

Annual Report

Employment Equity Act

1999



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Minister of Labour



Ministre du Travail

Ottawa, Canada K1A 0J2

Her Excellency the Right Honourable Adrienne Clarkson,
C.C., C.M.M., C.D.
Governor General of Canada

Your Excellency:

I wish to present the twelfth Annual Report to Parliament on the *Employment Equity Act*.

This report describes the progress that employers within the federal jurisdiction, including Crown corporations, have made in establishing a fair representation of designated group members in their workplaces.

The Annual Report recognizes that some organizations are making impressive efforts to attract designated group members to their industries. Others are working to create an inclusive work environment, one that supports the career aspirations of all employees. The Canadian Human Rights Commission, which has a mandate to carry out compliance audits of employers, reports a high degree of co-operation. Those audits have shown that generally speaking, federally regulated employers are taking their employment equity obligations seriously.

However, this year's Annual Report also demonstrates that work remains to be done if we are to achieve the objectives of the Act. Consequently, the message emerging from the Report is that federally regulated employers and Crown corporations must continue to demonstrate a sense of urgency with respect to employment equity, if we are to achieve equality in the workplace for women, Aboriginal peoples, persons with disabilities and members of visible minorities.

A fair and equitable workforce is in the best interest of employers and employees, in fact, it is in the best interest of all Canadians.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Claudette Bradshaw'.

Claudette Bradshaw
Minister of Labour

Canada

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Introduction

In 1998, employment grew significantly in Canada. However, all sectors in the economy have not been growing at the same rate. In fact, business services associated with the new economy have been growing faster than traditional goods-producing industries and services-producing industries such as transportation and communications.

*The number of employees reported in federally regulated industries covered by the **Employment Equity Act** also increased significantly in 1998. New companies have joined the workforce, but they are smaller and employ fewer but more highly qualified people. On the other hand, despite the overall increase, a number of organizations in Banking, Transportation and Communications merged and/or continued to reduce their personnel. In the process, manual and other low-skill workers have been particularly affected.*

In this changing environment, a few questions come to mind with regard to the situation of designated group members. How have they been affected by the changes? Did they benefit from the increased employment opportunities? This annual report tries to answer these and other questions.

THE 1999 ANNUAL REPORT

In June 1999, employers covered under the *Employment Equity Act* submitted their twelfth annual report. The information in these reports depicts the employment situation of the four designated groups in their workforce and the progress that organizations have made toward achieving an equitable representation of the groups during 1998. This Annual Report provides a consolidation and an analysis of the data contained in the individual employers' reports. Chapter 1 describes the measures that employers have taken to recruit and retain members of the designated groups in their workforce. Succeeding chapters discuss the business climate in industries covered by the Act, present profiles of the workforce under the Act and of the four designated groups, and provide an assessment of employers' results.

Additional information is provided in the appendices. Appendix A contains a glossary that explains certain key concepts used throughout this report, along with technical notes. Appendix B includes statistical tables that consolidate the information from employer reports.

THE EMPLOYMENT EQUITY ACT

The purpose of the *Employment Equity Act* is to achieve equality in the workplace for women, Aboriginal peoples, persons with disabilities and

members of visible minorities. In the fulfillment of that goal, employers are required to correct disadvantages in employment experienced by the designated groups by giving effect to the principle that employment equity means not only that they must treat people in the same way, but also that they must take special measures and accommodate differences.

The core obligations of employers in relation to implementing employment equity are:

- to survey their workforce to collect information on the number of members of designated groups;
- to carry out a workforce analysis to identify any underrepresentation of members of designated groups;
- to review their employment systems, policies and practices to identify employment barriers; and
- to prepare an employment equity plan that outlines what their organization will do to both remove employment barriers, and institute positive policies and practices. (The employment equity plan must include a timetable and establish short-term and long-term numerical goals.)

The Canadian Human Rights Commission (CHRC) has the authority to carry out on-site audits of employers covered under the Act to determine whether they have met these obligations.

The Act states that federally regulated employers in the private sector and Crown corporations with 100 or more employees must also report annually to the Minister of Labour on their progress in achieving a representative workforce. A provision of the Act allows the government to fine employers who:

- fail to file an employment equity report;
- fail to include in the report any information that is required; or
- provide false or misleading information in the report.

The current report analyzes the reports received from these employers. The federal public service is also covered by the *Employment Equity Act*, but departments are required to report to the President of the Treasury Board, who has the responsibility to prepare a separate report on the situation and progress achieved by designated groups in the public service.

THE FEDERAL CONTRACTORS PROGRAM

The Minister of Labour is also responsible for administering the Federal Contractors Program for Employment Equity (FCP). The program requires employers who do business with the Government of Canada to achieve and maintain a fair and representative workforce. It requires companies that employ 100 or more people, and which obtain goods and services contracts valued at \$200,000 or more, to implement an employment equity plan that meets the program criteria. Companies having received contracts are subject to on-site compliance reviews carried out by HRDC.

MERIT AWARDS

Through the Merit Awards program, our Department recognizes the special efforts and achievements of organizations in implementing employment equity. Employers covered by either the Federal Contractors Program or the Employment Equity Act may compete for these awards. Please see page 12 for the names of organizations that received awards in 1999.

Readers who would like more data on members of designated groups or information on the assessment of employers' results should communicate with:

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The report will be available on the Web through the Workplace Equity Electronic Dissemination Information System (WEEDIS) site under Human Resources Development Canada - Labour at:

<http://info.load-otea.hrdc-drhc.gc.ca/~weedis>

Highlights

QUALITATIVE MEASURES

A number of employers indicated in their reports that they had attained a fair representation for women and members of visible minorities. However, many recognized that members of designated groups are still facing employment barriers. These barriers may prevent candidates from applying for jobs. Some employers mentioned that they were analyzing the job requirements of their positions, while others decided to revise their hiring practices to expand the pool of job applicants. Employers also emphasized the fact that a supportive work environment has a noticeable positive effect on the retention of designated group members in their organizations. They noted that the absence of barriers to the advancement of group members contributes to such an environment.

This year, employers provided more information on the efforts they had made to consult and collaborate with employee representatives on the implementation of employment equity. However – unfortunately – in many cases reports simply noted that no specific mechanisms existed for consulting on equity matters. As well, the extent to which employee representatives were actually involved in consultations was often difficult to evaluate. Those employers who did provide details noted that consultation ranged from representatives merely receiving information from management, to representatives being primarily responsible, through a joint committee, for the employment equity plan and special measures.

The 1999 Merit Awards recognized the special efforts that companies covered under the Act and by the Federal Contractors Program have made to achieve a representative workforce. Among the six employers who received an award, two were covered under the Act: **Air Canada** and **Rogers Cantel Inc.** They received Certificates of Merit.

THE ENVIRONMENT

Two major trends, which were also present in the economy in general, were observed in the industries covered by the Act. On one hand, changes in regulations and the opening up of markets to competition have prompted companies to merge, both to better compete and to take advantage of larger markets. In some cases, mergers have also led – or will lead – to a reduction in personnel. On the other hand, new companies were created, but they had, in general, smaller and more highly qualified workforces.

THE WORKFORCE UNDER THE ACT

In 1998, the number of employees reported by federally regulated companies under the Act increased significantly. It was the first time in years that the workforce had increased to that degree. A large part of the increase occurred because some companies had not reported the year before. The number of employees covered increased in all four industrial sectors, with Transportation experiencing the largest increase.

For the first time since 1989, companies covered by the Act hired more people than they terminated, and permanent employment grew by 0.3%. In 1998, the number of hirings increased noticeably, and so did the number of promotions. Accordingly, the total number of opportunities (hirings and promotions) in the workforce rose by about 15% for the second year in a row.

DESIGNATED GROUP MEMBERS IN THE WORKFORCE

Representation

The patterns of representation of the four designated groups in the workforce under the Act evolved differently between 1997 and 1998.

- The representation of women decreased for the second year in a row in 1998.
- The representation of persons with disabilities also continued to decrease.
- During the same period, the representation of Aboriginal peoples and members of visible minorities continued to increase, but not as rapidly as in previous years.

In 1998, a significant decrease in the representation of women and persons with disabilities was observed in only one of the four industrial sectors covered by the Act: Banking. The decrease occurred because significantly more members of the two designated groups were terminated than were hired in that sector.

- The representation of women decreased for two reasons: a large number of women who used to do clerical work lost their jobs without being relocated to other areas, and not enough women were hired to maintain the previous representation level.
- In the past, the number of persons with disabilities hired compensated (at least in part) for the high number of persons with disabilities who left the workforce. However, in the last three years, the percentage of all people hired by banks who were persons with disabilities has dropped drastically.

Employment opportunities

The employment situation in the other industrial sectors was somewhat better for women. Women's employment increased in Transportation and the Other sectors in 1998 because more women were hired than were terminated in these sectors.

Transportation also employed more Aboriginal peoples last year. The overall employment of members of visible minorities grew by 1.2% in 1998, compared to a growth of 0.3% for the entire workforce. This group's employment grew for the fourth consecutive year.

Occupational profile

Because of the new occupational classification that employers adopted in 1997, and the fact that only two years of comparable occupational data are available, conclusions made about the changes between 1997 and 1998 in the occupational

distribution of the workforce under the Act must be interpreted with caution. Nevertheless, there is an indication that manual work and less specialized jobs in clerical, sales and service personnel categories are falling behind, with positions in the professionals, semi-professionals and skilled and intermediate sales and service categories making gains.

All designated groups benefited to some extent from these changes. Members of designated groups generally increased their representation in the more specialized categories mentioned above. For their part, Aboriginal peoples increased their representation only in professionals and intermediate sales and service personnel. As well, the representation of persons with disabilities increased only in intermediate sales and service personnel. Of concern, however, is that most of the designated groups also represented a higher percentage of people working in lower-skilled clerical, other sales and service and other manual positions in 1998 than was the case in 1997.

Salaries

The salary gap between men and women in the workforce under the Act narrowed slightly between 1997 and 1998. This salary gap is estimated using the distribution of employees by salary range in the reports submitted by employers. In 1998, women earned on average 76.6% of what men earned for full-time work.

As well, the salary gap between men and women in the other three designated groups and all men and women in the workforce generally narrowed in 1998, as compared to the previous year. However, exceptions were noted for Aboriginal women and women with disabilities. For these women, the salary gap between them and all women in the workforce widened.

THE ASSESSMENT OF EMPLOYERS' RESULTS

In this report, individual employers are assessed on their numerical results with regard to two areas: the situation of designated group members in their workforce, and the efforts they made in 1998 to improve the situation of the groups. Two rankings measure these elements separately.

The first ranking (Ranking I) measures the extent to which members of a group were represented in an employer's workforce, and received treatment similar to other employees (in terms of the jobs they do and their salaries), as of the end of 1998. The results of Ranking I show that the situation of members of designated groups was good (as indicated by the highest score, an "A") in a larger number of companies in 1998 than in 1997. However, the majority of employers still received a medium or low score (a "B" or a "C") for all four designated groups. The best result was for Aboriginal peoples. A total of 116 out of 327 companies received a high score for this group.

The second ranking (Ranking II) reflects the progress that an employer has made during 1998 in improving the situation of a designated group. Only in the case of Aboriginal peoples did more employers indicate good results in 1998 than in 1997. For women, outstanding progress was observed for one third of the employers, but the majority of employers received a low score for Ranking II for persons with disabilities.

1. Qualitative Measures Undertaken by Employers

RECRUITING AND RETAINING MEMBERS OF DESIGNATED GROUPS

In 1998, many employers indicated in their narrative reports that they had experienced success with respect to the situation of women and visible minorities in their workforce in terms of overall representation and distribution. Some employers also mentioned that they had succeeded in maintaining representation despite downsizing. A few employers even indicated that representation of one or both of these designated groups exceeded their availability in the labour market.

Most employers, however, are still setting up measures to improve the representation of members of visible minorities and women, especially in non-traditional occupations. For example, they have listed measures aimed at reducing or eliminating barriers to attracting members of these groups, and providing a work environment that will help retain them.

EXPANDING TRADITIONAL RECRUITING SOURCES

The most common measure that employers have taken to recruit more women and members of visible minorities is to deliberately expand beyond the traditional recruiting sources. Their efforts have ranged, on one hand, from the informal, to issuing written staffing policies on the other. For example, among recruitment techniques, **Emery Worldwide** is seeking referrals from current female and minority employees who may know of people who would be suitable employees even though they are not currently in the workforce. The company finds that this practice makes the pool of applicants more diverse. For most employers, attracting members of the four designated groups has involved contacting organizations outside the workplace. Some employers have used the services of an agency for staffing, indicating that equitable representation of designated groups among candidates was a priority.

Outreach Recruiting

Other employers have conducted their own outreach recruiting by maintaining a list of organizations that assist designated group members. These employers send notices of employment opportunities to these organizations to encourage

people from designated groups to apply for positions. Employers who were particularly satisfied with the relationships which they had developed with such organizations mentioned that they had actively fostered these contacts. These employers periodically reviewed and updated their list of organizations and met with representatives to explain their work situation and the kind of staff they were trying to recruit. Many offered tours of their facilities. These efforts were aimed at ensuring that the organizations understood their requirements and were able to recommend applicants who were better suited to the jobs available. **United Grain Growers**, for example, tracked the applications received from designated group organizations in order to be able to provide feedback to those organizations regarding applications and hires.

“[Pelmorex] contacted various designated group associations in 1998 as a form of outreach. We were interested in collecting information about their association to post future job opportunities. During this discussion, we informed associations about Pelmorex and asked them if they would be interested in a studio tour. We have found this outreach measure to be very

successful in initiating contact with various associations.”

Pelmorex Inc.

“PageNet is constantly reviewing its outreach recruitment sources and trying to identify new or more efficient methods.”

Paging Network of Canada Inc.

Targeting Youth as a Source of Diverse Candidates

Several employers have indicated that it is not necessary to look to special organizations in order to communicate with a diverse group of potential candidates. For example, some employers are meeting with success by going to schools to tell students about the opportunities available within their workforce and within their industry. These visits are intended to promote the company as an employer of choice and to make students more aware of the academic and other training requirements of occupations that they might otherwise not have considered.

“The Diversity Office, recognizing youth as an inherently more diverse group, has made youth and youth initiatives a priority, and as such, has forged several positive initiatives and programs that support the training, development and leadership skills of youth in Alberta.”

TELUS

Targeting Students Who Are Designated Group Members

In many cases, employers chose employees to represent them in the hope that staff might serve as role models for students from designated groups. Employers often did this, especially when trying to encourage female students to consider trades occupations. Employers may also be looking to encourage more designated group members to stay in school to obtain the education they will need to compete for jobs in the employer's industry. Some employers offer scholarships, summer employment, internships or funding for training programs. All of these measures may serve to promote the employer as an employer of choice, even among those who may not benefit directly from them.

“Our objective is to move towards employment equity. Having programs that support this philosophy like scholarships, internships and bursaries etc., bring visibility to our Company making it easier for us to attract and retain members of the designated groups.”

Standard Radio

“Nortel Networks’ focus on education incorporates a Partners in Education Program, rolling out ESIS (The Economics of Staying in School) to students in grade eight, and participation in programs such as Destiny 2000 at Algonquin College with a goal to increase the interest of young people, particularly young women, in science, engineering, and technology.”

Nortel

“The establishment or continuation of numerous scholarship or award programs, open to members of the under-represented categories. These scholarships are of varying amounts and were instituted in both radio and television stations with a goal to assist minority groups in entering the field of broadcasting.”

WIC Western International

Some employers are finding that the pool of students currently in secondary or post-secondary schools or technical training facilities offers more diversity than does the workforce itself. Although employers indicated that they were interested in maintaining a mix of experienced workers and new entrants to the workforce, some who had traditionally hired only experienced workers were finding that recruiting from the relatively diverse student population was increasing their representation, even without targeting any specific designated groups.

“While recognizing that experience on daily newspapers and radio stations will be required in most cases when hiring journalists, the company hires recent graduates in journalism for full-time entry-level jobs and for part-time and temporary positions as journalists. We monitor their work closely and when there are vacancies these employees have the right to apply for and be interviewed for any full-time journalist positions.”

Canadian Press

“Campus recruitment initiatives have played a major ongoing role in improving the representation of women in management. During the fall 1998 Campus recruitment, over 50% of the job offers were made to women.”

Hongkong Bank of Canada

Targeting Designated Group Members to Overcome Skills Shortages

Some employers, especially in the truck and water transport industries, have identified areas of skills shortages. Some employers indicated in their narrative reports that they will have to broaden their recruiting to include designated group members in order to meet their staffing requirements. **Secunda Marine** described a program that targets designated group members and encourages them to qualify for a career in water transport. Under the program, candidates spend three weeks on a ship. They receive some training and can experience the working conditions on board. At the end of the three-week period, candidates are evaluated. Those with good evaluations may be offered an entry-level position and receive counselling on future training plans.

Using the Internet as a Recruiting Tool

More and more employers are indicating that they are using the Internet to advertise job opportunities. Many employers indicated in their narrative reports that the Internet was only one of several vehicles for recruiting. Some employers, such as **Ontario Hydro**, indicated that they were using the Internet specifically to reach a more diverse pool of potential applicants.

“It is interesting to note that the Internet is being used increasingly by us to attract applicants, and the diversity of these applicants is very wide. Since the onus is on the individual to apply, rather than to be known by others, this recruitment vehicle provides a ‘level playing field’ for all applicants with initiative.”

Tallman

Examining Job Requirements

Several employers indicated that they had analyzed their job requirements to ensure that these requirements did indeed reflect the skills

actually needed for the job in question, and that they did not impose unnecessary barriers to employing designated group members. Notably, **Brink’s** stated that the firearms which its personnel had been carrying had a strong recoil. This tended to prevent many candidates from passing the entrance requirements. Accordingly, Brink’s changed the entrance requirements to allow modified firearms and ammunition with less recoil. Effectively, this removed barriers to candidates with slighter builds, thus opening the field to women.

DEVELOPING AN ENVIRONMENT WHICH FOSTERS RETENTION AND PROMOTION OF DESIGNATED GROUP MEMBERS

In terms of attracting and retaining women and members of visible minorities, many employers have noted the importance of maintaining flexibility in the workplace. Flex time and flex place make it easier for employees who are responsible for caring for young children or for aging parents. Women particularly benefit from flexible employment arrangements. Such arrangements also allow members of visible minorities to celebrate cultural and religious occasions that do not fall on statutory holidays. These measures help to foster a supportive environment, which is crucial to retaining staff.

*“Due to the fact that **WestJet** is a 24-hour, seven-days per week operation, flexible hours can often be incorporated into employee work schedules. It is felt that this will accommodate individual employees’ needs, whether they are religious, cultural or family-related.”*

WestJet

Mentoring and Networking

Many employers are generally beginning to use measures such as mentoring and follow-up of new employees. However, they are finding that these measures are also often particularly effective in retaining employees who belong to designated groups. For example, **Air Canada** indicated that mentoring of new employees is an effective measure, and that it also fosters sensitivity to diversity issues throughout the workforce. Mentoring can also serve other purposes. It can

help designated group members to feel that they are an important part of the employer's workforce, and to form links with more experienced employees. Mentoring also ensures that new employees understand the "unwritten rules" of the workplace. Knowing these rules can greatly increase the job satisfaction of new employees who are also designated group members, and it can help them become candidates for promotion.

"The Women in Network (WIN) was initiated and set up in 1996 by employees in the Toronto metropolitan area to give women in the Central Region an opportunity to share ideas and build relationships that translate into a better working environment."

Canada Post

*"In recognition of the difficulties sometimes faced by women in non-traditional areas, an initiative entitled the **Women in Operations Network** was developed. A woman who is a "graduate" of the University Recruitment Program, administers the network which provides a forum for discussion of issues, role modeling, mentoring opportunities, and information sharing."*

Canadian National

Creating Pathways for Promotion

The prospects for designated group members to advance in an employer's workforce also affects their retention. Several employers indicated that in examining their employment systems, they found barriers to the advancement of designated group members in their workforce. By ensuring that all employees can advance and that no unfair barriers to designated group members exist in this respect, employers are creating an inclusive environment that supports the career goals of all their employees.

In some cases, removing barriers to advancement may involve allowing some flexibility in how employees gain the experience they need to move to higher level positions. At **Canadian Press**, for example, employees must have worked in several locations before becoming eligible for promotion. However, Canadian Press found that the requirement for employees to relocate often had the effect of screening out designated group members.

Canadian Press is now considering temporary postings to its various offices – positions which do not require relocation – as sufficient for employees to qualify for promotions.

Some employers have examined the "feeder groups" where candidates for higher positions normally come from within their workforce. They have intentionally hired members of designated groups into these feeder groups to ensure that opportunities for promotion exist. For example, **UPS** deliberately targeted the hiring of women in driving positions, since many of UPS' candidates for promotion have come from this group in the past.

CONSULTATIONS WITH EMPLOYEE REPRESENTATIVES

In comparison to previous years' narrative reports, employers provided much more information regarding consultations with employee representatives. A few employers, however, continued to list measures such as self-identification or job-satisfaction surveys, that do not meet the definition of consultations.

Many employers indicated that they have no mechanism specifically for consulting with their employees on equity matters. Management communicates with employees on a regular basis, and equity issues are discussed at these meetings if they arise. Several employers indicated that a variety of mechanisms are in place which allow all employees to express their opinions on work-related issues to management.

