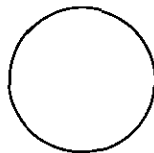


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**Employment
Equity
Data
Program**

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



Employment Equity Data Program

**Annual Report,
1992-93 and 1993-94**

(1.27)



**Statistics
Canada**

**Statistique
Canada**

Canada

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Preface

The proclamation of the *Employment Equity Act* in 1986, the establishment of the Federal Contractors Program and the implementation of employment equity initiatives in the federal public service have all generated demands for employment equity data. To coordinate data development and to provide statistical support to the federal departments responsible for planning, implementing, monitoring and enforcing the employment equity policies and programs of the Government of Canada, the Employment Equity Data Program (EEDP) was established at Statistics Canada in 1986.

This report describes the activities in which the Program has been involved during the 1992-93 and 1993-94 fiscal years. To put these activities into context, the first section of the report provides an overview of employment equity in the federal government. Section 2 describes the data requirements and major data users and subsequent sections outline major activities completed over the last two years as well as planned projects for the next fiscal year.

The Employment Equity Data Program is part of the Housing, Family and Social Statistics Division of Statistics Canada and is located on the 7th floor of the Jean Talon Building. A complete list of the members of the Program is provided in Section 7 of this report. Also included in this section is a list of the persons in the other federal departments with whom the Program works closely in producing the employment equity data and in carrying out related research.

1 Introduction

Background

In her 1984 report *Equality in Employment: A Royal Commission Report*, Judge Rosalie Abella introduced the term employment equity and defined it as "*a strategy designed to obliterate the present and residual effects of discrimination and to open equitably the competition for employment opportunities to those arbitrarily excluded.*" Among her recommendations was that all federally regulated employers be required by legislation to implement employment equity.

In response to this recommendation, the following three employment equity programs have been established by the federal government: Employment Equity in the Federal Public Service, the Legislated Employment Equity Program and the Federal Contractors Program. The objectives of these programs are to identify and remove barriers to the employment of women, Aboriginal peoples, persons with disabilities and persons in a visible minority and to ensure that these groups achieve a degree of employment proportionate to their representation in the workforce, as defined by qualification, eligibility and geography. A brief description of the three federal programs follows.

Employment Equity in the Federal Public Service

Employment equity programs in the Federal Public Service are designed to eliminate barriers to the employment of the designated groups and to ensure that their representation is at least proportionate to that in the workforce from which the Public Service draws its employees.

Legislated Employment Equity Program (LEEP)

Employers and Crown corporations with 100 employees or more and who are regulated under the Canadian Labour Code must implement employment equity and report on their results. Employers who fall under the legislation are required to report annually according to industrial sector, geographic location and employment status on the representation of members of designated groups by occupational group and salary range and to provide information on those hired, promoted or terminated.

Federal Contractors Program (FCP)

The Federal Contractors Program is designed to ensure that companies that do business with the Government of Canada achieve and maintain a representative workforce. Companies who employ 100 persons or more, and who wish to bid on contracts of \$200,000 or more to supply goods and services to the federal government, are required to commit themselves to implement employment equity and to certify this commitment as a condition of their bid.

Federal Responsibilities for Employment Equity

Responsibility for employment equity at the federal level is shared by Human Resources Development Canada, the Treasury Board Secretariat, the Public Service Commission and the Canadian Human Rights Commission.

Human Resources Development Canada (HRDC) administers the *Employment Equity Act*, providing employers with the information and advice they need to establish equitable employment goals and programs. They receive employers' reports and make these reports accessible to the public, assess whether companies are in compliance with the *Act* and recommend sanctions for those who are not. The Minister tables a report each year in Parliament, containing a summary of employers' reports and an analysis. HRDC also administers the Federal Contractors Program. 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, is designed to ensure that companies that do business with the Government of Canada achieve and maintain a representative workforce.

Under the *Financial Administration Act*, the Treasury Board is responsible for designating employment equity groups in the Federal Public Service, eliminating barriers to their employment, and instituting practices to ensure that their representation is at least proportionate to that in the workforce from which the Public Service draws its employees. The Treasury Board Secretariat (TBS) 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.

