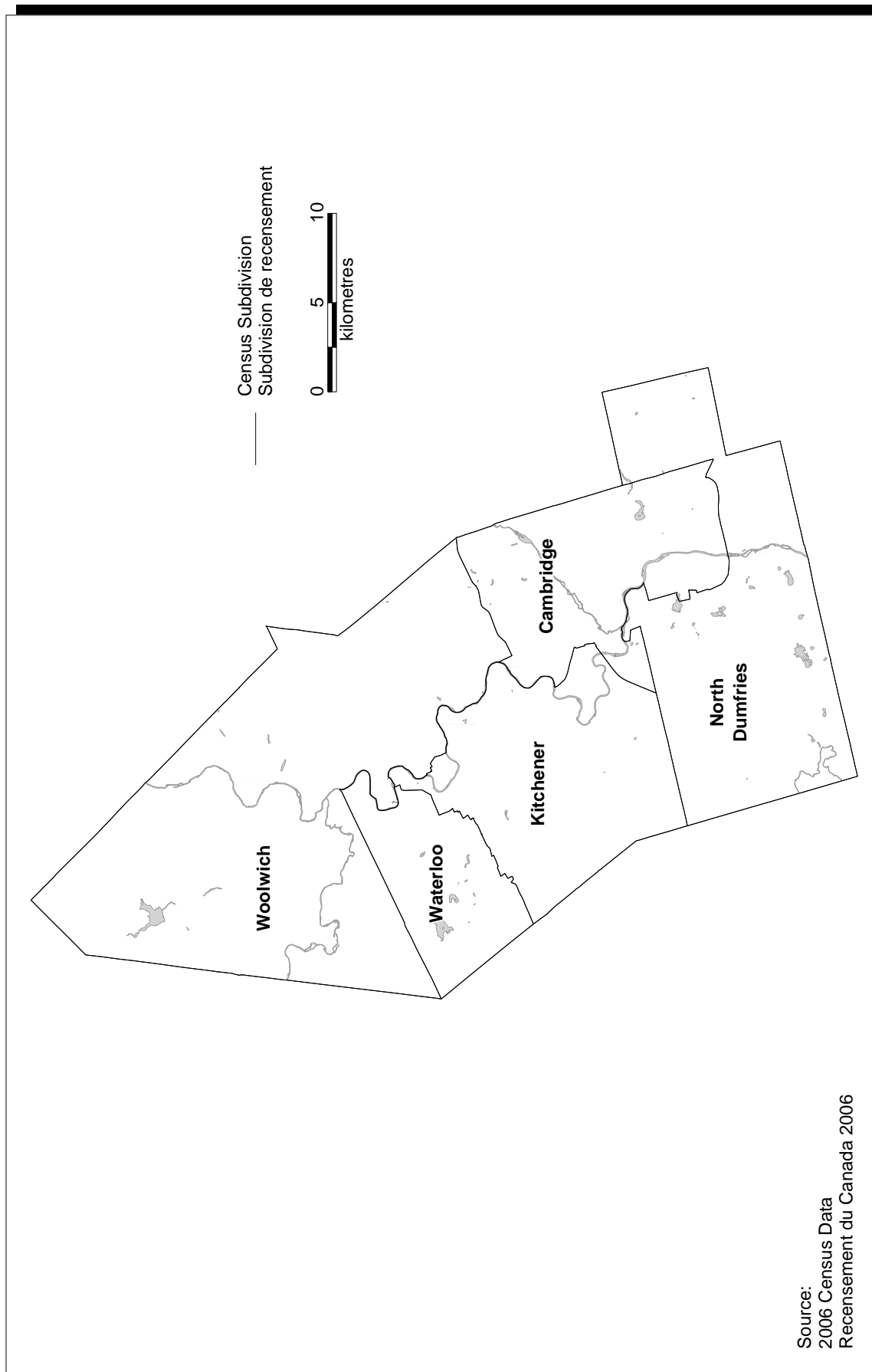
Guelph Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Director, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

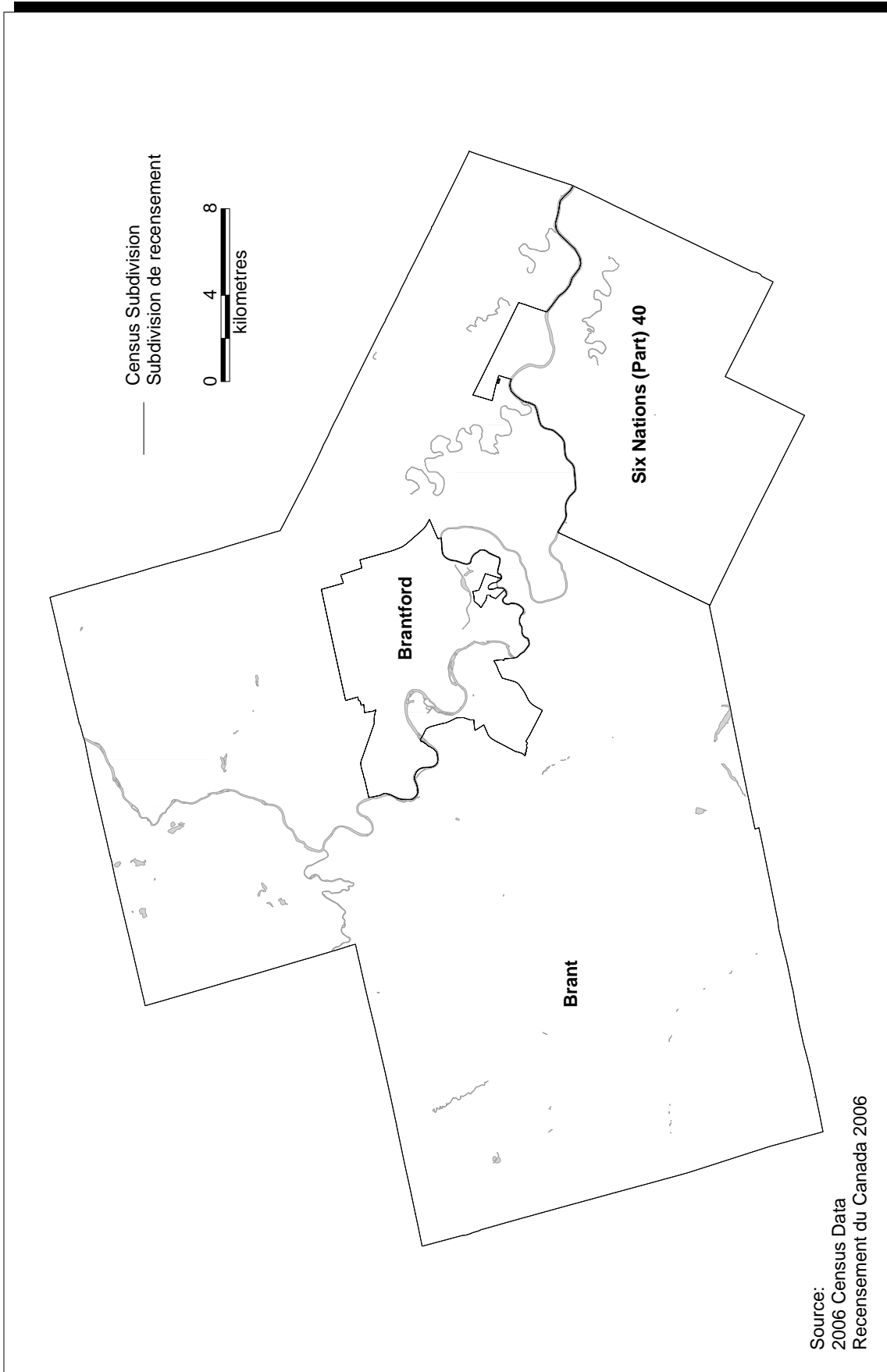
Kitchener Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

