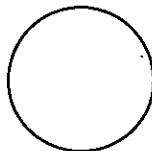


**Employment
Equity
Data
Program**

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



THE LABOUR MARKET ACTIVITY OF GROUPS

DESIGNATED UNDER

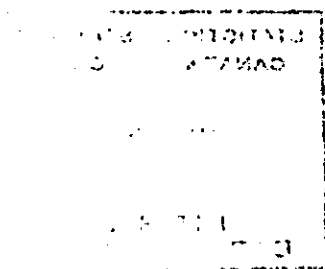
THE EMPLOYMENT EQUITY ACT

1988 - 1989

**Part 1
(1.15)**

**STATISTICS STATISTIQUE
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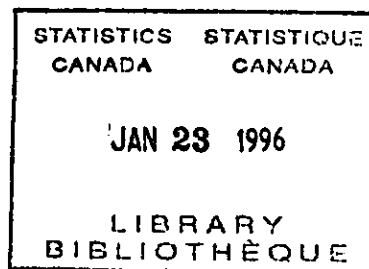
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THE LABOUR MARKET ACTIVITY OF GROUPS
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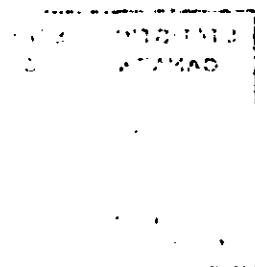
1988 - 1989

Part 1
(1.15)



A study prepared for:
The Interdepartmental Working Group
on Employment Equity Data

February, 1993



Preface

The principal investigator in the study being reported was Irving R. Silver. Ken Cheung and Laval Lavallée conducted the computational work. Marc Prud'homme assisted with the initial drafting of the text.

IRSA wishes to thank the staff of Employment Equity Branch, Technical Services Directorate, Employment and Immigration Canada, especially Messrs. Rick Henderson, Director, Rich Watson and Syed Naseem, for their comments on the work in its various stages.

Executive summary

Four groups have been designated under the Employment Equity Act: Women, Visible Minorities, Aboriginal Peoples and Persons with Disabilities. With the aid of the Labour Market Activity Survey, the characteristics of these groups are examined for the period 1988-1989 and are compared, where possible, with 1986-1987.

Socio-demographic characteristics

- The visible minority and the Aboriginal peoples populations are younger, and persons with disabilities are older, than are the rest of the Canadian population.
- In the Aboriginal peoples and persons with disabilities populations education levels are lower, but in the visible minority population higher, than in the Canadian population generally.
- The visible minority and Aboriginal peoples groups are much more concentrated geographically than is the general population.

Labour force participation, employment and unemployment rates

- The participation rates of women are lower than those of men, both in the population as a whole and in the designated groups. Between 1986 and 1989, participation rates for women, visible minorities and (since 1988) persons with disabilities decreased. For the Aboriginal peoples population, rates have increased and by the end of 1989 were close to those of the general population.
- For visible minority and Aboriginal peoples populations, unemployment rates decreased more rapidly than for the general population over the period 1986-1989. For persons with disabilities and Aboriginal peoples, rates have remained above those of the general population over the same period.

Employment characteristics

- Women are concentrated in the clerical, professional and service occupations.
- Employees from all the designated groups except those with disabilities are more likely than employees generally to have paid rather than self-employment.
- Women are more likely than men to hold part-time employment. The growth of part-time relative to full-time employment is associated with the increase of female employment as a share of total employment.

- Women, as well as visible minority and Aboriginal peoples employees are less likely than men in the general population to hold long-term jobs. Paid employees in all the designated groups are less likely than men in the general population to be employed in very large firms. Women and those in visible minorities are less likely to be unionized.
- The share of women in low-paying jobs is both higher than that of men and is decreasing at a slower rate; however, they have been advancing into the higher-paying jobs at a faster rate than men. Employed members of the other designated groups have generally lower incomes than Canadian employees as a whole.

The covered sector

- The finance, transportation and communication industries contain much of the employment covered by the Legislated Employment Equity Program (LEEP). Within the sector defined by those industries, a high proportion of female employees from the general and the visible minorities populations are in finance, while employees from the persons with disabilities and Aboriginal peoples populations are more concentrated in transportation.
- The share of women in total employment is much smaller in the covered sector than in industry generally. Ontario, the Prairie Provinces and British Columbia together account for over 80% of covered sector employment of the visible minority, persons with disabilities and Aboriginal peoples populations. Much larger proportions of both female and male employees in all groups are full-time employees in the covered sector than in all sectors combined.
- Wages for full-time employed women are lower than for the general population in the covered sector.

The individual designated groups and men and women within those groups have very disparate labour market characteristics. Employment experience and progress have also differed among groups in the recent past. These disparities suggest that the individual groups may be affected very differently by the employment equity programs.

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1.0 INTRODUCTION

1.1 Purpose of this study

The purpose of this study is to examine a number of characteristics of groups designated under the Employment Equity Act, using the results of the Statistics Canada Labour Market Activity Survey (LMAS).

Statistics Canada has recently assembled, in the form of a "longitudinal file", data from the two sets of interviews of LMAS covering the reference years 1988 and 1989. In the second round of this two-year set, households originally interviewed about their labour market activity in 1988 were re-interviewed about their activity during the year 1989. The resulting data file contains information on labour market activity of persons of labour force age over the entire 24-month period. The master file contains identifiers for all of the four Employment Equity designated groups. Because the survey does not allow the creation of a representative sample of Aboriginal peoples, this group is not identified on the file released to the public. For this reason, and because it contains greater detail on a number of other data items, the master file has been used for all the computations performed in this study.

The 1988-1989 longitudinal file is the second such file made available by Statistics Canada. It has therefore been possible, in the present report, to compare the results with those reported in a prior study: "The Labour Market Activity of Groups Designated Under the Employment Equity Act: 1986 - 1987". A direct comparison, however, is not possible for each element of the analysis, since the previous report was based on the publicly-available data file, whereas the present analysis is based on the more detailed master file.

1.2 Organization of the report

The report consists of a series of discussions of data tabulations, the text of the discussions and a few key tables being contained in Part 1 and the complete set of tabulations in Part 2. Two main types of tabulations are included. Firstly, one-way distributions of characteristics are shown and compared to the population at large, by sex, and for the visible minority, persons with disabilities and Aboriginal peoples populations. The male and female components of each of these populations are shown separately where possible.

In the second type of tabulation, distributions of characteristics for women and for total employees are provided. Cross-tabulations are not shown for the other designated groups because, upon examination, it was found that the numbers of observations were too small for this type of analysis to yield results that could be interpreted as being significant.

Data from both the 1986-1987 and 1988-1989 files have been employed to construct time series of the main labour market rates, viz.; participation, employment and unemployment.

1.3 Definition of terms

Populations: each of the tables is specific to one of several populations, as appropriate to the subject matter and to the constraints of the data as obtained from the LMAS file. For example, the size-of-firm information was coded only for paid employees. The self-employed therefore had to be excluded from the tabulations pertaining to size of the employer's firm. Estimates of population sizes, by male and female, corresponding to the principal concepts used in the study are shown in the tabulation at the end of this section.

Job characteristics, e.g., industry of employment, pertain to the first job held by the respondent during the year. For the great majority of respondents with employment at some time during either year, it was the only job and was held over the entire period, with or without interruptions. For others, however, the reported job characteristics do not reflect the entirety of work experience over the period. For example, a respondent who is self-employed at the start of the year but who subsequently becomes a paid employee is excluded from wage rate tables, since wages are reported only for those jobs in which the person is a paid employee.

The definitions of the individual population groups are as follows:

Persons of labour force age: all persons residing in the 10 provinces, except military personnel on bases and institutional population, between the ages of 16 and 69

Labour force: persons having at least one job during the period, whether self-employed or as a paid employee, or looking for work at some time during the period

Employees: persons having at least one job during the period.

Designated groups: members of visible minorities and Aboriginal peoples were identified on the basis of answers to the LMAS question: "From which of the following groups did your parents or grand-parents descend?" Possible answers were any one or a combination of groups associated with particular countries or regions, e.g., Korean. Respondents who did not answer in the affirmative to any of the items corresponding to visible minority but did answer "yes" to "North American Indian", "Metis" or "Inuit" were classified as Aboriginal persons. A series of questions seeking information on disabilities was used to construct a data set identifying respondents with a disability and the type of disability. For the present study, the disabilities population was defined as those who were actually or potentially limited at work or who were totally unable to work. Since the latter would not have reported employment during the period, they would not have been included in the labour force population. Tabulations of the labour force or the employed would therefore include only those limited at work. The population of persons with disabilities does not include those who were classified as either visible minority or Aboriginal (e.g., an Aboriginal person who is limited at work is not counted in the tabulations of the disabled). Any resulting under-estimate would be very small.

Occupation: (Tables 3, 4, 8, 9, 20, 21, 29, 30, 31)

The 12-way categorization of occupations was created from the finer 4-digit-level classes of the Standard Occupational Classification and coded in the LMAS computer files. The four-digit

level represents a fine degree of detail with respect to job characteristics. Nevertheless, some of these categories are of a miscellaneous nature, hence cannot be allocated entirely to any one of the twelve more general classes. In the tables, observations on employees in these miscellaneous categories have been excluded; hence the estimate of total population is less than the estimate for the same population (total employees, etc.) in those tables in which occupation is not one of the variables. The occupational classification employed in this report cannot be reconciled with the one used in the previous report for 1986.

Size of employer's firm: (Table 16)

For those respondents indicating their place of employment was the only location operated by their employer, a value for size of the firm in terms of numbers of employees was imputed where the respondent did not himself/herself state a figure; hence all respondents known to be employed in single-establishment firms have a value for size-of-firm. Where the respondent did not know whether there were other establishments, or where he/she did not know how many persons were employed at other establishments, they were coded "Do Not Know". Hence, all respondents in the "Do Not Know" category were not knowingly employed in single-establishment firms.

Covered sector: (Tables 4, 7, 26)

The Covered Sector as defined in this study approximates the populations of employees and their firms who are covered by the Legislated Employment Equity Program. For this report, the Covered Sector population is identified from the employer's 3-digit Standard Industrial Classification (SIC) code shown on the LMAS master file. Included in the definition are firms for which the number of employees is 100 or greater. By this definition, all employees in the covered sector are paid employees. The industries include most of the components of the banking, transportation, communication sectors as well as a number of others spread across the whole gamut of the SIC.

In those tables, e.g., Table 18, in which some dimension was classified against industry, the four-way breakdown finance/transportation/communication/other has been employed in order to obtain more detail on these major component industries of the covered sector without transgressing Statistics Canada confidentiality requirements.

Weeks active, employed, unemployed: (Tables 24, 32, 33, 34, 35, 36)

When captured at a moment in time, rates of labour force activity, employment and unemployment, as, e.g., in the Labour Force Survey of Statistics Canada, are expressed as proportions of the total population (activity, employment) or of the labour force (unemployment). The data from the LMAS allow us to calculate these rates as weeks per year. It is therefore possible to report both a single average rate for each sub-population of interest, equivalent to averaging monthly rates over the year, and to construct distributions for each of these rates. In this report, all three measures are related to the labour force (see discussion under Population). Thus, e.g., weeks active refers to weeks employed or unemployed for those who had at least one week of employment or unemployment during the year.

