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December 7, 1993

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Dear Associate:

Please find enclosed in this package preliminary information related to the new employment equity data which have been drawn from the 1991 Census and the 1991 Health and Activity Limitation Survey.

Highlights, definitions and some commonly asked questions and answers are included for your information. The highlights show key facts which are revealed in the data. The definitions show how the designated groups, women, visible minorities, persons with disabilities and Aboriginal peoples, were counted. If you wish more information, contact names and phone numbers are included.

This preliminary information is now being made available to those affected by and interested in the federal equity programs such as employers, contractors and representatives of designated group organizations. The *Employment Equity Data Report* will be released early in 1994.

We hope you will find this material useful as a prelude to release of the Employment Equity Data which is intended to assist employers in planning and implementing employment equity programs.

Yours sincerely,

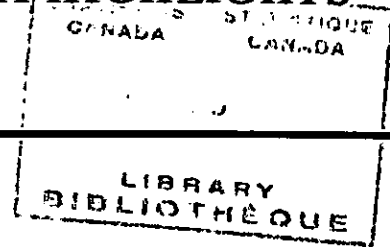


Marnie Clarke
Director General
Employment Equity Branch
Human Resources Development

Chairperson
Interdepartmental Steering Committee on Employment Equity Data

1991 EMPLOYMENT EQUITY DATA HIGHLIGHTS

December, 1993



The data highlights provide information on socio-economic characteristics of women, Aboriginal peoples, persons with disabilities, and persons in a visible minority in Canada. These data were derived from the 1991 Census of Population and the 1991 Health and Activity Limitation Survey (HALS) and are based on the definitions of the designated groups as determined for employment equity purposes.

Women

- According to the 1991 Census of Population, women represented 50.6 per cent (13,656,370) of the Canadian population.
- The representation of women in the workforce was 45.9 per cent (7,114,400).
- In 1991, 50.8 per cent of the women in the Canadian workforce were concentrated in the Clerical Worker, Sales Worker, and Service Worker occupations, while only 20.7 per cent of men were found in these same occupations.
- The representation of women increased significantly in the Upper Level Managers group (from 17.4 per cent in 1986 to 24.9 per cent in 1991) and Middle and Other Managers group (from 33.1 per cent in 1986 to 38.3 per cent in 1991).

Visible Minorities

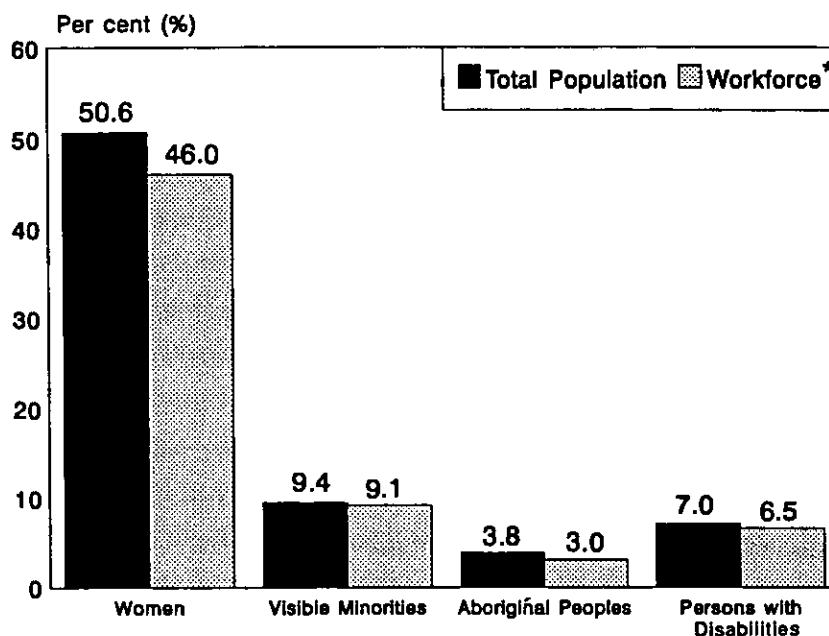
- In 1991, the visible minority population was 2,525,480 representing 9.4 per cent of the total Canadian population.

- The representation of visible minorities in the Canadian workforce was 9.1 per cent (1,415,750).
- Almost 54 per cent of all visible minorities were concentrated in Clerical Worker (17.2 per cent), Other Manual Worker (15.9 per cent), Service (13.2 per cent) and Sales Worker (7.0 per cent) occupations.
- Eighty-five per cent of all visible minorities resided in three provinces - Ontario (51.4 per cent), British Columbia (18.3 per cent) and Quebec (15.1 per cent). In comparison, 74.2 per cent of Canada's total population resided in these same provinces. At the sub-provincial level, this designated group tended to reside in major Census Metropolitan Areas such as Toronto, Vancouver and Montreal.

Aboriginal Peoples

- In 1991, Aboriginal peoples constituted 3.8 per cent (1,016,340) of the total population.
- While Aboriginal peoples made up 3.8 per cent of the total Canadian population, they represented 3.0 per cent of the workforce in 1991.
- The workforce population of Aboriginal peoples was 462,470 in 1991.
- The Aboriginal peoples workforce population was concentrated in the Other Manual Worker (18.5 per cent), Clerical Worker (15.1 per cent) and Service Worker (13.9 per cent) occupations.

Representation of Employment Equity Designated Groups, 1991



* Workforce population for women, visible minorities, and Aboriginal peoples is comprised of persons aged 15 and over who worked sometime in 1990 or 1991. The workforce population for persons with disabilities is comprised of persons aged 15 to 64 who worked sometime between 1986 and 1991.

- Nine per cent of Aboriginal peoples held professional occupations, compared to 12.9 per cent of the total Canadian workforce population.
- Geographically, 52.9 per cent of this group's population resided in four provinces, namely, Manitoba (11.6 per cent), Saskatchewan (9.6 per cent), Alberta (14.7 per cent), and British Columbia (17.0 per cent). In comparison, 28.9 per cent of Canada's total population resided in these same provinces.

Persons with Disabilities

- In 1991, the population of persons with disabilities between the ages of 15 and 64 was 1,285,220. This represented 7.0 per cent of the Canadian population in the same age group.
- In 1991, the persons with disabilities workforce population was 977,870, representing 6.5 per cent of the total Canadian workforce population aged 15 to 64.

- In 1991, 44.0 per cent of persons with disabilities were concentrated in Other Manual Worker (17.0 per cent), Semi-skilled Manual Worker (11.0 per cent), and Clerical Worker (16.0 per cent) occupations.

For a discussion of the designated group definitions as well as the workforce population, please refer to the report *Women, Visible Minorities, Aboriginal Peoples and Persons with Disabilities... The 1991 Employment Equity Definitions*.

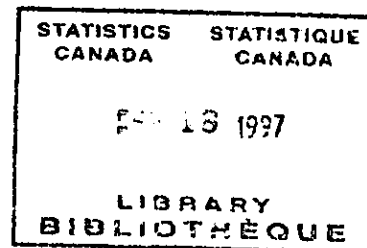
Prepared by: The Interdepartmental Working Group on Employment Equity Data.

For further information, please contact:

Ida Trachtenberg
Employment Equity Data Program
Statistics Canada
(613) 951-2559

Rick Henderson
Data Development and Systems Analysis
Human Resources Development
(819) 953-7512

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***WOMEN, VISIBLE MINORITIES, ABORIGINAL PEOPLES
AND PERSONS WITH DISABILITIES ...***

THE 1991 EMPLOYMENT EQUITY DEFINITIONS

***Prepared by: The Interdepartmental Working Group
on Employment Equity Data***

December, 1993

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1.0 INTRODUCTION

On August 13, 1986 the *Employment Equity Act* was proclaimed with the objective of achieving equality in the workplace. More specifically, its intention was to identify and remove barriers to the employment of four designated groups (women, persons in a visible minority in Canada, Aboriginal peoples and persons with disabilities) and to ensure that these groups achieve a degree of employment which is at least proportionate to their representation in the workforce as defined by qualification, eligibility and geography.

Responsibility for employment equity at the federal level is shared by Human Resources Development (HRD), the Treasury Board Secretariat (TBS), the Canadian Human Rights Commission (CHRC) and the Public Service Commission (PSC). Three employment equity programs have been established by the federal government: Employment Equity in the Federal Public Service, The Legislated Employment Equity Program, and the Federal Contractors Program.

