

# 2001 Employment Equity Data Report



# Employment Equity Data Report 2001

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# Introduction

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This report is intended to assist employers in planning, developing and implementing employment equity programs. The numbers and percentages of designated group members in the workforce are shown by geographical areas. These data can be used as a guide, in conjunction with internal workforce data, to enable employers to assess their individual performance and subsequently to develop realistic goals and timetables for achieving employment equity.

## Legislation

The current *Employment Equity Act* (the Act) and accompanying *Employment Equity Regulations* (the Regulations), which came into force on October 24, 1996, constitute the legislative framework for employment equity at the federal level in Canada.

The Minister of Labour is responsible for making available to employers any relevant labour market information on designated groups in the Canadian workforce (Subsection 42(3) of the *Employment Equity Act*).

## Employers Covered by the Act

The Act applies to federally regulated private sector employers, Crown corporations, the federal Public Service, the Special Operating Agencies of the Government of Canada (also known as separate employers) and employers under the Federal Contractors Program for Employment Equity (FCP).

Federally regulated private sector employers are those employers operating in federally-regulated industries such as banking, communications and transportation. Crown corporations are corporations established to perform functions or duties on behalf of the Government of Canada. The Act covers those federally regulated private sector employers and Crown corporations with 100 or more employees.

The federal Public Service consists of the portions of the public service of Canada set out in Part I of Schedule I of the *Public Service Staff Relations Act*. It comprises more than 60 departments, agencies and commissions for which Treasury Board is the employer. All these departments, agencies and commissions are covered under the Act irrespectively of their size. While the Act establishes a 100-employee threshold also in the case of the federal Public Service, the threshold applies to the entire federal Public Service, and not to individual departments.

Special Operating Agencies of the Government of Canada (Separate Employers) are listed in Part II of Schedule I of the *Public Service Staff Relations Act*. They are separate public sector employers outside the federal Public Service. Unlike federal departments, separate employers are subject to the Act if they employ 100 employees or more. Today, there are approximately 30, 16 of which employ 100 or more employees.

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The employers included under the Federal Contractors Program for Employment Equity (FCP) are those companies employing 100 or more employees that obtain goods and services contracts with the Government of Canada valued at \$200,000 or more. The program requires these employers to implement an employment equity plan that meets the program criteria.

## **Employment Equity Data**

### **Assistance**

The Minister of Labour has published Guidelines in order to assist private sector employers in understanding their commitments under the new Act and Regulations. These Guidelines are intended to help employers, employee representatives and other interested parties to understand how to develop a workforce survey, conduct a workforce analysis, implement an employment systems review and develop an employment equity plan. In addition, please note that consultation and training for private sector employers are offered by Workplace Equity Officers (WEOs) who are located across Canada (See Appendix H).

### **Data-related Obligations**

The data-related obligations of an employer have been outlined in sections 5 to 10 of the Act. These sections outline core employment equity obligations. The Act establishes the same core obligations on public and private sector employers for developing and implementing employment equity plans and programs. The Regulations provide clarity with respect to the collection of workforce information and the conduct of workforce analysis.

### **Employment Equity Data**

The Act and Regulations seek to identify and remove employment-related barriers faced by women, Aboriginal peoples, persons with disabilities and members of visible minorities (the four designated groups) and to ensure that these groups achieve a degree of employment which is, at least, equal to their representation in the workforce as defined by qualification, eligibility or geography.

In order to implement and evaluate employment equity programs, data are required by various labour market characteristics of the designated group population. First, in order to produce employment equity data, it was necessary to develop operational definitions of the four designated groups. Women and members of visible minorities were identified by direct questions in the 2001 Census. Aboriginal peoples were identified using three questions in the 2001 Census and persons with disabilities were identified using several questions contained in the 2001 Census and the 2001 Participation and Activity Limitation Survey (PALS). The relevant Census and PALS questions can be found in the Technical Notes section of this manual.

Second, different types/levels of data must be examined by employers to determine whether they have established a truly representative workforce. These include comprehensive information on total population and workforce counts, detailed occupational information, and educational attainment for various geographical areas.

A federal committee, the Inter-departmental Co-ordinating Committee on Employment Equity Data (ICCEED), is responsible for coordinating the activities related to the production of

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designated group data. This committee includes representatives from Human Resources and Skills Development (HRSD), the Treasury Board Secretariat, Statistics Canada, the Canadian Human Rights Commission and the Public Service Commission. The work of ICCEED is approved by a Steering Committee comprising senior management.

Statistical tables and data highlights, based on 2001 Census data and the 2001 Participation and Activity Limitation Survey (PALS), are presented for all designated groups (women, Aboriginal peoples, persons with disabilities and members of visible minorities). The data highlights are based on general population information, workforce and education. The accompanying detailed tables are designed to help employers to meet their data-related obligations under the Act.

The Census of Population is designed to provide information about the demographic, social and economic characteristics of the Canadian population. The 2001 Census is the most comprehensive and reliable data source for women, Aboriginal peoples and members of visible minorities for Canada, the provinces, the territories, and the Census Metropolitan Areas (CMAs). Data will also be available by Human Resources District (HRD) on our website in a later date at [http://info.load-otea.hrhc-drhc.gc.ca/workplace\\_equity/home.shtml](http://info.load-otea.hrhc-drhc.gc.ca/workplace_equity/home.shtml). The 2001 PALS is the only comprehensive and reliable source of information on persons with disabilities population for Canada and provinces.





# Before Getting Started

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The three ways of browsing tables included on the CD-ROM are:

## 1. Adobe Acrobat Reader

This allows you to view the tables in Portable Document Format (.PDF) files. Here are its characteristics:

- Need minimal training
- Easy to use
- Able to:
  - View
  - Navigate
  - Browse
  - Print
  - Copy (tables are not being formatted when pasted into spreadsheet)

Note: If you do not already have the Adobe Acrobat Reader 5.0 or a higher version, you can download it from Adobe's web site at the following address:

<http://www.adobe.com/products/acrobat/readstep2.html>

## 2. Tab Delimited Text File (Tables 5 and 14 only)

The tab delimited file contains text fields that are separated by tabs. The tab delimited text file is one of the most common types of unstructured sequential data file. Here are its characteristics:

- Easy to import and export into applications
- Can be used to input or output the data of a spreadsheet or database
- Not formatted

## 3. Microsoft Excel 97 Spreadsheet/2000

This allows you to open the Excel tables (.XLS) included in the CD-ROM. Here are its characteristics:

- Easy to learn
- Store information in columns and rows
- Create tables of numbers
- Charting and text manipulation
- Able to:
  - View page layout
  - Navigate

- 
- Browse
  - Copy and control cell size
  - Print

Note: If you do not have Excel 97 or a higher version, you can install the Excel 97 Viewer that will allow you to open the Excel tables. This Viewer can be downloaded from Microsoft's web site at the following address: <http://www.microsoft.com/downloads>. You must then enter "Excel Viewer" in the **keywords** box and it will bring you on the web page.

# CD-ROM Instructions

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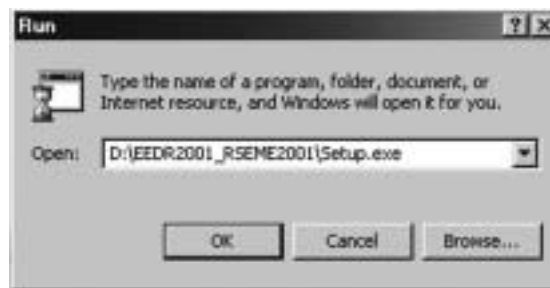
This section provides (I) instructions on how to successfully install the CD-ROM, (II) instructions on browsing the files and (III), a description of the directories within the CD-ROM.

## I. Installation Instructions

The following are step-by-step instructions to show you how to install the 2001 EEDR on your computer. Installing the EEDR is similar to installing any other Windows 95-based application. The installation package contains one CD.

To begin, insert the CD-ROM into the CD drive. Then:

1. Click the “**START**” button, which appears at the bottom of your screen in the Windows taskbar and choose “**RUN**” and the following dialogue box will appear:



2. In order to access the CD in the drive, ensure that it is the CD-ROM drive that appears in the dialogue box. If not, scroll for the correct drive by selecting the “**BROWSE**” button and highlighting the appropriate drive.
3. Select the file “**EEDR2001\_RSEME2001\Setup.exe**” and then click on “**OK**” to execute the file. Simply follow the instructions on your screen to install the documents on the CD-ROM.

## II. Browsing the 2001 EEDR CD-ROM

To access the information from the 2001 EEDR CD-ROM after installation is completed follow the steps below.

1. Click “**START**” from the bottom left on your screen.
2. Choose “**PROGRAM**”.
3. Choose “**2001EEDR**”.

The directory “**2001EEDR**” contains tables, documents, and/or programs which are outlined in the next section.

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### III Directories

Each file name within a directory is listed as it would be in a pull-up window followed by a brief description of its contents. All documents are in Portable Document Format (PDF), and can be opened by using Adobe Acrobat Reader which is provided to you for this purpose. Also, any table can be opened in the format desired in the directory mentioned below with its corresponding software/browser.

#### Document

- **Act\_Regs** – *Employment Equity Act* and Regulations
- **Census** – 2001 Census forms 2A and 2B
- **Fcp** – Federal Contractors Program (FCP) Criteria
- **Guidelin** – Guidelines for the *Employment Equity Act* and Regulations
- **Manual** – 2001 Employment Equity Data Report
- **Maps** – Canada and 27 CMAs
- **CMAs** in .jpg format
- **Noc** – NOC Guide

#### Tables

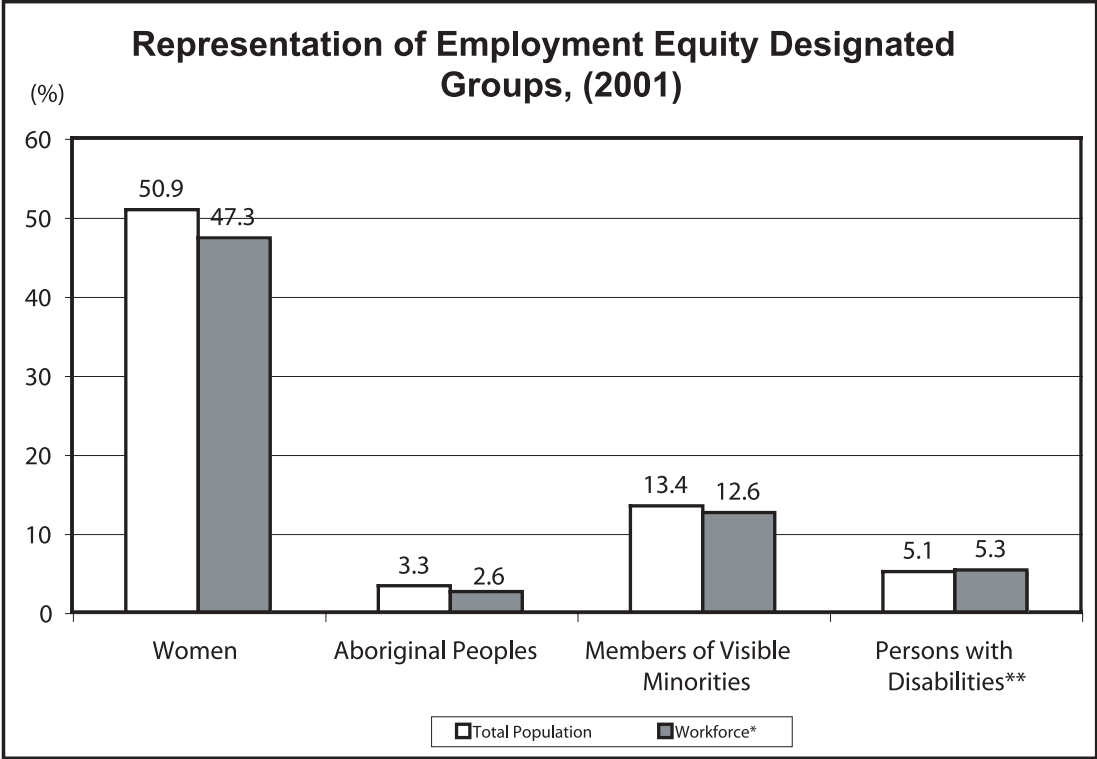
- EXCEL
- PDF
- TXT

**NOTE:** The maps of Canada and the 27 Census Metropolitan Areas (CMAs) are part of the 2001 Employment Equity Data Report (manual.pdf) and are also in JPG format in the DOCUMENT directory. If you want to open the maps in JPG format, open them in NETSCAPE. Do this by opening the “**FILE**” menu, selecting “**OPEN PAGE**,” click on “**CHOOSE FILE**” from the pop-up screen and locate the maps in the CD-ROM. To access any map choose “**FILES OF TYPE**”, locate “**ALL FILES (\*.\*)**” and open desired map.

# Data Highlights

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## Summary



\* Workforce population for women, Aboriginal peoples and members of visible minorities is comprised of persons aged 15 and over who worked in 2000 or 2001. The workforce population for persons with disabilities is comprised of persons aged 15 to 64 who worked anytime between 1996 and 2001.

\*\* Based on 2001 PALS information on persons with disabilities (Employment Equity Defined).

### Women

- Women outnumbered men slightly in the total population of approximately 29.6 million people in 2001, 50.9% versus 49.1% respectively.
- In 2001, there were almost 17 million people in the workforce. Of the 17 million, approximately 8 million were women, representing 47.3% of the total workforce.

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## **Aboriginal peoples**

- The 2001 Census showed that the Aboriginal peoples' share of Canada's total population is on the rise. The 976,305 Aboriginal people in 2001 represented 3.3% of the total Canadian population. This percentage was 17.9% higher than in the previous Census. The non-Aboriginal population increased 3.4%, while the Aboriginal population increased 22.2% between the two Census years (i.e., 1996 and 2001).
- Between 1996 and 2001, the Aboriginal peoples' workforce grew by 35.7%, representing 2.6% of the total Canadian workforce. In contrast, the non-Aboriginal population grew only 8.5% over the same period.

## **Members of Visible Minorities**

- In 2001, 13.4% of the total Canadian population identified themselves as visible minorities. This accounts for almost 4 million individuals.
- The workforce of visible minorities increased by 34.6% between 1996 and 2001 compared to an increase of only 6.2% in the case of the non-visible minorities workforce. In 2001, the 2.1 million members of visible minorities accounted for 12.6% of the total workforce.

## **Persons with Disabilities**

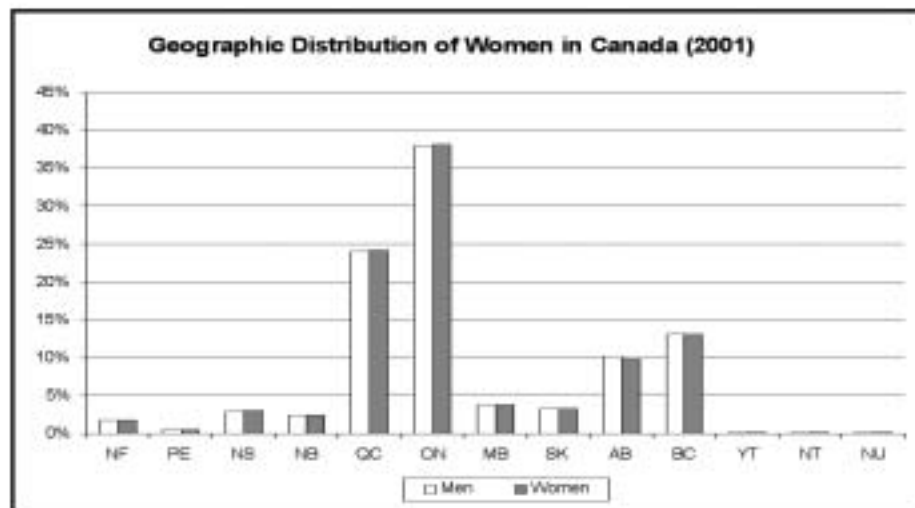
- According to the 2001 Participation and Activity Limitation Survey, persons with disabilities (employment equity defined) represented 5.1% of the total population and 5.3% of the workforce.

## Highlights for Women

### Total Population and Workforce for Women 2001 Census of Canada

List of Variables	Total Population		
	Total	Male	Female
<b>Population...</b>			
Population	29,639,030	14,564,275	15,074,755
Population Representation	100.0%	49.1%	50.9%
Population 15 Years & Over	23,901,355	11,626,795	12,274,570
Population Representation	100.0%	48.6%	51.4%
<b>Workforce...</b>			
Workforce	16,961,080	8,942,050	8,019,030
Workforce Representation	100.0%	52.7%	47.3%

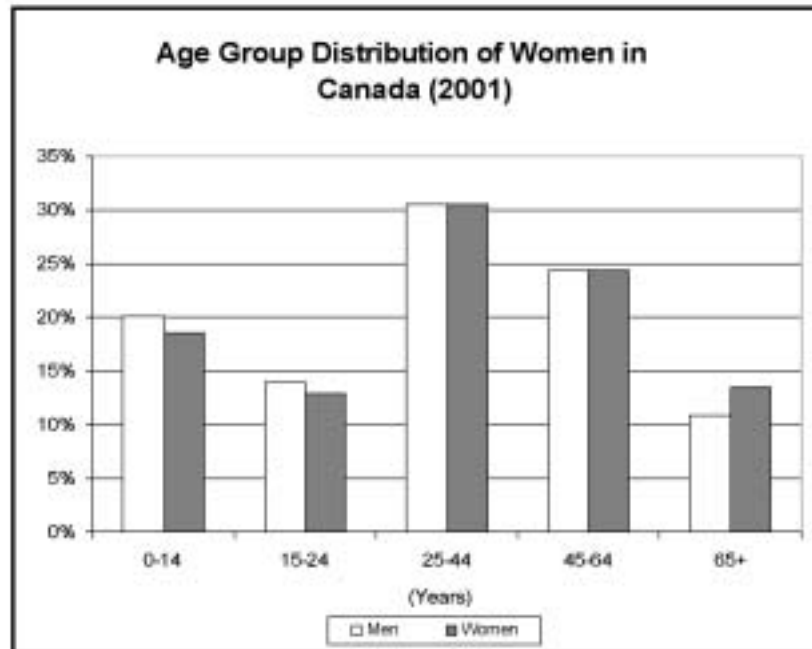
### Population...



- The 2001 Census counted, excluding institutional residents, 29,639,030 people on May 15, 2001. Women accounted for approximately 15 million or 51% of the total Canadian population.
- Women have a population distribution that is similar to men throughout Canada. Approximately 85% of women are concentrated in four provinces, Ontario (38%), Quebec (24%), British Columbia (13%) and Alberta (10%). Regions with the lowest representation were Prince Edward Island and the three Territories.

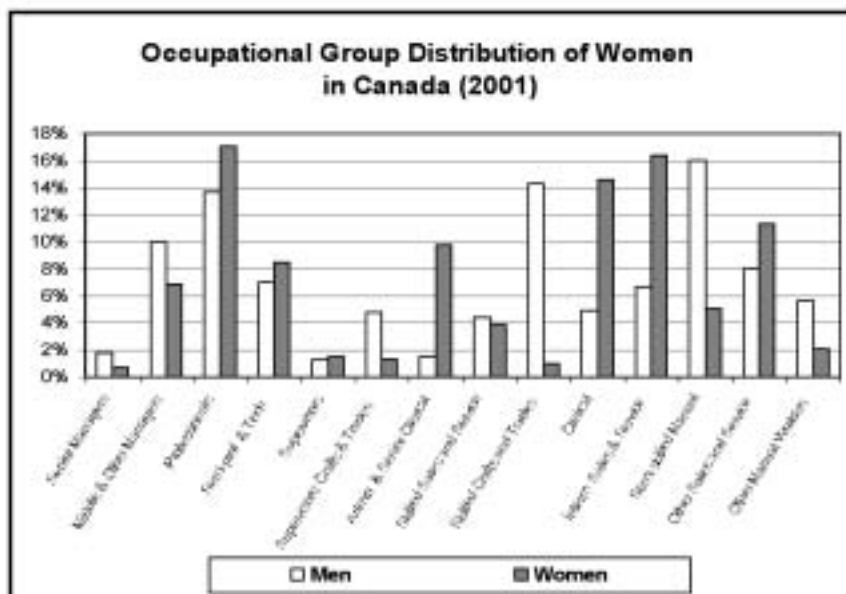


- In 2001, 68% of women were located within the 27 Census Metropolitan Areas (CMAs) and 50% of them were located in the three designated CMAs under the Act: Toronto, Vancouver and Montréal. Men had a similar distribution.



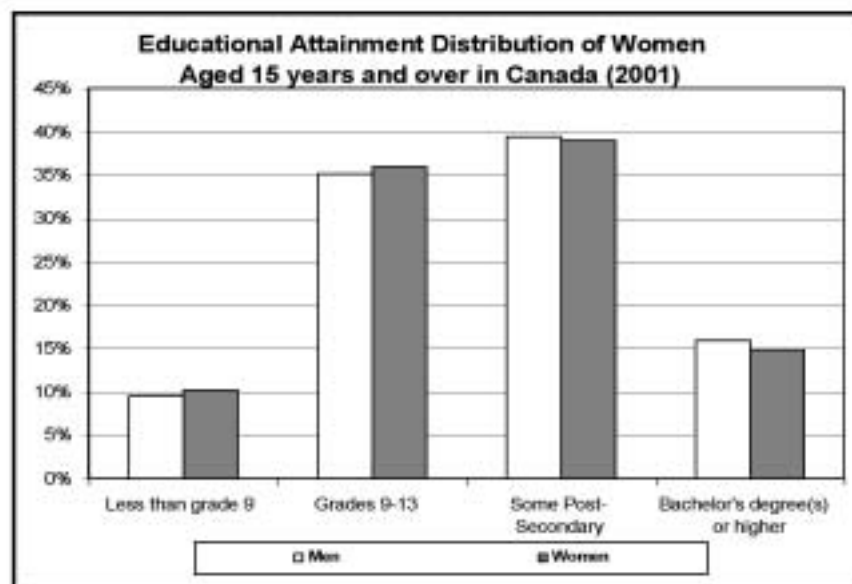
- Eighty-one percent of women are in the working age population compared to 80% of men. The highest age group concentration for both men and women was the 25-44 years old at 31%. The lowest age group concentration was the 15-24 years old at 13% for women and 65 years and over at 11% for men.

**Workforce...**



- There were approximately 8 million women in the workforce (women aged 15 years and over who worked in 2000 or 2001). They accounted for 47% of the total workforce of about 17 million.
- Almost 70% of women were employed in the following employment equity occupational groups: Professional (17%), Intermediate Sales and Service Personnel (16%), Clerical Personnel (15%), Other Sales and Service Personnel (11%) and Administrative and Senior Clerical Personnel (10%). Nevertheless, over half of women were employed clerical and sales occupations.
- Eight percent of women were employed at the senior, middle and other management levels compared to 12 % of men.

### Education...



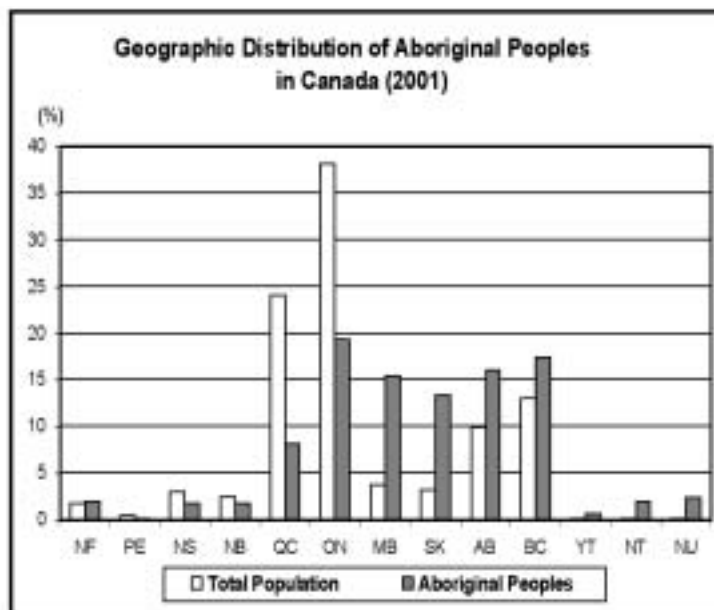
- Women had similar educational level to men in 2001. In the population 15 years and over, 10% of women had less than grade 9 education, 39% had some post-secondary and 15% had a Bachelor's degree or higher level of education compared to 9%, 39% and 16% respectively for men.

## Highlights for Aboriginal Peoples

### Total Population and Workforce for Aboriginal Peoples 2001 Census of Canada

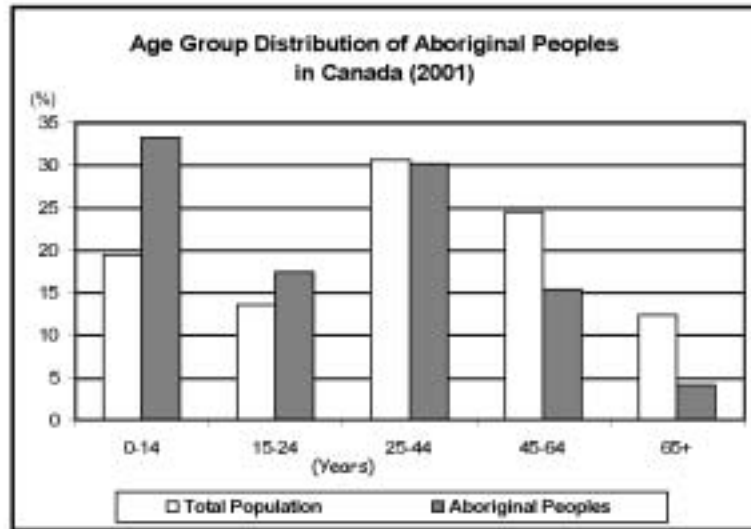
List of Variables	Total Population			Aboriginal Peoples		
	Total	Male	Female	Total	Male	Female
<b>Population...</b>						
Population	29,639,030	14,564,275	15,074,755	976,305	476,700	499,605
Population Representation	100.0%	49.1%	50.9%	3.3%	1.6%	1.7%
Population 15 Years & Over	23,901,355	11,626,795	12,274,570	652,350	311,370	340,980
Population Representation	100.0%	48.6%	51.4%	2.7%	1.3%	1.4%
<b>Workforce...</b>						
Workforce	16,961,080	8,942,050	8,019,030	436,485	223,545	212,945
Workforce Representation	100.0%	52.7%	47.3%	2.6%	1.3%	1.3%

### Population...



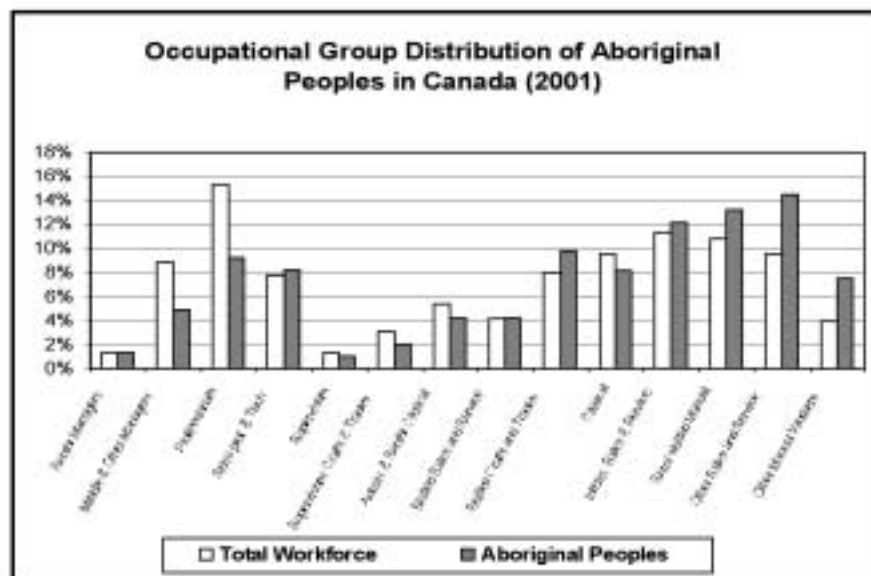
- In 2001, a total of 976,305 or 3.3% of the nation's total population identified themselves as members of at least one of the three Aboriginal groups: North American Indian, Métis or Inuit. Of the 976,305 people who identified themselves as Aboriginal in the 2001 Census, the majority, 608,850 or 62%, were North American Indian, approximately 30% or 292,310 reported they were Métis and about 5%, or 45,070 reported that they were Inuit. The remaining 3% were either persons who identified with more than one Aboriginal group or registered Indians or band members who did not identify as Aboriginal.

- The majority of Aboriginals were located in Ontario (19%), British Columbia (17%), Alberta (16%), Manitoba (15%) and Saskatchewan (13%). Together, these five provinces were home to 81% of Aboriginal peoples compared to 68% of the total population.
- Almost one-third (31%) or approximately 307,000 Aboriginal people lived in the nation's 27 Census Metropolitan Areas (CMAs) in 2001 compared to 68% of the general population. Three CMAs held the highest number of Aboriginals: Winnipeg, Edmonton and Vancouver.



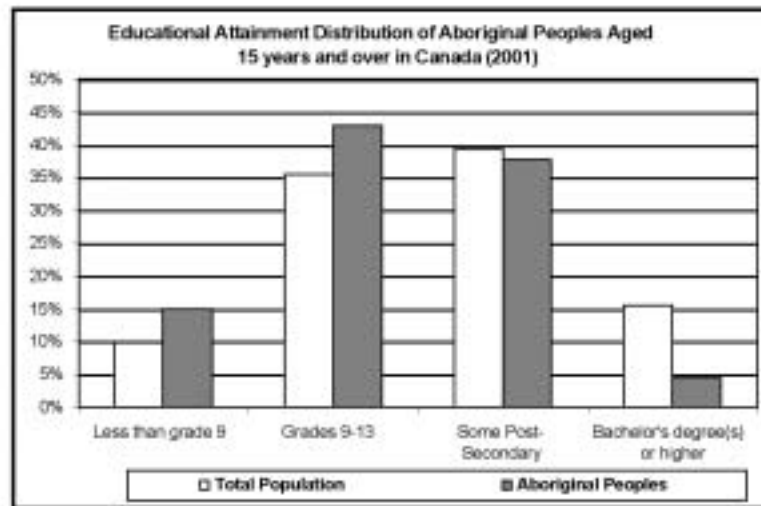
- The Aboriginal population in 2001 was much younger than the total population. One-third of Aboriginal peoples were under the age of 15 compared to 19% of the total population. Only 4% of Aboriginal peoples were over 65 compared to 12% of the total population.

### Workforce...



- There were approximately 436, 000 Aboriginal peoples in the workforce (Aboriginal peoples aged 15 years and over who worked in 2000 or 2001). They represented 2.6% of the total workforce of about 17 million.
- Close to 60% of Aboriginal peoples were employed in the following employment equity occupational groups: Other Sales and Service Personnel (14%), Semi-Skilled Manual workers (13%), Intermediate Sales and Service Personnel (12%), Skilled Crafts and Trades Workers (10%) and Professionals (9%). Six percent of Aboriginal peoples were employed at the senior, middle and other management levels.

### Education...



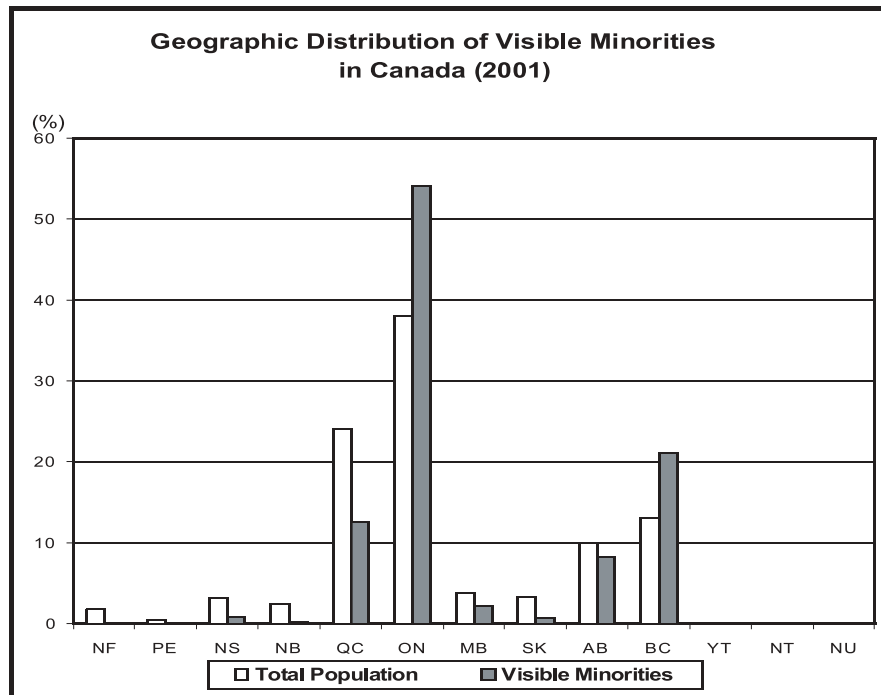
- There were more Aboriginal peoples with less than grade 9 and fewer with high levels of schooling compared to the total population. Aboriginal peoples had a similar distribution to the total population when it comes to some post-secondary education attainment.
- In the population 15 years and over, 15% of Aboriginal people had less than grade 9 education, 38% had some post-secondary and 4% had a Bachelor's degree or higher level of education compared to 10%, 39% and 15% respectively for the total population.

## Highlights for Members of Visible Minorities

### Total Population and Workforce for Members of Visible Minorities 2001 Census of Canada

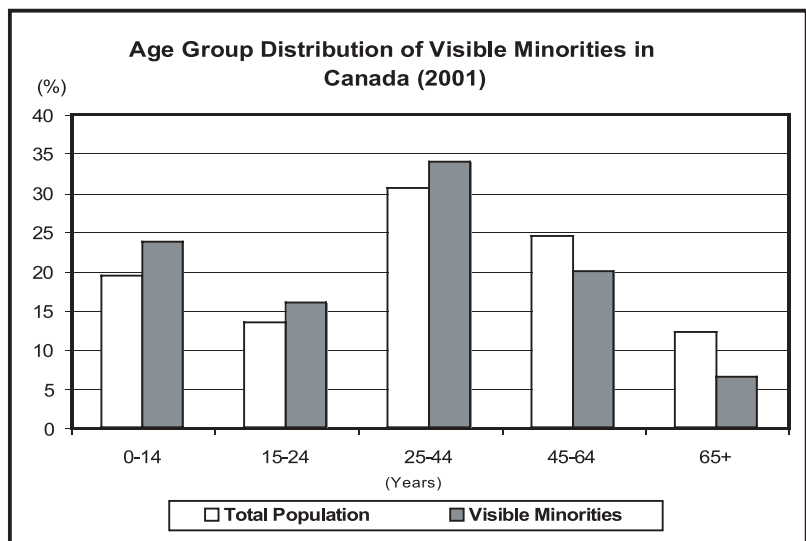
List of Variables	Total Population			Visible Minorities		
	Total	Male	Female	Total	Male	Female
<b>Population...</b>						
Population	29,639,030	14,564,275	15,074,755	3,983,845	1,945,510	2,038,335
Population Representation	100.0%	49.1%	50.9%	13.4%	6.6%	6.9%
Population 15 Years & Over	23,901,355	11,626,795	12,274,570	3,041,660	1,464,675	1,576,980
Population Representation	100.0%	48.6%	51.4%	12.7%	6.1%	6.6%
<b>Workforce...</b>						
Workforce	16,961,080	8,942,050	8,019,030	2,144,325	1,116,685	1,027,640
Workforce Representation	100.0%	52.7%	47.3%	12.6%	6.6%	6.1%

### Population...



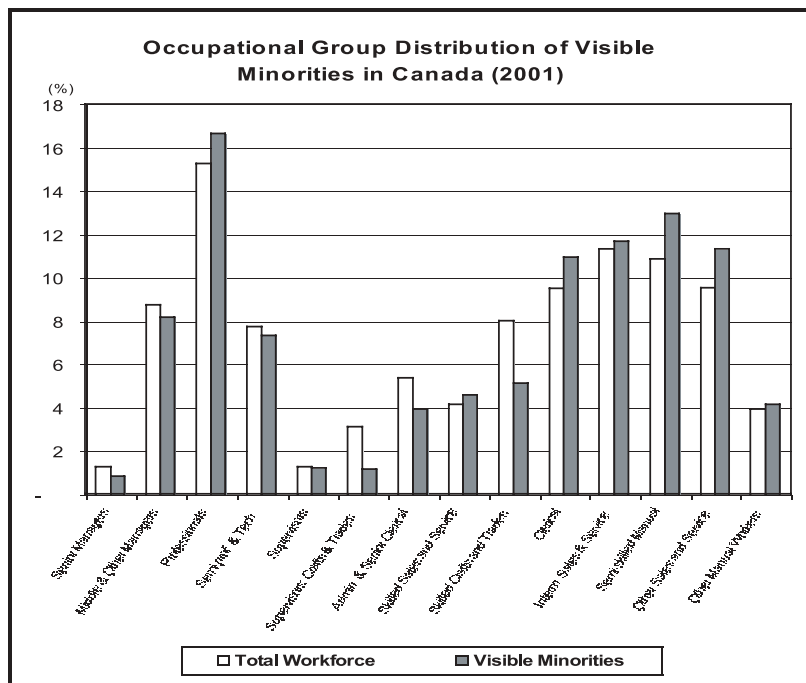
- In 2001, almost 4 million people reported as members of visible minorities. This accounted for 13.4% of the total Canadian population. The three largest visible minority groups, Chinese, South Asian and Black, accounted for two-thirds of the visible minority population.