Weeks active as reported in the LMAS file (the actual data item is weeks inactive which, when subtracted from 53 yields weeks active) is a broader definition than the one conventionally used by Statistics Canada. It is based on a definition of unemployment as wanting, but not actually searching for, employment, in addition to (the conventional) wanting and searching for employment. The definition used for the figures on unemployment contained in this report, however, is the conventional one. Thus, in the tables shown, the figures for weeks active are slightly larger than the sum of weeks employed and weeks unemployed for some of the sub-populations. Figures for weeks active that are consistent with the conventional definition can easily be obtained by summing the respective figures for employment and unemployment.

POPULATION ESTIMATES (MILLIONS)				
	1986		1988	
	Male	Female	Male	Female
Persons of labour force age	8.5	8.8	8.8	9.0
All employees	7.5	6.0	7.6	6.3
Visible minority	0.45	0.38	0.44	0.37
Persons with disabilities			0.31	0.24
Aboriginal peoples			0.08	0.07
All employees, by occupation			7.3	5.8
Paid employees	6.4	5.4	6.4	5.6
Full-time paid employees	5.7	3.8	5.7	3.9
Part-time paid employees	0.7	1.5	0.7	1.7
Covered sector				
All employees	0.74	0.45	0.66	0.36
All employees, by occupation			0.66	0.36
Full-time employees			0.64	0.29
Part-time employees			0.03	0.07

2.0 DESIGNATED GROUPS: DEMOGRAPHIC CHARACTERISTICS

2.1 Age

The distribution by age/sex categories of the population of labour force age as of 1988 is shown in Table 1. Numbers of men and women are nearly equal in all age groups except the very youngest and the very oldest. Among those 16-19 years of age, there are 5% more men than women. In the 65-69 year age group, women outnumber men by 25%. Overall, however, the number of women exceeds the number of men by only about 2%. These figures are not significantly different from those reported for 1986¹.

- The age distributions among the population of labour force age are broadly similar for men and women.
- For the Aboriginal population of labour force age there are more women than men in most age groups and their numbers are 10% greater overall.
- The visible minority and the Aboriginal populations are younger, and persons with disabilities are older, than are the rest of the Canadian population.

Women outnumber men in the visible minority population in the very youngest (16-19) and in the older (55+) age groups. Among the Aboriginal population, there are 20% more women than men. Women outnumber men in all but one (20-24) of the age groups. The imbalance in this case may result from the fact that the figures are for the off-reserve population living in the ten provinces only; Aboriginal peoples living in the territories and/or on reserves are not included in the survey. The imbalance in numbers between the two sexes reflects differential rates of migration from the areas excluded to the areas included in the survey.

The visible minority and, to an even greater extent, the Aboriginal groups are younger than the balance of Canadians of labour force age. About 22% of the visible minority population and 29% of the Aboriginal population of labour force age are less than 25 years of age, compared with about 20% for the remainder of the population. A much larger share of persons with disabilities in the work force is in the older age groups, i.e., 55 and older, than is true for the other designated groups. This result is to be expected if disabling events occur over the course of the working-age phase of life, whether or not they are work-related and if the resultant disabilities tend to be long-term. In addition, the probability of accidents and illnesses leading to disabilities increases with age.

¹ References to the comparability of figures within this report and between this report and the one for 1986-87 are based upon a 95% confidence limit calculated using the data and procedures included in the Statistics Canada documentation of the LMAS.

For the visible minority population, these patterns may be attributable to the age structure of recent immigration and to higher fertility rates than those for the population at large. Similarly, for the Aboriginal population, movement from reserves and territories to the provinces may account for the relatively large shares of persons of labour force age in the younger age groups.

2.2 Education

- In the Aboriginal and persons with disabilities populations there are much larger proportions of women with no or only elementary education and smaller proportions of both men and women with university educations than in the general population.
- Among the visible minority population, by contrast, higher proportions of both men and women have university educations than in the general population.

In the general population, numbers of women and men with levels of education less than completion of post-secondary and university are about equal at each level (see Table 2). The proportion of men with completed university education, over 14%, is greater than that of women, with somewhat more than 11%; but the proportion of women with completed post-secondary education (16.2%) is greater than the corresponding proportion of men (13.2%). These figures are consistent with the corresponding estimates for 1986.

There are marked differences with the general population in the distributions among educational levels for each of the other designated groups. For the visible minority population, the proportions of persons with university education are much higher, at 26% for men and 19% for women, than for the general population. The shares are lower for those with none, elementary or some or completion of high school, at 48% for men and 56% for women. For the Aboriginal population and for persons with disabilities, by contrast, proportions of both men and women are lower at the post-secondary and university levels and higher (but only marginally so for Aboriginal men) at the none or elementary level than in the general population. These patterns are, again, consistent with the corresponding 1986 figures.

For the Aboriginal population, the proportion of women with no or only elementary education is notably higher than that of men. In the persons with disabilities population, a significantly larger proportion of men (40.2%) than of women (32.5%) have no or only elementary education. In addition, a larger proportion of disabled women (12.4%) than men (6.6%) have completed their high school education. Compared with the general population, for whom the share is less than 14%, over 35% of persons with disabilities of work-force age have no or only elementary education.

2.3 Province of residence

The distribution of persons of labour force age among provinces is shown in Table 5. The most striking feature is the concentration of the visible minority population in Ontario, with nearly 450,000 or over 44% of the total for Canada located there. This proportion is significantly larger than Ontario's share of the Canadian population, which is about 37%. Manitoba, Alberta

and British Columbia all have visible minority populations in excess of their shares in the total population of labour force age. Quebec, Ontario and British Columbia together account for over 80% of the visible minority population, as they did in 1986.

- Among them, Quebec, Ontario and British Columbia contain over 80% of the visible minority population.
- Ontario alone accounts for over 44% of the visible minority and for 30.8% of the Aboriginal population.
- Ontario, the Western Provinces, and BC together account for about 86% of the Aboriginal population.

Ontario's share of Canada's Aboriginal population, about 30%, while the largest of any single province, is smaller than its share of the general population. All the Western provinces have a greater share of this group than their share of the total population. Ontario, Alberta, and British Columbia account for approximately 65% of all Aboriginal persons. Compared with its share of the total population, Quebec has a much lower share of the Aboriginal population than all the other provinces.

Quebec has only 21.2% of persons with disabilities, compared with 26.3% of the total population. The Atlantic Provinces have notably higher proportions of persons with disabilities of both sexes and Manitoba and British Columbia of women in this group.

3.0 DESIGNATED GROUPS: EMPLOYMENT CHARACTERISTICS

3.1 Occupation

Among the employed in the Canadian labour force, a larger proportion are men (55.6%) than women (44.4%) (see Table 3). Women outnumber men by a wide margin in the clerical and service occupations. Those two categories together account for about one-half of female employees in the general population and in each of the designated groups. Women also outnumber men, but to a smaller extent, in the category of professionals which includes a large share of health-care personnel and teachers. Men outnumber women by proportionately larger amounts in upper- and middle-level management, sales, foremen/women, skilled crafts, and all levels of manual work.

- The Clerical and Service categories account for about half of female employment among the general population and in each of the other designated groups.
- Within the male employed population, those in visible minorities are less concentrated in the crafts, trades and manual work categories than are those in the general population, but those in the Aboriginal and persons with disabilities populations are even more concentrated.

Almost half (47%) of all employed men are in crafts, trades and manual work. The proportion is lower for visible minority men, but higher for men with disabilities and Aboriginal males. Nearly two-thirds (64.6%) of all employed women are found in clerical, service and professional occupations, amounting to nearly 29% of all employment, male and female.

Comparing the employed population in the other designated groups with the general employed population shows several disparities. A greater proportion of women with disabilities are employed in the service sector than are women in the general population. Among persons with disabilities, there are proportionately fewer male and female employees in management and the professions than in the general population; but men with disabilities have a higher share in skilled crafts and trades and the other manual workers categories. Women with disabilities have a greater share in the service sector than do women in the general population. The male Aboriginal population is unique in its degree of concentration in very few occupational groups. One-half of Aboriginal men are employed as semi-skilled manual workers or as other manual workers. The percentage of Aboriginal women who are employed as clerical or service workers (51%) is only slightly higher than the rate for female employees generally (48%).

Table 3

All employees: designated groups by occupation 1988

All sectors	Total		Visible minorities		Disabilities		Aboriginals	
	Sex		Sex		Sex		Sex	
	Male	Female	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%	%	%
Occupation								
Upper level manager	1.5	0.4	---	---	---	---	---	---
Middle level and other managers	10.2	7.8	12.1	6.5	4.5	4.2	7.0	---
Professionals	11.0	16.8	16.0	16.2	5.8	12.8	---	10.7
Semi-professionals and technicians	4.7	6.0	3.9	4.9	2.3	6.1	---	---
Supervisors	2.7	3.5	3.7	3.1	2.5	5.7	---	---
Foremen/forewomen	5.6	0.8	3.0	---	8.3	---	7.4	---
Clerical workers	6.3	31.0	8.8	28.7	6.1	27.0	---	25.1
Sales workers	3.1	2.2	1.2	---	2.6	---	---	---
Services workers	7.8	16.7	13.2	19.0	7.9	21.9	8.9	25.9
Skilled crafts and trade	14.6	1.8	6.5	---	18.1	---	6.7	---
Semi-skilled manual workers	12.0	2.1	11.3	1.7	13.1	2.6	13.2	---
Other manual workers	20.6	10.6	19.9	17.8	28.4	13.5	37.8	16.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Population	7,329,355	5,649,772	417,622	344,227	302,083	226,553	77,646	64,681

3.2 Province of employment

The distribution of employment among provinces is shown in Table 6. The distribution of employment among provinces, as might be expected, follows approximately the same pattern in the 1988 survey as the one of 1986. Men account for 54.8% of total employment versus 45.2% for women. The proportion of employees who are women has increased somewhat since the last survey, from 44.3% in 1986 to 45.2% in 1988; but it still lags behind the rate for men. With the sole exception of Manitoba, in which there was a slight decrease, this increased share of employment for women has occurred in all the provinces.

- The male/female proportions of employees are about the same for the designated groups as for the population as a whole.
- Employment for visible minorities and persons with disabilities is more concentrated in Ontario and British Columbia than is employment in the general population.
- Employment among Aboriginal peoples is proportionately higher in the western provinces than in the remainder of Canada.

To examine the effects of differential rates of employment among the provinces, Table 6 may be compared with the regional distribution of individuals of labour force age shown in Table 5. The employment rate for women is relatively high in Ontario. While 37.1% of all women of labour force age live in that province, it accounts for 38.8% of all women employees. This pattern is also present in the three Western Provinces. Quebec, by contrast, accounts for 26.4% of the women of labour force age but employs only 24.4% of them.