With the introduction of employment equity initiatives came the need for data on the four designated groups. In order to coordinate data development, the Employment Equity Data Program (EEDP) was established in Statistics Canada in 1986. Two interdepartmental committees -- the Interdepartmental Working Group on Employment Equity Data (the Working Group) and its supervisory body, the Interdepartmental Steering Committee on Employment Equity Data (the Steering Committee) -- provide direction for the work of the EEDP. These committees were established to ensure consistency and to avoid duplication of effort among the departments working on employment equity. The Working Group is chaired by Statistics Canada and is comprised of several representatives from this department, as well as representatives from HRD, TBS, CHRC and PSC. The Steering Committee, chaired by HRD, is made up of senior personnel from the departments mentioned above with the exception of the PSC.

In December of 1986 a first set of data drawn from the 1981 Census of Population and the 1983-84 Canadian Health and Disability Survey was released to assist employers in planning and implementing employment equity programs. The data were updated in December, 1988 when the results of the 1986 Census and the 1986 Health and Activity Limitation Survey were available. The 1991 employment equity data have recently been produced.

This report details the definitions used in obtaining the 1991 employment equity data. The data sources and questions used in defining the populations as well as some of the 1991 data are provided. The definitions described here were developed by the Working Group and were approved by the Steering Committee.

Should you wish to determine the composition of your workforce in a manner that is comparable with information derived from the 1991 Census and HALS, use should be made of definitions and approaches which respect, as closely as is practical, those contained in this document.

2.0 EMPLOYMENT EQUITY DATA

In order to develop and evaluate employment equity programs, data are required on the size and characteristics of the populations in each of the four designated groups. As in 1986, the Census of Population¹ was the source of employment equity data for women, Aboriginal peoples and persons in a visible minority in Canada (visible minorities). The Health and Activity Limitation Survey (HALS) provided data for persons with disabilities.

To produce employment equity data, each of the populations must be defined. With the exception of women, the designated group populations have not been defined based on responses to single questions. Rather, the visible minority, Aboriginal peoples and persons with disabilities populations have been derived using responses to a number of questions. The processes used to derive these populations have evolved since production of the first set of data. While efforts have been made to facilitate comparability with the 1986 and 1981 data, the 1991 definitions have been refined to make use of accumulated knowledge.

The different types of data produced must also be considered. For employment equity purposes these include total population counts, workforce population counts, participation and unemployment rates, occupation data, educational attainment data, etc. This report provides data for the total population and the workforce population. As in 1986, the workforce population for women, visible minorities and Aboriginal peoples includes those aged 15 and over who worked sometime in 1990 or 1991. For persons with disabilities, this population includes those aged 15 to 64 who worked sometime between 1986 and 1991.

It is important to note that the reference periods used in these workforce definitions differ from the one week reference period traditionally used by Statistics Canada in producing labour force data. For employment equity, the use of a one week reference period is considered insufficient because designated group members experience greater mobility into and out of the workforce than does the rest of the Canadian population. The reference period for persons with disabilities is even longer than that used for the other three designated groups. This reflects the fact that persons with disabilities tend to experience greater barriers to labour force participation and therefore tend to be out of the labour force for longer periods than do other persons.

¹ A note on the population covered by the 1991 Census requires mention here. In 1991, for the first time, the Census of Population included both permanent and non-permanent residents of Canada. Non-permanent residents include persons claiming refugee status in Canada, persons in Canada who hold a student authorization, persons in Canada who hold an employment authorization and persons in Canada who hold a Minister's permit. This change in the population covered had some effect on the count for visible minorities. Permanent residents include Canadian citizens and landed immigrants.

3.0 WOMEN

3.1 Background

The Census of Population serves as the source of employment equity data for women with information being obtained from the question on sex. In the 1991 Census, this question was as follows.

| | |
|---------------|--|
| 4. SEX | 18 <input type="radio"/> Male 19 <input type="radio"/> Female |
|---------------|--|

3.2 The 1991 Counts of Women

The total number of women as obtained from the 1991 Census was 13,656,370 accounting for 50.6% of the Canadian population. Table 1 shows that 45.9% of the workforce population (i.e. the population aged 15 and over who worked at sometime in 1990 or 1991) were women.

Table 1

1986 and 1991 population and workforce counts of the total population and women for Canada

| | | Total Population | Workforce Population |
|-------------|--------------------------------|-------------------------|-----------------------------|
| 1986 | Total | 25,022,005 | 13,857,775 |
| | Women | 12,653,550 | 6,098,175 |
| | Representation of Women | 50.6% | 44.0% |
| 1991 | Total | 26,994,040 | 15,509,255 |
| | Women | 13,656,370 | 7,114,400 |
| | Representation of Women | 50.6% | 45.9% |

Source: 1986 and 1991 Censuses of Canada

The workforce population for 1986 includes those aged 15 and over who worked sometime in 1985 or 1986.
The workforce population for 1991 includes those aged 15 and over who worked sometime in 1990 or 1991.

4.0 **VISIBLE MINORITIES**

4.1 **Background**

The *Employment Equity Regulations* that accompany the *Employment Equity Act* define visible minorities as persons, other than Aboriginal peoples, who are "*non-Caucasian in race or non-white in colour*".

The Census of Population serves as the main source of employment equity data on visible minorities. As in 1981 and 1986, the 1991 Census did not include questions which would enable the direct identification of visible minorities (i.e., there were no questions on race or colour and no questions which specifically asked individuals if they belong to a visible minority group). Hence, more indirect means were used to determine whether persons are or are likely to be in a visible minority in Canada.

4.2 **The 1991 Approach**

The 1991 approach to deriving the visible minority population used a multi-step process. The basic strategy was to assign persons to the visible minority population in steps, looking first at responses to the ethnic origin/ancestry question. The approach then used the place of birth variable for assignment, followed by mother tongue. Once persons were assigned to the visible minority population, they did not go any further in the derivation process (i.e., they were only counted once).

The subgroups² that comprise the visible minority population played an integral part in the derivation process in that the criteria for inclusion in the population were specified at the subgroup level. Hence persons were assigned to a specific visible minority subgroup at the time of derivation. The total visible minority population was then determined by summing the subgroup counts. These sub-groups³ are as follows:

² Note that subgroup information is not required under the *Employment Equity Act* or its regulations.

³ The visible minority subgroups were introduced in the *Employment Equity Technical Reference Papers*, Employment and Immigration, 1987.

Blacks
 South Asians*
 Chinese
 Koreans
 Japanese
 South East Asians
 Filipinos
 Other Pacific Islanders
 West Asian and Arabs
 Latin Americans

* This subgroup was formerly referred to as
 "Indo-Pakistanis"

Step one:

Step one of the process assigned persons to the visible minority population based solely on their response to the ethnic origin question. In the 1991 Census, this question⁴ was as follows.

| | |
|---|--|
| <p>ETHNIC ORIGIN</p> <p>15. To which ethnic or cultural group(s) did this person's ancestors belong?</p> <p>Mark or specify as many as applicable.</p> <p>Note: While most people of Canada view themselves as Canadian, information about their ancestral origins has been collected since the 1901 Census to reflect the changing composition of the Canadian population and is needed to ensure that everyone, regardless of his/her ethnic or cultural background, has equal opportunity to share fully in the economic, social, cultural and political life of Canada. Therefore, this question refers to the origins of this person's ancestors.</p> <p>See Guide.</p> <p><i>Examples of other ethnic or cultural groups are: Portuguese, Greek, Indian from India, Pakistani, Filipino, Vietnamese, Japanese, Lebanese, Haitian, etc.</i></p> <p style="text-align: right;">▶</p> | <p>08 <input type="radio"/> French</p> <p>09 <input type="radio"/> English</p> <p>10 <input type="radio"/> German</p> <p>11 <input type="radio"/> Scottish</p> <p>12 <input type="radio"/> Italian</p> <p>13 <input type="radio"/> Irish</p> <p>14 <input type="radio"/> Ukrainian</p> <p>15 <input type="radio"/> Chinese</p> <p>16 <input type="radio"/> Dutch (Netherlands)</p> <p>17 <input type="radio"/> Jewish</p> <p>18 <input type="radio"/> Polish</p> <p>19 <input type="radio"/> Black</p> <p>20 <input type="radio"/> North American Indian</p> <p>21 <input type="radio"/> Métis</p> <p>22 <input type="radio"/> Inuit/Eskimo</p> <p>Other ethnic or cultural group(s) - Specify</p> <p>23 <input style="width: 150px;" type="text"/></p> <p>24 <input style="width: 150px;" type="text"/></p> |
|---|--|

⁴ The ethnic origin question was included on the "long" Census questionnaire (i.e., the 2B, 2C and 2D).

