

LABOUR 1900-2000

# Annual Report

Employment Equity Act

# 2000



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Cat. No. : LT-020-12-00

Printed in Canada

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Cat. No.: MP 31-5/2000

ISBN:

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# Highlights

## THE BUSINESS CLIMATE

The Canadian economy grew strongly in 1999, which led to significant gains in incomes and job creation. The unemployment rate was down to 6.8%, its lowest level in nearly 24 years, and real economic growth averaged 3.8%. Sectorally, telecommunications enjoyed a 49.9% increase in revenues, while the financial services sector came second at 19.4% increase. The Canadian industries continued to consolidate and rationalise their operations in response to deregulation and globalisation. Negotiations continued in the Banking industry on mergers, while the federal government relaxed conditions for foreign banks to operate in Canada. In air transportation, mergers were the main stories, as the sector experienced a decline in the number of air carriers from 7 to 1 over the past decade. Railway transport is showing a comeback, as companies in Canada and the United States are closing ranks to produce mega-railways across North America. Companies in the Communications industry are the likeliest to benefit from gains in technology, especially in telecommunications and broadcasting services.

## GOOD PRACTISES

The employment Equity Act requires employers to submit an annual statistical report and a narrative report. The narrative report lists the measures taken by employers to improve the situation of designated group members within their workforces, the corresponding results achieved and the related consultation undertaken with employee representatives.

In 1999, employers have indicated that the measures they adopted to remove barriers for the designated groups have in fact benefited all employees and have given the business a competitive edge with a more diverse workforce and better client service. Employers are using several methods, including placement agencies and the

Internet, to reach candidates from designated groups. Accommodation measures for the designated groups are making for a better overall workplace environment. Employers find communication with employees as a key element in their strategies and an essential factor in successful workforce surveys.

Management commitment to employment equity as well as partnership with the designated groups' representatives was also highlighted as a priority. Increasingly, employers are networking with each other to find solutions and find good practices that they can implement.

## EMPLOYER RATINGS

In this report, individual employers are assessed on their numerical results with regard to the situation of designated group members in their workforce and the efforts they made in 1999 to improve the situation of these groups. The ratings evaluate these elements that are summarised in six indicators.

The rating 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 1999. It also reflects the progress that an employer has made during 1999 in improving the situation of a designated group.

- The results for 1999 show that the best ratings were for Aboriginal Peoples, where a total of 130 out of 327 employers received an "A" for this designated group. Transportation led employers in the best rating for Aboriginal employees, where 79 companies received an "A" for this designated group. Seventy-six employers were rated "A" for women, and 74

employers were rated “A” for members of visible minority groups. Also, there were 85 employers receiving a “B” for women, compared to 60 employers who received the same rating for members of visible minority groups, and 37 employers who had the same for Aboriginal Peoples.

- In both top ratings, members of visible minority groups arrived at third place after Aboriginal Peoples and women in all companies under the Act.
- Half of employers received “C” or lower for Aboriginal Peoples and women, compared to 60.0% who did so for members of visible minority groups.
- The worst situation was for persons with disabilities, where only 16 employers received an “A” for this group, and another 17 received a “B”. Almost 90.0% of employers received a “C” or lower for this designated group.

## THE WORKFORCE

A slight decrease was observed in 1999 in the number of employees reported by federally regulated companies under the Act compared to 1998. The decrease from 589,218 to 584,782 (a drop of 4,426 employees, or 0.8%) was largely a correction in reporting activities by some employers than a change in the number of employers. Two employers in the Other sectors have adjusted their reporting practices by showing only that portion of their workforces that come under federal jurisdiction. This adjustment removed 7,730 employees who operated under provincial jurisdiction. In fact, the decline occurred in the Other sectors only, where the workforce went down from 60,815 to 50,095. Transportation grew from 158,735 to 162,198, Communications grew from 194,920 to 197,960, and Banking was almost unchanged at 174,529.

Communications remained the largest industry in the workforce under the Act, accounting for 33.9% of the total, followed by Banking (29.9%), and Transportation (27.6%). All the other sectors accounted for 8.5% of the workforce under the Act.

Almost 9 in 10 employees under the Act worked in four provinces in 1999: Ontario, Quebec, British Columbia, and Alberta.

The number of hires dropped in 1999, but remained high when compared to the past ten years. Communications, the fastest growing industry, accounted for almost 40.0% of all new hires in the current reporting year, and was the only sector that reported an increase in hiring activities.

Although there were fewer terminations in 1999 compared to 1998, the figure remained higher than that reported in every year between 1991 and 1997. Employers under the Act hired more people than they terminated, a situation that was observed only in 1998 over the past ten years. The number of employees promoted fell dramatically in 1999 from 62,200 to 51,875, with much of the decline reported in Banking.

## THE DESIGNATED GROUPS

### *Representation*

All four designated groups experienced an increase in their representation in the workforce under the Act in 1999 compared to 1998.

- The representation of women increased from 44.2% to 44.8%, while that of employees with disabilities increased from 2.3% to 2.4%, reversing a declining trend that started in 1996.
- During the same period, the representation of Aboriginal employees had a significant increase from 1.3% to 1.5%, while visible minority employees increased from 9.9% to 10.5% in 1999.

Women’s representation increased in Transportation and the Other sectors, but fell in Banking and Communications. Aboriginal employees’ representation was stable to rising in all four industrial sectors, most significantly in Transportation. Transportation was the only sector in which the number of employees with disabilities increased in 1999, bringing representation to 2.5% in that sector from 1.8% in 1998. The representation of visible minority employees increased in all sectors, except in the Other sectors, where it dropped from 7.9% to 7.4%.

- Ten of the 13 regions experienced increases in the representation of women in the workforce under the Act, most notably Nova Scotia, where representation went from 45.8% to 49.8%. Among the three regions where women's representation declined, the Northwest Territories had the greatest decline from 30.9% to 26.8%.
- Over three-quarters of Aboriginal employees in the workforce under the Act were located in four provinces: Ontario, Manitoba, British Columbia, and Alberta. Quebec and Newfoundland had the lowest representation of Aboriginal employees in their workforces.
- Almost three-quarters of all employees with disabilities in the workforce under the Act were located in three provinces, namely, Ontario, Alberta, and British Columbia. Their representation improved in western Canada but fell in the eastern provinces.
- Eight out of ten visible minority employees were located in Ontario and British Columbia, with Ontario accounting for the lion's share at 62.4% of all visible minority employees in the workforce. Representation of this designated group improved in every region except in Alberta.

### *Workforce Flows*

#### **Women**

Women had a lower share of hirings in 1999, falling from 41.3% to 39.8% of all hirings into the workforce under the Act. The drop was reflected in 8 occupational groups, particularly in the three sales occupations. On the positive side more women were hired into 6 occupations, mainly as supervisors, semi-professionals and technicians, and administrators.

Fewer women were terminated in 1999, as their share of all terminations in the workforce under the Act fell from 41.5% to 40.9%. The decline in women's terminations was reflected in Transportation and Communications.

Women received fewer promotion opportunities in 1999. The decline occurred in Banking, as the

remaining sectors showed increases. Women accounted for 53.9% of all persons promoted by employers under the Act.

#### **Aboriginal Peoples**

Aboriginal Peoples had a higher share of hirings in the workforce under the Act this reporting year (1.5% compared to 1.4%). Transportation led the hiring of Aboriginal Peoples, taking in 45.0% of all hires of this designated group.

Terminations of Aboriginal employees as a proportion of all terminations, increased from 1.5% to 1.6% in 1999. It fell only in the Other sectors. Terminations of Aboriginal employees exceeded hirings in 8 occupations, while hiring exceeded terminations in the remaining six occupations.

This designated group accounted for a smaller share of all persons promoted in 1999 (1.4% compared to 1.5% in 1998). The decrease was reflected in Communications and the Other sectors. Almost 55.0% of the Aboriginal employees' share of promotions occurred in Banking.

#### **Persons with disabilities**

Persons with disabilities' share of hirings in the workforce under the Act was unchanged in 1999 at 0.9%. Hiring of this designated group fell only in Banking but rose in the three other major sectors. It also fell in 9 occupational groups in the entire workforce, and rose in 3 occupational groups. The rises and the declines offset each other and resulted in an unchanged situation.

The share of this designated group in all terminations by employers under the Act was unchanged at 2.0%, which is lower than their representation in the workforce. Most terminations of employees with disabilities occurred in Banking and Communications.

More employees with disabilities were terminated than hired. This has been the case every year over the past ten years, leading to serious erosion of this group in the workforce under the Act.

On a more positive note, the share of persons with disabilities in the number of employees promoted in 1999 increased from 1.8% to 1.9%.

### Members of visible minority groups

Members of visible minority groups had a lower share of hirings in the workforce under the Act in 1999. This is the second year of decline, as it fell from 11.2%, in 1998 to 10.6%. The share observed in 1997 was 12.1%. Among the four major industrial sectors, only the Other sectors showed an increase in the share of hirings of members of this designated group. The majority of visible minority hires occurred in three occupational groups: professionals, clerical personnel, and manual workers.

Employers under the Act terminated fewer visible minority employees in this reporting year. Most of these terminations occurred in Banking and Communications. Hirings exceeded terminations of visible minority employees, and this was the trend every year since 1995.

The share of visible minority employees in the number of persons promoted in 1999 was unchanged at 14.1%, but was the highest ever since 1987, and was also higher than their 1999 representation in the workforce.

### Occupational profile

The workforce under the Act was largely concentrated in administrative and clerical personnel jobs in 1999, followed by professional and management jobs. The concentration varied across industrial sectors. Whereas almost 75.0% of employees in Banking were in clerical and professional positions, only 26.3% were in these two occupations in Transportation.

The representation of women has been increasing in managerial and professional jobs and decreasing in administrative and clerical occupations. Banking had the highest concentration of women (72.0%), where they have been moving up to more managerial and professional positions. The lowest representation of women was in Transportation (25.2%), but this sector is showing significant increases for this designated group.

Aboriginal employees in the workforce under the Act were largely concentrated in three occupational groups in 1999, namely, clerical personnel, skilled crafts and trades and semi-skilled manual

work. The distribution of this designated group shifted in 1999, with 8 occupations showing an increase, and 6 showing a decrease.

The percentage of persons with disabilities in management, professional and supervisory and skilled jobs decreased in 1999, while it increased in blue-collar jobs associated with manual work.

A majority of visible minority employees worked in 5 occupational groups, as managers, professionals, administrative and clerical personnel and the two manual workers groups. This designated group was more concentrated in the two professional occupations compared to other designated groups. Almost 16.6% of visible minority employees were professionals, against 11.2% of women, 6.4% of Aboriginal employees, and 10.0% of employees with disabilities.

### SALARIES

The estimated salary gap between all men and all women in the workforce under the Act narrowed slightly in 1999. Women earned on average 77.6% of what men earned for full-time work. The gap also narrowed for visible minority women against all women and for Aboriginal men against all men, but widened for Aboriginal women against all women, and for women with disabilities against all women. The gap also widened for men with disabilities against all men.

Given that all women are designated as an employment equity group, and the fact that a salary gap is observed between all women and women in each minority designated group, a situation of double jeopardy exists for Aboriginal women, visible minority women, and women with disabilities. These women are disadvantaged for being women and also for belonging to another designated group. This is evident not only in the salary gap mentioned above but in the distribution of income. While only 19.2% of all women earned \$50,000 and over compared to 42.8% of all men in the workforce under the Act, this ratio was only 10.7% for Aboriginal women, 14.7% for women with disabilities, and 16.9% of visible minority women.



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# Introduction

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*The Canadian economy grew again in 1999, but the impact on the labour market varied among the different industrial sectors. While overall employment grew in Canada, the impact in the workforce subject to the Employment Equity Act was uneven. There was growth in employment in business services associated with the new economy (e.g., communications and information technology), and in transportation, but a reduction in Banking, which underwent further workforce adjustments and consolidation of operations in 1999.*

*There was also a decrease in the number of employees reported in federally regulated companies covered by the Employment Equity Act in 1999. The decrease was unrelated to the economic situation, but to the adjustments made by some employers to reflect only that portion of their workforces that fall under federal jurisdiction. The new companies that reported for the first time in 1999 were small, employing fewer but more highly qualified people. On the other hand, a number of companies in Banking, Transportation and Communications merged and/or continued to reduce their personnel. In the process, manual and other low skill workers have been losing ground.*

*This changing environment affected the designated group members. The following pages will review the situation of these designated groups in 1999, how they fared, and whether they benefited from the positive economic climate.*

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## THE 2000 ANNUAL REPORT

In June 2000, employers covered under the Employment Equity Act submitted their thirteenth annual report. The information in these reports depicts the employment situation of the four designated groups in their workforce and the progress that organisations have made toward achieving an equitable representation of the groups during 1999. 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 key concepts used throughout this report and Appendix B provides the rating methodology used in evaluating the employers' performance. Appen-

dix C 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 fulfilment of that goal, employers are asked to correct disadvantages in employment experienced by the designated groups. Employment equity means not only the removal of barriers facing the designated groups, but also taking special measures and accommodating 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 under-representation of members of designated groups;

- to review their employment systems, policies and practices to identify and remove employment barriers; and
- to prepare an employment equity plan that outlines what their organisation 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 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 FEDERAL PUBLIC SERVICE*

The current report analyses the reports received from federally regulated employers and Crown corporations. The federal public service is also covered by the *Employment Equity Act* but federal Departments are required to report to the President of the Treasury Board who prepares a separate report to Parliament

### *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, the Department recognises the special efforts and achievements of organisations in implementing employment equity. Employers covered by either the Federal Contractors Program or the Employment Equity Act may compete for these awards. There was no Merit Awards ceremony in 2000, as the next event is scheduled for May 2001.

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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Readers can also reach program staff through the Internet at the following addresses:

**[kamal.dib@hrdc-drhc.gc.ca](mailto:kamal.dib@hrdc-drhc.gc.ca)**

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>**

# 1. The Business Climate

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*This chapter presents the significant trends and events, which occurred in 1999 for the industries covered under the Act. Within these industries, certain mergers and acquisitions or consolidation activities have had an impact on the dynamics of employment equity data.*

*Employers covered under the Act are influenced by the economic environment in which they operate. Hiring, promotion and termination activities often respond to movements in the business cycle, general levels of inflation, unemployment, and business expectations. Thus, the business climate provides a background perspective to the data reported by employers on the four designated groups, and demonstrates whether progress in representation of a designated group is linked to the industry and the economy or is particular to an employer's workforce.*

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The Canadian economy grew strongly in 1999, surpassing forecasters' expectations. This led to significant gains in incomes and job creation. The unemployment rate was down to 6.8%, its lowest level in nearly 24 years, and real economic growth in 1999 averaged 3.8%.

The Y2K bug, e-commerce, and response to globalisation, made headlines in 1999. The year ended with the resolution of the Y2K bug, as e-commerce made its debut for the new economy of the third millennium. Industries with high IT and e-commerce content showed rapid growth. The telecommunications sector showed a 49.9% increase in revenues, the highest among all the industries in 1999, while the financial services sector was second at 19.4% increase. In comparison, transportation had a 13.9% increase. Canadian industries are increasingly aware of international competition and the impact of free trade and globalisation. Their reaction is reflected in the number of subsequent consolidations, mergers and acquisitions, and the development of new international partnerships.

## *Banking*

The Bank of Montreal, the country's fourth largest banking institution, announced plans in October to consolidate its operations by reducing its workforce by about 1,450 out of 33,310 jobs, and closing an estimated 10 per cent of its 1,040 Canadian branches. These plans came several months after the failure of a proposed merger with

the Royal Bank. In addition to the Montreal-Royal case, the federal Department of Finance also did not approve the proposed merger of CIBC and the Toronto Dominion Bank.

The Bank of Montreal was not the only banking institution to introduce cuts. The Royal Bank decided in February to slash \$400-million from its annual costs by consolidating administrative and back-office functions, and rationalising capital expenditures and non-critical projects. In June, CIBC pledged to cut \$500-million in costs over the next 18 months.

Without the mergers, the banks chose internal restructuring and cost-cutting measures as an alternative to facing international competition. In March, the Dominion Bond Rating Service cut its long-term ratings for Canada's large banks, saying they are becoming relatively minor players in the global market while facing increased competition at home. Specialised foreign competitors are entering such fields as credit cards and deposit accounts, while Canadian credit unions and life insurers are increasingly successful in competing with banks.

Canadian banks have been slipping on the world stage in terms of shareholder equity, as their international competitors have been growing faster. Mergers in other countries pushed Canadian banks further down the list of international banks. The Canadian Big Five occupied positions falling

between 22 and 39 in 1984, but dropped to positions falling between 49 and 69 in 1998. The value of the Canadian dollar and the banks' inability to consolidate were cited as reasons for the slippage, while merging international competitors have leapfrogged past them. The Canadian Bankers Association stated that the international presence of Canadian banks benefits the economy. Forty per cent of their money was earned outside Canada in 1998.

The two high-profile failed mergers did not discourage further attempts. TD-Bank announced plans in August to take over Canada Trust Financial Services (CT). The federal government has overhauled banking regulations in June 1999 on the basis of the MacKay Report (*Task Force on the Future of Financial Services*) setting out strict conditions for mergers. As a trust company, CT was not subject to the same restrictions, which made the take-over by TD easier to approve. The purchase would allow TD to become the biggest bank in Canada in terms of consumer deposits and loans. The combined workforce at both institutions would total 44,000 employees, but some streamlining was planned.

Conditions for foreign bank entry were improved in 1999. In February, the federal government brought in legislation to widen business powers of foreign banks, in line with commitments made at the World Trade Organisation (WTO). Foreign banks operating in Canada will be able to take advantage of their corporate parent's capital. Although foreign banks had been allowed to operate in Canada, their presence in the market was greatly restricted because they were required to set up separate subsidiaries with their own capital bases. The bill is the first step in making the financial services sector more competitive. Foreign banking subsidiaries have traditionally operated in larger wholesale accounts and were not seeking access to the retail banking market. Canada became signatory to the WTO agreement on financial services in December 1998, to provide increased access to foreign banks in 1999. In June 1999, the Department of Finance released the Banking Industry Guidelines. These guidelines allowed single investors to own 20.0% of a bank, double the current limit, but did not permit banks into the car leasing and insurance business. The

higher limit will allow banks to create major subsidiaries with joint venture partners, such as U.S. banks. The guidelines were preceded by the May 1999 release of tax changes by the Department of Finance to allow foreign banks set up branches in Canada without having to go through the establishment of separately capitalised subsidiaries.

The banking industry also dealt with the issue of risk management in 1999. The Office of the Superintendent of Financial Institutions (OSFI) focused on risk management practices of banks and insurers. Its annual reviews will look at risk mitigation, i.e., the way in which a financial institution and its board of directors control risk. OSFI regulates more than 400 financial institutions. OSFI allowed banks and other federally regulated financial institutions until June 1999 to determine whether they were ready for the Y2K problem. The financial institutions collectively budgeted \$2.5 billion to get their computers Y2K compatible.

Demutualization was a major event in this reporting year. Several Canadian financial institutions started the process of demutualization in 1999, converting from mutual enterprises owned by policy holders to publicly traded companies owned by shareholders. This radical shift will enable these companies to tap the stock markets for expansion and acquisition of capital in the rapidly consolidating world of financial services. This brought five new financial institutions to the stock market in direct competition with the big banks, with the benefit that the financial services sector has been significantly broadened. The move to demutualization entailed a pay-out of about \$24 billion to 3.7 million policy holders. The impact of demutualization will have a mixed impact on the workforce in the Banking sector, as banks take over other finance companies and new players pose a competition to banks.

### *Transportation*

The Air Canada take-over of Canadian Airlines and the continental railway mergers were the main stories in the transport sector in 1999.

With the merger of Air Canada and Canadian Airlines, the Canadian airline industry has under-

gone a major restructuring, with a single company in dominance of 80.0% of the industry. The 1990s witnessed the decline in the number of Canadian national airline companies from 7 to 1.

Air Canada won control of Canadian Airlines International in December after a six-month take-over battle. It reached a settlement with Canadian's major American shareholder, AMR Corp. Air Canada paid \$92-million for Canadian and received more than 50.0% of Canadian's outstanding shares. It will have to restructure Canadian's \$3.5 billion debt, integrate the two airlines, and cut 2,500 jobs over the next two years. The merger would make Air Canada the 10th largest airline in the world, with 40,000 employees, annual sales of \$9-billion and a network of routes to every part of the world. The deal is conditioned on approval by Parliament and the Competition Bureau.

In December 1999, the Canada Industrial Relations Board rejected an application by the Air Line Pilots' Association (ALPA) for a common employer declaration that would result in the seniority lists of ALPA members, with regional carriers in the Air Canada system, being merged with the mainline carrier pilots represented by the Air Canada Pilots' Association (ACPA). The regional ALPA pilots were seeking access to career opportunities at Air Canada by having their seniority recognised by the Air Canada Pilots Association. The Board ruled that there was no industrial relations purpose that would be served by granting the application and that the merger of seniority lists would disrupt the labour relations structure that had been in place for more than a decade.

Canada's 2,170 air traffic controllers, represented by the Canadian Air Traffic Controllers Association (CATCA) reached a settlement with Nav Canada in June to avoid a strike that could have shut down all air travel in the peak summer season. The deal, achieved with mediation assistance from the Federal Mediation and Conciliation Service, was based on recommendations contained in the report of a federal conciliation commissioner including one which proposed the establishment of a committee to study fatigue and safety issues in the workplace.

The railway industry witnessed the formation of dynamic alliances after years of facing competition from the trucking industry. The Canadian National Railway (CN) was the major player in this industry.

CN and Burlington Northern Santa Fe (BN) are merging into North America's biggest railway. The new entity, North American Railways Inc., will create a giant railroad network with about 80,000 kilometres of track, 67,000 employees and \$18.5-billion in revenues. The new company will be based in Montreal, but incorporated in Delaware. The merger shall be completed in 2001. BN is second to only Union Pacific in the US. It has 55,000 kilometres of track in 28 states and two provinces, 44,500 employees and 5,000 locomotives pulling giant 50-car unit trains. CN is the biggest railway in Canada with 21,500 employees and 22,000 kilometres of track.

CN also acquired the Chicago-based Illinois Central Railway for \$2.4 billion (US). This added 28,000 kilometres of track to CN, and 23,500 employees and annual sales of \$5-billion. The Illinois Central Railroad adds the third leg of a large bi-national railway, linking the Atlantic Ocean to the Pacific to the Gulf of Mexico in one seamless route.

The Canadian railway industry also experienced downsizing in its workforce. Canadian Pacific Railway (CP), which specialises in commodity transport, announced it would lay off 1,900 workers, about 10.0% of its workforce. CP took a \$500-million one-time charge in the second quarter for the latest restructuring, mainly for severance pay. The moves at CP are part of the consolidation of the North American railway industry and CN laid off 3,000 employees in 1998 as well. The Canadian railway industry faced competition from U.S. counterparts and from Canadian trucking companies using 18-wheeler trucks.

Work conditions and access to U.S. destinations were the two issues in the trucking transport industry. Transport Canada worked on proposals to shorten the number of hours truckers are allowed to drive. This was discussed at the North

American Free Trade Agreement panel on transportation safety. The recommendation would restrict Canadian truckers to a 14-hour workday, one hour less than the current 15-hour limit, and a maximum of 84-hour workweek. Canadian truckers are allowed to drive 13 hours at a time, while their American counterparts are permitted 10 hours.

The truck transport industry faced a trade barrier in 1999. The Canadian Trucking Alliance, which represents 2,000 hauling companies, complained that U.S. officials seized at least 30 Canadian trucks and imposed fines of up to several thousand dollars, under a U.S. immigration law, that the Alliance said violated the free trade rules. Under old rules, Canadian truckers making deliveries in the U.S. cannot engage in internal deliveries in that country. But a 1999 agreement gave truckers in both countries increased privileges to transport goods while across the border. Canadian and U.S. officials discussed the issue in October 1999.

### *Communications*

The communications industries were the likeliest to benefit from gains in technology. As the Y2K hurdle was crossed in Canada on December 31, the rise of e-commerce has decreased the impact of physical distance in business, and changed the basis of competition in the communications industry.

Telecommunication carriers have consolidated many business lines, including providing local and long distance services, as well as wireless, Internet, and television services, while broadcasters exploited the gains to consolidate and increase their size.

With all the mergers and acquisitions and alliances taking place in the communications sector, the trend in 1999 was towards larger companies.

### *Broadcasting*

CanWest Global Communications reached an agreement in October with Shaw Communications on splitting the assets of WIC Western International Communications. The \$950 million deal would give CanWest 9 television stations across Canada plus *ROB Business TV*, and Shaw would acquire the speciality television and radio assets of

WIC, including shares of the *Family Channel* and *TeleToon* and the satellite unit. The deal facilitated CanWest's and Shaw's attempts to expand nationally to achieve broader scale and scope, given the similar moves towards consolidation and bigger size by broadcast companies in the United States. CanWest welcomed the deal, as it would give western Canada a counterpoint to Toronto's CBC and CTV.

Microsoft Corp., the U.S. software giant, signed an agreement in July to invest \$600-million into Rogers Communications, Canada's largest cable television company, as part of an alliance aimed at getting interactive television services into Canadian homes. Rogers has about 2.3 million cable customers and will license Microsoft systems to support at least one million set-top boxes - small powerful computers - over five years starting in 2000. The interactive television will allow consumers to communicate, use the Internet, conduct e-commerce, and watch menu television. Shaw Communications is seeking similar services for its cable customers.

The Canadian Broadcasting Corp. (CBC) released its strategic plans in March along with its license-renewal submissions to the CRTC for CBC Radio, CBC TV, Newsworld and RDI. CBC will create six speciality channels and two radio services. CBC receives an annual parliamentary appropriation of about \$900-million, but has taken cuts amounting to \$400 million in recent years. Newsworld, a CBC subsidiary, eliminated 25 jobs and cancelled and merged programs, in order to have an increased focus on live news and regional coverage. Newsworld was the only Canadian cable channel that did not turn a profit in 1998, reporting a loss of \$1.13-million. It was told by the CRTC that it could not share resources with the main CBC network.