Ontario employs 46.5% of total visible minority workers. Ontario's share of employed visible minority men has increased from 44.8% in 1986 to 46.7% in 1988; while that of women has decreased from 46.2% to 45.1%. Manitoba, Alberta and British Columbia also have higher shares of visible minority workers than their shares of workers generally. The largest of the remaining provinces, Quebec, has a 25.1% share of total workers, but employs only 17.2% of visible minority workers. Its share of male and female visible minority workers has increased since the last survey, however, from 16.7% and 16.4% respectively in 1986 to 17.3% and 17.2% in 1988.

Ontario also has a high employment rate for both sexes in the persons with disabilities and Aboriginal populations. Again, Quebec presents a contrast, the employment rate for both of these categories being the lowest among the regions. Except for Manitoba, all of the Western Provinces have relatively high rates of employment for Aboriginal men.

3.3 Industry of employment

Table 10 compares the distributions of workers among industries. The categorization of industries employed in this study emphasizes those sectors with the greatest numbers of employees covered by the Legislated Employment Equity Program: finance, transportation and communication. The small number of observations on members of the designated groups in these sectors makes a complete analysis by sex, other than for the entire Canadian population, impossible.

There are fewer women than men in all sectors but finance. Women in finance as a share of total employment in all sectors has declined significantly from a rate of 2.0% in 1986 to 1.7% in 1988.

- Visible minorities are more concentrated in the field of finance than is the total Canadian employed labour force.
- By contrast, persons with disabilities are less concentrated in the finance and in the communication fields.
- Aboriginal employees are more concentrated in the transportation sector.

Members of visible minorities are more concentrated in the finance sector, with 4.0%, but to a lesser extent in the transportation sector, 2.3%, compared with the respective rates, 2.5% and 3.6%, for the population as a whole. Aboriginal employees, by contrast, are found in greater proportions than the general population in the areas of transportation and communication. There are lower proportions of persons with disabilities in both the finance and the communication sectors, 1.3% and 1.5%, than there are of the general population.

3.4 Type of employment

- Women are more apt than men to be paid employees.
- Aboriginal peoples and male visible minority workers are slightly more likely than those in the general population to be paid employees.
- Both male and female workers with disabilities are much more likely to be self-employed.

Among the employed, paid workers account for the great majority of jobs, nearly 87% according to Table 11. Women are even more apt than men to be paid employees, with 89.7% versus 83.8% for men. The number of male paid employees has decreased slightly since 1986; but the results are generally consistent with those of the earlier year. Of the self-employed, over two-thirds are men as was also the case in the 1986 survey.

The patterns of employment by type among the visible minority, persons with disabilities, the Aboriginal populations and the remainder of the Canadian population are broadly similar. In contrast with the results of 1986, however, visible minority women have shifted away from paid employment towards self-employment. The male visible minority and male and female Aboriginal populations show higher shares in the "*Paid Worker*" category than does the general population. Persons with disabilities show higher proportions than the total population in the self-employed category.

3.5 Full-time/part-time status

- For employed women the share of jobs that are full-time is much smaller than for men. Only 11% of employed men, compared with 30% of women hold part-time jobs.
- Between 1986 and 1988, there has been a slight shift from full-time to part-time jobs for most groups.

The proportion of women holding paid jobs has increased from 45.7% to 46.8% since 1986 as a result of their increased share in the part-time employment sector. Although women account for nearly 47% of all paid jobs, they hold less than one-third of full-time jobs, as shown in Table 14. Only 11% of men with paid employment hold part-time jobs, compared with 30% of women. The proportion of male employees working part-time has increased slightly, from 10% to 11% since 1986, which is an indication of slower economic growth. While visible minority men are also shifting away from full-time to part-time work, from 11% in 1986 to 13% in 1988, a higher proportion of visible minority women work full-time and a lower proportion work part-time than in 1986. For the persons with disabilities and Aboriginal populations, the distribution of part-time and full-time employment is about the same as that for the population in general. Aboriginal women, however, hold proportionately more part-time and less full-time jobs than the general population.

3.6 Length of job tenure

Designated groups are shown in Table 15 by length of job tenure, defined as the length of time a person employed at the beginning of the year had held that job. A large proportion of total employees, around 46%, have occupied their jobs for over five years. Men, amounting to 56% of total employees, account for 62% of the group of employees who have held their jobs for over 5 years. Except for the category "*10 years or more*", women show higher proportions in all of the job tenure categories than men. Thus, women occupy proportionately more of the shorter-term jobs. Conversely, while one in three male employees have tenures of 10 years or more, only one in five female employees do. Compared with the distributions for all employees, proportionately more of the visible minority employed population, both men and women, have shorter job tenures, i.e., 0-2 years.

Of total visible minority employees, 44.1% are in these categories versus 35.6% for the general population. Of employees in the general population, 18.1%, compared with 21.3% of visible minorities, have been at their jobs 2-5 years. A much smaller proportion, 34.6%, of the latter group, versus 46.3% of the general population have been at their jobs for more than 5 years. Thus, only 36.4% of visible minority men and 32.1% of visible minority women have been in their jobs for over 5 years, well below the respective figures of 51.5% and 39.7% for all employees.

- Nearly half of all employed persons have held their jobs for five years or more. Men hold more of these long-term jobs than do women.
- Persons with disabilities, especially men, have longer tenures than Canadian employees generally.
- The 1988 job tenure figures show slightly higher proportions in the categories of 5 years or more than the 1986 figures.

Aboriginal employees are concentrated in the shorter-term categories. Almost 50% of this population has job tenures less than 2 years. The figures for 5 years or more are 34.6% for men and 23.8% for women.

Male persons with disabilities are most heavily distributed (60.4%) in the long tenure categories, i.e., 5 or more years, well exceeding the figures for all other groups. The figures for female persons with disabilities in these long-term groups are also higher than, but closer to, the figures for the overall population.

The 1988 percentages of employees in long tenure categories are significantly larger than the 1986 figures. The 1988 overall population percentage in the 5-year-or-more group is 46.3% versus 43.9% for 1986. Among visible minorities, significantly larger proportions of men are found in the 0-6 months and the 3-5 years categories than in 1986-87. Visible minority women have shifted away from the middle-tenure categories towards the shorter-term categories — 21.7% of visible minority women were in the 0-3 months and 3-6 months categories in 1988 compared with 7.9% in 1986-87.

3.7 Size of employer's firm

- Employees in the visible minority, persons with disabilities and Aboriginal populations and women in general are more concentrated in smaller firms and less in the very large firms of 500-or-more persons than is the male general population.

As shown in Table 16, employees are generally concentrated in the two extreme size classes of firms, those with fewer than 20 and those with 500 or more persons, where the two groups represented about 24% and 37% of all employees respectively. There are only small differences in the distributions of male and female employees, although the proportions of women are somewhat higher for the very smallest (1-19 employees) firms, except for persons with disabilities.

Excluding the "Do Not Know" category, smaller shares of employees, both male and female, in the visible minorities, disabilities and Aboriginal populations are employed in the largest

(500+) firms. Visible minorities are distributed in about the same pattern as the general population in the categories of firm size other than the very largest. A large share of Aboriginal employees are in firms employing less than 99 persons (54%), compared to 45% in the general population.

The 1988 distributions of employees in the general and in the visible minority populations across different firm sizes are similar to the patterns observed in the 1986 survey, with a few notable exceptions. There has been an increase in the share of visible minority men and women in the smallest firms and a significant drop in the proportion of women in this group who are employed in firms of 100 to 499 employees since 1986. Proportionately larger numbers of persons with disabilities, both male and female, are in very small firms and fewer, especially women, in the largest firms.

3.8 Unionization

- Among the general population, men held 60% of unionized jobs, compared to 53% of all jobs.
- Visible minorities are 27% unionized compared to 33% of the employed population overall.
- Visible minority men and Aboriginal women have lower incidences of unionization than the total work force of their respective sexes.
- The overall rate of unionization has remained constant since 1986; but visible minority men have become less unionized and visible minority women more unionized.

Among employees generally, one-third are in jobs that are unionized or otherwise covered by collective bargaining, as shown in Table 17. Men hold 60% of these unionized jobs, compared to 53% of all paid jobs, reflecting the dominance of trades, processing and other manufacturing-oriented occupations in the composition of unionized labour. The share of unionized jobs held by women while lower, is nevertheless substantial, and is associated mainly with the large numbers of teachers and health-care and other public sector employees in the female work force.

Among the visible minorities employee population, the incidence of unionization is lower than in the employed population overall, at 27% compared with 33%, reflecting primarily their relatively small numbers in those industry sectors where unionization is strongest. Of visible minority men, 25% are in unionized jobs compared with 37% for the employed male population. The incidence of unionization among women in the persons with disabilities and visible minority populations is similar to that of women in the total population, 28%. Only visible minority men (25%) and Aboriginal women (22%), have lower rates of unionization than the total work forces of their respective sexes.

The rate of unionization in the employed population as a whole has remained constant since 1986, when it was at 32.8% versus 33% for 1988. The 1988 figures show an increased female unionization from 12.8% in 1986 to 13.3% in 1988. The corresponding male figures show no significant differences. The visible minority male population has undergone a decrease in unionization from 30% in 1986 to 25.3% in 1988 but the female visible minority population has experienced an increase of 4.4% to 28.4% for the corresponding period.

4.0 EMPLOYED WOMEN AND ALL EMPLOYEES: DEMOGRAPHIC AND EMPLOYMENT CHARACTERISTICS

4.1 Age and occupation

The ages of employees are closely related to their length of experience in the labour force. Experience is in turn related to the type of job held. The employee, e.g., in a supervisory position normally has "worked his/her way up" through a series of positions of increasing responsibility with one or more employers. Consequently, we would expect employees in higher-level positions to have a tendency to be older than other employees.

- In the managerial and professional occupations, women are increasingly under-represented with age, indicating either that women in these occupations withdraw from the labour force or that more equal representation is gradually, over time, progressing through the age structure.
- Women have significantly higher participation rates than men in certain job categories, such as the clerical, professional and services sectors, reflecting a continuation of traditional types of female jobs. In all of these sectors the female workforce has very large proportions in the younger age groups.

Table 8 shows the distributions in 1988 by age and occupation for all employees and for female employees. Women show a smaller proportion of older employees than the Canadian employed labour force generally. Thus, the proportion of all employed women in the oldest categories (55 years and more), 7.6%, is smaller than the proportion of employed individuals of both sexes, 9.7%, whereas the 19.1% share of women in the oldest age categories among the population of labour force age, by contrast, is higher than that of the population generally, at 17.7% (see Table 1). The distribution of employed women among the other age categories is very similar to that of the population in general, however. There are two possible explanations. First, many women who withdraw from the labour force for child-rearing or other purposes during the early and middle years of labour force age do not re-enter later in life. Second, the increased participation rates of women in recent years have been concentrated in the entry of the young and to a lesser extent the re-entry of the middle-aged; the effect has not yet reached the older age categories.