The ethnic origins included were those which either matched or were components of the ten visible minority sub-groups listed above. (Appendix I provides a complete list of the ethnic origins included.) Step one also included an assessment of religion responses in order to assign persons to a specific visible minority subgroup. It is worthy of note that religion was not used to bring persons into the visible minority population; rather it was used to assign persons to the appropriate subgroup. This first step identified 94% of the visible minority population.

As the ethnic origin question permits the reporting of more than one origin, multiple responses had to be addressed in the derivation process. In situations where one of the responses was among the categories identified as part of the visible minority population and the other(s) were not, respondents were assigned to the visible minority group. For example, a person who reported ethnic origins of Japanese and German were included in the visible minority count; more specifically in the Japanese subgroup. To deal with multiple responses involving two or more visible minority subgroups, a category designated as multiple visible minority responses was included. Persons with ethnic origin combinations such as Black and Chinese were put in this group.

Step two

Experience from earlier Censuses has shown that ethnic origin on its own may not give an accurate count of the total visible minority population in Canada. Analysis of ethnic origin responses by the place of birth variable revealed a tendency for some persons among the foreign-born population to report English or French as their ethnic origin. Persons born in Haiti, for example, tended to report French as their ethnic origin and would therefore not be identified as being in a visible minority group based on ethnic origin alone.

Step two sought first to identify countries of birth of persons likely to be in a visible minority and then to make decisions as to whether or not these persons were to be included considering their response to the ethnic origin question. Persons born in one of the identified countries who may have reported an origin such as English/British, French or Dutch as a result of their having emigrated to Canada from a former British, French or Dutch colony were included. Persons who are not likely to be in a visible minority (e.g. reported origins of Polish, German, Ukrainian, etc.) even though they reported one of the identified birthplaces were not included.

This step identified a further 5% of the visible minority population.

| | | | | | | | | | | | | | |
|--|---|--------------------------------|-------------------------------|---------------------------------|--------------------------------|-------------------------------|--------------------------------|-------------------------------|-------------------------------|-------------------------------|--------------------------------|-------------------------------|---------------------------------|
| <p>PLACE OF BIRTH</p> <p>11. Where was this person born?</p> <p>■ <i>Mark or specify one only, according to present boundaries.</i></p> | <p>In Canada</p> <table border="0"> <tr> <td>15 <input type="radio"/> Nfld.</td> <td>21 <input type="radio"/> Man.</td> </tr> <tr> <td>16 <input type="radio"/> P.E.I.</td> <td>22 <input type="radio"/> Sask.</td> </tr> <tr> <td>17 <input type="radio"/> N.S.</td> <td>23 <input type="radio"/> Alta.</td> </tr> <tr> <td>18 <input type="radio"/> N.B.</td> <td>24 <input type="radio"/> B.C.</td> </tr> <tr> <td>19 <input type="radio"/> Que.</td> <td>25 <input type="radio"/> Yukon</td> </tr> <tr> <td>20 <input type="radio"/> Ont.</td> <td>26 <input type="radio"/> N.W.T.</td> </tr> </table> <p>Outside Canada</p> <p>27 <input type="radio"/> United Kingdom</p> <p>28 <input type="radio"/> Italy</p> <p>29 <input type="radio"/> U.S.A.</p> <p>30 <input type="radio"/> West Germany</p> <p>31 <input type="radio"/> East Germany</p> <p>32 <input type="radio"/> Poland</p> <p>Other - Specify</p> <p>33 <input type="text"/></p> | 15 <input type="radio"/> Nfld. | 21 <input type="radio"/> Man. | 16 <input type="radio"/> P.E.I. | 22 <input type="radio"/> Sask. | 17 <input type="radio"/> N.S. | 23 <input type="radio"/> Alta. | 18 <input type="radio"/> N.B. | 24 <input type="radio"/> B.C. | 19 <input type="radio"/> Que. | 25 <input type="radio"/> Yukon | 20 <input type="radio"/> Ont. | 26 <input type="radio"/> N.W.T. |
| 15 <input type="radio"/> Nfld. | 21 <input type="radio"/> Man. | | | | | | | | | | | | |
| 16 <input type="radio"/> P.E.I. | 22 <input type="radio"/> Sask. | | | | | | | | | | | | |
| 17 <input type="radio"/> N.S. | 23 <input type="radio"/> Alta. | | | | | | | | | | | | |
| 18 <input type="radio"/> N.B. | 24 <input type="radio"/> B.C. | | | | | | | | | | | | |
| 19 <input type="radio"/> Que. | 25 <input type="radio"/> Yukon | | | | | | | | | | | | |
| 20 <input type="radio"/> Ont. | 26 <input type="radio"/> N.W.T. | | | | | | | | | | | | |

Step three

Step three in the process involved examining responses to the mother tongue question, the rationale being that persons who reported certain mother tongues (e.g. Hindi) are likely to be in a visible minority, regardless of their reported ethnic origin or place of birth. This step screened in under 1% of the visible minority population.

| | |
|--|--|
| <p>10. What is the language that this person first learned at home in childhood and still understands?</p> <p>■ If this person no longer understands the first language learned, indicate the second language learned.</p> | <p>12 <input type="radio"/> English</p> <p>13 <input type="radio"/> French</p> <p>Other - Specify</p> <p>14 <input type="text"/></p> |
|--|--|

Step four

The last step of the derivation process attempted to identify a small number of persons who may be in a visible minority in Canada but had not been screened in via the first three steps, because of the "residual" coding of the ethnic origin variable. For data publication purposes, Statistics Canada aggregates origins for which there are only a small number of reported cases into such categories as "Other African n.i.e. (not included elsewhere)", "Other Caribbean n.i.e.", etc.. Some of these aggregated origins are likely associated with persons in a visible minority and most persons with such origins were assigned to the population before reaching this step. There were, however, a small number of individuals not yet screened in. For example, persons who reported an ethnic origin of "Other African n.i.e.", Canada as their birthplace and English as their mother tongue would not have been included in the population through steps one to three. Step four assigned such persons to the population. As with step three, this last step screened in less than 1% of the visible minority population.