CTV bought 68.0% of NetStar Communications, a TV speciality broadcaster, for \$394-million in February. The remaining 32.0% is owned by ESPN, an U.S. sports speciality channel owned by Walt Disney and ABC.

SkyView World Media, an U.S. satellite multicultural broadcasting company partly owned by Bell Canada, dropped five television channels

and two radio services. The cuts came as BCE Media, the satellite-broadcasting arm of BCE, was planning to seek CRTC approval to offer SkyView's foreign language programming in Canada. BCE Media owns about 30.0% of SkyView which it acquired in December 1998 for \$72-million. SkyView kept 10 TV and two radio channels in six languages.

### *Telecommunications*

While mergers made headlines in the banking industry, the take-over drive made its way into the telecommunication industry. Mergers and acquisitions spread to phone and Internet services as well as to wireless services. This followed Industry Canada's consideration of whether to relax restrictions limiting the amount of broadcast spectrum each wireless phone company can hold in Canada.

The cap was put in place to promote competition and prevent take-overs in the personal communications services (PCS). But the market grew with four competitive players: Bell Mobility, Rogers Cantel, Microcell Telecommunications, and Clearnet Communications. The companies were divided on whether to remove the cap. If the cap is removed, it could attract the interest of industry giants such as Bell Canada Enterprises and BCT.Telus Communications.

Bell announced plans to buy a \$336-million stake in Manitoba Telecom Services to help launch local phone and data services in British Columbia and Alberta. BCT.Telus, the product of a merger between B.C. Tel Mobility and Alberta-based Telus, announced plans for high-speed data and Internet service in Ontario. While neither company could offer wireless services in the other's territory because of licenses that are tied to their provincial jurisdictions, Clearnet has a national license.

Nortel, which was the high-tech arm of BCE in 1999, unveiled plans to sell 8 facilities for \$400 million (U.S.) in France, Northern Ireland, Canada and the United States, and to close two Canadian plants. Over 500 jobs will be eliminated in Burnaby, B.C., and Belleville, Ont. Another 2,300 employees in other plants will keep their jobs after the sale. The restructuring that will end in 2001, would cut Nortel's costs, allowing it to be more

competitive. Nortel, which had 24 plants before restructuring, wants to reduce its manufacturing activities so it can focus on the development and sales of telecommunication products. By using suppliers, Nortel hopes to lower its working capital expenditures and get products to market faster.

AT&T Canada dropped the words "Long Distance" from its commercial name and announced plans for spending \$800 million to enter the local telephone market in 1999. It will complete a new national network and find a buyer for the majority stake held by three banks, Royal Bank, TD Bank, and Bank of Nova Scotia.

In regulatory activities, CRTC, the federal communications regulator, placed on hold Microcell's bid to be a wholesaler to other alternative local telephone companies, citing non-compliance with existing rules. The CRTC also announced in May that it would not regulate the Internet, following an extensive review of the "new media" that drew more than 1,000 submissions. At least two-thirds of Canadian households are connected as well as the majority of schools and public libraries. In its ruling, the CRTC said self-regulation by ISP companies, existing Canadian laws and content filtering software were appropriate tools to deal with offensive and illegal matters on the Internet. In workplace developments, a \$59-million pay equity settlement in October 1999 at Bell Canada was considered by industry watchers as a landmark that will affect other companies. The settlement was between Bell Canada and about 20,000 present and former employees, mostly women. Employees would receive an average payment of about \$2,950. The case started in 1994, when the unions representing the clerks and operators took the dispute to the Canadian Human Rights Tribunal. Federally regulated industries, such as banks, airlines, and telecommunication companies fall under the pay equity provisions of the Canadian Human Rights Act.

### *Other Sectors*

A few developments took place in the mining sector. The federal government approved a project to develop a \$1.3 billion diamond mine in Diavik, NWT. The investment will boost the territorial economy but was challenged by Aboriginal

groups. Newfoundland negotiated a deal to develop the Voisey's Bay nickel, copper and cobalt project. The project will process all of the ore in the province over the next 25 years, but would require building a smelter in the province.

In workplace developments, the mining industry was hit with a series of labour disputes, shutdowns and cuts in the workforce. Almost 1,100 workers in Thompson, Man., ended a three-month walkout in December following a settlement with their employer. Similarly, 990 workers near Kamloops, B.C., returned to work in August after a 3-month labour dispute.

The Cape Breton Development Corp has closed down the Phalen colliery in December, eliminating 1,100 jobs in the process. The federal government has offered \$111-million in pensions and severance payments.

WestCoast Energy of Vancouver said in April that it has earmarked \$2-billion to become a major player in both power generation and distribution in Ontario, likely through acquisition. Other Canadian power companies have expressed interest in the Ontario market. Ontario Hydro has already been broken up into two companies ñ Ontario Power Generation and Ontario Hydro Services. It provides 85% of the province's electricity needs but will be required to reduce its output to a maximum of 35.0% within 10 years after the market is opened to new players.



## 2. Good Practices

*The Employment Equity Act requires employers to submit an annual statistical report outlining the representation of designated group members in their workforces as well as a narrative report. The narrative report lists the measures taken by employers to improve the situation of designated group members within their workforces, the corresponding results achieved and the related consultation undertaken with employee representatives. In this chapter, measures which have yielded results or which look promising are shared with all employers as good practices.*

*In 1999, employers have indicated that the measures they adopted to remove barriers for the designated groups have in fact benefited all employees and have given the business a competitive edge with a more diverse workforce and better client service. Employers are using several methods, including placement agencies and the Internet, to reach candidates from designated groups. Accommodation measures for the designated groups are making for a better overall workplace.*

*Employers find communication with employees as a key element in their strategies and an essential factor in successful workforce surveys. Management commitment to employment equity as well as partnerships with the designated groups representatives were also highlighted as a priority. Increasingly, employers are networking with each other to find solutions and find good practices that they can implement.*

### THE BUSINESS CASE

Although the measures undertaken by employers have the main intention of implementing employment equity, employers are increasingly finding that these measures are in fact generating many other benefits. Several employers have indicated in their narrative reports that the measures are leading to a fairer workplace for designated group members and for all employees, and making it easier for them to recruit new employees with now an improved and more objective set of hiring criteria. Now employers are better able to attract and retain qualified employees from an enlarged pool of candidates. In fact, several employers have indicated that having a more diverse workforce has given them a competitive advantage and made them better able to serve an increasingly diverse clientele.

### POPULAR MEASURES

Employers stated that the measures undertaken were intended to remove barriers for designated group members. However, these measures had a wider application as they ended up making for a fairer and more pleasant workplace for all employees.

*The Canadian Bankers Association (CBA) is committed to creating an equitable workplace where all employees, regardless of their race, gender or disabilities, have an equal opportunity to enhance and advance their careers. A fair and equitable work environment will support access and attract a full population of qualified candidates to ensure that all perspectives are brought to bear on the issues facing the overall CBA and the banking industry it serves.*

**Canadian Bankers Association**

*Bell's commitment to Diversity in its workplace will frame these efforts and fuel the contributions of all employees. More than ever, Diversity has a central role to play in contributing to customer focus and stimulating innovation, competitiveness and future success.*

**Bell Canada**

*The Company recognises that a work environment that celebrates the diversity of its workforce helps maximise staff morale and productivity, as well as allowing the Company to better serve the diverse communities in which it operates.*

**Rogers Communication Inc.**

Certain types of measures were brought up in almost all of the narrative reports. Most employers covered under the Employment Equity Act engaged in outreach recruiting. Many indicated that they have a list of agencies to which they forward job openings. These agencies will refer qualified candidates who are members of designated groups. Another method chosen by a large number of employers to increase the pool of candidates for job openings was the use of the Internet as a recruiting tool. Many employers have found that posting job openings on their web site or other specialised job search web sites has led to an increase in the number of designated group members applying for jobs.

In terms of retaining employees, most employers have made changes to their workplace environment to ensure that designated group members feel that they are a valuable part of a team. Employers have implemented reasonable accommodation measures. For example, most employers have made flexible-time arrangements or reduced

*The objective of the diversity policy is to ensure not only that employees' basic rights are respected but also that their differences are valued, fair access exists for all employees to selection, promotion, training and development opportunities, and a challenging environment is created for rewarding creativity and innovation.*

**Ontario Power Generation**

*As a result of the company's Alternate Work Arrangement policy, many women are returning from maternity leave with the ability to work alternate hours or avail themselves of a reduced workweek. This policy enables more women to return to Sprint Canada Inc. and feel as though the company recognises the importance of supporting balance in an employee's life.*

**Call-Net Enterprises**

schedules available as a way to help employees, especially women, balance work and family responsibilities. For members of visible minorities, many employers made available floating holidays or allowed for the possibility of exchanging statutory holidays to accommodate the observance of other cultural customs. Such generic measures had the effect of creating a more respectful workplace for all employees rather than just offering benefits for the designated group mem-

bers only. Several employers have noted an increase in employee morale and a decrease in turnover following the implementation of these types of measures.

## COMMUNICATION WITH EMPLOYEES

A growing number of employers have noted that they regard their employees as their most important asset. They have indicated that employee support of employment equity is essential to its success. In order to gain that support, employers must communicate regularly with employees regarding employment equity plans. It is important that the commitment of senior managers to the

*Internal communication is key to furthering our employment equity goals.*

**Netstar Enterprises**

principles of employment equity is repeated and that employees are informed regarding implementation. Where this kind of communication has occurred, employees were more receptive and cooperative regarding implementation. Employers who noted a difference did not communicate with employees just once or using only one method. They communicated repeatedly through newsletters, posters, Intranet and presentations. A dialogue with employees was regarded as an ongoing process. Several employers credited ongoing communications strategies for high response rates to self-identification surveys and for the inclusion of employment equity clauses in collective agreements. A solid communications and implementation strategy is essential for a successful self-identification campaign.

Some employers indicated that their employees were themselves a valuable and creative source of ideas for implementing employment equity. Canadian Freightways is an example of an employer that carried this process further than just communicating a commitment to employment equity to employees. A survey of current female staff was conducted to find out what had attracted them to the company, what they saw as barriers to employment for women, and what suggestions they might have for increasing the number of women applying for jobs.

For some employers, the main concern has not been encouraging designated group members to apply for positions, but rather ensuring that those who do apply are not screened out in the selection processes. Many employers indicated this year that they are moving to formalised and objective human resources policies. They feel that this will increase overall fairness for all employees, as well as removing potential barriers to designated groups. Many employers have begun this process by adopting objective job descriptions. By ensuring that job descriptions are gender neutral and

*The principle of Employment Equity and the Company's commitment thereto continues to be strongly reinforced to all those who are authorised to hire. Training in recruiting skills dealing with matters of sensitivity and interpersonal skills regarding employment equity and cultural diversity is provided by the Director of Human Resources.*

**CTV ATV/ASN**

*We continue to work at creating an improved workplace environment for designated group members by offering an Understanding and implementing Diversity training session to increase commitment and create action by key implementers.*

**Royal Bank**

reflective of the qualifications necessary to do the job rather than the skills of the person currently holding it, employers are able to reduce barriers to designated group members in hiring and promotion practices.

As well, many employers are taking steps to ensure that those in a position to make hiring decisions are following equity principles and are showing commitment to equity.

Managerial commitment is being implemented in several different ways. Some employers require hiring managers to receive training in employment equity. Others require that a human resources professional participate in interview panels. Either way, these employers are ensuring that their commitment to employment equity is communicated to those making hiring decisions for them.

## **PARTNERSHIPS WITH DESIGNATED GROUPS**

A number of employers indicated having difficulty in encouraging large numbers of qualified designated group members to apply for jobs. Employers are now making use of organisations, which refer candidates from designated groups. However, the employers enjoying the greatest success seem to be those who are proactively seeking partnership arrangements with these organisations rather than just sending out job posters.

Increased commitment and participation on the part of the employer seems to produce greater results. This participation takes many different forms. For example, Provincial Airlines decided to try to increase air service in an area with a high proportion of Aboriginal peoples. The airline entered into a business agreement with an Aboriginal organisation in the area which will lead to Provincial Airlines becoming involved in the training and employment of local Aboriginal persons.

Air Canada has an ongoing and active partnership with the Assembly of Manitoba Chiefs as well as with other Aboriginal organisations. Air Canada believes that this type of activity has raised the airline's profile in the Aboriginal community, and this year has indicated that "for two years now, we have been receiving more and more unsolicited applications from Aboriginal communities for all kinds of positions." Other employers have also indicated that various outreach activities have served to raise their profile among designated group members. Arnold Bros. Transport Ltd. regularly attends career symposiums, which target designated group members. This type of activity allows for direct recruiting, but it also serves a public relations function. It reminds designated group members of the company's commitment to the principles of employment equity.

United Grain Growers has found a different way to assist organisations serving designated groups to better fill its recruiting needs. This employer is gathering statistics on hires resulting from referrals to share with these organisations.

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## SHARING GOOD PRACTICES

Increasingly, employers are reporting that they are networking to seek advice to share solutions.

*These workshops provide an opportunity to network with other employment equity practitioners and gain valuable information and insight on promoting employment equity.*

**SMT (Eastern) Limited**

Many have indicated that they are members in employment equity practitioners associations as well as industrial sector organisations, and that they have found these groups to be valuable sources of ideas for implementing employment equity. Cable Atlantic has indicated that it intends to contact employers with good ratings in the Minister's Annual Report to discuss implementation strategies.

Many employers have found tailoring of reasonable accommodation measures, especially for employees with disabilities, can be a very indi-

*Ryder continues to be an active participant and member of the Toronto Employment Equity Practitioners' Association (TEEPA) and utilises our membership to benchmark our progress and learn from the other member organisations.*

**Ryder Truck Rental**

vidual matter. In such situations, some employers are turning to organisations serving designated group members to have them assess the specific situation and propose measures. Rogers Communications Inc. has called upon both the Canadian National Institute for the Blind and the Canadian Council on Rehabilitation and Work to help establish reasonable accommodation measures for their employees with disabilities.

## 3. Employer Ratings

*This chapter presents an assessment of the quantitative results that employers achieved in working toward a representative and equitable workforce during the reporting year ending December 31, 1999. This assessment is based entirely on the numerical data contained in the employers' reports. Qualitative measures undertaken by employers to implement employment equity are covered in the Good Practices chapter of this report and in the narrative section of each employer's report.*

*The assessment consists of a single rating that measures six different indicators. The indicators assess the extent to which designated groups are represented in the organisation, and whether their jobs and salaries are similar to those of other employees in the same organisation. They also show the extent to which employers have improved the situation of designated groups in their workforce during the year, through promotions, hirings, and retention activities.*

*The results an employer has obtained in relation to the six indicators can help to identify areas in which the employer could improve the employment situation of members of the four designated groups.*

*The chapter provides a brief description of the six indicators associated with the ratings, followed by summary results<sup>1</sup>.*

### THE INDICATORS

The ratings provide a comprehensive measure of six indicators that reflect the situation of each designated group in a company's workforce at the end of the reporting year, and the progress that an employer has made during the reporting year in improving the situation of a designated group. A single letter, representing the rating, summarises an employer's evaluation in terms of the following six indicators.

- **Indicator one – Representation** – measures whether the representation of members of a designated group in the employer's workforce is adequate. "Adequacy" is measured in terms of the extent to which the group's representation in the employer's workforce is compared against the group's availability in the Canadian labour force. The benchmark is determined according to the latest available Census data and is weighted to fit the regional distribution of the employer's workforce.
- **Indicator two – Clustering** – shows the degree to which members of a designated group are equitably represented across the 14 occupational groups compared with that of other employees in the company. The objective is to assess whether the jobs that group members occupy are equivalent to those that other employees in the same organisation occupy.
- **Indicator three – Salary Gaps** – compares the salaries of members of a designated group with those of other employees in the organisation. The objective is to determine the extent to which the salaries of employees from the group differ from the salaries of other employees.
- **Indicator four – Hirings** – measures recruitment of members of designated groups by the employer against the labour market availability of the designated group. The shares of hirings are adjusted to take into consideration the impact of the hires the members of a designated group received according to the occupational group to which they were hired.
- **Indicator five – Promotions** – 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

<sup>1</sup> For details about the methodology used to calculate the indicators, please refer to Appendix B or contact Labour Standards and Workplace Equity Staff at HRDC.

workforce. The share of promotions is adjusted to take into consideration the impact of the promotions the members of a designated group received according to the occupational group to which they were promoted.

- **Indicator six – Terminations** – measures whether designated groups are adversely affected by the employer’s termination activities. The expectation is that designated groups are not disproportionately terminated to their representation in the organisation.

#### THE RATINGS

The rating is represented by an alphabet (A, B, C, D, or Z) for each of the four designated groups. An “A” represents the highest rating, and “Z” the lowest. The ratings provide a comprehensive measure of the six indicators in a single score. A score from 0 to 16 (1 being the least score) based

on the sum of the individual scores of the six indicators, is assigned to each designated group in an employer’s workforce.

Each indicator receives a score ranging from 0 to 4 points. Once the points obtained for indicators 1 to 6 are added up, an alphabetical mark, representing the rating of an employer, is assigned. The maximum total score for the rating is 16 points (100%). A score of 13-16 points gets an “A”, a score of 11-12 points gets a “B”, a score of 8-10 points gets a “C”, and a score of 1-7 gets a D. Employers reporting no designated group members among their workforces get a rating of “Z”, which is equivalent to no points received. Employers who submit no report get an “R”, and those who miss the deadline get an “L”.

The following table provides details on the significance of each rating.

RATING	RESULTS	EXPLANATION
<b>A</b>	Indicates superior performance in all indicators.	The organisation made outstanding progress in improving the representation of the group in its workforce through hiring and promoting group members. The situation of the designated group in the company compares very well with the group’s labour market availability, receives adequate shares of hirings and promotions, compares favourably with other employees in terms of salary and occupational distribution and does not adversely suffer from termination compared to other employees.
<b>B</b>	Indicates good performance but that problems persist.	The rating reflects an adequate ability of the company to meet its obligations under the Employment Equity Act, but needs to develop a long-term strategy to achieve sustainable progress. The situation of the designated group in the company compares relatively well with the labour market availability and the jobs and salaries of other employees in the organisation. But systemic barriers persist in achieving adequate representation, and problems exist in occupational distribution and salaries. This rating also reflects that hirings and promotions of members of a designated group may not be adequate, and members of a designated group are leaving the organisation at a greater proportion compared to other employees.
<b>C</b>	Indicates moderate to less than average performance.	The situation of the group in the company does not compare well with the labour market availability of the group or the jobs and salary of other employees in the organisation. The organisation failed to hire and/or promote members of the group at a rate sufficient to maintain their representation in the company.
<b>D</b>	Indicates poor performance	Legislative obligations are not being met and low scores are achieved in all indicators. Follow up and Employment Systems Review are required to detect and remove barriers.
<b>Z</b>	Indicates no presence of a designated group in the employer’s workforce.	The organisation showed no representation of members of a designated group in its workforce. This could occur for several reasons: no workforce survey or workforce analysis conducted; no hiring of designated group members; and no retention policies. The employer needs to conduct an Employment Systems Review and engage in efforts to hire designated group members.

## SMALL NUMBERS

In situations where an employer reports no activity in hiring new employees, promoting or terminating existing employees, the calculation of the rating will be adjusted and will only include those indicators where an activity has taken place.

Similarly, when representation, hiring, promotion, and retention numbers of a designated group are very small (less than 5 employees), the calculation will include only those indicators where the presence of a designated group is five and over.

## SUMMARY OF RESULTS

The table below provides an overview of the situation of designated group members and the progress that employers achieved during 1999. More detailed results for each of the four industrial sectors covered under the Act and by employer appear in the table following this chapter.

<i>NUMBER OF EMPLOYERS BY RANKING BY DESIGNATED GROUPS</i>						
Designated Group	Rating					Total
	A	B	C	D	Z	
Women	76	85	113	51	2	327
Aboriginal peoples	130	37	35	75	50	327
Persons with disabilities	16	17	130	121	43	327
Members of visible minorities	74	60	107	57	29	327

As the table shows, a large number of employers received high ratings indicating good results for the situation of women, Aboriginal Peoples and members of visible minorities in their workforce, but a similarly high number received low ratings. Furthermore, for persons with disabilities, the majority of employers assessed received low score and only a handful received top ratings for this designated group.

There were a significant number of employers who received a rating of “Z” for the minority-designated groups.

### *Results by sector*

#### **Banking**

A majority of banks attained good results (an “A” rating) for women and members of visible minority groups. As in previous years, results for persons with disabilities were poor for the majority of employers in this sector, but were evenly distributed across all the high, medium and low ratings for Aboriginal Peoples.

#### **Transportation**

This sector had the largest number of employers with good results for Aboriginal peoples in their

workforce among the four major industrial sectors. There were 79 employers out of 167 in Transportation who received an “A” for Aboriginal Peoples. For the other three designated groups, however, only a minority of employers received an “A”, while a majority received low ratings. Members of visible minority groups did relatively well in this sector in 1999, where 30 employers received an “A” and 24 employers received a “B”.

#### **Communications**

In Communications, a fair number of employers received an “A” for women (32 of 93) and for Aboriginal peoples (30 of 93). Only 16 employers received an “A” for members of visible minority groups and only 6 for persons with disabilities. A larger number of companies received either an “A” or a “B” for women (71 of 93), followed by visible minorities (39 of 93), and Aboriginal Peoples (37 of 93). However, the majority of companies had a “C” or lower rating for persons with disabilities (82 of 93 employers).

#### **Other Sectors**

About one third of employers in the Other sectors received a high rating for women, Aboriginal peoples and members of visible minorities. While

performance was consistent for these three groups in ratings “A” and “B”, employers received fewer “C”’s and more “D”’s for Aboriginal Peoples. A majority of employers (42 of 47) received low ratings for persons with disabilities in their workforces.

### *HOW TO READ THE LIST OF INDIVIDUAL RESULTS*

In the table 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 the rating are given for each of the groups. The following codes appear in the table

<b>CODE</b>	<b>RESULT</b>	<b>EXPLANATION</b>
<b>*</b>	An asterisk indicating small population.	The asterisk attached to the letter indicates that the employer’s workforce included fewer than ten members of a designated group.
<b>L</b>	Indicates employer has submitted a late report	The employer has submitted a report too late for inclusion in the annual report.
<b>M</b>	Late amendment	An amendment to the report was requested from an employer, but was received after the closing of the database.
<b>N</b>	Not included in the database	Report received too late to be included in the database.
<b>P</b>	Indicates serious problems with the data in the report	The employer has submitted a report but had serious problems with the data. Revisions were not made in time to be included in the rating
<b>R</b>	Indicates no report submitted	The employer has failed to submit a report as required in the Employment Equity Act and Regulations, and failed to submit a late report.
<b>V</b>	Voluntary	Employer submitting a voluntary report
<b>X</b>	Excluded from the database	Report excluded from the database.