- Ninety-six percent of members of visible minorities were located in four provinces: Ontario (54%), British Columbia (21%), Quebec (12%) and Alberta (8%). The majority of members of visible minorities preferred to live in Census Metropolitan Areas (CMAs) which include Canadian cities with a population of 100,000 or more. About 95% of members of visible minorities were located in Canada's 27 CMAs compared to 68% of the total population.



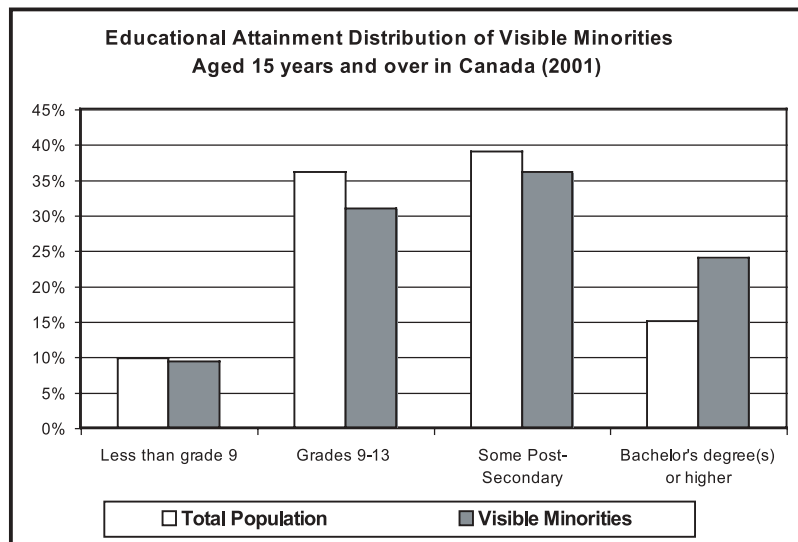
- Members of visible minorities were slightly younger than the total population. Approximately 24% of members of visible minorities were under the age of 15 compared to 19% of the total population. Only 7% of members of visible minorities were over 65 compared to 12% of the total population. Seventy-six percent of the visible minority population were 15 years of age or over compared to 81% of the total population.

### Workforce...



- There were approximately 2.1 million members of visible minorities in the workforce (members of visible minorities aged 15 years and over who worked in 2000 or 2001). They accounted for 12.6% of the total workforce of about 17 million.
- The highest concentration for members of visible minorities was in the employment equity occupational group of professionals (17%). Aside from professionals, members of visible minorities were concentrated in occupations such as semi-skilled manual workers (13%), intermediate sales and service personnel (12%), clerical personnel (11%) and other sales and service personnel (11%). Nine percent of members of visible minorities were employed at the senior, middle and other management levels.

### Education...



- Generally, members of visible minorities are highly educated. In 2001, 24% of members of visible minorities had a Bachelor's degree or higher level of education compared to 15% of the total population. The concentrations in less than grade 9 and some post-secondary levels of education were lower for members of visible minorities (9% and 36%) than for the total population (10% and 39%).



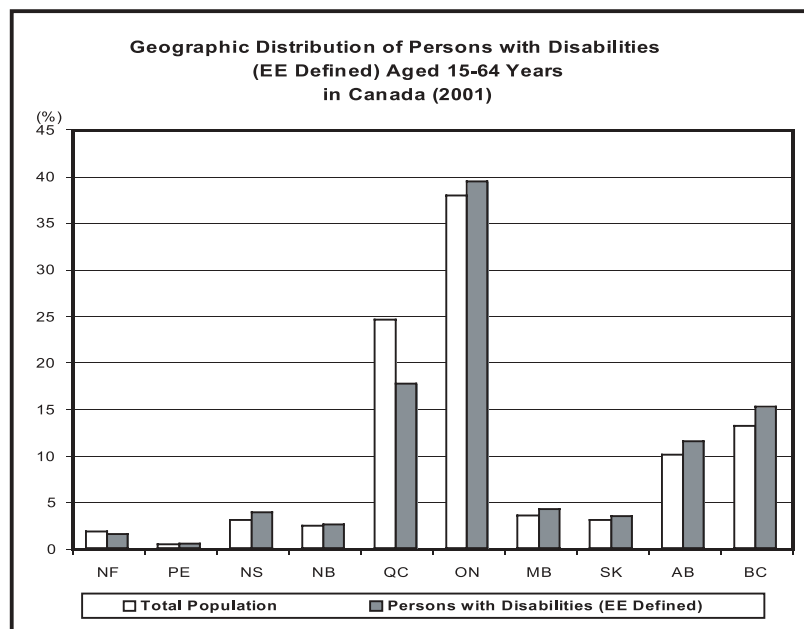
## Highlights for Persons with Disabilities<sup>1</sup>

### Total Population and Workforce for Persons with Disabilities (Employment Equity Defined) 2001 Census of Canada and 2001 Participation and Activity Limitation Survey

List of Variables	Total Population			Persons with Disabilities		
	Total	Male	Female	Total	Male	Female
<b>Population...</b>						
Population	29,546,740	14,517,205	15,029,535	n/a	n/a	n/a
Population Representation	100.0%	49.1%	50.9%	n/a	n/a	n/a
Population 15 to 64 Years	20,214,315	10,003,125	10,211,180	1,039,520	490,750	548,770
Population Representation	100.0%	49.5%	50.5%	5.1%	2.4%	2.7%
<b>Workforce...</b>						
Workforce 15 to 64 Years	16,485,930	8,636,455	7,849,475	865,670	426,150	439,510
Workforce Representation	100.0%	52.4%	47.3%	5.3%	2.6%	2.7%

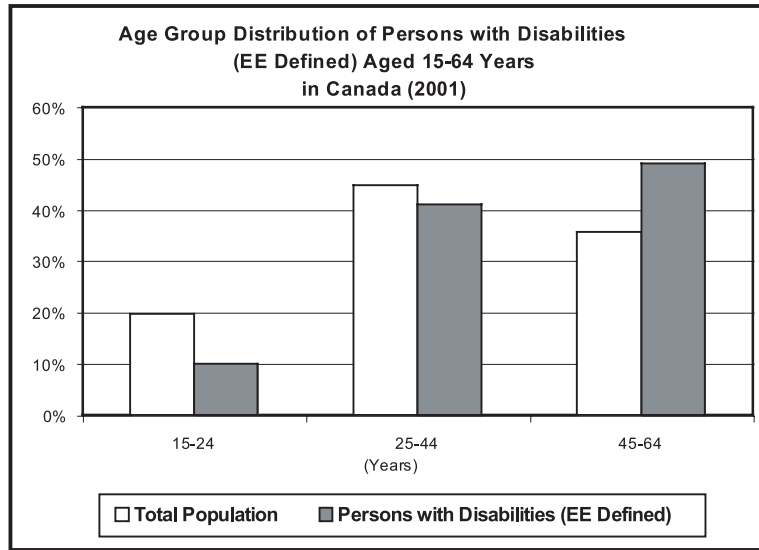
n/a = not available

#### Population...



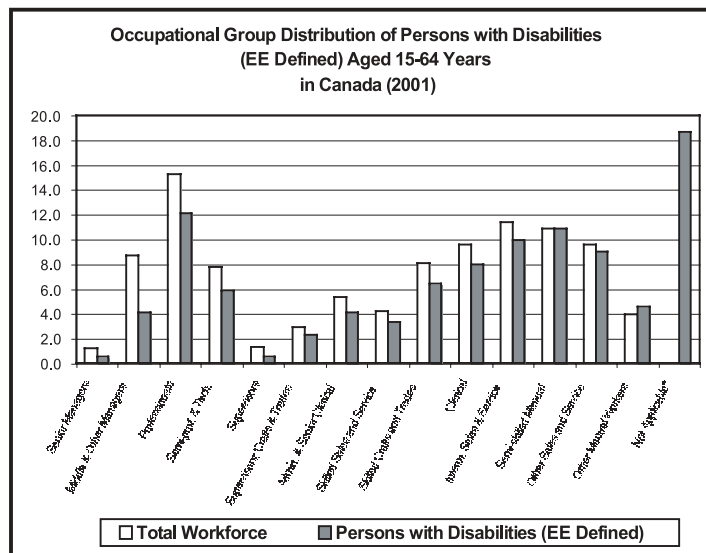
- In 2001, there were 1 million persons with disabilities (EE defined) aged 15 to 64 years in Canada. This accounted for 5% of the total population. Similar to the total population, 84% of persons with disabilities (EE defined) were located in four provinces, Ontario (39%), Quebec (18%), British Columbia (15%) and Alberta (12%).

<sup>1</sup>All figures in the analysis and tables exclude the Yukon, Northwest Territories and Nunavut.



- Data from the 2001 Participation and Activity Limitation Survey (PALS) showed that persons with disabilities (EE defined) were much older than the general population, 49% were in the 45 to 64 age category compared to 36% of the total population. On the other hand, only 10% of persons with disabilities (EE defined) were in the 15 to 24 age category compared to 20% of the total population.

### Workforce...

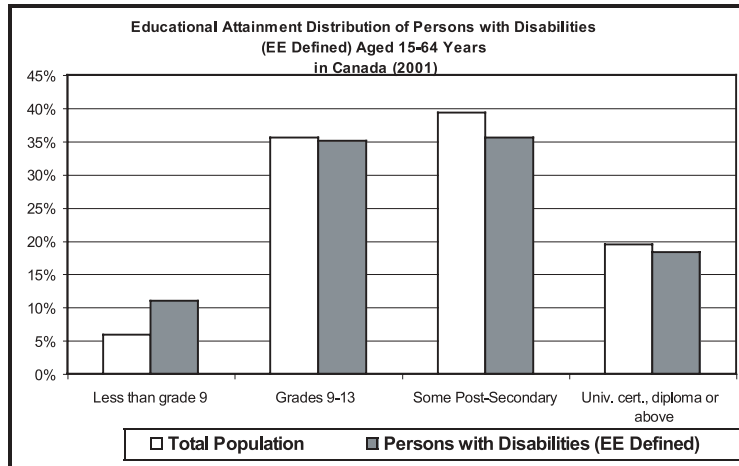


\* For definition of "Not Applicable", please see the special note in the Technical Notes section.

- Persons with disabilities (EE defined) aged 15 to 64 who worked anytime between 1996 and 2001 were about 866,000 compared to approximately 16.5 million of the total workforce. This represented 5.3% of the total workforce.

- Fifty percent of persons with disabilities (EE defined) were employed in five out of the 14 employment equity occupational groups. Except Professionals, the other four were in the lower skill occupations: Clerical Personnel, Intermediate Sales and Service Personnel, Semi-Skilled Manual Workers and Other Sales and Service Personnel.

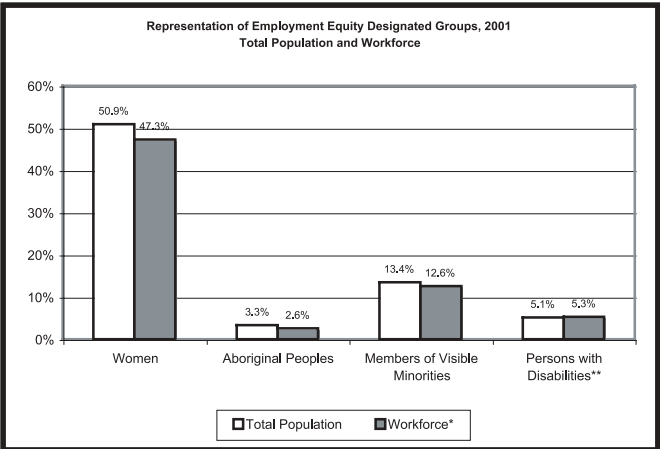
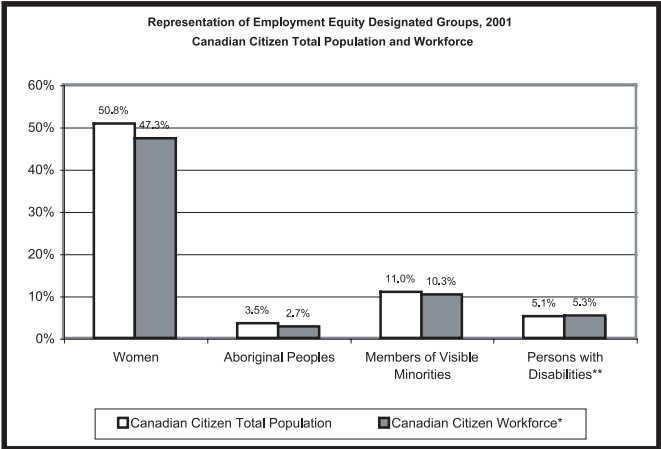
### Education...



- According to the 2001 Participation and Activity Limitation Survey, persons with disabilities (EE defined) are well educated, 18% had a university certificate, degree or diploma. On the other hand, 11% of persons with disabilities (EE defined) had less than grade 9 and about 36% had some post-secondary level of education.

# Data Highlights – Separate Employers<sup>1</sup>

## Summary



- \* Workforce population for women, Aboriginal peoples and members of visible minorities is composed of persons aged 15 and over who worked sometime in 2000 or 2001. The workforce population for persons with disabilities is comprised of persons aged 15 to 64 who worked anytime between 1996 and 2001.
- \*\* Based on 2001 PALS information on persons with disabilities (employment equity defined).

## Women

According to the 2001 Census, women represented 50.8% of the Canadian citizen population and 47.3% of the Canadian citizen workforce. This was quite similar to women representation in the overall population and workforce, at 50.9% and 47.3% respectively.

## Aboriginal Peoples

In 2001, Aboriginal peoples made up 3.5% of the Canadian citizen population and 2.7% of the Canadian citizen workforce. These figures were fairly close to those observed for Aboriginal peoples representation among the overall population and workforce, at 3.3% and 2.6% respectively.

<sup>1</sup>Tables for Canadian Citizen Workforce should only be used by employers having a *bona fide* reason to restrict hiring to Canadian citizens pursuant to the *Public Service Employment Act*. All others should use the Total Workforce Tables.

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### **Members of Visible Minorities**

Members of visible minorities represented 11.0% of the Canadian citizen population and 10.3% of the Canadian citizen workforce in 2001. This was lower than their representation in the overall population and workforce, at 13.4% and 12.6% respectively.

### **Persons with Disabilities**

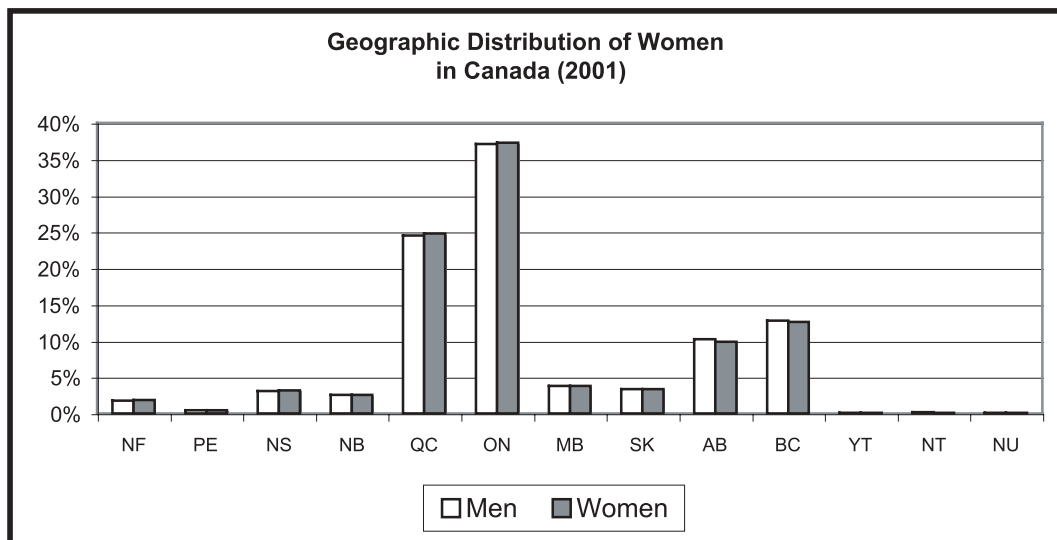
There are no data on Persons with Disabilities by citizenship status.

## Highlights for Women

### Total Population and Workforce for Women 2001 Census of Canada

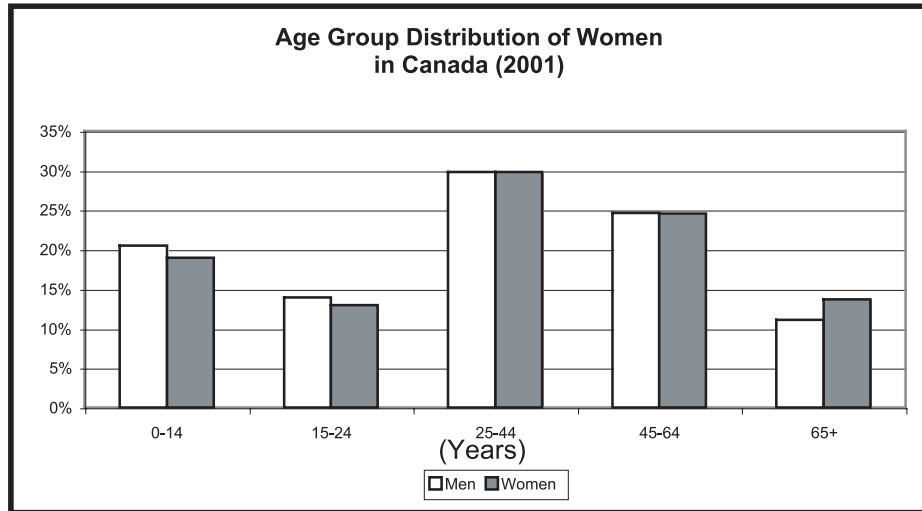
List of Variables	Total Population		
	Total	Male	Female
<b>Population...</b>			
Population	28,070,385	13,820,550	14,249,840
Population Representation	100.0%	49.2%	50.8%
Population 15 Years & Over	22,542,495	10,990,305	11,552,195
Population Representation	100.0%	48.8%	51.2%
<b>Workforce...</b>			
Workforce	16,063,740	8,467,855	7,595,890
Workforce Representation	100.0%	52.7%	47.3%

### Population...



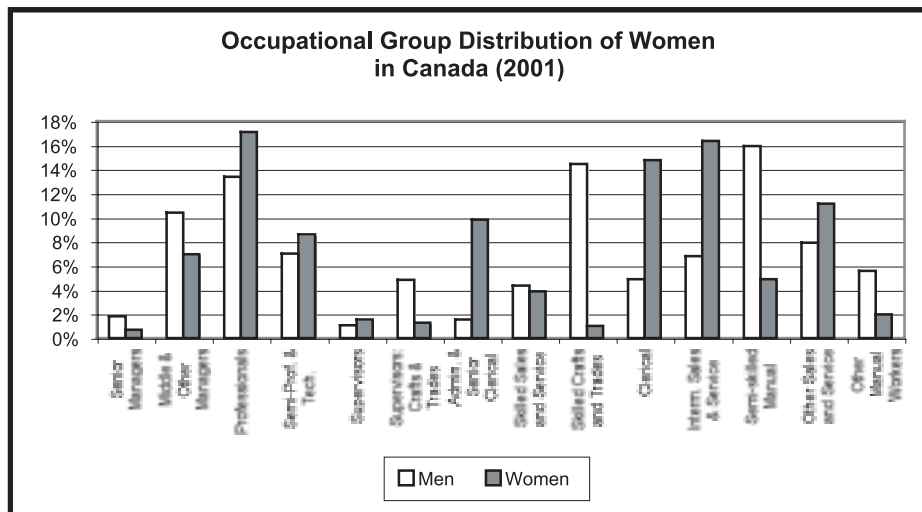
- Women accounted for approximately 14.2 million or 50.8% of the total population according to the 2001 Census.
- The geographic distribution of women was very similar to the distribution of men in 2001. Approximately 84% of women were concentrated in four provinces: Ontario (37%), Quebec (25%), British Columbia (13%) and Alberta (10%). Relatively few women were located in Prince Edward Island and the Territories.

- About 63% of women were located within the 27 Census Metropolitan Areas (CMAs) as equally observed for men. Three designated CMAs under the Act held the highest numbers of women: Toronto, Montréal and Vancouver.



- Women and men showed similar age distributions in 2001. About 81% of women were in the working age population (15 years of age or over) compared to 80% of men. The highest age group concentration for both women and men was the 25-44 years old group, at 30%. The lowest age group concentration for women was the 15-24 years old group, at 13%. In the case of men, the lowest concentration was in the 65 years and over group, at 11%.

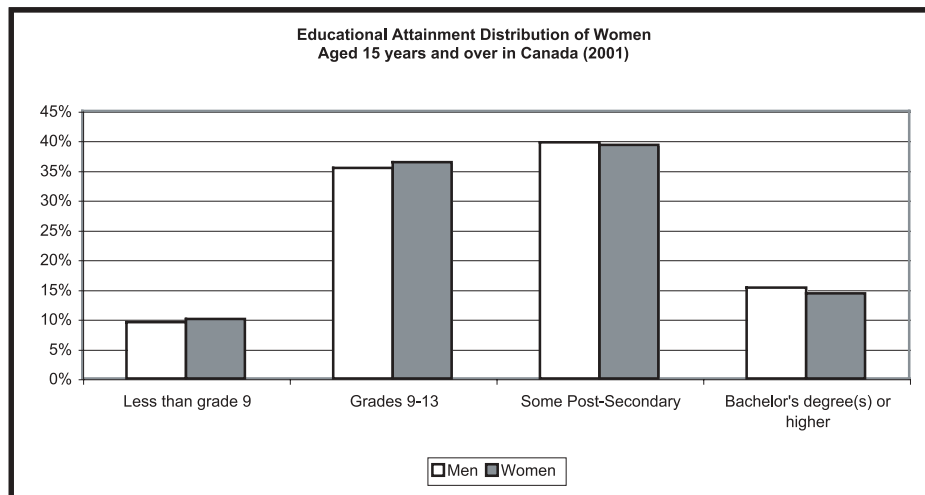
### Workforce...



- The workforce for women (population aged 15 years and over who worked in 2000 or 2001) was about 7.6 million or 47.3% of the total workforce.

- About 69% of women were employed in five out of the 14 employment equity occupational groups: professionals, intermediate sales and service personnel, clerical workers, other sales and service personnel, and administrative and senior clerical personnel.
- Only 8% of women held senior and middle management positions, compared to 12% of men. The percentage of women in professional occupations was at 17%, compared to 13% for males.

### Education...



- The distributions of women and men by levels of schooling were similar in 2001. In the population 15 years and over, 10% of women had less than grade 9 education, 39% had some post-secondary education and 14% had reached a Bachelor's degree or higher level compared to 10%, 40% and 15% respectively in the case of men.

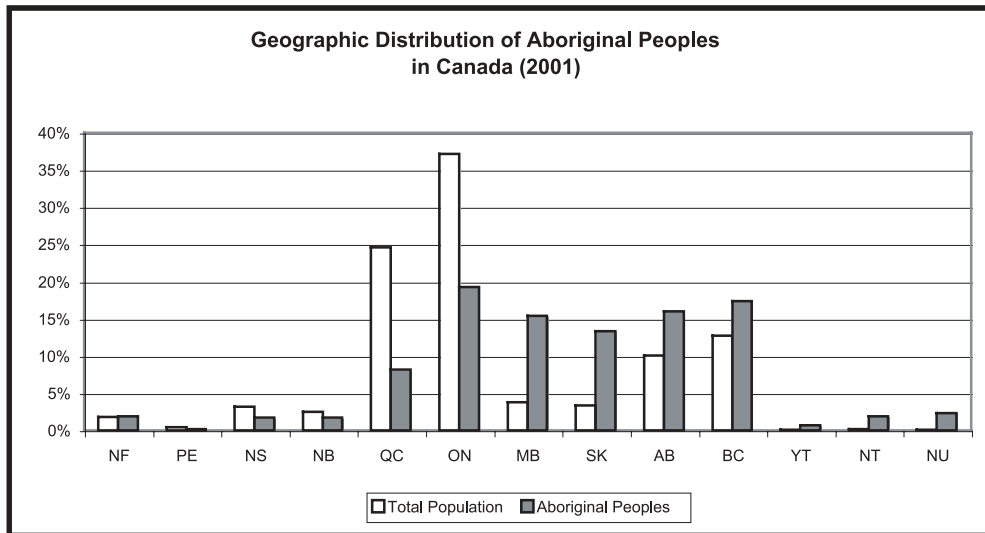


## Highlights for Aboriginal Peoples

### Total Population and Workforce for Aboriginal Peoples 2001 Census of Canada

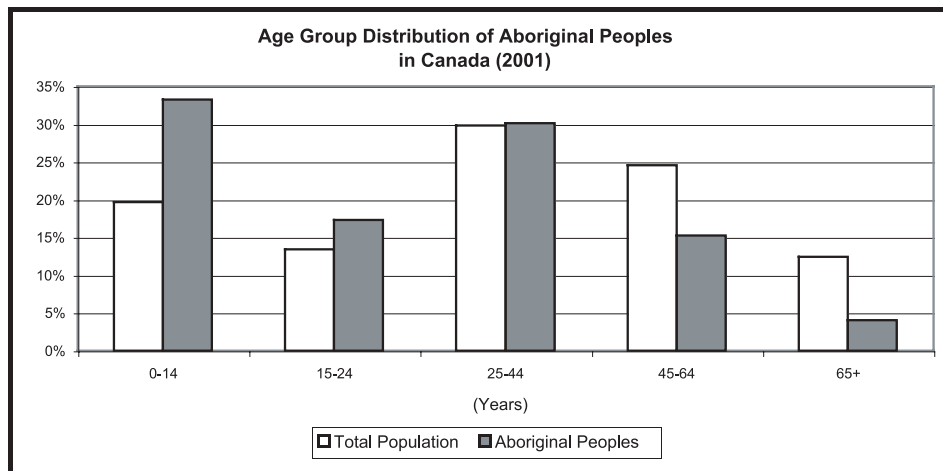
List of Variables	Total Population			Aboriginal Peoples		
	Total	Male	Female	Total	Male	Female
<b>Population...</b>						
Population	28,070,385	13,820,550	14,249,840	971,975	474,800	497,180
Population Representation	100.0%	49.2%	50.8%	3.5%	1.7%	1.8%
Population 15 Years & Over	22,542,495	10,990,305	11,552,195	648,745	309,850	338,900
Population Representation	100.0%	48.8%	51.2%	2.9%	1.4%	1.5%
<b>Workforce...</b>						
Workforce	16,063,740	8,467,855	7,595,890	433,925	222,385	211,540
Workforce Representation	100.0%	52.7%	47.3%	2.7%	1.4%	1.3%

### Population...



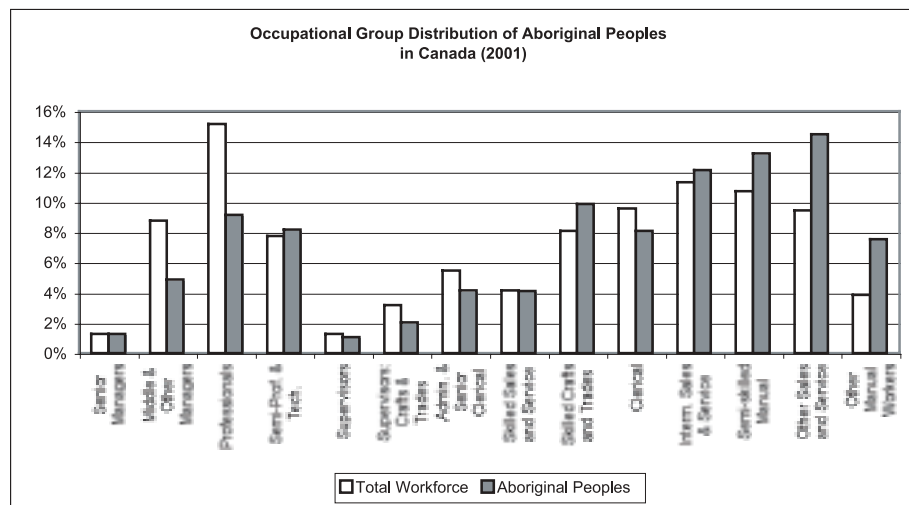
- According to the 2001 Census, Aboriginal peoples accounted for 3.5% of the total population or 971,975 persons. Of this total, 62% identified themselves as North American Indian, 30% as Métis and 5% as Inuit. The remaining 3% was made up of persons who identified themselves with more than one Aboriginal group and persons who did not identify with an Aboriginal group but reported being a Treaty or Registered Indian and/or a member of an Indian Band or First Nation.

- Over 80% of Aboriginal peoples were located in five provinces: Ontario (19%), British Columbia (17%), Alberta (16%), Manitoba (15%) and Saskatchewan (13%). This compares to 67% for the total population. Regions with the lowest representation were Prince Edward Island, the Yukon Territory, New Brunswick and Nova Scotia.
- Over 30% of Aboriginal peoples lived in the 27 Census Metropolitan Areas (CMAs) compared to 63% of the total population. Winnipeg, Edmonton and Vancouver showed the highest numbers of Aboriginal peoples.



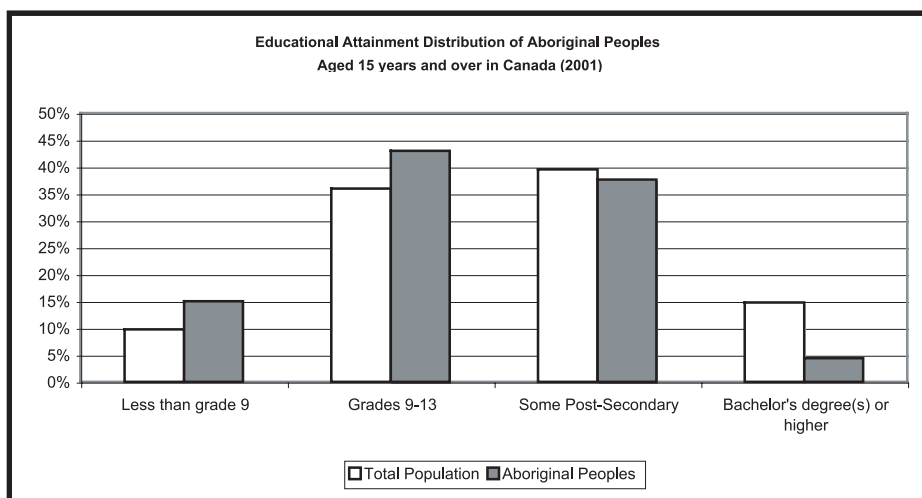
- The population of Aboriginal peoples was younger than the overall population in 2001. Over 80% of Aboriginal peoples were younger than 45 years old compared to 63% of the total population. Only 4% of Aboriginal peoples were older than 65 years old compared to 12% of the total population.

### Workforce...



- The workforce for Aboriginal peoples (population aged 15 years and over who worked in 2000 or 2001) was about 0.4 million or 2.7% of the total workforce of 16.1 million.
- Close to 40% of Aboriginal peoples worked in three out of the 14 employment equity occupational groups: semi-skilled manuals, intermediate sales and service and other sales and service.
- Only 5% of Aboriginal peoples were in middle management positions compared to 9% of the total population. A total of 9% of Aboriginal peoples were employed in professional occupations, lower than the 15% observed for the total population.

### Education...



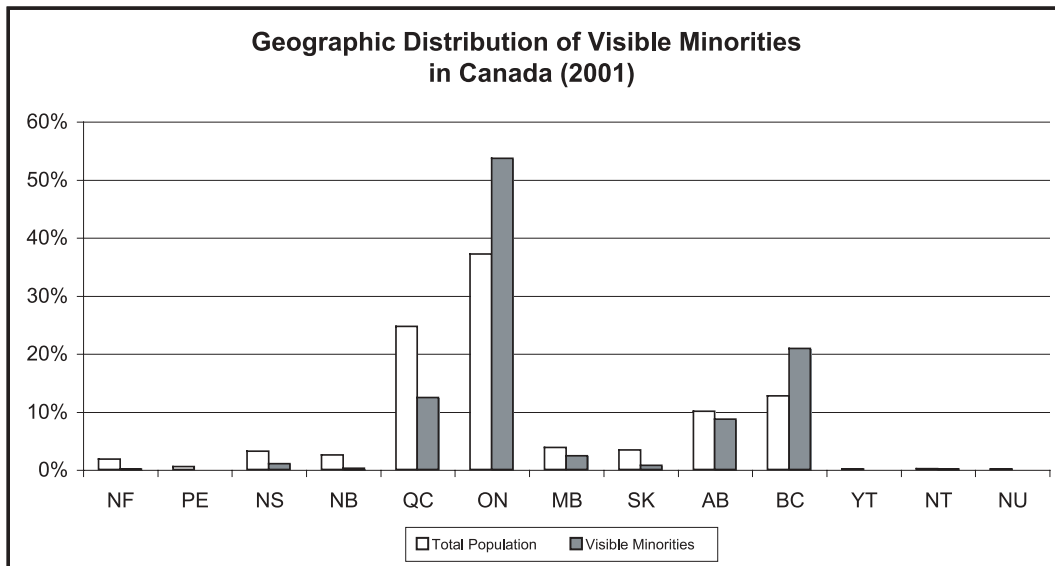
- In 2001, the percentage of Aboriginal peoples with high levels of schooling was low relative to the total population. Only 4% of Aboriginals have a Bachelor's degree or higher level of education compared to 15% of the total population.
- A total of 58% of Aboriginal peoples had a grade 13 education or less compared to 46% for the total population.

