

APPENDIX II

Canadian Human Rights Commission

EMPLOYMENT EQUITY ASSESSMENT OF PROGRESS FOR DESIGNATED GROUPS

ANNUAL REPORT 2000

OPPORTUNITIES FOR IMPROVEMENT IN 1999

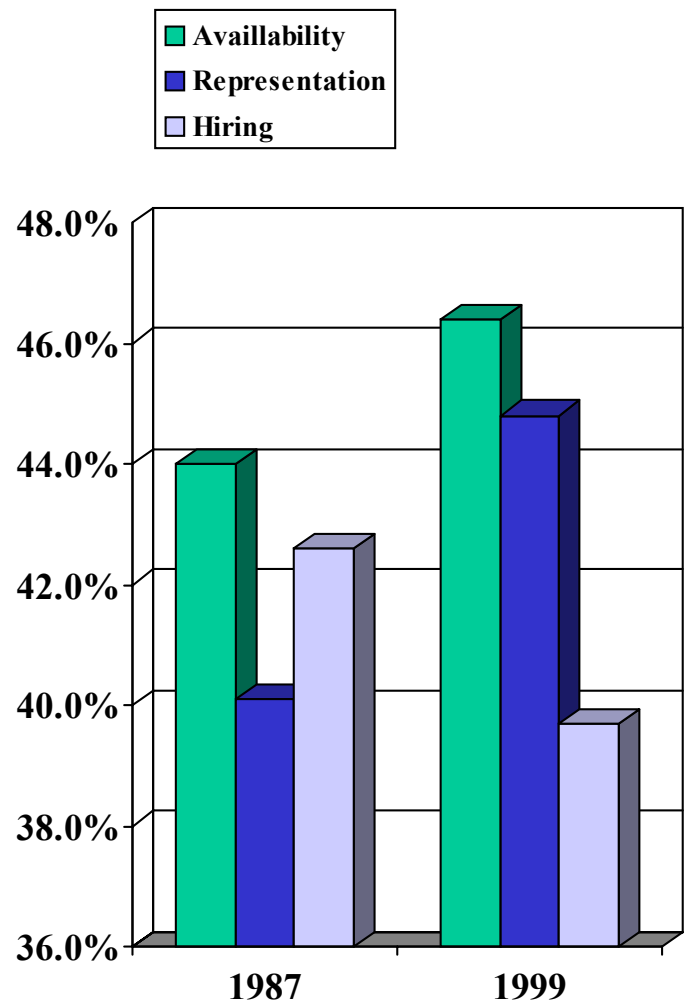
- **Although there were fewer hirings than in 1998, this year's significant growth provided ample opportunity for firm movement toward full representation.**
- **In the private sector, 75,000 positions were filled, 5,000 fewer than in 1998.**
- **In the public sector, approximately 14,000 positions were filled, 3,000 fewer than the previous year. These included 2,600 permanent and 14,400 term positions.**

OVERALL ASSESSMENT OF PROGRESS

- **Women, aboriginal people in the public service and visible minorities in the private sector are making steady progress but remain concentrated in lower level occupations and under-represented in senior management.**
- **Visible minorities in the public service failed to make any gains and continue to be largely under-represented. At 5.7%, their share of hires falls short of their 10.3% availability in the Canadian workforce.**
- **Aboriginal people in the private sector experienced a slight increase in overall representation, but their share of hires continues to be lower than their availability and they continue to be under-represented.**
- **The representation of persons with disabilities increased only marginally as they continued to be denied their fair share of hiring opportunities in both the private and public sectors.**
- **Promising results emerged in the transportation sector where there has been an increase of all four designated groups. Although the groups are not yet represented at their rates of availability, their representation in 1999 was the highest it has been since the Act first came into force thirteen years ago.**