The Public Service Commission (PSC) may implement employment equity programs, within its own mandate or at the request of TBS, to improve employment and career opportunities in the Public Service. It uses employment equity data to conduct analysis to support its mandate related to staffing in the Public Service. The PSC also provides analytical and data services to the TBS. In

this regard, it calculates availability estimates of members of the designated groups and establishes recruitment, promotion and separation targets for these members for TBS.

The Canadian Human Rights Commission (CHRC) receives reports filed by employers subject to the *Employment Equity Act*; data reports on the federal Public Service are also provided to the CHRC. The Commission may initiate a joint review or a formal investigation if it considers that these reports provide reasonable grounds to believe discrimination may be having an effect on the employment of designated groups. Third party complaints based on these reports may also be investigated.

The Role of Statistics Canada

Based on a Treasury Board proposal submitted by Human Resources Development Canada, which was jointly supported by Treasury Board Secretariat and the Canadian Human Rights Commission, funds were allocated in 1986 to establish the Employment Equity Data Program (EEDP) at Statistics Canada. The funds allocated to the EEDP are used to provide statistical support to the federal departments responsible for planning, monitoring and enforcing the employment equity policies and programs of the Government of Canada. The EEDP provides data required to implement the *Employment Equity Act*, sponsors a range of data quality and quantitative studies, provides consultative services to users in both private and public sectors and responds to data requests.

Interdepartmental Coordination

Two interdepartmental committees were also established in 1986 to ensure consistency and to avoid the duplication of effort among the departments working on employment equity. The Interdepartmental Working Group on Employment Equity Data (IWGEED) is chaired by Statistics Canada and comprises several representatives from this department, as well as representatives from the Canadian Human Rights Commission, Human Resources Development Canada, the Treasury Board Secretariat, and the Public Service Commission. The Steering Committee (chaired by Human Resources Development Canada) is made up of senior personnel from the departments mentioned above with the exception of the Public Service Commission.

Objectives of the Interdepartmental Working Group On Employment Equity Data (IWGEED)

- To initiate and develop projects that will meet the data needs of the departments represented on the IWGEED;
- to ensure that the concepts, definitions, methods, data, etc. which are developed for use in the federal employment equity sphere are appropriate, consistent and mutually acceptable;
- to address operational matters prescribed by the Steering Committee, ensuring that in their implementation, they are consistent with the objectives of the Steering Committee.

Objectives of the Interdepartmental Steering Committee for Employment Equity Data (ISCEED)

- To approve and oversee the progress and funding levels of projects and contracts recommended by the IWGEED;
- to find solutions to interdepartmental differences which cannot be resolved at the Working Group level;
- to provide information, advice and direction to the IWGEED.

Sections 7 and 8 include lists of the current membership of the IWGEED and the ISCEED.

2 Data Requirements and Major Users

The federal employment equity programs require that detailed data be made available on the size, geographic location and characteristics of the four groups designated under the *Employment Equity Act* (women, Aboriginal peoples, persons with disabilities and persons who are in a visible minority). More specifically, in order that employment equity programs may be developed and evaluated, total population counts, workforce counts, participation and unemployment rates, occupation data, and educational attainment data must be produced. 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.

These benchmark data (the employment equity data) are derived from two Statistics Canada surveys. The Census served as the source of data for women, Aboriginal peoples and persons in a visible minority in Canada while the Health and Activity Limitation Survey (HALS), a post-censal survey, provided data on persons with disabilities. Information about the numbers and percentages of designated group members as well as their labour force activities and occupations within given labour market areas¹ was provided to employers.

The definitions that are applied to generate the employment equity data are driven by the departments responsible for employment equity programs, under the methodological guidance of Statistics Canada. The definitions used were developed and approved by the interdepartmental committees (noted above) which are responsible for the development of these data.

The employment equity data are disseminated to employers who are covered under the *Employment Equity Act* and the Federal Contractors Program by Human Resources Development Canada. The data are disseminated to other users through the Statistics Canada Regional Reference Centres. The 1986 data were made available through the *Employment Equity Availability Data Report on Designated Groups*. The data based on the 1991 Census and 1991 HALS are available in the *1991 Employment Equity Data Report*.