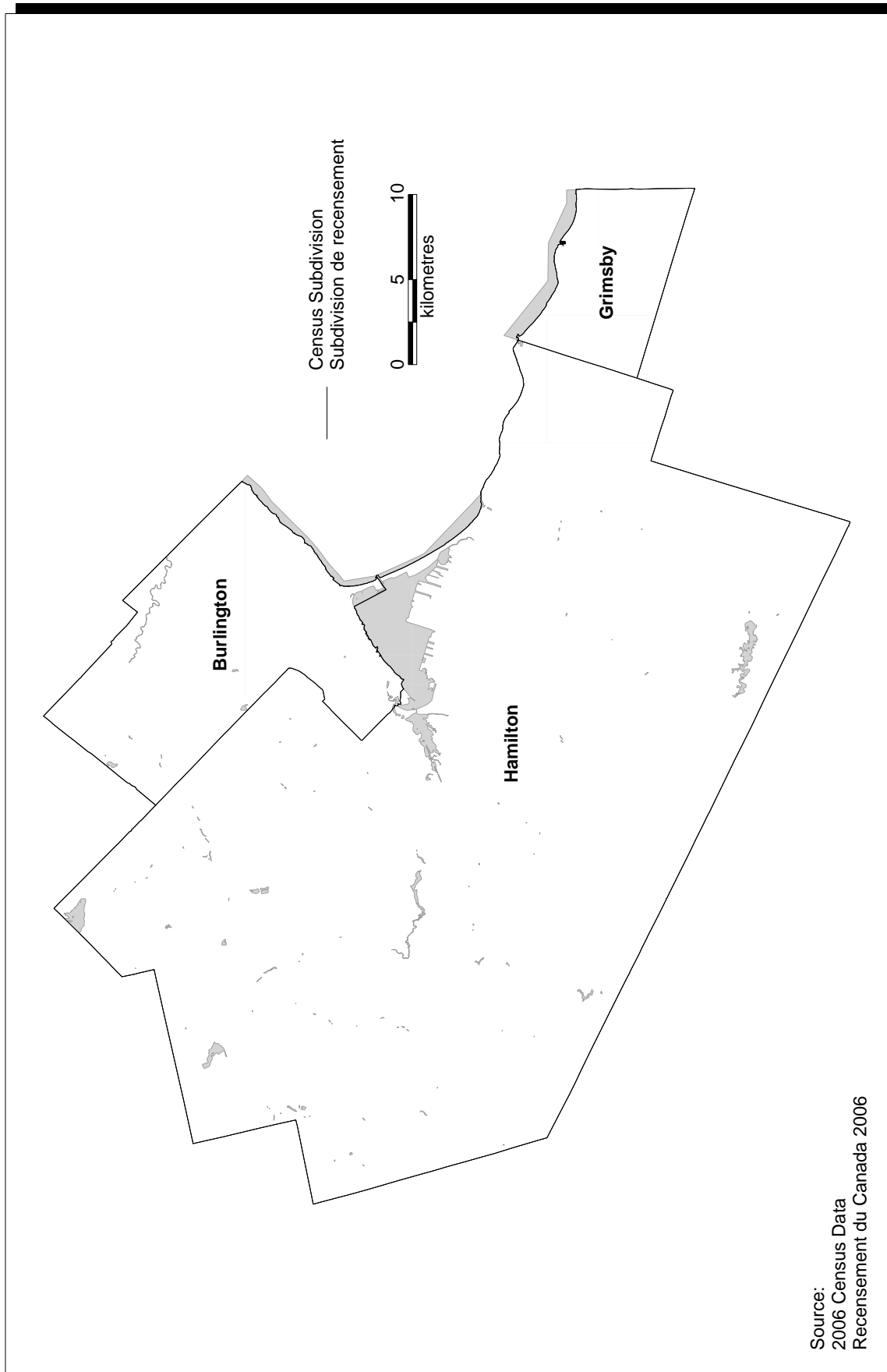
Brantford Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Director, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

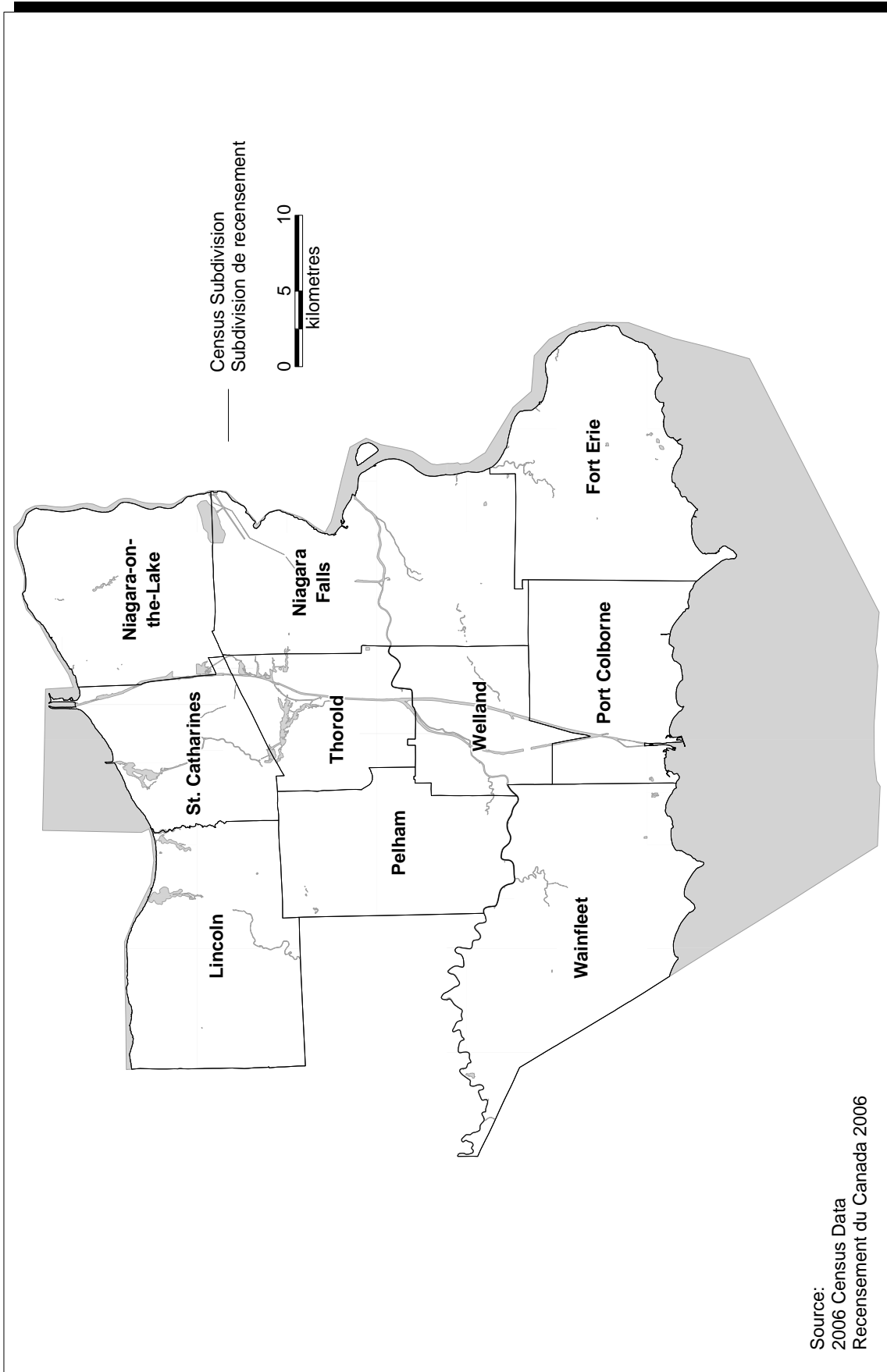
Hamilton Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