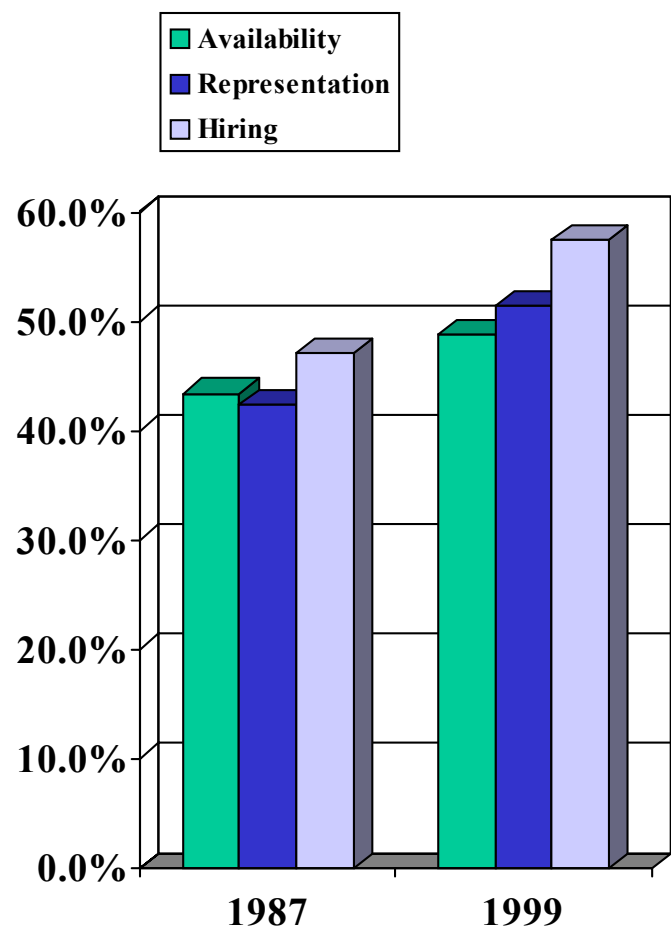
Women in the Private Sector

- **Representation increased from 44.3% to 44.8%, but remains slightly below availability of 46.8%.**
- **In the transportation sector where their representation is the lowest, women made significant gains, increasing from 16.0% in 1998 to 25.3% in 1999.**
- **Their representation in senior management positions have steadily increased. However, at 17.3%, it is still lower than their availability of 20.8%.**
- **About 23% of women worked part time, compared with 9% of men. They earned only 66.3% as much as men.**



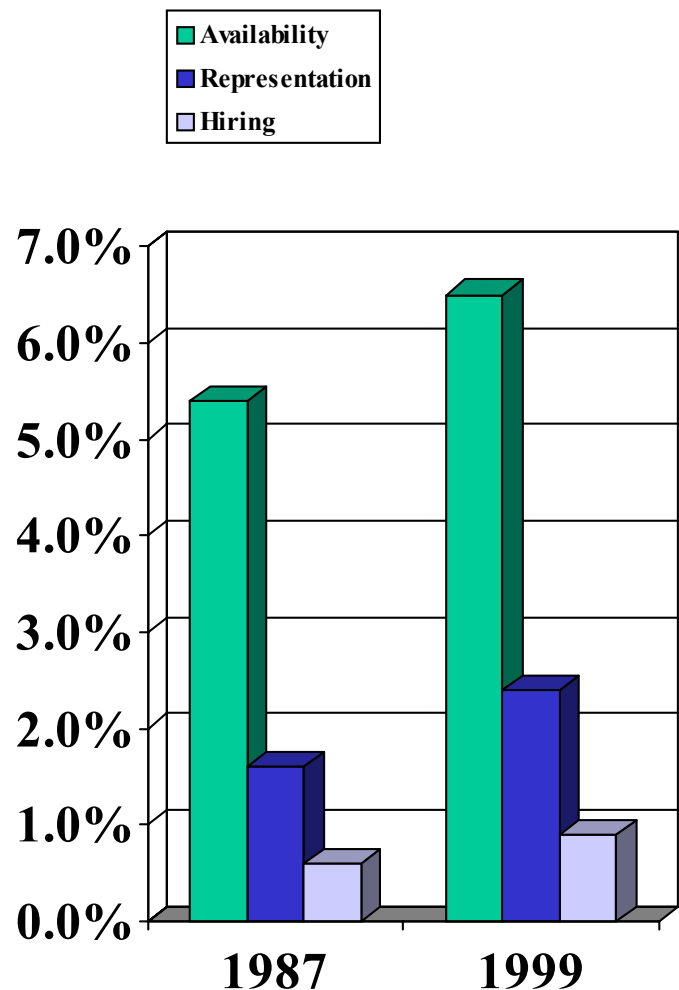
Women in the Public Service

- **Women in the public service made steady progress but remained clustered in lower level occupations and under represented in senior management.**
- **Their representation increased from 51.4% to 51.5% in 1999 and remains above availability of 46.4%, as does their share of hirings at 57.4%**
- **However, only 15% were hired into permanent positions compared to 24% of men .**