## Highlights for Members of Visible Minorities

### Total Population and Workforce for Members of Visible Minorities 2001 Census of Canada

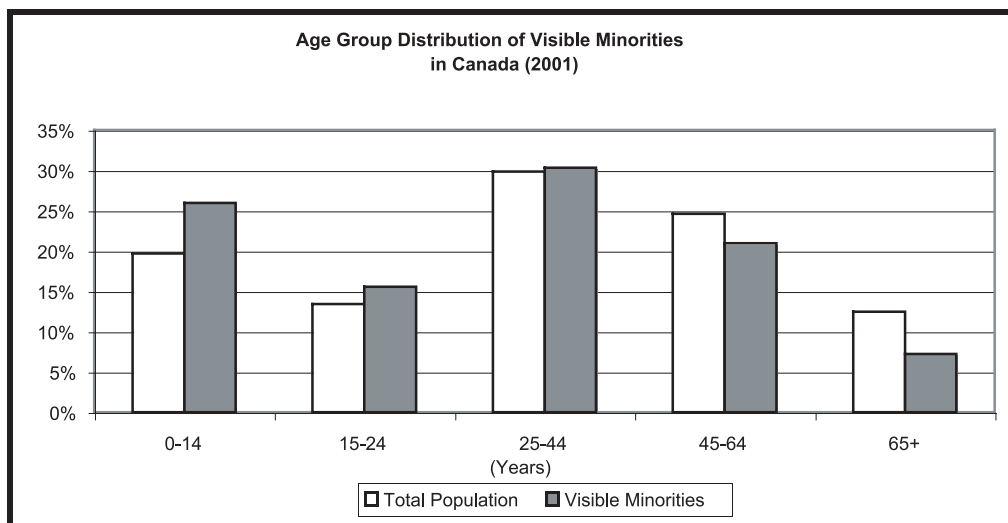
List of Variables	Total Population			Visible Minorities		
	Total	Male	Female	Total	Male	Female
<b>Population...</b>						
Population	28,070,385	13,820,550	14,249,840	3,082,445	1,512,065	1,570,385
Population Representation	100.0%	49.2%	50.8%	11.0%	5.4%	5.6%
Population 15 Years & Over	22,542,495	10,990,305	11,552,195	2,282,950	1,103,795	1,179,155
Population Representation	100.0%	48.8%	51.2%	10.1%	4.9%	5.2%
<b>Workforce...</b>						
Workforce	16,063,740	8,467,855	7,595,890	1,657,100	855,365	801,735
Workforce Representation	100.0%	52.7%	47.3%	10.3%	5.3%	5.0%

### Population...



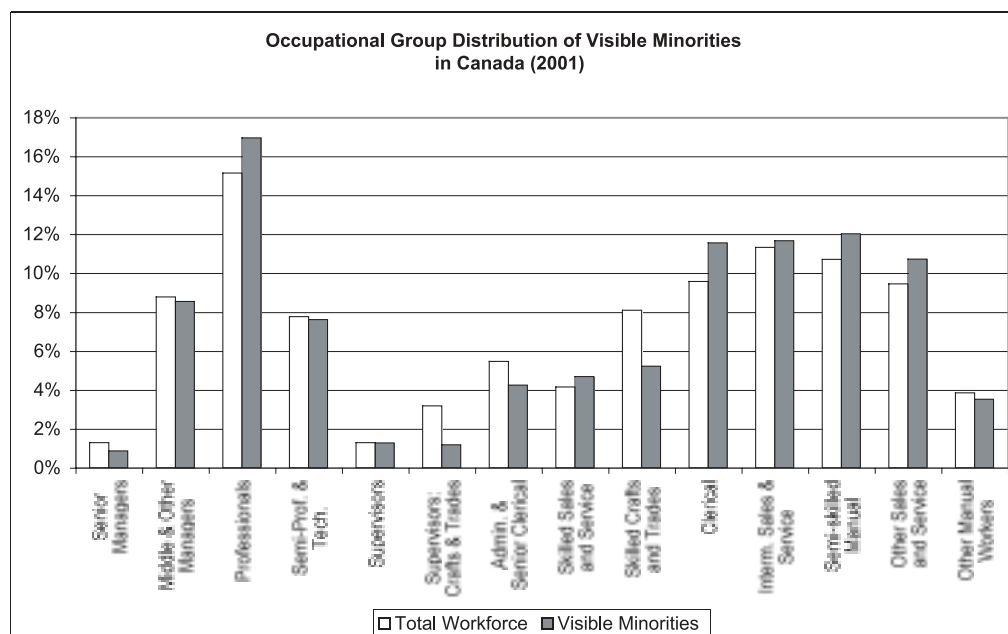
- According to the 2001 Census, members of visible minorities accounted for approximately 3.1 million or 11.0% of the total population. The three largest visible minority groups were Chinese (27%), South Asian (22%) and Black (18%).
- Over 95% of members of visible minorities were concentrated in four provinces: Ontario (54%), British Columbia (21%), Quebec (12%) and Alberta (9%). This compares to 85% for the total population. Regions with the lowest representation were the Territories, Prince Edward Island, Newfoundland and New Brunswick.

- Close to 95% of members of visible minorities lived in the 27 Census Metropolitan Areas (CMAs) compared to 63% of the total population. Toronto, Vancouver, Montréal, Calgary and Ottawa-Hull held the highest numbers of members of visible minorities.



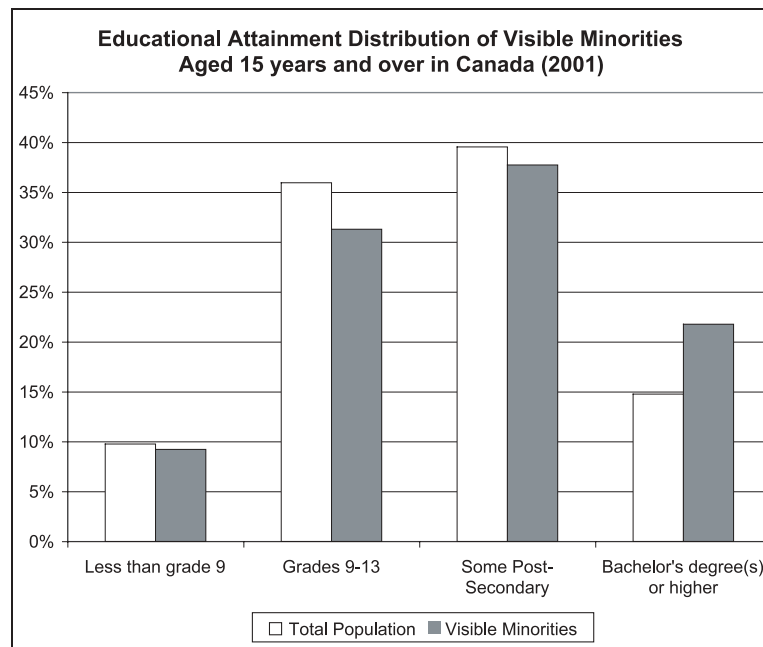
- In 2001, members of visible minorities showed their highest concentration under the 25-44 age group, at 30%, as equally observed for the total population. About 74% of members of visible minorities were 15 years of age or older compared to 80% of the total population. Only 7% of members of visible minorities were 65 years or over compared to 12% of the total population.

### Workforce...



- The workforce for members of visible minorities (population aged 15 years and over who worked in 2000 or 2001) was approximately 1.7 million or 10.3% of the total workforce of 16.1 million.
- The highest concentration of members of visible minorities was in professional occupations, at 17% compared to 15% for the total population. Nine percent of members of visible minorities were in senior and middle management occupations compared to 10% of the total population.
- Members of visible minorities showed more concentration in lower level positions (clerical, intermediate sales and service, semi-skilled manual, other sales and service and other manual workers) than the total population (50% versus 45% respectively).

### Education...



- According to the 2001 Census members of visible minorities were more likely to have a Bachelor's degree or higher level of education compared to the total population (22% versus 15% respectively). Members of visible minorities were slightly less concentrated at the other three lower levels of schooling compared to the total population.



# Technical Notes

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This section of the report covers information on the sources of data on designated groups and their legislative and operational definitions.

## General

Not all respondents received the same questionnaire in the 2001 Census. Four out of five households received the short form (Form 2A) while the remaining one in five, being randomly selected, received a long form (Form 2B). Both the short and the long questionnaires asked basic demographic questions about each member of the household. However, the long form has 52 additional questions, including questions that contain socio-economic information on Aboriginal people and visible minorities and that is the source of information for tables included in the 2001 Employment Equity Data Report. The information was collected on a 20% sample basis and weighted up to compensate for sampling. All table headings are noted accordingly. Note that, on Indian reserves and in remote areas, all data were collected on a 100% basis.

## Women

### Legislative Definition

There is no definition of women in the *Employment Equity Act* but women are included in the designated group definition in Section 3 of the Act as one of the designated groups.

### Operational Definition

The 2001 Census of Canada serves as the source of employment equity data for women with information being obtained from the question on sex. In the 2001 Census, this question was as follows:

2. SEX	01 <input type="radio"/> Male 02 <input type="radio"/> Female
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## Aboriginal Peoples

### Legislative Definition

In the 1995 *Employment Equity Act* “‘aboriginal peoples” means persons who are Indians, Inuit or Métis’.

### Operational Definition

Employment equity data on Aboriginal peoples were obtained from the 2001 Census and correspond to the Census–defined Aboriginal identity population. In the 2001 Census, the Aboriginal identity population refers to those persons who reported identifying with at least one Aboriginal group, i.e. North American Indian, Métis or Inuit (Eskimo) (in Question 18) and/or who reported being a Treaty Indian or a Registered Indian as defined by the *Indian Act* of Canada (in Question 21) and/or who reported they were members of an Indian Band or First Nation (in Question 20).

Ninety-eight per cent of the Aboriginal-identity population was identified using single or multiple mark-in responses to Question 18 as North American Indian, Métis or Inuit.

### Question 18:

<p>18. Is this person an Aboriginal person, that is, North American Indian, Métis or Inuit (Eskimo)?</p> <p>If “Yes”, mark “X” the circle(s) that best describe(s) this person now.</p>	<p>01 <input type="radio"/> No</p> <p>02 <input type="radio"/> Yes, North American Indian</p> <p>03 <input type="radio"/> Yes, Métis</p> <p>04 <input type="radio"/> Yes, Inuit (Eskimo)</p> <p><b>Go to Question 20</b></p>
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### Question 20:

<p>20. Is this person a member of an Indian Band/First Nation?</p>	<p>17 <input type="radio"/> No</p> <p>18 <input type="radio"/> Yes, member of an Indian Band/First Nation</p> <p>Specify Indian Band/First Nation (for example, Musqueam)</p> <p>19 <input type="text"/></p>
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**Question 21:**

21. Is this person a Treaty Indian or a Registered Indian as defined by the <i>Indian Act</i> of Canada?	20 <input type="radio"/> No 21 <input type="radio"/> Yes, Treaty Indian or Registered Indian
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**Incompletely Enumerated Indian Reserves and Indian Settlements**

On some Indian reserves and Indian settlements in the 2001 Census, enumeration was not permitted or was interrupted before it could be completed. Moreover, for some Indian reserves and Indian settlements, the quality of the enumeration was considered inadequate. These geographic areas are called incompletely enumerated Indian reserves and Indian settlements. There were a total of 29 incompletely enumerated Indian reserves out of 1,052 and 1 out of 28 Indian settlements during the 2001 Census. A preliminary estimate indicated 30,000 to 35,000 people resided on these reserves and settlements.

Data for 2001 are therefore not available for incompletely enumerated reserves and settlements. As a result, these data are not included in tabulations. Data for geographic areas containing one or more of these reserves and settlements are therefore noted accordingly. Because of missing data, users are cautioned that for the affected geographic areas, comparisons (e.g. percentage change) between 1996 and 2001 are not exact. While for higher level geographic areas (Canada, provinces, census metropolitan areas) the impact of the missing data is very small, the impact can be significant for smaller areas, where the affected reserves and settlements account for a higher proportion of the population.

A list of incompletely enumerated Indian reserves and Indian settlements by province showing the Census Metropolitan Area (CMA), where applicable, along with Population Counts from the last two censuses, where available, has been compiled and is shown in Appendix B.

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## Members of Visible Minorities

### Legislative Definition

In the 1995 *Employment Equity Act*, “members of visible minorities” means persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour’.

### Operational Definition

In the 2001 Census, data on members of visible minorities for employment equity purposes was based on responses to question 19. This question was introduced for the first time in the 1996 Census. The 2001 question is similar to the one used in the 1996 Census. Prior to 1996, data on visible minorities were derived from responses to the ethnic origin question, in conjunction with other ethno-cultural information, such as language, place of birth and religion.

In the 2001 Census, persons who marked-in Chinese, South Asian, Black, Filipino, Latin American, Southeast Asian, Arab, West Asian, Japanese or Korean were included in the visible minority population. In the 1996 Census, there was only one mark-in circle for Arab/West Asians. However, in the 2001 Census this category was split in two separate categories.

Besides above-mentioned visible minority sub-groups, two residual groupings were formed in the 2001 Census (i.e., Visible minority n.i.e. and Multiple visible minority). Visible minority n.i.e. includes those responses which could not be classified into one of the specific sub-groups. Multiple visible minority includes multiple responses such as a combination of Chinese and Korean, Black and West Asian, or White and Filipino.

The operational definition of the visible minority population was developed by Inter-departmental Committees on Employment Equity Data comprising representatives from Human Resources and Skills Development Canada, the Treasury Board Secretariat, Statistics Canada, the Canadian Human Rights Commission and the Public Service Commission. This definition was based on information from Question 19 that asked:

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**Question 19:**

<p>19. Is this person: Mark “X” or specify, if applicable.</p> <p>This information is collected to support programs that promote equal opportunity for everyone to share in the social, cultural and economic life of Canada.</p>	<p>05 <input type="radio"/> White</p> <p>06 <input type="radio"/> Chinese</p> <p>07 <input type="radio"/> South Asian (<i>e.g., East Indian, Pakistani, Sri Lankan, etc.</i>)</p> <p>08 <input type="radio"/> Black</p> <p>09 <input type="radio"/> Filipino</p> <p>10 <input type="radio"/> Latin American</p> <p>11 <input type="radio"/> Southeast Asian (<i>e.g., Cambodian, Indonesian, Laotian, Vietnamese, etc.</i>)</p> <p>12 <input type="radio"/> Arab</p> <p>13 <input type="radio"/> West Asian (<i>e.g., Afghan, Iranian, etc.</i>)</p> <p>14 <input type="radio"/> Japanese</p> <p>15 <input type="radio"/> Korean</p> <p>Other - <i>Specify</i></p> <p>16 <input style="width: 100%; height: 20px;" type="text"/></p>
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The vast majority of the visible minority population was identified using mark-in responses to Question 19 while a small proportion was identified by either a single write-in response (see box 16 Other - *Specify*) or by multiple responses. Multiple responses were comprised of either (i) two or more mark-ins or (ii) a write-in and one or more mark-ins.

The following summarizes how the visible minority population was identified.

- Persons who reported a single mark-in response of Chinese, South Asian, Black, Filipino, Latin American, Southeast Asian, Arab, West Asian, Japanese and Korean were considered to be an accurate reflection of the visible minority population. Persons who reported a single write-in response which indicated that the respondent is likely to be a visible minority, but for which a specific visible minority group could not be identified were assigned to the visible minority group (e.g. Punjabi, Cuban, Thai, Haitian, Laotian, etc.). This process identified 91.4% of the visible minority population.

- 
- Persons who reported a multiple mark-in and/or write-in response to any of the following listed groups: Chinese; South Asian; Black; Arab; West Asian; Filipino; Southeast Asian; Latin American; Japanese or Korean were included. This approach identified an additional 1.5% of the visible minority population.
  - Persons who reported a multiple response of White in combination with the following groups: Chinese, South Asian, Black, Filipino, Southeast Asian, Japanese or Korean were included in the visible minority population. This represented an additional 4.6% of the visible minority population.
  - Visible minority n.i.e., which included responses that could not be classified into one of the specific sub-groups, identified an additional 2.5% of the visible minority population.

Because of the heterogeneous nature of the Latin American, Arab and West Asian groups, a Latin American or Arab or West Asian mark-in together with either a White mark-in or a European write-in could not be taken as a definite indicator of belonging to the visible minority group. As a result, persons who identified themselves as a combination of White and Latin American, or White and Arab, or White and West Asian were excluded from the visible minority population, as were those who checked Latin American or Arab or West Asian and wrote in a European response.

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## Persons with Disabilities

### General

The 2001 Participation and Activity Limitation Survey (PALS), formerly called the Health and Activity Limitation Survey (HALS) in 1991, was the source of information on persons with disabilities (Employment Equity defined).

The Participation and Activity Limitation Survey collects information on people whose everyday activities may be limited because of a health-related condition or problem. The 2001 PALS uses World Health Organization's International Classification of Functioning, Disability and Health (ICF) framework to define disability by looking at the relationships between body structure, function, activities and participation. The new classification shifted its emphasis from the negative description of disability, impairment and handicap used in the 1980 International Classification of Impairments, Disabilities, and Handicaps (ICIDH) definition to a neutral description of body structure function, activities and participation. It also recognized the role of environmental factors in either facilitating functioning or raising barriers for the participation of persons with disabilities. For more information on PALS, please visit Statistics Canada's website at [www.statcan.ca](http://www.statcan.ca).

### Legislative Definition

The definition of persons with disabilities in the 1995 *Employment Equity Act* is as follows:

*“persons with disabilities means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who*  
*(a) consider themselves to be disadvantaged in employment by reason of that impairment, or*  
*(b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.*  
*and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.”*

### Operational Definition

The employment equity data on persons with disabilities under the 1995 *Employment Equity Act* include persons aged 15 to 64 living in private households who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment

AND who

- (a) consider themselves to be disadvantaged in employment by reason of that impairment,
- or
- (b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment,

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and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

The operational definition for persons with disabilities under the *Employment Equity Act* was developed by Inter-departmental Committees on Employment Equity Data comprising representatives from Human Resources and Skills Development Canada, the Treasury Board Secretariat, Statistics Canada, the Canadian Human Rights Commission and the Public Service Commission.

Persons with disabilities workforce population included those aged 15 to 64 who worked anytime between 1996 and 2001. This extended 5-year reference period was used to reflect the fact that persons with disabilities tend to experience greater barriers in labour force participation and, therefore, tend to be out of the labour force for longer periods than do persons without disabilities.

Specifically, the following questions in the 2001 PALS were used to identify the counts of persons with disabilities for employment equity purposes:

**Questions used to indicate a respondent who considers himself/herself to be disadvantaged in employment because of his/her condition:**

*E30, E58, E82: Does your condition limit the amount or kind of work you can do at your present job or business?*

*E47, E71 and E99: Do you consider yourself to be disadvantaged in employment because of your condition?*

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

*E36: Do you believe that your condition makes it difficult for you to change jobs or to advance at your present job?*

*E48, E72, E100: Do you believe that your current employer or any potential employer would be likely to consider you disadvantaged in employment because of your condition?*

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

*E39, E63,  
and E91:*

*Because of your condition, would you require any of the following to be able to work?...*

- a) Job redesign (modified or different duties)*
- b) Modified hours or days or reduced work hours*
- c) Human support, such as a reader, Sign language interpreter, job coach or personal assistant*
- d) Technical aids, such as a voice synthesizer, a TTY or TDD, an infrared system or portable note-takers*
- e) A computer with Braille, large print or speech access, or a scanner*
- f) Communication aids, such as Braille or large print reading material or recording equipment*
- g) Other equipment, help or work arrangement... Specify*

*E40, E64,  
and E92:*

*Because of your condition, would you require modified features or arrangements in the workplace, such as...*

- a) Handrails, ramps?*
- b) Appropriate parking?*
- c) Accessible elevator?*
- d) Accessible workstation?*
- e) Accessible washrooms?*
- f) Accessible transportation?*
- g) Other, please specify*



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## Special Notes on Confidentiality and Random Rounding

### 2001 Census of Canada

The figures shown in the tables are subject to a confidentiality procedure known as “random rounding” to prevent the possibility of associating statistical data with any identifiable individual. Under this method, all figures, including totals and margins, are randomly rounded either up or down to a multiple of “5”, and in some cases “10”. While providing strong protection against disclosure, this technique does not add significant error to the census data.

The totals are rounded independently of the cell data so that some difference between the totals and the sum of rounded cell data may exist. Also, minor differences can be expected in the corresponding totals and the cell values among census tabulations. Similarly, percentages, which are calculated on rounded figures, do not necessarily add up to 100%. Percentage distributions and rates for the most part are based on rounded data, while percentage changes and averages are based on unrounded data. It should also be noted that small cell counts may suffer a significant distortion as a result of random rounding. Individual data cells containing small numbers may lose their precision as a result.

Users should be aware of possible data distortions when they are aggregating these rounded data. Imprecisions as a result of rounding tend to cancel each other out when data cells are re-aggregated. However, users can minimize these distortions by using, whenever possible, the appropriate subtotals when aggregating.

In addition to random rounding, area suppression has been adopted to further protect the confidentiality of individual responses. With cell suppression, the minimum acceptable value for a cell is specified. All cell values below the designated cut-off are deleted and replaced by zeros. However, the suppressed data are included in the appropriate higher aggregate subtotals and totals.

In addition, cells with less than 10 have been suppressed. The symbol ‘-’ appears in the tables in these cases and the footnote reads as follows: ‘Amount too small to be expressed or calculation is inappropriate’. Note that this does not imply that the count is zero.

For further information on the quality of census data, contact the Social Survey Methods Division at Statistics Canada, Ottawa, Ontario, Canada K1A 0T6, or by calling (613) 951-4783.

### Participation and Activity Limitation Survey (PALS)

All figures from the PALS are estimates which have been produced from the sample and are, therefore, subject to sampling error. Estimates with a coefficient of variation of less than 16.6 % are released without reservation. Estimates with a coefficient of variation falling between 16.6 % and 33.3 % are flagged with the “\*” symbol to indicate they should be used with caution.

When the coefficient of variation is more than 33.3 % of the estimate itself, it is considered too unreliable to be published and the symbol “--” will appear in place of the estimated number. As

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well, all figures have been randomly rounded to a multiple of “5”. As was the case with the Census-based information, the symbol “-” does not mean that the count is actually zero, rather that Statistics Canada, based on its rules of reliability, did not publish that particular number.

**Note: A non-mathematical definition of the coefficient of variation**

Sampling error is the error attributed to studying a fraction of the population rather than carrying out a census under the same general conditions. Ideally, the way to assess it would be to measure the difference between the results of a sample estimate and a census. Since it is seldom possible to measure this difference directly, the approach used is to determine the extent to which sample estimates based upon different possible samples of the same size and the same design differ from one another. In this way, one estimates the sampling error on the assumption that it is possible to draw repeated samples, using the same procedure.

Guides to the precision (reliability) of sample results or potential size of sampling errors are provided through *sampling variance* (defined on the basis of differences in the sample estimates observed in all possible samples), or the *standard error* (square root of the sampling variance) of the estimates. A relative measure of precision, which is frequently used in sample surveys, relates the standard error of an estimate to its size. Such a measure is called the **coefficient of variation**. This measure is very useful in comparing the precision of different sample estimates, where their sizes or the scale of sample estimates differ from one another.

Please note, one does not draw all possible samples to calculate the variance or the standard error of an estimate. However, if probability sampling methods are used, the sample estimates and their associated measures of sampling error can be determined on the basis of a single sample.

**Special note on “Not Applicable” category (PALS data only)**

As a post-censal survey, PALS selected its population from the answers to two general activity limitation questions on the 2001 Census. In order to reduce the number of questions asked by the survey, the information provided to the census by the survey respondents, including information on education and labour force activity, was linked to the PALS database during processing. In a small number of cases, it was not possible to link the survey respondent to his/her census data. As a result, all census data for these respondents are missing. These cases are noted in the tables and charts by the label “Not applicable”.



# Data Variables

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## Census Metropolitan Areas (CMAs)

A Census Metropolitan Area (CMA) is defined as an area consisting of one or more adjacent municipalities situated around a major urban core where total population is at least 100,000. To be included in the CMA, the adjacent municipalities must have a high degree of integration with the central urban area, as measured by commuting flows derived from census place of work data. Once one or some adjacent municipalities are designated in a given census as constituting a CMA, this municipality or these municipalities will continue to be considered as constituting a CMA in a subsequent census even if the total population of this municipality or these municipalities declines, in this subsequent census, below 100,000.

In the 2001 Census, two new CMAs have been added to the 25 that were previously defined by Statistics Canada in the 1996 Census. The two new CMAs are Kingston in Ontario and Abbotsford in British Columbia. As a result, the 2001 Census provides data for 27 CMAs. To obtain a complete list of the CMAs and their Census subdivision components, please refer to Appendix E. To view maps of the geographic boundaries of each CMA, please refer to Appendix I.

### **Legislated Employment Equity Program (LEEP)**

Employers covered under the Legislated Employment Equity Program are required to report on their activities on up to eight designated CMAs as required under the *Employment Equity Regulations*, Schedule 1, Subsection 1 (1). They are: Halifax, Montreal, Toronto, Winnipeg, Regina, Edmonton, Calgary and Vancouver.

### **Federal Contractors Program (FCP)**

Employers covered under the Federal Contractors Program are required to provide information on their activities in any of the 27 CMAs across Canada.

### **Separate Employers**

Portions of the public service of Canada set out in Part II of Schedule 1 of the *Public Staff Relations Act*. They are required to report to the President of Treasury Board on their activities in any of the 27 CMAs in which they are *reasonably* expected to recruit.

Due to the small sample size of the 2001 Participation Activity Limitation Survey, data are not available for persons with disabilities at the CMA level.

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## National Occupational Classification (NOC)

The *National Occupational Classification* (NOC) is the nationally accepted taxonomy and organizational framework of occupations in the Canadian labour market. NOC is based on extensive occupational research, analysis and consultation conducted across Canada.

In 2001, a new edition of NOC has been published to replace the original publication that was issued in 1991/1992. Skill type and skill level continue to be the basis of NOC's structure. Changes have been made to reflect the evolution of the labour market in the last decade, most notably with respect to occupations that are related to the information technology sector.

### NOC Classification Criteria

The two major attributes of occupations on which NOC relies to classify occupations are skill type and skill level.

#### Skill Type

Skill type refers to the type of work performed, but also reflects the field of training or experience that is normally required for entry into an occupation. It also includes the educational area of study required, as well as the industry of employment in cases where experience within an internal job ladder is required for entry. NOC recognizes 10 different types of occupations. They are:

- 0 Management Occupations
- 1 Business, Finance and Administration Occupations
- 2 Natural and Applied Sciences and Related Occupations
- 3 Health Occupations
- 4 Occupations in Social Science, Education, Government Service and Religion
- 5 Occupations in Art, Culture, Recreation and Sport
- 6 Sales and Service Occupations
- 7 Trades, Transport and Equipment Operators and Related Occupations
- 8 Occupations Unique to Primary Industry
- 9 Occupations Unique to Processing, Manufacturing and Utilities

The first digit of a NOC code normally designates the skill type. For example, Health Occupations such as Physicians, Nurses and Dentists start with the digit 3.

#### Skill Level

Skill level refers to the type and/or amount of training or education required for the work of an occupation. NOC recognizes 4 different skill level categories.

Skill Level A: Occupations that usually require university education (second digit = 1)

Skill Level B: Occupations that usually require college education or apprenticeship training (second digit = 2 or 3)

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Skill Level C: Occupations that usually require secondary school and/or occupation-specific training (second digit = 4 or 5)

Skill Level D: No formal educational requirements. On-the-job training is usually provided (second digit = 6)

The second digit of a NOC code denotes the skill level (except in the case of management occupations). Please note that management occupations are not assigned to a skill level category because factors other than education and training (e.g. previous experience, capital) are often more significant determinants for employment.

### **Structure of the NOC**

The NOC is a three-tiered hierarchical arrangement of occupational groups.

#### ***26 Major Groups***

Each major group has a unique two-digit code number and is composed of one or more minor group.

#### ***140 Minor Groups***

Each minor group has a unique three-digit code number and is composed of one or more unit groups. The first two digits of this code indicate the major group to which the minor group belongs.

#### ***520 Unit Groups***

Each unit group has a unique four-digit code. The first three digits of this code indicate the major and minor groups to which the unit group belongs.

A number of occupational titles are classified within each unit group and share the same four-digit unit group code. The title or label of the unit group represents the overall contents of the group. There are 35,000 occupational titles included in the 2001 NOC system. Some titles are clearly occupations, such as *economist* and *librarian*, while others reflect specializations within an occupational area, such as *farm economist* and *music librarian*. These titles are used to describe the work performed by many individuals holding similar jobs within an occupational area. The list of titles in the NOC is not meant to be exhaustive, but attempts to cover the most commonly used and universally understood labels that identify work in the labour market.

### **Structural Changes in NOC 2001**

A program of research and consultation was carried out for the purpose of updating the original edition of NOC. The 2001 edition of NOC includes thousands of new occupational titles, the addition of 8 new unit groups that better define information technology occupations, the deletion of 10 unit groups and changes in the titles of some unit groups.

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## **New Minor & Unit Groups**

- 217 Computer and Information Systems Professionals
  - 2171 Information Systems Analysts & Consultants
  - 2172 Database Analysts & Data Administrators
  - 2173 Software Engineers
  - 2174 Computer Programmers & Interactive Media Developers
  - 2175 Web Designers and Developers
- 228 Technical Occupations in Computer and Information Systems
  - 2281 Computer & Network Operators & Web Technicians
  - 2282 User Support Technicians
  - 2283 Systems Testing Technicians

## **Deleted Unit Groups**

- 0722 Maintenance Managers (now included in 0721)
- 1412 Typists & Word Processing Operators (now included in 1411)
- 1421 Computer Operators (included in new unit group 2281)
- 2162 Computer Systems Analysts (included in new minor group 217)
- 2163 Computer Programmers (now included in new minor group 217)
- 3412 Dental Laboratory Bench Workers (now included in 3223)
- 6473 Early Childhood Educator Assistants (now included in 4214)
- 6631 Elemental Medical and Hospital Assistants (now included in 3414)
- 6642 Kitchen and Food Service Helpers (now included in 6641)
- 9515 Welding, Brazing & Soldering Machine Operators (now included in 7265)

## **Partly Deleted Unit Group**

- 6443 Amusement Attraction Operators (now included in 6671)

## **New Unit Group Titles (examples)**

<b><u>Unit Group</u></b>	<b><u>Old Title</u></b>	<b><u>New Title</u></b>
0721	Facility Operation Managers	Facility Operation & Maintenance Managers
2147	Computer Engineers	Computer Engineers (Except Software Engineers)
3223	Dental Technicians	Dental Technologists, Technicians & Laboratory Bench Workers
3414	Other Aides & Assistants in Support of Health Services	Other Assisting Occupations in Support of Health Services
4214	Early Childhood Educators	Early Childhood Educators & Asst.
6443	Amusement Attraction Oper. and Other Amusement Occ.	Casino Occupations

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## **NOC Conversion Table**

Starting with the 2004 reporting year, employers will be required to reclassify those positions for which the NOC 2001 code differs from the 1991 NOC code. The following conversion table has been prepared to help employers accomplish this task.

<b><u>1991 NOC</u></b>	<b><u>2001 NOC</u></b>
0722	0721
1412	1411
1421	2281 2282 2283
2147	2147 2173
2162	2171 2172 2174 2175
2163	2174
3412	3223
6443	6443* 6671
6473	4214
6631	3414
6642	6641
9515	7265

\* This code was missed in the printed version of the 2001 EEDR.

## **Employment Equity Occupational Groups (EEOGs)**

Employers covered under both the LEEP and FCP programs as well as Separate Employers are required, for the purpose of reporting, to aggregate the different NOC codes that they have assigned to the occupations that exist within their organization into 14 EEOGs (see Appendix C). EEOGs have been developed by HRSDC to reflect the departmental as well as hierarchical structure of organizations. Grouping NOC codes by EEOGs therefore allows employers to track the movement of designated group members over time from one department to the other as well as from one hierarchical level of the organization to the other.



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## Highest Level of Schooling

Refers to the highest grade or year of elementary or secondary school attended, or the highest year of university or other non-university completed. University education is considered to be a higher level of schooling than other non-university. Also, the attainment of a degree, certificate or diploma is considered to be at a higher level than years completed or attended without an education qualification.

## Major Field of Study

Refers to the predominant discipline or area of learning or training of a person's highest post-secondary degree, certificate or diploma. The major field of study classification structure consists of 10 broad major categories: educational, recreational and counseling services; fine and applied arts; humanities and related fields; social sciences and related fields; commerce, management and business administration; agricultural and biological sciences/technologies; engineering and applied sciences technologies and trades; health professions, science and technologies; and mathematics and physical sciences.

## Population

Includes:

- 1) Canadian citizens (by birth or by naturalization) and landed immigrants with a usual place of residence in Canada;
- 2) Canadian citizens (by birth or by naturalization) and landed immigrants who are abroad, either on a military base or attached to a diplomatic mission;
- 3) Canadian citizens (by birth or by naturalization) and landed immigrants at sea or in port aboard merchant vessels under Canadian registry;
- 4) Non-permanent residents.

Persons that satisfy the three aforementioned criteria but that live in institutional residences and foreign residents are excluded from the population. For further information concerning who is included in the Canadian population, please refer to the 2001 Census dictionary.

## Workforce

For employment equity purposes, the term workforce is used to refer to persons who are employed by a given organization and it is also used to refer to the persons in the labour market that have the necessary qualifications to occupy a particular position within a given organization.

The labour market workforce data on women, Aboriginal peoples and visible minorities were derived from the population aged 15 and over who worked anytime between January 1, 2000 and May 15, 2001. The labour market workforce data of persons with disabilities were derived from the population aged between 15 and 64 who worked anytime between 1996 and 2001.

# Questions and Answers

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## Summary List of Questions

### GENERAL DATA-RELATED

- 1) What are employment equity data?
- 2) Who is responsible for developing these data and what are their respective roles and responsibilities in the area of employment equity data?
- 3) Am I legally obliged as an employer to use this Employment Equity Data Report?
- 4) How are the data useful in discharging obligations under the *Employment Equity Act*?
- 5) How reliable are the Census and the Participation and Activity Limitation Survey (PALS) data?
- 6) What level of geographic detail can be provided to employers?
- 7) Why do certain Separate Employers use Citizenship data only?
- 8) How can the 2001 Employment Equity Data Report (EEDR) help in conducting a workforce analysis?
- 9) How often are we required to conduct a workforce analysis?
- 10) How do I protect the confidentiality of workforce analysis data?
- 11) Are data on hiring, promotions and terminations required to conduct a workforce analysis?
- 12) Which version of the National Occupational Classification (NOC) must we use to code occupations and why?
- 13) What is new in the 2001 Census and 2001 PALS?
- 14) Who do we contact for Employment Equity Data-related help?

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**WOMEN, ABORIGINAL PEOPLES AND VISIBLE MINORITIES  
(2001 CENSUS OF CANADA)**

- 15) Are there any data produced on women who are doubly disadvantaged, for example, visible minority women or Aboriginal women?
- 16) Are the data from 1996 and 2001 Census regarding women, Aboriginal peoples and visible minorities comparable?
- 17) Is it possible to obtain information on persons who may be in both the Aboriginal and visible minority populations?

**PERSONS WITH DISABILITIES  
2001 PARTICIPATION AND ACTIVITY LIMITATION SURVEY (PALS)**

- 18) What is the source of information on persons with disabilities?
- 19) Why were the counts for persons with disabilities not derived directly from the Census?
- 20) Why were persons aged 65 and over not included in the population of persons with disabilities for the purposes of employment equity?
- 21) Why does the employment equity data for persons with disabilities include only a subset of the Participation and Activity Limitation Survey population?
- 22) Are persons with disabilities data from the *1991 Health and Activity Limitation Survey (HALS)* and *2001 Participation Activity Limitation Survey (PALS)* comparable?

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**1) What are employment equity data?**

A wide range of data are produced for employment equity purposes. These data include total population counts, workforce population counts, participation and unemployment rates, occupational data, educational attainment data, among others. They enable employers, designated group members and other interested parties to assess the progress made in establishing an equitable workforce, by providing an external measure/yardstick for comparative purposes. The data can also be obtained from our website at:

[http://info.load-otea.hrdc-drhc.gc.ca/workplace\\_equity/data/tables.shtml](http://info.load-otea.hrdc-drhc.gc.ca/workplace_equity/data/tables.shtml).

**2) Who is responsible for developing these data and what are their respective roles and responsibilities in the area of employment equity data?**

Section 42(3) of the *Employment Equity Act* provides the Minister of Labour with the following powers:

*“The Minister shall make available to employers any relevant labour market information that the Minister has respecting designated groups in the Canadian workforce in order to assist employers in fulfilling their obligations under this Act.”*

The operational definitions used to generate employment equity data were developed by Inter-departmental committees drawn from the federal government departments and agencies with a responsibility for implementing, monitoring and enforcing employment equity legislation and policies. They include Human Resources and Skills Development Canada, the Canadian Human Rights Commission, the Treasury Board Secretariat, the Public Service Commission and Statistics Canada.

These committees were formed in order to ensure the general acceptance and sharing of information with respect to data concepts and to ensure that in the federal employment equity sphere, a consistent statistical approach is maintained. They are also responsible for developing and producing employment equity information which encourages the planning, implementation and enforcement of employment equity.

**Human Resources and Skills Development Canada (HRSDC)** administers the *Employment Equity Act* and provides private sector employers with information and advice they need to establish equitable employment goals and programs. HRSDC receives employers' reports, makes these reports accessible to the public, assesses companies' compliance with relevant sections of the Act and recommends sanctions for those who are not. Each year, the Minister of Labour tables a report in Parliament, containing a summary and an analysis of employers' reports. HRSDC also administers the Federal Contractors Program, which applies to employers with 100 employees or more who bid on federal contracts equal to or in excess of \$200,000 annually. The Federal Contractors Program is designed to ensure that companies who do business with the Government of Canada achieve and maintain a representative workforce.