<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>
<b>BANKING SECTOR</b>					
BANCA COMMERCIALE ITALIANA OF CANADA	306	B	Z	Z	B
BANK OF AMERICA CANADA	368	A	D*	D*	B
BANK OF CANADA	1,272	A	A	C	A
BANK OF MONTREAL	21,466	A	B	C	A
BANK OF NOVA SCOTIA (THE)	27,694	A	C	C	A
CANADIAN IMPERIAL BANK OF COMMERCE	34,035	A	C	C	B
CANADIAN WESTERN BANK	506	B	D*	D*	C
CITIBANK CANADA LIMITED	904	B	A*	C*	A
CITIZENS BANK OF CANADA	162	A	D*	C*	B
<b>N DEUTSCHE BANK OF CANADA</b>					
HSBC BANK CANADA	4,457	B	B	C	A
ING BANK OF CANADA	268	A	A*	D*	B
LAURENTIAN BANK OF CANADA	2,997	A	C*	C	D
MBNA CANADA BANK	422	A	A*	C	A
NATIONAL BANK OF CANADA	12,739	A	A	C	C
NATIONAL BANK OF GREECE (CANADA)	242	B	Z	Z	C*
NATIONAL BANK OF PARIS (CANADA)	240	B	Z	D*	A
ROYAL BANK OF CANADA	39,071	A	B	C	A
SOCIÉTÉ GÉNÉRALE (CANADA)	118	C	Z	D*	A
SYMCOR SERVICES INC.	3,644	A	A	D	A
TD BANK FINANCIAL GROUP	23,141	A	B	C	A
<b>TRANSPORTATION SECTOR</b>					
A.J. BUS LINES LTD.	111	B	A*	B*	D*
ACRO AEROSPACE INC.	381	D	D*	C*	A
ADBY TRANSPORT LIMITED	94	D*	A*	D*	C*
AIR BC LIMITED	1,049	B	A	D	C
AIR CANADA	21,143	C	A	C	C
AIR CREEBEC INC.	162	D	A	D*	D*
AIR INUIT LTD.	273	D	A	Z	D*
AIR NOVA INC.	1,142	C	C*	C	D

<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.	889	C	A*	C	C
AIR TRANSAT A.T. INC.	2,262	B	A	C*	C
ALCAN SMELTERS AND CHEMICALS LIMITED	218	C	A*	A	Z
ALGOMA CENTRAL CORPORATION	719	D	A*	C	A
ALGOMA CENTRAL RAILWAY INC.	181	C	A*	D*	Z
ALLIED SYSTEMS (CANADA) COMPANY	1,814	C	A	B	C
AMERICAN AIRLINES INC.	272	A	D*	A	A
ARMOUR TRANSPORT INC.	395	C	D*	D*	A*
<b>L ARNOLD BROS TRANSPORT LIMITED</b>	<b>525</b>	<b>D</b>	<b>A</b>	<b>D</b>	<b>C</b>
ATCO FRONTEC CORPORATION	259	C	A	C*	A
ATLANTIC TOWING LIMITED	182	D*	Z	Z	Z
ATLANTIC TURBINES INTERNATIONAL INC.	147	D	A*	Z	Z
<b>L ATOMIC TCT LOGISTICS INC.</b>	<b>678</b>	<b>C</b>	<b>D*</b>	<b>D*</b>	<b>C</b>
<b>L BAX GLOBAL (CANADA) LIMITED</b>	<b>264</b>	<b>A</b>	<b>A*</b>	<b>D*</b>	<b>B</b>
BC MARITIME EMPLOYERS ASSOCIATION	3,395	D	A	D	D
BEARSKIN LAKE AIR SERVICE LIMITED	380	B	B	D*	B
BIG FREIGHT SYSTEMS INC.	345	C	C	C*	B*
BIG HORN TRANSPORT LTD.	169	D*	A*	A	D*
BISON DIVERSIFIED INC.	658	D	A	C	C
BRADLEY AIR SERVICES	1,039	B	C	C*	A
BRITISH AIRWAYS	226	A	Z	D*	A
BROOKVILLE CARRIERS INC.	266	C	A*	D*	B*
<b>L BYERS TRANSPORT LIMITED</b>	<b>381</b>	<b>C</b>	<b>D*</b>	<b>Z</b>	<b>C*</b>
CALGARY AIRPORT AUTHORITY	130	B	D*	D*	C*
<b>L CALM AIR INTERNATIONAL LIMITED</b>	<b>303</b>	<b>B</b>	<b>A</b>	<b>D*</b>	<b>C*</b>
CANADA 3000 AIRLINES LIMITED	1,277	B	D*	D*	C
CANADA 3000 AIRPORT SERVICES LIMITED	357	A	D*	D*	C
CANADA CARTAGE SYSTEM LIMITED	706	D	A*	C*	C
<b>L CANADA MARITIME AGENCIES LIMITED</b>	<b>199</b>	<b>B</b>	<b>A*</b>	<b>D*</b>	<b>B</b>
CANADA STEAMSHIP LINES INC.	48	C	Z	D*	B*
CANADIAN AIRLINES INTERNATIONAL	13,827	A	A	C	B
CANADIAN FREIGHTWAYS EASTERN LIMITED	162	D	C*	D*	D*

<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 FREIGHTWAYS LIMITED	939	C	A	C	B
CANADIAN HELICOPTERS LIMITED	737	D	A	C*	C
CANADIAN NATIONAL RAILWAY COMPANY	17,219	C	C	C	C
CANADIAN PACIFIC RAILWAY COMPANY	14,597	C	A	B	B
CANADIAN REGIONAL AIRLINES (1998) LTD.	2,073	B	A	C	C
CANADIAN STEVEDORING COMPANY LIMITED	176	D	D*	D*	B
V CAST NORTH AMERICA INC.					
<b>L CATHAY PACIFIC AIRWAYS LIMITED</b>	<b>319</b>	<b>A</b>	<b>C*</b>	<b>Z</b>	<b>A</b>
CENTRAL MCKINLAY INTERNATIONAL INC.	143	D*	A*	Z	C
CHALLENGER MOTOR FREIGHT INC.	556	D	A*	C	B
CLARKE INC.	802	C	B*	Z	C
CONAIR GROUP LTD.	422	D	D*	C*	A
CONSOLIDATED AVIATION FUELING AND SERVICES	355	C	A*	C*	B
DAY AND ROSS INC.	1,523	C	A	D	C
<b>L DELTA AIR LINES INC.</b>	<b>276</b>	<b>A</b>	<b>Z</b>	<b>Z</b>	<b>D*</b>
DIRECT INTEGRATED TRANSPORTATION	681	C	A	C*	C
EDMONTON REGIONAL AIRPORTS AUTHORITY	177	B	B*	C*	C*
<b>L EMERY AIR FREIGHT CORPORATION</b>	<b>365</b>	<b>A</b>	<b>A*</b>	<b>A</b>	<b>A</b>
ENBRIDGE PIPELINES INC.	716	C	C	C	B
ERB ENTERPRISES INC.	943	D	A	C	C
EXECAIRE INC.	202	D	Z	Z	D*
FEDNAV LIMITED	93	B	Z	D*	B
FIELD AVIATION COMPANY INC.	396	C	D*	D*	A
<b>L GLOBAL FORWARDING COMPANY LIMITED</b>	<b>141</b>	<b>C</b>			
GREATER TORONTO AIRPORTS AUTHORITY	703	B	Z	C	C
GREYHOUND CANADA TRANSPORTATION CORPORATION	1,727	C	A	B	C
<b>L GRIMSHAW TRUCKING AND DISTRIBUTING LTD.</b>	<b>259</b>	<b>D</b>	<b>B</b>	<b>B</b>	<b>C*</b>
H.M. TRIMBLE AND SONS (1983) LTD.	328	D	A	C*	D*
HALIFAX EMPLOYERS ASSOCIATION INC.	454	D*	A	A	A
HELIJET AIRWAYS INC.	127	C	D*	Z	C
HIGHLAND MOVING AND STORAGE LTD.	107	C	D*	Z	D*
HUDSON GENERAL AVIATION SERVICES INC.	1,919	B	D*	D	B
INCHCAPE SHIPPING SERVICES INC.	100	B	Z	Z	A

<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>
INNOTECH AVIATION LIMITED	267	D	A*	D*	A
INTERNATIONAL AIR TRANSPORT ASSOCIATION	362	B	A*	D*	A
<b>L J.I. DENURE (CHATHAM) LIMITED</b>	<b>197</b>	<b>B</b>	<b>A*</b>	<b>Z</b>	<b>D*</b>
S JAY'S MOVING AND STORAGE	109	A			
JET TRANSPORT LTD.	159	C	D*	D*	D*
KELOWNA FLIGHTCRAFT GROUP OF COMPANIES	832	D	B	B	A
S KENN BOREK AIR LTD.	324	D			
KINDERSLEY TRANSPORT LTD.	610	C	B	Z	C
KLEYSEN TRANSPORT LTD.	391	C	A	C*	C
KRISKA HOLDINGS LTD.	362	D	D*	D*	B
LAIDLAW CARRIERS INC.	346	C	A*	C*	D*
LAIDLAW TRANSIT	6,083	A	A	C	C
LAIDLAW TRANSIT LTD.	190	D	D*	D*	B
LOGISTEC CORPORATION	165	C	Z	D*	C*
LUFTHANSA GERMAN AIRLINES	136	A	Z	Z	A
MACCOSHAM VAN LINES (CANADA) CO. LTD.	358	C	D*	D*	D*
MARINE ATLANTIC INC.	961	B	D*	C	D*
MARITIME EMPLOYERS ASSOCIATION	1,172	C	A*	C*	C
MEYERS TRANSPORT LIMITED	292	C	B*	C	C
MIDLAND TRANSPORT LIMITED	1,064	C	B*	C	B
M MILL CREEK MOTOR FREIGHT	310	C	A*	D*	D*
MONTREAL AIRPORTS	628	C	D*	D*	C
MONTREAL PORT AUTHORITY	336	B	Z	D*	C*
MONTSHIP INC.	134	B	Z	D*	C
MULLEN TRUCKING INC.	367	D	B	D*	C*
MUNICIPAL TANK LINES LIMITED	148	C*	A*	D*	C*
N. YANKE TRANSFER LTD.	331	C	C*	C*	C
NAV CANADA	5,494	C	C	C	C
<b>L NESEL FAST FREIGHT INC.</b>	<b>249</b>	<b>C</b>	<b>Z</b>	<b>D*</b>	<b>C*</b>
NORTHERN TRANSPORTATION COMPANY LIMITED	240	D	B	Z	D*
NORTHUMBERLAND FERRIES LIMITED	176	D	Z	D*	Z
OC TRANSPOR	2,115	C	A	B	A

<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>
OCEAN SERVICES LIMITED	192	C*	D*	D*	A
OK TRANSPORTATION LTD.	188	C*	A*	A	C
PAUL'S HAULING LTD.	254	D	B	C	D*
PEACE BRIDGE BROKERAGE LIMITED	647	A	A	C	A
PENETANG-MIDLAND COACH LINES LIMITED	542	B	A	C	B
POLE STAR TRANSPORT INCORPORATED	297	D	A*	C*	D*
PORTER TRUCKING LTD.	227	C	A*	D*	D*
PREMAY EQUIPMENT LTD.	112	C	B*	D*	D*
PROVINCIAL AIRLINES LIMITED	267	C	A*	D*	D*
QUEBEC NORTH SHORE AND LABRADOR RAILWAY	502	C	D*	Z	Z
<b>L RAILINK CANADA LTD.</b>	<b>278</b>	<b>C</b>	<b>Z</b>	<b>Z</b>	<b>Z</b>
REIMER EXPRESS LINES	1,315	C	A	D	C
RIVTOW MARINE LTD.	286	C	A*	C*	C
<b>X ROYAL AVIATION INC.</b>					
RYDER TRUCK RENTAL CANADA LIMITED	614	C	D*	C*	C
SASKATCHEWAN TRANSPORTATION COMPANY	229	C	A	C	D*
SCHNEIDER NATIONAL CARRIERS CANADA	681	D	A*	D*	C
SEASPAN INTERNATIONAL LTD.	804	D	A	C	C
<b>N SECUNDA MARINE SERVICES LTD.</b>					
<b>S SÉCUR INC.</b>	<b>855</b>	<b>C</b>			
SERCO FACILITIES MANAGEMENT INC.	344	C	A	D*	A
<b>N SERVICES HAYCOT INC.</b>					
SHARP BUS LINES LTD.	428	B	A	D*	D*
SLH TRANSPORT INC.	1,518	D	A	C	C
SMT (EASTERN) LIMITED	208	C	A*	C*	D*
<b>L SOCIÉTÉ AIR FRANCE</b>	<b>236</b>	<b>B</b>	<b>Z</b>	<b>D*</b>	<b>C</b>
SOCIÉTÉ DE TRANSPORT DE L'OUTAOUAIS	388	C	A*	C*	A*
SPAR AEROSPACE LIMITED	571	D	D*	C	B
ST. LAWRENCE SEAWAY MANAGEMENT CORPORATION	574	C	A*	A	B
<b>S SUNBURY TRANSPORT LIMITED</b>	<b>95</b>	<b>B</b>			
TALLMAN TRANSPORTS LTD.	133	C	Z	D*	D*
THOMPSON'S TRANSFER COMPANY LIMITED	123	C	B*	D*	Z

<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>
TIPPET RICHARDSON LIMITED	172	C	A*	A*	A
TNT CANADA INC.	267	A	A*	C*	A
TORONTO PORT AUTHORITY	118	C	Z	A	C
V TORONTO TERMINALS RAILWAY CO. LTD. (THE)					
TRANS MOUNTAIN PIPE LINE COMPANY LTD.	255	B	D*	C*	C
TRANSCANADA PIPELINES LIMITED	1,624	B	A	C	C
TRANSFREIGHT INC.	342	D	A*	C*	A
TRANSPORT CABANO KINGSWAY INC.	1,461	C	B*	C	C
TRANSPORT DESGAGNÉS INC.	101	C*	B*	Z	A*
L TRANSPORT GUILBAULT INC.	164	Z	Z	Z	Z
TRANSPORT PAPINEAU INC.	169	Z	Z	Z	Z
L TRANSPORT ROBERT (1973) LTÉE	253	D*	B*	D*	D*
TRANSPORT THIBODEAU INC.	368	C	D*	C*	C*
TRANSX LTD.	1,035	D	B	D	D
TRENTWAY WAGAR INC.	589	C	A*	D*	C
TRI-LINE EXPRESSWAYS LTD.	163	B	D*	D*	C*
TRIMAC TRANSPORTATION MANAGEMENT LTD.	271	B	A*	Z	C
TSI TERMINAL SYSTEMS INC.	204	C	A*	D*	C
TST SOLUTIONS INC.	1,146	C	D*	C	C
UNITED AIRLINES	186	A	A*	D*	A
UPPER LAKES GROUP INC.	784	D	D*	C	D*
US AIRWAYS INC.	123	A	Z	Z	A
VAN-KAM FREIGHTWAYS LTD.	243	B	D*	D*	B
L VANCOUVER INTERNATIONAL AIRPORT AUTHORITY	266	B	D*	C*	B
VANCOUVER PORT AUTHORITY	144	A	A*	D*	B
VIA RAIL CANADA INC.	3,240	C	A	C	C
L WESTCAN BULK TRANSPORT LTD.	405	D	A	C	C
WESTCOAST ENERGY INC.	977	C	B	B	A
WESTERN STEVEDORING COMPANY LIMITED	110	D	A*	D*	D*
WESTJET AIRLINES LTD.	1,102	B	C	C	C
WESTSHORE TERMINALS LTD.	187	C	Z	D*	D*
WILLIAMS MOVING AND STORAGE (BC) LTD.	273	C	A	D*	D*

<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>
WINNIPEG AIRPORT AUTHORITY	115	C	B*	D*	D*
WORLDWIDE FLIGHT SERVICES	450	A	A*	D*	A
YELLOW FREIGHT SYSTEM OF ONTARIO INC.	180	B	Z	D*	D*
<b>COMMUNICATIONS SECTOR</b>					
2953285 CANADA INC.	44	A	A*	Z	D*
ACCESS COMMUNICATIONS CO-OPERATIVE LIMITED	159	B	D*	D*	B*
AMTELECOM GROUP INC.	1,221	A	B	D*	B
AT & T CANADA CORP.	3,704	C	C*	C	C
BELL CANADA	26,715	A	C	C	C
BELL MOBILITY CELLULAR INC.	2,203	A	B	C	C
BLACKBURN RADIO INC.	116	B	D*	Z	D*
C1-COMMUNICATIONS INC.	119	B	Z	D*	B
CABLE ATLANTIC INC.	185	B	D*	A*	Z
CALL-NET ENTERPRISES	2,557	A	A	C	A
CANADA POST CORPORATION	55,085	A	A	C	A
CANADIAN BROADCASTING CORPORATION	6,941	A	A	C	C
CANADIAN SATELLITE COMMUNICATIONS INC.	245	C	A*	D*	B
CANPAR TRANSPORT LTD.	1,621	D	B	C	B
CANWEST TELEVISION INC.	146	B	D*	D*	C
CF TÉLÉVISION INC.	171	C	Z	D*	A
CHUM LIMITED	1,776	A	C*	C	C
COGECO C-BLE (CANADA) INC.	288	B	D*	Z	Z
COGECO CABLE SYSTEMS INC.	749	A	D*	C	C
COGECO RADIO-TÉLÉVISION INC.	240	B	A*	D*	Z
<b>L CORUS ENTERTAINMENT INC.</b>	<b>734</b>	<b>A</b>	<b>A</b>	<b>C</b>	<b>C</b>
CRAIG BROADCAST ALBERTA INC.	284	A	A	C*	B
CRAIG BROADCAST SYSTEMS INC.	280	B	D	C*	C*
CTV TELEVISION INC. - ATV/ASN	201	C	Z	B	A*
CTV TELEVISION INC. - CFCN	149	B	D*	D*	D*
CTV TELEVISION INC. - CFQC	181	C	D*	B*	D*
CTV TELEVISION INC. - CFRN	101	B	A*	A*	D*

<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>
CTV TELEVISION INC. - CFTO/CTV	1,003	A	B*	C	A
CTV TELEVISION INC. - CIVT	151	A	Z	D*	B
CTV TELEVISION INC. - CJOH	118	C	Z	Z	A*
CTV TELEVISION INC. - CKCO	123	A	D*	D*	Z
CTV TELEVISION INC. - MCTV	187	C	A*	C*	B*
DHL INTERNATIONAL EXPRESS LTD.	378	B	Z	D*	A
DYNAMEX CANADA INC.	654	A	A	C	C
<b>L</b> <b>EXPERTECH NETWORK INSTALLATION INC.</b>	<b>1,376</b>	<b>C</b>	<b>A</b>	<b>C</b>	<b>C</b>
FEDERAL EXPRESS CANADA LTD.	4,458	A	B	C	A
<b>V</b> <b>GLOBAL COMMUNICATIONS (MARITIME DIVISION)</b>					
GLOBAL COMMUNICATIONS LIMITED	410	A	A*	C	C
GOLDEN WEST BROADCASTING LTD.	216	B	D*	D*	Z
GROUPE TVA INC.	936	B	C*	D*	D*
INTRIGNA COMMUNICATIONS	137	A	D*	D*	C*
ISLAND TELECOM INC.	313	B	Z	D*	Z
<b>L</b> <b>JIM PATTISON INDUSTRIES LTD.</b>	<b>147</b>	<b>B</b>	<b>A*</b>	<b>D*</b>	<b>D*</b>
MANITOBA TELECOM SERVICES INC.	3,096	B	C	B	C
MARITIME BROADCASTING SYSTEM LIMITED	274	C	D*	D*	D*
<b>S</b> <b>MAXLINK COMMUNICATIONS INC.</b>	<b>218</b>	<b>C</b>			
MAYNE NICKLESS TRANSPORT INC.	1,831	C	A	D	B
MOFFAT COMMUNICATIONS LIMITED	154	B	A*	D*	D*
MONARCH BROADCASTING LTD.	262	B	C*	A	B*
MTT	2,283	B	D*	C	C
MUSIQUEPLUS/MUSIMAX	134	A	Z	Z	B*
NBTel INC.	2,322	A	C*	C	A
NETSTAR ENTERPRISES INC.	93	C	A*	D*	C*
NEWCAP BROADCASTING, A DIVISION OF NEWCAP INC.	233	B	A*	D*	D*
NEWTEL COMMUNICATIONS INC.	1,314	A	C*	C	A*
NORTEL NETWORKS	394	C	Z	C*	B
NORTHERN TELEPHONE LIMITED	253	B	D*	C	C*
NORTHWESTEL INC.	556	B	C	A	B
ONTV LIMITED	180	B	D*	C*	B*



<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>
PAGING NETWORK OF CANADA	187	B	C*	D*	B
PELMOREX INC.	275	A	A*	B*	C
POWER BROADCASTING INC.	443	C	D*	C	B
PURULATOR COURIER LTD.	12,365	C	C	C	B
QUÉBEC-TÉLÉPHONE	1,399	A	D*	C	B*
RADIO 1540 LIMITED	129	C	Z	Z	B
RADIO NORD INC.	161	A	A*	A*	Z
RADIOMUTUEL INC.	380	A	Z	Z	D*
RAWLCO COMMUNICATIONS LTD.	166	B	D*	C*	Z
REGIONAL CABLESYSTEMS INC.	328	C	D*	C*	D*
RÉSEAU DES SPORTS (RDS) INC. (LE)	129	C	Z	D*	Z
ROGERS BROADCASTING LIMITED	1,512	A	C	D	B
ROGERS CABLE T.V. LIMITED	3,357	B	B	C	A
ROGERS CANTEL INC.	3,431	A	A	C	A
ROGERS COMMUNICATIONS INC.	533	A	D*	C*	C
RSL COM CANADA INC.	276	B	A*	D*	A
SHAW COMMUNICATIONS INC.	2,836	B	C	D	A
SPORTS NETWORK INC. (THE)	80	B	A*	D*	C*
STANDARD RADIO INC.	447	A	A*	B	C
STAR CHOICE TELEVISION NETWORK INCORPORATED	358	A	A*	D*	B*
<b>L STRATOS GLOBAL CORPORATION</b>	<b>184</b>	<b>B</b>			
<b>L SWIFT SURE COURIER SERVICE LTD.</b>	<b>123</b>	<b>C</b>	<b>A*</b>	<b>D*</b>	<b>C</b>
TÉLÉBEC LTÉE	699	B	A*	C*	D*
TELEGLOBE CANADA INC.	991	B	B*	D*	B
TÉLÉMÉDIA RADIO INC.	676	B	D*	C*	C
TELESAT CANADA	470	C	D*	C	A
TÉLÉVISION QUATRE SAISONS	304	A	A*	Z	Z
TELUS CORPORATION	20,812	B	C	C	C
THUNDER BAY TELEPHONE	277	B	D*	A	B*
UNITED PARCEL SERVICE CANADA LTD.	6,367	B	C	D	A
VIDEON CABLESYSTEMS INC.	561	A	A	C*	C
VIDEOTRON LTD.	2,453	B	D*	C	D
VIDÉOTRON TÉLÉCOM INC.	635	B	A*	D*	D

<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>
WIC RADIO LTD.	434	C	D*	C*	C
WIC TELEVISION LTD.	874	B	D*	C	C
<b>OTHER SECTORS</b>					
ADM AGRI INDUSTRIES LTD.	627	C	C	C	B
AEROGUARD INC. AND AEROGUARD COMPANY LTD.	493	A	A	C	B
AGPRO GRAIN LTD. PARTNERSHIP	338	C	C*	C*	Z
AGRICORE COOPERATIVE LIMITED	2,003	C	D	C	C
ATOMIC ENERGY OF CANADA LIMITED	3,460	C	B	C	A
BRINKS CANADA LIMITED	2,015	C	A	C	C
BUSINESS DEVELOPMENT BANK OF CANADA	1,109	B	C*	D*	B
CAMECO CORPORATION	1,208	C	A	C	A
CANADA COUNCIL (THE)	123	A	A*	Z	A*
<b>L CANADA MALTING COMPANY LIMITED</b>	<b>187</b>	<b>D</b>	<b>B*</b>	<b>D*</b>	<b>D*</b>
CANADA MORTGAGE AND HOUSING CORPORATION	1,669	A	A	C	B
CANADIAN BANKERS ASSOCIATION	167	A	Z	D*	A
<b>L CANADIAN MUSEUM OF CIVILIZATION</b>	<b>439</b>	<b>A</b>	<b>A*</b>	<b>B</b>	<b>A</b>
CANADIAN MUSEUM OF NATURE	142	A	A*	D*	A*
CANADIAN PRESS (THE)	366	A	C*	B	C
CANADIAN WHEAT BOARD	477	B	C	D*	B
CARGILL LIMITED	938	C	D*	C*	B
COGEMA RESOURCES INC.	502	D	B	C	A
DEFENCE CONSTRUCTION (1951) LIMITED	222	B	C*	D*	A*
EXPORT DEVELOPMENT CORPORATION	811	B	D*	C	A
FARM CREDIT CORPORATION	794	B	B	C	C
<b>L FRESHWATER FISH MARKETING CORPORATION</b>	<b>152</b>	<b>A</b>	<b>D*</b>	<b>D*</b>	<b>C*</b>
GENERAL ELECTRIC CANADA INC.	164	C	D*	Z	A
HUDSON BAY MINING AND SMELTING CO. LIMITED	1,486	C	B	B	A
INTERNATIONAL DEVELOPMENT RESEARCH CENTRE	177	B	D*	D*	A
JAMES RICHARDSON INTERNATIONAL LIMITED	831	C	D*	C	C
LOOMIS ARMORED CAR SERVICES LTD.	2,888	D	A	D	C
MASTERFEEDS A DIVISION OF AGP INC.	252	D	D*	D*	C*
MDS NORDION INC.	737	A	D*	C	A

<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>
N.M. PATERSON AND SONS LIMITED	278	D	D*	C	C
<b>R NATIONAL ARTS CENTRE CORPORATION</b>					
NATIONAL CAPITAL COMMISSION	344	A	A*	D*	C*
NATIONAL GALLERY OF CANADA	210	A	D*	C*	A
NATIONAL MUSEUM OF SCIENCE AND TECHNOLOGY	184	A	A*	D*	D*
ONTARIO POWER GENERATION	14,898	C	B	C	B
PACIFIC ELEVATORS LIMITED	178	D	A*	Z	C
PARRISH AND HEIMBECKER LIMITED	860	C	D	B	C
PRINCE RUPERT GRAIN LTD.	117	C	A	D*	A*
REUTERS INFORMATION SERVICES (CANADA) LIMITED	120	B	Z	D*	A
RIDLEY INC.	411	D	D*	D*	C
ROBIN HOOD MULTIFOODS INC.	1,237	B	B	D	B
ROYAL CANADIAN MINT	606	C	A	C	A
SASKATCHEWAN WHEAT POOL	2,693	C	C	C	C
SOCIÉTÉ DU VIEUX-PORT DE MONTRÉAL INC.	168	A	A*	D*	D*
TÉLÉFILM CANADA	92	A	Z	D*	D*
UNITED GRAIN GROWERS LIMITED	1,480	C	D	C	D
VERREAULT NAVIGATION INC.	159	C	Z	D*	Z
<b>L ZIRCATEC PRECISION INDUSTRIES INC.</b>	<b>192</b>	<b>C</b>	<b>A*</b>	<b>A</b>	<b>D*</b>



## 4. Employers' Reports

*This chapter describes the employment situation of designated groups in the workforce under the Employment Equity Act in 1999. 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 minority groups.*

### 4.1 The Workforce

- In 1999, the total workforce under the Act decreased dramatically in the Other sectors, and increased in two sectors; the highest increase occurred again in Transportation. The net impact was a reduction of the workforce by 0.8%.
- Thirteen new employers reported for the first time this year, while 26 other employers who reported last year did not do so this year for a variety of reasons. Consequently, the number of employers fell 13 to 330.
- Total hirings as a ratio of the workforce fell in 1999 from 13.8% to 12.8%, and promotions also fell from 10.6% as a ratio of the workforce in 1998 to 8.9% in 1999. Terminations as a ratio of the workforce also fell from 12.9 to 12.4% in 1999.

THE NUMBER OF EMPLOYERS AND EMPLOYEES BY SECTOR, 1987, 1998 AND 1999						
SECTORS	EMPLOYERS			EMPLOYEES		
	1987	1998	1999	1987	1998	1999
Banking	23	21	20	169,632	174,748	174,529
Transportation	208	173	169	203,207	158,735	162,198
Communications	90	100	94	179,247	194,920	197,960
Other Sectors	52	49	47	43,331	60,815	50,095
ALL SECTORS	373	343	330	595,417	589,218	584,782

#### THE WORKFORCE IN 1999

The number of employees covered under the Act decreased by 0.8% in 1999, compared to the previous year. The drop from 589,218 to 584,782 this year was unrelated to the economic situation, but rather to the adjustments made in reporting activities by some employers. These adjustments caused the workforce under the Act to decrease by 10,720 employees in the Other sectors, but were partially matched by increases in Transportation (+3,463), and Communications (+3,040). Activities by three employers in the Other sectors explain most of this decrease in the workforce.