The proportion of women in mid-management positions is about 80% of that for the labour force as a whole, 7.8% versus 9.2%. The proportion of women in the 20-44 age category holding mid-management positions, 76.3%, is higher than that of the population in general, 68.4%. For the older age category 45-69, women are under-represented compared to all employees, 23% versus 30.6%. There are at least two possible explanations, mutually exclusive, for this pattern. First, there is progress toward employment equity which takes the form of a greater rate of hiring and promotion of younger women into managerial positions. Most of these women might be expected to remain in managerial positions over the course of their careers. Over time,

therefore, the distribution among age categories of the share of women in mid-management jobs would be very similar to that of men. Second, women are hired or promoted into low-level managerial positions; but they do not progress at the same rate as do men to high-level positions. Instead, and perhaps partly as a consequence, they withdraw from the labour force for child-rearing or other purposes, or switch to non-managerial positions.

Professionals account for the second largest employment group for women at 16.9% of the total employed female population. This rate is higher than the rate for the general population, 13.7%, probably because women traditionally pursue careers such as teaching and health-care at much greater rates than men. As in the case of managers, and possibly for one of the same reasons, a large proportion of women in this category are found in the younger age groups, about 76% of women in this category are under the age of 44, compared with about 72% for the general population.

Approximately one-third of all employed women work in the clerical field, compared with 17% of the general population. Just over 50% of the women working in this field fall within the 25-44 age category. Women are also heavily concentrated in the services category, where 16.7% of them are employed compared with 11.7% for the population in general. A very large proportion of women employed in this category are concentrated around the very young age groups; 20.6% of women working in this area are in the 16-19 age category and just over 60% are under 34 years of age.

Table 8

All employees and employed women: age by occupation - 1988

All sectors, All employees	Age Group							
	Total	16-19	20-24	25-34	35-44	45-54	55-64	65-69
	%	%	%	%	%	%	%	%
Occupation								
Upper level manager	1.0	---	---	0.4	1.6	1.5	2.4	---
Middle level and other managers	9.2	0.1	4.9	9.2	12.0	12.2	9.1	10.0
Professionals	13.7	1.7	9.3	14.4	17.9	16.3	12.7	9.8
Semi-professionals and technicians	5.3	5.1	5.3	6.4	5.6	3.9	3.6	4.1
Supervisors	3.0	0.9	1.3	3.0	3.7	4.2	3.8	4.9
Foremen/forewomen	3.5	---	1.6	3.2	4.7	5.2	4.2	---
Clerical workers	17.2	19.8	22.6	18.0	14.9	15.1	13.8	21.4
Sales workers	2.7	5.1	2.8	3.0	2.5	1.7	1.8	3.5
Services workers	11.7	31.6	16.2	9.5	8.2	8.5	9.8	8.3
Skilled crafts and trade	8.9	2.6	5.8	9.1	9.4	10.2	14.1	19.2
Semi-skilled manual workers	7.6	6.5	8.8	8.5	7.0	6.4	7.8	8.2
Other manual workers	18.1	25.1	21.3	15.1	12.5	14.8	16.8	7.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Population	133,179,127	1,108,976	1,686,301	3,846,984	3,207,907	2,051,271	1,121,980	155,728

All sectors, Employed women	Age Group							
	Total	16-19	20-24	25-34	35-44	45-54	55-64	65-69
	%	%	%	%	%	%	%	%
Occupation								
Upper level manager	0.4	---	---	---	0.7	0.7	---	---
Middle level and other managers	7.8	---	4.9	9.0	10.5	8.9	6.3	---
Professionals	16.9	2.2	11.2	18.3	22.2	19.7	15.7	11.7
Semi-professionals and technicians	6.0	5.3	6.2	7.3	6.4	3.6	4.9	---
Supervisors	3.5	---	1.7	3.5	4.5	4.6	4.8	---
Foreman/forowomen	0.8	---	---	0.9	1.2	1.1	---	---
Clerical workers	31.0	32.5	36.3	32.2	26.8	29.4	29.4	50.8
Sales workers	2.2	2.9	3.3	2.6	1.9	1.2	---	---
Services workers	16.7	40.0	21.6	13.2	12.3	13.1	18.0	9.0
Skilled crafts and trade	1.8	---	1.2	1.9	1.8	2.7	2.7	---
Semi-skilled manual workers	2.1	3.0	2.0	2.3	1.9	1.5	2.8	---
Other manual workers	10.6	12.0	11.1	8.7	9.9	13.5	12.8	10.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Population	5,849,772	502,526	789,032	1,783,761	1,454,168	877,048	386,827	56,410

4.2 Education and occupation

Table 9 compares the distributions for women and for the employed population as a whole with respect to education and occupation. The analysis will concentrate on those sectors where the proportion of women is relatively high compared with that of men.

The proportions of female upper-level and middle-level managers with education beyond high school, are nearly equal to those of total employees. The proportion of women in upper-management who have a university education is higher than that of all employees, but is lower in the middle-management category. Women with a university education are more concentrated in the professional and clerical occupations and less in the management occupations than are men. More than half, 54.3%, of the professional women have no university education compared with 44.9% of all employees, probably because of the large number of female health-care workers who do not require any university training and who account for a large share of the female professional sector.

- Compared to the whole population, a higher proportion of women who are upper-level managers, but a lower proportion who are middle-level managers have a university education.
- A higher proportion of women than men work in the professional sector; however, the share of men in this field with a university education is higher than that of women.
- Three-quarters of the women employed in the service field have no more than a high school education.

A large percentage of female employment is the clerical field; 31% of employed women work in this sector compared with 17.2% of all employees. The distribution by educational levels of employees in the clerical sector is approximately the same for women as for the population in general.

A large share of employed women work in the service sector, 16.7% versus 11.7% for all employees. A high proportion of women with none or elementary education work in this area, 28.5%, compared with 13.8% for all employees.

Table 9

All employees and employed women: education by occupation - 1988

All sectors, All employees	Education					
	Total	None or elementary	High school (or some)	Some post- secondary	Post- secondary	University
	%	%	%	%	%	%
Occupation						
Upper level manager	1.0	---	0.7	0.8	0.8	2.7
Middle level and other managers	9.2	2.8	7.4	10.5	10.0	16.4
Professionals	13.7	1.5	3.4	8.5	20.5	49.1
Semi-professionals and technicians	5.3	1.0	3.3	6.4	11.5	6.5
Supervisors	3.0	3.0	3.3	2.8	2.5	3.2
Forewomen	3.5	6.2	3.9	3.2	3.2	1.2
Clerical workers	17.2	5.1	20.1	24.2	19.6	7.9
Sales workers	2.7	0.9	2.9	3.0	3.2	2.8
Services workers	11.7	13.8	15.1	13.6	7.2	3.7
Skilled crafts and trade	8.9	14.1	10.0	6.9	10.5	2.0
Semi-skilled manual workers	7.6	13.8	10.1	5.9	4.8	1.1
Other manual workers	16.1	37.4	20.0	14.3	6.5	3.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
Total Population	13,179,127	1,214,411	6,216,016	1,536,447	2,199,192	2,020,061

All sectors, Employed women	Education					
	Total	None or elementary	High school (or some)	Some post- secondary	Post- secondary	University
	%	%	%	%	%	%
Occupation						
Upper level manager	0.4	---	0.3	---	---	1.2
Middle level and other managers	7.8	2.3	6.8	9.2	7.8	12.5
Professionals	16.9	2.9	4.8	10.8	27.7	52.6
Semi-professionals and technicians	6.0	---	3.6	7.3	11.9	6.9
Supervisors	3.5	5.0	4.3	2.7	2.1	3.2
Forewomen	0.8	2.8	0.9	---	0.5	0.6
Clerical workers	31.0	10.0	36.9	41.0	31.2	12.7
Sales workers	2.2	1.4	2.0	2.7	3.1	2.1
Services workers	16.7	28.5	22.7	15.3	9.2	3.6
Skilled crafts and trade	1.8	2.3	2.1	1.4	1.6	1.2
Semi-skilled manual workers	2.1	3.4	2.8	2.0	1.1	0.9
Other manual workers	10.6	40.8	12.8	7.0	3.6	2.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
Total Population	5,849,772	373,726	2,758,370	704,064	1,153,716	859,896

4.3 Age and job tenure

In Table 28, the distributions among age groups of total and of female workers by job-tenure category are shown. Compared with 1986, the very short tenure category 0-3 months in 1988 contains a much larger proportion of younger women, i.e., those of ages up to 24 years.

In 1986, the 20-24 and 25-34 age groups together represented the largest single segment of the short-tenure groups, accounting for 43% of the 0-3 months, 47.5% of the 3-6 months and 50.2% of the 6-12 months group. In 1988, even higher shares of the short-term tenure categories were occupied by the younger age groups, the 25-34 age group alone increasing its share to 54.6% of the 0-3 months tenures, 52.9% of the 3-6 months tenures and 52.1% of the 6-12 months tenures. The 2-3 years, 3-5 years and 5-10 years tenures are dominated in 1988, as they were in 1986, by the 25-34 and 35-44 age groups.

- Except for the tendency of women to have smaller proportions in the 10+ years category of tenure, the pattern of employment by age and tenure is about the same for the general population as for women.
- Compared with 1986, the proportion of women in the very short tenure category 0-3 months who are 24 years of age or less in 1988 has increased significantly.
- The 25-34 age group also increased its share of the very short tenure category 0-3 months as well as the categories 3-6 months and 6-12 months.

The tendency for women to be under-represented in tenures of 10 years or more is general across age groups from 35 years and above, with the share of women in that tenure category for each age category being about 10% less than the share for the corresponding age category in the general population. Otherwise, the pattern of employment by age and tenure is about the same for the general population as for women.

5.0 EMPLOYED WOMEN AND ALL EMPLOYEES, FULL-TIME AND PART-TIME: EMPLOYMENT CHARACTERISTICS

5.1 Industry and wage rate

Table 18 shows, for all full-time employees and for full-time employed women, how wage rates at each level are distributed among industries.

Over one-third of full-time employed women are in the low-wage (\$5.00-\$8.99) category, compared with only one-quarter of the general population. While slightly smaller proportions of women in the fields of finance and transportation are in the low-wage category, these proportions are much larger than those for all employees.

- A higher proportion of full-time employed women in the finance, transportation and communication sectors taken as a whole are in the low-wage category than is the general population.
- Both the shares and the total numbers of full-time female employees in the low-wage and middle-wage categories are highest in finance, compared with the other two sectors.
- A larger proportion of women employed full-time at the higher wage levels, are found in the communication field than in the other two sectors.
- Part-time workers in both groups are found in greater proportions in the lower-paying categories than their full-time counterparts.

A slightly higher proportion of women than of the full-time employed population generally is found in the middle-wage category. Compared with the other industry categories, the finance sector accounts for a relatively large share of full-time employment for women in the middle-wage category, 6.7%, compared with only 1.5% for transportation and 2.6% for communication.

In contrast, a much higher proportion of the general population working in the middle-wage category, 6%, is in transportation and communication compared with only 3.6% in finance.

Only 19.3% of women employed full-time are in the category \$13.00-\$19.99; the proportion for all employees is 29%. A high proportion (39.8%) of women working in the communication field are categorized as high-wage earners by this definition. The corresponding rates for the finance and transportation sectors are much lower at only 18.5% and 30.2% respectively. The share of women working full-time in these three sectors who are in the highest wage categories (\$13.00 and above) is much lower than that for all employees: 64.3%, 39.2%, and 54.5% of individuals employed respectively in communication, finance and transportation are high-income earners. Precise estimates for women are not possible because of the small numbers of observations available. However, the percentages are bound to be much smaller, based on

available estimates for the middle-wage categories.