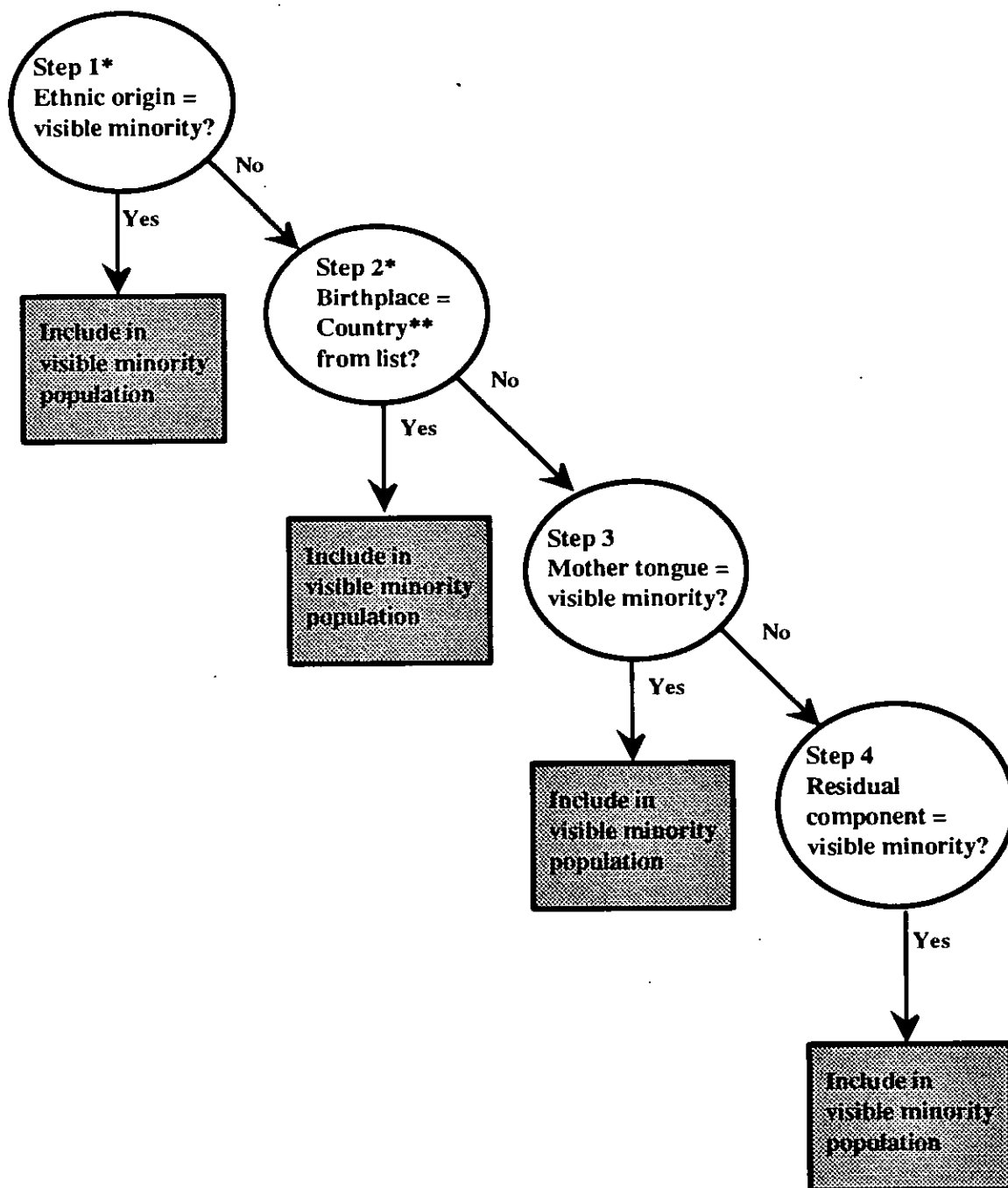
The flow chart on the following page summarizes the 1991 approach.

4.3 *Multiple Responses - Visible Minorities And Aboriginal Peoples*

Through the ethnic origin question, it was possible for persons to report belonging to both the visible minority and Aboriginal peoples populations. Hence, a decision had to be made regarding the handling of such responses. To avoid giving preferential treatment to one group, the option taken was to include these persons in the total counts of both designated groups.

In 1991, 23,575 persons were included in the count for both visible minorities and Aboriginal peoples.

The 1991 Approach to Defining the Visible Minority Population



Note: Once persons were assigned to the visible minority population, they did not go any further in the derivation process.

* These two steps also included a component that used the religion variable for subgroup assignment. This component did not bring persons into the visible minority population but rather used religion to assign persons to the appropriate subgroup.

** Persons born in one of the countries on the list who reported a European origin other than English/British, French or Dutch were not included.

4.4 The 1991 Counts of Visible Minorities

The total visible minority count as derived from the 1991 Census was 2,525,480 accounting for 9.4% of the Canadian population. At 1,415,750, the 1991 visible minority workforce comprised 9.1% of the total workforce.

Table 2

1991 visible minority counts by subgroup showing number of persons identified by each step of the derivation

| | Ethnic Origin (Step 1) | Place of Birth & Ethnic Origin (Step 2) | Mother Tongue (Step 3) | Residual Component (Step 4) | TOTAL |
|------------------------------------|-----------------------------------|--|---------------------------------------|--|--------------|
| Blacks | 449,550 | 46,230 | 1,255 | 7,260 | 504,290 |
| South Asians | 494,300 | 6,510 | 3,490 | 1,215 | 505,515 |
| Chinese | 622,440 | 525 | 3,465 | 0 | 626,435 |
| Koreans | 45,290 | 40 | 210 | 0 | 45,535 |
| Japanese | 63,510 | 0 | 350 | 0 | 63,860 |
| South East Asians | 127,825 | 3,285 | 1,300 | 0 | 132,415 |
| Filipinos | 168,080 | 255 | 815 | 0 | 169,150 |
| Other Pacific Islanders | 5,135 | 190 | 120 | 0 | 5,440 |
| West Asian & Arabs | 283,235 | 1,695 | 4,830 | 0 | 289,755 |
| Latin Americans | 66,430 | 61,525 | 0 | 6,580 | 134,535 |
| Multiples | 48,545 | 0 | 0 | 0 | 48,545 |
| TOTAL | 2,374,340 (94.0%) | 120,255 (4.8%) | 15,835 (.6%) | 15,055 (.6%) | 2,525,480 |

Source: 1991 Census of Canada

Comparison of the 1986 and 1991 Approaches to Deriving the Visible Minority Population

The 1991 approach to defining the visible minority population follows that used in 1986. The following differences are worthy of note:

1. There were slight changes to the 1991 ethnic origin question as compared to the 1986 question.

Minor changes were made to the order of the mark boxes. As well, the question was changed from asking about "you and your ancestors" to "this person's ancestors". A note to clearly explain that the purpose of the question was to measure the ancestral origins of the Canadian population was included, and Lebanese and Haitian were added as examples of what might be reported as write-ins. Space for two write-in responses was allotted, down from three in the 1986 Census.

2. The inclusion of non-permanent residents in the population covered by the 1991 Census had some effect on the size of the visible minority population. There were 223,410 non-permanent residents counted in the 1991 Census of whom 155,710 were members of a visible minority group.
3. Refinements were made to the subgroup inclusions to make use of knowledge gained in previous Censuses.
4. The religion variable was used in subgroup assignment in 1991. Information on religion was not collected in 1986; hence, the variable was not available for use in the derivation process.

Table 3

1986 and 1991 population and workforce counts of the total population and visible minorities for Canada

| | | Total Population | Workforce Population |
|-------------|---|-------------------------|-----------------------------|
| 1986 | Total | 25,022,005 | 13,857,775 |
| | Visible Minorities | 1,577,710 | 872,695 |
| | Representation of Visible Minorities | 6.3% | 6.3% |
| 1991 | Total | 26,994,040 | 15,509,255 |
| | Visible Minorities | 2,525,480 | 1,415,750 |
| | Representation of Visible Minorities | 9.4% | 9.1% |

Source: 1986 and 1991 Censuses of Canada

The workforce population for 1986 includes those aged 15 and over who worked sometime in 1985 or 1986.
The workforce population for 1991 includes those aged 15 and over who worked sometime in 1990 or 1991.

5.0 ABORIGINAL PEOPLES

5.1 Background

For the purposes of the *Employment Equity Act*, "Aboriginal peoples are considered to be persons who are Indians, Inuit or Métis." As with the count of women and the visible minority population, the Census was the source of data for the population of Aboriginal peoples.

5.2 The 1991 Approach

For employment equity purposes, persons who reported at least one Aboriginal origin or who were registered under the *Indian Act of Canada* were included in the count of Aboriginal peoples. Specifically, the ethnic origin question (Question 15) and the question which asked if respondents were registered Indians as defined by the *Indian Act of Canada* (Question 16) were used to designate this population.

