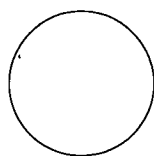


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**Employment
Equity
Data
Program**

**Programme
statistique
sur l'équité en
matière d'emploi**



Third Annual Report, 1990-91

(1.14)



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Third Annual Report, 1990-91

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Staff,
Employment Equity Data Program

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1 Introduction

a) Background

☞ In January 1986, Cabinet approved the establishment of a program, resident in Statistics Canada, for the purpose of providing statistical support to the federal departments responsible for planning, implementing, monitoring and enforcing the employment equity (EE) policies and programs of the Government of Canada. These departments are the Canadian Human Rights Commission, Employment and Immigration Canada, and the Treasury Board Secretariat.

☞ Since its inception, the Employment Equity Data Program (EEDP) has received and responded to numerous data requests, conducted or sponsored a variety of data quality and quantitative studies and provided consultative and guidance services to users in both the public and private sectors. The passage of the Employment Equity Act in 1986, establishment of the Federal Contractors' Program and implementation of the Treasury Board Employment Equity guidelines have all generated and increased demands for employment equity data over the years, as well as for the services provided by the EEDP.

☞ Under the Employment Equity Act, there are four designated groups (women, aboriginal peoples, visible minorities and persons with disabilities). The objectives of employment equity programs and initiatives are to identify and remove barriers to the employment of persons in these four designated groups and to ensure that such groups achieve a degree of employment proportionate to their representation in the work force, as defined by qualification, eligibility or geography.

☞ The Act covers employers and Crown corporations with 100 employees or more and who are regulated under the Canada Labour Code. The Federal Contractors Program applies to companies which employ 100 persons or more and wish to bid on contracts of \$200,000 or more to supply goods and services to the federal government. Formal operating procedures and reporting arrangements have been established by Employment and Immigration Canada.

b) Federal Responsibilities for Employment Equity

Responsibility for employment equity at the federal level is shared by three bodies - Employment and Immigration Canada, the Treasury Board Secretariat and the Canadian Human Rights Commission. To ensure consistency and to avoid a duplication of effort among the departments working on employment equity, two interdepartmental committees were established in 1986. The Interdepartmental Working

Group on Employment Equity Data is chaired by Statistics Canada and comprises several project managers from this department, as well as representatives from the Canadian Human Rights Commission, Employment and Immigration Canada, the Treasury Board Secretariat, and the Public Service Commission. The Steering Committee (chaired by Employment and Immigration Canada) is made up of senior personnel from the first four departments represented on the Working Group. These committees oversee and give direction to much of the EEDP's work, including the development, funding, endorsement and delivery of its products and services. (The membership lists of the Interdepartmental Steering Committee and Working Group may be found on pages 11 to 17.)

c) Statistics Canada's Role

Through the Employment Equity Data Program, Statistics Canada has continued work towards addressing two major goals in the context of the Employment Equity Act: (a) providing the best possible external labour force data in order to define the nature of employment inequity in Canada; and (b) providing statistical support for the design and evaluation of remedial programs geared to the achievement of employment equity. A related responsibility has been the provision of consultative services on data which can be and are being used in support of employment equity initiatives. Such data emanate from a variety of sources, including the Census of Canada, the Health and Activity Limitation Survey (HALS) and the Labour Market Activity Survey (LMAS).

In order to ensure continuity in the provision of data and information for administering, revising and evaluating the federal employment equity program, Treasury Board approved the allocation of funding to the EEDP, permitting its work to continue until at least 1994-95. In broad terms, the renewed mandate of the EEDP is to conceptualize, collect, develop and disseminate data and information on the employment equity designated groups.

