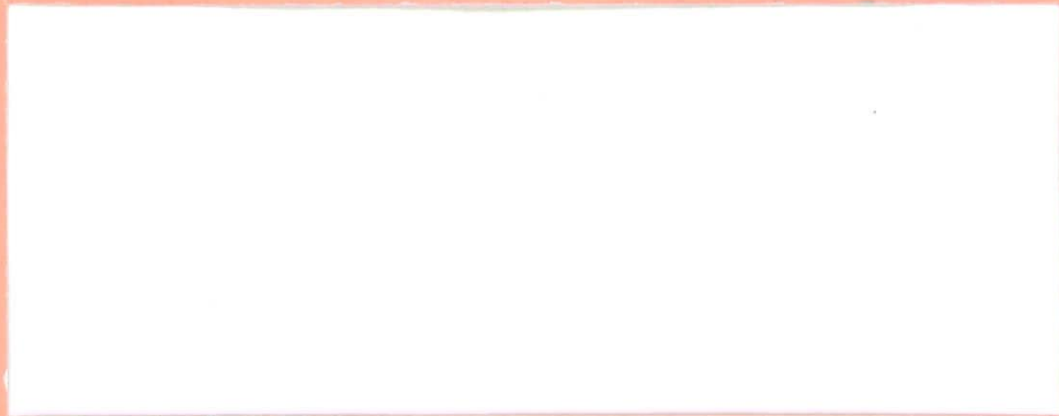




**Employment
Equity
Data
Program**

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



BC XAS

LABOUR MARKET ACTIVITY SURVEY
PART I:
ANALYSIS OF VISIBLE MINORITY QUESTIONS

M. Mohan
September 1990

TABLE OF CONTENTS

	<u>Page</u>
1.0 INTRODUCTION	1
2.0 LMAS ITEMS ON VISIBLE MINORITIES	2
2.1 How are Visible Minorities Defined?	2
2.2 LMAS Items on Visible Minorities	3
2.2.1 The LMAS Ethnic Origins Question	4
2.2.2 The LMAS Colour/Race Question	7
2.3 Recommendations for LMAS Items in Future	8
2.4 LMAS and Census Estimates of the Visible Minority Population	9
 TEXT TABLES	
Text Table 1. Responses to Ethnic Origin and Race/Colour Questions in the NCT ..	6
Text Table 2. 1986 Census: Representation of Visible Minorities, by Sex and Employment Reference Period	10
Text Table 3. Participation Rates and Percentage Distributions of Those Who Worked in 1985 or 1986, by Sex	10
Text Table 4. Comparisons of Census and LMAS Data for Visible Minorities and the Total Population, by Sex, Geographic Location and Occupation ..	13
 APPENDIX	
Table 1. Census and LMAS Data: Differences in Counts for Visible Minorities, by Sex, Geographic Location and Occupation	17
Table 2. Census and LMAS Data: Differences in Percentage Distribution of Visible Minorities, by Sex, Geographic Location and Occupation	18

1.0 INTRODUCTION

To date, employment data on visible minorities in Canada have been obtained from the Census of Canada. However, Statistics Canada believes that the Labour Market Activity Survey (LMAS) also holds considerable promise for describing the nature and extent of the employment disadvantage experienced by visible minorities in the country.

Statistics Canada has therefore asked Mana Research Ltd to assist it in examining the type of employment disadvantage revealed by the LMAS. Specifically, Mana Research Ltd has been asked to:

- o provide a critique of the items on visible minorities used in the LMAS, including a comparison of the LMAS estimates of the visible minority population to those derived from the Census of Canada; and
- o provide a report analysing labour market participation patterns, job characteristics and other variables pertaining to visible minorities, using the 1986-87 LMAS longitudinal data file.

This paper critiques the visible minority items and compares the estimates of the visible minority population that have been generated from the LMAS and the Census. An analysis of the labour market characteristics of people from visible minority groups will be the focus of another paper.

2.0 LMAS ITEMS ON VISIBLE MINORITIES

2.1 How are Visible Minorities Defined?

A recent Statistics Canada publication reviewing approaches to the collection of data on visible minorities concluded that better data would be generated on this population if there existed a clear and consistent definition of the population and the issues of interest about it.