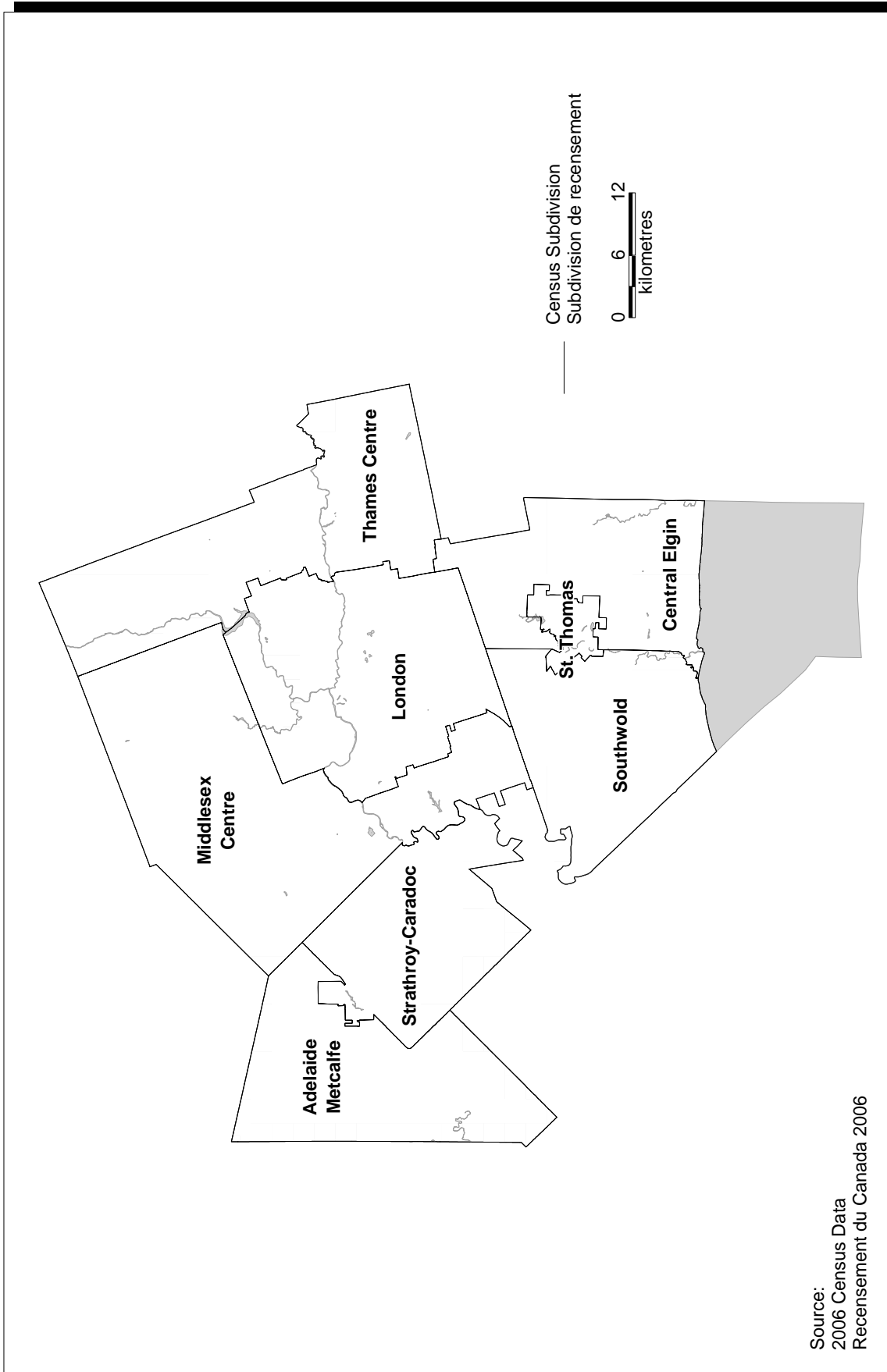
St. Catharines - Niagara Census Metropolitan Area - Région métropolitaine de recensement



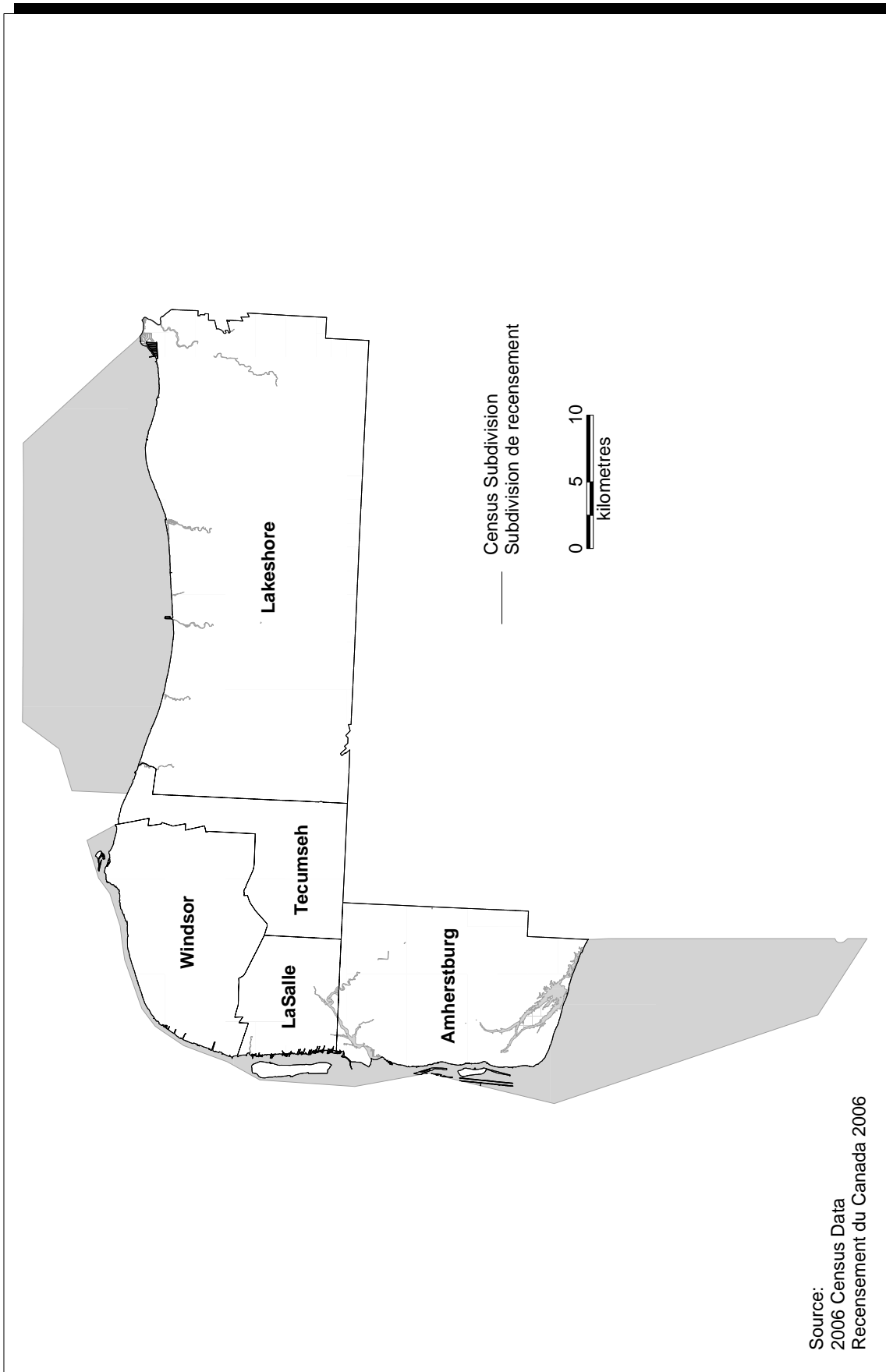
Source:
2006 Census Data
Recensement du Canada 2006

Actual and Geomatic Directorates, SEB, HRSDC, January 2008.
Direction de l'actuaire et de la géomatique, DGCE, RHDSC, janvier 2008.