The EEDP also generates employment equity data which are included in custom publications such as the *Employment Equity Fact Sheets*, and *Profiles of Visible Minorities and Aboriginal Peoples*, and *Profile of Persons with Disabilities*. Other

¹ The University Student Information System (USIS) and Community College Student Information System (CCSIS) are also used to provide data on the educational attainment of women.

key initiatives of the Program have included the development of data relevant to employment equity using Statistics Canada surveys (e.g., drawn from the Labour Market Activity Survey, National Graduates Survey, Survey of Labour and Income Dynamics). The identification of the designated groups and their labour force and occupational characteristics through other survey vehicles continues to be explored by the Program.

The users of employment equity data are varied and include:

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

3 Projects of the Employment Equity Data Program 1992-93

As no annual report was written for 1992-93, this report includes descriptions of projects carried out in 1992-93 as well as those conducted in 1993-94.

During the 1992-93 fiscal year, a major reorganization of the Program occurred. New staff, including a new Manager, were assigned. The Program continued its responsibility for chairing the monthly meetings of the Interdepartmental Working Group on Employment Data (IWGEED) as well as special subcommittees (e.g., Subcommittee on Definition of Persons with Disabilities). Through the Program, major development work was undertaken towards producing the 1991 employment equity data.

Working in conjunction with other members of the IWGEED, the Employment Equity Data Program was involved in several activities related to data and conceptual requirements of the *Employment Equity Act*. The more significant ones are listed below with detailed descriptions of the projects carried out in 1992-93 following.

- The tabulations that would be required from the 1991 Census and HALS were specified;
- the development of strategies for deriving counts of visible minorities, Aboriginal peoples and persons with disabilities was initiated;
- research on profiling designated group members graduating from postsecondary institutions was initiated;
- initiatives in conjunction with the Statistics Canada Regional Offices to improve the collection and dissemination of the employment equity data were continued through the development of a one-day workshop package and through outreach activities;
- research on the assessment of job changes, occupational status and wage rates for employment equity groups (1988-89) was completed;
- focus group research on ethnicity/race census questions was supported to provide input into the planning of the 1996 Census;
- research projects on persons with disabilities in Canada were initiated;

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- a major portion of the work on producing projections for the employment equity groups (from 1991-2016) was completed.

The projects undertaken in 1992-93 relate to and may be grouped into several categories:

a) Data Retrieval/Dissemination

Development work was undertaken towards producing the 1991 employment equity tables. The activities included the review and finalization of table specifications, determination of content and review of methodologies for identifying the designated groups, operationalization of concepts, definitions and selection of types of output media from the 1991 Census and HALS. The Electronic Data Dissemination Division at Statistics Canada, in co-operation with Human Resources Development Canada, undertook special systems development to facilitate the output of employment equity data. Initial work was also undertaken by the EEDP to plan the 1991 employment equity data products. A review of the 1986 products was completed and recommendations formulated for new products.

b) Research/Analysis/Data Quality

A number of initiatives aimed at consolidating knowledge and generating a better understanding of data on the designated groups were carried out during this period. The work undertaken used census data and other Statistics Canada survey data (e.g., data from the Labour Market Activity Survey) to explore selected employment equity topics of special interest to the IWGEED.

Some attention was devoted in 1992-93 to work pertaining to persons with disabilities. Studies on the *Life Cycle Incidence and Employment of Persons With Disabilities in Canada* and the *Sources of Income of Persons With Disabilities in Canada* were initiated.

The major portion of work was completed on a project which examined the feasibility of using the National Graduate Survey data for profiling designated group members graduating from postsecondary institutions.

The major portion of work was also completed on a Projections project carried out by the Demography Division, Statistics Canada. This project provides projections for each of the designated groups for the period 1991 to 2016. The results will help fill an important gap in information on employment equity groups and provide an additional source of information to supplement census data.

Work was also undertaken to finalize research projects carried over from previous years.

The testing of ethnicity/race questions for possible inclusion on the 1996 Census and an evaluation of their ability to generate employment equity data from the 1996 Census was accomplished through focus group research during this period. The EEDP staff participated in the development of the terms of reference, evaluation of proposals, and meetings with the contractor. The staff also provided input into the design of question options, observed focus groups and represented employment equity concerns throughout all phases of the project. The results shed light on the current climate among selected groups towards race/colour and ethnic/cultural origin questions.