In October 1991, the Minister of State for Employment and Immigration announced the formation of an eight-member committee to review the Employment Equity Act. The results of this process will undoubtedly impact on the work of the EEDP and likely intensify the demand for its products and services. As well, work in the provinces, such as forthcoming legislation in Ontario, seems almost certain to require data output from the EEDP.

d) Data Requirements and Major Users

Benchmark data indicating total numbers and characteristics of persons in the designated groups continue to be very much in demand and are a major product of the EEDP. EE availability data reports¹ are produced for and disseminated by Employment and Immigration Canada (EIC) as the *Employment Equity Availability Data Report on Designated Groups*. The information contained in these reports was derived from two Statistics Canada surveys. The 1986 Census served as the source of data for women, aboriginal peoples and visible minorities; the Health and Activity Limitation Survey provided data on persons with

¹ As in 1986, availability data for women, aboriginal peoples and visible minorities will be generated from information in the 1991 Census. Availability statistics on persons with disabilities will be produced from the 1991 HALS.

disabilities. Both the Census and HALS - first conducted as a post-censal survey in 1986 - were repeated in 1991. Together, these two surveys provide employers with information about the numbers and percentages of designated group members as well as their labour force activities and occupations within given labour market areas. Used in conjunction with internal work force data, employers are then able to assess their own performance and develop realistic goals and timetables for achieving a representative work force. Benchmark data are also critical in ensuring that the objectives of federal employment equity policies and programs are being met.

Data generated by the Employment Equity Data Program are included in custom publications such as the *The Employment Equity Fact Sheets, 1986 Census* and *Profiles of Visible Minorities and Aboriginal Peoples, 1986 Census*, or are provided on tape, diskette or through other electronic media. These data have also been used in statistical and qualitative reports released in other Statistics Canada publications, such as *Canadian Social Trends* and *Perspectives on Labour and Income*.

Over the 1990-91 period, the Labour Market Activity Survey, first implemented in January 1987, continued to function as the principal source of intercensal data relevant to employment equity. This survey is designed to collect information on the labour market participation patterns of the Canadian population over a one- and two-year period. It also gathers a wealth of information on the characteristics of jobs held during those periods. A series of supplementary questions to identify visible minorities and aboriginal peoples were included in the 1988 and 1989 surveys. The 1990 collection repeated these questions and introduced a number of previously tested questions to identify persons with disabilities. Although the sample size of the LMAS was not sufficiently large to yield up-

dated availability statistics, the 1990 collection provided some intercensal estimates of the occupational and industrial distributions of persons in the designated groups, as well as their wage rates, the extent of full-time or part-time employment and the number of periods and duration of unemployment. These estimates can be obtained from the annual or longitudinal data files.

The EEDP has also taken the initiative to obtain information on the designated groups through other surveys conducted by Statistics Canada. In the *Follow-up of 1986 Graduates Survey*, for example, questions were included to permit the identification of visible minorities and aboriginal peoples. Similar actions were taken with the *Survey of Literacy Skills Used in Daily Activities* and the *National Apprenticeship Survey*.

The users of data generated by the EEDP remain varied and numerous. They include:

- employers reporting under the Legislated Employment Equity Program and the Federal Contractors Program;
- federal government departments, principally Employment and Immigration Canada, the Treasury Board Secretariat, the Canadian Human Rights Commission, and the Public Service Commission;
- provincial and municipal governments;
- academics and students;
- private sector consultants; and
- non-governmental organizations.

In addition, there is growing international interest in the work of and products from the EEDP, which received several international visitors during the review period.

2 **Projects of the Employment Equity Data Program, 1990-91**

In 1990-91, approximately 30 Statistics Canada-based projects were initiated or completed in connection with data and conceptual requirements of the Employment Equity Act. Included were a range of data quality studies that compared findings from the 1986 Census and other survey sources such as the LMAS, and the extensive testing and evaluation of census and HALS questions and methodologies pertinent to EE data requirements. A number of analytic papers resulted from these endeavours.

The projects undertaken in 1990-91 under the auspices of the EEDP relate to and may be grouped into several categories:

a) Data Retrieval and Technical Support

Activities entailed the review and finalization of specifications and the retrieval and output of data from the 1986 Census, HALS and LMAS. Data were produced primarily in response to requests from other federal departments. At the request and on behalf of the EEDP, the Electronic Data Dissemination Division at Statistics Canada undertook special systems development to facilitate the output of employment equity data. The preparation of supporting documentation, data archival services and the provision of advice and training on technical matters were also carried out. In addition, support was provided to the LMAS for the evaluation of Computer Assisted Interviewing software to be used in Statistics Canada surveys; support was also provided for the evaluation of new dissemination techniques.