Of the employers who set up initiatives specific to employment equity, the most popular form of consultation was a joint committee. Some, however, used regular assemblies of all employees, ongoing negotiations with unions, or committees set up to deal with a broad range of workplace issues.

Many employers merely indicated that consultations had taken place. In these circumstances, it is often impossible to determine the extent to which employees are represented on a given committee,

what the responsibilities of the committee are and whether the employer found the committee to be effective. In some cases, it was difficult to tell whether the measures listed represented true consultation – two way communication – or if they were simply a means for an employer to inform employees on measures already decided upon without their input.

Among employers who did provide details, the involvement of employee representatives varied widely, regardless of the consultation mechanism chosen. In some workplaces, apparently, consultation is used both as a means of telling employees about measures that already exist, and as a forum for complaints. Other employers have indicated that consultations are undertaken to allow employee representatives to examine and comment on draft documents. For example, **Air Canada** invited all its unions to discuss the company's draft self-identification questionnaire, the representation of the designated groups and Air Canada's three-year action plan. A few employers indicated that they had assigned primary responsibility for the employment equity plan and special measures to their employment equity committee, subject to management approval.

1999 EMPLOYMENT EQUITY AWARD WINNERS

Every year, the Department presents Vision Awards of Excellence and Certificates of Merit to employers covered under the Legislated Employment Equity Program and the Federal Contractors Program. These awards and certificates recognize outstanding efforts employers have made to implement employment equity.

VISION AWARDS

The Vision Award recognizes employers who have done more than merely meet the basic requirements of the program. The following three employers received 1999 Vision Awards:

Andersen Consulting

for targeting recruitment of designated group members through posting of competition posters for an extended period, providing generous maternity and paternity benefits and offering internship programs and mentoring.

Husky Oil Operations Limited

for developing results-focused initiatives, integrating equity principles into business practices and demonstrating senior management support and union involvement.

University of Windsor

for developing an inclusive program, for developing active measures with respect to Aboriginal people and for providing employees with assistance in the areas of child and elder care.

CERTIFICATES OF MERIT

Certificates of Merit were awarded to three organizations that have made a continued and serious effort to achieve a representative workforce. The recipients are:

Air Canada
Rogers Cantel Inc.
Shell Canada Limited

2. The Business Climate for Industries Covered Under the Act

The objective of this report is to analyze the situation of designated group members in the workforce of federally regulated industries. Accordingly, general trends in the economy as well as events specific to these industries must be considered when trying to explain the reasons for changes observed in the data provided by employers. For instance, a decrease in the representation of a designated group in a company could be a consequence of a reduction in personnel that is generalized in the industry. This chapter presents some trends and events in each of the industries covered under the Act which may have affected their workforce.

Banking

In January 1998, before the report of the Task Force on Financial Services (the MacKay report) had been completed, the Royal Bank and the Bank of Montreal announced their proposed merger. The CIBC and Toronto-Dominion followed in April, saying that they had reached an agreement on creating a major financial services company.

The MacKay report was tabled in September 1998. It recommended measures to increase competition and break down barriers between different financial services companies. For example, it recommended allowing banks into the auto leasing and insurance markets. On the other hand, the report recommended giving insurance and mutual fund companies access to the Canadian payments system, which would enable them to provide chequing and other payment services to their customers. Another recommendation was to allow foreign bank branches in Canada to expand their lending in this country by using their parent companies' capital.

The report did not recommend against mergers between banks; nor did it directly address the proposed mergers of four large Canadian banks. These mergers were later examined by the Office of the Superintendent of Financial Institutions and the Competition Bureau. The Bureau recommended that the government reject the proposed mergers because they would lead to significant reductions in competition, higher prices and fewer services.

At a time when the banks are reflecting on their future, the trend toward telephone banking is growing due to customer demand. Telephone banking is changing the face of retail financial services and will greatly affect the skills and expertise that this industry will be demanding from its employees in the future. In response to this trend, the Canadian Imperial Bank of Commerce announced that it would invest \$15.1 million in its call centres (including CIBC's Visa call centres), which is expected to add 175 jobs in 1998 and 1999 to the current 2,500 jobs.

Transportation

In the Transportation sector, large collective agreements were negotiated in 1998. Air Canada's 2,100 pilots were on strike from September 2 to 14. They settled for a wage increase of 9% over two years and improvements to their pension plan, working conditions and training. As well, an agreement between 520 support workers and Pearson Airport in Toronto ended a five-week strike that began October 2. Canada 3000 Airlines Limited also reached an agreement with its 235 pilots in December before a strike deadline. Under the agreement, the pilots were to receive an average wage increase of 11%, but their working hours were also to be increased by 10%.

The Canadian National Railways Company (CN) signed three-year contracts with its largest groups of employees during the year: the train operating

employees in April and, in September, the traffic controllers, maintenance, clerical and shopcraft workers. These new agreements offer improved pension plans, better benefits and a 2% annual wage increase over the three-year period. In September, the Canadian Auto Workers Union and the Canadian Pacific Railway Company reached a similar agreement for their 3,500 shopcraft employees.

A series of mergers and acquisitions also affected the Transportation sector in 1998. At the beginning of the year, the Canadian National Railways Company announced the take over of the Illinois Central Railway, which would give CN railway routes connecting the Atlantic and Pacific Oceans to the Gulf of Mexico. This transaction is still to be approved by the U.S. Surface Transportation Board. In an effort to maintain its profits, CN planned to layoff 3,000 workers in 1998 and 1999.

Both Canadian Airlines and Air Canada severed their connections with some of their affiliates in a clear effort to decentralize the operations of regional carriers. Inter-Canadien (Canadian) was bought in September by Canadian Investors. In the case of Air Alliance (Air Canada), Air Nova showed interest when the company was put up for sale, but the two companies decided to merge their operations in 1999. They hope to expand their activities in the future.

TransCanada Pipelines Limited merged with Nova Corporation in July and indicated in November that it planned to eliminate 600 jobs by 2000.

Finally, on October 1, the privatization of the St. Lawrence Seaway Authority came into effect. It is now operated by the St. Lawrence Seaway Management Corporation, a non-profit group.

Communications

In Communications, the effect of new rules put in place in previous years is now becoming obvious. Cable and telephone companies are beginning to compete in each other's market, offering a wider range of services. Mergers between major companies are also taking place to improve their competitiveness in large markets.

Broadcasting

Shaw Communications and CanWest took over WIC Western International Communications during the summer of 1998. However, at the time of writing, negotiations were still under way on the division of assets. Shaw was expected to get the radio stations, the satellite and pay-TV holdings, with WIC Connexus (a wireless network) and CanWest getting the TV stations. However, the Canadian Radio-Television and Telecommunications Commission (CRTC) wants to examine the level of concentration and cross-ownership that would result from these transactions.

Cogeco Cable and Regional Cablesystems exchanged assets in Ontario to consolidate their respective markets; Cogeco also sold some of its cable system in British Columbia to Shaw Communications. Meanwhile, Cogeco Cable is preparing to offer local and long-distance telephone service in Ontario and Quebec through its fibre optic network. This service would be available by the end of 1999. The company already offers a high-speed Internet access service on its network. Other cable companies in Canada are doing the same.

In 1998, a new player entered the market previously controlled by cable and direct-to-home satellite providers. Look Communications began serving Ontario in August and the Montreal area in December (the rest of Quebec will be served by year 2000). Look is using wireless cable technology (digital) and plans to offer high-speed Internet service shortly in the two provinces. Digital technology is also making a breakthrough in radio: in 1998, the CRTC awarded the first digital radio licences in Toronto, Montréal and Vancouver.

Telecommunications

The CRTC opened local telephone service to competition in 1998. The new rules should attract long-distance companies and cable TV companies into the local residential service market within one to two years. Cogeco Cable, mentioned above, is a good example of a company that is preparing to compete for local residential service customers.

To become more competitive in this new environment, BC Tel and Telus announced their merger in October and were expecting to combine their

operations in January 1999. They intend to offer everything from Internet access to local phone service by acquiring fibre-optic links in Eastern Canada. Their market will be primarily the West, but they will eventually offer services across the country and compete with Bell.

As part of a \$65 million investment, TELUS Multimedia launched an interactive multimedia trial in Edmonton and Calgary at the end of 1997. It included high-speed Internet service, movies-on-demand, cable television and interactive television service.

In 1998, the first telecommunications company applied to the CRTC for a cable TV licence. The request from NBTel was approved, but the company felt that the licensing conditions were too restrictive geographically. The company was reviewing its plans before deciding whether to pursue the application further.

Teleglobe Inc. completed its merger with Excel Communications in November. The company expects to enter the long-distance communications market under the name of Excel Telecommunications (Canada) in the first quarter of 1999. The company plans to offer Internet products and small-business long-distance services.

Stentor Alliance, the company formed in 1992 by all major phone companies in Canada, announced that it would be dismantled in 1999. Most of the 1,000 employees affected will return to their original employer, Bell Canada, which had originally employed more than two thirds of them.

Fixed satellite services is another sector opening to competition. Until recently, Telesat Canada was the only company permitted to transmit data both inside and outside Canada via satellite. However, as of December 1998, foreign satellites have been allowed to transmit Canadian data overseas. Eventually, these satellites will also be able to transmit data within Canada and to the United States.

Other Sectors

A few developments took place in the uranium mines industry in 1998. Cogema Resources' operating licence for its Cluff Lake (Sask.) uranium mine was renewed until the end of 2000, at which time the mine will shut down. Another company, Cameco Corp., announced that it was cutting 150 jobs at the end of the year because of low prices for uranium.

3. Analysis of Employers' Reports

This chapter describes the employment situation of designated groups in the workforce under the **Employment Equity Act** in 1998. It also analyses how the situation of these groups has changed during the reporting year. The first section focuses on the entire workforce, while the following four sections examine the situation of women, Aboriginal peoples, persons with disabilities and members of visible minorities.

3.1 The Workforce Under the Act

- In 1998, the total workforce under the Act increased in all four industrial sectors; the highest growth occurred in Transportation.
- Because more people were hired than were terminated in the workforce, employment grew by 0.3%.
- This growth explains only a small part of the increase in the workforce. The rest is the result of a change in the group of employers who reported in 1998.
- The total number of hirings and promotions in the workforce increased by 15% between 1997 and 1998.
- The number of employees working in clerical jobs decreased, while it increased in professionals and semi-professionals and technicians.

THE NUMBER OF EMPLOYERS AND EMPLOYEES BY SECTOR, 1987, 1997 AND 1998						
SECTORS	EMPLOYERS			EMPLOYEES		
	1987	1997	1998	1987	1997	1998
Banking	23	19	18	169,632	170,374	174,133
Transportation	208	167	167	203,207	150,281	156,472
Communications	90	95	99	179,247	191,198	194,780
Other Sectors	52	51	49	43,331	59,285	60,814
ALL SECTORS	373	332	333	595,417	571,138	586,199

SITUATION IN 1998

The number of employees covered under the Act increased by 2.6% in 1998, compared to the previous year. Increases of this size have been observed in only three years (1988, 1989 and 1994) since data have been collected under the Act. The number of employees under the Act increased almost exclusively because certain employers reported in 1998 who had not reported the year before. They were either new employers who were reporting for the first time, or employers who were already covered but, for different reasons, had not submitted a report in 1997.

In 1998, some 21 organizations joined the ranks of employers covered, bringing the total to 357. This increase is not reflected in the number of employers' reports in our database (333 reports in 1998 and 332 in 1997, as you can see in the table above) because some companies filed a consolidated report for the first time, and others did not file a report or a proper report in time to be included in the database¹. Moreover, 9 employers stopped reporting either because their number of employees fell below 100, or because they ceased operations.



¹ See Chapter 4 for a list of these employers.

In 1998, most employees covered worked full time (85.2%), while 13.9% worked part time, and the rest were temporary employees. Approximately 80% of the new employees who joined the workforce under the Act during the year were full-time employees, 17% were temporary employees, and 3% were part-time employees.

Sectoral changes

Most new companies that began reporting in 1998 were in the Transportation sector, with Communications following closely. However, the number of employees increased in all four industrial sectors. For the second year in a row, Transportation experienced the largest increase (4.1%) in the number of employees. Surprisingly, the increase in Communications (1.9%) was the lowest observed. The number of employees in Communications, Banking and the Other sectors began to increase again after having declined for a number of years. Banking and Communications remained the two most important sectors under the Act in terms of the number of people working in them.

Regional changes

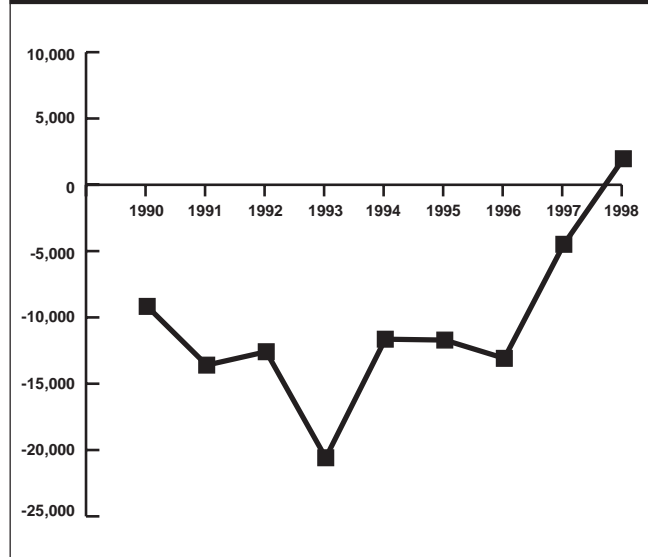
In 1998, compared to the previous year, the number of employees covered by the Act decreased in the Atlantic provinces (except in Prince Edward Island). The number increased by approximately 2.0% in Central Canada, but much more significantly in Alberta (4.1%) and British Columbia (7.6%). In British Columbia, most of the increase occurred because a number of companies that had not done so in 1997 reported data in that province for 1998. In particular, the BC Maritime Employers Association was not included in last year's database. There were two reasons for the increase in Alberta. New companies reporting for the first time accounted for about half of the increase, and an increase in the workforce of existing companies accounted for the other half. New companies were Symcor Services, WestJet Airlines and Craig Broadcast Alberta.

Employment opportunities

For the second year in a row, the number of hirings increased markedly in the workforce under the Act. Some 75,762 people were reported as having been hired in permanent jobs during 1998, an increase of 18.0% from the previous year. The

increase would have been only 11.7% if we had taken into consideration only those employers who were already reporting in 1997. Some of the remaining hirings may also be the result of transfers of employees from companies whose assets were acquired by another company covered by the Act.

CHANGE IN THE NUMBER OF PERMANENT JOBS IN THE WORKFORCE UNDER THE ACT AS A RESULT OF HIRINGS AND TERMINATIONS, 1990 TO 1998



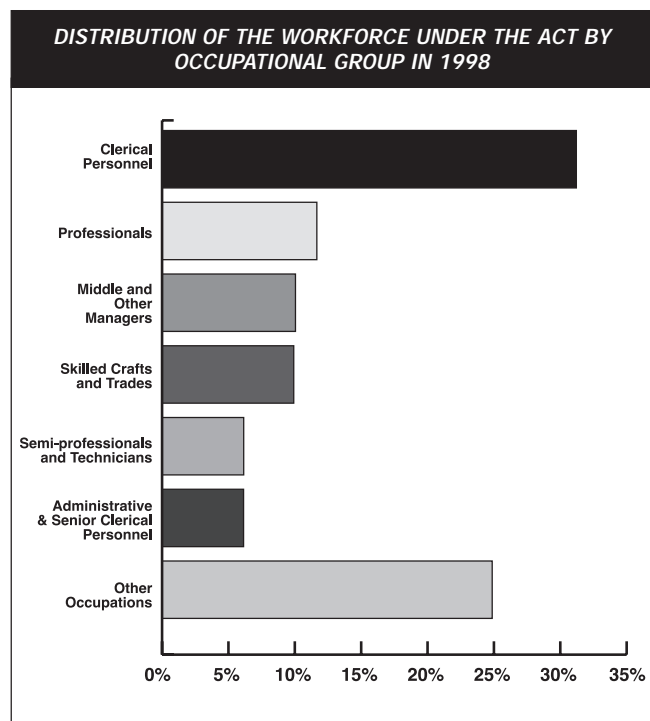
Terminations did not increase at the same pace (7.6%) as hirings did. As a result, the net result of hirings and terminations was positive for the first time since 1989. Companies hired a total of 1,965 more people than they terminated during 1998 in the workforce under the Act. The result is that permanent employment grew by 0.3%. By comparison, employment declined by 0.8% in 1997.

In 1998, almost 7,000 more part-time workers were hired than were terminated. However, the situation was not as favorable for full-time workers; 4,921 more were terminated than were hired.

Employers in the Transportation sector led the way in terms of hiring more people than they terminated, with employment growing by 1.4% in that sector in 1998. The banks also hired more people than they terminated, but the reverse was true for organizations in Communications.

During the year, organizations also had opportunities to improve the situation of members of designated groups through promotions. A total of 61,927 people were promoted in permanent jobs in the workforce under the Act in 1998. The total of hirings and promotions reached 137,689, an increase of 15.5% from the previous year.

OCCUPATIONAL PROFILE



Employees in the workforce under the Act were largely concentrated in the administrative and clerical personnel categories in 1998. Together, the clerical personnel and the administrative and senior clerical personnel categories accounted for 37.35% of the workforce – down slightly from the 1997 level. The percentage in skilled crafts and trade work also decreased between the two years from 10.79% to 9.92%.

On the other hand, a higher percentage of employees worked as professionals and semi-professionals than in the previous year. In 1998, 11.66% of employees covered worked as professionals, and 6.15% as semi-professionals and technicians.

Middle and other managers formed the third largest group, accounting for 10.05% of the workforce under the Act in 1998. The percentage of the workforce in middle management remained almost unchanged between 1997 and 1998.

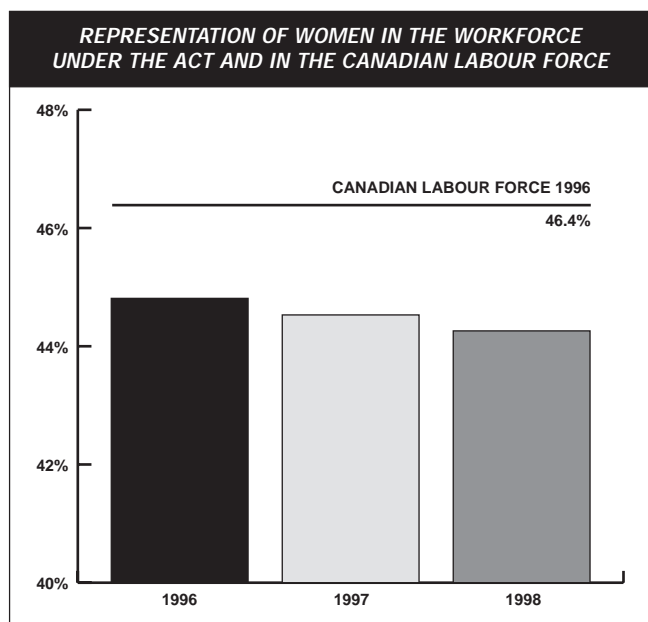
Last year was only the second year in which employers classified their jobs using the National Occupational Classification. Therefore, it is very difficult to determine whether the changes that occurred between 1997 and 1998 indicate a trend or if they are the result of adjustments made to the classification of jobs after the first reporting period.

The concentration of employees in the various occupational groups changes according to the sector analyzed. For example, a large number of people were working in clerical positions and as professionals in Banking, Communications and the Other sectors, while in Transportation, almost 45% of all workers were working as either skilled or semi-skilled manual workers. The Other sectors also employed a significant number of workers in these two categories.

3.2 Women

- Women's representation in the workforce under the Act decreased in 1998. A decrease in their representation occurred only in Banking.
- More women were hired than were terminated in the workforce last year.
- The representation of women continued to increase in the middle managers and professionals groups.
- In the workforce under the Act, women earned 76.6% of what all men earned for full-time work. The salary gap narrowed between 1997 and 1998.

REPRESENTATION



The representation of women in the workforce under the Act decreased for the second year in a row. It decreased from 44.53% in 1997 to 44.26% in 1998. Although there were actually 5,139 more women in the workforce in 1998 than in 1997, their representation still decreased because the number of men increased even more significantly.

In the last two years, the representation of women in part-time work has been decreasing significantly. The number of women in part-time jobs decreased between 1997 and 1998, while the number of men working in such jobs continued to rise. The representation of women in full-time work also decreased, but less significantly.

Sectoral changes

Banking was the only sector in which the representation of women declined in 1998, decreasing by more than one percentage point from 73.59% in 1997 to 72.51% in 1998. Their representation in that sector has been decreasing since 1993. The representation of women increased in Transportation and the Other sectors from 1997 to 1998. It reached respectively, 23.56% and 24.99% in 1998.

Regional changes

Although the total number of employees covered by the Act working in New Brunswick and Saskatchewan decreased, the number of women in the workforce in these provinces actually increased. In New Brunswick, the explanation lies in the fact that Star Choice, a new company, employs a large number of women. In Saskatchewan, the number of women increased more rapidly than did the number of men in some companies in Communications and the Other sectors.

The situation was the opposite in British Columbia. Although the number of employees in the workforce under the Act in that province increased significantly, the number of women covered declined. This is partly attributable to the addition of the British Columbia Maritime Employer Association, which employs few women, to our database in 1998.