The 1991 ethnic origin question was phrased as follows:

| | |
|---|--|
| <p>ETHNIC ORIGIN</p> <p>15. To which ethnic or cultural group(s) did this person's ancestors belong?</p> <p>■ Mark or specify as many as applicable.</p> <p>Note: While most people of Canada view themselves as Canadian, information about their ancestral origins has been collected since the 1901 Census to reflect the changing composition of the Canadian population and is needed to ensure that everyone, regardless of his/her ethnic or cultural background, has equal opportunity to share fully in the economic, social, cultural and political life of Canada. Therefore, this question refers to the origins of this person's ancestors.</p> <p>See Guide.</p> <p>Examples of other ethnic or cultural groups are: Portuguese, Greek, Indian from India, Pakistani, Filipino, Vietnamese, Japanese, Lebanese, Haitian, etc.</p> <p>▷</p> | <p>08 <input type="radio"/> French</p> <p>09 <input type="radio"/> English</p> <p>10 <input type="radio"/> German</p> <p>11 <input type="radio"/> Scottish</p> <p>12 <input type="radio"/> Italian</p> <p>13 <input type="radio"/> Irish</p> <p>14 <input type="radio"/> Ukrainian</p> <p>15 <input type="radio"/> Chinese</p> <p>16 <input type="radio"/> Dutch (Netherlands)</p> <p>17 <input type="radio"/> Jewish</p> <p>18 <input type="radio"/> Polish</p> <p>19 <input type="radio"/> Black</p> <p>20 <input type="radio"/> North American Indian</p> <p>21 <input type="radio"/> Métis</p> <p>22 <input type="radio"/> Inuit/Eskimo</p> <p>Other ethnic or cultural group(s) - Specify</p> <p>23 <input type="text"/></p> <p>24 <input type="text"/></p> |
|---|--|

Respondents included in the Aboriginal origin(s) population are those who in response to Question 15 indicated:

- a single Aboriginal origin (i.e., North American Indian, Métis, or Inuit);
- multiple ethnic origins including at least one Aboriginal origin in combination with at least one other non-Aboriginal origin (eg. English, Irish, German);
- multiple Aboriginal origins, such as Métis and North American Indian; or
- a Band name or a First Nation as a write-in response.

Question 16, which asked whether respondents were registered under the *Indian Act of Canada*, was asked for the first time in the 1991 Census. The question was worded as follows:

| | |
|--|--|
| <p>16. Is this person a registered Indian as defined by the Indian Act of Canada? See Guide.</p> | <p>25 <input type="radio"/> No 26 <input type="radio"/> Yes, registered Indian Specify Indian Band or First Nation (for example, Musqueam) 27 <input type="text"/></p> |
|--|--|

This question was asked of all persons regardless of their response to the ethnic origin question. Therefore, in addition to the ancestry dimension (Question 15), the 1991 Census enabled registered Indians who did not report Aboriginal ancestry to be included in the Aboriginal population.

As for the visible minority population, the ethnic origin question (Question 15) was the primary means through which individuals were included in the designated group population. The total count of Aboriginal peoples for employment equity purposes was 1,016,340. The ethnic origin question screened in almost 99% of the Aboriginal population (1,002,675). There was a small number of persons (13,665) who were registered Indians as defined by the *Indian Act of Canada* but did not report Aboriginal ancestry. Because individuals reported themselves as Indian for the purposes of the *Indian Act*, they were included for employment equity purposes. Individuals who reported an Aboriginal ethnic origin (Question 15) and registered Indian status (Question 16) were only counted once.

5.3 Multiple Response - Visible Minorities and Aboriginal Peoples:

As was noted in the Section 4.3, the *Employment Equity Act* identifies visible minorities and Aboriginal peoples as two distinct designated groups. A decision, therefore, had to be taken regarding the handling of individuals who reported both visible minority and Aboriginal ethnic origins. To avoid giving preferential treatment to one group, it was decided to include these persons in the total counts of both designated groups. In 1991, there were 23,575 such persons.

5.4 The 1991 Counts of Aboriginal Peoples

The total count of Aboriginal persons, as derived from the 1991 Census, was 1,016,340 accounting for 3.8% of the Canadian population. At 462,470, Aboriginal peoples comprised 3.0% of the workforce.

Comparison of the 1986 and 1991 Approaches to Deriving the Aboriginal Peoples Population

The 1991 population of Aboriginal peoples as defined for employment equity purposes differs slightly from the definition used in 1986. The ethnic origin question, the primary means of including Aboriginal peoples, was modified between 1986 and 1991. The question was changed from asking about "you and your ancestors" to asking about "this person's ancestors". In addition, the word "Eskimo" was included with the Inuit response category, an explanatory note was added, the examples were modified and the number of write-ins was reduced from three to two.

For the first time, the 1991 Census included a question which asked respondents to indicate if they were a registered Indian as defined by the *Indian Act of Canada*. In 1991, there were 13,665 persons who were registered Indians, but did not report Aboriginal ancestry. These individuals were included in the 1991 employment equity Aboriginal peoples counts.

Table 4

1986 and 1991 population and workforce counts of the total population and Aboriginal peoples for Canada

| | | Total Population | Workforce Population |
|-------------|---|-------------------------|-----------------------------|
| 1986 | Total | 25,022,005 | 13,857,775 |
| | Aboriginal Peoples | 711,725 | 294,415 |
| | Representation of Aboriginal Peoples | 2.8% | 2.1% |
| 1991 | Total | 26,994,040 | 15,509,255 |
| | Aboriginal Peoples | 1,016,340 | 462,470 |
| | Representation of Aboriginal Peoples | 3.8% | 3.0% |

Source: 1986 and 1991 Censuses of Canada

The workforce population for 1986 includes those aged 15 and over who worked sometime in 1985 or 1986.
The workforce population for 1991 includes those aged 15 and over who worked sometime in 1990 or 1991.

6.0 PERSONS WITH DISABILITIES

6.1 Background

Unlike the counts for women, visible minorities and Aboriginal peoples, which are derived from the Census, the data source for persons with disabilities is the Health and Activity Limitation Survey (HALS). A question on limitations in activities of daily living and another on long-term disability were asked in the 1991 Census. These questions were then used to identify the target population from which the HALS sample was drawn⁵. Data collection took place in the fall of 1991, immediately following the 1991 Census.

Since the sample was drawn from the Census, data from this source were available to supplement the HALS database and to provide more comprehensive information for comparing the population with disabilities to other persons.

The *Employment Equity Regulations* consider persons with disabilities to be persons who:

- (i) have any persistent physical, mental, psychiatric, sensory or learning impairment,
- (ii) consider themselves to be, or believe that an employer or a potential employer would be likely to consider them to be, disadvantaged in employment by reason of an impairment referred to in subparagraph (i)

The definition used for generating employment equity data follows this legal definition as closely as possible. The existence of a persistent impairment, component (i), was measured through an expanded concept of disability derived from the World Health Organization. Specifically, the screening questions in Section A of the HALS questionnaire asked respondents about limitations in performing activities because of a condition or health problem that has lasted or is expected to last six months or more. Respondents were also asked about limitations due to learning disabilities and long-term emotional, psychological, nervous and mental health conditions or problems.

The second component concerning the likelihood of being disadvantaged in employment encompasses two separate concepts. Individuals can perceive themselves as disadvantaged because of reduced physical or mental abilities to perform certain tasks or functions, or individuals can be at a disadvantage because of the way an employer might perceive them. Distinguishing between the two possible origins of the disadvantage in employment is measured through a number of questions in the 1991 HALS instrument on limitation at work and perception of employers. These questions are discussed in detail below.

⁵ For a detailed discussion of the Survey design and methodology, see *Health and Activity Limitation Survey -1991 User's Guide*, Statistics Canada.

6.2 *The 1991 Approach*

The 1991 definition builds on that used in 1986, retaining the 1986 criteria concerning age and the parameters of the experienced workforce. Thus, the total population count included people aged 15 to 64 and the workforce population included those who worked sometime in the five years prior to HALS. This extended period reflects the fact that persons with disabilities tend to experience greater barriers in labour force participation and, therefore, tend to be out of the labour force for longer periods than do persons without disabilities.

In order to refine the definition of persons with disabilities for the purposes of employment equity, a number of new questions were added to the 1991 HALS questionnaire. Specifically, the addition of questions on perception of disadvantage in employment⁶ made it possible to better cover this element of the definition of the Act. It also was determined that the data would reflect the definition in the Act more completely if they included persons who felt that they were not limited at work but needed special accommodations to be able to work, required modifications made to the work site to make it accessible or believed that they had lost employment opportunities in the past because of their condition or health problem.

Many individuals who indicate that their condition or health problem completely prevents them from working at a job or business could in fact work if they were provided with the right conditions and incentives. The 1986 HALS questionnaire did not allow the distinction of this population from those who were completely unable to work because of their disability. Therefore, the 1986 employment equity counts of persons with disabilities included all individuals who indicated they were completely prevented from working.

Additional questions were added to the 1991 HALS questionnaire that allowed for more analysis of persons indicating they were completely prevented from working. Such individuals were asked about barriers⁷ encountered that might have discouraged them from looking for work. In the 1991 definition, respondents who indicated that they were completely prevented from working and that they had encountered specific barriers (other than the disability itself) that discouraged them from looking for work were included.