In its final paragraph this report asks:

Is the overriding issue one of employment, both hiring and promotional opportunities? Are racism and discrimination the issues? Is legislated protection of rights the issue?

(Boxhill and Stanic, 1989, p. 36)

By contrast, we believe there exists a clear definition of visible minorities which, while presenting measurement difficulties of some magnitude, is nonetheless readily accepted by people working in the area. Further, we do not believe that the issues of interest are unclear or inconsistent.

The demand for data on visible minorities arose from the Employment Equity Act (1986) which, in turn, resulted from the Royal Commission on Equality in Employment (the Abella Commission). The report of the Royal Commission leaves no doubt that the crucial issue of interest is discrimination (inadvertant or advertant, isolated or systemic, for whatever reason, racism or otherwise) in employment. The Royal Commission set out to examine the degree to which visible minorities among other groups were disadvantaged in employment, and the legislation set out to correct the conditions of disadvantage in employment experienced by the four designated groups (women; visible minorities; aboriginal people; persons with disabilities).

Among other goals, the Royal Commission sought to determine if visible minorities face barriers in employment because they look different from the majority of Canadians, if they did not get secure and well-paid jobs or were not promoted or received less compensation because they were not white.

For this reason the Commission's definition of visible minorities was based on colour: i.e. "non-white people other than native people". Similarly, the legislation's definition identifies people who look racially different from the white Caucasian majority: i.e. "persons, other than aboriginal peoples, who are, because of their race or colour, in a visible minority in Canada are considered to be persons who are non-Caucasian in race or non-white colour...".

The report of the Royal Commission and the 1986 legislation show that the issues of interest are clear and consistent, and further, that an appropriate definition of visible minorities must be based on colour and race. It follows that any instrument designed to measure visible minorities must permit data to be collected on the colour and race of respondents.

We turn now to the LMAS, to examine its ability to collect data of this type.

2.2 LMAS Items on Visible Minorities

The LMAS contains three questions which provide visible minority data: an ethnic origin question (Q.121 in the January 1987 questionnaire); a race/colour question (Q.123) and a race/colour example question (Q.124).

121. FROM WHICH OF THE FOLLOWING GROUPS DID YOUR PARENTS OR GRAND-PARENTS DESCEND? (Mark all responses reported)		
	Yes	No
a) Chinese	01 <input type="radio"/>	02 <input type="radio"/>
b) Japanese	03 <input type="radio"/>	04 <input type="radio"/>
c) Korean	05 <input type="radio"/>	06 <input type="radio"/>
d) Filipino	07 <input type="radio"/>	08 <input type="radio"/>
e) East Indian (from India, Pakistan, Bangladesh, East Africa, Guyana, etc.)	09 <input type="radio"/>	10 <input type="radio"/>
f) Black (from Africa, the Caribbean, Haiti, the U.S.A., Canada, etc.)	11 <input type="radio"/>	12 <input type="radio"/>
g) North American Indian	13 <input type="radio"/>	14 <input type="radio"/>
h) Metis	15 <input type="radio"/>	16 <input type="radio"/>
i) Inuit (Eskimo)	17 <input type="radio"/>	18 <input type="radio"/>
j) Arab (from Egypt, Jordan, Lebanon, Iraq, etc.)	19 <input type="radio"/>	20 <input type="radio"/>
k) West Asian (from Syria, Turkey, Afghanistan, Armenia, Iran, etc.)	21 <input type="radio"/>	22 <input type="radio"/>
l) South East Asian (from Burma, Cambodia/ Kampuchea, Laos, Thailand, Vietnam, etc.)	23 <input type="radio"/>	24 <input type="radio"/>
m) North-African (from Egypt, Morocco, Algeria, Tunisia, etc.)	25 <input type="radio"/>	26 <input type="radio"/>
n) Latin American (from Mexico, Central America, or South America)	27 <input type="radio"/>	28 <input type="radio"/>
o) British (from England, Scotland, Ireland, etc.) ...	29 <input type="radio"/>	30 <input type="radio"/>
p) French	31 <input type="radio"/>	32 <input type="radio"/>
q) Any other European groups	33 <input type="radio"/>	34 <input type="radio"/>
r) Canadian	35 <input type="radio"/>	36 <input type="radio"/>

The National Census Test included an ethnic/cultural origins question of the respondent's parents and grandparents, and a race or colour question: questions 15 and 17, respectively.