Ontario Power Generation, the former nuclear energy section of Ontario Hydro, has reported its own employees who fall under federal jurisdiction (14,898 instead of the previous 20,840 that represented all the employees of Ontario Hydro). Cargill Limited reported on only that portion of its workforce that falls under federal jurisdiction (a decrease of 1,788 employees), and Cape Breton Development Corporation (1,657 employees) has not submitted a report for 1999. Some employers in the major sectors also reduced their workforces, for example, Robin Hood Multifoods reduced its workforce by 651.

Thirteen employers submitted reports for the first time in 2000, adding 9,782 employees to the workforce under the Act. In contrast, 24 others submitted no reports for a variety of reasons subtracting 14,218 employees. For example, two employers experienced a reduction in their workforces to below 100 employees, seven were consolidated with other employers, and three closed down, while others may have submitted a report too late to be included in the database<sup>2</sup>. The National Arts Centre (524 employees) and the Manitoba Pool Elevators (638 employees) were among the employers who submitted no report for 1999.

Some 86 organisations were added to the total number of employers covered in 1999, bringing this number to 416. Those employers will report next year.

In 1999, most employees covered worked full-time (84.0%), while 15.2% worked part-time and 0.8% were temporary employees, but will appear in the next annual report.

### *Sectoral Profile*

Ninety-per cent of the workforce under the Act was divided almost evenly among the three major industrial sectors in the current reporting year, with Communications coming first at 33.9% of the total, followed by Banking at 29.9%, and Transportation at 27.7%. These sectors experienced increases in their shares of the workforce ranging from 0.2% for Banking to 0.8% for Communications. The Other sectors accounted for 8.6% of the workforce under the Act, down by 1.7% from the previous year.

The number of employees in Banking has rebounded in 1998 after a secular decline in the period 1991-97, from the historical high of 184,956 realised in 1990. It stood at 174,748 in 1998 and 174,529 in 1999. Transportation experienced a similar historical decline, falling from 208,514 in 1988, to 147,261 in 1997, but has reversed trend and rose to 162,198 in 1999. The historical decline in Communications was not as severe as in Banking and Transportation, as the workforce in Communications dropped from

213,492 in 1990 to 191,198 in 1997, but rose back to 197,960 in 1999.

### *Regional Profile*

The four most populous provinces in Canada (Ontario, Quebec, British Columbia, and Alberta) accounted for 85.9% of the workforce under the Act in 1999. Ontario had the lion's share of the workforce at 44.6%, followed by Quebec at 18.3%, British Columbia at 13.1%, and Alberta at 10.0%. Three of these four provinces showed an increase in their shares of the workforce under the Act when compared with the previous year. Ontario and British Columbia gained 0.3% each and Quebec 0.2%.

The remaining 9 regions had among them 14.1% of the workforce under the Act. Their individual shares have either declined or remained unchanged in this reporting year.

In 1999, compared to the previous year, the number of employees covered by the Act decreased in eight of the thirteen provinces and territories. The declines are most notable in Nova Scotia (-2,286), Alberta (-1,954), and Ontario (-746). The declines were notable in regions with small workforces, such as Prince Edward Island (-419 employees) and the Northwest Territories (-442). The Nunavut territory is shown as a separate entity in this year's annual report, which partly explains the decline in the Northwest Territory.

The three territories had a combined workforce under the Act of 1,115 employees. There was a single employer in the Yukon with a workforce of 321 employees and a representation of women at 58.9%. The Nunavut Territory appears for the first time in the report, where the representation of women was 23.9%, the lowest in Canada, followed by the Northwest Territories at 26.8%.

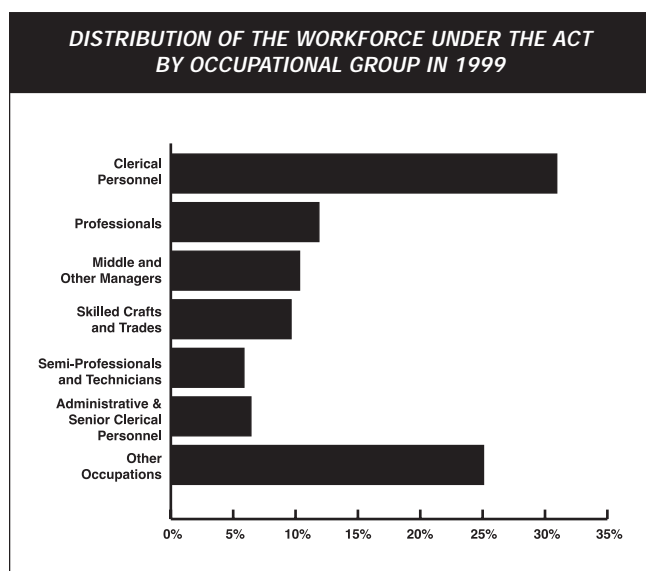
Three regions experienced a significant decline in the size of their workforces under the Act, namely, Prince Edward Island (from 1,157 to 738), Nova Scotia (from 15,910 to 13,624) and the Northwest Territories (from 1,094 to 652). The decline in the last region was largely due to the creation of the Nunavut territory.

<sup>2</sup> See Chapter 3 for a list of these employers.

In British Columbia, the merger of Telus and BC Tel added 1,933 new employees to the workforce under the Act. Actions by 30 other employers in British Columbia added 1,517 employees, while actions by 30 others resulted in a decline of 2,382 employees.

In Alberta, the decline of 1,954 employees in the workforce under the Act was explained largely by the reporting activities of Cargill Limited that showed 1,910 fewer employees in that province not under federal jurisdiction.

## OCCUPATIONAL PROFILE



Employees in the workforce under the Act were largely concentrated in administrative and clerical personnel jobs in 1999. Together, the clerical personnel and the administrative and senior clerical personnel categories grouped 37.4% of the workforce, slightly higher than in 1998.

On the other hand, a lower percentage of employees were found in professionals and semi-professionals than in the previous year. In 1999, they accounted for 17.7% of the workforce, with 11.9% professionals and 5.9% semi-professionals and technicians.

Middle and other managers formed the third largest group with 11.1% in the workforce under the Act in 1999, compared to 10.8% in the previous year. The percentage in skilled crafts and trade work decreased 0.3% during the same period, to reach 9.6%.

The concentration of employees varied in 1999 among sectors. For example, 74.7% of employees in Banking worked in clerical and professional positions, compared to 65.7% in Communications, 44.6% in the Other sectors, and only 26.3% in Transportation. In contrast, 47.0% of employees in Transportation had either skilled or semi-skilled jobs, compared to only 0.1% of employees in Banking.

## HIRINGS

There were 75,066 new hires by employers under the Act in 1999, compared to 81,033 in 1998. As a ratio of the workforce under the Act, hiring dropped from 13.8% to 12.8%. Within the past ten years, the 1999 figure remains the second highest after 1998.

In the current reporting year, Communications remained leader, accounting for 39.1% of all hires by employers under the Act, followed by Transportation at 31.0%, Banking at 22.0%, and the Other sectors at 8.0%.

A decline in hirings as a ratio of the workforce occurred in all sectors except Communications, where it increased from 13.1% to 14.8%. With the exception of 1989, the year 1999 was unprecedented in terms of the number of new hires by employers in Communications. At 29,337, the number of hires was 50.5% higher than that observed in 1996 (19,491 persons), but fell short of the record 31,215 persons hired in 1989.

Employers in Banking hired 5,286 fewer people in 1999 compared to 1998, against decreases of 2,661 in Transportation and 1,820 in the Other sectors. As a ratio of the workforce in each sector, hirings dropped from 12.5% to 9.4% in Banking, 16.3% to 14.3% in Transportation, and 12.8% to 12.0% in the Other sectors.

No all hires are new additions from outside the workforce. Some hiring could be attributed to transfers of employees from companies whose assets were acquired by a company covered by the Act.

Approximately 60.0% of the new employees who joined the workforce under the Act during the year were full-time employees, 37.0% were part-time employees and 3.0% temporary employees.

### *TERMINATIONS*

The number of terminations decreased by 3,673 in 1999 to 72,300, but was still higher than average terminations in every year since 1991. Almost 7 in 10 employees terminated in 1999 were in full-time jobs.

The number of terminations was lower than that of hirings in 1999. As a result, the net effect of hirings and terminations was positive for the second consecutive year. Terminations have exceeded hirings every year between 1990 and 1997. A total of 2,766 more people were hired than terminated during 1999 in the workforce under the Act, almost half the figure observed in 1998 (5,060).

In 1999, employers under the Act hired 28,138 part-time workers, but terminated 20,377. However, the situation was less favourable for full-time workers, where terminations exceeded hirings by 6,524 people.

Communications accounted for 37.0% of all terminations, followed by 29.4% for Transportation, 26.3% for Banking, and 7.2% for the Other sectors. Compared to the previous year, terminations as a ratio of the workforce under the Act increased in Communications from 13.1% to 14.8%, but fell from 12.5% to 9.4% in Banking, 16.3% to 14.3% in Transportation, and 12.8% to 12.0% in the Other sectors.

Employers in Communications led the way in terms of hiring more people than they terminated. Hirings exceeded terminations by 2,618 in that sector. The transportation companies also hired

1,979 more people than they terminated, while those in the Other sectors hired 682 more than they terminated. The Banking sector had 2,520 more terminations than hires.

### *PROMOTIONS*

There were 51,875 employees promoted by employers in the workforce under the Act in 1999, against the 62,200 observed in the previous year. As a ratio of the workforce under the Act, promotions fell from 10.6% to 8.9%.

Banking accounted for 45.0% of all promotions in the workforce under the Act, followed by Communications at 20.0%, Transportation at 10.9%, and Other sectors at 7.5%. In terms of numbers, promotions fell in all sectors, with Banking providing 6,112 fewer promotions, the Other sectors 1,945 less, Transportation 1,509 less, and Communications 766 less. As a ratio of the workforce, the share of employees promoted fell from 19.5% to 16.1% in Banking, 5.2% to 4.2% in Transportation, 6.8% to 6.3% in Communications, and 10.8% to 9.3% in the Other sectors. Despite the decline, Banks still promoted the highest proportion of their employees compared to the other sectors.

### *SALARIES*

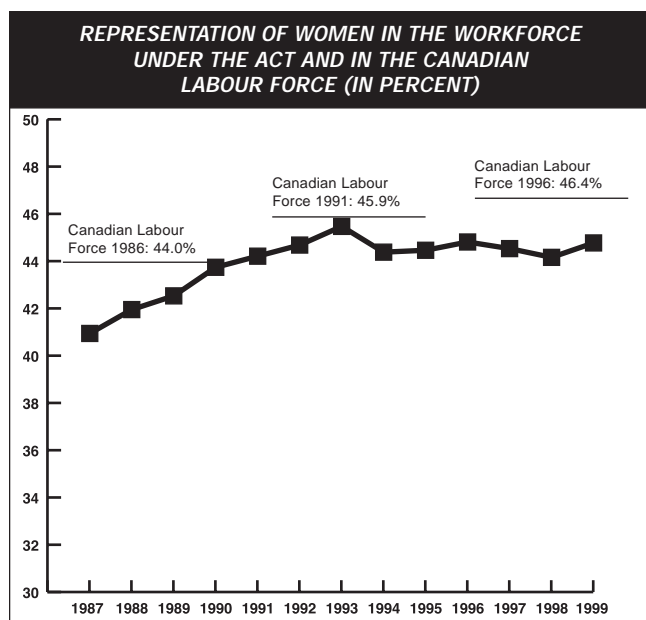
Average salaries in the workforce under the Act grew by \$1,394, or 2.9%, to reach \$49,247 in 1999. They grew by 2.5% in 1998. In the current reporting year, 14.5% of the workforce under the Act earned less than \$30,000, compared to 33.2% who earned \$50,000 and over. However, the majority of employees (52.3%) were in the mid-salary range of \$30,000 to \$49,999.



## 4.2 Women

- Women's representation in the workforce under the Act increased in 1999 to a level closer to their labour market availability.
- Fewer women were hired this year, but terminations of women were lower as well. As a result, more women were hired than terminated.
- Women's share of promotions decreased this year, but they continued to receive a majority of promotions.
- Women earned 77.6% of men's average salary, and the gender salary gap narrowed this year.
- Women had their highest representation in Banking followed by Communications.
- Overall, women were highly concentrated in clerical-related occupations, but made good progress in occupations that were previously viewed as non-traditional for women.

### REPRESENTATION



under the Act rose from 44.2% in 1998 to 44.8% in 1999. This compares well with their representation in 1987 at 40.9%. With the level attained in the current reporting year, women would have achieved 96.6% of their availability in the Canadian labour market of 46.4% (observed in the 1996 census).

There were 261,822 women in the workforce under the Act in 1999. The number of women increased in full time jobs by 2,534 and in part-time jobs by 4,387. Their representation in part-time work has been decreasing significantly in the last two years.

### Sectoral Profile

In terms of distribution, 48.0% of all women in the workforce under the Act in 1999, were in Banking, followed by 31.3% in Communications, 15.6% in Transportation, and only 5.0% in the Other sectors. The ratios for the preceding year were 48.7% in Banking, 31.2% in Communications, 14.3% in Transportation, and 5.8% in the Other sectors. Therefore, only Transportation showed a significant rise in the number of female employees.

Women's representation fell in Banking and Communications in 1999. It decreased by 0.5% to 72.0% in Banking, in a declining trend it maintained since 1992 when it was at 76.3%. Representation also decreased in Communications from 41.7% to 41.5%, but remained within the range of 40.0% - 42.0%, observed for the past ten years. The representation of women increased significantly in both Transportation and the Other Sectors in this reporting year. The 2.0% increase in Transportation, from 23.4% to 25.2%, was in line with the positive trend in that industry, which started at 16.9% in 1987. The rise in women's representation was also significant in the Other sectors, where it went up from 25.0% in 1998 to 26.3% in 1999.

### Regional Profile

Almost 9 in 10 women in the workforce under the Act were located in the four most populated

provinces, namely, Ontario (45.0%), Quebec (18.7%), British Columbia (13.0%), and Alberta (10.0%). Among these provinces this year, Ontario and British Columbia increased their shares of women in the workforce under the Act, while Quebec and Alberta experienced a slight drop.

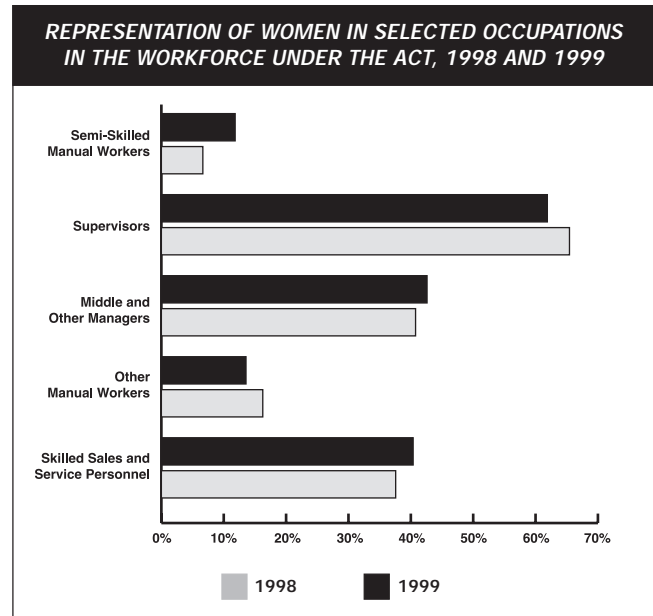
Women's representation in Ontario improved from 44.9% to 45.7%, had a slight improvement in British Columbia at 44.8%, stagnated at 46.2% in Quebec, and rose from 44.0 to 45.1% in Alberta. The Maritime region had the highest women's representation in the workforce under the Act, ranging from 48.1% in Newfoundland to 51.9% in Prince Edward Island. In contrast, Manitoba and Saskatchewan had the lowest representation at 36.9% and 39.1% respectively.

Nova Scotia experienced the most significant increase in women's representation from 45.8% to 49.8%, while the Northwest Territories had the largest decline from 30.9% to 26.8%.

### Occupational Profile

Women in the workforce under the Act in 1999 were highly concentrated in clerical-related occupations and were found in the three following occupational groups: clerical personnel, administrative and senior clerical personnel, supervisors, clerical, sales and service personnel. However, the proportion of this concentration for all women has dropped from 65.3% in 1998 to 63.7% in 1999. In contrast, the number of women increased by 2,182 in management, professionals and sales and service personnel. Women in these occupations accounted for 23.3% of all women under the Act in 1999, up from 22.6%. Women in management positions also rose from 9.5% to 10.1% as a proportion of all women.

Women's representation increased in ten occupational categories in 1999 but fell in supervisors (from 65.4% of all employees in this group to 61.9%), clerical personnel (from 68.5% to 68.0%), intermediate sales and service personnel (from



66.2% to 65.9%), and in other manual workers (from 16.3% to 13.6%). Representation of women increased the most in semi-skilled manual workers (from 6.7% to 11.8%), skilled sales and service personnel (37.6% to 40.3%) and middle management (from 40.8% to 42.6%). They also continued their progress in seven other occupations.

In *Banking*, where the overall representation of women decreased from 72.5% to 72.0%, the occupational groups mostly affected were semi-professionals and technicians, supervisors, administrative and senior clerical personnel, skilled sales and services personnel and other sales and service personnel groups. Despite the overall decrease in the sector, women increased their representation significantly among senior managers (from 19.6% to 21.7%), middle and other managers (from 48.5% to 50.6%), professionals (50.9% to 51.4%), and skilled crafts and trades workers (from 4.8% to 32.3%).

In *Transportation*, women's representation increased significantly from 23.4% in 1998 to 25.2% in this reporting year. The increase was reflected in all thirteen occupational groups, except for one, where representation fell slightly in the two supervisors groups. The magnitude of the increase was most significant in senior management (increased from 23.4% to 25.2%), administrative and senior clerical personnel (from 72.4%

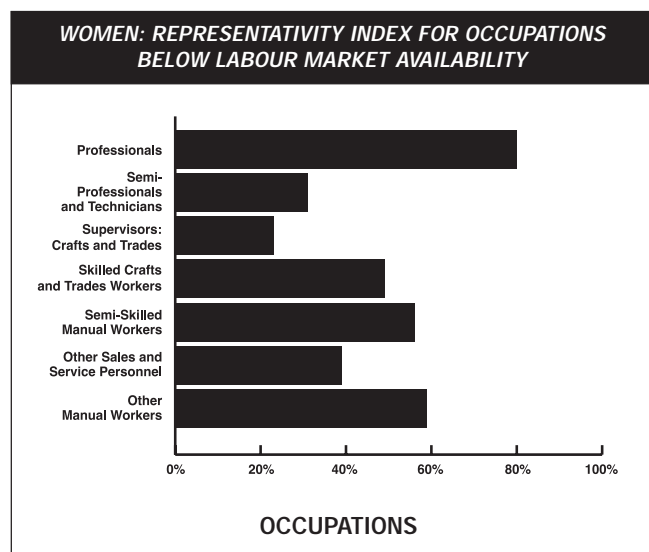
to 75.1%), skilled sales and service personnel (from 13.3% to 16.3%) and clerical personnel (from 58.5% to 60.3%). The highest increases were in semi-skilled manual workers (increased from 5.3% to 12.7%), and other sales and service personnel (from 30.2% to 34.4%)

In *Communications*, women's representation rose in 7 of the 14 occupational groups. The most significant increases occurred in the two management groups (a rise from 16.9% to 17.9%), supervisors crafts and trades (from 5.9% to 7.6%) and other manual workers (from 7.4% to 10.7%). Significant drops occurred in professionals (from 40.5% to 38.6%), administrative and senior clerical (from 84.3% to 83.3%), and other sales and service personnel (from 35.9% to 30.6%).

Women's representation rose in the Other sectors from 25.0% to 26.3%, and the increase occurred in 8 of the 14 occupational groups, most significantly in the two managerial groups and the two professionals groups. The decline in the remaining six occupational groups was noteworthy for supervisors (-6.9%), intermediate sales and service personnel (-2.8%) and other manual workers (-4.9%).

### Representativity index

Although women's representation in the workforce under the Act reached almost 96.0% of their labour market availability (44.8% of 46.4%), they remain under represented in 12 occupations,



and are severely under-represented in four, where their representation was below 50.0% of their availability.

### HIRING

Women had a lower share of hirings in the workforce under the Act in 1999, compared to the previous year. Almost 30,000 women were hired in the current reporting year compared to 33,495 in 1998. However, except for 1998, which was an exceptional year, 1999 compared fairly well compared to the four years preceding 1998. The same trends are observed for women when hiring data are disaggregated into full-time and part-time jobs. Again, the year 1998 was the high anomaly for women hired into full time jobs, but 1999 followed the rising trend that started in 1994.

In 1999, women's share of total hirings fell from 41.3% to 39.8%. The fall was reflected in 8 occupational groups, particularly in the three sales personnel groups. Most significantly women's hirings fell in professionals (-2.3%), skilled sales and service personnel (-2.0%), intermediate sales and service personnel (-4.8%), and other sales and service personnel (-2.6%). Women's share also fell significantly in other manual workers (-3.8%). On the positive side, women's share of hirings rose in 6 occupational groups, most significantly in semi-professionals and technicians (+1.9%), supervisors crafts and trades (+4.1%), administrative and senior clerical personnel (+2.9%), and semi-skilled manual workers (+3.3%).

### TERMINATIONS

Employers under the Act terminated 1,935 fewer women in this reporting year compared to 1998. At 40.9%, the share of women who were terminated as a proportion of all terminations was lower than the 41.5% share observed in the previous year. The same declining trend was also observed for full-time and part-time women who were terminated in 1999. The share of women of total terminations ranged historically between 39.2% and 41.9%

Sectorally, women in Transportation and Communications were less terminated in 1999 compared to the previous year. Their shares of total termina-

tions fell 1.8% in Transportation and 1.0% in Communications. However, more women were terminated in Banking and the Other sectors this year.

Women's share of terminations rose in seven occupational groups, fell in six, and was unchanged in one. Most significantly, more women were terminated in managers, professionals, supervisors, and skilled sales and service personnel groups. Fewer women were terminated, notably, in intermediate sales and service personnel, other sales and service personnel, and clerical personnel.

On balances, more women were hired than terminated in 8 occupational groups for total net hires of 2,392 women. The positive difference was most notable in semi-professionals and technicians, intermediate sales and service personnel and semi-skilled manual workers groups. More women were terminated than hired in six occupational groups for total net terminations of 2,066 women. The negative difference was most notable among sales and clerical personnel.

## PROMOTIONS

Women received fewer promotion opportunities in 1999 compared to 1998. At 53.9%, their share of all employees promoted in the workforce under the Act, was also the lowest since 1987, after it peaked at 59.7% in 1990. However, women's share of promotions was higher than their representation and higher than men's share of promotions, which stood at 46.1% in 1999.

In total, women had 6,217 fewer promotion opportunities in 1999 compared to the previous year. Almost 94.0% of the decline in promotions occurred in full-time jobs.

Almost three-quarters of the decline in women's share of promotion activities occurred in Banking, where they received 4,629 fewer promotions. Historically, women received on average 72.0% of all promotion activities in Banking; in 1999, this share was 68.3%, which was lower than their representation in this sector at 72.0%. Women's share of promotions also fell in 1999 in both Communications and the Other sectors. Almost

1,250 fewer women were promoted in these two sectors as promotion shares fell 1.9% in Communications and 0.8% in the Other sectors. In contrast, women had a higher share of promotions in Transportation, which rose 1.0% to 28.2%, higher than their representation of 25.2% in the sector.

The percentage of women promoted increased this year in five occupational groups, dropped in five more, and was unchanged in the remaining four. Female promotions rose in the two management occupations, professionals and sales groups, and fell in semi-professionals, supervisors, and the clerical groups.

## SALARIES

**AVERAGE SALARIES OF WOMEN WORKING FULL-TIME AS A PERCENTAGE OF AVERAGE SALARIES OF MEN, BY SECTOR, 1999**

Banking	62.5%
Transportation	75.6%
Communications	86.3%
Other sectors	77.5%
ALL SECTORS	77.6%

The salary gap between women and men working full-time narrowed in 1999, but the imbalance between men and women in the upper and lower salary ranges persisted.

The average salary of women working full-time in the workforce under the Act was \$42,018 in 1999, or 77.6% of men's average salary (\$54,175), a slight increase from 76.7% in 1998. The increase was reflected in all four major industrial sectors under the Act, but only in Transportation did the percentage increase more significantly (from 74.2% to 75.6% in 1999). Women in the Other sectors still earned the highest average salary in the workforce under the Act (\$45,374), but enjoyed the smallest gap in the Communications sector, where they earned 86.3% of men's salaries.

Around 22.6% of full-time women earned less than \$30,000 in 1999 compared to only 9.0% of men. In the upper salary range (over \$50,000), only 19.2% of women were in this band compared to 42.8% of men. In other words, there were ten women for every four men in the lower salary band, while in the upper band the ratio was ten women for every 20 men. In the mid-range band

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(\$30,000 - \$49,999), there were 48.2% of men against 58.2% of women.

About one third of women in Banking and Transportation earned less than \$30,000, against only 13.1% in Communications and 18.2% in the Other sectors. In contrast, the ratio of men in the lower salary band ranged between 6.3% and 11.0% across the four major industrial sectors.

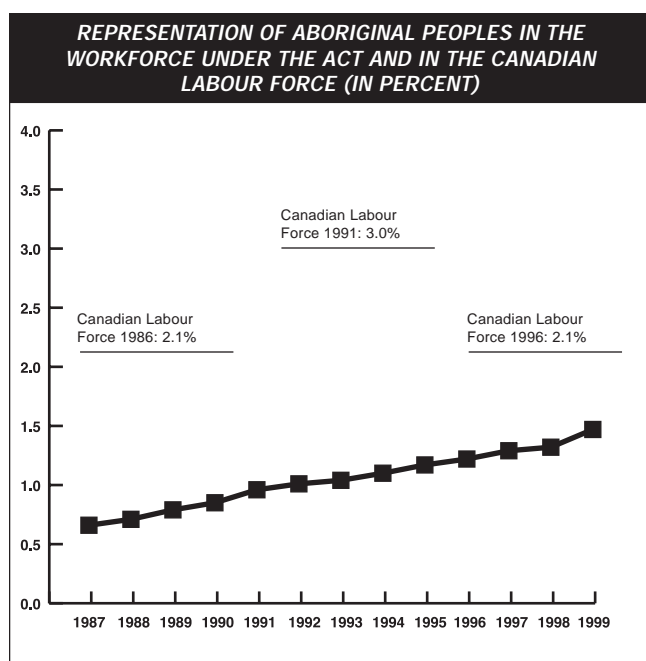
In the upper salary range, the highest share of women earning \$50,000 and over was in the Other sectors (30.5%), followed by Banking (20.1%). In contrast, 59.0% of men in the Other sectors earned over \$50,000, followed by 57.7% of men in Banking.



