



The law on the access of equality in employment in public organizations or companies that have contracts with the government was adopted by the national assembly on December 1st 2000 and came in effect April 1, 2001. This law has for effect, amongst other things, to oblige companies to make an analysis of their labour in order to be able to correct under representation of four groups of people victims of discrimination in employment. The four groups aimed are; women, native Indians, visible minorities and ethnic minorities.

This law allows, amongst other things, to verify that the company engages a sufficient percentage, according to the availability of the area and the requirements of employment, people being part of these four groups. It thus aims the composition of personnel so that it is more representative of the whole human resources available.

To be able to precisely evaluate the current labour, you will find on the next page a confidential questionnaire which will have to be filled by every non-unionist employee and every trade-unionist employee. This form is obligatory and is used to evaluate the number of people belonging to one of the four groups listed above.

We are counting on your collaboration for the realization of this analysis.

EQUAL ACCESS TO EMPLOYMENT

The information gathered will only be used for the purposes of the Act, will be kept strictly confidential and will only be seen by the people in charge of human resources analysis.

NAME: _____

POSITION: _____

DEPARTMENT: _____

1. GENDER: **Female** **Male**

2. ABORIGINAL PEOPLE: **YES** **NO**

Aboriginal people include North American Indians, Inuit and Métis people of Canada.

3. VISIBLE MINORITIES: **YES** **NO**

IF YES, PLEASE INDICATE WHICH GROUP YOU BELONG TO:

- BLACK (AFRICAN, HAITIAN, JAMAICAN, ETC.)
- PERSON OF SOUTH ASIAN ORIGIN (BENGALI, TAMIL, INDIAN FROM INDIA, ETC.)
- CHINESE (FROM HONG KONG, CHINA, MONGOLIA, ETC.)

- KOREAN
- JAPANESE
- PERSON OF SOUTHEAST ASIAN ORIGIN (VIETNAMESE, CAMBODIAN, THAI, ETC.)
- FILIPINO
- OTHER PERSON FROM THE PACIFIC ISLANDS
- PERSON OF WESTERN ASIAN OR ARAB ORIGIN (IRANIAN, LEBANESE, MOROCCAN, ETC.)
- LATIN AMERICAN (BRAZILIAN, COLUMBIAN, CUBAN, ETC.)

4. ETHNIC MINORITIES: YES **NO**

IF YES, PLEASE INDICATE YOUR FIRST LANGUAGE:

- | | |
|------------------------------------|-------------------------------------|
| <input type="checkbox"/> GERMAN | <input type="checkbox"/> POLISH |
| <input type="checkbox"/> BULGARIAN | <input type="checkbox"/> PORTUGUESE |
| <input type="checkbox"/> SPANISH | <input type="checkbox"/> ROMANIAN |
| <input type="checkbox"/> GREEK | <input type="checkbox"/> RUSSIAN |
| <input type="checkbox"/> HUNGARIAN | <input type="checkbox"/> UKRANIAN |
| <input type="checkbox"/> ITALIAN | <input type="checkbox"/> OTHER |

IF OTHER, PLEASE SPECIFY: _____

5. PERSON WITH A DISABILITY: YES **NO**

A person with a disability is a person who has a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and:

- 3) Considers him/herself to have a reduced ability to perform a job, or believes he/she risks being classified as handicapped by an employer or potential employers by reason of such an impairment.
- 4) This term includes people whose functional limitations owing to their impairment require accommodation in their job or workplace.