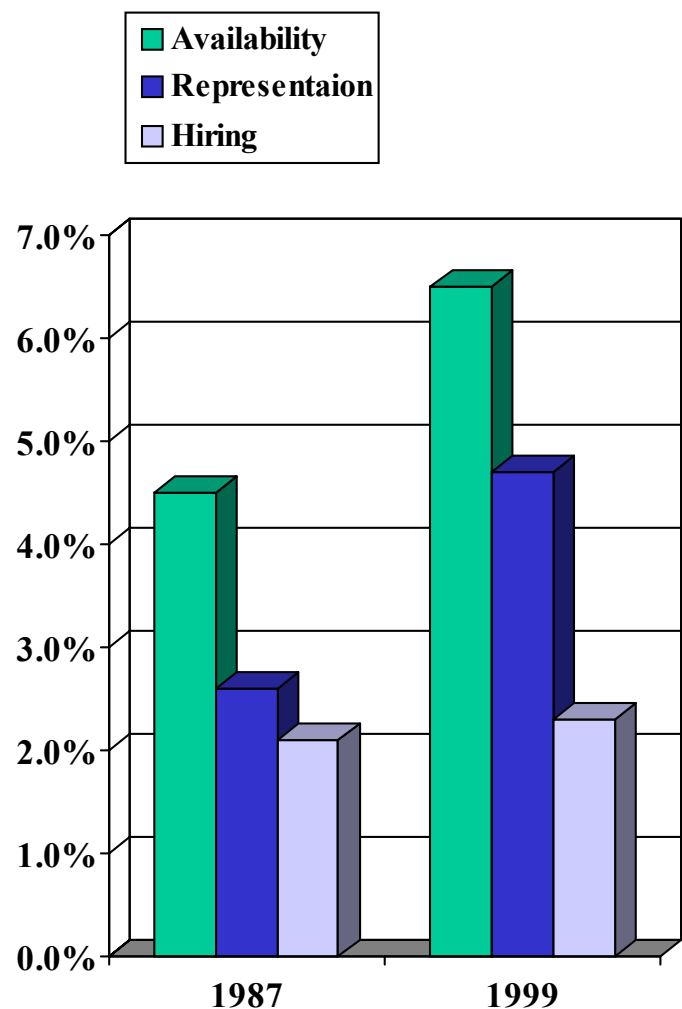
People with Disabilities in the Private Sector

- Their representation increased only marginally from 2.3% in 1998 to 2.4% in 1999, against an availability of 6.5%
- They received only 0.9% of all hires, their lowest share since 1988. Only 700 obtained employment where close to 5,000 should have been hired.
- They are under-represented in all industrial sectors and lost ground in all but transportation where their representation increased from 1.8% to 2.5%.
- Over the 13-year period of the Act, they have never received a share of hirings much more than one quarter of their availability in the workforce.