## 4.3 Aboriginal Peoples

- *Aboriginal Peoples in 1999 achieved their highest annual increase in their representation since 1990.*
- *Their representation was stable to rising in all four industrial sectors, rising most remarkably in Transportation.*
- *Over three-quarters of all Aboriginal employees worked in three provinces, and a majority was concentrated in three occupations.*
- *Hiring of Aboriginal Peoples increased this year, as did terminations. However, the net effect was positive as hires exceeded terminations.*
- *This designated group received fewer promotion opportunities this year. A majority of promotions of Aboriginal employees occurred in Banking.*
- *The difference in average salary between Aboriginal men and all men narrowed again this year, but it continued to widen for Aboriginal women against all women.*

### REPRESENTATION



The representation of Aboriginal Peoples in the workforce under the Act was 1.5% in 1999, compared to 1.3% in 1998. This was the largest annual increase since 1990 and compares well with their representation of only 0.7% observed in 1987. However, representation fell short of the estimated availability of Aboriginal Peoples in the Canadian labour force (2.1%), as of 1996.

There were 8,570 Aboriginal employees in the workforce under the Act in 1999, of whom 2,211 (25.8%) were in Banking, 2,890 (33.7%) in Transportation, 2,265 (26.4%) in Communications, and 1,204 (14.0%) in the Other sectors.

The number of Aboriginal employees increased in both full-time and part-time jobs by 721 and 39 jobs respectively, and the representation of the group in part-time jobs was slightly higher than in full-time jobs (1.6% against 1.4%).

#### *Sectoral Profile*

Aboriginal Peoples' representation was stable to rising in all sectors in 1999. It stagnated at 1.3% in Banking and 1.1% in Communications, both levels unchanged since 1997, but rose in Transportation and the Other sectors. The rise was remarkable in Transportation over the past three years, especially in the current reporting year, where it rose by 0.5% to 1.8%, as 816 Aboriginal employees were added to the employers' workforce in this sector. Among the four industrial sectors, Aboriginal Peoples had their highest representation in the Other sectors, at 2.4% in 1999, up from 2.0% in 1998.

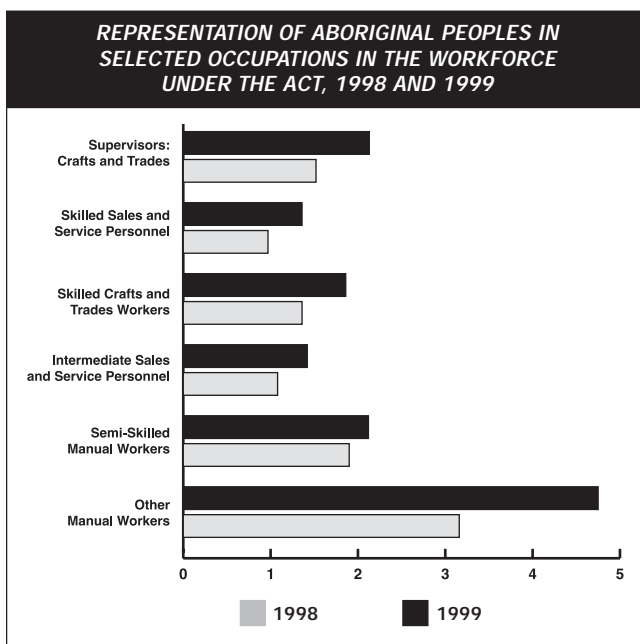
### Regional Profile

Over three-quarters of Aboriginal Peoples in the workforce under the Act in this reporting year were located in four provinces: Ontario, Manitoba, British Columbia, and Alberta. The number of Aboriginal employees exceeded 1,000 in each one of these provinces.

Their representation as a percentage of the workforce under the Act improved from 1.0% to 1.1% in Ontario, from 1.3% to 1.5% in British Columbia, from 1.7% to 1.9% in Alberta, and from 3.3% to 3.9% in Manitoba.

The Aboriginal representation as a percentage of the workforce under the Act was much higher than national average in the territories and was also high in Saskatchewan and Manitoba. Aboriginal employees accounted for 17.6% of the workforce under the Act in both the Northwest Territories and Nunavut respectively, 7.2% in the Yukon, 4.8% in Saskatchewan, and 3.9% in Manitoba. In contrast, with the exception of Newfoundland, Quebec and the Maritime region had the lowest Aboriginal representation, ranging from a low of 0.5% in Prince Edward Island to a high of 0.9% in Nova Scotia. Aboriginal employees made up 2.4% of the workforce under the Act in Newfoundland in 1999.

### OCCUPATIONAL PROFILE



Almost 6 out of 10 members of Aboriginal employees in the workforce under the Act were largely concentrated in three occupational groups in 1999, namely, in clerical personnel, skilled crafts and trades and in semi-skilled manual workers. The distribution of Aboriginal employees in the 14 occupational groups shifted, with 8 occupations showing an increase, most notably, skilled crafts and trades workers (up from 10.2% to 12.2%), intermediate sales and services personnel, and semi-skilled manual workers. As a result of the change in distribution, six occupations showed a decrease and only 31.6% of all Aboriginal employees worked in clerical personnel group in 1999, compared to 34.9% in 1998.

The ratio of Aboriginal employees working in the two management groups stabilised at 6.3% compared to 1998, and was unchanged in the two professional groups at 11.8%, but fell in the two clerical groups from 41.2% to 37.8%.

As a percentage of the workforce, Aboriginal employees were the only designated group to experience a rise in every occupation, most notably in other manual workers (+1.6%), supervisors crafts and trades (+0.6%), and skilled crafts and trades workers (+0.5%). Their representation was above the global average of 1.5% in five occupations, most notably in other manual workers at 4.8%. The lowest representation was in senior management at 0.5%.

In Banking, Aboriginal employees' representation was unchanged in 1999, but there were mild movements in 8 occupations, most significantly, a 1.3% increase in skilled crafts and trades workers and a 0.4% decline in semi-professionals and technicians.

In Transportation, the increase in the representation was reflected at varying degrees in all 14 occupational groups. Representation increased more significantly in professionals (up 0.4%), semi-professionals and technicians (+0.5%), supervisors crafts and trades (+0.8%), skilled crafts and trades (+0.8%), and other manual workers (+0.8%). Compared to the overall representation in the industry at 1.8%, Aboriginal



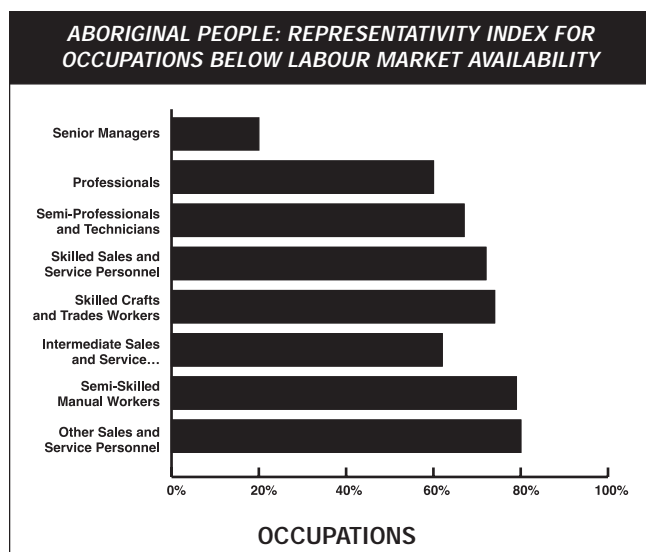
employees' representation was over 2.0% in five occupations, mainly in sales and clerical personnel and manual workers groups.

Although overall Aboriginal employees' representation in Communications was unchanged at 1.1% in 1999, it actually went up in 7 occupations, declined in 4 others, and stayed the same in 3. The most notable declines were in other manual workers (-3.0%), while the notable increases occurred in senior management (+0.3%) and other sales and service personnel (+0.7%). These percentage changes were significant for Aboriginal Peoples as their occupational representation ranged between 0.4% and 2.2%, except for other manual workers where it reached 14.3%.

Aboriginal employees' representation in the Other sectors was boosted in 11 occupations, most notably in other manual workers (up 3.0%) and in crafts and trades occupations. The representation of this designated group was above 2.4% in five occupations, most notably in other manual workers (6.5%), skilled crafts and trades workers (4.7%), and semi-skilled manual workers (4.2%).

### *Representativity index*

Aboriginal People's representation in the workforce reached almost 70.0% of their labour market availability of the group (1.5% of 2.1%). They rare under-represented in 11 occupations but remain severely under-represented in one occupation (senior management).



## HIRING

Aboriginal Peoples had a higher share of hirings in the workforce under the Act (1.5% in 1999, compared to 1.4% in the previous year). With the exception of 1998, the 1999 level was the lowest over the past ten years, and down from the 1994 peak of 1.9%. The number of Aboriginal persons hired into the workforce under the Act was over 1,100 in the current reporting year, of whom 60% were into full-time jobs. The number of Aboriginal Peoples hired exceeded 1,000 only in four out of the 13 reporting years (i.e., in 1989, 1990, 1998, and 1999).

The hiring of Aboriginal employees was uneven in the four industrial sectors, with Transportation accounting for 45.0% of the 1,123 hires, followed by Communications, at 21.6%, Other sectors at 17.6%, and Banking at 15.6%. The Other sectors had the highest rise in hirings in 1999, where this designated group accounted for 3.3% of all hires compared to 1.8% in the previous year. The Transportation sector also had a reasonable increase in the ratio of Aboriginal hirings from 1.9% to 2.2%. However, the share of Aboriginal hirings out of all hirings fell in Communications from 1.0% to 0.8% and stagnated at 1.1% in Banking.

In the type of employment, 7 out of 10 Aboriginal hires into Transportation were into full-time jobs against 6 out of 10 in Banking and the Other sectors, and 4 out of 10 in Communications.

The percentage of Aboriginal Peoples hired into the workforce under the Act in 1999 increased in 7 occupational groups, mainly in sales and manual workers. The greatest increase occurred in other manual workers where Aboriginal hiring increased from 2.1% to 6.6% of hires in the occupation. The share of hiring decreased in 6 occupations, but the drop was small with no hires of Aboriginal Peoples into senior management.

## TERMINATIONS

Over 1,100 Aboriginal employees were terminated in 1999, the fifth year in a row where Aboriginal terminations exceeded 1,000. Seven out of ten

terminations were from full-time jobs. As a percentage of all terminations, more Aboriginal employees were terminated in 1999 compared to 1998 (1.6% against 1.5%).

Sectorally, with the exception of the Other sectors, the Aboriginal Peoples' termination was unchanged to rising in the three major sectors. The share of total terminations rose from 1.6% to 1.9% in Transportation, 1.5% to 1.6% in Banking, but remained unchanged at 0.9% in Communications. However, fewer Aboriginal Peoples were terminated in the Other sectors, where their share of total terminations fell to 3.2% from 3.3%.

In 1999, the number of Aboriginal Peoples terminated was equal to that hired in the workforce under the Act. The net result was neutral but was an improvement over the past four years and was a reversal of a negative trend that started in 1995. In the period 1995-98, terminations exceeded hirings in every.

There were more Aboriginal Peoples terminated this year as a ratio of all terminations in 7 occupations, but was more severely felt in senior management, supervisors, and manual workers. However, the employers under the Act separated fewer Aboriginal employees in three occupations: administrative and senior clerical personnel, skilled sales and service personnel, and skilled crafts and trades workers.

Terminations of Aboriginal Peoples exceeded hirings in 8 occupations in the workforce under the Act, notably in clerical personnel (-84 employees), while hirings exceeded terminations in 6 occupations, especially in semi-skilled and other manual workers (+104 employees).

## PROMOTIONS

Fewer Aboriginal employees were promoted in 1999. Their share dropped from 1.5% to 1.4% of all employees promoted. This share was unchanged since 1995, although representation rose from 1.2% to 1.5% in the same period. In total, Aboriginal Peoples had 737 promotions in 1999 compared to 914 in 1998. Over 9 in 10 promotions of Aboriginal Peoples occurred for those in full-time jobs.

Almost 55.0% of the Aboriginal Peoples' share of promotion activities occurred in Banking, followed by around 15.0% for each of the other three sectors. The share of promotions of this designated group rose from 1.3% to 1.4% in Banking, the highest achieved since 1987, and was almost 0.2% higher than their representation in the sector. The share fell from 1.2% to 0.9% in Communications, 2.5% to 2.2% in the Other sectors, and remained at 1.7% in Transportation.

A decrease in the share of promotions of Aboriginal employees occurred in 9 occupations, most notably in senior managers, semi-professionals and technicians, skilled crafts and trades workers, other sales and service personnel, and other manual workers. Also, the Aboriginal employees' share of promotions increased in 4 occupations, most significantly in skilled sales and service personnel.

## SALARIES

The salary gap between Aboriginal women and all women widened again this year, but narrowed between Aboriginal men and all men. The imbalance was persistent between the two groups in upper and lower salary ranges.

The average salary of Aboriginal women working full-time in the workforce under the Act was \$36,472 in 1999 against \$42,018 earned by all women. The salary gap widened again this year, as Aboriginal women earned 86.8% of the average salary earned by all women. The widening occurred in three of the four major sectors, but narrowed slightly in Communications. Aboriginal women in Communications continued to earn the highest average salary in the workforce under the Act (\$40,296), and enjoyed the smallest gap in relation to all women's salaries in the sector (93.7%).

In contrast, the gap narrowed between Aboriginal men and all men, with Aboriginal men earning 86.8% of what all men earned in 1999, up from 86.3%. Aboriginal men's average salary was \$47,034 in 1999 against \$54,175 for all men.

One-third of Aboriginal women in the workforce under the Act working full-time earned less than \$30,000 in 1999 compared to 22.6% of all women. Only 12.9% of Aboriginal men were in the lower range, but this compared against 9.0% of all men.

In the upper salary range, only 10.7% of Aboriginal women earned over \$50,000 compared to 19.2% of all women. Aboriginal men were better off than women and Aboriginal women in the upper range as 31.3% of them earned \$50,000 and over in 1999. But this was still lower than all men whose proportion in the upper range reached 42.8% in 1999. Proportionally in the workforce under the Act, there were four men in the upper salary range for every two women, and in the Aboriginal workforce, there were three men against one woman. Therefore, the double jeopardy for Aboriginal women is clear.

tion, 29.8% in Communications, and 37.5% in the Other sectors. In other words, there were three or four Aboriginal men earning over \$50,000 for every Aboriginal woman.

<b>PERCENTAGE OF ABORIGINAL MEN AND WOMEN IN THE WORKFORCE UNDER THE ACT WHO EARNED \$50,000 OR MORE, 1998 AND 1999</b>			
	<b>1998</b>	<b>1999</b>	<b>Change (% Points)</b>
<b>Aboriginal Men</b>	29.4%	31.3%	1.9
<b>All Men</b>	41.5%	42.8%	1.3
<b>Aboriginal Women</b>	9.8%	10.7%	0.9
<b>All Women</b>	17.4%	19.2%	1.8

Communications and the Other sectors had a more balanced salary ranges for Aboriginal women, where 73.8% of Aboriginal women in Communications were in the mid-range range (\$30,000-\$49,999), 62.2% in the Other sectors, and around 47.0% in Banking and Transportation respectively. In the lower salary range, 41.8% of Aboriginal women in Banking were in that range, against 47.0% in Transportation. Only 13.6% of Aboriginal women in Communications were in the lower range and 21.9% in the Other sectors.

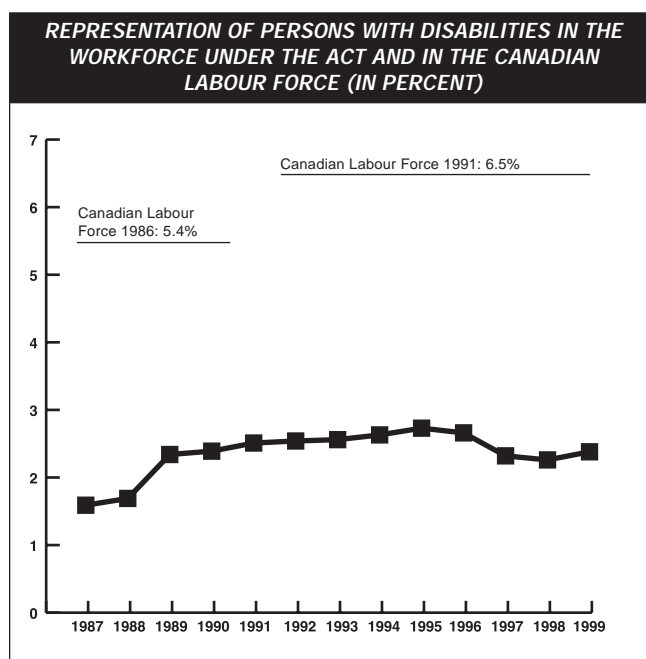
Only 12.6% of Aboriginal women earned over \$50,000 in both Communications and the Other sectors, against only 11.0% and 6.1% in Banking and Transportation respectively. However, there was serious mal-distribution against Aboriginal men, in the upper range, as 42.4% of them earned over \$50,000 in Banking, 27.2% in Transporta-



## 4.4 Persons with Disabilities

- The representation of persons with disabilities increased this year, reversing a declining trend that started in 1996. The increase is attributed to activities in Transportation only.
- Over 7 in 10 employees with disabilities were located in three provinces in 1999, and slightly less than 6 in 10 worked in four occupations.
- This group's shares of hirings and terminations were unchanged in 1999. In contrast, the share of promotions increased.
- The salary gap between men and women with disabilities and all men and women widened in 1999.

### REPRESENTATION



The representation of persons with disabilities increased in the workforce under the Act in 1999.. This increase reversed a declining trend that started in 1996. Persons with disabilities represented 2.4% of the workforce in 1999, compared to 2.3% in 1998. There were 13,925 employees with disabilities in the workforce under the Act, up 606 from the level observed in 1998. The increase occurred in full-time jobs only, whereas the population of part-time employees with disabilities actually declined. Nine out of ten employees with disabilities worked in full-time jobs in 1999.

The level of representation of persons with disabilities in 1999 remained short of the record 2.7% observed in 1995. The number also fell short of the historical record of 16,063, reported in 1995. The representation rate in 1999 (2.4%) was also far below the labour market availability for persons with disabilities at 6.5%<sup>3</sup>.

There were 8,840 men with disabilities in the workforce under the Act and 5,085 women. Men were the majority at 63.5% of the total. Most of the 606 increase in representation went to men (92.2%) as women with disabilities increased only by 47.

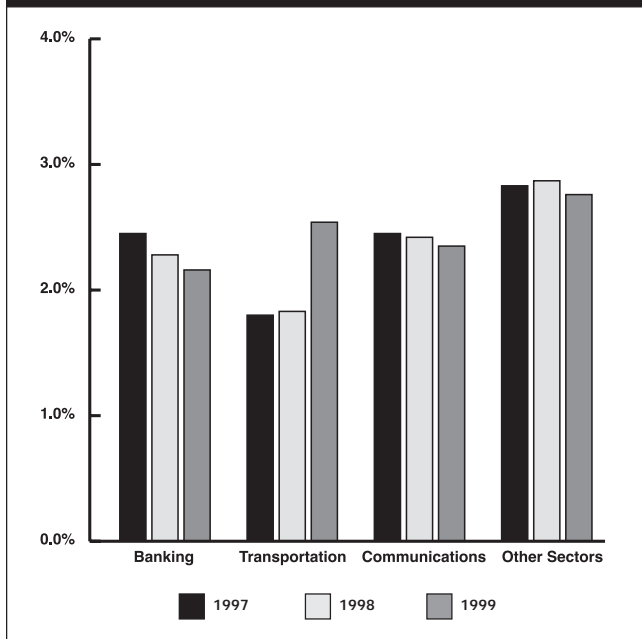
#### *Sectoral profile*

The representation of employees with disabilities ranged between 2.2% and 2.8% across the four industrial sectors. These employees were distributed equally across the three major sectors in 1999, with Transportation, Banking, and Communications accounting for three in ten employees with disabilities each. The Other sectors had 1 in 10 employees with disabilities.

**Transportation** was the only sector in which the number of persons with disabilities increased in 1999. In fact, the increase was substantial, jumping from 2,886 in 1998 to 4,126 in 1999, bringing the representation of employees with disabilities in the sector to 2.5% from 1.8%. This brought the

<sup>3</sup> The labour market availability for persons with disabilities was estimated from the 1991 Health and Activity Limitations Survey conducted by Statistics Canada.

REPRESENTATION OF PERSONS WITH DISABILITIES IN THE WORKFORCE UNDER THE ACT BY SECTOR, 1998 AND 1999



sector to second rank in terms of representation of employees with disabilities after the Other sectors.

Employee surveys and staffing actions at 52 companies were responsible for the increase in Transportation. Canadian Pacific Railway Company and Canadian Airlines International surveyed their workforces and reported 1,069 more employees with disabilities this year. Allied Systems also reported 41 employees with disabilities following a self-identification re-survey. One company, Laidlaw Transit, reporting for the first time, showed 120 employees with disabilities. On the other hand, 65 employers decreased the number of their employees with disabilities, for a total of 245 persons. Air Canada and Canadian National Railway alone reduced the number of employees with disabilities by 75 as they went through a restructuring exercise in 1999.

The representation of employees with disabilities continued its pace of decline in **Banking**, falling again this year from 2.3% to 2.2%, a sharp contrast with 1990 when representation was 4.1%. The number of employees with disabilities in Banking decreased from 7,528 in 1990 to 3,979 in 1998, declining again to 3,766 in 1999.

Two-thirds of employees with disabilities in Banking were women in 1999, in line with the historical share. However, their numbers fell by more than half since 1990, i.e., from 5,508 to the current 2,503. That of men fell by over a third in the same period from 2,020 in 1990 to 1,263 in 1999.

Representation also dropped in the **Other** sectors from 2.9% to 2.8%, but remained steady in **Communications** at 2.4%.

#### Regional Profile

Almost three-quarters of all employees with disabilities, in the workforce under the Act in 1999, were located in three provinces, namely, Ontario, Alberta, and British Columbia. Ontario had 43.8%, followed by British Columbia at 14.8%, and Alberta at 14.2%. Quebec and Manitoba had less than ten per cent of employees with disabilities each, at 9.9% and 7.3% respectively. In terms of numbers, Ontario had 5,963 employees with disabilities, British Columbia 2,012, Alberta 1,928, Quebec 1,350, and Manitoba 993. The Atlantic provinces and the northern territories had between them 10.0% of employees with disabilities in the workforce under the Act, or 1,374 persons.

The representation of employees with disabilities, as a percentage of the workforce under the Act, improved in the provinces west of Ontario but fell in the provinces east of Manitoba and the northern territories (except for minor improvements in Ontario and New Brunswick). From Manitoba to British Columbia, the share of employees with disabilities in the workforce under the Act rose 0.5%, and representation ranged between 2.7% in British Columbia and 3.5% in Saskatchewan. Ontario showed a gain of 0.1% (from 2.3% to 2.4%) and New Brunswick 0.3% (from 2.0% to 2.3%).

Among all the eastern and northern regions, Prince Edward Island had the sharpest fall in representation from 2.3% to 1.6%, followed by the three northern territories where representation decreased by half a per cent. Newfoundland and

Nova Scotia had milder drops of 0.2 percentage point and 0.1 percentage point each. Quebec experienced a drop of 0.1 percentage point as well.

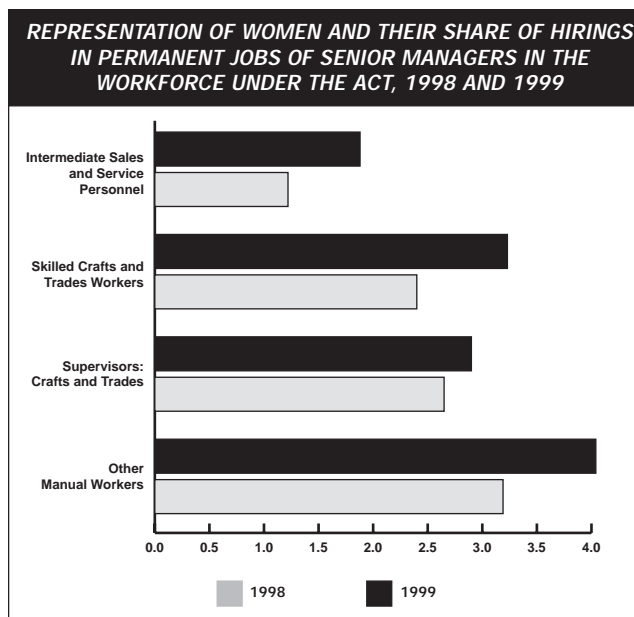
In terms of numbers, the four provinces west of Ontario had an increase of 798 employees with disabilities in the workforce under the Act, while the six provinces east of Manitoba experienced a drop of 110 persons. The three northern territories lost 10 employees with disabilities.

### *Occupational Profile*

The concentration of employees with disabilities increased significantly in some occupational groups. This was the case in the semi-skilled manual workers, skilled crafts and trades workers, intermediate sales and service personnel occupations. In the same year, the percentage of persons with disabilities working in middle and other managers, professionals and semi-professionals, supervisors, skilled sales and service personnel, and clerical personnel jobs decreased noticeably. These movements had an impact on the concentration of persons with disabilities in white-collar jobs, which fell from 62.9% to 58.9%. In 1999, 34.1% of persons with disabilities were clerical personnel and approximately 19.0% middle management and professionals. In contrast, 22.9% were in blue-collar jobs associated with skilled and semi-skilled manual work, compared to 19.9% in 1998.