The key output over the 1990-91 review period was production of the *Employment Equity Fact Sheets, 1986 Census - Aboriginal Population*. Custom tabulations using the employment equity concepts and definitions established by the Interdepartmental Working Group on Employment Equity Data were also produced for a variety of clients. These data were generally used for evaluation and analytical purposes. Planning for the output of data from the 1991 Census and HALS has commenced and EEDP staff will be undertaking consultations on this activity to ensure that the needs of users are adequately addressed.

b) Testing of Questions and Survey Methods

The evaluation, finalization and acceptance of survey methods, content determination and questions to generate employment equity data from the 1991 Census and HALS and to develop standardized questions for use in intercensal surveys was accomplished over the 1990-91 period. EEDP staff also participated on a number of Statistics Canada project teams addressing methodological issues and other matters of relevance to the production of employment equity data.

c) Qualitative Studies

Among the studies completed over the review period was one which compared visible minority questions and resultant data from the LMAS to information generated from the Census. A study documenting various approaches to the

collection of data on visible minorities was also revised and released, as was a report outlining the tough choices to be made by users desirous of obtaining counts of visible minorities from census data.

d) Communications

The EEDP supported outreach initiatives of the census communications program, through the preparation of background material on EE and the provision of resources to Statistics Canada's Regional Offices. In connection with census promotion work, EEDP staff visited their colleagues in the Regional Offices and participated in a number of workshops and information sessions designed to increase census awareness and participation by ethnocultural communities. Among the activities were the sponsorship of cross-cultural workshops, the production of brochures, posters and multilingual information kits geared to minority groups and the preparation of census backgrounders, information sheets and articles for dissemination via the ethnocultural media. Staff also participated in EE conferences, such as the 1991 Employment Equity Congress, and served as expert panellists at employment equity workshops.

e) Intercensal Data Collection

The LMAS continued to be used as the vehicle geared to providing intercensal information on characteristics of jobs left and labour market participation of persons in the designated groups. To date, annual data files have been released for 1986 to 1989 and longitudinal files are available for 1986/87 and 1988/89. So far, three reports have used information derived from this data source. Other potential sources for the provision of intercensal data were also exploited; analysis of information from the *Follow-up Survey of 1986 Graduates* is pending.

f) Research and Analysis

A number of initiatives aimed at consolidating knowledge and generating a better understanding of data on the designated groups commenced during the review period. Among these were studies on the elements of disadvantage as these affect sub-groups of the visible minority population and ethnocultural groups not currently covered under the Employment Equity Act. As well, more attention was devoted to work pertaining to persons with disabilities, including a study on their economic well-being, using data from the LMAS. Preliminary analyses indicate that major challenges remain in undertaking projections of the designated groups and in obtaining educational data on some of these groups for medium and long-range planning needs.

g) General Consultations

Consultative services in support of a range of employment equity activities continue to be provided by the EEDP. The Program serves as Secretariat to the Interdepartmental Steering Committee and Working Group on Employment Equity Data, and has responded to a large and growing number of requests from various levels of government and the private sector. There remains widespread interest in the definition and interpretation of data pertaining to the designated groups, and in the identification of data gaps. EEDP staff were involved in the preparation of briefing materials and documentation for clients within and outside Statistics Canada. They also managed a number of projects undertaken by employment equity practitioners working under contract to the EEDP.

3 *Reports and Products Related to Employment Equity Concepts and Variables*

The following reports and products were or are being produced by the EEDP. Reports may be obtained free of charge unless indicated by an asterisk. Semi-custom and custom products using the employment equity concepts and variables are also available on a cost-recovery basis. For further information, please contact the Employment Equity Data Program at (613) 951-0247 or any Statistics Canada Reference Centre.

a) General

1988-89

- 1.1 Employment Equity Definitions of Visible Minorities, Aboriginal Peoples and Persons with Disabilities
✍ J. Coulter/A. Furrie
- 1.2 Products and Services for Employment Equity -- 1986 Census of Population
✍ J. Coulter
- 1.3 Employment Equity Availability Data Report on Designated Groups*
✍ EIC
- 1.4 Intercensal Estimates of Employment Equity Designated Groups: Survey Options (Working paper)
✍ P. Foy/H. Hofmann/A. Satin/
S. Murray
- 1.5 Intercensal Changes in Employment Equity: Women, Aboriginal Persons and Visible Minorities - Part A: The Working Age Population (Working paper)
✍ M. Moore