For part-time workers, there are larger shares of both women and of the population in general in low-paying jobs than for their full-time counterparts. A high proportion of women, 51.5%, who are employed part-time in the finance sector are in the middle-wage category, compared with 26.4% in the transportation field and 27.3% in the communication field. Of all women in the middle-paying category, there is a much higher proportion who are employed in the finance sector, 5.9%, than in the two other sectors combined.

5.2 Occupation and wage rate

For full-time employees (see Table 20), the share of women in the highest hourly wage category, \$20 per hour and above, is smaller than that for the general population in each of the occupations for which adequate numbers of observations are available. The three occupational categories containing most of the high-paid full-time jobs, defined as those paying \$13 or above per hour, are professionals, middle-level and other managers, and clerical workers, in that order. For women, these occupations together account for 76.5% of such high-paying full-time jobs and 60.8% of all full-time jobs. Among middle-level and other managers, 34.8% of all workers, but only 31.9% of female workers are in the higher-paying jobs. Among professionals, there is a higher proportion, 43.2%, of female employees in the high-paying jobs than of total employees, with 39.7%. Among clerical workers the proportions are 17.5% and 13.0% for total and female workers, respectively. Comparing on the basis of \$20 or more to define high wage rates, the figures are, for professionals, 27.5% for total employees vs. 17.3% for women, 24.1% vs. 13.9% for middle-managers and 4.9% vs. 1.7% for clerical.

- In those occupations accounting for most of the higher-paying full-time jobs, the proportion of men holding such jobs is greater than that of women among middle-level and other managers and clerical workers but lower in the professional field.
- For part-time workers, the wage distributions, while in general lower than those of full-time workers, are similar for women and men.

Table 20

Full time paid employees and employed women: hourly wage rate by occupation, 1988

All sectors, All employees	Hourly wage rate							
	Total	0-4.49	4.50-4.99	5.00-6.99	7.00-8.99	9.00-12.00	13.00-19.99	20 or more
	%	%	%	%	%	%	%	%
Occupation								
Upper level manager	0.9	---	---	---	---	0.5	0.8	3.5
Middle level and other managers	10.8	7.2	5.1	6.2	8.1	8.3	12.8	21.3
Professionals	14.2	5.9	6.0	4.9	7.5	9.9	19.2	32.0
Semi-professionals and technicians	5.1	6.0	3.7	4.1	3.7	5.8	5.7	4.8
Supervisors	2.1	3.5	2.7	2.1	2.3	2.5	1.8	1.4
Forewomen	3.0	---	---	0.9	1.7	2.7	4.3	5.0
Clerical workers	17.3	19.2	14.2	20.9	27.0	24.0	10.3	4.8
Sales workers	2.4	---	3.1	2.3	1.3	2.7	2.4	3.3
Services workers	8.7	27.2	28.3	19.6	10.9	7.3	2.8	4.6
Skilled crafts and trade	8.6	2.7	---	3.3	5.7	7.2	13.8	10.9
Semi-skilled manual workers	8.8	7.1	8.3	7.9	8.2	9.7	10.6	4.3
Other manual workers	18.0	18.1	25.5	27.4	23.5	19.6	15.3	4.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Population	9,230,569	261,928	222,992	1,113,816	1,194,255	2,594,382	2,710,898	1,129,500

All sectors, Employed women	Hourly wage rate							
	Total	0-4.49	4.50-4.99	5.00-6.99	7.00-8.99	9.00-12.99	13.00-19.99	20 or more
	%	%	%	%	%			%
Occupation								
Upper level manager	0.4	---	---	---	---	---	0.7	3.3
Middle level and other managers	9.9	7.0	---	5.4	7.3	8.5	15.9	23.0
Professionals	18.2	4.3	4.9	4.3	8.9	14.2	39.4	62.8
Semi-professionals and technicians	5.9	6.1	4.0	3.9	4.2	7.0	9.2	4.0
Supervisors	3.2	5.1	4.1	3.8	2.9	3.6	2.9	---
Forewomen	0.7	---	---	3.0	---	1.2	0.8	---
Clerical workers	32.7	23.6	19.6	31.0	42.9	42.1	21.3	9.4
Sales workers	2.0	---	---	1.9	1.1	2.4	2.1	---
Services workers	12.0	34.8	31.1	23.0	12.8	9.3	2.5	2.6
Skilled crafts and trade	1.2	---	---	1.0	1.7	1.3	1.1	---
Semi-skilled manual workers	2.0	---	4.6	3.6	1.9	1.9	1.1	---
Other manual workers	11.8	14.0	23.9	22.7	15.9	9.3	4.0	---
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Population	3,742,816	150,280	129,332	651,927	636,940	1,205,386	745,852	223,099

For both women and employees generally, the proportion of clerical and service workers among total part-time employment is larger than for their full-time counterparts (Table 21). For professionals, clerical, and service workers in the part-time sector the modal categories for wage rates are identical for the total and the female populations. In addition, the distributions for both populations at the high end of the wage-scale are very close. For clerical and service workers, wage rates are distinctly lower, however, for part-time, compared with full-time employees, both for women and for all employees.

For professional women, approximately the same proportion of full-time and part-time workers in this group, 60%, earn more than \$13.00 per hour. For all employees, the proportions are also about the same for full-time and part-time workers; however, their share is about 67%.

6.0 DESIGNATED GROUPS: LABOUR MARKET EXPERIENCE, 1988-1989

6.1 Hourly wage rate

Tables 12 and 13 show the distribution of wage rates for full-time employees in the various groups for, respectively, 1988 and 1989. Women have a larger share of the lower-paying jobs (less than \$9.00 per hour) than men, both proportionately and in absolute numbers. The share of female full-time employees in lower-paying jobs has decreased significantly, however, from 21.4% in 1986 to 17.7% in 1988; but the change in percentage for women is smaller than that of men, whose share decreased to 13.4% from 17.8% in 1986. In addition, the proportionate decrease in women is also smaller, 17% versus 24% for men. During this same period the share of women in the middle-paying (\$9.00 to \$12.99) category has increased notably from 11.4% to 12.9%. Between 1986 and 1988, the shares of men and women in the higher-paying job category (\$13 or more) in total employment have increased, from 25.3% to 30.7% and from 7.3% to 10.3%, respectively, a higher gain in percentage for men than for women; however, the proportionate increase for women, 41%, is larger than that of men, 21%.

- The proportions and absolute numbers of women with lower-paying jobs is higher than that of men both in the general population and in the visible minority and persons with disabilities groups.
- From 1988 to 1989, women have been advancing into higher-paying jobs at a faster pace than men.
- Visible minorities and persons with disabilities are also advancing into higher-wage jobs, but at a slower pace than the population in general.
- In terms of proportionate changes from 1986 to 1988, women are advancing faster into the high-paying jobs but leaving the lower-paying jobs more slowly than men.

Employees from visible minorities have about the same distributions among wage levels, by sex, as does the employed labour force as a whole. For persons with disabilities and Aboriginal populations, the share of total jobs in the lower-paying category is relatively high, around 40% for each, when compared with the population in general, 31%. For both of these latter groups the share of workers in the mid-paying categories is slightly larger than for the general population; but their proportions in the higher-paying category are much smaller. The proportion of women with disabilities in the low-paying category, 53%, is much larger than that for women generally, at 43%. While women in this group can be found in proportionately higher numbers than women generally in the mid-wage categories, only 14.2% of persons with disabilities women compared with 25.1% of women in general can be found in the higher-paying categories.

The 1989 survey indicates that women are advancing into higher paying jobs, holding 31.7% of such jobs in that year versus 25.1% in 1988. Their percentage increase is less than that of men whose share rose to 60.4% from 51.9% in 1988; however, the proportionate increases in women in the higher-paying jobs was 26%, compared with only a 16.4% increase for men. During this same period, visible minorities have also been increasing their shares in the higher-paying category; for men, the share increased from 40.1% to 44.7%, while that of women increased from 24% to 27.5%. The proportionate increases for both men and women in the visible minority category were respectively 11% and 15%, which are notably less than the corresponding figures for the general population. The male with disabilities population is also advancing into the higher-wage category, but at a still slower pace than its visible minority counterparts; its share has increased from 43.1% in 1988 to 46.4% in 1989, the proportionate increase being only 7%.

By examining the Tables for the years 1986 through 1989, it is possible to compare the trends in wage distributions for the general population. During this period, the proportion of women as a total of All Employees in the low-paying job category has decreased at a slower rate than that of men. In 1986 women held 21.4% of all low-paying jobs compared with 14.2% in 1989, while the share of men decreased from 17.8% to 9.6%; the proportionate decrease for women was 34% compared with 46% for men. The share of mid-paying jobs held by women in 1989 is about the same as that of men, 13.5% reflecting an increase since 1986 in the numbers of women in this category simultaneous with an equal decrease in numbers of men.

The proportion of women as a total of all employees holding high-paying jobs has increased from 7.3% in 1986 to 13% in 1989. In terms of change in percentage, their share is less than that of men, whose share increased to 35.8% in 1989 from 25.3% in 1986; however, the proportionate increase in women in high-paying jobs was 73%, compared with a 41% increase for men.

6.2 Income change

Tables 22 and 23 show the distributions for the designated groups of changes between 1988 and 1989 in annualized wages for, respectively, those full-time employees remaining with the same employer and those changing employers during 1988. More exactly, Table 22 pertains to those for whom the first employer in 1988 was also their employer for the first job held in 1989. Employees represented in Table 23 are those for whom the first job in 1989 was for an employer different from the one with whom they had their first job in 1988. For employees remaining with the same employer and realizing income gains of \$3,000 or more, men outnumber women by a margin of more than two-to-one although men account for only 61% of the total. Among employees remaining with the same employer, there are higher proportions of men than of women at both ends of the wage-change scale.

Among male employees, over 8% had highly negative (loss greater than \$3,000) and 19.5% had large positive (over \$3,000) wage changes, compared with 4.8% and 13.3%, respectively, for female employees. The proportions of male and female employees experiencing overall positive

income change are close, however, at about 72% and 74%, respectively.

Comparing male visible minority and persons with disabilities employees with the remainder of the population, there are no significant differences in terms of income change. For women, those in the visible minority population showed a higher proportion with income gain, at 65%, compared with those in the population generally with 61%; but among women with disabilities the proportion was only 57%.

Compared to the 1986-1987 figures, men as a percentage of the total population who are in the large income-gain group (\$3000+) decreased significantly from 19.9% to 11.9%. The share of women also decreased, from 10.1% to 5.2%. Visible minority men and women also had substantial decreases in the large income-gain category: in the case of men the rate decreased from 28.8% to 17.8%; for women the rate went from over 23% to 16.4%.

Compared with the previous survey, the proportion of men who had income losses increased from 26.6% to 28.2%. Women followed the same pattern, increasing their share from 25.5% to 26.3%. Contrary to the general pattern, among visible minorities the proportion of men in the income-loss category decreased from 29% to 27.8%, while the share for women decreased from 25.9% to 21.8%.