The increase in employees with disabilities was most significant in skilled crafts and trades workers (+2.6%) and intermediate sales and service personnel (+1.2%). The decline was notable in clerical personnel (-3.0%).

Representation of employees with disabilities increased slightly in 9 occupational groups, with the magnitude of the increase ranging between 0.1% and 0.8%. It decreased slightly in only one group, clerical personnel, and it remained un-



changed at around 2.0% in four groups, namely, middle management, professionals, supervisors, and administrative and senior clerical services.

The representation of employees with disabilities was over 2.4% in five occupations: supervisors crafts and trades (2.9%), skilled crafts and trades workers (3.2%), clerical personnel (2.6%), other sales and service personnel (2.7%), and other manual workers (4.0%).

In Banking, representation of employees with disabilities fell slightly in 7 occupational groups most notably in semi-skilled manual workers (from 5.1% to 3.6%). It rose only in two occupations, namely, semi-professionals and other sales and service personnel, and was unchanged in 5 occupations. The representation of employees with disabilities was above 2.2% in four occupations: middle and other managers, clerical personnel, semi-skilled workers, and other sales and service personnel.

In Transportation, the representation of persons with disabilities increased in 13 out of 14 occupational groups in 1999. Significantly, representation increase in management (+1.1%), skilled crafts and trades workers (+1.6%), and other manual

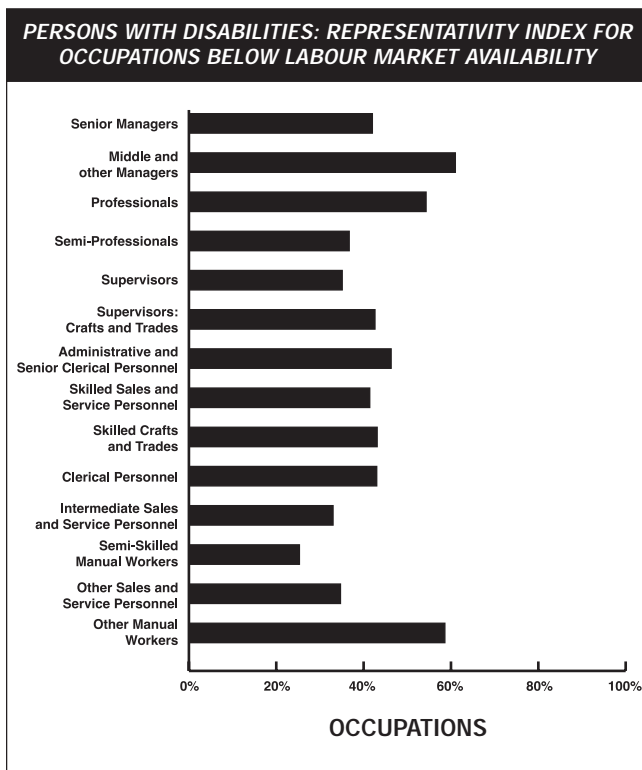
workers (+1.6%). It was unchanged in the administrative and senior clerical personnel.

Overall representation of this designated group was unchanged in Communications in 1999. The total impact of the minor changes by occupational group was neutral as they ranged between  $\pm 0.3\%$  and  $+0.5\%$ .

In the Other sectors, overall representation fell mildly from 2.9% to 2.8%, and the occupational changes were not significant.

### *Representativity index*

Employees with disabilities' representation in the workforce under the Act have reached 37.0% of their labour market availability (2.4% of 6.5%). They remain under-represented in all 14 occupations and are severely under-represented in 11 occupations (where representation is below 50.0% of availability).



### *HIRING*

Persons with disabilities' share of hirings in the workforce under the Act in 1999 was unchanged at 0.9%. However, the share follows a declining trend that started in 1993 at 1.7%, and is currently much lower than the representation of employees

with disabilities at 2.4%. Furthermore, the current share of hiring at less than one per cent is a fraction of the availability of this designated group in the Canadian labour force at 6.5%. There were 694 persons with disabilities hired into the workforce under the Act in the current reporting year, of which 59.7% were into full-time jobs. The year 1989 had the highest number of persons with disabilities hired at 1,308 persons.

Hiring of persons with disabilities fell only in Banking, was unchanged in Communications, and rose in Transportation and the Other sectors. Communications accounted for 36.0% of persons with disabilities hires, followed by Transportation at 32.1%, Banking at 24.1%, and the Other sectors at 7.8%.

The recruitment of persons with disabilities rose more rapidly in the Other sectors in 1999, accounting for 0.9% of hires compared to 0.6% in the previous year. It rose from 0.8% to 1.0% in Transportation, was unchanged at 0.9% in Communications, and fell from 1.2% to 1.1% in Banking.

In the type of employment, 7 out of 10 visible minority hires into Banking were into full time jobs against 6 out of 10 in Transportation, 5 out of 10 in Communications, and 7 out of 10 in the Other sectors.

The hiring of men with disabilities has risen slightly from 0.5% to 0.6% but that of women has dropped from 0.4% to 0.3%. In terms of numbers, there were 442 men with disabilities hired in 1999. On the other hand, the number of women with disabilities hired continued to decline from 755 observed in 1990 to 252 in the current reporting year. Except in Banking, all sectors hired more men with disabilities than women.

### *Occupational change*

In 1999, as compared with the previous year, the recruitment of employees with disabilities increased in 9 occupations and fell in three, but the total impact was neutral as the declines offset the increases and the overall share in recruitment was unchanged at 0.9%. Hiring of persons with disabilities fell in the two supervisor occupations and in clerical personnel.



## TERMINATIONS

As a percentage of all terminations, employers under the Act terminated the same level of employees with disabilities in this reporting year as in 1998 (2.0%). This share was lower than the designated group's representation in the workforce under the Act, and is much lower than the peak of terminations of 2.5% observed in 1995.

The number of terminations of employees with disabilities was 1,440 down from 1,520 in 1998. Eight out of ten terminations were from full-time jobs compared to seven out of ten for the entire workforce under the Act.

Sectorally, Banking and Communications accounted for two-thirds of all terminations of employees with disabilities. The remaining one-third was divided between Transportation (25.1%) and the Other sectors (7.6%). With the exception of Transportation, the termination of employees with disabilities was lower in Banking, higher in Transportation and Communications and unchanged in the Other sectors. The share of terminations rose from 1.4% to 1.7% in Transportation, 1.8% to 1.9% in Communications, but fell from 2.9% to 2.5% in Banking, and was unchanged at 2.1% in the Other sectors.

**AVERAGE SALARIES OF PERSONS WITH DISABILITIES WORKING FULL-TIME AS A PERCENTAGE OF AVERAGE SALARIES OF ALL EMPLOYEES, BY SEX AND BY SECTOR, 1999**

	Men with disabilities	Women with disabilities
Banking	98.3%	95.5%
Transportation	94.2%	99.3%
Communications	93.7%	94.4%
Other sectors	95.7%	92.4%
ALL SECTORS	94.8%	95.6%

The rate at which employees with disabilities are leaving the workforce is alarming. In 1999, the number of employees with disabilities terminated was higher than that hired. The net result was a drop in persons with disabilities' employment. This situation has become a trend that saw the population of persons with disabilities in the workforce under the Act eroding from 16,063 in 1995 to 13,925 in 1999. In the period 1995-99, terminations exceeded hirings in every year, and

the number of employees with disabilities leaving the workforce exceeded those who were hired by 3,469 persons.

Persons with disabilities were the only designated group besides Aboriginal peoples in which more people have been terminated than hired in the past five years. In the case of persons with disabilities, the number was significantly higher (3,469) than for Aboriginal peoples (340). Moreover, persons with disabilities were the only designated group under the Act, which experienced net declines over the past 13 years, with the exception of 1989. Over this period, the net effect of hirings less terminations was 8,762 persons with disabilities. In 1989, the only year that this was reversed, the net addition was only 63 employees. If not for self-identification surveys by employers, the representation of persons with disabilities would have decreased much more severely.

In 1999, employers under the Act terminated more persons with disabilities than they hired in 13 occupational groups. Terminations exceeded hirings by 746 persons in this reporting year, three-quarters of which occurred in four occupations: middle management (-107 employees), professionals (-68), skilled crafts and trades workers (-69) and clerical personnel (-306). Also, most of the negative difference of terminations over hirings occurred in Banking and Communications.

## PROMOTIONS

The share of promotions received by employees with disabilities as a ratio of all promotion activities by employers under the Act increased in 1999 from 1.8% to 1.9%, but was below their representation of 2.4%. It was also much lower than the record level of 2.8% observed in 1990. The rise in the share of promotions this year is small and does not represent a reversal of the declining trend for this designated group since 1990.

In terms of numbers, there were 978 employees with disabilities promoted in 1999, down from 1,108 in 1998. The decrease was in line with the drop in total promotion activities by employers under the Act from 62,200 to 51,875. Over 9 in 10

promotions of employees with disabilities occurred in full-time jobs in 1999, similar to the previous year.

Almost three-quarters of the share of promotions earned by persons with disabilities occurred in Banking and Communications. These two sectors account for 60.0% of all persons with disabilities in the workforce under the Act. The remaining quarter of promotions to employees with disabilities was divided between Transportation (14.8%) and the Other sectors (11.2%).

The share of promotions of this designated group rose in every sector except in Banking where it dropped from 1.8 to 1.7%. Despite the drop, Banking still accounted for 50.0% of all the promotions earned by employees with disabilities in the workforce under the Act. The share of promotions rose from 1.5% to 2.0% of all promotions in Communications, 2.0% to 2.4% in the Other sectors, and 1.8% to 2.1% in Transportation. It should be noted that the share of promotions of employees with disabilities was lower than their representation in every sector.

The overall increase in the share of promotions for employees with disabilities occurred in 10 occupational groups, most significantly the two supervisors groups (+ 0.6%), other sales and service personnel (+0.6%) and other manual workers (+2.8%). The share of promotions also declined in four occupational groups, most notably in semi-professionals and technicians.

## SALARIES

The salary gap between men with disabilities and all men and women with disabilities and all women widened in 1999. In 1999, men with disabilities in the workforce under the Act earned on average 94.8% of what all men earned for full-time work. The average salary of men with disabilities was \$51,357 in that year compared to \$54,175 for all men in the workforce. Although, the average salary of women with disabilities also

represented 95.6% of the average salary of all women, this figure was lower than in 1998 when it reached 95.8%.

Among the four major industrial sectors, men with disabilities had their highest average salary in Banking (\$66,082) and the lowest in Communications (\$46,709). They also had the widest salary gap in Communications where they earned 93.7% of all men's average salary. Their salary gap in Banking remained the smallest of all sectors. They earned 98.3% of the average earnings by all men in Banking.

Women with disabilities had their highest average salary in the Other sectors (\$41,916), but it is in that sector where they had the widest gap against all women. Their average earnings were 92.4% of average earnings by all women.

The narrowest salary gap experienced by women with disabilities was in Transportation, where they earned on average 99.3% of the salary obtained by all women in that sector, down from 100.0% in 1998.

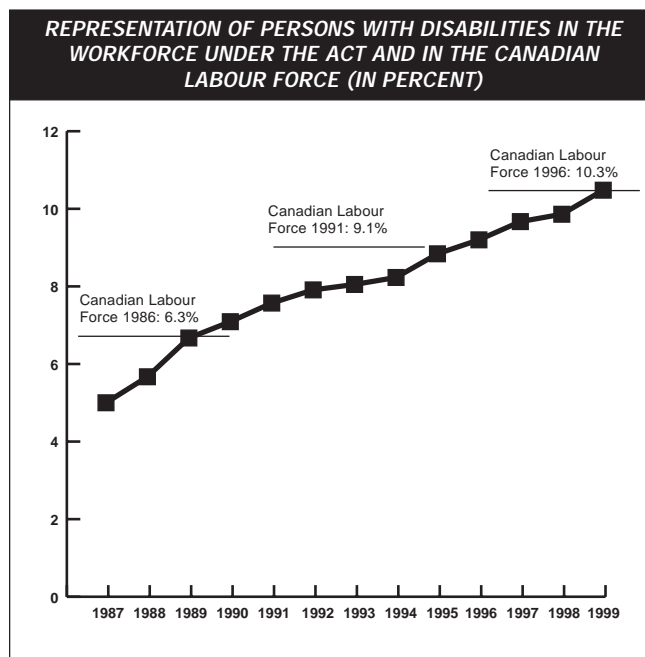
The percentage of all men in the workforce earning \$50,000 or more was higher than the percentage of men with disabilities (42.8% compared to 37.0%). The relation was reversed for the lower salary band as only 7.2% of men with disabilities earned less than \$30,000 on average compared to 9.0% of all men.

A slightly higher percentage of women with disabilities than the percentage of all women in the workforce earned less than \$30,000 in 1999 (24.0% compared to 22.6%). At the other end of the salary scale, 14.7% of women with disabilities earned \$50,000 or more compared to 19.2% of all women.

## 4.5 Members of Visible Minorities

- The representation of members of visible minority groups increased dramatically in 1999, surpassing their labour market availability.
- Members of this group had a lower share of hirings but a higher share of terminations in 1999 compared to 1998, however, the net effect was positive as the number of hirings exceeded terminations.
- Although the share of promotions received by visible minority employees was unchanged this year; it remained higher than their representation in the workforce under the Act.
- The salary gap narrowed for visible minority men against all men, but widened for visible minority women against all women.

### REPRESENTATION



In 1999, the workforce under the Act included 61,298 members of visible minorities. Their representation increased again, from 9.9% in 1998 to 10.5% in 1999. This increase represents a significant jump in a single year, bringing the share of visible minorities in the workforce under the Act to a level that exceeded their labour market availability of 10.3%. The 10.3% benchmark was based on the 1996 census information and is the most current figure available.

Banking and Communications accounted for three-quarters of the 61,298 visible minority employees in the workforce under the Act in 1999.

Banking had 45.0% of employees in this designated group, followed by Communications with 30.2%, Transportation with 18.8%, and the Other sectors with 6.0%.

Historically, there were more visible minority women in the workforce under the Act than visible minority men, but this is changing as women exceeded men by only 0.9% in 1999 compared to a difference of 6.1% in 1987. The number of visible minority men increased more significantly than the number of visible minority women in the past three years, with men's share rising by 5,100 employees and women's by 3,600.

The representation of members of visible minorities increased more significantly in full-time work, rising by 0.7% to 10.4% in 1999. In contrast, the increase was small in part-time jobs, rising a mere 0.1% to 11.2%. The number of visible minority employees in full-time jobs increased by almost 2,400 to 51,200, while that in part-time jobs increased by 878 to 9,930. As a result, the percentage of members of visible minorities working full-time in 1999 was 83.5% against 84.0% of all employees in the workforce under the Act who worked full-time.

#### *Sectoral Profile*

The representation of members of visible minorities increased in three of the four industrial sectors in 1999. The only exception was the group of industries under the Other sectors.

Transportation experienced again the most significant increase in the representation of members of visible minority groups, followed by Banking. Representation increased by 1.4% to 7.1% in Transportation, by 0.5% to 15.8% in Banking, and by 0.3% to 9.3% in Communications. Although the increase was more significant in Transportation than in Banking, it did not change the fact that Banking still had the highest representation of members of visible minorities with 15.8% in 1999, while Transportation had the lowest at 7.2%. The representation in the Other sectors declined 0.5% to 7.4% in 1999.

### *Regional Profile*

Eight out of ten visible minority employees in the workforce under the Act in this reporting year were located in two provinces, Ontario and British Columbia, with Ontario accounting for the lion's share at 62.4% of all visible minority employees in Canada. Ontario had 37,582 visible minority employees and British Columbia 11,779, but the latter had the highest level of representation in Canada. The number of visible minority employees exceeded 1,000 in three other provinces, namely, Alberta (4,284), Quebec (3,859) and Manitoba (1,497). The remaining 8 provinces and territories had only 2.0% of all visible minority employees in the workforce under the Act.

The representation of visible minority employees as a percentage of the workforce under the Act improved by 0.7% to 14.9% in Ontario, by 1.6% to 15.8% in British Columbia, by 0.2% to 3.7% in Quebec, and by 0.7% to 5.1% in Manitoba. In fact, representation rose in every region except in Alberta where it fell 0.3% to 7.6%.

Compared to Alberta and Manitoba, the other Prairie province, Saskatchewan, had a lower representation of visible minority employees of 2.9%, but that was nevertheless an improvement over the previous year where it stood at 2.6%.

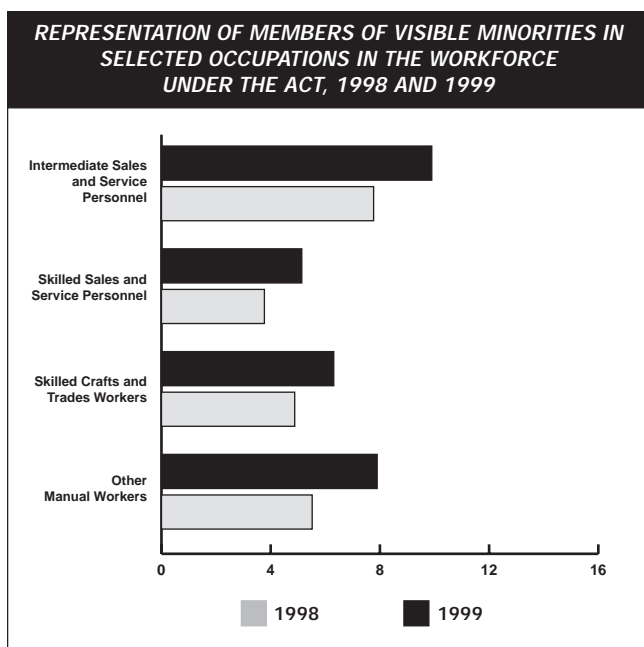
There were 35 visible minority employees in the territories in 1999, with representation in the workforce ranging between 1.8% in the Northwest Territories and 5.3% in the Yukon. In contrast, the Maritime region had 697 visible minority employees in the workforce under the Act, but relatively low representation, averaging 2.1% and ranging from 0.8% in Newfoundland to 3.1% in Nova Scotia.

### *Occupational Profile*

In 1999, eight out of ten visible minority employees in the workforce under the Act worked in 5 occupational groups, namely, middle and other managers, professionals, administrative and senior clerical personnel, clerical personnel, and semi-skilled manual workers. This distribution was unchanged from last year.

Visible minority employees were relatively more concentrated in the professionals group compared to the other designated groups. Almost 16.6% of all visible minority employees were professionals in 1999, against 11.2% of women, 6.4% of Aboriginal Peoples, and 10.0% of persons with disabilities. The two management groups made up 11.1% of the workforce under the Act, but only 8.4% of visible minority employees were in these two groups, against 11.8% of men, 10.1% of women, 6.8% of employees with disabilities and 6.3% of Aboriginal employees.

There was a change in the distribution of visible minority employees across the 14 occupational groups in 1999. There were fewer of them as professionals and supervisors and more as middle and other managers, and fewer as semi-skilled manual workers and clerical personnel and more as administrative and senior clerical personnel and skilled and intermediate sales and service personnel.



The representation of visible minority employees increased in 13 occupations in the workforce under the Act, most notably in professionals, the supervisors groups, sales and service personnel and skilled crafts and trades workers. Compared to their overall representation of 10.5% in the workforce under the Act, visible minority employees made up 14.7% of professionals, 12.3% of supervisors, 15.7% of administrative and senior clerical personnel, 12.5% of clerical personnel, and 10.3% of other sales and service personnel.

Sectorally, the representation of the group increased noticeably in several occupational groups in Banking. Most significantly, in skilled crafts and trades workers (+19.8%), semi-skilled manual workers (+2.4%), and other manual workers (+8.9%). This designated group made up 19.0% of professionals in Banking, 17.5% of semi-professionals, 17.1% of supervisors, and 18.0% of administrative and senior clerical personnel. Visible minority employees made up over 20.0% of the workforce in Banking in 4 occupations, most notably in skilled sales and service personnel (22.2%), and skilled crafts and trades workers (32.3%). There was a notable decline of visible minority employees' representation in two sales personnel groups (down 6.4% in skilled sales and service personnel, and 2.5% in other sales and service personnel).

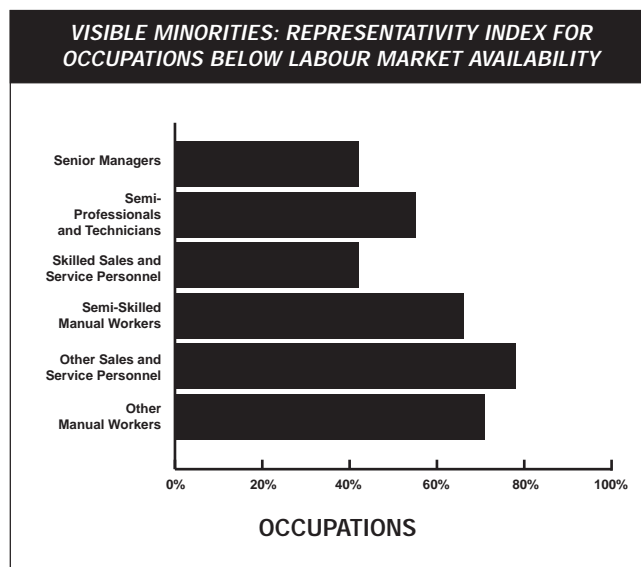
The representation of visible minority employees in Transportation rose in all 14 occupations, most notably in skilled crafts and trades workers, intermediate sales and service personnel, and other manual workers. Compared to the 7.2% representation in the industry, visible minority employees accounted for 10.7% of professionals, and over 11.0% of intermediate and other sales occupations.

Representation of visible minority employees rose in 12 occupations most notably in skilled sales and service personnel (+1.8%) and other manual workers (+3.7%), but fell in two occupations (senior managers and semi-skilled manual workers). Their representation surpassed 10.0% in 4 occupations.

Although representation of visible minority employees in the Other sectors fell in only two occupations, the drop was significant enough to cause a decline in overall representation in this sector from 7.9% to 7.4%. The number of visible minority employees dropped in semi-skilled manual workers from 856 in 1998 to 185 in 1999 and in professionals from 1,612 to 1,426. The overall number of visible minorities in the Other sectors fell from 4,810 to 3,698 in 1999.

### Representativity index

Visible minority employees' representation in the workforce under the Act has reached 101.9% of their labour market availability (10.5% of 10.3%).



However, they remain under-represented in 9 occupations, most severely in two (senior management and skilled sales and service personnel).

[insert here table Representativity index for members of visible minorities]

## HIRING

Members of visible minority groups had a lower share of hirings in the workforce under the Act in 1999 (10.6% compared to 11.2% in the previous year). This was the second year of decline from the historical record of 12.1% observed in 1997. However, the share in 1999 was still higher than their labour market availability of 10.3%.

Almost 8,000 members of visible minority groups were hired into the workforce under the Act in the current reporting year, of which 54.6% were into full-time jobs. In terms of numbers, the year 1989 had the highest number of visible minority employees hired (10,602 persons), but that made only 10.1% of all hires in that year, and was the only time the number of visible minority hires exceeded 10,000 persons.

The hiring of members of visible minorities fell in the three major industrial sectors, but rose in the Other sectors. Communications accounted for slightly over 4 in 10 visible minority hires, followed by Banking at almost 3 in 10 hires, and Transportation at slightly over 2 in 10. The Other sectors accounted for almost 1 in 10 of all visible minority hirings.

The recruitment of members of visible minority groups was strong in the Other sectors in 1999, accounting for 9.1% of all hires in the sector compared to 6.4% in the previous year. Hiring of members of visible minority groups fell 0.3% to 14.3% in Banking, 1.4% to 11.2% in Communications, and 0.6% to 7.8% in Transportation.

Despite the decline in visible minority hirings in Communications, the sector still recruited 3,277 visible minority employees or 11.2% of all hirings in the sector in 1999.

In the type of employment, 8 out of 10 visible minority hires into the Other sectors were into full

time jobs against 7 out of 10 in Banking, 6 out of 10 in Transportation, and 4 out of 10 in Communications.

Three-quarters of hirings of members of visible minority groups, into the workforce under the Act, occurred in three occupations only, namely, professionals (15.5%), clerical personnel (37.1%), and semi-skilled manual workers (21.8%). The remaining one-third was distributed unevenly across the remaining occupations. Over 4.0% were hired into the middle and other managers occupation but only 0.1% were hired into the senior managers group.

The percentage of members of visible minority groups hired into the workforce under the Act increased in 7 occupations, but the increases were small, ranging between 0.2% and 0.9%. The decreases in 6 occupations made a greater impact on the share of this designated group in hirings. The declines were most noticeable in intermediate sales and service personnel (-4.0%), administrative and senior clerical personnel (-2.8%). There were 1,068 fewer members of visible minority groups hired into the workforce under the Act. The number of visible minority hires fell in intermediate sales and service personnel from 795 in 1998 to 389 in 1999, in clerical personnel from 3,265 to 2,960 and in other sales and service personnel from 225 to 159.

Compared to an overall share of hirings of 10.7% in 1999, the recruitment of members of visible minority groups into professionals reached 14.7%, into clerical personnel 13.1%, and over 11.0% in supervisors and administrative and senior clerical personnel.

Hirings exceeded terminations of members of visible minority groups in 8 occupations, most significantly in clerical personnel (+393 employees), semi-skilled manual workers (+381), intermediate sales and service personnel (+180) and professionals (+107). Terminations exceeded hirings in 6 occupations, most notably in middle and other managers, where terminations exceeded hirings by 223 visible minority employees. However, the total net impact was positive as hirings exceeded terminations by 818 visible minority employees.

## TERMINATIONS

Over 7,100 visible minority employees were terminated in 1999, 1,100 less than the number terminated in 1998. Seven out of ten terminations were from full time jobs. As a percentage of all terminations, employers under the Act terminated more visible minority employees in this reporting year compared to 1998. At 9.9%, the share of visible minority employees who were terminated as a proportion of all terminations was 1.0% lower than that observed in the previous year, but was also lower than their representation in the workforce under the Act (10.5%).

