

Earnings and Employment Trends ♦ July 2000

Representation of Designated Groups British Columbia - 1996		
	Representation in the Population (%)	Representation in the Workforce (%)
Females	50.5	46.7
Visible Minorities	17.9	16.4
Aboriginal Peoples	3.8	3.0
Persons with Disabilities*	8.0	7.2

** Includes only those age 15-64.*

British Columbia Employment Equity Data

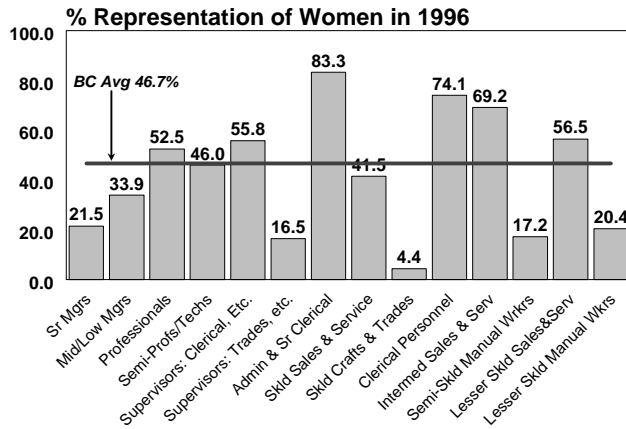
The current Employment Equity Act came into effect in October 1996. The "Act" and its regulations seek to identify and remove barriers to the employment of four groups -- women, visible minorities, aboriginal peoples and persons with disabilities. The intent is to ensure that these designated groups achieve a degree of employment which is in line with their representation in the population.

Data on various labour market characteristics of the four designated groups are required for monitoring progress. The box above shows the most recent data for the population and labour force representation of the four groups. These data are the official employment equity measures released by the Labour Standards and Workplace Equity group in Human Resources Development Canada. The data source for women, visible minorities and aboriginal peoples is the 1996 Census while the 1991 Census and the 1991 Health Activity Limitations Survey provide the labour market characteristics of persons with disabilities.

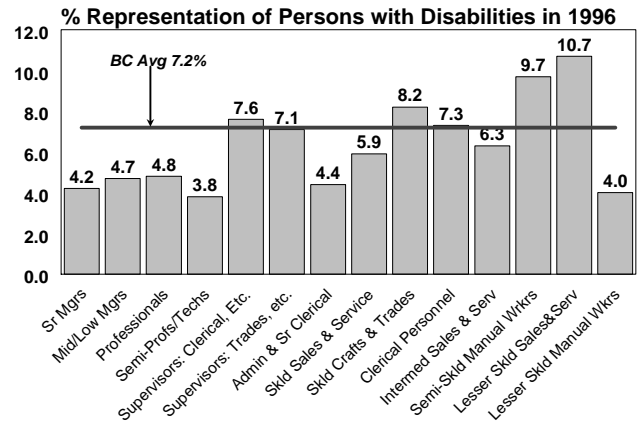
The data provide guidelines against which organizations can monitor their progress toward full integration of designated groups into their own workplaces. Besides the overall goal, the intent is to have a balanced representation in all types of jobs to ensure that the designated groups are not segregated in low skilled, low paid occupations. The charts on the next page show there is a long way to go before integration is achieved across the full occupational spectrum.

Women have made considerable progress in this regard over the last decade but remain severely under-represented in the trades. The chart on aboriginal peoples highlights the fact that there is considerable occupational segregation among this group in the lower skilled, and hence lower paid, jobs. Persons with disabilities show a similar pattern. Among visible minorities, there is almost a polarization in the workforce, with higher concentrations in the lower skilled jobs countered by high levels in the highly skilled management occupations.

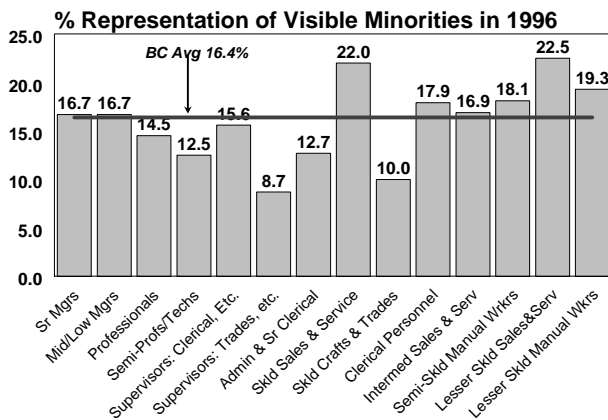
BC Women remain over-represented in the Clerical occupations and under-represented in the Skilled Crafts & Trades



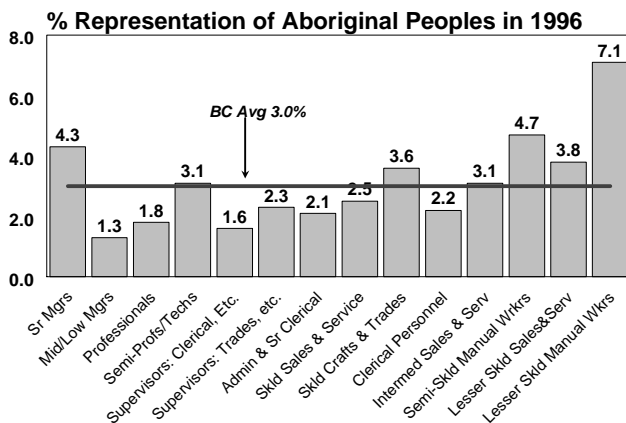
BC Persons with Disabilities are extremely under-represented in management, professional and technical jobs.



BC Visible Minorities are over-represented in both the high and lesser skilled Sales & Services jobs. They are very under-represented in the Skilled Crafts & Trades



BC Aboriginals are relatively concentrated in the lesser skilled jobs. The exception to this is relatively high representation in Senior Management and the Trades



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