15. What are the ethnic or cultural origins of this person's parents and grandparents?
Mark or print as many groups as apply.

01 French 07 Ukrainian
 02 English 08 Dutch
 03 German 09 Chinese
 04 Scottish 10 Jewish
 05 Irish 11 Polish
 06 Italian 12 Portuguese

13 North American Indian
 14 Métis
 15 Inuit (Eskimo)

Continue below
↓

Specify Band or First Nation or Tribe, if applicable (for example, Cross Lake Indian Band, Haida Nation, Inuvialuit)

1

2

16 Other ethnic or cultural group(s) (for example, Greek, Norwegian, Indian from India or U.K. or Uganda, Vietnamese, Filipino, Mexican, Armenian, Haitian, Lebanese, Japanese)
Specify

3

4

17 Canadian

17. Which of the following best describes this person's race or colour?
Persons of mixed race should mark or print the applicable groups.

1 White
 2 Asian
 3 Black
 4 Other race or colour – *Specify*

Text Table 1 cross tabulates the responses to these two questions and shows the race/colour categories for some of the single and multiple ethnic origins from the NCT. The table indicates:

- i) The ethnic origins question is a good indicator of colour or race for the majority of ethnic origins classified as those of visible minorities in the employment equity legislation.
- ii) The notable exceptions are for people of Arab, Latin American and West Asian origins. Since the employment equity legislation defines visible minorities by race or colour and not by geographical location (though the Technical Papers accompanying the Act give examples of geographical location), there appears to be no reason to continue to include Arabs, Latin Americans and West Asians as visible minorities. The vast majority of people of these ethnic origins clearly consider themselves to be white.

Text Table 1. Responses to Ethnic Origin and Race/Colour Questions in the NCT

Ethnic Origin (Q.15)	% of Group Identifying Colour (Q.17)		
	White	Asian	Black
Chinese	1.32	92.40	0.00
Japanese	3.90	85.80	0.00
Korean	0.00	100.0	0.00
Filipino	0.00	81.30	0.00
South Asian	1.52	80.10	0.18
Indo-Chinese	0.00	98.70	0.00
Caribbean	7.00	4.30	82.80
Black	9.60	17.00	73.40
Other African	4.70	0.00	87.60
Arab	87.10	2.50	0.00
Latin American	70.40	0.00	5.30
West Asian	86.30	13.25	0.00
British	96.10	0.00	0.70
French	97.00	0.01	0.00
Canadian	98.00	0.10	0.42
Canadian and Other	89.20	2.90	0.60
British and Other	92.40	1.30	0.90
French and Other	90.60	0.25	0.90
Canadian, British and Other	94.50	0.30	0.10
Canadian, French and Other	94.90	0.00	0.00

*** Notes to TABLE 1**

1. The table includes all of the ethnic origins in the definition of visible minorities in the employment equity legislation, plus a selection of other single and multiple ethnic origins.

Source: Table 7, Pamela White, July 1989.

Thus though the NCT and the LMAS ethnic origins questions are not identical, they are sufficiently similar to allow us to expect the LMAS ethnic origins question to provide a good estimate of the visible minority population.

2.2.2 The LMAS Colour/Race Question (Q.123)

The wording of Q.123 and its position in the questionnaire provide little assurance that it will provide a good estimate of the visible minority population.

- (i) There is no way for the respondent to know (unless the interviewer explains to him/her) what a visible minority person is until this question has been answered and the respondent carries on to hear the examples in the following question.
- (ii) To answer the question accurately, the respondent has to know that the expression visible minority means non-white.
- (iii) The respondent also has to know that the expression "By virtue..." means "because of".
- (iv) This level of language understanding is being required of sub-groups of the Canadian population which we expect to be most likely to have a first language which is neither English nor French.