London Census Metropolitan Area - Région métropolitaine de recensement



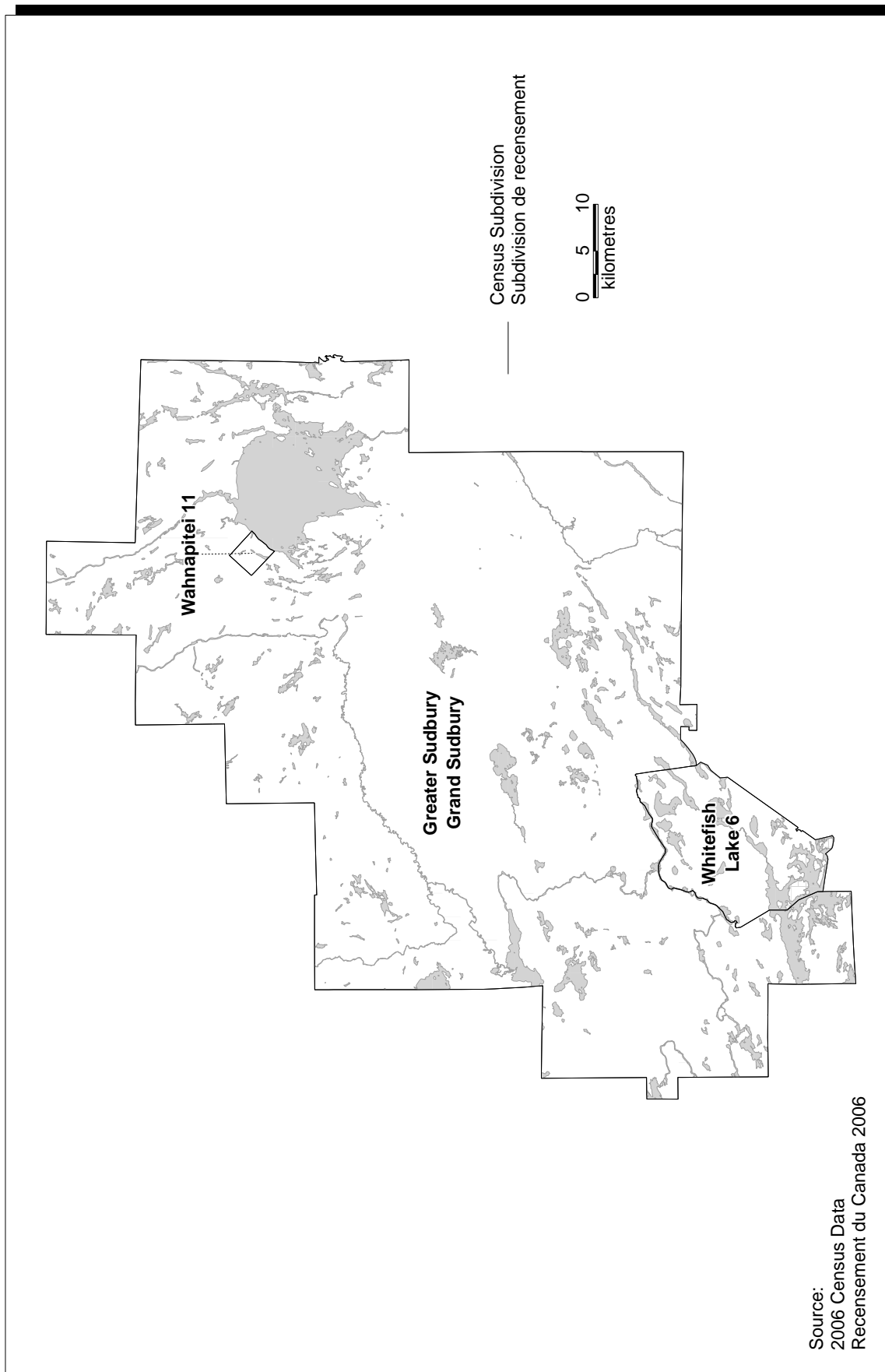
Windsor Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Director, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

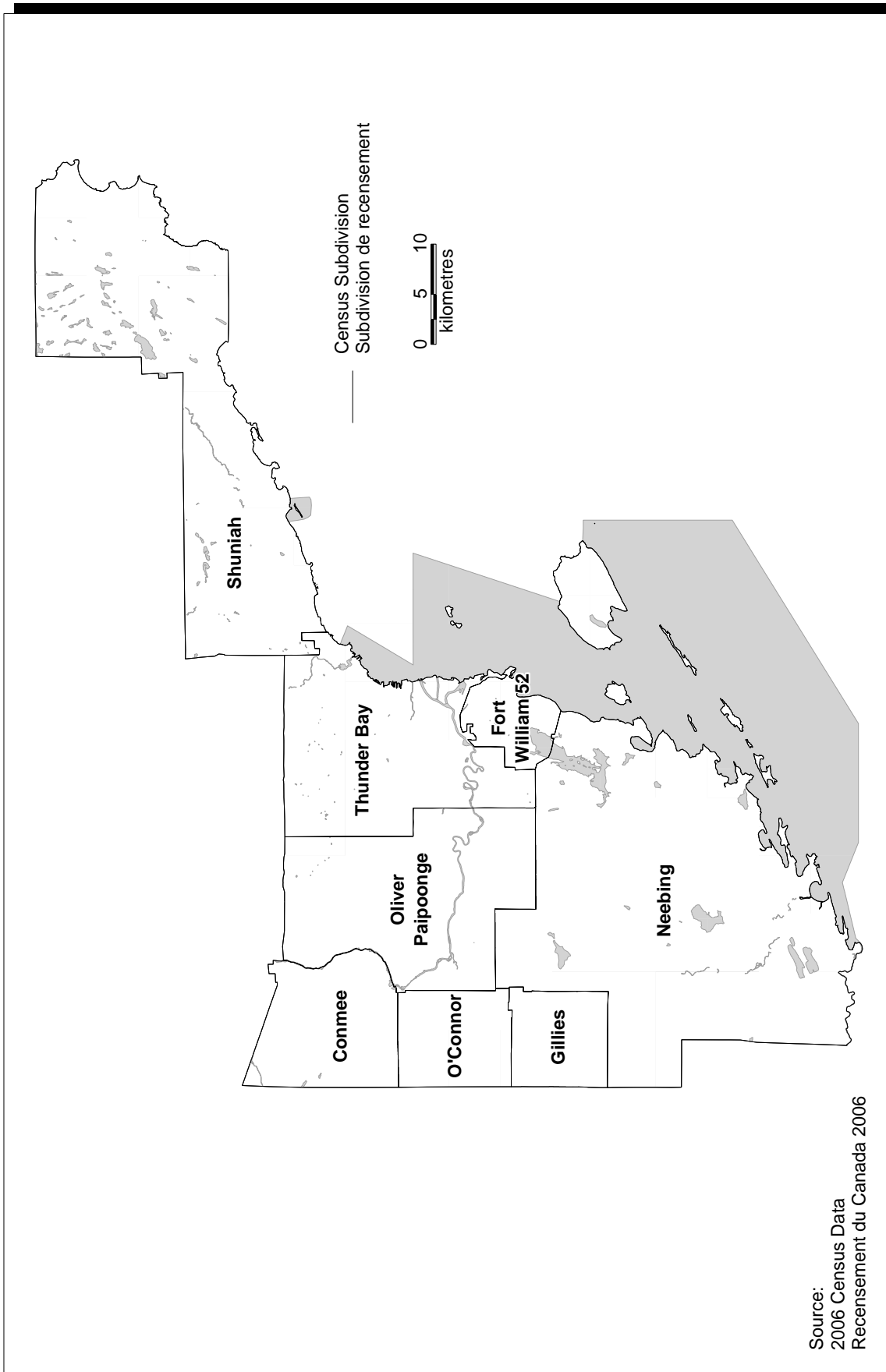
Greater Sudbury - Grand Sudbury Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