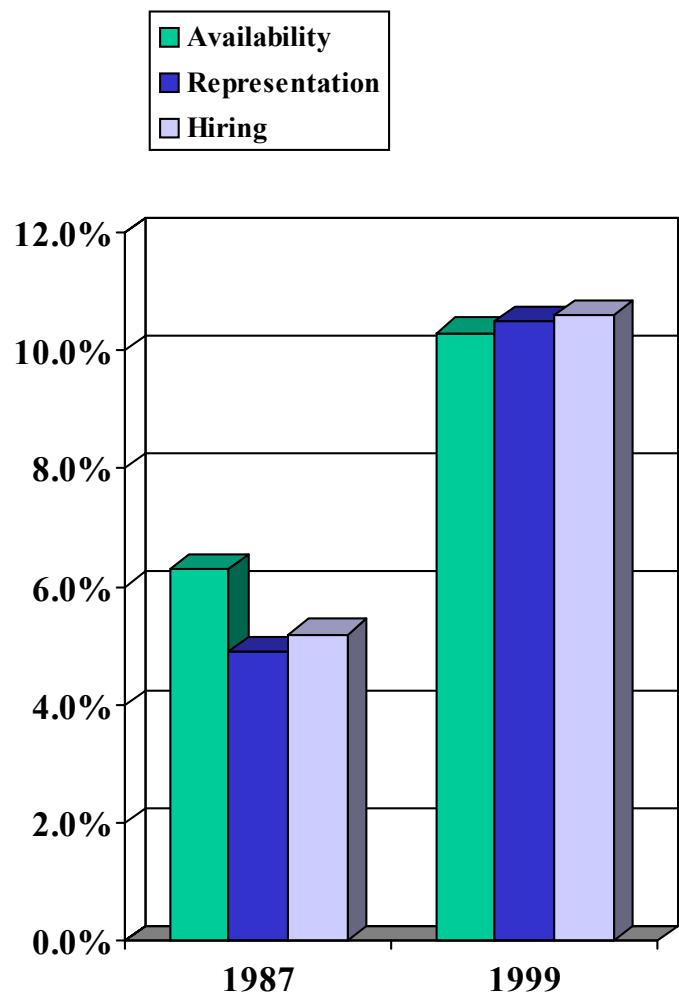
People with Disabilities in the Public Service

- **Their representation increased only marginally from 4.6% in 1998 to 4.7% as of March 2000.**
- **They continued to be denied their fair share of hiring opportunities in the public sector. Only 312 obtained employment, where close to 900 should have been hired.**
- **Not a single person with a disability was appointed to the Executive group.**
- **Their representation actually decreased in 19 of the 40 federal departments with more than 200 employees, and only 4 such departments meet the 6.5% benchmark.**



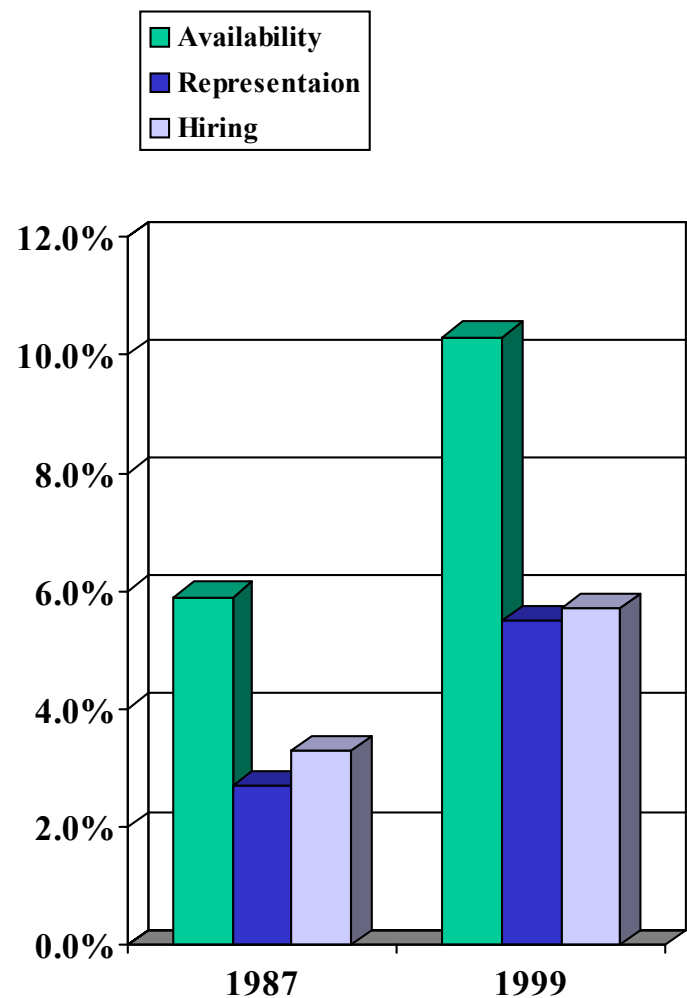
Visible Minorities in the Private Sector