- 1.6 Job Changes, Wages Changes and Employment Equity Groups
✍ D. Boothby
- 1.7 Availability and Labour Supply: An Examination of the labour supply behaviour by occupation of Employment Equity target groups (Working paper)
✍ D. Boothby

1989-90

- 1.8 Employment Equity Program: First Annual Report, 1988-89
✍ B. Cardillo
- 1.9 Profiles of Visible Minorities and Aboriginal Peoples - 1986 Census*
✍ D. Wright
- 1.10 A Conceptual Framework for Employment Equity Data Development (Working paper)
✍ Bureau of Management Consulting

1990-91

- 1.11 Employment Equity Data Program: Second Annual Report, 1989-90
✍ B. Cardillo

1991-92

- 1.12 The Impact of the Employment Equity Data Program at Statistics Canada, 1988-1991
 ➤ EEDP Staff
- 1.13 Systemic Discrimination and Employment Equity Programmes: An Account of Evolving Statistical Definitions (Working paper)
 ➤ W. Saveland
- 1.14 Employment Equity Data Program: Third Annual Report, 1990-91
 ➤ EEDP Staff
- 1.15 The Labour Market Activity of Groups Designated Under the Employment Equity Act, 1988-1989
 ➤ I. Silver
- 1.16 Educational Qualifications and Availability for Work (Working Paper)
 ➤ W. Saveland
- 1.17 Labour Force Entrants and Occupation
 ➤ D. Boothby

b) Women

1988-89

- 2.1 Affirmative Action: An examination of the Women in Non-Traditional Occupations Model (Working paper)
 ➤ R. Shepherd

1991-92

- 2.2 Divergent Career Paths of Women and Men in the Liberal Professions: Structural Barriers or Insufficient Human Capital?
 ➤ K. Kelly

c) Aboriginal Peoples

1988-89

- 3.1 Assessment of the Comparability of the 1981 and 1986 Census Data for the Population in Indian Reserve Communities in Canada
 ➤ P. Nicholson
- 3.2 On the Comparability of 1981 and 1986 Census Data (Sample Variables) for the Population in Indian Reserve Communities in Canada
 ➤ J. Stanic
- 3.3 Debriefing Report on Northern Reserve Test (Working paper)
 ➤ W. Boxhill
- 3.4 Northern Reserve Test (Working paper)
 ➤ P. Johannis/W. Boxhill
- 3.5 Report on Workshops on Data Collection in Aboriginal Communities (Working paper)
 ➤ W. Boxhill

1989-90

- 3.6 Report on a Series of Workshops on Data Collection Among Aboriginal and Other Hard-to-Enumerate Populations in Urban Areas
 ➤ W. Boxhill
- 3.7 A Profile of the Aboriginal Population Residing in Selected Off Reserve Areas, 1986 Census (Volume 1 and Volume 2)
 ➤ A. Siggner
- 3.8 Report on the Statistics Canada presentation to the Assembly of First Nations Confederacy Meeting (Working document)
 ➤ A. Siggner/P. Johannis
- 3.9 1991 Census Canvasser Questionnaire
 ➤ P. Johannis