Changes in employment opportunities for women in 1998

In 1998, for permanent positions, more women were hired than were terminated in the workforce

under the Act. The net result for women – a gain of 692 jobs – was less than that for men and not large enough to increase the representation of women. In part-time jobs, far more women joined the workforce under the Act than left. However, these gains were largely offset by the negative result observed in full-time jobs.

This is the first positive net result of hirings and terminations in permanent jobs (692, as noted above) for women in the workforce under the Act since 1991. As a result, their employment grew by 0.3%, which was slightly less than for men (0.4%). Despite this growth, the representation of women in the workforce under the Act decreased in 1998 because new employers who have a lower percentage of women in their workforce began to report in that year.

REPRESENTATION OF WOMEN IN COMPANIES COVERED BY THE ACT IN 1998

	Number of companies	Representation of women
All companies	333	44.26%
Companies that reported in the previous year	304	44.69%
Companies that reported for the first time in 1998	29	30.92%

In only one sector (Transportation) were more women hired than terminated in permanent jobs. At the end of 1998, some 1,963 women had joined the workforce in this sector. Accordingly, their employment grew by 5.6%. In Banking (the only sector in which the representation of women decreased in 1998), 973 more women were terminated than were hired. During the same period, banks hired 1,562 more men than they terminated. Women's employment also declined in Communications as a result of hirings and terminations, but not as significantly as in Banking (0.5% compared to 0.8%).

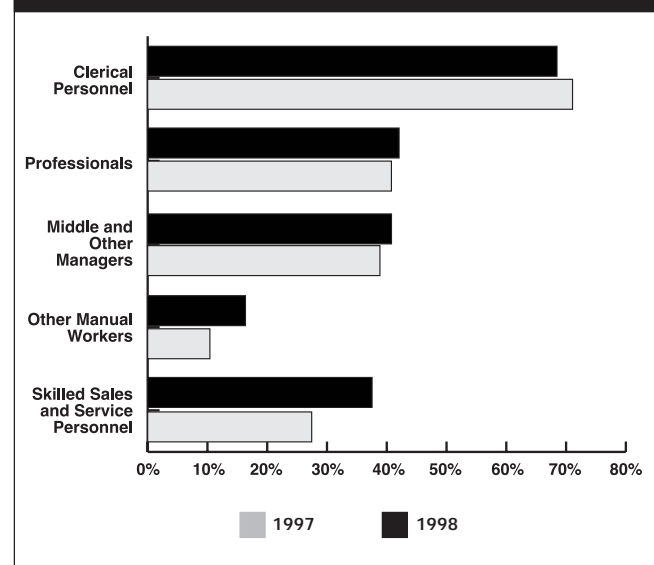
Between 1997 and 1998, the number of women hired in permanent jobs in the workforce under the Act increased by 24.4%. As a result, the percentage of all people hired who were women jumped from 38.92% to 41.01%. By comparison, they represented 44.26% of all employees under the Act in permanent jobs. The same year, 54.95% of all employees promoted in the workforce were women.

In 1998, the total number of employment opportunities (hirings and promotions) offered to women increased by 16%. This increase in employment opportunities is similar to that observed for men. Interestingly, in 1998, new hirings accounted for 47.7% of the total number of opportunities – an increase of 3.2 percentage points over the preceding year. The 47.7% figure indicates that employers still prefer promoting women who are already on-staff rather than hiring them from the outside.

OCCUPATIONAL PROFILE

Women in the workforce under the Act are highly concentrated in clerical-related occupations. In 1998, three occupational groups – clerical personnel, administrative and senior clerical personnel and supervisors of clerical, sales and service personnel – accounted for 65.3% of women in the workforce. However, between 1997 and 1998, the concentration, or percentage, of women working in these occupational groups decreased. Moreover, it increased significantly in management, professionals and sales and service personnel.

REPRESENTATION OF WOMEN IN SELECTED OCCUPATIONS IN THE WORKFORCE UNDER THE ACT, 1997 AND 1998

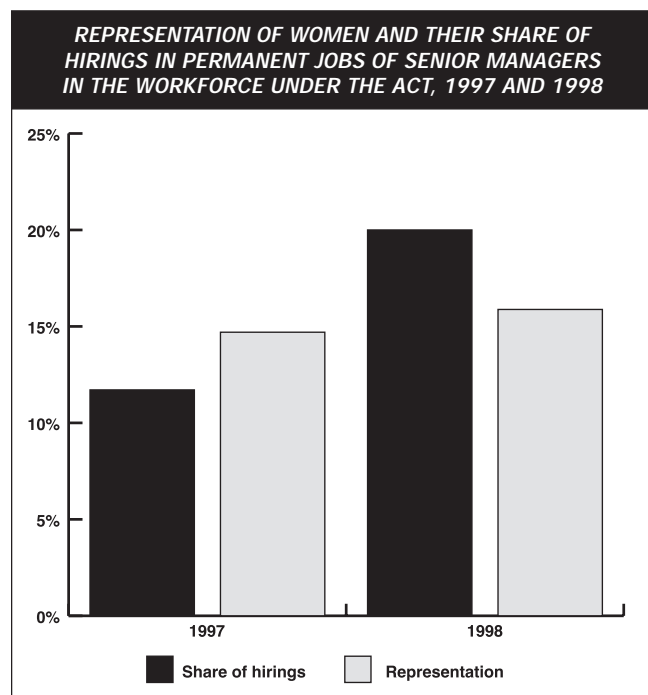


In 1998, the number of women in 10 of the 14 occupational groups increased more rapidly than did the number of men. Therefore, women's representation in these groups increased. The exceptions were in clerical personnel and their supervisors' group, and in skilled and semi-skilled manual work. The representation of women

increased most in skilled sales and service personnel and in the other manual workers category. They also continued to increase their representation in the middle management and professionals groups.

As noted earlier, in Banking, the representation of women decreased in 1998. The occupational groups in which representation decreased most in that sector were intermediate and other sales and service personnel, and clerical personnel and their supervisors. However, despite the general decrease in representation, women did manage to increase their representation significantly among middle managers. In the Transportation sector, which was the fastest-growing sector in the workforce under the Act between 1997 and 1998, women's representation increased most significantly in a group in which they have traditionally been well represented: supervisors of clerical, sales and service personnel. In Communications, women noticeably improved their representation in sales and service occupations, where it was already high. Finally, they made a breakthrough in other manual work in the Other sectors.

Employment opportunities by occupational group in 1998



Employers under the Act made significant efforts to hire women into senior manager positions in 1998. While 11.71% of all senior managers hired in 1997 were women, this percentage jumped to 20.00% in 1998. Accordingly, this increase contributed to the increase in the representation of women in this occupational group.

In 1998, in the workforce under the Act, more women were hired than were terminated in permanent jobs in intermediate and other sales and service occupations and in semi-skilled manual work. Because of employers' staffing actions, the representation of women increased in intermediate and other sales and service occupations. However, it did not increase in semi-skilled manual work, where other factors offset the increase in the actual number of women in these occupations. More women were terminated than hired in middle management, supervisor's positions for clerical, sales and service workers, and administrative and senior clerical personnel. Despite this fact, their representation declined only in supervisors positions.

As was mentioned above, women received 54.95% of all promotions in the workforce in 1998, although their representation in permanent jobs was only 44.26%. In essence, the percentage of all people promoted in middle management, professionals, and supervisors of clerical, sales and service personnel who were women, largely exceeded their representation in these groups.

SALARIES

AVERAGE SALARIES OF WOMEN WORKING FULL-TIME AS A PERCENTAGE OF AVERAGE SALARIES OF MEN, BY SECTOR, 1998

Banking	61.9%
Transportation	74.0%
Communications	85.5%
Other sectors	76.8%
ALL SECTORS	76.6%

The average salary of women working full time in the workforce under the Act in 1998 was \$40,517, or 76.6% of the average salary of men (\$52,883), as compared to 75.9% in 1997. The gap in average salaries between men and women narrowed in three of the four industrial sectors, but it narrowed

significantly only in Banking. In that sector, women earned 60.5% of what men earned on average in 1997 and 61.9% in 1998. The gap in average salary was narrowest in the Communications sector, in which women earned 85.5% of what men earned. The average salary gap between men and women widened in the Other sectors during the same period.

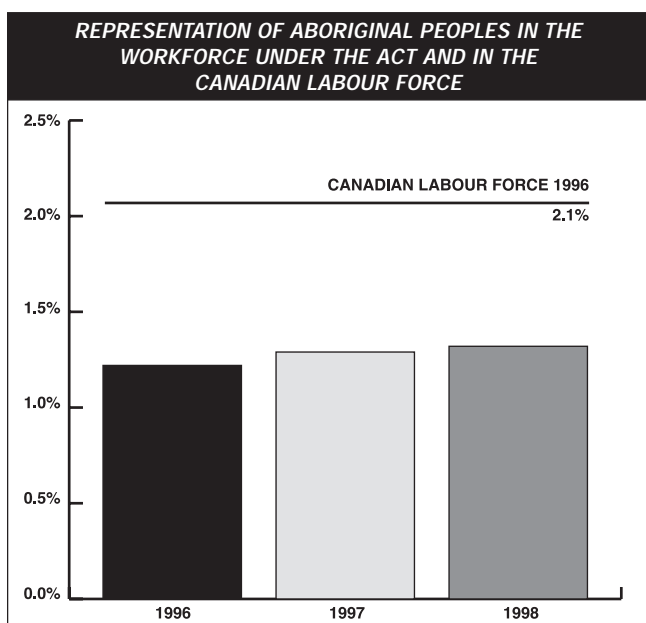
One quarter of all women in the workforce under the Act working full-time earned less than \$30,000 in 1998. A majority earned between \$30,000 and \$50,000, with 17.4% earning \$50,000 or more. In comparison, more than 40% of all men earned \$50,000 or more, and only 10.1% earned less than \$30,000.

About one third of women in Banking and Transportation earned less than \$30,000, and the situation is improving very slowly over time. Only 13.8% of women in Communications earned less than \$30,000. The Other sectors offered a different picture. In that sector, 27.6% of women (as compared to 17.4% in all sectors) earned \$50,000 or more in 1998.

3.3 Aboriginal Peoples

- The representation of Aboriginal peoples in the workforce under the Act continued to increase in 1998, but not as rapidly as in previous years.
- Although the employment of this group declined in 1998, other factors more than compensated for the decline.
- Interestingly, the number of promotions offered to Aboriginal peoples increased at a higher pace than the total number of promotions in the workforce.
- The representation of the group among managers, professionals, supervisors and intermediate sales and service personnel increased.
- The salary gap between Aboriginal men and all men in the workforce narrowed from 1997 to 1998, but it widened between Aboriginal women and all women.

REPRESENTATION



In 1998, Aboriginal peoples accounted for 1.32% of the employees in the workforce under the Act, which represented a small increase over the previous year (1.29% in 1997). The representation of the group was higher in part-time work, reaching 1.65%. For Aboriginal peoples, there was still a gap between their representation in the workforce under the Act and their representation in the Canadian labour force (2.1%), as of 1996.

Between 1997 and 1998, the group's representation in part-time work increased more rapidly than it did in full-time work, with Aboriginal women accounting for all of this increase.

Sectoral changes

The situation of Aboriginal peoples has evolved very differently in the four industrial sectors covered under the Act. While their representation increased in Transportation and Communications, it decreased in Banking and the Other sectors, the two sectors where their representation had been the highest in 1997. The number of Aboriginal peoples employed in Banking did not increase at the same pace as for other employees, and in the Other sectors, their number did in fact decrease slightly. Representation increased in Transportation because two more maritime employers' associations, which employed a large number of Aboriginal peoples, reported in 1998. Finally, the increase in Communications was due to higher results from a new self-identification survey that a large employer (TELUS Corporation) carried out.

At 2.04%, the representation of Aboriginal peoples remained highest in the Other sectors, but Transportation took second place (Banking was second in 1997), with Aboriginal peoples representing 1.31% of its employees.

Regional changes

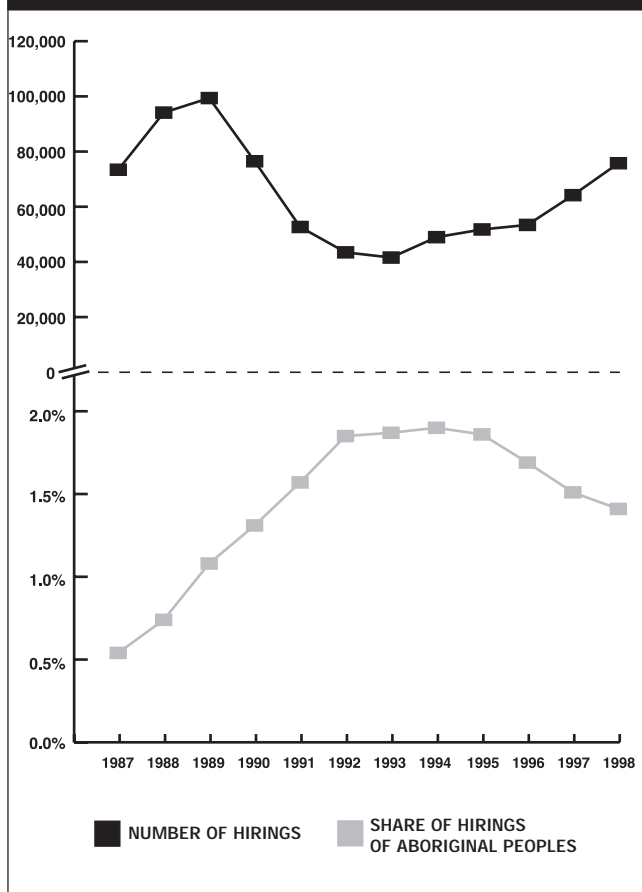
The number of Aboriginal peoples increased in five of the provinces and territories in 1998. Because their number increased significantly in British Columbia and Alberta, the percentage of Aboriginal peoples working in the western part of Canada also increased.

In Manitoba and Ontario, the representation of Aboriginal peoples increased because their number increased more rapidly than the number of employees covered by the Act in that province. Finally, in 1998, the representation of the group also increased in Newfoundland because the number of Aboriginal peoples in that province increased, while its total workforce decreased.

Since data have been collected under the Act, the representation of Aboriginal peoples has been the highest in Yukon and the Northwest Territories. In 1998, it was still high – respectively 6.27% and 19.84% – but considerably below the 1997 figures. The number of Aboriginal peoples employed by companies covered by the Act in these regions has simply decreased. In the Northwest Territories in particular, the representation of the group decreased for the third year in a row.

Changes in employment opportunities for Aboriginal peoples in 1998

TOTAL NUMBER OF HIRINGS AND SHARE OF HIRINGS OF ABORIGINAL PEOPLES IN PERMANENT JOBS IN THE WORKFORCE UNDER THE ACT, 1987 TO 1998



The percentage of all people hired in permanent jobs who were Aboriginal peoples decreased again in 1998, with only Aboriginal men being affected by the decrease. At 1.41%, this percentage was considerably lower than the high it reached in 1994 (1.90%). Interestingly, at that time, the total number of hirings in the workforce was at one of the lowest levels since 1987. Apparently, this group is not benefiting as much as are other employees from the major increase in hirings observed in the last two years.

On a more positive note, the percentage of people terminated who were Aboriginal peoples also decreased – from 1.68% in 1997 to 1.50% in 1998. However, it was still higher than the percentage of people hired (1.41%) who were members of the group.

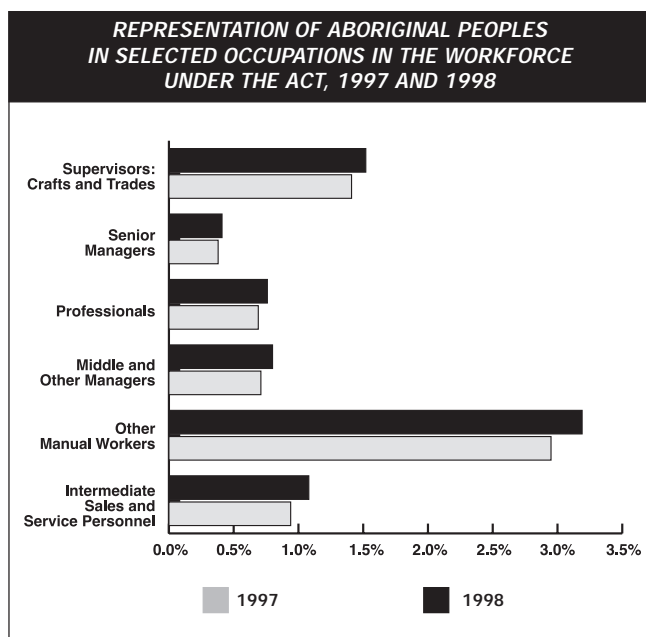
In 1998, 41 more Aboriginal peoples were terminated than hired in the workforce under the Act. The net result was negative, but less so than in the two previous years. The employment of Aboriginal peoples declined by 0.5%, while total employment grew by 0.3%.

The decline in employment was more severe in the Other sectors (6.3%) and Banking (3.2%). The reported number of Aboriginal employees in these sectors did not decrease to the same extent as employment declined because other factors such as changes in the composition of the group of employees covered by the Act and improved self-identification partly compensated for the negative result of hirings and terminations. As a result of hirings and terminations, employment of Aboriginal peoples grew significantly in Transportation in 1998. This growth explained most of the increase in their representation.

With respect to promotions, Aboriginal peoples fared well in 1998. The number of promotions offered to men and women in that group increased by 15.4% from the previous year. This increase was higher than the increase in the total number of employees promoted in the workforce (12.5%). In the same year, a total of 1,980 employment opportunities (hirings and promotions) were offered to Aboriginal peoples, or 1.44% of all hirings and promotions that took place in the workforce under the Act.

OCCUPATIONAL PROFILE

Aboriginal peoples in the workforce under the Act are largely concentrated in three occupational groups. Almost 60% of Aboriginal employees are in the clerical personnel, skilled crafts and trades and in semi-skilled manual work categories. Between 1997 and 1998, the percentage of Aboriginal peoples working in clerical and skilled crafts and trades jobs decreased. On the other hand, considerably more were working as middle managers (6.1%), professionals (6.7%) and semi-professionals and technicians (5.2%).



As the number of Aboriginal peoples in these occupational groups increased, their representation among middle managers and professionals also increased significantly. In semi-professionals and technicians, however, their representation did not increase because the total number of other employees in this category increased more rapidly. Other significant increases were observed in senior managers, supervisors of crafts and trades workers, intermediate sales and service personnel and other manual workers. In the case of other manual workers, the increase only accentuated the high representation of Aboriginal peoples in this type of job.

In Transportation, the increase in the representation of Aboriginal peoples in 1998 occurred at the opposite ends of the job-structure hierarchy. At

one end, a significantly higher percentage of middle managers were Aboriginal peoples and at the other end, more clerical workers and other manual workers were also Aboriginal peoples, as compared with the previous year. In Communications, in addition to increasing its representation in middle managers and professionals, the group increased its representation among skilled and intermediate sales and service personnel and semi-skilled manual workers. Although the overall representation of Aboriginal peoples in Banking and the Other sectors decreased, their representation improved significantly in middle management and professional positions in both sectors, in senior management in Banking, and in skilled crafts and trades work in the Other sectors.

Employment opportunities by occupational group in 1998

As mentioned earlier, the percentage of people hired in the workforce who were Aboriginal peoples decreased between 1997 and 1998. The occupational groups most affected by this decrease were skilled and other sales and service occupations and semi-skilled manual workers. On the other hand, the percentage of middle managers and other manual workers hired in 1998 who were Aboriginal peoples increased.

More Aboriginal peoples were terminated than were hired in 8 of the 14 occupational groups. This caused the representation of the group to decrease in semi-professionals, in administrative and senior clerical and in skilled sales and service personnel. The fact that more Aboriginal peoples were hired than terminated in the intermediate sales and service personnel category largely contributed to an increase in the representation of Aboriginal peoples in this group.

The percentage of Aboriginal peoples who were promoted in other manual, semi-skilled and skilled crafts and trades work largely exceeded their representation in these occupational groups in 1998. Most Aboriginal peoples who were recruited for management and supervisory jobs and into the administrative and senior clerical personnel group had been promoted from within.

SALARIES

Aboriginal men in the workforce under the Act earned 86.3% of what all men earned in 1998 for full-time work. This figure represented a significant increase from 1997 when the percentage was 85.2%. The estimated average salary of Aboriginal men was \$45,610 for full-time work. In comparison, women in this group only earned \$35,510, which was 87.6% of what all women earned in the workforce. This percentage is lower than in 1997 when it was 87.9%, which indicates that the salary gap has widened.

Among the four industrial sectors, the salary gap between Aboriginal employees and all other employees was narrowest in Communications. In that sector, the average salaries of male and female Aboriginal employees were more than 90% of the average salaries of all men and women. In Transportation, the salary gap for Aboriginal men was slightly narrower than the overall gap for all sectors. The widest salary gap was observed in the Other sectors for both Aboriginal men and women.

scale, only 9.8% of Aboriginal women earned \$50,000 or more. This percentage was lowest among women who also belonged to another designated group. Furthermore, the number of Aboriginal women in this salary range was increasing more slowly than for other women.