Sectorally, Communications accounted for 40.0% of all terminations of visible minority employees, followed by Banking at 36.6%, Transportation at 18.8%, and the Other sectors at 4.6%. With the exception of Transportation, the termination of members of visible minority groups was lower in all sectors in 1999, a welcome development. The share of terminations rose 0.5% to 6.4% in Transportation, but fell 2.9% to 13.8% in Banking, 1.0% to 10.7% in Communications and 0.5% to 6.8% in the Other sectors.

In 1999, the number of visible minority employees terminated was smaller than that hired in the workforce under the Act. The net result was a rise in visible minority employment, and was in line with the trend established since 1995. In the period 1995-99, hirings exceeded terminations in every year for a cumulative positive impact of 3,397 employees.

In the employment type, more members of visible minorities were hired than were terminated in part-time work only (by 1,869). In full-time work, the difference between hirings and terminations of members of visible minorities was negative (by 335). The overall result is that the representation of the group still increased in 1999 (see the first section of this chapter).

## PROMOTIONS

The share of promotions received by members of visible minority groups of all promotion activities by employers under the Act was unchanged in

1999 at 14.1%. However, the share in this reporting year is much higher than the level of representation of visible minority employees of 10.5%. It is also the highest level of promotions received by visible minority employees since the first year of reporting under the Act in 1987. The rise has followed a trend that started at 8.4% in 1993.

In terms of numbers, there were 51,875 employees promoted in the workforce under the Act in 1999, down from 62,200 in the previous year. In 1999, 7,318 visible minority employees were promoted compared to 8,775 in 1998. Over 9 in 10 of these promotions occurred in full-time jobs in 1999 similar to the previous year.

Almost 90.0% of the members of visible minority groups' share of promotion activities occurred in Banking and Communications. The remaining ten per cent was equally divided between Transportation and the Other sectors. The share of promotions of this designated group rose 0.4% to 18.3% in Banking, the highest achieved since 1987, and was 2.5% higher than their representation in the sector. The share also rose 0.8% to 11.5% in Communications, also the highest historically and 2.2% higher than representation. In contrast, promotions' share fell 0.2% to 6.1% in Transportation and 3.3% to 7.7% in the Other sectors.

The share of promotions of members of visible minority groups, in the workforce under the Act fell in 7 occupations and increased in 5 occupations. Most significantly, their share rose in supervisors crafts and trades (+3.8%), skilled sales and service personnel (+2.3%), other sales and service personnel (+1.7%), and middle and other managers (+1.1%). The declines occurred mainly in intermediate sales and service personnel (-8.7%) and semi-skilled manual workers (-8.6%).

Visible minority employees received 18.1% of all promotions going to professionals, 18.3% of promotions to administrative and senior clerical personnel, and 15.7% to supervisors. These shares were significantly higher than the representation of visible minority employees in these occupations, e.g., 14.7% in professionals, 15.7% in administrative and clerical personnel, and 12.3% in supervisors.

## SALARIES

<b>AVERAGE SALARIES OF MEMBERS OF VISIBLE MINORITIES WORKING FULL-TIME AS A PERCENTAGE OF AVERAGE SALARIES OF ALL EMPLOYEES, BY SEX, 1998 AND 1999</b>		
	<b>1998</b>	<b>1999</b>
<b>Visible minority men</b>	92.6%	92.4%
<b>Visible minority women</b>	95.9%	96.4%

In 1999, the average salary of visible minority men working full-time was \$50,033, or 92.4% of what all men in the workforce earned for this type of work. With an average salary of \$40,518 the same year, visible minority women earned 96.4% of what all women earned for full-time work. The salary gap narrowed for visible minority women this year, but widened slightly for visible minority men.

The widest salary gap between visible minority men and all men in 1999 was in Banking, as visible minority men earned on average 82.1% of men's average salary. The salary gap between visible minority men and all men widened in Transportation (14.2%), and remained unchanged in Communications (8.0%). In contrast, visible minority men earned 7.1% more than all men in the Other sectors, compared to 1.4% more in 1998.

The salary gap was narrowest in Banking for visible minority women compared to all women (2.3%), followed by the Other sectors (4.2%), and Communications (5.2%), and Transportation (6.3%). Compared to the previous reporting year, the gaps narrowed in all industrial sectors for visible minority women, but most significantly in the Other sectors.

<b>PERCENTAGE OF VISIBLE MINORITY MEN IN THE WORKFORCE UNDER THE ACT WHO EARNED \$50,000 OR MORE, 1998 AND 1999</b>			
	<b>1998</b>	<b>1999</b>	<b>Change (% Points)</b>
<b>Visible Minority Men</b>	36.0%	36.2%	0.2
<b>All Men</b>	41.6%	42.8%	1.2

In 1999, 13.6% of visible minority men earned less than \$30,000 compared to 9.04% of all men in the workforce under the Act. The situation was better at the other end of the salary scale, where 36.2% of visible minority men earned \$50,000 or more, against 42.8% of all men. Visible minority women were not far behind all women in terms of salary bands. For instance, 25.4% of visible minority women earned \$30,000 or less compared to 22.6% for all women, a difference of 2.8%. The difference was even smaller for those earning \$50,000 or more, 16.9% of visible minority women being in that group compared to 19.2% for all women, a difference of 2.3%. These findings only confirm the presence of double jeopardy for visible minority women against all men. Visible minority women remain behind all women in every salary band, while all women remain behind all men.



# Appendix A: Glossary of Terms

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## *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 curve. For each year following 1987, this value was adjusted using the consumer Price Index. For reporting year 1997, this value was adjusted to take into account that the highest salary range went from \$70,000 and over to \$100,000 and over.

## *Canadian labour force*

The term "Canadian labour force" (or "labour force") is 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 refers 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 100,00 people. The Employment Equity Act identifies eight designated CMAs. They are: Vancouver, Calgary, Edmonton, Regina, Winnipeg, Toronto, Montreal 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 groups 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 groups 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 categorise 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.

### *Industrial Sector*

Most employers covered by the Act fall in one of three main federally regulated sectors in Canada: Banking, Communication 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, and metal mines) that fall under federal jurisdiction, but are not included in the first three sectors

### *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.

### *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:

## Employer Rating Methodology

The following rating methodology is based on the numerical data contained in the six reports that employers covered by the Employment Equity Act prepare each year. The ratings provided in the Annual Report to Parliament do not reflect the degree of difficulty encountered by employers in achieving equity for designated groups. The qualitative side of the current or future status of the company and the difficulty of accommodating various designated group members is normally viewed within the context of an audit conducted by the Canadian Human Rights Commission (CHRC).

The purpose of rating employers is:

- To evaluate quantitatively the situation of designated group members in individual companies covered by the Act and the progress made by the groups in these companies; and
- To provide companies with a tool that summarises their quantitative performance and allows them to make comparisons.

Please note that the ratings have a limited focus compared to the extensive audits performed by the CHRC. It is the responsibility of the Canadian Human Rights Commission (CHRC) to verify whether employers have met their obligations as stipulated in the Employment Equity Act (sections 5, 9 to 15 and 17).

The methodology contains the following elements:

- Six indicators showing representation, clustering, salary gap, hirings, promotions and terminations;
- An alphabetical employer rating based on the sum of the six indicators (A, B, C, D, or Z).

### Ratings and Indicators

The ratings provide a measure of the six indicators in a single score. Data gathered from employers and from the Census information on the labour force are used to generate this measure of quantitative performance. A score from 1 to 16 (1 being the least score) is assigned for each designated group in each employer's workforce. Using standard methods in statistics, weights are attached to the component data parts, which ultimately combine to create a rating that summarises all 6 indicators. This comprehensive index is an objective and accurate measure of an employer's quantitative performance.

The six indicators are based on the numerical data submitted annually by individual employers covered by the Act. They reflect the situation of the designated groups in the company's workforce at the end of a calendar year. They indicate the progress experienced by the designated group members in representation, occupational distribution and salary, as well as their shares of hirings and promotions and the company's efforts in retention.

A good situation would meet the following conditions:

- An employer's workforce should mirror the labour market availability of a designated group in the Canadian labour market<sup>4</sup>
- Members of designated groups would work in the same types of jobs as other employees in the same organisation as reflected in the 14 occupational categories, and receive adequate shares of hirings and promotions.

<sup>4</sup> While equalling or surpassing the labour market availability of the four designated groups is an important milestone in achieving a representative workforce, it is not the perfect benchmark for an employer. For example, the occupational distribution of the designated groups has some imperfections such as inadequate educational opportunities. Other barriers to entry also exist in the labour market, and the weakness of the occupational data by industry is that not all available/potential employers are included.

- Members of designated groups would earn, on average, the same salaries as other employees in the same organisation, and not adversely suffer terminations.

### Indicator 1 - Representation

Indicator 1 measures the representation of designated groups in the employer's workforce against the labour market availability of the designated group. Availability data are used as an external benchmark for the employer, and its calculation is based on Canadian census data for provinces and CMAs in which the employer has employees.

Shares of designated groups in an employer's workforce are compared against the labour market availability for each designated group.

#### Example:

*Zoom Airlines has 1,000 employees, of whom 100 (or 10%) are members of visible minority groups. The labour market availability of visible minority groups is 9%. Zoom Airlines is considered having adequate representation for this designated group since its representation is equal to/ higher than the labour market availability.*

#### Scoring for Indicator One

The scores for this indicator range from 0 to 4, as explained below:

- A representation that is 90% and over of labour availability receives 4 points;
- A representation between 75% and 89% of availability receives 3 points;
- A representation between 65% and 74% of availability receives 2 points;
- And a representation between 50% and 64% receives one point.
- Any representation of less than 50% of the labour market availability receives no points.

#### Example

*In Zoom Airlines, women represent 40% of the employer's workforce, and their labour market availability is 45%, then the ratio of representativity would be 89% (40 divided by 45), and the employer receives 3 points.*

### Indicator 2 - Clustering

Indicator 2 tests clustering, showing the degree to which designated groups are equitably represented in all 14 occupational groups. It measures the extent of concentration of designated groups in the 14 occupational groups by weighing their representation and percentage share in each occupational group, and calculating an occupational equity index. The objective is to determine whether members of a designated group are concentrated in particular types of jobs that tend, for example, to offer lower salaries and less chance for advancement than those held by the rest of an organisation's employees.

#### Example

*The Thrifty Trust Company employs 3,000 people, 2,000 of whom are women. About 600 (20%) employees of all employees are in the Middle and Other Managers occupational groups. However, only 6% of women are in these occupations, although they represent 66% of all employees in the company. Most women are working in lower-end Clerical Workers jobs. These figures indicate that women are under-represented in the managerial jobs, with a large concentration of women working in a particular area (in this case, the lower end clerical jobs).*

#### Scoring for Indicator Two

There are 14 occupational groups for employment equity purposes (EEOGs). They represent groupings of 522 individual occupations classified according to the National Occupational Classification code (NOC). In NOC, jobs are classified according to "skill type" (the type of work performed) and "skill level" (the minimum level of education or experience required of the job). The skill levels associated with the classification system are used to assign a value to each of the fourteen EEOGs (shown in the chart below). The representation share of a designated group found in an occupation is then multiplied by each value. For example, the EEOG "Senior Managers" is accorded a value of 6, and "Other Manual Workers", at the lower-end, a value of 1. The other 12 EEOGs are assigned weights anywhere between 2 and 5. The results of each calculation are added up and the sum is divided by the percentage representation of the group in the employer's workforce to obtain an equity index.

Senior Managers	6
Middle and Other Managers	5
Professionals	4
semi-professionals and technicians	3
Supervisors	3
Supervisors: Crafts and Trades	3
Administrative and Senior Clerical Personnel	3
Skilled Sales and Service Personnel	3
Skilled Crafts and Trades Workers	3
Clerical Personnel	3
Intermediate Sales and Service Personnel	2
Semi-Skilled Manual Workers	2
Other Sales and Service Personnel	2
Other Manual Workers	1

The index of an equitably distributed designated group is 100. An index below 100 denotes that the group occupies lower occupational levels. The lower the index (below 100) the greater the degree to which the designated group is “compressed” or clustered in the lower occupational levels of the employer’s workforce.

The scores for this indicator range from 0 to 3, as explained below:

- If the value of the index obtained for the designated group were at least 90%, the company would receive a score of 3 points towards the calculation of its rating for that designated group.
- If the value index obtained for the designated group were between 65% and 89%, the company would receive a score of 2 points.
- Results between 50% and 64% would receive one point.
- If the result were below 50%, the company would receive a score of 0 for that designated group.

### Indicator 3 - Salary Gap

Indicator 3 compares average full-time salaries of the designated groups against the control group. The objective is to determine the distribution of designated group members among the various salary ranges to determine the extent to which their salaries differ from those of the control group. Three salary ranges are used: under \$30,000, \$30,000 to \$49,999, and over \$50,000.

#### Scoring for Indicator Three

For scoring purposes, each of the three salary ranges has a weighting value assigned to it:

- \$50,000 and over gets a weight of 3,
- \$30,000 to \$49,999 gets a weight of 2, and
- Less than \$30,000 gets a weight of 1.

#### Example:

- To assess the “fairness” of the salaries of members of a given designated group in relation to other workers at Triple-T Transport, these steps are followed:
- For each of the three salary ranges (column one), the weighting value (column 2) is multiplied by the percentage representation of members of the particular designated group (column 3). The results of this multiplication are shown in column 3 and are added together in the last row.
- These steps are repeated for each designated group as well as for the control group.
- The total result for the designated group is compared to the total result for the control group.

Salary range	Value	Designated Group Percentage representation	Weight	Control Group Percentage representation	Weight
\$50,000	3	29%	0.87	30%	0.9
\$30,000 to \$49,999	2	55%	1.10	60%	1.2
Less than \$30,000	1	16%	0.16	10%	0.1
<b>Total</b>		<b>100%</b>	<b>2.13</b>	<b>100%</b>	<b>2.20</b>

The cumulative weight of 2.13 for the designated group is divided by the cumulative weight of the control group, 2.20, to arrive at the ratio of the salary of the designated group to the control group of 96.8%.

The score for this indicator range from 0 to 3 points, as explained below:

- Because the value obtained for the designated group is at least 90% of the value obtained for the control group (96.8%), the company would receive a score of 3 for the designated group towards the calculation of the rating.
- If the value obtained for the designated group had been between 65% and 89% of the value obtained for the control group, the company would have received a score of 2 for the designated group.
- If the value obtained for the designated group had been between 50% and 64% of the value obtained for the control group, the company would have received a score of 1 for the designated group.
- Any values below 50% would earn 0 points for the company.

#### *Indicator 4 - Hirings*

This indicator measures hirings of designated groups against their labour market availability. The percentage of a designated group out of all hiring activities by an employer is compared to the labour market availability of the designated group.

##### *Scoring for Indicator Four:*

According to its report, *Power Grain* had 250 employees on December 31, 1999. Of these, 110 were women. The labour market availability of women is 46%. Using these numbers we could calculate the percentage of women hired:

$$110 / 250 * 100 = 44\%$$

This is divided by the labour market availability:

$$44\% / 46\% = 96\%$$

The scores for this indicator range from 0 to 2, as explained below:

- Using the *Power Grain* example, we get a result of 96%. Because the score was 90% or greater, the company would receive a score of 2.
- If the result had been between 50% and 89%, the company would have received a score of 1.
- If the result were less than 50%, the company would receive a score of 0.

#### *Indicator 5 - Promotions*

This indicator shows whether designated groups receive a fair share of promotions commensurate with their representation in the workforce. It compares the representation of the group in the employer's workforce with the share of promotions that the group's members received. Since the number of promotions tends to decrease as people go up in the hierarchical structure of a company, different types of promotions have different impacts, in terms of salary and status in the company. This bias is corrected by adjusting the total number of promotions that all groups received with weights ranging from 1 to 6 depending on the occupational group in which they occurred. The approach is similar to the one used in calculating indicator 2 (see values assigned to the 14 occupational groups on page B-2). The shares of representation of the designated group are adjusted the same way.

The adjusted shares of promotions are then compared to the adjusted shares of representation.

##### *Scoring for Indicator Five*

For example, about 10% of *Unlimited TV's* workforce belongs to group X (i.e., their adjusted representation is 10%). In 1999, the group received about 12% of the adjusted promotions that took place in the company. Therefore members of the group apparently received at least their fair share of promotions.

Using the *Unlimited TV* example, we could compare the adjusted share of promotions of group X to its adjusted representation in the company's workforce in the following manner:

*Ratio of promotions to representation:*  
 $(12\% / 10\%) * 100 = 120\%$

*Therefore, the share of promotions is 0.2 or 20% superior to the share of representation.*

The scores for indicator five range from 0 to 2, as explained below:

- Because the result was 90% or greater, the company would receive 2 points towards the calculation of the rating.
- A result between 50% and 89% would receive 1 point.
- A result of less than 50% would yield no points.

### *Indicator 6 - Terminations*

Indicator 6 measures whether designated groups are adversely affected by the employer's termination activities. It compares the percentage of terminations of each designated group as a proportion of the group's representation in the employer's workforce to the percentage of total terminations divided by the total number of employees. The expectation is that designated groups are not disproportionately terminated compared to their representation in the organisation.

#### *Scoring for Indicator six*

International Traders Inc. had 1,000 employees on December 31, 1999, of whom 200 were women. The company terminated 90 employees of whom 25 were women.

To measure the impact of terminations on women, the percentage of women terminations to women's representation is calculated first:

$$25 / 200 = 12.5\%$$

Then the percentage of all terminations as a ratio of all employees is calculated:

$$90 / 1,000 = 9\%$$

By dividing the two ratios, we can obtain a measure of the impact:

$$12.5\% / 9\% = 1.39$$

*(Or approximately 140%).*

This means that women are terminated at a disproportionately higher level compared to their presence in the organisation.

The scores for this indicator range from 0 to 2:

- A ratio of women's terminations to total terminations of 90% and over would receive no points.
- That between 50% and 89% would receive one point.

A result of less than 50% would yield two points.

### *Total Result for the Rating*

The points obtained for indicators 1 to 6 are added to arrive at a total score for the rating of an employer. The maximum total score for a rating is 16 (100%). An alphabetical mark is granted for each score, where a score of 13-16 gets an "A", a score of 11-12 gets a "B", a score of 8-10 gets a "C", and a score of 1-7 points gets a "D". A report that is received after the deadline gets an "L" citation. Employers who submit no report for a designated group get an "R" citation (no report submitted). When an employer has less than 10 full-time employees, an asterisk will appear next to the rating for a designated group (e.g., B\*).

### *Special situations*

#### *No Representation Problem*

When a company reports no members of a certain designated group in its workforce, it gets a "Z" for that group. A "Z" is the lowest rating, with zero representation of a designated group.

#### *No-activity Problem*

Where an employer reports no activity in hiring, promotion, and termination, the calculation of the rating will be adjusted and will include only those indicators where an activity has taken place.

### Small numbers problem

When representation, hiring, promotion, and terminations numbers of a designated group are very small (less than five employees), the calculation will include only those indicators where the presence of a designated group is significant

SUMMARY RATINGS AND SCORES – B-1 • RATING SCORES			
SIGNIFICANT NUMBERS		NO-ACTIVITY AND SMALL NUMBERS PROBLEM	
RATING	INDICATORS (1-6)	INDICATORS (1-3) CALCULATED	INDICATORS (1-3) PLUS 1 FROM (4-6) CALCULATED
A	13-16	8-10	10-12
B	11-12	7	9
C	8-10	5-6	6-8
D	1-7	1-4	1-5

SUMMARY RATINGS AND SCORES – B2 • RATINGS SCHEDULE FOR A DESIGNATED GROUP		
Rating	Index	Citation
A	80 - 100	Very Good Performance in all six indicators
B	70 - 79	Good performance
C	60-69	Moderate to Less than Average Performance
D	<60	Poor performance
Z	0 –	Employer has no members of a designated in the workforceL-Report or corrected report submitted more than 30 days after deadline.
R	–	No report submitted.

SUMMARY RATINGS AND SCORES – B3 • EXAMPLE ASSIGNMENT OF A RATING FOR A DESIGNATED GROUP		
Indicator	Points Earned	Maximum Points
Representation	2	4
Clustering	2	3
Salary Gap	2	3
Hirings	2	2
Promotions	1	2
Terminations	2	2
<b>Total</b>	<b>11</b>	<b>16</b>
<b>Rating</b>	11 of 16	B

SUMMARY RATINGS AND SCORES – B4 • RATING OF EMPLOYERS					
Name of Employer	Number of Employees	Women	Aboriginal Peoples	Persons with Disabilities	Members of visible minorities
Air Waves	485	B	C	D	D
Sirius Networks	1327	C	B	B	A
Condor Machines	341	A	B	A	A
International Traders	3122	A	A	B	C



## Appendix C: Consolidation of Employers' Reports

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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 1999<sup>1</sup>.

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 1999 and a set of tables showing the representation of designated groups for 1987, 1998 and 1999.

Data for 1998 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 1999<sup>2</sup>.

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<sup>1</sup> Please see the chapter "Employer Ratings" for a complete listing of the employers included in the consolidation for 1999.

<sup>2</sup> 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, 1999

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	1,749	755	994	23	10	13	119	64	55			
Chartered Banks and Other Banking-Type Intermediaries	172,780	48,045	124,735	2,188	434	1,754	27,450	8,821	18,629			
Banking Sector	174,529	48,800	125,729	2,211	444	1,767	27,569	8,885	18,684			
Air Transport Industries	52,083	31,139	20,944	802	444	358	5,253	2,905	2,348			
Service Industries Incidental to Air Transport	13,740	10,364	3,376	159	122	37	1,235	850	385			
Railway Transport and Related Service Industries	36,906	33,126	3,780	750	688	62	2,213	1,932	281			
Water Transport Industries	6,050	5,374	676	140	104	36	190	155	35			
Service Industries Incidental to Water Transport	6,391	5,722	669	133	129	4	407	326	81			
Truck Transport Industries	29,111	24,605	4,506	555	478	77	1,092	865	227			
Public Passenger Transit Systems Industries	12,843	7,466	5,377	270	163	107	809	556	253			
Other Transportation Industries	855	643	212	0	0	0	0	0	0			
Other Service Industries Incidental to Transportation	647	249	398	16	8	8	96	50	46			
Pipeline Transport Industries	3,572	2,648	924	65	49	16	245	157	88			
Transportation Sector	162,198	121,336	40,862	2,890	2,185	705	11,540	7,796	3,744			
Telecommunication Broadcasting Industries	32,798	19,514	13,284	352	182	170	1,695	915	780			
Telecommunication Industries	80,302	42,189	38,113	788	376	412	7,132	3,550	3,582			
Other Telecommunication Industries	757	449	308	2	2	0	32	18	14			
Postal and Courier Service Industries	84,103	53,745	30,358	1,123	600	523	9,628	6,258	3,370			
Communications Sector	197,960	115,897	82,063	2,265	1,160	1,105	18,487	10,741	7,746			
Metal Mines	3,196	2,826	371	505	442	63	113	107	6			
Meat and Poultry Products Industries	860	566	294	12	9	3	12	9	3			
Fish Products Industry	310	164	146	64	37	27	7	3	4			
Flour, Prepared Cereal Food and Feed Industries	2,827	1,920	607	38	31	7	255	137	118			
Stamped, Pressed and Coated Metal Products Industries	606	425	181	19	11	8	50	33	17			
Shipbuilding and Repair Industry	248	226	22	0	0	0	0	0	0			
Industrial Chemicals Industries n.e.c.	1,093	829	264	7	6	1	54	44	10			
Project Management, Construction	222	151	71	4	2	2	9	4	5			
Grain Elevator Industry	9,284	7,180	2,104	177	125	52	231	182	49			
Electric Power Systems Industry	14,898	12,078	2,820	110	93	17	503	468	35			
Farm Products, Wholesale	477	216	261	16	7	9	29	12	17			
Business Financing Companies	2,714	1,336	1,378	31	18	13	154	81	73			
Architectural, Engineering and Other Scientific and Technical Services	3,460	2,675	785	59	43	16	419	352	67			
Other Business Services	5,882	4,499	1,383	101	73	28	630	398	232			
Foreign Affairs and International Assistance	295	104	191	1	0	1	3	1	2			
Human Resource Administration, Federal Government	867	362	505	13	6	7	31	13	18			
Economic Services Administration, Federal Government	1,669	699	970	26	9	17	44	20	24			
Museums and Archives	1,077	483	594	18	10	8	38	22	16			
Motion Picture Exhibition	243	134	109	3	1	2	4	3	1			
Business Associations	167	55	112	0	0	0	2	1	1			
Other Employees covered under the Act	50,095	36,928	13,168	1,204	923	281	1,383	1,143	240			
Total - All Sectors	584,782	322,961	261,822	8,570	4,712	3,858	13,925	8,840	5,085	61,298	30,093	31,205

TABLE 2  
Representation of Designated Groups by Industrial Sector and Subsector for 1987, 1998 and 1999