For additional information please visit their Web site at:

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

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The **Treasury Board Secretariat (TBS)** is responsible for ensuring the implementation of employment equity in the federal public service. In collaboration with the Public Service Commission, it develops and provides data for departments and agencies to assess progress in establishing a representative workforce. TBS compiles data for the President of the Treasury Board to report to Parliament annually on the state of employment equity in the federal public service. For additional information please visit their Web site at:

[www.tbs-sct.gc.ca/ee](http://www.tbs-sct.gc.ca/ee)

The **Public Service Commission (PSC)** develops policies, programs and services to match qualified people with work and deliver the employment equity program on behalf of TBS. It uses employment equity data to conduct analysis to support its mandate related to staffing, as under the *Public Service Employment Act*, in the public service. PSC also collaborates with TBS in developing data for departments and agencies of the public service to assess progress in establishing a representative workforce.

For additional information please visit their Web site at:

[www.psc-cfp.gc.ca](http://www.psc-cfp.gc.ca)

The **Canadian Human Rights Commission (CHRC)** under the new *Employment Equity Act* has the authority to ensure compliance through an audit process. CHRC receives reports filed by employers subject to the *Employment Equity Act*. Through a Memorandum of Understanding with the Treasury Board Secretariat, the CHRC also receives data reports on departments and agencies of the federal public service.

For additional information please visit their Web site at:

[www.chrc-ccdp.ca](http://www.chrc-ccdp.ca)

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

For additional information please visit their Web site at:

[www.statcan.ca](http://www.statcan.ca)

### **3) Am I legally obliged as an employer to use this Employment Equity Data Report?**

The Act legally obliges employers to use labour market information data deemed relevant by the Minister of Labour. The 2001 Employment Equity Data Report is made available by the Minister, under section 42 (3) of the *Employment Equity Act* in order to assist employers to fulfill their obligations. In addition to the *Employment Equity Data Report*, the Minister makes available other data sources such as the Post-Secondary Graduate Report.

### **4) How are the data useful in discharging obligations under the *Employment Equity Act*?**

The Minister of Labour publishes employment equity data designed to assist employers in discharging their statutory obligations under the *Employment Equity Act*. The data are intended to assist employers in planning, developing and implementing employment equity programs. The numbers and percentages of designated group members possessing the required skills for

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particular occupations are shown within a specific labour market area. A workforce analysis will then need to be conducted. A workforce analysis compares an employer's internal workforce of designated group members with the designated group representation in the relevant external labour pool in order to determine the degree of under-representation in each occupational group in the employer's workforce. It is critical when conducting an employment systems review and when developing realistic goals and timetables for achieving employment equity.

**5) How reliable are the Census and the Participation and Activity Limitation Survey (PALS) data?**

The 2001 Census is designed to provide information about the demographic, social and economic characteristics of the Canadian population and is the most comprehensive and reliable data source for the total population and three designated groups (women, Aboriginal People and Visible Minorities) by provinces, territories, Census Metropolitan Areas and by Human Resources District (HRD). The Census provides a wealth of information about the population and designated groups' education, occupations and labour force activity which is not available from any other sources. The census has been able to obtain accurate population and dwelling counts and to maintain high response rates to census questions, which makes comparison possible for all above mentioned geographic areas in Canada.

The 2001 Participation and Activity Limitation Survey (PALS), a post-censal survey which took place immediately following the 2001 Census, is the data source for persons with disabilities. The post-censal survey used a more detailed set of questions to identify persons with disabilities than the Census and provided an accurate count and is the most comprehensive and reliable source of information on persons with disabilities population.

**6) What level of geographic detail can be provided to employers?**

Data can be provided to employers for Canada, provinces and territories and the 27 Census Metropolitan Areas (CMAs). Data for persons with disabilities are only available for Canada and the provinces. Please note, data for women, Aboriginal peoples and visible minorities will be available by Human Resources District (HRD) on our website, in the near future.

**[http://info.load-otea.hrdc-drhc.gc.ca/workplace\\_equity/home.shtml](http://info.load-otea.hrdc-drhc.gc.ca/workplace_equity/home.shtml)**

**7) Why do certain Separate Employers use Citizenship data only?**

Separate employers can use Canadian citizenship data only to develop external benchmarks. This is because preference can be accorded to Canadian citizens in the hiring decisions for public service positions, under the *Public Service Employment Act*. This is consistent with the March 2002 Supreme Court of Canada ruling, in the case of *Lavoie et al v. the Attorney General of Canada* where the constitutionality of citizenship provisions in the *Public Service Employment Act* was upheld. Most Separate Employers do not exercise such preference on the basis of citizenship unless they have a bona fide reason to restrict their hiring process to Canadian citizens only.

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**8) How can the 2001 Employment Equity Data Report (EEDR) help in conducting a workforce analysis?**

A workforce analysis determines the degree of under-representation by comparing the representation of each designated group in each occupational group of the employer's workforce to the relevant labour market information. The 2001 EEDR provides relevant labour market information by each occupational group in the Canadian workforce by geography where employers may reasonably be expected to draw employees.

**9) How often are we required to conduct a workforce analysis?**

Section 5 of the Regulations requires that the workforce analysis be kept up-to-date as the employer's workforce changes and new self-identification information is collected from employees. In addition, employers should 'redo' their workforce analysis when the Minister issues revised estimates of designated group representation in occupational groups by designated geographical areas, most likely to occur after each Census (every five years). When an employer is subject to audit, an up-to-date workforce analysis is expected by auditors.

**10) How do I protect the confidentiality of workforce analysis data?**

As indicated under section 9 (3) of the *Employment Equity Act*, employers are required to keep personal employee information concerning workforce analysis confidential. The information collected through the workforce survey may only be disclosed to persons within the employers' organization for the purpose of fulfilling their obligations.

**11) Are data on hiring, promotions and terminations required to conduct a workforce analysis?**

As stipulated in section 6 of the *Employment Equity Regulations*, a workforce analysis determines the degree of under-representation in the employer's workforce when compared with the external workforce availability of the designated group in comparable occupations, in the geographic areas from which the employer is expected to draw employees. The results of the workforce analysis are used to review the employer's employment systems, policies and practices as stipulated in section 8 of the *Employment Equity Regulations* where an analysis of hiring, promotions and terminations data is required.

**12) Which version of the National Occupational Classification (NOC) must we use to code occupations and why?**

Employers should use the 2001 NOC to code occupations. The 2001 Employment Equity Data Report provides data based on the 2001 NOC. The labour market has changed considerably and has undergone significant changes in some occupational areas since the NOC was first introduced in 1992. Technological advancement, globalization of the economy and the increasing importance of knowledge in many occupations have all contributed to occupational change. As a result, the 2001 Census was coded based on the 2001 NOC.

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**13) What is new in the 2001 Census and 2001 Participation and Activity Limitation Survey (PALS)?**

**2001 Census**

- Kingston, Ontario and Abbotsford, British Columbia have been added to the 25 CMAs in the 1996 Census.
- Province of Newfoundland is now called Newfoundland and Labrador.
- CMA Sudbury is now called Greater Sudbury.
- Visible minority subgroup
  - South Asian (deleted Punjabi as an example);
  - Black (no examples given);
  - Arab and West Asian split into two categories.
- NOC 2001 has replaced the 1991 NOC.

**2001 Participation and Activity Limitation Survey (PALS)**

- New census disability screening/filter questions.
- New sampling plan.
- New questionnaire content.
- Two new questions were added to determine the counts of persons with disabilities for employment equity purposes.

**14) Who do we contact for Employment Equity Data-related help?**

Your Regional Workplace Equity Officer should be your first point of contact for any Employment Equity Data-related help. Please see the list of all Workplace Equity Officers in each region in Appendix H or visit our website at:

**[http://info.load-otea.hrdc-drhc.gc.ca/workplace\\_equity/home.shtml](http://info.load-otea.hrdc-drhc.gc.ca/workplace_equity/home.shtml)**.

**15) Are there any data produced on women who are doubly disadvantaged, for example, visible minority women or Aboriginal women?**

Yes. The 2001 Census provides information on Aboriginal women and on visible minority women. However, information on groups that belong to more than two groups is not available (e.g., visible minority women with disabilities).



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**16) Are the data from 1996 and 2001 Census regarding women, Aboriginal peoples and visible minorities comparable?**

**Women**

Yes. Data on women are comparable between the 1996 and 2001 Censuses. The question used to identify a respondent's "Sex" has not changed between censuses.

**Aboriginal people**

Yes. Data on Aboriginal peoples are comparable between the 1996 and 2001 Censuses. The Aboriginal identity-based questions have not changed between the two Censuses.

**Members of Visible Minorities**

Yes. The 2001 Census question is very similar to the one used in 1996 to determine visible minority status.

**17) Is it possible to obtain information on persons who may be in both the Aboriginal and visible minority populations?**

No. In the 2001 Census, it is not possible to identify persons who could be both Aboriginal and visible minority, including persons of mixed Aboriginal and visible minority parentage. This is due to the fact that the 2001 Census respected the wording contained in the definition of visible minorities in the 1995 *Employment Equity Act*. Persons who reported that they were Aboriginal in Question 18 were instructed to skip Question 19.

**18) What is the source of information on persons with disabilities?**

The 2001 *Participation and Activity Limitation Survey* (PALS) is the source of the employment equity data for persons with disabilities. PALS is a post-censal survey which took place after the 2001 Census. In the 2001 Census, two screening questions on disability were asked (Questions 7&8). These questions were used to identify the target population from which the PALS sample was drawn. Data collection took place in the fall of 2001, immediately after the conduct of the 2001 Census.

**19) Why were the counts for persons with disabilities not derived directly from the Census?**

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

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

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**20) Why were persons aged 65 and over not included in the population of persons with disabilities for the purposes of employment equity?**

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

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

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

**21) Why does the employment equity data on persons with disabilities include only a subset of the Participation and Activity Limitation Survey?**

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

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

The data are intended to reflect:

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

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

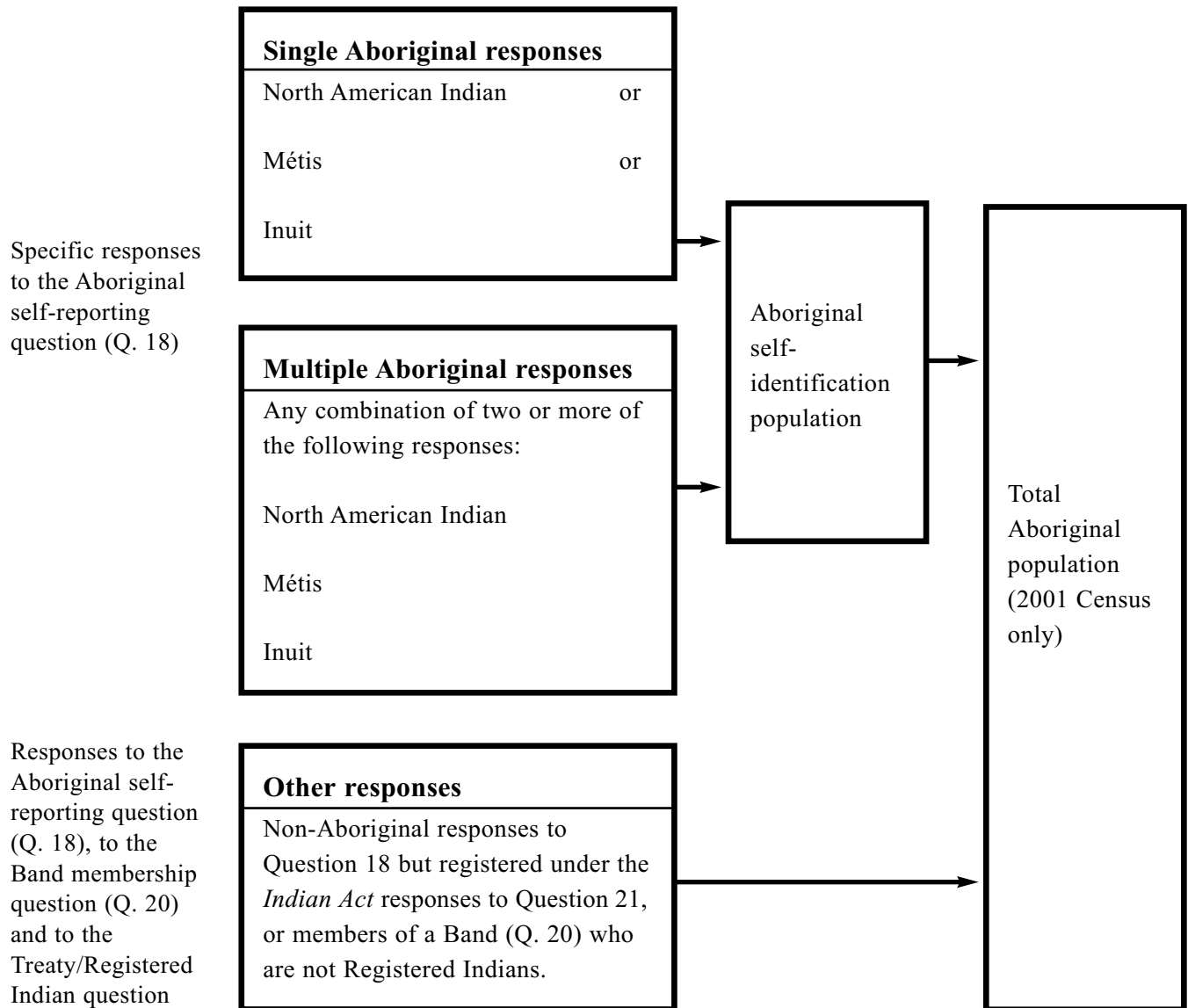
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**22) Are persons with disabilities data from the 1991 Health and Activity Limitation Survey (HALS) and 2001 Participation Activity Limitation Survey (PALS) comparable?**

No. As explained by Statistics Canada in a document entitled “*A New Approach to Disability Data: Changes between the 1991 Health and Activity Limitation Survey (HALS) and the 2001 Participation and Activity Limitation Survey (PALS)*”, the data from these two surveys “**cannot be compared** because of significant differences in the 1991 and 2001 Census filter questions, the sampling plans that were used in HALS and PALS and the content of the questionnaires”.

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# Appendix A: Total Aboriginal Population





# Appendix B: Incompletely Enumerated Indian Reserves and Indian Settlements in 2001

	Population	
	1996	1991
<b>Quebec</b>		
Akwesasne (Part)	*	*
Doncaster 17	*	4
Kahnawake 14 (Montréal CMA)	*	*
Kanesatake (Montréal CMA)	*	*
Lac-Rapide	228	*
<b>Ontario</b>		
Akwesasne (Part) 59 (formerly Akwesasne (Part))	*	*
Bear Island 1	153	*
Chippewas of the Thames First Nation 42	*	*
Goulais Bay 15A	*	*
Marteen Falls 65	204	187
Moose Factory 68	*	*
Munsee-Delaware Nation 1	*	*
Ojibway Nation of Saugeen (Savant Lake)	*	171
Oneida 41	*	*
Pikangikum 14	1170	1303
Rankin Location 15D	*	*
Six Nations (Part) 40 (Brant County)	*	*
Six Nations (Part) 40 (Haldimand-Norfolk R.M.)	*	*
Tyendinaga Mohawk Territory	*	*
Wahta Mohawk Territory	*	130
Whitefish Bay 32 A	*	*
Whitesand	115	*
<b>Manitoba</b>		
Dakota Tipi 1	*	72
<b>Saskatchewan</b>		
Big Head 124	*	*
<b>Alberta</b>		
Ermineskin 138	*	*
Little Buffalo	*	186
Saddle Lake 125	*	1893

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<b>British Columbia</b>		
Esquimalt (Victoria CMA)	*	*
Marble Canyon 3	67	*
Pavilion 1	76	73

\* Incompletely enumerated Indian reserve or Indian settlement in 1991 and/or 1996.

# Appendix C: Employment Equity Occupational Groups and Their Corresponding Unit Groups (2001 NOC)

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## 1. Senior Managers<sup>1</sup>

- 0011 Legislators
- 0012 Senior Government Managers and Officials
- 0013 Senior Managers - Financial, Communications and Other Business Services
- 0014 Senior Managers - Health, Education, Social and Community Services and Membership Organizations
- 0015 Senior Managers - Trade, Broadcasting and Other Services, n.e.c.<sup>2</sup>
- 0016 Senior Managers - Goods Production, Utilities, Transportation and Construction

## 2. Middle and Other Managers<sup>1</sup>

- 0111 Financial Managers
- 0112 Human Resources Managers
- 0113 Purchasing Managers
- 0114 Other Administrative Services Managers
- 0121 Insurance, Real Estate and Financial Brokerage Managers
- 0122 Banking, Credit and Other Investment Managers
- 0123 Other Business Services Managers
- 0131 Telecommunication Carriers Managers
- 0132 Postal and Courier Services Managers
- 0211 Engineering Managers
- 0212 Architecture and Science Managers
- 0213 Computer and Information Systems Managers
- 0311 Managers in Health Care
- 0312 Administrators - Post-Secondary Education and Vocational Training
- 0313 School Principals and Administrators of Elementary and Secondary Education
- 0314 Managers in Social, Community and Correctional Services
- 0411 Government Managers - Health and Social Policy Development and Program Administration
- 0412 Government Managers - Economic Analysis, Policy Development and Program Administration
- 0413 Government Managers - Education Policy Development and Program Administration
- 0414 Other Managers in Public Administration
- 0511 Library, Archive, Museum and Art Gallery Managers
- 0512 Managers - Publishing, Motion Pictures, Broadcasting and Performing Arts



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0513 Recreation and Sports Program and Service Directors  
0611 Sales, Marketing and Advertising Managers  
0621 Retail Trade Managers  
0631 Restaurant and Food Service Managers  
0632 Accommodation Service Managers  
0641 Commissioned Police Officers  
0642 Fire Chiefs and Senior Firefighting Officers  
0643 Commissioned Officers, Armed Forces  
0651 Other Services Managers  
0711 Construction Managers  
0712 Residential Home Builders and Renovators  
0713 Transportation Managers  
0721 Facility Operation and Maintenance Managers  
0811 Primary Production Managers (Except Agriculture)  
0911 Manufacturing Managers  
0912 Utilities Managers

### **3. Professionals**

1111 Financial Auditors and Accountants  
1112 Financial and Investment Analysts  
1113 Securities Agents, Investment Dealers and Brokers  
1114 Other Financial Officers  
1121 Specialists in Human Resources  
1122 Professional Occupations in Business Services to Management  
2111 Physicists and Astronomers  
2112 Chemists  
2113 Geologists, Geochemists and Geophysicists  
2114 Meteorologists  
2115 Other Professional Occupations in Physical Sciences  
2121 Biologists and Related Scientists  
2122 Forestry Professionals  
2123 Agricultural Representatives, Consultants and Specialists  
2131 Civil Engineers  
2132 Mechanical Engineers  
2133 Electrical and Electronics Engineers  
2134 Chemical Engineers  
2141 Industrial and Manufacturing Engineers  
2142 Metallurgical and Materials Engineers  
2143 Mining Engineers  
2144 Geological Engineers  
2145 Petroleum Engineers

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2146 Aerospace Engineers  
2147 Computer Engineers (Except Software Engineers)  
2148 Other Professional Engineers, n.e.c.<sup>2</sup>  
2151 Architects  
2152 Landscape Architects  
2153 Urban and Land Use Planners  
2154 Land Surveyors  
2161 Mathematicians, Statisticians and Actuaries  
2171 Information Systems Analysts and Consultants  
2172 Database Analysts and Data Administrators  
2173 Software Engineers  
2174 Computer Programmers and Interactive Media Developers  
2175 Web Designers and Developers  
3111 Specialist Physicians  
3112 General Practitioners and Family Physicians  
3113 Dentists  
3114 Veterinarians  
3121 Optometrists  
3122 Chiropractors  
3123 Other Professional Occupations in Health Diagnosing and Treating  
3131 Pharmacists  
3132 Dietitians and Nutritionists  
3141 Audiologists and Speech-Language Pathologists  
3142 Physiotherapists  
3143 Occupational Therapists  
3144 Other Professional Occupations in Therapy and Assessment  
3151 Head Nurses and Supervisors  
3152 Registered Nurses  
4111 Judges  
4112 Lawyers and Quebec Notaries  
4121 University Professors  
4122 Post-Secondary Teaching and Research Assistants  
4131 College and Other Vocational Instructors  
4141 Secondary School Teachers  
4142 Elementary School and Kindergarten Teachers  
4143 Educational Counsellors  
4151 Psychologists  
4152 Social Workers  
4153 Family, Marriage and Other Related Counsellors  
4154 Ministers of Religion  
4155 Probation and Parole Officers and Related Occupations

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- 4161 Natural and Applied Science Policy Researchers, Consultants and Program Officers
  - 4162 Economists and Economic Policy Researchers and Analysts
  - 4163 Business Development Officers and Marketing Researchers and Consultants
  - 4164 Social Policy Researchers, Consultants and Program Officers
  - 4165 Health Policy Researchers, Consultants and Program Officers
  - 4166 Education Policy Researchers, Consultants and Program Officers
  - 4167 Recreation, Sports and Fitness Program Supervisors and Consultants
  - 4168 Program Officers Unique to Government
  - 4169 Other Professional Occupations in Social Science, n.e.c.<sup>2</sup>
  - 5111 Librarians
  - 5112 Conservators and Curators
  - 5113 Archivists
  - 5121 Authors and Writers
  - 5122 Editors
  - 5123 Journalists
  - 5124 Professional Occupations in Public Relations and Communications
  - 5125 Translators, Terminologists and Interpreters
  - 5131 Producers, Directors, Choreographers and Related Occupations
  - 5132 Conductors, Composers and Arrangers
  - 5133 Musicians and Singers
  - 5134 Dancers
  - 5135 Actors and Comedians
  - 5136 Painters, Sculptors and Other Visual Artists

#### **4. Semi-Professionals and Technicians**

- 2211 Chemical Technologists and Technicians
- 2212 Geological and Mineral Technologists and Technicians
- 2213 Meteorological Technicians
- 2221 Biological Technologists and Technicians
- 2222 Agricultural and Fish Products Inspectors
- 2223 Forestry Technologists and Technicians
- 2224 Conservation and Fishery Officers
- 2225 Landscape and Horticultural Technicians and Specialists
- 2231 Civil Engineering Technologists and Technicians
- 2232 Mechanical Engineering Technologists and Technicians
- 2233 Industrial Engineering and Manufacturing Technologists and Technicians
- 2234 Construction Estimators
- 2241 Electrical and Electronics Engineering Technologists and Technicians
- 2242 Electronic Service Technicians (Household and Business Equipment)
- 2243 Industrial Instrument Technicians and Mechanics
- 2244 Aircraft Instrument, Electrical and Avionics Mechanics, Technicians and Inspectors

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2251 Architectural Technologists and Technicians  
2252 Industrial Designers  
2253 Drafting and Design Technologists and Technicians  
2254 Land Survey Technologists and Technicians  
2255 Mapping and Related Technologists and Technicians  
2261 Nondestructive Testers and Inspectors  
2262 Engineering Inspectors and Regulatory Officers  
2263 Inspectors in Public and Environmental Health and Occupational Health and Safety  
2264 Construction Inspectors  
2271 Air Pilots, Flight Engineers and Flying Instructors  
2272 Air Traffic Control and Related Occupations  
2273 Deck Officers, Water Transport  
2274 Engineer Officers, Water Transport  
2275 Railway Traffic Controllers and Marine Traffic Regulators  
2281 Computer and Network Operators and Web Technicians  
2282 User Support Technicians  
2283 Systems Testing Technicians  
3211 Medical Laboratory Technologists and Pathologists' Assistants  
3212 Medical Laboratory Technicians  
3213 Veterinary and Animal Health Technologists and Technicians  
3214 Respiratory Therapists, Clinical Perfusionists and Cardio-Pulmonary Technologists  
3215 Medical Radiation Technologists  
3216 Medical Sonographers  
3217 Cardiology Technologists  
3218 Electroencephalographic and Other Diagnostic Technologists, n.e.c.<sup>2</sup>  
3219 Other Medical Technologists and Technicians (except Dental Health)  
3221 Denturists  
3222 Dental Hygienists and Dental Therapists  
3223 Dental Technologists, Technicians and Laboratory Bench Workers  
3231 Opticians  
3232 Midwives and Practitioners of Natural Healing  
3233 Licensed Practical Nurses  
3234 Ambulance Attendants and Other Paramedical Occupations  
3235 Other Technical Occupations in Therapy and Assessment  
4211 Paralegal and Related Occupations  
4212 Community and Social Service Workers  
4213 Employment Counsellors  
4214 Early Childhood Educators and Assistants  
4215 Instructors and Teachers of Persons with Disabilities  
4216 Other Instructors  
4217 Other Religious Occupations

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- 5211 Library and Archive Technicians and Assistants
  - 5212 Technical Occupations Related to Museums and Art Galleries
  - 5221 Photographers
  - 5222 Film and Video Camera Operators
  - 5223 Graphic Arts Technicians
  - 5224 Broadcast Technicians
  - 5225 Audio and Video Recording Technicians
  - 5226 Other Technical and Co-ordinating Occupations in Motion Pictures, Broadcasting and the Performing Arts
  - 5227 Support Occupations in Motion Pictures, Broadcasting and the Performing Arts
  - 5231 Announcers and Other Broadcasters
  - 5232 Other Performers
  - 5241 Graphic Designers and Illustrators
  - 5242 Interior Designers
  - 5243 Theatre, Fashion, Exhibit and Other Creative Designers
  - 5244 Artisans and Craftspersons
  - 5245 Patternmakers - Textile, Leather and Fur Products
  - 5251 Athletes
  - 5252 Coaches
  - 5253 Sports Officials and Referees
  - 5254 Program Leaders and Instructors in Recreation and Sport

## **5. Supervisors**

- 1211 Supervisors, General Office and Administrative Support Clerks
- 1212 Supervisors, Finance and Insurance Clerks
- 1213 Supervisors, Library, Correspondence and Related Information Clerks
- 1214 Supervisors, Mail and Message Distribution Occupations
- 1215 Supervisors, Recording, Distributing and Scheduling Occupations
- 6211 Retail Trade Supervisors
- 6212 Food Service Supervisors
- 6213 Executive Housekeepers
- 6214 Dry Cleaning and Laundry Supervisors
- 6215 Cleaning Supervisors
- 6216 Other Service Supervisors

## **6. Supervisors - Crafts and Trades**

- 7211 Supervisors, Machinists and Related Occupations
- 7212 Contractors and Supervisors, Electrical Trades and Telecommunications Occupations
- 7213 Contractors and Supervisors, Pipefitting Trades
- 7214 Contractors and Supervisors, Metal Forming, Shaping and Erecting Trades
- 7215 Contractors and Supervisors, Carpentry Trades

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- 7216 Contractors and Supervisors, Mechanic Trades
  - 7217 Contractors and Supervisors, Heavy Construction Equipment Crews
  - 7218 Supervisors, Printing and Related Occupations
  - 7219 Contractors and Supervisors, Other Construction Trades, Installers, Repairers and Servicers
  - 7221 Supervisors, Railway Transport Operations
  - 7222 Supervisors, Motor Transport and Other Ground Transit Operators
  - 8211 Supervisors, Logging and Forestry
  - 8221 Supervisors, Mining and Quarrying
  - 8222 Supervisors, Oil and Gas Drilling and Service
  - 8251 Farmers and Farm Managers
  - 8252 Agricultural and Related Service Contractors and Managers
  - 8253 Farm Supervisors and Specialized Livestock Workers
  - 8254 Nursery and Greenhouse Operators and Managers
  - 8255 Landscaping and Grounds Maintenance Contractors and Managers
  - 8256 Supervisors, Landscape and Horticulture
  - 8257 Aquaculture Operators and Managers
  - 9211 Supervisors, Mineral and Metal Processing
  - 9212 Supervisors, Petroleum, Gas and Chemical Processing and Utilities
  - 9213 Supervisors, Food, Beverage and Tobacco Processing
  - 9214 Supervisors, Plastic and Rubber Products Manufacturing
  - 9215 Supervisors, Forest Products Processing
  - 9216 Supervisors, Textile Processing
  - 9221 Supervisors, Motor Vehicle Assembling
  - 9222 Supervisors, Electronics Manufacturing
  - 9223 Supervisors, Electrical Products Manufacturing
  - 9224 Supervisors, Furniture and Fixtures Manufacturing
  - 9225 Supervisors, Fabric, Fur and Leather Products Manufacturing
  - 9226 Supervisors, Other Mechanical and Metal Product Manufacturing
  - 9227 Supervisors, Other Products Manufacturing and Assembly

**7. Administrative and Senior Clerical Personnel**

- 1221 Administrative Officers
- 1222 Executive Assistants
- 1223 Personnel and Recruitment Officers
- 1224 Property Administrators
- 1225 Purchasing Agents and Officers
- 1226 Conference and Event Planners
- 1227 Court Officers and Justices of the Peace
- 1228 Immigration, Employment Insurance and Revenue Officers
- 1231 Bookkeepers

- 
- 1232 Loan Officers
  - 1233 Insurance Adjusters and Claims Examiners
  - 1234 Insurance Underwriters
  - 1235 Assessors, Valuers and Appraisers
  - 1236 Customs, Ship and Other Brokers
  - 1241 Secretaries (Except Legal and Medical)
  - 1242 Legal Secretaries
  - 1243 Medical Secretaries
  - 1244 Court Recorders and Medical Transcriptionists

## **8. Skilled Sales and Service Personnel**

- 6221 Technical Sales Specialists - Wholesale Trade
- 6231 Insurance Agents and Brokers
- 6232 Real Estate Agents and Salespersons
- 6233 Retail and Wholesale Buyers
- 6234 Grain Elevator Operators
- 6241 Chefs
- 6242 Cooks
- 6251 Butchers and Meat Cutters - Retail and Wholesale
- 6252 Bakers
- 6261 Police Officers (Except Commissioned)
- 6262 Firefighters
- 6271 Hairstylists and Barbers
- 6272 Funeral Directors and Embalmers

## **9. Skilled Crafts and Trades Workers**

- 7231 Machinists and Machining and Tooling Inspectors
- 7232 Tool and Die Makers
- 7241 Electricians (Except Industrial and Power System)
- 7242 Industrial Electricians
- 7243 Power System Electricians
- 7244 Electrical Power Line and Cable Workers
- 7245 Telecommunications Line and Cable Workers
- 7246 Telecommunications Installation and Repair Workers
- 7247 Cable Television Service and Maintenance Technicians
- 7251 Plumbers
- 7252 Steamfitters, Pipefitters and Sprinkler System Installers
- 7253 Gas Fitters
- 7261 Sheet Metal Workers
- 7262 Boilermakers
- 7263 Structural Metal and Platework Fabricators and Fitters

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7264 Ironworkers  
7265 Welders and Related Machine Operators  
7266 Blacksmiths and Die Setters  
7271 Carpenters  
7272 Cabinetmakers  
7281 Bricklayers  
7282 Concrete Finishers  
7283 Tilesetters  
7284 Plasterers, Drywall Installers and Finishers and Lathers  
7291 Roofers and Shinglers  
7292 Glaziers  
7293 Insulators  
7294 Painters and Decorators  
7295 Floor Covering Installers  
7311 Construction Millwrights and Industrial Mechanics (Except Textile)  
7312 Heavy-Duty Equipment Mechanics  
7313 Refrigeration and Air Conditioning Mechanics  
7314 Railway Carmen/women  
7315 Aircraft Mechanics and Aircraft Inspectors  
7316 Machine Fitters  
7317 Textile Machinery Mechanics and Repairers  
7318 Elevator Constructors and Mechanics  
7321 Automotive Service Technicians, Truck Mechanics and Mechanical Repairers  
7322 Motor Vehicle Body Repairers  
7331 Oil and Solid Fuel Heating Mechanics  
7332 Electric Appliance Servicers and Repairers  
7333 Electrical Mechanics  
7334 Motorcycle and Other Related Mechanics  
7335 Other Small Engine and Equipment Mechanics  
7341 Upholsterers  
7342 Tailors, Dressmakers, Furriers and Milliners  
7343 Shoe Repairers and Shoemakers  
7344 Jewellers, Watch Repairers and Related Occupations  
7351 Stationary Engineers and Auxiliary Equipment Operators  
7352 Power Systems and Power Station Operators  
7361 Railway and Yard Locomotive Engineers  
7362 Railway Conductors and Brakemen/women  
7371 Crane Operators  
7372 Drillers and Blasters - Surface Mining, Quarrying and Construction  
7373 Water Well Drillers  
7381 Printing Press Operators



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- 7382 Commercial Divers
  - 7383 Other Trades and Related Occupations
  - 8231 Underground Production and Development Miners
  - 8232 Oil and Gas Well Drillers, Servicers, Testers and Related Workers
  - 8241 Logging Machinery Operators
  - 8261 Fishing Masters and Officers
  - 8262 Fishing Vessel Skippers and Fishermen/women
  - 9231 Central Control and Process Operators, Mineral and Metal Processing
  - 9232 Petroleum, Gas and Chemical Process Operators
  - 9233 Pulping Control Operators
  - 9234 Papermaking and Coating Control Operators

## **10. Clerical Personnel**

- 1411 General Office Clerks
- 1413 Records Management and Filing Clerks
- 1414 Receptionists and Switchboard Operators
- 1422 Data Entry Clerks
- 1423 Desktop Publishing Operators and Related Occupations
- 1424 Telephone Operators
- 1431 Accounting and Related Clerks
- 1432 Payroll Clerks
- 1433 Customer Service Representatives - Financial Services
- 1434 Banking, Insurance and Other Financial Clerks
- 1435 Collectors
- 1441 Administrative Clerks
- 1442 Personnel Clerks
- 1443 Court Clerks
- 1451 Library Clerks
- 1452 Correspondence, Publication and Related Clerks
- 1453 Customer Service, Information and Related Clerks
- 1454 Survey Interviewers and Statistical Clerks
- 1461 Mail, Postal and Related Clerks
- 1462 Letter Carriers
- 1463 Couriers, Messengers and Door-to-Door Distributors
- 1471 Shippers and Receivers
- 1472 Storekeepers and Parts Clerks
- 1473 Production Clerks
- 1474 Purchasing and Inventory Clerks
- 1475 Dispatchers and Radio Operators
- 1476 Transportation Route and Crew Schedulers

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## 11. Intermediate Sales and Service Personnel

- 3411 Dental Assistants
- 3413 Nurse Aides, Orderlies and Patient Service Associates
- 3414 Other Assisting Occupations in Support of Health Services
- 6411 Sales Representatives - Wholesale Trade (Non-Technical)
- 6421 Retail Salespersons and Sales Clerks
- 6431 Travel Counsellors
- 6432 Purser and Flight Attendants
- 6433 Airline Sales and Service Agents
- 6434 Ticket Agents, Cargo Service Representatives and Related Clerks (Except Airline)
- 6435 Hotel Front Desk Clerks
- 6441 Tour and Travel Guides
- 6442 Outdoor Sport and Recreational Guides
- 6443 Casino Occupations
- 6451 Maitres d'hôtel and Hosts/Hostesses
- 6452 Bartenders
- 6453 Food and Beverage Servers
- 6461 Sheriffs and Bailiffs
- 6462 Correctional Service Officers
- 6463 By-law Enforcement and Other Regulatory Officers, n.e.c.<sup>2</sup>
- 6464 Occupations Unique to the Armed Forces
- 6465 Other Protective Service Occupations
- 6471 Visiting Homemakers, Housekeepers and Related Occupations
- 6472 Elementary and Secondary School Teacher Assistants
- 6474 Babysitters, Nannies and Parents' Helpers
- 6481 Image, Social and Other Personal Consultants
- 6482 Estheticians, Electrologists and Related Occupations
- 6483 Pet Groomers and Animal Care Workers
- 6484 Other Personal Service Occupations

## 12. Semi-Skilled Manual Workers

- 7411 Truck Drivers
- 7412 Bus Drivers and Subway and Other Transit Operators
- 7413 Taxi and Limousine Drivers and Chauffeurs
- 7414 Delivery and Courier Service Drivers
- 7421 Heavy Equipment Operators (Except Crane)
- 7422 Public Works Maintenance Equipment Operators
- 7431 Railway Yard Workers
- 7432 Railway Track Maintenance Workers
- 7433 Deck Crew, Water Transport