PERCENTAGE OF ABORIGINAL MEN AND WOMEN IN THE WORKFORCE UNDER THE ACT WHO EARNED \$50,000 OR MORE, 1997 AND 1998

	1997	1998	Change (% Points)
Aboriginal Men	26.5%	29.5%	3.0
All Men	40.1%	41.6%	1.5
Aboriginal Women	8.1%	9.8%	1.7
All Women	15.6%	17.4%	1.8

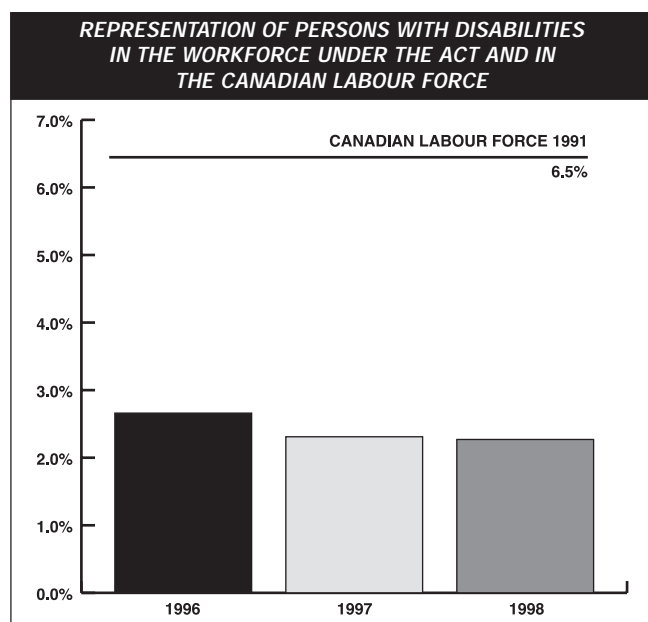
The percentage of Aboriginal men earning less than \$30,000 increased from 16.1% in 1997 to 16.5% in 1998. Of interest is that the percentage of Aboriginal men earning \$50,000 or more also increased significantly. It was 29.5% in 1998 compared to 26.5% in 1997. However, given that 41.6% of all men were in that salary range in 1998, a wide gap still exists between the salaries of Aboriginal men and all men in the workforce.

As many as 36.7% of Aboriginal women earned less than \$30,000 in 1998, which was significantly higher than the percentage of all women (25.2%) in that salary range. At the other end of the salary

3.4 Persons with Disabilities

- The representation of persons with disabilities decreased again in 1998. Their representation decreased mainly in Banking.
- More persons with disabilities left the workforce than the number who joined, and their employment declined by 5.7%.
- The percentage of people promoted who were persons with disabilities also decreased in 1998.
- The representation of the group decreased in upper management and in skilled and other sales and service personnel, but increased in some categories, for instance among supervisors of crafts and trades workers and other manual workers.
- Men and women with disabilities earned 95.7% of what all men and women in the workforce earned in 1998. In the case of women with disabilities, the salary gap between them and all women has widened.

REPRESENTATION



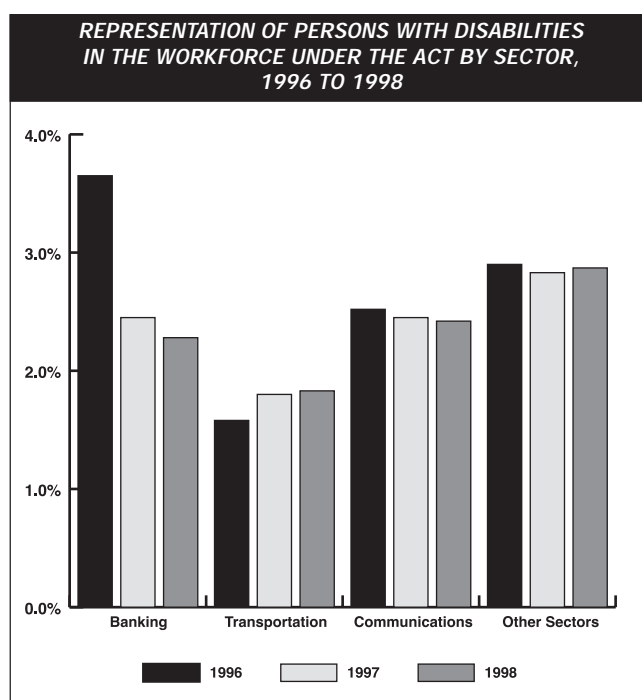
In 1998, for the third year in a row, the representation of persons with disabilities decreased in the workforce under the Act. Persons with disabilities represented 2.27% of the workforce in that year, compared to 2.32% in 1997. The total number of persons with disabilities increased slightly between the two years but not as rapidly as the entire workforce.

Despite the overall increase, the number of women with disabilities in the workforce under the Act decreased in 1998, just as it had in the previous year. Most of this decrease occurred in part-time work. In contrast, the number of men

with disabilities working full-time or on a temporary basis in the workforce increased.

Sectoral changes

Banking was the only sector in which the number of persons with disabilities decreased in 1998. Women with disabilities accounted for 85% of the decrease, even though they represented only 66.7% of persons with disabilities working in this sector. The previous year, the Banking sector also accounted for most of the decrease in the number of persons with disabilities.



From 1989 to 1996, the representation of persons with disabilities was the highest in the Banking sector. It had reached 3.65% in 1996. However, with four consecutive decreases in that sector, their representation dropped to 2.28% in 1998 and, by that year, Banking had dropped to third place. The Other sectors had the highest representation for this group (2.87%) in 1998, with Communications following at 2.42%. Transportation – the only sector with a lower representation than Banking – was in fourth place, with only 1.83% of its employees being persons with disabilities.

Regional changes

The number of persons with disabilities increased considerably between 1997 and 1998 in four provinces: Nova Scotia, Prince Edward Island, Alberta and British Columbia. However, these increases were almost entirely offset by decreases observed in Ontario, Quebec, New Brunswick and Manitoba. The representation of persons with disabilities decreased in these four provinces, as well in Newfoundland, Yukon and the Northwest Territories. However, the numbers are not significant.

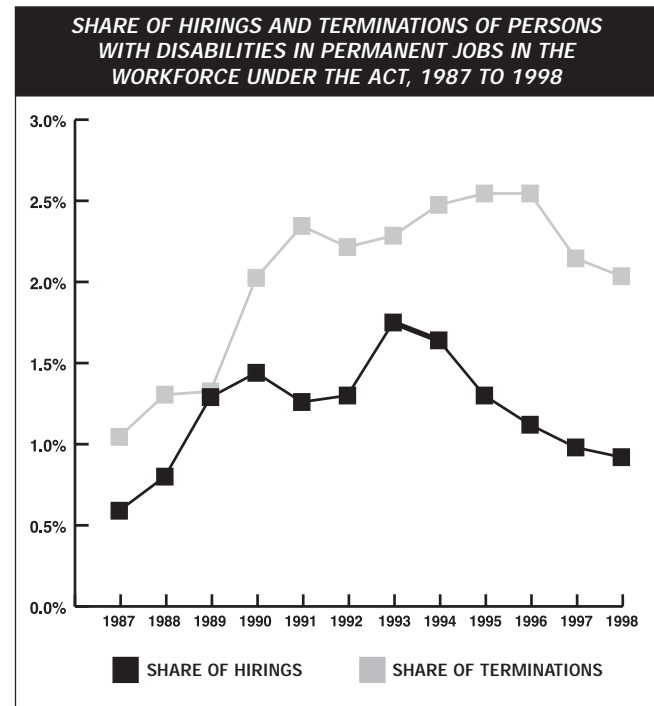
The representation of the group increased significantly in Nova Scotia and Prince Edward Island because the total workforce in these provinces was decreasing. Representation also increased in Alberta. In Nova Scotia, the Cape Breton Development Corporation conducted a new self-identification survey that produced higher results for persons with disabilities.

Changes in employment opportunities for persons with disabilities in 1998

In 1998, the number of people hired in permanent jobs in the workforce who were persons with disabilities increased slightly, compared to the previous year. However, the percentage of persons with disabilities among all people hired decreased from 0.98% in 1997 to 0.92% in 1998. This decrease was most pronounced in the Other sectors.

Employers covered by the Act did not hire enough men with disabilities into permanent jobs to maintain the percentage of hirings they had obtained in 1997. On the other hand, the percentage of people hired into the workforce who were

women with disabilities increased slightly. This increase occurred solely in Communications.



One critical fact to note is the rate at which persons with disabilities have been leaving the workforce. After having increased almost every year from 1988 to 1995, the percentage of people terminated who were persons with disabilities started to decrease in 1997. In 1998, it was 2.04%, but it was still considerably higher than the percentage of people hired who were members of this group (0.92%).

In 1998, the net result of hirings and terminations in permanent jobs was negative for persons with disabilities but slightly less negative than in the previous year. It was the only designated group besides Aboriginal peoples in which more people were terminated than were hired. In the case of persons with disabilities, the number was significantly higher (807) than for Aboriginal peoples (41). Accordingly, employment of persons with disabilities declined by 5.7%, which was the largest decline that any designated group in the workforce under the Act experienced in 1998. Of note is that the workforce grew by 0.3% during the same year. The employment of persons with disabilities declined most in the Banking sector, where it declined by 8.6%.

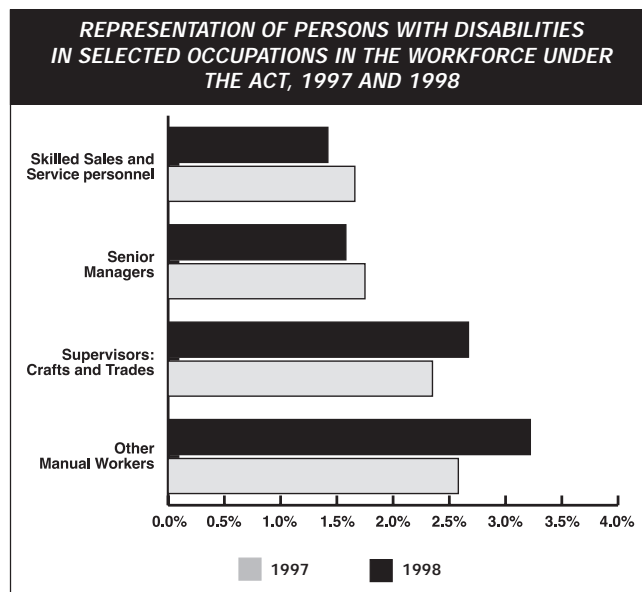
Had it not been for other factors, such as a change in the composition of the group of employees covered by the Act and improved self-identification processes, the representation of persons with disabilities would have decreased much more severely.

As was the case for hirings, the number of promotions that the group received increased in 1998, but not as rapidly as it did for all employees. Therefore, the percentage of people promoted who were persons with disabilities decreased. It was 1.79% in 1998, compared to 1.85% in 1997. From 1997 to 1998, the total number of employment opportunities (hirings and promotions) offered to persons with disabilities increased by 9.7%, compared with an increase of 15.5% for all employees.

OCCUPATIONAL PROFILE

Even though the number of persons with disabilities in the workforce under the Act increased slightly in 1998, their concentration increased significantly in some occupational groups. This was the case in the professionals, the supervisors of crafts and trades workers and the intermediate sales and service personnel categories. In the same year, the percentage of persons with disabilities working in skilled crafts and trades and clerical jobs decreased noticeably. These movements had only a very minor effect on the concentration of persons with disabilities in white collar jobs. In 1998, 37.2% of persons with disabilities were in the clerical personnel category and approximately 20% in middle management and professionals. Another 20% were working in the blue collar jobs associated with skilled and semi-skilled manual work.

The increase in the number of persons with disabilities in some occupational groups noted above led to an increase in 1998 in the representation of persons with disabilities among supervisors of crafts and trades workers and intermediate sales and service personnel in the workforce under the



Act. The percentage of other manual workers who reported having a disability also increased significantly. With these increases, persons with disabilities were most highly represented in 1998 among other manual workers, clerical personnel and supervisors of crafts and trades workers. The year before, the group had its highest representation among clerical personnel. However, the representation of persons with disabilities decreased in skilled and other sales and service personnel and in upper management.

In Transportation, the representation of persons with disabilities also increased significantly in 1998 among supervisors of clerical, sales and service personnel and clerical personnel, as well as among other manual workers. In the Other sectors, a large increase was also noted among semi-professionals and technicians. In Banking, where the overall representation of the group decreased, persons with disabilities were less well represented in senior management and among supervisors of clerical workers. The representation of persons with disabilities also decreased in Communications. The occupational groups mostly affected by the decrease were senior managers, supervisors of crafts and trades workers and administrative and senior clerical personnel.

Employment opportunities by occupational group in 1998

In 1998, as compared with the previous year, significantly fewer persons with disabilities were hired in management, but more in supervisory positions. The percentage of all people hired who were persons with disabilities also decreased in semi-professionals and technicians and other sales and service personnel.

Employers covered by the Act terminated more persons with disabilities than they hired in all occupational groups except the intermediate sales and service personnel category in 1998. In occupational groups for which the net result was negative, the representation of persons with disabilities decreased significantly among other sales and service personnel, senior managers and supervisors of clerical, sales and service personnel.

As mentioned earlier, the percentage of people promoted in the workforce under the Act who were persons with disabilities decreased between 1997 and 1998. The occupational groups in which the most significant decrease occurred were other manual workers, semi-professionals and technicians and skilled crafts and trades workers. Despite the overall decrease, the percentage of people promoted as supervisors of crafts and trades workers and intermediate sales and service workers who were persons with disabilities increased significantly in 1998.

Almost all persons with disabilities recruited in the workforce in management and administrative and senior clerical positions were promoted from within the workforce of the employer.

SALARIES

On average, in 1998, men with disabilities in the workforce under the Act earned 95.7% of what all men earned for full-time work. The average salary of men with disabilities was \$50,632 in that year, compared to \$52,883 for all men in the workforce. The salary gap between these two groups narrowed between 1997 and 1998. Unfortunately, however, the situation deteriorated for women

with disabilities. Although, the average salary of women with disabilities also represented 95.7% of the average salary of all women, this figure was lower than the year before, when it had reached 95.9%.

AVERAGE SALARIES OF PERSONS WITH DISABILITIES WORKING FULL-TIME AS A PERCENTAGE OF AVERAGE SALARIES OF ALL EMPLOYEES, BY SEX AND BY SECTOR, 1998

	Men with disabilities	Women with disabilities
Banking	99.7%	96.2%
Transportation	94.7%	100.0%
Communications	92.7%	92.9%
Other sectors	95.4%	94.5%
ALL SECTORS	95.7%	95.7%

As in previous years, the situation of men with disabilities was very good in Banking, since they earned salaries similar to those of all men in that sector. This situation was also true for women with disabilities in Transportation, where they earned salaries similar to those of all women. The salary gap between men and women with disabilities and all men and women was widest in Communications.

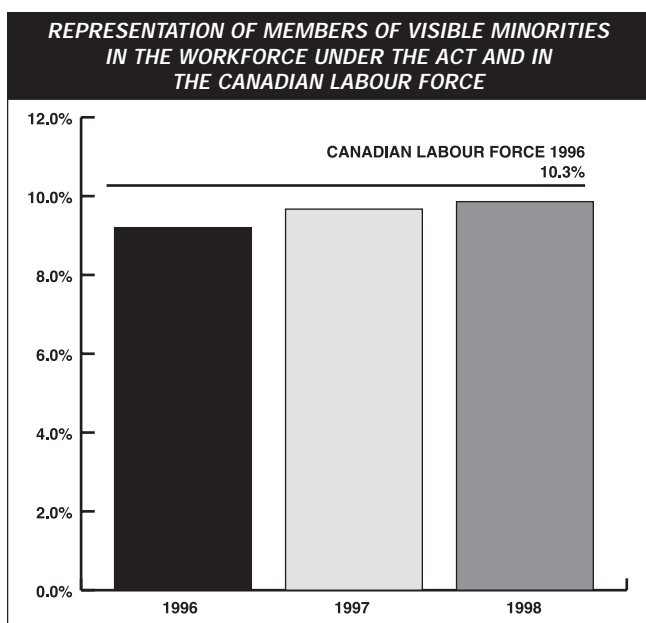
The majority of men with disabilities earned between \$30,000 and \$49,999 (54.2%). A higher percentage of all men in the workforce earned \$50,000 or more than did men with disabilities (41.6% compared to 37.3%).

A slightly higher percentage of women with disabilities than all women in the workforce earned less than \$30,000 in 1998. At the other end of the salary scale, 14.3% of women with disabilities earned \$50,000 or more, compared to 17.4% of all women. The percentage of women with disabilities in that salary range increased noticeably between 1997 and 1998.

3.5 Members of Visible Minorities

- The representation of members of visible minorities increased again in 1998, but not at the same pace as in previous years.
- Employment grew for this group for the fourth consecutive year, but in 1998, the number of members of visible minorities terminated from the workforce under the Act jumped sharply.
- The representation of the group increased the most in skilled and intermediate sales and service jobs and among semi-professionals and technicians between 1997 and 1998.
- During the same period, the salary gap between members of visible minorities and all men and women in the workforce narrowed.

REPRESENTATION



In 1998, the workforce under the Act included almost 58,000 members of visible minorities. Their representation increased again, from 9.67% in 1997 to 9.86% in 1998. However, it did not increase as rapidly as it did in previous years.

This group comprises more women than men, which has been the case since data were first collected under the Act (1987). However, visible minority men are slowly catching up. Their number increased more significantly than the number of visible minority women did in 1998.

The representation of members of visible minorities increased considerably in 1998 in

full-time work, while it decreased in part-time and temporary work. As a result, the percentage of members of visible minorities working full-time increased from 83.3% in 1997 to 84.1% in 1998. In that year, 85.2% of all employees in the workforce under the Act were working full-time.

Sectoral changes

Between 1997 and 1998, the representation of members of visible minorities increased in three of the four industrial sectors covered by the Act. The exception was the Other sectors.

Transportation experienced the largest increase in the representation of members of visible minorities, followed by Banking. In Transportation, most of the increase occurred because existing companies reported more members of visible minorities. In the Banking sector, the addition of a new company, Syncor, in which members of visible minorities were represented fairly well, accounted for most of the increase. Although the increase was more significant in Transportation than in Banking, Transportation, with 5.67%, had the lowest representation of members of visible minorities. Banking, with 15.28%, still had the highest.

Regional changes

The number of members of visible minorities increased in almost all provinces and territories in 1998, the exceptions being Nova Scotia, Prince Edward Island and Newfoundland. However, only small decreases were observed in these provinces.

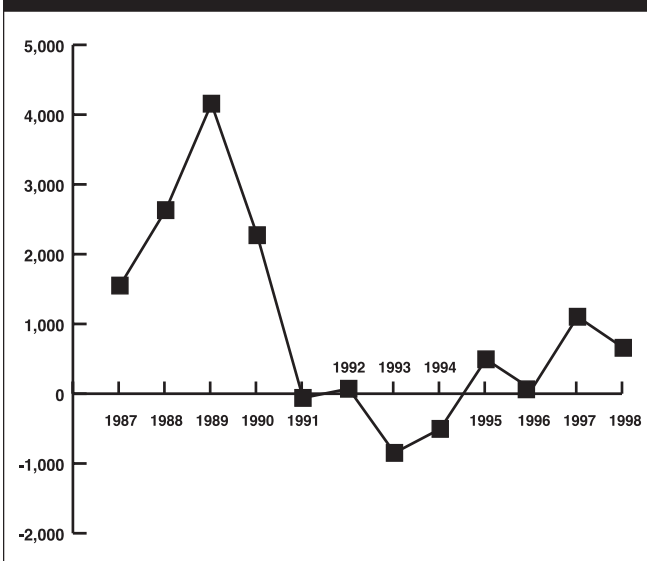
The largest increases occurred in British Columbia, Saskatchewan and Manitoba.

Their representation also increased in 9 of the 12 provinces and territories because the number of members of visible minorities increased at a faster pace than did the entire workforce under the Act in these provinces. For the first time, the representation of the group in British Columbia (14.23%) surpassed the Ontario figure (14.20%).

Changes in employment opportunities for members of visible minorities in 1998

In 1998, 11.47% of all employees hired in permanent jobs in the workforce under the Act were members of visible minorities. This percentage was lower than in 1997, when it reached 12.29%. However, the 1998 figure still exceeded the group's representation in permanent jobs (9.91%).

CHANGE IN THE NUMBER OF MEMBERS OF VISIBLE MINORITIES IN PERMANENT JOBS IN THE WORKFORCE UNDER THE ACT AS A RESULT OF HIRINGS AND TERMINATIONS, 1987 TO 1998



More members of visible minorities were hired than were terminated in the workforce under the Act in 1998. This has been the case since 1995, but the net result has varied considerably from one year to the other. Between 1995 and 1998, the best result attained was 1,103 in 1997. Last year, 658 more members of visible minorities were hired than were terminated – a much less positive result than the 1997 figure. This decrease can largely be explained by the fact that the number of members

of visible minorities who were terminated jumped sharply in 1998. In that year, 8,031 members of visible minorities were terminated, compared to only 6,788 in 1997.

The positive net result of hirings and terminations meant that more members of visible minorities were employed in the workforce under the Act in 1998. Employment grew by 1.2% for the group, compared with 0.3% for the entire workforce. This was the highest growth observed among the four designated groups in 1998. However, employment of members of visible minorities grew only in two sectors: Transportation and Communications – and mainly in the provinces of British Columbia and Ontario.