While the majority of respondents indicated specific barriers which discouraged them from looking for work, many indicated the disability itself as the barrier. Those who indicated the disability as the barrier to looking for work were excluded from the employment equity definition of persons with disabilities.

⁶ Questions E31, E58 and E88 on Form 02 for the 1991 Adult Household Health and Activity Limitation Survey.

⁷ Question E74 (i) to (x) on Form 02 of the 1991 Adult Household Health and Activity Limitation Survey.

6.3 The 1991 Definition

The employment equity data on persons with disabilities include persons aged 15 to 64 living in private households who indicated that they have a limitation in activity (persistent impairment) and responded that:

- OR
 - they were limited in the kind or amount of work that they could do,
- OR
 - they believed that their employer or a potential employer would likely consider them disadvantaged in employment,
- OR
 - they needed special accommodation or a modification to be able to work,
- OR
 - they believed that they had lost employment opportunities in the past because of their condition or health problem,
- OR
 - for those not in the labour force who indicated that they were completely prevented from working at a job or a business, responded that they had encountered specific barriers (other than the disability itself) that discouraged them from looking for work.

The specific questions from HALS which were used to determine the counts of persons with disabilities for employment equity purposes were as follows.

Questions used to indicate a limitation in the kind or amount of work that could be done:

- | | |
|------------|---|
| A20(iii): | <i>Because of a long-term physical condition or health problem, that is one that has lasted or is expected to last 6 months or more, are you limited in the kind or amount of activity you can do at work?</i> |
| A25(iii): | <i>Because of a long term emotional, psychological, nervous or psychiatric condition, that is, one that has lasted or is expected to last six months or more, are you limited in the kind or amount of activity you can do at work?</i> |
| A29a(iii): | <i>Do you feel limited by the fact that a health professional has labelled you with a specific mental health condition, whether you agree with this label or not - at work?</i> |

- | | |
|--------------------|---|
| E10 [*] : | <i>Are you limited in the kind or amount of work you can do at your present (or a) job or business because of your condition or health problem?</i> |
| E42: | <i>Are you limited in the kind or amount of work you can do at a job or business because of your condition or health problem?</i> |
| E69: | <i>Does your condition or health problem limit the kind or amount of work you could do at a job or business?</i> |

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

- | | |
|--------------|---|
| E31: | <i>Do you believe that your current employer or any prospective employer would be likely to consider you disadvantaged in employment because of your condition or health problem?</i> |
| E58 and E88: | <i>Do you believe that any prospective employer would be likely to consider you disadvantaged in employment because of your condition or health problem?</i> |

^{*} Note that the questions from Section E in the questionnaire (denoted by the prefix E) have equivalents, i.e., the same question appears in three different parts of this Section depending on the labour force status of the respondent. For example, questions E10, E42, and E69 are essentially the same question, respondents who were employed were asked question E10, those who were unemployed were asked E42, and those who were not in the labour force at the time of the survey were asked question E69.

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

E19 and E48: *Because of your condition or health problem, do you require any of the following to be able to work...*

E78: *Because of your condition or health problem would you require any of the following to be able to work?*

- i) *Human support such as:
reader, oral or sign language interpreter, job coach personal assistant*
- ii) *Technical aids and devices such as:
voice synthesizer, telecommunications device for the deaf (TDD), infrared system, computer*
- iii) *Communication services such as:
conversion of print to braille, to audio tape, to enlarged print*
- iv) *Job redesign (modified or different duties)*
- v) *Modified hours or days or reduced work hours*
- vi) *Accessible transportation*
- vii) *Other, please specify*

E20: *Because of your condition or health problem, do you require any of the following to be able to work...*

E49 and E79: *Do you require modified features or arrangements at your workplace, such as...*

- i) *Handrails, ramps*
- ii) *Appropriate parking*
- iii) *Accessible elevator*
- iv) *Accessible workstation*
- v) *Accessible washrooms*
- vi) *Other, please specify*

Questions used to indicate a belief that employment opportunities were lost in the past because of a condition or health problem:

E26, E53, and E83: *In the past five years, do you believe that because of your condition or health problem, you have been refused:*

- (a) *employment*
- (b) *a promotion*
- (c) *access to training programs, or*
- (d) *has your employment been terminated*

Question used to identify the "completely prevented from working" population:

E68: *Does your condition or health problem completely prevent you from working at a job or business?*

Question used to identify barriers that discouraged respondents from working:

E74: *Some people have encountered barriers which have discouraged them from looking for work. Could you think about your own situation and indicate which of the following situations might apply to you? Please answer yes or no to each of the statements.*

- i) *You would lose some or all of your current income if you went to work.*
- ii) *You would lose some or all of your current additional support such as your drug plan or housing if you went to work.*
- iii) *Your family or friends have discouraged your going to work.*
- iv) *Family responsibilities prevent you.*
- v) *Information about jobs is not accessible to you.*
- vi) *You worry about being isolated by other workers on the job.*
- vii) *You have been the victim of discrimination.*
- viii) *You feel your training is not adequate.*
- ix) *Lack of accessible transportation.*
- x) *No jobs available.*

6.4 The 1991 Counts of Persons With Disabilities

The total count of persons with disabilities for employment equity purposes was 1,285,220 accounting for 7.0% of the Canadian population aged 15 to 64. At 997,870, persons with disabilities comprised 6.5% of the workforce population aged 15 to 64.

Comparison of the 1986 and 1991 Approaches to Deriving the Persons with Disabilities Population

The 1991 data definition is a refinement of that used in 1986. In 1986, the data were based on questions of limitations in activities (persistent impairment) and limitation at work. In 1991, the data definition included essentially the same questions on limitations in activities (persistent impairment) and limitation at work. One question (A29aiii) on limitations at work because of a mental health condition label was added. The 1991 definition also included questions on:

- perception of disadvantage in employment,
- requirements for accommodations to be able to work,
- requirements for modifications made to the workplace,
- belief that there was a loss of employment opportunity in the past due to the condition or health problem.

In addition, persons who reported that they were completely prevented from working and that they had encountered barriers (other than their disability) that discouraged them from looking for work were included in the 1991 counts.

Table 5

1986 and 1991 population and workforce counts of the total population and persons with disabilities aged 15 to 64 for Canada

| | | Total Population | Workforce Population |
|-------------|--|-------------------------|-----------------------------|
| 1986 | Total | 17,138,935 | 13,857,775 |
| | Persons with Disabilities | 1,255,160 | 752,990 |
| | Representation of Persons with Disabilities | 7.3% | 5.4% |
| 1991 | Total | 18,372,415 | 15,113,490 |
| | Persons with Disabilities | 1,285,220 | 977,870 |
| | Representation of Persons with Disabilities | 7.0% | 6.5% |

Source: 1986 and 1991 Censuses of Canada and 1986 and 1991 Health and Activity Limitation Surveys

The 1986 total workforce population includes those 15 and over who worked sometime in 1985 or 1986.

The 1991 total workforce population includes those 15 to 64 who worked sometime in 1990 or 1991.

The 1986 persons with disabilities workforce population includes those aged 15 to 64 who worked sometime between 1981 or 1986.

The 1991 persons with disabilities workforce population includes those aged 15 to 64 who worked sometime between 1986 or 1991.

7.0 *CONTACT PERSON FOR ADDITIONAL INFORMATION*

Ida Trachtenberg
Manager, Employment Equity Data Program
Housing, Family and Social Statistics Division
Statistics Canada
Jean Talon Building, 7th floor
Ottawa, Ontario
K1A 0T6

Telephone: (613) 951-2559
Fax: (613) 951-0387

APPENDIX I
The Visible Minority Subgroup Definitions

The Visible Minority Subgroup Definitions

The following provides the detailed inclusions for each of the visible minority subgroups.