These are high demands to make of the responding population. Moreover, their understanding of Q.123 could not be evaluated using the response to Q.124 which calls for the category of visible minority to be written in. Only 62.6% of those who responded that they were a visible minority in Q.123 also gave a response to Q.124.

Therefore, since an ethnic origins question was found to provide a good estimate of the visible minority population and since there was a low level of agreement between the responses to Q.121 and Q.123 in the LMAS, Q.121 will be used to provide estimates of the visible minority population in this study, even though it is Q.123 which directly addresses race and colour.

2.3 Recommendations for LMAS Items in Future

It is recommended that the LMAS drop its race/colour question (Q.123), for reasons given above, and adopt the NCT race/colour question in future: namely,

<p>17. Which of the following best describes this person's race or colour? <i>Persons of mixed race should mark or print the applicable groups.</i></p>	<p>1 <input type="radio"/> White 2 <input type="radio"/> Asian 3 <input type="radio"/> Black 4 <input type="radio"/> Other race or colour – <i>Specify</i></p> <p><input type="text"/> <input type="text"/></p>
---	---

This NCT race/colour question:

- (i) is easily understood;
- (ii) does not require prior knowledge of the definition of a visible minority;
- (iii) identifies a higher percentage of the main visible minority groups in Canada than the current LMAS race/colour question;
- (iv) receives a very low level (0.3%) of multiple response;
- (v) receives little unfavourable backlash (non-response for this question was lower (4.7%) in the NCT than non-response (4.8%) to the NCT ethnic origin question);
- (vi) gives a count of the visible minority population that is comparable (5.8%) to the 1986 Employment Equity derived counts (6.3%). Indeed, since the Employment Equity derived counts were based on ethnicity, it is probable that the NCT counts based on race and colour are a better estimate of the visible minority population in Canada.

Including the NCT race/colour question in the LMAS will become more important if the 1991 Census fails to contain a race/colour question, and employment equity 'availability' data continues to be derived solely from an ethnic origins question.

The NCT race/colour question will not provide a breakdown of the size and distribution of visible minority groups. The legislation does not require this breakdown, and one hopes that corporations reporting under the legislation will not be asked to match their workforce profile to that of individual visible minority groups.

Nonetheless, individual visible minority groups face different types and levels of inadvertant and overt discrimination in employment, and as a consequence, different barriers to their advancement. Thus, external labour force data by individual major ethnic group would be useful to corporations, and therefore it is recommended that the LMAS also retain its current ethnic origin question (Q.121).

It should be noted that neither recommendation - to introduce the NCT race/colour question into the LMAS or to retain the current origin question in the LMAS - is original. Both questions have been formulated and tested by Statistics Canada and come from Statistics Canada sources.

2.4 LMAS and Census Estimates of the Visible Minority Population

The main source of information used to identify people who are in a visible minority for the federal employment equity program is the ethnic origin question (Q.17) of the 1986 Census, augmented by other cultural variables. Visible minority 'availability data' are estimates of the number of visible minorities who are considered to be available for employment, and are those people:

- (i) 15 years and over; and
- (ii) who checked at least one of the ethnic origin groups in the Census, including people who checked both a visible minority origin and an aboriginal origin; and
- (iii) who worked at some time in the 17 months prior to the Census, that is, who worked in the first five months of 1986 or who worked in 1985.

Thus, the population estimates used by employment equity do not agree with the definition of visible minorities in the regulations of the legislation. The latter state that visible minorities cannot also be aboriginal people (see page 4 above for the definition). However, the decision to include persons who consider themselves to be both a visible minority and an aboriginal person in the 'availability data' is appropriate, since this combination of characteristics exists. Rather, the definition in the regulations should be changed to make it consistent with other definitions in the legislation which directs people with two or more target group characteristics to be counted within each target group.

By including those people who worked in 1986 or 1985, the employment equity 'availability data' include people not in the labour force now, but who did work at some time during the previous 17 months. The extended reference period was chosen because visible minorities (among others) "experience greater mobility in and out of the labour force", and a single reference week "does not take into account the people who are qualified and potentially available for work...but who have dropped out of the labour force." (Statistics Canada. "Profile of Visible Minorities and Aboriginal Peoples". Jan. 1990. Page v). It is therefore interesting to find that by taking a longer reference period rather than using the more familiar labour force, the representation of visible minorities is lowered.