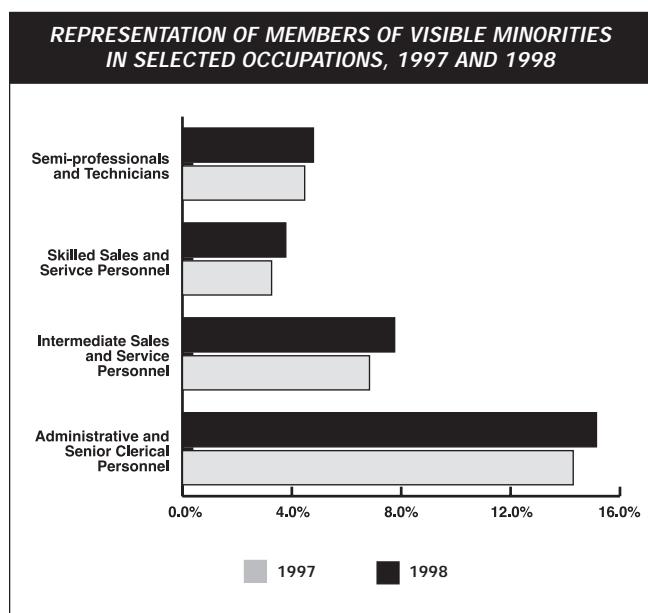
Generally, more members of visible minorities were hired than were terminated in part-time work. Although the result of hirings and terminations of members of visible minorities in full-time work was negative (by 157), the group's representation in such work still increased in 1998 (see the first section of this chapter). It increased because of other factors such as the addition of employers to those covered by the Act and improved self-identification processes. These factors more than compensated for the negative results of hirings and terminations for that group in full-time work.

The number of promotions that members of visible minorities received continued to increase in 1998. It did so for the fifth consecutive year. As a result, promotions represented 50% of the 17,443 opportunities offered to members of visible minorities in 1998. The total number of hirings and promotions offered to members of visible minorities increased by 12.1% from the previous year, which was lower than the increase for the entire workforce (15.5%).

OCCUPATIONAL PROFILE

Between 1997 and 1998, the number of members of visible minorities increased most in skilled and intermediate sales and service personnel, followed by semi-professionals and technicians. In the past, relatively few members of visible minorities have occupied jobs in these occupational groups.

Rather, they have been concentrated in the clerical personnel and professionals category. A large number of members of visible minorities have also been working in skilled crafts and trades and semi-skilled manual jobs. However, these numbers decreased significantly in 1998.



The representation of members of visible minorities in 1998 was highest among administrative and senior clerical personnel and professionals. It was also above average among clerical personnel, and supervisors of clerical, sales and service personnel. The representation of the group increased most significantly in skilled and intermediate sales and service personnel and in semi-professionals and technicians between 1997 and 1998, as a result of the growing number of members of visible minorities in these occupational groups (as noted above).

The representation of the group also increased noticeably in occupational groups such as semi-skilled manual workers in Banking and Communications, in the supervisors of clerical, sales and service personnel group in Transportation and the Other sectors, in administrative and senior clerical personnel in Communications and in other sales and service personnel in the Other sectors.

Employment opportunities by occupational group in 1998

The percentage of people hired in permanent jobs in skilled sales and service occupations and skilled crafts and trades who were members of visible minorities increased significantly in 1998, compared to the previous year. On the other hand, the percentage of people hired in semi-skilled manual work, semi-professionals and technicians, other sales and services personnel and senior managers who were members of the group was significantly lower in 1998 than it was in 1997.

As a result of hirings and terminations, the number of members of visible minorities increased in professionals, intermediate and other sales and service personnel, and semi-skilled manual workers. In the case of professionals and intermediate sales and service personnel, the increase translated to an increase in the group's representation in these occupations. The net result, however, was negative and most significant among middle and other managers, semi-professionals and technicians and supervisors of clerical, sales and service workers. Nevertheless, the representation of members of visible minorities did not decrease in these occupational groups because other factors more than compensated for the fact that more members of the group were terminated than were hired.

With regard to promotions, the situation of members of visible minorities was good in almost all occupational groups, but especially so in two. Members of visible minorities received 17.68% of all promotions in semi-skilled manual work, while representing only 8.01% of all people employed in that occupational group in the workforce under the Act in 1998. A similar situation occurred in intermediate sales and service personnel. In that occupational group, members of visible minorities received 15.56% of all promotions, compared to their representation of 7.77%.

Companies were most likely to hire members of the group from outside rather than promoting them from within in skilled and intermediate sales and service personnel, the occupational groups in

which the number of visible minorities increased most in 1998. However, as in previous years, when filling management and supervisory positions, employers were more likely to promote members of visible minorities from within their workforce.

SALARIES

AVERAGE SALARIES OF MEMBERS OF VISIBLE MINORITIES WORKING FULL-TIME AS A PERCENTAGE OF AVERAGE SALARIES OF ALL EMPLOYEES, BY SEX, 1997 AND 1998

	1997	1998
Visible minority men	91.4%	92.5%
Visible minority women	95.6%	95.9%

In 1998, the average salary of visible minority men working full-time was \$48,927, or 92.5% of what all men in the workforce earned for this type of work. With an average salary of \$38,868 in the same year, visible minority women earned 95.9% of what all women earned for full-time work. In both cases, the salary gap narrowed from the previous year, although it narrowed more significantly for visible minority men.

The widest salary gap between visible minority men and all men occurred in the Banking sector in 1998, while the narrowest occurred in the Other sectors. In fact, in that sector, visible minority men earned more, on average, than all men did. The situation for visible minority women in this sector was not as favourable, however. The widest gap between their salary and the salary of all women occurred in the Other sectors. By contrast, visible minority women earned, on average, 97.2% of what all women working in banks earned.

PERCENTAGE OF VISIBLE MINORITY MEN IN THE WORKFORCE UNDER THE ACT WHO EARNED \$50,000 OR MORE, 1997 AND 1998

	1997	1998	Change (% Points)
Visible Minority Men	34.0%	36.0%	2.0
All Men	40.1%	41.6%	1.5

In 1998, 16.8% of visible minority men earned less than \$30,000 compared to 10.1% for all men in the workforce under the Act. At 6.7 percentage points, the difference between these two figures was the largest observed for men in any of the designated groups. The situation of men in this group was better at the other end of the salary scale, where 36.0% of visible minority men earned \$50,000 or more. As many as 41.6% of all men were in the same salary range, but the difference between the two groups of men was smaller than it was in 1997.

In comparison to their male counterparts, women in this group, were generally doing better when compared to all female employees. For instance, 29.4% of visible minority women earned \$30,000 or less compared to 25.2% for all women, a difference of four percentage points. The difference was even smaller for those earning \$50,000 or more, 15.2% of visible minority women being in that salary range compared to 17.4% for all women. However, these findings should not hide the fact that visible minority women earned salaries significantly lower than those of all employees in the workforce under the Act.

4. Assessment of Employers' Results

This chapter presents an assessment of the results that employers achieved in working toward an equitable workforce during the reporting year ending December 31, 1998. The assessment is based entirely on the numerical data contained in the employers' reports. Readers who are interested in knowing more about the measures undertaken by employers to implement employment equity should refer to either the first chapter of this report, or the narrative section of each employer's report.

The assessment consists of two separate rankings. It is important to note that these rankings measure different elements. Ranking I assesses both the extent to which designated groups are represented in the organization, and whether their jobs and salaries are similar to those of other employees in the same organization. Ranking II shows the extent to which employers have improved the situation of designated groups in their workforce during the year, through promotions and the net result of hirings and terminations.

The following section provides details of the five indicators associated with the two rankings¹. The individual results obtained for these five indicators are important since they can help to identify areas in which the employer could improve the employment situation of members of the four designated groups.

THE RANKINGS

The first letter (Ranking I) reflects the situation of the designated group in a company's workforce at the end of the reporting year. It shows whether designated group members are disadvantaged in terms of three indicators: the representation, occupational distribution and salary distribution of the group.

- **Indicator one** assesses whether the representation of members of a designated group working for an employer is adequate. "Adequacy" is measured in terms of the extent to which the group's representation in the employer's workforce compares with the group's representation in the entire Canadian labour force. The benchmark is determined according to the latest available Census data. These external data are weighted to fit the regional distribution of the employer's workforce.
- **Indicator two**² compares the occupational distribution of members of a designated group with that of other employees in a company. The objective is to assess whether the jobs that group members occupy are equivalent to those which other employees in the same organization occupy.

- **Indicator three**² compares the salaries of members of a designated group with those of other employees in an organization. The objective is to determine the extent to which (or whether) the salaries of employees from the group differ from the salaries of other employees.

The second letter (Ranking II) reflects the progress that an employer has made during the reporting year in improving the situation of a designated group. Ranking II assesses progress using two more indicators: the increase in the representation of the group, and its share of promotions.

- **Indicator four** measures whether (and to what extent) an employer has succeeded in increasing the representation of a designated group in its workforce. This indicator is used to assess how much the representation of a designated group has increased as a direct result of the number of people an employer has hired or terminated during the year. It filters out changes in the representation of a designated group due to reporting adjustments, such as readministering self-identification surveys.

¹ Please refer to Appendix B of the 1998 Employment Equity Act Annual Report or contact Labour Standards and Workplace Equity staff (see p. 2) for details about the methodology used to calculate the indicators.

² Indicators two and three are used only for companies with at least 10 employees in both the designated group and the control group of white men and women without disabilities.

- **Indicator five** shows whether an employer has promoted a fair number of members of a designated group by comparing the share of promotions that the group received with the representation of the group in the employer's workforce. The share of promotions and the representation of the group are adjusted to take into consideration the impact of the promotions they received according to the occupational group to which they were promoted.

HOW TO INTERPRET THE RESULTS

The result of each ranking is represented by the letter A, B or C for each of the four designated groups. An "A" represents the highest "score", and "C" the lowest. However, the letter assigned to employers for Ranking I and Ranking II must be interpreted in a different way since they measure two different things.

As noted earlier, Ranking I measures the extent to which members of a group are both represented in an employer's workforce, and receive treatment similar to other employees (in terms of the jobs they do and their salaries). Ranking II measures how much an employer has managed to improve the situation of a designated group in an organization's workforce during the year. Here is an overview of what an A or a B or a C score on Rankings I and II might signify for a designated group in a typical organization:

Ranking I

SCORE	RESULTS	IN OTHER WORDS...
A	Indicates good results for at least two of the three indicators.	The situation of the group in the company compares very well with the external representation of the group and with the jobs or salary of other employees in the organization.
B	Indicates poor results for one of the three indicators.	The situation of the group in the company compares relatively well with the external representation of the group and the jobs and salary of other employees in the organization, but there might be a problem in terms of either representation, occupational distribution or salaries.
C	Indicates poor results for at least two of the three indicators.	The situation of the group in the company does not compare well with the external representation of the group or the jobs and salary of other employees in the organization.

Ranking II

SCORE	RESULTS	IN OTHER WORDS...
A	Indicates good or fair results for indicators four and five.	The organization made outstanding progress in improving the representation of the group in its workforce through hiring and promoting group members.
B	Indicates good results for only one of the two indicators.	The organization hired and/or promoted members of the group at a rate that will maintain the representation of the group in the company.
C	Indicates poor results for both indicators.	The organization failed to hire and/or promote members of the group at a rate sufficient to maintain their representation in the company.

Consider the following example of an employer who received a "BA" ranking (i.e., a "B" for Ranking I and an "A" for Ranking II). The "B" score for Ranking I indicates that the current situation of the designated group compares relatively well with the other employees in the organization, but that there is some concern about either the representation of the group, its occupational distribution or the salaries that members of this group receive. A look at the results obtained for indicator one, two and three would determine where the area of concern lies. Now, the higher result (an "A") on Ranking II indicates that the situation of the designated group is improving because of the actions which the employer took during the year to hire or promote group members. We can assume that the organization succeeded in improving the representation of the group during the year by hiring more members of the group than it terminated, and by promoting members of the group at a rate higher than their representation in its workforce.

Another example would be an employer who received an "AC" ranking. In this case, the high result on Ranking I (i.e., an "A") indicates that the situation of the designated group at the end of the reporting year compared well with the external representation of the group and the situation of other employees in the organization. The lower result on Ranking II (i.e., a "C") shows that the employer has failed to hire and promote members of a designated group at a rate sufficient to maintain their representation. In other words, the employer might be putting gains made in the past in jeopardy.

SUMMARY OF RESULTS

The table below provides an overview of the situation of designated group members (Ranking I) in 1998 and the progress (Ranking II) that employers achieved during the year. More detailed results for each of the four industrial sectors covered under the Act appear later, under separate headings.

<i>NUMBER OF EMPLOYERS BY RANKING I AND RANKING II, RESULTS FOR THE FOUR DESIGNATED GROUPS</i>										
	Ranking I					Ranking II				
	A	B	C	0*	Total	A	B	C	0*	Total
Women	46	149	132	1	328	112	124	91	1	328
Aboriginal peoples	116	49	103	59	327	67	99	102	59	327
Persons with disabilities	30	75	183	39	327	28	89	171	39	327
Members of visible minorities	87	97	115	27	326	89	105	105	27	326

* A "0" score indicates that the employer reported having no members of designated groups in its workforce.

As the table shows, a large number of employers received a high score indicating good results for the situation of Aboriginal peoples and members of visible minorities in their workforce (as measured by Ranking I), but a similar number received the lowest score. Very few received a high score for women and persons with disabilities. Furthermore, for persons with disabilities, the majority of employers assessed received the lowest score. On a more positive note, the percentage of employers with an "A" result increased for all groups in 1998, as compared with the previous year's results.

As noted above, Ranking II takes into account the extent to which employers have managed to hire, retain and promote members of designated groups. Generally, in the past, more employers have achieved higher results for Ranking II for all designated groups than they have for Ranking I. However, in 1998, it happened only for women. More than twice the number of employers received the highest score ("A") for Ranking II than for Ranking I for that group. Again, the majority of employers received a "C" for persons with disabilities. As compared with the Ranking II results from 1997, fewer employers received an

"A" for persons with disabilities and women, and more employers showed only limited progress (as indicated by a "C" score) for members of visible minorities.

RESULTS BY SECTOR

Banking

A majority of banks obtained good results (an "A" score) on the situation of designated groups (Ranking I) and progress achieved (Ranking II) only in the case of members of visible minorities. The occupational segregation of women in this industry, which also affects the salary they earn, meant that a majority of banks received only a "B" for this group on Ranking I. Most of the banks also received a "B" for women on Ranking II. As in previous years, the results for persons with disabilities were poor for the majority of employers in this sector.

Transportation

Among all four industrial sectors, this sector had the largest number of employers with good results with regard to the situation of Aboriginal peoples in their workforce. For the other three designated groups, however, a significant percentage of employers received the lowest score on Ranking I.

More employers received an "A" on Ranking II (progress during the year) for women and members of visible minorities than on Ranking I.

Communications

In Communications, a considerable number of employers (34 out of 98) also received an "A" for the situation of Aboriginal peoples. However, a majority of employers received a "B" for the situation of women. This score reflects the fact that, as in Banking, white and blue collar jobs are highly segregated between men and women in Communications. Many employers received low scores for the other two groups for Ranking I.

Unfortunately, the situation is not changing rapidly in Communications. A large number of employers received the lowest score for all groups, except women, for Ranking II (progress achieved). Roughly the same number of employers in this sector had a good, medium or bad result for women.

Other sectors

About one third of employers in the Other sectors received a high score for Ranking I on the situation of Aboriginal peoples and members of visible minorities. A majority of employers received the lowest score (a "C") for the situation of persons with disabilities in their workforce.

A significant percentage of employers made outstanding progress (as indicated by an "A" score) with respect only to the situation of members of visible minorities. As for women, the

highest percentage of employers received a "B" for the situation (Ranking I) and progress achieved (Ranking II) for this group in their workforce.

HOW TO READ THE LIST OF INDIVIDUAL RESULTS

In the list that follows, each employer covered under the Employment Equity Act is listed by its legal name along with an assessment for each designated group. The number of employees for each employer appears in the first column after the legal name. Then, results for Rankings I and II are given for each of the groups.

An asterisk to the right of the second result indicates that the employer's workforce included fewer than ten members of the designated group. Employers who reported having no members of designated groups in their workforce have been assigned a "0" score.

The letter "P" appears to the left of the legal name for some employers to indicate that the Department questions the validity of the self-identification questionnaire which the employer has used to survey persons with disabilities. If the letter "N" appears, this indicates that the Department questions how the employer has coded the jobs in its workforce according to the new National Occupational Classification.

Any other issue relating to an employer's results or statistical report is dealt with separately in a footnote.

EMPLOYERS WHO DID NOT SUBMIT A REPORT:

Banca Commerciale Italiana of Canada
 Byers Transport Limited
 Camvec Corporation *(Coverage by the Act under investigation)*
 Household Movers and Shippers Limited
 Sécur Inc. *(Coverage by the Act under investigation)*

EMPLOYERS WHO SUBMITTED THEIR REPORT MORE THAN 30 DAYS AFTER THE JUNE 1ST DEADLINE:

A.J. Bus Lines Ltd.	MacCosham Van Lines (Canada) Co. Ltd.
Air France Compagnie Nationale	MBNA Canada Bank
Algoma Central Corporation	McKinlay Transport Ltd.
Armour Transport Inc.	Nav Canada
Arnold Bros Transport Limited	Nesel Fast Freight Inc.
Atomic TCT Logistics Inc.	Penetang-Midland Coach Lines Limited
Big Freight Systems Inc.	Pole Star Transport Inc.
Blanchard Transport Ltd.	Provincial Airlines Limited
Calm Air International Limited	Regina Cablevision Co-operative
Clarke Inc.	Transport Guilbault Inc.
Deutsche Bank of Canada	Transx Ltd.
Fundy Cable Ltd.	Via Rail Canada Inc.
Gershman Transport International Ltd	Vidéotron Télécom inc.
Highland Moving and Storage Ltd.	Westshore Terminals Ltd.
Imperial Oil Limited	Worldwide Flight Services

EMPLOYERS WHOSE REPORTS HAD SIGNIFICANT AND/OR NUMEROUS ERRORS WITH REGARD TO THE REPORTING REQUIREMENTS OF THE EMPLOYMENT EQUITY ACT AND REGULATIONS:

168886 Canada Inc.	Marine Atlantic Inc.
Atlantic Towing Limited	MTT
Canada 3000 Airlines Limited	Nav Canada
Canada 3000 Airport Services Limited	SLH Transport Inc.
CHUM Limited	Spar Aerospace Limited
CTV Television Inc. - CFTO/CTV	Sprint Canada Inc.
CTV Television Inc. - CKCO	Teleglobe Canada Inc.
Deutsche Bank of Canada	Transport Desgagnés Inc.
Gershman Transport International Ltd.	Transx Ltd.
Highland Moving and Storage Ltd.	Via Rail Canada Inc.
Manitoba Pool Elevators	Vidéotron Télécom inc.

<i>Name</i>	<i>Total Employees</i>	<i>Women</i>	<i>Aboriginal Peoples</i>	<i>Persons with Disabilities</i>	<i>Members of Visible Minorities</i>
BANKING SECTOR					
BANK OF AMERICA CANADA	365	BC	CC*	CB*	AA
BANK OF CANADA	1,800	AA	AA	BC	AB
BANK OF MONTREAL	25,471	BB	AA	BC	AB
BANK OF NOVA SCOTIA (THE)	31,791	BB	BC	CC	AA
CANADIAN IMPERIAL BANK OF COMMERCE	38,123	BB	BC	BC	BC
CANADIAN WESTERN BANK	482	BA	CB*	CB*	BC
CITIBANK CANADA LIMITED	1,108	AB	CA*	CC*	AA
CITIZENS BANK OF CANADA	171	AC	0	CC*	BA
HONGKONG BANK OF CANADA	4,925	BB	CB	BC	AA
ING BANK OF CANADA	255	AA	0	0	0
LAURENTIAN BANK OF CANADA	3,550	BC	CC*	CC*	CC
NATIONAL BANK OF CANADA ³	14,052	BB	AC	BC	BA
NATIONAL BANK OF GREECE (CANADA)	233	BA	0	CC*	CA*
NATIONAL BANK OF PARIS (CANADA)	273	BA	0	CC*	AB
ROYAL BANK OF CANADA	46,714	BB	BB	BC	AB
SOCIÉTÉ GÉNÉRALE (CANADA)	149	BA	0	CC*	BB
SYMCOR SERVICES INC.	4,272	AB	BA	CB	AA
TD BANK FINANCIAL GROUP	25,473	BB	AC	CC	AA
TRANSPORTATION SECTOR					
168886 CANADA INC.	595	CC	CC*	CC*	CB*
A.J. BUS LINES LTD.	143	BC	AB*	CC*	CC*
ACRO AEROSPACE CORPORATION	322	CA	0	CB*	AC
ADBY TRANSPORT LIMITED	111	CC*	AC*	CC*	CC*
AIR ALLIANCE INC.	348	CC	CC*	CC*	AB*
AIR BC LIMITED	1,093	CC	BA	CB	CB
AIR CANADA	23,688	BB	BA	BC	BA
AIR CREEBEC INC.	183	CC	AA	CB*	CC*
AIR FRANCE COMPAGNIE NATIONALE	212	BA	0	CB*	BB
AIR INUIT LTD/LTEE	272	CC	BB	0	CB*
AIR NOVA INC.	741	CC	CC*	BA	BA

³ The data on persons with disabilities were questioned. The Bank has accepted to modify its self-identification questionnaire in accordance with the Regulations for its 1999 report.