The Black Subgroup

Step 1

Included:

- persons whose ethnic origin was Black, African Black, Barbadian, Ethiopian, Ghanaian, Haitian, or Somali
- persons whose reported ethnic origin was Guyanese, Trinidadian/Tobagonian, Jamaican, "Other Caribbean n.i.e." or "West Indian n.i.e." whose religion was not Hinduism or Islam

Step 2

Included:

- persons who reported English (as a single response), Other Latin/Central/South American or "Other African n.i.e." as their ethnic origin and place of birth as Anguilla, Antigua, Bahamas, Barbados, Belize, Bermuda, Cayman Islands, Dominica, Montserrat, Saint Kitts-Nevis, Saint Lucia, Saint Vincent and the Grenadines, Turks and Caicos Islands, or the British or U.S. Virgin Islands
- persons who were born in Guadeloupe, Haiti, Martinique or French Guiana whose reported ethnic origin was French (as a single response) or "Other African n.i.e."
- persons born in Aruba or Netherlands Antilles whose ethnic origin was Dutch or "Other African n.i.e."
- persons whose place of birth was Botswana, Gambia, Ghana, Ivory Coast, Lesotho, Malawi, Nigeria, Sierra Leone, Swaziland, Zambia or Zimbabwe and whose ethnic origin was English (as a single response) or "Other African n.i.e."
- persons born in Benin, Burundi, Burkina Faso, Cameroon, Central African Republic, Chad, Gabon, Guinea, Ivory Coast, Mali, Niger, Rwanda, Senegal, Seychelles or Togo whose ethnic origin was French (as a single response) or "Other African n.i.e."
- persons born in Guinea-Bissau, Mozambique or Sao Tome and Principe with an ethnic origin of Portuguese or "Other African n.i.e."
- persons born in Angola, Cape Verde Islands, Comoros Islands, Congo, Equatorial Guinea, Ethiopia, Liberia, Madagascar, Namibia, Rep. of Djibouti, St. Helena and Ascension, Somalia (Dem Rep), Sudan or Zaire whose ethnic origin was "Other African n.i.e."
- persons born in Suriname, Guyana, Trinidad/Tobago, Jamaica, Grenada, Tanzania, Uganda or Kenya whose religion was not Hinduism or Islam

- persons born in South Africa⁹ whose religion was not Hinduism or Islam and whose mother tongue was not Other Germanic, Dutch or English

Step 3

Included:

- persons whose mother tongue was Creole, Swahili, Other Bantu, Other Niger-Congo or Other African

Step 4

Included:

- persons whose ethnic origin was "Other African n.i.e." and whose place of birth was not South Africa

The South Asian Subgroup

Step 1

Included:

- persons who reported the following ethnic origins: Bengali, Punjabi, Tamil, Sinhalese, "East Indian n.i.e.", "Bangladeshi n.i.e.", "Pakistani n.i.e." or Sri Lankan.
- persons whose reported ethnic origin was Guyanese, Trinidadian/Tobagonian, Jamaican, "Other Caribbean n.i.e.", "West Indian n.i.e." or Fijian whose religion was Hinduism or Islam

Step 2

Included:

- persons born in Bangladesh, India, Mauritius, Mayotte, Pakistan, Rep. of Maldives or Sri Lanka with ethnic origin "Other Asian n.i.e."
- persons born in Suriname, Guyana, Trinidad/Tobago, Jamaica, Grenada, Tanzania, Uganda, Kenya or Fiji whose religion was Hinduism or Islam
- persons born in South Africa whose religion was Hinduism or Islam

Step 3

Included:

- persons with a mother tongue of Bengali, Sinhalese, Gujarati, Hindi, Other Dravidian, Sindhi, Tamil, Urdu, Punjabi, Marathi, Telugu or "Other Indo-Iranian n.i.e."

⁹ Persons born in South Africa may be categorized as Black, White, Asian, etc.. In an effort to ensure the appropriate assignment of such persons, religion and mother tongue were used. Persons reporting a religion of Hinduism or Islam were assumed to have origins in India. Those whose mother tongue was a European language (including Afrikaans) were assumed to be White and therefore were excluded from the visible minority population. The residual population was assigned to the Black sub-group.

Step 4

Included:

- persons whose ethnic origin was "Other Asian n.i.e."

The Chinese Subgroup

Step 1

Included:

- persons whose reported ethnic origin was Chinese

Step 2

Included:

- persons whose place of birth was Macao and whose ethnic origin was either Portuguese or "Other Asian n.i.e."
- persons born in Brunei, China, Hong Kong, Mongolia or Taiwan whose ethnic origin was "Other Asian n.i.e."

Step 3

Included:

- persons with a mother tongue of Chinese or Sino-Tibetan

The Korean Subgroup

Step 1

Included:

- persons who reported an ethnic origin of Korean

Step 2

Included:

- persons whose place of birth was North or South Korea and whose ethnic origin was "Other Asian n.i.e."

Step 3

Included:

- persons with a mother tongue of Korean

The Japanese Subgroup

Step 1

Included:

- persons who reported their ethnic origin as Japanese

Step 2

Included:

- persons whose place of birth was Japan and whose ethnic origin was "Other Asian n.i.e."

Step 3

Included:

- persons with a mother tongue of Japanese

The Southeast Asian Subgroup

Step 1

Included:

- persons reporting the following write-in ethnic responses: Vietnamese, Burmese, Cambodian (Kampuchean), Laotian, Thai, Malay or Indonesian

Step 2

Included:

- persons who were born in Indonesia whose ethnic origin was Dutch (as a single response) or "Other Asian n.i.e."
- persons born in Union of Myanmar (Burma), Kampuchea (Cambodia), Laos, Malaysia, Singapore, Thailand or Vietnam whose ethnic origin was "Other Asian n.i.e."

Step 3

Included:

- persons with a mother tongue of Khmer, Lao, Malayalam, Malay-Bahasa, Thai, Vietnamese or Austro-Asiatic

The Filipino Subgroup

Step 1

Included:

- persons with a reported ethnic origin of Filipino

Step 2

Included:

- persons with a place of birth of the Philippines and an ethnic origin "Other Asian n.i.e."

Step 3

Included:

- persons with a mother tongue of Philipino/Tagalog

The Other Pacific Islanders Subgroup

Step 1

Included:

- persons who reported their ethnic origin as Polynesian
- persons of Fijian origin whose religion was not Hinduism or Islam

Step 2

Included:

- persons who were born in Tonga or Vanuatu whose ethnic origin was English (as a single response)
- persons born in French Polynesia, New Caledonia or Reunion with a French ethnic origin (single response)
- persons whose place of birth was Fiji and whose religion was not Hinduism or Islam

Step 3

Included:

- persons with a mother tongue of Other Malayo-Polynesian

The West Asian and Arab Subgroup

Step 1

Included:

- persons with an ethnic origin of Afghan, "Arab n.i.e.", Egyptian, Kurdish, Armenian, Iranian, Iraqi, Lebanese, "Maghrebi n.i.e.", Moroccan, Palestinian, Syrian, Turk or "West Asian n.i.e."

Step 2

Included:

- persons with a place of birth of Afghanistan, Algeria, Bhutan, Egypt, Iraq, Libya, Mauritania, Morocco, Nepal, Bahrain, Iran, Jordan, Kuwait, Lebanon, Oman, Qatar, Republic of Yemen, Saudi Arabia, Syria, Tunisia, Turkey, United Arab Emirates or Western Sahara (D.S.A.R.) and an ethnic origin of "Other Asian n.i.e." or "Other African n.i.e."
- persons born in Israel whose religion was not Jewish

Step 3

Included:

- persons with a mother tongue of Arabic, Pashto, Armenian, Persian (Farsi), Turkish, "Turkish n.i.e.", Kurdish or Baluchi

The Latin American Subgroup

Step 1

Included:

- persons reporting their ethnic origin as Brazilian, Colombian, Cuban, Ecuadorian, Guatemalan, Hispanic, Mexican, Nicaraguan, Peruvian or Salvadorean

Step 2

Included:

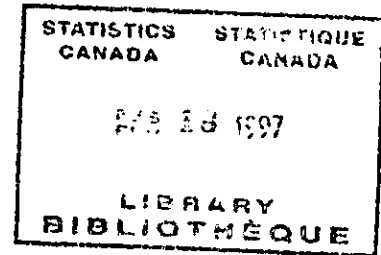
- persons with a place of birth of Bolivia, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Peru, Puerto Rico or Venezuela and an ethnic origin of Spanish or "Other Latin/Central/South American n.i.e."
- persons born in Brazil whose ethnic origin was Portuguese or "Other Latin/Central/South American n.i.e."

Step 4

- persons with an ethnic origin of "Other Latin/Central/South American n.i.e." whose place of birth was not Argentina, Chile, Paraguay, or Uruguay

89F0090XPB

C.3



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***ANSWERS TO SOME FREQUENTLY
ASKED QUESTIONS ON EMPLOYMENT EQUITY DATA***

??