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7434 Engine Room Crew, Water Transport  
7435 Lock and Cable Ferry Operators and Related Occupations  
7436 Boat Operators  
7437 Air Transport Ramp Attendants  
7441 Residential and Commercial Installers and Servicers  
7442 Waterworks and Gas Maintenance Workers  
7443 Automotive Mechanical Installers and Servicers  
7444 Pest Controllers and Fumigators  
7445 Other Repairers and Servicers  
7451 Longshore Workers  
7452 Material Handlers  
8411 Underground Mine Service and Support Workers  
8412 Oil and Gas Well Drilling Workers and Service Operators  
8421 Chainsaw and Skidder Operators  
8422 Silviculture and Forestry Workers  
8431 General Farm Workers  
8432 Nursery and Greenhouse Workers  
8441 Fishing Vessel Deckhands  
8442 Trappers and Hunters  
9411 Machine Operators, Mineral and Metal Processing  
9412 Foundry Workers  
9413 Glass Forming and Finishing Machine Operators and Glass Cutters  
9414 Concrete, Clay and Stone Forming Operators  
9415 Inspectors and Testers, Mineral and Metal Processing  
9421 Chemical Plant Machine Operators  
9422 Plastics Processing Machine Operators  
9423 Rubber Processing Machine Operators and Related Workers  
9424 Water and Waste Plant Operators  
9431 Sawmill Machine Operators  
9432 Pulp Mill Machine Operators  
9433 Papermaking and Finishing Machine Operators  
9434 Other Wood Processing Machine Operators  
9435 Paper Converting Machine Operators  
9436 Lumber Graders and Other Wood Processing Inspectors and Graders  
9441 Textile Fibre and Yarn Preparation Machine Operators  
9442 Weavers, Knitters and Other Fabric-Making Occupations  
9443 Textile Dyeing and Finishing Machine Operators  
9444 Textile Inspectors, Graders and Samplers  
9451 Sewing Machine Operators  
9452 Fabric, Fur and Leather Cutters  
9453 Hide and Pelt Processing Workers

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- 9454 Inspectors and Testers, Fabric, Fur and Leather Products Manufacturing
  - 9461 Process Control and Machine Operators, Food and Beverage Processing
  - 9462 Industrial Butchers and Meat Cutters, Poultry Preparers and Related Workers
  - 9463 Fish Plant Workers
  - 9464 Tobacco Processing Machine Operators
  - 9465 Testers and Graders, Food and Beverage Processing
  - 9471 Printing Machine Operators
  - 9472 Camera, Platemaking and Other Pre-Press Occupations
  - 9473 Binding and Finishing Machine Operators
  - 9474 Photographic and Film Processors
  - 9481 Aircraft Assemblers and Aircraft Assembly Inspectors
  - 9482 Motor Vehicle Assemblers, Inspectors and Testers
  - 9483 Electronics Assemblers, Fabricators, Inspectors and Testers
  - 9484 Assemblers and Inspectors, Electrical Appliance, Apparatus and Equipment Manufacturing
  - 9485 Assemblers, Fabricators and Inspectors, Industrial Electrical Motors and Transformers
  - 9486 Mechanical Assemblers and Inspectors
  - 9487 Machine Operators and Inspectors, Electrical Apparatus Manufacturing
  - 9491 Boat Assemblers and Inspectors
  - 9492 Furniture and Fixture Assemblers and Inspectors
  - 9493 Other Wood Products Assemblers and Inspectors
  - 9494 Furniture Finishers and Refinishers
  - 9495 Plastic Products Assemblers, Finishers and Inspectors
  - 9496 Painters and Coaters - Industrial
  - 9497 Plating, Metal Spraying and Related Operators
  - 9498 Other Assemblers and Inspectors
  - 9511 Machining Tool Operators
  - 9512 Forging Machine Operators
  - 9513 Woodworking Machine Operators
  - 9514 Metal Working Machine Operators
  - 9516 Other Metal Products Machine Operators
  - 9517 Other Products Machine Operators

**13. Other Sales and Service Personnel**

- 6611 Cashiers
- 6621 Service Station Attendants
- 6622 Grocery Clerks and Store Shelf Stockers
- 6623 Other Elemental Sales Occupations
- 6641 Food Counter Attendants, Kitchen Helpers and Related Occupations
- 6651 Security Guards and Related Occupations
- 6661 Light Duty Cleaners

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- 6662 Specialized Cleaners
  - 6663 Janitors, Caretakers and Building Superintendents
  - 6671 Operators and Attendants in Amusement, Recreation and Sport
  - 6672 Other Attendants in Accommodation and Travel
  - 6681 Dry Cleaning and Laundry Occupations
  - 6682 Ironing, Pressing and Finishing Occupations
  - 6683 Other Elemental Service Occupations

**14. Other Manual Workers**

- 7611 Construction Trades Helpers and Labourers
- 7612 Other Trades Helpers and Labourers
- 7621 Public Works and Maintenance Labourers
- 7622 Railway and Motor Transport Labourers
- 8611 Harvesting Labourers
- 8612 Landscaping and Grounds Maintenance Labourers
- 8613 Aquaculture and Marine Harvest Labourers
- 8614 Mine Labourers
- 8615 Oil and Gas Drilling, Servicing and Related Labourers
- 8616 Logging and Forestry Labourers
- 9611 Labourers in Mineral and Metal Processing
- 9612 Labourers in Metal Fabrication
- 9613 Labourers in Chemical Products Processing and Utilities
- 9614 Labourers in Wood, Pulp and Paper Processing
- 9615 Labourers in Rubber and Plastic Products Manufacturing
- 9616 Labourers in Textile Processing
- 9617 Labourers in Food, Beverage and Tobacco Processing
- 9618 Labourers in Fish Processing
- 9619 Other Labourers in Processing, Manufacturing and Utilities

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1 Please note that management occupations are not assigned to a skill level category because factors other than education and training (e.g. previous experience, capital) are often more significant determinants for employment.

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2 n.e.c. = not elsewhere classified

# Appendix D: Employment Equity Occupational Group Definitions

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## 1. Senior Managers

Employees holding the most senior positions in large firms or corporations. They are responsible for the corporation's policy and strategic planning, and for directing and controlling the functions of the organisation.

**Examples:** President, chief executive officer, vice-presidents, chief operating officer, senior government officials, general managers and divisional heads, and directors who have several middle managers reporting to them or are responsible for the direction of a critical technical function.

## 2. Middle and Other Managers

Middle and other managers receive instructions from senior managers and administer the organisation's policy and operations through subordinate managers or supervisors. Senior managers, and middle and other managers comprise all managers.

**Examples:** Managers of transport operations, communications, finances, human resources, sales, advertising, purchasing, production, marketing, research and development, information systems, maintenance; commissioned police officers, commissioned officers in the armed forces.

## 3. Professionals

Professionals usually need either university graduation or prolonged formal training and often have to be members of a professional organization.

**Examples:** Engineers (civil, mechanical, electrical, petroleum, nuclear, aerospace), chemists, biologists, architects, economists, lawyers, teachers, doctors, accountants, computer programmers, registered nurses, physiotherapists, ministers of religion.

## 4. Semi-Professionals and Technicians

Workers in these occupations have to possess knowledge equivalent to about two years of post-secondary education, offered in many technical institutions and community colleges, and often have further specialized on-the-job training. They may have highly developed technical and/or artistic skills.

**Examples:** Technologists and technicians (broadcast, forestry, biological, electronic, meteorological, geological, surveying, drafting and design, engineering, library, medical, dental), specialized inspectors and testers (public and environmental health, occupational health and safety, engineering, industrial instruments), dental hygienists, midwives, ambulance attendants, paralegal workers, graphic designers and illustrating artists, announcers and other broadcasters, coaches.

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## 5. Supervisors

Non-management first-line coordinators of white-collar (administrative, clerical, sales, and service) workers. Supervisors may, but do not usually, perform any of the duties of the employees under their supervision.

**Examples:** Supervisors of administrative and clerical workers such as general office clerks, secretaries, word processing operators, receptionists, and switchboard operators, computer operators, accounting clerks, letter carriers, tellers; supervisors of sales workers such as airline sales agents, service station attendants, grocery clerks and shelf stockers, cashiers; and supervisors of service workers such as food and beverage workers, canteen workers, hotel housekeeping, and cleaning workers, dry cleaning and laundry workers, janitors, groundspeople, tour guides, parking lot attendants.

## 6. Supervisors: Crafts and Trades

Non-management first-line coordinators of workers in manufacturing, processing, trades, and primary industry occupations. They supervise skilled crafts and trades workers, semi-skilled manual workers and/or other manual workers. Supervisors may, but do not usually, perform any of the duties of the employees under their supervision.

**Examples:** Supervisors of workers in manufacturing (motor vehicle assembling, electronics, electrical, furniture, fabric, etc.), processing (mineral and metal, chemical, food & beverage, plastic and rubber, textiles, etc.), trades (carpentry, mechanical, heavy construction equipment, printing, etc.), and primary industry (forestry, logging, mining and quarrying, oil and gas, agriculture and farms, etc.).

## 7. Administrative and Senior Clerical Personnel

Workers in these occupations carry out and coordinate administrative procedures and administrative services primarily in an office environment, or perform clerical work of a senior nature.

**Examples:** Administrative officers; executive assistants; personnel and recruitment officers; loan officers; insurance adjusters; secretaries; legal secretaries; medical secretaries; court recorders; property administrators.

## 8. Skilled Sales and Service Personnel

Highly skilled workers engaged wholly or primarily in selling or in providing personal service. These workers have a thorough and comprehensive knowledge of the processes involved in their work and usually have received an extensive period of training involving some post-secondary education, part or all of an apprenticeship, or the equivalent on-the-job training and work experience.

**Examples: Sales:** insurance agents and brokers, real estate agents, retail and wholesale buyers, technical sales specialists. **Service:** police officers, firefighters, chefs, cooks, butchers, bakers, funeral directors and embalmers.

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## 9. Skilled Crafts and Trades Workers

Manual workers of a high skill level, having a thorough and comprehensive knowledge of the processes involved in their work. They are frequently journeymen and journeywomen who have received an extensive period of training.

**Examples:** Sheet metal workers, plumbers, electricians, tool and die makers, carpenters, glaziers, welders, telecommunications line and cable, installation and repair technicians; mechanics (heavy duty, refrigeration, aircraft, elevator, motor vehicle), tailors, jewellers, oil and gas well drillers, fishing masters and officers, paper making control operators.

## 10. Clerical Personnel

Workers performing clerical work, other than senior clerical work.

**Examples:** General office and other clerks (data entry, records and file, accounting, payroll, administrative, personnel, library, purchasing, storekeepers and parts, mail and postal, insurance clerks, customer service, statistics, purchasing and inventory clerks); typists and word processing operators; receptionists and switchboard operators; computer operators; typesetters; dispatchers and radio operators; couriers and messengers; letter carriers; tellers.

## 11. Intermediate Sales and Service Personnel

Workers engaged wholly or primarily in selling or in providing personal service who perform duties that may require from a few months up to two years of on-the-job training, training courses, or specific work experience. Generally, these are workers whose skill level is less than that of skilled sales and service, but greater than that of elementary sales and service workers.

**Examples: Sales:** airline sales agents, non-technical wholesale sales representatives, retail salespersons. **Service:** dental assistants, nurses aides and orderlies, tour and travel guides, hotel front desk clerks, correctional service officers, sheriffs and bailiffs, bartenders, nannies, aestheticians, pet groomers.

## 12. Semi-Skilled Manual Workers

Manual workers who perform duties that usually require a few months of specific vocational on-the-job training. Generally, these are workers whose skill level is less than that of skilled crafts and trades workers, but greater than that of elementary manual workers.

**Examples:** Truck drivers, railway yard workers, longshore workers, material handlers, foundry workers, machine operators (plastics processing, chemical plant, sawmill, textile, pulp mill, tobacco, welding), workers assembling, inspecting or testing products (motor vehicles, boats, electrical motors, furniture).



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### 13. Other Sales and Service Personnel

Workers in sales and service jobs which generally require only a few days or no on-the-job training. The duties are elementary, and require little or no independent judgement.

**Examples: Sales:** service station attendants, grocery clerks and shelf stockers, cashiers. **Service:** security guards, janitors, kitchen and food service helpers, dry cleaning and laundry occupations, attendants in recreation and sport.

### 14. Other Manual Workers

Workers in blue collar jobs which generally require only a few days or no on-the-job training or a short demonstration. The duties are manual, elementary, and require little or no independent judgement.

**Examples:** Helpers and labourers in construction and other trades (plumber assistants, carpenter helpers, refrigeration mechanic helpers, surveyor helpers), garbage collectors, road maintenance workers, railway labourers, tobacco or fruit pickers, landscape labourers, fish farm helpers, roustabouts, roughnecks, swampers, labourers in processing industry.

# Appendix E: Census Metropolitan Areas (CMAs) and Their Census Subdivision Components

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## List of 27 Census Metropolitan Areas (2001 CMA Boundaries)

### **Abbotsford, British Columbia**

Abbotsford  
Fraser Valley H  
Matsqui Main 2  
Mission  
Upper Sumas

### **Calgary, Alberta**

Airdrie  
Beiseker  
Calgary  
Chestermere  
Cochrane  
Crossfield  
Irricana  
Rocky View No. 44  
Tsuu T'ina Nation 145

### **Chicoutimi-Jonquière, Quebec**

Chicoutimi  
Jonquière  
La Baie  
Lac-Kénogami  
Larouche  
Laterrière  
Saint-Fulgence  
Saint-Honoré  
Shipshaw  
Tremblay

### **Edmonton, Alberta**

Alexander 134  
Beaumont  
Betula Beach  
Bon Accord  
Bruderheim  
Calmar  
Devon  
Edmonton  
Fort Saskatchewan  
Gibbons  
Golden Days  
Itaska Beach  
Kapasiwin  
Lakeview  
Leduc  
Leduc County No. 25  
Legal  
Morinville  
New Sarepta  
Parkland County  
Point Alison  
Redwater  
Seba Beach  
Spring Lake  
Spruce Grove  
St. Albert  
Stony Plain

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Stony Plain 135  
Strathcona County  
Sturgeon County  
Sundance Beach  
Thorsby  
Wabamun  
Wabamun 133A  
Warburg

**Halifax, Nova Scotia**  
Cole Harbour 30  
Halifax  
Sheet Harbour 36  
Shubenacadie 13

**Hamilton, Ontario**  
Burlington  
Grimsby  
Hamilton

**Kingston, Ontario**  
Frontenac Islands  
Kingston  
Loyalist  
South Frontenac

**Kitchener, Ontario**  
Cambridge  
Kitchener  
North Dumfries  
Waterloo  
Woolwich

**London, Ontario**  
Central Elgin  
London Middlesex Centre  
Southwold  
St. Thomas  
Strathroy - Caradoc  
Thomas Centre

**Montréal, Quebec**  
Anjou  
Baie-d'Urfé  
Beaconsfield

Beauharnois  
Bellefeuille  
Beloeil  
Blainville  
Bois-des-Filion  
Boisbriand  
Boucherville  
Brossard  
Candiac  
Carignan  
Chambly  
Charlemagne  
Châteauguay  
Côte-Saint-Luc  
Delson  
Deux-Montagnes  
Dollard-des-Ormeaux  
Dorval  
Gore  
Greenfield Park  
Hampstead  
Hudson  
Kahnawake 14  
Kanesatake  
Kirkland  
L'Assomption  
L'Île-Bizard  
L'Île-Cadieux  
L'Île-Dorval  
L'Île-Perrot  
La Plaine  
La Prairie  
Lachenaie  
Lachine  
Lafontaine

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**LaSalle**

Laval  
Lavaltrie  
Le Gardeur  
Le Moyne  
Léry  
Les Cèdres  
Longueuil  
Lorraine  
Maple Grove  
Mascouche  
McMasterville  
Melocheville  
Mercier  
Mirabel  
Mont-Royal  
Mont-Saint-Hilaire  
Montréal  
Montréal-Est  
Montréal-Nord  
Montréal-Ouest  
Notre-Dame-de-l'Île-Perrot  
Oka  
Otterburn Park  
Outremont  
Pierrefonds  
Pincourt  
Pointe-Calumet  
Pointe-Claire  
Pointe-des-Cascades  
Repentigny  
Richelieu  
Rosemère  
Roxboro  
Saint-Amable  
Saint-Antoine  
Saint-Antoine-de-Lavaltrie  
Saint-Basile-le-Grand  
Saint-Bruno-de-Montarville  
Saint-Colomban

Saint-Constant  
Saint-Eustache  
Saint-Hubert  
Saint-Isidore  
Saint-Jérôme  
Saint-Joseph-du-Lac  
Saint-Lambert  
Saint-Laurent  
Saint-Lazare  
Saint-Léonard  
Saint-Mathias-sur-Richelieu  
Saint-Mathieu  
Saint-Mathieu-de-Beloil  
Saint-Philippe  
Saint-Placide  
Saint-Sulpice  
Sainte-Anne-de-Bellevue  
Sainte-Anne-des-Plaines  
Sainte-Catherine  
Sainte-Geneviève  
Sainte-Julie  
Sainte-Marthe-sur-le-Lac  
Sainte-Thérèse  
Senneville  
Terrasse-Vaudreuil  
Terrebonne  
Varenes  
Vaudreuil-Dorion  
Vaudreuil-sur-le-Lac  
Verdun  
Westmount

**Oshawa, Ontario**

Clarington  
Oshawa  
Whitby

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**Ottawa-Hull, Ontario-Quebec**

Aylmer  
Buckingham  
Cantley  
Chelsea  
Clarence - Rockland  
Gatineau  
Hull  
La Pêche  
Masson-Angers  
Ottawa  
Pontiac  
Russell  
Val-des-Monts

**Quebec, Quebec**

Beaumont  
Beauport  
Boischatel  
Cap-Rouge  
Charlesbourg  
Charny  
Château-Richer  
Fossambault-sur-le-Lac  
L'Ancienne-Lorette  
L'Ange-Gardien  
Lac-Beauport  
Lac-Delage  
Lac-Saint-Charles  
Lac-Saint-Joseph  
Lévis  
Loretteville  
Notre-Dame-des-Anges  
Pintendre  
Québec  
Saint-Augustin-de-Desmaures  
Saint-Émile  
Saint-Étienne-de-Lauzon  
Saint-François  
Saint-Gabriel-de-Valcartier  
Saint-Jean

Saint-Jean-Chrysostome  
Saint-Joseph-de-la-Pointe-de-Lévy  
Saint-Lambert-de-Lauzon  
Saint-Laurent-de-l'Île-d'Orléans  
Saint-Nicolas  
Saint-Pierre-de-l'Île-d'Orléans  
Saint-Rédempteur  
Saint-Romuald  
Sainte-Brigitte-de-Laval  
Sainte-Catherine-de-la-Jacques-Cartier  
Sainte-Famille  
Sainte-Foy  
Sainte-Hélène-de-Breakeyville  
Sainte-Pétronille  
Shannon  
Sillery  
Stoneham-et-Tewkesbury  
Val-Bélair  
Vanier  
Wendake

**Regina, Saskatchewan**

Balgonie  
Belle Plaine  
Buena Vista  
Disley  
Edenwold  
Edenwold No. 158  
Grand Coulee  
Lumsden  
Lumsden Beach  
Lumsden No. 189  
Pense  
Pense No. 160  
Pilot Butte  
Regina  
Regina Beach  
Sherwood No. 159  
White City

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**Saint John, New Brunswick**

Grand Bay-Westfield  
Greenwich  
Hampton (Parish)  
Hampton (Town)  
Kingston  
Lepreau  
Musquash  
Petersville  
Quispamsis  
Rothesay (Parish)  
Rothesay (Town)  
Saint John  
Saint Martins  
Simonds  
St. Martins  
Upham  
Westfield

**Saskatoon, Saskatchewan**

Allan  
Asquith  
Blucher No. 343  
Bradwell  
Clavet  
Colonsay  
Colonsay No. 342  
Corman Park No. 344  
Dalmeny  
Delisle  
Dundurn  
Dundurn No. 314  
Elstow  
Langham  
Martensville  
Meacham  
Osler  
Saskatoon  
Shields  
Thode

Vanscoy  
Vanscoy No. 345  
Warman  
White Cap 94

**Sherbrooke, Quebec**

Ascot  
Ascot Corner  
Bromptonville  
Compton  
Deauville  
Fleurimont  
Hatley  
Lennoxville  
North Hatley  
Rock Forest  
Saint-Denis-de-Brompton  
Saint-Élie-d'Orford  
Sherbrooke  
Stoke  
Waterville

**St. Catharines-Niagara, Ontario**

Fort Erie  
Lincoln  
Niagara Falls  
Niagara-on-the-Lake  
Pelham  
Port Colborne  
St. Catharines  
Thorold  
Wainfleet  
Welland

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**St. John's, Newfoundland**

Bauline  
Bay Bulls  
Conception Bay South  
Flatrock  
Logy Bay-Middle Cove-Outer  
Cove  
Mount Pearl  
Paradise  
Petty Harbour-Maddox Cove  
Portugal Cove-St. Philip's  
Pouch Cove  
St. John's  
Torbay  
Witless Bay

**Greater Sudbury, Ontario**

Greater Sudbury  
Wahnapitei 11  
Whitefish Lake 6

**Thunder Bay, Ontario**

Conmee  
Fort William 52  
Gillies  
Neebing  
O'Connor  
Oliver Paipoonge  
Shuniah  
Thunder Bay

**Toronto, Ontario**

Ajax  
Aurora  
Bradford West Gwillimbury  
Brampton  
Caledon  
Chippawas of Georgina Island 33  
East Gwillimbury  
Georgina  
Halton Hills  
King

Markham  
Milton  
Mississauga  
Mono  
New Tecumseth  
Newmarket  
Oakville  
Orangeville  
Pickering  
Richmond Hill  
Toronto  
Uxbridge  
Vaughan  
Whitchurch-Stouffville

**Trois-Rivières, Quebec**

Bécancour  
Cap-de-la-Madeleine  
Champlain  
Pointe-du-Lac  
Saint-Louis-de-France  
Saint-Maurice  
Sainte-Marthe-du-Cap  
Trois-Rivières  
Trois-Rivières-Ouest  
Wôlinak 11

**Vancouver, British Columbia**

Anmore  
Barnston Island 3  
Belcarra  
Bowen Island  
Burnaby  
Burrard Inlet 3  
Capilano 5  
Coquitlam  
Coquitlam 1  
Coquitlam 2  
Delta  
Greater Vancouver, A  
Katzie 1

Katzie 2  
 Langley (District Municipality)  
 Langley (City)  
 Langley 5  
 Lions Bay  
 Maple Ridge  
 Matsqui 4  
 McMillan Island 6  
 Mission 1  
 Musqueam 2  
 Musqueam 4  
 New Westminster  
 North Vancouver (District Municipality)  
 North Vancouver (City)  
 Pitt Meadows  
 Port Coquitlam  
 Port Moody  
 Richmond  
 Semiahmoo  
 Seymour Creek 2  
 Surrey  
 Tsawwassen  
 Vancouver  
 West Vancouver  
 White Rock  
 Whonnock 1

**Victoria, British Columbia**  
 Becher Bay 1  
 Capital H (Part 1)  
 Central Saanich  
 Cole Bay 3  
 Colwood  
 East Saanich 2  
 Esquimalt (District Municipality)  
 Esquimalt (Indian Reserve)  
 Highlands  
 Langford  
 Metchosin  
 New Songhees 1A  
 North Saanich

Oak Bay  
 Saanich  
 Sidney  
 Sooke  
 South Saanich 1  
 T'Sou-ke 1 (Sooke 1)  
 T'Sou-ke 2 (Sooke 2)  
 Union Bay 4  
 Victoria  
 View Royal

**Windsor, Ontario**  
 Amherstburg  
 Lakeshore  
 LaSalle  
 Tecumseh  
 Windsor

**Winnipeg, Manitoba**  
 Brokenhead 4  
 East St. Paul  
 Headingley  
 Ritchot  
 Rosser  
 Springfield  
 St. Clements  
 St. François Xavier  
 Taché  
 West St. Paul  
 Winnipeg

**List of the 8 Census Metropolitan Areas as stipulated by the *Employment Equity Regulations*, Schedule I, Subsection 1(1)**

Calgary, Alberta  
 Edmonton, Alberta  
 Halifax, Nova Scotia  
 Montréal, Quebec  
 Regina, Saskatchewan  
 Toronto, Ontario  
 Vancouver, British Columbia  
 Winnipeg, Manitoba





# Appendix F: List of Tables

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The following tables are available in these formats:

- Adobe's Portable Document Format (.PDF)
- Microsoft Excel Office 1997 (.xls)

## Tables for the Canadian Population (1-9)

- Table 1** Total Population Showing Representation by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities
- Table 2** Total Population Showing Distribution by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities
- Table 3** Workforce Population Showing Representation by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities
- Table 4** Workforce Population Showing Representation by Employment Equity Occupational Groups (2001 NOC) for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities
- Table 5** Workforce Population Showing Representation by Employment Equity Occupational Groups and Unit Groups (2001 NOC) for Women, Aboriginal Peoples and Visible Minorities for Canada, Provinces and Territories, and the Census Metropolitan Areas
- Table 6** Workforce Population by Employment Equity Occupational Groups (2001 NOC) for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities by Sex
- Table 7** Workforce Population Showing Representation by Employment Equity Occupational Groups (2001 NOC) for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities by Sex
- Table 8** Population Showing Representation by Highest Levels of Schooling for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities
- Table 9** Population Showing Representation by Major Fields of Study for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities

Geography (Women, Aboriginal Peoples, Visible Minorities): Canada, Provinces/Territories and 27 Census Metropolitan Areas

Geography (Persons with Disabilities): Canada, Provinces

Source: 2001 Census of Canada (20% sample) and 2001 Participation and Activity Limitation Survey (PALS)

Occupational Classification: 2001 National Occupational Classification (NOC) and Employment Equity Occupational Groups (EEOGs)

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## Tables for the Canadian Citizens (10-18)

*Only available on our website at this address:*

[http://info.load-otea.hrhc-drhc.gc.ca/workplace\\_equity/home.shtml](http://info.load-otea.hrhc-drhc.gc.ca/workplace_equity/home.shtml)

- Table 10** Total Canadian Citizen Population Showing Representation by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities
- Table 11** Total Canadian Citizen Population Showing Distribution by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities
- Table 12** Canadian Citizen Workforce Population Showing Representation by Geographic Areas for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities
- Table 13** Canadian Citizen Workforce Population Showing Representation by Employment Equity Occupational Groups (2001 NOC) for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities
- Table 14** Canadian Citizen Workforce Population Showing Representation by Employment Equity Occupational Groups and Unit Groups (2001 NOC) for Women, Aboriginal Peoples and Visible Minorities for Canada, Provinces and Territories, and the Census Metropolitan Areas
- Table 15** Canadian Citizen Workforce Population by Employment Equity Occupational Groups (2001 NOC) for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities by Sex
- Table 16** Canadian Citizen Workforce Population Showing Representation by Employment Equity Occupational Groups (2001 NOC) for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities by Sex
- Table 17** Canadian Citizen Population Showing Representation by Highest Levels of Schooling for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities
- Table 18** Canadian Citizen Population Showing Representation by Major Fields of Study for Women, Aboriginal Peoples, Visible Minorities and Persons with Disabilities

Geography (Women, Aboriginal Peoples, Visible Minorities): Canada, Provinces/Territories and 27 Census Metropolitan Areas

Geography (Persons with Disabilities): Canada, Provinces

Source: 2001 Census of Canada (20% sample) and 2001 Participation and Activity Limitation Survey (PALS)

Occupational Classification: 2001 National Occupational Classification (NOC) and Employment Equity Occupational Groups (EEOGs)

# Appendix G: Data Variables

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## Tables 1 to 18

### Geography

Canada

#### Provinces/Territories

Newfoundland and Labrador

Prince Edward Island

Nova Scotia

New Brunswick

Quebec

Ontario

Manitoba

Saskatchewan

Alberta

British Columbia

Yukon Territory

Northwest Territories

Nunavut

#### Census Metropolitan Areas

St. John's

Halifax

Saint John

Chicoutimi-Jonquière

Québec City

Sherbrooke

Trois-Rivières

Montréal

Ottawa-Hull

Oshawa

Toronto

Hamilton

St. Catharines-Niagara

Kingston

Kitchener

London

Windsor

Greater Sudbury

Thunder Bay

Winnipeg

Regina

Saskatoon

Calgary

Edmonton

Vancouver

Abbotsford

Victoria

---

**Sex**

- 1) Total
- 2) Males
- 3) Females

**Employment Equity Occupational Groups (2001 NOC)**

- 1) Total-All occupations
- 2) Senior Managers
- 3) Middle and Other Managers
- 4) Professionals
- 5) Semi-Professionals and Technicians
- 6) Supervisors
- 7) Supervisors: Crafts and Trades
- 8) Administrative and Senior Clerical Personnel
- 9) Skilled Sales and Service Personnel
- 10) Skilled Crafts and Trades Workers
- 11) Clerical Personnel
- 12) Intermediate Sales and Service Personnel
- 13) Semi-Skilled Manual Workers
- 14) Other Sales and Service Personnel
- 15) Other Manual Workers

**2001 National Occupational Classification Unit Groups**

For further detail please refer to Appendix C, the 2001 NOC manual or the Data Variables section of this manual.

**Highest Level of Schooling**

- 1) Total-Highest Levels of Schooling
- 2) Less Than Grade 9
- 3) Grade 9-13 Without Secondary Certificate
- 4) Grade 9-13 With Secondary Certificate
- 5) Trades Certificate or Diploma
- 6) Some Other Non-university Without Certificate
- 7) Other Non-university With Trades or Certificate
- 8) Some University Without University Certificate or Degree
- 9) University Certificate or Diploma Below Bachelor Level
- 10) Bachelor's Degree(s)
- 11) Degree in Medicine, Dentistry, Veterinary Medicine, or Optometry
- 12) University Certificate or Diploma Above Bachelor Level
- 13) Master's Degree(s)
- 14) Earned Doctorate

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**Major Field of Study**

- 1) Total-Major Fields of Study
- 2) Education, Recreation and Counselling Services
- 3) Fine and Applied Arts
- 4) Humanities and Related Fields
- 5) Social Sciences and Related Fields
- 6) Commerce, Management and Business Administration
- 7) Agricultural and Biological Sciences/Technologies
- 8) Engineering and Applied Sciences
- 9) Engineering and Applied Science Technologies and Trades
- 10) Health Professions, Sciences and Technologies
- 11) Mathematics and Physical Sciences
- 12) No Specialization and all other, not elsewhere classified
- 13) No Postsecondary Qualification



# Appendix H: Regional Workplace Equity Officers

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## Newfoundland

***Helen Gosine***

Workplace Equity Officer  
120 Torbay Rd., Suite E110B  
P.O. Box 8548  
St. John's, Newfoundland  
A1B 3P3  
(709) 772-7355  
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## Nova Scotia

***Rick Sider***

***Pauline Tran***

Workplace Equity Officers  
Metropolitan Place  
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P.O. Box 1350  
Dartmouth, Nova Scotia  
B2Y 4B9  
(902) 865-7434  
(902) 426-5960  
Fax: (902) 426-1390

## New Brunswick/ Prince Edward Island

***Noella Bursey***

Workplace Equity Officer  
1045 Main Street, 1<sup>st</sup> Floor  
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Moncton, New Brunswick  
E1C 8P9  
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Fax: (506) 851-6645

## Quebec

***Sylvie Garbusky***

***Guy Delisle***

***Muriel Ménard***

***Charles Manigat***

Workplace Equity Officers  
715, rue Peel, 3<sup>rd</sup> Floor  
Montréal, Quebec  
H3C 3H6  
(514) 866-7653  
Fax: (514) 283-5748

## Ontario

***Lindsay Beattie***

***Michele Graham***

***Bob Hunn***

***Cheryl McConney***

***Christine Pinto***

***Michelle Walker***

***Emmanuel Armah***

***Mary Ellen White***

Workplace Equity Officers  
4900 Yonge Street  
8<sup>th</sup> Floor  
North York, Ontario  
M2N 6A8  
(416) 954-7194  
Fax: (416) 954-7201

## Manitoba

***Sheri Parent***

***Peter Luzige***

Workplace Equity Officers  
#750-266 Graham Avenue  
Winnipeg, Manitoba  
R3C 0K3  
(204) 983-1039  
Fax: (204) 983-2117

## Saskatchewan

***Lorna Pearce***

Workplace Equity Officer  
2045 Broad Street  
Regina, Saskatchewan  
S4P 2N6  
(306) 780-5015  
Fax: (306) 780-5415

## Alberta/Northwest Territories/Nunavut

***Brenda Noland***

Workplace Equity Officer  
9700 Jasper Avenue  
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T5J 4C1  
(780) 495-8263  
Fax: (780) 495-2998

***Julia Hinman***

Workplace Equity Officer  
Room 280, 220-4<sup>th</sup> Ave.  
South East  
Calgary, Alberta  
T2G 4X3  
(403) 292-4698  
Fax: (403) 292-4678