3.10 Analysis of the Aboriginal Portions of the NCT-1 Questions 15, 16 and 17 (Working Paper)

✍ A. Siggner

3.11 Final Report on 1991 NCT-2: Aboriginal Questions (Working paper)

✍ A. Siggner

1990-91

3.12 Employment Equity Fact Sheets, 1986 Census-Aboriginal Population*

✍ P. White

1989-90

4.7 Employment Equity Fact Sheets, 1986 Census*

✍ P. White

4.8 NCT-1 Report - Ethnic Origin, Ethnic Identity (Working paper)

✍ P. White

4.9 Analysis of NCT-1 Question 17 - Race or Colour (Working paper)

✍ P. White

4.10 NCT-2: Ethnic Origin of Parents and Grandparents - Ethnic Identity (Working paper)

✍ P. White

d) Visible Minorities

1988-89

4.1 Testing 1991 Census Ethnic Ancestry, Ethnic Identity and Race Questions: Results of Two Surveys (Working paper)

✍ P. White

4.2 Report on focus groups to study reactions to Ethnic/Race Questions for the 1991 Census (Working paper)

✍ B. Breedon

4.3 Comparison of 1981 and 1986 Census Counts on Visible Minorities in Canada

✍ W. Wright

4.4 Approaches to the Collection of Data on Visible Minorities in Canada: A Review and Commentary

✍ W. Boxhill/J. Stanic

4.5 Making the Tough Choices in Using Census Data to Count Visible Minorities in Canada

✍ W. Boxhill

4.6 Report on the National Census Test in Supplemental Sample Enumeration Areas (Working paper)

✍ W. Boxhill/B. Hamm

1990-91

4.11 Labour Market Activity Survey, Part I: Analysis of Visible Minority Questions

✍ M. Mohan

4.12 Making the Tough Choices in Using Census Data to Count Visible Minorities in Canada (Revised)

✍ W. Boxhill

4.13 Approaches to the Collection of Data on Visible Minorities in Canada: A Review and Commentary (Revised)

✍ W. Boxhill

1991-92

4.14 Visible Minorities Among the Extended Target Population for the 1991 Census: Estimate as of August 1, 1990 (Technical Report)





✍ M. Michalowski

4.15 Patterns of Socio-economic Disadvantage for Selected Ethnic Groups, Canada, 1986





✍ E. Harvey

e) Persons with Disabilities





1988-89

- 5.1 Disability and the Labour Market: An Analysis of Disabled Persons Not in the Labour Force*
 G. Cohen
- 5.2 Report on the Ratios of the Disabled 15 to 64 who worked in 1981-6 to the population 15 to 64 who worked in 1981-86 (Labour Force Survey Universe) (Working paper)
 A. Kempster
- 5.3 Validation of a Measure of Psychiatric Disability in a Community Sample (Working paper)
 P. Goering/W. Lancee/J. Cochrane
- 5.4 Selected Socio-economic Consequences of Disability for Women in Canada, 1986-87*
 B. Harvey/L. Tepperman

1991-92

- 5.9 Population of Persons with Disabilities: The Health and Activity Limitation Survey (Working paper)
 E. Harvey
- 5.10 Employment and Income Characteristics of Persons with Disabilities in Canada*
 J. Struthers/D. Carter
- 5.11 The Economic Well Being and Labour Market Activity of Persons with Disabilities in Canada
 D. Hum/W. Simpson
- 5.12 Profile of Persons with Disabilities (Limited at Work)*
 K. Roberts/W. Steele

1989-90

- 5.5 A Profile of Three Disabled Populations*
 G. Cohen
- 5.6 Report on "Enquête sur la santé et l'état d'emploi: Sélection de l'incapacité" (Working paper)
 M. Brodeur
- 5.7 Report on "Enquête sur la santé et l'état d'emploi: Recommandations pour la conception d'un prochain questionnaire" (Working paper)
 M. Brodeur/M. Lavigne
- 5.8 The Health and Employment Status Survey: Report on Operational Issues (Working paper)
 J. Sauvé

4 *Ongoing and Proposed Projects, 1991-92*

Some of the activities being undertaken or planned for 1991-92 include:

- preparing for a series of regional workshops addressing frequently-asked questions about employment equity data and the designated groups;
- continuing consultations re: output of data and products from the EEDP;
- preparation of an EEDP Newsletter outlining ongoing work of the EEDP and addressing other informational needs;
- addressing data requirements of an increasing number of users affected by federal, provincial and municipal initiatives on employment equity;
- production of custom tabulations and analyses in preparation for the 1991 Legislative Review;
- an enhanced program of research and analysis which will focus on data from the first four cycles of the Labour Market Activity Survey;
- preparation of *Profile of Persons with Disabilities (Limited at Work)*;
- intercensal comparison of non-disabled persons and persons with disabilities who are limited at work;
- providing consultative and technical services to policy makers and users of employment equity data;
- evaluating the prospects of obtaining student information by designated group status; and
- seeking out and monitoring surveys which permit inclusion of questions on the employment equity designated groups.

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