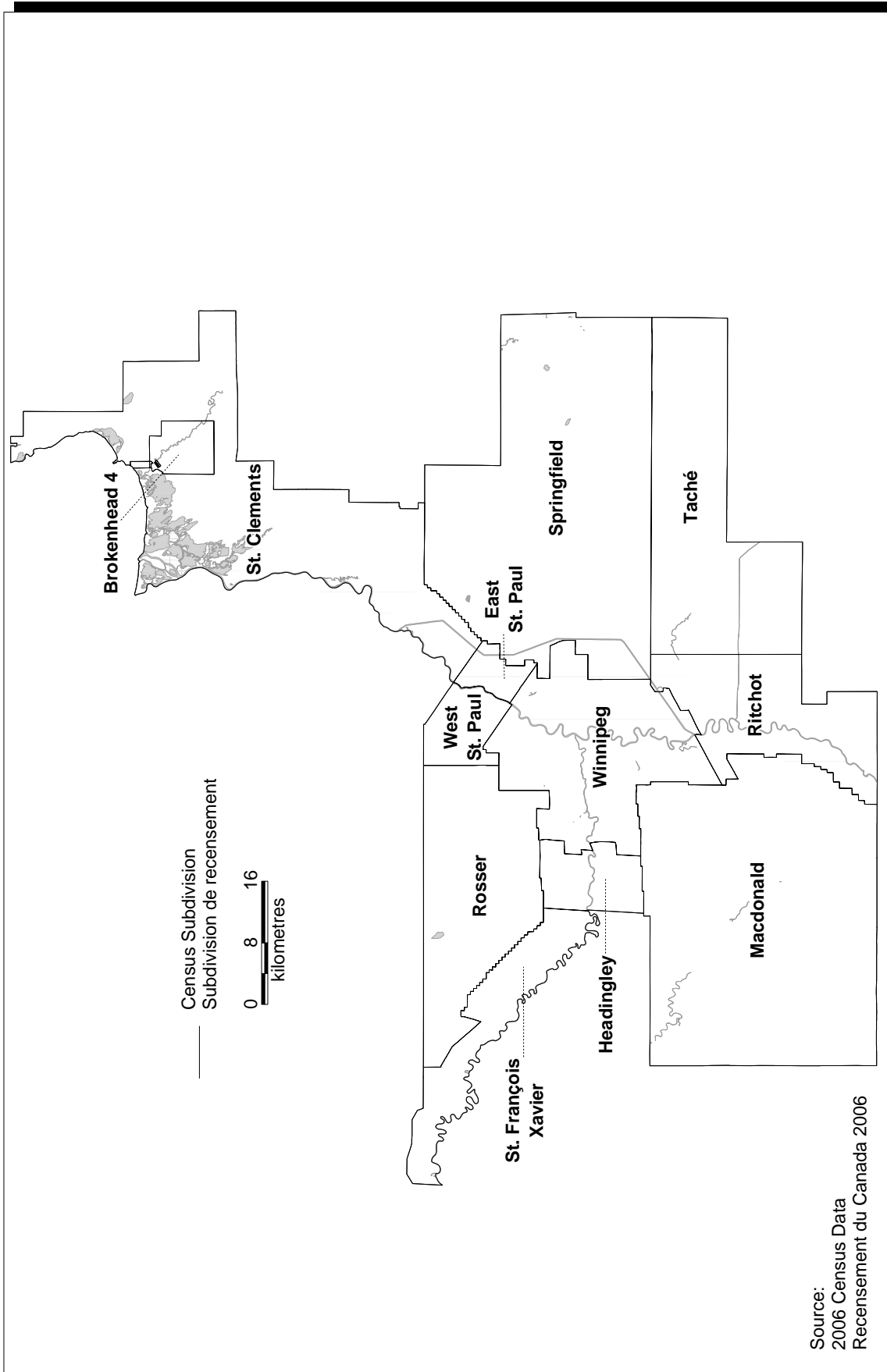
Thunder Bay Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

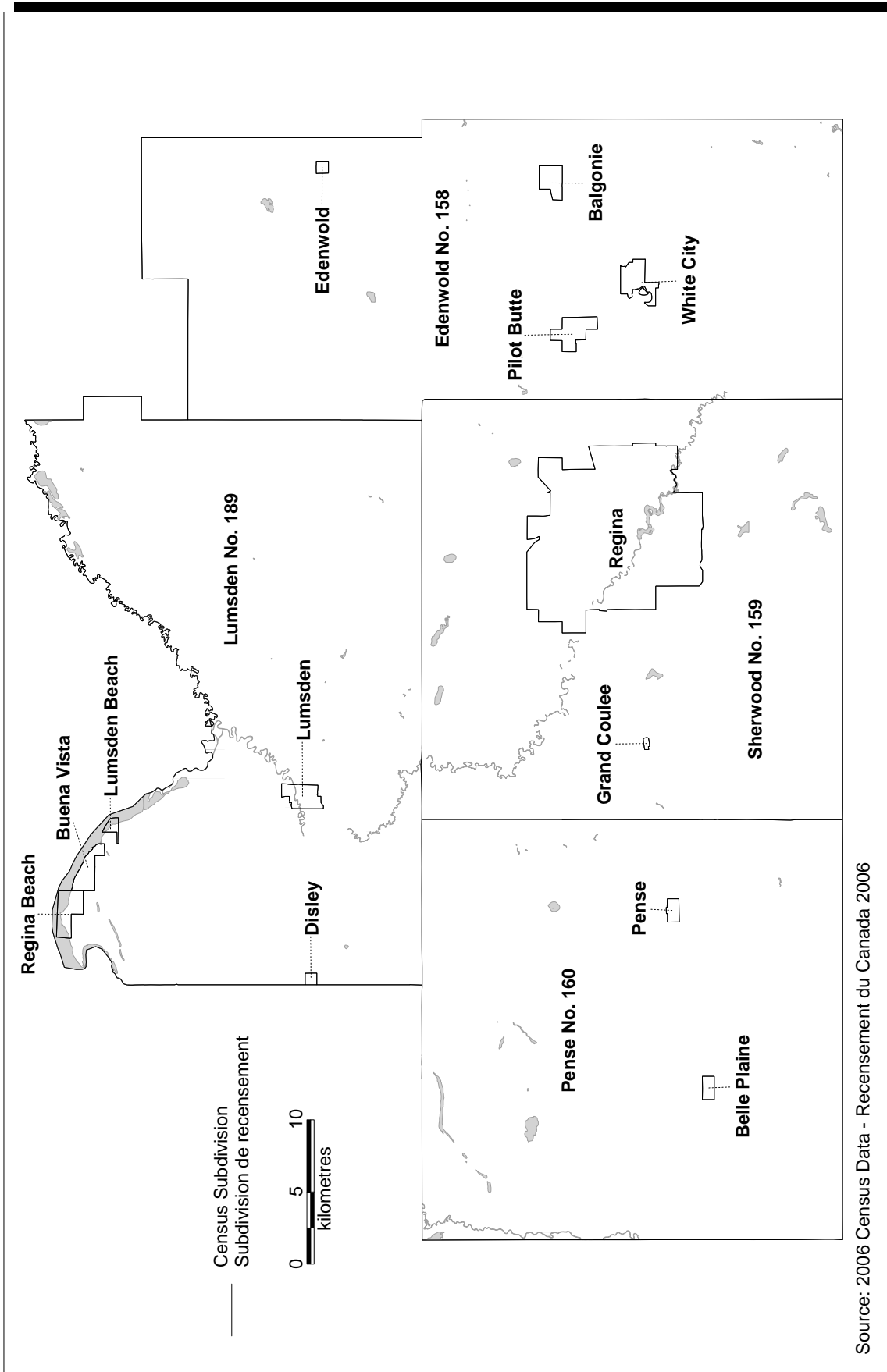
Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