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**British Columbia/Yukon**

*Joanne M. Ursino*

*Alice Higgs*

*Allison Medweth*

*Sergio Pieruccini*

*Donna Wilkie*

Workplace Equity Officers

125 East 10<sup>th</sup> Avenue

Vancouver, British Columbia

V5T 1Z3

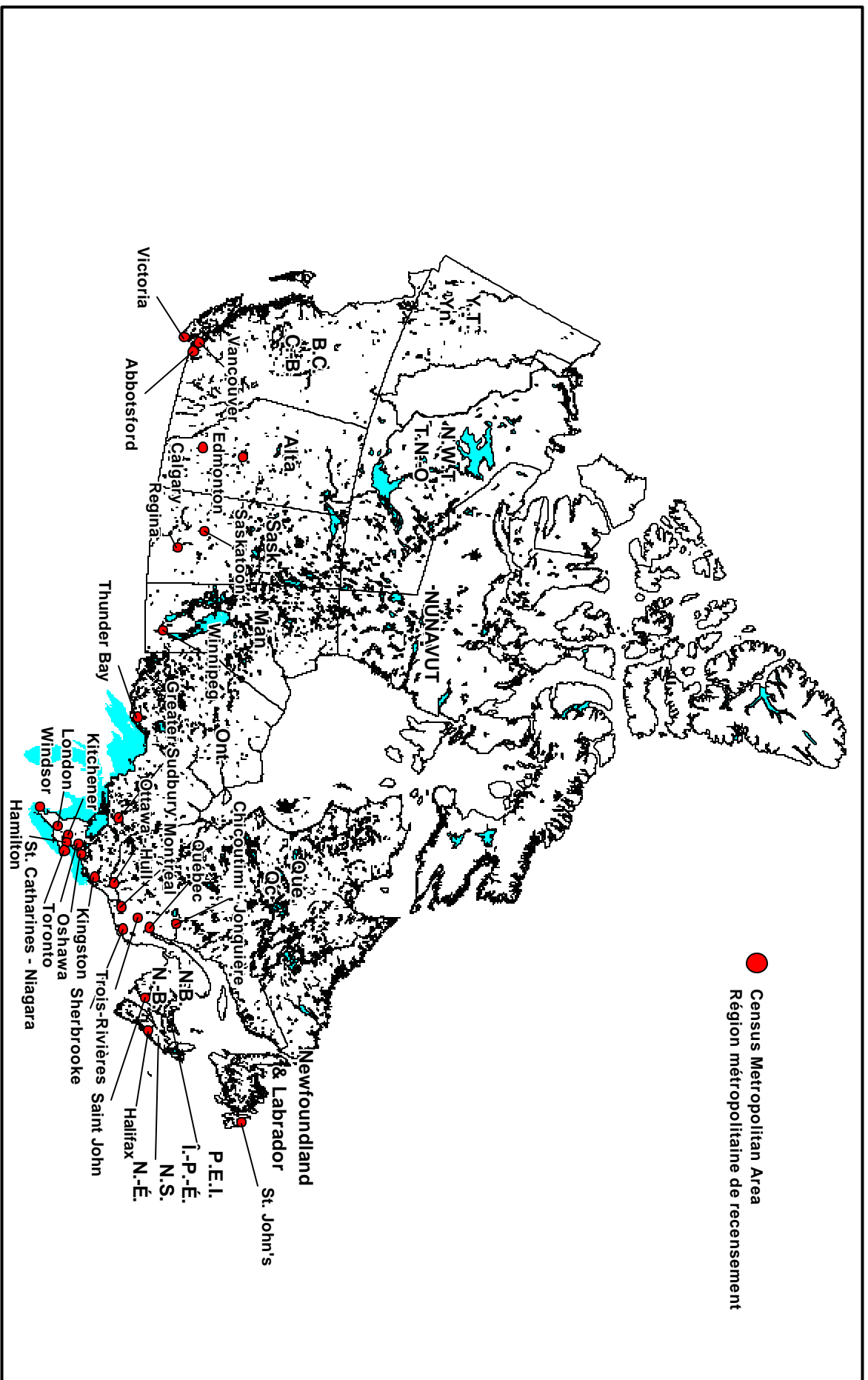
(604) 872-4384

Fax: (604) 666-3166

# Appendix I: Maps of Canada and the 27 Census Metropolitan Areas

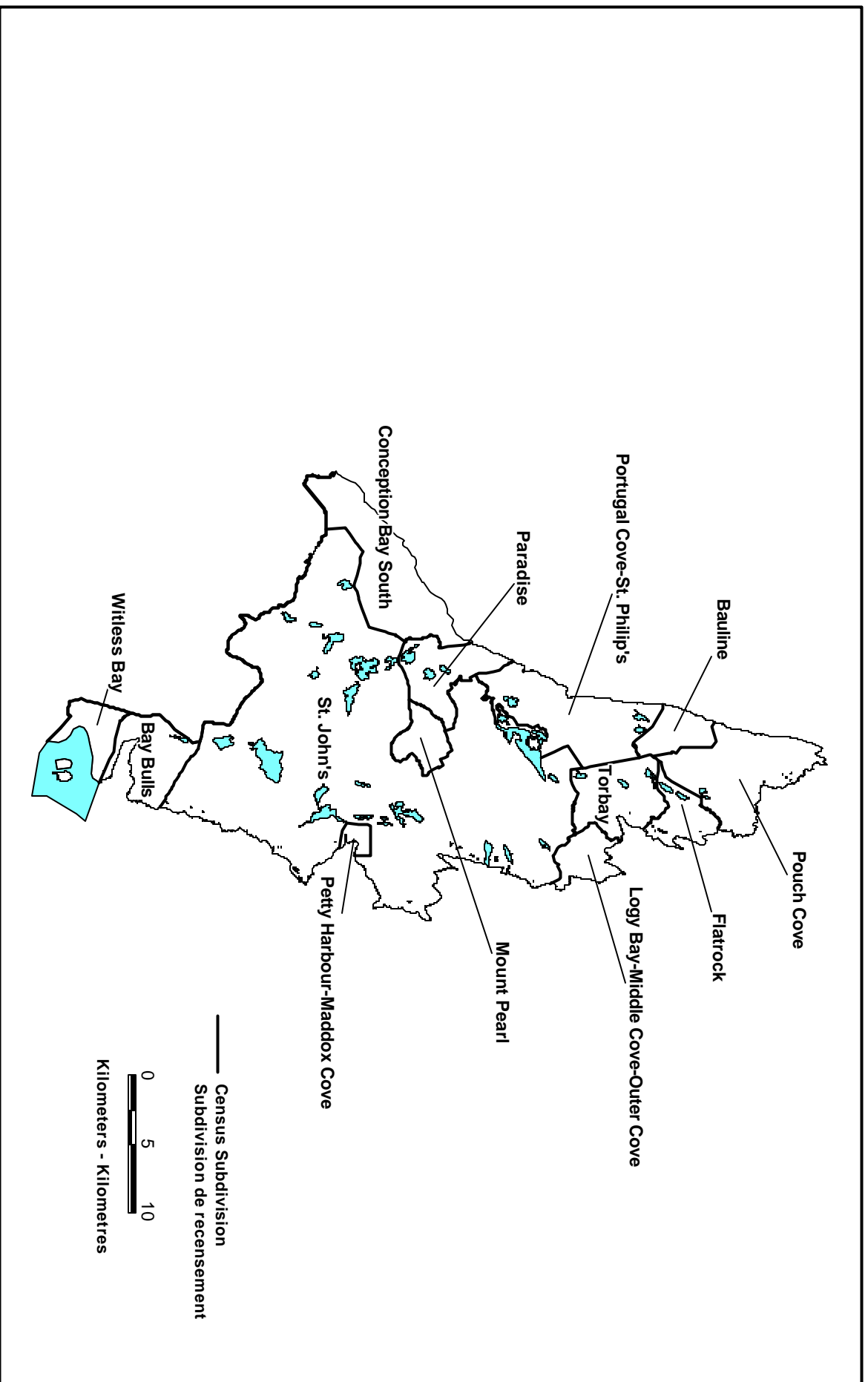
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# Canada Census Metropolitan Areas - Régions métropolitaines de recensement



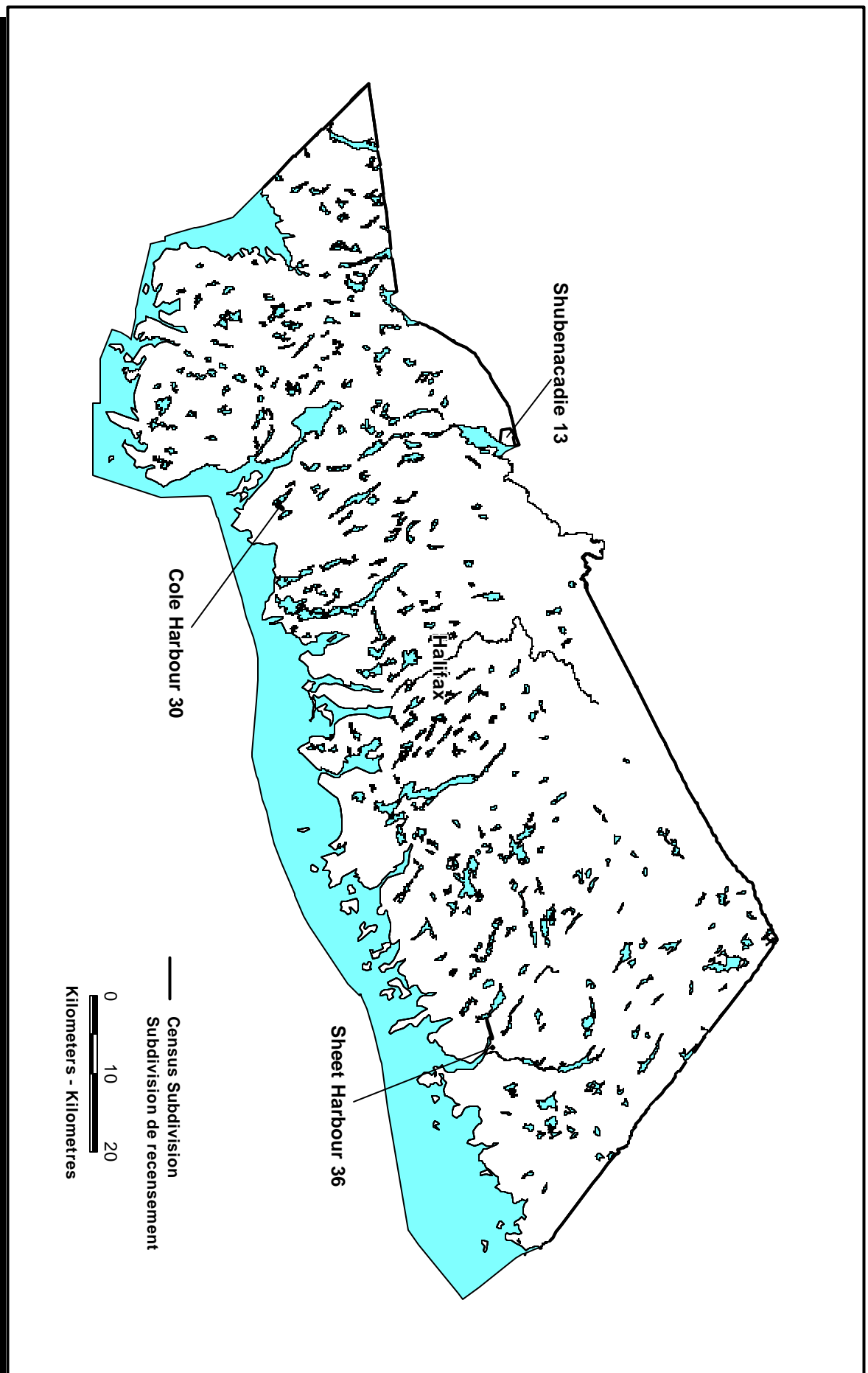
Source: 2001 Census of Canada - Recensement du Canada 2001.  
 Produced by Advisory Services Division, Statistics Canada, 2002.  
 Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# St. John's Census Metropolitan Area - Région métropolitaine de recensement



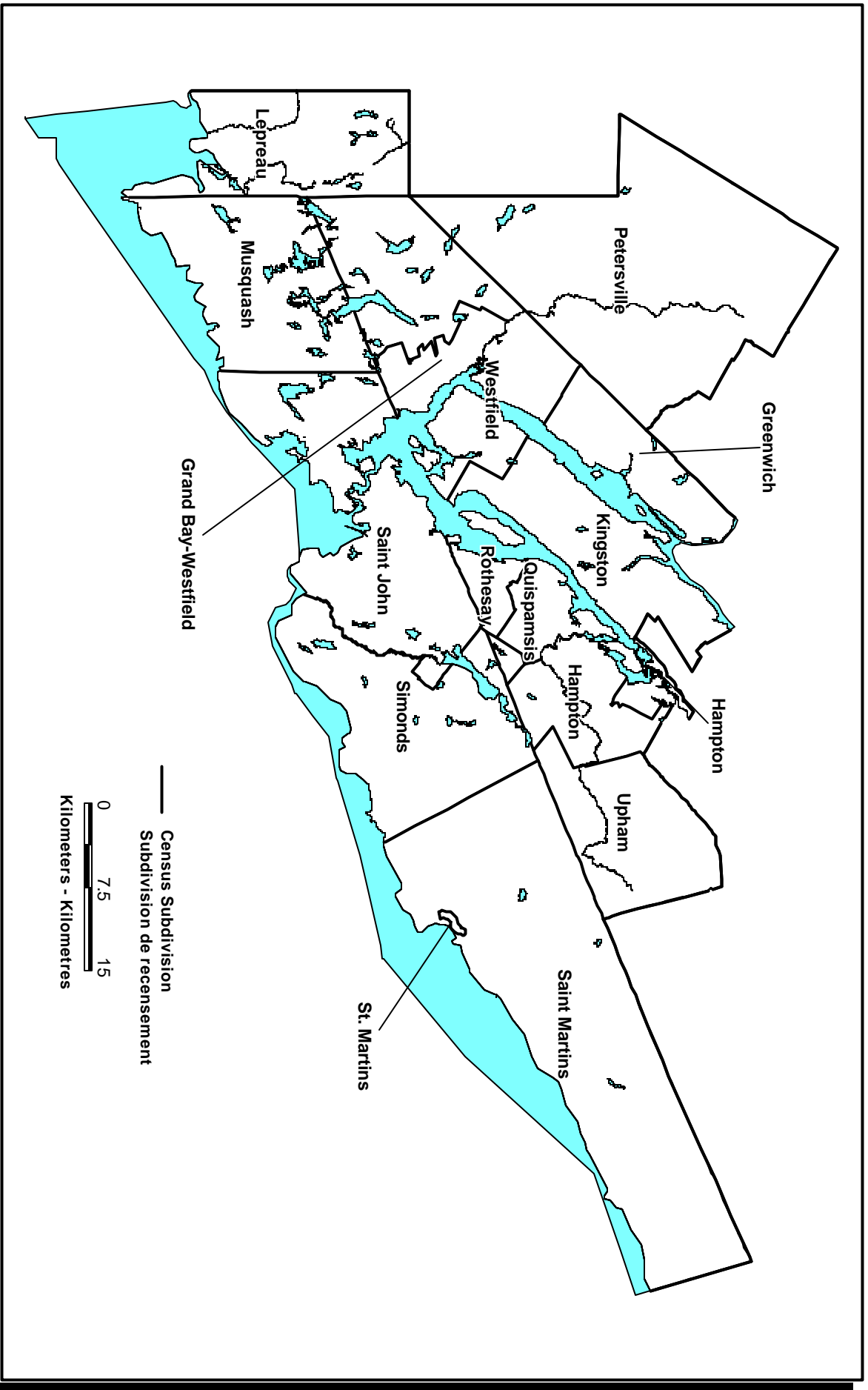
Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Halifax Census Metropolitan Area - Région métropolitaine de recensement



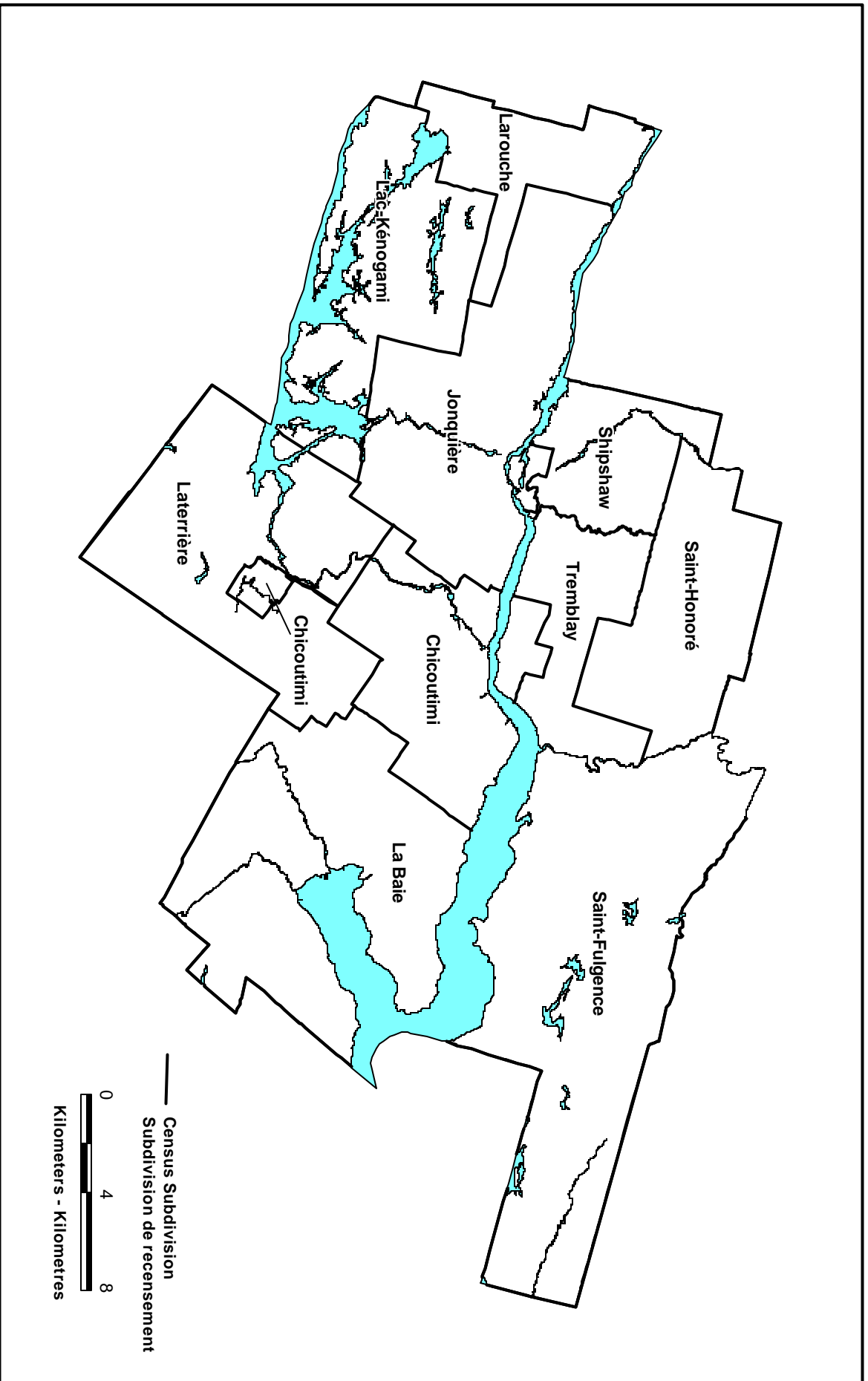
Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Saint John Census Metropolitan Area - Région métropolitaine de recensement



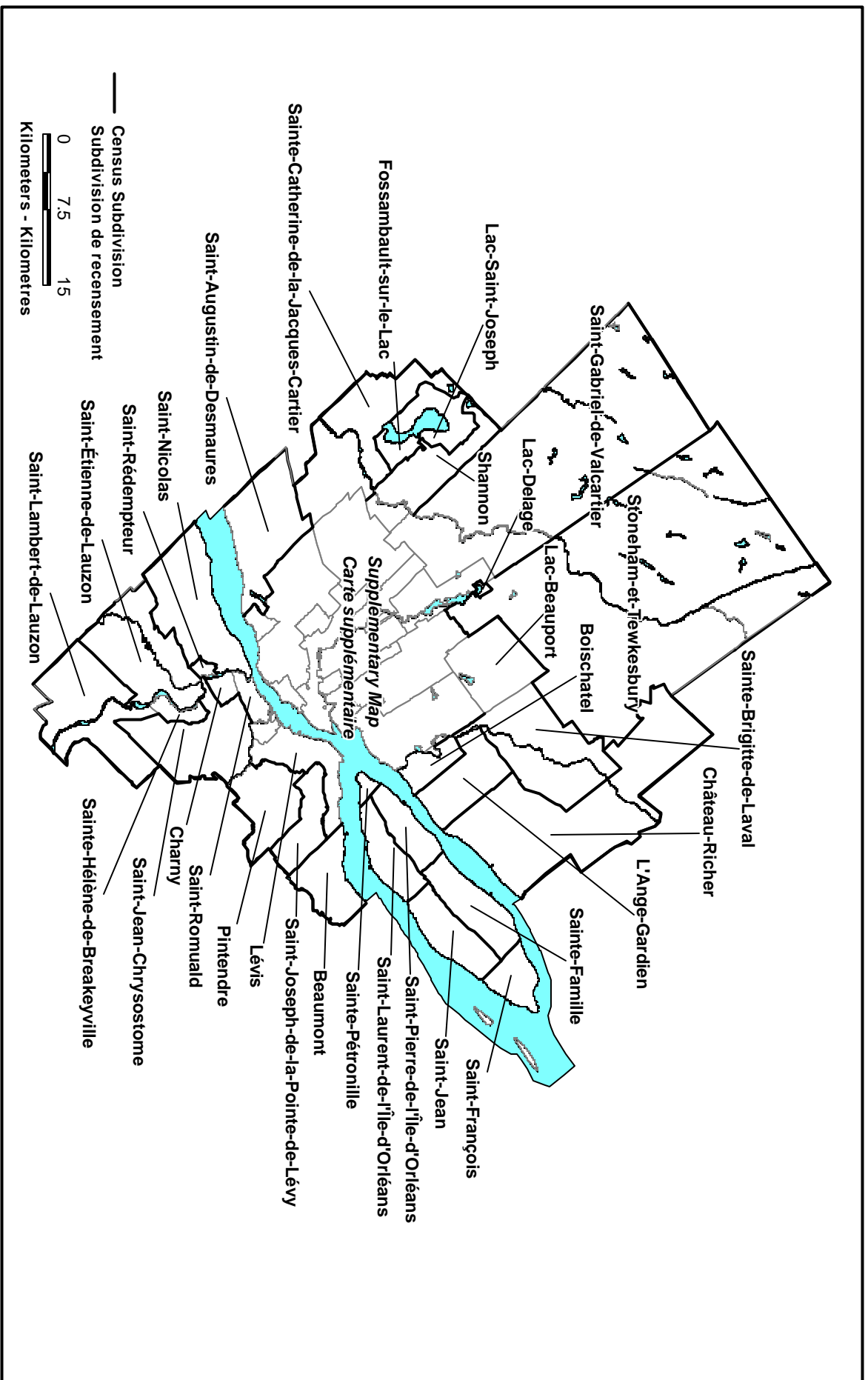
Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Chicoutimi - Jonquière Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

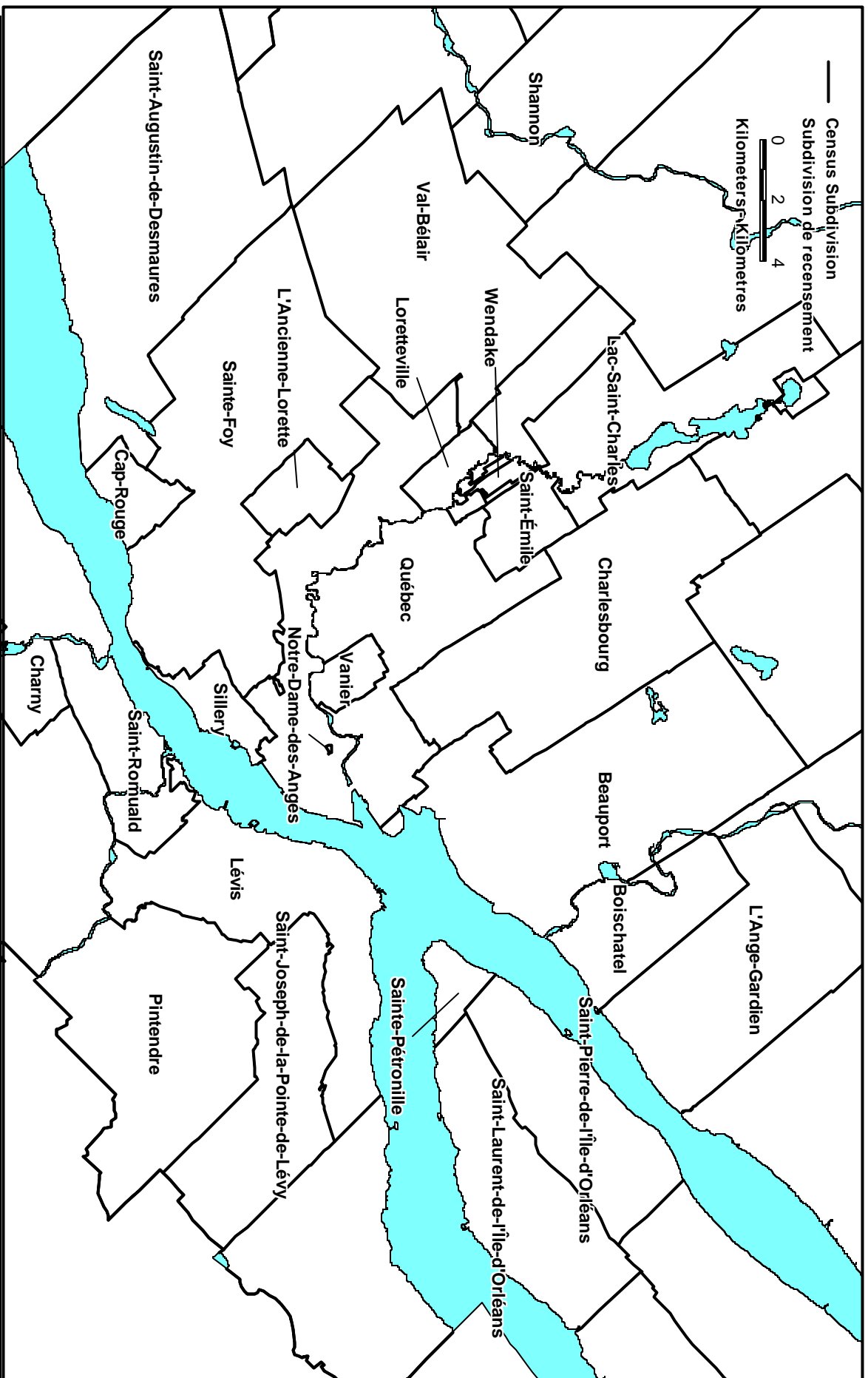
# Québec Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
 Produced by Advisory Services Division, Statistics Canada, 2002.  
 Préparé par la Division des services consultatifs, Statistique Canada, 2002.

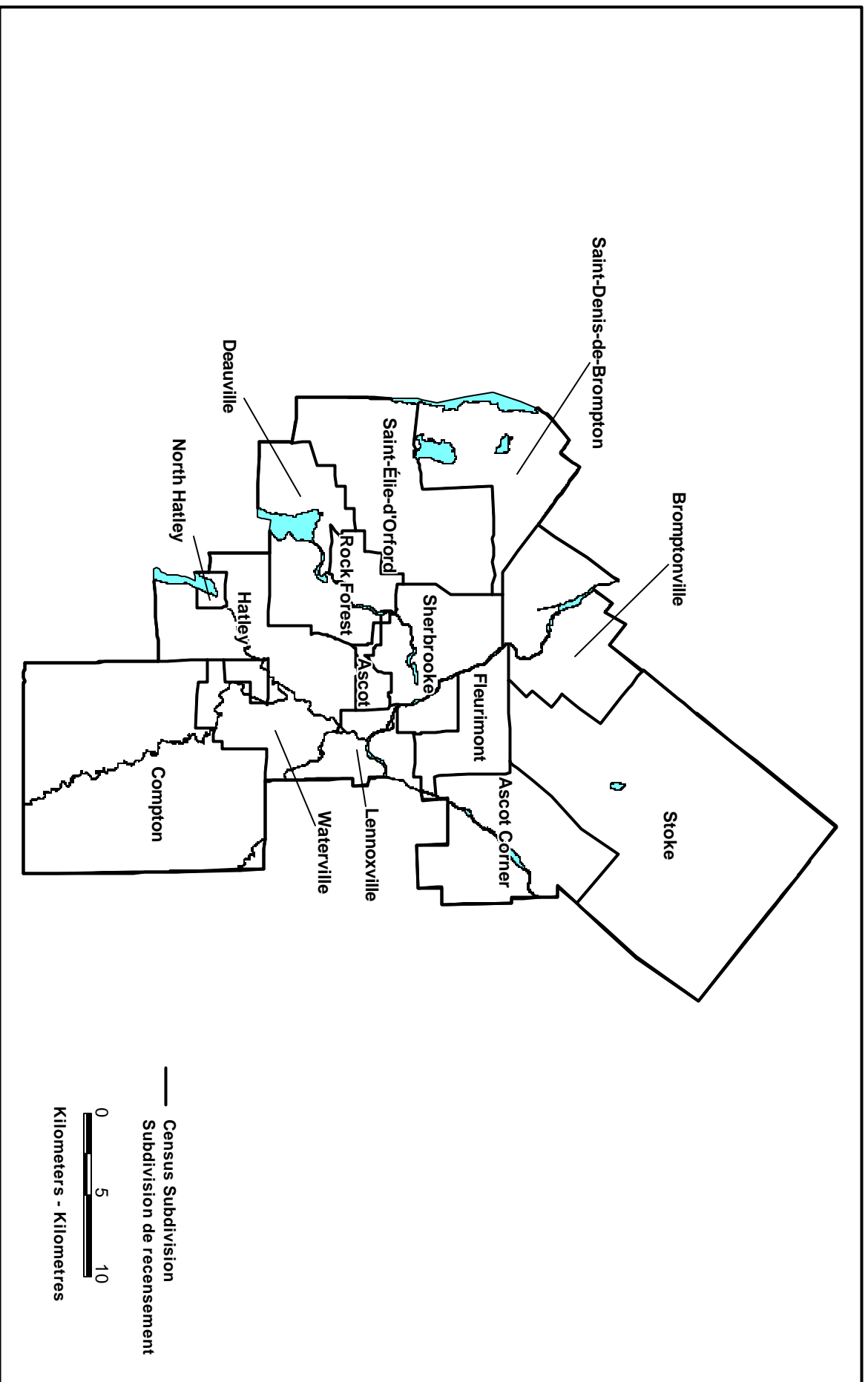


# Québec Census Metropolitan Area - Région métropolitaine de recensement (Supplementary Map - Carte Supplémentaire)



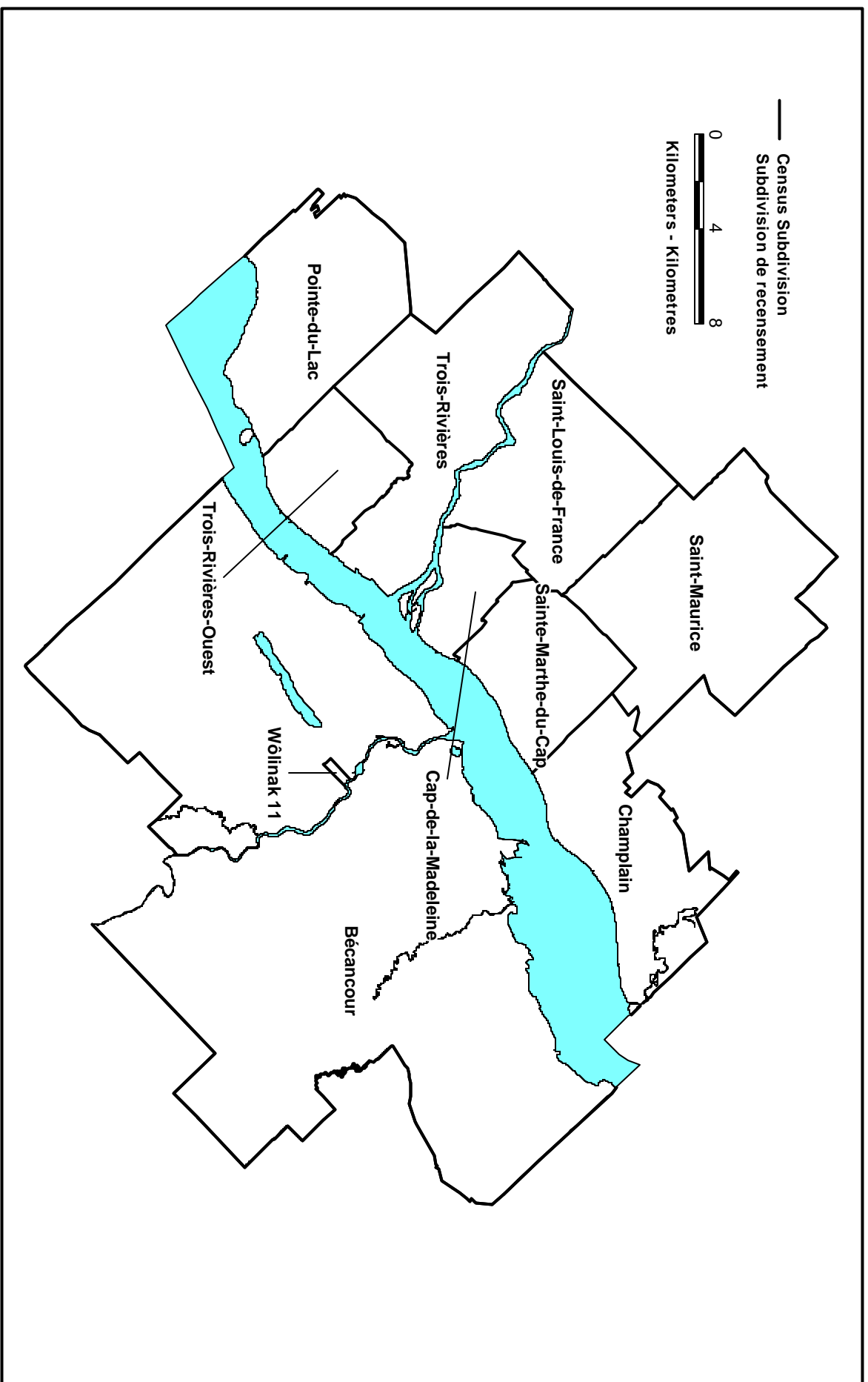
Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Sherbrooke Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

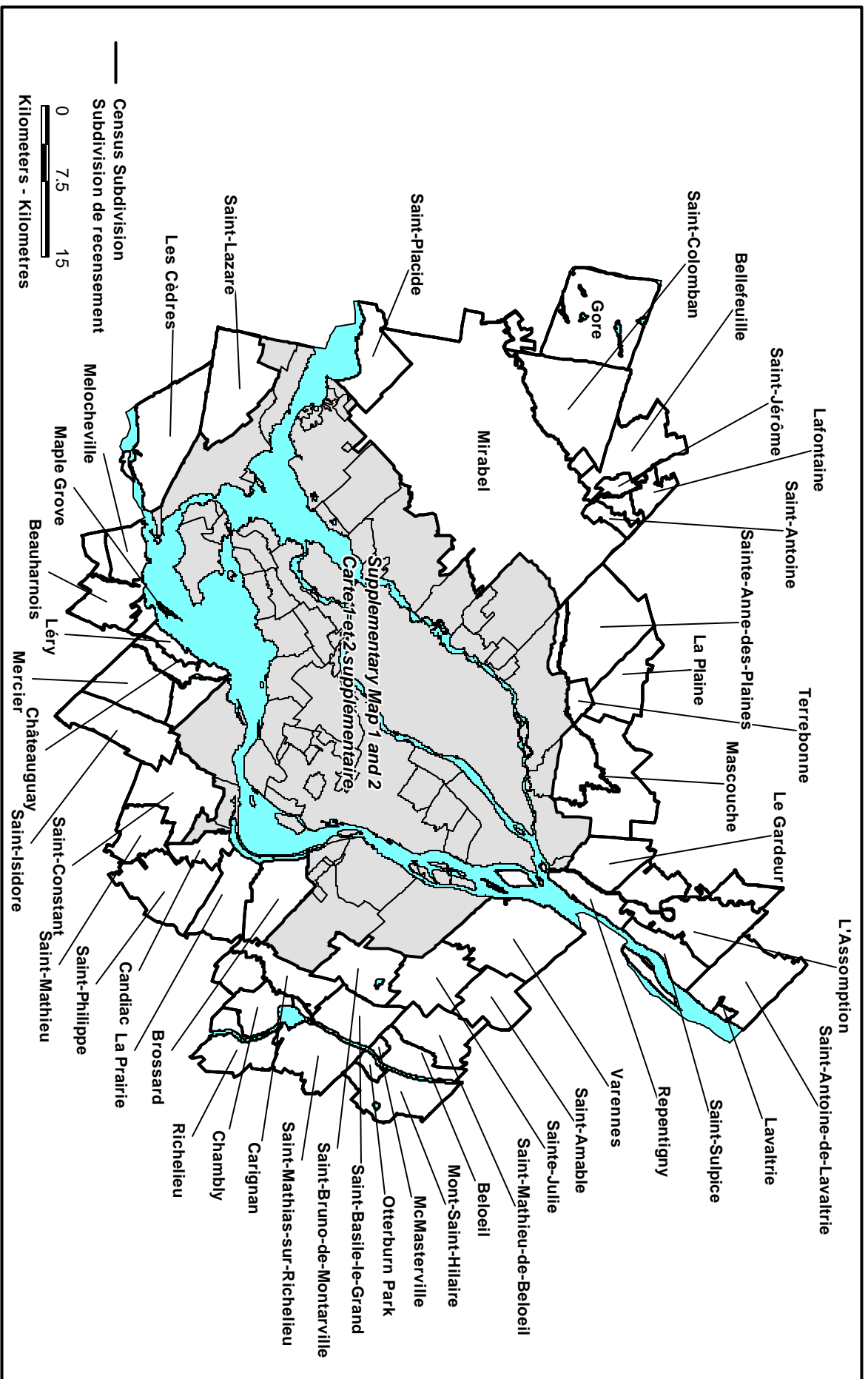
# Trois Rivières Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Montréal