Text Table 2. 1986 Census: Representation of Visible Minorities, by Sex and Employment Reference Period

	Labour Force	E.E. Work Force	Difference
Total	13,049,860	13,857,775	807,915
Visible Minorities	831,460	872,695	41,230
% Visible Minorities	6.4	6.3	5.1
Visible Minorities Women	380,295	405,740	25,445
% Visible Minorities Women of Total	2.9	2.9	3.1
Visible Minorities Men	451,170	466,955	15,795
% Visible Minorities Men of Total	3.5	3.4	2.0

Source: Derived from Statistics Canada. "Profile of Visible Minorities and Aboriginal Peoples". Jan. 1990.

If the longer reference period were chosen because visible minorities (among others) experience greater mobility in and out of the labour force, one would expect the representation of visible minorities to be higher in the E.E. Work Force. Similarly, one would expect the percent of visible minorities who worked in 1985 or 1986 to show a greater increase over their participation rate in the labour force than the increase shown by the general population. This is not the case as the following table shows.

Text Table 3. Participation Rates and Percentage Distributions of Those Who Worked in 1985 or 1986, by Sex

	Participation Rate	% Who Worked in 1985 or 1986
a. Total Population	66.5%	70.6%
b. Visible Minorities	72.1%	75.7%
Ratio (a:b)	1.08	1.07
a. Total Women	55.9%	60.8%
b. Visible Minorities Women	64.5%	68.8%
Ratio (a:b)	1.15	1.13
a. Total Men	77.5%	80.8%
b. Visible Minorities Men	80.2%	83.0%
Ratio (a:b)	1.03	1.03

Source: Derived from Statistics Canada. "Profile of Visible Minorities and Aboriginal Peoples". Jan. 1990.

To obtain LMAS estimates of the visible minority population in the E.E. Work Force definition was followed as far as possible. The LMAS visible minority estimate included:

- (i) people who checked off at least one visible minority ethnic origin (Q.121 a to f, j to n), which includes those people who checked off a visible minority ethnic origin and an aboriginal origin; and
- (ii) who worked in the same week of June 1986 as the 1986 Census reference week, or worked at some other time in 1986 (no 1985 data are available for the LMAS); and
- (iii) were aged 16 to 69 (the LMAS contains data on the 16 to 69 age group); and
- (iv) lived in one of the ten provinces (the LMAS contains no Yukon or Northwest Territories data); and
- (v) whose occupation was that of the most recent job, or the job with the longest hours where more than one job was held at the same time.

The E.E. Work Force and LMAS estimates and the level of visible minority representation are presented in Text Table 4. The LMAS population and visible minority estimates obtained were consistently lower than the E.E. Work Force estimates. (See also Appendix A). Determining why they are lower - including determining the amount of the difference which can be attributed to sample size and survey methodology; the lack of 15 year olds, people who worked during the previous year, or people in the Yukon and Northwest Territories in the LMAS - is beyond the scope of this paper.

However, the degree to which the two sources produce similar levels of representation of visible minorities is surprising. Levels of representation are central to the employment equity program since these are the targets which employers covered by the E.E. legislation must achieve. Section 4 of the Act specifies the employer's duty as removing employment barriers and:

instituting such positive policies and practices and making such reasonable accommodation as will ensure that persons in designated groups achieve a degree of representation in the various positions of employment with the employer that is at least proportionate to their representation

- (i) in the work force, or
- (ii) in those segments of the work force that are identifiable by qualification, eligibility or geography and from which the employer may reasonably be expected to draw or promote employees. (Section 4 (b)).