- There is a slightly smaller proportion of women than of men with positive income gain during 1988-1989 but a much smaller proportion of women in the category of largest income gain.
- The share of those with positive income gain is higher among visible minority women and much lower among women with disabilities than among women in the general population.
- Compared with the 1986-1987 figures, there has been a decrease in the proportion of men and women from both the visible minority and general populations who are in the \$3,000+ income-gain category.

Table 23, for full-time employees changing employers, has been condensed because of the lack of adequate observations for the individual designated groups and for women. For this reason it is impossible to make a comparative analysis between this table and Table 22 or with the previous survey for any population other than that of total employees. Because of the relatively small population represented by Table 23, many of the general conclusions drawn from Table 22 may be taken to apply to the entire population of full-time employees.

The proportion of workers who changed employer between 1988 and 1989, and who had an income loss of \$0-\$3,000 is 20.2%, compared with 17.1% for those remaining with the same employer. Employees with an income loss of greater than \$3,000 amounted to 6.8% of those who changed employers, the same share as for those who remained with the same employer.

The proportion of movers who had an income gain of \$1,000-\$3,000 is 36.1%, compared with 29.1% for those remaining with the same employer. Movers with income gains of greater than \$3,000 amounted to 11.4% of that group, compared with 17.1% for stayers. Thus, those changing employers are much less likely to obtain very large increases than are those remaining with the same employer. Conversely, those employees with very large wage gains are likely to remain with the same employer.

Compared with 1986-1987, a nearly identical proportion of all full-time employees has suffered income loss, 27.0% in 1988-1989 compared with 26.4% in 1986-1987.

6.3 Weeks unemployed

Of the total population of labour force age, 19.7% were unemployed for more than one week during the two-year period 1988-1989 (Table 24). Given an employment rate of 80.3% in 1988 (14.3 million persons with at least one job during the year out of 17.8 million persons of labour force age), the unemployment rate by this definition is 24.2%. This rate includes unemployment at any time during the two year period and is therefore much higher than the more commonly used figure which pertains to one month only. Also, this rate is based on employment during 1988 only; a somewhat lower unemployment rate would result if employment over the two-year period were used in defining the denominator, i.e., the employment rate.

- The long-term unemployment rate for male and for female workers in the general population and for visible minorities was lower in 1988-89 than in 1986-87.
- Male workers have higher rates of unemployment of very short and very long durations than do female workers.
- Among the other designated groups, unemployment spells are generally longer than in the population at large.
- Aboriginal peoples, especially men, show a particularly high proportion of the labour-force-age population with some unemployment.

For the "*41 Weeks or More*" category, the figures for 1988-1989 show lower unemployment than the corresponding 1986-1987 figures in both male and female categories for the total population and for visible minorities.

Among workers with some unemployment, men are more concentrated in the very short and very long durations, whereas women are more evenly distributed.

The visible minority population's rate of unemployment is generally higher than that of the total population, as was true in 1986-1987. Some 22% of those in the visible minority group were

unemployed during the two-year period. Men had a higher incidence of unemployment than women in the "6-7 weeks", "8-12 weeks" and "27-40 weeks" categories.

The female proportions exceeded those for male workers in the 2-5 week categories.

The persons with disabilities group shows the lowest shares of unemployed in the population of labour force age, largely because those members of the population unable to work are included in the definition of persons with disabilities used in this study. Among those with some unemployment, persons with disabilities show a very high proportion of very long spells.

The Aboriginal rates of unemployment are well above those of the other groups, and also those of the total population. In addition, when they become unemployed, Aboriginal peoples tend to have longer spells than the general population. Aboriginal men show a 5.8% lower incidence than Aboriginal women in the 0-to-1 week unemployment category, (i.e., those who were either working in paid employment throughout the year with at most 1 week of unemployment, self-employed or not in the labour force) thus, the incidence of unemployment among the male Aboriginal population was much greater than among the female Aboriginal population. In addition, Aboriginal men are more likely to have very long spells of unemployment than either their female counterparts or the general population.

6.4 Hours worked

Tables 25 and 27 examine the total hours worked for all employees in the general population and the designated groups for, respectively, the years 1988 and 1989. The proportion of employees working full-time or more, where full-time is defined as 2000 hours of work during the year, in 1988 was 39.3%, compared with 41% in 1986. The share of men working at or above the full-time threshold is much higher than that of women, 48.8% versus 27.9%. The remaining categories represent a mix of workers holding part-time jobs, full-time jobs with interruptions and entering and leaving employment during the year.

The greatest numbers of workers are found in the categories spanning 200-1999 hours of work during the year, in 1988, 42.3% of all employed individuals compared with 43.7% in 1986. The majority of employed women are in these categories, 54% versus 32.4% for men.

Included in the category 0-199 hours are the self-employed. There are 589,079 more men than women who are self-employed (see Table 11); hence, the difference of 277,911 in favour of men in the 0-199 category indicates that women are also more likely than men to work only 0-199 hours in the non-self-employed category; thus, 8.3% of women are paid employees with 0-199 hours compared to 3.1% of men. A 5.5% share of the total population are women in this category. The distribution of total workers according to hours worked shows a slight shift towards less hours of work per year for both men and women in 1988 compared with 1986.

- Both male and female employees show a slight shift, between 1986 and 1988, toward fewer hours worked during the year.
- There has been a similar shift for visible minority employees. Persons with disabilities and Aboriginal employees work far fewer hours per year than those from the general population.
- From 1988 to 1989, there has been a large decrease in the share of individuals working on a full-time basis in all groups, but most notably for persons with disabilities and Aboriginal employees.

The distribution for the visible minority population is approximately the same as that for the population in general, with a few notable exceptions. The proportion of men from the visible minority group in the 0-199 hours category is slightly smaller than that of their counterparts from the general population, 16.8% versus 18.8%. The share of visible minority women working at or above full-time, 31.2%, is greater than that of women from the general population, 27.9%. Compared to the general population, visible minorities are less likely to be found in the 0-199 hours category; however, a higher proportion of this population, 7.6%, are paid employees included in the category. Since 1986, there has been a significant increase in the proportion of visible minority men and women in both the 0-199 and part-time categories, while their participation in the full-time-or-more category has decreased.

There are much smaller shares of persons with disabilities and Aboriginal employees in the "*Full-Time-or-More*" category than for the population as a whole. Also, Aboriginal employees are found in higher proportions than the general population in the 0-199 class.

In 1989 (see Table 27), the proportion of full-time employees decreased substantially, with 34.1% working 2,000 hours or more compared with 39.3% in 1988. As a proportion of the male labour force, full-time employees went from 48.8% to 44.2%; women from 27.9% to 22.2%. Compared with 12.8% of the total labour force in 1988, women as full-time employees accounted for 10.1% in 1989; while the share for men decreased from 26.5% to 24%. The share of individuals working 0-199 hours remained more or less constant, while the share of those working 200-1999 hours increased. As a share of the labour force, male part-time employees working 200-1999 hours increased from 17.6% to 19.9% and female employees from 24.7% to 27.6%.

For all three designated groups other than women in the general population, the variations from the year 1988 to 1989 follow similar patterns to those of the general population. The one exception is that the decrease in numbers working 2,000 hours or more is proportionately greater for persons with disabilities and for Aboriginal peoples (both male and female) than for the general population.

7.0 DESIGNATED GROUPS: LABOUR MARKET EXPERIENCE BY PROVINCE, 1988-1989

7.1 Participation rates

Participation rates by province, defined as average weeks active for those in the labour force, are shown for 1988 and 1989 in Table 32. For the general male population, rates in the Atlantic Provinces and Ontario decreased between 1988 and 1989, as did that of Manitoba. All the other provinces experienced an increase in the participation rates of their male population.

There have been increases between the two years in the participation rate of the female population in all provinces. Most of the increases have been only fractions of a week; but in Quebec the rate went from 45.7 weeks to 47.4 weeks. The tendency to small increases in participation rates was true generally for women in each of the other designated groups in each of the provinces.

- The participation rate, defined as weeks worked per year for those in the labour force, increased slightly during 1988-1989 for men in most provinces and for women in all the provinces.
- Alberta, Quebec and the Atlantic Provinces generally showed growth in participation rates for the other designated groups, both for men and for women.
- Compared with the participation rates for Canada as a whole, those of persons with disabilities, both male and female, are very low.

The participation rates of men with disabilities have remained relatively constant from 1988 to 1989 and, with the exception of Manitoba, well below the rates for the male population generally. For the male Aboriginal population, rates increased most in Alberta and Quebec but decreased slightly in Manitoba.

For Canada, the participation rate for men in the Aboriginal group was somewhat lower than men in the general population in both years, while that of the visible minority men was almost identical. During the same period, men with disabilities worked 16 weeks less each year than did men in the general population. Women in the designated groups also had much lower participation rates than did the female labour force generally. The average of 26 weeks per year for women with disabilities is a full 20 weeks less than for all women, an even larger gap than that between the men in those respective groups.

7.2 Weeks unemployed

In Table 33, unemployment is shown in terms of average weeks unemployed for each member of the labour force for the years 1988 and 1989. Examining first the figures for 1988, the distributions for men and for women from the total population are approximately the same, except for British Columbia, where the rate of unemployment for women is higher than that for men, 3.4 weeks versus 2.5 weeks. The average rates of unemployment for men and women from the general population are, respectively, 2.2 weeks and 2.3 weeks.

Comparing the visible minority labour force and the labour force generally, there is little difference in weeks unemployed for men in most provinces, except Ontario, where the rate among visible minority men is 2.2 weeks versus 1.3 weeks for the total population and in the Atlantic Provinces, where the rates are, respectively, 1.8 weeks and 4.5 weeks. For visible minority women, rates are higher than those of the general female population in Quebec, Saskatchewan and most notably in Manitoba; in the Atlantic Provinces, the rate is much lower.

Unemployment rates, in terms of average weeks unemployed, are approximately the same for men and for women in the total labour force in each of the provinces.

Most of the provinces have higher rates of unemployment for persons with disabilities and for Aboriginals than for the general population.

The proportion of those of labour force age who are unemployed for the short-term and the medium-term is smaller for the persons with disabilities population than for the general population, but is larger for the visible minorities.

The unemployment rate for women in all the groups is, in general, smaller than that of men.

The average weeks unemployed for men with disabilities are somewhat higher than those of the general population in all provinces or regions, except Manitoba. The Atlantic Provinces, Quebec, Saskatchewan and British Columbia have lower rates of unemployment for women with disabilities than for women in general.

The unemployment rate for Aboriginal men, 4.1 weeks, is much higher than that of men in general. Of all the provinces, British Columbia has the largest unemployment rate for male Aboriginals, 8.6 weeks; Alberta and Ontario have the lowest, at 1.7 weeks each. The rate for Aboriginal women, 3.9 weeks, is also much higher than for their counterparts in the general population, 2.3 weeks. Alberta and British Columbia have relatively high rates of unemployment for female Aboriginals, Ontario and Manitoba relatively low rates.

Between 1988 and 1989, the direction of change in the unemployment rate for women varied across Canada: in Manitoba and Ontario the rates remained nearly constant; in the Atlantic

Provinces the rate increased; and in all other provinces the rate decreased. During this same period, the rate for men in the general population remained relatively constant in all of the provinces. For the other designated groups, there was a general decrease in the unemployment rate for both male and female members of the labour force.