The EEDP also provided funds to the Special Surveys Group at Statistics Canada in support of its work on proposed Survey of Public Service Employees. This project was initiated by the Treasury Board Secretariat.

c) Intercensal Data Collection

A new initiative, the Survey of Labour and Income Dynamics (SLID) is being undertaken by Statistics Canada and the possibility of using this survey to provide intercensal information on the labour market situation of persons in the designated groups is being explored. The EEDP staff had meetings/consultations with the SLID project team and recommended questions that could be used to identify visible minorities, Aboriginal peoples and persons with disabilities.

d) Statistics Canada Regional Employment Equity Initiatives

Strategies designed to improve the collection and dissemination of information on the employment equity designated groups from the 1991 Census and HALS were continued through regional initiatives. An Employment Equity Data Workshop was developed by the EEDP in collaboration with the Regional employment equity officers. This one-day workshop was designed to familiarize interested groups and data users with Statistics Canada data relevant to the needs of employment equity. It is given in the regions by the employment equity officers. These officers have established contacts with various ethnocultural associations and other designated group associations. They have also established and maintained the employment equity data section in the Regional Offices, handled user requests and participated in the 1996 Census consultation process representing the concerns of employment equity.

e) General Consultations

Consultative services in support of a range of employment equity activities were provided by the EEDP. The Program responded to requests from various levels of government and the private sector and had meetings with statistical agencies from Australia, South Africa, and Malaysia to exchange information and experience on employment equity issues and research. There remains widespread interest in the definition and interpretation of data pertaining to the designated groups and in the identification of data gaps.

The Program participated in consultations with the Ontario Office of the Employment Equity Commissioner. It also participated in the review of the employment equity legislation and provided its position on those recommendations relevant to the role of Statistics Canada. The EEDP regularly participated on Statistics Canada committees relevant to employment equity (e.g., Harmonization of Ethnic Data, Committee on Aboriginal Data Coordination, Federal/Provincial Working Group on Multiculturalism Research and Data, Interdepartmental Working Group on Self Identification).

4 Projects of the Employment Equity Data Program 1993-94

The main focus for the 1993-94 fiscal year was the completion of the development work and subsequent production and dissemination of the employment equity data to employers. The major activities undertaken are summarized below. As in the previous section, more detailed descriptions of the work the EEDP was involved in follows.

- Finalization and preparation of reports on the operational definitions for persons with disabilities, visible minorities, and Aboriginal peoples;
- development of a communications strategy for the release of the 1991 employment equity data;
- release of preliminary data based on the 1991 Census and HALS (Employment Equity Data Information Kit);
- production of the *1991 Employment Equity Data Report* (in browser software and XV software);
- initiation of development of statistical products (1991 profiles of visible minorities, Aboriginal peoples, and persons with disabilities who are limited at work, fact sheets);
- research on non-census survey approaches and practices used in generating intercensal information on the designated groups;
- preparation of an inventory of employment equity data research;
- finalization of population projections on the designated groups (1991-2016);
- organization of a two-day Workshop on Employment Equity Data (March 30-31, 1994).

a) Data Retrieval/Dissemination

Activities with respect to data retrieval and dissemination entailed the review and finalization of specifications and the retrieval and output of data from the 1991 Census and HALS. The preparation of supporting documentation and the provision

of advice on technical matters were also carried out. The operational definitions for deriving the employment equity populations were finalized, documented and approved by the interdepartmental committees on employment equity data.

The key output over the 1993-94 review period was the 1991 employment equity data. The first set of data, contained in the Employment Equity Data Information Kit, were released in December of 1993. The fuller set of data, contained in the *1991 Employment Equity Data Report*, were produced and are available in electronic format (on either the Browser software or the XV software).

Planning for additional output of the data also commenced. Included in the 1991 employment equity data product line are : *Profile of Visible Minorities, Profile of the Aboriginal Peoples Population, Profile of the Employment Equity Population of Persons with Disabilities, and Employment Equity Fact Sheets*. Work was started in the development of these products and will continue in 1994-95. Fact Sheets were produced and are available for the eight employment equity CMAs. They provide highlights of selected socio-economic characteristics of the employment equity designated groups.

b) Research/Analysis/Data Quality

The EEDP undertook to complete the review, editing and printing of all research projects from earlier years. The following research reports are now final.