Sector and Subsector	Women			Aboriginal Peoples			Persons With Disabilities			Members of Visible Minorities		
	1987 (%)	1998 (%)	1999 (%)	1987 (%)	1998 (%)	1999 (%)	1987 (%)	1998 (%)	1999 (%)	1988 (%)	1998 (%)	1999 (%)
<i>All Sectors</i>	40.9	44.2	44.8	0.7	1.3	1.5	1.6	2.3	2.4	5.0	9.9	10.5
<i>Banking</i>	76.1	72.5	72.0	0.6	1.3	1.3	1.8	2.3	2.2	9.5	15.3	15.8
<i>Air Transport Services to Air Transport</i>	36.5	40.6	40.2	0.4	1.1	1.5	0.8	1.2	2.0	3.5	7.7	10.1
<i>Railway Transport</i>	27.2	24.4	24.6	0.3	0.6	1.2	0.4	1.5	1.5	3.5	8.9	9.0
<i>Water Transport</i>	8.1	9.8	10.2	0.8	1.1	2.0	1.6	2.0	3.9	2.7	4.0	6.0
<i>Services to Water Transport</i>	11.9	9.6	11.2	1.4	2.2	2.3	1.5	1.1	1.4	3.4	3.4	3.1
<i>Truck Transport</i>	6.9	10.2	10.5	0.8	1.6	2.1	1.6	3.0	3.6	1.3	4.1	6.4
<i>Public Passenger Transit Systems</i>	13.6	15.4	15.5	0.7	1.6	1.9	1.3	1.9	2.0	1.5	3.3	3.8
<i>Pipeline Transport</i>	17.0	23.6	41.9	1.1	2.8	2.1	3.1	4.4	3.1	2.1	6.6	6.3
<i>Transportation</i>	18.3	24.0	25.9	1.2	1.7	1.8	4.2	3.5	3.2	5.4	6.9	6.9
	16.9	23.4	25.2	0.7	1.3	1.8	1.4	1.8	2.5	2.6	5.7	7.1
<i>Telecommunication Broadcasting</i>	34.8	40.0	40.5	0.4	1.0	1.1	1.3	2.1	1.8	2.9	4.8	5.2
<i>Telecommunication Carriers</i>	46.7	48.3	47.5	0.5	1.0	1.0	1.1	1.9	2.0	4.6	8.2	8.9
<i>Postal and Courier Service</i>	35.0	35.8	36.1	0.8	1.3	1.3	1.7	3.1	2.9	4.1	11.3	11.4
<i>Communications</i>	39.6	41.7	41.5	0.6	1.1	1.1	1.4	2.4	2.3	4.0	9.0	9.3
<i>Metal Mines</i>	7.0	12.1	11.6	2.7	14.8	15.8	1.2	3.3	4.5	1.0	2.5	3.5
<i>Grain Elevator Industry</i>	15.1	22.9	22.7	0.5	1.7	1.9	1.4	2.1	2.5	1.1	2.3	2.9
<i>Electric Power Systems Industry</i>	—	19.0	18.9	—	0.8	0.7	—	3.4	3.4	—	9.1	9.7
<i>Architectural, Engineers and Others</i>	20.7	21.8	22.7	0.3	1.6	1.7	2.8	4.1	3.9	5.6	11.2	12.1
<i>Other Business Services</i>	19.1	22.3	23.5	0.2	1.6	1.7	0.4	1.6	1.7	6.1	10.7	10.7
<i>Other Sectors</i>	21.2	25.0	26.3	0.9	2.0	2.4	2.3	2.9	2.8	2.6	7.9	7.4

TABLE 3  
Members of Designated Groups by Sex, Census Metropolitan Area and Province, 1999

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	26,441	14,068	12,373	457	219	238	976	638	338	2,399	1,203	1,196
Edmonton	16,495	9,342	7,153	301	136	165	547	343	204	1,395	713	682
Halifax	8,598	4,237	4,361	51	28	23	186	93	93	321	135	186
Montreal	78,404	42,015	36,389	436	194	242	993	608	385	3,423	1,681	1,742
Regina	4,094	2,007	2,087	89	42	47	186	90	96	153	79	74
Toronto	148,699	78,892	69,807	1,299	612	687	2,924	1,799	1,125	32,509	15,406	17,103
Vancouver	50,117	26,866	23,251	627	313	314	1,292	749	543	10,476	4,735	5,741
Winnipeg	22,344	13,798	8,546	805	460	345	737	527	210	1,320	772	548
<i>Census Metropolitan Areas</i>	<i>355,192</i>	<i>191,225</i>	<i>163,967</i>	<i>4,065</i>	<i>2,004</i>	<i>2,061</i>	<i>7,841</i>	<i>4,847</i>	<i>2,994</i>	<i>51,996</i>	<i>24,724</i>	<i>27,272</i>
Ontario	252,590	137,263	115,327	2,806	1,495	1,311	5,963	3,803	2,160	37,582	18,403	19,179
Quebec	103,519	55,669	47,850	723	342	381	1,350	844	506	3,859	1,915	1,944
Nova Scotia	13,624	6,843	6,781	118	79	39	388	241	147	425	190	235
New Brunswick	13,170	6,620	6,550	105	50	55	303	168	135	215	110	105
Manitoba	29,607	18,683	10,924	1,142	664	478	993	732	261	1,497	913	584
British Columbia	74,425	41,110	33,315	1,116	573	548	2,012	1,183	829	11,779	5,510	6,269
Prince Edward Island	738	355	383	4	1	3	12	5	7	8	2	6
Saskatchewan	15,792	9,618	6,174	763	555	208	557	355	202	459	256	203
Alberta	56,474	31,006	25,468	1,047	503	544	1,928	1,224	704	4,284	2,148	2,136
Newfoundland	5,915	3,070	2,845	141	81	60	91	47	44	49	24	25
Yukon	321	132	189	23	5	18	12	8	4	17	11	6
Northwest Territories	652	477	175	115	72	43	8	6	2	12	5	7
Nunavut	142	108	34	25	13	12	3	3	0	6	4	2
Canada	584,782	322,961	261,822	8,570	4,712	3,858	13,925	8,840	5,085	61,298	30,093	31,205

\* 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, 1998 and 1999

Metropolitan Area and Province/Territory	Women			Aboriginal Peoples			Persons With Disabilities			Members of Visible Minorities		
	1987 (%)	1998 (%)	1999 (%)	1987 (%)	1998 (%)	1999 (%)	1987 (%)	1998 (%)	1999 (%)	1987 (%)	1998 (%)	1999 (%)
Calgary	47.6	47.6	46.8	0.5	1.4	1.7	1.9	2.9	3.7	5.6	8.3	9.1
Edmonton	44.5	43.8	43.4	0.7	1.7	1.8	2.0	3.4	3.3	4.4	8.4	8.5
Halifax	41.2	50.3	50.7	0.5	0.5	0.6	1.6	2.0	2.2	1.9	3.5	3.7
Montreal	39.0	46.7	46.4	0.3	0.5	0.6	1.1	1.3	1.3	3.0	4.1	4.4
Regina	42.9	52.0	51.0	0.4	2.0	2.2	2.4	4.2	4.5	1.6	3.7	3.7
Toronto	47.1	46.4	46.9	0.6	0.8	0.9	1.5	2.0	2.0	12.0	21.3	21.9
Vancouver	40.4	43.5	46.4	0.5	1.1	1.3	1.5	2.0	2.6	7.9	18.3	20.9
Winnipeg	32.7	38.8	38.2	0.8	3.2	3.6	1.8	2.7	3.3	2.9	5.3	5.9
Ontario	44.2	44.9	45.7	0.7	1.0	1.1	1.6	2.3	2.4	7.3	14.2	14.9
Quebec	39.8	46.2	46.2	0.4	0.7	0.7	1.1	1.4	1.3	2.6	3.5	3.7
Nova Scotia	34.4	45.8	49.8	0.4	0.6	0.9	3.5	3.1	2.8	1.3	2.6	3.1
New Brunswick	32.2	50.0	49.7	0.4	0.7	0.8	1.8	2.0	2.3	1.1	1.6	1.6
Manitoba	30.5	36.1	36.9	1.0	3.3	3.9	1.7	2.9	3.4	2.6	4.4	5.1
British Columbia	41.5	44.6	44.8	0.7	1.3	1.5	1.7	2.2	2.7	6.2	14.2	15.8
Prince Edward Island	38.0	52.4	51.9	0.2	0.6	0.5	1.2	2.2	1.6	1.0	0.9	1.1
Saskatchewan	35.1	39.3	39.1	1.4	4.5	4.8	1.8	3.0	3.5	1.2	2.6	2.9
Alberta	45.3	44.0	45.1	0.7	1.7	1.9	1.9	2.9	3.4	4.0	7.9	7.6
Newfoundland	38.4	48.6	48.1	0.6	1.3	2.4	1.0	1.6	1.5	0.7	0.7	0.8
Yukon	31.4	61.1	58.9	3.8	6.3	7.2	0.8	4.2	3.7	1.4	4.7	5.3
Northwest Territories	21.9	30.9	26.8	9.6	19.8	17.6	1.4	1.6	1.2	2.5	2.5	1.8
Nunavut	—	—	23.9	—	—	17.6	—	—	2.1	—	—	4.2
Canada	40.9	44.2	44.8	0.7	1.3	1.5	1.6	2.3	2.4	5.0	9.9	10.5

TABLE 5  
Members of Designated Groups in 1999 and their representation by Occupational Group in 1998 and 1999

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Number	%	Number	%	Number	%	Number	%	Number	%
	1999	1998	1999	1998	1999	1998	1999	1998	1999	1998
Senior Managers	4,361	16.0	756	17.3	23	0.5	79	1.8	135	3.1
Middle and Other Managers	60,326	40.8	25,698	42.6	513	0.9	1,257	2.1	4,995	8.3
Professionals	69,434	42.0	29,348	42.3	544	0.8	1,394	2.0	10,166	14.1
Semi-Professionals and Technicians	34,278	14.3	5,154	15.0	459	1.3	677	2.0	1,711	5.0
Supervisors	20,804	65.4	12,869	61.9	300	1.4	459	2.2	2,558	12.3
Supervisors: Crafts and Trades	9,342	3.1	355	3.8	199	2.1	271	2.9	404	4.3
Administrative and Senior Clerical Personnel	37,549	83.0	31,125	82.9	534	1.4	746	2.0	5,905	15.7
Skilled Sales and Service Personnel	7,584	37.6	3,062	40.4	103	1.4	132	1.7	390	5.1
Skilled Crafts and Trades Workers	56,362	2.4	1,480	2.6	1,047	1.9	1,820	3.2	3,554	6.3
Clerical Personnel	180,905	68.5	122,897	67.9	2,708	1.5	4,742	2.6	22,617	12.5
Intermediate Sales and Service Personnel	29,507	66.2	19,431	65.9	420	1.4	554	1.9	2,919	9.9
Semi-Skilled Manual Workers	60,808	6.7	7,196	11.8	1,287	2.1	1,370	2.3	4,745	7.8
Other Sales and Service Personnel	8,107	20.5	1,715	21.2	175	2.2	206	2.5	773	9.5
Other Manual Workers	5,415	16.3	736	13.6	258	4.8	218	4.0	426	7.9
Total number of employees	584,782	44.2	261,822	44.8	8,570	1.5	13,925	2.4	61,298	10.5

TABLE 6  
Members of Designated Groups Hired in 1999 and their representation in Hirings by Occupational Group in 1998 and 1999

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Number	%	Number	%	Number	%	Number	%	Number	%
	1999	1998	1999	1998	1999	1998	1999	1998	1999	1998
Senior Managers	333	20.1	69	20.7	0	0.0	2	0.6	10	3.0
Middle and Other Managers	4,413	37.7	1,649	37.4	32	0.7	45	1.0	331	7.5
Professionals	8,451	37.5	2,974	35.2	52	0.6	80	0.9	1,240	14.7
Semi-Professionals and Technicians	4,034	22.5	987	24.5	67	1.7	26	0.6	216	5.4
Supervisors	1,283	53.3	673	52.5	13	1.0	11	0.9	142	11.1
Supervisors: Crafts and Trades	410	6.4	43	10.5	5	1.2	2	0.5	18	4.4
Administrative and Senior Clerical Personnel	3,716	67.5	2,617	70.4	47	1.3	37	1.0	435	11.7
Skilled Sales and Service Personnel	1,506	31.4	443	29.4	12	0.8	6	0.4	71	4.7
Skilled Crafts and Trades Workers	3,282	4.1	135	3.2	72	2.2	28	0.9	203	6.2
Clerical Personnel	22,666	67.2	15,030	66.3	274	1.2	220	1.0	2,960	13.1
Intermediate Sales and Service Personnel	4,005	69.9	2,608	65.1	93	2.3	38	0.9	389	9.7
Semi-Skilled Manual Workers	18,031	8.2	2,069	11.5	330	1.8	168	0.9	1,738	9.6
Other Sales and Service Personnel	1,596	29.2	424	26.6	38	2.4	18	1.1	160	10.0
Other Manual Workers	1,340	18.3	194	14.5	88	6.6	13	1.0	68	5.1
Total number of employees	75,066	41.3	29,915	39.9	1,123	1.5	694	0.9	7,981	10.6

TABLE 7  
Members of Designated Groups Promoted in 1999 and their representation in Promotions by Occupational Group in 1998 and 1999

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Number	%	Number	%	Number	%	Number	%	Number	%
	1999	1998	1999	1998	1999	1998	1999	1998	1999	1998
Senior Managers	522	19.9	141	27.0	2	0.4	10	1.9	15	2.9
Middle and Other Managers	9,703	46.5	4,628	47.7	96	1.0	172	1.8	1,012	10.4
Professionals	10,654	48.2	5,362	50.3	89	0.8	192	1.8	1,928	18.1
Semi-Professionals and Technicians	1,760	17.0	286	16.3	26	1.5	21	1.2	99	5.6
Supervisors	3,695	71.5	2,415	65.4	53	1.4	80	2.2	580	15.7
Supervisors: Crafts and Trades	817	3.9	41	5.0	11	1.3	15	1.8	56	6.9
Administrative and Senior Clerical Personnel	6,795	81.6	5,385	79.2	128	1.9	99	1.5	1,246	18.3
Skilled Sales and Service Personnel	794	40.0	367	46.2	14	1.8	11	1.4	59	7.4
Skilled Crafts and Trades Workers	2,228	4.6	94	4.2	57	2.6	54	2.4	128	5.7
Clerical Personnel	12,285	72.2	8,513	69.3	211	1.7	278	2.3	1,983	16.1
Intermediate Sales and Service Personnel	946	58.5	520	55.0	12	1.3	16	1.7	64	6.8
Semi-Skilled Manual Workers	1,232	11.6	126	10.2	32	2.6	17	1.4	112	9.1
Other Sales and Service Personnel	296	17.5	62	20.9	1	0.3	7	2.4	25	8.4
Other Manual Workers	148	13.8	20	13.5	5	3.4	6	4.1	11	7.4
Total number of employees	51,875	54.9	27,960	53.9	737	1.4	978	1.9	7,318	14.1

TABLE 8  
Members of Designated Groups Terminated in 1999 and their representation in Terminations by Occupational Group in 1998 and 1999

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	Number	%	Number	%	Number	%	Number	%	Number	%
	1999	1998	1999	1998	1999	1998	1999	1998	1999	1998
Senior Managers	590	12.2	94	15.9	3	0.5	13	2.2	16	2.7
Middle and Other Managers	6,868	37.2	2,602	37.9	49	0.7	152	2.2	554	8.1
Professionals	8,514	38.0	3,422	40.2	65	0.8	148	1.7	1,133	13.3
Semi-Professionals and Technicians	3,066	19.7	621	20.3	43	1.4	73	2.4	159	5.2
Supervisors	1,724	58.9	1,007	58.4	33	1.9	39	2.3	172	10.0
Supervisors: Crafts and Trades	604	4.2	39	6.5	13	2.2	14	2.3	32	5.3
Administrative and Senior Clerical Personnel	3,832	72.7	2,848	74.3	54	1.4	90	2.3	519	13.5
Skilled Sales and Service Personnel	1,333	23.9	423	31.7	9	0.7	15	1.1	55	4.1
Skilled Crafts and Trades Workers	3,623	3.8	106	2.9	94	2.6	97	2.7	219	6.0
Clerical Personnel	21,599	71.3	15,105	69.9	358	1.7	526	2.4	2,567	11.9
Intermediate Sales and Service Personnel	2,996	65.3	1,854	61.9	50	1.7	36	1.2	209	7.0
Semi-Skilled Manual Workers	15,092	7.0	1,062	7.0	285	1.9	183	1.2	1,357	9.0
Other Sales and Service Personnel	1,483	28.8	309	20.8	36	2.4	32	2.2	123	8.3
Other Manual Workers	976	10.6	97	9.9	29	3.0	22	2.3	48	4.9
Total number of employees	72,300	41.5	29,589	40.9	1,121	1.6	1,440	2.0	7,163	9.9



**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, 1998 and 1999**

	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	1998	1999	1998	1999	1998	1999	1998	1999	1998	1999
		%		%		%		%		%
<b>All Sectors</b>										
Employees	583,796	580,296	257,787	259,640	7,706	8,466	13,261	13,881	57,861	61,125
Hirings	76,744	72,942	31,404	28,857	1,080	1,041	700	682	8,729	7,891
Promotions	62,158	51,789	34,153	27,905	914	737	1,108	978	8,773	7,313
Terminations	74,560	71,705	30,586	29,256	1,120	1,110	1,509	1,437	8,089	7,139
Net Effect (Hirings - Terminations)	2,184	1,237	818	-399	-40	-69	-809	-755	640	752
	%	%	%	%	%	%	%	%	%	%
Representation	100.0	100.0	44.2	44.7	1.3	1.5	2.3	2.4	9.9	10.5
Share of Hiring	100.0	100.0	40.9	39.6	1.4	1.4	0.9	0.9	11.4	10.8
Share of Promotions	100.0	100.0	54.9	53.9	1.5	1.4	1.8	1.9	14.1	14.1
Share of Terminations	100.0	100.0	41.0	40.8	1.5	1.5	2.0	2.0	10.8	10.0
<b>Banking</b>										
Employees	174,339	174,052	126,379	125,435	2,241	2,203	3,975	3,759	26,722	27,544
Hirings	21,518	16,236	12,711	9,822	237	169	233	164	3,162	2,333
Promotions	34,117	28,005	23,761	19,132	453	404	624	479	6,111	5,117
Terminations	20,678	18,997	13,529	12,458	311	296	605	468	3,447	2,621
Net Effect (Hirings - Terminations)	840	-2,761	-818	-2,636	-74	-127	-372	-304	-285	-288
	%	%	%	%	%	%	%	%	%	%
Representation	100.0	100.0	72.5	72.1	1.3	1.3	2.3	2.2	15.3	15.8
Share of Hiring	100.0	100.0	59.1	60.5	1.1	1.0	1.1	1.0	14.7	14.4
Share of Promotions	100.0	100.0	69.6	68.3	1.3	1.4	1.8	1.7	17.9	18.3
Share of Terminations	100.0	100.0	65.4	65.6	1.5	1.6	2.9	2.5	16.7	13.8
<b>Transportation</b>										
Employees	158,275	162,081	37,115	40,846	2,067	2,887	2,880	4,122	9,000	11,537
Hirings	24,461	23,172	6,847	6,580	477	504	206	223	1,971	1,807
Promotions	8,282	6,780	2,249	1,909	142	115	152	145	524	412
Terminations	22,339	21,277	4,925	4,711	359	407	321	362	1,222	1,349
Net Effect (Hirings - Terminations)	2,122	1,895	1,922	1,869	118	97	-115	-139	749	458
	%	%	%	%	%	%	%	%	%	%
Representation	100.0	100.0	23.4	25.2	1.3	1.8	1.8	2.5	5.7	7.1
Share of Hiring	100.0	100.0	28.0	28.4	2.0	2.2	0.8	1.0	8.1	7.8
Share of Promotions	100.0	100.0	27.2	28.2	1.7	1.7	1.8	2.1	6.3	6.1
Share of Terminations	100.0	100.0	22.0	22.1	1.6	1.9	1.4	1.7	5.5	6.3

**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, 1998 and 1999**

	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities	
	1998	1999	1998	1999	1998	1999	1998	1999	1998	1999
<i>Communications</i>										
Employees	192,529	195,159	80,078	80,700	2,179	2,242	4,675	4,624	17,405	18,381
Hirings	24,546	28,399	10,119	10,941	233	237	227	244	3,167	3,239
Promotions	13,204	12,384	6,040	5,413	157	117	199	245	1,412	1,427
Terminations	25,346	26,524	10,471	10,670	235	248	452	499	2,984	2,858
Net Effect (Hirings - Terminations)	-800	1,875	-352	271	-2	-11	-225	-255	183	381
	%	%	%	%	%	%	%	%	%	%
Representation	100.0	100.0	41.6	41.4	1.1	1.1	2.4	2.4	9.0	9.4
Share of Hiring	100.0	100.0	41.2	38.5	0.9	0.8	0.9	0.9	12.9	11.4
Share of Promotions	100.0	100.0	45.7	43.7	1.2	0.9	1.5	2.0	10.7	11.5
Share of Terminations	100.0	100.0	41.3	40.2	0.9	0.9	1.8	1.9	11.8	10.8
<i>Other Sectors</i>										
Employees	58,653	49,004	14,215	12,659	1,219	1,134	1,731	1,376	4,734	3,663
Hirings	6,219	5,135	1,727	1,514	133	131	34	51	429	512
Promotions	6,555	4,620	2,103	1,451	162	101	133	109	726	357
Terminations	6,197	4,907	1,661	1,417	215	159	131	108	436	311
Net Effect (Hirings - Terminations)	22	228	66	97	-82	-28	-97	-57	-7	201
	%	%	%	%	%	%	%	%	%	%
Representation	100.0	100.0	24.2	25.8	2.1	2.3	3.0	2.8	8.1	7.5
Share of Hiring	100.0	100.0	27.8	29.5	2.1	2.6	0.5	1.0	6.9	10.0
Share of Promotions	100.0	100.0	32.1	31.4	2.5	2.2	2.0	2.4	11.1	7.7
Share of Terminations	100.0	100.0	26.8	28.9	3.5	3.2	2.1	2.2	7.0	6.3

TABLE 10  
Members and Share of Designated Groups in Permanent Full-Time Employment by Sex and Salary Range, 1999

Salary Range	All Employees			Aboriginal Peoples			Persons With Disabilities			Members of Visible Minorities					
	Total	Men	Women	%	Total	Men	Women	%	Total	Men	Women	%	Total	Men	Women
	Under \$15,000	2,515	1,885	630	25.0	98	69	29	3.9	52	41	11	2.1	154	96
\$15,000 - \$19,999	5,627	2,758	2,869	51.0	160	76	84	2.8	98	50	48	1.7	784	422	362
\$20,000 - \$24,999	20,712	7,713	12,999	62.8	448	152	296	2.2	483	199	284	2.3	2,585	1,006	1,579
\$25,000 - \$29,999	42,559	14,051	28,508	67.0	779	253	526	1.8	925	308	617	2.2	6,426	1,994	4,432
\$30,000 - \$34,999	52,393	21,338	31,055	59.3	930	458	472	1.8	1,230	629	601	2.3	7,199	2,573	4,626
\$35,000 - \$37,499	34,600	15,977	18,623	53.8	548	289	259	1.6	880	471	409	2.5	4,003	1,581	2,422
\$37,500 - \$39,999	59,884	37,120	22,764	38.0	920	540	380	1.5	2,013	1,391	622	3.4	5,921	3,143	2,778
\$40,000 - \$44,999	67,180	39,932	27,248	40.6	974	668	306	1.4	1,880	1,345	535	2.8	6,440	3,498	2,942
\$45,000 - \$49,999	42,742	26,519	16,223	38.0	591	418	173	1.4	1,101	812	289	2.6	4,031	2,194	1,837
\$50,000 - \$59,999	63,797	46,678	17,119	26.8	817	654	163	1.3	1,537	1,249	288	2.4	5,157	3,342	1,815
\$60,000 - \$69,999	36,874	28,076	8,798	23.9	385	306	79	1.0	871	730	141	2.4	3,225	2,155	1,070
\$70,000 - \$84,999	32,655	25,933	6,722	20.6	250	203	47	0.8	657	581	76	2.0	3,151	2,300	851
\$85,000 - \$99,999	14,010	11,176	2,834	20.2	86	81	5	0.6	314	273	41	2.2	1,192	889	303
\$100,000 and over	15,835	13,072	2,763	17.4	98	89	9	0.6	291	248	43	1.8	927	675	252
Total number of employees	491,383	292,228	199,155	40.5	7,084	4,256	2,828	1.4	12,332	8,327	4,005	2.5	51,195	25,868	25,327

TABLE 11  
Members and Share of Designated Groups in Permanent Part-Time Employment by Sex and Salary Range, 1999

Salary Range	All Employees			Aboriginal Peoples			Persons With Disabilities			Members of Visible Minorities					
	Total	Men	Women	%	Total	Men	Women	%	Total	Men	Women	%	Total	Men	Women
	Under \$5,000	4,672	2,133	2,539	54.3	52	22	30	1.1	72	33	39	1.5	490	223
\$5,000 - \$7,499	4,373	1,471	2,902	66.4	71	16	55	1.6	51	17	34	1.2	394	144	250
\$7,500 - \$9,999	8,263	3,809	4,454	53.9	141	68	73	1.7	120	58	62	1.5	956	577	379
\$10,000 - \$12,499	8,679	3,400	5,279	60.8	144	48	96	1.7	150	41	109	1.7	1,054	534	520
\$12,500 - \$14,999	9,305	2,848	6,457	69.4	161	47	114	1.7	171	47	124	1.8	1,107	485	622
\$15,000 - \$17,499	9,306	2,618	6,688	71.9	140	31	109	1.5	163	42	121	1.8	1,149	484	665
\$17,500 - \$19,999	8,745	2,124	6,621	75.7	145	33	112	1.7	163	44	119	1.9	997	360	637
\$20,000 - \$22,499	8,686	1,955	6,731	77.5	138	24	114	1.6	159	46	113	1.8	901	270	631
\$22,500 - \$24,999	7,425	1,816	5,609	75.5	110	23	87	1.5	158	52	106	2.1	849	286	563
\$25,000 - \$29,999	9,786	2,630	7,156	73.1	168	46	122	1.7	196	61	135	2.0	1,031	360	671
\$30,000 - \$34,999	5,052	1,836	3,216	63.7	75	25	50	1.5	81	28	53	1.6	552	216	336
\$35,000 - \$39,999	2,594	1,113	1,481	57.1	26	14	12	1.0	32	13	19	1.2	299	148	151
\$40,000 - \$49,999	1,227	447	780	63.6	7	3	4	0.6	21	6	15	1.7	94	35	59
\$50,000 and over	800	229	571	71.4	4	1	3	0.5	12	2	10	1.5	57	18	39
Total number of employees	88,913	28,429	60,484	68.0	1,382	401	981	1.6	1,549	490	1,059	1.7	9,930	4,140	5,790