In table 34, unemployment is shown in terms of total weeks unemployed for all persons of labour force age for the years 1988 and 1989. By relating these rates to all individuals regardless of labour force participation, the average impact of unemployment on each population group may be gauged.

The proportion of individuals who were unemployed for 2 weeks or more in 1988 is lowest for persons with disabilities, 8.6%, while the Aboriginal population had the highest proportion, 20.5%. The rates for the general and visible minority populations are respectively 13.1% and 15.5%. The proportion of the persons with disabilities population who are short-term (2-12 weeks) unemployed is smaller than that of the general population, 4.3% compared to 6.7%, while the rate for the visible minority population is 8.8%. Compared with the general (3.9%) visible minority (4.5%) and Aboriginal (6.8%) populations, the proportion of the persons with disabilities population in the medium-term (13-26 weeks) unemployment category, 2.9%, is also smaller. Except for the Aboriginal population, where the number of observations are not large enough to justify an analysis, the proportion of individuals in the other designated groups who are categorized as being long-term (27 weeks or more) unemployed is approximately the same, 2.2%. The low rates for persons with disabilities generally may be contrasted with the high unemployment rates for members of that group who are in the labour force (Table 33). A smaller proportion of persons with disabilities, who are employed at some point during the year, have a greater likelihood of experiencing some unemployment and of being unemployed longer than do persons from the general population. Since a much smaller proportion of persons with disabilities are employed at all, however, the rates of weeks unemployed as defined for Table 34 are relatively low for this group.

Compared to men, the proportion of women who are unemployed for two weeks or more is lower in the general population and in each of the designated groups. Compared with 1988, the proportion of the total population in the short-term and medium-term categories decreased in 1989. This trend is also present for the designated groups. In the case of long-term unemployment the proportions have remained approximately the same for the general population and visible minority populations; however, there has been a decrease in the proportion of persons with disabilities, from 2.4% to 1.9%. The most notable change when comparing the female and male populations has been in the visible minority group, where the proportion of men who were short-term unemployed decreased from 10.2% to 4.4%, while that of women increased from 7.5% to 8.1%. For the other groups, the rates of decrease for both men and women are approximately the same.

7.3 Employment rates

Employment rates, in terms of average weeks employed, for persons in the labour force are shown in Table 35. Concomitant with stable participation rates (Table 32) and unemployment rates (Table 33), employment rates also remained stable between 1988 and 1989, with slight increases for women, except in the Atlantic Provinces. Rates in most regions were close to the Canadian average for each of the sexes in each year, with Ontario being markedly higher and the Atlantic Provinces lower.

As between the visible minority population and the population generally, there were no large differences overall. Ontario and the Prairie Provinces showed lower rates for visible minority men than for the general male population in 1988, while British Columbia showed a higher rate.

- Employment rates, in terms of weeks worked per year by members of the labour force, were generally stable between 1988 and 1989. Rates for women were around 43-45 weeks, while those for men were 46-47 weeks in most provinces.
- Visible minority women initially had lower rates than women generally in 1988; however, in 1989 their relative rates increased.
- The persons with disabilities population is employed a much smaller number of weeks than the population generally, especially in the case of women.
- The employment rate for female Aboriginal peoples increased notably between 1988 and 1989.

As with the general population, average weeks employed remained stable from 1988 to 1989 for men in the visible minority and persons with disabilities populations. The rates for women in the visible minority and persons with disabilities populations and for men in the Aboriginal population increased somewhat. For female Aboriginals, there was an increase of nearly three weeks. Visible minority women in the Prairie Provinces went from a lower rate than those in the general population to parity as both populations increased their average weeks worked. In the Atlantic Provinces and Ontario, visible minority women actually overtook women from the general population, whose rate remained nearly stable. Both of these populations increased their average weeks worked in Quebec; however, the gap between the two groups is narrowing.

The differences between persons with disabilities and the whole population, are quite striking. The average weeks of employment for men and women with disabilities were approximately 16 and 20 weeks less respectively than in the total population in 1988. Among the regions, the largest disparities were in Quebec, where the average for men with disabilities was 26 weeks less than for the male population generally; for women with disabilities the difference was 30.5 weeks.

For the Aboriginal population, the rates are generally smaller than for the total population of each sex, although the differences are less striking than in the case of persons with disabilities.

The average number of weeks employed for Aboriginal men was 43.2 and for Aboriginal women was 36.8 in 1988. In Ontario, the average for Aboriginal men was actually 0.5 weeks more than for the male population generally. The largest difference between Aboriginal women and women from the general population occurred in the Prairie Provinces and British Columbia where Aboriginal women had, respectively, 8.5 and 13.1 weeks less of employment than did the female population generally. From 1988 to 1989, both Aboriginal men and women increased their employment rates. Aboriginal men actually overtook men from the general population in British Columbia. Among the provinces generally, Aboriginal women have increased their average weeks of work faster than have women in the population at large.

8.0 WOMEN AND TOTAL LABOUR FORCE: LABOUR MARKET EXPERIENCE, 1988-1989

8.1 Occupation and income change

Examination of Table 29 shows some marked differences in the income stability of full-time employees in different occupations and between the sexes. Because of their relatively large numbers of women, four occupational categories will be retained for this discussion: clerical, services, professional and middle-management. For middle-managers, those with both large positive (\$3,000 to \$10,000) and large negative (-\$10,000 to -\$3,000) changes represent disproportionately large shares of their income-change categories. Thus, 8.5% of middle-managers had income losses of \$3,000 or more versus 6.7% of employees in all occupations combined; 14% of all employees with income declines of between \$3,000 and \$10,000 were middle-managers while middle-managers amounted to only 11.8% of all full-time employees. Among professionals, 22.1% had income increases of \$3,000 to \$10,000, representing 23.2% of such large income gains, while amounting to only 16.1% of all full-time employees. Clerical and service workers, and to a lesser extent sales workers, do not display such extreme changes in income. The income changes for this group are concentrated in the middle categories between -\$3,000 and +\$3,000.

- Of the occupations containing the greatest numbers of women, middle-managers and professionals experienced the greatest instability of income during the 1988-1989 period, both for the employed generally and for female employees.
- In general, women experienced a higher degree of income stability than did men.

For women separately, the same patterns hold true; but they are somewhat more concentrated in the categories of small income increases. Of women with income changes of -\$3,000 to -\$10,000, 31.9% are in the professional category, compared with professionals' share of total female employment of 20.8%; for employees as a whole, the corresponding figures are 18.6% and 16.1%. In the clerical category, the distribution for female workers is very similar to that for the population as a whole.

These results suggest that there are two classes of employment related to the occupational hierarchy: one, identified with middle-managers and professionals, is a high-risk, "sink or swim" environment while the other is associated with relative stability. This pattern is generally true for women as well as for men, although women showed a somewhat higher degree of stability.

Table 29

Full-Time employees and employed women: occupation by income change - 1988-1989

All sectors, all employees	Income change									
	Total	-10,000 or more	-10,000 to -3,000	-3,000 to 0	0 to 500	500 to 1,000	1,000 to 2,000	2,000 to 3,000	3,000 to 10,000	10,000 or more
	%	%	%	%	%	%	%	%	%	%
Occupation										
Upper level manager	1.0	—	2.6	0.8	0.8	0.5	0.8	0.9	1.4	—
Middle level and other managers	11.8	19.8	14.0	10.1	9.6	10.8	11.7	13.0	13.7	17.3
Professionals	16.1	14.0	18.6	13.1	11.4	12.7	17.4	18.1	23.2	13.3
Semi-professionals and technicians	5.1	—	8.2	4.9	5.2	4.3	5.3	4.7	6.0	5.7
Supervisors	2.2	—	2.2	2.2	2.8	2.3	1.9	2.8	2.2	—
Foremen/forewomen	3.4	—	3.3	2.9	1.7	3.6	4.2	2.7	3.8	—
Clerical workers	16.9	12.5	9.7	17.2	18.9	21.8	18.8	18.3	13.1	6.0
Sales workers	2.1	—	3.2	1.5	1.6	2.3	1.9	1.8	2.1	8.4
Services workers	7.3	—	5.0	8.5	14.0	7.1	6.4	6.1	4.6	7.2
Skilled crafts and trad	9.2	16.0	10.5	9.1	5.9	7.5	10.0	8.4	11.3	12.3
Semi-skilled manual workers	8.5	—	8.7	8.6	6.9	9.5	8.3	8.4	7.0	9.9
Other manual workers	16.5	8.1	15.8	21.0	21.3	17.5	14.2	15.2	11.6	11.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Population	6,863,285	64,283	395,496	1,393,449	688,872	1,153,186	1,381,680	621,429	1,050,510	116,370

All sectors, employed women	Income change									
	Total	-10,000 or more	-10,000 to -3,000	-3,000 to 0	0 to 500	500 to 1,000	1,000 to 2,000	2,000 to 3,000	3,000 to 10,000	10,000 or more
	%	%	%	%	%	%	%	%	%	%
Occupation										
Upper level manager	0.6	—	—	—	—	—	—	—	—	—
Middle level and other managers	10.4	—	13.9	7.9	7.7	10.2	10.8	14.3	13.2	—
Professionals	20.8	—	31.9	18.5	13.2	15.6	22.9	20.0	34.4	—
Semi-professionals and technicians	5.9	—	10.0	5.2	5.1	5.1	6.3	7.4	6.1	—
Supervisors	3.5	—	—	2.9	4.6	3.1	3.7	4.3	3.2	—
Foremen/forewomen	0.7	—	—	—	—	1.3	1.1	—	—	—
Clerical workers	33.0	—	21.9	32.8	30.8	39.4	34.2	34.2	27.2	—
Sales workers	1.6	—	—	—	—	1.8	—	—	2.6	—
Services workers	10.4	—	6.6	11.0	18.7	9.8	8.7	8.7	5.4	—
Skilled crafts and trad	1.0	—	—	—	—	1.2	1.0	—	—	—
Semi-skilled manual workers	1.6	—	—	1.8	—	2.0	1.8	—	—	—
Other manual workers	10.6	—	5.1	17.8	18.2	10.2	7.0	6.8	4.5	—
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Population	2,718,944	11,233	115,842	570,583	356,363	532,135	515,888	253,356	345,529	18,035

8.2 Occupation and unemployment

- The clerical sector has the highest proportion of unemployed workers, followed by services.
- The smallest rate is in the middle-management field, followed by the professional sector.
- The distributions of weeks unemployed by occupational category are nearly identical both between women and the total labour force and between the years 1988 and 1989.

Tables 30 and 31 examine occupations by weeks unemployed for women and for the total labour force during the years 1988 and 1989. Again, the four largest categories of female employment in 1988 will be examined: clerical, professional, services, and middle-management. For each of these four occupational categories, the distributions of weeks unemployed were approximately the same for women as for the total labour force. The middle-management and professional occupational categories show the smallest incidence of long-term (13 weeks or more) unemployment for both the female and the total labour force. The occupations with the largest incidences are the services and clerical.