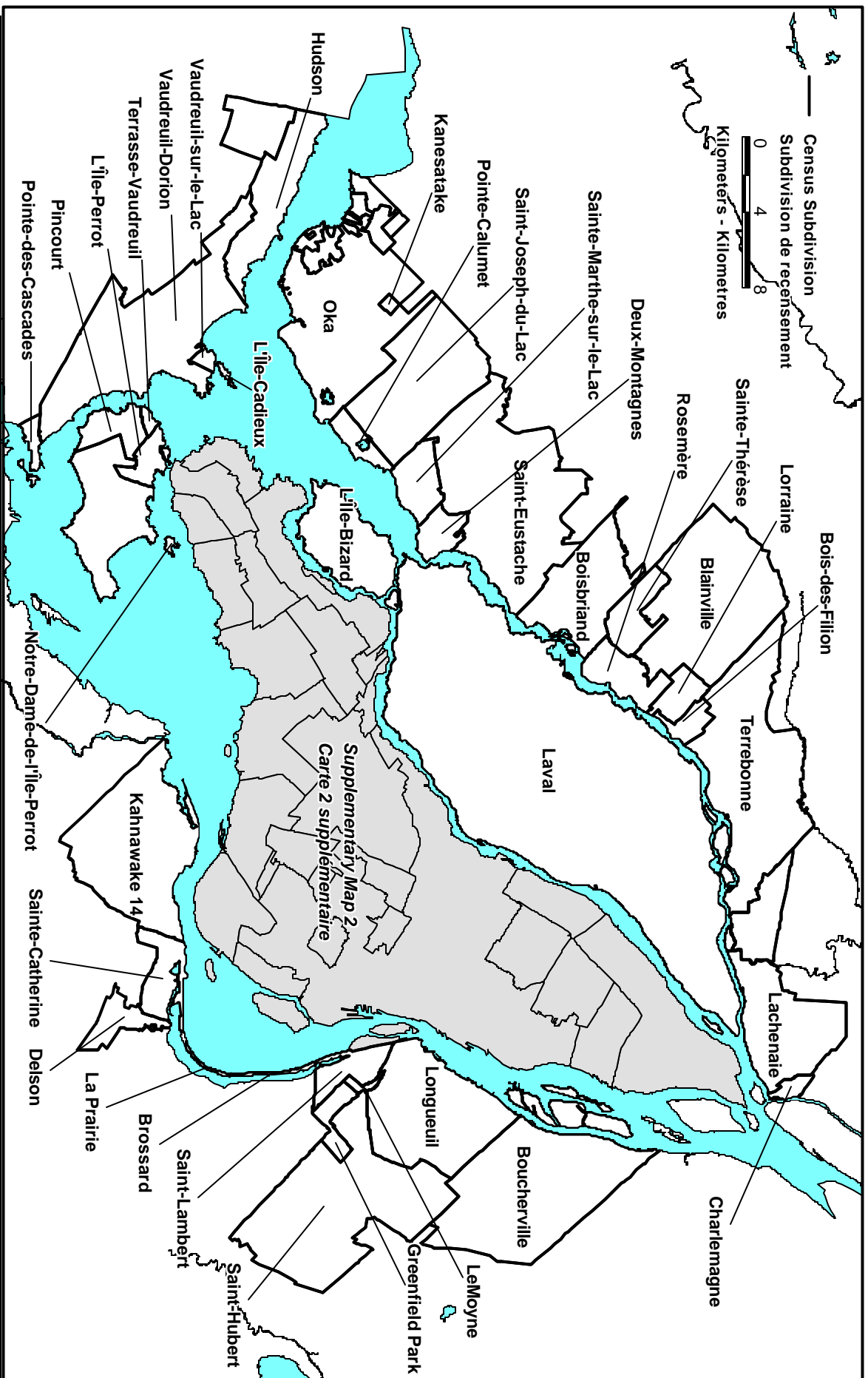
## Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
 Produced by Advisory Services Division, Statistics Canada, 2002.  
 Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Montréal

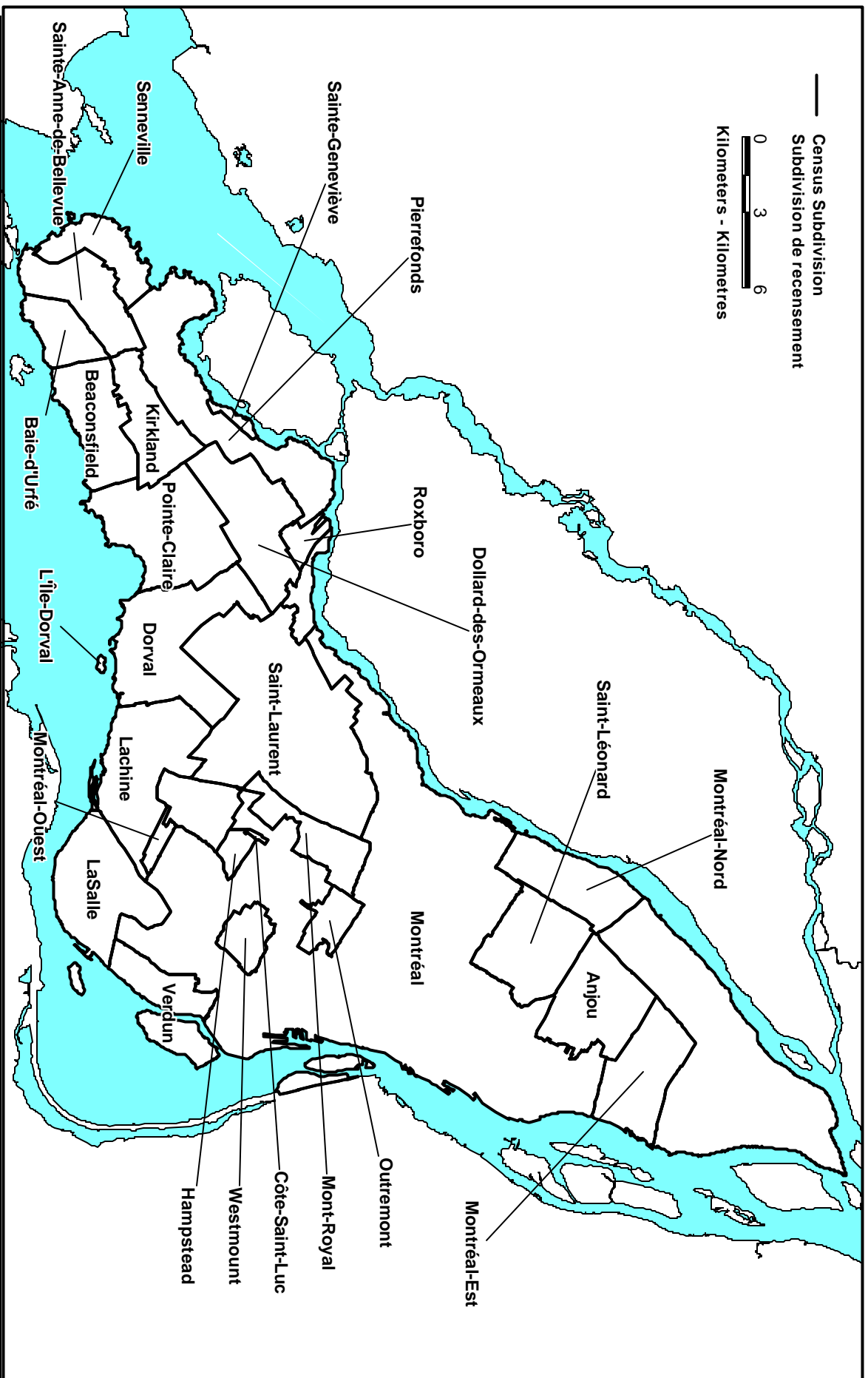
## Census Metropolitan Area - Région métropolitaine de recensement (Supplementary Map 1 carte supplémentaire)



Source: 2001 Census of Canada - Recensement du Canada 2001.  
 Produced by Advisory Services Division, Statistics Canada, 2002.  
 Préparé par la Division des services consultatifs, Statistique Canada, 2002.

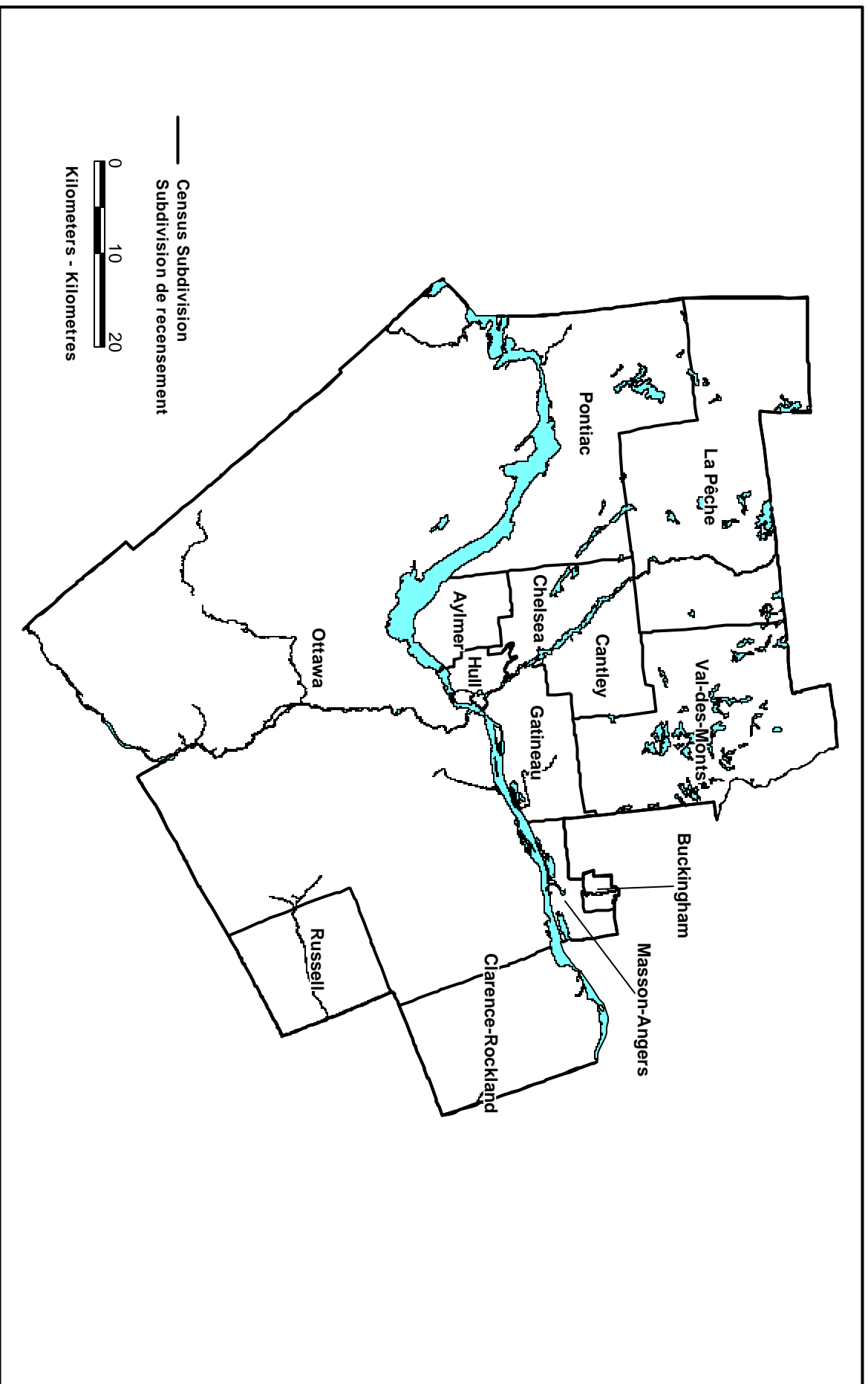
# Montréal

## Census Metropolitan Area - Région métropolitaine de recensement (Supplementary Map 2 carte supplémentaire)



Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

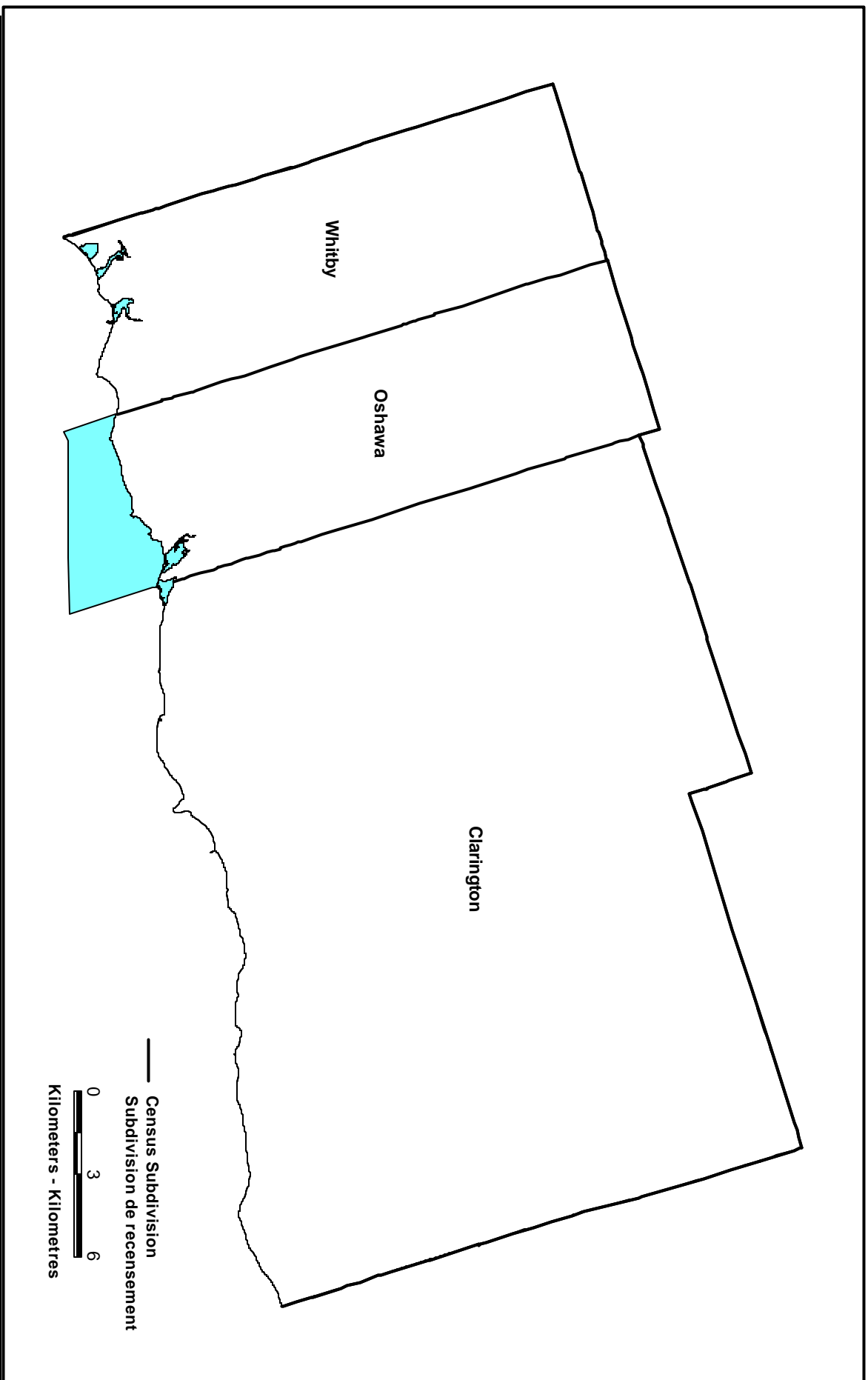
# Ottawa - Hull Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Oshawa

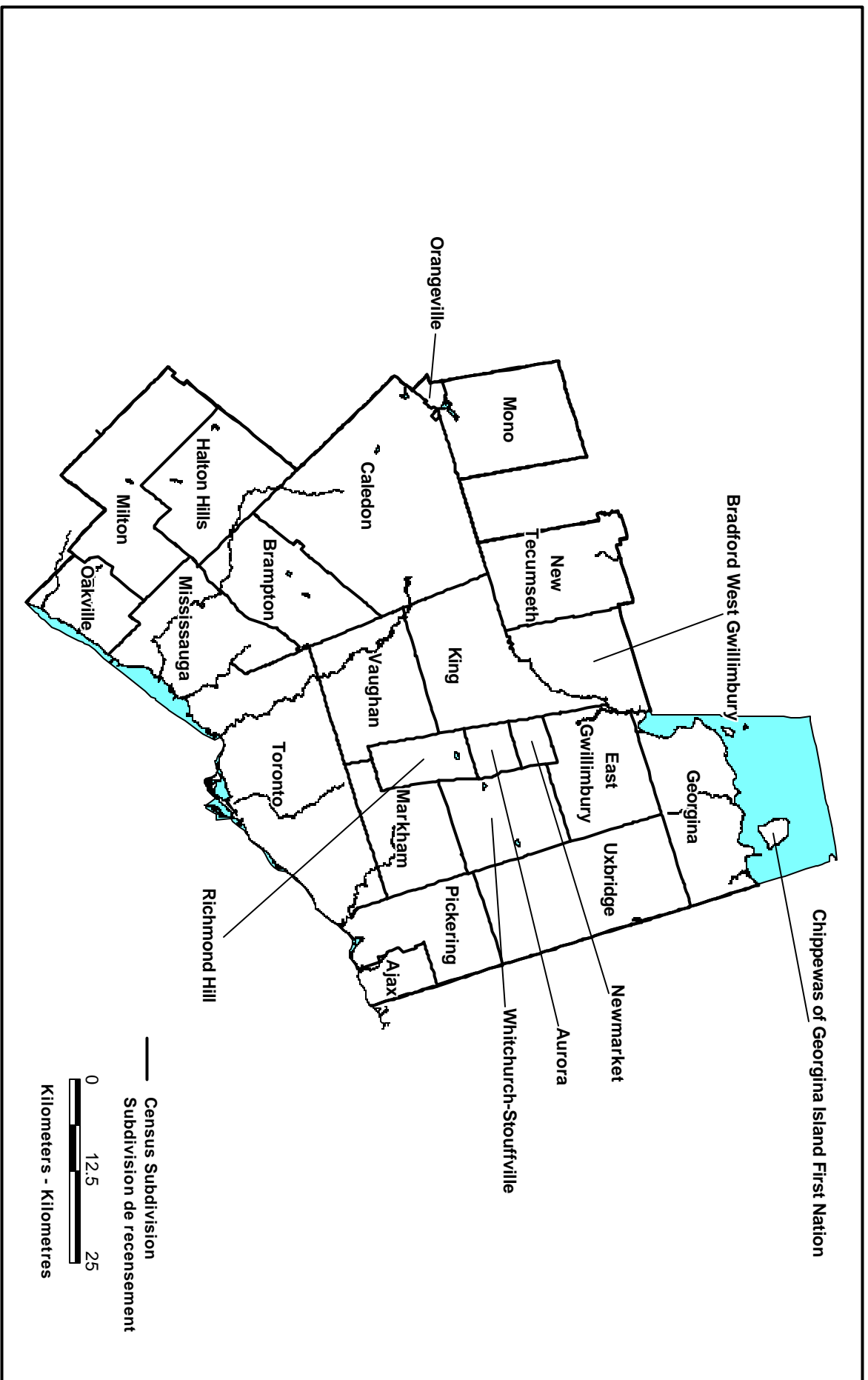
## Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

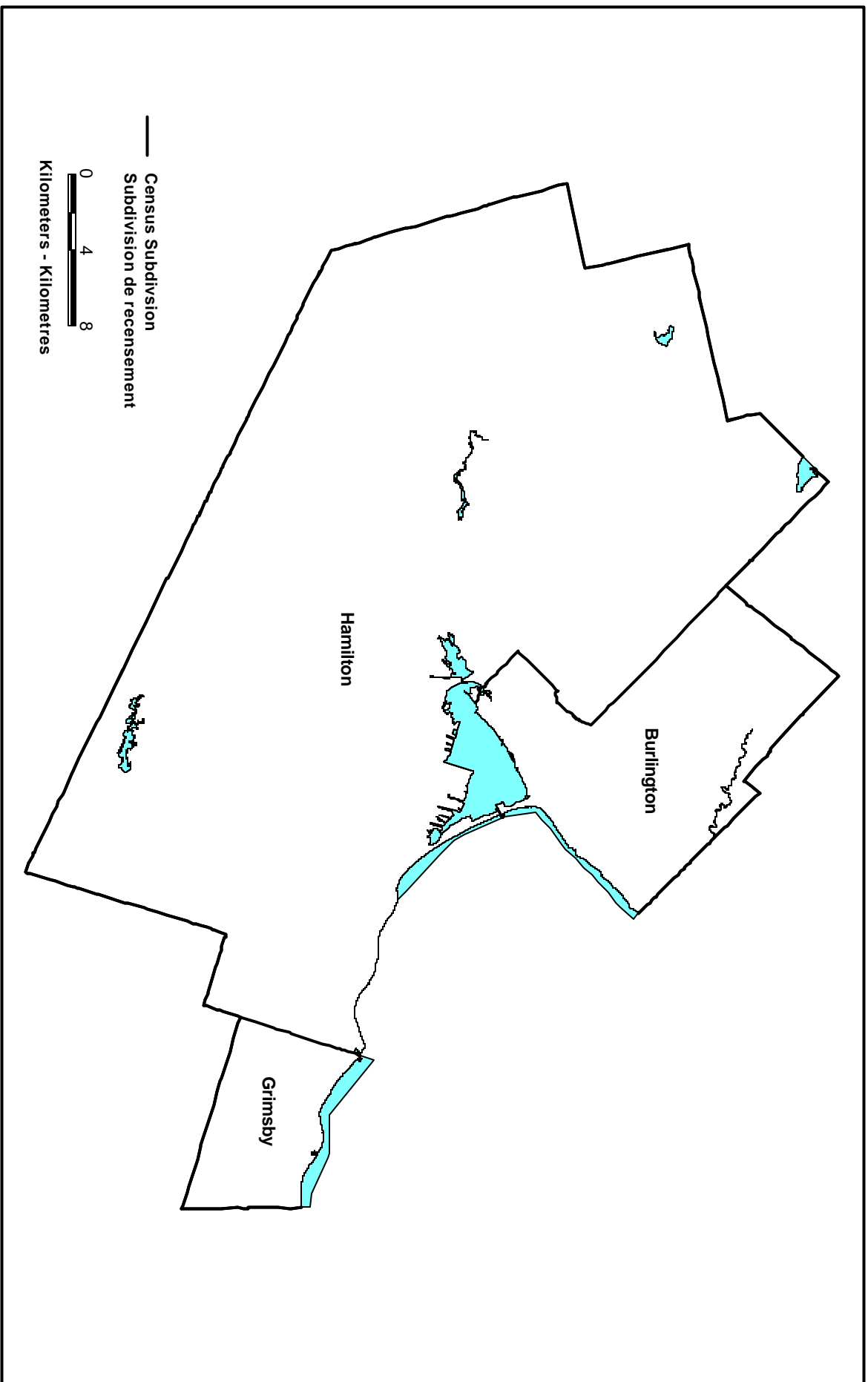


# Toronto Census Metropolitan Area - Région métropolitaine de recensement



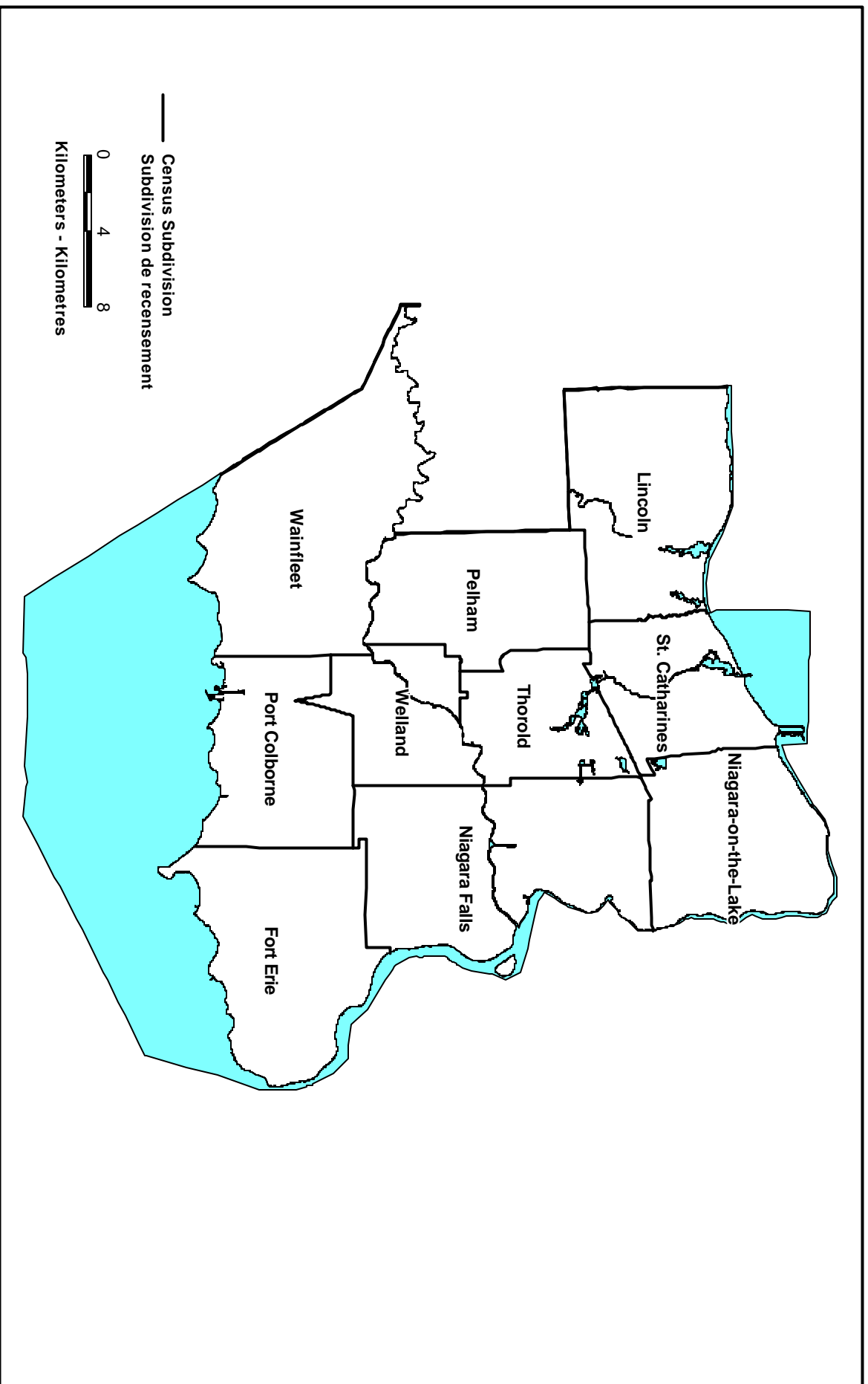
Source: 2001 Census of Canada - Recensement du Canada 2001.  
 Produced by Advisory Services Division, Statistics Canada, 2002.  
 Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Hamilton Census Metropolitan Area - Région métropolitaine de recensement



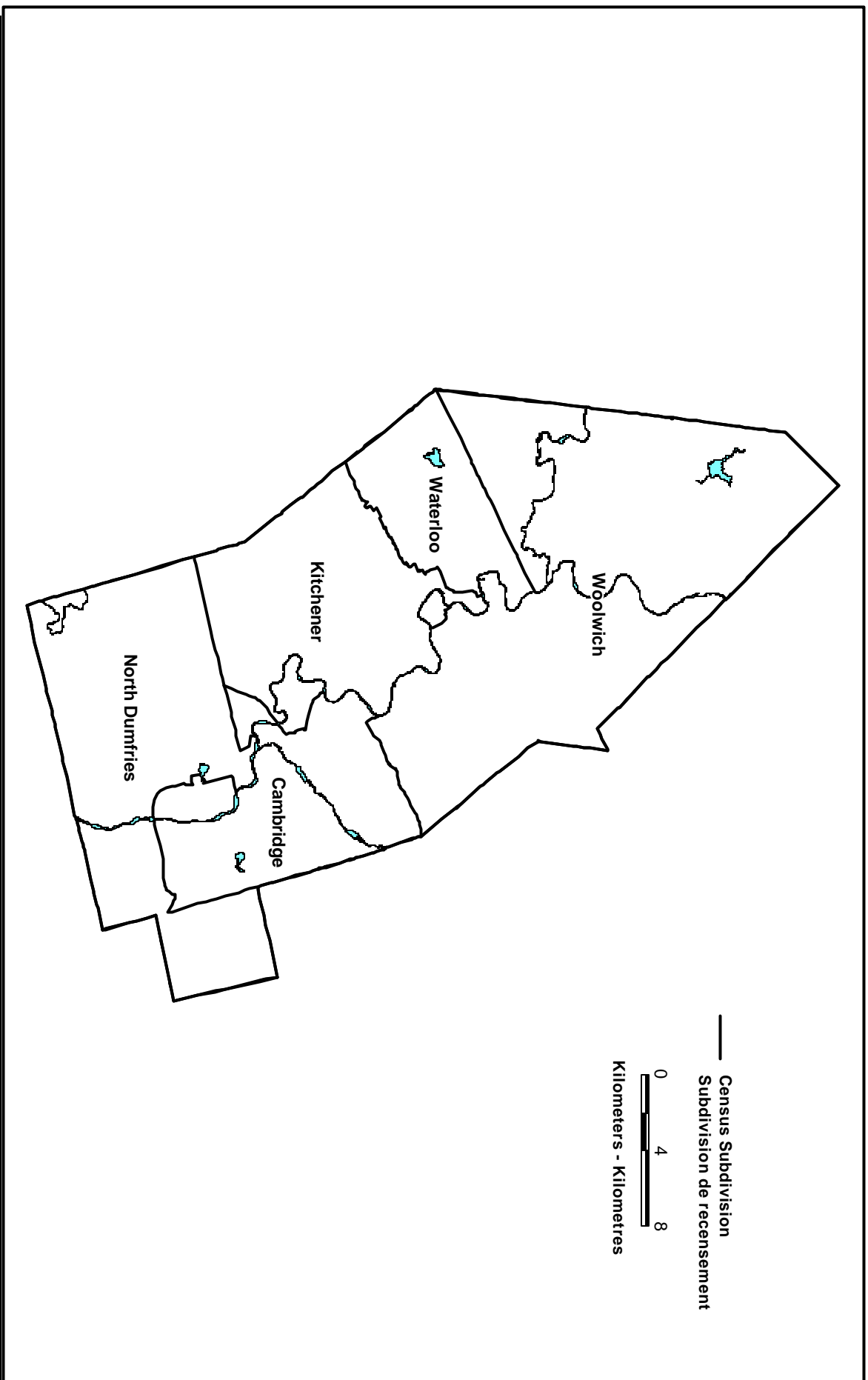
Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# St. Catharines - Niagara Census Metropolitan Area - Région métropolitaine de recensement



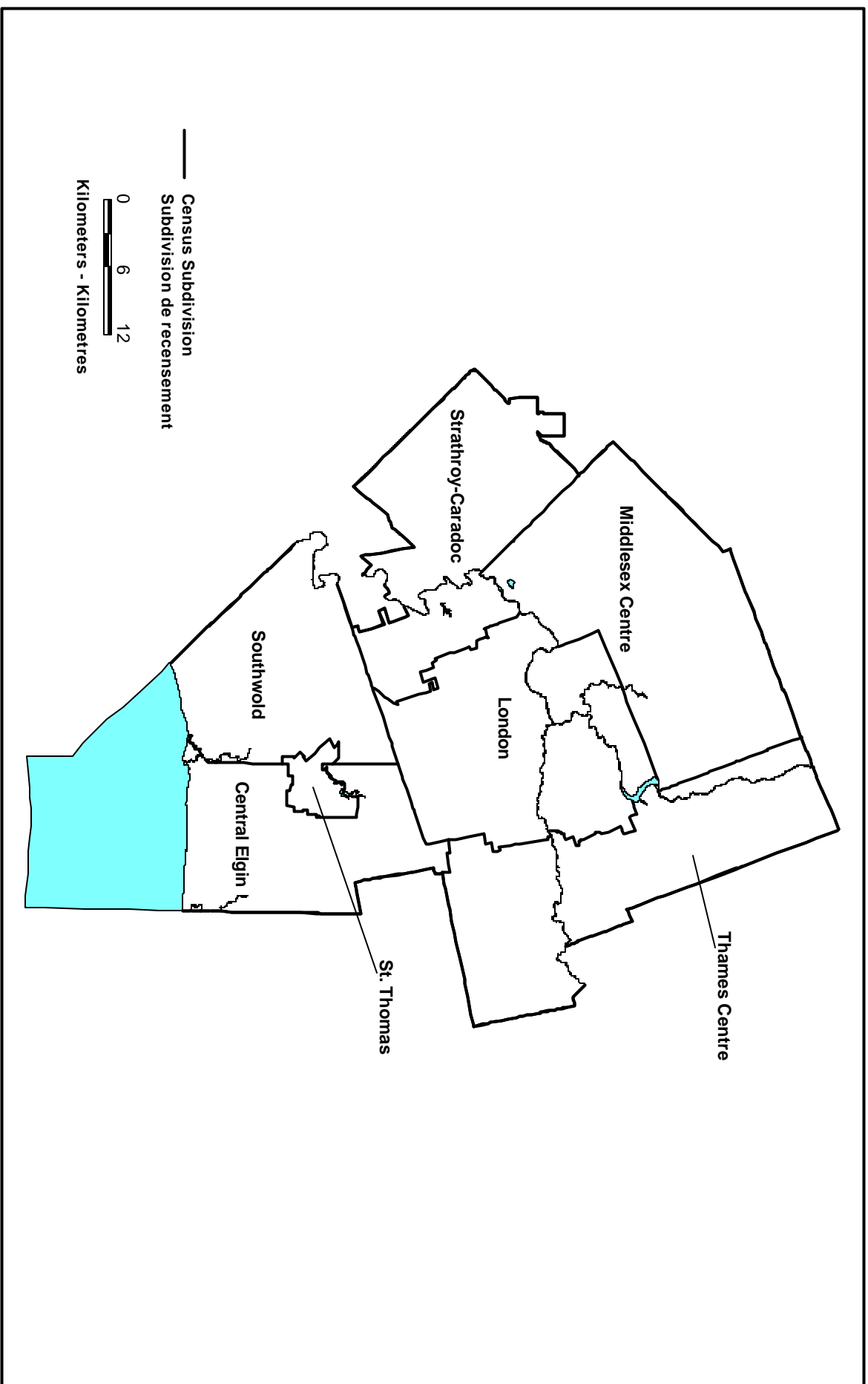
Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Kitchener Census Metropolitan Area - Région métropolitaine de recensement



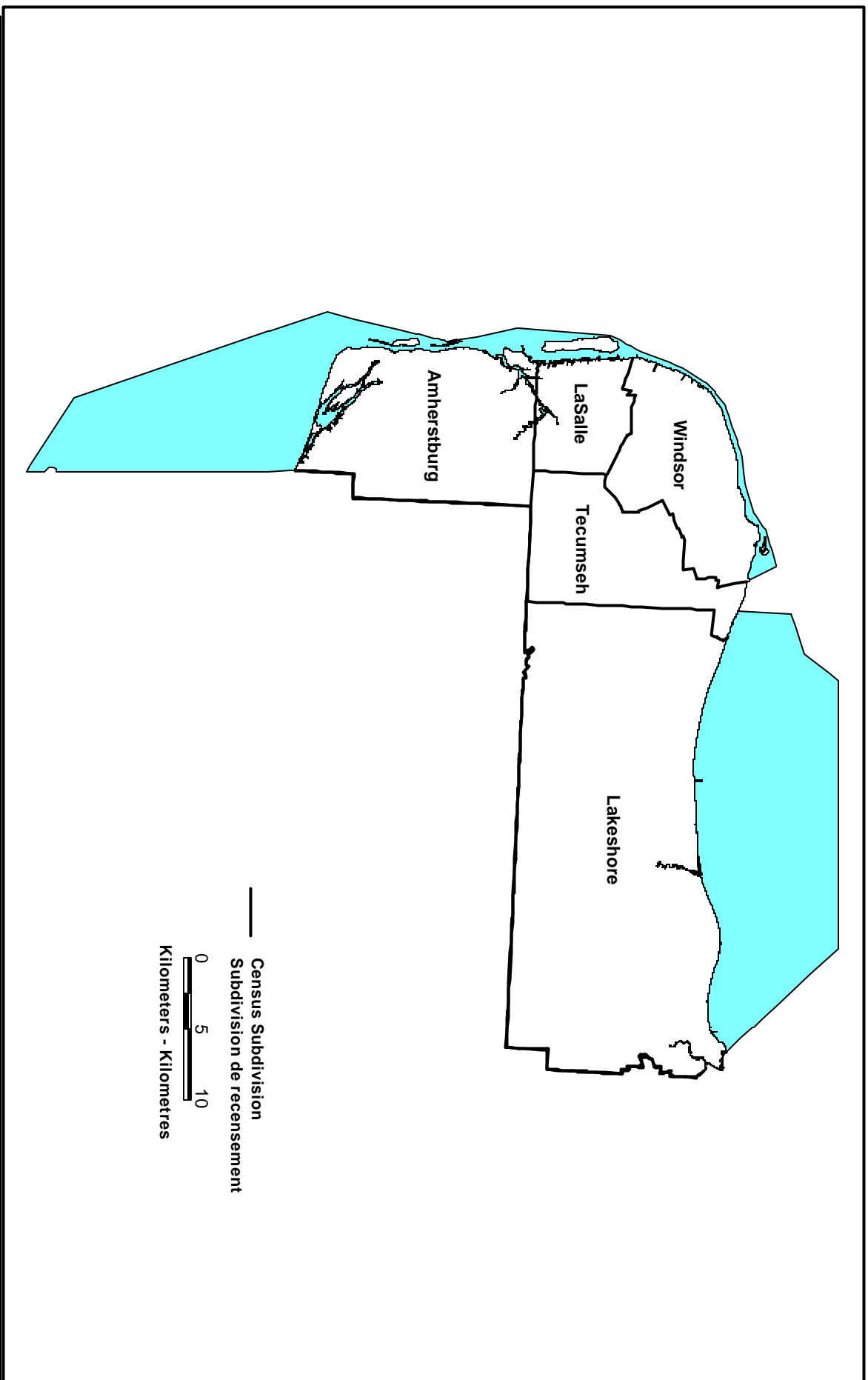
Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# London Census Metropolitan Area - Région métropolitaine de recensement