Winnipeg Census Metropolitan Area - Région métropolitaine de recensement

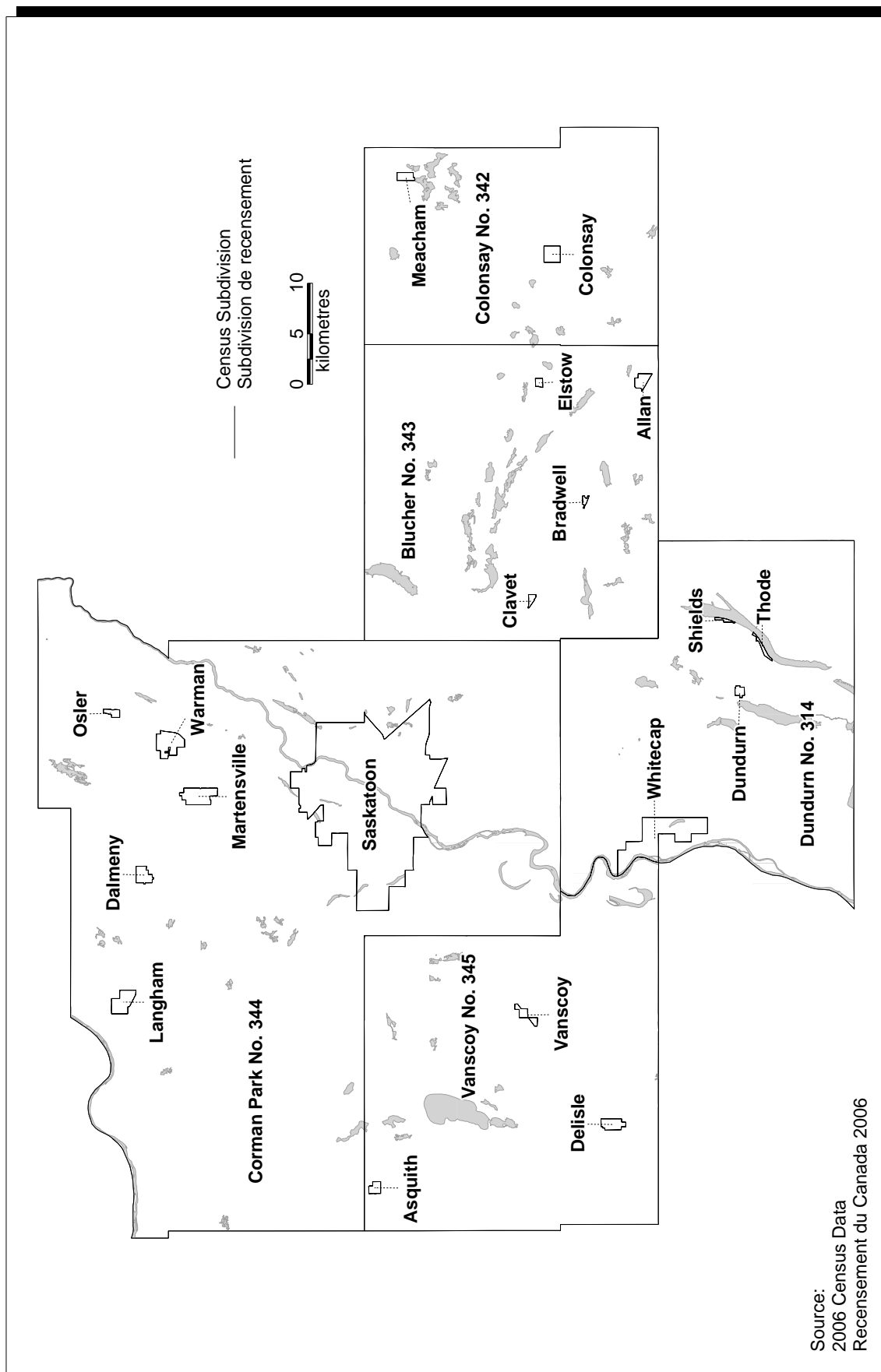


Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
 Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

Regina Census Metropolitan Area - Région métropolitaine de recensement



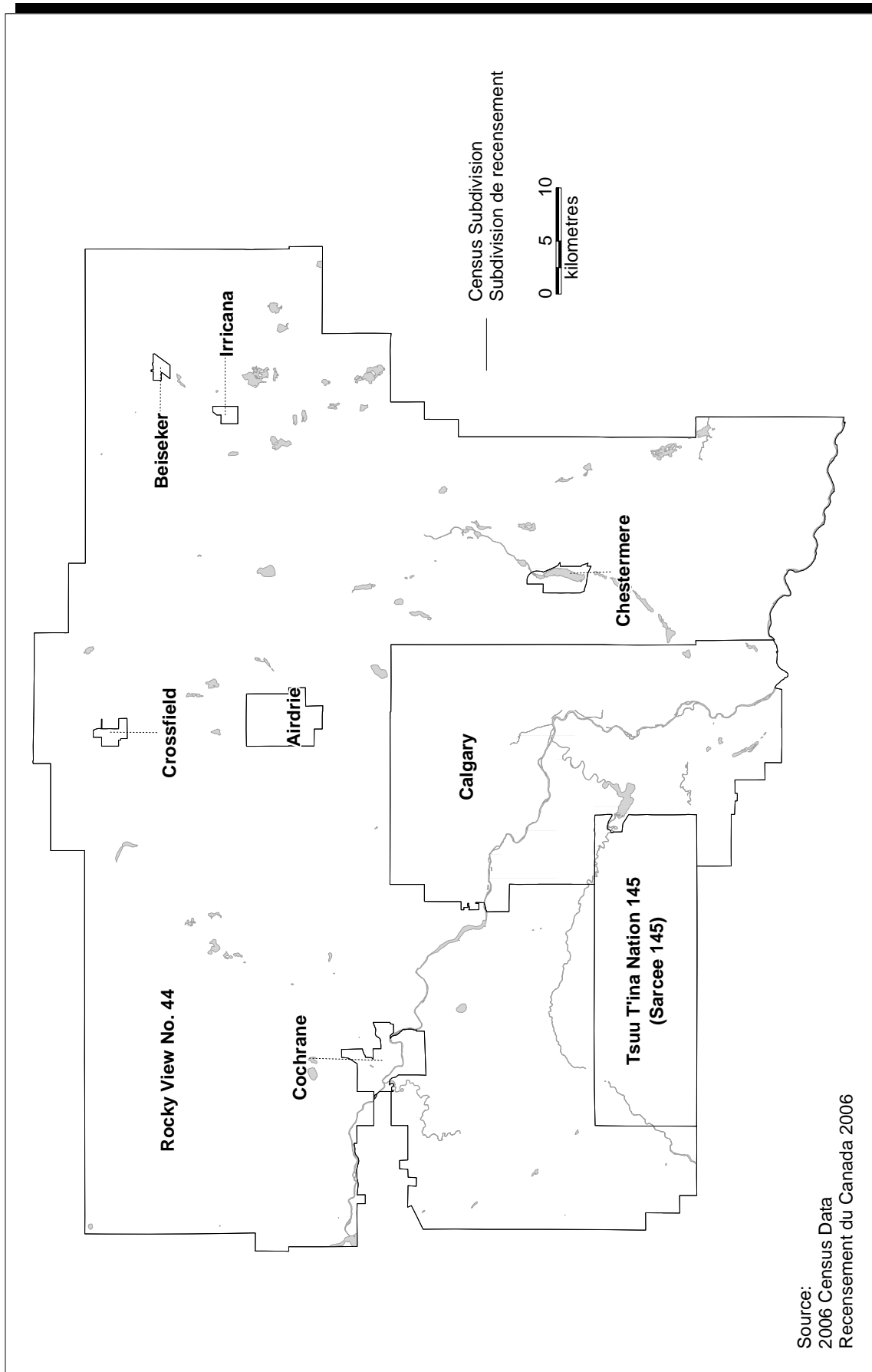
Saskatoon Census Metropolitan Area - Région métropolitaine de recensement