From 1988 to 1989 none of the occupational categories shows any shift in the distribution of length of period of unemployment for either women or for the total labour force.

9.0 COVERED SECTOR: LABOUR MARKET EXPERIENCE

9.1 Occupation

Male employees outnumber female employees by 2-to-1 in the covered sector (see Table 4), compared with a 55/45 split in the economy as a whole. The concentration of women in clerical jobs, evident in Table 3 for the general population is even more pronounced in the covered sector. Over one-half of all women are in this single category, reflecting the predominance of office employment in this sector. By contrast, 31% of women in the general employed population are in clerical jobs. Male and female clerical workers together account for nearly two-thirds of all jobs in the sector.

- Male employees outnumber female employees by 2-to-1 in the covered sector.
- The concentration of women in clerical jobs, observed for the labour force generally, is even more pronounced in the covered sector, where over one-half of women have jobs in this single occupation.
- For the other designated groups as a whole, concentration within the covered sector in clerical jobs is even greater than for the labour force generally.

Among female employees, professionals represent a lower and service workers a much lower, proportion of employment than in the general population; whereas middle-level and other managers, the other large occupational category for women, accounts for about the same share.

Generalizations about the occupational makeup of designated groups other than women in the covered sector are limited by the small numbers of observations available. For these groups as a whole, clerical workers are an even larger share of total employment (31%) than they are for employees generally in the covered sector (25%) or in the total Canadian labour force (17%).

Table 4

All employees: designated groups by occupation, covered sector - 1988

Covered sector	Total		Designated groups
	Sex		
	Male	Female	
	%	%	
Occupation			
Upper level manager	---	---	---
Middle level and other managers	11.8	2.4	14.3
Professionals	10.4	10.2	9.4
Semi-professionals and technicians	8.1	3.7	---
Supervisors	1.3	4.0	---
Foremen/forewomen	4.7	---	---
Clerical workers	10.6	52.7	31.1
Sales workers	0.9	2.1	---
Services workers	3.0	2.6	---
Skilled crafts and trade	15.5	1.5	6.8
Semi-skilled manual workers	17.1	2.2	10.6
Other manual workers	15.9	7.8	16.9
Total	100.0	100.0	100.0
Total Population	665,908	357,682	91,780

9.2 Province of employment

Compared with all sectors (see Table 6), women's share of total employment in the covered sector, as shown in Table 7, is much smaller than in all the sectors combined, 34.6% versus 45.2%. The discrepancy is most notable in Ontario and Quebec, where the proportions of women are only, respectively, 36.5% and 29.0% of total covered sector employment, compared with proportions of 45.7% and 43.8% for all sectors combined.

Within the covered sector, the most striking feature of the regional distribution of female employees is the low share of Quebec, with 18.8% of all women employed in the covered sector, compared with its 24.4% share of female employees in all sectors. The other regions all have slightly higher shares.

- The covered sector has a much smaller proportion of female employees than their share of total employment. The discrepancy is most notable in Ontario and Quebec, where the proportions of women are only, respectively, 36.5% and 29.0% of total employment in the sector.
- In Quebec, female employment in the covered sector is only 18.8% of all female employment, compared with the province's 24.4% share of female employees in all sectors.
- Ontario, the Prairie Provinces and British Columbia together account for 81.2% of covered sector employment of persons in the visible minority, persons with disabilities and Aboriginal populations of both sexes, compared with 68.3% of covered sector employment generally in those regions.

In the covered sector, Ontario, the Prairie Provinces and British Columbia together account for 81.2% of individuals in the visible minority, persons with disabilities and Aboriginal persons populations of both sexes compared with 68.3% of covered sector employment generally in those regions.

9.3 Hours worked

- Full-time employment accounts for much larger proportions of both female and male employees in all groups in the covered sector than in the economy as a whole.
- For the population as well as each of the designated groups, more than half of all employees in the covered sector work 2,000 hours or more.

Comparing the distribution of covered sector paid employees by annual hours worked in Table 26 with the distribution for paid employees from the total labour force in Table 25, the sector is seen to have a much larger proportion of full-time employees, both male and female, than does the employed labour force as a whole. Men working 2,000 hours or more account for 47.8% and women for an additional 17.9%, together nearly two-thirds of employment in the Covered Sector compared with 26.5% and 12.8%, respectively, for employment overall. All the designated groups have higher proportions of paid employees in the full-time-or-more category in the covered sector than they do for all sectors combined. In the case of the visible minority population, the share of men in full-time covered sector jobs is 48.6% and that of women 23.5%, compared with their respective shares of employment overall of 26.3% and 14.4%. Of the total number of persons with disabilities with paid employment, 40.5% are men working 2,000 hours or more, compared with 17.1% of those working in all sectors. The proportion of Aboriginal employees working full-time in the covered sector is 57.3% compared with 34.1% for all sectors.

10.0 TRENDS IN LABOUR FORCE STATUS, 1986-1989

10.1 Participation rates

In Table 37, participation rates for designated groups are shown for the beginning, mid-point and end of each of the years 1986 through 1989. In the first panel, the conventional definition for the participation rate is used, i.e., numbers of people who are either employed or searching for employment, as a share of the population of labour force age. In the second panel, an alternative definition of the participation rate is used, viz., the proportion of the population of labour force age who are employed, searching for work or who want to work but who are not searching.

- The participation rates for women are smaller than those of men for all the designated groups.
- The participation rates of visible minority men, since 1986, and of male and female persons with disabilities, since 1988, have been decreasing.
- Persons with disabilities and Aboriginal persons appear to be discouraged from seeking work to a greater extent than the remainder of the population.

From 1986 to 1989 the participation rates (conventional and alternative) for all designated groups show the same pattern of fluctuation within a given year: peak levels at the middle of the year, reflecting the seasonal nature of some industries as well as distortions in the data arising from answers requiring recall (see below). This pattern is consistent for all women and men within all the designated groups, except for visible minority women in 1988, where the rate increased steadily from the beginning to the end and for persons with disabilities, both male and female, for whom the rates declined steadily from mid-1988 to the end of 1989. (Note: no data are available for persons with disabilities for 1986 and 1987).

From 1986 to 1989, women from the general population had much smaller participation rates than men. From 1986 to 1987, the visible minority male population had higher rates of participation than their counterparts from the general population. Since 1988 their rates have been slightly lower. Except for the beginning and middle of 1988, the participation rates for visible minority women have been higher than those of women from the general population. Both men and women in the persons with disabilities population show much smaller rates of participation than the other groups for 1988 and 1989, the years for which data were available for them. However, the spread between the female and male participation rates was somewhat smaller than for the general population.

In general, the participation rates for Aboriginal men are somewhat smaller and those of Aboriginal women much smaller than the rates of their general population counterparts; however, the spread is somewhat narrower, on average, in 1989 than in 1986. These results hold true for both definitions of the participation rate.

Differences in the participation rates calculated by the conventional and alternate definition are small for the total population and for visible minority members; but they are relatively large for persons with disabilities and to a lesser extent Aboriginal people. These latter groups appear to be discouraged from seeking work to a greater extent than the remainder of the population.

Estimates of participation rates for the end of 1987 versus the beginning of 1988, which should be nearly equal, in fact diverge by 3-8 percentage points in most cases and even more for Aboriginal persons. These discrepancies may be partly due to sampling error, since the two estimates are derived from two different surveys. The result nevertheless appears to be consistent with findings in the literature of undercounts of past events becoming more severe with the passage of time, in this instance events occurring at the beginning of one year but reported at the beginning of the next.

10.2 Employment rates

As with participation rates, the employment rates from 1986 to 1989 for all the designated groups show the same pattern of fluctuations within each year (Table 38), i.e., from the beginning of the year to the middle of the year the rate increases, then decreases towards the end of the year. Again, the only exceptions are visible minority women, for whom the rates increase during both intervals of 1988 and persons with disabilities, male and female, for whom the rates steadily decline during 1989.

During the four-year period, women from the general population had much smaller employment rates than their male counterparts. There is little evidence of a trend for either men or women over the period; however, rates for women have grown slightly closer to those for men.

- Men from all groups have higher employment rates than women; however, in all cases the difference has been narrowing over the period 1986-1989 (1988-1989 for persons with disabilities), although only slightly for the general population.
- The employment rate for visible minority men has decreased relative to that of men in the general population.
- Except for women with disabilities, the employment rate of women in the designated groups is increasing.
- The gap between the employment rates for Aboriginal persons and those of the general population is narrowing.

During 1986 and 1987, the employment rate of visible minority men was somewhat higher than that of men from the general population, but somewhat lower during 1988 and 1989. In general, the employment rates for visible minority women are larger than those of women from the general population. Furthermore, the employment rate for visible minority women has been growing. The spread between female and male employment rates in this group is narrowing at

a faster pace than that of women and men in the general population.

The employment rates of the persons with disabilities population are much smaller for both men and women than those of all the other designated groups. In addition, the employment rates for both men and women with disabilities have been decreasing steadily since at least the beginning of 1988.

The employment rates for both the female and male Aboriginal populations have been increasing since 1986. Consequently, they have been approaching the rates of the general population, which have remained relatively stable. As between Aboriginal men and women, however, the difference has increased somewhat.

10.3 Unemployment rates

The data series shown in Table 39 do not reveal any trends in unemployment rates for either the conventional or the alternative definition^{1*} for either men or women in the general population; short-run fluctuations appear to predominate.

- While unemployment rates generally showed a downward trend over the period 1986-1989, no pattern or trend emerges in the relative rates of men versus women in the general population.
- For the visible minority and Aboriginal populations, rates decreased more rapidly than for the general population.
- For the persons with disabilities and Aboriginal populations, rates remain above those of the general population.

For the visible minority population, both for men and women, unemployment rates have decreased over the period to levels slightly below those of their counterparts in the general population. In addition, while the unemployment rates between men and women from the general population are about the same, on average, those of visible minority women remained higher than their male counterparts until 1988.

The unemployment rates for women and men in the persons with disabilities population are much higher than those of their counterparts from the general population. The unemployment rates for women with disabilities have remained stable within and between the years 1988 and 1989, the period for which data are available for this group, while the rates for the men with disabilities display greater variation.

^{1*} See Section 10.1 for an explanation of these definitions.

The unemployment rates for the Aboriginal male and female populations are much higher than those of their general population counterparts, especially under the alternate definition. The average unemployment rates for both women and men in the Aboriginal population have been decreasing steadily since 1986, however.

11. CONCLUSIONS

The individual designated groups and men and women within those groups have very disparate labour market characteristics. Employment experience and progress have also differed among groups in the recent past. These disparities suggest that the individual groups may be affected very differently by the Employment Equity programs.

12. TABULATIONS

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2. Persons of labour force age: designated groups by education - 1988
3. All employees: designated groups by occupation - 1988
4. All employees: designated groups by occupation, covered sector - 1988
5. Persons of labour force age: designated groups by province - 1988
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36. Persons of labour force age: designated groups by weeks employed - 1988-1989
37. Total of labour force age: participation rates of designated groups - 1986-1989
38. Persons of labour force age: employment rates of designated groups - 1986-1989
39. Total labour force: unemployment rates of designated groups - 1986-1989

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