Therefore, Text Table 4 also shows the representation of visible minorities by sex, geography and occupational category in the E.E. Work Force and the LMAS. In Text Table 4:

- (i) **Canada** -- There is no difference between the level of representation of visible minorities in the E.E. Work Force (6.3%) and the LMAS (6.3%) nationally.
- (ii) **Sex** -- The LMAS provides a marginally higher level of representation of visible minority men (6.1% cf. 6.0%) and a marginally lower level of representation of visible minority women (6.5% cf. 6.7%).
- (iii) **Province** -- The difference in level of representation is less than 1 for most provinces, but for the three most important visible minority provinces, the LMAS gives a lower representation in Ontario, and a higher representation in B.C. and Quebec.
- (iv) **Occupation** -- The differences between the LMAS and E.E. Work Force are greatest for the levels of representation for occupations, by sex. (See Appendix-Table 2). In particular, the LMAS gives higher levels of representation among male supervisors; and lower levels among male upper level managers, male service workers, women upper level managers, women skilled and semi-skilled trades and manual workers. Much of the variation observed between the occupations reported by LMAS and the Census may be attributed to the different ways in which occupational information is reported in the two sources.

Text Table 4. Comparisons of Census and LMAS Data for Visible Minorities and the Total Population, by Sex, Geographic Location and Occupation

	E.E. Work Force			LMAS		
	Population	Vis.Min.	% V.M.	Population	Vis.Min.	% V.M.
CANADA	13,857,775	872,695	6.3	11,861,474	741,942	6.3
<u>Sex</u>						
Men	7,759,600	466,955	6.0	6,734,850	409,122	6.1
Women	6,098,175	405,740	6.7	5,126,623	332,820	6.5
<u>Province/Territory</u>						
Newfoundland	264,965	1,675	0.6	204,762	1,278	0.6
Prince Edward Island	67,800	695	1.0	55,411	410	0.7
Nova Scotia	443,105	11,840	2.7	359,704	10,001	2.8
New Brunswick	348,745	3,650	1.0	284,182	2,676	0.9
Quebec	3,343,575	112,250	3.4	2,906,535	117,346	4.0
Ontario	5,262,535	447,355	8.5	4,620,778	340,115	7.4
Manitoba	585,445	30,925	5.3	498,865	29,824	6.0
Saskatchewan	544,880	12,645	2.3	458,946	10,847	2.4
Alberta	1,394,520	90,675	6.5	1,170,317	74,062	6.3
British Columbia	1,560,130	159,975	10.3	1,301,970	155,377	11.9
Yukon	14,900	330	2.2	n.a.	n.a.	n.a.
Northwest Territories	27,180	680	2.5	n.a.	n.a.	n.a.

Text Table 4. - Continued

	E.E. Work Force			LMAS		
	Population	Vis.Min.	% V.M.	Population	Vis.Min.	% V.M.
<u>City</u>						
Halifax	171,665	7,740	4.5	146,775	6,694	4.6
Montreal	1,588,650	103,380	6.5	1,374,302	105,482	7.7
Toronto	2,108,780	345,700	16.4	1,733,062	254,010	14.7
Winnipeg	361,410	28,235	7.8	304,969	22,907	7.5
Regina	108,090	4,565	4.2	83,397	3,840	4.6
Calgary	417,795	39,800	9.5	326,622	24,501	7.5
Edmonton	472,240	39,220	8.3	379,829	39,346	10.4
Vancouver	790,275	127,475	16.1	672,795	128,192	19.1
<u>Occupations</u>						
All	13,857,775	872,695	6.3	11,861,474	741,942	6.3
U.L. Managers	200,330	8,200	4.1	133,302	2,908	2.2
Mid. Managers	975,280	46,170	4.7	1,073,434	59,338	5.5
Professionals	1,667,195	118,995	7.1	1,570,022	123,323	7.9
Semi-Prof. and Tech.	635,760	39,640	6.2	581,754	33,331	5.7
Supervisors	336,915	25,210	7.5	356,652	31,525	8.8
Foremen/Women	368,955	13,230	3.6	353,923	13,792	3.9
Clerical	2,360,495	146,745	6.2	1,908,539	110,961	5.8
Sales	1,067,655	54,275	5.1	904,939	47,841	5.3
Service	1,382,455	115,390	8.3	1,264,708	89,858	7.1
Sk. C. and Trades	1,056,650	39,820	3.8	1,043,414	32,230	3.1
Semi-sk. Manual	1,249,320	59,610	4.8	975,116	48,063	4.9
Other Manual	2,060,760	163,725	7.9	1,695,665	148,765	8.8