- *Systemic Discrimination and Employment Equity Programmes: An Account of Evolving Statistical Definitions in Employment Equity*
- *The Labour Market Activity of Groups Designated Under the Employment Equity Act, 1988-89*
- *Inter-Occupational Mobility of Groups Designated under the Employment Equity Act, 1986-89*
- *Labour Force Entrants and Occupation*
- *Educational Qualifications and Availability for Work*
- *The Economic Well Being and Labour Supply of Persons with Disabilities*
- *Patterns of Socio-economic Disadvantage for Selected Ethnic Groups, Canada 1986*

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- *Employment Disadvantage Among Women Who Are Members of Visible Minority Groups*
 - *Divergent Career Paths of Women and Men in the Liberal Professions: Structural Barriers or Insufficient Human Capital*

Research was also completed and reports were finalized for projects initiated in 1992-93. Specifically, the following reports are now available:

- *Profiling Designated Group Presence in Canada's Labour Market Based on 1988 Graduate Survey Data*
- *Life Cycle Incidence and Employment of Persons with Disabilities in Canada*
- *Sources of Income of Persons with Disabilities in Canada*

Population projections on the four employment equity designated groups, prepared by the Demography Division of Statistics Canada, were finalized. As indicated in the previous section, they are based on analyses of recent demographic trends and provide population projections of Canada's visible minorities, Aboriginal peoples, women, and persons with disabilities by age and sex for Canada, provinces and/or regions from 1991 to 2016. A number of sets of projections representing different growth scenarios are provided in the reports. The base year for these projections was 1986.

A continuing requirement is to incorporate educational qualifications into employment equity information, particularly the educational/skill requirements of the job market. Previous efforts to address this gap include the posing of questions to permit the identification of designated group members on the National Graduates Survey and Follow-up Survey of Graduates. Initiatives with provincial education ministries and educational institutions are needed to create possibilities for obtaining information on visible minorities, persons with disabilities and Aboriginal peoples from the University Student Information System (USIS) and Community College Student Information System (CCSIS). In this regard, the Program supported a project carried out by the Education Division of Statistics Canada. A survey of colleges/universities was carried out examining the feasibility of obtaining employment equity data on students. The results were promising, but also indicate that further work with the institutions is needed to develop standardized ways of collecting the information.

Support from the Program was also provided for the 1996 National Census Test (NCT) to augment the samples for the visible minority and urban Aboriginal

populations. The results of the NCT will be critical in determining the final formulation of questions (e.g., race/ethnic origin questions, Aboriginal questions) relevant for deriving the employment equity data.

An inventory of employment equity reports, data sources and tabulations was produced. This database, which is in machine readable format, will provide researchers and employment equity planners with a tool to locate comparable research projects.

c) Intercensal Activities

A research report, entitled *Options for Obtaining Intercensal Estimates for the Employment Equity Designated Groups*, was prepared for the IWGEED by the Special Surveys Group of Statistics Canada. The report explores several options for obtaining intercensal estimates (e.g., Survey of Labour and Income Dynamics, Labour Force Survey, modelling). A number of recommendations to explore specific issues and to carry out a detailed feasibility study (which would include a testing component) have resulted from the work. The research contributes to an important data development initiative and will allow for informed decisions to be made concerning alternative methods of producing data on the designated groups.

d) Communications

A communications strategy was developed to ensure the smooth and effective release of the 1991 employment equity data. The plan included three components, namely, (i) the release of an information kit, (ii) the release of the *1991 Employment Equity Data Report* and (iii) the organization of a two-day employment equity workshop.

In cooperation with the IWGEED, the EEDP prepared the information kit which was distributed to employers covered under the *Employment Equity Act* and to a wide variety of other data users in December of 1993. The kit, which contains the definitions of the designated groups, selected data highlights at the Canada level and a set of commonly asked questions with answers, has been extremely well received and continues to be requested by users of the data.