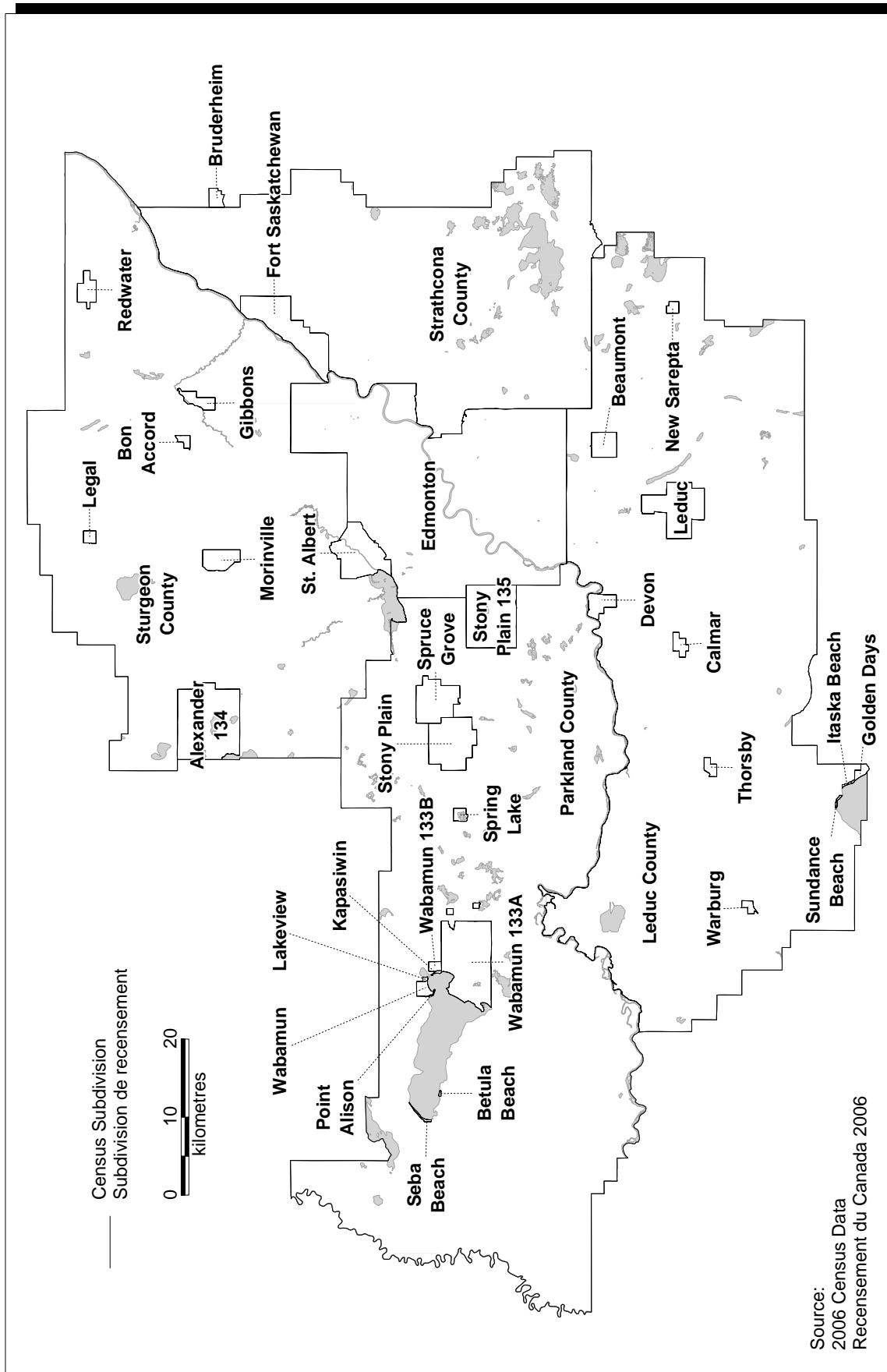
Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Director, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

Calgary Census Metropolitan Area - Région métropolitaine de recensement



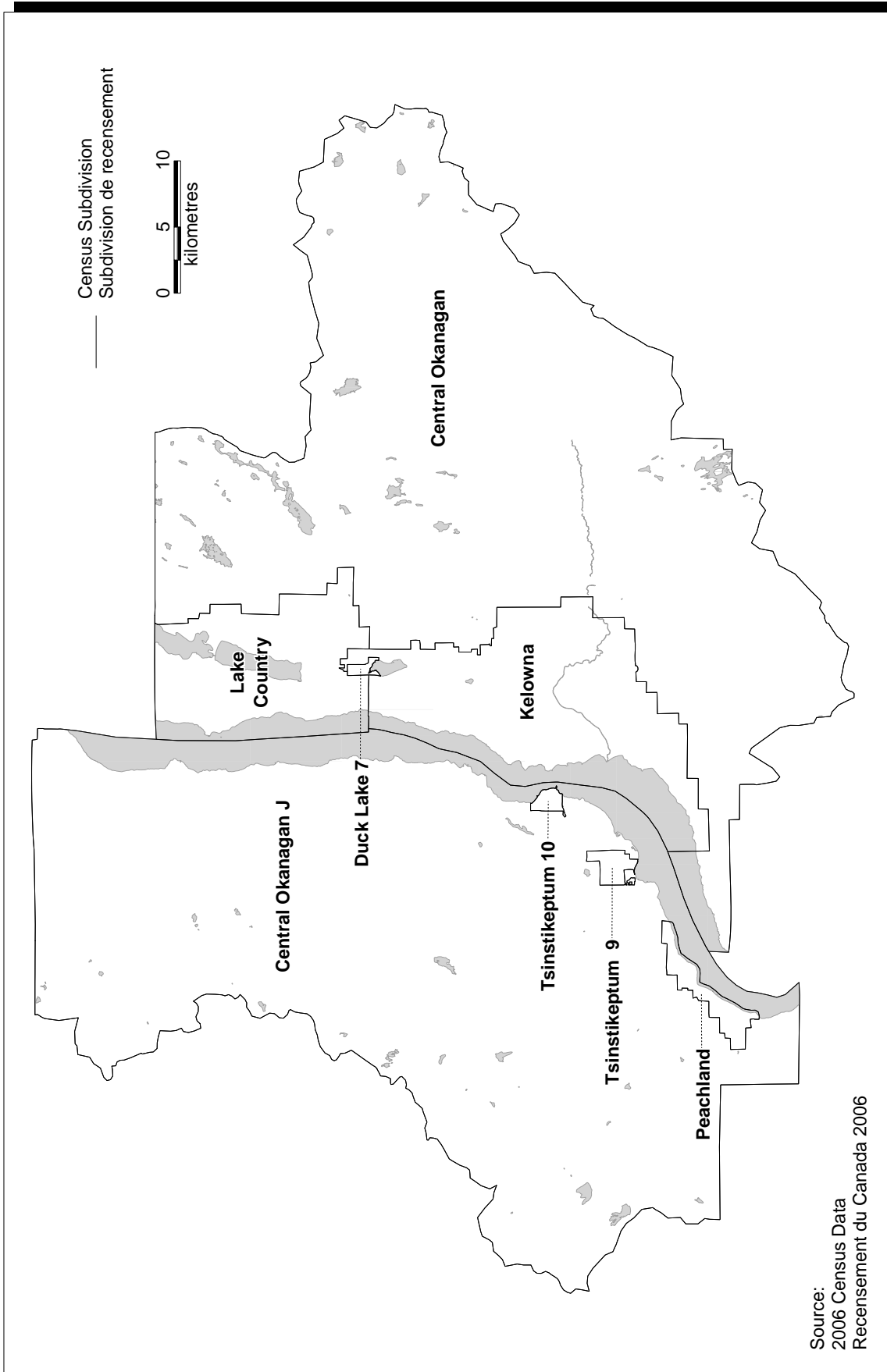
Edmonton Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