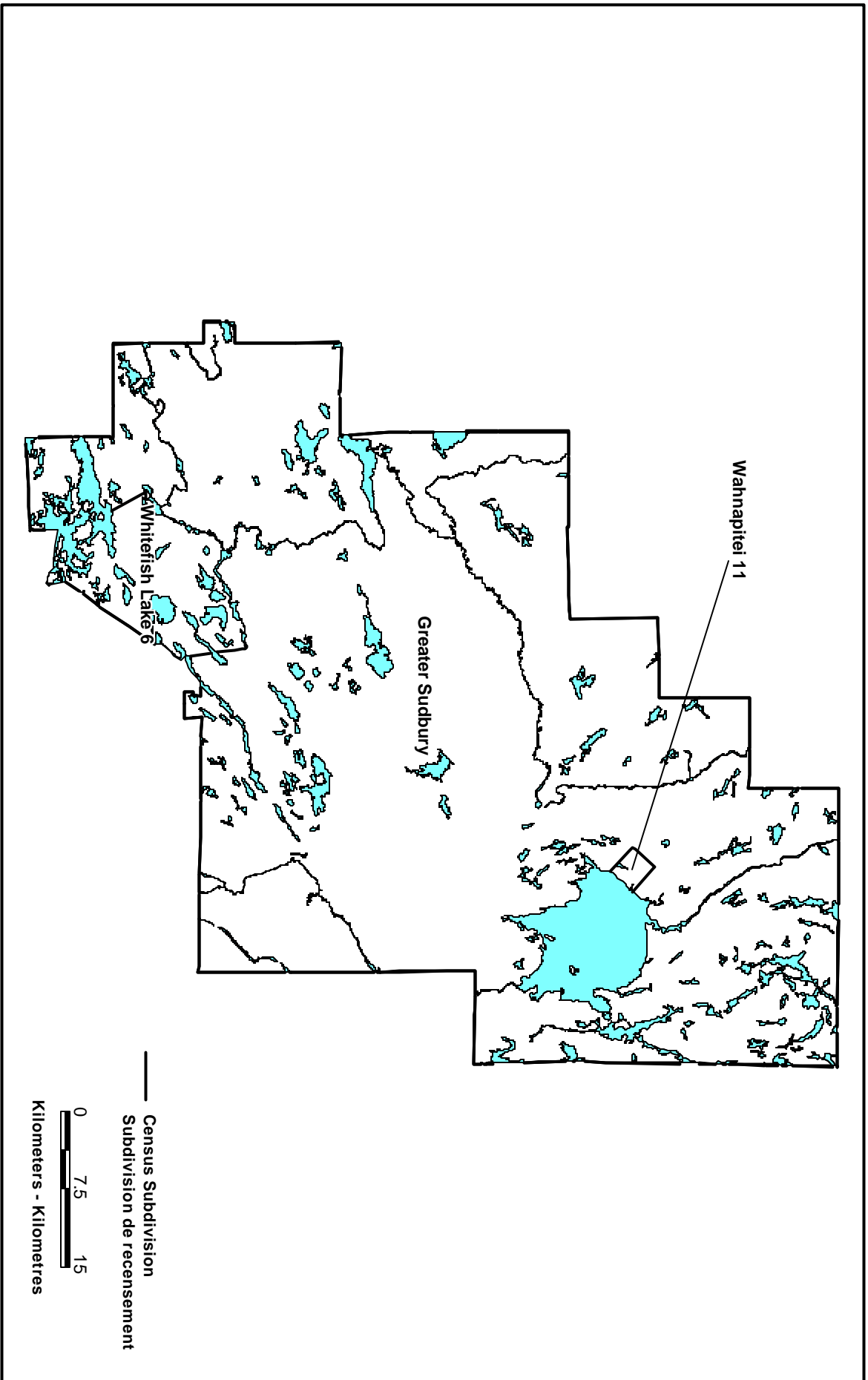
Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Windsor Census Metropolitan Area - Région métropolitaine de recensement



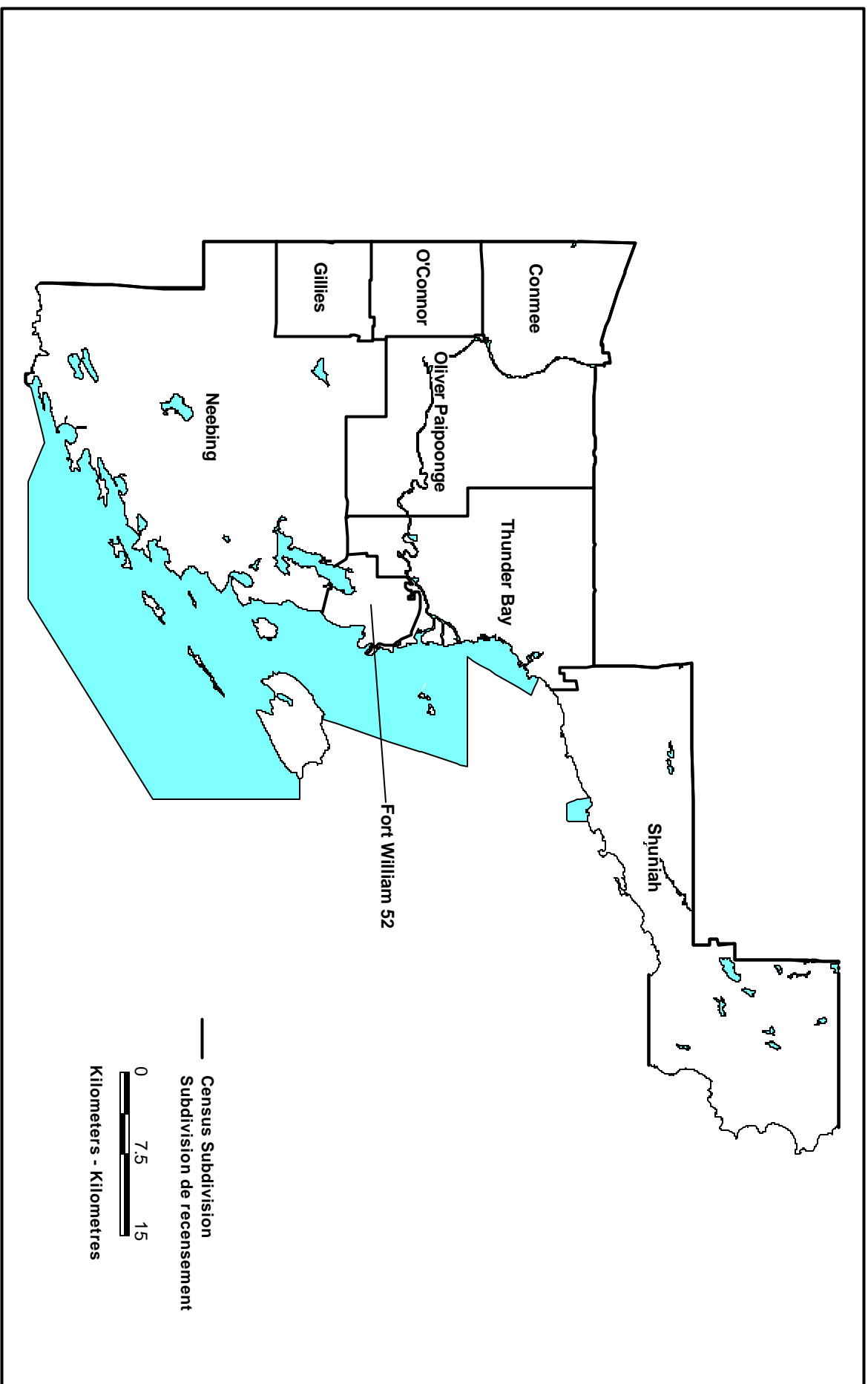
Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Greater Sudbury Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

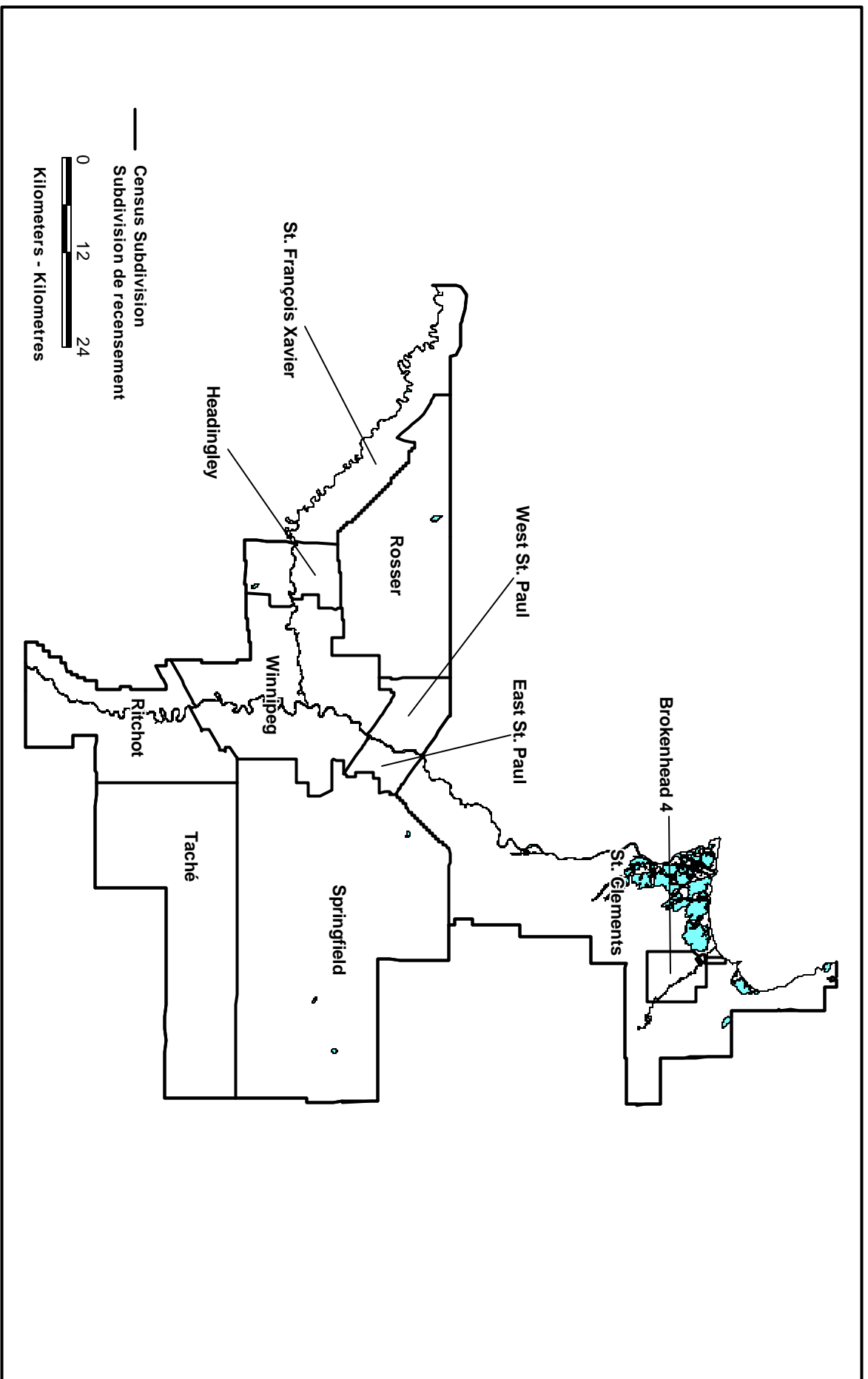
# Thunder Bay Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

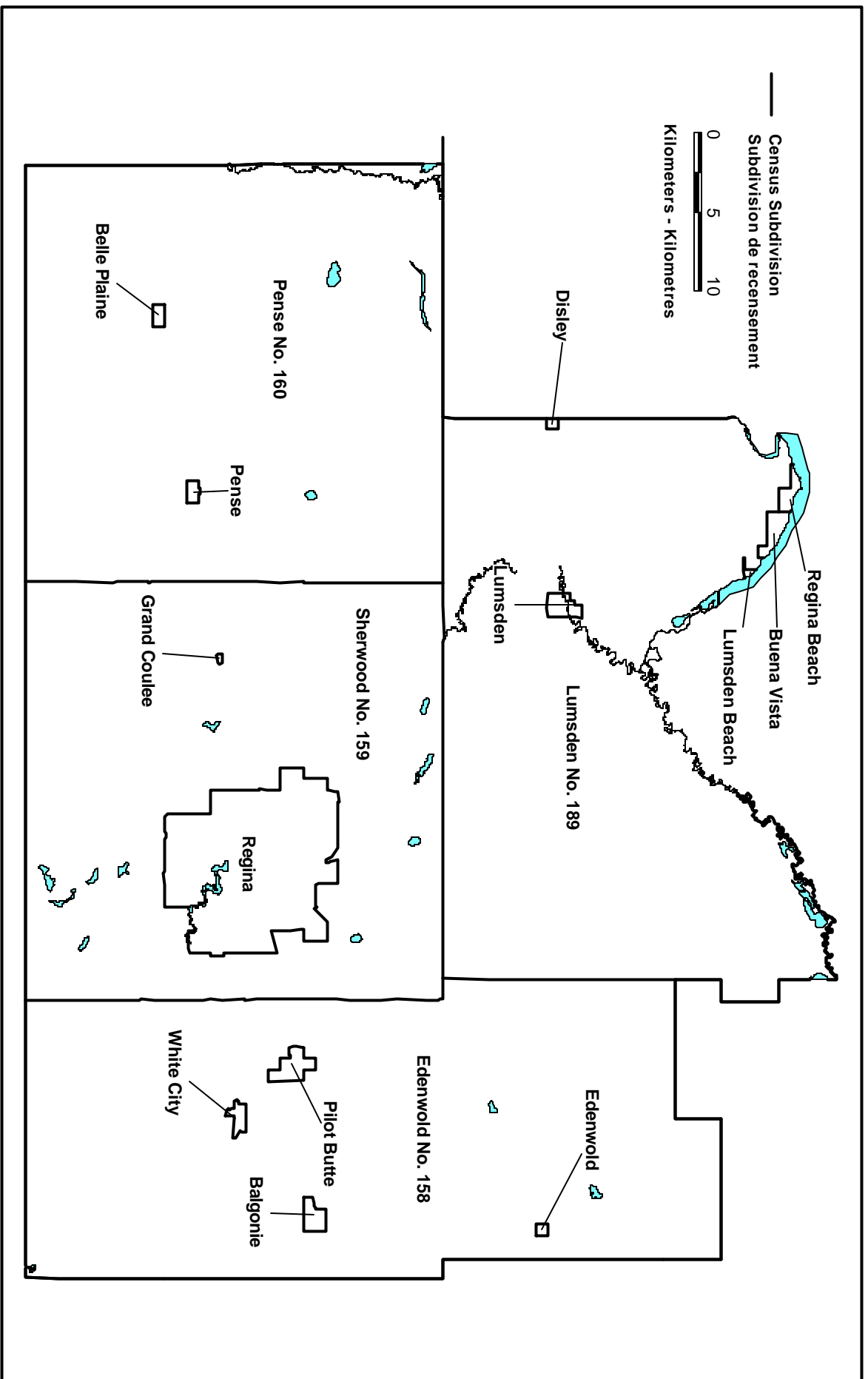


# Winnipeg Census Metropolitan Area - Région métropolitaine de recensement



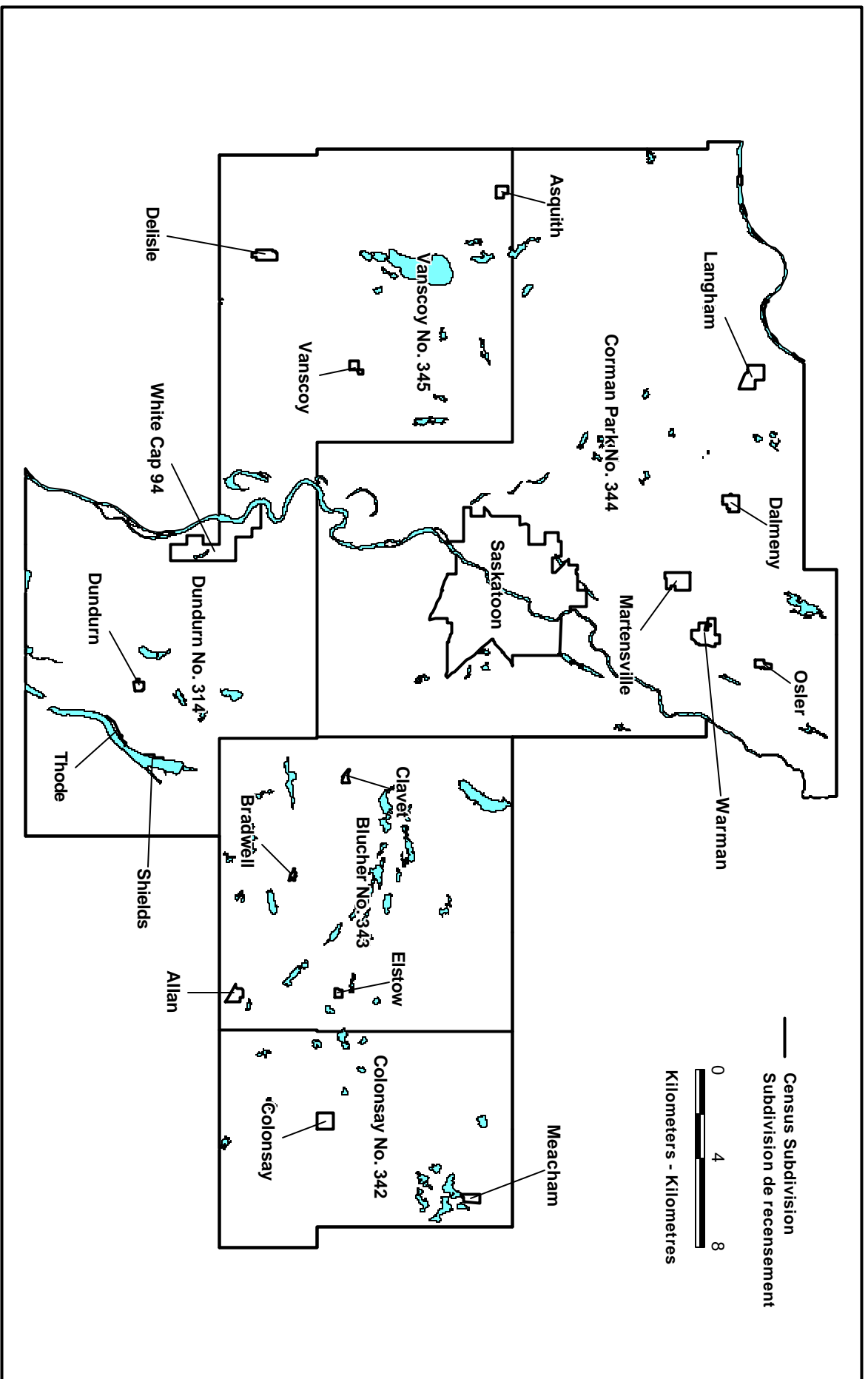
Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Regina Census Metropolitan Area - Région métropolitaine de recensement



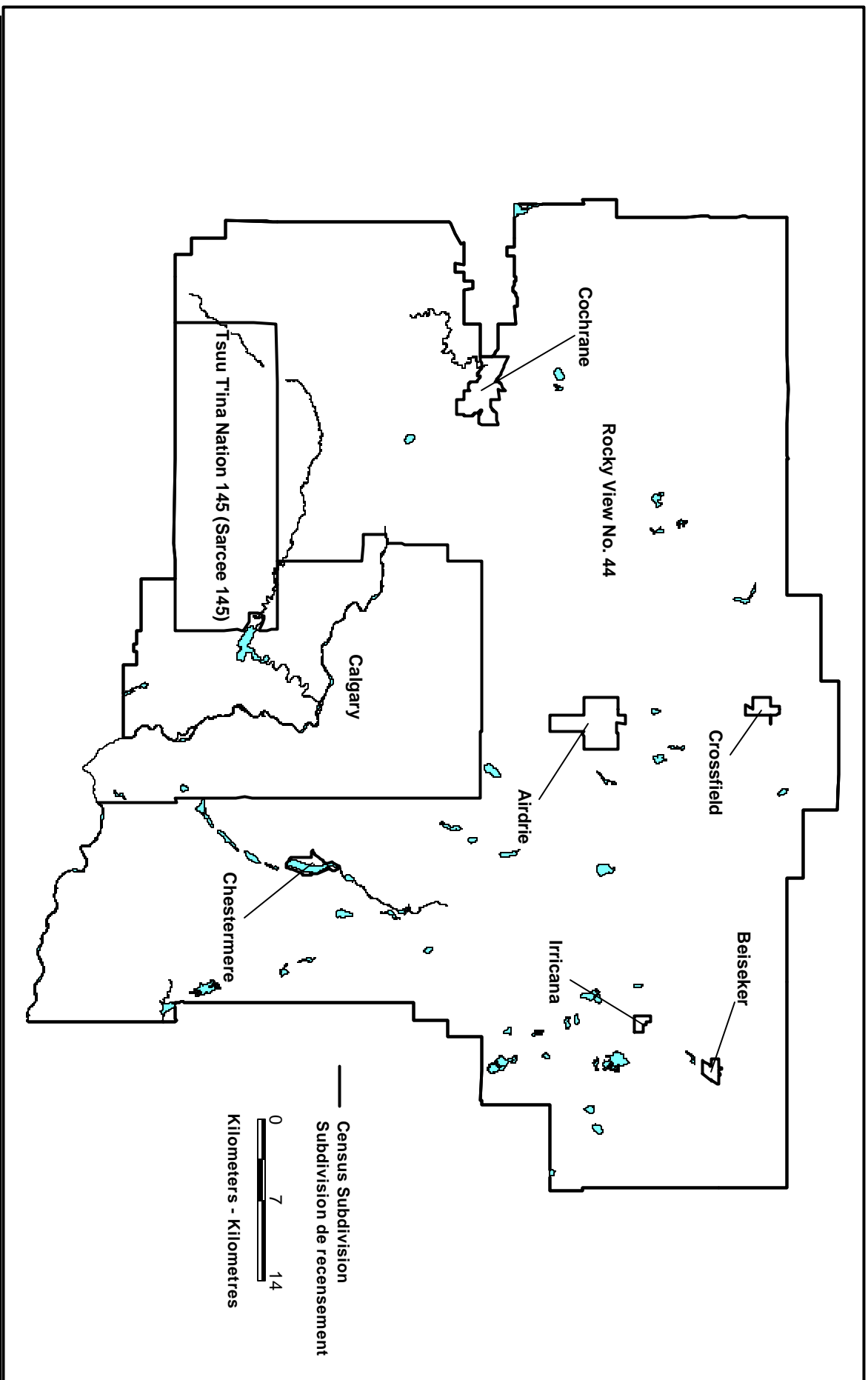
Source: 2001 Census of Canada - Recensement du Canada 2001.  
 Produced by Advisory Services Division, Statistics Canada, 2002.  
 Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Saskatoon Census Metropolitan Area - Région métropolitaine de recensement



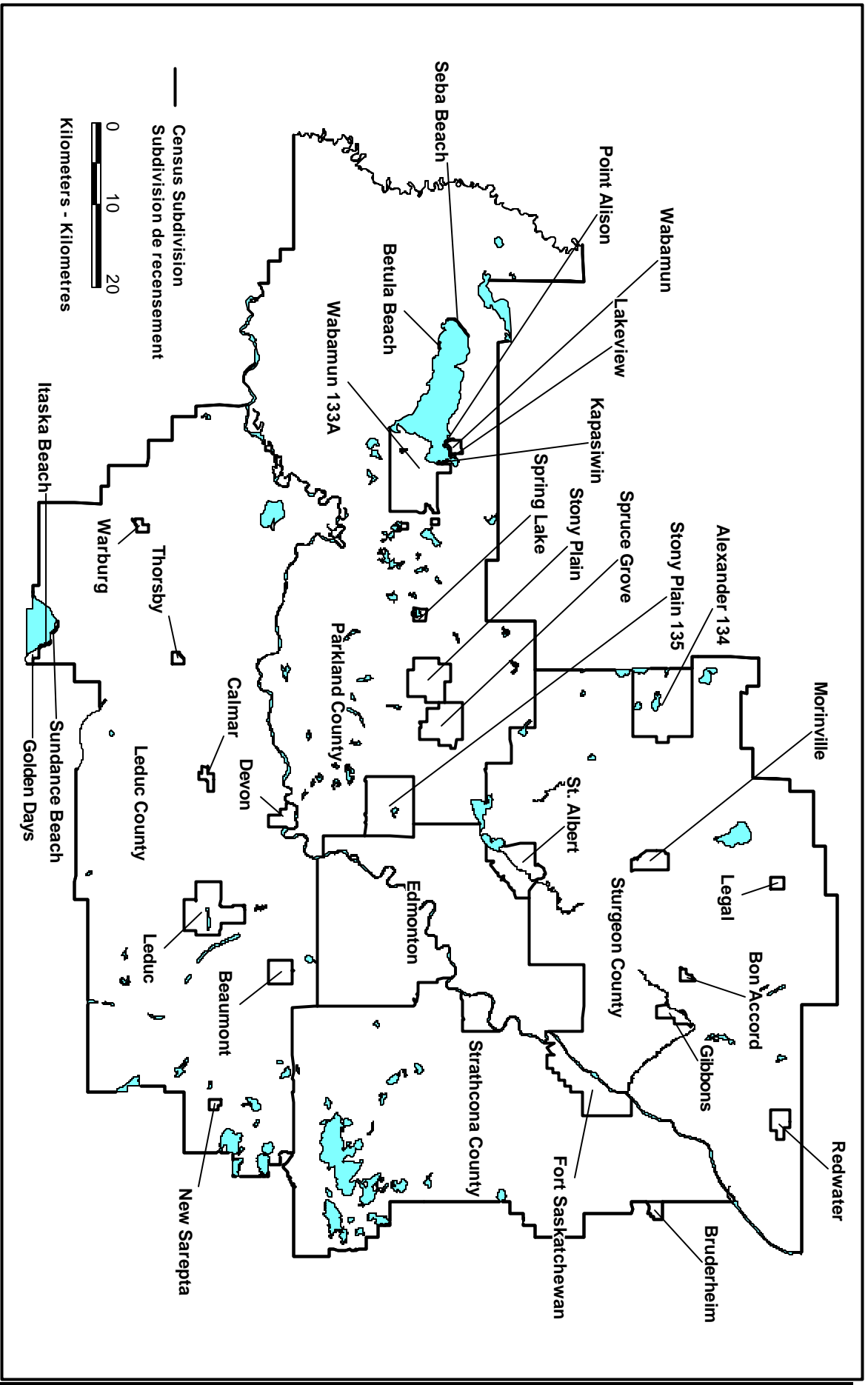
Source: 2001 Census of Canada - Recensement du Canada 2001.  
 Produced by Advisory Services Division, Statistics Canada, 2002.  
 Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Calgary Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.

# Edmonton Census Metropolitan Area - Région métropolitaine de recensement

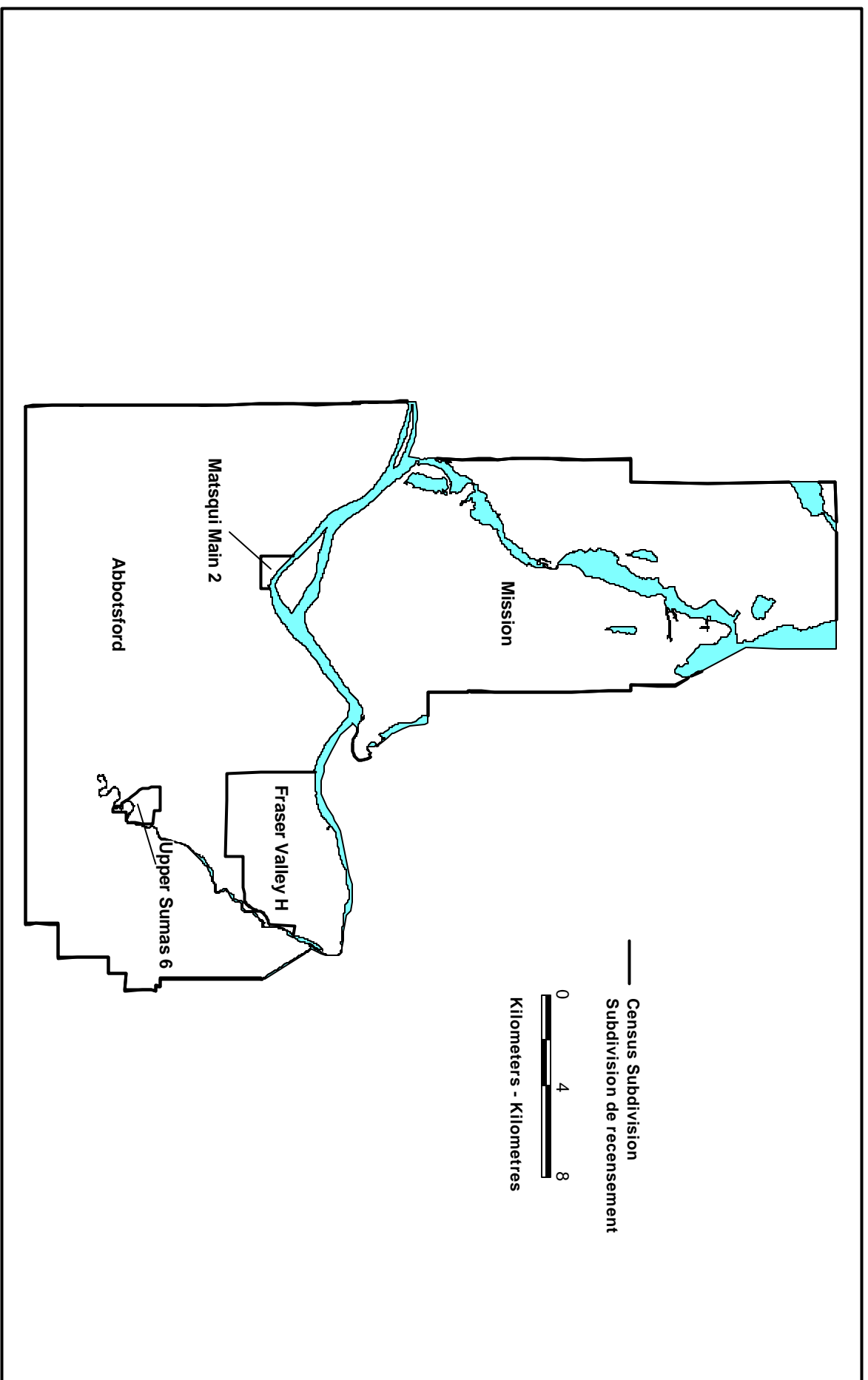


Source: 2001 Census of Canada - Recensement du Canada 2001.  
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 Préparé par la Division des services consultatifs, Statistique Canada, 2002.



# Abbotsford

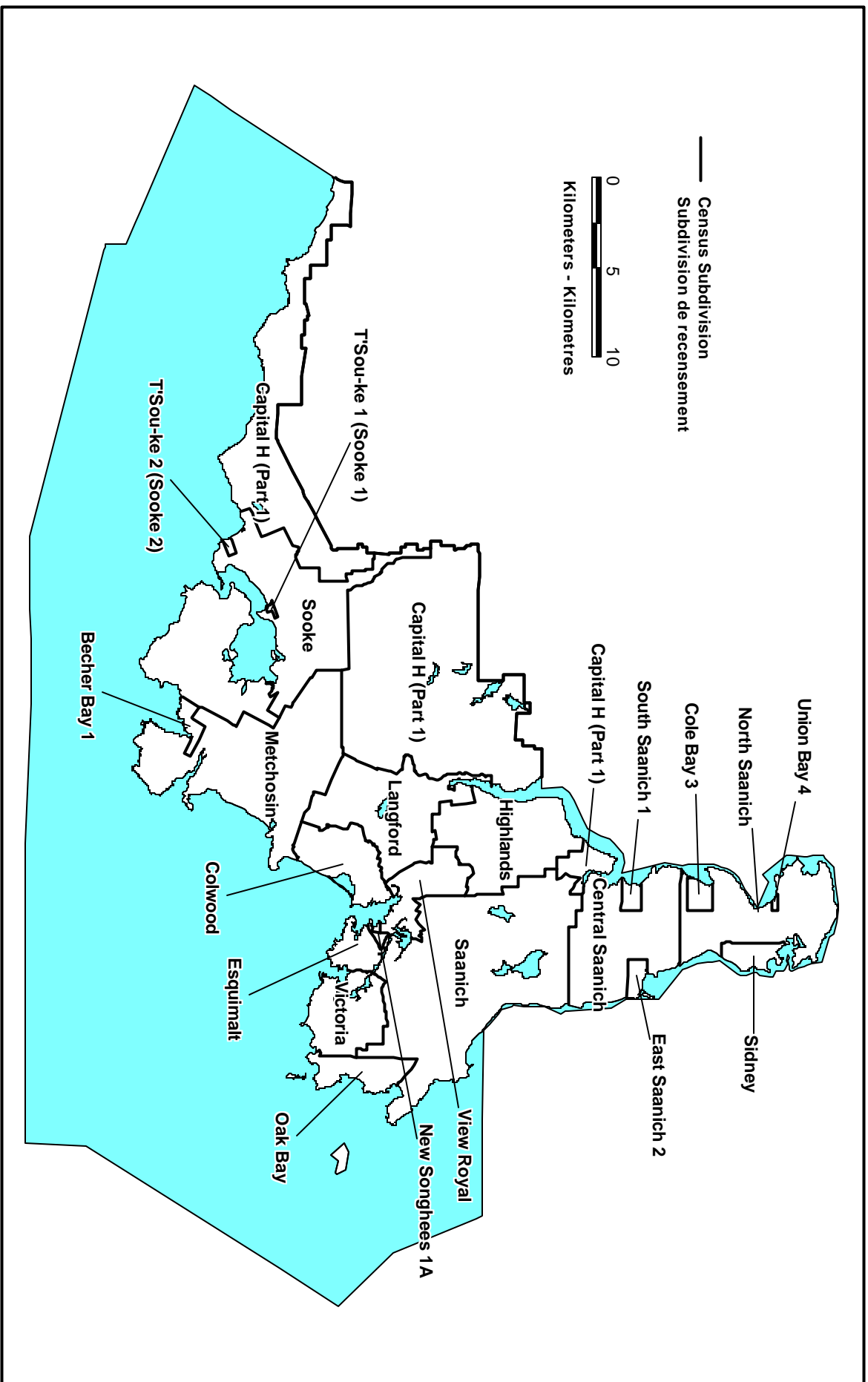
## Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.



# Victoria Census Metropolitan Area - Région métropolitaine de recensement



Source: 2001 Census of Canada - Recensement du Canada 2001.  
Produced by Advisory Services Division, Statistics Canada, 2002.  
Préparé par la Division des services consultatifs, Statistique Canada, 2002.