The *1991 Employment Equity Data Report* was disseminated to employers covered under *The Act* by HRDC in the first quarter of 1994 and was made available to other data users at this time by the EEDP.

A two-day Workshop on employment equity data was organized and held March 30-31, 1994. The Workshop brought together social science practitioners and statisticians, a cross section of data users including government program representatives, members of the employer community, and representatives of designated group organizations. It provided a forum for the exchange of information and experiences with respect to employment equity data developments, measurement issues, research initiatives, and future directions. There were over 200 participants. The feedback received indicates that the Workshop was effective and successful in meeting its objectives.

e) Statistics Canada Regional Employment Equity Initiatives

The Regional Office outreach and workshop activities were continued during this period. The one-day workshop package on employment equity data was updated and completed based on the finalized definitions for the designated groups. A training session on the workshop was provided to the regional officers in the fall, 1993. Each of the officers has given a number of workshops in their respective regions.

5 Reports and Products of the Employment Equity Data Program

The following reports and products are available through the Program. Most reports are available free of charge. 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 of the Statistics Canada Reference Centres.

General

- 1.1 *Employment Equity Definitions of Visible Minorities, Aboriginal Peoples and Persons with Disabilities* (J. Coulter/A. Furrie), April 1989
- 1.2 *Products and Services for Employment Equity -- 1986 Census of Population* (Working paper) (J. Coulter)
- 1.3 *Employment Equity Availability Data Report on Designated Groups*
- 1.4 *Intercensal Estimates of Employment Equity Designated Groups: Survey Options* (Working paper) (P. Fay/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, Wage Changes and Employment Equity Groups* (D. Boothby)
- 1.8 *Employment Equity Program: First Annual Report, 1988-89* (B. Cardillo)
- 1.9 *Profiles of Visible Minorities and Aboriginal Peoples - 1986 Census* (available from D. Wrighte, STC, 951-3944) (Hard Copy \$95.00, magnetic tape or diskette \$250.00)
- 1.10 *A Conceptual Framework for Employment Equity Data Development* (Working paper) (Bureau of Management Consulting)
- 1.11 *Employment Equity Data Program: Second Annual Report, 1989-90* (B. Cardillo)

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- 1.12 *The Impact of the Employment Equity Data Program at Statistics Canada* (EEDP Staff)
 - 1.13 *Systemic Discrimination and Employment Equity Programmes: An Account of Evolving Statistical Definitions* (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* (W. Saveland)
 - 1.17 *Labour Force Entrants and Occupation* (D. Boothby)
 - 1.18 *Employment Disadvantage Among Women Who Are Members of Visible Minority Groups* (M. Mohan)
 - 1.19 *Inter-Occupational Mobility of Groups Designated under the Employment Equity Act, 1986-1989* (working paper) (I. Silver)
 - 1.20 *Assessment of Job Changes, Occupational Status and Wage Rates for Employment Equity Designated Groups, 1988-1989* (Working paper) (I. Silver)
 - 1.21 *Profiling Designated Group Presence in Canada's Labour Market Based on 1988 National Graduate Survey Data* (M. E. Lalonde)
 - 1.22 *1991 Employment Equity Data Report, Browser Software*
 - 1.23 *Options for Obtaining Intercensal Estimates for the Employment Equity Designated Groups*, prepared by J. Coulter and W. Shastry
 - 1.24 *1991 Employment Equity Data Report "XV" Software*
 - 1.25 *1991 Information Kit which includes - Definition of the four designated groups, Question and Answers, and Highlights at the Canada level*
 - 1.26 *Employment Equity Fact Sheets, 1991 Census, CMA level* (EEDP)
 - 1.27 *Employment Equity Data Program: Fourth Annual Report, 1992-93 to 1993-94* (EEDP Staff)
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1.28 *Bibliographic Employment Equity Database (EEDP)*

Women

- 2.1 *Affirmative Action: An examination of the Women in Non-Traditional Occupations Model* (Working paper) (R. Shepherd)
- 2.2 *Divergent Career Paths of Women and Men in the Liberal Professions: Structural Barriers or Insufficient Human Capital?* (K. Kelly)
- 2.3 *Projections of Female Population for Canada, Provinces and Territories, 1991-2016* (R. Verma/M.V. George)