<i>Name</i>	<i>Total Employees</i>	<i>Women</i>	<i>Aboriginal Peoples</i>	<i>Persons with Disabilities</i>	<i>Members of Visible Minorities</i>
AIR ONTARIO INC.	880	CB	CB*	BC	CA
AIR TRANSAT A.T. INC.	2,080	BB	AB	CA*	BB
ALCAN SMELTERS AND CHEMICALS LIMITED	276	BB	AB*	BB	0
ALGOMA CENTRAL RAILWAY INC.	253	CB	AB*	CB*	0
ALLIED SYSTEMS (CANADA) COMPANY	1,980	CB	AC	BC	BC
AMERICAN AIRLINES INC.	276	AC	AB*	0	CB*
ARNOLD BROS TRANSPORT LIMITED ⁴	505	CB	AA	CB	CB
ATCO FRONTEC CORPORATION	300	CB	0	0	0
ATLANTIC TOWING LIMITED	211	CC*	0	0	0
ATLANTIC TURBINES INTERNATIONAL INC.	144	CA	AA*	0	0
BAX GLOBAL (CANADA) LIMITED	271	AA	AC*	CC*	AB
BC MARITIME EMPLOYERS ASSOCIATION	3,363	CC	BB	BC	BC
BEARSKIN LAKE AIR SERVICE LIMITED	334	CC	BB	CC*	CC*
BIG FREIGHT SYSTEMS INC.	353	BC	BA	CC*	CC*
BIG HORN TRANSPORT LTD.	175	CC*	AC*	CC*	CC*
BISON DIVERSIFIED INC.	486	CB	AA	BC	BA
BLANCHARD TRANSPORT LTD.	137	CC	0	0	CB*
BRADLEY AIR SERVICES LIMITED	1,037	CA	BC	BC	AC
BRITISH AIRWAYS	229	AA	0	CC*	BB
BROOKVILLE CARRIERS INC.	264	CC	CC*	CC*	CA*
CALGARY AIRPORT AUTHORITY	136	BA	CC*	CC*	CC*
CALM AIR INTERNATIONAL LIMITED	275	CA	AA	CB*	CB*
CANADA 3000 AIRLINES LIMITED	1,372	BA	CB*	CC*	BB
CANADA 3000 AIRPORT SERVICES LIMITED	407	AB	CC*	CB*	CA*
CANADA CARTAGE SYSTEM LIMITED	586	CA	AB*	CA*	BA
CANADA MARITIME AGENCIES LIMITED	206	BB	AA*	CC*	CB
CANADA MESSENGER AND TRANSPORT SYSTEMS INC.	733	BC	AA	BA	BB
CANADA STEAMSHIP LINES INC.	550	BA	CC*	CC*	AC
CANADIAN AIRLINES INTERNATIONAL LTD.	15,707	BB	BC	BC	BA
CANADIAN FREIGHTWAYS EASTERN LIMITED	181	BB	CC*	CC*	CC*
CANADIAN FREIGHTWAYS LIMITED	1,184	BA	BB	BB	BB
CANADIAN HELICOPTERS LIMITED	997	CA	CB*	CB*	BC

⁴ The data on Aboriginal peoples, persons with disabilities and members of visible minorities submitted by this employer were questioned. The company has modified its self-identification questionnaire in accordance with the Regulations and resulting data will be included in its 1999 report.



<i>Name</i>	<i>Total Employees</i>	<i>Women</i>	<i>Aboriginal Peoples</i>	<i>Persons with Disabilities</i>	<i>Members of Visible Minorities</i>
CANADIAN NATIONAL RAILWAYS COMPANY	19,750	BA	BA	CB	BC
CANADIAN PACIFIC RAILWAY COMPANY	17,816	BA	BA	BC	BC
CANADIAN REGIONAL AIRLINES (1998) LTD.	2,255	CC	AC	AC	BB
CANADIAN STEVEDORING COMPANY LIMITED	201	CB	CC*	CC*	BB
CAST NORTH AMERICA INC.	108	BB	0	CC*	AA
CATHAY PACIFIC AIRWAYS LIMITED	343	AB	CC*	0	BA
CHALLENGER MOTOR FREIGHT INC.	564	CB	CB*	BB	AB
CLARKE INC.	912	CB	CC*	0	BB
CONAIR AVIATION LTD.	364	CC	CA*	CB*	AA
CONSOLIDATED AVIATION FUELING AND SERVICES	361	CC*	AC*	CA*	BA
DAY AND ROSS INC.	1,577	CC	CC*	CB	BB
DELTA AIR LINES INC.	536	AA	0	0	CC*
EDMONTON REGIONAL AIRPORTS AUTHORITY	206	BA	CB*	CC*	CB*
EMERY WORLDWIDE	421	AB	AB*	AB	AC
ENBRIDGE PIPELINES INC.	743	CC	CC*	BC	BA
ERB TRANSPORT LIMITED	906	CB	BA*	BC	BB
EXECAIRE INC.	174	CB	0	0	CB*
FEDNAV LIMITED	115	BC	0	CC*	AA
FIELD AVIATION COMPANY INC.	427	CA	CB*	CC*	AC
GERSHMAN TRANSPORT INTERNATIONAL LTD ⁵	201	BA			
GLOBAL FORWARDING COMPANY LIMITED	163	BA	0	0	0
GREATER TORONTO AIRPORTS AUTHORITY	753	BB	0	BB	AA
GREYHOUND CANADA TRANSPORTATION CORPORATION	1,839	CB	AA	BA	BA
GRIMSHAW TRUCKING AND DISTRIBUTING LTD.	280	CB	AA	BC	CB*
H.M. TRIMBLE AND SONS (1983) LTD.	355	CA	AA	CA*	CC*
HALIFAX EMPLOYERS ASSOCIATION INC.	462	CB*	AC	AC	AA
P HELIJET AIRWAYS INC.	117	CC	CB*	0	BC
HUDSON GENERAL AVIATION SERVICES INC.	1,998	AC	CB*	BC	AB
IMPERIAL OIL LIMITED	143	CA*	AA*	0	CA*
INCHCAPE SHIPPING SERVICES INC.	101	BB	0	0	AA
INNOTECH AVIATION LIMITED	213	CC	0	0	AB
INTER-CANADIAN (1991) INC.	822	CB	CC*	CC*	CB*

⁵ The data on Aboriginal peoples, persons with disabilities and members of visible minorities submitted by this employer were questioned. It was, therefore, assessed only on women.

<i>Name</i>	<i>Total Employees</i>	<i>Women</i>	<i>Aboriginal Peoples</i>	<i>Persons with Disabilities</i>	<i>Members of Visible Minorities</i>
INTERNATIONAL AIR TRANSPORT ASSOCIATION	328	BC	AB*	CA*	AA
J.I. DENURE (CHATHAM) LIMITED	220	BC	AA*	0	CC*
JET TRANSPORT LTD.	159	CC	BC*	CB*	CC*
KELOWNA FLIGHTCRAFT GROUP OF COMPANIES	921	CC	BA	BB	AB
KINDERSLEY TRANSPORT LTD.	613	CA	CA*	0	BA
KINGCOME NAVIGATION COMPANY	128	CC*	AA*	CC*	CB*
KLEYSER TRANSPORT LTD.	577	BB	AC	BB	BA
KRISKA HOLDINGS LTD.	331	CC	CC*	CC*	CB*
LAIDLAW CARRIERS INC.	314	CC	AB*	BC	CB*
LAIDLAW TRANSIT LTD.	222	CC	CC*	CB*	BC*
LOGISTEC CORPORATION	148	CB	0	CC*	0
LUFTHANSA GERMAN AIRLINES	146	BB	0	0	BA
MACCOSHAM VAN LINES (CANADA) CO. LTD.	516	BA	CC*	CB*	CC*
MACKIE MOVING SYSTEMS CORPORATION	187	BA	AA*	CA*	CA*
MARINE ATLANTIC INC.	835	CA	CB*	CC	CC*
MARITIME EMPLOYERS ASSOCIATION	1,363	BC	AB*	BC	BC
MCKINLAY TRANSPORT LTD.	160	CB*	BC*	0	CB
MEYERS TRANSPORT LIMITED	380	CA	AB*	BB	CB
MIDLAND TRANSPORT LIMITED	1,079	BB	BB*	AB	BA
MILL CREEK MOTOR FREIGHT	334	BA	0	0	0
MONTREAL AIRPORTS	697	BA	CC*	CC*	CB*
MONTREAL PORT AUTHORITY	346	BA	0	CC*	CC*
MONTSHIP INC.	136	CC	0	CB*	CC
MULLEN TRUCKING INC.	469	CA	BB	CB*	CB*
MUNICIPAL TANK LINES LIMITED	211	CC*	AA*	CA*	CA*
N. YANKE TRANSFER LTD.	367	CB	AC	CC	BB
NAV CANADA ⁶	6,068	CB	BB	CC	BC
NESEL FAST FREIGHT INC.	213	CC	0	CC*	CC*
NORTHERN TRANSPORTATION COMPANY LIMITED	275	CB	CB	0	CB*
NORTHUMBERLAND FERRIES LIMITED	183	CB	AA*	CB*	0
OCEAN SERVICES LIMITED	174	CA*	CC*	CC*	AA
OK TRANSPORTATION LTD.	187	CA*	AA*	AB*	BC



⁶ The data on the number of employees in some occupational groups and on promotions were questioned. The corporation explained gaps in data by the reorganization that took place as a result of privatization.

<i>Name</i>	<i>Total Employees</i>	<i>Women</i>	<i>Aboriginal Peoples</i>	<i>Persons with Disabilities</i>	<i>Members of Visible Minorities</i>
OTTAWA-CARLETON REGIONAL TRANSIT COMMISSION	2,003	BA	AC	AB	AB
PAUL'S HAULING LTD.	278	CB	BB*	CC	CC*
PEACE BRIDGE BROKERAGE LIMITED	663	BA	AB*	AB	AA
PENETANG-MIDLAND COACH LINES LIMITED	545	BA	BC*	CC*	BC
PORTER TRUCKING LTD.	233	CA	BB*	CC*	CC*
PROVINCIAL AIRLINES LIMITED	188	CA	CA*	CB*	AA*
QUEBEC NORTH SHORE AND LABRADOR RAILWAY	561	CC*	AC*	0	0
REIMER EXPRESS LINES	1,356	CB	AB	BC	BA
RIVTOW MARINE LTD. ⁷	331	CA	AB*	CC*	BC
ROYAL AVIATION INC.	675	CB	0	CB*	BB
RYDER TRUCK RENTAL CANADA LIMITED	834	BA	AB*	CC	CC
 N SASKATCHEWAN TRANSPORTATION COMPANY	262	BB	CA*	CA*	CB*
SCHNEIDER NATIONAL CARRIERS CANADA	804	CA	AA*	CC*	BC
SEASPAN INTERNATIONAL LTD.	931	CA	AC	BB	BC
SECUNDA MARINE SERVICES LTD.	353	CB*	AA*	CC*	CB*
SERCO FACILITIES MANAGEMENT INC.	317	CB	0	0	0
SHARP BUS LINES LTD.	344	AA*	AB*	CC*	CA*
SMT (EASTERN) LIMITED	199	CB	AB*	CC*	CB*
SOCIÉTÉ DE TRANSPORT DE L'OUTAOUAIS	420	BA	AC*	CC*	AC*
SPAR AEROSPACE LIMITED	610	CB	CA*	AC	AC
ST. LAWRENCE SEAWAY MANAGEMENT CORPORATION	734	CA	BB*	BB	AB
TALLMAN TRANSPORTS LTD.	156	CB	0	CA*	CA*
THOMPSON'S TRANSFER COMPANY LIMITED	250	BB	CC*	CC*	0
TIPPET RICHARDSON LTD.	162	CB	AC*	CB*	BA
TNT CANADA INC.	240	AB	AC*	AA	AB
TNT LOGISTICS NORTH AMERICA	279	BC	AA*	CA*	BA
TORONTO PORT AUTHORITY	138	BB	AB*	AC	BB
TORONTO TERMINALS RAILWAY CO. LTD. (THE)	102	CA	0	AC*	BA
TRANS MOUNTAIN PIPE LINE COMPANY LTD.	277	CA	CC*	CB*	BA
TRANSCANADA PIPELINES LIMITED ⁸	3,390	BA	BA	CC	AC
TRANSFREIGHT INC.	273	BB	CB*	CB*	CB*
 TRANSPORT CABANO KINGSWAY INC.	1,793	CB	CC*	BB	BC

⁷ The data submitted by this employer for reporting year 1998 were questioned.



⁸ This employer did not report on employees from a company with which they merged in 1998.

<i>Name</i>	<i>Total Employees</i>	<i>Women</i>	<i>Aboriginal Peoples</i>	<i>Persons with Disabilities</i>	<i>Members of Visible Minorities</i>
TRANSPORT DESGAGNÉS INC.	158	CC*	BC*	0	AB*
TRANSPORT GUILBAULT INC.	164	0	0	0	0
TRANSPORT PAPINEAU INC.	403	CB	AB*	0	CB*
TRANSPORT ROBERT (1973) LTÉE	235	CA*	0	0	0
TRANSPORT THIBODEAU INC.	371	CC	CC*	CC*	CC*
TRENTWAY WAGAR INC.	585	BB	AC*	CC*	BC
TRI-LINE EXPRESSWAYS LTD.	163	CA	CC*	CB*	CC*
TRIMAC TRANSPORTATION MANAGEMENT LTD.	248	CC	AB*	0	BA
TSI TERMINAL SYSTEMS INC.	162	CA	AC*	CC*	BB
TST SOLUTIONS INC.	1,207	CA	CC*	AB	BA
UPPER LAKES GROUP INC.	736	BB	AB*	CC*	CC*
US AIRWAYS INC.	123	AB	0	0	CC*
VAN-KAM FREIGHTWAYS LTD.	269	BB	CB*	CC*	BC
VANCOUVER INTERNATIONAL AIRPORT AUTHORITY	334	BB	CC*	CC*	AC
VANCOUVER PORT AUTHORITY	165	AA	AB*	CC*	BB
VIA RAIL CANADA INC. ⁹	3,214	CA	CA	BC	CC
WESTCAN BULK TRANSPORT LTD.	426	CB	BC	BC	BC
WESTCOAST ENERGY INC.	1,070	BB	AB	AC	AC
WESTERN STEVEDORING COMPANY LIMITED	133	CC	AB*	CB*	CB*
WESTJET AIRLINES LTD.	773	BB	CA*	BB	BA
WESTSHORE TERMINALS LTD.	284	BC	0	CC*	CC*
WILLIAMS MOVING AND STORAGE (BC) LTD.	270	BB	AC*	CC*	CC*
WINNIPEG AIRPORT AUTHORITY	140	BB	CB*	CC*	CC*
YELLOW FREIGHT SYSTEM OF ONTARIO INC.	187	BB	0	CC*	CC*
COMMUNICATIONS SECTOR					
2953285 CANADA INC.	108	AA	AB*	0	CC*
ACC TELENREPRISES LTD.	541	AB	0	CC*	BB
AMTELECOM GROUP INC.	1,400	BC	AB	CB*	AB
AT & T CANADA CORP.	2,959	BA	BA	BC	AB
BC TEL	11,541	BA	BB	BC	BB
BELL CANADA	34,123	BB	BC	CC	BC

⁹ The data on salaries of some employees submitted by this employer were questioned.

<i>Name</i>	<i>Total Employees</i>	<i>Women</i>	<i>Aboriginal Peoples</i>	<i>Persons with Disabilities</i>	<i>Members of Visible Minorities</i>
BELL MOBILITÉ RADIO COMMUNICATIONS INC.	107	CC	AB*	BB*	CC*
BELL MOBILITY CELLULAR INC.	2,419	AA	AA	CB	AC
BELL MOBILITY PAGING	340	AC	AB*	CC*	AB
BLACKBURN RADIO INC.	190	CC	CC*	CB*	CC*
CABLE ATLANTIC INC.	207	CB	CC*	AC*	0
CANADA POST CORPORATION	54,889	AA	AA	AC	AA
CANADIAN BROADCASTING CORPORATION	9,033	AA	AC	BC	BA
CANADIAN SATELLITE COMMUNICATIONS INC.	213	BC	AA*	CB*	AB
CANPAR TRANSPORTATION LTD.	1,672	CA	AA	BC	AA
CANWEST TELEVISION INC.	401	BB	CB*	AC	BA
CF TÉLÉVISION INC.	219	BC	0	CC*	AB
CHUM LIMITED	1,668	BC	CC*	BC	BB
COGECO CÂBLE (CANADA) INC.	328	BA	CB*	0	0
COGECO CABLE SYSTEMS INC.	675	BB	CC*	CB*	BA
COGECO RADIO-TÉLÉVISION INC.	257	BC	AC*	CC*	0
CRAIG BROADCAST ALBERTA INC.	291	BA	AA*	AB	CB*
CRAIG BROADCAST SYSTEMS INC.	300	BB	CB*	CC*	CA*
CTV TELEVISION INC. - ATV/ASN	262	BB	0	BC	AB*
CTV TELEVISION INC. - CFCN	168	BB	CC*	CC*	CC*
CTV TELEVISION INC. - CFQC	240	BA	CC*	AC	CC*
CTV TELEVISION INC. - CFRN	156	BC	CA*	CA*	AB*
CTV TELEVISION INC. - CFTO/CTV	1,086	BB	CB*	BC	AB
CTV TELEVISION INC. - CIVT	193	AB	0	CA*	BC
CTV TELEVISION INC. - CJOH	154	BA	0	CB*	AC*
CTV TELEVISION INC. - CKCO	140	BC	CA*	CA*	0
CTV TELEVISION INC. - MCTV	223	BC	AA*	CA*	CC*
DHL INTERNATIONAL EXPRESS LTD.	376	AB	AC*	CC*	AB
DYNAMEX CANADA INC.	632	BB	CB*	CB*	BB
EXPERTECH NETWORK INSTALLATION INC.	1,509	CA	AC	BC	BC
FEDERAL EXPRESS CANADA LTD.	4,311	BA	AC	CC	AB
FUNDY CABLE LTD.	532	CA	CC*	CC	AA
GLOBAL COMMUNICATIONS (MARITIME DIVISION)	100	AA	0	CC*	0
GLOBAL COMMUNICATIONS LIMITED	415	BA	AA*	CC*	CA

<i>Name</i>	<i>Total Employees</i>	<i>Women</i>	<i>Aboriginal Peoples</i>	<i>Persons with Disabilities</i>	<i>Members of Visible Minorities</i>
GOLDEN WEST BROADCASTING LTD.	202	BA	CB*	CC*	0
GROUPE TVA INC.	1,179	BC	CC*	CC*	CC*
ISLAND TELECOM INC.	358	BB	0	CC*	0
JIM PATTISON INDUSTRIES LTD.	177	BA	CC*	CB*	CB*
MANITOBA TELECOM SERVICES INC.	4,095	AA	BA	AC	BA
MARITIME BROADCASTING SYSTEM LIMITED	283	CB	0	CC*	CC*
MAYNE NICKLESS TRANSPORT INC.	1,902	BC	AB	BC	BC
MOFFAT COMMUNICATIONS LIMITED	161	BA	BB*	CB*	CC*
MONARCH BROADCASTING LTD.	241	BC	CC*	AA	CC*
MTT	2,907	BC	CC*	BC	BC
MUSIQUEPLUS/MUSIMAX	265	AA	0	0	CC*
NBTEL INC.	2,473	BA	CC*	BC	AA
NETSTAR ENTERPRISES INC.	137	CB	0	CB*	CC*
NEWCAP BROADCASTING, A DIVISION OF NEWCAP INC.	220	CC	AC*	CC*	CC*
NEWTEL COMMUNICATIONS INC.	1,537	AA	CC*	BC	CB*
NORTEL NETWORKS CORPORATION	398	CB*	0	CB*	BA
NORTHERN TELEPHONE LIMITED	251	BB	0	AB	CC*
NORTHWESTEL INC.	607	CA	CC	BC	AA
ONTV LIMITED	190	BB	AC*	CB*	CC*
PAGING NETWORK OF CANADA INC.	187	BA	0	CA*	AA
PELMOREX INC.	314	BB	AB*	CB*	CB
PELMOREX RADIO INC.	110	BA	0	CC*	CC*
POWER BROADCASTING INC.	456	CB	CC*	CC*	CC*
PUROLATOR COURIER LTD.	11,859	BA	BB	BC	AC
QUÉBEC-TÉLÉPHONE	1,596	BB	AA*	CC	CC*
RADIO 1540 LIMITED	152	BC	0	0	AB*
RADIO NORD INC.	214	CC	AB*	AA*	0
RADIOMUTUEL INC.	362	AB	0	0	CB*
RAWLCO COMMUNICATIONS LTD.	370	BC	CC*	AB	CC*
REGINA CABLEVISION CO-OPERATIVE	127	CC	CC*	CA*	AA*
REGIONAL CABLESYSTEMS INC.	315	CC	0	0	0
RÉSEAU DES SPORTS (RDS) INC. (LE)	197	BC	0	CC*	0
ROGERS BROADCASTING LIMITED	1,477	AB	BB	CB	CB
ROGERS CABLE T.V. LIMITED	3,140	BC	AA	CB	BC

<i>Name</i>	<i>Total Employees</i>	<i>Women</i>	<i>Aboriginal Peoples</i>	<i>Persons with Disabilities</i>	<i>Members of Visible Minorities</i>
ROGERS CANTEL INC.	3,195	AB	AA	CB	AB
ROGERS COMMUNICATIONS INC.	668	BB	AA*	CB*	CB
RSL COM CANADA INC.	251	BB	AA*	CC*	BB
SHAW COMMUNICATIONS INC. ¹⁰	2,789	CC	BC	BA	
SHAW RADIO LTD.	385	CC	0	CC*	AA*
 SPORTS NETWORK INC. (THE)	177	BC	AB*	CB*	CB*
SPRINT CANADA INC. ¹¹	2,993	AA	AA	BB	AA
STANDARD RADIO INC.	436	BB	CB*	BA	CB
STAR CHOICE TELEVISION NETWORK INCORPORATED	347	BA	AB*	CB*	CB*
 STENTOR RESOURCE CENTRE INC.	1,234	BB	CC*	BC	AC
SWIFT SURE COURIER SERVICE LTD.	143	BB	AC*	CB*	CA*
TÉLÉBEC LTÉE	991	AA	BC*	CC*	CB*
TÉLÉMÉDIA COMMUNICATIONS INC.	552	BC	CC*	CC*	CC*
TELESAT CANADA	537	CB	CC*	BC	AC
TÉLÉVISION QUATRE SAISONS	438	AC	AB*	0	0
TELUS CORPORATION INC.	10,831	BA	BC	BC	BA
THUNDER BAY TELEPHONE	303	BC	CC*	AB	CC*
UNITED PARCEL SERVICE CANADA LTD.	6,278	CC	AB	BC	AA
VIDEON CABLESYSTEMS ALBERTA INC.	243	BC	CB*	CC*	CC*
VIDEON CABLESYSTEMS INC.	280	CC	AB	CC*	CB*
VIDEOTRON LTD.	2,175	BC	0	CC*	CA
N VIDÉOTRON TÉLÉCOM INC.	559	BA	AC*	CB*	BC
WIC RADIO LTD.	487	BA	CC*	BC	CA*
WIC TELEVISION LTD.	963	BA	CB*	BB	BB
YTV CANADA INC.	292	AB	0	CC*	AC
OTHER SECTORS					
ADM AGRI INDUSTRIES LTD.	560	BB	BB*	BB	AB
AEROGUARD INC. AND AEROGUARD COMPANY LTD.	480	AA	AC	BC	AA
AGPRO GRAIN INC.	293	CB	CA*	CA*	CB*
ALBERTA WHEAT POOL	1,841	CB	CA	BC	BB
ATOMIC ENERGY OF CANADA LIMITED	3,849	CA	BB	BC	AA

¹⁰ This employer was not assessed on members of visible minorities because the data submitted in its report were incomplete.