- **Visible minorities in the private sector are making steady progress but remain concentrated in lower level occupations and under-represented in senior management.**
- **At 10.5%, their representation is for the first time slightly higher than their availability of 10.3%.**
- **Although their share of hires has decreased somewhat from last year, it has been consistently higher than their availability.**
- **At 15.8%, their representation is highest in the banking sector. It remains lowest in the transportation sector, although there has been an encouraging increase from 5.7% in 1998 to 7.1% in 1999.**



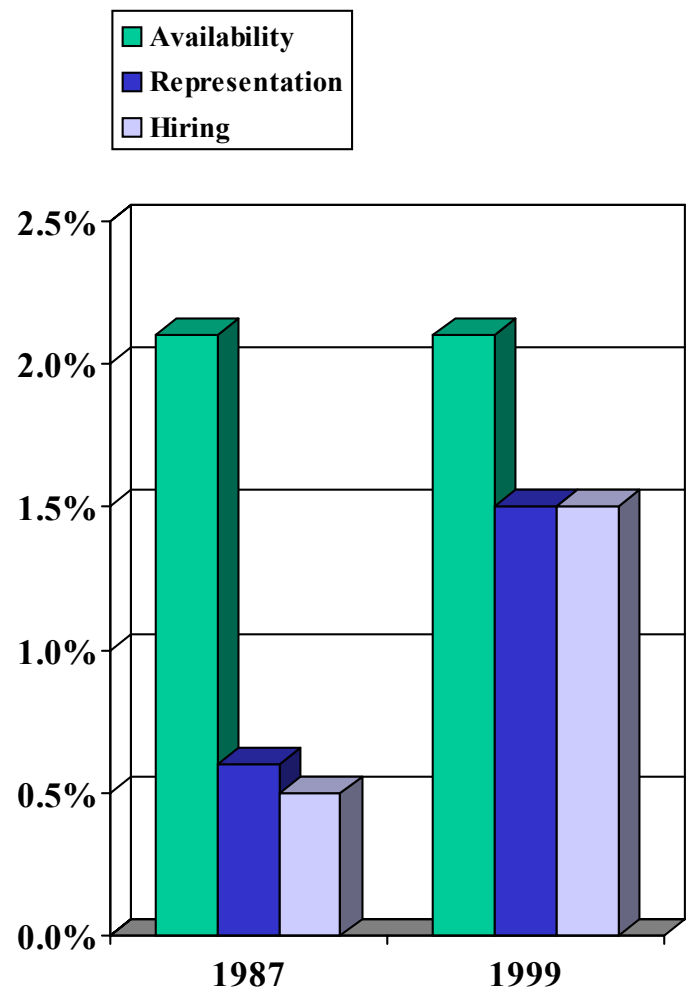
Visible Minorities in the Public Service

- **Visible minorities in the public service failed to make any gains and continue to be largely under-represented. As of March 2000, their representation stood at 5.5%**
- **At 5.7%, their share of hires falls short of their 10.3% availability in the Canadian workforce. They received only 787 out of a total 14,000 new hires, 639 short of their fair share of 1,426.**
- **Only 2 of the 31 appointments to the Executive group went to a visible minority, a somewhat lower proportion than the previous year when they had received 4 out of 38.**
- **The recommendations of the Perinbam Task Force are an important step and should help accelerate the rate of progress for this group.**



Aboriginal People in the Private Sector

- Aboriginal people experienced a slight increase in overall representation, from 1.3% in 1998 to 1.5% in 1999, but they continue to be under-represented against an availability of 2.1%.
- At 1.5%, their share of hires continues to be lower than their availability.
- Although gains were reported in the transportation and “other” sectors where their representation stands at 1.8% and 2.4% respectively, it remains unchanged in banking at 1.3% and in communications at 1.1%.



Aboriginal People in the Public Service

- Their overall representation increased from 2.9% in 1987 to 3.3% in 1999, above their availability of 2.1%
- At 3.9%, their share of hirings was considerably higher than their availability.
- At 28.5%, the Department of Indian and Northern Affairs continues to account for a very high proportion of Aboriginal employees.
- 23 out of 40 departments with more than 200 employees meet the availability benchmark, an increase of five from the previous year.