Text Table 4. - Concluded

	E.E. Work Force			LMAS		
	Population	Vis.Min.	% V.M.	Population	Vis.Min.	% V.M.
<u>Visible Minority</u>						
<u>Men</u>						
All	7,759,600	466,955	6.0	6,734,850	741,942	6.1
U.L. Managers	165,415	6,680	4.0	113,906	2,715	2.4
Mid. Managers	652,245	31,470	4.8	711,311	42,444	6.0
Professionals	778,700	65,240	8.4	741,521	69,479	9.4
Semi-Prof. and Tech.	314,415	20,810	6.6	284,273	16,690	5.9
Supervisors	175,365	14,025	8.0	200,119	20,642	10.3
Foremen/Women	339,145	10,955	3.2	320,722	11,616	3.6
Clerical	473,595	38,125	8.0	369,132	26,738	7.2
Sales	555,495	29,640	5.3	468,777	20,322	4.3
Service	534,675	55,385	10.4	479,515	40,169	8.4
Sk. C. and Trades	968,625	34,150	3.5	976,233	29,420	3.0
Semi-sk. Manual	1,074,245	48,405	4.5	882,589	43,660	4.9
Other Manual	1,459,365	91,000	6.2	1,186,747	85,223	7.2
<u>Visible Minority</u>						
<u>Women</u>						
All	6,098,175	405,740	6.7	5,126,623	332,820	6.5
U.L. Managers	34,915	1,520	4.4	19,396	193	2.4
Mid. Managers	323,035	14,700	4.6	362,122	16,894	4.7
Professionals	888,500	53,755	6.1	828,501	53,844	6.5
Semi-Prof. and Tech.	321,340	18,830	5.9	297,481	16,641	5.6
Supervisors	161,550	11,185	6.9	156,533	10,883	7.0
Foremen/Women	29,815	2,275	7.6	33,200	2,176	6.6
Clerical	1,886,905	108,620	5.8	1,539,407	84,223	5.5
Sales	512,155	24,635	4.8	436,161	27,519	6.3
Service	847,785	60,005	7.1	785,193	49,689	6.3
Sk. C. and Trades	88,020	5,670	6.4	67,180	2,810	4.2
Semi-sk. Manual	175,070	11,205	6.4	92,526	4,403	4.8
Other Manual	601,395	72,725	12.1	508,918	63,541	12.5

APPENDIX

Table 1. Census and LMAS Data: Differences in Counts for Visible Minorities, by Sex, Geographic Location and Occupation

	Visible Minorities			
	E.E. Work Force	LMAS	Diff. (#)	Diff. (%)
CANADA	872,695	741,942	-130,753	-15.0
<u>Sex</u>				
Men	466,955	409,122	-57,833	-12.4
Women	405,740	332,820	-72,920	-18.0
<u>Province/Territory</u>				
Newfoundland	1,675	1,278	-397	-23.7
Prince Edward Island	695	410	-285	-41.0
Nova Scotia	11,840	10,001	-1,839	-15.5
New Brunswick	3,650	2,676	-974	-26.7
Quebec	112,250	117,346	5,096	4.5
Ontario	447,355	340,115	-107,240	-24.0
Manitoba	30,925	29,824	-1,101	-3.6
Saskatchewan	12,645	10,847	-1,798	-14.2
Alberta	90,675	74,062	-16,613	-18.3
British Columbia	159,975	155,377	-4,598	-2.9
Yukon	330	n.a.	-330	-100.0
Northwest Territories	680	n.a.	-680	-100.0
<u>City</u>				
Halifax	7,740	6,694	-1,046	-13.5
Montreal	103,380	105,482	2,102	2.0
Toronto	345,700	254,010	-91,690	-26.5
Winnipeg	28,235	22,907	-5,328	-18.9
Regina	4,565	3,840	-725	-15.9
Calgary	39,800	24,501	-15,299	-38.4
Edmonton	39,220	39,346	126	0.3
Vancouver	127,475	128,192	717	0.6
<u>Occupations</u>				
All	872,695	741,942	-130,753	-15.0
U.L. Managers	8,200	2,908	-5,292	-64.5
Mid. Managers	46,170	59,338	13,168	28.5
Professionals	118,995	123,323	4,328	3.6
Semi-Prof. and Tech.	39,640	33,331	-6,309	-15.9
Supervisors	25,210	31,525	6,315	25.0
Foremen/Women	13,230	13,792	562	4.2
Clerical	146,745	110,961	-35,784	-24.4
Sales	54,275	47,841	-6,434	-11.9
Service	115,390	89,858	-25,532	-22.1
Sk. C. and Trades	39,820	32,230	-7,590	-19.1
Semi-sk. Manual	59,610	48,063	-11,547	-19.4
Other Manual	163,725	148,765	-14,960	-9.1