Aboriginal

- 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)
- 3.6 *Report on a Series of Workshops on Data Collection Among Aboriginal and Other Hard-to-Enumerate Population 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 paper) (A. Siggner/P. Johannis)
- 3.9 *1991 Census Canvasser Questionnaire* (Working paper) (P. Johannis)
- 3.10 *Analysis of the Aboriginal Portions of the NCT-1 Questions 15, 16 and 17* (Working paper) (A. Siggner)

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- 3.11 *Final Report on 1991 NCT-2: Aboriginal Questions* (Working paper) (A. Siggner)
 - 3.12 *Employment Equity Fact Sheets, 1986 Census - Aboriginal Population* (P. White) (\$2.00 per individual group or \$10.00 for all 8 sheets)
 - 3.13 *Projections of Canada's Population with Aboriginal Ancestry, 1991-2016* (F. Nault/É. Jenkins)

Visible Minorities

- 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)
 - 4.6 *Report on the National Census Test in Supplemental Sample Enumeration Areas* (Working paper) (W. Boxhill/B. Hamm)
 - 4.7 *Employment Equity Fact Sheets, 1986 Census* (P. White) (\$2.00 for an individual group; \$10.00 for the CMA; \$25.00 for all 60 sheets)
 - 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)
 - 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)
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- 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* (working paper) (E. Harvey)
 - 4.16 *Factors Influencing Socio-Economic Disadvantage Among Selected Ethnic Groups, Canada, 1986: in Multiple Regression Analysis* (working paper) (E. Harvey)
 - 4.17 *Population Projections of Visible Minority Groups, Canada, Provinces and Regions, 1991-2016* (W. E. Kalback/R. Verma/M. V. George/S. Y. Dai)

Persons with Disabilities

- 5.1 *Disability and the Labour Market: An Analysis of Disabled Persons Not in the Labour Force* (G. Cohen) (\$15.00 -available from Janet Pantalone, STC, 951-2050)
 - 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* (E. Harvey/L. Tepperman) (\$15.00 - available from Janet Pantalone, STC, 951-2050)
 - 5.5 *A Profile of Three Disabled Populations* (G. Cohen) (\$15.00 - available from Janet Pantalone, STC, 951-2050)
 - 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)
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- 5.9 *Population of Persons with Disabilities: The Health and Activity Limitation Survey* (E. Harvey)
- 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/B. Steele) (\$35.00 - available from Sonia Thériault, STC, 951-0247)
- 5.13 *Life Cycle Incidence and Employment of Persons with Disabilities in Canada* (D. Hum/W. Simpson)
- 5.14 *Sources of Income of Persons with Disabilities in Canada* (D. Hum/W. Simpson)
- 5.15 *Projections of Persons with Disabilities at Work, Canada, Provinces and Territories, 1991-2016* (J. Chen/R. Verma/M.V. George)

6 Ongoing and Proposed Projects 1994-95

Some of the activities being undertaken or planned for 1994-95 include:

- continuing development and production of data products (e.g., Profiles) from the EEDP;
- enhancements to the XV software, and production and dissemination of the employment equity data on the National Occupation Classification (NOC) in a Browser and XV format;
- undertaking research to study other sources of labour market pools to enhance the information provided to employers in the *1991 Employment Equity Data Report*;
- research on persons with disabilities in blue-collar occupations;
- research on the barriers to employment for persons with disabilities and for Aboriginal peoples;
- continuing work towards the harmonization of concepts and definitions on the designated groups across data sources;
- continuing to conduct research on obtaining intercensal estimates for employment equity data;
- evaluating the results of the 1996 National Census Test and formulating recommendations with respect to questions used for employment equity data;
- preliminary analysis from the first round of data collection for the Survey of Labour and Income Dynamics;
- continuing to evaluate the prospects of obtaining student information by designated group status;
- continuing to address data requirements of an increasing number of users affected by federal, provincial and municipal initiatives on employment equity.

7 Interdepartmental Working Group on Employment Equity Data

The following persons constitute the Interdepartmental Working Group on Employment Equity data.

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8 Interdepartmental Steering Committee on Employment Equity Data

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