¹¹ This employer did not include employees transferred from another company as hires.

<i>Name</i>	<i>Total Employees</i>	<i>Women</i>	<i>Aboriginal Peoples</i>	<i>Persons with Disabilities</i>	<i>Members of Visible Minorities</i>
BRINKS CANADA LIMITED	2,060	BB	AA	BC	BA
BUSINESS DEVELOPMENT BANK OF CANADA	1,127	BB	CB*	CB*	BC
CAMECO CORPORATION	1,525	BB	AA	BC	AB
CANADA COUNCIL	153	AB	AA*	CB*	AA*
CANADA MALTING COMPANY LIMITED	232	BB	AB*	CC*	CC*
CANADA MORTGAGE AND HOUSING CORPORATION	2,204	AA	BB	CB	AB
CANADIAN BANKERS ASSOCIATION	177	BA	0	CC*	BB
CANADIAN MUSEUM OF CIVILIZATION	570	AA	AB*	AC	AA*
CANADIAN MUSEUM OF NATURE	154	AA	AB*	CC*	AA*
CANADIAN PRESS (THE)	378	BB	AB*	AC	CC
CANADIAN WHEAT BOARD	588	BA	CB	CC*	BA
CAPE BRETON DEVELOPMENT CORPORATION	1,742	BA	CB*	AB	CB*
CARGILL LIMITED	3,164	BC	CB	CC	BA
COGEMA RESOURCES INC.	565	BC	BA	CA	AB
DEFENCE CONSTRUCTION (1951) LIMITED	222	BB	CB*	CC*	AA*
EXPORT DEVELOPMENT CORPORATION	766	AB	CA*	CC*	AA
FARM CREDIT CORPORATION	929	BA	BC	BB	BB
FRESHWATER FISH MARKETING CORPORATION	215	BA	BA	CA*	CA*
GENERAL ELECTRIC CANADA INC.	193	BC	CB*	0	AA
HUDSON BAY MINING AND SMELTING CO. LIMITED	1,627	CB	BC	BC	AC
INTERNATIONAL DEVELOPMENT RESEARCH CENTRE	279	BA	CB*	CB*	BA
JAMES RICHARDSON INTERNATIONAL LIMITED	842	CB	CC*	BC	BB
LOOMIS ARMORED CAR SERVICES LTD.	2,696	BA	AC	BB	BC
MANITOBA POOL ELEVATORS	878	CA	BA	AC	CB*
MASTERFEEDS A DIVISION OF AGP INC.	261	CA	CC*	CB*	CC*
MDS NORDION INC.	710	BC	CB*	CC	AC
N.M. PATERSON AND SONS LIMITED	335	CC	CC*	CC*	BC
NATIONAL ARTS CENTRE CORPORATION	639	BC	AB*	CC*	AC
NATIONAL CAPITAL COMMISSION	598	AB	AA*	CB*	CA*
NATIONAL GALLERY OF CANADA	263	AA	CB*	CC*	BB*
NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY	256	AC	AB*	CB*	CB*
ONTARIO HYDRO	22,901	CB	BC	BC	AA
PACIFIC ELEVATORS LIMITED	193	CC	AB*	0	BB
PARRISH AND HEIMBECKER LIMITED	829	CC	CB	AB	BB

<i>Name</i>	<i>Total Employees</i>	<i>Women</i>	<i>Aboriginal Peoples</i>	<i>Persons with Disabilities</i>	<i>Members of Visible Minorities</i>
PRINCE RUPERT GRAIN LTD.	132	CB	AA	CB*	AB
REUTERS INFORMATION SERVICES (CANADA) LIMITED	130	BB	0	CC*	AB
RIDLEY INC.	434	CA	CC*	CB*	BA
ROBIN HOOD MULTIFOODS INC.	1,909	CB	CB	CB	BA
ROYAL CANADIAN MINT	734	BA	AC	BC	AA
SASKATCHEWAN WHEAT POOL	3,104	CB	BB	BC	BA
TÉLÉFILM CANADA	135	AB	0	CB*	CA*
UNITED GRAIN GROWERS LIMITED	1,681	CB	CB	BA	BB
VERREAUULT NAVIGATION INC.	433	CA*	0	CC*	0
ZIRCATEC PRECISION INDUSTRIES INC.	206	BC	AB*	AC	CC*

Explanatory notes:

1. Employers excluded from the analysis because of problems related to the data:

Deutsche Bank of Canada

SLH Transport Inc.

Teleglobe Canada Inc.

2. Employers who submitted a report too late to be included in the analysis:

Algoma Central Corporation

Armour Transport Inc.

Atomic TCT Logistics Inc.

Highland Moving and Storage Ltd.

MBNA Canada Bank

Pole Star Transport Inc.

Worldwide Flight Services

3. Employers who submitted a corrected report too late to be included in the analysis:

Stratos Wireless Inc.

Transx Ltd.

4. Employers who submitted a voluntary report:

Canada Ports Corporation

Sunbury Transport Limited

Appendix A:

Glossary of Terms and Technical Notes

Average Salary Calculations

Estimates of average salaries are based on information from Form 3 of the employers' reports. Salary information is reported by salary ranges. Estimates of average salaries for full-time work were calculated using the midpoint of each range as a proxy for its salary value. For the highest salary range (\$70,000 and over), the mean value for the range was derived in 1987 from projections of the salary distribution based on the regression of a semi-logarithmic curve. For each year following 1987, this value was adjusted using the Consumer Price Index. For reporting year 1997, we had to adjust this value to take into account that the highest salary range went from \$70,000 and over to \$100,000 and over.

Canadian labour force

The terms "Canadian labour force" or "labour force" are always used to describe those people 15 years of age or older who worked in Canada at any time from January 1, 1995 until May 1996 (the time of the last Census). For persons with disabilities, data from the 1991 Health and Activity Limitations Survey (HALS) conducted by Statistics Canada were used. In this case, the data refer to people aged 15 to 64 years and who worked sometime between January 1, 1986 and June 1991. The Canadian labour force is distinct from the "workforce under the Act" (see definition, below).

Census Metropolitan Area (CMA)

A Census Metropolitan Area is an urban region identified by Statistics Canada as having a population of more than 100,000 people. The *Employment Equity Act* identifies eight designated CMAs. They are: Vancouver, Calgary, Edmonton, Regina, Winnipeg, Toronto, Montréal and Halifax.

Changes in representation

Many factors contribute to the changes in the representation levels of members of designated groups in the workforce under the Act from one

year to another. Some of these factors directly affect the employment situation of members of designated groups in the workforce and relate to employment equity. For instance, the number of employees hired and promoted represents opportunities employers had to improve the representation of designated groups in their workforce. Other factors, such as changes in the rate of self-identification of members of designated groups and changes in the composition of the group of employers reporting under the Act, affect the statistical profile of the designated groups. However, they do not actually improve the employment situation of individuals in these groups.

Concentration

Refers to the extent to which members of a designated group are found in a particular occupational group or geographic area. If Aboriginal peoples are concentrated in one type of job, a high percentage of Aboriginal peoples work at that occupation.

Distribution

Refers to how members of a designated group are spread or dispersed (in terms of percentages) among regions, sectors, occupational groups, salary ranges, etc. For example, if we said that "Women are distributed evenly among the four industrial sectors in the workforce under the Act", it would mean that 25% of all women in the workforce are found in each of the sectors.

Employment Equity

Occupational Groups (EEOG)

Employers are required to categorize their employee data by occupational category on several forms when they prepare their report. The Employment Equity Regulations specify the 14 occupational groups that employers now use. These groups are related to the new National Occupational Classification (NOC) that Statistics Canada uses in collecting labour force data.

Employment growth or decline

Refers to the percentage by which the workforce or the total number of members of a group grew or declined during the reporting year. Employment growth is calculated by comparing the number of members of a group as reported by employers (as of December 31) with the estimated number of members of the group at the beginning of the year. This estimated number is obtained by subtracting hirings and adding terminations that occurred during the year to the figure provided by the employers as of December 31.

Employment opportunities

Refers to the number of hirings and promotions used by employers to improve the representation of members of designated groups in the workforce under the Act in a given year.

Net result of hirings and terminations (net effect)

Refers to the positive or negative result of hirings and terminations carried out by employers during a given year. The number of employees terminated during the year is subtracted from the number of employees hired during the same period. The result tells us if the workforce has increased or decreased.

Representation

Refers to the percentage of all employees in a particular occupation, salary range, sector, etc. who are members of a designated group. For example, if 45% of all employees in sector X are women, their representation in that sector is 45%. Similarly, if the representation of women is high in a particular occupation, a high percentage of all employees in it are women.

Sector

Most employers covered by the Act fall in one of three main federally regulated sectors in Canada: Banking, Communications and Transportation. For the purpose of this report, the grouping "Other sectors" includes all Crown corporations and individual industries (e.g., nuclear energy, grain elevators, metal mines) that fall under federal jurisdiction, but are not included in the first three sectors.

Terminations

Refers to the number of employees terminated from the workforce. A terminated employee is defined as an employee who retired, resigned, was laid off or dismissed, or otherwise ceased to be an employee in a company covered by the Act.

Wage gaps

The estimated average salary of women is expressed as a percentage of men's estimated average salary, for full-time work. For the other designated groups, the average salaries of men and women in a designated group are expressed respectively as a percentage of the average salaries of all men and of all women in the workforce. This percentage gives an indication of the differences in earning between the groups.

Workforce or workforce under the Act

In this report, the terms "workforce" or "workforce under the Act" always refer to those people who work for employers covered under the *Employment Equity Act*. The figures are derived from employers' reports. The workforce under the Act is distinct from the "Canadian labour force" (see definition, above).

Appendix B:

Consolidation of Employers' Reports

Under section 20 of the *Employment Equity Act*, each year the Minister is required to table in Parliament an analysis and consolidation of employers' reports received under the Act. The following tables represent the consolidation of employers' reports for 1998¹.



This is the twelfth consecutive year that an analysis and consolidation of federally regulated employers' reports have been made available under the *Employment Equity Act*. The consolidation includes detailed tables for 1998 and a set of tables showing the representation of designated groups for 1987, 1997 and 1998.

Data for 1997 could be different from last year's consolidation. For instance, data now include

amendments and additions submitted too late to be incorporated in last year's consolidation.

The tables in this Appendix present data aggregated to include full-time, part-time and temporary employees. The only exceptions to this rule are the last three tables. Table 9 is a summary of data on designated groups comparing their representation in the workforce with the percentage of all employees hired, promoted or terminated who were members of the groups. It includes only permanent workers (full-time and part-time). The last two tables present data on full-time and part-time salaries printed separately.

The list on the following page presents the tables that make up the consolidation for 1998².



¹ Please see the chapter "Assessment of Employers' Results" for a complete listing of the employers included in the consolidation for 1998.

² More detailed data are available upon request. If you need such data, please refer to p. 2 of this report for details on how to communicate with Labour Standards and Workplace Equity staff.

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TABLE 1
Members of Designated Groups by Sex, Industrial Sector and Subsector, 1998

Sector and Subsector	All Employees		Aboriginal Peoples		Persons With Disabilities		Members of Visible Minorities			
	Total	Men	Women	Total	Men	Women	Total	Men	Women	
Central Bank	1,640	710	930	18	7	11	109	59	50	
Chartered Banks and Other Banking-Type Intermediaries	172,493	47,152	125,341	2,224	442	1,782	3,955	1,310	2,645	
Banking Sector	174,133	47,862	126,271	2,242	449	1,793	3,978	1,326	2,652	
Air Transport Industries	53,225	31,702	21,523	572	328	244	647	431	216	
Service Industries Incidental to Air Transport	12,825	9,696	3,129	80	59	21	198	152	46	
Railway Transport and Related Service Industries	39,270	35,419	3,851	429	391	38	779	729	50	
Water Transport Industries	5,972	5,386	586	142	109	33	67	64	3	
Service Industries Incidental to Water Transport	6,887	6,184	703	113	107	6	208	199	9	
Truck Transport Industries	27,531	23,260	4,271	457	396	61	533	444	89	
Public Passenger Transit Systems Industries	6,491	4,960	1,531	182	127	55	283	243	40	
Other Service Industries Incidental to Transportation	639	246	393	11	2	9	26	15	11	
Pipeline Transport Industries	3,632	2,762	870	63	47	16	126	105	21	
Transportation Sector	156,472	119,615	36,857	2,049	1,566	483	2,867	2,382	485	
Telecommunication Broadcasting Industries	31,274	18,771	12,503	325	169	156	644	463	181	
Telecommunication Industries	80,168	41,403	38,765	763	362	401	1,521	898	623	
Other Telecommunication Industries	523	335	188	2	2	0	3	2	1	
Postal and Courier Service Industries	82,815	53,133	29,682	1,118	595	523	2,540	1,726	814	
Communications Sector	194,780	113,642	81,138	2,208	1,128	1,080	4,708	3,089	1,619	
Metal Mines	3,332	2,930	402	492	427	65	111	102	9	
Coal Mines	1,657	1,618	39	1	1	0	173	170	3	
Meat and Poultry Products Industries	2,904	2,199	705	68	49	19	63	46	17	
Fish Products Industry	138	75	63	21	11	10	6	3	3	
Flour, Prepared Cereal Food and Feed Industries	3,073	2,101	972	43	28	15	49	38	11	
Stamped, Pressed and Coated Metal Products Industries	711	480	231	24	13	11	18	15	3	
Shipbuilding and Repair Industry	333	313	20	0	0	0	1	1	0	
Industrial Chemicals Industries n.e.c.	1,075	832	243	7	6	1	36	30	6	
Project Management, Construction	197	137	60	4	2	2	1	1	0	
Grain Elevator Industry	9,430	7,268	2,162	157	103	54	200	151	49	
Electric Power Systems Industry	20,840	16,890	3,950	159	130	29	704	648	56	
Farm Products, Wholesale	487	224	263	17	7	10	4	1	3	
Business Financing Companies	2,662	1,281	1,381	34	19	15	40	17	23	
Architectural, Engineering and Other Scientific and Technical Services	3,450	2,698	752	54	38	16	141	117	24	
Other Business Services	5,667	4,406	1,261	89	64	25	92	71	21	
Foreign Affairs and International Assistance	279	100	179	1	0	1	3	1	2	
Human Resource Administration, Federal Government	859	370	489	12	6	6	11	6	5	
Economic Services Administration, Federal Government	1,844	781	1,063	27	9	18	61	28	33	
Museums and Archives	1,186	528	658	19	8	11	25	13	12	
Theatrical and Other Staged Entertainment Services	524	333	191	10	7	3	5	5	0	
Business Associations	166	52	114	0	0	0	2	1	1	
Other Employees covered under the Act	60,814	45,616	15,198	1,239	928	311	1,746	1,465	281	
Total - All Sectors	586,199	326,735	259,464	7,738	4,071	3,667	13,299	8,262	5,037	29,741

TABLE 2
Representation of Designated Groups by Industrial Sector and Subsector for 1987, 1997 and 1998

Sector and Subsector	Women			Aboriginal Peoples			Persons With Disabilities			Members of Visible Minorities		
	1987 (%)	1997 (%)	1998 (%)	1987 (%)	1997 (%)	1998 (%)	1987 (%)	1997 (%)	1998 (%)	1987 (%)	1997 (%)	1998 (%)
<i>All Sectors</i>	40.94	44.53	44.26	0.66	1.29	1.32	1.59	2.32	2.27	5.00	9.67	9.86
<i>Banking sector</i>	76.09	73.59	72.51	0.56	1.30	1.29	1.80	2.45	2.28	9.47	15.01	15.28
<i>Air Transport</i>	36.48	39.38	40.44	0.44	0.98	1.07	0.82	1.15	1.22	3.54	6.98	7.76
<i>Services to Air Transport</i>	27.19	30.96	24.40	0.29	0.63	0.62	0.37	1.73	1.54	3.46	13.77	7.89
<i>Railway Transport</i>	8.09	9.20	9.81	0.78	1.14	1.09	1.61	2.12	1.98	2.68	3.96	3.96
<i>Water Transport</i>	11.90	10.56	9.81	1.39	2.68	2.38	1.46	2.10	1.12	3.38	3.91	3.68
<i>Services to Water Transport</i>	6.86	20.49	10.21	0.79	1.42	1.64	1.55	3.31	3.02	1.32	4.16	4.11
<i>Truck Transport</i>	13.57	15.49	15.51	0.71	1.46	1.66	1.28	1.57	1.94	1.52	3.06	3.32
<i>Public Passenger Transit Systems</i>	16.99	24.95	23.59	1.07	2.05	2.80	3.13	3.45	4.36	2.09	4.73	6.58
<i>Pipeline Transport</i>	18.29	23.04	23.95	1.22	1.45	1.73	4.19	2.05	3.47	5.41	6.08	6.88
<i>Transportation sector</i>	16.94	23.19	23.56	0.73	1.23	1.31	1.42	1.80	1.83	2.62	5.27	5.67
<i>Telecommunication Broadcasting</i>	34.84	38.85	39.98	0.43	0.97	1.04	1.27	2.16	2.06	2.87	4.82	4.79
<i>Telecommunication Carriers</i>	46.70	48.59	48.35	0.52	0.87	0.95	1.13	1.74	1.90	4.60	7.83	8.25
<i>Postal and Courier Service</i>	35.02	35.61	35.84	0.78	1.31	1.35	1.72	3.26	3.07	4.07	11.28	11.33
<i>Communications sector</i>	39.63	41.65	41.66	0.61	1.07	1.13	1.40	2.45	2.42	4.05	8.86	8.99
<i>Metal Mines</i>	7.00	11.75	12.06	2.67	15.39	14.77	1.17	2.89	3.33	1.03	2.27	2.52
<i>Flour, Prepared Cereal Food and Feed Industries</i>	20.19	25.59	31.63	0.51	0.98	1.40	1.71	1.27	1.59	1.90	9.60	9.34
<i>Grain Elevator Industry</i>	15.11	21.61	22.93	0.52	1.75	1.66	1.41	2.32	2.12	1.11	2.32	2.31
<i>Electric Power Systems Industry</i>	—	18.85	18.95	—	0.75	0.76	—	3.42	3.38	—	9.06	9.05
<i>Architectural, Engineers and Others</i>	20.69	21.81	21.80	0.28	1.62	1.57	2.75	4.33	4.09	5.57	10.25	11.19
<i>Other Business Services</i>	19.13	20.84	22.25	0.20	1.65	1.57	0.40	1.91	1.62	6.13	9.42	10.69
<i>Other Sectors</i>	21.25	24.38	24.99	0.93	2.11	2.04	2.27	2.83	2.87	2.59	8.09	7.91

TABLE 3
Members of Designated Groups by Sex, Census Metropolitan Area and Province, 1998

Metropolitan Area and Province/Territory	All Employees		Aboriginal Peoples		Persons With Disabilities		Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Calgary	24,990	13,096	11,894	341	133	208	2,067	946	1,121
Edmonton	15,828	8,897	6,931	274	121	153	1,336	682	654
Halifax	9,223	4,585	4,638	45	20	25	327	139	188
Montréal	76,544	40,819	35,725	410	178	232	3,153	1,523	1,630
Regina	3,968	1,904	2,064	80	34	46	148	69	79
Toronto	147,503	78,988	68,515	1,254	590	664	31,349	14,816	16,533
Vancouver	51,580	29,152	22,428	550	293	257	9,429	4,200	5,229
Winnipeg	21,149	12,934	8,214	675	357	318	1,107	620	487
Census Metropolitan Areas	350,785	190,375	160,409	3,629	1,726	1,903	48,916	22,995	25,921
Ontario	251,724	138,554	113,170	2,565	1,314	1,251	35,736	17,343	18,393
Quebec	103,624	55,767	47,857	718	342	376	3,647	1,800	1,847
Nova Scotia	15,732	8,470	7,262	86	41	45	420	173	247
New Brunswick	12,557	6,145	6,412	88	38	50	198	100	98
Manitoba	29,772	18,999	10,773	986	545	441	1,300	759	541
British Columbia	73,271	40,608	32,663	980	492	488	10,423	4,680	5,743
Prince Edward Island	1,157	551	606	7	2	5	10	2	8
Saskatchewan	15,854	9,629	6,225	713	496	217	411	201	210
Alberta	58,194	32,507	25,687	964	438	526	4,628	2,437	2,191
Newfoundland	5,723	2,936	2,787	74	29	45	42	15	27
Yukon	383	149	234	24	5	19	18	11	7
Northwest Territories	1,094	756	338	217	127	90	27	15	12
Canada*	586,199	326,735	259,464	7,738	4,071	3,667	57,794	28,053	29,741

* The total for Canada is not equal to the sum of Provincial totals.