***Prepared by: The Interdepartmental Working Group
on Employment Equity Data***

December 1993

SUMMARY LIST OF QUESTIONS

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1.0 GENERAL

1.1 What are employment equity data?

A wide range of data are produced for employment equity purposes. These data include total population counts, workforce counts, participation and unemployment rates, occupation data, educational attainment data, etc.. They enable employers, the designated groups and others to assess the progress made in achieving an equitable workforce.

1.2 Who is responsible for developing the data?

The definitions used to generate employment equity data were developed by an interdepartmental committee drawn from the federal government departments and agencies with a responsibility for implementing and monitoring employment equity legislation and policies. They include Human Resources Development, the Canadian Human Rights Commission, the Treasury Board Secretariat, the Public Service Commission and Statistics Canada. Statistics Canada's role is to provide methodological and statistical support in the development of these data.

1.3 Why are these particular departments and agencies involved in the data development? What are their roles in employment equity?

Human Resources Development (HRD) administers the *Employment Equity Act*, providing employers with the information and advice they need to establish equitable employment goals and programs. They receive employers' reports and make these reports accessible to the public, assess whether companies are in compliance with the *Act* and recommend sanctions for those who are not. The Minister tables a report each year in Parliament, containing a summary of employers' reports and an analysis. HRD also administers the Federal Contractors Program. The Federal Contractors Program, which applies to employers with 100 employees or more who bid on federal contracts equal to or in excess of \$200,000 annually, is designed to ensure that companies that do business with the Government of Canada achieve and maintain a representative workforce.

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

The Public Service Commission (PSC) may implement employment equity programs, within its own mandate or at the request of TBS, to improve employment and career opportunities in the Public Service. It uses employment equity data to conduct analysis to support its mandate related to staffing in the Public Service. The PSC also provides analytical and data services to the TBS. In this regard, it calculates availability estimates of members of the designated groups and establishes recruitment, promotion and separation targets for these members for TBS.

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

Statistics Canada provides the data from which the employment equity data are drawn. It also provides statistical support for the design and evaluation of projects related to employment equity.

1.4 When will the *Employment Equity Data Report* be available?

The *Employment Equity Data Report* is being prepared by Human Resources Development and will be available in January/February of 1994. It will be distributed to employers who are covered under the *Employment Equity Act* and the Federal Contractors Program.

1.5 If I am not covered by the *Employment Equity Act* or the Federal Contractors Program, how can I get a copy of the *Employment Equity Data Report*?

Information on the *Employment Equity Data Report* and other employment equity data products can be obtained from Statistics Canada by contacting the Employment Equity Data Program at (613) 951-0247.

1.6 What occupational classifications are being used to produce the employment equity data?

The *Employment Equity Data Report* to be released in January/February 1994 will be based on the 1980 Standard Occupation Classification (SOC). At a later time, the data will be produced using the 1990 National Occupational Classification (NOC).

2.0 WOMEN

2.1 What is the source of information on women?

The Census serves as the source of data on women. Counts for women are obtained from the Census question on sex.

2.2 Are the data from the 1986 and 1991 Censuses regarding women comparable?

Yes, the data on women are comparable.

2.3 Are there any data produced on women who are doubly disadvantaged, for example, visible minority women or women with disabilities?

The 1986 data included counts of Aboriginal women, women in a visible minority group in Canada and women with disabilities. These counts will be produced again using the 1991 data. In addition, several research initiatives on doubly disadvantaged women have been undertaken. Further information can be obtained by contacting the Employment Equity Data Program at Statistics Canada at (613) 951-0247.

3.0 VISIBLE MINORITIES

3.1 According to the *Employment Equity Act*, who are visible minorities?

Persons in a visible minority in Canada are defined under the employment equity legislation as persons, other than Aboriginal peoples, who are non-white in colour or non-Caucasian in race.

The *Employment Equity Technical Reference Papers* (Employment and Immigration Canada, 1987) identify the following groups:

- Blacks
- Indo-Pakistani*
- Chinese
- Japanese
- Korean
- Filipino
- Southeast Asian
- West Asians and Arab
- Other (Latin Americans, Indonesian or Pacific Islanders)

* This subgroup is now referred to as "South Asians".

5.0 PERSONS WITH DISABILITIES

5.1 What is the source of information on persons with disabilities?

Unlike the data for the other three designated groups, the source of the data for persons with disabilities was the 1991 post-censal Health and Activity Limitation Survey (HALS). In the 1991 Census, two questions on disability were asked. These questions were used to identify the target population from which the HALS sample was drawn. Data collection took place in the fall of 1991, immediately after the 1991 Census.

The employment equity data on persons with disabilities include persons aged 15 to 64 living in private households who indicated having a limitation in activity (persistent impairment) and responded that:

- OR
 - they were limited in the kind or amount of work that they could do,
- OR
 - they believed that their employer or a potential employer would likely consider them disadvantaged in employment,
- OR
 - they needed special accommodation or modifications made to be able to work,
- OR
 - they believed that they had lost employment opportunities in the past because of their condition or health problem
- OR
 - for those who indicated that they were completely prevented from working at a business or a job, reported that they had encountered barriers (other than the disability) that discouraged them from looking for work.

5.2 Are the definitions used in deriving the 1986 and 1991 persons with disabilities populations the same?

There are differences in the 1986 and 1991 definitions used to derive the population counts. In response to suggestions from the Interdepartmental Working Group on Employment Equity Data, the 1991 Health and Activity Limitation Survey included a number of questions designed to measure perception of disadvantage by employers, need for special accommodation or access to be able to work, loss of employment opportunities because of a condition or health problem and barriers encountered that have discouraged looking for work. Responses to these questions were taken into account in defining the 1991 population of persons with disabilities. This represents a refinement over the 1986 approach in which the data were based on questions on limitations in activities (persistent impairment) and limitation at work only. This refinement has allowed the 1991 data to

better reflect the definition of persons with disabilities as defined in the Regulations of the *Employment Equity Act*.

5.3 Why are the counts for persons with disabilities not derived directly from the Census?

Since the Health and Activity Limitation Survey (HALS) provides a better identification of the target population than the Census alone, the primary source of data concerning disabilities for publications and other products is the HALS database.

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

5.4 Why are persons aged 65 and over not included in the population of persons with disabilities for the purposes of employment equity?

The Health and Activity Limitation Survey (HALS) questions on education and employment were limited to those aged 15 to 64 for practical and efficiency reasons. The decision was based on interviewer de-briefing concerning respondent burden; most respondents with disabilities aged 65 and over were not working. In discussions with persons involved in employment issues, the suggestion was to not include these respondents in these two sections.

The inclusion of the cohort of persons aged 65 and over in the employment equity data base would have added a substantial number of persons who were not active and who did not want to be active in the workforce. This would have distorted many labour market measures and indicators such as participation and unemployment rates and made it difficult to track, evaluate and analyze what was really occurring with this group.

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

5.5 Why does the employment equity data on persons with disabilities include only a subset of the HALS population?

The Health and Activity Limitation Survey (HALS) was designed to serve a number of clients and purposes. In order to do that effectively, it adopts a very broad approach to disability, both in terms of its nature and severity. This survey also probes a wide range of subjects, from employment to social services.

The employment equity data on persons with disabilities were generated to support employment equity planning and monitoring activities by employers and the government. These data show the number and characteristics of persons with disabilities that an employer might recruit for employment in Canada.

Employment equity data on persons with disabilities were developed to reflect the definition in the Regulations of the *Employment Equity Act*. These Regulations define persons with disabilities as individuals who have a persistent impairment that results in a disadvantage in employment. This disadvantage can originate in either of two sources:

- i) a reduced ability to perform certain tasks that are considered normal at work, or
- ii) the perception an employer might have of their performance at work.

Only persons with disabilities who think their limitation in activity (persistent impairment) results in a disadvantage at work were included in HALS employment equity data.

In 1986, the concept of disadvantage in employment could be reflected only through the questions on limitations in activities at work. These questions did not cover the perception of employers. However, the 1991 HALS questionnaire was expanded to bridge that gap, and thus, better reflect the definition of persons with disabilities found in the *Employment Equity Act*.