Table 2. Census and LMAS Data: Differences in Percentage Distributions of Visible Minorities, by Sex, Geographic Location and Occupation

	Representation of Visible Minorities			
	E.E. Work Force	LMAS	Diff. (#)	Diff. (%)
	percent	percent		
CANADA	6.3	6.3	0.0	0.0
<u>Sex</u>				
Men	6.0	6.1	0.1	1.7
Women	6.7	6.5	-0.2	-3.0
<u>Province/Territory</u>				
Newfoundland	0.6	0.6	0.0	0.0
Prince Edward Island	1.0	0.7	-0.3	-30.0
Nova Scotia	2.7	2.8	0.1	3.7
New Brunswick	1.0	0.9	-0.1	-10.0
Quebec	3.4	4.0	0.6	17.6
Ontario	8.5	7.4	-1.1	-12.9
Manitoba	5.3	6.0	0.7	13.2
Saskatchewan	2.3	2.4	0.1	4.3
Alberta	6.5	6.3	-0.2	-3.1
British Columbia	10.3	11.9	1.6	15.5
Yukon	2.2	n.a.	n.a.	n.a.
Northwest Territories	2.5	n.a.	n.a.	n.a.
<u>City</u>				
Halifax	4.5	4.6	0.1	2.2
Montreal	6.5	7.7	1.2	18.5
Toronto	16.4	14.7	-1.7	-10.4
Winnipeg	7.8	7.5	-0.3	-3.8
Regina	4.2	4.6	0.4	9.5
Calgary	9.5	7.5	-2.0	-21.1
Edmonton	8.3	10.4	2.1	25.3
Vancouver	16.1	19.1	3.0	18.6

TABLE 2. - Concluded

Representation of Visible Minorities				
	E.E. Work Force	LMAS	Diff. (#)	Diff. (%)
	percent	percent		
<u>Visible Minority Men</u>				
All	6.0	6.1	0.1	1.7
U.L. Managers	4.0	2.4	-1.6	-40.0
Mid. Managers	4.8	6.0	1.2	25.0
Professionals	8.4	9.4	1.0	11.9
Semi-Prof. and Tech.	6.6	5.9	-0.7	-10.6
Supervisors	8.0	10.3	2.3	28.8
Foremen/Women	3.2	3.6	0.4	12.5
Clerical	8.0	7.2	-0.8	-10.0
Sales	5.3	4.3	-1.0	-18.9
Service	10.4	8.4	-2.0	-19.2
Sk. C. and Trades	3.5	3.0	-0.5	-14.3
Semi-sk. Manual	4.5	4.9	0.4	8.9
Other Manual	6.2	7.2	1.0	16.1
<u>Visible Minority Women</u>				
All	6.7	6.5	-0.2	-3.0
U.L. Managers	4.4	1.0	-3.4	-77.3
Mid. Managers	4.6	4.7	0.1	2.2
Professionals	6.1	6.5	0.4	6.6
Semi-Prof. and Tech.	5.9	5.6	-0.3	-5.1
Supervisors	6.9	7.0	0.1	1.4
Foremen/Women	7.6	6.6	-1.0	-13.2
Clerical	5.8	5.5	-0.3	-5.2
Sales	4.8	6.3	1.5	31.3
Service	7.1	6.3	-0.8	-11.3
Sk. C. and Trades	6.4	4.2	-2.2	-34.4
Semi-sk. Manual	6.4	4.8	-1.6	-25.0
Other Manual	12.1	12.5	0.4	3.3