TABLE 4
Representation of Designated Groups by Census Metropolitan Area and Province for 1987, 1997 and 1998

Metropolitan Area and Province/Territory	Women			Aboriginal Peoples			Persons With Disabilities			Members of Visible Minorities		
	1987 (%)	1997 (%)	1998 (%)	1987 (%)	1997 (%)	1998 (%)	1987 (%)	1997 (%)	1998 (%)	1987 (%)	1997 (%)	1998 (%)
Calgary	47.57	47.37	47.60	0.54	1.19	1.36	1.87	2.56	2.89	5.60	7.27	8.27
Edmonton	44.49	43.72	43.79	0.66	1.52	1.73	1.98	3.36	3.37	4.35	7.96	8.44
Halifax	41.18	49.54	50.29	0.51	0.54	0.49	1.63	2.31	2.05	1.87	3.55	3.55
Montréal	39.04	45.89	46.67	0.32	0.58	0.54	1.13	1.36	1.27	2.98	3.95	4.12
Regina	42.86	49.97	52.02	0.36	2.06	2.02	2.36	4.50	4.16	1.57	3.67	3.73
Toronto	47.10	46.24	46.45	0.55	0.83	0.85	1.48	2.03	1.99	12.04	20.63	21.25
Vancouver	40.36	46.80	43.48	0.53	0.96	1.07	1.51	2.03	2.04	7.94	18.36	18.28
Winnipeg	32.70	37.46	38.84	0.82	2.57	3.19	1.75	2.89	2.75	2.86	4.72	5.23
Ontario	44.18	45.13	44.96	0.66	1.01	1.02	1.63	2.49	2.35	7.26	14.08	14.20
Quebec	39.76	46.26	46.18	0.39	0.71	0.69	1.10	1.47	1.38	2.59	3.37	3.52
Nova Scotia	34.44	45.14	46.16	0.45	0.59	0.55	3.47	2.64	3.10	1.27	2.67	2.67
New Brunswick	32.16	48.17	51.06	0.43	0.73	0.70	1.81	2.16	2.05	1.13	1.51	1.58
Manitoba	30.45	35.81	36.19	1.05	2.92	3.31	1.69	3.06	2.90	2.58	4.06	4.37
British Columbia	41.54	47.19	44.58	0.66	1.26	1.34	1.65	2.26	2.24	6.24	14.02	14.23
Prince Edward Island	37.95	49.60	52.38	0.21	0.72	0.61	1.25	2.15	2.25	1.04	1.17	0.86
Saskatchewan	35.06	37.58	39.26	1.42	4.51	4.50	1.80	2.93	2.97	1.23	2.35	2.59
Alberta	45.32	44.04	44.14	0.67	1.58	1.66	1.92	2.79	2.94	3.96	7.88	7.95
Newfoundland	38.36	49.18	48.70	0.55	1.16	1.29	1.04	1.81	1.59	0.71	0.78	0.73
Yukon	31.40	59.84	61.10	3.80	7.38	6.27	0.80	4.37	4.18	1.40	3.55	4.70
Northwest Territories	21.91	30.85	30.90	9.64	21.65	19.84	1.40	1.75	1.55	2.53	2.28	2.47
Canada	40.94	44.53	44.26	0.66	1.29	1.32	1.59	2.32	2.27	5.00	9.67	9.86

TABLE 5
Members of Designated Groups in 1998 and their representation by Occupational Group in 1997 and 1998

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Number	%	Number	%	Number	%	Number	%	Number	%
	1998	1997	1998	1997	1998	1997	1998	1997	1998	1997
Senior Managers	4,368	15.91	695	14.74	18	0.41	69	1.58	129	2.95
Middle and Other Managers	58,914	40.79	24,029	38.86	471	0.80	1,266	2.15	4,526	7.68
Professionals	68,342	42.06	28,744	40.78	520	0.76	1,366	2.00	9,658	14.13
Semi-Professionals and Technicians	36,031	5.196	14,42	14.04	404	1.12	692	1.92	1,726	4.79
Supervisors	21,811	14.295	65.54	66.22	312	1.43	477	2.19	2,548	11.02
Supervisors: Crafts and Trades	10,608	3.06	2.75	2.75	161	1.52	283	2.67	390	3.53
Administrative and Senior Clerical Personnel	35,969	83.04	29,870	83.00	492	1.37	721	2.00	5,444	15.14
Skilled Sales and Service Personnel	7,538	37.54	27.44	27.44	73	0.97	107	1.42	285	3.78
Skilled Crafts and Trades Workers	58,132	2.44	2.63	2.63	794	1.37	1,395	2.40	2,833	4.87
Clerical Personnel	182,968	68.48	71.09	71.09	2,702	1.48	4,944	2.70	22,265	12.17
Intermediate Sales and Service Personnel	30,722	20.357	65.08	65.08	332	1.08	375	1.22	2,384	7.76
Semi-Skilled Manual Workers	56,405	6.73	6.79	6.79	1,080	1.91	1,192	2.11	4,503	7.98
Other Sales and Service Personnel	7,553	19.93	19.07	19.07	161	2.13	192	2.54	722	9.56
Other Manual Workers	6,838	16.36	10.41	10.41	218	3.19	220	3.22	381	5.57
Total number of Employees	586,199	44.26	259,464	44.53	7,738	1.32	13,299	2.27	57,794	9.86

TABLE 6
Members of Designated Groups Hired in 1998 and their representation in Hirings by Occupational Group in 1997 and 1998

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Number	%	Number	%	Number	%	Number	%	Number	%
	1998	1997	1998	1997	1998	1997	1998	1997	1998	1997
Senior Managers	362	20.17	73	11.95	1	0.28	1	0.28	8	2.21
Middle and Other Managers	4,484	37.73	1,692	40.00	37	0.83	39	0.87	341	7.60
Professionals	9,940	37.49	3,727	36.01	81	0.81	98	0.99	1,374	13.82
Semi-Professionals and Technicians	4,019	22.52	905	20.56	50	1.24	25	0.62	187	4.65
Supervisors	1,349	53.60	723	50.28	26	1.93	14	1.04	144	10.67
Supervisors: Crafts and Trades	403	6.70	27	5.75	4	0.99	8	1.99	16	3.97
Administrative and Senior Clerical Personnel	3,457	67.40	2,330	65.43	48	1.39	32	0.93	509	14.72
Skilled Sales and Service Personnel	1,052	31.18	328	24.80	6	0.57	4	0.38	65	6.18
Skilled Crafts and Trades Workers	3,123	3.20	100	4.65	63	2.02	25	0.80	249	7.97
Clerical Personnel	24,962	67.22	16,780	70.27	319	1.28	279	1.12	3,250	13.02
Intermediate Sales and Service Personnel	5,807	69.98	4,064	67.52	104	1.79	38	0.65	794	13.67
Semi-Skilled Manual Workers	16,863	8.29	1,398	8.45	282	1.67	137	0.81	1,753	10.40
Other Sales and Service Personnel	2,193	29.09	638	27.68	43	1.96	15	0.68	225	10.26
Other Manual Workers	2,037	18.56	378	8.66	44	2.16	17	0.83	92	4.52
Total number of Employees	80,051	41.43	33,163	39.09	1,108	1.38	732	0.91	9,007	11.25

TABLE 7
Members of Designated Groups Promoted in 1998 and their representation in Promotions by Occupational Group in 1997 and 1998

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Number	%	Number	%	Number	%	Number	%	Number	%
	1998	1997	1998	1997	1998	1997	1998	1997	1998	1997
Senior Managers	548	25.52	109	19.89	4	0.73	8	1.46	18	1.84
Middle and Other Managers	11,875	46.13	5,530	46.57	95	0.80	206	1.73	1,105	1.81
Professionals	12,053	47.66	5,807	48.18	99	0.82	188	1.56	2,199	1.86
Semi-Professionals and Technicians	2,636	15.59	447	16.96	52	1.97	48	1.82	171	2.20
Supervisors	4,512	72.67	3,227	71.52	57	1.26	74	1.64	708	1.63
Supervisors: Crafts and Trades	1,023	3.91	40	3.91	16	1.56	28	2.74	32	1.55
Administrative and Senior Clerical Personnel	8,264	82.82	6,741	81.57	135	1.63	148	1.79	1,439	1.73
Skilled Sales and Service Personnel	885	39.89	353	39.89	6	0.68	8	0.90	45	0.68
Skilled Crafts and Trades Workers	1,948	4.57	89	4.57	83	4.26	42	2.16	126	2.56
Clerical Personnel	14,981	77.99	10,821	72.23	277	1.85	305	2.04	2,420	2.08
Intermediate Sales and Service Personnel	1,034	63.00	605	58.51	17	1.64	13	1.26	160	0.65
Semi-Skilled Manual Workers	1,669	7.69	194	11.62	50	3.00	30	1.80	295	1.61
Other Sales and Service Personnel	382	19.11	67	17.54	7	1.83	7	1.83	26	1.33
Other Manual Workers	159	11.85	22	13.84	15	9.43	2	1.26	12	2.79
Total number of Employees	61,969	56.58	34,052	54.95	913	1.47	1,107	1.79	8,756	1.85

TABLE 8
Members of Designated Groups Terminated in 1998 and their representation in Terminations by Occupational Group in 1997 and 1998

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Number	%	Number	%	Number	%	Number	%	Number	%
	1998	1997	1998	1997	1998	1997	1998	1997	1998	1997
Senior Managers	580	13.76	71	12.24	0	0.00	12	2.07	12	2.62
Middle and Other Managers	7,005	36.15	2,610	37.26	51	0.73	157	2.24	464	2.17
Professionals	8,105	36.16	3,080	38.00	61	0.75	123	1.52	1,093	1.94
Semi-Professionals and Technicians	3,790	17.85	746	19.68	54	1.42	96	2.53	271	2.01
Supervisors	1,911	59.70	1,125	58.87	31	1.62	61	3.19	226	2.84
Supervisors: Crafts and Trades	708	5.12	29	4.10	13	1.84	15	2.12	35	1.94
Administrative and Senior Clerical Personnel	3,741	75.39	2,717	72.63	73	1.95	86	2.30	563	3.02
Skilled Sales and Service Personnel	1,281	28.44	307	23.97	12	0.94	16	1.25	59	1.07
Skilled Crafts and Trades Workers	3,987	2.96	114	2.86	109	2.73	84	2.11	211	3.10
Clerical Personnel	23,012	74.77	16,403	71.28	348	1.51	646	2.81	3,175	2.70
Intermediate Sales and Service Personnel	3,938	62.52	2,573	65.34	62	1.57	28	0.71	398	0.96
Semi-Skilled Manual Workers	14,610	7.08	1,030	7.05	233	1.59	162	1.11	1,559	1.23
Other Sales and Service Personnel	1,375	27.51	387	28.15	35	2.55	20	1.45	112	1.65
Other Manual Workers	1,167	9.01	126	10.80	32	2.74	11	0.94	26	1.63
Total number of Employees	75,210	41.83	31,318	41.64	1,114	1.48	1,517	2.02	8,204	2.14

TABLE 9
 Total Number of Members of Designated Groups and their Representation with the
 Number and Percentage Hired, Promoted and Terminated in Permanent Jobs by Sector, 1997 and 1998

	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	1997	1998	1997	1998	1997	1998	1997	1998	1997	1998
All Sectors										
Employees	568,275	580,777	253,048	257,047	7,329	7,680	13,190	13,241	55,093	57,577
Hirings	64,189	75,762	24,981	31,072	972	1,067	628	699	7,891	8,689
Promotions	55,056	61,927	31,154	34,028	791	913	1,018	1,107	7,670	8,754
Terminations	68,576	73,797	28,645	30,380	1,155	1,108	1,473	1,506	6,788	8,031
Net Effect (Hirings - Terminations)	-4,387	1,965	-3,664	692	-183	-41	-845	-807	1,103	658
	%	%	%	%	%	%	%	%	%	%
Representation	100.00	100.00	44.53	44.26	1.29	1.32	2.32	2.28	9.69	9.91
Share of Hirings	100.00	100.00	38.92	41.01	1.51	1.41	0.98	0.92	12.29	11.47
Share of Promotions	100.00	100.00	56.59	54.95	1.44	1.47	1.85	1.79	13.93	14.14
Share of Terminations	100.00	100.00	41.77	41.17	1.68	1.50	2.15	2.04	9.90	10.88
Banking										
Employees	170,339	173,724	125,360	126,010	2,207	2,241	4,174	3,974	25,566	26,582
Hirings	15,771	21,152	9,046	12,491	150	237	185	233	2,489	3,144
Promotions	30,683	33,924	21,808	23,652	414	453	611	623	5,411	6,092
Terminations	18,705	20,563	12,647	13,464	266	311	569	605	2,512	3,440
Net Effect (Hirings - Terminations)	-2,934	589	-3,601	-973	-116	-74	-384	-372	-23	-296
	%	%	%	%	%	%	%	%	%	%
Representation	100.00	100.00	73.59	72.53	1.30	1.29	2.45	2.29	15.01	15.30
Share of Hirings	100.00	100.00	57.36	59.05	0.95	1.12	1.17	1.10	15.78	14.86
Share of Promotions	100.00	100.00	71.08	69.72	1.35	1.34	1.99	1.84	17.64	17.96
Share of Terminations	100.00	100.00	67.61	65.48	1.42	1.51	3.04	2.94	13.43	16.73
Transportation										
Employees	149,969	156,012	34,805	36,802	1,839	2,042	2,700	2,861	7,901	8,856
Hirings	21,693	23,891	6,003	6,753	444	464	208	205	1,582	1,949
Promotions	8,510	8,268	2,384	2,247	110	142	120	152	512	524
Terminations	20,289	21,711	4,453	4,790	413	347	279	318	881	1,171
Net Effect (Hirings - Terminations)	1,404	2,180	1,550	1,963	31	117	-71	-113	701	778
	%	%	%	%	%	%	%	%	%	%
Representation	100.00	100.00	23.21	23.59	1.23	1.31	1.80	1.83	5.27	5.68
Share of Hirings	100.00	100.00	27.67	28.27	2.05	1.94	0.96	0.86	7.29	8.16
Share of Promotions	100.00	100.00	28.01	27.18	1.29	1.72	1.41	1.84	6.02	6.34
Share of Terminations	100.00	100.00	21.95	22.06	2.04	1.60	1.38	1.46	4.34	5.39

TABLE 9 (Continued)
 Total Number of Members of Designated Groups and their Representation with the
 Number and Percentage **Hired, Promoted and Terminated in Permanent Jobs by Sector, 1997 and 1998**

	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	1997	1998	1997	1998	1997	1998	1997	1998	1997	1998
<i>Communications</i>										
Employees	189,245	192,389	78,714	80,020	2,038	2,179	4,645	4,675	16,852	17,405
Hirings	20,993	24,500	8,330	10,101	177	233	186	227	2,878	3,167
Promotions	11,010	13,181	5,477	6,026	97	157	191	199	1,109	1,412
Terminations	23,638	25,326	9,793	10,465	255	235	489	452	2,696	2,984
Net Effect (Hirings - Terminations)	-2,645	-826	-1,463	-364	-78	-2	-303	-225	182	183
	%	%	%	%	%	%	%	%	%	%
Representation	100.00	100.00	41.59	41.59	1.08	1.13	2.45	2.43	8.90	9.05
Share of Hirings	100.00	100.00	39.68	41.23	0.84	0.95	0.89	0.93	13.71	12.93
Share of Promotions	100.00	100.00	49.75	45.72	0.88	1.19	1.73	1.51	10.07	10.71
Share of Terminations	100.00	100.00	41.43	41.32	1.08	0.93	2.07	1.78	11.41	11.78
<i>Other Sectors</i>										
Employees	58,722	58,652	14,169	14,215	1,245	1,218	1,671	1,731	4,774	4,734
Hirings	5,732	6,219	1,602	1,727	201	133	49	34	942	429
Promotions	4,853	6,554	1,485	2,103	170	161	96	133	638	726
Terminations	5,944	6,197	1,752	1,661	221	215	136	131	699	436
Net Effect (Hirings - Terminations)	-212	22	-150	66	-20	-82	-87	-97	243	-7
	%	%	%	%	%	%	%	%	%	%
Representation	100.00	100.00	24.13	24.24	2.12	2.08	2.85	2.95	8.13	8.07
Share of Hirings	100.00	100.00	27.95	27.77	3.51	2.14	0.85	0.55	16.43	6.90
Share of Promotions	100.00	100.00	30.60	32.09	3.50	2.46	1.98	2.03	13.15	11.08
Share of Terminations	100.00	100.00	29.48	26.80	3.72	3.47	2.29	2.11	11.76	7.04

TABLE 10
Members of Designated Groups in Permanent Full-Time Employment by Sex and Salary Range, 1998

Salary Range	All Employees		Aboriginal Peoples		Persons With Disabilities		Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Under \$15,000	3,295	2,495	800	73	53	20	39	34	5
\$15,000 - \$19,999	6,399	3,121	3,278	162	83	79	103	54	49
\$20,000 - \$24,999	23,560	8,619	14,941	475	177	298	542	200	342
\$25,000 - \$29,999	47,286	15,739	31,547	871	294	577	1,045	370	675
\$30,000 - \$34,999	56,228	21,637	34,591	808	344	464	1,299	565	734
\$35,000 - \$39,999	61,841	36,915	24,926	844	491	353	2,035	1,389	646
\$37,500 - \$39,999	36,547	21,069	15,478	536	313	223	920	627	293
\$40,000 - \$44,999	65,644	38,581	27,063	745	484	261	1,420	985	435
\$45,000 - \$49,999	39,179	25,778	13,401	478	361	117	876	651	225
\$50,000 - \$59,999	63,064	47,330	15,734	670	525	145	1,453	1,176	277
\$60,000 - \$69,999	36,935	28,069	8,866	327	252	75	769	642	127
\$70,000 - \$84,999	32,185	26,188	5,997	211	186	25	708	613	95
\$85,000 - \$99,999	12,602	10,402	2,200	63	59	4	283	241	42
\$100,000 and over	14,380	12,136	2,244	76	65	11	253	225	28
Total number of employees	499,145	298,079	201,066	6,339	3,687	2,652	11,745	7,772	3,973
				48,586	24,123	24,463			

TABLE 11
Members of Designated Groups in Permanent Part-Time Employment by Sex and Salary Range, 1998

Salary Range	All Employees		Aboriginal Peoples		Persons With Disabilities		Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Under \$5,000	3,550	1,652	1,898	36	9	27	37	21	16
\$5,000 - \$7,499	3,157	1,235	1,922	58	17	41	45	25	20
\$7,500 - \$9,999	5,239	2,548	2,691	100	61	39	69	26	43
\$10,000 - \$12,499	7,163	2,930	4,233	129	39	90	114	32	82
\$12,500 - \$14,999	8,145	2,827	5,318	152	46	106	137	48	89
\$15,000 - \$17,499	12,872	3,001	9,871	217	37	180	291	62	229
\$17,500 - \$19,999	10,226	2,887	7,339	157	36	121	192	56	136
\$20,000 - \$22,499	9,063	2,271	6,792	171	35	136	184	55	129
\$22,500 - \$24,999	7,474	2,016	5,458	122	26	96	166	49	117
\$25,000 - \$29,999	7,928	1,982	5,946	137	33	104	160	41	119
\$30,000 - \$34,999	3,255	1,008	2,247	42	13	29	45	16	29
\$35,000 - \$39,999	1,725	590	1,135	11	5	6	24	8	16
\$40,000 - \$49,999	1,007	335	672	6	2	4	19	9	10
\$50,000 and over	603	147	456	1	1	0	11	4	7
Total number of employees	81,407	25,429	55,978	1,339	360	979	1,494	452	1,042
				8,983	3,807	5,178			