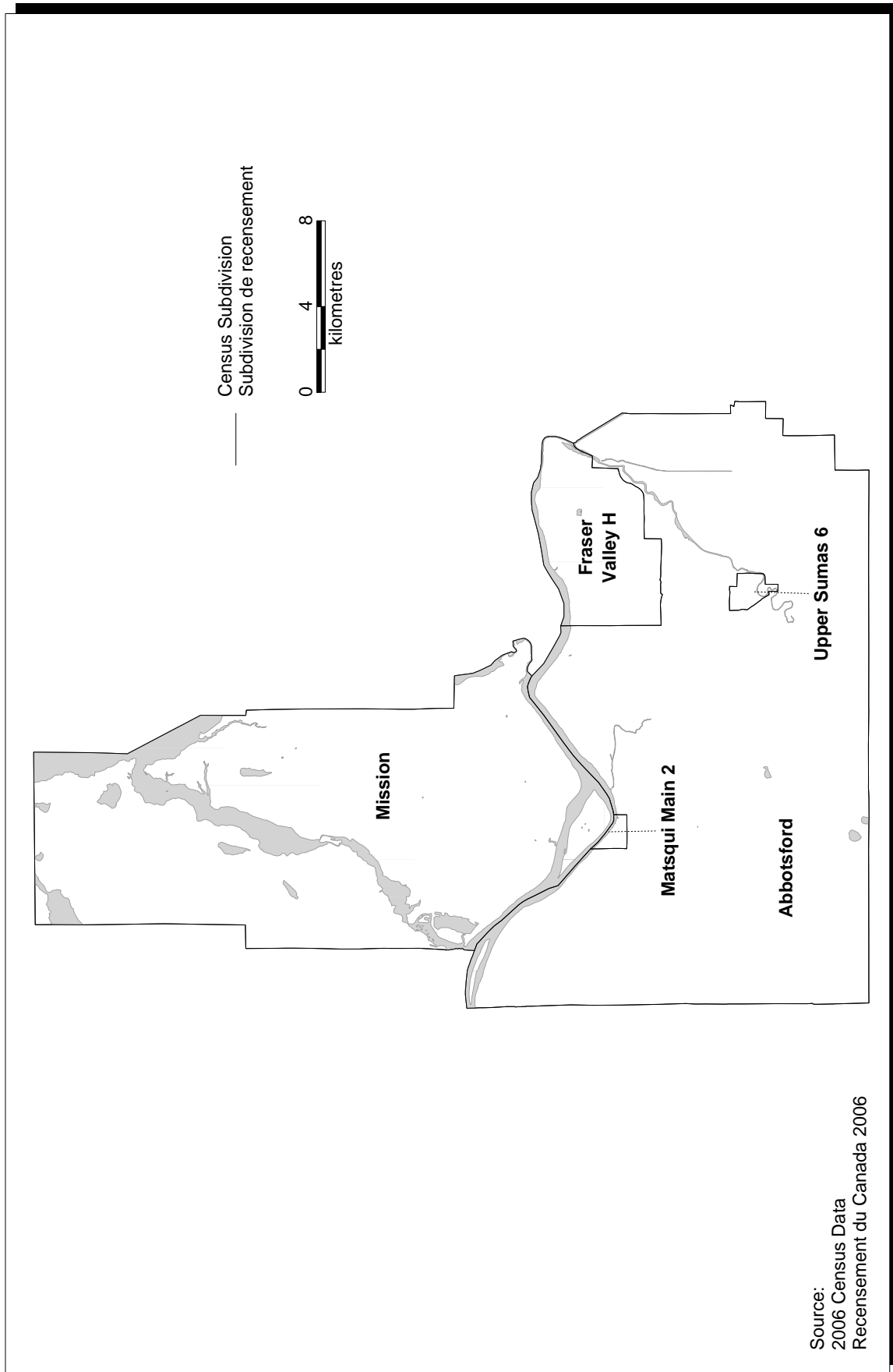
Kelowna Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorates, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

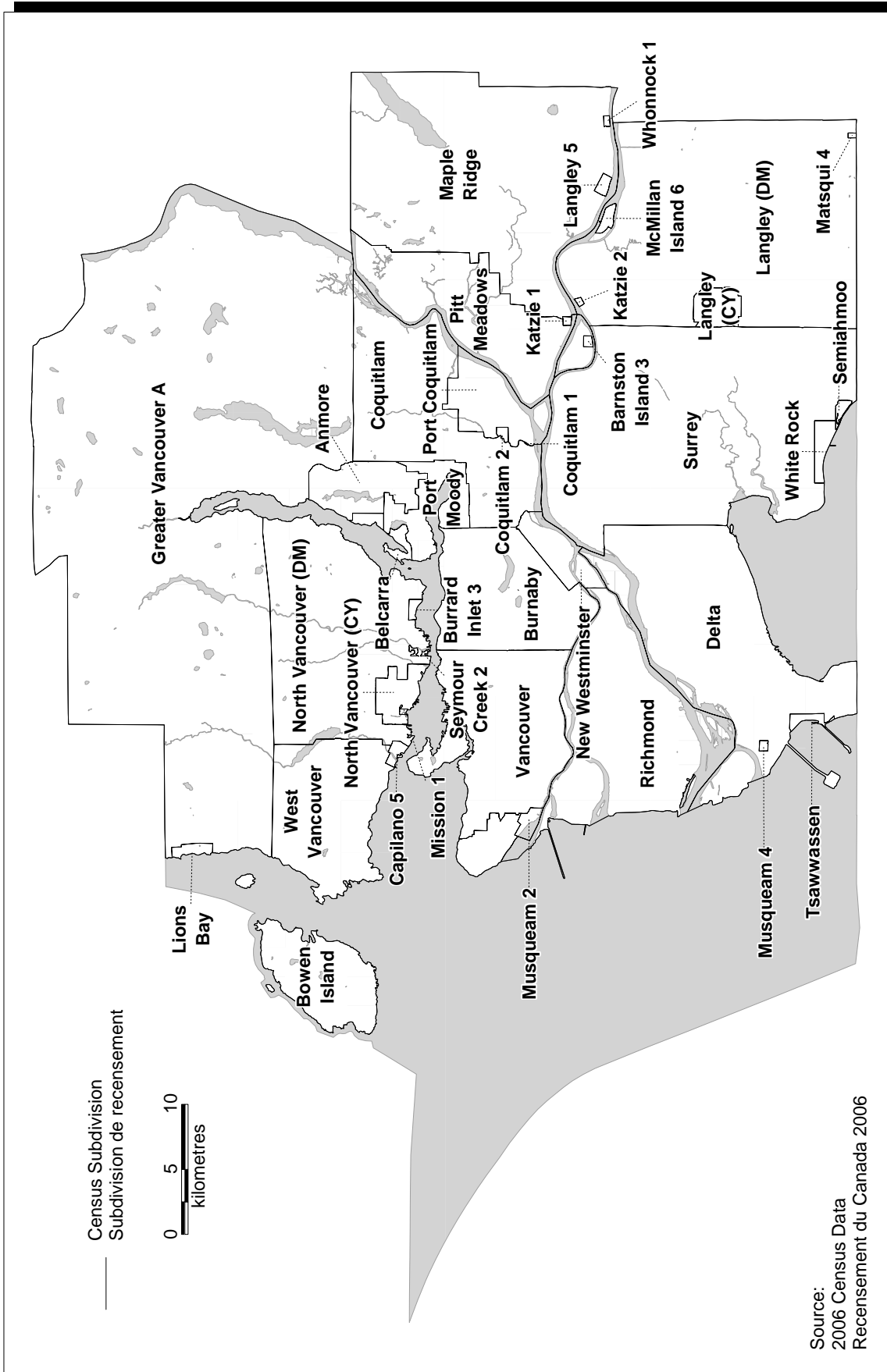
Abbotsford Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorat, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

Vancouver Census Metropolitan Area - Région métropolitaine de recensement



Source:
2006 Census Data
Recensement du Canada 2006

Actuarial and Geomatic Directorate, SEB, HRSDC, January 2008.
Direction de l'actuariat et de la géomatique, DGCE, RHDSC, janvier 2008.

Victoria Census Metropolitan Area - Région métropolitaine de recensement

